

County of Cumberland Board of Commissioners	Policy Number: 1.08	Pages: 2 of 2
Chapter: Appointment of Personnel	Effective Date: February 28, 2023 Superseded Policy 1.08 Dated 04/14/1994	
Subject: Residency Requirement		

I. POLICY:

To improve relations among County employees, enhance the quality of employee performance by greater personal knowledge of the conditions and problems in the County, promote a feeling of greater personal interest in the County's progress, reduce the possibility of tardiness and absenteeism, and aid in the reduction of the unemployment rate within the County, Cumberland County Government desires that its employees be residents of said county. Exceptions shall be made in accordance with policy guidelines as outlined below.

DEFINITIONS:

Resident: A person permanently domiciled within the County of Cumberland.

II. PROCEDURE:

- A. The Director of Personnel & Human Resources shall be responsible for the enforcement of this personnel policy and shall use the following standards in determining legal residence:
1. Whether location is owned or rented.
 2. Whether time spent in the claimed residence exceeds that of other locations.
 3. Whether the relationship among those persons living in the claimed residence is closer than those with whom the individual lives elsewhere.
 4. Whether, if the residence requirement of the anticipated or actual appointment was eliminated, the individual would be likely to remain in the claimed residence.
 5. Whether the residence recorded on a driver's license, motor vehicle registration or voter registration card and other documents is the same as the claimed legal residence. Post office box numbers shall not be acceptable.

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6. Whether the school district attended by child(ren) living with the individual is the same as the claimed residence, with consideration given to situations where an Inter-District Public School Choice arrangement exists.
- B. The Civil Service Commission will review residency requirements that apply to examination candidates. It is the responsibility of the County to review and enforce residency requirements relating to appointment and continued employment, including the New Jersey residency requirement set forth in P.L. 2011, c. 70.
 - C. The Cumberland County Administrator may, at their discretion, for good and just cause, permit an individual to remain in the employ of the County without complying with the provisions where:
 1. The health of an employee or immediate family member necessitates residence outside the County limits.
 2. The nature of the employment is such as to require residence outside the County.
 3. A special talent, experience, or technique exists which is necessary for the operation of County government and not found among County residents.
 4. There are not sufficient applicants within the boundaries of Cumberland County deemed qualified to fill a position.
 5. A statutory appointment has been approved by resolution of the Cumberland County Board of Commissioners.
 - D. Failure of any employee, except as provided by law, to comply with this regulation shall be deemed, regardless of tenure or status, sufficient cause for removal.
 - E. Unless otherwise specified, residency requirements shall be met by the date of employment.