

**HENDRICKS COUNTY COUNCIL
REGULAR MEETING
Hendricks County Government Center
Commissioner/Council Meeting Room
Tuesday, December 16, 2025, at 9:00 A.M.
<https://www.youtube.com/@HendricksCoGov>**

CALL TO ORDER AND PLEDGE OF ALLEGIANCE:

MINUTES: - Approval of November 18, 2025, Council Meeting Minutes

NEW BUSINESS:

- Hendricks County Emergency Radio Operators
- Surveyor Technician
- PTABOA 2026 Appointment
- Avon Public Library 2026 Appointment
- Sheriff's Office Absorbing Animal Control
- 2025 Into 2026 Encumbrances
- Approval of 2026 Salary Ordinance 2025-43

Gordon Cotton
Dave Gaston
Nicole Lawson

Sheriff Jack Sadler/Commissioners

PUBLIC HEARING:

- Hendricks County Recycling District Additional Appropriation
 - a. General Fund \$7,500
 - b. General Fund \$53,500

PUBLIC HEARING: - Hendricks County Additional Appropriation

	DEPARTMENT	ACCOUNT	DESCRIPTION	AMOUNT	APPROVED
1.	Council	1001.30201.000.0149	Professional Fees	\$8,000.00	
2.	Court Admin	1001.30702.000.0160	Interpreters	\$5,000.00	
3.	Court Admin	1001.31600.000.0160	Care of Juvenile Offenders	\$15,000.00	
4.	Court Admin	1001.16099.000.0160	Court Overtime	\$5,000.00	
5.	Engineering	1112.33222.000.0143	RR Parkway 600N to I-65	\$2,055,000.00	
6.	Auditor	1112.34200.000.0102	RR Bond Lease	\$2,781,000.00	
7.	Prosecutor	1234.44550.000.0108	Prosecutor – Forfeiture	\$17,000.00	
8.	Court Admin	2507.30705.000.0160	Jury Fees	\$10,000.00	
9.	Auditor	8108.32108.000.0102	INDYGo Grant	\$372,747.00	

TRANSFERS:

	DEPARTMENT	FROM	TO	AMOUNT	Y/N
1.	Surveyor	1001.21002.000.0106	1001.34500.000.0106	\$1,840.01	
2.	Animal Shelter	1001.14415.000.0144	1001.14499.000.0144	\$3,000.00	
3.	Council	1001.13590.000.0149	1001.30200.000.0149	\$12,000.00	
4.	Soil & Water	1001.34500.000.0155	1001.44000.000.0155	\$617.16	
5.	Soil & Water	1001.44000.000.0155	1001.37801.000.0155	\$1,808.30	

6.	Health	1161.18638.256.0214	1161.18625.256.0214	\$1,500.00	
7.	Health	1161.18638.256.0214	1161.18640.254.0214	\$1,200.00	
8.	Health	1161.18638.256.0214	1161.18640.256.0214	\$1,200.00	
9.	Parks	4806.13592.000.0156	4806.13591.000.0156	\$5,658.00	
10..	Parks	4806.13592.000.0156	4806.13590.000.0156	\$1,762.00	

OTHER BUSINESS:

- Status of Funds
- HR Report
- 2026 Appointments for January's Meeting

PUBLIC COMMENTS

COUNCIL COMMENTS

**HENDRICKS COUNTY COUNCIL REGULAR MEETING
NOVEMBER 18, 2025**

The regular meeting of the Hendricks County Council was called to order by President Larry Scott on Tuesday November 18th, 2025, with the following in attendance: David Cox, Nancy Marsh, David Wyeth, Eric Wathen, Larry Scott, Charles Parsons, Larry Hesson, Auditor Ann Stark, Financial Administrator Paula Alkire and Legal Counsel Rhonda Cook. Mr. Wyeth led the assembly in the Pledge of Allegiance.

IN THE MATTER OF THE OCTOBER 21ST, 2025 COUNCIL MEETING MINUTES

Larry Hesson motioned and Charles Parsons seconded to approve the meeting minutes from October 21st. Motion passed 6-0-1. Eric Wathen abstained as he was absent from that meeting.

IN THE MATTER OF THE YAP PLAQUES

David Cox motioned approving the cost of additional plaques for the YAP award. Larry Hesson seconded the motion. Motion passed 7-0.

IN THE MATTER OF WAGE SCHEDULE INCREASE

Auditor Ann Stark wanted to correct a motion made at the Budget Hearings in August that increased the Wage Schedule by 4%. Due to the Council's decision to remove performance pay from an employee's salary and instead pay it out as bonus pay, the schedule should increase by 3% instead of the original 4%. Nancy Marsh motioned to increase the wage schedule by 3% instead of 4%. David Cox seconded. Motion passed 6-1. Eric Wathen opposed.

IN THE MATTER OF CHIEF DEPUTIES RECEIVING BONUS PAY

Auditor Ann Stark wanted confirmation if the Chief Deputies would receive the 4% increase for 2026 as the Elected Officials did, or if they would receive the 3% with Bonus Pay like the rest of the employees. There was discussion about Chief Deputies making 85% of the Elected Officials. Larry Hesson motioned to do away with the 85% consideration regarding Chief Deputies salaries. Nancy Marsh seconded. Motion passed 5-2. Eric Wathen and David Wyeth opposed. David Cox motioned to give 3% plus Bonus Pay to Chief Deputies. Mrs. Marsh seconded and the motion passed 6-1. David Wyeth opposed it. There was discussion on changing Elected Officials increase to 3% to match employees. Eric Wathen motioned to give Elected Officials 3% pay increase instead of the 4% for 2026. Nancy Marsh seconded. Motion passed 5-2. David Cox and David Wyeth opposed.

IN THE MATTER OF APPROVING TENTATIVE COUNCIL MEETING CALENDAR FOR 2026

David Cox motioned to move Council meetings to the first Tuesday of the month. There was not a second, motion died. Eric Wathen motioned to approve the tentative calendar, David Wyeth seconded. Motion passed 6-1, David Cox opposed.

IN THE MATTER OF REQUEST TO GO ABOVE MIDPOINT FOR 10206

Auditor Ann Stark presented the case to increase the wage for a transferred employee due to experience and knowledge of the job. David Cox moved to approve the increase. Larry Scott seconded.

There was discussion on the subject. Motion failed 2-5. Opposed were Nancy Marsh, David Wyeth, Charles Parsons, Larry Hesson and Eric Wathen.

IN THE MATTER OF APPROVING BROWNSBURG LIBRARY APPOINTMENT FOR 2026

Eric Wathen moved to approve Valerie Khatadia for reappointment to the Brownsburg Library. Larry Hesson seconded. Motion passed 7-0.

IN THE MATTER OF APPROVING HC PARK BOARD APPOINTMENT FOR 2026

David Cox motioned to approve Brad Eisenhart for appointment to the Park Board for 2026. David Wyeth seconded. Motion passed 7-0.

IN THE MATTER OF HENDRICKS COUNTY BUDGET & SUSTAINABILITY REVIEW

Greg Guerrettaz from Financial Solutions Group presented the Hendricks County Sustainability Report.

Examples of the strength currently in place, regarding the County, are outlined below:

1. General Fund balance increased by \$12,446,244 in 2024. The balance is over \$48,000,000 and will help buffer the County, going forward in these times of increasing costs like the County is incurring now. The General Fund was helped in 2024 by interest income of over \$12,000,000. We expect that to continue in 2025 and possibly 2026. Thereafter we expect it to return to more normal level which will reduce the General Fund Revenue beginning in 2027.
2. The County maintained a strong Rainy-Day Fund, with a balance of over \$13,000,000.
3. Assessed value in the County has increased for over 10 consecutive years and grew by over 8% for taxes payable in 2019, over 4.89% for 2020, over 5.77% for 2021, over 10.87% for 2022, over 15.84% in 2023, over 6.36% for 2024 and over 13.67% for pay 2025.
4. The County is projected to maintain strong balances in the CCD Fund, EDIT Fund, and Food and Beverage Fund;

Reevaluating Local Income Tax could be a possibility to compensate for the loss of revenue in the General Fund.

IN THE MATTER OF UPDATE ON RONALD REAGAN BONDS

Mr. Guerrettaz shared the news that the Commissioners signed a contract with Baird & Co to sell the bonds for the next stretch of Ronald Reagan, which came in to bid for less than \$30 million. Council gave consensus to move forward with the selling of the bonds.

IN THE MATTER OF THE ADDITIONALS

The public hearing opened for additional appropriations. No comment was heard. The public hearing was closed. Eric Wathen moved to approve all 5 requests. Larry Hesson seconded. Motion passed 7-0.

EMERGENCY APPROPRIATION ORDINANCE

Whereas, certain extraordinary emergencies have developed since the adoption of the existing budget, so that it is necessary to appropriate more money than was appropriated in the annual budget; therefore, to meet such extraordinary emergencies;

Be it ordained by the County Council of Hendricks County, Indiana, that for the expense of said County the following additional sums of money are hereby appropriated and ordered set apart out of the several funds as herein and for the purpose herein specified, subject to the laws governing the same.

	DEPARTMENT	ACCOUNT	DESCRIPTION	AMOUNT	APPROVED
1.	Assessor/Auditor Request	1001.11300.000.0109	Personal Services	\$313.00	\$313.00
2.	Council	1001.30200.000.0149	Contract Services	\$14,273.00	\$14,273.00
3.	Coroner	1001.33800.000.0107	Contract Services	\$30,000	\$30,000
4.	Auditor	1237.30008.000.0102	Opioid Settlement Restricted	\$54,714.54	\$54,714.54
5.	Highway	4403.36600.000.0201	Pittsboro TIF	\$78,702.54	\$78,702.54

Approved this 18th day of November 2025.

AYE

NAY

/s/ Nancy Marsh
/s/ David Cox
/s/ David Wyeth
/s/ Eric Wathen
/s/ Larry R. Scott
/s/ Larry Hesson
/s/ Charles Parsons

ATTEST: /s/ Ann Stark, Auditor

IN THE MATTER OF REALLOCATION OF FUNDS

Eric Wathen moved to approve the 2 transfer requests as presented. Charles Parsons seconded the motion. Motion passed 7-0.

REALLOCATION OF FUNDS RESOLUTION

Be it resolved by the County Council of Hendricks County, Indiana, that for the expenses of the unit of Government of Hendricks County, the following sums of money previously appropriated for expenditures from a detailed account within a major classification, are hereby reallocated to another detailed account within a different classification as originally appropriated, all as herein specified.

	DEPARTMENT	FROM	TO	AMOUNT	Y/N
1.	Clean Water	1001.21002.000.0161	1001.30317.000.0161	\$4086.34	Y
2.	Facilities	4613.41142.000.0136	4613.30202.000.0136	\$4605.00	Y

Approved this 18th day of November 2025

AYE

NAY

/s/ Nancy Marsh
/s/ David Wyeth
/s/ David Cox
/s/ Eric Wathen
/s/ Larry R. Scott
/s/ Larry Hesson
/s/ Charles Parsons

ATTEST: /s/ Ann Stark, Auditor

OTHER BUSINESS

The Status of Funds were presented and acknowledged.
The Sheriff's Commissary Report was presented and acknowledged.
The Updated HR Report was presented and acknowledged.

PUBLIC COMMENT

Anthony Gary asked if other documents could be linked on the website when posting the Council agenda.

There being no further business to come before the Council, the meeting was adjourned by President Larry Scott at 10:20 a.m.

HENDRICKS COUNTY COUNCIL

Nancy Marsh

David Cox

Larry R. Hesson

Larry R. Scott

Eric Wathen

Charles Parsons

David Wyeth

ATTEST:

Ann Stark, Hendricks County Auditor

2025 TO 2026 ENCUMBRANCE REQUESTS THROUGH 12/10/25

FUND #	FUND NAME	DEPARTMENT	APPROPRIATION NUMBER	DESCRIPTION	AMOUNT
GENERAL FUND					
1001	General	Extension	1001.37300.000.0130	Computer Contract	\$1,837.00
1001	General	Facilities	1001.20209.000.0143	Computer Supplies	\$460.36
1001	General	Computer	1001.20209.000.0147	Computer Supplies	\$26,036.25
TOTAL					\$28,333.61
EDIT					
1112	EDIT	Engineering	1112.33222.000.0143	RR Parkway 600 N to I 65	\$3,351,843.37
1112	EDIT	Engineering	1112.45625.000.0143	Roundabouts I 70 & SR 39	\$726,438.90
TOTAL					\$4,078,282.27
CUMULATIVE BRIDGE					
1135	Cumulative Bridge	Engineering	1135.45367.000.0143	Bridge 49	\$850,000.00
1135	Cumulative Bridge	Highway	1135.34319.000.0201	Culvert Inspections	\$300,000.00
1135	Cumulative Bridge	Highway	1135.45226.000.0201	FR-044 Culvert	\$120,000.00
1135	Cumulative Bridge	Highway	1135.45286.000.0201	BR-109	\$35,853.76
1135	Cumulative Bridge	Highway	1135.45400.000.0201	BR-039	\$2,884,935.81
1135	Cumulative Bridge	Highway	1135.45401.000.0201	BR-244	\$224,673.18
1135	Cumulative Bridge	Highway	1135.45554.000.0201	BR-028	\$1,921,052.38
1135	Cumulative Bridge	Highway	1135.45556.000.0201	BR-189	\$319,568.00
1135	Cumulative Bridge	Highway	1135.45563.000.0201	BR-136	\$351,591.65
1135	Cumulative Bridge	Highway	1135.45564.000.0201	BR-193	\$64,399.19
1135	Cumulative Bridge	Highway	1135.45601.000.0201	FR-043 Culvert	\$117,845.00
1135	Cumulative Bridge	Highway	1135.45603.000.0201	BN-013 Culvert	\$116,765.00
1135	Cumulative Bridge	Highway	1135.45607.000.0201	LI-024 Culvert	\$118,185.00
1135	Cumulative Bridge	Highway	1135.45611.000.0201	WA-053 Culvert	\$118,190.00
1135	Cumulative Bridge	Highway	1135.45614.000.0201	LI-015 Culvert	\$118,190.00
1135	Cumulative Bridge	Highway	1135.45616.000.0201	LB-082 Culvert	\$118,005.00
1135	Cumulative Bridge	Highway	1135.45618.000.0201	MA-061 Culvert	\$120,000.00
TOTAL					\$7,899,253.97
CUMULATIVE CAPITAL DEVELOPMENT					
1138	CCD	Facilities	1138.41047.000.0136	Fairgrounds Building	\$300,000.00
1138	CCD	Facilities	1138.41017.000.0136	ANS Freezer	\$11,425.00
1138	CCD	Engineering	1138.41000.000.0143	Hwy Right of Way	\$147,655.38
1138	CCD	Computer	1138.44600.000.0147	Computer Equipment	\$128,831.25
TOTAL					\$587,911.63
FOOD & BEVERAGE					
1157	Food & Beverage	Computer	1157.44136.000.0147	Right Stuff/Technology	\$45,828.16
TOTAL					\$45,828.16
ROAD & STREET					
1169	Road & Street	Highway	1169.44010.003.0201	Trucks Leases Purchase	\$162,843.23
TOTAL					\$162,843.23
MAJOR BRIDGE					
1171	Major Bridge	Highway	1171.36600.000.0201	Misc Repairs and Maintenance	\$3,529,711.88
1171	Major Bridge	Highway	1171.45369.000.0201	BR-290 Dan Jones	\$5,023,699.20
TOTAL					\$8,553,411.08
WHEEL TAX					
4608	Wheel & Excise Tax	Engineering	4608.42020.000.0143	Curve Correction 525 E @ 700 S	\$263,651.34
4608	Wheel & Excise Tax	Engineering	4608.45558.000.0143	CR 1000 N Reconstruction	\$746,168.89
TOTAL					\$1,009,820.23

2025 TO 2026 ENCUMBRANCE REQUESTS THROUGH 12/10/25

2021 GO BOND PROJECT FUND					
4613	2021 GO Project	Facilities	4613.41012.000.0136	Courthouse Repairs	\$27,680.00
TOTAL					\$27,680.00
2024 GOB HIGHWAY PROJECTS					
4616	2024 GOB Projects	Facilities	4616.41177.000.0136	Highway Garage Construction	\$13,501,856.57
TOTAL					\$13,501,856.57
BRIDGE INSPECTION					
8160	Bridge Inspection	Highway	8160.34321.000.0201	Bridge Inspections	\$8,229.08
TOTAL					\$8,229.08
TOTAL					\$35,903,449.83

ORDINANCE No. 2025-43

**AN ORDINANCE FIXING THE NUMBER AND COMPENSATION OF ALL OFFICERS,
DEPUTIES AND EMPLOYEES WHOSE SALARY IS COMPRISED OF THE FUNDS
PAYABLE FROM COUNTY FUNDS WITHIN THE JURISDICTION OF THE
HENDRICKS COUNTY COUNCIL FOR
THE YEAR 2026**

WHEREAS, the Hendricks County Council (“Council”) is the fiscal body of county government in Hendricks County, Indiana (“County”); and

WHEREAS, the Council adopted Ordinance No. 2025-34 on October 21, 2025 (the “Budget Ordinance”), which sets an appropriated amount for each position of employment within Hendricks County government for the year 2026; and

WHEREAS, under IC 36-2-5-3, the Council is charged, on behalf of the County, with the duty to fix the number and compensation of officers, deputies, and other employees, describe and classify positions and services, adopt schedules of compensation, and hire or contract with persons to assist in the development of schedules of compensation; and

WHEREAS, at this time, the Council wishes to establish its salary and compensation schedule for 2026, as set forth in this ordinance (the “2026 Salary Ordinance”); and

WHEREAS, the Base Salary (as defined in the Compensation Policy) listed in this 2026 Salary Ordinance includes a Cost of Living Adjustment (“COLA”) in the following amounts: three percent (3%) for employees in a graded position and elected officials (EXHIBIT A); four percent (4%) for employees listed on the sheriff merit deputy matrix (EXHIBIT C) and for employees on the jail and other deputies matrix (EXHIBIT D); zero (0%) COLA for employees on the probation officer matrix (EXHIBIT E); and

WHEREAS, on October 21, 2025, the Council adopted Ordinance No. 2025-30, which included *Policy and Procedures for Employee Evaluation and Compensation* (the “Compensation Policy”), applicable to employees in graded positions 22-40, in order to provide additional guidance and to formalize policies and procedures to carry out its duties under IC 36-2-5-3; and

WHEREAS, the Compensation Policy has been revised for 2026 and made part of this 2026 Salary Ordinance as EXHIBIT F; and

WHEREAS, in addition to the Base Salary listed in this 2026 Salary Ordinance, each employee in a graded position, including chief deputies, but excluding elected officials, are eligible to receive up to one percent (1%) of Bonus Pay (as defined in the Compensation Policy) as set forth in the procedures found in the Compensation Policy.

