

SECTION II - ~~A~~AT-WILL~~@~~ EMPLOYMENT RELATIONSHIP -
NO IMPLIED OR EXPRESS CONTRACT OF EMPLOYMENT

- A. AT-WILL EMPLOYMENT RELATIONSHIP: Millard County is an ~~a~~at-will~~@~~ employer. This means that employment with the county is voluntary and an employee may resign at any time for any reason. Likewise, employment with the county may be terminated by the county at any time for any or no reason and without previous notice. The length or time of employment is not, and cannot be, guaranteed. An employee is free to quit at any time, with or without cause, and the county is free to terminate an employee at any time, with or without cause and without notice.
- B. NO EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT: All Millard County employment must be done by the Millard County Commission and/or elected officials in accordance with the Utah Open Meetings Act and other applicable law. No official, agent, or employee of the county has the authority, nor power, to make an employment contract with anyone, whether express or implied, unless done so in accordance herewith. Likewise, no statement, action, gesture, or communication of any official, agent, or employee of the county can be interpreted to constitute a contract of employment, whether express or implied.

