



# PROBATION ASSOCIATION OF NEW JERSEY

## INSIGHT

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WWW.PANJ.ORG

### **Pretrial, Probation Parole Supervision Week**

By American Probation Parole Association News Release

During the week of July 16<sup>th</sup> through the 22<sup>nd</sup>, 2017, people across the United States and Canada will join together to recognize the work that probation, parole, and community supervision professionals do for our public safety. This year, the theme is "Clients, Employees, and Communities – Power through Partnerships". Working together makes for stronger bonds between colleagues, community partners, and with those under supervision.

Today in America, there are over 5 million adults on community supervision and most of these individuals are monitored by pretrial, probation, and parole officers. Monitoring may take the form of home contacts, drug testing, making sure the offender attends counseling sessions and helping offenders to find suitable housing and employment. Many officers also supervise offenders using electronic monitoring equipment which requires expert knowledge of newer technologies.

Budget shortfalls mean that community corrections professionals must be creative in finding solutions to make sure those they supervise have the support needed to find jobs, housing, and treatment. By collaborating with community leaders and volunteering their own time off work, many officers are making a difference while faced with expanding caseloads and additional responsibilities.

Members of our community are encouraged to join together during Pretrial, Probation, and Parole Supervision Week to honor those who work to make our communities a safer place to live.

## **“YOUR TIME TO SHINE”**

### **75<sup>TH</sup> Annual PANJ Conference-Diamond Jubilee**

By Dwight Covaleskie, PANJ President

It is fitting that the theme for this year’s conference is “YOUR TIME TO SHINE.” The PANJ conference is our Gem or our shining moment for the year. As I look back at the 22 PANJ conferences that I have attended in Atlantic City, the experiences, friendships and networking have proved to be invaluable and have carried on throughout my career as a Senior Probation Officer and in my union capacity, as President of PANJ Local 114 (Burlington), Southern Regional Vice President and now as President of PANJ.

This conference honors you as PANJ members, our families and others who have an impact on the job that we perform daily. Awards that are given are the William H. Thomas Citizen of the Year, Legislator of the Year, and more importantly the recognition through the Probation Officer and Supervisor of the Year and the John Augustus Award for those members and others who have positively and significantly affected our profession. In addition, scholarships are given out to members, members’ children and relatives with funds raised through the PANJ annual golf outing.

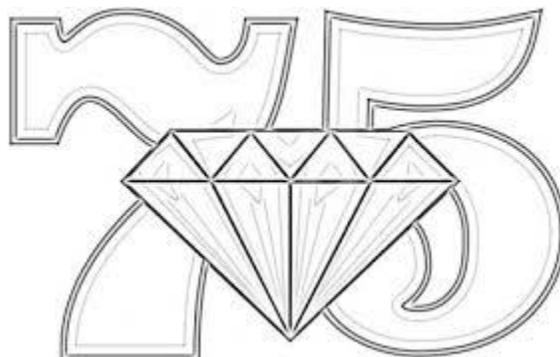
The training is top notch and being updated to keep up with the ever changing environment of all factors of being a Probation Officer, Senior Probation Officer, Master Probation Officer or Supervisor.

In addition to the training there is also a welcome reception, luncheon, mixer with Exhibitors as well as a Monday night reception at the Haven Night Club.

It takes planning which starts immediately following the prior year’s conference to put together the PANJ Conference. We look at each and every comment received to ensure that expectations have been met.

If you have not attended in the past few years, I would strongly recommend being in attendance this year. Monday and Tuesday are training days. You do not have to use personal time and the training counts towards JLMS.

I want to take a moment to thank the Conference committee for all of their efforts and tireless dedication to make each conference a success. The conference is entirely arranged by your peers.



# Probation Officer Line Staff Update

By Ellen Cribbin, 1<sup>st</sup> V.P. Line Staff

It's been a busy time at our union office. Here is an update on a few of the issues that we have been working on for you.

## **Salary Progression**

According to our contract, employees who are not at Max 1 and have the minimum length of service are due for a salary progression on the first day of the second pay period of each calendar year. As you know, those of us that were eligible for this progression did not receive it this year. The reason given by the AOC for not receiving those progression payments was due to the Atlantic County FOP and PBA case involving step increases out of contract, and that although our contract says "each calendar year" the AOC said that there would be no raises outside of a contract. We've heard this argument before during our last bargaining session. The difference between now and then for that argument is that the case law is currently in Labor's favor. As for the other half of the AOC's argument, our contract is clear when it says each calendar year. It does not say each calendar year only when we are in contract. When employers violate contract language like this it is a clear disincentive to bargain a new contract.

On March 9<sup>th</sup> 2016 the Appellate Division overturned PERC's ruling that raises were not required outside of a contract. The Court said that PERC overstepped its authority when it overturned 40 years of what's called the *dynamic status quo*. *Dynamic status quo* means that an employer is normally precluded from altering the status quo while they are engaged in negotiations. On March 13<sup>th</sup> of this year the Supreme Court heard oral arguments from both parties involved. A decision has not been issued as of yet, but it is anticipated that a decision will be made this summer.

We filed a joint grievance with the Supervisor's union back in January to keep the issue alive in our bargaining units. There is a step 2 hearing, with an AOC hearing officer scheduled for July 7<sup>th</sup>.

## **Negotiations**

The Line staff negotiations team has met with the AOC's negotiations team three times so far. Although both parties exchanged proposals, no language has been agreed to yet. At this time there are no sessions scheduled but I do imagine that we will be scheduling a session this summer. Our team has met to prepare for this bargaining period and I am confident that they have covered the concerns that we have been hearing from all of you. Our negotiation team does appreciate hearing from you about the concerns you want us to address in our contract.

## **Probation Officer Non-Compete (PONC)**

Line staff has been actively involved in the settlement conference that was ordered and scheduled by Appellate Court Judge Sapp-Peterson, on recall. At the Judge's instruction we have met with both the AOC and Civil Service outside of the two settlement sessions. Both of those sessions were lengthy but were very productive. The next conference is scheduled for July 6<sup>th</sup>. Our team anticipates that this could be the last session we have as long as the homework that the Judge requested is completed by one of the parties. This issue affects a lot of us, if you have questions please reach out to your regional Vice Presidents or myself.

If you have any questions on any of these issues, or any issue I didn't cover please reach out. I hope that all of you have a happy and safe summer. While it's Probation and Parole week here in NJ, I thank you for your service to the citizens of our state.

# Supervisor Staff Update

By Gavin Cummings, 1<sup>st</sup> V.P. Supervisor's Unit

The supervisor's negotiations team which consists of Dwight Covalleskie (PANJ President), Sabrina Beyah (Northern Regional VP), Tracy Adamkiewicz (Central Regional VP), Keenon Simmons (Southern Regional VP), John Papp (Local President AOC), Joanne Morrison (Local President Cape May), Jean Wright (Monmouth), Greg Wolf (Local President Salem), Daniel Zirrieth (Lead Council) and myself, Gavin S. Cummings (First VP Supervisors) has met with The Judiciary's Team twice since our contract has expired. During the first session there was a monetary proposal made by the Judiciary, for the contract years 2016 to 2020. It called for the across the board raises of 0%, 0%, 1% and 1% increase, which is normally paid in July. The step raise, which has been in our contract for the last five contracts, was proposed to be reduced from 4% to 2%. This step raise is given to anyone who is not at the maximum salary in January of each calendar year. Part of the monetary proposal from the Judiciary is not to increase the maximum I salary and maximum II salary over the next four years.

Now, the step raise was paid during the last contract from 2012 to 2016 only in January of 2013 and that permanently stayed in your base salary. The other years 2014 – 2016 were paid as three percent permanent into your base salary and one percent not permanent and removed at the end of each calendar year for anyone not at maximum salary. The Judiciary cannot continue to take and not be willing give, which is the essence of negotiations. We feel there has been a lot of taking and the Judiciary must get back to negotiating with us.

We all understand that times are tough but the salaries for the supervisors' band has not increased since 2011. Our pension contributions and medical have gone up every year. When I first became a supervisor in 2002 there were roughly 200 more supervisors working for the Judiciary. PANJ Supervisors' local presidents discussed and decided in December 2016 to increase our dues in the amount of \$5 per pay period. The PANJ Supervisors are responsible for one third of the cost to run the union. This increase was necessary to help pay our share and our increased legal cost.

We the negotiations team ask our members to be patient with the process. As for the team, I ask that we continue to work harder to meet the needs of our members.

Thanks for you continued support.



## *A Message From the President*

### **OFFICIALS**

Dwight Covaleskie  
President

Ellen Cribbin  
First V.P., Line Staff

Gavin Cummings  
First V.P., Supervisor's Unit

Susan Stott  
Second Vice President

Bridgett Patillo Northern Regional  
V.P.  
Kevin Farley Central Regional V.P.  
Linval Lewis Southern Regional V.P.

