



The Fourword

Volume 49 Number 3

March 2021

PRESIDENT'S MESSAGE

Common misconceptions about The Law Enforcement Officers Bill of Rights (LEOBR) have continued to spread and grow as police reform remains one of this legislative session's prominent issues. For years, the Baltimore County FOP Lodge #4 has been committed to enforcing responsible policing and accountability across our county and state. Irresponsible policing is not a result of LEOBR, but rather, years of policy failures by management.

For example, methods like *Broken Windows Policing*, introduced in 1982, which argued that maintaining order by policing low-level offenses could prevent more serious crimes, incident-driven policing in the early 1990's, and zero tolerance policing in the late 1990's and early 2000's (both implemented by legislative bodies and chiefs), have resulted in damaged relationships with the citizens officers are meant to protect.

To be clear, these decisions were not made by rank-and-file officers. They were conceived and enforced by those in command positions. Commanders draft all policies, strategies, and methods. As a result of many of these failed initiatives, law enforcement officers today are paying the price for antiquated policies they were required to enforce. Instead of blaming rank and file officers, commanders should be held accountable for many of the failures we are witnessing.

For additional context, the LEOBR was implemented in 1974 to prevent police chiefs from terminating officers indiscriminately for political expediency or personal bias – not to protect bad cops. We have seen examples of this in the recent lawsuit brought against the Maryland State Police by a group of African American officers. The LEOBR was implemented to expose unbiased truth in investigations, not to achieve a desired result. Simply put, the system is not broken. Today, agencies mismanage the process and then blame the LEOBR to cover for their broad incompetence. Eliminating the LEOBR in the name of police reform is a disservice to the overwhelming number of law enforcement officers who perform their duties honorably and professionally.

Police reform is essential. However, meaningful reform will not happen with the elimination of a fair, due process system with 47 years of case law to support it. It is, however, the implementation of practices that promote community engagement, conversation, and interaction between law enforcement and those they serve, that will promote positive change. The removal of this process will have unintended consequences. Already, too many good officers are choosing to resign, and others interested in serving suggest some level of discouragement or concern about joining the profession.

Officers are not perfect. Like all humans, they cannot operate under the expectation of perfection and infallibility. No one can. It's time to come together to discuss how we can make real change. A solution can only be accomplished through honest dialogue around accountability, safety, and devotion to those we serve.



Representing the Professional Police Officers of Baltimore County





**MEETING MINUTES
February 2021**

- The February General Business meeting was held on February 22, 2021 at the Tall Cedars Lodge. President Rose called the meeting to order at 7:30 p.m. Chaplain DiCara gave the invocation and President Rose led the Pledge of Allegiance.

ROLL CALL OF OFFICERS

- Trustee Patterson and Brother Bollinger were absent, all other board members were present. There was no Legal Counsel present.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

- A motion was made by Brother Garnek to accept the minutes of the February meeting. A second was made by Brother Scally. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT ROSE ~

- February 1– Drafted the letter of Impasse and participated in the Maryland State FOP Legislative Committee meeting.
- February 2– Addressed the In-Service Training class and testified in the Budget and Taxation Committee on SB463.
- February 3– Testified in the House Appropriations Committee on HB91 and received the

2nd dose of the COVID vaccine.

- February 4– Visited Precinct 9.
- February 5– Met with Colonel Hlavach to discuss updates to the Disciplinary Matrix and met with Kelly Fenner to discuss a mentoring program.
- February 8– Participated in the Maryland State FOP Legislative Committee meeting.
- February 9– Attended the Pension Board of Trustees meeting, discussed the Diversity and Inclusion days proposal with Deputy Administrative Officer Vetter and attended a Maryland State FOP Legislative Committee meeting with the Maryland Chiefs Association.
- February 10– Met with 2 members to discuss retirement options, met with Chief Hyatt to discuss the Maryland Chiefs position as well as her position on the LEOBR bills in Annapolis and participated in a Maryland State FOP Legislative Committee meeting.
- February 11– Discussed LEOBR bill and strategy with the Maryland State FOP President Boatwright, participated in the Maryland State FOP Legislative Committee meeting, attended Precinct 9 afternoon roll call and participated in a meeting with FOP Lodge #35 to discuss upcoming legislation in Senate Judicial Proceedings Committee.
- February 12– Spoke with County Executive Olszewski about upcoming legislation in Annapolis, attended the Lodge #4 Executive Board meeting with Chief Hyatt, participated in a Maryland State FOP Legislative Committee meeting before watching the Senate Judicial Proceedings Committee meeting on SB 627 and participated

