



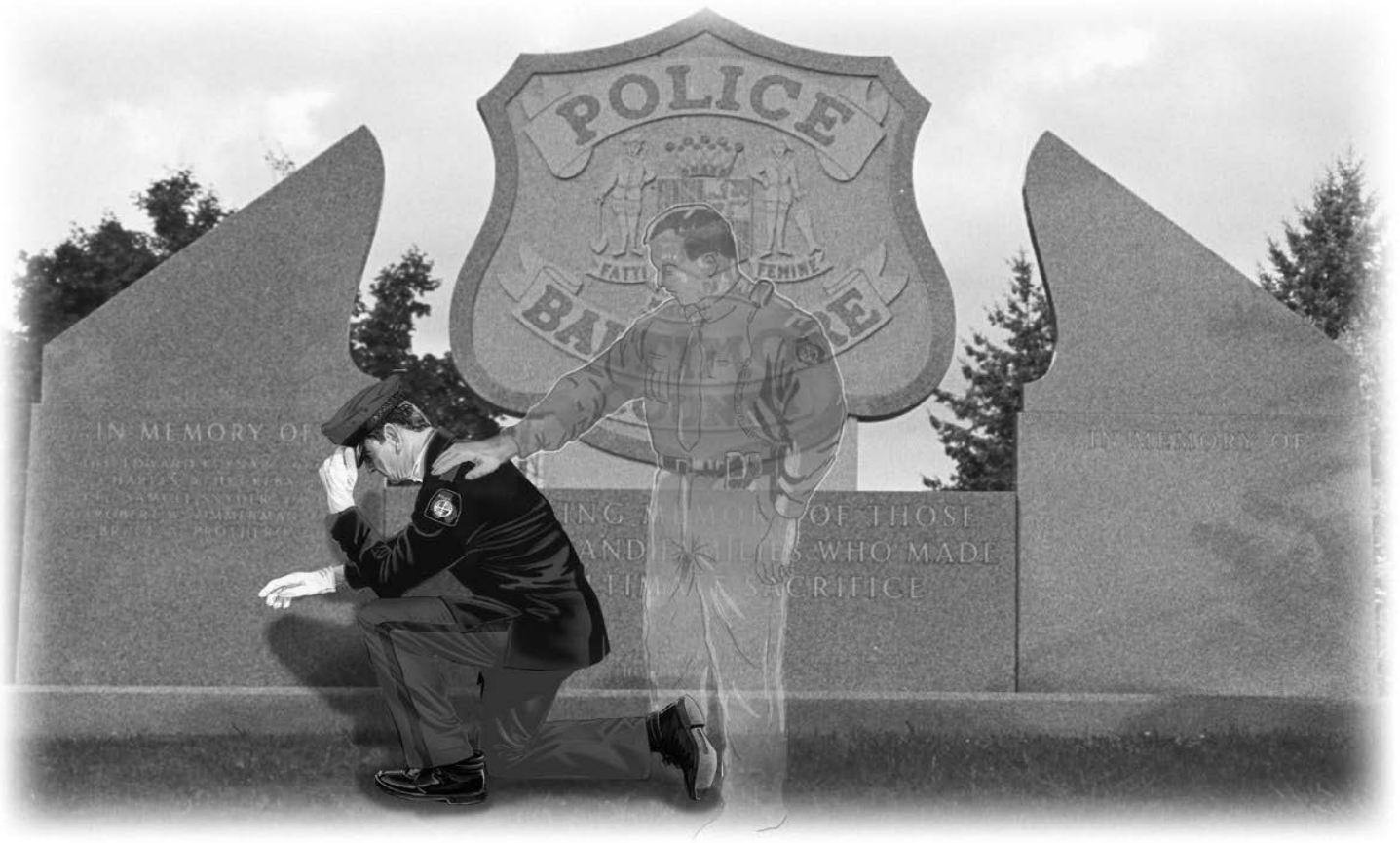
# The Fourword

Volume 46 Number 5

May 2018

## **Baltimore County FOP Lodge 4 Mourns the Loss of POFC Amy Caprio End of Watch 5/21/2018**

Officer Caprio was killed on May 21, 2018 while she was investigating a call for a suspicious vehicle. She was a professional, dedicated officer who will be missed by her family, co-workers and the entire community that she served. She had a full honors funeral ceremony at Dulaney Valley Memorial Gardens. She is the tenth Baltimore County Officer killed in the line of duty in the 144 year history of the Department.



