



The Fourword

Volume 53 Number 4

April 2025

Ratification of 2-Year Agreement Between Baltimore County and FOP Lodge #4

We're proud to announce that the negotiation process between Baltimore County Administration and FOP Lodge #4 has officially concluded with the ratification of a new 2-year agreement. This was a challenging negotiation that ultimately required the use of an arbitrator, but the results speak to the strength and unity of our membership. The agreement was ratified by a **82% majority vote** of the membership.

Effective Date: July 1, 2025

This new Memorandum of Understanding (MOU) delivers several important wins for our members:



Overtime Pay for Special Details

Includes coverage for events like the Maryland State Fair, PGA Golf Tournament, and July 4th celebrations and surrounding activities.



DROP Provision Protected

One of the top priorities expressed by members.



Disability Pension Earnings Cap Eliminated

An outdated and unfair cap that affected our disabled members has been removed.



3% Wage Increases Secured

January 1, 2026 – 3% increase

January 1, 2027 – 3% increase



Contract Stability in Uncertain Times

Guaranteed step and longevity increases for the full term.

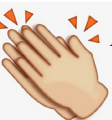
No layoff or furlough clause to protect our members' jobs.



Your Voice Mattered

Many of the changes and additions in this agreement came directly from member suggestions.

Thank you for speaking up and helping guide this process.



A Huge Thank You

To the entire negotiating committee—your dedication made this happen. And to every member who gave input, we couldn't have done this without you.

Representing the Professional Police Officers of Baltimore County



**MARCH 2025
GENERAL BUSINESS MEETING**

The regular monthly meeting of the Baltimore County Fraternal Order of Police was held on Monday, March 24, 2025, 4:00 p.m. at Lodge #4. President Rose called the meeting to Order. Brother A. DiCara led the membership in prayer and President Rose led the Pledge of Allegiance. Roll call of officers was conducted, Past President Folderauer, Second Vice President Massey, Chaplain Kraemer, and Sergeant-at-Arms Gonzalez were excused. All other board members were present as was Legal Advisor, Keiran Dowdy. A motion was made by Brother Scally to accept the minutes from the January meeting. The motion was seconded by Brother Zito.

REPORTS OF OFFICERS

- February 25- Testified in House Judiciary Committee on HB 309 Peer Support Confidentiality bill.
- February 26- Attended a negotiation session with the County Administration; Welcomed 34 members of the 173rd Class to the FOP.
- March 3- Met with County Attorney Benjamin to discuss the Military Grievance settlement; Attended the State FOP Legislative Committee meeting.
- March 4- Met with a member to discuss retirement options; Met with representatives from Nationwide Retirement Solutions; Attended a State FOP Legislative dinner in Annapolis; Met with Senators Smith and Waldstreicher, and Delegate Cardin to discuss our pending legislation.
- March 5- Met with Senator Salling to discuss the FOP legislative priorities; Presented the Lodge update at in-service training.
- March 6- Met with Budget Director Kevin Reed to discuss our joint presentation to County Council in reference to the pension consultant contract; Attended a Negotiation Committee team meeting; Attended the 173rd Class graduation.
- March 7- Met with Director Flagg and Captain Trivett to discuss promotion pay.
- March 10- Attended the Executive Board of Directors meeting; Attended the State FOP Legislative Committee meeting.
- March 11- Attended the Pension Board of Trustees meeting; Spoke at the county council work session on the pension consultant change.
- March 12- Attended a negotiations session with the County Administration.
- March 13- Responded to PC1 and Shock Trauma for the officer involved shooting.
- March 17- Attended a Negotiation Committee team meeting; Attended the State Legislative Committee meeting.
- March 18- Attended the retirement presentation by Nationwide Retirement Solutions.
- March 19- Presented the Lodge update at In-Service Training.
- March 20- Met with a member to discuss pension options; Met with County Attorney Benjamin and Patricia Rivas-Razo from the pension office to discuss the new military calculations.
- March 24- Met with a member to discuss a grievance; Attended the Executive Board of Directors meeting and the General Membership meeting.

First Vice President Mike DiCara

- March 3- Attended a meeting with the County Attorney over the Military grievance.
Attended the State Lodge Legislative Committee Meeting.
- March 4- Attended a meeting with representatives from Nationwide in reference to the deferred compensation program.
Presented the Lodge update at a meeting of the Association of Baltimore County Retired Police
- March 5- Attended a meeting with State Senator Salling.
Presented the Lodge update at In-Service Training.
- March 6- Attended a meeting of the Contract Negotiations Committee with Lodge Counsel.

