



# The Fourword

Volume 36, Number 6

June 2009

## Fraternal Order of Police Lodge 4 Supports the National ~ Concerns of Police Survivors ~

In recognition of their Silver Anniversary Celebration  
On behalf of the Fallen Heroes of the Baltimore County Police Department

**Officer Edward Kuznar**  
December 9, 1969

### FALLEN HEROES

**Sergeant Bruce A. Prothero**  
February 7, 2000

**Officer Charles A. Huckeba**  
July 6, 1977

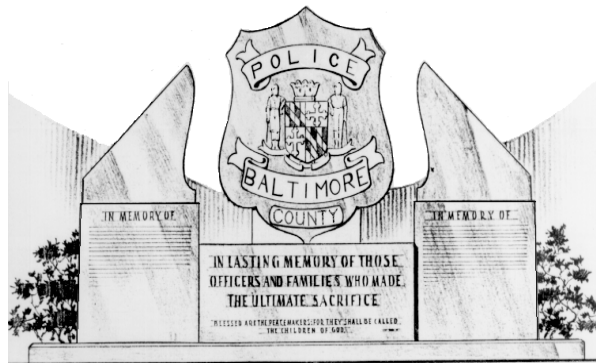
**Detective John W. Stem Sr.**  
October 19, 2000

**Corporal Sam L. Snyder**  
August 23, 1983

**Sergeant Mark F. Parry**  
January 21, 2002

**Officer Robert Zimmerman**  
November 14, 1986

**Lieutenant Michael Howe**  
August 11, 2008



*Cole and members of the Executive Board,*

*I heard about your vote to support this year's gala for National Concerns of Police Survivors (COPS) during National Police Week. Your generous donation sends a wonderful message about Lodge #4 and its devotion to all the Fallen Officers from Baltimore County. Your support of COPS also allows this wonderful organization to continue all their important work for survivors.*

*Caroline and I will both be attending this year, and Danny hopes to take the metro in from College Park. I always enjoy the opportunity to brag about Lodge #4, and I will do it again this year!*

*Again, on behalf of all Fallen Officers and their families, thank you for your kindness and generosity!*

*Sincerely: Lynne Parry*



Representing the Professional Police Officers of Baltimore County





**MEETING MINUTES**

**May 2009**

**recorded by**

**Dave Folderauer**

The May 2009 General Business Meeting was held on May 18, 2009 at F.O.P Lodge 4. President Weston called the meeting to order at 7:30 p.m. Chaplain Merkle led the invocation. President Weston led the Pledge of Allegiance.

**ROLL CALL OF OFFICERS**

All elected officers and board members were present. Legal Advisor Mike Marshall was also present.

**APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING**

A motion was made by Brother Grumbach and was seconded by Brother King to accept the minutes of the April 2009 General Membership Meeting. There was no discussion on the motion and it was passed.

**REPORTS OF OFFICERS**

**~ PRESIDENT WESTON ~**

- April 28 Attended a Baltimore County Council Work Session, and a Baltimore County Budget Overview presentation.
- May 1 Attended the Fallen Heroes Day Service at Dulaney Valley Memorial Gardens.
- May 4 Attended the Baltimore County Police Department Budget presentation before the Baltimore County Council.
- May 5 Met with representatives of Nationwide Retirement Solutions, and attended an Association of Baltimore County Retired Police Officers Meeting.

