

**Solano Community College District  
2019-2020 Operating Engineers, Local 39 Salary Schedule  
(5+5+5 Professional Growth - EF & E4)**

Range	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
R1	\$ 14.27	\$ 29,683.73	\$ 14.81	\$ 30,782.14	\$ 15.50	\$ 32,228.82	\$ 16.15	\$ 33,568.33	\$ 16.78	\$ 34,907.86	\$ 17.55	\$ 36,488.49	\$ 18.34	\$ 38,140.70	\$ 19.16	\$ 39,864.65
R2	\$ 14.81	\$ 30,782.14	\$ 15.50	\$ 32,228.82	\$ 16.15	\$ 33,568.33	\$ 16.78	\$ 34,907.86	\$ 17.55	\$ 36,488.49	\$ 18.36	\$ 38,176.27	\$ 19.20	\$ 39,942.14	\$ 20.07	\$ 41,747.53
R3	\$ 15.50	\$ 32,228.82	\$ 16.15	\$ 33,568.33	\$ 16.78	\$ 34,907.86	\$ 17.55	\$ 36,488.49	\$ 18.36	\$ 38,176.27	\$ 19.15	\$ 39,837.28	\$ 19.99	\$ 41,570.54	\$ 20.89	\$ 43,449.54
R4	\$ 16.15	\$ 33,568.33	\$ 16.78	\$ 34,907.86	\$ 17.55	\$ 36,488.49	\$ 18.36	\$ 38,176.27	\$ 19.15	\$ 39,837.28	\$ 19.97	\$ 41,525.07	\$ 20.81	\$ 43,284.38	\$ 21.75	\$ 45,240.82
R5	\$ 16.78	\$ 34,907.86	\$ 17.55	\$ 36,488.49	\$ 18.36	\$ 38,176.27	\$ 19.15	\$ 39,837.28	\$ 19.97	\$ 41,525.07	\$ 20.86	\$ 43,400.41	\$ 21.81	\$ 45,360.41	\$ 22.80	\$ 47,410.71
R6	\$ 17.55	\$ 36,488.49	\$ 18.36	\$ 38,176.27	\$ 19.15	\$ 39,837.28	\$ 19.97	\$ 41,525.07	\$ 20.86	\$ 43,400.41	\$ 21.87	\$ 45,490.05	\$ 22.92	\$ 47,680.31	\$ 23.96	\$ 49,835.46
R7	\$ 18.36	\$ 38,176.27	\$ 19.15	\$ 39,837.28	\$ 19.97	\$ 41,525.07	\$ 20.86	\$ 43,400.41	\$ 21.87	\$ 45,490.05	\$ 22.82	\$ 47,472.54	\$ 23.82	\$ 49,541.42	\$ 24.89	\$ 51,780.69
R8	\$ 19.15	\$ 39,837.28	\$ 19.97	\$ 41,525.07	\$ 20.86	\$ 43,400.41	\$ 21.87	\$ 45,490.05	\$ 22.82	\$ 47,472.54	\$ 23.83	\$ 49,562.19	\$ 24.88	\$ 51,743.82	\$ 26.00	\$ 54,082.64
R9	\$ 19.97	\$ 41,525.07	\$ 20.86	\$ 43,400.41	\$ 21.87	\$ 45,490.05	\$ 22.82	\$ 47,472.54	\$ 23.83	\$ 49,562.19	\$ 24.86	\$ 51,705.42	\$ 25.93	\$ 53,941.32	\$ 27.10	\$ 56,379.47
R10	\$ 20.86	\$ 43,400.41	\$ 21.87	\$ 45,490.05	\$ 22.82	\$ 47,472.54	\$ 23.83	\$ 49,562.19	\$ 24.86	\$ 51,705.42	\$ 25.96	\$ 54,009.39	\$ 27.12	\$ 56,416.02	\$ 28.35	\$ 58,966.03
R11	\$ 21.87	\$ 45,490.05	\$ 22.82	\$ 47,472.54	\$ 23.83	\$ 49,562.19	\$ 24.86	\$ 51,705.42	\$ 25.96	\$ 54,009.39	\$ 27.18	\$ 56,527.68	\$ 28.44	\$ 59,163.40	\$ 29.73	\$ 61,837.59
