



# The Fourword

Volume 50 Number 2

February 2022

## President's Message

Dave Folderauer

### FALLEN HEROES

On January 24th, Lynne Parry and her son, Kevin, laid a wreath at the Baltimore County Police Memorial in honor of our fallen Brother, Sergeant Mark Parry. She was joined by our members from Towson Precinct. On February 7th, a wreath will be laid at the memorial in honor of our fallen Brother, Sergeant Bruce Prothero.

### MANDATORY TESTING

We have partnered with the Firefighters' organization, IAFF 1311, to arbitrate the impasse of the county's COVID-19 policies. Our attorney wrote: The County's COVID-19 policy is a mandatory subject of bargaining, as it relates to essential terms and conditions of employment. The Policy addresses leave hours and other fringe benefits, as it mandates what kinds of leave must be used for employees who are ill or quarantined due to COVID 19 based on their vaccination status. Thus, it covers hours and leave benefits, which are mandatory subjects of bargaining. Furthermore, it covers essential terms of employment, non compliance with the Policy is subject to disciplinary action, up to and including termination. It is well settled that such topics are mandatory subjects of bargaining, not merely work rules. Although the mandatory testing is coming to a close, there is always the potential for the county to renew the contract. Additionally, this testing should have never moved forward without this important step.

### ELECTRONIC ELECTIONS

A Bylaw change was introduced to allow "electronic" ballots for FOP Lodge 4 elections. If passed, this September, members will receive a card in the mail sending them to a secure website to cast their ballot for the five Board of Directors positions. The Bylaw will be discussed in February and voted on in March.

### DOWNLOAD THE APP

Lodge 4 has an App! You have read about it last month, but now is the time to download it. Instructions can be found on page 6 of this edition of the Fourword. The App is only open to FOP members. Moving forward, our goal is for quicker communication using the App's features. We have begun posting meeting minutes, Lodge Officer activities, and my message on the App shortly after our general membership meetings.



Representing the Professional Police Officers of Baltimore County





## MEETING MINUTES January 2022

- The January General Business meeting was held on January 24, 2022 at Lodge #4. President Folderauer called the meeting to order at 7:30 p.m. Chaplain DiCara gave the invocation and President Folderauer led the Pledge of Allegiance.

## ROLL CALL OF OFFICERS

- Past President Rose was on vacation and Brother Comegna was 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 Cohan to accept the minutes of the December meeting. A second was made by Brother King. There was no discussion. The motion passed.

## REPORTS OF OFFICERS

### PRESIDENT FOLDERAUER

- Activities have been posted to the APP.
- The membership was polled with regards to the Lodge 4 App and participation on the App. Several members indicated that they did not yet have the App, or needed instructions for it.

- Sgt-at-Arms Hodnicki passed out instructions for obtaining and using the App.
- Discussed Committees and advised of several newly established ones, including some which may be temporary.
- Discussed Electronic Voting. Advised there will be a motion presented tonight, to amend the current Bylaws, in order to allow for electronic voting.
- In accordance with the MOU, a Committee has been established for the selection of civilians to Trial Boards. President Folderauer has assigned Brother Rob McCollough (Retired Colonel) as our representative.
- 9 nominations have been received for the newly established "FOP Lodge 4 -Officer of the Year".
- Pay / Overtime are not being marked properly and members are not receiving their overtime pay in a timely manner. Conversations are ongoing with PHR and Major Monahan, who was recently assigned to oversee those operations. Progress is being made.
- Issues have been reported with the Retirement Portal, and members' numbers not being calculated correctly. The Retirement Office is aware and the vendor of the program has been contacted to rectify the issues.
- To be sure you don't lose them, use your Diversity and Inclusion days as your next 2 days off. *The D and I Leave Request Form is available on the App.*
- The FOP provided a wreath, which Lynne and Kevin Parry placed at the Police Memorial, in memory of Brother Mark Parry.
- Meetings have taken place, and will continue, with County Council members discussing

### 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 J. Folderauer  
**President**  
(410) 382-2075

Dave Sweren  
**1<sup>st</sup> Vice President**  
FOP Lodge#4  
(443) 375-1737

Mike DiCara  
**2<sup>nd</sup> 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

Chris Hodnicki  
**Sergeant at Arms**  
FOP Lodge #4  
(443) 829-1860

Anthony DiCara  
**Chaplain**  
Training

Dave Rose  
**Past President**  
RTCC

### EXECUTIVE BOARD of DIRECTORS

Kenneth F. Schubert  
**Chairman**  
Retired  
(410) 404-2788  
Thomas G. Scally  
Retired  
Greg Huber  
VNS  
Joe Peach  
Training  
Robert Graff  
PC-6

Doug Jess  
**Vice Chairman**  
PC-3  
(717) 332-9915  
Matt Gonzalez  
PC-6  
Ryan Franks  
PC-1  
Matt Krauch  
CIB-Homicide  
Steve Comegna  
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

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*The Fourword* is the official monthly publication of Baltimore County Fraternal Order of Police Lodge 4.

**Fourword Editor**  
Don Patterson &  
Chris Hodnicki

## *The Fourword*

vacancies and low morale in the Department and other issues.

- A letter was sent to the County Executive in reference to, and encouraging a COLA for retirees. *A copy has been posted to the App.*

### **1st V. P. SWEREN**

- Report will be under committees.

### **2nd V.P. DICARA**

- Report will be under committees.

### **TREASURER CASKEY**

- Treasurer Caskey reported on the Lodge's finances.

### **SECRETARY PATTERSON**

- Read a by-law in reference to Electronic Election. The By-law will be put in the newsletter, read and discussed at February meeting and voted on at the March meeting.
- Emailed a letter to all members elected as Delegates to the State Conference. Advised to get them back as soon as possible.

### **TRUSTEE PATTERSON**

- Advised there is a State meeting being held on January 29, 2022 at FOP Lodge #3.

### **CHAPLAIN DICARA**

- Nothing to report.

### **SGT-AT-ARMS HODNICKI**

- Discussed the evolving COVID policy. The County Practice and the current CDC guidelines are conflicting. There is an outline on the App that details those differences and potential changes.
- The CDC indicates that if you have not received a booster shot you are, "Fully Vaccinated" but NOT "Up to Date". Baltimore County does NOT yet recognize the "Up to Date" status change. The CDC quarantine guidelines are at 5 days. The County quarantine guidelines are at 10 days. This is contributing to patrol shortages by doubling the required days out of work.
- The Department has been Administratively sending/ordering members home to quarantine, for reasons other than being sick, but requiring them to bring a Doctor's note to return to work. MOU issues have been presented to the County, eg. Callback, Mileage, Co-Pay reimbursement.
- COVID Leave Request Forms are back on the County Intranet. Complete them as opposed to the 12L.

### **EXECUTIVE BOARD OF DIRECTORS REPORT**

- The Board of Directors meeting was held on January 18, 2022. All were present, with the exception of Brother Graff, who was working. Legal Advisor Chaz Ball was present. Chair Schubert advised there were 13 motions presented to the Board. They are as follows:
- A motion for a \$300 donation to the St. Baldrick's Foundation annual fundraiser. The money raises money for the children's

cancer research request Dan Jarkiewicz (BCoFD).

- A motion was made for a \$300.00 donation to assist sister Haya Kelani with travel expenses related to her competition in the USA First Responder Powerlifting Competition in Georgia, on March 19, 2022. Requested by Sister Kelani, PC-8.
- A motion was made for a \$1500.00 donation to the National Concerns for Police Survivors in support of the 2022 Police Week Activities.
- A motion was made for a \$500.00 donation to the Signal 13 Foundation in support of Fallen BPD Officer, Keona Holly.
- Based on a legal opinion from our attorneys from SBW&D, a motion was made by Brother Chris Hodnicki to seek arbitration over the COVID Testing Policy implemented by the County.
- A motion was made by First VP Sweren to shift the criteria for the 2022 Fallen Officer Scholarships to: 5 Merit based AND 5 Finance based.
- A motion was made by President Folderauer to take four (4) members to the LRIS - Collective Bargaining training in Nevada, in March 2022.
- A motion was made by President Folderauer to take four (4) members to the LRIS - Rights of Police Officer training in Nevada, June 2022.
- A motion was made by President Folderauer for a monetary award for Officer of the Year and the amount would be \$250.00.
- President Folderauer advised Brother Wills was coming home from the hospital and he made a motion that the lodge

purchase a tablet for Officer Wills to use.

- A motion by Second VP Mike DiCara advised that the cost would be around \$700 to do the ratification vote for the 07 members to vote for or against adopting the DROP.
- With the above motion the use of Election buddy was searched and found that the election in November for the board would cost about \$5,000. The motion was made to support this as long as the bylaws changes being made were approved.
- A motion made by the Membership Committee to accept Ginny Hill as an Associate Member, nominated by Brother Todd Richardson.
- All motions were seconded and passed.

## **REPORTS OF COMMITTEES**

### **BULL ROAST COMMITTEE**

- Brother Schubert advised the Bull Roast will be held on Sunday, March 20, 2022. The Cost is \$50.00. The location is Tall Cedars Lodge. Call Lodge 4 to reserve tables.

