

2026 Wage and Salary Chart

1/10

WHEREAS, the Shelby County Council now finds that it is in the best interest of Shelby County, Indiana, and pursuant to legislative authority granted the County Council of Shelby, State of Indiana, by the provisions of IC 36-2-5-3 that the following pay levels be established and be in effect from December 21, 2025, through December 19, 2026, unless sooner amended. **ORDINANCE NUMBER: 2025-24 AMENDED: 2026-03**

| Skill Level | Hourly | Hire-in | Hourly | 1 Year | Hourly | 3 Years | Hourly | 5 Years | Hourly | 10 Years + |
|---|----------------------|---------|----------------------|--------|----------------------|---------|----------------------|---------|----------------------|------------|
| COMOT = Computer, Office Operation, Technical | | | | | | | | | | |
| COMOT 1 | 23.854 | 43,415 | 25.376 | 46,185 | 26.161 | 47,614 | 26.946 | 49,042 | 27.755 | 50,513 |
| COMOT 2 | 21.859 | 39,784 | 23.254 | 42,323 | 23.974 | 43,632 | 24.693 | 44,941 | 25.434 | 46,289 |
| COMOT 3 | 19.892 | 36,203 | 21.161 | 38,514 | 21.816 | 39,704 | 22.471 | 40,897 | 23.144 | 42,123 |
| Salary based on 35 hour work week. To get hourly pay, divide salary by 1820 hrs. | | | | | | | | | | |
| LTC = Labor, Trades, and Crafts | | | | | | | | | | |
| LTC 1 | 25.928 | 53,931 | 27.583 | 57,373 | 28.436 | 59,147 | 29.289 | 60,921 | 30.168 | 62,750 |
| LTC 2 | 24.152 | 50,235 | 25.693 | 53,442 | 26.488 | 55,096 | 27.283 | 56,748 | 28.101 | 58,449 |
| LTC 3 | 21.881 | 45,513 | 23.278 | 48,417 | 23.997 | 49,914 | 24.717 | 51,411 | 25.459 | 52,954 |
| LTC 4 | 18.996 | 39,511 | 20.207 | 42,031 | 20.832 | 43,331 | 21.457 | 44,631 | 22.101 | 45,970 |
| LTC 5 | 17.367 | 36,124 | 18.477 | 38,431 | 19.048 | 39,620 | 19.619 | 40,808 | 20.207 | 42,031 |
| Salary based on 40 hour work week. To get hourly pay, divide salary by 2080 hrs | | | | | | | | | | |
| PAT = Professional, Administrative, Technological | | | | | | | | | | |
| PAT 1 | | 56,504 | | 60,109 | | 61,970 | | 63,828 | | 65,744 |
| PAT 2 | | 49,805 | | 52,983 | | 54,623 | | 56,261 | | 57,949 |
| EXE = Executive | | | | | | | | | | |
| EXE 1 | | 85,709 | | 90,852 | | 96,305 | | 99,193 | | 102,168 |
| EXE 2 | | 74,960 | | 79,457 | | 84,225 | | 86,751 | | 89,354 |
| EXE 3 | | 66,715 | | 70,718 | | 74,960 | | 77,212 | | 79,524 |
| Civilian POLE = Protective Occupation & Law Enforcement | | | | | | | | | | |
| Correctional/Jail Officer | 22.282 | 46,346 | 23.704 | 49,304 | 24.437 | 50,829 | 25.170 | 52,353 | 25.925 | 53,924 |
| Correctional CPL | | | 26.424 | 54,963 | 27.242 | 56,663 | 28.060 | 58,364 | 28.900 | 60,113 |
| Correctional SGT | | | 27.502 | 57,205 | 28.353 | 58,974 | 29.203 | 60,743 | 30.079 | 62,564 |
| CO/LT/Assnt Cdr | | | 28.965 | 60,248 | 29.862 | 62,112 | 30.757 | 63,974 | 31.680 | 65,895 |
| Jail Cdr. CPT | Appointed/ Excl'd | 62,509 | Appointed/ Excl'd | 66,498 | Appointed/ Excl'd | 68,556 | Appointed/ Excl'd | 70,611 | Appointed/ Excl'd | 72,730 |
| Jail Matron | Appointed/ Excl'd | 49,387 | Appointed/ Excl'd | 52,539 | Appointed/ Excl'd | 54,164 | Appointed/ Excl'd | 55,789 | Appointed/ Excl'd | 57,462 |
| 911 Telecommunicator | 26.184 | 54,462 | 26.810 | 55,765 | 28.052 | 58,348 | 29.306 | 60,956 | 30.536 | 63,515 |
| IDACS Coord. | | | 29.151 | 60,634 | 30.505 | 63,450 | 31.864 | 66,276 | 33.199 | 69,054 |
| Assnt. IDACS Coord. | | | 27.402 | 56,996 | 28.675 | 59,643 | 29.953 | 62,302 | 31.207 | 64,911 |
| Civil Process Server | 22.138 | 46,047 | 23.551 | 48,986 | 24.279 | 50,501 | 25.008 | 52,017 | 25.757 | 53,574 |
| Court Secty SGT | | | 26.554 | 55,233 | 27.376 | 56,941 | 28.197 | 58,649 | 29.043 | 60,408 |
| Court Secty Officer | 22.691 | 47,198 | 24.140 | 50,211 | 24.887 | 51,766 | 25.633 | 53,317 | 26.403 | 54,918 |
| Property & Evidence Mgr. | 25.273 | 52,568 | 26.886 | 55,924 | 27.718 | 57,653 | 28.549 | 59,382 | 29.406 | 61,164 |
| 911 Team Lead = \$1,500 stipend annually on top of base pay | | | | | | | | | | |
| Jail Ofc. and (FT) Telecommunicator Retention bonus on 2-year work anniversary date (next pay cycle) of \$1,500 | | | | | | | | | | |
| Salary based on 40 hour work week. To get hourly pay, divide salary by 2080 hrs. | | | | | | | | | | |

