

**MEMORANDUM OF UNDERSTANDING**  
**TORRANCE POLICE OFFICERS ASSOCIATION**  
**(TPOA)**

**AMENDMENT #1**

**A MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS,  
WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY  
THE TORRANCE POLICE OFFICERS ASSOCIATION (TPOA)**

An Agreement of the undersigned representatives of the Torrance Police Officers Association (TPOA) and the representatives of the City of Torrance (City) that:

The attached Resolution is recommended to the City Council for adoption in its entirety. It extends the terms and conditions covering wages, hours, and working conditions originally set forth in Resolution 2024-08, the Memorandum of Understanding (MOU) between the City and TPOA.

This extension shall apply to the period beginning July 13, 2025 through December 31, 2026. The extension is the result of mutual agreement between the undersigned parties and continues the provisions of the existing MOU unless otherwise amended in the attached Resolution.

The parties affirm that this extension reflects their shared commitment to maintaining a productive working relationship and providing consistent, equitable employment terms for represented employees.

Signed this 8<sup>th</sup> day July 2025.

Management

TPOA

/s/ Robert Dunn

/s/ Marc Sandoval

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/s/ Jamie Le

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**RESOLUTION NO. 2025-43**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE, CALIFORNIA, AMENDING RESOLUTION NO. 2024-08 SETTING FORTH HOURS, WAGES, AND WORKING CONDITIONS FOR TORRANCE POLICE OFFICERS ASSOCIATION (TPOA)**

**2025 - 2026**

**AMENDMENT #1**

**SECTION I**

The City Council of the City of Torrance does hereby resolve as follows effective July 13, 2025:

Section 2.1 titled "Pay Ranges and Class Titles" of Article 2 titled "Wage Provisions" is amended to add Subsection D in its entirety as follows:

"D. Effective July 13, 2025

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Officer	1	47.48	3,798.40	8,229.87	98,758.40
Police Officer	2	49.85	3,988.00	8,640.67	103,688.00
Police Officer	3	52.34	4,187.20	9,072.27	108,867.20
Police Officer	4	55.61	4,448.80	9,639.07	115,668.80
Police Officer	5	57.00	4,560.00	9,880.00	118,560.00
Police Officer	6	58.43	4,674.40	10,127.87	121,534.40
Police Officer	7	59.89	4,791.20	10,380.93	124,571.20
Police Officer	8	61.39	4,911.20	10,640.93	127,691.20
Police Officer	9	62.92	5,033.60	10,906.13	130,873.60
Police Officer	10	64.49	5,159.20	11,178.27	134,139.20

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Sergeant	1	69.33	5,546.40	12,017.20	144,206.40
Police Sergeant	2	71.06	5,684.80	12,317.07	147,804.80
Police Sergeant	3	72.84	5,827.20	12,625.60	151,507.20
Police Sergeant	4	74.66	5,972.80	12,941.07	155,292.80
Police Sergeant	5	76.90	6,152.00	13,329.33	159,952.00
Police Sergeant	6	79.21	6,336.80	13,729.73	164,756.80

Subsection D titled "Rate of Pay on Promotion" of Section 2.2 titled "Base Pay Range" of Article 2 titled "Wage Provisions" is amended in its entirety as follows:

"D Rate of Pay on Promotion:

Whenever an employee covered by this agreement is promoted, the employee shall be placed at the lowest step of the position promoted into, which will result in either:

- 1) The employee receiving a pay increase of 5% (including base pay, any assigned premiums as a Police Officer, education incentive pay, and 25-year premium), or;

- 2) The employee receiving a pay increase has their base pay set appropriately to ensure a 5% total pay differential from any potential subordinate's total pay rate, whichever is higher.
  - a. For the purposes of the above calculation (Section 2.2.D.2), a supervisor and subordinate's total pay rate shall include only base pay and any premium assigned in Section 3.1.B and Section 4.1, the calculation shall not include premiums included in Section 4.2 (Education Incentive) and Section 4.3 (Bilingual pay)."

