



Medina County Policy Manual



Policy: At Will Statement	Section: Introduction	Number: 1.040
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The contents of this manual are presented as a matter of information only and do not create any contractual obligations on the part of the Commissioners. Nothing contained in any policy or work rule of the Board shall constitute a contract of employment or a contract or agreement for a definite or specified term of employment. Nor does anything in any policy or work rule of the Board alter the at-will employment relationship between the County and its non-classified employees.

Although each employee is expected to abide by these policies, the Board, in the exercise of its judgment elects to modify revise, waive, add to, apply, or choose not to apply any of these policies.

Nothing contained in any policy or work rule of the Board shall limit or otherwise restrict the option of the County or its non-classified employees to terminate this employment relationship.

Please refer to the [Definitions Policy, 1.050](#), for more information about this and other terms used throughout this manual.