

CITY OF ALAMEDA
ALAMEDA POLICE OFFICERS ASSOCIATION
EFFECTIVE JANUARY 10, 2016

CODE	CLASSIFICATION	HOURLY					
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
4030	Police Sergeant	52.15	54.76	57.50	60.37	63.39	
4040	Police Officer	42.85	44.99	47.24	49.60	52.08	
		ANNUAL					
	Police Sergeant	108,472.00	113,900.80	119,600.00	125,569.60	131,851.20	
	Police Officer	89,128.00	93,579.20	98,259.20	103,168.00	108,326.40	
Retention Pay <i>(MOU Sec 11.9)</i>	10 YEARS SERVICE (3%)						
	Police Sergeant	HOURLY	1.56	1.64	1.73	1.81	1.90
		ANNUAL	3,244.80	3,411.20	3,598.40	3,764.80	3,952.00
	Police Officer	HOURLY					1.56
		ANNUAL					3,244.80
	OR						
	15 YEARS SERVICE <i>(3% plus 4%, compounded)</i>						
	Police Sergeant	HOURLY	3.71	3.90	4.10	4.30	4.51
		ANNUAL	7,716.80	8,112.00	8,528.00	8,944.00	9,380.80
	Police Officer	HOURLY					3.71
		ANNUAL					7,716.80
	OR						
20 YEARS SERVICE <i>(3% plus 4%, plus 5%, compounded)</i>							
Police Sergeant	HOURLY	6.50	6.83	7.18	7.53	7.91	
	ANNUAL	13,520.00	14,206.40	14,934.40	15,662.40	16,452.80	
Police Officer	HOURLY					6.50	
	ANNUAL					13,520.00	
Holiday-in-Lieu Pay <i>(MOU Sec. 16. Holidays)</i>	Police Sergeant						
		HOURLY	3.61	3.79	3.98	4.18	4.39
		ANNUAL	7,508.80	7,883.20	8,278.40	8,694.40	9,131.20
	Police Officer						
		HOURLY	2.97	3.12	3.27	3.43	3.61
		ANNUAL	6,177.60	6,489.60	6,801.60	7,134.40	7,508.80
Holiday-in-Lieu Pay for Retention Pay <i>(MOU Sec. 11.9 & Sec. 16)</i>	10 YEARS SERVICE (3%)						
	Police Sergeant	HOURLY	0.11	0.11	0.12	0.13	0.13
		ANNUAL	228.80	228.80	249.60	270.40	270.40
	Police Officer	HOURLY					0.11
		ANNUAL					228.80
	OR						
	15 YEARS SERVICE <i>(3% plus 4%, compounded)</i>						
	Police Sergeant	HOURLY	0.26	0.27	0.28	0.30	0.31
		ANNUAL	540.80	561.60	582.40	624.00	644.80
	Police Officer	HOURLY					0.26
		ANNUAL					540.80
	OR						
20 YEARS SERVICE <i>(3% plus 4%, plus 5%, compounded)</i>							
Police Sergeant	HOURLY	0.45	0.47	0.50	0.52	0.55	
	ANNUAL	936.00	977.60	1,040.00	1,081.60	1,144.00	
Police Officer	HOURLY					0.45	
	ANNUAL					936.00	
Educational Reimbursement & Educational Incentive <i>(MOU Sec. 11.11) effective 6/30/2013</i>	Advanced POST Certificate (4%)						
	Police Sergeant	HOURLY	2.09	2.19	2.30	2.41	2.54
		ANNUAL	4,347.20	4,555.20	4,784.00	5,012.80	5,283.20
	Police Officer	HOURLY	1.71	1.80	1.89	1.98	2.08
		ANNUAL	3,556.80	3,744.00	3,931.20	4,118.40	4,326.40
	OR						
	Bachelor's degree after 3 Years Service <i>(5%)</i>						
	Police Sergeant	HOURLY	2.61	2.74	2.88	3.02	3.17
		ANNUAL	5,428.80	5,699.20	5,990.40	6,281.60	6,593.60
	Police Officer	HOURLY				2.48	2.60
		ANNUAL				5,158.40	5,408.00
	OR						
Master's degree after 5 Years Service <i>(6%)</i>							
Police Sergeant	HOURLY	3.13	3.29	3.45	3.62	3.80	
	ANNUAL	6,510.40	6,843.20	7,176.00	7,529.60	7,904.00	
Police Officer	HOURLY					3.12	
	ANNUAL					6,489.60	
Canine Assignment Pay effective 1-1-2016 FOR ALL CLASSIFICATIONS AND STEPS <i>(MOU Sec 26.11)</i> <i>(subject to change according to the higher of State or Federal Minimum Wage rates)</i>				10.00/hour 15.00/hour overtime rate 5 hours/week 3,900/year			