

Title: Employment at Will  
Policy Number: 101  
Effective Date: July 1, 2009  
Revision Date:  
Authorized by: Board of Supervisors

Policy:

It is the policy of Pottawattamie County that all employees are employed at the will of the County for an indefinite period of time.

Comments:

- (1) Employees are employed at the will of the County and are subject to termination at any time, for any lawful reason, with or without cause or notice. At the same time, these employees may terminate their employment at any time and for any reason.
- (2) No County representative is authorized to modify this policy for any employee or to enter into any agreement, oral or written, that changes the at-will relationship. No statements made in pre-hire interviews or discussions, or in recruiting materials of any kind, alter the at-will nature of employment or imply that discharge will occur only "for cause."
- (3) This policy may not be modified by any statements contained in this Employee Handbook or any other documents, including but not limited to, 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, create an express or implied contract of employment for a definite period, or an express or implied contract concerning any terms or conditions of employment. Similarly, County policies and practices with respect to any matter should not be considered as creating any contractual obligation on the County's part or as stating in any way that termination will occur only "for cause." Statements of specific grounds for termination set forth in this handbook or in any other County documents are examples only, not all-inclusive lists, and are not intended to restrict the County's right to terminate at-will for any lawful reason.
- (4) Completion of an introductory period or attainment of regular status does not change an employee's status as an at-will employee or in any way restrict the County's right to terminate the employee or change the terms or conditions of employment.