

Iowa County, Iowa
Policy Manual

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| Title: Orientation | Reference #: HR006 |
| Subject: Human Resources | Date Effective/Revised: 7/1/2016 |
| Department (s): All | Approved By: Board of Supervisors |

Orientation Period

Except as otherwise provided by statute or the terms of a collective bargaining agreement, the orientation period is the first 90 days of an individual's employment. Unless otherwise provided by law, the completion of this orientation period does not change the at-will nature of the employment relationship.

If Iowa County determines that the designated orientation period does not allow sufficient time to thoroughly evaluate the employee's performance, the orientation period may be extended for a specified period.

Length of Service

Length of service means an employee's length of regular full-time or regular part-time equivalent service with the Employer since his or her last date of hire.

Upon satisfactory completion of the orientation period, an employee's length of service shall be determined from his or her last date of hire. An employee may be terminated during the orientation period for any reason, and, unless otherwise provided by law, the completion of the orientation period does not alter the at-will nature of the employment relationship.