

**FOOTHILL - DE ANZA COMMUNITY COLLEGE
TEAMSTERS (SUPERVISORS) SALARY SCHEDULE
2018-2019**

Eff.	Date	Sched	Grade	Annual Monthly			Annual Monthly			Annual Monthly			Annual Monthly			Annual Monthly		
				Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	
7/1/2018	C4	40	1	\$46,008.87	2	\$48,285.03	3	\$50,646.00	4	\$53,175.57	5	\$55,761.59	6	\$58,581.13	7	\$61,533.65		
			1	\$3,834.07	2	\$4,023.75	3	\$4,220.50	4	\$4,431.30	5	\$4,646.80	6	\$4,881.76	7	\$5,127.80		
			1	\$22.03	2	\$23.13	3	\$24.26	4	\$25.47	5	\$26.71	6	\$28.06	7	\$29.47		
7/1/2018	C4	41	1	\$47,132.96	2	\$49,381.28	3	\$51,939.08	4	\$54,496.74	5	\$57,082.38	6	\$59,969.43	7	\$62,991.94		
			1	\$3,927.75	2	\$4,115.11	3	\$4,328.26	4	\$4,541.40	5	\$4,756.87	6	\$4,997.45	7	\$5,249.33		
			1	\$22.57	2	\$23.65	3	\$24.88	4	\$26.10	5	\$27.34	6	\$28.72	7	\$30.17		
7/1/2018	C4	42	1	\$48,285.03	2	\$50,646.00	3	\$53,175.57	4	\$55,761.59	5	\$58,515.69	6	\$61,475.20	7	\$64,573.61		
			1	\$4,023.75	2	\$4,220.50	3	\$4,431.30	4	\$4,646.80	5	\$4,876.31	6	\$5,122.93	7	\$5,381.13		
			1	\$23.13	2	\$24.26	3	\$25.47	4	\$26.71	5	\$28.02	6	\$29.44	7	\$30.93		
7/1/2018	C4	43	1	\$49,381.28	2	\$51,939.08	3	\$54,496.74	4	\$57,082.38	5	\$60,005.21	6	\$63,040.04	7	\$66,217.42		
			1	\$4,115.11	2	\$4,328.26	3	\$4,541.40	4	\$4,756.87	5	\$5,000.43	6	\$5,253.34	7	\$5,518.12		
			1	\$23.65	2	\$24.88	3	\$26.10	4	\$27.34	5	\$28.74	6	\$30.19	7	\$31.71		
7/1/2018	C4	44	1	\$50,646.00	2	\$53,175.57	3	\$55,761.59	4	\$58,515.69	5	\$61,354.22	6	\$64,457.35	7	\$67,706.06		
			1	\$4,220.50	2	\$4,431.30	3	\$4,646.80	4	\$4,876.31	5	\$5,112.85	6	\$5,371.45	7	\$5,642.17		
			1	\$24.26	2	\$25.47	3	\$26.71	4	\$28.02	5	\$29.38	6	\$30.87	7	\$32.43		
7/1/2018	C4	45	1	\$51,939.08	2	\$54,496.74	3	\$57,082.38	4	\$60,005.21	5	\$62,927.77	6	\$66,110.77	7	\$69,442.63		
			1	\$4,328.26	2	\$4,541.40	3	\$4,756.87	4	\$5,000.43	5	\$5,243.98	6	\$5,509.23	7	\$5,786.89		
			1	\$24.88	2	\$26.10	3	\$27.34	4	\$28.74	5	\$30.14	6	\$31.66	7	\$33.26		