Representing the Professional Police Officers of Baltimore County





## MEETING MINUTES

April 2018

- The April General Business meeting was held on April 23, 2018 at FOP Lodge 4. President Weston called the meeting to order at 7:30 p.m. Brother Tony DiCara gave the invocation. President Weston led the Pledge of Allegiance.

## ROLL CALL OF OFFICERS

- Second VP Rose was on vacation, all other Officers and Legal Advisor Mike Davey were in attendance.

## APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

- A motion was made by Brother King to accept the minutes of the March General Membership Meeting. A second was made by Brother Siedlecki. There was no discussion. The motion passed.

## REPORTS OF OFFICERS

~ **PRESIDENT WESTON** ~

- March 28– Addressed the In-Service Training class and hosted the Parkville Carney Business Association annual meeting.
- April 2– Attended a meeting of the Maryland State FOP Legislative Committee in Annapolis.
- April 4– Addressed the In-Service Training class.
- April 9– Addressed the Enhanced Supervisor school and

attended a Concerns of Police Survivors seminar.

- April 10– Attended the Pension Board of Trustees meeting.
- April 11– Met with County Councilman Tom Quirk and attended a Concerns of Police Survivors seminar.
- April 12– Attended the County Executive's FY-19 Budget Message.
- April 16– Attended a Political Action Committee meeting, a Grievance Committee meeting and the Lodge #4 Executive Board of Directors meeting.
- April 17– Participated in County Executive and County Council candidate interviews.
- April 18– Addressed the In-Service Training class.
- April 19– Participated in County Executive and County Council candidate interviews.
- April 23– Chaired the FOP Lodge #4 General Membership meeting.

~ **1<sup>st</sup> V. P. COMEGNA** ~

- March 27– Attended the regular meeting of the Peer to Peer Support group.
- March 30– Visited Precinct #8, Parkville.
- April 2– Attended the regular meeting of the Maryland State FOP Legislative Committee in Annapolis.
- April 9-11– Attended the “Traumas of Law Enforcement” seminar hosted by the National Concerns of Police Survivors in Baltimore.
- April 12– Attended the monthly meeting of the Baltimore County Police Assistance and Relief Fund.
- April 13-15– Attended a training seminar on PTSD that was hosted by the Maryland State

## 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

Cole B. Weston  
**President**  
(443) 956-2679

Steven G. Comegna  
**1<sup>st</sup> Vice President**  
*F.O.P. Lodge 4*  
(410) 409-0293

David M. Rose  
**2<sup>nd</sup> Vice President**  
*F.O.P. Lodge 4*  
(443) 956-2643

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

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

W. Don Patterson  
**State Trustee**  
*Retired*

Ryan Massey  
**Sergeant at Arms**  
*CIB - Homicide*

Anthony DiCara  
**Chaplain**  
*PC-8*

L. Timothy Caslin  
**Past President**  
*Retired*

## EXECUTIVE BOARD of DIRECTORS

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

Mike DiCara  
**Vice Chairman**  
*PC-4*

Thomas G. Scally  
*Retired*

Kathy Kraemer  
*PC-6*

David Sweren  
*PC-12*

Chris Hodnicki  
*CIB-GET*

James P. Rommel, Jr.  
*PC-3*

Ryan Franks

Robert Graff  
*PC-6*

*CIB-Arson*  
Patrick Zito  
*Retired*

## LODGE STAFF

Nancy Skinner—Administrative Assistant

## LEGAL ADVISORS

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

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

**Fourword Editors**  
Don Patterson

FOP and attended the Quarterly meeting of the Maryland State FOP in Ocean City.

- April 16– Attended a meeting of the Political Action Committee and attended the Lodge #4 Executive Board of Directors meeting.
- April 17– Took part in candidate interviews for Baltimore County Executive and Baltimore County Council.
- April 19– Took part in candidate interviews for Baltimore County Executive.
- April 20– Met with a contractor about painting the upstairs area of the Lodge.
- April 23– Attended a special meeting of the Executive Board of Directors and attended the Lodge #4 General Membership meeting.

