

POLITICAL ACTIVITY GUIDELINES

FOR OFFICERS AND EMPLOYEES

IN THE

**CITY OF TUCSON
CLASSIFIED SERVICE**



**PREPARED BY:
OFFICE OF THE CITY CLERK
OFFICE OF THE CITY ATTORNEY**

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Questions: Call the City Clerk's Office at 791-4213

Introduction

On June 3, 2002, the Mayor and Council adopted Ordinance 9712. Effective July 1, 2002, that ordinance amended Tucson Code § 10-18, which regulates the political activities of officers and employees in the City's classified service.

All persons working for the City belong to its classified service except those employees appointed directly by the Mayor and Council and certain employees appointed directly by the City Manager.

Ordinance 9712 removed certain restrictions on political activities, but left many others intact. The amendments also did not affect the restrictions on political activities set forth in Tucson Charter Chapter XXV, § 8.

These guidelines provide an overview, with examples, of the political activities now permitted and prohibited under the Tucson Charter and T.C. § 10-18. These provisions are designed to allow officers and employees in the classified service broad freedom to engage in certain political activities while on their own time, but prohibit those political activities during work, duty or service hours; while in City uniform; while in City facilities; or using City property or resources.

Violation of the prohibitions on employee political activities set forth in the Tucson Charter or Tucson Code is a misdemeanor. In addition, violation can result in employee discipline, up to and including termination.

In addition to these local limits, federal statutes also prohibit City employees involved in federally funded activities from running for any partisan office, or from coercing contributions from other employees involved in federally funded activities. The Handbook discusses these federal prohibitions in Sections 6.2 and 8.2, respectively. Violation of either federal ban can result in dismissal from City employment.

These guidelines are intended as a general reference. They will not cover every situation a City employee may face. Employees should not rely on the opinions of friends or co-workers when they have questions with regard to a specific political activity. Ignorance of the law, or reliance on incorrect or unofficial information, does not excuse a violation of City or federal rules on political activities.

Employees should direct specific questions not answered in these guidelines to the City Clerk, 791-4213.

SUMMARY OF PERMITTED AND PROHIBITED ACTIVITIES

Summary of Permitted and Prohibited Political Activities for Officers and Employees in the City of Tucson's Classified Service, Effective July 1, 2002. All City employees belong to its classified service except employees appointed directly by Mayor and Council and certain employees appointed directly by the City Manager.

PERMITTED ACTIVITIES

- **May** express a private opinion.
- **May** cast a vote in any election.
- **May** join, give money to, and participate in, political parties and political party-sponsored clubs or groups.
- **May, in any election, while off-duty, outside City facilities, and not** wearing a City uniform, badge, insignia or identifying item:
 - Wear or display political buttons, signs, banners, stickers, badges, etc.
 - Sign or circulate nomination or recall petitions.
 - Engage in activities advocating a candidate's election or defeat.
 - Solicit or canvass for votes.
 - Act as a recorder, watcher, challenger, or similar poll officer.
 - Drive voters to the polls.
 - Endorse or oppose a candidate.
 - Address a caucus, rally or gathering.
- **May, in any election not for City office:**
 - Give money to support or oppose candidates or ballot measures.
 - Participate in fund-raising from persons who are not officers or employees in the City's classified service.
- **May** run for non-City, non-partisan office.
- **May** run for non-City, partisan office, UNLESS federal law prohibits the employee's candidacy because the employee's principal employment is in connection with an activity financed in whole or in part by federal funds.

PROHIBITED ACTIVITIES

- **May not** take any active part in securing, or contributing, money toward the nomination or election of any candidate for City office.
- **May not** command, solicit, or receive contributions from other employees in the classified service for any candidate, ballot measure, or political party or organization.
- **May not** manage a partisan or nonpartisan campaign or recall effort.
- **May not** be a candidate for nomination or election to City office.
- **May not** engage in political activity during working, duty or service hours (except voting under A.R.S. § 16-402 and City ADs).
- **May not** engage in political activity while wearing any City uniform, badge, insignia, or other identifying item (except voting under A.R.S. § 16-402 and City ADs).
- **May not** use any City property or resource for political activity.
- **May not** solicit or coerce a fellow employee to engage, or not engage, in political activity.
- **May not** retaliate against a fellow employee for political activity or inactivity.
- **May not** seek or use a political endorsement to get an appointment or promotion to a position in the classified service.
- **May not** use or attempt to use official authority or influence to secure an appointment or advantage in the classified service for any person to influence that person's vote or other political action.
- **May not** favor or discriminate against any person on political grounds with respect to appointment to, or employment in, the classified service.

Part One: Permitted Activities

Section One Expression of Opinion and Voting

1.1 An officer or employee in the classified service may:

- (a) Express a private opinion. The employee should always make clear the opinion does not necessarily reflect the City's official views.

EXAMPLE 1: AT A SOCIAL GATHERING WITH FRIENDS DURING OFF-DUTY TIME, AN EMPLOYEE MAY EXPRESS:

- THE EMPLOYEE'S APPROVAL OR DISAPPROVAL OF THE MAYOR OR ANY COUNCILMEMBER, OR ANY CANDIDATE(S) CHALLENGING THEM; OR
- THE EMPLOYEE'S INTENTION TO VOTE FOR OR AGAINST THE MAYOR OR ANY COUNCILMEMBER, OR ANY CHALLENGER.

EXAMPLE 2: AN EMPLOYEE MAY NOT MAKE ANY STATEMENT THAT:

- IMPLIES THE EMPLOYEE SPEAKS ON THE CITY'S BEHALF, OR
 - APPEARS TO ASSOCIATE THE CITY WITH THE VIEWS EXPRESSED.
- (b) Cast a vote in any election, either while off-duty or during working, duty, or service hours as allowed by A.R.S. § 16-402 and City administrative directives.

EXAMPLE 3: AN EMPLOYEE MAY REGISTER TO VOTE, AND VOTE IN ANY CITY, COUNTY, STATE OR FEDERAL ELECTION.

EXAMPLE 4: AN EMPLOYEE MAY NOT USE TIME ALLOTTED FOR ON-DUTY VOTING TO ENGAGE IN POLITICAL ACTIVITIES OTHER THAN VOTING.

Section Two Participation in Political Parties and Party-Sponsored Organizations

2.1 An officer or employee in the classified service may join a political party or partisan—that is, party-affiliated—club or organization, contribute money to it, be one of its officers, or serve as a member of its national, state, district, or county committee.

