

**CITY OF ALAMEDA  
ALAMEDA POLICE OFFICERS ASSOCIATION  
EFFECTIVE JULY 13, 2025**

CODE	CLASSIFICATION	HOURLY						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
4030	Police Sergeant	76.14	79.90	83.95	88.14	92.56		
4040	Police Officer	56.84	59.70	62.67	65.83	69.11	72.57	76.19
		ANNUAL						
	Police Sergeant	158,371.20	166,192.00	174,616.00	183,331.20	192,524.80		
	Police Officer	118,227.20	124,176.00	130,353.60	136,926.40	143,748.80	150,945.60	158,475.20
Retention Pay (calculated on Base Pay and Holiday-in-Lieu) (MOU Sec 11.9) Pays after the 10 year level stack	5 YEARS SERVICE (1.5%)							
	Police Sergeant	HOURLY	1.2211	1.2814	1.3464	1.4136	1.4845	
		ANNUAL	2,539.96	2,665.39	2,800.49	2,940.27	3,087.71	
	Police Officer	HOURLY				1.1084	1.1639	1.2219
		ANNUAL				2,305.44	2,420.87	2,541.63
	OR							
	10 YEARS SERVICE (3%)							
	Police Sergeant	HOURLY	2.4423	2.5629	2.6928	2.8272	2.9690	
		ANNUAL	5,079.91	5,330.77	5,600.98	5,880.53	6,175.43	
	Police Officer	HOURLY				2.2168	2.3278	2.4439
		ANNUAL				4,610.89	4,841.73	5,083.25
	AND							
	15 YEARS SERVICE (4% compounded)							
	Police Sergeant	HOURLY	3.3540	3.5197	3.6981	3.8827	4.0774	
		ANNUAL	6,976.42	7,320.93	7,692.02	8,075.93	8,480.92	
	Police Officer	HOURLY				3.0444	3.1968	3.3562
		ANNUAL				6,332.28	6,649.31	6,981.00
	AND							
	20 YEARS SERVICE (5% compounded)							
	Police Sergeant	HOURLY	4.3603	4.5756	4.8075	5.0475	5.3006	
		ANNUAL	9,069.34	9,517.21	9,999.62	10,498.71	11,025.19	
	Police Officer	HOURLY				3.9577	4.1558	4.3631
		ANNUAL				8,231.97	8,644.10	9,075.30
		Holiday-in-Lieu Pay (MOU Sec. 16. Holidays)						
	Police Sergeant	HOURLY	5.2689	5.5291	5.8093	6.0993	6.4052	
		ANNUAL	10,959.29	11,500.49	12,083.43	12,686.52	13,322.72	
	Police Officer	HOURLY	3.9333	4.1312	4.3368	4.5554	4.7824	5.0218
		ANNUAL	8,181.32	8,592.98	9,020.47	9,475.31	9,947.42	10,445.44
Educational Reimbursement & Educational Incentive (MOU Sec. 11.11) effective 6/30/2013	Advanced POST Certificate (4%+ \$1,000/YR)							
	Police Sergeant	HOURLY	3.5264	3.6768	3.8388	4.0064	4.1832	
		ANNUAL	7,334.85	7,647.68	7,984.64	8,333.25	8,700.99	
	Police Officer	HOURLY	2.7544	2.8688	2.9876	3.1140	3.2452	3.3836
		ANNUAL	5,729.09	5,967.04	6,214.14	6,477.06	6,749.95	7,037.82
	OR							
	Bachelor's Degree (6%)							
	Police Sergeant	HOURLY	4.5684	4.7940	5.0370	5.2884	5.5536	
		ANNUAL	9,502.27	9,971.52	10,476.96	10,999.87	11,551.49	
	Police Officer	HOURLY	3.4104	3.5820	3.7602	3.9498	4.1466	4.3542
		ANNUAL	7,093.63	7,450.56	7,821.22	8,215.58	8,624.93	9,056.74
	OR							
	Master's Degree (7%)							
	Police Sergeant	HOURLY	5.3298	5.5930	5.8765	6.1698	6.4792	
		ANNUAL	11,085.98	11,633.44	12,223.12	12,833.18	13,476.74	
	Police Officer	HOURLY	3.9788	4.1790	4.3869	4.6081	4.8377	5.0799
		ANNUAL	8,275.90	8,692.32	9,124.75	9,584.85	10,062.42	10,566.19
		Canine Assignment Pay FOR ALL CLASSIFICATIONS AND STEPS (MOU Sec 26.11) (subject to change according to the higher of State or Federal Minimum Wage rates)						
		16.50/hour 24.75/hour overtime rate 5 hours/week 6,435/year						

Last modified by NCW on 06/04/2025