- May 6 Addressed the Officers In-Service Training Class.
  - May 7 Met with a member concerning military activation. Attended the Capital Budget and Debt Service presentations before the County Council.
  - May 8 Attended the Baltimore County Police Memorial Service and reception at Lodge 4.
  - May 12 Attended a Pension Board of Trustees meeting, met with County Councilman Kevin Kamenetz, attended a County Council Work Session, and the Retirement and Insurance Budget presentations before the County Council.
  - May 13 Addressed the Officers In-Service Training Class, and met with a member concerning a service retirement.
  - May 14 Attended the County Council Budget Deliberations and responded to a Police involved shooting in PC 4.
  - May 15 Attended the National Police Officer's Memorial Service in Washington D.C.
  - May 18 Met with a member concerning a service retirement, attended a Grievance Committee Meeting, an Executive Board of Directors Meeting, and the General Membership Meeting.
- ~ 1<sup>st</sup> V. P. COMEGNA ~**
- May 4 Attended the Baltimore County Police Department Budget presentation before the Baltimore County Council.
  - May 8 Attended the Baltimore County Police Department's Memorial Service.
  - May 18 Worked at the lodge office, attended a Political Action Committee meeting, an Executive Board of Directors

**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**

Cole B. Weston  
**President**  
(443) 956-2679

Steven G. Comegna <b>1<sup>st</sup> Vice President</b> <i>PC3 - Traffic</i> (410) 409-0293	David M. Rose <b>2<sup>nd</sup> Vice President</b> <i>F.O.P Lodge 4</i> (443) 956-2643
David J. Folderauer, Sr. <b>Lodge Secretary</b> <i>K9</i> (410) 382-2075	Robert W. Caskey <b>Treasurer</b> <i>CID-Robbery</i> (443) 956-2615
W. Donald Patterson <b>State Trustee</b> <i>Materials &amp; Facilities</i>	Richard J. Bergin <b>Sergeant at Arms</b> <i>VNS - CDVIT</i>
Paul A. Merkle <b>Chaplain</b> <i>Retired</i>	L. Timothy Caslin <b>Past President</b> <i>Retired</i>

**EXECUTIVE BOARD of DIRECTORS**

Kenneth F. Schubert <b>Chairman</b> <i>Employment</i> (410) 416-2800	James P. Rommel, Jr. <b>Vice Chairman</b> <i>K9</i> (717) 451-7117
Thomas G. Scally <i>CID - Arson</i>	Louis J. Lagna <i>Retired</i>
Donna Patterson <i>Planning &amp; Research</i>	Patrick Zito <i>PC 7 - Traffic</i>
Mike DiCara <i>PC 2</i>	Ryan Massey <i>Homicide</i>
Joe Caskey <i>Homicide</i>	Tony DiCara <i>PC 12</i>

**LODGE STAFF**

Larry Sibley—Office Manager  
Juanita Bouthner—Administrative Assistant  
Michele Preston—Administrative Assistant  
Regina Ecker—Administrative Assistant

**LEGAL ADVISORS**

Schlachman, Belsky & Weiner, P.A.  
Phone (410) 685-2022  
IAS Cases Michael Marshall

\*\*\*\*\*

*The Fourword* is the official monthly publication of Baltimore County Fraternal Order of Police Lodge 4.

Michele Lynn Preston  
**Fourword Editor**

## The Fourword

Meeting, and the General Membership Meeting.

~ 2<sup>nd</sup> V. P. ROSE ~

- April 28 Attended a Baltimore County Council Work Session, and a Baltimore County Budget Overview presentation.
- April 29 Addressed the Officers In-Service Training Class.
- April 30 Attended the Fallen Heroes Service at Dulaney Valley Memorial Gardens.
- May 13 Attended Phase 1 at the Range.
- May 14 Attended the County Council Budget deliberations; responded to an officer involved shooting in Precinct 4.
- May 15 Attended the National Police Officer's Memorial Service in Washington D.C.
- May 18 Attended a Grievance Committee Meeting, an Executive Board of Directors Meeting, and the General Membership Meeting.

~SECRETARY FOLDERAUER~

- May 4 Attended the Baltimore County Police Department Budget presentation before the Baltimore County Council.
- May 18 Attended a Political Action Committee meeting, an Executive Board of Directors Meeting, and the General Membership Meeting.

~TREASURER CASKEY~

- May 18 Attended a Grievance Committee Meeting, an Executive Board of Directors Meeting, and a General Membership Meeting where the financial status of the Lodge was reported on.

