

# PRESS RELEASE



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## Torrance Police Department Recruitment and Retention Incentive Pilot Program

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On July 16, 2024, the Torrance City Council unanimously approved a \$4.6 million Recruitment and Retention Pilot Program as part of their efforts to recruit and retain a high-quality workforce to continue to deliver critical public safety to the community and enhance service levels. This program will be the first of its kind in the entire nation and highlights City Council's commitment to public safety and quality of life within the City of Torrance.

The proposed recruitment and retention pilot program include a maximum bonus of up to:

- \$100,000 - Lateral Police Officers
- \$40,000 - New Police Officers
- \$40,000 - Lateral Public Safety Dispatchers
- \$10,000 - New Public Safety Dispatchers

In addition, the pilot program includes a maximum annual retention bonus for five years up to:

- \$15,000 – Sworn Staff (Up to \$75,000)
- \$10,000 – Professional Staff (Up to \$50,000)

Police Chief Jay Hart said, "I want to express my sincere appreciation to our Mayor and City Council for their unwavering support, as well as to our City Manager for their collaborative efforts. This investment in our people is a direct investment in the safety, well-being, and trust of our citizens. I am confident this will enhance our ability to deliver exceptional public safety services, foster stronger community relationships, and make a meaningful difference in the lives of those we serve."

Funding for this program will be provided by salary savings within the existing approved budget.

Lieutenant Michael Chance  
Professional Standards Division

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