

Contract no. 953

PO3

1989-92 Ocean County Principal Probation Officers' Collective Agreement

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1989-92 OCEAN COUNTY PRINCIPAL PROBATION OFFICERS' COLLECTIVE AGREEMENT

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ARTICLE I - Agreement

This Agreement is entered into this _____ day of 1990 by and between the Assignment Judge of the Superior Court of Ocean County, New Jersey (hereinafter referred to as the "Judge") and the Ocean County Principal Probation Officers' Association (hereinafter referred to as the "Association").

ARTICLE II - Recognition and Pledge Against Discrimination

Section 1

The Judge hereby recognizes the Association as the sole and exclusive representative of the Principal Probation Officers of the Ocean County Probation Department (hereinafter referred to collectively as "principal probation officers") to negotiate matters relating to salaries and terms and conditions of employment.

Section 2

The provisions of this Agreement shall be applied to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin or political affiliation.

ARTICLE III - Salary

Effective August 1, 1989, and retroactive to that date, Principal Probation Officers II and Principal Probation Officers I salary ranges shall be established as follows:

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
Principal Probation Officer II	\$34,000	\$45,000
Principal Probation Officer I	40,000	48,000

Section 2

Effective August 1, 1989, and retroactive to that date, each Principal Probation Officer II and Principal Probation Officer I on the payroll as of July 31, 1989, shall be paid in accordance with Appendix A attached hereto and made a part hereof.

Section 3

Effective October 1, 1989, and retroactive to that date, Principal Probation Officers II and Principal Probation Officers I salary ranges shall be established as follows:

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
Principal Probation Officer II	\$36,000	\$45,000
Principal Probation Officer I	42,000	48,000

Section 4

Effective October 1, 1989, and retroactive to that date, each Principal Probation Officer II and Principal Probation Officer I on the payroll as of September 30, 1989 shall be paid in accordance with Appendix B attached hereto and made a part hereof.

Section 5

Effective April 1, 1990, and retroactive to that date, Principal Probation Officers II and Principal Probation Officers I salary ranges shall be established as follows:

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
Principal Probation Officer II	\$37,000	\$48,000
Principal Probation Officer I	43,000	52,000

Section 6

Effective April 1, 1990, and retroactive to that date, each Principal Probation Officer II and Principal Probation Officer I on the payroll as of March 31, 1990 shall be paid in accordance with Appendix C attached hereto and make a part hereof.

Section 7

Effective October 1, 1990, and retroactive to that date, Principal Probation Officers II and Principal Probation Officers I salary ranges shall be established as follows:

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
Principal Probation Officer II	\$38,000	\$48,000
Principal Probation Officer I	44,000	52,000

Section 8

Effective October 1, 1990, and retroactive to that date, each Principal Probation Officer II and Principal Probation Officer I on the payroll as of September 30, 1990 shall be paid in accordance with Appendix D attached hereto and made a part hereof.

Section 9

Effective April 1, 1991, Principal Probation Officers II and Principal Probation Officers I salary ranges shall be established as follows:

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
Principal Probation Officer II	\$40,000	\$51,500
Principal Probation Officer I	45,000	55,000

Section 10

Effective April 1, 1991, each Principal Probation Officer II and Principal Probation I on the payroll as of March 31, 1991, shall be paid in accordance with Appendix E attached hereto and made a part hereof.

Section 11

An officer must be on the payroll on the execution date of this Agreement in order to receive retroactive payments.

ARTICLE IV - Promotional

Effective April 1, 1989, and retroactive to that date, a Senior Probation Officer receiving a promotion to Principal Probation Officer II shall receive a salary adjustment of one thousand dollars (\$1,000) or the minimum of the new range, whichever is greater.

ARTICLE V - Automobiles

Section 1

As authorized by N.J.S.A. 2A:168-8, a principal probation officer when designated by the Vicinage Chief Probation Officer to use his/her vehicle on Probation Department business shall be reimbursed at the rate of twenty cents (20¢) per mile. Principal probation officers authorized to use their private vehicles shall keep a monthly record specifying the dates and use, points of travel, mileage traveled and shall sign and transmit the records to the Vicinage Chief Probation Officer. Forms for this purpose will be furnished by the Vicinage Chief Probation Officer.

