



Town of Ocean View, DE

Police Total Compensation Study

November 10, 2025



Summary

- The Town of Ocean View engaged PFM to conduct a police total compensation study to support the FY2027 budget process and assess the Town's current market position within its regional labor market
- The following slides compare Ocean View to a group of peer towns and cities that are geographically close, operate within a similar labor market, and maintain similarly sized police departments
- Ocean View's current compensation structure uses ad hoc annual wage increases that advance officers through their respective pay ranges, including several non-competitive promotions
- Currently when comparing base pay plus longevity excluding annual increases, Ocean View ranks **4 of 6**, 10.3% below the comparison group median on a 20-year career average basis
- If a pay scale with 1.5% steps and a starting salary of \$72,000 is implemented, Ocean View would rank **2 of 6** overall (3 of 6 for base + longevity), and approximately 4.5% above the median on a 20-year career average basis
 - A 1.5% increase aligns with practices across the comparison group, where most jurisdictions provide 1.0% to 2.0% step increases
 - Ocean View's resulting market position aligns with its economic profile: above peer towns, but below peer cities
- Providing COLAs in outyears will help support Ocean View's market position before a three-year total comparability review
- Beyond base pay, Ocean View provides competitive benefits—including the lowest employee contribution for family healthcare and generous vacation leave, further enhancing Ocean View Police Officer's total compensation package



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Ocean View Police Officer Compensation



Overview

- The following slides summarize PFM's current understanding of the Department's rank structure, pay ranges, and compensation practices
- Ocean View maintains five distinct pay ranges for its sworn law enforcement positions
 - All non-supervisory ranks (Officer and Corporal) fall within a single grade
 - Each supervisory rank (Sergeant, Lieutenant, Captain, Chief) is assigned its own pay grade
- Annual wage increases typically include a mix of cost-of-living adjustments, promotional increases, or other pay scale adjustments
- Ocean View's police officer career progression includes several non-competitive promotions, at times representing a 6.0% base pay increase with each promotion until they reach the maximum of their assigned grade
- Including base salary, overtime, healthcare, and retirement contributions, the total annual cost of compensation and benefits per officer is nearly \$140,000 according to the most recent data as of May 1, 2025
 - The figure above includes the average FY2026 base pay, FY2025 budgeted overtime, as well as FY2026 employer contributions to health, retirement, dental, life/disability, vision, and holiday bonus



Ocean View Police Department – Rank Structure

- As of May 1, 2025, the Ocean View Police Department had 14 active officers
- Master Corporal is the highest non-competitive, non-supervisory rank
- All non-competitive, non-supervisory ranks are on Grade 9 — representing 43% of the Department
- Supervisory positions (Sergeants, Lieutenants, Captains, and Chief) represent 57% of the Department
 - Each supervisory rank has a separate pay grade (Grade 10 to 13)

Ocean View Police Department Grade and Headcount
Effective May 1, 2025

Category	Rank	Grade	Count
Non-supervisory ranks	Officer	9	2
	Officer 1st Class	9	0
	Corporal	9	1
	Corporal 1st Class	9	3
	Corporal 2	9	0
	Master Corporal	9	0
Supervisory ranks	Sergeant	10	3
	Lieutenant	11	3
	Captain	12	1
	Chief	13	1
Total Headcount		-	14

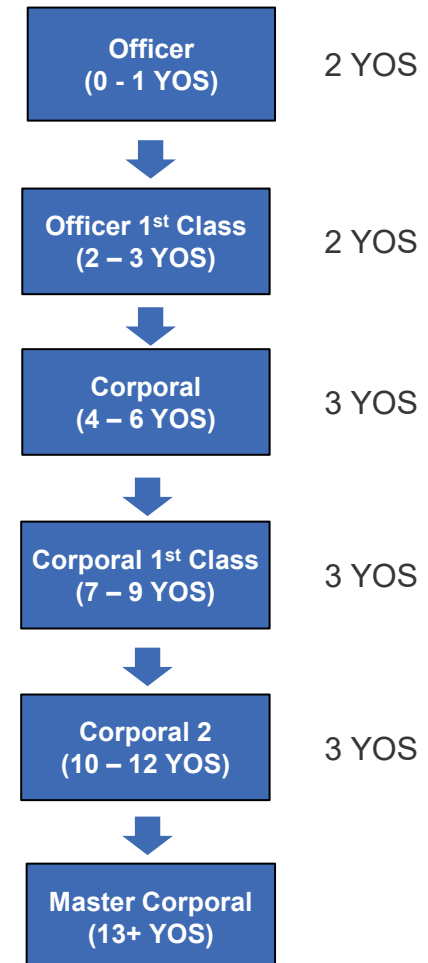
Source: Ocean View Personnel Details



Ocean View Police Department – **Current** Career Progression

- The chart on the right shows a typical career progression through the Department's highest non-competitive, non-supervisory rank:
 - New hires enter the Department as an Officer and receive an automatic promotion to Officer First Class after two (2) years of service (YOS)
 - Officer First Class are typically promoted to Corporal after four (4) YOS
 - Corporals are typically promoted to Corporal First Class after seven (7) YOS
 - Corporal First Class is typically promoted to Corporal 2 after 10 YOS
 - Corporal 2 is typically promoted to Master Corporal after 13 YOS
- Each non-competitive promotion is typically accompanied with a **6.0% promotional increase** in base pay—moving officers through the grade 9 pay range

Ocean View Police Officer
Career Progression (Grade 9)



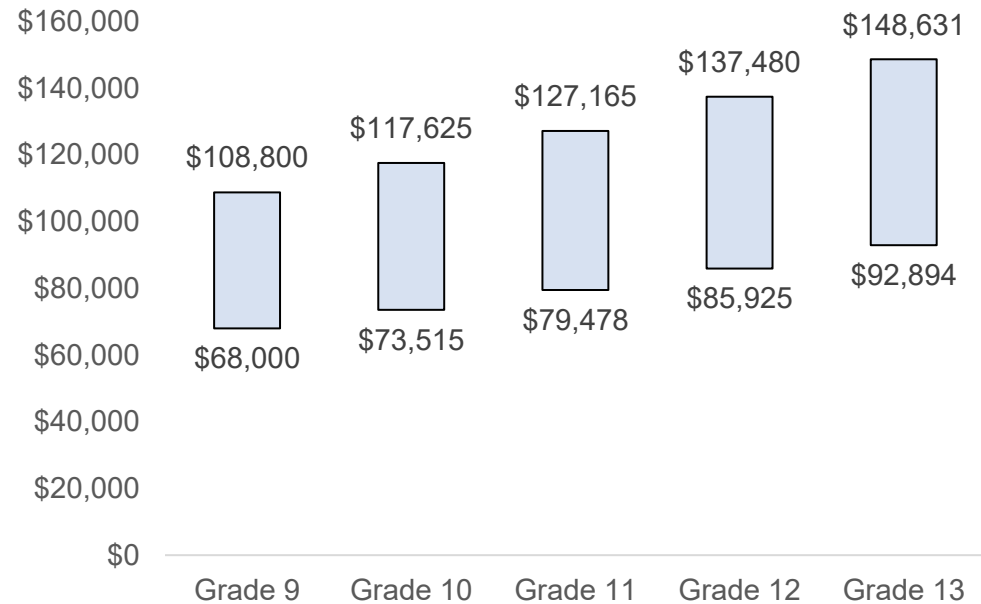


Ocean View Police Department – Pay Ranges

Effective 5/1/2025

- The compensation plan for Ocean View Police Officers consists of 5 distinct pay ranges as detailed in the graph to the right
 - As of FY2026, the starting rate for Ocean View Police Officers is **\$68,000**
- Each fiscal year, Officers may receive wage increases from cost-of-living adjustments (COLAs), promotional increases, or other adjustments to the starting salary to address competitiveness
 - **COLAs** are across-the-board wage increases that apply to individual salaries as well as the pay range minimums and maximums
 - **Pay Scale Adjustments** can be across-the-board increases or represent movement through each pay range

FY 2026 Pay Range – Public Safety

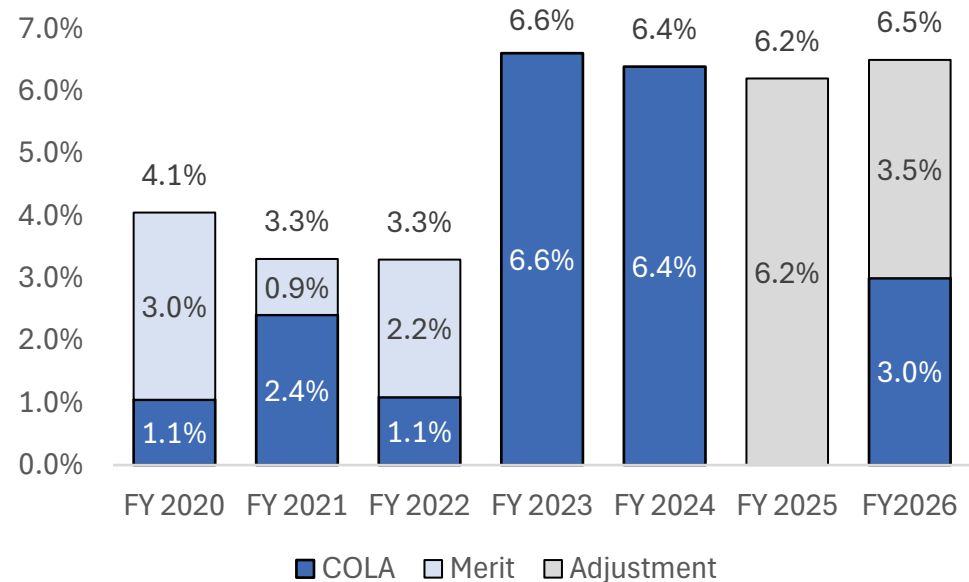




Ocean View Police Department – Historical Wage Context

- Since FY2020, the average annual wage increase for police officers has been approximately **5.2%**, not including promotional increases
- As a general practice, the Town benchmarks annual wage increases with the change in the December CPI-U Mid-Atlantic data each year
 - This practice aims for employees to maintain purchasing power as the cost of living in the region continues to rise
- Over an illustrative six-year career, an officer who was hired on May 1, 2019, at **\$49,548** would be making approximately **\$77,669** today (inclusive of non-competitive, non-supervisory promotions) — representing an annual average growth of **7.8%**

FY 2020 – FY 2026 Historical Wage Increases

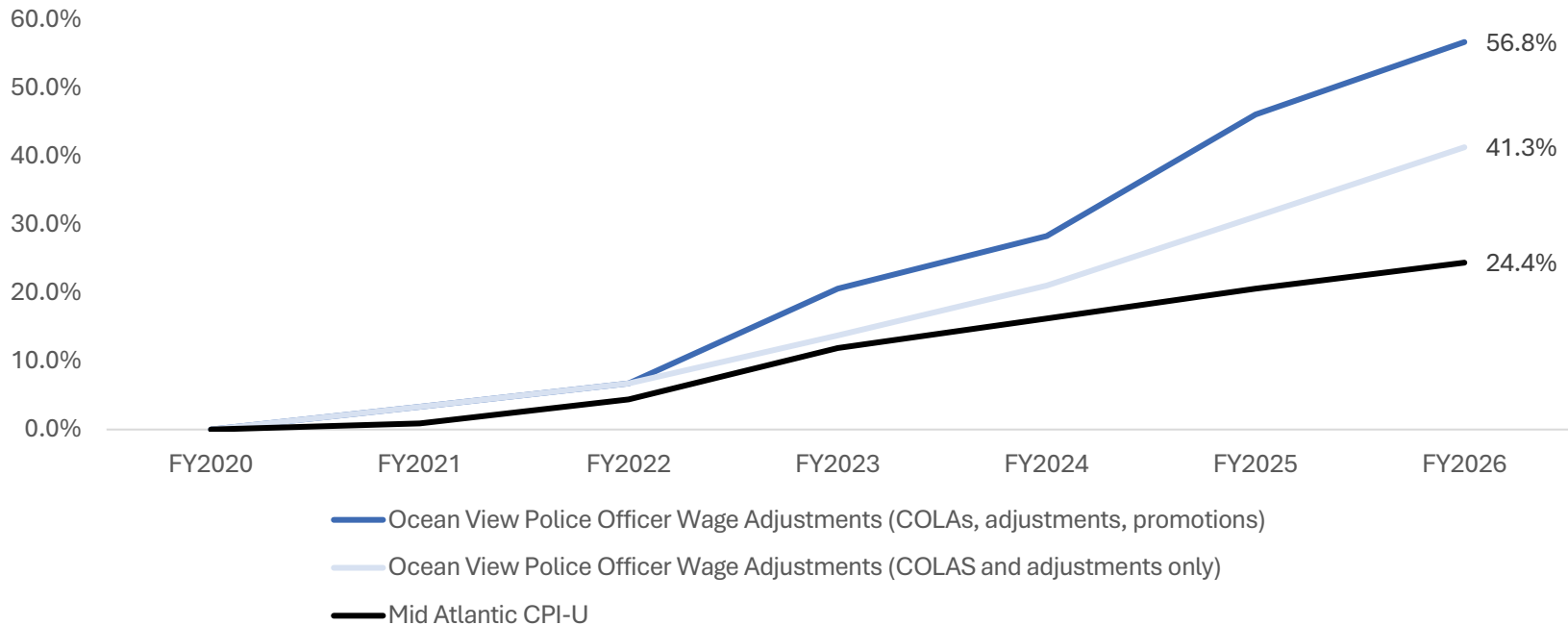


*Note: FY2025 and FY2026 adjustment increases were \$5,000 and \$3,000, respectively. Percentages shown are an average increase across the Department



