

GP - 6: Political Activity

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Guided by the Federal Hatch Political Activity Act, as amended by Section 401 of the Federal Election Campaign Act Amendments of 1974, employees of Fairfield County are subject to the following conditions: Restrictions on employees in departments where federal funds are used may be more stringent. Employees should refer to the provisions of the Hatch Act.

- a. Employees may express their opinion on political subjects and candidates, display stickers or posters on their cars or houses, and wear buttons and badges, except when in the performance of their responsibilities at the County.
- b. Employees may not engage in any political activity while on duty.
- c. Employees may not directly or indirectly coerce, attempt to coerce, command or advise a state or local officer or employee to pay, lend or contribute anything of value to a party, committee, organization, agency or person for political purposes.
- d. Employees may be a candidate for public elective office in a partisan election (candidacy for political party office is not prohibited).
- e. Prior to filing for political office, any employee of the County **MUST** notify the County Administrator and may be required to take a leave of absence. Usually, such leave of absence shall begin thirty (30) days prior to any primary or general election, if opposed, and fourteen (14) days prior to any run-off election, if opposed. However, the county may require a longer leave period. During the leave of absence, the employee will be eligible to use accrued vacation leave to the extent desired and/or available. Employees shall be afforded all regular benefits during this leave. Any employee returning from political activity leave shall return to his position with such seniority, status, benefits and compensation levels as attained before the leave of absence.
- f. No employee may use County facilities, equipment or personnel at any time to further his/her own candidacy or the candidacy of any other candidate or candidates.