



The Fourword

Volume 49 Number 10

October 2021

LODGE #4 "FALLEN HEROES" MEMORIAL SCHOLARSHIP AWARDS

Applications for the Fall, 2022/Spring, 2023 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, 2022.

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.

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



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES September 2021

- The September General Business meeting was held on September 27, 2021 at Tall Cedars. President Rose called the meeting to order at 7:30 p.m. Chaplain DiCara gave the invocation and President Rose led the Pledge of Allegiance.
- President Rose asked for a motion to suspend the regular business to allow Baltimore County State's Attorney Scott Shellenberger to speak.
- After Scott Shellenberger spoke, President Rose advised we would go out of order to do the nominations for officers. Those nominations will be listed later in this edition.
- After the nominations, Brother Matt Gonzalez made a motion to take the order of business out of order so that New Business could be discussed in the beginning of the meeting because some members can't stay until the end of the meeting. That discussion included several motions made by Brother Doug Jess and will be included later in this edition.

ROLL CALL OF OFFICERS

- Past President Weston and Brother Comegna were excused, all other board members were present. Legal Advisor, Mike Davey was present.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

- A motion was made by Brother King to accept the minutes of the August meeting. A second was made by Brother Zito. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT ROSE ~

- August 24- Attended the supervisor transfer draft; Met with representatives of the Reagan Club of Baltimore County to discuss a speaking engagement.
- August 25- Discussed current legal issues with Director Hill; Spoke with the attendees at in-service training; Attended the Parkville/Carney Business Association networking event.
- August 26 -Presented the Hamby military grievance at the Office of Administrative Hearings; Spoke with the Baltimore County Insurance Office Supervisor about a benefit presentation; Sent a demand to bargain letter to Deputy Administrative Officer Vetter and Chief Hyatt in reference to vaccine mandate in BCPS.
- August 27- Met with a representative from Aflac to discuss a benefit presentation; Attended a meeting with Planning and Legal to discuss updating policy to meet the new legislative changes.
- August 31- Met with Director Anderson to discuss several policy changes; Spoke with members at in-service training.
- September 1- Spoke with our labor attorney about the military pension credit grievance; Spoke with Deputy Administrative

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

David M. Rose
President
(443) 956-2643

Ryan Massey
1st Vice President
FOP Lodge#4
(443) 865-0237

Mike DiCara
2nd Vice President
PC-4
(410) 299-8835

Donna M. Patterson
Lodge Secretary
Retired
(410) 365-8481

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

W. Don Patterson
State Trustee
Retired

Kathy Kraemer
Sergeant at Arms
Retired

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
PC-1

Thomas G. Scally
Retired
David Sweren
CIB
Joe Peach

Carroll Bollinger
Retired
Chris Hodnicki
CIB-GET
Matt Krauch

Training
Robert Graff

CIB-Homicide
Steve Comegna

PC-6

PC-3

LODGE STAFF

Nancy Skinner—Administrative Assistant

LEGAL ADVISORS

Schlachman, Belsky, Weiner and Davey, 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

Officer Vetter about our Demand to Bargain letter regarding any Vaccine Policy/Mandate.

- September 2- Discussed a member's complaint with an Inspector from MOSHA over department N95 masks; Attended the Association of Baltimore County Retired Police Executive Board Dinner.
- September 3- Participated in the Annual FOP Golf Tournament.
- September 7- Met with a member about his P-Day credit; Met with the Department about a vaccine clinic location; Met with a member to discuss retirement options; Attended the Association of Baltimore County Retired Police meeting.
- September 8- Spoke with a member who was hospitalized with COVID; Spoke with the members at in-service training; Spoke with Legal Director Rodney Hill about an upcoming hearing board issue.
- September 9- Met with County Administration representatives over the announced Vaccination and Testing Policy to start bargaining over the implementation; Spoke with Chief Hyatt to discuss the Vaccination and Testing Policy.
- September 11- Attended the 9-11 Memorial Ceremony at Patriot Plaza; Met with Director Vetter of the Vaccination and Testing Policy.
- September 14- Attended the Retirement Board of Trustees meeting; Attended the Reagan Club of Baltimore County as a guest speaker to discuss the personnel shortages and dilapidated facilities in the Baltimore County Police Department.
- September 15- Spoke with the members at in-service training.
- September 16- Attended roll call at Precinct 1 to speak with our members; Attended a fundraising

event for Scott Shellenberger.

