	Exhibit A		
Town of White	stown - 2024 Salary Matrix		
Position	Wages/	Salary	Annual DNE
Town Council Member (5)	Wages	\$400/Montri	\$4,800.00
Town Administration			
	Bi-Weekly Salary/Hourly Wag	e Range	
Position	Minimum	Maximum	
Town Manager (1)		\$4,425	\$115,050.00
Deputy Town Manager of Operations (1)		\$4,235	\$110,110.00
Town Administration Executive Assistant (1)		\$2,310	\$60,060.00
Constituent Service Specialist (1)		\$25/hr	\$52,000.00
Intern		\$15/hr	\$31,200.00
Human Resources			
	Bi-Weekly Salary/Hourly Wag		
Position	Minimum	Maximum	
Deputy Town Manager of HR (1)		\$4,425	\$115,050.00
HR Generalist (1)		\$2,500	\$65,000.00
Clerk Treasurer			
	Bi-Weekly Salary/Hourly Wag		
Position	Minimum	Maximum	
Clerk Treasurer (25% from Utility)		\$4,038	\$104,988.00
Chief Deputy Clerk (1) (25% from Utility)		\$3,462	\$89,999.78
Deputy Clerk (1)		\$2,300	\$59,800.00
Finance and Budget Analyst (1)		\$2,120	\$55,120.00
Customer Service Specialist Utility Billing Office (4)		\$1,944	\$50,544.00
Development Services			
	Bi-Weekly Salary/Hourly Wag	e Range	
Position	Minimum	Maximum	
Director of Development Services (1)		\$3,700	\$96,200.00
Executive Assistant (1)		\$2,200	\$57,200.00
Planning Administrator (2)		\$2,900	\$75,400.00
Planning Technician (1)		\$2,120	\$55,120.00
Plan Commission Members (4)		\$1,200/yr	\$1,200/y
Economic Development Specialist (1)		\$2,120	\$55,120.00
GIS Coordinator (1)		\$3,000	\$78,000.00
GIS Analyst (1)		\$2,120	\$55,120.00
Building Commissioner (1)		\$3,350	\$87,100.00
Inspection Supervisor/ Plans Reviewer (1)		\$2,695	\$70,070.00
Building Inspector (4)		\$2,310	\$60,060.00
Code Enforcement Inspector (1)		\$2,400	\$62,400.00
Public Relations			
	Bi-Weekly Salary/Hourly Wag	e Range	
Position	Minimum	Maximum	
Director of Public Relations (1)	1	\$3,300	\$85,800.00
Assistant Director of Public Relations (1)		\$2,600	\$67,600.00
Communications Manager (1)		\$1,925	\$50,050.00
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Parks Department			
	Bi-Weekly Salary/Hourly Wag	e Range	-
Position	Minimum	Maximum	
Parks Director (1)		\$3,846	\$99,996.00
Parks Operation Manager (1)		\$2,695	\$70,070.00
Event Coordinator (4)		\$1,925	\$50,050.00
Parks Field Superintendant (1)		\$2,400	\$62,400.00
Parks Maintenance Technician (3)	\$20/hr	\$2,310	\$60,060.0
Seasonal Laborer (2)	\$20/hr	\$2,310	\$60,060.00
Parks Temporary Laborer (Up to 10, No More then 90 Days)	\$20/hr	\$2,310	\$60,060.00
Facility Maintenance Technician (1)	\$20/hr	\$2,310	\$60,060.00
Maintenance			

Water Distribution Operator (3)       \$200         Water Operator (1)       \$200         Wastewater Treatment Plant Superintendent (1)       \$250         Wastewater Collection System Superintendent (1)       \$250         Wastewater Collection System Superintendent (1)       \$200         Pretreatment Plan Operator (1)       \$200         Locator (1)       \$200         Locator (1)       \$200         Locator (1)       \$200         Inspector System Operator (5)       \$200         Locator (1)       \$200         Inspector Supervisor (1)       \$200         Seasonal Laborer (2)       \$150         Whitestown Public Works Department Additional Special Pays       \$100         IDEM Wastewater License Class II       \$100         IDEM Wastewater License Class II       \$100         IDEM Wastewater License Class II       \$100         WKEA Collection System Operator Class II       \$100         IDEM Drinking Water L	\$3.50/hr Increase \$0.50/hr Increase \$1.00/hr Increase \$1.50/hr Increase \$2.00/hr Increase \$2/hr Increase \$2/hr Increase \$2/hr Increase \$1/hr Increase \$1/hr Increase \$1/hr Increase \$1/hr Increase \$200/Per Week \$200/Per Week	\$74,984.00 \$65,000.00 \$120,640.00
