



MEMORANDUM OF UNDERSTANDING (M.O.U.) BETWEEN

THE CITY OF UPLAND AND

THE UPLAND CITY EMPLOYEES ASSOCIATION

July 1, 2023 to June 30, 2028

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**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF UPLAND AND
THE UPLAND CITY EMPLOYEES ASSOCIATION (UCEA)
JULY 1, 2023-JUNE 30, 2028**

ARTICLE 1 - PARTIES TO MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter known as MOU) is made and entered into by and between the City of Upland (hereinafter referred to as City) and the Upland City Employees Association (hereinafter referred to "UCEA").

ARTICLE 2 - RECOGNITION

The City hereby formally recognizes the UCEA as the representative for those employees in the General Employees Unit.

Recognition is granted for the purpose of meeting and conferring on wages, hours, terms and conditions of employment and general representation of employees in this unit.

This Memorandum of Understanding shall contain all of the covenants, stipulations, and provisions agreed upon by the parties. It is understood that all items relating to employee wages, hours and other terms and conditions of employment, not covered in this Memorandum of Understanding, are covered by existing ordinances, resolutions, policies and practices of the City, as well as the Merit System Rules and Regulations presently in effect.

ARTICLE 3 - DEFINITIONS

- A. Bargaining Unit-The term "bargaining unit" as used in this MOU refers to the General Employees Unit.
- B. Calendar Year-The term "calendar year" as used in this MOU refers to the period of twelve (12) consecutive months commencing on January 1 and ending on December 31.
- C. Day - The term "day" as used in this MOU refers to a calendar day, unless specified otherwise.
- D. Emergency - The term "emergency" as used in this MOU means a circumstance requiring immediate action; a sudden, unexpected happening; an unforeseen occurrence or condition.
- E. Seniority- For the purpose of this MOU, "seniority" shall be determined by length of continuous service within the City. The determination of seniority shall not be affected by sick leave, vacation or other authorized leaves of absences.
- F. Seniority Within Classification - For the purpose of this MOU, "seniority within classification" will be considered for purposes of scheduling vacations, shift assignments, transfers, overtime and whenever specifically designated within the existing provisions. Such seniority will prevail when all other factors are not significantly different. "All other factors" is defined as qualifications, skills, reliability and safety. It is not the intent of this provision to permit the bumping of less senior employees by more senior employees after an initial schedule is established.

G. Working Day - The term "working day" mean the usual and customary length of an employees work schedule on a given day.

ARTICLE 4 - MANAGEMENT RIGHTS

The rights of the CITY include, but are not limited to the exclusive right to:

- A. Determine the mission of its constituent departments, commissions and boards;
- B. Set standards of service;
- C. Determine the procedure and standards for employment and promotion;
- D. Direct its employees;
- E. Relieve its employees from duty because of lack of work or for other lawful reasons;
- F. Maintain efficiency of government operations;
- G. Determine the methods, means and personnel by which government operations are to be conducted;
- H. Determine the content of job classifications;
- I. Take all necessary actions to carry out its mission in emergencies;
- J. Exercise complete control and discretion over its organization and the technology of performing its work;
- K. To discharge, suspend, demote, reprimand, withhold salary increases or otherwise discipline employees for cause; and
- L. To establish employee performance standards, including, but not limited to, quality and quantity standards and to require compliance.

There are no provisions in this MOU that shall be deemed to limit or curtail the City in exercising its rights, unless and only to the extent that the provisions of this MOU specifically curtail or limit such rights.

Where required by law, the City agrees, prior to implementation, to meet and confer with the UCEA concerning the exercise of a City right upon wages, hours and terms and conditions of employment.

The City reserves the right to contract out any work it deems necessary in the interest of efficiency, economy, improved work product, or emergency. Except where an emergency situation exists, at least 60 days before the City contracts out work in a general area, where such contracting out would result in the layoff of existing employees, the City will notify the UCEA and offer the UCEA an opportunity to meet and discuss the matter before the date any existing bargaining unit employee is laid off. Matters which may be discussed include the necessity for subcontracting, costs, alternatives, placement of affected employees with the contractor or elsewhere within the City.

ARTICLE 5 - EMPLOYEE RIGHTS

The City shall afford regular employees the procedural safeguards as required by law and this MOU.

An employee shall have to the right to UCEA representation at any meeting with management when the employee reasonably anticipates that such meeting is for the purpose of disciplining the employee or is to obtain facts to support disciplinary action that is probable.

Any written rule which falls within the scope of Meyers-Milias-Brown Act (MMBA), established and promulgated by the City shall be posted in the affected department ten workdays prior to the effective date with a copy sent to the UCEA Representative.

ARTICLE 6 -EMPLOYMENT STATUS

- A. Probationary Period - All original appointments shall be tentative and with a probationary period of not less than one (1) year. All promotional appointments for general employees are tentative and have a probationary period of not less than six months, with the exception of a promotion to a position in a different classification series, and then such probationary period will be one (1) year.
- B. Promotions/Appointments - The City will strive to fill vacant or new positions on a promotional basis with employees currently employed by the City of Upland.

ARTICLE 7 - SALARY

Effective the first full pay period following MOU ratification by UCEA and approval by the City Council, the City shall issue to employees in the unit:

- A. A five percent (5%) COLA increase in base salary, effective June 25, 2023
- B. A two percent (2%) COLA increase in base salary, effective June 23, 2024
- C. A two percent (2%) COLA increase in base salary, effective December 8, 2024
- D. A two percent (2%) increase in base salary, effective June 22, 2025
- E. A two percent (2%) COLA increase in base salary, effective December 7, 2025
- F. A three percent (3%) COLA increase in base salary, effective June 21, 2026
- G. A three percent (3%) COLA increase in base salary, effective June 20, 2027.

The City will issue a one-time payment for Essential Worker Premium Pay of up to five thousand dollars (\$5,000) to each employee who was physically reported to work and has been actively employed by the City during the time period of July 1, 2022, through June 30, 2023, and remains currently employed as of the scheduled payment date.

The payment will be made in a separate check issued on the week following the first pay date in FY 2023/2024. The parties agree that the one-time distribution shall not be credible for CalPERS retirement.

These payments will be pro-rated based on the number of months employees have been employed with the City during July 1, 2022, through June 30, 2023. An employee who was hired after the 15th of the month will not receive credit for working that month for purposes of calculating the pro-rated lump sum payment. For example: An employee hired on August 16, 2022, will receive a payment of \$4,166.60 (10 months times \$416.66). Employees who have been on an unpaid leave of absence during this time will also have their lump sum payment pro-rated based on the period of unpaid leave of absence.

ARTICLE 8 - SHIFT DIFFERENTIAL

Employees in the classifications of Police Dispatcher I and Police Dispatcher II will receive a shift differential of \$3.00 per hour for the hours worked between 6:00 p.m. through 6:00 a.m.

ARTICLE 9 - PERSONNEL FILES

The City shall keep a central personnel file for each employee. Said central personnel file shall be maintained in the Human Resources Department. Supervisors may keep working files, but material not maintained in the central personnel file may not provide the basis for disciplinary actions of termination, demotion, reduction in pay or suspension or be used in evaluating an employee's fitness for promotion. Information in the supervisor's working file may however, be used in performance evaluations provided that the information is not more than 18 months old or older than the last performance evaluation.

Upon 24 hours' notice to Human Resources, an employee may inspect his/her central personnel file subject to the following:

- A. Inspection may occur during working hours at the time and in a manner mutually acceptable to the employee and the employee's supervisor.
- B. Pre-employment information such as reference checks and responses, interview rating sheets, test results or information provided the City with the specific request that it remain confidential shall not be subject to inspection or copying.

ARTICLE 10 - STEP INCREASES

Step increases shall not be automatic but will be contingent on an annual Performance Appraisal. No step increase shall be made to exceed the maximum rate established for the position.

Employees receiving an overall rating on their Performance Appraisal of "Meets Standards" or "Exceeds Standards" shall receive merit increases within their base salary range, as provided for below:

- Supervisors will provide employees with Performance Appraisal by the due date provided to them by Human Resources. If Human Resources receives the Performance Appraisal prior to or on the due date, they will process the Personnel Action form for the step increase.
- Supervisors will provide employees with Performance Appraisal by the due date provide by Human Resources. Should the supervisor fail to complete the evaluation by the due date, they will have thirty (30) days from the due date provided by Hunan Resources to

complete. During the thirty (30) day period, the employee shall not receive the merit increase until Human Resources receives the Performance Appraisal. Once received Human Resources will process the Personnel Action for the step increase effective the date the step increase was due.

- Should the supervisor fail to provide employee with a Performance Appraisal during the thirty (30) day period, the employee will notify Human Resources. Human Resources will confirm this information with the Department Head and will proceed to provide employee with their step increase retroactive to the date the Performance Appraisal was originally due.
- If the employee receives an overall rating of “Below Standards” the step may be denied or suspended for a maximum of three (3) months. Within the three (3) month period, the supervisor/manager must re-evaluate the employee. If the new evaluation indicates the employee overall rating is “Meets Standards” , the merit increase shall be granted, retroactive to the original merit increase date. If the employee is not re-evaluated within the three (3) month period, the employee shall be deemed to be meeting job standards and shall be granted the merit increase retroactive to the original merit increase date.

Appeal Process

An employee may appeal the content of the Performance Appraisal with an overall rating of “Below Standards” to the Department Head.

The Department Head will review the Performance Appraisal of the employee and any additional information the employee provides in support of the appeal. The Department Head will provide the employee with their decision in writing within thirty (30) calendar days of the information provided by the employee. The Department Head’s decision is final on the content and overall rating of the Performance Appraisal.

In the case where the employee reports directly to the Department Head, they may appeal to the City Manager. The City Manager’s decision on the content and overall rating of the Performance Appraisal is final.

ARTICLE 11 - RETIREMENT BENEFITS

Pension Reform Act of 2013:

The parties agree that the provisions of AB 340 (The California Pension Reform Act of 2013) went into effect on January 1, 2013. In addition, if there is any other clean up or other retirement legislation which goes into effect during this MOU and if there are provisions of that legislation which, by law automatically goes into effect, it shall do so. Either party may request to negotiate over the impact of such subsequent legislation.

A. PEPRA Members:

Pursuant to the Act, for "new members" herein referred to as PEPRA (Public Employees' Pension Reform Act) members (as defined by the Act) who are employees hired after January 1, 2013, they will be hired pursuant to the 2% @ 62 retirement formula.

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For PEPRA members (as defined by the Act) who are employees hired after January 1, 2013, final compensation will be based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement.

For PEPRA members (as defined by the Act) hired after January 1, 2013, the employee shall pay the one half of the total normal cost rate as defined by the Act as their employee retirement contribution.

B. Classic Employees - two groups

- 1) Classic Employees hired on or before December 31, 2019, in the General Employees unit are provided with membership in the California Public Employees Retirement System (CalPERS), 2.5% @ 55 retirement formula. The employee will pay the eight percent (8%) CalPERS employee/member contribution. Classic Employees hired after January 1, 2020 shall cost share with the City by contributing 1.4% of CalPERS employer contribution in addition to the 8% employee/member contribution

The City contracts with CalPERS for the Single Highest Year Option and the 1959 Survivor Benefit, 3rd level. There is an employee cost of \$2.00 per month for the 1959 Survivor Benefit.

The agreement between the City and CalPERS allows for the buy-back of time served by the employee in the Military as defined under Government Code Section 21024.

ARTICLE 12 - HEALTH INSURANCE-CAFETERIA PLAN**A. Cafeteria Plan**

In accordance with "The City of Upland Cafeteria Plan", the City provides a 125 Flexible Benefit Plan ("the Plan"). The regular and intended effect of the Plan, under current law, is to enable employees to receive benefits which may not be subject to either State or Federal income tax.

The details of Plan eligibility and operational requirements are set forth in the Plan documents. Once enrolled in a cafeteria distribution plan, employees will only be permitted to modify the plan on the same basis as changes are permitted in health insurance plans, that is, during open enrollment periods and when the employee's dependent status changes.

- 1) The City shall make a monthly contribution as set forth below to each eligible member of the unit to be used toward the Section 125 Cafeteria Plan. These funds shall only be used for qualified benefits as provided for in IRC Section 125.
- 2) All employees must enroll in one of the health program plans unless they submit to the City proof of comparable health coverage. The City may require additional proof of alternative coverage at any time.
- 3) Employees who fail to complete this requirement will be enrolled in the lowest cost health insurance plan the City offers.

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- 4) Employees who meet the requirement shall be allowed to utilize their Section 125 Flexible Benefit Plan contributions for any of the other qualified benefits as provided for in IRC Section 125.

B. City Section 125 Benefit Contribution

The City will make available to each covered employee a monthly amount for benefits, as specified in this MOU.

- 1) Employees hired prior to March 1, 2016 will receive the maximum benefits contribution allocation:
 - a. Effective January 1, 2024 - \$1,500
 - b. Effective January 1, 2025 - \$1,700
 - c. Effective January 1, 2026 - \$1,900
 - d. Effective January 1, 2027 - \$2,000
 - e. Effective January 1, 2028 - \$2,100

The City will issue a one-time payment in the amount of six hundred dollars (\$600) to employees hired on or after March 1, 2016, who are enrolled in an Employee plus one plan to offset the cost of coverage. This payment will be issued in the same check as the Essential Worker Premium Pay.

Employees hired on or after March 1, 2016, will receive the following contributions to the plan effective January 1, 2023 and thereafter:

| | |
|-------------------|--|
| Employee Only | The amount to cover the lowest cost plans for health, dental and Vision (Kaiser HSA excluded) . The cost for this coverage will not exceed the amounts stated above. |
| Employee plus one | The amount to cover the lowest cost plans for health, dental and vision (Kaiser HSA excluded). The cost for this coverage will not exceed the amounts stated above. |
| Family | The maximum benefit of as stated above for the plan year. |

The employee must pay the difference between the City's contribution and the actual premium of the plan selected, if any. The City reserves the right to change medical carriers. In the event of a change, the City agrees to meet and confer prior to any change.

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Employees in the unit who elect a medical HSA may transfer unused Cafeteria Plan funds to the HSA (Health Savings Account) up to the maximum amount allowed by IRS guidelines.

Employees who waive medical coverage, dental coverage, and/or vision coverage may elect to put up to the maximum employer limit) per Section 125 guidelines in their Flexible Spending Account (FSA).

Employees hired prior to March 1, 2016, may transfer unused Cafeteria Plan funds to the Deferred Compensation 457(b) plan.

ARTICLE 13 - HEALTH INSURANCE WHILE ON WORKERS' COMP

If an employee is injured on-the-job and is unable to return to work for more than 180 days, the City will pay health insurance premiums for the employee and his/her family for a maximum of twelve months or termination of employment, whichever comes first. Employee is responsible for the first 180 days.

ARTICLE 14 - RETIREE HEALTH INSURANCE REIMBURSEMENT

- A. The City shall contribute monthly on behalf of each retiree the amount set forth in the table below. An additional \$45 per month allowance is provided for spouse if the spouse is covered under the retiree's insurance.
- B. FOR RETIREES IN OTHER THAN CALPERS MEDICAL: The City shall reimburse monthly each retiree the amount of his or her retiree medical premium, up to the amount set forth in the table below. An additional \$45 per month allowance is provided for spouse if the spouse is covered under the retiree's insurance.

| YEARS OF SERVICE | <u>City's Monthly Payment -Retirees in PERS Medical RETIREE ONLY</u> | <u>City's Monthly Payment -Retirees in PERS Medical RETIREE PLUS SPOUSE</u> | <u>City's Monthly Reimbursement- Retirees in other than PERS Medical</u> |
|-------------------------|---|--|---|
| 10-14 years of service | PERS statutory minimum | PERS statutory minimum | \$72.57 |
| 15-19 years of service | PERS statutory minimum | \$141.81 per month | \$96.81 |
| 20-24 years of service | PERS statutory minimum | \$166.05 per month | \$121.05 |
| 25 + years of service | \$145.14 per month | \$190.14 per month | \$145.14 |

The provisions of this article above shall only apply to bargaining unit members hired on or before March 1, 2016. To be eligible for the retiree medical payments herein, an employee must retire from the City and purchase retiree medical insurance within 120 days from separation.

ARTICLE 15 - RETIREE HEALTH SAVINGS ACCOUNTS

Retirement Health Savings (RHS) accounts will be established and which will be payable to the employee only upon service or disability retirement with the City of Upland. City contributions to

the RHS accounts will be based upon years of service in accordance with the following schedule:

| Years of Service | Monthly City Contribution | Yearly City Contribution |
|-------------------------|----------------------------------|---------------------------------|
| 5 to 9.99 | \$12.50 | \$150.00 |
| 10 to 14.99 | \$25.00 | \$300.00 |
| 15 to 19.99 | \$50.00 | \$600.00 |
| 20 to 24.99 | \$75.00 | \$900.00 |
| 25+ | \$100.00 | \$1,200.00 |

This will be in addition to the existing benefit for Retiree Medical Insurance Reimbursement.

ARTICLE 16 - LIFE INSURANCE

The City provides employees in this unit with group life insurance in an amount equal to one times (1x) their annual salary.

ARTICLE 17 - LONG TERM DISABILITY INSURANCE

The City assumes the full premium cost for the employee in the City designated long-term disability program. This benefit will pay 66 2/3% of base salary to a maximum of \$5000 per month after 60 days (or use of all sick leave, whichever is later) to qualified members of this unit.

ARTICLE 18 - DEFERRED COMPENSATION

Employees may participate in the City’s deferred compensation program under Section 457(b) of the Internal Revenue Code, subject to the rules of the plan and applicable law. Employees may choose to contribute part of their pay through payroll deductions, up to the limits allowed by law. Employees may also qualify for additional catch-up contributions, including special catch-up options available in the years before retirement, as allowed by law and the plan. The plan will be administered in accordance with current legal requirements and the approved plan documents. Employees are encouraged to consult directly with the plan representative or financial advisor regarding individual eligibility, contribution limits, and retirement planning options.

The City will contribute \$100 per month to deferred compensation on behalf of each employee in the unit. Employees may elect to make additional voluntary contributions to the plan in accordance with the provisions of the plan and applicable federal and state laws.

ARTICLE 19 - BILINGUAL PAV

A bilingual differential of \$100 per month shall be paid to certified employees assigned to those designated positions which normally require fluency in writing, reading and/or translating a second language, providing such proficiency was not required as a condition of employment. The bilingual pay will be granted only as long as the position continues to be designated as requiring bilingual proficiency or as long as an employee occupies such a designated position.

In order to receive the bilingual pay for a designated position, the employee must be certified by testing. Such testing will be arranged for by Human Resources.

Certified employees will receive the bilingual differential effective the day following notification that they have successfully been certified as bilingual. Immediately upon notification, the employee must maintain a log for a one-month period demonstrating that bilingual skills are utilized a substantial portion of the time. The log should include the date, duration and type of bilingual skills utilized. This log should be signed by the employee and department head and forwarded to Human Resources.

If it is determined that the employee does not utilize bilingual skills a substantial portion of the time, the bilingual differential will cease immediately upon notification of such to the employee and the UCEA.

ARTICLE 20 - CALL BACK PAY

Employees will be paid time and one half (1 ½), for a minimum of two (2) hours, if called out after regular hours and the employee has worked over forty (40) hours in a week. This pay applies if the employee is called to work and the situation was not known in advance.

Call back pay will be paid in accordance with Article 27 – Overtime Pay/Compensatory Time Off. There will be no pyramiding of overtime.

ARTICLE 21 - COMMERCIAL DRIVER'S LICENSE PHYSICAL EXAM

The City shall pay the costs for the physical and renewal of the Commercial Driver's license every two years (or as required) for qualified employees.

ARTICLE 22 - EDUCATION INCENTIVE

The City agrees to pay additional compensation over an employee's base salary for a job-related degree above the minimum requirements required of an employee's position.

The degree must be related to the employee's employment with the City. For example: The minimum degree qualification for Accountant is graduation from a four-year college or university with a major in accounting or closely related field. An employee who presents a Master's Degree in Library Sciences would not be eligible for the Education Incentive Pay as the degree does not relate to their duties as an Accountant.

Education Incentive Pay will be paid per pay period in accordance with the following schedule:

| | |
|-------|------------------------|
| AA/AS | 2.5% above base salary |
| BA/BS | 5% above base salary |
| MA/MS | 7.5% above base salary |

Employees are only eligible for one incentive pay and incentive pays are not stackable.

Employees hired prior to July 1, 2023, who have a degree that is above the minimum requirements required of the employee's position but is not job-related will be eligible for two and a half percent (2.5%) additional compensation over an employee's base salary. This additional compensation will be paid per pay period.

ARTICLE 23 - TUITION REIMBURSEMENT

The City agrees to reimburse employees up to twenty-five hundred (\$2,500) per employee, per fiscal year, as long as funds are available, for costs for tuition and textbooks incurred for job-related education. Such expenditure must enhance the furtherance of the City's work or continuing educations goals.

Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis. Approval for reimbursement must be submitted first to the Department Head prior to the employee enrolling in the class or purchasing textbooks and related materials. Upon successful completion of the course(s), the employee must submit a request for reimbursement to Finance Division for processing.

Time spent toward education, or area development shall not be considered as time worked and should not occur during regular work hours.

ARTICLE 24 - HIGHER CLASSIFICATION WORK AND SPECIAL ASSIGNMENT**A. Higher Classification Duty Assignment**

In the event that a Department Head desires to assign an employee to a classification higher than regularly held by the employee, i.e., from Maintenance Worker II to Maintenance Coordinator, said appointment shall be requested in writing by the appropriate Department Head and submitted to the Human Resources Office.

The employee will receive pay in the amount of five percent (5%) additional of the current classification or step 1 of the higher classification (whichever is higher) after working in the higher classification five (5) working days in any calendar year.

Higher classification duty assignment pay will be restricted to no more than twelve (12) month limit. In extenuating circumstances, the Department Head may request an extension of the higher classification duty assignment past the twelve (12) month limit. This request must be made in writing to the City Manager with justification as to why an extension is needed. The extension must include the date the higher classification duty assignment pay will expire.

B. Training Pay/Special Projects

Employees assigned by the Department Head to train employees in the same or lower classifications or assigned to a special project will receive Special Assignment Pay in the amount of five percent (5%) of base salary for no more than twelve (12) months unless a longer period is requested by the Department Head and approved by Human Resources. Department Heads will need to send a memo with justification to the Human Resources Division to process the request for Training Pay or Special Project Pay. There is no five (5) day waiting period for employees assigned to train or work on a special project by the Department Head.

ARTICLE 25 - LONGEVITY PAY

Employees in the unit who meet the requirements below will receive longevity pay in the following amounts:

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- Ten (10) Years of Service: Three percent (3%) increase in base salary
- Fifteen (15) Years of Service: Four percent (4%) increase in base salary
- Twenty (20) Years of Service: Five percent (5%) increase in base salary

Service must be continuous, and employee must receive an overall “meets standards” on the most recent performance evaluation.

An employee who is denied this increase due to performance evaluation requirement, may follow the grievance procedures as described in this MOU.

The amounts are exclusive of each other and will not be considered buildable upon the last longevity amount.

ARTICLE 26 - MATRON PAY

Dispatchers shall be designated as Matrons, performing all duties normally associated and shall be paid a salary differential of 2.5%.

Additionally, the City will provide Matron Pay in the amount of two- and one-half percent (2.5%) of base salary to Police Service Technicians and Forensic Specialists who are assigned to perform matron duties.

ARTICLE 27 - MERITORIOUS PAY

It is recognized that certain employees will put forth extraordinary efforts and produce outstanding results for the City. It is desired to reward these individuals. An incentive pay method has been established to encourage all employees to utilize fully their capabilities on behalf of the City. Employees recommended by their department heads and approved by the City Manager may be granted a five percent (5%) increase in salary for a period of three (3) months, six (6) months, or one (1) year. Department head recommendations will be submitted to the City Manager’s Office for review and approval. Payment of meritorious pay will be made in a lump sum on the first regularly scheduled pay day after approval from the City Manager. Recommendations will contain supporting documentation justifying the reasons for the pay.

General employees who use less than 24 hours of sick time in the period from December through November of the current year and whose most recent performance evaluation indicates above average performance in all aspects of their work and have 1000 hours of accrued sick leave as of December 1st of any year will receive \$200. Computations will be made and payment will be in the form of a lump sum payable on the first regular payday in December of each year. Such payment will only be made to persons actually in the employ of the City on the date of payment.

ARTICLE 28 - OVERTIME PAY/COMPENSATORY TIME OFF

This section applies to overtime that is scheduled in advance, assigned on short notice, or required due to emergency. Overtime assignments will be made by classification within the department requiring overtime work.

Overtime opportunities will be distributed equally among qualified employees within the affected

classification who indicate a willingness to perform the work. "Qualified" means the employee has the ability and skills necessary to perform the required tasks as determined by the supervisor.

To assist in the equitable distribution of overtime, each department will maintain an overtime list, organized by departmental seniority. If no employee volunteers to accept an overtime assignment, the assignment will be made in reverse order of seniority. In subsequent instances where overtime is declined, the assignment will be made to the next least senior employee, with the intent of distributing non-voluntary overtime as equally as possible among affected employees.

Employees shall be compensated for hours worked in excess of their designated work week at a rate of one and one-half (1 ½) times their basic rate of pay. Paid vacation, floating holidays, compensatory time, and sick leave taken during the workweek will be counted as hours worked for purposes of calculating overtime. Overtime compensation will not be pyramided.

For example: If an employee works forty (40) hours during the workweek and is called back to work for eight (8) hours while on standby on a day that is also a designated City holiday, the employee will be compensated at one and one-half (1 ½) times the basic rate of pay for the eight (8) hours worked.

Employees may request to receive overtime compensation in the form of compensatory time off, subject to supervisor approval. If compensatory time is not approved, the employee will receive overtime pay for all hours worked in excess of the scheduled workweek at the rate specified above. In the event of a disagreement between an employee and a supervisor regarding the form of overtime compensation, the decision of the department head will prevail.

Employees in the general unit may not accrue more than one hundred (100) hours of compensatory time; however, employees assigned to Police Dispatcher I or Police Dispatcher II may accrue up to two hundred and forty (240) hours of compensatory time. Employees who reach the maximum accrual limit will receive overtime pay for additional overtime hours worked until their compensatory time balance falls below the maximum allowable accrual.

The parties agree that recurring work periods of greater than sixteen (16) hours should be avoided whenever possible. Employees who are required to remain on duty beyond their regular shift or who are called back to work for an emergency and required to work extended hours, are entitled to a rest period of up to eight (8) hours prior to their next scheduled shift. The employee will receive pay for the full scheduled workday. Employees must consult with the supervisor to determine eligibility and obtain approval for any schedule adjustment for the following shift.

ARTICLE 29 - STANDBY

Definitions

Callout/Callback: An employee on standby who has completed their regular shift and is directed to return to work or report unexpectedly.

Standby/On-Call: A period during which an employee is required to remain available to respond to work needs but is not actively performing work duties. Standby or on-call time generally begins when the employee leaves work after completing their last scheduled shift and ends upon returning for the next regularly scheduled shift, excluding previously scheduled overtime assignments.

Standby duty assignments will be voluntary and rotated among qualified employees in accordance with this section. "Qualified" shall mean the supervisor's judgment as to ability to perform required tasks in the most efficient manner.

Standby assignments are voluntary and will be administered on a rotating basis with a minimum of four (4) employees per division available. If fewer than four (4) employees volunteer, the Department Head or designee will assign employees to standby duty beginning with the least senior qualified employees.

Employees assigned to standby duty (excluding employees in the classifications of Police Dispatcher I and Police Dispatcher II) will be required to respond to callouts within a reasonable period of time. To assure an appropriate response time, employees on standby will carry a City issued cell phone and respond to a call within fifteen (15) minutes. Employees who are unable to meet the required response time may request an exception when limited personnel are available to perform stand-by duties. Such requests will be considered on a case-by-case basis but must have compelling justification to receive favorable consideration.

Employees assigned to standby duty will be entitled to use a City vehicle during the standby period for their use in commuting between their residence and the location of any callout.

A standby list shall be established on an annual basis for the following 12- month period by length of service with the City. Employees with the longest uninterrupted service with the City of Upland as a department/division employee shall be placed at the top of the list with those having lesser lengths of service listed in descending order.

Employees on the standby list shall have the opportunity to select their proportionate share of standby assignments for the upcoming 12- month period in the order established by the list and may not work more than three (3) consecutive weeks of standby. Employees may exchange or forfeit standby assignments with another employee with proper notification to a supervisor or Department Head. Employees who are on vacation will not be scheduled for standby duty during their vacation period.

Employees assigned to standby duty may be called upon to respond to unanticipated or emergency work needs. When additional staffing is required, including for emergency assistance, employees assigned to standby or on-call status will receive the applicable standby or on-call compensation, including when such assignments occur on holidays.

Employees on standby who are called back to work shall be compensated in accordance with the overtime provisions of this agreement and will receive a minimum of two (2) hours of pay for each call out. If additional calls are received while the employee is responding to the initial callout, no additional minimum will apply. Overtime will not be pyramided.

Standby compensation shall be paid as follows:

Employees will receive fifty dollars (\$50) per day for standby on days they are regularly scheduled to work.

