



The Fourword

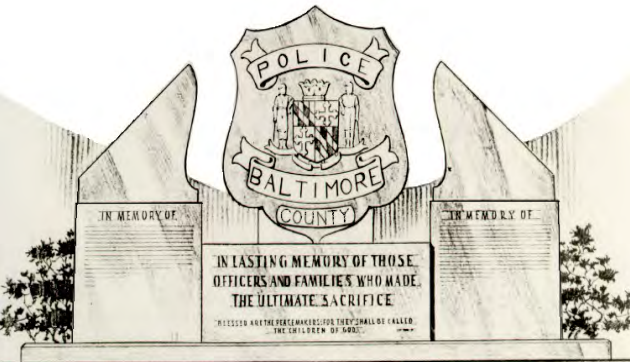
Volume 44 Number 3

March 2016

Fallen Heroes Day

May 6, 2016 at 1:00 p.m.

Dulaney Valley Memorial Gardens
200 East Padonia Road
Timonium, Maryland 21093



Baltimore County Police Memorial Day

May 13, 2016

10:00 a.m.

Courthouse Plaza,
401 Bosley Avenue
Towson, Maryland 21204

NATIONAL LAW ENFORCEMENT OFFICER MEMORIAL DAY

May 15, 2016
United States Capitol
Washington, D.C.



Representing the Professional Police Officers of Baltimore County





**MEETING MINUTES
February 2016**

- The February General Business meeting was held on February 22, 2016 at FOP Lodge 4. President Weston called the meeting to order at 7:30 p.m. Brother Tony DiCara gave the invocation. President Weston led the Pledge of Allegiance.

ROLL CALL OF OFFICERS

- Sister Kraemer was sick and Brother Rommel was excused, all other Officers were in attendance as well as Legal Advisor Mike Marshall.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

- A motion was made by Brother Grumbach to accept the minutes of the December General Membership Meeting. A second was made by Brother King. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT WESTON ~

- January 27– Addressed the In-Service training class.
- January 28– Met with Senator Zirkin concerning the proposed changes to the LEOBR.
- January 29– Telephone conference with the FOP Lodge #4 negotiation team.
- January 30– Attended the Maryland State FOP meeting hosted by Anne Arundel County FOP

Lodge #70.

- February 1– Met with members interested in starting a critical incident support group for Baltimore County police officers.
- February 3– Addressed the In-Service training class.
- February 4-6– Attended the Leadership Matters seminar sponsored by the National Fraternal Order of Police in Nashville, TN.
- February 8– Attended the oral arguments at the Court of Special Appeals in the Brandt Bradford case.
- February 10– Addressed the In-Service training class.
- February 11– Met with Delegate Sydnor in reference to the proposed changes to the LEOBR.
- February 15– Met with counsel concerning possible ADA violations and attended the Lodge #4 Executive Board of Directors meeting.
- February 16– Attended the viewing for Harford County Senior Deputy Patrick Dailey.
- February 17– Addressed the In-Service training class.
- February 18– Responded to a Police Involved shooting in the Essex Precinct.
- February 19– Attended the viewing for Harford County Deputy First Class Mark Logsdon.
- February 20– Attended the funeral service for Harford County Deputy First Class Mark Logsdon.
- February 22– Met with Senator Zirkin in reference to the proposed changes to the LEOBR and chaired the Lodge #4 General Membership meeting.

LODGE 4 OFFICE

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Baltimore, Maryland 21234
Phone (410) 668-0004
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ELECTED OFFICERS