### **~2<sup>nd</sup> V. P. ROSE~**

- March 27– Met with the Captain of SOD to discuss a K9 policy issue.
- April 2– attended the Maryland State FOP legislative Committee meeting in Annapolis.
- April 3 – Met with a member to discuss retirement options.
- April 6– Testified in front of the House Judiciary Committee in opposition of HB 1740.
- April 9 – Spoke with members in attendance of the Enhanced Supervisors School about FMLA.
- April 10 – Attended the Pension Board of Trustees meeting.
- April 11 – Spoke with members in attendance at In-Service Training.
- April 12– Attended the County Executive Budget message.
- April 16– Chaired a Grievance Committee meeting and attended the Lodge #4 Executive Board of Directors meeting.

- April 17– Participated in PAC interviews for County Executive candidates.
- April 19– Participated in PAC interviews for County Executive candidates.
- April 23-27– Vacation.

### **~TREASURER CASKEY~**

- April 23– Reported on the financial status of FOP Lodge #4.

### **SECRETARY PATTERSON**

- April 13 –Attended training on PTSD at the State FOP meeting in Ocean City.
- April 14– Attended the Maryland State FOP meeting in Ocean City.
- April 16– Attended Lodge #4 Executive Board of Directors meeting.
- April 23– Attended the Lodge #4 General Membership meeting.

### **~TRUSTEE PATTERSON~**

- April 13– Attended training on PTSD at the State FOP meeting in Ocean City.
- April 14– Attended the Maryland State FOP meeting in Ocean City.
- April 23 - Attended the Lodge #4 General Membership meeting.
- At the April 14, 2018 Maryland State FOP meeting, Governor Hogan spoke about his support of Law Enforcement and thanked us for our support of him. He presented a citation to President Canales recognizing the 50th Anniversary of the Maryland State FOP. He also presented 2 citations to Brother Ryland and Treasurer Kratsch recognizing them as members who have been here all 50 years.

- President Canales said there will be an event at the State Conference to acknowledge the 50th Anniversary.
- Second VP Frasco thanked everyone for their help in Annapolis.
- Past President Bartlett advised he was re-elected to the Chairman position of the National Labor Coalition. He also discussed a Supreme Court case, Janus v. AFSCME. This case is where Mr. Janus feels he should not be forced to pay Union dues. The National FOP feels AFSCME could lose this case and it could be harmful to the FOP.
- The By-Laws Committee discussed compliance which started in November 2016. There are 5 lodges who were put in the category of “Not in good standing” due to not turning in any documents.
- The 2018 Maryland State FOP conference will be held August 19-22 at WISP Resort.

### **EXECUTIVE BOARD OF DIRECTORS REPORT**

#### **~ Ken Schubert~**

- An Executive Board of Directors meeting was held on April 16, 2018. The meeting was called to order at 1:30 pm. Trustee Patterson, Brother Sweren and Brother Scally were excused, all other board members were in attendance. Legal Advisor Chaz Ball was also in attendance.
- 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**

### **ATHLETIC COMMITTEE**

**~Don Patterson~**

- The Lodge #4 Annual Golf Tournament will be held on Friday, August 17, 2018. The start time will be 8:00am at Rocky Point Golf Course in Essex. The cost of the tournament will be \$100. Call the lodge to reserve your foursome.

### **DONATION REVIEW COMMITTEE**

**~Mike DiCara~**

- The Donation Review Committee met and discussed the following motions:
- To donate \$2,500.00 to Dulaney Valley Memorial Gardens to support Fallen Heroes Day, May 4, 2018.
- To donate \$250.00 to purchase advisor polo shirts for the 2018 National Explorer Conference to be held in July 2018.
- To donate \$1,500.00 to Special Olympics Maryland in support of the 2018 Torch Run.
- To purchase a table 10 tickets to the Anne Arundel County Lodge #70 Bull Roast on May 19, 2018 for an expenditure of \$400.00.
- To donate \$500.00 as a bronze sponsor for the 19th Annual COPS Ride on Sunday, June 10, 2018 to benefit the Maryland Chapter of Concerns of Police Survivors.
- To donate \$250.00 to the 2018 Congenital Heart Walk to support infants born with severe heart defects. Sponsorship is for Brother Mike Deremeik (PC9) whose son was born with this condition and under went heart

surgery at 10 months old.

