

BY THE CADDO PARISH COMMISSION:

AN ORDINANCE AMENDING THE CADDO PARISH PERSONNEL POLICY TO REQUIRE THAT ALL PARISH EMPLOYEES HIRED, APPOINTED OR PROMOTED TO PARISH ATTORNEY, ASSISTANT PARISH ADMINISTRATOR, PARISH ADMINISTRATOR/CEO, DEPARTMENT DIRECTOR OR COMMISSION CLERK, MUST RESIDE IN CADDO PARISH, AND TO OTHERWISE PROVIDE WITH RESPECT THERETO.

WHEREAS, the Parish of Caddo seeks to ensure that the broadest pool of potential candidates for public employment are invested in the community in which they live and with the government which employs them; and

WHEREAS, the Parish of Caddo seeks to also extend opportunities for advancement to persons who may reside in another parish but are best qualified for the open position.

NOW, THEREFORE, BE IT ORDAINED by the Caddo Parish Commission in due, regular and legal session convened, that the Parish Personnel Policy be and is hereby amended to read as follows, to-wit:

Sec. 206.        RESIDENCY

- a.        Effective immediately, employees permanently hired, appointed, or promoted to any of the following listed positions shall be residents of Caddo Parish within one year from the date of commencement of employment, appointment, or promotion and throughout the course of their employment with the Parish: Parish Administrator/CEO, Assistant Parish Administrator, Parish Attorney, Department Director, Commission Clerk.
- b.        As a condition of hiring, appointment, or promotion to the positions listed in subsection (a), parish employees will be required to show proof of residency within the guidelines established by the Human Resources Department ~~and which complies with Section 106(Q)~~ of the Parish Personnel Policy. Falsifying, materially misrepresenting, misleading proof of residency could be cause for disciplinary action, up to and including termination.
- c.        All external and internal employment applications for the positions listed in subsection (a) shall require a statement thereon indicating that residency is a required condition.
- d.        This requirement shall not apply to persons applying for the positions listed herein, if said persons are employed by Caddo Parish as of February 1, 2022.