



Fraternal Order of Police
BALTIMORE CITY LODGE No. 3

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To all FOP #3 members...it continues! The BPD has created a new unit called "407" and from what I understand the Department's intent was to assign all light duty personnel to this unit on 10/13/19. The purpose and intent of this new unit is not completely clear and the new Medical Policy 1713 (released 10/11/19) does not clearly, or completely, answer questions about the new unit. It appears that the department is going to continue the process of distributing incomplete and confusing policies with the expectation that the FOP will either figure it out or file a Grievance.

Please be aware that if you are injured in the LOD or NLOD (including illness or pregnancy) and out for two pay periods, you will be relocated to the 407 Unit, which could then result in your transfer to another Command at any time and for any of the current shift schedules. Your questions to me about this being used as a punishment, or that it is a violation of policy and/or the MOU, may be valid. I have heard from many of you who are involved, and I have heard from full duty personnel, as well. Your questions are many, as are mine, but without a complete policy that answers all of the glaring questions, it is difficult to accurately respond. I have given command many requests for information on this plan and have received little clarification. Our attorneys at SBW are currently reviewing the policy to identify the various issues. Once the review is complete, we will look into the actions taken against our officers and review and respond appropriately.

I am asking that those who find themselves in Unit 407 please email info@fop3.org with their individual circumstance and any negative consequence of being transferred. When doing so, please include the following: name, rank, seq #, cell #, old assignment and old locator, new assignment and new locator, and how long you've been on medical/light duty. Please also include a brief narrative of your situation without going into your medical condition in detail.

As you go about your tour of duty, there is always the threat of injury due to the nature of our work. We all accepted it and believed that, if we were incapacitated, the BPD would take care of us and not cause any additional stress while recovering. It is now very clear that is not the case and they are once again letting us down. This change is just another indication of how little the BPD values us and the work that we do for them. We hear their words, but their actions speak volumes! Please be safe!

Mike