

<p>Agenda Item: Ordinance #2025-18 – An Ordinance to Approve the Salaries and Salary Ranges for the Year 2026</p>	<p>Town Council Action Requested:</p> <table> <tr> <td>First Reading</td> <td>10/23/2025</td> </tr> <tr> <td>Second Reading</td> <td>11/20/2025</td> </tr> <tr> <td>Public Hearing</td> <td>Click or tap to enter a date.</td> </tr> <tr> <td>Third & Final Reading</td> <td>11/20/2025</td> </tr> <tr> <td colspan="2">Motion to Approve/Consider</td> </tr> </table>	First Reading	10/23/2025	Second Reading	11/20/2025	Public Hearing	Click or tap to enter a date.	Third & Final Reading	11/20/2025	Motion to Approve/Consider	
First Reading	10/23/2025										
Second Reading	11/20/2025										
Public Hearing	Click or tap to enter a date.										
Third & Final Reading	11/20/2025										
Motion to Approve/Consider											
<p>Project Name:</p>	<p>Presenter, Title: Bailey Remender, Human Resources Senior Manager</p>										
<p>Strategic Plan Link:</p>	<p>Comprehensive Plan Link:</p>										
<p>Executive Summary:</p> <ol style="list-style-type: none"> All civil pay grades were reviewed and adjusted to take into account annual wage growth and changes in the market. The Longevity Pay was updated to the new Civilian Longevity structure. A Sign & Signal Technician title was added for the Street Department. Police and Fire pay grades were reviewed and adjusted. 											
<p>Supporting Documents:</p>											
<p>Staff Recommendations:</p> <p>We recommend approval</p>											
<p>Town Manager Comments:</p>											
<p>Department Head Approval:</p>	<p>Click or tap to enter a date.</p>										
<p>Town Manager Approval: <i>Debbie Cook</i></p>											

Major Changes to the Salary Ordinance for 2026

Page 1

The longevity pay structure was updated to match the already approved longevity pay for Town and Police Civilian employees.

Page 2

Clerk-Treasurer pay was adjusted to include the approved 3% increase.

Page 4

Civil Town Salaried position pay ranges were updated to be more in-line with other communities and similar positions.

The Community Specialist title was updated to Economic Development Specialist.

Page 5

Compliance Coordinator title was moved from the 3P tier to 2P tier to keep the current employee salary in range.

1L tier pay ranges were adjusted to keep employees in range.

Page 6

2L tier pay ranges were adjusted to keep employees in range.

Sign and Signal Technician title was added to 3L tier for the Street Department

Senior Laborer title was added for the Street Department

Equipment Operator title was removed – employees in this position will now be under Laborer III title

Page 7

Certification groups were adjusted.

Page 9

Police and Fire Territory Longevity was updated to match the already approved longevity pay structure.

Police salary ranges were adjusted.

An Assistant Chief of Police title was added.

Page 10

A Senior Police Officer title was added.

Page 11

Fire salary ranges were adjusted.

A Health and Safety title was added.

A Training Captain title was added.

Respectfully,

Bailey Remender
HR Senior Manager

**AN ORDINANCE TO APPROVE THE SALARIES AND PAY RANGES
 FOR THE YEAR 2026**

The following cash compensation and pay ranges are hereby set for the period of January 1, 2026, through December 31, 2026. Cash compensation, as set forth in this Ordinance are paid every two weeks (26 pay dates). Payday for all Town employees is the Friday following the end of the pay cycle. Cash compensation in this Ordinance assume 26 pay periods, or 52 weeks. In those years where there are 27 pay periods representing 54 weeks of work, cash compensation may be proportionately adjusted to account for the additional 27th pay check, subject to the practices and policies of the Town and the Brownsburg Fire Territory as applicable.

Council and Other Office Holder Participation on Boards and Commissions¹. Town Council members shall not receive any compensation for Board or Commission participation under this Ordinance. Board and Commission participation under this Ordinance shall not be lucrative for Council members. In addition, any person holding another lucrative office or appointment shall not receive any compensation for Board or Commission pay under this Ordinance. Board and Commission participation under this Ordinance shall not be lucrative for other officeholders.

Town and Police Civilian Employee Longevity Pay. All regular full-time civil employees are eligible for Longevity Pay. Longevity Pay is paid in conjunction with the employee's base hourly rate or salary beginning in the 5th year of continuous employment. Longevity Pay is a flat rate of \$500.00 per year of full-time continuous employment. Starting in January of the employee's 5th year of employment, the amounts will be added to the employee's pay per the table below (computed as an hourly rate). Each year following the employee's 5th year of employment, Longevity Pay shall be \$500.00 multiplied by the employee's years of service until the employee reaches the 25th year. Longevity Pay shall remain at \$12,500.00 following the 25th year of service.

YEARS OF SERVICE	LONGEVITY PAY	YEARS OF SERVICE	LONGEVITY PAY
5th	\$2,500	16th	\$8,000
6th	\$3,000	17th	\$8,500
7th	\$3,500	18th	\$9,000
8th	\$4,000	19th	\$9,500
9th	\$4,500	20th	\$10,000
10th	\$5,000	21st	\$10,500
11th	\$5,500	22nd	\$11,000
12th	\$6,000	23rd	\$11,500
13th	\$6,500	24th	\$12,000
14th	\$7,000	25th+	\$12,500
15th	\$7,500		

Pay Management

- A. Town and Police Civilian Employees: All full and part-time employees are eligible for cash compensation adjustments after successful completion of the Introductory Period based on terms of employment. Adjustments customarily occur on an annual basis based on merit. Lump sum bonuses may be substituted for merit pay which could result in a monetary figure beyond a pay grade maximum. At the Town Manager's discretion, employee cash compensation may be reduced to 90% of a pay grade minimum during an employee's Introductory Period and/or until a budgetary shortfall has been appropriately resolved. Based on FLSA exemption guidelines, hourly pay rates may be converted to an annual salary and vice versa using 2080 annual work hours.
- B. Police and Fire Territory Employees: Pay adjustments are as adopted in the 2026 budget.
- C. Town Manager: Pay adjustments are granted and approved by the Town Council.

