



The Fourword

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November 2020

Changing Our Policing Systems Starts Within

As the current president of the Baltimore County Fraternal Order of Police Lodge #4 and sergeant of over 33 years, I've spent decades serving and working with law enforcement across Maryland. In this current climate, we've seen unrest triggered by police-involved deaths continue to drive a wedge between officers and communities – to everyone's detriment. These incidents are traumatic for everyone involved and should never take place.

From my experience, I know that most of us choose this profession because we believe in the work. Most of us come to this job, ready to give no less than our lives to protect and serve our communities.

As humans, police are not perfect. There are among us many excellent police officers. There are valiant and empathetic officers – officers with ambitions, fears, ideas and opinions, officers who are mothers or fathers, athletes or musicians. Unfortunately, there are also officers who are flawed. While those officers who come with or develop negative and dangerous behaviors, do not remotely represent the whole, their actions have tremendous impacts and threaten our collective well-being and safety. These officers and their behaviors must be held accountable and addressed.

As a Department, we in Baltimore County understand that our challenges do not begin or end here. Building and maintaining community trust must be the core of an agency's vision. That's why we're committed to making the change law enforcement needs to see. This new generation of officers is unlike any we have ever seen. They are more educated and diverse. Minority representation has increased by 60 % over the last decade, in large part because we have intentionally recruited individuals of all races, genders and nationalities to serve our county. To be more transparent, policies regarding use of force, the duty to intervene, duty to report and sanctity of life have been made public and are available to view on the agency's website. In Baltimore County, we've significantly reduced the uses of force by focusing on the internal policies, training and review systems that assist our officers and provide them with the tools necessary to continue this downward trend. Hearing boards are also open to the public and we're currently working to include citizens on those boards. While there is still work to do, we are focused on the evolution of policing.

We address the progression of policing by modifying internal systems and processes, by promoting transparency and diversity and engaging officers and leaders in conversations, education and engagement with communities, experts and advocates that promote diverse perspectives and experiences. We must turn away from the antiquated, data-driven style of policing and push for modern practices. A community-driven approach that aims to increase positive interactions between our officers and communities. We work every day to ensure everyone in our community and department is treated with fairness and respect.

There is no simple fix for the problems we have experienced and calls to defund the police are not the answer. Establishing and maintaining relationships to combat divisiveness and rhetoric is one of the best ways to restore trust for the police in this country. We must continue to communicate and educate – both our officers and those who distrust law enforcement generally. Change doesn't happen overnight, but together, we can progress.

We are committed to continuing this work and making change in Baltimore County.

Dave Rose
President
Baltimore County Fraternal Order of Police Lodge #4



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES October 2020

- The October General Business meeting was held on September 28, 2020. President Rose called the meeting to order at 7:30 p.m. Sister Kraemer gave the invocation. President Rose led the Pledge of Allegiance.

ROLL CALL OF OFFICERS

- Treasurer Caskey, Trustee Patterson and Chaplain DiCara were excused and 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 Scally to accept the minutes of the September General Membership Meeting. A second was made by Sister Kraemer. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT ROSE ~

- September 29– Met with two members to discuss retirement options, testified to County Council in reference to the Police Reform Bill and communicated with Chief Hyatt in reference to the Police Reform Bill

and “Terminology Tuesday” email.

- September 30– Spoke with Councilmen Marks and Crandall about the Police Reform Bill and amendments, spoke to members at In-Service Training and met with Sgt. Luther in Planning and Department Legal Attorney Ferguson in reference to a Special Order on Searches.
- October 1– Spoke with Chief Hyatt in reference to K9 vehicles and CIB holiday deployment with BWC’s.
- October 2- Attended the Baltimore County Equitable Policing Committee meeting.
- October 5– Addressed In-Service Training, spoke with Chief Hyatt in reference to the “wellness minute” email, met with the Association of Retired Baltimore County Police Officers Executive Board, and communicated with County Council during the Legislative Session for the vote on the Police Reform Bill and amendments.
- October 6 – Met with a member to discuss retirement options, met with State’s Attorney Shellenberger and Senator West to discuss 15 Police Reform Bills in the Maryland Senate and met with the President and VP of Local 1311, Baltimore County Fire Union to discuss common issues.
- October 7 – Addressed In-Service Training and spoke with Legal Director Hill in reference to County Council Bill on “No Knock” warrants.
- October 9 – Met with a financial representative about sponsorships.
- October 12 - Spoke with Nationwide Retirement Solutions in reference to deferral limits upon retirement and met with a member to discuss retirement

LODGE 4 OFFICE

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ELECTED OFFICERS

David M. Rose
President
(443) 956-2643

Ryan Massey
1st Vice President
Lodge #4

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 and Davey, P.A.
Phone (410) 685-2022
IAS Cases Michael Davey

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Fourword Editor
Don Patterson

options.

