

# 5/4/2026 City of Lead Personnel Policy Update:

## RESIDENCY POLICY FOR THE CITY OF LEAD

### PERSONNEL POLICY AND PROCEDURES MANUAL CITY OF LEAD, SOUTH DAKOTA

#### 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.

#### 2021 MODIFICATION

~~Per a consensus by the Lead City Commission on April 19, 2021, the Residency Policy now states that employees will be allowed to live within the Lead-Deadwood School District, excluding the City Administrator, Public Safety Director/Chief of Police and Public Works Director, who must reside within the city limits of Lead.~~

~~It has been understood, and restated numerous times, that new employees must abide by the Residency Policy within ninety (90) days of their first day of work.~~

#### 2026 MODIFICATION

Per a consensus by the Lead City Commission on May 4, 2026<sup>th</sup>, the Residency Policy now states that employees will be allowed to live within a thirteen mile radius of Lead City Hall, excluding the City Administrator, Public Safety Director/Chief of Police and Public Works Director, who must reside within the city limits of Lead.

New employees must abide by the Residency Policy within ninety (90) days of their first day of work.

Employees are expected to report to work as scheduled and perform their duties in a reliable and timely manner. Failure to do so, regardless of residence location, may result in disciplinary action consistent with City personnel policies.