### **BY LAWS COMMITTEE**

- Brother Jess stated a By-Law was being presented tonight in reference to Electronic Voting.

### **DONATION REVIEW COMMITTEE**

- Motions were listed in Chair Schubert's report.

### **FINANCE COMMITTEE**

- No requests for loans.

### **GRIEVANCE COMMITTEE**

- There are 3 Military Grievances in the process. One is waiting on Step 3. One is waiting on the Pension Board of Trustees. The third is waiting on scheduling for Binding Arbitration. There are 86 COVID grievances that have been waived to Binding Arbitration. An Unfair Labor Practice has been filed and we are waiting on Attorney in reference to an injunction.

### **HEALTH CARE COMMITTEE**

- Committee met and new members were briefed on ongoing healthcare RFP and future negotiations.

### **LEGAL ADVISORY COMMITTEE**

- We have 17 members on suspension and one is without pay. One member has 2 cases scheduled for Trial Boards. One member is awaiting trial on criminal charges.

### **LEGISLATIVE COMMITTEE**

- Discussed the Juvenile Protection Act. Meeting with County Council reference to vacancies and low morale in Department. Sent a letter to County Executive reference to Retirees COLA.

### **MEMBERSHIP COMMITTEE**

- Advised an application for Associate Member was made for Ginny Hill. All background checks

were negative. She was nominated by Brother Todd Richardson.

### **NEGOTIATION COMMITTEE**

- Working on a DROP for post 2007 members. An email was sent to about 800 members who fall in this category explaining the DROP and advising about the vote.

### **PENSION COMMITTEE**

- At the January 11, 2022 meeting we approved 47 total retirements and 15 were from the Police Department.

### **SCHOLARSHIP COMMITTEE**

- Chair Caslin brought in Jen Scott and Scott Bachman, members of his committee to explain the process of the Scholarship Committee. They advised that in the past it was always based on need but they also had to have the grades to be considered. President Folderauer advised the Executive Board passed a motion to make all scholarships Merit based. Since the application process was opened in October, it was decided to do 5 merit based and 5 needs-based.

### **SOCIAL MEDIA COMMITTEE**

- Sgt-at-Arms Hodnicki talked about the APP that we have and advised the instructions for use are in the newsletter.

### **BUILDING COMMITTEE**

- Committee is looking for property in Baltimore County.

**NEW BUSINESS**

**ELECTION PROCESS  
COMMITTEE**

- Committee reached out to Election Buddy to work out details for our future elections to be done electronically. Estimate to complete the post 2007 vote on DROP will cost around \$700. If the By-law passes the estimate to conduct the election of officers will cost around \$4300.

**MILITARY AFFAIRS  
COMMITTEE**

- Chair Saywack will be meeting with the Department of Labor in reference to the Military Grievances.

**RETIREE MATTERS  
COMMITTEE**

- A letter was sent to the County Executive and County Council, regarding inflation whereby they were encouraged to consider a COLA for retirees.

**CRITICAL INCIDENT  
RESPONSE COMMITTEE**

- We are actively seeking members who would be interested in responding to Critical Incidents.

**OLD BUSINESS**

- None

- There was a State FOP meeting scheduled for January 29, 2022 but due to weather forecast it was rescheduled to February 12, 2022.
- The bilingual stipend is being finalized.

**GOOD OF THE ORDER**

- During the month of January, FOP Lodge #4 received four (4) thank you cards. One (1) flower arrangements were sent to grieving members. Two (2) fruit basket was sent to a member recovering from injury or illness. Three (3) memorial donations were made in lieu of flowers.
- The Lodge welcomes Sophia James, daughter of Brother Robert James.
- Brother Jess made the motion to adjourn, which was seconded by Brother Gonzalez.
- The Lodge welcomes Jackson Hayes Bachman, son of Brother Scott Bachman.
- The Lodge welcomes Cooper Bouthner, son of Brother Kenn Bouthner.

**SICK AND /OR IN DISTRESS**

- Please keep Brother Dave Storf and the Grand-daughter of Brother Bill Garloff in your prayers.

**CLOSING PRAYER**

- Chaplain DiCara gave the closing prayer.

