

**CITY OF ALAMEDA
ALAMEDA POLICE MANAGERS ASSOCIATION
EFFECTIVE JULY 13, 2025**

CODE	CLASSIFICATION	STEP 1	STEP 2	ANNUAL STEP 3	STEP 4	STEP 5
4010	Police Captain	220,005	231,004	242,555	254,684	267,416
4020	Police Lieutenant	186,314	195,629	205,411	215,681	226,466

Retention Pay (MOU Sec 11.3)	10 YEARS SERVICE (3%)					
	Police Captain	7,095.1664	7,449.8864	7,822.3878	8,213.5438	8,624.1583
	Police Lieutenant	6,008.6246	6,309.0472	6,624.5186	6,955.7222	7,303.5133
	AND					
	15 YEARS SERVICE (Additional 4%)					
	Police Captain	9,744.0285	10,231.1773	10,742.7459	11,279.9335	11,843.8440
	Police Lieutenant	8,251.8444	8,664.4248	9,097.6722	9,552.5252	10,030.1583
	AND					
	20 YEARS SERVICE (Additional 5%)					
	Police Captain	12,667.2371	13,300.5300	13,965.5700	14,663.9100	15,397.0000
	Police Lieutenant	10,727.3977	11,263.7522	11,826.9739	12,418.2828	13,039.2058

	Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)					
	Police Captain	16,500.3870	17,325.3173	18,191.5995	19,101.2648	20,056.1820
	Police Lieutenant	13,973.5455	14,672.2028	15,405.8573	16,176.0983	16,984.9148

	Management Incentive Pay (MOU Sec. 11.1)					
	Police Captain	15,400.3612	16,170.2961	16,978.8262	17,827.8471	18,719.1032
	Police Lieutenant	13,041.9758	13,694.0559	14,378.8001	15,097.6917	15,852.5871