

**Solano Community College District
2018-2019 Operating Engineers, Local 39 Salary Schedule
(5+5 Professional Growth - ET & E3)**

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8	
Range	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
R1	\$ 13.39	\$ 27,852.43	\$ 13.89	\$ 28,883.07	\$ 14.53	\$ 30,240.50	\$ 15.14	\$ 31,497.38	\$ 15.74	\$ 32,754.26	\$ 16.46	\$ 34,237.38	\$ 17.20	\$ 35,787.65	\$ 17.99	\$ 37,405.25
R2	\$ 13.89	\$ 28,883.07	\$ 14.53	\$ 30,240.50	\$ 15.14	\$ 31,497.38	\$ 15.74	\$ 32,754.26	\$ 16.46	\$ 34,237.38	\$ 17.22	\$ 35,821.05	\$ 18.02	\$ 37,477.96	\$ 18.83	\$ 39,171.97
R3	\$ 14.53	\$ 30,240.50	\$ 15.14	\$ 31,497.38	\$ 15.74	\$ 32,754.26	\$ 16.46	\$ 34,237.38	\$ 17.22	\$ 35,821.05	\$ 17.98	\$ 37,379.58	\$ 18.76	\$ 39,005.91	\$ 19.60	\$ 40,768.98
R4	\$ 15.14	\$ 31,497.38	\$ 15.74	\$ 32,754.26	\$ 16.46	\$ 34,237.38	\$ 17.22	\$ 35,821.05	\$ 17.98	\$ 37,379.58	\$ 18.74	\$ 38,963.24	\$ 19.53	\$ 40,614.01	\$ 20.41	\$ 42,449.76
R5	\$ 15.74	\$ 32,754.26	\$ 16.46	\$ 34,237.38	\$ 17.22	\$ 35,821.05	\$ 17.98	\$ 37,379.58	\$ 18.74	\$ 38,963.24	\$ 19.58	\$ 40,722.88	\$ 20.46	\$ 42,561.96	\$ 21.39	\$ 44,485.77
R6	\$ 16.46	\$ 34,237.38	\$ 17.22	\$ 35,821.05	\$ 17.98	\$ 37,379.58	\$ 18.74	\$ 38,963.24	\$ 19.58	\$ 40,722.88	\$ 20.52	\$ 42,683.60	\$ 21.51	\$ 44,738.74	\$ 22.48	\$ 46,760.93
R7	\$ 17.22	\$ 35,821.05	\$ 17.98	\$ 37,379.58	\$ 18.74	\$ 38,963.24	\$ 19.58	\$ 40,722.88	\$ 20.52	\$ 42,683.60	\$ 21.42	\$ 44,543.78	\$ 22.35	\$ 46,485.03	\$ 23.36	\$ 48,586.15
R8	\$ 17.98	\$ 37,379.58	\$ 18.74	\$ 38,963.24	\$ 19.58	\$ 40,722.88	\$ 20.52	\$ 42,683.60	\$ 21.42	\$ 44,543.78	\$ 22.36	\$ 46,504.51	\$ 23.35	\$ 48,551.55	\$ 24.40	\$ 50,746.08
R9	\$ 18.74	\$ 38,963.24	\$ 19.58	\$ 40,722.88	\$ 20.52	\$ 42,683.60	\$ 21.42	\$ 44,543.78	\$ 22.36	\$ 46,504.51	\$ 23.32	\$ 48,515.52	\$ 24.33	\$ 50,613.49	\$ 25.44	\$ 52,901.22
R10	\$ 19.58	\$ 40,722.88	\$ 20.52	\$ 42,683.60	\$ 21.42	\$ 44,543.78	\$ 22.36	\$ 46,504.51	\$ 23.32	\$ 48,515.52	\$ 24.36	\$ 50,677.35	\$ 25.45	\$ 52,935.51	\$ 26.60	\$ 55,328.20
R11	\$ 20.52	\$ 42,683.60	\$ 21.42	\$ 44,543.78	\$ 22.36	\$ 46,504.51	\$ 23.32	\$ 48,515.52	\$ 24.36	\$ 50,677.35	\$ 25.50	\$ 53,040.29	\$ 26.69	\$ 55,513.40	\$ 27.89	\$ 58,022.60
