

# RESIDENCY POLICY FOR THE CITY OF LEAD

## Definitions:

Residence: The place in which a person has fixed their habitation and to which, whenever they are absent, they have the intention of returning.

## Recruitment and Selection:

All employees shall be required to follow the City of Lead's Residency Policy.

## 2025 Modification:

The City of Lead recognizes the value of having all city employees committed to being an integral part of the community. By opening the residency policy, the city can enhance its appeal, support economic growth, and build a more vigorous, complete community. The city will not mandate that employees reside within any area. While living within the city may provide certain conveniences and community benefits, it is not a requirement for employment.

Our commitment is to ensure the City of Lead is staffed with qualified employees while providing flexibility in the location they live in. It is the intention of this policy to provide public services more efficiently and effectively to residents of Lead by providing an increased quality of the City workforce.

Department Heads will be required to monitor those employees living outside the city limits to ensure that shifts or call outs are not being missed due to employees not being able to get to their place of work due to weather conditions or other conditions that would not exist if the employee lived in the city limits. Employees who live outside the city limits are required to pre-plan around weather conditions or other conditions that would not exist if the employee lived in the city limits to ensure they can arrive at their place of work at their scheduled time or in the event of a call out.

Employees that miss shifts or call outs due to being unable to present themselves to their place of work due to weather conditions or other conditions that would not exist if the employee lived in the city limits, can be disciplined up to and including termination.