

DATE: October 19, 2016

TO: Honorable Mayor John Rey
City Council

FROM: Anne Marie Gaura, City Manager
Cris Randall, Human Resources Director

SUBJECT: Amending Chapter 3 “City Administration”, Section 3.46 “Residency Requirements for Employees and Officers.”

I. Summary

Under current provisions of the City’s Municipal Code, Section 3.46 contemplates a residency requirement for the Information and Technology Director. This action proposes to eliminate this residency requirement.

II. Background

Section 3.46 of the City’s Municipal Code incorporates residency requirements for a number of positions that are deemed to be “emergency response positions.” Among the positions listed is the Information and Technology Director (IT Director). The City Council recently authorized the hiring of an IT Director, as contemplated by the FY2016.5 budget, and the City has been undertaking that process.

The City advertised broadly for the position and conducted two separate sets of advertisements in order to ensure that the position was widely publicized to qualified candidates. Following the completion of a rigorous interview process, the City has identified a candidate with excellent qualifications and abilities, but who would not satisfy the currently applicable residency requirement.

The residency requirement for the IT Director is based upon the era when emergency responses by IT professionals required immediate, hands-on attention to computer systems. Utilizing modern technology and networked systems, the vast majority of emergency issues that could arise with City technology during after-hours periods are issues that could be resolved remotely, by accessing the computer system through a secure external portal. Remote access is faster and more effective than physically coming to City Hall or other computer sites, even for employees who reside in town. Accordingly, while the IT Director will be called upon to provide after-hours services as needed to maintain key functionality of City technology infrastructure, the need to require local residency no longer exists as a job-related requirement.

III. Community Groups/Interested Parties Contacted

This item is anticipated to be discussed at the City Council meeting on Monday, October 24, 2016, to provide an opportunity for public feedback.

IV. Legal Impact

Other than the City Code, there is no legal requirement that imposes residency restrictions on the IT Director position, and no legal mandate for a residency requirement.

V. Financial Impact

This item is anticipated to be revenue neutral, although the hiring of a qualified IT Director is anticipated to have a very beneficial impact on City revenues, expenditures, and technological advancement that will ensure greater worker efficiencies and productivity.

VI. Options

1. The City Council may approve the proposed Ordinance.
2. The City Council may amend the proposed Ordinance.
3. The City Council may choose to not approve the proposed Ordinance.

VII. Recommendation

Approval of the proposed ordinance is recommended. As the City faces a number of critical IT needs and large-scale IT projects such as ensuring the ongoing functionality and operation of public safety IT systems, waiver of second reading is recommended to facilitate the prompt hiring of a qualified candidate.



ORDINANCE 2016-

**AMENDING CHAPTER 3, "CITY ADMINISTRATION",
SECTION 3.46, "RESIDENCY REQUIREMENTS FOR
EMPLOYEES AND OFFICERS."**

WHEREAS, the City of DeKalb is a home rule municipality which has previously adopted Section 3.46 of the City Code, contemplating a residency requirement for the position of Information and Technology Director; and

WHEREAS, the City Council has determined that such requirement is no longer advantageous or in the City's best interests;

THEREFORE BE IT ORDAINED by the Mayor and City Council of the City of DeKalb, DeKalb County, Illinois, as follows:

Section 1. Subsection (c) of section 3.46 of the City Code shall be amended with the deletion of "Information and Technology Director."

Section 2. All ordinances or portions thereof in conflict with this ordinance, including the prior versions of the ordinances included above, are hereby repealed.

Section 3. Should any provision of this Ordinance be declared invalid by a court of competent jurisdiction, the remaining provisions will remain in full force and affect the same as if the invalid provision had not been a part of this Ordinance.

Section 4. This Ordinance shall be in full force and effect after passage and publication pursuant to law. Publication date: _____, 2016. Effective date: _____, 2016.

PASSED BY THE CITY COUNCIL of the City of DeKalb, Illinois at a regular meeting thereof held on the _____ day of _____, 2016 and approved by me as Mayor on the same day.

ATTEST:

JENNIFER JEEP JOHNSON, City Clerk

JOHN A. REY, Mayor