



The Fourword

Volume 38, Number 10

October 2010

7th Annual

“COP OUT”

All proceeds to benefit the
Police Assistance Relief Fund

November 11, 2010

6pm—10pm

Contact
Kurt Wilhelm
410-887-4870,

Portside Pub

11 Margaret Avenue
Essex, MD 21221

The Portside
Pub
410-682-5580

“On The Pit”

Beef, Ham,
Turkey,

Italian Sausage

Salads, Fixin’s
& Draft Beer
Music provided
by a D.J.

\$30.00

per person

or
FOP Lodge 4
410-668-0004

for tickets

or more

information



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES

September 2010
recorded by
Ken Schubert

The September 2010 General Business Meeting was held on September 27, 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

Sergeant At Arms Bergin was on vacation, Brother Massey was working and Brother Rommel was excused. 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 Cullum to accept the minutes of the August 2010 General Membership Meeting. A second was made by Brother King. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT WESTON ~

- August 26 Met with the commander and other members of PC-12 concerning the scheduling of regular leave days and over time issues.
August 27 FOP Lodge #4 Golf Tournament.
August 30 Met with County Council candidate Greg Mor-

gan.

- September 2 Met with several members concerning an Internal Affairs investigation over how evidence is handled and met with U.S. Senator Ben Cardin concerning the National FOP legislative agenda.
September 3 Met with the County Administrative Officer concerning the pension system and attended Baltimore County Day at the Maryland State Fair.
September 7 Addressed the In-Service training class.
September 8 Met with the coordinator of our new web site.
September 13 Baltimore County Police Athletic League golf tournament.
September 14 Attended the Pension Board of Trustees meeting.
September 15 Addressed the In-Service training and New Administrators classes.
September 16 Attended a fundraiser for Maryland State Senator Ed Kasemeyer.
September 19-22 Attended the 22nd Biennial State Conference for the Maryland State Fraternal Order of Police.
September 25 Attended the Police Community Relations Council Bull Roast.
September 27 Attended the Executive Board and General Membership meetings.
September 15 Worked at the Lodge office.
September 19 - 23 Attended the 22nd Bi-Annual Conference of the Maryland State Lodge of the Fraternal Order of Police, Inc. The conference was held in Ocean City, Maryland.

LODGE 4 OFFICE

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Baltimore, Maryland 21234
Phone (410) 668-0004
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Toll Free (888) 313-3501
www.foplodge4.org

ELECTED OFFICERS

Cole B. Weston
President
(443) 956-2679

Steven G. Comegna 1st Vice President
David M. Rose 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-Robbey
(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

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

The Fourword

- September 27 Worked at the Lodge office and attended the Executive Board of Directors Meeting and the General Membership Meeting.

~ 2nd V. P. ROSE ~

- August 25 Met with Capt. Wilson about issues in Precinct 12.
- August 30 Argued the tuition reimbursement grievance.
- September 1 Met with Legal Director Jordan Watts.
- September 2 Met with several officers from Precinct 12; Met with Senator Ben Cardin about the National Collective Bargaining Bill.
- September 6 Responded to Precinct 2 for two of our officers who were involved in a shooting incident.
- September 7 Attended the Baltimore County Retired Officers Association Meeting.
- September 8 Met with the coordinator of our new web site.
- September 14 Visited various political headquarters for our endorsed candidates.
- September 20-22 Attended the State Conference in Ocean City.
- September 23 Attended a meeting for a Speed Camera policy.
- September 27 Attended the Executive Board of Directors Meeting and the General Business meeting.

~**SECRETARY FOLDERAUER**~

- August 27 Participated in the Lodge 4 Golf Tournament.
- September 19-23 Attended the 22nd Bi-Annual Conference of the Maryland State Lodge of the Fraternal Order of Police, Inc. The conference was held in Ocean City, Maryland.

September 21 Attended a meeting of the Political Action Committee.

September 27 Worked at the Lodge office and attended the Executive Board of Directors Meetings and the General Membership Meeting.

STATE TRUSTEE

~Don Patterson~

8/27 Coordinated and participated in Lodge 4 Golf Tournament.

9/18-22 Attended Maryland State FOP Conference in Ocean City.

I attended the Maryland State FOP Conference in Ocean City from September 18 through 22. I arrived on Saturday September 18 and assisted Ocean City Lodge 10 with preparing agenda's and gift packs.

