

CITY OF TWO RIVERS
2023 Salary Schedule for Full-Time Employees

Updated 12/1/2022

NEW - 2023 PAY GRADE	2022 PAY GRADE	Annually Hourly	BEGIN			6 MO.			NORMAL			BASIC MERIT			ADVANCED MERIT			MAX	Job Title
			A	B	C	D	E	F	G	H	I	J							
1	1	A	\$ 34,321.00	\$ 35,360.00	\$ 36,421.00	\$ 37,523.00	\$ 38,646.00	\$ 39,811.00	\$ 40,997.00	\$ 42,224.00	\$ 43,493.00	\$ 44,803.00							Cemetery Maintenance Worker
		H	\$ 16.50	\$ 17.00	\$ 17.51	\$ 18.04	\$ 18.58	\$ 19.14	\$ 19.71	\$ 20.30	\$ 20.91	\$ 21.54							Library-Custodian
2	2	A	\$ 38,585.00	\$ 39,749.00	\$ 40,934.00	\$ 42,162.00	\$ 43,430.00	\$ 44,741.00	\$ 46,093.00	\$ 47,466.00	\$ 48,880.00	\$ 50,357.00							Recreation Clerk
		H	\$ 18.55	\$ 19.11	\$ 19.68	\$ 20.27	\$ 20.88	\$ 21.51	\$ 22.16	\$ 22.82	\$ 23.50	\$ 24.21							Customer Service Rep-Cashier Snr Ctr-Volunteer/Nutrition Coordinator Parks-Maintenance Worker Athletics
3	3	A	\$ 38,688.00	\$ 39,853.00	\$ 41,038.00	\$ 42,266.00	\$ 43,555.00	\$ 44,845.00	\$ 46,197.00	\$ 47,590.00	\$ 49,026.00	\$ 50,502.00							Customer Service Rep-Collections
		H	\$ 19.16	\$ 19.73	\$ 20.32	\$ 20.93	\$ 21.57	\$ 22.21	\$ 22.21	\$ 22.88	\$ 23.57	\$ 24.28							Recreation & Special Events Coordinator Recreation Supervisor Snr Ctr-Program/Sp. Events Coord. Accounting Clerk/Assessing Tech
4	4	A	\$ 42,998.00	\$ 44,283.00	\$ 45,614.00	\$ 46,987.00	\$ 48,402.00	\$ 49,858.00	\$ 51,355.00	\$ 52,894.00	\$ 54,475.00	\$ 56,118.00							Rec-Administrative Assistant
		H	\$ 20.67	\$ 21.29	\$ 21.93	\$ 22.59	\$ 23.27	\$ 23.97	\$ 24.69	\$ 25.43	\$ 26.19	\$ 26.98							Library-Customer Service Coordinator
5	5	A	\$ 43,791.00	\$ 45,094.00	\$ 46,446.00	\$ 47,840.00	\$ 49,275.00	\$ 50,752.00	\$ 52,270.00	\$ 53,830.00	\$ 55,453.00	\$ 57,117.00							Police Clerk I
		H	\$ 21.05	\$ 21.68	\$ 22.33	\$ 23.00	\$ 23.69	\$ 24.40	\$ 25.13	\$ 25.88	\$ 26.66	\$ 27.46							Community Service Officer
6	6	A	\$ 45,612.00	\$ 46,987.00	\$ 48,402.00	\$ 49,858.00	\$ 51,355.00	\$ 52,894.00	\$ 54,475.00	\$ 56,118.00	\$ 57,803.00	\$ 59,530.00							Rec-Building & Grounds Maintenance
		H	\$ 21.93	\$ 22.59	\$ 23.27	\$ 23.97	\$ 24.69	\$ 25.43	\$ 26.19	\$ 26.98	\$ 27.79	\$ 28.62							City Hall-Building & Grounds Maintenance Fire-Administrative Assistant Public Works-Administrative Assistant Parks & Rec Lead Worker Senior Center Supervisor
