



The Fourword

Volume 53 Number 12

December 2025

A Look Back at 2025: A Year of Challenges and Achievements

Dear Brothers and Sisters,

As we reflect on the past year, it is clear that 2025 presented us with significant challenges. Yet, time and again, we rose to meet them with determination, unity, and an unwavering commitment to one another. Below is a summary of some of the key events and accomplishments that defined our year.

The year began with major activity in the General Assembly, where we worked closely with the State FOP on several important legislative initiatives. Lodge #4 was entrusted with leading efforts on the Peer Support Confidentiality Bill—critical statewide legislation that we successfully shepherded through both houses with unanimous support.

Our members also faced unprecedented and dangerous situations, including seven incidents involving the use of deadly force. We saw an ambush-style attack in the parking lot of Precinct 1 that left one officer shot, as well as similar ambush attempts targeting our members in Precincts 11 and 12. These events underscored both the risks our officers confront and the courage they display every day.

On the labor front, we took the Administration to arbitration and successfully mediated a two-year Memorandum of Understanding. This agreement includes annual 3% pay increases, overtime compensation for State Fair assignments, and coverage for several Fourth of July details that traditionally fall outside July 4th itself.

In addition, we negotiated the settlement of the Military Grievance, resulting in a legislative change to service-time calculations and over \$1 million in recalculated pension and DROP totals for eligible retirees. We also resolved the callback grievance, securing important contract language that will protect and benefit our members for years to come.

Looking Ahead to 2026

Throughout this year, your lodge leadership, executive board, and numerous committee members have worked tirelessly on your behalf. On December 6, 2025, I will retire after thirty-eight years of service with the agency and thirty years serving as a board member, Vice President, and President.

In 2026, new leadership will take the helm—committed to being even more effective, efficient, and responsive to the needs of our membership. While challenges and disagreements are inevitable, we will meet them together, just as we always have. Our strength has always been in our unity, and that will remain true in the years ahead.

Together, we will make 2026 another successful year.

Fraternally,
Dave Rose
President

Representing the Professional Police Officers of Baltimore County



NOVEMBER 2025 GENERAL BUSINESS MEETING

The regular monthly meeting of the Baltimore County Fraternal Order of Police was held on Monday, November 24, 2025, 4:00 p.m. at Lodge #4. President Rose called the meeting to Order. Chaplain Kraemer led the membership in prayer and President Rose led the Pledge of Allegiance. Roll call of officers was conducted, all board members were present. Past President Folderauer was excused. Legal Advisor, Mike Davey was present. A motion was made by Brother Zito to accept the minutes from the October meeting. The motion was seconded by Brother Gonzalez.

REPORTS OF OFFICERS

President Dave Rose

October 28-	Attended the promotion ceremony; Met with the County Attorney to discuss the Military Class grievance.
October 29-	Participated in an Investment Committee meeting; Gave the FOP update at In-Service training; Met with a member to discuss retirement options.
October 30-	Met with the Director of Budget and Finance Kevin Reed and Deputy Administrative Officer Young to discuss a disability issue; Attended a meeting with Chief McCullough and his staff; Visited Precinct 9 roll call.
October 31-	Visited Precinct 8.
November 3-	Responded to Precinct 8 & 9 for an officer involved shooting.
November 4-	Attended the Association of Baltimore County Retired Police meeting.
November 12-	Attended the Police Department Annual Awards Ceremony.
November 13-	Attended the 175th Recruit Class graduation ceremony.
November 15-	Attended the Maryland State FOP meeting.
November 17-	Met with the Administration to discuss the callback issue.
November 18-	Met with State FOP leadership and Governor Moore to discuss current FOP priorities.
November 19-	Attended an event for Councilman David Marks.
November 20-	Attended a retirement celebration for Bob McGraw.
November 21-	Attended an interview with a member at PC 9.
November 24-	Attended the General Membership meeting.
November 25-	Attended an Investment Committee meeting.
November 26-	Met with President Elect Jess to discuss transition topics.
December 3-	Met with President Elect Jess to discuss additional transition topics.

