

**Solano Community College District**  
**2025 - 2026 (Effective 01/01/2026)**  
**Operating Engineers, Local 39 Salary Schedule**  
*(No Professional Growth - ER & E1)*

Range	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
R6	\$20.21	\$42,033.99	\$21.06	\$43,807.40	\$22.03	\$45,813.04	\$23.09	\$48,029.80	\$24.19	\$50,309.90	\$25.30	\$52,632.22
R7	\$21.06	\$43,807.40	\$22.03	\$45,813.04	\$23.09	\$48,029.80	\$24.10	\$50,119.89	\$25.14	\$52,294.42	\$26.27	\$54,637.86
R8	\$22.03	\$45,813.04	\$23.09	\$48,029.80	\$24.10	\$50,119.89	\$25.15	\$52,315.54	\$26.26	\$54,616.74	\$27.45	\$57,086.85
R9	\$23.09	\$48,029.80	\$24.10	\$50,119.89	\$25.15	\$52,315.54	\$26.24	\$54,574.52	\$27.38	\$56,960.18	\$28.61	\$59,514.73
R10	\$24.10	\$50,119.89	\$25.15	\$52,315.54	\$26.24	\$54,574.52	\$27.41	\$57,002.40	\$28.62	\$59,535.84	\$29.92	\$62,238.18
R11	\$25.15	\$52,315.54	\$26.24	\$54,574.52	\$27.41	\$57,002.40	\$28.68	\$59,662.51	\$30.02	\$62,449.30	\$31.37	\$65,257.19
R12	\$26.24	\$54,574.52	\$27.41	\$57,002.40	\$28.68	\$59,662.51	\$29.96	\$62,322.62	\$31.29	\$65,088.30	\$32.72	\$68,065.09
R13	\$27.41	\$57,002.40	\$28.68	\$59,662.51	\$29.96	\$62,322.62	\$31.36	\$65,236.08	\$32.84	\$68,297.32	\$34.32	\$71,379.67
R14	\$28.68	\$59,662.51	\$29.96	\$62,322.62	\$31.36	\$65,236.08	\$32.84	\$68,297.32	\$34.38	\$71,506.34	\$35.92	\$74,715.37
R15	\$29.96	\$62,322.62	\$31.36	\$65,236.08	\$32.84	\$68,297.32	\$34.37	\$71,485.23	\$35.94	\$74,757.59	\$37.58	\$78,156.62
R16	\$31.36	\$65,236.08	\$32.84	\$68,297.32	\$34.37	\$71,485.23	\$35.94	\$74,757.59	\$37.61	\$78,219.96	\$39.32	\$81,787.89
R17	\$32.84	\$68,297.32	\$34.37	\$71,485.23	\$35.94	\$74,757.59	\$37.67	\$78,346.63	\$39.42	\$81,999.01	\$41.20	\$85,693.61
R18	\$34.37	\$71,485.23	\$35.94	\$74,757.59	\$37.67	\$78,346.63	\$39.44	\$82,041.23	\$41.31	\$85,925.84	\$43.19	\$89,831.56
R19	\$35.94	\$74,757.59	\$37.67	\$78,346.63	\$39.44	\$82,041.23	\$41.27	\$85,841.39	\$43.19	\$89,831.56	\$45.17	\$93,948.40
R20	\$37.67	\$78,346.63	\$39.44	\$82,041.23	\$41.27	\$85,841.39	\$43.27	\$90,000.46	\$45.37	\$94,370.64	\$47.42	\$98,635.26
R21	\$39.44	\$82,041.23	\$41.27	\$85,841.39	\$43.27	\$90,000.46	\$45.24	\$94,096.18	\$47.29	\$98,360.81	\$49.42	\$102,794.33
R22	\$41.27	\$85,841.39	\$43.27	\$90,000.46	\$45.24	\$94,096.18	\$47.24	\$98,255.25	\$49.36	\$102,667.66	\$51.57	\$107,270.07
R23	\$43.27	\$90,000.46	\$45.24	\$94,096.18	\$47.24	\$98,255.25	\$49.44	\$102,836.55	\$51.73	\$107,607.86	\$54.06	\$112,442.51

Effective

1/1/2026

**Longevity Pay:**

Board Approved: 10/1/2025

Add	2.50%	After 5 Years of Service
Add	5.00%	After 7 Years of Service
Add	7.50%	After 10 Years of Service
Add	10.00%	After 14 Years of Service
Add	\$6,000	Beginning of 25th Year of Service