



The Fourword

Volume 47 Number 5

May 2019

FOP LODGE #4 ANNUAL GOLF TOURNAMENT



FRIDAY, AUGUST 23, 2019

ROCKY POINT GOLF COURSE
1935 BACK RIVER NECK ROAD
ESSEX, MD 21221

\$100.00 PER PLAYER

PRICE INCLUDES, GREEN FEES, CART,
CONTINENTAL BREAKFAST, BEVERAGES
ON COURSE, HOT DOGS AT THE TURN
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LODGE #4 (410) 668-0004***



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES

April 2019

- The April General Business meeting was held on April 22, 2019 at FOP Lodge #4. President Weston called the meeting to order at 7:30 p.m. Chaplain DiCara gave the invocation. President Weston led the Pledge of Allegiance.

ROLL CALL OF OFFICERS

- Brother Rommel 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 Warnick. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT WESTON ~

- March 26– Addressed the New Administrators class.
- April 2– Addressed the Lateral Class and attended the Retired Officers Association meeting.
- April 3– Addressed the In-Service Training class.
- April 9– Attended the Pension Board of Trustees meeting.
- April 10– Addressed the In-Service Training class.
- April 12– Met with the Director of the Office of Human Re-

sources concerning Lateral Officer employment benefit documents.

- April 15-19– Vacation.
- April 22– Chaired the FOP Lodge #4 General Membership meeting.

1st V. P. COMEGNA ~

- March 27– Met with Major Monahan and Captain Irwin about the PAR Fund Golf Tournament.
- April 1 – Met with a member in reference to the upcoming contract vote.
- April 12 – Met with the Director of Human Resources in reference to Lateral Officers.
- April 15 – Attended the County Executive's FY 2020 Budget Message, a meeting of the Political Action Committee and the Lodge #4 Executive Board of Directors meeting.
- April 16 – Attended a meeting of the Lodge #4 Peer to Peer support group.
- April 17 – Addressed the In-Service Training class.
- April 18– Attended the regular meeting of the Police Assistance and Relief Fund.
- April 19– Met with a member to discuss contract voting.
- April 22– Met with a member and reviewed the Lodge's Financial Documents and attended the Lodge #4 General Membership meeting.

2nd V. P. ROSE~

- March 26– Presented FMLA training to the New Administrators school.
- April 2– Met with a member to discuss retirement options and attended the Retired Officers Association meeting.

LODGE 4 OFFICE

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Phone (410) 668-0004
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www.foplodge4.org

ELECTED OFFICERS

Cole B. Weston
President
(443) 956-2679

Steven G. Comegna
1st Vice President
F.O.P. Lodge 4
(410) 409-0293

David M. Rose
2nd 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
Training

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-4

Chris Hodnicki
CIB-GET

James P. Rommel, Jr.
Retired

Ryan Franks
CIB-Arson

Robert Graff
PC-6

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 Editors
Don Patterson

- April 9- Attended the Pension Board of Trustees meeting.
- April 11- Participated in a conference call for the Section 6.1c grievance settlement.
- April 14-20- Vacation.
- April 22- Attended a meeting with Brother Jess to review financial documents and the Lodge #4 General Membership meeting.

SECRETARY PATTERSON

- April 2- Attended the meeting of the Retired Officers Association.
- April 10-11- Met with representatives from The Grand Hotel and Hyatt Place in Ocean City in reference to the 2020 State Conference.
- April 12- Attended the State Lodge training in Ocean City.
- April 13- Attended the regular meeting of the Maryland State FOP.
- April 15- Attended the Lodge #4 Executive Board of Directors meeting.
- April 16- Attended a meeting of the Lodge #4 Peer to Peer support group.
- April 22- Attended the Lodge #4 General Membership meeting.

~TREASURER CASKEY~

- At the April General Membership meeting, Treasurer Caskey reported the finances of the Lodge.

~TRUSTEE PATTERSON~

- April 2- Attended the regular meeting of the Retired Officers Association.
- April 10-11- Met with representatives from The Grand Hotel and

Hyatt Place in Ocean City in reference to the 2020 State Conference.

