

**FOOTHILL-DE ANZA COMMUNITY COLLEGE
TEAMSTERS (SUPERVISORS) SALARY SCHEDULE
2025-2026 (3% COLA)**

Eff. Date	Sched	Grade	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly
7/1/25	C4	40	1	\$ 60,375.53	2	\$ 63,362.40	3	\$ 66,460.64	4	\$ 69,780.08	5	\$ 73,173.61	6	\$ 76,873.58	7	\$ 80,748.03
			1	\$ 5,031.29	2	\$ 5,280.20	3	\$ 5,538.39	4	\$ 5,815.01	5	\$ 6,097.80	6	\$ 6,406.13	7	\$ 6,729.00
			1	\$ 28.92	2	\$ 30.35	3	\$ 31.83	4	\$ 33.42	5	\$ 35.04	6	\$ 36.82	7	\$ 38.67
7/1/25	C4	41	1	\$ 61,850.60	2	\$ 64,801.00	3	\$ 68,157.48	4	\$ 71,513.81	5	\$ 74,906.81	6	\$ 78,695.39	7	\$ 82,661.69
			1	\$ 5,154.22	2	\$ 5,400.08	3	\$ 5,679.79	4	\$ 5,959.48	5	\$ 6,242.23	6	\$ 6,557.95	7	\$ 6,888.47
			1	\$ 29.62	2	\$ 31.03	3	\$ 32.64	4	\$ 34.25	5	\$ 35.87	6	\$ 37.69	7	\$ 39.59
7/1/25	C4	42	1	\$ 63,362.40	2	\$ 66,460.64	3	\$ 69,780.08	4	\$ 73,173.61	5	\$ 76,787.69	6	\$ 80,671.32	7	\$ 84,737.26
			1	\$ 5,280.20	2	\$ 5,538.39	3	\$ 5,815.01	4	\$ 6,097.80	5	\$ 6,398.97	6	\$ 6,722.61	7	\$ 7,061.44
			1	\$ 30.35	2	\$ 31.83	3	\$ 33.42	4	\$ 35.04	5	\$ 36.78	6	\$ 38.64	7	\$ 40.58
7/1/25	C4	43	1	\$ 64,801.00	2	\$ 68,157.48	3	\$ 71,513.81	4	\$ 74,906.81	5	\$ 78,742.32	6	\$ 82,724.80	7	\$ 86,894.33
			1	\$ 5,400.08	2	\$ 5,679.79	3	\$ 5,959.48	4	\$ 6,242.23	5	\$ 6,561.86	6	\$ 6,893.73	7	\$ 7,241.19
			1	\$ 31.03	2	\$ 32.64	3	\$ 34.25	4	\$ 35.87	5	\$ 37.71	6	\$ 39.62	7	\$ 41.62
7/1/25	C4	44	1	\$ 66,460.64	2	\$ 69,780.08	3	\$ 73,173.61	4	\$ 76,787.69	5	\$ 80,512.58	6	\$ 84,584.68	7	\$ 88,847.82
			1	\$ 5,538.39	2	\$ 5,815.01	3	\$ 6,097.80	4	\$ 6,398.97	5	\$ 6,709.38	6	\$ 7,048.72	7	\$ 7,403.99
			1	\$ 31.83	2	\$ 33.42	3	\$ 35.04	4	\$ 36.78	5	\$ 38.56	6	\$ 40.51	7	\$ 42.55
7/1/25	C4	45	1	\$ 68,157.48	2	\$ 71,513.81	3	\$ 74,906.81	4	\$ 78,742.32	5	\$ 82,577.47	6	\$ 86,754.42	7	\$ 91,126.66
			1	\$ 5,679.79	2	\$ 5,959.48	3	\$ 6,242.23	4	\$ 6,561.86	5	\$ 6,881.46	6	\$ 7,229.53	7	\$ 7,593.89
			1	\$ 32.64	2	\$ 34.25	3	\$ 35.87	4	\$ 37.71	5	\$ 39.55	6	\$ 41.55	7	\$ 43.64
7/1/25	C4	46	1	\$ 69,780.08	2	\$ 73,173.61	3	\$ 76,787.69	4	\$ 80,512.58	5	\$ 84,717.14	6	\$ 89,001.96	7	\$ 93,487.72
			1	\$ 5,815.01	2	\$ 6,097.80	3	\$ 6,398.97	4	\$ 6,709.38	5	\$ 7,059.76	6	\$ 7,416.83	7	\$ 7,790.64
