

BALTIMORE COUNTY
FRATERNAL ORDER OF POLICE

FURWORD

JUNE, 2023 | VOLUME 51, ISSUE 6

PRESIDENT'S MESSAGE

Workday.

Now that Workday is upon us, there have already been a host of problems. The FOP has been forced to file multiple grievances on behalf of our membership. We have warned the County for over a year of many of the impending issues that we have already identified. In spite of this, the county moved forward with the implementation.

As a result of the seven class-action grievances filed by the FOP, the police department and county moved rapidly to make corrections. We are appreciative of that fact, but this is an on-going process because the Workday product is not able to accommodate such an elaborate system of pay. Our contract has so many variables, such as substitution pay, stand-by pay, night shift differential, steps and longevities. The human component in this process is just as important as the system itself.

It is imperative that every member start scrutinizing their paystubs to ensure that they have been accurately paid. We have requested that the county provide an itemized audit of any Prior Adjustment pay. The County has told us that Workday will show the actual dates of any Prior Adjustment in a paystub. Please check for accuracy and contact our office if you find any discrepancies.

Stand-by Pay.

It has come to our attention that some members may be being placed on-call or on stand-by and may not be receiving compensation. Obviously, this is a problem. If this is occurring, please contact our office so that we may get this addressed. It is a violation of the contract to waive any portion of the contract.



MAY 2023

GENERAL BUSINESS MEETING

The regular monthly meeting of the Baltimore County Fraternal Order of Police was held on Monday, May 22nd, 4:00 PM, at our Lodge. President Folderauer was present, and called the meeting to order. Secretary Patterson was also in attendance. Brother Doug Jess provided the invocation with President Folderauer leading the Pledge of Allegiance. A motion was made by Brother Zito to accept the Minutes from our April 2023 meeting. This was seconded by Brother Smith and approved. Said minutes have been posted to the Lodge #4 App.

REPORTS OF OFFICERS

President – Dave Folderauer

- Sergeant's Exam Process. The list was to be active until later this year. A member was able to get his test rescored and ultimately placed on the Sergeant's List. We asked that all remaining members be rescored, acknowledging that this could create issues with leapfrogging, but the rescoring needed to be fair. This was between OHR, the Office of Law and the Member and never should have occurred in the manner that it did. Hopefully it never does again.
 - Can members who have dropped file a Grievance?
 - It does not appear as though anyone who lost a scoring rank will drop enough to affect their promotional timing and hopefully all are promoted in September.
- Corporal's Exam Process. The interview process was eliminated and now the list isn't supposed to go into effect until September. We'd like to see that date moved up.
- The County is looking to make the Lateral Program more robust by increasing the time/payment ratio for Laterals, by hiring them at up to a maximum of 7 years credit. This is definitely a good change, but our position is that all laterals should be affected by this and we'll likely be bringing it up at bargaining.
- Our Fallen Heroes Memorial was held on May 12th. We need to work on encouraging more Officers to attend. There were definitely more members of the Exec. Corp. present, than there were Officers. We also want to expand the numbers since we've moved the reception to the Charles Village Pub.
- We placed wreaths at Dulaney Valley Memorial Gardens on Maryland Fallen Heroes Day, and invited Chief McCullough to join us. He took us up on the offer and we met there to honor our Fallen, together.
- We have started discussions with a business that is offering free Cardio screening for members. We are still vetting the group and checking with our Health Insurance carriers.
- Secretary Patterson will be reading a new proposed by-law for Business Memberships. We are more so looking to establish relationships, as opposed to generating revenue.



NFOP App



@BaltimoreCountyFOP



www.foplodge4.org



BaltCoFOP4



@BaltoCoFOP4

REPORTS OF OFFICERS...

Secretary – Donna Patterson:

- Read the bylaw which will be added to our Bylaws as Section 5. It will be posted to APP and in the Newsletter, on page 9.

Treasurer – Bob Caskey:

- Reported on the Lodge Finances.

