



The Fourword

Volume 38, Number 6

June 2010

Support the Baltimore County Police Assistance and Relief Fund!

The Police Assistance and Relief Fund will be holding their annual fundraiser at the **Hightopps Backstage Grille** on **September 22, 2010**. Tickets for the 50/50 raffle drawing are now available at F.O.P. Lodge #4 at \$5.00 each. Please support the fund that directly supports the membership of this organization!



SPECIAL RETIREMENT PLAN CONTRIBUTION PROVISIONS FOR PEOPLE NEARING RETIREMENT

If you are nearing retirement, you may want to consider taking advantage of special “catch up” provisions in our deferred compensation plan, which help people who are nearing retirement defer additional money for retirement in their last years of employment. This “catch up” program allows eligible participants to exceed the annual contribution limits to their 457 deferred compensation plan.

The first type of “catch up” is the “Age 50 Plus” catch up. If you contribute to a 457 deferred compensation plan and will be 50 years of age or older by the end of the tax year, you may use this provision to defer an additional \$5,500 in 2010 over the normal deferral limit of \$16,500.

The second type of “catch up” is the “Special 457” catch up. If you are within three years of “normal retirement age” and are making the maximum contribution to your 457 plan, you may be eligible for this provision. If you have not contributed the maximum in the past, you may be able to increase your deferral amount to two-times the maximum contribution limit. For example, in 2010, you may be able to contribute as much as \$33,000. Additionally, this provision is not permitted in the year you retire. This special catch up serves as a one time opportunity that lasts for three consecutive calendar years as long as you are employed. Even if you start late in the first year, that year is counted as one of the three years. You may change or cancel it at any time.

You can only use one of these catch up options in the same year.

If you wish to participate in either of these plans, contact a Nationwide representative:

James Pessagno 410-409-8211

Kevin McQuarrie 410-519-3416





MEETING MINUTES

April 2010

recorded by

Dave Folderauer

The May 2010 General Business Meeting was held on May 24, 2010 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

Secretary Folderauer was sick, Treasurer Caskey was excused, Brother Patterson and Sister Patterson were on vacation. 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 Siedlecki to accept the minutes of the April 2010 General Membership Meeting. A second was made by Brother Cluster. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT WESTON ~

- April 27 Attended the Blake case in Federal District Court.
April 28 Addressed the In-Service training class, and attended the verdict for the Blake case in Federal District Court.
April 30 Attended a retirement celebration for Ms. Bonnie Neal.
May 4 Addressed the In-Service Training class, and attended the

Retired Officers' Association meeting.

- May 5 Addressed the first-line supervisor's class and met with a member concerning retirement planning.
May 6 Met with the Labor Commissioner concerning the negotiated grievance settlements.
May 7 Attended the Maryland Fallen Heroes Day service at Dulaney Valley Memorial Gardens.
May 10 Attended Circuit Court for arguments concerning the violation of the employees relations act lawsuit filed against County Executive Jim Smith.
May 11 Attended the Pension Board of Trustees meeting.
May 12 Met with members concerning a drinking awareness program and using extended sick leave.
May 13 Attended the County Council budget hearing for the Police and Insurance Departments.
May 14 Attended the Baltimore County Police Department Memorial Service.
May 17 Met with County Councilman Kevin Kamenetz and attended Legal Advisory, Political Action, and Executive Board of Directors meetings.
May 18 Addressed the In-Service training class, attended the County Council work session and budget deliberations.
May 19 Met with representatives from Nationwide Retirement Solutions and met with a member concerning retirement planning.
May 20 Attended a fundraiser for Senator Klausmeier, and attended the quarterly meeting

LODGE 4 OFFICE

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Baltimore, Maryland 21234
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FAX (410) 668-8126
Toll Free (888) 313-3501
www.foplodge4.org

ELECTED OFFICERS

Cole B. Weston
President
(443) 956-2679

Steven G. Comegna David M. Rose
1st Vice President 2nd Vice President
PC3 - Traffic F.O.P Lodge 4
(410) 409-0293 (443) 956-2643

David J. Folderauer, Sr. Robert W. Caskey
Lodge Secretary Treasurer
PC 4 - IST CID-Robbery
(410) 382-2075 (443) 956-2615

W. Donald Patterson Richard J. Bergin
State Trustee Sergeant at Arms
Materials & Facilities VNS - CDVIT

Paul A. Merkle L. Timothy Caslin
Chaplain Past President
Retired Retired

EXECUTIVE BOARD of DIRECTORS

Kenneth F. Schubert Mike DiCara
Chairman Vice Chairman
Employment PC 6
(410) 416-2800

Thomas G. Scally Louis J. Lagna
CID - Arson Retired
Donna Patterson Patrick Zito
Planning & Research PC 7 - Traffic
James P. Rommel, Jr. Ryan Massey
K9 Homicide
Joe Caskey Tony DiCara
Homicide PC 12

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

between the Executive Board of FOP Lodge 4, Chief Johnson and his bureau chiefs.

