

BALTIMORE COUNTY F^OP^OR^D F^OR^DWORD

FRATERNAL ORDER OF POLICE

THE PRESIDENT'S MESSAGE

Dave Folderauer

VACANCY CRISIS

With vacancies at an all-time high, adjustments need to be made. Each precinct is over 20% short when you count actual vacancies and those unavailable for work. Actual sworn vacancies in the police department are approaching 200. Why is this occurring? It is not cops no longer wanting to be cops. They are leaving us and going to neighboring Police Departments at an alarming rate. Exit interviews are not being conducted. Why? Because leadership does not want to hear the answer. You cannot hire out of this crisis. With so many vacancies, adjustments and sacrifices are coming. Our current shift configuration cannot support this number of vacancies. The Association of Baltimore County Women Police has made proposals to the Chief, but they have never received a response. Shocking! The FOP is willing to explore alternate shift schedules. We have made this clear. The only concern that we have now is; will it be a sub-standard schedule because they are so short that they have no alternative.

Here are some real solutions: a robust lateral officer program; re-hiring our own; retention bonuses; benefits that will actually attract new hires.

If you want to attract laterals, you have to pay them and match or exceed the benefits that they are already receiving. In Corporate America, you do not attract talent from another company by offering them two steps and two-weeks of vacation. It is time for a Lateral pay scale, pension and leave time credit for their years of service and a car. We are the only County in the State without a Take-Home Car program.

The simplest way to close the vacancy gap is to re-hire our retired talent. The most difficult obstacle to overcome is that almost every retiree in the last three years would not want to work in an environment of such poor morale. Nonetheless, all this option requires is a Code change, and it should be explored.

Why would you give a \$10,000 hiring incentive to someone that is coming here anyway? People used to come to Baltimore County because of our reputation. A class of 50 costs a half a million dollars. It is safe to say that only five to ten percent of hires are coming to this agency for the signing bonus. This does not attract talent. Instead, the department could have used that million dollars a year to try and retain talent.

So, how do you attract new talent to the Department? You make the Baltimore County Police Department #1 in pay, give them a car to get their job done and guarantee them health care that they can afford when they retire. All these things are easy to accomplish.

The regular monthly meeting of the Baltimore County Fraternal Order of Police was held at 7:30 P.M. on Monday, July 25th, at our Lodge. President Folderauer was present, and called the meeting to order. Secretary Patterson was present as well. A motion was made by Brother Scally, to accept the Minutes from our June meeting. This was seconded by Brother King, and approved with no discussion. Said Minutes have been posted to the Lodge #4 App.

REPORTS OF OFFICERS

Officers not listed may have provided a report under Committees

President - Dave Folderauer

- Treasurer Caskey is with his brother, Joe, who is battling cancer. He is excused, but let's keep them both in our thoughts and prayers.
- The petition to have the Charter Amendment added as a referendum item is being circulated. We need 10,000 signatures by Monday, August 1st. It took a while to get the language approved by the Board of Elections, but the petitions are out and all bargaining groups are working on it.
- The PAC met and will be sending questionnaires to the candidates for Baltimore County Executive and the two open seats in the 1st and 6th District.
- We'll have a Delegate meeting at the Lodge on August 8th to discuss the races for State offices, endorsements for those races and the itinerary for the State Conference in Solomon's Island.
- We have a meeting scheduled with the head of the Baltimore County Office of Law regarding the handling of recent cases and the idea of hiring outside council to represent our Members.
- We visited Harbor of Grace Enhanced Recovery Center, in Havre De Grace. They have a dedicated Law Enforcement wing and our Insurance carriers now cover all but our deductible.
- The States Attorney race is very close and \$780,000 was just donated to Robbie Leonard from a Soros related PAC.
- We're going to continue to update everyone with the Vacancy Report, every Tuesday, as we've got more retirements coming in the months to come.

First Vice President - Dave Sweren

We'll be meeting with Precinct 2 personnel on Friday, the 29th, for "Lunch with the Lodge".

Secretary - Donna Patterson

There's still time to cancel reservations for the State Conference, but we need to know soon.

