

2-0001

Agreement made this // day of March 1971, by and between the Judges of the County Court of Ocean County, New Jersey, and their successors (hereinafter referred to as the "Judges") and the Probation Association of New Jersey (hereinafter referred to as the "Association").

1. The Judges hereby recognize the Association pursuant to Chapter 303 (New Jersey Employer-Employee Relations Act) as the sole and exclusive representative of Probation Officers and Senior Probation Officers of the Ocean County Probation Department to negotiate matters relating to salaries and working conditions for employees in those titles, as fall within the purview of the Judge pursuant to R.S. 2A:168-1, et seq.

2. An Order was signed by the Judges, effective April 1, 1970, establishing minimum and maximum salaries for Probation Officers and Senior Probation Officers. The Order shall remain in effect during the life of this Contract.

a. It is agreed that, effective April 1, 1971, each Probation Officer and Senior Probation Officer, who has been employed in the Probation Department in excess of six months, shall receive an increase of five percent of their present annual salary. In addition to this, each Probation Officer and Senior Probation Officer shall receive an additional \$200.00.

b. It is further agreed, effective April 1, 1971, that each Probation Officer and Senior Probation Officer, who has been employed in the Probation Department in excess of six months, shall receive an annual increment

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DO NOT CIRCULATE

of approximately one-sixth of the difference between their minimum and maximum salaries. The increase will be:

<u>Title</u>	<u>Annual Increment</u>
Probation Officer	\$387.00
Senior Probation Officer	\$427.00

c. The schedule of adjusted salaries for the Ocean County Probation Officers and Senior Probation Officers is enumerated below:

<u>NAME</u>	<u>PRESENT SALARY</u>	<u>COST OF LIVING 5% PLUS \$200.00</u>	<u>INCREMENT</u>	<u>SALARY EFFECTIVE APRIL 1, 1971</u>
SENIOR PROBATION OFFICERS				
Eamonn Mc Cluskey	\$8,530.00	\$627.00	\$427.00	\$9,584.00
Gordon J. Peterson	\$8,530.00	\$627.00	\$427.00	\$9,584.00
PROBATION OFFICERS				
Judith Sette	\$8,473.00	\$624.00	\$387.00	\$9,484.00
Millard H. Thompson	\$8,105.00	\$605.00	\$387.00	\$9,097.00
Joseph E. Decker	\$7,921.00	\$596.00	\$387.00	\$8,904.00
Siegmund Diener	\$7,737.00	\$587.00	\$387.00	\$8,711.00
Kathleen E. Ahrens	\$7,737.00	\$587.00	\$387.00	\$8,711.00
James P. Rutigliano	\$7,737.00	\$587.00	\$387.00	\$8,711.00
Roy L. Van Houten	\$7,737.00	\$587.00	\$387.00	\$8,711.00

This Order shall become effective April 1, 1971.

d. Effective April 1, 1972, and at each subsequent anniversary each officer in the aforelisted titles, who has not reached his maximum salary, shall be entitled to and receive a pay increase based on the amount of his annual increment until his maximum salary is achieved. Such increment shall be awarded

on recommendation of the Chief Probation Officer,
based on satisfactory service performed during the
preceding year.

3. A complaint or grievance of any officer in the above titles related to conditions of work, if not otherwise provided for in law, rule or regulation, shall be settled in the following manner:

Step 1. The complaint or grievance shall first be taken to the employee's immediate supervisor, who shall make an effort to resolve the problem within a reasonable period of time-- three working days if possible. At this level a complaint or grievance need not be in writing;

Step 2. If the problem cannot be resolved at the supervisory level, the employee shall put it in writing and submit it to the Chief Probation Officer, who shall acknowledge its receipt within three working days and shall render a decision within five working days thereafter;

Step 3. An appeal of the Chief Probation Officer's decision may be made in writing to the County Court Judges or their designated representative for a final determination with reasonable promptness.


4. Nothing contained in the above procedure restricts or limits an employee's right to appeal to the Civil Service Commission, under the laws and rules governing the operation of that agency. However, if an employee chooses to use the grievance procedure established by the judiciary for resolving a problem, he is thereby precluded from having the

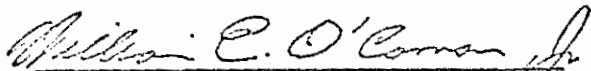
same matter adjudicated by any other person or agency. Such option shall be exercised at Step #2, where a formal written grievance is submitted to the Chief Probation Officer. In using the grievance procedure established herewith, an employee is entitled at each Step to be represented by an attorney of his own choosing or by a bona fide member(s) of the Association designated to represent him pursuant to this agreement.


5. The provisions of this agreement shall remain in effect until April 1, 1972, and by mutual concurrence of both parties, they may be continued for an additional calendar year.

In witness whereof, the parties hereto have hereunto set
their hands and seals this // day of March 1971.

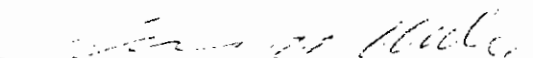
For the Judges:

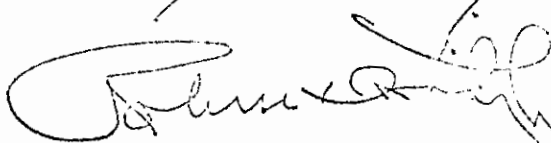

William H. Huber J.C.C.


William E. O'Connor, Jr. J.C.C.

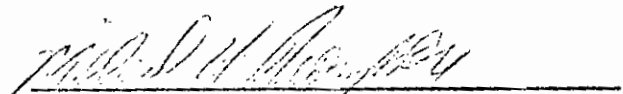

Mark Addison J.C.C.

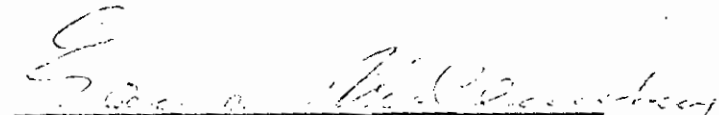

Richard A. Grossman J.C.C.

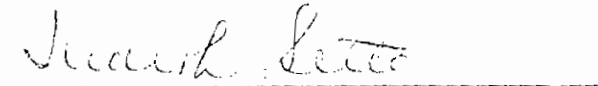

Henry H. Wiley J.C.C.


Robert H. Doherty, Jr. J.C.C.

For the Association:


Millard H. Thompson
Liaison Representative


Eamonn Mc Cluskey
Liaison Representative


Judith Sette
Liaison Representative