| Skill Level | Hourly | Hire-in | Hourly | 1 Year | Hourly | 3 Years | Hourly | 5 Years | Hourly | 10 Years + |
|---|--------|---------|--------|--------|--------|---------|--------|---------|--------|------------------|
| Highway - HLTC = Labor, Trades, and Crafts | | | | | | | | | | Year 2026 |
| HLTC 1 | 26.683 | 55,502 | 28.387 | 59,044 | 29.264 | 60,869 | 30.142 | 62,696 | 31.047 | 64,577 |
| HLTC 2 | 24.855 | 51,698 | 26.441 | 54,998 | 27.260 | 56,700 | 28.077 | 58,401 | 28.919 | 60,152 |
| HLTC 3- CDL | 22.518 | 46,838 | 23.955 | 49,827 | 24.696 | 51,368 | 25.437 | 52,909 | 26.200 | 54,497 |
| HLTC 4- Non CDL | 19.549 | 40,662 | 20.796 | 43,255 | 21.439 | 44,593 | 22.082 | 45,931 | 22.745 | 47,309 |
| HLTC 5 | 17.873 | 37,176 | 19.015 | 39,551 | 19.603 | 40,774 | 20.190 | 41,996 | 20.796 | 43,255 |
| Salary based on 40 hour work week. To get hourly pay, divide salary by 2080 hrs | | | | | | | | | | |

GENERAL FUND ACCOUNTS

| <u>Department/Office</u> | <u>Salary</u> |
|--------------------------|---------------|
| Clerk | 67,433 |
| Auditor | 76,795 |
| Treasurer | 66,172 |
| Recorder | 64,653 |
| Sheriff | 131,959 |
| *Surveyor | 66,121 |
| Coroner | 37,867 |
| Prosecutor | 5,000 |
| Assessor | 65,587 |
| Commissioner | 39,098 |
| Council Member | 15,421 |
| Judge | 5,000 |
| IT Director (SO) | 154,500 |

**If Surveyor is not certified, the salary is 2/3 of annual amount.*

Election Pay

| | | |
|--|-------|--------------------------|
| Election Board Member | 1,750 | Bi-annual May & November |
| Clerk Stipend-Voter Registration | 1,000 | Bi-annual May & November |
| Machine Programming <i>(Clerk and Election Administrator only)</i> | 3,000 | Per person/per election |
| Machine Re-Programming per IED <i>(Clerk and Election Administrator only)</i> | 3,000 | Per person/per election |
| Early Voting Board-Clerks/Judges | 80 | Per day |
| Early Voting Board-Inspectors | 175 | Per day (Saturdays) |
| Precinct Board-Clerks/Judges | 175 | Per election |
| Precinct Board-Inspectors | 225 | Per election |
| Ballot Counters | 50 | Per election |
| Mechanics | 250 | Per election |
| Voting Machine Maintenance | 1,000 | Per year |

Board Amounts

| | | |
|---|-----|--|
| Plan Commission Board | 75 | Per meeting for eligible board members |
| BZA Board | 75 | Per meeting |
| Sheriff Merit Board | 75 | Per meeting |
| PTABOA <i>(Property tax assessment board of appeals)</i> | 100 | Per meeting |

*Attendance at a meeting is required in order to receive payment.