- May 24 Attended Circuit Court for the arguments on the retiree health care subsidy case, met with a member concerning retirement planning and attended the General Membership Meeting.

~ 1st V. P. COMEGNA ~

- May 14 Attended the annual Baltimore County Police Memorial Service and the reception that followed.
- May 17 Worked at the Lodge office, attended a meeting of the Legal Advisory Committee, attended a meeting of the Political Action Committee and attended the May Executive Board of Directors meeting.
- May 24 Worked at the Lodge office, attended a meeting of the Political Action Committee and attended the May General Business meeting.

~ 2nd V. P. ROSE ~

- May 3 Met with a member to discuss a rating appeal.
- May 4 Attended a rating appeal at headquarters; attended the Retired Officers' Association meeting.
- May 6 Met with the Labor Commissioner.
- May 7 Attended the Maryland Fallen Heroes service at Dulaney Valley Memorial Gardens.
- May 10 Attended Circuit Court for the Employee Relations Act case against County Executive Jim Smith.
- May 11 Addressed the In-Service training class.
- May 12 Met with a member in reference to FMLA.
- May 13 Met with a representa-

All Members Please Note

The FOP calendar book states that the August 2010 Executive Board of Directors and General Membership Meetings will be held on August 30, 2010. This date is incorrect. Both meetings will be held at FOP Lodge 4 on **Monday August 23, 2010.**

tive from S.F. & C. Insurance; attended a County Council budget hearing for the Police and Insurance Departments.

- May 14 Attended the Baltimore County Police Department Memorial Service.
- May 17 Chaired a Legal Advisory Committee meeting; attended the Executive Board of Directors meeting.
- May 18 Attended the County Council work session and budget deliberations.
- May 19 Met with representatives from Nationwide (deferred compensation); attended a shift policy committee meeting at Precinct 2.
- May 20 Attended the Executive Board of Directors meeting with Chief Johnson and the command staff.
- May 24 Attended Circuit Court for the retiree subsidy case in front of Judge Finifter; attended the general business meeting.

~SECRETARY
FOLDERAUER~

- May 13 Attended the Chief's budget message to the Baltimore County Council.
- May 14 Attended the annual Baltimore County Police Me-

morial Service and the reception that followed.

- May 17 Worked at the Lodge office, attended a meeting of the Legal Advisory Committee, attended a meeting of the Political Action Committee and attended the May Executive Board of Directors meeting.

~TREASURER CASKEY~

- May 14 Attended the annual Baltimore County Police Memorial Service and the reception that followed.
- May 17 Attended the Executive Board of Directors meeting.

STATE TRUSTEE
~Don Patterson~

- The next MD State FOP meeting will be held at the Clarion Hotel in Aberdeen on June 26, 2010.
- The MD State FOP Conference will be held in Ocean City, MD September 20-22, 2010.

EXECUTIVE BOARD
OF DIRECTORS REPORT
~ Kenny Schubert~

- An Executive Board of Directors meeting was held on May 17, 2010. The meeting was called to order at 5:00 p.m.

Brother Joe Caskey was working. All other elected officers and board members were present.

- Motions that were made, after receiving a proper second, were discussed, voted upon, and appear in this issue under the appropriate committee reports.

REPORTS OF COMMITTEES

ATHLETIC COMMITTEE

~ Don Patterson ~

- The FOP Lodge 4 golf outing will be held at Rocky Point on August 27, 2010. Foursomes are still available.

GRIEVANCE COMMITTEE

~Dave Rose~

- Brother Rose is working on getting the written settlement for the pension and mileage grievances.

HEALTHCARE COMMITTEE

~Steve Comegna~

- The new premium rates for the period of September 1, 2010 through December 31, 2010 are published in this newsletter. They reflect the following approximate percentages increases: Care first Triple Choice – 4%, United Open Access HMO – 12% and Kaiser’s HMO – 7%. Nationally, health care increases are trending at 13% to 14%.
- The RFP Committee is still evaluating the bids for the

healthcare carriers that will be available on 1/1/2011.