Section 3.2 titled "Compensation of Supervisors" is deleted in its entirety and amended to read as follows:

**"SECTION 3.2 COMPENSATION FOR SUPERVISORS**

All Police Sergeants covered by this Agreement shall have their base pay set appropriately to ensure a 5% total pay differential from any potential subordinate's total pay rate. For the purposes of this calculation, a supervisor and subordinate's total pay rate shall include only base pay and any premium assigned in Section 3.1.B and Section 4.1. Further, the calculation shall not include premiums included in Section 4.2 (Education Incentive) and Section 4.3 (Bilingual pay)."

Section 4.1 titled "Assignments – Descriptions and Details of Premiums" is deleted in its entirety and amended to read as follows:

**"SECTION 4.1 ASSIGNMENTS - DESCRIPTION AND DETAILS OF PREMIUMS**

Premiums requiring licenses/certificates will be assigned on the following pay period after it was earned. Below is a summary of the premiums, with detailed explanations following this table:

<u>Assignment</u>	<u>Compensation</u>
DUI Enforcement	3.5% of base pay
K-9	3.5% of base pay
Motorcycle Patrol Premium	10% of base pay
Field Training Officer	7% of base pay
Investigative Assignment	5% of base pay
Community Relations Officer	5% of base pay
Range Master	5% of base pay
POST Certified Commercial Enforcement	3.5% of base pay
Communication Officer in Charge	5% of base pay
Master Field Training Officer	15% of base pay
Public Safety Dispatch Training Officer	5% of base pay (timecard; per hour worked)
Police Sergeants' Supervisory Incentive Pay	3% of base pay (effective upon July 13, 2025)
Gang Detail	5% of base pay
Torrance Mental Evaluation Team (TMET)	5% of base pay
Technology Officer	5% of base pay

A) K-9 Officers shall receive:

- 1) Employees in the classification of Police Officer shall receive a premium of 3.5% of base pay per month prorated on an hourly basis while so assigned.
- 2) Per deployment period, four hours overtime, at the rate of 1½ times the employee's regular hourly rate, for routine care and maintenance of the assigned K-9.
- 3) Three hours per week of one-on-one obedience training in conjunction with scheduled weekly K-9 training day, subject to immediate response upon Watch Commander call.

B) Motorcycle Patrol Premium

Employees in the classification of Police Officer or Police Sergeant who is routinely and consistently assigned to a 2-wheel motorcycle patrol duty shall receive a premium of 10% of base pay while so assigned.

C) Field Training Officer (FTO) Assignment

1) Qualifications:

- a) Three years as a Torrance Police Officer or two years' experience as a Torrance Police Officer and one year of patrol experience at a prior police agency.
- b) Be selected by Standing Patrol Committee and approved by the Commander of the Patrol Bureau.
- c) Former (per POST) FTO - Should the existing list be exhausted and there is an immediate need to add an FTO to the Committee, the Standing Patrol Committee, subject to the approval of the Patrol Bureau Commander, may select a qualified officer to temporarily fill the position. Concurrently, a test to establish a new list will be scheduled. The new list will be promulgated within 45 days of the temporary appointment. Until such time that a test is given, the temporary FTO shall receive FTO compensation. Upon promulgation of a new list, the temporary FTO(s) shall be removed and a replacement selected from the list.

2) Additional Duties of Field Training Officer:

- a) Training of probationary Police Officers.
- b) Active participation on the Patrol Committee.

3) Maintaining Status:

FTOs will receive the additional FTO pay only while assigned to either of the duty assignments indicated.

- a) Employees in the classification of Police Officer who have prior FTO experience or who have already attended the approved FTO school may, with the concurrence of the Standing Patrol Committee and the Patrol Bureau

Commander, be added to the end of the existing list, without having to take or retake the current FTO test.

Officers selected in this manner must take and pass the next test to remain a member of the Standing Patrol Committee.

D) 15% Master Field Training Officer (FTO) Pay Incentive Premium

- 1) Employees in the classification of Police Officer who have completed three (3) previous premium assignments shall be eligible to become a Master FTO.
- 2) Premium assignments must be completed at Torrance Police Department.
- 3) Assignments from former agencies will not count toward the Master FTO premium.
- 4) Master FTO Premium designated to a maximum of 6 officers at any given time.
  - a) Number of Master FTOs may be increased at the recommendation of the Police Chief with approval from the City Manager.
- 5) Employees who have worked the three (3) required assignments and/or who have at least five (5) years of FTO experience are eligible for the Master FTO position.