			1	\$ 33.42	2	\$ 35.04	3	\$ 36.78	4	\$ 38.56	5	\$ 40.57	6	\$ 42.63	7	\$ 44.77
7/1/25	C4	47	1	\$ 71,513.81	2	\$ 74,906.81	3	\$ 78,742.32	4	\$ 82,577.47	5	\$ 86,745.02	6	\$ 91,132.59	7	\$ 95,725.86
			1	\$ 5,959.48	2	\$ 6,242.23	3	\$ 6,561.86	4	\$ 6,881.46	5	\$ 7,228.75	6	\$ 7,594.38	7	\$ 7,977.16
			1	\$ 34.25	2	\$ 35.87	3	\$ 37.71	4	\$ 39.55	5	\$ 41.54	6	\$ 43.65	7	\$ 45.85
7/1/25	C4	48	1	\$ 73,173.61	2	\$ 76,787.69	3	\$ 80,512.58	4	\$ 84,717.14	5	\$ 88,810.95	6	\$ 93,303.15	7	\$ 98,005.57
			1	\$ 6,097.80	2	\$ 6,398.97	3	\$ 6,709.38	4	\$ 7,059.76	5	\$ 7,400.91	6	\$ 7,775.26	7	\$ 8,167.13
			1	\$ 35.04	2	\$ 36.78	3	\$ 38.56	4	\$ 40.57	5	\$ 42.53	6	\$ 44.69	7	\$ 46.94
7/1/25	C4	49	1	\$ 74,906.81	2	\$ 78,742.32	3	\$ 82,577.47	4	\$ 86,745.02	5	\$ 90,913.24	6	\$ 95,511.29	7	\$ 100,324.93
			1	\$ 6,242.23	2	\$ 6,561.86	3	\$ 6,881.46	4	\$ 7,228.75	5	\$ 7,576.10	6	\$ 7,959.27	7	\$ 8,360.41
			1	\$ 35.87	2	\$ 37.71	3	\$ 39.55	4	\$ 41.54	5	\$ 43.54	6	\$ 45.74	7	\$ 48.05
7/1/25	C4	50	1	\$ 76,787.69	2	\$ 80,512.58	3	\$ 84,717.14	4	\$ 88,810.95	5	\$ 93,348.42	6	\$ 98,069.19	7	\$ 103,012.04
			1	\$ 6,398.97	2	\$ 6,709.38	3	\$ 7,059.76	4	\$ 7,400.91	5	\$ 7,779.03	6	\$ 8,172.43	7	\$ 8,584.34
			1	\$ 36.78	2	\$ 38.56	3	\$ 40.57	4	\$ 42.53	5	\$ 44.71	6	\$ 46.97	7	\$ 49.34
7/1/25	C4	51	1	\$ 78,742.32	2	\$ 82,577.47	3	\$ 86,745.02	4	\$ 90,913.24	5	\$ 95,597.49	6	\$ 100,431.46	7	\$ 105,493.44
			1	\$ 6,561.86	2	\$ 6,881.46	3	\$ 7,228.75	4	\$ 7,576.10	5	\$ 7,966.46	6	\$ 8,369.29	7	\$ 8,791.12
			1	\$ 37.71	2	\$ 39.55	3	\$ 41.54	4	\$ 43.54	5	\$ 45.78	6	\$ 48.10	7	\$ 50.52
7/1/25	C4	52	1	\$ 80,512.58	2	\$ 84,717.14	3	\$ 88,810.95	4	\$ 93,348.42	5	\$ 98,031.63	6	\$ 102,990.06	7	\$ 108,180.72
			1	\$ 6,709.38	2	\$ 7,059.76	3	\$ 7,400.91	4	\$ 7,779.03	5	\$ 8,169.30	6	\$ 8,582.51	7	\$ 9,015.06
			1	\$ 38.56	2	\$ 40.57	3	\$ 42.53	4	\$ 44.71	5	\$ 46.95	6	\$ 49.32	7	\$ 51.81
7/1/25	C4	53	1	\$ 82,577.47	2	\$ 86,745.02	3	\$ 90,913.24	4	\$ 95,597.49	5	\$ 100,429.10	6	\$ 105,507.69	7	\$ 110,825.24
			1	\$ 6,881.46	2	\$ 7,228.75	3	\$ 7,576.10	4	\$ 7,966.46	5	\$ 8,369.09	6	\$ 8,792.31	7	\$ 9,235.44