EXAMPLE 5: AN EMPLOYEE MAY:

- JOIN, GIVE MONEY TO, PARTICIPATE IN, AND SERVE AS AN OFFICER OF, A POLITICAL PARTY, OR PARTY-SPONSORED CLUBS OR ORGANIZATIONS LIKE THE DEMOCRATS OF GREATER TUCSON OR THE YOUNG REPUBLICANS;
- SERVE AS A MEMBER OF A POLITICAL PARTY’S NATIONAL, STATE, DISTRICT, OR COUNTY COMMITTEE; (E.G., PRECINCT COMMITTEE PERSON)
- ATTEND AND PARTICIPATE FULLY IN PARTY CAUCUSES AND RALLIES;
- SERVE AS A DELEGATE, ALTERNATE OR PROXY TO A POLITICAL PARTY CONVENTION.

EXAMPLE 6: AN EMPLOYEE MAY NOT:

- PARTICIPATE IN POLITICAL PARTY ACTIVITIES DURING WORKING, DUTY, OR SERVICE HOURS, OR IN CITY UNIFORM.
- MANAGE A POLITICAL COMMITTEE CREATED TO SUPPORT OR OPPOSE A SPECIFIC CANDIDATE, ISSUE, OR RECALL EFFORT.

Section Three

Political Activities in Campaigns for City Office

3.1 Officers or employees in the classified service, while off-duty, in private locations away from City facilities, and not in uniform, may participate in campaigns for City office as follows:

- (a) Display pictures, signs, banners, stickers, badges or buttons associated with a candidate or candidates on their person or property;

EXAMPLE 7: AN EMPLOYEE MAY:

- WEAR OR DISPLAY POLITICAL PICTURES, BUTTONS, SIGNS, BANNERS, STICKERS, BADGES, OR OTHER ITEMS WHILE:
 - OFF-DUTY.
 - NOT IN UNIFORM.
 - AWAY FROM CITY FACILITIES.
- PLACE A SIGN OR BANNER SUPPORTING OR OPPOSING A CANDIDATE OR BALLOT MEASURE IN THE EMPLOYEE’S FRONT YARD.
- PLACE A POLITICAL BUMPER STICKER ON THE EMPLOYEE’S PRIVATELY OWNED VEHICLE (AND PARK THE VEHICLE IN A CITY PARKING LOT WHILE THE EMPLOYEE WORKS).

EXAMPLE 8: AN EMPLOYEE MAY NOT:

- WEAR OR DISPLAY POLITICAL PICTURES, BUTTONS, SIGNS, BANNERS, STICKERS, BADGES, OR OTHER ITEMS:
 - ON THEIR PERSON DURING WORKING, DUTY, OR SERVICE HOURS.
 - WHILE WEARING OR DISPLAYING ANY CITY UNIFORM, BADGE, INSIGNIA, OR OTHER SIMILAR ITEM THAT IDENTIFIES THE CITY OR THE EMPLOYEE’S POSITION WITH THE CITY.
 - WHILE IN ANY CITY-OWNED OR -LEASED VEHICLE OR FACILITY.
 - ON ANY PERSONAL ACCESSORIES OR EQUIPMENT CARRIED OR USED BY THE EMPLOYEE WHILE ON DUTY AND ON CITY BUSINESS, SUCH AS PURSES, BACKPACKS, PERSONAL ORGANIZERS, PROJECTORS, SCREENS, EASELS, CAMERAS, CLIPBOARDS, BRIEFCASES, LAPTOP COMPUTERS OR COMPUTER CASES, LADDERS, HANDTRUCKS, TOOLBOXES, OR LUNCHBOXES

PERMITTED ACTIVITIES

- DISPLAY POLITICAL PICTURES, BUTTONS, SIGNS, BANNERS, STICKERS OR BADGES IN THE EMPLOYEE'S CITY OFFICE OR OTHER WORKSPACE, AN EMPLOYEE DINING ROOM OR BREAK ROOM, OR ANY OTHER PORTION OF A CITY BUILDING OR FACILITY.
- PLACE A POLITICAL BUMPER STICKER ON ANY CITY-OWNED OR-LEASED BUILDING, VEHICLE, OR OTHER PROPERTY OR EQUIPMENT.

(b) Sign or circulate nomination or recall petitions;

EXAMPLE 9: AN EMPLOYEE MAY SEEK NOMINATION SIGNATURES FOR A CANDIDATE FOR CITY OFFICE, OR SIGNATURES TO RECALL A MAYOR OR COUNCILMEMBER, BY:

- GOING DOOR-TO-DOOR IN A NEIGHBORHOOD; OR
- SETTING UP A TABLE AT A GROCERY STORE OR PUBLIC EVENT.

EXAMPLE 10: AN EMPLOYEE MAY NOT SEEK NOMINATION OR RECALL SIGNATURES:

- DURING WORKING, DUTY, OR SERVICE HOURS.
- WHILE WEARING OR DISPLAYING ANY CITY UNIFORM, BADGE, INSIGNIA, OR OTHER SIMILAR ITEM THAT IDENTIFIES THE CITY OR THE EMPLOYEE'S POSITION WITH THE CITY.
- WHILE USING ANY CITY VEHICLE OR EQUIPMENT.

(c) Engage in activities advocating a candidate's election or defeat, subject to the specific limitations listed in the Charter and Code;

EXAMPLE 11: AN EMPLOYEE MAY STAND OUTSIDE A POLLING PLACE'S 75-FOOT LIMIT ON ELECTION DAY, HANDING OUT BROCHURES IN SUPPORT OF OR OPPOSITION TO A CANDIDATE, POLITICAL PARTY, OR BALLOT MEASURE.

EXAMPLE 12: AN EMPLOYEE MAY NOT ENGAGE IN ELECTIONEERING ACTIVITIES:

- DURING WORKING, DUTY, OR SERVICE HOURS.
- WHILE WEARING OR DISPLAYING ANY CITY UNIFORM, BADGE, INSIGNIA, OR OTHER SIMILAR ITEM THAT IDENTIFIES THE CITY OR THE EMPLOYEE'S POSITION WITH THE CITY.
- WHILE USING ANY CITY VEHICLE OR EQUIPMENT.

EXAMPLE 13: AN EMPLOYEE MAY NOT USE CITY FUNDS, FACILITIES, PERSONNEL, EQUIPMENT, MATERIALS OR WORKTIME TO PRODUCE CAMPAIGN-RELATED LITERATURE, SIGNS, PICTURES, BUTTONS, BANNERS, BUMPER STICKERS, AUDIOTAPES, VIDEOTAPES, COMPUTER DISKS, OR OTHER ITEMS.

