

**Subject:** POLITICAL ACTIVITY

**Date:** December 16, 2020

**Pages:** 1 of 1

**Replaces Policy Dated:** All Prior Political Activity Policies 1.30

**PURPOSE:** To establish a policy governing the political activity of Pinal County employees.

**STATEMENT OF POLICY:** Pinal County employees have the right to vote as they choose and to entertain and express personal opinions about political candidates. When performing their duties on behalf of Pinal County, employees must refrain from political activity while on duty or at public expense.

**SCOPE:**

**A. Prohibitions and Exceptions.** No employee of Pinal County shall:

1. Use any political endorsement in connection with any appointment to a position in county service; or
2. Use or promise to use any official authority or influence for the purpose of influencing the vote or political action of any person or for any consideration; or
3. Offer themselves for nomination or election to, or hold any salaried local, state or federal elected office, offer themselves for nomination, election or appointment to any position of Mayor of a City or Town, whether salaried or unsalaried, or take part in the management of a political campaign or recall effort. However, employees may offer themselves for nomination or election to a local, state or federal office, other than Mayor of a City or Town, if the incumbent does not seek re-election or the office is newly created and without an elected officer; or unless currently elected.
4. Except for expressing his/her opinion or pursuant to ARS Section 16-402, engage in activity permitted by this order while on duty, or at public expense.
5. Circulate candidate nomination or recall petitions on County property during working hours.

**B. Except any employee may:**

1. Express his/her opinion.
2. Attend meetings for the purpose of becoming informed concerning the candidates for public office and the political issues.
3. Cast his/her vote and sign nomination or recall petitions.
4. Make contributions to candidates, political parties or campaign committees contributing to candidates or advocating the election or defeat of candidates.
5. Circulate candidate nomination or recall petitions.
6. Engage in activities to advocate the election or defeat of any candidate during non-working hours.
7. Solicit or encourage contributions to be made directly to candidates or campaign committees contributing to candidates or advocating the election or defeat of candidates

**C. Nonpartisan Political Activity.** County employees may be a candidate for and may serve in a nonpartisan elected or appointed public office, whether paid or not, including, but not limited to school boards, community college district governing boards and city or town councils.

**D. Penalties.** A county employee who violates any provision of these policies shall be subject to suspension of not less than seven days nor more than thirty days or dismissal from county service.

**E. Protection of Civil Liberties.** Nothing contained in these policies shall be construed as denying any county employee their civil or political liberties as guaranteed by the United States and Arizona Constitutions.