

HOUSE BILL NO. HB0324

State elected officials-employees at will and regulations.

Sponsored by: Representative(s) Andrew and Neiman and
Senator(s) Boner, Driskill, Kolb, Smith, D
and Steinmetz

A BILL

for

1 AN ACT relating to state officers; specifying that
2 employees of specified state officials are at-will
3 employees; exempting employees of specified state officials
4 from executive branch policies and plans; providing
5 definitions; specifying applicability; and providing for an
6 effective date.

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8 *Be It Enacted by the Legislature of the State of Wyoming:*

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10 **Section 1.** W.S. 9-1-104 is created to read:

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12 **9-1-104. Employees of state officials; at-will**
13 **employment; rules applicability.**

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1 (a) As used in this section, "state official" means
2 the secretary of state, the state auditor, the state
3 treasurer and the superintendent of public instruction.

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5 (b) Except as otherwise provided in this section, the
6 following shall apply to each employee of each state
7 official:

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9 (i) Each employee shall be an at-will employee;

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11 (ii) Each employee is hired by the applicable
12 state official and serve at the pleasure of the state
13 official;

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15 (iii) The employing state official retains the
16 absolute right to terminate any employee of the state
17 official at any time, with or without cause, except for a
18 cause that violates applicable federal or state law;

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20 (iv) Employees of state officials are subject
21 only to the policies, manuals, rules and statutory
22 provisions governing employees of the state official.

23 Employees of state officials are specifically exempt from

1 the laws and personnel rules relating to employees of the
2 executive branch, including the executive branch
3 compensation plan, job classifications and personnel rules
4 governing employee discipline, grievances and appeals.
5 Nothing in this paragraph shall be construed to supersede a
6 statute that expressly prescribes the employment conditions
7 and salaries of specified employees of state officials.

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9 (c) Nothing in this section shall be construed to:

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11 (i) Alter or impair any employment contract
12 entered into before July 1, 2025;

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14 (ii) Make any employee of an state official an
15 at-will employment contract employee, unless a contract or
16 agreement expressly provides that the employee is hired for
17 an at-will employment contract position.

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19 **Section 2.** Nothing in this act shall be construed to
20 alter, amend or impair any agreement or contract entered
21 into before July 1, 2025.

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