



The Fourword

Volume 48 Number 5

June 2020

President's Statement – Baltimore County Police Department Reforms

As representatives of the Baltimore County Police Department, you and your fellow officers continue to demonstrate professionalism and dedication to service throughout the county. Over the last three months, you have provided support and assistance beyond the typical call of duty, ensuring the health and safety of our communities during a global pandemic and a period of tragic loss in communities of color.

As law enforcement officers, we have a trusted responsibility to protect and serve. The conduct of the officers involved in the George Floyd incident in Minneapolis is inexcusable. Their behavior and use of force have no place in our profession. Because of their actions, there is a stain on our profession. As a citizen and as a police officer, I am saddened by the death of George Floyd, and share in expressing my heartfelt condolences to his family, friends, and community.

We hear the calls from politicians and protesters for reform and change in policing across the country, and, as the leadership of Baltimore County Fraternal Order of Police Lodge #4, we stand ready to assist and engage in those conversations. We are not opposed to change. Change in policing is constant. It is one of the things that makes this profession so great. Any truly meaningful change cannot take place without collective involvement for all parties. Politicians, community leaders, and members of the rank and file law enforcement officers need to work together to modify and develop policy that is clear and concise. Officers must have a clear understanding of those policies for them to be effective. And law makers must have a clear understanding of our county and state law enforcement programs and the internal rules and regulations our officers are governed by.

An example of this collaboration can be seen in the 2017 publication of the [National Consensus Policy on Use of Force](#). This publication reflects 11 of the most significant law enforcement leadership and labor organizations in the United States and contains the best thinking of all consensus organizations and may serve as a template for upcoming conversations between law enforcement agencies and those seeking improvements in policing.

For several years, our members have been trained using national best practices in use of force. Those trainings include de-escalation training, Integrating Communications, Assessment and Tactics (ICAT), and implicit bias training, the concept of Sanctity of Life, the Duty to Intervene and Report excessive or unnecessary use of force, and the importance of Constitutional Policing. Our agency has been ahead of the curve in all those areas, as evident in our statistics in use of force and arrests. These numbers have continued to decline for over a decade.

As law enforcement professionals, we know you will continue to work hard for the residents of Baltimore County and build meaningful relationships within the communities you serve and who have instilled their trust in you. Please know your FOP Lodge #4 leadership remains committed to our representation of you and your colleagues. To stay updated on the issues impacting our members, visit www.foplodge4.org and follow our [Facebook](#), [Twitter](#) and [Instagram](#) profiles.



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES May 2020

- The May General Business meeting was canceled due to the corona virus pandemic so there are no minutes to approve.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

- No motion was made to accept the minutes of the February General Membership Meeting due to the cancellation of the March, April and May General Membership meetings. Those minutes will be approved at the next meeting that is held.

REPORTS OF OFFICERS

~ PRESIDENT ROSE ~

- May 1– Participated in 2 conference calls in reference to COVID-19 virus and placed wreaths in honor of Fallen Heroes Day at Dulaney Valley Memorial Gardens.
- May 2– Participated in a conference call in reference to the COVID-19 virus.
- May 4– Participated in 2 conference calls in reference to the COVID-19 virus and discussed the lateral officer probation status bill with Meg Ferguson in the Legal Division.
- May 5– Participated in 2 conference calls in reference to the COVID-19 virus and participated in a conference call with the County Administration and the

Health Care Review Committee.

- May 6– Participated in 2 conference calls in reference to the COVID-19 virus, discussed the N95 mask supply with Officer Ables, discussed the N95 mask supply and the tattoo policy with Chief Hyatt and attended the County Council webcast meeting in reference to the Fire Department and Capital Budget.
- May 7– Participated in 2 conference calls in reference to the COVID-19 virus and discussed the status of our quarantined members with Officer Ables.
- May 8– Participated in 2 conference calls in reference to the COVID-19.
- May 11– Participated in 2 conference calls in reference to the COVID-19 virus and attended the County Council webcast meeting for Insurance and Retirement.
- May 12– Participated in 2 conference calls in reference to the COVID-19 virus, attended the County Council webcast meeting for the Police Department Budget, attended the Pension Board of Trustees meeting, spoke with Councilman Marks, Jones, Kach, Quirk Crandell and Councilwoman Bevins and spoke with Deputy Administrative Officer Vetter about the contract.
- May 13– Participated in 2 conference calls in reference to the COVID-19 virus and spoke with Deputy Administrative Officer Vetter in reference to the contract.
- May 14– Participated in 2 conference calls in reference to the COVID-19 virus, spoke with Deputy Administrative Officer Vetter in reference to the contract, discussed changes to the contract with our labor attorney,

LODGE 4 OFFICE

9304 Harford Road
Baltimore, Maryland 21234
Phone (410) 668-0004
FAX (410) 668-8126
Toll Free (888) 313-3501
www.foplodge4.org

