



Legislation Text

File #: 21-047, **Version:** 3

Ordinance No. 21-20 amending Section 105 (Candidates for Election) of Part 1 (Employee Rules and Regulations) of Article 4 (City Employees) of Chapter 1 (Administration, Personnel, and Finance) of the Code of the City of Colorado Springs 2001, as amended, pertaining to City Employee Candidacy for Election

Presenter:

Michael Sullivan, Chief Human Resources and Risk Officer
Tracy Lessig, City Attorney's Office

Summary:

City Code change to address when City employees must terminate employment if they choose to run for elected office. The proposed ordinance revisions require City employees to terminate employment with the City upon filing a candidate nomination petition for any elective office of the City. The proposed ordinance revisions also require City employees to terminate employment upon filing a statement of candidacy or a candidate affidavit for any elective office of the Federal Government, the State of Colorado, the County of El Paso, the City or any school district lying wholly or partly within the City limits or within the service area of the Utilities unless the Mayor or a majority of City Council, as appropriate, give consent. In addition, the proposed ordinance revisions require City employees elected or appointed to any elective office of the Federal Government, the State of Colorado, the County of El Paso, or any school district lying wholly or partly within the City limits or within the service area of the Utilities to terminate employment with the City upon acceptance of such elective office unless this requirement is waived by the Mayor or a majority of City Council, as appropriate.

Background:

The City of Colorado Springs Human Resources Department requested an update to the Political Activity policies in the Civilian and Sworn Policies and Procedures Manuals. The matter was presented to City Council at a Work Session on 10/26/2020 and City Council approved the revisions on 10/27/2020. The revisions removed the prohibition of terminating employment upon filing a declaration for candidacy for Colorado Springs City Council. At its Work Session on 1/11/2021, Council discussed two options for City Code revisions addressing when City employees must terminate employment if they choose to run for elected office. City Council expressed an informal consensus to require City employees to terminate employment with the City upon filing a candidate nomination petition for any elective office of the City.

Previous Council Action:

On 10/27/2020, City Council approved removal of provisions of the City's Personnel Policies and Procedures Manuals ("PPM") (City Sworn PPM Policy # 30 and Civilian PPM Policy # 42) requiring City employees to terminate employment upon filing a declaration for candidacy for Colorado Springs City Council. At its Work Session on 1/11/2021, Council discussed two options for City Code revisions addressing when City employees must terminate employment if they choose to run for elected office.

Financial Implications:

N/A

City Council Appointed Board/Commission/Committee Recommendation:

N/A

Stakeholder Process:

N/A

Alternatives:

Council could choose not to adopt any amendments to the City Code.

Proposed Motion:

Motion to adopt an ordinance amending Section 105 (Candidates for Election) of Part 1 (Employee Rules and Regulations) of Article 4 (City Employees) of Chapter 1 (Administration, Personnel, and Finance) of the Code of the City of Colorado Springs 2001, as amended, pertaining to City Employee Candidacy for Election.

An amendment to the City Code addressing when City employees must terminate employment if they choose to run for elected office.