

MERCED CEMETERY DISTRICT

2023/2024 COMPENSATION SCHEDULE

TITLE	SALARY RANGE	START	6 MONTHS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
		0 hrs	1040 hrs	2080 hrs	4160 hrs	6240 hrs	8320 hrs	
GROUNDSKEEPER	55.1	HOURLY	\$16.00	\$16.70	\$17.54	\$18.38	\$19.22	\$20.06
		BI-WEEKLY	\$1,280.00	\$1,336.00	\$1,403.20	\$1,470.40	\$1,537.60	\$1,604.80
		MONTHLY	\$2,773.33	\$2,894.67	\$3,040.27	\$3,185.87	\$3,331.47	\$3,477.07
		YEARLY	\$33,280.00	\$34,736.00	\$36,483.20	\$38,230.40	\$39,977.60	\$41,724.80
GROUNDS SPECIALIST	59.6	HOURLY	\$21.00	\$21.84	\$22.68	\$23.52	\$24.36	\$25.20
		BI-WEEKLY	\$1,680.00	\$1,747.20	\$1,814.40	\$1,881.60	\$1,948.80	\$2,016.00
		MONTHLY	\$3,640.00	\$3,785.60	\$3,931.20	\$4,076.80	\$4,222.40	\$4,368.00
		YEARLY	\$43,680.00	\$45,427.20	\$47,174.40	\$48,921.60	\$50,668.80	\$52,416.00
GROUNDS SUPERVISOR	63.4	HOURLY	\$26.04	\$26.88	\$27.72	\$28.56	\$29.40	\$30.24
		BI-WEEKLY	\$2,083.20	\$2,150.40	\$2,217.60	\$2,284.80	\$2,352.00	\$2,419.20
		MONTHLY	\$4,513.60	\$4,659.20	\$4,804.80	\$4,950.40	\$5,096.00	\$5,241.60
		YEARLY	\$54,163.20	\$55,910.40	\$57,657.60	\$59,404.80	\$61,152.00	\$62,899.20
OFFICE ASSISTANT	54.5	HOURLY	\$16.00	\$16.70	\$17.54	\$18.38	\$19.22	\$20.06
		BI-WEEKLY	\$1,280.00	\$1,336.00	\$1,403.20	\$1,470.40	\$1,537.60	\$1,604.80
		MONTHLY	\$2,773.33	\$2,894.67	\$3,040.27	\$3,185.87	\$3,331.47	\$3,477.07
		YEARLY	\$33,280.00	\$34,736.00	\$36,483.20	\$38,230.40	\$39,977.60	\$41,724.80
OFFICE MANAGER	62.2	HOURLY	\$26.04	\$26.88	\$27.72	\$28.56	\$29.40	\$30.24
		BI-WEEKLY	\$2,083.20	\$2,150.40	\$2,217.60	\$2,284.80	\$2,352.00	\$2,419.20
		MONTHLY	\$4,513.60	\$4,659.20	\$4,804.80	\$4,950.40	\$5,096.00	\$5,241.60
		YEARLY	\$54,163.20	\$55,910.40	\$57,657.60	\$59,404.80	\$61,152.00	\$62,899.20
DISTRICT MANAGER	70.1	HOURLY	\$26.55	\$27.88	\$29.27	\$30.73	\$32.73	\$33.88
		BI-WEEKLY	\$2,124.00	\$2,230.40	\$2,341.60	\$2,458.40	\$2,618.40	\$2,770.40
		MONTHLY	\$4,602.00	\$4,832.53	\$5,073.47	\$5,326.53	\$5,673.20	\$5,872.53
		YEARLY	\$55,224.00	\$57,990.40	\$60,881.60	\$63,918.40	\$68,078.40	\$70,470.40

MERCED CEMETERY DISTRICT

2026 PROPOSED COMPENSATION SCHEDULE

Existing hourly rates adjusted proportionally by 6.25% so the lowest Step 1 rate is \$17.00/hour. Biweekly assumes 80 hours; monthly and annual figures are annualized from 2,080 hours per year.

