



BALTIMORE COUNTY
FRATERNAL ORDER OF POLICE

FOURWORD

NOVEMBER, 2023 | VOLUME 51, ISSUE 11

PRESIDENT'S MESSAGE from Dave Folderauer

As we approach this Thanksgiving season, it is the perfect time to reflect on the blessings that we have living in this great nation and locally, being a part of this great agency. It is very easy to get caught up in all of the negatives that are going on: record vacancies, being over-worked, and a state legislature that seems driven to attack police... just to name a few.

When I start to feel burdened by all the bad, I turn to my faith. In the Book of James, it is written when troubles come your way, consider it an opportunity for great joy. This is counter-intuitive, but there is a great lesson here. All of the difficulties that we are facing at this time in the police department will make us stronger; make us better. Although things feel dire, we are blessed with a supportive community in Baltimore County, while so many of our brothers and sisters are not. You may have difficulty getting time off or feel that your opportunities for advancement are dwindling, but this is only temporary. Departments all over the country are suffering also, but they don't have our rich history of perseverance and fortitude. Things will get better!

Instead of complaining, I suggest we start doing three things each and every day: 1) Thank God for someone or something. 2) Thank someone for what they mean to you. 3) Thank someone for things they do or have done for you.

I read a quote that said, "Unspoken gratitude is worthless." This could not be truer. So, I'll start: I am grateful for a blessed career in the Baltimore County Police Department. I am grateful for the men and women that I have met, worked with and befriended over the years. I am grateful for the opportunity to serve these same people in my current capacity. I am thankful for my wife, my kids, my family, my friends, and above all else, my Lord and Savior Jesus Christ.

My prayer for you is that you can find the gratitude in this season and each other, but more importantly find your faith. Keep focused on the positive. The rest will work itself out.

Psalms 118:1

1. Give thanks to the Lord, for he is good! His faithful love endures forever.



OCTOBER 2023 GENERAL BUSINESS MEETING

The regular monthly meeting of the Baltimore County Fraternal Order of Police was held on Monday, October 23rd, 4:00 PM, at our Lodge. President Folderauer was present, and called the meeting to order. Secretary Patterson was also in attendance. A motion was made by Brother List to accept the Minutes from our September 2023 meeting. This was seconded by Brother Shipley and approved. These minutes have been posted to the Lodge #4 App.



REPORTS OF OFFICERS

President – Dave Folderauer

- Vice President Mike DiCara and I met with two companies offering Life Insurance products, which Mike will discuss further.
- We also signed up twelve (12) new members from the 168th Recruit Class.
- Along with Brother Matt Krauch, Mike and I also attended a fund raiser for Scott Shellenberger. We were able to speak with several key individuals from around the County who were also present.
- We attended a meeting at Lodge #3, along with the large Lodges from around the State.
 - The intent is to get back to attending these meeting quarterly, to share ideas.
- I received an invite to attend the range for a demonstration and to test a new red dot/reflex site that has been proposed for the issued service weapons.
 - The Chief is interested in this move, but it isn't likely to be put into action until we start cycling new service weapons in, and the old weapons out, through attrition.
 - This is a very accurate sighting system.
 - Questions came in regarding the possibility of this being retrofitted to our current service weapon and needed changes to our holsters to accommodate the sight. It is these specific details, and the associated cost, that drive the need for this potential change/addition to be done in conjunction with routine replacement of our weapons. This routine change is likely to begin within the next two to three years.
- We continued to meet with some of our members who are presently at MMI (Maximum Medical Improvement) to get a better understanding of each of our members and to help them navigate through the re-implemented "251 Day" policy.
- On Thursday, October 19th, the Board of Directors had our regular meeting with the Chief.

REPORTS OF OFFICERS...

Second Vice President – Mike DiCara

Several items will be covered under committee reports, but the one insurance product that I'd like to cover now is the one from American Income Life Insurance Company. They are offering a no-cost Accidental Death / Dismemberment policy, which would be issued to the Lodge. This would cover ALL of our members, both Active and Retired.

- This would be at no-cost to either the member or the Lodge.
- It begins at \$2,500 and is renewed annually. It can be increased by \$500 increments, upon annual renewal, to a maximum of \$4,000.
- The only caveat is that each member will receive a letter containing this information in the mail, along with a "beneficiary card". If you return this card, you will be contacted about purchasing addition insurance products.
 - You DO NOT have to return the "beneficiary card".
 - All you need to do is place that letter containing the information about the Accidental Death / Dismemberment policy in a folder with your will, and if anything happens to you while the Lodge holds this policy, your beneficiary will receive the \$2,500 to \$4,000 benefit, after the Lodge is notified.
 - Multiple Lodges across the Country currently use the services of American Income Life Insurance Company, including the Ohio State Lodge, West Virginia State Lodge, Alabama State Lodge, and the Virginia State Lodge, to name a few.
- We did sign an agreement with American Income Life Insurance Company, so this policy is currently in effect.

