

**County Commissioners**Joshua G. Parsons, Chairman  
Dennis P. Stuckey, Vice-Chairman  
Craig E. Lehman, Commissioner**Human Resources Complaints – Final Summary  
March 13, 2019**

The Lancaster County Office of Human Resources recently completed a review of two complaints regarding related events from the Office of the District Attorney.

The first complaint alleged that an employee was put on paid administrative leave and the motivation for doing so was related to political campaign activities which is a violation of County policy. This complaint is substantiated. The District Attorney cited an internal office policy as justification. The District Attorney office policy requires an employee who is a candidate for public office to resign upon the announcement of the candidacy, but also states “The District Attorney may modify this requirement in his sole discretion.” This Policy allows the District Attorney to determine those employees who can retain employment and those who must resign when running for public office. This explains the District Attorney’s belief of the appropriateness of “giving permission” to his employees to run for office. This internal policy conflicts with Lancaster County policy which requires separation of County functions and political activities.

The recommendations from this review are:

- That the District Attorney office policy regarding political activity be revised to be compatible with County policy regarding political activity, ensuring that there is separation between office functions and political activities.
- That all departments be notified that any departmental policies related to political activity ensure separation between office functions and political activities, and that a review be conducted by Human Resources of any departmental policies related to political activities to ensure separation of office functions and political activities.

The second complaint resulted from an employee in the District Attorney’s office attending a meeting of County Republican leaders with a file in his possession relating to a co-worker running for political office. This complaint is substantiated. The employee used a confidential file, which by his own admission contained information regarding a personnel matter relating to a co-worker, for political purposes. These actions violate County policies.

It was recommended to the District Attorney that this employee be disciplined for his actions up to and including termination as he violated County policy by attempting to influence a political campaign with confidential personnel information. It was further recommended that all files held in the District Attorney’s office relating to this matter be immediately turned over to Human Resources.

