

**Exhibit A
Town of Whitestown - 2025 Salary Matrix**

Position	Wages/Salary		Annual DNE
Town Council Member (4)		\$1200/Monthly	\$14,400.00
Town Council President (1)		\$1300/Monthly	\$15,600.00
Town Administration			
	Bi-Weekly Salary/Hourly Wage Range		
Position	Minimu	Maximum	
Town Manager (1)		\$4,803.00	\$125,000.00
Director of Economic Development (1)		\$4,269.23	\$111,000.00
Town Administration Executive Assistant (1)		\$2,386.54	\$62,050.00
Intern		\$15/hr	\$31,200.00
Human Resources			
	Bi-Weekly Salary/Hourly Wage Range		
Position	Minimu	Maximum	
HR Manager (1)		\$2,884.62	\$75,000.00
Clerk Treasurer			
	Bi-Weekly Salary/Hourly Wage Range		
Position	Minimu	Maximum	
Clerk Treasurer		\$4,115.38	\$107,000.00
Deputy Clerk-Treasurer		\$3,538.46	\$92,000.00
Deputy Clerk (2)		\$2,615.38	\$68,000.00
Finance and Budget Analyst		\$2,423.08	\$63,000.00
Customer Service Rep (4)		\$2,307.69	\$60,000.00
Development Services			
	Bi-Weekly Salary/Hourly Wage Range		
Position	Minimu	Maximum	
Director of Development Services (1)		\$4,038.46	\$105,000.00
Executive Assistant (1)		\$2,307.69	\$60,000.00
Planning Administrator (2)		\$3,076.92	\$80,000.00
Plan Commission Members (4)		\$1,200/yr	\$1,200/yr
GIS Coordinator (1)		\$3,269.23	\$85,000.00
GIS Analyst (1)		\$2,500.00	\$65,000.00
Code Enforcement Inspector (1)		\$2,500.00	\$65,000.00
Public Relations			
	Bi-Weekly Salary/Hourly Wage Range		
Position	Minimu	Maximum	
Director of Public Relations (1)		\$3,269.23	\$85,000.00
Communications & Media Coordinator		\$2,600.00	\$78,000.00
Constituent Service Specialist (1)		\$25/hr	\$52,000.00
Parks Department			
	Bi-Weekly Salary/Hourly Wage Range		
Position	Minimu	Maximum	
Assistant Town Manager/Parks Director (1)		\$4,230.77	\$110,000.00
Parks Operation Manager (1)		\$2,695.00	\$70,070.00
Event Coordinator (4)		\$2,307.69	\$60,000.00
Parks Maintenance Technician (4)	\$20/hr	\$2,310.00	\$60,060.00
Facility Maintenance Technician (1)	\$20/hr	\$2,310.00	\$60,060.00
Parks Department - Additional Special Pays			
Aquatic Facility Operators License		\$1.00	
Certified Playground Safety Inspector License		\$2.00	
Category 8 Pesticide Applicator License		\$1.00	
Class B CDL w/Air Brakes & Tanker Endorsement		\$1.00	
NRPA Playground Maintenance Course Training		\$0.50	
Green Stormwater Infrastructure (GSI) Certificate		\$0.50	
NRPA Splash Pad Certificate Program (must have a current APO or CPO License)		\$0.50	

(75% ClerkTreasurer/25% Utilities)
(25% ClerkTreasurer/75% Utilities)

Maintenance			
Position	Bi-Weekly Salary/Hourly Wage Range		
	Minimu	Maximum	
Fleet Department Superintendent (1)		\$2,884.61	\$75,000.00
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			\$100.00
EVT Management Level II Supervisor			\$200.00
Public Works/MVH			
Position	Bi-Weekly Salary/Hourly Wage Range		
	Minimu	Maximum	
Director of Public Works (1)		\$4,346.15	\$110,000.00
Executive Assistant (1)		\$2,226.00	\$57,876.00
Street Department Superintendent (1)		\$3,461.54	\$90,000.00
Assistant Street Department Superintendent (1)	\$27/hr	\$33.65/hr	\$70,000.00
Lead Street Technician	\$24/hr	\$28/hr	\$58,240.00
Street Department Technician (7)	\$20/hr	\$26/hr	\$54,080.00
Water Department Superintendent (1)		\$3,461.54	\$90,000.00
Water Department Assistant Superintendent		\$33.65/hr	\$70,000.00
Lead Distribution Operator (1)	\$24/hr	\$30/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)		\$3,461.54	\$90,000.00
Wastewater Treatment Plant Assistant Superintendent	\$27/hr	\$33.65/hr	\$70,000.00
Wastewater Laboratory Manager (1)	\$25/hr	\$31/hr	\$64,480.00
Wastewater Treatment Plant Operator (2)	\$20/hr	\$29/hr	\$60,320.00
Wastewater Collection System Superintendent (1)		\$3,461.54	\$90,000.00
Pretreatment Coordinator (1)	\$26/hr	\$30/hr	\$62,400.00
Wastewater Collection System Assistant Superintendent (1)	\$27/hr	\$33.65/hr	\$70,000.00
Collection System Operator (5)	\$20/hr	\$28/hr	\$58,240.00
Locator (2)	\$20/hr	\$28/hr	\$58,240.00
Inspector (2)	\$22/hr	\$28/hr	\$58,240.00
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 IV			\$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

