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THIS BOOK DOES
NOT CIRCULATE

Agreement made this 25th day of June 1971,
by and between the Judges of the County Court of Somerset County,
New Jersey and their successors (hereinafter referred to as the
"Judges") and the Probation Association of New Jersey (herein-
after referred to as the "Association").

1. The Judges hereby recognize the Association pur-
suant to Chapter 303 (New Jersey Employer-Employee Relations Act)
as the sole and exclusive representative of Probation Officers,
Senior Probation Officers and Principal Probation Officers of
the Somerset 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. Effective January 1, 1971, the annual rates of pay
for all Probation Officers, Senior Probation Officers and Princi-
pal 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	\$ 8,788	\$11,648
Senior Probation Officer	\$10,608	\$13,988
Principal Probation Officer	\$11,440	\$15,340

(a) Five annual steps at increments of \$572.00 for
Probation Officers, \$676.00 for Senior Probation
Officers, and \$780.00 for Principal Probation
Officers.

(b) Each officer in the aforelisted titles, who has
not yet reached his maximum salary and is entitled

to a merit increment based on recommendation of the Chief Probation Officer, shall be raised in the new range to one step above that one he now occupies in the present range.

- (c) Each officer in the aforelisted titles, who has already reached his maximum salary, shall be advanced to the new maximum established herein as of January 1, 1971.

3. Each officer in the aforelisted titles who obtains a Graduate Degree from an accredited university in a field related to probation practice, shall, upon submission of satisfactory evidence of having been awarded the degree, receive the equivalent of one increment of the grade and position which he occupies at the time the event occurs, including one increment beyond the maximum.

4. 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.


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.

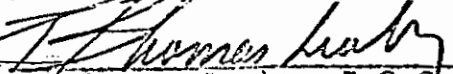
Nothing contained in the above procedure restricts or limits an employee's right to appeal to the Civil Service Commission, under the laws and rules governing the operation of that agency. However, if an employee chooses to use the grievance procedure established by the judiciary for resolving a problem, 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. The provisions of this agreement shall remain in effect until December 31, 1971, and by mutual concurrence of both parties, they may be continued by an additional calendar year.

In witness whereof, the parties hereto have hereunto set their hands and seals this day of 1971.


For the Judges:


Arthur S. Meredith, J.C.C.


B. Thomas Leahy, J.C.C.


Paul E. Feiring, J.C.C.

For the Association:


Howard J. Weiss
Liaison Representative


John N. Condelli