Sergeant at Arms - Chris Hodnicki

We're still working through issues with Payroll. Most current issues have been resolved, but back pay has yet to be satisfied.

REPORTS OF OFFICERS...CONTINUED

Chairman of the Board - Ken Schubert

- Treasurer Bob Caskey, Chaplain Tony DiCara and Board Vice Chair Doug Jess were excused from this month's Board Meeting.
- There were three motions from Donation Review, which passed:
 - For the Hope and Peace Foundation
 - For the Maryland Chapter of R Baby
 - For tickets to the Shock Trauma Gala
- There was an additional motion to allow a retired Brother, from 1995, to return as a Member. That motion passed as well.

A motion was made by Brother Zito, to approve the Reports of Officers. That motion was seconded by Brother Cohan, and passed without discussion.

REPORTS OF COMMITTEES

Donation Review: Ryan Franks - The committee brought forth 3 motions to review; 1) to the Hope and Peace Foundation, 2) to the Maryland Chapter of R Baby, 3) to sponsor and purchase tickets to the Shock Trauma Gala.

Events: Don Patterson - The annual golf tournament will be held on Friday, September 2, 2022 at Rocky Point. Start time 8:00 a.m. Continental breakfast, cart drinks and lunch included. \$400 per foursome. Call the Lodge to reserve.

Grievance: Dave Sweren - We have several Grievances in the works... 1) The class action for COVID Days is still open. 2) Sub-Pay was heard at Step 3 on May 24, 2022. Judge Murphy agreed with our position, but the County Office of Law wants to take the matter to arbitration. 3) There is a new Grievance that's been filed over the upcoming exam for Lieutenant. 4) A Grievance was heard at Step 2 over compensation for an appointment at the County Designated Health Care Provider. 5) We worked through a matter regarding scheduling of the Oral Exam for Corporal. 6) Another Grievance was filed and heard at Step 1, regarding compensation for cancellation of Vacation Days.

Health Care: Mike DiCara - The communication issues were highlighted between the Committee and the County, which demonstrated the importance of the need for Binding Arbitration.

REPORTS OF COMMITTEES...CONTINUED

Legal Advisory: Dave Sweren - There are still a total of 9 Trial Boards pending. The Administrative Law Judge ruled against us in the Military / National Guard Time Grievance, but the language of the opinion was favorable. We have prevailed in Promotional Process for Sergeant and the CIB Corporal process, both of which required the use of legal counsel. As part of the opinion in related to the CIB Corporal process, the Administrative Law Judge determined that preventing our Member from participating was retaliatory, arbitrary and capricious.

Membership: Tom Scally - A Member who retired from Precinct 7 in 1995, asked to become a member of the Lodge again. He advised that he had never received a dues card, or any other information about how to remain a member after retirement. A motion was made among the members. After discussion for, and against the motion, it passed.

Merchandise: Donna Patterson - We have the black Maryland FOP shirts with Baltimore County Lodge 4 on them.

Negotiations: Dave Folderauer - We are actively putting our team together.

Pension: Don Patterson - At the July 12, 2022 Pension Board of Trustees meeting, 40 total retirements were approved, including 9 from the Police Department.

Policy Review: Dave Sweren - We've been discussing proposed changes to the CIB application/selection process with the Police Department.

Political Action: Dave Folderauer - The Committee met on 7/25 to discuss the County Executive and County Council races. Will be holding candidate interviews likely beginning the week of August 8th.

Social Media: Chris Hodnicki - The APP is 22 Members shy of 1,000. Encourage others to join.

A motion was made by Brother Knacke to approve the Reports of Committees. That motion was seconded by Sister Greenbeck and those reports were approved with no discussion.

Report of Legal Advisor: Mike Davey - We still have NINE Trial Boards pending.

Members sick or in Distress: Brother Spike McElfish is hospitalized and has a procedure scheduled and Brother Joe Caskey is battling cancer.

Closing Prayer: Chaplain Tony DiCara

A motion to adjourn was made by Brother Bergen. The motion was seconded by Brother M. Gonzalez. The motion passed and the July Meeting was adjourned.

