

**Solano Community College District**  
**2021 - 2022**  
**Operating Engineers, Local 39 Salary Schedule**  
**(5% + 5% Professional Growth - ET & E3)**

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	\$ 13.59	\$ 28,270.22	\$ 14.10	\$ 29,316.32	\$ 14.75	\$ 30,694.11	\$ 15.37	\$ 31,969.84	\$ 15.98	\$ 33,245.57	\$ 16.71	\$ 34,750.94	\$ 17.46	\$ 36,324.46	\$ 18.26	\$ 37,966.33
R2	\$ 14.10	\$ 29,316.32	\$ 14.75	\$ 30,694.11	\$ 15.37	\$ 31,969.84	\$ 15.98	\$ 33,245.57	\$ 16.71	\$ 34,750.94	\$ 17.48	\$ 36,358.37	\$ 18.29	\$ 38,040.13	\$ 19.11	\$ 39,759.55
R3	\$ 14.75	\$ 30,694.11	\$ 15.37	\$ 31,969.84	\$ 15.98	\$ 33,245.57	\$ 16.71	\$ 34,750.94	\$ 17.48	\$ 36,358.37	\$ 18.25	\$ 37,940.27	\$ 19.04	\$ 39,591.00	\$ 19.89	\$ 41,380.51
R4	\$ 15.37	\$ 31,969.84	\$ 15.98	\$ 33,245.57	\$ 16.71	\$ 34,750.94	\$ 17.48	\$ 36,358.37	\$ 18.25	\$ 37,940.27	\$ 19.02	\$ 39,547.69	\$ 19.82	\$ 41,223.22	\$ 20.72	\$ 43,086.51
R5	\$ 15.98	\$ 33,245.57	\$ 16.71	\$ 34,750.94	\$ 17.48	\$ 36,358.37	\$ 18.25	\$ 37,940.27	\$ 19.02	\$ 39,547.69	\$ 19.87	\$ 41,333.72	\$ 20.77	\$ 43,200.39	\$ 21.71	\$ 45,153.06
R6	\$ 16.71	\$ 34,750.94	\$ 17.48	\$ 36,358.37	\$ 18.25	\$ 37,940.27	\$ 19.02	\$ 39,547.69	\$ 19.87	\$ 41,333.72	\$ 20.83	\$ 43,323.85	\$ 21.83	\$ 45,409.82	\$ 22.82	\$ 47,462.34
R7	\$ 17.48	\$ 36,358.37	\$ 18.25	\$ 37,940.27	\$ 19.02	\$ 39,547.69	\$ 19.87	\$ 41,333.72	\$ 20.83	\$ 43,323.85	\$ 21.74	\$ 45,211.94	\$ 22.69	\$ 47,182.31	\$ 23.71	\$ 49,314.94
R8	\$ 18.25	\$ 37,940.27	\$ 19.02	\$ 39,547.69	\$ 19.87	\$ 41,333.72	\$ 20.83	\$ 43,323.85	\$ 21.74	\$ 45,211.94	\$ 22.70	\$ 47,202.08	\$ 23.70	\$ 49,279.82	\$ 24.77	\$ 51,507.27
R9	\$ 19.02	\$ 39,547.69	\$ 19.87	\$ 41,333.72	\$ 20.83	\$ 43,323.85	\$ 21.74	\$ 45,211.94	\$ 22.70	\$ 47,202.08	\$ 23.67	\$ 49,243.25	\$ 24.69	\$ 51,372.69	\$ 25.82	\$ 53,694.74
R10	\$ 19.87	\$ 41,333.72	\$ 20.83	\$ 43,323.85	\$ 21.74	\$ 45,211.94	\$ 22.70	\$ 47,202.08	\$ 23.67	\$ 49,243.25	\$ 24.73	\$ 51,437.51	\$ 25.83	\$ 53,729.54	\$ 27.00	\$ 56,158.12
R11	\$ 20.83	\$ 43,323.85	\$ 21.74	\$ 45,211.94	\$ 22.70	\$ 47,202.08	\$ 23.67	\$ 49,243.25	\$ 24.73	\$ 51,437.51	\$ 25.88	\$ 53,835.89	\$ 27.09	\$ 56,346.10	\$ 28.31	\$ 58,892.94
