

**Solano Community College District**  
**2025 - 2026 (Effective 01/01/2026)**  
**Operating Engineers, Local 39 Salary Schedule**  
**(5% + 5% + 5% Professional Growth - EF & E4)**

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
Range	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
R6	\$23.40	\$48,663.16	\$24.40	\$50,753.25	\$25.49	\$53,012.23	\$26.72	\$55,587.90	\$27.99	\$58,226.90	\$29.28	\$60,908.12
R7	\$24.40	\$50,753.25	\$25.49	\$53,012.23	\$26.72	\$55,587.90	\$27.89	\$58,015.78	\$29.12	\$60,570.33	\$30.41	\$63,251.55
R8	\$25.49	\$53,012.23	\$26.72	\$55,587.90	\$27.89	\$58,015.78	\$29.13	\$60,591.44	\$30.40	\$63,230.44	\$31.77	\$66,080.56
R9	\$26.72	\$55,587.90	\$27.89	\$58,015.78	\$29.13	\$60,591.44	\$30.38	\$63,188.22	\$31.68	\$65,890.55	\$33.12	\$68,888.46
R10	\$27.89	\$58,015.78	\$29.13	\$60,591.44	\$30.38	\$63,188.22	\$31.72	\$65,975.00	\$33.14	\$68,930.68	\$34.64	\$72,055.26
R11	\$29.13	\$60,591.44	\$30.38	\$63,188.22	\$31.72	\$65,975.00	\$33.20	\$69,057.35	\$34.76	\$72,308.60	\$36.33	\$75,559.85
R12	\$30.38	\$63,188.22	\$31.72	\$65,975.00	\$33.20	\$69,057.35	\$34.69	\$72,160.82	\$36.23	\$75,348.73	\$37.87	\$78,768.87
R13	\$31.72	\$65,975.00	\$33.20	\$69,057.35	\$34.69	\$72,160.82	\$36.31	\$75,517.62	\$38.00	\$79,043.33	\$39.73	\$82,632.37
R14	\$33.20	\$69,057.35	\$34.69	\$72,160.82	\$36.31	\$75,517.62	\$38.00	\$79,043.33	\$39.78	\$82,737.93	\$41.58	\$86,495.86
R15	\$34.69	\$72,160.82	\$36.31	\$75,517.62	\$38.00	\$79,043.33	\$39.76	\$82,695.70	\$41.60	\$86,538.09	\$43.50	\$90,486.03
R16	\$36.31	\$75,517.62	\$38.00	\$79,043.33	\$39.76	\$82,695.70	\$41.60	\$86,538.09	\$43.54	\$90,570.48	\$45.51	\$94,666.21
R17	\$38.00	\$79,043.33	\$39.76	\$82,695.70	\$41.60	\$86,538.09	\$43.58	\$90,654.93	\$45.64	\$94,940.66	\$47.71	\$99,226.40
R18	\$39.76	\$82,695.70	\$41.60	\$86,538.09	\$43.58	\$90,654.93	\$45.65	\$94,961.78	\$47.84	\$99,500.86	\$49.99	\$103,976.60
R19	\$41.60	\$86,538.09	\$43.58	\$90,654.93	\$45.65	\$94,961.78	\$47.79	\$99,395.30	\$49.99	\$103,976.60	\$52.26	\$108,705.69
R20	\$43.58	\$90,654.93	\$45.65	\$94,961.78	\$47.79	\$99,395.30	\$50.10	\$104,208.83	\$52.54	\$109,275.71	\$54.89	\$114,173.70
R21	\$45.65	\$94,961.78	\$47.79	\$99,395.30	\$50.10	\$104,208.83	\$52.35	\$108,895.70	\$54.73	\$113,835.90	\$57.20	\$118,966.12
R22	\$47.79	\$99,395.30	\$50.10	\$104,208.83	\$52.35	\$108,895.70	\$54.69	\$113,751.46	\$57.12	\$118,818.34	\$59.70	\$124,180.78
R23	\$50.10	\$104,208.83	\$52.35	\$108,895.70	\$54.69	\$113,751.46	\$57.23	\$119,029.46	\$59.86	\$124,518.58	\$62.60	\$130,197.70

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