

POLICY 003: EMPLOYMENT AT-WILL

ADOPTED: MAY 11, 1994 (REVISED: JUNE 20, 2017)

Policy:

It is the policy of the County that all employees who do not have a written employment contract with the County for a specific, fixed term of employment are employed at the will of the County for an indefinite period.

003:1 GENERAL PROVISIONS

1. At-Will Employment: "At-will" means that employees are free to terminate their employment with an employer with or without notice for any reason or no reason at all. Likewise, employers have the same rights and are free to discharge employees at any time, with or without notice, for any reason not prohibited by law.
2. No County representative is authorized to modify this policy for any employee or to enter into any agreement, oral or written, contrary to this policy. Supervisory and management personnel are not to make any representations to employees or applicants concerning the terms or conditions of employment with the County which are not consistent with County policies. No statements made in pre-hire interviews or discussions, or in recruiting materials of any kind, are meant to alter the at-will nature of employment or imply that discharge will occur only for cause, and should not be interpreted that way.
3. This policy may not be modified by any statements contained in this Manual or any other employee handbooks, employment applications, County recruiting materials, County memoranda or other materials provided to applicants and employees in connection with their employment. None of these documents, whether singly or combined, are to create an expressed or implied contract of employment for a definite period. Similarly, County policies and practices with respect to any matter are not to be considered as creating any contractual obligation on the County's part, or as stating in any way that termination will occur only for "just cause". Statements of specific grounds for termination set forth in this Manual or in any other County documents are illustrative examples only, not all-inclusive lists, and are not intended to restrict or modify the County's right to terminate at-will.
4. Completion of a probationary period or conferral of regular status does not change an employee's status as an employee-at-will or in any way restrict the County's right to terminate such an employee or change the terms or conditions of employment.
5. Although, temporary employees are employed for a limited period, temporary employees also are employed by the County on an at-will basis.