

Job Description	Grade		STEP												
			1	2	3	4	5	6	7	8	9	10	11	12	13
ACCOUNTING SUPERVISOR	57	Hourly	38.82	39.79	40.78	41.80	42.85	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20
		Monthly	6,728.18	6,896.39	7,068.80	7,245.52	7,426.65	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66
		Yearly	80,738.16	82,756.62	84,825.54	86,946.19	89,119.84	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93
ADMINISTRATIVE ANALYST	44	Hourly	28.16	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87
		Monthly	4,880.75	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08
		Yearly	58,569.04	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93
ANIMAL SERVICES SUPERVISOR	38	Hourly	24.28	24.89	25.51	26.15	26.80	27.47	28.16	28.86	29.58	30.32	31.08	31.86	32.65
		Monthly	4,208.66	4,313.87	4,421.72	4,532.26	4,645.57	4,761.71	4,880.75	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18
		Yearly	50,503.88	51,766.48	53,060.63	54,387.15	55,746.85	57,140.52	58,569.04	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17
ASSISTANT ENGINEER	48	Hourly	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87	38.82	39.79	40.78	41.80
		Monthly	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39	7,068.80	7,245.52
		Yearly	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62	84,825.54	86,946.19
ASSISTANT PLANNER	42	Hourly	26.80	27.47	28.16	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04
		Monthly	4,645.57	4,761.71	4,880.75	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78
		Yearly	55,746.85	57,140.52	58,569.04	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39
ASSOCIATE ENGINEER	54	Hourly	36.04	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02	46.14	47.29	48.48
		Monthly	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39	7,068.80	7,245.52	7,426.65	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58
		Yearly	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62	84,825.54	86,946.19	89,119.84	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96
ASSOCIATE PLANNER	46	Hourly	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87	38.82	39.79
		Monthly	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39
		Yearly	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62
BUILDING OFFICIAL	63	Hourly	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06	60.54
		Monthly	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73	10,493.67
		Yearly	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76	125,924.09
CHIEF WATER TREATMENT OPERATOR	51	Hourly	33.47	34.31	35.17	36.04	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02
		Monthly	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39	7,068.80	7,245.52	7,426.65	7,612.32	7,802.63
		Yearly	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62	84,825.54	86,946.19	89,119.84	91,347.84	93,631.54
CITY CLERK	60	Hourly	41.80	42.85	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22
		Monthly	7,245.52	7,426.65	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42
		Yearly	86,946.19	89,119.84	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02
CRIME ANALYST	45	Hourly	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87	38.82
		Monthly	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18
		Yearly	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16
DEVELOPMENT SERVICES MANAGER	62	Hourly	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06
		Monthly	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73
		Yearly	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76
ECONOMIC DEVELOPMENT COORDINATOR	46	Hourly	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87	38.82	39.79
		Monthly	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39
		Yearly	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62
ENGINEERING MANAGER	67	Hourly	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06	60.54	62.05	63.61	65.20	66.83
		Monthly	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73	10,493.67	10,756.02	11,024.92	11,300.54	11,583.05
		Yearly	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76	125,924.09	129,072.19	132,299.00	135,606.48	138,996.64
ENVIRONMENTAL QUALITY ADMINISTRATOR	63	Hourly	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06	60.54
		Monthly	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73	10,493.67
		Yearly	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76	125,924.09
EXECUTIVE ASSISTANT TO CITY MANAGER	45	Hourly	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87	38.82
		Monthly	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18
		Yearly	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16
EXECUTIVE ASSISTANT TO CHIEF OF POLICE	41	Hourly	26.15	26.80	27.47	28.16	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17
		Monthly	4,532.26	4,645.57	4,761.71	4,880.75	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40
		Yearly	54,387.15	55,746.85	57,140.52	58,569.04	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76

		STEP													
FINANCE OFFICER	62	Hourly	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06
		Monthly	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73
		Yearly	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76
HOUSING COORDINATOR	46	Hourly	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87	38.82	39.79
		Monthly	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39
		Yearly	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62
HUMAN RESOURCES ANALYST	44	Hourly	28.16	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87
		Monthly	4,880.75	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08
		Yearly	58,569.04	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93
HUMAN RESOURCES/RISK MANAGER	62	Hourly	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06
		Monthly	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73
		Yearly	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76
INFORMATION TECHNOLOGY MANAGER	62	Hourly	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06
		Monthly	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73
		Yearly	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76
MAINTENANCE SUPERVISOR	45	Hourly	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87	38.82
		Monthly	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18
		Yearly	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16
MANAGEMENT ANALYST	44	Hourly	28.16	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04	36.95	37.87
		Monthly	4,880.75	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08
		Yearly	58,569.04	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93
OPERATIONS MANAGER	67	Hourly	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06	60.54	62.05	63.61	65.20	66.83
		Monthly	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73	10,493.67	10,756.02	11,024.92	11,300.54	11,583.05
		Yearly	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76	125,924.09	129,072.19	132,299.00	135,606.48	138,996.64
PLANNING MANAGER	63	Hourly	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06	60.54
		Monthly	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73	10,493.67
		Yearly	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76	125,924.09
POLICE DISPATCH SUPERVISOR	54	Hourly	36.04	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02	46.14	47.29	48.48
		Monthly	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39	7,068.80	7,245.52	7,426.65	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58
		Yearly	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62	84,825.54	86,946.19	89,119.84	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96
POLICE RECORDS SUPERVISOR	34	Hourly	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.80	27.47	28.16	28.86	29.58
		Monthly	3,812.83	3,908.16	4,005.86	4,106.01	4,208.66	4,313.87	4,421.72	4,532.26	4,645.57	4,761.71	4,880.75	5,002.77	5,127.84
		Yearly	45,754.01	46,897.87	48,070.31	49,272.08	50,503.88	51,766.48	53,060.63	54,387.15	55,746.85	57,140.52	58,569.04	60,033.27	61,534.11
PRINCIPAL ENGINEER	63	Hourly	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06	60.54
		Monthly	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73	10,493.67
		Yearly	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76	125,924.09
RECREATION MANAGER	55	Hourly	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02	46.14	47.29	48.48	49.69
		Monthly	6,403.98	6,564.08	6,728.18	6,896.39	7,068.80	7,245.52	7,426.65	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64
		Yearly	76,847.73	78,768.93	80,738.16	82,756.62	84,825.54	86,946.19	89,119.84	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73
RECREATION SUPERVISOR	42	Hourly	26.80	27.47	28.16	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.17	36.04
		Monthly	4,645.57	4,761.71	4,880.75	5,002.77	5,127.84	5,256.04	5,387.44	5,522.13	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78
		Yearly	55,746.85	57,140.52	58,569.04	60,033.27	61,534.11	63,072.48	64,649.29	66,265.53	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39
SENIOR ENGINEER	60	Hourly	41.80	42.85	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22
		Monthly	7,245.52	7,426.65	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42
		Yearly	86,946.19	89,119.84	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02
SENIOR PLANNER	54	Hourly	36.04	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02	46.14	47.29	48.48
		Monthly	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39	7,068.80	7,245.52	7,426.65	7,612.32	7,802.63	7,997.70	8,197.64	8,402.58
		Yearly	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62	84,825.54	86,946.19	89,119.84	91,347.84	93,631.54	95,972.34	98,371.67	100,830.96
SR HUMAN RESOURCES ANALYST	53	Hourly	35.17	36.04	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02	46.14	47.29
		Monthly	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39	7,068.80	7,245.52	7,426.65	7,612.32	7,802.63	7,997.70	8,197.64
		Yearly	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62	84,825.54	86,946.19	89,119.84	91,347.84	93,631.54	95,972.34	98,371.67

City of Upland  
 UMMA Salary Schedule  
 Effective 06/27/2021

Rev: 12.13.21

			STEP												
UB AND CUSTOMER SERVICE SUPERVISOR	50	Hourly	32.65	33.47	34.31	35.17	36.04	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92
		Monthly	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39	7,068.80	7,245.52	7,426.65	7,612.32
		Yearly	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62	84,825.54	86,946.19	89,119.84	91,347.84
UTILITIES MANAGER	67	Hourly	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06	60.54	62.05	63.61	65.20	66.83
		Monthly	8,612.64	8,827.96	9,048.66	9,274.88	9,506.75	9,744.42	9,988.03	10,237.73	10,493.67	10,756.02	11,024.92	11,300.54	11,583.05
		Yearly	103,351.73	105,935.54	108,583.93	111,298.52	114,080.99	116,933.02	119,856.34	122,852.76	125,924.09	129,072.19	132,299.00	135,606.48	138,996.64
UTILITY SYSTEM SUPERVISOR	50	Hourly	32.65	33.47	34.31	35.17	36.04	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92
		Monthly	5,660.18	5,801.69	5,946.73	6,095.40	6,247.78	6,403.98	6,564.08	6,728.18	6,896.39	7,068.80	7,245.52	7,426.65	7,612.32
		Yearly	67,922.17	69,620.23	71,360.73	73,144.76	74,973.39	76,847.73	78,768.93	80,738.16	82,756.62	84,825.54	86,946.19	89,119.84	91,347.84