

City of Monett Salary/Compensation Plan  
Effective for Fiscal Year 2017-2018

**City of Monett**  
**Payroll Entry and Ceiling Levels**  
**Fiscal Year April 1, 2017 thru March 31, 2018**

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
CEMETERY MAINTENANCE PARK MAINTENANCE SANITATION OPERATOR 1	21,684.70	32,343.42	1 (A)
SANITATION OPERATOR 2	22,381.05	33,386.75	2 (B)
ANIMAL CONTROL OFFICER ASST. GREENSKEEPER GOLF MAINTENANCE SANITATION SENIOR OPERATOR	23,681.94	35,339.87	3 [C]
AIRPORT MAINTENANCE RECYCLE OPERATOR STREET OPERATOR I	24,534.49	36,618.11	4 (D)
ADMINISTRATIVE ASSISTANT ASSISTANT MECHANIC BILLING CLERK COLLECTION CLERK COURT CLERK SANITATION FOREMAN STREET OPERATOR II	26,131.10	39,074.42	5 (E)
METER READER PARK FOREMAN SEWER OPERATOR WATER OPERATOR	27,306.78	40,835.58	6 (F)

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
ADMINISTRATIVE ASST. POLICE/COMMUNICATIONS APPRENTICE TREE TRIMMER ASST. EMERGENCY MANAGEMENT DIRECTOR CEMETERY FOREMAN COLLECTOR COMMUNICATIONS OFFICER FIREFIGHTER MECHANIC POLICE OFFICER SCHOOL RESOURCE OFFICER SEWER LAB DIRECTOR SEWER SENIOR OPERATOR STREET OPERATOR 3 WATER SENIOR OPERATOR	28,453.86	42,557.38	7 (G)
CODE ENFORCEMENT OFFICER FIRE INSPECTOR POLICE DETECTIVE POLICE NARCOTICS INVESTIGATOR PURCHASING AGENT SENIOR MECHANIC WATER LEADMAN 911 SUPERVISOR MULES TERMINAL AGENCY COORDINATOR COMMUNICATIONS TRAINING OFFICER	30,522.65	45,623.00	8 (H)
FIRE LIEUTENANT POLICE SERGEANT APPRENTICE LINEMAN/METER READER 911 ASSISTANT DIRECTOR DETECTIVE SERGEANT	33,585.88	50,503.43	9 (I)
DEPUTY CITY CLERK / HUMAN RESOURCES	34,728.19	52,214.50	10 (J)
AIRPORT SUPERINTENDENT APPRENTICE LINEMAN ASST. SEWER CHIEF OPERATOR FIRE CAPTAIN GOLF COURSE SUPERINTENDENT JOURNEYMAN TREE TRIMMER POLICE LIEUTENANT	36,475.02	54,835.36	11 (K)

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
ASST. PUBLIC WORKS SUPERINTENDENT BUILDING & ZONING INSPECTOR CITY CLERK / TREASURER SEWER CHIEF OPERATOR WATER FOREMAN	43,003.33	64,504.39	12 (L)
EMERGENCY MANAGEMENT DIRECTOR FIRE CHIEF LINE CREW LEADER POLICE CHIEF JOURNEYMAN LINEMAN	47,939.80	71,911.49	13 (M)
ELECTRIC FOREMAN PUBLIC WORKS SUPERINTENDENT CREW LEADER - LINE CREW	53,863.56	80,426.30	14 (N)
ASST. UTILITIES SUPERINTENDENT	61,759.53	92,269.06	15 (O)
UTILITIES SUPERINTENDENT	73,066.91	108,861.09	16 (P)

