

Vanni, Mark

From: Justin Imamura <[REDACTED]>
Sent: Wednesday, November 17, 2021 12:05 PM
To: Campaign Guidance
Cc: Taber, Toni
Subject: Re: Questions on City Employees running for Council Office

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[External Email]

Thank you for the info!

On Wed, Nov 17, 2021 at 11:59 AM Campaign Guidance <SJElections@sanjoseca.gov> wrote:

Hi Justin – See the attached memo and emails regarding Campaign Restrictions for City employees. As long as you are not using City resources for campaigning or political activity, and as long as you are not campaigning or engaging in political activity during City time, you do not need to take a leave of absence from City employment to run for office. See the attached memo and email regarding Campaign Restrictions for more detailed guidance.

Campaign Guidance

Office of the City Attorney

City of San José

[200 East Santa Clara Street, 16th Floor](#) Tower

San Jose, CA 95113

Office No: (408) 535-1900

Fax No: (408) 998-3131

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From: Justin Imamura <[REDACTED]>
Sent: Tuesday, November 16, 2021 11:14 AM
To: Campaign Guidance <SJElections@sanjoseca.gov>; Taber, Toni <toni.taber@sanjoseca.gov>
Subject: Questions on City Employees running for Council Office

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[External Email]

Hello Toni,

I was wondering what are the rules around City employees that are interested in running for Council Office. Will they need to take a "leave" or will they need to completely disengage prior to them filing in February? Thank you in advance

for your help!

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Sincerely,

Justin Imamura

Founder, [The Trash Punx](#)

Drummer, [Street Drum Corps](#) | [POUNDERS](#)

"Love the life you live. Live the life you love." - Bob Marley

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----- Forwarded message -----

From: Employee Relations <Employee.Relations@sanjoseca.gov>

To: "#All City Employees" <AllCityEmployees@sanjoseca.gov>

Cc:

Bcc:

Date: Thu, 15 Oct 2020 17:07:27 +0000

Subject: Reminder Regarding Campaign Restrictions

REMINDER: CAMPAIGN RESTRICTIONS

IF YOU SUPERVISE EMPLOYEES WHO DO NOT RECEIVE CITY E-MAIL, PLEASE PRINT OUT AND DISTRIBUTE THIS E-MAIL TO THOSE EMPLOYEES.

With the November elections approaching, we are reminding all City employees about the legal restrictions on political activities of public employees. As stewards of the public's trust, we cannot use public resources – including, but not limited to, City staff time, funds, or equipment – for any campaign activities or advocacy. As individual citizens we can and should participate in our democratic processes, but this must be done in a personal and private role.

Here are some specific guidelines that we must follow as City employees:

- **While on City time, employees cannot campaign or advocate for or against any candidates or ballot measures.** This includes all local, State, and Federal elections.
- City employees cannot campaign or advocate for or against candidates or ballot measures **while wearing a City uniform or other clothing that would identify you as a City employee, or while wearing a City badge.**
- **On their own time, City employees may campaign or advocate** for or against candidates or ballot measures, but **cannot use their City job titles while campaigning** or in campaign materials for candidates.
- City employees **cannot use public funds to print or distribute any type of campaign materials.** This includes the prohibition of the use of City publications, regardless of form, to disseminate any

type of campaign information, as well as the use of City stationary, letterhead, or other City materials to advocate for a candidate or position on a ballot measure.

- City employees **cannot use the City mail routing system to distribute any type of campaign materials.**
- The use of **City equipment** – including, but not limited to, telephones, cellular phones, computers, copiers, or fax machines – **for campaign activities is prohibited.**
- **No City employee may directly or indirectly solicit a campaign contribution from another City employee** unless the solicitation is also made to a significant segment of the public, which may include employees of the City.
- Use of **City websites or City-sponsored social media accounts for campaign activity is prohibited.** This includes placing any links on City websites or City-sponsored social media accounts that direct people to campaign-related materials, communications, social media accounts, or websites.

Additional information about campaign guidelines please refer to the attached memorandum, or you can contact the Office of Employee Relations or the City Attorney’s Office if you have questions.

Thanks,

Office of Employee Relations


Sincerely,

Justin Imamura

Founder, [The Trash Punx](#)

Drummer, [Street Drum Corps](#) | [POUNDERS](#)

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