

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

Job Description	Grade		STEP					
			1	2	3	4	5	6
ASSISTANT CITY MANAGER	79	Hourly	105.40	110.67	116.20	122.01	128.11	134.52
		Monthly	18,268.70	19,182.13	20,141.24	21,148.30	22,205.71	23,316.00
		Yearly	219,224.35	230,185.56	241,694.86	253,779.59	266,468.57	279,791.99
CHIEF OF POLICE	83	Hourly	117.47	123.34	129.51	135.98	142.78	149.92
		Monthly	20,361.00	21,379.05	22,448.00	23,570.40	24,748.92	25,986.37
		Yearly	244,332.02	256,548.60	269,376.04	282,844.85	296,987.08	311,836.44
CITY MANAGER	88	Hourly	131.63	138.21	145.12	152.37	159.99	167.99
		Monthly	22,815.10	23,955.85	25,153.65	26,411.33	27,731.89	29,118.49
		Yearly	273,781.17	287,470.23	301,843.75	316,935.94	332,782.72	349,421.86
DEVELOPMENT SERVICES DIRECTOR	74	Hourly	93.16	97.81	102.70	107.84	113.23	118.89
		Monthly	16,146.87	16,954.21	17,801.92	18,692.02	19,626.62	20,607.95
		Yearly	193,762.38	203,450.50	213,623.03	224,304.18	235,519.39	247,295.36
DEPUTY DIRECTOR OF FINANCE	65	Hourly	75.37	79.14	83.10	87.25	91.62	96.20
		Monthly	13,064.82	13,718.06	14,403.97	15,124.17	15,880.38	16,674.39
		Yearly	156,777.88	164,616.76	172,847.61	181,489.99	190,564.50	200,092.72
DEPUTY DIRECTOR OF HUMAN RESOURCES/RISK MANAGEMENT	67	Hourly	79.19	83.15	87.31	91.67	96.26	101.07
		Monthly	13,726.23	14,412.54	15,133.17	15,889.83	16,684.32	17,518.53
		Yearly	164,714.76	172,950.51	181,598.02	190,677.92	200,211.83	210,222.41
DEPUTY DIRECTOR OF PUBLIC WORKS	67	Hourly	79.19	83.15	87.31	91.67	96.26	101.07
		Monthly	13,726.23	14,412.54	15,133.17	15,889.83	16,684.32	17,518.53
		Yearly	164,714.76	172,950.51	181,598.02	190,677.92	200,211.83	210,222.41