



# TOWN OF WICKENBURG

Residency Policy Review

Key Municipal Position

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# Agenda

- Review current residency requirements for key leadership positions
- Compare Wickenburg's policy with other Arizona municipalities
- Provide data to inform Council decision on proposed policy updates
- Q&A



# Current Residency Policy:

“Section 4. RESIDENCE REQUIREMENTS – All employees of the Town are required to establish and maintain residence in accordance with departmental policies as approved by the Town Council within three (3) months after the completion of their probationary period, except for the Town Manager, Police Chief, Fire Chief and Public Works Director, all of whom shall be required to maintain residence within a five (5) mile radius of the Town Limits.”

# Current Residency Policy

01

All employees required to establish and maintain residency per departmental policies and as adopted by Council.

02

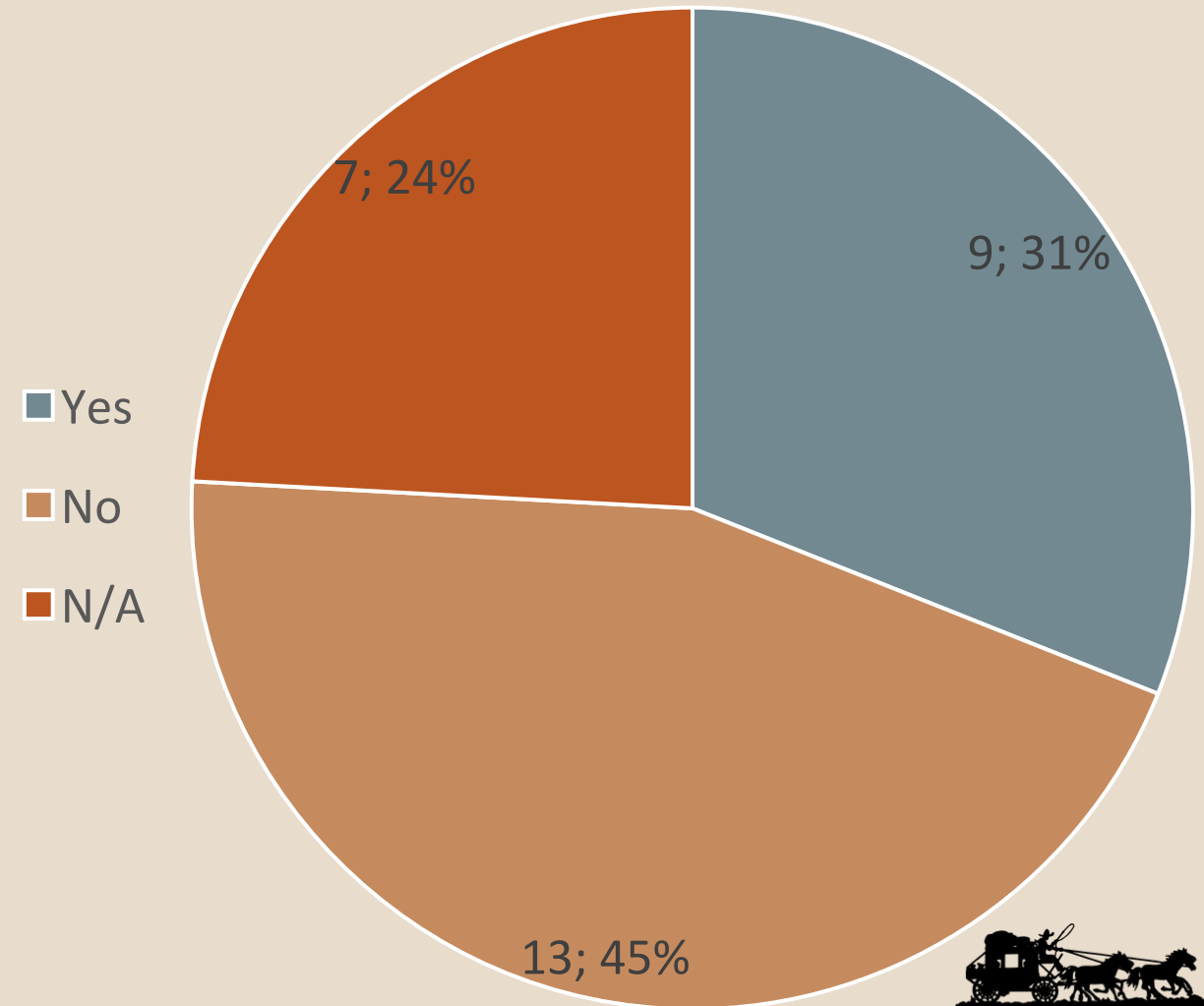
Exceptions: Town Manager, Police Chief, Fire Chief, Public Works Director must live within 5 miles of Town Limits.

