

City of Monett Salary/Compensation Plan
Effective for Fiscal Year 2011-2012

City of Monett
Payroll Entry and Ceiling Levels
Fiscal Year April 1, 2011 thru March 31, 2012

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
SANITATION LOADER CEMETERY MAINTENANCE PARK MAINTENANCE CUSTODIAN	19,067.93	28,440.43	1
SANITATION OPERATOR 1	19,680.25	29,357.86	2
ANIMAL CONTROL OFFICER SANITATION SENIOR OPERATOR GOLF MAINTENANCE ASST. GREENSKEEPER	20,824.16	31,075.29	3
AIRPORT MAINTENANCE STREET CREW SANITATION SENIOR LEADER	21,573.83	32,199.28	4
COURT CLERK ADMINISTRATIVE ASSISTANT STREET MAINTENANCE ASSISTANT MECHANIC COLLECTION CLERK PURCHASING AGENT BILLING CLERK SANITATION FOREMAN	22,977.77	34,359.18	5
STREET OPERATOR SEWER OPERATOR WATER OPERATOR METER READER PARK FOREMAN	24,011.58	35,907.81	6

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
WATER LEADMAN WATER SENIOR OPERATOR CEMETERY FOREMAN COMMUNICATIONS OFFICER POLICE OFFICER SCHOOL RESOURCE OFFICER FIREFIGHTER SEWER SENIOR OPERATOR SEWER LAB DIRECTOR STREET OPERATOR 3 APPRENTICE TREE TRIMMER ADMINISTRATIVE ASSISTANT MECHANIC	25,020.24	37,421.84	7
FIBER OPTICS POLICE DETECTIVE POLICE NARCOTICS INVESTIGATOR ASSISTANT BUILDING & ZONING INSPECTOR FIRE INSPECTOR GOLF COURSE SUPERINTENDENT GOLF COURSE GREENSKEEPER SENIOR MECHANIC SENIOR PURCHASING AGENT	26,839.38	40,117.52	8
POLICE SERGEANT FIRE LIEUTENANT COMMUNICATIONS/EMERGENCY MGMT. SUPV.	29,532.96	44,409.01	9
DEPUTY CITY CLERK / HUMAN RESOURCES	30,537.42	45,913.60	10
SANITATION FOREMAN FIRE CAPTAIN SEWER ASSISTANT CHIEF OPERATOR AIRPORT SUPERINTENDENT STREET FOREMAN ASSISTANT FIRE CHIEF POLICE LIEUTENANT JOURNEYMAN TREE TRIMMER APPRENTICE LINEMAN	32,073.46	48,218.19	11

<u>POSITION</u>	<u>MERIT ENTRY</u>	<u>MERIT CEILING</u>	<u>LEVEL</u>
FIRE CHIEF FINANCE DIRECTOR POLICE CHIEF	42,154.74	63,233.69	13
PUBLIC WORKS SUPERINTENDENT ELECTRIC FOREMAN ELECTRIC LEADMAN	47,363.66	70,720.99	14
N/A	54,306.80	81,134.64	15
UTILITIES GENERAL MANAGER	64,249.68	95,724.45	16

