

June 18, 2024

TO: Rebecca Poirier, City Clerk

FROM: Ian Dailey, Deputy City Manager

RE: **MANAGEMENT AND TORRANCE POLICE OFFICERS ASSOCIATION (TPOA)
LETTER OF AGREEMENT REGARDING LONGEVITY STEPS**

Management and Torrance Police Officers Association met and have reached agreement as noted on the attached document. Section 14.8.14 b of the Torrance Municipal Code reads:

"If agreement is reached by management and a recognized employee organization or recognized employee organizations, on matters subject to approval by the City Council, they shall jointly prepare written and signed memorandum of such understanding and present it to the City Council for determination. *If agreement is reached on matters not subject to approval by the City Council, those conferring shall jointly prepare a written and signed memorandum of such agreement which shall be filed with the City Clerk.*"

Pursuant to the last sentence of the above paragraph, the City Manager's Office is filing the attached agreement with your office.

Management

Torrance Police Officers Association

/s/ Jeremiah Hart

/s/ Marc Sandoval

/s/ Ian Dailey

/s/ Steven Masone

Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding
Longevity Steps

The Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding Longevity Steps reads as follows:

Article 2 entitled "Wage Provisions" subsection 2.1 entitled "Pay Ranges and Class Titles" is amended to read in its entirety:

"ARTICLE 2 WAGE PROVISIONS

SECTION 2.1 PAY RANGES AND CLASS TITLES

Effective January 1, 2015

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Officer	1	35.69	2,855.54	6,187.00	74,244.00
Police Officer	2	37.48	2,998.15	6,496.00	77,952.00
Police Officer	3	38.24	3,059.08	6,628.00	79,536.00
Police Officer	4	38.24	3,059.08	6,628.00	79,536.00
Police Officer	5	38.24	3,059.08	6,628.00	79,536.00
Police Officer	6	41.76	3,340.62	7,238.00	86,856.00
Police Officer	7	41.76	3,340.62	7,238.00	86,856.00
Police Officer	8	41.76	3,340.62	7,238.00	86,856.00
Police Officer	9	41.76	3,340.62	7,238.00	86,856.00
Police Officer	10	41.76	3,340.62	7,238.00	86,856.00
Police Officer	11	41.76	3,340.62	7,238.00	86,856.00
Police Officer	12	41.76	3,340.62	7,238.00	86,856.00
Police Officer	13	45.94	3,675.23	7,963.00	95,556.00
Police Officer	14	45.94	3,675.23	7,963.00	95,556.00
Police Officer	15	45.94	3,675.23	7,963.00	95,556.00
Police Officer	16	45.94	3,675.23	7,963.00	95,556.00
Police Officer	17	45.94	3,675.23	7,963.00	95,556.00
Police Officer	18	45.94	3,675.23	7,963.00	95,556.00
Police Officer	19	45.94	3,675.23	7,963.00	95,556.00
Police Officer	20	48.24	3,859.38	8,362.00	100,344.00

Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding
Longevity Steps

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Sergeant	1	50.03	4,002.00	8,671.00	104,052.00
Police Sergeant	2	50.03	4,002.00	8,671.00	104,052.00
Police Sergeant	3	50.03	4,002.00	8,671.00	104,052.00
Police Sergeant	4	50.03	4,002.00	8,671.00	104,052.00
Police Sergeant	5	50.03	4,002.00	8,671.00	104,052.00
Police Sergeant	6	50.03	4,002.00	8,671.00	104,052.00
Police Sergeant	7	50.03	4,002.00	8,671.00	104,052.00
Police Sergeant	8	52.02	4,161.69	9,017.00	108,204.00
Police Sergeant	9	52.02	4,161.69	9,017.00	108,204.00
Police Sergeant	10	52.02	4,161.69	9,017.00	108,204.00
Police Sergeant	11	52.02	4,161.69	9,017.00	108,204.00
Police Sergeant	12	52.02	4,161.69	9,017.00	108,204.00
Police Sergeant	13	52.53	4,202.31	9,105.00	109,260.00
Police Sergeant	14	52.53	4,202.31	9,105.00	109,260.00
Police Sergeant	15	52.53	4,202.31	9,105.00	109,260.00
Police Sergeant	16	52.53	4,202.31	9,105.00	109,260.00
Police Sergeant	17	52.53	4,202.31	9,105.00	109,260.00
Police Sergeant	18	52.53	4,202.31	9,105.00	109,260.00
Police Sergeant	19	52.53	4,202.31	9,105.00	109,260.00
Police Sergeant	20	55.15	4,412.31	9,560.00	114,720.00