Cole B. Weston
President
(443) 956-2679

Steven G. Comegna
1st Vice President
F.O.P. Lodge 4
(410) 409-0293

David M. Rose
2nd Vice President
F.O.P. Lodge 4
(443) 956-2643

Donna M. Patterson
Lodge Secretary
PC-12
(410) 365-8481

Robert W. Caskey
Treasurer
CID-Robbery
(443) 956-2615

W. Don Patterson
State Trustee
Retired

Ryan Massey
Sergeant at Arms
CID - Homicide

Anthony DiCara
Chaplain
PC-8

L. Timothy Caslin
Past President
Retired

EXECUTIVE BOARD of DIRECTORS

Kenneth F. Schubert
Chairman
Retired
(410) 404-2788

Mike DiCara
Vice Chairman
PC-4

Thomas G. Scally
CID - Arson
David Sweren
PC-6

Kathy Kraemer
PC-6
Michael Cortes
RATT

James P. Rommel, Jr.
PC-11
Joe Caskey
Retired

Ryan Franks
CID-Property
Patrick Zito
Retired

LODGE STAFF

Juanita Bouthner—Administrative Assistant
Nancy Skinner—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.

Fourword Editors
Donna Patterson
Don Patterson

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~ 1st V. P. COMEGNA ~

- January 30– Attended the quarterly meeting of the Fraternal Order of Police, Maryland State Lodge, Inc., which was held at Lodge #70 in Anne Arundel County.
- February 1– Met with President Weston and two members who were interested in starting a Critical Incident Support Group.
- February 2 and 3– Attended required annual In-Service Training.
- February 4– Attended a meeting of the Department’s Diversity and Inclusion Committee.
- February 8– Attended a meeting of the Negotiations Committee.
- February 11– Attended the monthly meeting of the Police Assistance and Relief Fund (P.A.R.).
- February 12– Attended a meeting of the P.A.R. Fund’s “Tractor Trot” Committee and visited Precinct 8.
- February 15– Attended the February 2016 Lodge #4 Executive Board of Directors meeting.
- February 16– Attended the viewing for Harford County Sheriff Senior Deputy Pat Daily.
- February 17– Attended a meeting of the Department’s Diversity and Inclusion Committee.
- February 18– Attended the viewing for Harford County Sheriff Deputy First Class Mark Logsdon.
- February 22– Attended the Lodge #4 General Membership meeting.
- January 28– Met with a member to discuss possible ADA violations and attended a Body Worn Camera meeting.
- January 29 – Attended the Maryland State FOP meeting at Lodge #70.
- February 1– Attended the Maryland State FOP Legislative Committee meeting.
- February 3 – Worked with Kathleen Cahill to prepare and obtain the Temporary Restraining Order (TRO) in Circuit Court.
- February 4 – Met with several legislators in Annapolis to discuss the FOP position on upcoming bills affecting the LEOBR.
- February 5 – Worked with Kathleen Cahill to prepare for the TRO hearing on February 10, 2016.
- February 8 – Attended a meeting of the Negotiations Committee and the Maryland State FOP Legislative Committee.
- February 9– Met with Kathleen Cahill and a member to prepare for the TRO hearing.
- February 10– Attended the TRO hearing.
- February 11– Attended a meeting of the Body Worn Camera Committee .
- February 12– Met with a member to discuss the TRO hearing outcome and attended the Lodge #4 Executive Board of Directors meeting.
- February 18– Met with Colonel Burris to discuss several personnel issues and attended a meeting of the Pension Board of Trustees.
- February 19– Attended a meeting in Annapolis to discuss bills directly affecting the LEOBR and attended the Maryland State FOP Legislative Committee meeting.
- February 22– Met with officers of the Maryland State FOP and

general counsel in Annapolis to discuss HB 1016, attended the Maryland State FOP Legislative Committee meeting to discuss 30 proposed bills affecting law enforcement and attended the Lodge #4 General Membership meeting.

SECRETARY PATTERSON

- January 30 –Attended the Maryland State FOP meeting at Lodge #70.
- February 4-6– Attended the National FOP Leadership Matters training in Nashville.
- February 15– Attended the Lodge #4 Executive Board of Directors meeting.
- February 22– Attended the Lodge #4 General Membership meeting.

~TRUSTEE PATTERSON~

- January 30-Attended the Maryland State FOP meeting at Lodge #70.
- February 4-6– Attended the National FOP Leadership Matters training in Nashville.
- February 15– Attended the meeting of the Lodge #4 Executive Board of Directors.
- February 22 - Attended the Lodge #4 General Membership meeting.