4/10

SHELBY COUNTY, INDIANA

2026

First Deputies

Classification

*All First Deputies are excluded from overtime/FLSA as political appointments

Political Appointment

| | |
|------------------|---------|
| Clerk | COMOT 1 |
| Auditor | COMOT 1 |
| Treasurer | COMOT 1 |
| Assessor | COMOT 1 |
| Recorder | COMOT 1 |

First Deputies' pay will follow the COMOT 1 schedule based on each First Deputy's total years of full-time employment with Shelby County.

Other Appointed Positions

Salary

| | | |
|------------------------------------|----------|------------------|
| Prosecutor (Deputy) | 5,000 | |
| Drainage Board Member | 4,837 | |
| Council President | 500 | |
| Commissioner President | 500 | |
| Chief Deputy Coroner | 6,000 | |
| Weights & Measure Insp. | \$22.683 | Hourly/Part-time |

Pay based on fixed amounts set forth by county council.

**Special Occupation (SO) career field
Building, Plumbing, Electrical Inspector**

This position is employee driven and contains special aspects that are unique. This could easily be treated as two separate or three part-time jobs (i.e. Plumbing inspector, electrical inspector, building inspector under PAT classification. The proposed pay is based on a combination of obtained and demonstrated skills.

| <u>Level</u> | <u>Salary</u> | |
|---------------------|----------------------|------------------|
| I | 50,958 | |
| II | 59,454 | |
| III | 67,946 | |
| | \$37.334 | Hourly/Part-time |

5/10

SHELBY COUNTY, INDIANA

2026

Miscellaneous Pay Rates:

| Department/Office | | Salary |
|--|---|--|
| Coroner Deputies | | \$192.00 Per Case |
| On-call deputy coroner pay | | \$50 - 12 hours |
| On-call deputy coroner pay | | \$100 - 24 hours |
| Part-Time Hourly Rates | | \$7.25 - \$27.91 |
| Sheriff Dept. Office staff (max of 6) | Valid IDACS Certificate on file in Auditor's ofc | \$1,500.00 stipend (on top of base) |
| Health Department | Director of Nursing Stipend | \$10,000 annually |
| <small>(Paid in addition to PAT 1 (Public Health Nurse/RN) salary for additional DON duties and supervision)</small> | | |
| Health Department | RN Bilingual Stipend | \$3,000 annually |
| Planning Department | Director | \$3,000 annually for AICP Certification |

Shift Premiums:

Merit Deputy

Evening Shift

3 pm to 11 pm

4 pm to 12 am

Midnight Shift

11 pm to 7 am

12 am to 8 am

.50 cents/hr

\$1.00/hr

Correctional Officer and Jail Cook

Evening Shift

4 pm to 7 pm

4 pm to 8 pm

8 pm to 12 am

Midnight Shift

5 am to 8 am

12 am to 8 am

.50 cents/hr

\$1.00/hr

911 Telecommunicator/Dispatcher

4:00 pm to 6:30 pm

6:30 pm to 6:30 am

.50 cents/hr

\$1.00/hr

Assessor - Upon achieving a Level 2 certification the County Assessor will receive \$1,000 annually for this certification. Additionally, upon achieving a Level 3 certification the County Assessor will receive \$1,500 annually for this certification. Total additional compensation for a County Assessor who has achieved both their Level 2 and Level 3 certification is \$2,500 annually.

Deputy Assessor - Upon achieving a Level 2 certification a Deputy Assessor will receive \$500 annually for this certification. Additionally, a Deputy Assessor who achieves the Level 3 certification will receive \$500 annually for this certification. Total additional compensation for a Deputy Assessor who has achieved both their Level 2 and Level 3 certification is \$1,000 annually.

