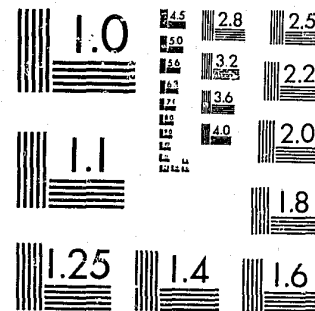


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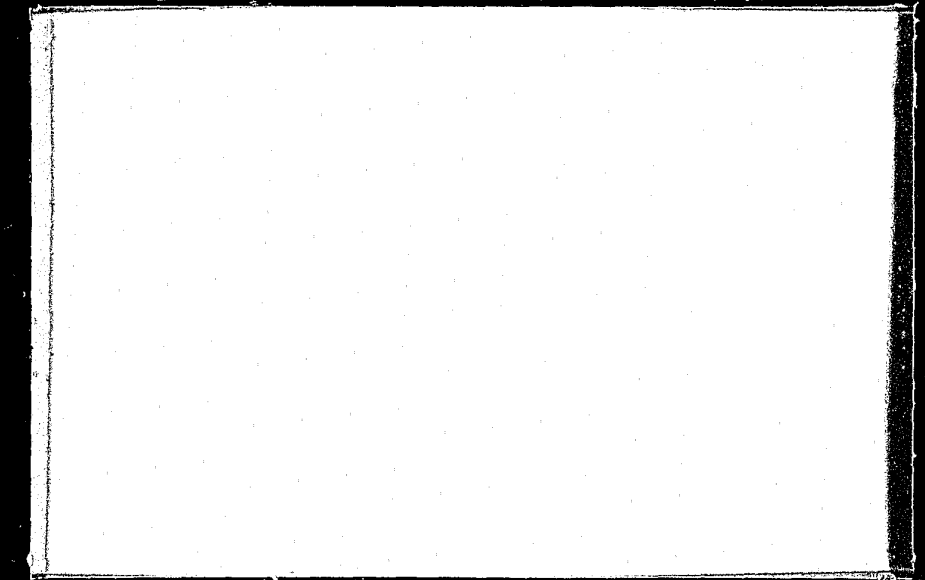
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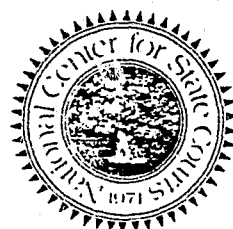
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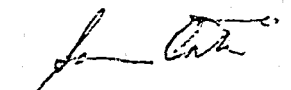
September 15, 1978

Mr. John Ritchie
Director of Employee Relations
Supreme Judicial Court
New Courthouse
No. 2 Van Mezzanine
Boston, MA 02108

Dear John:

Enclosed for your review and consideration is a report entitled Selected Salary Data: Massachusetts Judicial Department. The report was prepared by Cynthia Easterling of our staff who, as you will see, has gathered a great deal of information on the subjects which you requested. If we may provide any further information please call upon us.

Very truly yours,


Samuel Domenic Conti

SDC/jh
Enclosure

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APPENDIX I: Selected Job Descriptions

APPENDIX II: Comparison of Court Officer/Probation Officer Benefits, Wages and Reimbursements in Selected States

A. COURTS OF THE COMMONWEALTH SALARY HISTORY

Source: G.L.C. 211 §22
St. 1978 c.478 §102

Supreme Judicial Court
1967 - 1979

<u>Year</u>	<u>Chief Justice</u>	<u>Associate Justice</u>
1967	\$30,800	\$29,700
1-1-69	35,000	33,800
1-1-73	39,700	38,407
1-1-74	42,236	40,788
7-1-76	42,536	41,088
1-1-77	42,786	41,338
4-1-77	43,086	41,638
7-31-77	44,563	43,079
1-1-78	45,088	43,604
7-1-79	52,000	50,000

Source: G.L. 211-A §2
St. 1978 c.478 §105

Appeals Court (Approved July 17, 1972)

<u>Year</u>	<u>Chief Justice</u>	<u>Associate Justice</u>
1972	\$32,500	\$31,300
1-1-73	36,930	35,566
1-1-74	39,220	37,771
7-1-76	39,520	38,070
1-1-77	39,770	38,321
4-1-77	40,070	38,621
7-1-78	47,000	45,000

Source: G.L. 212 §27
St. 1978 c.478 §11f

Superior Court			
Year	Chief Justice	Associate Justice	
1967	\$27,500	\$26,400	
1-1-69	31,300	30,000	
1-1-73	35,566	34,089	
1-1-74	37,771	36,203	
7-1-76	38,071	36,503	
1-1-77	38,321	36,753	
4-1-77	38,621	37,053	
7-31-77	39,987	38,379	
	Chief Administrative Justice	Administrative Justice	Associate Justice
7-1-79	\$47,000	\$44,500	\$42,500

Source: G.L. 218 §76
St. 1978 c.478 §113

Boston Juvenile Court

Year	Justice		
1967	\$22,000		
1-1-69	26,300		
1-1-73	29,885		
7-1-76	32,038		
1-1-77	32,288		
4-1-77	32,588		
7-31-77	33,803		
	Chief Administrative Justice	Administrative Justice	Administrative Justice
7-1-77	\$47,000	\$44,500	\$42,500

Source: G.L.C. 218 §76A
St. 1978c. 478 §113

Worcester, Bristol and Springfield Juvenile Courts

<u>Year</u>	<u>Justice</u>
1969 (Worcester & Springfield established)	\$22,000
1-1-72 (Bristol established)	22,000
1-1-73	24,999
6-1-74	26,549
7-1-76	30,468
1-1-77	30,718
4-1-77	31,018
7-31-77	32,193

	<u>Chief Administrative Justice</u>	<u>Administrative Justice</u>	<u>Associate Justice</u>
7-1-79	\$47,000	\$44,500	\$42,500

Source: G.L.C. 218 §75
St. 1978c. 478 §113

Municipal Court of Boston

<u>Year</u>	<u>Chief Justice</u>	<u>Associate Justice</u>
1967	\$23,100	\$22,000
1-1-69	26,300	25,000
1-1-73	29,885	28,407
1-1-74	31,738	31,068
7-1-76	32,038	30,468
1-1-77	32,288	30,718
4-1-77	32,588	31,018
7-31-77	33,803	32,193

	<u>Chief Administrative Justice</u>	<u>Administrative Justice</u>	<u>Associate Justice</u>
7-1-79	\$47,000	\$44,500	\$42,500

Source: G.L. 218 §774
St. 1978c.478 §113

District Courts

<u>Year</u>	<u>Justice</u>		
1967	\$22,000		
1-1-69	25,000		
1-1-73	28,407		
1-1-74	30,168		
7-1-76	30,468		
1-1-77	30,718		
4-1-77	31,018		
7-31-77	32,718		
	<u>Chief Administrative Justice</u>	<u>Administrative Justice</u>	<u>Associate Justice</u>
7-1-79	\$47,000	\$44,500	\$42,500

Source: G.L.C. 185 §14
St. 1978c.478 §113

Land Court

<u>Year</u>	<u>Judge</u>		
1967	\$26,400		
1-1-69	30,000		
1-1-73	34,089		
1-1-74	36,203		
7-1-76	36,503		
1-1-77	36,753		
4-1-77	37,053		
7-31-77	38,379		
	(St. 1978c.478§113)		
	<u>Chief Administrative Justice</u>	<u>Administrative Justice</u>	<u>Associate Justice</u>
7-1-79	\$47,000	\$44,500	\$42,500