Employees will receive one hundred seventy-five dollars (\$175) per day for standby on days they are not regularly scheduled to work.

- Example 1: Employee's regular schedule is Monday through Thursday. The employee is assigned standby for Monday through Wednesday, the employee will receive fifty dollars (\$50) per day for a total of one hundred and fifty dollars (\$150) of standby pay.
- Example 2: Employee's regular schedule is Tuesday through Friday. The employee is assigned standby for Monday, the employee will receive one hundred seventy-five dollars (\$175) per day.
- Example 3: Employee's regular schedule is Wednesday through Saturday. The employee is assigned to standby for Monday through Wednesday. The employee will receive one hundred seventy-five dollars (\$175) per day for Monday and Tuesday and will receive fifty dollars (\$50) for Wednesday for a total of four hundred dollars (\$400) of standby pay.
- Example 4: During the holiday closure (December 25 – January 1), if an employee is assigned to standby the employee will receive one hundred seventy-five dollars (\$175) for each day of standby they are assigned during the holiday closure.

Non-safety personnel required to work a split shift for two (2) consecutive days shall receive standby pay for any additional days within the same pay period. A split shift is defined as a regularly scheduled shift divided by a break of three (3) hours or more (any scheduled lunch period within the split shift will be considered standby time).

Non-sworn employees in the Police Department who are required to be on standby for court appearances will receive fifty (\$50) per day.

A. On-Call Duty for Police Dispatchers

Police Management may place employees in the classifications of Police Dispatcher I or Police Dispatcher II on on-call duty when it is in the best interest of the organization.

Employees placed on on-call duty will be compensated at the standby rate of fifty dollars (\$50) per day. If an employee is called back to work while on on-call status, the employee will be compensated at time and one half (1 ½) times the basic rate of pay for all hours worked.

On days the employee is not regularly scheduled to work, including holidays and during any holiday closure, the employee will receive on-call duty pay in the amount of one hundred seventy-five dollars (\$175) per day.

An on-call period is defined as the time during an employee's day off beginning when the employee leaves work after completing their last scheduled shift and ending when the employee returns for their next regularly scheduled shift, excluding any previously scheduled overtime shifts.

Police Dispatcher I and Police Dispatcher II employees receiving on-call pay must provide a telephone number where they may be contacted and must be able to report to work within one (1) hour of notification during the on-call period.

ARTICLE 30 - UNIFORMS

The following classifications in the General Unit shall receive a uniform allowance in the amount of \$200 per year after completion of 12 months of employment: Business License Inspector and Building Inspector I/II.

The following classifications of Police Department employees will receive a uniform allowance of four hundred dollars (\$400) per year: Animal Services Officer, Code Enforcement Officer, Forensic Technician, Homeless Services Coordinator, Parking Control Aide, Police Dispatcher I, Police Dispatcher II, Police Records Technician I, Police Records Technician II, Police Services Technician, and Senior Police Records Technician

This allowance will be paid the first pay period in December. The City will provide uniform service to all general field personnel required to wear uniforms.

All employees receiving uniform allowance will be required to wear uniforms during their work hours when assigned by the Department Head.

ARTICLE 31 - CERTIFICATION PAY

The City will pay for the cost of job-related Water Division staff certification and recertification. This includes time spent in training, the cost of the training class and necessary supplies if applicable.

Employees assigned to the Water Division in designated classifications listed below will receive certification pay for additional certifications earned above and beyond those required at the time of hire.

Eligible employees will receive five percent (5%) of base pay for each qualifying certification listed in their assigned classification, above and beyond those required at the time of hire, up to a maximum of ten percent (10%).

Certification pay will be applied in accordance with the certification schedule established by the city below.

| Classification | Required at Hire | Required Within 12 months | Certifications Eligible for Certification Pay - 5% increase for each |
|--|--|---|---|
| Cross Connection Control Technician | T1, D3, Backflow Prevention Device Tester, Backflow Prevention Assembly Tester | Cross-Connection Control Specialist (within 18 months of appointment) | T 2-3 or D4-5 (Max 10%) |
| Lead Water Treatment Operator | T3, D3 | OSHA compliant Hazardous Waste Operations and Emergency Response (HAZWOPER) confined space entry, | T 4-5 or D4 (Max 10%) |

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| | | | |
|------------------------------------|----------------------------------|---|---|
| | | Self-Contained Breathing Apparatus (SCBA), CPR, and First Aid Certificate | |
| Water Treatment Operator I | TI, DI | OSHA compliant Hazardous Waste Operations and Emergency Response (HAZWOPER) confined space entry, Self-Contained Breathing Apparatus (SCBA), CPR, and First Aid Certificate | D-2, T 2-3 (Max 10%) |
| Water Treatment Operator II | T-2, D-2 | OSHA compliant Hazardous Waste Operations and Emergency Response (HAZWOPER) confined space entry, Self-Contained Breathing Apparatus (SCBA), CPR, and First Aid Certificate | T-3 or D-3 (Max of 10%) |
| Lead Utility Worker (Water) | D3 | T-1 | D 4-5 or T2-3 or "Collections" Grade 4 (Max 10%) |
| Utility Worker I (Water) | | D1 | D 2-3 or T 2-3 (Max 10%) |
| Utility Worker II (Water) | D1 | D2 | D3 or T 1-2 (Max 10%) |
| Utility Worker I (Sewer) | | "Wastewater Collections" Grade 1 | D 2-3 or "Collections" Grade 2-3 (Max 10%) |
| Utility Worker II (Sewer) | "Wastewater Collections" Grade 1 | "Wastewater Collections" Grade 2 | "Wastewater Collections" Grade 3 or D 1-2 (Max 10%) |
| Lead Utility Worker (Sewer) | D1, "Collections Grade 3" | | T 2-3 or D2-3 or "Collections" Grade 4 (Max 10%) |
| Lead Water Meter Technician | D-1 | D2 | No certification pay |
| Water Meter Technician | | D1 | No certification pay |

ARTICLE 32 - SAFETY WORK BOOT ALLOWANCE

The City will provide an allowance for work boots and accessories, up to three hundred dollars (\$300) per pair, for the following classifications:

- | | |
|---|---------------------------------------|
| Animal Services Officer | IT Specialist |
| Business License Inspector | Lead Equipment Mechanic |
| Building Inspector I/II | Lead Utility Worker (Water and Sewer) |
| Senior Building Inspector | Lead Water Treatment Operator |
| Code Enforcement Officer | Lead Water Meter Technician |
| Custodian | Maintenance Coordinator |
| Equipment Mechanic | Maintenance Worker I/II |
| Environmental Compliance Inspector I/II | Parking Control Aide |
| Facilities Coordinator | Police Service Technician |
| Facilities Technician | Public Works Inspector I/II |
| Forensic Technician | Water Meter Technician |
| Utility Worker I/II (Water and Sewer) | Warehouse and Inventory Technician |
| | Water Treatment Operator I/II |

Once the initial boot is purchased, annually employees may request up to two (2) replacement pairs upon proof of need to the department due to the condition of the boot.

ARTICLE 33 - HOLIDAYS

The City of Upland observes the following holidays, as official fixed holidays, established by Resolution:

| | |
|-------------------------------|---|
| New Year’s Day | January 1 |
| Martin Luther King Day | Third Monday in January |
| President’s Day | Third Monday in February |
| Memorial Day | Last Monday in May |
| Independence Day | July 4 |
| Labor Day | First Monday in September |
| Thanksgiving Day | Fourth Thursday in November |
| Friday after Thanksgiving Day | The Day After the Fourth Thursday in November |
| Christmas Day | December 25 |

Each official fixed holiday shall be ten (10) hours of time off with pay unless otherwise noted. Employees in the classification of Police Dispatcher I and Police Dispatcher II will receive twelve (12) hours of holiday pay.

For employees who work a traditional Monday through Thursday schedule, if the holiday falls on a Friday or Saturday, Thursday shall be designated as the holiday and if the holiday falls on

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Sunday, Monday shall be designated as the official fixed holiday.

Employees who work an alternative schedule, i.e., Tuesday through Friday or Wednesday through Saturday, will recognize the actual holiday.

Employees who are required to work on an official, fixed holiday will receive time and one half in addition to regular pay for all hours worked.

Holiday pay will be paid in accordance with Article 27 – Overtime Pay/Compensatory Time Off. There will be no pyramiding of overtime.

To be paid for an official, fixed City holiday (the days on which the public offices of the City of Upland will be closed), employees must be in a paid status both the day before and the day after the holiday. For example, if a holiday falls on a Monday, and the employee was on a 4/10 work schedule with Fridays off, the employee would be required to be in a paid status on the Thursday before the holiday and the Tuesday following the holiday.

City Hall and most City departments will be permanently closed from Christmas Day through New Year's Day. Employees will receive compensation that will cover their absence from work from December 25th through January 1st. The employee must be in a paid status as stated previously above to receive this holiday compensation.

In the years where the City holiday closure would be for three (3) work days, the City will provide ten (10) hours of leave to cover the additional closure day.

ARTICLE 34 - FLOATING HOLIDAYS

Employees in the unit shall receive twenty (20) hours of Floating Holiday annually. Floating holiday hours that are not used in December will automatically be cashed out on the pay date in January that covers the final pay period for December.

ARTICLE 35 - SICK LEAVE

General Employee unit members earn sick leave at the rate of eight hours per month, up to a maximum accrual of 1250 hours. Employees may use up to twenty (20) hours of sick leave for personal necessity situations. Employees in the position of Police Dispatcher I and Police Dispatcher II may use up to twenty-four (24) hours. Those situations include, but are not limited to: attending school activities for child, attending court for custody proceedings, divorce proceedings, or other personal legal issues, etc.

No sick leave may be granted during the first thirty days of employment with the City.

Effective July 1, 2023, employees in the unit may request to convert a maximum of twenty (20) hours of sick leave to compensation if they have used less than forty (40) hours of sick leave between January 1st and December 31st of the prior calendar year.

Any employee who elects to convert accrued sick leave to compensation as provided herein shall be limited to a maximum of twenty (20) hours per fiscal year of accrued sick leave to be converted,

and in compliance with the Department of Treasury, Internal Revenue Service (IRS) Section 1.451-1(a), must comply with the following:

- Any sick leave conversion request must be in writing using the form provided by Human Resources and must be received by Human Resources no later than December 1st of the calendar year prior to the end of the calendar year in which the employee wishes to convert such sick leave.
- All Sick leave conversion requests are irrevocable and cannot be changed or amended unless rescinded and received in writing in Human Resources no later than December 1st of the calendar year prior to the conversion.
- Employees who do not meet the requirements of using less than forty (40) hours of sick leave between January 1st and December 31st of the prior calendar year will not be eligible for the sick leave conversion.
- Employees who fail to submit a request by December 1st of the calendar year prior to the conversion will not be eligible for sick leave converted to cash for that calendar year.
- Payments for accrued sick leave conversion shall be made by separate check two (2) times a year (first pay period in June and first pay period in November).
- Sick leave conversion payments may be diverted to the employee’s Deferred Compensation account.

ARTICLE 36 - SICK LEAVE ACCRUAL PAYMENT UPON RETIREMENT

Upon service or disability retirement under the PERS retirement plan, employees may elect one of the following options for payment of unused sick leave:

- A. At the time of service or disability retirement, one half (50%) of accrued sick leave may be cashed out at the current hourly rate, up to a maximum of 625 hours. The sick leave cashout may be diverted to the employee’s Deferred Compensation account.
- B. Retiring employees may use one half (50%) of accrued sick leave as Personal Leave just prior to retirement, up to a maximum of 625 hours.

ARTICLE 37 - VACATION

Vacation shall accrue for employees based on the following schedule:

| | |
|--------------------------|--------------------|
| 01 – 02 Years of service | 80 Hours per year |
| 03 – 05 Years of service | 100 Hours per year |
| 06 – 10 Years of service | 140 Hours per year |
| 11 – 16 Years of service | 160 Hours per year |
| 17 + Years of service | 180 Hours per year |

All employees may accrue vacation up to a maximum of five hundred hours (500).of vacation

leave. Any hours over the five hundred (500) will automatically be cashed out on the pay period that the maximum accrual is reached.

ARTICLE 38 - VACATION BUYBACK

Employees may be paid in cash for up to sixty (60) hours of unused vacation if they have used at least forty (40) hours of vacation during the preceding year.

Any employee who elects to convert accrued vacation leave to compensation as provided for herein shall be in compliance with the Department of Treasury, Internal Revenue Service (IRS) Section 4.451-1(a), must comply with the following:

- Any vacation leave conversion request must be made in writing using the form provided by Human Resources and must be received by Human Resources no later than December 1st of the calendar year prior to the end of the calendar year in which the employee wishes to convert such vacation.
- For example: Employee requests to buy back twenty (20) hours of vacation leave the request must be in Human Resources by December 1, 2022 to be paid on the first pay date in November.
- All vacation leave conversion requests are irrevocable and cannot be changed or amended unless rescinded and received in writing by Human Resources not later than December 1st of the calendar year prior to the conversion.
- Employees who do not meet the requirement of using forty (40) hours of vacation leave between January 1st and December 31st of the prior calendar year will not be eligible for vacation buyback.
- Employees who fail to submit a request by December 1st of the calendar year prior to the conversion will not be eligible for vacation leave converted to cash for that calendar year.
- Payments for accrued vacation leave conversion to cash shall be made by separate check by either the first pay date in June or the first pay date in November.
- Vacation leave conversion payments may be diverted to the employee's Deferred Compensation account.

ARTICLE 39 - BEREAVEMENT LEAVE

Employees may take up to five (5) days per occurrence with pay in the event of a death a qualified family member. A qualified family member includes a spouse, child parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law. Adoptive relatives and step relatives shall count the same as relatives by birth.

An employee will be eligible for this leave after they have completed thirty (30) days of employment with the City prior to the commencement of the leave.

The five (5) days do not need to be taken consecutively; they can be used intermittently. If leave is used intermittently, it must be used within three (3) months of the family member's date of

death.

The City will consider a request for bereavement leave for the death of a member's aunt or uncle on a case-by-case basis.

ARTICLE 40 - FMLA AND CFRA

Eligible employees who request a Family Medical Leave of Absence under the Federal Family Leave Act (FMLA) and/or the California Family Rights Act (CFRA) shall be granted in accordance with State and Federal law. The employee rights and obligations are specifically set forth in the Department of Labor regulations implementing the "FMLA" and the regulations of "CFRA."

ARTICLE 41 - PARENTAL LEAVE

The City shall provide all employees within the bargaining unit with up to eighty (80) hours of paid leave for the birth, adoption or foster placement of a child as outlined below:

- This leave does not extend any time used under Family Medical Leave Act (FMLA) or California Family Rights Act (CFRA);
- Time taken by employees under this article will run concurrently with leave under FMLA or CFRA;
- Employees must have completed six (6) months of full-time City service after July 1, 2023 to be eligible for the leave;
- Employees are eligible for the leave regardless of gender, marital status or sexual orientation of the parent;
- Employees who have adopted a child or had a foster child placed in their home are eligible if the child is age seventeen (17) years or younger;
- Employees may take this time consecutively or intermittently, but it must be used within one (1) year of the birth, adoption or foster placement of the child;
- Any additional time needed beyond the initial eighty (80) hours may be charged to sick leave, vacation, compensatory or floating holiday time;
- Employees must complete all leave paperwork required by the City and provide a copy to their supervisor and Human Resources at least one (1) week prior to taking the leave. Leave paperwork must require documentation to substantiate the request (i.e. birth certificate, foster placement agreement, etc.);
- In no case will an employee receive more than eighty (80) hours of leave time within a twelve (12) month period, regardless of whether more than one (1) birth, adoption or foster care placement event occurs within the twelve (12) month period;
- City employees who are co-parents with another City employee will each be allowed eighty (80) hours of paid parental leave.

This article will be effective July 1, 2023 and will not be retroactively applied. All life events (birth, adoption, or foster placement) must occur after July 1, 2023.

ARTICLE 42 - HOURS OF WORK

The work week shall normally consist of 40 hours within a period of seven (7) consecutive calendar days. All bargaining unit employees shall be scheduled to work at designated starting times and ending at designated quitting times. Employees shall be notified at

least ten (10) working days in advance of the implementation of any changes in their schedule. This provision applies to regular permanent work scheduling and does not apply to situations identified below.

It is understood that unusual conditions may create emergencies, as described in ARTICLE 3 - DEFINITIONS, requiring immediate changes in work schedules. The City shall provide notice to affected employees of such work schedule changes as soon as possible prior to implementation. Whenever possible, said notice shall be twenty-four (24) hours or more prior to implementation. Regular work schedules shall not be changed on the day of said change in work schedule for the purpose of avoiding payment of overtime. During emergency overtime situations which extend over a period of four (4) hours, the City will make a reasonable effort to allow time for meals.

ARTICLE 43 - GRIEVANCE PROCEDURE

- A. Definition - A claim by an employee that the City has violated, misinterpreted, or misapplied a responsibility to the employee as provided for in the Memorandum of Understanding, Merit System Rules and Regulations, or other laws, ordinances, and resolutions concerning or affecting wages, hours, or other terms and conditions of employment.

The grievance procedure may not be used for matters involving:

- A. Compensation plans (The City will notify the UCEA when changes are being considered).
- B. Classification plans (The City will notify the UCEA when changes are being considered).
- C. Disciplinary action not including written warnings and reprimands.
- D. Performance appraisal (Employees receiving an overall rating below "Meets Expectation" may request to meet with the Human Resources Manager, department head, and their employee representative to discuss the appraisal and seek an appropriate remedy).
- E. Recruitment activities.
- F. Any other matters which are prohibited in the Merit System Rules and Regulations and are more appropriately resolved through the meet and confer process.
- G. Reserved management rights of the City.
- H. Interpretation of the intent of a MOU provision which would be resolved through the meet and confer process.

B. General Provisions

- 1) No retribution or prejudice shall be suffered by employees making use of the grievance procedures.
- 2) Grievances may only be initiated by the employee concerned and may not be pursued without the affected employee's consent.
- 3) If a grievance involves a group of employees or if a number of employees file separate grievances on the same exact matter, the grievances may be handled as a single grievance at the City's discretion.
- 4) Failure at any step of this procedure to appeal a decision on the grievance within the specified time limit and in the manner outlined below shall be deemed to have terminated the grievance process.
- 5) Failure at any step of this procedure to provide a response to a grievance within the specified time limit shall be deemed a denial and may be appealed as provided herein.
- 6) The time limits specified at any step in this procedure may be extended by mutual written agreement.
- 7) As used in this procedure, the term immediate supervisor shall mean the lowest level of supervisor.
- 8) Once a grievance has been processed and finally denied, repeated filing of grievances on the same exact issue will not be permitted.
- 9) The grievant may designate a representative at any step in the grievance procedure. No person hearing a grievance is required to recognize more than one (1) representative for any grievance.
- 10) An employee may choose to represent himself/herself or may be represented by someone other than a UCEA representative when utilizing the grievance procedure. In such event, the UCEA shall be notified in writing that the individual has elected not to be represented by the UCEA in seeking resolution of a grievable matter. The City shall, in writing, notify UCEA of the nature of the grievance, the decision and remedy sought, provided, however, the names of employee witnesses shall not be disclosed.

C. Grievance Procedure

- 1) **Informal Step -** Grievances shall be resolved informally to the extent possible. The employee and representative, if any, shall discuss the grievance with the immediate supervisor no later than ten (10) working days after the employee knew or reasonably should have known of the event giving rise to the potential grievance. In this discussion, the employee should, in good faith, try to express the problem clearly and suggest a solution(s). Within ten (10) working days of the informal meeting, the supervisor shall provide a verbal response to the employee.

A summary of the complaint and the proposed resolution should be forwarded to the Human Resources Department for their information.

- 2) Step 1- If the supervisor does not respond within the time limits, or the grievance has not been resolved, the employee may appeal to the department head by submitting a written grievance. Such written grievance must be made within ten working days of notification to the employee that the grievance is denied, or a resolution has not been reached at the informal step.
 - a. The department head shall meet with the grievant and representative, if any, within ten (10) working days of receipt of the written grievance and shall deliver an answer, in writing, to the grievant within ten (10) working days after the meeting.
- 3) Step 2 - If the grievance is not resolved, the grievant may file a written appeal to the Human Resources Manager within ten (10) working days from date of delivery of the written response provided in Step 1 of the procedure.
 - a. The Human Resources Manager shall meet with the grievant and representative, if any, within ten (10) working days of receipt of the written appeal and shall deliver an answer, in writing, to the grievant within ten (10) working days after the meeting.
- 4) Step 3 - If the grievance is not resolved, the grievant must file a written appeal to the City Manager within ten (10) working days from date of delivery of the written response provided in Step 2 of the procedure.
 - a. The City Manager shall meet with the grievant and representative, if any, within ten (10) working days of receipt of the written appeal and shall delivery an answer, in writing, to the grievant within ten (10) working days after the meeting.
- 5) Step 4 - If the grievance is not resolved, the grievant shall have the right to appeal to the Board of Review. The request for hearing shall be filed with the Human Resources Department within ten (10) working days from date of delivery of the written response provided in Step 3 of the procedure. It shall be the duty of the Human Resources Manager to inform each of the Board members and the City Manager or other persons complained against of the filing of the appeal.

ARTICLE 44 - DISCIPLINARY PROCEDURE

The following procedure shall be used for disciplinary actions involving regular employees which involve suspension, demotions for cause, discharge or reductions in pay:

- A. The employee shall receive notice of the proposed action in advance. A notice of seven (7) days for a 1-3 three-day suspension and seven (7) days for all other disciplinary actions will be considered the minimum notice.
- B. The notice will contain a statement as to the basis for the proposed action.

- C. The notice will contain a statement of the events and/or circumstances upon which the proposed action is based.
- D. The employee shall be provided copies of documents and materials upon which the action is based.
- E. The employee shall have the right to respond to the proposed action to their department head and upon decision of the Department Head to the City Manager provided said appeal is made within ten (10) calendar days of the decision of the Department Head. The decision of the City Manager shall be final in suspensions involving two or fewer workdays for that employee, or its financial equivalent.
- F. The employee will be advised of their right to UCEA representation during their response pursuant to section E above.

The above procedure may be deviated from in circumstances where there is a need for immediate disciplinary action. If such action is taken, the employee shall be put on administrative leave with pay and remain on such leave until ordered back to work or until the opportunity for response called for above.

ARTICLE 45 - LAYOFF PROCEDURES

- A. Statement of Intent - Public interest may require the elimination, curtailment, or reorganization of Public Service activities which in turn, may require the City Council to take action to lay off one or more employees.
 - 1). Whenever, in the judgment of the City Council, it becomes necessary to abolish any position of employment, the employee holding such position of employment may be laid off or demoted pursuant to the provisions of this agreement.
- B. Definitions
 - 1). Layoff - A layoff is the involuntary separation or reduction of a regular employee to a position in a lower classification without fault of the employee.
 - 2). Causes for Layoff
 - a. If a function is to be discontinued, curtailed, mechanized or operated by a different method.
 - b. Reorganization.
 - c. Budget reduction.
 - d. Termination or decrease in funds and/or materials for projects or programs.
 - e. The mandatory reinstatement of an employee.
 - 3). Classification -All positions in the classified services shall be part of a classification plan established and maintained by the Human Resources Department. It shall provide grouping of positions by commonality of duties responsibilities and function.

- 4). Job Series -A group of classifications similar with respect to the duties performed but different in terms of the nature and level of responsibilities performed. Within each job series, it is possible to categorize classification by class level i.e. I, II, or III.
- 5). Seniority- Seniority for the purpose of determining order of layoff shall be defined as total accumulated continuous time served in regular and probationary status in the City classified service. Should it become necessary to lay off by seniority, those employees with least service in the affected classification shall be laid off or demoted:
 - a. First by classification; and
 - b. Second, to displace an employee, by Total City service, including time served on military leave of absence in the armed forces of the United States. In order to bump into a former or lower class:
 1. An employee must have more Total City service than at least one of the incumbents in the affected class and request displacement action in writing to the Human Resources Manager within five (5) working days of receipt of notice of layoff.
 2. Employees bumping to a lower class shall be placed at the salary step representing the least loss of pay. In no case shall the salary be increased above that received in the class from which the employee was laid off.

When two or more employees have equal seniority, the layoff shall be made at the sole discretion of the appointing authority.

- C. Notification - Employees to be laid off shall be given, whenever possible, 45 calendar days prior notice, but no less than 30 calendar days¹ notice. The UCEA shall be provided with a copy of the affected classifications and seniority list by classification of all affected employees within bargaining unit at least 30 days prior to its effective date.
- D. Order of Layoff - In each classification, employees shall be laid off according to employment status in the following order:
 - 1) Seasonal/temporary part-time, contract, and or provisional employees performing services similar to classifications affected by layoff shall be terminated before any reduction in the regular work force. Likewise, other grant- funded employees shall be terminated in affected classifications, in accordance with federal or state rules or guidelines governing such funding programs.
 - 2) Probationary employees and employees holding an interim position, who have regular status in another classification, shall revert to their former classification in the City to determine layoff rights.
 - 3) Regular employees subject to layoff shall be based on seniority of service within that classification. For example, the employee being laid off or displaced from a classification shall be the employee in the affected classification with the least amount of time served in the affected classification.

The order of layoff within a classification subject to a layoff shall be based on seniority of service within that classification. The employee being laid off or displaced from a classification shall be the employee in the affected classification with the least amount of City service.

- E. Layoff Procedures -The layoff procedure is intended to minimize the impact of staff reduction on City services and ensure that employees are treated fairly in the process of layoff. The procedure for lay off, once the number of positions to remain by classification has been determined, shall be as follows:
- 1) Except as otherwise provided herein, whenever there is a reduction in the work force, the appointing authority shall demote the affected employee to a vacancy, if any in the lower class for which the employee is qualified. All persons so demoted shall have their names placed on the reemployment list for the higher class.
 - 2) An employee affected by layoff shall have the right to displace an employee who has less seniority in a lower classification in which the affected employee once had regular status. For the purpose of this section:
 - a. Seniority shall be time served in a classification as defined in Section (II) herein except;
 - b. When an employee has been displaced from a classification, the seniority for that displaced employee shall then include, for further layoff purposes, Total City seniority as in Section II (E) herein, to include all time served in the classified service in related classifications affected by the layoff. For the purpose of this section, seniority shall be all periods of full-time service at or above the classification level where the layoff is to occur.
 1. If a classification title is changed due to a reclassification, the employee shall retain bumping rights to the previous classification and series.
 2. An employee is eligible to bump to a lower classification within job series in which he/she has achieved regular status. For example:

Employee "A" is hired in as a Lead Maintenance Worker and achieves regular status; however, never worked as a Maintenance Worker II. Employee "A" may bump employee "B" in the lower classification of Maintenance Worker II, if Employee "A" has more Total City seniority.
 3. Displaced employees are allowed to bump into a lower classification within the job series that they have not previously held, provided that the position did not exist when the employee was appointed to the position from which they are laid off and the employee meets the minimum qualifications.
 4. Employees transferring or voluntarily demoting shall retain the same anniversary date as in their previous position for all purposes, including step advancement.

F. Reemployment Lists - The names of persons laid off or demoted in accordance with these rules shall be entered upon a reemployment list. Lists from different departments or at different times for the same class of position shall be combined into a single list. Such list shall be used by the appointing authority when a vacancy arises in the same or lower class of position before employment is made from an eligible list.

G. Duration of Reemployment List - Names of persons laid off shall be carried on a reemployment list for twelve months, except that the name of an individual reappointed to a regular position of the same class shall, upon reappointment, be dropped from the list. An individual who declines either a voluntary demotion or reemployment in a classification shall be dropped from that specific reemployment list. Persons reemployed in a lower class, or on a temporary basis, shall be continued on the list for the higher class for the balance of the twelve-month period.

An individual that may be appointed from a reemployment list will be required to successfully pass a reemployment physical examination provided at City expense.

H. Terms and Conditions of Reemployment - Reemployment from a reemployment list to a previously held class shall be at the same step held at the time of layoff and at the current salary of that class at the time of reemployment.

In case of a voluntary demotion from a reemployment list, the employee so electing shall be paid at the highest step in the range for the lower class which does not represent an increase in salary from the salary which would have been effective had the employee been appointed to his/her previously held class; and in no case to exceed "top" step in the current salary range of the class to which the employee is appointed.

Employees reappointed from a reemployment list shall be credited with, at the time of reappointment, all accrued benefits at the time of layoff which was not compensated for at the time of layoff, provided that such accrued benefits shall not exceed established maximum at the time of reappointment.

I. Retraining- The City will make reasonable efforts to provide retraining opportunities to laid-off employees that will qualify them in classifications not related to their former classification, and will attempt to place said laid-off employees in vacant positions in the City for which they are qualified.

During the twelve months following a layoff, laid-off employees shall be eligible to compete for in-house promotional examinations for positions for which they qualify.

ARTICLE 46 - BULLETIN BOARDS

The City agrees to the following facilities and areas for the UCEA to affix bulletin boards of up to three (3) feet by four (4) feet in size:

City Hall lunchroom Public Works lunchroom Fleet Maintenance

Police Department first floor lunchroom Recreation Department

Animal Shelter (3' x 4' space to be provided on existing bulletin board)

No additional UCEA bulletin boards shall be affixed to City property without the approval of the Human Resources/Risk Manager. UCEA material may be posted on these designated bulletin boards only.

