

**Exhibit A
Town of Whitestown - 2020 Salary Matrix**

| Position | Wages/Salary | | Notes |
|---|--|----------------|---|
| Town Council Member (5) | | \$4,800 | |
| Town Administration | | | |
| | Annual Salary/Hourly Wage Range | | |
| Position | Minimum | Maximum | |
| Town Manager (1) | | \$115,000 | |
| Director of Operations and Economic Development (1) | | \$95,000 | <i>New Position</i> |
| Director - HR (1) | | \$60,000 | |
| Town Administration Executive Assistant (1) | | \$55,000 | <i>Removed Court Clerk from Title</i> |
| Finance and Budget Analyst (1) | | \$52,500 | <i>\$2,500 increase</i> |
| Constituent Services Specialist (1) | | \$15/hr | |
| Intern | | \$10/hr | |
| Clerk Treasurer | | | |
| | Annual Salary/Hourly Wage Range | | |
| Position | Minimum | Maximum | |
| Clerk Treasurer (1) | | \$70,000 | |
| Deputy Clerk Treasurer (1) | | \$60,000 | <i>\$5,000 increase</i> |
| Planning | | | |
| | Annual Salary/Hourly Wage Range | | |
| Position | Minimum | Maximum | |
| Planning Director (1) | | \$75,000 | |
| Assistant Planning Director (1) | | \$55,000 | |
| Executive Assistant (1) | | \$40,000 | |
| Plan Commission Members (4) | | \$1,300 | |
| Building Department | | | |
| | Annual Salary/Hourly Wage Range | | |
| Position | Minimum | Maximum | |
| Building Department Director/Code Enforcement Officer (1) | | \$80,000 | <i>\$2,000 increase</i> |
| Inspection Supervisor (1) | | \$60,000 | <i>New Position</i> |
| Building Department Admin Assistant (1) | | \$40,000 | <i>Moved Town Admin to \$40k Max (\$3,900 Increase)</i> |
| Building Inspector (4) | | \$55,000 | <i>Removed Commercial/Residential Designations</i> |
| Code Enforcement Officer (1) | | \$55,000 | |

| Public Relations | | | |
|--|--|----------------|---|
| | Annual Salary/Hourly Wage Range | | |
| Position | Minimum | Maximum | |
| Director of Public Relations (1) | | \$80,000 | \$2,000 increase |
| Assistant Director of Public Relations (1) | | \$62,000 | \$5,000 increase |
| Communications Manager (1) | | \$50,000 | New Position |
| Parks Department | | | |
| | Annual Salary/Hourly Wage Range | | |
| Position | Minimum | Maximum | |
| Parks Director (1) | | \$82,500 | |
| Parks Operation Manager (1) | | \$60,000 | \$5,000 increase |
| Event Coordinator (2) | | \$45,000 | Additional Staff (1) |
| Operations and Administrative Assistant (1) | | \$40,000 | Moved Town Admin to \$40k Max (\$10,000 Increase) |
| Parks Field Superintendant (1) | | \$60,000 | New Position |
| Parks Maintenance Technician (3) | \$15/hr | \$25/hr | Additional Staff (1) |
| Seasonal Laborer (2) | \$10/hr | \$15/hr | |
| Parks Temporary Laborer (Up to 10, No More then 90 Days) | \$10/hr | \$15/hr | |
| Town Court | | | |
| | Annual Salary/Hourly Wage Range | | |
| Position | Minimum | Maximum | |
| Town Judge (1) | | \$15,000 | |
| Deputy Clerk of Town Court (1) | | \$21/hr | |
| Maintenance | | | |
| | Annual Salary/Hourly Wage Range | | |
| Position | Minimum | Maximum | |
| Fleet Department Superintendent (1) | | \$65,000 | Shift from Public Works/MVH \$5,000 increase |
| Fleet Department Technician (1) | \$15/hr | \$25/hr | Shift from Public Works/MVH |
| Facility Maintenance Manager (1) | | \$57,000 | Shift from Public Works/MVH \$2,400 increase |
| Facility Maintenance Part Time Seasonal (2) | \$10/hr | \$16/hr | Shift from Public Works/MVH |

| Public Works/MVH | | | |
|--|---------------------------------|----------|--------------------------------|
| Position | Annual Salary/Hourly Wage Range | | |
| | Minimum | Maximum | |
| Director of Public Works (1) | | \$95,000 | \$5,500 increase |
| Executive Assistant (1) | | \$54,600 | |
| Street Department Superintendent (1) | | \$62,000 | |
| Assistant Street Department Superintendent (1) | \$15/hr | \$25/hr | New Position |
| Street Department Laborer (4) | \$15/hr | \$23/hr | |
| Street Department Administrative Assistant (1) | | \$50,000 | \$10,000 increase |
| Water Field Supervisor (1) | \$18/hr | \$26/hr | |
| Water/Utility Laborer (2) | \$15/hr | \$25/hr | only 2 not 4 |
| Water Operator (1) | \$15/hr | \$25/hr | |
| Utility Operations Manager (1) | | \$80,400 | |
| Waste Water Superintendent (1) | | \$75,000 | New Position |
| Waste Water Laboratory Manager (1) | \$17/hr | \$27/hr | |
| Collection System Manager (1) | | \$65,000 | \$5,000 increase |
| Collection System Laborer (3) | \$15/hr | \$25/hr | |
| Utility Inspections Manager (1) | | \$60,000 | |
| Locator (1) | \$15/hr | \$22/hr | |
| Inspector (3) | \$15/hr | \$22/hr | 2 shifted from Utility Laborer |
| Billing Office Finance Manager (1) | | \$60,000 | |
| Customer Service Specialists (3) | | \$45,000 | |
| Seasonal Laborer (2) | \$10/hr | \$15/hr | |
| | | | |
| | | | |