(d) Solicit or canvass for votes in support of or opposition to a candidate;

EXAMPLE 14: AN EMPLOYEE MAY CANVASS VOTERS ON BEHALF OF A POLITICAL PARTY, CANDIDATE, OR COMMITTEE, EITHER:

- DOOR-TO-DOOR; OR
- USING THE EMPLOYEE'S PRIVATE TELEPHONE OR A PHONE PAID FOR AND PROVIDED BY THE PARTY OR THE CANDIDATE'S CAMPAIGN.

EXAMPLE 15: AN EMPLOYEE MAY NOT CANVASS A NEIGHBORHOOD DOOR-TO-DOOR ON BEHALF OF A CANDIDATE:

- DURING WORKING, DUTY, OR SERVICE HOURS.
- WHILE WEARING OR DISPLAYING ANY CITY UNIFORM, BADGE, INSIGNIA, OR OTHER SIMILAR ITEM THAT IDENTIFIES THE CITY OR THE EMPLOYEE'S POSITION WITH THE CITY.

EXAMPLE 16: AN EMPLOYEE MAY NOT UNDERTAKE A PHONE CANVASS FOR A PARTY OR CANDIDATE:

- USING A CITY PHONE.
- FROM THE EMPLOYEE'S CITY OFFICE OR WORKSPACE.

(e) Act as a recorder, watcher, challenger, or similar poll officer on behalf of a candidate;

EXAMPLE 17: A POLITICAL PARTY MAY DESIGNATE AN EMPLOYEE AS A POLLING PLACE CHALLENGER UNDER A.R.S. § 16-590(A), OR AS AN EARLY BALLOT CHALLENGER UNDER A.R.S. § 16-552(C).

EXAMPLE 18: AN EMPLOYEE MAY NOT SERVE AS A POLLING PLACE OR EARLY BALLOT CHALLENGER:

- DURING WORKING, DUTY, OR SERVICE HOURS.
- WHILE WEARING OR DISPLAYING ANY CITY UNIFORM, BADGE, INSIGNIA, OR OTHER SIMILAR ITEM THAT IDENTIFIES THE CITY OR THE EMPLOYEE'S POSITION WITH THE CITY.

PERMITTED ACTIVITIES

- (f) Drive voters to the polls on behalf of a candidate, partisan political group, or political party;

EXAMPLE 19: AN EMPLOYEE MAY DRIVE VOTERS TO POLLING PLACES IN THE EMPLOYEE'S PRIVATELY OWNED VEHICLE.

EXAMPLE 20: AN EMPLOYEE MAY NOT DRIVE VOTERS TO POLLING PLACES:

- DURING WORKING, DUTY, OR SERVICE HOURS.
- WHILE WEARING OR DISPLAYING ANY CITY UNIFORM, BADGE, INSIGNIA, OR OTHER SIMILAR ITEM THAT IDENTIFIES THE CITY OR THE EMPLOYEE'S POSITION WITH THE CITY.
- USING A CITY-OWNED OR -LEASED VEHICLE.

- (g) Endorse or oppose a candidate in a political advertisement, broadcast, campaign literature, or similar material;

EXAMPLE 21: AN EMPLOYEE MAY APPEAR IN A TELEVISION OR RADIO BROADCAST THAT ENDORSES OR OPPOSES A CANDIDATE FOR CITY OFFICE, AND IS SPONSORED BY THE CANDIDATE'S CAMPAIGN COMMITTEE, AN OPPOSING POLITICAL COMMITTEE, OR A POLITICAL PARTY.

EXAMPLE 22: AN EMPLOYEE MAY NOT:

- APPEAR IN A POLITICAL ADVERTISEMENT WHILE WEARING A CITY FIRE, POLICE OR OTHER UNIFORM.
- USE A CITY FIRE TRUCK, POLICE CAR, OR OTHER VEHICLE OR EQUIPMENT AS A PROP IN A POLITICAL ADVERTISEMENT.
- PRODUCE A POLITICAL ADVERTISEMENT IN A CITY FACILITY OR ON CITY PROPERTY, OR USING ANY CITY FUNDS, PERSONNEL, EQUIPMENT, MATERIALS OR WORKTIME.
- MAKE ANY STATEMENT IN A POLITICAL ADVERTISEMENT THAT GIVES THE IMPRESSION THE EMPLOYEE IS SPEAKING OFFICIALLY ON BEHALF OF THE CITY, OR THAT APPEARS TO ASSOCIATE THE CITY WITH THE VIEWS EXPRESSED.
- SAY "I'M A [CITY OF] TUCSON FIREFIGHTER," OR "I'M WITH THE [CITY OF] TUCSON FIRE DEPARTMENT." AN EMPLOYEE MAY STATE "I'M A FIREFIGHTER," OR "I'M A MEMBER OF [DESIGNATED FIREFIGHTERS' UNION]."

(h) Address a caucus, rally or gathering supporting or opposing a candidate.

EXAMPLE 23: AN EMPLOYEE MAY:

- SPEAK FOR OR AGAINST A CITY CANDIDATE AT A POLITICAL BREAKFAST.
- ADDRESS A PARTY CAUCUS OR RALLY IN SUPPORT OF OR IN OPPOSITION TO A CANDIDATE FOR PUBLIC OR POLITICAL PARTY OFFICE.

EXAMPLE 24: AN EMPLOYEE MAY NOT ADDRESS A POLITICAL CAUCUS, RALLY OR GATHERING:

- DURING WORKING, DUTY, OR SERVICE HOURS.
- VIA ANY VIDEO, AUDIO, COMPUTER, SATELLITE OR OTHER TELECOMMUNICATIONS HOOK-UP TO A CITY OFFICE OR WORKSPACE.
- WHILE WEARING ANY SHIRT, CAP, EMPLOYEE PIN OR OTHER APPAREL OR ACCESSORY BEARING A "CITY OF TUCSON" OR DEPARTMENT LOGO.
- BY SAYING "I'M A [CITY OF] TUCSON FIREFIGHTER," OR "I'M WITH THE [CITY OF] TUCSON FIRE DEPARTMENT." AN EMPLOYEE MAY STATE "I'M A FIREFIGHTER," OR "I'M A MEMBER OF [DESIGNATED FIREFIGHTERS' UNION]."

Section Four

Political Activities in Campaigns for Other than City Office

4.1 In election campaigns other than those for City office, an officer or employee in the classified service may:

- (a) Contribute to, or participate in, campaigns supporting or opposing any candidate or ballot measure.

