

**CITY OF ALAMEDA  
ALAMEDA POLICE MANAGERS ASSOCIATION  
EFFECTIVE JULY 14, 2024**

CODE	CLASSIFICATION	ANNUAL				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
4010	Police Captain	203,102	213,256	223,919	235,116	246,870
4020	Police Lieutenant	175,685	184,469	193,693	203,377	213,546

<b>Retention Pay</b> <i>(MOU Sec 11.3)</i>	<b>10 YEARS SERVICE (3%)</b>					
	Police Captain	6,550.0395	6,877.5060	7,221.3878	7,582.4910	7,961.5575
	Police Lieutenant	5,665.8413	5,949.1253	6,246.5993	6,558.9083	6,886.8585
	<b>AND</b>					
	<b>15 YEARS SERVICE (Additional 4%)</b>					
	Police Captain	8,995.3876	9,445.1082	9,917.3725	10,413.2876	10,933.8723
	Police Lieutenant	7,781.0887	8,170.1320	8,578.6630	9,007.5673	9,457.9523
	<b>AND</b>					
	<b>20 YEARS SERVICE (Additional 5%)</b>					
	Police Captain	11,694.0039	12,278.6400	12,892.5800	13,537.2700	14,214.0300
Police Lieutenant	10,115.4153	10,621.1716	11,152.2619	11,709.8375	12,295.3380	

	<b>Holiday-in-Lieu Pay</b> <i>(MOU Sec. 16. Holidays)</i>					
	Police Captain	15,232.6500	15,994.2000	16,793.9250	17,633.7000	18,515.2500
	Police Lieutenant	13,176.3750	13,835.1750	14,526.9750	15,253.2750	16,015.9500

	<b>Management Incentive Pay</b> <i>(MOU Sec. 11.1)</i>					
	Police Captain	9,241.1410	9,703.1480	10,188.3145	10,697.7780	11,232.5850
	Police Lieutenant	7,993.6675	8,393.3395	8,813.0315	9,253.6535	9,716.3430