- September 17- Met with our Actuary to discuss the Drop proposal and methodology; Attended Precinct 9 roll call.
- September 20- Attended the Executive Board of Directors meeting.
- September 21- Attended roll call at Precinct 11 to speak with our members.
- September 22 -Spoke with the members at in-service training; Attended the Cockeysville Police Community Relations Council meeting as a guest speaker to discuss the personnel shortages and dilapidated facilities in the Baltimore County Police Department.
- September 23- Attended ABLE Training; Met with a reporter from Channel 11 to discuss the personnel shortages and dilapidated facilities in the Baltimore County Police Department; Spoke with Deputy Administrative Officer Vetter to confirm receipt of our Drop proposal and the many problems with the Vaccination and Testing Policy.
- September 24- Met with Chief Hyatt, OHR Director Benjamin, Police Personnel Director Green to discuss the constant inadequacies and inefficiencies of both departments.
- September 27- Met with Director Anderson in reference to the \$10,000 bonus; Attended the Executive Board of Director's meeting and the General Membership meeting.

1st V. P. MASSEY

- August 24- Attended Promotional Draft with President Rose. Met with Reagan Club of Baltimore County from PC 7 for lunch with President Rose.
- August 25- Addressed IST with President Rose.
- August 26- Attended Maryland National Guard Grievance with Lt Hamby and President Rose.
- August 27- Attended WebEx Wellness Meeting. Attended meeting with Planning with President Rose for upcoming Legal changes.
- September 1- Met with Attorney Matt Clash-Drexler and President Rose about the Hamby Class Action Grievance.
- September 2- Attended the Retirees Executive Board Meeting.
- September 3- Volunteered at the Golf Tournament.
- September 7- Met with Major Conger. Attended Retirees Business Meeting.
- September 8- Met with a member about retirement. Addressed IST with President Rose.
- September 9- Met with Deputy Administrative Officer in reference to COVID policies. Chaired a Legal Advisory and Grievance Committee.
- September 14- Attended Regan Club of Baltimore County Community meeting with President Rose.
- September 16- Attended Roll Call at PC 1 with President Rose. Attended Scott Shellenberger fund raiser.
- September 17- Negotiations committee with Joe Duda in reference to DROP. Attended PC 9 Roll Call with President Rose.
- September 20- Attended Monthly EBOARD meeting.
- September 21-24- Attended

LRIS Grievances, Arbitration and Past Practice Seminar in Las Vegas.

- September 27- Attended the General Membership Meeting.

2nd V.P. DICARA

- September 2- Attended a meeting of the Board of Directors of the Baltimore County Retired Officers Association.
- September 3 - Attended the Annual Lodge 4 Golf Tournament at Rocky Point Golf Course.
- September 9 - Attended a meeting of the Legal Advisory Committee. Met with members of the Baltimore County Administration to bargain the pending COVID testing and vaccination policy.
- September 16 - Attended a meeting of the promotional process workgroup. Attended a fundraiser for Baltimore County State's Attorney Scott Shellenberger.
- September 17 - Attended a meeting of the Negotiations Committee in reference to the pending DROP negotiations.
- September 20 - Attended a meeting of the Political Action Committee. Attended a meeting of the Executive Board of Directors.
- September 27 - Attended a meeting of the Executive Board of Directors. Attended the September General Membership meeting.

TREASURER CASKEY

- Treasurer Caskey reported on the Lodge's finances.

SECRETARY PATTERSON

- September 2 - Attended a meeting of the Executive Board of Directors of the Association of Retired Baltimore County Police Officers.
- September 7 - Attended a meeting of the Association of Retired Baltimore County Police Officers.
- September 14 - Attended a meeting of the State Lodge Executive Board of Directors via zoom.
- September 17 - Attended a meeting of the Negotiations Committee in reference to the pending DROP negotiations.
- September 20 - Attended the Lodge #4 Executive Board of Directors meeting.
- September 21-24 - Attended LRIS Training on Grievance, Arbitration and Past Practice.
- September 27 - Attended the Lodge #4 General Membership meeting.

