

Running for Office and Serving on a Commission or as an Employee
February 16, 2016

Ms. Luecking:

Here is guidance from HR's personnel regulations. They may be useful in understanding some of the boundaries.

3-8. Political activity.

- (a) An employees may participate in political causes and campaigns on the employee's own time.
- (b) An employee must not use County equipment, supplies, or other property for a political cause or campaign.
- (c) An employee must not disrupt or interfere with the work of another County employee while participating in activities associated with a political cause or campaign.
- (d) A County employee must not direct, coerce, or otherwise pressure or obligate another County employee to contribute to a political cause or campaign or to perform work or provide services of any type to a political cause or campaign.
- (e) A County employee must not wear a County uniform, identification card, or other clothing or insignia that identifies the individual as a County employee while engaging in or attending a political activity of any kind, including a political rally, employee demonstration, caucus, campaign, fund raiser, and political speech, unless they have been directed to do so by a County supervisor.
- (f) A County employee must not use a County vehicle that is marked or identifiable as a County vehicle while engaged in political activities such as setting up a sign or attending a rally, caucus, promotional event, or fund raiser.
- (g) A County employee must not place a bumper sticker, decal, insignia, banner, or placard on County property or a County vehicle unless it is provided or authorized by the department.
- (h) A County employee must not wear an unauthorized pin, button, placard, or other article associated with a political cause or campaign while wearing a County uniform or while on duty.
- (i) A County employee may wear a County uniform, identification card, or other County clothing or insignia while voting at the employee's assigned polling place.

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