

The Fourword

Volume 47 Number 10

October 2019

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.

LODGE #4 "FALLEN HEROES" MEMORIAL SCHOLARSHIP AWARDS

Applications for the Fall, 2020/Spring, 2021 scholarships are available now by contacting Lodge #4. Ten (10) \$3,000.00 awards are made each year.

Applications for these awards are open to the sons, daughters, adopted children, step-children or legally court-appointed wards, who are citizens of the United States. The applicant's parent or guardian shall have been an Active or Retired member in good standing of Baltimore County Lodge #4 for at least one (1) full year prior to the date of application for the current year scholarship awards. The applicant must be or will be a full-time student at a recognized college or university.

The deadline to return the completed application with required attachments is March 1, 2020.



Representing the Professional Police Officers of Baltimore County





**MEETING MINUTES
September 2019**

- The September General Business meeting was held on September 23, 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

- All Officers and Legal Advisor Mike Davey were in attendance.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

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

REPORTS OF OFFICERS

~ PRESIDENT WESTON ~

- August 28– Attended a meeting of the Health Care Review Committee labor representatives and addressed the In-Service Training class.
- September 3– Attended the meeting of the Association of Retired Baltimore County Police Officers.
- September 4– Addressed the In-Service Training class.
- September 9– Addressed the

First Line Supervisor Training class.

- September 10– Attended the Pension Board of Trustees meeting.
- September 16– Attended the sentencing for two of the murderers of Sister Amy Caprio and the Lodge #4 Executive Board of Directors meeting.
- September 17– Attended a meeting of the Baltimore County Retirees Association.
- September 18– Addressed the In-Service Training class.
- September 19– Attended the bi-monthly meeting with Chief Hyatt, her bureau chiefs and members of the Lodge #4 Executive Board of Directors.
- September 23– Attended a negotiation session with the County and chaired the Lodge #4 General Membership meeting.

1st V. P. COMEGNA ~

- August 27– Met with Chief Hyatt in reference to officer well being.
- September 3 – Attended a meeting of the Association of Retired Baltimore County Police Officers.
- September 4 – Met with the leadership of the Association of Baltimore County Women Police.
- September 5 – Attended a negotiation session with the County and addressed the In-Service Training class.
- September 10 – Attended an event for Baltimore County Executive John Olszewski.
- September 13 – Attended a negotiation session with the County.
- September 16– Attended the meetings of the Political Action

LODGE 4 OFFICE

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Toll Free (888) 313-3501
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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 Editor
Don Patterson

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Committee and the Lodge #4 Executive Board of Directors.

- September 19– Attended the monthly meeting of the Baltimore County Police Assistance and Relief Fund and met with a member in reference to upcoming elections.
- September 23– Attended a meeting of the Negotiations Committee and the Lodge #4 General Membership meeting.

2nd V. P. ROSE~

- September 3– Attended the meeting of the Association of Retired Baltimore County Police Officers.
- September 4– Met with a member to discuss pension options.
- September 5– Met with a member to discuss pension options and attended a negotiation session with the County.
- September 10– Attended In-Service Training and an event for Baltimore County Executive John Olszewski.
- September 11– Attended In-Service Training.
- September 12– Attended In-Service Training.
- September 13– Attended a negotiation session with the County.
- September 16– Attended a hearing board at headquarters and the Lodge #4 Executive Board of Directors meeting.
- September 17– Attended a hearing board at headquarters.
- September 18– Attended a hearing board at headquarters and a meeting of the Disciplinary Matrix Committee.
- September 19– Attended the Executive Board of Directors meeting with Chief Hyatt.
- September 23– Attended the meetings of the Negotiations Committee and the Lodge #4 General Membership.

SECRETARY PATTERSON

- September 3– Attended the meeting of the Association of Retired Baltimore County Police Officers.
- September 16– Attended the Lodge #4 Executive Board of Directors meeting.
- September 19– Attended the Executive Board of Directors meeting with Chief Hyatt.
- September 23– Attended the Lodge #4 General Membership meeting.

