

2026 Wage and Salary Chart

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

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Skill Level	Hourly	Hire-in	Hourly	1 Year	Hourly	3 Years	Hourly	5 Years	Hourly	10 Years +
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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- CDL	21.881	45,513	23.278	48,417	23.997	49,914	24.717	51,411	25.459	52,954
LTC 4- Non CDL	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										

SHELBY COUNTY, INDIANA
Elected Officials; IT (SO) and Board Amounts

2026

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GENERAL FUND ACCOUNTS

Department/Office	Salary
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	1,500	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	150	Per day (Saturdays)
Precinct Board-Clerks/Judges	150	Per election
Precinct Board-Inspectors	200	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	100	Per meeting

(Property tax assessment board of appeals)

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

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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

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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
(Paid in addition to PAT 1 (Public Health Nurse/RN) salary for additional DON duties and supervision)		
Health Department	RN Bilingual Stipend	\$3,000 annually
Planning Department	Director	\$3,000 annually for AICP Certification

Shift Premiums:

Merit Deputy

Evening Shift

.50 cents/hr

3 pm to 11 pm

4 pm to 12 am

Midnight Shift

\$1.00/hr

11 pm to 7 am

12 am to 8 am

Correctional Officer and Jail Cook

Evening Shift

.50 cents/hr

4 pm to 7 pm

4 pm to 8 pm

8 pm to 12 am

Midnight Shift

\$1.00/hr

5 am to 8 am

12 am to 8 am

911 Telecommunicator/Dispatcher

4:00 pm to 6:30 pm

.50 cents/hr

6:30 pm to 6:30 am

\$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)

SHELBY COUNTY, INDIANA

6/10

2026

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

Salary based on 35 hour work week. To get hourly pay, divide salary by 1820 hrs - 27 Pay year.

January 1, 2026

Court Services-Probation Division

7/10

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	5,000	
	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.

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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


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. 10/10

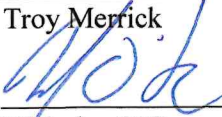
5. Members of any branches of the active and in-active reserves and National Guard, who are called, voluntarily or involuntarily, to extended active duty, shall be paid a differential pay. This differential pay will be computed as the difference between their present monthly county salary and the individual's 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)

ADOPTED BY THE COMMON COUNCIL this 21st day of October, 2025 by a vote of 7 Ayes and 0 Nays.



Brett Haacker



Leigh Langkabel

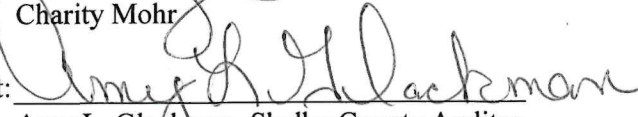

Troy Merrick


Nicholas O'Connor


Kyle Barlow


Jeremy Ruble


Charity Mohr

Attest: 
Amy L. Glackman, Shelby County Auditor