

## 1.1 Employment Relationship

The Maryland Judiciary employs more than 4,300 individuals, including judges, magistrates, clerks, commissioners, and administrative staff. The employment status ranges from full-time permanent to part-time temporary to contractual. Similarly, there is variation in the employment relationship, with some employees serving in an *at-will* capacity, which means that the employee or the Judiciary can terminate employment at any time, with or without cause. There is no contractual relationship between the Judiciary and *at-will* employees. Other employees are considered *for cause*, which means that there is a process by which the termination of their employment relationship is governed. The policies and procedures contained in this handbook provide a framework by which employees operate; however, they do not create an expressed or implied contract.