Source: G.L.C. 217§34
St.1978c.978 §113

Probate Courts

<u>Date Effective</u>	<u>County</u>	<u>Judge</u>	<u>Chief Judge</u>	
1-1-67	Suffolk, Middlesex, Norfolk	\$23,000	\$24,100	
	Worcester, Essex	22,000	24,100	
	Hampden, Bristol, Plymouth	20,900	24,100	
	Barnstable, Berkshire, Franklin, Hampshire	18,700	24,100	
	Dukes, Nantucket	8,250		
1-1-69	Major Counties	26,300	27,300	
	Dukes, Nantucket	9,400		
1-1-71	Major Counties (Nantucket reclassified)	26,300	27,300	
	Dukes	9,400		
1-1-73	Major Counties	29,885	31,021	
	Dukes	10,681		
1-1-74	Major Counties	31,738	32,944	
	Dukes	11,343		
1-1-75	Dukes (reclassified to major county)	31,738		
7-1-76	Major Counties	32,038	33,244	
	Dukes	11,643		
1-1-77	Major Counties	32,288	33,494	
	Dukes	11,893		
4-1-77	Major Counties	32,588	33,794	
	Dukes	12,193		
7-31-77	Major Counties	33,803	35,039	
	Dukes	12,898		
		<u>Chief Administrator Judge</u>	<u>Administrative Judge</u>	<u>Associate Judge</u>
7-1-79	All Counties	\$47,000	\$44,500	\$42,500

B. CLERKS OF COURT

Source: G.L. 221 §93
St. 1978 c.478 §258

Supreme Judicial Court - Clerk for the Commonwealth
1967 - 1979

Year	Associate Justice	Percentage *	Clerk
1967	\$29,700	75%	\$22,275
1-1-69	33,800	75%	25,350
1-1-73	38,407	75%	28,805.25
1-1-74	40,788	75%	30,591
7-1-76	41,088	75%	30,816
1-1-77	41,338	75%	31,041
4-1-77	41,638	75%	31,228.50
7-31-77	43,079	75%	32,309.25
10-1-78	43,604	75%	32,703
7-1-79	50,000	75%	37,500

* Percentage shown is the ratio of the salary of the Clerk of the Commonwealth to that of an Associate Justice of the Supreme Judicial Court.

Source: G.L. c.221 §94
St. 1978 c.478 §258

Supreme Judicial Court - Clerk for Suffolk County
1967 - 1979

Year	Associate Justice	Clerk (% of Associate Justice)	First Assistant	Second Assistant	Other Assistants
1967	\$29,700	75% (22,275)	75% of clerk	60% of clerk	--
1-1-68	29,700	75% (22,275)	85% of clerk	75% of clerk	65% of clerk
1-1-69	33,800	75% (25,350)			
1-1-73	38,407	75% (28,805.25)			
1-1-74	40,788	75% (30,591)	70% of assoc. justice	70% of assoc. justice	60% of assoc. justice
7-1-76	41,088	75% (30,816)			
1-1-77	41,338	75% (31,041)			
4-1-77	41,638	75% (31,228.50)			
7-31-77	43,079	75.76% (32,636.65)	70.9% of assoc. justice	70.9% of assoc. justice	61.22% of assoc. justice
10-1-78	43,604	76.03% (33,152.12)	71.23% of assoc. justice	71.23% of assoc. justice	61.67% of assoc. justice
7-1-79	50,000	75% (37,500)	70% of assoc. justice	70% of assoc. justice	60% of assoc. justice

Source: G.L. 221 §93
St. 1978 c.478 §258

Clerk of Court
Superior Court for Suffolk County
1967 - 1979

Date Effective	Clerk	First Assistant	Second Assistant	Other Assistants
1-1-67	\$20,757	80% *	--	--
1-1-68	20,757	85%	75%	60%
1-1-69	23,240	80%	75%	60%
7-1-72	25,564	80%	75%	65%
7-1-73	25,564	80%	75%	70%
1-1-74	27,149	80%	75%	70%
7-1-76	27,999	\$22,569	\$21,211	\$19,854.30
7-31-77	29,099	23,533	22,141	20,750
10-1-78	29,624	24,058	22,666	21,275
7-1-79	33,000	87.5%	85%	80-70%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Middlesex County
1967 - 1979

Date Effective	Clerk	First Assistant	Second Assistant	Assistant
1-1-67	\$20,757	75% *	60%	55%
1-1-69	23,240			
1-1-70	23,240	80%	75%	60%
1-1-72	25,564			
7-1-76	27,999	\$22,569	\$21,211.75	\$19,854.30
7-31-77	27,999	23,533	22,141	20,750
10-1-78	29,624	24,058	22,666	21,275
7-1-79	33,000	87.5%	85%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Worcester County
1967 - 1979

Date Effective	Clerk	First Assistant	Second Assistant	Assistant
1-1-67	\$19,377	75% *	60%	55%
1-1-69	21,702			
1-1-70	21,702	75%	65%	55%
1-1-72	23,872	80%	75%	65%
7-1-76	26,202	\$21,131	\$19,864	\$18,596.40
7-31-77	27,257	22,059	20,761	19,461
10-1-78	27,782	22,584	21,286	19,986
7-1-79	32,000	87.5%	85%	80%-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Hampden County
1967 - 1979

Date Effective	Clerk	First Assistant	Second Assistant	Assistant
1-1-67	\$17,997	75% *	60%	55%
1-1-69	20,156			
1-1-70	20,156	75%	65%	55%
1-1-72	22,171	80%	75%	65%
7-1-76	24,396	\$19,686.80	\$18,509.50	\$17,332.20
7-31-77	25,406	20,579	19,373	18,165
10-1-78	25,931	21,104	19,898	18,690
7-1-79	32,000	87.5%	85%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Essex County
1967 - 1979

<u>Date Effective</u>	<u>Clerk</u>	<u>First Assistant</u>	<u>Second Assistant</u>	<u>Assistant</u>
1-1-67	\$20,757	75% *	60%	55%
1-1-69	21,702			
1-1-70	21,702	75%	65%	55%
1-1-72	23,872	80%	75%	65%
7-1-76	26,202	\$21,131	\$19,864	\$18,596.40
7-31-77	27,257	22,059	20,761	19,461
10-1-78	27,782	22,584	21,286	19,986
7-1-79	32,000	87.5%	80%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Bristol County
1967 - 1979

<u>Date Effective</u>	<u>Clerk</u>	<u>First Assistant</u>	<u>Second Assistant</u>	<u>Assistant</u>
1-1-67	\$17,997	75% *	60%	55%
1-1-69	20,156			
1-1-70	20,156	75%	65%	55%
1-1-72	22,171	80%	75%	65%
7-1-76	24,396	\$19,686.80	\$18,509.50	\$17,332.20
7-31-77	25,406	20,579	19,373	18,165
10-1-78	25,931	21,104	19,898	18,690
7-1-79	32,000	87.5%	85%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Norfolk County
1967 - 1979

<u>Date Effective</u>	<u>Clerk</u>	<u>First Assistant</u>	<u>Second Assistant</u>	<u>Assistant</u>
1-1-67	\$19,377	75% *	60%	55%
1-1-69	21,702			
1-1-70	21,702	75%	65%	55%
1-1-72	23,872	80%	75%	65%
7-1-76	26,202	\$21,131	\$19,864	\$18,596.40
7-31-77	27,257	22,059	20,761	19,461
10-1-78	27,782	22,584	21,286	19,986
7-1-79	32,000	87.5%	85%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Berkshire County
1967 - 1979

<u>Date Effective</u>	<u>Clerk</u>	<u>First Assistant</u>	<u>Second Assistant</u>	<u>Assistant</u>
1-1-67	\$17,997	75% *	60%	55%
1-1-69	13,974			
1-1-70	17,500	80%	75%	60%
1-1-72	19,250			
7-1-76	\$21,293	\$17,204.40	\$16,182.25	\$15,160.10
7-31-77	22,225	18,034	16,987	15,939
10-1-78	22,750	18,559	17,512	16,464
7-1-79	26,000	87.5%	85%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court Superior Court for Plymouth County 1967 - 1979				
<u>Date Effective</u>	<u>Clerk</u>	<u>First Assistant</u>	<u>Second Assistant</u>	<u>Assistant</u>
1-1-67	\$15,237	75% *	60%	55%
1-1-69	17,065			
1-1-70	19,800	80%	75%	60%
1-1-72	21,780			
7-1-76	23,980	\$19,354	\$18,197.50	\$17,041
7-31-77	24,980	20,238	19,053	17,867
10-1-78	25,505	20,763	19,578	18,392
7-1-79	32,000	87.5%	85%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court Superior Court for Barnstable County 1967 - 1979				
<u>Date Effective</u>	<u>Clerk</u>	<u>First Assistant</u>	<u>Second Assistant</u>	<u>Assistant</u>
1-1-67	\$11,097	75% *	60%	55%
1-1-69	12,429			
1-1-70	15,500	80%	75%	60%
1-1-72	17,050			
7-1-76	18,957	\$15,335.60	\$14,430.25	\$13,524.90
7-31-77	19,831	16,119	15,191	14,263.90
10-1-78	20,356	16,644	15,716	14,788
7-1-79	26,000	87.5%	85%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Franklin County
1967 - 1979

