RESIDENCY INCENTIVE PROGRAM
RESIDENCY INCENTIVE PROGRAM

ARTICLE 49: OFFICER RESIDENCY INCENTIVE

LRC shall review and evaluate feasibility of establishing an officer residency incentive program where the City may choose to provide additional compensation for certain officers living within the limits of the City of Houston.
ARTICLE 49: OFFICER RESIDENCY INCENTIVE

LRC SHALL MAKE A REPORT AND RECOMMENDATION TO THE CHIEF OF POLICE BY NOVEMBER 1, 2015.
ARTICLE 49: OFFICER RESIDENCY INCENTIVE

PAY AND BENEFITS FOR OFFICERS LIVING OUTSIDE THE LIMITS OF THE CITY OF HOUSTON CANNOT BE DIMINISHED
RESIDENCY INCENTIVE PROGRAM

PRACTICAL IMPLICATIONS

• NO INTENT TO IMPOSE RESIDENCY REQUIREMENT

• NOT INTENDED FOR ALL NEIGHBORHOODS
RESIDENCY INCENTIVE PROGRAM

LABOR RELATIONS COMMITTEE

10 MEMBER GROUP (5 APPOINTED BY MBA & 5 APPOINTED BY CHIEF OF POLICE WHO HAVE RESPONSIBILITY FOR MANAGING TERMS AND CONDITIONS OF THE MEET & CONFER AGREEMENT
RESIDENCY INCENTIVE PROGRAM

FACTORS CONSIDERED

• REASONS TO ENCOURAGE LIVING IN CITY LIMITS
• REASONS OFFICERS PROVIDE FOR NOT LIVING IN CITY LIMITS
• INCREASE CURRENT LEVEL
RESIDENCY INCENTIVE PROGRAM

DEMOGRAPHIC REVIEW

• NUMBER OF OFFICERS IN LIMITS

• NUMBER OF OFFICERS OUTSIDE LIMITS

• NUMBER WITH COH MAILING ADDRESS
RESIDENCY INCENTIVE PROGRAM

DATA REVIEW

• CRIME BY ZIP CODE

• CALLS FOR SERVICE BY ZIP CODE

• POLICE DISTRICTS AND BEATS BY ZIP CODE

• HOUSTON HOPE DESIGNATION
RESIDENCY INCENTIVE PROGRAM

SELECTED QUALIFYING NEIGHBORHOODS

- ZIP CODE 77036: DISTRICTS 17 & 19
- ZIP CODE 77092: DISTRICTS 3&6
- ZIP CODE 77021: DISTRICTS 13&14
- ZIP CODE MULTIPLE: DISTRICTS 7,8,9
- ZIP CODE MULTIPLE: DISTRICT 16
RESIDENCY INCENTIVE PROGRAM

REQUIREMENTS

• MUST PURCHASE PRIMARY RESIDENCE HOMESTEAD

• MUST LIVE THREE YEARS FROM INITIAL PURCHASE

• MUST REPAY UNLESS EXIGENT CIRCUMSTANCES
RESIDENCY INCENTIVE PROGRAM

TARGETED MOVEMENT: 200 OFFICERS BY FY 19

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Target</th>
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<tbody>
<tr>
<td>FY 16</td>
<td>FIFTY OFFICERS (50)</td>
</tr>
<tr>
<td>FY 17</td>
<td>FIFTY OFFICERS GROWTH (100)</td>
</tr>
<tr>
<td>FY 18</td>
<td>FIFTY OFFICERS GROWTH (150)</td>
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<tr>
<td>FY 19</td>
<td>FIFTY OFFICERS GROWTH (200)</td>
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RESIDENCY INCENTIVE PROGRAM

INCENTIVE AMOUNT

• YEAR ONE       $12,000.00
• YEAR TWO       $8,000.00
• YEAR THREE     $5,000.00
## Financial Cost to the City of Houston

### Payment Schedule - Years 1 to 3:

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<tr>
<th></th>
<th>FY16</th>
<th>FY17</th>
<th>FY18</th>
<th>FY19</th>
<th>FY20</th>
<th>FY21</th>
<th>Total</th>
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RESIDENCY INCENTIVE PROGRAM

FUNDS TO SUPPORT THIS PROGRAM CANNOT

- IMPACT OR DECREASE HPD BUDGET

- NO ADVERSE IMPACT ON, OR BE UTILIZED AS A CREDIT FOR SALARIES AND BENEFITS NEGOTIATED THROUGH THE MEET AND CONFERENCE PROCESS
RESIDENCY INCENTIVE PROGRAM

TARGET MOVEMENT: 200 OFFICERS BY FY 19

- SUBMIT APPLICATION TO LRC

- LRC REVIEW FOR COMPLIANCE WITH REQUIREMENTS

- LRC REVIEW TO AVOID CLUSTERING
QUESTIONS
“Proudly serving our city, one customer at a time!”