Ocean View Police Department – Historical Wage Context

- Over an illustrative six-year period, a theoretical Ocean View Police Officer hired on May 1, 2019, would have received **41.3%** wage growth in COLAs and other adjustments. When promotional increases are factored in, that growth rises to **56.8% - reflecting Ocean View's continued investment to remain competitive**
- Over that same time period, from April 2019 to April 2025, Mid-Atlantic CPI-U rose by **24.4%**

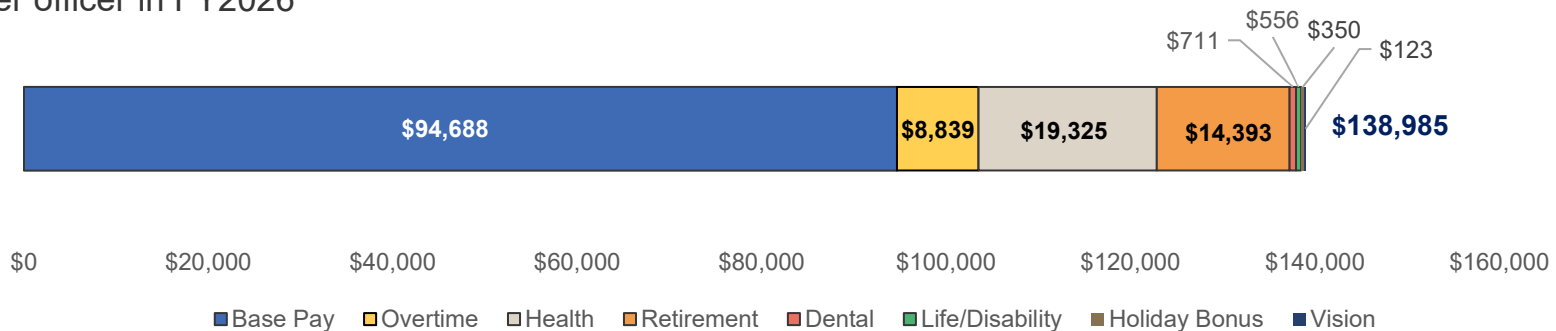


Source: Bureau of Labor Statistics: CPI-U (Mid-Atlantic) April 2019 – April 2025



Ocean View Police Department – Total Compensation and Benefits

- Beyond base pay, Ocean View Police Officers also receive additional compensation and benefits including:
 - **Overtime:** represents the average budgeted overtime compensation in FY2025, which is the most recent information available
 - **Bonuses:** Non-contractual employees will receive a \$350 holiday bonus in December of 2026
 - **Healthcare:** represents the average employer cost for FY2026 health benefits
 - **Retirement:** Ocean View contributes **an additional 15.2%** of pensionable compensation for officers to participate in the Delaware Public Employees' Retirement System (DPERS): County & Municipal Police/Firefighters' Pension Plan
- The Town also provides dental, vision, AD&D, and life insurance at no cost to the employee as well as a Flexible Spending Account, 457(b) plan, and legal shield (available by employee choice, not included below)
- The total employer cost of base pay plus these additional benefits/compensation **is approximately \$139,000** per officer in FY2026



PFM analysis of payroll run produced by the Town of Ocean View (May 2025); AD&D = Accidental Death and Dismemberment Insurance
Chief excluded from average base pay
Employer costs for FICA not included



Comparison Group



Comparison Group Overview

- The slides that follow present the comparison group and methodology
- We generally consider the following factors when developing a comparison group:
 - **Labor market:** Who are other employers within the same labor market? Are they competing for similar talent?
 - **Regional economy:** What is the comparable jurisdiction's regional economy?
 - **Population and organization type:** What is the general size of other jurisdictions in the region? Is the scale of services and organizational complexity comparable to Ocean View?
 - **Demographic and economic context:** Are other employers operating in similar community environments?
- It is important for any comparison group to be based on a set of objective criteria that are readily defensible (i.e., not vulnerable to claims of “cherry-picking”)



Labor Market and Regional Economy

- One of the major considerations when developing a comparison group is the labor market and region from which the Town draws talent
- Another consideration is similarity in economic strengths
- Using Sussex County as a proxy for Ocean View's regional labor market, there are approximately 24 towns and cities that could be potential comparators
- PFM used the following set of objective criteria to narrow the potential list of comparators:
 - A Delaware City/Town in Sussex County within 20 miles of Ocean View
 - Population over 1,000 and under 5,000
 - Police Department with between 5 and 25 sworn officers

Towns and Cities within Sussex County, DE

	Population	Number of Sworn Officers
Henlopen Acres	191	-
Dewey Beach	328	9
Fenwick Island	383	6
Bethel	431	-
Slaughter Beach	431	-
South Bethany	503	5
Ellendale	675	1
Frankford	883	Not reported
Bethany Beach	923	12
Blades	1,055	3
Dagsboro	1,350	6
Rehoboth Beach	1,388	17
Greenwood	1,800	3
Millville	2,059	-
Delmar	2,386	16
Bridgeville	2,661	8
Ocean View	2,760	14
Selbyville	3,005	10
Lewes	3,415	15
Milton	3,469	10
Laurel	4,043	17
Millsboro	7,152	18
Georgetown	7,456	18
Seaford	8,255	30
Milford	12,193	33

Source: U.S. Census, American Community Survey 2019 - 2023 five-year estimates, U.S. Federal Bureau of Investigations, Crime Data Explorer 2023 (Data reported as of 1/1/2022)



Population and Department Size

- PFM's selected criteria yielded five jurisdictions. Ocean View falls near the median of this group for both population and number of sworn police officers
 - Dewey Beach, South Bethany, Fenwick Island, and Frankford are not part of the comparison group given their small populations (<1,000)
- While not part of the primary comparison group, PFM included the State (i.e., Delaware State Police) as a secondary point of comparison

	Population	Number of Sworn Police Officers
Ocean View	2,760	14
Dagsboro	1,350	6
Lewes	3,415	15
Milton	3,469	10
Rehoboth Beach	1,388	17
Selbyville	3,005	10
Median (excl. Ocean View)	3,005	10
Ocean View Rank	4 of 6	3 of 6



Source: U.S. Census, American Community Survey 2019 - 2023 five-year estimates, U.S. Federal Bureau of Investigations, Crime Data Explorer 2023 (Data reported as of 1/1/2022).



Economic and Demographic Context

- The comparison group includes jurisdictions with a wide range of economic conditions, with median household incomes ranging from \$64,250 (Dagsboro) to \$141,250 (Rehoboth Beach)
- Ocean View's median household income is above the comparison group median – higher than Dagsboro, Milton, and Selbyville, but lower than the jurisdictions north of the Town (Lewes and Rehoboth Beach), which generally have stronger economic factors
- Housing costs and median home values in Ocean View are also higher than the median, underscoring the importance of competitive compensation to attract and retain qualified law enforcement personnel

	Population	Median Household Income	Median Earnings 25 Yrs+	Per Capita Income	Median Home Value	Median Monthly Housing Costs
Ocean View	2,760	\$88,021	\$57,368	\$50,712	\$483,600	\$2,391
Dagsboro	1,350	\$64,250	\$51,250	\$32,514	\$285,000	\$1,535
Lewes	3,415	\$92,375	\$46,087	\$67,988	\$806,700	\$2,128
Milton	3,469	\$64,906	\$37,870	\$36,028	\$376,600	\$1,517
Rehoboth Beach	1,388	\$141,250	\$76,667	\$118,239	\$1,238,400	\$2,778
Selbyville	3,005	\$81,845	\$41,921	\$40,672	\$410,700	\$1,467
Median (excl. Ocean View)	3,005	\$81,845	\$46,087	\$40,672	\$410,700	\$1,535
Ocean View Rank	4 of 6	3 of 6	2 of 6	3 of 6	3 of 6	2 of 6

Source: U.S. Census, American Community Survey 2019–2023 five-year estimates



Collective Bargaining

- Ocean View is one of two jurisdictions in the comparison group that does not collectively bargain
- Of the jurisdictions that do collectively bargain, all have ratified new contracts within the past 18 months

	Collective Bargaining	Contract Dates
Ocean View, DE	-	N/A
Dagsboro, DE	-	N/A
Lewes, DE	✓	4/1/2025 - 3/31/2028
Milton, DE	✓	10/1/2024 - 9/30/2026
Rehoboth Beach, DE	✓	4/1/2025 - 3/31/2028
Selbyville, DE	✓	1/1/2024 – 1/31/2027
Delaware State Police	✓	7/1/2024-6/30/2027



Comparability Analysis



Comparability Overview (Current)

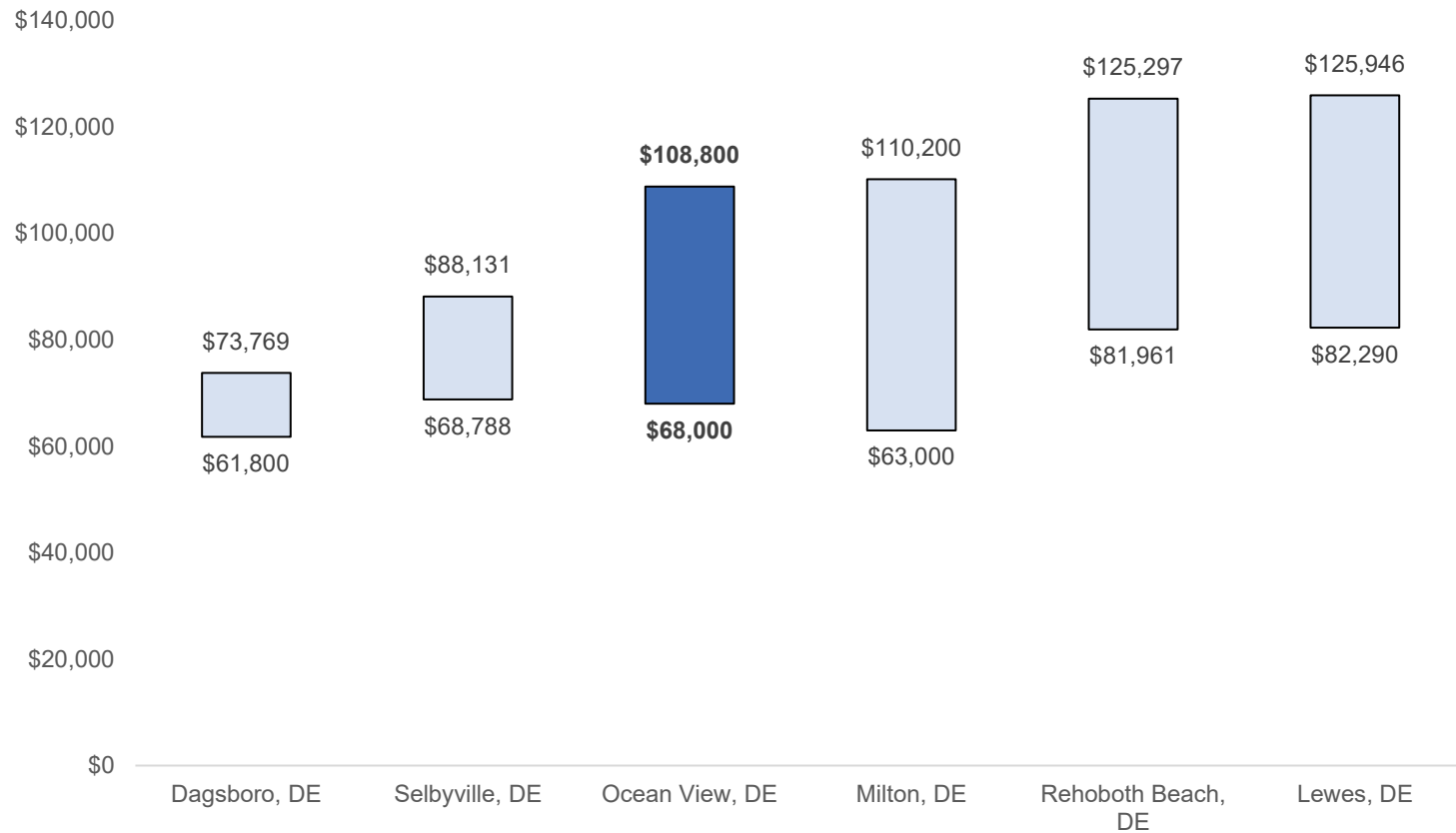
- Ocean View's market position within the defined comparison group is slightly above the median based on a career average analysis, assuming officers receive a consistent 1.5% increase
 - Entry: Ocean View ranks below the comparison group median, trailing by approximately 1.1%
 - Maximum Base + Longevity: Ocean View ranks near the comparison group median, trailing by approximately 1.3%
- Most comparison group jurisdictions (4 of 6) use structured step pay plans with annual increases between 1.0% and 2.0%, reaching maximum compensation between 14 and 31 years of service
- All jurisdictions in the group, including Ocean View, feature non-competitive promotions as part of their compensation models, allowing for additional career progression opportunities
- Ocean View's additional cash compensation beyond base pay is consistent with the comparison group and has the potential to be more competitive with two potential FY2027 proposals on shift differential and fitness incentive – subject to the Town's ability to pay
- Ocean View's health benefits compare very favorably with the comparison group, representing the lowest employee contribution for family healthcare



Police Officer Pay Ranges (Current)

Effective 4/30/2026

- At both entry and maximum Ocean View ranks **4 of 6** in the comparison group





Pay Scale Analysis (Current with 1.5% increase)

- If no increases are given, Ocean View Police Officers would not reach the maximum of \$108,800
 - With promotional increases of 6.0% alone, officers would reach Master Corporal after 13 YOS and make \$90,999
- If a 1.5% increase through the pay range is granted consistently, Ocean View Officers would reach maximum base pay after 13 years of service, **representing the second fastest progression in the comparison group**

	Pay Range/Step	Value of Step/Increase	YOS to Max
Ocean View, DE	Range	-	N/A
		1.5%	13
Dagsboro, DE	N/A	-	6
Lewes, DE	Steps	1.0% -1.25%	30
Milton, DE	Steps	2.0%	14
Rehoboth Beach, DE	Steps	1.0%	31
Selbyville, DE	Steps	1.0%	20