The UCEA boards shall be used for posting UCEA business only. All postings for bulletin boards must contain the date of posting and the UCEA's identification. All costs associated with preparing and posting of UCEA material as well as the cost of the bulletin boards will be borne by UCEA.

The UCEA will not post information, which is defamatory, derogatory, or obscene.

ARTICLE 47 - ASSOCIATION DUES DEDUCTION AND REPRESENTATION

- A. The City shall deduct UCEA dues from UCEA members, if employee elects to participate in UCEA. UCEA shall notify the City of any changes in its membership. Membership dues will be deducted biweekly from the members' paychecks.
- B. Dues Deduction - During the term of this agreement the City agrees to deduct from the pay of each UCEA member who elects to participate, a monthly sum certified to the City by the UCEA as the regular monthly dues.

Dues withheld by the City shall be transmitted to the officer designated by the UCEA in writing, at the address specified in the letter of authorization.

The UCEA shall indemnify the City of Upland from all claims made by bargaining unit members as a result of implementing and maintaining Association Dues Deductions. In addition, UCEA shall refund to the City of Upland any amounts paid in error, upon presentation of supporting evidence.

- C. UCEA Officers and Representatives - Four (4) Officers and three (3) Representatives and/or their designees will be utilized by the UCEA to conduct UCEA-related business. It is understood that the alternates will only be utilized if one of the four stewards is unavailable for a period of five (5) working days or more.

New stewards will be allowed to accompany UCEA representatives for on-the-job training which will consist of two (2) grievances. One Steward will be allowed to assist in the handling of grievances or other related UCEA business when requested and with the approval of his/her immediate supervisor.

Activities specifically authorized by this MOU (including the Grievance Procedure, meet and confer sessions and other representational activities mandated by law) can be conducted during working hours within reasonable time limits, at no loss of time or pay to the stewards and officers. The UCEA representative must secure permission from the respective department head prior to contacting any employee on City time. No other UCEA activities will be conducted on City time.

UCEA activities may be conducted on City property, outside the work area and the reporting area, if specific areas and times are formally approved in writing by the respective department head and the Human Resources Manager in advance. Such approvals/denials shall be granted within a reasonable time.

ARTICLE 48 - UCEA RELEASE TIME**A. New Employee Orientations**

In accordance with AB 119, Government Code §3555-3559, the City shall provide written notice to UCEA Representatives when a new employee is hired or promoted into the bargaining unit and provide reasonable release time for a UCEA Representative to meet with the new employee for the purpose of discussing membership in the UCEA. This new employee orientation should take place as promptly as possible on or after the first day of employment.

The City agrees to furnish each new employee in the bargaining unit with a copy of the MOU at the commencement of his/her employment. This copy may be in the form of direction to the City website so the employee may download a copy.

B. Representational Time Off

UCEA Board Members shall receive release time to attend monthly Board meetings without loss of compensation or other benefits.

Pursuant to relevant Government Code Sections, the City shall allow a maximum of seven (7) UCEA employee representatives release time without loss of compensation or other benefits while formally meeting and conferring with representatives of the City on matters within the scope of representation as defined in the Government Code; or as may be required to represent members pursuant to the Discipline or Grievance Procedure Article or other matters affecting their terms and conditions of employment; or as may be needed to participate in labor management committee meetings with the City; or as may be needed to attend new employee orientations under this Article. This time shall be scheduled in advance. UCEA agrees to notify the City two (2) days in advance of any meetings listed above, unless there is an emergency situation UCEA will notify the City as soon as possible of any release time needed. The City shall notify the employee's supervisor of the release time needed from work.

C. Membership Release Time

UCEA members will be allowed release time with pay to attend one (1) annual membership meeting and any meetings needed for MOU ratification voting. Membership release time is without loss of compensation or other benefits.

UCEA shall endeavor to schedule any membership meetings around meal or break periods, or the start or end of work shifts, when possible, to minimize any disruption to City operations.

ARTICLE 49 - PREVAILING BENEFITS

Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by employees in the unit shall remain in full force and effect during the term of this MOU, unless mutually agreed to by both parties.

ARTICLE 50 - SAVINGS CLAUSE

Should any provision of this agreement or the application of such provision be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the City and UCEA shall meet and confer immediately upon what constitutes an equivalent benefit to that which was determined to be unlawful. Such equivalent benefit will be implemented retroactive to the date the old benefit ceased. The remaining parts or portions of the Agreement shall remain in full force and effect.

ARTICLE 51 - QUARTERLY PERSONNEL REPORT

The City agrees to provide on a quarterly basis, personnel reports to the UCEA which shall include names, classifications, and all personnel actions (new hires, terminations, transfers, promotions) within the Unit. Home and mailing address if different, and all address changes of UCEA members will be provided. Also, a system will be jointly developed by the City and UCEA for the disclosure of employee addresses.

ARTICLE 52 - TERM OF AGREEMENT

Except where expressly stated otherwise herein, the City and UCEA agree that the provisions of this Memorandum of Understanding (MOU) shall become effective on July 1, 2023, and shall expire on June 30, 2028.

ARTICLE 53 - ZIPPER CLAUSE

During the term of this Agreement, the parties agree that negotiations cannot commence on any subject unless the parties mutually agree.

ARTICLE 54 - PREVENTATIVE HEALTH

Employees in the unit may be reimbursed up to two hundred and fifty dollars (\$250) annually for the purchase of items, classes, memberships, or programs which contribute to physical fitness. This reimbursement shall be made in June of each year. Items which will be considered acceptable for reimbursement are defined in the City's policy on Preventive Health Benefits.

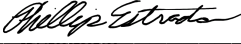

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

CITY OF UPLAND

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|---|---|
| <p>DocuSigned by:  <small>ED26F9DC3FF4BA...</small> Michael Blay, City Manager</p> | <p>6/23/2026 8:47 AM PDT Date</p> |
| <p>Signed by:  <small>F884DF523FB40C...</small> Stephen Parker, Assistant City Manager</p> | <p>6/25/2026 12:43 PM PDT Date</p> |
| <p>Signed by:  <small>E9EFD883A83F466...</small> Cecilia Todd, Deputy Director of Human Resources/Risk Management</p> | <p>6/23/2026 9:43 AM PDT Date</p> |

AFSCME

| | |
|---|---|
| <p>Signed by:  <small>5D24F096720F468...</small> Phillip Estrada, President AFSCME Local 20</p> | <p>6/24/2026 8:54 PM PDT Date</p> |
| <p>Signed by:  <small>61D0319D025545E...</small> Antoinette McDaniel AFSCME D.C. 36 Representative</p> | <p>6/23/2026 10:03 AM PDT Date</p> |

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APPENDIX A

| <u>Grade</u> | <u>Classification Title</u> |
|---------------------|---------------------------------------|
| 31 | ACCOUNTANT I |
| 35 | ACCOUNTANT II |
| 20 | ACCOUNTING TECHNICIAN |
| 20 | ADMINISTRATIVE ASSISTANT |
| 22 | ANIMAL SERVICES OFFICER |
| 31 | BUILDING INSPECTOR I |
| 35 | BUILDING INSPECTOR II |
| 23 | BUSINESS LICENSE INSPECTOR |
| 30 | CODE ENFORCEMENT OFFICER |
| 32 | CROSS CONNECTION CONTROL TECHNICIAN |
| 13 | CUSTODIAN |
| 13 | CUSTOMER SERVICE SPECIALIST I |
| 17 | CUSTOMER SERVICE SPECIALIST II |
| 29 | DEPUTY CITY CLERK |
| 23 | DEVELOPMENT SERVICES TECHNICIAN I |
| 27 | DEVELOPMENT SERVICES TECHNICIAN II |
| 33 | ENGINEERING TECHNICIAN |
| 29 | ENVIORNMENTAL COMPLIANCE INSPECTOR I |
| 33 | ENVIRONMENTAL COMPLIANCE INSPECTOR II |
| 27 | EQUIPMENT MECHANIC |
| 28 | FACILITIES COORDINATOR |
| 24 | FACILITIES TECHNICIAN |
| 35 | FORENSIC TECHNICIAN |
| 29 | GIS TECHNICIAN |
| 39 | HOMELESS SERVICES COORDINATOR |
| 28 | HUMAN RESOURCES TECHNICIAN |
| 33 | INFORMATION TEHCNOLOGY SPECIALIST |
| 33 | LEAD EQUIPMENT MECHANIC |
| 32 | LEAD UTILITY WORKER (SEWER) |
| 32 | LEAD UTILITY WORKER (WATER) |
| 31 | LEAD WATER METER TECHNICIAN |
| 39 | LEAD WATER TREATMENT OPERATOR |
| 25 | MAINTENANCE COORDINATOR |
| 15 | MAINTENANCE WORKER I |
| 19 | MAINTENANCE WORKER II |
| 14 | OFFICE ASSISTANT |
| 16 | PARKING CONTROL AIDE |
| 28 | PAYROLL TECHNICIAN |
| 25 | POLICE DISPATCHER I |
| 29 | POLICE DISPATCHER II |
| 14 | POLICE RECORDS TECHNICIAN I |
| 18 | POLICE RECORDS TECHNICIAN II |
| 23 | POLICE SERVICE TECHNICIAN |
| 32 | PUBLIC WORKS INSPECTOR I |

| | |
|----|------------------------------------|
| 36 | PUBLIC WORKS INSPECTOR II |
| 26 | RECREATION COORDINATOR |
| 41 | SENIOR ACCOUNTANT |
| 26 | SENIOR ACCOUNTING TECHNICIAN |
| 26 | SENIOR ADMINISTRATIVE ASSISTANT |
| 41 | SENIOR BUILDING INSPECTOR |
| 23 | SENIOR CUSTOMER SERVICE SPECIALIST |
| 24 | SENIOR POLICE RECORDS TECHNICIAN |
| 22 | UTILITY WORKER I (SEWER) |
| 22 | UTILITY WORKER I (WATER) |
| 26 | UTILITY WORKER II (SEWER) |
| 26 | UTILITY WORKER II (WATER) |
| 20 | UTILITY WORKER TRAINEE (SEWER) |
| 20 | UTILITY WORKER TRAINEE (WATER) |
| 19 | WAREHOUSE AND INVENTORY TECHNICIAN |
| 25 | WATER METER TECHNICIAN |
| 29 | WATER TREATMENT OPERATOR I |
| 33 | WATER TREATMENT OPERATOR II |

APPENDIX B

City of Upland
UCEA Salary Schedule
Effective 6/25/2023

| Job Description | Grade | | STEP | | | | | |
|----------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ACCOUNTANT I | 31 | Hourly | 29.20 | 30.66 | 32.19 | 33.80 | 35.49 | 37.27 |
| | | Monthly | 5,061.21 | 5,314.27 | 5,579.98 | 5,858.98 | 6,151.93 | 6,459.53 |
| | | Yearly | 60,734.50 | 63,771.22 | 66,959.79 | 70,307.78 | 73,823.16 | 77,514.32 |
| ACCOUNTANT II | 35 | Hourly | 32.23 | 33.84 | 35.53 | 37.31 | 39.18 | 41.14 |
| | | Monthly | 5,586.63 | 5,865.96 | 6,159.26 | 6,467.22 | 6,790.58 | 7,130.11 |
| | | Yearly | 67,039.52 | 70,391.50 | 73,911.07 | 77,606.63 | 81,486.96 | 85,561.31 |
| ACCOUNTING TECHNICIAN | 20 | Hourly | 22.25 | 23.37 | 24.54 | 25.76 | 27.05 | 28.40 |
| | | Monthly | 3,857.37 | 4,050.24 | 4,252.75 | 4,465.39 | 4,688.66 | 4,923.09 |
| | | Yearly | 46,288.48 | 48,602.91 | 51,033.05 | 53,584.70 | 56,263.94 | 59,077.14 |
| ADMINISTRATIVE ASSISTANT | 20 | Hourly | 22.25 | 23.37 | 24.54 | 25.76 | 27.05 | 28.40 |
| | | Monthly | 3,857.37 | 4,050.24 | 4,252.75 | 4,465.39 | 4,688.66 | 4,923.09 |
| | | Yearly | 46,288.48 | 48,602.91 | 51,033.05 | 53,584.70 | 56,263.94 | 59,077.14 |
| ANIMAL SERVICES OFFICER | 22 | Hourly | 23.38 | 24.55 | 25.78 | 27.07 | 28.42 | 29.84 |
| | | Monthly | 4,052.65 | 4,255.29 | 4,468.05 | 4,691.45 | 4,926.03 | 5,172.33 |
| | | Yearly | 48,631.84 | 51,063.43 | 53,616.60 | 56,297.43 | 59,112.30 | 62,067.92 |
| BUILDING INSPECTOR I | 31 | Hourly | 29.20 | 30.66 | 32.19 | 33.80 | 35.49 | 37.27 |
| | | Monthly | 5,061.21 | 5,314.27 | 5,579.98 | 5,858.98 | 6,151.93 | 6,459.53 |
| | | Yearly | 60,734.50 | 63,771.22 | 66,959.79 | 70,307.78 | 73,823.16 | 77,514.32 |
| BUILDING INSPECTOR II | 35 | Hourly | 32.23 | 33.84 | 35.53 | 37.31 | 39.18 | 41.14 |
| | | Monthly | 5,586.63 | 5,865.96 | 6,159.26 | 6,467.22 | 6,790.58 | 7,130.11 |
| | | Yearly | 67,039.52 | 70,391.50 | 73,911.07 | 77,606.63 | 81,486.96 | 85,561.31 |
| BUSINESS LICENSE INSPECTOR | 23 | Hourly | 23.97 | 25.16 | 26.42 | 27.74 | 29.13 | 30.59 |
| | | Monthly | 4,153.97 | 4,361.67 | 4,579.75 | 4,808.74 | 5,049.18 | 5,301.63 |
| | | Yearly | 49,847.63 | 52,340.01 | 54,957.01 | 57,704.87 | 60,590.11 | 63,619.61 |
| CODE ENFORCEMENT OFFICER | 30 | Hourly | 28.49 | 29.91 | 31.41 | 32.98 | 34.63 | 36.36 |
| | | Monthly | 4,937.76 | 5,184.65 | 5,443.89 | 5,716.08 | 6,001.88 | 6,301.98 |
| | | Yearly | 59,253.17 | 62,215.83 | 65,326.62 | 68,592.95 | 72,022.60 | 75,623.73 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| CROSS CONNECTION CONTROL TECHNICIAN | 32 | Hourly | 29.93 | 31.43 | 33.00 | 34.65 | 36.38 | 38.20 |
| | | Monthly | 5,187.74 | 5,447.13 | 5,719.48 | 6,005.46 | 6,305.73 | 6,621.02 |
| | | Yearly | 62,252.86 | 65,365.51 | 68,633.78 | 72,065.47 | 75,668.74 | 79,452.18 |
| CUSTODIAN | 13 | Hourly | 18.72 | 19.66 | 20.64 | 21.67 | 22.76 | 23.89 |
| | | Monthly | 3,245.07 | 3,407.33 | 3,577.69 | 3,756.58 | 3,944.41 | 4,141.63 |
| | | Yearly | 38,940.89 | 40,887.94 | 42,932.33 | 45,078.95 | 47,332.90 | 49,699.54 |
| CUSTOMER SERVICE SPECIALIST I | 13 | Hourly | 18.72 | 19.66 | 20.64 | 21.67 | 22.76 | 23.89 |
| | | Monthly | 3,245.07 | 3,407.33 | 3,577.69 | 3,756.58 | 3,944.41 | 4,141.63 |
| | | Yearly | 38,940.89 | 40,887.94 | 42,932.33 | 45,078.95 | 47,332.90 | 49,699.54 |
| CUSTOMER SERVICE SPECIALIST II | 17 | Hourly | 20.67 | 21.70 | 22.78 | 23.92 | 25.12 | 26.37 |
| | | Monthly | 3,581.95 | 3,761.05 | 3,949.11 | 4,146.56 | 4,353.89 | 4,571.58 |
| | | Yearly | 42,983.46 | 45,132.63 | 47,389.26 | 49,758.72 | 52,246.66 | 54,858.99 |
| DEPUTY CITY CLERK | 29 | Hourly | 27.79 | 29.18 | 30.64 | 32.17 | 33.78 | 35.47 |
| | | Monthly | 4,817.33 | 5,058.20 | 5,311.11 | 5,576.66 | 5,855.50 | 6,148.27 |
| | | Yearly | 57,807.97 | 60,698.37 | 63,733.29 | 66,919.95 | 70,265.95 | 73,779.25 |
| DEVELOPMENT SERVICES TECHNICIAN I | 23 | Hourly | 23.97 | 25.16 | 26.42 | 27.74 | 29.13 | 30.59 |
| | | Monthly | 4,153.97 | 4,361.67 | 4,579.75 | 4,808.74 | 5,049.18 | 5,301.63 |
| | | Yearly | 49,847.63 | 52,340.01 | 54,957.01 | 57,704.87 | 60,590.11 | 63,619.61 |
| DEVELOPMENT SERVICES TECHNICIAN II | 27 | Hourly | 26.45 | 27.78 | 29.16 | 30.62 | 32.15 | 33.76 |
| | | Monthly | 4,585.20 | 4,814.47 | 5,055.19 | 5,307.95 | 5,573.35 | 5,852.01 |
| | | Yearly | 55,022.46 | 57,773.58 | 60,662.26 | 63,695.37 | 66,880.14 | 70,224.15 |
| ENGINEERING TECHNICIAN | 33 | Hourly | 30.68 | 32.21 | 33.82 | 35.51 | 37.29 | 39.15 |
| | | Monthly | 5,317.43 | 5,583.30 | 5,862.47 | 6,155.59 | 6,463.37 | 6,786.54 |
| | | Yearly | 63,809.18 | 66,999.64 | 70,349.63 | 73,867.11 | 77,560.46 | 81,438.48 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR I | 29 | Hourly | 27.79 | 29.18 | 30.64 | 32.17 | 33.78 | 35.47 |
| | | Monthly | 4,817.33 | 5,058.20 | 5,311.11 | 5,576.66 | 5,855.50 | 6,148.27 |
| | | Yearly | 57,807.97 | 60,698.37 | 63,733.29 | 66,919.95 | 70,265.95 | 73,779.25 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR II | 33 | Hourly | 30.68 | 32.21 | 33.82 | 35.51 | 37.29 | 39.15 |
| | | Monthly | 5,317.43 | 5,583.30 | 5,862.47 | 6,155.59 | 6,463.37 | 6,786.54 |
| | | Yearly | 63,809.18 | 66,999.64 | 70,349.63 | 73,867.11 | 77,560.46 | 81,438.48 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| EQUIPMENT MECHANIC | 27 | Hourly | 26.45 | 27.78 | 29.16 | 30.62 | 32.15 | 33.76 |
| | | Monthly | 4,585.20 | 4,814.47 | 5,055.19 | 5,307.95 | 5,573.35 | 5,852.01 |
| | | Yearly | 55,022.46 | 57,773.58 | 60,662.26 | 63,695.37 | 66,880.14 | 70,224.15 |
| FACILITIES COORDINATOR | 28 | Hourly | 27.11 | 28.47 | 29.89 | 31.39 | 32.96 | 34.61 |
| | | Monthly | 4,699.84 | 4,934.83 | 5,181.57 | 5,440.65 | 5,712.68 | 5,998.31 |
| | | Yearly | 56,398.02 | 59,217.92 | 62,178.82 | 65,287.76 | 68,552.15 | 71,979.75 |
| FACILITIES TECHNICIAN | 24 | Hourly | 24.56 | 25.79 | 27.08 | 28.44 | 29.86 | 31.35 |
| | | Monthly | 4,257.82 | 4,470.71 | 4,694.25 | 4,928.96 | 5,175.41 | 5,434.18 |
| | | Yearly | 51,093.82 | 53,648.51 | 56,330.94 | 59,147.49 | 62,104.86 | 65,210.10 |
| FORENSIC TECHNICIAN | 35 | Hourly | 32.23 | 33.84 | 35.53 | 37.31 | 39.18 | 41.14 |
| | | Monthly | 5,586.63 | 5,865.96 | 6,159.26 | 6,467.22 | 6,790.58 | 7,130.11 |
| | | Yearly | 67,039.52 | 70,391.50 | 73,911.07 | 77,606.63 | 81,486.96 | 85,561.31 |
| GIS TECHNICIAN | 29 | Hourly | 27.79 | 29.18 | 30.64 | 32.17 | 33.78 | 35.47 |
| | | Monthly | 4,817.33 | 5,058.20 | 5,311.11 | 5,576.66 | 5,855.50 | 6,148.27 |
| | | Yearly | 57,807.97 | 60,698.37 | 63,733.29 | 66,919.95 | 70,265.95 | 73,779.25 |
| HOMELESS SERVICES COORDINATOR | 39 | Hourly | 35.58 | 37.36 | 39.22 | 41.18 | 43.24 | 45.41 |
| | | Monthly | 6,166.59 | 6,474.92 | 6,798.67 | 7,138.60 | 7,495.53 | 7,870.31 |
| | | Yearly | 73,999.09 | 77,699.05 | 81,584.00 | 85,663.20 | 89,946.36 | 94,443.67 |
| HUMAN RESOURCES TECHNICIAN | 28 | Hourly | 27.11 | 28.47 | 29.89 | 31.39 | 32.96 | 34.61 |
| | | Monthly | 4,699.84 | 4,934.83 | 5,181.57 | 5,440.65 | 5,712.68 | 5,998.31 |
| | | Yearly | 56,398.02 | 59,217.92 | 62,178.82 | 65,287.76 | 68,552.15 | 71,979.75 |
| INFORMATION TECH.SPECIALIST | 33 | Hourly | 30.68 | 32.21 | 33.82 | 35.51 | 37.29 | 39.15 |
| | | Monthly | 5,317.43 | 5,583.30 | 5,862.47 | 6,155.59 | 6,463.37 | 6,786.54 |
| | | Yearly | 63,809.18 | 66,999.64 | 70,349.63 | 73,867.11 | 77,560.46 | 81,438.48 |
| LEAD EQUIPMENT MECHANIC | 33 | Hourly | 30.68 | 32.21 | 33.82 | 35.51 | 37.29 | 39.15 |
| | | Monthly | 5,317.43 | 5,583.30 | 5,862.47 | 6,155.59 | 6,463.37 | 6,786.54 |
| | | Yearly | 63,809.18 | 66,999.64 | 70,349.63 | 73,867.11 | 77,560.46 | 81,438.48 |
| LEAD UTILITY SYSTEM WORKER (SEWER) | 32 | Hourly | 29.93 | 31.43 | 33.00 | 34.65 | 36.38 | 38.20 |
| | | Monthly | 5,187.74 | 5,447.13 | 5,719.48 | 6,005.46 | 6,305.73 | 6,621.02 |
| | | Yearly | 62,252.86 | 65,365.51 | 68,633.78 | 72,065.47 | 75,668.74 | 79,452.18 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| LEAD UTILITY SYSTEM WORKER (WATER) | 32 | Hourly | 29.93 | 31.43 | 33.00 | 34.65 | 36.38 | 38.20 |
| | | Monthly | 5,187.74 | 5,447.13 | 5,719.48 | 6,005.46 | 6,305.73 | 6,621.02 |
| | | Yearly | 62,252.86 | 65,365.51 | 68,633.78 | 72,065.47 | 75,668.74 | 79,452.18 |
| LEAD WATER METER TECHNICIAN | 31 | Hourly | 29.20 | 30.66 | 32.19 | 33.80 | 35.49 | 37.27 |
| | | Monthly | 5,061.21 | 5,314.27 | 5,579.98 | 5,858.98 | 6,151.93 | 6,459.53 |
| | | Yearly | 60,734.50 | 63,771.22 | 66,959.79 | 70,307.78 | 73,823.16 | 77,514.32 |
| LEAD WATER TREATMENT OPERATOR | 39 | Hourly | 35.58 | 37.36 | 39.22 | 41.18 | 43.24 | 45.41 |
| | | Monthly | 6,166.59 | 6,474.92 | 6,798.67 | 7,138.60 | 7,495.53 | 7,870.31 |
| | | Yearly | 73,999.09 | 77,699.05 | 81,584.00 | 85,663.20 | 89,946.36 | 94,443.67 |
| MAINTENANCE COORDINATOR | 25 | Hourly | 25.18 | 26.44 | 27.76 | 29.15 | 30.60 | 32.13 |
| | | Monthly | 4,364.26 | 4,582.48 | 4,811.60 | 5,052.18 | 5,304.79 | 5,570.03 |
| | | Yearly | 52,371.17 | 54,989.73 | 57,739.21 | 60,626.17 | 63,657.48 | 66,840.36 |
| MAINTENANCE WORKER I | 15 | Hourly | 19.67 | 20.65 | 21.69 | 22.77 | 23.91 | 25.10 |
| | | Monthly | 3,409.36 | 3,579.82 | 3,758.82 | 3,946.76 | 4,144.09 | 4,351.30 |
| | | Yearly | 40,912.27 | 42,957.89 | 45,105.78 | 47,361.07 | 49,729.12 | 52,215.58 |
| MAINTENANCE WORKER II | 19 | Hourly | 21.71 | 22.80 | 23.94 | 25.13 | 26.39 | 27.71 |
| | | Monthly | 3,763.29 | 3,951.46 | 4,149.03 | 4,356.48 | 4,574.30 | 4,803.02 |
| | | Yearly | 45,159.49 | 47,417.47 | 49,788.34 | 52,277.76 | 54,891.65 | 57,636.23 |
| OFFICE ASSISTANT | 14 | Hourly | 19.19 | 20.15 | 21.16 | 22.21 | 23.33 | 24.49 |
| | | Monthly | 3,326.20 | 3,492.51 | 3,667.14 | 3,850.49 | 4,043.02 | 4,245.17 |
| | | Yearly | 39,914.41 | 41,910.13 | 44,005.64 | 46,205.92 | 48,516.22 | 50,942.03 |
| PARKING CONTROL AIDE | 16 | Hourly | 20.16 | 21.17 | 22.23 | 23.34 | 24.51 | 25.73 |
| | | Monthly | 3,494.59 | 3,669.32 | 3,852.79 | 4,045.42 | 4,247.70 | 4,460.08 |
| | | Yearly | 41,935.08 | 44,031.83 | 46,233.43 | 48,545.10 | 50,972.35 | 53,520.97 |
| PAYROLL TECHNICIAN | 28 | Hourly | 27.11 | 28.47 | 29.89 | 31.39 | 32.96 | 34.61 |
| | | Monthly | 4,699.84 | 4,934.83 | 5,181.57 | 5,440.65 | 5,712.68 | 5,998.31 |
| | | Yearly | 56,398.02 | 59,217.92 | 62,178.82 | 65,287.76 | 68,552.15 | 71,979.75 |
| POLICE DISPATCHER I | 25 | Hourly | 25.18 | 26.44 | 27.76 | 29.15 | 30.60 | 32.13 |
| | | Monthly | 4,364.26 | 4,582.48 | 4,811.60 | 5,052.18 | 5,304.79 | 5,570.03 |
| | | Yearly | 52,371.17 | 54,989.73 | 57,739.21 | 60,626.17 | 63,657.48 | 66,840.36 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| POLICE DISPATCHER II | 29 | Hourly | 27.79 | 29.18 | 30.64 | 32.17 | 33.78 | 35.47 |
| | | Monthly | 4,817.33 | 5,058.20 | 5,311.11 | 5,576.66 | 5,855.50 | 6,148.27 |
| | | Yearly | 57,807.97 | 60,698.37 | 63,733.29 | 66,919.95 | 70,265.95 | 73,779.25 |
| POLICE RECORDS TECHNICIAN I | 14 | Hourly | 19.19 | 20.15 | 21.16 | 22.21 | 23.33 | 24.49 |
| | | Monthly | 3,326.20 | 3,492.51 | 3,667.14 | 3,850.49 | 4,043.02 | 4,245.17 |
| | | Yearly | 39,914.41 | 41,910.13 | 44,005.64 | 46,205.92 | 48,516.22 | 50,942.03 |
| POLICE RECORDS TECHNICIAN II | 18 | Hourly | 21.18 | 22.24 | 23.35 | 24.52 | 25.75 | 27.03 |
| | | Monthly | 3,671.50 | 3,855.08 | 4,047.83 | 4,250.22 | 4,462.74 | 4,685.87 |
| | | Yearly | 44,058.04 | 46,260.95 | 48,573.99 | 51,002.69 | 53,552.83 | 56,230.47 |
| POLICE SERVICE TECHNICIAN | 23 | Hourly | 23.97 | 25.16 | 26.42 | 27.74 | 29.13 | 30.59 |
| | | Monthly | 4,153.97 | 4,361.67 | 4,579.75 | 4,808.74 | 5,049.18 | 5,301.63 |
| | | Yearly | 49,847.63 | 52,340.01 | 54,957.01 | 57,704.87 | 60,590.11 | 63,619.61 |
| PUBLIC WORKS INSPECTOR I | 32 | Hourly | 29.93 | 31.43 | 33.00 | 34.65 | 36.38 | 38.20 |
| | | Monthly | 5,187.74 | 5,447.13 | 5,719.48 | 6,005.46 | 6,305.73 | 6,621.02 |
| | | Yearly | 62,252.86 | 65,365.51 | 68,633.78 | 72,065.47 | 75,668.74 | 79,452.18 |
| PUBLIC WORKS INSPECTOR II | 36 | Hourly | 33.04 | 34.69 | 36.42 | 38.24 | 40.16 | 42.16 |
| | | Monthly | 5,726.29 | 6,012.61 | 6,313.24 | 6,628.90 | 6,960.34 | 7,308.36 |
| | | Yearly | 68,715.51 | 72,151.29 | 75,758.85 | 79,546.79 | 83,524.13 | 87,700.34 |
| RECREATION COORDINATOR | 26 | Hourly | 25.81 | 27.10 | 28.45 | 29.88 | 31.37 | 32.94 |
| | | Monthly | 4,473.37 | 4,697.04 | 4,931.89 | 5,178.49 | 5,437.41 | 5,709.28 |
| | | Yearly | 53,680.45 | 56,364.47 | 59,182.69 | 62,141.83 | 65,248.92 | 68,511.37 |
| SENIOR ACCOUNTANT | 41 | Hourly | 37.38 | 39.25 | 41.21 | 43.27 | 45.43 | 47.70 |
| | | Monthly | 6,478.77 | 6,802.71 | 7,142.85 | 7,499.99 | 7,874.99 | 8,268.74 |
| | | Yearly | 77,745.29 | 81,632.56 | 85,714.19 | 89,999.90 | 94,499.89 | 99,224.89 |
| SENIOR ACCOUNTING TECHNICIAN | 26 | Hourly | 25.81 | 27.10 | 28.45 | 29.88 | 31.37 | 32.94 |
| | | Monthly | 4,473.37 | 4,697.04 | 4,931.89 | 5,178.49 | 5,437.41 | 5,709.28 |
| | | Yearly | 53,680.45 | 56,364.47 | 59,182.69 | 62,141.83 | 65,248.92 | 68,511.37 |
| SENIOR ADMINISTRATIVE ASSISTANT | 26 | Hourly | 25.81 | 27.10 | 28.45 | 29.88 | 31.37 | 32.94 |
| | | Monthly | 4,473.37 | 4,697.04 | 4,931.89 | 5,178.49 | 5,437.41 | 5,709.28 |
| | | Yearly | 53,680.45 | 56,364.47 | 59,182.69 | 62,141.83 | 65,248.92 | 68,511.37 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| SENIOR BUILDING INSPECTOR | 41 | Hourly | 37.38 | 39.25 | 41.21 | 43.27 | 45.43 | 47.70 |
| | | Monthly | 6,478.77 | 6,802.71 | 7,142.85 | 7,499.99 | 7,874.99 | 8,268.74 |
| | | Yearly | 77,745.29 | 81,632.56 | 85,714.19 | 89,999.90 | 94,499.89 | 99,224.89 |
| SENIOR CUSTOMER SERVICE SPECIALIST | 23 | Hourly | 23.97 | 25.16 | 26.42 | 27.74 | 29.13 | 30.59 |
| | | Monthly | 4,153.97 | 4,361.67 | 4,579.75 | 4,808.74 | 5,049.18 | 5,301.63 |
| | | Yearly | 49,847.63 | 52,340.01 | 54,957.01 | 57,704.87 | 60,590.11 | 63,619.61 |
| SENIOR POLICE RECORDS TECHNICIAN | 24 | Hourly | 24.56 | 25.79 | 27.08 | 28.44 | 29.86 | 31.35 |
| | | Monthly | 4,257.82 | 4,470.71 | 4,694.25 | 4,928.96 | 5,175.41 | 5,434.18 |
| | | Yearly | 51,093.82 | 53,648.51 | 56,330.94 | 59,147.49 | 62,104.86 | 65,210.10 |
| UTILITY WORKER I-SEWER | 22 | Hourly | 23.38 | 24.55 | 25.78 | 27.07 | 28.42 | 29.84 |
| | | Monthly | 4,052.65 | 4,255.29 | 4,468.05 | 4,691.45 | 4,926.03 | 5,172.33 |
| | | Yearly | 48,631.84 | 51,063.43 | 53,616.60 | 56,297.43 | 59,112.30 | 62,067.92 |
| UTILITY WORKER I-WATER | 22 | Hourly | 23.38 | 24.55 | 25.78 | 27.07 | 28.42 | 29.84 |
| | | Monthly | 4,052.65 | 4,255.29 | 4,468.05 | 4,691.45 | 4,926.03 | 5,172.33 |
| | | Yearly | 48,631.84 | 51,063.43 | 53,616.60 | 56,297.43 | 59,112.30 | 62,067.92 |
| UTILITY WORKER II-SEWER | 26 | Hourly | 25.81 | 27.10 | 28.45 | 29.88 | 31.37 | 32.94 |
| | | Monthly | 4,473.37 | 4,697.04 | 4,931.89 | 5,178.49 | 5,437.41 | 5,709.28 |
| | | Yearly | 53,680.45 | 56,364.47 | 59,182.69 | 62,141.83 | 65,248.92 | 68,511.37 |
| UTILITY WORKER II-WATER | 26 | Hourly | 25.81 | 27.10 | 28.45 | 29.88 | 31.37 | 32.94 |
| | | Monthly | 4,473.37 | 4,697.04 | 4,931.89 | 5,178.49 | 5,437.41 | 5,709.28 |
| | | Yearly | 53,680.45 | 56,364.47 | 59,182.69 | 62,141.83 | 65,248.92 | 68,511.37 |
| UTILITY WORKER TRAINEE- SEWER | 20 | Hourly | 22.25 | 23.37 | 24.54 | 25.76 | 27.05 | 28.40 |
| | | Monthly | 3,857.37 | 4,050.24 | 4,252.75 | 4,465.39 | 4,688.66 | 4,923.09 |
| | | Yearly | 46,288.48 | 48,602.91 | 51,033.05 | 53,584.70 | 56,263.94 | 59,077.14 |
| UTILITY WORKER TRAINEE- WATER | 20 | Hourly | 22.25 | 23.37 | 24.54 | 25.76 | 27.05 | 28.40 |
| | | Monthly | 3,857.37 | 4,050.24 | 4,252.75 | 4,465.39 | 4,688.66 | 4,923.09 |
| | | Yearly | 46,288.48 | 48,602.91 | 51,033.05 | 53,584.70 | 56,263.94 | 59,077.14 |
| WAREHOUSE AND INVENTORY TECHNICIAN | 19 | Hourly | 21.71 | 22.80 | 23.94 | 25.13 | 26.39 | 27.71 |
| | | Monthly | 3,763.29 | 3,951.46 | 4,149.03 | 4,356.48 | 4,574.30 | 4,803.02 |
| | | Yearly | 45,159.49 | 47,417.47 | 49,788.34 | 52,277.76 | 54,891.65 | 57,636.23 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|--------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| WATER METER TECHNICIAN | 25 | Hourly | 25.18 | 26.44 | 27.76 | 29.15 | 30.60 | 32.13 |
| | | Monthly | 4,364.26 | 4,582.48 | 4,811.60 | 5,052.18 | 5,304.79 | 5,570.03 |
| | | Yearly | 52,371.17 | 54,989.73 | 57,739.21 | 60,626.17 | 63,657.48 | 66,840.36 |
| WATER TREATMENT OPERATOR I | 29 | Hourly | 27.79 | 29.18 | 30.64 | 32.17 | 33.78 | 35.47 |
| | | Monthly | 4,817.33 | 5,058.20 | 5,311.11 | 5,576.66 | 5,855.50 | 6,148.27 |
| | | Yearly | 57,807.97 | 60,698.37 | 63,733.29 | 66,919.95 | 70,265.95 | 73,779.25 |
| WATER TREATMENT OPERATOR II | 33 | Hourly | 30.68 | 32.21 | 33.82 | 35.51 | 37.29 | 39.15 |
| | | Monthly | 5,317.43 | 5,583.30 | 5,862.47 | 6,155.59 | 6,463.37 | 6,786.54 |
| | | Yearly | 63,809.18 | 66,999.64 | 70,349.63 | 73,867.11 | 77,560.46 | 81,438.48 |