Sabrina Beyah  
Northern Reg. V.P., Supervisor's  
Unit  
Tracy Adamkiewicz  
Central Reg. V.P., Supervisor's Unit  
Keenon Simmons  
Southern Reg. V.P., Supervisor's  
Unit

Anthony Persico  
Recording Secretary

Lynne Taylor  
Financial Secretary

Rebecca Leonard  
Treasurer

Stephen McMullen  
Parliamentarian

Nicole Mlynarczyk  
Sergeant-at-Arms

### **REGIONAL REPRESENTATIVES**

Region 1  
Anne Dutton, Morris  
Brenda Jones, Essex  
Miriam Abreu-Borchert, Hudson

Region 2  
John Papp, AOC  
Stephanie Hennessey, Mercer  
Nicholas Briscuso, Monmouth

Region 3  
Titessa D. Smith, Gloucester  
Ray Rose, Gloucester  
Greg Wolf, Salem

Brothers and Sisters,

As the summer season is upon us, I hope all of you enjoy pleasant weather, vacations and time spent with your families and loved ones. With the summer season here, it also ushers in the recognition of the work that all of you perform in Probation, Pre-Trial services and Parole. This year's theme is "Clients, Employees, and Communities – Power through Partnerships!" and will be held the week of July 16 through 22, 2017. I wanted to take this moment to applaud the professionals, first in PANJ that continually provide the best service to the citizens of the State of New Jersey with unselfish dedication and conviction. I am extremely proud to be the President of PANJ and honored to be associated with such a resourceful, dedicated and intelligent group of professionals. Take a moment to reflect on how well you do a very difficult job daily. Celebrate your success!

In Solidarity,

*Dwight Covaleskie*

Dwight Covaleskie  
President

## *A Message From the Editor*

Brothers and Sisters,

Welcome to the Summer Edition of the Insight! We are celebrating Pretrial, Probation, and Parole Supervision Week during the week of July 16<sup>th</sup> through July 22<sup>nd</sup>, 2017.

PANJ-EF had a successful golf outing in May. We were able to raise money towards the yearly scholarships that we give out. We are looking forward to giving out those scholarships at our yearly conference in Atlantic City, November 19<sup>th</sup>-21<sup>st</sup>, 2017.

I hope everyone finds some time to relax and enjoy their summer, and I look forward to seeing many of you at our Conference in Atlantic City.

In Solidarity,

*Nicole Mlynarczyk*

Nicole Mlynarczyk  
Editor

## Keeping Our Workplace Safe?

By Senior PO Glenn Guarino, Health and Safety Chairperson

Under federal law, you are entitled to a safe workplace. Your employer must provide a workplace free of known health and safety hazards. However, we do not want to rely solely on our employer to keep us safe. We all need to be vigilant, and proactive to potential problems. In the line of work that we all have chosen, we are under considerable risks on a daily basis. Some of the dangers that we face every day are Angry Litigants, Probationers and Family Disputes. However, we also have dangerous situations, which do not involve our court users. Some of these dangers could be faulty equipment, damaged walkways, loose stair rails, loose/missing ceiling tiles. The list is endless. As the Health and Safety Representative for PANJ, I want to remind everyone that safety is **ALL OF OUR CONCERN** and **ALL OF OUR RESPONSIBILITY**. We want to protect ourselves as well as others of any possible dangers. Please report any possible health and safety hazards as well as any possible security issues to your Division Manager as well as your local union representative. Have a safe and enjoyable summer!

As the Health and Safety Representative for PANJ, I want to remind everyone that safety is **ALL OF OUR CONCERN** and **ALL OF OUR RESPONSIBILITY**.



**HealthCare Assistance**  
*with Member Support*

**Training is available for Unions and Associations!!!**  
HCAMS offers specialized training for Union Representatives  
on how to identify members in crisis.

HCAMS delivers a high quality overview on how to identify behavioral  
health and dependency issues impacting the workplace.

# Legislative Update, Summer 2017

By Gery Gibbs & Sabeen Kalyan-Masih, Capital Impact Group

## **Elections**

This past June, Ambassador Phil Murphy (D), and Lieutenant Kim Guadagno (R), won their respective party's nomination for the gubernatorial seat, and this November, the two will vie for Governorship. CIG will be facilitating a high-level policy discussion on Bail Reform with Ambassador Murphy, and will discuss PANJ's priorities under the next Administration. The full Senate and Assembly will also be up for election this November, and will start a new legislative session starting January 2018.

## **SLI Bill**

After working tirelessly with sponsors Senator Cunningham, Assemblyman Dan Benson, and Assemblywoman Shavonda Sumter, the SLI bill successfully passed both Houses, and was just signed into law by Governor Christie on July 3. The law will provide state probation officer, corrections officer, juvenile corrections officers, and others with compensation. Under the new law, injured officers are entitled to receive full salary for six months or until worker's compensation payments begin, whichever comes first.

## **Budget**

Following the state's three-day shutdown, the Legislature passed Governor Christie's approved spending plan for FY 2018, of \$34.7 billion. During the past two weeks the Legislature were at odds debating the restructuring of Horizon Blue Cross Blue Shield – legislation which was separate from the state budget. The Senate President, Governor, and Speaker, debated whether or not the not-for-profit insurer's funds should be used for state purposes, and led to the shutdown which furloughed about 35,000 state workers and temporary closed state parks, beaches, and other state-funded facilities.

