

**FOOTHILL - DE ANZA COMMUNITY COLLEGE  
TEAMSTERS (SUPERVISORS) SALARY SCHEDULE  
2020-2021**

Eff. Date	Sched	Grade	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual
				Monthly		Monthly		Monthly		Monthly		Monthly		Monthly		Monthly
				Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly
7/1/2020	C4	40	1	\$48,769.40	2	\$51,182.13	3	\$53,684.76	4	\$56,366.10	5	\$59,107.29	6	\$62,096.00	7	\$65,225.67
			1	\$4,064.12	2	\$4,265.18	3	\$4,473.73	4	\$4,697.18	5	\$4,925.61	6	\$5,174.67	7	\$5,435.47
			1	\$23.36	2	\$24.51	3	\$25.71	4	\$27.00	5	\$28.31	6	\$29.74	7	\$31.24
7/1/2020	C4	41	1	\$49,960.94	2	\$52,344.16	3	\$55,055.42	4	\$57,766.55	5	\$60,507.32	6	\$63,567.60	7	\$66,771.46
			1	\$4,163.41	2	\$4,362.01	3	\$4,587.95	4	\$4,813.88	5	\$5,042.28	6	\$5,297.30	7	\$5,564.29
			1	\$23.93	2	\$25.07	3	\$26.37	4	\$27.67	5	\$28.98	6	\$30.44	7	\$31.98
7/1/2020	C4	42	1	\$51,182.13	2	\$53,684.76	3	\$56,366.10	4	\$59,107.29	5	\$62,026.64	6	\$65,163.72	7	\$68,448.02
			1	\$4,265.18	2	\$4,473.73	3	\$4,697.18	4	\$4,925.61	5	\$5,168.89	6	\$5,430.31	7	\$5,704.00
			1	\$24.51	2	\$25.71	3	\$27.00	4	\$28.31	5	\$29.71	6	\$31.21	7	\$32.78
7/1/2020	C4	43	1	\$52,344.16	2	\$55,055.42	3	\$57,766.55	4	\$60,507.32	5	\$63,605.52	6	\$66,822.44	7	\$70,190.46
			1	\$4,362.01	2	\$4,587.95	3	\$4,813.88	4	\$5,042.28	5	\$5,300.46	6	\$5,568.54	7	\$5,849.21
			1	\$25.07	2	\$26.37	3	\$27.67	4	\$28.98	5	\$30.46	6	\$32.00	7	\$33.62
7/1/2020	C4	44	1	\$53,684.76	2	\$56,366.10	3	\$59,107.29	4	\$62,026.64	5	\$65,035.48	6	\$68,324.79	7	\$71,768.42
			1	\$4,473.73	2	\$4,697.18	3	\$4,925.61	4	\$5,168.89	5	\$5,419.62	6	\$5,693.73	7	\$5,980.70
			1	\$25.71	2	\$27.00	3	\$28.31	4	\$29.71	5	\$31.15	6	\$32.72	7	\$34.37
7/1/2020	C4	45	1	\$55,055.42	2	\$57,766.55	3	\$60,507.32	4	\$63,605.52	5	\$66,703.44	6	\$70,077.42	7	\$73,609.19
			1	\$4,587.95	2	\$4,813.88	3	\$5,042.28	4	\$5,300.46	5	\$5,558.62	6	\$5,839.78	7	\$6,134.10
			1	\$26.37	2	\$27.67	3	\$28.98	4	\$30.46	5	\$31.95	6	\$33.56	7	\$35.25
7/1/2020	C4	46	1	\$56,366.10	2	\$59,107.29	3	\$62,026.64	4	\$65,035.48	5	\$68,431.80	6	\$71,892.93	7	\$75,516.39
			1	\$4,697.18	2	\$4,925.61	3	\$5,168.89	4	\$5,419.62	5	\$5,702.65	6	\$5,991.08	7	\$6,293.03
			1	\$27.00	2	\$28.31	3	\$29.71	4	\$31.15	5	\$32.77	6	\$34.43	7	\$36.17
7/1/2020	C4	47	1	\$57,766.55	2	\$60,507.32	3	\$63,605.52	4	\$66,703.44	5	\$70,069.84	6	\$73,613.98	7	\$77,324.28
			1	\$4,813.88	2	\$5,042.28	3	\$5,300.46	4	\$5,558.62	5	\$5,839.15	6	\$6,134.50	7	\$6,443.69
			1	\$27.67	2	\$28.98	3	\$30.46	4	\$31.95	5	\$33.56	6	\$35.26	7	\$37.03
7/1/2020	C4	48	1	\$59,107.29	2	\$62,026.64	3	\$65,035.48	4	\$68,431.80	5	\$71,738.62	6	\$75,367.30	7	\$79,165.75
