

2-0019

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Agreement made this 12th day of January 1970, by and between the Judge of the County Court of Sussex 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 of the Sussex County Probation Department to negotiate matters relating to salaries and working conditions for employees in that title, as fall within the purview of the Judge pursuant to R.S. 2A:168-1, et. seq.

2. Effective January 1, 1970, the annual rate of pay for all 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 Officers	\$7,737.00	\$10,059.00

- a. Six annual steps at increments of \$387.00.
- b. Each officer in the aforelisted title with more than one year, but less than two years of experience, shall be raised in the new range to one step above the minimum salary.
- c. Each officer in the aforelisted title with more than two years of experience shall be raised in the new range to two steps above the minimum salary.
- d. Each officer in the aforelisted title holding a temporary appointment shall be raised to the

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minimum level of the new salary range, but shall not receive a merit increment until attainment of permanent status.

3. A complaint or grievance of any officer in the above title 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 Judge or his designated representative for a final determination with reasonable promptness.

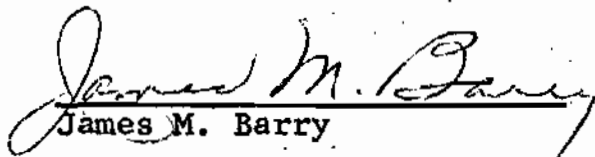
Nothing contained in the above procedure restricts or limits an employee's right to appeal to the Civil Service Commission, under the laws and rules governing the operation of that agency. However, if an employee chooses to use the grievance procedure established by the judiciary for resolving a problem, 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 of the Association designated to represent him pursuant to this agreement.

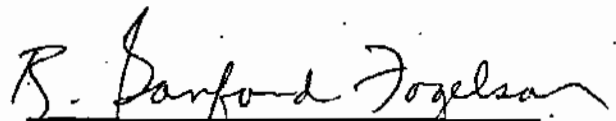
4. The provisions of this agreement shall remain in effect until December 31, 1970, and by mutual concurrence of both parties, they may be continued for an additional calendar year.

In witness whereof, the parties hereto have hereunto set their hands and seals this 12th of January, 1970.

For the Judge:


James M. Barry

For the Association:


R. Sanford Fogelson
Liaison Representative


Fred J. Griffin
Liaison Representative

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OF THE COURTS