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Agreement made this 24th day of October, 1972

by and between the Judges of the County Court of Gloucester County, New Jersey and their successors (hereinafter called or referred to as the "Judges") and the Gloucester County Probation Officers Association (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 the Probation Officers, Senior Probation Officers and Principal Probation Officers of Gloucester 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. Representatives of the Association are Probation Officers Steven Green, John Walsh and Raymond Decker, with Martin A. Herman, Esquire, who has been retained as their counsel in this matter.

2. Effective January 1, 1972, the annual rates of pay for all Probation Officers, Senior Probation Officers and Principal II 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
Prin. II Probation Officer	\$ 8,957	\$ 11, 645

- (a) There will be five (5) annual steps at increments of \$464 for Probation Officers; \$512 for senior Probation Officers and \$538 for Principal II Probation Officers, respectively.
- (b) In accordance with the Agreement made July 12, 1971 between the parties, effective January 1, 1971 and at each subsequent anniversary each Probation Officer in the aforementioned titles who have not reached maximum salary shall be entitled to and receive a pay increase based on the amount of his annual increment until the maximum salary is achieved. Such increments shall be awarded on the recommendation of the Chief Probation Officer, based upon satisfactory service performed during the proceeding year.
- (c) Each Employee shall receive an additional 7.5% increment calculated upon the 1972 salary to be paid as effective January 1, 1972.

3. Each Officer who is listed in the aforelisted titles, who is required to utilize his personal vehicle for required work in the field shall be paid mileage at the rate of 12¢ per mile, retroactive to January 1, 1972.

4. Due to the statutory requirements of their position Probation Officers may be required to remain on duty beyond the

hours when County and Superior Court and the Probation Office are officially open. In recognition of these extended duty assignments the Chief Probation Officer is authorized to provide compensatory time off for those officers effected. Such leave shall be granted when it will least effect schedules for the Court and the Probation Department. In the event schedules do not permit use of entire compensable time to be used in any one year it can be carried over into the following year.

5. Grievance procedure will be as follows:

- (a) The Association will designate one representative to deal with the Chief Probation Officer in the handling of any complaint or grievance.
- (b) Each such complaint or grievance submitted to the Chief Probation Officer shall be put in writing and signed by the aggrieved officer. The Chief Probation Officer and the Association representative shall attempt to adjust the matter satisfactorily as promptly as possible, but no later than two (2) weeks from the date the written notice is received by the Chief Probation Officer.
- (c) If the aggrieved officer is not satisfied with the decision of the Chief Probation Officer, he may choose to utilize one of the following options for

a final determination of the grievance:

- (1) He may appeal to the Civil Service Commission under the laws and rules governing the operation of that Agency;
- (2) He may appear to the Senior County Court Judge, in which case the complaint or grievance shall be put in writing and the decision of the Judge shall be rendered with reasonable promptness.

(d) If the complaint or grievance of any individual probation officer relates to the interpretation and application of the provisions of this contract and the complaint is not otherwise provided for by law, rule or regulation, then the probation officer may request settlement by arbitration, as follows:

- (1) An impartial arbitrator or hearing officer shall be selected by the agreement of both parties;
- (2) If the parties cannot agree upon an arbitrator one shall be selected in accordance with the conventionally accepted and usual rules and procedure of recognized public or private arbitration agencies.
- (3) The decision of the arbitrator shall be final and binding on both parties.
- (4) The cost of arbitration shall be born equally by both parties.

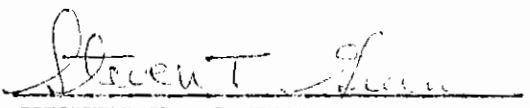
6. All provisions of this agreement are to be retro-active to January 1, 1972, and shall remain in effect through December 31, 1972.

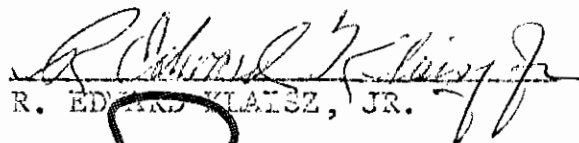
IN WITNESS WHEREOF, the parties hereto have hereunto  
set their hands and seals this 24th day of October  
1972.

For the Judges

  
WILLIAM B. KRAMER

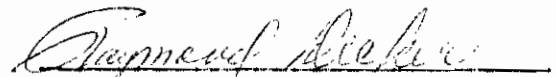
For the Association


  
STEVEN T. GREEN  
Liaison Representative

  
R. EDWARD KLATSZ, JR.

  
JOHN K. WALSH  
Liaison Representative

  
ERNEST L. ALVINO

  
RAYMOND DECKER  
Liaison Representative

  
PAUL F. CUNARD

**TRUE COPY**



GLOUCESTER COUNTY CLERK

*Emmie B. Driver, Special Deputy Clerk*