			1	\$4,925.61	2	\$5,168.89	3	\$5,419.62	4	\$5,702.65	5	\$5,978.22	6	\$6,280.61	7	\$6,597.15
			1	\$28.31	2	\$29.71	3	\$31.15	4	\$32.77	5	\$34.36	6	\$36.10	7	\$37.91
7/1/2020	C4	49	1	\$60,507.32	2	\$63,605.52	3	\$66,703.44	4	\$70,069.84	5	\$73,436.79	6	\$77,150.95	7	\$81,039.24
			1	\$5,042.28	2	\$5,300.46	3	\$5,558.62	4	\$5,839.15	5	\$6,119.73	6	\$6,429.25	7	\$6,753.27
			1	\$28.98	2	\$30.46	3	\$31.95	4	\$33.56	5	\$35.17	6	\$36.95	7	\$38.81
7/1/2020	C4	50	1	\$62,026.64	2	\$65,035.48	3	\$68,431.80	4	\$71,738.62	5	\$75,403.84	6	\$79,217.15	7	\$83,209.81
			1	\$5,168.89	2	\$5,419.62	3	\$5,702.65	4	\$5,978.22	5	\$6,283.65	6	\$6,601.43	7	\$6,934.15
			1	\$29.71	2	\$31.15	3	\$32.77	4	\$34.36	5	\$36.11	6	\$37.94	7	\$39.85
7/1/2020	C4	51	1	\$63,605.52	2	\$66,703.44	3	\$70,069.84	4	\$73,436.79	5	\$77,220.59	6	\$81,125.32	7	\$85,214.22
			1	\$5,300.46	2	\$5,558.62	3	\$5,839.15	4	\$6,119.73	5	\$6,435.05	6	\$6,760.44	7	\$7,101.18
			1	\$30.46	2	\$31.95	3	\$33.56	4	\$35.17	5	\$36.98	6	\$38.85	7	\$40.81
7/1/2020	C4	52	1	\$65,035.48	2	\$68,431.80	3	\$71,738.62	4	\$75,403.84	5	\$79,186.81	6	\$83,192.07	7	\$87,384.92
			1	\$5,419.62	2	\$5,702.65	3	\$5,978.22	4	\$6,283.65	5	\$6,598.90	6	\$6,932.67	7	\$7,282.08
			1	\$31.15	2	\$32.77	3	\$34.36	4	\$36.11	5	\$37.92	6	\$39.84	7	\$41.85
7/1/2020	C4	53	1	\$66,703.44	2	\$70,069.84	3	\$73,436.79	4	\$77,220.59	5	\$81,123.39	6	\$85,225.73	7	\$89,521.08
			1	\$5,558.62	2	\$5,839.15	3	\$6,119.73	4	\$6,435.05	5	\$6,760.28	6	\$7,102.14	7	\$7,460.09
			1	\$31.95	2	\$33.56	3	\$35.17	4	\$36.98	5	\$38.85	6	\$40.82	7	\$42.87

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Eff. Date	Sched	Grade	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual
				Monthly		Monthly		Monthly		Monthly		Monthly		Monthly		Monthly
				Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly
7/1/2020	C4	54	1	\$68,431.80	2	\$71,738.62	3	\$75,403.84	4	\$79,186.81	5	\$82,999.85	6	\$87,198.02	7	\$91,592.76
			1	\$5,702.65	2	\$5,978.22	3	\$6,283.65	4	\$6,598.90	5	\$6,916.65	6	\$7,266.50	7	\$7,632.73
			1	\$32.77	2	\$34.36	3	\$36.11	4	\$37.92	5	\$39.75	6	\$41.76	7	\$43.87
7/1/2020	C4	55	1	\$70,069.84	2	\$73,436.79	3	\$77,220.59	4	\$81,123.39	5	\$85,055.57	6	\$89,357.30	7	\$93,860.82
			1	\$5,839.15	2	\$6,119.73	3	\$6,435.05	4	\$6,760.28	5	\$7,087.96	6	\$7,446.44	7	\$7,821.73
			1	\$33.56	2	\$35.17	3	\$36.98	4	\$38.85	5	\$40.74	6	\$42.80	7	\$44.95
7/1/2020	C4	56	1	\$71,738.62	2	\$75,403.84	3	\$79,186.81	4	\$82,999.85	5	\$87,170.86	6	\$91,579.73	7	\$96,195.30
			1	\$5,978.22	2	\$6,283.65	3	\$6,598.90	4	\$6,916.65	5	\$7,264.24	6	\$7,631.64	7	\$8,016.28
