

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

CODE	CLASSIFICATION	HOURLY					
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
4030	Police Sergeant	68.53	71.92	75.56	79.33	83.31	
4040	Police Officer	56.28	59.11	62.05	65.18	68.43	
		ANNUAL					
	Police Sergeant	142,542.40	149,593.60	157,164.80	165,006.40	173,284.80	
	Police Officer	117,062.40	122,948.80	129,064.00	135,574.40	142,334.40	
<b>Retention Pay (calculated on Base Pay and Holiday-in-Lieu) (MOU Sec 11.9)</b> <i>Pays after the 10 year level stack</i>	<b>5 YEARS SERVICE (1.5%)</b>						
	Police Sergeant	HOURLY	1.0991	1.1535	1.2118	1.2723	1.3361
		ANNUAL	2,286.10	2,399.18	2,520.61	2,646.37	2,779.14
	Police Officer	HOURLY					1.0975
		ANNUAL					2,282.76
	<b>OR</b>						
	<b>10 YEARS SERVICE (3%)</b>						
	Police Sergeant	HOURLY	2.1982	2.3069	2.4237	2.5446	2.6723
		ANNUAL	4,572.19	4,798.36	5,041.22	5,292.75	5,558.28
	Police Officer	HOURLY					2.1950
		ANNUAL					4,565.52
	<b>AND</b>						
	<b>15 YEARS SERVICE (4% compounded)</b>						
	Police Sergeant	HOURLY	3.0188	3.1682	3.3285	3.4946	3.6699
		ANNUAL	6,279.14	6,589.75	6,923.27	7,268.70	7,633.38
	Police Officer	HOURLY					3.0144
	ANNUAL					6,269.98	
<b>AND</b>							
<b>20 YEARS SERVICE (5% compounded)</b>							
Police Sergeant	HOURLY	3.9245	4.1186	4.3270	4.5429	4.7709	
	ANNUAL	8,162.88	8,566.68	9,000.25	9,449.31	9,923.39	
Police Officer	HOURLY					3.9187	
	ANNUAL					8,150.97	
<b>Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)</b>							
Police Sergeant	HOURLY	4.7423	4.9769	5.2288	5.4896	5.7651	
	ANNUAL	9,863.93	10,351.88	10,875.80	11,418.44	11,991.31	
Police Officer	HOURLY	3.8946	4.0904	4.2939	4.5105	4.7354	
	ANNUAL	8,100.72	8,508.06	8,931.23	9,381.75	9,849.54	
<b>Educational Reimbursement &amp; Educational Incentive (MOU Sec. 11.11) effective 6/30/2013</b>	<b>Advanced POST Certificate (4%)</b>						
	Police Sergeant	HOURLY	2.7412	2.8768	3.0224	3.1732	3.3324
		ANNUAL	5,701.70	5,983.74	6,286.59	6,600.26	6,931.39
	Police Officer	HOURLY	2.2512	2.3644	2.4820	2.6072	2.7372
		ANNUAL	4,682.50	4,917.95	5,162.56	5,422.98	5,693.38
	<b>OR</b>						
	<b>Bachelor's Degree (5%)</b>						
	Police Sergeant	HOURLY	3.4265	3.5960	3.7780	3.9665	4.1655
		ANNUAL	7,127.12	7,479.68	7,858.24	8,250.32	8,664.24
	Police Officer	HOURLY	2.8140	2.9555	3.1025	3.2590	3.4215
		ANNUAL	5,853.12	6,147.44	6,453.20	6,778.72	7,116.72
	<b>OR</b>						
<b>Master's Degree (6%)</b>							
Police Sergeant	HOURLY	4.1118	4.3152	4.5336	4.7598	4.9986	
	ANNUAL	8,552.54	8,975.62	9,429.89	9,900.38	10,397.09	
Police Officer	HOURLY	3.3768	3.5466	3.7230	3.9108	4.1058	
	ANNUAL	7,023.74	7,376.93	7,743.84	8,134.46	8,540.06	
<b>Canine Assignment Pay</b>							
FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 26.11)		16.00/hour	24.00/hour	5 hours/week	6,240/year		
(subject to change according to the higher of State or Federal Minimum Wage rates)			overtime rate				