- October 13- Met with a member to discuss retirement options and attended the Pension Board of Trustees meeting.
- October 14 - Addressed In-Service Training, met with a member to discuss retirement options and worked with Major Wilson and Acting Captain Batton to resolve a leave issue.
- October 15 - Met with a member to discuss retirement options and attended the virtual Police Accountability Workgroup meeting.
- October 19 - Attended the PAC Committee meeting and the Lodge #4 Executive Board of Directors meeting.
- October 20 - Addressed In-Service Training.
- October 21- Addressed In-Service Training, visited Precinct #12 to speak with members and attended a virtual Equitable Policing Committee meeting.
- October 22 - Met with a member to discuss retirement options and discussed the "P" day situation with Deputy Administrative Officer Vetter.
- October 23 - Attended a virtual meeting with State FOP Presidents to discuss upcoming General Assembly.
- October 26 - Addressed In-Service Training, discussed the "P" day situation with Deputy Administrative Officer Vetter and Chief Hyatt, attended the promotion draft and Chaired the Lodge #4 General Membership meeting.

1st V. P. MASSEY

- October 5 – Addressed In-Service Training and met with the Association of Retired Baltimore County Police Officers Executive Board.

- October 6 – Met with the President and VP of Local 1311, Baltimore County Fire Union to discuss common issues.
- October 7 – Addressed In-Service Training and attended Roll Call at Precinct #2, Woodlawn (Shift 3).
- October 8 – Attended Roll Call at Precinct #3, Franklin (Shift 3) and responded to a Police Involved Shooting at Precinct #9, White Marsh, with Mike Davey.
- October 9 - Attended virtual Candid Conversation Steering Committee meeting.
- October 19 - Attended the Lodge #4 Executive Board of Directors meeting.
- October 26 -Attended the Lodge #4 General Membership meeting.

2nd V. P. DICARA

- October 5 – Attended a virtual meeting of the Baltimore County Council for the vote on the SMART Act.
- October 16 – Submitted the required PAC report to the State Board of Elections.
- October 19- Attended a meeting of the PAC Committee and the Lodge #4 Executive Board of Directors meeting.
- October 26- Attended the Lodge #4 General Membership meeting.
- October 27- Attended a meeting of the Negotiations Committee.
- October 29- Attended a PAC fundraiser for 7th District Delegate Kathy Szeliga.

SECRETARY PATTERSON

- October 5- Attended the meeting of the Association of Retired Baltimore County Police Officers Executive Board.
- October 13 - Participated in a zoom meeting of the Maryland State FOP Executive Board.
- October 19 - Attended the Lodge #4 Executive Board of Directors meeting.
- October 26– Attended the Lodge #4 General Membership meeting.
- October 27- Attended a Negotiations Committee meeting.

TREASURER CASKEY

- Treasurer Caskey was not at the meeting.

TRUSTEE PATTERSON

- October 5 - Attended the meeting of the Association of Retired Baltimore County Police Officers Executive Board.
- October 19- Attended the Lodge #4 Executive Board of Directors meeting.

BIRTHS

**Jaxon S. Jacobs, Son of
Brother Davon Jacobs**

**Rory Elizabeth Hicks,
Daughter of Brother Cheyne
Hicks**

**Stassi Noelle Vermont,
Daughter of Brother James
Vermont**

If you are in need for a notary, we provide notarization at the Lodge. Please feel free to contact Nancy Skinner at (410) 668-0004 to make an appointment.

**EXECUTIVE BOARD
OF DIRECTORS REPORT**
~ Ken Schubert~

- An Executive Board of Directors meeting was held October 19, 2020. The meeting was called to order at 1:30 pm. Chaplain DiC-ara was working and Chair of the Board Schubert was attending via zoom. Legal Advisor Mike Davey was also present. All other board members were in attendance at the lodge.
- 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

BY-LAW COMMITTEE
~Ryan Massey~

- The By-Law Committee submitted a proposed by-law at the General Membership meeting in August. The by-law was read and is printed in the September issue of the Fourword. It was read and discussed at the September General Membership meeting. The by-law was voted

on at the October General Membership meeting. The By-Law did not receive the required two thirds of membership attending, therefore the motion failed.

**DONATION REVIEW
COMMITTEE**
~Ryan Franks~

- There was no requests for donations this month.

GRIEVANCE COMMITTEE
~Ryan Massey~

- No new grievances this month.

**HEALTH CARE
COMMITTEE**
~Mike DiCara~

- In October, the HCRC continued to work with the County Administration on the updates for our 2021 healthcare benefits. Due to these continuing discussions, Open Enrollment was delayed until October 26, 2020, and will continue through November 27, 2020. Printed materials have been mailed to all active and retired members explaining the changes to their plan offering. Also, beginning in January 2021, the County will deduct healthcare premiums on a month to month basis instead of a month in advance. This will result in members not paying premiums for Health, Dental and Vision coverage in December 2020.

