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INSIGHT

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PERFORMANCE EVALUATIONS ELIMINATED

by Peter A. Tortoreto, First Vice President

On Tuesday June 4, 2002 the ballots were counted for the ratification of negotiated changes to the present system of having pay connected to the performance evaluation process.

This issue first came about when during the initial contract negotiations the Judicial unions were forced to accept this concept as attached to the equalization process. (PANJ was initially against this process but reluctantly consented via ratification of the membership in an effort to give it a try.) PANJ was the only union to include seniority as a factor.

The statistics for the past few years have shown unfavorable representation in certain groups as far as exceptional pay recipients. The Judiciary recognized that the union's objections had merit since we were using their statistics. As pointed out at other times PANJ was the only union who had in our contract the ability to continue negotiations on this topic. Other unions had to re-open their contract to make this change.

The ratification results were as follows:

Case - Related Professional: Yes 982 No 117

Professional Supervisory: Yes 465 No 24

Void/Challenged Ballots 49

The vote was overwhelming in favor of ratification in both units. Some of the supervisors have commented they are relieved to have the burden of the evaluation process eliminated and replaced by the performance

for the better. We thank those who have chosen to participate in the ratification process.

Employees will continue to receive their percentage raises as well as the increment in January. (There is no exceptional rating.) Verification and counting of the ballots were conducted by the following: Andrew Brennan - Monmouth, Dorothy Robinson - Bergen, Neil Elsasser - Morris, Sam Richter - Middlesex, and Peter Tortoreto - Camden.

A 1172 Passes Assembly

by George P. Christie, President

On May 8, 2002 the New Jersey State Assembly voted 74-0 to approve Bill (A1172). This Bill would classify the throwing of bodily fluids at a Probation Officer or any Juvenile Facility Employee an Aggravated Assault.

"Based upon the life-threatening diseases that can be transmitted by bodily fluids, tougher sanctions are needed to discourage such assaults," said Mary Previte, Assemblywoman and Director of the Camden County Youth Center. "Assault with potentially disease-infected bodily fluids is not only disgusting, it's life

advisory which does not connect compensation to performance. Much of the type of work we do is very subjective and not easily measured. In that regard we are pleased to have joined with the Administrative Director to have this process changed

threatening."

Under the Bill, "bodily fluid' offenses would be considered a third-degree crime if the victim suffers bodily injury. Such offenses are punishable by up to five years in jail and \$15,000 in fines. If no bodily injury occurs, it would be a crime of the fourth-degree, punishable by up to 18 months in jail and &\$10,000 in fines.

"Law enforcement officials perform a vital service to the community and accept the risks of their job willingly," said Assemblyman Johnson from Bergen County. "But the threat of being spat at or soiled with contaminated blood poses an unacceptable risk to their health and well being." If enacted the law would take effect immediately.

PORTRAIT OF A PROFESSIONAL

by Bradley J. Fairchild, President
Cumberland County PANJ Local
200

This Article is the first of a series dedicated to local and state PANJ leaders who consistently demonstrate the highest levels of commitment and dedication to this organization and to the Probation profession.

For the past decade Bridgett Patillo has devoted countless hours in the quest of decreasing drug abuse among the children of Newark. The "21 Club" was established in Newark in 1991 as a drug and alcohol awareness program for children ages 3-21. As a leader of this dynamic private nonprofit organization Bridgett acts as an individual/group counselor, facilitator, research analyst, or in any capacity that prevents kids from abusing drugs and alcohol. There is something else you should know about Bridgett Patillo, she also has a day job.

In October of 1989 Bridgett was appointed to the position of Probation Officer in the Adult Supervision Unit of the Essex County Probation Department. For several years she supervised a mixed caseload of adults in PTI/CDS and standard Probation cases. During her entire 12-year career Bridgett has served as a Superior Court liaison. Since 1991 Ms. Patillo has supervised only Adult Probation cases. Bridgett takes a genuine

Bridgett's impressive academic credentials include a B.A. in Psychology from Morgan State University. As a college student at Morgan State and Bishop College in Dallas, Texas Bridgett received numerous academic scholarships. While attending Morgan State Bridgett was inducted into the Psi Chi National Honor Society and later became President of the Morgan State Chapter. She is just several classes from receiving a Master in Forensic Psychology from the highly regarded John Jay College of Criminal Justice. Bridgett also has a CJC Certification specializing in substance abuse and she is a Certified Rape Crisis Counselor.

Bridgett's dedication has been recognized on numerous occasions. In 1999 Bridgett received the Community Service Award from the Newark Public School System as a result of her work with the "21 Club." In 2000, as a result of her continuous leadership role in that organization, the Labor Action Committee of Newark presented Bridgett with the Dr. Martin Luther King award.

Bridgett has received three commendations from her Chief Probation Officer during her career. Two of these awards were in recognition of her actions during two altercations involving clients in the Court House. Her most recent commendation was in recognition of a letter she received from a client who thanked Bridgett for helping him turn his life around.

personal interest in her clients as well as serving the Newark area community in many capacities. Bridgett serves on the St. James Hospital Board, as a member of the MICA Task Force, and is very active in her church.

