

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 Council desires to increase certain employee salaries and elected official salaries with a Cost of Living Adjustment (“COLA”) of three percent (3%). Employee positions and elected officials receiving the COLA are shown in EXHIBITS A, C, and D made part of this 2026 Salary Ordinance; 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 order to reward County employees referenced in EXHIBITS A, C, and D for their prior work performance and years of service to the County, the Council desires to award up to one-percent (1%) of an eligible employee’s 2025 salary for bonus pay as set forth in this 2026 Salary Ordinance.

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, Civil Process Deputies and Animal Control 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

Employees listed in EXHIBIT A, including chief deputies, but excluding elected officials are eligible to receive up to one-percent (1%) of the individual’s 2025 Base Salary as Bonus Pay (Base Salary and Bonus Pay are defined in the Compensation Policy). The County Auditor, in conjunction with the County Human Resources Administrator, is 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 in accordance with the procedures set forth in the Compensation Policy.

SECTION IV

Employees referenced on the Sheriff’s Merit Deputy Pay Matrix, EXHIBIT C, are eligible to receive up to one-percent (1%) of the individual’s 2025 base salary as bonus pay predicated on evaluation of work performance for the time period of January 1, 2025 to December 31, 2025. The Hendricks County Sheriff is directed to develop a worksheet to be used to calculate bonus pay for employees on the Sheriff’s Merit Deputy Pay Matrix and present it to the Council for approval. Upon receiving information needed to complete the bonus pay worksheets, the County Auditor, in conjunction with the County Human Resources Administrator, is directed to calculate bonus pay for the Sheriff’s Merit Deputies and disperse bonus pay to these employees no later than April 30, 2026.

SECTION V

Employees referenced on the Jail/Other Deputies Matrix, EXHIBIT D, are eligible to receive up to one-percent (1%) of the individual's 2025 base salary as bonus pay predicated on evaluation of work performance for the time period of June 1, 2024 to May 31, 2025. The County Auditor, in conjunction with the County Human Resources Administrator, is directed to compile the worksheets used to calculate bonus pay for the Jail/Other Deputies, which worksheets shall be substantially the same as the Bonus Pay Worksheet shown in the addendum of the Compensation Policy, and disperse the Jail/Other Deputies' bonus pay no later than January 31, 2026.

SECTION VI

Employees who are terminated are not eligible for any type of bonus pay. Bonus pay is separate and shall not be incorporated into the Wage Schedule or Sheriff's Merit Deputy Pay Matrix or the Jail/Other Deputies Matrix.

SECTION VII

Paid Time Off ("PTO") and flextime is authorized by the County as set forth in the Hendricks County Government Employee Manual ("Employee Manual"). All Overtime worked by non-exempt employees shall be on an as-needed basis and must be approved by the employee's supervisor. Governing rules for Overtime and Compensatory Time are set forth in the Employee Manual. The Employee Manual shall be amended, as necessary, to conform with this Section.

SECTION VIII

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 IX

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 30th day of December, 2025 by a vote of 5 ayes and 2 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
CLERK 0101				
1001.10100.000.0101	Elected Clerk	NG	\$3,445.60	Bi-Weekly
1001.10101.000.0101	Chief Deputy Clerk	NG	\$3,008.94	Bi-Weekly
1001.10102.000.0101	Criminal/Notification Clerk	24	\$24.53	Hourly
1001.10103.000.0101	First Deputy Processing	26	\$27.80	Hourly
1001.10104.000.0101	Judgment Clerk	24	\$24.78	Hourly
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

Matrices

SM	Sheriff's Merit Matrix
JM	Jail Matrix
PM	Probation Matrix
22-40	Wage Schedule
NG	Non Graded Wages