Governor Christie faced harsh public scrutiny over the shutdown of particularly Island Beach State Park, where as governor, he can use the beach house since it is an official governor's residence, while the public remained banned from the state-run beach.

The Governor promised to line veto other Democratic-priority items in the budget if an agreement over Horizon was not reached, and following negotiations between Horizon CEO Bob Marino, Senate President Sweeney, and Assembly Speaker Prieto, the three were able to reach an agreement that the newly compromised Horizon bill will add two board members (one appointed by the Assembly Speaker and one appointed by the Senate President), and there will be a cap on Horizon's reserves and if past the maximum threshold, any excess will be sent to Horizon's 3.8 million policyholders.

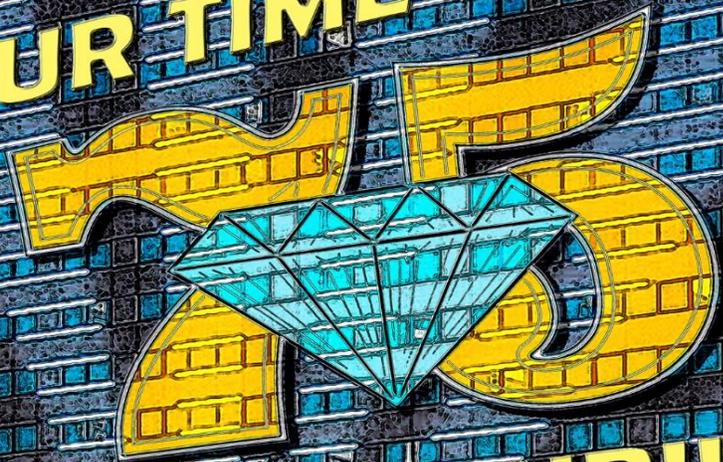
In the early morning hours of July 4<sup>th</sup>, the Legislature was called back to the State House for an emergency vote and each House passed the state budget spending plan for FY 18, and the newly compromised Horizon bill. Governor Christie signed both bills into law and the State shutdown ended just in time for New Jerseyans to enjoy state parks and beaches for the holiday.



# GOLDEN NUGGET

**PANJ CONFERENCE**  
NOVEMBER 19-21, 2017

**"YOUR TIME TO SHINE"**



**DIAMOND JUBILEE**  
ATLANTIC CITY, NJ



**FOR MORE INFORMATION VISIT [www.panj.org](http://www.panj.org)**

## The Making of a Successful Conference

By Deneen Hohman, PANJ Conference Chair

Here is some insight on what it takes to make our conference successful every year.

The conference committee is made up of PANJ Members who volunteer their own time to help make each year successful. Even though the conference is only 2 ½ days long it takes all year to coordinate the details. The committee has to review all the feedback from the previous conference and identify what is needed to innovate and serve all the attendees. The committee must pay attention to current topics, policies and needs of the attendee's daily work. We discuss the costs and overall expenses needed to support the conference. A theme has to be thought of and presented to the AOC for their support. There are several working meetings with members of the AOC and the conference committee to discuss and resolve any questions or issues that come up throughout the planning process.

### **There are many subcommittees with the PANJ EF Conference.**

The training committee makes every effort to search out new innovative ways to present topics. Many times the workshops may seem to be the same but they are different approaches, updated information and new versions of that topic. The committee works very hard all year to bring quality training to the attendees. Many of these trainers do not come free. Presentation fees must be taken into consideration. We are also charged by the venue for audiovisual equipment used to present the information in each workshop and event. PANJ can only contribute a very small portion of the member's yearly dues allotted by law for training fees only.

On the training committee, a moderator coordinator starts working as soon as the lists of workshops are finalized for the conference. The coordinator is charged with ensuring all the workshops run as smooth as possible. The coordinator relies on attendees to volunteer to oversee each workshop session; if the room is too cold or too warm, the piped in music is still on, the trainer needs any additional audiovisual help or needs to introduce the trainer and make any announcements. The moderator informs the coordinator of any issues. Each moderator is given a folder from the coordinator with instructions, attendance sheets and a closed workshop sign. The coordinator has to make sure the moderator collects all the attendance sheets and returns the folder to the coordinator after the session is over. These attendance sheets are later handed to the AOC for input to the JLMS system.

The registration committee every year reviews the process for attending the conference. The deadlines are determined, forms of payment are chosen and new documents are created. We have expanded over the past year or two with the ability to pay through PayPal and credit cards. The committee hopes this has made it easier and more affordable for our members to attend. The committee recently added a chance to win prizes for three lucky early bird registrants. One positive thing is that the conference takes place the same time every year. This allows everyone the ability to plan months in advance for saving up for the registration, hotel and any extra activities they may want to do. The registration fee is applied to the food that is provided at the conference every year. The committee strives to keep the fee low providing food for each of the days compared to other organizations where the registration fee is double or triple the cost with only one meal and a few appetizers provided at an exhibitor event for the entire length of that organization's conference. This committee also keeps track of the registrations for all attendees, creates and prints all the pamphlets, program booklets, flyers and handouts used before and during the conference.