ELECTED AND APPOINTED OFFICIALS:

(Paid monthly except where noted)

Annual

Town Council Member \$18,000

1 For individuals that serve on Town Boards and Commissions, please note that Article II, Section 9 of the Indiana Constitution provides that: "No person holding a lucrative office or appointment under the United States or under this State is eligible to a seat in the General Assembly; and no person may hold more than one lucrative office at the same time, except as expressly permitted in this Constitution. Offices in the militia to which there is attached no annual salary shall not be deemed lucrative."

Town Council President \$20,000

Town Court Judge \$39,411

Clerk-Treasurer* \$3,702 (bi-weekly amount)

**Clerk-Treasurer is paid as a regular employee with a bi-weekly paycheck.*

BOARDS AND COMMISSIONS

(Paid Monthly or Annually)

Boards and Commissions	Position	Per Meeting
Advisory Plan Commission	Commission Member	\$100
	Advisory Plan Commission, President	\$120
	Plan Commission Secretary	\$75
Board of Zoning Appeals	Commission Member	\$100
	Board of Zoning Appeals, President	\$120
	Board of Zoning Appeals, Secretary	\$75
Police Commission	Commission Member	\$100
	Police Commission, President	\$120
	Police Commission Secretary	\$75
Economic Development Commission	Commission Member	A per diem amount of \$100 or an amount that does not exceed the per diem allowance for members of the general assembly, whichever is lessor (I.C. 36-7-12-15)**
	Economic Development Commission, President	**Same as Above
	Economic Development Commission, Secretary	**Same as Above
Redevelopment Commission > Only applies to redevelopment commissioners who do not otherwise hold a lucrative office for the purpose of Article 2, Section 9 of the Indiana Constitution (I.C. 36-7-14-7(g)).	Commission Member	\$100
	Redevelopment Commission, President	\$120
	Redevelopment Commission, Secretary	\$75
	Nonvoting Advisor Member > salary, per diem and expense reimbursement is prohibited for nonvoting members per IC 36-7-14-6.1(d)(3).	\$0
Redevelopment Authority	Authority Member > pay prohibited for members per IC 36-7-14.5-8	\$0
	Redevelopment Authority Secretary > Applies to non-Board members recording secretary only.	\$75
Fire Merit Commission	Board Members	\$75
Impact Fee Review Board	Board Member	\$100
	Board President	\$120
	Board Secretary	\$75

2 A Secretary of a Board or Commission who is currently a Town employee shall be paid either straight time or overtime in accordance with all applicable State and Federal laws.

3 A Secretary of a Board or Commission who is not a Town employee may receive 50% of the meeting rate if the minutes are prepared and if they otherwise were not able to attend and therefore not eligible for the full meeting rate.

4 When applicable, and for the purpose of determining the amount of board or commission pay owed to a member, a board or commission meeting that ends or begins within one hour of another meeting involving that same board or commission will be considered a single meeting.

CIVIL TOWN PAY RANGES

Grade	Position	Min	Mid	Max
1S	Town Manager	\$120,000	\$140,000	\$160,000
2S	Assistant Town Manager	\$100,000	\$120,000	\$140,000
3S	Director, Economic Development	\$90,000	\$100,000	\$120,000
	Director, Field Operations			
	Director, Water Utilities – Storm/Sanitary			
	Director, Water Utilities – Drinking			
	Director, Development Services			
	Director, Parks			
	Superintendent			
4S	Senior Manager, Capital Projects & Procurement	\$75,000	\$85,000	\$110,000
	Senior Manager, Community Relations			
	Senior Manager, Human Resources			
	Senior Manager, Parks & Natural Resources			
	Senior Manager, Community Recreation			
	Assistant Director, Parks			
	Financial Analyst			
	IT Administrator			
	Building Commissioner			
	Senior Planner			
5S	Planner II	\$60,000	\$70,000	\$80,000
	Assistant Superintendent			
	Manager, Economic Development			
	Manager, Youth Services			
	Economic Development Specialist			
6S	Planner I	\$50,000	\$55,000	\$65,000

Grade	Position	Min	Mid	Max
1P	Deputy Clerk-Treasurer	\$28	\$35	\$45
	Coordinator, Building Services			
	Administrator, Court			
	Desktop Support Engineer			
2P	Administrator, Human Resources	\$25	\$31	\$36
	Lab Manager, Wastewater			
	Senior Executive Assistant			
	Stormwater Coordinator, Wastewater			
	Compliance Coordinator, Development Services			
3P	Executive Assistant	\$20	\$25	\$30
	Event Coordinator, Parks			
	Recreation Coordinator, Parks			
	Associate Planner, Development Services			
4P	Administrative Assistant	\$18	\$22	\$25
	Facilities Services Coordinator, Parks			
	Clerk			
	Mechanic Coordinator, Fleet			
5P	Head Camp Counselor	\$17	\$20	\$22
6P	Camp Counselor	\$15	\$18	\$20
	Office Assistant, Parks			
	Customer Service Representative			
7P	Intern	Unpaid		\$17

Grade	Position	Min	Mid	Max
1L	Senior Building Inspector, Development Services	\$32	\$38	\$50
	Plant Operator, Water			
	Plant Operator IV, Wastewater			
	Collection System Technician IV, Wastewater			

