

ITASCA COUNTY POLICIES & PROCEDURES	03/24/2020	POLICY #:
	RBA #: 2020-652	BOARD APPROVAL DATE: 11/01/1996; 03/24/2020
	HUMAN RESOURCES	Format Updates:
REFERENCES: Formerly named Political Activities Policy		
SUBJECT: Candidacy Policy		

Candidacy Policy

An Itasca County employee is eligible to declare candidacy and run for non-partisan public office for the positions of County Commissioner, County Attorney, County Auditor/Treasurer, County Sheriff, County Recorder or for State and/or Federal positions without taking leave, provided they refrain from conducting any political lobbying or political activities on any County owned property or during all scheduled hours of work. Any violation of this policy would result in disciplinary action as directed by the Itasca County Discipline Policy.

Prohibited Political Activities

The following employee political activity is prohibited. Such activity is cause for disciplinary action.

1. Using official authority or influence for the purpose of interfering with or affecting the result of an election or nomination for office.
2. Using official authority or influence to compel any officer or employee to apply for membership in or become a member of any organization.
3. Directly or indirectly coercing or attempting to coerce or command a State or local officer or employee to pay, lend or contribute anything of value for political purposes.
4. Soliciting or receiving funds during active hours of employment, unless on approved leave. (An employee on approved leave or vacation is not considered to be actively working and is not subject to disciplinary action if s/he solicits or receives funds during such
5. Dispensing yard signs or campaign literature during active hours of employment including breaks, unless on approved leave or vacation is prohibited and cause for disciplinary action.
6. Displaying of campaign signs or literature in county vehicles or while wearing County uniforms or property is prohibited and cause for disciplinary action.
7. Employee political activity, commonly known as campaigning, during active hours of employment including breaks, unless on approved leave or vacation is prohibited and cause for disciplinary action.

Violation of Policy

Any violation of this policy will result in a mandatory Leave of Absence and may result in termination.

Policy violation accusations shall be made to the Human Resources Director who shall, along with the County Administrator, investigate the alleged policy violation. Upon completion of the investigation the County Administrator will take appropriate actions. Acknowledging the time sensitivity, investigations will be completed as soon as possible.

Employee Signature

Upon filing County employee is required to attest they have been provided the Candidacy Policy and understand the contents therein:

Employee Signature



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

VI.4.

Tuesday, March 24, 2020

REQUEST FOR BOARD ACTION: RBA-2020-652

DEPARTMENT: Administrative Services

TIME REQUESTED: 10 Minutes

PRESENTER: Brett Skyles

AGENDA ITEM:

Candidacy Policy

BOARD ACTION REQUESTED:

Discuss the current policy and the proposed language changes.

BACKGROUND:

Previously discussed at the 11/5/2019, 11/19/2019, and 2/4/2020 Work Sessions, where it was the consensus of the County Board to direct Commissioner DeNucci to continue working on updates to the current policy and come back to the County Board at a later date.

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION:

1. Candidacy Policy 03-17-2020
2. New Proposed Candidacy Policy

RESULT: RECOMMENDED FOR REGULAR NEXT: 03/24/2020 2:30 PM

MOTION: Adopt the Candidacy Policy, with amendments relative to hours of work, county-paid time, and county property.

RESULT:	APPROVED (4 TO 1)
MOVER:	Commissioner Terry Snyder
SECONDER:	Commissioner Leo Trunt
AYES:	Davin Tinquist, Terry Snyder, Leo Trunt, Ben DeNucci
NAYS:	Burl Ives