~TRUSTEE PATTERSON~

- May 8 Attended the Baltimore County Police Memorial Ser-

vice and reception at Lodge 4.

- May 15 Attended the National Police Officer's Memorial Service in Washington D.C.
- May 18 Attended an Executive Board of Directors Meeting, and a General Membership Meeting.

### ~EXECUTIVE BOARD OF DIRECTORS REPORT~

~ Kenny Schubert ~

An Executive Board of Directors Meeting was held on May 18, 2009. The meeting was called to order at 5:00 p.m. All elected officers and board members were present. Legal Advisor Mike Marshall was also present. Motions were made, received a proper second, were discussed, voted upon, and appear in this issue under the appropriate committee reports.

### REPORTS OF COMMITTEES

#### ATHLETIC COMMITTEE

~ Don Patterson ~

- Advised that the date for the FOP Lodge 4 Golf Tournament is August 28, 2009. It will be an 8:00 am start time at Rocky Point Golf Course in Essex.

#### DONATION REVIEW COMMITTEE

~ Paul Merkle ~

- A motion was made to purchase ten (10) tickets to the Portside Pub function on June 5, 2009 for Fallen Heroes of Lodge 34 for a total of \$300.00. This motion passed after receiving a proper second.

#### GRIEVANCE COMMITTEE

~ Dave Rose ~

- The class action grievance filed in reference to the mileage rate is currently at step #3. No date has been set.



• On April 24, 2009 I argued a grievance at step #1 in front of Captain Rapp in Precinct #3. The grievance was in reference to an officer who exchanged leave days with another officer. When the draft schedule was passed around for optional leave picks one of the exchanged leave days was available to be selected. The officer chose to select the available day as optional leave. The schedule was later approved and posted showing the officer as "optional leave" for that day. A couple of weeks later after the schedule was posted, an error was discovered on that day placing the shift one officer short. The Shift Commander contacted the officer and cancelled the optional leave day with only one day notice. The officer submitted an overtime slip for compensation as stated in the Memorandum of Understanding. The Shift Lieutenant denied the overtime. On May 5, 2009, Captain Rapp ruled in favor of the officer. In his decision he stated "Operating one officer short is not unusual and could have been accommodated in this case. The officer had her leave day cancelled with less than 7 days notice and should have been paid accordingly."

- On May 18, 2009 the Grievance Committee members met to discuss an issue where several officers were recently informed by the Employee's Retirement System (ERS) that their contribution rate had been erroneously calculated by the County, and that the officers now owe back contributions plus interest. The officers started their careers as Cadets and had contributions deducted from their paychecks by the ERS. Several years later, the County found the contribution rate had not been increased when they became police officers. The County now claims the officers must pay back the ERS all contributions the County erroneously failed to deduct, plus interest. Currently, the affected officers have their contributions deducted at the appropriate rate. The issue here is the owed backpay contributions and the claim of interest owed. The language in the County Code is silent on the

issue. A motion was made to file a class action grievance on behalf of the affected officers who owe interest on the balance of the owed pension contributions. The motion passed unanimously. It was presented later that evening to the Executive Board of Directors and it passed unanimously.

**PENSION COMMITTEE**

~ Cole Weston ~

- Advised that the Pension Board of Trustees met on May 12, 2009, and approved the following retirements for Baltimore County Employees. There were fifteen (15) DROP/service/ vested retirements, one (1) ordinary disability, and one (1) over-sixty work extension were approved.

**POLITICAL ACTION COMMITTEE**

~ Steve Comegna ~

- The Political Action Committee met on May 18, 2009. The committee presented four (4) motions at the Executive Board of Directors meeting held on the same date. Those motions were as follows:
  1. To purchase a Platinum sponsorship at a cost of \$500.00 to attend a fundraiser being held for Councilman John Olszewski on May 27, 2009.
  2. To purchase of one (1) ticket at a cost of \$125.00 to a fundraiser being held for Delegate Steve DeBoy on June 8, 2009.
  3. To purchase up to ten (10) tickets at a cost of \$125.00 each, spending a maximum of \$1,250.00, to attend a fundraiser being held for

Councilman Bartenfelder on June 9, 2009.