ELECTED OFFICERS

David M. Rose
President
(443) 956-2643

Ryan Massey
1st Vice President
CIB-Homicide

Mike DiCara
2nd Vice President
PC-4

Donna M. Patterson
Lodge Secretary
PC-12
(410) 365-8481

Robert W. Caskey
Treasurer
CIB
(443) 956-2615

W. Don Patterson
State Trustee
Retired

Kathy Kraemer
Sergeant at Arms
PC-6

Anthony DiCara
Chaplain
Training

Cole B. Weston
Past President
Retired

EXECUTIVE BOARD of DIRECTORS

Kenneth F. Schubert
Chairman
Retired
(410) 404-2788

Ryan Franks
Vice Chairman
CIB-Arson

Thomas G. Scally
Retired
David Sweren
PC-4
Joe Peach
PC-8
Robert Graff
PC-6

Carroll Bollinger
CIB-Homicide
Chris Hodnicki
CIB-GET
L. Tim Caslin
Retired
Justin Warnick
CIB-RATT

LODGE STAFF

Nancy Skinner—Administrative Assistant

LEGAL ADVISORS

Schlachman, Belsky & Weiner, P.A.
Phone (410) 685-2022
IAS Cases Michael Davey

The Fourword is the official monthly publication of Baltimore County Fraternal Order of Police Lodge 4.

Fourword Editor
Don Patterson

chaired an emergency meeting of the Lodge #4 Executive Board of Directors to discuss changes to the contract, spoke with Councilman Jones, Marks and Quirk about budget deliberations, attended the County Council webcast meeting for budget deliberations and delivered 100 donated face shields to headquarters.

- May 15– Participated in 2 conference calls in reference to the COVID-19 virus and attended a virtual County Council meeting via webex.
- May 16– Participated in a conference call in reference to the COVID-19 virus, spoke with Councilman Crandell about the upcoming budget situation and responded to an officer involved shooting in PC 11.
- May 18– Participated in a conference call in reference to the COVID-19 virus and attended the Lodge #4 Executive Board of Directors meeting.
- May 19– Participated in 2 conference calls in reference to the COVID-19 virus, visited PC 1 and spoke with several County Council members about the upcoming budget.
- May 20– Participated in 2 conference calls in reference to the COVID-19 virus and spoke with a council member about the upcoming budget.
- May 21– Participated in 2 conference calls in reference to the COVID-19 virus, attended the emergency County Council meeting via webcast, spoke with Chief Hyatt about several issues, visited the Baltimore County Police Memorial to pay respect to Fallen Hero Amy Caprio and responded to Howard County for an officer involved shooting with 6 of our members.
- May 22– Participated in 2 conference calls in reference to the

COVID-19 virus.

- May 26– Participated in a conference call in reference to the COVID-19 virus.
- May 27– Participated in 2 conference calls in reference to the COVID-19 virus.
- May 28– Participated in a conference call in reference to the COVID-19 virus, attended the County Council meeting via webcast for budget cuts and accompanied 5 members to Homicide to view body camera video in reference to a shooting.
- May 29– Participated in 2 conference calls in reference to the COVID-19 virus and attended the County Council meeting via webcast for the Budget Adoption.
- May 30– Participated in a conference call in reference to the COVID-19 virus.

1st V. P. MASSEY~

- May 7– Attended the Blue Guardians meeting via zoom.
- May 18– Attended a meeting of the Executive Board of Directors via Zoom.
- May 21– Attended a webex meeting with Chief Hyatt.
- May 22– Attended a meeting with the Tattoo Review Committee via webex.

2nd V.P. DICARA

- May 1– Placed memorial wreaths in honor of Fallen Heroes Day at Dulaney Valley Memorial Gardens.
- May 5– Attended a webex meeting of the Health Care Review Committee.
- May 8– Placed a memorial wreath at our Police Memorial at Patriot's Plaza.

- May 12– Attended a webex session of the County Council covering the Police Department's budget presentation.
- May 14– Attended a zoom meeting with the Executive Board to discuss changes to the contract and attended a webex session of the County Council covering budget deliberations.
- May 15– Completed the PAC report and submitted to the State Board of Elections.
- May 18– Attended the Lodge #4 Executive Board of Directors meeting.
- May 19– Participated in a conference call with the labor members of the Health Care Review Committee.
- May 20– Attended a webex meeting of the Health Care Review Committee.
- May 21– Participated in a conference call with Chief Hyatt and other Lodge leaders.
- May 28– Attended a webex session of the County Council covering budget deliberations.
- May 29– Attended a webex session of the County Council finalizing the budget.

SECRETARY PATTERSON

- May 14– Attended a meeting with the Executive Board to discuss changes to the contract.
- May 18– Attended the Lodge #4 Executive Board of Directors meeting.

