



Cochise County Board of Supervisors

Public Programs...Personal Service
www.cochise.az.gov

Policy Title: Political Activity

Policy Number: 2203

Effective: ~~August 19, 2025~~

Supersedes: ~~February 1, 2018~~ August 19, 2025

Scope/Coverage: All County Employees

Policy Contact: Director of Human Resources

The provisions of this policy comply with A.R.S. § 11-410. Nothing contained in this policy shall be construed as denying the civil and political liberties of any employee as guaranteed by the United States and Arizona Constitutions.

Cochise County conforms to public policy that government programs are to be administered in an unbiased manner and without favoritism for or against any political party or group or any member, to promote public ~~confidences~~confidence in government, government integrity and efficient delivery of governmental services. Further, this policy is to ensure employees are encouraged to participate in the political process; however, such participation cannot occur during hours the employee is physically working for the County or when the employee is in uniform. Further, participation in any political process must not compromise the neutrality, efficiency or integrity of an employee's or elected official's function in the department or creates a real or perceived conflict of interest.

No County official or employee will be required, as a condition of employment, promotion, or otherwise, to participate in any election campaign for any public office, or in any partisan political activity whatsoever.

~~No~~A County employee within the appointed offices reporting to the Board of Supervisors, acting within his or her official capacity and the scope of his or her job responsibilities, shall ~~engage with any legislative body outside of the knowledge of the Board of Supervisors~~ recommend any changes to state or federal law only through his or her chain of command, up to the County Administrator, who acts as the County's designated lobbyist. All such needs ~~should~~ shall be addressed with the County Administrator for proper direction. A county employee, in his or her personal capacity outside the scope of his or her job responsibilities, is free to engage in political or legislative advocacy.

No County official or employee will use or attempt to use their position in the County for political pressure to secure an advantage for themselves or others, or to influence any County personnel action in any way.

Participation pursuant to the Election Worker Policy: County employees may serve as an election worker in a countywide election, to perform nonpartisan duties as prescribed by State or local law, with approval from the Department Director or designated authority and after completing required Board Worker training, as set forth in the Election Worker Policy.

No employee shall, during hours the employee is physically working for the County, or on County premises, use County personnel, equipment, materials, buildings or other resources for influencing the outcomes of elections. For example, employees may not:



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1. Take an active part as a candidate, or in support of a candidate, in a partisan or nonpartisan election;
2. Distribute, sign or circulate political petitions in support of or opposition to a political candidate or ballot question (such as a constitutional amendment, referendum approval of a municipal ordinance);
3. Use the authority of their positions to influence the vote or political activities of any subordinate employee;
4. Display any political campaign material such as a sign, picture, sticker, badge, button, magnet, flyer, etc. on County property;
5. Attend or participate in political activities such as a political convention, rally, caucus, or similar gathering of a political party;
6. Organize, sell tickets, promote a fund-raising activity or for a partisan candidate, political party or political club;
7. Contribute to a political party or organization; directly or indirectly solicit, receive, collect, handle, disburse or account for assessments, contributions, or other funds for a partisan political purpose;
8. Take part in managing the political campaign of a partisan candidate for public office or political party office;
9. Drive voters to the polls on behalf of a political party or partisan candidate;
10. Act as recorder, watcher, challenger, or similar officer at the polls on behalf of a political party or partisan candidate.

