

**Exhibit A
Town of Whitestown - 2023 Salary Matrix**

Position	Wages/Salary	
Town Council Member (5)		\$400/Month
Town Administration		
	Bi-Weekly Salary/Hourly Wage Range	
Position	Minimum	Maximum
Town Manager (1)		\$4,425
Deputy Town Manager of Operations (1)		\$4,235
Town Administration Executive Assistant (1)		\$2,310
Finance and Budget Analyst (1)		\$2,120
Constituent Services Specialist (1)	\$20/hr	\$25/hr
Intern		\$15/hr
Human Resources		
	Bi-Weekly Salary/Hourly Wage Range	
Position	Minimum	Maximum
Deputy Town Manager of HR (1)		\$4,235
HR Generalist (1)		\$1,925
Clerk Treasurer		
	Bi-Weekly Salary/Hourly Wage Range	
Position	Minimum	Maximum
Clerk Treasurer (1)		\$2,885
Chief Deputy Clerk (1)		\$2,500
Deputy Clerk (1)		\$2,120
Development Services		
	Bi-Weekly Salary/Hourly Wage Range	
Position	Minimum	Maximum
Director of Development Services (1)		\$3,470
Executive Assistant (1)		\$2,050
Planning Administrator (2)		\$2,695
Planning Technician (1)		\$2,120
Plan Commission Members (4)		\$100/Meeting (\$1,300/yr)
Economic Development Specialist (1)		\$2,120
GIS Coordinator (1)		\$2,885
GIS Analyst (1)		\$2,120
Building Commissioner (1)		\$3,175
Inspection Supervisor / Plans Reviewer (1)		\$2,695
Building Inspector (4)		\$2,310
Code Enforcement Inspector (1)		\$2,310
Public Relations		
	Bi-Weekly Salary/Hourly Wage Range	
Position	Minimum	Maximum
Director of Public Relations (1)		\$3,175
Assistant Director of Public Relations (1)		\$2,530
Communications Manager (1)		\$1,925
Parks Department		
	Bi-Weekly Salary/Hourly Wage Range	
Position	Minimum	Maximum
Parks Director (1)		\$3,175
Parks Operation Manager (1)		\$2,695
Community Engagement Manager (1)		\$2,120
Event Coordinator (2)		\$1,925
Executive Assistant (1)		\$1,925
Parks Field Superintendent (1)		\$2,310
Parks Maintenance Technician (3)	\$15/hr	\$25/hr
Seasonal Laborer (2)	\$10/hr	\$15/hr
Parks Temporary Laborer (Up to 10, No More than 90 Days)	\$10/hr	\$15/hr

Maintenance		
Bi-Weekly Salary/Hourly Wage Range		
Position	Minimum	Maximum
Fleet Department Superintendent (1)		\$2,500
Fleet Department Technician (1)	\$15/hr	\$25/hr
Facility Maintenance Manager (1)	\$15/hr	\$25/hr
Facility Maintenance Part Time Seasonal (2)	\$10/hr	\$16/hr
Whitestown Fleet Department Additional Special Pays		
EVT Law Enforcement Vehicle Technician		\$3/hr Increase
EVT Fire Apparatus Technician Level I		\$1/hr Increase
EVT Fire Apparatus Technician Level II		\$1.50/hr Increase
EVT Fire Apparatus Technician Level III		\$2/hr Increase
EVT Ambulance Technician Level I		\$1/hr Increase
EVT Ambulance Technician Level II		\$1.50/hr Increase
EVT Ambulance Technician Level III		\$2/hr Increase
EVT Management Level I Supervisor		\$100
EVT Management Level II Supervisor		\$200
Public Works/MVH		
Bi-Weekly Salary/Hourly Wage Range		
Position	Minimum	Maximum
Deputy Town Manager of Public Works (1)		\$4,235
Executive Assistant (1)		\$2,226
Street Department Superintendent (1)		\$3,057
Assistant Street Department Superintendent (1)	\$25/hr	\$30/hr
Street Department Technician (5)	\$20/hr	\$26/hr
Public Works Project Manager (1)		\$2,156
Water Field Supervisor (1)	\$24/hr	\$30/hr
Water Distribution Operator (3)	\$20/hr	\$27/hr
Water Operator (1)	\$20/hr	\$28/hr
Wastewater Treatment Plant Superintendent (1)		\$3,270
Wastewater Laboratory Manager (1)	\$25/hr	\$31/hr
Wastewater Treatment Plan Operator (1)	\$20/hr	\$29/hr
Wastewater Collection System Superintendent (1)		\$3,270
Pretreatment Coordinator (1)	\$24/hr	\$30/hr
Storm Water Coordinator (1)		\$2,885
Collection System Operator (6)	\$20/hr	\$27/hr
Locator (1)	\$20/hr	\$27/hr
Inspector (2)	\$22/hr	\$27/hr
Inspection Supervisor (1)	\$24/hr	\$30/hr
Billing Office Finance Manager (1)		\$3,129
Customer Service Supervisor (1)		\$2,041
Customer Service Specialists (2)		\$1,944
Seasonal Laborer (2)	\$15/hr	\$20/hr
Whitestown Public Works Department Additional Special Pays		
IDEM Wastewater License Class I		\$2/hr Increase
IDEM Wastewater License Class II		\$2.50/hr Increase
IDEM Wastewater License Class III		\$3/hr Increase
IDEM Wastewater License Class III		\$3.50/hr Increase
IWEA Collection System Operator Class I		\$0.50/hr Increase
IWEA Collection System Operator Class II		\$1.00/hr Increase
IWEA Collection System Operator Class III		\$1.50/hr Increase
IWEA Collection System Operator Class IV		\$2.00/hr Increase
IDEM Drinking Water License DSM		\$1/hr Increase
IDEM Drinking Water License DSL		\$2/hr Increase
IDEM Drinking Water License WT2 or WT3		\$2/hr Increase
IDEM Registered Cross Connection Control Device Inspector		\$1/hr Increase
Class B CDL w/air brakes and tanker endorsements		\$1/hr Increase
Category 8 Pesticide Applicator License		\$1/hr Increase
Whitestown Public Works Department Additional Special Pays		
Oncall Pay		\$200/Per Week

