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July 18, 2025

Stacey Morgan-Brubaker
President Commissioner
Manheim Township Board of Commissioners
1840 Municipal Drive
Lancaster, PA 17601**Re: Chief Duane Fisher**

Dear President Morgan-Brubaker:

I believe you are aware that I represent Chief Dwayne Fisher of the Manheim Township Police Department. I write today asking the Board of Commissioners to reconsider its June 23, 2025, decision to terminate Chief Fisher's employment. After representing him for approximately two (2) months, it has become apparent to me that the Board may not be in possession of all the information regarding the incident that has led to Chief Fisher's termination.

On Tuesday, July 8, 2025, I had the pleasure of representing Chief Fisher at an interview that was conducted by Attorney Emanuel Kapelsohn, who was retained by the Township to conduct an independent investigation into the situation. At the interview, Attorney Kapelsohn candidly indicated that he had not yet reviewed a copy of the supplemental report prepared by Chief Fisher as part of the overall incident report maintained by the Manheim Township Police Department. This fact caused me to pause and hesitate, wondering whether the Board had reviewed Chief Fisher's supplemental report. Apparently Chief Fisher's report contains detailed information about his actions while observing, and interacting with, Mr. Pena-Rivera. I am aware that prior to July 8, 2025, nobody from the Township had formally interviewed Chief Fisher to obtain his perspective about the incident. If the only direct source of information the Board had in its possession to consider prior to terminating Chief Fisher's employment was the condensed video that had been widely circulated in the media, respectfully, the Board only possessed a fraction of the total information. Much like body worn camera video, surveillance video cannot capture context, 3-D, first-person perspective, tactile cues, eye tracking, emotion, or events that occurred prior to the captured video among other aspects.

I respectfully request that the Board postpone Chief Fisher's termination until after it is in receipt of Attorney Kapelsohn's report. Because I am Chief Fisher's legal counsel and advocate, you can certainly view my request with suspicion and also conclude that I have a biased perspective.

July 18, 2025

Page 2

Nonetheless, I must respectfully state this: I firmly believe that Chief Fisher's termination is largely based on incomplete information and a rush to judgment without affording him an opportunity to respond.

Thank you for your consideration.

Sincerely,

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/s/Edward A. Paskey/ljb

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