

ORDINANCE NO. 2308

AN ORDINANCE OF THE CITY OF DARDENNE PRAIRIE, MISSOURI, AMENDING VARIOUS SECTIONS OF THE MUNICIPAL CODE OF THE CITY OF DARDENNE PRAIRIE, MISSOURI, AND PROVIDING FOR CERTAIN PERSONNEL POLICIES

WHEREAS, the Board of Aldermen of the City of Dardenne Prairie, Missouri (the “City”), desire to amend various sections of the Municipal Code of the City to provide for regulations relating to political activities of City employees and the duties of elective officers; and

WHEREAS, on February 2, 2022, pursuant to Ordinance No. 2162, the Board of Aldermen for the City adopted a Personnel Policies and Procedures Manual (the “Manual”); and

WHEREAS, the Board of Aldermen of the City desire to amend the Manual to incorporate therein the newly enacted Section 117.020 of the Municipal Code regarding political activities by City employees;

NOW THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF DARDENNE PRAIRIE, MISSOURI, AS FOLLOWS:

SECTION 1. That Chapter 117 of the Municipal Code of the City of Dardenne Prairie, Missouri, be and is hereby amended by enacting a new Section 117.020, to read as follows:

Section 117.020 Political Activities.

- A. *Application.* The provisions of this Section shall apply to all employees of the City.
- B. *Prohibited Political Activities.* It shall be prohibited for any employee of the City to:
 - 1. Use their own official authority or influence for the purpose of interfering with the results of an election;
 - 2. Directly or indirectly coerce, command, or advise another City employee to engage in political activity. Examples of such include but are not limited to: threatening to deny promotion, requiring contributions, influencing subordinates to buy tickets to political fund-raising dinners and similar events;
 - 3. Knowingly solicit, accept or receive a political contribution from any person who is a subordinate employee;
 - 4. Become a candidate for election to office in the City, or any other elective office which will result in a conflict of interest; or
 - 5. Use their employment or position with the City to influence the election of any candidate.

- C. *Permitted Political Activity.* An employee of the City may take part in the activities of political parties and political campaigns through:
1. *Voter Registration.* It is not only permissible but an obligation of all employees to register and vote.
 2. *Voting.* All employees have a right to vote as they choose.
 3. *Expression Of Opinions.* All employees have a right to express their opinions on all political subjects and candidates.
 4. *Attendance At Political Rallies, Conventions, Etc.* Employees may attend political rallies and conventions to which the general public is admitted.
 5. *Nominating Petitions.* Employees are permitted to sign nominating petitions in support of individuals whom they wish to see become candidates for office. Employees may also originate or circulate such petitions.
 6. *Contributions.* Employees may make financial contributions to a political party or organization and they may solicit and collect voluntary political contributions.
 7. *Campaigning.* Employees may campaign for a candidate in a partisan election by making speeches, writing on behalf of the candidate, or soliciting voters to support or oppose a candidate.
 8. *Political Pictures.* Employees may display political pictures in their homes or yards if they desire.
 9. *Badges, Buttons, Stickers.* Employees may wear political badges or buttons or display political stickers on their private automobiles; *provided* that no such devices may be displayed on City equipment, uniform or property.
- D. *Disciplinary Action.* Employees found in violation of this Section shall be subject to the Disciplinary Process set forth in the Policies and Procedures Manual of the City.

SECTION 2. That the provisions of Section 117.020 of the Municipal Code for the City of Dardenne Prairie, Missouri, set forth in Section 1 of this Ordinance be and are hereby incorporated into the Personnel Policies and Procedures Manual of the City of Dardenne Prairie, Missouri, adopted pursuant to Ordinance No. 2162.

SECTION 3. That Article I of Chapter 115 of the Municipal Code of the City of Dardenne Prairie, Missouri be and is hereby amended by enacting a new Section 115.085, to read as follows:

Section 115.085 Employment of Elected Officials and Interference With Administration.

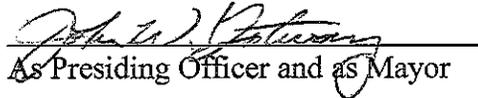
- A. *Employment of Elected Officials.* No elective officer shall be employed or assume a position as an employee of the City for a period of one (1) year following that elected official's departure from elective office.
- B. *Interference with Administration.* Except as otherwise provided or indicated herein, elective officers shall not interfere with appointive officers of the City or City employees who are subject to the direction and supervision of the City Administrator. Elective Officers shall not give any orders or directives to any such officer or employee, either publicly or privately.

SECTION 4. Savings Clause: Nothing contained herein shall in any manner be deemed or construed to alter, modify, supersede, supplant or otherwise nullify any other Ordinance of the City or the requirements thereof whether or not relating to or in any manner connected with the subject matter hereof, unless expressly set forth herein.

SECTION 5. Severability Clause: If any term, condition, or provision of this Ordinance shall, to any extent, be held to be invalid or unenforceable, the remainder hereof shall be valid in all other respects and continue to be effective and each and every remaining provision hereof shall be valid and shall be enforced to the fullest extent permitted by law, it being the intent of the Board of Aldermen that it would have enacted this Ordinance without the invalid or unenforceable provisions. In the event of a subsequent change in applicable law so that the provision which had been held invalid is no longer invalid, said provision shall thereupon return to full force and effect without further action by the City and shall thereafter be binding.

SECTION 6. Effective Date: This Ordinance shall take effect and be in force from and after its passage by the Board of Aldermen and its approval by the Mayor of the City of Dardenne Prairie, Missouri.

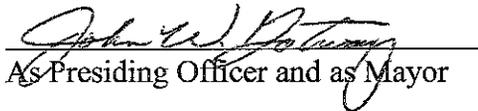
Read the first (1st) time this 15th day of May, 2024.


As Presiding Officer and as Mayor

Attest:

Kim Clark
City Clerk

Read the second (2nd) time, passed and approved this 5th day of June, 2024.


As Presiding Officer and as Mayor

Attest:

Kim Clark
City Clerk