

STATE OF DELAWARE
PUBLIC EMPLOYMENT RELATIONS BOARD

DOVER FRATERNAL ORDER OF POLICE LODGE #15,	:	
	:	
	:	
Charging Party,	:	
	:	<u>ULP No. 25-06-1477</u>
v.	:	
	:	ORDER OF DISMISSAL
CITY OF DOVER, DELAWARE,	:	
	:	
Respondent.	:	

BACKGROUND

1. The City of Dover, Delaware (“City”) is a public employer within the meaning of 19 Del. C. §1602(13) of the Police Officers’ and Firefighters’ Employment Relations Act, 19 Del. C. Chapter 16 (“POFERA”).

2. Dover Fraternal Order of Police Lodge #15 (“FOP Lodge 15”) is an employee organization within the meaning of 19 Del. C. §1602(7). FOP Lodge 15 is the exclusive bargaining representative of all sworn police officers, at and below the rank of Captain, employed by the City.

3. On June 11, 2025, FOP Lodge 15 filed an unfair labor practice charge with the Delaware Public Employment Relations Board (“PERB”) alleging conduct by the City in violation of 19 Del. C. §1607 (a)(5).¹

¹ (a) It is an unfair labor practice for a public employer or its designated representative to do any of the following:

(5) Refuse to bargain collectively in good faith with an employee representative which is the exclusive representative of employees in an appropriate unit.

The Charge alleged the City had made a unilateral change in the method by which FOP Lodge 15 members could contribute to the City of Dover 457 Deferred Compensation Plan; i.e., the contributions could no longer be a fixed dollar amount but were required to be a percentage of income.

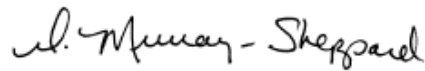
4. Prior to the City filing of an Answer to the Charge, FOP Lodge 15 contacted PERB by email on June 23, 2025, stating the City made "... a decision to maintain the current status quo allowing the FOP employees to designate specific amounts instead of a percentage and would be able to make changes to existing contribution amounts without having to switch to a percentage."

5. The June 23, 2025 email from FOP Lodge 15 requested to withdraw the unfair labor practice charge.

WHEREFORE, this unfair labor practice charge is hereby dismissed.

IT IS SO ORDERED.

DATE: July 18, 2025



DEBORAH L. MURRAY-SHEPPARD
Executive Director
Del. Public Employment Relations Bd.