7	7	A	\$ 46,469.00	\$ 47,861.00	\$ 49,296.00	\$ 50,773.00	\$ 52,291.00	\$ 53,851.00	\$ 55,474.00	\$ 57,138.00	\$ 58,843.00	\$ 60,611.00							Customer Service Rep-Billing
		H	\$ 22.34	\$ 23.01	\$ 23.70	\$ 24.41	\$ 25.14	\$ 25.89	\$ 26.67	\$ 27.47	\$ 28.29	\$ 29.14							Police Clerk II
8	6	A	\$ 46,755.00	\$ 48,152.00	\$ 49,587.00	\$ 51,085.00	\$ 52,624.00	\$ 54,205.00	\$ 55,827.00	\$ 57,512.00	\$ 59,238.00	\$ 61,006.00							W&L-Administrative Assistant
		H	\$ 22.48	\$ 23.15	\$ 23.84	\$ 24.56	\$ 25.30	\$ 26.06	\$ 26.84	\$ 27.65	\$ 28.48	\$ 29.33							
9	8	A	\$ 48,204.00	\$ 49,650.00	\$ 51,147.00	\$ 52,686.00	\$ 54,246.00	\$ 55,869.00	\$ 57,554.00	\$ 59,280.00	\$ 61,069.00	\$ 62,899.00							City Manager-Admin. Asst/Dep. City Clerk
		H	\$ 23.18	\$ 23.87	\$ 24.59	\$ 25.33	\$ 26.08	\$ 26.86	\$ 27.67	\$ 28.50	\$ 29.36	\$ 30.24							Payroll/Assessing Tech
10	9	A	\$ 50,887.00	\$ 52,416.00	\$ 53,997.00	\$ 55,619.00	\$ 57,283.00	\$ 59,010.00	\$ 60,778.00	\$ 62,608.00	\$ 64,480.00	\$ 66,414.00							Meter Reader
		H	\$ 24.47	\$ 25.20	\$ 25.96	\$ 26.74	\$ 27.54	\$ 28.37	\$ 29.22	\$ 30.10	\$ 31.00	\$ 31.93							Cemetery Lead Worker
11	10	A	\$ 52,103.00	\$ 53,664.00	\$ 55,266.00	\$ 56,930.00	\$ 58,635.00	\$ 60,403.00	\$ 62,213.00	\$ 64,085.00	\$ 65,998.00	\$ 67,974.00							Engineering Technician
		H	\$ 25.05	\$ 25.80	\$ 26.57	\$ 27.37	\$ 28.19	\$ 29.04	\$ 29.91	\$ 30.81	\$ 31.73	\$ 32.68							PW-Equipment Mechanic PW-Equipment Operator PW-Utility Person
12	11	A	\$ 54,010.00	\$ 55,640.00	\$ 57,304.00	\$ 59,030.00	\$ 60,798.00	\$ 62,629.00	\$ 64,501.00	\$ 66,435.00	\$ 68,432.00	\$ 70,491.00							Customer Service Supervisor
		H	\$ 25.97	\$ 26.75	\$ 27.55	\$ 28.38	\$ 29.23	\$ 30.11	\$ 31.01	\$ 31.94	\$ 32.90	\$ 33.89							Accountant Rec Supervisor-Facilities Information Systems Technician
13	12	A	\$ 54,588.00	\$ 56,222.00	\$ 57,907.00	\$ 59,654.00	\$ 61,443.00	\$ 63,294.00	\$ 65,187.00	\$ 67,142.00	\$ 69,160.00	\$ 71,240.00							PW-Equipment Operator + 2% Longevity
		H	\$ 26.24	\$ 27.03	\$ 27.84	\$ 28.68	\$ 29.54	\$ 30.43	\$ 31.34	\$ 32.28	\$ 33.25	\$ 34.25							
14	13	A	\$ 57,738.00	\$ 59,467.00	\$ 61,256.00	\$ 63,086.00	\$ 64,979.00	\$ 66,934.00	\$ 68,952.00	\$ 71,011.00	\$ 73,133.00	\$ 75,317.00							PW-Equip Mechanic II w/ Snow Watch Duties
