

Q-0015

THIS BOOK DOES NOT CIRCULATE

Agreement made the 20th day of February 1970, by and between the Judge of the County Court of Salem County, New Jersey, and his successor (hereinafter referred to as the "Judge") and the Probation Association of New Jersey (hereinafter referred to as the "Association").

1. The Judge hereby recognizes 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 Salem 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. Effective January 1, 1970, the annual rates of pay for all Probation Officers and Senior Probation Officers, to be promulgated by order of the said Judge, pursuant to R.S. 2A:168-8, will be as follows:

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Probation Officer	\$7,369.00	\$9,577.00
Senior Probation Officer	\$8,124.00	\$10,560.00

a. There will be six annual steps at increments of \$368.00 and \$406.00 for Probation Officers and Senior Probation Officers respectively.

- b. Each of two Probation Officers with less than one full year of permanent service in 1969, who earned \$6,684, shall be raised the equivalent of one step above the new minimum earning \$7,737.
- c. Each of three Probation Officers with approximately two or more years of permanent service in 1969, who earned \$7,002, shall be raised the equivalent of two steps above the new minimum earning \$8,105.
- d. One Senior Probation Officer with more than ten years of permanent service in 1969, who earned \$8,473, shall be raised to Step #4 of the new range earning \$9,748.
- e. Effective January 1, 1971, 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. Each officer in the aforelisted titles, who is required to use his personal automobile in the performance of his official duties, shall receive eleven cents per mile during the time the car is used for this purpose.

4. 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.

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.

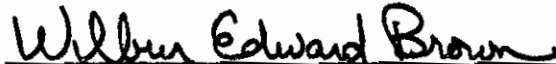
5. The provisions of this agreement shall remain in effect until December 31, 1970, and by mutual concurrence of both parties, they may be continued for an additional calendar year.

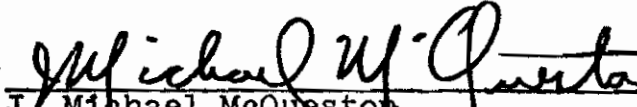
In witness whereof, the parties hereto have hereunto set their hands and seals this 20th day of February 1970.

For the Judge:


Thomas L. Smith

For the Association:


Wilbur E. Brown
Liaison Representative


J. Michael McQueston
Liaison Representative