

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
BUDGET SPECIALIST	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 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	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
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
CRIME PREVENTION-COMMUNITY OUTREACH SPECIALIST	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
CROSS CONNECTION CONTROL TECHNICIAN	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
CUSTODIAN	13	Hourly	18.72	19.66	20.64	21.67	22.76	23.89
		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	13	Hourly	18.72	19.66	20.64	21.67	22.76	23.89
		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	17	Hourly	20.67	21.70	22.78	23.92	25.12	26.37
		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	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
DEVELOPMENT SERVICES TECHNICIAN I	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
DEVELOPMENT SERVICES TECHNICIAN II	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
ENGINEERING TECHNICIAN	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
ENVIRONMENTAL COMPLIANCE INSPECTOR 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
ENVIRONMENTAL COMPLIANCE INSPECTOR 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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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
PARK RANGER	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
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 CIVILIAN INVESTIGATOR	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
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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
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 3/12/2024**

Job Description	Grade	STEP						
		1	2	3	4	5	6	
BACKGROUND INVESTIGATOR	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
DEVELOPMENT SERVICES SPECIALIST	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
PROPERTY AND EVIDENCE CLERK	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

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
BACKGROUND INVESTIGATOR	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
BUDGET SPECIALIST	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 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	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
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
CRIME PREVENTION-COMMUNITY OUTREACH SPECIALIST	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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 SPECIALIST	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
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
DEVELOPMENT SERVICES TECHNICIAN II	27	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	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
ENVIRONMENTAL COMPLIANCE INSPECTOR 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
ENVIRONMENTAL COMPLIANCE INSPECTOR 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
EQUIPMENT MECHANIC	27	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	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
FACILITIES TECHNICIAN	24	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
FORENSIC TECHNICIAN	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
GIS TECHNICIAN	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
HOMELESS SERVICES COORDINATOR	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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
PARK RANGER	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
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 CIVILIAN INVESTIGATOR	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
PROPERTY AND EVIDENCE CLERK	24	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
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
RECREATION COORDINATOR	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
SENIOR ACCOUNTANT	41	Hourly	38.13	40.03	42.03	44.13	46.34	48.66
		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	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
SENIOR ADMINISTRATIVE ASSISTANT	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
SENIOR BUILDING INSPECTOR	41	Hourly	38.13	40.03	42.03	44.13	46.34	48.66
		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	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
SENIOR POLICE RECORDS TECHNICIAN	24	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
UTILITY WORKER I- SEWER	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
UTILITY WORKER I- WATER	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
UTILITY WORKER II-SEWER	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 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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
BACKGROUND INVESTIGATOR	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
BUDGET SPECIALIST	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 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	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
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
CRIME PREVENTION-COMMUNITY OUTREACH SPECIALIST	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
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	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
CUSTOMER SERVICE SPECIALIST II	17	Hourly	21.50	22.57	23.70	24.89	26.13	27.44
		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	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
DEVELOPMENT SERVICES SPECIALIST	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
DEVELOPMENT SERVICES TECHNICIAN I	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
DEVELOPMENT SERVICES TECHNICIAN II	27	Hourly	27.52	28.90	30.34	31.86	33.45	35.13
		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	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
ENVIRONMENTAL COMPLIANCE INSPECTOR I	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
ENVIRONMENTAL COMPLIANCE INSPECTOR 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
EQUIPMENT MECHANIC	27	Hourly	27.52	28.90	30.34	31.86	33.45	35.13
		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

Job Description	Grade		STEP					
			1	2	3	4	5	6
FACILITIES COORDINATOR	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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
PARK RANGER	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
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 CIVILIAN INVESTIGATOR	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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
PROPERTY AND EVIDENCE CLERK	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
SENIOR POLICE RECORDS 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
UTILITY WORKER I- SEWER	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
UTILITY WORKER I- WATER	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
UTILITY WORKER II-SEWER	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
UTILITY WORKER II-WATER	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
UTILITY WORKER TRAINEE- SEWER	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
UTILITY WORKER TRAINEE- WATER	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
WAREHOUSE AND INVENTORY TECHNICIAN	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
WATER METER TECHNICIAN	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
WATER TREATMENT OPERATOR I	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
BACKGROUND INVESTIGATOR	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
BUDGET SPECIALIST	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 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
BUSINESS LICENSE INSPECTOR	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
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
CRIME PREVENTION-COMMUNITY OUTREACH SPECIALIST	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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 SPECIALIST	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
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
ENVIRONMENTAL COMPLIANCE INSPECTOR I	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
ENVIRONMENTAL COMPLIANCE INSPECTOR II	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
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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
PARK RANGER	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
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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE CIVILIAN INVESTIGATOR	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
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
PROPERTY AND EVIDENCE CLERK	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
UTILITY WORKER TRAINEE- WATER	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
WAREHOUSE AND INVENTORY TECHNICIAN	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
WATER METER TECHNICIAN	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
WATER TREATMENT OPERATOR I	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
WATER TREATMENT OPERATOR II	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

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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
ACCOUNTANT 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
ACCOUNTANT 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

Job Description	Grade		STEP					
			1	2	3	4	5	6
ACCOUNTING TECHNICIAN	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
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
BACKGROUND INVESTIGATOR	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
BUDGET SPECIALIST	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 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	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
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
CRIME PREVENTION-COMMUNITY OUTREACH SPECIALIST	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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 SPECIALIST	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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
PARK RANGER	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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 CIVILIAN INVESTIGATOR	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
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
PROPERTY AND EVIDENCE CLERK	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
UTILITY WORKER I- WATER	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
UTILITY WORKER II-SEWER	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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
UTILITY WORKER II-WATER	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
UTILITY WORKER TRAINEE-SEWER	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
UTILITY WORKER TRAINEE-WATER	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
WAREHOUSE AND INVENTORY TECHNICIAN	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
WATER METER TECHNICIAN	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
WATER TREATMENT OPERATOR 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
WATER TREATMENT OPERATOR 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

City of Upland  
UCEA Salary Schedule  
**Effective 06/21/2026**

Job Description	Grade	STEP						
		1	2	3	4	5	6	
ACCOUNTANT I	31	Hourly	32.55	34.18	35.89	37.69	39.57	41.55
		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

Job Description	Grade		STEP					
			1	2	3	4	5	6
ACCOUNTANT II	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
ACCOUNTING TECHNICIAN	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
ADMINISTRATIVE ASSISTANT	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
ANIMAL SERVICES OFFICER	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
BACKGROUND INVESTIGATOR	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
BUDGET SPECIALIST	31	Hourly	32.55	34.18	35.89	37.69	39.57	41.55
		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 I	31	Hourly	32.55	34.18	35.89	37.69	39.57	41.55
		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	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
BUSINESS LICENSE INSPECTOR	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
CODE ENFORCEMENT OFFICER	30	Hourly	31.76	33.35	35.02	36.77	38.60	40.54
		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
CRIME PREVENTION- COMMUNITY OUTREACH SPECIALIST	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
CROSS CONNECTION CONTROL TECHNICIAN	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
CUSTODIAN	13	Hourly	20.87	21.92	23.01	24.16	25.37	26.64
		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	13	Hourly	20.87	21.92	23.01	24.16	25.37	26.64
		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	17	Hourly	23.04	24.19	25.40	26.67	28.00	29.41
		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	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
DEVELOPMENT SERVICES SPECIALIST	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
DEVELOPMENT SERVICES TECHNICIAN I	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
DEVELOPMENT SERVICES TECHNICIAN II	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
ENGINEERING TECHNICIAN	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
ENVIRONMENTAL COMPLIANCE INSPECTOR 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
ENVIRONMENTAL COMPLIANCE INSPECTOR 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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
LEAD UTILITY SYSTEM WORKER (WATER)	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
LEAD WATER METER TECHNICIAN	31	Hourly	32.55	34.18	35.89	37.69	39.57	41.55
		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	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
MAINTENANCE COORDINATOR	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
MAINTENANCE WORKER I	15	Hourly	21.93	23.03	24.18	25.39	26.66	27.99
		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	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
OFFICE ASSISTANT	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
PARK RANGER	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
PARKING CONTROL AIDE	16	Hourly	22.48	23.60	24.78	26.02	27.32	28.69
		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	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
POLICE CIVILIAN INVESTIGATOR	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
POLICE DISPATCHER I	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
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
PROPERTY AND EVIDENCE CLERK	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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
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

Job Description	Grade	STEP					
		1	2	3	4	5	6

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
BACKGROUND INVESTIGATOR	39	Hourly	40.85	42.90	45.04	47.29	49.66	52.14
		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
BUDGET SPECIALIST	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

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	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
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
CRIME PREVENTION-COMMUNITY OUTREACH SPECIALIST	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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 SPECIALIST	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
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
DEVELOPMENT SERVICES TECHNICIAN II	27	Hourly	30.38	31.90	33.49	35.17	36.92	38.77
		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	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
ENVIRONMENTAL COMPLIANCE INSPECTOR 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
ENVIRONMENTAL COMPLIANCE INSPECTOR 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
EQUIPMENT MECHANIC	27	Hourly	30.38	31.90	33.49	35.17	36.92	38.77
		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	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
FACILITIES TECHNICIAN	24	Hourly	28.21	29.62	31.10	32.65	34.29	36.00
		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

Job Description	Grade		STEP					
			1	2	3	4	5	6
FORENSIC TECHNICIAN	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
GIS TECHNICIAN	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
HOMELESS SERVICES COORDINATOR	39	Hourly	40.85	42.90	45.04	47.29	49.66	52.14
		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
HUMAN RESOURCES 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
INFORMATION TECH.SPECIALIST	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
LEAD EQUIPMENT MECHANIC	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
LEAD UTILITY SYSTEM WORKER (SEWER)	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
LEAD UTILITY SYSTEM WORKER (WATER)	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
LEAD WATER METER TECHNICIAN	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
LEAD TREATMENT OPERATOR	39	Hourly	40.85	42.90	45.04	47.29	49.66	52.14
		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
MAINTENANCE COORDINATOR	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
MAINTENANCE WORKER I	15	Hourly	22.59	23.72	24.90	26.15	27.46	28.83
		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	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
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
PARK RANGER	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
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 CIVILIAN INVESTIGATOR	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
PROPERTY AND EVIDENCE CLERK	24	Hourly	28.21	29.62	31.10	32.65	34.29	36.00
		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
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
RECREATION COORDINATOR	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
SENIOR ACCOUNTANT	41	Hourly	42.92	45.07	47.32	49.69	52.17	54.78
		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

Job Description	Grade		STEP					
			1	2	3	4	5	6
SENIOR ACCOUNTING TECHNICIAN	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
SENIOR ADMINISTRATIVE ASSISTANT	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
SENIOR BUILDING INSPECTOR	41	Hourly	42.92	45.07	47.32	49.69	52.17	54.78
		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	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
SENIOR POLICE RECORDS TECHNICIAN	24	Hourly	28.21	29.62	31.10	32.65	34.29	36.00
		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	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
UTILITY WORKER I- WATER	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
UTILITY WORKER II-SEWER	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 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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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