Whitestown Fire Department		
Position	Bi-Weekly Salary/Hourly Wage Range	
	Minimum	Maximum
Fire Chief (1)	\$ 3,075.00	\$4,425.00
Deputy Chief Full Time (2)	\$ 3,075.00	\$3,810.00
Division Chief Full Time (3)	\$ 2,690.00	\$3,425.00
Administrative Assistant (1)	\$ 1,535.00	\$1,925.00
Lieutenant	\$ 2,700.00	\$2,725.00
Captain	\$ 2,820.00	\$2,845.00
Paramedic - Stipend	\$ 162.00	\$165.00
Engineer - Stipend	\$ 143.00	\$145.00
3 Year Firefighter (Base)	\$ 2,500.00	\$2,525.00
2nd Year Firefighter	\$ 2,254.00	\$2,260.00
Probationary Firefighter	\$ 2,015.00	\$2,025.00
Civilian Medic (Base)	\$ 2,338.00	\$2,345.00
Longevity (Service) Pay (Years 6-20)	\$ 85.00	\$375.00
Battalion Chief	\$ 3,100.00	\$3,125.00
Advanced EMT Stipend		\$97.00
Quartermaster		\$70.00
Public Education / PR		\$70.00
Peer Fitness		\$70.00
EMS		\$70.00
SCBA		\$70.00
Training Academy Instructor		\$ 600.00
Whitestown Police Department		
Position	Bi-Weekly Salary/Hourly Wage Range	
	Minimum	Maximum
Chief (1)		\$4,425
Asst. Chief (1)		\$3,655
Captain (2)		\$3,270
Lieutenant (4)		\$2,885
Sergeant (6)		\$2,695
PSO (1st Class) (22)		\$2,500
PSO (2nd Class)		
PSO (Probationary) (4)	\$2,310	\$2,500
SSD/Civilian Personnel (3)	\$1,350.00	\$2,310
SSD/Civilian Part-time Personnel (1)	\$15/hr	\$40/hr
Police Board Member (4)		\$100/month
Longevity (32)	\$ 85.00	\$375.00
Whitestown Metro Police Department Additional Special Pays		
Shift Differential (Late Shift)		\$80
K-9 Pay (Care and Maintenance)		\$100
Evidence Technician		\$50
Field Training Officer (FTO)		\$50
Detective Pay		\$100
Motorcycle Officer		\$50
Instructor (max 3 certifications)		\$25
Computer Forensics		\$50
Crash Reconstructionist		\$50
SRT/Mobile Command Driver		\$25
SRT/Special Response Team		\$50
College Pay (Associates Degree)		\$25
College Pay (Bachelor's Degree)		\$50
College Pay (Master's Degree/Doctorate)		\$70
PSO/EMS #2 (EMT)		\$25
PSO/EMS #3 (EMT-2/P-Medic)		\$25

The Chief is EXEMPT from all Special Pays except longevity.