- All motions received proper seconds and were passed.

### **GRIEVANCE COMMITTEE**

**~Dave Rose~**

- The motion to enforce in Baltimore County Circuit Court in the Section 6.1c grievance was scheduled for May 2, 2018 in Judge Souder's court room.
- The FOP and the County have agreed on an arbitrator in the health care subsidy grievance. There is no scheduled hearing date.
- On April 16, 2018 the Grievance Committee met to discuss two separate Class Action Grievances.
- On February 27, 2018 the Department published Employment Section Personnel Announcement #07-18. This was a Notice of Specialized Assignment Selection Process in the Youth & Community Services Section of the Operations Bureau for an Animal Abuse Investigations Team Supervisor, specifically for the rank of Sergeant. The application deadline was March 13, 2018. Shortly thereafter, the Department selected a Sergeant to fill this position.
- On or about the beginning of April, the Department reassigned the Animal Abuse Investigations Team to the Criminal Investigations Bureau, specifically the Property Crimes Section. Even though there exists a current eligibility list for the position of Sergeant in CIB, the Department did not fill the Sergeant position with a Sergeant on that eligibility list.
- The FOP became aware of this and contacted the Bureau Commander, Colonel Hlavach on

April 10, 2018. Colonel Hlavach confirmed that the above summary was accurate, including confirming that the Sergeant selected for the Animal Abuse Investigations Team was not on the current eligibility list and did not participate in the application process for CIB. Colonel Hlavach further informed the FOP that the Department would not select a Sergeant from the current eligibility list to fill the CIB Sergeant position.

- The position of Sergeant for the Animal Abuse Investigations Team is in the Criminal Investigations Division, Property Crimes Section. The Department has an established, longstanding practice to fill such vacancies. In this regard, the Department established an eligibility list pursuant to Article 7-10.3 of the Administrative Manual. According to the practice, the position of Sergeant for the Animal Abuse Investigations Team in CIB must be filled from those on the current eligibility list.
- A motion was made by the Grievance Committee to file a class action grievance in selection process for CIB.
- On March 15, 2018, Lt. Peach, Commander of the K9 Unit sent out a directive to the K9 handlers in reference to compensation for transporting their K9 dogs to and from approved kennels. The directive stated in part "From this point forward K9 handlers will not be provided extra compensation in the form of compensatory leave or overtime in order to transport their K9 partners to the kennel for any actions they take in placing their dog in the kennel. Additionally, K9 handlers will no longer be marked working for any amount of time in order to transport their assigned K9 dog to or from the

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kennel or for any actions they take in placing their dog in the kennel.”

- This directive unilaterally changes longstanding Department practice in which the Department, for a significant period of time, has treated as compensable, the time K9 officers took to transport the K9 dog to and from the kennels. In this regard, Department policy requires K9 officers to house K9 dogs at the kennel when certain circumstances arise.
- On March 27, 2018, Second VP Rose met with Captain George, Section Commander of the Special Operations Division, who oversees the K9 Unit to discuss this directive by Lt. Peach. Captain George acknowledged during the meeting that he was aware that K9 officers had, for a significant period of time, been compensated for transporting the K9 dog to and from the kennel but that the practice was being discontinued. It was the position of the FOP that transporting the dog to and from the kennel was compensable time. At the conclusion of the meeting, Captain George stated he would take the FOP's position back to his office and discuss it with his chain of command.
- On April 4, 2018, Captain George contacted Second VP Rose and informed him that his position communicated in the directive would remain unchanged.
- A motion was made to file a class action grievance dealing with K9 and compensation pay.

### **LEGAL ADVISORY COMMITTEE**

**~Dave Rose~**

- The show cause petition in Baltimore County Circuit Court for

the Bordner case has not been scheduled. Both sides have submitted their motions in preparation for the hearing.

