

ORDINANCE NO. 3707

SUBJECT: Repealing Sections 730., 730.1., 730.2., 730.3., 730.4., 730.5., 730.6., 730.7., Jackson County Code, 1984, relating to residency of county employees.

INTRODUCED: November 7, 2005
(Legislative As A Whole)

ADOPTED: November 14, 2005

SIGNED BY EXECUTIVE: November 18, 2005

IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI

AN ORDINANCE repealing Sections 730., 730.1., 730.2., 730.3., 730.4., 730.5., 730.6., 730.7., Jackson County Code, 1984, relating to residency of county employees.

ORDINANCE #3707, November 7, 2005

INTRODUCED BY Bob Spence and Dennis Waits, County Legislators

WHEREAS, it is appropriate that the County's Personnel ordinances be amended so as to remove the requirement that all county employees be residents of the county; and,

WHEREAS, this amendment is in the best interests of the health, safety, and welfare of the citizens of Jackson County; now therefore,

BE IT ORDAINED by the County Legislature of Jackson County, Missouri, as follows:

Section A. Enacting Clause.

Sections 730., 730.1., 730.2., 730.3., 730.4., 730.5., 730.6., 730.7., Jackson County Code, 1984, are hereby repealed.

730. [Residency, Officers and Employees] RESERVED.

[All officers and employees of the county shall be residents of Jackson County, Missouri.

A person's residence is hereby defined as the true fixed and permanent address of an individual, where when such individual is absent from said address, the individual has the intention of returning to that address and remaining there as their permanent abode.]

[730.1 Nonresident Applicant.

A nonresident applicant may be hired with the understanding the applicant must establish residency in the county within six (6) months of the date of the hiring of that person.]

[730.2 Extension of Time.

The Personnel Director may, in his discretion, grant one (1) additional extension for up to three (3) months.]

[730.3 Failure to Establish.

Any officer or employee who fails to establish residency within the required time period or maintain residency shall forfeit his office and position of employment.]

[730.4 Waiver.

The County Legislature, or the Merit System Commission in the case of a merit employee, may waive the residency requirement on a showing of hardship or if the waiver would clearly be in the best interest of the county.]

[730.5 Waivers Reviewed Annually.

All waivers shall be reviewed annually.]

[730.6 New Waiver Annually.

A new waiver is required each year.]

[730.7 Waiver Refused.

If a waiver is refused, the employee shall establish residency in the county within sixty (60) days of the refusal or forfeit his position of employment.]



* 0#3707

rec'd @ legislative meeting
11/21/05

National Association For The Advancement of Colored People

Kansas City, Missouri Branch

1601 East 18th Street, Suite 212 • Kansas City, Missouri 64108 • (816) 421-1191 • Fax (816) 421-4939

Date: November 21, 2005

To: Jackson County Legislators

From: Ms. Anita L. Russell, Branch President (Contact: 816-444-9819)
The Kansas City, Missouri NAACP Branch

Subj: Repeal of Jackson County Residency Rule

The Kansas City, Missouri NAACP Branch is opposed to the lifting of the residency rule requirement that was passed by this body on last Monday.

The NAACP strongly believes that county employees should live and pay taxes in the county where they are employed. Just as the Kansas City, Missouri Police Department and all other municipal employees are required to live in the city, county employees should not be exempt from residency rules.

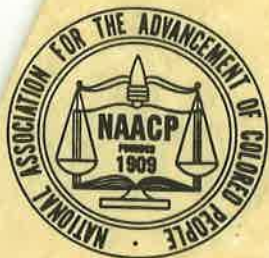
Employees have a greater investment in the communities where they live. Property values will continue to increase, which in turn will help to strengthen the voting population and provide a good tax base to help build the county infrastructure.

Soon, Jackson County voters will be asked to increase their taxes to finance improvements and possible expansion of the sports facilities. The residency rule will aid in acquiring the required taxes to support these activities and any other future improvements. Keeping tax money in the county opens opportunities for local workers while strengthening the tax base. If Jackson County is good enough to earn a living in, it is good enough to reside in and pay taxes.

You have indicated difficulty in filling some jail vacancies. Our community college and university systems are excellent and available resources for workplace training to meet the county job requirements and to expand the pool of qualified applicants/workers.

For a decision as important as this, the community should have been given the opportunity for input. To that end and to further review this situation, the NAACP requests the following information:

- the number of job titles, race, gender and rate of pay of positions filled by employees with temporary waivers of residency,



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- the media used to advertise these temporary-waived positions each year,
- the Affirmative Action Report which lists all positions in Jackson County by department, race, gender, salary, etc.,
- job descriptions for all jail positions, and
- solicited input from current employees and community organizations to broaden the pool of qualified applicants.

Please provide the above information within ten days. Following our review of the data, we will come back before you to discuss and advise on our findings.

The NAACP does not believe the lifting of the residency requirement is in the best interest of Jackson County or its citizenry. The need for jobs and training is a contributing factor in the escalating crime rate in Jackson County.

We can not just rely on the hope that county employees will think highly enough of Jackson County to want to live there. In a county that consists of Kansas City, Missouri and 17 other cities and towns, with a total population of around 654, 000 within 607 square miles why is there a need to go outside of the county limits?

For the good of the community and county government, the NAACP strongly urges you to rescind this vote to lift the residency requirements for Jackson County employees.