

POLICY 201

EMPLOYMENT AT WILL

Effective 05-01-2021, Resolution No. 014-21

Johnson County Government respects its employees' rights to pursue personal or career goals that may lead the employee to end the employment relationship with Johnson County. The County also recognizes that it may need to end the employment relationship. To give both the County and its employees the flexibility to end the employment relationship, it is the policy of Johnson County Government that ***all County employees are employees at will***. Employees at will are free to resign at any time, for any or no reason, with or without notice. Likewise, Johnson County may involuntarily separate (terminate) its employees at any time, for any lawful reason or no reason, with or without notice. The ***only exceptions*** are:

- Elected officials who serve at the pleasure of the citizens of Johnson County.
- Officials appointed by the State of Kansas or the Board of County Commissioners for a particular term.
- Employees with a written contract approved by the Board of County Commissioners and signed by either the Chairperson or County Manager on behalf of the Board and which provides employment for a specific, fixed period of time.

No employee's at-will employment status can be altered by any statements in any other Human Resources Policy or Procedure, by any statements contained in other written material, by statements made by other employees or officials, or by the absence of statements. Completion of an introductory period or any other change in employee status, such as a change from temporary to regular status, does not change any employee's status as an employee at will.

Except as stated above, no County employee or official may create any contract with an employee or prospective employee regarding any term or condition of employment including the duration of employment or conditions for separation from employment.

This policy may not be modified except by official resolution of the Board of County Commissioners.