7/1/2018	C4	46	1	\$53,175.57	2	\$55,761.59	3	\$58,515.69	4	\$61,354.22	5	\$64,558.30	6	\$67,823.52	7	\$71,241.87		
			1	\$4,431.30	2	\$4,646.80	3	\$4,876.31	4	\$5,112.85	5	\$5,379.86	6	\$5,651.96	7	\$5,936.82		
			1	\$25.47	2	\$26.71	3	\$28.02	4	\$29.38	5	\$30.92	6	\$32.48	7	\$34.12		
7/1/2018	C4	47	1	\$54,496.74	2	\$57,082.38	3	\$60,005.21	4	\$62,927.77	5	\$66,103.62	6	\$69,447.15	7	\$72,947.44		
			1	\$4,541.40	2	\$4,756.87	3	\$5,000.43	4	\$5,243.98	5	\$5,508.63	6	\$5,787.26	7	\$6,078.95		
			1	\$26.10	2	\$27.34	3	\$28.74	4	\$30.14	5	\$31.66	6	\$33.26	7	\$34.94		
7/1/2018	C4	48	1	\$55,761.59	2	\$58,515.69	3	\$61,354.22	4	\$64,558.30	5	\$67,677.95	6	\$71,101.22	7	\$74,684.67		
			1	\$4,646.80	2	\$4,876.31	3	\$5,112.85	4	\$5,379.86	5	\$5,639.83	6	\$5,925.10	7	\$6,223.72		
			1	\$26.71	2	\$28.02	3	\$29.38	4	\$30.92	5	\$32.41	6	\$34.05	7	\$35.77		
7/1/2018	C4	49	1	\$57,082.38	2	\$60,005.21	3	\$62,927.77	4	\$66,103.62	5	\$69,279.99	6	\$72,783.92	7	\$76,452.11		
			1	\$4,756.87	2	\$5,000.43	3	\$5,243.98	4	\$5,508.63	5	\$5,773.33	6	\$6,065.33	7	\$6,371.01		
			1	\$27.34	2	\$28.74	3	\$30.14	4	\$31.66	5	\$33.18	6	\$34.86	7	\$36.61		
7/1/2018	C4	50	1	\$58,515.69	2	\$61,354.22	3	\$64,558.30	4	\$67,677.95	5	\$71,135.70	6	\$74,733.16	7	\$78,499.82		
			1	\$4,876.31	2	\$5,112.85	3	\$5,379.86	4	\$5,639.83	5	\$5,927.97	6	\$6,227.76	7	\$6,541.65		
			1	\$28.02	2	\$29.38	3	\$30.92	4	\$32.41	5	\$34.07	6	\$35.79	7	\$37.60		
7/1/2018	C4	51	1	\$60,005.21	2	\$62,927.77	3	\$66,103.62	4	\$69,279.99	5	\$72,849.61	6	\$76,533.32	7	\$80,390.77		
			1	\$5,000.43	2	\$5,243.98	3	\$5,508.63	4	\$5,773.33	5	\$6,070.80	6	\$6,377.78	7	\$6,699.23		
			1	\$28.74	2	\$30.14	3	\$31.66	4	\$33.18	5	\$34.89	6	\$36.65	7	\$38.50		
7/1/2018	C4	52	1	\$61,354.22	2	\$64,558.30	3	\$67,677.95	4	\$71,135.70	5	\$74,704.54	6	\$78,483.09	7	\$82,438.60		
			1	\$5,112.85	2	\$5,379.86	3	\$5,639.83	4	\$5,927.97	5	\$6,225.38	6	\$6,540.26	7	\$6,869.88		
			1	\$29.38	2	\$30.92	3	\$32.41	4	\$34.07	5	35.78	6	\$37.59	7	39.48		