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	\$34.12	Hourly
1001.10509.000.0105	Government Center Security 2080 Hrs	JM	\$34.12	Hourly
1001.10510.000.0105	Process Server 2080 Hrs	JM	\$29.67	Hourly
1001.10512.000.0105	Merit Sergeant 2080 Hrs	SM	\$3,903.25	Bi-Weekly
1001.10513.000.0105	Merit Captain 1820 Hrs	SM	\$4,503.75	Bi-Weekly
1001.10514.000.0105	Merit Deputy 1820 hrs	SM	\$3,603.00	Bi-Weekly
1001.10515.000.0105	Merit Deputy 2080 Hrs	SM	\$3,152.63	Bi-Weekly
1001.10516.000.0105	Merit Sergeant 1820 Hrs	SM	\$3,903.25	Bi-Weekly
1001.10517.000.0105	Merit Deputy 2080 Hrs	SM	\$3,152.63	Bi-Weekly
1001.10518.000.0105	Merit Sergeant 2080 Hrs	SM	\$3,903.25	Bi-Weekly
1001.10519.000.0105	Merit Lieutenant 1820 Hrs	SM	\$4,203.50	Bi-Weekly
1001.10520.000.0105	Merit Sergeant 2080 Hrs	SM	\$3,903.25	Bi-Weekly
1001.10521.000.0105	Merit Sergeant/Detective 1820 Hrs	SM	\$3,903.25	Bi-Weekly
1001.10522.000.0105	Merit Corporal 2080 hrs	SM	\$3,753.13	Bi-Weekly
1001.10523.000.0105	Merit Lieutenant 1820 Hrs	SM	\$4,203.50	Bi-Weekly
1001.10524.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10525.000.0105	Merit Corporal 2080 hrs	SM	\$3,753.13	Bi-Weekly
1001.10526.000.0105	Merit Sergeant 1820 Hrs	SM	\$3,903.25	Bi-Weekly
1001.10527.000.0105	Merit Deputy 2080 Hrs	SM	\$3,152.63	Bi-Weekly
1001.10528.000.0105	Merit Deputy 1820 Hrs	SM	\$3,152.63	Bi-Weekly
1001.10529.000.0105	Merit Corporal 2080 hrs	SM	\$3,753.13	Bi-Weekly
1001.10530.000.0105	Merit Captain 1820 Hrs	SM	\$4,503.75	Bi-Weekly
1001.10531.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10532.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10533.000.0105	Merit Sergeant 2080 Hrs	SM	\$3,903.25	Bi-Weekly
1001.10534.000.0105	Merit Lieutenant 1820 Hrs	SM	\$4,203.50	Bi-Weekly
1001.10535.000.0105	Merit Deputy 2080 Hrs	SM	\$3,152.63	Bi-Weekly
1001.10536.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10537.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10538.000.0105	Merit Captain 1820 Hrs	SM	\$4,503.75	Bi-Weekly
1001.10539.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10540.000.0105	Merit Deputy 2080 Hrs	SM	\$2,852.38	Bi-Weekly
1001.10541.000.0105	Merit Sergeant 1820 Hrs	SM	\$3,903.25	Bi-Weekly
1001.10542.000.0105	Merit Deputy 2080 Hrs	SM	\$3,152.63	Bi-Weekly
1001.10543.000.0105	Merit Chief Deputy 1820 Hrs	SM	\$5,104.25	Bi-Weekly
1001.10544.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10545.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10546.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10547.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10548.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10549.000.0105	Merit Corporal 2080 hrs	SM	\$3,753.13	Bi-Weekly
1001.10550.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10551.000.0105	Merit Deputy 2080 Hrs	SM	\$2,852.38	Bi-Weekly
1001.10553.000.0105	Court House Security 2080 Hrs	JM	\$34.12	Hourly
1001.10554.000.0105	Court House Sec Sergeant 2080 Hrs	JM	\$37.09	Hourly
1001.10555.000.0105	Court House Security 2080 Hrs	JM	\$29.67	Hourly
1001.10556.000.0105	Merit Deputy 2080 Hrs	SM	\$2,852.38	Bi-Weekly
1001.10557.000.0105	Merit Deputy 2080 Hrs	SM	\$3,152.63	Bi-Weekly
1001.10558.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10559.000.0105	Merit Deputy 2080 Hrs	SM	\$3,002.50	Bi-Weekly
1001.10560.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10561.000.0105	Merit Deputy 2080 Hrs	SM	\$2,852.38	Bi-Weekly
1001.10562.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10563.000.0105	Process Server 2080 Hrs	JM	\$34.12	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	\$34.12	Hourly
1001.10567.000.0105	Court House Security 2080 Hrs	JM	\$32.64	Hourly
1001.10568.000.0105	Court House Security Corporal 2080 Hrs	JM	\$35.61	Hourly
1001.10569.000.0105	Civil Process Clerk 1820 Hrs	25	\$26.25	Hourly
1001.10571.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10572.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10573.000.0105	Merit Deputy 2080 Hrs	SM	\$3,603.00	Bi-Weekly
1001.10574.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10575.000.0105	Merit Deputy 2080 Hrs	SM	\$3,152.63	Bi-Weekly
1001.10581.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10582.000.0105	Mechanix 1820 Hrs	26	\$30.66	Hourly
1001.10583.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10584.000.0105	Merit Deputy 2080 Hrs	SM	\$3,002.50	Bi-Weekly
1001.10585.000.0105	Government Center Security 2080 Hrs	JM	\$34.12	Hourly
1001.10586.000.0105	Merit Deputy 2080 Hrs	SM	\$3,452.88	Bi-Weekly
1001.10587.000.0105	Merit Deputy 2080 Hrs	SM	\$3,002.50	Bi-Weekly
1001.10588.000.0105	Evidence Technician 2080 Hours	29	\$33.80	Hourly
1001.10589.000.0105	Merit Deputy 2080 Hrs	SM	\$3,002.50	Bi-Weekly
1001.10590.000.0105	Merit Deputy 2080 Hrs	SM	\$3,002.50	Bi-Weekly
1001.10591.000.0105	Merit Deputy 2080 Hrs	SM	\$3,152.63	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	\$3,903.25	Bi-Weekly
1001.10595.000.0105	Merit Deputy 2080 Hrs	SM	\$2,852.38	Bi-Weekly
1001.10596.000.0105	Merit Deputy 2080 Hrs	SM	\$2,852.38	Bi-Weekly
1001.13700.000.0137	Jail Matron 1820 Hrs	SM	\$3,603.00	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
1001.10612.000.0106	Drainage Inspector Deputy	28	\$32.27	Hourly
1001.10613.000.0106	Financial Administrator Deputy	28	\$32.59	Hourly
1001.10614.000.0106	Survey Technician Deputy	28	\$32.19	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
	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

