

102 – EMPLOYMENT STATUS

A. Regular Employee

1. A regular employee is an employee who holds a position funded by the Legislature and is entitled to state benefits paid for by the Court System. A regular employee must work more than 20 hours each week for more than 20 weeks each year.
2. The three types of regular employees are: classified, non-classified, and judicial referee.
 - a. A classified employee serves in a position for which there must be cause for dismissal after completion of the introductory period.
 - b. A non-classified employee is an at will employee. At will employment is employment which may be terminated by the Court System or an employee at any time, without cause and without notice.

Employees in the following positions are non-classified:

- (1) State Court Administrator;
 - (2) Deputy State Court Administrator;
 - (3) Unit Court Administrator;
 - (4) Clerk of Supreme Court; and
 - (5) Law Clerk
- c. A judicial referee serves at the pleasure of the presiding judge of the judicial district.

B. Temporary Employee

1. A temporary employee is an employee who is employed at will and occupies a position that is not funded as a full-time employee by the Legislature. A temporary employee normally does not receive state benefits. If a temporary employee meets eligibility requirements, the employee may participate in the retirement plan and life insurance at the employee's expense. The Court System will pay for the health insurance of a temporary employee who works an average of 30 hours or more per week.
2. A temporary employee who becomes regular employee is given credit for the temporary service for the purpose of determining the accrual date for the employee's annual leave, sick leave, service awards, and retirement awards.