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Water Distribution Operator (3)       \$20/I         Water Operator (1)       \$20/I         Wastewater Treatment Plant Superintendent (1)       \$25/I         Wastewater Treatment Plan Operator (1)       \$20/I         Wastewater Collection System Superintendent (1)       \$20/I         Pretreatment Coordinator (1)       \$20/I         Storm Water Coordinator (1)       \$24/I         Icead Collection System Operator (1)       \$20/I         Collection System Operator (5)       \$20/I         Locator (1)       \$20/I         Inspector (2)       \$20/I         Whitestown Public Works Department Additional Special Pays       \$15/I         IDEM Wastewater License Class II       IDEM Wastewater License Class III		
Water Distribution Operator (3)       \$20/I         Water Operator (1)       \$20/I         Wastewater Treatment Plant Superintendent (1)       \$25/I         Wastewater Treatment Plan Operator (1)       \$20/I         Wastewater Collection System Superintendent (1)       \$20/I         Wastewater Collection System Superintendent (1)       \$20/I         Pretreatment Coordinator (1)       \$20/I         Lead Collection System Operator (1)       \$20/I         Collection System Operator (5)       \$20/I         Locator (1)       \$20/I         Inspector (2)       \$20/I         Whitestown Public Works Department Additional Special Pays       \$21/I         IDEM Wastewater License Class II       IDEM Wastewater License Class II	\$5/III IIICIEase	
Water Distribution Operator (3)       \$20/I         Water Operator (1)       \$20/I         Wastewater Treatment Plant Superintendent (1)       \$25/I         Wastewater Treatment Plan Operator (1)       \$20/I         Wastewater Collection System Superintendent (1)       \$20/I         Wastewater Collection System Superintendent (1)       \$20/I         Pretreatment Coordinator (1)       \$24/I         Storm Water Coordinator (1)       \$22/I         Lead Collection System Operator (5)       \$20/I         Collection System Operator (5)       \$20/I         Locator (1)       \$20/I         Inspector (2)       \$22/I         Inspector (2)       \$22/I         Whitestown Public Works Department Additional Special Pays       \$15/I         IDEM Wastewater License Class I       \$15/I	\$3/hr Increase	
Water Distribution Operator (3)       \$20/l         Water Operator (1)       \$20/l         Wastewater Treatment Plant Superintendent (1)       \$25/l         Wastewater Treatment Plan Operator (1)       \$20/l         Wastewater Collection System Superintendent (1)       \$20/l         Pretreatment Coordinator (1)       \$20/l         Storm Water Coordinator (1)       \$24/l         Collection System Operator (5)       \$20/l         Lead Collection System Operator (5)       \$20/l         Locator (1)       \$20/l         Inspector (2)       \$22/l         Inspection Supervisor (1)       \$22/l         Whitestown Public Works Department Additional Special Pays       \$10/l	\$2.50/hr Increase	
Water Distribution Operator (3)       \$20/I         Water Operator (1)       \$20/I         Wastewater Treatment Plant Superintendent (1)       \$25/I         Wastewater Treatment Plan Operator (1)       \$20/I         Wastewater Collection System Superintendent (1)       \$20/I         Pretreatment Coordinator (1)       \$20/I         Storm Water Coordinator (1)       \$24/I         Lead Collection System Operator (5)       \$20/I         Locator (1)       \$20/I         Inspector (2)       \$22/I         Inspection Supervisor (1)       \$22/I         Seasonal Laborer (2)       \$15/I	\$2/hr Increase	