Date Effective	Clerk	First Assistant	Second Assistant	Assistant
1-1-67	\$11,097	75%*	60%	55%
1-1-69	12,429			
1-1-70	15,500	80%	75%	60%
1-1-72	17,050			
7-1-76	18,957	\$15,335.60	\$14,430.25	\$13,524.90
7-31-77	19,831	16,119	15,191	14,263.90
10-1-78	20,356	16,644	15,716	14,788
7-1-79	26,000	87.5%	85%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Hampshire County
1967 - 1979

Date Effective	Clerk	First Assistant	Second Assistant	Assistant
1-1-67	\$11,097	75%*	60%	55%
1-1-69	12,429			
1-1-70	15,500	80%	75%	60%
1-1-72	17,050			
7-1-76	\$21,293	\$17,204.40	\$16,182.25	\$15,160.10
7-31-77	22,225	18,034	16,987	15,939
10-1-78	22,750	18,559	17,512	16,464
7-1-79	26,000	87.5%	85%	80-75%

* Percentages shown are ratios of assistant clerks to clerk salaries. In several years the relations are expressed in dollar amounts indicating a legislative departure from the ratio basis of salary differential.

Source: G.L. 221 §94
St. 1978 c.478 §258

Clerk of Court
Superior Court for Dukes & Nantucket Counties
1967 - 1979

<u>Date Effective</u>	<u>Clerk</u>	<u>First Assistant</u>	<u>Second Assistant</u>	<u>Assistant</u>
1-1-67	\$ 5,577	--	--	--
1-1-69	6,617	--	--	--
1-1-70	7,500	--	--	--
1-1-72	8,250	--	--	--
7-1-76	9,611	--	--	--
7-31-77	10,263.90	--	--	--
10-1-78	10,776	--	--	--
7-1-79	15,750	--	--	--

C. COURT OFFICERS (EXCLUDING SUFFOLK COUNTY)

Source: 1978 Budget

Court Officer Ratings Summary
(excluding Suffolk County)

<u>Title</u>	<u>Ratings</u>
Chief Court Officer	14-6 15-4, 15-7 17-7 20-7
Assistant Chief Court Officer	16-7 17-7 19-7
Supervising Court Officer	15-4, 15-5, 15-6, 15-7 16-3, 16-5, 16-7
Assistant Supervising Officer	14-3, 14-4 15-7
Court Officer	9-2 10-7 13-1, 13-2, 13-3, 13-4, 13-5, 13-6, 13-7 14-7 15-2, 15-3, 15-4, 15-5, 15-6, 15-7 16-1, 16-2, 16-3, 16-4, 16-5, 16-7 17-7 18-4, 18-7
Transportation Officer	13-1, 13-3, 13-4, 13-5
Messengers	14-1 15-1, 15-4, 15-7
Jury Officer	18-4 + \$600, 18-7 + \$500

Source: 1978 Budget

Chief Court Officer Ratings
(excluding Suffolk County)

<u>County</u>	<u>Court</u>	<u>Rating</u>
Hampden	Springfield Juvenile Court	14-6
Middlesex	First District Court of Southern Middlesex-Framingham District Court of Somerville Superior Court First District Court of Eastern Middlesex-Malden	15-4 15-7 20-7 15-7
Norfolk	District Court of East Norfolk Superior Court	15-4 17-7
Worcester	Central District Court at Worcester	15-7

Assistant Chief Court Officer Ratings
(excluding Suffolk County)

Middlesex	Superior Court	19-7 (deputy chief) 17-7 (assistant deputy chief)
Norfolk	Superior Court	16-7

Source: 1978 Budget

Supervising Officer Ratings
(excluding Suffolk County)

<u>County</u>	<u>Court</u>	<u>Rating</u>
Essex	District Court of Lawrence	15-4
Hampden	District Court of Springfield	16-7
Middlesex	Third District Court of Eastern Middlesex - Cambridge Superior Court	15-7 16-3 16-5 15-6 15-6
Norfolk	Second District Court of Eastern Middlesex - Waltham Fourth District Court of Eastern Middlesex - Woburn	
Plymouth	Municipal Court of Brookline	15-5
	Second District Court at Hingham	15-7

Assistant Supervising Officer Ratings
(excluding Suffolk County)

Hampden	District Court of Springfield	14-3 14-4 15-7
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Source: 1978 Budget

Court Officer Ratings
(excluding Suffolk County)

<u>County</u>	<u>Court</u>	<u>Rating</u>
Barnstable	First District Court of Barnstable	13-2 13-3 13-4 13-6 13-4 13-6
	Second District Court at Orleans	
Berkshire	District Court of Central Berkshire District Court of Northern Berkshire	13-4 13-4
Bristol	First District Court at Taunton Second District Court at Fall River Third District Court at New Bedford	13-3 13-4 13-4 13-6 13-7 13-4 13-2 13-7
	Fourth District Court at Attleboro Bristol County Juvenile Court	
Dukes	District Court at Edgartown	9-2 (½ time)
Essex	First District Court at Salem	13-6 13-7 13-1
	Second District Court at Amesbury Third District Court at Ipswich District Court of Lawrence	(part time-not specified) 13-3 13-6 13-3 13-2 13-3 13-5 13-6
	District Court of Peabody District Court of Southern Essex - Lynn	13-2 13-7 14-7
	Central District Court of Northern Essex - Haverhill	
	Probate Court	
Franklin	District Court of Franklin at Greenfield	10-7
Hampden	District Court of Holyoke District Court of Western Hampden - Westfield District Court of East Hampden District Court of Springfield	13-7 13-4 13-7 10-7 13-3 13-4 13-7 14-7 15-2 13-7 18-4 18-7
	Probate Court Housing Court Springfield Juvenile Court Superior Court	

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Hampshire	District Court of Northampton	13-5 13-7
Middlesex	First District Court of East Middlesex - Malden	13-4 13-6 13-7
	First District Court of Southern Middlesex - Framingham	13-5 13-7
	First District Court of Northern Middlesex - Ayer	13-5 13-6
	Second District Court of Eastern Middlesex - Waltham	13-3 13-4 13-7
	Third District Court of Eastern Middlesex - Cambridge	13-6
	Fourth District Court of Eastern Middlesex - Woburn	13-7
	District Court of Central Middlesex - Concord	13-6, 13-7
	District Court of Marlborough	13-6 13-7
	District Court of Natick	13-7
	District Court of Somerville	13-1 13-2 13-3 13-4 13-7
	Superior Court	16-1 16-2 16-3 16-4 16-5 16-7
Nantucket	District Court of Nantucket	(part time-not specified)
Norfolk	District Court of East Norfolk	13-3 13-5 13-6 13-7
	District Court of Western Norfolk - Wrentham	13-1 13-6
	District Court of Southern Norfolk - Stoughton	13-3
	Municipal Court of Brookline	13-2 13-4
	Probate Court	15-5 17-7
	Superior Court	15-3 15-4 15-5

Plymouth	Second District Court at Hingham	13-1 13-6 13-7
	Third District Court	13-1 13-4 13-7
	Fourth District Court at West Wareham	13-1 15-4
	District Court of Brockton	13-4 13-6 13-7
	Probate Court	15-2 15-6 15-7
Worcester	First District Court of Northern Worcester - Gardner and Athol	13-2 13-4
	Second District Court of Southern Worcester	13-1
	Central District Court at Worcester	13-4
	Third District Court at Milford	13-7
	District Court of Leominster	13-1
	District Court of Western Worcester - North Brookfield	13-5
	District Court of Fitchburg	13-7

Source: 1978 Budget

Transportation Officer Ratings
(excluding Suffolk County)

