

RESOLUTION NO. 2530

A Resolution of the City of Salisbury to modify the Employee Handbook to require future Department Heads to reside in Salisbury unless waived by the Council.

WHEREAS, the City of Salisbury has an Employee Handbook; and

WHEREAS, the Human Resources Division of the Internal Services Department has reviewed the Employee Handbook; and

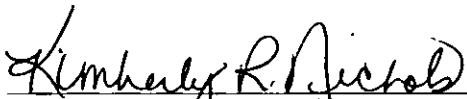
WHEREAS, the Human Resources Division recommends making changes to the Employee Handbook to meet the needs of the City and its employees; and

WHEREAS, the recommended changes have been discussed with the Mayor, each of the Department Directors and the City Council;

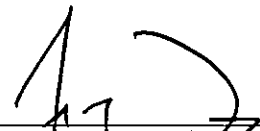
NOW, THEREFORE, BE IT RESOLVED by the City of Salisbury, Maryland to amend the Employee Handbook as shown on Attachment A with additions underlined.

THE ABOVE RESOLUTION was introduced and read and passed at the regular meeting of the City of Salisbury held on 10 day of August 2015, and is to become effective immediately upon adoption.

ATTEST:



Kimberly R. Nichols, City Clerk



Jacob R. Day, President
Salisbury City Council

APPROVED BY ME THIS 11th day of Aug., 2015.



James Irton, Jr., Mayor

Attachment A

0107 Employment Status

B. Appointed Positions. Positions staffed through an “at will” employment relationship. Employees in “appointed” positions serve at the pleasure and discretion of the appointing officials subject to applicable local, state, and federal laws and regulations. The City may enter into a contract or employment agreement with an employee in an appointed position that provides for terms or conditions of employment that differ from the standard terms and conditions of employment for all other employees. New Department Heads hired after August 31, 2015, must live inside the corporate limits of the City of Salisbury during their employment with the City, unless this requirement is waived by a resolution of the Council. All appointed positions are filled through a competitive selection process based on the merit and fitness of the individual selected.

INTER

OFFICE

MEMO

OFFICE OF THE MAYOR

To: Tom Stevenson, City Administrator
From: Julia Glanz, Asst. City Administrator
Subject: Department Director Residency Requirements
Date: August 6, 2015

Attached is a resolution altering the City of Salisbury Employee Handbook to make it mandatory for any future Department Director hired after August 31, 2015 to live within the City limits of Salisbury, MD. The City of Salisbury would like to see all of its employees living within City limits. Our Department Directors are role models for employees within their departments and may be able to encourage their employees to do so, but only if they themselves are living within City limits. Department Directors that live within the City of Salisbury have more invested in the community.

Unless you or the Mayor has further questions, please forward this resolution to the City Council.