During the last year Bridgett was promoted to Senior Probation Officer and became the first female elected President of Essex County PANJ Local 101. Leading PANJ's largest county organization is a tremendous responsibility. PANJ Local 101 includes more than 200 Probation Officers, Senior, and Master Probation Officers who are stationed at several locations. As President of PANJ Local 101 Bridgett is responsible for directing bimonthly general membership meetings as well as bimonthly sessions of the ten member Essex Executive Board.

Balancing her time between her duties as a Senior Probation Officer, committed volunteer, and PANJ activist is not an easy task but Bridgett is also the proud mother of three children: Arnechia, age nine; Tinaya, age six; and Malcolm, age four.

This Local PANJ President has a refreshingly humble sense of proportion about her vocation. She believes her Supervisors, co-workers, and clients have all provided her with knowledge and perspective. Bridgett has conquered the art of caseload management and with the assistance of co-workers she has mastered the day to day "survival skills" that are often underrated but absolutely necessary.

What is really unique about Bridgett is that she receives the greatest satisfaction from the direct communication with her clients. She says "when a former client stops by the office or writes a letter to say "thank you" it reminds us of the tremendous impact we have on individual lives." **No mission statement could state our profession's core beliefs so simply, accurately, or so nobly.**

Bridgett's profound devotion to serving others is an inspiration to her fellow PANJ members. She is an obvious choice for our first edition of "Portrait of a Professional."

LEGAL TRAINING HUGE SUCCESS

by Peter A. Tortoreto, First Vice President

On May 22, 2002 PANJ Legal Committee conducted grievance and disciplinary training at the Rutgers Labor Education Center in New Brunswick, NJ. There were close to fifty participants from every vicinage in the state present.

This training dubbed Legal Training 101 was geared to a basic understanding of some common elements of processing grievances and representing our members in the various stages. We believe the best way to equip ourselves for future issues is to educate and prepare our PANJ representatives who are the front line of defense.

First the Legal Chairman presented the outline of the course and projected the agenda on the overhead. There were some basic discussions of what discipline is intended form both management and employee perspectives. In an ideal world discipline is intended to train individuals, not to punish, and send messages to others.

Discussion continued on topics such as types of discipline, discovery process (types of information to ask for), duty of fair representation, insubordination, public service demeanor, and the seven tests for just cause as referenced in our contractual agreements.

Dena Epstein Esq. of the law firm of Fox & Fox continued the presentation with various handouts and related materials focusing upon time guidelines for the processing of grievances. Dena is extremely familiar with the various stages of the process having had direct experience and success in the procedure all the way up to the arbitration level in both of the PANJ contracts. (Line Officers and Supervisory Personnel) We are pleased to have Dena on board with us.

Lastly, John Warms wrapped up the night's meeting with several examples of cases familiar to the PANJ Legal Committee. John, having served with PANJ for past ten years and finishing a distinguished career of thirty two years with the New Jersey Education Association, is able to share the knowledge he has gained via first hand encounters and experiences. We are pleased to have his expertise.

At this point all the Local Representatives have been notified that PANJ will continue to conduct this type of training. We have solicited our Local Presidents in an effort to ascertain what types of issues we need

training on. This was done in both the Supervisory Unit and the Line. We will try to advance the training to a more hands on approach.

Most pleasing to the President of PANJ is the fact that we have the support and participation of both PANJ Line Officers and the Supervisory Personnel working side-by-side together advancing our Profession.

INCIDENT REPORTS

by George P. Christie

Probation officers face ever-increasing dangers when they perform their jobs regardless of their work location. PANJ learns about the assaults, threats or close calls each week, but our employer refuses our requests to put security personnel and metal detectors at many of the locations where officers work. We know that our probationers and other clients are injuring people on a regular basis. We also know that the Judiciary has not provided body armor to most of us.

Probation Officers should be submitting incident reports whenever they feel threatened, or are assaulted. Some officers are justifiably frustrated with these reports because there has been little tangible action from our employer.

We understand your frustrations but we want these reports submitted anyway. When you file a PANJ incident report we keep a record of it and send it to the AOC. The reports can be obtained by calling the PANJ office or filed on the PANJ Web page (panj.org).

We must continue to define the dangers of our job until we get the response that you deserve.

FAREWELL TO FRIENDS

by George P. Christie

Marian D. Oden (Senior Probation Officer Burlington) passed away on Monday, May 27, 2002. She worked in the Family Division for 20 years where she was a great asset to her department. She will be sorely missed by her family and co-workers.

Andrew Baran (Principal Probation Officer Ocean) passed away on June 2, 2002. He was retired after dedicating many years to his profession, and was recognized in the past by PANJ as the Supervisor

of the Year. His colleagues and family will miss him dearly.

CLARIFICATION ON TRAINING ATTENDANCE BY PROFESSIONAL SUPERVISORS

by George P. Christie, President

I have received a letter dated June 4, 2002 from Joseph Orlando which states the following:

"As we discussed, my correspondence dated May 16, 2002 mistakenly made reference to one third of Supervisors being invited to the Staff College. My letter should have indicated that all Supervisors were being invited to the Staff College this year. However, all Supervisors will have the option to attend the conference of their choice.