TRUSTEE PATTERSON

- September 2 - Attended a meeting of the Executive Board of Directors of the Association of Retired Baltimore County Police Officers.
- September 7 - Attended a meeting of the Association of Retired Baltimore County Police Officers.
- September 14 - Attended a meeting of the Pension Board of Trustees.
- September 20 - Attended the Lodge #4 Executive Board of Directors meeting.
- September 21-24 - Attended LRIS Training on Grievance, Arbitration and Past Practice.
- September 27 - Attended the Lodge #4 General Membership meeting.

EXECUTIVE BOARD OF DIRECTORS REPORT

~ Ken Schubert~

- An Executive Board of Directors meeting was held September 20, 2021. 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 present.
- President Rose suspended the regular meeting to allow Executive Board members and several invited guests to ask questions of Matt Clash-Drexler and Kathleen Cahill in reference to a possible COVID vaccination and/or testing policy.
- 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 was held Friday, September 3, 2021 at Rocky Point Golf Course. After paying all the bills, a profit of \$263.82 was made. A good time was had by all who attended.

BULL ROAST COMMITTEE

~Ken Schubert~

- The Committee is exploring the possibility of having a Bull Roast in 2022.

DONATION REVIEW COMMITTEE

~Ryan Franks~

- The Donation Review Committee met and brought forth the

following motions.

- To make a \$200.00 donation to the American Legion Post 182's 'Motorcycle Ride for Blue' on October 9, 2021. Post 182 is located in Whiteford (Harford County). The ride starts at the Timonium Fairground. Funds raised are split between the Harford Co. Sheriffs Fund and the Baltimore County PAR Fund. Requested by Brother Todd Colini.
- To make a \$500.00 donation to the Greenbelt FOP Lodge #32 to aid with the construction of the 'Memorial patio honoring Fallen Officer Christine Peters. Requested by Secretary Donna Patterson.
- To make a \$2,500.00 to the National FOP Foundation to support the Grand FOP Lodge's Disaster Relief efforts that have been provided in the southeastern states following the devastation caused by Hurricane Irma. Requested by Treasurer Caskey.

GRIEVANCE COMMITTEE

~Ryan Massey~

- Brother Hamby Class Action Grievance pending ruling by pension Board of Trustees as the Hearing Officer suggested. Arbitration pending.

HEALTHCARE REVIEW COMMITTEE

~Mike DiCara~

- A meeting of the HCRC and the County Administration was held on August 23rd.
- At this meeting, the County agreed to the Committee's proposal for an annual county contribution to HSA accounts for members who choose the Cigna high deductible plan. This contribution

will be \$500 for individual plans and \$1000 for family plans. Money in these accounts roll over from year to year, is portable when a member leaves county employment, and can be used for any qualifying medical expense.

- More information can be found at: <https://www.investopedia.com/articles/personal-finance/082914/rules-having-health-savings-account-hsa.asp>
- The County also agreed to no structural changes in next year's plans, meaning no increases in any co-pays, and no reductions in coverage for 2022.
- Based on our consultant's review of county claims data and rate projections, the committee believes that there will be little change to next year's premium amounts. The final rates will be issued by the County at a follow-up meeting scheduled for October 5th.

LEGAL ADVISORY COMMITTEE

~Ryan Massey~

- POFC W. Johnson Trial Boards have been postponed and not rescheduled.
- POFC Genco Trial Board pending scheduling.
- POFC Sibiski pending Trial Board.
- POFC Lesane pending Trial Board.

NEGOTIATION COMMITTEE

~Dave Rose~

- We have submitted our DROP proposal to the County Administration before the October 1 deadline. They will have their Actuary review the document. Once that review is complete, we will meet and discuss the proposal.

PENSION COMMITTEE

~Don Patterson~

- At the September 14, 2021 Pension Board of Trustees meeting, the Board approved 39 total retirements, 3 from the Police Department.

POLICY REVIEW COMMITTEE

~Dave Rose~

- On August 23, 2021, the Baltimore County Public Schools Administration (BCPS) announced a vaccination and testing program. I made inquiries with the Chief's Office and County Administration as to the effects of this policy on our members who work in the school system. After some limited response, on August 26, 2021, I drafted and sent a demand to bargain letter over the BCPS policy and any future County Administration policy.
- On September 9, 2021, the County Administration announced a policy requiring employees to show proof of vaccination by November 15, 2021, or submit to weekly testing. We met with the Deputy Administrative Officer (DAO) shortly after the Executive's announcement. We stressed the many areas of disagreement and unresolved procedural issues along with our opposition to any vaccination and testing policy.
- On September 23, 2021, I spoke with the DAO and communicated it was evident there will be no resolution in our negotiations prior to October 1, 2021. They agreed and decided to delay any implementation of the policy until November 1, 2021, or until we can resolve the many issues that remain.
- At this time, we have not received answers to the many questions we presented. We

drafted and submitted a proposal to the DAO and are waiting for a response. We will continue to work on this issue and bring information to the membership as it becomes available. We are trying to schedule another meeting as soon as possible.

