

**CITY OF ALAMEDA
ALAMEDA POLICE MANAGERS ASSOCIATION
EFFECTIVE JANUARY 2, 2022**

CODE	CLASSIFICATION	STEP 1	STEP 2	ANNUAL STEP 3	STEP 4	STEP 5
4010	Police Captain	186,774	196,112	205,917	216,214	227,023
4020	Police Lieutenant	161,561	169,639	178,121	187,026	196,378

Retention Pay (MOU Sec 11.3)	10 YEARS SERVICE (3%)					
	Police Captain	6,023.4615	6,324.6120	6,640.8233	6,972.9015	7,321.4918
	Police Lieutenant	5,210.3423	5,470.8578	5,744.4023	6,031.5885	6,333.1905
	AND					
	15 YEARS SERVICE (Additional 4%)					
	Police Captain	8,272.2205	8,685.8005	9,120.0639	9,576.1181	10,054.8487
	Police Lieutenant	7,155.5367	7,513.3113	7,888.9791	8,283.3815	8,697.5816
	AND					
	20 YEARS SERVICE (Additional 5%)					
	Police Captain	10,753.8866	11,291.5400	11,856.0800	12,448.9500	13,071.3000
	Police Lieutenant	9,302.1977	9,767.3047	10,255.6728	10,768.3960	11,306.8561

	Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)					
	Police Captain	14,008.0500	14,708.4000	15,443.7750	16,216.0500	17,026.7250
	Police Lieutenant	12,117.0750	12,722.9250	13,359.0750	14,026.9500	14,728.3500

	Management Incentive Pay (MOU Sec. 11.1)					
	Police Captain	8,498.2170	8,923.0960	9,369.2235	9,837.7370	10,329.5465
	Police Lieutenant	7,351.0255	7,718.5745	8,104.5055	8,509.6830	8,935.1990