TREASURER CASKEY

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

TRUSTEE PATTERSON

- September 3– Attended the meeting of the Association of Retired Baltimore County Police Officers.
- September 16– Attended the Lodge #4 Executive Board of Directors meeting.
- September 23– Attended the Lodge #4 General Membership meeting.

EXECUTIVE BOARD OF DIRECTORS REPORT

~ Ken Schubert~

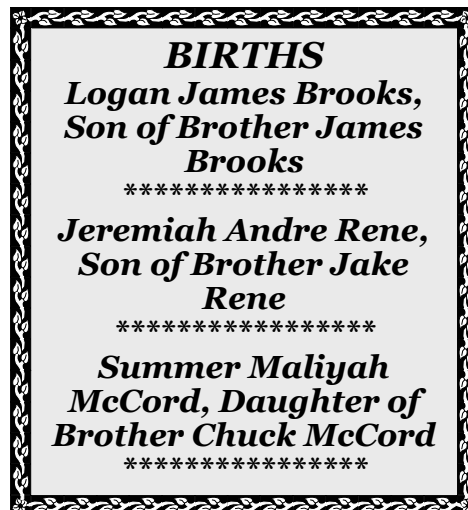
- An Executive Board of Directors meeting was held September 16, 2019. The meeting was called to order at 1:30 pm. Treasurer Caskey and Brother Hodnicki were excused. All other board members were in attendance as was Legal Advisor Chaz Ball.
- Motions that were made, after receiving a proper second, 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 purchase a table of 8 for FOP Lodge #3 Crab Feast to be held on October 5, 2019. Total expenditure of \$440.00.
- To purchase a table at the FOP Lodge #25 Crab Feast to be held September 27, 2019. The expenditure is \$500.00.
- To make a \$400.00 donation to the Law Officers Association of Baltimore County in lieu of purchasing tickets to their Bull Roast.
- These motions were passed by the Executive Board of Directors and there was no opposition from the general membership.



**EXPEDITURE REVIEW
COMMITTEE**

~Mike DiCara~

- The Committee met on September 19, 2019 and reviewed the financial records of the Lodge for the months of April, May and June, 2019. All were found to be in order.

GRIEVANCE COMMITTEE

~Dave Rose~

- The time period for the first half of the dispute resolution process in settlement for the Section 6.1© grievance is approaching. Any member who was owed back pay should have received it in the July 12, 2019 paycheck. The terms of the settlement agreement in paragraph 2(f)(i) states the FOP and a member must notify the County by November 15, 2019 to contest any first half back pay discrepancies.
- If you believe yours may not be correct, contact the Lodge as soon as possible so we can review it.
- We received a grievance from POFC. Bugarin from Precinct #1. He is grieving his involuntary transfer from his School Resource Officer position. We are in the process of scheduling a hearing.
- 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. We have received the list of arbiters and our attorney is working with the County on the selection.

HEALTH CARE COMMITTEE

~Steve Comegna~

- Open enrollment will take place between October 15, 2019 and November 15, 2019. As of the printing of this newsletter, we do not have rate projections to publish. As soon as the rates are published we will post them on the webpage.

**LEGAL ADVISORY
COMMITTEE**

~Dave Rose~

- 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.
- The hearing board for POFC. Sands was held the week of September 16, 2019. The Department presented its case of approximately 12-14 witnesses. On day 3 of the Department’s case, Legal Director Reitz approached our counsel and proposed to dismiss all charges with the exception of one. The proposal was accepted and the hearing concluded.
- The EEOC case with the County is in the damages phase at U.S. District Court. In a letter to U.S. District Judge Richard D. Bennett, the County raised a new allegation, that the EEOC initially had a much narrower defini-

**LODGE #4
NOMINATIONS FOR
2019 ELECTIONS**

PRESIDENT
*Steve Comegna
Dave Rose*

FIRST VP
Ryan Massey

SECOND VP
*Mike DiCara
Kathy Greenbeck*

SECRETARY
Donna Patterson

TREASURER
Bob Caskey

STATE TRUSTEE
Don Patterson

SGT-AT-ARMS
Kathy Kraemer

CHAPLAIN
Tony DiCara

EXECUTIVE BOARD
*Carroll Bollinger
Matt Krauch
Kevin Jobe
Tom Scally
Tim Caslin
Dave Sweren
Pat Zito
Jason Garneck
Joe Cohan
Joe Peach*

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tion of “aggrieved individual” in mind, but pursued damages in court on behalf of a broader class.

