

City of Upland  
 UMMA Salary Schedule  
 June 26, 2022 Rev 1.9.23

Job Description	Grade		STEP												
			1	2	3	4	5	6	7	8	9	10	11	12	13
ADMINISTRATIVE ANALYST	44	Hourly	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57
		Monthly	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46
		Yearly	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53
ANIMAL SERVICES SUPERVISOR	38	Hourly	25.37	26.01	26.66	27.32	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12
		Monthly	4,398.05	4,508.00	4,620.70	4,736.21	4,854.62	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89
		Yearly	52,776.55	54,095.97	55,448.36	56,834.57	58,255.46	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67
ASSISTANT ENGINEER	48	Hourly	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57	40.56	41.58	42.62	43.68
		Monthly	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46	7,030.95	7,206.72	7,386.89	7,571.56
		Yearly	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53	84,371.38	86,480.67	88,642.69	90,858.77
ASSISTANT PLANNER	42	Hourly	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67
		Monthly	4,854.62	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93
		Yearly	58,255.46	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19
ASSOCIATE ENGINEER	54	Hourly	37.67	38.61	39.57	40.56	41.58	42.62	43.68	44.77	45.89	47.04	48.22	49.42	50.66
		Monthly	6,528.93	6,692.16	6,859.46	7,030.95	7,206.72	7,386.89	7,571.56	7,760.85	7,954.87	8,153.75	8,357.59	8,566.53	8,780.70
		Yearly	78,347.19	80,305.88	82,313.53	84,371.38	86,480.67	88,642.69	90,858.77	93,130.23	95,458.49	97,844.96	100,291.10	102,798.40	105,368.35
ASSOCIATE PLANNER	46	Hourly	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57	40.56	41.58
		Monthly	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46	7,030.95	7,206.72
		Yearly	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53	84,371.38	86,480.67
BUILDING OFFICIAL	63	Hourly	47.04	48.22	49.42	50.66	51.92	53.22	54.55	55.92	57.31	58.75	60.22	61.72	63.26
		Monthly	8,153.75	8,357.59	8,566.53	8,780.70	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92	10,437.49	10,698.43	10,965.89
		Yearly	97,844.96	100,291.10	102,798.40	105,368.35	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01	125,249.88	128,381.13	131,590.67
CHIEF WATER TREATMENT OPERATOR	51	Hourly	34.98	35.85	36.75	37.67	38.61	39.57	40.56	41.58	42.62	43.68	44.77	45.89	47.04
		Monthly	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46	7,030.95	7,206.72	7,386.89	7,571.56	7,760.85	7,954.87	8,153.75
		Yearly	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53	84,371.38	86,480.67	88,642.69	90,858.77	93,130.23	95,458.49	97,844.96
CRIME ANALYST	45	Hourly	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57	40.56
		Monthly	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46	7,030.95
		Yearly	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53	84,371.38
ECONOMIC DEVELOPMENT COORDINATOR	46	Hourly	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57	40.56	41.58
		Monthly	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46	7,030.95	7,206.72
		Yearly	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53	84,371.38	86,480.67
ENGINEERING MANAGER	67	Hourly	51.92	53.22	54.55	55.92	57.31	58.75	60.22	61.72	63.26	64.85	66.47	68.13	69.83
		Monthly	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92	10,437.49	10,698.43	10,965.89	11,240.04	11,521.04	11,809.06	12,104.29
		Yearly	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01	125,249.88	128,381.13	131,590.67	134,880.44	138,252.46	141,708.77	145,251.49
ENVIRONMENTAL QUALITY ADMINISTRATOR	63	Hourly	47.04	48.22	49.42	50.66	51.92	53.22	54.55	55.92	57.31	58.75	60.22	61.72	63.26
		Monthly	8,153.75	8,357.59	8,566.53	8,780.70	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92	10,437.49	10,698.43	10,965.89
		Yearly	97,844.96	100,291.10	102,798.40	105,368.35	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01	125,249.88	128,381.13	131,590.67
EXECUTIVE ASSISTANT TO CHIEF OF POLICE	41	Hourly	27.32	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75
		Monthly	4,736.21	4,854.62	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69
		Yearly	56,834.57	58,255.46	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27
HOUSING COORDINATOR	46	Hourly	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57	40.56	41.58
		Monthly	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46	7,030.95	7,206.72
		Yearly	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53	84,371.38	86,480.67
HOUSING MANAGER	62	Hourly	45.89	47.04	48.22	49.42	50.66	51.92	53.22	54.55	55.92	57.31	58.75	60.22	61.72
		Monthly	7,954.87	8,153.75	8,357.59	8,566.53	8,780.70	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92	10,437.49	10,698.43
		Yearly	95,458.49	97,844.96	100,291.10	102,798.40	105,368.35	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01	125,249.88	128,381.13
INFORMATION TECHNOLOGY MANAGER	62	Hourly	45.89	47.04	48.22	49.42	50.66	51.92	53.22	54.55	55.92	57.31	58.75	60.22	61.72
		Monthly	7,954.87	8,153.75	8,357.59	8,566.53	8,780.70	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92	10,437.49	10,698.43
		Yearly	95,458.49	97,844.96	100,291.10	102,798.40	105,368.35	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01	125,249.88	128,381.13
MAINTENANCE SUPERVISOR	45	Hourly	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57	40.56
		Monthly	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46	7,030.95
		Yearly	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53	84,371.38

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		STEP													
MANAGEMENT ANALYST	44	Hourly	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61	39.57
		Monthly	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46
		Yearly	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53
OPERATIONS MANAGER	67	Hourly	51.92	53.22	54.55	55.92	57.31	58.75	60.22	61.72	63.26	64.85	66.47	68.13	69.83
		Monthly	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92	10,437.49	10,698.43	10,965.89	11,240.04	11,521.04	11,809.06	12,104.29
		Yearly	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01	125,249.88	128,381.13	131,590.67	134,880.44	138,252.46	141,708.77	145,251.49
PLANNING MANAGER	63	Hourly	47.04	48.22	49.42	50.66	51.92	53.22	54.55	55.92	57.31	58.75	60.22	61.72	63.26
		Monthly	8,153.75	8,357.59	8,566.53	8,780.70	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92	10,437.49	10,698.43	10,965.89
		Yearly	97,844.96	100,291.10	102,798.40	105,368.35	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01	125,249.88	128,381.13	131,590.67
POLICE DISPATCH SUPERVISOR	9537	Hourly	32.25	33.86	35.56	37.33	39.20	41.16							
		Monthly	5,589.92	5,869.41	6,162.88	6,471.03	6,794.58	7,134.31							
		Yearly	67,079.00	70,432.95	73,954.60	77,652.33	81,534.94	85,611.69							
POLICE RECORDS SUPERVISOR	9531	Hourly	27.81	29.20	30.66	32.19	33.80	35.49							
		Monthly	4,820.17	5,061.18	5,314.23	5,579.95	5,858.94	6,151.89							
		Yearly	57,842.00	60,734.10	63,770.81	66,959.35	70,307.31	73,822.68							
PRINCIPAL ENGINEER	63	Hourly	47.04	48.22	49.42	50.66	51.92	53.22	54.55	55.92	57.31	58.75	60.22	61.72	63.26
		Monthly	8,153.75	8,357.59	8,566.53	8,780.70	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92	10,437.49	10,698.43	10,965.89
		Yearly	97,844.96	100,291.10	102,798.40	105,368.35	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01	125,249.88	128,381.13	131,590.67
RECREATION MANAGER	55	Hourly	38.61	39.57	40.56	41.58	42.62	43.68	44.77	45.89	47.04	48.22	49.42	50.66	51.92
		Monthly	6,692.16	6,859.46	7,030.95	7,206.72	7,386.89	7,571.56	7,760.85	7,954.87	8,153.75	8,357.59	8,566.53	8,780.70	9,000.21
		Yearly	80,305.88	82,313.53	84,371.38	86,480.67	88,642.69	90,858.77	93,130.23	95,458.49	97,844.96	100,291.10	102,798.40	105,368.35	108,002.56
RECREATION SUPERVISOR	42	Hourly	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67
		Monthly	4,854.62	4,975.99	5,100.39	5,227.90	5,358.60	5,492.56	5,629.88	5,770.62	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93
		Yearly	58,255.46	59,711.84	61,204.65	62,734.77	64,303.15	65,910.74	67,558.51	69,247.48	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19
SENIOR ENGINEER	60	Hourly	43.68	44.77	45.89	47.04	48.22	49.42	50.66	51.92	53.22	54.55	55.92	57.31	58.75
		Monthly	7,571.56	7,760.85	7,954.87	8,153.75	8,357.59	8,566.53	8,780.70	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92
		Yearly	90,858.77	93,130.23	95,458.49	97,844.96	100,291.10	102,798.40	105,368.35	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01
SENIOR PLANNER	54	Hourly	37.67	38.61	39.57	40.56	41.58	42.62	43.68	44.77	45.89	47.04	48.22	49.42	50.66
		Monthly	6,528.93	6,692.16	6,859.46	7,030.95	7,206.72	7,386.89	7,571.56	7,760.85	7,954.87	8,153.75	8,357.59	8,566.53	8,780.70
		Yearly	78,347.19	80,305.88	82,313.53	84,371.38	86,480.67	88,642.69	90,858.77	93,130.23	95,458.49	97,844.96	100,291.10	102,798.40	105,368.35
UB AND CUSTOMER SERVICE SUPERVISOR	50	Hourly	34.12	34.98	35.85	36.75	37.67	38.61	39.57	40.56	41.58	42.62	43.68	44.77	45.89
		Monthly	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46	7,030.95	7,206.72	7,386.89	7,571.56	7,760.85	7,954.87
		Yearly	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53	84,371.38	86,480.67	88,642.69	90,858.77	93,130.23	95,458.49
UTILITIES MANAGER	67	Hourly	51.92	53.22	54.55	55.92	57.31	58.75	60.22	61.72	63.26	64.85	66.47	68.13	69.83
		Monthly	9,000.21	9,225.22	9,455.85	9,692.25	9,934.55	10,182.92	10,437.49	10,698.43	10,965.89	11,240.04	11,521.04	11,809.06	12,104.29
		Yearly	108,002.56	110,702.64	113,470.21	116,306.95	119,214.63	122,195.01	125,249.88	128,381.13	131,590.67	134,880.44	138,252.46	141,708.77	145,251.49
UTILITY SYSTEM SUPERVISOR	50	Hourly	34.12	34.98	35.85	36.75	37.67	38.61	39.57	40.56	41.58	42.62	43.68	44.77	45.89
		Monthly	5,914.89	6,062.76	6,214.33	6,369.69	6,528.93	6,692.16	6,859.46	7,030.95	7,206.72	7,386.89	7,571.56	7,760.85	7,954.87
		Yearly	70,978.67	72,753.14	74,571.96	76,436.27	78,347.19	80,305.88	82,313.53	84,371.38	86,480.67	88,642.69	90,858.77	93,130.23	95,458.49