



The Fourword

Volume 48 Number 5

May 2020

PRESIDENT'S MESSAGE

Over the last two weeks there have been several reports of revenue shortfalls throughout the state and in Baltimore County. The county projections have varied from a shortfall of \$132 million to \$200 million. The County Council began its deliberations of the Executive's submitted budget on April 28, 2020. Obviously the COVID-19 pandemic has had an effect on that original version as well as the funding of our ratified tentative contract agreement for July 1, 2020-June 30, 2021.

The leadership of FOP Lodge #4 has been monitoring the budget process as well as reviewing the Auditor's Office budget recommendations to the County Council. Those recommendations included, not approving the funding for the labor contracts, furloughs, freezing of steps and longevities, and a hiring freeze along with other cuts within the police department.

Last week we took a leadership role by contacting the County Administration and several Council members to discuss modifying our tentative agreement and ensure the protection of our members as well as the negotiated agreement, while recognizing the current economic conditions. They were appreciative and have worked with us to resolve the issue to the satisfaction of everyone, including the County Council.

The tentative agreement is amended as follows:

1. The original Tentative Agreement remains in full force, with the exception that the following changes will instead become effective on June 30, 2021:
 - A. Effective January 1, 2021 pay schedule IV salary scale shall reflect a two thousand dollar (\$2,000) increase to each grade and step and the elimination of the "Minimum" step for grades 11p through 18p, which change is in lieu of a percentage COLA; and
 - B. Effective July 1, 2020, Supplementary Salary changes for affected Schedule IX employees (Trainer and Tactical Flight Officer), as shown on Exhibit N.

The provisions of the agreement guaranteeing the steps and longevities as well as the "no furloughs or layoffs" clause also remain in effect.

I personally thank everyone for their patience as well as constructive input to help us navigate through this unusual situation. Your Executive Board will continue to work hard for the membership and do everything we can to ensure economic stability and the protections we have worked hard to obtain.



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES April 2020

- The April 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 and April General Membership meetings. Those minutes will be approved at the next meeting that is held.

REPORTS OF OFFICERS

~ PRESIDENT ROSE ~

- April 1– Participated in 2 conference calls in reference to COVID-19 virus and a conference call with Rodney Hill in reference to 12 hour shifts and emergency pay.
- April 2– Participated in 2 conference calls in reference to the COVID-19 virus and a conference call with Rodney Hill in reference to 12 hour shifts and emergency pay.
- April 3– Participated in 2 conference calls in reference to the COVID-19 virus and spoke with County Executive Olszewski and Chief Hyatt in reference to 12 hour shifts and emergency pay.
- April 4– Participated in a con-

ference call in reference to the COVID-19 virus.

- April 5– Participated in a conference call in reference to the COVID-19 virus.
- April 6– Participated in 2 conference calls in reference to the COVID-19 virus and visited Precinct 6.
- April 7– Participated in 2 conference calls in reference to the COVID-19 virus and visited Precinct 1.
- April 8– Participated in 2 conference calls in reference to the COVID-19 virus and visited Precinct 8.
- April 9– Participated in 2 conference calls in reference to the COVID-19 virus, chaired a Negotiations Committee meeting with the Executive Board of Directors in reference to contract ratification and addressed the lateral class to sign up 10 new members.
- April 10– Participated in 2 conference calls in reference to the COVID-19 virus and visited Precinct 12.
- April 11– Participated in a conference call in reference to the COVID-19 virus.
- April 12– Participated in a conference call in reference to the COVID-19 virus.
- April 13– Participated in 2 conference calls in reference to the COVID-19 virus.
- April 14– Participated in 2 conference calls in reference to the COVID-19 virus and met with several members from the Tactical Unit to discuss stand-by pay.
- April 15– Participated in 2 conference calls in reference to the COVID-19 virus, contacted members who are quarantined and fielded questions in reference to the contract ratification voting.