<u>County</u>	<u>Court</u>	<u>Rating</u>
Bristol	Second District Court at Fall River	13-1
	Bristol County Juvenile Court	13-1
		13-3
Hampden	District Court of Holyoke	13-1
	District Court of East Hampden	13-3
	Housing Court	13-1
Middlesex	First District Court of Eastern Middlesex - Malden	13-4
	Third District Court of Eastern Middlesex - Cambridge	13-1
		13-4
	First District Court of Southern Middlesex - Framingham	13-5
Norfolk	District Court of East Norfolk	13-1
	District Court of Southern Norfolk - Stoughton	13-1
	District Court of Western Norfolk - Wrentham	13-1
	District Court of Brockton	13-1
Worcester	First District Court of Northern Worcester - Gardner and Athol	13-1

Source: 1978 Budget

Messenger Ratings
(excluding Suffolk County)

<u>County</u>	<u>Court</u>	<u>Rating</u>
Essex	Probate Court	14-1
Norfolk	Probate Court	
Plymouth		15-4
	Probate Court	15-7
		15-1

Source: 1978 Budget

Jury Officer Ratings
(excluding Suffolk County)

<u>County</u>	<u>Court</u>	<u>Rating</u>
Hampden	Superior Court	18-7 + \$600
Middlesex	Superior Court	18-7 + \$500
		section 20A

Group 9 (Court Officers)

Source: General Law C.35 §51B

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$5,241.60	\$5,473.00	\$5,704.40	\$5,935.80	\$6,167.20	\$6,398.60	\$6,630.00	\$231.40
1-1-69	6,281.60	6,513.00	6,744.40	6,975.80	7,207.20	7,438.60	7,670.00	231.40
1-1-71	6,658.60	6,903.00	7,147.40	7,391.80	7,636.20	7,880.60	8,125.00	244.40
1-1-72	6,944.60	7,199.40	7,454.20	7,709.00	7,963.20	8,218.60	8,473.40	254.80
1-1-73	7,173.40	7,436.00	7,698.60	7,961.20	8,223.80	8,486.40	8,749.00	262.60
1-1-74	7,618.00	7,898.80	8,179.60	8,460.40	8,741.20	9,022.00	9,302.80	280.80
7-1-76	7,918.00	8,198.80	8,479.60	8,760.40	9,041.20	9,322.00	9,602.80	280.80
1-1-77	8,168.00	8,448.80	8,729.60	9,010.40	9,291.20	9,572.00	9,852.80	280.80
4-1-77	8,468.00	8,748.80	9,029.60	9,310.40	9,591.20	9,872.00	10,152.80	280.80

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Salary Grades and Steps by Year
1967 - 1977

Group 9 (Court Officers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$5,241.60 19.84%*	\$6,630.00 15.68%*
1-1-69	6,281.60 6.00%	7,670.00 5.93%
1-1-71	6,658.60 4.30%	8,125.00 4.29%
1-1-72	6,944.60 3.30%	8,473.40 3.25%
1-1-73	7,173.40 6.20%	8,749.00 6.33%
1-1-74	7,618.00 3.94%	9,302.80 3.23%
7-1-76	7,918.00 3.16%	9,602.80 2.60%
1-1-77	8,168.00 3.67%	9,852.80 3.05%
4-1-77	8,468.00	10,152.80

* Percent increase at next effective date.

Group 10 (Court Officers)

Source: General Law C.35 §51B

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Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$5,590.00	\$5,837.00	\$ 6,084.00	\$6,331.00	\$6,578.00	\$6,825.00	\$7,072.00	\$247.00
1-1-69	6,630.00	6,877.00	7,124.00	7,371.00	7,618.00	7,865.00	8,112.00	247.00
1-1-71	7,027.80	7,290.40	7,533.00	7,815.60	8,078.20	8,340.80	8,603.40	262.60
1-1-72	7,329.40	7,602.40	7,875.40	8,148.40	8,421.40	8,694.40	8,967.40	273.00
1-1-73	7,571.20	7,852.00	8,132.80	8,413.60	8,694.40	8,975.20	9,256.00	280.80
1-1-74	8,041.80	8,340.80	8,639.80	8,938.80	9,237.80	9,536.80	9,835.80	299.00
7-1-76	8,341.80	8,640.80	8,939.80	9,238.80	9,537.80	9,836.80	10,135.80	299.00
1-1-77	8,591.80	8,890.80	9,189.80	9,488.80	9,787.80	10,086.80	10,385.80	299.00
4-1-77	8,891.80	9,190.80	9,489.80	9,788.80	10,087.80	10,386.80	10,685.80	299.00

Salary Grades and Steps by Year
1967 - 1977

Group 10 (Court Officers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$5,590.00 18.60%*	\$7,072.00 14.71%*
1-1-69	6,630.00 6.00%	8,112.00 6.06%
1-1-71	7,027.80 4.30%	8,603.40 4.23%
1-1-72	7,329.40 3.30%	8,967.40 3.22%
1-1-73	7,571.20 6.22%	9,256.00 6.26%
1-1-74	8,041.80 3.73%	9,835.80 3.05%
7-1-76	8,341.80 3.00%	10,135.80 2.47%
1-1-77	8,591.80 3.49%	10,385.80 2.89%
4-1-77	8,891.80	10,685.80

* Percent increase at next effective date.

Group 13 (Court Officers, Transportation Officers)

Source: General Law C.35 §51B

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$6,895.20	\$7,191.60	\$7,488.00	\$7,784.40	\$8,080.80	\$8,377.20	\$8,673.60	\$296.40
1-1-69	7,935.20	8,231.60	8,528.00	8,824.40	9,120.80	9,417.20	9,713.60	296.40
1-1-71	8,411.00	8,725.60	9,040.20	9,354.80	9,669.40	9,984.00	10,298.60	314.60
1-1-72	8,772.40	9,100.00	9,427.60	9,755.20	10,082.80	10,410.40	10,738.00	327.60
1-1-73	9,061.00	9,399.00	9,737.00	10,075.00	10,413.00	10,751.00	11,089.00	338.00
1-1-74	9,622.60	9,981.40	10,340.20	10,699.00	11,057.80	11,416.00	11,775.40	358.80
7-1-76	9,922.60	10,281.40	10,640.20	10,999.00	11,357.80	11,716.60	12,075.40	358.80
1-1-77	10,172.60	10,531.40	10,890.20	11,249.00	11,607.80	11,966.60	12,325.40	328.80
4-1-77	10,472.60	10,831.40	11,190.20	11,549.00	11,907.80	12,266.60	12,625.40	358.80

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Salary Grades and Steps by Year
1967 - 1977

Group 13 (Court Officers,
Transportation Officers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$6,895.20 15.08% *	\$ 8,673.60 12.00% *
1-1-69	7,935.20 6.00%	9,713.60 6.02%
1-1-71	8,411.00 4.30%	10,298.60 4.27%
1-1-72	8,772.40 3.29%	10,738.00 3.27%
1-1-73	9,061.00 6.20%	11,089.00 6.19%
1-1-74	9,622.60 3.12%	11,775.40 2.55%
7-1-76	9,922.60 2.52%	12,075.40 2.07%
1-1-77	10,172.60 2.95%	12,325.40 2.43%
4-1-77	10,472.60	12,625.40

* Percent increase at next effective date.

Group 14 (Chief Court Officers, Assistant Supervising Officers,
Court Officers, Messengers)

Source: General Law C.35 §51B

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$7,391.80	\$7,722.00	\$8,052.20	\$8,382.40	\$8,712.60	\$9,042.80	\$9,373.00	\$330.20
1-1-69	8,431.80	8,777.60	9,123.40	9,469.20	9,815.00	10,160.80	10,506.60	345.80
1-1-71	8,938.80	9,305.40	9,672.00	10,038.60	10,405.20	10,771.80	11,138.40	366.60
1-1-72	9,323.60	9,705.80	10,088.00	10,470.20	10,852.40	11,234.60	11,616.80	382.20
1-1-73	9,630.40	10,025.60	10,420.80	10,816.00	11,211.20	11,606.40	12,001.60	395.20
1-1-74	10,228.40	10,649.60	11,070.80	11,492.00	11,913.20	12,334.40	12,755.60	421.20
7-1-76	10,528.40	10,949.60	11,370.80	11,792.00	12,213.20	12,634.40	13,055.60	421.20
1-1-77	10,778.40	11,199.60	11,620.80	12,042.00	12,463.20	12,884.40	13,305.60	421.20
4-1-77	11,078.40	11,499.60	11,920.80	12,342.00	12,763.20	13,184.40	13,605.60	421.20

Salary Grades and Steps by Year
1967 - 1977

Group 14 (Chief Court Officers, Assistant Supervising Officers, Court Officers, Messengers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$7,391.80 14.07%*	\$ 9,373.00 12.09%*
1-1-69	8,431.80 6.01%	10,506.60 6.01%
1-1-71	8,938.80 4.31%	11,138.40 4.29%
1-1-72	9,323.60 3.29%	11,616.80 3.31%
1-1-73	9,630.40 6.21%	12,001.60 6.28%
1-1-74	10,228.40 2.93%	12,755.60 2.35%
7-1-76	10,528.40 2.38%	13,055.60 1.91%
1-1-77	10,778.40 2.78%	13,305.60 2.26%
4-1-77	11,078.40	13,605.60

* Percent increase at next effective date.