**FOOTHILL - DE ANZA COMMUNITY COLLEGE
TEAMSTERS (SUPERVISORS) SALARY SCHEDULE
2018-2019**

Eff.	Date	Sched	Grade	Annual Monthly		Annual Monthly		Annual Monthly		Annual Monthly		Annual Monthly		Annual Monthly		
				Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	
7/1/2018	C4	53	1	\$62,927.77	2	\$66,103.62	3	\$69,279.99	4	\$72,849.61	5	\$76,531.50	6	\$80,401.63	7	\$84,453.85
			1	\$5,243.98	2	\$5,508.63	3	\$5,773.33	4	\$6,070.80	5	\$6,377.63	6	\$6,700.14	7	\$7,037.82
			1	\$30.14	2	\$31.66	3	\$33.18	4	\$34.89	5	\$36.65	6	\$38.51	7	\$40.45
7/1/2018	C4	54	1	\$64,558.30	2	\$67,677.95	3	\$71,135.70	4	\$74,704.54	5	\$78,301.74	6	\$82,262.28	7	\$86,408.27
			1	\$5,379.86	2	\$5,639.83	3	\$5,927.97	4	\$6,225.38	5	\$6,525.15	6	\$6,855.19	7	\$7,200.69
			1	\$30.92	2	\$32.41	3	\$34.07	4	\$35.78	5	\$37.50	6	\$39.40	7	\$41.38
7/1/2018	C4	55	1	\$66,103.62	2	\$69,279.99	3	\$72,849.61	4	\$76,531.50	5	\$80,241.10	6	\$84,299.34	7	\$88,547.94
			1	\$5,508.63	2	\$5,773.33	3	\$6,070.80	4	\$6,377.63	5	\$6,686.76	6	\$7,024.94	7	\$7,378.99
			1	\$31.66	2	\$33.18	3	\$34.89	4	\$36.65	5	\$38.43	6	\$40.37	7	\$42.41
7/1/2018	C4	56	1	\$67,677.95	2	\$71,135.70	3	\$74,704.54	4	\$78,301.74	5	\$82,236.66	6	\$86,395.97	7	\$90,750.29
			1	\$5,639.83	2	\$5,927.97	3	\$6,225.38	4	\$6,525.15	5	\$6,853.05	6	\$7,199.66	7	\$7,562.52
			1	\$32.41	2	\$34.07	3	\$35.78	4	\$37.50	5	\$39.39	6	\$41.38	7	\$43.46
7/1/2018	C4	57	1	\$69,279.99	2	\$72,849.61	3	\$76,531.50	4	\$80,241.10	5	\$84,315.99	6	\$88,581.07	7	\$93,045.66
			1	\$5,773.33	2	\$6,070.80	3	\$6,377.63	4	\$6,686.76	5	\$7,026.33	6	\$7,381.76	7	\$7,753.80
			1	\$33.18	2	\$34.89	3	\$36.65	4	\$38.43	5	\$40.38	6	\$42.42	7	\$44.56
7/1/2018	C4	58	1	\$71,135.70	2	\$74,704.54	3	\$78,301.74	4	\$82,236.66	5	\$86,396.36	6	\$90,765.51	7	\$95,340.11
			1	\$5,927.97	2	\$6,225.38	3	\$6,525.15	4	\$6,853.05	5	\$7,199.70	6	\$7,563.79	7	\$7,945.01
			1	\$34.07	2	\$35.78	3	\$37.50	4	\$39.39	5	\$41.38	6	\$43.47	7	\$45.66
