



Town of Townsend Public Safety Committee Meeting
January 30th, 2026 @ 9:00am
VIA Conference Call & Town Hall
141 Main St. Townsend, DE 19734

9:00am Public Safety 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. ACTION ITEM- Discussion and Review of FY27 Budget requests**
- VI. Ongoing Business Updates.**
- VII. New Business.**
- VIII. Discussion regarding next meeting date.**
- IX. Adjourn.**

Committee 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=aHI4RDhTZ0xjME1HV0ZOCHRxSHZ3QT09>

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.

TPD Public Safety Committee 1-29-26: Upcoming Potential Budget Items / Related Discussion

2026 General Research/Comparison(s) at-a-glance:

Most small-town departments in Delaware start recruits between **\$51,000 and \$70,000** annually.

- **Delaware City**

Starts at **\$64,519** post-academy [(www.joindelaware.com)].

- **Bridgeville**

Starts at **\$58,700** for recruits, with potential increases up to \$65,000 [(<https://bridgeville.delaware.gov/files/2025/02/BPD-Hiring-2025.pdf>), ([https://www.joindelaware.com/departments/bridgeville](http://www.joindelaware.com/departments/bridgeville))].

- **Milton**

\$66,150 effective date 2025 [([https://www.joindelaware.com/department-solo/milton](http://www.joindelaware.com/department-solo/milton))].

CHESWOLD – Population 2,537 (Part-Time PD)

The average salary for a Police Chief in Cheswold, DE, is approximately **\$135,149** annually, with a range typically between \$121,522 and \$148,280. This role generally commands a higher rate than the \$133,987 average for a Delaware Police Chief. The town also offers competitive officer salaries, starting at \$54,000+ for recruits.

Patrol Starts at **\$57,500** post-academy (**\$60,500 after 12 months.**) [(<https://cheswold.delaware.gov/police-employment/>)].

Lieutenant Salary: Approximately **\$85,000 to \$105,000** annually. This estimate is based on the Delaware average for Police Lieutenants (\$108,593) and the fact that Cheswold's **Police Chief** salary averages round **\$135,149**

[(<https://www.salary.com/research/salary/benchmark/sheriff-police-chief-salary/cheswold-de>)].

Key Details Regarding Cheswold Police Compensation:

- **Salary Range:** \$121,522 (25th percentile) to \$148,280 (75th percentile) for a Chief/Sheriff in Cheswold.
- **Hourly Rate:** The average hourly wage is approximately \$65 per hour.

- **Promotions:** Officers can be promoted to Private First Class (PFC) at \$60,500 annually after one year of service.
- **Lateral Transfers:** Experienced officers can start at \$69,500 per year.

4 years or more prior service, Lateral transfers start at \$69,500.00 per year.

Delaware City PD - Population 1,933 (Part time PD)

For the Delaware City Police Department in Delaware, the compensation for police officers is as follows:

Salary Details

- **Post-Academy Salary:** Officers earn **\$64,519 annually** upon completing the police academy [1.3, 1.29].
- **Average Pay:** As of early 2026, the average annual pay for a police officer in Delaware City is approximately **\$60,060** (~\$28.88/hour), though individual salaries typically range from **\$46,900 to \$72,000** [1.1].
- **Overtime:** Additional earnings are available through overtime opportunities [1.3].

Benefits Package

- **Health & Insurance:** Comprehensive medical and dental insurance coverage is provided [1.29].
- **Retirement:** Officers receive retirement benefits through the State Municipal Police Pension [1.3, 1.29].
- **Vehicle Policy:** Officers may be eligible for a **take-home vehicle** [1.3].
- **Schedule:** A shift schedule consisting of **12-hour shifts** with every other weekend off [1.29].
- **Paid Leave:** Includes paid vacation, sick leave, and holidays [1.3].

FY26 PUBLIC SAFETY SALARIES

Delaware City Police

FY 2026	Approved DCPD Salary	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Recruit Off. (Acad/FT 8-10 mos)	\$56,000					
Officer / Completion of Field Training	\$64,519	66,455	\$68,449			
Officer First Class / Y4	\$71,187	\$73,323				
Corporal / Y6	\$76,256	\$78,544	\$80,900	\$83,327	\$85,827	
Senior Corporal / Y9	-	-	-	-	-	
Supervisors						
Sergeant	\$82,356	\$84,827	\$87,372	\$89,993	\$92,693	
Lieutenant	*\$88,121	*\$90,765	\$93,488	\$96,293	\$99,182	
Chief	\$94,289	\$97,118	\$100,032	\$103,033	\$106,124	

3% Steps / 4% btwn ranks

Supervisors – 7% btwn ranks to start
PT Salaries – Range btwn \$28-32

Wyoming – Population 1900

Starts at **\$51,500** for certified officers, plus a **\$5,000 sign-on bonus**. See: (<https://www.joindelaware.com/departments/wyoming>).