4. To sponsor a hole at a cost of \$100.00 for the annual golf tournament held for Councilman John Olszewski on June 19, 2009.
- Each of the above motions was presented to the Executive Board of Directors. Each motion received a proper second, was discussed and voted upon. The Executive Board of Directors approved each motion. This report was presented to the General Membership at the May 2009 General Membership Meeting. The report was approved, in its entirety, by the General Membership.

**PRODUCTS AND SERVICES COMMITTEE**

~ Tony DiCara ~

- A motion was made to add a \$200.00 surcharge to the cost of allowing vendors to do direct mailings to the FOP Lodge 4 membership. This motion passed.

**STATE TRUSTEE REPORT**

~ Don Patterson ~

- The National FOP Conference will take place August 17-20, 2009 in Long Beach, California.

**NEW BUSINESS—None**

**OLD BUSINESS—None**

**GOOD OF THE ORDER -**

- Sister Linda Wiseman won the 50/50 and donated it to the Baltimore County Police Memorial Fund.
- During the month of May the Lodge sent three (3) flower arrangements and three (3) sympathy cards to bereaving members. The meeting adjourned at 8:08 p.m.

*Bereavements*

\*\*\*\*\*

**Margaret J. Manis  
Grandmother of Brother  
Terrance "Terry" Kreitz**

\*\*\*\*\*

**Nancy Doxzen  
Mother of Retired Brother  
James E. Lynch, Jr.**

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**Robert Fields  
Father of Sister  
Carrie Freitag  
and Father-in-law of  
Brother William Freitag**

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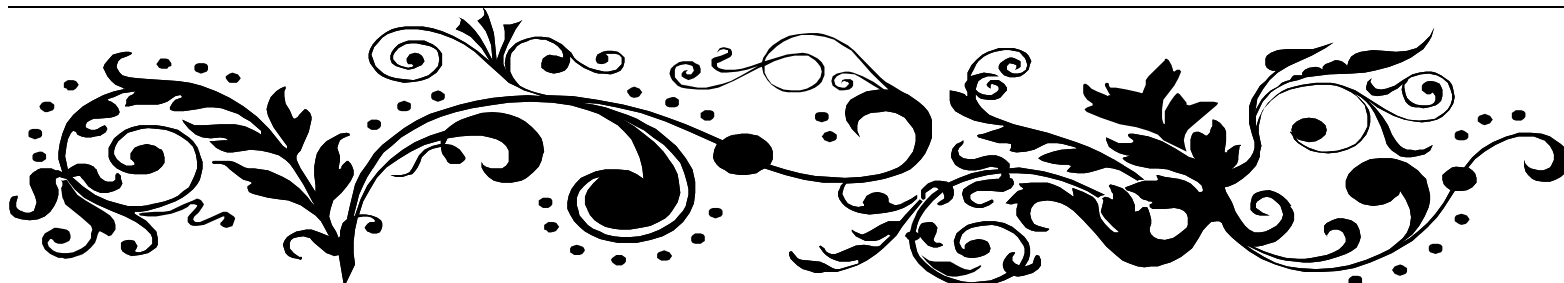
**Retired Brother  
Mike Leonard**

**Baltimore County Government Monthly Health, Dental and Vision Plan Premium Costs  
For Active Employees Hired Prior to 07/01/2007**

Rates shown are effective 9/1/2009 through August 31, 2010.