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	21,684.70	22,239.15	22,793.61	23,348.07	23,902.53	24,456.99	25,011.45	25,668.73	26,243.18	26,797.64	27,353.29	27,907.75	28,462.21	29,015.48	29,569.93	30,124.39	30,680.05	31,234.50	31,788.96	32,343.42
Level (B) 2	22,381.05	22,953.39	23,525.74	24,099.27	24,671.62	25,243.96	25,940.32	26,512.66	27,086.19	27,658.54	28,232.08	28,805.61	29,377.96	29,950.31	30,523.84	31,096.18	31,668.53	32,242.06	32,814.41	33,386.75
Level (C) 3	23,681.94	24,290.05	24,896.98	25,627.91	26,233.64	26,840.56	27,447.49	28,055.60	28,622.52	29,269.45	29,875.18	30,483.29	31,090.22	31,697.14	32,304.07	32,912.19	33,517.91	34,124.84	34,732.95	35,339.87
Level (D) 4	24,534.49	25,164.07	25,916.47	26,546.04	27,175.62	27,805.20	28,434.78	29,064.37	29,693.94	30,322.33	30,953.09	31,582.68	32,212.25	32,841.84	33,471.41	34,100.99	34,729.38	35,358.96	35,988.54	36,618.11
Level (E) 5	26,131.10	26,800.02	27,467.76	28,136.69	28,804.42	29,473.35	30,141.09	30,808.81	31,476.55	32,145.48	32,813.21	33,482.14	34,149.88	34,818.80	35,486.54	36,155.47	36,823.20	37,490.94	38,158.68	38,826.42
Level (F) 6	27,306.78	28,005.52	28,704.26	29,404.19	30,101.74	30,801.66	31,500.40	32,200.33	32,899.07	33,597.80	34,297.73	34,996.47	35,695.21	36,395.13	37,093.87	37,793.44	38,492.18	39,191.91	39,891.64	40,591.38
Level (G) 7	28,453.86	29,183.60	29,912.15	30,641.88	31,370.44	32,101.36	32,831.10	33,559.65	34,289.39	35,017.93	35,747.67	36,476.22	37,205.96	37,935.35	38,664.80	39,394.54	40,124.28	40,854.02	41,583.76	42,313.50
Level (H) 8	30,522.65	31,304.85	32,085.86	32,868.06	33,650.27	34,431.28	35,212.30	35,994.50	36,776.70	37,558.90	38,341.10	39,123.30	39,905.50	40,687.70	41,470.00	42,252.20	43,034.40	43,816.60	44,598.80	45,381.00
Level (I) 9	33,585.88	34,450.36	35,314.84	36,179.32	37,042.61	37,905.90	38,769.38	39,632.86	40,496.34	41,359.82	42,223.30	43,086.78	43,950.26	44,813.74	45,677.22	46,540.70	47,404.18	48,267.66	49,131.14	49,994.62
Level (J) 10	34,728.19	35,622.47	36,516.76	37,411.05	38,305.34	39,199.63	40,093.92	40,988.21	41,882.50	42,776.79	43,671.08	44,565.37	45,459.66	46,353.95	47,248.24	48,142.53	49,036.82	49,931.11	50,825.40	51,719.69
Level (K) 11	36,475.02	37,414.63	38,302.24	39,191.84	40,081.45	40,970.96	41,860.47	42,750.08	43,639.59	44,529.10	45,418.61	46,308.12	47,197.63	48,087.14	48,976.65	49,866.16	50,755.67	51,645.18	52,534.69	53,424.20
Level (L) 12	43,003.33	44,109.87	45,214.01	46,320.55	47,427.08	48,533.62	49,640.16	50,746.69	51,853.23	52,959.77	54,066.30	55,172.84	56,279.38	57,385.91	58,492.45	59,598.99	60,705.53	61,812.07	62,918.60	64,025.14
Level (M) 13	47,939.80	49,175.11	50,657.24	51,893.74	53,129.05	54,365.56	55,600.86	56,836.17	58,072.68	59,307.99	60,543.29	61,778.60	63,014.11	64,249.62	65,485.13	66,720.64	67,956.15	69,191.66	70,427.17	71,662.68
Level (N) 14	53,863.56	55,247.92	56,633.47	58,017.83	59,404.57	60,788.93	62,174.47	63,560.01	64,945.55	66,331.09	67,716.63	69,102.17	70,487.71	71,873.25	73,258.79	74,644.33	76,029.87	77,415.41	78,800.95	80,186.49
Level (O) 15	61,759.53	63,598.19	65,191.21	66,783.05	68,377.27	69,970.29	71,562.12	73,155.15	74,748.16	76,340.01	77,932.22	79,524.43	81,116.64	82,708.85	84,301.06	85,893.27	87,485.48	89,077.69	90,669.90	92,262.11
Level (P) 16	73,066.91	74,949.68	76,834.84	78,717.61	80,601.59	82,485.55	84,369.52	86,253.48	88,137.44	90,021.42	91,905.38	93,789.35	95,673.31	97,557.27	99,441.25	101,325.22	103,209.18	105,093.15	106,977.11	108,861.09