NOW, THEREFORE BE IT ORDAINED AND ENACTED by the County Council of Hendricks County, Indiana:

SECTION I

The following attached schedules are hereby approved and adopted for December 20, 2025 to December 18, 2026 based on twenty-six (26) pays per year:

- EXHIBIT A – Employees’ and Elected Officials’ Base Salary
- EXHIBIT B – Wage Schedule for 35 and 40-Hour Employees in Graded Positions 22-40
- EXHIBIT C – Sheriff’s Merit Deputy Pay Matrix
- EXHIBIT D – Matrix for Jail Deputies, Court House Deputies, Government Center Deputies, Transport Deputies and Civil Process Deputies
- EXHIBIT E – Probation Officer Matrix
- EXHIBIT F -- Compensation Policy for Graded Positions 22-40

SECTION II

The Compensation Policy for employees in graded positions 22-40, included as EXHIBIT F, is revised, adopted, and incorporated herein to this 2026 Salary Ordinance.

SECTION III

The County Auditor, in conjunction with the County Human Resources Administrator, are directed to compile the Bonus Pay Worksheets (as defined in the Compensation Policy) from all department heads, calculate Bonus Pay for eligible employees, and disperse the Bonus Pay to eligible employees no later than January 31, 2026.

SECTION IV

Paid Time Off (“PTO”) and flextime is authorized by the County as set forth in the Hendricks County Government Employee Manual (“Employee Manual”). Governing rules for overtime and compensatory time are also set forth in the Employee Manual.

SECTION V

Compensation of employees and elected officials may include, but is not limited to, if provided and meets eligibility, a stipend, health insurance, Health Savings Account (“HSA”), Bonus Pay (which is based on employee evaluation and years of service), professional certifications, educational advancements, and per diems, regardless of the source of funds for which the money is paid.

SECTION VI

This ordinance shall take effect upon passage and due publication in accordance with law.

Introduced on this 16th day of December, 2025. Duly ordained and adopted this ____ day of _____, 202__ by a vote of ____ ayes and ____ nays.

HENDRICKS COUNTY COUNCIL

Voting Affirmative:

David Cox

Larry R. Hesson

Nancy Marsh

Charles Parsons

Larry R. Scott

Eric Wathen

David Wyeth

Voting Opposed:

David Cox

Larry R. Hesson

Nancy Marsh

Charles Parsons

Larry R. Scott

Eric Wathen

David Wyeth

ATTEST:

Ann Stark, Auditor

This instrument was prepared by Rhonda Cook, Cook Government Advisors, LLC, New Palestine, Indiana, 46163.

I affirm, under the penalties for perjury, that I have taken reasonable care to redact each Social Security number in this document, unless required by law. Rhonda Cook.

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

2026 HENDRICKS COUNTY SALARY ORDINANCE					
Main Distribution	Account Description	Grade	2026 Pay Rate	Pay Type	Matrices
CLERK 0101					
1001.10100.000.0101	Elected Clerk	NG	\$3,445.60	Bi-Weekly	SM Sheriff's Merit Matrix
1001.10101.000.0101	Chief Deputy Clerk	NG	\$3,008.94	Bi-Weekly	JM Jail Matrix
1001.10102.000.0101	Criminal/Notification Clerk	24	\$24.53	Hourly	PM Probation Matrix
1001.10103.000.0101	First Deputy Processing	26	\$27.80	Hourly	22-40 Wage Schedule
1001.10104.000.0101	Judgment Clerk	24	\$24.78	Hourly	NG Non Graded Wages
1001.10105.000.0101	Returns Clerk	24	\$24.78	Hourly	
1001.10106.000.0101	Child Support Clerk	24	\$25.49	Hourly	
1001.10107.000.0101	Child Support/Tax Warrant	24	\$25.35	Hourly	
1001.10108.000.0101	First Deputy Clerk	26	\$28.86	Hourly	
1001.10109.000.0101	Criminal/Notification Clerk	24	\$24.53	Hourly	
1001.10112.000.0101	Traffic/Foreign Judgment	24	\$24.53	Hourly	
1001.10116.000.0101	Microfilm Clerk	24	\$24.78	Hourly	
1001.10118.000.0101	Appeal/Probate Clerk	24	\$25.22	Hourly	
1001.10119.000.0101	Processing Clerk	24	\$24.53	Hourly	
1001.10121.000.0101	Processing Clerk	24	\$24.22	Hourly	
1001.10122.000.0101	Processing Clerk	24	\$24.78	Hourly	
1001.10123.000.0101	Notifying/Criminal Clerk	24	\$24.78	Hourly	
1001.10124.000.0101	Microfilm Clerk	24	\$24.78	Hourly	
1001.14605.000.0146	Chief Deputy Election	NG	\$3,008.94	Bi-Weekly	
1001.14606.000.0146	Election Deputy	24	\$24.78	Hourly	
1001.14608.000.0146	Voter Registration Clerk	24	\$25.12	Hourly	
1001.14613.000.0146	Election Deputy	24	\$24.22	Hourly	
1001.15200.000.0101	Microfilm Clerk	24	\$24.85	Hourly	
1001.15201.000.0101	First Deputy Microfilm	26	\$28.79	Hourly	
1001.15202.000.0101	Microfilm Clerk	24	\$24.91	Hourly	
1112.14601.000.0146	Voters Board	NG	\$165,000.00	Seasonal	
AUDITOR 0102					
1001.10200.000.0102	Elected Auditor	NG	\$3,841.74	Bi-Weekly	
1001.10201.000.0102	Chief Deputy Auditor	NG	\$3,277.06	Bi-Weekly	
1001.10202.000.0102	Mapping GIS/Cartographer	28	\$31.34	Hourly	
1001.10203.000.0102	Payroll Deputy	30	\$36.04	Hourly	
1001.10204.000.0102	Settlement Deputy	28	\$31.34	Hourly	
1001.10205.000.0102	Mapping GIS/Cartographer	28	\$32.05	Hourly	
1001.10206.000.0102	Budgetary Deputy	26	\$27.25	Hourly	
1001.10207.000.0102	Deeds Deputy	26	\$28.96	Hourly	
1001.10208.000.0102	Deduction Deputy	26	\$28.96	Hourly	
1001.10209.000.0102	Deduction Deputy	26	\$27.25	Hourly	
1001.10211.000.0102	Deduction Deputy	26	\$28.10	Hourly	
1001.10214.000.0102	Financial/Payroll Deputy	27	\$29.29	Hourly	
1001.10218.000.0102	Grant Coord/Admin Spec Deputy	29	\$32.96	Hourly	
1001.10219.000.0102	Grant Assistant	26	\$32.96	Hourly	
1001.10250.000.0102	Financial Training Deputy	NG	\$40.00	Hourly	
1181.10213.000.0102	Part Time Deeds Deputy	26	\$26.46	Hourly	
1181.10213.000.0102	Deeds Deputy	26	\$27.25	Hourly	
TREASURER 0103					
1001.10300.000.0103	Elected Treasurer	NG	\$3,445.60	Bi-Weekly	
1001.10301.000.0103	Chief Deputy Treasurer	NG	\$2,952.56	Bi-Weekly	
1001.10302.000.0103	Bankruptcy Deputy	27	\$30.10	Hourly	
1001.10303.000.0103	Office Manager	28	\$32.67	Hourly	
1001.10304.000.0103	Innkeepers Deputy	26	\$28.33	Hourly	
1001.10306.000.0103	Lead Judgment Deputy	27	\$30.10	Hourly	
1001.10307.000.0103	Government Employee Deputy	26	\$28.33	Hourly	
1001.10308.000.0103	Part Time Tax Deputy	26	\$27.25	Hourly	
RECORDER 0104					
1189.10400.000.0104	Elected Recorder	NG	\$3,445.60	Bi-Weekly	
1189.10401.000.0104	Chief Deputy Recorder	NG	\$2,938.02	Bi-Weekly	
1189.10402.000.0104	Deputy Recorder	25	\$24.21	Hourly	
1189.10403.000.0104	First Deputy Recorder	25	\$27.51	Hourly	
1189.10404.000.0104	Deputy Recorder	25	\$24.21	Hourly	

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

1189.10405.000.0104	Deputy Recorder	25	\$27.51	Hourly
1189.10406.000.0104	Deputy Recorder	25	\$27.51	Hourly
1189.10407.000.0105	Part Time Deputy	24	\$24.23	Hourly
1189.10408.000.0105	Deputy Recorder	25	\$24.21	Hourly
SHERIFF 0105				
1001.10500.000.0105	Elected Sheriff	SM	\$6,687.08	Bi-Weekly
1001.10503.000.0105	Accounts Payable Clerk	25	\$26.72	Hourly
1001.10504.000.0105	Records Clerk 1820 Hrs	24	\$25.73	Hourly
1001.10506.000.0105	Warrant Clerk 1820 Hrs	26	\$27.25	Hourly
1001.10507.000.0105	Investigative Administrative Assistant	25	\$27.17	Hourly
1001.10508.000.0105	Process Server 2080 Hrs	JM	\$34.45	Hourly
1001.10509.000.0105	Government Center Security 2080 Hrs	JM	\$34.45	Hourly
1001.10510.000.0105	Process Server 2080 Hrs	JM	\$29.96	Hourly
1001.10512.000.0105	Merit Sergeant 2080 Hrs	SM	\$3,941.16	Bi-Weekly
1001.10513.000.0105	Merit Captain 1820 Hrs	SM	\$4,547.48	Bi-Weekly
1001.10514.000.0105	Merit Deputy 1820 hrs	SM	\$3,637.96	Bi-Weekly
1001.10515.000.0105	Merit Deputy 2080 Hrs	SM	\$3,183.28	Bi-Weekly
1001.10516.000.0105	Merit Sergeant 1820 Hrs	SM	\$3,941.16	Bi-Weekly
1001.10517.000.0105	Merit Deputy 2080 Hrs	SM	\$3,183.28	Bi-Weekly
1001.10518.000.0105	Merit Sergeant 2080 Hrs	SM	\$3,941.16	Bi-Weekly
1001.10519.000.0105	Merit Lieutenant 1820 Hrs	SM	\$4,244.32	Bi-Weekly
1001.10520.000.0105	Merit Sergeant 2080 Hrs	SM	\$3,941.16	Bi-Weekly
1001.10521.000.0105	Merit Sergeant/Detective 1820 Hrs	SM	\$3,941.16	Bi-Weekly
1001.10522.000.0105	Merit Corporal 2080 hrs	SM	\$3,789.60	Bi-Weekly
1001.10523.000.0105	Merit Lieutenant 1820 Hrs	SM	\$4,244.32	Bi-Weekly
1001.10524.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10525.000.0105	Merit Corporal 2080 hrs	SM	\$3,789.60	Bi-Weekly
1001.10526.000.0105	Merit Sergeant 1820 Hrs	SM	\$3,941.16	Bi-Weekly
1001.10527.000.0105	Merit Deputy 2080 Hrs	SM	\$3,183.28	Bi-Weekly
1001.10528.000.0105	Merit Deputy 1820 Hrs	SM	\$3,183.28	Bi-Weekly
1001.10529.000.0105	Merit Corporal 2080 hrs	SM	\$3,789.60	Bi-Weekly
1001.10530.000.0105	Merit Captain 1820 Hrs	SM	\$4,547.48	Bi-Weekly
1001.10531.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10532.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10533.000.0105	Merit Sergeant 2080 Hrs	SM	\$3,941.16	Bi-Weekly
1001.10534.000.0105	Merit Lieutenant 1820 Hrs	SM	\$4,244.32	Bi-Weekly
1001.10535.000.0105	Merit Deputy 2080 Hrs	SM	\$3,183.28	Bi-Weekly
1001.10536.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10537.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10538.000.0105	Merit Captain 1820 Hrs	SM	\$4,547.48	Bi-Weekly
1001.10539.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10540.000.0105	Merit Deputy 2080 Hrs	SM	\$2,880.08	Bi-Weekly
1001.10541.000.0105	Merit Sergeant 1820 Hrs	SM	\$3,941.16	Bi-Weekly
1001.10542.000.0105	Merit Deputy 2080 Hrs	SM	\$3,183.28	Bi-Weekly
1001.10543.000.0105	Merit Chief Deputy 1820 Hrs	SM	\$5,153.80	Bi-Weekly
1001.10544.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10545.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10546.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10547.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10548.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10549.000.0105	Merit Corporal 2080 hrs	SM	\$3,789.60	Bi-Weekly
1001.10550.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10551.000.0105	Merit Deputy 2080 Hrs	SM	\$2,880.08	Bi-Weekly
1001.10553.000.0105	Court House Security 2080 Hrs	JM	\$34.45	Hourly
1001.10554.000.0105	Court House Sec Sargeant 2080 Hrs	JM	\$37.45	Hourly
1001.10555.000.0105	Court House Security 2080 Hrs	JM	\$29.96	Hourly
1001.10556.000.0105	Merit Deputy 2080 Hrs	SM	\$2,880.08	Bi-Weekly
1001.10557.000.0105	Merit Deputy 2080 Hrs	SM	\$3,183.28	Bi-Weekly
1001.10558.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10559.000.0105	Merit Deputy 2080 Hrs	SM	\$3,031.64	Bi-Weekly
1001.10560.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10561.000.0105	Merit Deputy 2080 Hrs	SM	\$2,880.08	Bi-Weekly
1001.10562.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10563.000.0105	Process Server 2080 Hrs	JM	\$34.45	Hourly
1001.10564.000.0105	Civil Admin 1820 Hrs	25	\$27.32	Hourly
1001.10565.000.0105	Evidence Technician Lieutenant 2080 Hours	29	\$30.67	Hourly

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

1001.10566.000.0105	Court House Security 2080 Hrs	JM	\$34.45	Hourly
1001.10567.000.0105	Court House Security 2080 Hrs	JM	\$32.96	Hourly
1001.10568.000.0105	Court House Security Corporal 2080 Hrs	JM	\$35.96	Hourly
1001.10569.000.0105	Civil Process Clerk 1820 Hrs	25	\$26.25	Hourly
1001.10571.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10572.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10573.000.0105	Merit Deputy 2080 Hrs	SM	\$3,637.96	Bi-Weekly
1001.10574.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10575.000.0105	Merit Deputy 2080 Hrs	SM	\$3,183.28	Bi-Weekly
1001.10581.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10582.000.0105	Mechanic 1820 Hrs	26	\$30.66	Hourly
1001.10583.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10584.000.0105	Merit Deputy 2080 Hrs	SM	\$3,031.64	Bi-Weekly
1001.10585.000.0105	Government Center Security 2080 Hrs	JM	\$34.45	Hourly
1001.10586.000.0105	Merit Deputy 2080 Hrs	SM	\$3,486.40	Bi-Weekly
1001.10587.000.0105	Merit Deputy 2080 Hrs	SM	\$3,031.64	Bi-Weekly
1001.10588.000.0105	Evidence Technician 2080 Hours	29	\$33.80	Hourly
1001.10589.000.0105	Merit Deputy 2080 Hrs	SM	\$3,031.64	Bi-Weekly
1001.10590.000.0105	Merit Deputy 2080 Hrs	SM	\$3,031.64	Bi-Weekly
1001.10591.000.0105	Merit Deputy 2080 Hrs	SM	\$3,183.28	Bi-Weekly
1001.10592.000.0105	Evidence Technician 2080 Hrs	29	\$31.16	Hourly
1001.10593.000.0105	Intel Analyst 1820 Hrs	29	\$34.26	Hourly
1001.10594.000.0105	Merit Sergeant/Detective 1820	SM	\$3,941.16	Bi-Weekly
1001.10595.000.0105	Merit Deputy 2080 Hrs	SM	\$2,880.08	Bi-Weekly
1001.10596.000.0105	Merit Deputy 2080 Hrs	SM	\$2,880.08	Bi-Weekly
1001.13700.000.0137	Jail Matron 1820 Hrs	SM	\$3,637.96	Bi-Weekly
1001.13719.000.0137	Jail Administrator 1820 Hrs	26	\$29.07	Hourly
1001.13747.000.0137	Maintenance 1820 Hrs	26	\$25.75	Hourly
1001.13759.000.0136	Part Time Jail IDACS	26	\$18.83	Hourly
1001.13760.000.0137	IDACS Coordinator 1820 Hrs	26	\$31.13	Hourly
SURVEYOR 0106				
1001.10600.000.0106	Elected Surveyor	NG	\$3,639.93	Bi-Weekly
1001.10601.000.0106	Chief Deputy Surveyor	NG	\$3,093.93	Bi-Weekly
1001.10603.000.0106	Survey Technician Deputy	28	\$32.60	Hourly
1001.10604.000.0106	GIS/GPS Auto CAD Tech	28	\$32.20	Hourly
1001.10606.000.0106	Drainage Inspector Deputy	29	\$34.68	Hourly
1001.10609.000.0106	Office Administrator	28	\$31.82	Hourly
1001.10610.000.0106	Drainage Inspector Deputy	28	\$32.19	Hourly
1001.10612.000.0106	Drainage Inspector Deputy	28	\$32.27	Hourly
1001.10613.000.0106	Financial Administrator Deputy	28	\$32.59	Hourly
CORONER 0107				
1001.10700.000.0107	Elected Coroner	NG	\$2,999.16	Bi-Weekly
1001.10701.000.0107	Chief Deputy Coroner	NG	\$2,954.62	Bi-Weekly
1001.10702.000.0107	Deputy Coroner	26	\$27.39	Hourly
	Deputy Coroner	26	\$27.39	Hourly
	Deputy Coroner	26	\$27.41	Hourly
	Deputy Coroner	26	\$27.41	Hourly
	Deputy Coroner	26	\$27.40	Hourly
	Deputy Coroner	26	\$27.41	Hourly
	Deputy Coroner	26	\$23.53	Hourly
	Deputy Coroner	26	\$23.31	Hourly
	Deputy Coroner	26	\$27.40	Hourly
	Deputy Coroner	26	\$27.38	Hourly
	Deputy Coroner	26	\$23.54	Hourly
	Deputy Coroner	26	\$27.40	Hourly
1001.10703.000.0107	Administrative Assistant	26	\$27.25	Hourly
1001.10704.000.0107	Forensic Investigator	28	\$31.73	Hourly
PROSECUTOR 0108				
1001.10800.000.0108	Deputy Prosecutor	36	\$3,869.87	Bi-Weekly
1001.10801.000.0108	Deputy Prosecutor	37	\$4,164.61	Bi-Weekly
1001.10802.000.0108	Deputy Prosecutor	36	\$3,916.46	Bi-Weekly
1001.10803.000.0108	Investigator	34	\$3,402.61	Bi-Weekly
1001.10804.000.0108	Victim's Assistance Coordinator	30	\$37.24	Hourly
1001.10805.000.0108	Office Manager	32	\$2,901.47	Bi-Weekly
1001.10806.000.0108	Deputy Office Manager	28	\$31.34	Hourly
1001.10807.000.0108	Legal Assistant	26	\$29.37	Hourly
1001.10808.000.0108	Legal Assistant	26	\$27.25	Hourly

