

	City of Cedar Park Human Resources Policy Manual		
	Employment-at-Will		
	Number: B-1	Revision: 1	Effective Date: 5/10/2018

1.0 Policy

Texas is an “employment-at-will” state. Generally, employees without a written employment contract can be terminated for good cause or no cause at all. In an at-will situation, either the employer or the employee may terminate the employment relationship at any time, with or without warning, and with or without cause, unless there is an existing agreement with express terms and conditions covering its termination.

2.0 Procedure/Rule

- 2.1 Because employment at the City is on an at will basis, an employee is not employed under a contract, and is free to leave employment at any time, for any reason or no reason, without contractual obligation. Likewise, the City is free to discipline, transfer, demote, or terminate the employment of an employee at any time, for any reason, or for no reason, without contractual obligation.
- 2.2 An employee shall have no property rights in his/her position.
- 2.3 No Department Head or supervisor has any authority to modify in any way an employee’s at-will employment, whether by verbal or written representation or agreement.
- 2.4 The City reserves the right to unilaterally modify, revise, amend or revoke any and all policies at any time without prior notice, except that no representative of the City is authorized to modify this employment-at-will policy for any employee or enter into any written or verbal agreement contrary to this policy.
- 2.5 This policy may not be changed or altered by any policy provision in this Manual or in any other employee handbook or in other written materials provided to an applicant or employee relating to his/her employment with the City.