

2-0021
15-00

Agreement made this 25 day of March 1974, by and between the Judges of the County Court of Ocean 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, Senior Probation Officers, and Principal Probation Officers II of the Ocean 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 N.J.S.A.2A:168-1, et seq.

2. It is agreed between the Judges and the Association that the schedule of adjusted salaries for the Ocean County Probation Officers, Senior Probation Officers and Principal Probation Officers II are shown in Exhibit I.

3. The Judges agree to sign an Order that 15¢ per mile will be paid to all ranks of Ocean County Probation Officers for the personal use of their motor vehicle on Probation Department business.

4. It is agreed between the Judges and the Association that recognition should be given for education obtained by those beyond the minimum requirements for entrance. It is agreed that there will be an educational increment amounting to \$500.00 for Master's Degree and above added to base pay.

5. It is agreed by all parties that persons should be recognized for longevity in service and since longevity pay is being paid to Ocean County Employees,

EXHIBIT I

<u>NAME</u>	<u>PRESENT SALARY</u>	<u>COST OF LIVING</u>	<u>MERTY INCREMENT</u>	<u>PROPOSED SALARY</u>
<u>PRINCIPAL PROBATION OFFICERS II</u>				
Gordon J. Peterson	\$13,828.00	\$1,245.00	\$500.00	\$15,573.00
Eamonn McCluskey	\$13,828.00	\$1,245.00	\$500.00	\$15,573.00
<u>SENIOR PROBATION OFFICERS</u>				
Millard H. Thompson	\$12,299.00	\$1,107.00	\$500.00	\$13,906.00
Joseph E. Decker	\$12,038.00	\$1,083.00	\$500.00	\$13,621.00
Siegmund Diener	\$12,027.00	\$1,082.00	\$500.00	\$13,609.00
Kathleen E. Redling	\$11,027.00	\$ 992.00	\$500.00	\$12,519.00
James P. Rutigliano	\$11,027.00	\$ 992.00	\$500.00	\$12,519.00
Roy L. Van Houten	\$11,027.00	\$ 992.00	\$500.00	\$12,519.00
George Jadelis	\$10,470.00	\$ 942.00	\$500.00	\$11,912.00
Relta Pavcsik	\$10,470.00	\$ 942.00	\$500.00	\$11,912.00
<u>PROBATION OFFICERS</u>				
Charles Peters	\$10,470.00	\$ 942.00	\$500.00	\$11,912.00
Beverly Klinn	\$ 9,995.00	\$ 900.00	\$500.00	\$11,395.00
Andrew Baran	\$ 9,995.00	\$ 900.00	\$500.00	\$11,395.00
John Murphy	\$ 9,000.00	\$ 810.00	\$500.00	\$10,310.00
Joan Crocker	\$ 9,000.00	\$ 810.00	\$500.00	\$10,310.00
Brian O'Malley	\$ 9,000.00	\$ 810.00	\$500.00	\$10,310.00
Richard D. Prifold	\$ 9,000.00	\$ 810.00	\$500.00	\$10,310.00
Brandon Toner	\$ 9,000.00	\$ 810.00	-----	\$ 9,810.00
Scott Coon	\$ 9,000.00	\$ 810.00	-----	\$ 9,810.00

that such longevity pay also applies to all ranks of Ocean County Probation Officers, if they have the required length of service.

6. It is agreed that if the Ocean County Board of Chosen Freeholders pass a resolution granting Administrative Days to all County Employees, Probation Officers shall be entitled to same.

7. It is agreed that if the Ocean County Board of Chosen Freeholders pass a resolution granting a group dental plan and/or group optical plan to all County Employees, Probation Officers shall be entitled to same.

8. 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 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.

9. 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(s) of the Association designated to represent him pursuant to this agreement.

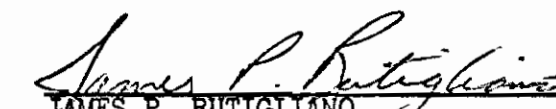
10. The provisions of this agreement shall remain in effect until April 1, 1975, and by mutual concurrence of both parties, they may be continued for an additional calendar year.

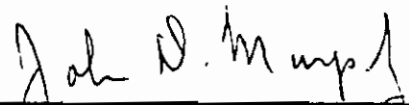
In witness whereof, the parties hereto have hereunto set their hands and seals this 25th day of March, 1974.

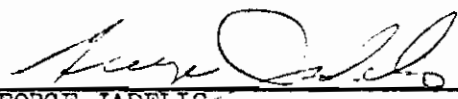
FOR THE JUDGES:


WILLIAM H. HUBER J.C.C.

FOR THE ASSOCIATION:


JAMES P. RUTIGLIANO
Liaison Representative


JOHN D. MURPHY
Liaison Representative


GEORGE JADELIS
Liaison Representative