Position	Step 1 0 hrs	Step 2 6 months	Step 3 1 year	Step 4 2 years	Step 5 3 years	Step 6 4 years
Groundskeeper	\$17.00/hr \$1,360.00 biweekly \$2,946.67 monthly \$35,360.00 annual	\$17.74/hr \$1,419.20 biweekly \$3,074.93 monthly \$36,899.20 annual	\$18.64/hr \$1,491.20 biweekly \$3,230.93 monthly \$38,771.20 annual	\$19.53/hr \$1,562.40 biweekly \$3,385.20 monthly \$40,622.40 annual	\$20.42/hr \$1,633.60 biweekly \$3,539.47 monthly \$42,473.60 annual	\$21.31/hr \$1,704.80 biweekly \$3,693.73 monthly \$44,324.80 annual
Grounds Specialist	\$22.31/hr \$1,784.80 biweekly \$3,867.07 monthly \$46,404.80 annual	\$23.21/hr \$1,856.80 biweekly \$4,023.07 monthly \$48,276.80 annual	\$24.10/hr \$1,928.00 biweekly \$4,177.33 monthly \$50,128.00 annual	\$24.99/hr \$1,999.20 biweekly \$4,331.60 monthly \$51,979.20 annual	\$25.88/hr \$2,070.40 biweekly \$4,485.87 monthly \$53,830.40 annual	\$26.78/hr \$2,142.40 biweekly \$4,641.87 monthly \$55,702.40 annual
Grounds Supervisor	\$27.67/hr \$2,213.60 biweekly \$4,796.13 monthly \$57,553.60 annual	\$28.56/hr \$2,284.80 biweekly \$4,950.40 monthly \$59,404.80 annual	\$29.45/hr \$2,356.00 biweekly \$5,104.67 monthly \$61,256.00 annual	\$30.35/hr \$2,428.00 biweekly \$5,260.67 monthly \$63,128.00 annual	\$31.24/hr \$2,499.20 biweekly \$5,414.93 monthly \$64,979.20 annual	\$32.13/hr \$2,570.40 biweekly \$5,569.20 monthly \$66,830.40 annual
Office Assistant	\$17.00/hr \$1,360.00 biweekly \$2,946.67 monthly \$35,360.00 annual	\$17.74/hr \$1,419.20 biweekly \$3,074.93 monthly \$36,899.20 annual	\$18.64/hr \$1,491.20 biweekly \$3,230.93 monthly \$38,771.20 annual	\$19.53/hr \$1,562.40 biweekly \$3,385.20 monthly \$40,622.40 annual	\$20.42/hr \$1,633.60 biweekly \$3,539.47 monthly \$42,473.60 annual	\$21.31/hr \$1,704.80 biweekly \$3,693.73 monthly \$44,324.80 annual
Office Manager	\$27.67/hr \$2,213.60 biweekly \$4,796.13 monthly \$57,553.60 annual	\$28.56/hr \$2,284.80 biweekly \$4,950.40 monthly \$59,404.80 annual	\$29.45/hr \$2,356.00 biweekly \$5,104.67 monthly \$61,256.00 annual	\$30.35/hr \$2,428.00 biweekly \$5,260.67 monthly \$63,128.00 annual	\$31.24/hr \$2,499.20 biweekly \$5,414.93 monthly \$64,979.20 annual	\$32.13/hr \$2,570.40 biweekly \$5,569.20 monthly \$66,830.40 annual
District Manager	\$28.21/hr \$2,256.80 biweekly \$4,889.73 monthly \$58,676.80 annual	\$29.62/hr \$2,369.60 biweekly \$5,134.13 monthly \$61,609.60 annual	\$31.01/hr \$2,488.00 biweekly \$5,390.67 monthly \$64,688.00 annual	\$32.65/hr \$2,612.00 biweekly \$5,659.33 monthly \$67,912.00 annual	\$34.78/hr \$2,782.40 biweekly \$6,028.53 monthly \$72,342.40 annual	\$36.00/hr \$2,880.00 biweekly \$6,240.00 monthly \$74,880.00 annual

Proposed schedule for review and approval. Step placement and compensation implementation remain subject to District policy, budget approval, and applicable law.