

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

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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
COMMUNICATIONS INFORMATION SPECIALIST	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
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
HOMELESS SERVICES COORDINATOR	48	Hourly	47.15	49.51	51.98	54.58	57.31	60.18
		Monthly	8,172.60	8,581.23	9,010.30	9,460.81	9,933.85	10,430.54
		Yearly	98,071.24	102,974.81	108,123.55	113,529.72	119,206.21	125,166.52
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
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 WATER 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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
PLANS EXAMINER	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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
PRINCIPAL ACCOUNTING 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
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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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 INFORMATION TECHNOLOGY SPECIALIST	37	Hourly	35.93	37.73	39.62	41.60	43.68	45.86
		Monthly	6,228.71	6,540.14	6,867.15	7,210.51	7,571.03	7,949.58
		Yearly	74,744.49	78,481.71	82,405.80	86,526.09	90,852.39	95,395.01
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
SENIOR RECREATION COORDINATOR	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
UTILITY WORKER I- SEWER	22	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
		Monthly	4,300.71	4,515.74	4,741.53	4,978.61	5,227.54	5,488.91
		Yearly	51,608.49	54,188.92	56,898.36	59,743.28	62,730.45	65,866.97
UTILITY WORKER I- WATER	22	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
		Monthly	4,300.71	4,515.74	4,741.53	4,978.61	5,227.54	5,488.91
		Yearly	51,608.49	54,188.92	56,898.36	59,743.28	62,730.45	65,866.97
UTILITY WORKER II-SEWER	26	Hourly	27.39	28.76	30.19	31.70	33.29	34.95
		Monthly	4,747.18	4,984.54	5,233.76	5,495.45	5,770.22	6,058.73
		Yearly	56,966.12	59,814.43	62,805.15	65,945.41	69,242.68	72,704.81
UTILITY WORKER II-WATER	26	Hourly	27.39	28.76	30.19	31.70	33.29	34.95
		Monthly	4,747.18	4,984.54	5,233.76	5,495.45	5,770.22	6,058.73
		Yearly	56,966.12	59,814.43	62,805.15	65,945.41	69,242.68	72,704.81
UTILITY WORKER TRAINEE-SEWER	20	Hourly	23.62	24.80	26.04	27.34	28.71	30.14
		Monthly	4,093.48	4,298.15	4,513.06	4,738.71	4,975.65	5,224.43
		Yearly	49,121.71	51,577.79	54,156.68	56,864.52	59,707.74	62,693.13

Job Description	Grade	STEP						
		1	2	3	4	5	6	
UTILITY WORKER TRAINEE- WATER	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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
COMMUNICATIONS INFORMATION SPECIALIST	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
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
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

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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
HOMELESS SERVICES COORDINATOR	48	Hourly	48.09	50.50	53.02	55.67	58.46	61.38
		Monthly	8,336.06	8,752.86	9,190.50	9,650.03	10,132.53	10,639.15
		Yearly	100,032.67	105,034.30	110,286.02	115,800.32	121,590.33	127,669.85
HUMAN RESOURCES TECHNICIAN	28	Hourly	29.35	30.82	32.36	33.98	35.67	37.46
		Monthly	5,087.25	5,341.62	5,608.70	5,889.13	6,183.59	6,492.77
		Yearly	61,047.03	64,099.38	67,304.35	70,669.57	74,203.05	77,913.20
INFORMATION TECH.SPECIALIST	33	Hourly	33.21	34.87	36.61	38.44	40.36	42.38
		Monthly	5,755.76	6,043.55	6,345.72	6,663.01	6,996.16	7,345.97
		Yearly	69,069.11	72,522.57	76,148.70	79,956.13	83,953.94	88,151.64
LEAD EQUIPMENT MECHANIC	33	Hourly	33.21	34.87	36.61	38.44	40.36	42.38
		Monthly	5,755.76	6,043.55	6,345.72	6,663.01	6,996.16	7,345.97
		Yearly	69,069.11	72,522.57	76,148.70	79,956.13	83,953.94	88,151.64
LEAD UTILITY SYSTEM WORKER (SEWER)	32	Hourly	32.40	34.02	35.72	37.50	39.38	41.35
		Monthly	5,615.38	5,896.14	6,190.95	6,500.50	6,825.52	7,166.80
		Yearly	67,384.50	70,753.73	74,291.41	78,005.98	81,906.28	86,001.60
LEAD UTILITY SYSTEM WORKER (WATER)	32	Hourly	32.40	34.02	35.72	37.50	39.38	41.35
		Monthly	5,615.38	5,896.14	6,190.95	6,500.50	6,825.52	7,166.80
		Yearly	67,384.50	70,753.73	74,291.41	78,005.98	81,906.28	86,001.60
LEAD WATER METER TECHNICIAN	31	Hourly	31.61	33.19	34.85	36.59	38.42	40.34
		Monthly	5,478.41	5,752.34	6,039.95	6,341.95	6,659.05	6,992.00
		Yearly	65,740.98	69,028.02	72,479.43	76,103.40	79,908.57	83,904.00
LEAD WATER 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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
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
PLANS EXAMINER	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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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
PRINCIPAL ACCOUNTING 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
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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 INFORMATION TECHNOLOGY SPECIALIST	37	Hourly	36.65	38.49	40.41	42.43	44.55	46.78
		Monthly	6,353.28	6,670.95	7,004.49	7,354.72	7,722.45	8,108.58
		Yearly	76,239.38	80,051.35	84,053.91	88,256.61	92,669.44	97,302.91
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
SENIOR RECREATION COORDINATOR	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
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
COMMUNICATIONS INFORMATION SPECIALIST	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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
HOMELESS SERVICES COORDINATOR	48	Hourly	49.54	52.01	54.61	57.34	60.21	63.22
		Monthly	8,586.14	9,015.44	9,466.22	9,939.53	10,436.50	10,958.33
		Yearly	103,033.65	108,185.33	113,594.60	119,274.33	125,238.04	131,499.95
HUMAN RESOURCES TECHNICIAN	28	Hourly	30.23	31.74	33.33	35.00	36.74	38.58
		Monthly	5,239.87	5,501.86	5,776.96	6,065.80	6,369.09	6,687.55
		Yearly	62,878.44	66,022.36	69,323.48	72,789.66	76,429.14	80,250.60
INFORMATION TECH.SPECIALIST	33	Hourly	34.20	35.91	37.71	39.59	41.57	43.65
		Monthly	5,928.43	6,224.85	6,536.10	6,862.90	7,206.05	7,566.35
		Yearly	71,141.19	74,698.25	78,433.16	82,354.82	86,472.56	90,796.18
LEAD EQUIPMENT MECHANIC	33	Hourly	34.20	35.91	37.71	39.59	41.57	43.65
		Monthly	5,928.43	6,224.85	6,536.10	6,862.90	7,206.05	7,566.35
		Yearly	71,141.19	74,698.25	78,433.16	82,354.82	86,472.56	90,796.18
LEAD UTILITY SYSTEM WORKER (SEWER)	32	Hourly	33.37	35.04	36.79	38.63	40.56	42.59
		Monthly	5,783.84	6,073.03	6,376.68	6,695.51	7,030.29	7,381.80
		Yearly	69,406.04	72,876.34	76,520.15	80,346.16	84,363.47	88,581.64
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 WATER 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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
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
PLANS EXAMINER	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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
PRINCIPAL ACCOUNTING 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
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
PUBLIC WORKS INSPECTOR I	32	Hourly	33.37	35.04	36.79	38.63	40.56	42.59
		Monthly	5,783.84	6,073.03	6,376.68	6,695.51	7,030.29	7,381.80
		Yearly	69,406.04	72,876.34	76,520.15	80,346.16	84,363.47	88,581.64
PUBLIC WORKS INSPECTOR II	36	Hourly	36.83	38.67	40.61	42.64	44.77	47.01
		Monthly	6,384.27	6,703.49	7,038.66	7,390.59	7,760.12	8,148.13
		Yearly	76,611.28	80,441.84	84,463.93	88,687.13	93,121.49	97,777.56
RECREATION COORDINATOR	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67
SENIOR ACCOUNTANT	41	Hourly	41.67	43.76	45.94	48.24	50.65	53.19
		Monthly	7,223.22	7,584.38	7,963.60	8,361.78	8,779.87	9,218.86
		Yearly	86,678.63	91,012.56	95,563.19	100,341.35	105,358.41	110,626.33
SENIOR ACCOUNTING TECHNICIAN	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67
SENIOR ADMINISTRATIVE ASSISTANT	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67

