

Titus County Policy
Grant-Funded Positions
Approved in Commissioners Court: **05/13/2024**

Policy Statement:

This policy applies to all employees holding positions that are funded by external grants, whether the position is fully or partially funded by the grant. The continuation of these positions is contingent upon the availability of grant funding.

Employment Status:

Grant-Funded positions, whether fully or partially funded by the grant, are subject to immediate termination if the grant funding is reduced or discontinued. When the County receives notice that funding will be reduced or discontinued, effected positions will be reviewed for viability. Based on the review the Commissioner's Court may:

1. Maintain the position with adjustments to the funding structure.
2. Reduce the position to part-time status if the position remains viable but cannot be sustained at full-time capacity without the grant.
3. Terminate the position if it is no longer viable without the grant funding.

Notification:

Employees will receive written notification if there are any changes to the status of the funding for their positions. This notification will outline any alterations to employment status or position due to changes in funding.

Non-Grievance Procedure:

Decisions made to terminate or modify employment conditions due to changes in grant funding are final and are not subject to grievance or appeal procedures.

Acknowledgment:

All employees in grant-funded positions are required to acknowledge this policy by signing the attached Grant Funded Disclaimer, upon the commencement of their employment and when any significant changes to the funding status occur. This acknowledgment may be updated during the first thirty (30) days of the County's fiscal year or if required by the grant.