	Field Supervisor			
2L	Plant Operator III, Wastewater	\$29	\$35	\$40
	Collection System Technician III, Wastewater			
3L	Plant Operator II, Wastewater	\$25	\$29	\$36
	Collection System Technician II, Wastewater			
	Sign and Signal Technician, Street			
4L	Plant Operator I, Wastewater	\$23	\$27	\$34
	Collection System Technician I, Wastewater			
	Building Inspector, Development Services			
	Maintenance Technician III, Civil			
	Assistant Manager, Parks & Natural Resources			
	Natural Resources Technician, Parks			
	Mechanic, Fleet			
	Senior Laborer			
5L	Maintenance Technician II, Civil	\$20	\$24	\$30
	Maintenance Technician, Parks			
	Laborer III			
	Line Locator			
6L	Maintenance Technician I, Civil	\$18	\$22	\$26
	Stormwater Technician, Wastewater			
	Laborer, Wastewater			
	Laborer II			
7L	Laborer I	\$17	\$20	\$24
	Meter Reader			
8L	Instructor	Unpaid		\$40
	Official			
	Facilities Attendant ⁵			

⁵Town Employees shall receive their normal rate of pay as an attendant

CIVIL TOWN SKILL-BASED PAY:

The Town of Brownsburg has implemented skill-based pay that rewards eligible full-time employees with additional cash compensation in exchange for formal certification of new skills, knowledge, and/or competencies. Formal certifications are grouped by strategic importance to the Town’s goals and objectives:

Group A: FLSA nonexempt, +\$2.50/hour up to 100% of range penetration; FLSA exempt, +\$5,200/annual up to 100% range penetration

- Water Supply, Class WT3
- Wastewater Treatment Plant Operator, Class IV
- Wastewater Treatment Plant Operator, Class C

Group B: FLSA nonexempt, +\$1.50/hour up to 100% of range penetration; FLSA exempt, +\$3,120/annual up to 100% of range penetration

- Water Supply, Class DSL
- Wastewater Collection System Operator, Class IV
- Wastewater Treatment Plant Operator, Class A
- CDL, Class B

Group C: FLSA nonexempt, +\$0.25 -\$1.00/hour up to 100% of range penetration; FLSA exempt, +\$520-\$2,080/annual up to 100% of range penetration

- Pesticide Applicator License, Core → + \$0.50
- Pesticide Applicator License, Category 6 → + \$0.50
- Pesticide Applicator License, Category 8 → + \$0.50
- IMSA Work Zone Temporary Traffic Control Technician → \$0.75
- IMSA Traffic Signal Technician I → \$1.00
- Other equivalent certifications/licenses as approved by Town Manager

Employees may participate, upon written approval by the employee’s department head and the Human Resources Department, upon successful completion of the Introductory Period, not a part of a Performance Improvement Plan (PIP), and not within a notice period of employment separation.

Certifications, as part of this program, shall be in alignment with the employee’s current duties and responsibilities according to the employee’s formal job description or at the benefit of the employee’s department. For example, an employee within the Human Resources Department shall not be eligible for pursuing, obtaining a Water Supply, Class WT 3 certification for purposes of this program. An employee’s base pay rate/wage may be reduced by earned additional cash compensation under this program should a certification become invalid due to voluntarily action by an employee (e.g., lack of obtaining applicable continuing education credits).

Initial certification exams may be paid for by the Town along with applicable study materials. Costs for exam re-takes, due to a non-pass with the initial exam, may be paid for by the Town at 50%. Costs associated with exams taken on a third attempt or more and additional study materials, outside of the initial ones purchased, shall be the employee’s responsibility.

Further, applicable continuing education credits (CECs/CEUs) may be paid for by the Town associated with certifications as part of this program. Costs associated with certification exams, study materials, and CECs/CEUs must be approved, in advanced and in writing, by the employee’s department head and the Human Resources Department.

Employees must remain employed with the Town for a rolling twelve (12) period upon the Town paying for costs associated with certification exams, study materials, and CECs/CEUs – associated costs for lodging, travel, and meals are exempt. Should an employee leave employment, either voluntarily/involuntarily, beforehand, the employee shall reimburse the Town’s total cost as outlined below. An employee who leaves employment due to retirement is exempt from the reimbursement requirement.

TIME OF SEPARATION	REIMBURSEMENT
Months 1-3	100%
Months 4-6	75%
Months 1-9	50%
Months 10-12	25%

Employees are eligible to earn additional cash compensation for one (1) certification within a period of twelve (12) consecutive months. This program, other than the earned additional cash compensation benefit, shall apply to other job-related certifications as approved, in writing, by the employee’s department head and the Town Manager. The Town Manager and Assistant Town Manager (“Town Leadership”) reserves the right to modify, amend, suspend, or discontinue this program at any time without prior notice. Town Leadership also reserves the right to revoke or modify employee participation if it is felt that an eligible employee is misusing the program.

BROWNSBURG POLICE DEPARTMENT/FIRE TERRITORY LONGEVITY PAY

All full-time, sworn and appointed members of the Police Department and Fire Territory, as well as full-time Paramedics and EMTs are eligible for Longevity Pay as noted below. Longevity Pay is a differential added to the employee's base salary beginning in the 5th year of employment. Longevity pay is calculated at 0.85% of the 1st Class Base Pay of year 1 of service and 0.85% of each consecutive year's pay with the prior year's compounding total Longevity. Starting on the employee's 5th year of employment, the enumerated prior years Longevity Pay plus the 1st Class Base Pay multiplied by 0.85% shall be added to the employee's salary.

Each year following the employee's 5th year of employment, Longevity Pay shall be the enumerated prior years Longevity Pay plus the 1st Class Base Pay multiplied by 0.85% (until the employee reaches the 25th year.). Longevity Pay shall cap at 21.25% following the 25th year of service.