- March 10- Attended the March meeting of the Executive Board of Directors.
Attended the State Lodge Legislative Committee Meeting.
- March 12- Attended a contract negotiations session with representatives of Baltimore County Government.
- March 13- Responded to Shock Trauma in reference to the Wilken's Precinct officer involved shooting.
- March 16- Responded to Shock Trauma in reference to the release of the injured Wilken's officer.
- March 17- Attended the State Lodge Legislative Committee Meeting.
- March 19- Attended a meeting of the Contract Negotiations Committee.
- March 20- Attended a meeting with the Pension Office in reference to the Military Grievance.
- March 24- Attended a meeting of the Executive Board of Directors.
Attended the March General Membership Meeting.
- March 27- Attended a meeting with the County Attorney over the Military grievance.
- March 30- Attended the Annual Lodge 4 Bullroast.

Second Vice President Ryan Massey

- March 4- Attended a Trial Board for PFC Junior.
- March 5- Attended a Zoom meeting with Senator Sailing.
- March 6- Attended a Negotiations Meeting.
- March 10- Attended a Maryland State Legislative meeting.
- March 12- Attended a Negotiations with Baltimore County.
- March 17- Attended a Legislative meeting.
- March 24- Attended a Maryland State Legislative meeting.
- March 31- Attended an Arbitration/Mediation with County Administration.

Lodge Secretary Donna Patterson

- The second half of the Per Capita was paid. Thirty-four new members were signed up at the Academy.

Treasurer Caskey

- Reported on Lodge Finances.

State Trustee Don Patterson

- The next State Board meeting is April 25th and 26th in Kent Island.

Executive Board of Directors Chair Steve Comegna

- The Executive Board of Directors met on March 10th and 24th.
- Before the March 10th meeting, Mr. David Schmelz our RBC advisor gave his yearly update on our investment portfolio.
- The next Maryland State FOP meeting is April 25-26 at Hyatt Place Kent Island.
- There were a total of ten motions brought before the Board during both meetings, all passed.
- One motion made by President Rose was to send up to four (4) members to the LRIS Rights of Police Officer's seminar in Las Vegas, June 18-20, 2025. The cost is about \$1500.00 per member.
- Eight motions were made by the donation review committee, please see committee report.
- One motion was made by the Political Action Committee, please see committee report.
- A motion was made by Brother List and seconded by Brother Holt, to approve the reports of Officers. The motion passed.

REPORTS OF COMMITTEES

Bullroast - Don Patterson

- The Bullroast was held on March 30, 2025. The event was sold out! Thank you to all that attended.

Bylaws - Ryan Franks

- The Bylaw Committee submitted two articles to be amended. The Bylaws are printed on pages 8 and 9.

Donation Review - Ryan Franks

- A motion was made to donate \$3000.00 to DVMG for the annual Healing Hearts Ceremony on May 02, 2025.
- A motion was made to donate \$1500.00 for the 2025 Baltimore County Police Foundation Awards April 29, 2025.
- A motion was made to donate \$1500.00 to National C.O.P.S. 2025 Police Week activities.
- A motion was made to donate \$250.00 to Brother Tim Stadler's M.S. Walk Team held in April of 2025.
- A motion was made to donate \$200.00 to "I AM INTEGRITY", (a 501c3 started by Sister Juanika Ballard). The money will used to buy gift cards for the families of the officers affected in the hospital shooting in York, PA.
- A motion was made from committee to be a Corporate Sponsor for the Stella Maris Annual Wine Tasting on April 20, 2025. This request is made every year by the MSL lobbyist, Mr. Frank Boston, Esq. The cost is \$1250.00.
- A motion was made to donate \$250.00 to support Brother Mike Deremeik's family when they walk in The Children's Heart Foundation's 2025 Congenital Heart Walk in Philadelphia on May 03, 2025.
- A motion was made to donate \$500.00 to support Mrs. Lynne Parry (surviving spouse of Brother Mark Parry E.O.W. 01/21/2002) when she cycles in the 2025 Law Enforcement United Cycling event during Police Week 2025. The riders start in New Jersey and finish in D.C.

Events - Don Patterson

- The FOP Lodge 4 golf tournament is September 5, 2025 at Rocky Point Golf Course. \$125/ golfer.

Expenditure Review - Matt Krauch

- No report.

Finance - Bob Caskey

- There was a meeting to discuss lodge investments on March 28, 2025.