At any time, should the cost of operating an automobile increase significantly, this reimbursement rate shall be considered to be open for renegotiation at any time. The determination of a significant increase in cost shall be an issue that is mutually decided by the Assignment Judge and the Principal Probation Officers' Association. At any time during the duration of this Agreement should any other bargaining unit with the County receive more than twenty cents (20¢)

per mile reimbursement rate for the use of private automobiles on county business, this figure shall automatically be applied to those officers covered by this Agreement.

Section 2

No officer shall be required to transport a probationer in his/her own vehicle.

Section 3

The automobile insurance stipend of \$150 shall be terminated at the time of payment of the October 1990 installment. The Assignment Judge, Trial Court Administrator and Vicinage Chief Probation Officer agree to attempt to secure and assign county vehicles for use by principal probation officers when on official business.

ARTICLE VI - Telephone Allowance and Pager Duty

Section 1

Each principal probation officer may charge business telephone calls from their home to the Probation Department number in accordance with rules prepared by the Vicinage Chief Probation Officer. Vouchers shall be submitted according to existing county regulations and proof of placement and cost of the toll calls shall be recorded on these vouchers and submitted to the Vicinage Chief Probation Officer.

Section 2

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WB } Effective April 1, 1989, each officer required to be on call for 24-hour pager duty for a full week in accordance with departmental regulations shall receive \$125 for that week.

ARTICLE VII - Cash Education Award

Section 1

Effective April 1, 1989, and retroactive to that date, each principal probation officer who has or who shall hereafter obtain a Master's Degree from an accredited college or university in Sociology, Psychology, Criminology, Criminal Justice, Corrections, Social Work, Public Administration or a field of study related to probation as determined by the Vicinage Chief Probation Officer and approved by the Judge or his designee, shall be entitled to an annual award equal to \$900. The decision of the Judge shall be final and not subject to further appeal. This award shall be prorated to the end of the calendar year in which the degree was attained provided there is submitted evidence of such attainment to the Vicinage Chief Probation Officer.

Section 2

Effective April 1, 1991, each principal probation officer who has or who shall hereafter obtain a Master's Degree from an accredited college or university in Sociology, Psychology, Criminology, Criminal Justice, Corrections, Social Work, Public Administration or a field of study related to probation as determined by the Vicinage Chief Probation Officer and approved by the Judge, or his designee, shall be entitled to an annual award equal to \$1,000. The decision of the Judge shall be final and not subject to further appeal. This award shall be prorated to the end of the calendar year in which the degree was attained provided there is submitted evidence of such attainment to the Vicinage Chief Probation Officer.

Section 3

The decision of the Judge and the Vicinage Chief Probation Officers as to the fields of study eligible under this Article shall be final and not subject to further appeal.

ARTICLE VIII - Tuition Reimbursement

Section 1

Principal probation officers shall be eligible for tuition reimbursement for approved graduate courses taken at an accredited college or university. The following rules and regulations shall govern the financial reimbursement of officers.

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a. Written intention to enroll in a graduate program shall be given to Assistant Trial Court Administrator/Vicinage Chief Probation Officer by September 30th. Thereafter, tuition reimbursement shall be subject to availability of funds. Those already matriculated need not notify the Assistant Trial Court Administrator/Vicinage Chief Probation Officer, the assumption being that the officer will continue his/her educational program.

b. Prior approval of courses in writing (at least thirty (30) days before the start of classes) must be secured from the Assistant Trial Court Administrator/Vicinage Chief Probation Officer with the approval of the Assignment Judge to assure that adequate funding is available and the proposed course of study is appropriate.

c. The courses taken must be in the fields of Sociology, Psychology, Criminology, Criminal Justice, Corrections, Social Work, Public Administration or a field of study related to probation as determined by the Assistant Trial Court Administrator/Vicinage Chief Probation Officer and approved by the Assignment Judge. It is understood by all parties to this Agreement that law school tuition is not applicable under this Article.

d. Reimbursement will be contingent upon proof of completion of the course or courses with a grade of "C" or better. In those courses so designated "Pass/Fail", a "Pass" will be the acceptable grade.

e. Reimbursement to eligible officers will be made first to those currently enrolled in a program and then in order of application until such time as the budgeted amount is exhausted. If more than one officer applies at the same time, then seniority will become the deciding factor. In no case can an officer receive reimbursement for more than twelve (12) credits in a calendar year.

f. Reimbursement shall be limited to the per credit tuition charges prevailing at Rutgers, the State University.