City of Upland
UCEA Salary Schedule
Effective 6/23/2024

| Job Description | Grade | | STEP | | | | | |
|-----------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ACCOUNTANT I | 31 | Hourly | 29.78 | 31.27 | 32.84 | 34.48 | 36.20 | 38.01 |
| | | Monthly | 5,162.43 | 5,420.55 | 5,691.58 | 5,976.16 | 6,274.97 | 6,588.72 |
| | | Yearly | 61,949.19 | 65,046.65 | 68,298.98 | 71,713.93 | 75,299.63 | 79,064.61 |
| ACCOUNTANT II | 35 | Hourly | 32.88 | 34.52 | 36.24 | 38.06 | 39.96 | 41.96 |
| | | Monthly | 5,698.36 | 5,983.28 | 6,282.44 | 6,596.56 | 6,926.39 | 7,272.71 |
| | | Yearly | 68,380.31 | 71,799.33 | 75,389.30 | 79,158.76 | 83,116.70 | 87,272.53 |
| ACCOUNTING TECHNICIAN | 20 | Hourly | 22.70 | 23.83 | 25.03 | 26.28 | 27.59 | 28.97 |
| | | Monthly | 3,934.52 | 4,131.25 | 4,337.81 | 4,554.70 | 4,782.43 | 5,021.56 |
| | | Yearly | 47,214.25 | 49,574.96 | 52,053.71 | 54,656.40 | 57,389.22 | 60,258.68 |
| ADMINISTRATIVE ASSISTANT | 20 | Hourly | 22.70 | 23.83 | 25.03 | 26.28 | 27.59 | 28.97 |
| | | Monthly | 3,934.52 | 4,131.25 | 4,337.81 | 4,554.70 | 4,782.43 | 5,021.56 |
| | | Yearly | 47,214.25 | 49,574.96 | 52,053.71 | 54,656.40 | 57,389.22 | 60,258.68 |
| ANIMAL SERVICES OFFICER | 22 | Hourly | 23.85 | 25.04 | 26.29 | 27.61 | 28.99 | 30.44 |
| | | Monthly | 4,133.71 | 4,340.39 | 4,557.41 | 4,785.28 | 5,024.55 | 5,275.77 |
| | | Yearly | 49,604.47 | 52,084.70 | 54,688.93 | 57,423.38 | 60,294.55 | 63,309.27 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|-------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| BUILDING INSPECTOR I | 31 | Hourly | 29.78 | 31.27 | 32.84 | 34.48 | 36.20 | 38.01 |
| | | Monthly | 5,162.43 | 5,420.55 | 5,691.58 | 5,976.16 | 6,274.97 | 6,588.72 |
| | | Yearly | 61,949.19 | 65,046.65 | 68,298.98 | 71,713.93 | 75,299.63 | 79,064.61 |
| BUILDING INSPECTOR II | 35 | Hourly | 32.88 | 34.52 | 36.24 | 38.06 | 39.96 | 41.96 |
| | | Monthly | 5,698.36 | 5,983.28 | 6,282.44 | 6,596.56 | 6,926.39 | 7,272.71 |
| | | Yearly | 68,380.31 | 71,799.33 | 75,389.30 | 79,158.76 | 83,116.70 | 87,272.53 |
| BUSINESS LICENSE INSPECTOR | 23 | Hourly | 24.44 | 25.67 | 26.95 | 28.30 | 29.71 | 31.20 |
| | | Monthly | 4,237.05 | 4,448.90 | 4,671.35 | 4,904.91 | 5,150.16 | 5,407.67 |
| | | Yearly | 50,844.59 | 53,386.81 | 56,056.16 | 58,858.96 | 61,801.91 | 64,892.01 |
| CODE ENFORCEMENT OFFICER | 30 | Hourly | 29.06 | 30.51 | 32.04 | 33.64 | 35.32 | 37.08 |
| | | Monthly | 5,036.52 | 5,288.35 | 5,552.76 | 5,830.40 | 6,121.92 | 6,428.02 |
| | | Yearly | 60,438.23 | 63,460.15 | 66,633.15 | 69,964.81 | 73,463.05 | 77,136.20 |
| CROSS CONNECTION CONTROL TECHNICIAN | 32 | Hourly | 30.53 | 32.05 | 33.66 | 35.34 | 37.11 | 38.96 |
| | | Monthly | 5,291.49 | 5,556.07 | 5,833.87 | 6,125.56 | 6,431.84 | 6,753.44 |
| | | Yearly | 63,497.92 | 66,672.82 | 70,006.46 | 73,506.78 | 77,182.12 | 81,041.22 |
| CUSTODIAN | 13 | Hourly | 19.10 | 20.05 | 21.05 | 22.11 | 23.21 | 24.37 |
| | | Monthly | 3,309.98 | 3,475.47 | 3,649.25 | 3,831.71 | 4,023.30 | 4,224.46 |
| | | Yearly | 39,719.71 | 41,705.69 | 43,790.98 | 45,980.53 | 48,279.55 | 50,693.53 |
| CUSTOMER SERVICE SPECIALIST I | 13 | Hourly | 19.10 | 20.05 | 21.05 | 22.11 | 23.21 | 24.37 |
| | | Monthly | 3,309.98 | 3,475.47 | 3,649.25 | 3,831.71 | 4,023.30 | 4,224.46 |
| | | Yearly | 39,719.71 | 41,705.69 | 43,790.98 | 45,980.53 | 48,279.55 | 50,693.53 |
| CUSTOMER SERVICE SPECIALIST II | 17 | Hourly | 21.08 | 22.13 | 23.24 | 24.40 | 25.62 | 26.90 |
| | | Monthly | 3,653.59 | 3,836.27 | 4,028.09 | 4,229.49 | 4,440.97 | 4,663.01 |
| | | Yearly | 43,843.13 | 46,035.28 | 48,337.05 | 50,753.90 | 53,291.59 | 55,956.17 |
| DEPUTY CITY CLERK | 29 | Hourly | 28.35 | 29.77 | 31.25 | 32.82 | 34.46 | 36.18 |
| | | Monthly | 4,913.68 | 5,159.36 | 5,417.33 | 5,688.20 | 5,972.61 | 6,271.24 |
| | | Yearly | 58,964.13 | 61,912.34 | 65,007.95 | 68,258.35 | 71,671.27 | 75,254.83 |
| DEVELOPMENT SERVICES TECHNICIAN I | 23 | Hourly | 24.44 | 25.67 | 26.95 | 28.30 | 29.71 | 31.20 |
| | | Monthly | 4,237.05 | 4,448.90 | 4,671.35 | 4,904.91 | 5,150.16 | 5,407.67 |
| | | Yearly | 50,844.59 | 53,386.81 | 56,056.16 | 58,858.96 | 61,801.91 | 64,892.01 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| DEVELOPMENT SERVICES TECHNICIAN II | 27 | Hourly | 26.98 | 28.33 | 29.75 | 31.24 | 32.80 | 34.44 |
| | | Monthly | 4,676.91 | 4,910.75 | 5,156.29 | 5,414.11 | 5,684.81 | 5,969.05 |
| | | Yearly | 56,122.91 | 58,929.05 | 61,875.51 | 64,969.28 | 68,217.75 | 71,628.63 |
| ENGINEERING TECHNICIAN | 33 | Hourly | 31.29 | 32.86 | 34.50 | 36.22 | 38.03 | 39.94 |
| | | Monthly | 5,423.78 | 5,694.97 | 5,979.72 | 6,278.70 | 6,592.64 | 6,922.27 |
| | | Yearly | 65,085.37 | 68,339.64 | 71,756.62 | 75,344.45 | 79,111.67 | 83,067.25 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR I | 29 | Hourly | 28.35 | 29.77 | 31.25 | 32.82 | 34.46 | 36.18 |
| | | Monthly | 4,913.68 | 5,159.36 | 5,417.33 | 5,688.20 | 5,972.61 | 6,271.24 |
| | | Yearly | 58,964.13 | 61,912.34 | 65,007.95 | 68,258.35 | 71,671.27 | 75,254.83 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR II | 33 | Hourly | 31.29 | 32.86 | 34.50 | 36.22 | 38.03 | 39.94 |
| | | Monthly | 5,423.78 | 5,694.97 | 5,979.72 | 6,278.70 | 6,592.64 | 6,922.27 |
| | | Yearly | 65,085.37 | 68,339.64 | 71,756.62 | 75,344.45 | 79,111.67 | 83,067.25 |
| EQUIPMENT MECHANIC | 27 | Hourly | 26.98 | 28.33 | 29.75 | 31.24 | 32.80 | 34.44 |
| | | Monthly | 4,676.91 | 4,910.75 | 5,156.29 | 5,414.11 | 5,684.81 | 5,969.05 |
| | | Yearly | 56,122.91 | 58,929.05 | 61,875.51 | 64,969.28 | 68,217.75 | 71,628.63 |
| FACILITIES COORDINATOR | 28 | Hourly | 27.66 | 29.04 | 30.49 | 32.02 | 33.62 | 35.30 |
| | | Monthly | 4,793.83 | 5,033.52 | 5,285.20 | 5,549.46 | 5,826.93 | 6,118.28 |
| | | Yearly | 57,525.98 | 60,402.28 | 63,422.39 | 66,593.51 | 69,923.19 | 73,419.35 |
| FACILITIES TECHNICIAN | 24 | Hourly | 25.06 | 26.31 | 27.62 | 29.01 | 30.46 | 31.98 |
| | | Monthly | 4,342.97 | 4,560.12 | 4,788.13 | 5,027.54 | 5,278.91 | 5,542.86 |
| | | Yearly | 52,115.70 | 54,721.48 | 57,457.56 | 60,330.44 | 63,346.96 | 66,514.31 |
| FORENSIC TECHNICIAN | 35 | Hourly | 32.88 | 34.52 | 36.24 | 38.06 | 39.96 | 41.96 |
| | | Monthly | 5,698.36 | 5,983.28 | 6,282.44 | 6,596.56 | 6,926.39 | 7,272.71 |
| | | Yearly | 68,380.31 | 71,799.33 | 75,389.30 | 79,158.76 | 83,116.70 | 87,272.53 |
| GIS TECHNICIAN | 29 | Hourly | 28.35 | 29.77 | 31.25 | 32.82 | 34.46 | 36.18 |
| | | Monthly | 4,913.68 | 5,159.36 | 5,417.33 | 5,688.20 | 5,972.61 | 6,271.24 |
| | | Yearly | 58,964.13 | 61,912.34 | 65,007.95 | 68,258.35 | 71,671.27 | 75,254.83 |
| HOMELESS SERVICES COORDINATOR | 39 | Hourly | 36.29 | 38.10 | 40.01 | 42.01 | 44.11 | 46.31 |
| | | Monthly | 6,289.92 | 6,604.42 | 6,934.64 | 7,281.37 | 7,645.44 | 8,027.71 |
| | | Yearly | 75,479.07 | 79,253.03 | 83,215.68 | 87,376.46 | 91,745.28 | 96,332.55 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| HUMAN RESOURCES TECHNICIAN | 28 | Hourly | 27.66 | 29.04 | 30.49 | 32.02 | 33.62 | 35.30 |
| | | Monthly | 4,793.83 | 5,033.52 | 5,285.20 | 5,549.46 | 5,826.93 | 6,118.28 |
| | | Yearly | 57,525.98 | 60,402.28 | 63,422.39 | 66,593.51 | 69,923.19 | 73,419.35 |
| INFORMATION TECH.SPECIALIST | 33 | Hourly | 31.29 | 32.86 | 34.50 | 36.22 | 38.03 | 39.94 |
| | | Monthly | 5,423.78 | 5,694.97 | 5,979.72 | 6,278.70 | 6,592.64 | 6,922.27 |
| | | Yearly | 65,085.37 | 68,339.64 | 71,756.62 | 75,344.45 | 79,111.67 | 83,067.25 |
| LEAD EQUIPMENT MECHANIC | 33 | Hourly | 31.29 | 32.86 | 34.50 | 36.22 | 38.03 | 39.94 |
| | | Monthly | 5,423.78 | 5,694.97 | 5,979.72 | 6,278.70 | 6,592.64 | 6,922.27 |
| | | Yearly | 65,085.37 | 68,339.64 | 71,756.62 | 75,344.45 | 79,111.67 | 83,067.25 |
| LEAD UTILITY SYSTEM WORKER (SEWER) | 32 | Hourly | 30.53 | 32.05 | 33.66 | 35.34 | 37.11 | 38.96 |
| | | Monthly | 5,291.49 | 5,556.07 | 5,833.87 | 6,125.56 | 6,431.84 | 6,753.44 |
| | | Yearly | 63,497.92 | 66,672.82 | 70,006.46 | 73,506.78 | 77,182.12 | 81,041.22 |
| LEAD UTILITY SYSTEM WORKER (WATER) | 32 | Hourly | 30.53 | 32.05 | 33.66 | 35.34 | 37.11 | 38.96 |
| | | Monthly | 5,291.49 | 5,556.07 | 5,833.87 | 6,125.56 | 6,431.84 | 6,753.44 |
| | | Yearly | 63,497.92 | 66,672.82 | 70,006.46 | 73,506.78 | 77,182.12 | 81,041.22 |
| LEAD WATER METER TECHNICIAN | 31 | Hourly | 29.78 | 31.27 | 32.84 | 34.48 | 36.20 | 38.01 |
| | | Monthly | 5,162.43 | 5,420.55 | 5,691.58 | 5,976.16 | 6,274.97 | 6,588.72 |
| | | Yearly | 61,949.19 | 65,046.65 | 68,298.98 | 71,713.93 | 75,299.63 | 79,064.61 |
| LEAD TREATMENT OPERATOR | 39 | Hourly | 36.29 | 38.10 | 40.01 | 42.01 | 44.11 | 46.31 |
| | | Monthly | 6,289.92 | 6,604.42 | 6,934.64 | 7,281.37 | 7,645.44 | 8,027.71 |
| | | Yearly | 75,479.07 | 79,253.03 | 83,215.68 | 87,376.46 | 91,745.28 | 96,332.55 |
| MAINTENANCE COORDINATOR | 25 | Hourly | 25.68 | 26.97 | 28.31 | 29.73 | 31.22 | 32.78 |
| | | Monthly | 4,451.55 | 4,674.13 | 4,907.83 | 5,153.22 | 5,410.89 | 5,681.43 |
| | | Yearly | 53,418.59 | 56,089.52 | 58,894.00 | 61,838.70 | 64,930.63 | 68,177.16 |
| MAINTENANCE WORKER I | 15 | Hourly | 20.06 | 21.07 | 22.12 | 23.23 | 24.39 | 25.61 |
| | | Monthly | 3,477.54 | 3,651.42 | 3,833.99 | 4,025.69 | 4,226.98 | 4,438.32 |
| | | Yearly | 41,730.52 | 43,817.04 | 46,007.90 | 48,308.29 | 50,723.71 | 53,259.89 |
| MAINTENANCE WORKER II | 19 | Hourly | 22.15 | 23.25 | 24.42 | 25.64 | 26.92 | 28.26 |
| | | Monthly | 3,838.56 | 4,030.48 | 4,232.01 | 4,443.61 | 4,665.79 | 4,899.08 |
| | | Yearly | 46,062.68 | 48,365.82 | 50,784.11 | 53,323.32 | 55,989.48 | 58,788.96 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| OFFICE ASSISTANT | 14 | Hourly | 19.57 | 20.55 | 21.58 | 22.66 | 23.79 | 24.98 |
| | | Monthly | 3,392.73 | 3,562.36 | 3,740.48 | 3,927.50 | 4,123.88 | 4,330.07 |
| | | Yearly | 40,712.70 | 42,748.34 | 44,885.75 | 47,130.04 | 49,486.54 | 51,960.87 |
| PARKING CONTROL AIDE | 16 | Hourly | 20.56 | 21.59 | 22.67 | 23.81 | 25.00 | 26.25 |
| | | Monthly | 3,564.48 | 3,742.71 | 3,929.84 | 4,126.33 | 4,332.65 | 4,549.28 |
| | | Yearly | 42,773.78 | 44,912.47 | 47,158.09 | 49,516.00 | 51,991.80 | 54,591.39 |
| PAYROLL TECHNICIAN | 28 | Hourly | 27.66 | 29.04 | 30.49 | 32.02 | 33.62 | 35.30 |
| | | Monthly | 4,793.83 | 5,033.52 | 5,285.20 | 5,549.46 | 5,826.93 | 6,118.28 |
| | | Yearly | 57,525.98 | 60,402.28 | 63,422.39 | 66,593.51 | 69,923.19 | 73,419.35 |
| POLICE DISPATCHER I | 25 | Hourly | 25.68 | 26.97 | 28.31 | 29.73 | 31.22 | 32.78 |
| | | Monthly | 4,451.55 | 4,674.13 | 4,907.83 | 5,153.22 | 5,410.89 | 5,681.43 |
| | | Yearly | 53,418.59 | 56,089.52 | 58,894.00 | 61,838.70 | 64,930.63 | 68,177.16 |
| POLICE DISPATCHER II | 29 | Hourly | 28.35 | 29.77 | 31.25 | 32.82 | 34.46 | 36.18 |
| | | Monthly | 4,913.68 | 5,159.36 | 5,417.33 | 5,688.20 | 5,972.61 | 6,271.24 |
| | | Yearly | 58,964.13 | 61,912.34 | 65,007.95 | 68,258.35 | 71,671.27 | 75,254.83 |
| POLICE RECORDS TECHNICIAN I | 14 | Hourly | 19.57 | 20.55 | 21.58 | 22.66 | 23.79 | 24.98 |
| | | Monthly | 3,392.73 | 3,562.36 | 3,740.48 | 3,927.50 | 4,123.88 | 4,330.07 |
| | | Yearly | 40,712.70 | 42,748.34 | 44,885.75 | 47,130.04 | 49,486.54 | 51,960.87 |
| POLICE RECORDS TECHNICIAN II | 18 | Hourly | 21.61 | 22.69 | 23.82 | 25.01 | 26.26 | 27.57 |
| | | Monthly | 3,744.93 | 3,932.18 | 4,128.79 | 4,335.23 | 4,551.99 | 4,779.59 |
| | | Yearly | 44,939.20 | 47,186.16 | 49,545.47 | 52,022.75 | 54,623.88 | 57,355.08 |
| POLICE SERVICE TECHNICIAN | 23 | Hourly | 24.44 | 25.67 | 26.95 | 28.30 | 29.71 | 31.20 |
| | | Monthly | 4,237.05 | 4,448.90 | 4,671.35 | 4,904.91 | 5,150.16 | 5,407.67 |
| | | Yearly | 50,844.59 | 53,386.81 | 56,056.16 | 58,858.96 | 61,801.91 | 64,892.01 |
| PUBLIC WORKS INSPECTOR I | 32 | Hourly | 30.53 | 32.05 | 33.66 | 35.34 | 37.11 | 38.96 |
| | | Monthly | 5,291.49 | 5,556.07 | 5,833.87 | 6,125.56 | 6,431.84 | 6,753.44 |
| | | Yearly | 63,497.92 | 66,672.82 | 70,006.46 | 73,506.78 | 77,182.12 | 81,041.22 |
| PUBLIC WORKS INSPECTOR II | 36 | Hourly | 33.70 | 35.38 | 37.15 | 39.01 | 40.96 | 43.01 |
| | | Monthly | 5,840.82 | 6,132.86 | 6,439.50 | 6,761.48 | 7,099.55 | 7,454.53 |
| | | Yearly | 70,089.82 | 73,594.31 | 77,274.03 | 81,137.73 | 85,194.62 | 89,454.35 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| RECREATION COORDINATOR | 26 | Hourly | 26.32 | 27.64 | 29.02 | 30.47 | 32.00 | 33.60 |
| | | Monthly | 4,562.84 | 4,790.98 | 5,030.53 | 5,282.06 | 5,546.16 | 5,823.47 |
| | | Yearly | 54,754.06 | 57,491.76 | 60,366.35 | 63,384.67 | 66,553.90 | 69,881.59 |
| SENIOR ACCOUNTANT | 41 | Hourly | 38.13 | 40.03 | 42.03 | 44.13 | 46.34 | 48.66 |
| | | Monthly | 6,608.35 | 6,938.77 | 7,285.71 | 7,649.99 | 8,032.49 | 8,434.12 |
| | | Yearly | 79,300.20 | 83,265.21 | 87,428.47 | 91,799.89 | 96,389.89 | 101,209.38 |
| SENIOR ACCOUNTING TECHNICIAN | 26 | Hourly | 26.32 | 27.64 | 29.02 | 30.47 | 32.00 | 33.60 |
| | | Monthly | 4,562.84 | 4,790.98 | 5,030.53 | 5,282.06 | 5,546.16 | 5,823.47 |
| | | Yearly | 54,754.06 | 57,491.76 | 60,366.35 | 63,384.67 | 66,553.90 | 69,881.59 |
| SENIOR ADMINISTRATIVE ASSISTANT | 26 | Hourly | 26.32 | 27.64 | 29.02 | 30.47 | 32.00 | 33.60 |
| | | Monthly | 4,562.84 | 4,790.98 | 5,030.53 | 5,282.06 | 5,546.16 | 5,823.47 |
| | | Yearly | 54,754.06 | 57,491.76 | 60,366.35 | 63,384.67 | 66,553.90 | 69,881.59 |
| SENIOR BUILDING INSPECTOR | 41 | Hourly | 38.13 | 40.03 | 42.03 | 44.13 | 46.34 | 48.66 |
| | | Monthly | 6,608.35 | 6,938.77 | 7,285.71 | 7,649.99 | 8,032.49 | 8,434.12 |
| | | Yearly | 79,300.20 | 83,265.21 | 87,428.47 | 91,799.89 | 96,389.89 | 101,209.38 |
| SENIOR CUSTOMER SERVICE SPECIALIST | 23 | Hourly | 24.44 | 25.67 | 26.95 | 28.30 | 29.71 | 31.20 |
| | | Monthly | 4,237.05 | 4,448.90 | 4,671.35 | 4,904.91 | 5,150.16 | 5,407.67 |
| | | Yearly | 50,844.59 | 53,386.81 | 56,056.16 | 58,858.96 | 61,801.91 | 64,892.01 |
| SENIOR POLICE RECORDS TECHNICIAN | 24 | Hourly | 25.06 | 26.31 | 27.62 | 29.01 | 30.46 | 31.98 |
| | | Monthly | 4,342.97 | 4,560.12 | 4,788.13 | 5,027.54 | 5,278.91 | 5,542.86 |
| | | Yearly | 52,115.70 | 54,721.48 | 57,457.56 | 60,330.44 | 63,346.96 | 66,514.31 |
| UTILITY WORKER I-SEWER | 22 | Hourly | 23.85 | 25.04 | 26.29 | 27.61 | 28.99 | 30.44 |
| | | Monthly | 4,133.71 | 4,340.39 | 4,557.41 | 4,785.28 | 5,024.55 | 5,275.77 |
| | | Yearly | 49,604.47 | 52,084.70 | 54,688.93 | 57,423.38 | 60,294.55 | 63,309.27 |
| UTILITY WORKER I-WATER | 22 | Hourly | 23.85 | 25.04 | 26.29 | 27.61 | 28.99 | 30.44 |
| | | Monthly | 4,133.71 | 4,340.39 | 4,557.41 | 4,785.28 | 5,024.55 | 5,275.77 |
| | | Yearly | 49,604.47 | 52,084.70 | 54,688.93 | 57,423.38 | 60,294.55 | 63,309.27 |
| UTILITY WORKER II-SEWER | 26 | Hourly | 26.32 | 27.64 | 29.02 | 30.47 | 32.00 | 33.60 |
| | | Monthly | 4,562.84 | 4,790.98 | 5,030.53 | 5,282.06 | 5,546.16 | 5,823.47 |
| | | Yearly | 54,754.06 | 57,491.76 | 60,366.35 | 63,384.67 | 66,553.90 | 69,881.59 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| UTILITY WORKER II- WATER | 26 | Hourly | 26.32 | 27.64 | 29.02 | 30.47 | 32.00 | 33.60 |
| | | Monthly | 4,562.84 | 4,790.98 | 5,030.53 | 5,282.06 | 5,546.16 | 5,823.47 |
| | | Yearly | 54,754.06 | 57,491.76 | 60,366.35 | 63,384.67 | 66,553.90 | 69,881.59 |
| UTILITY WORKER TRAINEE- SEWER | 20 | Hourly | 22.70 | 23.83 | 25.03 | 26.28 | 27.59 | 28.97 |
| | | Monthly | 3,934.52 | 4,131.25 | 4,337.81 | 4,554.70 | 4,782.43 | 5,021.56 |
| | | Yearly | 47,214.25 | 49,574.96 | 52,053.71 | 54,656.40 | 57,389.22 | 60,258.68 |
| UTILITY WORKER TRAINEE- WATER | 20 | Hourly | 22.70 | 23.83 | 25.03 | 26.28 | 27.59 | 28.97 |
| | | Monthly | 3,934.52 | 4,131.25 | 4,337.81 | 4,554.70 | 4,782.43 | 5,021.56 |
| | | Yearly | 47,214.25 | 49,574.96 | 52,053.71 | 54,656.40 | 57,389.22 | 60,258.68 |
| WAREHOUSE AND INVENTORY TECHNICIAN | 19 | Hourly | 22.15 | 23.25 | 24.42 | 25.64 | 26.92 | 28.26 |
| | | Monthly | 3,838.56 | 4,030.48 | 4,232.01 | 4,443.61 | 4,665.79 | 4,899.08 |
| | | Yearly | 46,062.68 | 48,365.82 | 50,784.11 | 53,323.32 | 55,989.48 | 58,788.96 |
| WATER METER TECHNICIAN | 25 | Hourly | 25.68 | 26.97 | 28.31 | 29.73 | 31.22 | 32.78 |
| | | Monthly | 4,451.55 | 4,674.13 | 4,907.83 | 5,153.22 | 5,410.89 | 5,681.43 |
| | | Yearly | 53,418.59 | 56,089.52 | 58,894.00 | 61,838.70 | 64,930.63 | 68,177.16 |
| WATER TREATMENT OPERATOR I | 29 | Hourly | 28.35 | 29.77 | 31.25 | 32.82 | 34.46 | 36.18 |
| | | Monthly | 4,913.68 | 5,159.36 | 5,417.33 | 5,688.20 | 5,972.61 | 6,271.24 |
| | | Yearly | 58,964.13 | 61,912.34 | 65,007.95 | 68,258.35 | 71,671.27 | 75,254.83 |
| WATER TREATMENT OPERATOR II | 33 | Hourly | 31.29 | 32.86 | 34.50 | 36.22 | 38.03 | 39.94 |
| | | Monthly | 5,423.78 | 5,694.97 | 5,979.72 | 6,278.70 | 6,592.64 | 6,922.27 |
| | | Yearly | 65,085.37 | 68,339.64 | 71,756.62 | 75,344.45 | 79,111.67 | 83,067.25 |