(Pursuant to I.C. 36-2-5-3.5)

Court Services-Community Corrections Division - Non General Fund Account

Pay adjustments will be conducted annually, per the Advisory Board and County Council approval. (Special Occupation)

Effective: Paydate of 1/15/2026

| Position | Hourly | Hire-in | Hourly | 1 Year | Hourly | 3 Years | Hourly | 5 Years | Hourly | 10 Years + |
|--------------------|--------|---------|--------|--------|--------|---------|--------|---------|--------|------------|
| Deputy Director | | 72,419 | | 76,765 | | 79,144 | | 81,517 | | 83,881 |
| Case Mgmt. Supv. | | 44,664 | | 47,344 | | 48,811 | | 50,675 | | 52,145 |
| Adult Case Mgr. | 24.541 | 44,664 | 26.013 | 47,344 | 26.819 | 48,811 | 27.843 | 50,675 | 28.651 | 52,145 |
| Juvenile Case Mgr. | 24.541 | 44,664 | 26.013 | 47,344 | 26.819 | 48,811 | 27.843 | 50,675 | 28.651 | 52,145 |
| Field Officer | 24.541 | 44,664 | 26.013 | 47,344 | 26.819 | 48,811 | 27.843 | 50,675 | 28.651 | 52,145 |
| CTP Case Mgr/CSC | 24.541 | 44,664 | 26.013 | 47,344 | 26.819 | 48,811 | 27.843 | 50,675 | 28.651 | 52,145 |
| Intake Coordinator | 24.541 | 44,664 | 26.013 | 47,344 | 26.819 | 48,811 | 27.843 | 50,675 | 28.651 | 52,145 |
| PT Field Officer | 24.541 | | | | | | | | | |

**Plus stipend \$3,000 annually to Case Management Supervisor for additional duties.*

**Plus stipend \$3,000 annually to Bilingual Case Manager.*

**Plus stipend \$3,000 annually to Field Supervisor for additional duties.*

Salary based on 35 hour work week. To get hourly pay, divide salary by 1820 hrs - 26 Pay year.

4/10

January 1, 2026
Court Services-Probation Division

Pay plan is in compliance with the Indiana Judicial Conference "2026 Minimum Salary for Probation Officers" pay matrix. Years of service is based on years of Probation Officer experience.

| Position | Years of Experience | Annual Salary | Advanced Degree |
|---|---|---------------|---|
| Probation Officer | 0 | 42,311 | *Probation officers having a masters or doctorate degree from an accredited college or university in a relevant course or study as determined by the supervising judge and a minimum of 5 yrs. as an Indiana probation officer shall receive an additional 5% of base salary. |
| Probation Officer | 1 | 45,548 | |
| Probation Officer | 2 | 50,669 | |
| Probation Officer | 3 | 56,628 | |
| Probation Officer | 4-9* | 58,473 | |
| Probation Officer | 10-14* | 64,321 | |
| Probation Officer | 15-19* | 70,755 | |
| Probation Officer | 20+* | 77,828 | |
| Chief Probation Officer | Minimum salary based on number of years of experience plus number of probation officers supervised. In addition to minimum salary above | | |
| Number of probation officers supervised | 1-3 | 5,000 | NOTE: The amounts for supervisory roles are <u>in addition</u> to the minimum salary based on years of experience. |
| | 4-8 | 7,500 | |
| | 9-15 | 10,000 | |
| | 16+ | 15,000 | |
| | Asst. Chief Probation Officer | 9-15 | |
| | 16+ | 10,000 | |
| Supervisor Probation Officer | 16+ | 5,000 | |
| Bilingual Officer | | 3,000 | |

2026 MINIMUM SALARY SCHEDULE FOR PROBATION OFFICERS
Judicial Conference of Indiana

Probation Officer Base Salary

| Years of Experience | Minimum Annual Salary |
|---------------------|-----------------------|
| 0 | \$42,311 |
| 1 | \$45,548 |
| 2 | \$50,669 |
| 3 | \$56,628 |
| 4-9* | \$58,473 |
| 10-14* | \$64,321 |
| 15-19* | \$70,755 |
| 20 +* | \$77,828 |

Administrative Stipend Based on Number of Probation Officers in the Probation Department

| | 1-3 | 4-8 | 9-15 | 16+ |
|------------------------------------|---------|---------|----------|----------|
| Chief Probation Officer * | \$5,000 | \$7,500 | \$10,000 | \$15,000 |
| Assistant Chief Probation Officer* | | | \$5,000 | \$10,000 |
| Supervisor Probation Officer * | | | | \$5,000 |

NOTE: 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 from an accredited college or university in a relevant course of study as determined by the supervising judge and a minimum of 5 years as an Indiana probation officer shall receive an additional 5% of their base salary each year. For example, the minimum salary for a probation officer with 5 years of experience in 2026 would be \$58,473. If that officer had a master's degree, then the minimum salary would be \$61,397 in 2026.

