



The Fourword

Volume 52 Number 6

June 2024

President's Message

We are currently working through Police Human Resources (PHR) on pay issues involving some of our members. A few of these pay issues go back a several years. We have identified members who have been overpaid and those who have been underpaid. One of the causes relates to the re-class settlement when members were not moved correctly under the prior PHR administration. We are working with the current administration to correct those members' pay and calculate any retro payment owed to them. For those members who were overpaid, section 6.17, Overpayments, in our MOU only allows the county to recover overpayments that occurred within twelve pay periods since the county provided notice to the employee. We have found these errors to be in County OHR.

Also, affecting a few of our members, the default weekly hours were set at thirty-five instead of forty. The employees were still receiving the correct biweekly pay, but technically their hourly rate was incorrect. They were paid the correct salary but based on thirty-five hours worked. Therefore, any OT hours were paid at a higher hourly rate. We are working with PHR to make those corrections.

Please check your weekly pay stubs for the correct overtime hours paid, and the correct hourly rate of pay each week.

We have also had another retiree almost have their leave pay out incorrectly placed in the wrong account. This retiree submitted all the proper paperwork to the County Payroll Office and received copies of that paperwork. We were able to discover the error and stop the transaction in time to prevent this from happening. I communicated this to the Deputy Administrative Officer and the Budget Director and informed them that this type of error was unacceptable, and this is the sixth time this has occurred. They communicated back to me this was a human error and not a Workday problem. They were addressing it as a personnel matter.

Please personally deliver your retirement paperwork to the Pension office and have them review it for accuracy. Get copies and a receipt from the person who accepted it. Afterwards, proceed down the hallway to the Budget and Payroll Office to hand in any investment paperwork for DROP (Nationwide or other investment firm), and any other banking institution you may be directing funds to be sent after your retirement. Have it reviewed for accuracy. Get copies and a receipt from the person who accepted it.

Please contact the lodge as soon as possible if an error is discovered. We must move on this as quickly as possible to stop the transaction.

Representing the Professional Police Officers of Baltimore County



**MAY 2024
GENERAL BUSINESS MEETING**

The regular monthly meeting of the Baltimore County Fraternal Order of Police was held on Tuesday, May, 28, 2024, 4:00 p.m. at Lodge #4. President Rose called the meeting to order. Chaplain Kraemer led the membership in prayer and President Rose led the Pledge of Allegiance. Roll call of officers was conducted, Past President Folderauer was excused. All other board members were present as was Legal Advisor, Mike Davey. A motion was made by Brother Scally to accept the minutes from the May meeting. The motion was seconded by Brother Grumbach.

REPORTS OF OFFICERS

President Dave Rose

- April 23- Attended the Executive Board of Director's meeting with the Chief and his staff.
- April 24- Met with County Attorney James Benjamin to discuss the military grievance; Gave an interview to Fox 45 in reference to staffing shortages in the agency; Visited Pc 8 to discuss shift schedules.
- April 25- Spoke with members at in-service training; Visited members at Pc 9 and spoke at roll calls; Spoke with Colonel Kelly about several pending issues.
- April 26- Attended an Investment Committee meeting.
- April 27- Attended a retirement celebration for retired Detective Lieutenant Scott Huff.
- April 29- Visited Pc 8 to discuss shift schedules.
- April 30- Met with Colonel Kelly, Major Chemelli and the three officers involved in the Pc 8 shooting last Fall; Attended an emergency Executive Board of Director's meeting to discuss the contract ratification and continued bargaining with the county administration.
- May 1- Visited Pc 8 to discuss shift schedules.
- May 2- Spoke with members at in-service training; Attended a retirement celebration for Lt. Marcy Chemelli.
- May 3- Attended the Maryland Fallen Heroes Ceremony.
- May 6- Attended the Executive Board of Director's meeting to present the Tentative Settlement Agreement to the board members; Attended the County Council budget hearing in reference to the pension system.
- May 7- Attended a meeting with a member and PHR Director Flagg; Attended the Association of Baltimore County Retired Police meeting.
- May 9- Spoke with members at in-service training; Met with the County Administration to discuss the tentative agreement; Attended the budget hearings for the Police Department and the Insurance Division.
- May 10- Attended the Baltimore County Police Memorial Service and the FOP hosted reception.
- May 13- Attended the Executive Board of Director's meeting.
- May 14- Attended the Pension Board of Trustees meeting; Met with Director Flagg in PHR.
- May 15- Attended the budget hearing on capital projects.

