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Agreement made this 15th day of ~~April~~ ^{May} 1970, by and between the Judges of the County Court of Monmouth 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 Monmouth County Probation Department to negotiate matters relating to salaries and working conditions for employees in those titles, as fall within the purview of the Judges pursuant to R.S. 2A:168-1, et. seq.

2. The annual rates of pay for all Probation Officers and Senior Probation Officers, to be promulgated by order of the said Judges, pursuant to R.S. 2A:168-8, will be as follows:

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Probation Officer	\$7,737	\$10,059
Senior Probation Officer	\$8,530	\$11,092

a. There will be six annual steps at increments of \$387.00 and \$427.00 for Probation Officers

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and Senior Probation Officers respectively.

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b. Effective with the beginning of this agreement, each temporary or provisional Probation Officer shall be raised only to the new minimum of the salary range for this position, earning \$7,737.

c. Effective with the beginning of this agreement, each Probation Officer, who had accumulated one year or less of permanent status, shall be raised to the new minimum of the salary range for this position ~~and, in addition, shall receive the equivalent of one increment, to bring his salary up to \$8,124.~~

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d. Effective with the beginning of this agreement, each Probation Officer, who had accumulated more than one year of permanent status, shall be raised to the new minimum of the salary range for this position and, in addition, shall receive the ^{equivalent} ~~equivalent of two increments, to bring his salary up to \$8,511.~~ *7/1*

9/1970 Salary -

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e. Effective with the beginning of this agreement, each Senior Probation Officer, who had accumulated one year or less of permanent status in this position, shall be raised to the new minimum of the salary range for the position and, in addition, shall receive the equivalent of one increment, to bring his salary up to \$8,957.

f. Effective with the beginning of this agreement, each Senior Probation Officer, who had accumulated more than one year of permanent status in this position, shall be raised to ⁴⁴⁸ ~~the new minimum of~~ the ~~salary range for the position~~ and, in addition, shall receive the equivalent of ^{7/12} ~~two increments~~, ~~to~~ ^{and} ~~bring his salary up to~~ \$9,384.

of 1970 July

g. Effective January 1, ¹⁹⁷¹ ~~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 merit 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. All officers in the aforelisted titles, who are required to remain on duty through the supper hour to accept reports of probationers, shall receive a meal allowance of \$1.75 for each such duty assignment.

4. Exclusive of the meal allowance for receiving reports of probationers, other "necessary and reasonable" expenses of probation officers incurred in the performance of their official duties, shall be reimbursed in accordance with the provisions of R.S. 2A:168-8.

5. 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 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

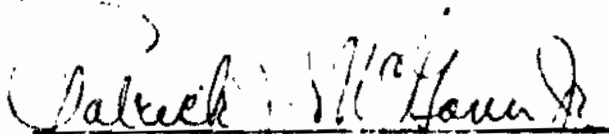
procedure established herewith, an employee is entitled at each Step to be represented by an attorney of his own choosing or by a bona fide member of the Association designated to represent him pursuant to this agreement.

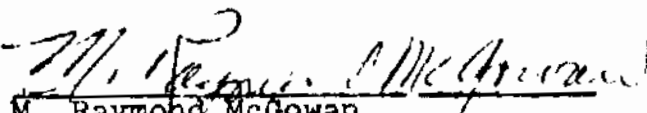
6. All provisions of this agreement are to be made retroactive to January 1, 1970, and shall remain in effect until December 31, 1970, and by mutual concurrence of both parties, they may be continued for an additional calendar year.


In witness whereof, the parties hereto have hereunto set their hands and seals this 15th day of May 1970.

For the Judges:

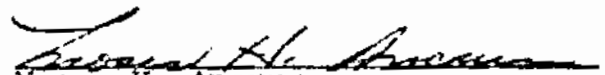

Alton V. Evans - Liaison

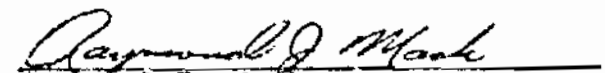

Patrick J. McGann


M. Raymond McGowan


Thomas J. Smith

For the Association:


Moses H. Ancrum
Liaison Representative


Raymond J. Mack
Liaison Representative


Andrew P. Ondrey
Liaison Representative