Please let me know if you have any questions or concerns regarding this matter.

Thank you."

I trust this clarifies this issue and we thank Mr. Orlando for his response.

Thanks to PANJ

by Nancy Pollinger, Court Services Supervisor

(Letter to George Christie)

I apologize for being so remiss in getting this letter to you. I'm glad you and your PANJ officers move faster than I do. I want to thank you and "your team" for all the hard work they have done on my behalf.

As you know, when our contract was originally negotiated, it was determined that I did not qualify for Vicinage Adjusted Pay. I thought I should qualify for the VAP and brought the matter to your attention. You filed an appeal on my behalf and after several months the VAP was recalculated and I did receive the pay. A rather nice sum of money, I might add.

Fundraising Plan

by Charles Doehler, Benefits Consultant

Plans are underway and license applications are filed for our first annual Statewide 50 / 50. Profits will be contributed to the Probation Association of New Jersey Education Fund. Tickets will be \$10.00 each and there will be three winners drawn at the Training Convention in November. (The winner need not be in attendance for this drawing)

PANJ members will soon receive some tickets and a return envelope to our Brielle Office. Your help in spreading the word and distributing the tickets is vital and very much appreciated.

Seventh Annual Golf Outing is a Success

by Ann Rizzi, PANJ-EF Development Committee

On June 5, 2002 the Seventh Annual PANJ Golf Outing took place at the Miry Run Country Club in Robbinsville, NJ. The weather held out and a good time was had by all. This year 103 golfers had registered prior to the outing with 92 actually golfing, almost doubling the number of golfers from previous years. In addition to many PANJ members being in attendance, Dena Epstein and Craig Gumpel of Fox and Fox, LLP, Bill Thomas of The Friends of Amanda Foundation, union representatives of the NJ Fireman's Mutual Benevolent Association, union representatives from the NJ Police Benevolent Association, several representatives from the Administrative Office of the Courts, Dan Zanella of Zanella Consulting, representatives from the Trenton Police Department, as well as many other cherished PANJ friends and supporters attended this year's outing.

We were also able to increase the number of our sponsors. This year's sponsors included Affiliated Printing, Allaire Commercial Printing, Chuck Doehler, AG Edwards Investments, Fleet Bank, Fox and Fox, LLP, The Friends of Amanda Foundation, Granard Pharmaceuticals, Pat and Stephanie Hennessey, John Marinar, Esq., NJ Firemen's Mutual Benevolent Association, NJ Police Benevolent Association, NJ Symphony, Harris L. Olen, CPA, Princeton Public Affairs, Shore Office Rental Group, Total Benefits Systems, and John Warms, Labor Consultant. The following Probation Officer locals sponsored holes:

Atlantic, Bergen, Burlington, Camden, Cape May, Cumberland, Essex, Hudson, Mercer, Middlesex, Monmouth, Morris, Ocean, Somerset, and Sussex. The supervisory unit sponsors included the following vicinages: Burlington, Cumberland, Hudson, Middlesex, Morris / Sussex, and Ocean.

As a result of the additional registrants and

I want to thank you for your efforts and John Morton for his determination in seeing this matter favorably resolved. Once the administration devoted their time to this issue, it was resolved quickly and professionally. I know some members may gripe about paying PANJ dues every month but I have to say that mine came back to me several times over. Without your representation, I could have been out thousands of dollars. All it takes is one matter to make paying the dues worthwhile. Again, I just want to thank PANJ, the administration, and everybody that was involved for handling this in a professional, thorough manner. I know that your job is not an easy one and I want you to know

sponsors, our profit also increased. This profit will enable the Educational Fund to sponsor two scholarships of \$1,000 each as well as contribute to this year's PANJ Training Conference.

All of these accomplishments would not be possible without the help of President George Christie, SPO Mary Israel of Middlesex County, SPO's Joanne Schwindlin and Dwight Covaleskie both of Burlington County, Second Vice President Stephanie Hennessey and Financial Secretary Sue Ormsby Cuzzo. Thanks to all of you!

Look for more pictures of the Golf Outing at this year's conference in Atlantic

City!



PANJ-EF

**IN CONJUNCTION
WITH**

**THE PROBATION
ASSOCIATION OF NEW
JERSEY**

**INVITES YOU TO
ATTEND**

**THE 60TH ANNUAL
TRAINING INSTITUTE**

When: November 24 - 26 , 2002

Where: Trump Plaza, Atlantic City, N.J. .

Theme: " Growing Stronger through the Years"

EARLY BIRD REGISTRATION by

SEPTEMBER 27, 2002

Full Tuition: Member 90.00 Non-Member 105.00 Monday Only: Member 80.00 Non-Member 95.00

Tuesday Only: Member 35.00 Non-Member 50.00

See the PANJ-EF page at the PANJ Website (www.panj.org) for additional information and the Draft Conference Program.





Friends of PANJ-EF enjoy the Annual Fundraiser - Golf Outing