

City of Upland
 UMMEA Salary Schedule
2% Cola
Effective 12/08/2024

Job Description	Grade		STEP					
			1	2	3	4	5	6
ANIMAL SERVICES SUPERVISOR	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
ASSISTANT ENGINEER	42	Hourly	39.86	41.85	43.95	46.14	48.45	50.87
		Monthly	6,909.03	7,254.48	7,617.21	7,998.07	8,397.97	8,817.87
		Yearly	82,908.36	87,053.78	91,406.47	95,976.79	100,775.63	105,814.41
ASSISTANT PLANNER	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
ASSOCIATE ENGINEER	48	Hourly	46.23	48.54	50.96	53.51	56.19	59.00
		Monthly	8,012.36	8,412.97	8,833.62	9,275.30	9,739.07	10,226.02
		Yearly	96,148.28	100,955.69	106,003.48	111,303.65	116,868.83	122,712.28
ASSOCIATE PLANNER	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
BUILDING OFFICIAL	56	Hourly	56.32	59.14	62.09	65.20	68.46	71.88
		Monthly	9,762.28	10,250.39	10,762.91	11,301.06	11,866.11	12,459.42
		Yearly	117,147.34	123,004.71	129,154.94	135,612.69	142,393.33	149,512.99
CHIEF WATER TREATMENT OPERATOR	47	Hourly	45.10	47.35	49.72	52.21	54.82	57.56
		Monthly	7,816.93	8,207.78	8,618.17	9,049.08	9,501.53	9,976.61
		Yearly	93,803.20	98,493.36	103,418.03	108,588.93	114,018.37	119,719.29
CRIME AND INTELLIGENCE ANALYST	38	Hourly	36.11	37.92	39.81	41.80	43.89	46.09
		Monthly	6,259.24	6,572.20	6,900.81	7,245.85	7,608.15	7,988.55
		Yearly	75,110.88	78,866.43	82,809.75	86,950.23	91,297.75	95,862.63
ECONOMIC DEVELOPMENT COORDINATOR	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

ENGINEERING MANAGER	61	Hourly	63.72	66.91	70.25	73.77	77.45	81.33
		Monthly	11,045.12	11,597.38	12,177.25	12,786.11	13,425.41	14,096.69
		Yearly	132,541.46	139,168.54	146,126.96	153,433.31	161,104.98	169,160.23
ENVIRONMENTAL COMPLIANCE PROGRAM MANAGER	58	Hourly	59.17	62.13	65.24	68.50	71.92	75.52
		Monthly	10,256.49	10,769.32	11,307.78	11,873.17	12,466.83	13,090.17
		Yearly	123,077.93	129,231.82	135,693.41	142,478.08	149,601.99	157,082.09
HOUSING COORDINATOR	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
HOUSING MANAGER	54	Hourly	53.61	56.29	59.10	62.06	65.16	68.42
		Monthly	9,291.88	9,756.47	10,244.29	10,756.51	11,294.33	11,859.05
		Yearly	111,502.53	117,077.65	122,931.54	129,078.11	135,532.02	142,308.62
INFORMATION TECHNOLOGY MANAGER	58	Hourly	59.17	62.13	65.24	68.50	71.92	75.52
		Monthly	10,256.49	10,769.32	11,307.78	11,873.17	12,466.83	13,090.17
		Yearly	123,077.93	129,231.82	135,693.41	142,478.08	149,601.99	157,082.09
MANAGEMENT ANALYST I	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
MANAGEMENT ANALYST II	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
OPERATIONS MANAGER	53	Hourly	52.30	54.91	57.66	60.54	63.57	66.75
		Monthly	9,065.25	9,518.51	9,994.43	10,494.16	11,018.86	11,569.81
		Yearly	108,782.95	114,222.10	119,933.20	125,929.87	132,226.36	138,837.68
OPERATIONS SUPERVISOR	40	Hourly	37.94	39.84	41.83	43.92	46.12	48.42
		Monthly	6,576.11	6,904.92	7,250.17	7,612.67	7,993.31	8,392.97
		Yearly	78,913.37	82,859.04	87,001.99	91,352.09	95,919.69	100,715.68
PLANNING MANAGER	58	Hourly	59.17	62.13	65.24	68.50	71.92	75.52
		Monthly	10,256.49	10,769.32	11,307.78	11,873.17	12,466.83	13,090.17
		Yearly	123,077.93	129,231.82	135,693.41	142,478.08	149,601.99	157,082.09
POLICE DISPATCH SUPERVISOR	37	Hourly	35.23	36.99	38.84	40.78	42.82	44.96
		Monthly	6,106.58	6,411.90	6,732.50	7,069.12	7,422.58	7,793.71
		Yearly	73,278.91	76,942.85	80,790.00	84,829.50	89,070.97	93,524.52

POLICE RECORDS SUPERVISOR	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
PRINCIPAL ENGINEER	58	Hourly	59.17	62.13	65.24	68.50	71.92	75.52
		Monthly	10,256.49	10,769.32	11,307.78	11,873.17	12,466.83	13,090.17
		Yearly	123,077.93	129,231.82	135,693.41	142,478.08	149,601.99	157,082.09
RECREATION AND COMMUNITY SERVICES MANAGER	52	Hourly	51.02	53.58	56.25	59.07	62.02	65.12
		Monthly	8,844.14	9,286.35	9,750.67	10,238.20	10,750.11	11,287.62
		Yearly	106,129.71	111,436.20	117,008.00	122,858.41	129,001.33	135,451.39
RECREATION AND COMMUNITY SERVICES SUPERVISOR	37	Hourly	35.23	36.99	38.84	40.78	42.82	44.96
		Monthly	6,106.58	6,411.90	6,732.50	7,069.12	7,422.58	7,793.71
		Yearly	73,278.91	76,942.85	80,790.00	84,829.50	89,070.97	93,524.52
REGULATORY COMPLIANCE SPECIALIST	42	Hourly	39.86	41.85	43.95	46.14	48.45	50.87
		Monthly	6,909.03	7,254.48	7,617.21	7,998.07	8,397.97	8,817.87
		Yearly	82,908.36	87,053.78	91,406.47	95,976.79	100,775.63	105,814.41
SENIOR ENGINEER	54	Hourly	53.61	56.29	59.10	62.06	65.16	68.42
		Monthly	9,291.88	9,756.47	10,244.29	10,756.51	11,294.33	11,859.05
		Yearly	111,502.53	117,077.65	122,931.54	129,078.11	135,532.02	142,308.62
SENIOR PLANNER	45	Hourly	42.92	45.07	47.32	49.69	52.18	54.78
		Monthly	7,440.27	7,812.28	8,202.90	8,613.04	9,043.69	9,495.88
		Yearly	89,283.24	93,747.40	98,434.77	103,356.51	108,524.33	113,950.55
UTILITIES MANAGER	60	Hourly	62.17	65.28	68.54	71.97	75.57	79.34
		Monthly	10,775.73	11,314.52	11,880.24	12,474.25	13,097.97	13,752.86
		Yearly	129,308.75	135,774.18	142,562.89	149,691.04	157,175.59	165,034.37
UTILITIES SUPERVISOR - SEWER/STORM DRAIN	46	Hourly	44.00	46.20	48.51	50.93	53.48	56.15
		Monthly	7,626.28	8,007.59	8,407.97	8,828.37	9,269.79	9,733.28
		Yearly	91,515.32	96,091.08	100,895.64	105,940.42	111,237.44	116,799.31
UTILITIES SUPERVISOR - WATER	46	Hourly	44.00	46.20	48.51	50.93	53.48	56.15
		Monthly	7,626.28	8,007.59	8,407.97	8,828.37	9,269.79	9,733.28
		Yearly	91,515.32	96,091.08	100,895.64	105,940.42	111,237.44	116,799.31
UTILITY BILLING & CUSTOMER SERVICE SUPERVISOR	38	Hourly	36.11	37.92	39.81	41.80	43.89	46.09
		Monthly	6,259.24	6,572.20	6,900.81	7,245.85	7,608.15	7,988.55
		Yearly	75,110.88	78,866.43	82,809.75	86,950.23	91,297.75	95,862.63

City of Upland
 UMMEA Salary Schedule
2% Cola
Effective 6/22/2025

Job Description	Grade		STEP					
			1	2	3	4	5	6
ANIMAL SERVICES SUPERVISOR	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
ASSISTANT ENGINEER	42	Hourly	40.66	42.69	44.82	47.07	49.42	51.89
		Monthly	7,047.21	7,399.57	7,769.55	8,158.03	8,565.93	8,994.22
		Yearly	84,566.53	88,794.85	93,234.60	97,896.33	102,791.14	107,930.70
ASSISTANT PLANNER	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
ASSOCIATE ENGINEER	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
ASSOCIATE PLANNER	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
BUILDING OFFICIAL	56	Hourly	57.45	60.32	63.34	66.50	69.83	73.32
		Monthly	9,957.52	10,455.40	10,978.17	11,527.08	12,103.43	12,708.60
		Yearly	119,490.29	125,464.80	131,738.04	138,324.95	145,241.19	152,503.25
CHIEF WATER TREATMENT OPERATOR	47	Hourly	46.00	48.30	50.71	53.25	55.91	58.71
		Monthly	7,973.27	8,371.94	8,790.53	9,230.06	9,691.56	10,176.14
		Yearly	95,679.26	100,463.23	105,486.39	110,760.71	116,298.74	122,113.68
CRIME AND INTELLIGENCE ANALYST	38	Hourly	36.83	38.67	40.61	42.64	44.77	47.01
		Monthly	6,384.42	6,703.65	7,038.83	7,390.77	7,760.31	8,148.32
		Yearly	76,613.10	80,443.75	84,465.94	88,689.24	93,123.70	97,779.89
ECONOMIC DEVELOPMENT COORDINATOR	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

ENGINEERING MANAGER	61	Hourly	65.00	68.25	71.66	75.24	79.00	82.95
		Monthly	11,266.02	11,829.33	12,420.79	13,041.83	13,693.92	14,378.62
		Yearly	135,192.29	141,951.91	149,049.50	156,501.98	164,327.08	172,543.43
ENVIRONMENTAL COMPLIANCE PROGRAM MANAGER	58	Hourly	60.36	63.37	66.54	69.87	73.36	77.03
		Monthly	10,461.62	10,984.70	11,533.94	12,110.64	12,716.17	13,351.98
		Yearly	125,539.48	131,816.46	138,407.28	145,327.65	152,594.03	160,223.73
HOUSING COORDINATOR	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
HOUSING MANAGER	54	Hourly	54.68	57.41	60.28	63.30	66.46	69.79
		Monthly	9,477.71	9,951.60	10,449.18	10,971.64	11,520.22	12,096.23
		Yearly	113,732.58	119,419.21	125,390.17	131,659.67	138,242.66	145,154.79
INFORMATION TECHNOLOGY MANAGER	58	Hourly	60.36	63.37	66.54	69.87	73.36	77.03
		Monthly	10,461.62	10,984.70	11,533.94	12,110.64	12,716.17	13,351.98
		Yearly	125,539.48	131,816.46	138,407.28	145,327.65	152,594.03	160,223.73
MANAGEMENT ANALYST I	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
MANAGEMENT ANALYST II	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
OPERATIONS MANAGER	53	Hourly	53.35	56.01	58.81	61.75	64.84	68.08
		Monthly	9,246.55	9,708.88	10,194.32	10,704.04	11,239.24	11,801.20
		Yearly	110,958.61	116,506.54	122,331.87	128,448.46	134,870.89	141,614.43
OPERATIONS SUPERVISOR	40	Hourly	38.70	40.63	42.66	44.80	47.04	49.39
		Monthly	6,707.64	7,043.02	7,395.17	7,764.93	8,153.17	8,560.83
		Yearly	80,491.64	84,516.22	88,742.03	93,179.13	97,838.09	102,729.99
PLANNING MANAGER	58	Hourly	60.36	63.37	66.54	69.87	73.36	77.03
		Monthly	10,461.62	10,984.70	11,533.94	12,110.64	12,716.17	13,351.98
		Yearly	125,539.48	131,816.46	138,407.28	145,327.65	152,594.03	160,223.73
POLICE DISPATCH SUPERVISOR	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