7/1/2018	C4	59	1	\$72,849.61	2	\$76,531.50	3	\$80,241.10	4	\$84,315.99	5	\$88,560.90	6	\$93,039.45	7	\$97,728.76
			1	\$6,070.80	2	\$6,377.63	3	\$6,686.76	4	\$7,026.33	5	\$7,380.08	6	\$7,753.29	7	\$8,144.06
			1	\$34.89	2	\$36.65	3	\$38.43	4	\$40.38	5	\$42.41	6	\$44.56	7	\$46.80
7/1/2018	C4	60	1	\$74,704.54	2	\$78,301.74	3	\$82,236.66	4	\$86,396.36	5	\$90,584.17	6	\$95,165.49	7	\$99,961.72
			1	\$6,225.38	2	\$6,525.15	3	\$6,853.05	4	\$7,199.70	5	\$7,548.68	6	\$7,930.46	7	\$8,330.14
			1	\$35.78	2	\$37.50	3	\$39.39	4	\$41.38	5	\$43.38	6	\$45.58	7	\$47.87
7/1/2018	C4	61	1	\$76,531.50	2	\$80,241.10	3	\$84,315.99	4	\$88,560.90	5	\$92,748.19	6	\$97,438.39	7	\$102,349.20
			1	\$6,377.63	2	\$6,686.76	3	\$7,026.33	4	\$7,380.08	5	\$7,729.02	6	\$8,119.87	7	\$8,529.10
			1	\$36.65	2	\$38.43	3	\$40.38	4	\$42.41	5	\$44.42	6	\$46.67	7	\$49.02
7/1/2018	C4	62	1	\$78,301.74	2	\$82,236.66	3	\$86,396.36	4	\$90,584.17	5	\$95,193.33	6	\$100,007.64	7	\$105,047.93
			1	\$6,525.15	2	\$6,853.05	3	\$7,199.70	4	\$7,548.68	5	\$7,932.78	6	\$8,333.97	7	\$8,753.99
			1	\$37.50	2	\$39.39	3	\$41.38	4	\$43.38	5	\$45.59	6	\$47.90	7	\$50.31
7/1/2018	C4	63	1	\$80,241.10	2	\$84,315.99	3	\$88,560.90	4	\$92,748.19	5	\$97,581.88	6	\$102,517.30	7	\$107,684.13
			1	\$6,686.76	2	\$7,026.33	3	\$7,380.08	4	\$7,729.02	5	\$8,131.82	6	\$8,543.11	7	\$8,973.68
			1	\$38.43	2	\$40.38	3	\$42.41	4	\$44.42	5	\$46.73	6	\$49.10	7	\$51.57
7/1/2018	C4	64	1	\$82,236.66	2	\$86,396.36	3	\$90,584.17	4	\$95,193.33	5	\$99,914.88	6	\$104,968.17	7	\$110,258.57
			1	\$6,853.05	2	\$7,199.70	3	\$7,548.68	4	\$7,932.78	5	\$8,326.24	6	\$8,747.35	7	\$9,188.21
			1	\$39.39	2	\$41.38	3	\$43.38	4	\$45.59	5	\$47.85	6	\$50.27	7	\$52.81
7/1/2018	C4	65	1	\$84,315.99	2	\$88,560.90	3	\$92,748.19	4	\$97,581.88	5	\$102,332.32	6	\$107,507.36	7	\$112,925.90
			1	\$7,026.33	2	\$7,380.08	3	\$7,729.02	4	\$8,131.82	5	\$8,527.69	6	\$8,958.95	7	\$9,410.49
			1	\$40.38	2	\$42.41	3	\$44.42	4	\$46.73	5	\$49.01	6	\$51.49	7	\$54.08