First Vice President Mike DiCara

November 3rd-	Responded to an officer involved shooting in PC8.
November 5th-	Met with the members involved in the recent PC12 OIS to review the Attorney General's BWC video release.
November 6th-	Attended the Lodge Peer to Peer meeting. Gave the Lodge membership presentation to the members of the 175th Class. Attended an event for State Delegate Ryan Nawrocki.
November 7-	Attended a grievance hearing in front of Labor Commissioner Zollicoffer. Met with PHR Director Flagg and Major Kalizak about the Captain's payscale.
November 10th-	Attended the November meeting of the Executive Board of Directors.
November 13th-	Attended a member's grievance appeal meeting.

November 15th-	Attended the Maryland State Lodge meeting.
November 17th-	Met with the County to finalize the multiple callback issue.
November 22nd-	Presented the Lodge update at In-Service Training.
	Attended a meeting with County leadership over several current issues.
November 24th-	Attended the November General Membership Meeting.

Second Vice President Ryan Massey

November 3-	Met with Red Ball Consultants for Special Committee Bylaw.
November 15-	Attended Emerald Society Bull Roast.
November 19-	Met with Red Ball Consultants for Special Committee Bylaw.
November 19-	Attended Bylaws Committee meeting.
November 20-	Attended Blue Guardians Meeting.
November 25-	Attended monthly General Membership Meeting.

Lodge Secretary Donna Patterson

- Thanked the members for their continued support by voting for her in the election.

Treasurer Caskey

- Reported on Lodge Finances.

State Trustee Don Patterson

- During the State Board meeting held at Great Wolf Lodge the topic of The Maryland State Scholarship Program was discussed. Current police officers or those planning on becoming police officers have the opportunity to receive a scholarship. Use the link to navigate to the Maryland website for more information. <https://mhec.maryland.gov/preparing/Pages/FinancialAid/descriptions.aspx>

Executive Board of Directors Chair Steve Comegna

- The Executive Board of Directors met on November 10th at the lodge.
- There was 1 motion brought before the Board. The motion was made by the Political Action Committee, please see committee report.
- Bids for new construction of PC1 and PC11 were discussed.
- A motion was made by Sister Kraemer and seconded by Brother Holt, to approve the Reports of Officers. The motion passed.

REPORTS OF COMMITTEES

Bylaws - Matt Gonzalaz

- Please see pages 7, 8, and 9 for the Stipend Bylaw verbiage.

Donation Review - Ryan Franks

- No report.

Election - Mike Dicara

- Voting concluded at 12:01 p.m. on November 24, 2025.
- The results are as follows: 1815 ballots were submitted, 3240 eligible voters, 56%.

Lodge President

Candidate	Votes	Percentage
Dave Rose--Lodge 4 *	859	48.81%
Doug Jess--Pc 3	901	51.19%

Lodge Secretary

Candidate	Votes	Percentage
Donna Patterson--Retired *	1213	69.91%
Dave Folderauer--Retired	522	30.09%

Executive Board of Directors

Candidate	Votes	Percentage
Trae Corbin--Media	469	6.22%
Matt Krauch--CACU *	835	11.08%
Joe Peach--Pc 11 *	942	12.50%
Shelley Knox--Retired	285	3.78%
Joe Barressi--WATF	555	7.36%
Dona Carter--Homicide	464	6.16%
Josh List--K-9	540	7.16%
Kevin Jobe--Pc 12	310	4.11%
Kathy Kraemer--Retired	634	8.41%
Greg Huber--Pc 11	680	9.02%
Duane Holt--Pc 6	248	3.29%
Tom Scally--Retired *	586	7.77%
Dave Sweren--Tactical *	989	13.12%

Events - Don Patterson

- **Bullroast**
The Bullroast will be held on Sunday, March 22, 2026 from 1 p.m.-5p.m. Mark your calendars.
- **Golf**
No report.

Expenditure Review - Matt Krauch

- The committee has the packets for the first three months of 2025 to review.

Finance - Bob Caskey

- Committee has a meeting on November 24, 2025.

