

**CITY OF ALAMEDA
ALAMEDA POLICE MANAGERS ASSOCIATION
EFFECTIVE JANUARY 3, 2021**

CODE	CLASSIFICATION	STEP 1	STEP 2	ANNUAL STEP 3	STEP 4	STEP 5
4010	Police Captain	179,590	188,569	197,997	207,898	218,291
4020	Police Lieutenant	155,347	163,114	171,270	179,833	188,825

Retention Pay (MOU Sec 11.3)	10 YEARS SERVICE (3%)						
	Police Captain	5,387.70	5,657.07	5,939.91	6,236.94	6,548.73	
	Police Lieutenant	4,660.41	4,893.42	5,138.10	5,394.99	5,664.75	
	OR						
	15 YEARS SERVICE (3% plus 4%, compounded)						
	Police Captain	12,786.81	13,426.11	14,097.39	14,802.34	15,542.32	
	Police Lieutenant	11,060.71	11,613.72	12,194.42	12,804.11	13,444.34	
	OR						
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)						
	Police Captain	22,405.65	23,525.87	24,702.11	25,937.36	27,233.99	
Police Lieutenant	19,381.10	20,350.11	21,367.64	22,435.97	23,557.81		

Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)						
Police Captain	13,472.84	14,146.45	14,853.73	15,596.51	16,376.19	
Police Lieutenant	11,654.13	12,236.81	12,848.68	13,491.07	14,165.65	

Holiday-in-Lieu Pay for Retention Pay (MOU Sec. 11.3 & Sec. 16)	10 YEARS SERVICE (3%)						
	Police Captain	404.19	424.39	445.61	467.90	491.29	
	Police Lieutenant	349.62	367.10	385.46	404.73	424.97	
	OR						
	15 YEARS SERVICE (3% plus 4%, compounded)						
	Police Captain	959.27	1,007.23	1,057.59	1,110.47	1,165.98	
	Police Lieutenant	829.77	871.26	914.83	960.56	1,008.59	
	OR						
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)						
	Police Captain	1,680.87	1,764.91	1,853.15	1,945.82	2,043.09	
Police Lieutenant	1,453.97	1,526.67	1,603.00	1,683.15	1,767.31		

Management Incentive Pay (MOU Sec. 11.1)	10 YEARS SERVICE (3%)						
	Police Captain	7,488.80	7,863.20	8,256.80	8,669.60	9,103.20	
	Police Lieutenant	6,478.40	6,801.60	7,142.40	7,499.20	7,874.40	
	OR						
	15 YEARS SERVICE (3% plus 4%, compounded)						
	Police Captain	7,788.80	8,177.60	8,587.20	9,016.00	9,467.20	
	Police Lieutenant	6,736.80	7,074.40	7,428.00	7,799.20	8,188.80	
	OR						
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)						
	Police Captain	8,177.60	8,587.20	9,016.00	9,467.20	9,940.00	
Police Lieutenant	7,074.40	7,428.00	7,799.20	8,188.80	8,598.40		