			1	\$34.36	2	\$36.11	3	\$37.92	4	\$39.75	5	\$41.75	6	\$43.86	7	\$46.07
7/1/2020	C4	57	1	\$73,436.79	2	\$77,220.59	3	\$81,123.39	4	\$85,055.57	5	\$89,374.95	6	\$93,895.93	7	\$98,628.40
			1	\$6,119.73	2	\$6,435.05	3	\$6,760.28	4	\$7,087.96	5	\$7,447.91	6	\$7,824.66	7	\$8,219.03
			1	\$35.17	2	\$36.98	3	\$38.85	4	\$40.74	5	\$42.80	6	\$44.97	7	\$47.24
7/1/2020	C4	58	1	\$75,403.84	2	\$79,186.81	3	\$82,999.85	4	\$87,170.86	5	\$91,580.14	6	\$96,211.44	7	\$101,060.51
			1	\$6,283.65	2	\$6,598.90	3	\$6,916.65	4	\$7,264.24	5	\$7,631.68	6	\$8,017.62	7	\$8,421.71
			1	\$36.11	2	\$37.92	3	\$39.75	4	\$41.75	5	\$43.86	6	\$46.08	7	48.40
7/1/2020	C4	59	1	\$77,220.59	2	\$81,123.39	3	\$85,055.57	4	\$89,374.95	5	\$93,874.56	6	\$98,621.82	7	\$103,592.49
			1	\$6,435.05	2	\$6,760.28	3	\$7,087.96	4	\$7,447.91	5	\$7,822.88	6	\$8,218.49	7	\$8,632.71
			1	\$36.98	2	\$38.85	3	\$40.74	4	\$42.80	5	\$44.96	6	\$47.23	7	\$49.61
7/1/2020	C4	60	1	\$79,186.81	2	\$82,999.85	3	\$87,170.86	4	\$91,580.14	5	\$96,019.22	6	\$100,875.42	7	\$105,959.43
			1	\$6,598.90	2	\$6,916.65	3	\$7,264.24	4	\$7,631.68	5	\$8,001.60	6	\$8,406.28	7	\$8,829.95
			1	\$37.92	2	\$39.75	3	\$41.75	4	\$43.86	5	\$45.99	6	\$48.31	7	50.75
7/1/2020	C4	61	1	\$81,123.39	2	\$85,055.57	3	\$89,374.95	4	\$93,874.56	5	\$98,313.08	6	\$103,284.70	7	\$108,490.15
			1	\$6,760.28	2	\$7,087.96	3	\$7,447.91	4	\$7,822.88	5	\$8,192.76	6	\$8,607.06	7	\$9,040.85
			1	\$38.85	2	\$40.74	3	\$42.80	4	\$44.96	5	\$47.08	6	\$49.47	7	\$51.96
7/1/2020	C4	62	1	\$82,999.85	2	\$87,170.86	3	\$91,580.14	4	\$96,019.22	5	\$100,904.93	6	\$106,008.09	7	\$111,350.81
			1	\$6,916.65	2	\$7,264.24	3	\$7,631.68	4	\$8,001.60	5	\$8,408.74	6	\$8,834.01	7	\$9,279.23
			1	\$39.75	2	\$41.75	3	\$43.86	4	\$45.99	5	\$48.33	6	\$50.77	7	\$53.33
7/1/2020	C4	63	1	\$85,055.57	2	\$89,374.95	3	\$93,874.56	4	\$98,313.08	5	\$103,436.79	6	\$108,668.34	7	\$114,145.17
			1	\$7,087.96	2	\$7,447.91	3	\$7,822.88	4	\$8,192.76	5	\$8,619.73	6	\$9,055.69	7	\$9,512.10
			1	\$40.74	2	\$42.80	3	\$44.96	4	\$47.08	5	\$49.54	6	\$52.04	7	\$54.67
7/1/2020	C4	64	1	\$87,170.86	2	\$91,580.14	3	\$96,019.22	4	\$100,904.93	5	\$105,909.78	6	\$111,266.26	7	\$116,874.08
			1	\$7,264.24	2	\$7,631.68	3	\$8,001.60	4	\$8,408.74	5	\$8,825.81	6	\$9,272.19	7	\$9,739.51
			1	\$41.75	2	\$43.86	3	\$45.99	4	\$48.33	5	\$50.72	6	\$53.29	7	\$55.97
7/1/2020	C4	65	1	\$89,374.95	2	\$93,874.56	3	\$98,313.08	4	\$103,436.79	5	\$108,472.25	6	\$113,957.80	7	\$119,701.45
			1	\$7,447.91	2	\$7,822.88	3	\$8,192.76	4	\$8,619.73	5	\$9,039.35	6	\$9,496.48	7	\$9,975.12
			1	\$42.80	2	\$44.96	3	\$47.08	4	\$49.54	5	\$51.95	6	\$54.58	7	\$57.33