POLICE RECORDS SUPERVISOR	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
PRINCIPAL ENGINEER	58	Hourly	60.36	63.37	66.54	69.87	73.36	77.03
		Monthly	10,461.62	10,984.70	11,533.94	12,110.64	12,716.17	13,351.98
		Yearly	125,539.48	131,816.46	138,407.28	145,327.65	152,594.03	160,223.73
RECREATION AND COMMUNITY SERVICES MANAGER	52	Hourly	52.04	54.65	57.38	60.25	63.26	66.42
		Monthly	9,021.03	9,472.08	9,945.68	10,442.96	10,965.11	11,513.37
		Yearly	108,252.30	113,664.92	119,348.16	125,315.57	131,581.35	138,160.42
RECREATION AND COMMUNITY SERVICES SUPERVISOR	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
REGULATORY COMPLIANCE SPECIALIST	42	Hourly	40.66	42.69	44.82	47.07	49.42	51.89
		Monthly	7,047.21	7,399.57	7,769.55	8,158.03	8,565.93	8,994.22
		Yearly	84,566.53	88,794.85	93,234.60	97,896.33	102,791.14	107,930.70
SENIOR ENGINEER	54	Hourly	54.68	57.41	60.28	63.30	66.46	69.79
		Monthly	9,477.71	9,951.60	10,449.18	10,971.64	11,520.22	12,096.23
		Yearly	113,732.58	119,419.21	125,390.17	131,659.67	138,242.66	145,154.79
SENIOR PLANNER	45	Hourly	43.78	45.97	48.27	50.68	53.22	55.88
		Monthly	7,589.07	7,968.53	8,366.96	8,785.30	9,224.57	9,685.80
		Yearly	91,068.90	95,622.34	100,403.46	105,423.64	110,694.82	116,229.56
UTILITIES MANAGER	60	Hourly	63.41	66.58	69.91	73.41	77.08	80.93
		Monthly	10,991.24	11,540.81	12,117.85	12,723.74	13,359.93	14,027.92
		Yearly	131,894.92	138,489.67	145,414.15	152,684.86	160,319.10	168,335.06
UTILITIES SUPERVISOR - SEWER/STORM DRAIN	46	Hourly	44.88	47.12	49.48	51.95	54.55	57.28
		Monthly	7,778.80	8,167.74	8,576.13	9,004.94	9,455.18	9,927.94
		Yearly	93,345.62	98,012.90	102,913.55	108,059.23	113,462.19	119,135.30
UTILITIES SUPERVISOR - WATER	46	Hourly	44.88	47.12	49.48	51.95	54.55	57.28
		Monthly	7,778.80	8,167.74	8,576.13	9,004.94	9,455.18	9,927.94
		Yearly	93,345.62	98,012.90	102,913.55	108,059.23	113,462.19	119,135.30
UTILITY BILLING & CUSTOMER SERVICE SUPERVISOR	38	Hourly	36.83	38.67	40.61	42.64	44.77	47.01
		Monthly	6,384.42	6,703.65	7,038.83	7,390.77	7,760.31	8,148.32
		Yearly	76,613.10	80,443.75	84,465.94	88,689.24	93,123.70	97,779.89

City of Upland
 UMMEA Salary Schedule
2% Cola
Effective 12/7/2025

Job Description	Grade		STEP					
			1	2	3	4	5	6
ANIMAL SERVICES SUPERVISOR	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
ASSISTANT ENGINEER	42	Hourly	41.47	43.54	45.72	48.01	50.41	52.93
		Monthly	7,188.15	7,547.56	7,924.94	8,321.19	8,737.25	9,174.11
		Yearly	86,257.86	90,570.75	95,099.29	99,854.25	104,846.96	110,089.31
ASSISTANT PLANNER	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
ASSOCIATE ENGINEER	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
ASSOCIATE PLANNER	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
BUILDING OFFICIAL	56	Hourly	58.60	61.53	64.60	67.83	71.22	74.79
		Monthly	10,156.67	10,664.51	11,197.73	11,757.62	12,345.50	12,962.78
		Yearly	121,880.09	127,974.10	134,372.80	141,091.44	148,146.02	155,553.32
CHIEF WATER TREATMENT OPERATOR	47	Hourly	46.92	49.27	51.73	54.32	57.03	59.88
		Monthly	8,132.74	8,539.37	8,966.34	9,414.66	9,885.39	10,379.66
		Yearly	97,592.85	102,472.49	107,596.12	112,975.92	118,624.72	124,555.95
CRIME AND INTELLIGENCE ANALYST	38	Hourly	37.57	39.45	41.42	43.49	45.67	47.95
		Monthly	6,512.11	6,837.72	7,179.61	7,538.59	7,915.51	8,311.29
		Yearly	78,145.36	82,052.63	86,155.26	90,463.02	94,986.18	99,735.48
ECONOMIC DEVELOPMENT COORDINATOR	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

