

Order 7- 11/12

Passage 7/18/11 7-0 (Coyne) (Leeman absent)

NICHOLAS M. MAVODONES (MAYOR)

KEVIN J. DONOGHUE (1)

DAVID A. MARSHALL (2)

EDWARD J. SUSLOVIC (3)

CHERYL A. LEEMAN (4)

## **CITY OF PORTLAND**

IN THE CITY COUNCIL

JOHN R. COYNE (5)

JOHN M. ANTON (A/L)

DORY RICHARDS WAXMAN (A/L)

JILL C. DUSON (A/L)

### **ORDER AMENDING CITY PERSONNEL POLICIES AND PROCEDURES TITLE IX (A): POLITICAL ACTIVITY**

**ORDERED,** that the City of Portland's Personnel Policies and Procedures in Title IX(A) Political Activity are hereby amended as shown on Attachment A hereto.

3. Employees who transfer or bump into a position under Section 2 above will be compensated at the rate provided in the City's pay plan for that position.

Employees cannot transfer or bump into a promotional position nor can they transfer or bump into a union-covered position. Part-time employees cannot transfer or bump into full-time positions.

4. Employees faced with lay-off may accept lay-off rather than transfer or bump into a position under subsection 2 above.
5. Employees who are in fact laid off will receive any separation pay to which they may be entitled.
6. Employees who are laid off will have a 15 month recall to the classification in the Department from which they were laid off. Employees will be recalled in order of seniority.

## IX. MISCELLANEOUS PROVISIONS

### A. Political Activity

While ~~working for~~ employed by the City, employees ~~are to refrain from~~ may seeking or accepting nomination or election to any non-partisan office in municipal government (i.e., City or School office), ~~however, in connection with an employee's campaign, no employee will use City facilities, equipment, materials or supplies to advocate for his or her candidacy, or discuss the employee's campaign with city or school personnel during the workday, or use any time during the work day for campaigning purposes.~~

At no time may an employee use his or her City position, nor use City facilities, equipment, materials or supplies to communicate, organize, assist or advocate for or against any candidate for elected office, including but not limited to his or her own candidacy, whether for a local, state or federal office, and whether the employee is on or off duty at the time of such use.

~~While employed by the City, employees are to refrain and~~ from using their influence publicly for or against any candidate for municipal elective office. City employees are not to ~~work at the polls,~~ circulate campaign literature for elective city officials, nor be in any way concerned with soliciting or receiving subscriptions, contributions, or political service from any person on behalf of any candidate for municipal elective office. Nothing in this paragraph shall be construed to apply to an employee who is seeking any office in municipal government while that employee is working on his or her campaign, subject to the limitation in the paragraphs above.

-This rule is not to be construed to prevent any City employees from becoming, or continuing to be, members of any political organization, from attending political meetings, or from voting with complete freedom in any election.

Employees who are working directly or indirectly under a federal funding status must check with the U.S. Civil Service Commission as to the extent to which participation in State or Federal political activities is allowed under Federal Law.

B. Conflicts of Interest