City of Upland
UCEA Salary Schedule
Effective 12/08/2024

| Job Description | Grade | | STEP | | | | | |
|-----------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ACCOUNTANT I | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|-------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ACCOUNTANT II | 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 |
| ACCOUNTING TECHNICIAN | 20 | Hourly | 23.15 | 24.31 | 25.53 | 26.80 | 28.14 | 29.55 |
| | | Monthly | 4,013.21 | 4,213.87 | 4,424.57 | 4,645.79 | 4,878.08 | 5,121.99 |
| | | Yearly | 48,158.54 | 50,566.46 | 53,094.79 | 55,749.53 | 58,537.00 | 61,463.85 |
| ADMINISTRATIVE ASSISTANT | 20 | Hourly | 23.15 | 24.31 | 25.53 | 26.80 | 28.14 | 29.55 |
| | | Monthly | 4,013.21 | 4,213.87 | 4,424.57 | 4,645.79 | 4,878.08 | 5,121.99 |
| | | Yearly | 48,158.54 | 50,566.46 | 53,094.79 | 55,749.53 | 58,537.00 | 61,463.85 |
| ANIMAL SERVICES OFFICER | 22 | Hourly | 24.33 | 25.54 | 26.82 | 28.16 | 29.57 | 31.05 |
| | | Monthly | 4,216.38 | 4,427.20 | 4,648.56 | 4,880.99 | 5,125.04 | 5,381.29 |
| | | Yearly | 50,596.56 | 53,126.39 | 55,782.71 | 58,571.85 | 61,500.44 | 64,575.46 |
| BUILDING INSPECTOR I | 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 |
| BUILDING INSPECTOR II | 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 |
| BUSINESS LICENSE INSPECTOR | 23 | Hourly | 24.93 | 26.18 | 27.49 | 28.86 | 30.31 | 31.82 |
| | | Monthly | 4,321.79 | 4,537.88 | 4,764.77 | 5,003.01 | 5,253.16 | 5,515.82 |
| | | Yearly | 51,861.48 | 54,454.55 | 57,177.28 | 60,036.14 | 63,037.95 | 66,189.85 |
| CODE ENFORCEMENT OFFICER | 30 | Hourly | 29.64 | 31.12 | 32.68 | 34.31 | 36.03 | 37.83 |
| | | Monthly | 5,137.25 | 5,394.11 | 5,663.82 | 5,947.01 | 6,244.36 | 6,556.58 |
| | | Yearly | 61,647.00 | 64,729.35 | 67,965.82 | 71,364.11 | 74,932.31 | 78,678.93 |
| CROSS CONNECTION CONTROL TECHNICIAN | 32 | Hourly | 31.14 | 32.70 | 34.33 | 36.05 | 37.85 | 39.74 |
| | | Monthly | 5,397.32 | 5,667.19 | 5,950.55 | 6,248.08 | 6,560.48 | 6,888.50 |
| | | Yearly | 64,767.88 | 68,006.27 | 71,406.59 | 74,976.91 | 78,725.76 | 82,662.05 |
| CUSTODIAN | 13 | Hourly | 19.48 | 20.45 | 21.47 | 22.55 | 23.68 | 24.86 |
| | | Monthly | 3,376.18 | 3,544.98 | 3,722.23 | 3,908.34 | 4,103.76 | 4,308.95 |
| | | Yearly | 40,514.10 | 42,539.81 | 44,666.80 | 46,900.14 | 49,245.15 | 51,707.40 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| CUSTOMER SERVICE SPECIALIST I | 13 | Hourly | 19.48 | 20.45 | 21.47 | 22.55 | 23.68 | 24.86 |
| | | Monthly | 3,376.18 | 3,544.98 | 3,722.23 | 3,908.34 | 4,103.76 | 4,308.95 |
| | | Yearly | 40,514.10 | 42,539.81 | 44,666.80 | 46,900.14 | 49,245.15 | 51,707.40 |
| CUSTOMER SERVICE SPECIALIST II | 17 | Hourly | 21.50 | 22.57 | 23.70 | 24.89 | 26.13 | 27.44 |
| | | Monthly | 3,726.67 | 3,913.00 | 4,108.65 | 4,314.08 | 4,529.79 | 4,756.27 |
| | | Yearly | 44,719.99 | 46,955.99 | 49,303.79 | 51,768.98 | 54,357.43 | 57,075.30 |
| DEPUTY CITY CLERK | 29 | Hourly | 28.92 | 30.36 | 31.88 | 33.47 | 35.15 | 36.90 |
| | | Monthly | 5,011.95 | 5,262.55 | 5,525.68 | 5,801.96 | 6,092.06 | 6,396.66 |
| | | Yearly | 60,143.41 | 63,150.58 | 66,308.11 | 69,623.52 | 73,104.69 | 76,759.93 |
| DEVELOPMENT SERVICES TECHNICIAN I | 23 | Hourly | 24.93 | 26.18 | 27.49 | 28.86 | 30.31 | 31.82 |
| | | Monthly | 4,321.79 | 4,537.88 | 4,764.77 | 5,003.01 | 5,253.16 | 5,515.82 |
| | | Yearly | 51,861.48 | 54,454.55 | 57,177.28 | 60,036.14 | 63,037.95 | 66,189.85 |
| DEVELOPMENT SERVICES TECHNICIAN II | 27 | Hourly | 27.52 | 28.90 | 30.34 | 31.86 | 33.45 | 35.13 |
| | | Monthly | 4,770.45 | 5,008.97 | 5,259.42 | 5,522.39 | 5,798.51 | 6,088.43 |
| | | Yearly | 57,245.37 | 60,107.63 | 63,113.02 | 66,268.67 | 69,582.10 | 73,061.21 |
| ENGINEERING TECHNICIAN | 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 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR I | 29 | Hourly | 28.92 | 30.36 | 31.88 | 33.47 | 35.15 | 36.90 |
| | | Monthly | 5,011.95 | 5,262.55 | 5,525.68 | 5,801.96 | 6,092.06 | 6,396.66 |
| | | Yearly | 60,143.41 | 63,150.58 | 66,308.11 | 69,623.52 | 73,104.69 | 76,759.93 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR II | 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 |
| EQUIPMENT MECHANIC | 27 | Hourly | 27.52 | 28.90 | 30.34 | 31.86 | 33.45 | 35.13 |
| | | Monthly | 4,770.45 | 5,008.97 | 5,259.42 | 5,522.39 | 5,798.51 | 6,088.43 |
| | | Yearly | 57,245.37 | 60,107.63 | 63,113.02 | 66,268.67 | 69,582.10 | 73,061.21 |
| FACILITIES COORDINATOR | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| FACILITIES TECHNICIAN | 24 | Hourly | 25.56 | 26.83 | 28.18 | 29.59 | 31.06 | 32.62 |
| | | Monthly | 4,429.83 | 4,651.33 | 4,883.89 | 5,128.09 | 5,384.49 | 5,653.72 |
| | | Yearly | 53,158.01 | 55,815.91 | 58,606.71 | 61,537.05 | 64,613.90 | 67,844.59 |
| FORENSIC TECHNICIAN | 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 |
| GIS TECHNICIAN | 29 | Hourly | 28.92 | 30.36 | 31.88 | 33.47 | 35.15 | 36.90 |
| | | Monthly | 5,011.95 | 5,262.55 | 5,525.68 | 5,801.96 | 6,092.06 | 6,396.66 |
| | | Yearly | 60,143.41 | 63,150.58 | 66,308.11 | 69,623.52 | 73,104.69 | 76,759.93 |
| HOMELESS SERVICES COORDINATOR | 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 |
| HUMAN RESOURCES TECHNICIAN | 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 |
| INFORMATION TECH.SPECIALIST | 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 |
| LEAD EQUIPMENT MECHANIC | 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 |
| LEAD UTILITY SYSTEM WORKER (SEWER) | 32 | Hourly | 31.14 | 32.70 | 34.33 | 36.05 | 37.85 | 39.74 |
| | | Monthly | 5,397.32 | 5,667.19 | 5,950.55 | 6,248.08 | 6,560.48 | 6,888.50 |
| | | Yearly | 64,767.88 | 68,006.27 | 71,406.59 | 74,976.91 | 78,725.76 | 82,662.05 |
| LEAD UTILITY SYSTEM WORKER (WATER) | 32 | Hourly | 31.14 | 32.70 | 34.33 | 36.05 | 37.85 | 39.74 |
| | | Monthly | 5,397.32 | 5,667.19 | 5,950.55 | 6,248.08 | 6,560.48 | 6,888.50 |
| | | Yearly | 64,767.88 | 68,006.27 | 71,406.59 | 74,976.91 | 78,725.76 | 82,662.05 |
| LEAD WATER METER TECHNICIAN | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|-----------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| LEAD TREATMENT OPERATOR | 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 |
| MAINTENANCE COORDINATOR | 25 | Hourly | 26.20 | 27.51 | 28.88 | 30.32 | 31.84 | 33.43 |
| | | Monthly | 4,540.58 | 4,767.61 | 5,005.99 | 5,256.29 | 5,519.10 | 5,795.06 |
| | | Yearly | 54,486.96 | 57,211.31 | 60,071.88 | 63,075.47 | 66,229.25 | 69,540.71 |
| MAINTENANCE WORKER I | 15 | Hourly | 20.46 | 21.49 | 22.56 | 23.69 | 24.87 | 26.12 |
| | | Monthly | 3,547.09 | 3,724.45 | 3,910.67 | 4,106.20 | 4,311.52 | 4,527.09 |
| | | Yearly | 42,565.13 | 44,693.39 | 46,928.05 | 49,274.46 | 51,738.18 | 54,325.09 |
| MAINTENANCE WORKER II | 19 | Hourly | 22.59 | 23.72 | 24.90 | 26.15 | 27.46 | 28.83 |
| | | Monthly | 3,915.33 | 4,111.09 | 4,316.65 | 4,532.48 | 4,759.11 | 4,997.06 |
| | | Yearly | 46,983.94 | 49,333.14 | 51,799.79 | 54,389.78 | 57,109.27 | 59,964.73 |
| OFFICE ASSISTANT | 14 | Hourly | 19.96 | 20.96 | 22.01 | 23.11 | 24.27 | 25.48 |
| | | Monthly | 3,460.58 | 3,633.61 | 3,815.29 | 4,006.05 | 4,206.36 | 4,416.67 |
| | | Yearly | 41,526.96 | 43,603.30 | 45,783.47 | 48,072.64 | 50,476.27 | 53,000.09 |
| PARKING CONTROL AIDE | 16 | Hourly | 20.98 | 22.02 | 23.13 | 24.28 | 25.50 | 26.77 |
| | | Monthly | 3,635.77 | 3,817.56 | 4,008.44 | 4,208.86 | 4,419.30 | 4,640.27 |
| | | Yearly | 43,629.26 | 45,810.72 | 48,101.26 | 50,506.32 | 53,031.64 | 55,683.22 |
| PAYROLL TECHNICIAN | 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 |
| POLICE DISPATCHER I | 25 | Hourly | 26.20 | 27.51 | 28.88 | 30.32 | 31.84 | 33.43 |
| | | Monthly | 4,540.58 | 4,767.61 | 5,005.99 | 5,256.29 | 5,519.10 | 5,795.06 |
| | | Yearly | 54,486.96 | 57,211.31 | 60,071.88 | 63,075.47 | 66,229.25 | 69,540.71 |
| POLICE DISPATCHER II | 29 | Hourly | 28.92 | 30.36 | 31.88 | 33.47 | 35.15 | 36.90 |
| | | Monthly | 5,011.95 | 5,262.55 | 5,525.68 | 5,801.96 | 6,092.06 | 6,396.66 |
| | | Yearly | 60,143.41 | 63,150.58 | 66,308.11 | 69,623.52 | 73,104.69 | 76,759.93 |
| POLICE RECORDS TECHNICIAN I | 14 | Hourly | 19.96 | 20.96 | 22.01 | 23.11 | 24.27 | 25.48 |
| | | Monthly | 3,460.58 | 3,633.61 | 3,815.29 | 4,006.05 | 4,206.36 | 4,416.67 |
| | | Yearly | 41,526.96 | 43,603.30 | 45,783.47 | 48,072.64 | 50,476.27 | 53,000.09 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| POLICE RECORDS TECHNICIAN II | 18 | Hourly | 22.04 | 23.14 | 24.30 | 25.51 | 26.79 | 28.13 |
| | | Monthly | 3,819.83 | 4,010.82 | 4,211.37 | 4,421.93 | 4,643.03 | 4,875.18 |
| | | Yearly | 45,837.99 | 48,129.89 | 50,536.38 | 53,063.20 | 55,716.36 | 58,502.18 |
| POLICE SERVICE TECHNICIAN | 23 | Hourly | 24.93 | 26.18 | 27.49 | 28.86 | 30.31 | 31.82 |
| | | Monthly | 4,321.79 | 4,537.88 | 4,764.77 | 5,003.01 | 5,253.16 | 5,515.82 |
| | | Yearly | 51,861.48 | 54,454.55 | 57,177.28 | 60,036.14 | 63,037.95 | 66,189.85 |
| PUBLIC WORKS INSPECTOR I | 32 | Hourly | 31.14 | 32.70 | 34.33 | 36.05 | 37.85 | 39.74 |
| | | Monthly | 5,397.32 | 5,667.19 | 5,950.55 | 6,248.08 | 6,560.48 | 6,888.50 |
| | | Yearly | 64,767.88 | 68,006.27 | 71,406.59 | 74,976.91 | 78,725.76 | 82,662.05 |
| PUBLIC WORKS INSPECTOR II | 36 | Hourly | 34.37 | 36.09 | 37.89 | 39.79 | 41.78 | 43.87 |
| | | Monthly | 5,957.63 | 6,255.52 | 6,568.29 | 6,896.71 | 7,241.54 | 7,603.62 |
| | | Yearly | 71,491.62 | 75,066.20 | 78,819.51 | 82,760.48 | 86,898.51 | 91,243.43 |
| RECREATION COORDINATOR | 26 | Hourly | 26.85 | 28.19 | 29.60 | 31.08 | 32.64 | 34.27 |
| | | Monthly | 4,654.09 | 4,886.80 | 5,131.14 | 5,387.70 | 5,657.08 | 5,939.94 |
| | | Yearly | 55,849.14 | 58,641.60 | 61,573.67 | 64,652.36 | 67,884.98 | 71,279.23 |
| SENIOR ACCOUNTANT | 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 |
| SENIOR ACCOUNTING TECHNICIAN | 26 | Hourly | 26.85 | 28.19 | 29.60 | 31.08 | 32.64 | 34.27 |
| | | Monthly | 4,654.09 | 4,886.80 | 5,131.14 | 5,387.70 | 5,657.08 | 5,939.94 |
| | | Yearly | 55,849.14 | 58,641.60 | 61,573.67 | 64,652.36 | 67,884.98 | 71,279.23 |
| SENIOR ADMINISTRATIVE ASSISTANT | 26 | Hourly | 26.85 | 28.19 | 29.60 | 31.08 | 32.64 | 34.27 |
| | | Monthly | 4,654.09 | 4,886.80 | 5,131.14 | 5,387.70 | 5,657.08 | 5,939.94 |
| | | Yearly | 55,849.14 | 58,641.60 | 61,573.67 | 64,652.36 | 67,884.98 | 71,279.23 |
| SENIOR BUILDING INSPECTOR | 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 |
| SENIOR CUSTOMER SERVICE SPECIALIST | 23 | Hourly | 24.93 | 26.18 | 27.49 | 28.86 | 30.31 | 31.82 |
| | | Monthly | 4,321.79 | 4,537.88 | 4,764.77 | 5,003.01 | 5,253.16 | 5,515.82 |
| | | Yearly | 51,861.48 | 54,454.55 | 57,177.28 | 60,036.14 | 63,037.95 | 66,189.85 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| SENIOR POLICE RECORDS TECHNICIAN | 24 | Hourly | 25.56 | 26.83 | 28.18 | 29.59 | 31.06 | 32.62 |
| | | Monthly | 4,429.83 | 4,651.33 | 4,883.89 | 5,128.09 | 5,384.49 | 5,653.72 |
| | | Yearly | 53,158.01 | 55,815.91 | 58,606.71 | 61,537.05 | 64,613.90 | 67,844.59 |
| UTILITY WORKER I- SEWER | 22 | Hourly | 24.33 | 25.54 | 26.82 | 28.16 | 29.57 | 31.05 |
| | | Monthly | 4,216.38 | 4,427.20 | 4,648.56 | 4,880.99 | 5,125.04 | 5,381.29 |
| | | Yearly | 50,596.56 | 53,126.39 | 55,782.71 | 58,571.85 | 61,500.44 | 64,575.46 |
| UTILITY WORKER I- WATER | 22 | Hourly | 24.33 | 25.54 | 26.82 | 28.16 | 29.57 | 31.05 |
| | | Monthly | 4,216.38 | 4,427.20 | 4,648.56 | 4,880.99 | 5,125.04 | 5,381.29 |
| | | Yearly | 50,596.56 | 53,126.39 | 55,782.71 | 58,571.85 | 61,500.44 | 64,575.46 |
| UTILITY WORKER II- SEWER | 26 | Hourly | 26.85 | 28.19 | 29.60 | 31.08 | 32.64 | 34.27 |
| | | Monthly | 4,654.09 | 4,886.80 | 5,131.14 | 5,387.70 | 5,657.08 | 5,939.94 |
| | | Yearly | 55,849.14 | 58,641.60 | 61,573.67 | 64,652.36 | 67,884.98 | 71,279.23 |
| UTILITY WORKER II- WATER | 26 | Hourly | 26.85 | 28.19 | 29.60 | 31.08 | 32.64 | 34.27 |
| | | Monthly | 4,654.09 | 4,886.80 | 5,131.14 | 5,387.70 | 5,657.08 | 5,939.94 |
| | | Yearly | 55,849.14 | 58,641.60 | 61,573.67 | 64,652.36 | 67,884.98 | 71,279.23 |
| UTILITY WORKER TRAINEE- SEWER | 20 | Hourly | 23.15 | 24.31 | 25.53 | 26.80 | 28.14 | 29.55 |
| | | Monthly | 4,013.21 | 4,213.87 | 4,424.57 | 4,645.79 | 4,878.08 | 5,121.99 |
| | | Yearly | 48,158.54 | 50,566.46 | 53,094.79 | 55,749.53 | 58,537.00 | 61,463.85 |
| UTILITY WORKER TRAINEE- WATER | 20 | Hourly | 23.15 | 24.31 | 25.53 | 26.80 | 28.14 | 29.55 |
| | | Monthly | 4,013.21 | 4,213.87 | 4,424.57 | 4,645.79 | 4,878.08 | 5,121.99 |
| | | Yearly | 48,158.54 | 50,566.46 | 53,094.79 | 55,749.53 | 58,537.00 | 61,463.85 |
| WAREHOUSE AND INVENTORY TECHNICIAN | 19 | Hourly | 22.59 | 23.72 | 24.90 | 26.15 | 27.46 | 28.83 |
| | | Monthly | 3,915.33 | 4,111.09 | 4,316.65 | 4,532.48 | 4,759.11 | 4,997.06 |
| | | Yearly | 46,983.94 | 49,333.14 | 51,799.79 | 54,389.78 | 57,109.27 | 59,964.73 |
| WATER METER TECHNICIAN | 25 | Hourly | 26.20 | 27.51 | 28.88 | 30.32 | 31.84 | 33.43 |
| | | Monthly | 4,540.58 | 4,767.61 | 5,005.99 | 5,256.29 | 5,519.10 | 5,795.06 |
| | | Yearly | 54,486.96 | 57,211.31 | 60,071.88 | 63,075.47 | 66,229.25 | 69,540.71 |
| WATER TREATMENT OPERATOR I | 29 | Hourly | 28.92 | 30.36 | 31.88 | 33.47 | 35.15 | 36.90 |
| | | Monthly | 5,011.95 | 5,262.55 | 5,525.68 | 5,801.96 | 6,092.06 | 6,396.66 |
| | | Yearly | 60,143.41 | 63,150.58 | 66,308.11 | 69,623.52 | 73,104.69 | 76,759.93 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|-----------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| WATER TREATMENT OPERATOR II | 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 |

