

LAMPASAS COUNTY PERSONNEL POLICIES

SECTION 1. EMPLOYMENT PRACTICES

1.6 AT WILL EMPLOYMENT

ALL COUNTY EMPLOYEES ARE "AT WILL" EMPLOYEES AND NOTHING IN THIS POLICY GIVES AN EMPLOYEE ANY CONTRACT OF EMPLOYMENT, GUARANTEE OF ANY DURATION OF EMPLOYMENT, OR ANY OTHER PROPERTY INTEREST IN HIS/HER JOB. THE COUNTY OPERATES WITHIN REQUIREMENTS OF STATE AND FEDERAL LAW REGARDING EMPLOYMENT. THE COUNTY CAN ISSUE WARNINGS, TRANSFER, DEMOTE, DISMISS, OR ADMINISTER ANY OTHER FORM OF EMPLOYMENT DISCIPLINE AT ANY TIME, WITH OR WITHOUT NOTICE, FOR ANY REASON OR FOR NO REASON. THE COUNTY WILL ATTEMPT TO ENSURE THAT EMPLOYEE DISCIPLINE ACTIONS, INCLUDING DISMISSALS, ARE NOT MADE IN AN ARBITRARY OR CAPRICIOUS MANNER; HOWEVER, THESE PERSONNEL POLICIES DO NOT CONSTITUTE OR IMPLY A CONTRACT, AGREEMENT, PROMISE, OR GUARANTEE OF EMPLOYMENT OR OF CONTINUED EMPLOYMENT. THE COUNTY HAS THE RIGHT TO CHANGE THESE POLICIES AT ANY TIME, WITHOUT PRIOR NOTICE TO EMPLOYEES.

TEXAS LAW ALLOWS THE COUNTY TO MAINTAIN THIS "AT WILL" EMPLOYMENT RELATIONSHIP TO ITS EMPLOYEES. THIS MEANS THAT EITHER THE EMPLOYEE OR THE COUNTY CAN DECIDE THAT THE EMPLOYEE WILL LEAVE THE JOB WITHOUT EITHER PARTY HAVING TO GIVE A REASON. STATE AND FEDERAL LAWS DO REQUIRE THAT THE COUNTY NOT ACT IN A DISCRIMINATORY OR RETALIATORY WAY IN DISMISSING AN EMPLOYEE.