

| <b>Agency</b>   | <b>Vacancy Rate</b>                                    | <b>Recruitment Incentive Program Details</b>                                                                                                                                                                                                                                                                                                                                                        |
|-----------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Manhattan Beach | <b>Sworn: 3%</b><br><b>Police Officers: 4.3%</b>       | <b>Lateral:</b> \$3,000 signing bonus.                                                                                                                                                                                                                                                                                                                                                              |
| El Segundo      | <b>Sworn: 3.28%</b><br><b>Police Officers: 2.38%</b>   | <b>Lateral:</b> \$3,000 signing bonus.                                                                                                                                                                                                                                                                                                                                                              |
| Hermosa Beach   | <b>Sworn: 7.89%</b><br><b>Police Officers: 7.41%</b>   | <b>Lateral:</b><br>\$40,000 paid over 4 years.<br><b>Academy Grad/Pre-Service:</b><br>\$30,000 paid over 4 years.<br><b>Entry/Recruit:</b><br>\$30,000 paid over 4 years                                                                                                                                                                                                                            |
| Torrance        | <b>Sworn: 24.86%</b><br><b>Police Officers: 30.88%</b> | <b>Any New Officer (Up to 10 Officers for up to 24 months):</b><br>\$1,000 per month toward either housing or childcare. Housing received only if living in Torrance.<br><b>Existing Officers:</b><br>Overtime will be paid at 2x rather than 1.5x                                                                                                                                                  |
| Gardena         | <b>Sworn: 5.62%</b><br><b>Police Officers: 4.69%</b>   | <b>Lateral:</b><br>\$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)<br><b>Entry/Recruit:</b><br>Move through Step 1 - 3 in 18 months (Step 2 @ 6 months, Step 3 12 months later)                                                                            |
| Hawthorne       | <b>Sworn: 7.45%</b><br><b>Police Officers: 10.45%</b>  | n/a                                                                                                                                                                                                                                                                                                                                                                                                 |
| Inglewood       | <b>Sworn: 14.52%</b>                                   | <b>Lateral:</b><br>\$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     | <b>Sworn: 4.59%</b><br><b>Police Officers: 6.25%</b>   | n/a                                                                                                                                                                                                                                                                                                                                                                                                 |
| Beverly Hills   | <b>Sworn: 8.61%</b><br><b>Police Officers: 12.62%</b>  | <b>Lateral Only:</b><br>\$20,000 signing bonus, paid over two years<br><b>Entry/Recruit:</b><br>\$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    | <b>Sworn: 4.52%</b><br><b>Police Officers: 6.37%</b>   | n/a                                                                                                                                                                                                                                                                                                                                                                                                 |