Section 2

In order to be entitled to tuition reimbursement, the principal probation officer must be an employee of the probation department at both the time of registration and the time of course completion.

Section 3

This Article pertains only to permanent employees. It is understood by both parties to this Agreement that newly hired provisional employees are not eligible for tuition reimbursement.

ARTICLE IX - Holidays

Section 1

Principal probation officers shall be entitled to all legal holidays and such other days off as shall be determined by the Judiciary. Pursuant to N.J.S.A. 36:101, these thirteen (13) legal holidays shall include:

- January 1.....New Year's Day
- 3rd Monday in January.....Martin Luther King's Birthday
- February 12.....Lincoln's Birthday
- 3rd Monday in February.....Washington's Birthday
- Last Monday in May.....Memorial Day
- July 4th.....Independence Day
- 1st Monday in September.....Labor Day
- 2nd Monday in October.....Columbus Day
- November 11.....Armistice or Veterans' Day
- 4th Thursday in November.....Thanksgiving Day
- December 25.....Christmas Day
- Good Friday and General Election Day

and/or the listed holidays as per county policy

Section 2

If a principal probation officer is required to work on a legal holiday or on another day approved by the Judiciary as a day off, the officer shall be granted an equivalent amount of time off on a later date.

1989-92 Ocean County Principal Probation Officers' Collective Agreement 7Section 3

During inclement weather or other emergencies, principal probation officers are subject to reporting for duty pursuant to the directive issued by the Assignment Judge on February 15, 1978.

ARTICLE X - Meals

Section 1

Effective upon execution of this Agreement, principal probation officers who are required to remain on duty through dinner time (6 p.m.) shall receive a supper allowance of \$8.00. Effective April 1, 1991, the supper allowance shall be increased to \$8.50. Reimbursement shall be made after submission of a voucher and receipt in accordance with the provisions of N.J.S.A. 2A:168-8.

Section 2

Effective upon execution of this Agreement, principal probation officers who are on official probation department assignment that requires their presence outside their normal work site, shall be paid a lunch allowance of \$6.00. Effective April 1, 1991, the lunch allowance shall be increased to \$6.50. Reimbursement shall be made after submission of a voucher and receipt in accordance with the provisions of N.J.S.A. 2A:168-8.

ARTICLE XI - Longevity

Section 1

Effective April 1, 1989, principal probation officers shall continue to receive longevity salary benefits according to the following schedule:

Completion of 10 years of service	- 3.5%
Completion of 15 years of service	- 4.6%
Completion of 20 years of service	- 5.7%
Completion of 25 years of service	- 6.7%
Completion of 30 years of service	- 7.0%

Section 2

Effective January 1, 1992, principal probation officers shall receive longevity salary benefits according to the following schedule:

Completion of 7 years of service	- 3.0%
Completion of 12 years of service	- 4.6%
Completion of 17 years of service	- 5.7%
Completion of 22 years of service	- 6.5%
Completion of 27 years of service	- 7.3%
Completion of 32 years of service	- 8.0%

Section 3

The Judiciary and the County shall continue to pay out longevity salary adjustments in accordance with the previous practice and policies.

ARTICLE XII - Vacation

Pursuant to R. 1:30-5(b), principal probation officers of the Ocean County Probation Department shall receive the same vacation credits as are provided to other employees of the County.

ARTICLE XIII - Personal Days

Principal probation officers shall receive three (3) days personal leave per calendar year upon receiving permission from the Vicinage Chief Probation Officer or his designee. Personal leave must be used as full-day units and only in the year in which the leave is granted. Personal leave may not be accumulated and will be forfeited if not used. If during the period covered by this Agreement, the County grants to its employees any increase in personal leave, such increase shall simultaneously be awarded to principal probation officers.

ARTICLE XIV - Sick Leave

Principal probation officers shall receive the same sick leave credits as are currently provided to other employees of the County. Additionally, principal probation officers shall be entitled to reimbursement of unused sick leave at retirement in accordance with the provisions of the program initiated by Ocean County (one-half ($\frac{1}{2}$) day's pay for each earned and unused sick day to a maximum of \$12,000). Employees will have a choice of selecting either a lump sum payment or payments spread over a three (3) year period.

If during the period covered by this Agreement, the County grants to its employees generally any increase in the above, such increase shall simultaneously be awarded to principal probation officers.

