

**MONTGOMERY COUNTY, TEXAS  
EMPLOYEE POLICY MANUAL  
3. EMPLOYEE RESPONSIBILITIES**

**3.5 POLITICAL ACTIVITIES**

**PURPOSE** 3.5-1 Montgomery County government is made up of numerous departments, 41 of which are headed by elected officials. Therefore, county government is political by its very nature. Even so, there are certain activities that are illegal and others which are inappropriate.

**PROHIBITIONS** 3.5-2 Employees are not required to contribute to any fund or collection process. Likewise, employees are not required to campaign or participate in any related political activity as a condition of obtaining or retaining their jobs, nor shall they be disciplined, terminated, or deprived of any rights for refusing to participate in political service, contributions, etc.

3.5-3 It is illegal for employees to perform or be involved in political services, campaigning, or related activities during their normal working hours. Employees may not use County equipment, vehicles, uniforms, or other property in any way for political activity or involvement in political service, nor may they use their official authority or influence for the purpose of interfering with or affecting the results of an election or nomination to a public office. No official or employee shall ever attempt to dictate the political beliefs or affiliations of their employees or discourage the exercising of their right to vote.

**ACCEPTABLE BEHAVIOR** 3.5-4 Employees are welcome to make or receive private political endorsements during non-working hours; elected officials are also able to make political endorsements using their official titles.