Grievance - Mike DiCara

- The Sean Brennan promotional grievance is still pending at Step 4.
- President Rose and 1st VP DiCara met with County Attorney Benjamin on March 3rd and March 27th to finalize the details of the Military Pension Grievance. They also met with Pension Office leadership on March 20th to discuss implementation of the new military pension credit statute.

Healthcare Review Committee - Mike DiCara

- The quarterly HCRC meeting scheduled for March 12, 2025 was cancelled by mutual agreement between the HCRC and the County.

Legal Advisory - Ryan Massey

Pending Trial Boards

- PFC N. Davis (3-20-25 was postponed)
- PFC Quisgard (3-25-25 was postponed)
- PFC Deryck Lee (4-15-25)

Legislative - Ryan Massey

- The four main bills we are watching appear to be proceeding to committee hearings. Specifically the bills are, Order of Show Cause (Police Discipline), Police Accountability (Public Safety), Confidentiality (Peer Support), and Retired Law Enforcement Officials (Exception to Armed Trespass Prohibition).

Membership - Matt Gonzalez

- No report.

Memorial - Donna Patterson

- The Dulaney Valley Fallen Heroes Ceremony is on May 2, 2025 at 1:00 p.m. The Healing Hearts Reception is prior to the Fallen Heroes ceremony from 11:00-12:30 p.m. at Dulaney Valley Gardens.
- The Baltimore County Memorial will be held on May 9, 2025 at 10:00 at Patriot Plaza in Towson. The reception to follow will be at Charles Village Pub.

Military Affairs - Mahindra Saywack and Dave Rose

- The committee held a meeting with the county to help members calculate their military credit. See grievance committee report.

Negotiations - Dave Rose

- Mediation was held at 1:00 p.m. on March 31, 2025. Please see cover for results.

Pension - Dave Rose

- New England Pension Consultants will be replaced by Wilshire effective July 1, 2025.

Policy Review - Mike DiCara

The Policy Review Committee received the following projects for consideration:

- P21-32, Public Safety Statements FM 12-7.2

Potential bargaining issues were identified in this policy, and a response was sent to the Department. After a meeting with Department representatives, changes were made to address our concerns and no further bargaining issues were present.

Political Action- Mike DiCara

- A motion was made to purchase a \$250 Sponsorship to an event on April 30, 2025 for Baltimore County Councilman Izzy Patoka.

Retiree Matters- Carroll Bollinger

- No Report.

Scholarship -Tim Caslin

- The lodge received 45 applications. The selection process has begun. Lodge 4 received a check for \$10,000 from Stacy Walton, daughter of member Richard “Dick” Walton, and The Community Foundation of East North Carolina, inc. to provide two \$5,000 scholarships.

Wellness - Rob Graff

- The next Peer to Peer meeting will be May 22, 2025 at 8:30 a.m. at the lodge.
- A motion was made by Brother Caskey and seconded by Brother Saylor to approve the Reports of Committees. The motion passed unanimously.

Report from Legal Counsel-Keiran Dowdy

- No report.

Old Business

- None.

New Business

- None.

Good of the Order

- If you have not been to a seminar for the lodge yet, there is an upcoming LRIS Rights of Police Officer's Seminar in June. Please speak to President Rose if interested in attending.

Sick and or in Distress

- Please pray for and keep in your thoughts one of our members that was recently in a motorcycle accident.

Membership Passes to the National Aquarium

The Executive Board of Directors of Baltimore County Fraternal Order of Police, Lodge #4 has a one year business partnership under the Corporate Membership program with the National Aquarium. We have four passes for use by our members.

If you are interested in using the passes:

- Call the Office at (410) 668-0004 between 9:00 am-3:00pm.
- You will need to choose a **date**. If they are available on the date, we will reserve and send you a confirmation via **non-county email**.
- Passes will only be available on a day-to-day basis.
- Children 4 and under are free.
- **Parking:** Although the aquarium does not operate its own parking facility, they have three official parking partners nearby. Tickets pulled from both **Lockwood Place** (124 Market Place), the **LAZ Inner Harbor Garage** (100 S. Gay Street) and **Harbor Park Garage** (55 Market Place) can be validated for a discount to Aquarium members.
- Members also receive 10% discount on merchandise and food.



These passes grant access to the aquarium through the corporate membership entrance which should reduce if not eliminate any waiting in line.

We are pleased to be able to offer this as an additional benefit to the members of FOP Lodge #4.

