



The Fourword

Volume 38, Number 1

January 2010



Bull, Oyster & Shrimp Roast



Sunday

March 28, 2010

1 p.m. to 6 p.m.

**Tall Cedars Hall
Parkville, MD**

**\$32.00 per person
(Reservations are being accepted)**

**Music, Wheels, Raffles
Food by Atlantic Catering**

Open Bar

**For Tickets & Information
Contact Lodge 4 at (410) 668-0004**



Representing the Professional Police Officers of Baltimore County





**MEETING MINUTES
December 2009
recorded by
Dave Folderauer**

The December 2009 General Business Meeting was held on December 28, 2009 at FOP 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

Brother Lagna was sick. Brother Zito was absent. All other elected officers and board members were present. Legal advisor Mike Marshall was also in attendance.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

A motion was made by Brother Grumbach to accept the minutes of the November 2009 General Membership Meeting. A second was made by Brother Scally. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT WESTON ~

- November 24 Attended a rating appeal and met with Senator Jim Brochin.
- December 1 Met with a county council candidate for the 2010 election and attended a county council work session.
- December 2 Met with Major Schwartz concerning the police department's bereavement manual.

- December 3 Conducted contractual negotiations with the Baltimore County Administration.
- December 4 Met with a member concerning service retirement procedures.
- December 5 Responded to a police involved shooting in PC 11.
- December 8 Attended a fundraiser for Baltimore County Councilman Bryan McIntire, a pension board of trustees meeting, and a fundraiser for Baltimore County Councilman Joe Bartenfelder.
- December 11 Met with a county council candidate for the 2010 election.
- December 16 Attended the range for qualification and the FOP Lodge #4 Executive Board of Directors holiday reception.
- December 18 Met with the members of the 129th recruit class.
- December 21 Met with a member concerning service retirement procedures, attended a legal advisory committee meeting and the Executive Board of Directors meeting.
- December 22 Met with a candidate for Maryland State Senate for the 2010 election and attended the graduation ceremony for the 129th recruit class.
- December 23 Met with the race director for the Baltimore County Police Memorial Fund Superbowl 5-K.
- December 28 Attended the general membership meeting.

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 1st Vice President <i>PC3 - Traffic</i> (410) 409-0293	David M. Rose 2nd Vice President <i>F.O.P Lodge 4</i> (443) 956-2643
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David J. Folderauer, Sr. Lodge Secretary <i>PC 11</i> (410) 382-2075	Robert W. Caskey Treasurer <i>CID-Robbery</i> (443) 956-2615
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W. Donald Patterson State Trustee <i>Materials & Facilities</i>	Richard J. Bergin Sergeant at Arms <i>VNS - CDVIT</i>
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Paul A. Merkle Chaplain <i>Retired</i>	L. Timothy Caslin Past President <i>Retired</i>
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EXECUTIVE BOARD of DIRECTORS

Kenneth F. Schubert Chairman <i>Employment</i> (410) 416-2800	Mike DiCara Vice Chairman <i>PC 6</i>
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Thomas G. Scally <i>CID - Arson</i>	Louis J. Lagna <i>Retired</i>
Donna Patterson <i>Planning & Research</i>	Patrick Zito <i>PC 7 - Traffic</i>
James P. Rommel, Jr. <i>K9</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
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.

Kathryn Greenbeck
Fourword Editor

Executive Board of Directors 2009 Holiday Reception



Delegate Susan Aumann, Lynn Parry, and Senator Kathy Klausmeier accept recognition from FOP Lodge 4 Executive Board of Directors for their effort in securing appropriate State funding for the Edward T. Conroy Memorial Scholarship Program.



Paul Bouthner accepts his Honorary membership card from President Weston.

~ 1st V. P. COMEGNA ~

- December 1 Worked at the Lodge office and completed some data entry on our campaign finance report.
- December 3 Attended a negotiations session with Baltimore County's Labor Commissioner, George Gay.
- December 16 Worked at the Lodge office, completed some data entry on our campaign finance report and attended the 2009 Executive Board of Directors Holiday Reception.
- December 21 Worked at the Lodge office, attended meetings of the Legal Advisory Committee, the Political Action Committee and attended the December 2009 Executive Board of

Directors meeting.

- December 28 Worked at the Lodge office and attended the December 2009 General Membership Meeting.

~ 2nd V. P. ROSE ~

- November 24 Met with President Weston and Senator Brochin.
- December 1 Attended a meeting with Major Evans about the Disciplinary Matrix.
- December 2 Met with Capt. Hlavach.
- December 3 Attended a negotiations meeting with the Labor Commissioner.
- December 4 Met with Major Cohen to discuss current issues.
- December 16 Attended the

Lodge 4 Holiday Reception.

- December 21 Chaired a Legal Advisory meeting, a Grievance Committee meeting and attended the Executive Board of Directors meeting.
- December 28 Attended the General Business meeting.