Group 15 (Chief Court Officers, Supervising Court Officers, Assistant
Supervising Officers, Court Officers, Messengers)

Source: General Law C.35 §51B

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$ 7,937.80	\$ 8,286.20	\$ 8,634.60	\$ 8,983.00	\$ 9,331.40	\$ 9,679.80	\$10,028.20	\$348.40
1-1-69	8,977.80	9,354.80	9,731.81	10,108.80	10,485.80	10,862.80	11,239.80	377.00
1-1-71	9,516.00	9,916.40	10,316.80	10,717.20	11,117.60	11,518.00	11,918.40	400.00
1-1-72	9,924.20	10,342.80	10,761.40	11,180.00	11,598.60	12,017.20	12,435.80	418.60
1-1-73	10,251.80	10,683.40	11,115.00	11,546.60	11,978.20	12,409.80	12,841.40	431.60
1-1-74	10,888.80	11,349.00	11,809.20	12,269.40	12,729.60	13,189.80	13,650.00	460.20
7-1-76	11,188.80	10,649.00	12,109.20	12,569.40	13,029.60	13,489.80	13,950.00	460.20
1-1-77	11,438.80	11,899.00	12,359.20	12,819.40	13,279.60	13,739.80	14,200.00	460.20
4-1-77	11,738.80	12,199.00	12,659.20	13,119.40	13,579.60	14,039.80	14,500.00	460.20

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Salary Grades and Steps by Year
1967 - 1977

Group 15 (Chief Court Officers, Super-
vising Court Officers, Assistant
Supervising Officers, Court Officers,
Messengers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year, 1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$ 7,937.80 13.10%*	\$10,028.20 12.08%*
1-1-69	8,977.80 6.00%	11,239.80 6.04%
1-1-71	9,516.00 4.24%	11,918.40 4.34%
1-1-72	9,924.20 3.30%	12,435.80 3.26%
1-1-73	10,251.80 6.21%	12,841.40 6.30%
1-1-74	10,888.80 2.76%	13,650.00 2.20%
7-1-76	11,188.80 2.23%	13,950.00 1.79%
1-1-77	11,438.80 2.63	14,200.00 2.11%
4-1-77	11,738.80	14,500.00

* Percent increase at next effective date.

Group 16 (Assistant Court Officers, Supervising Court Officers,
Court Officers)

Source: General Law C.35 §51B

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$ 8,499.40	\$ 8,879.00	\$ 9,258.60	\$ 9,638.20	\$10,017.80	\$10,397.40	\$10,777.00	\$379.60
1-1-69	9,539.40	9,963.20	10,387.00	10,810.80	11,234.60	11,658.40	12,082.20	423.80
1-1-71	10,111.40	10,561.20	11,011.00	11,460.80	11,910.60	12,360.40	12,810.20	449.80
1-1-72	10,545.60	11,013.60	11,481.60	11,949.60	12,417.60	12,885.60	13,353.60	468.00
1-1-73	10,894.00	11,377.60	11,861.20	12,344.80	12,828.40	13,312.00	13,795.60	483.60
1-1-74	11,570.00	12,084.80	12,599.60	13,114.40	13,629.20	14,144.00	14,658.80	514.80
7-1-76	11,870.00	12,384.80	12,899.60	13,414.40	13,929.20	14,444.00	14,958.80	514.80
1-1-77	12,120.00	12,634.80	13,149.60	13,664.40	14,179.20	14,694.00	15,208.80	514.80
4-1-77	12,420.00	12,934.80	13,449.60	13,964.40	14,479.20	14,994.00	15,508.80	514.80

Salary Grades and Steps by Year
1967 - 1977

Group 16 (Assistant Court Officers,
Supervising Court Officers,
Court Officers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$ 8,499.40 12.24*	\$10,797.00 12.11%*
1-1-69	9,539.40 6.00%	12,082.20 6.03%
1-1-71	10,111.40 4.29%	12,810.20 4.24%
1-1-72	10,545.60 3.30%	13,353.60 3.31%
1-1-73	10,894.00 6.21%	13,795.60 6.26%
1-1-74	11,570.00 2.60%	14,658.80 3.75%
7-1-76	11,870.00 2.11%	14,958.80 1.67%
1-1-77	12,120.00 2.48%	15,208.80 1.97%
4-1-77	12,420.00	15,508.80

* Percent increase at next effective date.

Group 17 (Chief Court Officers, Assistant Court Officers,
Court Officers)

Source: General Law C.35 §51B

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$ 9,110.40	\$ 9,508.20	\$ 9,906.00	\$10,303.80	\$10,701.60	\$11,099.40	\$11,497.20	\$397.80
1-1-69	10,202.40	10,647.00	11,091.60	11,536.20	11,980.80	12,425.40	12,870.00	444.60
1-1-71	10,813.40	11,284.00	11,754.60	12,225.20	12,695.80	13,166.40	13,637.00	470.60
1-1-72	11,278.80	11,770.20	12,261.60	12,753.00	13,244.40	13,735.80	14,227.20	491.40
1-1-73	11,650.60	12,157.60	12,664.20	13,171.60	13,678.60	14,185.60	14,692.60	507.00
1-1-74	12,373.40	12,911.60	13,449.80	13,988.00	14,526.20	15,064.40	15,602.60	538.20
7-1-76	12,673.40	13,211.60	13,749.80	14,288.00	14,826.20	15,364.40	15,902.60	538.20
1-1-77	12,923.40	13,461.60	13,999.80	14,538.00	15,076.20	15,614.40	16,152.60	538.20
4-1-77	13,223.40	13,761.60	14,299.80	14,838.00	15,376.20	15,914.40	16,452.60	538.20

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Salary Grades and Steps by Year
1967 - 1977

Group 17 (Chief Court Officers,
Assistant Court Officers,
Court Officers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$ 9,110.40 11.99% *	\$11,497.20 11.94% *
1-1-69	10,202.40 5.99%	12,870.00 5.95%
1-1-71	10,813.40 4.30%	13,637.00 4.33%
1-1-72	11,278.80 3.30%	14,227.20 3.27%
1-1-73	11,650.60 6.20%	14,692.60 6.19%
1-1-74	12,373.40 2.43%	15,602.60 1.92%
7-1-76	12,673.40 1.97%	15,902.60 1.57%
1-1-77	12,923.40 2.32%	16,152.60 1.86%
4-1-77	13,223.40	16,452.60

* Percent increase at next effective date.