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1001.10809.000.0108	Legal Assistant	26	\$26.03	Hourly
1001.10811.000.0108	Legal Assistant	26	\$27.72	Hourly
1001.10812.000.0108	Deputy Prosecutor	36	\$3,837.23	Bi-Weekly
1001.10813.000.0108	Secretary	28	\$31.34	Hourly
1001.10814.000.0108	Deputy Prosecutor	36	\$3,837.23	Bi-Weekly
1001.10816.000.0108	Deputy Prosecutor	36	\$3,938.22	Bi-Weekly
1001.10817.000.0108	Deputy Prosecutor	36	\$3,837.20	Bi-Weekly
1001.10818.000.0108	Deputy Prosecutor	36	\$3,919.57	Bi-Weekly
1001.10819.000.0108	Deputy Prosecutor	36	\$3,873.95	Bi-Weekly
1001.10820.000.0108	Paralegal	28	\$31.34	Hourly
1001.10821.000.0108	Legal Assistant	26	\$28.70	Hourly
1001.10822.000.0108	Legal Assistant/Investigations	26	\$27.25	Hourly
1001.10828.000.0108	Part Time File Clerk	24	\$13.74	Hourly
2501.10828.000.0108			\$10.49	Hourly
1001.10830.000.0108	Investigator	32	\$3,009.32	Bi-Weekly
1001.10831.000.0108	Paralegal	28	\$31.34	Hourly
1001.10834.000.0108	Deputy Prosecutor	36	\$3,869.87	Bi-Weekly
1001.10835.000.0108	Deputy Prosecutor	37	\$4,053.62	Bi-Weekly
1001.10836.000.0108	Legal Assistant/Investigations	26	\$27.25	Hourly
1001.10855.000.0108	Part Time Project Attend Deputy	NG	\$6,180.00	Annually
4931.10855.000.0108	Part Time Project Attend Deputy	NG	\$14,000.00	Annually
1001.10856.000.0108	Victim's Administrative Assistant	27	\$31.11	Hourly
1001.10861.000.0108	Deputy Prosecutor	37	\$4,199.80	Bi-Weekly
1001.10864.000.0108	Investigator	32	\$2,901.30	Bi-Weekly
1001.10872.000.0108	Deputy Prosecutor	37	\$4,164.61	Bi-Weekly
1001.10873.000.0108	Supervisory Differential (State Paid)	NG	\$217.88	Bi-Weekly
	Supervisory Differential (State Paid)	NG	\$217.88	Bi-Weekly
	Supervisory Differential (State Paid)	NG	\$217.88	Bi-Weekly
	Supervisory Differential (State Paid)	NG	\$701.19	Bi-Weekly
	Chief Trial Deputy Differential (State Paid)	NG	\$1,064.70	Bi-Weekly
1238.10857.317.0108	Drug Task Force Officer	32	\$2,901.47	Bi-Weekly
1238.10858.317.0108	Drug Task Force Officer	32	\$2,934.13	Bi-Weekly
1238.10859.317.0108	Drug Task Force Officer	32	\$2,901.47	Bi-Weekly
1238.10871.000.0108	Legal Assistant	26	\$27.25	Hourly
2501.10810.000.0108	Legal Intern	NG	\$20.00	Hourly
	Legal Intern	NG	\$22.00	Hourly
	Legal Intern	NG	\$20.00	Hourly
	Legal Intern	NG	\$25.00	Hourly
8100.10833.000.0108	Victim's Administrative Assistant	27	\$29.29	Hourly
ASSESSOR 0109				
1001.10900.000.0109	Elected Assessor	NG	\$3,436.16	Bi-Weekly
1001.10901.000.0109	Chief Deputy Assessor	NG	\$2,994.41	Bi-Weekly
1001.10903.000.0109	Commercial Assessor	26	\$26.93	Hourly
1001.10905.000.0109	Inspection Unit Administrator	26	\$25.80	Hourly
1001.11100.000.0109	Personal Property Supervisor	26	\$27.75	Hourly
1001.11101.000.0109	Personal Property Analyst	25	\$26.57	Hourly
1001.11301.000.0109	Part Time Property Analyst	25	\$21.88	Hourly
1001.11400.000.0109	Field Assessor	26	\$26.74	Hourly
1001.18901.000.0109	Sales Disclosure Analyst	25	\$25.74	Hourly
1001.18902.000.0109	Sales Disclosure Unit Supervisor	26	\$28.09	Hourly
1001.18912.000.0109	Field Assessor	26	\$27.01	Hourly
1001.18997.000.0109	Field Assessor	26	\$26.74	Hourly
1001.18998.000.0109	Part Time Sales Disclosure Analyst	24	\$24.39	Hourly
1131.18996.000.0109	Part Time Sales Disclosure Analyst	26	\$24.08	Hourly
1131.18998.000.0109	Part Time Sales Disclosure Analyst	24	\$24.39	Hourly
1224.10904.000.0109	Office Manager	26	\$27.25	Hourly
1224.10906.000.0109	Residential Analyst	26	\$27.86	Hourly
1224.11300.000.0109	Residential Field Assessor Supervisor	28	\$33.65	Hourly
1224.18903.000.0109	Residential Analyst	26	\$28.09	Hourly
1224.18904.000.0109	Residential Analyst	26	\$25.04	Hourly
1224.18905.000.0109	Reassessment Analyst	26	\$27.28	Hourly
1224.18906.000.0109	Residential Unit Supervisor	28	\$25.04	Hourly
1224.18909.000.0109	Residential Analyst	26	\$26.71	Hourly
1224.18910.000.0109	Residential Analyst	26	\$26.76	Hourly
1224.18911.000.0109	Field Assessor	26	\$26.74	Hourly
1224.18913.000.0109	Residential Analyst	26	\$25.32	Hourly
EXTENSION 0130				
1001.13000.000.0130	Extension Office Manager	26	\$28.11	Hourly

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EMPLOYEE ELECTED OFFICIAL SALARIES

1001.13001.000.0130	Administrative Assistant	26	\$24.27	Hourly
1001.13002.000.0130	Purdue Extension Program Assistant	28	\$32.00	Hourly
1001.13003.000.0130	Administrative Assistant	26	\$24.09	Hourly
1001.13004.000.0130	Part Time Administrative Assistant	26	\$24.91	Hourly
PLANNING & BUILDING 0131				
1001.13100.000.0131	Planning & Building Director	36	\$3,948.09	Bi-Weekly
1001.13101.000.0131	Senior Planner	32	\$2,967.41	Bi-Weekly
1001.13103.000.0131	Zoning Inspector	28	\$2,228.79	Bi-Weekly
1001.13104.000.0131	Chief Building Inspector	30	\$2,547.10	Bi-Weekly
1001.13105.000.0131	Building & Floodplain Manager	32	\$43.96	Hourly
1001.13106.000.0131	Office Manager	26	\$28.22	Hourly
1001.13107.000.0131	Building Inspector	28	\$31.34	Hourly
1001.13108.000.0131	Building & Zoning Inspector	28	\$32.30	Hourly
1001.13109.000.0131	Planner	29	\$2,358.58	Bi-Weekly
1001.13111.000.0131	Addressing Coordinator	26	\$28.51	Hourly
1001.13113.000.0131	Engineering Inspector	29	\$36.04	Hourly
1001.13114.000.0131	Planning Secretary	24	\$24.78	Hourly
1001.13115.000.0131	Building Secretary	24	\$24.47	Hourly
1001.13116.000.0131	Zoning Secretary	24	\$24.82	Hourly
1001.13119.000.0131	Part Time Building Inspector	28	\$31.34	Hourly
1001.13120.000.0131	Engineering Inspector	29	\$32.30	Hourly
VETERANS 0134				
1001.13400.000.0134	Veteran's Service Officer	30	\$2,852.31	Bi-Weekly
1001.13401.000.0134	Assistant CSVO	26	\$28.18	Hourly
1001.13402.000.0134	Administrative Assistant	24	\$24.66	Hourly
COMMISSIONERS 0135				
1001.13500.000.0135	Administrative & Public Affairs	30	\$38.01	Hourly
1001.13502.000.0135	Elected Commissioner	NG	\$2,207.97	Bi-Weekly
1001.13503.000.0135	Elected Commissioner	NG	\$2,207.97	Bi-Weekly
1001.13504.000.0135	Elected Commissioner	NG	\$2,207.97	Bi-Weekly
1001.13508.000.0135	Executive Director	40	\$5,209.49	Bi-Weekly
FACILITIES 0136				
1001.13600.000.0136	Facilities Manager	36	\$3,367.07	Bi-Weekly
1001.13610.000.0136	Assistant Facilities Manager	30	\$39.78	Hourly
1001.13611.000.0136	Building Maintenance Superintendent	26	\$28.84	Hourly
1001.13613.000.0136	Part Time Laborer	22	\$18.54	Hourly
JAIL 0137				
1001.13701.000.0137	Jail Corporal 2080 Hrs	JM	\$35.96	Hourly
1001.13702.000.0137	Jail Commander 1820 Hrs	JM	\$3,834.96	Bi-Weekly
1001.13703.000.0137	Jail Lieutenant 2080 Hrs	JM	\$41.94	Hourly
1001.13704.000.0137	Jail Lieutenant 2080 Hrs	JM	\$41.94	Hourly
1001.13720.000.0137	Jail Sargeant 2080 Hrs	JM	\$37.45	Hourly
1001.13721.000.0137	Jail Lieutenant 2080 Hrs	JM	\$41.94	Hourly
1001.13722.000.0137	Jail Sargeant 2080 Hrs	JM	\$37.45	Hourly
1001.13723.000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
1001.13724.000.0137	Jail Deputy 2080 Hrs	JM	\$31.46	Hourly
1001.13726.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13727.000.0137	Jail Corporal 2080 Hrs	JM	\$35.96	Hourly
1001.13728.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13729.000.0137	Jail Corporal 2080 Hrs	JM	\$35.96	Hourly
1001.13730.000.0137	Jail Transport 2080 Hrs	JM	\$29.96	Hourly
1001.13731.000.0137	Jail Deputy 2080 Hrs	JM	\$31.46	Hourly
1001.13732.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13733.000.0137	Jail Sargeant 2080 Hrs	JM	\$37.45	Hourly
1001.13734.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13735.000.0137	Jail Deputy 2080 Hrs	JM	\$34.45	Hourly
1001.13736.000.0137	Jail Transport 2080 Hrs	JM	\$29.96	Hourly
1001.13737.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13738.000.0137	Jail Deputy 2080 Hrs	JM	\$31.46	Hourly
1001.13739.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13740.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13741.000.0137	Jail Corporal 2080 Hrs	JM	\$35.96	Hourly
1001.13742.000.0137	Jail Deputy 2080 Hrs	JM	\$31.46	Hourly
1001.13743.000.0137	Jail Deputy 2080 Hrs	JM	\$31.46	Hourly
1001.13744.000.0137	Jail Deputy 2080 Hrs	JM	\$31.46	Hourly

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EMPLOYEE ELECTED OFFICIAL SALARIES

1001.13745.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13748.000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
1001.13749.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13750.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13752.000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
1001.13753.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13754.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13755.000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
1001.13756.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13757.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13758.000.0137	Jail Transport 2080 Hrs	JM	\$32.96	Hourly
1001.13761.000.0137	Jail Transport 2080 Hrs	JM	\$29.96	Hourly
1001.13762.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13764.000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
1001.13765.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13766.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13767.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13768.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13769.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13770.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13771.000.0137	Part Time Custodian	24	\$24.23	Hourly
1001.13772.000.0137	Jail Sargeant 2080 Hrs	JM	\$37.45	Hourly
1001.13773.000.0137	Jail Sargeant 2080 Hrs	JM	\$35.96	Hourly
1001.13774.000.0137	Jail Sargeant 2080 Hrs	JM	\$29.96	Hourly
1001.13775.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13776.000.0137	Jail Deputy 2080 Hrs	JM	\$29.96	Hourly
1001.13781.000.0137	Jail Sargeant 2080 Hrs	JM	\$28.45	Hourly
1001.13782.000.0137	Jail Sargeant 2080 Hrs	JM	\$28.45	Hourly
1001.13783.000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
1001.13784.000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
1001.13785.000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
1001.13786.000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
1001.13787000.0137	Jail Deputy 2080 Hrs	JM	\$28.45	Hourly
CIRCUIT COURT 0139				
1001.13900.000.0160	Bailiff	28	\$33.03	Hourly
1001.13901.000.0160	Court Reporter	28	\$32.56	Hourly
1001.13902.000.0160	Court Reporter	28	\$32.49	Hourly
1001.13903.000.0160	Office Manager/Chief Court Reporter	31	\$40.49	Hourly
1001.13904.000.0160	Clerk	26	\$28.00	Hourly
SUPERIOR COURT 1 0140				
1001.14000.000.0160	Office Manager/Chief Court Reporter	31	\$41.08	Hourly
1001.14001.000.0160	Court Reporter	28	\$32.53	Hourly
1001.14003.000.0160	Court Reporter	28	\$32.28	Hourly
1001.14004.000.0160	Court Reporter	28	\$31.34	Hourly
SUPERIOR COURT 2 0141				
1001.14101.000.0160	Bailiff	28	\$32.47	Hourly
1001.14102.000.0160	Office Manager/Chief Court Reporter	31	\$40.55	Hourly
1001.14104.000.0160	Court Reporter	28	\$32.94	Hourly
1001.14105.000.0160	Court Reporter	28	\$32.22	Hourly
1001.14109.000.0160	Clerk	26	\$27.59	Hourly
EMA 0142				
1001.14200.000.0142	EMA Director	32	\$2,938.02	Bi-Weekly
1001.14201.000.0142	Administrative Assistant	25	\$26.06	Hourly
ENGINEER 0143				
1001.14300.000.0143	County Engineer	40	\$1,043.94	Bi-Weekly
1135.14300.001.0201	County Engineer	40	\$4,175.78	Bi-Weekly
1001.14304.000.0143	GIS Administrator	34	\$3,471.92	Bi-Weekly
1001.14308.000.0143	GIS & Plat Specialist	28	\$31.73	Hourly
1001.14309.000.0136	Engineer Office Manager	26	\$13.85	Hourly
1001.14309.000.0143	Engineer Office Manager	26	\$13.85	Hourly
1001.14310.000.0143	Highway & Traffic Safety Tech	28	\$2,272.00	Bi-Weekly
1135.14301.001.0201	Assistant County Engineer	36	\$3,986.30	Bi-Weekly
1135.14303.001.0201	Hwy & Bridge Proj Manager	34	\$3,459.80	Bi-Weekly
ANIMAL SHELTER 0144				
1001.14401.000.0144	Animal Shelter Supervisor	30	\$2,955.32	Bi-Weekly
1001.14402.000.0144	Kennel Attendant	23	\$25.69	Hourly
1001.14403.000.0144	Animal Control Officer Supervisor	26	\$34.35	Hourly

