
City of Monett Salary/Compensation Plan
Effective for Fiscal Year 2018-2019

City of Monett
 Payroll Entry and Ceiling Levels
 Fiscal Year April 1, 2018 thru March 31, 2019

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
CEMETERY MAINTENANCE PARK MAINTENANCE SANITATION OPERATOR 1	22,064.18	32,909.43	1 (A)
SANITATION OPERATOR 2	22,772.71	33,971.02	2 (B)
ANIMAL CONTROL OFFICER ASST. GREENSKEEPER GOLF MAINTENANCE SANITATION SENIOR OPERATOR	24,096.37	35,958.32	3 (C)
AIRPORT MAINTENANCE RECYCLE OPERATOR STREET OPERATOR I	24,963.84	37,258.93	4 (D)
ADMINISTRATIVE ASSISTANT / BUILDING & ZONING ASSISTANT MECHANIC COLLECTION CLERK COURT CLERK SANITATION FOREMAN STREET OPERATOR II	26,588.39	39,758.23	5 (E)
METER READER PARK FOREMAN SEWER OPERATOR WATER OPERATOR	27,784.65	41,550.20	6 (F)

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
ADMINISTRATIVE ASST. POLICE/COMMUNICATIONS/ PROSECUTOR'S CLERK	28,951.81	43,302.14	7 (G)
ADMINISTRATIVE ASST. ADMINISTRATION / PUBLIC WORKS & UTILITIES			
APPRENTICE TREE TRIMMER			
ASST. EMERGENCY MANAGEMENT DIRECTOR			
CEMETERY FOREMAN			
COLLECTOR			
COMMUNICATIONS OFFICER			
FIREFIGHTER			
FIRE INSPECTOR			
MECHANIC			
POLICE OFFICER			
SCHOOL RESOURCE OFFICER			
SEWER LAB DIRECTOR			
SEWER SENIOR OPERATOR			
STREET OPERATOR 3			
WATER LEADMAN			
WATER SENIOR OPERATOR			
CODE ENFORCEMENT OFFICER	31,056.80	46,421.40	8 (H)
POLICE DETECTIVE			
POLICE NARCOTICS INVESTIGATOR			
PURCHASING AGENT			
SENIOR MECHANIC			
911 SUPERVISOR			
MULES TERMINAL AGENCY COORDINATOR			
COMMUNICATIONS TRAINING OFFICER			
DETECTIVE CORPORAL			
FIRE LIEUTENANT	34,173.64	51,387.24	9 (I)
POLICE SERGEANT			
APPRENTICE LINEMAN/METER READER			
911 ASSISTANT DIRECTOR			
DETECTIVE SERGEANT			
DEPUTY CITY CLERK / HUMAN RESOURCES PAYROLL & ACCOUNTS PAYABLE	35,335.93	53,128.25	10 (J)
DEPUTY CITY CLERK / BILLING & FINANCE			

<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 POLICE LIEUTENANT	37,113.34	55,794.98	11 (K)
ASST. PUBLIC WORKS SUPERINTENDENT BUILDING & ZONING INSPECTOR CITY CLERK / TREASURER SEWER CHIEF OPERATOR WATER FOREMAN	43,755.89	65,633.22	12 (L)
EMERGENCY MANAGEMENT DIRECTOR FIRE CHIEF LINE CREW LEADER POLICE CHIEF JOURNEYMAN LINEMAN	48,778.74	73,169.94	13 (M)
ELECTRIC FOREMAN PUBLIC WORKS SUPERINTENDENT CREW LEADER - LINE CREW	54,806.17	81,833.76	14 (N)
ASST. UTILITIES SUPERINTENDENT	62,840.32	93,883.77	15 (O)
UTILITIES SUPERINTENDENT	74,345.58	110,766.16	16 (P)