The sponsor/exhibitor committee networks and reaches out to potential agencies, corporations, businesses and groups by emails, letters and telephone contacts to secure financial support for the events at the conference. The exhibitors are charged a fee to attend the conference. Because of who our attendees are employed by, some agencies choose not to participate for lack of future benefits/profits for their agencies. Sponsors and exhibitors are vital pieces to the conference. Their support allows the conference to provide beverage, giveaways and amenities to the attendees. The committee has added independent consultants to the list to help generate more revenue. The conference also relies on ads and the support of all the locals. The more the income, the better the extras. The committee is always open to new suggestions, vendors and agencies who want to attend or support PANJ EF through sponsorship.

The awards/scholarship committee has to plan events to help raise funds to award the scholarships at the conference. Member participation is so important because these scholarships are available to all our members and their families. The awards are a way of telling our fellow coworkers how much everyone appreciates what they do. The committee plans and runs the Annual Golf Tournament every year, which is the main source of the scholarship funding. They brainstorm for new ideas. Beef & Beer events, a boat cruise, getaway raffle, and a day at the races are just a few events they have organized. These events benefit all our members by networking with fellow statewide coworkers to enhance our socialization and work skills.

The arrangements committee is charged with making sure the cost of the registration covers the amount of food provided at each of the events. The committee meets with the venue to order the food making adjustments each year for different and healthier food options. The conference agenda is reviewed for the scheduling of each event, workshop and activity (What/When/Where). Audio Visual needs are determined and orders are submitted to the venue. The committee gives the estimated number of attendees for each event. The committee sets up the hotel room blocks and the group code for all the attendees when they call the venue. During the conference, the committee assists with any hotel check in issues, monitors the amount of food, checks on the audiovisual orders for each event and deals with any other contractual issue that comes up. The committee enforces the agreements with the venue. The committee also researches other options with other venues. They search for more cost effective measures (provide within the means) so the attendees do not break the bank". Below is this year's conference Schedule.

**So as one can see the PANJ EF Annual Conference is a year round adventure for the volunteers on the conference committee not just those busy 2 ½ days every November.**



**Do you want a chance to win a 2 Night stay at Golden Nugget in Atlantic City and Dinner for 2 (Max \$200 Value) Check out our PANJ Facebook Page for Details. Contest Ends July 31st (Probation Association of New Jersey)**



## “YOUR TIME TO SHINE” Diamond Jubilee

### Sunday, November 19, 2017

2:30 PM - 7:30 PM	Registration & PANJ EF Store– Grand Ballroom Foyer (3 <sup>rd</sup> Floor)
5:00 PM - 6:00 PM	Executive Board Meeting – Newport (4 <sup>th</sup> Floor)
6:30 PM - 7:30 PM	General Membership – Newport (4 <sup>th</sup> Floor)
8:00 PM - 10:00 PM	Welcome Reception with the Exhibitors- Grand Ballroom (3 <sup>rd</sup> Floor)

### Monday, November 20, 2017

7:30 AM - 8:45 AM	Breakfast – Grand Ballroom (3 <sup>rd</sup> Floor)
8:00 AM - 6:00 PM	Exhibitors Viewing– Grand Ballroom (3 <sup>rd</sup> Floor)
8:00 AM -12:00 PM	Registration & PANJ EF Store – Grand Ballroom Foyer (3 <sup>rd</sup> Floor)
9:00 AM -10:30 AM	Workshops- 4 <sup>th</sup> Floor
10:45AM- 12:15 PM	Workshops - 4 <sup>th</sup> Floor
12:30 PM - 2:00 PM	Awards Luncheon—Getaway Drawing- <b><i>Vegetarian/Gluten Free entrees available- please request earlier at registration-</i></b> Grand Ballroom (3 <sup>rd</sup> Floor)
2:00 PM - 3:30 PM	Registration & PANJ EF Store - Grand Ballroom Foyer (3 <sup>rd</sup> Floor)
2:15 PM – 3:45 PM	Workshops - 4 <sup>th</sup> Floor
4:00 PM – 6:00PM	Mixer with Exhibitors- Grand Ballroom (3 <sup>rd</sup> Floor) <b>All prizes to be awarded- (Must Be Present to Win!)</b>
8:00 PM - 12:00AM	Music/ Dancing- Haven Night Club

### Tuesday, November 21, 2017

***FYI: Please make arrangements to checkout of the rooms (bell services or take to your vehicle). Today’s workshops go straight through in order for you to arrive home safe and timely.***

