

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

<b>Position</b>	<b>Wages/Salary</b>	
Town Council Member (5)		\$400/Montri
<b>Town Administration</b>		
	<b>Bi-Weekly Salary/Hourly Wage Range</b>	
<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
Town Manager (1)		\$4,425
Deputy Town Manager of Operations (1)		\$4,235
Town Administration Executive Assistant (1)		\$2,310
Constiuent Service Specialist (1)		\$25/hr
Intern		\$15/hr
<b>Human Resources</b>		
	<b>Bi-Weekly Salary/Hourly Wage Range</b>	
<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
Deputy Town Manager of HR (1)		\$4,425
HR Generalist (1)		\$2,500
<b>Clerk Treasurer</b>		
	<b>Bi-Weekly Salary/Hourly Wage Range</b>	
<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
Clerk Treasurer (25% from Utility)		\$4,038
Chief Deputy Clerk (1) (25% from Utility)		\$3,462
Deputy Clerk (1)		\$2,300
Finance and Budget Analyst (1)		\$2,120
Customer Service Specialist Utility Billing Office (4)		\$1,944
<b>Development Services</b>		
	<b>Bi-Weekly Salary/Hourly Wage Range</b>	
<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
Director of Development Services (1)		\$3,700
Executive Assistant (1)		\$2,200
Planning Administrator (2)		\$2,900
Planning Technician (1)		\$2,120
Plan Commission Members (4)		\$1,200/yr
Economic Development Specialist (1)		\$2,120
GIS Coordinator (1)		\$3,000
GIS Analyst (1)		\$2,120
Building Commissioner (1)		\$3,350
Inspection Supervisor/ Plans Reviewer (1)		\$2,695
Building Inspector (4)		\$2,310
Code Enforcement Inspector (1)		\$2,400
<b>Public Relations</b>		
	<b>Bi-Weekly Salary/Hourly Wage Range</b>	
<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
Director of Public Relations (1)		\$3,300
Assistant Director of Public Relations (1)		\$2,600
Communications Manager (1)		\$1,925
<b>Parks Department</b>		
	<b>Bi-Weekly Salary/Hourly Wage Range</b>	
<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
Parks Director (1)		\$3,300
Parks Operation Manager (1)		\$2,695
Event Coordinator (4)		\$1,925
Parks Field Superintendant (1)		\$2,400
Parks Maintenance Technician (3)	\$20/hr	\$2,310
Seasonal Laborer (2)	\$20/hr	\$2,310
Parks Temporary Laborer (Up to 10, No More then 90 Days)	\$20/hr	\$2,310
Facility Maintenance Technician (1)	\$20/hr	\$2,310
<b>Maintenance</b>		

Position	Bi-Weekly Salary/Hourly Wage Range	
	Minimum	Maximum
Fleet Department Superintendent (1)		\$2,650
Fleet Department Technician (2)		\$27/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		

Position	Bi-Weekly Salary/Hourly Wage Range	
	Minimum	Maximum
Deputy Town Manager of Public Works (1)		\$4,235
Executive Assistant (1)		\$2,226
Town Engineer (1)		\$4,807
Street Department Superintendent (1)		\$3,200
Assistant Street Department Superintendent (1)	\$25/hr	\$30/hr
Street Department Technician (8)	\$20/hr	\$26/hr
Public Works Project Manager (1)		\$2,156
Water Field Supervisor (1)	\$24/hr	\$32/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
Lead Collection System Operator (1)		\$30/hr
Collection System Operator (5)	\$20/hr	\$27/hr
Locator (1)	\$20/hr	\$27/hr
Inspector (2)	\$22/hr	\$27/hr
Inspection Supervisor (1)	\$24/hr	\$30/hr
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
Oncall Pay		\$200/Per Week

Whitestown Fire Department		
Position	Bi-Weekly Salary/Hourly Wage Range	
	Minimum	Maximum
Fire Chief	\$4,400	\$4,640
Deputy Chief Full Time	\$3,960	\$4,109.00
Division Chief Full Time (3)	\$3,460	\$3,823.00
Administrative Assistant (1)	\$1,923	\$2,308.00
lieutenant	\$3,070	\$3,077.00
Captain	\$3,260	\$3,270.00

Paramedic* Stipend	\$192	\$193.00
Engineer* Stipend	\$142	\$143.00
3 Year Firefighter (Base)	\$2,800	\$2,808.00
2nd Year Firefighter	\$2,500	\$2,508.00
Probationary Firefighter	\$2,200	\$2,210.00
Civilian Medic (Base)	\$2,690	\$2,693
Longevity (Service) Pay (Years 6-20)	0	\$422.00
Battalion Chief	\$3,450	\$3,462.00
Advanced EMT Stipend		\$97.00
Quartermaster		\$77.00
Public Education/ PR		\$77
Peer Fitness		\$77.00
EMS		\$77.00
SCBA		\$77.00
Training Academy Instructor		\$ 600.00
Ride Out		\$ 430.00

**Whitestown Police Department**

Position	Bi-Weekly Salary/Hourly Wage Range	
	Minimum	Maximum
Chief (1)		\$4,640
Asst. Chief (1)		\$4,109
Captain (2)		\$3,823
Lieutenant (4)		\$3,270
Sergeant (6)		\$3,077
PSO (1st Class) (30)		\$2,808
PSO (Probationary) (4)		\$2,500
SSD/Civilian Personnel (4)	\$1,350.00	\$2,500
SSD/Civilian Part-time Personnel (1)	\$15/hr	\$40/hr
Police Board Member (4)		\$100/month
Longevity (44)	\$ 85.00	\$422.00

**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
Bilingual		\$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.