Approved:   
 Mike Brownsberger, Mayor

March 31, 2017

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	21,684.70	22,239.15	22,793.61	23,348.07	23,902.53	24,456.99	25,011.45	25,688.73	26,243.18	26,797.64	27,353.29	27,907.75	28,462.21	29,015.48	29,569.93	30,124.39	30,680.05	31,234.50	31,788.96	32,343.42

Merit Entry Level 21,684.70  
 Merit Ceiling Level 32,343.42  
 Merit Range 10,658.72

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

Level	(B)	2	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
			22,381.05	22,953.39	23,525.74	24,099.27	24,671.62	25,243.96	25,940.32	26,512.66	27,086.19	27,658.54	28,232.08	28,805.61	29,377.96	29,950.31	30,523.84	31,096.18	31,668.53	32,242.06	32,814.41	33,386.75

Merit Entry Level 22,381.05  
 Merit Ceiling Level 33,386.75  
 Merit Range 11,005.70

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	23,681.94	24,290.05	24,896.98	25,627.91	26,233.64	26,840.56	27,447.49	28,055.60	28,662.52	29,269.45	29,875.18	30,483.29	31,090.22	31,697.14	32,304.07	32,912.19	33,517.91	34,124.84	34,732.95	35,339.87

Merit Entry Level 23,681.94  
 Merit Ceiling Level 35,339.87  
 Merit Range 11,657.93



City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

		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	(D) 4	24,534.49	25,164.07	25,916.47	26,546.04	27,175.62	27,805.20	28,434.78	29,064.37	29,693.94	30,322.33	30,953.09	31,582.68	32,212.25	32,841.84	33,471.41	34,100.99	34,729.38	35,358.96	35,988.54	36,618.11

Merit Entry Level 24,534.49  
 Merit Ceiling Level 36,618.11  
 Merit Range 12,083.62

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	26,131.10	26,800.02	27,467.76	28,136.69	28,804.42	29,473.35	30,141.09	30,808.81	31,476.55	32,145.48	32,813.21	33,482.14	34,149.88	34,818.80	35,486.54	36,155.47	36,823.20	37,490.94	38,158.68	38,826.42

Merit Entry Level 26,131.10  
 Merit Ceiling Level 39,074.42  
 Merit Range 12,943.32

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	27,306.78	28,005.52	28,704.26	29,404.19	30,101.74	30,801.66	31,500.40	32,200.33	32,899.07	33,597.80	34,297.73	34,996.47	35,695.21	36,395.13	37,093.87	38,039.44	38,738.18	39,438.10	40,135.64	40,835.58

Merit Entry Level 27,306.78  
 Merit Ceiling Level 40,835.58  
 Merit Range 13,528.80

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	28,453.86	29,183.60	29,912.15	30,641.88	31,370.44	32,101.36	32,831.10	33,559.65	34,289.39	35,017.93	35,747.67	36,476.22	37,205.96	38,181.33	38,912.26	39,640.81	40,370.55	41,099.10	41,828.83	42,557.38

Merit Entry Level 28,453.86  
 Merit Ceiling Level 42,557.38  
 Merit Range 14,103.52