YEARS OF SERVICE	LONGEVITY PAY	YEARS OF SERVICE	LONGEVITY PAY
1st	0.85%	14th	11.90%
2nd	1.70%	15th	12.75%
3rd	2.55%	16th	13.60%
4th	3.40%	17th	14.45%
5th	4.25%	18th	15.30%
6th	5.10%	19th	16.15%
7th	5.95%	20th	17.00%
8th	6.80%	21st	17.85%
9th	7.65%	22nd	18.70%
10th	8.50%	23rd	19.55%
11th	9.35%	24th	20.40%
12th	10.20%	25th	21.25%
13th	11.05%		

** Calculation (full-time sworn and appointed members of the Police Department and Fire Territory, including Paramedics and EMTs): (1st Class Base Pay + Total Prior Years Longevity Pay)*0.85% = Current Year Salary

Fire Territory Administrative Civilian Compounding Longevity

Fire Territory full-time Administrative Civilian employees shall receive .85% of his/her current salary per year for each year of service up to 21.25% at 25 years of service.

Fire Territory full-time Administrative Civilian employees' salaries shall be formulated each year by .85% calculated off of each Civilian employee's current salary including their current longevity total.

POLICE PAY RANGES

SWORN	MIN	MAX
Chief of Police ⁶	\$108,000	\$130,000
Assistant Chief of Police	\$103,000	\$125,000
Major	\$98,000	\$120,000
Captain ⁶	\$93,000	\$115,000
Lieutenant ⁶	\$88,000	\$110,000
Narcotics Sergeant ⁶	\$83,000	\$109,000
K9 Handler Corporal ⁶	\$85,000	\$108,000

Sergeant ⁶	\$83,000	\$106,000
Detective Sergeant ⁶	\$83,000	\$104,000
Narcotics Corporal ⁶	\$78,000	\$104,000
First Class K9 Handler Police Officer ⁶	\$80,000	\$103,000
Detective ⁶	\$73,000	\$96,000
Detective Corporal ⁶	\$78,000	\$99,000
Corporal ⁶	\$78,000	\$99,000
Narcotics First Class Officer ⁶	\$73,000	\$99,000
Senior Police Officer ⁶ (2+ years of service)	\$75,000	\$96,000
First Class Police Officer ⁶	\$73,000	\$96,000
First Class Police Officer Base Pay ⁶	\$73,204.12	
Probation Police Officer ⁶	\$70,704.12	
2026 Certified 1977 Police PERF Salary Base ⁷	\$73,204.12	\$90,455.09

⁶ FLSA nonexempt, overtime eligible

⁷ Includes all service pay for 25-year cap. Supersedes any previously referenced calculation

SWORN	MIN	MAX
Shift Differential Pay (shifts beginning on or after 6PM)	\$0.50 / hr	\$1.00 / hr
Reserve Officer	\$350/annual	
Permanent Part-time Intelligence Analyst Officer	\$25	\$35
Temporary Part-time Special Events Officer	\$40	\$50
Specialty Differential Pay (Min/Max per officer) ⁸	\$500	\$3,400
Narcotics Incentive Pay (Max per officer) ⁸	\$500	\$5,000

⁸ Salary Program & Benefits Police 04.03.01

- 62 Authorized Sworn Police Officer Positions
- 30 Authorized Part-time Officer Positions
- 18 Authorized Reserve Officer Positions

CIVILIAN POLICE PAY RANGES

CIVILIAN	MIN	MAX
Crime Scene Investigator ⁹	\$70,000	\$82,000
Executive Assistant ⁹	\$62,000	\$80,000
Administrative Services Supervisor/Purchasing Agent ⁹	\$64,000	\$76,000
Criminal Investigations/Narcotics Intelligence Analyst ⁹	\$62,000	\$74,000
Investigations Unit Forensics Analyst ⁹	\$64,000	\$76,000
Investigations Administrative Assistant/Victims Advocate ⁹	\$65,000	\$85,000
Administrative Services Assistant Supervisor ⁹	\$58,000	\$70,000

First Class Civilian ⁹	\$53,000	\$65,000
First Class Civilian Base Pay ⁹	\$53,317.46	
Probation Civilian ⁹	\$50,817.46	

⁹ FLSA nonexempt, overtime-eligible
• 9 Authorized Civilian Positions

FIRE TERRITORY PAY RANGES

ADMINISTRATION	MIN	MAX
Chief	\$115,000	\$135,000
Assistant Chief	\$110,000	\$125,000
Deputy Chief	\$110,000	\$125,000
Division Chief	\$100,000	\$120,000
Health and Safety	\$90,000	\$100,000
Training Captain	\$80,000	\$95,000
Battalion Chief	\$35	\$45
CIVILIAN	MIN	MAX
Administrative Assistant	\$20	\$30
Fire Marshal	\$100,000	\$120,000
Deputy Fire Marshal	\$40	\$50
Public Educator / Deputy Fire Marshal	\$75,000	\$85,000
Civilian Paramedic	\$20	\$40
Civilian EMT	\$18	\$25
Part-time Civilian	\$20	\$40
Part-time Civilian Paramedic or EMT	\$20	\$35
FIREFIGHTERS	MIN	MAX
Captain	\$30	\$42
Lieutenant	\$28	\$40
Probationary Firefighter	\$20	\$25
2nd Year Firefighter	\$22	\$30
2026 Certified 1977 Firefighter PERF Salary Base ¹⁰	\$73,204.12	\$90,455.09

¹⁰ Includes all service pay for 25-year cap. Supersedes any previously referenced calculations

**AN ORDINANCE TO APPROVE THE SALARIES AND PAY RANGES
 FOR THE YEAR 2025 2026**

The following cash compensation and pay ranges are hereby set for the period of January 1, 2025 2026, through December 31, 2025 2026. Cash compensation, as set forth in this Ordinance are paid every two weeks (26 pay dates). Payday for all Town employees is the Friday following the end of the pay cycle. Cash compensation in this Ordinance assume 26 pay periods, or 52 weeks. In those years where there are 27 pay periods representing 54 weeks of work, cash compensation may be proportionately adjusted to account for the additional 27th pay check, subject to the practices and policies of the Town and the Brownsburg Fire Territory as applicable.