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	22,064.18	22,628.34	23,192.50	23,756.66	24,320.82	24,884.99	25,449.15	26,136.28	26,702.44	27,266.60	27,831.98	28,396.14	28,960.30	29,523.25	30,087.41	30,651.57	31,216.95	31,781.11	32,345.27	32,909.43
Level (B) 2	22,772.71	23,355.08	23,937.44	24,521.01	25,103.57	25,685.73	26,394.27	26,976.63	27,560.20	28,142.56	28,726.14	29,309.71	29,892.07	30,474.44	31,058.00	31,640.36	32,222.73	32,806.29	33,388.66	33,971.02
Level (C) 3	24,096.37	24,715.13	25,332.68	26,076.39	26,692.73	27,310.27	27,927.82	28,546.58	29,164.12	29,781.67	30,398.00	31,016.75	31,634.30	32,251.84	32,869.39	33,488.15	34,104.47	34,722.02	35,340.78	35,958.32
Level (D) 4	24,963.84	25,604.45	26,370.01	27,010.60	27,651.20	28,291.79	28,932.39	29,572.99	30,213.58	30,852.97	31,494.77	32,135.38	32,775.97	33,416.57	34,057.16	34,697.76	35,337.15	35,977.74	36,618.34	37,258.93
Level (E) 5	26,538.39	27,269.02	27,948.44	28,629.08	29,308.49	29,989.13	30,668.56	31,347.97	32,027.39	32,708.03	33,387.44	34,068.08	34,747.51	35,428.13	36,107.56	36,788.19	37,467.61	38,147.03	39,078.80	39,758.23
Level (F) 6	27,784.65	28,495.62	29,206.58	29,918.77	30,628.52	31,340.69	32,051.66	32,763.84	33,474.81	34,185.76	34,897.94	35,608.91	36,319.88	37,032.05	37,743.02	38,455.13	39,166.10	40,128.27	40,838.02	41,550.20
Level (G) 7	28,951.81	29,694.32	30,436.61	31,178.11	31,919.42	32,663.13	33,405.64	34,146.94	34,889.45	35,630.75	36,373.26	37,114.55	37,857.06	38,649.50	39,593.23	40,334.53	41,077.04	41,818.33	42,560.83	43,302.14
Level (H) 8	31,056.80	31,852.69	32,647.36	33,443.25	34,239.15	35,033.83	35,828.51	36,624.40	37,420.29	38,216.18	39,262.01	40,057.90	40,853.79	41,649.68	42,444.37	43,240.25	44,034.94	44,830.63	45,625.50	46,421.40
Level (I) 9	34,173.64	35,053.24	35,932.85	36,812.46	37,690.65	38,521.59	39,701.20	40,582.03	41,461.63	42,341.24	43,219.63	44,099.24	44,978.85	45,859.66	46,739.27	47,618.88	48,497.27	49,376.88	50,256.49	51,387.24
Level (J) 10	35,335.93	36,245.87	37,155.81	38,065.74	39,226.82	40,137.97	41,047.91	41,957.85	42,867.78	43,777.73	44,687.67	45,597.60	46,507.54	47,417.48	48,328.63	49,237.35	50,147.29	51,057.24	52,218.31	53,128.25
Level (K) 11	37,113.34	38,069.39	39,277.78	40,233.82	41,192.29	42,148.33	43,105.59	44,061.62	45,018.89	45,976.14	46,933.39	47,889.43	48,846.69	49,802.73	50,761.19	51,967.17	52,925.84	53,881.68	54,837.73	55,794.98
Level (L) 12	43,755.89	44,881.79	46,005.25	47,131.16	48,257.05	49,380.52	50,506.42	51,882.24	53,006.93	54,131.61	55,257.50	56,382.19	57,506.87	58,632.77	59,757.45	60,882.14	62,008.03	63,132.72	64,508.54	65,633.22
Level (M) 13	48,778.74	50,035.67	51,543.74	52,801.88	54,058.81	55,316.95	56,573.88	57,830.81	59,088.95	60,345.87	61,602.80	62,859.73	64,369.02	65,625.94	66,882.87	68,139.80	69,396.73	70,854.86	71,913.01	73,169.94
Level (N) 14	54,806.17	56,214.76	57,624.56	59,033.14	60,444.15	61,852.73	63,262.53	64,821.05	66,332.06	67,740.64	69,150.44	70,559.02	71,968.81	73,377.41	74,787.20	76,195.78	77,605.58	79,015.38	80,423.97	81,833.76
Level (O) 15	62,840.32	64,711.16	66,332.06	67,951.76	69,573.87	71,194.77	72,814.46	74,435.36	76,055.26	77,675.96	79,298.06	80,918.97	82,538.66	84,159.56	85,780.47	87,400.15	89,022.27	90,643.18	92,262.86	93,883.77
Level (P) 16	74,345.58	76,261.30	78,179.45	80,095.17	82,012.11	83,929.05	85,845.98	87,762.92	89,679.85	91,596.80	93,513.73	95,430.66	97,347.60	99,264.54	101,181.47	103,098.41	105,015.34	106,932.28	108,848.01	110,766.16

