



## Weber County Human Resources Policy 3-900: Political Activities

### **I. Purpose**

This policy outlines the conditions under which Weber County employees may participate in political activities.

### **II. Policy**

Weber County employees may voluntarily participate in political activity, including contributing funds to political groups and becoming candidates for public office, unless restricted by law.

### **III. Procedures**

#### **A. Except as otherwise provided by law, county employees may voluntarily participate in political activity subject to the following provisions:**

1. No person shall be denied the opportunity to become an applicant for a position under the merit system by virtue of political opinion or affiliation.
2. No person employed by the county may be dismissed from service as a result of political opinion or affiliation.
3. No county employee, whether elected or appointed, may directly or indirectly coerce, command, or advise any other county employee to pay, lend, or contribute part of his or her salary, compensation or anything else of value to any party, committee, organization, agency, or person for political purposes.
4. No county employee, whether elected or appointed, may attempt to make any other county employee's personnel 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.
5. No employee may engage in any political activity while on county time 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.
6. Nothing contained in this policy shall be construed to permit partisan political activity by any county employee who is prevented or restricted from engaging in such political activity by the provisions of the federal Hatch Act.

## Weber County Human Resources Policy 3-900: Political Activities

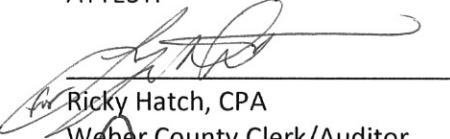
- B. Unless restricted by law, county employees may become candidates for political office or for leadership positions in political parties. Employees doing so shall refrain from engaging in any political activities or campaigning while on county time. Employees may take an unpaid leave of absence in order to run for political office. Such a leave is at the employee's discretion and may be for some or all of the time between filing a declaration of candidacy and the end of the political campaign. No adverse employment action may be taken against employees because of their choice to file for office or take a leave of absence to run for office.

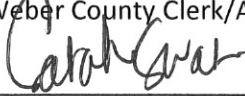
DATED this 18<sup>th</sup> day of December, 2018.

BOARD OF COUNTY COMMISSIONERS  
OF WEBER COUNTY:

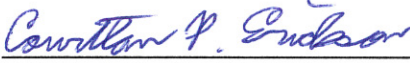
  
James H. Harvey, Chair

ATTEST:

  
Ricky Hatch, CPA  
Weber County Clerk/Auditor

  
Sarah Swan  
Human Resources

Approved as to form and legality:

  
Courtlan Erickson  
Deputy County Attorney