

**PERSONNEL POLICIES AND GUIDELINES
CITY OF CLAY CENTER, KANSAS**

ARTICLE K. POLITICAL ACTIVITY

K-1. Political Activity. It is the right of every Employee to register and vote on all political issues. Employees are permitted to join political organizations, civic associations or groups and to become involved in political activities subject to the restrictions of this article.

- (a) As private citizens, Employees may participate in all political activities, including holding public office, except for activities involving the election of candidates for any City Office and where holding an appointive or elective public office is incompatible with the Employee's City employment.
- (b) City Employees are not prohibited from supporting candidates for office nor from contributing labor to candidates and organizations that endorse candidates. Employees are not permitted to be candidates for City elective office or to make public endorsements of a candidate for City elective office.
- (c) Any Employee desiring to become a candidate for City elective office shall first take leave of absence, without pay, or resign. Should an Employee on leave of absence, without pay, be unsuccessful in seeking such elective office, he or she shall be returned to employment on the same terms and conditions as any other Employee who has taken leave of absence without pay. An Employee is considered to be a candidate for elective office once all statutory requirements have been met to qualify as a candidate.
- (d) Political activity must not interfere with job attendance or performance. Employees are not permitted to solicit or handle political contributions in City elections. They are not permitted to wear or display political badges, buttons or signs on their person or on City property during on-duty hours.
- (e) No Supervisor or other person in authority shall solicit any City Employee for contributions of money or labor for any candidate for elective office, or otherwise compel, or attempt to compel, any Employee to support a candidate for elective office or to engage in any political activity.
- (f) The purpose of this policy is to prevent and avoid the appearance of impropriety on the part of any City Employee. City Employees are neither appointed to, not retained in, the City's service on the basis of their political affiliations or activities.