Career Progression

Full-Performance Police Officer

- The table below summarizes the career progressions – i.e., the non-competitive promotions – for law enforcement ranks in the comparison group
- Ocean View has the most (tied) non-competitive promotions in the comparison group
- The ranks in **bold** represent the highest rank used in the career average analyses. Corporal is used for Milton and Rehoboth Beach because they both have an unrestricted allocation of positions and most eligible officers reach that rank in their career

Career Progression - Full-Performance Police Officer							Competitive, Non-Supervisory Rank	First-Line Supervisor
Ocean View, DE	Officer	Officer First Class	Corporal	Corporal First Class	Corporal 2	Master Corporal	-	Sergeant
Dagsboro, DE	Officer	Patrol Officer First Class	Corporal	Senior Corporal	-	-	-	Sergeant
Lewes, DE	Patrol Officer	Patrol Officer First Class	Corporal	Corporal 1	Senior Corporal	Master Corporal	-	Sergeant
Milton, DE	Patrol Officer	Patrol Officer First Class	-	-	-	-	Corporal	Sergeant
Rehoboth Beach, DE	Patrol Officer	Patrol Officer First Class	-	-	-	-	Corporal	Sergeant
Selbyville, DE	Patrol Officer	Patrol First Class	-	-	-	-	Corporal	Sergeant



Methodology

- The compensation comparisons that follow focus on base pay plus longevity for grade 9 over the course of a theoretical 20-year and 25-year career
- A “career average” is then calculated by mathematically averaging each step in a multi-year progression, assuming attainment of the highest non-competitive, non-supervisory rank
 - While the career average is a theoretical construct that would not be experienced by any individual police officer (since wage increases and other adjustments would inevitably change the pay progression over the course of a career), the concept provides a simplified, single figure for comparing the current overall value of a pay plan. This career average approach can be particularly helpful for comparing pay plans with significantly faster or slower progressions toward maximum compensation
- The effective date for the following analyses is 4/30/2026, representing the last day of Ocean View’s FY 2026. This date was chosen to capture any increases in other jurisdictions that occur during Ocean View’s fiscal year
- In addition to the base pay/longevity analysis, PFM further analyzed additional pay premiums in the comparison group (uniform allowance, shift differential, etc.) that provides a more comprehensive evaluation of Ocean View’s comparability



Base Pay + Longevity + Non-Competitive Promotions (Current)

Effective 4/30/2026 – No Ad Hoc Increases

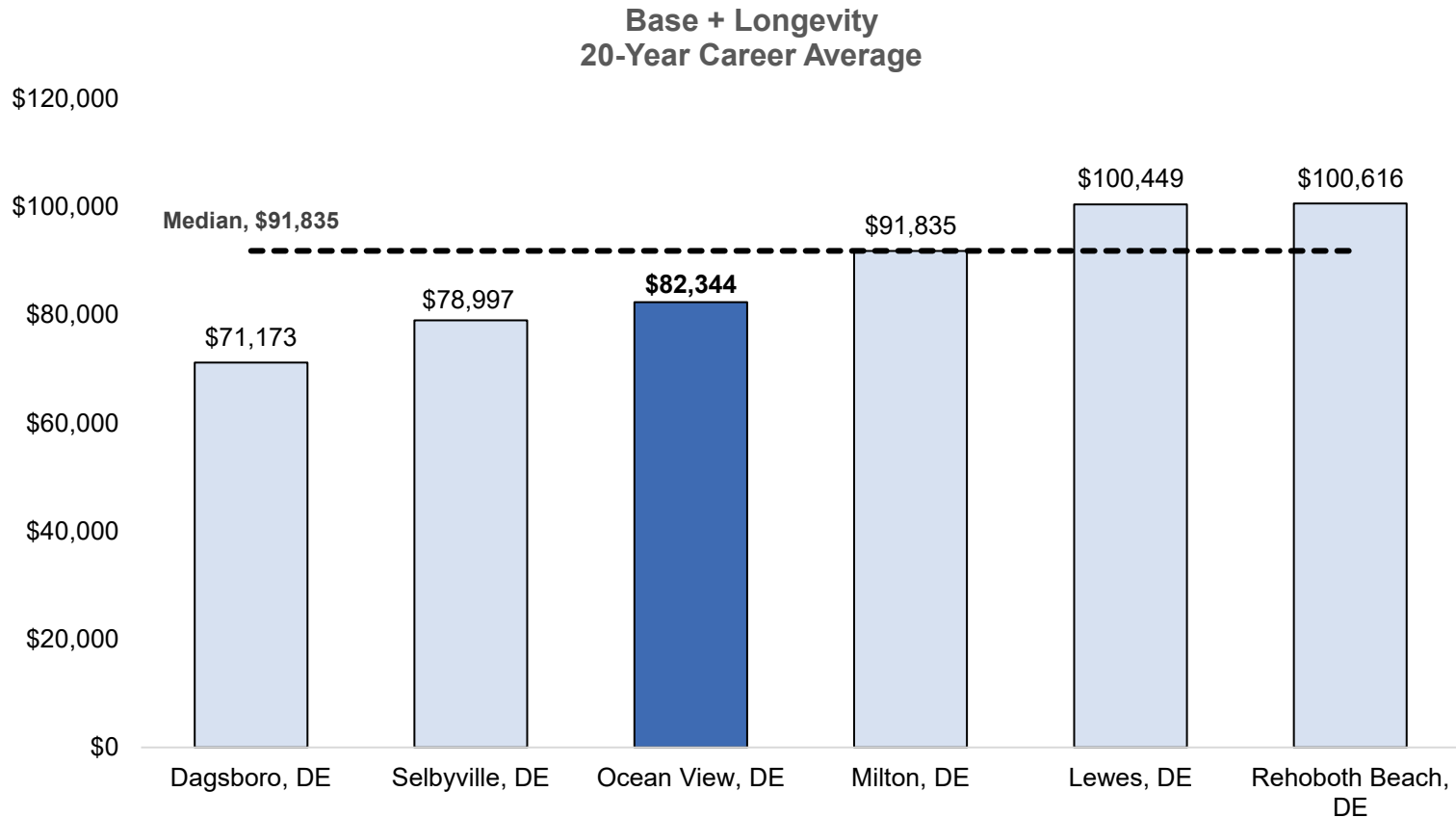
Year of Service	Ocean View, DE	Dagsboro, DE	Lewes, DE	Milton, DE	Rehoboth Beach, DE	Selbyville, DE	Median	Ocean View Lead/(Lag) \$	Ocean View Lead/(Lag) %	Ocean View Rank
Year 1	\$68,000	\$61,800	\$82,290	\$64,575	\$81,961	\$68,788	\$68,788	(\$788)	(1.1%)	4 of 6
Year 2	\$68,000	\$61,800	\$83,113	\$67,473	\$82,781	\$69,476	\$69,476	(\$1,476)	(2.1%)	4 of 6
Year 3	\$72,080	\$64,478	\$88,981	\$74,328	\$88,625	\$70,170	\$74,328	(\$2,248)	(3.0%)	4 of 6
Year 4	\$72,080	\$64,478	\$89,870	\$75,815	\$89,512	\$74,416	\$75,815	(\$3,735)	(4.9%)	5 of 6
Year 5	\$76,405	\$67,528	\$94,634	\$83,518	\$96,735	\$75,160	\$83,518	(\$7,113)	(8.5%)	4 of 6
Year 6	\$76,405	\$70,617	\$95,817	\$85,188	\$97,702	\$75,911	\$85,188	(\$8,783)	(10.3%)	4 of 6
Year 7	\$76,405	\$73,769	\$97,014	\$86,892	\$98,680	\$76,670	\$86,892	(\$10,487)	(12.1%)	5 of 6
Year 8	\$80,989	\$73,769	\$98,227	\$88,630	\$99,666	\$77,437	\$88,630	(\$7,640)	(8.6%)	4 of 6
Year 9	\$80,989	\$73,769	\$99,455	\$90,402	\$100,663	\$78,212	\$90,402	(\$9,413)	(10.4%)	4 of 6
Year 10	\$80,989	\$73,769	\$100,698	\$92,210	\$101,670	\$78,994	\$92,210	(\$11,221)	(12.2%)	4 of 6
Year 11	\$85,848	\$73,769	\$101,957	\$94,054	\$102,686	\$79,784	\$94,054	(\$8,206)	(8.7%)	4 of 6
Year 12	\$85,848	\$73,769	\$103,231	\$95,935	\$103,713	\$80,581	\$95,935	(\$10,087)	(10.5%)	4 of 6
Year 13	\$85,848	\$73,769	\$104,522	\$97,854	\$104,750	\$81,387	\$97,854	(\$12,006)	(12.3%)	4 of 6
Year 14	\$90,999	\$73,769	\$105,828	\$99,811	\$105,798	\$82,201	\$99,811	(\$8,812)	(8.8%)	4 of 6
Year 15	\$90,999	\$73,769	\$107,151	\$101,808	\$106,856	\$83,023	\$101,808	(\$10,808)	(10.6%)	4 of 6
Year 16	\$90,999	\$73,769	\$108,490	\$103,844	\$107,924	\$83,853	\$103,844	(\$12,844)	(12.4%)	4 of 6
Year 17	\$90,999	\$73,769	\$109,846	\$105,921	\$109,004	\$84,692	\$105,921	(\$14,921)	(14.1%)	4 of 6
Year 18	\$90,999	\$73,769	\$111,219	\$108,039	\$110,094	\$85,539	\$108,039	(\$17,040)	(15.8%)	4 of 6
Year 19	\$90,999	\$73,769	\$112,610	\$110,200	\$111,195	\$86,394	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 20	\$90,999	\$73,769	\$114,017	\$110,200	\$112,307	\$87,258	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 21	\$90,999	\$73,769	\$115,158	\$110,200	\$113,430	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 22	\$90,999	\$73,769	\$116,309	\$110,200	\$114,564	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 23	\$90,999	\$73,769	\$117,472	\$110,200	\$115,710	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 24	\$90,999	\$73,769	\$118,647	\$110,200	\$116,867	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 25	\$90,999	\$73,769	\$119,833	\$110,200	\$118,035	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 26	\$90,999	\$73,769	\$121,032	\$110,200	\$119,216	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 27	\$90,999	\$73,769	\$122,242	\$110,200	\$120,408	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 28	\$90,999	\$73,769	\$123,464	\$110,200	\$121,612	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 29	\$90,999	\$73,769	\$124,699	\$110,200	\$122,828	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
Year 30	\$90,999	\$73,769	\$125,946	\$110,200	\$124,056	\$88,131	\$110,200	(\$19,200)	(17.4%)	4 of 6
20 Year Avg	\$82,344	\$71,173	\$100,449	\$91,835	\$100,616	\$78,997	\$91,835	-\$9,491	(10.3%)	4 of 6
25-Year Avg	\$84,075	\$71,692	\$103,856	\$95,508	\$103,637	\$80,824	\$95,508	-\$11,433	(12.0%)	4 of 6
30-Year Avg	\$85,229	\$72,038	\$107,126	\$97,956	\$106,635	\$82,042	\$97,956	-\$12,727	(13.0%)	4 of 6



Base Pay + Longevity + Promotions (Current)

20-Year Career Averages, Effective 4/30/2026 – No Ad Hoc Increases

- On a 20-year career average basis, Ocean View ranks **4 of 6**, trailing the comparison group median by 10.3%

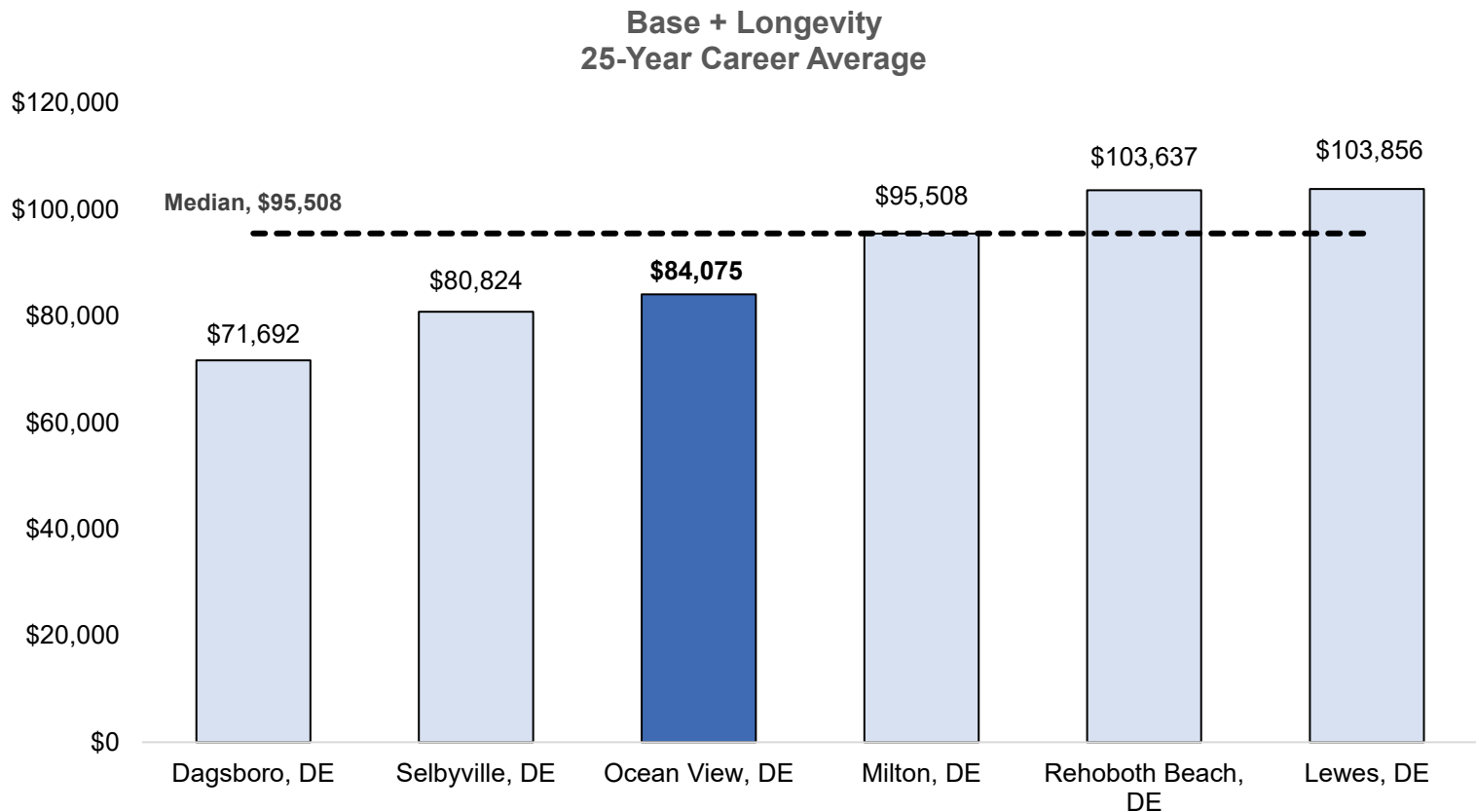




Base Pay + Longevity + Promotions (Current)

