



ACKNOWLEDGEMENT OF AT-WILL STATUS

The City of Mesa Personnel Rules (“Personnel Rules”) apply to all positions that are designated as At-Will unless otherwise excluded by any provision thereof.

Under the Personnel Rules the City Manager has the discretion to designate positions as At-Will as they become vacant.

At-Will employees are not protected by the merit system, serve at the will and pleasure of the City, and may be removed from their position at any time, for any reason, or for no reason, with or without cause, and without right of appeal.

The approval of the City Manager or Assistant City Manager shall be required to remove an At-Will employee from his or her position, except for part-time employees, seasonal employees, granted-funded employees, temporary employees, and/or employees on initial City probation, in which case no approval is required.

Dismissal or removal of sworn employees in designated At-Will positions will be in accordance with the Public Safety Rotational Procedures approved by the City Manager.

At-Will employees are protected by state and federal employment anti-discrimination laws.

I have read and understand the conditions of At-will employment as described above and as provided for in the Personnel Rules. I acknowledge that my position is an At-Will position and is not protected by the merit system.

I also acknowledge that I have read and understand the Public Safety Rotational Procedures, if applicable.

Employee Signature

Date

Job Title

Employee #