7/1/2020	C4	66	1	\$91,580.14	2	\$96,019.22	3	\$100,904.93	4	\$105,909.78	5	\$111,271.91	6	\$116,900.18	7	\$122,792.05
			1	\$7,631.68	2	\$8,001.60	3	\$8,408.74	4	\$8,825.81	5	\$9,272.66	6	\$9,741.68	7	\$10,232.67
			1	43.86	2	\$45.99	3	\$48.33	4	\$50.72	5	\$53.29	6	\$55.99	7	58.81
7/1/2020	C4	67	1	\$93,874.56	2	\$98,313.08	3	\$103,436.79	4	\$108,472.25	5	\$114,013.24	6	\$119,779.40	7	\$125,816.36
			1	\$7,822.88	2	\$8,192.76	3	\$8,619.73	4	\$9,039.35	5	\$9,501.10	6	\$9,981.62	7	\$10,484.70
			1	\$44.96	2	\$47.08	3	\$49.54	4	\$51.95	5	54.60	6	\$57.37	7	\$60.26

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				Monthly		Monthly		Monthly		Monthly		Monthly		Monthly		Monthly
				Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly
7/1/2020	C4	68	1	\$96,019.22	2	\$100,904.93	3	\$105,909.78	4	\$111,271.91	5	\$116,694.30	6	\$122,595.87	7	\$128,774.78
			1	\$8,001.60	2	\$8,408.74	3	\$8,825.81	4	\$9,272.66	5	\$9,724.53	6	\$10,216.32	7	\$10,731.23
			1	\$45.99	2	\$48.33	3	50.72	4	\$53.29	5	\$55.89	6	\$58.71	7	\$61.67
7/1/2020	C4	69	1	\$98,313.08	2	\$103,436.79	3	\$108,472.25	4	\$114,013.24	5	\$119,614.20	6	\$125,663.59	7	\$131,996.86
			1	\$8,192.76	2	\$8,619.73	3	\$9,039.35	4	\$9,501.10	5	\$9,967.85	6	\$10,471.97	7	\$10,999.74
			1	\$47.08	2	\$49.54	3	\$51.95	4	\$54.60	5	\$57.29	6	\$60.18	7	\$63.22
7/1/2020	C4	70	1	\$100,904.93	2	\$105,909.78	3	\$111,271.91	4	\$116,694.30	5	\$122,593.12	6	\$128,793.23	7	\$135,284.39
			1	\$8,408.74	2	\$8,825.81	3	\$9,272.66	4	\$9,724.53	5	\$10,216.09	6	\$10,732.77	7	\$11,273.70
			1	\$48.33	2	\$50.72	3	\$53.29	4	55.89	5	\$58.71	6	\$61.68	7	\$64.79
7/1/2020	C4	71	1	\$103,436.79	2	\$108,472.25	3	\$114,013.24	4	\$119,614.20	5	\$125,602.51	6	\$131,954.72	7	\$138,605.34
			1	\$8,619.73	2	\$9,039.35	3	\$9,501.10	4	\$9,967.85	5	\$10,466.88	6	\$10,996.23	7	\$11,550.45
			1	\$49.54	2	\$51.95	3	\$54.60	4	\$57.29	5	\$60.15	6	\$63.20	7	\$66.38
7/1/2020	C4	72	1	\$105,909.78	2	\$111,271.91	3	\$116,694.30	4	\$122,593.12	5	\$128,640.44	6	\$135,146.68	7	\$141,958.05
			1	\$8,825.81	2	\$9,272.66	3	\$9,724.53	4	\$10,216.09	5	\$10,720.04	6	\$11,262.22	7	\$11,829.84
			1	\$50.72	2	\$53.29	3	\$55.89	4	\$58.71	5	\$61.61	6	\$64.73	7	\$67.99
7/1/2020	C4	73	1	\$108,472.25	2	\$114,013.24	3	\$119,614.20	4	\$125,602.51	5	\$131,739.05	6	\$138,402.07	7	\$145,377.47
			1	\$9,039.35	2	\$9,501.10	3	\$9,967.85	4	\$10,466.88	5	\$10,978.25	6	\$11,533.51	7	\$12,114.79
			1	\$51.95	2	\$54.60	3	\$57.29	4	\$60.15	5	\$63.09	6	\$66.28	7	\$69.63
7/1/2020	C4	74	1	\$111,271.91	2	\$116,694.30	3	\$122,593.12	4	\$128,640.44	5	\$134,986.86	6	\$141,813.98	7	\$148,961.37
