

NORTH GEORGIA HEALTH DISTRICT
County Board of Health Personnel Policy #1202

Cherokee, Fannin, Gilmer, Murray, Pickens, Whitfield

POLITICAL ACTIVITY

EFFECTIVE DATE: June 1, 2010

RELEASE DATE: June 1, 2010

REFERENCES: Federal Law (5 U.S.C. §1501-1508 - Hatch Political Activities Act)
State Law (O.C.G.A. §45-10-70 - Holding Office)
Rules of the State Personnel Board - Rule 8

Employees of the County Board of Health (CBH) are protected from undue political pressure, influence or coercion by Federal and State laws, as well as Board policy. The same laws and policy limit political activity while assuring that the right to participate in the political process is preserved. The provisions of this policy apply to all CBH employees.

AUTHORIZED CBH employees MAY do the following:

**POLITICAL
ACTIVITY**

1. Register and vote in any election.
2. Promote and encourage other persons to exercise their right to vote.
3. Express a personal opinion privately and publicly on political candidates and issues, provided that any public expression does not conflict with any laws or policy and is not under color of office or position.
4. Display a political picture, badge or button as long as such display is not under color of office or position or while on duty or on state property.
5. Display a political bumper sticker on a privately owned vehicle upon which the state is not paying transportation mileage.
6. Offer for and hold any elective or appointive office of a political subdivision of the state, political party, or political organization provided the office is not full-time, does not conflict with the performance of the employees' official duties, and is not otherwise prohibited by law.
7. Participate in the non-partisan activities of a civic, community, social, professional, employee or similar organization.

POLITICAL ACTIVITY (continued)

8. Be a member of a political party or other political organization and participate in its activities to the extent permitted by Federal and State laws and/or policy.
9. Attend partisan and non-partisan political meetings and rallies as a **spectator**.
10. Sign a petition for specific legislative action or to place a candidate's name on an election ballot.
11. Be active in connection with such questions as constitutional amendments, referenda, approval of municipal ordinances or other questions or issues of a similar character.
12. Serve as a **non-partisan** paid worker at the polls in an election.
13. Participate fully in public affairs in a manner which does not materially compromise their efficiency or integrity as employees, or the neutrality, efficiency or integrity of the Agency.
14. Write a personal letter to a newspaper or other publication expressing a personal view on public issues.
15. Contribute to a governmental program for financing Federal, State or local elections as permitted by Federal or State laws.
16. Direct, manage, control, participate in, contribute to and accept contributions for their own campaigns for any office permitted by laws and policy.

PROHIBITED POLITICAL ACTIVITY

CBH employees are NOT allowed to do the following:

1. Be a candidate for nomination, election or appointment to any:
 - 1.1 **full-time** elective public office of a political subdivision of this state or any other state;
 - 1.2 **full-time** elective office of a political party or political organization;
 - 1.3 elective state office of this state or any other state;
or

POLITICAL ACTIVITY (continued)

- 1.4 elective civil office of the Federal government.
2. Direct, manage, control or participate in a political campaign except for their own campaign or as otherwise permitted by laws and policy.
3. Serve as a watcher, challenger or similar partisan worker at the polls in any election.
4. Seek, use or attempt to use, any coercive political pressure to secure for themselves or any other person an appointment, promotion, increase in pay or any other advantage in employment in a position in the Agency.
5. Use or promise to use, directly or indirectly, any official authority or influence, whether possessed or anticipated, to influence the political action of any other person or to affect the results of a nomination, campaign or election to any public office, political party office, or an office of a political organization.
6. Pay or promise to pay any assessment, subscription or contribution for any political organization or purpose, or solicit or take any part in soliciting any such assessment, subscription or contribution except as permitted by laws and policy.
7. Directly or indirectly coerce, attempt to coerce, command or advise any Board employee to pay, lend or otherwise contribute anything of value to any person, party, committee, organization or agency for political purposes.
8. Participate in any form of political activity while on duty or under color of office or position.
9. Engage in any political activity in violation of Federal or State laws.
10. Personally and knowingly endorse candidates other than themselves or oppose candidates other than their opponents in elections for public office or political party office in a political advertisement, broadcast, campaign literature or similar means of mass communication.
11. Address a convention, caucus, rally or similar gathering in support of candidates other than themselves or in opposition to candidates other than their opponents for

POLITICAL ACTIVITY (continued)

public office or political party office.

12. Circulate a recall petition.
13. Transport any political campaign literature or matter, or engage in soliciting votes, or transport any person or persons soliciting votes in any election or primary while traveling in a vehicle upon which the State is paying transportation mileage.

**FEDERAL
HATCH
POLITICAL
ACTIVITIES
ACT**

CBH employees whose principal employment is in connection with an activity which is financed in whole or in part by loans or grants made by the United States or a Federal agency are covered by the Federal Hatch Political Activities Act. As a matter of Federal law, such employees are **NOT** allowed to:

1. Use official authority or influence for the purpose of interfering with or affecting the result of an election or nomination for office.
2. Directly or indirectly coerce, attempt to coerce, command or advise a State or local officer or employee to pay, lend or contribute anything of value to a party, committee, organization, agency or person for political purposes.
3. Be a candidate for public elective office in a partisan election (which may include some part-time offices of local subdivisions of the State).

**GENERAL
PROVISIONS**

1. Employees are personally responsible for understanding the limitations of political activity and for determining if they are eligible for appointment or election to a public office, political party office or an office of a political organization.
2. Employees must complete the *REQUEST FOR POLITICAL ACTIVITY AUTHORIZATION* Form (see Attachment #1) and submit through appropriate lines of authority to the District Health Director or authorized designee to request a review and approval of potential political activity.
3. The request form should be reviewed by the District Health Director or authorized designee.
4. The request form is to be approved or denied in a timely manner. If denied, a reason for denial should be included on the request form.

POLITICAL ACTIVITY (continued)

5. The original is to be maintained by the approving official, and a copy is to be returned to the employee.

For additional information or assistance, please contact the District Personnel Office at 706/272-2342.

Attachment #1 -*REQUEST FOR POLITICAL ACTIVITY AUTHORIZATION*