Effective January 1, 2016

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Officer	1	37.12	2,969.54	6,434.00	77,208.00
Police Officer	2	38.98	3,118.15	6,756.00	81,072.00
Police Officer	3	39.77	3,181.38	6,893.00	82,716.00
Police Officer	4	39.77	3,181.38	6,893.00	82,716.00
Police Officer	5	39.77	3,181.38	6,893.00	82,716.00
Police Officer	6	43.43	3,474.46	7,528.00	90,336.00
Police Officer	7	43.43	3,474.46	7,528.00	90,336.00
Police Officer	8	43.43	3,474.46	7,528.00	90,336.00
Police Officer	9	43.43	3,474.46	7,528.00	90,336.00
Police Officer	10	43.43	3,474.46	7,528.00	90,336.00
Police Officer	11	43.43	3,474.46	7,528.00	90,336.00
Police Officer	12	43.43	3,474.46	7,528.00	90,336.00
Police Officer	13	47.78	3,822.46	8,282.00	99,384.00
Police Officer	14	47.78	3,822.46	8,282.00	99,384.00
Police Officer	15	47.78	3,822.46	8,282.00	99,384.00
Police Officer	16	47.78	3,822.46	8,282.00	99,384.00
Police Officer	17	47.78	3,822.46	8,282.00	99,384.00
Police Officer	18	47.78	3,822.46	8,282.00	99,384.00
Police Officer	19	47.78	3,822.46	8,282.00	99,384.00
Police Officer	20	50.17	4,013.54	8,696.00	104,352.00

Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding Longevity Steps

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Sergeant	1	52.03	4,162.15	9,018.00	108,216.00
Police Sergeant	2	52.03	4,162.15	9,018.00	108,216.00
Police Sergeant	3	52.03	4,162.15	9,018.00	108,216.00
Police Sergeant	4	52.03	4,162.15	9,018.00	108,216.00
Police Sergeant	5	52.03	4,162.15	9,018.00	108,216.00
Police Sergeant	6	52.03	4,162.15	9,018.00	108,216.00
Police Sergeant	7	52.03	4,162.15	9,018.00	108,216.00
Police Sergeant	8	54.1	4,328.31	9,378.00	112,536.00
Police Sergeant	9	54.1	4,328.31	9,378.00	112,536.00
Police Sergeant	10	54.1	4,328.31	9,378.00	112,536.00
Police Sergeant	11	54.1	4,328.31	9,378.00	112,536.00
Police Sergeant	12	54.1	4,328.31	9,378.00	112,536.00
Police Sergeant	13	54.63	4,370.31	9,469.00	113,628.00
Police Sergeant	14	54.63	4,370.31	9,469.00	113,628.00
Police Sergeant	15	54.63	4,370.31	9,469.00	113,628.00
Police Sergeant	16	54.63	4,370.31	9,469.00	113,628.00
Police Sergeant	17	54.63	4,370.31	9,469.00	113,628.00
Police Sergeant	18	54.63	4,370.31	9,469.00	113,628.00
Police Sergeant	19	54.63	4,370.31	9,469.00	113,628.00
Police Sergeant	20	57.36	4,588.62	9,942.00	119,304.00

Effective March 18, 2018

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Officer	1	37.86	3,029.08	6,563.00	78,756.00
Police Officer	2	39.76	3,180.46	6,891.00	82,692.00
Police Officer	3	40.56	3,245.08	7,031.00	84,372.00
Police Officer	4	40.56	3,245.08	7,031.00	84,372.00
Police Officer	5	40.56	3,245.08	7,031.00	84,372.00
Police Officer	6	44.3	3,544.15	7,679.00	92,148.00
Police Officer	7	44.3	3,544.15	7,679.00	92,148.00
Police Officer	8	44.3	3,544.15	7,679.00	92,148.00
Police Officer	9	44.3	3,544.15	7,679.00	92,148.00
Police Officer	10	44.3	3,544.15	7,679.00	92,148.00
Police Officer	11	44.3	3,544.15	7,679.00	92,148.00
Police Officer	12	44.3	3,544.15	7,679.00	92,148.00
Police Officer	13	48.74	3,899.08	8,448.00	101,376.00
Police Officer	14	48.74	3,899.08	8,448.00	101,376.00
Police Officer	15	48.74	3,899.08	8,448.00	101,376.00
Police Officer	16	48.74	3,899.08	8,448.00	101,376.00
Police Officer	17	48.74	3,899.08	8,448.00	101,376.00
Police Officer	18	48.74	3,899.08	8,448.00	101,376.00
Police Officer	19	48.74	3,899.08	8,448.00	101,376.00
Police Officer	20	51.17	4,093.85	8,870.00	106,440.00

Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding
Longevity Steps

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Sergeant	1	53.07	4,245.23	9,198.00	110,376.00
Police Sergeant	2	53.07	4,245.23	9,198.00	110,376.00
Police Sergeant	3	53.07	4,245.23	9,198.00	110,376.00
Police Sergeant	4	53.07	4,245.23	9,198.00	110,376.00
Police Sergeant	5	53.07	4,245.23	9,198.00	110,376.00
Police Sergeant	6	53.07	4,245.23	9,198.00	110,376.00
Police Sergeant	7	53.07	4,245.23	9,198.00	110,376.00
Police Sergeant	8	55.19	4,415.08	9,566.00	114,792.00
Police Sergeant	9	55.19	4,415.08	9,566.00	114,792.00
Police Sergeant	10	55.19	4,415.08	9,566.00	114,792.00
Police Sergeant	11	55.19	4,415.08	9,566.00	114,792.00
Police Sergeant	12	55.19	4,415.08	9,566.00	114,792.00
Police Sergeant	13	55.72	4,457.54	9,658.00	115,896.00
Police Sergeant	14	55.72	4,457.54	9,658.00	115,896.00
Police Sergeant	15	55.72	4,457.54	9,658.00	115,896.00
Police Sergeant	16	55.72	4,457.54	9,658.00	115,896.00
Police Sergeant	17	55.72	4,457.54	9,658.00	115,896.00
Police Sergeant	18	55.72	4,457.54	9,658.00	115,896.00
Police Sergeant	19	55.72	4,457.54	9,658.00	115,896.00
Police Sergeant	20	58.51	4,680.46	10,141.00	121,692.00

Effective July 7, 2019

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Officer	1	39	3,120.00	6,760.00	81,120.00
Police Officer	2	40.95	3,276.00	7,098.00	85,176.00
Police Officer	3	41.78	3,342.46	7,242.00	86,904.00
Police Officer	4	45.63	3,650.31	7,909.00	94,908.00
Police Officer	5	45.63	3,650.31	7,909.00	94,908.00
Police Officer	6	45.63	3,650.31	7,909.00	94,908.00
Police Officer	7	45.63	3,650.31	7,909.00	94,908.00
Police Officer	8	45.63	3,650.31	7,909.00	94,908.00
Police Officer	9	45.63	3,650.31	7,909.00	94,908.00
Police Officer	10	45.63	3,650.31	7,909.00	94,908.00
Police Officer	11	45.63	3,650.31	7,909.00	94,908.00
Police Officer	12	45.63	3,650.31	7,909.00	94,908.00
Police Officer	13	50.2	4,015.85	8,701.00	104,412.00
Police Officer	14	50.2	4,015.85	8,701.00	104,412.00
Police Officer	15	50.2	4,015.85	8,701.00	104,412.00
Police Officer	16	50.2	4,015.85	8,701.00	104,412.00
Police Officer	17	50.2	4,015.85	8,701.00	104,412.00
Police Officer	18	50.2	4,015.85	8,701.00	104,412.00
Police Officer	19	50.2	4,015.85	8,701.00	104,412.00
Police Officer	20	52.71	4,216.62	9,136.00	109,632.00

Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding
Longevity Steps

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Sergeant	1	54.66	4,372.62	9,474.00	113,688.00
Police Sergeant	2	54.66	4,372.62	9,474.00	113,688.00
Police Sergeant	3	54.66	4,372.62	9,474.00	113,688.00
Police Sergeant	4	54.66	4,372.62	9,474.00	113,688.00
Police Sergeant	5	54.66	4,372.62	9,474.00	113,688.00
Police Sergeant	6	54.66	4,372.62	9,474.00	113,688.00
Police Sergeant	7	54.66	4,372.62	9,474.00	113,688.00
Police Sergeant	8	56.84	4,547.54	9,853.00	118,236.00
Police Sergeant	9	56.84	4,547.54	9,853.00	118,236.00
Police Sergeant	10	56.84	4,547.54	9,853.00	118,236.00
Police Sergeant	11	56.84	4,547.54	9,853.00	118,236.00
Police Sergeant	12	56.84	4,547.54	9,853.00	118,236.00
Police Sergeant	13	56.84	4,547.54	9,853.00	118,236.00
Police Sergeant	14	57.39	4,591.38	9,948.00	119,376.00
Police Sergeant	15	57.39	4,591.38	9,948.00	119,376.00
Police Sergeant	16	57.39	4,591.38	9,948.00	119,376.00
Police Sergeant	17	57.39	4,591.38	9,948.00	119,376.00
Police Sergeant	18	57.39	4,591.38	9,948.00	119,376.00
Police Sergeant	19	57.39	4,591.38	9,948.00	119,376.00
Police Sergeant	20	60.26	4,820.77	10,445.00	125,340.00

