

ORDINANCE No. 194.2012

AN ORDINANCE BY KERSHAW COUNTY TO PROVIDE FOR EMPLOYMENT AT-WILL AND GOVERNING THE ADOPTION AND STATUS OF PERSONNEL POLICIES AND PROCEDURES IN COUNTY EMPLOYMENT

FILED FOR RECORD  
2012 JUL 10 AM 10:42  
JOYCE M. BORDALDO  
CLERK OF COURTS  
KERSHAW COUNTY, S.C.

The Kershaw 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 Those policies, handbooks, or other ordinances, insofar as they govern employment practices, are hereby repealed; provided, however, that the Resolution Setting Guidelines for Appointments to the Employee Grievance Committee dated November 9, 2010 is not hereby repealed. The County Administrator is authorized to develop, alter, and eliminate any such policies governing employment practices as he shall see fit, which may be none, subject to approval of such policies by Council by resolution. Council may, however, by resolution authorize the County Administrator to develop, alter or eliminate a policy or policies without need for further review by Council in circumstances as Council may deem appropriate.

It is further hereby declared to be the policy of the County that, notwithstanding any policies, memoranda, or handbooks promulgated by the County by resolution, ordinance, or otherwise 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 IN REGULAR MEETING THIS 26<sup>th</sup> DAY OF JUNE, 2012.

KERSHAW COUNTY COUNCIL

By: 

ATTEST:

  
Merri M. Seigler  
Clerk to County Council

First Reading:        March 13, 2012  
Second Reading:     March 27, 2012  
Third Reading:        June 26, 2012