

## 102 - AT-WILL STATUS OF EMPLOYEES

---

**Section 102.01**  
**Employment**  
**At-Will**

Texas is an "Employment At-Will" state and as an employee of Fort Bend County<sup>1</sup>, you have the right to terminate your employment at any time. Fort Bend County<sup>2</sup> retains the right to terminate your employment at any time, with or without notice, for any legal reason or no reason. The County<sup>3</sup> also retains the right to change any terms, conditions, benefits, or privileges of employment at any time without notice. No employment contract, either expressed or implied, shall exist between the County<sup>4</sup> and any employee for duration, either specified or non-specified.

---

Policy Approved and Adopted By:  
Fort Bend County Commissioners Court  
July 20, 1993  
Revised: September 30, 2003

---

<sup>1</sup> Includes employees of Fort Bend County Elected Officials...

<sup>2</sup> Includes Fort Bend County Elected Officials...

<sup>3</sup> And Elected Official, where applicable...

<sup>4</sup> Or, Elected Official, where applicable...