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

1001.14404.000.0144	Animal Control Officer	25	\$27.35	Hourly
1001.14405.000.0144	Animal Control Officer	25	\$27.04	Hourly
1001.14406.000.0144	Animal Control Officer	25	\$27.17	Hourly
1001.14407.000.0144	Clerk/Kennel Attendant	23	\$23.33	Hourly
1001.14409.000.0144	Kennel Attendant	23	\$23.45	Hourly
1001.14410.000.0144	Part Time Kennel Attendant	23	\$22.88	Hourly
1001.14411.000.0144	Kennel Attendant	23	\$23.33	Hourly
1001.14412.000.0144	Part Time Kennel Attendant	22	\$22.88	Hourly
1001.14413.000.0144	Kennel Attendant	23	\$23.73	Hourly
1001.14415.000.0144	Animal Control Officer	25	\$27.24	Hourly
1001.14418.000.0144	Kennel Attendant Supervisor	26	\$27.25	Hourly
WEIGHTS & MEASURES 0145				
1001.14500.000.0145	Part Time Inspector	25	\$26.06	Hourly
1001.14501.000.0145	Part Time Inspector	25	\$22.53	Hourly
COMPUTER CENTER 0147				
1001.14700.000.0147	IT Director	39	\$4,921.49	Bi-Weekly
1001.14701.000.0147	Network Administrator	32	\$3,426.73	Bi-Weekly
1001.14703.000.0147	Support Specialist	28	\$35.25	Hourly
1001.14704.000.0147	Assistant IT Director	33	\$3,050.39	Bi-Weekly
1001.14705.000.0147	Application Support Specialist	30	\$36.04	Hourly
1001.14706.000.0147	Support Specialist	28	\$29.46	Hourly
1001.14707.000.0147	Support Specialist	28	\$3,161.28	Bi-Weekly
1001.14798.000.0147	Part Time Bookeye	NG	\$22.47	Hourly
HUMAN RESOURCES 0148				
1001.14801.000.0148	Part Time Human Resource Assistant	25	\$23.69	Hourly
1001.14803.000.0148	Human Resource Administrator	36	\$3,975.91	Bi-Weekly
COUNCIL 0149				
1001.14900.000.0149	Councilman	NG	\$1,023.28	Bi-Weekly
1001.14901.000.0149	Councilman	NG	\$1,023.28	Bi-Weekly
1001.14902.000.0149	Councilman	NG	\$1,023.28	Bi-Weekly
1001.14903.000.0149	Councilman	NG	\$1,023.28	Bi-Weekly
1001.14904.000.0149	Councilman	NG	\$1,023.28	Bi-Weekly
1001.14905.000.0149	Councilman	NG	\$1,023.28	Bi-Weekly
1001.14906.000.0149	Councilman	NG	\$1,023.28	Bi-Weekly
1001.14908.000.0149	Financial Administrator	34	\$3,388.22	Bi-Weekly
PROBATION 0151				
1001.15100.000.0151	Chief Probation Officer	PM	\$3,389.35	Bi-Weekly
1001.15101.000.0151	PreSentence Invest Writer	PM	\$3,403.04	Bi-Weekly
1001.15102.000.0151	Probation Officer	PM	\$31.65	Hourly
1001.15103.000.0151	Probation Officer	PM	\$48.61	Hourly
1001.15104.000.0151	Probation Officer	PM	\$48.61	Hourly
1001.15105.000.0151	Release Coordinator	PM	\$48.61	Hourly
1001.15106.000.0151	Home Detention Officer	PM	\$48.61	Hourly
1001.15107.000.0151	Support Staff Home Detention	24	\$24.22	Hourly
1001.15108.000.0151	Drug Court Coordinator	PM	\$51.05	Hourly
1001.15109.000.0151	Home Detention Officer	PM	\$28.45	Hourly
1001.15111.000.0151	Probation Officer	PM	\$48.61	Hourly
1001.15112.000.0151	Probation Officer	PM	\$48.61	Hourly
1001.15113.000.0151	Assistant Chief Probation Officer	PM	\$51.11	Hourly
1001.15114.000.0151	Juvenile Home Detention Officer Supervisor	PM	\$29.18	Hourly
1001.15116.000.0151	Juvenile Probation Officer	PM	\$36.53	Hourly
1001.15117.000.0151	Home Detention Officer	PM	\$14.95	Hourly
9133.15117.000.0151	Home Detention Officer	PM	\$20.42	Hourly
1001.15118.000.0151	Support Staff Clerical	24	\$24.23	Hourly
1001.15119.000.0151	Juvenile Probation Officer	PM	\$36.53	Hourly
1001.15120.000.0151	Support Staff Clerical	24	\$24.54	Hourly
1001.15123.000.0151	Home Detention Officer	PM	\$6.25	Hourly
9133.15123.000.0151	Home Detention Officer	PM	\$22.20	Hourly
1001.15125.000.0151	Pretrial Assessor	PM	\$16.30	Hourly
9122.15125.000.0151	Pretrial Assessor	PM	\$32.31	Hourly
1001.15127.000.0151	Coaching & Training Supervisor	PM	\$51.36	Hourly
1001.15128.000.0151	Juvenile Probation Officer	PM	\$26.43	Hourly
1001.15129.000.0151	Probation Officer	PM	\$26.43	Hourly
1001.15130.000.0151	Probation Officer	PM	\$26.43	Hourly
1001.15132.000.0151	Probation Officer	PM	\$26.43	Hourly
1001.15309.000.0151	Juvenile Home Detention Officer	PM	\$28.45	Hourly
1001.19401.000.0151	Secretary	24	\$24.23	Hourly
2005.15110.000.0151	Probation Officer	PM	\$48.61	Hourly
2005.15131.000.0151	Probation Officer	PM	\$26.43	Hourly

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

2005.15115.000.0151	Probation Officer	PM	\$48.61	Hourly
4922.15121.000.0151	Juvenile Probation Officer	PM	\$36.53	Hourly
4922.19400.000.0151	Home Detention Coordinator	PM	\$51.36	Hourly
4922.19404.000.0151	Probation Officer	PM	\$35.37	Hourly
9122.15126.000.0151	Pretrial Assessor	PM	\$51.05	Hourly
SUPERIOR COURT 3 0153				
1001.15300.000.0160	Office Manager/Chief Court Reporter	31	\$39.88	Hourly
1001.15301.000.0160	Court Reporter	28	\$31.34	Hourly
1001.15302.000.0160	Bailiff	28	\$31.34	Hourly
1001.15304.000.0160	Court Reporter	28	\$31.34	Hourly
1001.15317.000.0160	Clerk	26	\$27.25	Hourly
1001.15310.153.0160	Youth Assistant Program Director	34	\$3,610.56	Bi-Weekly
1001.15311.153.0160	Early Intervention Advocate	28	\$32.47	Hourly
1001.15312.153.0160	Early Intervention Advocate	28	\$32.47	Hourly
1001.15313.153.0160	Early Intervention Advocate	28	\$31.34	Hourly
1001.15314.153.0160	Early Intervention Advocate	28	\$31.34	Hourly
WORK RELEASE 0154				
1001.15428.000.0154	Intake Officer	28	\$27.38	Hourly
1001.15437.000.0154	Peer Recovery Coach	24	\$24.23	Hourly
1122.15400.000.0154	Work Release Director	36	\$4,328.89	Bi-Weekly
1122.15401.000.0154	Administrative Assistant	26	\$29.77	Hourly
1122.15402.000.0154	Case Manager	30	\$37.60	Hourly
1122.15403.000.0154	Work Release Sergeant	29	\$16.23	Hourly
9138.15403.000.0154	Work Release Sergeant	29	\$19.46	Hourly
1122.15404.000.0154	Work Release Sergeant	29	\$16.60	Hourly
9138.15404.000.0154	Work Release Sergeant	29	\$19.46	Hourly
1122.15405.000.0154	Work Release Sergeant	29	\$11.86	Hourly
9138.15405.000.0154	Work Release Sergeant	29	\$19.46	Hourly
1122.15406.000.0154	Work Release Officer	26	\$12.42	Hourly
9138.15406.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15407.000.0154	Work Release Officer	26	\$12.92	Hourly
9138.15407.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15408.000.0154	Work Release Officer	26	\$11.47	Hourly
9138.15408.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15409.000.0154	Work Release Officer	26	\$11.60	Hourly
9138.15409.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15410.000.0154	Work Release Officer	26	\$13.88	Hourly
9138.15410.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15411.000.0154	Work Release Officer	26	\$10.19	Hourly
9138.15411.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15415.000.0154	Work Release Officer	26	\$12.66	Hourly
9138.15415.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15416.000.0154	Work Release Officer	26	\$11.22	Hourly
9138.15416.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15417.000.0154	Work Release Officer	26	\$12.29	Hourly
9138.15417.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15418.000.0154	Work Release Officer	26	\$12.42	Hourly
9138.15418.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15419.000.0154	Work Release Officer	26	\$10.19	Hourly
9138.15419.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15420.000.0154	Work Release Officer	26	\$12.82	Hourly
9138.15420.000.0154	Work Release Officer	26	\$15.77	Hourly
1122.15424.000.0154	Work Release Officer	26	\$8.65	Hourly
9138.15424.000.0154	Work Release Officer	26	\$17.31	Hourly
1122.15425.000.0154	Work Release Officer	26	\$8.65	Hourly
9138.15425.000.0154	Work Release Officer	26	\$17.31	Hourly
1122.15427.000.0154	Case Manager	30	\$17.65	Hourly
9138.15427.000.0154	Case Manager	30	\$19.23	Hourly
1122.15429.000.0154	Work Release Officer	26	\$9.13	Hourly
9138.15429.000.0154	Work Release Officer	26	\$16.83	Hourly
1122.15430.000.0154	Work Release Officer	26	\$11.03	Hourly
9138.15430.000.0154	Work Release Officer	26	\$16.83	Hourly
1122.15433.000.0154	Case Manager	30	\$17.27	Hourly
9138.15433.000.0154	Case Manager	30	\$19.23	Hourly
1122.15434.000.0154	Dual Diagnosis Case Manager	31	\$4.78	Hourly
9138.15434.000.0154	Dual Diagnosis Case Manager	31	\$32.97	Hourly
1122.15435.000.0154	Custodial Supervisor	30	\$7.34	Hourly
9138.15435.000.0154	Custodial Supervisor	30	\$29.81	Hourly
SOIL & WATER 0155				
1001.15501.000.0155	Conservationist	28	\$1,964.92	Bi-Weekly

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

9104.15501.000.0155	Conservationist	28	\$192.31	Bi-Weekly
1001.15502.000.0155	Administrative Assistant	26	\$28.20	Hourly
1001.15503.000.0155	Part Time Urban Resource Conservationist	28	\$31.34	Hourly
PARKS & RECREATION 0156				
1001.15600.000.0156	Part Time Parks	24	\$25.45	Hourly
	Part Time Parks	24	\$24.46	Hourly
	Part Time Parks	24	\$24.74	Hourly
	Part Time Parks	24	\$24.60	Hourly
	Part Time Parks	24	\$24.60	Hourly
	Part Time Parks	24	\$21.20	Hourly
	Part Time Parks	24	\$24.47	Hourly
	Part Time Parks	24	\$24.67	Hourly
1001.15603.000.0156	Superintendent	36	\$4,330.00	Bi-Weekly
1001.15604.000.0156	Park Manager	32	\$3,100.18	Bi-Weekly
1001.15606.000.0156	Naturalist	28	\$31.51	Hourly
1001.15607.000.0156	Assistant Superintendent	32	\$2,987.83	Bi-Weekly
4806.15601.000.0156	Assistant Naturalist	25	\$24.40	Hourly
4806.15602.000.0156	Maintenance Technician	26	\$28.31	Hourly
4806.15608.000.0156	Maintenance Technician	26	\$28.21	Hourly
COURT ADMINISTRATION 0160				
1001.16004.000.0160	Court Administrator	37	\$4,454.63	Bi-Weekly
1001.16007.000.0160	Part Time Administrative Assistant	26	\$27.89	Hourly
1001.16008.000.0160	Court Reporter	28	\$32.37	Hourly
1001.16009.000.0160	Court Reporter	28	\$32.14	Hourly
1001.16010.000.0160	Office Manager/ Chief Court Reporter	31	\$40.67	Hourly
1001.16011.000.0160	Court Reporter	28	\$32.60	Hourly
1001.16012.000.0160	Court Reporter	28	\$32.29	Hourly
1001.16013.000.0160	Court Reporter	28	\$31.76	Hourly
1001.16014.000.0160	Navigator	23	\$22.89	Hourly
CLEAN WATER & REGIONAL SEWER 0161				
1001.16102.000.0161	Administrative Assistant/Office Coordinator	25	\$26.47	Hourly
1001.16105.000.0161	Regional Sewer Director/MS4 Coordinator	36	\$2,002.20	Bi-Weekly
4938.16105.000.0161	Regional Sewer Director/MS4 Coordinator	36	\$2,002.20	Bi-Weekly
1001.16110.000.0161	Public Educator/MS4 Administrative Assistant	28	\$32.20	Hourly
SUPERIOR COURT 4 0162				
1001.16200.000.0160	Office Manager	31	\$40.90	Hourly
1001.16201.000.0160	Court Reporter	28	\$33.19	Hourly
1001.16202.000.0160	Bailiff	28	\$33.68	Hourly
1001.16203.000.0160	Court Reporter	28	\$31.34	Hourly
SUPERIOR COURT 5 0163				
1001.10110.000.0160	Court Reporter	28	\$32.10	Hourly
1001.16300.000.0160	Office Manager	31	\$40.36	Hourly
1001.16301.000.0160	Court Reporter	28	\$32.90	Hourly
1001.16302.000.0160	Clerk	26	\$28.94	Hourly
1001.16303.000.0160	Court Reporter	28	\$33.03	Hourly
PUBLIC DEFENDER 0166				
1001.16600.000.0166	Chief Public Defender	NG	\$7,089.96	Bi-Weekly
1001.16601.000.0166	Office Manager/Legal Assistant	28	\$32.60	Hourly
1001.16602.000.0166	Investigator	32	\$42.87	Hourly
1001.16603.000.0166	Deputy Public Defender	NG	\$3,837.23	Bi-Weekly
CHILD SUPPORT 0184				
1001.18401.000.0184	Deputy Prosecutor	36	\$3,893.72	Bi-Weekly
1001.18402.000.0184	Office Administrator	28	\$33.15	Hourly
1001.18403.000.0184	Legal Assistant/Caseworker	26	\$28.93	Hourly
1001.18404.000.0184	Legal Assistant/Caseworker	26	\$28.06	Hourly
1001.18405.000.0184	Child Support Clerk	24	\$26.03	Hourly
1001.18406.000.0184	Legal Assistant/Caseworker	26	\$28.65	Hourly
1001.18407.000.0184	Legal Assistant/Caseworker	26	\$27.72	Hourly
1001.18413.000.0184	Legal Assistant/Caseworker	26	\$29.06	Hourly
8897.18412.000.0184	Deputy Prosecutor	36	\$3,718.22	Bi-Weekly
HIGHWAY 0201				
1135.18580.000.0201	Road Crew Leader	29	\$33.99	Hourly
1135.18581.000.0201	Road Crew Worker	25	\$26.94	Hourly
1135.18582.000.0201	Equipment Operator	28	\$32.79	Hourly
1135.18583.000.0201	Bridge Worker	25	\$26.52	Hourly
1135.18584.001.0201	Bridge Worker	25	\$23.44	Hourly
1135.18585.000.0201	Bridge Worker	25	\$25.27	Hourly

