

POLICY 410

ACCOUNTABILITY FOR PERFORMANCE AND CONDUCT: CORRECTIVE ACTION

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

It is the policy of Johnson County Government that all employees should be held accountable for their job performance and conduct. When employees do not meet conduct or performance expectations the County may take corrective action up to and including separation from employment. The County prefers to take action that provides the employee with an opportunity to improve. However, the County will evaluate each situation individually, considering the severity of the issue and other relevant factors, and take the action it considers best for the circumstance. Employees do not have a right to progressive discipline, and departments/agencies/offices may not implement rules requiring progressive discipline or just cause for separation from employment. In addition to corrective action, performance and conduct that does not meet expectations may affect other employment decisions including wages and opportunities for transfer or promotion.