

City of Monett Salary/Compensation Plan  
Effective for Fiscal Year 2019-2020

**City of Monett**  
**Payroll Entry and Ceiling Levels**  
**Fiscal Year April 1, 2019 thru March 31, 2020**

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
CEMETERY MAINTENANCE PARK MAINTENANCE SANITATION OPERATOR 1	22,560.62	33,649.89	1 (A)
SANITATION OPERATOR 2	23,285.10	34,735.37	2 (B)
ANIMAL CONTROL OFFICER ASST. GREENSKEEPER GOLF MAINTENANCE SANITATION SENIOR OPERATOR	24,638.54	36,767.38	3 [C]
AIRPORT MAINTENANCE RECYCLE OPERATOR STREET OPERATOR I	25,525.53	38,097.25	4 (D)
ADMINISTRATIVE ASSISTANT / BUILDING & ZONING ASSISTANT MECHANIC COLLECTION CLERK COURT CLERK SANITATION FOREMAN STREET OPERATOR II	27,186.63	40,652.79	5 (E)
METER READER PARK FOREMAN SEWER OPERATOR WATER OPERATOR	28,409.81	42,485.08	6 (F)

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
ADMIN ASST. POLICE & PROSECUTOR'S CLERK	29,603.22	44,276.44	7 (G)
APPRENTICE TREE TRIMMER			
CEMETERY FOREMAN			
COMMUNICATIONS OFFICER			
FIREFIGHTER			
FIRE INSPECTOR			
MECHANIC			
SEWER LAB DIRECTOR			
SEWER SENIOR OPERATOR			
STREET OPERATOR 3			
WATER LEADMAN			
WATER SENIOR OPERATOR			
ADMINISTRATIVE SPECIALIST	31,755.58	47,465.89	8 (H)
BILLING & INVOICING CLERK			
CODE ENFORCEMENT OFFICER			
POLICE DETECTIVE			
POLICE NARCOTICS INVESTIGATOR			
POLICE OFFICER			
PURCHASING AGENT			
SENIOR MECHANIC			
911 SUPERVISOR			
MULES TERMINAL AGENCY COORDINATOR			
COMMUNICATIONS TRAINING OFFICER			
DETECTIVE CORPORAL			
SCHOOL RESOURCE OFFICER			
FIRE LIEUTENANT	34,942.54	52,543.45	9 (I)
911 ASSISTANT DIRECTOR			
DEPUTY CITY CLERK / ACCOUNTS PAYABLE FINANCIALS	36,130.99	54,323.64	10 (J)
DETECTIVE SERGEANT			
POLICE SERGEANT			

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
AIRPORT SUPERINTENDENT APPRENTICE LINEMAN ASST. SEWER CHIEF OPERATOR FIRE CAPTAIN GOLF COURSE SUPERINTENDENT JOURNEYMAN TREE TRIMMER	37,948.39	57,050.36	11 (K)
ASST. PUBLIC WORKS SUPERINTENDENT BUILDING & ZONING INSPECTOR CITY CLERK / TREASURER POLICE LIEUTENANT SEWER CHIEF OPERATOR WATER FOREMAN	44,740.39	67,109.97	12 (L)
EMERGENCY MANAGEMENT DIRECTOR FIRE CHIEF LINE CREW LEADER JOURNEYMAN LINEMAN	49,876.27	74,816.27	13 (M)
ELECTRIC FOREMAN POLICE CHIEF PUBLIC WORKS SUPERINTENDENT CREW LEADER - LINE CREW	56,039.31	83,675.02	14 (N)
ASST. UTILITIES SUPERINTENDENT	64,254.23	95,996.15	15 (O)
UTILITIES GENERAL MANAGER	76,018.36	113,258.39	16 (P)