Effective July 5, 2020

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Officer	1	39.9750	3,198.00	6,929.00	83,148.00
Police Officer	2	41.9712	3,357.69	7,275.00	87,300.00
Police Officer	3	42.8250	3,426.00	7,423.00	89,076.00
Police Officer	4	46.7712	3,741.69	8,107.00	97,284.00
Police Officer	5	46.7712	3,741.69	8,107.00	97,284.00
Police Officer	6	46.7712	3,741.69	8,107.00	97,284.00
Police Officer	7	46.7712	3,741.69	8,107.00	97,284.00
Police Officer	8	46.7712	3,741.69	8,107.00	97,284.00
Police Officer	9	46.7712	3,741.69	8,107.00	97,284.00
Police Officer	10	51.4558	4,116.46	8,919.00	107,028.00
Police Officer	11	51.4558	4,116.46	8,919.00	107,028.00
Police Officer	12	51.4558	4,116.46	8,919.00	107,028.00
Police Officer	13	51.4558	4,116.46	8,919.00	107,028.00
Police Officer	14	51.4558	4,116.46	8,919.00	107,028.00
Police Officer	15	54.0231	4,321.85	9,364.00	112,368.00

Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding
Longevity Steps

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Sergeant	1	56.0250	4,482.00	9,711.00	116,532.00
Police Sergeant	2	56.0250	4,482.00	9,711.00	116,532.00
Police Sergeant	3	56.0250	4,482.00	9,711.00	116,532.00
Police Sergeant	4	56.0250	4,482.00	9,711.00	116,532.00
Police Sergeant	5	56.0250	4,482.00	9,711.00	116,532.00
Police Sergeant	6	56.0250	4,482.00	9,711.00	116,532.00
Police Sergeant	7	56.0250	4,482.00	9,711.00	116,532.00
Police Sergeant	8	58.2635	4,661.08	10,099.00	121,188.00
Police Sergeant	9	58.2635	4,661.08	10,099.00	121,188.00
Police Sergeant	10	58.2635	4,661.08	10,099.00	121,188.00
Police Sergeant	11	58.2635	4,661.08	10,099.00	121,188.00
Police Sergeant	12	58.2635	4,661.08	10,099.00	121,188.00
Police Sergeant	13	58.8288	4,706.31	10,197.00	122,364.00
Police Sergeant	14	58.8288	4,706.31	10,197.00	122,364.00
Police Sergeant	15	58.8288	4,706.31	10,197.00	122,364.00
Police Sergeant	16	58.8288	4,706.31	10,197.00	122,364.00
Police Sergeant	17	58.8288	4,706.31	10,197.00	122,364.00
Police Sergeant	18	58.8288	4,706.31	10,197.00	122,364.00
Police Sergeant	19	58.8288	4,706.31	10,197.00	122,364.00
Police Sergeant	20	61.7654	4,941.23	10,706.00	128,472.00

Effective July 4, 2021

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Officer	1	41.1750	3,294.00	7,137.00	85,644.00
Police Officer	2	43.2288	3,458.31	7,493.00	89,916.00
Police Officer	3	44.1115	3,528.92	7,646.00	91,752.00
Police Officer	4	48.1731	3,853.85	8,350.00	100,200.00
Police Officer	5	48.1731	3,853.85	8,350.00	100,200.00
Police Officer	6	48.1731	3,853.85	8,350.00	100,200.00
Police Officer	7	48.1731	3,853.85	8,350.00	100,200.00
Police Officer	8	48.1731	3,853.85	8,350.00	100,200.00
Police Officer	9	48.1731	3,853.85	8,350.00	100,200.00
Police Officer	10	52.9962	4,239.69	9,186.00	110,232.00
Police Officer	11	52.9962	4,239.69	9,186.00	110,232.00
Police Officer	12	52.9962	4,239.69	9,186.00	110,232.00
Police Officer	13	52.9962	4,239.69	9,186.00	110,232.00
Police Officer	14	52.9962	4,239.69	9,186.00	110,232.00
Police Officer	15	55.6442	4,451.54	9,645.00	115,740.00

Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding
Longevity Steps

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Sergeant	1	57.7038	4,616.31	10,002.00	120,024.00
Police Sergeant	2	57.7038	4,616.31	10,002.00	120,024.00
Police Sergeant	3	57.7038	4,616.31	10,002.00	120,024.00
Police Sergeant	4	57.7038	4,616.31	10,002.00	120,024.00
Police Sergeant	5	57.7038	4,616.31	10,002.00	120,024.00
Police Sergeant	6	57.7038	4,616.31	10,002.00	120,024.00
Police Sergeant	7	57.7038	4,616.31	10,002.00	120,024.00
Police Sergeant	8	60.0115	4,800.92	10,402.00	124,824.00
Police Sergeant	9	60.0115	4,800.92	10,402.00	124,824.00
Police Sergeant	10	60.0115	4,800.92	10,402.00	124,824.00
Police Sergeant	11	60.0115	4,800.92	10,402.00	124,824.00
Police Sergeant	12	60.0115	4,800.92	10,402.00	124,824.00
Police Sergeant	13	60.5942	4,847.54	10,503.00	126,036.00
Police Sergeant	14	60.5942	4,847.54	10,503.00	126,036.00
Police Sergeant	15	60.5942	4,847.54	10,503.00	126,036.00
Police Sergeant	16	60.5942	4,847.54	10,503.00	126,036.00
Police Sergeant	17	60.5942	4,847.54	10,503.00	126,036.00
Police Sergeant	18	60.5942	4,847.54	10,503.00	126,036.00
Police Sergeant	19	60.5942	4,847.54	10,503.00	126,036.00
Police Sergeant	20	63.6173	5,089.38	11,027.00	132,324.00

Effective July 3, 2022

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Officer	1	42.0000	3,360.00	7,280.00	87,360.00
Police Officer	2	44.1000	3,528.00	7,644.00	91,728.00
Police Officer	3	44.9942	3,599.54	7,799.00	93,588.00
Police Officer	4	49.1365	3,930.92	8,517.00	102,204.00
Police Officer	5	49.1365	3,930.92	8,517.00	102,204.00
Police Officer	6	49.1365	3,930.92	8,517.00	102,204.00
Police Officer	7	49.1365	3,930.92	8,517.00	102,204.00
Police Officer	8	49.1365	3,930.92	8,517.00	102,204.00
Police Officer	9	49.1365	3,930.92	8,517.00	102,204.00
Police Officer	10	54.0577	4,324.62	9,370.00	112,440.00
Police Officer	11	54.0577	4,324.62	9,370.00	112,440.00
Police Officer	12	54.0577	4,324.62	9,370.00	112,440.00
Police Officer	13	54.0577	4,324.62	9,370.00	112,440.00
Police Officer	14	54.0577	4,324.62	9,370.00	112,440.00
Police Officer	15	56.7577	4,540.62	9,838.00	118,056.00

Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding
Longevity Steps

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Sergeant	1	58.8577	4,708.62	10,202.00	122,424.00
Police Sergeant	2	58.8577	4,708.62	10,202.00	122,424.00
Police Sergeant	3	58.8577	4,708.62	10,202.00	122,424.00
Police Sergeant	4	58.8577	4,708.62	10,202.00	122,424.00
Police Sergeant	5	58.8577	4,708.62	10,202.00	122,424.00
Police Sergeant	6	58.8577	4,708.62	10,202.00	122,424.00
Police Sergeant	7	58.8577	4,708.62	10,202.00	122,424.00
Police Sergeant	8	61.2115	4,896.92	10,610.00	127,320.00
Police Sergeant	9	61.2115	4,896.92	10,610.00	127,320.00
Police Sergeant	10	61.2115	4,896.92	10,610.00	127,320.00
Police Sergeant	11	61.2115	4,896.92	10,610.00	127,320.00
Police Sergeant	12	61.2115	4,896.92	10,610.00	127,320.00
Police Sergeant	13	61.8058	4,944.46	10,713.00	128,556.00
Police Sergeant	14	61.8058	4,944.46	10,713.00	128,556.00
Police Sergeant	15	61.8058	4,944.46	10,713.00	128,556.00
Police Sergeant	16	61.8058	4,944.46	10,713.00	128,556.00
Police Sergeant	17	61.8058	4,944.46	10,713.00	128,556.00
Police Sergeant	18	61.8058	4,944.46	10,713.00	128,556.00
Police Sergeant	19	61.8058	4,944.46	10,713.00	128,556.00
Police Sergeant	20	64.8923	5,191.38	11,248.00	134,976.00

