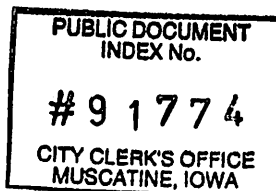


# MEMO



**TO:** Gregg Mandsager, City Administrator  
Stephanie Romagnoli, Human Resources Manager

**FROM:** Chief Brett Talkington

**RE:** Residency Requirements for Supervisory Personnel

**DATE:** 8-11-2011

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I would like for the city to take a look at the current residency policy for all supervisors (City wide critical employees). Currently the Police and Fire Department personnel may live in Muscatine, Scott, Cedar, or Louisa counties when they are hired. They may retain their residency as long as they are not classified as "Supervisors." Once they become "Supervisors" current city policy is as follows:

All employees of the City must reside within the State of Iowa during their term of employment. All supervisory employees are designated as critical employees and must reside within Muscatine County within six (6) months of hire or promotion.

This current policy will hamper the Police Department from promoting officers to "Supervisory" staff due to the fact that officers live outside of the county of Muscatine. This is and will continue to be a problem if we don't take a look at revamping the current city policy. I would like to see the city take a look at a air mile or radius from City Hall standard, such as 20 (max 30) air miles from the City Hall (Please see the attached map). If we keep the current policy in place we stand the chance of losing qualified personnel that are "Supervisory material." The pool of candidates will be less. We gave these officers to leeway to live within four different counties to alleviate the issue of losing officers to other departments in the quad city area.

I feel if we keep with the current policy we are doing a disservice to the officers telling them that they have to move when they get promoted.

Here are some of the responses for residency requirements for other communities throughout Iowa:

Sioux City - The only City that considers everyone as critical and they require residence within 10 miles of the City limits (dept. heads must live in the City limits)

Cedar Falls, Ankeny, Marshalltown – Critical employees (basically only Police and Fire) must live within 30 minute response time

Burlington – Critical employees (sworn officers, Fire, Dept Heads) must live within 10 air miles of City limits. Everyone else must live in Des Moines County

Bettendorf – Dept Heads in City limits; police and fire within Scott County

Fort Dodge – within 10 minute radius from City Center (not required of supervisory staff, but preferred). There is no other residency requirement

Several Iowa Police Chiefs responded with different policies. These varied, including 15 miles from City Hall, 30 minute response times, 25 miles, within the County (plus a little in certain directions).

