

City of Upland  
 Non Represented/Confidential Unit Salary Schedule  
 Effective 6/21/26

Job Description	Grade		STEP					
			1	2	3	4	5	6
ACCOUNTING SUPERVISOR	49	Hourly	50.77	53.31	55.98	58.78	61.72	64.80
		Monthly	8,800.79	9,240.83	9,702.87	10,188.02	10,697.42	11,232.29
		Yearly	105,609.48	110,889.95	116,434.47	122,256.18	128,368.99	134,787.45
BUDGET COORDINATOR	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	74,742.72	78,479.85	82,403.84	86,524.03	90,850.22	95,392.75
CITY CLERK	56	Hourly	60.35	63.37	66.54	69.87	73.36	77.03
		Monthly	10,461.37	10,984.44	11,533.67	12,110.35	12,715.87	13,351.66
		Yearly	125,536.51	131,813.33	138,403.98	145,324.18	152,590.40	160,219.92
EXECUTIVE ASSISTANT I	34	Hourly	35.06	36.81	38.65	40.58	42.61	44.74
		Monthly	6,076.64	6,380.48	6,699.50	7,034.47	7,386.20	7,755.51
		Yearly	72,919.73	76,565.69	80,393.98	84,413.69	88,634.37	93,066.09
EXECUTIVE ASSISTANT TO CITY MANAGER	46	Hourly	47.15	49.51	51.98	54.58	57.31	60.17
		Monthly	8,172.41	8,581.03	9,010.08	9,460.59	9,933.61	10,430.30
		Yearly	98,068.91	102,972.34	108,120.97	113,527.02	119,203.37	125,163.55
HUMAN RESOURCES ANALYST I	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	80,441.85	84,463.93	88,687.12	93,121.48	97,777.57
HUMAN RESOURCES ANALYST II	40	Hourly	40.66	42.69	44.82	47.06	49.42	51.89
		Monthly	7,047.04	7,399.40	7,769.37	8,157.83	8,565.73	8,994.01
		Yearly	84,564.51	88,792.74	93,232.38	97,894.00	102,788.70	107,928.14
PRINCIPAL HUMAN RESOURCES/RISK MANAGEMENT ANALYST	48	Hourly	49.54	52.01	54.61	57.34	60.21	63.22
		Monthly	8,586.14	9,015.44	9,466.22	9,939.53	10,436.50	10,958.33
		Yearly	103,033.64	108,185.33	113,594.59	119,274.31	125,238.04	131,499.94
RISK MANAGEMENT COORDINATOR	37	Hourly	37.75	39.64	41.62	43.70	45.89	48.18
		Monthly	6,543.88	6,871.07	7,214.63	7,575.36	7,954.13	8,351.83
		Yearly	78,526.56	82,452.88	86,575.54	90,904.30	95,449.51	100,222.00