

**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.

<b>AT-WILL CLASSIFICATIONS BY OFFICES/DEPARTMENTS</b>	
<b>County Commissioner Departments</b>	<b>Working Title</b>
<b>Board of Commissioners</b>	County Administrator Clerk of the Board Office Support Assistant Office Support Specialists Deputy County Administrator DEI Program Manager Office Support Coordinator Policy Analysts/Planners Volunteer Services & Communications Coordinator (Policy Analyst)
<b>Administrative Services</b>	Director Financial Manager Risk Manager Public Defender Division Supervisor Public Defender 1 & 2 Public Defender Investigator
<b>Community Development</b>	Director Assistant Director, Building Assistant Director, Planning Building & Fire Safety Manager Administrative and Permit Services Manager Development Services & Engineering Manager Planning & Environmental Programs Manager
<b>Facilities</b>	Facilities and Maintenance Manager

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<b>Medical Examiner</b>	Medical Examiner Program Supervisor
<b>Information Services</b>	Director Public Communications Manager Computer & Network Services Manager GIS Manager Application Services & Project Manager

<b>Parks</b>	Director County Forester Park Planner Capital Projects Planner
<b>Human Services</b>	Director Deputy Director Aging & Long-Term Care Administrator SBHASO Administrator Olympic Workforce Development Council Director Clinical Manager
<b>Human Resources</b>	Director Human Resources Manager Labor Relations Manager
<b>Public Works</b>	Director Assistant Director, Public Works Roads Assistant Director, Public Works Utilities M & O Manager Senior M & O Manager
<b>Emergency Management</b>	Director

<b>Elected Official Departments</b>	<b>Working Titles</b>
<b><u>Assessor</u></b>	Chief Deputy Assessor
<b><u>Auditor</u></b>	Chief Deputy Auditor Financial Services Manager Administrative Services Manager Elections Manager

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<b><u>Clerk</u></b>	Chief Deputy Clerk Court Finance Unit Supervisor Courthouse Facilitator
<b><u>District Court</u></b>	All employees except as provided by collective bargaining agreements.
<b><u>Prosecutor</u></b>	Manager, Prosecutor's Administrative Services All Deputy Prosecutor Classifications
<b><u>Sheriff</u></b>	Undersheriff Superintendent of Corrections Inspector Chief Civil Deputy Chief Criminal Deputy Administrative Secretary Senior Program Manager
<b><u>Superior Court</u></b>	All employees except as provided by collective bargaining agreements.
<b><u>Treasurer</u></b>	Chief Deputy Treasurer Investment Officer