

BALTIMORE COUNTY
FRATERNAL ORDER OF POLICE

FOURWORD

AUGUST, 2023 | VOLUME 51, ISSUE 8

PRESIDENT'S MESSAGE

Changes in Modified Duty Policy

On July 15th, the County instituted changes in the way modified duty employees will be treated. The County is reverting back to their previous enforcement of the "251 day rule". This means that employees who are on modified duty for 251 work days (equivalent to about one working year) will be sent an "Options Letter". Options may include: exhaustion of accrued leave, transfer or reclassification to a different County position/department, seeking a reasonable accommodation under the ADA, retirement, resignation or, in the worst case, termination.

The most difficult decision for a Lodge 4 member to digest, is the reclassification. We were hired as cops. We have been trained in a multitude of areas and possess a skillset that no one else has. It has been the position of the FOP that our cops not be sent to other County agencies if they can no longer do the job of a police officer. Although that is the FOP position, our members may need to make some difficult choices in the coming months as to what suits their unique and personal needs.

It is imperative, that if you are seriously injured on the job, that you hire an attorney and file a claim through the Workers' Compensation Commission. If you are going to be in long-term recovery from an injury, it is vital that you contact our office so that we can help you navigate this policy.

We have asked the Police Department for an on-going list of modified duty personnel, so that we make every effort to ensure that our membership is not adversely impacted, or forgotten, as this policy progresses. We have also forwarded this policy to our employment attorney for review, and will continue to address this matter through our bargaining/negotiations process.

If you are on long-term modified duty or are in a maximum medical improvement status, please contact the FOP so that we may assist.



JULY 2023

GENERAL BUSINESS MEETING

The regular monthly meeting of the Baltimore County Fraternal Order of Police was held on Monday, July 24th, 4:00 PM, at our Lodge. President Folderauer was present, and called the meeting to order. Secretary Patterson was also in attendance. Chaplain Tony DiCara provided the invocation with President Folderauer leading the Pledge of Allegiance. A motion was made and seconded to accept the Minutes from our June 2023 meeting and they were approved. Said minutes have been posted to the Lodge #4 App.

REPORTS OF OFFICERS

President – Dave Folderauer:

- On Wednesday, July 26th, we will be hosting a Zoom meeting for all delegates attending the National FOP Conference that is coming up in August.
- First Vice President Sweren and I signed up fourteen (14) new Recruits/Officers from the newest graduating academy class.
- Promotions have been set for September 14th at the JCC in Owings Mills with the number of positions not yet being definitively established.
- With regards to the Class Grievance filed over the change to the Military pension credit, we have reached out to the County in an effort to continue to negotiate, but are awaiting a response from the Office of Law.
- We previously mentioned medical/cardiac testing that was being offered to our members, but after evaluating their facility and practice, we don't believe they're up to the standard we would like, in order to endorse or participate in the program.
- We have had a representative from Schlachman, Belsky, Weiner and Davey (SBWD) visit and set up appointments at the Lodge, making access to our retained law firm easier. This has worked out well and will continue.
- On July 15th, the County implemented it's new Modified Duty Policy and restarted the "251 day" practice for those on Modified Duty. With all weekends and some vacation time, that will bring us into July of next year. This has been sent to attorneys for review, and they have indicated that this is within the County's right to do, and would not appropriately be challenged until there is an effect on our member(s). We are going to continue to talk with the County about this, as it could be devastating for some of our members. Additionally, we may be able to negotiate through some of the details/effects of this policy, through our normal course of bargaining.

Secretary – Donna Patterson:

- Conference shirts are in and available for pick-up.

Treasurer – Bob Caskey:

- Reported on the Lodge Finances.



REPORTS OF OFFICERS...

Executive Board Chairman – Steve Comegna:

The Board of Directors met on July 11, and also engaged in discussions outside of the Board meeting, with the following motions being made and approved by the Board, to be voted on tonight:

- To make a donation to the annual Save Our Youth (SOY) Bike Ride and Walk on July 29.
- To make a donation to the annual Badges and Baseball clinic, out of Precinct 12.
- From the PAC, to donate to an event for Councilman David Marks, from District 5, on August 8.
- From the PAC, to donate to an event for Senator JB Jennings, from District 7, on August 4.
- To hire a company to repair the gutters and install a gutter guard system at the Lodge.

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



[NFOP App](#)



[@BaltimoreCountyFOP](#)



[www.foplodge4.org](#)



[BaltCoFOP4](#)



[@BaltoCoFOP4](#)

REPORTS OF COMMITTEES

Bylaws: Doug Jess – The newly proposed Bylaw for Business Memberships will be voted on under Old Business.

Events Committee:

State Trustee Don Patterson – The Golf Tournament date has been set for Friday, September 8 and is SOLD OUT!