EXAMPLE 25: IN WORKING FOR A CAMPAIGN NOT FOR CITY OFFICE, AN EMPLOYEE MAY UNDERTAKE ALL THOSE ACTIVITIES PERMITTED IN CAMPAIGNS FOR CITY OFFICE UNDER T.C. § 10-18(F)(3).

EXAMPLE 26: AN EMPLOYEE MAY CONTRIBUTE TO, OR PARTICIPATE IN, CAMPAIGNS SUPPORTING OR OPPOSING CANDIDATES FOR OFFICES SUCH AS:

- COUNTY BOARD OF SUPERVISORS;
- SCHOOL BOARD;
- STATE HOUSE OF REPRESENTATIVES OR STATE SENATE;
- GOVERNOR, ATTORNEY GENERAL, AND STATE TREASURER;
- UNITED STATES HOUSE OF REPRESENTATIVES OR SENATE;
- PRESIDENT OF THE UNITED STATES

EXAMPLE 27: AN EMPLOYEE MAY MAKE INDEPENDENT EXPENDITURES ADVOCATING THE ELECTION OR DEFEAT OF CANDIDATES FOR OFFICES LISTED IN EXAMPLE 26.

EXAMPLE 28: AN EMPLOYEE ALSO MAY CONTRIBUTE TO, OR PARTICIPATE IN, CAMPAIGNS SUPPORTING OR OPPOSING BALLOT MEASURES, SUCH AS:

- CITY, COUNTY, OR STATE INITIATIVES OR REFERENDUMS.
- MEASURES REFERRED TO THE VOTERS BY THE MAYOR AND COUNCIL OR THE ARIZONA LEGISLATURE, INCLUDING PROPOSED CITY CHARTER OR STATE CONSTITUTIONAL AMENDMENTS.
- FRANCHISE OR BOND MEASURES.

EXAMPLE 29: AN EMPLOYEE MAY MAKE INDEPENDENT EXPENDITURES ADVOCATING THE ELECTION OR DEFEAT OF BALLOT MEASURES LISTED IN EXAMPLE 28.

- (b) Participate in fund-raising directed at, and solicit, receive, collect, and process contributions from, persons who are not officers or employees in the City's classified service.

Employees who choose to participate in a campaign's financial aspects are responsible for insuring they do not solicit, receive or otherwise handle or process contributions from other City employees. Prior to asking anyone for a contribution, the employee should first determine whether the person is a classified City employee. If the answer is yes, solicitation is prohibited.

EXAMPLE 30: AN EMPLOYEE MAY:

- ASK A SPOUSE, FRIEND OR NEIGHBOR WHO IS NOT A CITY EMPLOYEE FOR A CONTRIBUTION TO SUPPORT OR OPPOSE A POLITICAL PARTY; A CANDIDATE FOR COUNTY, STATE, OR FEDERAL OFFICE; OR A CITY, COUNTY, OR STATE BALLOT MEASURE.
- PARTICIPATE IN A LIVE PHONE BANK SOLICITING CONTRIBUTIONS, IF THE EMPLOYEE'S CONTACT LIST INCLUDES NO OTHER CITY EMPLOYEES.
- ORGANIZE, PROMOTE, OR ACTIVELY PARTICIPATE IN, A FUND-RAISER FOR A CANDIDATE FOR COUNTY, STATE OR FEDERAL OFFICE, IF THE FUND-RAISER IS DIRECTED AT THE PUBLIC IN GENERAL, AND THE EMPLOYEE'S ORGANIZATIONAL, PROMOTIONAL, OR OTHER ACTIVITIES DO NOT INVOLVE CONTACT WITH OTHER OFFICERS AND EMPLOYEES IN THE CITY'S CLASSIFIED SERVICE.
- SELL TICKETS TO A FUND-RAISER TO A SPOUSE, FRIEND OR NEIGHBOR WHO IS NOT A CITY EMPLOYEE.
- PARTICIPATE IN A CAMPAIGN'S CENTRAL PROCESSING OF FINANCIAL CONTRIBUTIONS, BUT ONLY IF THE CAMPAIGN HAS PROCEDURES IN PLACE TO ENSURE THAT THE EMPLOYEE WILL NOT BE HANDLING, PROCESSING OR ACCOUNTING FOR CONTRIBUTIONS FROM CITY EMPLOYEES.

EXAMPLE 31: AN EMPLOYEE MAY NOT:

- SIGN, OR APPEAR AS A SENDER, ON A LETTER, FAX OR E-MAIL SOLICITING CONTRIBUTIONS TO A PARTY, CANDIDATE, OR CAMPAIGN COMMITTEE, WHEN THE PERSONS WHO RECEIVE THE LETTER, FAX OR E-MAIL WILL INCLUDE CITY EMPLOYEES.

PERMITTED ACTIVITIES

- PARTICIPATE IN A LIVE PHONE BANK SOLICITING CONTRIBUTIONS, OR RECORD A SOLICITATION MESSAGE FOR USE BY A PHONE BANK, WHEN THE PERSONS THE EMPLOYEE CONTACTS, OR WHO WILL RECEIVE THE RECORDED MESSAGE, WILL INCLUDE CITY EMPLOYEES.
- ORGANIZE, PROMOTE, OR ACTIVELY PARTICIPATE IN, A FUND-RAISER FOR A CANDIDATE FOR COUNTY, STATE OR FEDERAL OFFICE THAT IS DIRECTED SPECIFICALLY AT OFFICERS AND EMPLOYEES IN THE CLASSIFIED SERVICE.
- SELL TICKETS TO A FUND-RAISER TO A FELLOW OFFICER OR EMPLOYEE IN THE CLASSIFIED SERVICE.
- SOLICIT CONTRIBUTIONS FROM A FELLOW EMPLOYEE IN THE CLASSIFIED SERVICE WHO ATTENDS A FUND-RAISER.

4.2 An officer or employee in the classified service may not manage any partisan or nonpartisan campaign or recall effort.

EXAMPLE 32: AN EMPLOYEE MAY NOT MANAGE A POLITICAL COMMITTEE CREATED TO SUPPORT OR OPPOSE A CANDIDATE, ISSUE, OR RECALL EFFORT.

Section Five
Running for or Holding Non-City, Non-Partisan Offices

5.1 An officer or employee in the classified service may be a candidate for, and hold, any non-City, non-partisan elective office.

