

LAMPASAS COUNTY PERSONNEL POLICIES

SECTION 13. GENERAL POLICIES

SECTION 13.5 POLITICAL ACTIVITY

LAMPASAS COUNTY EMPLOYEES ARE ENCOURAGED TO EXERCISE PREROGATIVES OF CITIZENSHIP CONSISTENT WITH STATE AND FEDERAL LAW AND THESE POLICIES. COUNTY EMPLOYEES ARE NOT REQUIRED TO CONTRIBUTE TO ANY POLITICAL FUND OR RENDER ANY POLITICAL SERVICE TO ANY PERSON OR PARTY. NO EMPLOYEE WILL BE DISMISSED, SUSPENDED, DEMOTED OR OTHERWISE PREJUDICED FOR REFUSING TO DO SO. COUNTY EMPLOYEES, EXCEPT ELECTED OFFICIALS, MAY NOT PARTICIPATE IN POLITICAL ACTIVITIES WHILE ON COUNTY DUTY.

AN EMPLOYEE MAY NOT:

1. USE HIS OR HER OFFICIAL AUTHORITY OR INFLUENCE TO INTERFERE WITH OR AFFECT THE RESULT OF AN ELECTION OR NOMINATION FOR OFFICE; OR
2. DIRECTLY OR INDIRECTLY COERCE, ATTEMPT TO COERCE, COMMAND, OR ADVISE A LOCAL OR STATE OFFICER OR EMPLOYEE TO PAY, LEND, OR CONTRIBUTE ANYTHING OF VALUE TO A PARTY, COMMITTEE, ORGANIZATION, AGENCY, OR PERSON FOR A POLITICAL PURPOSE;
3. USE ANY EQUIPMENT, PROPERTY OR MATERIAL OWNED BY THE COUNTY FOR POLITICAL ACTIVITY OR DISPLAY; OR
4. ENGAGE IN POLITICAL ACTIVITY OR DISPLAYS WHILE ON DUTY FOR THE COUNTY.

ANY COUNTY EMPLOYEE WHO IS SUBJECT TO THE PROVISIONS OF THE FEDERAL HATCH ACT* MAY NOT BE A CANDIDATE FOR ELECTIVE OFFICE IN A PARTISAN ELECTION. COUNTY EMPLOYEES ARE SUBJECT TO THIS ADDITIONAL HATCH ACT RESTRICTION IF THEIR PRINCIPAL EMPLOYMENT IS IN CONNECTION WITH AN ACTIVITY WHICH IS FINANCED IN WHOLE OR IN PART BY LOANS OR GRANTS MADE BY THE FEDERAL GOVERNMENT.

*The Hatch Act restricts the political activity of individuals principally employed by State or District of Columbia, or local executive agencies and who work in connection with programs financed in whole or in part by federal loans or grants. Usually, employment with a state or District of Columbia, or local agency constitutes the principal employment of the employee in question. However, when an employee holds two or more jobs, principal employment is generally deemed to be that job which accounts for the most work time and the most earned income.

The following list offers examples of the types of programs which frequently receive financial assistance from the federal government: public health, public welfare, housing, urban renewal and area redevelopment, employment security, labor and industry training, public works, conservation, agricultural, civil defense, transportation, anti-poverty, and law enforcement programs.

Hatch act provisions also apply to employees of private, nonprofit organizations that plan, develop and coordinate federal head start or community service block grant programs.

State or District of Columbia, and local employees subject to the hatch act continue to be covered while on annual leave, sick leave, leave without pay, administrative leave or furlough.