			1	\$ 39.55	2	\$ 41.54	3	\$ 43.54	4	\$ 45.78	5	\$ 48.10	6	\$ 50.53	7	\$ 53.08
7/1/25	C4	54	1	\$ 84,717.14	2	\$ 88,810.95	3	\$ 93,348.42	4	\$ 98,031.63	5	\$ 102,752.08	6	\$ 107,949.35	7	\$ 113,389.95
			1	\$ 7,059.76	2	\$ 7,400.91	3	\$ 7,779.03	4	\$ 8,169.30	5	\$ 8,562.67	6	\$ 8,995.78	7	\$ 9,449.16
			1	\$ 40.57	2	\$ 42.53	3	\$ 44.71	4	\$ 46.95	5	\$ 49.21	6	\$ 51.70	7	\$ 54.31
7/1/25	C4	55	1	\$ 86,745.02	2	\$ 90,913.24	3	\$ 95,597.49	4	\$ 100,429.10	5	\$ 105,297.03	6	\$ 110,622.50	7	\$ 116,197.75
			1	\$ 7,228.75	2	\$ 7,576.10	3	\$ 7,966.46	4	\$ 8,369.09	5	\$ 8,774.75	6	\$ 9,218.54	7	\$ 9,683.15
			1	\$ 41.54	2	\$ 43.54	3	\$ 45.78	4	\$ 48.10	5	\$ 50.43	6	\$ 52.98	7	\$ 55.65
7/1/25	C4	56	1	\$ 88,810.95	2	\$ 93,348.42	3	\$ 98,031.63	4	\$ 102,752.08	5	\$ 107,915.74	6	\$ 113,373.82	7	\$ 119,087.80
			1	\$ 7,400.91	2	\$ 7,779.03	3	\$ 8,169.30	4	\$ 8,562.67	5	\$ 8,992.98	6	\$ 9,447.82	7	\$ 9,923.98
			1	\$ 42.53	2	\$ 44.71	3	\$ 46.95	4	\$ 49.21	5	\$ 51.68	6	\$ 54.30	7	\$ 57.03
7/1/25	C4	57	1	\$ 90,913.24	2	\$ 95,597.49	3	\$ 100,429.10	4	\$ 105,297.03	5	\$ 110,644.34	6	\$ 116,241.22	7	\$ 122,099.91
			1	\$ 7,576.10	2	\$ 7,966.46	3	\$ 8,369.09	4	\$ 8,774.75	5	\$ 9,220.36	6	\$ 9,686.77	7	\$ 10,174.99
			1	\$ 43.54	2	\$ 45.78	3	\$ 48.10	4	\$ 50.43	5	\$ 52.99	6	\$ 55.67	7	\$ 58.48
7/1/25	C4	58	1	\$ 93,348.42	2	\$ 98,031.63	3	\$ 102,752.08	4	\$ 107,915.74	5	\$ 113,374.31	6	\$ 119,107.77	7	\$ 125,110.83
			1	\$ 7,779.03	2	\$ 8,169.30	3	\$ 8,562.67	4	\$ 8,992.98	5	\$ 9,447.86	6	\$ 9,925.65	7	\$ 10,425.90
			1	\$ 44.71	2	\$ 46.95	3	\$ 49.21	4	\$ 51.68	5	\$ 54.30	6	\$ 57.04	7	\$ 59.92
7/1/25	C4	59	1	\$ 95,597.49	2	\$ 100,429.10	3	\$ 105,297.03	4	\$ 110,644.34	5	\$ 116,214.77	6	\$ 122,091.78	7	\$ 128,245.37
			1	\$ 7,966.46	2	\$ 8,369.09	3	\$ 8,774.75	4	\$ 9,220.36	5	\$ 9,684.56	6	\$ 10,174.32	7	\$ 10,687.11
			1	\$ 45.78	2	\$ 48.10	3	\$ 50.43	4	\$ 52.99	5	\$ 55.66	6	\$ 58.47	7	\$ 61.42
7/1/25	C4	60	1	\$ 98,031.63	2	\$ 102,752.08	3	\$ 107,915.74	4	\$ 113,374.31	5	\$ 118,869.81	6	\$ 124,881.68	7	\$ 131,175.57
			1	\$ 8,169.30	2	\$ 8,562.67	3	\$ 8,992.98	4	\$ 9,447.86	5	\$ 9,905.82	6	\$ 10,406.81	7	\$ 10,931.30
			1	\$ 46.95	2	\$ 49.21	3	\$ 51.68	4	\$ 54.30	5	\$ 56.93	6	\$ 59.81	7	\$ 62.82