EXAMPLE 33: AN EMPLOYEE MAY BE A CANDIDATE FOR SCHOOL BOARD, AND HOLD THAT OFFICE IF ELECTED.

Section Six
Running for or Holding Non-City, Partisan Offices
(Unless Employee's Job Involves Duties in Connection with
Federally Funded Activity)

6.1 The Tucson Code permits an officer or employee in the classified service to run for, and hold, non-City, *partisan* elective office.

6.2 However, federal law prohibits any candidacy for partisan elective office by any officer or employee in the classified service whose principal job is in connection with an activity wholly or partly funded by federal loans or grants. Violation of this prohibition can result in removal from employment.

EXAMPLE 34: AN EMPLOYEE WHOSE PRINCIPAL JOB INVOLVES DUTIES IN CONNECTION WITH ACTIVITIES FUNDED WHOLLY OR PARTLY BY FEDERAL LOANS OR GRANTS MAY NOT RUN FOR THE STATE LEGISLATURE OR THE PIMA COUNTY BOARD OF SUPERVISORS.

Whether a particular employee is within the federal prohibition on partisan candidacies can only be determined on a case-by-case basis. Employees must seek their own legal advice on this question prior to becoming a candidate for partisan public office.

EXAMPLE 35: THE FEDERAL GOVERNMENT FREQUENTLY FUNDS CITY PROGRAMS IN THE FOLLOWING AREAS:

- HOUSING;
- URBAN RENEWAL AND AREA REDEVELOPMENT;
- PUBLIC WORKS;
- CIVIL DEFENSE AND EMERGENCY MANAGEMENT;
- TRANSPORTATION;
- LAW ENFORCEMENT.

EXAMPLE 36: AN EMPLOYEE NEED NOT EXERCISE SUPERVISORY OR DISCRETIONARY AUTHORITY OVER THE ADMINISTRATION OF FEDERAL FUNDS TO BE SUBJECT TO THIS PROHIBITION.

EXAMPLE 37: IF THE EMPLOYEE'S DUTIES MAKE THE PROHIBITION APPLICABLE, IT ALSO DOES NOT MATTER WHETHER FEDERAL FUNDS ARE USED TO CONTRIBUTE DIRECTLY TO THE EMPLOYEE'S SALARY.

Part Two: Prohibited Activities

Section Seven

Contributing or Securing Money in City Candidate Elections

7.1 In elections for City office, officers or employees in the classified service may NOT take any active part in securing, or contributing, money toward the nomination or election of any candidate for City office;

EXAMPLE 38: A CITY EMPLOYEE MAY NOT:

- CONTRIBUTE MONEY TO A CANDIDATE RUNNING FOR MAYOR OR FOR THE CITY COUNCIL, OR TO THAT CANDIDATE'S CAMPAIGN COMMITTEE.
- MAKE INDEPENDENT EXPENDITURES ADVOCATING THE ELECTION OR DEFEAT OF A CANDIDATE FOR CITY OFFICE.
- ASK A SPOUSE, FRIEND OR NEIGHBOR TO CONTRIBUTE MONEY TO A CITY CANDIDATE, OR TO THAT CANDIDATE'S CAMPAIGN COMMITTEE.
- MAKE PHONE SOLICITATIONS SEEKING POLITICAL CONTRIBUTIONS TO A CITY CANDIDATE OR THE CANDIDATE'S CAMPAIGN COMMITTEE.
- ORGANIZE MAIL OR PHONE SOLICITATIONS FOR POLITICAL CONTRIBUTIONS TO A CITY CANDIDATE, EVEN THOUGH THE SOLICITATIONS WILL BE MAILED OR TELEPHONED BY OTHERS.
- PROVIDE A LIST OF EMPLOYEE NAMES OR PHONE NUMBERS OR BOTH, TO NON-EMPLOYEES TO BE USED IN PHONE SOLICITATIONS FOR POLITICAL CONTRIBUTIONS TO A CITY CANDIDATE.

Section Eight

Seeking or Receiving Contributions from Other Employees

8.1 A City officer or employee shall NOT command, solicit or receive subscriptions or contributions in money or any other valuable consideration from officers or employees in the classified service for:

- any political party or other political organization;
- any candidate for public office, at either the City or non-City level; or
- any campaign supporting or opposing a City or non-City ballot measure.

EXAMPLE 39: AN EMPLOYEE MAY NOT:

- CONTACT OTHER EMPLOYEES FACE-TO-FACE, OR BY PHONE, LETTER, FAX, OR E-MAIL, ASKING FOR CONTRIBUTIONS TO THE REPUBLICAN, DEMOCRATIC, OR LIBERTARIAN PARTY, OR TO SUPPORT OR OPPOSE ANY CANDIDATE FOR PUBLIC OFFICE, OR ANY BALLOT MEASURE;
- ASK A SPOUSE, FAMILY MEMBER OR ANY OTHER PERSON TO MAKE SUCH CONTACTS;
- DISTRIBUTE, IN THE EMPLOYEE PARKING LOT OF A CITY FACILITY, CAMPAIGN LEAFLETS STATING WHERE TO SEND CONTRIBUTIONS.

8.2 Any City officer or employee principally employed in connection with a federally funded activity also violates federal law if that officer or employee coerces, attempts to coerce, commands or advises a fellow officer or employee also principally employed in connection with a federally funded activity to make a contribution to any party, committee, organization, agency, or person for political purposes.

Note, that this federal prohibition on coercion of political contributions applies whether the two employees are working together on the same federally funded program, or are involved in different federally funded activities. Violation of this prohibition can result in dismissal from employment.

EXAMPLE 40: WHEN TWO EMPLOYEES ARE BOTH PRINCIPALLY EMPLOYED IN CONNECTION WITH THE SAME FEDERALLY FUNDED PUBLIC HOUSING PROGRAM, ONE OF THE EMPLOYEES MAY NOT COERCE, ATTEMPT TO COERCE, COMMAND, OR ADVISE THE OTHER TO MAKE A POLITICAL CONTRIBUTION.

PROHIBITED ACTIVITIES

EXAMPLE 41: WHEN AN EMPLOYEE IS PRINCIPALLY EMPLOYED IN CONNECTION WITH A FEDERALLY FUNDED PUBLIC HOUSING PROGRAM, THAT EMPLOYEE MAY NOT COERCE, ATTEMPT TO COERCE, COMMAND, OR ADVISE A POLITICAL CONTRIBUTION FROM ANOTHER EMPLOYEE PRINCIPALLY EMPLOYED IN CONNECTION WITH A SEPARATE FEDERALLY FUNDED TRANSPORTATION OR DRUG ENFORCEMENT PROGRAM.

