

**CITY OF ALAMEDA
ALAMEDA POLICE OFFICERS ASSOCIATION
EFFECTIVE DECEMBER 23, 2018**

CODE	CLASSIFICATION	HOURLY						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		
4030	Police Sergeant	55.81	58.60	61.54	64.62	67.85		
4040	Police Officer	45.85	48.15	50.55	53.09	55.74		
		ANNUAL						
	Police Sergeant	116,084.80	121,888.00	128,003.20	134,409.60	141,128.00		
	Police Officer	95,368.00	100,152.00	105,144.00	110,427.20	115,939.20		
Retention Pay (MOU Sec. 11.9)	10 YEARS SERVICE (3%)							
	Police Sergeant	HOURLY	1.67	1.76	1.85	1.94	2.04	
		ANNUAL	3,473.60	3,660.80	3,848.00	4,035.20	4,243.20	
	Police Officer	HOURLY					1.67	
		ANNUAL					3,473.60	
	OR							
	15 YEARS SERVICE (3% plus 4%, compounded)							
	Police Sergeant	HOURLY	3.97	4.17	4.39	4.60	4.84	
		ANNUAL	8,257.60	8,673.60	9,131.20	9,568.00	10,067.20	
	Police Officer	HOURLY					3.97	
		ANNUAL					8,257.60	
	OR							
20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)								
Police Sergeant	HOURLY	6.96	7.31	7.69	8.06	8.47		
	ANNUAL	14,476.80	15,204.80	15,995.20	16,764.80	17,617.60		
Police Officer	HOURLY					6.96		
	ANNUAL					14,476.80		
Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)	Police Sergeant	HOURLY	3.86	4.06	4.26	4.48	4.70	
		ANNUAL	8,028.80	8,444.80	8,860.80	9,318.40	9,776.00	
	Police Officer	HOURLY	3.18	3.33	3.50	3.68	3.86	
		ANNUAL	6,614.40	6,926.40	7,280.00	7,654.40	8,028.80	
	Holiday-in-Lieu Pay for Retention Pay (MOU Sec. 11.9 & Sec. 16)							
	10 YEARS SERVICE (3%)							
Police Sergeant	HOURLY	0.12	0.12	0.13	0.13	0.14		
	ANNUAL	249.60	249.60	270.40	270.40	291.20		
Police Officer	HOURLY					0.12		
	ANNUAL					249.60		
OR								
15 YEARS SERVICE (3% plus 4%, compounded)								
Police Sergeant	HOURLY	0.27	0.29	0.30	0.32	0.34		
	ANNUAL	561.60	603.20	624.00	665.60	707.20		
Police Officer	HOURLY					0.27		
	ANNUAL					561.60		
OR								
20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)								
Police Sergeant	HOURLY	0.48	0.51	0.53	0.56	0.59		
	ANNUAL	998.40	1,060.80	1,102.40	1,164.80	1,227.20		
Police Officer	HOURLY					0.48		
	ANNUAL					998.40		
Educational Reimbursement & Educational Incentive (MOU Sec. 11.11) effective 6/30/2013	Advanced POST Certificate (4%)							
	Police Sergeant	HOURLY	2.23	2.34	2.46	2.58	2.71	
		ANNUAL	4,638.40	4,867.20	5,116.80	5,366.40	5,636.80	
	Police Officer	HOURLY	1.83	1.93	2.02	2.12	2.23	
		ANNUAL	3,806.40	4,014.40	4,201.60	4,409.60	4,638.40	
	OR							
	Bachelor's degree after 3 Years Service (5%)							
	Police Sergeant	HOURLY	2.79	2.93	3.08	3.23	3.39	
		ANNUAL	5,803.20	6,094.40	6,406.40	6,718.40	7,051.20	
	Police Officer	HOURLY				2.65	2.79	
		ANNUAL				5,512.00	5,803.20	
	OR							
Master's degree after 5 Years Service (6%)								
Police Sergeant	HOURLY	3.35	3.52	3.69	3.88	4.07		
	ANNUAL	6,968.00	7,321.60	7,675.20	8,070.40	8,465.60		
Police Officer	HOURLY					3.34		
	ANNUAL					6,947.20		
Canine Assignment Pay effective 12-23-2018 FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 26.11) (subject to change according to the higher of State or Federal Minimum Wage rates)								
		12.00/hour	18.00/hour overtime rate	5 hours/week	4,680/year			