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

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
			\$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
	Supervisory Differential (State Paid)	NG	\$217.88	Bi-Weekly
	Supervisory Differential (State Paid)	NG	\$217.88	Bi-Weekly
1001.10873.000.0108	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
	Legal Intern	NG	\$20.00	Hourly
2501.10810.000.0108	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

EXHIBIT A
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	\$35.61	Hourly
1001.13702.000.0137	Jail Commander 1820 Hrs	JM	\$3,798.08	Bi-Weekly
1001.13703.000.0137	Jail Lieutenant 2080 Hrs	JM	\$41.54	Hourly
1001.13704.000.0137	Jail Lieutenant 2080 Hrs	JM	\$41.54	Hourly
1001.13720.000.0137	Jail Sergeant 2080 Hrs	JM	\$37.09	Hourly
1001.13721.000.0137	Jail Lieutenant 2080 Hrs	JM	\$41.54	Hourly
1001.13722.000.0137	Jail Sergeant 2080 Hrs	JM	\$37.09	Hourly
1001.13723.000.0137	Jail Deputy 2080 Hrs	JM	\$28.19	Hourly
1001.13724.000.0137	Jail Deputy 2080 Hrs	JM	\$31.16	Hourly
1001.13726.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13727.000.0137	Jail Corporal 2080 Hrs	JM	\$35.61	Hourly
1001.13728.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13729.000.0137	Jail Corporal 2080 Hrs	JM	\$35.61	Hourly
1001.13730.000.0137	Jail Transport 2080 Hrs	JM	\$29.67	Hourly
1001.13731.000.0137	Jail Deputy 2080 Hrs	JM	\$31.16	Hourly
1001.13732.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13733.000.0137	Jail Sergeant 2080 Hrs	JM	\$37.09	Hourly
1001.13734.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13735.000.0137	Jail Deputy 2080 Hrs	JM	\$34.12	Hourly
1001.13736.000.0137	Jail Transport 2080 Hrs	JM	\$29.67	Hourly
1001.13737.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13738.000.0137	Jail Deputy 2080 Hrs	JM	\$31.16	Hourly
1001.13739.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13740.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13741.000.0137	Jail Corporal 2080 Hrs	JM	\$35.61	Hourly
1001.13742.000.0137	Jail Deputy 2080 Hrs	JM	\$31.16	Hourly
1001.13743.000.0137	Jail Deputy 2080 Hrs	JM	\$31.16	Hourly
1001.13744.000.0137	Jail Deputy 2080 Hrs	JM	\$31.16	Hourly