R12	\$ 22.82	\$ 47,472.54	\$ 23.83	\$ 49,562.19	\$ 24.86	\$ 51,705.42	\$ 25.96	\$ 54,009.39	\$ 27.18	\$ 56,527.68	\$ 28.39	\$ 59,045.98	\$ 29.65	\$ 61,676.45	\$ 30.99	\$ 64,464.23
R13	\$ 23.83	\$ 49,562.19	\$ 24.86	\$ 51,705.42	\$ 25.96	\$ 54,009.39	\$ 27.18	\$ 56,527.68	\$ 28.39	\$ 59,045.98	\$ 29.71	\$ 61,805.38	\$ 31.10	\$ 64,693.76	\$ 32.51	\$ 67,617.91
R14	\$ 24.86	\$ 51,705.42	\$ 25.96	\$ 54,009.39	\$ 27.18	\$ 56,527.68	\$ 28.39	\$ 59,045.98	\$ 29.71	\$ 61,805.38	\$ 31.10	\$ 64,698.75	\$ 32.56	\$ 67,727.56	\$ 34.04	\$ 70,788.84
R15	\$ 25.96	\$ 54,009.39	\$ 27.18	\$ 56,527.68	\$ 28.39	\$ 59,045.98	\$ 29.71	\$ 61,805.38	\$ 31.10	\$ 64,698.75	\$ 32.54	\$ 67,699.27	\$ 34.06	\$ 70,838.94	\$ 35.60	\$ 74,040.86
R16	\$ 27.18	\$ 56,527.68	\$ 28.39	\$ 59,045.98	\$ 29.71	\$ 61,805.38	\$ 31.10	\$ 64,698.75	\$ 32.54	\$ 67,699.27	\$ 34.06	\$ 70,833.73	\$ 35.64	\$ 74,113.33	\$ 37.24	\$ 77,463.27
R17	\$ 28.39	\$ 59,045.98	\$ 29.71	\$ 61,805.38	\$ 31.10	\$ 64,698.75	\$ 32.54	\$ 67,699.27	\$ 34.06	\$ 70,833.73	\$ 35.67	\$ 74,182.53	\$ 37.35	\$ 77,689.65	\$ 39.04	\$ 81,201.22
R18	\$ 29.71	\$ 61,805.38	\$ 31.10	\$ 64,698.75	\$ 32.54	\$ 67,699.27	\$ 34.06	\$ 70,833.73	\$ 35.67	\$ 74,182.53	\$ 37.36	\$ 77,718.86	\$ 39.15	\$ 81,423.77	\$ 40.92	\$ 85,104.13
R19	\$ 31.10	\$ 64,698.75	\$ 32.54	\$ 67,699.27	\$ 34.06	\$ 70,833.73	\$ 35.67	\$ 74,182.53	\$ 37.36	\$ 77,718.86	\$ 39.11	\$ 81,335.56	\$ 40.92	\$ 85,120.57	\$ 42.77	\$ 88,968.02
R20	\$ 32.54	\$ 67,699.27	\$ 34.06	\$ 70,833.73	\$ 35.67	\$ 74,182.53	\$ 37.36	\$ 77,718.86	\$ 39.11	\$ 81,335.56	\$ 41.00	\$ 85,273.75	\$ 42.99	\$ 89,402.62	\$ 44.92	\$ 93,443.61
R21	\$ 34.06	\$ 70,833.73	\$ 35.67	\$ 74,182.53	\$ 37.36	\$ 77,718.86	\$ 39.11	\$ 81,335.56	\$ 41.00	\$ 85,273.75	\$ 42.85	\$ 89,131.57	\$ 44.79	\$ 93,163.91	\$ 46.81	\$ 97,374.91
R22	\$ 35.67	\$ 74,182.53	\$ 37.36	\$ 77,718.86	\$ 39.11	\$ 81,335.56	\$ 41.00	\$ 85,273.75	\$ 42.85	\$ 89,131.57	\$ 44.76	\$ 93,096.54	\$ 46.75	\$ 97,237.89	\$ 48.86	\$ 101,633.05
R23	\$ 37.36	\$ 77,718.86	\$ 39.11	\$ 81,335.56	\$ 41.00	\$ 85,273.75	\$ 42.85	\$ 89,131.57	\$ 44.76	\$ 93,096.54	\$ 46.83	\$ 97,409.78	\$ 48.99	\$ 101,922.87	\$ 51.22	\$ 106,529.79

Effective: 07/01/19  
Board Approved: 06/05/19

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