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

1176.18500.001.0201	Highway Superintendent	36	\$4,492.35	Bi-Weekly
1176.18501.001.0201	Assistant Superintendent	32	\$3,565.38	Bi-Weekly
1176.18502.001.0201	Office Manager	26	\$34.90	Hourly
1176.18503.001.0201	Part Time Clerk	24	\$26.14	Hourly
1176.18510.002.0201	Heavy Equipment Operator	28	\$33.05	Hourly
1176.18511.002.0201	Road Crew Worker	25	\$25.27	Hourly
1176.18512.002.0201	Heavy Equipment Operator	28	\$31.42	Hourly
1176.18513.002.0201	Heavy Equipment Operator	28	\$34.10	Hourly
1176.18514.002.0201	Road Crew Leader	29	\$34.26	Hourly
1176.18515.002.0201	Road Crew Leader	29	\$34.08	Hourly
1176.18516.002.0201	Road Crew Leader	29	\$35.17	Hourly
1176.18517.002.0201	Road Crew Worker	25	\$24.72	Hourly
1176.18518.002.0201	Road Crew Worker	25	\$24.23	Hourly
1176.18519.002.0201	Road Crew Worker	25	\$25.27	Hourly
1176.18520.002.0201	Road Crew Worker	25	\$25.27	Hourly
1176.18521.002.0201	Road Crew Worker	25	\$26.58	Hourly
1176.18522.002.0201	Road Crew Worker	25	\$26.06	Hourly
1176.18523.002.0201	Road Crew Worker	25	\$22.66	Hourly
1176.18524.002.0201	Road Crew Worker	25	\$25.43	Hourly
1176.18525.002.0201	Road Crew Worker	25	\$26.61	Hourly
1176.18526.002.0201	Road Crew Worker	25	\$22.53	Hourly
1176.18527.002.0201	Road Crew Worker	25	\$27.78	Hourly
1176.18528.002.0201	Road Crew Worker	25	\$25.43	Hourly
1176.18529.002.0201	Road Crew Worker	25	\$24.72	Hourly
1176.18530.002.0201	Road Crew Worker	25	\$22.53	Hourly
1176.18531.002.0201	Highway Worker	25	\$24.45	Hourly
1176.18532.002.0201	Heavy Equipment Operator	28	\$31.63	Hourly
1176.18533.002.0201	Road Crew Worker	25	\$24.72	Hourly
1176.18534.002.0201	Road Crew Worker	25	\$25.43	Hourly
1176.18537.002.0201	Seasonal Crew	24	\$74,815.00	Seasonal
1176.18550.003.0201	Head Mechanic	28	\$32.21	Hourly
1176.18551.003.0201	Garage Mechanic	27	\$30.16	Hourly
1176.18552.003.0201	Asset Coordinator	28	\$33.10	Hourly
HEALTH DEPARTMENT & HEALTHY FAMILIES 0214				
1159.18603.000.0214	Public Health Nurse	31	\$2,775.39	Bi-Weekly
1159.18604.000.0214	Health Department Administrator	37	\$4,228.23	Bi-Weekly
1159.18605.000.0214	Environmental Health Team Lead Septic	34	\$3,253.44	Bi-Weekly
1159.18606.000.0214	Environmental Health Team Lead Food	34	\$3,498.80	Bi-Weekly
1159.18607.000.0214	Public Health Nurse	31	\$2,795.91	Bi-Weekly
1159.18608.000.0214	Environmental Health Specialist	31	\$2,810.11	Bi-Weekly
1159.18609.000.0214	Environmental Health Specialist	31	\$2,824.26	Bi-Weekly
1159.18610.000.0214	Outreach Team Leader	34	\$3,415.01	Bi-Weekly
1159.18611.000.0214	Environmental Health Specialist	31	\$2,468.20	Bi-Weekly
1159.18612.000.0214	Public Health Nurse Lead	34	\$3,470.41	Bi-Weekly
1159.18613.000.0214	Vital Records Registrar	25	\$24.80	Hourly
1159.18614.000.0214	Secretary Environmental Food	24	\$21.81	Hourly
1159.18615.000.0214	Administrative Assistant Billing Specialist	25	\$24.70	Hourly
1159.18616.000.0214	Secretary Environmental Onsite	24	\$24.49	Hourly
1159.18617.000.0214	Seasonal Technician	24	\$33,911.72	Seasonal
1159.18620.000.0214	Public Health Nurse	31	\$2,775.39	Bi-Weekly
1159.18621.000.0214	Environmental Health Specialist	31	\$2,636.64	Bi-Weekly
1159.18624.000.0214	Environmental Health Specialist	31	\$2,626.24	Bi-Weekly
1159.18630.000.0214	Environmental Health Specialist	31	\$2,764.44	Bi-Weekly
1159.18640.000.0214	Office Manager	28	\$32.61	Hourly
1161.18625.266.0214	Public Health Education Specialist	31	\$2,769.22	Bi-Weekly
1161.18631.266.0214	Public Health Nurse	31	\$2,602.53	Bi-Weekly
1161.18638.266.0214	Public Health Education Specialist	31	\$2,441.08	Bi-Weekly
1161.18641.266.0214	Public Health Education Specialist	31	\$2,658.06	Bi-Weekly
1161.18643.266.0214	Public Health Nurse	31	\$2,685.19	Bi-Weekly
1161.18644.266.0214	Public Health Nurse	31	\$40.03	Hourly
1161.18690.264.0214	PH Education Specialist Project Coordinator	31	\$1,243.99	Bi-Weekly
1161.18690.266.0214	PH Education Specialist Project Coordinator	31	\$1,243.98	Bi-Weekly
8115.18619.XXX.0214	Public Health Prep Coordinator	31	\$792.31	Bi-Weekly
8116.18619.XXX.0214	Public Health Prep Coordinator	31	\$1,991.04	Bi-Weekly
8149.18649.000.0214	Family Support Specialist	26	\$25.89	Hourly
8149.18702.000.0214	Program Supervisor	30	\$32.33	Hourly
8149.18703.000.0214	Program Manager	32	\$3,029.23	Bi-Weekly
8149.18705.000.0214	Family Support Specialist	26	\$27.55	Hourly

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

Supplemental Pays			
Appropriation	Description	Total	Per Pay
1001.10200.004.0102	Auditor Stipend	\$2,500.00	\$96.15
1001.10600.127.0106	Drain Miles Supplemental	\$6,000.00	\$230.77
1001.10849.000.0184	Supervisor Differential Supplemental	\$25,750.00	\$990.38
1001.10855.000.0108	Project Attend County Portion	\$6,180.00	Monthly Installments
1001.10873.000.0108	Supervisor Differential Supplemental	\$19,555.31	\$752.13
1001.10900.130.0109	Level III Certification Supplemental	\$5,000.00	\$192.31
1001.10901.130.0109	Level III Certification Supplemental	\$5,000.00	\$192.31
1001.10903.129.0109	Level II Certification Supplemental	\$2,500.00	\$96.15
1001.10905.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1001.10905.129.0109	Level II After Certification	\$2,500.00	\$96.15
1001.11100.129.0109	Level II Certification Supplemental	\$2,500.00	\$96.15
1001.11101.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1001.11400.129.0109	Level II Certification Supplemental	\$2,500.00	\$96.15
1001.13506.000.0135	President Supplemental	\$5,000.00	\$192.31
1001.14907.000.0149	President Supplemental	\$5,000.00	\$192.31
1001.15436.000.0154	PREA Coordinator Supplemental	\$5,580.54	\$214.64
1001.18409.000.0184	Supervisor Differential Supplemental	\$15,554.03	\$598.23
1001.18901.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1001.18901.129.0109	Level II Certification Supplemental	\$2,500.00	\$96.15
1001.18912.129.0109	Level II Certification Supplemental	\$2,500.00	\$96.15
1001.18997.129.0109	Level II Certification Supplemental	\$2,500.00	\$96.15
1001.18998.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1001.18998.129.0109	Level II After Certification	\$2,500.00	\$96.15
1202.10600.127.0106	Cornerstone Supplemental	\$8,800.00	\$338.46
1224.10904.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1224.11300.129.0109	Level II Certification Supplemental	\$2,500.00	\$96.15
1224.10906.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1224.18903.130.0109	Level III Certification Supplemental	\$5,000.00	\$192.31
1224.18904.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1224.18904.129.0109	Level II After Certification	\$2,500.00	\$96.15
1224.18905.129.0109	Level II Certification Supplemental	\$2,500.00	\$96.15
1224.18906.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1224.18906.129.0109	Level II After Certification	\$2,500.00	\$96.15
1224.18909.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1224.18910.129.0109	Level II Certification Supplemental	\$2,500.00	\$96.15
1224.18911.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1224.18911.129.0109	Level II After Certification	\$2,500.00	\$96.15
1224.18913.118.0109	Level I Certification Supplemental	\$1,000.00	\$38.46
1238.10513.000.0108	Drug Task Force Merit Captain	\$10,000.00	\$384.62
1238.10519.000.0108	Drug Task Force Merit Lieutenant	\$5,000.00	\$192.31
4931.10855.000.0108	Project Attend School Portion	\$14,000.00	Monthly Installments

EXHIBIT B

2026 - 35 HOUR (1820 HOURS) WAGE SCHEDULE								
2026 PAY BAND SALARY RANGE ANYTHING OVER MIDPOINT REQUIRES COUNCIL APPROVAL								
GRADE	2026 MINIMUM EXEMPT SALARY	2026 MINIMUM NON-EXEMPT HOURLY	GRADE	2026 MIDPOINT EXEMPT SALARY	2026 MIDPOINT NON-EXEMPT HOURLY	GRADE	2026 MAXIMUM EXEMPT SALARY	2026 MAXIMUM NON-EXEMPT HOURLY
22	\$34,293	\$18.84	22	\$39,192	\$21.53	22	\$44,090	\$24.23
23	\$36,436	\$20.02	23	\$41,646	\$22.88	23	\$46,846	\$25.74
24	\$38,581	\$21.20	24	\$44,093	\$24.23	24	\$49,604	\$27.25
25	\$40,991	\$22.52	25	\$46,846	\$25.74	25	\$52,702	\$28.96
26	\$43,401	\$23.85	26	\$49,604	\$27.25	26	\$55,802	\$30.66
27	\$46,657	\$25.64	27	\$53,322	\$29.30	27	\$59,986	\$32.96
28	\$48,486	\$26.64	28	\$57,043	\$31.34	28	\$65,598	\$36.04
29	\$52,123	\$28.64	29	\$61,323	\$33.69	29	\$70,518	\$38.75
30	\$55,759	\$30.64	30	\$65,560	\$36.02	30	\$75,440	\$41.45
31	\$59,941	\$32.93	31	\$70,520	\$38.75	31	\$81,096	\$44.56
32	\$64,123	\$35.23	32	\$75,438	\$41.45	32	\$86,753	\$47.67
33	\$68,933	\$37.88	33	\$81,097	\$44.56	33	\$93,261	\$51.24
34	\$73,740	\$40.52	34	\$86,754	\$47.67	34	\$99,766	\$54.82
35	\$79,271	\$43.56	35	\$93,260	\$51.24	35	\$107,249	\$58.93
36	\$84,801	\$46.59	36	\$99,768	\$54.82	36	\$114,732	\$63.04
37	\$91,161	\$50.09	37	\$107,250	\$58.93	37	\$123,335	\$67.77
38	\$94,653	\$52.01	38	\$114,731	\$63.04	38	\$134,808	\$74.07
39	\$101,752	\$55.91	39	\$123,336	\$67.77	39	\$144,919	\$79.63
40	\$108,851	\$59.81	40	\$131,941	\$72.50	40	\$155,030	\$85.18

EXHIBIT B

2026 - 40 HOUR (2080 HOURS) WAGE SCHEDULE								
2026 PAY BAND SALARY RANGE ANYTHING OVER MIDPOINT REQUIRES COUNCIL APPROVAL								
GRADE	2026 MINIMUM EXEMPT SALARY	2026 MINIMUM EXEMPT SALARY	GRADE	2026 MIDPOINT EXEMPT SALARY	2026 MIDPOINT EXEMPT SALARY	GRADE	2026 MAXIMUM EXEMPT SALARY	2026 MAXIMUM NON-EXEMPT HOURLY
22	\$39,188	\$18.84	22	\$44,789	\$21.53	22	\$50,389	\$24.23
23	\$41,639	\$20.02	23	\$47,588	\$22.88	23	\$53,536	\$25.74
24	\$44,089	\$21.20	24	\$50,393	\$24.23	24	\$56,690	\$27.25
25	\$46,845	\$22.52	25	\$53,536	\$25.74	25	\$60,230	\$28.96
26	\$49,560	\$23.83	26	\$56,685	\$27.25	26	\$63,770	\$30.66
27	\$53,318	\$25.63	27	\$60,936	\$29.30	27	\$68,552	\$32.96
28	\$55,409	\$26.64	28	\$65,187	\$31.34	28	\$74,964	\$36.04
29	\$59,565	\$28.64	29	\$70,076	\$33.69	29	\$80,589	\$38.74
30	\$63,722	\$30.64	30	\$74,966	\$36.04	30	\$86,211	\$41.45
31	\$68,500	\$32.93	31	\$80,590	\$38.75	31	\$92,676	\$44.56
32	\$73,278	\$35.23	32	\$86,210	\$41.45	32	\$99,141	\$47.66
33	\$78,775	\$37.87	33	\$92,676	\$44.56	33	\$106,578	\$51.24
34	\$84,270	\$40.51	34	\$99,142	\$47.66	34	\$114,014	\$54.81
35	\$90,592	\$43.55	35	\$106,578	\$51.24	35	\$122,564	\$58.93
36	\$96,910	\$46.59	36	\$114,013	\$54.81	36	\$131,115	\$63.04
37	\$104,178	\$50.09	37	\$122,563	\$58.92	37	\$140,948	\$67.76
38	\$108,169	\$52.00	38	\$131,137	\$63.05	38	\$154,060	\$74.07
39	\$116,283	\$55.91	39	\$138,825	\$66.74	39	\$165,614	\$79.62
40	\$124,395	\$59.81	40	\$150,782	\$72.49	40	\$177,168	\$85.18

EXHIBIT C
SHERIFF MERIT DEPUTY PAY MATRIX

2026 Base with 4% Increase				\$78,822.97	
YEAR	RANK	ANNUAL PAY	PERCENTAGE	RATE @ 2080	RATE @ 1820
1	Deputy/Matron Probationary Year 1	\$74,881.82	95% of Base	\$36.00	\$41.14
2 & 3	Deputy Start of Year 2 - End of Year 3	\$78,822.97	BASE	\$37.90	\$43.31
4 & 5	Deputy Start of Year 4 - End of Year 5	\$82,764.12	105% of Base	\$39.79	\$45.47
6+	Deputy Start of Year 6 - End of Year 10	\$90,646.42	115% of Base	\$43.58	\$49.81
11+	Deputy Start of Year 11 and On	\$94,587.57	120% of Base	\$45.47	\$51.97
	Corporal	\$98,528.72	125% of Base	\$47.37	\$54.14
	Sergeant	\$102,469.86	130% of Base	\$49.26	\$56.30
	Lieutenant	\$110,352.16	140% of Base	\$53.05	\$60.63
	Captain	\$118,234.46	150% of Base	\$56.84	\$64.96
	Major	\$126,116.76	160% of Base	\$60.63	\$69.29
	Colonel/Chief Deputy	\$133,999.05	170% of Base	\$64.42	\$73.63
*Lateral pay to start new hires with prior experience up to 5 years.					
*New, pre-Merit Status may be paid according to Jail Matrix.					

EXHIBIT D
JAIL ET AL PAY MATRIX

2026 Base with 4% Increase					\$62,318.06
YEARS	RANK	ANNUAL PAY	PERCENTAGE	RATE @ 2080	RATE @1820
1 & 2	*Jail Deputy Year 1 - 2	59,202.16	95% of base	28.46	
3-6	Deputy Start of year 3 - End of year 6	62,318.06	BASE	29.96	
7-10	Deputy Start of year 7 - End of year 10	65,433.96	105%	31.46	
11-14	Deputy Start of year 11 - End of year 14	68,549.87	110%	32.96	
15+	Deputy start of year 15 and on	71,665.77	115%	34.45	
	Corporal	74,781.67	120%	35.95	
	Sergeant	77,897.58	125%	37.45	
	Lieutenant	87,245.28	140%	41.94	
	Jail Commander/Captain	99,708.90	160%		54.79
*Deputies receive a raise on their 3rd, 7th, 11th, and 15th anniversary.					
*This includes Courthouse, Government Center & Civil Process					

EXHIBIT E
PROBATION OFFICER MATRIX

2025 CURRENT PROBATION MATRIX	0% 2026 JUDICIAL CONFERENCE	2026 WAGE
\$48,101	0%	\$48,101.00
\$51,782	0%	\$51,782.00
\$57,602	0%	\$57,602.00
\$64,377	0%	\$64,377.00
\$66,476	0%	\$66,476.00
\$73,123	0%	\$73,123.00
\$80,435	0%	\$80,435.00
\$88,479	0%	\$88,479.00

Other Considerations:

Pursuant to the salary schedule, the amounts for supervisory roles are in addition to the minimum salary based on years of experience.

Probation Officers having a master's or doctorate degree +5 years as an Indiana Probation Officer, shall receive an additional 5% of their base salary each year.

POPPI's (Probation Officers Professional Association of Indiana) Recommendations.

Effective CY25, the Courts propose applying the % increase to the minimum salary schedule as a COLA for all Probation Officers, regardless of whether an individual salary is already

EXHIBIT F

Policy and Procedures for Employee Evaluation and Compensation

Adopted by the Hendricks County Council

Effective, October 21, 2025

Revised for 2026 on December 16, 2025

Table of Contents:

- I. Scope and Purpose
- II. Salary Ordinance and Appropriation
- III. Definitions
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- V. Starting Pay for New Hires
- VI. Evaluation Process and Bonus Pay
- VII. Requests for Changes in Compensation
- VIII. Chief Deputies' Base Salary

I. Scope and Purpose

The scope and purpose of this *Policy and Procedures for Employee Evaluation and Compensation* (“*Policy and Procedures*”) is to carry out the Hendricks County Council’s (the “Council”) duties under IC 36-2-5-3, which require the Council, as fiscal body of the county to fix the compensation of officers, deputies, and other employees whose compensation is payable from the county general fund, county highway fund, the county health fund, county park and recreation fund, aviation fund, or any other fund from which the county auditor issues warrants for compensation. These powers include the power to: (1) fix the number of officers, deputies, and other employees; (2) describe and classify positions and services; (3) adopt schedules of compensation; and (4) hire or contract with persons to assist in the development of schedules of compensation. The scope of these Policy and Procedures apply to the graded positions 22-40.

Unless specifically noted, these Policy and Procedures do not apply to employees under a merit system, including, sheriff’s deputies, jail deputies, courthouse deputies, government center deputies, transport deputies, civil process deputies, or probation officers.

These Policy and Procedures are being provided to define common terminology and provide practical application and guidance to county office holders, department heads,

supervisors, and employees regarding the evaluation process and the procedures to be followed related to payroll.

II. Salary Ordinance and Appropriation

The Salary Ordinance

As required under IC 36-2-5-3, each year, the Council adopts a salary ordinance for the forthcoming budget year. The purpose of the salary ordinance is to fix the number of positions of employment within the county and establish a range of pay for each position, graded 22-40, which is provided on the Wage Schedule.

The Budget Ordinance

In addition, each year, the Council adopts the budget ordinance, which sets the appropriated pay for each employee. Appropriation means authority to spend and without appropriation, money cannot be legally spent. The salary ordinance and the budget ordinance must be considered in conjunction with one another.

Additional Appropriations

Should more money be required to pay an employee than what has been appropriated in the budget, an additional appropriation must be approved by the Council. Additional appropriations require publication in the newspaper (or after January 1, 2026, publication on the state's Gateway system), ten days in advance of a public hearing to be held by the Council before the Council may approve this deviation from the budgeted amount.

Sometimes money sitting on an employee's line item is needed to pay out an employee for compensatory time or Paid Time Off (PTO) when the employee leaves, leaving that line item short of funds. It is likely the case that an additional appropriation will be needed in order to hire a new employee for the position. An additional appropriation is also likely needed in the circumstance where a new hire is brought in to take a retiring employee's place, but both are employed simultaneously in order for the new hire to receive training from the retiring employee.