~SECRETARY FOLDERAUER~

- December 3 Attended a negotiations session with Baltimore County's Labor Commissioner, George Gay.
- December 15 Responded to a shooting involving three of our members in Baltimore City.
- December 16 Attended the 2009 Executive Board of Directors Holiday Reception.
- December 21 Worked at the

Bereavements

**Retired Brother
Brian D. Smith**

**Mabel L. Hannon
Mother of Brother Steven C.
Hannon and Mother-In-Law
of Sister Lisa A.
Hannon**

**Emily A. Rogers
Mother of Retired Brother
William F. Rogers**

**Reba Huckeba
Mother of BCoPD "Fallen
Hero" Brother Charles A.
Huckeba**

**Joseph A. Gensler, Sr.
Father-In-Law of Brother
Kurt Nuffer**

**Ruth Mazan
Grandmother of Brother
Christopher P. Mazan**

**Loy Mallow
Grandfather of Brother
Bradley J. Lewis**

**Eileen F. Mosser
Mother-In-Law of Retired
Brother Timothy T. Tuer**

**Florence M. Gustke
Mother of Retired Brother
Gary L. Gustke**

**Adam J. Ackley
Brother of Retired Brother
Matthew P. Ackley**

**Betty Lee Henry
Mother of Brother Edward F.
Henry**

**Mary A. Williams
Grandmother of Brother
Thomas B. Insley**

Lodge office, attended meetings of the Legal Advisory Committee, the Political Action Committee and the December 2009

Executive Board of Directors .
• December 28 Attended the December 2009 General Membership Meeting.

~TREASURER CASKEY~

- December 16 Attended the 2009 Executive Board of Directors Holiday Reception.
- December 28 Attended the General Business meeting and reported on the financial status of the Lodge.

STATE TRUSTEE

~Don Patterson~

- December 2 Attended a fundraiser for FOP Lodge 89 Past President Percy Alston, who is running for the House of Delegates.
- December 9 Attended Ocean City FOP Lodge 10 Christmas party.
- December 10 Attended the retirement party for Lt. Matt Beale.
- December 16 Attended the Lodge 4 EBOD Holiday Reception.
- December 21 Attended the Lodge 4 EBOD Meeting.
- December 28 Attended the Lodge 4 General Business Meeting and was sworn in as State Trustee.

**EXECUTIVE BOARD
OF DIRECTORS REPORT**

~ Kenny Schubert~

- An Executive Board of Directors Meeting was held on December 21, 2009. The meeting was called to order at 5:01 p.m. Brother Bob Caskey was working. Brother Bergin was absent.
- Motions that were made, after receiving a proper second, were discussed, voted upon, and ap-

pear in this issue under the appropriate committee reports.

REPORTS OF COMMITTEES

BULLROAST COMMITTEE

~Kenny Schubert~

- The FOP Lodge 4 Bullroast will be held on March 28, 2010 at the Tall Cedars Hall. Call Lodge 4 for tickets.

GRIEVANCE COMMITTEE

~Dave Rose~

- The grievance filed by Bro. Pianowski on September 9, 2009 for the denial of his educational assistance reimbursement has been successfully resolved. Bro. Pianowski and Dave Rose met with the director of Human Resources, Theresa Hill and Ginny Story in an attempt to resolve the grievance. During the meeting, we exchanged views and provided information to achieve a better understanding of each other's positions. Bro. Pianowski was then able to provide additional documentation in the format needed by the county for accounting purposes. The educational assistance reimbursement was then approved at the maximum of \$2,000.

**LEGAL ADVISORY
COMMITTEE**

~Dave Rose~

- The Legal Advisory Committee met on December 21, 2009 to discuss the revised Disciplinary Matrix.
- In November of 2004, then Chief Sheridan directed his Internal Affairs Commander, Captain DiPaula, to chair a committee to look at possible revisions to the Disciplinary Matrix, Spe-

URGENT NOTICE

The United States Department of Justice is investigating whether Baltimore County's use of the Authorization for Release of Medical Information form and/or requiring certain medical examinations and inquiries is unlawful and in violation of the Americans with Disabilities Act.

Anyone who, between August 2004 and the present, has been:

Required to sign a Baltimore County Authorization for Release of Medical Information form or any other form of medical records release, or

Ordered to undergo a "Fitness for Duty Examination", "Independent Medical Evaluation", "Workability Examination" or

Required to be examined by Dr. Oroszlan, is urged to contact the Fraternal Order of Police immediately.

Please contact Dave Rose @ 410-668-0004 for additional information.

