

INSIGHT

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You Can't Hold a Good PO Down!

By: **Linval A. Lewis, Jr., President
 Local 108**

The news from Governor Corzine's office is not good. The State of New Jersey is forcing judicial employees to take furloughs – two for sure – possibly 12 for fiscal year 2010; freezing wages of judicial employees; making them pay 1.5% cost of medical coverage with no increase in pay; and singling out state workers/judicial employees to take the fall for the rest of the state to help resolve the \$52 million dollar deficit it has found itself in.

The news is not good for judicial employees but the news is even worse for the community that probation officers help protect, the victims of crime they help to make whole, and the client-base they work diligently with to assist them in becoming better citizens. What makes the news from the Governor's office particularly hard to swallow is that, not only is the contract probation officers agreed to not being honored, but much like pouring salt into a wound, the state is pouring out threats of layoffs if the union and the probation officers it represents tries to fight for their rights. Sure, the economy is tough and people throughout the country are finding themselves in the same boat, but singling out state workers/judiciary as being dispensable is not the way to go.

Something's gotta' give here. Oh wait, something is giving – the probation officers working throughout the state who never stop being the effective, hard-working, conscientious professionals they have always been and always will be despite what constitutes unfair treatment by the powers-that-be.

On a 24-seven, day-to-day, hour-by-hour basis, New Jersey Probation Officers touch the lives of countless families in need, victims who are hurting, juveniles who are crying out for direction, and adults who are searching for someone to guide them to the path that will set them free from their cycles of abuse and crime. New Jersey Probation Officers are adept at switching the hats they wear not once or twice a day but sometimes up to nine or ten or more. At any given probation office on any given day an observer who looks

closely will see the hats of the enforcer, the counselor, the budget analyst, the decision-maker, the inspector, the trainer, the facilitator, the mediator, the team-player, the writer, the protector, and the comforter, to name a few. Often-times the observer will see these hats all neatly resting on the head of a typical PO who carries out his or her duties with a calm, cool, respectful, and professional demeanor.

New Jersey Probation Officers are the perfect example of the well-rounded, educated, versatile, and multi-talented employees that forward-thinking employers are searching for. It's a shame Governor Corzine appears not to recognize this but instead makes threats of laying off such prime examples of professionalism. Perhaps if he took the time to be an observer he would come to the realization that keeps me in this profession – that the probation officers of New Jersey are the best under any circumstances.

Exceptional professionalism, dedication, skill, and foresight abound in my local probation office and of those throughout the state despite the state's lack of foresight in eliminating days of supervision. I am proud to represent my local and commend all probation officers for being the true professionals that they are no matter what is thrown their way. Through the pro-active actions and continued effective supervision by New Jersey Probation Officers, it is only a matter of time that, once money is not the emphasis in the state's mind but community safety is, they will be rightfully recognized by the Governor. Meanwhile, the union will continue to fight on their behalf with pride and integrity.



**Pictured left to right;
 Stuart Martinsen, Linval Lewis and Glen Moton**

Spot Light on Valued Supervisor By: Peter A. Tortoreto

Glen Moton a Team Leader from Camden County is an example of hard work, dedication and serves as an exemplary role model for fellow colleagues, team members and PANJ Leadership. This is how many describe Glen who had the opportunity to know him and work with him both in the Judiciary and in PANJ circles.

Glen is now serving in the Judiciary for his seventeenth year. He started as a Probation Officer in 1992 as a Pre-Sentence Report writer and has performed every position within Case Management, including Pre-Indictment Conference, Bail Unit, Pre-Trial Intervention as well as Central Judicial Conferencing. His demeanor, knowledge and life experiences commands respect of his peers, managers and Judges.

During his distinguished career Mr. Moton has served with distinction as a Philadelphia Police Officer in which he receives a pension. Upon leaving the Philadelphia Department Glen went back to college and earned his degree at LaSalle University a prestigious Catholic University. He completed his undergraduate studies in 1976 and earned a degree in Sociality and Criminal Justice. He later served as a counselor of inmates at Graterford Prison, Pa. In between all this he also conducted his own Taxi and Limousine business.