Approved: 
 Mike Brownsberger, Mayor

March 31, 2018

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	22,064.18	22,628.34	23,192.50	23,756.66	24,320.82	24,884.99	25,449.15	26,138.28	26,702.44	27,266.60	27,831.98	28,396.14	28,960.30	29,523.25	30,087.41	30,651.57	31,216.95	31,781.11	32,345.27	32,909.43

Merit Entry Level 22,064.18
 Merit Ceiling Level 32,909.43
 Merit Range 10,845.25

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	22,772.71	23,355.08	23,937.44	24,521.01	25,103.37	25,685.73	26,394.27	26,976.63	27,560.20	28,142.56	28,726.14	29,309.71	29,892.07	30,474.44	31,058.00	31,640.36	32,222.73	32,806.29	33,388.65	33,971.02

Merit Entry Level 22,772.71
 Merit Ceiling Level 33,971.02
 Merit Range 11,198.31

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	24,096.37	24,715.13	25,332.68	26,076.39	26,692.73	27,310.27	27,927.82	28,546.58	29,164.12	29,781.67	30,398.00	31,016.75	31,634.30	32,251.84	32,869.39	33,488.15	34,104.47	34,722.02	35,340.78	35,958.32

Merit Entry Level 24,096.37
 Merit Ceiling Level 35,958.32
 Merit Range 11,861.95

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

		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	24,963.84	25,604.45	26,370.01	27,010.60	27,651.20	28,291.79	28,932.39	29,572.99	30,213.58	30,852.97	31,494.77	32,135.38	32,775.97	33,416.57	34,057.16	34,697.76	35,337.15	35,977.74	36,618.34	37,258.93

Merit Entry Level 24,963.84
 Merit Ceiling Level 37,258.93
 Merit Range 12,295.09

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	26,588.39	27,259.02	27,948.44	28,629.06	29,308.49	29,989.13	30,668.56	31,347.97	32,027.39	32,708.03	33,387.44	34,068.08	34,747.51	35,428.13	36,107.56	36,788.19	37,467.61	38,147.03	39,078.80	39,758.23

Merit Entry Level 26,588.39
 Merit Ceiling Level 39,758.23
 Merit Range 13,169.84

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	27,784.65	28,495.62	29,206.58	29,918.77	30,628.52	31,340.69	32,051.66	32,763.84	33,474.81	34,185.76	34,897.94	35,608.91	36,319.88	37,032.05	37,743.02	38,455.13	39,166.10	40,128.27	40,838.02	41,550.20

Merit Entry Level 27,784.65
 Merit Ceiling Level 41,550.20
 Merit Range 13,765.55

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	28,951.81	29,694.32	30,435.81	31,178.11	31,819.42	32,663.13	33,405.64	34,148.94	34,889.45	35,630.75	36,373.26	37,114.55	37,857.06	38,849.50	39,593.23	40,334.53	41,077.04	41,818.33	42,560.83	43,302.14

