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

e Sergeant e Officer e Sergeant e Officer RS SERVICE (1.5%) Sergeant Officer ARS SERVICE (3%) Sergeant Officer ARS SERVICE (mpounded) Sergeant Officer ARS SERVICE (mpounded) Sergeant Officer Officer Officer Officer Officer	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	\$TEP 1 68.53 56.28 142,542.40 117,062.40 1.0991 2,286.10 2.1982 4,572.19 3.0188 6,279.14	\$TEP 2 71.92 59.11 149,593.60 122,948.80 1.1535 2,399.18 2.3069 4,798.36 3.1682 6,589.75	\$TEP 3 75.56 62.05 ANNUAL 157,164.80 129,064.00 1.2118 2,520.61 2.4237 5,041.22 3.3285 6,923.27	79.33 65.18 165,006.40 135,574.40 1.2723 2,646.37 2.5446 5,292.75	\$TE 83. 68. 173,284. 142,334. 1.33 2,779. 1.09 2,282. 2.67 5,558. 2.19 4,565. 3.66 7,633. 3.01 6,269.
e Sergeant e Officer RS SERVICE (1.5%) Sergeant Officer ARS SERVICE (3%) Sergeant Officer ARS SERVICE (20%) ARS SERVICE (20%) ARS SERVICE (20%) ARS SERVICE (20%) Sergeant Officer	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	142,542.40 117,062.40 1.0991 2,286.10 2.1982 4,572.19 3.0188 6,279.14	149,593.60 122,948.80 1.1535 2,399.18 2.3069 4,798.36	ANNUAL 157,164.80 129,064.00 1.2118 2,520.61 2.4237 5,041.22	165,006.40 135,574.40 1.2723 2,646.37 2.5446 5,292.75	173,284. 142,334. 1.33 2,779. 1.09 2,282. 2.67 5,558. 2.19 4,565. 3.66 7,633. 3.01
e Officer RS SERVICE (1.5%) Sergeant Officer ARS SERVICE (3%) Sergeant Officer ARS SERVICE ompounded) Sergeant Officer ARS SERVICE ompounded) Sergeant	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	1.0991 2,286.10 2.1982 4,572.19 3.0188 6,279.14	122,948.80 1.1535 2,399.18 2.3069 4,798.36 3.1682	157,164.80 129,064.00 1.2118 2,520.61 2.4237 5,041.22	1.2723 2,646.37 2.5446 5,292.75	1.33 2,779. 1.09 2,282. 2.67 5,558. 2.19 4,565. 3.66 7,633. 3.01
e Officer RS SERVICE (1.5%) Sergeant Officer ARS SERVICE (3%) Sergeant Officer ARS SERVICE ompounded) Sergeant Officer ARS SERVICE ompounded) Sergeant	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	1.0991 2,286.10 2.1982 4,572.19 3.0188 6,279.14	122,948.80 1.1535 2,399.18 2.3069 4,798.36 3.1682	129,064.00 1.2118 2,520.61 2.4237 5,041.22	1.2723 2,646.37 2.5446 5,292.75	1.33 2,779. 1.09 2,282. 2.67 5,558. 2.19 4,565. 3.66 7,633. 3.01
RS SERVICE (1.5%) Sergeant Officer ARS SERVICE (3%) Sergeant Officer ARS SERVICE (20%) Officer ARS SERVICE (20%) Officer ARS SERVICE (20%) Officer ARS SERVICE (20%) Officer	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	1.0991 2,286.10 2.1982 4,572.19 3.0188 6,279.14	1.1535 2,399.18 2.3069 4,798.36	1.2118 2,520.61 2.4237 5,041.22	1.2723 2,646.37 2.5446 5,292.75	1.33 2,779. 1.09 2,282. 2.67 5,558. 2.19 4,565. 3.66 7,633. 3.01