25-Year Career Averages, Effective 4/30/2026 – No Ad Hoc Increases

- On a 25-year career average basis, Ocean View ranks **4 of 6**, trailing the comparison group median by 12.0%





Scenario: With 1.5% Step Increases (at current starting salary)

- The Ocean View Police Department proposed a pay scale in October of 2024 that included an annual 1.5% step increase
- This approximates step increases included in pay scales across the comparison group (1.0% in Rehoboth Beach and Selbyville, 1.0%-1.25% in Lewes, and 2.0% in Milton)
- The analysis that follows shows base + longevity as of 4/30/2026, assuming annual step increases of 1.5% for both Ocean View and Dagsboro, which also adopts a pay range with ad hoc increases
 - 1.5% increases are granted until the maximum of grade 9 is reached, including non-competitive promotions



Scenario: With 1.5% Step Increase (at current starting salary)

- The chart on the right demonstrates a career progression with 1.5% step increases and the current starting salary of \$68,000
- The minimum, maximum, and promotional increases remain the same
- Under this progression, officers would reach the maximum base pay of **\$108,800** after 13 years of service

Year	Rank	Base Pay
Year 1	Officer	\$68,000
Year 2	Officer	\$69,020
Year 3	Officer First Class	\$74,259
Year 4	Officer First Class	\$75,372
Year 5	Corporal	\$81,093
Year 6	Corporal	\$82,310
Year 7	Corporal	\$83,544
Year 8	Corporal First Class	\$89,885
Year 9	Corporal First Class	\$91,234
Year 10	Corporal First Class	\$92,602
Year 11	Corporal 2	\$99,631
Year 12	Corporal 2	\$101,125
Year 13	Corporal 2	\$102,642
Year 14	Master Corporal	\$108,800



Scenario: 1.5% Step Increase – Base Pay + Longevity + Promotions

Effective 4/30/2026 (at current starting salary)

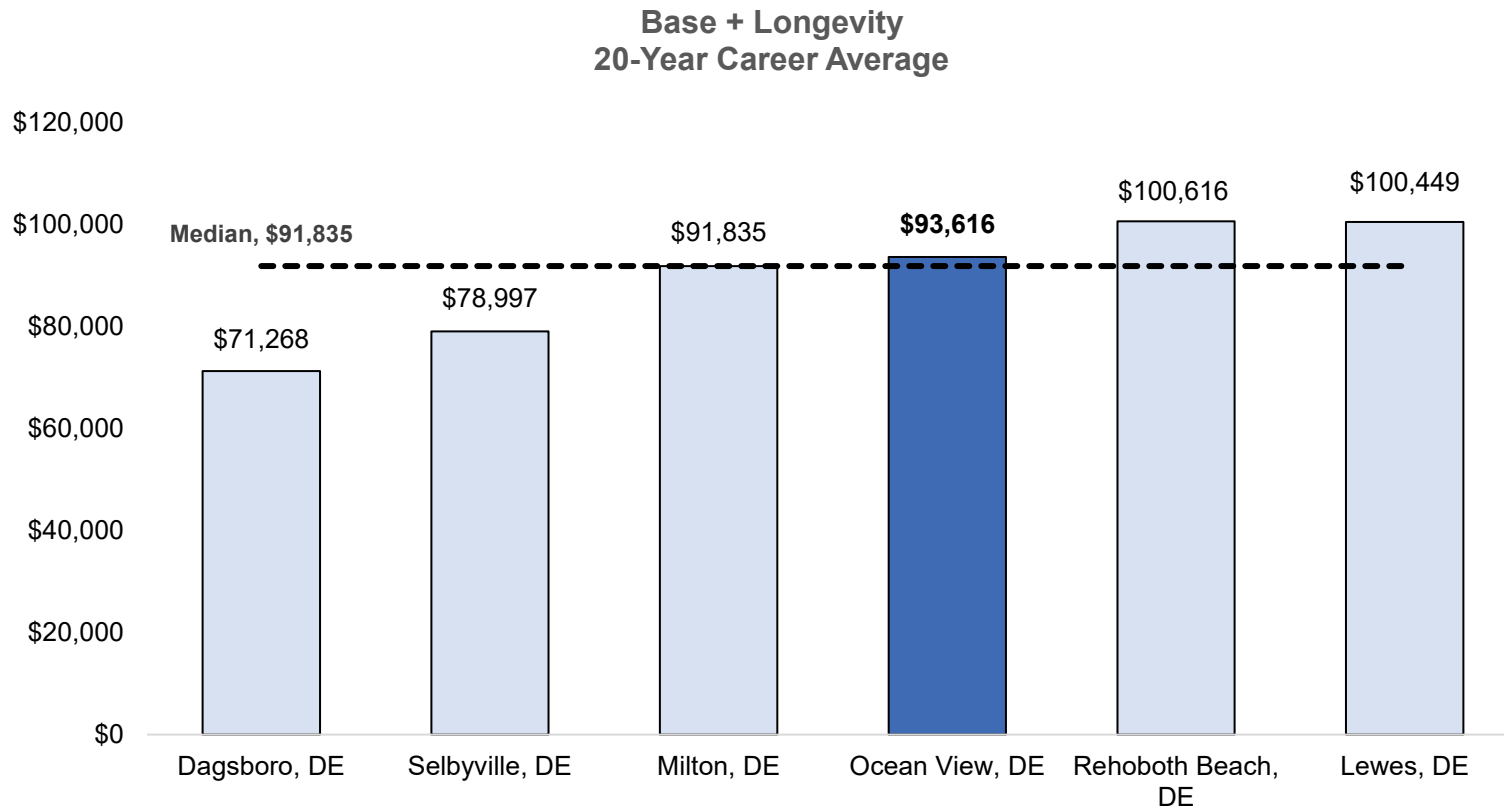
Year of Service	Ocean View, DE	Dagsboro, DE	Lewes, DE	Milton, DE	Rehoboth Beach, DE	Selbyville, DE	Median	Ocean View Lead/(Lag) \$	Ocean View Lead/(Lag) %	Ocean View Rank
Year 1	\$68,000	\$61,800	\$82,290	\$64,575	\$81,961	\$68,788	\$68,788	(\$788)	(1.1%)	4 of 6
Year 2	\$69,020	\$62,727	\$83,113	\$67,473	\$82,781	\$69,476	\$69,476	(\$456)	(0.7%)	4 of 6
Year 3	\$74,259	\$64,478	\$88,981	\$74,328	\$88,625	\$70,170	\$74,328	(\$70)	(0.1%)	4 of 6
Year 4	\$75,372	\$65,445	\$89,870	\$75,815	\$89,512	\$74,416	\$75,815	(\$442)	(0.6%)	4 of 6
Year 5	\$81,093	\$67,528	\$94,634	\$83,518	\$96,735	\$75,160	\$83,518	(\$2,424)	(2.9%)	4 of 6
Year 6	\$82,310	\$70,617	\$95,817	\$85,188	\$97,702	\$75,911	\$85,188	(\$2,878)	(3.4%)	4 of 6
Year 7	\$83,544	\$73,769	\$97,014	\$86,892	\$98,680	\$76,670	\$86,892	(\$3,347)	(3.9%)	4 of 6
Year 8	\$89,885	\$73,769	\$98,227	\$88,630	\$99,666	\$77,437	\$88,630	\$1,256	1.4%	3 of 6
Year 9	\$91,234	\$73,769	\$99,455	\$90,402	\$100,663	\$78,212	\$90,402	\$831	0.9%	3 of 6
Year 10	\$92,602	\$73,769	\$100,698	\$92,210	\$101,670	\$78,994	\$92,210	\$392	0.4%	3 of 6
Year 11	\$99,631	\$73,769	\$101,957	\$94,054	\$102,686	\$79,784	\$94,054	\$5,576	5.9%	3 of 6
Year 12	\$101,125	\$73,769	\$103,231	\$95,935	\$103,713	\$80,581	\$95,935	\$5,190	5.4%	3 of 6
Year 13	\$102,642	\$73,769	\$104,522	\$97,854	\$104,750	\$81,387	\$97,854	\$4,788	4.9%	3 of 6
Year 14	\$108,800	\$73,769	\$105,828	\$99,811	\$105,798	\$82,201	\$99,811	\$8,989	9.0%	1 of 6
Year 15	\$108,800	\$73,769	\$107,151	\$101,808	\$106,856	\$83,023	\$101,808	\$6,993	6.9%	1 of 6
Year 16	\$108,800	\$73,769	\$108,490	\$103,844	\$107,924	\$83,853	\$103,844	\$4,956	4.8%	1 of 6
Year 17	\$108,800	\$73,769	\$109,846	\$105,921	\$109,004	\$84,692	\$105,921	\$2,880	2.7%	3 of 6
Year 18	\$108,800	\$73,769	\$111,219	\$108,039	\$110,094	\$85,539	\$108,039	\$761	0.7%	3 of 6
Year 19	\$108,800	\$73,769	\$112,610	\$110,200	\$111,195	\$86,394	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 20	\$108,800	\$73,769	\$114,017	\$110,200	\$112,307	\$87,258	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 21	\$108,800	\$73,769	\$115,158	\$110,200	\$113,430	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 22	\$108,800	\$73,769	\$116,309	\$110,200	\$114,564	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 23	\$108,800	\$73,769	\$117,472	\$110,200	\$115,710	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 24	\$108,800	\$73,769	\$118,647	\$110,200	\$116,867	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 25	\$108,800	\$73,769	\$119,833	\$110,200	\$118,035	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 26	\$108,800	\$73,769	\$121,032	\$110,200	\$119,216	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 27	\$108,800	\$73,769	\$122,242	\$110,200	\$120,408	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 28	\$108,800	\$73,769	\$123,464	\$110,200	\$121,612	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 29	\$108,800	\$73,769	\$124,699	\$110,200	\$122,828	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
Year 30	\$108,800	\$73,769	\$125,946	\$110,200	\$124,056	\$88,131	\$110,200	(\$1,400)	(1.3%)	4 of 6
20 Year Avg	\$93,616	\$71,268	\$100,449	\$91,835	\$100,616	\$78,997	\$91,835	\$1,781	1.9%	3 of 6
25-Year Avg	\$96,653	\$71,768	\$103,856	\$95,508	\$103,637	\$80,824	\$95,508	\$1,145	1.2%	3 of 6
30-Year Avg	\$98,677	\$72,101	\$107,126	\$97,956	\$106,635	\$82,042	\$97,956	\$721	0.7%	3 of 6



Scenario: 1.5% Step Increase – Base Pay + Longevity + Promotions

20-Year Career Averages, Effective 4/30/2026

- On a 20-year career average basis, Ocean View would rank **3 of 6** and exceed the comparison group median of \$91,835 by 1.9%