ARTICLE XV - Bereavement

Principal probation officers shall receive up to three (3) days leave in the event of a death of a spouse, child, son-in-law,

daughter-in-law, parent, father-in-law, mother-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandchild, aunt, uncle, and any other member of the immediate household, such leave being separate and distinct from any other leave. Additionally, an officer shall be entitled to one (1) day leave in the event of the death of an aunt, uncle or grandparent of the officer's spouse. All such leave will not be taken until the immediate supervisor is notified of the instance of bereavement.

ARTICLE XVI - Health and Welfare Benefits

Section 1 - Hospital, Surgical & Major Medical

All employees covered by this Agreement shall be permitted to enroll in a County paid health plan after the first of the month following three (3) full months of employment.

The eligible employee may select conventional Blue Cross/Blue Shield with Major Medical insurance. There shall be no change in this coverage except in the case of a new plan that is equivalent or better.

Employees may opt for coverage under the Medigroup Shoreline HMO with supplemental coverage or such other HMO plans as may be made available by the County, subject to all rules, regulations, limitations, or restrictions which apply to those plans.

The eligible employee may change his/her coverage from Blue Cross/Blue Shield to an HMO, or vice versa, only during an announced open enrollment each year after having been enrolled in the other plan for a minimum of one (1) full year.

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_{TDB} Regardless of their selection, employees are specifically ineligible for any deductible reimbursement.

Section 2 - Extended Health Benefits

A. The Board agrees to continue Blue Cross/Blue Shield and Major Medical coverage, or Medigroup Shoreline HMO, or such other medical plan as may hereafter be substituted in accordance with the terms of this Agreement, for members of this bargaining unit who take a PERS or PFRS retirement as set forth in Section B below.

B. Effective April 1, 1989, the Board agrees to continue Blue Cross/Blue Shield and Major Medical coverage or Medigroup Shoreline HMO, or such other medical plan as may hereafter be substituted in accordance with the terms of this Agreement plus the Family Prescription Plan for members of this bargaining unit who take a PFRS or PERS retirement after twenty-five (25) or more years of service to Ocean County. Coverage will continue through the balance of the calendar year during which the retirement becomes effective and for two (2) full calendar years thereafter. For example, if an eligible employee retires in April, 1989, extended coverage will continue through December 31, 1991.

C. The type of coverage in place at the time of retirement may not be upgraded. For example, an eligible employee who enjoys "Parent and Child/ren" type coverage at the time of retirement may not subsequently have that coverage changed to "Family" coverage. Further, the Union agrees that the Department of Employee Relations will be notified of any changes in individual circumstances which may permit a reduced level of coverage.

D. All other employee benefits with the exception of those specifically described above shall terminate upon retirement in accordance with the customary practices.

E. The employer shall provide, at no cost to the employee, a description and explanation of coverages and benefits with instructions as to procedures to be used in making and processing claims thereunder.

F. All employees covered by this Agreement shall be entitled to the benefits of the County Vision Care Program subject to the guidelines established and administered by the Department of Insurance and Risk Management.

Section 3 - Family Dental Plan

Members of this bargaining unit, after the first of the month following three (3) full months of employment, shall be eligible for a Family Dental Plan contracted for with Blue Cross/Blue Shield or other suitable dental care provider; provided, however, that any employee with three (3) or more months of service with the County of Ocean as of the effective date of this plan shall be covered immediately.

The Family Dental Plan will be made available to eligible employees, spouses, and children to age nineteen (19) and will be experience-rated. The maximum total cost for services per patient per benefit year is limited to \$1,000. There will be a \$25.00 deductible per patient per benefit year, to be paid by the employee, for up to the first three (3) members of each family. However, this deductible is not applicable to preventive and diagnostic services as described below.

The County of Ocean will be financially responsible for the percentages of cost indicated next to each class of dental care service:

Preventive and diagnostic (X-rays, cleaning, check-up, etc.).....	100%
Treatment and therapy (Fillings).....	80%
Prosthodontics, periodontics, inlays, caps and crowns, oral surgery (Ambulatory).....	50%
Orthodontics (Limited to \$800. per patient over a five (5) year period).....	50%

Section 4 - Family Prescription Plan

Effective January 1, 1988, members of this bargaining unit, after the first of the month following three (3) full months of employment, shall also be eligible for a family prescription plan contracted for with Blue Cross/Blue Shield or another suitable provider. Coverage will be for the employee, spouse, and children to age twenty-three (23) and will include oral contraceptives. Employee will be responsible for a \$2.00 co-pay per prescription.

