

PROPOSED AMENDMENT, 08.04.2025

5.04 Residency Requirement

Full-time emergency response personnel, as a condition of continued employment, must reside within 15 miles of the jurisdictional boundaries of the City of Two Rivers. Residency within that area must be established within six months after satisfactory completion of the employee's probationary period and maintained at all times thereafter.

Police and Fire/EMS employees covered by collective bargaining agreements are subject to residency requirements as set forth in those agreements. Police management employees, other than the Police Chief and Assistant Chief, are subject to residency within 30 minutes' drive of the City limits.

In addition to Police and Fire/EMS employees, the following positions shall be classified as "emergency response personnel" because these positions have significant responsibilities to respond to street, utility and infrastructure emergencies that require a prompt response to prevent private property damage, protect public health and safety, and prevent/minimize damage to municipal buildings and infrastructure:

--City Manager and City Manager's Administrative Assistant

--Information Services Director

--Director of Public Works; PW Street Division Supervisor and all street division employees

--Wastewater Superintendent and all wastewater operators

--Electric Utility Director, all line workers and electricians

--Water utility director and all plant operators and distribution staff

--Parks and Recreation Director, all Parks and Recreation maintenance and facilities staff, and City Hall maintenance staff

(See resolution by City Council adopting this section of the Personnel Policy, dated _____, for further indication of the legislative intent behind these residency requirements.

Note: this proposed change removes the following positions from residency restriction:

City Clerk

Finance Director

Library Director

Tourism Director

Civil Engineer

Engineering Tech

Parks and Rec Programming staff

Fire and Police clerical and office support staff

Already out, per current policy:

Clerical and office support staff in Police, Fire, Public Works, Utilities and Parks & Recreation

Zoning Administrator

IT Assistant

Library staff

Police Community Service Officer