



Human Resources Department

City of Pekin Residency Policy

2.10 RESIDENCY REQUIREMENT

General Conditions. All employees shall reside within the 10 miles of the corporate City limits. Residency requirements for employees covered under collective bargaining agreements shall be governed by those agreements. Residency requirements for non-union sworn police and fire personnel shall also be governed by the police and fire collective bargaining agreements. Employees hired prior to May 1, 2020 may be grandfathered at the current residence; however, if an employee chooses to move, they must reside within the 10-mile radius of the corporate City limits.

Newly hired employees who do not reside within 10-mile radius of the corporate City Limits may have up to twelve (12) months from the end of their Probationary Period to establish residency.

The City of Pekin encourages employees to live within the corporate City limits and from time to time may provide incentives to those employees that reside within the corporate City limits. The City of Pekin may also provide assistance to employees choosing to move into the corporate City limits through its incentive program if funded annually in the budget.

Hiring preference will be given to a candidate of equal hiring value for open positions to candidates living within the corporate City limits.

Special Conditions. Employees occupying the following positions shall be required to live within the corporate limits of the City of Pekin: City Manager, Assistant City Manager, Public Works Director, Police Chief, and Fire Chief.

Exemptions. Any exemption to the residency requirement must be authorized in writing by the City Manager and approved through consensus of the City Council. Residency for any proposed candidate may be waived upon consensus of the City Council

An employee who fails to meet the residency requirement shall be terminated.