Group 18 (Court Officers, Jury Officers)

Source: General Law C.35 §51B

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$ 9,607.00	\$10,036.00	\$10,465.00	\$10,894.00	\$11,323.00	\$11,752.00	\$12,181.00	\$429.00
1-1-69	10,758.80	11,239.80	11,720.80	12,201.80	12,682.80	13,163.80	13,644.80	481.00
1-1-71	11,404.60	11,913.20	12,422.80	12,932.40	13,442.00	13,951.60	14,461.20	509.60
1-1-72	11,895.00	12,425.40	12,955.80	13,486.20	14,016.60	14,547.00	15,077.40	539.40
1-1-73	12,287.60	12,836.20	13,384.80	13,933.40	14,482.00	15,030.60	15,579.20	548.60
1-1-74	13,049.40	13,631.80	14,214.20	14,766.60	15,379.00	15,961.40	16,543.80	582.40
7-1-76	13,349.40	13,931.80	14,574.20	15,096.60	15,679.00	16,261.40	16,843.80	582.40
1-1-77	13,599.40	14,181.80	14,764.20	15,346.60	15,929.00	16,511.40	17,093.80	582.40
4-1-77	13,899.40	14,481.80	15,064.20	15,646.60	16,229.00	16,811.40	17,393.80	582.40

Salary Grades and Steps by Year
1967 - 1977

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Group 18 (Court Officers, Jury Officers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$ 9,607.00 * 11.98%	\$12,181.00 * 12.02%
1-1-69	10,758.80 6.00%	13,644.80 5.98%
1-1-71	11,403.60 4.31%	14,461.20 4.26%
1-1-72	11,895.00 3.30%	15,077.40 3.33%
1-1-73	12,287.60 6.20%	15,579.20 6.19%
1-1-74	13,049.40 2.30%	16,543.80 1.81%
7-1-76	13,349.40 1.87%	16,843.80 1.48%
1-1-77	13,599.40 2.20%	17,093.80 1.76%
4-1-77	13,899.40	17,393.80

* Percent increase at next effective date.

Group 19 (Assistant Chief Court Officers)

Source: General Law C.35 §51B

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$10,168.60	\$10,631.40	\$11,094.20	\$11,557.00	\$12,019.80	\$12,482.60	\$12,945.40	\$462.80
1-1-69	11,388.00	11,905.40	12,422.80	12,940.20	13,457.60	13,975.00	14,492.40	517.40
1-1-71	12,071.80	12,620.40	13,169.00	13,717.60	14,266.20	14,814.80	15,363.40	548.60
1-1-72	12,591.80	13,163.80	13,735.80	14,307.80	14,879.80	15,451.80	16,023.80	572.00
1-1-73	13,007.80	13,598.00	14,188.20	14,778.40	15,368.60	15,958.80	16,549.00	590.20
1-1-74	13,813.80	14,440.40	15,067.00	15,693.60	16,320.20	16,946.80	17,573.40	626.60
7-1-76	14,113.80	14,740.40	15,367.00	15,993.60	16,620.20	17,246.80	17,873.40	626.60
1-1-77	14,363.80	14,990.40	15,617.00	16,243.60	16,870.20	17,496.80	18,123.40	626.60
4-1-77	14,663.80	15,290.40	15,917.00	16,543.60	17,170.20	17,796.80	18,423.40	626.60

Salary Grades and Steps by Year
1967 - 1977

Group 19 (Assistant Chief Court Officers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$10,168.60 * 11.99%	\$12,945.40 * 11.95%
1-1-69	11,388.00 6.01%	14,492.40 6.01%
1-1-71	12,071.80 4.21%	15,363.40 4.30%
1-1-72	12,591.80 3.30%	16,023.80 3.28%
1-1-73	13,007.80 6.20%	16,549.00 6.19%
1-1-74	13,813.80 2.17%	17,573.40 1.71%
7-1-76	14,113.80 1.77%	17,873.40 1.40%
1-1-77	14,363.80 2.09%	18,123.40 1.66%
4-1-77	14,663.80	18,423.40

* Percent increase at next effective date.

Group 20 (Chief Court Officers)

Source: General Law C.35 §51B

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
1-1-67	\$10,782.20	\$11,260.60	\$11,739.00	\$12,217.40	\$12,695.80	\$13,174.20	\$13,652.60	\$478.40
1-1-69	12,077.00	11,612.60	13,148.20	13,683.80	14,219.40	14,755.00	15,290.60	535.60
1-1-71	12,802.40	13,369.20	13,936.00	14,502.80	15,069.60	15,636.40	16,203.20	566.80
1-1-72	13,353.60	13,943.80	14,534.00	15,124.20	15,714.40	16,304.60	16,894.80	590.20
1-1-73	13,793.00	14,401.40	15,009.80	15,618.20	16,226.60	16,835.00	17,443.40	608.40
1-1-74	14,648.40	15,295.80	15,943.20	16,590.60	17,238.00	17,885.40	18,532.80	647.40
7-1-76	14,948.40	15,595.80	16,243.20	16,890.60	17,538.00	18,185.40	18,832.80	647.40
1-1-77	15,198.40	15,845.80	16,493.20	17,140.60	17,788.00	18,435.40	19,082.80	647.40
4-1-77	15,498.40	16,145.80	16,793.20	17,440.60	18,088.00	18,735.40	19,382.80	647.40

Salary Grades and Steps by Year
1967 - 1977

Group 20 (Chief Court Officers)

Source: G.L. C.35 §51B

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
1-1-67	\$10,782.20 12.01%*	\$13,652.60 11.00%*
1-1-69	12,077.00 6.01%	15,290.60 5.97%
1-1-71	12,802.40 4.31%	16,203.20 4.27%
1-1-72	13,353.60 3.29%	16,894.80 3.25%
1-1-73	13,793.00 6.20%	17,443.40 6.25%
1-1-74	14,648.40 2.05%	18,532.80 1.62%
7-1-76	14,948.40 1.67%	18,832.80 1.33%
1-1-77	15,198.40 1.97%	19,082.80 1.57%
4-1-77	15,498.40	19,382.80

* Percent increase at next effective date.

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D. SUFFOLK COUNTY COURT OFFICERS

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Source: 1976 Ratings Schedule for
Suffolk County Courts

Suffolk County Court Officers
Rating Schedule

<u>Title</u>	<u>Rating</u>
Chief Court Officer	R-18
First Assistant Chief Deputy Sheriff "for attendance on Superior Court"	R-18
Assistant Chief Court Officer	R-17
Assistant Chief Deputy Sheriff "for attendance on Superior Court"	R-17
Court Officer	R-16
Court Officer "in attendance on Superior Court"	R-16

Positions Without Ratings

<u>Title</u>	<u>Court</u>	<u>Salary (weekly)</u>
Court Officer	Supreme Judicial Court	\$383.28
Court Officer	Probate Court	\$358.10
Messenger	Probate Court	\$358.10
Chief Deputy Sheriff "for attendance on sessions of the Appeals Court"	Appeals Court	not specified
Assistant Chief Deputy Sheriff "for attendance on sessions of the Appeals Court"	Appeals Court	not specified
Court Officer "for attendance on sessions of the Appeals Court"	Appeals Court	not specified

R-16 (Court Officers, Court Officers "in attendance etc.")

Source: City of Boston
Pay Schedule

Salary Grades and Steps (Weekly) by Year, 1968 - 1979

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7-3-68	\$160.50	\$168.50	\$177.00	\$186.00	\$195.50	\$205.50	\$216.00
4-2-69	168.50	177.00	186.00	195.50	205.50	216.00	227.00
9-3-69	181.50	190.75	200.50	210.75	221.50	233.25	245.75
9-2-70	195.50	205.50	216.00	227.00	239.50	252.00	265.00
9-1-71	210.75	221.50	233.25	245.75	250.50	271.75	285.00
9-6-72	222.35	233.70	246.10	259.25	272.70	286.70	300.70
9-5-73	233.45	245.40	258.40	272.20	286.35	301.05	315.75
9-4-74	245.10	257.65	271.30	285.80	300.65	316.10	331.55
9-3-75	264.75	278.30	293.00	308.70	324.70	341.40	358.10
9-7-77 (proposed)	270.50	284.05	298.75	314.45	330.45	347.15	363.85
9-6-78 (proposed)	276.25	289.80	304.50	320.20	336.20	352.90	369.60
9-5-79 (proposed)	282.00	295.55	310.25	325.95	341.95	358.65	375.35

Source: City of Boston Pay Schedule

R-16 (Court Officers, Court Officers "in attendance, etc.")
Weekly Salary Grade Ranges and Percentage Increases by Year, 1968 - 1979

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
7-3-68	\$160.50 * 4.98%	\$216.00 * 5.09%
4-2-69	168.50 7.72%	227.00 8.26%
9-3-69	181.50 7.71%	245.75 7.83%
9-2-70	195.50 7.80%	265.00 7.55%
9-1-71	210.75 5.50%	285.00 5.51%
9-6-72	222.35 4.99%	300.70 5.01%
9-5-73	233.45 4.99%	315.75 5.00%
9-4-74	245.10 8.02%	331.55 8.01%
9-3-75	264.10 8.01%	358.10 1.61%
9-7-77 (proposed)	270.50 2.13%	363.85 1.58%
9-6-78 (proposed)	276.25 2.08%	369.60 1.56%
9-5-79 (proposed)	282.00	375.35

* Percent increase at next effective date.

