



WEST WHITELAND TOWNSHIP

POLICE DEPARTMENT

101 Commerce Drive · Exton · PA · 19341

(610) 363-0200 · Administrative Offices · (610) 692-5100 · Police Dispatch



2025 SALARY AND BENEFITS SNAPSHOT

COMPENSATION

| | |
|----------------|-----------|
| Probationary | \$86,864 |
| Step 1 Officer | \$94,845 |
| Step 2 Officer | \$102,827 |
| Step 3 Officer | \$110,808 |
| Step 4 Officer | \$118,791 |
| Step 5 Officer | \$126,772 |
| Step 6 Officer | \$130,584 |

(Salaries are annual base wages and do not include longevity, holiday pay or overtime)

WORK SCHEDULE

Patrol officers currently work a 12-hour shift schedule with alternating weekends off.

Patrol Squads consist of (5) Five officers

LONGEVITY

Included in salary at the following years of service anniversary: \$2500 for 5 but < 10 years; \$3000 for 10 but < 15 years; \$3500 for 15 years or more.

OVERTIME

Overtime is compensated at a rate of one and a half times the hourly rate. Double Time and a half is paid for holiday overtime worked.

VACATION

| | |
|----------------------------|--|
| 56 hrs on first day | 200 hrs for years 5 thru 9 |
| 144 hrs for years 1 thru 4 | 8 hrs added each year after 10 (Max 256 hrs) |

HOLIDAYS

Twelve (12) paid holidays (144 hrs.).

SICK LEAVE

180 Calendar Days per Incident/Injury. Can be used for spouse and children appointments.

MEDICAL PLAN

Medical Insurance, Dental, FSA/HRA and Prescriptions for Officer and dependents, with five (5) percent of annual *premium* contribution by the Officer.

LIFE INSURANCE

\$100,000 Policy while active, paid for by the Township.

EQUIPMENT & TRAINING

All equipment, uniforms (*including cleaning*) and training are provided to all officers of the department at no cost. Officers are given an annual uniform allowance after completing one year of service.

RETIREMENT

Officers are eligible for retirement at age 50 with 25 years of service, under the Police Pension Fund. Officers become eligible for vesting after twelve (12) years of service. The Deferred Retirement Option Program (DROP) program is available for 4 year max.

MISCELLANEOUS

Advanced Police Training Courses
E.R.T Participation – West Chester Regional Emergency Response Team
Criminal Investigations Unit
Traffic Safety Unit
Bicycle Patrol Unit
MCSAP – Motor Carrier Safety Assistance Program
Internet Crimes Against Children
Officer In Charge Assignments with salary adjustment

(NOTE: This overview has been prepared for informational purposes only. Nothing herein is intended or construed to constitute either an expressed or implied contract between West Whiteland Township and any of its employees.)