Merit Entry Level 28,951.81
 Merit Ceiling Level 43,302.14
 Merit Range 14,350.33

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	31,056.80	31,852.69	32,647.36	33,443.25	34,239.15	35,033.83	35,828.51	36,624.40	37,420.29	38,216.18	39,012.07	39,807.96	40,603.85	41,399.74	42,195.63	42,991.52	43,787.41	44,583.30	45,379.19	46,175.08

Merit Entry Level 31,056.80
 Merit Ceiling Level 46,421.40
 Merit Range 15,364.60

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

		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	34,173.64	35,053.24	35,932.85	36,812.46	37,690.85	38,569.24	39,447.63	40,326.03	41,204.42	42,082.81	42,961.21	43,839.60	44,718.00	45,596.39	46,474.79	47,353.18	48,231.57	49,110.00	49,988.40	50,866.80	51,745.20

Merit Entry Level 34,173.64
 Merit Ceiling Level 51,387.24
 Merit Range 17,213.60

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	35,335.93	36,245.87	37,155.81	38,065.74	39,226.62	40,137.97	41,047.91	41,957.85	42,867.78	43,777.73	44,687.67	45,597.60	46,507.54	47,417.48	48,328.63	49,237.35	50,147.29	51,057.24	52,218.31	53,128.25

Merit Entry Level 35,335.93
 Merit Ceiling Level 53,128.25
 Merit Range 17,792.32

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	37,113.34	38,069.39	39,277.78	40,233.82	41,192.29	42,148.33	43,105.59	44,061.62	45,018.89	45,976.14	46,933.39	47,889.43	48,846.69	49,802.73	50,761.19	51,967.17	52,925.64	53,881.68	54,837.73	55,794.98

Merit Entry Level 37,113.34
 Merit Ceiling Level 55,794.98
 Merit Range 18,681.64

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

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
			43,755.89	44,881.79	46,005.25	47,131.16	48,257.05	49,380.52	50,506.42	51,622.24	53,006.93	54,131.61	55,257.50	56,382.19	57,506.87	58,632.77	59,757.45	60,882.14	62,008.03	63,132.72	64,508.54	65,633.22

Merit Entry Level 43,755.89
 Merit Ceiling Level 65,633.22
 Merit Range 21,877.33

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	48,778.74	50,035.67	51,543.74	52,801.88	54,058.81	55,316.95	56,573.88	57,830.81	59,088.95	60,345.87	61,602.80	62,859.73	64,369.02	65,625.94	66,882.87	68,139.80	69,396.73	70,654.86	71,913.01	73,169.94

Merit Entry Level 48,778.74
 Merit Ceiling Level 73,169.94
 Merit Range 24,391.20

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	54,806.17	56,214.76	57,624.56	59,033.14	60,444.15	61,852.73	63,262.53	64,921.05	66,332.06	67,740.64	69,150.44	70,559.02	71,968.81	73,377.41	74,787.20	76,195.78	77,605.58	79,015.38	80,423.97	81,833.76

Merit Entry Level 54,806.17
 Merit Ceiling Level 81,833.76
 Merit Range 27,027.59

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	62,840.32	64,711.16	66,332.06	67,951.75	69,573.87	71,194.77	72,814.46	74,435.36	76,056.26	77,675.96	79,296.06	80,918.97	82,538.66	84,159.56	85,780.47	87,400.15	89,022.27	90,643.18	92,262.86	93,883.77

Merit Entry Level 62,840.32
 Merit Ceiling Level 93,883.77
 Merit Range 31,043.45

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2018-2019

	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	74,345.58	76,261.30	78,179.45	80,095.17	82,012.11	83,929.05	85,845.98	87,762.92	89,679.85	91,596.80	93,513.73	95,430.66	97,347.60	99,264.54	101,181.47	103,098.41	105,015.34	106,932.28	108,848.01	110,766.16

Merit Entry Level 74,345.58
 Merit Ceiling Level 110,766.16
 Merit Range 36,420.58