

Senate File 355 - Introduced

SENATE FILE 355

BY GRONSTAL

A BILL FOR

1 An Act relating to employee residency qualifications in cities
2 with a civil service commission.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 400.17, subsection 3, Code 2015, is
2 amended to read as follows:

3 3. a. Employees shall not be required to be a resident
4 of the city in which they are employed, but they shall become
5 a resident of the state within two years of such appointment
6 or the date employment begins and shall remain a resident of
7 the state during the remainder of employment. However, cities
8 may set a reasonable maximum distance outside of the corporate
9 limits of the city, or a reasonable maximum travel time, that
10 police officers, fire fighters, and other critical municipal
11 employees may live from their place of employment. Each
12 employee residing outside the state on the date of appointment
13 or on the date employment begins shall take reasonable steps to
14 become a resident of the state as soon as practicable following
15 appointment or beginning of employment.

16 b. Cities shall establish a policy to provide individual
17 exemptions from the requirements of this subsection due to
18 individual hardship and upon a determination by the civil
19 service commission that granting an individual exemption to a
20 requesting employee is not contrary to the public interest.

21 EXPLANATION

22 The inclusion of this explanation does not constitute agreement with
23 the explanation's substance by the members of the general assembly.

24 This bill relates to employee residency qualifications in
25 cities with a civil service commission.

26 Current law prohibits cities operating with a civil service
27 commission from requiring employees to reside in the city in
28 which they are employed, but requires that such employees
29 become residents of the state within two years of appointment
30 or the date employment begins. Current law does, however,
31 provide that cities may set a reasonable maximum distance
32 outside of the corporate limits of the city, or a reasonable
33 maximum travel time, that police officers, fire fighters,
34 and other critical employees may live from their place of
35 employment. Current law further requires that an employee

1 hired from out of state take reasonable steps to become a
2 resident of the state as soon as practicable.

3 The bill requires that each city with a civil service
4 commission establish a policy to provide individual exemptions
5 from these provisions due to individual hardship and upon a
6 determination by the civil service commission that granting an
7 individual exemption is not contrary to the public interest.