

Miami-Dade County
Office of Management and Budget

Information on local rules for County employees running for and holding elected office, pursuant to the jurisdictions' governing documents and other available municipal sources. Restrictions relating to elected officials are not included. Florida charter counties with populations greater than 500,000 are shown below.¹

County & Link to Charter	Population	Language	Source & Link to Non- Charter Sources
Miami-Dade Charter	2,700,794	Any appointed official or employee of Dade County who qualifies as a candidate for election to any federal, state or municipal office shall immediately take a leave of absence from his or her county position until the date of the election and shall, if elected, immediately forfeit his or her county position. If the candidate is not elected, he or she shall immediately be reinstated to his or her former position.	Charter
Broward Charter	1,854,513	An employee seeking elected public office shall not engage in any activity related to seeking the office during working hours as a county employee. The county administrator shall adopt rules for the use of approved leave time for such employees. An employee who is elected to public office shall resign from county employment when the office to which he or she is elected presents a conflict of interest as defined in chapter 26, article V, of the Broward County Code of Ordinance. The decision as to conflict shall be made by the county administrator or his or her designee.	Code of Ordinances
Hillsborough Charter	1,352,797	Political activities of officers and employees of the county government shall be governed and controlled by general law except as provided herein and except that the county administrator's assistants and division and office heads, the county internal performance auditor, the county internal performance auditor's assistants, and the county attorney and his assistants, shall not hold any political office nor take part in any political activity relating to county commission elections, other than voting.	Charter

¹ No restrictions were found in charter, code of ordinances, or readily available personnel documents in Palm Beach and in Polk counties. Calls to these counties' HR staff were not returned in time to confirm if there are any restrictions for employees in these counties to seek elective office.

County & Link to Charter	Population	Language	Source & Link to Non-Charter Sources
<p>Orange Charter</p>	<p>1,280,387</p>	<p>County employees desiring to become candidates for elective office while still employed by the County shall abide by the guidelines set forth in this paragraph. The following County employees will be required to take an unpaid leave of absence from County service upon the opening of a checking account for campaign funding purposes: an employee in the County Mayor's Office, the office of the Board of County Commissioners, the County Administrator's Office, and the County Attorney's Office. This also applies to any department director, division manager or an employee with considerable public visibility and proximity to policy making.</p> <p>Other employees may be included if there is the possibility of a conflict arising due to the campaign and the conflict would be materially disruptive to County operations creating a legitimate, compelling interest by the County to ensure that such disruption did not occur. In such situations the County employee would be required to take an unpaid leave of absence if such leave of absence proved to be the least restrictive method to avoid the above referenced disruption.</p>	<p>Orange County Policy Manual & Operational Regulations</p>
<p>Pinellas Charter</p>	<p>954,569</p>	<p>No person holding a position in the classified service shall hold, or be a candidate for, public or political office while in the employment of the county, or take any active part in a political campaign while on duty or within any period of time during which such employee is expected to perform services for which compensation is received from the county. Nothing contained in this section shall be deemed to prohibit any classified service employee from expressing his opinion on any candidate or issue, or from participating in any political campaign during his off-duty hours, so long as such activities are not in conflict with the provisions of F.S. § 104.31. Any person violating the provisions of this section shall be dismissed from the classified service.</p>	<p>Code of Ordinances</p>

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Duval/City of Jacksonville Charter	923,647	<p>No employee of the City shall hold office as a member of a governing board, council, commission or authority by whatever name known, which is the employer, while continuing as an employee of such employer.</p> <p>Employees whose positions are subject to the federal Hatch Act shall not become candidates in any partisan election.</p>	City of Jacksonville Civil Service and Personnel Rules and Regulations
Lee Charter	680,539	<p>As an individual, each employee retains all rights and obligations of citizenship provided in the Constitutions and Laws of the State of Florida and the United States. However, no employee of Lee County shall hold, or be a candidate for elective public service or political office while in the employment of the County or take any active part in a political campaign while on duty or within any period of time during which they are expected to perform services for which they receive compensation from the County. A County Employee may be a candidate for or hold local public office, unless otherwise prohibited by law only after review and approval by the County Manager and the County Attorney for potential conflicts of interest as defined by Federal law.</p>	Lee County Employee Manual
Brevard Charter	568,919	<p>Any employee seeking elective public office, not spoken to previously in this policy, shall have the option to request thirty (30) days leave of absence without pay or utilize accrued annual leave or compensatory time for a period not to exceed thirty (30) days prior to the scheduled election day for said public office.</p> <p>Any employee holding elective public office shall be required to use annual leave or leave without pay when the duties of the elective public office require the attention of the employee during the employee's normal duty hours.</p> <p>Nothing in this section supersedes the authority vested in the appointing authority to prohibit any employee from engaging in conduct or activities otherwise prohibited by this policy. No</p>	Brevard County Human Resources Policies, and Procedures

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		County equipment, supplies, vehicles, or staff time may be used by an employee in the performance of the duties of, or process of seeking, his/her elective public office.	
Volusia Charter	517,411	<p>No employee may hold elected political office, except as provided in subsection (b)(4) (<i>shown in paragraph below</i>). Any employee elected or appointed to any elective public office other than one of the offices of elected department head created pursuant to Charter section 602.1 shall be deemed to have vacated his or her former position of county employment and to retain no right to re-employment.</p> <p>Any employee appointed to fill a vacancy in one of the offices of elected department director created pursuant to Charter section 602.1 shall be placed on leave of absence for the duration of the appointment. An employee appointed as an elected department director thereafter may become a candidate for such Charter office. However, if elected, such employee shall be deemed upon commencement of the term for which election is first sought to have vacated his or her former position of county employment and to retain no right to re-employment.</p> <p><i>Note: Positions created by Charter section 602.1 are the elected positions of the Sheriff, the Supervisor of Elections and the Property Appraiser</i></p>	Code of Ordinances