LEGAL ADVISORY COMMITTEE

~Dave Rose~

The Blake case was argued in Federal District Court in front of a jury of twelve citizens. The trial ran from April 20 through April 27, 2010. After several days of testimony, the jury was given the case on April 28, 2010 for deliberations. They deliberated for approximately 2 hours before delivering a verdict in Blake’s favor. The jury found that former Chief Sheridan violated Blake’s rights under the Americans with Disabilities Act and awarded him \$225,000 in emotional distress damages. For now, the case will continue through legal formalities to resolve the issue of retaliation and the reimbursement of legal fees to the Fraternal Order of Police.

The Employee Relations Act case was argued in Circuit Court on May 10, 2010 in front of Judge Martin. He was familiar with the case and it was apparent that he had read all of the submissions thoroughly. He said that he would issue his decision in a timely manner.

On May 17, 2010 the Legal Advisory committee met to discuss a request from Michele Starks. She retired in December, 2009 on an accidental disability from a line of duty neck injury she sustained in February, 1999. Since that time she has undergone 4 surgeries to repair her injury. After the last surgery in July, 2009, her doctor said she could no longer do the job of a police officer. She notified the

Association of
Baltimore County
Retired Police
2010 Meetings

September 7
November 2

All meetings are held at
Parkville Heritage

County, who then sent her for a fitness-for-duty exam. The County doctor concurred with Michele’s physician and reported she could no longer be a police officer. The Retirement Board of Trustees then voted to give her an accidental disability pension of 50%. Michele then filed an appeal with the Board of Appeals. In her appeal, she is arguing that the county gave her a disability pension of 50%, but never rated her neck properly. She has a well-documented history of her injury and the ensuing surgeries. She also has two prior disability awards through Worker’s Compensation. In December, 2000 she was awarded a 25% disability after her first surgery. In January 2005 she was awarded a 50% disability after her second surgery. Since that time she has had two additional surgeries, in July, 2008 and July, 2009. She feels she should be awarded the higher disability rating of 66 2/3% because the disability of her neck is at least if not more than the 75% required by the Memorandum of





Left to right: Caroline Parry, Lynne Parry, Daniel Parry, and Kevin Parry at the Mark Parry Bench Dedication ceremony, held at the Washington Monument State Park in Middletown, MD on June 5, 2010.

Understanding to qualify for the higher rating.

- A motion was made to fund the appeal to the Board of Appeals. The motion passed. The committee recommendation was presented to the Executive Board of Directors and the motion passed.
- The retiree subsidy case was argued in Circuit Court on May 24, 2010 in front of Judge Finifter. The FOP won the case in arbitration on July 15, 2008. The County filed for a petition to vacate the arbiter's award. The facts of the case were not litigated again, but the County was able to argue why the decision should be set aside. The FOP attorney, Jeff Gibbs, argued why the decision was valid and that "great deference" should be given to the arbiter's decision. Judge Finifter stated he would review the facts and render a decision.

PENSION COMMITTEE

~ Cole Weston ~

- The Pension Board of Trustees met on May 11, 2010 and approved 26 service, drop, vested, early retirement, and lump-sum death benefits. Four over-sixty work extensions were also approved.

POLITICAL ACTION COMMITTEE

~Steve Comegna~

- The Political Action Committee met on Monday May 17, 2010 and Monday May 24, 2010. The following motions were presented to the Executive Board of Directors:
 - To purchase two tickets to a fundraiser being held by Baltimore County Councilman (District # 6) and Candidate for Baltimore County Executive Joe Bartenfelder on Tuesday June 08, 2010. The ticket cost

was \$125.00 each, for a total PAC expenditure of \$250.00.

- To purchase a Bronze Sponsorship to fundraiser being held by State Senator Kathy Klausmeier (District # 8) on Thursday May 20, 2010. There was a total PAC expenditure of \$250.00.
- To purchase a sponsorship to a fundraiser being held by State Delegate and Brother Steve DeBoy (District # 12A) on Monday June 07, 2010. There was a total PAC expenditure of \$250.00.
- To purchase one ticket to a fundraiser being held by State Delegate and the Speaker of the House Pro-Tem Adrienne Jones (District #10) on Monday June 07, 2010. The ticket cost was \$100.00 each for a total PAC expenditure of \$100.00.
- To purchase two Tee Sponsorships to Baltimore County Councilman John Olszewski, Sr.'s (District # 7) Annual Golf Tournament on Monday June 21, 2010. The Tee Sponsorships were \$100.00 each for a total Pac expenditure of \$200.00.
- To purchase three tickets to a fundraiser being held by Baltimore County Councilman (District # 2) and Candidate for Baltimore County Executive Kevin Kamenetz on Sunday June 06, 2010. The ticket cost was \$150.00 each for a total PAC expenditure of \$450.00.
- To endorse State Delegate and Brother Steve DeBoy (District # 12A) in his fall 2010 re-election campaign.
- To endorse State Delegate Candidate and Brother John Cluster (District # 8) in his fall 2010 election campaign.