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1 OF 3

R-17 (Assistant Chief Court Officers, Assistant Chief Deputy
Sheriff for Attendance on Superior Court)
Salary Grades and Steps (Weekly) by Year, 1968 - 1979

Source: City of Boston
Pay Schedule

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7-3-68	\$177.00	\$186.00	\$195.50	\$205.50	\$216.00	\$227.00	\$239.50
4-2-69	186.00	195.50	205.50	216.00	227.00	239.50	252.00
9-3-69	200.50	210.75	221.50	233.25	245.75	258.50	271.75
9-2-70	216.00	227.00	239.50	252.00	265.00	278.50	291.50
9-1-71	233.25	245.75	250.50	271.75	285.00	298.00	312.50
9-6-72	246.10	259.25	272.70	286.70	300.70	314.40	329.70
9-5-73	258.40	272.20	286.35	301.05	315.75	330.10	346.20
9-4-74	271.30	285.80	300.65	316.10	331.55	346.60	363.50
9-3-75	293.00	308.70	324.70	341.40	358.10	374.35	392.60
9-7-77 (proposed)	298.75	314.45	330.45	347.15	363.85	380.10	398.35
9-6-78 (proposed)	304.50	320.20	336.20	352.90	369.60	385.85	404.10
9-5-79 (proposed)	310.25	325.95	341.95	358.65	375.35	391.60	409.85

D-4

R-17 (Assistant Chief Court Officers,
Assistant Chief Deputy Sheriff for
Attendance on Superior Court)

Source: City of Boston Pay Schedule

Weekly Salary Grade Ranges and Percentage Increases by Year
1968 - 1979

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
7-3-68	\$177.00 5.09*	\$239.50 5.22*
4-2-69	186.00 8.00%	252.00 7.84%
9-3-69	200.50 7.73%	271.75 7.16%
9-2-70	216.00 7.99%	291.50 7.20%
9-1-71	233.25 5.51%	312.50 5.50%
9-6-72	246.10 5.00%	329.70 5.00%
9-5-73	258.40 4.99%	346.20 5.00%
9-4-74	271.30 8.00%	363.50 8.01%
9-3-75	293.00 1.96%	392.60 1.47%
9-7-77 (proposed)	298.75 1.93%	398.35 1.44%
9-6-78 (proposed)	304.50 1.89%	404.10 1.42%
9-5-79 (proposed)	310.25	409.85

* Percent increase at next effective date.

R-18 (Chief Court Officers, First Assistant Chief Deputy in
Attendance on Superior Court)

Source: City of Boston
Pay Schedule

Salary Grades and Steps (Weekly) by Year, 1968 - 1979

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7-3-68	\$195.50	\$205.50	\$216.00	\$227.00	\$239.50	\$252.00	\$265.00
4-2-69	205.50	216.00	227.00	239.50	252.00	265.00	273.50
9-3-69	221.50	233.25	245.75	258.50	271.75	285.00	298.00
9-2-70	239.50	252.00	265.00	278.50	291.50	304.50	320.50
9-1-71	258.50	271.75	285.00	298.00	312.50	326.25	344.00
9-6-72	272.70	286.70	300.70	314.40	329.70	346.30	362.90
9-5-73	286.35	301.05	315.75	330.10	346.20	363.60	381.05
9-4-74	300.65	316.10	331.55	346.60	363.50	381.80	400.10
9-3-75	324.70	341.40	358.10	374.35	392.60	412.35	432.15
9-7-77 (proposed)	330.45	347.15	363.85	380.10	398.35	418.10	437.90
9-6-78 (proposed)	336.20	352.90	369.60	385.85	404.10	423.58	443.56
9-5-79 (proposed)	341.95	358.65	375.35	391.60	409.85	429.60	449.40

R-18 (Chief Court Officers, First Assistant Deputy
in Attendance on Superior Court)

Source: City of Boston Pay Schedule

Weekly Salary Grade Ranges and Percentage Increases by Year
1968 - 1979

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
7-3-68	\$195.50 5.12% *	\$265.00 3.21% *
4-2-69	205.50 7.79%	273.50 8.96%
9-3-69	221.50 8.13%	298.00 7.55%
9-2-70	239.50 7.93%	320.50 7.33%
9-1-71	258.50 5.49%	344.00 5.50%
9-6-72	272.70 5.01%	362.90 5.00%
9-5-73	286.35 5.00%	381.05 5.00%
9-4-74	300.65 8.00%	400.10 8.01%
9-3-75	324.70 1.77%	432.15 1.33%
9-7-77 (proposed)	330.45 1.74%	437.90 1.48%
9-6-78 (proposed)	336.20 1.71%	443.65 1.41%
9-5-79 (proposed)	341.95	449.40

* Percent increase at next effective date.
D-7

E. PROBATION OFFICERS

(Part 1) Group I - Probation Officer

Source: Massachusetts Probation Service
Minimum, Maximum, and Annual
Increment Table as established
by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$7,250	\$7,568	\$7,886	\$8,204	\$8,522	\$8,840	\$9,158	\$ 9,476	\$ 9,794	\$10,112	\$10,430
1-1-68	7,685	8,022	8,359	8,696	9,033	9,371	9,708	10,045	10,382	10,719	11,056

Salary Grades and Steps by Year
1967 - 1968

Source: General Law C.276 §99B

(Part 2) Group I - Probation Officer

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$ 8,608.00	\$ 9,182.00	\$ 9,756.00	\$10,330.00	\$10,904.00	\$11,478.00	\$12,052.00	\$574.00
7-1-71	10,813.40	11,284.00	11,754.60	12,225.20	12,695.80	13,166.40	13,637.00	470.60
1-1-72	11,278.80	11,770.20	12,261.60	12,753.00	13,244.40	13,735.80	14,227.20	491.40
1-1-73	11,651.00	12,158.60	12,666.20	13,173.80	13,681.40	14,189.00	14,696.60	507.60
1-1-74	12,373.40	12,911.60	13,449.80	13,988.00	14,526.20	15,064.40	15,602.60	538.20
7-1-76	12,673.40	13,211.60	13,749.80	14,288.00	14,826.20	15,364.40	15,902.60	538.20
1-1-77	12,923.40	13,461.60	13,999.80	14,538.00	15,076.20	15,614.40	16,152.60	538.20
4-1-77	13,223.40	13,761.60	14,299.80	14,838.00	15,376.20	15,914.40	16,452.60	538.20
8-1-77	13,954.40	14,506.00	15,057.60	15,609.20	16,160.80	16,712.40	17,264.00	551.60

Salary Grades and Steps by Year
1970 - 1977

Group I Probation Officers

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$ 7,250.00 6.00%*	\$10,430 6.00%*
1-1-68	7,685.00	11,056
(Part 2)		
7-1-70	8,608.00 25.62%	12,052.00 13.15%
7-1-71	10,813.40 4.30%	13,637.00 4.33%
1-1-72	11,278.80 3.30%	14,227.20 3.30%
1-1-73	11,651.00 6.20%	14,696.60 6.16%
1-1-74	12,373.40 2.42%	15,602.60 1.92%
7-1-76	12,673.40 1.97%	15,902.60 1.57%
1-1-77	12,923.40 2.32%	16,152.60 1.86%
4-1-77	13,223.40 5.53%	16,452.60 4.93%
8-1-77	13,954.40	17,264.00

* Percent increase at next effective date.

