

Utah County Human Resource Management Policy 4-7500: Political Activity

Purpose

It is the purpose of this policy to support Utah County employees' rights to participate in the political process as they desire and at the same time ensure that Utah County's workplaces are free from undue or inappropriate political influence.

I. Policy

Utah County recognizes the right of Employees to engage in political activities outside of their employment. However, employees and officers of Utah County government may not engage in political activity during their hours of employment with Utah County. While employees do have the right to donate their personal time and money to their preferred candidates or causes, they may not engage in these activities while using public funds, public resources, or work time.

II. Procedures

- A. No person shall be denied the opportunity to become an applicant for a position under the merit system in any County department by virtue of political opinion or affiliation.
- B. No County officer or employee may engage in any form of political activity during hours of employment or utilize County property for any purpose relating to political activities or campaigning. County property includes not only County facilities, equipment, vehicles, supplies, funds, and systems, electronic and otherwise, but also County services and County maintained information beyond the content and manner publicly available. Use of County logos or letterhead for political purposes is also inappropriate.
- C. County property may be used as polling places and/or election processing locations, and state law prohibits electioneering by anyone within 150 feet of a polling place while an election is being conducted.
- D. No person employed by the County under the merit system may be dismissed from service as a result of political opinion or affiliation.
- E. A County career service employee may voluntarily contribute funds to political groups and become a candidate for public office.
- F. No County officer or employee, whether elected or appointed, may directly or indirectly coerce, command, advise, or solicit any officer or employee covered under the merit system to pay, lend or contribute part of his or her salary or compensation or anything else of value to any party, committee, organization, agency, or person for political purposes.

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- G. No County officer or employee, whether elected or appointed, may attempt to make any officer's or employee's employment status dependent upon the employee's support or lack of support for any political party, committee, organization, agency, or person engaged in a political activity.
- H. No officer or employee may engage in any political activity during the hours of employment nor shall any person solicit political contributions from County employees during hours of employment for political purposes, but nothing in this section shall preclude voluntary contribution by a County employee to the party or candidate of the employee's choice.
- I. Nothing contained in this section shall be construed to permit partisan political activity of any County employee who is prevented or restricted from engaging in such political activity by the provision of the Federal Hatch Act.

III. References