Camden – Population 4200

Salary:

- **Non certified: \$65,295.44** upon successful completion of the police academy. Salary increases to **\$66,601.35 as of July 2025**.
- Certified: salary and signing bonus dependent on qualifications and years of service. See <https://www.joindelaware.com/department-solo/camden>

Some Salary information may be CONFIDENTIAL

VEHICLES - TOWNSEND PD NEW PATROL VEHICLE QUOTES – Jan 2026

Best price will be highlighted

Hertrich Fleet Services – Milford, DE

2026 F-150: \$49,136

2026 Explorer: \$46,522

***Hybrid model known to have lots of maintenance problems**

*** Dealer unable to obtain a V6 model**

Willis Ford – Smyrna, DE

2025 F-150: \$51,064

2025 Explorer: \$48,724

***V6 model known to be highly reliable and low maintenance**

Utilitac Equipment and Upfitting – Ridgway, PA

2025 F-150: \$49,999

2025 Explorer: \$48,999

***V6 model known to be highly reliable and low maintenance**

Submitted: Acting Chief Earl McCloskey, 1-29-26

Organization Name	POPULATION	Recruit	Patrolman	Patrolman First Class	Senior Patrol First Class	Corporal	Senior Corporal	Master Corporal	1st Sergeant	Sergeant	Staff Sergeant	Lieutenant	Captain	Deputy Chief	Chief	
University of Delaware (Neg.) 2024		\$ 63,079.00	\$64,025-\$91,524	\$67,752-\$96,851		\$72,424-\$103,530		\$78,264-\$106,992		\$86,442-\$116,424						
Alcohol&Tobacco 2024 (DATE)		\$ 58,000.00	\$58,870-\$69,270	\$64,957-\$77,758		\$72,749-\$86,884				\$81,476-\$97,308		\$91,749-\$108,980	\$98,707-\$117,887			
New Castle County 2025			\$56,912-\$93,668	Same as PTLM		\$59,757-\$98,352	\$62,746-\$103,259	\$69,585-\$108,434		\$72,6637-\$119,546	\$76,269-\$125,525	\$80,083-\$138,077	SR LT \$84,086-\$144,982			
Capital Police FY26 3% scale to 25		\$ 64,519.00	\$64,519-\$74,794	\$72,259-\$83,764		\$80,926-\$96,651				\$90,634-\$108,246		\$101,505-\$124,838				
Probation&Parole 2024 (P&P)			\$62,000-\$71,874	\$65,720-\$76,188		\$73,606-\$87,889				\$78,088-\$103,199		\$95,251-\$110,423	\$108,586-\$123,572			
DRBA 2025		\$ 66,037.00	\$67,966-\$70,407	\$73,703-\$75,089		\$79,218-\$82,837	\$87,393-\$91,386	\$96,412-\$108,094		\$90,634-\$108,246		\$101,505-\$121,229	\$109,802-\$131,308	\$118,778-\$141,857		
DNREC FY 26 scale@30yrs.			\$64,519-\$77,056	\$77,529-\$86,298		\$80,926-\$96,650								Major \$171,975-\$257,262		
Delaware State Police (DSP) 2025	~389	\$ 86,919.00	\$86,919-\$175,508	\$93,009-\$179,039		\$102,473-\$186,601	\$115,210-\$191,580	\$126,202-\$199,361	MCPL \$141,355-\$203,021	\$120,701-\$219,371		\$135,491-\$231,096	\$151,003-\$243,830		\$ 92,000.00	
Fenwick Island 2023			\$ 58,000.00	\$ 58,000.00		\$ 70,000.00	\$ 72,500.00			\$ 77,250.00					\$ 102,000.00	
Dewey beach 2025	~405	\$ 59,740.00	\$63,291-\$85,303	\$67,117-\$89,569		\$73,829-\$98,525	\$75,306-\$100,496	\$76,812-\$102,561		\$81,421-\$108,656		\$87,934-\$117,349			\$ 72,051.20	
South Bethany 2025	~520		\$ 64,000.00	\$ 68,000.00			\$ 79,000.00					\$ 88,000.00				
Frankford 2023	~905					\$ 55,640.00	\$ 57,304.00					\$ 67,953.60				
Newport 2025	~909		\$ 66,927.00	\$ 69,992.00		\$ 78,000.00	\$ 80,995.00							\$ 118,997.00		
Dagsboro 2025	~988		\$ 60,000.00			\$ 65,561-\$68,561	\$ 71,620.00			\$ 74,919.00				\$ 87,731.00		
Greenwood 2025	~1,123					\$ 60,660.00								\$ 80,000.00		
Rehoboth 2025	~1,257		\$ 78,809.00	\$79,597-\$106,233	\$84,373-\$112,596	\$93,015-\$120,477				\$108,036-\$138,549					\$ 78,291.00	
Felton 2025	~1,375						\$ 62,275.00					\$ 73,840.00				
Wyoming 2025	~1,871		\$ 55,500.00							\$ 63,900.00		\$ 65,000.00			\$ 85,000.00	
Delaware City 2023	~1,933		\$ 64,519 (2024)	\$ 50,995.00							\$59,500 35 hr workweek				\$ 72,000.00	