Grievance / Legal Advisory: First Vice President Dave Sweren –

Military Grievances: President Folderauer spoke on and covered the class grievance and the continued efforts to work that out with the Office of Law.

Pay/Workday Grievances: The grievances related to: Comp Leave, Substitution Pay and Paper Check issuance are being resolved.

- Sergeant-at-Arms Chris Hodnicki spoke further:
 - Substitution Pay and Comp. Leave: The Department cannot fix those issues on their own. Personnel from Workday and the County need to be involved. Both the Department and the County are cooperating and willing to fix the issues, but those fixes will take more time than would be allowed through the grievance process. We have a meeting scheduled in the upcoming days and expect a timeframe for a complete resolution to these matters to come from the meeting.
 - Paper Checks: We have been provided with the breakdown of what they were issued for.

REPORTS OF COMMITTEES...

Policy Review: First Vice President Dave Sweren – There is a new Ballistic Shield Policy that is being worked through. We will be offering input with regards to that. There is also a new Policy being worked through regarding Exculpatory Evidence. We will continue to look at that.

Political Action: Second Vice President Mike DiCara –

- The recommendation from PAC served as a motion and a second; to purchase a sponsorship for an event being held on August 8, 2023 for Baltimore County Councilman David Marks. With a vote from the membership, this motion – Passed.
- The recommendation from PAC served as a motion and a second; to purchase a sponsorship for an event being held on August 4, 2023 for State Senator J.B. Jennings. With a vote from the membership, this motion – Passed.
- With the implementation of Workday, the dues deductions from our members have been all over the board. Please make sure you are checking your pay advice and those deductions are present. If they are not present or are incorrect, let me know.

Retiree Matters:

- Pension: State Trustee Don Patterson – At the July 11 Pension Board of Trustees meeting, we approved nineteen total retirements, with three from the Police Department – 2 Service and 1 DROP.

Scholarships: Brother Tim Caslin – On October 1st we'll open our application process up again.

Wellness: Sergeant John Haddaway (In for Brother Rob Graff) – The next Peer 2 Peer meeting on August 8th.

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

OLD OR UNFINISHED BUSINESS

- The Bylaw to create an Associate Business Memberships was voted on and PASSED unanimously.
- There is a flyer that has been publicized and is available for the upcoming Public Safety Day fishing event on September 9th. Please take a look at it and RSVP.

GOOD OF THE ORDER

NONE

CLOSING PRAYER

Chaplain Tony DiCara

NEW BUSINESS

- Brother Cluster asked: Has the State Lodge compiled the list of Senators and Delegates who voted for or our list of bills in Annapolis? Answer: That has not been done yet, but should be forwarded to us by their PR firm, when complete.

MEMBERS SICK OR IN DISTRESS

Retired Sergeant, Brother Bill McElfish suffered a heart attack and has been moved to hospice. With great sadness we must update that Brother McElfish has since passed, on July 30.

ADJOURNMENT

A motion was made to conclude our May General Business Meeting by Treasurer Bob Caskey and seconded by Brother Rick Bergin. The meeting was adjourned, at 4:25 PM.

ACKNOWLEDGEMENTS

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

Michael Klein
#4229



Andy Petris
#3987

BEREAVEMENTS

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

CAROLYN VASOLD

Mother of Brother Mark Vasold

LOLA KREFT

Mother of Brother Tim Kreft

BROTHER WILLIAM "MAC" MCELFISH

Father of Brother Shawn McElfish

Grandfather of Brother Nick McElfish

LILLIAN E. GRIFFIN

Mother of Brothers Scott and Al Griffin

Grandmother of Brothers Ryan and Justin Griffin

William Edward Eaton

Father of Sister Jennifer Lane

HELPFUL INFORMATION

- Aquarium passes are available, and easy to obtain. Electronic passes / information can be emailed to you for access from your phone.
- Nancy Skinner, the Lodge's Office Manager, is a registered Notary. She can assist our members with their notary needs at no cost, and non-members for a nominal fee.
- The FOP Lodge #4 Golf Tournament is coming up on Friday, September 8th.
- The FOP Lodge #4 Public Safety Day is coming up on Saturday, September 9th. Notify rcaskey@foplodge4.org if you are interested in attending.
- Joe Yahr from SBWD Law will be at the Lodge in September. Check the App for dates and details.
- Nominations for our Elections (Line Officers and Board Members) will take place at the September 25th General Business Meeting.
- School will be back in session.
Please watch for children and drive safely.



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 **4:00 PM** on
Monday, September 25, 2023
at:

Lodge #4
9304 Harford Rd

The October

FOP Lodge 4
General
Business
Meeting

will be held at **4:00 PM** on
Monday, October 23, 2023
at:

Lodge #4
9304 Harford Rd