



TOWN OF TRURO

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POLICY MEMORANDUM #57

Date: September 13, 2016; rev 9/13/2022

**This policy was revised at the September 13, 2022 Select Board meeting solely to reflect the titles used in the Town Charter for the Town Manager and Select Board and to modify language to be gender neutral. No changes were made to the content of the Policy at that meeting.*

Subject: **RESIDENTIAL PREFERENCE HIRING POLICY**

Section I – Purpose

The purpose of this Policy is to provide applicants for initial employment positions within the Town of Truro (“Town”) with notice of the Town’s residential preference hiring policy and program as it affects them. This policy is intended to give a preference to those applicants for initial employment who have attained “resident” status within the Town as of the date the vacancy is posted.

The Town is committed to employ, in its best judgment, suitable candidates for approved positions while engaging in recruitment and selection processes that are in compliance with all applicable labor and employment laws. It is the policy of the Town to provide equal employment opportunity for employment to all applicants and employees.

Section II – Definitions

1. Resident – for purposes of this policy, a “resident” shall be defined as a person who has lived in the Town of Truro for the majority of the **year** before the **date the vacancy for the initial position is posted**.
2. Residence – for purposes of this policy, a “residence” shall be defined as the place where one actually lived and intended as their **permanent home**.
 - a. If a person lives at college during the school year, they may claim as their permanent residence the place where they reside during the rest of the year.
 - b. If a person was in the military, they may claim residency within the Town of Truro if they lived in the Town when they entered the military, if they returned to the Town after leaving the military, or if they are still in the military, and they intend to return to that residence in the Town.

- c. If a person permanently moves to another city or town at any time during the year before the vacancy is posted, they will **not** qualify for residency preference on their application for employment with the Town.

Section III - Policy

It is the policy of the Town that a person applying for an initial position with the Town, who is a bona fide resident of the Town **at the time the position is posted**, shall be awarded a ten (10) point residency preference over non-Town resident applicants. To receive this preference, the applicant must provide proof of residency in the form of a deed, mortgage, property tax receipt, rental housing agreement, utility bill, vehicle registration or title, valid and up-to-date driver's license, or state-issued identification card. If selected, the person shall be required to maintain such residency for a minimum of one (1) year from the effective date of the appointment.

Section IV – Determination of Residency

The Town Manager shall be charged with verifying the accuracy of a claim of residency.

Section V – Willful or Deliberate False Claims of Residency

Any applicant who is found to have willfully or deliberately claimed residency within the Town of Truro on their application, knowing the same to be inaccurate or untrue, shall be immediately disqualified from candidacy for the vacancy for which they applied.



Kristen Reed, Chair



Robert Weinstein Vice-Chair



John Dundas, Clerk



Susan Areson



Stephanie Rein
Truro Select Board