



CITY OF OAKLAND  
**newsrelease**  
Office of the City Attorney

**FOR IMMEDIATE RELEASE**

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## **Appeals Court Upholds Oakland Police Retention Policy**

OAKLAND – In a long-awaited ruling, the state Court of Appeal upheld the city’s policy requiring Police Academy graduates to pay for the cost of their training if they serve less than five years on the police force.

In order to save taxpayer dollars and maintain a more experienced police force, Oakland requires academy graduates to reimburse the city for training costs if they leave before completing five years of service.

In 2001, Oakland sued a former officer who resigned after less than a year on the job and then refused to pay back the city for the cost of his training. The former officer, Kenny Hassey, filed a cross-action complaint against the city in 2002 challenging the legality of the repayment provision.

The trial court ruled in favor of the city on both complaints. On June 17 (last Tuesday) the Court of Appeal upheld those rulings and affirmed that Oakland’s policy of recouping training costs for officers who leave before five years is legal under the Fair Labor Standards Act and California labor law.

Last month, a federal court judge threw out a similar lawsuit filed by another former officer who resigned after only a year and a half on the force.

“Oakland is renowned throughout the country for having one of the nation’s best police academies,” City Attorney John Russo said. “But all too often Oakland taxpayers have footed the bill for the excellent training of other cities’ police officers. These rulings help ensure that officers who are trained by Oakland put their training to use on the streets of Oakland.”

The California Court of Appeal and U.S. District Court rulings are attached.

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