

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

<b>Position</b>	<b>Wages/Salary</b>		<b>Annual DNE</b>
Town Council Member (5)		\$400/Montri	\$4,800.00
<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	\$115,050.00
Director of Economic Development		\$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
<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	\$115,050.00
HR Generalist (1)		\$2,500	\$65,000.00
<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	\$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
<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	\$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
<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	\$85,800.00
Assistant Director of Public Relations (1)		\$2,600	\$67,600.00
Communications Manager (1)		\$1,925	\$50,050.00
<b>Parks Department</b>			
	<b>Bi-Weekly Salary/Hourly Wage Range</b>		
<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	
Assistant Town Manager/Parks Director (1)		\$4,230	\$110,000.00
Parks Operation Manager (1)		\$2,695	\$70,070.00
Event Coordinator (4)		\$1,925	\$50,050.00
Parks Maintenance Technician (4)	\$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
<b>Maintenance</b>			
	<b>Bi-Weekly Salary/Hourly Wage Range</b>		
<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	
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	

<b>Public Works/MVH</b>			
<b>Bi-Weekly Salary/Hourly Wage Range</b>			
<b>Position</b>	<b>Minimum</b>		<b>Maximum</b>
Director 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 Plant 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

<b>Whitestown Public Works Department Additional Special Pays</b>			
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	

<b>IT</b>			
Information Technology Manager		\$2,884.00	\$74,984.00
Information Technology Specialist		\$2,500	\$65,000.00

<b>Whitestown Fire Department</b>			
<b>Bi-Weekly Salary/Hourly Wage Range</b>			
<b>Position</b>	<b>Minimum</b>		<b>Maximum</b>
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**

Position	Bi-Weekly Salary/Hourly Wage Range		
	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.