R12	\$ 21.42	\$ 44,543.78	\$ 22.36	\$ 46,504.51	\$ 23.32	\$ 48,515.52	\$ 24.36	\$ 50,677.35	\$ 25.50	\$ 53,040.29	\$ 26.63	\$ 55,403.22	\$ 27.82	\$ 57,871.41	\$ 29.08	\$ 60,487.20
R13	\$ 22.36	\$ 46,504.51	\$ 23.32	\$ 48,515.52	\$ 24.36	\$ 50,677.35	\$ 25.50	\$ 53,040.29	\$ 26.63	\$ 55,403.22	\$ 27.88	\$ 57,992.39	\$ 29.18	\$ 60,702.55	\$ 30.50	\$ 63,446.31
R14	\$ 23.32	\$ 48,515.52	\$ 24.36	\$ 50,677.35	\$ 25.50	\$ 53,040.29	\$ 26.63	\$ 55,403.22	\$ 27.88	\$ 57,992.39	\$ 29.19	\$ 60,707.24	\$ 30.55	\$ 63,549.19	\$ 31.93	\$ 66,421.62
R15	\$ 24.36	\$ 50,677.35	\$ 25.50	\$ 53,040.29	\$ 26.63	\$ 55,403.22	\$ 27.88	\$ 57,992.39	\$ 29.19	\$ 60,707.24	\$ 30.54	\$ 63,522.65	\$ 31.95	\$ 66,468.64	\$ 33.40	\$ 69,473.01
R16	\$ 25.50	\$ 53,040.29	\$ 26.63	\$ 55,403.22	\$ 27.88	\$ 57,992.39	\$ 29.19	\$ 60,707.24	\$ 30.54	\$ 63,522.65	\$ 31.95	\$ 66,463.75	\$ 33.43	\$ 69,541.02	\$ 34.95	\$ 72,684.27
R17	\$ 26.63	\$ 55,403.22	\$ 27.88	\$ 57,992.39	\$ 29.19	\$ 60,707.24	\$ 30.54	\$ 63,522.65	\$ 31.95	\$ 66,463.75	\$ 33.46	\$ 69,605.95	\$ 35.05	\$ 72,896.69	\$ 36.63	\$ 76,191.62
R18	\$ 27.88	\$ 57,992.39	\$ 29.19	\$ 60,707.24	\$ 30.54	\$ 63,522.65	\$ 31.95	\$ 66,463.75	\$ 33.46	\$ 69,605.95	\$ 35.06	\$ 72,924.11	\$ 36.73	\$ 76,400.44	\$ 38.39	\$ 79,853.74
R19	\$ 29.19	\$ 60,707.24	\$ 30.54	\$ 63,522.65	\$ 31.95	\$ 66,463.75	\$ 33.46	\$ 69,605.95	\$ 35.06	\$ 72,924.11	\$ 36.69	\$ 76,317.68	\$ 38.40	\$ 79,869.17	\$ 40.13	\$ 83,479.26
R20	\$ 30.54	\$ 63,522.65	\$ 31.95	\$ 66,463.75	\$ 33.46	\$ 69,605.95	\$ 35.06	\$ 72,924.11	\$ 36.69	\$ 76,317.68	\$ 38.47	\$ 80,012.90	\$ 40.34	\$ 83,887.04	\$ 42.15	\$ 87,678.73
R21	\$ 31.95	\$ 66,463.75	\$ 33.46	\$ 69,605.95	\$ 35.06	\$ 72,924.11	\$ 36.69	\$ 76,317.68	\$ 38.47	\$ 80,012.90	\$ 40.20	\$ 83,632.71	\$ 42.03	\$ 87,416.29	\$ 43.93	\$ 91,367.50
R22	\$ 33.46	\$ 69,605.95	\$ 35.06	\$ 72,924.11	\$ 36.69	\$ 76,317.68	\$ 38.47	\$ 80,012.90	\$ 40.20	\$ 83,632.71	\$ 42.00	\$ 87,353.07	\$ 43.87	\$ 91,238.93	\$ 45.85	\$ 95,362.93
R23	\$ 35.06	\$ 72,924.11	\$ 36.69	\$ 76,317.68	\$ 38.47	\$ 80,012.90	\$ 40.20	\$ 83,632.71	\$ 42.00	\$ 87,353.07	\$ 43.94	\$ 91,400.22	\$ 45.98	\$ 95,634.88	\$ 48.06	\$ 99,957.58

Effective: 07/01/18
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