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011-2012

	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	19,067.93	19,555.48	20,043.03	20,530.58	21,018.13	21,505.68	21,993.23	22,588.78	23,076.33	23,563.88	24,052.48	24,540.03	25,027.58	25,514.08	26,001.63	26,489.18	26,977.78	27,465.33	27,952.88	28,440.43
Level (B) 2	19,680.25	20,183.53	20,686.81	21,191.13	21,694.41	22,197.69	22,810.01	23,313.29	23,817.61	24,320.89	24,825.22	25,329.54	25,832.82	26,336.10	26,840.42	27,343.70	27,846.98	28,351.30	28,854.58	29,357.86
Level (C) 3	20,824.16	21,358.89	21,892.58	22,535.30	23,067.94	23,601.62	24,135.31	24,670.04	25,203.72	25,737.41	26,270.04	26,804.77	27,338.46	27,872.14	28,405.83	28,940.56	29,473.19	30,006.88	30,541.61	31,075.29
Level (D) 4	21,573.83	22,127.44	22,789.04	23,342.64	23,896.25	24,449.85	25,003.46	25,557.07	26,110.67	26,663.23	27,217.88	27,771.49	28,325.09	28,878.70	29,432.30	29,985.91	30,538.47	31,092.07	31,645.68	32,199.28
Level (E) 5	22,977.77	23,565.97	24,153.13	24,741.34	25,328.49	25,916.70	26,503.86	27,091.01	27,678.17	28,266.38	28,853.53	29,441.74	30,028.90	30,617.10	31,204.26	31,792.47	32,379.62	32,966.78	33,772.02	34,359.18
Level (F) 6	24,011.58	24,626.00	25,240.42	25,855.89	26,469.26	27,084.72	27,699.14	28,314.61	28,929.03	29,543.44	30,158.91	30,773.33	31,387.75	32,003.21	32,617.63	33,449.09	34,063.51	34,678.97	35,292.34	35,907.81
Level (G) 7	25,020.24	25,661.92	26,302.55	26,944.22	27,584.86	28,227.58	28,869.26	29,509.89	30,151.57	30,792.20	31,433.88	32,074.51	32,716.19	33,573.86	34,216.59	34,857.22	35,498.90	36,139.53	36,781.20	37,421.84
Level (H) 8	26,839.38	27,527.19	28,213.95	28,901.76	29,589.58	30,276.34	30,963.11	31,650.92	32,338.73	33,026.54	33,930.35	34,618.16	35,305.97	35,993.78	36,680.55	37,368.36	38,055.13	38,742.94	39,429.70	40,117.52
Level (I) 9	29,532.96	30,293.12	31,053.28	31,813.44	32,572.55	33,549.74	34,309.90	35,071.11	35,831.27	36,591.43	37,350.54	38,110.70	38,870.86	39,632.06	40,392.22	41,152.38	41,911.49	42,671.65	43,431.81	44,409.01
Level (J) 10	30,537.42	31,323.79	32,110.16	32,896.53	33,899.94	34,687.36	35,473.73	36,260.10	37,046.47	37,832.85	38,619.22	39,405.59	40,191.96	40,978.33	41,765.75	42,551.07	43,337.44	44,123.82	45,127.22	45,913.60
Level (K) 11	32,073.46	32,899.68	33,943.98	34,770.19	35,598.50	36,424.72	37,251.98	38,078.19	38,905.46	39,732.72	40,559.98	41,386.19	42,213.46	43,039.67	43,867.98	44,910.19	45,738.50	46,564.71	47,390.93	48,218.19
Level (L) 12	37,813.97	38,786.98	39,757.88	40,730.89	41,703.89	42,674.80	43,647.80	44,836.79	45,808.75	46,780.70	47,753.70	48,725.66	49,697.61	50,670.62	51,642.57	52,614.53	53,587.53	54,559.49	55,748.48	56,720.43
Level (M) 13	42,154.74	43,240.98	44,544.26	45,631.55	46,717.79	47,805.08	48,891.32	49,977.56	51,064.85	52,151.09	53,237.33	54,323.57	55,627.90	56,714.14	57,800.38	58,886.62	59,972.87	61,060.15	62,147.44	63,233.69
Level (N) 14	47,363.66	48,580.97	49,799.32	51,016.62	52,236.02	53,453.32	54,671.67	56,104.97	57,324.37	58,541.67	59,760.02	60,977.32	62,195.67	63,412.98	64,631.33	65,848.63	67,066.98	68,285.33	69,502.64	70,720.99
Level (O) 15	54,306.80	55,923.58	57,324.37	58,724.11	60,125.95	61,526.74	62,926.48	64,327.27	65,728.05	67,127.80	68,529.63	69,930.42	71,330.16	72,730.95	74,131.74	75,531.48	76,933.32	78,334.11	79,733.85	81,134.64
Level (P) 16	64,249.68	65,905.25	67,562.92	69,218.49	70,875.12	72,531.74	74,188.36	75,844.98	77,501.60	79,158.23	80,814.85	82,471.47	84,128.09	85,784.72	87,441.34	89,097.96	90,754.58	92,411.20	94,066.78	95,724.45

Approved: _____

James Orr, Mayor

March 31, 2011

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

	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	19,067.93	19,555.48	20,043.03	20,530.58	21,018.13	21,505.68	21,993.23	22,588.78	23,076.33	23,563.88	24,052.48	24,540.03	25,027.58	25,514.08	26,001.63	26,489.18	26,977.78	27,465.33	27,952.88	28,440.43

Merit Entry Level 19,067.93
 Merit Ceiling Level 28,440.43
 Merit Range 9,372.50

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011 / 2012

	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	19,680.25	20,183.53	20,686.81	21,191.13	21,694.41	22,197.69	22,810.01	23,313.29	23,817.61	24,320.89	24,825.22	25,329.54	25,832.82	26,336.10	26,840.42	27,343.70	27,846.98	28,351.30	28,854.58	29,357.86

Merit Entry Level 19,680.25
 Merit Ceiling Level 29,357.86
 Merit Range 9,677.61

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

	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	20,824.16	21,358.89	21,892.58	22,535.30	23,067.94	23,601.62	24,135.31	24,670.04	25,203.72	25,737.41	26,270.04	26,804.77	27,338.46	27,872.14	28,405.83	28,940.56	29,473.19	30,006.88	30,541.61	31,075.29

Merit Entry Level 20,824.16
 Merit Ceiling Level 31,075.29
 Merit Range 10,251.13

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

		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	21,573.83	22,127.44	22,789.04	23,342.64	23,896.25	24,449.85	25,003.46	25,557.07	26,110.67	26,663.23	27,217.88	27,771.49	28,325.09	28,878.70	29,432.30	29,985.91	30,538.47	31,092.07	31,645.68	32,199.28

Merit Entry Level 21,573.83
 Merit Ceiling Level 32,199.28
 Merit Range 10,625.45