~2nd V. P. ROSE~

- January 27– Met with Attorney Kathleen Cahill to discuss our ADA cases.



**EXECUTIVE BOARD
OF DIRECTORS REPORT**

~ Ken Schubert~

- An Executive Board of Directors meeting was held on February 15, 2016. The meeting was called to order at 1:30 pm. Brother Bob Caskey was working. All other board members and Legal Advisor, Mike Marshall were in attendance.
- 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 Lodge #4 Annual Golf Tournament will be held on Friday, August 26, 2016. The start time will be 8:00am at Rocky Point Golf Course in Essex. The cost of the tournament will be \$100. Call the lodge to reserve your foursome.

BULL ROAST

~Ken Schubert~

- The Lodge #4 Annual Bull & Oyster Roast and Shrimp Feast was held on Sunday, March 20, 2016 from 1:00-6:00 pm at the Tall Cedars Hall, 2501 Putty Hill Avenue, Parkville, MD 21234.

BYLAWS COMMITTEE

~Donna Patterson~

- Second Vice President Comegna submitted a proposed change to Article IV of the Bylaws. The proposed change was read at the February General Membership

meeting and is posted in this issue of the Fourword. It will be read and discussed again at the March General Membership meeting. It will be voted on at the April General Membership meeting.

**DONATION REVIEW
COMMITTEE**

~Mike DiCara~

- The Donation Review Committee met and discussed the following motions:
- To donate \$1000 as a Blue Ribbon Sponsor to the Concerns of Police Survivors for National Police Week.
- To donate \$550 to the Maryland Law Hockey Team.

GRIEVANCE COMMITTEE

~Dave Rose~

- On January 4, 2016, the post hearing memorandums in our step 3 grievance over the health care splits were submitted. The decision from Hearing Officer Stahl was received and our grievance was denied. The decision was short and offered very little explanation. We have 30 days to appeal to step 4. The Grievance Committee will be discussing the option with our counsel.

**LEGAL ADVISORY
COMMITTEE**

~Dave Rose~

- The retiree health care subsidy case was presented at the Maryland Court of Appeals on November 9, 2015. We are waiting for a decision.
- On February 2, 2016 we filed a Temporary Restraining Order against the Chief of Police for an

order placed against one of our members that we feel violated the Americans with Disabilities Act (ADA) by compelling medical treatment. The hearing was in front of Judge Alexander and at the conclusion of the hearing he granted the restraining order and scheduled a hearing on the merits for February 12, 2016.

- The County could not make the hearing on February 12, 2016 so the court scheduled it for February 10, 2016. The hearing was in front of Judge Nagle and lasted all day. At the conclusion of the hearing, Judge Nagle ruled from the bench to dissolve and that the order for compelled medical treatment could remain in place until a hearing on the merits of the case could be heard.
- There is a suit filed in Baltimore County Circuit Court. There has not been a schedule set by the court.
- We also have another member in a similar position in another precinct. The Legal Advisory Committee has agreed to support this case as well.
- The Brandt Bradford case was presented at the Court of Special Appeals on February 8, 2016. On February 24, 2016, nearly 4 years after he retired, the court issued a decision in favor of Bradford.
- Brandt Bradford retired in 2012 from the Baltimore County Police Department. The County Employee Retirement System denied a benefit he felt he earned for his 35 years of service. He appealed the decision of the ERS to the County Board of Appeals on April 4, 2013. In an opinion dated October 18, 2013 the Board of Appeals reversed the County ERS stating Bradford was entitled to the earned benefit.

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- The County filed an appeal to the Baltimore County Circuit Court and at a hearing on December 12, 2014 Judge Stringer issued an order affirming the Board of Appeals decision for Bradford.
- The County filed another appeal on January 12, 2015 to the Maryland Court of Special Appeals. The case was heard by the Court on February 8, 2016 after a couple of postponements. The Court issued an opinion dated February 24, 2016 affirming the Circuit Court decision.
- Brother Bradford has won this case on three appeal levels. Brandt's monthly pension should be adjusted to reflect option #7 and the current deduction recalculated. The ERS must now refund him for the deductions it should not have taken.