- April 12- Attended the State Lodge training in Ocean City.
- April 13- Attended the regular meeting of the Maryland State FOP.
- April 22- Attended the Lodge #4 General Membership meeting.

EXECUTIVE BOARD OF DIRECTORS REPORT ~ Ken Schubert~

- An Executive Board of Directors meeting was held April 15, 2019. The meeting was called to order at 1:30 pm. President Weston, Second VP Rose and State Trustee Patterson were on vacation. Brother Scally was working. All other board members were in attendance as was Legal Advisor Mike Davey.
- 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~

- The Donation Review Committee met and brought forth the following motions which passed.
- To donate \$250.00 to the Congenital Heart Walk Fundraiser at the Philadelphia Zoo. Request from Brother Deremeik.
- To donate \$150.00 to the Thin Blue Line Lunch Bunch end of the year public safety day.
- To donate \$40.00 to Sheepdog Challenge Inc. to purchase a case of sternos for Matten Roy's free

lunch for police on June 6, 2019.

- To donate \$1,500.00 to the PAR Fund to sponsor the giveaway for their Golf Tournament.
- To donate \$2,500.00 to Dulane Valley Memorial Gardens to support hosting the Fallen Heroes ceremony.
- To donate up to \$900.00 for Baltimore County Baseball Camp to purchase shirts for attendees and volunteers. Request from Brother Spike McElfish. Shirts will include FOP logo.
- To donate \$500.00 to Associated Italian American Charities of Maryland Inc. for a one page ad in program. This organization endowed \$7,000.00 to Towson University in Amy Caprio's name. Requested by Chaplain DiCara.
- These motions were passed by the Executive Board of Directors and there was no opposition from the general membership.

GRIEVANCE COMMITTEE ~Dave Rose~

- On February 25, 2019, the committee met to discuss a directive from Colonel Folderauer to 1st VP Comegna and 2nd VP Rose stating "You were marked working Shift 2 on Martin Luther King Day. This should not have occurred. You are directed not to report to work on President's Day, Monday, February 18, 2019. Both of you will be marked "P". Both of you will be marked "P" for two other holidays (Columbus and Veteran's) this year per Section 6.11."
- Colonel Folderauer came to the lodge for a meeting to discuss the grievance on March 11, 2019. At the conclusion of the meeting, it was decided both

First VP Comegna and Second VP Rose would be marked working and compensated accordingly. Payment was received in the March 22, 2019 paycheck.

- The FOP and the County have reached a settlement in the Section 6.1c grievance. The County is currently calculating the individual amounts of back pay and those will be distributed as they come into the lodge. Details of the settlement have been distributed throughout the membership.
- The FOP and the County had the Health Care Arbitration hearing on January 15, 2019. Second VP Rose and First VP Comegna attended and testified for our position. Keith Dorsey and Mark Lynne testified for the County. The initial brief for the FOP was filed on February 22, 2019. The County has filed their reply brief. The FOP has filed its final brief. The arbitrator has not issued her decision as of this date.
- The step #3 grievance for the specialized assignment process was heard on August 10, 2018 at the Office of Administrative Hearings by Judge Stahl. He issued his decision on August 23, 2018 and denied the grievance. We submitted our notice of intent to arbitrate on September 19, 2018. Arbitrator Marvin Johnson has been selected to hear the grievance. No hearing date has been set.
- We presented the POFC. McCain reschedule pay grievance on November 1, 2018 at step #3, the Office of Administrative Hearings. Judge Stahl issued a decision on November 14, 2018 denying the grievance. We submitted our notice of intent to arbitrate on December 5, 2018. The Legal Advisory Committee met on December 17, 2018 and voted to appeal to arbitration. The Executive Board of

Directors also approved the appeal. There was no opposition from the general membership.

