



Office of Council Member Kathie Tovo

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**CM Tovo Budget Rider #5 – APD Residency Incentive Study**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

The City Manager is directed to conduct a longitudinal study to assess the effectiveness of a residency incentive program for the hiring of officers. This study should include identifying officers who live within the City of Austin and following them for a period of time to determine the impact of their choice of residence on their work. Additionally, this research should convene conversations with officers who reside both within and outside of the city limits to discuss reasons for their choice and explore personal and professional experiences based on the location of residence. This study should also include conversations with residents and business owners, with emphasis on the Black and Latinx community, to gain a sense of how residents view the importance of officers residing within local neighborhoods.

The conclusion of this study should determine the effectiveness of an officer residency incentive program on 1) increasing the recruitment of local police officers and 2) building stronger, more trusting relationships among officers and the public. The overall scope of the study should be informed by the Office of Police Oversight and include input from other relevant City departments.