

## **POLICY 101 - PURPOSE OF THE HUMAN RESOURCES POLICIES AND PROCEDURES**

It is the policy of the Johnson County Board of County Commissioners to adopt Human Resources Policies to serve as guiding principles for the County's human resources functions across all departments, agencies, and offices to the greatest extent permitted by law.

### **Intent of the Policies and Procedures**

These Human Resources Policies, along with the Human Resources Procedures adopted by the County Manager, ***are intended to:***

- Promote and advance the leadership philosophy, mission, vision, and values of the County.
- Establish the expectations and benefits of employment with the County.
- Establish consistency within and across departments, agencies, and offices of the County.
- Promote understanding of the way the County does its work.

### **They are not intended to:**

- Create or imply contractual or other legal rights for any Johnson County employee.
- Change any employee's status from an employee at will. All employees of Johnson County are employees at will except as set forth in Policy 201.
- Limit Johnson County Government's sole discretion to exercise all managerial functions including its right to establish and change its methods of conducting operations; determine the size and qualifications of its workforce; hire, assign, supervise, discipline, and discharge employees; and establish and change the terms and conditions of employment.

### **Modification of these Policies**

The policies may be modified only by official resolution adopted by the Board of County Commissioners. The Board may modify the policies in whole or in part whenever it determines that doing so is in the best interest of the County.

### **Employee Responsibility**

The policies and procedures are available to all employees electronically or by other means. Each employee is responsible for keeping current and complying with all Human Resources Policies and Procedures.

*Effective 05.01.2021, Resolution No. 014-21*