7:30 AM – 8:45 AM	Breakfast – Grand Ballroom (3 <sup>rd</sup> Floor)
8:00 AM – 11:00AM	Exhibitors Viewing– Grand Ballroom (3 <sup>rd</sup> Floor)
8:00 AM – 10:45AM	Registration & PANJ EF Store - Grand Ballroom Foyer (3 <sup>rd</sup> Floor)
9:00 AM – 10:30 AM	KEY NOTE SPEAKER- Grand Ballroom (3 <sup>rd</sup> Floor)
10:45AM – 12:15 PM	Workshops - 4 <sup>th</sup> Floor
12:30 PM – 2:00 PM	Workshops - 4 <sup>th</sup> Floor

**Certificates will be handed out at the end of the last workshop session.**

Please remember to bring non- perishable items for donation to the “**Community Food Bank**”, to participate in drawing donations must be dropped off prior to **10:00 AM** Tuesday, November 21, 2017. The Drawing is after the Keynote Session.



## 2016 Scholarship Winners

### Details below on how to apply for 2017 Scholarships

#### **The Dwight Watson Leadership Scholarship Award**

This is available to a candidate enrolled in a two or four year college in pursuit of a career in criminal justice. Dwight Watson was the First Vice President of the State and was instrumental in leading PANJ through its most difficult years involving the state takeover of the courts and personnel. He was also in charge of the Legal Committee.

**Recipient: Troy Smith, son of Sheri Bouldin- Monmouth Co.**

#### **The Ethan Janowitz Training Educational Scholarship Award**

This is available to any candidate enrolled in a two or four year college or post-secondary vocational/technical school. Ethan Janowitz worked in Essex County as a training officer. Ethan helped PANJ restart the annual training conference in 1991. He was also a professor at Seton Hall University.

**Recipient: Julian Tention, son of Eva Tention- Gloucester Co.**

#### **The Kimberly Cuzzo Continuing Education Scholarship**

This is available to any candidate continuing their education in a two or four year college or a post-secondary vocational/technical school. This scholarship was created to honor the memory of Kimberly Cuzzo, daughter of Conference Chairperson, Susan Ormsby-Cuzzo. Kim was a recipient of the Ethan Janowitz Training Scholarship Award.

**Recipient: Kelly Dolan, daughter of Connie Dolan- Morris Co.**

**PANJ EF Scholarship: Tiayanna Boston, niece of Frances Paul- Gloucester Co.**

**PANJ EF Scholarship: Monique Wakefield, niece of Janet Dixon- Union Co.**

Applications are available online after July 21st at [www.panj.org](http://www.panj.org) and upon request at the PANJ office.

## 2016 PANJ AWARD RECIPIENTS

AWARDS ARE GIVEN OUT DURING THE PANJ CONFERENCE AND RECIPIENTS ARE  
NOMINATED BY THEIR PEERS

### ~ PROBATION OFFICER OF THE YEAR ~

This award is given to the individual who has made significant contributions in the performance of his/her assignments. This person is recognized as an exemplary individual who has shown outstanding character and brought credit to our profession.

#### **2016 Probation Officer of the Year Senior Probation Officer - Frances Ellen Paul.**

Frances has been serving Gloucester County as a Probation Officer since September 27, 1999. In those 17 years, Frances has worked a variety of positions in different departments making her a well-trained Officer with lots of experience. Frances started her career in the Gloucester County Probation Department in the Child Support Division as a Probation Officer collecting money for children and enforcing court orders. After a few years, she transferred to Adult Probation in which she had a regular supervision caseload then volunteered to supervise the specialized sex offender caseload. Since 2006, Frances has been the Gloucester County CEP Coordinator specializing in collecting money from probationers and others sentenced in Superior Court.

Throughout her career, Frances has shown a high level of technical expertise and proficiency in a wide variety of duties. She has excelled at preparing Violations of Probation reports, monitoring compliance of Megan's Law Registration requirements, coordinating CEP Hearings, and interpreting and enforcing Family and Criminal court orders. Working with in the CSAC Unit for the past 10 years has made her a mentor to other CEP Coordinators throughout the State with her wealth of valuable experience and knowledge in the collections field. Frances does not hesitate to assist or train fellow CEP workers in either our own County or others. Her day is an endless review of court orders, bench warrants, driver license suspensions, civil judgements, income withholdings and always 'getting the money.'

Frances is more than just a hard worker; she is a team player who steps up to the plate every day. When not in the office, she volunteers her time as PANJ Secretary, works for her National Sorority and other organizations that provide worldwide community service. As Frances has said to me before, 'she likes to be part of the solution not part of the problem.'



## ~ *OUTSTANDING SUPERVISOR OF THE YEAR* ~

This award is presented to an individual who has demonstrated leadership, understanding, compassion, and exemplary character. This person is also recognized for significant contributions to his/her fellow employees as a practicing professional.