LEGAL ADVISORY COMMITTEE

~Dave Rose~

- On February 25, 2019, the committee met to discuss filing an unfair labor practice against the Baltimore County Administration.
- On or about February 7, 2019, the Baltimore County Police Department conducted the promotional draft without including representation from the Fraternal Order of Police Lodge #4 (FOP) in the promotional draft process. The parties have a continuous practice dating back decades whereby FOP representatives have been invited and have participated in the promotional draft. Indeed, consistent with that established practice, the Department scheduled a meeting on February 7, 2019 with FOP representatives to conduct the promotional draft. The Department subsequently cancelled the February 7, 2019 meeting and conducted the promotional draft without involvement of the FOP's representatives. The Department sent out the results of the promotional draft process on February 7, 2019.
- The decision of Baltimore County to conduct the promotional draft without the involvement of the FOP's representatives constitutes a unilateral change in the terms and conditions of employment and a refusal to bargain in good faith violation of Sections 4-5-310 and 4-5-201(a) of the Baltimore County Code and an unfair labor practice under Sections 4-5-203(a)(1) and (4) of the Baltimore County Code.

- A motion was made to file the complaint. There was a proper second. The motion passed. It was presented to the Executive Board of Directors and passed. There was no objection from the general membership.
- On March 1, 2019, President Weston, First VP Comegna and Blue Guardians President Russell met with the Office of Human Resources Director Rhoda Benjamin to discuss the particulars of the complaint. Communications are ongoing but we have no resolution as of this date.
- The attorneys for Ericka Barnes have filed a complaint for a Writ of Mandamus on her behalf. Generally, a writ of mandamus is an order from a court to an inferior government official ordering the government official to properly fulfill their official duties or correct an abuse of discretion. The case is in mediation with retired Judge Platt on February 27, 2019. A hearing for the Mandamus is scheduled for July 9, 2019 with Judge King. The appeal has been stayed pending the outcome of the Mandamus hearing.
- A writ of mandamus was filed in Baltimore County Circuit Court on August 20, 2018 for the Marvin Haw case. No date has been set. However, the County Administration submitted Bill 77-18 to County Council on October 1, 2018. The bill, which was passed by Council, permitted a "beneficiary" to appeal a decision of the Board of Trustees to the County Office of Administrative Hearings and the County Board of Appeals. This was in effect retroactive to March 14, 2013. The case has been remanded back to the OAH. No date has been set.

NEGOTIATION COMMITTEE

~Cole Weston~

- The Committee has had much discussion with the County in reference to contract negotiation as well as trying to settle the pending litigation in reference to the 6.1c law suit.
- After explanation from President Weston and the Negotiations Committee, a motion was made to accept the settlement agreement of the 6.1c grievance. There was a second and the motion passed unanimously by the Executive Board.
- President Weston then explained the tentative agreement to the MOU for a one year contract. This all coincides with the grievance settlement. A motion was made to take the proposed contract to the membership for ratification.
- The contract was taken to the membership for ratification. The vote was 1,000 for and 14 against.

PENSION COMMITTEE

~Dave Rose~

- At the April 12, 2019 Pension Board of Trustees meeting, the trustees approved twenty-six (26) total retirements, three (3) were from the Police Department.

POLICY REVIEW COMMITTEE

~Dave Rose~

- The committee members reviewed three (3) new/revised policies this month.
- The FOP filed a request to bargain over the installation and monitoring of GPS in the patrol vehicles. On March 22, 2019 Second VP Rose met with members of the Command Staff to discuss our request to bargain the implementation and use of the

GPS system. Second VP Rose stated that the implementation of the system without a policy or some communication piece stating the purpose of the system and how it will be used caused a lot of consternation among the members. The development of an Informer to be distributed to the members while developing an SOP was discussed. An Informer was disseminated on March 3, 2019.

- If any member receives discipline as a result of this system, please call the lodge so we can discuss it.

POLITICAL ACTION COMMITTEE

~Steve Comegna~

- The Political Action Committee met on April 15, 2019. There were three motions that were brought forth to the Executive Board of Directors for approval.
- To purchase a \$500.00 sponsorship to an event for Baltimore County Councilman "Izzy" Patoika (District #2) on Wednesday April 17, 2019.
- To purchase a \$1,500.00 sponsorship to an event for Baltimore County Executive Johnny Olaszewski on Wednesday, May 1, 2019.
- To purchase a \$500.00 sponsorship to an event for Baltimore County Councilwoman Cathy Bevins (District #6) on Wednesday, May 8, 2019.
- These motions were approved by the Executive Board of Directors on Monday, April 15, 2019. This report was given to the membership at the April General Membership meeting on Monday, April 22, 2019. The membership approved this report.