Chairman of the Board – Steve Comegna:

- The Board of Directors met twice this month, on May 8th and earlier tonight, with the following motions being made and approved by the Board, to be voted on tonight:
 - From PAC
 - To purchase a sponsorship for an event for Councilman Mike Ertel (District 6).
 - To purchase a sponsorship for an event for Councilman Julian Jones (District 4).
 - To provide funding for our Public Safety Day on Saturday, September 9th.
 - To provide funds for refreshments and food for the Dundalk 4th of July detail.
 - Cease funding in our member's individual Military Grievance, as a Settlement offer was made and the original motion had been satisfied.
 - A motion was tabled in reference to hiring a company to review the Department's now almost 3-year-old staffing study. It will be handled at our June Board Meeting.
 - Our June Board Meeting will be held on Tuesday 13th.

*This concluded the Reports of Officers. A motion was made to approve those reports by Brother Scally and seconded by Brother Saylor. The Reports of Officers were approved.

REPORTS OF COMMITTEES

Bylaws: Doug Jess – The newly proposed Bylaw, as read by Secretary Patterson, will be provided to the Committee Members and they will make a recommendation at the June Meeting.

Events Committee: State Trustee Don Patterson – The 2024 Bull Roast will be held on Saturday, April 20th, from 6-10 PM. Golf Tournament date has been set for Friday, September 8th at Rocky Point Golf Course. The prices have gone up to \$125/person or \$500/foursome. A flyer is out, on the APP and it's time to sign up. In the future, we are looking to accept electronic payments, for events like this, through the Website.

Expenditure Review: Doug Jess – We now have all of our packets back from our accountant and the Committee has begun reviewing them.

REPORTS OF COMMITTEES...

Grievance / Legal Advisory: First VP Dave Sweren –

- COVID Days: Conversations continue with DAO Rebecca Young regarding about 80 members who should have their time used for COVID related absence converted to P-Leave.
- Military Grievances: In January, our attorney for the Class Grievance made an offer to the County attorneys in an effort to settle the Grievance, which would, in short, allow for members of the National Guard and Reservists to earn up to a maximum of 3 years credit for their service. This would be made retro-active to a period in 2021. The Grievant in the initial individual Grievance was in agreement with this offer, which would allow both Grievances to be settled in a manner that is favorable to our membership. Earlier this month, the County advised that they would support this offer and forward it to the County Council. The initial Grievant has now declined to accept this settlement, which has adversely affected the overall settlement. We are still attempting to settle, but we may have to continue in the Grievance process.

Legislative: President Folderauer – SB 01 did pass, pertaining to the authorized wearing/carrying of regulated firearms and its effect on Retirees. The NRA and Private Handgun Owners Association have each filed suit. We do not need to join in these suits, as the Courts will likely combine all filed suits. We are going to watch to make sure that all of our identified issues are addressed and if not, we will file a brief and we can then introduce our issues and arguments. No injunction or restraining order has been filed yet, but they are expected.

Policy Review: Dave Sweren – The Department Planning section has provided us with an elaborate and lengthy policy regarding the new Disciplinary Process following the passing of HB 670 and SB 763. We're starting to review it now, but on July 1, we move into the new era of the Police Accountability Board (PAB) and the Administrative Charging Committee (ACC).

Political Action: Second Vice President Mike DiCara – There were two motions reported earlier, which came out of Committee. 1) to make a donation to/sponsorship for Councilman Mike Ertel. 2) to make a donation to/sponsorship for Council Chair Julian Jones. Both motions were passed by the General Membership.

Retiree Matters:

Pension: State Trustee Don Patterson – At the May 9th Board of Trustees meeting, we approved thirteen total retirements, with only one from the Police Department.

Scholarships: Tim Caslin – 47 Applications Received. The ten scholarships in the names of our Fallen Heroes were split into twenty \$1500 scholarships with an additional two \$5000 scholarships made possibly by a donation from the Walton family.

*This concluded the Reports of Committees. A motion was made by Brother Shipley to accept the Reports of Committees, which was seconded by Brother Cohan and approved.

REPORTS OF COMMITTEES...