Executive Board Chairman – Steve Comegna:

We held two Board meetings this month, one on October 10th and one this afternoon (10/23), but there are only a few motions to be heard.

- To purchase a sponsorship to an event for Senator Kathy Klausmeier (District 8), on 11/8.
- To purchase a sponsorship to an event for Delegate Kathy Szeliga (District 7A), on 11/14.
- To accept the Bylaws Committee recommendation to NOT approve the Bylaw that has been submitted which would not allow members of the command staff to run for, or hold offices.

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



REPORTS OF COMMITTEES

Bylaws: Doug Jess – The Bylaws Committee met on October 6th, with the committee members voting unanimously to NOT recommend the adoption of the proposed bylaw, which would restrict members of the command staff from holding elected offices under Lodge #4. Discussion will be heard under Old Business.

Critical Incidents: President Dave Folderauer – Just a reminder that as of October 1st, the Attorney General's Office will have the authority to prosecute the incidents that they have investigated. Remember our message: Keep doing your jobs. Rely on your training. FOP Lodge #4 will be here for you.

Events Committee: State Trustee Don Patterson – The 2024 Bull Roast is scheduled for Saturday, April 20, 2024.

Grievance / Legal Advisory: President Dave Folderauer (for First VP Dave Sweren) – Vice President Mike DiCara and I had a WebEx call in reference to the Step 3 Grievance brought forward by one of our members. We were not representing the member, but we were monitoring the proceeding. We're awaiting the decision in that matter.

Healthcare: Second Vice President Mike DiCara – Open Enrollment begins on November 1st and will run through the entire month. The rates going into the new year do reflect a modest increase of about 3%. The County is still on track to merge the Pre and Post 2007 structures, which will go into effect on January 1st, 2025. For Retirees, Labor First has changed their name to Retiree First, but they are still the same company assisting in guiding members into Medicare supplemental plans. Lastly, the second insurance product that was mentioned earlier by President Folderauer, is from the company, MWE Partnership, who manages the Healthcare Savings Accounts for the high deductible plan. They are now offering Life Insurance products, directly to our members. A mailing will be coming out from them in the next few weeks, offering Whole Life Insurance to all active members from the Pre and Post '97 groups. As a reminder those members hired before 1997 have a Whole Life policy provided by the County. Those hired after that 1997 group only have Term Life Insurance provided by the County, while we're working. If you're not interested, simply tear up the mailing and discard it and you should not be contacted again.

Legislative: President Dave Folderauer – The next Legislative Session won't begin until January, but an injunction has been issued for Senate Bill 1, and the State is not appealing that order.



REPORTS OF COMMITTEES...

Military Affairs: Brother Mahindra Saywack – We will be hosting a Zoom meeting on Wednesday, the 25th, to go over where we are regarding the Military Grievance, which is scheduled to be heard on October 31st.

Negotiations: President Dave Folderauer – We met as a committee this morning just to discuss ideas presented for the upcoming bargaining period.

Policy Review: Second Vice President Mike DiCara – We received five proposed policy changes from the Police Department this month, but there were no matters identified as mandatory subjects of bargaining. On October 10th, Sergeant-at-Arms Hodnicki and I met with Chief of Staff Lamont Martin and Meg Ferguson to discuss proposed changes to the MPIA policy. The policy Review Committee met on October 16th to discuss these proposed changes and to formulate our response.

Political Action: Second Vice President Mike DiCara – As Chairman of the Board – Steve Comegna reported, we have two motions to be voted on, which have been passed by both the PAC Committee and the Board.

- To purchase a sponsorship to an event for Senator Kathy Klausmeier (District 8), on 11/8.
 - This motion passed unanimously.
- To purchase a sponsorship to an event for Delegate Kathy Szeliga (District 7A), on 11/14.
 - This motion passed unanimously.



Scholarships: Brother Tim Caslin – Applications were made available on October 1st. The application process will remain open until the deadline to apply of March 1st, 2024.

Uniforms and Equipment: Sergeant-at-Arms Chris Hodnicki – There have been issues with the fit of the issued pants for some of our women officers. To account for this, another pair of 5.11 pants has been identified as very similar in color, pockets and set up, but with a cut that may be more appropriate for women. The Department will be moving forward to accept these pants to be worn during patrol assignments.

