

City of Upland
 UMMA Salary Schedule
 Effective 06/28/2020

Job Description	Grade		STEP												
			1	2	3	4	5	6	7	8	9	10	11	12	13
ACCOUNTING SUPERVISOR	57	Hourly	38.06	39.01	39.98	40.98	42.01	43.06	44.13	45.24	46.37	47.53	48.71	49.93	51.18
		Monthly	6,596.26	6,761.16	6,930.19	7,103.45	7,281.03	7,463.06	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24
		Yearly	79,155.06	81,133.94	83,162.29	85,241.36	87,372.39	89,556.71	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83
ADMINISTRATIVE ANALYST	44	Hourly	27.61	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34	36.22	37.13
		Monthly	4,785.05	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37
		Yearly	57,420.63	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44
ANIMAL SERVICES SUPERVISOR	38	Hourly	23.80	24.40	25.01	25.63	26.28	26.93	27.61	28.30	29.00	29.73	30.47	31.23	32.01
		Monthly	4,126.13	4,229.29	4,335.02	4,443.40	4,554.48	4,668.34	4,785.05	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20
		Yearly	49,513.61	50,751.45	52,020.23	53,320.74	54,653.77	56,020.12	57,420.63	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36
ASSISTANT ENGINEER	48	Hourly	30.47	31.23	32.01	32.81	33.64	34.48	35.34	36.22	37.13	38.06	39.01	39.98	40.98
		Monthly	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37	6,596.26	6,761.16	6,930.19	7,103.45
		Yearly	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44	79,155.06	81,133.94	83,162.29	85,241.36
ASSISTANT PLANNER	42	Hourly	26.28	26.93	27.61	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34
		Monthly	4,554.48	4,668.34	4,785.05	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28
		Yearly	54,653.77	56,020.12	57,420.63	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32
ASSOCIATE ENGINEER	54	Hourly	35.34	36.22	37.13	38.06	39.01	39.98	40.98	42.01	43.06	44.13	45.24	46.37	47.53
		Monthly	6,125.28	6,278.41	6,435.37	6,596.26	6,761.16	6,930.19	7,103.45	7,281.03	7,463.06	7,649.64	7,840.88	8,036.90	8,237.82
		Yearly	73,503.32	75,340.91	77,224.44	79,155.06	81,133.94	83,162.29	85,241.36	87,372.39	89,556.71	91,795.63	94,090.53	96,442.81	98,853.88
ASSOCIATE PLANNER	46	Hourly	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34	36.22	37.13	38.06	39.01
		Monthly	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37	6,596.26	6,761.16
		Yearly	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44	79,155.06	81,133.94
BUILDING OFFICIAL	63	Hourly	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91	59.35
		Monthly	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99	10,287.92
		Yearly	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88	123,454.99
CHIEF WATER TREATMENT OPERATOR	51	Hourly	32.81	33.64	34.48	35.34	36.22	37.13	38.06	39.01	39.98	40.98	42.01	43.06	44.13
		Monthly	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37	6,596.26	6,761.16	6,930.19	7,103.45	7,281.03	7,463.06	7,649.64
		Yearly	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44	79,155.06	81,133.94	83,162.29	85,241.36	87,372.39	89,556.71	91,795.63
CITY CLERK	60	Hourly	40.98	42.01	43.06	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12
		Monthly	7,103.45	7,281.03	7,463.06	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35
		Yearly	85,241.36	87,372.39	89,556.71	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22
CRIME ANALYST	45	Hourly	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34	36.22	37.13	38.06
		Monthly	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37	6,596.26
		Yearly	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44	79,155.06
DEVELOPMENT SERVICES MANAGER	61	Hourly	42.01	43.06	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12	56.49
		Monthly	7,281.03	7,463.06	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19
		Yearly	87,372.39	89,556.71	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22
ECONOMIC DEVELOPMENT COORDINATOR	46	Hourly	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34	36.22	37.13	38.06	39.01
		Monthly	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37	6,596.26	6,761.16
		Yearly	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44	79,155.06	81,133.94
ENGINEERING MANAGER	67	Hourly	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91	59.35	60.84	62.36	63.92	65.52
		Monthly	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99	10,287.92	10,545.11	10,808.74	11,078.96	11,355.94
		Yearly	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88	123,454.99	126,541.36	129,704.90	132,947.53	136,271.22

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 Effective 06/28/2020

			STEP												
ENVIRONMENTAL QUALITY ADMINISTRATOR	63	Hourly	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91	59.35
		Monthly	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99	10,287.92
		Yearly	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88	123,454.99
EXECUTIVE ASSISTANT TO CITY MANAGER	41	Hourly	25.63	26.28	26.93	27.61	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48
		Monthly	4,443.40	4,554.48	4,668.34	4,785.05	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88
		Yearly	53,320.74	54,653.77	56,020.12	57,420.63	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55
EXECUTIVE ASSISTANT TO CHIEF OF POLICE	41	Hourly	25.63	26.28	26.93	27.61	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48
		Monthly	4,443.40	4,554.48	4,668.34	4,785.05	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88
		Yearly	53,320.74	54,653.77	56,020.12	57,420.63	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55
FINANCE OFFICER	62	Hourly	43.06	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91
		Monthly	7,463.06	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99
		Yearly	89,556.71	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88
HUMAN RESOURCES ANALYST	44	Hourly	27.61	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34	36.22	37.13
		Monthly	4,785.05	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37
		Yearly	57,420.63	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44
HUMAN RESOURCES/RISK MANAGER	62	Hourly	43.06	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91
		Monthly	7,463.06	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99
		Yearly	89,556.71	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88
INFORMATION TECHNOLOGY MANAGER	62	Hourly	43.06	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91
		Monthly	7,463.06	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99
		Yearly	89,556.71	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88
MAINTENANCE SUPERVISOR	45	Hourly	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34	36.22	37.13	38.06
		Monthly	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37	6,596.26
		Yearly	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44	79,155.06
MANAGEMENT ANALYST	44	Hourly	27.61	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34	36.22	37.13
		Monthly	4,785.05	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37
		Yearly	57,420.63	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44
OPERATIONS MANAGER	67	Hourly	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91	59.35	60.84	62.36	63.92	65.52
		Monthly	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99	10,287.92	10,545.11	10,808.74	11,078.96	11,355.94
		Yearly	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88	123,454.99	126,541.36	129,704.90	132,947.53	136,271.22
PLANNING MANAGER	63	Hourly	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91	59.35
		Monthly	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99	10,287.92
		Yearly	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88	123,454.99
POLICE DISPATCH SUPERVISOR	44	Hourly	27.61	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34	36.22	37.13
		Monthly	4,785.05	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37
		Yearly	57,420.63	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44
POLICE RECORDS SUPERVISOR	34	Hourly	21.57	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.28	26.93	27.61	28.30	29.00
		Monthly	3,738.07	3,831.53	3,927.31	4,025.50	4,126.13	4,229.29	4,335.02	4,443.40	4,554.48	4,668.34	4,785.05	4,904.68	5,027.30
		Yearly	44,856.87	45,978.30	47,127.75	48,305.96	49,513.61	50,751.45	52,020.23	53,320.74	54,653.77	56,020.12	57,420.63	58,856.15	60,327.56
PRINCIPAL ENGINEER	63	Hourly	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91	59.35
		Monthly	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99	10,287.92
		Yearly	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88	123,454.99

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 UMMA Salary Schedule
 Effective 06/28/2020

			STEP												
RECREATION MANAGER	55	Hourly	36.22	37.13	38.06	39.01	39.98	40.98	42.01	43.06	44.13	45.24	46.37	47.53	48.71
		Monthly	6,278.41	6,435.37	6,596.26	6,761.16	6,930.19	7,103.45	7,281.03	7,463.06	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77
		Yearly	75,340.91	77,224.44	79,155.06	81,133.94	83,162.29	85,241.36	87,372.39	89,556.71	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23
RECREATION SUPERVISOR	42	Hourly	26.28	26.93	27.61	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.64	34.48	35.34
		Monthly	4,554.48	4,668.34	4,785.05	4,904.68	5,027.30	5,152.98	5,281.81	5,413.85	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28
		Yearly	54,653.77	56,020.12	57,420.63	58,856.15	60,327.56	61,835.76	63,381.66	64,966.21	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32
SENIOR ENGINEER	60	Hourly	40.98	42.01	43.06	44.13	45.24	46.37	47.53	48.71	49.93	51.18	52.46	53.77	55.12
		Monthly	7,103.45	7,281.03	7,463.06	7,649.64	7,840.88	8,036.90	8,237.82	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35
		Yearly	85,241.36	87,372.39	89,556.71	91,795.63	94,090.53	96,442.81	98,853.88	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22
SR HUMAN RESOURCES ANALYST	53	Hourly	34.48	35.34	36.22	37.13	38.06	39.01	39.98	40.98	42.01	43.06	44.13	45.24	46.37
		Monthly	5,975.88	6,125.28	6,278.41	6,435.37	6,596.26	6,761.16	6,930.19	7,103.45	7,281.03	7,463.06	7,649.64	7,840.88	8,036.90
		Yearly	71,710.55	73,503.32	75,340.91	77,224.44	79,155.06	81,133.94	83,162.29	85,241.36	87,372.39	89,556.71	91,795.63	94,090.53	96,442.81
UB AND CUSTOMER SERVICE SUPERVISOR	50	Hourly	32.01	32.81	33.64	34.48	35.34	36.22	37.13	38.06	39.01	39.98	40.98	42.01	43.06
		Monthly	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37	6,596.26	6,761.16	6,930.19	7,103.45	7,281.03	7,463.06
		Yearly	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44	79,155.06	81,133.94	83,162.29	85,241.36	87,372.39	89,556.71
UTILITIES MANAGER	67	Hourly	48.71	49.93	51.18	52.46	53.77	55.12	56.49	57.91	59.35	60.84	62.36	63.92	65.52
		Monthly	8,443.77	8,654.86	8,871.24	9,093.02	9,320.34	9,553.35	9,792.19	10,036.99	10,287.92	10,545.11	10,808.74	11,078.96	11,355.94
		Yearly	101,325.23	103,858.37	106,454.83	109,116.20	111,844.11	114,640.22	117,506.22	120,443.88	123,454.99	126,541.36	129,704.90	132,947.53	136,271.22
UTILITY SYSTEM SUPERVISOR	50	Hourly	32.01	32.81	33.64	34.48	35.34	36.22	37.13	38.06	39.01	39.98	40.98	42.01	43.06
		Monthly	5,549.20	5,687.93	5,830.13	5,975.88	6,125.28	6,278.41	6,435.37	6,596.26	6,761.16	6,930.19	7,103.45	7,281.03	7,463.06
		Yearly	66,590.36	68,255.13	69,961.50	71,710.55	73,503.32	75,340.91	77,224.44	79,155.06	81,133.94	83,162.29	85,241.36	87,372.39	89,556.71