LODGE 4 OFFICE

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ELECTED OFFICERS

David M. Rose
President
(443) 956-2643

Ryan Massey 1 st Vice President FOP Lodge#4 (443) 865-0237	Mike DiCara 2 nd Vice President PC-4 (410) 299-8835
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Donna M. Patterson Lodge Secretary Retired (410) 365-8481	Robert W. Caskey Treasurer CIB (443) 956-2615
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W. Don Patterson State Trustee Retired	Kathy Kraemer Sergeant at Arms Retired
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Anthony DiCara Chaplain Training	Cole B. Weston Past President Retired
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EXECUTIVE BOARD of DIRECTORS

Kenneth F. Schubert Chairman Retired (410) 404-2788	Ryan Franks Vice Chairman PC-1
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Thomas G. Scally Retired David Sweren CIB Joe Peach PC-8 Robert Graff PC-6	Carroll Bollinger Retired Chris Hodnicki CIB-GET Matt Krauch CIB-VCU Steve Comegna PC-3
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LODGE STAFF

Nancy Skinner—Administrative Assistant

LEGAL ADVISORS

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

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

Fourword Editor
Don Patterson

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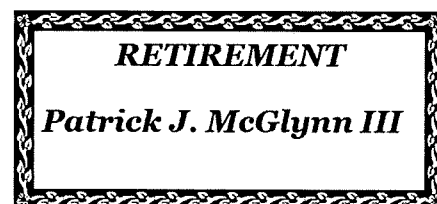
- in the Maryland State FOP Legislative Committee meeting after the hearing closed.
- February 13– Participated in the Emergency Maryland State FOP Legislative Committee meeting, spoke with Maryland State FOP President Boatwright about legislation strategy and drafted and sent several letters to the entire Baltimore County Delegation and Senate Judicial Proceedings Committee.
- February 14– Participated in a zoom conference call with FOP Lodge #35, labor leaders across Maryland, AFL-CIO, AFSCME, IAFF and the Chair and Vice Chair of Senate Judicial Proceedings.
- February 15– Chaired a Negotiations Committee meeting, participated in the Maryland State FOP Legislative Committee meeting, watched the Senate Judicial Proceedings Committee meeting on SB 627 and discussed upcoming legislation with Senator Sydnor and Senator West.
- February 16– Met with Director Anderson and Director Benjamin about the Diversity and Inclusion days and agreement for the MOU, spoke with members at In-Service Training, attended the Lodge #4 Executive Board of Directors meeting and a Maryland State FOP Legislative Committee meeting.
- February 17- Chaired a Negotiations Committee meeting with the County Administration.
- February 18- Attended the PAR Fund meeting, met with a member to discuss retirement options and watched the Senate Judicial Proceeding Committee hearing on LEOBR repeal.
- February 19- Met with Senator Kathy Klausmeier and members of the Maryland State FOP Legislative Committee.
- February 20 - Discussed the status of the LEOBR and other bills with Maryland State FOP President Boatwright.
- February 21- Met with members of the Maryland State FOP Legislative Committee to discuss upcoming testimony on legislation for the week.
- February 22- Attended the Maryland State FOP Legislative Committee meeting and Chaired the Lodge #4 General Membership meeting.
- February 16- Attended the Lodge #4 Executive Board of Directors meeting.
- February 17- Attended a Negotiation Committee meeting with the County Administration.
- February 22- Attended the Maryland State FOP Legislative Committee meeting and the Lodge #4 General Membership meeting.

2nd V.P. DICARA

- February 2– Attended roll calls to discuss pending LEOBR legislation.
- February 9– Attended a board meeting with the Maryland State FOP to discuss pending LEOBR legislation.
- February 12– Attended an Executive Board of Directors meeting with Chief Hyatt and a virtual session of the Maryland Senate Judicial Proceedings Committee.
- February 15– Attended a Negotiations Committee meeting.
- February 16– Attended the Lodge #4 Executive Board of Directors meeting.
- February 17- Attended a Negotiations Committee meeting with the County Administration.
- February 19- Attended a virtual hearing of the Maryland Senate Judicial Proceedings Committee on pending LEOBR legislation.
- February 22- Attended the Lodge #4 General Membership meeting.

