

*Camden*

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STORAGE

04-00

ADMINISTRATIVE OFFICE OF THE COURTS

1-1-70

12-31-70

EDWARD B. McCONNELL  
ADMINISTRATIVE DIRECTOR  
FRED D. FANT  
ASSISTANT DIRECTOR



STATE HOUSE ANNEX  
TRENTON  
NEW JERSEY  
08625

March 31, 1970

Dear Mr. Aronin:

Please find enclosed a copy of the contract recently negotiated by the Camden County Court Judges with the Probation Association of New Jersey, acting for Probation Officers and Senior Probation Officers in that county.

If there is any further information that you desire relative to this matter, please advise.

Yours very truly,

*Fred D. Fant*

Fred D. Fant  
Assistant Director for Probation

Mr. Louis Aronin  
Executive Director  
Public Employment Relations Commission  
Labor & Industry Building  
John Fitch Plaza, P. O. Box 5  
Trenton, New Jersey 08625

enc.

Agreement to be effective as of January 1, 1970, made this 23 day of March 1970, by and between the Judges of the County Court of Camden 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 and Senior Probation Officers of the Camden 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. The exclusion of Principal Probation Officers from the provisions of this agreement is without prejudice, pending a final determination of the question of whether such supervisory employees may be represented in collective negotiations by an employee organization that admits non-supervisory personnel to membership.

2. Effective January 1, 1970, the annual rates of pay for all Probation Officers and Senior 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	\$7,737.00	\$10,059.00
Senior Probation Officer	8,530.00	11,092.00

- a. There will be six annual steps at increments of \$387.00 and \$427.00 for Probation Officers and Senior Probation Officers respectively.
  - b. Any person now holding a temporary or provisional appointment and any person receiving a permanent appointment hereafter as a Probation Officer, shall be paid the new minimum salary for this position.
  - c. Each officer in the aforelisted titles with permanent status, who has not yet reached his maximum salary and is either on or between steps, shall be raised in the new range to the equivalent of one step above the one he occupied in the old range in 1969, provided however, that no officer as a result of such raise, shall receive a salary in excess of the maximum for his position.
  - d. Each officer in the aforelisted titles with permanent status, who had already reached his maximum salary in 1969, shall be advanced to the new maximum established herein as of January 1, 1970.
3. All officers in the above titles, who are required

to remain on duty through the supper hour to accept reports of probationers, shall receive a meal allowance of \$2.50 for each such duty assignment.

4. Each officer in the aforelisted titles, who is required to use his personal automobile in the performance of his official duties, shall receive 12 cents per mile during the time the car is used for this purpose. Such allowance shall cover the purchase of insurance considered sufficient for this use.

5. No officer in the above titles shall be required to transport probationers or other defendants in their privately owned automobiles.

6. 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, i.e., the Principal Probation Officer, 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.

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.

7. The provisions of this agreement shall be retro-active to January 1, 1970, and shall remain in effect until December 31, 1970, 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 23 day of March 1970.

For the Judges:

Louis L. Goldman  
Louis L. Goldman - Liaison

William A. Pascoe  
William A. Pascoe

William E. Peel  
William E. Peel

Charles A. Rizzi  
Charles A. Rizzi

For the Association:

Nicholas Carugno  
Nicholas Carugno - Liaison  
Representative

Darnell J. Howard  
Darnell J. Howard - Liaison  
Representative

William Woldman  
William Woldman - Liaison  
Representative.