




# OREGON DEPARTMENT OF FISH AND WILDLIFE POLICY

## Human Resources Division

<b>Title:</b>	<b>Unclassified Executive Service Employment and Termination</b>	<b>HR_450_24</b>
<b>Supersedes:</b>	HR_450_24, dated March 1, 2007	
<b>Applicability:</b>	Unclassified employees under ORS 240.205 [excluding subsection (10)] who are unrepresented or excluded from collective bargaining	
<b>Reference:</b>	ORS 240.145(3), 240.205, 240.240, State Policy 40.035.01	
<b>Effective Date:</b>	February 1, 2011	<b>Approved:</b> 

### I. PURPOSE

To describe the statutorily prescribed conditions of employment and termination for department unclassified executive service employees.

### II. POLICY

- A. Unclassified employees under ORS 240.205 [excluding subsection (10)] who are unrepresented or excluded from collective bargaining shall serve at the pleasure of the Governor of the State of Oregon or the Director of the Department of Fish and Wildlife. This includes employees in positions designated as Unclassified Executive Service in State Policy 30.000.01 and HR Policy 430\_01, Position Management.
1. No rule or policy of the Human Resource Services Division of the Department of Administrative Services or of the Department of Fish and Wildlife Human Resources Division is applicable to these employees unless the rule or policy specifically so indicates.
  2. Although some personnel rules or policies indicate applicability to the unclassified service for purposes of establishing management directives and/or implementing statutory provisions pertaining to the unclassified service, nothing in those rules or policies creates any type of employment contract, express or implied, or gives these unclassified employees the right to be employed for any specific period of time.
- B. Unclassified executive service employees serve at the pleasure of the Governor or the Director of the Department of Fish and Wildlife and may be terminated at any time.
- C. Unclassified executive employees terminated due to a reduction in force or reorganization may request placement on the statewide reemployment layoff list for the same classification or same, equal, or lower salary range number. The employee shall submit an application (PD100) identifying the classification(s) requested. The director shall provide the employee with the results of the minimum qualifications assessment and place the employee on the statewide reemployment layoff list for the qualifying classifications.

### III. POLICY CLARIFICATION

In the Department of Fish and Wildlife, unclassified service employees are those in the executive service.