ARTICLE XVII - Association Rights

Section 1

The Association shall furnish to the Assistant Trial Court Administrator/Vicinage Chief Probation Officer the names of three (3) principal probation officers who are to be designated as Association representatives for the purpose of handling grievances. The Association shall also notify the Assistant Trial Court Administrator/Vicinage Chief Probation Officer of any changes in the designated representatives.

Section 2

Time off with pay shall be provided for designated representatives of the Association for the purpose of handling employee's grievances/complaints. Such time off with pay shall not exceed an aggregate of eighteen (18) days in each contract year. The Assistant Trial Court Administrator/Vicinage Chief Probation Officer or his designee shall be notified at least twenty-four (24) hours in advance of using any portion of the aforementioned time.

Section 3

Whenever any representative of the Association is mutually scheduled by the parties to participate during working hours in negotiations, hearings, or conferences not related to grievances, he/she shall suffer no loss in pay or benefits, and that time shall not be deducted from the allotment of days guaranteed by Section 2 of this Article.

Section 4

The employer shall furnish a bulletin board for exclusive use by the Association. The Association may post notices of meetings, Association business, social and recreational events. The location of the bulletin board shall be mutually agreed to by the Association and the Assistant Trial Court Administrator/Vicinage Chief Probation Officer.

Section 5

The employer agrees to deduct from the pay of each employee who furnishes a written authorization for such deduction, the amount of Association dues and to transmit the dues to the Association. The form of written authorization shall comply with applicable statutory requirements and shall be mutually agreed to by the employer and Association.

The Association shall indemnify, defend, and save the employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of dues deductions taken by the employer in reliance upon salary deduction authorization cards submitted by the Association.

Section 6

OS
TJB Every employee shall have the right to freely join, organize and support the Association. The employer agrees that it shall not directly or indirectly discourage, deprive or coerce any employee in the enjoyment of any rights conferred by state or federal laws, nor shall it discriminate against any employee with respect to hours, wages or other terms and conditions of employment by reason of his or her membership in the Association or his or her institution of any grievance or complaint with respect to terms and conditions of employment.

Section 7

OS
TJB Any employee who is required to appear before a supervisor on any matter other than an evaluation conference which the employee reasonably believes may have an adverse effect on his/her employment, shall be entitled to prior written notice of the meeting and its purpose and shall be entitled to representation of his/her choosing at said meeting.

ARTICLE XVIII - Management Rights

The Superior Court and the Assignment Judge reserve to themselves and their agents full jurisdiction and authority over matters of policy, work rules and regulations, and retain the right, subject only to the specific limitations imposed by language of this Agreement, in accordance with applicable laws and regulations, among the rights that are retained, but not limited to, are the following:

- a. To direct the employees of the unit.
- b. To hire, promote, transfer, assign and retain employees in positions in the unit and for just cause, to suspend, to demote, to discharge or to take other disciplinary action against permanent employees.
- c. To relieve employees from duties because of lack of work or for other legitimate reasons.
- d. To maintain the efficiency of the operations of the Probation Department entrusted to the Assignment Judge.
- e. To determine the methods, means and personnel by which such operations are to be conducted.
- f. To take whatever actions may be necessary to carry out the mission of the Court and the Probation Department.

- g. To promulgate rules and regulations from time to time, which may affect the orderly and efficient administration of the probation department. It is understood that such rules and regulations as ordered by statute, court rule or court policy may be instituted without prior notice and that other regulations covering local working conditions will be instituted upon notification by the Assistant Trial Court Administrator/Vicinage Chief Probation Officer which need not be in writing.

ARTICLE XIX - Grievance Procedure

The parties agree that a complaint or grievance of any principal probation officer relating to the interpretation, application or violation of policies, agreements and administration decisions affecting them, if not otherwise provided for in law or in applicable rules and regulations having the force and effect of law, shall be settled in the following manner:

Step 1

The grievance shall first be taken to the officer's immediate supervisor within fifteen (15) working days from the date the grievant or the majority representatives should reasonably have known that an alleged violation had occurred, who shall make an effort to resolve the problem within a reasonable period of time; within three (3) working days, if possible. At this level, a complaint or grievance need not be in writing. The time limit in this step may be extended by mutual consent.

