

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

CODE	CLASSIFICATION	HOURLY					
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
4030	Police Sergeant	57.98	60.87	63.93	67.13	70.48	
4040	Police Officer	47.63	50.02	52.51	55.15	57.90	
		ANNUAL					
	Police Sergeant	120,598.40	126,609.60	132,974.40	139,630.40	146,598.40	
	Police Officer	99,070.40	104,041.60	109,220.80	114,712.00	120,432.00	
Retention Pay (MOU Sec 11.9)	10 YEARS SERVICE (3%)						
	Police Sergeant	HOURLY	1.74	1.83	1.92	2.01	2.11
		ANNUAL	3,619.20	3,806.40	3,993.60	4,180.80	4,388.80
	Police Officer	HOURLY					1.74
		ANNUAL					3,619.20
	OR						
	15 YEARS SERVICE (3% plus 4%, compounded)						
	Police Sergeant	HOURLY	4.13	4.34	4.55	4.78	5.01
		ANNUAL	8,590.40	9,027.20	9,464.00	9,942.40	10,420.80
	Police Officer	HOURLY					4.13
		ANNUAL					8,590.40
	OR						
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)						
	Police Sergeant	HOURLY	7.24	7.60	7.97	8.38	8.78
		ANNUAL	15,059.20	15,808.00	16,577.60	17,430.40	18,262.40
Police Officer	HOURLY					7.23	
	ANNUAL					15,038.40	
Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)							
Police Sergeant	HOURLY	4.02	4.22	4.43	4.65	4.88	
	ANNUAL	8,361.60	8,777.60	9,214.40	9,672.00	10,150.40	
Police Officer	HOURLY	3.30	3.46	3.64	3.82	4.01	
	ANNUAL	6,864.00	7,196.80	7,571.20	7,945.60	8,340.80	
Holiday-in-Lieu Pay for Retention Pay (MOU Sec. 11.9 & Sec. 16)	10 YEARS SERVICE (3%)						
	Police Sergeant	HOURLY	0.12	0.13	0.13	0.14	0.15
		ANNUAL	249.60	270.40	270.40	291.20	312.00
	Police Officer	HOURLY					0.12
		ANNUAL					249.60
	OR						
	15 YEARS SERVICE (3% plus 4%, compounded)						
	Police Sergeant	HOURLY	0.29	0.30	0.32	0.33	0.35
		ANNUAL	603.20	624.00	665.60	686.40	728.00
	Police Officer	HOURLY					0.29
		ANNUAL					603.20
	OR						
	20 YEARS SERVICE (3% plus 4%, plus 5%, compounded)						
	Police Sergeant	HOURLY	0.50	0.53	0.55	0.58	0.61
		ANNUAL	1,040.00	1,102.40	1,144.00	1,206.40	1,268.80
Police Officer	HOURLY					0.50	
	ANNUAL					1,040.00	

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			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	2.32	2.43	2.56	2.69	2.82	
		ANNUAL	4,825.60	5,054.40	5,324.80	5,595.20	5,865.60	
	Police Officer	HOURLY	1.91	2.00	2.10	2.21	2.32	
		ANNUAL	3,972.80	4,160.00	4,368.00	4,596.80	4,825.60	
	OR							
	Bachelor's Degree (5%)							
	Police Sergeant	HOURLY	2.90	3.04	3.20	3.36	3.52	
		ANNUAL	6,032.00	6,323.20	6,656.00	6,988.80	7,321.60	
	Police Officer	HOURLY	2.38	2.50	2.63	2.76	2.90	
		ANNUAL	4,950.40	5,200.00	5,470.40	5,740.80	6,032.00	
	OR							
	Master's Degree (6%)							
	Police Sergeant	HOURLY	3.48	3.65	3.84	4.03	4.23	
		ANNUAL	7,238.40	7,592.00	7,987.20	8,382.40	8,798.40	
	Police Officer	HOURLY	2.86	3.00	3.15	3.31	3.47	
		ANNUAL	5,948.80	6,240.00	6,552.00	6,884.80	7,217.60	
	Canine Assignment Pay							
FOR ALL CLASSIFICATIONS AND STEPS								
(MOU Sec 26.11)			13.00/hour	19.50/hour	5 hours/week	5,070/year		
(subject to change according to the higher				overtime rate				
of State or Federal Minimum Wage rates)								