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 M. Rose
President
(443) 956-2643

Mike DiCara
1st Vice President
FOP Lodge#4
(410) 299-8835

Ryan Massey
2nd Vice President
CIB Homicide
(443) 865-0237

Donna M. Patterson
Lodge Secretary
Retired
(410) 365-8481

Robert W. Caskey
Treasurer
Retired
(443) 956-2615

W. Don Patterson
State Trustee
Retired

Matt Gonzalez
Sergeant at Arms
Training

Kathy Kraemer
Chaplain
Retired

Dave Folderauer
Past President
Retired

EXECUTIVE BOARD OF DIRECTORS

Steven Comegna
Chairman
410-409-0293

Ryan Franks
Vice Chairman
OSS

Thomas G. Scally
Retired

Doug Jess
PC-3

Dave Sweren
SOD/TAC

Carroll Bollinger
Retired

Joe Peach
PC-11

Matt Krauch
CIB-CACU

Ken Schubert
Retired

Joe Brzozowski
PC-8

LODGE STAFF

Nancy Skinner — Administrative Assistant

LEGAL ADVISORS

Schlachman, Belsky, Weiner And Davey
IAS Cases Michael Davey
Phone (410) 685-2022

FOURWARD EDITOR

Kathy Kraemer

BEREAVEMENTS

Elizabeth M. Kestler
Wife of Brother Fred Kestler

Anthony Colt Connelly
Father of Brother Andrew Connelly

Juliana Hodges
Mother of Sister Jeanette Spann-Hodges

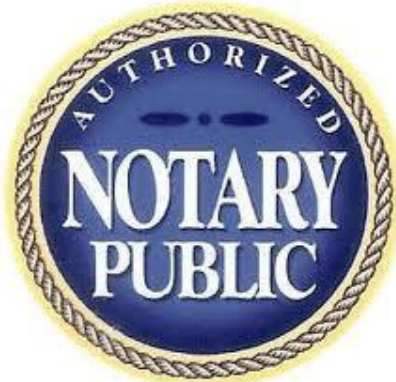
Brother Roy Nichols

RETIREMENTS

David Shipley

James Vermont

If you need a notary, we provide free notarization at the lodge. Please contact Nancy Skinner at (410) 668-0004 to make an appointment.



AMENDMENT TO THE CONSTITUTION OF THE
FRATERNAL ORDER OF POLICE LODGE #4

WHEREAS: The duties and responsibilities of the President have evolved over time and,

WHEREAS: The current section was written when the Lodge did not have exempt positions full time at the office and,

WHEREAS: The procedures storing records and communications electronically have been created and,

WHEREAS: The President is in a position to best administer, maintain, and control the Lodge buildings, contents, grounds and professional staff and,

WHEREAS: The daily financial responsibilities have changed greatly since this section was last revised

NOW THEREFORE BE IT RESOLVED:

Article VI, Section 1 of the Constitution be revised to read:

SECTION 1:

PRESIDENT... The President shall have charge of, and preside over, all general business meeting of this Lodge, both regular and special. He/She shall enforce order and uphold the Constitution and Bylaws of this Lodge. He/She shall have the authority to call a special meeting of this Lodge if in his/her opinion the occasion warrants doing so. He/She will notify the Lodge Secretary as to the date, time, place and purpose of such meetings, so that he/she can notify the general membership via **email or other electronic communication station Bulletin and/or Department teletype**. He/She shall sign all orders, warrants and documents that may be so necessary and have been passed by the Lodge. He/She shall sign all such certificates, cards and other papers as may require his/her signature to make them valid. The President shall appoint the majority of all committees not otherwise provided for in the Constitution and Bylaws and the majority of all committees shall be Active members in good standing, the President shall be a delegate to the State and National Biennial Conferences, with expenses paid by the Lodge. He/She shall be an Exofficio member of all committees. ~~He/She shall countersign, with the Treasurer and/or Lodge Secretary, all checks and vouchers.~~ **He/She shall countersign, with the Treasurer or other authorized person as a signing party on the lodge's checking account, all checks for the amount of Fifty Thousand Dollars (\$50,000) or more.** ~~He/She shall appoint one (1) member as Chairperson of the Bylaws Committee who may appoint up to four (4) other members to serve on the committee.~~ The President will submit to the Executive Board of Directors all policies he/she wishes to add or revise. In addition, the President shall during each calendar year present a general operating budget, setting forth expenditures from various categories to be expended during the coming year. He/She may, at his/her discretion, expend for Lodge purposes, up to One-Thousand Dollars (\$1000) in any one-month period without the prior approval of the Executive Board of Directors. A report of such expenditures shall, however, be made at the next Executive Board of Directors meeting. **It shall be the duty of the President to administer, maintain, and control the Lodge buildings, contents, grounds, purchased or leased by the Lodge. He/She shall also be responsible for management of the Lodge Office and personnel, with the advice and consent of the Lodge Secretary and Chairperson of the Executive Board of Directors.** He/She shall assign duties to Lodge personnel, ~~under the management of the Lodge Secretary,~~ as he/she deems necessary. At such time as this position becomes exempt, the full-time position will be funded by time allotted by the County Administration and/or the membership of the Lodge.