8/10

SHELBY COUNTY SHERIFF'S DEPARTMENT - 2026

| YEAR | DEPUTY | CORPORAL | SERGEANT | LIEUTENANT | CAPTAIN | MAJOR |
|------|--------|----------|----------|------------|---------|---------|
| 1 | 57,754 | | | | | 70,614 |
| 2 | 61,795 | 66,740 | 69,541 | 71,838 | | 75,413 |
| 3 | 65,503 | 70,418 | 73,373 | 75,794 | | 80,164 |
| 4 | 69,435 | 74,295 | 77,416 | 79,970 | | 84,972 |
| 5 | 73,462 | 78,381 | 81,675 | 84,369 | 87,070 | 89,733 |
| 6 | 74,930 | 79,800 | 83,152 | 85,894 | 88,644 | 92,425 |
| 7 | 76,405 | 81,296 | 84,711 | 87,507 | 90,306 | 95,199 |
| 8 | 77,880 | 82,708 | 86,183 | 89,028 | 91,876 | 96,909 |
| 9 | 79,352 | 84,273 | 87,813 | 90,710 | 93,614 | 98,656 |
| 10 | 80,829 | 85,678 | 89,277 | 92,224 | 95,174 | 100,431 |

To get hourly rate divide salary by 2080 hrs.

Pay is based on external data & maintaining equity with the position classification and comparable positions in community corrections and probation. Pay adjustments will be made according to the availability of funds under these grant programs.

| | | | |
|---------------------------------------|----------|-------------|---------------------------------------|
| Victim Assistance Coordinator | \$61,800 | (SO) | (Prosecutor's Ofc.) |
| Investigator | \$48,050 | (SO) | (Prosecutor's Ofc.) |
| Court Services Deputy Director | \$93,518 | (SO) | (Probation and Community Corrections) |
| Drug Free Coalition Director | \$63,989 | (SO) | |
| Emergency Management Director | \$66,500 | (SO) | |

2026 Wage and Salary Chart(s) Policies

9/10

1. New hires in the COMOT, PAT, and EXE positions are to be compensated at the hire-in pay rate. In the event that an applicant possesses exceptional skill and knowledge an Elected Official or Department Head may request a different placement on the pay schedule up to 5 years. Such requests must document equivalent training and experience and be submitted to Human Resources, and the County Council for approval **prior to making an offer** of employment to such applicant at the increased rate. In the event that a higher step placement is approved, the new hire **will not** be awarded future longevity increases until they have served the number of years of county service to where their hire-in pay rate matches the increased rate as reflected on the annual Wage and Salary Chart. (Excludes POLE, Civilian POLE, and HLTC-3 CDL. These classifications automatically receive year for year credit on wage scale for verified work experience at department head discretion.)
2. Longevity or “step-increases” for all pay categories is defined as years of service in Shelby County employment. Step-increases are based on the individual’s **fulltime** anniversary date of hire and are to be computed to the closest pay period. If a person has a break in service (i.e. leaves employment, terminates, resigns, retires, etc...) with Shelby County Government and they later become re-employed, they will start over at the hire-in rate and benefits for that position. The new hire date will become the first physical day of re-employment. The step level a person has achieved is retained, **if there is no break in service**, when they are transferred, promoted, or demoted. Longevity/step-increases will be in accordance with the 2026 Wage and Salary Chart. Regardless of the individual situation, no step increase will be approved that moves an individual’s compensation level above the level indicated on the 2026 Wage and Salary Chart. If an employee has a change of status from full-time to part-time, he/she will retain longevity. If a person changes status from part-time to full-time, he/she will be considered a new-hire and will be compensated **at the hire-in rate** unless paragraph 1 above applies.
3. Inter-service transfer. A transfer is when a person moves within Shelby County Government from one position to another position. A transfer may or may not receive a pay increase depending upon the assigned position classification. The hiring authority must ensure that he/she is willing to compensate the employee at the fulltime years of service level or the employee must be willing to take the loss in pay if the hiring authority cannot match the employee’s current salary, or years of service due to the department budget.
4. All present county positions have been evaluated, approved, and accepted by the County Council. However, there may be times when it may be necessary to reclassify a position. This could occur when the position requirements have undergone a **significant change of responsibility**. The requested reclassification could either **increase or decrease** the classification level and the annual compensation amount. The responsibility to request a reevaluation of a position resides with the Department Head or Elected Official. It is anticipated that the Department Head or Elected Official will appreciate the responsibility that he/she has to County Government and the taxpayers in making this request and will not make a frivolous request. There is an established procedure below that must be followed for all requests. This includes providing the request and an updated position description, to reclassify the position, to the Human Resources Director between the dates of **January 1 and February 15** and then he/she will convene the Factoring (Wage) Committee. The wage committee and the firm of Waggoner, Irwin, and Scheele will conduct a review and assessment of the updated position description in accordance with the Factor Evaluation System (FES) and will then make its recommendation to the County Council. By State Statute the County Council has sole authority to classify any and all positions within Shelby County Government. The determination of the County

