

CITY OF ALAMEDA
ALAMEDA POLICE OFFICERS ASSOCIATION
EFFECTIVE JANUARY 3, 2021

| CODE | CLASSIFICATION | HOURLY | | | | |
|------|-----------------|--------|--------|--------|--------|--------|
| | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
| 4030 | Police Sergeant | 60.59 | 63.61 | 66.81 | 70.15 | 73.65 |
| 4040 | Police Officer | 49.77 | 52.27 | 54.87 | 57.63 | 60.51 |

| ANNUAL | | | | | | |
|--------|-----------------|------------|------------|------------|------------|------------|
| | Police Sergeant | 126,027.20 | 132,308.80 | 138,964.80 | 145,912.00 | 153,192.00 |
| | Police Officer | 103,521.60 | 108,721.60 | 114,129.60 | 119,870.40 | 125,860.80 |

| Retention Pay (MOU Sec 11.9) | 10 YEARS SERVICE (3%) | | | | | | |
|---------------------------------|---|--------|-----------|-----------|-----------|-----------|-----------|
| | Police Sergeant | HOURLY | 1.82 | 1.91 | 2.00 | 2.10 | 2.21 |
| | | ANNUAL | 3,785.60 | 3,972.80 | 4,160.00 | 4,368.00 | 4,596.80 |
| | Police Officer | HOURLY | | | | | 1.82 |
| | | ANNUAL | | | | | 3,785.60 |
| | OR | | | | | | |
| | 15 YEARS SERVICE (3% plus 4%, compounded) | | | | | | |
| | Police Sergeant | HOURLY | 4.32 | 4.53 | 4.75 | 4.99 | 5.24 |
| | | ANNUAL | 8,985.60 | 9,422.40 | 9,880.00 | 10,379.20 | 10,899.20 |
| | Police Officer | HOURLY | | | | | 4.31 |
| | | ANNUAL | | | | | 8,964.80 |
| | OR | | | | | | |
| | 20 YEARS SERVICE (3% plus 4%, plus 5%, compounded) | | | | | | |
| | Police Sergeant | HOURLY | 7.57 | 7.94 | 8.33 | 8.75 | 9.18 |
| | | ANNUAL | 15,745.60 | 16,515.20 | 17,326.40 | 18,200.00 | 19,094.40 |
| Police Officer | HOURLY | | | | | 7.55 | |
| | ANNUAL | | | | | 15,704.00 | |

| Holiday-in-Lieu Pay (MOU Sec. 16. Holidays) | | | | | | |
|--|--------|----------|----------|----------|-----------|-----------|
| Police Sergeant | HOURLY | 4.20 | 4.41 | 4.63 | 4.86 | 5.10 |
| | ANNUAL | 8,736.00 | 9,172.80 | 9,630.40 | 10,108.80 | 10,608.00 |
| Police Officer | HOURLY | 3.45 | 3.62 | 3.80 | 3.99 | 4.19 |
| | ANNUAL | 7,176.00 | 7,529.60 | 7,904.00 | 8,299.20 | 8,715.20 |

| Holiday-in-Lieu Pay for Retention Pay (MOU Sec. 11.9 & Sec. 16) | 10 YEARS SERVICE (3%) | | | | | | |
|--|---|--------|----------|----------|----------|----------|----------|
| | Police Sergeant | HOURLY | 0.13 | 0.13 | 0.14 | 0.15 | 0.15 |
| | | ANNUAL | 270.40 | 270.40 | 291.20 | 312.00 | 312.00 |
| | Police Officer | HOURLY | | | | | 0.13 |
| | | ANNUAL | | | | | 270.40 |
| | OR | | | | | | |
| | 15 YEARS SERVICE (3% plus 4%, compounded) | | | | | | |
| | Police Sergeant | HOURLY | 0.30 | 0.31 | 0.33 | 0.35 | 0.36 |
| | | ANNUAL | 624.00 | 644.80 | 686.40 | 728.00 | 748.80 |
| | Police Officer | HOURLY | | | | | 0.30 |
| | | ANNUAL | | | | | 624.00 |
| | OR | | | | | | |
| | 20 YEARS SERVICE (3% plus 4%, plus 5%, compounded) | | | | | | |
| | Police Sergeant | HOURLY | 0.52 | 0.55 | 0.58 | 0.61 | 0.64 |
| | | ANNUAL | 1,081.60 | 1,144.00 | 1,206.40 | 1,268.80 | 1,331.20 |
| Police Officer | HOURLY | | | | | 0.52 | |
| | ANNUAL | | | | | 1,081.60 | |

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EFFECTIVE JANUARY 3, 2021**

| | | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | |
|---|---------------------------------------|----------|------------|-----------------------------|--------------|------------|----------|--|
| Educational Reimbursement & Educational Incentive (MOU Sec. 11.11) effective 6/30/2013 | Advanced POST Certificate (4%) | | | | | | | |
| | Police Sergeant | HOURLY | 2.42 | 2.54 | 2.67 | 2.81 | 2.95 | |
| | | ANNUAL | 5,033.60 | 5,283.20 | 5,553.60 | 5,844.80 | 6,136.00 | |
| | Police Officer | HOURLY | 1.99 | 2.09 | 2.19 | 2.31 | 2.42 | |
| | | ANNUAL | 4,139.20 | 4,347.20 | 4,555.20 | 4,804.80 | 5,033.60 | |
| | OR | | | | | | | |
| | Bachelor's Degree (5%) | | | | | | | |
| | Police Sergeant | HOURLY | 3.03 | 3.18 | 3.34 | 3.51 | 3.68 | |
| | | ANNUAL | 6,302.40 | 6,614.40 | 6,947.20 | 7,300.80 | 7,654.40 | |
| | Police Officer | HOURLY | 2.49 | 2.61 | 2.74 | 2.88 | 3.03 | |
| | | ANNUAL | 5,179.20 | 5,428.80 | 5,699.20 | 5,990.40 | 6,302.40 | |
| | OR | | | | | | | |
| | Master's Degree (6%) | | | | | | | |
| | Police Sergeant | HOURLY | 3.64 | 3.82 | 4.01 | 4.21 | 4.42 | |
| | | ANNUAL | 7,571.20 | 7,945.60 | 8,340.80 | 8,756.80 | 9,193.60 | |
| Police Officer | HOURLY | 2.99 | 3.14 | 3.29 | 3.46 | 3.63 | | |
| | ANNUAL | 6,219.20 | 6,531.20 | 6,843.20 | 7,196.80 | 7,550.40 | | |
| Canine Assignment Pay | | | | | | | | |
| FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 26.11) (subject to change according to the higher of State or Federal Minimum Wage rates) | | | 14.00/hour | 21.00/hour overtime rate | 5 hours/week | 5,460/year | | |