Report of Legal Advisor: Mike Davey – We had a Trial Board earlier today, which included an allegation of Unreasonable Force, from August of 2021. It was initially reviewed by Training, at the request of Internal Affairs (IA), and the Officer's actions were found to be consistent with training. Immediately thereafter, Colonel Hlavach (now retired) advised IA to halt any further investigation and made contact with the States Attorney's Office. An ASA reviewed the case with no charges being filed. Department members were asked not to put any of this into writing, despite knowing that the opinion from the Training Section contradicted the charges. This failure to share that information was/is a violation of the Maryland LEOBR. The Unreasonable Force charge was then dropped, as was one additional related charge. The last remaining charge, related to prisoner property, resulted in a written reprimand...after nearly 22 months. On May 31st, we start another Trial Board with the same Officer, whereby Training found the Officer's actions were consistent with training. This information was, again, not shared with us.

OLD OR UNFINISHED BUSINESS

NONE

NEW BUSINESS

NONE

GOOD OF THE ORDER

NONE

MEMBERS SICK OR IN DISTRESS

Brother Schrott's son was diagnosed with a rare form of cancer, at 28 years old.

CLOSING PRAYER

Brother Doug Jess

ADJOURNMENT

A motion was made to conclude our May General Business Meeting by Treasurer Caskey and seconded by Brother Rommel. The meeting was adjourned, at 4:44 PM.

SCHOLARSHIPS

The Scholarship Committee received a record forty-seven (47) applications for the 2023 "Fallen Heroes Memorial Scholarship Awards". Two of these recipients were chosen for the Walton and Butler Family Gift Fund, scholarships offered in memory of deceased Brother Richard Walton. All recipients should be recognized for their academic excellence.

Jenna Koller, daughter of Brother George Koller, is a recipient of the Recipient of the Walton and Butler Family Gift Fund. She has graduated from West Virginia University and will be attending Chatham University to complete her Doctorate in Physical Therapy.

Caleb Keller, son of Brother Chris Keller, is a recipient of the Walton and Butler Family Gift Fund. Caleb received a Bachelor of Science in Biology from York College of Pennsylvania, with minors in both Neuroscience and Psychology. He has been accepted to the Liberty University - College of Osteopathic Medicine.

Ian Yowell, son of Brother Adam Yowell. Ian is graduating from Oakdale High School and will be attending University of Maryland studying Computer Science.

Andrew Yowell, son of Brother Adam Yowell. Andrew is a sophomore at University of Maryland studying Business Administration.

Kimaya Young, daughter of Brother Kawahn Young. Kimaya is graduating from Towson High School and will be attending Norfolk State University in their Nursing program.

Margaret Smith, daughter of Brother Michael Smith. Margaret is graduating from Carroll County Community College and will be studying Accounting at Stevenson University.

Madelyn Rock, daughter of Brother Adam Rock. Madelyn is graduating from Littlestown area High School and will be attending Brigham-Young University and studying Exercise Science.

Alaina Myers, daughter of Brother Alan Myers. Alaina is graduating from New Oxford High School and will be studying Welding Engineering at Pennsylvania College of Technology.

Scott Myers, son of Brother Alan Myers. Scott is graduating from New Oxford High School and will be attending Gettysburg College and studying Political Science.

Shane Moroz Jr., son of retired Sister Nancy Moroz and retired Brother Shane Moroz. Shane is graduating from Perryville High School and will be studying Computer Science while attending Salisbury University.

David McGladrie, son of Brother Todd McGladrie. David is graduating from West York Area High School and will be Majoring in Aviation at Utah Valley College.

Mia Martinez, stepdaughter of Brother Mark Gilbert. Mia is graduating from Commonwealth Charter Academy High School and will be enrolled in the Pre-Med program at Stetson University.

Emma Koller, daughter of Brother George Koller. Emma is graduating from Eastern Tech High School and will be attending St. Vincent College and Majoring in Biology.

Leah Iman, daughter of Brother Steven Iman. Leah is graduating from Perry Hall Christian School and will be attending Lancaster Bible College, studying Elementary Education.

Nicholas Hardesty, son of Brother Charles Hardesty. Nicholas is graduating from Northampton Community College and will be continuing his education studying Psychology.

Daniel Gorman, son of Brother Matthew Gorman. Daniel is graduating from Eastern Tech High School and will be studying Information Technology at Towson University.

