

| <p style="text-align: center;"><b>Solano Community College District</b><br/> <b>2024 - 2025</b><br/> <b>Operating Engineers, Local 39 Salary Schedule</b><br/> <b>(5% + 5% Professional Growth - ET &amp; E3)</b></p> |         |             |         |              |         |              |         |              |         |              |         |              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-------------|---------|--------------|---------|--------------|---------|--------------|---------|--------------|---------|--------------|
|                                                                                                                                                                                                                       | 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                                                                                                                                                                                                                    | \$21.97 | \$45,697.60 | \$22.90 | \$47,632.00  | \$23.92 | \$49,753.60  | \$25.08 | \$52,166.40  | \$26.29 | \$54,683.20  | \$27.48 | \$57,158.40  |
| R7                                                                                                                                                                                                                    | \$22.90 | \$47,632.00 | \$23.92 | \$49,753.60  | \$25.08 | \$52,166.40  | \$26.17 | \$54,433.60  | \$27.32 | \$56,825.60  | \$28.55 | \$59,384.00  |
| R8                                                                                                                                                                                                                    | \$23.92 | \$49,753.60 | \$25.08 | \$52,166.40  | \$26.17 | \$54,433.60  | \$27.34 | \$56,867.20  | \$28.53 | \$59,342.40  | \$29.82 | \$62,025.60  |
| R9                                                                                                                                                                                                                    | \$25.08 | \$52,166.40 | \$26.17 | \$54,433.60  | \$27.34 | \$56,867.20  | \$28.49 | \$59,259.20  | \$29.73 | \$61,838.40  | \$31.09 | \$64,667.20  |
| R10                                                                                                                                                                                                                   | \$26.17 | \$54,433.60 | \$27.34 | \$56,867.20  | \$28.49 | \$59,259.20  | \$29.78 | \$61,942.40  | \$31.10 | \$64,688.00  | \$32.51 | \$67,620.80  |
| R11                                                                                                                                                                                                                   | \$27.34 | \$56,867.20 | \$28.49 | \$59,259.20  | \$29.78 | \$61,942.40  | \$31.16 | \$64,812.80  | \$32.62 | \$67,849.60  | \$34.07 | \$70,865.60  |
| R12                                                                                                                                                                                                                   | \$28.49 | \$59,259.20 | \$29.78 | \$61,942.40  | \$31.16 | \$64,812.80  | \$32.54 | \$67,683.20  | \$34.00 | \$70,720.00  | \$35.54 | \$73,923.20  |
| R13                                                                                                                                                                                                                   | \$29.78 | \$61,942.40 | \$31.16 | \$64,812.80  | \$32.54 | \$67,683.20  | \$34.06 | \$70,844.80  | \$35.66 | \$74,172.80  | \$37.28 | \$77,542.40  |
| R14                                                                                                                                                                                                                   | \$31.16 | \$64,812.80 | \$32.54 | \$67,683.20  | \$34.06 | \$70,844.80  | \$35.67 | \$74,193.60  | \$37.33 | \$77,646.40  | \$39.02 | \$81,161.60  |
| R15                                                                                                                                                                                                                   | \$32.54 | \$67,683.20 | \$34.06 | \$70,844.80  | \$35.67 | \$74,193.60  | \$37.32 | \$77,625.60  | \$39.04 | \$81,203.20  | \$40.81 | \$84,884.80  |
| R16                                                                                                                                                                                                                   | \$34.06 | \$70,844.80 | \$35.67 | \$74,193.60  | \$37.32 | \$77,625.60  | \$39.04 | \$81,203.20  | \$40.84 | \$84,947.20  | \$42.70 | \$88,816.00  |
| R17                                                                                                                                                                                                                   | \$35.67 | \$74,193.60 | \$37.32 | \$77,625.60  | \$39.04 | \$81,203.20  | \$40.89 | \$85,051.20  | \$42.84 | \$89,107.20  | \$44.75 | \$93,080.00  |
| R18                                                                                                                                                                                                                   | \$37.32 | \$77,625.60 | \$39.04 | \$81,203.20  | \$40.89 | \$85,051.20  | \$42.85 | \$89,128.00  | \$44.88 | \$93,350.40  | \$46.92 | \$97,593.60  |
| R19                                                                                                                                                                                                                   | \$39.04 | \$81,203.20 | \$40.89 | \$85,051.20  | \$42.85 | \$89,128.00  | \$44.84 | \$93,267.20  | \$46.93 | \$97,614.40  | \$49.04 | \$102,003.20 |
| R20                                                                                                                                                                                                                   | \$40.89 | \$85,051.20 | \$42.85 | \$89,128.00  | \$44.84 | \$93,267.20  | \$47.01 | \$97,780.80  | \$49.31 | \$102,564.80 | \$51.50 | \$107,120.00 |
| R21                                                                                                                                                                                                                   | \$42.85 | \$89,128.00 | \$44.84 | \$93,267.20  | \$47.01 | \$97,780.80  | \$49.11 | \$102,148.80 | \$51.36 | \$106,828.80 | \$53.68 | \$111,654.40 |
| R22                                                                                                                                                                                                                   | \$44.84 | \$93,267.20 | \$47.01 | \$97,780.80  | \$49.11 | \$102,148.80 | \$51.31 | \$106,724.80 | \$53.60 | \$111,488.00 | \$56.02 | \$116,521.60 |
| R23                                                                                                                                                                                                                   | \$47.01 | \$97,780.80 | \$49.11 | \$102,148.80 | \$51.31 | \$106,724.80 | \$53.69 | \$111,675.20 | \$56.18 | \$116,854.40 | \$58.72 | \$122,137.60 |

Effective: 7/1/2024  
Board Approved: 7/17/2024

**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