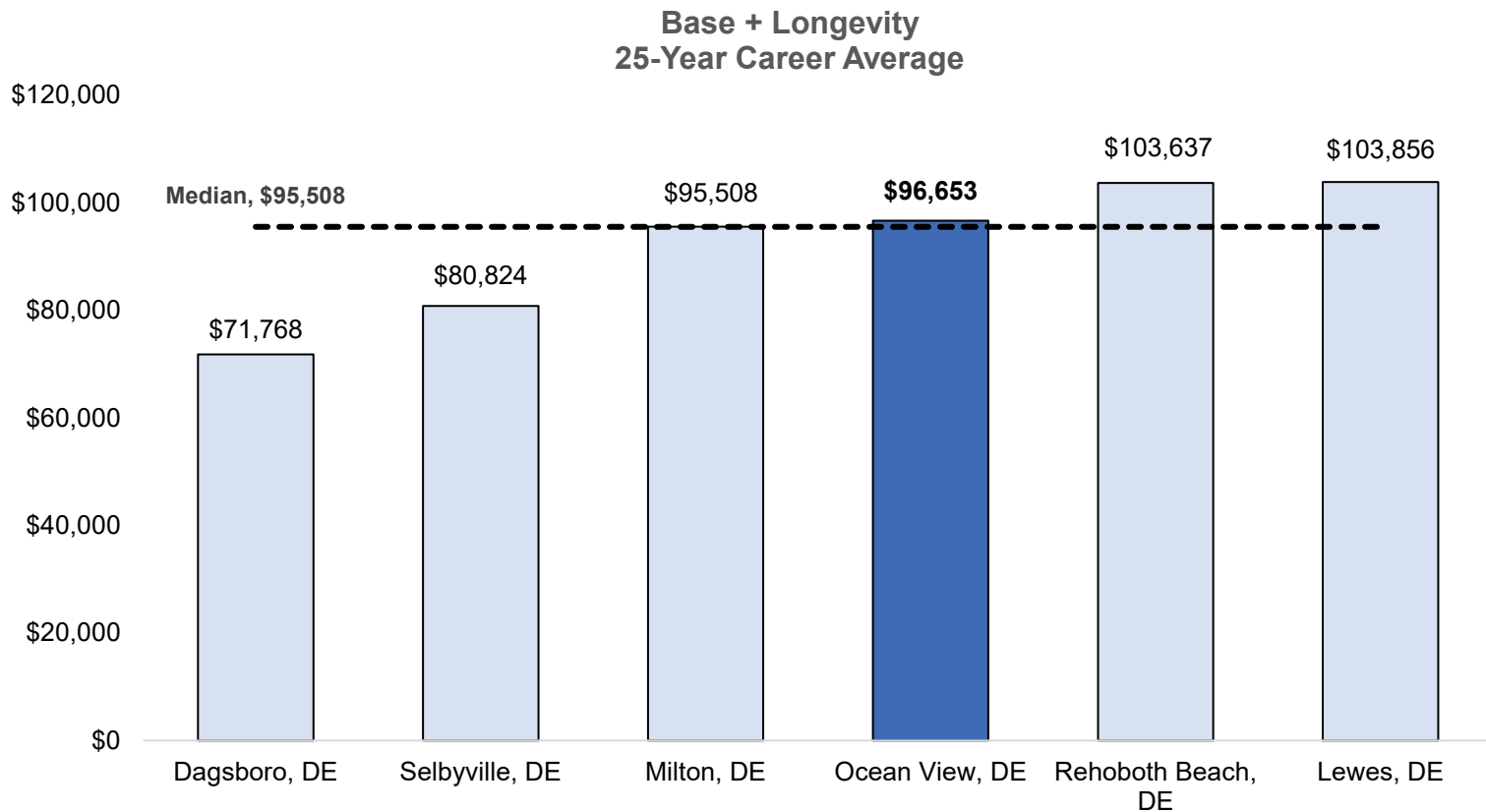




Scenario: 1.5% Step Increase – Base Pay + Longevity + Promotions

25-Year Career Averages, Effective 4/30/2026

- On a 25-year career average basis, Ocean View would rank **3 of 6** and exceed the comparison group median of \$95,508 by 1.2%





Additional Cash Compensation

- The table below shows standard allowances for each jurisdiction that provides a more comprehensive compensation perspective
- Ocean View's additional cash compensation for officers is comparable to the comparison group, and has the potential to be more competitive with two potential considerations for the FY2027 budget

	Shift Differential	Uniform Allowance	Holiday Pay	Other Allowances
Ocean View, DE	<i>FY27 Consideration:</i> \$0.50 for hours worked between 9 p.m. and 5 a.m.	Uniform provided (Including Shoes)	1.5X pay for holidays worked	\$350 holiday bonus <i>FY27 Consideration:</i> \$200 fitness incentive
Dagsboro, DE	N/A	Uniform provided	N/A	N/A
Milton, DE	N/A	Uniform provided + \$100 shoe allowance	2.5X pay for holidays worked	N/A
Lewes, DE	\$0.75 per hour for each hour worked between 7 p.m. and 7 a.m.	Uniform provided	1.5X pay for holidays worked	Fitness and Allowance Bonus: \$100 to \$500, depending on score
Rehoboth Beach, DE	N/A	Uniform provided	1.5X pay for holidays worked	Incentive Bonus: \$650 to \$2,150 every 5 consecutive YOS, depending on YOS
Selbyville, DE	\$0.50 for each hour worked from 10 pm to 5:59 am	Uniform provided	1.5X pay for holidays worked	N/A

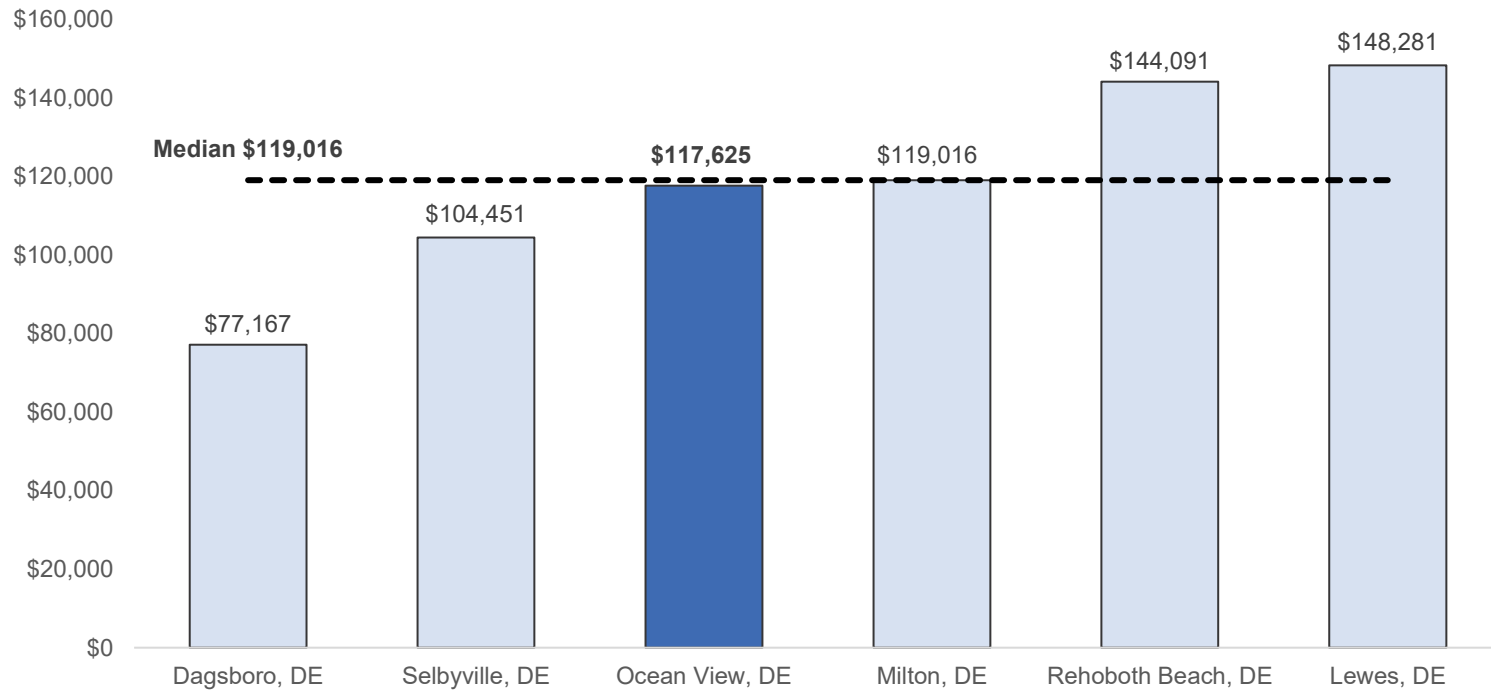


Sergeant Pay (Current)

Effective 4/30/2026

- Ocean View ranks **4 of 6** in the comparison group at maximum base pay for Sergeants, trailing the comparison group median by 1.2%

Maximum Base + Longevity

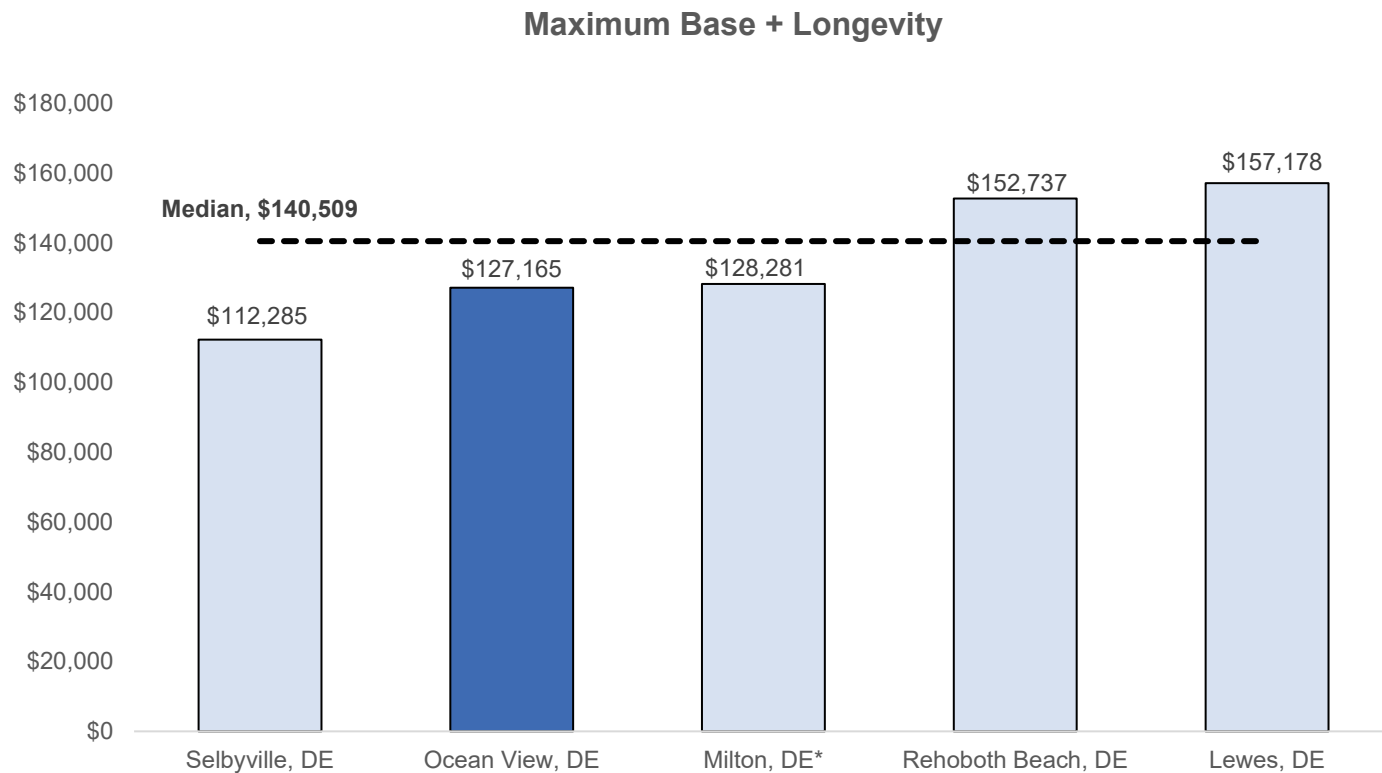




Lieutenant Pay (Current)

Effective 4/30/2026

- Ocean View ranks **4 of 5** in the comparison group at maximum base pay for Lieutenants, trailing the comparison group median by 9.5%



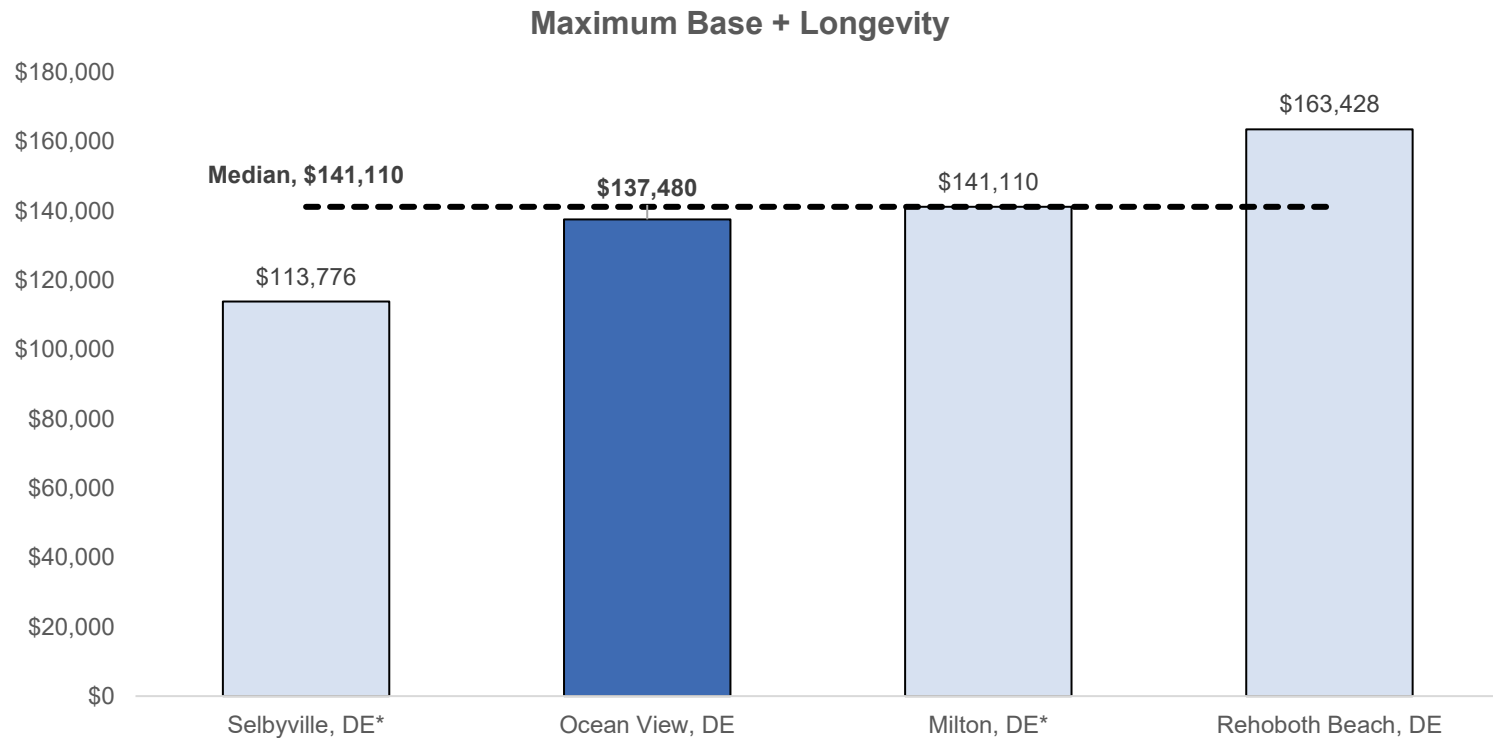
Note: Dagsboro does not have a Lieutenant title, and therefore are not included in this analysis; Milton FY2026 pay scale is unavailable, FY2025 pay scale shown instead