Engineering			
Position	Bi-Weekly Salary/Hourly Wage Range		
	Minimu	Maximum	
Director of Engineering (1)		\$4,961.54	\$129,000.00
Building Commissioner (1)		\$3,461.54	\$90,000.00
Plan review Manager (1)		\$2,846.15	\$74,000.00
Permitting & Inspections Supervisor (1)		\$2,576.92	\$67,000.00
Building Inspector (3)		\$2,461.54	\$64,000.00
Permit Tech		\$2,200.00	\$57,200.00
Project Manager - Engineering (1)		\$3,269.23	\$85,000.00
Right of Way Project Manager (1)		\$2,288.46	\$59,500.00
IT			
Information Technology Manager		\$ 3,269.23	\$85,000.00
Information Technology Specialist		\$ 2,575.00	\$66,950.00
Whitestown Fire Department			
Position	Bi-Weekly Salary/Hourly Wage Range		
	Minimu	Maximum	
Fire Chief	\$4,600	\$ 4,807.69	\$125,000.00
Deputy Chief Full Time	\$4,080	\$ 4,255.77	\$110,650.00
Division Chief Full Time (3)	\$3,763	\$ 3,960.77	\$102,980.00
Administrative Assistant (1)	\$2,000	\$ 2,376.92	\$61,800.00
Lieutenant	\$3,200	\$ 3,211.54	\$83,500.00
Captain	\$3,380	\$ 3,403.85	\$88,500.00
Paramedic Stipend	\$195	\$ 203.84	\$5,300.00
Engineer Stipend	\$142	\$ 146.15	\$3,800.00
3 Year Firefighter (Base)	\$2,900	\$ 2,923.08	\$76,000.00
2nd Year Firefighter	\$2,600	\$ 2,630.77	\$68,400.00
Probationary Firefighter	\$2,290	\$ 2,307.69	\$60,000.00
Civilian Medic (Base)	\$2,790	\$ 2,807.69	\$73,000.00
Longevity (Service) Pay (Years 6-20)	0	\$ 438.46	\$11,400.00
Battalion Chief	\$3,550	\$ 3,596.15	\$93,500.00
WFD - Additional			
Advanced EMT Stipend		\$ 97.00	
Quartermaster		\$ 77.00	
Public Education/ PR		\$ 77.00	
Peer Fitness		\$ 77.00	
EMS		\$ 77.00	
SCBA		\$ 77.00	
Training Academy Instructor		\$ 600.00	
Ride Out		\$3.50/Hourly	
Whitestown Police Department			
Position	Bi-Weekly Salary/Hourly Wage Range		
	Minimu	Maximum	
Chief (1)		\$4,807.69	\$125,000.00
Asst. Chief (1)		\$4,230.77	\$110,000.00
Captain (2)		\$3,846.15	\$100,000.00
Lieutenant (5)		\$3,461.54	\$90,000.00
Sergeant (6)		\$3,269.23	\$85,000.00
PSO (1st Class) (30)		\$3,076.92	\$80,000.00
PSO (Probationary) (4)		\$2,807.69	\$73,000.00
SSD/Civilian Personnel (4)	\$1,350.00	\$2,615.38	\$68,000.00
SSD/Civilian Part-time Personnel (1)	\$15/hr	\$40/hr	\$83,200.00
Police Board Member (4)		\$100/month	\$1,200.00
Longevity (46)	\$ 85.00	\$450.00	
Whitestown Metro Police Department Additional Special Pays			
Shift Differential (Late Shift)		\$80.00	
K-9 Pay (Care and Maintenance)		\$100.00	
Evidence Technician		\$50.00	

Field Training Officer (FTO)		\$50.00	
Detective Pay		\$100.00	
Motorcycle Officer		\$50.00	
Instructor (max 3 certifications)		\$25.00	
Computer Forensics		\$50.00	
Crash Reconstructionist		\$50.00	
Bilingual		\$50.00	
SRT/Mobile Command Driver		\$25.00	
SRT/Special Response Team		\$50.00	
College Pay (Associates Degree)		\$25.00	
College Pay (Bachelor's Degree)		\$50.00	
College Pay (Master's Degree/Doctorate)		\$70.00	
PSO/EMS #2 (EMT)		\$25.00	
PSO/EMS #3 (EMT-2/P-Medic)		\$25.00	

The Chief is EXEMPT from all Special Pays except longevity.