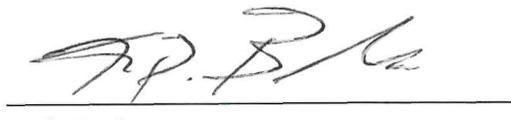
10/10

Council is final. A request to reclassify the position will not be considered unless there has been a significant change in the responsibility of the position and the subsequent rewrite of the individual's position description. It should be noted that at this time Special Occupation (SO) positions are not factored due to their unique and varied requirements, position descriptions, and funding avenues. A request will ONLY be accepted for review from the dates of **January 1 through February 15**. Any reclassification decision will be effective on the next year's budget.

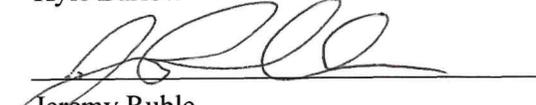
- 5. Members of any branches of the active and in-active reserves and National Guard, who are called, voluntarily or involuntarily, to extended active duty, shall be paid a differential pay. This differential pay will be computed as the difference between their present monthly county salary and the individual's gross monthly military pay and will be paid only if their total military pay is less than their present county pay. Gross monthly military pay computation will include: Base Pay, Quarters Allowance, Rations, Separation Pay, Overseas Pay, Hazardous Duty Pay, Flight Pay, Combat Pay, Proficiency Pay and any other type of monetary compensation received while on active duty. In order to receive differential pay the active-duty service member will be required to prove their military compensation level each quarter. This differential pay will not exceed five years in duration. (NOTE: Extended active duty is defined as any time in excess of 15 days per calendar year.)
- 6. Elected Surveyor position: If the Elected individual is not licensed then his/her salary will be 2/3 of the amount of the current salary.
- 7. **ANY potential new position (FT or PT) regardless of the funding source, must go through the Human Resources department and Council liaison first.** HR will have the new position description factored by WIS, Inc and then convene the Wage committee for a meeting. A recommendation will then be made to have the position added (and at what classification) or denied, to the County Council and Commissioner's.
- 8. **NEW POSITION(S) APPROVED FOR 2026:** 1 FT Jail Navigator (Sheriff), 1 FT Field Technician, (Surveyor)
- 9. The Jail Matron shall be eligible to receive additional straight time pay for hours worked over forty (40) in a workweek during emergency staffing shortages that requires the Jail Matron to cover work shifts of kitchen staff.

ADOPTED BY THE COMMON COUNCIL this 17th day of February, 2026 by a vote of 6 Ayes and 0 Nays.


Brett Haacker


Kyle Barlow

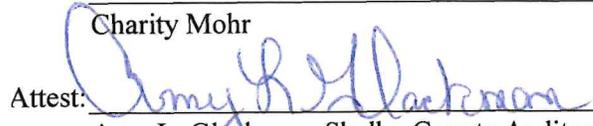

Leigh Langkabel


Jeremy Ruble


Troy Merrick


Charity Mohr


Nicholas O'Connor

Attest: 
Amy L. Glackman, Shelby County Auditor