The Fourword

cial Order # 01-98 dated May, 1, 1998. The committee members first met on February 24, 2005. The fifteen committee members were from all areas of the Department. Over the course of the next fifteen months, the committee members were assigned various sections of the Disciplinary Matrix to make any necessary additions, deletions or modifications. Dave Rose stated his objections to increases in punishment and informed the committee chairperson, Captain DiPaula that any changes to the disciplinary Matrix must be approved by the FOP and that discipline is a mandatory subject of bargaining. On April 20, 2006 Captain Dipaula informed Chief Sheridan the committee had completed its work. On June 26, 2006, Chief Sheridan implemented the revised Disciplinary Matrix, Special Order # 03-06, which contained several substantial changes and increases in punishment across the board in every category. Chief Sheridan did not bargain those changes with the FOP. In July of 2006, President Weston sent a letter to Chief Sheridan requesting to bargain the changes to the Disciplinary Matrix and to hold the implementation of any changes in abeyance. On August 9, 2006, Chief Sheridan rescinded (1,900) one thousand nine hundred copies of Special Order #-3-06 "subject to my review of this entire matter" and re-issued one thousand nine hundred(1,900) copies of the original Disciplinary Matrix, Special Order #01-98. No meeting was ever scheduled

with the FOP. In August of 2009, Chief Johnson directed his Internal Affairs Commander, Major Evans, to meet with representatives of the FOP to discuss the proposed revisions to the Disciplinary Matrix, Special Order #03-06. The department was represented by Major Evans, Major Cohen and Legal Director Jordan Watts. The FOP was represented by Dave Rose, Ryan Massey and our attorney Mike Marshall. After three very productive meetings with open dialogue, a final product was agreed upon by both representative groups. The final product was reviewed by the Legal Advisory Committee members and a motion was made to accept the revised Disciplinary Matrix. The motion passed. The committee recommendation was presented to the Executive Board of Directors on December 21, 2009 and the board members voted to accept the committee recommendation. That recommendation was communicated to Police Department

Administration.

- We have received court dates for the two cases we have pending in Baltimore County Circuit Court. Both cases are scheduled for summary judgment arguments. The case against County Executive Jim Smith for violating the Employee Relations Act is scheduled for February 5, 2010. The retiree subsidy case is scheduled for February 11, 2010.

LEGISLATIVE COMMITTEE

~Rick Bergin~

- The legislative session begins in Annapolis in mid January.

NEGOTIATIONS COMMITTEE

~Cole Weston~

- On 12/17/09, we requested and received a list of 25 arbitrators provided by the American Arbitration Association. The FOP and the County will meet and make alternate strikes from the list. This will leave the top seven available for selection if we are unable to reach an agree-

SUPERBOWL 5K RACE



To benefit the
**Baltimore County Police
Memorial Fund**
Sunday February 7, 2010 Starting at 10:00 a.m.

**CCBC Dundalk Campus
7200 Sollers Point Road
Dundalk, MD 21222**

Association of
Baltimore County
Retired Police
2010 Meetings

March 2
May 4
September 7
November 2

All meetings are held
at Parkville Heritage
Gardens at 7:30 p.m.

ment. The next scheduled meetings between the negotiation team and Baltimore County administration are 1/7/10, 1/14/10 and 1/26/10.

PENSION COMMITTEE

~ Cole Weston ~

- The Pension Board of Trustees met on December 8, 2009 and approved twenty-five (25) service/drop/vested/death in service retirements, three (3) over-sixty work extensions, one (1) ordinary disability, and one (1) accidental disability.

POLICY REVIEW COMMITTEE

~Dave Rose~

- In the month of December, the committee reviewed two policy changes and found no bargaining issues with either.

POLITICAL ACTION COMMITTEE

~Steve Comegna~

- The Political Action Committee met on Monday December 21, 2009. A motion was presented to the Executive Board of Directors to purchase one ticket to a fundraiser being held by State Delegate Adrienne Jones (District # 10) on Thursday January 07, 2010. The ticket cost was 100.00 each, for a total PAC expenditure of \$100.00
- This motion was presented to the Executive Board. It received a proper second. It was discussed and voted upon. The Executive Board of Directors approved this expenditure.
- This motion was presented to the General Membership on Monday December 28, 2009. The motion was made, received a proper second and was approved by the General Membership.

SCHOLARSHIP COMMITTEE

~Tim Caslin~

- The deadline for Fall, 2010 & Spring, 2011 scholarship awards is February 1, 2010.

NEW BUSINESS

- Captain Charles Rapp was selected to head the Maryland Police and Correctional Training Commission.

GOOD OF THE ORDER

- The FOP Lodge 4 Line Officers and Executive Board of Directors were sworn in for a new term of office by Past President Marc Fiedler.
- February 7, 2010 is the Superbowl 5K race. Contact the

Lodge for details and to register.

- During the month of December, the Lodge sent one (1) flower arrangement and nine (9) sympathy cards to bereaving members. Eight (8) donations were made in lieu of flowers (at family members' request) in the name of a member or loved one. Eight (8) "Thank You" cards were received.
- The Executive Board of Directors approved the expenditure for New Year's Eve deli trays, which were delivered to all precincts that evening.
- Brother Mike Schmitz was recognized for his long service with the Shop With a Cop program. Brother Schmitz thanked FOP Lodge 4 for our assistance with the program.
- Brother Angelo Tollen won the 50/50 and donated it back to Lodge 4.
- Congratulations to Brother Mike Eubank on the birth of his daughter on December 1st.
- The meeting was adjourned at 8:09 pm.



The February

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
February 22, 2010
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road

The March

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
March 22, 2010
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road