Sergeant Officer ARS SERVICE (3%) Sergeant Officer ARS SERVICE ompounded) Sergeant Officer ARS SERVICE ompounded) Sergeant Sergeant Officer	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	2,286.10 2.1982 4,572.19 3.0188 6,279.14	2,399.18 2.3069 4,798.36 3.1682	2,520.61 2.4237 5,041.22 3.3285	2,646.37 2.5446 5,292.75 3.4946	2,779 1.09 2,282 2.67 5,558 2.19 4,565 3.66 7,633 3.01
Officer ARS SERVICE (3%) Sergeant Officer ARS SERVICE ompounded) Sergeant Officer ARS SERVICE ompounded) Sergeant Sergeant	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	2,286.10 2.1982 4,572.19 3.0188 6,279.14	2,399.18 2.3069 4,798.36 3.1682	2,520.61 2.4237 5,041.22 3.3285	2,646.37 2.5446 5,292.75 3.4946	2,779 1.09 2,282 2.67 5,558 2.19 4,565 3.66 7,633 3.01
ARS SERVICE (3%) Sergeant Officer ARS SERVICE compounded) Sergeant Officer ARS SERVICE compounded) Sergeant Sergeant	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	3.0188 6,279.14	4,798.36 3.1682	3.3285	5,292.75	2,282 2.67 5,558 2.19 4,565 3.66 7,633 3.01
Sergeant Officer ARS SERVICE ompounded) Sergeant Officer ARS SERVICE ompounded) Sergeant	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	3.0188 6,279.14	4,798.36 3.1682	3.3285	5,292.75	5,558 2.19 4,565 3.66 7,633 3.01
Sergeant Officer ARS SERVICE ompounded) Sergeant Officer ARS SERVICE ompounded) Sergeant	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	3.0188 6,279.14	4,798.36 3.1682	3.3285	5,292.75	5,558 2.19 4,565 3.66 7,633 3.0°
Officer ARS SERVICE ompounded) Sergeant Officer ARS SERVICE ompounded) Sergeant	HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL HOURLY ANNUAL	3.0188 6,279.14	4,798.36 3.1682	3.3285	5,292.75	5,558 2.19 4,565 3.66 7,633 3.0°
ARS SERVICE compounded) Sergeant Officer ARS SERVICE compounded) Sergeant	HOURLY ANNUAL HOURLY ANNUAL	6,279.14				3.66 7,633 3.0°
Ompounded) Sergeant Officer ARS SERVICE Ompounded) Sergeant	ANNUAL HOURLY ANNUAL HOURLY	6,279.14				7,633 3.0 ²
Ompounded) Sergeant Officer ARS SERVICE Ompounded) Sergeant	ANNUAL HOURLY ANNUAL HOURLY	6,279.14				7,633 3.0
Officer ARS SERVICE ompounded) Sergeant	ANNUAL HOURLY ANNUAL HOURLY	6,279.14				7,633 3.0
ARS SERVICE ompounded) Sergeant	HOURLY	3,9245				
ompounded) Sergeant		3.9245				
ompounded) Sergeant		3.9245				
Sergeant		3.9245				
Officer		8,162.88	4.1186 8,566.68	4.3270 9,000.25	4.5429 9,449.31	4.7 ⁻ 9,923
Officer	HOURLY ANNUAL					3.9 ⁻ 8,150
ay-in-Lieu Pay Sec. 16. Holidays)						
Sergeant	HOURLY ANNUAL	4.7423 9,863.93	4.9769 10,351.88	5.2288 10,875.80	5.4896 11,418.44	5.70 11,991
Officer	HOURLY ANNUAL	3.8946 8,100.72	4.0904 8,508.06	4.2939 8,931.23	4.5105 9,381.75	4.73 9,849
ced POST Certificate (4%)						
Sergeant	HOURLY ANNUAL	2.7412 5,701.70	2.8768 5,983.74	3.0224 6,286.59	3.1732 6,600.26	3.33 6,931