E) Investigator Premium Pay Assignment

- 1) Must be an investigative position working in the Special Operations Bureau, Community Affairs Division as a Community Lead Officer, Personnel Division as a Background Investigator or Patrol Division as a TMET Investigator.
- 2) Must be a Police Officer.

E) Communications Officer in Charge

An employee in the classification of Police Officer assigned as the Communication Officer in Charge is responsible to oversee, manage, and assist Police Officers and Public Safety Dispatchers in the performance of their duties and shall receive a premium of 5% of base pay while so assigned. Responsibilities may include providing supervision of the Communication Division's daily operations, triage calls for service, determination on the deployment of police resources, and offer specific sworn-officer expertise to critical police calls for service.

G) Range Master Premium

Employees in the classification of Police Officer who are routinely and consistently assigned to supervise the target range facilities, and all related activities shall receive 5% while so assigned.

H) Sergeants' Supervisory Incentive Pay

All Sergeants who supervise staff in an official police capacity shall qualify for 3% Incentive Pay

I) Technology Officer

Employees in the classification of Police Officer assigned this premium are responsible for supporting technology advancements in the department including body-worn cameras, MDCs, Automatic License Plate Readers, and other related items, which requires specialized knowledge to maintain and upgrade these various technologies. The Technology Officer is also responsible for creating debriefing videos for the department.

J) POST Certified Commercial Enforcement

Employees in the classification of Police Officer who complete POST Commercial Enforcement Certification to ensure compliance with laws and regulations governing commercial vehicles and their operators including conducting inspections, enforcing weight and size restrictions, investigating complaints, inspecting hazardous materials transport, monitoring driver and vehicle safety, and assisting with traffic control shall receive 3.5% while so assigned.

K) DUI Enforcement

Employees in the classification of Police Officer who are routinely and consistently assigned to enforce laws related to Driving Under the Influence (DUI) of alcohol or drugs shall receive 3.5% while so assigned.

Subsection "b" of subsection "2" of subsection G titled "Retiree Stipend" of section 6.3 titled "Retirement" of Article 6 titled "Benefits" is deleted in its entirety and amended to read as follows:

"b) The City will contribute annually the 2.5% cost factor for retiree health. Effective July 1, 2025 the City will contribute 3% in addition to the amounts provided in sections 1(b) and 2(a) above. The annual amount payable will increase by the same base pay percentage increase for unit employees. For the term of this contract, the annual amount payable is:

- July 1, 2024: \$1,120,381
- July 1, 2025: \$1,511,262
- July 1, 2026: \$1,511,262

This annual contribution will be divided equally by TPOA among qualified retirees (not surviving spouses with one exception per Note 1 below) receiving the quarterly stipend in July of each year and paid as an annual payment by TPOA with the July quarterly payment. This annual payment will be made by TPOA in the same manner the quarterly stipend payments are made.

Qualified retirees are defined to be retirees with 20 years of service as a sworn safety officer with the City of Torrance and who has reached age 50 in the 12 months prior to July 1 distribution until he or she passes away in the 12 months prior to July 1 distribution.

The additional .5% added to the Stipend in 2009 (which is funded by current employees giving up a .5% salary increase) is intended to cover the cost of making the benefit a lifetime benefit and to expand the pool of eligible retirees in the future. Accordingly, retirees who retire after February 24, 2009, with 15 years of service as a sworn safety officer with the City of Torrance and who has reached age 50 in the 12 months prior to July 1 distribution shall receive 75% of what the retirees that have 20 years of service receive, until he or she passes away in the 12 months prior to July 1 distribution.

*Note 1:* In the event of the death of the qualified retiree within the 12 months prior to July 1 distribution, the surviving spouse shall receive the July 1 distribution for that year."

EXHIBIT 5 titled "Career Development Policy" is added in its entirety to read as follows:

### "CAREER DEVELOPMENT POLICY"

Both the City and TPOA confirm their mutual agreement on the content and intent of the Career Development Policy and collaboration components outlined below. The Career Development Policy shall be implemented upon confirmation that the assignment "stacking" premiums are acceptable to PERS.