Council Approval Required for Employee Change in Compensation

Even if there are appropriated dollars for a position, IC 36-2-5-13(c) requires approval by a majority vote of the Council to approve a change in an employee's compensation. The statute provides that the compensation of an elected county officer may not be changed in the year for which it is fixed, however, the compensation of other county officers, deputies, and employees may be changed at any time: (1) on the application of the county fiscal body or the affected officer, department, commission, or agency;

and (2) a majority vote of the county fiscal body. For this reason, it is prohibited for any portion of one employee's salary or pay for performance to be shifted to another employee's line item without approval from the Council for a Transfer.

III. Definitions

As used in this Policy and Procedures the following terms have the meanings set forth below.

- **Appropriation** – Authorization by the Council to spend funds. Most all monies spent by county government must first be appropriated by the county council. This appropriation occurs annually through passage of the county budget or, if not within, the budget process, through an additional appropriation. When the Council passes the budget each year, it appropriates an expenditure amount to compensate each individual employee. An elected officer or department head includes in his/her budget request the amount intended to pay each employee for the coming year. If an employee's pay is to change to a higher amount than approved in the budget, this requires the Council to consider an additional appropriation.
- **Additional Appropriation** - an appropriation that is made outside of budget time. To approve an additional appropriation, in accordance with IC 6-1.1-18-5, the Council must publish notice in the newspaper (or after January 1, 2026, publication on the state's Gateway system), ten days in advance of a public hearing to be held by the Council before the Council may approve this deviation from the budgeted amount. In some cases, there is a requirement to report the additional appropriation to the Indiana Department of Local Government Finance (DLGF).
- **Annual Total Pay** – Includes an employee's Base Salary plus Bonus Pay and is the amount budgeted and appropriated for each employee for the coming year budget year. It is the amount submitted on the 100R Form for that employee at the end of the budget year.
- **Base Salary** – The amount of money an employee is paid that is within the range of the position's pay grade on the Wage Schedule. It does not include Bonus Pay.
- **COLA / Cost of Living Adjustment** – A percentage of wage increase allowed by the Council annually to offset the cost of inflation or cost of living. If a percentage of COLA is awarded by the Council for the coming budget year, the percentage is factored into the Wage Schedule. All grades on the Wage Schedule are increased to reflect the percentage of COLA awarded. COLA adjustments compound from year to year.

- **Evaluation Process** – The process for existing employees in graded positions or for new hires after six months of work, whereby the employee does a self-assessment and the supervisor does an assessment of the employee's work performance. Four categories are graded on the assessment on a scale of 1 to 4.
- **Evaluation Period** – May 1 to May 31 each year is the time period for employee self-assessments and employer assessments of employees' work is to occur.
- **Evaluation Year** – June 1 to May 31 is the time period that is considered when employee evaluations are completed during the Evaluation Period.
- **Bonus Pay** – If the Council so determines it is financially feasible, the amount of additional pay employees receive in addition to their Base Salary which is calculated on the Bonus Pay Worksheet and takes into account the score each employee received on his/her evaluation and length of service.
- **Bonus Pay Worksheet** – A worksheet used to calculate the amount of Bonus Pay each employee should receive based on a maximum percentage that the Council determines is financially feasible. The calculation takes into account evaluation score and length of service. Bonus Pay is to be paid to the employee in a lump sum, generally at the start of the new budget year, unless otherwise determined by the Council.
- **Wage Schedule** – The chart that is adopted as part of the Salary Ordinance that sets the minimum and maximum for each graded position 22-40. The Wage Schedule also shows a midpoint for each graded position as a reference point.
- **Salary Ordinance** – The legal document approved by the Council that establishes the job positions within the county and assigns a grade (22-40) for each position. The grade corresponds to the Wage Schedule (also referred to as the salary matrix).
- **Transfer** – An adjustment made by the county auditor to move funds between different accounts with the approval of the Council.
- **100R Form** – The report filed at the end of the year by the county auditor with the Indiana Department of Local Government Finance (DLGF) listing all employees by name and the amount of their Annual Total Pay.

IV. Wage Schedule

The Wage Schedule is a chart that is adopted in the Salary Ordinance listing the graded positions from 22-40. It lists the minimum and maximum Base Salary for each exempt position and includes a midpoint number as a point of reference. If a COLA is adopted by the Council for the preceding year, the Wage Schedule is adjusted to incorporate the percentage of COLA approved by the Council.

V. Starting Pay for New Hires

New hires may be hired-in at a starting Base Salary that is anywhere between the minimum and maximum for the position as shown on the Wage Schedule (with the exception that part-time or temporary employees' minimum must be at least equal to the federal minimum wage per hour). However, to pay beyond the midpoint for a new hire, Council approval must be given and, if necessary, an additional appropriation hearing must be held followed by Council approval.

The appropriation for the new hire and the starting Base Salary for the new hire should be identical (i.e. the process of asking for a higher appropriation in order to increase the salary of a new hire after a period of time is not permitted. In accordance with IC 36-2-5-13(c), all changes in employee compensation must be approved by a majority of the Council). If less money is needed to pay the new hire than is available on the line item for that position, then the overage should return to the general fund.

VI. Evaluation Process and Bonus Pay

Annual Evaluations

Each year, during the month of May (the Evaluation Period), existing employees in graded positions will go through the Evaluation Process, whereby the employee does a self-assessment and the supervisor does an assessment of the employee's work performance. Four categories are graded on the assessment on a scale of 1 to 4. The evaluation considers the employee's performance during the Evaluation Year, which is June 1 to May 31.

- Starting January 1, 2026, all employee evaluations shall be completed by May 31st or else an employee is not eligible to receive Bonus Pay.

New Hire Six-Month Evaluations

In order to assess a new hire's performance, provide the new hire with feedback, and get the new hire onto the annual evaluation track, new hires will go through the Evaluation Process after six months on the job.

Following the six-month evaluation, based on scoring by the new hire's supervisor, the new hire is eligible to receive the Bonus Pay as calculated on the Bonus Pay Worksheet. Not later than the new hire's seventh month of employment, the new hire's supervisor shall request that the Council hold an additional appropriation hearing so that Bonus Pay can be awarded to the new hire.

New Hire Six-Month Evaluation Schedule

<u>Month Hired</u>	<u>6 Month Evaluation</u>	<u>Cncl Mtg/Bonus Pay</u>	<u>Next Evaluation</u>
May 2025	November 2025	December 2025	May 2026 for Pay Jan 2027
June 2025	December 2025	January 2026	May 2026 for Pay Jan 2027
July 2025	January 2026	February 2026	May 2026 for Pay Jan 2027
August 2025	February 2026	March 2026	May 2026 for Pay Jan 2027
September 2025	March 2026	April 2026	May 2026 for Pay Jan 2027+
October 2025	April 2026	May 2026	May 2026 for Pay Jan 2027+
November 2025	May 2026	June 2026	May 2027 for Pay Jan 2028
December 2025	June 2026	July 2026	May 2027 for Pay Jan 2028
January 2026	July 2026	August 2026	May 2026 for Pay Jan 2028
February 2026	August 2026	September 2026	May 2026 for Pay Jan 2028
March 2026	September 2026	October 2026	May 2026 for Pay Jan 2028
April 2026	October 2026	November 2026	May 2026 for Pay Jan 2028
May 2026	November 2026	December 2026	May 2026 for Pay Jan 2028
June 2026	December 2026	January 2027	May 2026 for Pay Jan 2028
July 2026	January 2027	February 2027	May 2026 for Pay Jan 2028
August 2026	February 2027	March 2027	May 2026 for Pay Jan 2028
September 2026	March 2027	April 2027	May 2026 for Pay Jan 2028+
October 2026	April 2027	May 2027	May 2026 for Pay Jan 2028+
November 2026	May 2027	June 2027	May 2027 for Pay Jan 2029
December 2026	June 2027	July 2027	May 2027 for Pay Jan 2029

+ Same evaluation score can be used as for six-month evaluation.

Evaluations for Transfer Employees

An employee who has been a county employee in a graded position (not a merit position), but transfers to another graded position, shall not follow the six-month evaluation process for new hires. Rather, the transfer employee will undergo his/her evaluation during the Evaluation Period in the month of May. The transfer employee's evaluation will be completed by the supervisor of the office or department where the employee spent the most amount of time during the Evaluation Year.

Employees who transfer from a merit position to a graded position will be treated as a new hire for purposes of the six-month evaluation.

Bonus Pay

During the budget process, the Council may set a maximum percentage to be awarded as Bonus Pay for each employee (including Chief Deputies, but excluding elected officials) as calculated on the employee's Base Salary as of May 31 of the Evaluation Year. Bonus Pay, if awarded, is to be paid in a lump sum to each employee at the beginning of the new budget year (in January, or as otherwise determined by the Council) and is based on the employee's evaluation score and length of service during the most recent Evaluation Year. The Bonus Pay Worksheet (shown in the addendum) shall be utilized to determine the amount of Bonus Pay to be awarded to the employee, including Chief Deputies.

Bonus Pay shall be tracked separately and is not a part of the employee's Base Salary. Bonus Pay is reflective of an employee's performance during the Evaluation Year and is payable only for that year (it does not stack and/or compound from year to year). The amount of Bonus Pay, as calculated on the Bonus Pay Worksheet, is the amount to be budgeted and appropriated in addition to the employee's Base Salary.

For an employee who has completed the evaluation process during the month of May and who leaves employment (excluding termination) with the county prior to the Bonus Pay distribution month (typically, in January), the employee is due a payout of the Bonus Pay awarded (as calculated on the Bonus Pay Worksheet) upon leaving.

Bonus Pay Calendar

June 1, 2024 to May 31, 2025	Evaluation Year for Bonus Pay paid in January 2026
May 1, 2025 to May 31, 2025	Evaluation Period – Evaluations are Completed
September, October 2025	Bonus Pay Worksheets Completed
June 1, 2025	Start of Evaluation Year for Bonus Pay paid in January 2027
October 2025	Budget approved with amount of Bonus Pay for 2026
January 2026	Bonus Pay to be included in paycheck
June 1, 2025 to May 31, 2026	Evaluation Year for Bonus Pay paid in January 2027
May 1, 2026 to May 31, 2026	Evaluation Period – Evaluations are Completed
June to September 2026	Bonus Pay Worksheets Completed
June 1, 2026	Start of Evaluation Year for Bonus Pay paid in January 2028
October 2026	Budget approved with amount of Bonus Pay for 2027
January 2027	Bonus Pay to be included in paycheck

VII. Requests for Changes in Compensation

Requests to the Council for changes in an employee's compensation (when the employee remains in the same position) outside of the budget process is generally prohibited unless there is a legitimate reason, such as to correct a technical error.

No change to an employee's compensation shall be made without approval by Council in accordance with IC 36-2-5-13.

VIII. Chief Deputies' Base Salary

An elected official may request Base Salary for his/her Chief Deputy in an amount that is commiserate with the duties the Chief Deputy is to perform. There is no requirement that a Chief Deputy's Base Salary must stay above or below a certain percentage of the elected official's Base Salary.

ADDENDUM

Bonus Pay Worksheet

For Bonus Pay to be awarded starting in fiscal year 2026

Date: _____

Name of Employee: _____

Person Completing this Form: _____

**Percentage of bonus pay determined by Council for 2026
is less than or equal to 1% of employee's current base pay**

Employee's Base Pay* for 2026: _____ x 1% = _____ *(Base pay includes COLA)

To find the Employee's Value of One Scoring Point, you will take the 1% value & divide it by 20 (points) i.e.
 $\$442/20 = \22.10 (\$22.10 is the employee's value of one scoring point)

Employee's Value of One Scoring Point: _____

Please assign points per evaluation. Erin Hughes will have evaluation results if needed.

Supervisor Scoring (20 Points):

Length of Service **	_____
Performance (4 Points Max)	_____
Accountability (4 Points Max)	_____
Integrity (4 Points Max)	_____
Team Work (4 Points Max)	_____

Total Points: _____

Bonus Pay for 2026 equals (total points) x (employee's value of one scoring point).

Bonus Pay: _____

**** Length of Service**

1 point for 1-3 years; 2 points for 4-6 years; 3 points for 7-9 years; 4 points for 10+ years.

EMERGENCY APPROPRIATION ORDINANCE

Whereas, certain extraordinary emergencies have developed since the adoption of the existing budget, so that it is necessary to appropriate more money than was appropriated in the annual budget; therefore, to meet such extraordinary emergencies;

Be it ordained by the County Council of Hendricks County, Indiana, that for the expense of said County the following additional sums of money are hereby appropriated and ordered set apart out of the several funds as herein and for the purpose herein specified, subject to the laws governing the same.

	DEPARTMENT	FUND	DESCRIPTION	AMOUNT	APPROVED
1.	Recycle Hendricks County	General	Personal Services	\$7,500.00	
2.	Recycle Hendricks County	General	Other Services & Charges	\$53,500.00	

Dated this 17th day of December, 2025.

AYE

NAY

Nancy Marsh

Nancy Marsh

David Cox

David Cox

Larry R. Hesson

Larry R. Hesson

Larry R. Scott

Larry R. Scott

Eric Wathen

Eric Wathen

Charles Parsons

Charles Parsons

David Wyeth

David Wyeth

ATTEST: _____
Ann Stark, Auditor

REQUEST FOR EMERGENCY APPROPRIATION

Date: 12/2/2025

Amount: \$7,500
(whole dollars only)

Fund Name: *Hendricks County Recycling District General Fund*
(Example – County General)

Account Name: *Personal Services*
(Example – Supplies)

Account Number: 1110, 1114, 1121, & 1123

Explanation of Request: *The additional funds being requested are from the Hendricks County Recycling District's General Fund. No funds from the County are requested.*

The Hendricks County Recycling District Board of Directors seeks to mirror annual employee compensation adjustments made by the County Council for County employees. However, the Recycling District's budget is developed well in advance of the Council's final decisions related to these matters. In this case, the budgeted amount was below what is needed to match the increases approved by the Council for 2025. The specific budget lines include Administrative Wages (1110), Yard Waste Wages (1114), PERF Expense (1121), and Health Insurance (1123)

 X I will be attending the Council meeting.

 I will not be attending the Council meeting.



Authorized Signature

Auditor's Notes:

REQUEST FOR EMERGENCY APPROPRIATION

Date: 12/2/2025

Amount: \$53,500
(whole dollars only)

Fund Name: *Hendricks County Recycling District General Fund*
(Example – County General)

Account Name: *Other Services & Charges*
(Example – Supplies)

Account Numbers: 3551, 3554, 3571, 3573, 3900

Explanation of Request: *The additional funds being requested are from the Hendricks County Recycling District's General Fund. No funds from the County are requested.*

The Coatesville and North Salem Recycling Centers (3551 & 3553) have required more servicing to ensure there is room in the recycling boxes for the public (work done via a private contractor).

Activity at the Brownsburg and Plainfield Yard Waste Recycling Centers (3571 & 3573) has increased dramatically over the past three years, which is driving up the cost of keeping the centers cleaned out (work done via a private contractor).

The Recycling District Board of Directors has increased the Final Disposal Fee imposed on waste deposited at the Twin Bridges Landfill in Danville. That fee generates 95% of the Recycling District's annual revenue. Five percent of the Final Disposal Fee income the District receives is set aside in the Hendricks County Special Projects Fund (3900); the portion set aside acts as an expense against the District's General Fund. Due to the increase in the overall Final Disposal Fee, not enough was budgeted in 2025 to set aside the required amount.

 X I will be attending the Council meeting.

 I will not be attending the Council meeting.

Auditor's Notes:



Authorized Signature

EMERGENCY APPROPRIATION ORDINANCE

Whereas, certain extraordinary emergencies have developed since the adoption of the existing budget, so that it is necessary to appropriate more money than was appropriated in the annual budget; therefore, to meet such extraordinary emergencies;

Be it ordained by the County Council of Hendricks County, Indiana, that for the expense of said County the following additional sums of money are hereby appropriated and ordered set apart out of the several funds as herein and for the purpose herein specified, subject to the laws governing the same.

	DEPARTMENT	ACCOUNT	DESCRIPTION	AMOUNT	APPROVED
1.	Council	1001.30201.000.0149	Professional Fees	\$8,000.00	
2.	Court Admin	1001.30702.000.0160	Interpreters	\$5,000.00	
3.	Court Admin	1001.31600.000.0160	Care of Juvenile Offenders	\$15,000.00	
4.	Court Admin	1001.16099.000.0160	Court Overtime	\$5,000.00	
5.	Engineering	1112.33222.000.0143	RR Parkway 600N to I-65	\$2,055,000.00	
6.	Auditor	1112.34200.000.0102	RR Bond Lease	\$2,781,000.00	
7.	Prosecutor	1234.44550.000.0108	Prosecutor – Forfeiture	\$17,000.00	
8.	Court Admin	2507.30705.000.0160	Jury Fees	\$10,000.00	
9.	Auditor	8108.32108.000.0102	INDYGo Grant	\$372,747.00	

Dated this 16th day of December, 2025

AYE

Nancy Marsh

David Cox

Larry R. Hesson

Larry R. Scott

Eric Wathen

Charles Parsons

David Wyeth

ATTEST: _____

Ann Stark, Auditor

NAY

Nancy Marsh

David Cox

Larry R. Hesson

Larry R. Scott

Eric Wathen

Charles Parsons

David Wyeth

REQUEST FOR EMERGENCY APPROPRIATION

Department: Council

Date: 11.25.2025

Amount: \$8000.00

Fund Name: County General
(Example – County General)

Account Name: Professional Fees
(Example – Supplies)

Account Number: 1001 . 30201 . 000 . 149
 Fund # Account # Object# Location #
Example: 1000 20100 000 102

Explanation of Request:

We are recevinign bills from STAR Ambulance services for transportation
of inmates and the cost has increased. We are \$4857.23 in the negative
appropriation this amount should get us through the rest of the year.