Water Distribution Operator (3)\$20/lWater Operator (1)\$20/lWastewater Treatment Plant Superintendent (1)\$25/lWastewater Laboratory Manager (1)\$25/lWastewater Treatment Plan Operator (1)\$20/lWastewater Collection System Superintendent (1)\$20/lPretreatment Coordinator (1)\$24/lStorm Water Coordinator (1)\$22/lLead Collection System Operator (5)\$20/lLocator (1)\$20/lInspector (2)\$22/lInspector (1)\$22/l	T	
Water Distribution Operator (3)\$20/lWater Operator (1)\$20/lWastewater Treatment Plant Superintendent (1)\$25/lWastewater Laboratory Manager (1)\$25/lWastewater Treatment Plan Operator (1)\$20/lWastewater Collection System Superintendent (1)\$20/lPretreatment Coordinator (1)\$24/lStorm Water Coordinator (1)\$22/lLead Collection System Operator (5)\$20/lLocator (1)\$20/lInspector (2)\$22/lInspector (1)\$22/l		
Water Distribution Operator (3)       \$20/l         Water Operator (1)       \$20/l         Wastewater Treatment Plant Superintendent (1)       \$25/l         Wastewater Treatment Plan Operator (1)       \$22/l         Wastewater Collection System Superintendent (1)       \$22/l         Pretreatment Coordinator (1)       \$24/l         Storm Water Coordinator (1)       \$22/l         Lead Collection System Operator (5)       \$20/l         Locator (1)       \$20/l         Inspector (2)       \$22/l	r \$20/hr	\$41,600.00
Water Distribution Operator (3)       \$20/l         Water Operator (1)       \$20/l         Wastewater Treatment Plant Superintendent (1)       \$25/l         Wastewater Laboratory Manager (1)       \$25/l         Wastewater Treatment Plan Operator (1)       \$20/l         Wastewater Collection System Superintendent (1)       \$20/l         Pretreatment Coordinator (1)       \$24/l         Storm Water Coordinator (1)       \$24/l         Lead Collection System Operator (1)       \$20/l         Locator (1)       \$20/l	r \$30/hr	\$62,400.00
Water Distribution Operator (3)       \$20/I         Water Operator (1)       \$20/I         Wastewater Treatment Plant Superintendent (1)       \$25/I         Wastewater Treatment Plan Operator (1)       \$22/I         Wastewater Collection System Superintendent (1)       \$20/I         Pretreatment Coordinator (1)       \$24/I         Storm Water Coordinator (1)       \$24/I         Lead Collection System Operator (1)       \$20/I         Collection System Operator (5)       \$20/I		\$56,160.00
Water Distribution Operator (3)       \$20/l         Water Operator (1)       \$20/l         Wastewater Treatment Plant Superintendent (1)       \$25/l         Wastewater Laboratory Manager (1)       \$25/l         Wastewater Treatment Plan Operator (1)       \$20/l         Wastewater Collection System Superintendent (1)       \$20/l         Pretreatment Coordinator (1)       \$24/l         Storm Water Coordinator (1)       \$24/l	r \$27/hr	\$56,160.00
Water Distribution Operator (3)     \$20/I       Water Operator (1)     \$20/I       Wastewater Treatment Plant Superintendent (1)     \$25/I       Wastewater Treatment Plan Operator (1)     \$20/I       Wastewater Collection System Superintendent (1)     \$20/I       Pretreatment Coordinator (1)     \$24/I       Storm Water Coordinator (1)     \$24/I	r \$27/hr	\$56,160.00
Water Distribution Operator (3)     \$20/I       Water Operator (1)     \$20/I       Wastewater Treatment Plant Superintendent (1)     \$25/I       Wastewater Laboratory Manager (1)     \$25/I       Wastewater Treatment Plan Operator (1)     \$20/I       Wastewater Collection System Superintendent (1)     \$20/I       Pretreatment Coordinator (1)     \$24/I	\$30/hr	\$62,400.00