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

		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	22,977.77	23,565.97	24,153.13	24,741.34	25,328.49	25,916.70	26,503.86	27,091.01	27,678.17	28,266.38	28,853.53	29,441.74	30,028.90	30,617.10	31,204.26	31,792.47	32,379.62	32,966.78	33,772.02	34,359.18

Merit Entry Level 22,977.77
 Merit Ceiling Level 34,359.18
 Merit Range 11,381.41

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

		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	24,011.58	24,626.00	25,240.42	25,855.89	26,469.26	27,084.72	27,699.14	28,314.61	28,929.03	29,543.44	30,158.91	30,773.33	31,387.75	32,003.21	32,617.63	33,449.09	34,063.51	34,678.97	35,292.34	35,907.81

Merit Entry Level 24,011.58
 Merit Ceiling Level 35,907.81
 Merit Range 11,896.23

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

		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	25,020.24	25,661.92	26,302.55	26,944.22	27,584.86	28,227.58	28,869.26	29,509.89	30,151.57	30,792.20	31,433.88	32,074.51	32,716.19	33,573.86	34,216.59	34,857.22	35,498.90	36,139.53	36,781.20	37,421.84

Merit Entry Level 25,020.24
 Merit Ceiling Level 37,421.84
 Merit Range 12,401.60

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

		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	26,839.38	27,527.19	28,213.95	28,901.76	29,589.58	30,276.34	30,963.11	31,650.92	32,338.73	33,026.54	33,930.35	34,618.16	35,305.97	35,993.78	36,680.55	37,368.36	38,055.13	38,742.94	39,429.70	40,117.52

Merit Entry Level 26,839.38
 Merit Ceiling Level 40,117.52
 Merit Range 13,278.14

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

		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	29,532.96	30,293.12	31,053.28	31,813.44	32,572.55	33,549.74	34,309.90	35,071.11	35,831.27	36,591.43	37,350.54	38,110.70	38,870.86	39,632.06	40,392.22	41,152.38	41,911.49	42,671.65	43,431.81	44,409.01

Merit Entry Level 29,532.96
 Merit Ceiling Level 44,409.01
 Merit Range 14,876.05

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

	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	30,537.42	31,323.79	32,110.16	32,896.53	33,899.94	34,687.36	35,473.73	36,260.10	37,046.47	37,832.85	38,619.22	39,405.59	40,191.96	40,978.33	41,765.75	42,551.07	43,337.44	44,123.82	45,127.22	45,913.60

Merit Entry Level 30,537.42
 Merit Ceiling Level 45,913.60
 Merit Range 15,376.18

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

	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	32,073.46	32,899.68	33,943.98	34,770.19	35,598.50	36,424.72	37,251.98	38,078.19	38,905.46	39,732.72	40,559.98	41,386.19	42,213.46	43,039.67	43,867.98	44,910.19	45,738.50	46,564.71	47,390.93	48,218.19

Merit Entry Level 32,073.46
 Merit Ceiling Level 48,218.19
 Merit Range 16,144.73

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

	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	37,813.97	38,786.98	39,757.88	40,730.89	41,703.89	42,674.80	43,647.80	44,836.79	45,808.75	46,780.70	47,753.70	48,725.66	49,697.61	50,670.62	51,642.57	52,614.53	53,587.53	54,559.49	55,748.48	56,720.43

Merit Entry Level 37,813.97
 Merit Ceiling Level 56,720.43
 Merit Range 18,906.46

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

	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	42,154.74	43,240.98	44,544.26	45,631.55	46,717.79	47,805.08	48,891.32	49,977.56	51,064.85	52,151.09	53,237.33	54,323.57	55,627.90	56,714.14	57,800.38	58,886.62	59,972.87	61,060.15	62,147.44	63,233.69

Merit Entry Level 42,154.74
 Merit Ceiling Level 63,233.69
 Merit Range 21,078.95

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

	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	47,363.66	48,580.97	49,799.32	51,016.62	52,236.02	53,453.32	54,671.67	56,104.97	57,324.37	58,541.67	59,760.02	60,977.32	62,195.67	63,412.98	64,631.33	65,848.63	67,066.98	68,285.33	69,502.64	70,720.99

Merit Entry Level 47,363.66
 Merit Ceiling Level 70,720.99
 Merit Range 23,357.33

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

	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	54,306.80	55,923.58	57,324.37	58,724.11	60,125.95	61,526.74	62,926.48	64,327.27	65,728.05	67,127.80	68,529.63	69,930.42	71,330.16	72,730.95	74,131.74	75,531.48	76,933.32	78,334.11	79,733.85	81,134.64

Merit Entry Level 54,306.80
 Merit Ceiling Level 81,134.64
 Merit Range 26,827.84

City of Monett
 Payroll Level/Merit Step Matrix
 Fiscal Year 2011/2012

	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	64,249.68	65,905.25	67,562.92	69,218.49	70,875.12	72,531.74	74,188.36	75,844.98	77,501.60	79,158.23	80,814.85	82,471.47	84,128.09	85,784.72	87,441.34	89,097.96	90,754.58	92,411.20	94,066.78	95,724.45

Merit Entry Level 64,249.68
 Merit Ceiling Level 95,724.45
 Merit Range 31,474.77