



# T P O A

## TORRANCE POLICE OFFICER'S ASSOCIATION

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The Torrance Police Officers Association (TPOA) has reviewed the recent message issued by the City Manager regarding the promotional process. While we respect the City Manager's responsibility to communicate with our community, we believe it is important to provide additional context from the perspective of our members, who are directly affected by these developments.

It is concerning that the ongoing challenges have been presented as matters of procedural necessity when, from our standpoint, they appear to stem from a series of decisions and avoidable delays that could have benefited from earlier dialogue and collaboration. The expiration of the 2022 eligibility list was both foreseeable and manageable, and we believe more proactive planning could have helped avoid the current impasse. Efforts to revise the promotional process—without first completing the necessary discussions with TPOA—led to a breakdown that might have been prevented through earlier and more open engagement.

While the City has referenced adherence to "industry best practices," no supporting analysis or documentation has been shared with us to clarify how those standards apply in this situation. On the contrary, the City's proposed changes stand in stark contrast to those of most comparable agencies in our region. Furthermore, the City's proposal differs not only from the practices of other departments within the City, but also from the processes used to promote civilian professionals within our own organization. This lack of transparency has contributed to uncertainty and concern among our members, many of whom are eager to move forward in their careers and continue serving the community with excellence.

Additionally, we would like to clarify that the fact-finding process now under consideration was initiated by TPOA following unsuccessful mediation. This mediation came after TPOA had already agreed to yield to 70% of the City's changes. We have remained committed to negotiating in good faith and continue to believe that mutual compromise is essential to resolving these complex issues. Unfortunately, to date, that spirit of compromise has not been fully reflected in the City's position.

We understand and deeply feel the lasting impact of the events referenced in the City Manager's letter. Many of our members - despite no wrongdoing of their own - have had to confront these effects daily in their interactions with the community, as well as with peers,

colleagues, friends, and family. It is important to emphasize that these events were first identified, reported, and investigated by our own members—line-level police officers and supervisors—whose actions prompted the corrective steps taken by the department and the City to address the issues and restore public trust. Today, our members remain committed to the community we serve, and they are eager for opportunities to lead our organization as we grow and rebuild toward our full potential.

Regarding the mention of a potential vote of no confidence in Chief Hart, we want to emphasize that such measures are not taken lightly. They reflect meaningful concern from officers who are deeply invested in the department's success. We hope those concerns are received not as criticism, but as a call for reflection, dialogue, and renewed focus on shared goals.

TPOA remains committed to working with the City to achieve a fair, equitable, and legally sound promotional process. We continue to believe that collaboration—not contention—offers the best path forward, and we genuinely hope City leadership will join us in that spirit as we work to address these important matters.

**TPOA Board of Directors**