Water Distribution Operator (3)       \$20/I         Water Operator (1)       \$20/I         Wastewater Treatment Plant Superintendent (1)       \$25/I         Wastewater Laboratory Manager (1)       \$25/I         Wastewater Treatment Plan Operator (1)       \$20/I         Wastewater Collection System Superintendent (1)       \$20/I	\$2,885	\$75,010.00
Water Distribution Operator (3)     \$20/I       Water Operator (1)     \$20/I       Wastewater Treatment Plant Superintendent (1)     \$25/I       Wastewater Laboratory Manager (1)     \$25/I       Wastewater Treatment Plan Operator (1)     \$20/I		\$62,400.00
Water Distribution Operator (3)     \$20/I       Water Operator (1)     \$20/I       Wastewater Treatment Plant Superintendent (1)     \$25/I       Wastewater Laboratory Manager (1)     \$25/I	\$3,270	\$85,020.00
Water Distribution Operator (3)     \$20/I       Water Operator (1)     \$20/I       Wastewater Treatment Plant Superintendent (1)     \$20/I	r \$31/hr r \$29/hr	\$60,320.00
Water Distribution Operator (3)     \$20/I       Water Operator (1)     \$20/I	\$3,270 r \$31/hr	\$85,020.00
Water Distribution Operator (3) \$20/I	r \$28/hr	\$58,240.00
Water Field Supervisor (1) \$24/I		\$66,560.00 \$56,160.00
Public Works Project Manager (1)	\$2,156 \$32/br	\$56,056.00
Street DepartmentTechnician (8) \$20/I		\$54,080.00
Assistant Street Department Superintendent (1) \$25/I		\$62,400.00
Street Department Superintendent (1)	\$3,200	\$83,200.00
Town Engineer (1)	\$4,807	\$124,982.00
Executive Assistant (1)	\$2,226	\$57,876.00
Deputy Town Manager of Public Works (1)	\$4,235	\$110,110.00
Position Minimum	Maximum	
Bi-Weekly Salary/Hourly Wa		
Public Works/MVH		
	1	
EVT Management Level II Supervisor	\$200	
EVT Management Level I Supervisor	\$2/hr increase \$100	
EVT Ambulance Technician Level II	\$1.50/hr Increase \$2/hr Increase	
EVT Ambulance Technician Level II	\$1.50/hr Increase	
EV I Fire Apparatus Technician Level III EVT Ambulance Technician Level I	\$2/hr Increase \$1/hr Increase	
EVT Fire Apparatus Technician Level II EVT Fire Apparatus Technician Level III	\$1.50/hr Increase	
EVT Fire Apparatus Technician Level I	\$1/hr Increase	
EVT Law Enforcement Vehicle Technician	\$3/hr Increase	
Whitestown Fleet Department Additional Special Pays	00.00 mm	
	Į	
Fleet Department Technician (2)	\$27/hr	\$56,160.00
Fleet Department Superintendent (1)	\$2,650	\$68,900.00
Position Minimum	Maximum	

Deputy Chief Full Time	\$3,960	\$4,109.00	\$106,834.00
Division Chief Full Time (3)	\$3,460	\$3,823.00	\$99,398.00
Administrative Assistant (1)	\$1,923	\$2,308.00	\$60,008.00
lieutenant	\$3,070	\$3,077.00	\$80,002.00
	\$3,260	\$3,270.00	\$85,020.00
Captain	\$3,200		\$65,020.00
Paramedic• Stipend		\$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	\$57,460.00
Civilian Medic (Base)	\$2,690	\$2,693	\$70,018.00
Longevity (Service) Pay (Years 6-20)	0	\$422.00	
Battalion Chief	\$3,450	\$3,462.00	\$90,012.00
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	
		\$ +00.00	
Whitestown Police Department			
	Bi-Weekly Salary/Hourly Wage	e Range	
Position	Minimum	Maximum	
Chief (1)		\$4,640	\$120,640.00
Asst. Chief (1)		\$4,109	\$106,834.00
Captain (2)		\$3,823	\$99,398.00
Lieutenant (4)		\$3,270	\$85,020.00
Sergeant (6)		\$3,077	\$80,002.00
PSO (1st Class) (30)		\$2,808	\$73,008.00
PSO (Probationary) (4)		\$2,500	\$65,000.00
SSD/Civilian Personnel (4)	\$1,350.00	\$2,500	<b>\$05,000,00</b>
SSD/Civilian Part-time Personnel (1)			\$65,000.00
Police Board Member (4)	\$15/hr		\$65,000.00 \$83,200.00
	\$15/hr	\$40/hr	\$83,200.00
		\$40/hr \$100/month	
Longevity (44)	\$15/hr \$85.00	\$40/hr	\$83,200.00