Plan Name	Subsidy Level	Coverage Level	Total Premium	County Pays	Employee Pays
CAREFIRST TRIPLE CHOICE	82%	INDIV	\$ 620.18	\$ 508.55	\$ 111.63
	18%	PAR / + 1 CHILD	\$ 910.17	\$ 746.34	\$ 163.83
		HUSB / WIFE	\$ 1,323.44	\$ 1,085.22	\$ 238.22
		FAMILY	\$ 1,888.97	\$ 1,548.96	\$ 340.01
UNITED HEALTHCARE CHOICE HMO	93%	INDIV	\$ 390.49	\$ 363.16	\$ 27.33
	7%	PAR / + 1 CHILD	\$ 566.90	\$ 527.22	\$ 39.68
		HUSB / WIFE	\$ 836.05	\$ 777.53	\$ 58.52
		FAMILY	\$ 1,180.62	\$ 1,097.98	\$ 82.64
KAISER PERMANENTE SELECT HMO	93%	INDIV	\$ 457.38	\$ 425.37	\$ 32.01
	7%	PAR / + 1 CHILD	\$ 686.08	\$ 638.05	\$ 48.03
		HUSB / WIFE	\$ 914.77	\$ 850.74	\$ 64.03
		FAMILY	\$ 1,372.15	\$ 1,276.10	\$ 96.05
CAREFIRST REGIONAL TRADITIONAL DENTAL	60%	INDIV	\$ 31.98	\$ 19.19	\$ 12.79
	40%	PAR / + 1 CHILD	\$ 47.94	\$ 28.76	\$ 19.18
		HUSB / WIFE	\$ 63.94	\$ 38.36	\$ 25.58
		FAMILY	\$ 95.95	\$ 57.57	\$ 38.38
DENTAL NETWORK MANAGED DENTAL	75%	INDIV	\$ 14.18	\$ 10.64	\$ 3.54
	25%	PAR / + 1 CHILD	\$ 24.11	\$ 18.08	\$ 6.03
		HUSB / WIFE	\$ 28.36	\$ 21.27	\$ 7.09
		FAMILY	\$ 39.70	\$ 29.78	\$ 9.92
UCCI NETWORK MANAGED DENTAL	Same \$ amount as Co chare lowest cost mgd dental plan	INDIV	\$ 17.81	\$ 10.64	\$ 7.17
		PAR / + 1 CHILD	\$ 29.72	\$ 18.08	\$ 11.64
		HUSB / WIFE	\$ 35.54	\$ 21.27	\$ 14.27
		FAMILY	\$ 46.29	\$ 29.78	\$ 16.51
CAREFIRST DAVIS VISION PLAN	90%	INDIV	\$ 2.54	\$ 2.29	\$ 0.25
	10%	PAR / + 1 CHILD	\$ 3.83	\$ 3.45	\$ 0.38
		HUSB / WIFE	\$ 5.09	\$ 4.58	\$ 0.51
		FAMILY	\$ 7.62	\$ 6.86	\$ 0.76

Retired Members eligible for 90/10 split only pay 10% of the total premium cost.



**Baltimore County Government Monthly Health, Dental and Vision Plan Premium Costs  
For Active Employees Hired On and After to 07/01/2007**

Rates shown are effective 9/1/2009 through August 31, 2010.

For Health Care plans, Baltimore County pays the full subsidy amount for individual plus 75% of the difference in cost between individual and dependent premium.

