



# Fraternal Order of Police Delaware County Lodge 27

*PRESIDENT*  
**CHRISTOPHER D. EISERMAN**  
201 North Jackson Street  
Media, PA 19063  
fpd6353@gmail.com



*RECORDING SECRETARY*  
**MARK DELLA VECCHIO**  
201 North Jackson Street  
Media, PA 19063  
del3@comcast.net

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Phone: 610-565-0027 • Fax: 610-565-6476

April 18, 2024

Brookhaven Borough Council  
Municipal Office  
2 Cambridge Road  
Brookhaven, PA 19015

Mayor and Members of Council:

As the president of Delaware County Fraternal Order of Police "FOP" Lodge 27, I write to you today with concern for our members and I implore you to take immediate action against Chief of Police Michael Vice.

I am aware of the current investigation into the alleged improprieties committed by Brookhaven Police Chief Michael Vice. As you know several Brookhaven Borough Police Officers have cooperated with the investigation and provided valuable testimony and insight into the current climate and working conditions within the police department. It is also known that Brookhaven Borough has recently settled one civil suit with a former officer and another one is still active.

In February 2023, Brookhaven Borough Council approved the termination of FOP member, herein identified as Officer #1, based upon allegations put forth by Chief Vice with the information he provided to you as a result of his "investigation". Officer #1 and the FOP initiated grievance procedures, and as a result a hearing was held in front of an impartial arbitrator. The *impartial* arbitrator sustained the grievance in its entirety and found that Chief Vice was deceptive in his testimony. The arbitrator concluded that Chief Vice's investigation was "less than full or fair" and that he "failed to fully collect facts" to support the conclusion in his report to council. Chief Vice's second-rate investigation caused Borough Council to take action against Officer #1 which ultimately cost Brookhaven Borough taxpayer's money and the loss of an officer who would have otherwise remained employed if a competent investigation had taken place.

In August 2023 FOP Member Officer #2 was advised by Chief Vice that he was under disciplinary investigation for numerous violations of the Brookhaven Police Department code of conduct. On or around August 24, 2023, Officer #2 provided a written report detailing his actions that led to



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the disciplinary investigation. Brookhaven Police Policy dictates that an internal investigation shall be completed within 45 days. On October 15, 2023 at 2000 hours, Chief Vice advised Officer #2 that he wanted to meet and discuss the investigation. FOP 1<sup>st</sup> Vice President Robert Carroll represented Officer #2 at this meeting. Officer #2 acknowledged his actions and the FOP made an offer of discipline to resolve the matter. Chief Vice agreed with the FOP's offer of discipline, but indicated that the agreement would need the approval of Brookhaven Council. In November 2023, the FOP and Officer #2 were notified by Chief Vice that Borough Council wanted modifications to the agreement related to the offer of discipline. The FOP did not agree to the proposed modifications and Carroll contacted Brookhaven Council President Terry Heller. Heller notified Carroll that Council was unaware of any agreement and requested a copy of the document. Upon further review, Heller stated that neither he, nor his peers on council, were consulted about the agreement related to the offer of discipline. The FOP is in possession of documents and correspondence related to this matter that corroborate our position; this leads us to the conclusion that either Chief Vice and/or Borough Council is not trustworthy; or they are not communicating.

On April 17, 2024 two of the FOP Members referenced above were summoned to Chief Vice's office and ordered to provide written statements regarding what the FOP believes to be a contractual overtime issue.

Delaware County FOP Lodge 27 has a duty to represent our members and is the voice of those who dedicate their lives to protecting and serving our communities. We are committed to improving the working conditions of our law enforcement officers.

Brookhaven Borough, as an employer, has an obligation and a duty to provide a safe and healthy work environment while ensuring employees who assert their workplace rights suffer from no adverse actions.

I believe that Brookhaven Police Chief Michael Vice is spiteful, vindictive and retaliatory to officers who are lawfully exercising their workplace rights. I beseech you, as Borough Council members, to take immediate action to ensure that our members, your employees, are free from retaliatory acts and any other adverse actions that Chief Vice may submit our members to.

Respectfully Submitted,

Christopher Eiserman, President