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

1001.13745.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13748.000.0137	Jail Deputy 2080 Hrs	JM	\$28.19	Hourly
1001.13749.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13750.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13752.000.0137	Jail Deputy 2080 Hrs	JM	\$28.19	Hourly
1001.13753.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13754.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13755.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13756.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13757.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13758.000.0137	Jail Transport 2080 Hrs	JM	\$32.64	Hourly
1001.13761.000.0137	Jail Transport 2080 Hrs	JM	\$29.67	Hourly
1001.13762.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13764.000.0137	Jail Deputy 2080 Hrs	JM	\$28.19	Hourly
1001.13765.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13766.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13767.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13768.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13769.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13770.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13771.000.0137	Part Time Custodian	24	\$24.23	Hourly
1001.13772.000.0137	Jail Sergeant 2080 Hrs	JM	\$37.09	Hourly
1001.13773.000.0137	Jail Sergeant 2080 Hrs	JM	\$35.61	Hourly
1001.13774.000.0137	Jail Sergeant 2080 Hrs	JM	\$29.67	Hourly
1001.13775.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13776.000.0137	Jail Deputy 2080 Hrs	JM	\$29.67	Hourly
1001.13781.000.0137	Jail Sergeant 2080 Hrs	JM	\$28.19	Hourly
1001.13782.000.0137	Jail Sergeant 2080 Hrs	JM	\$28.19	Hourly
1001.13783.000.0137	Jail Deputy 2080 Hrs	JM	\$28.19	Hourly
1001.13784.000.0137	Jail Deputy 2080 Hrs	JM	\$28.19	Hourly
1001.13785.000.0137	Jail Deputy 2080 Hrs	JM	\$28.19	Hourly
1001.13786.000.0137	Jail Deputy 2080 Hrs	JM	\$28.19	Hourly
1001.13787.000.0137	Jail Deputy 2080 Hrs	JM	\$28.19	Hourly
1001.13788.000.0137	Animal Control Sergeant	JM	\$37.09	Hourly
1001.13789.000.0137	Animal Control Deputy	JM	\$28.19	Hourly
1001.13790.000.0137	Animal Control Deputy	JM	\$28.19	Hourly
1001.13791.000.0137	Part Time Animal Control Deputy	JM	\$28.19	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

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

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
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

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

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
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

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

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
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
	Part Time Parks	24	\$24.60	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

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

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
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

EXHIBIT A
EMPLOYEE ELECTED OFFICIAL SALARIES

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
BASE SALARY 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
BASE SALARY 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 3% Increase				\$78,065.06	
YEAR	RANK	ANNUAL PAY	PERCENTAGE	RATE @ 2080	RATE @ 1820
1	Deputy/Matron Probationary Year 1	\$74,161.81	95% of Base	\$35.65	\$40.75
2 & 3	Deputy Start of Year 2 - End of Year 3	\$78,065.06	BASE	\$37.53	\$42.89
4 & 5	Deputy Start of Year 4 - End of Year 5	\$81,968.31	105% of Base	\$39.41	\$45.04
6+	Deputy Start of Year 6 - End of Year 10	\$89,774.82	115% of Base	\$43.16	\$49.33
11+	Deputy Start of Year 11 and On	\$93,678.07	120% of Base	\$45.04	\$51.47
	Corporal	\$97,581.33	125% of Base	\$46.91	\$53.62
	Sergeant	\$101,484.58	130% of Base	\$48.79	\$55.76
	Lieutenant	\$109,291.08	140% of Base	\$52.54	\$60.05
	Captain	\$117,097.59	150% of Base	\$56.30	\$64.34
	Major	\$124,904.10	160% of Base	\$60.05	\$68.63
	Colonel/Chief Deputy	\$132,710.60	170% of Base	\$63.80	\$72.92

*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 3% Increase					\$61,718.85
YEARS	RANK	ANNUAL PAY	PERCENTAGE	RATE @ 2080	RATE @1820
1 & 2	*Jail Deputy Year 1 - 2	58,632.91	95% of base	28.19	
3-6	Deputy Start of year 3 - End of year 6	61,718.85	BASE	29.67	
7-10	Deputy Start of year 7 - End of year 10	64,804.79	105%	31.16	
11-14	Deputy Start of year 11 - End of year 14	67,890.74	110%	32.64	
15+	Deputy start of year 15 and on	70,976.68	115%	34.12	
	Corporal	74,062.62	120%	35.61	
	Sergeant	77,148.56	125%	37.09	
	Lieutenant	86,406.39	140%	41.54	
	Jail Commander/Captain	98,750.16	160%		54.26
*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.

POPAI'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 29, 2025

Table of Contents:

- I. Scope and Purpose
- II. Salary Ordinance and Appropriation
- III. Definitions
- IV. Wage Schedule
- 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, probation officers, animal control deputies.

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 to 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 commensurate 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
is less than or equal to 1% of employee's Base Pay**

Employee's Base Pay* for 2025: _____ x 1% = _____ \$0.00 *(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: _____ \$0.00

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: _____ 0

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

Bonus Pay: _____ 0.00

**** 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.