Bereavements

**Retired Brother
Carroll E. Smith**

**Catherine M. Lewandowski
Mother-In-Law of Brother
Brandt Bradford and Grand-
mother of Joshua Bradford**

**Emily Sprecker
Mother-In-Law of
Past Lodge 4 President
George H. Hokemeyer**

**Joseph W. Blevins
Brother of Retired Brother
Jerry L. Blevins**

**Raymond W. Smith, Sr.
Father of Retired Brother
Christian P. Smith**

**M. Marie Eicholtz
Mother of Retired Brother
Martin J. Eicholtz**

- To endorse Baltimore County Councilman T. Bryan McIntire (District # 3) in his fall 2010 re-election campaign.
- To endorse State Senators Kathy Klausmeier (District # 8), Ed Kasemeyer (District # 12), and Jim Brochin (District # 42) in their Fall, 2010 re-election campaigns.
- To endorse State Delegates John Olszewski, Jr. (District # 6), Joe Boteler (District # 8), Jon Cardin (District # 11), Dan Morhaim (District # 11), Dana Stein (District # 11), Jim Malone (District #12A) and Sue Aumann (District # 42) in their Fall, 2010 re-election campaigns.
- These motions were presented to the Executive Board on Monday, May 17 and Monday, May 24, 2010. Each motion received

a proper second. They were discussed and voted upon. The Executive Board of Directors approved these expenditures.

- These motions were presented to the General Membership on Monday, May 24, 2010. Each motion was made, received a proper second and was voted upon. The General Membership approved these expenditures.

NEW BUSINESS

- A motion was made for Lodge 4 to pay for the cost of a hospitality event at the MD State FOP Conference in September for all elected delegates and spouses/significant others. The cost is \$35 per person. The motion received a proper second and passed.

GOOD OF THE ORDER

- During the month of May, the Lodge sent two (2) flower arrangements and six (6) sympathy cards to bereaving members. Four (4) donations were made in lieu of flowers (at family members' request) in the name of a member or loved one. Three baskets and two flowers were sent to members following surgery or birth of a child. Ten (10) "Thank You" cards were received.
- The meeting was adjourned at 8:20 pm.

Congratulations to All Recent Promotees!

Sergeant to Lieutenant

Joseph Jamerson
Matthew Smith

Corporal to Sergeant

Kyle Blackburn
Gerald D'Angelo
Dorothy Dupree
Vincent Luther
Kenneth Smith Jr.
Bruce Vaughn

Officer to Corporal

Joseph Blake
Jeremy Boothe
Brenda Edelin
Michael Keller
Jeffrey Kennedy
Derek Romanoff
Richard Suidikas



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

Rates shown are effective 9/1/2010 through 12/31/2010.

Plan Name	Coverage Level		Total Pre- mium	County pays	Employee pays
CAREFIRST TRIPLECHOICE	81%	INDIV	\$646.14	\$523.37	\$122.77
		PAR/CHILD	\$948.27	\$768.10	\$180.17
		HUSB/WIFE	\$1,378.83	\$1,116.85	\$261.98
		FAMILY	\$1,968.03	\$1,594.10	\$373.93
UNITED HEALTHCARE CHOICE	92%	INDIV	\$436.11	\$401.22	\$34.89
		PAR/CHILD	\$633.12	\$582.47	\$50.65
		HUSB/WIFE	\$933.71	\$859.01	\$74.70
		FAMILY	\$1,318.54	\$1,213.06	\$105.48
KAISER HMO	92%	INDIV	\$489.05	\$449.93	\$39.12
		PAR/CHILD	\$733.58	\$674.89	\$58.69
		HUSB/WIFE	\$978.10	\$899.85	\$78.25
		FAMILY	\$1,467.15	\$1,349.78	\$117.37
CAREFIRST REGIONAL TRADITIONAL DENTAL	65%	Individual	\$31.98	\$20.79	\$11.19
		Parent + 1 Child	\$47.94	\$31.16	\$16.78
		Husband/Wife	\$63.94	\$41.56	\$22.38
		Family	\$95.95	\$62.37	\$33.58
DENTAL NETWORK MANAGED DENTAL	75%	Individual	\$14.18	\$10.64	\$3.54
		Parent + 1 Child	\$24.11	\$18.08	\$6.03
		Husband/Wife	\$28.36	\$21.27	\$7.09
		Family	\$39.70	\$29.78	\$9.92
UCCI MANAGED DENTAL	Same \$ amt as Co share lowest cost mgd dental plan	Individual	\$17.81	\$10.64	\$7.17
		Parent + 1 Child	\$29.72	\$18.08	\$11.64
		Husband/Wife	\$35.54	\$21.27	\$14.27
		Family	\$46.29	\$29.78	\$16.51
CAREFIRST DAVIS VISION PLAN	90%	Individual	\$2.54	\$2.29	\$0.25
		Parent + 1 Child	\$3.83	\$3.45	\$0.38
		Husband/Wife	\$5.09	\$4.58	\$0.51
		Family	\$7.62	\$6.86	\$0.76