**FOOTHILL - DE ANZA COMMUNITY COLLEGE
TEAMSTERS (SUPERVISORS) SALARY SCHEDULE
2018-2019**

Eff.	Date	Sched	Grade	Annual Monthly		Annual Monthly		Annual Monthly		Annual Monthly		Annual Monthly		Annual Monthly		
				Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	
7/1/2018	C4	66	1	\$86,396.36	2	\$90,584.17	3	\$95,193.33	4	\$99,914.88	5	\$104,973.50	6	\$110,283.19	7	\$115,841.56
			1	\$7,199.70	2	\$7,548.68	3	\$7,932.78	4	\$8,326.24	5	\$8,747.79	6	\$9,190.27	7	\$9,653.46
			1	41.38	2	\$43.38	3	\$45.59	4	\$47.85	5	\$50.27	6	\$52.82	7	55.48
7/1/2018	C4	67	1	\$88,560.90	2	\$92,748.19	3	\$97,581.88	4	\$102,332.32	5	\$107,559.66	6	\$112,999.43	7	\$118,694.68
			1	\$7,380.08	2	\$7,729.02	3	\$8,131.82	4	\$8,527.69	5	\$8,963.30	6	\$9,416.62	7	\$9,891.22
			1	\$42.41	2	\$44.42	3	\$46.73	4	\$49.01	5	51.51	6	\$54.12	7	\$56.85
7/1/2018	C4	68	1	\$90,584.17	2	\$95,193.33	3	\$99,914.88	4	\$104,973.50	5	\$110,088.96	6	\$115,656.49	7	\$121,485.65
			1	\$7,548.68	2	\$7,932.78	3	\$8,326.24	4	\$8,747.79	5	\$9,174.08	6	\$9,638.04	7	\$10,123.80
			1	\$43.38	2	\$45.59	3	47.85	4	\$50.27	5	\$52.72	6	\$55.39	7	\$58.18
7/1/2018	C4	69	1	\$92,748.19	2	\$97,581.88	3	\$102,332.32	4	\$107,559.66	5	\$112,843.58	6	\$118,550.56	7	\$124,525.34
			1	\$7,729.02	2	\$8,131.82	3	\$8,527.69	4	\$8,963.30	5	\$9,403.63	6	\$9,879.21	7	\$10,377.11
			1	\$44.42	2	\$46.73	3	\$49.01	4	\$51.51	5	\$54.04	6	\$56.78	7	\$59.64
7/1/2018	C4	70	1	\$95,193.33	2	\$99,914.88	3	\$104,973.50	4	\$110,088.96	5	\$115,653.88	6	\$121,503.05	7	\$127,626.78
			1	\$7,932.78	2	\$8,326.24	3	\$8,747.79	4	\$9,174.08	5	\$9,637.82	6	\$10,125.25	7	\$10,635.56
			1	\$45.59	2	\$47.85	3	\$50.27	4	52.72	5	\$55.39	6	\$58.19	7	\$61.12
7/1/2018	C4	71	1	\$97,581.88	2	\$102,332.32	3	\$107,559.66	4	\$112,843.58	5	\$118,492.93	6	\$124,485.58	7	\$130,759.76
			1	\$8,131.82	2	\$8,527.69	3	\$8,963.30	4	\$9,403.63	5	\$9,874.41	6	\$10,373.80	7	\$10,896.65
			1	\$46.73	2	\$49.01	3	\$51.51	4	\$54.04	5	\$56.75	6	\$59.62	7	\$62.62
7/1/2018	C4	72	1	\$99,914.88	2	\$104,973.50	3	\$110,088.96	4	\$115,653.88	5	\$121,358.91	6	\$127,496.87	7	\$133,922.69
			1	\$8,326.24	2	\$8,747.79	3	\$9,174.08	4	\$9,637.82	5	\$10,113.24	6	\$10,624.74	7	\$11,160.22
			1	\$47.85	2	\$50.27	3	\$52.72	4	\$55.39	5	\$58.12	6	\$61.06	7	\$64.14
7/1/2018	C4	73	1	\$102,332.32	2	\$107,559.66	3	\$112,843.58	4	\$118,492.93	5	\$124,282.12	6	\$130,567.99	7	\$137,148.56
			1	\$8,527.69	2	\$8,963.30	3	\$9,403.63	4	\$9,874.41	5	\$10,356.84	6	\$10,880.67	7	\$11,429.05
			1	\$49.01	2	\$51.51	3	\$54.04	4	\$56.75	5	\$59.52	6	\$62.53	7	\$65.68
7/1/2018	C4	74	1	\$104,973.50	2	\$110,088.96	3	\$115,653.88	4	\$121,358.91	5	\$127,346.10	6	\$133,786.77	7	\$140,529.60
			1	\$8,747.79	2	\$9,174.08	3	\$9,637.82	4	\$10,113.24	5	\$10,612.17	6	\$11,148.90	7	\$11,710.80
			1	\$50.27	2	\$52.72	3	\$55.39	4	\$58.12	5	\$60.99	6	\$64.07	7	\$67.30
7/1/2018	C4	75	1	\$107,559.66	2	\$112,843.58	3	\$118,492.93	4	\$124,282.12	5	\$130,465.61	6	\$137,063.96	7	\$143,971.99
			1	\$8,963.30	2	\$9,403.63	3	\$9,874.41	4	\$10,356.84	5	\$10,872.13	6	\$11,422.00	7	\$11,997.67
			1	\$51.51	2	\$54.04	3	\$56.75	4	\$59.52	5	\$62.48	6	\$65.64	7	\$68.95
7/1/2018	C4	76	1	\$110,088.96	2	\$115,653.88	3	\$121,358.91	4	\$127,346.10	5	\$133,669.69	6	\$140,430.25	7	\$147,508.07
			1	\$9,174.08	2	\$9,637.82	3	\$10,113.24	4	\$10,612.17	5	\$11,139.14	6	\$11,702.52	7	\$12,292.34
			1	\$52.72	2	\$55.39	3	\$58.12	4	\$60.99	5	\$64.02	6	67.26	7	\$70.65
7/1/2018	C4	77	1	\$112,843.58	2	\$118,492.93	3	\$124,282.12	4	\$130,465.61	5	\$136,985.90	6	\$143,914.02	7	\$151,167.26
			1	\$9,403.63	2	\$9,874.41	3	\$10,356.84	4	\$10,872.13	5	\$11,415.49	6	\$11,992.83	7	\$12,597.27
			1	\$54.04	2	\$56.75	3	\$59.52	4	\$62.48	5	\$65.61	6	\$68.92	7	\$72.40
7/1/2018	C4	78	1	\$115,653.88	2	\$121,358.91	3	\$127,346.10	4	\$133,669.69	5	\$140,414.90	6	\$147,516.04	7	\$154,951.01
			1	\$9,637.82	2	\$10,113.24	3	\$10,612.17	4	\$11,139.14	5	\$11,701.24	6	\$12,293.00	7	\$12,912.58
			1	\$55.39	2	\$58.12	3	\$60.99	4	\$64.02	5	\$67.25	6	\$70.65	7	\$74.21

