



DEPARTMENT OF CORRECTIONS
Human Resources



Title:	At Will Employment	DOC Policy: 20.5.10
Supercedes:		
Applicability:	Executive service employees, unrepresented licensed physicians and dentists, student nurses, interns and inmates in department institutions	
Directives Cross-References: State Policy 40.060.01		

I. PURPOSE

To describe the statutorily prescribed conditions of employment for department unclassified employees which include all executive service employees, unrepresented licensed physicians and dentists, student nurses and inmates.

II. POLICY

A. Unclassified employees who are unrepresented or excluded from collective bargaining shall serve the pleasure of the Director of the Department of Corrections. Accordingly:

1. Such employees may be terminated at any time, with or without cause.
2. No department policy or state rule or policy is applicable to these employees unless the rule or policy specifically so indicates.
3. The department and state policies that are applicable to these employees are for the purpose of establishing management directives, expectations, and/or implementing statutory provisions. Nothing in these policies or rules creates any type of employment contract, express or implied, of gives these unclassified employees the right to be employed for any specific period of time.

III. IMPLEMENTATION

This policy shall be adopted immediately without further modification.