		H	\$ 27.76	\$ 28.59	\$ 29.45	\$ 30.33	\$ 31.24	\$ 32.18	\$ 33.15	\$ 34.14	\$ 35.16	\$ 36.21							
15	13	A	\$ 59,473.00	\$ 61,256.00	\$ 63,086.00	\$ 64,979.00	\$ 66,934.00	\$ 68,952.00	\$ 71,011.00	\$ 73,133.00	\$ 75,317.00	\$ 77,584.00							Water-Certified Plant Operator-Grade 1
		H	\$ 28.59	\$ 29.45	\$ 30.33	\$ 31.24	\$ 32.18	\$ 33.15	\$ 34.14	\$ 35.16	\$ 36.21	\$ 37.30							
16	14	A	\$ 60,094.00	\$ 61,901.00	\$ 63,752.00	\$ 65,666.00	\$ 67,642.00	\$ 69,680.00	\$ 71,781.00	\$ 73,944.00	\$ 76,170.00	\$ 78,458.00							WWTP-Certified Operator Grade 4 & Subgrades
		H	\$ 28.89	\$ 29.76	\$ 30.65	\$ 31.57	\$ 32.52	\$ 33.50	\$ 34.51	\$ 35.55	\$ 36.62	\$ 37.72							WWTP-Mechanic/Operator Zoning Administrator
17	14	A	\$ 61,894.00	\$ 63,752.00	\$ 65,666.00	\$ 67,642.00	\$ 69,680.00	\$ 71,781.00	\$ 73,944.00	\$ 76,170.00	\$ 78,458.00	\$ 80,808.00							Water Foreman
		H	\$ 29.76	\$ 30.65	\$ 31.57	\$ 32.52	\$ 33.50	\$ 34.51	\$ 35.55	\$ 36.62	\$ 37.72	\$ 38.85							
18	15	A	\$ 62,408.00	\$ 64,272.00	\$ 66,206.00	\$ 68,182.00	\$ 70,221.00	\$ 72,322.00	\$ 74,485.00	\$ 76,710.00	\$ 79,019.00	\$ 81,390.00							Library-Service Coordinator
		H	\$ 30.00	\$ 30.90	\$ 31.83	\$ 32.78	\$ 33.76	\$ 34.77	\$ 35.81	\$ 36.88	\$ 37.99	\$ 39.13							
19	16	A	\$ 66,156.00	\$ 68,141.00	\$ 70,179.00	\$ 72,280.00	\$ 74,443.00	\$ 76,669.00	\$ 78,978.00	\$ 81,349.00	\$ 83,782.00	\$ 86,299.00							1st Year Apprentice Lineman
		H	\$ 31.81	\$ 32.76	\$ 33.74	\$ 34.75	\$ 35.79	\$ 36.86	\$ 37.97	\$ 39.11	\$ 40.28	\$ 41.49							
20	16	A	\$ 66,479.00	\$ 68,474.00	\$ 70,533.00	\$ 72,654.00	\$ 74,838.00	\$ 77,085.00	\$ 79,394.00	\$ 81,786.00	\$ 84,240.00	\$ 86,778.00							Water Utility Supervisor
		H	\$ 31.96	\$ 32.92	\$ 33.91	\$ 34.93	\$ 35.98	\$ 37.06	\$ 38.17	\$ 39.32	\$ 40.50	\$ 41.72							
21	17	A	\$ 68,771.00	\$ 70,824.00	\$ 72,946.00	\$ 75,130.00	\$ 77,376.00	\$ 79,706.00	\$ 82,098.00	\$ 84,552.00	\$ 87,090.00	\$ 89,731.00							IS Supervisor
		H	\$ 33.06	\$ 34.05	\$ 35.07	\$ 36.12	\$ 37.20	\$ 38.32	\$ 39.47	\$ 40.65	\$ 41.87	\$ 43.14							Public Works Superintendent Civil Engineer II

NEW - 2023 PAY GRADE	2022 PAY GRADE	Annually Hourly	BEGIN	6 MO.	NORMAL	BASIC MERIT			ADVANCED MERIT			MAX	Job Title
			A	B	C	D	E	F	G	H	I	J	