Council and Other Office Holder Participation on Boards and Commissions¹. Town Council members shall not receive any compensation for Board or Commission participation under this Ordinance. Board and Commission participation under this Ordinance shall not be lucrative for Council members. In addition, any person holding another lucrative office or appointment shall not receive any compensation for Board or Commission pay under this Ordinance. Board and Commission participation under this Ordinance shall not be lucrative for other officeholders.

Town and Police Civilian Employee Longevity Pay. All regular full-time civil employees are eligible for Longevity Pay. Longevity Pay is paid in conjunction with the employee's base hourly rate or salary beginning in the 5th year of continuous employment. Longevity Pay is a flat rate of \$500.00 per year of full-time continuous employment. Starting in January of the employee's 5th year of employment, the amounts will be added to the employee's pay per the table below (computed as an hourly rate). Each year following the employee's 5th year of employment, Longevity Pay shall be \$500.00 multiplied by the employee's years of service until the employee reaches the 25th year. Longevity Pay shall remain at \$12,500.00 following the 25th year of service.

YEARS OF SERVICE	LONGEVITY PAY	YEARS OF SERVICE	LONGEVITY PAY
5th	\$2,500	16th	\$8,000
6th	\$3,000	17th	\$8,500
7th	\$3,500	18th	\$9,000
8th	\$4,000	19th	\$9,500
9th	\$4,500	20th	\$10,000
10th	\$5,000	21st	\$10,500
11th	\$5,500	22nd	\$11,000
12th	\$6,000	23rd	\$11,500
13th	\$6,500	24th	\$12,000
14th	\$7,000	25th+	\$12,500
15th	\$7,500		

Pay Management

- A. Civil Town Employees: All full and part-time employees are eligible for cash compensation adjustments after successful completion of the Introductory Period based on terms of employment. Adjustments customarily occur on an annual basis based on merit. Lump sum bonuses may be substituted for merit pay which could result in a monetary figure beyond a pay grade maximum. At the Town Manager's discretion, employee cash compensation may be reduced to 90% of a pay grade minimum during an employee's Introductory Period and/or until a budgetary shortfall has been appropriately resolved. Based on FLSA exemption guidelines, hourly pay rates may be converted to an annual salary and vice versa using 2080 annual work hours.
- B. Police and Fire Territory Employees: Pay adjustments are as adopted in the 2026 2025 budget.
- C. Town Manager: Pay adjustments are granted and approved by the Town Council.

ELECTED AND APPOINTED OFFICIALS:

(Paid monthly except where noted)

Annual

Town Council Member \$18,000

1 For individuals that serve on Town Boards and Commissions, please note that Article II, Section 9 of the Indiana Constitution provides that: "No person holding a lucrative office or appointment under the United States or under this State is eligible to a seat in the General Assembly; and no person may hold more than one lucrative office at the same time, except as expressly permitted in this Constitution. Offices in the militia to which there is attached no annual salary shall not be deemed lucrative."

Town Council President \$20,000

Town Court Judge \$39,411

Clerk-Treasurer* ~~\$3,594~~ \$3,702 (bi-weekly amount)

**Clerk-Treasurer is paid as a regular employee with a bi-weekly paycheck.*

BOARDS AND COMMISSIONS

(Paid Monthly or Annually)

Boards and Commissions	Position	Per Meeting
Advisory Plan Commission	Commission Member	\$100
	Advisory Plan Commission, President	\$120
	Plan Commission Secretary	\$75
Board of Zoning Appeals	Commission Member	\$100
	Board of Zoning Appeals, President	\$120
	Board of Zoning Appeals, Secretary	\$75
Police Commission	Commission Member	\$100
	Police Commission, President	\$120
	Police Commission Secretary	\$75
Economic Development Commission	Commission Member	A per diem amount of \$100 or an amount that does not exceed the per diem allowance for members of the general assembly, whichever is lessor (I.C. 36-7-12-15)**
	Economic Development Commission, President	**Same as Above
	Economic Development Commission, Secretary	**Same as Above
Redevelopment Commission > Only applies to redevelopment commissioners who do not otherwise hold a lucrative office for the purpose of Article 2, Section 9 of the Indiana Constitution (I.C. 36-7-14-7(g)).	Commission Member	\$100
	Redevelopment Commission, President	\$120
	Redevelopment Commission, Secretary	\$75
	Nonvoting Advisor Member > salary, per diem and expense reimbursement is prohibited for nonvoting members per IC 36-7-14-6.1(d)(3).	\$0
Redevelopment Authority	Authority Member > pay prohibited for members per IC 36-7-14.5-8	\$0
	Redevelopment Authority Secretary > Applies to non-Board members recording secretary only.	\$75
Fire Merit Commission	Board Members	\$75
Impact Fee Review Board	Board Member	\$100
	Board President	\$120
	Board Secretary	\$75

2 A Secretary of a Board or Commission who is currently a Town employee shall be paid either straight time or overtime in accordance with all applicable State and Federal laws.

3 A Secretary of a Board or Commission who is not a Town employee may receive 50% of the meeting rate if the minutes are prepared and if they otherwise were not able to attend and therefore not eligible for the full meeting rate.

4 When applicable, and for the purpose of determining the amount of board or commission pay owed to a member, a board or commission meeting that ends or begins within one hour of another meeting involving that same board or commission will be considered a single meeting.

