

Personnel Resolution #21-0647
2021 Resolution Book, Page 257

**RESOLUTION AMENDING ARTICLE I. CONDITIONS OF EMPLOYMENT,
SECTION 20 REGARDING POLITICAL ACTIVITY OF THE CITY OF WINSTON-
SALEM PERSONNEL RESOLUTION**

WHEREAS, the City of Winston-Salem Personnel Resolution contains a provision that prohibits an employee from being a candidate for political or partisan elected office unless said employee is on an unpaid leave of absence authorized for said purpose; and

WHEREAS, there is concern about the potential financial impact of requiring a city employee to be on unpaid leave of absence under such circumstances; and

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Winston-Salem City Council, the following amendments to the Personnel Resolution are approved:

Section 1: Article I. Conditions of Employment, Section 20. Political Activity. is hereby amended to read as follows:

“Sec. 20. Political activity.

The city encourages every employee to support good government by every available means and in every appropriate manner. All city employees are encouraged to exercise the right to vote in all legal elections. Employees shall not be restricted from affiliating with civic organizations of a partisan or political nature nor shall employees, while off duty, be restricted from attending political meetings, or advocating and supporting the principles or policies of civic or political organizations, or supporting partisan or nonpartisan candidates of their choice in accordance with the Constitution and laws of the State and the Constitution and laws of the United States of America. However, no city employee, while on duty or in the workplace, shall:

- (1) Use his or her official authority or influence for the purpose of interfering with or affecting the result of an election or nomination for political office; or
- (2) Coerce, solicit, or compel contributions for political or partisan purposes by another employee.

No employee may use city funds, supplies, or equipment for partisan purposes, or for political purposes except where such political uses are otherwise permitted by law. No city employee may be required, as a duty or condition of employment, promotion, or tenure of office, to contribute funds for political or partisan purposes. It would be incompatible for a person to serve as both a city employee and council member or mayor. An employee who is appointed or elected as mayor or city council member automatically resigns or forfeits his/her position as city employee upon installation as mayor or council member. No city employee may be a candidate for political or partisan elected office, unless on unpaid leave of absence authorized for such purpose.”

Section 2: This resolution shall become effective upon adoption.