GOOD OF THE ORDER

- During the month of April, FOP

Lodge #4 received ten (10) thank you cards. Four (4) flower arrangements were sent to bereaving members. Two (2) fruit baskets were sent to grieving members. One (1) memorial donation was made in lieu of flowers.

BIRTHS

*John Pundt V., Son of
Brother Jack Pundt*

*Eli Cameron Butschky, Son
of Brother Jason Butschky*

RETIREMENT

Mike Amrhein

Dave Wiseman

BEREAVEMENTS

*Retired Brother Gene
Windsor*

*Timothy Conway, Brother of
Retired Brother Terry Conway,
Brother-in-Law of Retired
Brother Charlie Norris
and Uncle of Brother Mike
Norris*

*Ronald Bradley, Father of
Sister Jennifer Bradley*

*William A. Lalley Sr., Father
of Brother William Lalley*

*Lorraine Horton, Mother-in-
Law of Sister Carla Horton*

*Olga Thompson, Grandmother
of Sister Dava Morris*

*Sandra Speights, Mother of
Brother Rodney Speights*

*Dr. James Crosby Lawlor,
Father of Brother Sean
Lawlor*

*Lois Burke, Mother-in-Law
of Brother Bernie Leeming*

The Fourword

State Trustee Report April 2019

The quarterly State FOP meeting was held on Saturday, April 13, 2019 in Ocean City. Training was held on Friday, April 12, 2019.

Myself, Secretary Patterson and Chair of the Board Schubert went down early and met with the staff from the overflow hotel and the food and beverage manager from the Grand Hotel in reference to the 2020 State Conference, which is being hosted by Lodge #4.

The start of the State meeting was delayed so that National Officers could speak. Secretary Yoes gave a brief outline of the upcoming National Conference to be held in New Orleans in August. He then spoke about running for National President.

President Canterbury, Vice President McDonald, Treasurer Penzoza, Sgt-at-Arms Turney, Chair of the Trustees Pride all announced they were running for re-election. Jimmy Holderfield from Jacksonville, Florida spoke and announced he was running for National Secretary. Jim Harrity spoke for Second VP Neri who is also running for re-election.

President Canales spoke about April being Donate Life Month and there was a representative from Donate Life Maryland handing out giveaways. Vince made a motion that the State support Donate Life Maryland. It was seconded and passed. President Canales presented a resolution to have the sentence of former Prince George's County K9 Officer Stephanie Mohr pardoned.

Second VP Young gave a final report on the legislative session from Annapolis.

Secretary Schubert made a motion to bring 3 lodges back into good standing.

Corresponding Secretary Patterson and Gary Pickering from Lodge 89 talked about a conference shirt. The shirt will cost \$30. Including tax and shipping. At the October meeting it was voted that all delegates must purchase the shirt.

National Trustee Cherry advised he was not seeking re-election for that position.

Legal Counsel Weiner advised he is not Healthy Herbie in Mayor Pugh's books.

Lodges 4, 27, 144 bylaw changes were approved. Twenty-four (24) lodges are still not fully compliant with the State and National Bylaws.

Secretary Schubert advised that the contract he had for the hotel in New Orleans did not include tax, therefore there will be an additional charge of \$31.35 per room night.

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.
- 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.

ARE YOUR BENEFICIARIES UP TO DATE ?

***Please ensure that your beneficiary designees are current.
Take a moment to verify that your loved ones are provided for
in the manner you intend. The following offices can assist you.***

<i>Pension</i>	<i>Retirement Office</i>	<i>410-887-8246 or 1-877-222-3741</i>
<i>Life Insurance</i>	<i>County Insurance</i>	<i>410-887-2568 or 1-800-274-4302</i>
<i>PBA</i>	<i>Police Personnel</i>	<i>410-887-2208</i>
<i>Deferred Comp.</i>	<i>Richard DeNardi</i>	<i>877-677-3678</i>
<i>Baltimore County Employee Federal Credit Union</i>		<i>410-828-4730</i>

The June

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
June 24, 2019
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 22, 2019
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road