Captain Pay (Current)

Effective 4/30/2026

- Ocean View ranks **3 of 4** in the comparison group at maximum for Captains



Note: Dagsboro and Lewes do not have a Captain title, and therefore are not included in this analysis;
Milton and Selbyville FY2026 pay scale is unavailable, FY2025 pay scale shown instead



Delaware State Police

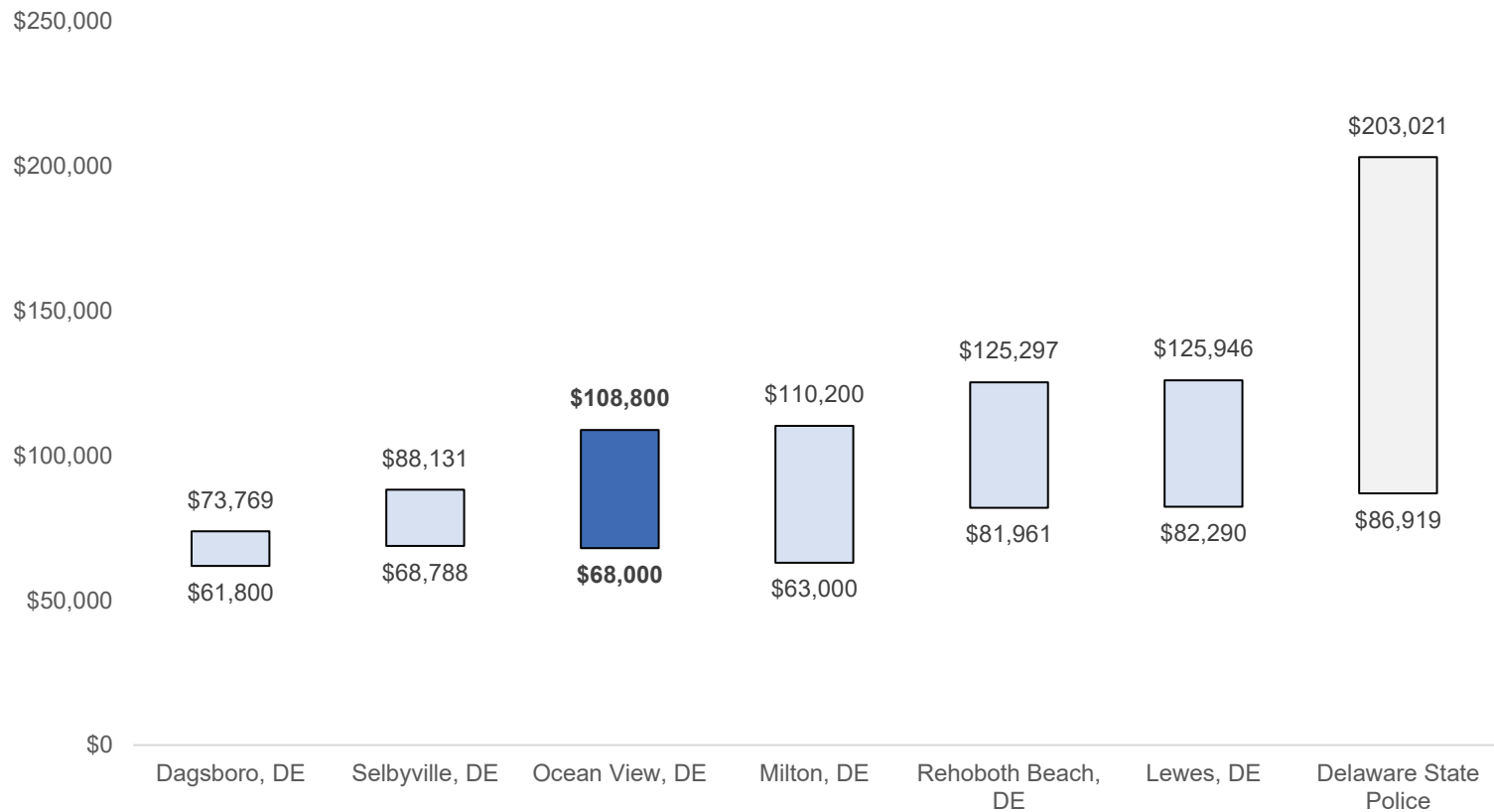
- As part of this analysis, PFM surveyed the wages and benefits of the Delaware State Police
- PFM found the Delaware State Police to be an outlier across all forms of compensation, including wages, standard allowances, and benefits
- In July of 2024, the Delaware State Police entered a new contract with major pay increases, which included:
 - Increases to the starting salary from \$70,481 to **\$80,481**
 - Increases to the top base pay from \$151,231 to **\$187,982**
- As of 4/30/2026, Delaware State Troopers are hired at **\$86,919**, and reach a maximum of **\$203,021** after 33 years of service
- While it is an important reference point, the State operates in a broader labor market and has more resources available. Therefore, the Delaware State Police have been excluded from the primary comparison group



Police Officer Pay Ranges – Delaware State Troopers

Effective 4/30/2026

- Delaware State Troopers far exceed the comparison group median at both minimum and maximum





Health, Retirement, and Leave Benefits



Health Benefits (Current)

Plan Offerings

- Ocean View officers have access to all of the State of Delaware's health plans
- Across the comparison group, 3 of the 5 jurisdictions have access to all of the State's plans—Dagsboro and Rehoboth Beach offer a subset of the State's health plans

Jurisdiction	Highmark Delaware First State Plan	Aetna CDH Gold Plan	Aetna HMO Plan	Highmark Delaware Comprehensive PPO Plan
Ocean View, DE	✓	✓	✓	✓
Dagsboro, DE	✓			
Lewes, DE	✓	✓	✓	✓
Milton, DE	✓	✓	✓	✓
Rehoboth Beach, DE			✓	✓
Selbyville, DE	✓	✓	✓	✓



Health Benefits (Current)

Employee Contributions (% of premium vs buy-up)

- One of the highest enrolled health plans for Ocean View Police Officers is the Highmark Delaware First State Basic Plan
- **In the comparison group, Ocean View has the lowest employee contribution for family coverage level**
 - Ocean View employees pay the same percentage as State of Delaware employees, ranging between 4.0% and 13.25% depending on the plan
- The cost sharing percentages for comparison jurisdictions' family plans shown below represent the percent difference in costs between single and family plans (ex. officers in Dagsboro pay 100% of the difference in costs between single and family coverage)

Jurisdiction	Plan Name	EE Contribution	
		Single	Family
Ocean View, DE	Highmark Delaware First State Basic Plan	4.0%	4.0%
Dagsboro, DE	Highmark Delaware First State Basic Plan	0.0%	100.0%
Lewes, DE	Highmark Delaware First State Basic Plan	0.0%	20.0%
Milton, DE	Highmark Delaware First State Basic Plan	0.0%	50.0%
Rehoboth Beach, DE	Highmark Comprehensive PPO*	0.0%	20.0%
Selbyville, DE	Highmark Delaware First State Basic Plan	0.0%	25.0%

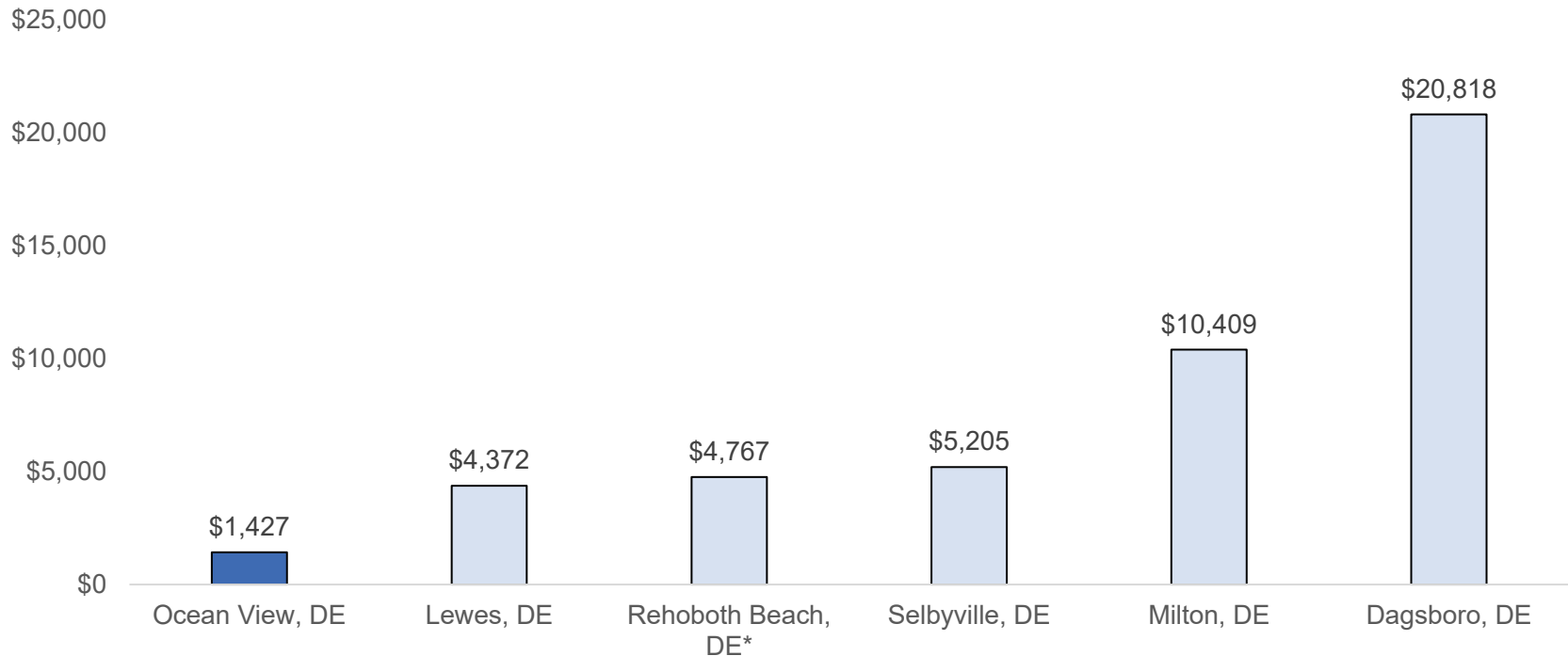
* Rehoboth Beach does not offer the State Basic Plan, cost sharing for the comprehensive PPO are shown instead



Health Benefits (Current)

FY2026 Annual Employee Contributions – Highmark Basic Plan (Family Coverage)

- Ocean View police officers contribute **\$1,427** per year for family coverage, **significantly less than the comparison group median of \$5,205**
- **\$1,427** is equivalent to \$55 on a bi-weekly basis



* Rehoboth Beach does not offer the Highmark Basic Plan, premium rates for the comprehensive PPO are shown above



Pension Benefits

Delaware Municipal Police and Firefighter Pension

- Each jurisdiction in the comparison group participates in the Delaware Municipal Police and Firefighter Pension Plan (plan design features shown below)

Delaware Municipal Police and Firefighter Pension Plan	
Employee Contribution	7.0%
Retirement Eligibility	Age of 62 with 5 YOS or Rule of 75 or 20 YOS
Multiplier	2.5% (years 1-20) + 3.5% (years 21+)
Average Final Compensation	36 Months
Pensionable Pays	Base Pay Only



Leave Accruals

- In addition to strong health and pension benefits, Ocean View provides officers with competitive time off accrual
- New hires accrue 120 hours of vacation, and after 16 years of service, that number rises to 360 hours, the highest in the comparison group
- Ocean View's 14 holidays similarly co-leads the comparison group
- Holidays include non-annual holidays like election day and return day, representing 0.5 and 0.25 days respectively

	YOS	Vacation Hours/Year	Vacation Days/Year	# of Holidays	Holiday Pay/Leave
Ocean View, DE	0-2	120	10	14	1.5x pay for holidays worked
	3-4	180	15		
	5-10	240	20		
	11-15	300	25		
	16+	360	30		
Dagsboro, DE	0	0	0	13.75	8 hours of comp time if holiday worked
	1	80	10		
	2-4	120	15		
	5-9	160	20		
	10+	200	25		
Lewes, DE	0-9	120	10	Minimum 12	1.5x pay for holidays worked + 120 hours of holiday leave
	10-19	180	15		
	20+	240	20		
Milton, DE	0-10	120	10	12	2.5x pay for holidays worked
	11-15	144	12		
	16+	168	14		
Rehoboth Beach, DE	0-5	80	6.7	13.75	1.5x pay or leave for holidays worked, 1 day of leave if not worked
	6-10	120	10		
	11-19	160	13.3		
	20+	200	16.7		
Selbyville, DE	0-5	120	10	13	1.5x pay for holidays worked
	6-10	160	13.3		
	11-15	200	16.7		
	16-20	240	20		
	21+	280	23.3		