LODGE 4 OFFICE

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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

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- April 16– Participated in 2 conference calls in reference to the COVID-19 virus and visited Precinct 3 and Precinct 9.
- April 17– Participated in 2 conference calls in reference to the COVID-19 virus and delivered pizza to Precinct's 6, 9 and 12 midnight shifts with Secretary Patterson and Trustee Patterson.
- April 18– Participated in a conference call in reference to the COVID-19 virus.
- April 19– Participated in a conference call in reference to the COVID-19 virus.
- April 20– Participated in a conference call in reference to the COVID-19 virus and attended the Lodge #4 Executive Board of Directors meeting via Zoom.
- April 21– Participated in 2 conference calls in reference to the COVID-19 virus, met with a member to discuss retirement options and visited Precinct 2 and the Substation.
- April 22– Participated in 2 conference calls in reference to the COVID-19 virus.
- April 23– Participated in 2 conference calls in reference to the COVID-19 virus and visited Precinct 7 and Precinct 8.
- April 24– Participated in 2 conference calls in reference to the COVID-19.
- April 25– Participated in a conference call in reference to the COVID-19 virus.
- April 26– Participated in a conference call in reference to the COVID-19 virus.
- April 27– Participated in 2 conference calls in reference to the COVID-19 virus, contacted several quarantined members to offer assistance, accepted a donation from the Police Emerald Society and delivered PPE to Precinct 12.
- April 28– Participated in 2 con-

ference calls in reference to the COVID-19, delivered PPE to 8 precincts and discussed the current budget situation with council members.

- April 29– Participated in 2 conference calls in reference to the COVID-19 virus and discussed the current budget situation with council members.
- April 30– Participated in 2 conference calls in reference to the COVID-19 virus and attended the County Council budget overview meeting via webcast.

1st V. P. MASSEY~

- March 24– Responded to Precinct 3 and Precinct 7 to check on members in the midst of dealing with COVID-19.
- April 9– Attended a meeting of the Executive Board of Directors via Zoom, in reference to the contract settlement and addressed the lateral class and signed up 10 new members.
- April 25– Worked at the Lodge and monitored the electronic vote for the contract ratification.
- April 16– Monitored the electronic vote until it concluded at 2400 hours on April 17, 2020.
- April 20– Attended the FOP Lodge #4 Executive Board of Directors meeting via Zoom.
- April 28– Attended a meeting of the Election Committee via Zoom.
- Throughout the month of April, I set up with Election Buddy and Claire Johnson to set up an electronic ratification vote for the tentative contract agreement for the MOU between the FOP and the County.

RETIREMENT William Burton

2nd V.P. DICARA

- April 20– Attended a virtual meeting of the Executive Board of Directors.
- April 28– Attended a virtual meeting of the Election Committee.

SECRETARY PATTERSON

- April 9– Attended a Negotiations Committee meeting.
- April 17– Delivered pizza to the midnight shifts at Precinct 6, Precinct 9 and Precinct 12 and made contact with the rest of the precincts to have pizza delivered to their midnight shifts as well as to Tac and K9.
- April 20– Attended the FOP lodge #4 Executive Board of Directors meeting via Zoom.
- April 28– Attended a meeting of the Election Committee via Zoom.

TRUSTEE PATTERSON

- April 17– Delivered pizza to Precinct 6, Precinct 8 and Precinct 12 with President Rose and Secretary Patterson.
- April 20– Attended the Lodge #4 Executive Board of Directors meeting via Zoom.

EXECUTIVE BOARD OF DIRECTORS REPORT ~ Ken Schubert~

- An Executive Board of Directors meeting was held April 20, 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.

