

WAIVER OF MERIT RIGHTS AND TRANSFER AGREEMENT

I, the undersigned employee, acknowledge and agree as follows:

1. I am presently an employee of the _____ Department with merit rights as defined in the State Code and in the County Merit Policies and Procedures. I achieved my status by successfully completing a probationary period which ended _____. I understand as a merit employee with the _____ Department, my employment may not be terminated without cause. I have learned of an open position in the _____ Department and desire to apply for, and accept that position if the offer is extended.
2. I have not been coerced or forced to apply for the position, but I am voluntarily applying for that position knowing that I am giving up certain merit rights if I take that position.
3. **I recognize that a transfer to this position terminates some of my basic merit rights, including rights of seniority and termination of my employment for cause.** By requesting and accepting this transfer I understand that I will be placed on a probationary status for a period of _____ months, and that my employment with Weber County may be terminated without cause during that period. I understand that I will not achieve full merit status until my probationary period has been successfully completed.
4. I acknowledge that I have no right to transfer back into my previous department nor will I have any seniority in the department I am transferring to except as may be accumulated after the transfer is complete.
5. I have had the opportunity to discuss this agreement with my Department Director and/or Elected Official and hereby acknowledge that I understand this agreement in full.
6. I have also had the opportunity to contact legal counsel of my choice and have been encouraged to consult with legal counsel before entering into this Agreement.
7. This Agreement shall be interpreted and construed in accordance with the laws of the State of Utah, and constitutes the full Agreement between _____ and Weber County.

Dated this _____ day of _____, 20_____.

Signature_____