**FOOTHILL - DE ANZA COMMUNITY COLLEGE
TEAMSTERS (SUPERVISORS) SALARY SCHEDULE
2018-2019**

Eff.			Annual Monthly		Annual Monthly		Annual Monthly		Annual Monthly		Annual Monthly		Annual Monthly	
Date	Sched	Grade	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly
7/1/2018	C4	79	1	\$118,492.93	2	\$124,282.12	3	\$130,465.61	4	\$136,985.90	5	\$143,815.15	6	\$151,088.91
			1	\$9,874.41	2	\$10,356.84	3	\$10,872.13	4	\$11,415.49	5	\$11,984.60	6	\$12,590.74
			1	\$56.75	2	\$59.52	3	\$62.48	4	\$65.61	5	\$68.88	6	\$72.36
7/1/2018	C4	80	1	\$121,358.91	2	\$127,346.10	3	\$133,669.69	4	\$140,414.90	5	\$147,244.80	6	\$154,691.84
			1	\$10,113.24	2	\$10,612.17	3	\$11,139.14	4	\$11,701.24	5	\$12,270.40	6	\$12,890.99
			1	\$58.12	2	\$60.99	3	\$64.02	4	\$67.25	5	\$70.52	6	\$74.09

**FOOTHILL - DE ANZA COMMUNITY COLLEGE
TEAMSTERS (SUPERVISORS) SALARY SCHEDULE
2018-2019**

Eff.		Annual Monthly			Annual Monthly			Annual Monthly			Annual Monthly			Annual Monthly		
Date	Sched	Grade	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly

NOTES REGARDING TYPES OF EARNINGS:

Retention Incentive: Indicated on Step 7 of the salary schedule. A supervisor is eligible when he or she has served for two years on the top step of the salary schedule in the same grade.

Longevity Award: Longevity increments are awarded to acknowledge continued satisfactory service with the District. The monthly increments are cumulative (and subject to proration) and will be paid at the completion of the year as follows:

Eighth Year	\$130 per month
Thirteenth Year	\$140 per month
Eighteenth Year	\$150 per month
Twenty-Third Year	\$170 per month
Maximum	\$7,080 per year

Professional Growth Award: \$1,080 per year for employees who meet the requirements of the award. Maximum of \$12,960.

Shift Differential Pay:

Swing Shift - A supervisor whose normal workday extends after 9:00 p.m. shall be entitled to the swing shift differential of 4.5% of base pay.

Grave Shift - A supervisor whose normal workday extends after 5:00 a.m. shall be entitled to the graveyard shift differential of 6.0% of base pay.

(Part-time supervisors who have a normal work day of six hours or more shall be eligible for the appropriate shift differential on a pro-rata basis.)

Weekend Shift - Premium pay of \$75 per month shall be paid to any supervisor whose regular workweek assignment falls outside of the normal workweek (Monday-Friday).

Effective July 1, 2018 through June 30, 2019, the District provided a 5% on-schedule salary increase to the 2018-2019 salary schedules of the Association of Classified Employees (ACE), Administrative Management Association (AMA), Confidential Employees, California School Employees Association (CSEA), Faculty Association (FA) (excluding part-time faculty), Teamsters, and Executives. CalPERS Retirement System has determined the on-schedule increase is considered temporary and, as such, is ineligible as creditable compensation for employees who are members of the CalPERS Retirement Plan. Therefore, CalPERS has requested the Board approve these 2018-2019 salary schedules without the 5% increase and instead include this notation to reflect that the 5% increase is creditable as Off Salary Schedule Payment (OSSP) for Classic PERS members only.