



Personnel Policy

Political Activity

Control Number

HR026

Policy Date

06/05/06

Revision Date

01/03/22

Purpose

To set guidelines and restrictions for political activities by County Employees

Scope

All regular employees, budgeted thirty-two (32) hour employees and part time employees

Policy Statement

Employees have the civic responsibility to support good government by every available means and in every appropriate manner.

Guidelines

Acceptable

While off-duty, employees may engage in appropriate, legal political activities. Employees may join or affiliate with civic, political organizations; attend political meetings and serve as officers of those organizations; and support principles and policies.

Restrictions

While on-duty, employees may not engage in the following:

- Engage in any political or partisan activities
- Post political advertising at any County owned or leased property
- Use official authority or influence for the purpose of interfering with or affecting the results of an election of a nomination for office
- Place any pressure, direct or indirect, on any employee to support any candidate or party, contribute to, solicit for, or act as custodian of funds for political purposes
- Offer any county position, promotion, job related benefit, remuneration or other advantage to any person as a reward for political activity or support
- Take adverse action against any employee based on that employee's engagement in or refusal to engage in permitted political activity
- Use County funds, supplies, equipment, or technology for political or partisan purposes
- Engage in political messages that are inappropriate or offensive to coworkers; or harassment of coworkers, customers, or vendors regarding political preferences will not be tolerated

Hatch Act Modernization Act

County employees, whose entire salary is funded with federal funds, are prohibited from running for election in a partisan race.



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General Statute

G.S. 14-234 prohibits a current member of the Board of Commissioners from being employed as a County employee. Likewise, a current County employee may not be elected as a Commissioner and remain a County employee.

Disciplinary Action

Any violation of this policy will be considered unacceptable personal conduct and is subject to discipline up to and including termination.

Reference

Replaces: Personnel Policy dated, June 5, 2006
Article, V, Conditions of Employment, Section 3. Political Activity Restricted