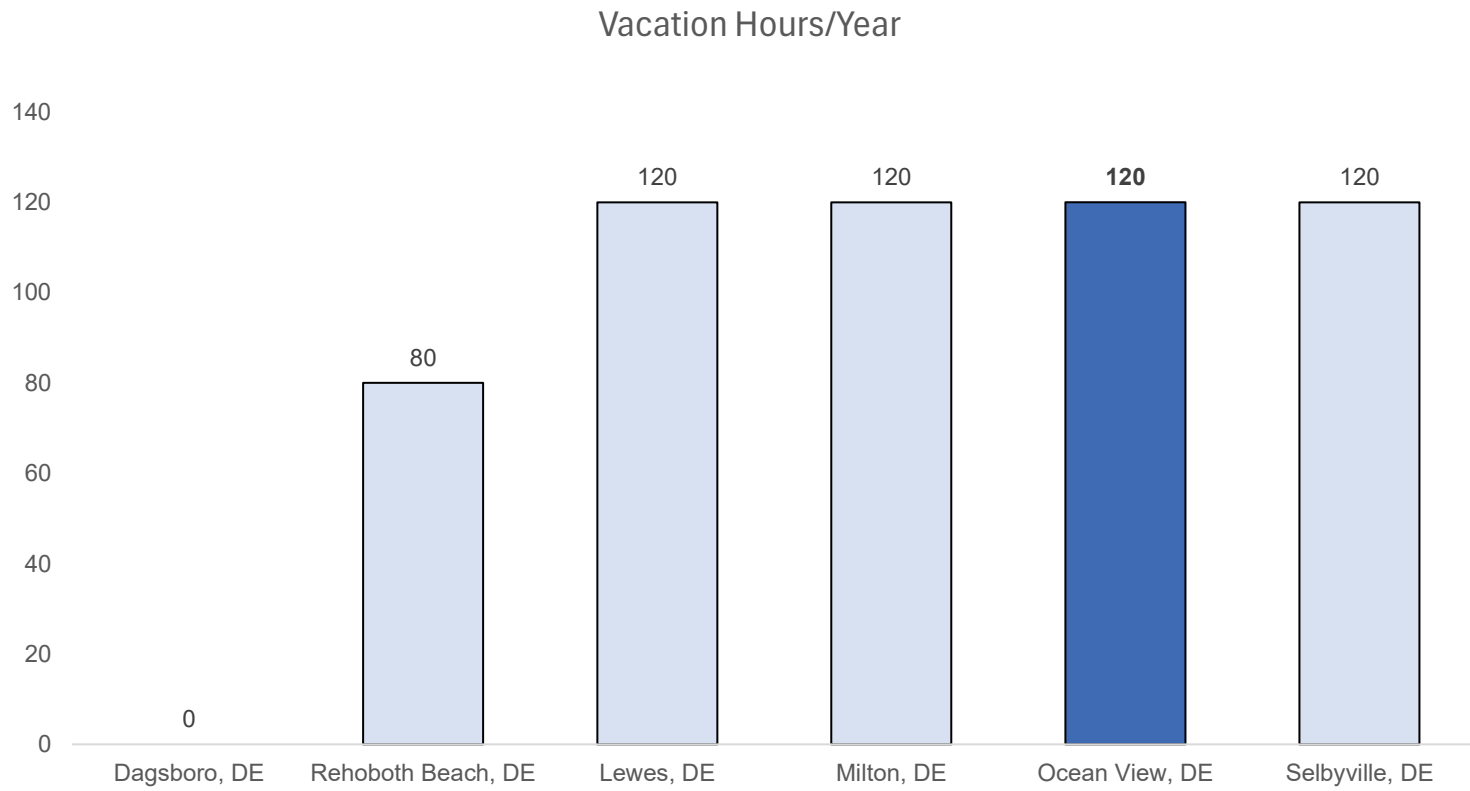
Note: Vacation Days are calculated by dividing vacation hours by the number of hours in a shift.



Total Vacation Hours

New Hires

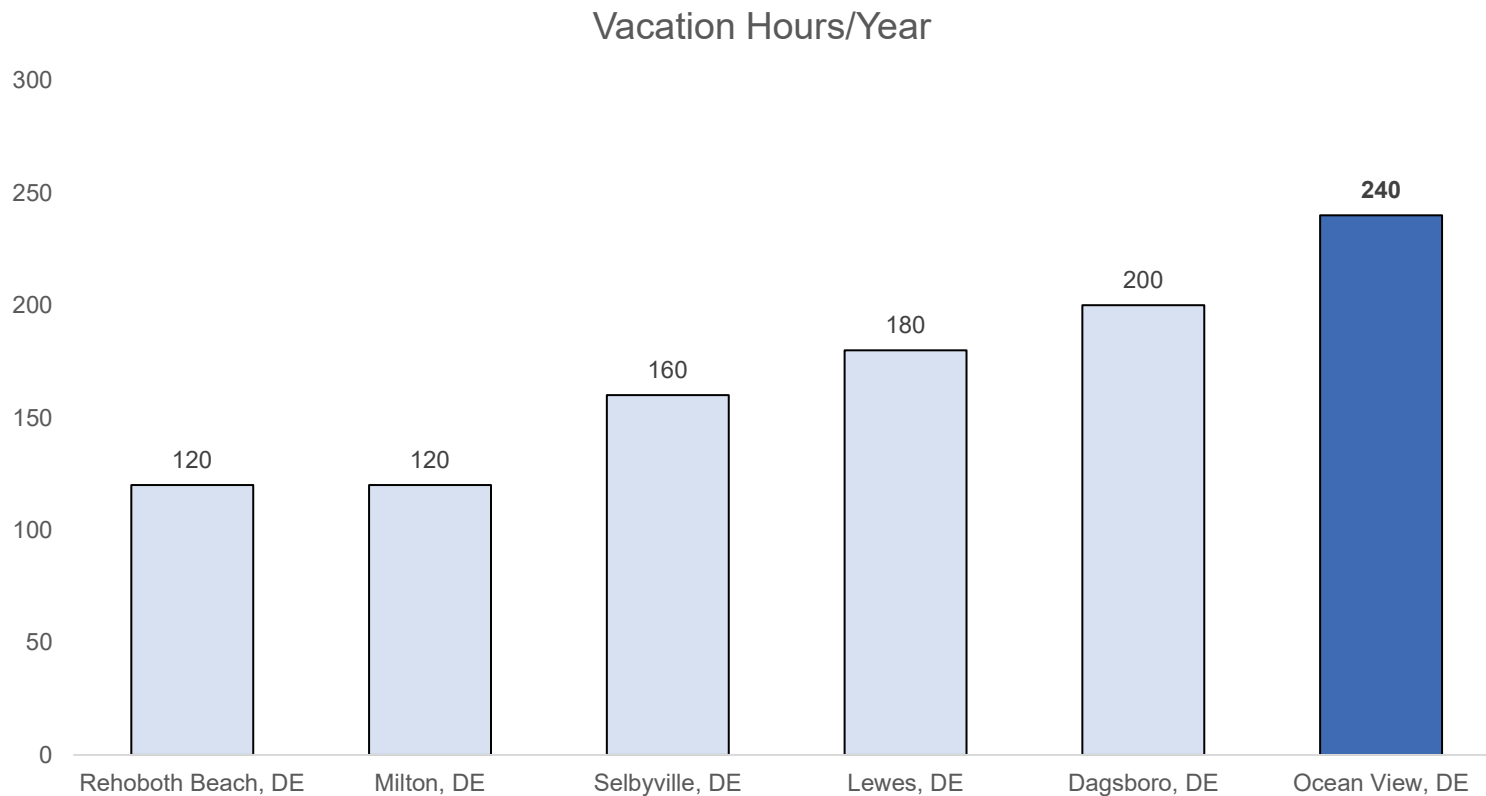
- At entry, Ocean View is tied for first in the comparison group with 120 hours of vacation leave accrued in the first year





Total Vacation Hours *At 10 Years of Completed Service*

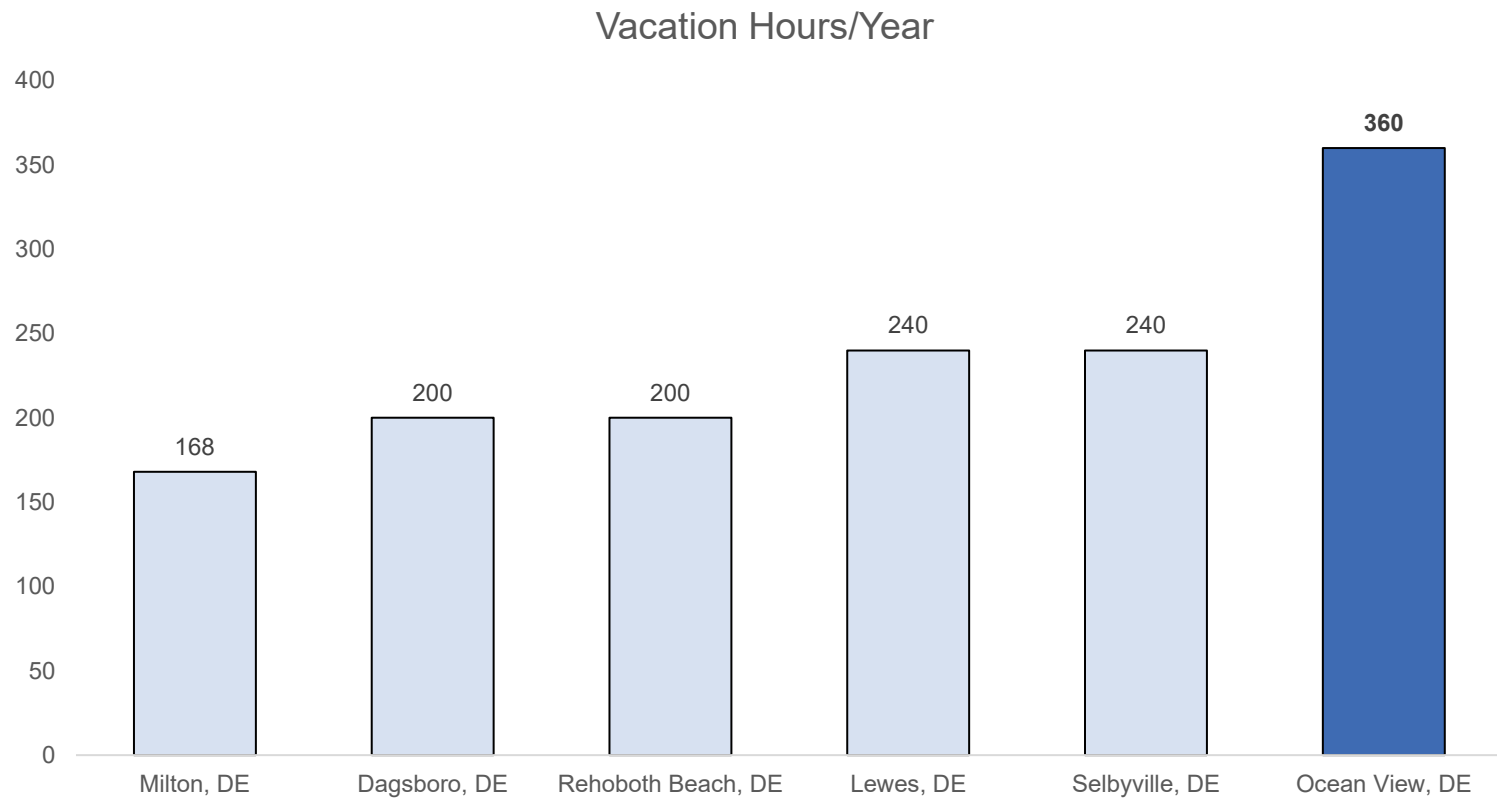
- At 10 years of service, vacation leave totals 240 hours for an Ocean View police officer, again leading the comparison group





Total Vacation Hours *At 20 Years of Completed Service*

- When Officers reach retirement eligibility at 20 years of service, Ocean View's position strengthens





Wage Trends

	FY2025	FY2026	FY2027
Ocean View	\$5,000 increase	3.0% COLA + \$3,000 increase	TBD
Dagsboro	3.0% COLA (7/1/2024)	3.0% COLA (7/1/2025)	TBD
Lewes	5.5% COLA (4/1/2025)	4.0% COLA (4/1/2026)	4.0% COLA (4/1/27)
Milton	6.3% COLA (10/1/2024)	Pay Scale Adjustment: 0.0% - 14.2%, depending on step (10/1/2025)	TBD
Rehoboth Beach	25.0% (4/1/2025)	4.0% COLA (4/1/2026)	4.0% COLA (4/1/2027)
Selbyville	4.0% COLA (2/1/2025)	4.0% COLA (2/1/2026)	TBD



Recommendations



Recommendation – Pay Scale with Steps

- If Ocean View wanted to transition to a structured pay scale based on years of service with a starting salary of \$72,000, 1.5% steps, 6.0% promotional increases, plus 1.5% COLAs in years two and three, that would better align Ocean View with the comparison group
- Nearly all jurisdictions in the comparison group offer their officers step increases (between 1.0% and 2.0%) and typically a COLA for outyears (some associated with contracts).