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	30,522.65	31,304.85	32,085.86	32,868.06	33,650.27	34,431.28	35,212.30	35,994.50	36,776.70	37,558.90	38,586.74	39,368.94	40,151.15	40,933.35	41,714.36	42,496.56	43,277.58	44,059.78	44,840.79	45,623.00

Merit Entry Level 30,522.65  
 Merit Ceiling Level 45,623.00  
 Merit Range 15,100.35

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

Level	(I)	9	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
			33,585.88	34,450.36	35,314.84	36,179.32	37,042.61	38,153.90	39,018.38	39,884.05	40,748.53	41,613.01	42,476.30	43,340.78	44,205.26	45,070.92	45,935.40	46,799.88	47,663.17	48,527.65	49,392.12	50,503.43

Merit Entry Level 33,585.88  
 Merit Ceiling Level 50,503.43  
 Merit Range 16,917.55

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	34,728.19	35,622.47	36,516.76	37,411.05	38,552.16	39,447.64	40,341.93	41,236.21	42,130.50	43,024.80	43,919.08	44,813.37	45,707.66	46,601.94	47,497.43	48,390.52	49,284.80	50,179.10	51,320.20	52,214.50

Merit Entry Level 34,728.19  
 Merit Ceiling Level 52,214.50  
 Merit Range 17,486.31

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	36,475.02	37,414.63	38,602.24	39,541.84	40,483.82	41,423.42	42,364.21	43,303.81	44,244.61	45,185.39	46,126.18	47,065.78	48,006.58	48,946.17	49,888.15	51,073.39	52,015.37	52,954.97	53,894.57	54,835.36

Merit Entry Level 36,475.02  
 Merit Ceiling Level 54,835.36  
 Merit Range 18,360.34



City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

Level	(L)	12	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
			43,003.33	44,109.87	45,214.01	46,320.55	47,427.08	48,531.23	49,637.76	50,989.92	52,095.26	53,200.60	54,307.12	55,412.47	56,517.81	57,624.34	58,729.68	59,835.03	60,941.55	62,046.90	63,399.06	64,504.39

Merit Entry Level 43,003.33  
 Merit Ceiling Level 64,504.39  
 Merit Range 21,501.06

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

Level	(M) 13	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
		47,939.80	49,175.11	50,657.24	51,893.74	53,129.05	54,365.56	55,600.86	56,836.17	58,072.68	59,307.99	60,543.29	61,778.60	63,261.93	64,497.24	65,732.55	66,967.86	68,203.18	69,439.67	70,676.17	71,911.49

Merit Entry Level 47,939.80  
 Merit Ceiling Level 71,911.49  
 Merit Range 23,971.69

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

Level	(N) 14	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
		53,863.56	55,247.92	56,633.47	58,017.83	59,404.57	60,788.93	62,174.47	63,804.47	65,191.21	66,575.57	67,961.12	69,345.47	70,731.02	72,115.39	73,500.94	74,885.29	76,270.84	77,656.39	79,040.76	80,426.30

Merit Entry Level 53,863.56  
 Merit Ceiling Level 80,426.30  
 Merit Range 26,562.74

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

Level	(O) 15	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
		61,759.53	63,598.19	65,191.21	66,783.05	68,377.27	69,970.29	71,562.12	73,155.15	74,748.16	76,340.01	77,934.22	79,527.24	81,119.07	82,712.10	84,305.13	85,896.96	87,491.18	89,084.20	90,676.03	92,269.06

Merit Entry Level 61,759.53  
 Merit Ceiling Level 92,269.06  
 Merit Range 30,509.53

City of Monett  
 Payroll Level/Merit Step Matrix  
 Fiscal Year 2017-2018

	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	73,066.91	74,949.68	76,834.84	78,717.61	80,601.59	82,485.55	84,369.52	86,253.48	88,137.44	90,021.42	91,905.38	93,789.35	95,673.31	97,557.29	99,441.25	101,325.22	103,209.18	105,093.15	106,975.93	108,861.09

Merit Entry Level 73,066.91  
 Merit Ceiling Level 108,861.09  
 Merit Range 35,794.18