- We will continue to communicate it is the position of the FOP that an employee should have the right to choose whether or not to be vaccinated. We will provide more information as it becomes available.
- On August 27, 2021, we met with Planning and Research, Legal and Executive Corps representatives to discuss the upcoming legislation going into effect on October 1, 2021, and July 1, 2022.

POLITICAL ACTION COMMITTEE ~Mike DiCara~

- The Political Action Committee met on Monday, September 20th. There were three motions brought forth to the Executive Board of Directors for approval.
- To purchase a \$500 Silver Sponsorship for a fundraiser for State Senator Bob Cassilly on Saturday, November 6th.
- To donate \$500 to State Senator Michael Hough.
- To purchase a \$125 Couples ticket for a fundraiser

for State Delegate Kathy Szeli-ga on Tuesday, October 12th.

- Each motion was passed by the EBOD and the General Membership.

SOCIAL MEDIA COMMITTEE ~Dave Rose~

- FOP Lodge #4 has an APP. We have partnered with the National Lodge to use their easy to use system. To find us, simply download the National FOP APP and search for Baltimore County FOP Lodge #4. We will be using this APP to instantly send out information to the membership. This along with our Facebook, Twitter and Instagram accounts is yet another way to improve communication.

NEW BUSINESS

- On Monday, September 27, 2021, several motions were made and passed at the general membership meeting. These motions were as follows:
- Baltimore County FOP Lodge #4 is opposed to any vaccine mandate.
- Baltimore County FOP Lodge #4 is opposed to any mandatory COVID testing.
- Baltimore County FOP Lodge #4 is opposed to any COVID test that uses any known carcinogens.
- It is the position of Baltimore County FOP Lodge #4 that if testing is mandated, all employees be tested and the Administration report to the union information related to the number of employees vaccinated/tested/quarantining/etc.

- It is the position of Baltimore County FOP Lodge #4 that if any member of Baltimore County Government is exempted from COVID testing for any reasons other than ADA or religious accommodations, all members of Baltimore County Lodge #4 will be exempted from testing.
- The maker of the motion clarified that these motions were only to communicate the position of the membership and was not meant to constrain or obstruct the ability of the lodge to negotiate in good faith with the County Administration over a policy.

GOOD OF THE ORDER

- During the month of August, FOP Lodge #4 received six (6) thank you cards. Two (2) memorial donations were made in lieu of flowers. Three (3) flower arrangements were sent to grieving members.
- Legal Advisor Mike Davey reminded the members that new laws go into effect on October 1, 2021. One of those will make your personnel files open to any one who would like to see them. He advised you get anything that you can expunged.
- Mike Davey also talked about the new policy of the Attorney General's Office investigating deaths where the police were involved.
- Doug Dunlap spoke in support of Senator Chris West.

NOMINATIONS FOR LINE OFFICERS

President

Dave Rose

Dave Folderauer

First Vice President

Ryan Massey

Dave Sweren

Treasurer

Carroll Bollinger

Bob Caskey

Sergeant-at-Arms

Chris Hodnicki

Kathy Kraemer

State Trustee

Kathryn Greenbeck

Don Patterson

NOMINATIONS FOR EXECUTIVE BOARD POSITIONS

Tom Scally

Kevin Jobe

Shelly Knox

Pat Zito

Joe Barresi

Eli Visnick

Matt Gonzales

Duane Holt

Greg Huber

Jason Garnek

Josh List

Joe Cohan

Joe Peach

Brenna Vaughn

Doug Jess

Matt Krauch

The November

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
November 22, 2021
7:30 p.m.**

at
Tall Cedars Lodge
2501 Putty Hill Ave

The December

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
December 26, 2021
7:30 p.m.**

at
FOP Lodge #4
9304 Harford Road