

AT-WILL EMPLOYEE

Definition An employee 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 have their appointments revoked at any time with or without cause and without right to 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	County Administrator Clerk of the Board/Assistant to BCC and Office Assistant 1,2,& 3 Administrative Specialist Policy Manager Policy Analyst Communications and Volunteer Services Coordinator
Administrative Services	Director Risk Manager Public Defender Division Supervisor Public Defender 1 & 2 Public Defender Investigator
Community Development	Director Assistant Director, Building Assistant Director, Planning Building & Fire Safety Manager Administrative and Permit Services Manager Development Services & Engineering Manager Planning & Environmental Programs Manager
Facilities	Facilities and Maintenance Manager
Information Services	Director Public Communications Manager Computer & Network Services Manager GIS Manager

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	Application Services & Project Manager
Parks	Director Assistant Director Parks Resource Superintendent Operations Superintendent County Forrester Park Planner
Human Services	Director Human Services Manager – Aging & Long Term Care SBHO Administrator Clinical Manager
Human Resources	Director Human Resources Manager Labor Relations Manager
Public Works	Director Assistant Director, Public Works Roads Assistant Director, Public Works Utilities M & O Manager
Emergency Management	Director

Elected Official Departments	Working Titles
<u>Assessor</u>	Chief Deputy Assessor
<u>Auditor</u>	Chief Deputy Auditor Financial Services Manager Administrative Services Manager Elections Manager
<u>Clerk</u>	Chief Deputy Clerk Court Finance Unit Supervisor Courthouse Facilitator
<u>Coroner</u>	Chief Deputy Coroner
<u>District Court</u>	Court Administrator Administrative Assistant Treatment Court Manager

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<p><u>Prosecutor</u></p>	<p>Manager, Prosecutor’s Administrative Services All Deputy Prosecutor Classifications</p>
<p><u>Sheriff</u></p>	<p>Undersheriff Superintendent of Corrections Inspector Chief Civil Deputy Chief Criminal Deputy Administrative Secretary</p>
<p><u>Superior Court</u></p>	<p>Superior Court Administrator Director, Juvenile Services Detention Program Manager Court Services Manager - Juvenile Administrative Services Manager - Juvenile Court Reporter Law Clerk Administrative Services Supervisor Administrative Specialist Case Monitor Court Calendar Coordinator Drug Court Compliance Specialist Program Specialist Treatment Court Manager</p>
<p><u>Treasurer</u></p>	<p>Chief Deputy Treasurer Investment Officer</p>