**Employment At Will Statement**

This [handbook / policy manual] provides information for employees of [COUNTY NAME] regarding the County’s system of personnel administration, and defines certain terms and conditions of employment. This [handbook / policy manual] is not, and should not be considered, an employment contract. It does not guarantee continued employment, and is not intended to be a contract or enforceable promise of employment for any specific term or duration of time.

Except as otherwise prohibited by law or as designated by the County, the County has the right to terminate the employment of any employee, at any time, for any or no reason, but not an unlawful reason. Likewise, employees of [COUNTY NAME] have the right to terminate their employment at any time, for any or no reason. The at-will statement may not be modified, except in writing by the County Board.

With respect to employees whose positions are included in a collective bargaining unit, provisions of the applicable collective bargaining agreement shall supersede this [handbook/ policy manual] on any subject area covered by both the collective bargaining agreement and this [handbook/ policy manual].

[COUNTY NAME] reserves the right to revise, supplement, or modify the polices contained in this [handbook / policy manual].