Delmar 2025 scale @ 25 yrs.	~2,278	\$ 53,969.00	\$57,747-\$92,882	\$60,634-\$97,526		\$65,485-\$105,328				\$68,759-\$110,959		\$ 116,390.00			\$ 120,000.00	
Bridgeville 2025	~2,909			\$ 70,200.00	\$77,334-\$78,874					\$ 85,197.00		\$ 99,590.00			\$ 120,848.00	
Townsend (no formal scale)	~2,941	\$ 52,000.00	\$ 54,000.00	\$ 57,000.00				\$ 60,000.00	\$ 65,425.00		(Pending)				\$ 83,000.00	
Ocean View 2025	~3,023		\$ 70,035.00	\$ 74,483.00		\$ 83,664.00	\$90,451-\$92,670			\$100,544-\$102,418		\$25,938-\$106,009	\$ 123,020.00		\$ 150,000.00	
Selbyville 2025	~3,285		\$ 66,142.00			\$76,641-\$79,733	\$82,911-\$90,679					\$ 106,897.00	\$ 114,915.00		\$ 123,533.00	
Lewes 2025 scale @ 30 yrs.	~3,702	\$ 79,125.00	\$79,916-\$105,593	\$83,873-\$111,928		\$93,388-\$119,763				\$108,470-\$137,728		\$114,978-\$145,991				
Milton 2025 scale@19 yrs	~3,773	\$ 63,000.00	\$66,150-\$94,478	\$71,452-\$102,086		\$77,157-\$108,038				\$83,329-\$119,015			\$93,290-\$141,109		\$102,619-\$155,220	
Harrington 2025	~3934		\$ 64,980.00	\$68,649-\$68,879		\$ 73,029.00						\$ 86,620.00	\$ 95,000.00			
Camden 2025 scale @ 26 yrs	~4,191	\$ 58,000.00	\$67,907-\$110,771	\$69,944-\$114,094	\$70,993-\$115,805	\$72,042-\$117,517		\$73,123-\$119,280		\$76,365-\$124,568	\$77,510-\$126,436					
Laurel 2025 scale@ 30 yrs	~4,395	\$ 68,157.00	\$ 68,157.00	\$ 71,565.00		\$75,143-\$101,282	\$77,792-\$103,814	\$79,737-\$106,409		\$82,895-\$111,729		5% more than top SGT			\$ 104,439.00	
Clayton 2025 +longevity	~4,511					\$ 73,277.00	\$ 77,277.00			\$ 84,211.00		\$ 92,840.00				
City of New Castle 2025	~5,551			\$ 72,488.00	\$83,307-\$93,307		\$ 90,480.00		\$ 103,480.00		\$ 107,639.00	\$ 112,833.00		\$ 115,086.00		\$ 129,046.00
Elsmere 2026 scale @ 32 years	~6,229 (2023)	\$ 72,000.00	\$72,000-\$74,160	\$77,126-\$78,668		\$81,815-\$105,837	\$86,790-\$110,070	\$92,066-\$112,229		\$95,749-\$119,052		\$99,579-\$128,816				
Millsboro 2025 scale@20 yrs.	~7,864+	\$ 70,057.00	\$70,757-\$85,483	\$77,039-\$92,151		\$84,718-\$99,338	\$90,742-\$104,305			\$97,820-\$112,441		\$104,775-\$118,063				
Georgetown 2025 Scale @35 yrs.	~8,098+	\$ 66,600.00	\$74,000-\$145,000	\$82,467-\$152,355		\$88,320-\$159,978				\$92,732-\$167,971		\$104,264-\$185,203	\$109,483-\$194,463			
Seaford 2025 scale@ 30 yrs	~8,952+	\$ 68,473.00	\$69,492-\$107,120	\$71,905-\$112,486		\$77,771-\$118,102	\$84,196-\$124,009	\$90,979-\$130,208		\$96,969-\$136,718		\$106,498-\$143,561				
Smyrna 2025 scale@25 years	~13,326+	\$ 61,474.00	\$63,797-\$66,674	\$75,272-\$97,372		\$91,186-\$113,378	\$102,186-\$127,055	\$112,269-\$142,384		\$103,001-\$144,227	\$15,428-\$146,390	\$137,280-\$164,062				
Milford 2025 scale@ 25 yrs	~14,079+	\$ 65,991.00	\$66,981-\$71,091	\$71,423-\$80,457		\$79,887-\$95,515	\$86,417-\$116,391			\$98,124-\$130,205		\$103,000-\$171,000	\$114,000-\$188,000			
Middletown 2025	~25,686+	\$ 70,949.00	\$72,013-\$94,146	\$76,748-\$98,854		\$83,022-\$103,796		\$89,807-\$108,986		\$92,904-\$114,436	\$100,498-\$	\$110,548-\$132,173	R LT \$119,548-\$138,782	Cpt \$125,563-\$145,721		
Newark 2025	~30,506+	\$ 81,781.00	\$82,607-\$110,336	\$86,813-\$113,646		\$90,443-\$130,021		\$95,165-\$135,241		\$113,350-\$145,390		\$123,713-\$155,562	\$135,031-\$169,994			
Dover 2025 scale @30yrs.	~40,191+	\$ 70,000.00	\$70,765-\$72,747	\$75,815-\$95,731		\$91,817-\$119,516		\$96,611-\$124,314	CPLI \$97,407-	\$107,538-\$133,643		\$119,878-\$140,880	\$132,000-\$157,752			
Wilmington FY 26 scale@32 yrs	73,176+	\$ 67,600.00	\$67,600-\$70,200	\$ 75,400.00		\$ 91,447.00	\$ 96,019.00	\$100,067-\$121,981		\$108,209-\$137,235		\$118,366-\$150,117	\$149,563-\$166,689	\$169,595-\$186,122		