22	17	A	\$ 70,484.00	\$ 72,592.00	\$ 74,776.00	\$ 77,022.00	\$ 79,331.00	\$ 81,702.00	\$ 84,157.00	\$ 86,674.00	\$ 89,274.00	\$ 91,978.00	2nd Year Apprentice Lineman
		H	\$ 33.89	\$ 34.90	\$ 35.95	\$ 37.03	\$ 38.14	\$ 39.28	\$ 40.46	\$ 41.67	\$ 42.92	\$ 44.22	
23	New in 2023	A	\$ 73,699.00	\$ 75,899.00	\$ 78,166.00	\$ 80,517.00	\$ 82,930.00	\$ 85,426.00	\$ 87,984.00	\$ 90,626.00	\$ 93,350.00	\$ 96,179.00	Assistant City Engineer
		H	\$ 35.43	\$ 36.49	\$ 37.58	\$ 38.71	\$ 39.87	\$ 41.07	\$ 42.30	\$ 43.57	\$ 44.88	\$ 46.24	
24	18	A	\$ 74,130.00	\$ 76,357.00	\$ 78,645.00	\$ 80,995.00	\$ 83,429.00	\$ 85,925.00	\$ 88,504.00	\$ 91,166.00	\$ 93,891.00	\$ 96,699.00	Electric Meter Technician-Certified Electrician with Inspection Certification 3rd Year Apprentice Lineman
		H	\$ 35.64	\$ 36.71	\$ 37.81	\$ 38.94	\$ 40.11	\$ 41.31	\$ 42.55	\$ 43.83	\$ 45.14	\$ 46.49	
25	19	A	\$ 77,426.00	\$ 79,747.00	\$ 82,139.00	\$ 84,573.00	\$ 87,110.00	\$ 89,752.00	\$ 92,435.00	\$ 95,202.00	\$ 98,051.00	\$ 100,984.00	Parks & Recreation Director Library Director WWTP Superintendent Assistant Police Chief City Clerk/Human Resources Director
		H	\$ 37.22	\$ 38.34	\$ 39.49	\$ 40.66	\$ 41.88	\$ 43.15	\$ 44.44	\$ 45.77	\$ 47.14	\$ 48.55	
26	19	A	\$ 79,353.00	\$ 81,744.00	\$ 84,198.00	\$ 86,694.00	\$ 89,294.00	\$ 91,998.00	\$ 94,765.00	\$ 97,614.00	\$ 100,547.00	\$ 103,563.00	4th Year Apprentice Lineman
		H	\$ 38.15	\$ 39.30	\$ 40.48	\$ 41.68	\$ 42.93	\$ 44.23	\$ 45.56	\$ 46.93	\$ 48.34	\$ 49.79	
27	20	A	\$ 80,640.00	\$ 83,054.00	\$ 85,550.00	\$ 88,109.00	\$ 90,750.00	\$ 93,475.00	\$ 96,283.00	\$ 99,174.00	\$ 102,149.00	\$ 105,206.00	Fire Assistant Chief**
		H	\$ 38.77	\$ 39.93	\$ 41.13	\$ 42.36	\$ 43.63	\$ 44.94	\$ 46.29	\$ 47.68	\$ 49.11	\$ 50.58	
28	21	A	\$ 84,385.00	\$ 86,923.00	\$ 89,523.00	\$ 92,206.00	\$ 94,973.00	\$ 97,822.00	\$ 100,755.00	\$ 103,771.00	\$ 106,891.00	\$ 110,094.00	Journeyman Lineman
		H	\$ 40.57	\$ 41.79	\$ 43.04	\$ 44.33	\$ 45.66	\$ 47.03	\$ 48.44	\$ 49.89	\$ 51.39	\$ 52.93	
29	21	A	\$ 84,796.00	\$ 87,339.00	\$ 89,960.00	\$ 92,664.00	\$ 95,451.00	\$ 98,322.00	\$ 101,275.00	\$ 104,312.00	\$ 107,432.00	\$ 110,656.00	Water Utility Director
		H	\$ 40.77	\$ 41.99	\$ 43.25	\$ 44.55	\$ 45.89	\$ 47.27	\$ 48.69	\$ 50.15	\$ 51.65	\$ 53.20	
30	23	A	\$ 86,981.00	\$ 89,586.00	\$ 92,269.00	\$ 95,035.00	\$ 97,885.00	\$ 100,838.00	\$ 103,875.00	\$ 107,037.00	\$ 110,240.00	\$ 113,547.00	Finance/Administrative Services Director
		H	\$ 41.82	\$ 43.07	\$ 44.36	\$ 45.69	\$ 47.06	\$ 48.48	\$ 49.94	\$ 51.46	\$ 53.00	\$ 54.59	
31	22	A	\$ 88,030.00	\$ 90,667.00	\$ 93,392.00	\$ 96,200.00	\$ 99,091.00	\$ 102,066.00	\$ 105,123.00	\$ 108,285.00	\$ 111,530.00	\$ 114,878.00	Expert Lineman
		H	\$ 42.32	\$ 43.59	\$ 44.90	\$ 46.25	\$ 47.64	\$ 49.07	\$ 50.54	\$ 52.06	\$ 53.62	\$ 55.23	
32	24	A	\$ 89,693.00	\$ 92,394.00	\$ 95,160.00	\$ 98,010.00	\$ 100,942.00	\$ 103,979.00	\$ 107,099.00	\$ 110,302.00	\$ 113,610.00	\$ 117,021.00	Electric-Crew Leader
		H	\$ 43.12	\$ 44.42	\$ 45.75	\$ 47.12	\$ 48.53	\$ 49.99	\$ 51.49	\$ 53.03	\$ 54.62	\$ 56.26	
33	25	A	\$ 89,821.00	\$ 92,518.00	\$ 95,285.00	\$ 98,134.00	\$ 101,088.00	\$ 104,125.00	\$ 107,245.00	\$ 110,469.00	\$ 113,776.00	\$ 117,187.00	Expert Lineman w/1% Longevity
		H	\$ 43.18	\$ 44.48	\$ 45.81	\$ 47.18	\$ 48.60	\$ 50.06	\$ 51.56	\$ 53.11	\$ 54.70	\$ 56.34	
34	27	A	\$ 93,040.00	\$ 95,826.00	\$ 98,696.00	\$ 101,650.00	\$ 104,707.00	\$ 107,848.00	\$ 111,093.00	\$ 114,421.00	\$ 117,853.00	\$ 121,389.00	Electric-Line Crew Foreman Fire Chief Police Chief
		H	\$ 44.73	\$ 46.07	\$ 47.45	\$ 48.87	\$ 50.34	\$ 51.85	\$ 53.41	\$ 55.01	\$ 56.66	\$ 58.36	
35	28	A	\$ 95,551.00	\$ 98,426.00	\$ 101,379.00	\$ 104,416.00	\$ 107,557.00	\$ 110,781.00	\$ 114,109.00	\$ 117,541.00	\$ 121,077.00	\$ 124,717.00	Community Development Director/City Planner
		H	\$ 45.94	\$ 47.32	\$ 48.74	\$ 50.20	\$ 51.71	\$ 53.26	\$ 54.86	\$ 56.51	\$ 58.21	\$ 59.96	
36	29	A	\$ 98,015.00	\$ 100,963.00	\$ 104,000.00	\$ 107,120.00	\$ 110,344.00	\$ 113,651.00	\$ 117,062.00	\$ 120,578.00	\$ 124,197.00	\$ 127,920.00	Public Works Director
		H	\$ 47.12	\$ 48.54	\$ 50.00	\$ 51.50	\$ 53.05	\$ 54.64	\$ 56.28	\$ 57.97	\$ 59.71	\$ 61.50	
37	29	A	\$ 100,460.00	\$ 103,480.00	\$ 106,579.00	\$ 109,782.00	\$ 113,069.00	\$ 116,459.00	\$ 119,954.00	\$ 123,552.00	\$ 127,254.00	\$ 131,082.00	Electric Utility Director
		H	\$ 48.30	\$ 49.75	\$ 51.24	\$ 52.78	\$ 54.36	\$ 55.99	\$ 57.67	\$ 59.40	\$ 61.18	\$ 63.02	
38	30	A	\$ 109,091.00	\$ 112,362.00	\$ 115,731.00	\$ 119,205.00	\$ 122,782.00	\$ 126,464.00	\$ 130,250.00	\$ 134,160.00	\$ 138,195.00	\$ 142,334.00	City Manager