TRUSTEE PATTERSON

- May 18– Attended the Lodge #4 Executive Board of Directors meeting.

BEREAVEMENTS

**Carol Elaine Streett, Mother
of Brother Michael Streett**

**Barbara Beverly McAllister
Long, Mother of Brother
Ronald Long**

**John David Eltringham Sr.,
Grandfather of Brother John
David Eltringham 3rd**

**Louis Morris, Father of
Sister Dava Morris**

**Robert Lee Derbyshire,
Father of Retired Brother
Bob Derbyshire**

EXECUTIVE BOARD OF DIRECTORS REPORT ~ Ken Schubert~

- An Executive Board of Directors meeting was held May 18, 2020 via Zoom. The meeting was called to order at 1:30 pm. All board members were in attendance, either at the Lodge or via Zoom. Legal Advisor Mike Davey was also present.
- Motions that were made, after receiving a proper second, were discussed, voted upon, and appear in this issue under the appropriate committee reports.

REPORTS OF COMMITTEES

DONATION REVIEW COMMITTEE ~Ryan Franks~

- There was no requests for donations this month, however we received a thank you from County Executive Olszewski for our donation to the COVID-19 Emergency Response Fund and a thank you from Kylee's Dancing Angels Foundation.

GRIEVANCE COMMITTEE ~Ryan Massey~

- The agreement was finalized in the McCain grievance.

HEALTH CARE REVIEW COMMITTEE ~Mike DiCara~

- On May 5 and May 20, 2020, webex meetings of the Health Care Review Committee were conducted by CAO Rogers. The focus of the meetings was the pending change to prescription coverage for Medicare eligible retirees. This change, scheduled to take place on January 1, 2021 includes the mandatory use of Labor First for supplemental prescription coverage. Labor First is the benefits management company chosen by the County to coordinate an exchange of multiple plan options. Representatives from Labor First presented possible choice options for their exchange, and discussed the process by which these plans were chosen. Minor changes to health coverage for active employees and pre-65 retirees were also discussed. Our consultant, Randy Hart, requested that the County provide additional documentation to support the fee structure presented by Labor First.
- John Ripley, the Labor chair of the HCRC, also sent a follow-up letter to COA Rogers asking for additional data and clarification of certain points. More updates will be provided in the near future.

RETIREMENT
Jeffrey Barrick
Russell Shipley
Donald Ossmus

LEGAL ADVISORY COMMITTEE ~Ryan Massey~

- POFC. Taylor hearing board has not been scheduled. President Rose is attempting to reach a settlement.
- The POFC. Wilkes hearing board scheduled for June 8, 2020 has been postponed.

LEGISLATIVE COMMITTEE ~Dave Rose~

- On April 30, 2020 we reached an agreement and signed a letter with the County Administration, changing the length of a probationary period for lateral police officers who have completed 2 years of probation in another agency. The County did not agree with our position that the change was a mandatory subject of bargaining. We were in agreement that the change was good for all involved. Therefore, our attorney drafted a letter stating that both parties agree to the change and do not forfeit their respective positions as to whether it is a bargaining issue. A bill to change the county code will be submitted in June.

NEGOTIATION COMMITTEE ~Dave Rose~

- The County Council delayed budget deliberations until May 28, 2020 in hopes of another federal stimulus package being passed by Congress. The hope was that if there was another stimulus package, the council could avoid drastic cuts from the budget. The FOP reached out to the Administration and was able to renegotiate our previously ratified agreement. We were able to

keep everything we bargained for in the original agreement except the wage increase, which was delayed 6 months later in the contract year. When the County Council voted on the budget on May 28, 2020, our agreement remained intact.

PENSION COMMITTEE ~Dave Rose~

- At the May 12, 2020 Pension Board of Trustees meeting, the trustees approved fourteen (14) total retirements, three (3) from the Police Department.

POLICY REVIEW COMMITTEE ~Dave Rose~

- The committee reviewed eight (8) new or revised policies and identified no bargaining issues with any of them.

SOCIAL MEDIA COMMITTEE ~Dave Rose~

- We used our social platforms to cover our recognition of Fallen Heroes Day.

NEW BUSINESS

- President Rose advised that during the pandemic we have had about 50 members quarantined.

GOOD OF THE ORDER

- During the month of May, Lodge #4 received eight (8) thank you cards or letters. Two (2) memorial donations was made in lieu of flowers.



One of our Fallen Heroes scholarship recipients, Danielle Palmer, presented Lodge#4 with this painting to say thank you for helping to make college more affordable. Danielle is studying graphic design.

Each year we award \$30,000.00 in scholarships in the name of our fallen heroes.



The July

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
July 27, 2020
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road

The August

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
August 24, 2020
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road