




## MEMORANDUM

**TO:** Mayor and Council Members

**FROM:** Chief Joseph Chacon, Austin Police Department 

**DATE:** May 4, 2023

**SUBJECT:** Response on APD Residency Incentive Study (Fiscal Year 2023 Tovo Budget Rider 5)

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The purpose of this memorandum is to provide an update related to an FY23 budget rider that directs public safety staff to conduct a longitudinal study that assesses the effectiveness of a residency incentive program to better recruit Austin Police Department (APD) officers.

At this time, APD does not have staff available that can be dedicated to complete the requested study; however, staff believes such a program could be beneficial to both members of the Austin community and police officers. APD strives to recruit police officers who are representative of and reflect the diverse community they serve. A Residency Incentive Pay stipend could be an added tool that would help APD Recruiting achieve this important departmental goal.

The most recent Meet and Confer Agreement between Austin-Travis County Emergency Medical Services (ATCEMS) and the City of Austin includes language in Section 13 for the authorization of Residency Incentive Pay. The Austin Fire Department (AFD) is exploring the addition of a similar pay provision in their labor contract negotiations. APD will likely follow suit and is interested in implementing this benefit for police officers should funding become available.

cc: Jesús Garza, Interim City Manager  
Bruce Mills, Interim Assistant City Manager