03

Immediate residency requirement not consistent with current practice.

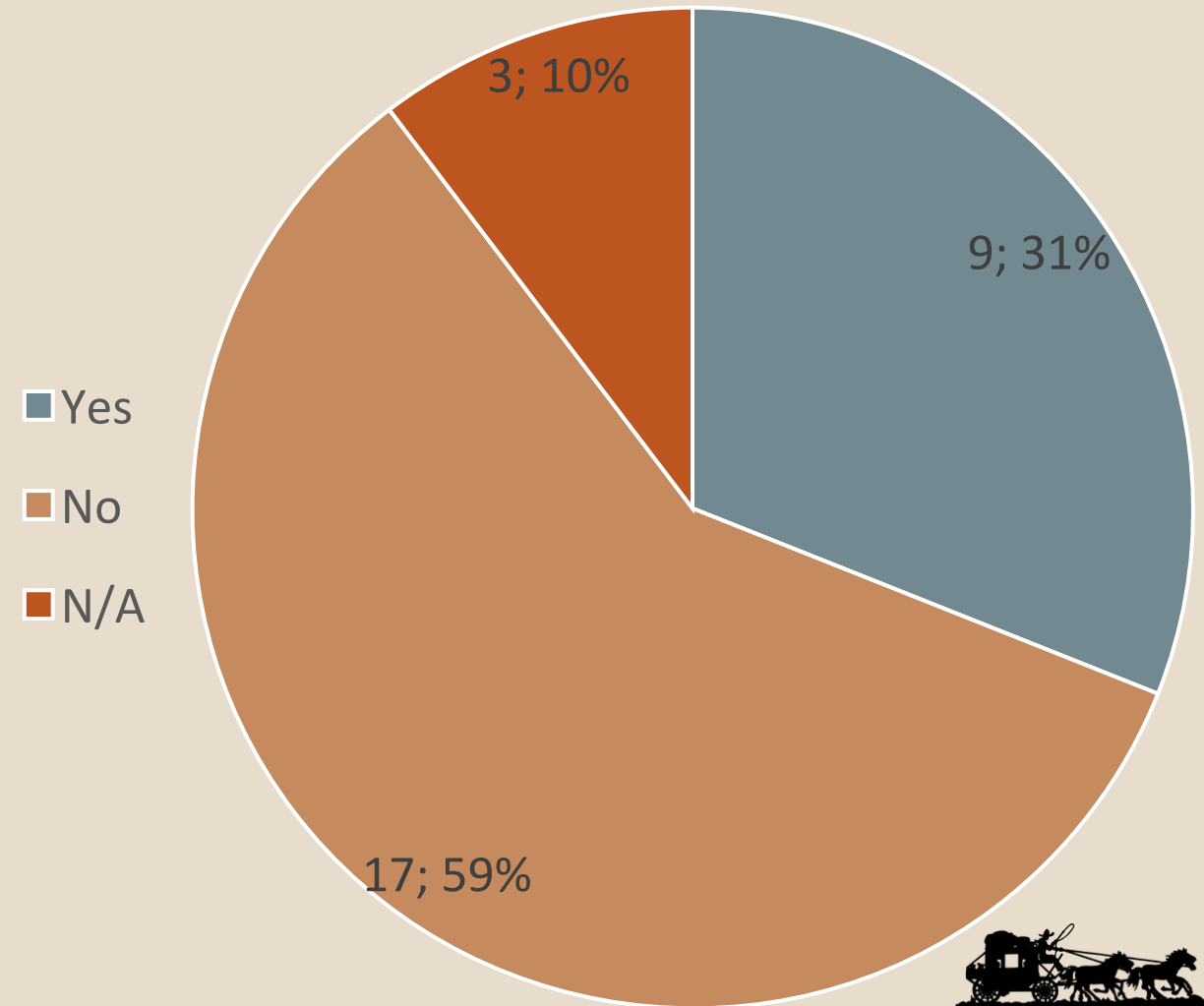
# Survey Results: Fire Chief

- Several cities don't employ fire services directly (contract districts)
- Where applicable, many policies allow flexibility (e.g., within 15–30 miles or reasonable response time)
- Some report “informal” expectations but not formal requirements



# Survey Results: Police Chief

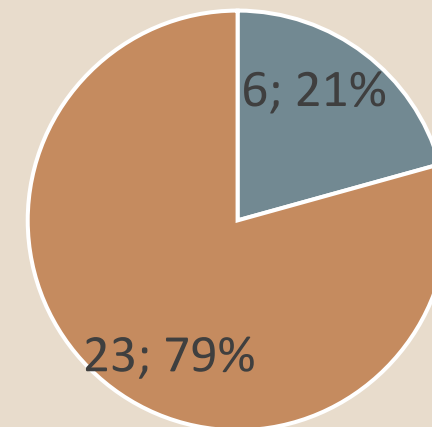
- Many contract services with MCSO or other agencies
- Some have formal or informal “response time” requirements (15–30 minutes)
- A few cities note historical practice of chiefs living in town but not required
- Housing affordability was cited as a barrier to strict residency



# Survey Results: Public Works Director

- Most jurisdictions do not require residency
- Instead, they use flexible guidelines such as “within 20 miles” or “within 15–30 minutes”
- Several highlighted challenges recruiting for this role (vacancies, affordability, need for quick response but not in-town residency)
- No “N/A” reported for this data

■ Yes  
■ No



# Key Takeaways from Survey Data

## 01

Most cities do not require residency; instead use response-time standards.

## 02

Recruitment & retention: strict rules shrink candidate pools, especially in tough housing markets.

## 03

Emergency readiness: Response-time expectation balance accessibility with flexibility (managed administratively).

## 04

Policy alignment: Removing residency rules modernizes practice and matches peer municipalities.

# Proposed Policy Update

**Town Manager:** Residency required; terms defined by Council in contract.

**Fire Chief and Police Chief:** Residency that ensures reasonable response times, determined by Town Manager.

**All other employees:** No residency requirement.

# Policy Comparison

| Item                  | Current Policy                                                                                           | Proposed Policy                                                                                      |