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (A) 1	22,560.62	23,137.48	23,714.33	24,291.19	24,868.04	25,444.90	26,021.75	26,726.39	27,303.24	27,880.10	28,458.20	29,035.05	29,611.91	30,187.52	30,764.37	31,341.23	31,919.33	32,496.18	33,073.04	33,649.89
Level (B) 2	23,285.10	23,880.57	24,476.03	25,072.73	25,668.20	26,263.66	26,988.14	27,583.61	28,180.31	28,775.77	29,372.48	29,969.18	30,564.64	31,160.11	31,756.81	32,352.27	32,947.74	33,544.44	34,139.90	34,735.37
Level (C) 3	24,638.54	25,271.22	25,902.67	26,663.11	27,293.32	27,924.75	28,556.20	29,188.88	29,820.31	30,451.76	31,081.95	31,714.63	32,346.07	32,977.51	33,608.95	34,241.63	34,871.82	35,503.27	36,135.95	36,767.38
Level (D) 4	25,525.53	26,180.55	26,963.33	27,618.33	28,273.35	28,928.35	29,583.37	30,238.38	30,893.39	31,547.16	32,203.41	32,858.42	33,513.42	34,168.44	34,823.44	35,478.46	36,132.23	36,787.24	37,442.25	38,097.25
Level (E) 5	27,186.63	27,882.57	28,577.28	29,273.24	29,967.93	30,663.89	31,358.60	32,053.30	32,748.01	33,443.96	34,138.66	34,834.61	35,529.32	36,225.26	36,919.98	37,615.93	38,310.63	39,005.34	39,958.07	40,652.79
Level (F) 6	28,409.81	29,136.77	29,863.73	30,591.94	31,317.66	32,045.86	32,772.82	33,501.03	34,227.99	34,954.94	35,683.15	36,410.11	37,137.08	37,865.27	38,592.23	39,575.99	40,302.96	41,031.15	41,756.87	42,485.08
Level (G) 7	29,603.22	30,362.44	31,120.41	31,879.62	32,637.61	33,398.05	34,157.27	34,915.25	35,674.46	36,432.44	37,191.66	37,949.63	38,708.85	39,723.62	40,484.08	41,242.05	42,001.27	42,759.24	43,518.45	44,276.44
Level (H) 8	31,755.58	32,569.37	33,381.93	34,195.72	35,009.53	35,822.09	36,634.65	37,448.45	38,262.25	39,076.04	40,145.41	40,959.20	41,773.00	42,586.80	43,399.36	44,213.16	45,025.73	45,839.52	46,652.08	47,465.89
Level (I) 9	34,942.54	35,841.94	36,741.34	37,640.74	38,538.90	39,695.08	40,594.48	41,495.12	42,394.52	43,293.92	44,192.08	45,091.47	45,990.87	46,891.50	47,790.90	48,690.30	49,588.46	50,487.86	51,387.26	52,543.45
Level (J) 10	36,130.99	37,061.40	37,991.81	38,922.22	40,109.43	41,041.08	41,971.49	42,901.90	43,832.31	44,762.73	45,693.14	46,623.55	47,553.96	48,484.37	49,416.02	50,345.19	51,275.60	52,206.02	53,393.22	54,323.64
Level (K) 11	37,948.39	38,925.95	40,161.53	41,139.08	42,119.11	43,096.67	44,075.46	45,053.01	46,031.81	47,010.60	47,989.39	48,968.94	49,945.74	50,923.29	51,903.32	53,136.43	54,116.47	55,094.01	56,071.57	57,050.36
Level (L) 12	44,740.39	45,891.63	47,040.37	48,191.61	49,342.83	50,491.59	51,642.81	53,049.59	54,199.58	55,349.57	56,500.79	57,650.79	58,800.77	59,952.01	61,101.99	62,251.99	63,403.21	64,553.21	65,959.99	67,109.97
Level (M) 13	49,876.27	51,161.47	52,703.48	53,989.93	55,275.13	56,561.58	57,846.79	59,132.00	60,418.45	61,703.66	62,988.87	64,274.07	65,817.32	67,102.53	68,387.73	69,672.94	70,958.16	72,244.60	73,531.05	74,816.27
Level (N) 14	56,039.31	57,479.60	58,921.11	60,361.39	61,804.14	63,244.42	64,685.93	66,381.77	67,824.53	69,264.81	70,706.32	72,146.60	73,588.11	75,028.40	76,469.92	77,910.19	79,351.71	80,793.22	82,233.51	83,675.02
Level (O) 15	64,254.23	66,167.16	67,824.53	69,480.66	71,139.28	72,796.65	74,452.79	76,110.16	77,767.52	79,423.67	81,082.27	82,739.65	84,395.78	86,053.15	87,710.53	89,366.66	91,025.27	92,682.65	94,338.78	95,996.15
Level (P) 16	76,018.36	77,977.18	79,938.49	81,897.31	83,857.39	85,817.45	87,777.52	89,737.58	91,697.65	93,657.72	95,617.79	97,577.85	99,537.92	101,497.99	103,458.06	105,418.12	107,378.19	109,338.25	111,297.09	113,258.39

