

RESOLUTION NUMBER 608

**RESOLUTION AMENDING THE DORCHESTER COUNTY
PERSONNEL RULES AND REGULATIONS – SOCIAL MEDIA**

WHEREAS, the Dorchester County Personnel Rules and Regulations were adopted on June 18, 1996 pursuant to Article 25, Section 3 of the Annotated Code of Maryland; and

WHEREAS, Section I. L of said Personnel Rules and Regulations provides that these Rules and Regulations may be amended by resolution of the County Council following the introduction of an amendment and the posting of said amendment in each department for ten (10) days before taking action so as to provide an opportunity for an employee comment. Posting took place and comments were taken under consideration.

NOW, THEREFORE, BE IT RESOLVED THAT Section V. Employee Conduct, is hereby amended to read:

J. Social Media

A. Purpose

The term “social media” is a broad term that is given to websites, various online tools and various interactive communications technologies that allow users to interact with one another to share information, opinions, knowledge, photos, and interest. Some examples of Social Media include, but are not limited to, Facebook, YouTube, Twitter, LinkedIn, Snapchat, Vine and any other information sharing service, website and/or blogs. This policy is not intended to limit an employee’s right to freedom of speech or expression; but as we are a local government and public entity, it will protect the rights of Dorchester County Government, its employees, members, tax payers and the general public.

B. Scope

Applies to all Dorchester County employees, both at work (on duty) and not at work (off duty), as their speech directly or by means of instant technology has a connection to their professional duties and responsibilities and may not be protected speech under the First Amendment.

C. Policy

(a) No images taken by an employee in the course of their “duties” may be used, printed, copied, scanned, emailed, posted, shared, reproduced, or distributed in any manner without the approval of the Council, County Manager, Department Head or Department Head’s designee.

(b) Social Networking during working hours shall not interfere with an employee’s normal job duties and responsibilities or assignments.

(c) As a basic constitutional concept of law, a public employee may comment on a matter of public concern. However, statements made on any social media platform

that include, but not limited to, the following elements may be deemed conduct unbecoming of an employee of the County and is subject to disciplinary action by the employee's

Supervisor(s). (Dorchester County Personnel Rules and Regulations Section M. Disciplinary Actions.)

1. Making any false statements or using profane language.
2. Making any statements or other forms of speech that ridicule, malign, disparage, or otherwise express bias against any race, religion, or protected class of individual.
3. Sharing confidential or proprietary information.
4. Violating any County and/or Departmental policies including, but not limited to, the County Code, the Code of Ethics, Constitution, By-Laws, Rules and Regulations, or Standard Operating Guidelines.
5. Displaying any County and/or Departmental logos, uniforms or similar identifying items without proper written permission from Council, County Manager, Department Head or Department Head's designee.
6. Posting photographs, videos, detailed accounts, or any other information regarding specific incidents that you or another County employee were party to without written permission of the Council, County Manager, Department Head or Department Head's designee.
7. Publishing any materials, statements, photographs, videos or other means of communication that could reasonably be considered to represent the views or positions of the County and/or Department without authorization from the Council, County Manager, Department Head or Department Head's designee.

(d) All Departmental social media pages shall be approved by the Council or the County Manager or designee. All social media content shall adhere to all applicable laws, regulations, and policies including the records management and retention requirements set by law and regulation.

(e) Information posted to any County and/or Departmental social media sites shall be limited to county information, such as (but not limited to) meetings, day-to-day operations, closings, emergencies, hiring, special events, and any additional content specified by the Council, County Manager, Department Heads or Department Head's designee.

HAVING BEEN DULY POSTED in all County Departments, this resolution to amend Section V. Employee Conduct of the Dorchester County Personnel Rules and

LIBERO 007 FOLIO 227

Regulations is hereby passed and adopted this 16th day of January 2018, which be effective as of this date.

ATTEST:

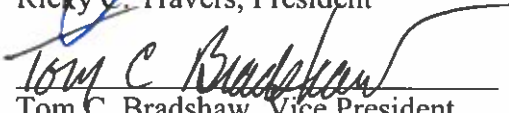


Jeremy Goldman, County Manager

The County Council
of Dorchester County



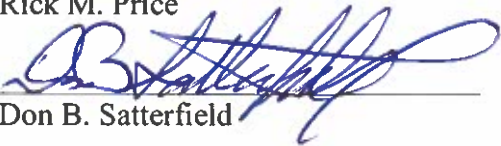
Ricky C. Travers, President



Tom C. Bradshaw, Vice President

William V. Nichols

Rick M. Price



Don B. Satterfield

RESOLUTION NO. 608