Upon being appointed as a Probation Officer Glen quickly became involved in the Local Union of the Camden County Probation Officers Association and was instrumental in resolving many issues in which arise from time to time. His presence on the executive board was encouraging to many. He quickly sided with PANJ's position to adopt a PBA Charter in 1993. Coming from a Law Enforcement background it seemed to him the most logical and correct course and direction for PANJ as we entered into the new era of Judicial Unification.

When Judicial Unification finally came about in 1995 Glen was appointed as a Team Leader in the Criminal Division of the Camden County Vicinage. However this did not halt his involvement in PANJ. It was quite the opposite. He was appointed by President George P. Christie as a member of the PANJ negotiations team. Aside from the President he is one of only two original members of this committee in which successfully negotiated the first Professional Supervisory Contract. Linda Clark is the other original member who works in the AOC IT Unit.

This was not without controversy. PANJ had to fend off a huge challenge. This challenge was in the way of a PERC election against a major international union. Without this election victory the PANJ Supervisory Unit would not exist today as a major part of PANJ. As our members accept promotions they would no longer be part of an organization

in which is comprised of employees exclusively and your dues would be doubled. Glen played a major role in the campaign and convinced many in his home vicinage and elsewhere that PANJ was the correct choice. It is this fierce loyalty, dedication and commitment in which has enabled PANJ to prosper.

His committee involvement includes the Legal Committee, Joint Legal Committee, Finance Committee, dispute resolution committee and Negotiations Committee and also serves as an official advisor to fellow PANJ Members in Leadership positions. He is the incumbent Southern Region Vice President for the Professional Supervisory Unit of PANJ. Other achievements include PANJ Presidential Award and also the illustrious Supervisor of the Year Award. These were presented during PANJ's Annual Conference Training events.

President Christie has stated "As a former Police Officer I have a special connection to Glen. He is the consummate Professional and I am proud to call him my friend".

A major part of Glen Moton's successful career centers around his wife Carol who has been with her husband side by side for the duration of their marriage. This year in October they celebrate fifty (50) wonderful years of marriage. Together they have three children, five grandchildren and two great grandchildren. One of their Grandchildren Linda was in New Orleans attending Xavier University during Hurricane Katrina and narrowly escaped prior to the disaster. He sighs with relief when reliving that chapter as chronicled in the Star Herald a Catholic Newsletter.



Glen Moton with President Christie

**2008 Was a Very Dangerous Year
By: Brad Fairchild, First Vice President,
Supervisory Unit**

At the core of PANJ's advocacy for a dramatically enhanced training curriculum for Probation Officers and Supervisors is the belief that conducting field supervision in some of the nation's most violent neighborhoods has become a dangerous job. Providing the factual evidence for this position includes an examination of the Incident Reports submitted by Probation Officers from across the state. Recently a listing of all the individual reports submitted during 2008 was completed and it clearly demonstrated that probationers are more dangerous and more violent than ever before.

The report showed that 10 active probationers, individuals presently under the Court's supervision, committed homicides or were victims of homicides during 2008. Every one of these murders was committed in the streets and houses where Probation Officers conduct field supervision every day. What is extremely alarming is that the 2008 Incident Report Summary included information submitted from only a few counties. All PANJ members need to make submission of such Incident Reports from all 21 counties a priority for 2009. Every time an active probationer commits a homicide, or is the victim of a murder, an individual PANJ Incident Report should be filed through the PANJ Web site www.PANJ.org or a Judiciary Incident report should be completed and a copy sent to myself. Reports should also be filed for all other safety related instances or critical events.

