

CITY OF DECATUR PERSONNEL POLICY

Chapter 01

General Provisions

Section 07

At-Will Employment

Revised By:

Nate Mara, City Manager

Revised Date:

September 8, 2025

Approved By:

City Council

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January 1, 2026

01.07 At-Will Employment

Employment with the City has no fixed or definite term. All employment by the City has been and continues to be at-will, except for those positions that may have a written contract approved by the City Council. That means that both the employee and/or the City have the right to terminate employment at any time, with or without notice, and with or without cause. Policies do not constitute a contract of employment. Nothing in policy is intended to alter the continuing at-will status of employment with the City, nor is it intended to give specific guidelines for every conceivable personnel interaction, but rather to be a guide. These guidelines are sufficiently broad to provide a latitude of discretion which may be needed in individual situations.