

Section 2: Employment

Policy #1: At Will Employment

Effective Date: July 1, 2011

I. Purpose

This policy establishes guidelines for At-Will Employment.

II. Scope

This policy shall apply to all persons holding a paid position as an employee of the Town, except the Town Manager, Town Attorney, a member of any appointed or volunteer board or committee, or any others that may be appointed or hired by the Town Board. For this purpose, and subject to the exceptions set out herein, Town employees shall be defined as those employees in departments and offices for which the Town Board serves as the final budget authority.

III. Background

None

IV. Definitions

None

V. Legislation

None

VI. Policy

The policy of the Town of Mooresville is that the Town does not offer tenured or guaranteed employment. Either the Town or the employee can terminate the employment relationship at any time, with or without cause, with or without notice. This employment-at-will relationship exists regardless of any other written statements or policies contained in this policy, the Employee Handbook or any other Town documents or any verbal statement to the contrary.

VII. Provisions

A. Progressive Discipline and Employment At Will

While the Town may elect to follow progressive discipline, the Town is in no way obligated to do so. Using progressive discipline is at the sole discretion of the Town in an employment at-will workplace.

B. Exceptions to the Employment At Will

No one except the Town Board can enter into any kind of employment relationship or agreement that is contrary to Employment-At-Will. To be enforceable, such relationship or agreement must be in writing and approved by the Town Board.

VIII. Authorization

Approved by:

Erskine Smith
Town Manager

July 1, 2011
Date