

Memorandum

Human Resources Department



To: Thomas Thomas, City Manager
Subject: Residency for Non-Affiliated Employees
Date: November 24, 2013

The City of Rock Island has long had a residency policy that restricts employees to a 10 mile radius (from 17 Street and 31 Avenue) and within the state of Illinois. This ordinance has been in place since June 11, 1991.

Over the years, residency has been expanded for different city bargaining groups. For example, Police (Command) has a 15 mile radius; Police (FOP) has a 30 mile radius and must be within a 60 minute commute time; Fire (IAFF) must be within a 45 minute commute time; and Public Works (AFSCME A) must be within a 60 minute commute time. Non-affiliated employees, AFSCME B and Library (UAW) follow the original residency ordinance.

The Human Resources Department has recently conducted a review of local Quad City area governments regarding their residency policies (see attachment). From reviewing responses, Iowa civil service commission requires select public safety employees to reside within the state. Department directors are required to live within the city for Davenport and Bettendorf. In Scott County, directors can live anywhere within the county. However, all other employees can live where they want which includes the state of Illinois. For Illinois governments, department directors must live within the corporate boundaries of Rock Island and Moline. Moline permits employees to live within a 20 mile radius of 1630-8 Avenue. This radius includes the state of Iowa. In Rock Island County, there is a hiring preference for county residents, but there is no residency requirement. For East Moline, the police have a 19 mile radius of city hall and fire employees have a 15 mile radius of city hall. There is no residency requirement for other East Moline employees.

Recommendation: City Council is being asked to modify the residency ordinance for non-affiliated employees. Non-affiliated, who are unable to comply with the ordinance within a year of their employment, may be granted additional time to be compliant based on approval of the City Manager. In addition, non-affiliated employees will be permitted a 30 mile radius (from 17 Street and 31 Avenue) and within the state of Illinois. A copy of the ordinance is attached.

Submitted By: John Thorson, Human Resources Director

Approved By: Thomas Thomas, City Manager

Employee Residency (QCA Governments)

Davenport

Davenport does not have a written policy on residency, rather Iowa Code dictates that employees covered under our Civil Service laws (approximately 95% of employees) must establish Iowa residency within 2 years of employment. City ordinance requires public safety employees to reside in what is basically Scott County upon employment.

Scott County (Iowa)

Deputies and Department Heads are required to live within Scott County. SECC (dispatchers) are required to live within 30 minute drive time. There are no residency requirements for other staff.

Bettendorf

Department Heads must live within the corporate boundaries of the city. Emergency personnel (police, fire and public works) are considered "civil service" positions and must live within the state of Iowa. All other employees can live anywhere they want.

Rock Island

All city employees must live in Illinois. Department Directors must live within the corporate boundaries of the city. Non-Affiliated, AFSCME B and UAW employees must live within a 10 mile radius of 17 Street and 31 Avenue. Police Command must live within a 15 mile radius of 17 Street and 31 Avenue. Police (FOP) must live within a 30 mile radius of 17 Street and 31 Avenue and be within a 60 minute commute time. IAFF must be within 45 minute commute time. AFSCME A must be within a 60 minute commute time.

Rock Island County

According to the Rock Island County Handbook, applicants or appointees for administrator, department head, and the Chief Deputy position are required to live in Rock Island County. If they don't already reside in Rock Island County they will be given 6 months from the date of hire to meet the residency requirements. All other positions, whenever possible, residents of Rock Island County who meet all the other requirements of the position must be given first preference over all applicants considered. However, they can live outside RI County and could live in Iowa if desired.

Moline

With the exception of department directors, all employees must live within a 20-mile radius from 1630 8th Avenue. They get double their probation period to comply with the requirement. Specifically for non-union employees, they get 1 year from the date of hire (6 month probationary period). Department directors must live within city limits, unless they are promoted, in which case they are grandfathered under the 20-mile requirement. If they ever move, they must comply with the city limits requirement. The 20 mile radius includes both Illinois and Iowa.

East Moline

The only residency policies EM has covers police and fire employees. EM had one for department heads for a short time and it limited their pool of candidates when filling openings and was reversed.

Any person who is appointed as a member of the police department after adoption hereof shall establish residency within the state of Illinois, and within a nineteen (19) mile radius of city hall, 915 16th Avenue, East Moline, Illinois, within a period of eighteen (18) months from and after the date of his/her commencement of employment with the city. (Ord. 11-25, 9-19-2011)

Any person who is appointed as a member of the fire department after adoption hereof shall establish residency within the state of Illinois, and within a fifteen (15) mile radius of city hall, 915 16th Avenue, East Moline, Illinois, within a period of two (2) years from and after the date of his/her commencement of employment with the city. (Ord. 67-42, 10-16-1967; amd. Ord. 00-41, 10-16-2000)

Sec. 2-52. Residency Requirement For City Employees:

- (a) All employees of the city hired after June 11, 1991, shall live within ~~ten (10) miles~~ **thirty (30) miles** of the intersection of 17th Street and 31st Avenue in Rock Island, Illinois, and within the state of Illinois unless their collective bargaining agreement grants an exception to this section.
- (b) All new employees of the city hired after June 11, 1991, shall be allowed up to six (6) months from the expiration of their probationary period to relocate into the defined area.
- (c) **An employee may be relieved from the residency requirement stated above where, in the City's exclusive judgment, special circumstances exist justifying an extension of the residency requirement.**
- (~~e~~) **(d)** This section shall not apply to employees where both husband and spouse are employees of the city of Rock Island and one of said employees was hired prior to June 10, 1991, and the other spouse subsequent to said date. (Ord. 91-72, § 1, 6-10-1991; Ord. 91-131, §§ 1-3, 12-2-1991; Ord. 94-75, §§ 1, 2, 9-12-1994; Ord. 058-2008, § 1, 8-25-2008)