



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Civil Service Board, Beckie Summers, Chair  
**COPY:** Government Finance and Performance; Lillian Hunter, Anders Ibsen, Ryan Mello, and Robert Thoms, Gary Buchanan Human Resources Director, Assistant Human Resource Director, Shelby Fritz, Civil Service Board Coordinator Wendy Hobson  
**PRESENTER:** Beckie Summers, Civil Service Board  
**SUBJECT:** Residency and Current Civil Service Board Issues  
**DATE:** November 5, 2019

**PRESENTATION TYPE:**  
Informational Briefing

**SUMMARY:**  
I am responding to a request by Councilmember Hunter to address classified-service residency requirement questions.

**BACKGROUND:**  
This issue was brought up for discussion by the board on October 3, 2019.

**ISSUE:**  
The Board has a motion to remove the current blanket residency waiver to get a better handle on use and impact of residency waivers. The Board also is considering a residency preference to allow the City's workforce to better reflect the community it serves.

**ALTERNATIVES:**  
This is an information briefing only. There are no alternatives presented.

**FISCAL IMPACT:**  
This is an information briefing only. There is no fiscal impact.

**RECOMMENDATION:**  
This is an information briefing only. There is no recommendation.