LEGISLATIVE COMMITTEE

~Cole Weston~

- HB 1016 was submitted containing all 23 recommendations made by the Public Safety and Policing Workgroup for changes to the LEOBR. The Maryland State FOP Legislative Committee met with the Chiefs and Sheriffs in an effort to work on joint amendments to the house bill..
- On February 23, 2016 testimony was presented in opposition of those recommendations.

NEGOTIATION COMMITTEE

~Cole Weston~

- On February 1, 2016, impasse was declared in the negotiation process. The committee will continue to meet. Arbitration dates are set for March 18 and 21, 2016.

PENSION COMMITTEE

~Dave Rose~

- On February 18, 2016, the Pension Board of Trustees met and approved eighteen (18) retirements. Three (3) were from the police department.

POLICY REVIEW COMMITTEE

~Dave Rose~

- The committee members reviewed nine (9) policies this month. There were no bargaining issues identified.
- The Body Worn Camera program is progressing. The department has received some equipment from the vendor and has begun testing with different type uniforms and daily police scenarios. There are still many issues with implementing the program such as developing a policy for use, redaction, PIA requests, etc.
- The Legislative Committee in Annapolis has completed their task of submitting recommendations to the MPCTC for Body Worn Camera minimum standards. Those standards have been received by the committee which intends to use them for guidance.
- The Policy Review Committee will review the policy just as it did for the Taser Camera program and will seek to negotiate on items it deems necessary to discuss with the administration.

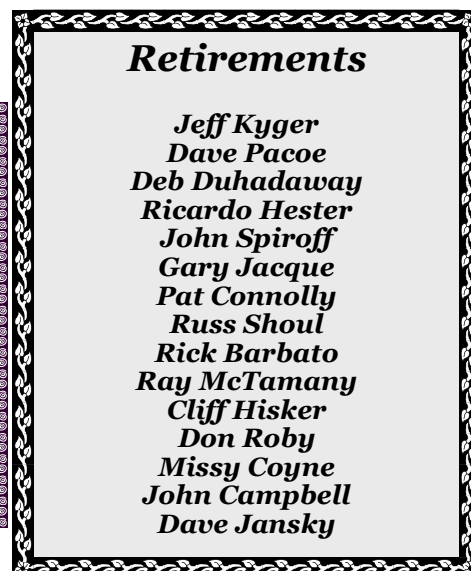
SCHOLARSHIP COMMITTEE

~Tim Caslin~

- The cut-off date for return was February 1, 2016. 38 applications were received by the committee. The committee will meet to narrow down the applicants and then conduct interviews.

GOOD OF THE ORDER

- During the month of February FOP Lodge #4 sent two (2) cards and flower arrangements to bereaving members. Two (2) donations were made in lieu of flowers. Nine (9) thank you cards were received. One (1) fruit basket was sent to a member recovering from illness.
- The Association of Baltimore County Retired Police are selling Challenge Coins to celebrate the 50th Anniversary of the organization. The price of each coin is \$12.00. They are available at Lodge #4 and at the Association's meeting nights. They are also available by mail. If you would like to order one or more coins send a check made out to Association of Baltimore County Retired Police Inc. to P.O. Box 411, Perry Hall, MD 21128, attention to Rick Fox. Please include \$5.00 for shipping for the first coin and \$2.00 for each additional coin.



A proposed change to the Constitution and Bylaws of Baltimore County Lodge # 4 of the Fraternal Order of Police, Incorporated.

Whereas: Each subordinate lodge is entitled to one (1) delegate for each fifty (50) active members as representation at the National Biennial Conference and

Whereas: Each subordinate lodge is also entitled to one (1) delegate for every fifty (50) active members as representation at the State Biennial Conference and

Whereas: In order to fully represent the members of F.O.P. Lodge # 4, we should strive to take our total delegation, when approved.

