

**CITY OF ALAMEDA
ALAMEDA POLICE MANAGERS ASSOCIATION
EFFECTIVE JULY 2, 2023**

CODE	CLASSIFICATION	STEP 1	STEP 2	ANNUAL STEP 3	STEP 4	STEP 5
4010	Police Captain	197,186	207,045	217,397	228,268	239,680
4020	Police Lieutenant	170,568	179,096	188,051	197,453	207,326

Retention Pay (MOU Sec 11.3)	10 YEARS SERVICE (3%)					
	Police Captain	6,359.2579	6,677.2158	7,011.0516	7,361.6291	7,729.6790
	Police Lieutenant	5,500.8180	5,775.8589	6,064.6518	6,367.8612	6,686.2509
	AND					
	15 YEARS SERVICE (Additional 4%)					
	Police Captain	8,733.3808	9,170.0430	9,628.5109	10,109.9707	10,615.4259
	Police Lieutenant	7,554.4567	7,932.1796	8,328.7885	8,745.1960	9,182.4513
	AND					
	20 YEARS SERVICE (Additional 5%)					
	Police Captain	11,353.3950	11,921.0600	12,517.0600	13,142.9600	13,800.0500
	Police Lieutenant	9,820.7937	10,311.8334	10,827.4251	11,368.7548	11,937.1867

	Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)					
	Police Captain	14,788.9718	15,528.4088	16,304.7713	17,120.0678	17,975.9978
	Police Lieutenant	12,792.6000	13,432.2300	14,103.8415	14,808.9795	15,549.4208

	Management Incentive Pay (MOU Sec. 11.1)					
	Police Captain	8,971.9762	9,420.5680	9,891.5612	10,386.1744	10,905.4386
	Police Lieutenant	7,760.8440	8,148.8862	8,556.3305	8,984.1142	9,433.3153