Step 2

If not resolved at the supervisory level (Step 1), the grievance shall be put in writing and submitted to the Vicinage Chief Probation Officer within ten working days from the date a decision was rendered at Step 1 or the grievance shall be considered abandoned. The Vicinage Chief shall acknowledge its receipt within three (3) working days and shall render a decision within seven (7) working days thereafter. In the case of absence of the Vicinage Chief Probation Officer, the grievance may be handled by a designated assistant or it may proceed to the next step with the approval of both parties. The time limit in this step may be extended by mutual consent.

Step 3

If the grievance is not resolved at Step 2, the grievant may, within ten (10) working days from the date a decision was rendered in Step 2, choose to utilize one of the following two options:

- (a) The officer may appear to the Department of Personnel under the laws and rules governing the operation of that agency, provided that the Department of Personnel agrees to hear the case, or
- (b) He/She may appeal to the Assignment Judge or a Superior Court Judge acting on his/her behalf in which case the decision of the Judge shall be final and shall be rendered with reasonable promptness. The Judge may designate any court employee or other representative who is not an employee of the Courts to hear and make recommendations to them for disposition.

All grievances and complaints that are related to judicial policy and/or the authority of the Chief Justice, Supreme Court, Administrative Director of the Courts or the Assignment Judge under Rule 1:34-4 and any other applicable Statute or Court Rule shall be limited to Step 3(b). In using the grievance procedure established herewith, an employee is entitled at each step to be represented by an attorney of his/her own choosing, or by a bona fide member of the Association designated to represent him/her pursuant to this Agreement.

Notwithstanding any procedures for the resolution of disputes, controversies or grievances established by any other statute, grievance procedures established by agreement between the public employer and the representative organization shall be utilized for any dispute covered by the terms of such agreement.

ARTICLE XX - Policy on New Jersey Department of Personnel

The administrative and procedural provisions and controls of the Department of Personnel Laws and the Rules and Regulations promulgated thereunder are to be observed in the administration of this Agreement with respect to classified employees governed by this Agreement, except to the extent that this Agreement pertains to subjects not therein contained or whether this Agreement is contrary to or in conflict with such provisions and controls and except to the extent inconsistent with New Jersey Supreme Court rules and policies governing administration of the Courts.

ARTICLE XXI - Severability

In the event any Federal or State Law, or any determination having the force and effect of law (including rules, regulations or directives of the Chief Justice, Supreme Court of New Jersey, or Administrative Director of the Courts) conflicts with the provisions of this Agreement, the provision or provisions so effected shall no longer be operative or

binding upon the parties, but the remaining portion of the Agreement shall continue in full force and effect. the parties will meet within thirty (30) days to negotiate the item(s) so severed.

ARTICLE XXII - Conclusiveness of Agreement

This Agreement constitutes the final and complete understanding between the parties of all bargainable issues, subject to the right of the parties to reopen discussion on any such issue, but only by the mutual consent and upon the happening of some unforeseen event.

ARTICLE XXIII - Maintenance of Benefits

Except as specifically modified, deleted or changed by this Agreement, all benefits existing at the time of this Agreement shall continue in effect for the duration of this contract. Nothing contained herein shall be interpreted or applied so as to eliminate, reduce or detract from any employee benefit existing prior to this date.

ARTICLE XXIV - Fully-Bargained Provision

This Agreement contains the entire understanding of the parties. There are no representations, promises or warranties other than those set forth herein. All matters that were or could have been negotiable have either been dropped or have been incorporated into this Agreement. Neither party shall be required to renegotiate any part of this Agreement until the expiration date of this Agreement.

ARTICLE XXV - Duration of Agreement

Section 1

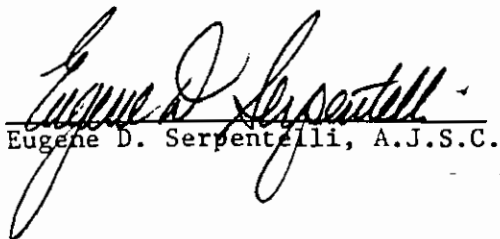
The provisions of this Agreement shall become effective on April 1, 1989 and shall remain in full force and effect until March 31, 1992, or until the parties' negotiate a successor Agreement.

