

RESOLUTION NO. 2026-08

**ADOPTING A POLICY RELATED TO DISTRICT EMPLOYEES SEEKING
POLITICAL OFFICE**

WHEREAS, the Boone County Regional Sewer District (the “District”), is a public sewer district organized and existing under the constitution and laws of the State of Missouri;

WHEREAS, the District has adopted a personnel policy to provide for an equitable and standardized system of personnel administration which complies with applicable rules, regulations, laws, and agreements or contracts relating to personnel matters to which the District may be subject;

WHEREAS, the current District Personnel Policy was adopted by the Board of Trustees of the District as of July 15, 2025 (the “Personnel Policy”);

WHEREAS, the Personnel Policy does not contain policies related to District employees seeking political office; and

WHEREAS, the Board of Trustees of the District has determined that it is in the best interest of the District to adopt a policy related to employees seeking political office.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE
BOONE COUNTY REGIONAL SEWER DISTRICT, AS FOLLOWS:**

The District Employee Political Office Campaign Policy attached hereto as Exhibit A is hereby adopted by the Board of Trustees and is effective as of the date of this Resolution.

[Remainder of Page Intentionally Left Blank]

PASSED by the Board of Trustees of the Boone County Regional Sewer District, this ____
day of _____, 2026.

Chairman of the Board of Trustees

(SEAL)

ATTEST:

Secretary of the Board of Trustees

EXHIBT A

EMPLOYEE POLITICAL OFFICE CAMPAIGN POLICY

EMPLOYEE POLITICAL OFFICE CAMPAIGN POLICY

The Boone County Regional Sewer District (the “District”) does not prohibit or otherwise restrict District employees from running for a federal, state, or local political elected office. However, District employees running for federal, state, or local political elected office must adhere to the District’s Employee Political Office Campaign Policy contained herein.

1. The District complies with Section 115.646, RSMo., which prohibits the expenditure of public funds on the nomination or election of candidates for public office and support or opposition of candidates for public office. All employees are therefore strictly prohibited from using any of the District’s property, assets or resources for purposes related to political office campaigns. This includes, but is not limited to, use of District provided telephones, computers, vehicles, email systems, software systems, customer lists, internet access, printing resources, office related supplies, and time on duty.
2. District employees who are seeking election to public office may not engage in any political campaign activity while on duty or in the course of performing their employment duties. No campaigning, including soliciting funds, may be conducted during the District employee’s work hours. District employees may utilize appropriate available leave in accordance with the District’s established Personnel Policy.
3. Campaign activity on District property by District employees is prohibited, including soliciting funds, votes, volunteers and/or any other manner of support. District employees may not display political badges, buttons, or signs, or distribute pamphlets, flyers or other materials on District property.
4. A District employee may not hold themselves out to be representing the District while campaigning, at any political event, or for any political purpose, including, but not limited to, wearing clothing adorned with the District name or logo while campaigning or engaging in political activity, or otherwise suggesting they are speaking on behalf of the District. Use of the District’s name, other than a statement that the employee is employed by the District, or the District’s logo on any campaign material or website is strictly prohibited.

Any violation of or failure to adhere to this Policy by an employee of the District may result in disciplinary action, up to and including termination, for such employee.

Employee Acknowledgement

I, _____ (employee name), acknowledge that on _____ (date), I received a copy of Boone County Regional Sewer District's Employee Political Office Campaign Policy and that I read it, understood it, and agree to comply with it. I understand that **I am employed at will and understand that neither the contents of the Employee Political Office Campaign Policy nor this acknowledgement modifies my at-will employment status.**

Signature

Printed Name

Date