On Sunday the 19th, I assisted State Lodge Recording Secretary Schubert and Corresponding Secretary McIntyre with Conference registration.

On Monday the 20th, I was appointed as Chairman of the Credentials Committee by State Lodge President Bartlett. Each day I gave a report as to how many delegates were in attendance.

Business started on Monday, September 20th with National President Chuck Canterbury and National Treasurer Penozza speaking and both stating they were seeking re-election to their positions. Both expect to have opponents in Salt Lake City, UT in 2011. All committee reports were given and the endorsement process for Governor was explained.

On Tuesday the 21st, nomina-

Bereavements

**Retired Brother
Clifton W. Morsberger**

**Retired Brother
Arthur J. Martin, Jr.**

**Retired Brother
Glenn A. Reese**

**Ruth A. Gerst
Mother of Retired Brother
Bernard J. Gerst**

**Andres San Juan
Father-in Law of Brother
Richard R. Pussler**

**T. Howard Jackson, III
Father of Brother
Matthew C. Jackson**

**Peggy Smith
Mother of Brother
Dwight A. Randall**

**James P. Rommel, Sr.
Father of Brother
James P. Rommel, Jr.**

**Marion Wexler
Sister of Lodge 4 Adminis-
trative Assistant Juanita L.
Bouthner**

tions were made for all State Line Officer positions. All current officers ran for re-election and all were unopposed.

Former Governor Bob Ehrlich spoke to the delegation and asked for our endorsement. Later, Governor Martin O'Malley also spoke to the delegation.

A bylaw change was proposed and read by Brother Lou Lagna. The change put in writing the duties of the State Lodge Treasurer which are current practice.

- The Earl Kratsch Lifetime Achievement Award was presented to Brother Dick Simmons from Lodge 3. The State Lodge Member of the Year was presented to Adam Streight and Ken Russell from Cecil County Lodge 2.
- There were 361 delegates, 13 alternates, 2 National Officers and 4 guests.
- After close of business on Tuesday 9/22/10, Lodge 4 met to discuss our decision on who to endorse for Governor. After brief discussion, a vote was held and the result was 20 to 12 to have Lodge 4's 2816 votes representing our membership cast for Former Governor Bob Ehrlich.
- Wednesday, September 22nd started with Chaplain Merkle presiding over a memorial service. As usual, Chaplain Merkle did an outstanding job. A special part of the ceremony was a cake that was prepared by Ace of Cakes in Baltimore, which became famous by appearing on The Food Network. This cake was a gift from Lodge 10 to the State Conference. The cake was multilayered with the bottom featuring patches from agencies across the state. Layer 2 was the thin blue line with names of officers who died in the line of duty, including Mark Parry and Mike Howe. The 3rd layer was colored like the state flag and the top layer was the FOP star.
- Since there were no contested races for State officers, the "rules and procedures for ballots" report was waived.
- Next came the endorsement for Governor. The process was set in a bylaw at the 2008 State Conference in Solomons Island.



The cake that was prepared by Ace of Cakes in Baltimore. This memorial cake was a gift from Lodge 10 to the Maryland State FOP Conference.

Each registered lodge in attendance at the State Conference would have their trustee cast a vote, which was equal to the number of members that lodge has on its roll. For example, I cast a vote that was registered as 2,816 votes. A candidate must attain at least 60% of the vote lodges registered. There were 51 lodges in attendance, representing 18,190 members. Former Governor Ehrlich received 63.5% of the votes of lodges in attendance. Therefore, he received the endorsement from the Maryland State FOP.

- On Wednesday evening, I attended the President's dinner where the State Officers were sworn in, along with President Weston, Past President Caslin, First Vice President Comegna, Chair of the Board and State Secretary Schubert, Chaplain Merkle, Brother Lagna, Brother Bergin and Sister Patterson.

EXECUTIVE BOARD OF DIRECTORS REPORT

~ Kenny Schubert~

- An Executive Board of Directors meeting was held on September 27, 2010. The meeting was called to order at 5:00 p.m. Sergeant At Arms Bergin was on vacation, Brother Rommel was excused, and Brother Massey 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 Golf Tournament was held on Friday, August 27 at Rocky Point Golf Course in Essex. 144 golfers participated and a good time was had by all. There was a total income of \$16,502 and expenses of \$13,330 for a profit of \$3,172.

