



## **Probation Association of New Jersey**

*Serving New Jersey Since 1904*

*An affiliate of the American Probation and Parole Association*

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### ***Terms of PANJ Case-Related Professional Contract***

- The contract will cover 7/1/2016 through 6/30/2020.
- PANJ CRP and Judiciary agree to commence negotiations for a successor contract in July 2019.

### ***Salary***

Across the Board Increases

- 2% increase to base effective 7/1/2018 for all employees.
- 2% increase to base effective 7/1/2019 for all employees.
- These are permanent increases to base for all employees that will apply to the minimum, maximum and maximum 2 of the salary guides. The increases will carry forward and compound.

### ***Bonus***

- \$650 lump sum bonus (not added to base salary) paid in December 2018 for employees who have been at Max2 for at least three complete years as of April 30, 2018.

### ***Salary Progression***

- Progression increases shall be paid retroactively to eligible employees as of the dates they were due in January 2017 and January 2018.
- Effective pay period 2 of each calendar year, employees who have at least one year of service as of 12/31 shall have annual base salary increased by 3.0% or to the maximum of the range.

### ***Health Benefits***

- No change to Chapter 78 employee health care contributions.
- However, during the life of this contract, the parties agree to reopen negotiations on health benefits, in the event that changes are made by the State of NJ, such as a change to Chapter 78 or to health plans. This would allow PANJ CRP to reopen negotiations on healthcare, rather than waiting until 2020.

### ***Retroactivity***

- All retroactive moneys payable under the MOA shall be paid within 90 days of ratification.
- Retro pay shall be issued as a separate payment from regular payroll checks.
- Retro pay shall apply to employees who remain on a State payroll on the date of the retroactive payment and employees who retire or die during the period of retroactive application.
- There will be no deduction of Chapter 78 health care contributions from retroactive pay. Other deductions (taxes, pension, FICA, etc.) will be deducted from retroactive pay.

### ***Statewide Labor-Management Committee on Attire***

- PANJ CRP and the Judiciary recognize that employees and Management each have concerns pertaining to appropriate and safe work attire. The parties have agreed to form a committee to address these issues.

### ***Discipline***

- First Written Reprimand will not be considered in deciding level of discipline for subsequent infractions of the same charge if there are 18 months with no other discipline.
- This provision does not preclude the parties from agreeing to a settlement which removes any written reprimand from an employee's file.

### ***Hours of Work***

- The hours of work will be protected and remain unchanged for the CRP Unit.

We are in the process of scheduling regional meetings to explain the terms of the agreement. Notice will be forthcoming regarding dates and ratification.