#### **1. Incentives and Premiums**

Premiums shall be applied to base pay.

a. Effective July 13, 2025

i. 15% Master Field Training Officer (FTO) Pay Incentive Premium

1. Any officer who has completed three (3) previous premium assignments shall be eligible to become a Master FTO.
2. Premium assignments must be completed at Torrance Police Department.
  - a. Assignments from former agencies will not count toward the Master FTO premium.
3. FTO Premium designated to a maximum of 6 officers at any given time.
  - a. Number of Master FTOs may be increased at the recommendation of the Police Chief with approval from the City Manager.
4. Officers who have worked the three (3) required assignments and/or who have at least five (5) years of FTO experience are eligible for the Master FTO position.

ii. Supervisory Incentive - 3% premium

iii. 9% Special Assignment Pay Incentive ("stacking"), subject to PERS approval.

1. Implementation shall be contingent upon two conditions

- a. Confirmation that the assignment "stacking" premiums are accepted by PERS as pensionable compensation; and

- b. Mutual agreement by the TPOA, the City, and the department on the specific framework language governing the policy's inception and implementation.
2. Employees who successfully complete a designated rotational assignment shall be eligible to receive a premium of up to nine percent (9%) of their base salary.
3. If the employee is in an assignment that provides a premium greater than 9%, the employee shall receive the higher assignment-based premium for the duration of that assignment.
4. Upon transfer out of the higher-premium assignment the employee shall revert to receiving the up-to-9% post-rotational premium, provided all other eligibility criteria are met.
5. Premium eligibility and amounts are subject to applicable organizational policies and CalPERS approval.
6. The following assignments will be added to eligible special pays:
  - a. DUI
  - b. Commercial Enforcement"

EXHIBIT 6 titled "Quarterly Roundtable Meetings" is added in entirety to read as follows:

**"QUARTERLY ROUNDTABLE MEETINGS"**

**1. PURPOSE**

The purpose is to formally establish a standing commitment by Management and TPOA to engage in regular dialogue and cooperative engagement through Quarterly Roundtable Meetings.

**2. MEETING PARTICIPANTS**

The following individuals or their designees shall participate in the Quarterly Roundtable Meetings:

- TPOA Leadership
- Chief of Police
- City Manager

**3. MEETING FREQUENCY**

The Parties agree to hold one meeting per calendar quarter, with dates mutually determined in advance.

**4. MEETING OBJECTIVES**

The focus of each meeting will include, but is not limited to:

- Operational collaboration and strategy
- Updates on Department of Justice (DOJ) compliance initiatives
- Personnel development, career growth, and training opportunities
- Enhancing internal communication and transparency between leadership and membership"

**SECTION II SEVERABILITY**

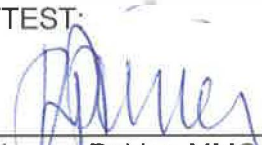
If any section, subsection, sentence, clause, or phrase of this resolution is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of the resolution. The City Council hereby declares that it would have passed this resolution and each section, subsection, sentence, clause, or phrase thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses, or phrases be declared invalid or unconstitutional.

**INTRODUCED, APPROVED, and ADOPTED** this 8<sup>th</sup> day of July 2025.

  
\_\_\_\_\_  
Mayor George K. Chen

APPROVED AS TO FORM:  
PATRICK Q. SULLIVAN, City Attorney

by:   
\_\_\_\_\_  
Tatia Y. Strader, Assistant City Attorney

ATTEST:  
  
\_\_\_\_\_  
Rebecca Poirier, MMC, City Clerk


**TORRANCE CITY COUNCIL RESOLUTION NO. 2025-43**

STATE OF CALIFORNIA            )  
COUNTY OF LOS ANGELES    )    ss  
CITY OF TORRANCE             )

I, Rebecca Poirier, City Clerk of the City of Torrance, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Torrance at a regular meeting of said Council held on the 8<sup>th</sup> day of July 2025 by the following roll call vote:

AYES:            COUNCILMEMBERS        Gerson, Kaji, Kalani, Lewis, Mattucci, and Mayor Chen.  
NOES:            COUNCILMEMBERS        None.  
ABSTAIN:        COUNCILMEMBERS       None.  
ABSENT:         COUNCILMEMBERS        Sheikh.

Date:   
\_\_\_\_\_

  
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Rebecca Poirier, MMC  
City Clerk of the City of Torrance