

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	New Position
Director - HR (1)		\$60,000	
Town Administration Executive Assistant (1)		\$55,000	Removed Court Clerk from Title
Finance and Budget Analyst (1)		\$52,500	\$2,500 increase
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	\$5,000 increase
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	\$2,000 increase
Inspection Supervisor (1)		\$60,000	New Position
Building Department Admin Assistant (1)		\$40,000	Moved Town Admin to \$40k Max (\$3,900 Increase)
Building Inspector (4)		\$55,000	Removed Commercial/Residential Designations
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		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Director of Public Works (1)		\$95,000 <i>\$5,500 increase</i>
Executive Assistant (1)		\$54,600
Street Department Superintendent (1)		\$70,000 <i>\$8,000 increase</i>
Assistant Street Department Superintendent (1)	\$15/hr	\$25/hr <i>New Position</i>
Street Department Laborer (4)	\$15/hr	\$23/hr
Street Department Administrative Assistant (1)		\$50,000 <i>\$10,000 increase</i>
Water Field Supervisor (1)	\$18/hr	\$26/hr
Water/Utility Laborer (2)	\$15/hr	\$25/hr <i>only 2 not 4</i>
Water Operator (1)	\$15/hr	\$25/hr
Utility Operations Manager (1)		\$80,400
Waste Water Superintendent (1)		\$75,000 <i>New Position</i>
Waste Water Laboratory Manager (1)	\$17/hr	\$27/hr
Collection System Manager (1)		\$65,000 <i>\$5,000 increase</i>
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 <i>2 shifted from Utility Laborer</i>
Billing Office Finance Manager (1)		\$60,000
Customer Service Specialists (3)		\$45,000
Seasonal Laborer (2)	\$10/hr	\$15/hr

Whitestown Fire Department		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Fire Chief (1)	\$80,000	\$102,000
Deputy Chief Full Time (2)	\$80,000	\$94,000
Division Chief Full Time (2)	\$70,000	\$84,000
Administrative Assistant (1)	\$40,000	\$50,000
Lieutenant - <i>Stipend</i>	\$63,920	\$63,920
Captain - <i>Stipend</i>	\$65,656	\$65,656
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
Probationary Civilian Medic	\$45,000	\$45,000
Longevity (Service) Pay (Years 6-20)	\$2,223	\$8,892
Reserve Firefighter/Paramedic	\$13/hr	\$15/hr
Reserve Firefighter/EMT	\$13/hr	\$14/hr
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		
	Annual Salary/Hourly Wage Range	
Position	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 Technican (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.