

Section 2: Employment

Policy #9: Political Activity

Effective Date: July 1, 2011

I. Purpose

This policy establishes guidelines for the political activities of employees.

II. Scope

This policy shall apply to all persons holding a paid position as an employee of the Town, except the Town Manager, Town Attorney, a member of any appointed or volunteer board or committee, or any others that may hired or appointed by the Town Board. For this purpose, and subject to the exceptions set out herein, Town employees shall be defined as those employees in departments and offices for which the Town Board serves as the final budget authority.

III. Background

None

IV. Definitions

On Duty – that time period when an employee is engaged in the duties of his or her employment.

Workplace – any place where an employee engages in his or her job duties.

V. Legislation

G.S. 160A-169

VI. Policy

It is the policy of the Town of Mooresville to encourage and support good government.

VII. Provisions

A. Off Duty Activities

Each employee may join or affiliate with civic organizations of a partisan or political nature, may attend political meetings, and may advocate and support the principles of policies of civic or political organizations in accordance with the Constitution and laws of the United States.

B. On Duty Activities

No employee, while on duty or in the workplace shall:

1. Engage in any political or partisan activity;
2. Use his or her official authority or influence for the purpose of interfering with or affecting the result of a nomination or an election for political office; or
3. Coerce, solicit or compel contributions from another employee of the Town for political or partisan purposes.

C. General Provisions

1. No employee may be required as a duty of employment or as a condition for employment, promotion, or tenure of office to contribute funds for political or partisan purposes.
2. No employee may use Town funds, supplies, or equipment of the Town for political or partisan purposes except where such political uses are otherwise permitted by law.
3. An employee cannot be a candidate for, or hold a seat on, the Town Board.
4. Violations of this policy can subject the employee to disciplinary action up to and including dismissal.

VIII. Authorization

Approved by:

Erskine Smith
Town Manager

July 1, 2011
Date