

POLITICAL ACTIVITIES

The purpose of the policy is to:

1. foster governmental efficiency and to ensure that employees can perform their jobs without being pressured to support specific Council or other political candidates or to interpret regulations favorably for supporters of such candidates;
2. allow employee performance and advancement to be judged without regard to prior political activity;
3. promote public confidence in the integrity of City government to the end that employees will not be perceived as making decisions on the basis of political loyalties.

Prohibited Activities during Working Hours. An employee shall be subject to discipline up to and including immediate dismissal for violation of these provisions:

- a. No holder of public or employee or employee shall, while on duty during an assigned work shift as an employee of the City:
 - i. Request or solicit contributions or anything of value for any political candidate or cause.
 - ii. Participate in any political campaign by:
 - a. Speaking in favor of any candidates or cause.
 - b. Distributing literature.

- c. Picketing or demonstrating on behalf of
or in opposition to any political
candidate or cause.
 - d. Organize, plan or in any other way
participate in the administration of any
political campaign.
- b. No officer, employee or volunteer shall, while on duty and/or in
the uniform of the City, or while in or operating any City vehicle,
display any badge, button, sign or sticker promoting or opposing
any political cause or candidate.
- c. No officer or employee of the City shall use public funds, property,
or any other instrumentality or thing of value belonging to the City
to promote or oppose any political cause or candidate.
- d. Nothing in this policy shall be interpreted to prohibit an employee:
 - i. From stating any opinion regarding any political issue
in ordinary conversation during working hours
providing that such a conversation does not interfere
with the employee's assigned job duties.