

**CITY OF ALAMEDA
ALAMEDA POLICE OFFICERS ASSOCIATION
EFFECTIVE JANUARY 1, 2024**

CODE	CLASSIFICATION	HOURLY				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
4030	Police Sergeant	66.53	69.83	73.36	77.02	80.88
4040	Police Officer	54.64	57.39	60.24	63.28	66.44
		ANNUAL				
Police Sergeant		138,377.62	145,254.72	152,581.73	160,208.67	168,221.25
Police Officer		113,654.32	119,374.53	125,308.98	131,629.06	138,184.80
Retention Pay (calculated on Base Pay and Holiday-in-Lieu) (MOU Sec 11.9) Pays after the 10 year level stack	5 YEARS SERVICE (1.5%)					
	Police Sergeant	HOURLY	1.0670	1.1200	1.1765	1.2353
		ANNUAL	2,219.30	2,329.60	2,447.11	2,569.43
	Police Officer	HOURLY				1.0655
		ANNUAL				2,216.21
	OR					
	10 YEARS SERVICE (3%)					
	Police Sergeant	HOURLY	2.1339	2.2400	2.3530	2.4706
		ANNUAL	4,438.60	4,659.19	4,894.21	5,138.85
	Police Officer	HOURLY				2.1310
		ANNUAL				4,432.42
	AND					
	15 YEARS SERVICE (4% compounded)					
	Police Sergeant	HOURLY	2.9306	3.0763	3.2314	3.3930
		ANNUAL	6,095.68	6,398.62	6,721.38	7,057.36
	Police Officer	HOURLY				2.9265
		ANNUAL				6,087.18
	AND					
	20 YEARS SERVICE (5% compounded)					
	Police Sergeant	HOURLY	3.8098	3.9991	4.2009	4.4108
		ANNUAL	7,924.38	8,318.21	8,737.80	9,174.57
	Police Officer	HOURLY				3.8045
		ANNUAL				7,913.34
		Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)				
Police Sergeant		HOURLY	4.6037	4.8325	5.0763	5.3300
		ANNUAL	9,575.73	10,051.63	10,558.66	11,086.44
Police Officer		HOURLY	3.7812	3.9715	4.1689	4.3792
		ANNUAL	7,864.88	8,260.72	8,671.38	9,108.73
Educational Reimbursement & Educational Incentive (MOU Sec. 11.11) effective 6/30/2013	Advanced POST Certificate (4%)					
	Police Sergeant	HOURLY	2.6611	2.7934	2.9343	3.0809
		ANNUAL	5,535.10	5,810.19	6,103.27	6,408.35
	Police Officer	HOURLY	2.1857	2.2957	2.4098	2.5313
		ANNUAL	4,546.17	4,774.98	5,012.36	5,265.16
	OR					
	Bachelor's Degree (5%)					
	Police Sergeant	HOURLY	3.3264	3.4917	3.6678	3.8512
		ANNUAL	6,918.88	7,262.74	7,629.09	8,010.43
	Police Officer	HOURLY	2.7321	2.8696	3.0122	3.1642
		ANNUAL	5,682.72	5,968.73	6,265.45	6,581.45
	OR					
	Master's Degree (6%)					
	Police Sergeant	HOURLY	3.9917	4.1900	4.4014	4.6214
		ANNUAL	8,302.66	8,715.28	9,154.90	9,612.52
	Police Officer	HOURLY	3.2785	3.4435	3.6147	3.7970
		ANNUAL	6,819.26	7,162.47	7,518.54	7,897.74
		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)				
		16.00/hour	24.00/hour	5 hours/week	6,240/year	
		overtime rate				