

14.5 DISMISSAL/TERMINATION FOR CAUSE

Austin County operates under the legal doctrine of “employment-at-will” and, within requirements of state and federal law regarding employment, can dismiss an employee at any time, with or without notice, for any reason or no reason. These personnel policies do not constitute or imply a contract, agreement, promise, or guarantee of employment or of continued employment. Failure to follow the County’s Policies may cause disciplinary action up to and including termination.

The county has the right to change these policies at any time, without prior notice to employees.

Employees shall be eligible to apply for open positions with Austin County as long as the following provisions are met:

- 1) The employee has not worked for at least 3 calendar months
- 2) No prior arrangement or agreement was made between Austin County and the employee for reemployment
- 3) Strict adherence to normal leaving employment procedures were followed at the time of the employee’s resignation.

The employee must have a bona fide separation of employment and have been separated for a minimum of 3 calendar months. A bona fide separation means there is no prior agreement or understanding between Austin County and the employee that the employee would be rehired after resigning. According to Rule 107.4 adopted by the TCDRS Board of Trustees, restrictions apply to elected officials, people employed for the same or different position in the same or different department, employee status changes, and independent contractors.