CIVIL TOWN PAY RANGES

Grade	Position	Min	Mid	Max
1S	Town Manager	\$120,000	\$132,000 <u>\$140,000</u>	\$155,000 <u>\$160,000</u>
2S	Assistant Town Manager	\$90,000 <u>\$100,000</u>	\$101,600 <u>\$120,000</u>	\$120,000 <u>\$140,000</u>
3S	Director, Economic Development	\$80,000 <u>\$90,000</u>	\$93,400 <u>\$100,000</u>	\$110,000 <u>\$120,000</u>
	Director, Field Operations			
	Director, Water Utilities – Storm/Sanitary			
	Director, Water Utilities – Drinking			
	Director, Development Services			
	Director, Parks			
	Superintendent			
4S	Senior Manager, Capital Projects & Procurement	\$65,000 <u>\$75,000</u>	\$80,000 <u>\$85,000</u>	\$100,000 <u>\$110,000</u>
	Senior Manager, Community Relations			
	Senior Manager, Human Resources			
	Senior Manager, Parks & Natural Resources			
	Senior Manager, Community Recreation			
	Assistant Director, Parks			
	Financial Analyst			
	IT Administrator			
	Building Commissioner			
	Senior Planner			
5S	Planner II	\$60,000	\$65,000 <u>\$70,000</u>	\$75,000 <u>\$80,000</u>
	Assistant Superintendent			
	Manager, Economic Development			
	Manager, Youth Services			
	Community <u>Economic Development</u> Specialist			
6S	Planner I	\$51,000 <u>\$50,000</u>	\$56,700 <u>\$55,000</u>	\$62,400 <u>\$65,000</u>

Grade	Position	Min	Mid	Max
1P	Deputy Clerk-Treasurer	\$28	\$35	\$45
	Coordinator, Building Services			
	Administrator, Court			
	Desktop Support Engineer			
2P	Administrator, Human Resources	\$25	\$31	\$36
	Lab Manager, Wastewater			
	Senior Executive Assistant			
	Stormwater Coordinator, Wastewater			
	<u>Compliance Coordinator, Development Services</u>			
3P	Executive Assistant	\$20	\$25	\$30
	<u>Compliance Coordinator, Development Services</u>			
	Event Coordinator, Parks			
	Recreation Coordinator, Parks			
	Associate Planner, Development Services			
4P	Administrative Assistant	\$18	\$22	\$25
	Facilities Services Coordinator, Parks			
	Clerk			
	Mechanic Coordinator, Fleet			
5P	Head Camp Counselor	\$17	\$20	\$22
6P	Camp Counselor	\$15	\$18	\$20
	Office Assistant, Parks			
	Customer Service Representative			
7P	Intern	Unpaid		\$17

Grade	Position	Min	Mid	Max
1L	Senior Building Inspector, Development Services	<u>\$30</u> <u>\$32</u>	<u>\$36</u> <u>\$38</u>	<u>\$45</u> <u>\$50</u>
	Plant Operator, Water			
	Plant Operator IV, Wastewater			
	Collection System Technician IV, Wastewater			

	Field Supervisor			
2L	Plant Operator III, Wastewater	\$27	\$33	\$38
	Collection System Technician III, Wastewater	\$29	\$35	\$40
3L	Plant Operator II, Wastewater	\$25	\$29	\$34
	Collection System Technician II, Wastewater			
	<u>Sign and Signal Technician, Street</u>			
4L	Plant Operator I, Wastewater	\$23	\$27	\$32
	Collection System Technician I, Wastewater			
	Building Inspector, Development Services			
	Maintenance Technician III, Civil			
	Assistant Manager, Parks & Natural Resources			
	Natural Resources Technician, Parks			
	Mechanic, Fleet			
<u>Senior Laborer</u>				
5L	Maintenance Technician II, Civil	\$20	\$24	\$30
	Maintenance Technician, Parks			
	Laborer III			
	<u>Equipment Operator, Streets</u>			
	Line Locator			
6L	Maintenance Technician I, Civil	\$18	\$22	\$26
	Stormwater Technician, Wastewater			
	Laborer, Wastewater			
	Laborer II			
7L	Laborer I	\$17	\$20	\$24
	Meter Reader			
8L	Instructor	Unpaid		\$40
	Official			
	Facilities Attendant ⁵			

⁵Town Employees shall receive their normal rate of pay as an attendant

CIVIL TOWN SKILL-BASED PAY:

The Town of Brownsburg has implemented skill-based pay that rewards eligible full-time employees with additional cash compensation in exchange for formal certification of new skills, knowledge, and/or competencies. Formal certifications are grouped by strategic importance to the Town’s goals and objectives:

Group A: FLSA nonexempt, +\$2.50/hour up to 100% of range penetration; FLSA exempt, +\$5,200/annual up to 100% range penetration

- Water Supply, Class WT3
- Wastewater Treatment Plant Operator, Class IV
- Wastewater Treatment Plant Operator, Class C

Group B: FLSA nonexempt, +\$1.50/hour up to 100% of range penetration; FLSA exempt, +\$3,120/annual up to 100% of range penetration

- Water Supply, Class DSL
- Wastewater Collection System Operator, Class IV
- ~~Wastewater Treatment Plant Operator, Class A~~
- ~~CDL, Class B~~
- ~~Pesticide Applicator License~~

Group C: FLSA nonexempt, +\$0.25 - \$1.00/hour up to 100% of range penetration; FLSA exempt, +\$520-\$2,080/annual up to 100% of range penetration

- ~~Pesticide Applicator License, Core → + \$0.50~~
- ~~Pesticide Applicator License, Category 6 → + \$0.50~~
- ~~Pesticide Applicator License, Category 8 → + \$0.50~~
- ~~IMSA Work Zone Temporary Traffic Control Technician → \$0.75~~
- ~~IMSA Traffic Signal Technician I → \$1.00~~
- Other equivalent certifications/licenses as approved by Town Manager

Employees may participate, upon written approval by the employee’s department head and the Human Resources Department, upon successful completion of the Introductory Period, not a part of a Performance Improvement Plan (PIP), and not within a notice period of employment separation.

