

City of Upland
 UCEA Salary Schedule
 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	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

		STEP													
Job Description	Grade	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

Job Description	Grade	STEP													
		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

Job Description	Grade	STEP													
		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

			STEP												
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

			STEP												
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