Section Nine Management of Election or Recall Campaigns

9.1 An officer or employee in the classified service may NOT participate in the management of any partisan or nonpartisan campaign or recall effort, either at the City or non-City level, except for activities permitted under T.C. § 10-18(F)(3).

Management means either of the following:

- To “exercise executive, administrative and supervisory direction of” or “conduct [] or supervis[e]” a partisan or nonpartisan campaign or recall effort.
- Any campaign-related activities that the federal Hatch Act includes within the term *active part in political management or in a political campaign*, unless the activity is now allowed under T.C. §§ 10-18(F)(3). As a practical matter, T.C. § 10-18 now either expressly permits or prohibits most campaign activities the Hatch Act treats as *political management*. However, if an employee has any doubt as to whether a specific campaign activity is permitted, the employee should check with the City Clerk prior to engaging in the activity.

EXAMPLE 42: AN EMPLOYEE MAY NOT:

- CHAIR THE “RE-ELECT [DEFEAT] MAYOR X COMMITTEE.”
- SERVE AS TREASURER OF THE “ELECT [DEFEAT] U.S. SENATOR Y COMMITTEE.”
- MANAGE THE “YES [NO] ON STATE INITIATIVE Z COMMITTEE.”
- SERVE AS SPOKESPERSON FOR THE “RECALL [RETAIN] COUNTY SUPERVISOR W COMMITTEE.”
- CHAIR THE “A FOR SCHOOL BOARD COMMITTEE.”
- SERVE AS A CANDIDATE’S CAMPAIGN MANAGER.
- CHAIR, DIRECT, OR SUPERVISE ANY SUBCOMMITTEE OF A POLITICAL COMMITTEE.
- SUPERVISE OTHER PAID OR UNPAID CAMPAIGN WORKERS.
- PARTICIPATE IN AN ELECTION OR RECALL CAMPAIGN’S STEERING COMMITTEE, OR ANY SIMILAR COMMITTEE, SUBCOMMITTEE OR GROUP HAVING A STRATEGIC, SUPERVISORY, EXECUTIVE, OR DIRECTING PURPOSE WITHIN A CAMPAIGN.

Section Ten Political Activities During Working, Duty, or Service Hours

10.1 An officer or employee in the classified service shall NOT engage in any permitted political activity during working, duty or service hours (except for voting on election day as permitted by A.R.S. § 16-402 and City administrative directives).

For purposes of this prohibition, the term *working, duty or service hours* means the employee's scheduled work hours and overtime. The term includes the on-duty time of employees released from their regular City workplace for union activities, union business or any other employee organization purpose under any leave agreement. The City has assigned these employees to take part in union activities deemed to be in the best interests of the City, and they may not engage in political activity during these working, duty or service hours.

The term *off-duty* includes all time outside scheduled work hours and overtime, including:

- annual leave
- paid leave
- leave without pay

EXAMPLE 43: AN EMPLOYEE MAY NOT:

- WEAR OR DISPLAY POLITICAL BUTTONS, PICTURES, SIGNS, BANNERS, STICKERS, BADGES, OR OTHER ITEMS WHILE ON DUTY.
- USE ON-DUTY TIME TO ATTEND A POLITICAL EVENT THAT BEGINS WHILE AN EMPLOYEE IS ON DUTY AND CONTINUES INTO THE TIME WHEN THE EMPLOYEE IS NOT ON DUTY. THE EMPLOYEE MUST EITHER WAIT UNTIL THE EMPLOYEE IS NOT ON DUTY TO ATTEND THE EVENT, OR USE LEAVE TIME TO ATTEND THE POLITICAL EVENT WHEN IT BEGINS.
- USE THE EMPLOYEE'S PRIVATE VEHICLE FOR CITY BUSINESS WITHOUT COVERING ANY POLITICAL BUMPER STICKERS ON THE VEHICLE.

EXAMPLE 44: AN EMPLOYEE MAY STUFF ENVELOPES FOR A CANDIDATE WHILE THE EMPLOYEE IS SITTING IN THE PARK DURING THE EMPLOYEE'S LUNCH PERIOD IF THE EMPLOYEE IS NOT CONSIDERED TO BE ON DUTY DURING LUNCH.

EXAMPLE 45. AN EMPLOYEE MAY NOT UNDERTAKE THE ACTIVITY DESCRIBED IN EXAMPLE 44 WHILE WEARING OR DISPLAYING ANY CITY UNIFORM, BADGE, INSIGNIA, OR OTHER SIMILAR ITEM THAT IDENTIFIES THE CITY OR THE EMPLOYEE'S POSITION WITH THE CITY.

PROHIBITED ACTIVITIES

EXAMPLE 46: OFFICIALS OF LABOR ORGANIZATIONS WHO HAVE BEEN GIVEN OFFICIAL TIME TO PERFORM REPRESENTATIONAL DUTIES ARE ON DUTY, AND MAY NOT ENGAGE IN POLITICAL ACITIVITIES DURING THAT OFFICIAL TIME.

10.2 A person may NOT directly or indirectly, command, solicit or receive, or be concerned in soliciting or receiving, any assessments, subscriptions or contributions from officers or employees in the classified service during their on-duty hours.

EXAMPLE 47: A PERSON WHO IS NOT A CITY EMPLOYEE MAY NOT VISIT CITY HALL DURING BUSINESS HOURS, TO SOLICIT OR RECEIVE CONTRIBUTIONS FROM CITY EMPLOYEES WORKING IN THE BUILDING.

Section Eleven

Political Activities While Wearing City Uniform or Insignia

11.1 An officer or employee in the classified service shall NOT engage in any permitted political activity while wearing any city uniform, badge, insignia, or other similar item that identifies the city or the employee's position with the city (except for voting on election day as permitted by A.R.S. § 16-402 and City administrative directives).

