



First Reading:	<u>August 27, 2007</u>
Second Reading:	<u>September 10, 2007</u>
Third Reading:	<u>October 8, 2007</u>
Public Hearing:	<u>October 8, 2007</u>

AN ORDINANCE DECLARING FAIRFIELD COUNTY AS AN AT-WILL-EMPLOYMENT EMPLOYER

The County Council may have in the past approved, ratified, adopted or otherwise enacted various personnel policies, employee handbooks or other ordinances governing employment practices. Those policies, handbooks, or other ordinances, insofar as they govern employment practices, are hereby repealed. The County Administrator is empowered to develop, alter, and eliminate any such policies governing employment practices as he shall see fit, which may be none.

It is further hereby declared to be the policy of the County that, notwithstanding any policies, memoranda, or handbooks promulgated by the County or any employment practices of the County:

A. All employees of the County are employed at-will and may resign or be discharged from employment at any time and for any or no reason.

B. Only the County Council shall have the right to enter into contracts for other than at-will employment on the County's behalf. Any contract for other than at-will employment must:

- 1) Be in writing;
- 2) Be approved by a vote of the County Council;
- 3) Specify the duration of the employment;
- 4) Specifically state that the contract is being created pursuant to the County Council's authority under this ordinance.

ADOPTED THIS 8th DAY OF October, 2007, BY ORDER OF THE FAIRFIELD COUNTY COUNCIL.

David L. Ferguson
David L. Ferguson, Chairman

James E. Branham
James E. (Eddie) Branham, Member

Mary Lynn Kinley
Mary Lynn Kinley, Member

Mikel R. Trapp
Mikel R. Trapp, Member

Kamau Marcharia, Vice Chairman

Russell David Brown
Russell David Brown, Member

Dwayne Perry Sr.
Dwayne Perry, Member

ATTEST:

Shryll M. Brown
Shryll M. Brown, Certified Clerk to Council