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 City Manager's Office

# Memorandum

**TO:** HONORABLE MAYOR AND CITY COUNCIL

**FROM:** Alex Gurza

**SUBJECT:** Recruit Training Costs

**DATE:** May 22, 2014

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Approved Date 5/23/14

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### INFORMATION

At the Rules Committee on November 6, 2013, two memos were approved to be forwarded to the City Administration related to reimbursement of training costs from Police recruits who leave City service before a specified period of time. The agenda and links to the memos can be found at the following link: <http://www.sanjoseca.gov/DocumentCenter/View/23544>.

The Police Department issued the following information memo related to recruit training costs: <https://www.piersystem.com/external/content/document/1914/1956658/1/11-06-13Police.PDF>.

In addition, the City Administration has provided the City Council with information related to reimbursement of recruit training costs and that information is summarized below. The following chart includes agencies that the City Administration is aware of that currently have a reimbursement program.

Agency	Timeline	Costs to be Reimbursed	Responsible Party
Atlanta PD	15 months after training	Total expense of training, including salary paid during training	Hiring Agency
	15 to 24 months after training	½ of total expense of training	
Highland Park (IL)	Within first 3 years of employment:	Actual training expenses prorated (i.e. Year 1 – 100%; Year 2 – 75%; and Year 3 – 25%)	Employee
Hayward PD	Before completing 5 years	Training expenses (\$3,670) prorated over 5 years (i.e. Year 1 – 100% of \$3,670; Year 2 – 80%; etc.)	Employee

<b>Oakland PD</b>	Before completing 5 years	Academy training costs, reduced 20% per year (i.e. after Year 1 – 80%; Year 2 – 60%; etc)	Employee
<b>Los Angeles PD</b>	60 continuous months following training and, within 1 year, becomes employed by another law enforcement agency	Estimated costs of the training, and applicable legal costs associated with reimbursement (if any)	Employee
<b>St. Louis PD</b>	48 months following training and, within 1 year, becomes employed by another law enforcement agency	Reimbursement of a pro-rata amount of living allowance (up to a maximum of \$17,569) within 6 months	Employee

*Note: The Atlanta PD reimbursement program is required by State Law*

It should be noted that there was previous litigation over the Oakland Police Department reimbursement program. The result of this litigation was that the Court found seeking reimbursement was legal, but that reimbursements would violate minimum wage law to the extent an officer's entire final paycheck was withheld for repayment.

The City Administration also surveyed the ten largest agencies in California to see how many had reimbursement programs. Out of the ten agencies, only two have reimbursement programs. Those programs are outlined in the chart above.

<b>Top 10 California Agencies</b>	
<b>Agency</b>	<b>Reimbursement Program?</b>
Los Angeles	<b>Yes</b>
San Diego	No
<b>San José</b>	No
San Francisco	No
Fresno	No
Sacramento	No
Long Beach	No
Oakland	<b>Yes</b>

Bakersfield	No
Anaheim	No

**CONSIDERATIONS**

If City Council were to proceed with a training cost reimbursement program, one factor to be considered is whether or not having such a program could hinder recruiting efforts. As noted above, few other agencies have such a program. In addition, since in San Jose recruits are represented by the San Jose Police Officers' Association (POA), if the City Council were interested in establishing a training cost reimbursement program, it would be subject to the meet and confer process (negotiation) with the POA.



Alex Gurza  
Deputy City Manager

For questions, please contact Alex Gurza, Deputy City Manager, at (408) 535-8155.