

## FOREWORD

The Employment Policies and Procedures detailed in this Policy and Procedure Manual are developed and maintained at the pleasure of the Cumberland County Board of Chosen Freeholders and may be changed at any time. **Any**

**statement made in the Personnel Manual shall not constitute a contract of employment between the County of Cumberland and any employee.** Employment with the County of Cumberland is at will

and may be terminated by either the employer or employee at any time and for any reason, subject to Civil Service or a collectively negotiated labor contract, when either or each is applicable. No department head, manager, supervisor or representative of the County of Cumberland may make any contract, promise or commitment contrary to the guidelines outlined in this Personnel Manual.

Therefore, any alleged contract, promise, or commitment made by any of the foregoing identified individuals shall be unenforceable except for the Cumberland County Prosecutor. The Prosecutor is the appointing authority for individuals/employees employed within the Cumberland County Prosecutor's Office. Therefore, the regulations contained within the Cumberland County Personnel Policy and Procedure Manual, except as made applicable by the Cumberland County Prosecutor, do not apply to the Cumberland County Prosecutor's Office.