

AN ORDINANCE AUTHORIZING THE ADOPTION OF AN EMPLOYEE POLITICAL ACTIVITY POLICY AND THE ADDITION OF THE POLICY AS DEFINED TO THE VILLAGE EMPLOYEE HANDBOOK

WHEREAS, Brewster Village Council desires to adopt an Employee Political Activity Policy and to modify the Village Employee Handbook to include an Employee Political Activity Policy.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF BREWSTER, THAT:

SECTION 1: The Village shall adopt an Employee Political Activity Policy as defined below and shall add Section 6.18 - Employee Political Activity Policy to the Village Employee Handbook as follows:

6.18 POLITICAL ACTIVITY

The purpose of this policy is to provide employees with guidelines concerning political activity.

- A. Employees are prohibited from engaging in political activity.
- B. "Political activity" and "politics" refer to partisan activities, campaigns, and elections involving primaries, partisan ballots, or partisan candidates.
- C. The following are **examples of permissible activities** for employees:
 - 1. Registration and voting;
 - 2. Expression of opinions, either oral or written;
 - 3. Voluntary financial contributions to political candidates or organizations;
 - 4. Circulation of nonpartisan petitions or petitions stating views on legislation;
 - 5. Attendance at political rallies;
 - 6. Signing nominating petitions in support of individuals;
 - 7. Display of political materials in the employee's home or on the employee's property;
 - 8. Wearing political badges or buttons (during non-working hours), or the display of political stickers on private vehicles; and
 - 9. Serving as a precinct election official under section 3501.22 of the Revised Code.
- D. Any and all permitted "political" activity shall **NOT** take place during regular work hours.
- E. The following **activities are prohibited** to employees:
 - 1. Candidacy for public office in a partisan election;
 - 2. Candidacy for public office in a nonpartisan general election if the nomination to candidacy was obtained in a partisan primary or through the circulation of nominating petitions identified with a political party;
 - 3. Filing of petitions meeting statutory requirements for partisan candidacy to elective office;
 - 4. Circulation of official nominating petitions for any candidate participating in a partisan election;
 - 5. Service in an elected or appointed office in any partisan political organization;
 - 6. Acceptance of a party-sponsored appointment to any office normally filled by partisan election;
 - 7. Campaigning by writing for publications, by distributing political material, or by writing or making speeches on behalf of a candidate for partisan elective office, when such activities are directed toward party success;
 - 8. Directly or indirectly, orally or by letter, solicit or receive, or be in any manner concerned in soliciting or receiving, any assessment, subscription, or contribution for any political party or for any candidate for public office.
 - 9. Solicit directly or indirectly, orally or by letter, or be in any manner concerned in soliciting, any such assessment, contribution, or payment from any officer or employee in the classified service of the state, the several counties, cities, or Village school districts of the state, or the civil service townships of the state.
 - 10. Be an officer in any political organization.
 - 11. Solicitation of the sale, or actual sale, of political party tickets;
 - 12. Partisan activities at the election polls, such as solicitation of votes for other than nonpartisan candidates and nonpartisan issues;

- 13. Service as, witness or challenger, for any party or partisan committee;
- 14. Participation in political caucuses of a partisan nature; and
- 15. Participation in a political action committee which supports partisan activity.
- 16. Take part in politics other than to vote as the officer or employee pleases and to express freely political opinions.

F. An employee who engages in any of the activities listed in paragraphs (F)(1) to (F)(16) of this rule is subject to removal from his or her position.

SECTION 2: The above policy replaces any previous version of this policy and supersedes any current policy which may be in conflict with this policy.

SECTION 3: This ordinance shall be in full force and effect at the earliest date provided by law.

Mayor Michael E. Schwab

ATTEST:

Village Clerk Treasurer K. Kris King

CERTIFICATE

I, K. Kris King, hereby certify that the above is a true copy of an ordinance passed at a regular meeting of the Brewster Village Council held on

Clerk K. Kris King

I, K. Kris King, Clerk of the Council of the Village of Brewster, State of Ohio, do hereby certify that there is no newspaper printed in said municipality and that publication of the foregoing ordinance was duly made by posting true copies thereof at five of the most public places in said corporation as determined by Council as follows: Office of Brewster Utilities, Belloni's IGA, Brewster Federal Credit Union, Post Office and Brewster Laundromat.

Clerk K. Kris King