Laura Gorman, daughter of Brother Matthew Gorman. Laura graduated from CCBC and will be attending Towson University, majoring in Nursing.

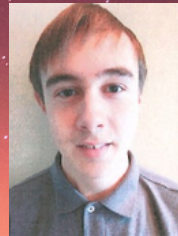
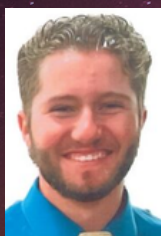
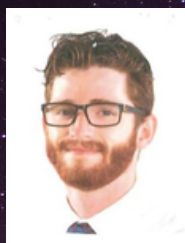
Victoria Fumia, daughter of Brother Jeremy Fumia. Victoria is graduating from Red Lion High Area High School and will be studying Nursing at York College.

Abigail Eubank, daughter of Brother Michael Eubank. Abigail is graduating from Fallston High School and will be attending Stevenson University, majoring in Nursing.

Dalton Dacheux, son of Brother Jonathan Dacheux. Dalton is graduating from Central York High School and will be majoring in Biology at York College of Pennsylvania.

Kiersten Chemelli, daughter of Sisters Marcy and Deanna Chemelli. Kiersten is graduating from Perry Hall High School and will be attending Towson University, majoring in Pre-Law.

Lauren Brooks, daughter of Brother Michael Brooks. Lauren is graduating from Hereford High School and will be majoring in Chemistry at Nova Southeastern College.



ACKNOWLEDGEMENTS

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

Morgan Hassler
#3834

Cliff Saunders
#3860

Geoffrey Fuller
#3868

Dan Kohnle
#4883

Shawn Fraim
#4876

Darren Brusio
#4311



BEREAVEMENTS

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

EMMANUEL JOHN POSPISIL
Father of Brother Jimmy Pospisil

JESSE VICE JR
Father-in-Law of Brother Rodney Kenion



JOANNE S. MERTZ
Mother of Brother Mike Mertz



JESSICA LAMB (HUMMEL)
Wife of Brother Tom Lamb

A limb has fallen from the family tree.
I keep hearing a voice that says, "Grieve not for me.
Remember the best times, the laughter, the song.
The good life I lived, while I was strong.
Continue my heritage, I'm counting on you.
Keep smiling and surely the sun will shine through.
My mind is at ease, my soul is at rest.
Remembering all, how I truly was blessed.
Continue traditions, no matter how small.
Go on with your life, don't worry about falls.
I miss you all dearly, so keep up your chin.
Until the day comes, we're together again."
- Author Unknown

PROPOSED BYLAW – BUSINESS MEMBERSHIPS

Whereas, the current Fraternal Order of Police, Baltimore County, Lodge 4 President wishes to strengthen relationships with local businesses by way of a membership offering.

Whereas, the current Fraternal Order of Police, Baltimore County, Lodge 4 Constitution and Bylaws does not provide for a "Business Membership" nor set dues for such a membership;

Whereas, the current Fraternal Order of Police, Baltimore County, Lodge 4 Executive Board of Directors wishes that "Business Membership" privileges be more restrictive than that of "Associate Members".

Whereas, a revision in language can also be made at this time where the current Fraternal Order of Police, Baltimore County, Lodge 4 Constitution and Bylaws Article IV, Section 6, C, references "Section 6, B, Sub-Titles 1-7" although there is no 7th Sub-Title.

Resolved, that Article I - Dues, etc. now include the following language as "SECTION 5"; retaining all other existing language and thereby renumbering the existing "SECTIONS" in Article I.

SECTION 5: —

Business membership dues will be in an amount to be determined by the Executive Board of Directors. This amount will be reflected on the business membership application. All new memberships shall expire on the last day of December each year. Newly applied members will pay one year's dues at the time of application; A pro-rated dues amount will be calculated by month and proper credit given for the following calendar year. This will allow for all Business memberships to expire at the same time.

Resolved, that Article IV - Membership, Sections 6 and 7 of the current Fraternal Order of Police, Baltimore County, Lodge 4 Constitution and Bylaws be repealed and replaced with the following language which includes a "Business Membership" offering:

ARTICLE IV MEMBERSHIP

SECTION 6:

There shall be ~~three (3)~~ — classes of membership known as follows:

A -ACTIVE MEMBERSHIP (INCLUDES RETIRED MEMBERS)

Active Membership shall be comprised of those persons who conform to Article IV, Section 1.