City of Upland
UCEA Salary Schedule
Effective 06/22/2025

| Job Description | Grade | | STEP | | | | | |
|--------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ACCOUNTANT I | 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 |
| ACCOUNTANT II | 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 |
| ACCOUNTING TECHNICIAN | 20 | Hourly | 23.62 | 24.80 | 26.04 | 27.34 | 28.71 | 30.14 |
| | | Monthly | 4,093.48 | 4,298.15 | 4,513.06 | 4,738.71 | 4,975.65 | 5,224.43 |
| | | Yearly | 49,121.71 | 51,577.79 | 54,156.68 | 56,864.52 | 59,707.74 | 62,693.13 |
| ADMINISTRATIVE ASSISTANT | 20 | Hourly | 23.62 | 24.80 | 26.04 | 27.34 | 28.71 | 30.14 |
| | | Monthly | 4,093.48 | 4,298.15 | 4,513.06 | 4,738.71 | 4,975.65 | 5,224.43 |
| | | Yearly | 49,121.71 | 51,577.79 | 54,156.68 | 56,864.52 | 59,707.74 | 62,693.13 |
| ANIMAL SERVICES OFFICER | 22 | Hourly | 24.81 | 26.05 | 27.35 | 28.72 | 30.16 | 31.67 |
| | | Monthly | 4,300.71 | 4,515.74 | 4,741.53 | 4,978.61 | 5,227.54 | 5,488.91 |
| | | Yearly | 51,608.49 | 54,188.92 | 56,898.36 | 59,743.28 | 62,730.45 | 65,866.97 |
| BUILDING INSPECTOR I | 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 |
| BUILDING INSPECTOR II | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|-------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| BUSINESS LICENSE INSPECTOR | 23 | Hourly | 25.43 | 26.70 | 28.04 | 29.44 | 30.91 | 32.46 |
| | | Monthly | 4,408.23 | 4,628.64 | 4,860.07 | 5,103.07 | 5,358.23 | 5,626.14 |
| | | Yearly | 52,898.71 | 55,543.64 | 58,320.82 | 61,236.86 | 64,298.71 | 67,513.64 |
| CODE ENFORCEMENT OFFICER | 30 | Hourly | 30.23 | 31.74 | 33.33 | 35.00 | 36.75 | 38.58 |
| | | Monthly | 5,239.99 | 5,501.99 | 5,777.09 | 6,065.95 | 6,369.25 | 6,687.71 |
| | | Yearly | 62,879.94 | 66,023.94 | 69,325.13 | 72,791.39 | 76,430.96 | 80,252.51 |
| CROSS CONNECTION CONTROL TECHNICIAN | 32 | Hourly | 31.76 | 33.35 | 35.02 | 36.77 | 38.61 | 40.54 |
| | | Monthly | 5,505.27 | 5,780.53 | 6,069.56 | 6,373.04 | 6,691.69 | 7,026.27 |
| | | Yearly | 66,063.24 | 69,366.40 | 72,834.72 | 76,476.45 | 80,300.28 | 84,315.29 |
| CUSTODIAN | 13 | Hourly | 19.87 | 20.86 | 21.90 | 23.00 | 24.15 | 25.36 |
| | | Monthly | 3,443.70 | 3,615.88 | 3,796.68 | 3,986.51 | 4,185.84 | 4,395.13 |
| | | Yearly | 41,324.38 | 43,390.60 | 45,560.13 | 47,838.14 | 50,230.05 | 52,741.55 |
| CUSTOMER SERVICE SPECIALIST I | 13 | Hourly | 19.87 | 20.86 | 21.90 | 23.00 | 24.15 | 25.36 |
| | | Monthly | 3,443.70 | 3,615.88 | 3,796.68 | 3,986.51 | 4,185.84 | 4,395.13 |
| | | Yearly | 41,324.38 | 43,390.60 | 45,560.13 | 47,838.14 | 50,230.05 | 52,741.55 |
| CUSTOMER SERVICE SPECIALIST II | 17 | Hourly | 21.93 | 23.03 | 24.18 | 25.39 | 26.66 | 27.99 |
| | | Monthly | 3,801.20 | 3,991.26 | 4,190.82 | 4,400.36 | 4,620.38 | 4,851.40 |
| | | Yearly | 45,614.39 | 47,895.11 | 50,289.86 | 52,804.36 | 55,444.57 | 58,216.80 |
| DEPUTY CITY CLERK | 29 | Hourly | 29.49 | 30.97 | 32.52 | 34.14 | 35.85 | 37.64 |
| | | Monthly | 5,112.19 | 5,367.80 | 5,636.19 | 5,918.00 | 6,213.90 | 6,524.59 |
| | | Yearly | 61,346.28 | 64,413.60 | 67,634.28 | 71,015.99 | 74,566.79 | 78,295.13 |
| DEVELOPMENT SERVICES TECHNICIAN I | 23 | Hourly | 25.43 | 26.70 | 28.04 | 29.44 | 30.91 | 32.46 |
| | | Monthly | 4,408.23 | 4,628.64 | 4,860.07 | 5,103.07 | 5,358.23 | 5,626.14 |
| | | Yearly | 52,898.71 | 55,543.64 | 58,320.82 | 61,236.86 | 64,298.71 | 67,513.64 |
| DEVELOPMENT SERVICES TECHNICIAN II | 27 | Hourly | 28.07 | 29.48 | 30.95 | 32.50 | 34.12 | 35.83 |
| | | Monthly | 4,865.86 | 5,109.15 | 5,364.61 | 5,632.84 | 5,914.48 | 6,210.20 |
| | | Yearly | 58,390.27 | 61,309.79 | 64,375.28 | 67,594.04 | 70,973.74 | 74,522.43 |
| ENGINEERING TECHNICIAN | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR I | 29 | Hourly | 29.49 | 30.97 | 32.52 | 34.14 | 35.85 | 37.64 |
| | | Monthly | 5,112.19 | 5,367.80 | 5,636.19 | 5,918.00 | 6,213.90 | 6,524.59 |
| | | Yearly | 61,346.28 | 64,413.60 | 67,634.28 | 71,015.99 | 74,566.79 | 78,295.13 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR II | 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 |
| EQUIPMENT MECHANIC | 27 | Hourly | 28.07 | 29.48 | 30.95 | 32.50 | 34.12 | 35.83 |
| | | Monthly | 4,865.86 | 5,109.15 | 5,364.61 | 5,632.84 | 5,914.48 | 6,210.20 |
| | | Yearly | 58,390.27 | 61,309.79 | 64,375.28 | 67,594.04 | 70,973.74 | 74,522.43 |
| FACILITIES COORDINATOR | 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 |
| FACILITIES TECHNICIAN | 24 | Hourly | 26.07 | 27.37 | 28.74 | 30.18 | 31.69 | 33.27 |
| | | Monthly | 4,518.43 | 4,744.35 | 4,981.57 | 5,230.65 | 5,492.18 | 5,766.79 |
| | | Yearly | 54,221.17 | 56,932.23 | 59,778.84 | 62,767.79 | 65,906.18 | 69,201.48 |
| FORENSIC TECHNICIAN | 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 |
| GIS TECHNICIAN | 29 | Hourly | 29.49 | 30.97 | 32.52 | 34.14 | 35.85 | 37.64 |
| | | Monthly | 5,112.19 | 5,367.80 | 5,636.19 | 5,918.00 | 6,213.90 | 6,524.59 |
| | | Yearly | 61,346.28 | 64,413.60 | 67,634.28 | 71,015.99 | 74,566.79 | 78,295.13 |
| HOMELESS SERVICES COORDINATOR | 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 |
| HUMAN RESOURCES TECHNICIAN | 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 |
| INFORMATION TECH.SPECIALIST | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| LEAD EQUIPMENT MECHANIC | 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 |
| LEAD UTILITY SYSTEM WORKER (SEWER) | 32 | Hourly | 31.76 | 33.35 | 35.02 | 36.77 | 38.61 | 40.54 |
| | | Monthly | 5,505.27 | 5,780.53 | 6,069.56 | 6,373.04 | 6,691.69 | 7,026.27 |
| | | Yearly | 66,063.24 | 69,366.40 | 72,834.72 | 76,476.45 | 80,300.28 | 84,315.29 |
| LEAD UTILITY SYSTEM WORKER (WATER) | 32 | Hourly | 31.76 | 33.35 | 35.02 | 36.77 | 38.61 | 40.54 |
| | | Monthly | 5,505.27 | 5,780.53 | 6,069.56 | 6,373.04 | 6,691.69 | 7,026.27 |
| | | Yearly | 66,063.24 | 69,366.40 | 72,834.72 | 76,476.45 | 80,300.28 | 84,315.29 |
| LEAD WATER METER TECHNICIAN | 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 |
| LEAD TREATMENT OPERATOR | 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 |
| MAINTENANCE COORDINATOR | 25 | Hourly | 26.72 | 28.06 | 29.46 | 30.93 | 32.48 | 34.10 |
| | | Monthly | 4,631.39 | 4,862.96 | 5,106.11 | 5,361.42 | 5,629.49 | 5,910.96 |
| | | Yearly | 55,576.70 | 58,355.54 | 61,273.32 | 64,336.98 | 67,553.83 | 70,931.52 |
| MAINTENANCE WORKER I | 15 | Hourly | 20.87 | 21.92 | 23.01 | 24.16 | 25.37 | 26.64 |
| | | Monthly | 3,618.04 | 3,798.94 | 3,988.88 | 4,188.33 | 4,397.75 | 4,617.63 |
| | | Yearly | 43,416.43 | 45,587.25 | 47,866.62 | 50,259.95 | 52,772.94 | 55,411.59 |
| MAINTENANCE WORKER II | 19 | Hourly | 23.04 | 24.19 | 25.40 | 26.67 | 28.01 | 29.41 |
| | | Monthly | 3,993.63 | 4,193.32 | 4,402.98 | 4,623.13 | 4,854.29 | 5,097.00 |
| | | Yearly | 47,923.62 | 50,319.80 | 52,835.79 | 55,477.58 | 58,251.46 | 61,164.03 |
| OFFICE ASSISTANT | 14 | Hourly | 20.36 | 21.38 | 22.45 | 23.57 | 24.75 | 25.99 |
| | | Monthly | 3,529.79 | 3,706.28 | 3,891.59 | 4,086.17 | 4,290.48 | 4,505.01 |
| | | Yearly | 42,357.49 | 44,475.37 | 46,699.14 | 49,034.09 | 51,485.80 | 54,060.09 |
| PARKING CONTROL AIDE | 16 | Hourly | 21.40 | 22.46 | 23.59 | 24.77 | 26.01 | 27.31 |
| | | Monthly | 3,708.49 | 3,893.91 | 4,088.61 | 4,293.04 | 4,507.69 | 4,733.07 |
| | | Yearly | 44,501.84 | 46,726.93 | 49,063.28 | 51,516.45 | 54,092.27 | 56,796.88 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------|-------|---------|-----------|-----------|-----------|-----------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| PAYROLL TECHNICIAN | 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 |
| POLICE DISPATCHER I | 25 | Hourly | 26.72 | 28.06 | 29.46 | 30.93 | 32.48 | 34.10 |
| | | Monthly | 4,631.39 | 4,862.96 | 5,106.11 | 5,361.42 | 5,629.49 | 5,910.96 |
| | | Yearly | 55,576.70 | 58,355.54 | 61,273.32 | 64,336.98 | 67,553.83 | 70,931.52 |
| POLICE DISPATCHER II | 29 | Hourly | 29.49 | 30.97 | 32.52 | 34.14 | 35.85 | 37.64 |
| | | Monthly | 5,112.19 | 5,367.80 | 5,636.19 | 5,918.00 | 6,213.90 | 6,524.59 |
| | | Yearly | 61,346.28 | 64,413.60 | 67,634.28 | 71,015.99 | 74,566.79 | 78,295.13 |
| POLICE RECORDS TECHNICIAN I | 14 | Hourly | 20.36 | 21.38 | 22.45 | 23.57 | 24.75 | 25.99 |
| | | Monthly | 3,529.79 | 3,706.28 | 3,891.59 | 4,086.17 | 4,290.48 | 4,505.01 |
| | | Yearly | 42,357.49 | 44,475.37 | 46,699.14 | 49,034.09 | 51,485.80 | 54,060.09 |
| POLICE RECORDS TECHNICIAN II | 18 | Hourly | 22.48 | 23.60 | 24.78 | 26.02 | 27.32 | 28.69 |
| | | Monthly | 3,896.23 | 4,091.04 | 4,295.59 | 4,510.37 | 4,735.89 | 4,972.69 |
| | | Yearly | 46,754.75 | 49,092.49 | 51,547.11 | 54,124.47 | 56,830.69 | 59,672.22 |
| POLICE SERVICE TECHNICIAN | 23 | Hourly | 25.43 | 26.70 | 28.04 | 29.44 | 30.91 | 32.46 |
| | | Monthly | 4,408.23 | 4,628.64 | 4,860.07 | 5,103.07 | 5,358.23 | 5,626.14 |
| | | Yearly | 52,898.71 | 55,543.64 | 58,320.82 | 61,236.86 | 64,298.71 | 67,513.64 |
| PUBLIC WORKS INSPECTOR I | 32 | Hourly | 31.76 | 33.35 | 35.02 | 36.77 | 38.61 | 40.54 |
| | | Monthly | 5,505.27 | 5,780.53 | 6,069.56 | 6,373.04 | 6,691.69 | 7,026.27 |
| | | Yearly | 66,063.24 | 69,366.40 | 72,834.72 | 76,476.45 | 80,300.28 | 84,315.29 |
| PUBLIC WORKS INSPECTOR II | 36 | Hourly | 35.06 | 36.81 | 38.65 | 40.58 | 42.61 | 44.74 |
| | | Monthly | 6,076.79 | 6,380.63 | 6,699.66 | 7,034.64 | 7,386.37 | 7,755.69 |
| | | Yearly | 72,921.45 | 76,567.52 | 80,395.90 | 84,415.69 | 88,636.48 | 93,068.30 |
| RECREATION COORDINATOR | 26 | Hourly | 27.39 | 28.76 | 30.19 | 31.70 | 33.29 | 34.95 |
| | | Monthly | 4,747.18 | 4,984.54 | 5,233.76 | 5,495.45 | 5,770.22 | 6,058.73 |
| | | Yearly | 56,966.12 | 59,814.43 | 62,805.15 | 65,945.41 | 69,242.68 | 72,704.81 |
| SENIOR ACCOUNTANT | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| SENIOR ACCOUNTING TECHNICIAN | 26 | Hourly | 27.39 | 28.76 | 30.19 | 31.70 | 33.29 | 34.95 |
| | | Monthly | 4,747.18 | 4,984.54 | 5,233.76 | 5,495.45 | 5,770.22 | 6,058.73 |
| | | Yearly | 56,966.12 | 59,814.43 | 62,805.15 | 65,945.41 | 69,242.68 | 72,704.81 |
| SENIOR ADMINISTRATIVE ASSISTANT | 26 | Hourly | 27.39 | 28.76 | 30.19 | 31.70 | 33.29 | 34.95 |
| | | Monthly | 4,747.18 | 4,984.54 | 5,233.76 | 5,495.45 | 5,770.22 | 6,058.73 |
| | | Yearly | 56,966.12 | 59,814.43 | 62,805.15 | 65,945.41 | 69,242.68 | 72,704.81 |
| SENIOR BUILDING INSPECTOR | 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 |
| SENIOR CUSTOMER SERVICE SPECIALIST | 23 | Hourly | 25.43 | 26.70 | 28.04 | 29.44 | 30.91 | 32.46 |
| | | Monthly | 4,408.23 | 4,628.64 | 4,860.07 | 5,103.07 | 5,358.23 | 5,626.14 |
| | | Yearly | 52,898.71 | 55,543.64 | 58,320.82 | 61,236.86 | 64,298.71 | 67,513.64 |
| SENIOR POLICE RECORDS TECHNICIAN | 24 | Hourly | 26.07 | 27.37 | 28.74 | 30.18 | 31.69 | 33.27 |
| | | Monthly | 4,518.43 | 4,744.35 | 4,981.57 | 5,230.65 | 5,492.18 | 5,766.79 |
| | | Yearly | 54,221.17 | 56,932.23 | 59,778.84 | 62,767.79 | 65,906.18 | 69,201.48 |
| UTILITY WORKER I-SEWER | 22 | Hourly | 24.81 | 26.05 | 27.35 | 28.72 | 30.16 | 31.67 |
| | | Monthly | 4,300.71 | 4,515.74 | 4,741.53 | 4,978.61 | 5,227.54 | 5,488.91 |
| | | Yearly | 51,608.49 | 54,188.92 | 56,898.36 | 59,743.28 | 62,730.45 | 65,866.97 |
| UTILITY WORKER I-WATER | 22 | Hourly | 24.81 | 26.05 | 27.35 | 28.72 | 30.16 | 31.67 |
| | | Monthly | 4,300.71 | 4,515.74 | 4,741.53 | 4,978.61 | 5,227.54 | 5,488.91 |
| | | Yearly | 51,608.49 | 54,188.92 | 56,898.36 | 59,743.28 | 62,730.45 | 65,866.97 |
| UTILITY WORKER II-SEWER | 26 | Hourly | 27.39 | 28.76 | 30.19 | 31.70 | 33.29 | 34.95 |
| | | Monthly | 4,747.18 | 4,984.54 | 5,233.76 | 5,495.45 | 5,770.22 | 6,058.73 |
| | | Yearly | 56,966.12 | 59,814.43 | 62,805.15 | 65,945.41 | 69,242.68 | 72,704.81 |
| UTILITY WORKER II-WATER | 26 | Hourly | 27.39 | 28.76 | 30.19 | 31.70 | 33.29 | 34.95 |
| | | Monthly | 4,747.18 | 4,984.54 | 5,233.76 | 5,495.45 | 5,770.22 | 6,058.73 |
| | | Yearly | 56,966.12 | 59,814.43 | 62,805.15 | 65,945.41 | 69,242.68 | 72,704.81 |
| UTILITY WORKER TRAINEE- SEWER | 20 | Hourly | 23.62 | 24.80 | 26.04 | 27.34 | 28.71 | 30.14 |
| | | Monthly | 4,093.48 | 4,298.15 | 4,513.06 | 4,738.71 | 4,975.65 | 5,224.43 |
| | | Yearly | 49,121.71 | 51,577.79 | 54,156.68 | 56,864.52 | 59,707.74 | 62,693.13 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| UTILITY WORKER TRAINEE- WATER | 20 | Hourly | 23.62 | 24.80 | 26.04 | 27.34 | 28.71 | 30.14 |
| | | Monthly | 4,093.48 | 4,298.15 | 4,513.06 | 4,738.71 | 4,975.65 | 5,224.43 |
| | | Yearly | 49,121.71 | 51,577.79 | 54,156.68 | 56,864.52 | 59,707.74 | 62,693.13 |
| WAREHOUSE AND INVENTORY TECHNICIAN | 19 | Hourly | 23.04 | 24.19 | 25.40 | 26.67 | 28.01 | 29.41 |
| | | Monthly | 3,993.63 | 4,193.32 | 4,402.98 | 4,623.13 | 4,854.29 | 5,097.00 |
| | | Yearly | 47,923.62 | 50,319.80 | 52,835.79 | 55,477.58 | 58,251.46 | 61,164.03 |
| WATER METER TECHNICIAN | 25 | Hourly | 26.72 | 28.06 | 29.46 | 30.93 | 32.48 | 34.10 |
| | | Monthly | 4,631.39 | 4,862.96 | 5,106.11 | 5,361.42 | 5,629.49 | 5,910.96 |
| | | Yearly | 55,576.70 | 58,355.54 | 61,273.32 | 64,336.98 | 67,553.83 | 70,931.52 |
| WATER TREATMENT OPERATOR I | 29 | Hourly | 29.49 | 30.97 | 32.52 | 34.14 | 35.85 | 37.64 |
| | | Monthly | 5,112.19 | 5,367.80 | 5,636.19 | 5,918.00 | 6,213.90 | 6,524.59 |
| | | Yearly | 61,346.28 | 64,413.60 | 67,634.28 | 71,015.99 | 74,566.79 | 78,295.13 |
| WATER TREATMENT OPERATOR II | 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 |

