

**Solano Community College District**  
**2025 - 2026 (Effective 01/01/2026)**  
**Operating Engineers, Local 39 Salary Schedule**  
*(Professional Growth + 5% - ES & E2)*

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	\$21.22	\$44,145.19	\$22.14	\$46,045.27	\$23.12	\$48,093.14	\$24.25	\$50,436.57	\$25.41	\$52,843.34	\$26.55	\$55,228.99
R7	\$22.14	\$46,045.27	\$23.12	\$48,093.14	\$24.25	\$50,436.57	\$25.30	\$52,632.22	\$26.40	\$54,912.31	\$27.59	\$57,382.42
R8	\$23.12	\$48,093.14	\$24.25	\$50,436.57	\$25.30	\$52,632.22	\$26.41	\$54,933.42	\$27.56	\$57,319.08	\$28.82	\$59,936.97
R9	\$24.25	\$50,436.57	\$25.30	\$52,632.22	\$26.41	\$54,933.42	\$27.55	\$57,297.97	\$28.73	\$59,768.07	\$30.03	\$62,470.41
R10	\$25.30	\$52,632.22	\$26.41	\$54,933.42	\$27.55	\$57,297.97	\$28.78	\$59,852.52	\$30.05	\$62,512.63	\$31.41	\$65,341.64
R11	\$26.41	\$54,933.42	\$27.55	\$57,297.97	\$28.78	\$59,852.52	\$30.12	\$62,639.30	\$31.52	\$65,552.76	\$32.96	\$68,550.66
R12	\$27.55	\$57,297.97	\$28.78	\$59,852.52	\$30.12	\$62,639.30	\$31.45	\$65,426.09	\$32.87	\$68,360.66	\$34.37	\$71,485.23
R13	\$28.78	\$59,852.52	\$30.12	\$62,639.30	\$31.45	\$65,426.09	\$32.94	\$68,508.44	\$34.47	\$71,696.35	\$36.03	\$74,947.60
R14	\$30.12	\$62,639.30	\$31.45	\$65,426.09	\$32.94	\$68,508.44	\$34.49	\$71,738.58	\$36.09	\$75,074.27	\$37.72	\$78,452.19
R15	\$31.45	\$65,426.09	\$32.94	\$68,508.44	\$34.49	\$71,738.58	\$36.08	\$75,053.16	\$37.75	\$78,515.53	\$39.45	\$82,062.34
R16	\$32.94	\$68,508.44	\$34.49	\$71,738.58	\$36.08	\$75,053.16	\$37.74	\$78,494.42	\$39.49	\$82,146.79	\$41.27	\$85,841.39
R17	\$34.49	\$71,738.58	\$36.08	\$75,053.16	\$37.74	\$78,494.42	\$39.52	\$82,210.13	\$41.39	\$86,094.74	\$43.26	\$89,979.34
R18	\$36.08	\$75,053.16	\$37.74	\$78,494.42	\$39.52	\$82,210.13	\$41.41	\$86,136.96	\$43.39	\$90,253.80	\$45.34	\$94,307.30
R19	\$37.74	\$78,494.42	\$39.52	\$82,210.13	\$41.41	\$86,136.96	\$43.34	\$90,148.24	\$45.36	\$94,349.53	\$47.39	\$98,571.93
R20	\$39.52	\$82,210.13	\$41.41	\$86,136.96	\$43.34	\$90,148.24	\$45.44	\$94,518.42	\$47.64	\$99,099.73	\$49.79	\$103,554.36
R21	\$41.41	\$86,136.96	\$43.34	\$90,148.24	\$45.44	\$94,518.42	\$47.49	\$98,783.05	\$49.64	\$103,258.79	\$51.90	\$107,945.66
R22	\$43.34	\$90,148.24	\$45.44	\$94,518.42	\$47.49	\$98,783.05	\$49.60	\$103,174.34	\$51.82	\$107,776.76	\$54.17	\$112,674.74
R23	\$45.44	\$94,518.42	\$47.49	\$98,783.05	\$49.60	\$103,174.34	\$51.91	\$107,966.77	\$54.32	\$112,991.42	\$56.77	\$118,079.42

Effective : 1/1/2026

Board Approved: 10/1/2025

**Longevity Pay:**

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