BULLROAST COMMITTEE

~Ken Schubert~

- The Annual FOP Lodge 4 Bull & Oyster Roast will take place on March 27, 2011 at Tall Cedars hall in Parkville.

GRIEVANCE COMMITTEE

~Dave Rose~

- On August 30, 2010 I argued the tuition reimbursement grievance. The grievance was over which year reimbursement for Educational Assistance should be credited if the class started in

The Fourword

one fiscal year and ended in another. The County argued that its own internal policy is to credit the reimbursement in the year in which the class is completed. They did acknowledge that this "internal policy" is not published anywhere and is probably unknown to general employees. The grievance argued that he should be paid because he followed the policy as written and should not be held to a provision that is not known to general employees.

- On September 15, 2010 I received the grievance decision that was dated September 1, 2010. The grievance was denied at the Step #3 level. Bro. Flaherty requested an appeal of the decision to arbitration. A copy of the decision was sent to our labor attorney Jeff Gibbs. His recommendation is that this is not a good case for arbitration and our efforts would be better served by making changes to the Educational Assistance Policy in future negotiations. The grievance committee members met to discuss a possible appeal. The issue of educational assistance is a county policy and is contained within the Memorandum of Understanding, therefore eligible to be appealed to arbitration. Article 8 Section 8.3 of the Memorandum of Understanding states "In no case may an employee use the mechanism for binding or advisory arbitration without the approval of the FOP." The opinion of our attorney had a lot of influence on the committee member's decision on whether or not to appeal the grievance. A motion was made to not fund the grievance to arbitration. The

motion passed. The committee recommendation was presented to the Executive Board of Directors and passed.

LEGAL ADVISORY COMMITTEE

~Dave Rose~

- The Michele Starks retirement appeal case that was scheduled for a hearing at the Board of Appeals on July 29, 2010 was postponed.

PENSION COMMITTEE

~ Cole Weston ~

- The Pension Board of Trustees met on September 14, 2010 and approved eleven service, drop, and vested retirements. One accidental and three ordinary disability retirements were also approved. One over 65 physical failed resulting in a service retirement.

POLICY REVIEW COMMITTEE

~Dave Rose~

- The committee has received 8 new policies to review this month. One of those policies involved the discipline section of the Administrative Manual. After some conversations with a member from Planning and Research, minor corrections were made.

- A meeting was held on September 24, 2010 in reference to the way speed camera violations for on duty personnel are being handled. There was more discussion on how these should be handled but no agreement has been reached.

Lodge 4 Members,

I wish to thank everyone for their kind and thoughtful well wishes, cards, e-mails, phone calls, Mass and Remembrance Cards, and religious medals some of you sent to me, and especially for your support and prayers, these past 5+ months.

I am hopeful now that the 3rd - and final - renal cryoablation procedure is completed, that this alternative treatment option will have killed all of the cancer cells in the affected kidney and that I will remain cancer-free.

Again, I urge all of you to have regular check-ups by your family doctor as the life you save may be your own. A simple blood test found my kidney cancer before it spread outside of the kidney walls to other organs. I was fortunate in that regard.

Believe me, the three words you never want to hear are: "You have cancer." It rocks and changes your entire world.

Thank you all, again, for your kindness to me.

*Sincere regards,
Larry Sibley*

**Association of
Baltimore County
Retired Police
Meeting**

November 2

**Held at Parkville Heritage
Gardens at 7:30 p.m.**

**POLITICAL ACTION
COMMITTEE**
~Steve Comegna~

- The Political Action Committee met on Tuesday September 21, 2010. The following motions were presented to the Executive Board of Directors:
- To endorse United States Congressman C.A. "Dutch" Ruppersberger (U.S. District # 2) in his re-election campaign.
- To endorse candidate Tom Quirk in his campaign for Baltimore County Councilman in District # 1.
- To endorse candidate Kevin Kamenetz in his campaign for Baltimore County Executive.
- To donate \$1000.00 to the campaign of Baltimore County Council candidate David Marks (District #5)
- To donate \$2000.00 to the campaign of Baltimore County Council candidate Tom Quirk (District #2)
- To donate \$2000.00 to the campaign of Baltimore County Executive Candidate Kevin Kamenetz.
- To purchase a "Patron" sponsor to a fundraiser being held by State Delegate Steve Lafferty (District # 42) on Wednesday September 29, 2010. . The cost

is \$250.00.