Plan Name	Subsidy Level	Coverage Level	Total Premium	County Pays	Employee Pays
CAREFIRST TRIPLE CHOICE	80% 20%	INDIV	\$ 620.18	\$ 496.14	\$ 124.04
	75% percent of difference	PAR / + 1 CHILD	\$ 910.17	\$ 713.64	\$ 196.53
		HUSB / WIFE	\$ 1,323.44	\$ 1,023.59	\$ 299.85
		FAMILY	\$ 1,888.97	\$ 1,447.74	\$ 441.23
UNITED HEALTHCARE CHOICE HMO	90% 10%	INDIV	\$ 390.49	\$ 351.44	\$ 39.05
	75% percent of difference	PAR / + 1 CHILD	\$ 566.90	\$ 483.75	\$ 83.15
		HUSB / WIFE	\$ 836.05	\$ 685.61	\$ 150.44
		FAMILY	\$ 1,180.62	\$ 944.04	\$ 236.58
KAISER PERMANENTE SELECT HMO	90% 10%	INDIV	\$ 457.38	\$ 411.64	\$ 45.74
	75% percent of difference	PAR / + 1 CHILD	\$ 686.08	\$ 583.16	\$ 102.92
		HUSB / WIFE	\$ 914.77	\$ 754.68	\$ 160.09
		FAMILY	\$ 1,372.15	\$ 1,097.71	\$ 274.44
CAREFIRST REGIONAL TRADITIONAL DENTAL	60%	INDIV	\$ 31.98	\$ 19.19	\$ 12.79
	40%	PAR / + 1 CHILD	\$ 47.94	\$ 28.76	\$ 19.18
		HUSB / WIFE	\$ 63.94	\$ 38.36	\$ 25.58
		FAMILY	\$ 95.95	\$ 57.57	\$ 38.38
DENTAL NETWORK MANAGED DENTAL	75%	INDIV	\$ 14.18	\$ 10.64	\$ 3.54
	25%	PAR / + 1 CHILD	\$ 24.11	\$ 18.08	\$ 6.03
		HUSB / WIFE	\$ 28.36	\$ 21.27	\$ 7.09
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UCCI NETWORK MANAGED DENTAL	Same \$ amount as Co chare lowest cost mgd dental plan	INDIV	\$ 17.81	\$ 10.64	\$ 7.17
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CAREFIRST DAVIS VISION PLAN	90%	INDIV	\$ 2.54	\$ 2.29	\$ 0.25
	10%	PAR / + 1 CHILD	\$ 3.83	\$ 3.45	\$ 0.38
		HUSB / WIFE	\$ 5.09	\$ 4.58	\$ 0.51
		FAMILY	\$ 7.62	\$ 6.86	\$ 0.76



Retiree Benefit Plans and Costs for those retired prior to July 1, 2007  
9/1/2009 Through 8/31/2010

Plan Name	Subsidy Level	Coverage Level	Total Premium	County Pays	Retiree Pays
CAREFIRST BCBS MEDICARE SUPPLEMEN- TAL	75% 25%	INDIV	\$ 387.67	\$ 290.75	\$ 96.92
KAISER MEDICARE PLUS	75% 25%	INDIV	\$ 285.78	\$ 214.34	\$ 71.45
<b>NOTE: Kaiser Medicare Plus Plan renews on annual basis. Rate shown above subject to change 1/1/2010</b>					
<b>RATES SHOWN ABOVE ARE CHARGED FOR EACH INDIVIDUAL ENROLLED IN A MEDICARE PLAN</b>					
<b>Medicare Age/65 and over Managed Dental Plans and CareFirst Davis Vision available at 100% of the Cost</b>					
DENTAL NETWORK		INDIV	\$ 14.18	\$0.00	\$ 14.18
		PAR/CHILD	\$ 24.11	\$0.00	\$ 24.11
		HUSB/WIFE	\$ 28.36	\$0.00	\$ 28.36
		FAMILY	\$ 39.70	\$0.00	\$ 39.70
UCCI MANAGED DENTAL		INDIV	\$ 17.81	\$0.00	\$ 17.81
		PAR/CHILD	\$ 29.72	\$0.00	\$ 29.72
		HUSB/WIFE	\$ 35.54	\$0.00	\$ 35.54
		FAMILY	\$ 46.29	\$0.00	\$ 46.29
CAREFIRST DAVIS VISION		INDIV	\$ 2.54	\$ -	\$ 2.54
		PAR/CHILD	\$ 3.83	\$ -	\$ 3.83
		HUSB/WIFE	\$ 5.09	\$ -	\$ 5.09
		FAMILY	\$ 7.62	\$ -	\$ 7.62



The July

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
July 27, 2009  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road

The August

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
August 24, 2009  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road