1st V. P. MASSEY~

- January 26– Attended the Negotiations Committee with the County Administration.
- January 27– Attended a Web-ex meeting on Disciplinary Matrix.
- January 28– Attended a meeting with a member and Colonel Davis.
- January 29– Attended an emergency Executive Board meeting in reference to LEOBR.
- February 1- Attended a meeting with the Maryland State FOP Legislative Committee.
- February 2– Addressed the In-Service Training class and attended roll call at Precinct 7.
- February 5- Met with Colonel Hlavach in reference to the Disciplinary Matrix.
- February 8- Attended a meeting of the Maryland State FOP Legislative Committee.
- February 9- Addressed the In-Service Training class with President Rose.
- February 10-14- Attended the National FOP's Leadership Matters training in Nashville.
- February 15- Attended the State FOP Legislative Committee meeting and a meeting of the Negotiations Committee.



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SECRETARY PATTERSON

- February 9– Attended a meeting of the Maryland State FOP Executive Board to discuss pending LEOBR legislation.
- February 12- Attended a Lodge #4 Executive Board meeting with Chief Hyatt.
- February 15- Attended a meeting of the Negotiations Committee.
- February 16- Attended the FOP Lodge #4 Executive Board of Directors meeting.
- February 17- Attended a Negotiations Committee meeting with the County Administration.
- February 22- Attended the Lodge #4 General Membership meeting.

TREASURER CASKEY

- Treasurer Caskey reported on Lodge #4 finances.

TRUSTEE PATTERSON

- February 9– Attended the Pension Board of Trustees meeting and a Maryland State FOP meeting on pending LEOBR legislation.
- February 12– Attended the Lodge #4 Executive Board of Directors meeting with Chief Hyatt.
- February 16- Attended the Lodge #4 Executive Board of Directors meeting.

EXECUTIVE BOARD OF DIRECTORS REPORT ~ Ken Schubert~

- An Executive Board of Directors meeting was held February 16, 2021. The meeting was called to order at 1:30 pm. Treasurer Cas-

key, Brother Scally and Brother Hodnicki were excused, all other board members were in attendance as was Legal Advisor Chaz Ball.

- 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

DONATION REVIEW COMMITTEE

~Ryan Franks~

- The Committee met and brought forth the following motions to the Executive Board.
- To make a \$200.00 donation to the Stella Maris Annual Wine Tasting Event on April 24, 2021. The event is hosted by our State Lodge Lobbyist Frank Boston.
- To make a \$200.00 donation to the 2nd Annual SOY event on April 3, 2021. SOY stands for Save Our Young and the coordinator is Brother Kawahn Young from Precinct 3.
- To make a \$1,900.00 donation to the Annual PAR Fund Golf Tournament to pay for the cart gift for players. This request was made by Brother Comegna.
- The motions were passed by the Executive Board on February 16, 2021 and there was no opposition from the membership.

HEALTHCARE REVIEW COMMITTEE

~Mike DiCara~

- The labor members of the HCRC met with our healthcare consultant on January 27, 2021 to develop our initial proposal for

2022 plan offerings. That proposal was formalized in writing and submitted to County Administrative Officer Rogers on February 3, 2021.

- The next meeting with the County to discuss this proposal is scheduled for April 6, 2021.

LEGAL ADVISORY COMMITTEE

~Ryan Massey~

- POFC. Workenaouer resigned on January 26, 2021, prior to her Trial Board.
- POFC. Allen Trial Board scheduled for February 2, 2021 was postponed.
- Corporal Brennan Trial Board is scheduled for March 16, 2021.
- POFC. Taylor Trial Board is scheduled for May 27, 2021.
- POFC. Johnson Trial Board is pending.

LEGISLATIVE COMMITTEE

~Dave Rose~

- The State FOP Legislative Committee has met weekly in preparation for the current legislative session. The State Board has retained the services of KO Public Affairs to assist in our communications strategy with the legislators and the citizens.
- KO Public Affairs has set up a website, "keepmarylandsafe.com" so members can get up to date information on legislation and click the "Take Action" button and easily send their opposition to various bills to House and Senate members. We are asking you to contact any elected official and ask them to support law enforcement and oppose the bills to repeal the LEOBR. As of this

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date we have over 50,000 emails sent. We now have asked everyone to start calling each elected official.

