

	<b>Joliet</b>	<b>Elgin</b>	<b>Rockford</b>	<b>Orland Park</b>	<b>Evanston</b>	<b>Naperville</b>
<b>How are department/division heads approved or appointed?</b>	Not appointed. City manager is the only one who goes through council approval (also police & fire chiefs). Everyone else is hired at city manager's discretion.	Appointed by city manager.	Appointed by Mayor and then put through council for approval.	Department heads are appointed by the village manager. No formal council approval, but they do get feedback from board and may be included in the final interviews.	No council approval, but candidates go through rigorous interview phase which may include council members.	Appointed by city manager
<b>Do position descriptions go through council approval or are they done at the HR level?</b>	Kind of. Not required to, but have been presenting them to city council as descriptions are updated.	Done at HR level. No council approval.	Done at HR level	Done at HR level.	Done at HR level.	Done at HR level
<b>Do you have a residency requirement? If so, for which positions.</b>	There is a residency requirement for city manager.  For union positions, which is about 90 percent of their employees, they do require residency within 18 months of hire starting Dec. 2016. After 20 years in the union, employee may move out.  No residency requirement for	Yes, for certain positions that necessitate it: The following listing of full time officers and employees, employed now or hereinafter by the city, shall be required as a condition of their continued employment to maintain their bona fide residence and their principal place of abode within the corporate city limits of the city of Elgin: city manager, fire	Yes, for all positions, employees must reside within 15 miles of public safety building. Department heads must live within city limits.	Yes, only for police chief and village manager. It is highly preferred that the assistant village manager is also a resident, but it is not required.	Yes, for city manager only.	Yes, for city manager only. Must become residence during tenure. Radius for Police and Fire. Chpt. 6, Sec. 1-6-1 of City Code

	other positions for now, but all employees were required to live within city limits up until 2010.	chief, police chief, assistant city managers, community development director, public services director, parks and recreation director, police deputy chief, assistant fire chiefs, and city clerk. (Ord. G46-14, 2014)				
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