

CITY OF CORAL SPRINGS  
**ADMINISTRATIVE POLICY MANUAL**

**CHAPTER: 06 HUMAN RESOURCES POLICIES**

**POLICY #: 06.01.03**

**SECTION: 01 STANDARD OF CONDUCT**

**SUBJECT: 03 POLITICAL ACTIVITY**

**OFFICE/DEPARTMENT: PERSONNEL**

**EFFECTIVE DATE: 01/02/90**

**CITY MANAGER: EDWIN EDDY**

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**POLICY**

It is the intent of the City of Coral Springs to promote an impartial government for its employees in order to ensure that employees are free from any political pressure which might encourage them to perform political favors or perform in a certain way. In order to prevent an environment in which employment and advancement is dependent upon "political performance" rather than merit, the City shall reasonably regulate certain political activities of its employees. By so doing, the City shall preserve the ability of its employees to enforce the law and execute government programs impartially, without bias or favoritism; shall promote employee moral, and shall maintain public confidence in representative government.

**DEFINITION**

**Political Activity:** any effort made on behalf of a candidate for a seat on the Coral Springs City Commission.

**Employee:** any regular or temporary full-time person employed by the City of Coral Springs.

**On-Duty:** for purposes of this policy, on-duty is defined as the period of time during working hours an employee is at work of scheduled to be at work, or when an employee has the appearance of being at work or representing the City such as while in uniform or driving City-identified vehicles.

**PROVISION:**

1. No Coral Springs employee, while on duty or in uniform, shall actively engage in political activity on behalf of any candidate for a seat on the Coral Springs City Commission. This prohibition shall not apply to passive political expression such as bumper stickers, lapel pins or buttons so

long as these expressions do not interfere with the performance of the employee's official duties. However, there shall be no bumper stickers on City vehicles, and no buttons or pins on any type of City uniform.

2. Violations of this policy shall result in disciplinary action up to and including termination for employees violating these provisions.
3. Administrative operating procedures as determined by the Director of Personnel for this policy shall be applicable. Procedures may be amended by the Director of Personnel from time to time as appropriate.

#### HISTORICAL INFORMATION

This policy is promulgated as a result of City Ordinance #89-212. These provisions contained herein shall supercede and replace all prior policies, practices, or procedures regarding this subject.

EFFECTIVE DATE: January 2, 1990

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Edwin A. Eddy, City Manager