

1.15 EMPLOYEE RESIDENCY REQUIREMENT

- A. **PURPOSE AND MANDATE.** The Village Board finds and the Village of Hilbert requires that it is necessary, convenient and proper, in order to provide for the health, safety, general welfare, administrative and emergency needs of the citizens, that all full-time and part-time employees reside within 30 minutes of the Village Hall building except Volunteer Fire Department members and First Responders who shall not have a residency requirement.
- B. **SCOPE AND APPLICATION.**
- (1) The residency requirements set forth in paragraph A. shall apply to all full-time and part-time employees of the Village after the effective date of this ordinance.
 - (2) This ordinance shall not apply to any individual whose employment with the Village on the effective date of this section arises out of a personal contract with the Village for the provision of personal or professional services; whose employment with the Village arises out of a joint or cooperative contract with another municipality; or whose employment with the Village arises out of a personal contract for the provision of personal or professional services on a temporary basis for a term of one (1) year or less or for the purpose of a single or nonrecurring special project, study or service.
- C. **RESIDENCY TRANSITION.**
- (1) Any full-time or part-time employee who resides more than 30 minutes from the Village Hall building on the effective date of this ordinance shall establish residency within 30 minutes of the Village Hall building immediately upon change, sale, transfer or conveyance of the person's residence, or the person's office, position or employment with the Village shall be forthwith automatically vacated.
 - (2) Any full-time or part-time employee who resides within 30 minutes of the Village Hall building on the effective date of this ordinance shall not reside more than 30 minutes from the Village Hall building, or the person's employment with the Village shall be forthwith automatically vacated.
 - (3) This paragraph C. shall not apply to Volunteer Fire Department members and First Responders.
- D. **VACANCY.** Any vacancy occurring under this ordinance shall be filled according to existing Village employment policy and practices.
- E. The residency regulations under this ordinance shall not apply to Volunteer law enforcement, fire or first responder personnel who are employees of the Village.
- F. **WAIVER.** The Village Board may, upon showing of necessity and affirmative vote of at least 3/4 of all its members, waive any of the requirements of this ordinance.
- G. **EFFECTIVE DATE.** This ordinance shall become effective upon publication.