Certifications, as part of this program, shall be in alignment with the employee’s current duties and responsibilities according to the employee’s formal job description or at the benefit of the employee’s department. For example, an employee within the Human Resources Department shall not be eligible for pursuing, obtaining a Water Supply, Class WT 3 certification for purposes of this program. An employee’s base pay rate/wage may be reduced by earned additional cash compensation under this program should a certification become invalid due to voluntarily action by an employee (e.g., lack of obtaining applicable continuing education credits).

Initial certification exams may be paid for by the Town along with applicable study materials. Costs for exam re-takes, due to a non-pass with the initial exam, may be paid for by the Town at 50%. Costs associated with exams taken on a third attempt or more and additional study materials, outside of the initial ones purchased, shall be the employee’s responsibility.

Further, applicable continuing education credits (CECs/CEUs) may be paid for by the Town associated with certifications as part of this program. Costs associated with certification exams, study materials, and CECs/CEUs must be approved, in advanced and in writing, by the employee’s department head and the Human Resources Department.

Employees must remain employed with the Town for a rolling twelve (12) period upon the Town paying for costs associated with certification exams, study materials, and CECs/CEUs – associated costs for lodging, travel, and meals are exempt. Should an employee leave employment, either voluntarily/involuntarily, beforehand, the employee shall reimburse the Town’s total cost as outlined below. An employee who leaves employment due to retirement is exempt from the reimbursement requirement.

TIME OF SEPARATION	REIMBURSEMENT
Months 1-3	100%
Months 4-6	75%
Months 1-9	50%
Months 10-12	25%

Employees are eligible to earn additional cash compensation for one (1) certification within a period of twelve (12) consecutive months. This program, other than the earned additional cash compensation benefit, shall apply to other job-related certifications as approved,

in writing, by the employee's department head and the Town Manager. The Town Manager and Assistant Town Manager ("Town Leadership") reserves the right to modify, amend, suspend, or discontinue this program at any time without prior notice. Town Leadership also reserves the right to revoke or modify employee participation if it is felt that an eligible employee is misusing the program.

BROWNSBURG POLICE DEPARTMENT/FIRE TERRITORY LONGEVITY PAY

All full-time, sworn and appointed members of the Police Department and Fire Territory, as well as full-time Paramedics and EMTs are eligible for Longevity Pay as noted below. Longevity Pay is a differential added to the employee's base salary beginning in the 5th year of employment. ~~Longevity Pay is a percentage of the 1st Class Base Pay based on the employee's employment category and on the number of years of full-time employment. Starting on the employee's 5th year of employment, 0.85% of the base pay shall be added to the employee's salary. Longevity pay is calculated at 0.85% of the 1st Class Base Pay of year 1 of service and 0.85% of each consecutive year's pay with the prior year's compounding total Longevity. Starting on the employee's 5th year of employment, the enumerated prior years Longevity Pay plus the 1st Class Base Pay multiplied by 0.85% shall be added to the employee's salary.~~

~~Longevity Pay is a differential added to the employee's base salary beginning in the 5th year of employment. Longevity Pay is a percentage of the 1st Class Base Pay based on the employee's employment category and on the number of years of full-time employment. Starting on the employee's 5th year of employment, 0.85% of the base pay shall be added to the employee's salary.~~

Each year following the employee's 5th year of employment, Longevity Pay shall be ~~the enumerated prior years Longevity Pay plus the 1st Class Base Pay multiplied by 0.85% (until the employee reaches the 25th year), 0.85% multiplied by the employee's years of service (of the 1st Class Base Pay until the employee reaches the 25th year)~~. Longevity Pay shall cap remain at 21.25% following the 25th year of service.

YEARS OF SERVICE	LONGEVITY PAY	YEARS OF SERVICE	LONGEVITY PAY
5th 1st	4.25% 0.85%	16th 14th	13.60% 11.90%
6th 2nd	5.10% 1.70%	17th 15th	14.45% 12.75%
7th 3rd	5.95% 2.55%	18th 16th	15.30% 13.60%
8th 4th	6.80% 3.40%	19th 17th	16.15% 14.45%
9th 5th	7.65% 4.25%	20th 18th	17.00% 15.30%
10th 6th	8.50% 5.10%	21st 19th	17.85% 16.15%
11th 7th	9.35% 5.95%	22nd 20th	18.70% 17.00%
12th 8th	10.20% 6.80%	23rd 21st	19.55% 17.85%
13th 9th	11.05% 7.65%	24th 22nd	20.40% 18.70%
14th 10th	11.90% 8.50%	25th 23rd	21.25% 19.55%
15th 11th	12.75% 9.35%	24th	20.40%
12th	10.20%	25th	21.25%
13th	11.05%		

~~** Calculation (full-time sworn and appointed members of the Police Department and Fire Territory, including Paramedics and EMTs): (1st Class Base Pay + Total Prior Years Longevity Pay)*0.85% = Current Year Salary~~

Fire Territory Administrative Civilian Compounding Longevity

Fire Territory full-time Administrative Civilian employees shall receive .85% of his/her current salary per year for each year of service up to 21.25% at 25 years of service.

Fire Territory full-time Administrative Civilian employees' salaries shall be formulated each year by .85% calculated off of each Civilian employee's current salary including their current longevity total.