Approved:   
 Mike Brownsberger, Mayor

March 31, 2019

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (A) 1	22,560.62	23,137.48	23,714.33	24,291.19	24,868.04	25,444.90	26,021.75	26,726.39	27,303.24	27,880.10	28,458.20	29,035.05	29,611.91	30,187.52	30,764.37	31,341.23	31,919.33	32,496.18	33,073.04	33,649.89

Merit Entry Level 22,560.62  
 Merit Ceiling Level 33,649.89  
 Merit Range 11,089.27

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level	(B) 2	23,285.10	23,880.57	24,476.03	25,072.73	25,668.20	26,263.66	26,988.14	27,583.61	28,180.31	28,775.77	29,372.48	29,969.18	30,564.64	31,160.11	31,756.81	32,352.27	32,947.74	33,544.44	34,139.90	34,735.37

Merit Entry Level 23,285.10  
 Merit Ceiling Level 34,735.37  
 Merit Range 11,450.27

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (C) 3	24,638.54	25,271.22	25,902.67	26,663.11	27,293.32	27,924.75	28,556.20	29,188.88	29,820.31	30,451.76	31,081.95	31,714.63	32,346.07	32,977.51	33,608.95	34,241.63	34,871.82	35,503.27	36,135.95	36,767.38

Merit Entry Level 24,638.54  
 Merit Ceiling Level 36,767.38  
 Merit Range 12,128.84



City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

Level	(D)	4	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
			25,525.53	26,180.55	26,963.33	27,618.33	28,273.35	28,928.35	29,583.37	30,238.38	30,893.39	31,547.16	32,203.41	32,858.42	33,513.42	34,168.44	34,823.44	35,478.46	36,132.23	36,787.24	37,442.25	38,097.25

Merit Entry Level 25,525.53  
 Merit Ceiling Level 38,097.25  
 Merit Range 12,571.72

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (E) 5	27,186.63	27,882.57	28,577.28	29,273.24	29,967.93	30,663.89	31,358.60	32,053.30	32,748.01	33,443.96	34,138.66	34,834.61	35,529.32	36,225.26	36,919.98	37,615.93	38,310.63	39,005.34	39,958.07	40,652.79

Merit Entry Level 27,186.63  
 Merit Ceiling Level 40,652.79  
 Merit Range 13,466.16

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (F) 6	28,409.81	29,136.77	29,863.73	30,591.94	31,317.66	32,045.86	32,772.82	33,501.03	34,227.99	34,954.94	35,683.15	36,410.11	37,137.08	37,865.27	38,592.23	39,575.99	40,302.96	41,031.15	41,756.87	42,485.08

Merit Entry Level 28,409.81  
 Merit Ceiling Level 42,485.08  
 Merit Range 14,075.27

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (G) 7	29,603.22	30,362.44	31,120.41	31,879.62	32,637.61	33,398.05	34,157.27	34,915.25	35,674.46	36,432.44	37,191.66	37,949.63	38,708.85	39,723.62	40,484.08	41,242.05	42,001.27	42,759.24	43,518.45	44,276.44

Merit Entry Level 29,603.22  
 Merit Ceiling Level 44,276.44  
 Merit Range 14,673.22

