

Agency	Vacancy Rate	Recruitment Incentive Program Details
Manhattan Beach	Sworn: 3% Police Officers: 4.3%	Lateral: \$3,000 signing bonus.
El Segundo	Sworn: 3.28% Police Officers: 2.38%	Lateral: \$3,000 signing bonus.
Hermosa Beach	Sworn: 7.89% Police Officers: 7.41%	Lateral: \$40,000 paid over 4 years. Academy Grad/Pre-Service: \$30,000 paid over 4 years. Entry/Recruit: \$30,000 paid over 4 years
Torrance	Sworn: 24.86% Police Officers: 30.88%	Any New Officer (Up to 10 Officers for up to 24 months): \$1,000 per month toward either housing or childcare. Housing received only if living in Torrance. Existing Officers: Overtime will be paid at 2x rather than 1.5x
Gardena	Sworn: 5.62% Police Officers: 4.69%	Lateral: \$5,000 (\$1,500 at hire, remainder at FTO program completion). Vacation credit 40 hours; sick credit 50 hours. Move Step 1 - 3 in 18 months (Step 2 @ 6 months, Step 3 12 months later) Entry/Recruit: Move through Step 1 - 3 in 18 months (Step 2 @ 6 months, Step 3 12 months later)
Hawthorne	Sworn: 7.45% Police Officers: 10.45%	n/a
Inglewood	Sworn: 14.52%	Lateral: \$40,000 sign-on bonus, paid in 2 payments of \$20,000 (upon hire and after completing probation). Service credit for years of active employment as a Police Officer on a year-for-year basis, up to 10 years. Lump-sum credit of sick and vacation accrual equal to what would have been accrued based on the years of total service. One-time credit of 40 hours of comp time.
Culver City	Sworn: 4.59% Police Officers: 6.25%	n/a
Beverly Hills	Sworn: 8.61% Police Officers: 12.62%	Lateral Only: \$20,000 signing bonus, paid over two years Entry/Recruit: \$15,000 signing bonus, paid in increments (\$2,500 at hire and upon graduation from academy, \$5,000 at end of probation, \$5,000 at end of 2nd year)
Santa Monica	Sworn: 4.52% Police Officers: 6.37%	n/a