Grievance - Mike DiCara

- The Sean Brennan promotional grievance is pending at Step 4.
- The military pension grievance is complete. The individual pension calculations were made in October, and the grievants received the increased amount in their November Pension check. Each grievant has been given the opportunity to choose how they receive their back-pay amounts, and these payments are being processed accordingly.
- As part of the negotiations for adding multiple daily callbacks into the MOU, the request for arbitration in the PC7 “overlapping” callback grievance has been withdrawn and the Labor Commissioner’s step 3 decision will stand.
- A class grievance was filed on 11/14/25 on behalf of members promoted to the rank of Captain since 1/1/23. The county has not been providing them with the entire pay increase upon promotion, per the MOU.

Healthcare Review Committee - Mike DiCara

- Open enrollment was through 12/1/25.

Legal Advisory - Ryan Massey

- Three pending trial boards are all termination cases:
 - S. Thomas (PC4) 11/25/25 (*Postponed on 11/24/25, pending new dates).
 - R. Kosmicky 12/9/25 (SOD).
 - PFCs B. Davidson Pending (PC9 requested 1/13/26 and 1/14/26).

Legislative - Ryan Massey

- The Show Cause Bill was pre-filed.

Membership - Matt Gonzalez

- No report.

Memorial - Donna Patterson

- No report.

Military Affairs - Mahindra Saywack and Dave Rose

- See grievance committee report.

Negotiations - Dave Rose

- No report.

Pension - Dave Rose

- Six retirements were approved from the Police Department.

Policy Review - Mike DiCara

The Policy Review Committee received the following projects for consideration:

- Final FOP Review, P25-31, Motor Vehicle Inventories.
- Command Review - P25-24, Timelines for Filing Administrative Charges
- Command Review, P25-47, Domestic Noise Complaints

No bargaining issues were identified in any of the above policies.

- FOP Review, P24-69, Police Complaint Mediation Program:

The Lodge is still awaiting a response from the Department on a request to change a provision of this policy draft.

- FOP Review, I-subpoena System:

On October 24th, President Rose and I attended a meeting where our policy concerns were shared with the Department. As a result of this meeting, the policy was updated to address these concerns and to protect our members. This updated policy was approved by the Lodge.

- P24-14, Experienced Police Officer Training Program:

This policy change involves deleting the specified dollar amount of the recruitment bonus, and moves it to a variable amount depending on the type of member recruited (lateral vs. entry level, etc). While this is a mandatory subject of bargaining, the Lodge has informed the agency that we choose not to invoke the right to bargain over this change.

Political Action- Mike DiCara

- Motion to donate \$250 to an event for State Delegate Kim Ross (D8) on December 3rd. Motion passed.

Retiree Matters- Carroll Bollinger

- No report.

Scholarship Committee -Tim Caslin

- The Police Memorial fund was closed and all the monies were transferred to the Scholarship fund for distribution.
- Applications are via the FOP website, on the FOP App, or by calling Nancy Skinner at the lodge at 410-668-0004. The deadline is March 2, 2026.

Special Committee-Ryan Massey

- The Stipend bylaw was read at the November General Membership meeting.

Wellness - Rob Graff

- The next Peer to Peer meeting will be December 18, 2025 at 4:30 p.m. at the lodge. The January meeting will be held on the 15th at 4:00 p.m.
- A motion was made by Brother Scally and seconded by Sister S. Knox to approve the Reports of Committees. The motion passed unanimously.

Report from Legal Counsel-Chaz Ball

- No report.

Old Business

- None.

New Business

- None.

Good of the Order

- The 10th annual Wreaths for Fallen Heros will be on December 6, 2025 at 10:30 a.m. at Dulaney Valley Memorial Gardens. There will be a luncheon after the ceremony will be at Costas Inn Timonium at the Maryland Sate Fairgrounds.

Sick and or in Distress

- None.

Fraternal Order Of Police Lodge #4 does not conduct telephone solicitation.

Citizens and Organizations that wish to support

Baltimore County Police Officers and their families

*may send donations to the this fund: **Police Assistance Relief (PAR Fund)***

Please consider helping those who help others.

Your tax deductible 501(c)3 contribution supports Police Officers

and their families when they are most in need.