**LEGAL ADVISORY
COMMITTEE**
~Ryan Massey~

- The Corporal Galloway trial board was held on November 10, 2020.
- The Corporal Brennan trial board has not yet been scheduled.
- Marvin Haw case is to be scheduled in front of the Pension Board of Trustees. After the Pension Board makes a determination, the case will go before the Office of Administrative Hearings to hear expert witness testimony and an affidavit from Patti Haw.

LEGISLATIVE COMMITTEE
~Dave Rose~

- The FOP worked with members of County Council and the Chief to draft Bill 96-20, the SMART Policing Act. The bill was introduced on September 8, 2020. The Executive Board met earlier that morning to review and discuss the bill. A motion to support the bill was made and passed.
- The bill will be discussed by members of County Council on September 29, 2020. President Rose gave testimony in support of the bill. On October 8, 2020, the Bill passed 6-1. It became effective on October 19, 2020.
- Councilman Jones introduced a bill to adopt rules limiting “no knock” warrants in County Council on October 5, 2020. A hearing on the bill was scheduled for October 27, 2020 with a vote on November 2, 2020. The department already has very stringent policies on this type of warrant. The bill was withdrawn on October 22, 2020.
- Our lodge is continuing work to educate the legislators and pub-

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lic on what we do and the training we receive. Right now, there is a lot of misinformation out there about how policing is conducted in Baltimore County. That needs to be addressed. The agency has offered some training at the Academy and has invited many legislators to take advantage of it and see what our members face daily. Several legislators have taken advantage of that training.

- President Rose met with Senator Chris West and State's Attorney Shellenberger on October 6, 2020 to discuss 15 Police Reform bills in the Maryland Senate.

NEGOTIATION COMMITTEE

~Dave Rose~

- The Memorandum of Understanding can be opened by either side by October 15, 2020. We sent our letter to the County Administration on October 9, 2020.

PENSION COMMITTEE

~Dave Rose~

- At the October 13, 2020 Pension Board of Trustees meeting, the trustees approved twenty-three (23) total retirements, one (1) was from the Police Department. We also tabled 2 policy drafts for further discussion.

POLICY REVIEW COMMITTEE

~Dave Rose~

- The committee members reviewed two (2) new/revised policy this month. No bargaining issues were identified. However, we did request to speak with the administration about a new policy dealing with interaction with transgender, gender variant and

non-binary individuals. We felt the policy was unclear and needed to be discussed further.

POLITICAL ACTION COMMITTEE

~Mike DiCara~

- The Political Action Committee met on Monday, October 19, 2020. There were three motions brought forth to the Executive Board of Directors.
- To purchase 2 tickets for a total donation of \$125.00 to a fundraiser for Delegate Kathy Szeliga (District #7) on Thursday, October 29, 2020.
- For a \$250.00 donation to State's Attorney Scott Shellenberger in anticipation of the June 2022 Democratic Primary.
- For a \$500.00 donation to State Senator Justin Ready (District #5, Carroll County). He sits on Judicial Proceedings Committee.
- All motions passed the board and were not opposed by the membership.

SOCIAL MEDIA COMMITTEE

~Dave Rose~

- We sent part three of our Community Conversation and Reference Guide-Law Enforcement Officer's Bill of Rights on October 2, 2020. It was designed to give a brief description on how the LEOBR works. So far, the feedback has been positive.
- We continue to use our social media platforms to put out educational information about our members and the professional job they do. We still need information from the membership that shows our members doing a great job or any videos that show you de-escalating a situation. The

public needs to see this. It seems the only time we get any publicity it is for our use of force. We need to take charge and do a better job of promoting ourselves. To do this we need content. Please send us pictures and/or videos so we can push them out on our media platform.

NEW BUSINESS

- Brother Hodnicki brought up the issue of members being skipped for promotion. Discussion was in reference to the Chief skipping candidates even though they were considered promotable by the entire command staff. President Rose and Legal Counsel Mike Davey both advised by law, she can promote who she wants as long as she follows the Rule of Three in the County Code.

GOOD OF THE ORDER

- During the month of October, FOP Lodge #4 received two (2) thank you cards. One (1) memorial donation was made in lieu of flowers. One (1) fruit basket was sent to a member recovering from surgery.

BEREAVEMENTS

**Barbara Mary P. Glos,
Mother of Retired Brother
Joseph Glos**

**Irma Bronson, Grandmother
of Brother Ryan Bronson**

**Carlene Sayenga, Mother of
Brother Mattheu Sayenga**

**Inez M. Wright, Mother of
Brother Robert Wright and
Grandmother of Brother
Phillip Wright**

The December

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
December 28, 2020
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road

The January

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
January 25, 2021
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road