Pros	Cons
Creates clear, predictable advancement timelines	Reduces flexibility in awarding compensation
Easier to communicate and manage employee expectations	May require additional administrative tracking and policy updates
Aligns with standard practices among comparison group jurisdictions	More difficult to pause or defer progression without impacting morale

- Ocean View's compensation system has the potential to be strong relative to peer towns. **Consistent progression is key** to sustaining market competitiveness and retaining talent, including implementing the pay scale and COLAs in the outyears in advance of a three-year comparability review
- Ocean View should evaluate its total comparability on a regular basis, at least every three years to survey changes in regional police officer compensation and benefits



Pay Scale with 1.5% Steps (New)

Promotional Increases		-	6.0%	6.0%	6.0%	8.0%	8.0%	8.0%
Steps	Step Increase	Officer	Officer First Class	Corporal	Master Corporal	Sergeant	Lieutenant	Captain
0	-	\$72,000	\$76,320	\$80,899	\$85,753	\$92,613	\$100,022	\$108,024
1	1.5%	\$73,080	\$77,465	\$82,113	\$87,039	\$94,003	\$101,523	\$109,645
2	1.5%	\$74,176	\$78,627	\$83,344	\$88,345	\$95,413	\$103,046	\$111,289
3	1.5%	\$75,289	\$79,806	\$84,595	\$89,670	\$96,844	\$104,591	\$112,959
4	1.5%	\$76,418	\$81,003	\$85,863	\$91,015	\$98,296	\$106,160	\$114,653
5	1.5%	\$77,564	\$82,218	\$87,151	\$92,380	\$99,771	\$107,753	\$116,373
6	1.5%	\$78,728	\$83,452	\$88,459	\$93,766	\$101,268	\$109,369	\$118,118
7	1.5%	\$79,909	\$84,703	\$89,786	\$95,173	\$102,787	\$111,009	\$119,890
8	1.5%	\$81,107	\$85,974	\$91,132	\$96,600	\$104,328	\$112,675	\$121,689
9	1.5%	\$82,324	\$87,264	\$92,499	\$98,049	\$105,893	\$114,365	\$123,514
10	1.5%	\$83,559	\$88,572	\$93,887	\$99,520	\$107,482	\$116,080	\$125,367
11	1.5%	\$84,812	\$89,901	\$95,295	\$101,013	\$109,094	\$117,821	\$127,247
12	1.5%	\$86,085	\$91,250	\$96,725	\$102,528	\$110,730	\$119,589	\$129,156
13	1.5%	\$87,376	\$92,618	\$98,175	\$104,066	\$112,391	\$121,383	\$131,093
14	1.5%	\$88,686	\$94,008	\$99,648	\$105,627	\$114,077	\$123,203	\$133,060
15	1.5%	\$90,017	\$95,418	\$101,143	\$107,211	\$115,788	\$125,051	\$135,055
16	1.5%	\$91,367	\$96,849	\$102,660	\$108,820	\$117,525	\$126,927	\$137,081
17	1.5%	\$92,737	\$98,302	\$104,200	\$110,452	\$119,288	\$128,831	\$139,137
18	1.5%	\$94,129	\$99,776	\$105,763	\$112,109	\$121,077	\$130,763	\$141,225
19	1.5%	\$95,540	\$101,273	\$107,349	\$113,790	\$122,893	\$132,725	\$143,343
20	1.5%	\$96,974	\$102,792	\$108,959	\$115,497	\$124,737	\$134,716	\$145,493



Scenario: Pay Scale with 1.5% Steps – Base Pay + Longevity + Promotions

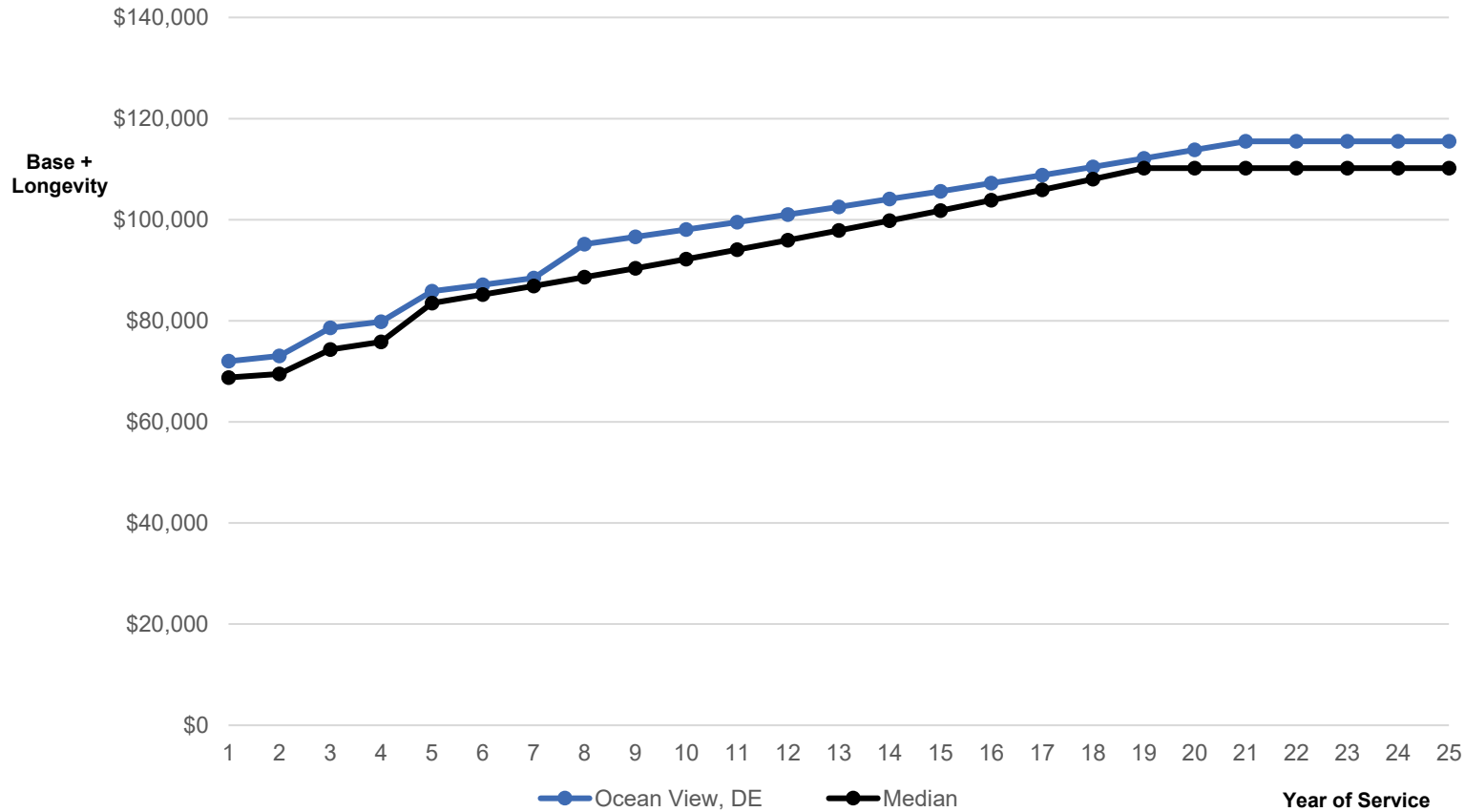
Effective 5/1/2026 (New)

Year of Service	Ocean View, DE	Dagsboro, DE	Lewes, DE	Milton, DE	Rehoboth Beach, DE	Selbyville, DE	Median	Ocean View Lead/(Lag) \$	Ocean View Lead/(Lag) %	Ocean View Rank
Year 1	\$72,000	\$61,800	\$82,290	\$66,150	\$81,961	\$68,788	\$68,788	\$3,212	4.7%	3 of 6
Year 2	\$73,080	\$62,727	\$83,113	\$67,473	\$82,781	\$69,476	\$69,476	\$3,604	5.2%	3 of 6
Year 3	\$78,627	\$64,478	\$88,981	\$74,328	\$88,625	\$70,170	\$74,328	\$4,299	5.8%	3 of 6
Year 4	\$79,806	\$65,445	\$89,870	\$75,815	\$89,512	\$74,416	\$75,815	\$3,991	5.3%	3 of 6
Year 5	\$85,863	\$67,528	\$94,634	\$83,518	\$96,735	\$75,160	\$83,518	\$2,346	2.8%	3 of 6
Year 6	\$87,151	\$70,617	\$95,817	\$85,188	\$97,702	\$75,911	\$85,188	\$1,963	2.3%	3 of 6
Year 7	\$88,459	\$73,769	\$97,014	\$86,892	\$98,680	\$76,670	\$86,892	\$1,567	1.8%	3 of 6
Year 8	\$95,173	\$73,769	\$98,227	\$88,630	\$99,666	\$77,437	\$88,630	\$6,543	7.4%	3 of 6
Year 9	\$96,600	\$73,769	\$99,455	\$90,402	\$100,663	\$78,212	\$90,402	\$6,198	6.9%	3 of 6
Year 10	\$98,049	\$73,769	\$100,698	\$92,210	\$101,670	\$78,994	\$92,210	\$5,839	6.3%	3 of 6
Year 11	\$99,520	\$73,769	\$101,957	\$94,054	\$102,686	\$79,784	\$94,054	\$5,466	5.8%	3 of 6
Year 12	\$101,013	\$73,769	\$103,231	\$95,935	\$103,713	\$80,581	\$95,935	\$5,077	5.3%	3 of 6
Year 13	\$102,528	\$73,769	\$104,522	\$97,854	\$104,750	\$81,387	\$97,854	\$4,674	4.8%	3 of 6
Year 14	\$104,066	\$73,769	\$105,828	\$99,811	\$105,798	\$82,201	\$99,811	\$4,255	4.3%	3 of 6
Year 15	\$105,627	\$73,769	\$107,151	\$101,808	\$106,856	\$83,023	\$101,808	\$3,819	3.8%	3 of 6
Year 16	\$107,211	\$73,769	\$108,490	\$103,844	\$107,924	\$83,853	\$103,844	\$3,368	3.2%	3 of 6
Year 17	\$108,820	\$73,769	\$109,846	\$105,921	\$109,004	\$84,692	\$105,921	\$2,899	2.7%	3 of 6
Year 18	\$110,452	\$73,769	\$111,219	\$108,039	\$110,094	\$85,539	\$108,039	\$2,413	2.2%	2 of 6
Year 19	\$112,109	\$73,769	\$112,610	\$110,200	\$111,195	\$86,394	\$110,200	\$1,909	1.7%	2 of 6
Year 20	\$113,790	\$73,769	\$114,017	\$110,200	\$112,307	\$87,258	\$110,200	\$3,591	3.3%	2 of 6
Year 21	\$115,497	\$73,769	\$115,158	\$110,200	\$113,430	\$88,131	\$110,200	\$5,297	4.8%	1 of 6
Year 22	\$115,497	\$73,769	\$116,309	\$110,200	\$114,564	\$88,131	\$110,200	\$5,297	4.8%	2 of 6
Year 23	\$115,497	\$73,769	\$117,472	\$110,200	\$115,710	\$88,131	\$110,200	\$5,297	4.8%	3 of 6
Year 24	\$115,497	\$73,769	\$118,647	\$110,200	\$116,867	\$88,131	\$110,200	\$5,297	4.8%	3 of 6
Year 25	\$115,497	\$73,769	\$119,833	\$110,200	\$118,035	\$88,131	\$110,200	\$5,297	4.8%	3 of 6
Year 26	\$115,497	\$73,769	\$121,032	\$110,200	\$119,216	\$88,131	\$110,200	\$5,297	4.8%	3 of 6
Year 27	\$115,497	\$73,769	\$122,242	\$110,200	\$120,408	\$88,131	\$110,200	\$5,297	4.8%	3 of 6
Year 28	\$115,497	\$73,769	\$123,464	\$110,200	\$121,612	\$88,131	\$110,200	\$5,297	4.8%	3 of 6
Year 29	\$115,497	\$73,769	\$124,699	\$110,200	\$122,828	\$88,131	\$110,200	\$5,297	4.8%	3 of 6
Year 30	\$115,497	\$73,769	\$125,946	\$110,200	\$124,056	\$88,131	\$110,200	\$5,297	4.8%	3 of 6
20 Year Avg	\$95,997	\$71,268	\$100,449	\$91,914	\$100,616	\$78,997	\$91,835	\$4,162	4.5%	3 of 6
25-Year Avg	\$99,897	\$71,768	\$103,856	\$95,571	\$103,637	\$80,824	\$95,508	\$4,389	4.6%	3 of 6
30-Year Avg	\$102,497	\$72,101	\$107,126	\$98,009	\$106,635	\$82,042	\$97,956	\$4,541	4.6%	3 of 6



Scenario: Pay Scale with 1.5% Steps – Base Pay + Longevity

Effective 5/1/2026 (New)





Total Compensation Summary

- Ocean View's total compensation—when factoring in pay, benefits, and leave—is competitive within its peer group and reflects the Town's commitment to recruiting and retaining quality officers
- The proposed 1.5% step plan aligns Ocean View with regional practices and provides predictable career growth while the 1.5% COLAs helps protect the Town's market position before the next three-year comparability review
- Benefits remain a market strength, with the lowest employee healthcare contribution and highly ranked vacation accruals

Ocean View Comparability	
Base Pay + Longevity (1.5% Step Scale)	Rank: 3 of 6 4.5% above median
Other Cash Compensation	Rank: 2 of 6 Tied for certain categories
Health (FY 2026 Highmark Basic Plan Family Coverage)	Rank: 1 of 6
Retirement	All comparison jurisdictions participate in the Delaware Municipal Police and Firefighter Plan
Leave (Vacation hours)	Rank: 1 of 6 (tied at entry)
Overall Ranking	2 of 6 (Equal Weight Average)



Additional Considerations

- **Aligning with Regional Practices:** Moving to a structured step scale would bring Ocean View in line with peer jurisdictions and provide more predictable career progression
- **Redeploying Total Compensation Dollars:** Ocean View provides competitive pay and benefits if granting consistent increases. The Town could evaluate opportunities to shift resources from benefits into base wages if desired
- **Cost Modeling Approach:** By costing out the proposed step pay scale, the Town can determine how adjustments in benefit contributions or leave policies could offset wage enhancements
- **Maintaining Net Value for Officers:** The goal would be to not reduce overall compensation, but to rebalance the mix of wages and benefits so that take-home pay and long-term value remain strong
- **Drafting a Compensation Philosophy:** Ocean View may also consider drafting a compensation philosophy that guides compensation decisions and conveys the intent of the Council to remain competitive within a market