PANJ is painfully aware that the Judiciary desperately holds to the belief that New Jersey's Probation Officers supervise "primarily non-violent first offenders." The Judiciary's spokesperson used these exact words to describe our function during the July 2006 state shutdown. The submission of Incident Reports that document the horrendous crimes regularly committed by probationers clearly refute the Judiciary's outdated, outmoded, and out of touch view of our profession. One of the many unique aspects about the operation of PANJ is that we are all Probation Officers advocating for Probation Officers. One of PANJ's primary responsibilities is to promote policies that will provide the maximum degree of protection and safety for Probation Officers across New Jersey. In regards to collecting information about the offences probationers commit PANJ is addressing an issue that Judiciary continues to ignore. In the interests of the personal safety of all our members we ask for your cooperation and commitment on this critical issue.

**Portrait of a Professional
From: Brad Fairchild – PANJ First Vice
President – Supervisory Unit**

Standing before 625 of her fellow colleagues at the PANJ Training Institute at the Tump Plaza Atlantic County Senior Probation Officer Deheen Hohman accepted the 2008 John Augustus Award. This honor is regarded as one of the most prestigious awards given by PANJ.

During her distinguished 18 year career in the Atlantic Adult Supervision Unit Deneen has excelled in a number of prominent positions. She was President of her Atlantic PANJ Local for many years and she has served on numerous key PANJ Committees including: Line Officer Negotiations, Finance, Legal, and Dispute Resolution. On a state wide level Deneen was appointed as a Regional Representative, Treasurer, and elected as the Southern Regional Vice President. In her role as Chair of the Conference Program Committee Deneen has a major responsibility as the coordinator of all the workshops at the PANJ Conference. The considerable expansion and development of up to date workshops in recent years that address the ever growing responsibilities of her colleagues is a direct result of Deneen's determined efforts. Deneen's tremendous success in this area is a major contributing factor to why the annual PANJ Training Institute is such a significant accomplishment.

Deneen's organization of the annual Ryan Stroemel Golf Outing is an achievement that few people in any organization can match. The Outing raises money for the son of Probation Officer who was tragically killed in Atlantic County. This event is in its second decade and has generated over \$25,000 which will go to Ryan's college fund.

Deneen's coworkers recognize her many efforts on behalf of her fellow PANJ members in Atlantic County and across the state. Supervisor Roberta Sandro Scull states that "Deneen is always willing to assist others and she has done her very best consistently for Atlantic County Probation Officers".

It should come as no surprise that this outstanding professional who demonstrates such a high level of compassion for her co-workers also gives generously to her community. In her increasingly few spare moments, Deneen has been very active for many years with Cub Scouts, Boy Scouts and youth sports. Co worker Thea Condry adds "Deneen is a very involved mother with two sons and volunteers countless hours to the Boy Scouts and other activities".

The John Augustus Award is given to an individual who has demonstrated outstanding character at the local, regional, and state level and who has brought credit and honor to our profession. Deneen Hohman excels in all these capacities and in addition has displayed an extraordinary capacity for reaching out and lifting up the most vulnerable in her community.

Focus on Consultants By Dwight Covaleskie First Vice President, PCR

During the years PANJ has utilized the services of consultants. Some of our best consultants are retired officers from both the Professional Case Related and Supervisory Units. At present we are privileged to employ services of four outstanding individuals. Peter Savage, a retired Master Probation Officer from Essex County, has been a workhorse of PANJ for the past five plus years. Pete has represented many of our members in discipline hearings as well as some very complex grievance matters.

His credentials include past President of his Essex local, member of PANJ Negotiations Committee, as well as a long term and well respected supporter of PANJ.

Kevin Mooney, a retiree who took an early buy-out several years ago, is another example of a true professional. Kevin is a retired Supervisor/Team Leader in the Middlesex Vicinage. He has been the primary resource for dealing with the numerous and continual attention required in his former vicinage. Many credit his easy-going personality, dedications, yet reasonableness to ease any perception of tension and resolve matters of significance with the TCA's office. He is last year's recipient of PANJ's coveted "Lifetime Achievement Award." He has recently assumed greater responsibility in the Hunterdon, Somerset, and Warren Vicinage as well as Monmouth Vicinage.

We are pleased and fortunate to employ the services of this quality professional. Also, did I mention the fact that Kevin is a former two-term President of PANJ from 1984 through 1987.

