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On 7/7/2021, the Office of the Inspector General (OIG) released a report that suggests the MOU between the City of Baltimore and FOP Lodge #3 allows members to, in essence, double dip and receive overtime while members are on paid leave. First, I would like to thank Inspector General Cumming for vindicating our members and affirming they are in compliance with City and BPD policy.

The report and the Commissioner's response try to lay blame for a city policy on our negotiated MOU. This equates to stating the MOU allows members to wear blue uniforms. The MOU is silent on the entire matter and at no time makes any reference to members working overtime on paid time off. This is solely a BPD and City policy issue. The Labor Commissioner confirmed this has been the BPD practice for many years and the Department has taken no steps to remedy the situation.

Commissioner Harrison's response is even more confusing. He suggests the new overtime policy and the implementation of Workday have curbed the issues. The reality is that **NO BPD employee** can work any overtime without a supervisor's approval and, in most cases, Command approval as well. For him to suggest differently either shows his ignorance of existing policy, which has been in place since 1982, or he intentionally misled the OIG. The Inspector General herself does not even state that the policy is wasteful, only that it may be perceived that way.

Commissioner Harrison has once again attempted to deflect the failures of his leadership and blame the hard-working officers of the BPD for overtime usage concerns that are directly related to the department being hundreds of officers short.

The timing of this report is of no surprise to anyone in the FOP. It coincides with current labor contract negotiations between FOP#3 and the City. Just like the 10-hour shift schedule that was desired by the City in 2016 and then quickly became the boogie man issue as to why the crime fight was faltering, the BPD continually tries to pin its self-created failings on the FOP. The BPD

is over 500 officers short to meet its basic operational needs. Those shortages must be filled by somebody to answer the calls of the community. Even If the BPD had the ability to hire 500 officers this month, these officers would not become available for service for 18 months. The BPD must focus its attention on retaining members for the long term. This includes pay and working conditions that are similar to if not better than the surrounding jurisdictions.

As always, the rank and file of the BPD will bear the brunt of the backlash from this report. The real issue is the City and Command Staff have no plan to address the recruitment and retention issues. Our members work tirelessly in extremely difficult working conditions without critical resources and a cohesive strategy. I would expect better from the Labor Commissioner, City leadership, and BPD Command.

Mike Mancuso
President