

**ROCHELLE CITY COUNCIL
REGULAR MEETING 07/11/2022
AGENDA ITEM NO.**

SUBJECT: A Resolution Approving an Amendment to the Personnel Manual (City of Rochelle Employee Handbook)

Staff Contact: Nancy Bingham

Summary:

The City of Rochelle “Handbook” Personnel Policies Manual had a major update in October of 2018. The Personnel Policies Manual is in constant review and revisions shall be made periodically to be consistent with all applicable laws, employment policies and current technology.

The City hereby amends the Personnel Policies Manual, Chapter 5, Article J, “Other” to add the following underlined language and delete the language with a strikethrough:

POLITICAL ACTIVITY

The Local Governmental Political Rights Act provides municipal employees with protection to engage in political activities on their own time provided the employee does not use his or her position to coerce or inhibit others in their political activities. See 50 ILCS 35/1. You are encouraged to exercise your rights as a private citizen, which includes holding membership in and supporting a political party, voting as you choose, expressing your opinion on all political subjects and candidates, attending political meetings, and maintaining political neutrality, if desired. At no time may you use your position as an employee of the City of Rochelle to endorse or provide any public support of a political party or candidate. Any such public support must be done without reference to your status as an employee or your job title and must not express or imply any City government endorsement of any political party or candidate. Failure to follow these guidelines may result in discipline.

~~However,~~ The support or promotion of political activities or interests by City employees during working hours or with City resources is strictly prohibited. Employees are prohibited from using City email and phones to engage political activity. No employee is required or expected to contribute money to any candidate or political party, or referendum supporters or opponents except on a purely voluntary basis.

Funding Sources:

Source:	Budgeted Amount:	Proposed Expenditure:

Strategic Plan Goal Application:

- Dynamic planning and evaluation in City wide planning efforts.
- Budget - A tool to attract and retain quality employees allowing the departments to provide quality services to the City and its residents.

Recommendation: Approve a Resolution to Amend the City of Rochelle Handbook (Personnel Policies Manual)

Supporting Documents: