

**Exhibit A
Town of Whitestown - 2024 Salary Matrix**

| Position | Wages/Salary | | Annual DNE |
|--|---------------------|----------------|-------------------|
| Town Council Member (5) | | \$400/Montri | \$4,800.00 |
| Town Administration | | | |
| Bi-Weekly Salary/Hourly Wage 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 Wage Range | | | |
| 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 Wage Range | | | |
| 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 Wage 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/yr |
| 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 Wage Range | | | |
| Position | Minimum | Maximum | |
| Director of Public Relations (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 |
| Parks Department | | | |
| Bi-Weekly Salary/Hourly Wage 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 | \$60,060.00 |
| 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 | | | |

| Position | Bi-Weekly Salary/Hourly Wage Range | | |
|---|------------------------------------|--------------------|--------------|
| | Minimum | Maximum | |
| Fleet Department Superintendent (1) | | \$2,650 | \$68,900.00 |
| Fleet Department Technician (2) | | \$27/hr | \$56,160.00 |
| 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 | \$110,110.00 |
| Executive Assistant (1) | | \$2,226 | \$57,876.00 |
| Town Engineer (1) | | \$4,807 | \$124,982.00 |
| Street Department Superintendent (1) | | \$3,200 | \$83,200.00 |
| Assistant Street Department Superintendent (1) | \$25/hr | \$30/hr | \$62,400.00 |
| Street Department Technician (8) | \$20/hr | \$26/hr | \$54,080.00 |
| Public Works Project Manager (1) | | \$2,156 | \$56,056.00 |
| Water Field Supervisor (1) | \$24/hr | \$32/hr | \$66,560.00 |
| Water Distribution Operator (3) | \$20/hr | \$27/hr | \$56,160.00 |
| Water Operator (1) | \$20/hr | \$28/hr | \$58,240.00 |
| Wastewater Treatment Plant Superintendent (1) | | \$3,270 | \$85,020.00 |
| Wastewater Laboratory Manager (1) | \$25/hr | \$31/hr | \$64,480.00 |
| Wastewater Treatment Plan Operator (1) | \$20/hr | \$29/hr | \$60,320.00 |
| Wastewater Collection System Superintendent (1) | | \$3,270 | \$85,020.00 |
| Pretreatment Coordinator (1) | \$24/hr | \$30/hr | \$62,400.00 |
| Storm Water Coordinator (1) | | \$2,885 | \$75,010.00 |
| Lead Collection System Operator (1) | | \$30/hr | \$62,400.00 |
| Collection System Operator (5) | \$20/hr | \$27/hr | \$56,160.00 |
| Locator (1) | \$20/hr | \$27/hr | \$56,160.00 |
| Inspector (2) | \$22/hr | \$27/hr | \$56,160.00 |
| Inspection Supervisor (1) | \$24/hr | \$30/hr | \$62,400.00 |
| Seasonal Laborer (2) | \$15/hr | \$20/hr | \$41,600.00 |
| 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 | |
| IT | | | |
| Information Technology Manager | | \$2,884.00 | \$74,984.00 |
| Information Technology Specialist | | \$2,500 | \$65,000.00 |
| Whitestown Fire Department | | | |
| Position | Bi-Weekly Salary/Hourly Wage Range | | |
| | Minimum | Maximum | |
| Fire Chief | \$4,400 | \$4,640 | \$120,640.00 |

| | | | |
|---|---|----------------|--------------|
| 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 |
| Captain | \$3,260 | \$3,270.00 | \$85,020.00 |
| 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 | \$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 | |
| | | | |
| Whitestown Police Department | | | |
| | | | |
| | Bi-Weekly Salary/Hourly Wage 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 | \$65,000.00 |
| SSD/Civilian Part-time Personnel (1) | \$15/hr | \$40/hr | \$83,200.00 |
| Police Board Member (4) | | \$100/month | \$1,200.00 |
| 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.