BEREAVEMENTS

**Retired Brother
Gary Marschke**

**Retired Brother Robert
Rayner, Sr., Father of Brother
Robert Rayner, Jr.**

**Krystal Wilson, Daughter of
Brother Mike Parker**

**James Brozik, Jr., Father-in-
Law of Brothers Tim Rutherford
and Chris Helphenstine,**

**Michael J. Manz, Father of
Brother Scott Manz**

**Orlando Romeo, Father-
in-law of Retired Brother
Mike Hill**

**Charles Ellers, Father of
Brother Anthony Ellers**

**Marjorie Enko, Mother of
Brother Frank Enko**

**Teresa Scott, Sister of
Brother Twain Scott**

**Jean Ather, Mother of
Brother Tracy Ather**

**Bernard Leroy Speights, Fa-
ther of Brother Rodney
Speights**

**Joan Anne Derbyshire,
Mother of Retired Brother
Bob Derbyshire**

quests were received. It should be noted that since the March Executive Board meeting, the Committee and the Executive Board approved a \$1,000.00 donation to Baltimore County to assist with food donations in the County.

- Also note that payments of two approved donations are not being made until it can be determined if the events will be re-scheduled later in the year. Those were for the Law Officers Hockey Tournament and the SOY Football Camp.
- During the Executive Board meeting a motion was made and approved for an additional \$1,000.00 to the County's COVID Response Fund. This makes a total of \$2,000.00 donated to this cause.
- Thank you letters were received from COPS, the PAR Fund and Casey Cares Foundation thanking us for our donations.

ELECTION COMMITTEE

~Ryan Massey~

- Due to the COVID-19 virus, the contract ratification for the tentative agreement between FOP Lodge #4 and Baltimore County needed to be electronic. Election Buddy was the vendor selected. The cost of the election process was \$898.00.
- Permission was granted by the Department to allow FOP Lodge #4 to utilize our members county email address which would allow all members to vote.
- The electronic election began on April 15, 2020 at 8:00 a.m. and ended on April 17, 2020 at 12:00 a.m.
- A total of 1812 ballots were sent out and 959 were cast. 870 voted in favor of the contract and 89 voted against. (90.7% in favor).

- The Committee met on April 28, 2020 to discuss the steps for future voting.

GRIEVANCE COMMITTEE

~Ryan Massey~

- An agreement in principle was reached in the McCain grievance. Final language needs to be worked out between our attorney and the County's attorney.

LEGAL ADVISORY COMMITTEE

~Ryan Massey~

- No new Hearing Boards were scheduled or requested.
- POFC. Wilkes hearing board is scheduled for June 8, 2020.

LEGISLATIVE COMMITTEE

~Dave Rose~

- I spoke with Meg Ferguson in reference to the legislation to reduce the probationary period for lateral officers to 1 year. The FOP believes this is a mandatory subject of bargaining. The County disagrees. I suggested since we are in agreement about the reduction, we should have a document drafted that states neither of us is forgoing our rights or position on the bargaining issue, however since we agree on the issue we should move forward with the legislation.
- On April 30, 2020 we reached an agreement and signed a letter with the County Administration, changing the length of a probationary period for a lateral police officer who has 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 agree-

REPORTS OF COMMITTEES

DONATION REVIEW COMMITTEE

~Ryan Franks~

- As of the April Executive Board meeting, no new donations re-

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ment the change was good for all involved. Therefore, our attorney drafted a letter stating that both sides 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 May.

- The FOP wrote letters to Governor Hogan, Speaker Jones, Senate President Ferguson and County Executive Olszewski asking for a presumption in worker's compensation in the state of Maryland to protect our members. We were hoping to have this on the agenda for the projected May special session. However, the session was cancelled.

NEGOTIATION COMMITTEE

~Dave Rose~

- With the onset of COVID-19 throughout the state of Maryland and Baltimore County in mid March, finalizing an agreement with the administration proved to be rather difficult. We finally received a tentative agreement from Deputy Administrative Officer Vetter on April 6, 2020. It was presented to the Executive Board of Directors on April 7, 2020 and the board members unanimously approved the committee recommendation to take the agreement to the membership for ratification.
- First Vice President Massey worked with OIT and a third party election company to conduct the ratification electronically for the first time in our history. The ratification ran from 8:00 a.m. on April 15 through 12:00 a.m. on April 17, 2020. The results were 870 for and 89 against. I made notification of the results to the administration so that we may proceed with signatures and printing.

