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Agreement made this 21st day of December

1972, by and between the Judges of the County Court of Sussex County, New Jersey and his successor (hereinafter referred to as the "Judges") and the Sussex County Probation Association (hereinafter referred to as the "Association").

1. The Judges hereby recognizes the Association pursuant to Chapter 303 (New Jersey Employer-Employee Relations Act) as the sole and exclusive representative of The Probation Officers and Senior 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. As of January 1, 1973, the following salary schedules shall be in effect.

| <u>Position</u> | <u>Minimum</u> | <u>Maximum</u> |
|-------------------|----------------|----------------|
| Probation Officer | \$8203.00 | \$11,003.00 |

a. The maximum shall be reached in four annual steps with increments of \$700.00, each.

| <u>Position</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------|----------------|----------------|
| Senior Probation Officer | \$10,600.00 | \$14,200.00 |

a. The maximum shall be reached in four annual steps with increments of \$900.00 each.

3. Effective January 1, 1973, the salaries for 1973 to be promulgated by order of the said Judges pursuant to R.S. 2A:168-8, will be as follows:

A. Probation Officers

| | |
|------------------|-------------|
| Anson R. Kintner | \$10,164.00 |
| Warren Gressle | 9,288.00 |
| Nancy DePuy | 8,901.00 |

1. Effective January 1, 1974, each of the above Probation Officers will receive an increment of \$700.00.

B. Senior Probation Officers

| | |
|---------------------|-------------|
| Fred J. Griffin | \$11,500.00 |
| R. Sanford Fogelson | 11,500.00 |

1. Effective January 1, 1974, each of the above Senior Probation Officers will receive an increment of \$900.00.

4. 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 to the Chief Probation Officer, who shall acknowledge it's 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 of the Association designated to represent him pursuant to this agreement.

5. It is understood that the members of the association shall continue to receive all of the benefits they are presently receiving and will receive any other benefits that may be granted in the future to the other county employees. These shall include, but are not limited to, vacation days, sick days, health insurance, paid holidays, longevity pay, etc.

6. Provisions of this agreement shall remain in effect until Midnight (12:00 p.m.) December 31, 1974, 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 21st day of *December*, 1972.

For the Judges:

Frederic Gordon Weber

FREDERIC G. WEBER, J.C.C.

For the Association:

Warren Gressle

WARREN GRESSLE