



City of Waukesha HR Policy

B13 City Employee Political Activity

The following guidelines have been prepared governing the extent to which City employees may engage in political activities.

It is the Policy of the City of Waukesha that –all employees have the right to freely express their view as a citizen outside of work hours regarding politics and have a right to cast a vote as they choose. To this extent:

- a) An employee of the City shall not directly or indirectly use or seek to use his/her/their authority or influence of his/her/their position to control or modify the political action of another person.
- b) An employee of the City shall not engage in political activity during the hours of work.
- c) City employees whose principal employment is in a federal grant aided program are subject to prohibitions in the Federal Hatch Political Activities Act, ~~as amended,~~
~~S U.S.C.1501-15.08.~~

Under the Hatch Act, local employees who work in connection with programs funded in whole or in part by federal loans or grants may not:

- use their official authority or influence for the purpose of interfering with or affecting the results of an election or nomination for office;
- directly or indirectly coerce, attempt to coerce, command or advise state or local officers or employees to pay, lend or contribute anything of value to a part, committee, organization, agency, or person for partisan political purposes.

In addition, employees whose salary is entirely federally funded may not:

- be a candidate for public office in a partisan election.

I. The following activities are permissible subject to the Federal Hatch Act:

1. Making voluntary contributions for political purposes
2. Participating as a candidate for office provided such service will not conflict or interfere with the employee's City position duties
3. Expressing opinions as an individual privately or publicly on political on political subjects or candidates
4. Being a member of a political party and participating in party affairs.

The following are some of the political activities that a City employee may participate in providing he/she is off work and not on City property:

- a. Soliciting votes in support of opposition of a candidate for public office
- b. Being a candidate of any political office

- c. Directly or indirectly soliciting, receiving, collecting, disbursing, or accounting for assessments, contribution, or other funds for political purpose
 - d. Actively managing the political campaign of a candidate for political office
 - e. Organizing, selling tickets to, promoting or actively participating in the fund-raising activity of a candidate
 - f. Driving voters to polls on behalf of a political party of candidate
 - g. Initiating or circulating a nominating petition
 - h. Endorsing or opposing a candidate for public office in a political advertisement, broadcast, campaign literature, or similar material
5. Parking an automobile bearing political signs and/or stickers in City parking areas while at work.

II. In general the following political activities are prohibited:

1. Using City authority to interfere or effect nomination or election for any public office.
2. Using City authority to influence, intimidate, threaten, or coerce any person to vote contrary to his/her own choosing.
3. Using City authority to directly or indirectly intimidate or coerce any person to pay, lend, or contribute anything of value, including services to any party, group, or individual for political purposes.
4. Engaging in political activity on City owned property including but not limited to, the wearing of political identification during working hours.
5. Engaging in any political activity when not on duty to such an extent that efficiency during working hours is impaired or where an employee is tardy or absent from work.
6. During City time when on official duty engaging in any form of political activity.
7. Use of City property, materials, supplies or equipment in connection with political activity.

Passed this ____ day of ____, 2021.

Approved this ____ day of ____, 2021.

Mayor

ATTEST:

City Clerk