		\$40/hr \$100/month	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays		\$40/hr \$100/month \$422.00	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift)		\$40/hr \$100/month \$422.00 \$80	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance)		\$40/hr \$100/month \$422.00 \$80 \$80 \$100	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician		\$40/hr \$100/month \$422.00 \$80 \$80 \$100 \$50	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO)		\$40/hr \$100/month \$422.00 \$80 \$80 \$100 \$50 \$50	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay		\$40/hr \$100/month \$422.00 \$80 \$80 \$100 \$50 \$50 \$50 \$100	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer		\$40/hr \$100/month \$422.00 \$400 \$500 \$500 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500 \$100 \$500	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications)		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$422.00 \$422.00 \$422.00 \$425.00 \$100 \$50 \$100 \$50 \$100 \$50 \$100 \$50 \$100	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications) Computer Forensics		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$422.00 \$422.00 \$50 \$100 \$50 \$100 \$50 \$100 \$50 \$100 \$50 \$50 \$50 \$50 \$50 \$50 \$50 \$	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications) Computer Forensics Crash Reconstructionist		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$422.00 \$400 \$50 \$50 \$100 \$50 \$100 \$50 \$50 \$50 \$50 \$50 \$50 \$50 \$	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications) Computer Forensics Crash Reconstructionist Bilingual		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$422.00 \$402 \$500 \$100 \$500 \$500 \$100 \$500	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications) Computer Forensics Crash Reconstructionist Billingual SRT/Mobile Command Driver		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$422.00 \$400 \$500	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications) Computer Forensics Crash Reconstructionist Bilingual SRT/Mobile Command Driver SRT/Special Response Team		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$400 \$50 \$100 \$50 \$50 \$50 \$50 \$50 \$50 \$50 \$	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications) Computer Forensics Crash Reconstructionist Bilingual SRT/Mobile Command Driver SRT/Special Response Team College Pay (Assocates Degree)		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$422.00 \$50 \$100 \$50 \$50 \$50 \$50 \$50 \$50 \$50 \$	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications) Computer Forensics Crash Reconstructionist Bilingual SRT/Mobile Command Driver SRT/Special Response Team College Pay (Assocates Degree) College Pay (Bachelor's Degree)		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$422.00 \$50 \$100 \$50 \$50 \$50 \$50 \$50 \$50 \$50 \$	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications) Computer Forensics Crash Reconstructionist Bilingual SRT/Mobile Command Driver SRT/Special Response Team College Pay (Assocates Degree) College Pay (Master's Degree/Doctorate)		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$422.00 \$50 \$50 \$50 \$50 \$50 \$50 \$50 \$	\$83,200.00
Longevity (44) Whitestown Metro Police Department Additional Special Pays Shift Differential (Late Shift) K-9 Pay (Care and Maintenance) Evidence Technician Field Training Officer (FTO) Detective Pay Motorcycle Officer Instructor (max 3 certifications) Computer Forensics Crash Reconstructionist Bilingual SRT/Mobile Command Driver SRT/Special Response Team College Pay (Assocates Degree) College Pay (Bachelor's Degree)		\$40/hr \$100/month \$422.00 \$422.00 \$422.00 \$422.00 \$50 \$100 \$50 \$50 \$50 \$50 \$50 \$50 \$50 \$	\$83,200.00

The Chief is EXEMPT from all Special Pays except longevity.