7/1/25	C4	61	1	\$ 100,429.10	2	\$ 105,297.03	3	\$ 110,644.34	4	\$ 116,214.77	5	\$ 121,709.55	6	\$ 127,864.32	7	\$ 134,308.57
			1	\$ 8,369.09	2	\$ 8,774.75	3	\$ 9,220.36	4	\$ 9,684.56	5	\$ 10,142.46	6	\$ 10,655.36	7	\$ 11,192.38
			1	\$ 48.10	2	\$ 50.43	3	\$ 52.99	4	\$ 55.66	5	\$ 58.29	6	\$ 61.24	7	\$ 64.32
7/1/25	C4	62	1	\$ 102,752.08	2	\$ 107,915.74	3	\$ 113,374.31	4	\$ 118,869.81	5	\$ 124,918.21	6	\$ 131,235.84	7	\$ 137,850.00
			1	\$ 8,562.67	2	\$ 8,992.98	3	\$ 9,447.86	4	\$ 9,905.82	5	\$ 10,409.85	6	\$ 10,936.32	7	\$ 11,487.50
			1	\$ 49.21	2	\$ 51.68	3	\$ 54.30	4	\$ 56.93	5	\$ 59.83	6	\$ 62.85	7	\$ 66.02
7/1/25	C4	63	1	\$ 105,297.03	2	\$ 110,644.34	3	\$ 116,214.77	4	\$ 121,709.55	5	\$ 128,052.62	6	\$ 134,529.19	7	\$ 141,309.37
			1	\$ 8,774.75	2	\$ 9,220.36	3	\$ 9,684.56	4	\$ 10,142.46	5	\$ 10,671.05	6	\$ 11,210.77	7	\$ 11,775.78
			1	\$ 50.43												

**FOOTHILL-DE ANZA COMMUNITY COLLEGE
TEAMSTERS (SUPERVISORS) SALARY SCHEDULE
2025-2026 (3% COLA)**

Eff. Date	Sched	Grade	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly
7/1/25	C4	66	1	\$ 113,374.31	2	\$ 118,869.81	3	\$ 124,918.21	4	\$ 131,114.13	5	\$ 137,752.34	6	\$ 144,720.01	7	\$ 152,014.02
			1	\$ 9,447.86	2	\$ 9,905.82	3	\$ 10,409.85	4	\$ 10,926.18	5	\$ 11,479.36	6	\$ 12,060.00	7	\$ 12,667.84
			1	\$ 54.30	2	\$ 56.93	3	\$ 59.83	4	\$ 62.79	5	\$ 65.97	6	\$ 69.31	7	\$ 72.80
7/1/25	C4	67	1	\$ 116,214.77	2	\$ 121,709.55	3	\$ 128,052.62	4	\$ 134,286.41	5	\$ 141,146.04	6	\$ 148,284.42	7	\$ 155,758.06
			1	\$ 9,684.56	2	\$ 10,142.46	3	\$ 10,671.05	4	\$ 11,190.53	5	\$ 11,762.17	6	\$ 12,357.04	7	\$ 12,979.84
			1	\$ 55.66	2	\$ 58.29	3	\$ 61.33	4	\$ 64.31	5	\$ 67.60	6	\$ 71.02	7	\$ 74.60
7/1/25	C4	68	1	\$ 118,869.81	2	\$ 124,918.21	3	\$ 131,114.13	4	\$ 137,752.34	5	\$ 144,465.13	6	\$ 151,771.16	7	\$ 159,420.53
			1	\$ 9,905.82	2	\$ 10,409.85	3	\$ 10,926.18	4	\$ 11,479.36	5	\$ 12,038.76	6	\$ 12,647.60	7	\$ 13,285.04
			1	\$ 56.93	2	\$ 59.83	3	\$ 62.79	4	\$ 65.97	5	\$ 69.19	6	\$ 72.69	7	\$ 76.35
7/1/25	C4	69	1	\$ 121,709.55	2	\$ 128,052.62	3	\$ 134,286.41	4	\$ 141,146.04	5	\$ 148,079.90	6	\$ 155,568.94	7	\$ 163,409.39
