

Employment At Will

Number: A-2

Revision:

Revision Date: 07/01/2017

1.0 POLICY

The Town of Carolina Beach is an "at will" employer. Nothing in this policy manual creates an employment contract or term between the Town and its employees.

2.0 PURPOSE

The Town of Carolina Beach recognizes that your employment with the Town is voluntary and is subject to termination by you or by the Town at will, with or without cause and with or without notice at any time. The purpose of this policy is to affirm that nothing in these policies shall be interpreted to be in conflict with or to eliminate or modify in any way the employment-at-will status of a Town of Carolina Beach employee.

3.0 SCOPE

This policy applies to all employees.

4.0 DEFINITIONS

- 4.1 "At Will" – Voluntary employment subject to termination by the employee or the employer at any time, with or without cause and with or without any notice by either the employee or the employer.

5.0 ORGANIZATIONAL RULES

- 5.1 No employee, officer, agent or representative of the Town has the authority to enter into any agreement or representation which may alter, amend or contradict the "at will" provision of this policy.
- 5.2 The Town reserves the right to modify the provisions of the Personnel Policy at any time. Notwithstanding any of the provisions within this Personnel Policy manual, employment may be terminated at any time by either party, with or without cause and with or without advanced notice.
- 5.3 These personnel policies are not intended to be a contract of employment or a legal document.

6.0 PROCEDURES

- 6.1 The only exception to this policy is a written employment agreement approved at the discretion of the Town Council.

7.0 APPENDIX, APPENDICES

None

