

City of Upland
 UMMA Salary Schedule
 Effective 6/25/2023
 Hired Before June 25, 2023

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

City of Upland
 UMMA Salary Schedule
 Effective 06/22/2025
 Hire Before June 25, 2023

Job Description	Grade	STEP													
		1	2	3	4	5	6	7	8	9	10	11	12	13	
OPERATIONS MANAGER	67	Hourly	52.96	54.29	55.64	57.04	58.46	59.92	61.42	62.96	64.53	66.14	67.80	69.49	71.23
	Monthly	9,180.22	9,409.72	9,644.97	9,886.09	10,133.24	10,386.58	10,646.24	10,912.40	11,185.21	11,464.84	11,751.46	12,045.25	12,346.38	
	Yearly	110,162.61	112,916.69	115,739.61	118,633.09	121,598.92	124,638.91	127,754.88	130,948.75	134,222.48	137,578.05	141,017.51	144,542.95	148,156.52	
UB AND CUSTOMER SERVICE SUPERVISOR	50	Hourly	34.81	35.68	36.57	37.48	38.42	39.38	40.37	41.37	42.41	43.47	44.56	45.67	46.81
	Monthly	6,033.19	6,184.02	6,338.62	6,497.08	6,659.51	6,826.00	6,996.65	7,171.57	7,350.86	7,534.63	7,723.00	7,916.07	8,113.97	
	Yearly	72,398.24	74,208.20	76,063.40	77,965.00	79,914.13	81,912.00	83,959.80	86,058.81	88,210.28	90,415.54	92,675.95	94,992.83	97,367.66	

City of Upland
 UMMA Salary Schedule
 Effective 12/7/2025
 Hire Before June 25, 2023

Job Description	Grade	STEP													
		1	2	3	4	5	6	7	8	9	10	11	12	13	
OPERATIONS MANAGER	67	Hourly	54.02	55.37	56.76	58.18	59.63	61.12	62.65	64.22	65.82	67.47	69.15	70.88	72.65
	Monthly	9,363.82	9,597.92	9,837.87	10,083.81	10,335.91	10,594.31	10,859.16	11,130.64	11,408.91	11,694.13	11,986.49	12,286.15	12,593.30	
	Yearly	112,365.86	115,175.03	118,054.41	121,005.75	124,030.90	127,131.69	130,309.98	133,567.73	136,906.93	140,329.61	143,837.86	147,433.80	151,119.65	
UB AND CUSTOMER SERVICE SUPERVISOR	50	Hourly	35.50	36.39	37.30	38.23	39.19	40.17	41.17	42.20	43.26	44.34	45.45	46.58	47.75
	Monthly	6,153.85	6,307.70	6,465.39	6,627.02	6,792.70	6,962.52	7,136.58	7,315.00	7,497.87	7,685.32	7,877.46	8,074.39	8,276.25	
	Yearly	73,846.21	75,692.37	77,584.67	79,524.30	81,512.42	83,550.24	85,639.00	87,779.98	89,974.49	92,223.85	94,529.46	96,892.69	99,315.01	

City of Upland
 UMMA Salary Schedule
 Effective 6/21/2026
 Hire Before June 25, 2023

Job Description	Grade	STEP													
		1	2	3	4	5	6	7	8	9	10	11	12	13	
OPERATIONS MANAGER	67	Hourly	55.64	57.03	58.46	59.92	61.42	62.95	64.53	66.14	67.80	69.49	71.23	73.01	74.83
	Monthly	9,644.74	9,885.86	10,133.00	10,386.33	10,645.99	10,912.14	11,184.94	11,464.56	11,751.18	12,044.96	12,346.08	12,654.73	12,971.10	
	Yearly	115,736.84	118,630.28	121,596.04	124,635.92	127,751.83	130,945.64	134,219.27	137,574.76	141,014.14	144,539.50	148,153.00	151,856.82	155,653.24	
UB AND CUSTOMER SERVICE SUPERVISOR	50	Hourly	36.57	37.48	38.42	39.38	40.36	41.37	42.41	43.47	44.55	45.67	46.81	47.98	49.18
	Monthly	6,338.47	6,496.93	6,659.35	6,825.84	6,996.48	7,171.40	7,350.68	7,534.45	7,722.81	7,915.88	8,113.78	8,316.62	8,524.54	
	Yearly	76,061.59	77,963.14	79,912.21	81,910.02	83,957.79	86,056.74	88,208.17	90,413.38	92,673.72	94,990.57	97,365.35	99,799.47	102,294.46	