

**CITY OF ALAMEDA
ALAMEDA POLICE MANAGERS ASSOCIATION
EFFECTIVE JANUARY 7, 2018**

CODE	CLASSIFICATION	ANNUAL				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
4010	Police Captain	165,437	173,709	182,394	191,514	201,089
4020	Police Lieutenant	143,105	150,260	157,773	165,661	173,945

Retention Pay (MOU Sec 11.3)	10 YEARS SERVICE (3%)					
	Police Captain	4,963.11	5,211.27	5,471.82	5,745.42	6,032.67
	Police Lieutenant	4,293.15	4,507.80	4,733.19	4,969.83	5,218.35
	OR					
	15 YEARS SERVICE (3% plus 4%, compounded)					
	Police Captain	11,779.11	12,368.08	12,986.45	13,635.80	14,317.54
	Police Lieutenant	10,189.08	10,698.51	11,233.44	11,795.06	12,384.88
	OR					
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)					
	Police Captain	20,639.92	21,671.93	22,755.47	23,893.29	25,087.87
	Police Lieutenant	17,853.78	18,746.44	19,683.76	20,667.86	21,701.37

Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)	Police Captain					
	12,411.08	13,031.65	13,683.20	14,367.38	15,085.70	
	Police Lieutenant					
10,735.74	11,272.51	11,836.13	12,427.89	13,049.35		

Holiday-in-Lieu Pay for Retention Pay (MOU Sec. 11.3 & Sec. 16)	10 YEARS SERVICE (3%)					
	Police Captain	372.33	390.95	410.50	431.02	452.57
	Police Lieutenant	322.07	338.18	355.08	372.84	391.48
	OR					
	15 YEARS SERVICE (3% plus 4%, compounded)					
	Police Captain	883.67	927.85	974.24	1,022.96	1,074.10
	Police Lieutenant	764.38	802.60	842.73	884.87	929.11
	OR					
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)					
	Police Captain	1,548.41	1,625.83	1,707.12	1,792.47	1,882.09
	Police Lieutenant	1,339.39	1,406.36	1,476.68	1,550.50	1,628.04

Management Incentive Pay (MOU Sec. 11.1)	10 YEARS SERVICE (3%)					
	Police Captain	6,898.40	7,244.00	7,605.60	7,986.40	8,385.60
	Police Lieutenant	5,967.20	6,265.60	6,579.20	6,908.00	7,253.60
	OR					
	15 YEARS SERVICE (3% plus 4%, compounded)					
	Police Captain	7,174.40	7,533.60	7,910.40	8,305.60	8,720.80
	Police Lieutenant	6,206.40	6,516.80	6,842.40	7,184.80	7,544.00
	OR					
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)					
	Police Captain	7,533.60	7,910.40	8,305.60	8,720.80	9,156.80
	Police Lieutenant	6,516.80	6,842.40	7,184.80	7,544.00	7,920.80