POLICE PAY RANGES

SWORN	MIN	MAX
Chief of Police ⁶	\$104,000 108,000	\$124,000 130,000
<u>Assistant Chief of Police</u>	<u>\$103,000</u>	<u>\$125,000</u>
Major ^a	\$96,000 98,000	\$115,000 120,000
Captain ⁶	\$91,000 93,000	\$110,000 115,000
Lieutenant ⁶	\$86,000 88,000	\$107,000 110,000

Narcotics Sergeant ⁶	\$81,000 <u>\$83,000</u>	\$105,000 <u>\$109,000</u>
K9 Handler Corporal ⁶	\$83,000 <u>\$85,000</u>	\$104,000 <u>\$108,000</u>
Sergeant ⁶	\$81,000 <u>\$83,000</u>	\$102,000 <u>\$106,000</u>
Detective Sergeant ⁶	\$81,000 <u>\$83,000</u>	\$101,000 <u>\$104,000</u>
Narcotics Corporal ⁶	\$76,000 <u>\$78,000</u>	\$100,000 <u>\$104,000</u>
First Class K9 Handler Police Officer ⁶	\$78,000 <u>\$80,000</u>	\$99,000 <u>\$103,000</u>
Detective ⁶	\$76,000 <u>\$73,000</u>	\$97,000 <u>\$96,000</u>
Detective Corporal ⁶	\$76,000 <u>\$78,000</u>	\$96,000 <u>\$99,000</u>
Corporal ⁶	\$71,000 <u>\$78,000</u>	\$95,000 <u>\$99,000</u>
Narcotics First Class Police Officer ⁶	\$71,000 <u>\$73,000</u>	\$92,000 <u>\$99,000</u>
<u>Senior Police Officer⁶ (2+ years of service)</u>	<u>\$75,000</u>	<u>\$96,000</u>
First Class Police Officer ⁶	\$71,000 <u>\$73,000</u>	\$92,000 <u>\$96,000</u>
First Class Police Officer Base Pay ⁶	<u>\$71,071.96</u> <u>\$73,204.12</u>	
Probation Police Officer ⁶	<u>\$68,571.96</u> <u>\$70,704.12</u>	
<u>2025-2026</u> Certified 1977 Police PERF Salary Base ⁷	<u>\$71,071.96</u> <u>73,204.12</u>	<u>\$86,174.75</u> <u>90,455.09</u>

⁶ FLSA nonexempt, overtime eligible

⁷ Includes all service pay for 25-year cap. Supersedes any previously referenced calculation

SWORN	MIN	MAX
Shift Differential Pay (shifts beginning on or after 6PM)	\$0.50 / hr	\$1.00 / hr
Reserve Officer	\$350/annual	
Permanent Part-time Intelligence Analyst Officer	\$25	\$35
Temporary Part-time Special Events Officer	\$40	\$50
Specialty <u>Differential</u> Pay (Min/Max per officer) ⁸	\$500	\$3,400
Narcotics Incentive Pay (Max per officer) ⁸	\$500	\$5,000

⁸ Salary Program & Benefits Police 04.03.01

- 62 Authorized Sworn Police Officer Positions
- 30 Authorized Part-time Officer Positions
- 18 Authorized Reserve Officer Positions

CIVILIAN POLICE PAY RANGES

CIVILIAN	MIN	MAX
Crime Scene Investigator ⁹	\$70,000	\$82,000
Executive Assistant ⁹	\$65,000 <u>\$62,000</u>	\$77,000 <u>\$80,000</u>
Administrative Services Supervisor/Purchasing Agent ⁹	\$64,000	\$76,000
Criminal Investigations/ <u>Narcotics</u> Intelligence Analyst ⁹	\$62,000	\$74,000
Investigations Unit Forensics Analyst ⁹	\$64,000	\$76,000

Investigations Administrative Assistant/Victims Advocate ⁹	\$61,000 <u>\$65,000</u>	\$73,000 <u>\$85,000</u>
Administrative Services Assistant Supervisor ⁹	\$58,000	\$70,000
First Class Civilian ⁹	\$51,000 <u>\$53,000</u>	\$63,000 <u>\$65,000</u>
First Class Civilian Base Pay ⁹	<u>\$51,764.52</u> <u>\$53,317.46</u>	
Probation Civilian ⁹	<u>\$49,264.52</u> <u>\$50,817.46</u>	

⁹ FLSA nonexempt, overtime-eligible
 • 9 Authorized Civilian Positions

FIRE TERRITORY PAY RANGES

ADMINISTRATION	MIN	MAX
Chief	\$110,000 <u>\$115,000</u>	\$130,000 <u>\$135,000</u>
Assistant Chief	\$100,000 <u>\$110,000</u>	\$120,000 <u>\$125,000</u>
Deputy Chief	\$100,000 <u>\$110,000</u>	\$120,000 <u>\$125,000</u>
Division Chief	\$90,000 <u>\$100,000</u>	\$115,000 <u>\$120,000</u>
<u>Health and Safety</u>	<u>\$90,000</u>	<u>\$100,000</u>
<u>Training Captain</u>	<u>\$80,000</u>	<u>\$95,000</u>
Battalion Chief	\$35	\$40 <u>\$45</u>
CIVILIAN	MIN	MAX
Administrative Assistant	\$20	\$30
Fire Marshal	\$90,000 <u>\$100,000</u>	\$110,000 <u>\$120,000</u>
Deputy Fire Marshal	\$40	\$50
Public Educator / Deputy Fire Marshal	\$75,000	\$85,000
Civilian Paramedic	\$22 <u>\$20</u>	\$30 <u>\$40</u>
Civilian EMT	\$18	\$25
Part-time Civilian	\$20	\$40
Part-time Civilian Paramedic or EMT	\$20	\$35
FIREFIGHTERS	MIN	MAX
Captain	\$32 <u>\$30</u>	\$38 <u>\$42</u>
Lieutenant	\$28	\$36 <u>\$40</u>
Probationary Firefighter	\$20	\$25
2nd Year Firefighter	\$22	\$30
3rd Year Firefighter	\$24	\$34
2025 <u>2026</u> Certified 1977 Firefighter PERF Salary Base ¹⁰	\$71,071.96 <u>\$73,204.12</u>	\$86,174.75 <u>\$90,455.09</u>

¹⁰ Includes all service pay for 25-year cap. Supersedes any previously referenced calculations