- May 16- Spoke with members at in-service training; Met with a member to review retirement paperwork; Attended the County Council budget deliberations; Met with Director Flag and a member about a pay issue.
- May 20- Met with Major Borowski to discuss 150th Anniversary plans.
- May 21- Met with members from Pc 9 and Debbie and Garry Caprio at the memorial to place a wreath on the 6th anniversary of Amy Caprio's LODD.
- May 23- Spoke with members at in-service training.
- May 27- Met with Senator Klausmeier; Met with Brother Jess and members of the Legal Advisory Committee to discuss the results of the committee's investigation of his complaint; Attended the general membership meeting.

First Vice President Mike DiCara

- May 1- Attended a meeting with Election Buddy in reference to contract voting.
- May 3- Attended the Maryland State Fallen Heroes Ceremony.
- May 6- Attended a special meeting of the Executive Board of Directors.
- May 9- Attended a Contract Negotiation meeting with the County.
- May 10- Attended the Baltimore County Fallen Heroes Ceremony.
- May 13- Attended the May meeting of the Executive Board of Directors.
- May 15- Attended the National Peace Officers Memorial Ceremony at the US Capitol.
- May 28- Attended the May General Membership meeting.
- May 30- Attended the officer draft for the 171st Recruit Class.

Second Vice President Ryan Massey

- May 7- Attended Trial Board for PFC Jang.
- May 11- Ran in 150th Anniversary 5k.
- May 13- Attended Monthly Executive Board of Directors meeting.
- May 15- Meeting with John Cox in reference to Brady List.
- May 18- Attended Blue Guardians Sneaker Ball.
- May 28- Attended May General Membership meeting.

Lodge Secretary Donna Patterson

- Since January 2024, seven people that left the department have returned and have been reinstated.

Treasurer Caskey

- Reported Lodge #4 finances.

Executive Board of Directors Vice Chair Ryan Franks

- The Executive Board of Directors met on May 6th and May 13th.

- There were 7 motions brought before the Board during the meetings and all passed. The first motion made was to send the one year tentative agreement out to the membership for ratification.
- The second was to retain Red Ball Consulting for a one year contract costing \$125/hour to assist with the upgrade for the FOP social media profile.
- The second motion was made to renew the annual corporate membership to the National Aquarium for \$5,500.
- The third and fourth motion was to donate \$600 each to PC1 and PC12 to provide refreshments during and after the 4th of July events in those respective precincts. The other three motions can be found under the Donation Review Committee report.
- A motion was made by Sister Vaughn, and seconded Brother Toland, to approve the Reports of Officers. The motion passed unanimously.

REPORTS OF COMMITTEES

By-Law - Ryan Franks

- Brother Jess withdrew his bylaw amendment that was submitted in April 2024. A new amendment was submitted and read at the General Membership meeting. Please see page 7 for the By-Law in its entirety.

Donation Review - Ryan Franks

- The first motion brought before the Board was to donate \$1,000 to cover the cost of food and drinks for the Special Olympics Law Enforcement Torch Run held on June 13, 2024.
- The second motion was to donate \$500 to the PC 12 Cops and Kids Baseball Camp held June 24th through June 27th 2024. The FOP logo will be displayed on the sleeve of the uniform.
- The third motion was to donate \$500 to the annual Maryland COPS ride held on June 9, 2024.

Events - Don Patterson

- The annual golf tournament will be held on September 6th at Rocky Point with a 9:00 a.m. start. Cost is \$125/person and \$500/foursome.

Expenditure Review - Matt Krauch

- The committee is working to review the available packets of expenditures.

Finance - Bob Caskey

- A new 501C3 has been set up to manage FOP lodge #4 scholarships. Please contact the lodge with any businesses that would be interested in contributing to the fund.

Grievance - Mike DiCara

- There is no update on the Step 4 promotional grievance of Brother Sean Brennan.
- The COVID Grievance settlement is now complete. The final list of affected members with their requested dates has been submitted to the County. They will begin the process of reimbursing our members' time in the next few weeks. A final meeting is scheduled with the County on June 7th to finalize this process.
- President Rose and Brother Saywack continue to meet with the County Office of Law to finalize the details of the Military Pension Credit Grievance.