### **2016 Supervisor of the Year CSS2 - Marianne Hassett-Marrero**

#### **Excerpt from Marianne Hassett-Marrero's nomination.**

Marianne first came to the Judiciary in 1997 after seven years of employment with the Family Crisis Center of Atlantic City. Since coming to the Judiciary, PPO Hassett-Marrero has held positions in Family Division, then in 2002 Adult Supervision, where she supervised a traditional caseload, and later, charged with the task of Supervising the Mental Health Caseload.

Marianne became a PPO and supervisor in Cape May in Adult Supervision in 2011 where she began supervising a team of 7. Marianne is currently supervising Clerical Staff and the Officers whom supervise the following cases: Domestic Violence, Mental Health, Sex Offenders, PTI, PTI Out of State, and Traditional Case Loads.

As a Supervisor, Marianne has continued to "broaden her own horizons" by sitting on different committees and working groups within the Judiciary (i.e.) DV Working Group, Mental Health Working Group, Fingerprint Compliance Committee, and works closely with CODIS on DNA issues. She continues to be a resource to her own team, as well as her counterparts in other Divisions of the Judiciary. Marianne is reliable and resilient and continues to lead by example. Regardless of her title, or what "hat" she may currently be wearing, she continues to be the first person to step forward to offer assistance to her team and our defendants. She is often sought out for her knowledge, information and experiences that she can provide to her staff. She never declines to help, no matter what she may have on her "plate" at the time. She will drop what she is doing to help her staff at any given moment....and if she doesn't know the answer, she finds it. Marianne continues to strive to encourage her team to operate from the "same page of play" at all times. She is truly a team player who tries to foster and nurture ongoing improvements to the performance of those she supervises. She continues to lead, lend direction, and provide support to all of us. She is a highly effective and valued member of this team. Her efforts, commitment, attitude and performance are truly an asset.

As a person, Marianne is truly a generous and compassionate individual. She is hardworking and professional, but also very personable and understanding to her staff and our needs. She continues to motivate us to be better officers on a daily basis, and always offers an "ear" when we need her...making her not only an exceptional supervisor, but also a friend.



## ~ JOHN AUGUSTUS AWARD ~

This award is perhaps the most prestigious of all presented by PANJ. Awarded in memory of the late John Augustus, who is considered the Father of Probation. This award is given to the person (not necessarily a Probation Officer) who has shown outstanding character at the local, regional, and/or state level, and brought credit and honor to the profession via participation or involvement in activities deemed beneficial to our profession.

### **2016 John Augustus Award Winner - SPO Stephen McMullen Excerpt from Stephen McMullen's nomination.**

Stephen McMullen was hired as Probation Officer in February 2007 in Ocean County. He was promoted to Senior Probation Officer prior to his five year anniversary, in 2011 through an interview process. He started in PTI. After 1 year, he was moved into a caseload that consisted of mental health, domestic violence and sex offender cases. He remained in supervising that caseload for 2 years. During that time, he was on part of the sub-committee that wrote the mental health supervision manual. Stephen was then moved to just supervision of adult sex offenders where he has been for over 6 years now. During that time he has been part of the Sex Offender Working Group which plans and schedules trainings for statewide sex offender Probation Officers. In addition, he also is an OC spray instructor and a Tac Pro role player. Stephen has achieved perfect attendance in Ocean County several times.



Stephen has previously served as Ocean Local 106 Vice-President. He served as Ocean Local 106 President for over 5 years. He served as the Central Regional Vice President for the State for 3 years. He is the Co-Chair of the PANJ-EF Golf Outing since 2013, which has raised a substantial amount of money towards the scholarships given out each year at the Conference. He is a current member of the line staff contract negotiations team for the 2<sup>nd</sup> contract, he was part of the mediation team for the 2012-2016 contract, he is a member of the legal, legislative, health & safety, nomination & election and Ad Hoc committees. He represents members in discipline hearings ranging from written reprimands to terminations, not only in his local but also throughout the central region. He has written and presented many grievances throughout the State.

Somehow with all this that he is involved in he has time to be very involved in activities outside of the Judiciary and PANJ. During his free time, he helps coach his sons soccer teams with Hainesport Soccer Club and Lumberton Youth Association, their basketball teams Westhampton Recreation and Lumberton Youth Association and their baseball teams with Sacred Heart CYO, Hainesport. He has volunteered his time at the United States Marine Corps Marathon in 2013 and 2015. He also volunteers to train amateur umpires at various clinics on the East Coast.

Stephen is extremely dedicated in all that he does. He gives his all when it comes to his supervision caseload and ensuring that his Probationers on his sex offender caseload are compliant and that the community is not affected. He jumped right in with PANJ and took off running. His number one concern are that the members are being treated fairly. He is very passionate when it comes to Union work and making sure everyone is treated with respect and dignity and treated fairly.



