

James Locklear
President

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Secretary

***Fraternal Order of Police
Lower Delaware Labor
Lodge No. 22***

Tyler Sipple
Vice President

Eric Cooper
Treasurer

Friday, August 1, 2025

On Tuesday, June 10, 2025, the majority of members of the Lewes Bargaining Unit convened to discuss the recent promotional appointments within the police department. During this meeting a vote of No Confidence against Lewes City Manager, Ellen Lorraine McCabe, unanimously passed. This vote signifies that the officers have no confidence with the City Manager's ability to lead, manage or direct the work of the police department or the City of Lewes.

On June 4, 2025, at 5:35 p.m. all members of the police department received an email from the Chief of Police stating that the police department was being restructured and select officers were being appointed to the positions of Deputy Chief, Lieutenant and Sergeant. These appointments were to be effective at midnight on June 5th. In the coming days it was learned that the promotional appointments were hand selected by the City Manager without the support of the Administrative Staff and the Chief of Police was ordered to secrecy leading up to the time of the email notification.

The City of Lewes has an established policy in the Employee Personnel Manual which requires the City of Lewes to fill the promotional positions by way of competitive testing. The Employee Personnel Manual also requires the City of Lewes to follow the established police department promotional policy which sets forth guidelines for a promotional process that identifies members who are best qualified for advancement based on merit and the ability to perform the necessary job skills. The current Collective Bargaining Agreement between the City of Lewes and FOP Lodge 22 requires the City of Lewes to follow established policy. The City of Lewes breached the contract when they failed to make modifications to established policies, post the modified policies electronically and send the modified policies to the Union Steward.

The Lewes City Manager's flagrant disregard for the policy and procedures of the City and the Police Department has hurt the reputation of the City, the Community and the Police Department as a whole. It has had devastating impact on the Morale of the Police Officers serving the City of Lewes. This action will no doubt have an impact on recruiting and retention within the Police Department.

Members of the Lewes Bargaining Unit are represented by FOP Lodge 22. Moving forward, FOP Lodge 22 and the Lewes Bargaining Unit will be disputing the illegitimate promotional appointments through the Union's established grievance procedure and any other legal means necessary.



Tyler Sipple, Vice President
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Lower Delaware Labor Lodge 22

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