NOW THEREFORE BE IT RESOVLED THAT: The Bylaws Article IV Sections 5, 6 and 7 shall be repealed in their entirety and reenacted as follows (**bold text indicates new language**):

SECTION 5: ELECTION OF DELEGATES

Delegates and alternate delegates who represent the Lodge at either the National or State Biennial Conferences of the Fraternal Order of Police, shall be elected by the Lodge in the same manner as set forth in the Constitution and Bylaws for the election of Line Officers and Non-Line Board Members.

Any lodge member seeking election as a Conference Delegate or Alternate must have attended four (4) meetings in the preceding year (October General Business Meeting to September General Business Meeting), in order to be eligible for election. In addition, the President and Chairperson of the Executive Board of Directors may also nominate individuals who have served actively on committees, but have been unable to attend the required general business meetings as permitted in the Constitution, Article V, Officers, Section 2.

Proof of attendance shall be documented through the Attendance Roster available at each General Business Meeting, which is signed by each member attending the meeting.

SECTION 6: APPOINTMENT OF DELEGATES:

In the event that a lesser number of delegates were nominated than was approved by the Executive Board of Directors, the President has the authority, subject to the approval of the Executive Board of Directors, to appoint additional delegates up to the number previously approved by the Executive Board. The President shall also have the authority, subject to board approval, to appoint replacement delegates if an elected delegate is unable to attend a conference.

SECTION 7: NATIONAL BIENNIAL CONFERENCE

At least four (4), but no more than one (1) for each fifty (50) Active Members, shall be elected/**appointed** to represent the Lodge as delegates to the National Biennial Conference. Said delegates shall be elected/**appointed** only in even-numbered years, beginning in November 1986, and shall be Active members in good standing of the Lodge. A portion of the delegation shall consist of the President, Lodge Secretary, Chairperson of the Executive Board of Directors, State Trustee, and those elected/**appointed**. The President shall serve as the Lodge Caucus Chairperson.

SECTION 8: STATE BIENNIAL CONFERENCE

At least five (5), but no more than one (1) for each fifty- (50) Active members, shall be elected/**appointed** to represent the Lodge as delegates to the State Biennial Conference. Said Delegates shall be elected/**appointed** in the odd-numbered years beginning in November 1985, and shall consist of the President, Lodge Secretary, Chairperson of the Executive Board of Directors, State Trustee, the State Trustee-Elect, and those elected/**appointed**. The President shall serve as the Lodge Caucus Chairperson.

Section 8 of this Article shall be renumbered accordingly to Section 9

SB St. Baldrick's FOUNDATION Conquer Childhood Cancers

8th Annual Baltimore Heroes Event
April 10, 2016 – Martin's East
Family Fun Day for All Ages – FREE Admission

The St. Baldrick's Foundation is the largest volunteer-driven charity to fund childhood cancer research in the world. At the Baltimore Heroes Event, men, women, and children will shave their heads in solidarity with the children who lose their hair from harsh cancer treatments. All money donated to these brave shaves for their commitment to shave is donated to lifesaving childhood cancer research.

To join or donate to the Baltimore County Police team, visit:
<https://www.stbaldricks.org/teams/bc opd>

For more event or corporate sponsorship information, contact Dan Jarkiewicz at jark555@yahoo.com or 443-865-5937

Sunday, April 10th from 1 - 6 pm at Martin's East, located at 9000 Pulaski Highway, Middle River, MD

- Free Admission
- Carnival Games
- Face Painting
- Food and Drinks
- Music
- Auctions/Raffles
- Gaming Wheels
- Green Hair Spraying
- Irish Hair Braiding
- Balloon Animals

Meet some local "cancer warriors" and hear their inspiring stories of survival

BE A HERO FOR KIDS WITH CANCER!

The April

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
April 25, 2016
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road

The May

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
May 23, 2016
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road