

Town of Townsend HR Committee Meeting November 27th, 2024 @ 5:00 pm VIA Conference Call & Town Hall 141 Main St, Townsend, DE 19734

5:00 pm HR Committee Meeting

- **I.** Call to Order:
- **II.** Opening Ceremonies
 - a. Roll Call:
 - **b.** Pledge of Allegiance:
 - c. Recognition of Visitors:
 - d. Announcements:
- III. Citizens Comments & Participation.
- IV. Adoption of Agenda.
- V. Discussion and Review of Police Benefits.
- VI. Ongoing Business Updates
- VII. New Business
- VIII. Discussion regarding future agenda topics and next meeting date
- IX. Adjourn.

Town Meetings will be held both in person and in a virtual format.

Those wishing to attend virtually may dial 1(301)715-8592. When directed, provide following meeting ID 827- 6421-7575# and then the following password 361631# to enter the meeting. If you choose to access the meeting online click the following link: https://us02web.zoom.us/j/82764217575?pwd=aHI4RDhTZ0xjME1H V0ZOcHRxSHZ3QT09

Residents will be able to view documents posted to the meeting tab on the Town website at https://townsend.delaware.gov or by joining the meeting via computer.

Police Departments

Benefits Comparison Chart

			Comparables										
								Camden					
	Townsend Current		Greenwood	Cheswold	Felton	Cheswold	Harrington	10 officers	Bridgeville	Milton	Lewes	Clayton	Rehoboth
	4 Officers		3 Officers	3 FT Officers/ 3 PT	4 Officers	4 Officers	8 Officers	Pop 4188 Miles	10 officers, 1 K9	11 Officers	12 Officers	12 Officers	19 Officers
Benefit	Pop 2953 Miles 1.04	Request	Pop 1026 Miles 0.7	Pop 2257 Miles 0.4	Pop 1368 Miles 0.8	Pop 1956 Miles 1.84	Pop 4000 Miles 3	3.75	Pop 2829 Miles 4.82	Pop 3675 Miles 1.79	Pop 3604 Miles 5.11	Pop 4000 Miles 2	Pop 1108 Miles 1.18
Vacation	>1yr 1 week >2yr 2 weeks >2yr 3 weeks >5yr 3 weeks >10yr 4 weeks >25yr 5 weeks cap caryover to tweek and must be used by 3/31 following year	1-5yrs 3 weeks 5-10yrs 4 weeks 5-10yrs 4 weeks 10-15yrs 5 weeks 16+ 6 weeks incoming officers be placed in bracket that correlates to their service yrs not Town employ	1-5 year 2 weeks 5 years 3 weeks 10 years 4 weeks 15 years 5 weeks	After 6mnths 40hrs 1-7yrs 2 weeks 8-14yrs 3 weeks 15-24yrs 4 weeks 25+yrs 5 weeks	1-5 yrs 12 days 5 yrs 15 days 10 yrs 20 days 15 yrs 20 days	After 1st 6 mos. 40.0 hours (1 week) 1 to 7 years 80.0 hours (2 weeks) 8 to 14 years 120.0 hours (3 weeks) 15 to 24 years 160.0 hours (4 weeks) 25 + years 200.0 hours (5 weeks)	1-5 years 12/days 5-10 15/days 10-15 20/days 15-20 25/days	1-3 yrs. 4hrs. per pay 4-15 yrs. 6hrs. per pay 16 yrs. and up (cap) 8hrs. per pay	1-4 years 2 weeks vacation 5-9 years 3 weeks vacation 10-15 years 4 weeks vacation 15-19 years 5 weeks vacation 20+ years 6 weeks vacation		240 Hours of annual Leave Time 4 weeks	1-2 years 80 hours; (10 days) 3-4 years 120 hours (15 days) 5-9 years 122 hours (16.5 days) 10-14 years 144 hours (18 days) 15-19 years168 hours (21days) 20-24 years 192 hours (24 days) 25 years plus 216 hours (27 days)	3.33 days per month worked during the first year. 2 weeks 80 hrs. 0-4 years 3 weeks 20 hrs. 5-9 years 4 weeks 160 hrs. 10 lyears 5 weeks 200 hrs. 19 or more years
Sick		increase to 15 days with max of 60		4hrs/month with a cap of 60 days overage can be sold back							120 hours of annual sick leave		120hr/vr for 1st year, 80/vr each year after
Sick	12 days/yr with cap of 60 days	days	4hrs/month earned	to Town	accrued 3.69/hrs per bi-weekly	48hrs/yr earned 4hrs/month		95.94hrs/yr earned 3.69/pay	96hrs/yr earned 8hrs/month		15 days	80hrs/year, unlimited accrual	unlimited carryover
Pension Plan	Yes	no change request	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Take Home Vehicle	Yes	no change request	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Holiday Pay	regular rate PLUS Holiday pay of 1.5/hrly rate if worked. Not Wokred- regular pay	Request to change Comp time, OT and Holiday pay to be 1.5/hrly rate	time and a half for a worked holiday straight time if not worked	time and a half for a worked holiday straight time if not worked earned at a rate of 1.5hrs for 1hr	time and a half for a worked holiday PLUS 8hrs vacation added to bank straight time if not worked	unknown	unknown	unknown	Double Time and a half for Holidays worked			time and a half for a worked holiday straight time if not worked	8hr comp time earned
Comp Time OT	1hr worked for 1hr earned 1.5/hrly rate	earned at a rate of 1.5hrs for 1hr worked 1.5/hrly rate but more authorized		worked of OT time Rank of Lieutenant or above are not eligible for Comp. Time earned as Comp Time.									