- The show cause petition filed in Baltimore County Circuit Court in the Estes case has not been scheduled. Both sides have submitted their motions in preparation for the hearing.
- Mike Marshall and his staff are working on the Marvin Haw pension appeal to the Board of Appeals. Mr. Marshall did send a letter on February 8, 2018 to the Board of Appeals requesting they set a date. No date has been set.
- The Ericka Barnes appeal of her spousal pension benefits was presented at the County Board of Appeals on February 14, 2018. A written decision dated March 1, 2018 was distributed to all parties on March 5, 2018. As expected, the Board members stated there was no appeal issue to their level and ruled that all administrative remedies have been exhausted. On March 29, 2018, attorneys for Ericka Barnes filed a Petition for Judicial Review in the Baltimore County Circuit Court.

### **MEMORIAL COMMITTEE**

**~Don Patterson~**

- Baltimore County Police Memorial was held on Friday, May 11, 2018. After the service a reception was held at Lodge #4. A motion was made to pay for the cost of food for 50 people. The cost was \$1,385.00. The motion was second and passed.

### **PENSION COMMITTEE**

**~Dave Rose~**

- At the April 10, 2018 Pension Board of Trustees meeting, the trustees approved twenty-three

(23) total retirements, two (2) were from the Police Department.

- The Board voted to recommend to County Council that the calculation for a retiree COLA be modified for the current calculation based on a 10 year smoothing to an 8 year calculation. This recommendation has to be approved by County Council.

### **POLICY REVIEW COMMITTEE**

**~Dave Rose~**

- The committee members reviewed six (6) policies this month.
- On February 2, 2018, Chief Sheridan sent an email agency wide regarding secondary employment approval and the submission of schedules. We are currently in communication with the Planning Unit to revisit the scheduling section which has not been updated for 20 years. Currently there is a draft out for Command Review. The Policy Review Committee will have it after that process is completed.
- Currently, the Committee is reviewing the new Medical Marijuana Policy. We have communicated with the Planning Unit our concerns over some aspects of the policy. On April 11, 2018, we received a response from the

### **New Additions**

**Chase Patrick Ross, Son of  
Brother Christopher Ross  
and Grandson of Retired  
Brother Wayne Ross**

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**Jack Stephen Harding, Son  
of Brother Chris Harding**

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**Kyle Joseph Parks, Son of  
Brother Joseph Parks**

Chief's Office. Upon review of that response, we filed a request to bargain on April 12, 2018.

- We have not been asked to participate in any of these policy discussions.
- There is also a K9 compensation question regarding a new policy from the Commander on March 15, 2018 that states K9 handlers will no longer be compensated for travel to and from the kennel (mileage or time) when kenneling the dogs. After meeting with the Commander on March 27, 2018 and communicating our concerns he communicated them to his chain of command. He contacted the FOP on April 4, 2018 and stated the position of the Department has not changed and the directive will remain in place.
- The policy change is being addressed as part of the grievance that was filed.

#### **POLITICAL ACTION COMMITTEE**

~Steve Comegna~

- The Political Action Committee met several times in the past month. We met on Monday, April 16, 2018, Tuesday, April 17, 2018 and Thursday, April 19, 2018.
- The committee brought forth four recommendations at two different meetings. Those motions was as follows:
- To endorse State Delegate Joe Cluster (District #8) in his re-election campaign.
- To endorse Baltimore County Councilman Tom Quirk (District #1) Julian Jones, Jr.

(District #4), David Marks (District #5) and Todd Crandell (District #7) in their 2018 re-election campaigns.

- To endorse Baltimore County Councilwoman Vicki Almond in her campaign to become Baltimore County Executive.
- To purchase a \$1,000.00 sponsorship to an event for Vicki Almond on Wednesday, May 23, 2018.
- The Executive Board of Directors thoroughly discussed each motion and then voted unanimously to support each motion. These motions were then presented to the General Membership at the April 2018 meeting. After a proper second, a presentation was given on each motion. The membership of FOP Lodge #4 unanimously approved each of the motions.

#### **NEW BUSINESS**

- Past President Caslin made a motion to support Brother Schubert in his run for State Secretary and Brother Tony DiCara in his run for State Chaplain. Motion received a proper second and passed unanimously.
- First VP Comegna made a motion to spend up to \$2,000.00 to paint and buy new blinds for the upstairs of the Lodge. Motion was passed.

