

## AT-WILL EMPLOYEE

**Definition** An employee who serves at the pleasure of the Employing Official and whose continued employment with the County is at the discretion of the County Administrator, Elected Official, Board of County Commissioners, or a Department Director. At-will employees may be terminated at any time with or without cause and without right to grievance or appeal.

**Application** At-will employment status, for employees within designated classifications, shall be effective upon the date that the Kitsap County Board of Commissioners approves and adopts the revised Personnel Manual. **Provided**, current employees serving in at-will classifications, who have not previously been designated as an at-will employee, shall maintain their current regular employee status and shall be covered by the Kitsap County Personnel Manual. **Provided further** that the regular employee status shall apply to the employee only during their continued employment within their current classification.

AT-WILL CLASSIFICATIONS BY OFFICES/DEPARTMENTS	
County Commissioner Departments	Working Title
Board of Commissioners	<ul style="list-style-type: none"> <li>All Employees</li> </ul>
Administrative Services	<ul style="list-style-type: none"> <li>Director</li> <li>Administrative Manager</li> <li>Financial Manager</li> <li>Risk Manager</li> <li>Chief Public Defender</li> <li>Public Defender 1, 2, and 3</li> <li>Public Defender Investigator</li> </ul>
Community Development	<ul style="list-style-type: none"> <li>Director</li> <li>Assistant Directors</li> <li>Building &amp; Fire Safety Manager</li> <li>Administrative and Permit Services Manager</li> <li>Development Services &amp; Engineering Manager</li> <li>Planning Programs Manager</li> <li>Natural Resources Program Manager</li> </ul>

## APPENDIX C

<b>Medical Examiner</b>	<ul style="list-style-type: none"> <li>• Medical Examiner</li> <li>• Program Supervisor</li> <li>• Forensic Pathologist</li> </ul>
<b>Information Services</b>	<ul style="list-style-type: none"> <li>• Director</li> <li>• Computer &amp; Network Services Manager</li> <li>• Application Services Manager</li> <li>• PEAK &amp; Project Management (PMO) Manager</li> </ul>
<b>Parks</b>	<ul style="list-style-type: none"> <li>• Director</li> <li>• Forester</li> <li>• Parks Planner</li> <li>• Natural Resources Supervisor</li> </ul>
<b>Human Services</b>	<ul style="list-style-type: none"> <li>• Director</li> <li>• Deputy Director</li> <li>• Aging &amp; Long-Term Care Administrator</li> <li>• SBHASO Administrator</li> <li>• Olympic Workforce Development Council Director</li> <li>• KRC Clinical Manager</li> </ul>
<b>Human Resources</b>	<ul style="list-style-type: none"> <li>• Director</li> <li>• Human Resources Manager</li> <li>• Labor Relations Manager</li> </ul>
<b>Public Works</b>	<ul style="list-style-type: none"> <li>• Director</li> <li>• Assistant Directors</li> <li>• Facilities Maintenance Manager</li> <li>• Fleet Manager, M&amp;O Manager</li> <li>• Senior M &amp; O Manager (Road Superintendent, Traffic Engineering Manager, Engineering and Construction Manager, Stormwater Manager, Sewer Utility Manager, Solid Waste Manager)</li> <li>• Communications Manager, Senior Program Manager</li> </ul>
<b>Emergency Management</b>	<ul style="list-style-type: none"> <li>• Director</li> </ul>

<b>Elected Official Departments</b>	<b>Working Titles</b>
<b><u>Assessor</u></b>	<ul style="list-style-type: none"> <li>• Chief Deputy Assessor</li> </ul>

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<b><u>Auditor</u></b>	<ul style="list-style-type: none"><li>• Chief Deputy Auditor</li><li>• Financial Services Manager</li><li>• Administrative Services Manager</li><li>• Elections Manager</li></ul>
<b><u>Clerk</u></b>	<ul style="list-style-type: none"><li>• Chief Deputy Clerk</li><li>• Court Finance Unit Supervisor</li></ul>
<b><u>District Court</u></b>	All employees except as provided by collective bargaining agreements
<b><u>Prosecutor</u></b>	<ul style="list-style-type: none"><li>• Administrative and Program Managers</li><li>• All Deputy Prosecutor Classifications</li></ul>
<b><u>Sheriff</u></b>	<ul style="list-style-type: none"><li>• Undersheriff</li><li>• Superintendent of Corrections</li><li>• Inspector</li><li>• Financial Manager</li><li>• Chief Criminal Deputy</li><li>• Administrative Secretary</li><li>• Senior Program Manager</li></ul>
<b><u>Superior Court</u></b>	All employees except as provided by collective bargaining agreements
<b><u>Juvenile Detention and Family Court Services</u></b>	<ul style="list-style-type: none"><li>• Director</li><li>• Juvenile Detention Manager</li><li>• Juvenile Court Services Manager</li><li>• Administrative Services Manager</li></ul>
<b><u>Treasurer</u></b>	<ul style="list-style-type: none"><li>• Chief Deputy Treasurer</li><li>• Investment Officer</li></ul>