Healthcare Review Committee - Mike DiCara

- No report.

Legal Advisory - Ryan Massey

- A trial board for Brother Jang was scheduled for 5-7-24. This is the first trial board since LEOBR was dismantled. The Trial Board Chair was ALJ Belt, Civilian Belt, and PFC Jean-Baptiste (Officer of equal rank). The discourtesy complaint was the allegation. IAS did not sustain the charge; however, the investigation was sent to the ACC (Administrative Charging Committee) which sustained the complaint.
- After discussion amongst the committee and legal guidance from Chaz Ball and Mike Davey, the committee elected not to fund a "Name Clearing Hearing" for Retired Brother Andre Davis.
- Attorneys/Trial Dates for the Wilkens Use of Force incident:
 - Roos- Oana Brooks (status conference 5-29-24)
 - Graham-Moore- Brandon Patterson (status conference 5-29-24)
 - Desmond- Granville Templeton (pending)
 - Zach Small- Brian Thompson (7-15-24)

Legislative - Ryan Massey

- A meeting will be held June 12, 2024 with the lodge lobbyist to discuss future strategy moving forward for the next legislative session.

Memorial - Donna Patterson

- No report.

Military Affairs - Mahindra Saywack and Dave Rose

- No answer from the office of law and the pension office regarding retiring Officers corrected calculations.

Negotiations - Dave Rose

- Negotiations were concluded.

Pension - Dave Rose

- The Pension Board of Trustees met on May 14, 2024. A total of 20 retirements were approved and 6 were from the police department.

Policy Review - Mike DiCara

The Policy Review Committee received the following projects for consideration:

- Command Review P23-41 Revised Court Charging Document Completion Policy
- Final Version, P24-08 Revisions to the CIRB
- End of Command Review P22-08, P1 CAD

No bargaining issues were identified in any of these policies.

Political Action- Mike DiCara

- Motion to purchase a \$250 Sponsorship to an event on June 4th, 2024 for District 7A Delegate Ryan Nawrocki.

Retiree Matters- Carroll Bollinger

- LEOSA Reform Act of 2024, which will expand your right to carry has passed the House of Representatives. It is in the Senate now.
- Social Security Fairness Act has 320 Co-Sponsors in the House.

Scholarship -Tim Caslin

- The list of scholarships winners is in the May 2024 newsletter.

Wellness - Rob Graff

- The next Peer to Peer meeting is scheduled for July 11, 2024 at 4:30 p.m.
- A motion was made by Brother List, and seconded Brother Grumbach to approve the Reports of Committees. The motion passed unanimously.

Report from Legal Counsel-Mike Davey

- No report.

Old Business

- When retiring, hand carry your retirement paperwork to the pension office. You will receive a receipt that the pension office has your paperwork. ***DO NOT email your paperwork.***

GOOD OF THE ORDER

- Brother John Grumbach, a Charter member, was present at the meeting. He is one of the original founding members of FOP Lodge 4 in 1970.

Amendment to the Constitution and Bylaws of FOP Lodge 4

Whereas: Currently the duties and responsibilities of the Negotiation Committee are not addressed in the Lodge 4 Constitution and Bylaws.

Whereas: Committee members are not required to be elected representatives.

Whereas: The FOP Lodge 4 EBOD currently has no involvement in the decision to waive binding arbitration during contract negotiations.

Whereas: The Lodge 4 EBOD are elected by the membership to represent the best interests of the membership.

Therefore: Article V (Duties of Committees) of the Bylaws of the Lodge 4 Constitution will be amended by adding a section (11) for the Negotiations Committee.

Bylaws Article V Section 11 Negotiation Committee:

- A. In the case that an agreement is reached between the committee and the County to extend the deadline for binding arbitration, that agreement must be presented to the EBOD in writing for notification.
- B. In the case that the committee wishes to waive or allow the deadline to pass for binding arbitration to be used, the EBOD will be notified and must approve this waiving/expiry.
- C. The committee recommendation to proceed to binding arbitration must be approved by the EBOD.

This proposal is submitted by Douglas Jess to President Dave Rose on the 13th day of May, 2024.

BEREAVEMENTS

**Stacy Lynn Waller
Daughter of Brother Charles Gerben**

**Brother Michael Peters
Husband of Sister Darlene Peters
Father of Brother Andrew Peters and
Brother Matthew Peters**

**Patricia S. Kaye
Mother of Lodge 4 Office Manager
Nancy Skinner**

**Kathleen MacLeod
Mother of Chris MacLeod
Wife of Retiree John MacLeod**

**Juanita L. Bouthner
Retired Lodge 4 Administrative
Assistant**

**Dolores "Bookie" Carter
Mother of Brother Fred Carter**

RETIREMENTS

**Anthony Johns
Teresa Williams
James McCormack
Scott Huff
Mindy Levin
Michael Brooks
Angela Mickle
Brian Martin
Seung Pak
Mark Worden**

**Carlton Ramseur
Phillip Schwartzman
Margaret Selby
Brian Miller
Michael Duncan
Timothy Oakes
Robert Boudier
Shelley Knox
Alan Abrams**

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

David M. Rose
President
(443) 956-2643

Mike DiCara
1st Vice President
FOP Lodge#4
(410) 299-8835

Ryan Massey
2nd Vice President
CIB Homicide
(443) 865-0237

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

Robert W. Caskey
Treasurer
Retired
(443) 956-2615

W. Don Patterson
State Trustee
Retired

Matt Gonzalez
Sergeant at Arms
Training

Kathy Kraemer
Chaplain
Retired

Dave Folderauer
Past President
Retired

EXECUTIVE BOARD OF DIRECTORS

Steven Comegna
Chairman

Ryan Franks
Vice Chairman
OSS

Thomas G. Scally
Retired

Doug Jess
PC-3

Dave Sweren
SOD/TAC

Carroll Bollinger
Retired

Joe Peach
PC-11

Matt Krauch
CIB-Homicide

Ken Schubert
Retired

Joe Brzozowski
PC-8

LODGE STAFF

Nancy Skinner — Administrative Assistant

LEGAL ADVISORS

Schlachman, Belsky, Weiner And Davey
Phone (410) 685-2022
IAS Cases Michael Davey

FOURWARD EDITOR

Kathy Kraemer

Fraternal Order Of Police Lodge #4

does not conduct telephone solicitation. Citizens and Organizations that wish to support Baltimore County Police Officers and their families may send donations to the following funds:

Police Assistance Relief (PAR Fund)

Please consider helping those who help others. Your tax deductible 501(c)3 contribution supports Police Officers and their families when they are most in need.

Make your check payable to the “Par Fund”, and mail to

FOP Lodge 4
9304 Harford Road
Parkville, MD 21234

Baltimore County Police Memorial Fund

Your tax deductible 501(c)3 contribution supports the fund which is dedicated to maintain a memorial to honor those officers of the Baltimore County Police Department who have made the ultimate sacrifice in service to the community.

Make your check payable to the “Baltimore County Police Memorial Fund”, and mail to

FOP Lodge 4
9304 Harford Road
Parkville, MD 21234

Baltimore County Fraternal Order of Police Lodge #4

Ten (10) \$3,000 awards are given annually for the “Fallen Heroes Memorial Scholarships” for the children of Baltimore County Police Officers.

Make your check payable to “Baltimore County FOP Lodge #4 Foundation, Inc.” and mail to

FOP Lodge 4
9304 Harford Road
Parkville, MD 21234



Fraternal Order of Police
Baltimore County Lodge #4
9304 Harford Road
Baltimore, Maryland 21234
RETURN SERVICE REQUESTED

NON PROFIT ORG
US POSTAGE
PAID
BALTIMORE, MD
PERMIT 5418

Change of Address Form

Name: _____
Address: _____
City: _____ State: _____
Assignment: _____ Zip Code: _____
Home Phone: (____) _____

The July
FOP Lodge 4
GENERAL
BUSINESS
MEETING

will be held on

Monday,
July 22, 2024
4:00 p.m.

at
FOP Lodge 4
9304 Harford Road

The August
FOP Lodge 4
GENERAL
BUSINESS
MEETING

will be held on

Monday,
August 26, 2024
4:00 p.m.

at
FOP Lodge 4
9304 Harford Road