



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 pursuant to [Utah Code 17-75-303](#).

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. A county employee may:
 - i. Voluntarily contribute funds to political groups; and
 - ii. Become a candidate for public office.
 4. 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.
 5. 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.
 6. 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.
 7. 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



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such political activity by the provisions of the federal Hatch Act, 5 U.S.C. Sec. 1501 et seq.

- 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 any political office, at the county level or any other level of government, as described in and subject to the provisions of Human Resources Policy 4-200, Leave Practices.

DATED this _____ day of _____, 2026.

BOARD OF COUNTY COMMISSIONERS
OF WEBER COUNTY:

Gage Froerer, Chair

ATTEST:

Ricky Hatch, CPA
Weber County Clerk/Auditor

Emily Wilde
Human Resources

Approved as to form and legality:

Courtlan Erickson
Deputy County Attorney