



## **PERSONNEL POLICY**

**SUBJECT: Limitations on Seeking Elected Office**

DATE: April 20, 2022

Number: 211-22

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### **I. Statement of Policy**

It is the policy of Fulton County to recognize and encourage employees' freedom of expression and association as well as the rights of employees to seek and hold public offices. Fulton County also recognizes that it has a compelling interest in preserving the integrity of and public confidence in its governing body, ensuring that private political activity does not interfere with or create the appearance of interference with Fulton County operations, and avoiding conflicts of interest and the appearance of conflicts of interest.

The Board of Commissioners is the governing authority of Fulton County. County employees are employed pursuant to rules adopted by the Board, are responsible for executing their duties in a neutral, non-partisan and impartial manner on behalf of the County, and often have access to privileged and confidential information. Due to the role of County employees and because they occupy positions of fidelity and public trust, Fulton County finds it necessary to adopt reasonable limitations on political activity in order to serve the objectives of maintaining impartiality and non-partisanship in the execution of employee duties and to avoid the potential for unfair advantage, conflicts of interest, impropriety, or appearance of the same.

### **II. Limitations on Candidacy for Office**

Fulton County employees who seek election to the governing authority as a Fulton County Commissioner must resign from employment until such time the employee is no longer seeking a commission seat.

These policies do not create a contract of employment. Employment for non-classified employees remains "at will".

This policy shall apply to all Fulton County employees—including classified, unclassified, and personal staff of elected officials—who become candidates for a commission seat after the effective date of this policy.

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### **III. Establishment and Implementation of Procedure**

The County Manager, in consultation with the Chief Human Resources Officer and the County Attorney, is authorized to establish and modify, as needed, a procedure for implementing this policy.

These policies do not create a contract of employment. Employment for non-classified employees remains "at will".