ENGINEERING MANAGER	61	Hourly	66.30	69.61	73.09	76.75	80.58	84.61
		Monthly	11,491.34	12,065.91	12,669.21	13,302.67	13,967.80	14,666.19
		Yearly	137,896.14	144,790.95	152,030.49	159,632.02	167,613.62	175,994.30
ENVIRONMENTAL COMPLIANCE PROGRAM MANAGER	58	Hourly	61.56	64.64	67.87	71.27	74.83	78.57
		Monthly	10,670.86	11,204.40	11,764.62	12,352.85	12,970.49	13,619.02
		Yearly	128,050.27	134,452.79	141,175.43	148,234.20	155,645.91	163,428.20
HOUSING COORDINATOR	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
HOUSING MANAGER	54	Hourly	55.77	58.56	61.49	64.56	67.79	71.18
		Monthly	9,667.27	10,150.63	10,658.16	11,191.07	11,750.63	12,338.16
		Yearly	116,007.23	121,807.59	127,897.97	134,292.87	141,007.51	148,057.89
INFORMATION TECHNOLOGY MANAGER	58	Hourly	61.56	64.64	67.87	71.27	74.83	78.57
		Monthly	10,670.86	11,204.40	11,764.62	12,352.85	12,970.49	13,619.02
		Yearly	128,050.27	134,452.79	141,175.43	148,234.20	155,645.91	163,428.20
MANAGEMENT ANALYST I	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
MANAGEMENT ANALYST II	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
OPERATIONS MANAGER	53	Hourly	54.41	57.13	59.99	62.99	66.14	69.45
		Monthly	9,431.48	9,903.06	10,398.21	10,918.12	11,464.03	12,037.23
		Yearly	113,177.78	118,836.67	124,778.51	131,017.43	137,568.30	144,446.72
OPERATIONS SUPERVISOR	40	Hourly	39.47	41.45	43.52	45.69	47.98	50.38
		Monthly	6,841.79	7,183.88	7,543.07	7,920.23	8,316.24	8,732.05
		Yearly	82,101.47	86,206.54	90,516.87	95,042.71	99,794.85	104,784.59
PLANNING MANAGER	58	Hourly	61.56	64.64	67.87	71.27	74.83	78.57
		Monthly	10,670.86	11,204.40	11,764.62	12,352.85	12,970.49	13,619.02
		Yearly	128,050.27	134,452.79	141,175.43	148,234.20	155,645.91	163,428.20
POLICE DISPATCH SUPERVISOR	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

POLICE RECORDS SUPERVISOR	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
PRINCIPAL ENGINEER	58	Hourly	61.56	64.64	67.87	71.27	74.83	78.57
		Monthly	10,670.86	11,204.40	11,764.62	12,352.85	12,970.49	13,619.02
		Yearly	128,050.27	134,452.79	141,175.43	148,234.20	155,645.91	163,428.20
RECREATION AND COMMUNITY SERVICES MANAGER	52	Hourly	53.09	55.74	58.53	61.45	64.53	67.75
		Monthly	9,201.45	9,661.52	10,144.59	10,651.82	11,184.41	11,743.64
		Yearly	110,417.35	115,938.22	121,735.13	127,821.88	134,212.98	140,923.63
RECREATION AND COMMUNITY SERVICES SUPERVISOR	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
REGULATORY COMPLIANCE SPECIALIST	42	Hourly	41.47	43.54	45.72	48.01	50.41	52.93
		Monthly	7,188.15	7,547.56	7,924.94	8,321.19	8,737.25	9,174.11
		Yearly	86,257.86	90,570.75	95,099.29	99,854.25	104,846.96	110,089.31
SENIOR ENGINEER	54	Hourly	55.77	58.56	61.49	64.56	67.79	71.18
		Monthly	9,667.27	10,150.63	10,658.16	11,191.07	11,750.63	12,338.16
		Yearly	116,007.23	121,807.59	127,897.97	134,292.87	141,007.51	148,057.89
SENIOR PLANNER	45	Hourly	44.66	46.89	49.24	51.70	54.28	57.00
		Monthly	7,740.86	8,127.90	8,534.29	8,961.01	9,409.06	9,879.51
		Yearly	92,890.28	97,534.79	102,411.53	107,532.11	112,908.71	118,554.15
UTILITIES MANAGER	60	Hourly	64.68	67.91	71.31	74.87	78.62	82.55
		Monthly	11,211.07	11,771.62	12,360.20	12,978.21	13,627.12	14,308.48
		Yearly	134,532.82	141,259.46	148,322.43	155,738.55	163,525.48	171,701.76
UTILITIES SUPERVISOR - SEWER/STORM DRAIN	46	Hourly	45.78	48.06	50.47	52.99	55.64	58.42
		Monthly	7,934.38	8,331.10	8,747.65	9,185.03	9,644.29	10,126.50
		Yearly	95,212.53	99,973.16	104,971.82	110,220.41	115,731.43	121,518.00
UTILITIES SUPERVISOR - WATER	46	Hourly	45.78	48.06	50.47	52.99	55.64	58.42
		Monthly	7,934.38	8,331.10	8,747.65	9,185.03	9,644.29	10,126.50
		Yearly	95,212.53	99,973.16	104,971.82	110,220.41	115,731.43	121,518.00
UTILITY BILLING & CUSTOMER SERVICE SUPERVISOR	38	Hourly	37.57	39.45	41.42	43.49	45.67	47.95
		Monthly	6,512.11	6,837.72	7,179.61	7,538.59	7,915.51	8,311.29
		Yearly	78,145.36	82,052.63	86,155.26	90,463.02	94,986.18	99,735.48

City of Upland
 UMMEA Salary Schedule
3% Cola
Effective 06/21/2026

Job Description	Grade		STEP					
			1	2	3	4	5	6
ANIMAL SERVICES SUPERVISOR	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
ASSISTANT ENGINEER	42	Hourly	42.71	44.85	47.09	49.45	51.92	54.52
		Monthly	7,403.80	7,773.99	8,162.69	8,570.82	8,999.36	9,449.33
		Yearly	88,845.59	93,287.87	97,952.27	102,849.88	107,992.37	113,391.99
ASSISTANT PLANNER	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
ASSOCIATE ENGINEER	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
ASSOCIATE PLANNER	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
BUILDING OFFICIAL	56	Hourly	60.35	63.37	66.54	69.87	73.36	77.03
		Monthly	10,461.37	10,984.44	11,533.67	12,110.35	12,715.87	13,351.66
		Yearly	125,536.50	131,813.32	138,403.99	145,324.19	152,590.40	160,219.92
CHIEF WATER TREATMENT OPERATOR	47	Hourly	48.33	50.74	53.28	55.94	58.74	61.68
		Monthly	8,376.72	8,795.56	9,235.33	9,697.10	10,181.95	10,691.05
		Yearly	100,520.63	105,546.67	110,824.00	116,365.20	122,183.46	128,292.63
CRIME AND INTELLIGENCE ANALYST	38	Hourly	38.70	40.63	42.66	44.80	47.04	49.39
		Monthly	6,707.48	7,042.85	7,394.99	7,764.74	8,152.98	8,560.63
		Yearly	80,489.72	84,514.21	88,739.92	93,176.91	97,835.76	102,727.55
ECONOMIC DEVELOPMENT COORDINATOR	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

ENGINEERING MANAGER	61	Hourly	68.29	71.70	75.28	79.05	83.00	87.15
		Monthly	11,836.09	12,427.89	13,049.28	13,701.75	14,386.84	15,106.18
		Yearly	142,033.02	149,134.67	156,591.41	164,420.98	172,642.03	181,274.13
ENVIRONMENTAL COMPLIANCE PROGRAM MANAGER	58	Hourly	63.41	66.58	69.91	73.40	77.07	80.93
		Monthly	10,990.98	11,540.53	12,117.56	12,723.44	13,359.61	14,027.59
		Yearly	131,891.78	138,486.37	145,410.69	152,681.22	160,315.29	168,331.05
HOUSING COORDINATOR	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
HOUSING MANAGER	54	Hourly	57.45	60.32	63.33	66.50	69.83	73.32
		Monthly	9,957.29	10,455.15	10,977.91	11,526.80	12,103.14	12,708.30
		Yearly	119,487.45	125,461.82	131,734.91	138,321.65	145,237.74	152,499.62
INFORMATION TECHNOLOGY MANAGER	58	Hourly	63.41	66.58	69.91	73.40	77.07	80.93
		Monthly	10,990.98	11,540.53	12,117.56	12,723.44	13,359.61	14,027.59
		Yearly	131,891.78	138,486.37	145,410.69	152,681.22	160,315.29	168,331.05
MANAGEMENT ANALYST I	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
MANAGEMENT ANALYST II	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
OPERATIONS MANAGER	53	Hourly	56.04	58.85	61.79	64.88	68.12	71.53
		Monthly	9,714.43	10,200.15	10,710.16	11,245.66	11,807.95	12,398.34
		Yearly	116,573.12	122,401.77	128,521.86	134,947.95	141,695.35	148,780.12
OPERATIONS SUPERVISOR	40	Hourly	40.66	42.69	44.82	47.06	49.42	51.89
		Monthly	7,047.04	7,399.40	7,769.36	8,157.83	8,565.72	8,994.01
		Yearly	84,564.51	88,792.74	93,232.38	97,894.00	102,788.70	107,928.13
PLANNING MANAGER	58	Hourly	63.41	66.58	69.91	73.40	77.07	80.93
		Monthly	10,990.98	11,540.53	12,117.56	12,723.44	13,359.61	14,027.59
		Yearly	131,891.78	138,486.37	145,410.69	152,681.22	160,315.29	168,331.05
POLICE DISPATCH SUPERVISOR	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

POLICE RECORDS SUPERVISOR	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
PRINCIPAL ENGINEER	58	Hourly	63.41	66.58	69.91	73.40	77.07	80.93
		Monthly	10,990.98	11,540.53	12,117.56	12,723.44	13,359.61	14,027.59
		Yearly	131,891.78	138,486.37	145,410.69	152,681.22	160,315.29	168,331.05
RECREATION AND COMMUNITY SERVICES MANAGER	52	Hourly	54.68	57.41	60.28	63.30	66.46	69.78
		Monthly	9,477.49	9,951.36	10,448.93	10,971.38	11,519.95	12,095.94
		Yearly	113,729.87	119,416.36	125,387.18	131,656.54	138,239.37	145,151.34
RECREATION AND COMMUNITY SERVICES SUPERVISOR	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
REGULATORY COMPLIANCE SPECIALIST	42	Hourly	42.71	44.85	47.09	49.45	51.92	54.52
		Monthly	7,403.80	7,773.99	8,162.69	8,570.82	8,999.36	9,449.33
		Yearly	88,845.59	93,287.87	97,952.27	102,849.88	107,992.37	113,391.99
SENIOR ENGINEER	54	Hourly	57.45	60.32	63.33	66.50	69.83	73.32
		Monthly	9,957.29	10,455.15	10,977.91	11,526.80	12,103.14	12,708.30
		Yearly	119,487.45	125,461.82	131,734.91	138,321.65	145,237.74	152,499.62
SENIOR PLANNER	45	Hourly	46.00	48.30	50.71	53.25	55.91	58.71
		Monthly	7,973.08	8,371.74	8,790.32	9,229.84	9,691.33	10,175.90
		Yearly	95,676.99	100,460.84	105,483.88	110,758.07	116,295.97	122,110.77
UTILITIES MANAGER	60	Hourly	66.62	69.95	73.45	77.12	80.98	85.03
		Monthly	11,547.40	12,124.77	12,731.01	13,367.56	14,035.94	14,737.73
		Yearly	138,568.80	145,497.24	152,772.11	160,410.71	168,431.25	176,852.81
UTILITIES SUPERVISOR - SEWER/STORM DRAIN	46	Hourly	47.15	49.51	51.98	54.58	57.31	60.17
		Monthly	8,172.41	8,581.03	9,010.08	9,460.59	9,933.61	10,430.30
		Yearly	98,068.91	102,972.36	108,120.97	113,527.02	119,203.37	125,163.54
UTILITIES SUPERVISOR - WATER	46	Hourly	47.15	49.51	51.98	54.58	57.31	60.17
		Monthly	8,172.41	8,581.03	9,010.08	9,460.59	9,933.61	10,430.30
		Yearly	98,068.91	102,972.36	108,120.97	113,527.02	119,203.37	125,163.54
UTILITY BILLING & CUSTOMER SERVICE SUPERVISOR	38	Hourly	38.70	40.63	42.66	44.80	47.04	49.39
		Monthly	6,707.48	7,042.85	7,394.99	7,764.74	8,152.98	8,560.63
		Yearly	80,489.72	84,514.21	88,739.92	93,176.91	97,835.76	102,727.55