

**CITY OF ALAMEDA
ALAMEDA POLICE MANAGERS ASSOCIATION
EFFECTIVE JANUARY 5, 2020**

| CODE | CLASSIFICATION | ANNUAL | | | | |
|------|-------------------|---------|---------|---------|---------|---------|
| | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
| 4010 | Police Captain | 171,856 | 180,449 | 189,471 | 198,945 | 208,891 |
| 4020 | Police Lieutenant | 148,657 | 156,090 | 163,895 | 172,089 | 180,694 |

| Retention Pay (MOU Sec 11.3) | 10 YEARS SERVICE (3%) | | | | | |
|---------------------------------|--|-----------|-----------|-----------|-----------|-----------|
| | Police Captain | 5,155.68 | 5,413.47 | 5,684.13 | 5,968.35 | 6,266.73 |
| | Police Lieutenant | 4,459.71 | 4,682.70 | 4,916.85 | 5,162.67 | 5,420.82 |
| | OR | | | | | |
| | 15 YEARS SERVICE (3% plus 4%, compounded) | | | | | |
| | Police Captain | 12,236.15 | 12,847.97 | 13,490.34 | 14,164.88 | 14,873.04 |
| | Police Lieutenant | 10,584.38 | 11,113.61 | 11,669.32 | 12,252.74 | 12,865.41 |
| | OR | | | | | |
| | 20 YEARS SERVICE (3% plus 4%, plus 5%, compounded) | | | | | |
| | Police Captain | 21,440.76 | 22,512.82 | 23,638.41 | 24,820.37 | 26,061.24 |
| | Police Lieutenant | 18,546.45 | 19,473.79 | 20,447.54 | 21,469.83 | 22,543.38 |

| Holiday-in-Lieu Pay (MOU Sec. 16. Holidays) | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|
| Police Captain | 12,892.64 | 13,537.28 | 14,214.11 | 14,924.85 | 15,671.00 |
| Police Lieutenant | 11,152.25 | 11,709.87 | 12,295.40 | 12,910.12 | 13,555.66 |

| Holiday-in-Lieu Pay for Retention Pay (MOU Sec. 11.3 & Sec. 16) | 10 YEARS SERVICE (3%) | | | | | |
|--|--|----------|----------|----------|----------|----------|
| | Police Captain | 386.78 | 406.12 | 426.42 | 447.75 | 470.13 |
| | Police Lieutenant | 334.57 | 351.30 | 368.86 | 387.30 | 406.67 |
| | OR | | | | | |
| | 15 YEARS SERVICE (3% plus 4%, compounded) | | | | | |
| | Police Captain | 917.96 | 963.85 | 1,012.05 | 1,062.65 | 1,115.78 |
| | Police Lieutenant | 794.04 | 833.74 | 875.43 | 919.20 | 965.16 |
| | OR | | | | | |
| | 20 YEARS SERVICE (3% plus 4%, plus 5%, compounded) | | | | | |
| | Police Captain | 1,608.49 | 1,688.91 | 1,773.35 | 1,862.02 | 1,955.11 |
| | Police Lieutenant | 1,391.35 | 1,460.92 | 1,533.97 | 1,610.67 | 1,691.20 |

| Management Incentive Pay (MOU Sec. 11.1) | 10 YEARS SERVICE (3%) | | | | | |
|---|--|----------|----------|----------|----------|----------|
| | Police Captain | 7,166.40 | 7,524.80 | 7,900.80 | 8,296.00 | 8,711.20 |
| | Police Lieutenant | 6,199.20 | 6,508.80 | 6,834.40 | 7,176.00 | 7,535.20 |
| | OR | | | | | |
| | 15 YEARS SERVICE (3% plus 4%, compounded) | | | | | |
| | Police Captain | 7,452.80 | 7,825.60 | 8,216.80 | 8,628.00 | 9,059.20 |
| | Police Lieutenant | 6,447.20 | 6,769.60 | 7,108.00 | 7,463.20 | 7,836.80 |
| | OR | | | | | |
| | 20 YEARS SERVICE (3% plus 4%, plus 5%, compounded) | | | | | |
| | Police Captain | 7,825.60 | 8,216.80 | 8,628.00 | 9,059.20 | 9,512.00 |
| | Police Lieutenant | 6,769.60 | 7,108.00 | 7,463.20 | 7,836.00 | 8,228.00 |