____ I will be attending the Council meeting.

____ I will not be attending the Council meeting.

Auditor's Note:


Authorized Signature

REQUEST FOR EMERGENCY APPROPRIATION

Department: Court Admin Date: 11/24/25

Amount: \$5,000

Fund Name: County General
(Example – County General)

Account Name: Interpreters
(Example – Supplies)

Account Number: 1001 . 30702 . 000 . 0160
Fund # Account # Object# Location #
Example: 1000 20100 000 102

Explanation of Request:

We are respectfully requesting appropriation of these additional funds to
pay for interpreter expenses. I have transferred as much as I can.

X I will be attending the Council meeting.

 I will not be attending the Council meeting.

Catherine Haines

Digital signed by Catherine Haines
DN: CN=Catherine Haines, E=chaines@co.hendricks.in.us, C=US
Reason: I am the author of this document
Location:
Date: 2023.09.11 15:44:33-0400
Ford PDF Reader Version 18.1.3

Authorized Signature

Auditor's Note:

REQUEST FOR EMERGENCY APPROPRIATION

Department: Court Admin

Date: 11/24/25

Amount: \$15,000

Fund Name: County General
(Example – County General)

Account Name: Care of Juvenile Offenders
(Example – Supplies)

Account Number: 1001 . 31600 . 000 . 0160
Fund # Account # Object# Location #
Example: 1000 20100 000 102

Explanation of Request:

We are respectfully requesting appropriation of these additional funds to
pay vendors for detention center expenses. I have transferred as much as I can.

X I will be attending the Council meeting.

____ I will not be attending the Council meeting.

Auditor's Note:

Catherine Haines

Digitally signed by Catherine Haines
DN: cn=Catherine Haines, email=C.Haines@ro.hendricks.in.us, c=US
Reason: I am the author of this document
Date: 2023.00.11 15:44:33-04'00'
Full PDF Reader Version: 12.1.3

Authorized Signature

REQUEST FOR EMERGENCY APPROPRIATION

Department: Court Admin Date: 11/24/25

Amount: \$5,000

Fund Name: County General
(Example – County General)

Account Name: Court Overtime
(Example – Supplies)

Account Number: 1001 . 16099 . 000 . 0160
Fund # Account # Object# Location #
Example: 1000 20100 000 102

Explanation of Request:

I do not expect to exhaust this appropriation before year-end, but we have
a handful of employees who cannot accrue add'l comp leave (14 hrs. or fewer),
so they are taking paid overtime instead for jury trials, extended hearings, etc.

X I will be attending the Council meeting.
 I will not be attending the Council meeting.

Catherine Haines
Digitally signed by Catherine Haines
DN: cn=Catherine Haines, email=C.Haines@co.hendricks.in.us, C=US
Reason: I am the author of the document
Location:
Date: 2025.09.11 10:46:33-0400
Email: C.Haines@co.hendricks.in.us, 22.13
Authorized Signature

Auditor's Note:

REQUEST FOR EMERGENCY APPROPRIATION

Department: Engineering

Date: 11/19/2025

Amount: \$2,055,000.00

Fund Name: Edit

(Example – County General)

Account Name: EDIT RR Parkway 600N to I-65

(Example – Supplies)

Account Number:

1112

33222

0000

0143

Fund #

Account #

Object#

Location #

Example:

1000

20100

000

102

Explanation of Request:

For relocation of Marathon pipeline

X I will be attending the Council meeting.

 I will not be attending the Council meeting.

Auditor's Note:

Authorized Signature

REQUEST FOR EMERGENCY APPROPRIATION

Department: Auditor

Date: 11.24.2025

Amount: \$2,781,000.00

Fund Name: EDIT

(Example – County General)

Account Name: RR BOND TIF LEASE

(Example – Supplies)

Account Number: 1112 ³⁴²⁰⁰ ~~33224~~ .000 .102

	Fund #	Account #	Object#	Location #
Example:	1000	20100	000	102

Explanation of Request:

Closing cost for the Ronald Regan Tif Bond Lease

This has to be paid to Argent Institutional Trust at closing on 12.16.2025

Paperwork attached

 I will be attending the Council meeting.

 I will not be attending the Council meeting.

Auditor's Note:


Authorized Signature

V# 40414

Paula Alkire

From: Charlie Joyce <charlie@fsgcorp.com>
Sent: Friday, November 21, 2025 10:54 AM
To: Paula Alkire
Cc: Dawn Mayhood; Greg Guerrettaz
Subject: Re: Reports from 11.18.2025

Follow Up Flag: Follow up
Flag Status: Flagged



External email >

Hi Paula,

We will need to send \$2,781,000 to Argent by 12/16. We will be providing you with wiring instructions.

Please let us know if you have any questions.

Thanks

Charlie

FSG Corp

2680 East Main St.

Suite 223

Plainfield, IN 46168

Office (317) 837-4933

1112. 33224 .000.102

From: Paula Alkire <palkire@co.hendricks.in.us>
Sent: Friday, November 21, 2025 10:00 AM
To: Charlie Joyce <charlie@fsgcorp.com>
Cc: Dawn Mayhood <dmayhood@co.hendricks.in.us>
Subject: RE: Reports from 11.18.2025

So do we have an amount we need 48 hours' notice to set this up.

We just can't send money the same day, there are many functions that go into sending money from documentation to claim generation to setting up payment with the treasurer and the bank/

Will we need to send to the title company or to Argent directly?

I have included the County Treasurer on this as she plays a vital role in this process.

Thank you

Paula Alkire
Financial Administrator
317-745-9369

Acknowledgement that you have read and reviewed your monthly reports is required by the State Board of Accounts and the Hendricks County Internal Controls. By accepting the read receipt, you are acknowledging that you have viewed the monthly reports for errors or omissions and will inform the Auditor's Office of any discrepancies immediately.

From: Charlie Joyce <charlie@fsgcorp.com>
Sent: Friday, November 21, 2025 9:56 AM
To: Paula Alkire <palkire@co.hendricks.in.us>
Subject: Re: Reports from 11.18.2025

Hi Paula,

Please see the reports attached.

Ann decided to use Argent (purchased Huntington Bank trust area) for the new bonds. We will be sending information to you on where to send the money. You will need to send them the debt payments due in 2026 at closing of the bonds (12/16).

Please let us know if you have any questions.

Thanks

Charlie

FSG Corp

2680 East Main St.

Suite 223

Plainfield, IN 46168

Office (317) 837-4933

From: Paula Alkire <palkire@co.hendricks.in.us>

Sent: Thursday, November 20, 2025 9:27 AM

To: Charlie Joyce <charlie@fsgcorp.com>

Subject: Reports from 11.18.2025

Charlie,

Can you please send me the 2 reports that were presented to council on 11.18.2025.

I am the one that tracks and does the bond claims, and I need this information for my files and for any request from SBOA.

They are titled Anticipated Bond Sale Detail & Preliminary 2026 budget notice versus prior years "1782 Notice"

Also do we know which bank we have chosen to use.

I need to get that information so we can set them up in the bank for ACH payments. I realize that the first payment is not until next year July based on what I am seeing I just have so many things going on in the next few months I do not want to miss this.

HENDRICKS COUNTY, INDIANA

Anticipated Bond Sale Detail

November 18, 2025



SOURCES AND USES OF FUNDS

Hendricks County Redevelopment Authority, Indiana
 Lease Rental Revenue Bonds, Series 2025 (Special Benefits Tax)
 Assumes Bond Rating of 'AA+'
 Optional Redemption :: January 15, 2034 @ 100
 Estimated Market Conditions as of November 13, 2025

Dated Date	12/04/2025
Delivery Date	12/04/2025

Sources:

Bond Proceeds:	
Par Amount	27,970,000.00
Net Premium	2,315,255.90
	30,285,255.90

Uses:

Project Fund Deposits:	
Deposit to the Project Fund	30,000,000.00
Cost of Issuance:	
Other Cost of Issuance	200,000.00
Underwriter's Discount:	
(\$2.99 / \$1,000)	83,630.30
Other Uses of Funds:	
Rounding Amount	1,625.60
	30,285,255.90

BOND DEBT SERVICE

Hendricks County Redevelopment Authority, Indiana
 Lease Rental Revenue Bonds, Series 2025 (Special Benefits Tax)
 Assumes Bond Rating of 'AA+'
 Optional Redemption :: January 15, 2034 @ 100
 Estimated Market Conditions as of November 13, 2025

Dated Date 12/04/2025
 Delivery Date 12/04/2025

Period Ending	Principal	Coupon	Interest	Debt Service	Annual Debt Service	Bond Balance	Total Bond Value
12/04/2025						27,970,000	27,970,000
07/15/2026	540,000	5.000%	828,834.41	1,368,834.41		27,430,000	27,430,000
01/15/2027	710,000	5.000%	661,568.75	1,371,568.75	2,740,403.16	26,720,000	26,720,000
07/15/2027	725,000	5.000%	643,818.75	1,368,818.75		25,995,000	25,995,000
01/15/2028	745,000	5.000%	625,693.75	1,370,693.75	2,739,512.50	25,250,000	25,250,000
07/15/2028	765,000	5.000%	607,068.75	1,372,068.75		24,485,000	24,485,000
01/15/2029	780,000	5.000%	587,943.75	1,367,943.75	2,740,012.50	23,705,000	23,705,000
07/15/2029	800,000	5.000%	568,443.75	1,368,443.75		22,905,000	22,905,000
01/15/2030	820,000	5.000%	548,443.75	1,368,443.75	2,736,887.50	22,085,000	22,085,000
07/15/2030	840,000	5.000%	527,943.75	1,367,943.75		21,245,000	21,245,000
01/15/2031	865,000	5.000%	506,943.75	1,371,943.75	2,739,887.50	20,380,000	20,380,000
07/15/2031	885,000	5.000%	485,318.75	1,370,318.75		19,495,000	19,495,000
01/15/2032	905,000	5.000%	463,193.75	1,368,193.75	2,738,512.50	18,590,000	18,590,000
07/15/2032	930,000	5.000%	440,568.75	1,370,568.75		17,660,000	17,660,000
01/15/2033	955,000	5.000%	417,318.75	1,372,318.75	2,742,887.50	16,705,000	16,705,000
07/15/2033	975,000	5.000%	393,443.75	1,368,443.75		15,730,000	15,730,000
01/15/2034	1,000,000	5.000%	369,068.75	1,369,068.75	2,737,512.50	14,730,000	14,730,000
07/15/2034	1,025,000	5.000%	344,068.75	1,369,068.75		13,705,000	13,705,000
01/15/2035	1,050,000	5.000%	318,443.75	1,368,443.75	2,737,512.50	12,655,000	12,655,000
07/15/2035	1,080,000	5.000%	292,193.75	1,372,193.75		11,575,000	11,575,000
01/15/2036	1,105,000	5.000%	265,193.75	1,370,193.75	2,742,387.50	10,470,000	10,470,000
07/15/2036	1,130,000	5.000%	237,568.75	1,367,568.75		9,340,000	9,340,000
01/15/2037	1,160,000	4.500%	209,318.75	1,369,318.75	2,736,887.50	8,180,000	8,180,000
07/15/2037	1,185,000	4.500%	183,218.75	1,368,218.75		6,995,000	6,995,000
01/15/2038	1,215,000	4.500%	156,556.25	1,371,556.25	2,739,775.00	5,780,000	5,780,000
07/15/2038	1,240,000	4.500%	129,218.75	1,369,218.75		4,540,000	4,540,000
01/15/2039	1,270,000	4.500%	101,318.75	1,371,318.75	2,740,537.50	3,270,000	3,270,000
07/15/2039	1,295,000	4.500%	72,743.75	1,367,743.75		1,975,000	1,975,000
01/15/2040	1,325,000	4.500%	43,606.25	1,368,606.25	2,736,350.00	650,000	650,000
07/15/2040	60,000	4.500%	13,793.75	73,793.75		590,000	590,000
01/15/2041	60,000	4.500%	12,443.75	72,443.75	146,237.50	530,000	530,000
07/15/2041	60,000	4.500%	11,093.75	71,093.75		470,000	470,000
01/15/2042	65,000	4.000%	9,743.75	74,743.75	145,837.50	405,000	405,000
07/15/2042	65,000	4.000%	8,443.75	73,443.75		340,000	340,000
01/15/2043	65,000	4.125%	7,143.75	72,143.75	145,587.50	275,000	275,000
07/15/2043	65,000	4.125%	5,803.13	70,803.13		210,000	210,000
01/15/2044	70,000	4.250%	4,462.50	74,462.50	145,265.63	140,000	140,000
07/15/2044	70,000	4.250%	2,975.00	72,975.00		70,000	70,000
01/15/2045	70,000	4.250%	1,487.50	71,487.50	144,462.50		
	27,970,000		11,106,456.29	39,076,456.29	39,076,456.29		

BOND DEBT SERVICE

Hendricks County Redevelopment Authority, Indiana
 Lease Rental Revenue Bonds, Series 2025 (Special Benefits Tax)
 Assumes Bond Rating of 'AA+'
 Optional Redemption :: January 15, 2034 @ 100
 Estimated Market Conditions as of November 13, 2025

Dated Date 12/04/2025
 Delivery Date 12/04/2025

Period Ending	Principal	Coupon	Interest	Debt Service	Bond Balance	Total Bond Value
01/15/2026					27,970,000	27,970,000
01/15/2027	1,250,000	5.000%	1,490,403.16	2,740,403.16	26,720,000	26,720,000
01/15/2028	1,470,000	5.000%	1,269,512.50	2,739,512.50	25,250,000	25,250,000
01/15/2029	1,545,000	5.000%	1,195,012.50	2,740,012.50	23,705,000	23,705,000
01/15/2030	1,620,000	5.000%	1,116,887.50	2,736,887.50	22,085,000	22,085,000
01/15/2031	1,705,000	5.000%	1,034,887.50	2,739,887.50	20,380,000	20,380,000
01/15/2032	1,790,000	5.000%	948,512.50	2,738,512.50	18,590,000	18,590,000
01/15/2033	1,885,000	5.000%	857,887.50	2,742,887.50	16,705,000	16,705,000
01/15/2034	1,975,000	5.000%	762,512.50	2,737,512.50	14,730,000	14,730,000
01/15/2035	2,075,000	5.000%	662,512.50	2,737,512.50	12,655,000	12,655,000
01/15/2036	2,185,000	5.000%	557,387.50	2,742,387.50	10,470,000	10,470,000
01/15/2037	2,290,000	** %	446,887.50	2,736,887.50	8,180,000	8,180,000
01/15/2038	2,400,000	4.500%	339,775.00	2,739,775.00	5,780,000	5,780,000
01/15/2039	2,510,000	4.500%	230,537.50	2,740,537.50	3,270,000	3,270,000
01/15/2040	2,620,000	4.500%	116,350.00	2,736,350.00	650,000	650,000
01/15/2041	120,000	4.500%	26,237.50	146,237.50	530,000	530,000
01/15/2042	125,000	** %	20,837.50	145,837.50	405,000	405,000
01/15/2043	130,000	** %	15,587.50	145,587.50	275,000	275,000
01/15/2044	135,000	** %	10,265.63	145,265.63	140,000	140,000
01/15/2045	140,000	4.250%	4,462.50	144,462.50		
	27,970,000		11,106,456.29	39,076,456.29		

BOND PRICING

Hendricks County Redevelopment Authority, Indiana
 Lease Rental Revenue Bonds, Series 2025 (Special Benefits Tax)
 Assumes Bond Rating of 'AA+'
 Optional Redemption :: January 15, 2034 @ 100
 Estimated Market Conditions as of November 13, 2025

Bond Component	Maturity Date	Amount	Rate	Yield	Price	Yield to Maturity	Call Date	Call Price
Serial Bonds (NBQ):								
	07/15/2026	540,000	5.000%	2.970%	101.222			
	01/15/2027	710,000	5.000%	2.920%	102.260			
	07/15/2027	725,000	5.000%	2.900%	103.284			
	01/15/2028	745,000	5.000%	2.880%	104.314			
	07/15/2028	765,000	5.000%	2.880%	105.298			
	01/15/2029	780,000	5.000%	2.860%	106.329			
	07/15/2029	800,000	5.000%	2.860%	107.294			
	01/15/2030	820,000	5.000%	2.820%	108.408			
	07/15/2030	840,000	5.000%	2.820%	109.366			
	01/15/2031	865,000	5.000%	2.870%	110.060			
	07/15/2031	885,000	5.000%	2.890%	110.859			
	01/15/2032	905,000	5.000%	2.930%	111.506			
	07/15/2032	930,000	5.000%	2.980%	112.041			
	01/15/2033	955,000	5.000%	3.040%	112.450			
	07/15/2033	975,000	5.000%	3.050%	113.156			
	01/15/2034	1,000,000	5.000%	3.050%	113.919			
	07/15/2034	1,025,000	5.000%	3.070%	113.765 C	3.162%	01/15/2034	100.000
	01/15/2035	1,050,000	5.000%	3.140%	113.228 C	3.307%	01/15/2034	100.000
	07/15/2035	1,080,000	5.000%	3.200%	112.770 C	3.429%	01/15/2034	100.000
	01/15/2036	1,105,000	5.000%	3.290%	112.087 C	3.566%	01/15/2034	100.000
	07/15/2036	1,130,000	5.000%	3.350%	111.634 C	3.666%	01/15/2034	100.000
		18,630,000						
Term Bond (2037):								
	01/15/2037	1,160,000	4.500%	3.560%	106.570 C	3.795%	01/15/2034	100.000
	07/15/2037	1,185,000	4.500%	3.560%	106.570 C	3.795%	01/15/2034	100.000
		2,345,000						
Term Bond (2038):								
	01/15/2038	1,215,000	4.500%	3.670%	105.775 C	3.915%	01/15/2034	100.000
	07/15/2038	1,240,000	4.500%	3.670%	105.775 C	3.915%	01/15/2034	100.000
		2,455,000						
Term Bond (2039):								
	01/15/2039	1,270,000	4.500%	3.780%	104.987 C	4.020%	01/15/2034	100.000
	07/15/2039	1,295,000	4.500%	3.780%	104.987 C	4.020%	01/15/2034	100.000
		2,565,000						
Term Bond (2040):								
	01/15/2040	1,325,000	4.500%	3.900%	104.135 C	4.120%	01/15/2034	100.000
	07/15/2040	60,000	4.500%	3.900%	104.135 C	4.120%	01/15/2034	100.000
		1,385,000						
Term Bond (2041):								
	01/15/2041	60,000	4.500%	4.030%	103.221 C	4.216%	01/15/2034	100.000
	07/15/2041	60,000	4.500%	4.030%	103.221 C	4.216%	01/15/2034	100.000
		120,000						
Term Bond (2042):								
	01/15/2042	65,000	4.000%	4.240%	97.155			
	07/15/2042	65,000	4.000%	4.240%	97.155			
		130,000						
Term Bond (2043):								
	01/15/2043	65,000	4.125%	4.340%	97.367			
	07/15/2043	65,000	4.125%	4.340%	97.367			
		130,000						
Term Bond (2044):								
	01/15/2044	70,000	4.250%	4.440%	97.606			
	07/15/2044	70,000	4.250%	4.440%	97.606			
		140,000						
Serial Bond (2045):								
	01/15/2045	70,000	4.250%	4.490%	96.938			
		27,970,000						

REQUEST FOR EMERGENCY APPROPRIATION

Department: PROSECUTOR

Date: 11-4-2025

Amount: \$17,000.00

Fund Name: PROSECUTOR - FORFEITURE

(Example – County General)

Account Name: VEHICLE

(Example – Supplies)

Account Number: 1234 . 44550 . 000 . 0108

	Fund #	Account #	Object#	Location #
Example:	1000	20100	000	102

Explanation of Request:

ADD'L MONEY REQUESTED TO COVER
COST OF REPLACEMENT VEHICLE.