B -ASSOCIATE MEMBERSHIP

1. Associate members must be professionally associated with the parent Lodge.
2. Associate members may attend all regular business meetings.
3. Associate members will have no vote.
4. Associate members cannot hold any office or delegate position in the Lodge.
5. Associate members may display an Associate Member auto emblem and decal on their vehicle.
6. Associate members shall comply with Section 7 of this Article.

ARTICLE IV MEMBERSHIP (CONTINUED) SECTION 6: - (Continued)

C -HONORARY MEMBERSHIP

Honorary membership shall be comprised of those persons who have contributed outstanding deeds or services to the Lodge or community. These person's names shall be submitted to the President, in writing. The President, at the next regular business meeting shall appoint three (3) Active members to investigate the applicant. The committee shall report its findings at the next regular scheduled business meeting of the Lodge. The applicant will then and only then be voted on by the members present at said meeting. Honorary members shall have the same rights as Associate members as described in Section 6, B, Sub-Titles 1-6.

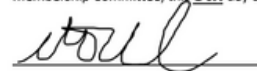
D - BUSINESS MEMBERSHIP

1. Business memberships will be applied for by, and issued to, a named representative (actual person) who:
 - a. Holds a significant role or interest in said business (i.e. owner, franchisee, partner, chief, etc.)
 - b. Does business in Baltimore County, MD
 - c. Shall comply with Section 7 of this Article
2. Business members may not attend regular business meetings.
3. Business members shall be afforded certain considerations, including the ability to advertise on the Fraternal Order of Police, Baltimore County, Lodge 4 website, the details of which will be determined by the Executive Board of Directors and published in writing.
4. Business members may display a Business Membership emblem and decal on their storefront or business vehicle.

SECTION 7:

Applications for Associate Membership or Business Membership shall be in writing on the forms that are furnished by the Lodge. After the application has been received, it shall be presented to the Membership Committee which will investigate the character of the applicant. The committee shall report its findings at the next regular general business meeting of the Lodge. The applicant will then be voted on by the Active members present at the meeting. If the applicant is rejected by vote, he/she may have the privilege of resubmitting his/her application after a period of two (2) months from the time of the unfavorable vote. One full year's dues assessment must accompany the application for Associate Membership or Business Membership. Such members may be terminated from membership per the provisions in Article II of the Bylaws: Suspension, Expulsion and Legal Aid, Section 9, where applicable.

Submitted to President David Folderauer by Membership Committee Chairman Matthew Krauch on behalf of the Membership Committee, this 8th day of May, 2023.



Matthew Krauch, Membership Committee Chairman

YOUR FRATERNAL ORDER OF POLICE

LINE OFFICERS

President: Dave Folderauer
dfolderauer@fop lodge4.org

First VP: Dave Sweren
dsweren@fop lodge4.org

Second VP: Mike DiCara
mdicara@fop lodge4.org

Secretary: Donna Patterson
dpatterson@fop lodge4.org

Treasurer: Bob Caskey
rcaskey@fop lodge4.org

State Trustee: Don Patterson
donpatterson@fop lodge4.org

Chaplain: Tony DiCara
tonyangmav@aol.com

Sgt at Arms: Chris Hodnicki
chodnicki@fop lodge4.org

BOARD OF DIRECTORS

Chairman: Steve Comegna
scomegna@fop lodge4.org

Vice Chairman: Ryan Massey
rmassey@fop lodge4.org

Kenny Schubert
schubby1969@aol.com

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docbolly2852@comcast.net

Tom Scalley
firechaser@comcast.net

Dave Rose
Past President

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 July

FOP Lodge 4
**General
Business
Meeting**

will be held at **4:00 PM** on
Monday, July 24, 2023
at:

Lodge #4
9304 Harford Rd

The August

FOP Lodge 4
**General
Business
Meeting**

will be held at **4:00 PM** on
Monday, August 28, 2023
at:

Lodge #4
9304 Harford Rd