

## Residency

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To:

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- Felicia Dennis <drfede4yorkcitycouncil@gmail.com>;
- Dianna Thompson-Mitchell <Dthompso@yorkcity.org>

Good afternoon Council,

I am emailing you today regarding the City's residency requirement. I have been a loyal City employee for close to 13 years now and have enjoyed living here for 12 years. I love my job and I believe WRCT brings value to the City Government as well as to the residents that live here and in the County.

As you already know, the residency requirement is hurting York City in the following ways:

- Difficulty filling empty positions for months due to lack of interest or qualification from current City residents - resulting in:
  - Burn out and decreased moral for current employees picking up the slack
  - Inefficiency & Delays in the government process
  - Lost investments of time and money to secure a position when the employee decides not to stay once the time limit is up to "make the move" to the City
  - Retaining loyal/seasoned employees to life changes

The vast majority of the City's employees are not even required to live in the city, so why should less than a third of employees like myself be required to? This is unfair and frankly, a poor business strategy.

From starting out as a volunteer to becoming the Station Manager, I've mastered many skills that have only come with time, trial, and error. With the help of a few sporadic volunteers, I do all the filming, editing, scheduling, streaming, engineering, and troubleshooting to keep things running smoothly. This often involves nights, weekends, and holidays. I love and take pride in my work, and I want to see WRCT continue to be an asset for the City, County, and its residents for years to come.

If I were to leave, I fear for the future of WRCT. I'm concerned the City would not be able to find a qualified broadcast engineer capable of maintaining WRCT, willing to live in the City, all while being paid the City's rather low salaries.

On a personal note, when I purchased my little home, I was single and just starting out. I have since filled almost every square inch with a massive garden including grapes, berries, and multiple fruit trees. All these years later I'm happily married with two quickly growing boys and I'm literally running out of space! I want my kids to be able to raise chickens, play in the woods, and maybe have a few farm animals. My priorities are faith, family, and employment in that order. Our family will thrive best living in a more rural environment.

I implore you to please remove the residency requirement as soon as possible. Whatever your decision may be, I need to know your intentions so that I can move forward in making major life decisions. I really don't want to leave WRCT, but I may have to for the sake of my family.

Thank you,  
Cliff Kern