

PPM Update

POLICY NUMBER/TITLE	Civilian Policy #42 – Political Activity
DEPARTMENTS (OWNERS)	HR, City Attorney's Office
DEPARTMENT APPROVAL DATE	10/14/2020
LEGAL APPROVAL DATE	10/14/2020
CHIEF OF STAFF/MAYOR APPROVAL DATE	10/14/2020
AGENDA DATES	10/26/2020
FINAL APPROVAL DATE	

Change Requested By: City Attorney's Office

Description of Change: Removing section on Employee candidacy

Markup for Council:

Policy # 42 ***POLITICAL ACTIVITY***

An employee shall not use or permit others to use the authority of their position to actively support either a candidate for City Council, a City issue, or any other political candidate or political issue.

Guidelines

Employees will be subjected to discipline for failing to adhere to any of the following guidelines:

- Employees shall not conduct personal political/activity during working hours or while acting in any capacity as a representative of the City. Employees may not use City funds, supplies, resources, vehicles, or equipment for such political activity. City facilities may only be used for political purposes if the employee pays the regularly scheduled fees for such space, and it is not during the employee's work time. No restriction is placed on the use of park land. Personal political activity includes, but is not limited to, the following:
 - Gathering signatures for an initiative.
 - Directly or indirectly participating or assisting in any political campaign on behalf of a candidate or ballot issue.
- An employee's conduct shall not imply or suggest endorsement, support, or alliance with any ballot issue, candidate, or subject matter of any petition gathering on behalf of the City during work hours.
- An employee shall not wear any City uniforms or apparel or use City vehicles displaying the City logo while conducting personal political activity after work hours. Such actions include gathering of signatures to any petition and campaigning for or against a ballot issue or candidate.

- An employee shall not wear buttons, badges, or other items during the work day that promote or refer to a ballot issue or candidate.
- An employee shall not use or permit others to use the authority of their position or employment to actively support a ballot issue or candidate for election.

Employee Candidacy

~~An employee who files the declaration for candidacy for Colorado Springs City Council will immediately terminate employment with the City.~~

Last revised: 3/06