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (H) 8	31,755.58	32,569.37	33,381.93	34,195.72	35,009.53	35,822.09	36,634.65	37,448.45	38,262.25	39,076.04	40,145.41	40,959.20	41,773.00	42,586.80	43,399.36	44,213.16	45,025.73	45,839.52	46,652.08	47,465.89

Merit Entry Level 31,755.58  
 Merit Ceiling Level 47,465.89  
 Merit Range 15,710.31

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (I) 9	34,942.54	35,841.94	36,741.34	37,640.74	38,538.90	39,695.08	40,594.48	41,495.12	42,394.52	43,293.92	44,192.08	45,091.47	45,990.87	46,891.50	47,790.90	48,690.30	49,588.46	50,487.86	51,387.26	52,543.45

Merit Entry Level 34,942.54  
 Merit Ceiling Level 52,543.45  
 Merit Range 17,600.91

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (J) 10	36,130.99	37,061.40	37,991.81	38,922.22	40,109.43	41,041.08	41,971.49	42,901.90	43,832.31	44,762.73	45,693.14	46,623.55	47,553.96	48,484.37	49,416.02	50,345.19	51,275.60	52,206.02	53,393.22	54,323.64

Merit Entry Level 36,130.99  
 Merit Ceiling Level 54,323.64  
 Merit Range 18,192.65

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (K) 11	37,948.39	38,925.95	40,161.53	41,139.08	42,119.11	43,096.67	44,075.46	45,053.01	46,031.81	47,010.60	47,989.39	48,966.94	49,945.74	50,923.29	51,903.32	53,136.43	54,116.47	55,094.01	56,071.57	57,050.36

Merit Entry Level 37,948.39  
 Merit Ceiling Level 57,050.36  
 Merit Range 19,101.97



City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (L) 12	44,740.39	45,891.63	47,040.37	48,191.61	49,342.83	50,491.59	51,642.81	53,049.59	54,199.58	55,349.57	56,500.79	57,650.79	58,800.77	59,952.01	61,101.99	62,251.99	63,403.21	64,553.21	65,959.99	67,109.97

Merit Entry Level 44,740.39  
 Merit Ceiling Level 67,109.97  
 Merit Range 22,369.58

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (M) 13	49,876.27	51,161.47	52,703.48	53,989.93	55,275.13	56,561.58	57,846.79	59,132.00	60,418.45	61,703.66	62,988.87	64,274.07	65,817.32	67,102.53	68,387.73	69,672.94	70,958.16	72,244.60	73,531.05	74,816.27

Merit Entry Level 49,876.27  
 Merit Ceiling Level 74,816.27  
 Merit Range 24,940.00

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (N) 14	56,039.31	57,479.60	58,921.11	60,361.39	61,804.14	63,244.42	64,685.93	66,381.77	67,824.53	69,264.81	70,706.32	72,146.60	73,588.11	75,028.40	76,469.92	77,910.19	79,351.71	80,793.22	82,233.51	83,675.02

Merit Entry Level 56,039.31  
 Merit Ceiling Level 83,675.02  
 Merit Range 27,635.71

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (O) 15	64,254.23	66,167.16	67,824.53	69,480.66	71,139.28	72,796.65	74,452.79	76,110.16	77,767.52	79,423.67	81,082.27	82,739.65	84,395.78	86,053.15	87,710.53	89,366.66	91,025.27	92,682.65	94,338.78	95,996.15

Merit Entry Level 64,254.23  
 Merit Ceiling Level 95,996.15  
 Merit Range 31,741.92

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2019-2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Level (P) 16	76,018.36	77,977.18	79,938.49	81,897.31	83,857.39	85,817.45	87,777.52	89,737.58	91,697.65	93,657.72	95,617.79	97,577.85	99,537.92	101,497.99	103,458.06	105,418.12	107,378.19	109,338.25	111,297.09	113,258.39

Merit Entry Level 76,018.36  
 Merit Ceiling Level 113,258.39  
 Merit Range 37,240.03