CITY OF
SAN JOSE
CAPITAL OF SILICON VALLEY

Memorandum

TO: RULES COMMITTEE   **FROM:**   Councilmember Sam Liccardo

SUBJECT: POLICE ACADEMY COSTS   **DATE:**   October 29, 2013

APPROVED: *Sam Liccardo*   *10-29-13*
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RECOMMENDATION

Direct city attorney and city manager to explore the creation of a 501(c)(3) organization tasked to finance tuition lending to police recruits, prior to their entry in the Academy, such that:

1. New recruits would be required to obtain a zero-interest loan for the cost of their training at the Academy,

2. The principal balance of the loan would be paid by the City for every year of service in the SJPD, up to a minimum term, such as 3 or 5 years,

3. Departure from SJPD to move to another city's department would require that the officer—or better, the hiring city or jurisdiction--repay a pro rata share of the tuition loan balance, with interest.

Staff should return to Council with the feasibility of such an approach, or a similar approach, to avoid loss of training expenses as a result of police defection to other departments.

DISCUSSION
Recent efforts by Police union leadership to encourage recruiters from other cities to entice San Jose officers to other cities has undermined the ability of our Chief to operate the department with a sufficient deployment of patrol officers.

We recognize the substantial legal and practical obstacles in the way of requiring a 'clawback' provision without meeting and conferring with the union. For that reason, I suggest this alternative as a means to avoid unnecessary legal battles, and to ensure that millions of dollars are not wasted on training officers who prefer to serve residents of a different city.

In light of the City's outstanding offer for a 4% retention incentive, combined with 5% pay increase over two years, these proposals combined could offer both a "carrot" and a "stick" to ensure that San Jose residents and taxpayers receive the service that they're paying for.

I look forward to a dialogue with my colleagues, staff, and the public about this and other options to address this issue.