

**DISCLAIMER**  
**#050**

**1.0 This Personnel Policies and Procedures manual does not in any way create a contract express or implied binding Davis County, nor does this manual create any other obligation or liability on Davis County. Therefore, no contract, express or implied, exists between Davis County and its employees on any aspect of employment.**

**2.0** Utah State Law requires Davis County to adopt a merit system ordinance and policies governing employees. While these documents grant certain privileges and require satisfactory responses in return, they do not provide either an explicit or implied contractual relationship between Davis County and its employees.

**3.0** Policies are written to govern merit employees. Some policies may be applied to merit exempt employees; however, the application of a policy does not extend any merit system or other employment rights to an exempt employee. Policies covering benefits, performance appraisal, and salary for exempt employees may be followed for convenience of the County. Non-merit employees are employed in an at-will status and their employment may be terminated at any time with or without cause.

**4.0** The County has no obligation to communicate changes in policy, vacancies, promotional opportunities, changes in benefits or any other aspect of employment to employees except in the workplace, including when employees are on leave. Salary ranges, movement within salary ranges, employee benefits, work location, or any other aspect of employment may change as a result of salary surveys, job analysis, availability of funds, job performance, changes in workload or changes in County policies and procedures.