

Campbell County Cemetery District

Positions and pay scales 2018-2019

Supervisor/Sexton

Pay determined by Board of Trustees

*scale adjusted to cost of living index, 4th Qtr 2017 (1.2%)

Groundskeeper I

<u>Min:</u>	<u>Mid-point</u>	<u>Max.</u>
\$15.00	\$17.64	\$19.22

Groundskeeper II

<u>Min:</u>	<u>Mid-point</u>	<u>Max.</u>
\$19.23	\$22.00	\$24.78

Groundskeeper III

<u>Min:</u>	<u>Mid-point</u>	<u>Max.</u>
\$24.79	\$27.68	\$30.75

District Floater

<u>Min: (level 1)</u>	<u>Mid-point (level 2)</u>	<u>Max. (level 3)</u>
\$15.00	\$20.97	\$26.24

Administrative Assistant

<u>Min:</u>	<u>Mid-point</u>	<u>Max.</u>
\$15.00	\$19.00	\$23.00

Employees classified in the various Groundskeeper positions may move from level to level based on supervisor recommendation AND criteria and guidelines as set forth. A suggested minimum of two years of excellent performance and demonstrated ability in all of the tasks or duties associated with their position and expectations. Employees will only move up through to the higher classifications by acquiring and maintaining additional skills/certifications that would benefit the district. May include but not be limited to: obtaining and maintaining a pesticide/herbicide applicator license, Commercial Drivers License, Obtaining and maintaining a Master Gardner certificate, obtaining and maintaining a certified arborist license, obtaining and maintaining an Association of Greenskeepers license, irrigation and control management skills, and various other associated skills that would prove to be beneficial to the district, through ongoing professional development.

Salaries for employees in the above classifications, due to cost of living raises, may appear to place them into a higher category of employee. No employee will change titles without clarification from the supervisor, indicating that they have satisfactorily acquired the necessary skills and knowledge that are applicable to the change in title. Minimum, mid-point, and max point salaries will be adjusted accordingly as appropriate to account for cost of living adjustments and to keep employees in their appropriate grade/scale.