**ADJOURNMENT**

***BEREAVEMENTS***

*Retired Brother Dave  
Crum*

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*Retired Chief Neil  
Behan*

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*Patricia Behan, Wife of  
Retired Chief Neil  
Behan*

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*Retired Brother  
Robert Thomas*

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*Retired Brother Robert  
Deale*

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*Dolores Coburn,  
Mother of Retired  
Brother Donald*

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*"Chopper" Coburn*

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*Raymond Dellman,  
Father of Retired  
Brother Jeff Dellman*

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*Susan Mariano, Mother-  
in-Law of Brother  
Thomas Wills and  
Grandmother of Brother  
Ryan Wills*

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*Beatrice Weinreich,  
Granmother of Brother  
Howard Flynn*

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*Brad Beck, Father of  
Brother Brian Beck*

## **Instructions for the Lodge 4 App**

- On the **Google Play Store** (Android) or **App Store** (Apple)
- Search for and Download the “**NFOP App**”
- Open the App and select “Sign Up”
- Enter your Personal email address (gmail, yahoo, etc.) NO Department email addresses
- Create a password.
- On the next screen, populate all required (\*) fields.
  - o Lodge State = Maryland
  - o Lodge Name = Lodge 4 Baltimore County
  - o Lodge Number = 004
  - o Membership Number = the number on the back of your National ID card

This was just mailed out in December

If you can't find it, call the Lodge and we can track it down for you

- Enter all required info and click “Sign Up”, your info will be verified by Clowder/National.
- You'll be automatically assigned to the Lodge 4 App as “Pending” until we can mark you approved.
- You don't need to allow Location Services, but we recommend accepting Push Notifications, so that you'll know you have something to read in the App.
- When you receive a notification from the App, open it. Newer posts and info show at the top of the feed.
- To see the info specific to Lodge 4, select the “My Groups” button toward the top of the page.
- Next, select MD004 and tap the check mark at the top of the page and hit the check mark at the top of the page. This will limit what you see during this session to just the Lodge 4 posts.

You can view all of the National Lodge posts, at any time, by selecting “All Users – National FOP”, but selecting MD004 keeps it easier to find our specific info.

**Android Users:** To see additional features, tap on the three small lines on the left side, toward the top of the page. This will show you a host of other options.

**Apple Users:** To see additional features, on the first page of the App, tap on the “More” field at the right side, at the bottom of the page. This will show you a host of other options.



Amendment to the Bylaws of FOP Lodge 4

WHEREAS: FOP Lodge #4 Officer Election voting has been conducted using paper ballots and the USPS and

WHEREAS: Technology exists to implement internet based (online) voting and

WHEREAS: Internet based (online) voting is more efficient, secure and economical than the current voting system

NOW THEREFORE IT BE RESOLVED: FOP Lodge 4 Bylaws **Article IV - Election Rules Sections 1 through 3** shall be repealed and replaced with the following:

SECTION 1:

All Elections of Officers shall be on ballot. Said ballot will be on a secure internet based voting/online voting website. Notification and instructions for the internet based voting/online voting website will be emailed or mailed to every Active member in good standing with the Lodge, at the direction of the Nominating/Election Committee(s).

A - The ballot will list the names, duty assignments, and office/delegate seat of each candidate.

B - Internet based voting/online voting may only be utilized if each vote will be limited to one (1) per eligible member and by secret ballot.

C - Upon the close of the internet-based voting/online voting, the Election Committee shall make available a copy of the vote hosting website's election result page to the Executive Board of Directors and membership.

D - All candidates' names for specific positions shall be listed in order of a draw from a random lottery-type drawing that will be conducted by at least three (3) Active members who are not candidate for any office or position appearing on the ballot.

E - When technical issues prevent internet-based voting/online voting, the previous method of voting via mailed ballots will be utilized with all ballots being returned to a USPS Post Office Box.

SECTION 2:

Instructions will be included on each ballot that is emailed or mailed. This is to prevent errors and to facilitate the members voting.

SECTION 3: COUNTING OF BALLOTS

A - The ballots will be counted by the vote hosting website and the results will be posted on the site.

B - The candidate having the highest number of votes will be declared the winner of that particular office or position.

C - In the event of a tie, a runoff election will be conducted between the candidates involved. The members present at the November General Membership meeting will vote by ballot to determine the winner.

D - All verified results will be retained by the Lodge Secretary for a period of one (1) year afterward they may be destroyed.

E - Election results will be announced via Station Bulletin and social media platforms by the end of the following business day after election results are validated. Results will also be published in the next issue of THE FOURWORD.

SECTION 4: (Repealed)

Submitted to the FOP President on January 24, 2022 by Bylaws Committee Chairman Doug Jess.

Respectfully,

Doug Jess

The March

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
March 28, 2022  
7:30 p.m.**

at

**To Be Determined**

The April

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
April 25, 2022  
7:30 p.m.**

at

**To Be Determined**