EXAMPLE 48: AN EMPLOYEE MAY NOT:

- WEAR POLITICAL BUTTONS, OR DISPLAY POLITICAL SIGNS, STICKERS OR BADGES, ON THEIR PERSON WHILE IN CITY UNIFORM.
- DISPLAY POLITICAL BUTTONS, SIGNS, STICKERS OR BADGES ON ANY PERSONAL ACCESSORIES OR EQUIPMENT CARRIED OR USED BY THE EMPLOYEE WHILE ON DUTY AND ON CITY BUSINESS, SUCH AS PURSES, BACKPACKS, PERSONAL ORGANIZERS, PROJECTORS, SCREENS, EASELS, CAMERAS, CLIPBOARDS, BRIEFCASES, LAPTOP COMPUTER CASES, LADDERS, HANDTRUCKS, TOOLBOXES, OR LUNCHBOXES.
- APPEAR IN A POLITICAL ADVERTISEMENT OR AT A POLITICAL RALLY WHILE WEARING A CITY FIRE, POLICE OR OTHER UNIFORM.
- CANVASS A NEIGHBORHOOD DOOR-TO-DOOR ON BEHALF OF A CANDIDATE WHILE WEARING CIVILIAN CLOTHES BUT WEARING OR DISPLAYING A CITY-ISSUED POLICE OR FIRE BADGE.
- ADDRESS A POLITICAL RALLY WHILE WEARING ANY SHIRT, CAP, EMPLOYEE PIN, OR OTHER APPAREL OR ACCESSORY BEARING A "CITY OF TUCSON" LOGO, OR THE LOGO OF ANY CITY DEPARTMENT.
- ATTEND A PARTY CAUCUS, OR ACT AS A MEMBER OF A PARTY'S DISTRICT OR COUNTY COMMITTEE, WHILE ON DUTY OR IN CITY UNIFORM.

Section Twelve

Use of City Property or Resources for Political Activities

12.1 City officers and employees shall NOT use City property or any other City resource in engaging in permitted political activity.

EXAMPLE 49: AN EMPLOYEE MAY NOT:

- DRIVE VOTERS TO THE POLLS IN A CITY-OWNED OR -LEASED VEHICLE.
- USE A CITY FIRE TRUCK, POLICE CAR, OR OTHER VEHICLE AS A PROP IN A POLITICAL ADVERTISEMENT.
- USE CITY FUNDS, FACILITIES, PERSONNEL, EQUIPMENT, MATERIALS OR WORKTIME TO PRODUCE CAMPAIGN-RELATED LITERATURE, SIGNS, BUTTONS, BUMPER STICKERS, AUDIOTAPES, VIDEOTAPES, COMPUTER DISKS, OR OTHER ITEMS.
- PRODUCE A POLITICAL ADVERTISEMENT AT A CITY FACILITY OR ON CITY PROPERTY.
- CANVASS VOTERS ON BEHALF OF A POLITICAL PARTY OR PARTISAN POLITICAL CANDIDATE USING A CITY TELEPHONE.
- USE CITY COMPUTER EQUIPMENT, OR THE CITY'S COMPUTER SYSTEM, FOR THE EMPLOYEE'S POLITICAL PARTY OR CAMPAIGN ACTIVITIES.
- PLACE A POLITICAL BUMPER STICKER ON ANY CITY-OWNED OR -LEASED BUILDING, VEHICLE, OR OTHER EQUIPMENT.
- WEAR OR DISPLAY POLITICAL BUTTONS, PICTURES, SIGNS, BANNERS, STICKERS, OR BADGES IN ANY CITY FACILITY OR WHILE USING A CITY-OWNED OR -LEASED VEHICLE FOR CITY BUSINESS.

Section Thirteen
Solicitation or Coercion of, or Discrimination Based on,
Permitted Political Activities

13.1 A person shall NOT:

- (a) Directly or indirectly, through promises or threats, solicit, command or coerce an officer or employee in the classified service to engage, or not engage, in political activity.

EXAMPLE 50: AN EMPLOYEE MAY NOT USE HIS OR HER OFFICIAL AUTHORITY TO ORDER ANOTHER EMPLOYEE TO PARTICIPATE IN POLITICAL ACTIVITY.

EXAMPLE 51: A SUPERVISOR MAY NOT PROMISE AN EMPLOYEE A PROMOTION OR PAY RAISE IN RETURN FOR THE EMPLOYEE'S PARTICIPATION IN A CAMPAIGN SUPPORTING OR OPPOSING A CANDIDATE OR MEASURE.

EXAMPLE 52: A SUPERVISOR MAY NOT THREATEN AN EMPLOYEE WITH DEMOTION OR A PAY CUT TO FORCE THE EMPLOYEE'S PARTICIPATION IN A CAMPAIGN SUPPORTING OR OPPOSING A CANDIDATE OR MEASURE.

- (b) Directly or indirectly retaliate against any officer or employee in the classified service voluntarily engaging, or voluntarily choosing not to engage, in permitted political activity.

EXAMPLE 53: A SUPERVISOR MAY NOT DEMOTE, OR CUT THE PAY OF, AN EMPLOYEE IN RETALIATION FOR PARTICIPATING, OR NOT PARTICIPATING, IN A CAMPAIGN.

- (c) Favor or discriminate against any person on political grounds with respect to appointment to, or employment in, the classified service.

EXAMPLE 54: AN EMPLOYEE IN THE CLASSIFIED SERVICE MAY NOT BE HIRED, FIRED, PROMOTED, OR DEMOTED BASED ON THEIR MEMBERSHIP IN A PARTICULAR POLITICAL PARTY, OR THEIR POLITICAL OPINIONS OR BELIEFS REGARDING A SPECIFIC ISSUE.

Section Fourteen Use of Political Endorsements or Influence

14.1 No person shall:

- (a) Seek or attempt to use any political endorsement in connection with any appointment or promotion to a position in the classified service.

EXAMPLE 55: A PERSON APPLYING FOR A POSITION, OR FOR PROMOTION, IN THE CLASSIFIED SERVICE MAY NOT:

- ASK THE MAYOR OR A COUNCILMEMBER TO ENDORSE THEIR APPLICATION; OR
 - ATTEMPT TO USE THAT POLITICAL ENDORSEMENT TO BY-PASS OR INFLUENCE THE MERIT SYSTEM SELECTION PROCESS AND OBTAIN THE POSITION OR PROMOTION.
- (b) Use or attempt to use official authority or influence to secure an appointment or advantage in the classified service for any person to influence that person's vote or other political action.

EXAMPLE 56: AN ELECTED CITY OFFICIAL MAY NOT USE OR ATTEMPT TO USE THE OFFICIAL'S AUTHORITY OR INFLUENCE TO OBTAIN A PROMOTION, PAY RAISE OR OTHER BENEFIT FOR ANY EMPLOYEE IN THE CLASSIFIED SERVICE, TO GAIN THAT EMPLOYEE'S VOTE OR POLITICAL SUPPORT DURING A CAMPAIGN.