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

| Job Description | Grade | | STEP | | | | | |
|--------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ACCOUNTANT I | 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 |
| ACCOUNTANT II | 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 |
| ACCOUNTING TECHNICIAN | 20 | Hourly | 24.09 | 25.29 | 26.56 | 27.89 | 29.28 | 30.74 |
| | | Monthly | 4,175.35 | 4,384.11 | 4,603.32 | 4,833.48 | 5,075.16 | 5,328.92 |
| | | Yearly | 50,104.14 | 52,609.35 | 55,239.82 | 58,001.81 | 60,901.90 | 63,946.99 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|-------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ADMINISTRATIVE ASSISTANT | 20 | Hourly | 24.09 | 25.29 | 26.56 | 27.89 | 29.28 | 30.74 |
| | | Monthly | 4,175.35 | 4,384.11 | 4,603.32 | 4,833.48 | 5,075.16 | 5,328.92 |
| | | Yearly | 50,104.14 | 52,609.35 | 55,239.82 | 58,001.81 | 60,901.90 | 63,946.99 |
| ANIMAL SERVICES OFFICER | 22 | Hourly | 25.31 | 26.57 | 27.90 | 29.30 | 30.76 | 32.30 |
| | | Monthly | 4,386.72 | 4,606.06 | 4,836.36 | 5,078.18 | 5,332.09 | 5,598.69 |
| | | Yearly | 52,640.66 | 55,272.70 | 58,036.33 | 60,938.15 | 63,985.06 | 67,184.31 |
| BUILDING INSPECTOR I | 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 |
| BUILDING INSPECTOR II | 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 |
| BUSINESS LICENSE INSPECTOR | 23 | Hourly | 25.94 | 27.24 | 28.60 | 30.03 | 31.53 | 33.11 |
| | | Monthly | 4,496.39 | 4,721.21 | 4,957.27 | 5,205.13 | 5,465.39 | 5,738.66 |
| | | Yearly | 53,956.68 | 56,654.51 | 59,487.24 | 62,461.60 | 65,584.68 | 68,863.92 |
| CODE ENFORCEMENT OFFICER | 30 | Hourly | 30.84 | 32.38 | 34.00 | 35.70 | 37.48 | 39.35 |
| | | Monthly | 5,344.79 | 5,612.03 | 5,892.64 | 6,187.27 | 6,496.63 | 6,821.46 |
| | | Yearly | 64,137.54 | 67,344.41 | 70,711.63 | 74,247.22 | 77,959.58 | 81,857.56 |
| CROSS CONNECTION CONTROL TECHNICIAN | 32 | Hourly | 32.40 | 34.02 | 35.72 | 37.50 | 39.38 | 41.35 |
| | | Monthly | 5,615.38 | 5,896.14 | 6,190.95 | 6,500.50 | 6,825.52 | 7,166.80 |
| | | Yearly | 67,384.50 | 70,753.73 | 74,291.41 | 78,005.98 | 81,906.28 | 86,001.60 |
| CUSTODIAN | 13 | Hourly | 20.26 | 21.28 | 22.34 | 23.46 | 24.63 | 25.86 |
| | | Monthly | 3,512.57 | 3,688.20 | 3,872.61 | 4,066.24 | 4,269.55 | 4,483.03 |
| | | Yearly | 42,150.87 | 44,258.42 | 46,471.34 | 48,794.90 | 51,234.65 | 53,796.38 |
| CUSTOMER SERVICE SPECIALIST I | 13 | Hourly | 20.26 | 21.28 | 22.34 | 23.46 | 24.63 | 25.86 |
| | | Monthly | 3,512.57 | 3,688.20 | 3,872.61 | 4,066.24 | 4,269.55 | 4,483.03 |
| | | Yearly | 42,150.87 | 44,258.42 | 46,471.34 | 48,794.90 | 51,234.65 | 53,796.38 |
| CUSTOMER SERVICE SPECIALIST II | 17 | Hourly | 22.37 | 23.49 | 24.66 | 25.89 | 27.19 | 28.55 |
| | | Monthly | 3,877.22 | 4,071.08 | 4,274.64 | 4,488.37 | 4,712.79 | 4,948.43 |
| | | Yearly | 46,526.68 | 48,853.01 | 51,295.66 | 53,860.44 | 56,553.47 | 59,381.14 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| DEPUTY CITY CLERK | 29 | Hourly | 30.08 | 31.59 | 33.17 | 34.83 | 36.57 | 38.39 |
| | | Monthly | 5,214.43 | 5,475.16 | 5,748.91 | 6,036.36 | 6,338.18 | 6,655.09 |
| | | Yearly | 62,573.21 | 65,701.87 | 68,986.96 | 72,436.31 | 76,058.12 | 79,861.03 |
| DEVELOPMENT SERVICES TECHNICIAN I | 23 | Hourly | 25.94 | 27.24 | 28.60 | 30.03 | 31.53 | 33.11 |
| | | Monthly | 4,496.39 | 4,721.21 | 4,957.27 | 5,205.13 | 5,465.39 | 5,738.66 |
| | | Yearly | 53,956.68 | 56,654.51 | 59,487.24 | 62,461.60 | 65,584.68 | 68,863.92 |
| DEVELOPMENT SERVICES TECHNICIAN II | 27 | Hourly | 28.63 | 30.07 | 31.57 | 33.15 | 34.80 | 36.54 |
| | | Monthly | 4,963.17 | 5,211.33 | 5,471.90 | 5,745.49 | 6,032.77 | 6,334.41 |
| | | Yearly | 59,558.08 | 62,535.98 | 65,662.78 | 68,945.92 | 72,393.22 | 76,012.88 |
| ENGINEERING TECHNICIAN | 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 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR I | 29 | Hourly | 30.08 | 31.59 | 33.17 | 34.83 | 36.57 | 38.39 |
| | | Monthly | 5,214.43 | 5,475.16 | 5,748.91 | 6,036.36 | 6,338.18 | 6,655.09 |
| | | Yearly | 62,573.21 | 65,701.87 | 68,986.96 | 72,436.31 | 76,058.12 | 79,861.03 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR II | 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 |
| EQUIPMENT MECHANIC | 27 | Hourly | 28.63 | 30.07 | 31.57 | 33.15 | 34.80 | 36.54 |
| | | Monthly | 4,963.17 | 5,211.33 | 5,471.90 | 5,745.49 | 6,032.77 | 6,334.41 |
| | | Yearly | 59,558.08 | 62,535.98 | 65,662.78 | 68,945.92 | 72,393.22 | 76,012.88 |
| FACILITIES COORDINATOR | 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 |
| FACILITIES TECHNICIAN | 24 | Hourly | 26.59 | 27.92 | 29.31 | 30.78 | 32.32 | 33.94 |
| | | Monthly | 4,608.80 | 4,839.24 | 5,081.20 | 5,335.26 | 5,602.02 | 5,882.13 |
| | | Yearly | 55,305.60 | 58,070.88 | 60,974.42 | 64,023.14 | 67,224.30 | 70,585.51 |
| FORENSIC TECHNICIAN | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| GIS TECHNICIAN | 29 | Hourly | 30.08 | 31.59 | 33.17 | 34.83 | 36.57 | 38.39 |
| | | Monthly | 5,214.43 | 5,475.16 | 5,748.91 | 6,036.36 | 6,338.18 | 6,655.09 |
| | | Yearly | 62,573.21 | 65,701.87 | 68,986.96 | 72,436.31 | 76,058.12 | 79,861.03 |
| HOMELESS SERVICES COORDINATOR | 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 |
| HUMAN RESOURCES TECHNICIAN | 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 |
| INFORMATION TECH.SPECIALIST | 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 |
| LEAD EQUIPMENT MECHANIC | 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 |
| LEAD UTILITY SYSTEM WORKER (SEWER) | 32 | Hourly | 32.40 | 34.02 | 35.72 | 37.50 | 39.38 | 41.35 |
| | | Monthly | 5,615.38 | 5,896.14 | 6,190.95 | 6,500.50 | 6,825.52 | 7,166.80 |
| | | Yearly | 67,384.50 | 70,753.73 | 74,291.41 | 78,005.98 | 81,906.28 | 86,001.60 |
| LEAD UTILITY SYSTEM WORKER (WATER) | 32 | Hourly | 32.40 | 34.02 | 35.72 | 37.50 | 39.38 | 41.35 |
| | | Monthly | 5,615.38 | 5,896.14 | 6,190.95 | 6,500.50 | 6,825.52 | 7,166.80 |
| | | Yearly | 67,384.50 | 70,753.73 | 74,291.41 | 78,005.98 | 81,906.28 | 86,001.60 |
| LEAD WATER METER TECHNICIAN | 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 |
| LEAD TREATMENT OPERATOR | 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 |
| MAINTENANCE COORDINATOR | 25 | Hourly | 27.25 | 28.62 | 30.05 | 31.55 | 33.13 | 34.78 |
| | | Monthly | 4,724.02 | 4,960.22 | 5,208.23 | 5,468.64 | 5,742.08 | 6,029.18 |
| | | Yearly | 56,688.24 | 59,522.65 | 62,498.78 | 65,623.72 | 68,904.91 | 72,350.15 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| MAINTENANCE WORKER I | 15 | Hourly | 21.29 | 22.36 | 23.47 | 24.65 | 25.88 | 27.17 |
| | | Monthly | 3,690.40 | 3,874.92 | 4,068.66 | 4,272.10 | 4,485.70 | 4,709.99 |
| | | Yearly | 44,284.76 | 46,499.00 | 48,823.95 | 51,265.15 | 53,828.40 | 56,519.82 |
| MAINTENANCE WORKER II | 19 | Hourly | 23.50 | 24.68 | 25.91 | 27.21 | 28.57 | 29.99 |
| | | Monthly | 4,073.51 | 4,277.18 | 4,491.04 | 4,715.59 | 4,951.37 | 5,198.94 |
| | | Yearly | 48,882.09 | 51,326.19 | 53,892.50 | 56,587.13 | 59,416.49 | 62,387.31 |
| OFFICE ASSISTANT | 14 | Hourly | 20.77 | 21.81 | 22.90 | 24.05 | 25.25 | 26.51 |
| | | Monthly | 3,600.39 | 3,780.41 | 3,969.43 | 4,167.90 | 4,376.29 | 4,595.11 |
| | | Yearly | 43,204.64 | 45,364.88 | 47,633.12 | 50,014.78 | 52,515.52 | 55,141.29 |
| PARKING CONTROL AIDE | 16 | Hourly | 21.82 | 22.91 | 24.06 | 25.26 | 26.53 | 27.85 |
| | | Monthly | 3,782.66 | 3,971.79 | 4,170.38 | 4,378.90 | 4,597.84 | 4,827.73 |
| | | Yearly | 45,391.88 | 47,661.47 | 50,044.55 | 52,546.77 | 55,174.11 | 57,932.82 |
| PAYROLL TECHNICIAN | 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 |
| POLICE DISPATCHER I | 25 | Hourly | 27.25 | 28.62 | 30.05 | 31.55 | 33.13 | 34.78 |
| | | Monthly | 4,724.02 | 4,960.22 | 5,208.23 | 5,468.64 | 5,742.08 | 6,029.18 |
| | | Yearly | 56,688.24 | 59,522.65 | 62,498.78 | 65,623.72 | 68,904.91 | 72,350.15 |
| POLICE DISPATCHER II | 29 | Hourly | 30.08 | 31.59 | 33.17 | 34.83 | 36.57 | 38.39 |
| | | Monthly | 5,214.43 | 5,475.16 | 5,748.91 | 6,036.36 | 6,338.18 | 6,655.09 |
| | | Yearly | 62,573.21 | 65,701.87 | 68,986.96 | 72,436.31 | 76,058.12 | 79,861.03 |
| POLICE RECORDS TECHNICIAN I | 14 | Hourly | 20.77 | 21.81 | 22.90 | 24.05 | 25.25 | 26.51 |
| | | Monthly | 3,600.39 | 3,780.41 | 3,969.43 | 4,167.90 | 4,376.29 | 4,595.11 |
| | | Yearly | 43,204.64 | 45,364.88 | 47,633.12 | 50,014.78 | 52,515.52 | 55,141.29 |
| POLICE RECORDS TECHNICIAN II | 18 | Hourly | 22.93 | 24.07 | 25.28 | 26.54 | 27.87 | 29.26 |
| | | Monthly | 3,974.15 | 4,172.86 | 4,381.50 | 4,600.58 | 4,830.61 | 5,072.14 |
| | | Yearly | 47,689.84 | 50,074.34 | 52,578.05 | 55,206.95 | 57,967.30 | 60,865.67 |
| POLICE SERVICE TECHNICIAN | 23 | Hourly | 25.94 | 27.24 | 28.60 | 30.03 | 31.53 | 33.11 |
| | | Monthly | 4,496.39 | 4,721.21 | 4,957.27 | 5,205.13 | 5,465.39 | 5,738.66 |
| | | Yearly | 53,956.68 | 56,654.51 | 59,487.24 | 62,461.60 | 65,584.68 | 68,863.92 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| PUBLIC WORKS INSPECTOR I | 32 | Hourly | 32.40 | 34.02 | 35.72 | 37.50 | 39.38 | 41.35 |
| | | Monthly | 5,615.38 | 5,896.14 | 6,190.95 | 6,500.50 | 6,825.52 | 7,166.80 |
| | | Yearly | 67,384.50 | 70,753.73 | 74,291.41 | 78,005.98 | 81,906.28 | 86,001.60 |
| PUBLIC WORKS INSPECTOR II | 36 | Hourly | 35.76 | 37.55 | 39.42 | 41.40 | 43.47 | 45.64 |
| | | Monthly | 6,198.32 | 6,508.24 | 6,833.65 | 7,175.33 | 7,534.10 | 7,910.81 |
| | | Yearly | 74,379.88 | 78,098.87 | 82,003.82 | 86,104.01 | 90,409.21 | 94,929.67 |
| RECREATION COORDINATOR | 26 | Hourly | 27.94 | 29.33 | 30.80 | 32.34 | 33.96 | 35.65 |
| | | Monthly | 4,842.12 | 5,084.23 | 5,338.44 | 5,605.36 | 5,885.63 | 6,179.91 |
| | | Yearly | 58,105.44 | 61,010.72 | 64,061.25 | 67,264.31 | 70,627.53 | 74,158.91 |
| SENIOR ACCOUNTANT | 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 |
| SENIOR ACCOUNTING TECHNICIAN | 26 | Hourly | 27.94 | 29.33 | 30.80 | 32.34 | 33.96 | 35.65 |
| | | Monthly | 4,842.12 | 5,084.23 | 5,338.44 | 5,605.36 | 5,885.63 | 6,179.91 |
| | | Yearly | 58,105.44 | 61,010.72 | 64,061.25 | 67,264.31 | 70,627.53 | 74,158.91 |
| SENIOR ADMINISTRATIVE ASSISTANT | 26 | Hourly | 27.94 | 29.33 | 30.80 | 32.34 | 33.96 | 35.65 |
| | | Monthly | 4,842.12 | 5,084.23 | 5,338.44 | 5,605.36 | 5,885.63 | 6,179.91 |
| | | Yearly | 58,105.44 | 61,010.72 | 64,061.25 | 67,264.31 | 70,627.53 | 74,158.91 |
| SENIOR BUILDING INSPECTOR | 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 |
| SENIOR CUSTOMER SERVICE SPECIALIST | 23 | Hourly | 25.94 | 27.24 | 28.60 | 30.03 | 31.53 | 33.11 |
| | | Monthly | 4,496.39 | 4,721.21 | 4,957.27 | 5,205.13 | 5,465.39 | 5,738.66 |
| | | Yearly | 53,956.68 | 56,654.51 | 59,487.24 | 62,461.60 | 65,584.68 | 68,863.92 |
| SENIOR POLICE RECORDS TECHNICIAN | 24 | Hourly | 26.59 | 27.92 | 29.31 | 30.78 | 32.32 | 33.94 |
| | | Monthly | 4,608.80 | 4,839.24 | 5,081.20 | 5,335.26 | 5,602.02 | 5,882.13 |
| | | Yearly | 55,305.60 | 58,070.88 | 60,974.42 | 64,023.14 | 67,224.30 | 70,585.51 |
| UTILITY WORKER I-SEWER | 22 | Hourly | 25.31 | 26.57 | 27.90 | 29.30 | 30.76 | 32.30 |
| | | Monthly | 4,386.72 | 4,606.06 | 4,836.36 | 5,078.18 | 5,332.09 | 5,598.69 |
| | | Yearly | 52,640.66 | 55,272.70 | 58,036.33 | 60,938.15 | 63,985.06 | 67,184.31 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| UTILITY WORKER I- WATER | 22 | Hourly | 25.31 | 26.57 | 27.90 | 29.30 | 30.76 | 32.30 |
| | | Monthly | 4,386.72 | 4,606.06 | 4,836.36 | 5,078.18 | 5,332.09 | 5,598.69 |
| | | Yearly | 52,640.66 | 55,272.70 | 58,036.33 | 60,938.15 | 63,985.06 | 67,184.31 |
| UTILITY WORKER II- SEWER | 26 | Hourly | 27.94 | 29.33 | 30.80 | 32.34 | 33.96 | 35.65 |
| | | Monthly | 4,842.12 | 5,084.23 | 5,338.44 | 5,605.36 | 5,885.63 | 6,179.91 |
| | | Yearly | 58,105.44 | 61,010.72 | 64,061.25 | 67,264.31 | 70,627.53 | 74,158.91 |
| UTILITY WORKER II- WATER | 26 | Hourly | 27.94 | 29.33 | 30.80 | 32.34 | 33.96 | 35.65 |
| | | Monthly | 4,842.12 | 5,084.23 | 5,338.44 | 5,605.36 | 5,885.63 | 6,179.91 |
| | | Yearly | 58,105.44 | 61,010.72 | 64,061.25 | 67,264.31 | 70,627.53 | 74,158.91 |
| UTILITY WORKER TRAINEE- SEWER | 20 | Hourly | 24.09 | 25.29 | 26.56 | 27.89 | 29.28 | 30.74 |
| | | Monthly | 4,175.35 | 4,384.11 | 4,603.32 | 4,833.48 | 5,075.16 | 5,328.92 |
| | | Yearly | 50,104.14 | 52,609.35 | 55,239.82 | 58,001.81 | 60,901.90 | 63,946.99 |
| UTILITY WORKER TRAINEE- WATER | 20 | Hourly | 24.09 | 25.29 | 26.56 | 27.89 | 29.28 | 30.74 |
| | | Monthly | 4,175.35 | 4,384.11 | 4,603.32 | 4,833.48 | 5,075.16 | 5,328.92 |
| | | Yearly | 50,104.14 | 52,609.35 | 55,239.82 | 58,001.81 | 60,901.90 | 63,946.99 |
| WAREHOUSE AND INVENTORY TECHNICIAN | 19 | Hourly | 23.50 | 24.68 | 25.91 | 27.21 | 28.57 | 29.99 |
| | | Monthly | 4,073.51 | 4,277.18 | 4,491.04 | 4,715.59 | 4,951.37 | 5,198.94 |
| | | Yearly | 48,882.09 | 51,326.19 | 53,892.50 | 56,587.13 | 59,416.49 | 62,387.31 |
| WATER METER TECHNICIAN | 25 | Hourly | 27.25 | 28.62 | 30.05 | 31.55 | 33.13 | 34.78 |
| | | Monthly | 4,724.02 | 4,960.22 | 5,208.23 | 5,468.64 | 5,742.08 | 6,029.18 |
| | | Yearly | 56,688.24 | 59,522.65 | 62,498.78 | 65,623.72 | 68,904.91 | 72,350.15 |
| WATER TREATMENT OPERATOR I | 29 | Hourly | 30.08 | 31.59 | 33.17 | 34.83 | 36.57 | 38.39 |
| | | Monthly | 5,214.43 | 5,475.16 | 5,748.91 | 6,036.36 | 6,338.18 | 6,655.09 |
| | | Yearly | 62,573.21 | 65,701.87 | 68,986.96 | 72,436.31 | 76,058.12 | 79,861.03 |
| WATER TREATMENT OPERATOR II | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | | Grade | STEP | | | | | |
|----------------------------|----|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| City of Upland | | | | | | | | |
| UCEA Salary Schedule | | | | | | | | |
| Effective 06/21/2026 | | | | | | | | |
| Job Description | | Grade | STEP | | | | | |
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ACCOUNTANT I | 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 |
| ACCOUNTANT II | 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 |
| ACCOUNTING TECHNICIAN | 20 | Hourly | 24.81 | 26.05 | 27.35 | 28.72 | 30.16 | 31.67 |
| | | Monthly | 4,300.61 | 4,515.64 | 4,741.42 | 4,978.49 | 5,227.41 | 5,488.78 |
| | | Yearly | 51,607.27 | 54,187.63 | 56,897.01 | 59,741.86 | 62,728.95 | 65,865.40 |
| ADMINISTRATIVE ASSISTANT | 20 | Hourly | 24.81 | 26.05 | 27.35 | 28.72 | 30.16 | 31.67 |
| | | Monthly | 4,300.61 | 4,515.64 | 4,741.42 | 4,978.49 | 5,227.41 | 5,488.78 |
| | | Yearly | 51,607.27 | 54,187.63 | 56,897.01 | 59,741.86 | 62,728.95 | 65,865.40 |
| ANIMAL SERVICES OFFICER | 22 | Hourly | 26.07 | 27.37 | 28.74 | 30.18 | 31.68 | 33.27 |
| | | Monthly | 4,518.32 | 4,744.24 | 4,981.45 | 5,230.52 | 5,492.05 | 5,766.65 |
| | | Yearly | 54,219.88 | 56,930.88 | 59,777.42 | 62,766.29 | 65,904.61 | 69,199.84 |
| BUILDING INSPECTOR I | 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 |
| BUILDING INSPECTOR II | 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 |
| BUSINESS LICENSE INSPECTOR | 23 | Hourly | 26.72 | 28.05 | 29.46 | 30.93 | 32.48 | 34.10 |
| | | Monthly | 4,631.28 | 4,862.85 | 5,105.99 | 5,361.29 | 5,629.35 | 5,910.82 |
| | | Yearly | 55,575.38 | 58,354.15 | 61,271.86 | 64,335.45 | 67,552.22 | 70,929.83 |
| CODE ENFORCEMENT OFFICER | 30 | Hourly | 31.76 | 33.35 | 35.02 | 36.77 | 38.60 | 40.54 |
| | | Monthly | 5,505.14 | 5,780.40 | 6,069.42 | 6,372.89 | 6,691.53 | 7,026.11 |
| | | Yearly | 66,061.66 | 69,364.75 | 72,832.98 | 76,474.63 | 80,298.36 | 84,313.28 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| CROSS CONNECTION CONTROL TECHNICIAN | 32 | Hourly | 33.37 | 35.04 | 36.79 | 38.63 | 40.56 | 42.59 |
| | | Monthly | 5,783.84 | 6,073.03 | 6,376.68 | 6,695.51 | 7,030.29 | 7,381.80 |
| | | Yearly | 69,406.04 | 72,876.34 | 76,520.15 | 80,346.16 | 84,363.47 | 88,581.64 |
| CUSTODIAN | 13 | Hourly | 20.87 | 21.92 | 23.01 | 24.16 | 25.37 | 26.64 |
| | | Monthly | 3,617.95 | 3,798.85 | 3,988.79 | 4,188.23 | 4,397.64 | 4,617.52 |
| | | Yearly | 43,415.40 | 45,586.17 | 47,865.48 | 50,258.75 | 52,771.69 | 55,410.27 |
| CUSTOMER SERVICE SPECIALIST I | 13 | Hourly | 20.87 | 21.92 | 23.01 | 24.16 | 25.37 | 26.64 |
| | | Monthly | 3,617.95 | 3,798.85 | 3,988.79 | 4,188.23 | 4,397.64 | 4,617.52 |
| | | Yearly | 43,415.40 | 45,586.17 | 47,865.48 | 50,258.75 | 52,771.69 | 55,410.27 |
| CUSTOMER SERVICE SPECIALIST II | 17 | Hourly | 23.04 | 24.19 | 25.40 | 26.67 | 28.00 | 29.41 |
| | | Monthly | 3,993.54 | 4,193.22 | 4,402.88 | 4,623.02 | 4,854.17 | 5,096.88 |
| | | Yearly | 47,922.48 | 50,318.60 | 52,834.53 | 55,476.26 | 58,250.07 | 61,162.57 |
| DEPUTY CITY CLERK | 29 | Hourly | 30.99 | 32.54 | 34.16 | 35.87 | 37.66 | 39.55 |
| | | Monthly | 5,370.87 | 5,639.41 | 5,921.38 | 6,217.45 | 6,528.32 | 6,854.74 |
| | | Yearly | 64,450.40 | 67,672.92 | 71,056.57 | 74,609.40 | 78,339.87 | 82,256.86 |
| DEVELOPMENT SERVICES TECHNICIAN I | 23 | Hourly | 26.72 | 28.05 | 29.46 | 30.93 | 32.48 | 34.10 |
| | | Monthly | 4,631.28 | 4,862.85 | 5,105.99 | 5,361.29 | 5,629.35 | 5,910.82 |
| | | Yearly | 55,575.38 | 58,354.15 | 61,271.86 | 64,335.45 | 67,552.22 | 70,929.83 |
| DEVELOPMENT SERVICES TECHNICIAN II | 27 | Hourly | 29.49 | 30.97 | 32.52 | 34.14 | 35.85 | 37.64 |
| | | Monthly | 5,112.07 | 5,367.67 | 5,636.06 | 5,917.86 | 6,213.75 | 6,524.44 |
| | | Yearly | 61,344.82 | 64,412.06 | 67,632.67 | 71,014.30 | 74,565.01 | 78,293.27 |
| ENGINEERING TECHNICIAN | 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 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR I | 29 | Hourly | 30.99 | 32.54 | 34.16 | 35.87 | 37.66 | 39.55 |
| | | Monthly | 5,370.87 | 5,639.41 | 5,921.38 | 6,217.45 | 6,528.32 | 6,854.74 |
| | | Yearly | 64,450.40 | 67,672.92 | 71,056.57 | 74,609.40 | 78,339.87 | 82,256.86 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR II | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| EQUIPMENT MECHANIC | 27 | Hourly | 29.49 | 30.97 | 32.52 | 34.14 | 35.85 | 37.64 |
| | | Monthly | 5,112.07 | 5,367.67 | 5,636.06 | 5,917.86 | 6,213.75 | 6,524.44 |
| | | Yearly | 61,344.82 | 64,412.06 | 67,632.67 | 71,014.30 | 74,565.01 | 78,293.27 |
| FACILITIES COORDINATOR | 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 |
| FACILITIES TECHNICIAN | 24 | Hourly | 27.39 | 28.76 | 30.19 | 31.70 | 33.29 | 34.95 |
| | | Monthly | 4,747.06 | 4,984.42 | 5,233.64 | 5,495.32 | 5,770.09 | 6,058.59 |
| | | Yearly | 56,964.77 | 59,813.00 | 62,803.65 | 65,943.84 | 69,241.03 | 72,703.08 |
| FORENSIC TECHNICIAN | 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 |
| GIS TECHNICIAN | 29 | Hourly | 30.99 | 32.54 | 34.16 | 35.87 | 37.66 | 39.55 |
| | | Monthly | 5,370.87 | 5,639.41 | 5,921.38 | 6,217.45 | 6,528.32 | 6,854.74 |
| | | Yearly | 64,450.40 | 67,672.92 | 71,056.57 | 74,609.40 | 78,339.87 | 82,256.86 |
| HOMELESS SERVICES COORDINATOR | 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 |
| HUMAN RESOURCES TECHNICIAN | 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 |
| INFORMATION TECH.SPECIALIST | 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 |
| LEAD EQUIPMENT MECHANIC | 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 |
| LEAD UTILITY SYSTEM WORKER (SEWER) | 32 | Hourly | 33.37 | 35.04 | 36.79 | 38.63 | 40.56 | 42.59 |
| | | Monthly | 5,783.84 | 6,073.03 | 6,376.68 | 6,695.51 | 7,030.29 | 7,381.80 |
| | | Yearly | 69,406.04 | 72,876.34 | 76,520.15 | 80,346.16 | 84,363.47 | 88,581.64 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| LEAD UTILITY SYSTEM WORKER (WATER) | 32 | Hourly | 33.37 | 35.04 | 36.79 | 38.63 | 40.56 | 42.59 |
| | | Monthly | 5,783.84 | 6,073.03 | 6,376.68 | 6,695.51 | 7,030.29 | 7,381.80 |
| | | Yearly | 69,406.04 | 72,876.34 | 76,520.15 | 80,346.16 | 84,363.47 | 88,581.64 |
| LEAD WATER METER TECHNICIAN | 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 |
| LEAD TREATMENT OPERATOR | 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 |
| MAINTENANCE COORDINATOR | 25 | Hourly | 28.07 | 29.48 | 30.95 | 32.50 | 34.12 | 35.83 |
| | | Monthly | 4,865.74 | 5,109.03 | 5,364.48 | 5,632.70 | 5,914.34 | 6,210.05 |
| | | Yearly | 58,388.88 | 61,308.33 | 64,373.75 | 67,592.43 | 70,972.05 | 74,520.66 |
| MAINTENANCE WORKER I | 15 | Hourly | 21.93 | 23.03 | 24.18 | 25.39 | 26.66 | 27.99 |
| | | Monthly | 3,801.11 | 3,991.16 | 4,190.72 | 4,400.26 | 4,620.27 | 4,851.28 |
| | | Yearly | 45,613.30 | 47,893.97 | 50,288.67 | 52,803.10 | 55,443.26 | 58,215.42 |
| MAINTENANCE WORKER II | 19 | Hourly | 24.21 | 25.42 | 26.69 | 28.02 | 29.42 | 30.89 |
| | | Monthly | 4,195.71 | 4,405.50 | 4,625.77 | 4,857.06 | 5,099.91 | 5,354.91 |
| | | Yearly | 50,348.55 | 52,865.98 | 55,509.28 | 58,284.74 | 61,198.98 | 64,258.93 |
| OFFICE ASSISTANT | 14 | Hourly | 21.39 | 22.46 | 23.59 | 24.77 | 26.01 | 27.31 |
| | | Monthly | 3,708.40 | 3,893.82 | 4,088.51 | 4,292.93 | 4,507.58 | 4,732.96 |
| | | Yearly | 44,500.78 | 46,725.82 | 49,062.11 | 51,515.22 | 54,090.98 | 56,795.53 |
| PARKING CONTROL AIDE | 16 | Hourly | 22.48 | 23.60 | 24.78 | 26.02 | 27.32 | 28.69 |
| | | Monthly | 3,896.14 | 4,090.94 | 4,295.49 | 4,510.26 | 4,735.78 | 4,972.57 |
| | | Yearly | 46,753.64 | 49,091.32 | 51,545.88 | 54,123.18 | 56,829.34 | 59,670.80 |
| PAYROLL TECHNICIAN | 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 |
| POLICE DISPATCHER I | 25 | Hourly | 28.07 | 29.48 | 30.95 | 32.50 | 34.12 | 35.83 |
| | | Monthly | 4,865.74 | 5,109.03 | 5,364.48 | 5,632.70 | 5,914.34 | 6,210.05 |
| | | Yearly | 58,388.88 | 61,308.33 | 64,373.75 | 67,592.43 | 70,972.05 | 74,520.66 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------|-------|---------|-----------|-----------|-----------|------------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| POLICE DISPATCHER II | 29 | Hourly | 30.99 | 32.54 | 34.16 | 35.87 | 37.66 | 39.55 |
| | | Monthly | 5,370.87 | 5,639.41 | 5,921.38 | 6,217.45 | 6,528.32 | 6,854.74 |
| | | Yearly | 64,450.40 | 67,672.92 | 71,056.57 | 74,609.40 | 78,339.87 | 82,256.86 |
| POLICE RECORDS TECHNICIAN I | 14 | Hourly | 21.39 | 22.46 | 23.59 | 24.77 | 26.01 | 27.31 |
| | | Monthly | 3,708.40 | 3,893.82 | 4,088.51 | 4,292.93 | 4,507.58 | 4,732.96 |
| | | Yearly | 44,500.78 | 46,725.82 | 49,062.11 | 51,515.22 | 54,090.98 | 56,795.53 |
| POLICE RECORDS TECHNICIAN II | 18 | Hourly | 23.62 | 24.80 | 26.04 | 27.34 | 28.70 | 30.14 |
| | | Monthly | 4,093.38 | 4,298.05 | 4,512.95 | 4,738.60 | 4,975.53 | 5,224.30 |
| | | Yearly | 49,120.54 | 51,576.57 | 54,155.39 | 56,863.16 | 59,706.32 | 62,691.64 |
| POLICE SERVICE TECHNICIAN | 23 | Hourly | 26.72 | 28.05 | 29.46 | 30.93 | 32.48 | 34.10 |
| | | Monthly | 4,631.28 | 4,862.85 | 5,105.99 | 5,361.29 | 5,629.35 | 5,910.82 |
| | | Yearly | 55,575.38 | 58,354.15 | 61,271.86 | 64,335.45 | 67,552.22 | 70,929.83 |
| PUBLIC WORKS INSPECTOR I | 32 | Hourly | 33.37 | 35.04 | 36.79 | 38.63 | 40.56 | 42.59 |
| | | Monthly | 5,783.84 | 6,073.03 | 6,376.68 | 6,695.51 | 7,030.29 | 7,381.80 |
| | | Yearly | 69,406.04 | 72,876.34 | 76,520.15 | 80,346.16 | 84,363.47 | 88,581.64 |
| PUBLIC WORKS INSPECTOR II | 36 | Hourly | 36.83 | 38.67 | 40.61 | 42.64 | 44.77 | 47.01 |
| | | Monthly | 6,384.27 | 6,703.49 | 7,038.66 | 7,390.59 | 7,760.12 | 8,148.13 |
| | | Yearly | 76,611.28 | 80,441.84 | 84,463.93 | 88,687.13 | 93,121.49 | 97,777.56 |
| RECREATION COORDINATOR | 26 | Hourly | 28.77 | 30.21 | 31.72 | 33.31 | 34.97 | 36.72 |
| | | Monthly | 4,987.38 | 5,236.75 | 5,498.59 | 5,773.52 | 6,062.20 | 6,365.31 |
| | | Yearly | 59,848.61 | 62,841.04 | 65,983.09 | 69,282.24 | 72,746.36 | 76,383.67 |
| SENIOR ACCOUNTANT | 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 |
| SENIOR ACCOUNTING TECHNICIAN | 26 | Hourly | 28.77 | 30.21 | 31.72 | 33.31 | 34.97 | 36.72 |
| | | Monthly | 4,987.38 | 5,236.75 | 5,498.59 | 5,773.52 | 6,062.20 | 6,365.31 |
| | | Yearly | 59,848.61 | 62,841.04 | 65,983.09 | 69,282.24 | 72,746.36 | 76,383.67 |
| SENIOR ADMINISTRATIVE ASSISTANT | 26 | Hourly | 28.77 | 30.21 | 31.72 | 33.31 | 34.97 | 36.72 |
| | | Monthly | 4,987.38 | 5,236.75 | 5,498.59 | 5,773.52 | 6,062.20 | 6,365.31 |
| | | Yearly | 59,848.61 | 62,841.04 | 65,983.09 | 69,282.24 | 72,746.36 | 76,383.67 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|------------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| SENIOR BUILDING INSPECTOR | 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 |
| SENIOR CUSTOMER SERVICE SPECIALIST | 23 | Hourly | 26.72 | 28.05 | 29.46 | 30.93 | 32.48 | 34.10 |
| | | Monthly | 4,631.28 | 4,862.85 | 5,105.99 | 5,361.29 | 5,629.35 | 5,910.82 |
| | | Yearly | 55,575.38 | 58,354.15 | 61,271.86 | 64,335.45 | 67,552.22 | 70,929.83 |
| SENIOR POLICE RECORDS TECHNICIAN | 24 | Hourly | 27.39 | 28.76 | 30.19 | 31.70 | 33.29 | 34.95 |
| | | Monthly | 4,747.06 | 4,984.42 | 5,233.64 | 5,495.32 | 5,770.09 | 6,058.59 |
| | | Yearly | 56,964.77 | 59,813.00 | 62,803.65 | 65,943.84 | 69,241.03 | 72,703.08 |
| UTILITY WORKER I-SEWER | 22 | Hourly | 26.07 | 27.37 | 28.74 | 30.18 | 31.68 | 33.27 |
| | | Monthly | 4,518.32 | 4,744.24 | 4,981.45 | 5,230.52 | 5,492.05 | 5,766.65 |
| | | Yearly | 54,219.88 | 56,930.88 | 59,777.42 | 62,766.29 | 65,904.61 | 69,199.84 |
| UTILITY WORKER I-WATER | 22 | Hourly | 26.07 | 27.37 | 28.74 | 30.18 | 31.68 | 33.27 |
| | | Monthly | 4,518.32 | 4,744.24 | 4,981.45 | 5,230.52 | 5,492.05 | 5,766.65 |
| | | Yearly | 54,219.88 | 56,930.88 | 59,777.42 | 62,766.29 | 65,904.61 | 69,199.84 |
| UTILITY WORKER II-SEWER | 26 | Hourly | 28.77 | 30.21 | 31.72 | 33.31 | 34.97 | 36.72 |
| | | Monthly | 4,987.38 | 5,236.75 | 5,498.59 | 5,773.52 | 6,062.20 | 6,365.31 |
| | | Yearly | 59,848.61 | 62,841.04 | 65,983.09 | 69,282.24 | 72,746.36 | 76,383.67 |
| UTILITY WORKER II-WATER | 26 | Hourly | 28.77 | 30.21 | 31.72 | 33.31 | 34.97 | 36.72 |
| | | Monthly | 4,987.38 | 5,236.75 | 5,498.59 | 5,773.52 | 6,062.20 | 6,365.31 |
| | | Yearly | 59,848.61 | 62,841.04 | 65,983.09 | 69,282.24 | 72,746.36 | 76,383.67 |
| UTILITY WORKER TRAINEE-SEWER | 20 | Hourly | 24.81 | 26.05 | 27.35 | 28.72 | 30.16 | 31.67 |
| | | Monthly | 4,300.61 | 4,515.64 | 4,741.42 | 4,978.49 | 5,227.41 | 5,488.78 |
| | | Yearly | 51,607.27 | 54,187.63 | 56,897.01 | 59,741.86 | 62,728.95 | 65,865.40 |
| UTILITY WORKER TRAINEE-WATER | 20 | Hourly | 24.81 | 26.05 | 27.35 | 28.72 | 30.16 | 31.67 |
| | | Monthly | 4,300.61 | 4,515.64 | 4,741.42 | 4,978.49 | 5,227.41 | 5,488.78 |
| | | Yearly | 51,607.27 | 54,187.63 | 56,897.01 | 59,741.86 | 62,728.95 | 65,865.40 |
| WAREHOUSE AND INVENTORY TECHNICIAN | 19 | Hourly | 24.21 | 25.42 | 26.69 | 28.02 | 29.42 | 30.89 |
| | | Monthly | 4,195.71 | 4,405.50 | 4,625.77 | 4,857.06 | 5,099.91 | 5,354.91 |
| | | Yearly | 50,348.55 | 52,865.98 | 55,509.28 | 58,284.74 | 61,198.98 | 64,258.93 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|--------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| WATER METER TECHNICIAN | 25 | Hourly | 28.07 | 29.48 | 30.95 | 32.50 | 34.12 | 35.83 |
| | | Monthly | 4,865.74 | 5,109.03 | 5,364.48 | 5,632.70 | 5,914.34 | 6,210.05 |
| | | Yearly | 58,388.88 | 61,308.33 | 64,373.75 | 67,592.43 | 70,972.05 | 74,520.66 |
| WATER TREATMENT OPERATOR I | 29 | Hourly | 30.99 | 32.54 | 34.16 | 35.87 | 37.66 | 39.55 |
| | | Monthly | 5,370.87 | 5,639.41 | 5,921.38 | 6,217.45 | 6,528.32 | 6,854.74 |
| | | Yearly | 64,450.40 | 67,672.92 | 71,056.57 | 74,609.40 | 78,339.87 | 82,256.86 |
| WATER TREATMENT OPERATOR II | 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 |