|-----------------------|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| All employees         | All employees required to establish and maintain residence per departmental policies approved by Council | Not required to establish or maintain residency                                                      |
| Town Manager          | Required to maintain residence within 5 miles of Town Limits                                             | Required to establish and maintain residency; requirements set by Council in the employment contract |
| Fire Chief            | Required to maintain residence within 5 miles of Town Limits                                             | Maintain residency that provides for a reasonable response time as determined by the Town Manager    |
| Police Chief          | Required to maintain residence within 5 miles of Town Limits                                             | Maintain residency that provides for a reasonable response time as determined by the Town Manager    |
| Public Works Director | Required to maintain residence within 5 miles of Town Limits                                             | Not required to establish or maintain residency                                                      |
| Timing                | Immediate / within 3 months of probation                                                                 | Subject to contract (Town Manager); Fire/Police Chiefs per Town Manager limits; others exempt        |

# Staff Proposed Residency Policy:

“Section 4. RESIDENCE REQUIREMENTS – The **Town Manager**, appointed by the Town Council and serving under contract, **shall be required to establish and maintain residency**. Residency requirements for the **Town Manager shall be defined by the Town Council and specified in the employment contract approved by the Council**. The **Fire Chief and Police Chief** shall maintain residency **that provides for a reasonable response time** as determined by the Town Manager. **All other employees of the Town shall not be subject to residency requirements.**”

# Staff Recommendation

- Approve the proposed policy update for the Town Manager, Fire Chief, and Police Chief
- Removes outdated restrictions, aligns with peer municipalities, and maintains flexibility for operational needs



# Questions?