- The attacks on the LEOBR continue as several bills have been introduced that will greatly change the way policing will be done in the future.
- The Senate, on Thursday, February 18, 2021 passed SB627 repeal of the LEOBR strictly by partisan lines. Every democrat voted to repeal and every republican not only voted to keep several key portions but added amendments in favor of police. There simply was not enough republicans on the committee.
- Several days later, the Committee reconvened for additional discussions on more amendments that were introduced. After much debate, several amendments that the FOP was advocating for were passed with bipartisan support. The bill will now go to the floor for debate and vote.
- I would like to thank Senator West from Baltimore County for his unwavering support. We were in constant communication throughout the entire process. The other Senators who supported the FOP are, Senator Hough, Senator Cassilly, Senator Bailey, Senator Smith and Senator Waldstreicher.
- We need to focus our attention on HB 670 "Repeal of the LEOBR" and HB 671 "Personnel and Investigatory Records" in the House of Delegates Judiciary Committee.
- We have posted the weekly State FOP legislative chart on our website so the membership can look up the FOP's position on numerous bills. We also have a link so you can go to the General Assembly website and look up individual legislation.
- Please continue to check our so-

cial media, Facebook, Twitter and Instagram for updates. We are also sending out information on our new app.

NEGOTIATION COMMITTEE ~Dave Rose~

- The Committee met with the County on February 17, 2021. We had some constructive discussion over the implementation of the Diversity and Inclusion days. We have the list of arbitrators and our attorney has communicated with the County on proceeding with strikes to select an arbitrator. We sent the Notice of Impasse on February 3, 2021. We will continue to negotiate in good faith throughout the arbitration process to reach an agreement.

PENSION COMMITTEE ~Don Patterson~

- At the February 9, 2021 Pension Board of Trustees meeting, the trustees approved thirty-two (32) total retirements, fourteen (14) were from the Police Department.

POLICY REVIEW COMMITTEE ~Dave Rose~

- The committee received two (2) new or revised policies. There were no bargaining issues.

POLITICAL ACTION COMMITTEE ~Mike DiCara~

- The Political Action Committee did not meet this month. Due to fundraising restrictions during the General Assembly session, no contribution requests were received.

SOCIAL MEDIA COMMITTEE ~Dave Rose~

- FOP Lodge #4 has an APP. We have partnered with the National Lodge to use their easy to use system. To find us, simply download the National FOP APP and search for Baltimore County FOP Lodge #4. We will be using this APP to instantly send out information to the membership. This along with our Facebook, Twitter and Instagram accounts is yet another way to improve communication.

GOOD OF THE ORDER

- During the month of February, FOP Lodge #4 received five (5) thank you cards. Two (2) memorial donations were made in lieu of flowers. Three (3) flower arrangements were sent to grieving members.

BEREAVEMENTS

*Retired Brother Walter
Wiedeck*

*Edward Daughaday, Father of
Retired Brother Michael
Daughaday*

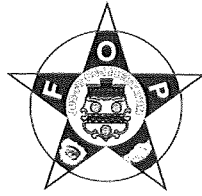
*Norman Lauenstein, Father of
Retired Brother Michael
Lauenstein*

*Nicholas David Curreri
Hartman, Son of Retired
Brother David Hartman*

*Linda Haddaway, Mother of
Brother John Haddaway and
Aunt of Retired Brother Kevin
Klimko*

CHANGE OF ADDRESS FORM

NAME: _____
ADDRESS: _____
CITY: _____ STATE: _____
ASSIGNMENT: _____ ZIP CODE: _____
HOME PHONE: () _____



FRATERNAL ORDER OF POLICE
BALTIMORE COUNTY LODGE NO. 4
9304 HARFORD ROAD
BALTIMORE, MARYLAND 21234

RETURN SERVICE REQUESTED

NON-PROFIT ORG.
U.S. POSTAGE
PAID
BALTIMORE, MD
PERMIT NO. 5418

(CUT ALONG DOTTED LINE. RETURN ENTIRE TOP OF FORM TO THE LODGE OFFICE.)

The February
**FOP Lodge 4
GENERAL
BUSINESS
MEETING**
will be held on
**Monday,
February 22, 2021
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, 2021
7:30 p.m.**
at
FOP Lodge 4
9304 Harford Road