| Whitestown Fire Department | | | |
|--------------------------------------|---------------------------------|-----------|---|
| Position | Annual Salary/Hourly Wage Range | | |
| | Minimum | Maximum | |
| Fire Chief (1) | \$80,000 | \$102,000 | \$101,237 |
| Deputy Chief Full Time (2) | \$80,000 | \$94,000 | \$93,170 |
| Division Chief Full Time (2) | \$70,000 | \$84,000 | \$83,775 |
| Administrative Assistant (1) | \$40,000 | \$50,000 | <i>New Position (Starts Sept./Oct. 2020)</i> |
| Lieutenant - <i>Stipend</i> | \$63,920 | \$63,920 | <i>Switching from stipend to salary based</i> |
| Captain - <i>Stipend</i> | \$65,656 | \$65,656 | <i>Switching from stipend to salary based</i> |
| Paramedic - Stipend | \$3,000 | \$3,500 | |
| Engineer - Stipend | \$3,000 | \$3,000 | |
| 3 Year Firefighter (Base) | \$59,280 | \$59,280 | |
| 2nd Year Firefighter | \$53,746 | \$53,746 | |
| Probationary Firefighter | \$48,248 | \$48,248 | |
| Civilian Medic (Base) | \$55,443 | \$55,443 | |
| 2nd Year Civilian Medic | \$49,000 | \$49,000 | <i>Removed</i> |
| Probationary Civilian Medic | \$45,000 | \$45,000 | <i>Removed</i> |
| Longevity (Service) Pay (Years 6-20) | \$2,223 | \$8,892 | |
| Reserve Firefighter/Paramedic | \$13/hr | \$15/hr | <i>Removed</i> |
| Reserve Firefighter/EMT | \$13/hr | \$14/hr | <i>Removed</i> |
| Battalion Chief | \$73,452 | \$73,452 | |
| Position Pays: | | | |
| Station/Apparatus Maintenance | \$1,000 | \$1,300 | |
| Building and Grounds | \$1,000 | \$1,300 | |
| Quartermaster | \$1,000 | \$1,300 | |
| Public Education / PR | \$1,000 | \$1,300 | |
| Communications | \$1,000 | \$1,300 | |
| Peer Fitness | \$1,000 | \$1,300 | |
| EMS Supply | \$1,000 | \$1,300 | |
| SCBA | \$1,000 | \$1,300 | |

| Whitestown Police Department | | |
|--|---------------------------------|---------------------------------------|
| Position | Annual Salary/Hourly Wage Range | |
| | Minimum | Maximum |
| Chief (1) | | NTE \$105,000 |
| A/C or Major (1) NEW | | NTE \$95,000 |
| Captain (2) | | NTE \$90,000 |
| Lieutenant (2) | | NTE \$74,000 |
| Sergeant (5) | | NTE \$67,000 |
| Corporal <Technical Rank> | | NTE \$60,500 |
| PSO (1st Class) (21) | | NTE \$59,000 |
| PSO (2nd Class) | | NTE \$57,000 |
| PSO (Probationary) (4) | | NTE \$55,000 |
| SSD/Civilian Personnel (3) | 35,000 | NTE \$60,000 |
| SSD/Civilian Part-time Personnel (1) | \$15/hr | NTE \$40/hr |
| Police Board Member (4) | | \$1,200 Annually |
| Longevity (32) | | \$200 per year of Service |
| Whitestown Metro Police Department Special Pays Not Included in the above Wages/Salary | | |
| Shift Differential (Late Shift) (14) | | \$1.00 per hour worked |
| K-9 Pay (Care and Maintenance) (2) | | \$2,400 Annually |
| Evidence Technician (3) | | \$1,200 Annually |
| Field Training Officer (FTO) (7) | | \$1,200 Annually |
| Detective Pay (3) | | \$1,200 Annually |
| Motorcycle Officer (2) | | \$1,200 Annually |
| Bicycle Officer (8) | | \$600 Annually |
| Instructor (12) | | \$600 Annually (3 Certifications max) |
| DRE Specialist (2) | | \$1,200 Annually |
| CVSA/Computer Voice Stress Analysis (2) | | \$1,200 Annually |
| Computer Forensics (1) | | \$1,200 Annually |
| LE Fitness & Nutrition Cert (1) | | \$1,200 Annually |
| Crash Reconstructionist 1& 2 (2) | | \$1,200 Annually |
| Crash Reconstructionist 3 (2) | | \$600 Annually |
| SRT/Mobile Command Driver (4) | | \$600 Annually |
| SRT/Special Response Team (4) | | \$1,200 Annually |
| College Pay (Associates Degree) (4) | | \$600 Annually |
| College Pay (Bachelor's Degree) (7) | | \$1,200 Annually |
| College Pay (Master's Degree) (1) | | \$1,800 Annually |
| PSO/FF #1 (Mandatory) (26) | | \$600 Annually |
| PSO/FF #2 (Firefighter 1 & 2) (10) | | \$600 Annually |
| PSO/FF #3 (Safety) (2) | | \$600 Annually |
| PSO/EMS #1 (Basic) (26) | | \$600 Annually |
| PSO/EMS #2 (EMT) (4) | | \$600 Annually |
| PSO/EMS #3 (EMT-2/P-Medic) (1) | | \$600 Annually |

The Chief is EXEMPT from all Special Pays except longevity.