			1	\$ 10,142.46	2	\$ 10,671.05	3	\$ 11,190.53	4	\$ 11,762.17	5	\$ 12,339.99	6	\$ 12,964.08	7	\$ 13,617.45
			1	\$ 58.29	2	\$ 61.33	3	\$ 64.31	4	\$ 67.60	5	\$ 70.92	6	\$ 74.51	7	\$ 78.26
7/1/25	C4	70	1	\$ 124,918.21	2	\$ 131,114.13	3	\$ 137,752.34	4	\$ 144,465.13	5	\$ 151,767.75	6	\$ 159,443.36	7	\$ 167,479.28
			1	\$ 10,409.85	2	\$ 10,926.18	3	\$ 11,479.36	4	\$ 12,038.76	5	\$ 12,647.31	6	\$ 13,286.95	7	\$ 13,956.61
			1	\$ 59.83	2	\$ 62.79	3	\$ 65.97	4	\$ 69.19	5	\$ 72.69	6	\$ 76.36	7	\$ 80.21
7/1/25	C4	71	1	\$ 128,052.62	2	\$ 134,286.41	3	\$ 141,146.04	4	\$ 148,079.90	5	\$ 155,493.33	6	\$ 163,357.23	7	\$ 171,590.54
			1	\$ 10,671.05	2	\$ 11,190.53	3	\$ 11,762.17	4	\$ 12,339.99	5	\$ 12,957.78	6	\$ 13,613.10	7	\$ 14,299.21
			1	\$ 61.33	2	\$ 64.31	3	\$ 67.60	4	\$ 70.92	5	\$ 74.47	6	\$ 78.24	7	\$ 82.18
7/1/25	C4	72	1	\$ 131,114.13	2	\$ 137,752.34	3	\$ 144,465.13	4	\$ 151,767.75	5	\$ 159,254.20	6	\$ 167,308.80	7	\$ 175,741.13
			1	\$ 10,926.18	2	\$ 11,479.36	3	\$ 12,038.76	4	\$ 12,647.31	5	\$ 13,271.18	6	\$ 13,942.40	7	\$ 14,645.09
			1	\$ 62.79	2	\$ 65.97	3	\$ 69.19	4	\$ 72.69	5	\$ 76.27	6	\$ 80.13	7	\$ 84.17
7/1/25	C4	73	1	\$ 134,286.41	2	\$ 141,146.04	3	\$ 148,079.90	4	\$ 155,493.33	5	\$ 163,090.23	6	\$ 171,338.93	7	\$ 179,974.29
			1	\$ 11,190.53	2	\$ 11,762.17	3	\$ 12,339.99	4	\$ 12,957.78	5	\$ 13,590.85	6	\$ 14,278.24	7	\$ 14,997.86
			1	\$ 64.31	2	\$ 67.60	3	\$ 70.92	4	\$ 74.47	5	\$ 78.11	6	\$ 82.06	7	\$ 86.19
7/1/25	C4	74	1	\$ 137,752.34	2	\$ 144,465.13	3	\$ 151,767.75	4	\$ 159,254.20	5	\$ 167,110.96	6	\$ 175,562.78	7	\$ 184,411.12
			1	\$ 11,479.36	2	\$ 12,038.76	3	\$ 12,647.31	4	\$ 13,271.18	5	\$ 13,925.91	6	\$ 14,630.23	7	\$ 15,367.59
			1	\$ 65.97	2	\$ 69.19	3	\$ 72.69	4	\$ 76.27	5	\$ 80.03	6	\$ 84.08	7	\$ 88.32
7/1/25	C4	75	1	\$ 141,146.04	2	\$ 148,079.90	3	\$ 155,493.33	4	\$ 163,090.23	5	\$ 171,204.55	6	\$ 179,863.30	7	\$ 188,928.43
			1	\$ 11,762.17	2	\$ 12,339.99	3	\$ 12,957.78	4	\$ 13,590.85	5	\$ 14,267.05	6	\$ 14,988.61	7	\$ 15,744.04
			1	\$ 67.60	2	\$ 70.92	3	\$ 74.47	4	\$ 78.11	5	\$ 81.99	6	\$ 86.14	7	\$ 90.48
7/1/25	C4	76	1	\$ 144,465.13	2	\$ 151,767.75	3	\$ 159,254.20	4	\$ 167,110.96	5	\$ 175,409.13	6	\$ 184,280.75	7	\$ 193,568.67