DRBA DELAWARE RIVER & BAY AUTHORITY

NOW ACCEPTING APPLICATIONS FOR CERTIFIED & NON-CERTIFIED O

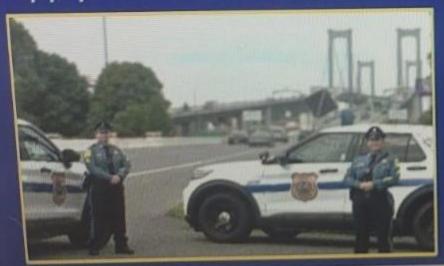
- **INCREASED STARTING SALARIES FOR 2025 **
- \$66,037 (During Academy Training)
- \$67,876 (During Field Training Program)
- \$69,763 to \$108,094 (Base Salary Range / Non-Supervi

Positions available at all locations: New Castle, DE / Cape May, NJ / Lewes, DE

Recruitment details available at www.drba.net/police-recruitment

Contact a recruiter at PoliceRecruiting@drba.net

Apply online at www.drba.net/jobs







LEWES POLICE DEPARTMENT

RECRUIT STARTING SALARY \$75,000



Contact A Recruiter

LewesPD recruiting@cj state de us 302-645-6264 ext. 122

APPLY TODAY

https://www.ci.lewes.de.us/151/Employment-Opportunities

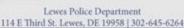


PAY AND BENEFITS

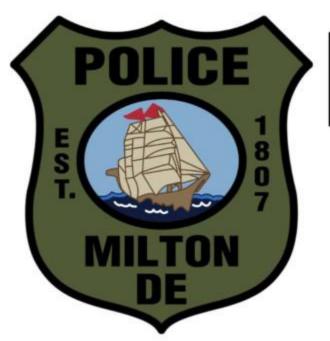
- \$75,000 Recruit Starting Salary
- Up to \$78,045 for prior Law Enforcement Experience
- 240 Hours of Annual Leave Time With Cash Out Options
- 120 Hours of Annual Sick Leave
- 20 Year State Retirement Pension
- Shift Differential Pay

WHAT WE OFFER

- 12 Hour Shifts With Every Other Friday, Saturday, and Sunday Off
- Union Representation Through the Fraternal Order of Police
- Uniforms and Equipment Provided
- · Modern Beard and Tattoo Policies
- Take Home Vehicle Program







MILTON POLICE DEPARTMENT

PHONE: (302-684-8547)

THE MILTON POLICE DEPARTMENT IS CURRENTLY ACCEPTING APPLICATIONS FOR FULL TIME POLICE OFFICER.



APPLYHERE



SPECIALIZED UNITS:

- Criminal Investigations Unit
- K9 Unit
- Field Training Program
- Bicycle Unit



MINIMUM QUALIFICATIONS:

- US Citizen
- 21 years old
- High School Diploma / GED
- Successful candidates must pass a written exam, physical test, background investigation and psychological evaluation.

BENEFITS:

- State Pension 20 year retirement
- Paid Vacation / Sick Leave / Holiday Pay
- 100% medical insurance for employee
- Equipment and take home vehicle provided
- Ample training and overtime
- Rapidly growing and proactive department

SALARY:

- \$57,925 upon graduation from the academy
- Patrolman salary effective 10/1/2025 \$66,150
- Up to \$72,192 for prior Law Enforcement experience

We are now accepting applications to the 105th DSP Academy Class scheduled to begin in September 2025. Ready to join the leg... See more

JOIN

THE LEGACY



STARTING TROOPER SALARY

\$86,919

*EFFECTIVE 7/1/2025

BENEFITS

Competitive Salary
Excellent Health Plan
20 Year Pension Plan
6 Weeks Paid Vacation

Deferred Compensation Plan
Paid VA Benefits During Training
Take-Home Vehicles

HONOR INTEGRITY COURAGE LOYALTY ATTITUDE DISCIPLINE SERVICE

DECOME ATDOODED COM