



## Probation Association of New Jersey

*Serving New Jersey Since 1904*

*An affiliate of the American Probation and Parole Association*

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December 13, 2017

Brothers and Sisters,

The PANJ Case Related Professional Unit and the AOC have reached a settlement agreement for the Reallocation of the Probation Officer and Probation Officer, Bilingual in Spanish and English, titles from the Competitive to the Noncompetitive Division of Career Service (PONC).

We executed the agreement yesterday, and are pleased with the progress that was made during the course of this litigation and the outcome of this matter. If you are one of our affected members, please know that you will no longer be a conditional appointment and you will not have to take the Civil Service test. You will be a regular appointment moving forward and your original appointment date will be preserved.

As most of our affected members know, this settlement has been years in the making and has undergone scrutiny from both the Civil Service Commission and the Appellate Division. We are pleased with the results and because of the hard work of your PANJ leadership team, we were able to gain the following modifications which did not exist in the AOC's original process; there will be an appeal process if an applicant is removed from the PONC list for a disqualifying factor, record retention of applicants' materials for a period of 2 years, the AOC will provide to PANJ statistics regarding the number of applicants, total number of hires, number of veterans appointed to positions and the number of applicants removed. Furthermore, the AOC will include as part of the resume portion of scoring relevant work history, volunteer service and non-credit internships relevant to PO work of applicants. Additionally, there will be refresher training for AOC personnel who participate in the PONC hiring process.

Significantly, designated representatives of PANJ will be permitted to attend and observe the PONC hiring events and if the Judiciary decides to terminate the PONC hiring process, PANJ will have a right to appeal such termination.

We do appreciate your patience with this arduous process, and although it took some time, we wanted to make sure we were comprehensive in our approach to protect all members hired under PONC.

In Solidarity,

Dwight Covaleskie  
PANJ President

Ellen Cribbin  
1<sup>st</sup> Vice President, Line Staff