

	<h1 style="color: blue;">City of Helena</h1> <h2 style="color: blue;">Personnel Policy</h2>	Policy number	8-4
		Original Adoption	02-09-1987
		Revision #	6
		Last revision date	May 2012
Section Title	Employee Ethics and Conduct		
Subject	Political Activity		

Employees shall not engage in any form of political activity during working hours. Political activity shall not interfere with or impair an employee's work performance. This includes the use of City property including e-mail for distribution of political/campaign materials.

Political affiliation will not impact employees' rights as contained in these policies.

If an employee is elected or appointed to a City of Helena public office, e.g. Mayor, City Commissioner or City Judge, the employee must resign from his or her current position prior to taking office. This does not apply to appointed non-paid advisory, Committees or Commissions, as long as there is no conflict of interest.

According to state law, §7-32-4114 (1), MCA, “a member of the police force may not hold any other office or be employed in any other department of the city or town government.”