Lastly, we have added David Yennior, a former Supervisor in the Essex Vicinage. Dave has held many positions within PANJ and his Local 201. He retired as President of the Essex County Supervisory Unit, the state's largest and most difficult to manage where he had nearly 100% membership. Dave has been PANJ Recording Secretary, a member of the Supervisory Negotiations Committee, served on the Health and Safety Committee, and has been instrumental as one of PANJ's founding fathers in our infancy stages of developing as a Professional Association with collective bargaining rights.

Dave is a true asset to our association and a credit to our profession.

PANJ President, George P. Christie, recognizes the importance of our consultants and the valued experience and stability they bring to PANJ. You cannot buy this type of experience and knowledge at any price. At all times PANJ

will strive to provide the most experienced and quality services to our membership. PANJ believes by the extensive use of the consultants we can continue to provide the high degree of representation our members are accustomed. At the same time PANJ is conserving our resources by keeping legal cost under control.

Neil Elsasser, recently retired First Vice President of the Supervisory Unit, after a short rest and travel to Sicily, has returned and accepted a position offered as another PANJ Consultant of vaulted experience and an untapped resource for PANJ's benefit. We are pleased to have Neil on board.

PANJ Building Progresses By Peter A. Tortoreto Executive Assistant to the President

The Probation Association of New Jersey along with our realtors and contractors has been working diligently on our plans to break ground on our contracted new location on Route 34, Wall Township Monmouth County this spring. Recent setbacks and delays have not deterred us in our efforts to move this project forward. The dwelling has about 3,000 square feet along with a basement, and attic which will be used for storage.

After years in the planning along with some great financial managing from PANJ Financial Chairperson, this project is getting closer to commencement and ultimately completion. The plans call for a huge conference room in which can be used for Executive Board Meetings as well as breakout training/conference rooms, the Presidential Office, Administrative Assistants office (Lisa & Fran), Offices for the First Vice Presidents, Financial Office, EAP Office, Business Managers Office, kitchenette as well as a walk up attic for storage and a accessible basement from the outside.

Long time PANJ Administrative Assistant Frances Hopps has chosen the color of the siding and roof on April 14, 2009 which were the final documents needed for submission to the Wall Township zoning board. We should have a hearing date of the zoning board meeting and approval in the next few weeks and then the project will get underway.

After fifteen (15) years as President, George P. Christie is pleased that we will finally have a permanent home and one that we can be proud to call our home. The PANJ Happy Family all under one roof working together for the benefit of all is our goal.

**These Are Times That Will Try
Our Souls Negotiation Team
By Brad Fairchild, First Vice President, Supervisory Unit**

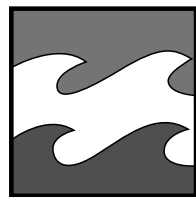
The current state budget drama is a fiscal crisis that is without precedent in the recent history of the Garden State. Unfortunately the crisis has also produced an assault upon the hard earned benefits and wages that Probation Officers and Supervisors have fought years to achieve.

The negative economic impact of wage reductions through massive furloughs, wage freezes, and layoffs for 10,000 Judicial staff, would be substantial to each family and individual. PANJ is committed to fighting to retain our benefits which once lost, will be incredibly difficult to recover in the future.

In response to the State's proposal PANJ filed litigation in the Appellate Court and an Unfair Labor Practice charge at PERC. This action, in conjunction with similar actions by other state unions, is not a statement that PANJ rejects all requests for sacrifice in tough economic times, but PANJ believes that sacrifices should be fair and administered equitably.

PANJ has also been responding to the many questions and concerns expressed by members during the crisis by regularly posting updates on our Web Site www.panj.org, distributing and reviewing responses to surveys, and by many county meetings conducted by PANJ President George Christie.

In providing his continued strong unifying presence and leadership, George has answered hundreds of questions and inquiries about how PANJ is protecting the interests of all Probation Officers and Supervisors across New Jersey.



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