#### **RETIREMENTS**

*Hope Deems*

#### **GOOD OF THE ORDER**

- During the month of March, FOP Lodge #4 received twelve (12) thank you cards. Seven (7) flowers were sent to bereaving members and four (4) memorial donations were sent in lieu of flowers.
- Brother Bergin advised Delegate Joe Cluster is on the Judiciary Committee and we need to keep him there. The Primary election is June 26, 2018 and Joe will need help at the polls.
- Brother Justin Warnick thanked everyone for their support after his incident in the city.
- Chaplain DiCara thanked everyone for their support of his bid for re-election as State Chaplain.
- The next Peer to Peer Support group meeting will be held on Tuesday, June 19, 2018 at 6:30 p.m.

#### **A Special Thank You To Mission BBQ**

For unlimited comfort and assistance during the difficult loss of Officer Caprio.

Your unwavering commitment to support law enforcement officers and their families has a significant impact on the individuals who have dedicated themselves to keep our communities safe.

We are very appreciative and forever grateful.

On behalf of the membership of the Baltimore County Fraternal Order of Police, Lodge #4

May 2018

# Membership Passes to the National Aquarium

The Executive Board of Directors of Baltimore County Fraternal Order of Police, Lodge #4 has entered into another one year business partnership under the Corporate Membership program with the National Aquarium. This means we have four transferable passes for use by our members.

If you are interested in using the passes:

- You can call or email the Office at (410) 668-0004, or [office@foplodge4.org](mailto:office@foplodge4.org).
- If they are available on the date you have requested they will be reserved for you.
- It will be your responsibility to pick up and return the passes.
- On the occasions when different members have passes reserved on adjacent dates we ask the parties to communicate and agree upon a drop-off/pickup location for transferring the passes.
- Should the passes become lost or stolen while they are in the member's possession we will require the member to pay for the replacement cost.

These passes grant access to the aquarium through the corporate membership entrance which should reduce if not eliminate any waiting in line.

We are pleased to be able to offer this as an additional benefit to the members of FOP Lodge #4.

## **BEREAVEMENTS**

**Retired Brother William E.  
Merrick**

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**Ruth F. Eubank,  
Grandmother  
of Brother Michael Eubank**

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**Chang Koh, Father of  
Brother James Koh**

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**John Connor, Jr., Grandfa-  
ther of Brother John Connor**

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**George Kamberger Sr.,  
Father of Retired Brothers  
Patrick and Joseph Kam-  
berger and Grandfather of  
Brother Joseph L Kamberger  
Jr.**

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**Earnest Woods, Father of  
Brother Lamont Martin**

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**Lynn O'Donnell, Wife of  
Retired Brother Michael  
O'Donnell, Sister-in Law of  
Retired Brother Bill Peace**

\*\*\*\*\*

**Philomena Nacke, Mother of  
Brother Ken Nacke**

## **19th Annual C.O.P.S. Ride Maryland Chapter of Concerns of Police Survivors**

**Sunday June, 10, 2018  
Lunch Catered by**

**Mission BBQ**

### **Registration at the Following Locations**

**Old Glory Harley Davidson  
Harley Davidson of Frederick  
Harley Davidson of Baltimore  
Rommel Harley Davidson Annapolis  
District Harley Davidson  
Red Eye's Dock Bar  
Greene Turtle Salisbury  
All American Harley Davidson  
Harley Davidson of Washington  
Eisenhower's Chesapeake Harley Davidson**

**All Riders Will be Escorted to FOP Lodge #89  
2905 Old Largo Road, Upper Marlboro, MD**

**Minimum Donation of \$25.00 per person**



CHANGE OF ADDRESS FORM

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**FRATERNAL ORDER OF POLICE**  
BALTIMORE COUNTY LODGE NO. 4  
9304 HARFORD ROAD  
BALTIMORE, MARYLAND 21234

**RETURN SERVICE REQUESTED**

NON-PROFIT ORG. U.S. POSTAGE PAID BALTIMORE, MD PERMIT NO. 5418
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(CUT ALONG DOTTED LINE. RETURN ENTIRE TOP OF FORM TO THE LODGE OFFICE.)

The June

# **FOP Lodge 4 GENERAL BUSINESS MEETING**

will be held on

**Monday,  
June 25, 2018  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road

The July

# **FOP Lodge 4 GENERAL BUSINESS MEETING**

will be held on

**Monday,  
July 23, 2018  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road