Section Fifteen
Running for or Holding City Office

15.1 An officer or employee in the classified service may NOT run for City office.

EXAMPLE 57: AN OFFICER OR EMPLOYEE IN THE CLASSIFIED SERVICE WHO WISHES TO RUN FOR THE OFFICE OF MAYOR OR COUNCILMEMBER MUST FIRST RESIGN FROM THE CLASSIFIED SERVICE.

Section Sixteen
Appointment of Elected City Officials to Classified Service

16.1. No person elected to City office shall be appointed to any position in the classified service during the person's term of office.

EXAMPLE 58: THE MAYOR, OR A COUNCILMEMBER, MAY NOT BE APPOINTED TO A POSITION IN THE CLASSIFIED SERVICE DURING THE MAYOR'S OR COUNCILMEMBER'S TERM OF OFFICE.

EXAMPLE 59: ASSUMING NO STATE OR COUNTY LAW OR POLICY PROHIBITS IT, A STATE LEGISLATOR, OR MEMBER OF THE PIMA COUNTY BOARD OF SUPERVISORS, MAY BE APPOINTED TO A POSITION IN THE CITY'S CLASSIFIED SERVICE DURING THE OFFICIAL'S TERM OF OFFICE.

APPENDIX

EXCERPT FROM THE TUCSON CHARTER

Chapter XXV: Miscellaneous Provisions	
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EXCERPT FROM THE TUCSON CODE

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**Excerpt from the Tucson Charter
Chapter XXV, Section 8**

Sec. 8. Political activities by employees prohibited.

Neither the manager nor any person in the employ of the city under appointment by, or employment of, said manager, mayor and council, or any other person authorized on behalf of said city to employ persons, shall take any active part in securing, or contributing any money toward, the nomination or election of any candidate or candidates for the office of mayor or members of the council, nor during the hours of service or duty to said city shall any such appointee or employee promote the candidacy or campaign of any person seeking office, elective or appointive, of the city, all under the penalty of dismissal from the service of the city.

Excerpt from the Tucson Code Chapter 10 Section, 18

Sec. 10-18. Discrimination prohibited; political activities.

A. Favor or discrimination in service. No person shall be appointed or promoted to, or suspended without pay, reduced in pay, demoted or dismissed from any position in the classified service or in any way favored or discriminated against with respect to employment in the classified service because of race, color, religion, ancestry, sex, age, disability, national origin, sexual orientation, gender identity, familial status or marital status, or political opinions, beliefs or affiliations.

B. Political endorsement. No person shall seek or attempt to use any political endorsement in connection with any appointment or promotion to a position in the classified service.

C. Use of political influence. No person shall use or promise to use, directly or indirectly, any official authority or influence, whether possessed or anticipated, to secure or attempt to secure for any person an appointment or advantage in an appointment to a position in the classified service, or an increase in pay or other advantage in employment in any such position, for the purpose of influencing the vote or political action of any such person or for any other consideration.

D. Solicitations from or reprisals against persons in classified service.

1. No officer or employee of the city shall at any time or place, either directly or indirectly, command, solicit or receive, or be concerned in soliciting or receiving, of any officer or employee in the classified service assessments, subscriptions or contributions in money or any other valuable consideration whosoever for any political organization or candidate for public office.

2. No person shall, directly or indirectly, command, solicit or receive, or be concerned in soliciting or receiving, any such assessments, subscriptions or contributions from officers or employees in the classified service during the hours they are required to be on duty.

3. A person shall not, directly or indirectly, solicit or command, or be concerned with soliciting or commanding, any officer or employee in the classified service to engage or not engage in activities permitted by this section with the direct or indirect promise or use of any benefit, reward, promotion, advancement or compensation, or with the direct or indirect use of any threat, intimidation or coercion including threats of discrimination, reprisal, force or any other adverse consequence including the loss of any benefit, reward, promotion, advancement or compensation.

4. A person shall not, directly or indirectly, subject, or be concerned with subjecting, any officer or employee in the classified service voluntarily engaging, or voluntarily choosing not to engage, in activity permitted by this section to any direct or indirect discrimination, reprisal, force, coercion or intimidation or any other adverse consequence including the loss of any benefit, reward, promotion, advancement or compensation.

E. Prohibited political activities by persons in classified service.

1. No officer or employee in the classified service shall:

- (a) Be a candidate for nomination or election to any elective City of Tucson office.
- (b) Take any part in the management of any partisan or nonpartisan campaign or recall effort, except as permitted under paragraph (f)(3) of this section.
- (c) Engage in any permitted political activity during working, duty or service hours.

- (d) Except pursuant to A.R.S. § 16-402, engage in any permitted political activity at any time while wearing any city uniform, badge, insignia, or other similar item that identifies the city or the employee's position with the city, or use city property or any other city resource in such activity.

2. No officer or employee in the classified service shall at any time take any active part in securing or contributing any money toward the nomination or election of any candidate for any elective office of the city or in influencing the results of an election for any such office.

F. *Permitted political activities by persons in classified service.* An officer or employee in the classified service is permitted to voluntarily:

1. Express a private opinion or cast a vote.

2. Be an officer or a member of any national, state or local committee of a political party or partisan political club or organization.

3. Take part in any campaign for city office, subject always to the specific restrictions set forth in the City Charter and this section. The following activities are specifically permissible:

- (a) Display pictures, signs, banners, stickers, badges or buttons associated with candidates on their person while off-duty, outside of city buildings or other facilities, or at their private home.
- (b) Sign or circulate nomination or recall petitions.
- (c) Engage in activities advocating a candidate's election or defeat.
- (d) Solicit or canvass for votes in support of or opposition to a candidate.
- (e) Act as a recorder, watcher, challenger, or similar poll officer on behalf of a candidate.
- (f) Drive voters to the polls on behalf of a candidate.
- (g) Endorse or oppose a candidate in a political advertisement, broadcast, campaign literature, or similar material.
- (h) Address a caucus, rally or gathering in support of or opposition to a candidate.
- (i) Solicit, receive, collect, handle, disburse or account for assessments, contributions or other funds, for a partisan political purpose, from persons other than officers or employees in the classified service of the city.
- (j) Organize, sell tickets to, promote, or actively participate in, a fund-raising activity of a candidate.

4. Contribute to, or participate in, any candidate election campaigns other than those for city office, or election campaigns on non-candidate matters such as city, county, or state initiative, referendum, franchise or bond measures.

5. Contribute to the city's election campaign account, used to provide public funds to candidates for city office.

G. *Participation of persons elected to public office.* No person elected to a partisan public office of the City of Tucson shall, during the term for which elected, be appointed to any position in the classified service.