

City of Upland
 UCEA Salary Schedule
 Hired Before 6/25/23

Job Description	Grade		STEP												
			1	2	3	4	5	6	7	8	9	10	11	12	13
ACCOUNTING TECHNICIAN	35	Hourly	23.56	24.15	24.75	25.37	26.01	26.66	27.32	28.01	28.71	29.43	30.16	30.91	31.69
		Monthly	4,084.02	4,186.12	4,290.78	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
		Yearly	49,008.27	50,233.47	51,489.32	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
BUSINESS LICENSE INSPECTOR	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
FACILITIES COORDINATOR	40	Hourly	26.66	27.32	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85
		Monthly	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	6,062.76	6,214.33
		Yearly	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	72,753.14	74,571.96
LEAD UTILITY WORKER WATER	43	Hourly	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85	36.75	37.67	38.61
		Monthly	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	6,692.16
		Yearly	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	80,305.88
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	26.66	27.32	28.01	28.71	29.43	30.16	30.91	31.69	32.48	33.29	34.12	34.98	35.85
		Monthly	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	6,062.76	6,214.33
		Yearly	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	72,753.14	74,571.96

City of Upland
 UCEA Salary Schedule
 Effective 06/22/2025
 Hired Before 6/25/23

Job Description	Grade		STEP												
			1	2	3	4	5	6	7	8	9	10	11	12	13
ACCOUNTING TECHNICIAN	35	Hourly	24.03	24.63	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32
		Monthly	4,165.70	4,269.84	4,376.59	4,486.01	4,598.16	4,713.11	4,830.94	4,951.71	5,075.51	5,202.40	5,332.46	5,465.77	5,602.41
		Yearly	49,988.44	51,238.14	52,519.11	53,832.08	55,177.89	56,557.33	57,971.26	59,420.57	60,906.08	62,428.74	63,989.47	65,589.21	67,228.95
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57
		Monthly	4,713.11	4,830.94	4,951.71	5,075.51	5,202.40	5,332.46	5,465.77	5,602.41	5,742.47	5,886.04	6,033.19	6,184.02	6,338.62
		Yearly	56,557.33	57,971.26	59,420.57	60,906.08	62,428.74	63,989.47	65,589.21	67,228.95	68,909.68	70,632.43	72,398.24	74,208.20	76,063.40

Job Description	Grade	STEP												
		1	2	3	4	5	6	7	8	9	10	11	12	13

City of Upland
UCEA Salary Schedule
Effective 12/7/2025

Hired Before 6/25/23

Job Description	Grade	STEP													
		1	2	3	4	5	6	7	8	9	10	11	12	13	
ACCOUNTING TECHNICIAN	35	Hourly	24.51	25.13	25.75	26.40	27.06	27.73	28.43	29.14	29.87	30.61	31.38	32.16	32.97
		Monthly	4,249.02	4,355.24	4,464.12	4,575.73	4,690.12	4,807.37	4,927.56	5,050.75	5,177.02	5,306.44	5,439.10	5,575.08	5,714.46
		Yearly	50,988.20	52,262.90	53,569.49	54,908.72	56,281.45	57,688.47	59,130.69	60,608.98	62,124.20	63,677.32	65,269.25	66,901.00	68,573.53
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	27.73	28.43	29.14	29.87	30.61	31.38	32.16	32.97	33.79	34.64	35.50	36.39	37.30
		Monthly	4,807.37	4,927.56	5,050.75	5,177.02	5,306.44	5,439.10	5,575.08	5,714.46	5,857.32	6,003.76	6,153.85	6,307.70	6,465.39
		Yearly	57,688.47	59,130.69	60,608.98	62,124.20	63,677.32	65,269.25	66,901.00	68,573.53	70,287.87	72,045.08	73,846.21	75,692.37	77,584.67

City of Upland
UCEA Salary Schedule
Effective 06/21/2026

Hired Before 6/25/23

Job Description	Grade	STEP													
		1	2	3	4	5	6	7	8	9	10	11	12	13	
ACCOUNTING TECHNICIAN	35	Hourly	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96
		Monthly	4,376.49	4,485.90	4,598.05	4,713.00	4,830.82	4,951.59	5,075.38	5,202.27	5,332.33	5,465.64	5,602.28	5,742.34	5,885.89
		Yearly	52,517.85	53,830.79	55,176.57	56,555.98	57,969.89	59,419.13	60,904.61	62,427.25	63,987.92	65,587.64	67,227.33	68,908.03	70,630.74
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42
		Monthly	4,951.59	5,075.38	5,202.27	5,332.33	5,465.64	5,602.28	5,742.34	5,885.89	6,033.04	6,183.87	6,338.47	6,496.93	6,659.35
		Yearly	59,419.13	60,904.61	62,427.25	63,987.92	65,587.64	67,227.33	68,908.03	70,630.74	72,396.51	74,206.43	76,061.59	77,963.14	79,912.21

City of Upland
UCEA Salary Schedule
Effective 06/20/2027

Hired Before 6/25/23

Job Description	Grade	STEP													
		1	2	3	4	5	6	7	8	9	10	11	12	13	
ACCOUNTING TECHNICIAN	35	Hourly	26.01	26.66	27.32	28.01	28.71	29.42	30.16	30.91	31.69	32.48	33.29	34.12	34.98
		Monthly	4,507.78	4,620.48	4,735.99	4,854.39	4,975.75	5,100.14	5,227.65	5,358.34	5,492.30	5,629.61	5,770.35	5,914.61	6,062.47
		Yearly	54,093.39	55,445.71	56,831.87	58,252.66	59,708.99	61,201.70	62,731.75	64,300.07	65,907.56	67,555.27	69,244.15	70,975.27	72,749.66
SENIOR CUSTOMER SERVICE SPECIALIST	40	Hourly	29.42	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	5,100.14	5,227.65	5,358.34	5,492.30	5,629.61	5,770.35	5,914.61	6,062.47	6,214.03	6,369.39	6,528.62	6,691.84	6,859.13
		Yearly	61,201.70	62,731.75	64,300.07	65,907.56	67,555.27	69,244.15	70,975.27	72,749.66	74,568.41	76,432.62	78,343.44	80,302.03	82,309.57