Make your check payable to the "Par Fund" and mail to:

FOP Lodge 4 | 9304 Harford Road | Parkville, MD 21234

Amendment to the Constitution and Bylaws of FOP Lodge #4

RESOLUTION

WHEREAS, the compensation for elected line officers outlined in Article VI, Section 13 has remained unchanged for more than twenty-three (23) years; and

WHEREAS, the elected officers of the Baltimore County Fraternal Order of Police Lodge #4 are compensated and reimbursed at rates well below those of comparable lodges in surrounding jurisdictions; and

WHEREAS, during this time, the Lodge's role and responsibilities have expanded significantly, evolving from primarily a fraternal organization into an active labor and bargaining union requiring continual engagement with members, County leadership, and outside entities; and

WHEREAS, the expectations placed upon elected officers—particularly those in exempt, full-time Lodge positions—have grown to include after-hours response to critical incidents, attendance at legislative sessions and community events, and regular availability to assist members, all without additional benefits such as stand-by or overtime pay; and

WHEREAS, the Lodge's membership has increased by more than 700 members over the past two decades, and the organization's total assets have grown more than sixfold, reflecting both a larger scope of operations and a strong financial position; and

WHEREAS, it is in the best interest of the Lodge to establish a fair, transparent, and member-driven process for determining compensation that prevents another decades-long lapse between reviews;

NOW, THEREFORE, BE IT RESOLVED, that the current language in **Article VI – Section 13** be repealed and replaced in its entirety with the following:

ARTICLE VI – SECTION 13:

~~The following officers and/or appointees shall be compensated/reimbursed expenses annually as follows:~~

- ~~A. President \$9,600.00~~
- ~~B. 1st Vice President \$2,400.00~~
- ~~C. 2nd Vice President \$2,400.00~~
- ~~D. Secretary \$4,800.00~~
- ~~E. Treasurer \$4,800.00~~
- ~~F. Trustee \$1,200.00~~
- ~~G. Sgt. At Arms \$1,200.00~~
- ~~H. Chaplain \$1,200.00~~
- ~~I. Board Chairperson \$1,200.00~~
- ~~J. **Fourword** Editor \$2,400.00~~

~~Compensation/reimbursement is to be paid in monthly increments at the first of each month.~~

Article VI – Section 13:

The following officers and/or appointees shall be compensated bi-weekly through the Lodge's payroll system, with applicable taxes withheld:

- A. President
- B. Vice President
- C. 2nd Vice President
- D. Secretary
- E. Treasurer
- F. Board Chairperson
- G. **Fourword Editor**

The Fourword Editor position is the only role eligible to receive compensation in addition to another paid position from within the Lodge. All other members who hold multiple qualifying roles shall receive the higher applicable amount, but not both.

Elected members not otherwise compensated under this Section shall receive a stipend intended to offset the cost of their membership dues. This will be a prorated one-time payment made in December of each year.

The annual compensation rates for these positions shall be recorded in **Appendix 1: Compensation Schedule**, established by this amendment, to reflect approved rates and track all future modifications. Future changes to compensation amounts shall not require amendment of the language in this Article but shall instead be updated in Appendix 1 following the process below.

Compensation Review Committee (CRC)

A Compensation Review Committee (CRC) shall be established in January of each even-numbered year following the election of Line Officers. The CRC shall be formed as a Special Committee under Article V, Section 4, and consist of the following members: (1) the Board Chairperson, (2) the Treasurer, (3) the Expenditure Review Committee Chairperson, and (4 through 5) two unelected members appointed by the President. The Board Chairperson will chair the committee.

The CRC shall review the existing compensation schedule and ensure the continued fairness, competitiveness, and consistency of all officer stipends. In conducting its review, the Committee must consider the financial condition of the Lodge, compensation practices of surrounding FOP Lodges, and any other relevant factors that influence the workload, time commitment, or expectations of Lodge officers.

In the same year, a representative of the CRC shall present its findings and recommendations to the Executive Board at the April Executive Board of Directors meeting and, at the April General Business Meeting, shall make a motion on behalf of the Committee to enact any proposed increase to the figures contained within the compensation schedule. This motion will be voted upon by the members present at the meeting and will require a majority vote.

