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|  | CITY OF DECATUR PERSONNEL POLICY | | |
| Chapter 05 | Conduct | | |
| Section 20 | Political Activity | | |
| Revised By: | Nate Mara, City Manager | Revised Date: | December 22, 2025 |
| Approved By: | Nate Mara, City Manager | Effective Date: | January 1, 2026 |

05.20 - Political Activity

- A. City employees will not be appointed or retained on the basis of their political support or activities.
- B. City employees are encouraged to vote and to exercise other prerogatives of citizenship consistent with state and federal law and these policies.
- C. No City employee is prohibited from becoming a candidate for public office. However, City employees may not:
 - a. Publicly endorse or campaign in any manner for any person seeking a City public office.
 - b. Use the employee’s position or office to solicit political support from employees or citizens.
 - c. Use the employee’s official authority or influence to interfere with or affect the result of a campaign issue, an election or nomination for public office.
 - d. Make, solicit or receive any contribution to the campaign funds of any candidate, directly or indirectly through an organization or association, for the City Council or take any part in the management, affairs or political campaign of any such candidate; provided nothing herein shall infringe upon the rights of an employee to seek office himself/herself, express his or her opinions and to cast his or her vote.
 - e. Use working hours or City property to be in any way concerned with soliciting or receiving any subscription, contribution or political service to circulate petitions or campaign literature on behalf of an election issue or candidate for public office in any jurisdiction.
 - f. Contribute money, labor, time or other valuable thing to any person for City election purposes, except as permitted by law.

- g. Hold an appointive or elective office of public trust where service would constitute a direct conflict of interest with City employment, e.g. City of Decatur City Council. Upon being elected to such an office, an employee must immediately resign or will be dismissed upon failure to do so.
- h. Wearing a campaign button while working or on City premises.