***For 2017 Nominees. Please submit all information with a short essay of why the nominee should be awarded this honor to: Probation Association of New Jersey, 2409 Paynters Road, Wall, NJ 08736 to the Attention of: PANJ Awards Committee by October 1<sup>st</sup>, 2017.***

## Annual PANJ Education Golf Outing Update

By Susan Stott, President PANJ EF

The PANJ Education Fund Golf Outing was held on May 8, 2017 at Mercer Oaks Golf Course. The outing is held every year to raise money for the Scholarships that are given out in November at the PANJ Conference. It was a beautiful day. There was great golf by some, fun golf by all and a great time spent with our fellow PANJ members, friends, and supporters. This year's outing was our most successful outing yet! Save the date for next year's outing, which will be May 14, 2018!



## Probation Officer Appreciation Day

By Chastity Robinson, SBPO, PANJ Local 108 Secretary

For some time Probation Week has come and gone every July and in 2016 we were determined to not let this one slip past us. Our Gloucester County PANJ Local 108 President, Linval Lewis, presented the idea of honoring our fellow Probation Officers during Probation Week to the Local 108 Executive Board, (Linval Lewis, President; Titessa Smith, Vice President; Chastity Robinson, Secretary; Frances Paul, Treasurer; Raymond Rose, Grievance Officer) which ignited an eagerness to plan how we can best thank them for the hard work they have done and are doing.

In Gloucester County we have seventy (70) plus Probation Officers working for the Judiciary in all different divisions/units. The Probation Officers in Gloucester County and like other counties, all have a myriad of job duties they are assigned to complete. As we planned for this event I recalled the day I was sworn in as a Probation Officer and was told that as we uphold the judiciary's mission and provide quality customer day-to-day we will be known to wear many hats throughout our career in serving the public such as listener, counselor, authoritarian, helper, administrator, team player and informant just to name a few. With that in mind, I thought, no wonder there is a week that celebrates our many facets for an opportunity to applaud each other for a job well done.

Prior to the week of July 17-23, 2016, I had informed our fellow Probation Officers via email that Gloucester County PANJ Local 108 Executive Board would like to invite them to be our guests of honor to our 1<sup>st</sup> Annual PO Appreciation Day on Thursday, July 21, 2016. Our PANJ Local 108 Executive Board went on to express that the job duties they are responsible for and tasks they complete for the judiciary are not in vain. At the start of Probation Week we added some bonus excitement to the event which kick started the week smartly. We presented categories for us to nominate each other to award certificates of recognition on July 21<sup>st</sup> as well as prizes to those nominated and giveaways. The categories we recognized were Beyond the Call of Duty, Excellence in Organization, Marvelous Multi-tasker, Calm in the Eye of the Storm, Most Filled with Sunshine, and Excellence in Humor/Entertainment. I received many emailed responses from numerous Probation Officers wanting to gladly nominate each other for various categories, which proves that we care enough about each other and the work we do in our respective divisions/units to not let that go unnoticed. It was a great example that recognition goes a long way and we can come together as Probation Officers, co-workers and friends to give each other a pat on the back.

## 2016 Gloucester County Probation Officer Week Celebration



## Probation Officer Appreciation

By Dorothy Robinson , Bergen County Line Officers' President

This article is not really about Probation Officer Week, but does touch on Probation Officer Appreciation. As some of you know, I have been the President here in Bergen Co for about 20 years and the past 17 years have been served in the Criminal Division. I have gone through three Division Managers and many Officers. However, we have a tried and true group that have been together the whole time. This is about one of those Officers.

Senior Probation Officer Michael Killeen was here when I began. Mike and I quickly became friends and lunch buddies. Even when I was not eating Mike would come and eat at my desk talking while I worked.

Mike was a great Officer, I say great because we lost Mike to cancer in January this year. When Mike was diagnosed three years ago we, the whole office set out to fight it together. We pooled rides taking him into New York for treatment brought food to his home and generally just shored him up. Mike worked right up until the beginning of January this year. He wrote P.T.I. reports. He was the first one to take on extra work, he never said no, and he did not stop coming into work until he was afraid his driving could be hazardous to others.

Now we have had a new Division Manager Leslie Darcy since last year. Leslie got to know Mike after he was already sick. Nonetheless, she was supportive and genuinely grateful and touched by Mike and our love for him. After Mike passed, Leslie thought we should honor him in some way and came up with the Annual Mike Killeen Pay It Forward Month. We have chosen June as the month. We started with a Pot Luck Lunch where all the Judges participated also and we all told stories of our Mike. Tears were shed along with the laughs.

Mike was only 49 when we lost him. Now for the month, all we ask is people pay his kindness forward. We were blessed to have one of our own so appreciated and we will continue every day and every year to try and honor his memory. The appreciation shown by Management to Mike and all of us is truly inspiring. I just wanted to share this, and I hope and know those who have had similar experiences will understand.