		H	\$ 52.45	\$ 54.02	\$ 55.64	\$ 57.31	\$ 59.03	\$ 60.80	\$ 62.62	\$ 64.50	\$ 66.44	\$ 68.43	

** The pay rate for Assistant Fire Chiefs is the Range 27 rate shown, plus 4 percent in lieu of longevity pay, plus 3 percent upon attaining 15 years of service with the City (per Personnel Manual amendment approved by City Council - September 18, 2000), plus 5% WRS agreement

POLICE LIEUTENANTS - EFFECTIVE JANUARY 1, 2023

PAY GRADE	Annually Hourly	BEGIN	6 MO.	NORMAL	BASIC MERIT			ADVANCED MERIT			MAX	Job Title
		A	B	C	D	E	F	G	H	I	J	
PL-1	A	\$ 67,764.00	\$ 69,805.00	\$ 71,906.00	\$ 74,069.00	\$ 76,294.00	\$ 78,582.00	\$ 80,933.00	\$ 83,366.00	\$ 85,862.00	\$ 88,442.00	Police Lieutenant
	H	\$ 32.58	\$ 33.56	\$ 34.57	\$ 35.61	\$ 36.68	\$ 37.78	\$ 38.91	\$ 40.08	\$ 41.28	\$ 42.52	
PL-2	A	\$ 70,119.00	\$ 72,218.00	\$ 74,381.00	\$ 76,606.00	\$ 78,894.00	\$ 81,266.00	\$ 83,720.00	\$ 86,237.00	\$ 88,816.00	\$ 91,478.00	Police Lieutenant w/o longevity
	H	\$ 33.71	\$ 34.72	\$ 35.76	\$ 36.83	\$ 37.93	\$ 39.07	\$ 40.25	\$ 41.46	\$ 42.70	\$ 43.98	
PL-3	A	\$ 72,516.00	\$ 74,693.00	\$ 76,939.00	\$ 79,248.00	\$ 81,619.00	\$ 84,074.00	\$ 86,590.00	\$ 89,190.00	\$ 91,874.00	\$ 94,640.00	Police Lieutenant w/o longevity & retiree health
	H	\$ 34.86	\$ 35.91	\$ 36.99	\$ 38.10	\$ 39.24	\$ 40.42	\$ 41.63	\$ 42.88	\$ 44.17	\$ 45.50	

POLICE LIEUTENANTS - EFFECTIVE JULY 1, 2023

PAY GRADE	Annually Hourly	BEGIN	6 MO.	NORMAL	BASIC MERIT			ADVANCED MERIT			MAX	Job Title
		A	B	C	D	E	F	G	H	I	J	
PL-1	A	\$ 69,122.00	\$ 71,198.00	\$ 73,341.00	\$ 75,546.00	\$ 77,813.00	\$ 80,142.00	\$ 82,555.00	\$ 85,030.00	\$ 87,589.00	\$ 90,210.00	Police Lieutenant
	H	\$ 33.23	\$ 34.23	\$ 35.26	\$ 36.32	\$ 37.41	\$ 38.53	\$ 39.69	\$ 40.88	\$ 42.11	\$ 43.37	
PL-2	A	\$ 71,519.00	\$ 73,674.00	\$ 75,878.00	\$ 78,146.00	\$ 80,496.00	\$ 82,909.00	\$ 85,426.00	\$ 87,984.00	\$ 90,626.00	\$ 93,350.00	Police Lieutenant w/o longevity
	H	\$ 34.38	\$ 35.42	\$ 36.48	\$ 37.57	\$ 38.70	\$ 39.86	\$ 41.07	\$ 42.30	\$ 43.57	\$ 44.88	
PL-3	A	\$ 73,959.00	\$ 76,170.00	\$ 78,458.00	\$ 80,808.00	\$ 83,242.00	\$ 85,738.00	\$ 88,317.00	\$ 90,958.00	\$ 93,683.00	\$ 96,491.00	Police Lieutenant w/o longevity & retiree health
	H	\$ 35.56	\$ 36.62	\$ 37.72	\$ 38.85	\$ 40.02	\$ 41.22	\$ 42.46	\$ 43.73	\$ 45.04	\$ 46.39	