Baltimore County Government Monthly Health, Dental and Vision Plan Premium Costs

For Active Employees Hired on and After July 1, 2007

Rates shown are effective 9/1/2010 through 12/31/2010.

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

Plan Name	Coverage Level	Subsidy	Total Premium	County pays	Employee pays
CAREFIRST TRIPLE CHOICE	Individual	80%/75%	\$646.14	\$516.91	\$129.23
	Parent + 1 Child		\$948.27	\$743.51	\$204.76
	Husband/Wife		\$1,378.83	\$1,066.43	\$312.40
	Family		\$1,968.03	\$1,508.33	\$459.70
UNITED HEALTHCARE CHOICE	Individual	90%/75%	\$436.11	\$392.50	\$43.61
	Parent + 1 Child		\$633.12	\$540.26	\$92.86
	Husband/Wife		\$933.71	\$765.70	\$168.01
	Family		\$1,318.54	\$1,054.32	\$264.22
KAISER PERMANENTE SELECT HMO	Individual	90%/75%	\$489.05	\$440.15	\$48.90
	Parent + 1 Child		\$733.58	\$623.54	\$110.04
	Husband/Wife		\$978.10	\$806.93	\$171.17
	Family		\$1,467.15	\$1,173.72	\$293.43
CAREFIRST REGIONAL TRADITIONAL DENTAL	Individual	65%	\$31.98	\$20.79	\$11.19
	Parent + 1 Child		\$47.94	\$31.16	\$16.78
	Husband/Wife		\$63.94	\$41.56	\$22.38
	Family		\$95.95	\$62.37	\$33.58
DENTAL NETWORK MANAGED DENTAL	Individual	75%	\$14.18	\$10.64	\$3.54
	Parent + 1 Child		\$24.11	\$18.08	\$6.03
	Husband/Wife		\$28.36	\$21.27	\$7.09
	Family		\$39.70	\$29.78	\$9.92
UCCI MANAGED DENTAL	Individual	Same \$ amt as Co share lowest cost mgd dental plan	\$17.81	\$10.64	\$7.17
	Parent + 1 Child		\$29.72	\$18.08	\$11.64
	Husband/Wife		\$35.54	\$21.27	\$14.27
	Family		\$46.29	\$29.78	\$16.51
CAREFIRST DAVIS PLAN	Individual	90%	\$2.54	\$2.29	\$0.25
	Parent + 1 Child	10%	\$3.83	\$3.45	\$0.38
	Husband/Wife		\$5.09	\$4.58	\$0.51
	Family		\$7.62	\$6.86	\$0.76

The Fourword

**Over 65 Retiree Benefit Plans and Costs for those retired prior to July 1, 2007
9/1/2010 Through 12/31/2010**

Plan Name	Subsidy Level	Coverage Level	Total Premium	County Pays	Retiree Pays
CAREFIRST BCBS MEDICARE SUPPLEMENTAL	75% 25%	INDIV	\$ 387.67	\$ 290.75	\$ 96.92
KAISER MEDICARE PLUS	75% 25%	INDIV	\$ 303.18	\$ 227.39	\$ 75.79

RATES SHOWN ABOVE ARE CHARGED FOR EACH INDIVIDUAL ENROLLED IN A MEDICARE PLAN

Medicare Age/65 and over Managed Dental Plans and CareFirst Davis Vision available at 100% of the Cost

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 26, 2010
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 23, 2010
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road