Any approved increases shall take effect on July 1 of that year. Appendix 1: Compensation Schedule shall be maintained by the Lodge Secretary and updated following each approved modification.

Upon adoption of this bylaw amendment, Article VI – Section 15 will be removed in its entirety.

Article VI – Section 15

~~If the president of the organization is retired from the police department they will receive \$25,000.00 annual salary to be paid bi-weekly as an employee of the organization. An annual review will be conducted by the First Vice President and the Chairperson of the Board of Directors to determine what, if any cost of living increase should be considered. This section is not applicable if the president is an active member of the police department. This section does not negate or modify the compensation that is contained in section 13 of this article. (added Feb. 2014)~~

This initial adjustment to compensation shall take effect immediately upon the passing of this bylaw amendment. All future reviews and changes shall follow the biennial CRC process described above.

Submitted to FOP Lodge President David Rose by Resolution Framer ____ Ryan Massey ____ on November 3, 2025.

Appendix - 1

FOP Lodge 4 Annual Compensation Schedule

Established by bylaw amendment adopted DATE

Refer to Article VI, Section 13 of the Constitution and Bylaws for payment language.

Effective July 1 st of...	President	1st VP	2nd VP	Ex-empt Only	Secretary	Treasurer	Chair of the Board	Fourword Editor*	Chaplain, State Trustee, Sgt-At-Arms	Elect-ed mem-bers oth-erwis e un-paid
Initial Proposal	\$27,500	\$15,000	\$15,000	\$15,000	\$12,000	\$12,000	\$4,000	\$3,000	\$599	\$599
2026										
2028										
2030										
2032										
2034										
2036										
2038										
2040										
2042										
2044										
2046										
2048										
2050										
2052										
2054										

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 <i>FOP Lodge#4</i> (410) 299-8835	Ryan Massey 2nd Vice President <i>CIB Homicide</i> (443) 865-0237
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Donna M. Patterson Lodge Secretary <i>Retired</i> (410) 365-8481	Robert W. Caskey Treasurer <i>Retired</i> (443) 956-2615
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W. Don Patterson State Trustee <i>Retired</i>	Matt Gonzalez Sergeant at Arms <i>Training</i>
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Kathy Kraemer Chaplain <i>Retired</i>	Dave Folderauer Past President <i>Retired</i>
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EXECUTIVE BOARD OF DIRECTORS

Steven Comegna Chairman 410-409-0293	Ryan Franks Vice Chairman <i>OSS</i>
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Thomas G. Scally <i>Retired</i>	Doug Jess <i>PC-3</i>
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Dave Sweren <i>SOD/TAC</i>	Carroll Bollinger <i>Retired</i>
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Joe Peach <i>PC-11</i>	Matt Krauch <i>CIB-CACU</i>
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Ken Schubert <i>Retired</i>	Joe Brzozowski <i>PC-8</i>
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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

Marie Dingle
Grandmother of Sister Erika Dingle

Brother Robert Hauf

Brother Charles H. Tudor, Jr.

Robert Thomas Vaccaro
Father of Brother Andy Vaccaro, Sr.

RETIREMENTS

John Burgamy

Kevin Cooper

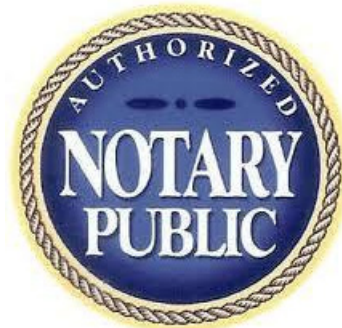
Tonya Johnson

Donald Marlow

Robert McGraw

Stephen Price

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



The January

FOP Lodge 4 GENERAL BUSINESS MEETING

will be held on

**Monday,
January 26, 2026
4:00 p.m.**

at
FOP Lodge 4
9304 Harford Road

The February

FOP Lodge 4 GENERAL BUSINESS MEETING

will be held on

**Monday,
February 23, 2026
4:00 p.m.**

at
FOP Lodge 4
9304 Harford Road