			1	\$9,272.66	2	\$9,724.53	3	\$10,216.09	4	\$10,720.04	5	\$11,248.91	6	\$11,817.83	7	\$12,413.45
			1	\$53.29	2	\$55.89	3	\$58.71	4	\$61.61	5	\$64.65	6	\$67.92	7	\$71.34
7/1/2020	C4	75	1	\$114,013.24	2	\$119,614.20	3	\$125,602.51	4	\$131,739.05	5	\$138,293.55	6	\$145,287.79	7	\$152,610.31
			1	\$9,501.10	2	\$9,967.85	3	\$10,466.88	4	\$10,978.25	5	\$11,524.46	6	\$12,107.32	7	\$12,717.53
			1	\$54.60	2	\$57.29	3	\$60.15	4	\$63.09	5	\$66.23	6	\$69.58	7	\$73.09
7/1/2020	C4	76	1	\$116,694.30	2	\$122,593.12	3	\$128,640.44	4	\$134,986.86	5	\$141,689.87	6	\$148,856.07	7	\$156,358.56
			1	\$9,724.53	2	\$10,216.09	3	\$10,720.04	4	\$11,248.91	5	\$11,807.49	6	\$12,404.67	7	\$13,029.88
			1	\$55.89	2	\$58.71	3	\$61.61	4	\$64.65	5	\$67.86	6	71.29	7	\$74.88
7/1/2020	C4	77	1	\$119,614.20	2	\$125,602.51	3	\$131,739.05	4	\$138,293.55	5	\$145,205.06	6	\$152,548.86	7	\$160,237.30
			1	\$9,967.85	2	\$10,466.88	3	\$10,978.25	4	\$11,524.46	5	\$12,100.42	6	\$12,712.40	7	\$13,353.11
			1	\$57.29	2	\$60.15	3	\$63.09	4	\$66.23	5	\$69.54	6	\$73.06	7	\$76.74
7/1/2020	C4	78	1	\$122,593.12	2	\$128,640.44	3	\$134,986.86	4	\$141,689.87	5	\$148,839.80	6	\$156,367.00	7	\$164,248.07
			1	\$10,216.09	2	\$10,720.04	3	\$11,248.91	4	\$11,807.49	5	\$12,403.32	6	\$13,030.58	7	\$13,687.34
			1	\$58.71	2	\$61.61	3	\$64.65	4	\$67.86	5	\$71.28	6	\$74.89	7	\$78.66
7/1/2020	C4	79	1	\$125,602.51	2	\$131,739.05	3	\$138,293.55	4	\$145,205.06	5	\$152,444.06	6	\$160,154.25	7	\$168,225.84
			1	\$10,466.88	2	\$10,978.25	3	\$11,524.46	4	\$12,100.42	5	\$12,703.67	6	\$13,346.19	7	\$14,018.82
			1	\$60.15	2	\$63.09	3	\$66.23	4	\$69.54	5	\$73.01	6	\$76.70	7	\$80.57
7/1/2020	C4	80	1	\$128,640.44	2	\$134,986.86	3	\$141,689.87	4	\$148,839.80	5	\$156,079.49	6	\$163,973.35	7	\$172,237.58
			1	\$10,720.04	2	\$11,248.91	3	\$11,807.49	4	\$12,403.32	5	\$13,006.62	6	\$13,664.45	7	\$14,353.13
			1	\$61.61	2	\$64.65	3	\$67.86	4	\$71.28	5	\$74.75	6	\$78.53	7	\$82.49

The 2020-21 salary schedule includes an across the board adjustment of 6%. In accordance with CalPERS opinion, the entire amount of the 6% salary adjustment is not eligible to be reported as creditable compensation. The parties recognize that CalPERS may require that only that portion of compensation that it deems "normal," i.e., 3.5%, may be reported to CalPERS as creditable compensation for retirement purposes. In that case, the remaining portion of 2.5% shall be paid to employees but not reported to CalPERS as creditable compensation.

**FOOTHILL - DE ANZA COMMUNITY COLLEGE  
TEAMSTERS (SUPERVISORS) SALARY SCHEDULE  
2020-2021**

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