Submitted on 3/23/25 by

Dave Rose
President

AMENDMENT TO THE CONSTITUTION AND BYLAWS OF THE
FRATERNAL ORDER OF POLICE LODGE #4

WHEREAS: The duties of the Treasurer have evolved over time and,
WHEREAS: The Lodge has employed professionals to review business records on a regular basis and,
WHEREAS: The scholarship fund is now a stand-alone tax-exempt account and,
WHEREAS: The procedures for dispersing funds and recording expenditures have changed as a result,
NOW THEREFORE BE IT RESOLVED:

Article VI, Section 5 of the Constitution be revised to read:

SECTION 5

TREASURER...He/she **is authorized** to ~~will~~ sign all checks drawn against the funds of the lodge, with exception of checks written to the Treasurer. Checks written to the Treasurer will be signed by the President or person authorized by the President to sign ~~the~~ checks. No checks will be issued without a proper receipt that designates what the expenditures ~~are~~ **is** for and furnish statements from where the expenditure was made. One statement/receipt shall be retained by the Treasurer until that month's financial paperwork is completed and is ready to be sent to the accountant. That statement/receipt shall reflect the amount of money paid on that expenditure along with the check number that was written for that statement/receipt. At the end of each month the Treasurer will combine all of the statements/receipts, copy of the checkbook registry for that month and combine those items with the appropriate bank statements in an envelope for the lodge's accounting firm for review. This monthly review will continue each month ensuring the Treasurer's check book a 30-day review by the lodge's accountant.

He/she shall deposit in the name of the lodge all funds paid to him/her from every source, in such ~~bank or~~ banks as may be selected by the Treasurer. It shall be his her duty to keep **an** accurate account of all monies received and expended by him or her and shall report on the prior month's financial gains or losses at the General Business Meeting; to include the amount of funds deposited and dispersed for that month. The Treasurer shall have his/her financial paperwork ready for audit or settlement at the expiration of his/her term in office or if directed to do so by the President or the Executive board of Directors by way of a proper motion.

He/she shall deliver to his/her successor in office all monies, papers, documents, or other property of the lodge in his/her custody or possession as Treasurer within 30 days after the expiration of his/her term of office. It shall be the duty of the Treasurer, in conjunction with the President and or Lodge Secretary, to open a savings/checking account in the name of the lodge (Baltimore County Lodge No. 4 of the Fraternal Order of Police, Inc.) as necessary to conduct the financial responsibilities of the lodge.

The Treasurer shall at his/her discretion transfer funds from the checking account to the savings account and vice versa, as needs arise.

At no time shall the checking account balance be below Ten Thousand Dollars (\$10,000) on hand in U.S. Currency. If the balance falls below Ten Thousand Dollars (\$10,000) the President and the Executive Board of Directors will be notified immediately by the Treasurer.

The Scholarship funds for the Fallen Heroes Memorial Scholarship ~~Fund~~ will be written by the Treasurer from the ~~Lodge Treasurer's check-book~~ **Baltimore County Fraternal Order of Police Lodge #4 Foundation, Inc. check book.**

The Treasurer shall countersign, with the President or other person authorized by the President as a signing party on the lodge's checking account, all checks for the amount of Fifty Thousand Dollars (\$50,000) or more.

The Treasurer shall also be the Chairpersons of the Finance and Investment Committee.

Submitted on 3/23/25 by,

Dave Rose
President



Fraternal Order of Police
Baltimore County Lodge #4
9304 Harford Road
Baltimore, Maryland 21234
RETURN SERVICE REQUESTED

NON PROFIT ORG
US POSTAGE
PAID
BALTIMORE, MD
PERMIT 5418

Change of Address Form

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

The May
FOP Lodge 4
GENERAL
BUSINESS
MEETING

will be held on

Tuesday,
May 27, 2024
4:00 p.m.

at
FOP Lodge 4
9304 Harford Road

The June
FOP Lodge 4
GENERAL
BUSINESS
MEETING

will be held on

Monday,
June 23, 2025
4:00 p.m.

at
FOP Lodge 4
9304 Harford Road