

SDCRAA HUMAN RESOURCES STANDARDS AND PROCEDURES

Section:	Provisions for At-Will (Exempt/Unclassified) Employees Only
Standard:	GENERAL PROVISIONS
Section #:	J-1
Effective:	September 3, 2008

See Also:	Categories of Employment; Personnel Actions; Timekeeping; Paid Time Off; Attendance; Compensation Administration; Performance Planning and Evaluation
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GENERAL STANDARD

The Standards and Procedures in this section are applicable only to at-will (exempt/unclassified) employees. At-Will employees and the Authority have the right to terminate at-will employment at any time, with or without advance notice, and with or without cause. The terms of at-will employment may be altered at any time, with or without cause, at the discretion of the Authority.

No one other than the Authority's President/CEO or designee has the authority to alter this arrangement, to enter into any agreement for employment for a specified period of time, or to make any agreement contrary to this standard. Any such agreement must be in writing, must be signed by the Authority's President/CEO or designee and by the affected employee, and must express a clear and unambiguous intent to alter the at-will nature of the employment relationship. None of the Standards in Section J apply to any Classified Service employees.

SPECIFIC STANDARD

- At-will employees are Authority employees occupying positions listed as such in the Authority's Classification Plan, At-will Salary Grade Structure, and who received leave benefits offered to at-will employees.

- The Standard and Procedures in Section J shall apply only to at-will employees.