

# Employment

## **At Will Employment**

Employment with Williamson County is on an at-will basis:

- An employee may resign at any time with or without notice.
- Williamson County may terminate the employment relationship at any time with or without cause or notice.
- Williamson County may change the terms and conditions of employment at any time, with or without notice.

## **Equal Employment Opportunity & ADA Compliance;**

Williamson County is committed to providing a workplace free of discrimination. All employment decisions (hiring, promotions, terminations, compensation, etc.) are made without regard to any covered or protected class as defined by law and applicable statements of the law by the Equal Employment Opportunity Commission (EEOC) or disability as defined by the Americans with Disabilities Act and applicable state laws, including those enforced by the Texas Workforce Commission. If an employee requires an accommodation due to a disability, contact the Human Resources Department.

## **Employment Status**

- **Full-time:** Full time positions are scheduled to work consistently 30 or more hours in a pay week.
- **Part-time:** Part time positions are scheduled to work no more than 29 hours in a pay week and are not eligible for benefits or longevity pay.
- **Temporary:** Temporary employees are limited to working 130 days in a calendar year. They are not eligible for TCDRS retirement, holidays, benefits or leave time including longevity pay.

## **Position Classification**

Positions are classified as exempt or non-exempt based on the definitions and requirements of the Federal Labor Standards Act (FLSA).

- **Exempt:** Exempt positions are salaried positions which are not eligible for overtime or compensatory time.
- **Non-Exempt:** Non-exempt positions are hourly positions which are eligible for overtime pay or compensatory time as determined by County policy.

*\* All full, part-time and temporary employees must reside within the State of Texas during the scope of their employment.*

