



G R E A T E R   S A L T   L A K E

**Municipal Services  
District**

Date: January 5, 2023  
From: Marla Howard  
RE: Proposed change to the MSD Human Resources manual

During the approval process for the revised HR manual, the question was raised about potential County employees coming to the MSD. We realized that we overlooked the potential transfer of groups at the County that support the MSD, such as engineering. Thus we are recommending the following change to recognize transfers of this nature. Currently, the manual states:

**AT-WILL EMPLOYMENT**

**Purpose**

To clarify the District's policy regarding the at-will nature of the employment relationship between the District and its employees. At-will employees are those who were hired on or after January 1, 2023. This section pertains exclusively to at-will employees as-well-as and including temporary, seasonal, on-call, appointed, or employees within their probation period (including merit employees in their probationary period) regardless of their hire date.

We proposed adding the following sentence at the end of this paragraph that states: "It is the policy of the Board that should the District take-over an entire department of Salt Lake County and bring on all of the County Employees of that department, those employees will be considered "merit" employees under this policy the same as District employees who were hired before January 1, 2023."