

**CITY OF AUBURN HILLS
FIRE DEPARTMENT
PERSONNEL GUIDELINE**

SUBJECT: Full Time Employee Residency	NUMBER: 135
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EFFECTIVE DATE: October 1, 2002	REEVALUATION DATE: October 1, 2003
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AMENDS:	DISTRIBUTION: Full Time Personnel	NUMBER OF PAGES: 2
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I. PURPOSE

To ensure a timely response to incidents when a call back of full time employee's is requested.

II. RESIDENCY REQUIREMENTS OF PUBLIC EMPLOYEE'S (Excerpt)
ACT 212 OF 1999, 15.602 (Effective March 10, 2000)

Sec. 2.

- (1) Except as provided in subsection (2), A public employee shall not require, by collective bargaining agreement or otherwise, that a person reside within a specified geographic area or within a specified distance or travel time from his or her place of employment as a condition of employment or promotion by the public employer.
- (2) Subsection (1) Does not prohibit a public employee from requiring, by collective bargaining agreement or otherwise, that a person reside within a specified distance from the nearest boundary of the public employer. However, the specified distance shall be 20 miles or another specified distance greater than 20 miles.
- (3) A requirement described in subsection (2) does not apply to a person if the person is married and both of the following conditions are met:
 - A. The person's spouse is employed by another public employee.
 - B. The person's spouse is subject to a condition of employment or promotion that, if not for this section, would require him or her to reside a distance of less than 20 miles from the nearest boundary of the public employer.
- (4) Subsection (1) Does not apply if the person is a volunteer or paid-call firefighter, an elected official, or an unpaid appointed official.

III. PROCEDURE

The City of Auburn Hills Fire Department requires that all full-time employees reside within 25 miles from the nearest city boundary.

Persons employed by the City of Auburn Hills prior to the effective date of this guideline are grandfathered. However, if the employee changes permanent residence, they shall be required to move within 25 miles of the nearest city boundary.

Persons employed by the City of Auburn Hills after the effective date of this guideline will be required as a condition of their employment to reside within 25 miles of the nearest city boundary within 90 days of their appointment.

The Fire Chief may require at any time from any employee notarized proof of residency to assure that employees are in compliance with this guideline.

Employees shall notify the Fire Chief of any change of permanent residence prior to relocation.