PENSION COMMITTEE

~Dave Rose~

- At the April 14, 2020 Pension Board of Trustees meeting, the trustees approved thirteen (13) total retirements, two (2) from the Police Department.
- We were given a presentation by County Attorney Nolan in reference to the EEOC age discrimination case. In negotiations with the EEOC there was a settlement of approximately 5.4 million dollars. After some discussion the board voted unanimously to approve the settlement agreement. Once the agreement is signed by the judge it will be given to a third party to disseminate any damages to effected parties who have already been identified. No time table was given.

POLICY REVIEW COMMITTEE

~Dave Rose~

- The committee reviewed six (6) new or revised policies and identified no bargaining issues with any of them.

SCHOLARSHIP COMMITTEE

~Tim Caslin~

- The Scholarship Committee received a total of 51 applications. Twenty applicants were interviewed by the committee via Zoom. The recipients are listed in this edition of the Fourword.

SOCIAL MEDIA COMMITTEE

~Dave Rose~

- We continue to use social media to press the state legislative leaders for a presumption in Maryland worker's compensation for

COVID-19. Other labor groups have started to make the same request.

NEW BUSINESS

- A motion was made to send 6 members to the COPS Conference in Oklahoma City in November. The motion passed unanimously
- The Lodge received donations of 500 N95 masks and 2000 surgical masks. Those masks were distributed to our members through the precincts.

GOOD OF THE ORDER

- During the month of April, Lodge #4 received twelve (12) thank you cards or letters. Two (2) flower arrangements were sent to grieving members. Three (3) memorial donations was made in lieu of flowers. One (1) fruit basket was sent to a member recovering from injury.

BIRTHS

***Julia Patricia Schmidt,
Daughter of Brother
Brian Schmidt***

***Antonio Keith Johnson,
Son of Brother Antonio
"Tony" Johnson***

***Bradley Norman Huber,
Son of Brother Greg
Huber and Sister Sarah
Huber***

***Axell Thomas Rider, Son
of Brother Kyle Rider***

The 2020 FOP Lodge #4 Fallen Heroes Scholarship Award recipients are listed below.

Miguel-Alejandra Amador, son of Brother Juan Amador, PC-4. Miguel is graduating from Southwestern High School. He will attend Penn State, major – Biology. Goal to become a Medical Doctor. Awarded - \$1,500.

Samuel Burton, son of Retired Brother William Burton, Youth & Community Services. Samuel is enrolled at Liberty University. Major – Physical Education. Awarded - \$1,500.

Stephen Burton, son of Retired Brother William Burton, Youth & Community Services. Stephen is graduating from Sparrows Point High School. He will attend Liberty University. Major – Education. Awarded - \$1,500.

Shannan Conaboy, daughter of Brother Jim Conaboy – Intelligence Section. Shannan is enrolled at Harrisburg Area Community College. Undecided major at this time. Awarded - \$1,500.

Jason Fitch, son of Retired Brother Jim Fitch and Retired Sister April Fitch. Jason is graduating from Calvert Hall High School and will be attending Mt. Saint Mary's College. Major - ROTC. Awarded - \$1,500.

Natalie Fitch, son of Retired Brother Jim Fitch and Retired Sister April Fitch. Natalie is a Junior at Goucher College. Major – Dance & Spanish. Goal – Teacher. Awarded - \$1,500.

Elizabeth Gick, daughter of Brother Lawrence Gick, CID. Elizabeth is a

Junior at Xavier University. Major – Occupational Therapy. Awarded \$1,500.

Nathan Gorman, son of Brother of Matthew Gorman, VND. Nathan is a freshman at Towson University. Major – Political Science. Awarded \$1,500.