- To purchase one ticket to a fundraiser being held by State Delegate Mike Weir, Jr. on Sunday October 03, 2010. The ticket cost is \$100.00 for a total PAC expenditure of \$100.00.
- To purchase a "Checkered Flag Sponsorship" to a fundraiser being held by State Senator Kathy Klausmeier on Tuesday October 05, 2010. The sponsorship cost is \$250.00.
- To purchase two tickets to a fundraiser for Baltimore County State's Attorney Scott Shellenberger on Thursday October 07, 2010. The ticket cost is \$150.00 each for a total PAC expenditure of \$300.00.
- To purchase two tickets to a fundraiser being held by the Citizens for Better Government 8th District Slate on Friday October 08, 2010. The ticket cost is \$40.00 each for a total PAC expenditure of \$80.00.
- To purchase a "Chardonnay Sponsorship" to a fundraiser being held by State Delegate Susan Aumann (District # 42) on Friday October 15, 2010. The sponsorship cost is \$250.00.
- These motions were presented to the Executive Board on Monday September 27, 2010. Each motion received a proper second. They were discussed and voted upon. The Executive Board of Directors approved these motions.
- These motions were presented to the General Membership on Monday September 27 2010. Each motion was made, received a proper second and was voted upon. The General Membership approved these motions.

**REPORT OF
LEGAL COUNSEL**
~Mike Marshall~

- Mike Marshall responded to PC2 on September 6, 2010 for an officer-involved shooting. The investigation went smoothly.
- As of October 1, 2010 only those IAS cases with a disposition of "Sustained" may be used in a court proceeding against an officer to discredit him/her .

GOOD OF THE ORDER

- President Weston thanked Mike DiCara for working the FOP booth at The Baltimore County Police Community Relations Council 6th Annual Public Safety Day at Hunt Valley Towne Centre on September 11th. It provided a great opportunity for the organization to continue positive interaction with the public.
- Brother Schubert thanked all the delegates to the Maryland State

**LODGE 4
"FALLEN HEROES"
MEMORIAL
SCHOLARSHIP AWARDS**

Applications for the Fall, 2011/ Spring, 2012 scholarships are available now by contacting Lodge 4. Eight (8) \$3,000.00 awards are made each year.

The deadline to return the completed application with required attachments is February 1, 2011.

Contact the Lodge 4 Office for more information.

FOP Conference for their professional demeanor and hard work during the conference.

- Brother Patterson advised that at the State FOP Conference, Brother Schubert was re-elected as State FOP Recording Secretary and Brother Merkle was re-elected as State FOP Chaplain.
- Nominations were taken for elections for five positions on the Executive Board of Directors. All members are encouraged to look for the ballot in the mail, make an informed decision, and to vote accordingly.
- During the month of September, the Lodge sent five (5) flower arrangements and nine (9) sympathy cards to bereaving members. Three fruit/snack baskets were sent to members who were hospitalized. Ten (10) "Thank You" cards were received.
- The meeting was adjourned at 8:33 pm.



FOP Lodge 4 Supports Baltimore County General Employees in Their Effort to Obtain Binding Interest Arbitration

VOTE FOR BALTIMORE COUNTY QUESTION "A"

SOURCE: CHARTER AMENDMENT

TITLE: BINDING ARBITRATION FOR MERIT SYSTEM EMPLOYEES

Section 801 of the Charter of Baltimore County is amended to provide: "The county council is further authorized to provide by law a system of binding arbitration by a neutral arbitrator to resolve disputes concerning wages, hours and other terms and conditions of employment arising out of the negotiation of a collective bargaining agreement with the certified exclusive representatives of the remaining represented Baltimore County Merit System Employees." Any law so enacted shall prohibit strikes or work stoppages by Baltimore County Merit System Employees.

Family and Medical Leave Act (FMLA) Changes

Effective October 4, 2010, all employees must submit their requests for Family and Medical Leave (FMLA) and supporting documents directly to the Office of Human Resources.

Requests can be submitted through inter-office mail - Human Resources, Attention: FMLA, mailstop #62 or via the Postal Service - Office of Human Resources, 308 Allegheny Avenue, Towson, MD 21204

Employees should continue to notify their supervisors of their need for FMLA and follow agency reporting procedures.

For more information call 410-887-3908 or visit BCnet.

The November

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

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

at
FOP Lodge 4
9304 Harford Road

The December

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
December 27, 2010
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road