



COUNTY ADMINISTRATIVE OFFICE
MANAGEMENT & BUDGET TEAM
COUNTY OF HUMBOLDT

825 5th Street, Suite 112, Eureka, CA 95501-1153
Telephone (707) 445-7266 Fax (707) 445-7299
cao@co.humboldt.ca.us

DATE: AUGUST 27, 2019
TO: APPOINTED AND ELECTED DEPARTMENT HEADS
FROM: AMY S. NILSEN, COUNTY ADMINISTRATIVE OFFICER
RE: POLITICAL ACTIVITIES

PLEASE PASS ALONG TO YOUR STAFF.

As you are no doubt aware, 2020 is an election year and the campaign season is already under way. This is the regular reminder of the Board of Supervisors policy regarding political activities. If you or your employees have any questions, please feel free to contact the County Administrative Office or County Counsel.

**County of Humboldt
Policy Statement Regarding
The Political Activities of County Employees**

1. Except as specifically precluded by state and federal law, all county employees have the right to participate (or not participate) in political activities on their own time.
2. No political activity whatsoever is to take place on County time or County premises.
3. County Officials are reminded that the following activities are strictly prohibited:
 - A. Interrogation of employees (individually or in groups) about their off-time political activities or sentiments.
 - B. Asking one or more employees to report on the off-time political activities or sentiments of another employee.
 - C. Termination, demotion, transfer, suspension, reassignment, etc. in retaliation for an employee's off-time political activities or sentiments.
 - D. Compelling any form of political participation.
4. Employees who believe they are being subjected to any unwelcome political influence on

the job should be encouraged to contact either the County Administrative Officer (445-7266) or their union representative immediately.

-- Adopted by the Humboldt County Board of Supervisors April 2, 1991.

Please remind your staff of these rules. Here is a list of additional tips:

- No political activity at office/County premises even during lunch hour or after hours.
- No political signs or flyers on County premises, including at the office.
- No participation in any kind of political activity while in uniform (whether safety officer or not).
- No public funds can be used for political activities.