

CITY OF MILFORD
NOTICE OF ORDINANCE ADOPTION

NOTICE IS HEREBY GIVEN that the following ordinance was adopted during a meeting of Milford City Council on September 26, 2022:

ORDINANCE 2022-34
Chapter 55 Personnel
Section 11-Employee Conduct, Disciplinary Action, and Grievance Procedure

WHEREAS, The City Council (“Council”) of the City of Milford, Delaware has enacted and codified the "The Code of the City of Milford"; and

WHEREAS, after a thorough and extensive examination of the Code of the City of Milford, it was determined it contained information that was found to be outdated and obsolete; and

WHEREAS, prohibiting certain political activity while working or representing the City of Milford, is intended to prevent the use of improper influence to obtain favoritism, support, and/or political retaliation based on partisan politics; and

WHEREAS, Council has determined that every effort should be made to ensure that personnel policies are kept current and amended when needed.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY OF MILFORD:

Section 1.

The City of Milford hereby ordains that Chapter 55-Personnel SECTION 11 - EMPLOYEE CONDUCT, DISCIPLINARY ACTION AND GRIEVANCE PROCEDURE

Section 2.

§ 11.3 is hereby amended by inserting the language indicated in underlined bold text.

Section 3.

§ 11.3 PARTICIPATION IN POLITICAL ACTIVITY hereby amended to read as follows:

Prohibited Political Activities:

Employees may not engage in political activity during working **hours while on duty, wearing a uniform and/or while displaying the official logo/seal of the city.**

Prohibited political activities include:

1. Solicitation, distribution, or receipt of any assessment, subscription, or contribution for any political party or cause; and
2. Campaigning for any candidate or issue, including posting, wearing, or distributing political material of any kind **on City property or in City vehicles.**
3. **No employee or group of employees, representing themselves as City employees, shall campaign for or against any political candidate, group, or ballot measure. City**

resources may be used to analyze and provide information about the effects of proposed ballot measures on City operations if the analysis is objective.

- 4. Use official authority to interfere with an election or while engaged in political activity.**
- 5. Invite subordinate employees to political events or otherwise suggest that they engage in political activity.**

Permitted Political Activities:

- 1. Employees can personally support or oppose any candidate for public office during off-duty hours as private community members only.**

Section 4. Dates

Introduction: September 12, 2022

Public Comment/Review: September 26, 2022

Effective: October 6, 2022

To review the entire chapter or a complete list of the City of Milford Code, please access the City of Milford website at www.cityofmilford.com or contact the City Clerk's Office at 302-422-1111.

DSN 12022