

City of New Haven

Political Activities of City Employees Policy

Purpose: To set forth and describe certain state, federal and local restrictions as contained in U.S.C.A. §1501 et seq., Conn. Gen. Stat. §7-421 et seq. and the City of New Haven Charter and Ordinances on the political activities of municipal employees. No part of this interpretation shall serve to extend restrictions beyond that contained in state and federal law.

Issuing Authority: The Chief Administrative Officer is the issuing authority for this policy.

Enforcement Authority: Daily administration is the responsibility of the Coordinators and Department Heads.

Policy

1. All employees, including part-time and seasonal, who are principally employed by municipal executive agencies in connection with programs financed in whole or part by federal loans or grants are covered by the Hatch Act and therefore must abide by the terms of that Act. The Hatch Act does not restrict the activities of an individual who exercises no functions in connection with federally funded activity. Questions as to whether an individual “. . . exercises no functions in connection with federally funded activities . . .” shall be referred to the Corporation Counsel for final determination. If a person is employed in a department which receives federal funds, the burden to establish “no function in connection with federally funded activities” will be on the employee. A summary of activities permitted and prohibited by the Hatch Act is included on the last page of this policy statement.

2. No employee of the City of New Haven shall: (1) use his/her official authority to interfere with or affect the result of an election or nomination for office; (2) directly or indirectly coerce, or command a municipal employee or officer to contribute, lend or pay anything of value to an organization, party, committee or entity for political purposes.

3. No employee of the City of New Haven shall engage in political activity while on City time or within such period of time during which he or she is expected to perform services for which he or she receives compensation from the City. No employee shall utilize City of New Haven funds, supplies, vehicles or facilities to gather support for or against any party, candidate or issues involved in a partisan political election.

Failure to abide by this policy may lead to disciplinary actions up to and including dismissal from City employment.

DEFINITION:

Partisan Election: Election to any public office, a candidate or the candidate(s) for which run under the umbrella of an organized political party.

City of New Haven

Political Activities of City Employees Policy

Hatch Act Do's

Covered state and local employees **may** -

- run for public office in nonpartisan elections
 - campaign for and hold office in political clubs and organizations
 - actively campaign for candidates for public office in partisan and nonpartisan elections
 - contribute money to political organizations and attend political fundraising functions
-

Hatch Act Don'ts

Covered state and local employees **may not** -

- be candidates for public office in a partisan election
 - use official authority or influence to interfere with or affect the results of an election or nomination
 - directly or indirectly coerce contributions from subordinates in support of a political party or candidate
-

Issuing Authority: 

Effective Date: 12/11/09

Previously Revised: Date N/A

A copy of this policy is available for review at the Department of Human Resources, and on the City's computer network at N:\POLICIES or the City's website at <http://www.cityofnewhaven.com/HumanResources/Policies.asp>