 I will be attending the Council meeting.

~~X~~ I will not be attending the Council meeting.


Authorized Signature

Auditor's Note:

REQUEST FOR EMERGENCY APPROPRIATION

Department: Court Admin Date: 11/24/25

Amount: \$10,000

Fund Name: Jury Fees
(Example – County General)

Account Name: Per Diem of Petit Juror
(Example – Supplies)

Account Number: 2507 30705 000 0160
Fund # Account # Object# Location #
Example: 1000 20100 000 102

Explanation of Request:

I do not expect to exhaust this appropriation before year-end, but we have
a handful of jury trials between now and year-end that I would prefer to pay
from this fund rather than County General.

X I will be attending the Council meeting.
 I will not be attending the Council meeting.

Auditor's Note:

Catherine Haines
Digitally signed by Catherine Haines
DN: cn=Catherine Haines, o=Hendricks County, ou=CHUS
Reason: I am the author of this document
Date: 2025.08.11 15:44:33 -0400
PDF Reader Version: 12.1.3
Authorized Signature

REQUEST FOR EMERGENCY APPROPRIATION

Department: Auditor

Date: 11.24.2025

Amount: \$372746.61

Fund Name: INDYGo Grant

(Example – County General)

Account Name: LINK Hendricks County

(Example – Supplies)

Account Number: 8108 . 32108 . 000 . 102

	Fund #	Account #	Object#	Location #
Example:	1000	20100	000	102

Explanation of Request:

This is a reimbursing grant we need to request appropriation to spend the grant
award and county match. The appropriation is in the negative by \$84931.39
and the remaining grant award is \$287815.22 this request will bring the appropriation
back to a zero amount for 2025 grant cycle.

 I will be attending the Council meeting.

 I will not be attending the Council meeting.

Auditor's Note:



Authorized Signature

As of: 11/24/2025

The Last Posted Date is 07/31/2025.

Fund: 8108

20,507 Urbanized Formula Gr

Object:

Account: 32108

Exp: Link Hendricks County Reg

Location: 0102

Auditor

Views

Trans: Current Period Only

Drag a column header here to group by that column

fund

Acct

Obj

Loc

8108

32108

00000

0102

Drag a column header here to group by that column

Effective Date

Tran Date

Amount

Tran Type

Tran Source

Comment

Notes

Fund

Acct

Obj

Loc

Vendor Payee Name

Check

10/02/2025

10/02/2025

219,789.68

Claim

Regular Docket

8108

32108

00000

0102

Link Hendricks County

443461

09/16/2025

08/28/2025

239,417.24

Claim

Claim Adjustment

was 99999

the wrong account code was used, it should be 32108

8108

32108

00000

0102

Link Hendricks County

442663

05/20/2025

05/20/2025

436,029.00

Approp

Additional Appropriation

see note

INDYGo County Match Appropriation.

8108

32108

00000

0102

04/17/2025

03/13/2025

61,753.47

Claim

Claim Adjustment

see notes

set up appropriation for tracking making adjustment to claim for account 32108

8108

32108

00000

0102

Link Hendricks County

438322

956,989.39

Fund: 20,507 Urbanized Formula Gr

Fund Type: Calendar

Expenditure

Account: Link Hendricks County

Account Type: Normal

Object: ..

Receipt

Account:

Account Type:

Object:

Balances (01/01/2025 - 11/24/2025)

11/01/2025

Current Month

Total

Appropriation 0.00 436,029.00

Receipts 0.00 0.00

Encumbrance 0.00 0.00

Expenditure 0.00 520,960.39

Estimated Rev 0.00 0.00

Unexpended Bal (84,931.39)

Unencumbered Bal 84,931.39

Paula Alkire

From: Cassandra Bilbee <cbilbee@indygo.net>
Sent: Friday, November 21, 2025 3:43 PM
To: Paula Alkire
Cc: Ryan Wilhite; Brynn Butler; Denee Winings; Rebecca Gwyer
Subject: Re: INDY Go Grant Remaining Award Amount

Follow Up Flag: Follow up
Flag Status: Flagged



Good afternoon,

I just want to verify you received the payment in September, it should have been for \$61,753.47 and would have been for Oct 2024-Dec 2024. With that reimbursement, Hendricks County had \$58,447.90 of 2024 federal dollars which rolled into 2025. This added to the 2025 allocation of gave Hendricks County \$507,605 of Section 5307 federal dollars to start the year.

The 2nd qrt reimbursement was received 10/6 and to be paid out next week. This reimbursement will be \$219,789.68. With this reimbursement, Hendrick will have \$287,815.22 of federal funds remaining in 2025.

Please let me know if you have any questions or if this does not look as you would have expected.

Cassandra Bilbee (she/her)
Grants Manager
Office: 317-614-9332
cbilbee@IndyGo.net



9503 E 33rd St
Indianapolis, IN 46235



For Blue Line updates, sign up for our newsletter!

From: Paula Alkire <palkire@co.hendricks.in.us>

Sent: Friday, November 21, 2025 2:57 PM

To: Cassandra Bilbee <cbilbee@indygo.net>

Cc: Ryan Wilhite <rwilhite@indygo.net>; Brynn Butler <bbutler@co.hendricks.in.us>; Denee Winings <dwinings@co.hendricks.in.us>; Rebecca Gwyer <rgwyer@co.hendricks.in.us>

Subject: INDY Go Grant Remaining Award Amount

Good afternoon,

I am working on auditing the Indygo Fund and I wanted to see if you can provide me with what the remaining award amount is for Hendricks County/ I have not seen any reimbursement come in for a few months and I believe 2nd quarter 2025 was submitted a few months ago,

Also can you provide me with verification of the 2025 award amount I am showing \$375928 award and \$375928 county match.

I aprricate your assistance on this audit request.

Thank you,

Paula Alkire
Financial Administrator
317-745-9369

REALLOCATION OF FUNDS RESOLUTION

Be it resolved by the County Council of Hendricks County, Indiana, that for the expenses of the unit of Government of Hendricks County, the following sums of money previously appropriated for expenditures from a detailed account within a major classification, are hereby reallocated to another detailed account within a different classification as originally appropriated, all as herein specified.

	DEPARTMENT	FROM	TO	AMOUNT	Y/N
1.	Surveyor	1001.21002.000.0106	1001.34500.000.0106	\$1,840.01	
2.	Animal Shelter	1001.14415.000.0144	1001.14499.000.0144	\$3,000.00	
3.	Council	1001.13590.000.0149	1001.30200.000.0149	\$12,000.00	
4.	Soil & Water	1001.34500.000.0155	1001.44000.000.0155	\$617.16	
5.	Soil & Water	1001.44000.000.0155	1001.37801.000.0155	\$1,808.30	
6.	Health	1161.18638.256.0214	1161.18625.256.0214	\$1,500.00	
7.	Health	1161.18638.256.0214	1161.18640.254.0214	\$1,200.00	
8.	Health	1161.18638.256.0214	1161.18640.256.0214	\$1,200.00	
9.	Parks	4806.13592.000.0156	4806.13591.000.0156	\$5,658.00	
10..	Parks	4806.13592.000.0156	4806.13590.000.0156	\$1,762.00	

Approved this 16th day of December 2025.

AYE

Nancy Marsh

David Cox

Larry R. Hesson

Larry R. Scott

Eric Wathen

Charles Parsons

NAY

Nancy Marsh

David Cox

Larry R. Hesson

Larry R. Scott

Eric Wathen

Charles Parsons

David Wyeth

David Wyeth

ATTEST: _____
Ann Stark, Auditor

REQUEST FOR TRANSFER OF FUNDS

(TRANSFER MUST BE WITHIN THE SAME FUND AND DEPARTMENT)

FROM

1001 . 21002 . 000 . 106
Full Account Number

Other Supplies
Account Description

TO:

1001 . 34500 . 000 . 106
Full Account Number

Printing & Advertising
Account Description

AMOUNT:

\$1840.01

DATE 12.10.2025

Example-

1000.20100.000.102
Fund#.Account#.Object#.Location#

Office Supplies
Account Description

All transfers within Personal services accounts must be presented to the County Council as well as transfers from one budget classification to another.

Budget classifications:

10000 Personal Services

20000 Supplies

30000 Other Services & Charges

40000 Capital Outlays

Explanation of Request:

Transfer to cover invoice.

☐ I will be attending the Council meeting.

☒ I will not be attending the Council meeting.

DEPARTMENT Surveyor


Authorized Signature

Auditor's Notes:

REQUEST FOR TRANSFER OF FUNDS

(TRANSFER MUST BE WITHIN THE SAME FUND AND DEPARTMENT)

FROM

1001 . 14415 . 000 . 144
Full Account Number

Animal Control Officer
Account Description

TO:

1001 . 14499 . 000 . 144
Full Account Number

Overtime
Account Description

AMOUNT:

\$3,000.00

DATE 12/09/2025

Example-

1000.20100.000.102
Fund#.Account#.Object#.Location#

Office Supplies
Account Description

All transfers within Personal services accounts must be presented to the County Council as well as transfers from one budget classification to another.

Budget classifications:

10000 Personal Services

20000 Supplies

30000 Other Services & Charges

40000 Capital Outlays

Explanation of Request:

Transferring funds to cover OT shortfall for the remainder of 2025.

 I will be attending the Council meeting.

X I will not be attending the Council meeting.

DEPARTMENT Animal Control Shelter/Commissioners

Mila M. Sheffer
Authorized Signature

Auditor's Notes:

REQUEST FOR TRANSFER OF FUNDS

(TRANSFER MUST BE WITHIN THE SAME FUND AND DEPARTMENT)

FROM

1001 . 13590 . 000 . 0149
Full Account Number

FICA
Account Description

TO:

1001 . 30200 . 000 . 0149
Full Account Number

Attorney
Account Description

AMOUNT:

\$12,000

DATE 11/18/25

Example-

1000.20100.000.102
Fund#.Account#.Object#.Location#

Office Supplies
Account Description

All transfers within Personal services accounts must be presented to the County Council as well as transfers from one budget classification to another.

Budget classifications:
10000 Personal Services
20000 Supplies
30000 Other Services & Charges
40000 Capital Outlays

Explanation of Request:

Moving to cover attorney expenses for the rest of the year.

☒ I will be attending the Council meeting.

☐ I will not be attending the Council meeting.

DEPARTMENT Auditor/Council


Authorized Signature

Auditor's Notes:

REQUEST FOR TRANSFER OF FUNDS

(TRANSFER MUST BE WITHIN THE SAME FUND AND DEPARTMENT)

FROM

1001 . 34500 . 000 . 0155
Full Account Number

Printing
Account Description

TO:

1001 . 44000 . 000 . 0155
Full Account Number

Machinery & Equipment
Account Description

AMOUNT:

617.16

DATE 12/8/25

Example-

1000.20100.000.102
Fund#.Account#.Object#.Location#

Office Supplies
Account Description

All transfers within Personal services accounts must be presented to the County Council as well as transfers from one budget classification to another.

Budget classifications:

10000 Personal Services

20000 Supplies

30000 Other Services & Charges

40000 Capital Outlays

Explanation of Request:

Transfer funds to cover cost of purchase for Equipment and close out Printing Account

 I will be attending the Council meeting.

X I will not be attending the Council meeting.

DEPARTMENT Soil and Water


Authorized Signature

Auditor's Notes:

REQUEST FOR TRANSFER OF FUNDS

(TRANSFER MUST BE WITHIN THE SAME FUND AND DEPARTMENT)

FROM

1001 . 44000 . 000 . 0155
Full Account Number

Machinery & Equipment
Account Description

TO:

1001 . 37801 . 000 . 0155
Full Account Number

Porter Farm Project
Account Description

AMOUNT:

1808.30

DATE 11/21/2025

Example-

1000.20100.000.102
Fund#.Account#.Object#.Location#

Office Supplies
Account Description

All transfers within Personal services accounts must be presented to the County Council as well as transfers from one budget classification to another.

Budget classifications:

10000 Personal Services

20000 Supplies

30000 Other Services & Charges

40000 Capital Outlays

Explanation of Request:

Close out remaining funds in Account and pay for items for Porter Farm

☐ I will be attending the Council meeting.

☒ I will not be attending the Council meeting.

DEPARTMENT Soil and Water


Authorized Signature

Auditor's Notes:

(TRANSFER MUST BE WITHIN THE SAME FUND AND DEPARTMENT)

Public Health Educator / 31

Account Description

PH Education Specialist / 31

Account Description

DATE 12/2/2025

Office Supplies
Account Description

Budget classifications:
10000 Personal Services
20000 Supplies
30000 Other Services & Charges
40000 Capital Outlays

One of the Public Health Educator positions will be short in the last pay of the year. Request transfer from another position with excess budget within the same grant.

Krista Clark
Authorized Signature

REQUEST FOR TRANSFER OF FUNDS

(TRANSFER MUST BE WITHIN THE SAME FUND AND DEPARTMENT)

FROM

1161 . 18638 . 256 . 0214

Full Account Number

Public Health Educator / 31

Account Description

TO:

1161 . 18640 . 254 . 0214

Full Account Number

Office Manager / 28

Account Description

AMOUNT:

\$1,200.00

DATE 12/2/2025

Example-

1000.20100.000.102

Fund#.Account#.Object#.Location#

Office Supplies

Account Description

All transfers within Personal services accounts must be presented to the County Council as well as transfers from one budget classification to another.

Budget classifications:

10000 Personal Services

20000 Supplies

30000 Other Services & Charges

40000 Capital Outlays

Explanation of Request:

The Office Manager position will be short in the last pays of the year. Request transfer
from another position with excess budget within the same grant.

X I will be attending the Council meeting.

 I will not be attending the Council meeting.

DEPARTMENT Health

Krista Chole

Authorized Signature

Auditor's Notes:

REQUEST FOR TRANSFER OF FUNDS

(TRANSFER MUST BE WITHIN THE SAME FUND AND DEPARTMENT)

FROM

4806 . 13592 . 000 . 156
Full Account Number

Group Insurance
Account Description

TO:

4806 . 13591 . 000 . 156
Full Account Number

PERF
Account Description

AMOUNT:

\$5658

DATE 11.21.2025

Example-

1000.20100.000.102
Fund#.Account#.Object#.Location#

Office Supplies
Account Description

All transfers within Personal services accounts must be presented to the County Council as well as transfers from one budget classification to another.

Budget classifications:
10000 Personal Services
20000 Supplies
30000 Other Services & Charges
40000 Capital Outlays

Explanation of Request:

Original Budget not enough to cover the increased amounts.

☒ I will be attending the Council meeting.
☐ I will not be attending the Council meeting.

DEPARTMENT Parks : Rec.


Authorized Signature

Auditor's Notes:

REQUEST FOR TRANSFER OF FUNDS

(TRANSFER MUST BE WITHIN THE SAME FUND AND DEPARTMENT)

FROM

4806 . 13592 . 000 . 156
Full Account Number

Group Insurance
Account Description

TO:

4806 . 13590 . 000 . 156
Full Account Number

FICA
Account Description

AMOUNT:

\$1762

DATE 11.21.2025

Example-

1000.20100.000.102
Fund#.Account#.Object#.Location#

Office Supplies
Account Description

All transfers within Personal services accounts must be presented to the County Council as well as transfers from one budget classification to another.

Budget classifications:

10000 Personal Services

20000 Supplies

30000 Other Services & Charges

40000 Capital Outlays

Explanation of Request:

Original Budget not enough to cover the increased amounts.

☒ I will be attending the Council meeting.
☐ I will not be attending the Council meeting.

DEPARTMENT Parks & Rec


Authorized Signature

Auditor's Notes:
