

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

Job Description	Grade		STEP					
			1	2	3	4	5	6
ASSISTANT CITY MANAGER	79	Hourly	95.53	100.30	105.32	110.58	116.11	121.92
		Monthly	16,557.69	17,385.57	18,254.85	19,167.60	20,125.98	21,132.27
		Yearly	198,692.28	208,626.90	219,058.24	230,011.15	241,511.71	253,587.30
CHIEF OF POLICE	83	Hourly	105.44	110.71	116.25	122.06	128.17	134.57
		Monthly	18,276.59	19,190.42	20,149.94	21,157.44	22,215.31	23,326.08
		Yearly	219,319.10	230,285.06	241,799.31	253,889.28	266,583.74	279,912.93
CITY MANAGER	88	Hourly	119.30	125.26	131.53	138.10	145.01	152.26
		Monthly	20,678.29	21,712.20	22,797.81	23,937.70	25,134.59	26,391.32
		Yearly	248,139.43	260,546.41	273,573.73	287,252.41	301,615.03	316,695.78
DEVELOPMENT SERVICES DIRECTOR	72	Hourly	80.36	84.38	88.60	93.03	97.68	102.56
		Monthly	13,929.41	14,625.88	15,357.17	16,125.03	16,931.28	17,777.85
		Yearly	167,152.91	175,510.55	184,286.08	193,500.39	203,175.41	213,334.18
PUBLIC WORKS DIRECTOR	71	Hourly	78.40	82.32	86.44	90.76	95.30	100.06
		Monthly	13,589.67	14,269.15	14,982.61	15,731.74	16,518.33	17,344.24
		Yearly	163,076.01	171,229.81	179,791.30	188,780.87	198,219.91	208,130.90

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ASSISTANT CITY MANAGER	79	Hourly	99.35	104.31	109.53	115.01	120.76	126.79
		Monthly	17,220.00	18,081.00	18,985.05	19,934.30	20,931.01	21,977.57
		Yearly	206,639.97	216,971.97	227,820.57	239,211.60	251,172.18	263,730.79
CHIEF OF POLICE	83	Hourly	109.66	115.14	120.90	126.94	133.29	139.96
		Monthly	19,007.66	19,958.04	20,955.94	22,003.74	23,103.92	24,259.12
		Yearly	228,091.87	239,496.46	251,471.28	264,044.85	277,247.09	291,109.44
CITY MANAGER	88	Hourly	124.07	130.27	136.79	143.63	150.81	158.35
		Monthly	21,505.42	22,580.69	23,709.72	24,895.21	26,139.97	27,446.97
		Yearly	258,065.01	270,968.26	284,516.67	298,742.51	313,679.63	329,363.62
DEVELOPMENT SERVICES DIRECTOR	72	Hourly	83.58	87.76	92.14	96.75	101.59	106.67
		Monthly	14,486.59	15,210.91	15,971.46	16,770.03	17,608.54	18,488.96
		Yearly	173,839.03	182,530.98	191,657.53	201,240.40	211,302.42	221,867.54
PUBLIC WORKS DIRECTOR	71	Hourly	81.54	85.61	89.90	94.39	99.11	104.07
		Monthly	14,133.25	14,839.92	15,581.91	16,361.01	17,179.06	18,038.01
		Yearly	169,599.05	178,079.00	186,982.95	196,332.10	206,148.70	216,456.14

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ASSISTANT CITY MANAGER	79	Hourly	102.33	107.44	112.81	118.46	124.38	130.60
		Monthly	17,736.60	18,623.43	19,554.60	20,532.33	21,558.95	22,636.89
		Yearly	212,839.17	223,481.13	234,655.19	246,387.95	258,707.34	271,642.71
CHIEF OF POLICE	83	Hourly	112.95	118.60	124.53	130.75	137.29	144.16
		Monthly	19,577.89	20,556.78	21,584.62	22,663.85	23,797.04	24,986.89
		Yearly	234,934.62	246,681.35	259,015.42	271,966.19	285,564.50	299,842.73
CITY MANAGER	88	Hourly	127.79	134.18	140.89	147.93	155.33	163.10
		Monthly	22,150.58	23,258.11	24,421.01	25,642.07	26,924.17	28,270.38
		Yearly	265,806.96	279,097.31	293,052.17	307,704.78	323,090.02	339,244.52
DEVELOPMENT SERVICES DIRECTOR	72	Hourly	86.08	90.39	94.91	99.65	104.64	109.87
		Monthly	14,921.18	15,667.24	16,450.60	17,273.13	18,136.79	19,043.63
		Yearly	179,054.20	188,006.91	197,407.25	207,277.61	217,641.49	228,523.57
PUBLIC WORKS DIRECTOR	71	Hourly	83.98	88.18	92.59	97.22	102.08	107.19
		Monthly	14,557.25	15,285.11	16,049.37	16,851.84	17,694.43	18,579.15
		Yearly	174,687.02	183,421.37	192,592.44	202,222.06	212,333.17	222,949.82