Police Officer	HOURLY ANNUAL	2.2512 4.682.50	2.3644 4.917.95	2.4820 5.162.56	2.6072 5.422.98	2.73 5,693
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<u> </u>		0.4005	2 5000	0.7700	2.0005	4.44
•	ANNUAL	7,127.12	7,479.68	7,858.24	8,250.32	4.10 8,664
Officer	HOURLY ANNUAL	2.8140 5,853.12	2.9555 6,147.44	3.1025 6,453.20	3.2590 6,778.72	3.42 7,116
r's Degree (6%)						
Sergeant	HOURLY ANNUAL	4.1118 8,552.54	4.3152 8,975.62	4.5336 9,429.89	4.7598 9,900.38	4.99 10,397
Police Officer	HOURLY ANNUAL	3.3768 7,023.74	3.5466 7,376.93	3.7230 7,743.84	3.9108 8,134.46	4.10 8,540
C	ped POST Certificate (4%) Sergeant Officer Or's Degree (5%) Sergeant Officer s Degree (6%) Sergeant	Officer HOURLY ANNUAL Red POST Certificate (4%) Sergeant HOURLY ANNUAL Officer HOURLY ANNUAL Officer HOURLY ANNUAL Officer HOURLY ANNUAL Officer HOURLY ANNUAL S Degree (6%) Sergeant HOURLY ANNUAL Officer HOURLY ANNUAL Officer HOURLY ANNUAL Officer HOURLY ANNUAL	### Difficer HOURLY 3.8946 ### ANNUAL 8,100.72 Fixed POST Certificate (4%) HOURLY 2.7412 ANNUAL 5,701.70 Fixed Post	Officer Hourly 3.8946 4.0904 ANNUAL 8,100.72 8,508.06 Red POST Certificate (4%) Sergeant Hourly 2.7412 2.8768 ANNUAL 5,701.70 5,983.74 Officer Hourly 2.2512 2.3644 ANNUAL 4,682.50 4,917.95 Or's Degree (5%) Sergeant Hourly 3.4265 3.5960 ANNUAL 7,127.12 7,479.68 Officer Hourly 2.8140 2.9555 ANNUAL 5,853.12 6,147.44 S Degree (6%) Sergeant Hourly 4.1118 4.3152 ANNUAL 8,552.54 8,975.62 Officer Hourly 3.3768 3.5466 ANNUAL 7,023.74 7,376.93	Difficer HOURLY 3.8946 4.0904 4.2939 ANNUAL 8,100.72 8,508.06 8,931.23 Red POST Certificate (4%) Sergeant HOURLY 2.7412 2.8768 3.0224 ANNUAL 5,701.70 5,983.74 6,286.59 Difficer HOURLY 2.2512 2.3644 2.4820 ANNUAL 4,682.50 4,917.95 5,162.56 DIFFICER HOURLY 3.4265 3.5960 3.7780 ANNUAL 7,127.12 7,479.68 7,858.24 Difficer HOURLY 2.8140 2.9555 3.1025 ANNUAL 5,853.12 6,147.44 6,453.20 Sergeant HOURLY 4.1118 4.3152 4.5336 ANNUAL 8,552.54 8,975.62 9,429.89 Difficer HOURLY 3.3768 3.5466 3.7230	Officer HOURLY 3.8946 4.0904 4.2939 4.5105 ANNUAL 8,100.72 8,508.06 8,931.23 9,381.75 Bed POST Certificate (4%) Sergeant HOURLY 2.7412 2.8768 3.0224 3.1732 ANNUAL 5,701.70 5,983.74 6,286.59 6,600.26 Officer HOURLY 2.2512 2.3644 2.4820 2.6072 ANNUAL 4,682.50 4,917.95 5,162.56 5,422.98 Or's Degree (5%) Sergeant HOURLY 3.4265 3.5960 3.7780 3.9665 ANNUAL 7,127.12 7,479.68 7,858.24 8,250.32 Officer HOURLY 2.8140 2.9555 3.1025 3.2590 ANNUAL 5,853.12 6,147.44 6,453.20 6,778.72 S Degree (6%) Sergeant HOURLY 4.1118 4.3152 4.5336 4.7598 ANNUAL 8,552.54 8,975.62 9,429.89 9,900.38 Officer HOURLY 3.3768 3.5466 3.7230 3.9108

State or Federal Minimum Wage rates)