Average Salaries by Positions

Recruit	\$64,400
Patrolman	\$74,500
Patrolman First Class	\$81,500
Senior Patrol First Class	\$93,400
Corporal	\$86,600
Senior Corporal	\$89,800
Master Corporal	\$105,600
1st Sergeant	\$110,400
Sergeant	\$113,900
Staff Sergeant	\$87,800
Lieutenant	\$101,900
Captain	\$131,900
Deputy Chief	\$164,600
Chief	\$102,800

Average Salaries by Population Size

Small Municipalities (<2,000)		Mid Size Municipalities (2,000 - 6,000)		Large Municipalities (6,001 - 10,000)		X-Large Municipalities (>10,000)	
Recruit	\$46,200	Recruit	\$62,375	Recruit	\$69,300	Recruit	\$69,600
Patrolman	\$63,800	Patrolman	\$73,350	Patrolman	\$87,250	Patrolman	\$75,700
Patrolman First Class	\$70,650	Patrolman First Class	\$78,600	Patrolman First Class	\$93,000	Patrolman First Class	\$85,200
Senior Patrol First Class		Corporal	\$85,850	Corporal	\$102,000	Corporal	\$98,500
Sergeant	\$86,900	Sergeant	\$95,500	Sergeant	\$116,800	Sergeant	\$119,000
Lieutenant	\$79,400	Lieutenant	\$91,725	Lieutenant	\$123,850	Lieutenant	\$135,500
Chief	\$83,550	Captain	\$113,000	Captain	\$151,950	Captain	\$147,100
		Chief	\$119,950			Deputy Chief	\$156,800

Patrolman First Class	\$93,000	Patrolman First Class	\$85,200
Corporal	\$102,000	Corporal	\$98,500
Sergeant	\$116,800	Sergeant	\$119,000
Lieutenant	\$123,850	Lieutenant	\$135,500
Captain	\$151,950	Captain	\$147,100
Deputy Chief	\$156,800		