- Federal law requires the agency to seek voluntary compliance from an employer through conciliation before filing suit, according to the County, and the EEOC attempted to conciliate only with respect to the narrower class, not the broader one. The “narrow class” discussed in conciliation consisted of individuals hired when they were 40 or older who were currently employed by the County, not those who were hired when they were below 40 who then paid the higher rate once they turned 40 or those no longer employed, according to the County.
- “In conclusion, the County is respectfully requesting this Court to either (1) bind the EEOC to the narrower definition of the class it espoused in conciliation, or (2) order the EEOC to undertake the mandated efforts to obtain voluntary compliance with respect to the class as it has defined in the lawsuit,” the letter concludes.
- The County plans to file a supplement to its motion arguing this point, according to the filing.

PENSION COMMITTEE

~Dave Rose~

- At the September 10, 2019 Pension Board of Trustees meeting, the trustees approved ten (10) total retirements, none were from the Police Department.

POLICY REVIEW COMMITTEE

~Dave Rose~

- The committee members reviewed eighteen (18) revised SOP's this month. There were some that designated more peo-

ple on stand-by than were getting compensated as per the MOU. We are currently in negotiations and can not sign off on the SOP's that reference stand-by.

POLITICAL ACTION COMMITTEE

~Steve Comegna~

- The Political Action Committee met on Monday, September 16, 2019. There were two (2) motions that were brought forth to the Executive Board of Directors for approval.
- To purchase a \$250.00 sponsorship to an event for Maryland State Senator Chris West (District #42) on Friday, September 27, 2019.
- To purchase a \$1,000.00 sponsorship to an event for Maryland State Delegate Adrienne Jones (District #10) on Tuesday, October 15, 2019.
- These motions were approved by the Executive Board of Directors on Monday, September 16, 2019. This report was given to the membership at the September General Membership meeting. The membership approved this report.

NEW BUSINESS

- There was discussion about the 2020 State FOP Conference, which Lodge #4 is hosting. A motion was made to take up to our maximum number of delegates, which is 62. This motion passed.
- There was a motion from First VP Comegna to take up to 3 members to LRIS Police Discipline seminar in November 2019. This motion passed.
- There was a motion to spend up to \$1,300.00 to replace the exterior lights at the Lodge. This motion passed.

- There was a motion to spend up to \$1,500.00 to repair and replace part of the sidewalk which is being damaged by water. This will include repairing the drain which is causing the water to damage the sidewalk. This motion passed.
- President Weston opened the floor for nominations for this years elections. Those nominations are posted in this edition of the Fourword.
- There were also nominations for Delegates to the State Conference. 53 members were nominated.

GOOD OF THE ORDER

- During the month of September, FOP Lodge #4 received five (5) thank you cards. Two (2) fruit baskets were sent to members recovering from an injury. Three (3) memorial donations were made in lieu of flowers.
- First VP Comegna advised the next Peer to Peer Support Group meeting will be held at Lodge #4 on Tuesday, November 19, 2019.

BEREAVEMENTS

*Retired Charter Member
Joseph Price

*Betty Mae Pugh,
Grandmother of Brother
Cliff Pugh

*Bruce Leon LaFollette Sr.,
Grandfather of Brother Greg
Barber and Sister Danielle
Barber

*Paul Edward Smith, Father-
in-Law of Brother Steve
Duley

*John Cutter, Brother-in-Law
of Retired Brother Bernie
Crumbaker Sr., Uncle of
Brothers Bernie Crumbaker
Jr. and Phil Crumbaker

*Angel Franco, Grandfather
of Brother Jesus Saucedo*

The November

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
November 25, 2019
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road

The December

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
December 23, 2019
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road