Wellness: Brother Rob Graff – The next Peer 2 Peer meeting will be on November 7th.

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

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OLD OR UNFINISHED BUSINESS

The proposed bylaw, restricting FOP Offices from being held by members of the Command staff, will be discussed. A reading of the bylaw was waived without objection and discussion began.

- Brother Doug Jess spoke, in favor/support of the Bylaw Committee decision to NOT recommend the adoption of the proposed bylaw (OPPOSING the proposal).
 - Restricting any member from running for an office seems discriminatory.
 - We currently have a method in place to keep people from serving...Our election process.
 - There are Lodges across the state who do have restriction such as this, but this may be a slippery slope, as there is at least one such Lodge that restricts retirees from holding offices.
 - We've worked to garner support from our Departmental leadership, and this bylaw drives a wedge between our relationships.
 - Management begins at the first promotion to Corporal.
 - There is no inherent bias just because someone promotes.
 - These are the discussions that the committee had and the decisions that we reached.
- Brother Broc Robinson spoke, as the author of the proposed bylaw, IN FAVOR of the proposed bylaw.
 - This proposal is NOT about Tony (DiCara) or Joe (Peach). I've only had pleasant interactions with Tony, and I don't know Joe at all.
 - I believe there is a conflict of interest. Supervisors may cause a grievance, but a Commander can settle a Grievance and even deny transfers.
 - In past practice, including President Folderauer, he stepped down when he was promoted to Captain.
 - Captains are more exposed to political whims.
 - This body was meant to represent the rank and file and we bargain for the rank and file, Lieutenants and below. Captains are removed from that. For the best of the Union, I think that they should not hold elected positions, receive compensation from the Union or have additional voting power over a standard member. It's a choice to become a Captain, and sometimes with choices there are consequences to go along with that, but they can still serve this Union.
- Brother Steve Comegna asked Brother Robinson what his intent would be if, as was attempted 10 years ago, Lieutenants were removed from the bargaining unit through arbitration. Would he want to restrict Lieutenants if this were to happen?
 - Brother Robinson replied that he most likely would.
- Brother Chris Hodnicki spoke in OPPOSITION to the proposed bylaw.
 - He cited other bargaining units who restrict acting Commanders (Lieutenants acting as Captains), and the potential for Sergeants to then be excluded from holding offices when acting as a Lieutenant, if, as mentioned above, Lieutenants were to be removed from the bargaining unit.
 - Additionally, we are presently in the middle of an election cycle whereby one member (Joe Peach) who would immediately be affected by this proposed bylaw garnered over 985 votes when last elected, which speaks volumes to what the membership thinks of that individual. By passing this bylaw, we would immediately be negating, potentially 985 members votes. I just want the members to think about what a bylaw like that will immediately do.

OLD OR UNFINISHED BUSINESS...

- Brother Ken Schubert spoke IN FAVOR of the proposed bylaw.
 - I spoke in favor of the proposed bylaw at the Board meeting.
 - There are currently “22” Lodges in the State of Maryland, that have this in place and some have had it in place since 2014 or longer.
 - Some Lodges represent up to specific ranks.
 - Certain Lodges restrict members from running for office, if you hold the rank of Lieutenant or Captain.
 - Like I said, “21” Lodges and we haven’t been able to reach out to all of them, but it is a fact of that’s what they bargain for.
 - We just had 4 Lodges change President, Secretary and State Trustee because they had an election.
 - This was NOT in their bylaws, but it had been the practice one Lodge, and their Chief of Police...Once you make rank, you step down.
 - One President called and said, “I’m getting promoted. Fill my position.”
 - I voted for the proposed bylaw. It’s nothing against the two Captains (Peach and DiCara), that’s just the policies around the State.
 - We are the second largest Lodge, but...
 - Prince Georges County has it.
 - Baltimore City has it.
 - Anne Arundel County has it.
 - There are a couple of Lodges that have NO Retirees. President, First/Second Vice President and Treasurer have to be active members.
 - At one point, Lodge #35, you couldn’t hold a position any more. They made you leave the FOP.
 - We are not violating anyone’s rights.
- Brother Doug Jess asked a question of Brother Schubert.
 - For clarification, you’re saying Lodge #3 (Baltimore City) and Lodge #89 (PG County) restrict who can run for an office? Jonathan Ness, the State Bylaws Chairman, sent me his list of Lodges who have this in place but those Lodges are NOT on his list.
- Brother Ken Schubert replied.
 - Lodge #89 has been doing this since 2014, and it is in their Constitution and Bylaws.
 - Being Chairman of the Bylaws Committee, you read these. Try to read 77 (total in the State) coming in.
 - There are probably 10 or 12 Lodges that don’t have it in their bylaws. One of them has it in their MOU.
 - Lodge #89 (PG County) definitely has it. It’s in their Constitution and Bylaws.
 - Lodge #143 (Howard County Supervisors Lodge) just put a bylaw in, that only Sergeants and Lieutenants can hold an office there.
 - We have Captains and Majors come to meetings, and we’ve paid for legal representation for other Commanders.
 - Jonathan knows about these Lodges.
- Brother Broc Robinson spoke once more, IN FAVOR of the proposed bylaw.
 - We already restrict every member from being able to run. You have to have at least 1 year in the Union and have to attend at least 4 meetings to be able to hold any office, so some restrictions are already built-in to our Bylaws.

