

UNIFIED PERSONNEL SYSTEM

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Kimberly R. Crum
Director

TO: All County Employees

FROM: Kimberly R. Crum *KRC*
Director of Human Resources

SUBJECT: Political Activities

DATE: October 15, 2020

As we approach the November elections, I would like to remind employees of certain rules regarding public service ethics and political activities. [Rule 8](#) of the Personnel Rules states that classified employees are “prohibited from taking an active part in a political campaign while on duty or during the time which the employee is expected to perform services for which compensation is received from the County.”

The prohibition against employees taking any *active* part in any political campaigns includes, but is not limited to “(a) circulation of or seeking signatures to any petition provided for by any charter or law; (b) distributing badges, colors, or other indications favoring or opposing an issue or a candidate for election or nomination to a federal, state, county or municipal public office; or (c) making, soliciting or knowingly accepting any political contributions in a building owned by a governmental entity.”

Employees are *not* prohibited from expressing their opinions on any candidate or issue, including opinions displayed on one’s personal vehicle, or from participating in any political campaign *during their off-duty hours*, so long as such activities are not in conflict with the provisions of Florida Statutes and the Florida Division of Elections Opinions. Individual Appointing Authorities may have policies addressing political activities for exempt employees in their respective areas.

If you are at all uncertain about these restrictions, please speak to your manager or supervisor for clarification. In addition, you may contact Human Resources Employee Relations at 464-3506 for further information.