			1	\$ 12,038.76	2	\$ 12,647.31	3	\$ 13,271.18	4	\$ 13,925.91	5	\$ 14,617.43	6	\$ 15,356.73	7	\$ 16,130.72
			1	\$ 69.19	2	\$ 72.69	3	\$ 76.27	4	\$ 80.03	5	\$ 84.01	6	\$ 88.26	7	\$ 92.71
7/1/25	C4	77	1	\$ 148,079.90	2	\$ 155,493.33	3	\$ 163,090.23	4	\$ 171,204.55	5	\$ 179,760.86	6	\$ 188,852.34	7	\$ 198,370.47
			1	\$ 12,339.99	2	\$ 12,957.78	3	\$ 13,590.85	4	\$ 14,267.05	5	\$ 14,980.07	6	\$ 15,737.70	7	\$ 16,530.87
			1	\$ 70.92	2	\$ 74.47	3	\$ 78.11	4	\$ 81.99	5	\$ 86.09	6	\$ 90.45	7	\$ 95.01
7/1/25	C4	78	1	\$ 151,767.75	2	\$ 159,254.20	3	\$ 167,110.96	4	\$ 175,409.13	5	\$ 184,260.58	6	\$ 193,579.13	7	\$ 203,335.73
			1	\$ 12,647.31	2	\$ 13,271.18	3	\$ 13,925.91	4	\$ 14,617.43	5	\$ 15,355.05	6	\$ 16,131.59	7	\$ 16,944.64
			1	\$ 72.69	2	\$ 76.27	3	\$ 80.03	4	\$ 84.01	5	\$ 88.25	6	\$ 92.71	7	\$ 97.38
7/1/25	C4	79	1	\$ 155,493.33	2	\$ 163,090.23	3	\$ 171,204.55	4	\$ 179,760.86	5	\$ 188,722.59	6	\$ 198,267.65	7	\$ 208,260.11
			1	\$ 12,957.78	2	\$ 13,590.85	3	\$ 14,267.05	4	\$ 14,980.07	5	\$ 15,726.88	6	\$ 16,522.30	7	\$ 17,355.01
			1	\$ 74.47	2	\$ 78.11	3	\$ 81.99	4	\$ 86.09	5	\$ 90.38	6	\$ 94.96	7	\$ 99.74
7/1/25	C4	80	1	\$ 159,254.20	2	\$ 167,110.96	3	\$ 175,409.13	4	\$ 184,260.58	5	\$ 193,223.20	6	\$ 202,995.63	7	\$ 213,226.58
			1	\$ 13,271.18	2	\$ 13,925.91	3	\$ 14,617.43	4	\$ 15,355.05	5	\$ 16,101.93	6	\$ 16,916.30	7	\$ 17,768.88
			1	\$ 76.27	2	\$ 80.03	3	\$ 84.01	4	\$ 88.25	5	\$ 92.54	6	\$ 97.22	7	\$ 102.12

NOTES REGARDING TYPES OF EARNINGS

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

Eighth Year	\$150 per month
Thirteenth Year	\$160 per month
Eighteenth Year	\$170 per month
Twenty-Third Year	\$190 per month
Max	\$8,040 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 full-time employee whose normal workday extends after 9:00 p.m. will be entitled to the swing shift differential of 4.5% per month.

Grave Shift: A full-time employee whose normal workday extends after 5:00 a.m. will be entitled to the graveyard differential of 6.0% per month.

(Part-time workers in the bargaining unit who have a normal work day of six hours or more shall be eligible for a shift differential of \$50.00 per month.)