R12	\$ 21.74	\$ 45,211.94	\$ 22.70	\$ 47,202.08	\$ 23.67	\$ 49,243.25	\$ 24.73	\$ 51,437.51	\$ 25.88	\$ 53,835.89	\$ 27.03	\$ 56,234.27	\$ 28.24	\$ 58,739.48	\$ 29.52	\$ 61,394.51
R13	\$ 22.70	\$ 47,202.08	\$ 23.67	\$ 49,243.25	\$ 24.73	\$ 51,437.51	\$ 25.88	\$ 53,835.89	\$ 27.03	\$ 56,234.27	\$ 28.30	\$ 58,862.28	\$ 29.62	\$ 61,613.09	\$ 30.96	\$ 64,398.00
R14	\$ 23.67	\$ 49,243.25	\$ 24.73	\$ 51,437.51	\$ 25.88	\$ 53,835.89	\$ 27.03	\$ 56,234.27	\$ 28.30	\$ 58,862.28	\$ 29.63	\$ 61,617.85	\$ 31.01	\$ 64,502.43	\$ 32.41	\$ 67,417.94
R15	\$ 24.73	\$ 51,437.51	\$ 25.88	\$ 53,835.89	\$ 27.03	\$ 56,234.27	\$ 28.30	\$ 58,862.28	\$ 29.63	\$ 61,617.85	\$ 31.00	\$ 64,475.49	\$ 32.43	\$ 67,465.67	\$ 33.90	\$ 70,515.11
R16	\$ 25.88	\$ 53,835.89	\$ 27.03	\$ 56,234.27	\$ 28.30	\$ 58,862.28	\$ 29.63	\$ 61,617.85	\$ 31.00	\$ 64,475.49	\$ 32.43	\$ 67,460.71	\$ 33.93	\$ 70,584.14	\$ 35.47	\$ 73,774.53
R17	\$ 27.03	\$ 56,234.27	\$ 28.30	\$ 58,862.28	\$ 29.63	\$ 61,617.85	\$ 31.00	\$ 64,475.49	\$ 32.43	\$ 67,460.71	\$ 33.96	\$ 70,650.04	\$ 35.58	\$ 73,990.14	\$ 37.18	\$ 77,334.49
R18	\$ 28.30	\$ 58,862.28	\$ 29.63	\$ 61,617.85	\$ 31.00	\$ 64,475.49	\$ 32.43	\$ 67,460.71	\$ 33.96	\$ 70,650.04	\$ 35.59	\$ 74,017.97	\$ 37.28	\$ 77,546.45	\$ 38.97	\$ 81,051.55
R19	\$ 29.63	\$ 61,617.85	\$ 31.00	\$ 64,475.49	\$ 32.43	\$ 67,460.71	\$ 33.96	\$ 70,650.04	\$ 35.59	\$ 74,017.97	\$ 37.24	\$ 77,462.45	\$ 38.98	\$ 81,067.21	\$ 40.73	\$ 84,731.45
R20	\$ 31.00	\$ 64,475.49	\$ 32.43	\$ 67,460.71	\$ 33.96	\$ 70,650.04	\$ 35.59	\$ 74,017.97	\$ 37.24	\$ 77,462.45	\$ 39.05	\$ 81,213.09	\$ 40.95	\$ 85,145.35	\$ 42.78	\$ 88,993.91
R21	\$ 32.43	\$ 67,460.71	\$ 33.96	\$ 70,650.04	\$ 35.59	\$ 74,017.97	\$ 37.24	\$ 77,462.45	\$ 39.05	\$ 81,213.09	\$ 40.80	\$ 84,887.20	\$ 42.66	\$ 88,727.53	\$ 44.59	\$ 92,738.01
R22	\$ 33.96	\$ 70,650.04	\$ 35.59	\$ 74,017.97	\$ 37.24	\$ 77,462.45	\$ 39.05	\$ 81,213.09	\$ 40.80	\$ 84,887.20	\$ 42.63	\$ 88,663.37	\$ 44.53	\$ 92,607.51	\$ 46.54	\$ 96,793.37
R23	\$ 35.59	\$ 74,017.97	\$ 37.24	\$ 77,462.45	\$ 39.05	\$ 81,213.09	\$ 40.80	\$ 84,887.20	\$ 42.63	\$ 88,663.37	\$ 44.60	\$ 92,771.22	\$ 46.67	\$ 97,069.40	\$ 48.78	\$ 101,456.94

Effective: 07/01/21  
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