

# 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**



# **RESIDENCY INCENTIVE PROGRAM**

## **ARTICLE 49: OFFICER RESIDENCY INCENTIVE**

**LRC SHALL MAKE A REPORT  
AND RECOMMENDATION TO  
THE CHIEF OF POLICE BY  
NOVEMBER 1, 2015.**



# **RESIDENCY INCENTIVE PROGRAM**

## **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

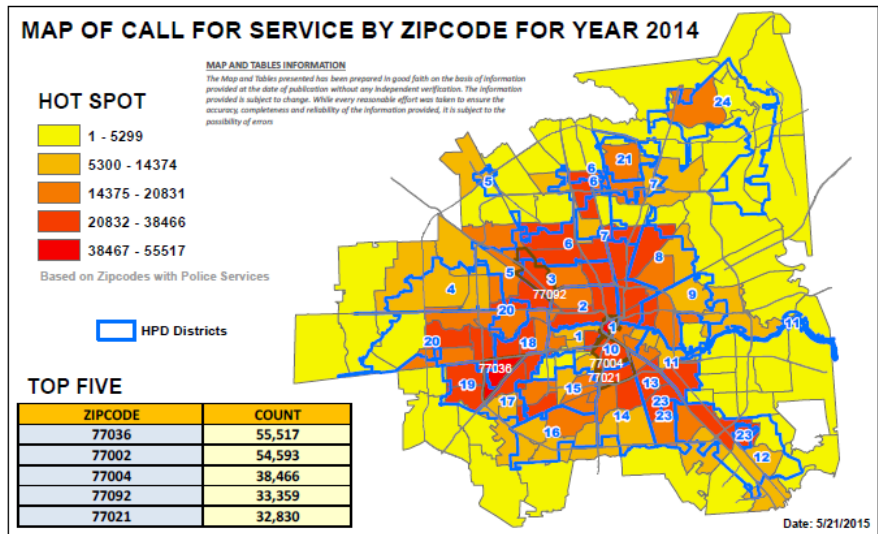
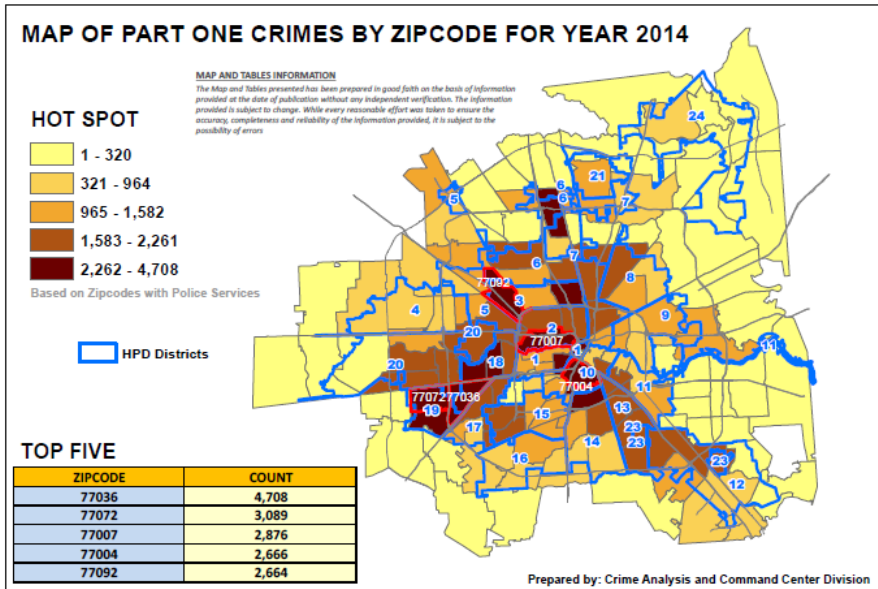
- **NUMBER OF OFFICERS IN LIMITS**
- **NUMBER OF OFFICERS OUTSIDE LIMITS**
- **NUMBER WITH COH MAILING ADDRESS**



# 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**

<b>FY 16</b>	<b>FIFTY OFFICERS (50)</b>
<b>FY 17</b>	<b>FIFTY OFFICERS GROWTH (100)</b>
<b>FY 18</b>	<b>FIFTY OFFICERS GROWTH (150)</b>
<b>FY 19</b>	<b>FIFTY OFFICERS GROWTH (200)</b>

# 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:							
	\$12,000	\$8,000	\$5,000				
	FY16	FY17	FY18	FY19	FY20	FY21	Total
50	\$600,000	\$400,000	\$250,000				\$1,250,000
50		\$600,000	\$400,000	\$250,000			\$1,250,000
50			\$600,000	\$400,000	\$250,000		\$1,250,000
50				\$600,000	\$400,000	\$250,000	\$1,250,000
200	\$600,000	\$1,000,000	\$1,250,000	\$1,250,000	\$650,000	\$250,000	\$5,000,000

# 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 CONFER 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!"*

