



MEMORANDUM OF UNDERSTANDING (M.O.U.) BETWEEN

THE CITY OF UPLAND

AND

THE UPLAND CITY EMPLOYEES ASSOCIATION

July 1, 2023 to June 30, 2028

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF UPLAND
AND
THE UPLAND CITY EMPLOYEES ASSOCIATION (UCEA)
JULY 1, 2023-JUNE 30, 2028**

ARTICLE 1-PARTIES TO MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter known as MOU) is made and entered into by and between the City of Upland (hereinafter referred to as City) and the Upland City Employees Association (hereinafter referred to "UCEA").

ARTICLE 2 - RECOGNITION

The City hereby formally recognizes the UCEA as the representative for those employees in the General Employees Unit.

Recognition is granted for the purpose of meeting and conferring on wages, hours, terms and conditions of employment and general representation of employees in this unit.

This Memorandum of Understanding shall contain all of the covenants, stipulations, and provisions agreed upon by the parties. It is understood that all items relating to employee wages, hours and other terms and conditions of employment, not covered in this Memorandum of Understanding, are covered by existing ordinances, resolutions, policies and practices of the City, as well as the Merit System Rules and Regulations presently in effect.

ARTICLE 3 - DEFINITIONS

- A. Bargaining Unit-The term "bargaining unit" as used in this MOU refers to the General Employees Unit.
- B. Calendar Year-The term "calendar year" as used in this MOU refers to the period of twelve (12) consecutive months commencing on January 1 and ending on December 31.
- C. Day - The term "day" as used in this MOU refers to a calendar day, unless specified otherwise.

- D. Emergency - The term "emergency" as used in this MOU means a circumstance requiring immediate action; a sudden, unexpected happening; an unforeseen occurrence or condition.
- E. Seniority- For the purpose of this MOU, "seniority" shall be determined by length of continuous service within the City. The determination of seniority shall not be affected by sick leave, vacation or other authorized leaves of absences.
- F. Seniority Within Classification - For the purpose of this MOU, "seniority within classification" will be considered for purposes of scheduling vacations, shift assignments, transfers, overtime and whenever specifically designated within the existing provisions. Such seniority will prevail when all other factors are not significantly different. "All other factors" is defined as qualifications, skills, reliability and safety. It is not the intent of this provision to permit the bumping of less senior employees by more senior employees after an initial schedule is established.
- G. Working Day - The term "working day" mean the usual and customary length of an employees work schedule on a given day.

ARTICLE 4 - MANAGEMENT RIGHTS

The rights of the CITY include, but are not limited to the exclusive right to:

- A. Determine the mission of its constituent departments, commissions and boards;
- B. Set standards of service;
- C. Determine the procedure and standards for employment and promotion;
- D. Direct its employees;
- E. Relieve its employees from duty because of lack of work or for other lawful reasons;
- F. Maintain efficiency of government operations;
- G. Determine the methods, means and personnel by which government operations are to be conducted;
- H. Determine the content of job classifications;
- I. Take all necessary actions to carry out its mission in emergencies;
- J. Exercise complete control and discretion over its organization and the technology of performing its work;
- K. To discharge, suspend, demote, reprimand, withhold salary increases or otherwise discipline employees for cause; and
- L. To establish employee performance standards, including, but not limited to, quality and quantity standards and to require compliance.

There are no provisions in this MOU that shall be deemed to limit or curtail the City in exercising its rights, unless and only to the extent that the provisions of this MOU specifically curtail or limit such rights.

Where required by law, the City agrees, prior to implementation, to meet and confer with the UCEA concerning the exercise of a City right upon wages, hours and terms and conditions of employment.

The City reserves the right to contract out any work it deems necessary in the interest of efficiency, economy, improved work product, or emergency. Except where an emergency situation exists, at least 60 days before the City contracts out work in a general area, where such contracting out would result in the layoff of existing employees, the City will notify the UCEA and offer the UCEA an opportunity to meet and discuss the matter before the date any existing bargaining unit employee is laid off. Matters which may be discussed include the necessity for subcontracting, costs, alternatives, placement of affected employees with the contractor or elsewhere within the City.

ARTICLE 5 - EMPLOYEE RIGHTS

The City shall afford regular employees the procedural safeguards as required by law and this MOU.

An employee shall have to the right to UCEA representation at any meeting with management when the employee reasonably anticipates that such meeting is for the purpose of disciplining the employee or is to obtain facts to support disciplinary action that is probable.

Any written rule which falls within the scope of Meyers-Milias-Brown Act (MMBA), established and promulgated by the City shall be posted in the affected department ten (10) workdays prior to the effective date with a copy sent to the UCEA Representative.

ARTICLE 6 -EMPLOYMENT STATUS

- A. Probationary Period - All original appointments shall be tentative and with a probationary period of not less than one (1) year. All promotional appointments for general employees are tentative and have a probationary period of not less than six (6) months, with the exception of a promotion to a position in a different classification series, and then such probationary period will be one (1) year.
- B. Promotions/Appointments - The City will strive to fill vacant or new positions on a promotional basis with employees currently employed by the City of Upland.

ARTICLE 7 - SALARY

Effective the first full pay period following MOU ratification by UCEA and approval by the City Council, the City shall issue to employees in the unit:

- A. A five percent (5%) COLA increase in base salary, effective June 25, 2023
- B. A two percent (2%) COLA increase in base salary, effective June 23, 2024
- C. A two percent (2%) COLA increase in base salary, effective December 8, 2024
- D. A two percent (2%) increase in base salary, effective June 22, 2025
- E. A two percent (2%) COLA increase in base salary, effective December 7, 2025
- F. A three percent (3%) COLA increase in base salary, effective June 21, 2026
- G. A three percent (3%) COLA increase in base salary, effective June 20, 2027.

The City will issue a one-time payment for Essential Worker Premium Pay of up to five thousand dollars (\$5,000) to each employee who was physically reported to work and has been actively employed by the City during the time period of July 1, 2022, through June 30, 2023, and remains currently employed as of the scheduled payment date.

The payment will be made in a separate check issued on the week following the first pay date in FY 2023/2024. The parties agree that the one-time distribution shall not be credible for CalPERS retirement.

These payments will be pro-rated based on the number of months employees have been employed with the City during July 1, 2022, through June 30, 2023. An employee who was hired after the 15th of the month will not receive credit for working that month for purposes of calculating the pro-rated lump sum payment. For example: An employee hired on August 16, 2022, will receive a payment of \$4,166.60 (10 months times \$416.66). Employees who have been on an unpaid leave of absence during this time will also have their lump sum payment pro-rated based on the period of unpaid leave of absence.

ARTICLE 8 – SHIFT DIFFERENTIAL

Employees in the classifications of Police Dispatcher I and Police Dispatcher II will receive a \$2.00 per hour differential for the hours worked between 6:00 p.m. through 6:00 a.m.

ARTICLE 9 - PERSONNEL FILES

The City shall keep a central personnel file for each employee. Said central personnel file shall be maintained in the Human Resources Department. Supervisors may keep working files, but material not maintained in the central personnel file may not provide the basis for disciplinary actions of termination, demotion, reduction in pay or suspension or be used in evaluating an employee's fitness for promotion. Information in the supervisor's working file may however, be used in performance evaluations provided that the information is not

more than 18 months old or older than the last performance evaluation.

Upon 24 hours' notice to Human Resources, an employee may inspect his/her central personnel file subject to the following:

- A. Inspection may occur during working hours at the time and in a manner mutually acceptable to the employee and the employee's supervisor.
- B. Pre-employment information such as reference checks and responses, interview rating sheets, test results or information provided the City with the specific request that it remain confidential shall not be subject to inspection or copying.

ARTICLE 10 – STEP INCREASES

Step increases shall not be automatic but will be contingent on an annual Performance Appraisal. No step increase shall be made to exceed the maximum rate established for the position.

Employees receiving an overall rating on their Performance Appraisal of “Meets Standards” or “Exceeds Standards” shall receive merit increases within their base salary range, as provided for below:

- Supervisors will provide employees with Performance Appraisal by the due date provided to them by Human Resources. If Human Resources receives the Performance Appraisal prior to or on the due date, they will process the Personnel Action form for the step increase.
- Supervisors will provide employees with Performance Appraisal by the due date provide by Human Resources. Should the supervisor fail to complete the evaluation by the due date, they will have thirty (30) days from the due date provided by Hunan Resources to complete. During the thirty (30) day period, the employee shall not receive the merit increase until Human Resources receives the Performance Appraisal. Once received Human Resources will process the Personnel Action for the step increase effective the date the step increase was due.
- Should the supervisor fail to provide employee with a Performance Appraisal during the thirty (30) day period, the employee will notify Human Resources. Human Resources will confirm this information with the Department Head and will proceed to provide employee with their step increase retroactive to the date the Performance Appraisal was originally due.
- If the employee receives an overall rating of “Below Standards” the step may be denied or suspended for a maximum of three (3) months. Within the three (3) month period, the supervisor/manager must re-evaluate the employee. If the new evaluation indicates the employee overall rating is “Meets Standards” , the merit increase shall be granted, retroactive to the original merit increase date. If the employee is not re-evaluated within the three (3) month period, the employee shall be deemed to be meeting job standards and shall be granted the merit increase retroactive to the original merit increase date.

Appeal Process

An employee may appeal the content of the Performance Appraisal with an overall rating of “Below Standards” to the Department Head.

The Department Head will review the Performance Appraisal of the employee and any additional information the employee provides in support of the appeal. The Department Head will provide the employee with their decision in writing within thirty (30) calendar days of the information provided by the employee. The Department Head’s decision is final on the content and overall rating of the Performance Appraisal.

In the case where the employee reports directly to the Department Head, they may appeal to the City Manager. The City Manager's decision on the content and overall rating of the Performance Appraisal is final.

ARTICLE 11 - RETIREMENT BENEFITS

Pension Reform Act of 2013:

The parties agree that the provisions of AB 340 (The California Pension Reform Act of 2013) went into effect on January 1, 2013. In addition, if there is any other clean up or other retirement legislation which goes into effect during this MOU and if there are provisions of that legislation which, by law automatically goes into effect, it shall do so. Either party may request to negotiate over the impact of such subsequent legislation.

A. PEPRA Members:

Pursuant to the Act, for "new members" herein referred to as PEPRA (Public Employees' Pension Reform Act) members (as defined by the Act) who are employees hired after January 1, 2013, they will be hired pursuant to the 2% @ 62 retirement formula.

For PEPRA members (as defined by the Act) who are employees hired after January 1, 2013, final compensation will be based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement.

For PEPRA members (as defined by the Act) hired after January 1, 2013, the employee shall pay the one half of the total normal cost rate as defined by the Act as their employee retirement contribution.

B. Classic Employees- two groups

- 1) Classic Employees hired on or before December 31, 2019, in the General Employees unit are provided with membership in the California Public Employees Retirement System (CalPERS), 2.5% @ 55 retirement formula. The employee will pay the eight percent (8%) CalPERS employee/member contribution. Classic Employees hired after January 1, 2020 shall cost share with the City by contributing 1.4% of CalPERS employer contribution in addition to the 8% employee/member contribution

The City contracts with CalPERS for the Single Highest Year Option and the 1959 Survivor Benefit, 3rd level. There is an employee cost of \$2.00 per month for the 1959 Survivor Benefit.

The agreement between the City and CalPERS allows for the buy-back of time served by the employee in the Military as defined under Government Code Section 21024.

ARTICLE 12- HEALTH INSURANCE-CAFETERIA PLAN

A. Cafeteria Plan

In accordance with "The City of Upland Cafeteria Plan", the City provides a 125 Flexible Benefit Plan ("the Plan"). The regular and intended effect of the Plan, under current law, is to enable employees to receive benefits which may not be subject to either State or Federal income tax.

The details of Plan eligibility and operational requirements are set forth in the Plan documents. Once enrolled in a cafeteria distribution plan, employees will only be permitted to modify the plan on the same basis as changes are permitted in health insurance plans, that is, during open enrollment periods and when the employee's dependent status changes.

- 1) The City shall make a monthly contribution as set forth below to each eligible member of the unit to be used toward the Section 125 Cafeteria Plan. These funds shall only be used for qualified benefits as provided for in IRC Section 125.
- 2) All employees must enroll in one of the health program plans unless they submit to the City proof of comparable health coverage. The City may require additional proof of alternative coverage at any time.
- 3) Employees who fail to complete this requirement will be enrolled in the lowest cost health insurance plan the City offers.
- 4) Employees who meet the requirement shall be allowed to utilize their Section 125 Flexible Benefit Plan contributions for any of the other qualified benefits as provided for in IRC Section 125.

B. City Section 125 Benefit Contribution

The City will make available to each covered employee a monthly amount for benefits, as specified in this MOU.

- 1) Employees hired prior to March 1, 2016 will receive the maximum benefits contribution allocation:
 - a. Effective January 1, 2024 - \$1,500
 - b. Effective January 1, 2025 - \$1,700
 - c. Effective January 1, 2026 - \$1,900
 - d. Effective January 1, 2027 - \$2,000
 - e. Effective January 1, 2028 - \$2,100

The City will issue a one-time payment in the amount of six hundred dollars (\$600) to employees hired on or after March 1, 2016, who are enrolled in an Employee plus one plan to offset the

cost of coverage. This payment will be issued in the same check as the Essential Worker Premium Pay.

Employees hired on or after March 1, 2016, will receive the following contributions to the plan effective January 1, 2023 and thereafter:

Employee Only	The amount to cover the lowest cost plans for health, dental and Vision (Kaiser HSA excluded) . The cost for this coverage will not exceed the amounts stated above.
Employee plus one	The amount to cover the lowest cost plans for health, dental and vision (Kaiser HSA excluded). The cost for this coverage will not exceed the amounts stated above.
Family	The maximum benefit of as stated above for the plan year.

The employee must pay the difference between the City's contribution and the actual premium of the plan selected, if any. The City reserves the right to change medical carriers. In the event of a change, the City agrees to meet and confer prior to any change.

Employees in the unit who elect a medical HSA may transfer unused Cafeteria Plan funds to the HSA (Health Savings Account) up to the maximum amount allowed by IRS guidelines.

Employees who waive medical coverage, dental coverage, and/or vision coverage may elect to put up to the maximum employer limit) per Section 125 guidelines in their Flexible Spending Account (FSA).

Employees hired prior to March 1, 2016, may transfer unused Cafeteria Plan funds to the Deferred Compensation 457(b) plan.

ARTICLE 13- HEALTH INSURANCE WHILE ON WORKERS' COMP

If an employee is injured on-the-job and is unable to return to work for more than 180 days, the City will pay health insurance premiums for the employee and his/her family for a maximum of twelve months or termination of employment, whichever comes first. Employee is responsible for the first 180 days.

ARTICLE 14- RETIREE HEALTH INSURANCE REIMBURSEMENT

- A. The City shall contribute monthly on behalf of each retiree the amount set forth in the table below. An additional \$45 per month allowance is provided for spouse if the spouse is covered under the retiree's insurance.

- B. FOR RETIREES IN OTHER THAN CALPERS MEDICAL: The City shall reimburse monthly each retiree the amount of his or her retiree medical premium, up to the amount set forth in the table below. An additional \$45 per month allowance is provided for spouse if the spouse is covered under the retiree's insurance.

YEARS OF SERVICE	<u>City's Monthly Payment -Retirees in PERS Medical RETIREE ONLY</u>	<u>City's Monthly Payment -Retirees in PERS Medical RETIREE PLUS SPOUSE</u>	<u>City's Monthly Reimbursement- Retirees in other than PERS Medical</u>
10-14 years of service	PERS statutory minimum	PERS statutory minimum	\$72.57
15-19 years of service	PERS statutory minimum	\$141.81 per month	\$96.81
20-24 years of service	PERS statutory minimum	\$166.05 per month	\$121.05
25 + years of service	\$145.14 per month	\$190.14 per month	\$145.14

The provisions of this article above shall only apply to bargaining unit members hired on or before March 1, 2016. To be eligible for the retiree medical payments herein, an employee must retire from the City and purchase retiree medical insurance within 120 days from separation.

ARTICLE 15- RETIREE HEALTH SAVINGS ACCOUNTS

Retirement Health Savings (RHS) accounts will be established and which will be payable to the employee only upon service or disability retirement with the City of Upland. City contributions to the RHS accounts will be based upon years of service in accordance with the following schedule:

Years of Service	Monthly City Contribution	Yearly City Contribution
5 to 9.99	\$12.50	\$150.00
10 to 14.99	\$25.00	\$300.00
15 to 19.99	\$50.00	\$600.00
20 to 24.99	\$75.00	\$900.00
25+	\$100.00	\$1,200.00

This will be in addition to the existing benefit for Retiree Medical Insurance Reimbursement.

ARTICLE 16 - LIFE INSURANCE

The City provides employees in this unit with group life insurance in an amount equal to one times (1x) their annual salary.

ARTICLE 17 - LONG TERM DISABILITY INSURANCE

The City assumes the full premium cost for the employee in the City designated long-term disability program. This benefit will pay 66 2/3% of base salary to a maximum of \$5000 per month after 60 days (or use of all sick leave, whichever is later) to qualified members of this unit.

ARTICLE 18 - DEFERRED COMPENSATION

Effective September 1, 2019, the City will contribute \$100 per month in deferred compensation on behalf of each employee in the unit. Employees may add additional contributions voluntarily.

ARTICLE 19- BILINGUAL PAV

A bilingual differential of \$100 per month shall be paid to certified employees assigned to those designated positions which normally require fluency in writing, reading and/or translating a second language, providing such proficiency was not required as a condition of employment. The bilingual pay will be granted only as long as the position continues to be designated as requiring bilingual proficiency or as long as an employee occupies such a designated position.

In order to receive the bilingual pay for a designated position, the employee must be certified by testing. Such testing will be arranged for by Human Resources.

Certified employees will receive the bilingual differential effective the day following notification that they have successfully been certified as bilingual. Immediately upon notification, the employee must maintain a log for a one-month period demonstrating that bilingual skills are utilized a substantial portion of the time. The log should include the date, duration and type of bilingual skills utilized. This log should be signed by the employee and department head and forwarded to Human Resources.

If it is determined that the employee does not utilize bilingual skills a substantial portion of the time, the bilingual differential will cease immediately upon notification of such to the employee and the UCEA.

ARTICLE 20-CALL BACK PAY

Employees will be paid time and one half (1 ½), for a minimum of two (2) hours, if called out after regular hours and the employee has worked over forty (40) hours in a week. This pay applies if the employee is called to work and the situation was not known in advance.

Call back pay will be paid in accordance with Article 27 – Overtime Pay/Compensatory Time Off. There will be no pyramiding of overtime.

ARTICLE 21 - COMMERCIAL DRIVER'S LICENSE PHYSICAL EXAM

The City shall pay the costs for the physical and renewal of the Commercial Driver's license every two years (or as required) for qualified employees.

ARTICLE 22 - EDUCATION INCENTIVE

The City agrees to pay additional compensation over an employee's base salary for a job-related degree above the minimum requirements required of an employee's position.

The degree must be related to the employee's employment with the City. For example: The minimum degree qualification for Accountant is graduation from a four-year college or university with a major in accounting or closely related field. An employee who presents a Master's Degree in Library Sciences would not be eligible for the Education Incentive Pay as the degree does not relate to their duties as an Accountant.

Education Incentive Pay will be paid per pay period in accordance with the following schedule:

AA/AS	2.5% above base salary
BA/BS	5% above base salary
MA/MS	7.5% above base salary

Employees are only eligible for one incentive pay and incentive pays are not stackable.

Employees hired prior to July 1, 2023, who have a degree that is above the minimum requirements required of the employee's position but is not job-related will be eligible for two and a half percent (2.5%) additional compensation over an employee's base salary. This additional compensation will be paid per pay period.

ARTICLE 23 – TUITION REIMBURSEMENT

The City agrees to reimburse employees up to twenty-five hundred (\$2,500) per employee, per fiscal year, as long as funds are available, for costs for tuition and textbooks incurred for job-related education. Such expenditure must enhance the furtherance of the City's work or continuing educations goals.

Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of “C” or better or “pass” when taken on a pass/fail basis. Approval for reimbursement must be submitted first to the Department Head prior to the employee enrolling in the class or purchasing textbooks and related materials. Upon successful completion of the course(s), the employee must submit a request for reimbursement to Finance Division for processing.

Time spent toward education, or area development shall not be considered as time worked and should not occur during regular work hours.

ARTICLE 24 - HIGHER CLASSIFICATION WORK AND SPECIAL ASSIGNMENT

A. Higher Classification Duty Assignment

In the event that a Department Head desires to assign an employee to a classification higher than regularly held by the employee, i.e., from Maintenance Worker II to Maintenance Coordinator, said appointment shall be requested in writing by the appropriate Department Head and submitted to the Human Resources Office.

The employee will receive pay in the amount of five percent (5%) additional of the current classification or step 1 of the higher classification (whichever is higher) after working in the higher classification five (5) working days in any calendar year.

Higher classification duty assignment pay will be restricted to no more than twelve (12) month limit. In extenuating circumstances, the Department Head may request an extension of the higher classification duty assignment past the twelve (12) month limit. This request must be made in writing to the City Manager with justification as to why an extension is needed. The extension must include the date the higher classification duty assignment pay will expire.

B. Training Pay/Special Projects

Employees assigned by the Department Head to train employees in the same or lower classifications or assigned to a special project will receive Special Assignment Pay in the amount of five percent (5%) of base salary for no more than twelve (12) months unless a longer period is requested by the Department Head and approved by Human Resources. Department Heads will need to send a memo with justification to the Human Resources Division to process the request for Training Pay or Special Project Pay. There is no five (5) day waiting period for employees assigned to train or work on a special project by the Department Head.

ARTICLE 25- LONGEVITY PAY

Employees in the unit who meet the requirements below will receive longevity pay in the following amounts:

- Ten (10) Years of Service: Three percent (3%) increase in base salary
- Fifteen (15) Years of Service: Four percent (4%) increase in base salary
- Twenty (20) Years of Service: Five percent (5%) increase in base salary

Service must be continuous, and employee must receive an overall “meets standards” on the most recent performance evaluation.

An employee who is denied this increase due to performance evaluation requirement, may follow the grievance procedures as described in this MOU.

The amounts are exclusive of each other and will not be considered buildable upon the last longevity amount.

ARTICLE 26- MATRON PAY

Female dispatchers shall be designated as Matrons, performing all duties normally associated and shall be paid a salary differential of 2.5%.

The City will provide Matron Pay in the amount of two- and one-half percent (2.5%) of base salary to female Police Service Technicians and female Forensic Specialists who are assigned to perform matron duties.

ARTICLE 27- MERITORIOUS PAY

It is recognized that certain employees will put forth extraordinary efforts and produce outstanding results for the City. It is desired to reward these individuals. An incentive pay method has been established to encourage all employees to utilize fully their capabilities on behalf of the City. Employees recommended by their department heads and approved by the City Manager may be granted a five percent (5%) increase in salary for a period of three (3) months, six (6) months, or one (1) year. Department head recommendations will be submitted to the City Manager’s Office for review and approval. Payment of meritorious pay will be made in a lump sum on the first regularly scheduled pay day after approval from the City Manager. Recommendations will contain supporting documentation justifying the reasons for the pay.

General employees who use less than 24 hours of sick time in the period from December through November of the current year and whose most recent performance evaluation indicates above average performance in all aspects of their work and have 1000 hours of accrued sick leave as of December 1st of any year will receive \$200. Computations will be made and payment will be in the form of a lump sum payable on the first regular payday in December of each year. Such payment will only be made to persons actually in the employ of the City on the date of payment.

ARTICLE 28- OVERTIME PAY /COMPENSATORY TIME OFF

This section is applicable to overtime scheduled in advance and/or short notice and to emergency overtime. It is understood that overtime assignments are made by classification within the department requiring the overtime.

Overtime will be divided equally between all qualified employees within the affected classification and among those desiring to do the work. Qualified shall mean the supervisor's judgment as to equal ability to perform required tasks.

In order to assure equal distribution of overtime, an overtime list will be established by classification within the department according to departmental seniority. After completion of an overtime assignment the senior employee will move to the bottom of the list and not be offered overtime until each employee has been offered an overtime assignment

In the event no employee is willing to accept an overtime assignment, it will be assigned by reverse order of seniority. In subsequent cases of unaccepted overtime, the next lowest employee in seniority will be given the assignment with the intent being to divide equally all unaccepted overtime among affected employees.

Overtime shall be paid for time worked in excess of the employee's designated work week at the rate of one and one-half (1 ½) times the basic rate. Paid vacation, floating holiday, and sick leave during a work period is counted as hours worked for overtime purposes. Compensatory time does not count as hours worked for overtime purposes. There will be no pyramiding of overtime. For Example: Employee works forty (40) hours of regular time during their work week. An Employee is on standby is called back to work for eight (8) hours of standby on a Friday, which is also an official fixed holiday, the employee will be paid at the rate of one and one-half (1 ½) the basic rate for the eight (8) hours.

Employees may request overtime compensation in the form of compensatory time off from the supervisor for approval. Otherwise, employees will be paid for any hours in excess of the scheduled work week at the overtime rates described above. In the event of a conflict between the employee and the supervisor, the department head's decision shall prevail.

General employees may not accrue more than one hundred (100) hours of compensatory time; however, employees assigned to Police Dispatcher I or Police Dispatcher II may accrue up to two hundred and forty (240) hours of compensatory time. Employees who have reached the accrual cap will automatically receive overtime pay until a reduction in the bank of hours to an amount below the maximum accrual.

The parties agree that recurring work periods of greater than sixteen (16) hours should be avoided and not encouraged. Employees who are required to stay over from the regular workday or who are called back for an emergency and required to work extended hours, may be entitled to a rest period of up to eight (8) hours before returning for the next shift and will receive payment for the full day. Employees must consult with the supervisor to determine eligibility and for approval of the change to the schedule for the following shift.

ARTICLE 29 - STANDBY

Standby duty assignments shall be rotated among qualified employees pursuant to this section. "Qualified" shall mean the supervisor's judgment as to equal ability to perform required tasks in the most efficient manner.

Employees (excluding Police Dispatcher I and Police Dispatcher II) on standby are required to respond to callouts in a reasonable period of time. To assure a reasonable response time, employees on standby shall be required to carry a City furnished cell phone and respond to a call within 15 minutes. Employees who do not meet the necessary response time limits may request an exception when there are limited personnel to perform the necessary stand-by duties. Such requests will be considered on a case-by-case basis but must have compelling justification to receive favorable consideration. Standby employees shall be entitled to the use of a City vehicle during standby periods for their use in commuting to and from their residence to the scene of the call-out.

From those employees deemed qualified, a list shall be established on an annual basis for standby for the following 12- month period by length of service with the City. Employees with the longest uninterrupted service with the City of Upland as a department employee shall be placed at the top of the list with those having lesser lengths of service listed in descending order.

Each employee on the standby list shall have the opportunity to select their proportionate share of standby duty for the following 12- month period in the order shown on the above list. Individuals may, with notification to and approval from the supervisor or Department Head, change standby assignments with the next qualified and available employee. Individuals selected to serve standby duty shall do so for a period not to exceed one (1) calendar week. Employees who are on vacation will not be eligible for standby duty and will not be placed on the schedule for standby duty.

Any employee who is called back to work who is on standby shall be paid in accordance with Article 27 Overtime Pay/Compensatory Time Off and shall be guaranteed a minimum of two (2) hours per call out except that if while responding to a first call, subsequent calls are received during the original call then no new minimum shall be given. There will be no pyramiding of overtime.

Standby pay shall be paid at the rate of fifty dollars (\$50) per day for days in which an employee is regularly scheduled to work. On days that an employee is not regularly scheduled to work they will receive one hundred seventy-five dollars (\$175) per day.

Example 1: Employee's regular schedule is Monday through Thursday. The employee is assigned standby for Monday through Wednesday, the employee will receive fifty dollars (\$50) per day for a total of one hundred and fifty dollars (\$150) of standby pay.

Example 2: Employee's regular schedule is Tuesday through Friday. The employee is

assigned standby for Monday, the employee will receive one hundred seventy-five dollars (\$175) per day.

Example 3: Employee's regular schedule is Wednesday through Saturday. The employee is assigned to standby for Monday through Wednesday. The employee will receive one hundred seventy-five dollars (\$175) per day for Monday and Tuesday and will receive fifty dollars (\$50) for Wednesday for a total of four hundred dollars (\$400) of standby pay.

Example 4: During the holiday closure (December 25 – January 1), if an employee is assigned to standby the employee will receive one hundred seventy-five dollars (\$175) for each day of standby they are assigned during the holiday closure.

Non-safety personnel required to work a split shift for two days shall receive standby pay for any additional days in the same pay period. Split shift shall be defined as a divided regular shift with a division of three (3) hours or more (any scheduled lunch period within the split shift will be counted as standby time).

Non-sworn employees in the Police Department who are required to be on standby for Court will receive \$50 per day.

A. On-Call Duty for Police Dispatchers

Police Management may, at its discretion, place employees in the classification of Police Dispatcher I or Police Dispatcher II in an on-call duty when it is in the best interest of the organization. In the event that a dispatch employee is placed in an on-call status, the employee will be compensated at the rate of fifty dollars (\$50) per day. An employee who is called back to work will be compensated at time and one half pay (1 ½) for hours worked.

On days that an employee is not regularly scheduled to work (including holidays and during any holiday closure) they will receive on-call duty pay in the amount of one hundred seventy-five dollars (\$175) per day.

On-call period is defined as the time an employee is on their days off from the time they leave after completing their last scheduled shift until they return to work on their next regularly scheduled shift, excluding any previously scheduled overtime shifts.

Police Dispatcher I and Police Dispatcher II employees receiving on-call pay shall be required to leave a telephone number where they may be reached in the event that they are needed to report to work. Employees must be able to respond within one (1) hour of notification during any on-call period.

ARTICLE 30 - UNIFORMS

The following classifications in the General Unit shall receive a uniform allowance in the amount of \$200 per year after completion of 12 months of employment: Business License Inspector and Building Inspector I/II.

The following classifications of Police Department employees will receive a uniform allowance of four hundred dollars (\$400) per year: Animal Services Officer, Code Enforcement Officer, Forensic Technician, Homeless Services Coordinator, Parking Control Aide, Police Dispatcher I, Police Dispatcher II, Police Records Technician I, Police Records Technician II, Police Services Technician, and Senior Police Records Technician

This allowance will be paid the first pay period in December. The City will provide uniform service to all general field personnel required to wear uniforms.

All employees receiving uniform allowance will be required to wear uniforms during their work hours when assigned by the Department Head.

ARTICLE 31 - WATER CERTIFICATION TRAINING

The City will pay for Water Division staff certification and recertification. This includes time spent in training, the cost of the training class and necessary supplies if applicable.

Employees assigned to the Water Division in the classifications listed below will receive Certification Pay for additional certifications earned above and beyond those required at the time of hire.

Eligible employees will receive five percent (5%) for each certification listed in their assigned classification, above and beyond those required at the time of hire, up to a maximum of ten percent (10%), in accordance with the following chart.

Classification	Required at Hire	Required Within 12 months	Certifications Eligible for Certification Pay - 5% increase for each
Cross Connection Control Technician	T1, D3, Backflow Prevention Device Tester, Backflow Prevention Assembly Tester	Cross-Connection Control Specialist (within 18 months of appointment)	T 2-3 or D4-5 (Max 10%)
Lead Water Treatment Operator	T3, D3	OSHA compliant Hazardous Waste Operations and Emergency Response (HAZWOPER) confined space entry, Self-Contained Breathing Apparatus (SCBA), CPR, and First Aid Certificate	T 4-5 or D4 (Max 10%)
Water Treatment Operator I	TI, DI	OSHA compliant Hazardous Waste Operations and Emergency Response (HAZWOPER) confined space entry, Self-Contained Breathing Apparatus (SCBA), CPR, and First Aid Certificate	D-2, T 2-3 (Max 10%)

Water Treatment Operator II	T-2, D-2	OSHA compliant Hazardous Waste Operations and Emergency Response (HAZWOPER) confined space entry, Self-Contained Breathing Apparatus (SCBA), CPR, and First Aid Certificate	T-3 or D-3 (Max of 10%)
Lead Utility Worker (Water)	D3	T-1	D 4-5 or T2-3 or "Collections" Grade 4 (Max 10%)
Utility Worker I (Water)		D1	D 2-3 or T 2-3 (Max 10%)
Utility Worker II (Water)	D1	D2	D3 or T 1-2 (Max 10%)
Utility Worker I (Sewer)		"Wastewater Collections" Grade 1	D 2-3 or "Collections" Grade 2-3 (Max 10%)
Utility Worker II (Sewer)	"Wastewater Collections" Grade 1	"Wastewater Collections" Grade 2	"Wastewater Collections" Grade 3 or D 1-2 (Max 10%)
Lead Utility Worker (Sewer)	D1, "Collections Grade 3"		T 2-3 or D2-3 or "Collections" Grade 4 (Max 10%)
Lead Water Meter Technician	D-1	D2	No certification pay
Water Meter Technician		D1	No certification pay

Legend:

"T": Water Treatment Operator Certificate issued by the State of California, Department of Public Health and/or the State Water Resources Board

"D": Water Distribution Operator Certificate issued by the State of California, Department of Public Health and/or the State Water Resources Board

"Collections": California Water Environmental Association (CWEA) Wastewater Collection System Maintenance Certifications

ARTICLE 32 – WORK BOOTS

The City will provide an allowance for work boots, up to two hundred dollars (\$200) per pair, for the following classifications:

Animal Services Officer

Business License Inspector

Building Inspector I/II

Senior Building Inspector

Code Enforcement Officer

Custodian

Equipment Mechanic

Environmental Compliance

Inspector I/II,

Facilities Coordinator

Facilities Technician,

Forensic Technician

IT Specialist

Lead Equipment Mechanic

Lead Utility Worker (Water and Sewer)

Lead Water Treatment Operator

Lead Water Meter Technician

Maintenance Coordinator

Maintenance Worker I/II

Parking Control Aide

Police Service Technician

Public Works Inspector I/II

Water Meter Technician

Utility Worker I/II (Water and Sewer)

Warehouse and Inventory Technician

Once the initial boot is purchased, annually employees may request up to two (2) replacement pairs upon proof of need to the department due to the condition of the boot.

ARTICLE 33 - HOLIDAYS

The City of Upland observes the following holidays, as official fixed holidays, established by Resolution:

New Year's Day	January 1
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving Day	The Day After the Fourth Thursday in November
Christmas Day	December 25

Each official fixed holiday shall be ten (10) hours of time off with pay unless otherwise noted. Employees in the classification of Police Dispatcher I and Police Dispatcher II will receive twelve (12) hours of holiday pay.

For employees who work a traditional Monday through Thursday schedule, if the holiday falls on a Friday or Saturday, Thursday shall be designated as the holiday and if the holiday falls on Sunday, Monday shall be designated as the official fixed holiday.

Employees who work an alternative schedule, i.e., Tuesday through Friday or Wednesday through Saturday, will recognize the actual holiday.

Employees who are required to work on an official, fixed holiday will receive time and one half in addition to regular pay for up to ten (10) hours worked. Employees in the classifications of Police Dispatcher I and Police Dispatcher II will receive time and one half in addition to regular pay for up to twelve (12) hours worked.

Holiday pay will be paid in accordance with Article 27 – Overtime Pay/Compensatory Time Off. There will be no pyramiding of overtime.

To be paid for an official, fixed City holiday (the days on which the public offices of the City of Upland will be closed), employees must be in a paid status both the day before and the day after the holiday. For example, if a holiday falls on a Monday, and the employee was on a 4/10 work schedule with Fridays off, the employee would be required to be in a paid

status on the Thursday before the holiday and the Tuesday following the holiday.

City Hall and most City departments will be permanently closed from Christmas Day through New Year's Day. Employees will receive compensation that will cover their absence from work from December 25th through January 1st. The employee must be in a paid status as stated previously above to receive this holiday compensation.

In the years where the City holiday closure would be for three (3) work days, the City will provide ten (10) hours of leave to cover the additional closure day.

Employees that are required to work, due to the nature of their job, during the holiday closure will receive regular pay up to ten (10) hours worked and a comp time contribution equal to the number of compensable hours worked, with a maximum allowable amount of forty (40) hours. Employees in the classifications of Police Dispatcher I and Police Dispatcher II will receive regular pay for up to twelve (12) hours worked.

ARTICLE 34-FLOATING HOLIDAYS

Employees in the unit shall receive twenty (20) hours of Floating Holiday annually. Floating holiday hours that are not used in December will automatically be cashed out on the pay date in January that covers the final pay period for December.

ARTICLE 35 - SICK LEAVE

General Employee unit members earn sick leave at the rate of eight hours per month, up to a maximum accrual of 1250 hours. Employees may use up to twenty (20) hours of sick leave for personal necessity situations. Employees in the position of Police Dispatcher I and Police Dispatcher II may use up to twenty-four (24) hours. Those situations include, but are not limited to: attending school activities for child, attending court for custody proceedings, divorce proceedings, or other personal legal issues, etc.

No sick leave may be granted during the first thirty days of employment with the City.

Effective July 1, 2023, employees in the unit may request to convert a maximum of twenty (20) hours of sick leave to compensation if they have used less than forty (40) hours of sick leave between January 1st and December 31st of the prior calendar year.

Any employee who elects to convert accrued sick leave to compensation as provided herein shall be limited to a maximum of twenty (20) hours per fiscal year of accrued sick leave to be converted, and in compliance with the Department of Treasury, Internal Revenue Service (IRS) Section 1.451-1(a), must comply with the following:

- Any sick leave conversion request must be in writing using the form provided by Human Resources and must be received by Human Resources no later than December 1st of the calendar year prior to the end of the calendar year in which the employee wishes to convert such sick leave.
- All Sick leave conversion requests are irrevocable and cannot be changed or

amended unless rescinded and received in writing in Human Resources no later than December 1st of the calendar year prior to the conversion.

- Employees who do not meet the requirements of using less than forty (40) hours of sick leave between January 1st and December 31st of the prior calendar year will not be eligible for the sick leave conversion.
- Employees who fail to submit a request by December 1st of the calendar year prior to the conversion will not be eligible for sick leave converted to cash for that calendar year.
- Payments for accrued sick leave conversion shall be made by separate check two (2) times a year (first pay period in June and first pay period in November).

ARTICLE 36-SICK LEAVE ACCRUAL PAYMENT UPON RETIREMENT

Upon service or disability retirement under the PERS retirement plan, employees may elect one of the following options for payment of unused sick leave:

- A. At the time of service or disability retirement, one half (50%) of accrued sick leave may be cashed out at the current hourly rate, up to a maximum of 625 hours.
- B. Retiring employees may use one half (50%) of accrued sick leave as Personal Leave just prior to retirement, up to a maximum of 625 hours.

ARTICLE 37-VACATION

Vacation shall accrue for employees based on the following schedule:

01 – 02 Years of service	80 Hours per year
03 – 05 Years of service	100 Hours per year
06 – 10 Years of service	140 Hours per year
11 – 16 Years of service	160 Hours per year
17 + Years of service	180 Hours per year

All employees may accrue vacation up to a maximum of five hundred hours (500).of vacation leave. Any hours over the five hundred (500) will automatically be cashed out on the pay period that the maximum accrual is reached.

ARTICLE 38 - VACATION BUYBACK

Employees may be paid in cash for up to sixty (60) hours of unused vacation if they have used at least forty (40) hours of vacation during the preceding year.

Any employee who elects to convert accrued vacation leave to compensation as provided for herein shall be in compliance with the Department of Treasury, Internal Revenue Service (IRS) Section 4.451-1(a), must comply with the following:

- Any vacation leave conversion request must be made in writing using the form provided by Human Resources and must be received by Human Resources no later than December 1st of the calendar year prior to the end of the calendar year in which the employee wishes to convert such vacation.
 - For example: Employee requests to buy back twenty (20) hours of vacation leave the request must be in Human Resources by December 1, 2022 to be paid on the first pay date in November.
- All vacation leave conversion requests are irrevocable and cannot be changed or amended unless rescinded and received in writing by Human Resources not later than December 1st of the calendar year prior to the conversion.
- Employees who do not meet the requirement of using forty (40) hours of vacation leave between January 1st and December 31st of the prior calendar year will not be eligible for vacation buyback.
- Employees who fail to submit a request by December 1st of the calendar year prior to the conversion will not be eligible for vacation leave converted to cash for that calendar year.
- Payments for accrued vacation leave conversion to cash shall be made by separate check by either the first pay date in June or the first pay date in November.

ARTICLE 39- BEREAVEMENT LEAVE

Employees may take up to five (5) days per occurrence with pay in the event of a death a qualified family member. A qualified family member includes a spouse, child parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law. Adoptive relatives and step relatives shall count the same as relatives by birth.

An employee will be eligible for this leave after they have completed thirty (30) days of employment with the City prior to the commencement of the leave.

The five (5) days do not need to be taken consecutively; they can be used intermittently. If leave is used intermittently, it must be used within three (3) months of the family member's date of death.

The City will consider a request for bereavement leave for the death of a member's aunt or uncle on a case-by-case basis.

ARTICLE 40 - FMLA AND CFRA

Eligible employees who request a Family Medical Leave of Absence under the Federal Family Leave Act (FMLA) and/or the California Family Rights Act (CFRA) shall be granted in accordance with State and Federal law. The employee rights and obligations are specifically set forth in the Department of Labor regulations implementing the "FMLA" and the regulations of "CFRA."

ARTICLE 41 – PARENTAL LEAVE

The City shall provide all employees within the bargaining unit with up to eighty (80) hours of paid leave for the birth, adoption or foster placement of a child as outlined below:

- This leave does not extend any time used under Family Medical Leave Act (FMLA) or California Family Rights Act (CFRA);
- Time taken by employees under this article will run concurrently with leave under FMLA or CFRA;
- Employees must have completed six (6) months of full-time City service after July 1, 2023 to be eligible for the leave;
- Employees are eligible for the leave regardless of gender, marital status or sexual orientation of the parent;
- Employees who have adopted a child or had a foster child placed in their home are eligible if the child is age seventeen (17) years or younger;
- Employees may take this time consecutively or intermittently, but it must be used within one (1) year of the birth, adoption or foster placement of the child;
- Any additional time needed beyond the initial eighty (80) hours may be charged to sick leave, vacation, compensatory or floating holiday time;
- Employees must complete all leave paperwork required by the City and provide a copy to their supervisor and Human Resources at least one (1) week prior to taking the leave. Leave paperwork must require documentation to substantiate the request (i.e. birth certificate, foster placement agreement, etc.);
- In no case will an employee receive more than eighty (80) hours of leave time within a twelve (12) month period, regardless of whether more than one (1) birth, adoption or foster care placement event occurs within the twelve (12) month period;
- City employees who are co-parents with another City employee will each be allowed eighty (80) hours of paid parental leave.

This article will be effective July 1, 2023 and will not be retroactively applied. All life events (birth, adoption, or foster placement) must occur after July 1, 2023.

ARTICLE 42 - HOURS OF WORK

The work week shall normally consist of 40 hours within a period of seven (7) consecutive calendar days. All bargaining unit employees shall be scheduled to work at designated starting times and ending at designated quitting times. Employees shall be notified at least ten (10) working days in advance of the implementation of any changes in their schedule. This provision applies to regular permanent work scheduling and does not apply to situations identified below.

It is understood that unusual conditions may create emergencies, as described in ARTICLE 3 - DEFINITIONS, requiring immediate changes in work schedules. The City shall provide notice to affected employees of such work schedule changes as soon as possible prior to implementation. Whenever possible, said notice shall be twenty-four (24) hours or more prior to implementation. Regular work schedules shall not be changed on the day of said change in work schedule for the purpose of avoiding payment of overtime. During emergency overtime situations which extend over a period of four (4) hours, the City will make a reasonable effort to allow time for meals.

ARTICLE 43 - GRIEVANCE PROCEDURE

A. Definition - A claim by an employee that the City has violated, misinterpreted, or misapplied a responsibility to the employee as provided for in the Memorandum of Understanding, Merit System Rules and Regulations, or other laws, ordinances, and resolutions concerning or affecting wages, hours, or other terms and conditions of employment.

The grievance procedure may not be used for matters involving:

- 1) Compensation plans (The City will notify the UCEA when changes are being considered).
- 2) Classification plans (The City will notify the UCEA when changes are being considered).
- 3) Disciplinary action not including written warnings and reprimands.
- 4) Performance appraisal (Employees receiving an overall rating below "Meets Expectation" may request to meet with the Human Resources Manager, department head, and their employee representative to discuss the appraisal and seek an appropriate remedy).
- 5) Recruitment activities.
- 6) Any other matters which are prohibited in the Merit System Rules and Regulations and are more appropriately resolved through the meet and confer process.
- 7) Reserved management rights of the City.
- 8) Interpretation of the intent of a MOU provision which would be resolved through the meet and confer process.

B. General Provisions

- 1) No retribution or prejudice shall be suffered by employees making use of the grievance procedures.
- 2) Grievances may only be initiated by the employee concerned and may not be pursued without the affected employee's consent.
- 3) If a grievance involves a group of employees or if a number of employees file separate grievances on the same exact matter, the grievances may be handled as a single grievance at the City's discretion.

- 4) Failure at any step of this procedure to appeal a decision on the grievance within the specified time limit and in the manner outlined below shall be deemed to have terminated the grievance process.
- 5) Failure at any step of this procedure to provide a response to a grievance within the specified time limit shall be deemed a denial and may be appealed as provided herein.
- 6) The time limits specified at any step in this procedure may be extended by mutual written agreement.
- 7) As used in this procedure, the term immediate supervisor shall mean the lowest level of supervisor.
- 8) Once a grievance has been processed and finally denied, repeated filing of grievances on the same exact issue will not be permitted.
- 9) The grievant may designate a representative at any step in the grievance procedure. No person hearing a grievance is required to recognize more than one (1) representative for any grievance.
- 10) An employee may choose to represent himself/herself or may be represented by someone other than a UCEA representative when utilizing the grievance procedure. In such event, the UCEA shall be notified in writing that the individual has elected not to be represented by the UCEA in seeking resolution of a grievable matter. The City shall, in writing, notify UCEA of the nature of the grievance, the decision and remedy sought, provided, however, the names of employee witnesses shall not be disclosed.

B. Grievance Procedure

- 1) **Informal Step** - Grievances shall be resolved informally to the extent possible. The employee and representative, if any, shall discuss the grievance with the immediate supervisor no later than ten (10) working days after the employee knew or reasonably should have known of the event giving rise to the potential grievance. In this discussion, the employee should, in good faith, try to express the problem clearly and suggest a solution(s). Within ten (10) working days of the informal meeting, the supervisor shall provide a verbal response to the employee. A summary of the complaint and the proposed resolution should be forwarded to the Human Resources Department for their information.
- 2) **Step 1**- If the supervisor does not respond within the time limits, or the grievance has not been resolved, the employee may appeal to the department head by submitting a written grievance. Such written grievance must be made within ten (10) working days of notification to the employee that the grievance is denied, or a resolution has not been reached at the informal step.

- a. The department head shall meet with the grievant and representative, if

any, within ten (10) working days of receipt of the written grievance and shall deliver an answer, in writing, to the grievant within ten (10) working days after the meeting.

- 3) Step 2 - If the grievance is not resolved, the grievant may file a written appeal to the Human Resources Manager within ten (10) working days from date of delivery of the written response provided in Step 1 of the procedure.
 - a. The Human Resources Manager shall meet with the grievant and representative, if any, within ten (10) working days of receipt of the written appeal and shall deliver an answer, in writing, to the grievant within ten (10) working days after the meeting.
- 4) Step 3 - If the grievance is not resolved, the grievant must file a written appeal to the City Manager within ten (10) working days from date of delivery of the written response provided in Step 2 of the procedure.
 - a. The City Manager shall meet with the grievant and representative, if any, within ten (10) working days of receipt of the written appeal and shall delivery an answer, in writing, to the grievant within ten (10) working days after the meeting.
- 5) Step 4 - If the grievance is not resolved, the grievant shall have the right to appeal to the Board of Review. The request for hearing shall be filed with the Human Resources Department within ten (10) working days from date of delivery of the written response provided in Step 3 of the procedure. It shall be the duty of the Human Resources Manager to inform each of the Board members and the City Manager or other persons complained against of the filing of the appeal.

ARTICLE 44 - DISCIPLINARY PROCEDURE

The following procedure shall be used for disciplinary actions involving regular employees which involve suspension, demotions for cause, discharge or reductions in pay:

- A. The employee shall receive notice of the proposed action in advance. A notice of seven (7) days for a 1-3 three-day suspension and seven (7) days for all other disciplinary actions will be considered the minimum notice.
- B. The notice will contain a statement as to the basis for the proposed action.
- C. The notice will contain a statement of the events and/or circumstances upon which the proposed action is based.
- D. The employee shall be provided copies of documents and materials upon which the action is based.

- E. The employee shall have the right to respond to the proposed action to their department head and upon decision of the Department Head to the City Manager provided said appeal is made within ten (10) calendar days of the decision of the Department Head. The decision of the City Manager shall be final in suspensions involving two or fewer workdays for that employee, or its financial equivalent.
- F. The employee will be advised of their right to UCEA representation during their response pursuant to section E above.

The above procedure may be deviated from in circumstances where there is a need for immediate disciplinary action. If such action is taken, the employee shall be put on administrative leave with pay and remain on such leave until ordered back to work or until the opportunity for response called for above.

ARTICLE 45- LAYOFF PROCEDURES

- A. Statement of Intent - Public interest may require the elimination, curtailment, or reorganization of Public Service activities which in turn, may require the City Council to take action to lay off one or more employees.

- 1). Whenever, in the judgment of the City Council, it becomes necessary to abolish any position of employment, the employee holding such position of employment may be laid off or demoted pursuant to the provisions of this agreement.

- B. Definitions

- 1). Layoff - A layoff is the involuntary separation or reduction of a regular employee to a position in a lower classification without fault of the employee.

- 2). Causes for Layoff

- a. If a function is to be discontinued, curtailed, mechanized or operated by a different method.
- b. Reorganization.
- c. Budget reduction.
- d. Termination or decrease in funds and/or materials for projects or programs.
- e. The mandatory reinstatement of an employee.

- 3). Classification -All positions in the classified services shall be part of a classification plan established and maintained by the Human Resources Department. It shall provide grouping of positions by commonality of duties responsibilities and function.

- 4). Job Series -A group of classifications similar with respect to the duties performed but different in terms of the nature and level of responsibilities performed. Within each job series, it is possible to categorize classification by class level i.e. I, II, or III.

- 5). Seniority- Seniority for the purpose of determining order of layoff shall be defined as total accumulated continuous time served in regular and probationary status in the City classified service. Should it become necessary to lay off by seniority, those employees with least service in the affected classification shall be laid off or demoted:
 - a. First by classification; and

 - b. Second, to displace an employee, by Total City service, including time served on military leave of absence in the armed forces of the United States. In order to bump into a former or lower class:
 1. An employee must have more Total City service than at least one of the incumbents in the affected class and request displacement action in writing to the Human Resources Manager within five (5) working days of receipt of notice of layoff.

 2. Employees bumping to a lower class shall be placed at the salary step representing the least loss of pay. In no case shall the salary be increased above that received in the class from which the employee was laid off.

When two or more employees have equal seniority, the layoff shall be made at the sole discretion of the appointing authority.

- C. Notification - Employees to be laid off shall be given, whenever possible, 45 calendar days prior notice, but no less than 30 calendar days¹ notice. The UCEA shall be provided with a copy of the affected classifications and seniority list by classification of all affected employees within bargaining unit at least 30 days prior to its effective date.

- D. Order of Layoff - In each classification, employees shall be laid off according to employment status in the following order:
 - 1) Seasonal/temporary part-time, contract, and or provisional employees performing services similar to classifications affected by layoff shall be terminated before any reduction in the regular work force. Likewise, other grant- funded employees shall be terminated in affected classifications, in accordance with federal or state rules or guidelines governing such funding programs.

 - 2) Probationary employees and employees holding an interim position, who have regular status in another classification, shall revert to their former classification

in the City to determine layoff rights.

- 3) Regular employees subject to layoff shall be based on seniority of service within that classification. For example, the employee being laid off or displaced from a classification shall be the employee in the affected classification with the least amount of time served in the affected classification.

The order of layoff within a classification subject to a layoff shall be based on seniority of service within that classification. The employee being laid off or displaced from a classification shall be the employee in the affected classification with the least amount of City service.

E. Layoff Procedures -The layoff procedure is intended to minimize the impact of staff reduction on City services and ensure that employees are treated fairly in the process of layoff. The procedure for lay off, once the number of positions to remain by classification has been determined, shall be as follows:

- 1) Except as otherwise provided herein, whenever there is a reduction in the work force, the appointing authority shall demote the affected employee to a vacancy, if any in the lower class for which the employee is qualified. All persons so demoted shall have their names placed on the reemployment list for the higher class.

- 2) An employee affected by layoff shall have the right to displace an employee who has less seniority in a lower classification in which the affected employee once had regular status. For the purpose of this section:

- a. Seniority shall be time served in a classification as defined in Section (II) herein except;

- b. When an employee has been displaced from a classification, the seniority for that displaced employee shall then include, for further layoff purposes, Total City seniority as in Section II (E) herein, to include all time served in the classified service in related classifications affected by the layoff. For the purpose of this section, seniority shall be all periods of full-time service at or above the classification level where the layoff is to occur.

1. If a classification title is changed due to a reclassification, the employee shall retain bumping rights to the previous classification and series.

2. An employee is eligible to bump to a lower classification within job series in which he/she has achieved regular status. For example:

Employee "A" is hired in as a Lead Maintenance Worker and achieves regular status; however, never worked as a Maintenance Worker II. Employee "A" may bump employee "B" in the lower classification of

Maintenance Worker II, if Employee "A" has more Total City seniority.

3. Displaced employees are allowed to bump into a lower classification within the job series that they have not previously held, provided that the position did not exist when the employee was appointed to the position from which they are laid off and the employee meets the minimum qualifications.
 4. Employees transferring or voluntarily demoting shall retain the same anniversary date as in their previous position for all purposes, including step advancement.
- F. Reemployment Lists - The names of persons laid off or demoted in accordance with these rules shall be entered upon a reemployment list. Lists from different departments or at different times for the same class of position shall be combined into a single list. Such list shall be used by the appointing authority when a vacancy arises in the same or lower class of position before employment is made from an eligible list.

- G. Duration of Reemployment List - Names of persons laid off shall be carried on a reemployment list for twelve months, except that the name of an individual reappointed to a regular position of the same class shall, upon reappointment, be dropped from the list. An individual who declines either a voluntary demotion or reemployment in a classification shall be dropped from that specific reemployment list. Persons reemployed in a lower class, or on a temporary basis, shall be continued on the list for the higher class for the balance of the twelve-month period.

An individual that may be appointed from a reemployment list will be required to successfully pass a reemployment physical examination provided at City expense.

- H. Terms and Conditions of Reemployment - Reemployment from a reemployment list to a previously held class shall be at the same step held at the time of layoff and at the current salary of that class at the time of reemployment.

In case of a voluntary demotion from a reemployment list, the employee so electing shall be paid at the highest step in the range for the lower class which does not represent an increase in salary from the salary which would have been effective had the employee been appointed to his/her previously held class; and in no case to exceed "top" step in the current salary range of the class to which the employee is appointed.

Employees reappointed from a reemployment list shall be credited with, at the time of reappointment, all accrued benefits at the time of layoff which was not compensated for at the time of layoff, provided that such accrued benefits shall not exceed established maximum at the time of reappointment.

- I. Retraining- The City will make reasonable efforts to provide retraining opportunities

to laid-off employees that will qualify them in classifications not related to their former classification, and will attempt to place said laid-off employees in vacant positions in the City for which they are qualified.

During the twelve months following a layoff, laid-off employees shall be eligible to compete for in-house promotional examinations for positions for which they qualify.

ARTICLE 46 - BULLETIN BOARDS

The City agrees to the following facilities and areas for the UCEA to affix bulletin boards of up to three (3) feet by four (4) feet in size:

- City Hall lunchroom
- Public Works lunchroom
- Fleet Maintenance
- Police Department first floor lunchroom
- Recreation Department
- Animal Shelter (3' x 4' space to be provided on existing bulletin board)

No additional UCEA bulletin boards shall be affixed to City property without the approval of the Human Resources/Risk Manager. UCEA material may be posted on these designated bulletin boards only.

The UCEA boards shall be used for posting UCEA business only. All postings for bulletin boards must contain the date of posting and the UCEA's identification. All costs associated with preparing and posting of UCEA material as well as the cost of the bulletin boards will be borne by UCEA.

The UCEA will not post information, which is defamatory, derogatory, or obscene.

ARTICLE 47 - ASSOCIATION DUES DEDUCTION AND REPRESENTATION

- A. The City shall deduct UCEA dues from UCEA members, if employee elects to participate in UCEA. UCEA shall notify the City of any changes in its membership. Membership dues will be deducted biweekly from the members' paychecks.
- B. Dues Deduction - During the term of this agreement the City agrees to deduct from the pay of each UCEA member who elects to participate, a monthly sum certified to the City by the UCEA as the regular monthly dues.

Dues withheld by the City shall be transmitted to the officer designated by the UCEA in writing, at the address specified in the letter of authorization.

The UCEA shall indemnify the City of Upland from all claims made by bargaining unit members as a result of implementing and maintaining Association Dues Deductions. In addition, UCEA shall refund to the City of Upland any amounts paid in error, upon

presentation of supporting evidence.

- C. UCEA Officers and Representatives - Four (4) Officers and three (3) Representatives and/or their designees will be utilized by the UCEA to conduct UCEA-related business. It is understood that the alternates will only be utilized if one of the four stewards is unavailable for a period of five (5) working days or more.

New stewards will be allowed to accompany UCEA representatives for on-the-job training which will consist of two (2) grievances. One Steward will be allowed to assist in the handling of grievances or other related UCEA business when requested and with the approval of his/her immediate supervisor.

Activities specifically authorized by this MOU (including the Grievance Procedure, meet and confer sessions and other representational activities mandated by law) can be conducted during working hours within reasonable time limits, at no loss of time or pay to the stewards and officers. The UCEA representative must secure permission from the respective department head prior to contacting any employee on City time. No other UCEA activities will be conducted on City time.

UCEA activities may be conducted on City property, outside the work area and the reporting area, if specific areas and times are formally approved in writing by the respective department head and the Human Resources Manager in advance. Such approvals/denials shall be granted within a reasonable time.

ARTICLE 48 – UCEA RELEASE TIME

A. New Employee Orientations

In accordance with AB 119, Government Code §3555-3559, the City shall provide written notice to UCEA Representatives when a new employee is hired or promoted into the bargaining unit and provide reasonable release time for a UCEA Representative to meet with the new employee for the purpose of discussing membership in the UCEA. This new employee orientation should take place as promptly as possible on or after the first day of employment.

The City agrees to furnish each new employee in the bargaining unit with a copy of the MOU at the commencement of his/her employment. This copy may be in the form of direction to the City website so the employee may download a copy.

B. Representational Time Off

UCEA Board Members shall receive release time to attend monthly Board meetings without loss of compensation or other benefits.

Pursuant to relevant Government Code Sections, the City shall allow a maximum of seven (7) UCEA employee representatives release time without loss of compensation or other benefits while formally meeting and conferring with representatives of the City on matters within the scope of representation as defined in the Government Code; or as may be required to represent members pursuant to the Discipline or Grievance Procedure Article or other matters affecting their terms and conditions of employment; or as may be needed to participate in labor management committee meetings with the City; or as may be needed to attend new

employee orientations under this Article. This time shall be scheduled in advance. UCEA agrees to notify the City two (2) days in advance of any meetings listed above, unless there is an emergency situation UCEA will notify the City as soon as possible of any release time needed. The City shall notify the employee's supervisor of the release time needed from work.

C. Membership Release Time

UCEA members will be allowed release time with pay to attend one (1) annual membership meeting and any meetings needed for MOU ratification voting. Membership release time is without loss of compensation or other benefits.

UCEA shall endeavor to schedule any membership meetings around meal or break periods, or the start or end of work shifts, when possible, to minimize any disruption to City operations.

ARTICLE 49- PREVAILING BENEFITS

Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by employees in the unit shall remain in full force and effect during the term of this MOU, unless mutually agreed to by both parties.

ARTICLE 50 - SAVINGS CLAUSE

Should any provision of this agreement or the application of such provision be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the City and UCEA shall meet and confer immediately upon what constitutes an equivalent benefit to that which was determined to be unlawful. Such equivalent benefit will be implemented retroactive to the date the old benefit ceased. The remaining parts or portions of the Agreement shall remain in full force and effect.

ARTICLE 51- QUARTERLY PERSONNEL REPORT

The City agrees to provide on a quarterly basis, personnel reports to the UCEA which shall include names, classifications, and all personnel actions (new hires, terminations, transfers, promotions) within the Unit. Home and mailing address if different, and all address changes of UCEA members will be provided. Also, a system will be jointly developed by the City and UCEA for the disclosure of employee addresses.

ARTICLE 52 - TERM OF AGREEMENT

Except where expressly stated otherwise herein, the City and UCEA agree that the provisions of this Memorandum of Understanding (MOU) shall become effective on July 1, 2023, and shall expire on June 30, 2028.

ARTICLE 53 - ZIPPER CLAUSE

During the term of this Agreement, the parties agree that negotiations cannot commence

on any subject unless the parties mutually agree.

ARTICLE 54- PREVENTATIVE HEALTH

Employees in the unit may be reimbursed up to two hundred and fifty dollars (\$250) annually for the purchase of items, classes, memberships, or programs which contribute to physical fitness. This reimbursement shall be made in June of each year. Items which will be considered acceptable for reimbursement are defined in the City's policy on Preventive Health Benefits.

CITY OF UPLAND

_____ Michael Blay, City Manager	_____ Date
_____ Stephen Parker, Assistant City Manager	_____ Date
_____ Theresa Doyle, Deputy Director of Human Resources/Risk Management	_____ Date

UPLAND CITY EMPLOYEES ASSOCIATION

_____ Waniece Davis, UCEA President	_____ Date
_____ Curtis Clesceri, UCEA Secretary ,	_____ Date
_____ Brian Vogelesang, UCEA Treasurer	_____ Date
_____ Devon Wright, UCEA Board Director	_____ Date
_____ Butch Molina, UCEA Board Director	_____ Date

APPENDIX A

<u>Grade</u>	<u>Classification Title</u>
31	ACCOUNTANT I
35	ACCOUNTANT II
20	ACCOUNTING TECHNICIAN
20	ADMINISTRATIVE ASSISTANT
22	ANIMAL SERVICES OFFICER
31	BUILDING INSPECTOR I
35	BUILDING INSPECTOR II
23	BUSINESS LICENSE INSPECTOR
30	CODE ENFORCEMENT OFFICER
32	CROSS CONNECTION CONTROL TECHNICIAN
13	CUSTODIAN
13	CUSTOMER SERVICE SPECIALIST I
17	CUSTOMER SERVICE SPECIALIST II
29	DEPUTY CITY CLERK
23	DEVELOPMENT SERVICES TECHNICIAN I
27	DEVELOPMENT SERVICES TECHNICIAN II
33	ENGINEERING TECHNICIAN
29	ENVIRONMENTAL COMPLIANCE INSPECTOR I
33	ENVIRONMENTAL COMPLIANCE INSPECTOR II
27	EQUIPMENT MECHANIC
28	FACILITIES COORDINATOR
24	FACILITIES TECHNICIAN
35	FORENSIC TECHNICIAN
29	GIS TECHNICIAN
39	HOMELESS SERVICES COORDINATOR
28	HUMAN RESOURCES TECHNICIAN
33	INFORMATION TECHNOLOGY SPECIALIST
33	LEAD EQUIPMENT MECHANIC
32	LEAD UTILITY WORKER (SEWER)
32	LEAD UTILITY WORKER (WATER)
31	LEAD WATER METER TECHNICIAN
39	LEAD WATER TREATMENT OPERATOR
25	MAINTENANCE COORDINATOR
15	MAINTENANCE WORKER I
19	MAINTENANCE WORKER II
14	OFFICE ASSISTANT
16	PARKING CONTROL AIDE
28	PAYROLL TECHNICIAN
25	POLICE DISPATCHER I
29	POLICE DISPATCHER II
14	POLICE RECORDS TECHNICIAN I
18	POLICE RECORDS TECHNICIAN II
23	POLICE SERVICE TECHNICIAN
32	PUBLIC WORKS INSPECTOR I
36	PUBLIC WORKS INSPECTOR II
26	RECREATION COORDINATOR
41	SENIOR ACCOUNTANT

26	SENIOR ACCOUNTING TECHNICIAN
26	SENIOR ADMINISTRATIVE ASSISTANT
41	SENIOR BUILDING INSPECTOR
23	SENIOR CUSTOMER SERVICE SPECIALIST
24	SENIOR POLICE RECORDS TECHNICIAN
22	UTILITY WORKER I (SEWER)
22	UTILITY WORKER I (WATER)
26	UTILITY WORKER II (SEWER)
26	UTILITY WORKER II (WATER)
20	UTILITY WORKER TRAINEE (SEWER)
20	UTILITY WORKER TRAINEE (WATER)
19	WAREHOUSE AND INVENTORY TECHNICIAN
25	WATER METER TECHNICIAN
29	WATER TREATMENT OPERATOR I
33	WATER TREATMENT OPERATOR II

APPENDIX B

City of Upland
UCEA Salary Schedule
Effective 6/25/2023

Job Description	Grade		STEP					
			1	2	3	4	5	6
ACCOUNTANT I	31	Hourly	29.20	30.66	32.19	33.80	35.49	37.27
		Monthly	5,061.21	5,314.27	5,579.98	5,858.98	6,151.93	6,459.53
		Yearly	60,734.50	63,771.22	66,959.79	70,307.78	73,823.16	77,514.32
ACCOUNTANT II	35	Hourly	32.23	33.84	35.53	37.31	39.18	41.14
		Monthly	5,586.63	5,865.96	6,159.26	6,467.22	6,790.58	7,130.11
		Yearly	67,039.52	70,391.50	73,911.07	77,606.63	81,486.96	85,561.31
ACCOUNTING TECHNICIAN	20	Hourly	22.25	23.37	24.54	25.76	27.05	28.40
		Monthly	3,857.37	4,050.24	4,252.75	4,465.39	4,688.66	4,923.09
		Yearly	46,288.48	48,602.91	51,033.05	53,584.70	56,263.94	59,077.14
ADMINISTRATIVE ASSISTANT	20	Hourly	22.25	23.37	24.54	25.76	27.05	28.40
		Monthly	3,857.37	4,050.24	4,252.75	4,465.39	4,688.66	4,923.09
		Yearly	46,288.48	48,602.91	51,033.05	53,584.70	56,263.94	59,077.14
ANIMAL SERVICES OFFICER	22	Hourly	23.38	24.55	25.78	27.07	28.42	29.84
		Monthly	4,052.65	4,255.29	4,468.05	4,691.45	4,926.03	5,172.33
		Yearly	48,631.84	51,063.43	53,616.60	56,297.43	59,112.30	62,067.92
BUILDING INSPECTOR I	31	Hourly	29.20	30.66	32.19	33.80	35.49	37.27
		Monthly	5,061.21	5,314.27	5,579.98	5,858.98	6,151.93	6,459.53
		Yearly	60,734.50	63,771.22	66,959.79	70,307.78	73,823.16	77,514.32
BUILDING INSPECTOR II	35	Hourly	32.23	33.84	35.53	37.31	39.18	41.14
		Monthly	5,586.63	5,865.96	6,159.26	6,467.22	6,790.58	7,130.11
		Yearly	67,039.52	70,391.50	73,911.07	77,606.63	81,486.96	85,561.31
BUSINESS LICENSE INSPECTOR	23	Hourly	23.97	25.16	26.42	27.74	29.13	30.59
		Monthly	4,153.97	4,361.67	4,579.75	4,808.74	5,049.18	5,301.63
		Yearly	49,847.63	52,340.01	54,957.01	57,704.87	60,590.11	63,619.61
CODE ENFORCEMENT OFFICER	30	Hourly	28.49	29.91	31.41	32.98	34.63	36.36
		Monthly	4,937.76	5,184.65	5,443.89	5,716.08	6,001.88	6,301.98
		Yearly	59,253.17	62,215.83	65,326.62	68,592.95	72,022.60	75,623.73

Job Description	Grade	STEP					
		1	2	3	4	5	6
CROSS CONNECTION CONTROL TECHNICIAN	Hourly	29.93	31.43	33.00	34.65	36.38	38.20
	32 Monthly	5,187.74	5,447.13	5,719.48	6,005.46	6,305.73	6,621.02
	Yearly	62,252.86	65,365.51	68,633.78	72,065.47	75,668.74	79,452.18
CUSTODIAN	Hourly	18.72	19.66	20.64	21.67	22.76	23.89
	13 Monthly	3,245.07	3,407.33	3,577.69	3,756.58	3,944.41	4,141.63
	Yearly	38,940.89	40,887.94	42,932.33	45,078.95	47,332.90	49,699.54
CUSTOMER SERVICE SPECIALIST I	Hourly	18.72	19.66	20.64	21.67	22.76	23.89
	13 Monthly	3,245.07	3,407.33	3,577.69	3,756.58	3,944.41	4,141.63
	Yearly	38,940.89	40,887.94	42,932.33	45,078.95	47,332.90	49,699.54
CUSTOMER SERVICE SPECIALIST II	Hourly	20.67	21.70	22.78	23.92	25.12	26.37
	17 Monthly	3,581.95	3,761.05	3,949.11	4,146.56	4,353.89	4,571.58
	Yearly	42,983.46	45,132.63	47,389.26	49,758.72	52,246.66	54,858.99
DEPUTY CITY CLERK	Hourly	27.79	29.18	30.64	32.17	33.78	35.47
	29 Monthly	4,817.33	5,058.20	5,311.11	5,576.66	5,855.50	6,148.27
	Yearly	57,807.97	60,698.37	63,733.29	66,919.95	70,265.95	73,779.25
DEVELOPMENT SERVICES TECHNICIAN I	Hourly	23.97	25.16	26.42	27.74	29.13	30.59
	23 Monthly	4,153.97	4,361.67	4,579.75	4,808.74	5,049.18	5,301.63
	Yearly	49,847.63	52,340.01	54,957.01	57,704.87	60,590.11	63,619.61
DEVELOPMENT SERVICES TECHNICIAN II	Hourly	26.45	27.78	29.16	30.62	32.15	33.76
	27 Monthly	4,585.20	4,814.47	5,055.19	5,307.95	5,573.35	5,852.01
	Yearly	55,022.46	57,773.58	60,662.26	63,695.37	66,880.14	70,224.15
ENGINEERING TECHNICIAN	Hourly	30.68	32.21	33.82	35.51	37.29	39.15
	33 Monthly	5,317.43	5,583.30	5,862.47	6,155.59	6,463.37	6,786.54
	Yearly	63,809.18	66,999.64	70,349.63	73,867.11	77,560.46	81,438.48
ENVIRONMENTAL COMPLIANCE INSPECTOR I	Hourly	27.79	29.18	30.64	32.17	33.78	35.47
	29 Monthly	4,817.33	5,058.20	5,311.11	5,576.66	5,855.50	6,148.27
	Yearly	57,807.97	60,698.37	63,733.29	66,919.95	70,265.95	73,779.25
ENVIRONMENTAL COMPLIANCE INSPECTOR II	Hourly	30.68	32.21	33.82	35.51	37.29	39.15
	33 Monthly	5,317.43	5,583.30	5,862.47	6,155.59	6,463.37	6,786.54
	Yearly	63,809.18	66,999.64	70,349.63	73,867.11	77,560.46	81,438.48

Job Description	Grade	STEP						
		1	2	3	4	5	6	
EQUIPMENT MECHANIC	27	Hourly	26.45	27.78	29.16	30.62	32.15	33.76
		Monthly	4,585.20	4,814.47	5,055.19	5,307.95	5,573.35	5,852.01
		Yearly	55,022.46	57,773.58	60,662.26	63,695.37	66,880.14	70,224.15
FACILITIES COORDINATOR	28	Hourly	27.11	28.47	29.89	31.39	32.96	34.61
		Monthly	4,699.84	4,934.83	5,181.57	5,440.65	5,712.68	5,998.31
		Yearly	56,398.02	59,217.92	62,178.82	65,287.76	68,552.15	71,979.75
FACILITIES TECHNICIAN	24	Hourly	24.56	25.79	27.08	28.44	29.86	31.35
		Monthly	4,257.82	4,470.71	4,694.25	4,928.96	5,175.41	5,434.18
		Yearly	51,093.82	53,648.51	56,330.94	59,147.49	62,104.86	65,210.10
FORENSIC TECHNICIAN	35	Hourly	32.23	33.84	35.53	37.31	39.18	41.14
		Monthly	5,586.63	5,865.96	6,159.26	6,467.22	6,790.58	7,130.11
		Yearly	67,039.52	70,391.50	73,911.07	77,606.63	81,486.96	85,561.31
GIS TECHNICIAN	29	Hourly	27.79	29.18	30.64	32.17	33.78	35.47
		Monthly	4,817.33	5,058.20	5,311.11	5,576.66	5,855.50	6,148.27
		Yearly	57,807.97	60,698.37	63,733.29	66,919.95	70,265.95	73,779.25
HOMELESS SERVICES COORDINATOR	39	Hourly	35.58	37.36	39.22	41.18	43.24	45.41
		Monthly	6,166.59	6,474.92	6,798.67	7,138.60	7,495.53	7,870.31
		Yearly	73,999.09	77,699.05	81,584.00	85,663.20	89,946.36	94,443.67
HUMAN RESOURCES TECHNICIAN	28	Hourly	27.11	28.47	29.89	31.39	32.96	34.61
		Monthly	4,699.84	4,934.83	5,181.57	5,440.65	5,712.68	5,998.31
		Yearly	56,398.02	59,217.92	62,178.82	65,287.76	68,552.15	71,979.75
INFORMATION TECH.SPECIALIST	33	Hourly	30.68	32.21	33.82	35.51	37.29	39.15
		Monthly	5,317.43	5,583.30	5,862.47	6,155.59	6,463.37	6,786.54
		Yearly	63,809.18	66,999.64	70,349.63	73,867.11	77,560.46	81,438.48
LEAD EQUIPMENT MECHANIC	33	Hourly	30.68	32.21	33.82	35.51	37.29	39.15
		Monthly	5,317.43	5,583.30	5,862.47	6,155.59	6,463.37	6,786.54
		Yearly	63,809.18	66,999.64	70,349.63	73,867.11	77,560.46	81,438.48
LEAD UTILITY SYSTEM WORKER (SEWER)	32	Hourly	29.93	31.43	33.00	34.65	36.38	38.20
		Monthly	5,187.74	5,447.13	5,719.48	6,005.46	6,305.73	6,621.02
		Yearly	62,252.86	65,365.51	68,633.78	72,065.47	75,668.74	79,452.18

Job Description	Grade	STEP						
		1	2	3	4	5	6	
LEAD UTILITY SYSTEM WORKER (WATER)	32	Hourly	29.93	31.43	33.00	34.65	36.38	38.20
	Monthly	5,187.74	5,447.13	5,719.48	6,005.46	6,305.73	6,621.02	
	Yearly	62,252.86	65,365.51	68,633.78	72,065.47	75,668.74	79,452.18	
LEAD WATER METER TECHNICIAN	31	Hourly	29.20	30.66	32.19	33.80	35.49	37.27
	Monthly	5,061.21	5,314.27	5,579.98	5,858.98	6,151.93	6,459.53	
	Yearly	60,734.50	63,771.22	66,959.79	70,307.78	73,823.16	77,514.32	
LEAD WATER TREATMENT OPERATOR	39	Hourly	35.58	37.36	39.22	41.18	43.24	45.41
	Monthly	6,166.59	6,474.92	6,798.67	7,138.60	7,495.53	7,870.31	
	Yearly	73,999.09	77,699.05	81,584.00	85,663.20	89,946.36	94,443.67	
MAINTENANCE COORDINATOR	25	Hourly	25.18	26.44	27.76	29.15	30.60	32.13
	Monthly	4,364.26	4,582.48	4,811.60	5,052.18	5,304.79	5,570.03	
	Yearly	52,371.17	54,989.73	57,739.21	60,626.17	63,657.48	66,840.36	
MAINTENANCE WORKER I	15	Hourly	19.67	20.65	21.69	22.77	23.91	25.10
	Monthly	3,409.36	3,579.82	3,758.82	3,946.76	4,144.09	4,351.30	
	Yearly	40,912.27	42,957.89	45,105.78	47,361.07	49,729.12	52,215.58	
MAINTENANCE WORKER II	19	Hourly	21.71	22.80	23.94	25.13	26.39	27.71
	Monthly	3,763.29	3,951.46	4,149.03	4,356.48	4,574.30	4,803.02	
	Yearly	45,159.49	47,417.47	49,788.34	52,277.76	54,891.65	57,636.23	
OFFICE ASSISTANT	14	Hourly	19.19	20.15	21.16	22.21	23.33	24.49
	Monthly	3,326.20	3,492.51	3,667.14	3,850.49	4,043.02	4,245.17	
	Yearly	39,914.41	41,910.13	44,005.64	46,205.92	48,516.22	50,942.03	
PARKING CONTROL AIDE	16	Hourly	20.16	21.17	22.23	23.34	24.51	25.73
	Monthly	3,494.59	3,669.32	3,852.79	4,045.42	4,247.70	4,460.08	
	Yearly	41,935.08	44,031.83	46,233.43	48,545.10	50,972.35	53,520.97	
PAYROLL TECHNICIAN	28	Hourly	27.11	28.47	29.89	31.39	32.96	34.61
	Monthly	4,699.84	4,934.83	5,181.57	5,440.65	5,712.68	5,998.31	
	Yearly	56,398.02	59,217.92	62,178.82	65,287.76	68,552.15	71,979.75	
POLICE DISPATCHER I	25	Hourly	25.18	26.44	27.76	29.15	30.60	32.13
	Monthly	4,364.26	4,582.48	4,811.60	5,052.18	5,304.79	5,570.03	
	Yearly	52,371.17	54,989.73	57,739.21	60,626.17	63,657.48	66,840.36	

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE DISPATCHER II	29	Hourly	27.79	29.18	30.64	32.17	33.78	35.47
		Monthly	4,817.33	5,058.20	5,311.11	5,576.66	5,855.50	6,148.27
		Yearly	57,807.97	60,698.37	63,733.29	66,919.95	70,265.95	73,779.25
POLICE RECORDS TECHNICIAN I	14	Hourly	19.19	20.15	21.16	22.21	23.33	24.49
		Monthly	3,326.20	3,492.51	3,667.14	3,850.49	4,043.02	4,245.17
		Yearly	39,914.41	41,910.13	44,005.64	46,205.92	48,516.22	50,942.03
POLICE RECORDS TECHNICIAN II	18	Hourly	21.18	22.24	23.35	24.52	25.75	27.03
		Monthly	3,671.50	3,855.08	4,047.83	4,250.22	4,462.74	4,685.87
		Yearly	44,058.04	46,260.95	48,573.99	51,002.69	53,552.83	56,230.47
POLICE SERVICE TECHNICIAN	23	Hourly	23.97	25.16	26.42	27.74	29.13	30.59
		Monthly	4,153.97	4,361.67	4,579.75	4,808.74	5,049.18	5,301.63
		Yearly	49,847.63	52,340.01	54,957.01	57,704.87	60,590.11	63,619.61
PUBLIC WORKS INSPECTOR I	32	Hourly	29.93	31.43	33.00	34.65	36.38	38.20
		Monthly	5,187.74	5,447.13	5,719.48	6,005.46	6,305.73	6,621.02
		Yearly	62,252.86	65,365.51	68,633.78	72,065.47	75,668.74	79,452.18
PUBLIC WORKS INSPECTOR II	36	Hourly	33.04	34.69	36.42	38.24	40.16	42.16
		Monthly	5,726.29	6,012.61	6,313.24	6,628.90	6,960.34	7,308.36
		Yearly	68,715.51	72,151.29	75,758.85	79,546.79	83,524.13	87,700.34
RECREATION COORDINATOR	26	Hourly	25.81	27.10	28.45	29.88	31.37	32.94
		Monthly	4,473.37	4,697.04	4,931.89	5,178.49	5,437.41	5,709.28
		Yearly	53,680.45	56,364.47	59,182.69	62,141.83	65,248.92	68,511.37
SENIOR ACCOUNTANT	41	Hourly	37.38	39.25	41.21	43.27	45.43	47.70
		Monthly	6,478.77	6,802.71	7,142.85	7,499.99	7,874.99	8,268.74
		Yearly	77,745.29	81,632.56	85,714.19	89,999.90	94,499.89	99,224.89
SENIOR ACCOUNTING TECHNICIAN	26	Hourly	25.81	27.10	28.45	29.88	31.37	32.94
		Monthly	4,473.37	4,697.04	4,931.89	5,178.49	5,437.41	5,709.28
		Yearly	53,680.45	56,364.47	59,182.69	62,141.83	65,248.92	68,511.37
SENIOR ADMINISTRATIVE ASSISTANT	26	Hourly	25.81	27.10	28.45	29.88	31.37	32.94
		Monthly	4,473.37	4,697.04	4,931.89	5,178.49	5,437.41	5,709.28
		Yearly	53,680.45	56,364.47	59,182.69	62,141.83	65,248.92	68,511.37

Job Description	Grade		STEP					
			1	2	3	4	5	6
SENIOR BUILDING INSPECTOR	41	Hourly	37.38	39.25	41.21	43.27	45.43	47.70
		Monthly	6,478.77	6,802.71	7,142.85	7,499.99	7,874.99	8,268.74
		Yearly	77,745.29	81,632.56	85,714.19	89,999.90	94,499.89	99,224.89
SENIOR CUSTOMER SERVICE SPECIALIST	23	Hourly	23.97	25.16	26.42	27.74	29.13	30.59
		Monthly	4,153.97	4,361.67	4,579.75	4,808.74	5,049.18	5,301.63
		Yearly	49,847.63	52,340.01	54,957.01	57,704.87	60,590.11	63,619.61
SENIOR POLICE RECORDS TECHNICIAN	24	Hourly	24.56	25.79	27.08	28.44	29.86	31.35
		Monthly	4,257.82	4,470.71	4,694.25	4,928.96	5,175.41	5,434.18
		Yearly	51,093.82	53,648.51	56,330.94	59,147.49	62,104.86	65,210.10
UTILITY WORKER I-SEWER	22	Hourly	23.38	24.55	25.78	27.07	28.42	29.84
		Monthly	4,052.65	4,255.29	4,468.05	4,691.45	4,926.03	5,172.33
		Yearly	48,631.84	51,063.43	53,616.60	56,297.43	59,112.30	62,067.92
UTILITY WORKER I-WATER	22	Hourly	23.38	24.55	25.78	27.07	28.42	29.84
		Monthly	4,052.65	4,255.29	4,468.05	4,691.45	4,926.03	5,172.33
		Yearly	48,631.84	51,063.43	53,616.60	56,297.43	59,112.30	62,067.92
UTILITY WORKER II-SEWER	26	Hourly	25.81	27.10	28.45	29.88	31.37	32.94
		Monthly	4,473.37	4,697.04	4,931.89	5,178.49	5,437.41	5,709.28
		Yearly	53,680.45	56,364.47	59,182.69	62,141.83	65,248.92	68,511.37
UTILITY WORKER II-WATER	26	Hourly	25.81	27.10	28.45	29.88	31.37	32.94
		Monthly	4,473.37	4,697.04	4,931.89	5,178.49	5,437.41	5,709.28
		Yearly	53,680.45	56,364.47	59,182.69	62,141.83	65,248.92	68,511.37
UTILITY WORKER TRAINEE- SEWER	20	Hourly	22.25	23.37	24.54	25.76	27.05	28.40
		Monthly	3,857.37	4,050.24	4,252.75	4,465.39	4,688.66	4,923.09
		Yearly	46,288.48	48,602.91	51,033.05	53,584.70	56,263.94	59,077.14
UTILITY WORKER TRAINEE- WATER	20	Hourly	22.25	23.37	24.54	25.76	27.05	28.40
		Monthly	3,857.37	4,050.24	4,252.75	4,465.39	4,688.66	4,923.09
		Yearly	46,288.48	48,602.91	51,033.05	53,584.70	56,263.94	59,077.14
WAREHOUSE AND INVENTORY TECHNICIAN	19	Hourly	21.71	22.80	23.94	25.13	26.39	27.71
		Monthly	3,763.29	3,951.46	4,149.03	4,356.48	4,574.30	4,803.02
		Yearly	45,159.49	47,417.47	49,788.34	52,277.76	54,891.65	57,636.23

Job Description	Grade	STEP						
		1	2	3	4	5	6	
WATER METER TECHNICIAN	25	Hourly	25.18	26.44	27.76	29.15	30.60	32.13
		Monthly	4,364.26	4,582.48	4,811.60	5,052.18	5,304.79	5,570.03
		Yearly	52,371.17	54,989.73	57,739.21	60,626.17	63,657.48	66,840.36
WATER TREATMENT OPERATOR I	29	Hourly	27.79	29.18	30.64	32.17	33.78	35.47
		Monthly	4,817.33	5,058.20	5,311.11	5,576.66	5,855.50	6,148.27
		Yearly	57,807.97	60,698.37	63,733.29	66,919.95	70,265.95	73,779.25
WATER TREATMENT OPERATOR II	33	Hourly	30.68	32.21	33.82	35.51	37.29	39.15
		Monthly	5,317.43	5,583.30	5,862.47	6,155.59	6,463.37	6,786.54
		Yearly	63,809.18	66,999.64	70,349.63	73,867.11	77,560.46	81,438.48

City of Upland
UCEA Salary Schedule
Effective 6/23/2024

Job Description	Grade	STEP						
		1	2	3	4	5	6	
ACCOUNTANT I	31	Hourly	29.78	31.27	32.84	34.48	36.20	38.01
		Monthly	5,162.43	5,420.55	5,691.58	5,976.16	6,274.97	6,588.72
		Yearly	61,949.19	65,046.65	68,298.98	71,713.93	75,299.63	79,064.61
ACCOUNTANT II	35	Hourly	32.88	34.52	36.24	38.06	39.96	41.96
		Monthly	5,698.36	5,983.28	6,282.44	6,596.56	6,926.39	7,272.71
		Yearly	68,380.31	71,799.33	75,389.30	79,158.76	83,116.70	87,272.53
ACCOUNTING TECHNICIAN	20	Hourly	22.70	23.83	25.03	26.28	27.59	28.97
		Monthly	3,934.52	4,131.25	4,337.81	4,554.70	4,782.43	5,021.56
		Yearly	47,214.25	49,574.96	52,053.71	54,656.40	57,389.22	60,258.68
ADMINISTRATIVE ASSISTANT	20	Hourly	22.70	23.83	25.03	26.28	27.59	28.97
		Monthly	3,934.52	4,131.25	4,337.81	4,554.70	4,782.43	5,021.56
		Yearly	47,214.25	49,574.96	52,053.71	54,656.40	57,389.22	60,258.68
ANIMAL SERVICES OFFICER	22	Hourly	23.85	25.04	26.29	27.61	28.99	30.44
		Monthly	4,133.71	4,340.39	4,557.41	4,785.28	5,024.55	5,275.77
		Yearly	49,604.47	52,084.70	54,688.93	57,423.38	60,294.55	63,309.27

Job Description	Grade	STEP						
		1	2	3	4	5	6	
BUILDING INSPECTOR I	31	Hourly	29.78	31.27	32.84	34.48	36.20	38.01
		Monthly	5,162.43	5,420.55	5,691.58	5,976.16	6,274.97	6,588.72
		Yearly	61,949.19	65,046.65	68,298.98	71,713.93	75,299.63	79,064.61
BUILDING INSPECTOR II	35	Hourly	32.88	34.52	36.24	38.06	39.96	41.96
		Monthly	5,698.36	5,983.28	6,282.44	6,596.56	6,926.39	7,272.71
		Yearly	68,380.31	71,799.33	75,389.30	79,158.76	83,116.70	87,272.53
BUSINESS LICENSE INSPECTOR	23	Hourly	24.44	25.67	26.95	28.30	29.71	31.20
		Monthly	4,237.05	4,448.90	4,671.35	4,904.91	5,150.16	5,407.67
		Yearly	50,844.59	53,386.81	56,056.16	58,858.96	61,801.91	64,892.01
CODE ENFORCEMENT OFFICER	30	Hourly	29.06	30.51	32.04	33.64	35.32	37.08
		Monthly	5,036.52	5,288.35	5,552.76	5,830.40	6,121.92	6,428.02
		Yearly	60,438.23	63,460.15	66,633.15	69,964.81	73,463.05	77,136.20
CROSS CONNECTION CONTROL TECHNICIAN	32	Hourly	30.53	32.05	33.66	35.34	37.11	38.96
		Monthly	5,291.49	5,556.07	5,833.87	6,125.56	6,431.84	6,753.44
		Yearly	63,497.92	66,672.82	70,006.46	73,506.78	77,182.12	81,041.22
CUSTODIAN	13	Hourly	19.10	20.05	21.05	22.11	23.21	24.37
		Monthly	3,309.98	3,475.47	3,649.25	3,831.71	4,023.30	4,224.46
		Yearly	39,719.71	41,705.69	43,790.98	45,980.53	48,279.55	50,693.53
CUSTOMER SERVICE SPECIALIST I	13	Hourly	19.10	20.05	21.05	22.11	23.21	24.37
		Monthly	3,309.98	3,475.47	3,649.25	3,831.71	4,023.30	4,224.46
		Yearly	39,719.71	41,705.69	43,790.98	45,980.53	48,279.55	50,693.53
CUSTOMER SERVICE SPECIALIST II	17	Hourly	21.08	22.13	23.24	24.40	25.62	26.90
		Monthly	3,653.59	3,836.27	4,028.09	4,229.49	4,440.97	4,663.01
		Yearly	43,843.13	46,035.28	48,337.05	50,753.90	53,291.59	55,956.17
DEPUTY CITY CLERK	29	Hourly	28.35	29.77	31.25	32.82	34.46	36.18
		Monthly	4,913.68	5,159.36	5,417.33	5,688.20	5,972.61	6,271.24
		Yearly	58,964.13	61,912.34	65,007.95	68,258.35	71,671.27	75,254.83
DEVELOPMENT SERVICES TECHNICIAN I	23	Hourly	24.44	25.67	26.95	28.30	29.71	31.20
		Monthly	4,237.05	4,448.90	4,671.35	4,904.91	5,150.16	5,407.67
		Yearly	50,844.59	53,386.81	56,056.16	58,858.96	61,801.91	64,892.01

Job Description	Grade	STEP					
		1	2	3	4	5	6
DEVELOPMENT SERVICES TECHNICIAN II	Hourly	26.98	28.33	29.75	31.24	32.80	34.44
	Monthly	4,676.91	4,910.75	5,156.29	5,414.11	5,684.81	5,969.05
	Yearly	56,122.91	58,929.05	61,875.51	64,969.28	68,217.75	71,628.63
ENGINEERING TECHNICIAN	Hourly	31.29	32.86	34.50	36.22	38.03	39.94
	Monthly	5,423.78	5,694.97	5,979.72	6,278.70	6,592.64	6,922.27
	Yearly	65,085.37	68,339.64	71,756.62	75,344.45	79,111.67	83,067.25
ENVIRONMENTAL COMPLIANCE INSPECTOR I	Hourly	28.35	29.77	31.25	32.82	34.46	36.18
	Monthly	4,913.68	5,159.36	5,417.33	5,688.20	5,972.61	6,271.24
	Yearly	58,964.13	61,912.34	65,007.95	68,258.35	71,671.27	75,254.83
ENVIRONMENTAL COMPLIANCE INSPECTOR II	Hourly	31.29	32.86	34.50	36.22	38.03	39.94
	Monthly	5,423.78	5,694.97	5,979.72	6,278.70	6,592.64	6,922.27
	Yearly	65,085.37	68,339.64	71,756.62	75,344.45	79,111.67	83,067.25
EQUIPMENT MECHANIC	Hourly	26.98	28.33	29.75	31.24	32.80	34.44
	Monthly	4,676.91	4,910.75	5,156.29	5,414.11	5,684.81	5,969.05
	Yearly	56,122.91	58,929.05	61,875.51	64,969.28	68,217.75	71,628.63
FACILITIES COORDINATOR	Hourly	27.66	29.04	30.49	32.02	33.62	35.30
	Monthly	4,793.83	5,033.52	5,285.20	5,549.46	5,826.93	6,118.28
	Yearly	57,525.98	60,402.28	63,422.39	66,593.51	69,923.19	73,419.35
FACILITIES TECHNICIAN	Hourly	25.06	26.31	27.62	29.01	30.46	31.98
	Monthly	4,342.97	4,560.12	4,788.13	5,027.54	5,278.91	5,542.86
	Yearly	52,115.70	54,721.48	57,457.56	60,330.44	63,346.96	66,514.31
FORENSIC TECHNICIAN	Hourly	32.88	34.52	36.24	38.06	39.96	41.96
	Monthly	5,698.36	5,983.28	6,282.44	6,596.56	6,926.39	7,272.71
	Yearly	68,380.31	71,799.33	75,389.30	79,158.76	83,116.70	87,272.53
GIS TECHNICIAN	Hourly	28.35	29.77	31.25	32.82	34.46	36.18
	Monthly	4,913.68	5,159.36	5,417.33	5,688.20	5,972.61	6,271.24
	Yearly	58,964.13	61,912.34	65,007.95	68,258.35	71,671.27	75,254.83
HOMELESS SERVICES COORDINATOR	Hourly	36.29	38.10	40.01	42.01	44.11	46.31
	Monthly	6,289.92	6,604.42	6,934.64	7,281.37	7,645.44	8,027.71
	Yearly	75,479.07	79,253.03	83,215.68	87,376.46	91,745.28	96,332.55

Job Description	Grade	STEP						
		1	2	3	4	5	6	
HUMAN RESOURCES TECHNICIAN	28	Hourly	27.66	29.04	30.49	32.02	33.62	35.30
	Monthly	4,793.83	5,033.52	5,285.20	5,549.46	5,826.93	6,118.28	
	Yearly	57,525.98	60,402.28	63,422.39	66,593.51	69,923.19	73,419.35	
INFORMATION TECH.SPECIALIST	33	Hourly	31.29	32.86	34.50	36.22	38.03	39.94
	Monthly	5,423.78	5,694.97	5,979.72	6,278.70	6,592.64	6,922.27	
	Yearly	65,085.37	68,339.64	71,756.62	75,344.45	79,111.67	83,067.25	
LEAD EQUIPMENT MECHANIC	33	Hourly	31.29	32.86	34.50	36.22	38.03	39.94
	Monthly	5,423.78	5,694.97	5,979.72	6,278.70	6,592.64	6,922.27	
	Yearly	65,085.37	68,339.64	71,756.62	75,344.45	79,111.67	83,067.25	
LEAD UTILITY SYSTEM WORKER (SEWER)	32	Hourly	30.53	32.05	33.66	35.34	37.11	38.96
	Monthly	5,291.49	5,556.07	5,833.87	6,125.56	6,431.84	6,753.44	
	Yearly	63,497.92	66,672.82	70,006.46	73,506.78	77,182.12	81,041.22	
LEAD UTILITY SYSTEM WORKER (WATER)	32	Hourly	30.53	32.05	33.66	35.34	37.11	38.96
	Monthly	5,291.49	5,556.07	5,833.87	6,125.56	6,431.84	6,753.44	
	Yearly	63,497.92	66,672.82	70,006.46	73,506.78	77,182.12	81,041.22	
LEAD WATER METER TECHNICIAN	31	Hourly	29.78	31.27	32.84	34.48	36.20	38.01
	Monthly	5,162.43	5,420.55	5,691.58	5,976.16	6,274.97	6,588.72	
	Yearly	61,949.19	65,046.65	68,298.98	71,713.93	75,299.63	79,064.61	
LEAD TREATMENT OPERATOR	39	Hourly	36.29	38.10	40.01	42.01	44.11	46.31
	Monthly	6,289.92	6,604.42	6,934.64	7,281.37	7,645.44	8,027.71	
	Yearly	75,479.07	79,253.03	83,215.68	87,376.46	91,745.28	96,332.55	
MAINTENANCE COORDINATOR	25	Hourly	25.68	26.97	28.31	29.73	31.22	32.78
	Monthly	4,451.55	4,674.13	4,907.83	5,153.22	5,410.89	5,681.43	
	Yearly	53,418.59	56,089.52	58,894.00	61,838.70	64,930.63	68,177.16	
MAINTENANCE WORKER I	15	Hourly	20.06	21.07	22.12	23.23	24.39	25.61
	Monthly	3,477.54	3,651.42	3,833.99	4,025.69	4,226.98	4,438.32	
	Yearly	41,730.52	43,817.04	46,007.90	48,308.29	50,723.71	53,259.89	
MAINTENANCE WORKER II	19	Hourly	22.15	23.25	24.42	25.64	26.92	28.26
	Monthly	3,838.56	4,030.48	4,232.01	4,443.61	4,665.79	4,899.08	
	Yearly	46,062.68	48,365.82	50,784.11	53,323.32	55,989.48	58,788.96	

Job Description	Grade	STEP						
		1	2	3	4	5	6	
OFFICE ASSISTANT	14	Hourly	19.57	20.55	21.58	22.66	23.79	24.98
		Monthly	3,392.73	3,562.36	3,740.48	3,927.50	4,123.88	4,330.07
		Yearly	40,712.70	42,748.34	44,885.75	47,130.04	49,486.54	51,960.87
PARKING CONTROL AIDE	16	Hourly	20.56	21.59	22.67	23.81	25.00	26.25
		Monthly	3,564.48	3,742.71	3,929.84	4,126.33	4,332.65	4,549.28
		Yearly	42,773.78	44,912.47	47,158.09	49,516.00	51,991.80	54,591.39
PAYROLL TECHNICIAN	28	Hourly	27.66	29.04	30.49	32.02	33.62	35.30
		Monthly	4,793.83	5,033.52	5,285.20	5,549.46	5,826.93	6,118.28
		Yearly	57,525.98	60,402.28	63,422.39	66,593.51	69,923.19	73,419.35
POLICE DISPATCHER I	25	Hourly	25.68	26.97	28.31	29.73	31.22	32.78
		Monthly	4,451.55	4,674.13	4,907.83	5,153.22	5,410.89	5,681.43
		Yearly	53,418.59	56,089.52	58,894.00	61,838.70	64,930.63	68,177.16
POLICE DISPATCHER II	29	Hourly	28.35	29.77	31.25	32.82	34.46	36.18
		Monthly	4,913.68	5,159.36	5,417.33	5,688.20	5,972.61	6,271.24
		Yearly	58,964.13	61,912.34	65,007.95	68,258.35	71,671.27	75,254.83
POLICE RECORDS TECHNICIAN I	14	Hourly	19.57	20.55	21.58	22.66	23.79	24.98
		Monthly	3,392.73	3,562.36	3,740.48	3,927.50	4,123.88	4,330.07
		Yearly	40,712.70	42,748.34	44,885.75	47,130.04	49,486.54	51,960.87
POLICE RECORDS TECHNICIAN II	18	Hourly	21.61	22.69	23.82	25.01	26.26	27.57
		Monthly	3,744.93	3,932.18	4,128.79	4,335.23	4,551.99	4,779.59
		Yearly	44,939.20	47,186.16	49,545.47	52,022.75	54,623.88	57,355.08
POLICE SERVICE TECHNICIAN	23	Hourly	24.44	25.67	26.95	28.30	29.71	31.20
		Monthly	4,237.05	4,448.90	4,671.35	4,904.91	5,150.16	5,407.67
		Yearly	50,844.59	53,386.81	56,056.16	58,858.96	61,801.91	64,892.01
PUBLIC WORKS INSPECTOR I	32	Hourly	30.53	32.05	33.66	35.34	37.11	38.96
		Monthly	5,291.49	5,556.07	5,833.87	6,125.56	6,431.84	6,753.44
		Yearly	63,497.92	66,672.82	70,006.46	73,506.78	77,182.12	81,041.22
PUBLIC WORKS INSPECTOR II	36	Hourly	33.70	35.38	37.15	39.01	40.96	43.01
		Monthly	5,840.82	6,132.86	6,439.50	6,761.48	7,099.55	7,454.53
		Yearly	70,089.82	73,594.31	77,274.03	81,137.73	85,194.62	89,454.35

Job Description	Grade	STEP					
		1	2	3	4	5	6
RECREATION COORDINATOR	Hourly	26.32	27.64	29.02	30.47	32.00	33.60
	26 Monthly	4,562.84	4,790.98	5,030.53	5,282.06	5,546.16	5,823.47
	Yearly	54,754.06	57,491.76	60,366.35	63,384.67	66,553.90	69,881.59
SENIOR ACCOUNTANT	Hourly	38.13	40.03	42.03	44.13	46.34	48.66
	41 Monthly	6,608.35	6,938.77	7,285.71	7,649.99	8,032.49	8,434.12
	Yearly	79,300.20	83,265.21	87,428.47	91,799.89	96,389.89	101,209.38
SENIOR ACCOUNTING TECHNICIAN	Hourly	26.32	27.64	29.02	30.47	32.00	33.60
	26 Monthly	4,562.84	4,790.98	5,030.53	5,282.06	5,546.16	5,823.47
	Yearly	54,754.06	57,491.76	60,366.35	63,384.67	66,553.90	69,881.59
SENIOR ADMINISTRATIVE ASSISTANT	Hourly	26.32	27.64	29.02	30.47	32.00	33.60
	26 Monthly	4,562.84	4,790.98	5,030.53	5,282.06	5,546.16	5,823.47
	Yearly	54,754.06	57,491.76	60,366.35	63,384.67	66,553.90	69,881.59
SENIOR BUILDING INSPECTOR	Hourly	38.13	40.03	42.03	44.13	46.34	48.66
	41 Monthly	6,608.35	6,938.77	7,285.71	7,649.99	8,032.49	8,434.12
	Yearly	79,300.20	83,265.21	87,428.47	91,799.89	96,389.89	101,209.38
SENIOR CUSTOMER SERVICE SPECIALIST	Hourly	24.44	25.67	26.95	28.30	29.71	31.20
	23 Monthly	4,237.05	4,448.90	4,671.35	4,904.91	5,150.16	5,407.67
	Yearly	50,844.59	53,386.81	56,056.16	58,858.96	61,801.91	64,892.01
SENIOR POLICE RECORDS TECHNICIAN	Hourly	25.06	26.31	27.62	29.01	30.46	31.98
	24 Monthly	4,342.97	4,560.12	4,788.13	5,027.54	5,278.91	5,542.86
	Yearly	52,115.70	54,721.48	57,457.56	60,330.44	63,346.96	66,514.31
UTILITY WORKER I-SEWER	Hourly	23.85	25.04	26.29	27.61	28.99	30.44
	22 Monthly	4,133.71	4,340.39	4,557.41	4,785.28	5,024.55	5,275.77
	Yearly	49,604.47	52,084.70	54,688.93	57,423.38	60,294.55	63,309.27
UTILITY WORKER I-WATER	Hourly	23.85	25.04	26.29	27.61	28.99	30.44
	22 Monthly	4,133.71	4,340.39	4,557.41	4,785.28	5,024.55	5,275.77
	Yearly	49,604.47	52,084.70	54,688.93	57,423.38	60,294.55	63,309.27
UTILITY WORKER II-SEWER	Hourly	26.32	27.64	29.02	30.47	32.00	33.60
	26 Monthly	4,562.84	4,790.98	5,030.53	5,282.06	5,546.16	5,823.47
	Yearly	54,754.06	57,491.76	60,366.35	63,384.67	66,553.90	69,881.59

Job Description	Grade		STEP					
			1	2	3	4	5	6
UTILITY WORKER II- WATER	26	Hourly	26.32	27.64	29.02	30.47	32.00	33.60
		Monthly	4,562.84	4,790.98	5,030.53	5,282.06	5,546.16	5,823.47
		Yearly	54,754.06	57,491.76	60,366.35	63,384.67	66,553.90	69,881.59
UTILITY WORKER TRAINEE- SEWER	20	Hourly	22.70	23.83	25.03	26.28	27.59	28.97
		Monthly	3,934.52	4,131.25	4,337.81	4,554.70	4,782.43	5,021.56
		Yearly	47,214.25	49,574.96	52,053.71	54,656.40	57,389.22	60,258.68
UTILITY WORKER TRAINEE- WATER	20	Hourly	22.70	23.83	25.03	26.28	27.59	28.97
		Monthly	3,934.52	4,131.25	4,337.81	4,554.70	4,782.43	5,021.56
		Yearly	47,214.25	49,574.96	52,053.71	54,656.40	57,389.22	60,258.68
WAREHOUSE AND INVENTORY TECHNICIAN	19	Hourly	22.15	23.25	24.42	25.64	26.92	28.26
		Monthly	3,838.56	4,030.48	4,232.01	4,443.61	4,665.79	4,899.08
		Yearly	46,062.68	48,365.82	50,784.11	53,323.32	55,989.48	58,788.96
WATER METER TECHNICIAN	25	Hourly	25.68	26.97	28.31	29.73	31.22	32.78
		Monthly	4,451.55	4,674.13	4,907.83	5,153.22	5,410.89	5,681.43
		Yearly	53,418.59	56,089.52	58,894.00	61,838.70	64,930.63	68,177.16
WATER TREATMENT OPERATOR I	29	Hourly	28.35	29.77	31.25	32.82	34.46	36.18
		Monthly	4,913.68	5,159.36	5,417.33	5,688.20	5,972.61	6,271.24
		Yearly	58,964.13	61,912.34	65,007.95	68,258.35	71,671.27	75,254.83
WATER TREATMENT OPERATOR II	33	Hourly	31.29	32.86	34.50	36.22	38.03	39.94
		Monthly	5,423.78	5,694.97	5,979.72	6,278.70	6,592.64	6,922.27
		Yearly	65,085.37	68,339.64	71,756.62	75,344.45	79,111.67	83,067.25

City of Upland
UCEA Salary Schedule
Effective 12/08/2024

Job Description	Grade		STEP					
			1	2	3	4	5	6
ACCOUNTANT I	31	Hourly	30.38	31.90	33.49	35.17	36.93	38.77
		Monthly	5,265.68	5,528.97	5,805.41	6,095.68	6,400.47	6,720.49
		Yearly	63,188.17	66,347.58	69,664.96	73,148.21	76,805.62	80,645.90

Job Description	Grade	STEP						
		1	2	3	4	5	6	
ACCOUNTANT II	35	Hourly	33.53	35.21	36.97	38.82	40.76	42.80
		Monthly	5,812.33	6,102.94	6,408.09	6,728.49	7,064.92	7,418.17
		Yearly	69,747.92	73,235.32	76,897.08	80,741.94	84,779.03	89,017.99
ACCOUNTING TECHNICIAN	20	Hourly	23.15	24.31	25.53	26.80	28.14	29.55
		Monthly	4,013.21	4,213.87	4,424.57	4,645.79	4,878.08	5,121.99
		Yearly	48,158.54	50,566.46	53,094.79	55,749.53	58,537.00	61,463.85
ADMINISTRATIVE ASSISTANT	20	Hourly	23.15	24.31	25.53	26.80	28.14	29.55
		Monthly	4,013.21	4,213.87	4,424.57	4,645.79	4,878.08	5,121.99
		Yearly	48,158.54	50,566.46	53,094.79	55,749.53	58,537.00	61,463.85
ANIMAL SERVICES OFFICER	22	Hourly	24.33	25.54	26.82	28.16	29.57	31.05
		Monthly	4,216.38	4,427.20	4,648.56	4,880.99	5,125.04	5,381.29
		Yearly	50,596.56	53,126.39	55,782.71	58,571.85	61,500.44	64,575.46
BUILDING INSPECTOR I	31	Hourly	30.38	31.90	33.49	35.17	36.93	38.77
		Monthly	5,265.68	5,528.97	5,805.41	6,095.68	6,400.47	6,720.49
		Yearly	63,188.17	66,347.58	69,664.96	73,148.21	76,805.62	80,645.90
BUILDING INSPECTOR II	35	Hourly	33.53	35.21	36.97	38.82	40.76	42.80
		Monthly	5,812.33	6,102.94	6,408.09	6,728.49	7,064.92	7,418.17
		Yearly	69,747.92	73,235.32	76,897.08	80,741.94	84,779.03	89,017.99
BUSINESS LICENSE INSPECTOR	23	Hourly	24.93	26.18	27.49	28.86	30.31	31.82
		Monthly	4,321.79	4,537.88	4,764.77	5,003.01	5,253.16	5,515.82
		Yearly	51,861.48	54,454.55	57,177.28	60,036.14	63,037.95	66,189.85
CODE ENFORCEMENT OFFICER	30	Hourly	29.64	31.12	32.68	34.31	36.03	37.83
		Monthly	5,137.25	5,394.11	5,663.82	5,947.01	6,244.36	6,556.58
		Yearly	61,647.00	64,729.35	67,965.82	71,364.11	74,932.31	78,678.93
CROSS CONNECTION CONTROL TECHNICIAN	32	Hourly	31.14	32.70	34.33	36.05	37.85	39.74
		Monthly	5,397.32	5,667.19	5,950.55	6,248.08	6,560.48	6,888.50
		Yearly	64,767.88	68,006.27	71,406.59	74,976.91	78,725.76	82,662.05
CUSTODIAN	13	Hourly	19.48	20.45	21.47	22.55	23.68	24.86
		Monthly	3,376.18	3,544.98	3,722.23	3,908.34	4,103.76	4,308.95
		Yearly	40,514.10	42,539.81	44,666.80	46,900.14	49,245.15	51,707.40

Job Description	Grade	STEP					
		1	2	3	4	5	6
CUSTOMER SERVICE SPECIALIST I	Hourly	19.48	20.45	21.47	22.55	23.68	24.86
	13 Monthly	3,376.18	3,544.98	3,722.23	3,908.34	4,103.76	4,308.95
	Yearly	40,514.10	42,539.81	44,666.80	46,900.14	49,245.15	51,707.40
CUSTOMER SERVICE SPECIALIST II	Hourly	21.50	22.57	23.70	24.89	26.13	27.44
	17 Monthly	3,726.67	3,913.00	4,108.65	4,314.08	4,529.79	4,756.27
	Yearly	44,719.99	46,955.99	49,303.79	51,768.98	54,357.43	57,075.30
DEPUTY CITY CLERK	Hourly	28.92	30.36	31.88	33.47	35.15	36.90
	29 Monthly	5,011.95	5,262.55	5,525.68	5,801.96	6,092.06	6,396.66
	Yearly	60,143.41	63,150.58	66,308.11	69,623.52	73,104.69	76,759.93
DEVELOPMENT SERVICES TECHNICIAN I	Hourly	24.93	26.18	27.49	28.86	30.31	31.82
	23 Monthly	4,321.79	4,537.88	4,764.77	5,003.01	5,253.16	5,515.82
	Yearly	51,861.48	54,454.55	57,177.28	60,036.14	63,037.95	66,189.85
DEVELOPMENT SERVICES TECHNICIAN II	Hourly	27.52	28.90	30.34	31.86	33.45	35.13
	27 Monthly	4,770.45	5,008.97	5,259.42	5,522.39	5,798.51	6,088.43
	Yearly	57,245.37	60,107.63	63,113.02	66,268.67	69,582.10	73,061.21
ENGINEERING TECHNICIAN	Hourly	31.92	33.51	35.19	36.95	38.80	40.73
	33 Monthly	5,532.26	5,808.87	6,099.31	6,404.28	6,724.49	7,060.72
	Yearly	66,387.07	69,706.43	73,191.75	76,851.34	80,693.90	84,728.60
ENVIRONMENTAL COMPLIANCE INSPECTOR I	Hourly	28.92	30.36	31.88	33.47	35.15	36.90
	29 Monthly	5,011.95	5,262.55	5,525.68	5,801.96	6,092.06	6,396.66
	Yearly	60,143.41	63,150.58	66,308.11	69,623.52	73,104.69	76,759.93
ENVIRONMENTAL COMPLIANCE INSPECTOR II	Hourly	31.92	33.51	35.19	36.95	38.80	40.73
	33 Monthly	5,532.26	5,808.87	6,099.31	6,404.28	6,724.49	7,060.72
	Yearly	66,387.07	69,706.43	73,191.75	76,851.34	80,693.90	84,728.60
EQUIPMENT MECHANIC	Hourly	27.52	28.90	30.34	31.86	33.45	35.13
	27 Monthly	4,770.45	5,008.97	5,259.42	5,522.39	5,798.51	6,088.43
	Yearly	57,245.37	60,107.63	63,113.02	66,268.67	69,582.10	73,061.21
FACILITIES COORDINATOR	Hourly	28.21	29.62	31.10	32.66	34.29	36.00
	28 Monthly	4,889.71	5,134.19	5,390.90	5,660.45	5,943.47	6,240.64
	Yearly	58,676.50	61,610.33	64,690.84	67,925.38	71,321.65	74,887.74

Job Description	Grade	STEP						
		1	2	3	4	5	6	
FACILITIES TECHNICIAN	24	Hourly	25.56	26.83	28.18	29.59	31.06	32.62
		Monthly	4,429.83	4,651.33	4,883.89	5,128.09	5,384.49	5,653.72
		Yearly	53,158.01	55,815.91	58,606.71	61,537.05	64,613.90	67,844.59
FORENSIC TECHNICIAN	35	Hourly	33.53	35.21	36.97	38.82	40.76	42.80
		Monthly	5,812.33	6,102.94	6,408.09	6,728.49	7,064.92	7,418.17
		Yearly	69,747.92	73,235.32	76,897.08	80,741.94	84,779.03	89,017.99
GIS TECHNICIAN	29	Hourly	28.92	30.36	31.88	33.47	35.15	36.90
		Monthly	5,011.95	5,262.55	5,525.68	5,801.96	6,092.06	6,396.66
		Yearly	60,143.41	63,150.58	66,308.11	69,623.52	73,104.69	76,759.93
HOMELESS SERVICES COORDINATOR	39	Hourly	37.01	38.86	40.81	42.85	44.99	47.24
		Monthly	6,415.72	6,736.51	7,073.33	7,427.00	7,798.35	8,188.27
		Yearly	76,988.65	80,838.09	84,879.99	89,123.99	93,580.19	98,259.20
HUMAN RESOURCES TECHNICIAN	28	Hourly	28.21	29.62	31.10	32.66	34.29	36.00
		Monthly	4,889.71	5,134.19	5,390.90	5,660.45	5,943.47	6,240.64
		Yearly	58,676.50	61,610.33	64,690.84	67,925.38	71,321.65	74,887.74
INFORMATION TECH.SPECIALIST	33	Hourly	31.92	33.51	35.19	36.95	38.80	40.73
		Monthly	5,532.26	5,808.87	6,099.31	6,404.28	6,724.49	7,060.72
		Yearly	66,387.07	69,706.43	73,191.75	76,851.34	80,693.90	84,728.60
LEAD EQUIPMENT MECHANIC	33	Hourly	31.92	33.51	35.19	36.95	38.80	40.73
		Monthly	5,532.26	5,808.87	6,099.31	6,404.28	6,724.49	7,060.72
		Yearly	66,387.07	69,706.43	73,191.75	76,851.34	80,693.90	84,728.60
LEAD UTILITY SYSTEM WORKER (SEWER)	32	Hourly	31.14	32.70	34.33	36.05	37.85	39.74
		Monthly	5,397.32	5,667.19	5,950.55	6,248.08	6,560.48	6,888.50
		Yearly	64,767.88	68,006.27	71,406.59	74,976.91	78,725.76	82,662.05
LEAD UTILITY SYSTEM WORKER (WATER)	32	Hourly	31.14	32.70	34.33	36.05	37.85	39.74
		Monthly	5,397.32	5,667.19	5,950.55	6,248.08	6,560.48	6,888.50
		Yearly	64,767.88	68,006.27	71,406.59	74,976.91	78,725.76	82,662.05
LEAD WATER METER TECHNICIAN	31	Hourly	30.38	31.90	33.49	35.17	36.93	38.77
		Monthly	5,265.68	5,528.97	5,805.41	6,095.68	6,400.47	6,720.49
		Yearly	63,188.17	66,347.58	69,664.96	73,148.21	76,805.62	80,645.90

Job Description	Grade	STEP						
		1	2	3	4	5	6	
LEAD TREATMENT OPERATOR	39	Hourly	37.01	38.86	40.81	42.85	44.99	47.24
		Monthly	6,415.72	6,736.51	7,073.33	7,427.00	7,798.35	8,188.27
		Yearly	76,988.65	80,838.09	84,879.99	89,123.99	93,580.19	98,259.20
MAINTENANCE COORDINATOR	25	Hourly	26.20	27.51	28.88	30.32	31.84	33.43
		Monthly	4,540.58	4,767.61	5,005.99	5,256.29	5,519.10	5,795.06
		Yearly	54,486.96	57,211.31	60,071.88	63,075.47	66,229.25	69,540.71
MAINTENANCE WORKER I	15	Hourly	20.46	21.49	22.56	23.69	24.87	26.12
		Monthly	3,547.09	3,724.45	3,910.67	4,106.20	4,311.52	4,527.09
		Yearly	42,565.13	44,693.39	46,928.05	49,274.46	51,738.18	54,325.09
MAINTENANCE WORKER II	19	Hourly	22.59	23.72	24.90	26.15	27.46	28.83
		Monthly	3,915.33	4,111.09	4,316.65	4,532.48	4,759.11	4,997.06
		Yearly	46,983.94	49,333.14	51,799.79	54,389.78	57,109.27	59,964.73
OFFICE ASSISTANT	14	Hourly	19.96	20.96	22.01	23.11	24.27	25.48
		Monthly	3,460.58	3,633.61	3,815.29	4,006.05	4,206.36	4,416.67
		Yearly	41,526.96	43,603.30	45,783.47	48,072.64	50,476.27	53,000.09
PARKING CONTROL AIDE	16	Hourly	20.98	22.02	23.13	24.28	25.50	26.77
		Monthly	3,635.77	3,817.56	4,008.44	4,208.86	4,419.30	4,640.27
		Yearly	43,629.26	45,810.72	48,101.26	50,506.32	53,031.64	55,683.22
PAYROLL TECHNICIAN	28	Hourly	28.21	29.62	31.10	32.66	34.29	36.00
		Monthly	4,889.71	5,134.19	5,390.90	5,660.45	5,943.47	6,240.64
		Yearly	58,676.50	61,610.33	64,690.84	67,925.38	71,321.65	74,887.74
POLICE DISPATCHER I	25	Hourly	26.20	27.51	28.88	30.32	31.84	33.43
		Monthly	4,540.58	4,767.61	5,005.99	5,256.29	5,519.10	5,795.06
		Yearly	54,486.96	57,211.31	60,071.88	63,075.47	66,229.25	69,540.71
POLICE DISPATCHER II	29	Hourly	28.92	30.36	31.88	33.47	35.15	36.90
		Monthly	5,011.95	5,262.55	5,525.68	5,801.96	6,092.06	6,396.66
		Yearly	60,143.41	63,150.58	66,308.11	69,623.52	73,104.69	76,759.93
POLICE RECORDS TECHNICIAN I	14	Hourly	19.96	20.96	22.01	23.11	24.27	25.48
		Monthly	3,460.58	3,633.61	3,815.29	4,006.05	4,206.36	4,416.67
		Yearly	41,526.96	43,603.30	45,783.47	48,072.64	50,476.27	53,000.09

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE RECORDS TECHNICIAN II	18	Hourly	22.04	23.14	24.30	25.51	26.79	28.13
		Monthly	3,819.83	4,010.82	4,211.37	4,421.93	4,643.03	4,875.18
		Yearly	45,837.99	48,129.89	50,536.38	53,063.20	55,716.36	58,502.18
POLICE SERVICE TECHNICIAN	23	Hourly	24.93	26.18	27.49	28.86	30.31	31.82
		Monthly	4,321.79	4,537.88	4,764.77	5,003.01	5,253.16	5,515.82
		Yearly	51,861.48	54,454.55	57,177.28	60,036.14	63,037.95	66,189.85
PUBLIC WORKS INSPECTOR I	32	Hourly	31.14	32.70	34.33	36.05	37.85	39.74
		Monthly	5,397.32	5,667.19	5,950.55	6,248.08	6,560.48	6,888.50
		Yearly	64,767.88	68,006.27	71,406.59	74,976.91	78,725.76	82,662.05
PUBLIC WORKS INSPECTOR II	36	Hourly	34.37	36.09	37.89	39.79	41.78	43.87
		Monthly	5,957.63	6,255.52	6,568.29	6,896.71	7,241.54	7,603.62
		Yearly	71,491.62	75,066.20	78,819.51	82,760.48	86,898.51	91,243.43
RECREATION COORDINATOR	26	Hourly	26.85	28.19	29.60	31.08	32.64	34.27
		Monthly	4,654.09	4,886.80	5,131.14	5,387.70	5,657.08	5,939.94
		Yearly	55,849.14	58,641.60	61,573.67	64,652.36	67,884.98	71,279.23
SENIOR ACCOUNTANT	41	Hourly	38.89	40.83	42.87	45.02	47.27	49.63
		Monthly	6,740.52	7,077.54	7,431.42	7,802.99	8,193.14	8,602.80
		Yearly	80,886.20	84,930.51	89,177.04	93,635.89	98,317.69	103,233.57
SENIOR ACCOUNTING TECHNICIAN	26	Hourly	26.85	28.19	29.60	31.08	32.64	34.27
		Monthly	4,654.09	4,886.80	5,131.14	5,387.70	5,657.08	5,939.94
		Yearly	55,849.14	58,641.60	61,573.67	64,652.36	67,884.98	71,279.23
SENIOR ADMINISTRATIVE ASSISTANT	26	Hourly	26.85	28.19	29.60	31.08	32.64	34.27
		Monthly	4,654.09	4,886.80	5,131.14	5,387.70	5,657.08	5,939.94
		Yearly	55,849.14	58,641.60	61,573.67	64,652.36	67,884.98	71,279.23
SENIOR BUILDING INSPECTOR	41	Hourly	38.89	40.83	42.87	45.02	47.27	49.63
		Monthly	6,740.52	7,077.54	7,431.42	7,802.99	8,193.14	8,602.80
		Yearly	80,886.20	84,930.51	89,177.04	93,635.89	98,317.69	103,233.57
SENIOR CUSTOMER SERVICE SPECIALIST	23	Hourly	24.93	26.18	27.49	28.86	30.31	31.82
		Monthly	4,321.79	4,537.88	4,764.77	5,003.01	5,253.16	5,515.82
		Yearly	51,861.48	54,454.55	57,177.28	60,036.14	63,037.95	66,189.85

Job Description	Grade	STEP					
		1	2	3	4	5	6
SENIOR POLICE RECORDS TECHNICIAN	Hourly	25.56	26.83	28.18	29.59	31.06	32.62
	24 Monthly	4,429.83	4,651.33	4,883.89	5,128.09	5,384.49	5,653.72
	Yearly	53,158.01	55,815.91	58,606.71	61,537.05	64,613.90	67,844.59
UTILITY WORKER I- SEWER	Hourly	24.33	25.54	26.82	28.16	29.57	31.05
	22 Monthly	4,216.38	4,427.20	4,648.56	4,880.99	5,125.04	5,381.29
	Yearly	50,596.56	53,126.39	55,782.71	58,571.85	61,500.44	64,575.46
UTILITY WORKER I- WATER	Hourly	24.33	25.54	26.82	28.16	29.57	31.05
	22 Monthly	4,216.38	4,427.20	4,648.56	4,880.99	5,125.04	5,381.29
	Yearly	50,596.56	53,126.39	55,782.71	58,571.85	61,500.44	64,575.46
UTILITY WORKER II- SEWER	Hourly	26.85	28.19	29.60	31.08	32.64	34.27
	26 Monthly	4,654.09	4,886.80	5,131.14	5,387.70	5,657.08	5,939.94
	Yearly	55,849.14	58,641.60	61,573.67	64,652.36	67,884.98	71,279.23
UTILITY WORKER II- WATER	Hourly	26.85	28.19	29.60	31.08	32.64	34.27
	26 Monthly	4,654.09	4,886.80	5,131.14	5,387.70	5,657.08	5,939.94
	Yearly	55,849.14	58,641.60	61,573.67	64,652.36	67,884.98	71,279.23
UTILITY WORKER TRAINEE- SEWER	Hourly	23.15	24.31	25.53	26.80	28.14	29.55
	20 Monthly	4,013.21	4,213.87	4,424.57	4,645.79	4,878.08	5,121.99
	Yearly	48,158.54	50,566.46	53,094.79	55,749.53	58,537.00	61,463.85
UTILITY WORKER TRAINEE- WATER	Hourly	23.15	24.31	25.53	26.80	28.14	29.55
	20 Monthly	4,013.21	4,213.87	4,424.57	4,645.79	4,878.08	5,121.99
	Yearly	48,158.54	50,566.46	53,094.79	55,749.53	58,537.00	61,463.85
WAREHOUSE AND INVENTORY TECHNICIAN	Hourly	22.59	23.72	24.90	26.15	27.46	28.83
	19 Monthly	3,915.33	4,111.09	4,316.65	4,532.48	4,759.11	4,997.06
	Yearly	46,983.94	49,333.14	51,799.79	54,389.78	57,109.27	59,964.73
WATER METER TECHNICIAN	Hourly	26.20	27.51	28.88	30.32	31.84	33.43
	25 Monthly	4,540.58	4,767.61	5,005.99	5,256.29	5,519.10	5,795.06
	Yearly	54,486.96	57,211.31	60,071.88	63,075.47	66,229.25	69,540.71
WATER TREATMENT OPERATOR I	Hourly	28.92	30.36	31.88	33.47	35.15	36.90
	29 Monthly	5,011.95	5,262.55	5,525.68	5,801.96	6,092.06	6,396.66
	Yearly	60,143.41	63,150.58	66,308.11	69,623.52	73,104.69	76,759.93

Job Description	Grade		STEP					
			1	2	3	4	5	6
WATER TREATMENT OPERATOR II	33	Hourly	31.92	33.51	35.19	36.95	38.80	40.73
		Monthly	5,532.26	5,808.87	6,099.31	6,404.28	6,724.49	7,060.72
		Yearly	66,387.07	69,706.43	73,191.75	76,851.34	80,693.90	84,728.60

City of Upland
UCEA Salary Schedule
Effective 06/22/2025

Job Description	Grade		STEP					
			1	2	3	4	5	6
ACCOUNTANT I	31	Hourly	30.99	32.54	34.16	35.87	37.66	39.55
		Monthly	5,370.99	5,639.54	5,921.52	6,217.60	6,528.48	6,854.90
		Yearly	64,451.94	67,674.53	71,058.26	74,611.17	78,341.73	82,258.82
ACCOUNTANT II	35	Hourly	34.20	35.91	37.71	39.59	41.57	43.65
		Monthly	5,928.57	6,225.00	6,536.25	6,863.06	7,206.22	7,566.53
		Yearly	71,142.88	74,700.02	78,435.02	82,356.78	86,474.61	90,798.34
ACCOUNTING TECHNICIAN	20	Hourly	23.62	24.80	26.04	27.34	28.71	30.14
		Monthly	4,093.48	4,298.15	4,513.06	4,738.71	4,975.65	5,224.43
		Yearly	49,121.71	51,577.79	54,156.68	56,864.52	59,707.74	62,693.13
ADMINISTRATIVE ASSISTANT	20	Hourly	23.62	24.80	26.04	27.34	28.71	30.14
		Monthly	4,093.48	4,298.15	4,513.06	4,738.71	4,975.65	5,224.43
		Yearly	49,121.71	51,577.79	54,156.68	56,864.52	59,707.74	62,693.13
ANIMAL SERVICES OFFICER	22	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
		Monthly	4,300.71	4,515.74	4,741.53	4,978.61	5,227.54	5,488.91
		Yearly	51,608.49	54,188.92	56,898.36	59,743.28	62,730.45	65,866.97
BUILDING INSPECTOR I	31	Hourly	30.99	32.54	34.16	35.87	37.66	39.55
		Monthly	5,370.99	5,639.54	5,921.52	6,217.60	6,528.48	6,854.90
		Yearly	64,451.94	67,674.53	71,058.26	74,611.17	78,341.73	82,258.82
BUILDING INSPECTOR II	35	Hourly	34.20	35.91	37.71	39.59	41.57	43.65
		Monthly	5,928.57	6,225.00	6,536.25	6,863.06	7,206.22	7,566.53
		Yearly	71,142.88	74,700.02	78,435.02	82,356.78	86,474.61	90,798.34

Job Description	Grade	STEP						
		1	2	3	4	5	6	
BUSINESS LICENSE INSPECTOR	23	Hourly	25.43	26.70	28.04	29.44	30.91	32.46
		Monthly	4,408.23	4,628.64	4,860.07	5,103.07	5,358.23	5,626.14
		Yearly	52,898.71	55,543.64	58,320.82	61,236.86	64,298.71	67,513.64
CODE ENFORCEMENT OFFICER	30	Hourly	30.23	31.74	33.33	35.00	36.75	38.58
		Monthly	5,239.99	5,501.99	5,777.09	6,065.95	6,369.25	6,687.71
		Yearly	62,879.94	66,023.94	69,325.13	72,791.39	76,430.96	80,252.51
CROSS CONNECTION CONTROL TECHNICIAN	32	Hourly	31.76	33.35	35.02	36.77	38.61	40.54
		Monthly	5,505.27	5,780.53	6,069.56	6,373.04	6,691.69	7,026.27
		Yearly	66,063.24	69,366.40	72,834.72	76,476.45	80,300.28	84,315.29
CUSTODIAN	13	Hourly	19.87	20.86	21.90	23.00	24.15	25.36
		Monthly	3,443.70	3,615.88	3,796.68	3,986.51	4,185.84	4,395.13
		Yearly	41,324.38	43,390.60	45,560.13	47,838.14	50,230.05	52,741.55
CUSTOMER SERVICE SPECIALIST I	13	Hourly	19.87	20.86	21.90	23.00	24.15	25.36
		Monthly	3,443.70	3,615.88	3,796.68	3,986.51	4,185.84	4,395.13
		Yearly	41,324.38	43,390.60	45,560.13	47,838.14	50,230.05	52,741.55
CUSTOMER SERVICE SPECIALIST II	17	Hourly	21.93	23.03	24.18	25.39	26.66	27.99
		Monthly	3,801.20	3,991.26	4,190.82	4,400.36	4,620.38	4,851.40
		Yearly	45,614.39	47,895.11	50,289.86	52,804.36	55,444.57	58,216.80
DEPUTY CITY CLERK	29	Hourly	29.49	30.97	32.52	34.14	35.85	37.64
		Monthly	5,112.19	5,367.80	5,636.19	5,918.00	6,213.90	6,524.59
		Yearly	61,346.28	64,413.60	67,634.28	71,015.99	74,566.79	78,295.13
DEVELOPMENT SERVICES TECHNICIAN I	23	Hourly	25.43	26.70	28.04	29.44	30.91	32.46
		Monthly	4,408.23	4,628.64	4,860.07	5,103.07	5,358.23	5,626.14
		Yearly	52,898.71	55,543.64	58,320.82	61,236.86	64,298.71	67,513.64
DEVELOPMENT SERVICES TECHNICIAN II	27	Hourly	28.07	29.48	30.95	32.50	34.12	35.83
		Monthly	4,865.86	5,109.15	5,364.61	5,632.84	5,914.48	6,210.20
		Yearly	58,390.27	61,309.79	64,375.28	67,594.04	70,973.74	74,522.43
ENGINEERING TECHNICIAN	33	Hourly	32.56	34.18	35.89	37.69	39.57	41.55
		Monthly	5,642.90	5,925.05	6,221.30	6,532.36	6,858.98	7,201.93
		Yearly	67,714.82	71,100.56	74,655.59	78,388.36	82,307.78	86,423.17

Job Description	Grade	STEP					
		1	2	3	4	5	6
ENVIRONMENTAL	Hourly	29.49	30.97	32.52	34.14	35.85	37.64
COMPLIANCE INSPECTOR I	29 Monthly	5,112.19	5,367.80	5,636.19	5,918.00	6,213.90	6,524.59
	Yearly	61,346.28	64,413.60	67,634.28	71,015.99	74,566.79	78,295.13
ENVIRONMENTAL	Hourly	32.56	34.18	35.89	37.69	39.57	41.55
COMPLIANCE INSPECTOR II	33 Monthly	5,642.90	5,925.05	6,221.30	6,532.36	6,858.98	7,201.93
	Yearly	67,714.82	71,100.56	74,655.59	78,388.36	82,307.78	86,423.17
EQUIPMENT MECHANIC	27 Hourly	28.07	29.48	30.95	32.50	34.12	35.83
	Monthly	4,865.86	5,109.15	5,364.61	5,632.84	5,914.48	6,210.20
	Yearly	58,390.27	61,309.79	64,375.28	67,594.04	70,973.74	74,522.43
FACILITIES COORDINATOR	28 Hourly	28.77	30.21	31.72	33.31	34.98	36.72
	Monthly	4,987.50	5,236.88	5,498.72	5,773.66	6,062.34	6,365.46
	Yearly	59,850.03	62,842.53	65,984.66	69,283.89	72,748.09	76,385.49
FACILITIES TECHNICIAN	24 Hourly	26.07	27.37	28.74	30.18	31.69	33.27
	Monthly	4,518.43	4,744.35	4,981.57	5,230.65	5,492.18	5,766.79
	Yearly	54,221.17	56,932.23	59,778.84	62,767.79	65,906.18	69,201.48
FORENSIC TECHNICIAN	35 Hourly	34.20	35.91	37.71	39.59	41.57	43.65
	Monthly	5,928.57	6,225.00	6,536.25	6,863.06	7,206.22	7,566.53
	Yearly	71,142.88	74,700.02	78,435.02	82,356.78	86,474.61	90,798.34
GIS TECHNICIAN	29 Hourly	29.49	30.97	32.52	34.14	35.85	37.64
	Monthly	5,112.19	5,367.80	5,636.19	5,918.00	6,213.90	6,524.59
	Yearly	61,346.28	64,413.60	67,634.28	71,015.99	74,566.79	78,295.13
HOMELESS SERVICES COORDINATOR	39 Hourly	37.75	39.64	41.62	43.71	45.89	48.18
	Monthly	6,544.04	6,871.24	7,214.80	7,575.54	7,954.32	8,352.03
	Yearly	78,528.43	82,454.85	86,577.59	90,906.47	95,451.79	100,224.38
HUMAN RESOURCES TECHNICIAN	28 Hourly	28.77	30.21	31.72	33.31	34.98	36.72
	Monthly	4,987.50	5,236.88	5,498.72	5,773.66	6,062.34	6,365.46
	Yearly	59,850.03	62,842.53	65,984.66	69,283.89	72,748.09	76,385.49
INFORMATION TECH.SPECIALIST	33 Hourly	32.56	34.18	35.89	37.69	39.57	41.55
	Monthly	5,642.90	5,925.05	6,221.30	6,532.36	6,858.98	7,201.93
	Yearly	67,714.82	71,100.56	74,655.59	78,388.36	82,307.78	86,423.17

Job Description	Grade	STEP						
		1	2	3	4	5	6	
LEAD EQUIPMENT MECHANIC	33	Hourly	32.56	34.18	35.89	37.69	39.57	41.55
		Monthly	5,642.90	5,925.05	6,221.30	6,532.36	6,858.98	7,201.93
		Yearly	67,714.82	71,100.56	74,655.59	78,388.36	82,307.78	86,423.17
LEAD UTILITY SYSTEM WORKER (SEWER)	32	Hourly	31.76	33.35	35.02	36.77	38.61	40.54
		Monthly	5,505.27	5,780.53	6,069.56	6,373.04	6,691.69	7,026.27
		Yearly	66,063.24	69,366.40	72,834.72	76,476.45	80,300.28	84,315.29
LEAD UTILITY SYSTEM WORKER (WATER)	32	Hourly	31.76	33.35	35.02	36.77	38.61	40.54
		Monthly	5,505.27	5,780.53	6,069.56	6,373.04	6,691.69	7,026.27
		Yearly	66,063.24	69,366.40	72,834.72	76,476.45	80,300.28	84,315.29
LEAD WATER METER TECHNICIAN	31	Hourly	30.99	32.54	34.16	35.87	37.66	39.55
		Monthly	5,370.99	5,639.54	5,921.52	6,217.60	6,528.48	6,854.90
		Yearly	64,451.94	67,674.53	71,058.26	74,611.17	78,341.73	82,258.82
LEAD TREATMENT OPERATOR	39	Hourly	37.75	39.64	41.62	43.71	45.89	48.18
		Monthly	6,544.04	6,871.24	7,214.80	7,575.54	7,954.32	8,352.03
		Yearly	78,528.43	82,454.85	86,577.59	90,906.47	95,451.79	100,224.38
MAINTENANCE COORDINATOR	25	Hourly	26.72	28.06	29.46	30.93	32.48	34.10
		Monthly	4,631.39	4,862.96	5,106.11	5,361.42	5,629.49	5,910.96
		Yearly	55,576.70	58,355.54	61,273.32	64,336.98	67,553.83	70,931.52
MAINTENANCE WORKER I	15	Hourly	20.87	21.92	23.01	24.16	25.37	26.64
		Monthly	3,618.04	3,798.94	3,988.88	4,188.33	4,397.75	4,617.63
		Yearly	43,416.43	45,587.25	47,866.62	50,259.95	52,772.94	55,411.59
MAINTENANCE WORKER II	19	Hourly	23.04	24.19	25.40	26.67	28.01	29.41
		Monthly	3,993.63	4,193.32	4,402.98	4,623.13	4,854.29	5,097.00
		Yearly	47,923.62	50,319.80	52,835.79	55,477.58	58,251.46	61,164.03
OFFICE ASSISTANT	14	Hourly	20.36	21.38	22.45	23.57	24.75	25.99
		Monthly	3,529.79	3,706.28	3,891.59	4,086.17	4,290.48	4,505.01
		Yearly	42,357.49	44,475.37	46,699.14	49,034.09	51,485.80	54,060.09
PARKING CONTROL AIDE	16	Hourly	21.40	22.46	23.59	24.77	26.01	27.31
		Monthly	3,708.49	3,893.91	4,088.61	4,293.04	4,507.69	4,733.07
		Yearly	44,501.84	46,726.93	49,063.28	51,516.45	54,092.27	56,796.88

Job Description	Grade	STEP						
		1	2	3	4	5	6	
PAYROLL TECHNICIAN	28	Hourly	28.77	30.21	31.72	33.31	34.98	36.72
		Monthly	4,987.50	5,236.88	5,498.72	5,773.66	6,062.34	6,365.46
		Yearly	59,850.03	62,842.53	65,984.66	69,283.89	72,748.09	76,385.49
POLICE DISPATCHER I	25	Hourly	26.72	28.06	29.46	30.93	32.48	34.10
		Monthly	4,631.39	4,862.96	5,106.11	5,361.42	5,629.49	5,910.96
		Yearly	55,576.70	58,355.54	61,273.32	64,336.98	67,553.83	70,931.52
POLICE DISPATCHER II	29	Hourly	29.49	30.97	32.52	34.14	35.85	37.64
		Monthly	5,112.19	5,367.80	5,636.19	5,918.00	6,213.90	6,524.59
		Yearly	61,346.28	64,413.60	67,634.28	71,015.99	74,566.79	78,295.13
POLICE RECORDS TECHNICIAN I	14	Hourly	20.36	21.38	22.45	23.57	24.75	25.99
		Monthly	3,529.79	3,706.28	3,891.59	4,086.17	4,290.48	4,505.01
		Yearly	42,357.49	44,475.37	46,699.14	49,034.09	51,485.80	54,060.09
POLICE RECORDS TECHNICIAN II	18	Hourly	22.48	23.60	24.78	26.02	27.32	28.69
		Monthly	3,896.23	4,091.04	4,295.59	4,510.37	4,735.89	4,972.69
		Yearly	46,754.75	49,092.49	51,547.11	54,124.47	56,830.69	59,672.22
POLICE SERVICE TECHNICIAN	23	Hourly	25.43	26.70	28.04	29.44	30.91	32.46
		Monthly	4,408.23	4,628.64	4,860.07	5,103.07	5,358.23	5,626.14
		Yearly	52,898.71	55,543.64	58,320.82	61,236.86	64,298.71	67,513.64
PUBLIC WORKS INSPECTOR I	32	Hourly	31.76	33.35	35.02	36.77	38.61	40.54
		Monthly	5,505.27	5,780.53	6,069.56	6,373.04	6,691.69	7,026.27
		Yearly	66,063.24	69,366.40	72,834.72	76,476.45	80,300.28	84,315.29
PUBLIC WORKS INSPECTOR II	36	Hourly	35.06	36.81	38.65	40.58	42.61	44.74
		Monthly	6,076.79	6,380.63	6,699.66	7,034.64	7,386.37	7,755.69
		Yearly	72,921.45	76,567.52	80,395.90	84,415.69	88,636.48	93,068.30
RECREATION COORDINATOR	26	Hourly	27.39	28.76	30.19	31.70	33.29	34.95
		Monthly	4,747.18	4,984.54	5,233.76	5,495.45	5,770.22	6,058.73
		Yearly	56,966.12	59,814.43	62,805.15	65,945.41	69,242.68	72,704.81
SENIOR ACCOUNTANT	41	Hourly	39.67	41.65	43.73	45.92	48.21	50.62
		Monthly	6,875.33	7,219.09	7,580.05	7,959.05	8,357.00	8,774.85
		Yearly	82,503.93	86,629.12	90,960.58	95,508.61	100,284.04	105,298.24

Job Description	Grade	STEP						
		1	2	3	4	5	6	
SENIOR ACCOUNTING TECHNICIAN	26	Hourly	27.39	28.76	30.19	31.70	33.29	34.95
		Monthly	4,747.18	4,984.54	5,233.76	5,495.45	5,770.22	6,058.73
		Yearly	56,966.12	59,814.43	62,805.15	65,945.41	69,242.68	72,704.81
SENIOR ADMINISTRATIVE ASSISTANT	26	Hourly	27.39	28.76	30.19	31.70	33.29	34.95
		Monthly	4,747.18	4,984.54	5,233.76	5,495.45	5,770.22	6,058.73
		Yearly	56,966.12	59,814.43	62,805.15	65,945.41	69,242.68	72,704.81
SENIOR BUILDING INSPECTOR	41	Hourly	39.67	41.65	43.73	45.92	48.21	50.62
		Monthly	6,875.33	7,219.09	7,580.05	7,959.05	8,357.00	8,774.85
		Yearly	82,503.93	86,629.12	90,960.58	95,508.61	100,284.04	105,298.24
SENIOR CUSTOMER SERVICE SPECIALIST	23	Hourly	25.43	26.70	28.04	29.44	30.91	32.46
		Monthly	4,408.23	4,628.64	4,860.07	5,103.07	5,358.23	5,626.14
		Yearly	52,898.71	55,543.64	58,320.82	61,236.86	64,298.71	67,513.64
SENIOR POLICE RECORDS TECHNICIAN	24	Hourly	26.07	27.37	28.74	30.18	31.69	33.27
		Monthly	4,518.43	4,744.35	4,981.57	5,230.65	5,492.18	5,766.79
		Yearly	54,221.17	56,932.23	59,778.84	62,767.79	65,906.18	69,201.48
UTILITY WORKER I- SEWER	22	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
		Monthly	4,300.71	4,515.74	4,741.53	4,978.61	5,227.54	5,488.91
		Yearly	51,608.49	54,188.92	56,898.36	59,743.28	62,730.45	65,866.97
UTILITY WORKER I- WATER	22	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
		Monthly	4,300.71	4,515.74	4,741.53	4,978.61	5,227.54	5,488.91
		Yearly	51,608.49	54,188.92	56,898.36	59,743.28	62,730.45	65,866.97
UTILITY WORKER II- SEWER	26	Hourly	27.39	28.76	30.19	31.70	33.29	34.95
		Monthly	4,747.18	4,984.54	5,233.76	5,495.45	5,770.22	6,058.73
		Yearly	56,966.12	59,814.43	62,805.15	65,945.41	69,242.68	72,704.81
UTILITY WORKER II- WATER	26	Hourly	27.39	28.76	30.19	31.70	33.29	34.95
		Monthly	4,747.18	4,984.54	5,233.76	5,495.45	5,770.22	6,058.73
		Yearly	56,966.12	59,814.43	62,805.15	65,945.41	69,242.68	72,704.81
UTILITY WORKER TRAINEE- SEWER	20	Hourly	23.62	24.80	26.04	27.34	28.71	30.14
		Monthly	4,093.48	4,298.15	4,513.06	4,738.71	4,975.65	5,224.43
		Yearly	49,121.71	51,577.79	54,156.68	56,864.52	59,707.74	62,693.13

Job Description	Grade	STEP					
		1	2	3	4	5	6
UTILITY WORKER TRAINEE- WATER	Hourly	23.62	24.80	26.04	27.34	28.71	30.14
	20 Monthly	4,093.48	4,298.15	4,513.06	4,738.71	4,975.65	5,224.43
	Yearly	49,121.71	51,577.79	54,156.68	56,864.52	59,707.74	62,693.13
WAREHOUSE AND INVENTORY TECHNICIAN	Hourly	23.04	24.19	25.40	26.67	28.01	29.41
	19 Monthly	3,993.63	4,193.32	4,402.98	4,623.13	4,854.29	5,097.00
	Yearly	47,923.62	50,319.80	52,835.79	55,477.58	58,251.46	61,164.03
WATER METER TECHNICIAN	Hourly	26.72	28.06	29.46	30.93	32.48	34.10
	25 Monthly	4,631.39	4,862.96	5,106.11	5,361.42	5,629.49	5,910.96
	Yearly	55,576.70	58,355.54	61,273.32	64,336.98	67,553.83	70,931.52
WATER TREATMENT OPERATOR I	Hourly	29.49	30.97	32.52	34.14	35.85	37.64
	29 Monthly	5,112.19	5,367.80	5,636.19	5,918.00	6,213.90	6,524.59
	Yearly	61,346.28	64,413.60	67,634.28	71,015.99	74,566.79	78,295.13
WATER TREATMENT OPERATOR II	Hourly	32.56	34.18	35.89	37.69	39.57	41.55
	33 Monthly	5,642.90	5,925.05	6,221.30	6,532.36	6,858.98	7,201.93
	Yearly	67,714.82	71,100.56	74,655.59	78,388.36	82,307.78	86,423.17

City of Upland
UCEA Salary Schedule
Effective 12/7/2025

Job Description	Grade	STEP					
		1	2	3	4	5	6
ACCOUNTANT I	Hourly	31.61	33.19	34.85	36.59	38.42	40.34
	31 Monthly	5,478.41	5,752.34	6,039.95	6,341.95	6,659.05	6,992.00
	Yearly	65,740.98	69,028.02	72,479.43	76,103.40	79,908.57	83,904.00
ACCOUNTANT II	Hourly	34.89	36.63	38.46	40.39	42.41	44.53
	35 Monthly	6,047.14	6,349.50	6,666.98	7,000.33	7,350.34	7,717.86
	Yearly	72,565.74	76,194.02	80,003.72	84,003.91	88,204.11	92,614.31
ACCOUNTING TECHNICIAN	Hourly	24.09	25.29	26.56	27.89	29.28	30.74
	20 Monthly	4,175.35	4,384.11	4,603.32	4,833.48	5,075.16	5,328.92
	Yearly	50,104.14	52,609.35	55,239.82	58,001.81	60,901.90	63,946.99

Job Description	Grade	STEP						
		1	2	3	4	5	6	
ADMINISTRATIVE ASSISTANT	20	Hourly	24.09	25.29	26.56	27.89	29.28	30.74
		Monthly	4,175.35	4,384.11	4,603.32	4,833.48	5,075.16	5,328.92
		Yearly	50,104.14	52,609.35	55,239.82	58,001.81	60,901.90	63,946.99
ANIMAL SERVICES OFFICER	22	Hourly	25.31	26.57	27.90	29.30	30.76	32.30
		Monthly	4,386.72	4,606.06	4,836.36	5,078.18	5,332.09	5,598.69
		Yearly	52,640.66	55,272.70	58,036.33	60,938.15	63,985.06	67,184.31
BUILDING INSPECTOR I	31	Hourly	31.61	33.19	34.85	36.59	38.42	40.34
		Monthly	5,478.41	5,752.34	6,039.95	6,341.95	6,659.05	6,992.00
		Yearly	65,740.98	69,028.02	72,479.43	76,103.40	79,908.57	83,904.00
BUILDING INSPECTOR II	35	Hourly	34.89	36.63	38.46	40.39	42.41	44.53
		Monthly	6,047.14	6,349.50	6,666.98	7,000.33	7,350.34	7,717.86
		Yearly	72,565.74	76,194.02	80,003.72	84,003.91	88,204.11	92,614.31
BUSINESS LICENSE INSPECTOR	23	Hourly	25.94	27.24	28.60	30.03	31.53	33.11
		Monthly	4,496.39	4,721.21	4,957.27	5,205.13	5,465.39	5,738.66
		Yearly	53,956.68	56,654.51	59,487.24	62,461.60	65,584.68	68,863.92
CODE ENFORCEMENT OFFICER	30	Hourly	30.84	32.38	34.00	35.70	37.48	39.35
		Monthly	5,344.79	5,612.03	5,892.64	6,187.27	6,496.63	6,821.46
		Yearly	64,137.54	67,344.41	70,711.63	74,247.22	77,959.58	81,857.56
CROSS CONNECTION CONTROL TECHNICIAN	32	Hourly	32.40	34.02	35.72	37.50	39.38	41.35
		Monthly	5,615.38	5,896.14	6,190.95	6,500.50	6,825.52	7,166.80
		Yearly	67,384.50	70,753.73	74,291.41	78,005.98	81,906.28	86,001.60
CUSTODIAN	13	Hourly	20.26	21.28	22.34	23.46	24.63	25.86
		Monthly	3,512.57	3,688.20	3,872.61	4,066.24	4,269.55	4,483.03
		Yearly	42,150.87	44,258.42	46,471.34	48,794.90	51,234.65	53,796.38
CUSTOMER SERVICE SPECIALIST I	13	Hourly	20.26	21.28	22.34	23.46	24.63	25.86
		Monthly	3,512.57	3,688.20	3,872.61	4,066.24	4,269.55	4,483.03
		Yearly	42,150.87	44,258.42	46,471.34	48,794.90	51,234.65	53,796.38
CUSTOMER SERVICE SPECIALIST II	17	Hourly	22.37	23.49	24.66	25.89	27.19	28.55
		Monthly	3,877.22	4,071.08	4,274.64	4,488.37	4,712.79	4,948.43
		Yearly	46,526.68	48,853.01	51,295.66	53,860.44	56,553.47	59,381.14

Job Description	Grade	STEP						
		1	2	3	4	5	6	
DEPUTY CITY CLERK	29	Hourly	30.08	31.59	33.17	34.83	36.57	38.39
		Monthly	5,214.43	5,475.16	5,748.91	6,036.36	6,338.18	6,655.09
		Yearly	62,573.21	65,701.87	68,986.96	72,436.31	76,058.12	79,861.03
DEVELOPMENT SERVICES TECHNICIAN I	23	Hourly	25.94	27.24	28.60	30.03	31.53	33.11
		Monthly	4,496.39	4,721.21	4,957.27	5,205.13	5,465.39	5,738.66
		Yearly	53,956.68	56,654.51	59,487.24	62,461.60	65,584.68	68,863.92
DEVELOPMENT SERVICES TECHNICIAN II	27	Hourly	28.63	30.07	31.57	33.15	34.80	36.54
		Monthly	4,963.17	5,211.33	5,471.90	5,745.49	6,032.77	6,334.41
		Yearly	59,558.08	62,535.98	65,662.78	68,945.92	72,393.22	76,012.88
ENGINEERING TECHNICIAN	33	Hourly	33.21	34.87	36.61	38.44	40.36	42.38
		Monthly	5,755.76	6,043.55	6,345.72	6,663.01	6,996.16	7,345.97
		Yearly	69,069.11	72,522.57	76,148.70	79,956.13	83,953.94	88,151.64
ENVIRONMENTAL COMPLIANCE INSPECTOR I	29	Hourly	30.08	31.59	33.17	34.83	36.57	38.39
		Monthly	5,214.43	5,475.16	5,748.91	6,036.36	6,338.18	6,655.09
		Yearly	62,573.21	65,701.87	68,986.96	72,436.31	76,058.12	79,861.03
ENVIRONMENTAL COMPLIANCE INSPECTOR II	33	Hourly	33.21	34.87	36.61	38.44	40.36	42.38
		Monthly	5,755.76	6,043.55	6,345.72	6,663.01	6,996.16	7,345.97
		Yearly	69,069.11	72,522.57	76,148.70	79,956.13	83,953.94	88,151.64
EQUIPMENT MECHANIC	27	Hourly	28.63	30.07	31.57	33.15	34.80	36.54
		Monthly	4,963.17	5,211.33	5,471.90	5,745.49	6,032.77	6,334.41
		Yearly	59,558.08	62,535.98	65,662.78	68,945.92	72,393.22	76,012.88
FACILITIES COORDINATOR	28	Hourly	29.35	30.82	32.36	33.98	35.67	37.46
		Monthly	5,087.25	5,341.62	5,608.70	5,889.13	6,183.59	6,492.77
		Yearly	61,047.03	64,099.38	67,304.35	70,669.57	74,203.05	77,913.20
FACILITIES TECHNICIAN	24	Hourly	26.59	27.92	29.31	30.78	32.32	33.94
		Monthly	4,608.80	4,839.24	5,081.20	5,335.26	5,602.02	5,882.13
		Yearly	55,305.60	58,070.88	60,974.42	64,023.14	67,224.30	70,585.51
FORENSIC TECHNICIAN	35	Hourly	34.89	36.63	38.46	40.39	42.41	44.53
		Monthly	6,047.14	6,349.50	6,666.98	7,000.33	7,350.34	7,717.86
		Yearly	72,565.74	76,194.02	80,003.72	84,003.91	88,204.11	92,614.31

Job Description	Grade	STEP						
		1	2	3	4	5	6	
GIS TECHNICIAN	29	Hourly	30.08	31.59	33.17	34.83	36.57	38.39
	Monthly	5,214.43	5,475.16	5,748.91	6,036.36	6,338.18	6,655.09	
	Yearly	62,573.21	65,701.87	68,986.96	72,436.31	76,058.12	79,861.03	
HOMELESS SERVICES COORDINATOR	39	Hourly	38.51	40.43	42.46	44.58	46.81	49.15
	Monthly	6,674.92	7,008.66	7,359.10	7,727.05	8,113.40	8,519.07	
	Yearly	80,099.00	84,103.95	88,309.14	92,724.60	97,360.83	102,228.87	
HUMAN RESOURCES TECHNICIAN	28	Hourly	29.35	30.82	32.36	33.98	35.67	37.46
	Monthly	5,087.25	5,341.62	5,608.70	5,889.13	6,183.59	6,492.77	
	Yearly	61,047.03	64,099.38	67,304.35	70,669.57	74,203.05	77,913.20	
INFORMATION TECH.SPECIALIST	33	Hourly	33.21	34.87	36.61	38.44	40.36	42.38
	Monthly	5,755.76	6,043.55	6,345.72	6,663.01	6,996.16	7,345.97	
	Yearly	69,069.11	72,522.57	76,148.70	79,956.13	83,953.94	88,151.64	
LEAD EQUIPMENT MECHANIC	33	Hourly	33.21	34.87	36.61	38.44	40.36	42.38
	Monthly	5,755.76	6,043.55	6,345.72	6,663.01	6,996.16	7,345.97	
	Yearly	69,069.11	72,522.57	76,148.70	79,956.13	83,953.94	88,151.64	
LEAD UTILITY SYSTEM WORKER (SEWER)	32	Hourly	32.40	34.02	35.72	37.50	39.38	41.35
	Monthly	5,615.38	5,896.14	6,190.95	6,500.50	6,825.52	7,166.80	
	Yearly	67,384.50	70,753.73	74,291.41	78,005.98	81,906.28	86,001.60	
LEAD UTILITY SYSTEM WORKER (WATER)	32	Hourly	32.40	34.02	35.72	37.50	39.38	41.35
	Monthly	5,615.38	5,896.14	6,190.95	6,500.50	6,825.52	7,166.80	
	Yearly	67,384.50	70,753.73	74,291.41	78,005.98	81,906.28	86,001.60	
LEAD WATER METER TECHNICIAN	31	Hourly	31.61	33.19	34.85	36.59	38.42	40.34
	Monthly	5,478.41	5,752.34	6,039.95	6,341.95	6,659.05	6,992.00	
	Yearly	65,740.98	69,028.02	72,479.43	76,103.40	79,908.57	83,904.00	
LEAD TREATMENT OPERATOR	39	Hourly	38.51	40.43	42.46	44.58	46.81	49.15
	Monthly	6,674.92	7,008.66	7,359.10	7,727.05	8,113.40	8,519.07	
	Yearly	80,099.00	84,103.95	88,309.14	92,724.60	97,360.83	102,228.87	
MAINTENANCE COORDINATOR	25	Hourly	27.25	28.62	30.05	31.55	33.13	34.78
	Monthly	4,724.02	4,960.22	5,208.23	5,468.64	5,742.08	6,029.18	
	Yearly	56,688.24	59,522.65	62,498.78	65,623.72	68,904.91	72,350.15	

Job Description	Grade	STEP						
		1	2	3	4	5	6	
MAINTENANCE WORKER I	15	Hourly	21.29	22.36	23.47	24.65	25.88	27.17
	Monthly	3,690.40	3,874.92	4,068.66	4,272.10	4,485.70	4,709.99	
	Yearly	44,284.76	46,499.00	48,823.95	51,265.15	53,828.40	56,519.82	
MAINTENANCE WORKER II	19	Hourly	23.50	24.68	25.91	27.21	28.57	29.99
	Monthly	4,073.51	4,277.18	4,491.04	4,715.59	4,951.37	5,198.94	
	Yearly	48,882.09	51,326.19	53,892.50	56,587.13	59,416.49	62,387.31	
OFFICE ASSISTANT	14	Hourly	20.77	21.81	22.90	24.05	25.25	26.51
	Monthly	3,600.39	3,780.41	3,969.43	4,167.90	4,376.29	4,595.11	
	Yearly	43,204.64	45,364.88	47,633.12	50,014.78	52,515.52	55,141.29	
PARKING CONTROL AIDE	16	Hourly	21.82	22.91	24.06	25.26	26.53	27.85
	Monthly	3,782.66	3,971.79	4,170.38	4,378.90	4,597.84	4,827.73	
	Yearly	45,391.88	47,661.47	50,044.55	52,546.77	55,174.11	57,932.82	
PAYROLL TECHNICIAN	28	Hourly	29.35	30.82	32.36	33.98	35.67	37.46
	Monthly	5,087.25	5,341.62	5,608.70	5,889.13	6,183.59	6,492.77	
	Yearly	61,047.03	64,099.38	67,304.35	70,669.57	74,203.05	77,913.20	
POLICE DISPATCHER I	25	Hourly	27.25	28.62	30.05	31.55	33.13	34.78
	Monthly	4,724.02	4,960.22	5,208.23	5,468.64	5,742.08	6,029.18	
	Yearly	56,688.24	59,522.65	62,498.78	65,623.72	68,904.91	72,350.15	
POLICE DISPATCHER II	29	Hourly	30.08	31.59	33.17	34.83	36.57	38.39
	Monthly	5,214.43	5,475.16	5,748.91	6,036.36	6,338.18	6,655.09	
	Yearly	62,573.21	65,701.87	68,986.96	72,436.31	76,058.12	79,861.03	
POLICE RECORDS TECHNICIAN I	14	Hourly	20.77	21.81	22.90	24.05	25.25	26.51
	Monthly	3,600.39	3,780.41	3,969.43	4,167.90	4,376.29	4,595.11	
	Yearly	43,204.64	45,364.88	47,633.12	50,014.78	52,515.52	55,141.29	
POLICE RECORDS TECHNICIAN II	18	Hourly	22.93	24.07	25.28	26.54	27.87	29.26
	Monthly	3,974.15	4,172.86	4,381.50	4,600.58	4,830.61	5,072.14	
	Yearly	47,689.84	50,074.34	52,578.05	55,206.95	57,967.30	60,865.67	
POLICE SERVICE TECHNICIAN	23	Hourly	25.94	27.24	28.60	30.03	31.53	33.11
	Monthly	4,496.39	4,721.21	4,957.27	5,205.13	5,465.39	5,738.66	
	Yearly	53,956.68	56,654.51	59,487.24	62,461.60	65,584.68	68,863.92	

Job Description	Grade	STEP						
		1	2	3	4	5	6	
PUBLIC WORKS INSPECTOR I	32	Hourly	32.40	34.02	35.72	37.50	39.38	41.35
		Monthly	5,615.38	5,896.14	6,190.95	6,500.50	6,825.52	7,166.80
		Yearly	67,384.50	70,753.73	74,291.41	78,005.98	81,906.28	86,001.60
PUBLIC WORKS INSPECTOR II	36	Hourly	35.76	37.55	39.42	41.40	43.47	45.64
		Monthly	6,198.32	6,508.24	6,833.65	7,175.33	7,534.10	7,910.81
		Yearly	74,379.88	78,098.87	82,003.82	86,104.01	90,409.21	94,929.67
RECREATION COORDINATOR	26	Hourly	27.94	29.33	30.80	32.34	33.96	35.65
		Monthly	4,842.12	5,084.23	5,338.44	5,605.36	5,885.63	6,179.91
		Yearly	58,105.44	61,010.72	64,061.25	67,264.31	70,627.53	74,158.91
SENIOR ACCOUNTANT	41	Hourly	40.46	42.48	44.61	46.84	49.18	51.64
		Monthly	7,012.83	7,363.48	7,731.65	8,118.23	8,524.14	8,950.35
		Yearly	84,154.01	88,361.71	92,779.79	97,418.78	102,289.72	107,404.21
SENIOR ACCOUNTING TECHNICIAN	26	Hourly	27.94	29.33	30.80	32.34	33.96	35.65
		Monthly	4,842.12	5,084.23	5,338.44	5,605.36	5,885.63	6,179.91
		Yearly	58,105.44	61,010.72	64,061.25	67,264.31	70,627.53	74,158.91
SENIOR ADMINISTRATIVE ASSISTANT	26	Hourly	27.94	29.33	30.80	32.34	33.96	35.65
		Monthly	4,842.12	5,084.23	5,338.44	5,605.36	5,885.63	6,179.91
		Yearly	58,105.44	61,010.72	64,061.25	67,264.31	70,627.53	74,158.91
SENIOR BUILDING INSPECTOR	41	Hourly	40.46	42.48	44.61	46.84	49.18	51.64
		Monthly	7,012.83	7,363.48	7,731.65	8,118.23	8,524.14	8,950.35
		Yearly	84,154.01	88,361.71	92,779.79	97,418.78	102,289.72	107,404.21
SENIOR CUSTOMER SERVICE SPECIALIST	23	Hourly	25.94	27.24	28.60	30.03	31.53	33.11
		Monthly	4,496.39	4,721.21	4,957.27	5,205.13	5,465.39	5,738.66
		Yearly	53,956.68	56,654.51	59,487.24	62,461.60	65,584.68	68,863.92
SENIOR POLICE RECORDS TECHNICIAN	24	Hourly	26.59	27.92	29.31	30.78	32.32	33.94
		Monthly	4,608.80	4,839.24	5,081.20	5,335.26	5,602.02	5,882.13
		Yearly	55,305.60	58,070.88	60,974.42	64,023.14	67,224.30	70,585.51
UTILITY WORKER I-SEWER	22	Hourly	25.31	26.57	27.90	29.30	30.76	32.30
		Monthly	4,386.72	4,606.06	4,836.36	5,078.18	5,332.09	5,598.69
		Yearly	52,640.66	55,272.70	58,036.33	60,938.15	63,985.06	67,184.31

Job Description	Grade	STEP					
		1	2	3	4	5	6
UTILITY WORKER I- WATER	Hourly	25.31	26.57	27.90	29.30	30.76	32.30
	22 Monthly	4,386.72	4,606.06	4,836.36	5,078.18	5,332.09	5,598.69
	Yearly	52,640.66	55,272.70	58,036.33	60,938.15	63,985.06	67,184.31
UTILITY WORKER II- SEWER	Hourly	27.94	29.33	30.80	32.34	33.96	35.65
	26 Monthly	4,842.12	5,084.23	5,338.44	5,605.36	5,885.63	6,179.91
	Yearly	58,105.44	61,010.72	64,061.25	67,264.31	70,627.53	74,158.91
UTILITY WORKER II- WATER	Hourly	27.94	29.33	30.80	32.34	33.96	35.65
	26 Monthly	4,842.12	5,084.23	5,338.44	5,605.36	5,885.63	6,179.91
	Yearly	58,105.44	61,010.72	64,061.25	67,264.31	70,627.53	74,158.91
UTILITY WORKER TRAINEE- SEWER	Hourly	24.09	25.29	26.56	27.89	29.28	30.74
	20 Monthly	4,175.35	4,384.11	4,603.32	4,833.48	5,075.16	5,328.92
	Yearly	50,104.14	52,609.35	55,239.82	58,001.81	60,901.90	63,946.99
UTILITY WORKER TRAINEE- WATER	Hourly	24.09	25.29	26.56	27.89	29.28	30.74
	20 Monthly	4,175.35	4,384.11	4,603.32	4,833.48	5,075.16	5,328.92
	Yearly	50,104.14	52,609.35	55,239.82	58,001.81	60,901.90	63,946.99
WAREHOUSE AND INVENTORY TECHNICIAN	Hourly	23.50	24.68	25.91	27.21	28.57	29.99
	19 Monthly	4,073.51	4,277.18	4,491.04	4,715.59	4,951.37	5,198.94
	Yearly	48,882.09	51,326.19	53,892.50	56,587.13	59,416.49	62,387.31
WATER METER TECHNICIAN	Hourly	27.25	28.62	30.05	31.55	33.13	34.78
	25 Monthly	4,724.02	4,960.22	5,208.23	5,468.64	5,742.08	6,029.18
	Yearly	56,688.24	59,522.65	62,498.78	65,623.72	68,904.91	72,350.15
WATER TREATMENT OPERATOR I	Hourly	30.08	31.59	33.17	34.83	36.57	38.39
	29 Monthly	5,214.43	5,475.16	5,748.91	6,036.36	6,338.18	6,655.09
	Yearly	62,573.21	65,701.87	68,986.96	72,436.31	76,058.12	79,861.03
WATER TREATMENT OPERATOR II	Hourly	33.21	34.87	36.61	38.44	40.36	42.38
	33 Monthly	5,755.76	6,043.55	6,345.72	6,663.01	6,996.16	7,345.97
	Yearly	69,069.11	72,522.57	76,148.70	79,956.13	83,953.94	88,151.64

		STEP					
Job Description	Grade	1	2	3	4	5	6
City of Upland							
UCEA Salary Schedule							
Effective 06/21/2026							
		STEP					
Job Description	Grade	1	2	3	4	5	6
ACCOUNTANT I	Hourly	32.55	34.18	35.89	37.69	39.57	41.55
	31 Monthly	5,642.77	5,924.91	6,221.15	6,532.21	6,858.82	7,201.76
	Yearly	67,713.21	71,098.87	74,653.81	78,386.50	82,305.82	86,421.12
ACCOUNTANT II	Hourly	35.93	37.73	39.62	41.60	43.68	45.86
	35 Monthly	6,228.56	6,539.99	6,866.99	7,210.34	7,570.85	7,949.40
	Yearly	74,742.71	78,479.84	82,403.84	86,524.03	90,850.23	95,392.74
ACCOUNTING TECHNICIAN	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
	20 Monthly	4,300.61	4,515.64	4,741.42	4,978.49	5,227.41	5,488.78
	Yearly	51,607.27	54,187.63	56,897.01	59,741.86	62,728.95	65,865.40
ADMINISTRATIVE ASSISTANT	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
	20 Monthly	4,300.61	4,515.64	4,741.42	4,978.49	5,227.41	5,488.78
	Yearly	51,607.27	54,187.63	56,897.01	59,741.86	62,728.95	65,865.40
ANIMAL SERVICES OFFICER	Hourly	26.07	27.37	28.74	30.18	31.68	33.27
	22 Monthly	4,518.32	4,744.24	4,981.45	5,230.52	5,492.05	5,766.65
	Yearly	54,219.88	56,930.88	59,777.42	62,766.29	65,904.61	69,199.84
BUILDING INSPECTOR I	Hourly	32.55	34.18	35.89	37.69	39.57	41.55
	31 Monthly	5,642.77	5,924.91	6,221.15	6,532.21	6,858.82	7,201.76
	Yearly	67,713.21	71,098.87	74,653.81	78,386.50	82,305.82	86,421.12
BUILDING INSPECTOR II	Hourly	35.93	37.73	39.62	41.60	43.68	45.86
	35 Monthly	6,228.56	6,539.99	6,866.99	7,210.34	7,570.85	7,949.40
	Yearly	74,742.71	78,479.84	82,403.84	86,524.03	90,850.23	95,392.74
BUSINESS LICENSE INSPECTOR	Hourly	26.72	28.05	29.46	30.93	32.48	34.10
	23 Monthly	4,631.28	4,862.85	5,105.99	5,361.29	5,629.35	5,910.82
	Yearly	55,575.38	58,354.15	61,271.86	64,335.45	67,552.22	70,929.83
CODE ENFORCEMENT OFFICER	Hourly	31.76	33.35	35.02	36.77	38.60	40.54
	30 Monthly	5,505.14	5,780.40	6,069.42	6,372.89	6,691.53	7,026.11
	Yearly	66,061.66	69,364.75	72,832.98	76,474.63	80,298.36	84,313.28

Job Description	Grade	STEP					
		1	2	3	4	5	6
CROSS CONNECTION CONTROL TECHNICIAN	Hourly	33.37	35.04	36.79	38.63	40.56	42.59
	32 Monthly	5,783.84	6,073.03	6,376.68	6,695.51	7,030.29	7,381.80
	Yearly	69,406.04	72,876.34	76,520.15	80,346.16	84,363.47	88,581.64
CUSTODIAN	Hourly	20.87	21.92	23.01	24.16	25.37	26.64
	13 Monthly	3,617.95	3,798.85	3,988.79	4,188.23	4,397.64	4,617.52
	Yearly	43,415.40	45,586.17	47,865.48	50,258.75	52,771.69	55,410.27
CUSTOMER SERVICE SPECIALIST I	Hourly	20.87	21.92	23.01	24.16	25.37	26.64
	13 Monthly	3,617.95	3,798.85	3,988.79	4,188.23	4,397.64	4,617.52
	Yearly	43,415.40	45,586.17	47,865.48	50,258.75	52,771.69	55,410.27
CUSTOMER SERVICE SPECIALIST II	Hourly	23.04	24.19	25.40	26.67	28.00	29.41
	17 Monthly	3,993.54	4,193.22	4,402.88	4,623.02	4,854.17	5,096.88
	Yearly	47,922.48	50,318.60	52,834.53	55,476.26	58,250.07	61,162.57
DEPUTY CITY CLERK	Hourly	30.99	32.54	34.16	35.87	37.66	39.55
	29 Monthly	5,370.87	5,639.41	5,921.38	6,217.45	6,528.32	6,854.74
	Yearly	64,450.40	67,672.92	71,056.57	74,609.40	78,339.87	82,256.86
DEVELOPMENT SERVICES TECHNICIAN I	Hourly	26.72	28.05	29.46	30.93	32.48	34.10
	23 Monthly	4,631.28	4,862.85	5,105.99	5,361.29	5,629.35	5,910.82
	Yearly	55,575.38	58,354.15	61,271.86	64,335.45	67,552.22	70,929.83
DEVELOPMENT SERVICES TECHNICIAN II	Hourly	29.49	30.97	32.52	34.14	35.85	37.64
	27 Monthly	5,112.07	5,367.67	5,636.06	5,917.86	6,213.75	6,524.44
	Yearly	61,344.82	64,412.06	67,632.67	71,014.30	74,565.01	78,293.27
ENGINEERING TECHNICIAN	Hourly	34.20	35.91	37.71	39.59	41.57	43.65
	33 Monthly	5,928.43	6,224.85	6,536.10	6,862.90	7,206.05	7,566.35
	Yearly	71,141.19	74,698.25	78,433.16	82,354.82	86,472.56	90,796.18
ENVIRONMENTAL COMPLIANCE INSPECTOR I	Hourly	30.99	32.54	34.16	35.87	37.66	39.55
	29 Monthly	5,370.87	5,639.41	5,921.38	6,217.45	6,528.32	6,854.74
	Yearly	64,450.40	67,672.92	71,056.57	74,609.40	78,339.87	82,256.86
ENVIRONMENTAL COMPLIANCE INSPECTOR II	Hourly	34.20	35.91	37.71	39.59	41.57	43.65
	33 Monthly	5,928.43	6,224.85	6,536.10	6,862.90	7,206.05	7,566.35
	Yearly	71,141.19	74,698.25	78,433.16	82,354.82	86,472.56	90,796.18

Job Description	Grade	STEP						
		1	2	3	4	5	6	
EQUIPMENT MECHANIC	27	Hourly	29.49	30.97	32.52	34.14	35.85	37.64
		Monthly	5,112.07	5,367.67	5,636.06	5,917.86	6,213.75	6,524.44
		Yearly	61,344.82	64,412.06	67,632.67	71,014.30	74,565.01	78,293.27
FACILITIES COORDINATOR	28	Hourly	30.23	31.74	33.33	35.00	36.74	38.58
		Monthly	5,239.87	5,501.86	5,776.96	6,065.80	6,369.09	6,687.55
		Yearly	62,878.44	66,022.36	69,323.48	72,789.66	76,429.14	80,250.60
FACILITIES TECHNICIAN	24	Hourly	27.39	28.76	30.19	31.70	33.29	34.95
		Monthly	4,747.06	4,984.42	5,233.64	5,495.32	5,770.09	6,058.59
		Yearly	56,964.77	59,813.00	62,803.65	65,943.84	69,241.03	72,703.08
FORENSIC TECHNICIAN	35	Hourly	35.93	37.73	39.62	41.60	43.68	45.86
		Monthly	6,228.56	6,539.99	6,866.99	7,210.34	7,570.85	7,949.40
		Yearly	74,742.71	78,479.84	82,403.84	86,524.03	90,850.23	95,392.74
GIS TECHNICIAN	29	Hourly	30.99	32.54	34.16	35.87	37.66	39.55
		Monthly	5,370.87	5,639.41	5,921.38	6,217.45	6,528.32	6,854.74
		Yearly	64,450.40	67,672.92	71,056.57	74,609.40	78,339.87	82,256.86
HOMELESS SERVICES COORDINATOR	39	Hourly	39.66	41.65	43.73	45.92	48.21	50.62
		Monthly	6,875.16	7,218.92	7,579.87	7,958.86	8,356.80	8,774.64
		Yearly	82,501.97	86,627.06	90,958.42	95,506.34	100,281.65	105,295.74
HUMAN RESOURCES TECHNICIAN	28	Hourly	30.23	31.74	33.33	35.00	36.74	38.58
		Monthly	5,239.87	5,501.86	5,776.96	6,065.80	6,369.09	6,687.55
		Yearly	62,878.44	66,022.36	69,323.48	72,789.66	76,429.14	80,250.60
INFORMATION TECH.SPECIALIST	33	Hourly	34.20	35.91	37.71	39.59	41.57	43.65
		Monthly	5,928.43	6,224.85	6,536.10	6,862.90	7,206.05	7,566.35
		Yearly	71,141.19	74,698.25	78,433.16	82,354.82	86,472.56	90,796.18
LEAD EQUIPMENT MECHANIC	33	Hourly	34.20	35.91	37.71	39.59	41.57	43.65
		Monthly	5,928.43	6,224.85	6,536.10	6,862.90	7,206.05	7,566.35
		Yearly	71,141.19	74,698.25	78,433.16	82,354.82	86,472.56	90,796.18
LEAD UTILITY SYSTEM WORKER (SEWER)	32	Hourly	33.37	35.04	36.79	38.63	40.56	42.59
		Monthly	5,783.84	6,073.03	6,376.68	6,695.51	7,030.29	7,381.80
		Yearly	69,406.04	72,876.34	76,520.15	80,346.16	84,363.47	88,581.64

Job Description	Grade	STEP					
		1	2	3	4	5	6
LEAD UTILITY SYSTEM WORKER (WATER)	Hourly	33.37	35.04	36.79	38.63	40.56	42.59
	32 Monthly	5,783.84	6,073.03	6,376.68	6,695.51	7,030.29	7,381.80
	Yearly	69,406.04	72,876.34	76,520.15	80,346.16	84,363.47	88,581.64
LEAD WATER METER TECHNICIAN	Hourly	32.55	34.18	35.89	37.69	39.57	41.55
	31 Monthly	5,642.77	5,924.91	6,221.15	6,532.21	6,858.82	7,201.76
	Yearly	67,713.21	71,098.87	74,653.81	78,386.50	82,305.82	86,421.12
LEAD TREATMENT OPERATOR	Hourly	39.66	41.65	43.73	45.92	48.21	50.62
	39 Monthly	6,875.16	7,218.92	7,579.87	7,958.86	8,356.80	8,774.64
	Yearly	82,501.97	86,627.06	90,958.42	95,506.34	100,281.65	105,295.74
MAINTENANCE COORDINATOR	Hourly	28.07	29.48	30.95	32.50	34.12	35.83
	25 Monthly	4,865.74	5,109.03	5,364.48	5,632.70	5,914.34	6,210.05
	Yearly	58,388.88	61,308.33	64,373.75	67,592.43	70,972.05	74,520.66
MAINTENANCE WORKER I	Hourly	21.93	23.03	24.18	25.39	26.66	27.99
	15 Monthly	3,801.11	3,991.16	4,190.72	4,400.26	4,620.27	4,851.28
	Yearly	45,613.30	47,893.97	50,288.67	52,803.10	55,443.26	58,215.42
MAINTENANCE WORKER II	Hourly	24.21	25.42	26.69	28.02	29.42	30.89
	19 Monthly	4,195.71	4,405.50	4,625.77	4,857.06	5,099.91	5,354.91
	Yearly	50,348.55	52,865.98	55,509.28	58,284.74	61,198.98	64,258.93
OFFICE ASSISTANT	Hourly	21.39	22.46	23.59	24.77	26.01	27.31
	14 Monthly	3,708.40	3,893.82	4,088.51	4,292.93	4,507.58	4,732.96
	Yearly	44,500.78	46,725.82	49,062.11	51,515.22	54,090.98	56,795.53
PARKING CONTROL AIDE	Hourly	22.48	23.60	24.78	26.02	27.32	28.69
	16 Monthly	3,896.14	4,090.94	4,295.49	4,510.26	4,735.78	4,972.57
	Yearly	46,753.64	49,091.32	51,545.88	54,123.18	56,829.34	59,670.80
PAYROLL TECHNICIAN	Hourly	30.23	31.74	33.33	35.00	36.74	38.58
	28 Monthly	5,239.87	5,501.86	5,776.96	6,065.80	6,369.09	6,687.55
	Yearly	62,878.44	66,022.36	69,323.48	72,789.66	76,429.14	80,250.60
POLICE DISPATCHER I	Hourly	28.07	29.48	30.95	32.50	34.12	35.83
	25 Monthly	4,865.74	5,109.03	5,364.48	5,632.70	5,914.34	6,210.05
	Yearly	58,388.88	61,308.33	64,373.75	67,592.43	70,972.05	74,520.66

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE DISPATCHER II	29	Hourly	30.99	32.54	34.16	35.87	37.66	39.55
		Monthly	5,370.87	5,639.41	5,921.38	6,217.45	6,528.32	6,854.74
		Yearly	64,450.40	67,672.92	71,056.57	74,609.40	78,339.87	82,256.86
POLICE RECORDS TECHNICIAN I	14	Hourly	21.39	22.46	23.59	24.77	26.01	27.31
		Monthly	3,708.40	3,893.82	4,088.51	4,292.93	4,507.58	4,732.96
		Yearly	44,500.78	46,725.82	49,062.11	51,515.22	54,090.98	56,795.53
POLICE RECORDS TECHNICIAN II	18	Hourly	23.62	24.80	26.04	27.34	28.70	30.14
		Monthly	4,093.38	4,298.05	4,512.95	4,738.60	4,975.53	5,224.30
		Yearly	49,120.54	51,576.57	54,155.39	56,863.16	59,706.32	62,691.64
POLICE SERVICE TECHNICIAN	23	Hourly	26.72	28.05	29.46	30.93	32.48	34.10
		Monthly	4,631.28	4,862.85	5,105.99	5,361.29	5,629.35	5,910.82
		Yearly	55,575.38	58,354.15	61,271.86	64,335.45	67,552.22	70,929.83
PUBLIC WORKS INSPECTOR I	32	Hourly	33.37	35.04	36.79	38.63	40.56	42.59
		Monthly	5,783.84	6,073.03	6,376.68	6,695.51	7,030.29	7,381.80
		Yearly	69,406.04	72,876.34	76,520.15	80,346.16	84,363.47	88,581.64
PUBLIC WORKS INSPECTOR II	36	Hourly	36.83	38.67	40.61	42.64	44.77	47.01
		Monthly	6,384.27	6,703.49	7,038.66	7,390.59	7,760.12	8,148.13
		Yearly	76,611.28	80,441.84	84,463.93	88,687.13	93,121.49	97,777.56
RECREATION COORDINATOR	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67
SENIOR ACCOUNTANT	41	Hourly	41.67	43.76	45.94	48.24	50.65	53.19
		Monthly	7,223.22	7,584.38	7,963.60	8,361.78	8,779.87	9,218.86
		Yearly	86,678.63	91,012.56	95,563.19	100,341.35	105,358.41	110,626.33
SENIOR ACCOUNTING TECHNICIAN	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67
SENIOR ADMINISTRATIVE ASSISTANT	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67

Job Description	Grade		STEP					
			1	2	3	4	5	6
SENIOR BUILDING INSPECTOR	41	Hourly	41.67	43.76	45.94	48.24	50.65	53.19
		Monthly	7,223.22	7,584.38	7,963.60	8,361.78	8,779.87	9,218.86
		Yearly	86,678.63	91,012.56	95,563.19	100,341.35	105,358.41	110,626.33
SENIOR CUSTOMER SERVICE SPECIALIST	23	Hourly	26.72	28.05	29.46	30.93	32.48	34.10
		Monthly	4,631.28	4,862.85	5,105.99	5,361.29	5,629.35	5,910.82
		Yearly	55,575.38	58,354.15	61,271.86	64,335.45	67,552.22	70,929.83
SENIOR POLICE RECORDS TECHNICIAN	24	Hourly	27.39	28.76	30.19	31.70	33.29	34.95
		Monthly	4,747.06	4,984.42	5,233.64	5,495.32	5,770.09	6,058.59
		Yearly	56,964.77	59,813.00	62,803.65	65,943.84	69,241.03	72,703.08
UTILITY WORKER I-SEWER	22	Hourly	26.07	27.37	28.74	30.18	31.68	33.27
		Monthly	4,518.32	4,744.24	4,981.45	5,230.52	5,492.05	5,766.65
		Yearly	54,219.88	56,930.88	59,777.42	62,766.29	65,904.61	69,199.84
UTILITY WORKER I-WATER	22	Hourly	26.07	27.37	28.74	30.18	31.68	33.27
		Monthly	4,518.32	4,744.24	4,981.45	5,230.52	5,492.05	5,766.65
		Yearly	54,219.88	56,930.88	59,777.42	62,766.29	65,904.61	69,199.84
UTILITY WORKER II-SEWER	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67
UTILITY WORKER II-WATER	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67
UTILITY WORKER TRAINEE- SEWER	20	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
		Monthly	4,300.61	4,515.64	4,741.42	4,978.49	5,227.41	5,488.78
		Yearly	51,607.27	54,187.63	56,897.01	59,741.86	62,728.95	65,865.40
UTILITY WORKER TRAINEE- WATER	20	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
		Monthly	4,300.61	4,515.64	4,741.42	4,978.49	5,227.41	5,488.78
		Yearly	51,607.27	54,187.63	56,897.01	59,741.86	62,728.95	65,865.40
WAREHOUSE AND INVENTORY TECHNICIAN	19	Hourly	24.21	25.42	26.69	28.02	29.42	30.89
		Monthly	4,195.71	4,405.50	4,625.77	4,857.06	5,099.91	5,354.91
		Yearly	50,348.55	52,865.98	55,509.28	58,284.74	61,198.98	64,258.93

Job Description	Grade		STEP					
			1	2	3	4	5	6
WATER METER TECHNICIAN	25	Hourly	28.07	29.48	30.95	32.50	34.12	35.83
		Monthly	4,865.74	5,109.03	5,364.48	5,632.70	5,914.34	6,210.05
		Yearly	58,388.88	61,308.33	64,373.75	67,592.43	70,972.05	74,520.66
WATER TREATMENT OPERATOR I	29	Hourly	30.99	32.54	34.16	35.87	37.66	39.55
		Monthly	5,370.87	5,639.41	5,921.38	6,217.45	6,528.32	6,854.74
		Yearly	64,450.40	67,672.92	71,056.57	74,609.40	78,339.87	82,256.86
WATER TREATMENT OPERATOR II	33	Hourly	34.20	35.91	37.71	39.59	41.57	43.65
		Monthly	5,928.43	6,224.85	6,536.10	6,862.90	7,206.05	7,566.35
		Yearly	71,141.19	74,698.25	78,433.16	82,354.82	86,472.56	90,796.18

City of Upland
UCEA Salary Schedule
Effective 06/20/2027

Job Description	Grade		STEP					
			1	2	3	4	5	6
ACCOUNTANT I	31	Hourly	33.53	35.21	36.97	38.82	40.76	42.80
		Monthly	5,812.05	6,102.65	6,407.79	6,728.17	7,064.58	7,417.81
		Yearly	69,744.60	73,231.83	76,893.42	80,738.09	84,775.00	89,013.75
ACCOUNTANT II	35	Hourly	37.01	38.86	40.81	42.85	44.99	47.24
		Monthly	6,415.42	6,736.19	7,073.00	7,426.65	7,797.98	8,187.88
		Yearly	76,984.99	80,834.24	84,875.95	89,119.75	93,575.74	98,254.52
ACCOUNTING TECHNICIAN	20	Hourly	25.56	26.83	28.17	29.58	31.06	32.62
		Monthly	4,429.62	4,651.10	4,883.66	5,127.84	5,384.24	5,653.45
		Yearly	53,155.48	55,813.26	58,603.92	61,534.12	64,610.82	67,841.36
ADMINISTRATIVE ASSISTANT	20	Hourly	25.56	26.83	28.17	29.58	31.06	32.62
		Monthly	4,429.62	4,651.10	4,883.66	5,127.84	5,384.24	5,653.45
		Yearly	53,155.48	55,813.26	58,603.92	61,534.12	64,610.82	67,841.36
ANIMAL SERVICES OFFICER	22	Hourly	26.85	28.19	29.60	31.08	32.64	34.27
		Monthly	4,653.87	4,886.57	5,130.90	5,387.44	5,656.81	5,939.65
		Yearly	55,846.48	58,638.80	61,570.74	64,649.28	67,881.75	71,275.83

Job Description	Grade	STEP						
		1	2	3	4	5	6	
BUILDING INSPECTOR I	31	Hourly	33.53	35.21	36.97	38.82	40.76	42.80
		Monthly	5,812.05	6,102.65	6,407.79	6,728.17	7,064.58	7,417.81
		Yearly	69,744.60	73,231.83	76,893.42	80,738.09	84,775.00	89,013.75
BUILDING INSPECTOR II	35	Hourly	37.01	38.86	40.81	42.85	44.99	47.24
		Monthly	6,415.42	6,736.19	7,073.00	7,426.65	7,797.98	8,187.88
		Yearly	76,984.99	80,834.24	84,875.95	89,119.75	93,575.74	98,254.52
BUSINESS LICENSE INSPECTOR	23	Hourly	27.52	28.90	30.34	31.86	33.45	35.12
		Monthly	4,770.22	5,008.73	5,259.17	5,522.13	5,798.23	6,088.14
		Yearly	57,242.64	60,104.77	63,110.01	66,265.51	69,578.79	73,057.73
CODE ENFORCEMENT OFFICER	30	Hourly	32.71	34.35	36.07	37.87	39.76	41.75
		Monthly	5,670.29	5,953.81	6,251.50	6,564.07	6,892.28	7,236.89
		Yearly	68,043.51	71,445.69	75,017.97	78,768.87	82,707.32	86,842.68
CROSS CONNECTION CONTROL TECHNICIAN	32	Hourly	34.37	36.09	37.89	39.79	41.78	43.86
		Monthly	5,957.35	6,255.22	6,567.98	6,896.38	7,241.20	7,603.26
		Yearly	71,488.22	75,062.63	78,815.76	82,756.55	86,894.37	91,239.09
CUSTODIAN	13	Hourly	21.50	22.57	23.70	24.89	26.13	27.44
		Monthly	3,726.49	3,912.81	4,108.45	4,313.88	4,529.57	4,756.05
		Yearly	44,717.86	46,953.75	49,301.44	51,766.51	54,354.84	57,072.58
CUSTOMER SERVICE SPECIALIST I	13	Hourly	21.50	22.57	23.70	24.89	26.13	27.44
		Monthly	3,726.49	3,912.81	4,108.45	4,313.88	4,529.57	4,756.05
		Yearly	44,717.86	46,953.75	49,301.44	51,766.51	54,354.84	57,072.58
CUSTOMER SERVICE SPECIALIST II	17	Hourly	23.73	24.92	26.16	27.47	28.84	30.29
		Monthly	4,113.35	4,319.01	4,534.96	4,761.71	4,999.80	5,249.79
		Yearly	49,360.15	51,828.16	54,419.57	57,140.54	59,997.57	62,997.45
DEPUTY CITY CLERK	29	Hourly	31.92	33.51	35.19	36.95	38.79	40.73
		Monthly	5,531.99	5,808.59	6,099.02	6,403.97	6,724.17	7,060.38
		Yearly	66,383.92	69,703.11	73,188.27	76,847.68	80,690.06	84,724.57
DEVELOPMENT SERVICES TECHNICIAN I	23	Hourly	27.52	28.90	30.34	31.86	33.45	35.12
		Monthly	4,770.22	5,008.73	5,259.17	5,522.13	5,798.23	6,088.14
		Yearly	57,242.64	60,104.77	63,110.01	66,265.51	69,578.79	73,057.73

Job Description	Grade	STEP					
		1	2	3	4	5	6
DEVELOPMENT SERVICES TECHNICIAN II	Hourly	30.38	31.90	33.49	35.17	36.92	38.77
	27 Monthly	5,265.43	5,528.70	5,805.14	6,095.39	6,400.16	6,720.17
	Yearly	63,185.17	66,344.42	69,661.65	73,144.73	76,801.96	80,642.06
ENGINEERING TECHNICIAN	Hourly	35.23	36.99	38.84	40.78	42.82	44.96
	33 Monthly	6,106.29	6,411.60	6,732.18	7,068.79	7,422.23	7,793.34
	Yearly	73,275.42	76,939.19	80,786.15	84,825.46	89,066.73	93,520.07
ENVIRONMENTAL COMPLIANCE INSPECTOR I	Hourly	31.92	33.51	35.19	36.95	38.79	40.73
	29 Monthly	5,531.99	5,808.59	6,099.02	6,403.97	6,724.17	7,060.38
	Yearly	66,383.92	69,703.11	73,188.27	76,847.68	80,690.06	84,724.57
ENVIRONMENTAL COMPLIANCE INSPECTOR II	Hourly	35.23	36.99	38.84	40.78	42.82	44.96
	33 Monthly	6,106.29	6,411.60	6,732.18	7,068.79	7,422.23	7,793.34
	Yearly	73,275.42	76,939.19	80,786.15	84,825.46	89,066.73	93,520.07
EQUIPMENT MECHANIC	Hourly	30.38	31.90	33.49	35.17	36.92	38.77
	27 Monthly	5,265.43	5,528.70	5,805.14	6,095.39	6,400.16	6,720.17
	Yearly	63,185.17	66,344.42	69,661.65	73,144.73	76,801.96	80,642.06
FACILITIES COORDINATOR	Hourly	31.14	32.69	34.33	36.04	37.85	39.74
	28 Monthly	5,397.07	5,666.92	5,950.27	6,247.78	6,560.17	6,888.18
	Yearly	64,764.80	68,003.04	71,403.19	74,973.35	78,722.01	82,658.11
FACILITIES TECHNICIAN	Hourly	28.21	29.62	31.10	32.65	34.29	36.00
	24 Monthly	4,889.48	5,133.95	5,390.65	5,660.18	5,943.19	6,240.35
	Yearly	58,673.71	61,607.39	64,687.76	67,922.15	71,318.26	74,884.17
FORENSIC TECHNICIAN	Hourly	37.01	38.86	40.81	42.85	44.99	47.24
	35 Monthly	6,415.42	6,736.19	7,073.00	7,426.65	7,797.98	8,187.88
	Yearly	76,984.99	80,834.24	84,875.95	89,119.75	93,575.74	98,254.52
GIS TECHNICIAN	Hourly	31.92	33.51	35.19	36.95	38.79	40.73
	29 Monthly	5,531.99	5,808.59	6,099.02	6,403.97	6,724.17	7,060.38
	Yearly	66,383.92	69,703.11	73,188.27	76,847.68	80,690.06	84,724.57
HOMELESS SERVICES COORDINATOR	Hourly	40.85	42.90	45.04	47.29	49.66	52.14
	39 Monthly	7,081.42	7,435.49	7,807.26	8,197.63	8,607.51	9,037.88
	Yearly	84,977.02	89,225.88	93,687.17	98,371.53	103,290.10	108,454.61

Job Description	Grade	STEP					
		1	2	3	4	5	6
HUMAN RESOURCES TECHNICIAN	Hourly	31.14	32.69	34.33	36.04	37.85	39.74
	28 Monthly	5,397.07	5,666.92	5,950.27	6,247.78	6,560.17	6,888.18
	Yearly	64,764.80	68,003.04	71,403.19	74,973.35	78,722.01	82,658.11
INFORMATION TECH.SPECIALIST	Hourly	35.23	36.99	38.84	40.78	42.82	44.96
	33 Monthly	6,106.29	6,411.60	6,732.18	7,068.79	7,422.23	7,793.34
	Yearly	73,275.42	76,939.19	80,786.15	84,825.46	89,066.73	93,520.07
LEAD EQUIPMENT MECHANIC	Hourly	35.23	36.99	38.84	40.78	42.82	44.96
	33 Monthly	6,106.29	6,411.60	6,732.18	7,068.79	7,422.23	7,793.34
	Yearly	73,275.42	76,939.19	80,786.15	84,825.46	89,066.73	93,520.07
LEAD UTILITY SYSTEM WORKER (SEWER)	Hourly	34.37	36.09	37.89	39.79	41.78	43.86
	32 Monthly	5,957.35	6,255.22	6,567.98	6,896.38	7,241.20	7,603.26
	Yearly	71,488.22	75,062.63	78,815.76	82,756.55	86,894.37	91,239.09
LEAD UTILITY SYSTEM WORKER (WATER)	Hourly	34.37	36.09	37.89	39.79	41.78	43.86
	32 Monthly	5,957.35	6,255.22	6,567.98	6,896.38	7,241.20	7,603.26
	Yearly	71,488.22	75,062.63	78,815.76	82,756.55	86,894.37	91,239.09
LEAD WATER METER TECHNICIAN	Hourly	33.53	35.21	36.97	38.82	40.76	42.80
	31 Monthly	5,812.05	6,102.65	6,407.79	6,728.17	7,064.58	7,417.81
	Yearly	69,744.60	73,231.83	76,893.42	80,738.09	84,775.00	89,013.75
LEAD TREATMENT OPERATOR	Hourly	40.85	42.90	45.04	47.29	49.66	52.14
	39 Monthly	7,081.42	7,435.49	7,807.26	8,197.63	8,607.51	9,037.88
	Yearly	84,977.02	89,225.88	93,687.17	98,371.53	103,290.10	108,454.61
MAINTENANCE COORDINATOR	Hourly	28.91	30.36	31.88	33.47	35.14	36.90
	25 Monthly	5,011.71	5,262.30	5,525.41	5,801.68	6,091.77	6,396.36
	Yearly	60,140.55	63,147.58	66,304.96	69,620.21	73,101.22	76,756.28
MAINTENANCE WORKER I	Hourly	22.59	23.72	24.90	26.15	27.46	28.83
	15 Monthly	3,915.14	4,110.90	4,316.44	4,532.27	4,758.88	4,996.82
	Yearly	46,981.70	49,330.79	51,797.33	54,387.19	57,106.55	59,961.88
MAINTENANCE WORKER II	Hourly	24.93	26.18	27.49	28.86	30.31	31.82
	19 Monthly	4,321.58	4,537.66	4,764.55	5,002.77	5,252.91	5,515.56
	Yearly	51,859.01	54,451.96	57,174.56	60,033.28	63,034.95	66,186.70

Job Description	Grade	STEP						
		1	2	3	4	5	6	
OFFICE ASSISTANT	14	Hourly	22.04	23.14	24.30	25.51	26.79	28.12
		Monthly	3,819.65	4,010.63	4,211.16	4,421.72	4,642.81	4,874.95
		Yearly	45,835.81	48,127.60	50,533.98	53,060.68	55,713.71	58,499.40
PARKING CONTROL AIDE	16	Hourly	23.15	24.31	25.53	26.80	28.14	29.55
		Monthly	4,013.02	4,213.67	4,424.36	4,645.57	4,877.85	5,121.74
		Yearly	48,156.24	50,564.06	53,092.26	55,746.87	58,534.22	61,460.93
PAYROLL TECHNICIAN	28	Hourly	31.14	32.69	34.33	36.04	37.85	39.74
		Monthly	5,397.07	5,666.92	5,950.27	6,247.78	6,560.17	6,888.18
		Yearly	64,764.80	68,003.04	71,403.19	74,973.35	78,722.01	82,658.11
POLICE DISPATCHER I	25	Hourly	28.91	30.36	31.88	33.47	35.14	36.90
		Monthly	5,011.71	5,262.30	5,525.41	5,801.68	6,091.77	6,396.36
		Yearly	60,140.55	63,147.58	66,304.96	69,620.21	73,101.22	76,756.28
POLICE DISPATCHER II	29	Hourly	31.92	33.51	35.19	36.95	38.79	40.73
		Monthly	5,531.99	5,808.59	6,099.02	6,403.97	6,724.17	7,060.38
		Yearly	66,383.92	69,703.11	73,188.27	76,847.68	80,690.06	84,724.57
POLICE RECORDS TECHNICIAN I	14	Hourly	22.04	23.14	24.30	25.51	26.79	28.12
		Monthly	3,819.65	4,010.63	4,211.16	4,421.72	4,642.81	4,874.95
		Yearly	45,835.81	48,127.60	50,533.98	53,060.68	55,713.71	58,499.40
POLICE RECORDS TECHNICIAN II	18	Hourly	24.32	25.54	26.82	28.16	29.57	31.04
		Monthly	4,216.18	4,426.99	4,648.34	4,880.75	5,124.79	5,381.03
		Yearly	50,594.15	53,123.86	55,780.06	58,569.06	61,497.51	64,572.39
POLICE SERVICE TECHNICIAN	23	Hourly	27.52	28.90	30.34	31.86	33.45	35.12
		Monthly	4,770.22	5,008.73	5,259.17	5,522.13	5,798.23	6,088.14
		Yearly	57,242.64	60,104.77	63,110.01	66,265.51	69,578.79	73,057.73
PUBLIC WORKS INSPECTOR I	32	Hourly	34.37	36.09	37.89	39.79	41.78	43.86
		Monthly	5,957.35	6,255.22	6,567.98	6,896.38	7,241.20	7,603.26
		Yearly	71,488.22	75,062.63	78,815.76	82,756.55	86,894.37	91,239.09
PUBLIC WORKS INSPECTOR II	36	Hourly	37.94	39.83	41.83	43.92	46.11	48.42
		Monthly	6,575.80	6,904.59	7,249.82	7,612.31	7,992.93	8,392.57
		Yearly	78,909.61	82,855.10	86,997.85	91,347.74	95,915.13	100,710.89

Job Description	Grade	STEP					
		1	2	3	4	5	6
RECREATION COORDINATOR	Hourly	29.64	31.12	32.67	34.31	36.02	37.82
	26 Monthly	5,137.01	5,393.86	5,663.55	5,946.73	6,244.06	6,556.27
	Yearly	61,644.06	64,726.27	67,962.58	71,360.71	74,928.75	78,675.18
SENIOR ACCOUNTANT	Hourly	42.92	45.07	47.32	49.69	52.17	54.78
	41 Monthly	7,439.92	7,811.91	8,202.51	8,612.63	9,043.26	9,495.43
	Yearly	89,278.99	93,742.94	98,430.08	103,351.59	108,519.17	113,945.12
SENIOR ACCOUNTING TECHNICIAN	Hourly	29.64	31.12	32.67	34.31	36.02	37.82
	26 Monthly	5,137.01	5,393.86	5,663.55	5,946.73	6,244.06	6,556.27
	Yearly	61,644.06	64,726.27	67,962.58	71,360.71	74,928.75	78,675.18
SENIOR ADMINISTRATIVE ASSISTANT	Hourly	29.64	31.12	32.67	34.31	36.02	37.82
	26 Monthly	5,137.01	5,393.86	5,663.55	5,946.73	6,244.06	6,556.27
	Yearly	61,644.06	64,726.27	67,962.58	71,360.71	74,928.75	78,675.18
SENIOR BUILDING INSPECTOR	Hourly	42.92	45.07	47.32	49.69	52.17	54.78
	41 Monthly	7,439.92	7,811.91	8,202.51	8,612.63	9,043.26	9,495.43
	Yearly	89,278.99	93,742.94	98,430.08	103,351.59	108,519.17	113,945.12
SENIOR CUSTOMER SERVICE SPECIALIST	Hourly	27.52	28.90	30.34	31.86	33.45	35.12
	23 Monthly	4,770.22	5,008.73	5,259.17	5,522.13	5,798.23	6,088.14
	Yearly	57,242.64	60,104.77	63,110.01	66,265.51	69,578.79	73,057.73
SENIOR POLICE RECORDS TECHNICIAN	Hourly	28.21	29.62	31.10	32.65	34.29	36.00
	24 Monthly	4,889.48	5,133.95	5,390.65	5,660.18	5,943.19	6,240.35
	Yearly	58,673.71	61,607.39	64,687.76	67,922.15	71,318.26	74,884.17
UTILITY WORKER I-SEWER	Hourly	26.85	28.19	29.60	31.08	32.64	34.27
	22 Monthly	4,653.87	4,886.57	5,130.90	5,387.44	5,656.81	5,939.65
	Yearly	55,846.48	58,638.80	61,570.74	64,649.28	67,881.75	71,275.83
UTILITY WORKER I-WATER	Hourly	26.85	28.19	29.60	31.08	32.64	34.27
	22 Monthly	4,653.87	4,886.57	5,130.90	5,387.44	5,656.81	5,939.65
	Yearly	55,846.48	58,638.80	61,570.74	64,649.28	67,881.75	71,275.83
UTILITY WORKER II-SEWER	Hourly	29.64	31.12	32.67	34.31	36.02	37.82
	26 Monthly	5,137.01	5,393.86	5,663.55	5,946.73	6,244.06	6,556.27
	Yearly	61,644.06	64,726.27	67,962.58	71,360.71	74,928.75	78,675.18

Job Description	Grade	STEP						
		1	2	3	4	5	6	
UTILITY WORKER II- WATER	26	Hourly	29.64	31.12	32.67	34.31	36.02	37.82
	Monthly	5,137.01	5,393.86	5,663.55	5,946.73	6,244.06	6,556.27	
	Yearly	61,644.06	64,726.27	67,962.58	71,360.71	74,928.75	78,675.18	
UTILITY WORKER TRAINEE- SEWER	20	Hourly	25.56	26.83	28.17	29.58	31.06	32.62
	Monthly	4,429.62	4,651.10	4,883.66	5,127.84	5,384.24	5,653.45	
	Yearly	53,155.48	55,813.26	58,603.92	61,534.12	64,610.82	67,841.36	
UTILITY WORKER TRAINEE- WATER	20	Hourly	25.56	26.83	28.17	29.58	31.06	32.62
	Monthly	4,429.62	4,651.10	4,883.66	5,127.84	5,384.24	5,653.45	
	Yearly	53,155.48	55,813.26	58,603.92	61,534.12	64,610.82	67,841.36	
WAREHOUSE AND INVENTORY TECHNICIAN	19	Hourly	24.93	26.18	27.49	28.86	30.31	31.82
	Monthly	4,321.58	4,537.66	4,764.55	5,002.77	5,252.91	5,515.56	
	Yearly	51,859.01	54,451.96	57,174.56	60,033.28	63,034.95	66,186.70	
WATER METER TECHNICIAN	25	Hourly	28.91	30.36	31.88	33.47	35.14	36.90
	Monthly	5,011.71	5,262.30	5,525.41	5,801.68	6,091.77	6,396.36	
	Yearly	60,140.55	63,147.58	66,304.96	69,620.21	73,101.22	76,756.28	
WATER TREATMENT OPERATOR I	29	Hourly	31.92	33.51	35.19	36.95	38.79	40.73
	Monthly	5,531.99	5,808.59	6,099.02	6,403.97	6,724.17	7,060.38	
	Yearly	66,383.92	69,703.11	73,188.27	76,847.68	80,690.06	84,724.57	
WATER TREATMENT OPERATOR II	33	Hourly	35.23	36.99	38.84	40.78	42.82	44.96
	Monthly	6,106.29	6,411.60	6,732.18	7,068.79	7,422.23	7,793.34	
	Yearly	73,275.42	76,939.19	80,786.15	84,825.46	89,066.73	93,520.07	

City of Upland
UCEA Salary Schedule
Hired Before 6/25/23

Job Description	Grade		STEP												
			1	2	3	4	5	6	7	8	9	10	11	12	13
ACCOUNTING TECHNICIAN	35	Hourly	23.56	24.15	24.75	25.37	26.01	26.66	27.32	28.01	28.71	29.43	30.16	30.91	31.69
		Monthly	4,084.02	4,186.12	4,290.78	4,398.05	4,508.00	4,620.70	4,736.21	4,854.62	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56
		Yearly	49,008.27	50,233.47	51,489.32	52,776.55	54,095.97	55,448.36	56,834.57	58,255.46	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74
BUSINESS LICENSE INSPECTOR	38	Hourly	25.37	26.01	26.66	27.32	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12
		Monthly	4,398.05	4,508.00	4,620.70	4,736.21	4,854.62	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89
		Yearly	52,776.55	54,095.97	55,448.36	56,834.57	58,255.46	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67
FACILITIES COORDINATOR	40	Hourly	26.66	27.32	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85
		Monthly	4,620.70	4,736.21	4,854.62	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33
		Yearly	55,448.36	56,834.57	58,255.46	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96
LEAD UTILITY WORKER WATER	43	Hourly	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61
		Monthly	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16
		Yearly	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88
SENIOR ACCOUNTING TECHNICIAN	40	Hourly	26.66	27.32	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85
		Monthly	4,620.70	4,736.21	4,854.62	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33
		Yearly	55,448.36	56,834.57	58,255.46	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	26.66	27.32	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85
		Monthly	4,620.70	4,736.21	4,854.62	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33
		Yearly	55,448.36	56,834.57	58,255.46	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96

City of Upland
UCEA Salary Schedule
Effective 06/22/2025
Hired Before 6/25/23

Job Description	Grade		STEP												
			1	2	3	4	5	6	7	8	9	10	11	12	13
ACCOUNTING TECHNICIAN	35	Hourly	24.03	24.63	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32
		Monthly	4,165.70	4,269.84	4,376.59	4,486.01	4,598.16	4,713.11	4,830.94	4,951.71	5,075.51	5,202.40	5,332.46	5,465.77	5,602.41
		Yearly	49,988.44	51,238.14	52,519.11	53,832.08	55,177.89	56,557.33	57,971.26	59,420.57	60,906.08	62,428.74	63,989.47	65,589.21	67,228.95
BUSINESS LICENSE INSPECTOR	38	Hourly	25.88	26.53	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81
		Monthly	4,486.01	4,598.16	4,713.11	4,830.94	4,951.71	5,075.51	5,202.40	5,332.46	5,465.77	5,602.41	5,742.47	5,886.04	6,033.19
		Yearly	53,832.08	55,177.89	56,557.33	57,971.26	59,420.57	60,906.08	62,428.74	63,989.47	65,589.21	67,228.95	68,909.68	70,632.43	72,398.24

		STEP													
Job Description	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	
FACILITIES COORDINATOR	40	Hourly	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57
	Monthly	4,713.11	4,830.94	4,951.71	5,075.51	5,202.40	5,332.46	5,465.77	5,602.41	5,742.47	5,886.04	6,033.19	6,184.02	6,338.62	
	Yearly	56,557.33	57,971.26	59,420.57	60,906.08	62,428.74	63,989.47	65,589.21	67,228.95	68,909.68	70,632.43	72,398.24	74,208.20	76,063.40	
LEAD UTILITY WORKER WATER	43	Hourly	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42	39.38
	Monthly	5,075.51	5,202.40	5,332.46	5,465.77	5,602.41	5,742.47	5,886.04	6,033.19	6,184.02	6,338.62	6,497.08	6,659.51	6,826.00	
	Yearly	60,906.08	62,428.74	63,989.47	65,589.21	67,228.95	68,909.68	70,632.43	72,398.24	74,208.20	76,063.40	77,965.00	79,914.13	81,912.00	
SENIOR ACCOUNTING TECHNICIAN	40	Hourly	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57
	Monthly	4,713.11	4,830.94	4,951.71	5,075.51	5,202.40	5,332.46	5,465.77	5,602.41	5,742.47	5,886.04	6,033.19	6,184.02	6,338.62	
	Yearly	56,557.33	57,971.26	59,420.57	60,906.08	62,428.74	63,989.47	65,589.21	67,228.95	68,909.68	70,632.43	72,398.24	74,208.20	76,063.40	
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57
	Monthly	4,713.11	4,830.94	4,951.71	5,075.51	5,202.40	5,332.46	5,465.77	5,602.41	5,742.47	5,886.04	6,033.19	6,184.02	6,338.62	
	Yearly	56,557.33	57,971.26	59,420.57	60,906.08	62,428.74	63,989.47	65,589.21	67,228.95	68,909.68	70,632.43	72,398.24	74,208.20	76,063.40	

City of Upland
UCEA Salary Schedule
Effective 12/7/2025
Hired Before 6/25/23

		STEP													
Job Description	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	
ACCOUNTING TECHNICIAN	35	Hourly	24.51	25.13	25.75	26.40	27.06	27.73	28.43	29.14	29.87	30.61	31.38	32.16	32.97
	Monthly	4,249.02	4,355.24	4,464.12	4,575.73	4,690.12	4,807.37	4,927.56	5,050.75	5,177.02	5,306.44	5,439.10	5,575.08	5,714.46	
	Yearly	50,988.20	52,262.90	53,569.49	54,908.72	56,281.45	57,688.47	59,130.69	60,608.98	62,124.20	63,677.32	65,269.25	66,901.00	68,573.53	
BUSINESS LICENSE INSPECTOR	38	Hourly	26.40	27.06	27.73	28.43	29.14	29.87	30.61	31.38	32.16	32.97	33.79	34.64	35.50
	Monthly	4,575.73	4,690.12	4,807.37	4,927.56	5,050.75	5,177.02	5,306.44	5,439.10	5,575.08	5,714.46	5,857.32	6,003.76	6,153.85	
	Yearly	54,908.72	56,281.45	57,688.47	59,130.69	60,608.98	62,124.20	63,677.32	65,269.25	66,901.00	68,573.53	70,287.87	72,045.08	73,846.21	
FACILITIES COORDINATOR	40	Hourly	27.73	28.43	29.14	29.87	30.61	31.38	32.16	32.97	33.79	34.64	35.50	36.39	37.30
	Monthly	4,807.37	4,927.56	5,050.75	5,177.02	5,306.44	5,439.10	5,575.08	5,714.46	5,857.32	6,003.76	6,153.85	6,307.70	6,465.39	
	Yearly	57,688.47	59,130.69	60,608.98	62,124.20	63,677.32	65,269.25	66,901.00	68,573.53	70,287.87	72,045.08	73,846.21	75,692.37	77,584.67	
LEAD UTILITY WORKER WATER	43	Hourly	29.87	30.61	31.38	32.16	32.97	33.79	34.64	35.50	36.39	37.30	38.23	39.19	40.17
	Monthly	5,177.02	5,306.44	5,439.10	5,575.08	5,714.46	5,857.32	6,003.76	6,153.85	6,307.70	6,465.39	6,627.02	6,792.70	6,962.52	
	Yearly	62,124.20	63,677.32	65,269.25	66,901.00	68,573.53	70,287.87	72,045.08	73,846.21	75,692.37	77,584.67	79,524.30	81,512.42	83,550.24	
SENIOR ACCOUNTING TECHNICIAN	40	Hourly	27.73	28.43	29.14	29.87	30.61	31.38	32.16	32.97	33.79	34.64	35.50	36.39	37.30
	Monthly	4,807.37	4,927.56	5,050.75	5,177.02	5,306.44	5,439.10	5,575.08	5,714.46	5,857.32	6,003.76	6,153.85	6,307.70	6,465.39	
	Yearly	57,688.47	59,130.69	60,608.98	62,124.20	63,677.32	65,269.25	66,901.00	68,573.53	70,287.87	72,045.08	73,846.21	75,692.37	77,584.67	

Job Description	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	27.73	28.43	29.14	29.87	30.61	31.38	32.16	32.97	33.79	34.64	35.50	36.39	37.30
		Monthly	4,807.37	4,927.56	5,050.75	5,177.02	5,306.44	5,439.10	5,575.08	5,714.46	5,857.32	6,003.76	6,153.85	6,307.70	6,465.39
		Yearly	57,688.47	59,130.69	60,608.98	62,124.20	63,677.32	65,269.25	66,901.00	68,573.53	70,287.87	72,045.08	73,846.21	75,692.37	77,584.67

City of Upland
UCEA Salary Schedule
Effective 06/21/2026
Hired Before 6/25/23

		STEP													
Job Description	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	
ACCOUNTING TECHNICIAN	35	Hourly	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96
		Monthly	4,376.49	4,485.90	4,598.05	4,713.00	4,830.82	4,951.59	5,075.38	5,202.27	5,332.33	5,465.64	5,602.28	5,742.34	5,885.89
		Yearly	52,517.85	53,830.79	55,176.57	56,555.98	57,969.89	59,419.13	60,904.61	62,427.25	63,987.92	65,587.64	67,227.33	68,908.03	70,630.74
BUSINESS LICENSE INSPECTOR	38	Hourly	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57
		Monthly	4,713.00	4,830.82	4,951.59	5,075.38	5,202.27	5,332.33	5,465.64	5,602.28	5,742.34	5,885.89	6,033.04	6,183.87	6,338.47
		Yearly	56,555.98	57,969.89	59,419.13	60,904.61	62,427.25	63,987.92	65,587.64	67,227.33	68,908.03	70,630.74	72,396.51	74,206.43	76,061.59
FACILITIES COORDINATOR	40	Hourly	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42
		Monthly	4,951.59	5,075.38	5,202.27	5,332.33	5,465.64	5,602.28	5,742.34	5,885.89	6,033.04	6,183.87	6,338.47	6,496.93	6,659.35
		Yearly	59,419.13	60,904.61	62,427.25	63,987.92	65,587.64	67,227.33	68,908.03	70,630.74	72,396.51	74,206.43	76,061.59	77,963.14	79,912.21
LEAD UTILITY WORKER WATER	43	Hourly	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42	39.38	40.36	41.37
		Monthly	5,332.33	5,465.64	5,602.28	5,742.34	5,885.89	6,033.04	6,183.87	6,338.47	6,496.93	6,659.35	6,825.84	6,996.48	7,171.40
		Yearly	63,987.92	65,587.64	67,227.33	68,908.03	70,630.74	72,396.51	74,206.43	76,061.59	77,963.14	79,912.21	81,910.02	83,957.79	86,056.74
SENIOR ACCOUNTING TECHNICIAN	40	Hourly	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42
		Monthly	4,951.59	5,075.38	5,202.27	5,332.33	5,465.64	5,602.28	5,742.34	5,885.89	6,033.04	6,183.87	6,338.47	6,496.93	6,659.35
		Yearly	59,419.13	60,904.61	62,427.25	63,987.92	65,587.64	67,227.33	68,908.03	70,630.74	72,396.51	74,206.43	76,061.59	77,963.14	79,912.21
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42
		Monthly	4,951.59	5,075.38	5,202.27	5,332.33	5,465.64	5,602.28	5,742.34	5,885.89	6,033.04	6,183.87	6,338.47	6,496.93	6,659.35
		Yearly	59,419.13	60,904.61	62,427.25	63,987.92	65,587.64	67,227.33	68,908.03	70,630.74	72,396.51	74,206.43	76,061.59	77,963.14	79,912.21

City of Upland
UCEA Salary Schedule
Effective 06/20/2027
Hired Before 6/25/23

Job Description	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	
ACCOUNTING TECHNICIAN	35	Hourly	26.01	26.66	27.32	28.01	28.71	29.42	30.16	30.91	31.69	32.48	33.29	34.12	34.98
		Monthly	4,507.78	4,620.48	4,735.99	4,854.39	4,975.75	5,100.14	5,227.65	5,358.34	5,492.30	5,629.61	5,770.35	5,914.61	6,062.47
		Yearly	54,093.39	55,445.71	56,831.87	58,252.66	59,708.99	61,201.70	62,731.75	64,300.07	65,907.56	67,555.27	69,244.15	70,975.27	72,749.66

Job Description	Grade	STEP													
		1	2	3	4	5	6	7	8	9	10	11	12	13	
BUSINESS LICENSE INSPECTOR	38	Hourly	28.01	28.71	29.42	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67
		Monthly	4,854.39	4,975.75	5,100.14	5,227.65	5,358.34	5,492.30	5,629.61	5,770.35	5,914.61	6,062.47	6,214.03	6,369.39	6,528.62
		Yearly	58,252.66	59,708.99	61,201.70	62,731.75	64,300.07	65,907.56	67,555.27	69,244.15	70,975.27	72,749.66	74,568.41	76,432.62	78,343.44
FACILITIES COORDINATOR	40	Hourly	29.42	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57
		Monthly	5,100.14	5,227.65	5,358.34	5,492.30	5,629.61	5,770.35	5,914.61	6,062.47	6,214.03	6,369.39	6,528.62	6,691.84	6,859.13
		Yearly	61,201.70	62,731.75	64,300.07	65,907.56	67,555.27	69,244.15	70,975.27	72,749.66	74,568.41	76,432.62	78,343.44	80,302.03	82,309.57
LEAD UTILITY WORKER WATER	43	Hourly	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57	40.56	41.58	42.61
		Monthly	5,492.30	5,629.61	5,770.35	5,914.61	6,062.47	6,214.03	6,369.39	6,528.62	6,691.84	6,859.13	7,030.61	7,206.38	7,386.54
		Yearly	65,907.56	67,555.27	69,244.15	70,975.27	72,749.66	74,568.41	76,432.62	78,343.44	80,302.03	82,309.57	84,367.32	86,476.52	88,638.45
SENIOR ACCOUNTING TECHNICIAN	40	Hourly	29.42	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57
		Monthly	5,100.14	5,227.65	5,358.34	5,492.30	5,629.61	5,770.35	5,914.61	6,062.47	6,214.03	6,369.39	6,528.62	6,691.84	6,859.13
		Yearly	61,201.70	62,731.75	64,300.07	65,907.56	67,555.27	69,244.15	70,975.27	72,749.66	74,568.41	76,432.62	78,343.44	80,302.03	82,309.57
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	29.42	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57
		Monthly	5,100.14	5,227.65	5,358.34	5,492.30	5,629.61	5,770.35	5,914.61	6,062.47	6,214.03	6,369.39	6,528.62	6,691.84	6,859.13
		Yearly	61,201.70	62,731.75	64,300.07	65,907.56	67,555.27	69,244.15	70,975.27	72,749.66	74,568.41	76,432.62	78,343.44	80,302.03	82,309.57