OLD OR UNFINISHED BUSINESS...

***Point of Clarification: Contact was made with both Lodge #3 (Baltimore City) and Lodge #89 (PG County), in reference to the above information. Representatives from each advised that they, respectively, DO NOT have such a provision in their Constitution and Bylaws.

Elections: Second VP Mike DiCara: The process is going well through Election Buddy. We've had over 1,100 ballots submitted already, which is over 33% of our membership. We have gotten a few requests for replacement of postcards/codes. We have about 130 replacement codes available, and we'd like to wait until Friday (10/27), and I'll get you a replacement number. PLEASE make sure that you are submitting your ballot completely. We have a handful of ballots which have been partially completed, but not submitted because they are incomplete. Please remember to click the final submit indicator. This is a secret ballot. No one will ever know how an individual voted and we will NOT even know any results until 12:02 (November 27, 2023).

- Brother Bill King brought up the issue that we cannot skip an Office when we vote. We have to vote for someone at each office.
 - This was learned after the process began and our thought was it would be inappropriate to make any changes once voting began.
 - Additional discussion regarding the secrecy of the ballot took place to further illustrate that no one at the Lodge can, or will, know how any member voted.

NEW BUSINESS

NONE

GOOD OF THE ORDER

Brother Joe Brzozowski spoke about the November 18th Police Emerald Society Bull Roast.

MEMBERS SICK OR IN DISTRESS

Brother Doug Jones has undergone a surgery and is recovering at home. Brother Don Kline has been placed into hospice at home. Brother Ken Brown was hospitalized today, but is presently in stable condition.

CLOSING PRAYER

Chaplain Tony DiCara

ADJOURNMENT

A motion was made to conclude our September General Business Meeting by Brother Krauch and seconded by Brother Rommel. The meeting was adjourned, at 4:47 PM.



BEREAVEMENTS

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

ALVA COATS, JR

Grandfather of Brother Lee Brown



Brother DONALD "RICK" KLINE



Brother VINCENT J. SMOLINSKI

ROY RICHARDSON

Father of Sister Teresa Williams



ARLENE E. DITTY

Wife of Brother Theodore Ditty



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www.foplodge4.org



[BaltCoFOP4](#)



[@BaltoCoFOP4](#)

ACKNOWLEDGEMENTS

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

Detective
STEPHANIE SODD (RUFFINO)
#4136

Officer
AL BARBOUR III
#4500

Officer
TODD RICHARDSON
#3922

Sergeant
STEVEN SUNDERLAND
#3930



Detective
STEVEN SODD
#4072

Officer
PAUL OSWALD
#4033

Officer
SEAN SALISBURY
#3819

Lieutenant
MICHAEL EUBANK
#4035

NEW OR HELPFUL INFORMATION

Meeting Change: The December General Business Meeting will be held on Monday, 12/18, at 1600 hrs (4:00 PM).



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

Office Manager: Nancy Skinner
office@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

Doug Jess

Djessfive0@gmail.com

Joe Peach

joseph.peach.3858@gmail.com

Matt Krauch

mbkrauch5248@hotmail.com

Matt Gonzalez

gonzo3824@gmail.com

Ryan Franks

rfranks@fop lodge4.org

Carroll Bollinger

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 December

**FOP Lodge 4
General
Membership
Meeting**

will be held at **4:00 PM** on
Monday, December 18, 2023
at:

Lodge #4
9304 Harford Rd

The January

**FOP Lodge 4
General
Membership
Meeting**

will be held at **4:00 PM** on
Monday, January 22, 2024
at:

Lodge #4
9304 Harford Rd