Brandon Kelly, son of retired Brother Brian Kelly. Brandon graduated from Harford County Community College and will attend Towson University. Major – History. Awarded - \$1,500.

Jenna Koller, daughter of Brother George Koller, PC-11. Jenna will be a sophomore at West Virginia University. Major – Sports Psychology. Awarded - \$1,500.

Olivia Longo, daughter of Brother Steve Longo, VND. Olivia is a Junior at Towson University. Major – Speech Language Pathology. Awarded \$1,500.

Lauren Longo, daughter of Brother Steve Longo, VND, Lauren is a Freshman at Towson University. Major – Environmental Science. Awarded \$1,500.

Meghan Longo, daughter of Brother Steve Longo, VND. Meghan is a Freshman at University of Maryland. Major – Hearing & Speech Therapy. Awarded - \$1,500.

Taylor Mazon, daughter of Brother Chris Mazon, PC-12. Taylor is graduating from Mount Carmel High School and will be attending McDaniel College. Major – Sports Medicine. Awarded \$1,500.

Steven Morano Jr., Son of Brother

Steven Morano, CIB. Steven is graduating from Mount Saint Joseph High School and will be attending Mount Saint Mary College. Major – History. Goal is to be a teacher. Awarded - \$1,500.

Danielle Palmer, daughter of Retired Brother Russell Palmer. Danielle is a freshman at Kutztown University. Major – Graphic Design. Awarded - \$1,500.

Jacob Schubert, son of Kenneth Schubert, PC-11. Jacob is a freshman at Harrisburg Community College. Major – Teaching. Awarded - \$1,500.

Gabryel Sewell, daughter of Brother Dwayne Sewell. Gabryel is graduating from Red Lion High School and will be attending Elizabethtown College. Major – Political Science/Criminology. Awarded - \$1,500.

Elias Strebe, son of retired Brother John Strebe. Elias is graduating from Salem High School in Missouri and will be attending Southeast Missouri State College. Major – Interior Design. Awarded - \$1,500.

Emily Worden, daughter of Brother Mark Worden, PC-6. Emily is graduating from North Harford High School and will be attending Virginia Tech. Major – Animal Science. Goal is be a Veterinarian. Awarded - \$1,500.



The National Fraternal Order of Police is excited to announce the release of our FREE mobile app!

The app will be available on the App Store and Google Play for all of our members, starting Monday, May 18th at 10am (eastern).

If you're reading this message on your computer: download the app by searching "NFOP" in the GooglePlay/App Store.

If you're reading this message on your phone: click one of the download links below.

Google Play = <https://play.google.com/store/apps/details?id=com.clowder.fop>

App Store = <https://apps.apple.com/us/app/nfop/id1502624711>

Once downloaded, you will have register using the "Create Account" button. As soon as you are verified as a member you receive an email confirmation with the email address you signed up with and will gain access to the App and all the wonderful features inside.

- **Push notifications** to receive breaking FOP news updates
- A **news feed** for all things FOP with exclusive content
- **Resource** folders for all important issues facing the Order
- Upcoming **Events** information you need to know
- Connect directly with other members or start group chats with our **messages** feature
- Share your ideas, tips, and thoughts with the FOP community in the **forums**.
- Easily access our **Attorney Search**

And much much more. Our app is a one-stop-shop for all things FOP and it is just another benefit for being a part of the best law enforcement organization in the world.

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 Dinardi</i>	<i>877-677-3678</i>
<i>Baltimore County Employee Federal Credit Union</i>		<i>410-828-4730</i>

CHANGE OF ADDRESS FORM

NAME: _____
ADDRESS: _____
CITY: _____ STATE: _____
ASSIGNMENT: _____ ZIP CODE: _____
HOME PHONE: () _____



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

(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 22, 2020
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 27, 2020
7:30 p.m.**

at
**FOP Lodge 4
9304 Harford Road**