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

| Job Description | Grade | | STEP | | | | | |
|-----------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| ACCOUNTANT I | 31 | Hourly | 33.53 | 35.21 | 36.97 | 38.82 | 40.76 | 42.80 |
| | | Monthly | 5,812.05 | 6,102.65 | 6,407.79 | 6,728.17 | 7,064.58 | 7,417.81 |
| | | Yearly | 69,744.60 | 73,231.83 | 76,893.42 | 80,738.09 | 84,775.00 | 89,013.75 |
| ACCOUNTANT II | 35 | Hourly | 37.01 | 38.86 | 40.81 | 42.85 | 44.99 | 47.24 |
| | | Monthly | 6,415.42 | 6,736.19 | 7,073.00 | 7,426.65 | 7,797.98 | 8,187.88 |
| | | Yearly | 76,984.99 | 80,834.24 | 84,875.95 | 89,119.75 | 93,575.74 | 98,254.52 |
| ACCOUNTING TECHNICIAN | 20 | Hourly | 25.56 | 26.83 | 28.17 | 29.58 | 31.06 | 32.62 |
| | | Monthly | 4,429.62 | 4,651.10 | 4,883.66 | 5,127.84 | 5,384.24 | 5,653.45 |
| | | Yearly | 53,155.48 | 55,813.26 | 58,603.92 | 61,534.12 | 64,610.82 | 67,841.36 |
| ADMINISTRATIVE ASSISTANT | 20 | Hourly | 25.56 | 26.83 | 28.17 | 29.58 | 31.06 | 32.62 |
| | | Monthly | 4,429.62 | 4,651.10 | 4,883.66 | 5,127.84 | 5,384.24 | 5,653.45 |
| | | Yearly | 53,155.48 | 55,813.26 | 58,603.92 | 61,534.12 | 64,610.82 | 67,841.36 |
| ANIMAL SERVICES OFFICER | 22 | Hourly | 26.85 | 28.19 | 29.60 | 31.08 | 32.64 | 34.27 |
| | | Monthly | 4,653.87 | 4,886.57 | 5,130.90 | 5,387.44 | 5,656.81 | 5,939.65 |
| | | Yearly | 55,846.48 | 58,638.80 | 61,570.74 | 64,649.28 | 67,881.75 | 71,275.83 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|-------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| BUILDING INSPECTOR I | 31 | Hourly | 33.53 | 35.21 | 36.97 | 38.82 | 40.76 | 42.80 |
| | | Monthly | 5,812.05 | 6,102.65 | 6,407.79 | 6,728.17 | 7,064.58 | 7,417.81 |
| | | Yearly | 69,744.60 | 73,231.83 | 76,893.42 | 80,738.09 | 84,775.00 | 89,013.75 |
| BUILDING INSPECTOR II | 35 | Hourly | 37.01 | 38.86 | 40.81 | 42.85 | 44.99 | 47.24 |
| | | Monthly | 6,415.42 | 6,736.19 | 7,073.00 | 7,426.65 | 7,797.98 | 8,187.88 |
| | | Yearly | 76,984.99 | 80,834.24 | 84,875.95 | 89,119.75 | 93,575.74 | 98,254.52 |
| BUSINESS LICENSE INSPECTOR | 23 | Hourly | 27.52 | 28.90 | 30.34 | 31.86 | 33.45 | 35.12 |
| | | Monthly | 4,770.22 | 5,008.73 | 5,259.17 | 5,522.13 | 5,798.23 | 6,088.14 |
| | | Yearly | 57,242.64 | 60,104.77 | 63,110.01 | 66,265.51 | 69,578.79 | 73,057.73 |
| CODE ENFORCEMENT OFFICER | 30 | Hourly | 32.71 | 34.35 | 36.07 | 37.87 | 39.76 | 41.75 |
| | | Monthly | 5,670.29 | 5,953.81 | 6,251.50 | 6,564.07 | 6,892.28 | 7,236.89 |
| | | Yearly | 68,043.51 | 71,445.69 | 75,017.97 | 78,768.87 | 82,707.32 | 86,842.68 |
| CROSS CONNECTION CONTROL TECHNICIAN | 32 | Hourly | 34.37 | 36.09 | 37.89 | 39.79 | 41.78 | 43.86 |
| | | Monthly | 5,957.35 | 6,255.22 | 6,567.98 | 6,896.38 | 7,241.20 | 7,603.26 |
| | | Yearly | 71,488.22 | 75,062.63 | 78,815.76 | 82,756.55 | 86,894.37 | 91,239.09 |
| CUSTODIAN | 13 | Hourly | 21.50 | 22.57 | 23.70 | 24.89 | 26.13 | 27.44 |
| | | Monthly | 3,726.49 | 3,912.81 | 4,108.45 | 4,313.88 | 4,529.57 | 4,756.05 |
| | | Yearly | 44,717.86 | 46,953.75 | 49,301.44 | 51,766.51 | 54,354.84 | 57,072.58 |
| CUSTOMER SERVICE SPECIALIST I | 13 | Hourly | 21.50 | 22.57 | 23.70 | 24.89 | 26.13 | 27.44 |
| | | Monthly | 3,726.49 | 3,912.81 | 4,108.45 | 4,313.88 | 4,529.57 | 4,756.05 |
| | | Yearly | 44,717.86 | 46,953.75 | 49,301.44 | 51,766.51 | 54,354.84 | 57,072.58 |
| CUSTOMER SERVICE SPECIALIST II | 17 | Hourly | 23.73 | 24.92 | 26.16 | 27.47 | 28.84 | 30.29 |
| | | Monthly | 4,113.35 | 4,319.01 | 4,534.96 | 4,761.71 | 4,999.80 | 5,249.79 |
| | | Yearly | 49,360.15 | 51,828.16 | 54,419.57 | 57,140.54 | 59,997.57 | 62,997.45 |
| DEPUTY CITY CLERK | 29 | Hourly | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.73 |
| | | Monthly | 5,531.99 | 5,808.59 | 6,099.02 | 6,403.97 | 6,724.17 | 7,060.38 |
| | | Yearly | 66,383.92 | 69,703.11 | 73,188.27 | 76,847.68 | 80,690.06 | 84,724.57 |
| DEVELOPMENT SERVICES TECHNICIAN I | 23 | Hourly | 27.52 | 28.90 | 30.34 | 31.86 | 33.45 | 35.12 |
| | | Monthly | 4,770.22 | 5,008.73 | 5,259.17 | 5,522.13 | 5,798.23 | 6,088.14 |
| | | Yearly | 57,242.64 | 60,104.77 | 63,110.01 | 66,265.51 | 69,578.79 | 73,057.73 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---|-------|---------|-----------|-----------|-----------|-----------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| DEVELOPMENT SERVICES TECHNICIAN II | 27 | Hourly | 30.38 | 31.90 | 33.49 | 35.17 | 36.92 | 38.77 |
| | | Monthly | 5,265.43 | 5,528.70 | 5,805.14 | 6,095.39 | 6,400.16 | 6,720.17 |
| | | Yearly | 63,185.17 | 66,344.42 | 69,661.65 | 73,144.73 | 76,801.96 | 80,642.06 |
| ENGINEERING TECHNICIAN | 33 | Hourly | 35.23 | 36.99 | 38.84 | 40.78 | 42.82 | 44.96 |
| | | Monthly | 6,106.29 | 6,411.60 | 6,732.18 | 7,068.79 | 7,422.23 | 7,793.34 |
| | | Yearly | 73,275.42 | 76,939.19 | 80,786.15 | 84,825.46 | 89,066.73 | 93,520.07 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR I | 29 | Hourly | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.73 |
| | | Monthly | 5,531.99 | 5,808.59 | 6,099.02 | 6,403.97 | 6,724.17 | 7,060.38 |
| | | Yearly | 66,383.92 | 69,703.11 | 73,188.27 | 76,847.68 | 80,690.06 | 84,724.57 |
| ENVIRONMENTAL COMPLIANCE INSPECTOR II | 33 | Hourly | 35.23 | 36.99 | 38.84 | 40.78 | 42.82 | 44.96 |
| | | Monthly | 6,106.29 | 6,411.60 | 6,732.18 | 7,068.79 | 7,422.23 | 7,793.34 |
| | | Yearly | 73,275.42 | 76,939.19 | 80,786.15 | 84,825.46 | 89,066.73 | 93,520.07 |
| EQUIPMENT MECHANIC | 27 | Hourly | 30.38 | 31.90 | 33.49 | 35.17 | 36.92 | 38.77 |
| | | Monthly | 5,265.43 | 5,528.70 | 5,805.14 | 6,095.39 | 6,400.16 | 6,720.17 |
| | | Yearly | 63,185.17 | 66,344.42 | 69,661.65 | 73,144.73 | 76,801.96 | 80,642.06 |
| FACILITIES COORDINATOR | 28 | Hourly | 31.14 | 32.69 | 34.33 | 36.04 | 37.85 | 39.74 |
| | | Monthly | 5,397.07 | 5,666.92 | 5,950.27 | 6,247.78 | 6,560.17 | 6,888.18 |
| | | Yearly | 64,764.80 | 68,003.04 | 71,403.19 | 74,973.35 | 78,722.01 | 82,658.11 |
| FACILITIES TECHNICIAN | 24 | Hourly | 28.21 | 29.62 | 31.10 | 32.65 | 34.29 | 36.00 |
| | | Monthly | 4,889.48 | 5,133.95 | 5,390.65 | 5,660.18 | 5,943.19 | 6,240.35 |
| | | Yearly | 58,673.71 | 61,607.39 | 64,687.76 | 67,922.15 | 71,318.26 | 74,884.17 |
| FORENSIC TECHNICIAN | 35 | Hourly | 37.01 | 38.86 | 40.81 | 42.85 | 44.99 | 47.24 |
| | | Monthly | 6,415.42 | 6,736.19 | 7,073.00 | 7,426.65 | 7,797.98 | 8,187.88 |
| | | Yearly | 76,984.99 | 80,834.24 | 84,875.95 | 89,119.75 | 93,575.74 | 98,254.52 |
| GIS TECHNICIAN | 29 | Hourly | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.73 |
| | | Monthly | 5,531.99 | 5,808.59 | 6,099.02 | 6,403.97 | 6,724.17 | 7,060.38 |
| | | Yearly | 66,383.92 | 69,703.11 | 73,188.27 | 76,847.68 | 80,690.06 | 84,724.57 |
| HOMELESS SERVICES COORDINATOR | 39 | Hourly | 40.85 | 42.90 | 45.04 | 47.29 | 49.66 | 52.14 |
| | | Monthly | 7,081.42 | 7,435.49 | 7,807.26 | 8,197.63 | 8,607.51 | 9,037.88 |
| | | Yearly | 84,977.02 | 89,225.88 | 93,687.17 | 98,371.53 | 103,290.10 | 108,454.61 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| HUMAN RESOURCES TECHNICIAN | 28 | Hourly | 31.14 | 32.69 | 34.33 | 36.04 | 37.85 | 39.74 |
| | | Monthly | 5,397.07 | 5,666.92 | 5,950.27 | 6,247.78 | 6,560.17 | 6,888.18 |
| | | Yearly | 64,764.80 | 68,003.04 | 71,403.19 | 74,973.35 | 78,722.01 | 82,658.11 |
| INFORMATION TECH.SPECIALIST | 33 | Hourly | 35.23 | 36.99 | 38.84 | 40.78 | 42.82 | 44.96 |
| | | Monthly | 6,106.29 | 6,411.60 | 6,732.18 | 7,068.79 | 7,422.23 | 7,793.34 |
| | | Yearly | 73,275.42 | 76,939.19 | 80,786.15 | 84,825.46 | 89,066.73 | 93,520.07 |
| LEAD EQUIPMENT MECHANIC | 33 | Hourly | 35.23 | 36.99 | 38.84 | 40.78 | 42.82 | 44.96 |
| | | Monthly | 6,106.29 | 6,411.60 | 6,732.18 | 7,068.79 | 7,422.23 | 7,793.34 |
| | | Yearly | 73,275.42 | 76,939.19 | 80,786.15 | 84,825.46 | 89,066.73 | 93,520.07 |
| LEAD UTILITY SYSTEM WORKER (SEWER) | 32 | Hourly | 34.37 | 36.09 | 37.89 | 39.79 | 41.78 | 43.86 |
| | | Monthly | 5,957.35 | 6,255.22 | 6,567.98 | 6,896.38 | 7,241.20 | 7,603.26 |
| | | Yearly | 71,488.22 | 75,062.63 | 78,815.76 | 82,756.55 | 86,894.37 | 91,239.09 |
| LEAD UTILITY SYSTEM WORKER (WATER) | 32 | Hourly | 34.37 | 36.09 | 37.89 | 39.79 | 41.78 | 43.86 |
| | | Monthly | 5,957.35 | 6,255.22 | 6,567.98 | 6,896.38 | 7,241.20 | 7,603.26 |
| | | Yearly | 71,488.22 | 75,062.63 | 78,815.76 | 82,756.55 | 86,894.37 | 91,239.09 |
| LEAD WATER METER TECHNICIAN | 31 | Hourly | 33.53 | 35.21 | 36.97 | 38.82 | 40.76 | 42.80 |
| | | Monthly | 5,812.05 | 6,102.65 | 6,407.79 | 6,728.17 | 7,064.58 | 7,417.81 |
| | | Yearly | 69,744.60 | 73,231.83 | 76,893.42 | 80,738.09 | 84,775.00 | 89,013.75 |
| LEAD TREATMENT OPERATOR | 39 | Hourly | 40.85 | 42.90 | 45.04 | 47.29 | 49.66 | 52.14 |
| | | Monthly | 7,081.42 | 7,435.49 | 7,807.26 | 8,197.63 | 8,607.51 | 9,037.88 |
| | | Yearly | 84,977.02 | 89,225.88 | 93,687.17 | 98,371.53 | 103,290.10 | 108,454.61 |
| MAINTENANCE COORDINATOR | 25 | Hourly | 28.91 | 30.36 | 31.88 | 33.47 | 35.14 | 36.90 |
| | | Monthly | 5,011.71 | 5,262.30 | 5,525.41 | 5,801.68 | 6,091.77 | 6,396.36 |
| | | Yearly | 60,140.55 | 63,147.58 | 66,304.96 | 69,620.21 | 73,101.22 | 76,756.28 |
| MAINTENANCE WORKER I | 15 | Hourly | 22.59 | 23.72 | 24.90 | 26.15 | 27.46 | 28.83 |
| | | Monthly | 3,915.14 | 4,110.90 | 4,316.44 | 4,532.27 | 4,758.88 | 4,996.82 |
| | | Yearly | 46,981.70 | 49,330.79 | 51,797.33 | 54,387.19 | 57,106.55 | 59,961.88 |
| MAINTENANCE WORKER II | 19 | Hourly | 24.93 | 26.18 | 27.49 | 28.86 | 30.31 | 31.82 |
| | | Monthly | 4,321.58 | 4,537.66 | 4,764.55 | 5,002.77 | 5,252.91 | 5,515.56 |
| | | Yearly | 51,859.01 | 54,451.96 | 57,174.56 | 60,033.28 | 63,034.95 | 66,186.70 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| OFFICE ASSISTANT | 14 | Hourly | 22.04 | 23.14 | 24.30 | 25.51 | 26.79 | 28.12 |
| | | Monthly | 3,819.65 | 4,010.63 | 4,211.16 | 4,421.72 | 4,642.81 | 4,874.95 |
| | | Yearly | 45,835.81 | 48,127.60 | 50,533.98 | 53,060.68 | 55,713.71 | 58,499.40 |
| PARKING CONTROL AIDE | 16 | Hourly | 23.15 | 24.31 | 25.53 | 26.80 | 28.14 | 29.55 |
| | | Monthly | 4,013.02 | 4,213.67 | 4,424.36 | 4,645.57 | 4,877.85 | 5,121.74 |
| | | Yearly | 48,156.24 | 50,564.06 | 53,092.26 | 55,746.87 | 58,534.22 | 61,460.93 |
| PAYROLL TECHNICIAN | 28 | Hourly | 31.14 | 32.69 | 34.33 | 36.04 | 37.85 | 39.74 |
| | | Monthly | 5,397.07 | 5,666.92 | 5,950.27 | 6,247.78 | 6,560.17 | 6,888.18 |
| | | Yearly | 64,764.80 | 68,003.04 | 71,403.19 | 74,973.35 | 78,722.01 | 82,658.11 |
| POLICE DISPATCHER I | 25 | Hourly | 28.91 | 30.36 | 31.88 | 33.47 | 35.14 | 36.90 |
| | | Monthly | 5,011.71 | 5,262.30 | 5,525.41 | 5,801.68 | 6,091.77 | 6,396.36 |
| | | Yearly | 60,140.55 | 63,147.58 | 66,304.96 | 69,620.21 | 73,101.22 | 76,756.28 |
| POLICE DISPATCHER II | 29 | Hourly | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.73 |
| | | Monthly | 5,531.99 | 5,808.59 | 6,099.02 | 6,403.97 | 6,724.17 | 7,060.38 |
| | | Yearly | 66,383.92 | 69,703.11 | 73,188.27 | 76,847.68 | 80,690.06 | 84,724.57 |
| POLICE RECORDS TECHNICIAN I | 14 | Hourly | 22.04 | 23.14 | 24.30 | 25.51 | 26.79 | 28.12 |
| | | Monthly | 3,819.65 | 4,010.63 | 4,211.16 | 4,421.72 | 4,642.81 | 4,874.95 |
| | | Yearly | 45,835.81 | 48,127.60 | 50,533.98 | 53,060.68 | 55,713.71 | 58,499.40 |
| POLICE RECORDS TECHNICIAN II | 18 | Hourly | 24.32 | 25.54 | 26.82 | 28.16 | 29.57 | 31.04 |
| | | Monthly | 4,216.18 | 4,426.99 | 4,648.34 | 4,880.75 | 5,124.79 | 5,381.03 |
| | | Yearly | 50,594.15 | 53,123.86 | 55,780.06 | 58,569.06 | 61,497.51 | 64,572.39 |
| POLICE SERVICE TECHNICIAN | 23 | Hourly | 27.52 | 28.90 | 30.34 | 31.86 | 33.45 | 35.12 |
| | | Monthly | 4,770.22 | 5,008.73 | 5,259.17 | 5,522.13 | 5,798.23 | 6,088.14 |
| | | Yearly | 57,242.64 | 60,104.77 | 63,110.01 | 66,265.51 | 69,578.79 | 73,057.73 |
| PUBLIC WORKS INSPECTOR I | 32 | Hourly | 34.37 | 36.09 | 37.89 | 39.79 | 41.78 | 43.86 |
| | | Monthly | 5,957.35 | 6,255.22 | 6,567.98 | 6,896.38 | 7,241.20 | 7,603.26 |
| | | Yearly | 71,488.22 | 75,062.63 | 78,815.76 | 82,756.55 | 86,894.37 | 91,239.09 |
| PUBLIC WORKS INSPECTOR II | 36 | Hourly | 37.94 | 39.83 | 41.83 | 43.92 | 46.11 | 48.42 |
| | | Monthly | 6,575.80 | 6,904.59 | 7,249.82 | 7,612.31 | 7,992.93 | 8,392.57 |
| | | Yearly | 78,909.61 | 82,855.10 | 86,997.85 | 91,347.74 | 95,915.13 | 100,710.89 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|------------|------------|------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| RECREATION COORDINATOR | 26 | Hourly | 29.64 | 31.12 | 32.67 | 34.31 | 36.02 | 37.82 |
| | | Monthly | 5,137.01 | 5,393.86 | 5,663.55 | 5,946.73 | 6,244.06 | 6,556.27 |
| | | Yearly | 61,644.06 | 64,726.27 | 67,962.58 | 71,360.71 | 74,928.75 | 78,675.18 |
| SENIOR ACCOUNTANT | 41 | Hourly | 42.92 | 45.07 | 47.32 | 49.69 | 52.17 | 54.78 |
| | | Monthly | 7,439.92 | 7,811.91 | 8,202.51 | 8,612.63 | 9,043.26 | 9,495.43 |
| | | Yearly | 89,278.99 | 93,742.94 | 98,430.08 | 103,351.59 | 108,519.17 | 113,945.12 |
| SENIOR ACCOUNTING TECHNICIAN | 26 | Hourly | 29.64 | 31.12 | 32.67 | 34.31 | 36.02 | 37.82 |
| | | Monthly | 5,137.01 | 5,393.86 | 5,663.55 | 5,946.73 | 6,244.06 | 6,556.27 |
| | | Yearly | 61,644.06 | 64,726.27 | 67,962.58 | 71,360.71 | 74,928.75 | 78,675.18 |
| SENIOR ADMINISTRATIVE ASSISTANT | 26 | Hourly | 29.64 | 31.12 | 32.67 | 34.31 | 36.02 | 37.82 |
| | | Monthly | 5,137.01 | 5,393.86 | 5,663.55 | 5,946.73 | 6,244.06 | 6,556.27 |
| | | Yearly | 61,644.06 | 64,726.27 | 67,962.58 | 71,360.71 | 74,928.75 | 78,675.18 |
| SENIOR BUILDING INSPECTOR | 41 | Hourly | 42.92 | 45.07 | 47.32 | 49.69 | 52.17 | 54.78 |
| | | Monthly | 7,439.92 | 7,811.91 | 8,202.51 | 8,612.63 | 9,043.26 | 9,495.43 |
| | | Yearly | 89,278.99 | 93,742.94 | 98,430.08 | 103,351.59 | 108,519.17 | 113,945.12 |
| SENIOR CUSTOMER SERVICE SPECIALIST | 23 | Hourly | 27.52 | 28.90 | 30.34 | 31.86 | 33.45 | 35.12 |
| | | Monthly | 4,770.22 | 5,008.73 | 5,259.17 | 5,522.13 | 5,798.23 | 6,088.14 |
| | | Yearly | 57,242.64 | 60,104.77 | 63,110.01 | 66,265.51 | 69,578.79 | 73,057.73 |
| SENIOR POLICE RECORDS TECHNICIAN | 24 | Hourly | 28.21 | 29.62 | 31.10 | 32.65 | 34.29 | 36.00 |
| | | Monthly | 4,889.48 | 5,133.95 | 5,390.65 | 5,660.18 | 5,943.19 | 6,240.35 |
| | | Yearly | 58,673.71 | 61,607.39 | 64,687.76 | 67,922.15 | 71,318.26 | 74,884.17 |
| UTILITY WORKER I-SEWER | 22 | Hourly | 26.85 | 28.19 | 29.60 | 31.08 | 32.64 | 34.27 |
| | | Monthly | 4,653.87 | 4,886.57 | 5,130.90 | 5,387.44 | 5,656.81 | 5,939.65 |
| | | Yearly | 55,846.48 | 58,638.80 | 61,570.74 | 64,649.28 | 67,881.75 | 71,275.83 |
| UTILITY WORKER I-WATER | 22 | Hourly | 26.85 | 28.19 | 29.60 | 31.08 | 32.64 | 34.27 |
| | | Monthly | 4,653.87 | 4,886.57 | 5,130.90 | 5,387.44 | 5,656.81 | 5,939.65 |
| | | Yearly | 55,846.48 | 58,638.80 | 61,570.74 | 64,649.28 | 67,881.75 | 71,275.83 |
| UTILITY WORKER II-SEWER | 26 | Hourly | 29.64 | 31.12 | 32.67 | 34.31 | 36.02 | 37.82 |
| | | Monthly | 5,137.01 | 5,393.86 | 5,663.55 | 5,946.73 | 6,244.06 | 6,556.27 |
| | | Yearly | 61,644.06 | 64,726.27 | 67,962.58 | 71,360.71 | 74,928.75 | 78,675.18 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | |
|---------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 |
| UTILITY WORKER II- WATER | 26 | Hourly | 29.64 | 31.12 | 32.67 | 34.31 | 36.02 | 37.82 |
| | | Monthly | 5,137.01 | 5,393.86 | 5,663.55 | 5,946.73 | 6,244.06 | 6,556.27 |
| | | Yearly | 61,644.06 | 64,726.27 | 67,962.58 | 71,360.71 | 74,928.75 | 78,675.18 |
| UTILITY WORKER TRAINEE- SEWER | 20 | Hourly | 25.56 | 26.83 | 28.17 | 29.58 | 31.06 | 32.62 |
| | | Monthly | 4,429.62 | 4,651.10 | 4,883.66 | 5,127.84 | 5,384.24 | 5,653.45 |
| | | Yearly | 53,155.48 | 55,813.26 | 58,603.92 | 61,534.12 | 64,610.82 | 67,841.36 |
| UTILITY WORKER TRAINEE- WATER | 20 | Hourly | 25.56 | 26.83 | 28.17 | 29.58 | 31.06 | 32.62 |
| | | Monthly | 4,429.62 | 4,651.10 | 4,883.66 | 5,127.84 | 5,384.24 | 5,653.45 |
| | | Yearly | 53,155.48 | 55,813.26 | 58,603.92 | 61,534.12 | 64,610.82 | 67,841.36 |
| WAREHOUSE AND INVENTORY TECHNICIAN | 19 | Hourly | 24.93 | 26.18 | 27.49 | 28.86 | 30.31 | 31.82 |
| | | Monthly | 4,321.58 | 4,537.66 | 4,764.55 | 5,002.77 | 5,252.91 | 5,515.56 |
| | | Yearly | 51,859.01 | 54,451.96 | 57,174.56 | 60,033.28 | 63,034.95 | 66,186.70 |
| WATER METER TECHNICIAN | 25 | Hourly | 28.91 | 30.36 | 31.88 | 33.47 | 35.14 | 36.90 |
| | | Monthly | 5,011.71 | 5,262.30 | 5,525.41 | 5,801.68 | 6,091.77 | 6,396.36 |
| | | Yearly | 60,140.55 | 63,147.58 | 66,304.96 | 69,620.21 | 73,101.22 | 76,756.28 |
| WATER TREATMENT OPERATOR I | 29 | Hourly | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.73 |
| | | Monthly | 5,531.99 | 5,808.59 | 6,099.02 | 6,403.97 | 6,724.17 | 7,060.38 |
| | | Yearly | 66,383.92 | 69,703.11 | 73,188.27 | 76,847.68 | 80,690.06 | 84,724.57 |
| WATER TREATMENT OPERATOR II | 33 | Hourly | 35.23 | 36.99 | 38.84 | 40.78 | 42.82 | 44.96 |
| | | Monthly | 6,106.29 | 6,411.60 | 6,732.18 | 7,068.79 | 7,422.23 | 7,793.34 |
| | | Yearly | 73,275.42 | 76,939.19 | 80,786.15 | 84,825.46 | 89,066.73 | 93,520.07 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

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 ACCOUNTING TECHNICIAN | 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 |
| 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 |
| BUSINESS LICENSE INSPECTOR | 38 | Hourly | 25.88 | 26.53 | 27.19 | 27.87 | 28.57 | 29.28 | 30.01 | 30.76 | 31.53 | 32.32 | 33.13 | 33.96 | 34.81 |
| | | Monthly | 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 | 5,742.47 | 5,886.04 | 6,033.19 |
| | | Yearly | 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 | 68,909.68 | 70,632.43 | 72,398.24 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | | | | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| FACILITIES COORDINATOR | 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 |
| LEAD UTILITY WORKER WATER | 43 | Hourly | 29.28 | 30.01 | 30.76 | 31.53 | 32.32 | 33.13 | 33.96 | 34.81 | 35.68 | 36.57 | 37.48 | 38.42 | 39.38 |
| | | Monthly | 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 | 6,497.08 | 6,659.51 | 6,826.00 |
| | | Yearly | 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 | 77,965.00 | 79,914.13 | 81,912.00 |
| SENIOR ACCOUNTING TECHNICIAN | 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 |
| 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 |

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 |
| BUSINESS LICENSE INSPECTOR | 38 | Hourly | 26.40 | 27.06 | 27.73 | 28.43 | 29.14 | 29.87 | 30.61 | 31.38 | 32.16 | 32.97 | 33.79 | 34.64 | 35.50 |
| | | Monthly | 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 | 5,857.32 | 6,003.76 | 6,153.85 |
| | | Yearly | 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 | 70,287.87 | 72,045.08 | 73,846.21 |
| FACILITIES COORDINATOR | 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 |
| LEAD UTILITY WORKER WATER | 43 | Hourly | 29.87 | 30.61 | 31.38 | 32.16 | 32.97 | 33.79 | 34.64 | 35.50 | 36.39 | 37.30 | 38.23 | 39.19 | 40.17 |
| | | Monthly | 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 | 6,627.02 | 6,792.70 | 6,962.52 |
| | | Yearly | 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 | 79,524.30 | 81,512.42 | 83,550.24 |
| SENIOR ACCOUNTING TECHNICIAN | 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 |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | STEP | | | | | | | | | | | | | |
|------------------------------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | |
| 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 | |
| BUSINESS LICENSE INSPECTOR | 38 | 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 | 4,713.00 | 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 | 6,033.04 | 6,183.87 | 6,338.47 | |
| | Yearly | 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 | 72,396.51 | 74,206.43 | 76,061.59 | |
| FACILITIES COORDINATOR | 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 | |
| LEAD UTILITY WORKER WATER | 43 | Hourly | 30.76 | 31.53 | 32.32 | 33.13 | 33.96 | 34.81 | 35.68 | 36.57 | 37.48 | 38.42 | 39.38 | 40.36 | 41.37 |
| | Monthly | 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 | 6,825.84 | 6,996.48 | 7,171.40 | |
| | Yearly | 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 | 81,910.02 | 83,957.79 | 86,056.74 | |
| SENIOR ACCOUNTING TECHNICIAN | 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 | |
| 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 | |

Upland City Employees Association (UCEA)

7/1/2023 – 6/30/2028

| Job Description | Grade | | STEP | | | | | | | | | | | | |
|------------------------------------|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| BUSINESS LICENSE INSPECTOR | 38 | Hourly | 28.01 | 28.71 | 29.42 | 30.16 | 30.91 | 31.69 | 32.48 | 33.29 | 34.12 | 34.98 | 35.85 | 36.75 | 37.67 |
| | | Monthly | 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 | 6,214.03 | 6,369.39 | 6,528.62 |
| | | Yearly | 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 | 74,568.41 | 76,432.62 | 78,343.44 |
| FACILITIES COORDINATOR | 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 |
| LEAD UTILITY WORKER WATER | 43 | Hourly | 31.69 | 32.48 | 33.29 | 34.12 | 34.98 | 35.85 | 36.75 | 37.67 | 38.61 | 39.57 | 40.56 | 41.58 | 42.61 |
| | | Monthly | 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 | 7,030.61 | 7,206.38 | 7,386.54 |
| | | Yearly | 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 | 84,367.32 | 86,476.52 | 88,638.45 |
| SENIOR ACCOUNTING TECHNICIAN | 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 |
| 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 |