Section 2

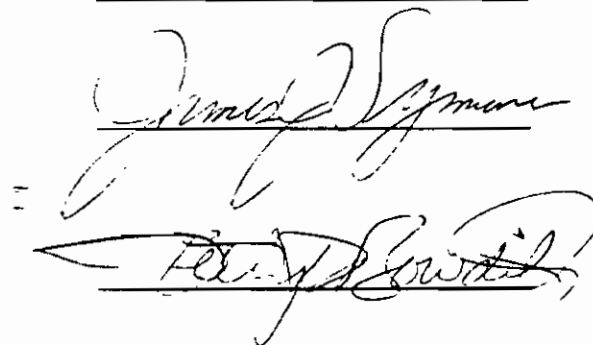
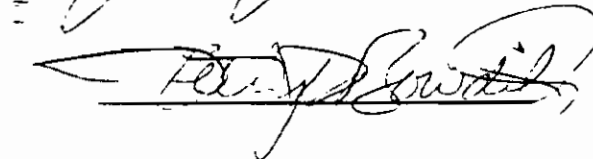
The parties agree to commence negotiations for a successor contract not less than 90 days prior to the expiration date of this Agreement.

In witness to this Agreement, the parties to it have affixed their signatures this _____ day of _____, 1990.

For the Judge


Eugene D. Serpentelli, A.J.S.C.

For the Association

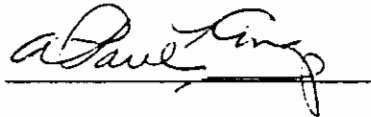



JUDICIARY/COUNTY OF OCEAN

UNDERSTANDING


At the request of the Judiciary, the Administration of the County of Ocean was actively involved in the discussions of the 1989-92 Ocean County Probation Officers' Collective Agreement and, as a result, does not disagree with any of the terms contained herein.

For the County of Ocean



A handwritten signature in cursive script, appearing to read "a Paul King", is written over a horizontal line.

Witnessed before me this
day of _____, 1990.



A handwritten signature in cursive script, appearing to read "Frank W. Kirkleski, Jr.", is written over a horizontal line.

Frank W. Kirkleski, Jr.
Trial Court Administrator

APPENDIX A

<u>July 31, 1989</u> <u>Base Salary</u>		<u>August 1, 1989</u> <u>Base Salary</u>
<u>Principal Probation Officer I</u>		
	Minimum	\$40,000
\$36,731		42,000
37,267		42,000
41,046		44,500
44,824		48,000
<u>Principal Probation Officer II</u>		
	Minimum	\$34,000
\$28,500		35,000
31,626		35,500
33,287		37,000
34,004		37,000
34,928		38,500
35,099		38,500
36,059		39,500
36,219		39,500
39,710		43,000
40,887		44,500
42,298		45,000

APPENDIX B

September 30, 1989
Base Salary

October 1, 1989
Base Salary

Principal Probation Officer I

	Minimum	
\$40,000		\$42,000
42,000		42,000
44,500		43,000
48,000		45,500
		48,500

Principal Probation Officer II

	Minimum	
\$34,000		\$36,000
35,000		36,000
35,500		36,500
37,000		39,000
38,500		40,000
39,500		40,000
43,000		44,000
44,500		45,000
45,000		45,000

APPENDIX C

<u>March 31, 1990</u> <u>Base Salary</u>		<u>April 1, 1990</u> <u>Base Salary</u>
<u>Principal Probation Officer I</u>		
	Minimum	\$43,000
\$42,000		44,000
43,000		46,000
45,500		47,500
48,000		51,653
 <u>Principal Probation Officer II</u>		
	Minimum	\$37,000
\$36,000		38,000
36,500		38,500
39,000		41,000
40,000		42,500
44,000		46,000
45,000		47,925

APPENDIX D

September 30, 1990
Base Salary

October 1, 1990
Base Salary

Principal Probation Officer I

	Minimum	\$44,000
\$44,000		44,000
46,000		48,500
47,500		49,500
51,653		51,653

Principal Probation Officer II

	Minimum	\$38,000
\$37,000		38,000
38,000		39,500
38,500		40,000
41,000		43,500
42,500		43,500
46,000		47,500
47,925		47,925

APPENDIX E

March 31, 1991
Base Salary

April 1, 1991
Base Salary

Principal Probation Officer I

\$44,000
48,500
49,500
51,653

Minimum

\$45,000
46,000
51,653
52,718
55,000

Principal Probation Officer II

\$38,000
39,500
40,000
43,500
47,500
47,925

Minimum

\$40,000
41,000
42,500
43,000
46,500
50,600
51,040