



SAN JOSE POLICE DEPARTMENT

TRAINING BULLETIN

TO: ALL DEPARTMENT PERSONNEL

FROM: Anthony Mata
Chief of Police

SUBJECT: CAMPAIGNING RESTRICTIONS

DATE: August 4, 2022

Bulletin #2022-022

On September 10, 2018, the Department distributed [Memorandum #2018-022 regarding Campaigning Restrictions \(Intranet link\)](#). This Department memorandum also referenced a [City Memorandum sent from the City Attorney to the Mayor and City Council on August 30, 2018 regarding Campaign Activities \(Intranet link\)](#).

On October 15, 2020, the Office of Employee Relations reminded all City Employees of the following campaign restrictions:

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.***

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- *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.*

In addition to the above, all Department members are reminded of the following Duty Manual section:

C 1437 POLITICAL CAMPAIGNING:

On-duty department members will refrain from engaging in activities related to political campaigning. Improper activities include, but are not limited to, engaging in campaign speeches; distribution of pamphlets; posting of campaign ads; willfully being photographed in uniform (on or off duty) with political candidates. Nothing in this policy precludes department members from working off duty, out of uniform, in a non-law enforcement capacity in support of or in opposition to any political campaign. Additionally, it does not preclude candidates from approaching employee groups for purposes of endorsement or, in fact, employee organizations endorsing specific candidates, propositions or measures.



Anthony Mata
Chief of Police

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