

City of Upland  
 UMMEA Salary Schedule  
 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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE DISPATCH SUPERVISOR	44	Hourly	43.57	45.75	48.04	50.44	52.96	55.61
		Monthly	7,552.06	7,929.66	8,326.14	8,742.45	9,179.57	9,638.55
		Yearly	90,624.66	95,155.89	99,913.69	104,909.37	110,154.84	115,662.58
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
POLICY AND LEGISLATIVE AFFAIRS 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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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  
 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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE DISPATCH SUPERVISOR	44	Hourly	44.88	47.12	49.48	51.95	54.55	57.28
		Monthly	7,778.62	8,167.55	8,575.92	9,004.72	9,454.96	9,927.71
		Yearly	93,343.40	98,010.57	102,911.10	108,056.65	113,459.49	119,132.46
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
POLICY AND LEGISLATIVE AFFAIRS 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
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

Job Description	Grade		STEP					
			1	2	3	4	5	6
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