



**Alameda Police Officers Association – 501(c)(5) Labor Association  
Memorandum of Agreement with the City of Alameda (through June 30, 2025)**

Wages (as of 1/1/23)

	Step 1	Step 2	Step 3	Step 4	Step 5
Wages	\$110,344.00	\$115,897.60	\$121,659.20	\$127,795.20	\$134,160.00
Holiday-in-Lieu	\$7,635.80	\$8,020.11	\$8,418.82	\$8,843.43	\$9,283.87
Uniform Allowance	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
Equipment Pay	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Advanced POST	\$4,413.76	\$4,635.90	\$4,866.37	\$5,111.81	\$5,366.40
Bachelor’s Degree	\$1,103.44	\$1,158.98	\$1,216.59	\$1,277.95	\$1,341.60
Master’s Degree	\$1,103.44	\$1,158.98	\$1,216.59	\$1,277.95	\$1,341.60
Retention Pay (5 years)	-not eligible-	-not eligible-	-not eligible-	-not eligible-	\$2,151.66
Retention Pay (10 years)	-not eligible-	-not eligible-	-not eligible-	-not eligible-	\$2,151.66
Retention Pay (15 years)	-not eligible-	-not eligible-	-not eligible-	-not eligible-	\$5,909.89
Retention Pay (20 years)	-not eligible-	-not eligible-	-not eligible-	-not eligible-	\$7,682.85
<b>TOTAL</b>	<b>\$126,700.44</b>	<b>\$132,971.57</b>	<b>\$139,477.57</b>	<b>\$146,406.34</b>	<b>\$171,489.53</b>

- Scheduled Raises
  - o July 2023: 3.0%
  - o July 2024: 3.0%

Other Pay

- Hiring Incentive (*limited time – terms apply*)
  - o \$25,000 upon completion of California POST police academy
  - o \$50,000 upon completion of the Field Training Program
- Holiday Pay
  - o Additional 6.925% of Base Pay
  - o Floating Holiday: 10 hours (payout option available)
- Uniform Pay
  - o \$2,000 (allowance) + \$100 (equipment) per year
- Education Incentive (*highest payout option only – benefits cannot be stacked*)
  - o Intermediate POST Certificate: \$1,000 bonus
  - o Advanced POST Certificate: 4% of Base Pay
  - o Bachelor’s Degree: 5% of Base Pay
  - o Master’s Degree: 6% of Base Pay
- Retention Pay
  - o At 5 Years, 1.5% of Base Pay
  - o At 10 years, 3% of Base Pay
  - o At 15 years, 3% + 4% (compounded) of Base Pay
  - o At 20 years, 3% + 4% + 5% (compounded) of Base Pay
- Bilingual Pay: \$1,200.00 per year
- Court Overtime
  - o Minimum 2 hours (equivalent: 3 hours) if contiguous with the start/end of shift
  - o Minimum 6 hours (equivalent: 9 hours) if not contiguous with the start/end of shift
- FTO Pay: \$95 per day (while training) + 1 hour (minimum) of overtime

**Benefits**

- Pension
  - o 3% @ 50 for CalPERS - Classic members
    - Employee contribution: 15%
    - Retirement calculation: single highest 12 months of pay
  - o 2.7% @ 57 for CalPERS - PEPRA members (hired after January 2013)
    - Employee contribution: 50% of normal cost
    - Retirement calculation: average of highest 36 months of pay
- Vacation Accrual

Year 0 to Year 2	80 hours
Year 2 to Year 3	88 hours
Year 3 to Year 4	96 hours
Year 4 to Year 5	104 hours
Year 5 to Year 6	144 hours
Year 6 to Year 7	152 hours

Year 7 to Year 8	160 hours
Year 8 to Year 9	168 hours
Year 9 to Year 10	176 hours
Year 10 to Year 12	184 hours
Year 12 to Year 14	192 hours
Year 14 to Year 15	200 hours

Year 15 to Year 16	208 hours
Year 16 to Year 17	216 hours
Year 17 to Year 18	232 hours
Year 18 to Year 20	248 hours
Year 20 to Year 23	264 hours
Year 23+	280 hours

- Active Employee Health Care Benefits

Allowance (per month)	
1-Party	\$1,311.56
2-Party	\$2,233.58
3+ Party	\$2,786.79
Cash	\$230.00

Health Care Cost (per month)			
	1-Party	2-Party	3+ Party
PORAC	\$825.00	\$1,875.00	\$2,300.00
PERS Gold	\$914.82	\$1,829.64	\$2,378.53
Kaiser Permanente	\$1,021.41	\$2,042.82	\$2,655.67
Blue Shield Access+ HMO	\$1,076.84	\$2,153.68	\$2,799.78
United Healthcare	\$1,091.13	\$2,182.26	\$2,836.94
Anthem Blue Select	\$1,138.86	\$2,277.72	\$2,916.04
PERS Platinum	\$1,314.27	\$2,628.54	\$3,417.10
Anthem Blue Traditional	\$1,339.70	\$2,679.40	\$3,483.22

Green = no out-of-pocket cost to employee

- Active Employee Dental Benefits
  - o City pays 100% for employee, spouse, and children up to 25 years old
  - o 90% cost coverage, 50% orthodontist cost coverage
- Active Employee Vision Benefits
  - o City pays 50% of premium
- Retiree Health Care and Dental Benefits
  - o 1-party fully paid benefits (10 year vesting period)
    - Employee contribution: 2% of Step 5 Officer Base Pay (\$2,683.20/year)
- Sick Leave: 8 hours per month
- Life Insurance: \$50,000.00
- Fitness Incentive: 10 hours of leave
- Sick Leave Incentive (for not using sick days during previous year): 20 hours of leave
- Bereavement: 40 hours for spouse/parent/child, 24 hours for all other immediate family

## Lateral Incentives

- Hiring Incentive (*limited time – terms apply*)
  - o \$25,000 upon completion of California POST police academy
  - o \$50,000 upon completion of the Field Training Program
- 3% @ 50 CalPERS - Classic Members
- Reduced probationary period of 12 months (*must have minimum 2 years of LE experience*)
- Advanced salary step to meet or reasonably exceed current compensation
- Vacation accrual rate commensurate with years of service as a peace officer
- Additional 80 hours of vacation upon completion of 12 months of service for (*minimum 5 years of experience*)
- Year-for-year service credits (*up to 10 years*) to become eligible for Retention Pay
- 48 hours of sick leave upon hire (*in advance of regular accrual of 96 hours per year*)