Job Description	Grade	STEP						
		1	2	3	4	5	6	
SENIOR BUILDING INSPECTOR	41	Hourly	41.67	43.76	45.94	48.24	50.65	53.19
		Monthly	7,223.22	7,584.38	7,963.60	8,361.78	8,779.87	9,218.86
		Yearly	86,678.63	91,012.56	95,563.19	100,341.35	105,358.41	110,626.33
SENIOR CUSTOMER SERVICE SPECIALIST	23	Hourly	26.72	28.05	29.46	30.93	32.48	34.10
		Monthly	4,631.28	4,862.85	5,105.99	5,361.29	5,629.35	5,910.82
		Yearly	55,575.38	58,354.15	61,271.86	64,335.45	67,552.22	70,929.83
SENIOR INFORMATION TECHNOLOGY SPECIALIST	37	Hourly	37.75	39.64	41.62	43.70	45.89	48.18
		Monthly	6,543.88	6,871.07	7,214.63	7,575.36	7,954.13	8,351.83
		Yearly	78,526.56	82,452.89	86,575.53	90,904.31	95,449.52	100,222.00
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
SENIOR RECREATION COORDINATOR	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
UTILITY WORKER I- SEWER	22	Hourly	26.07	27.37	28.74	30.18	31.68	33.27
		Monthly	4,518.32	4,744.24	4,981.45	5,230.52	5,492.05	5,766.65
		Yearly	54,219.88	56,930.88	59,777.42	62,766.29	65,904.61	69,199.84
UTILITY WORKER I- WATER	22	Hourly	26.07	27.37	28.74	30.18	31.68	33.27
		Monthly	4,518.32	4,744.24	4,981.45	5,230.52	5,492.05	5,766.65
		Yearly	54,219.88	56,930.88	59,777.42	62,766.29	65,904.61	69,199.84
UTILITY WORKER II-SEWER	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67
UTILITY WORKER II-WATER	26	Hourly	28.77	30.21	31.72	33.31	34.97	36.72
		Monthly	4,987.38	5,236.75	5,498.59	5,773.52	6,062.20	6,365.31
		Yearly	59,848.61	62,841.04	65,983.09	69,282.24	72,746.36	76,383.67
UTILITY WORKER TRAINEE-SEWER	20	Hourly	24.81	26.05	27.35	28.72	30.16	31.67
		Monthly	4,300.61	4,515.64	4,741.42	4,978.49	5,227.41	5,488.78
		Yearly	51,607.27	54,187.63	56,897.01	59,741.86	62,728.95	65,865.40

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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

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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
COMMUNICATIONS INFORMATION SPECIALIST	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
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
HOMELESS SERVICES COORDINATOR	48	Hourly	51.02	53.57	56.25	59.06	62.02	65.12
		Monthly	8,843.72	9,285.91	9,750.20	10,237.71	10,749.60	11,287.08
		Yearly	106,124.66	111,430.89	117,002.44	122,852.56	128,995.19	135,444.95
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 WATER 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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
PLANS EXAMINER	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
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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
PRINCIPAL ACCOUNTNG 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
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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 INFORMATION TECHNOLOGY SPECIALIST	37	Hourly	38.89	40.83	42.87	45.02	47.27	49.63
		Monthly	6,740.20	7,077.21	7,431.07	7,802.62	8,192.75	8,602.39
		Yearly	80,882.36	84,926.47	89,172.80	93,631.44	98,313.01	103,228.66
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
SENIOR RECREATION COORDINATOR	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
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
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

Job Description	Grade	STEP						
		1	2	3	4	5	6	
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