Effective January 1, 2024

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Officer	1	42.00	3,360.00	7,280.00	87,360.00
Police Officer	2	44.10	3,528.00	7,644.00	91,728.00
Police Officer	3	45.00	3,600.00	7,800.00	93,600.00
Police Officer	4	49.14	3,931.20	8,517.60	102,211.20
Police Officer	5	49.14	3,931.20	8,517.60	102,211.20
Police Officer	6	49.14	3,931.20	8,517.60	102,211.20
Police Officer	7	49.14	3,931.20	8,517.60	102,211.20
Police Officer	8	49.14	3,931.20	8,517.60	102,211.20
Police Officer	9	49.14	3,931.20	8,517.60	102,211.20
Police Officer	10	54.06	4,324.80	9,370.40	112,444.80
Police Officer	11	54.06	4,324.80	9,370.40	112,444.80
Police Officer	12	54.06	4,324.80	9,370.40	112,444.80
Police Officer	13	54.06	4,324.80	9,370.40	112,444.80
Police Officer	14	54.06	4,324.80	9,370.40	112,444.80
Police Officer	15	56.76	4,540.80	9,838.40	118,060.80

Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding
Longevity Steps

Classification	Step	Hourly Rate	Biweekly Rate	Monthly Rate	Annual Rate
Police Sergeant	1	58.86	4,708.80	10,202.40	122,428.80
Police Sergeant	2	58.86	4,708.80	10,202.40	122,428.80
Police Sergeant	3	58.86	4,708.80	10,202.40	122,428.80
Police Sergeant	4	58.86	4,708.80	10,202.40	122,428.80
Police Sergeant	5	58.86	4,708.80	10,202.40	122,428.80
Police Sergeant	6	58.86	4,708.80	10,202.40	122,428.80
Police Sergeant	7	58.86	4,708.80	10,202.40	122,428.80
Police Sergeant	8	61.22	4,897.60	10,611.47	127,337.60
Police Sergeant	9	61.22	4,897.60	10,611.47	127,337.60
Police Sergeant	10	61.22	4,897.60	10,611.47	127,337.60
Police Sergeant	11	61.22	4,897.60	10,611.47	127,337.60
Police Sergeant	12	61.22	4,897.60	10,611.47	127,337.60
Police Sergeant	13	61.81	4,944.80	10,713.73	128,564.80
Police Sergeant	14	61.81	4,944.80	10,713.73	128,564.80
Police Sergeant	15	61.81	4,944.80	10,713.73	128,564.80
Police Sergeant	16	61.81	4,944.80	10,713.73	128,564.80
Police Sergeant	17	61.81	4,944.80	10,713.73	128,564.80
Police Sergeant	18	61.81	4,944.80	10,713.73	128,564.80
Police Sergeant	19	61.81	4,944.80	10,713.73	128,564.80
Police Sergeant	20	64.90	5,192.00	11,249.33	134,992.00

Article 2 entitled "Wage Provisions" is edited to delete subsection 2.3 entitled "Longevity Steps" in its entirety.

ARTICLE 2 WAGE PROVISIONS

SECTION 2.3 LONGEVITY STEPS

- A) Years of Service is defined as years with the City of Torrance as a sworn officer unless the employee is a lateral (see Section 7.9).
- B) For Police Officer, step 4 begins at the start of fourth year of service, step 5 begins at the start of 10 years of service, and step 6 begins at the start of 15 years of service.
- C) For Police Sergeant, step 2 begins at the start of eight years of service, step 3 at the start of 13 years of service, and step 4 at the start of 20 years of service.


Joint Agreement between the City of Torrance and Torrance Police Officers Association Regarding Longevity Steps

These changes to the Torrance Police Officers Association MOU are effective for the period of January 1, 2015 through February 10, 2024.

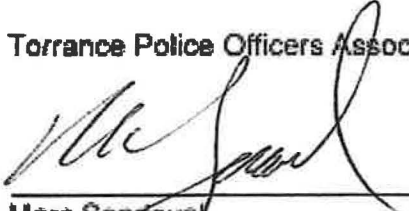
Signed 18th day of June 2024.

Management


Aram Chaparyan
City Manager


Ian Dailey
Deputy City Manager

Torrance Police Officers Association


Marc Sandoval
President


Steven Masone
Vice President