BEREAVEMENTS

Your Fraternal Order of Police sadly advises of the following loss of members, family or friends:

Brother JOSEPH CASKEY



Brother CHARLES H. KING



ROBERT E. BINNS JR

Father of our Sister – Brenda Binns-Clarke



DAVID M. FOLCOMER

Father-in-Law of Brother John Haddaway



ROBERT H. LeCAIN

Father of Brother David LeCain



SHARON HILDITCH

Sister of Brother Ed Hann, Aunt of Brother Steve Hann, and Aunt of Brother Joe Brzozowski



DOROTHY STEVENSON

Mother of Brother Nate Stevenson

ACKNOWLEDGEMENTS

Congratulations to our Brother below. We wish you all the best in your retirement!

Officer SCOTT KEPPLER

Additionally, we'd like to wish another 9 Members the best in their new endeavors, as they too are moving on from our Agency.



NFOP App



@BaltimoreCountyFOP



BaltCo FOP Lodge 4



@BaltoCoFOP4

NEW OR HELPFUL INFORMATION

Address Changes: We are still getting multiple newsletters returned each month. If your address is incorrect in our records, and mail is returned three times, additional mailings will no longer be sent. If you know someone who hasn't received this, or previous newsletters in the MAIL, please have them update; their NAME, their ADDRESS, their EMAIL address, and their TELEPHONE number via: office@foplodge4.org.

Meeting Time Change: The October General Business Meeting will be held on Monday, 10/26, at 1600 hrs (4:00PM).

Aquarium: We still have passes available for the National Aquarium, and members have recently reported that the experience of going is still enjoyable, and has not be concerning.

Payroll: For tracking and records of overtime sent to Payroll, it may be beneficial to send those emails containing OT slips with a Delivery or Read Receipt. Also, Captain Donohue has been hard at work with the WorkDay system testing. Our payroll has NOT been switched into WorkDay yet, in an effort to minimize previous errors experienced by other jurisdictions. WorkDay is ONLY being used for Procurement forms and Tuition Reimbursement, within the Police Department. Current testing will continue; comparing WorkDay output to our current system, identifying inconsistencies between the two, making any necessary adjustments and/or explaining what can or cannot be done.

LINE OFFICERS

President: Dave Folderauer
dfolderauer@foplodge4.org

First VP: Dave Sweren
dsweren@foplodge4.org

Second VP: Mike DiCara
mdicara@foplodge4.org

Secretary: Donna Patterson
dpatterson@foplodge4.org

Treasurer: Bob Caskey
rcaskey@foplodge4.org

State Trustee: Don Patterson
donpatterson@foplodge4.org

Chaplain: Tony DiCara
tonyangmav@aol.com

Sgt at Arms: Chris Hodnicki
chodnicki@foplodge4.org

**BOARD OF DIRECTORS**

Chairman: Ken Schubert
schubby1969@aol.com

Vice Chairman: Doug Jess
Djessfive0@gmail.com

Steve Comegna
scomegna@comcast.net

Tom Scally
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Ryan Franks
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joseph.peach.3858@gmail.com

Matt Krauch -
mbkrauch5248@hotmail.com

Matt Gonzalez -
gonzo3824@gmail.com

Greg Huber -
ghuber12@comcast.net

Dave Rose - Past President

Public Safety Day

A family event sponsored by the
Fraternal Order of Police - Lodge #4

Kona Ice
Face Painting
Fishing
Cookout
Hamburgers
Playground
Hot Dogs



October 02, 2022

1 PM - 5 PM

3400 Northwind Rd, 21234
Call the Lodge for details

Fraternal Order of Police

Baltimore County Lodge #4
9304 Harford Road
Baltimore, Maryland 21234



RETURN SERVICE REQUESTED

Change of Address Form

Name: _____
Address: _____
City: _____ State: _____
Assignment: _____ Zip Code: _____
Home Phone: (____) _____

The September

FOP Lodge 4 General Business Meeting

will be held at 7:30 PM on
Monday, September 26, 2022
at:

Lodge #4
9304 Harford Rd

The October

FOP Lodge 4 General Business Meeting

will be held at **4:00 PM** on
Monday, October 24, 2022
at:

Lodge #4
9304 Harford Rd