(Part 1) Group II - Probation Officer in Charge

Source: Massachusetts Probation Service
Minimum, Maximum, and Annual
Increment Table as established
by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$8,141	\$8,459	\$8,777	\$9,095	\$9,413	\$9,731	\$10,049	\$10,367	\$10,685	\$11,003	\$11,321
1-1-68	8,157	8,494	8,831	9,168	9,505	9,843	10,180	10,517	10,854	11,191	11,528

Salary Grades and Steps by Year
1967 - 1968

Source: General Law C.276 §99B

(Part 2) Group II - Probation Officer in Charge

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$ 9,017.00	\$ 9,608.50	\$10,200.00	\$10,791.50	\$11,383.00	\$11,974.50	\$12,566.00	\$591.50
7-1-71	11,403.60	11,913.20	12,422.80	12,932.40	13,442.00	13,951.60	14,461.20	509.60
1-1-72	11,895.00	12,425.40	12,995.80	13,486.20	14,016.60	14,547.00	15,077.40	530.40
1-1-73	12,287.50	12,835.40	13,383.30	13,931.20	14,479.10	15,027.00	15,574.90	547.90
1-1-74	13,049.40	13,631.80	14,214.20	14,796.60	15,379.00	15,961.40	16,543.80	582.40
7-1-76	13,349.40	13,931.80	14,514.20	15,096.60	15,679.00	16,261.40	16,843.80	582.40
1-1-77	13,599.40	14,181.80	14,764.20	15,346.60	15,929.00	16,511.40	17,093.80	582.40
4-1-77	13,899.40	14,481.80	15,064.20	15,646.60	16,229.00	16,811.40	17,393.80	582.40
8-1-77	14,646.60	15,243.60	15,840.60	16,437.60	17,034.60	17,631.60	18,228.60	597.00

Salary Grades and Steps by Year
1970 - 1977

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Group II - Probation Officers in Charge

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$ 8,141 .20% *	\$11,321 1.83% *
1-1-68	8,157 10.54%	11,528 9.00%
(Part 2)		
7-1-70	9,017 26.47%	12,566 15.08%
7-1-71	11,403.60 10.42%	14,461.20 10.81%
1-1-72	11,895.00 3.30%	15,077.40 3.30%
1-1-73	12,287.50 6.20%	15,574.90 6.22%
1-1-74	13,049.40 2.30%	16,543.80 1.81%
7-1-76	13,349.40 1.87%	16,843.80 1.48%
1-1-77	13,599.40 2.21%	17,093.80 1.76%
4-1-77	13,899.40 5.38%	17,393.80 4.80%
8-1-77	14,646.60	18,228.60

* Percent increase at next effective date.

(Part 1) Group III - Chief Probation Officer (1) with
2 Probation Officers

Source: Massachusetts Probation Service
Minimum, Maximum, and Annual
Increment Table as established
by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$8,459	\$8,459	\$8,777	\$9,095	\$9,413	\$ 9,731	\$10,049	\$10,367	\$10,685	\$11,003	\$11,321
1-1-68	8,629	8,966	9,303	9,640	9,977	10,315	10,652	10,989	11,326	11,663	12,000

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Salary Grades and Steps by Year
1967 - 1968

Source: General Law C.276 §99B

(Part 2) Group III - Chief Probation Officer (1) with 2 Probation Officers

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$ 9,499.00	\$10,096.00	\$10,693.00	\$11,290.00	\$11,887.00	\$12,484.00	\$13,081.00	\$597.00
7-1-71	12,071.80	12,620.40	13,169.00	13,717.60	14,266.20	14,814.80	15,363.40	548.60
1-1-72	12,591.80	13,163.80	13,735.80	14,307.80	14,879.80	15,451.80	16,023.80	572.00
1-1-73	13,007.30	13,598.20	14,189.10	14,780.00	15,370.90	15,961.80	16,552.70	590.90
1-1-74	13,813.80	14,440.40	15,067.00	15,693.60	16,320.20	16,946.80	17,573.40	626.60
7-1-76	14,113.80	14,740.40	15,367.00	15,993.60	16,620.20	17,246.80	17,873.40	626.60
1-1-77	14,363.80	14,990.40	15,617.00	16,243.60	16,870.20	17,496.80	18,123.40	626.60
4-1-77	14,663.80	15,290.40	15,917.00	16,543.60	17,170.20	17,796.80	18,423.40	626.60
8-1-77	15,430.80	16,073.00	16,715.20	17,357.40	19,999.60	18,641.80	19,284.00	642.20

Salary Grades and Steps by Year
1970 - 1977

Group III - Chief Probation Officers
(1) with 2 Probation Officers

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$ 8,459 2.00% *	\$11,321 6.00% *
1-1-68	8,629 10.08%	12,000 9.01%
(Part 2)		
7-1-70	9,499 27.08%	13,081 17.45%
7-1-71	12,071.80 4.31%	15,363.40 4.30%
1-1-72	12,591.80 3.30%	16,023.80 3.30%
1-1-73	13,007.30 6.20%	16,552.70 6.17%
1-1-74	13,813.80 2.17%	17,573.40 1.71%
7-1-76	14,113.80 1.77%	17,873.40 1.40%
1-1-77	14,363.80 2.09%	18,123.40 1.66%
4-1-77	14,663.80 5.23%	18,423.40 4.67%
8-1-77	15,430.80	19,284.00

* Percent increase at next effective date.

(Part 1) Group IV - Chief Probation Officer (2) with 3 to 4
 Probation Officers
 Assistant Chief Probation Officer
 Deputy Assistant Chief Probation Officer

Source: Massachusetts Probation Service
 Minimum, Maximum, and Annual
 Increment Table as established
 by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$8,777	\$8,777	\$9,095	\$ 9,413	\$ 9,731	\$10,049	\$10,367	\$10,685	\$11,003	\$11,321	\$11,639
1-1-68	9,304	9,641	9,978	10,315	10,652	10,990	11,327	11,664	12,001	12,338	12,675

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Salary Grades and Steps by Year
 1967 - 1968

Source: General Law C.276 §99B

(Part 2) Group IV - Assistant Chief Probation Officer (1) and Deputy (Assistant Chief)
Chief Probation Officer (2) with 3 to 4 Probation Officers
Second Assistant Chief Probation Officer in the Municipal Court of the City of Boston

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$ 9,830.00	\$10,434.00	\$11,038.00	\$11,642.00	\$12,246.00	\$12,850.00	\$13,454.00	\$604.00
7-1-71	12,802.40	13,369.20	13,936.00	14,502.80	15,069.60	15,636.40	16,203.20	566.80
1-1-72	13,353.60	13,943.80	14,534.00	15,124.20	15,714.40	16,304.60	16,894.80	590.20
1-1-73	13,794.30	14,404.00	15,013.70	15,623.40	16,233.10	16,842.80	17,452.50	609.70
1-1-74	14,648.40	15,295.80	15,943.20	16,590.60	17,238.00	17,885.40	18,532.80	647.40
7-1-76	14,948.40	15,595.80	16,243.20	16,890.60	17,538.00	18,185.40	18,832.80	647.40
1-1-77	15,198.40	15,845.80	16,493.20	17,140.60	17,788.00	18,435.40	19,082.80	647.40
4-1-77	15,498.40	16,145.80	16,793.20	17,440.60	18,088.00	18,735.40	19,382.80	647.40
8-1-77	16,285.80	16,949.40	17,613.00	18,276.60	18,940.20	19,603.80	20,267.40	663.60

Salary Grades and Steps by Year
1970 - 1977

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Group IV Chief Probation Officer (2)
with 3 to 4 Probation Officers
Assistant Chief Probation Officer
Deputy Assistant Chief Probation
Officer

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$ 8,777 6.00% *	\$11,639 8.90% *
1-1-68	9,304 5.65%	12,675 6.15%
(Part 2)		
7-1-70	9,830 30.24%	13,454 20.43%
7-1-71	12,802.40 4.31%	16,203.20 4.27%
1-1-72	13,353.60 3.30%	16,894.80 3.30%
1-1-73	13,794.30 6.19%	17,452.50 6.19%
1-1-74	14,648.40 2.05%	18,532.80 1.62%
7-1-76	14,948.40 1.67%	18,832.80 1.33%
1-1-77	15,198.40 1.97%	19,082.80 1.57%
4-1-77	15,498.40 5.08%	19,382.80 4.56%
8-1-77	16,285.80	20,267.40

* Percent increase at next effective date.

Source: Massachusetts Probation Service
Minimum, Maximum, and Annual
Increment Table as established
by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$9,095	\$ 9,095	-\$ 9,413	\$ 9,731	\$10,049	\$10,367	\$10,685	\$11,003	\$11,321	\$11,639	\$11,957
1-1-68	9,978	10,315	10,652	10,989	11,326	11,664	12,001	12,338	12,675	13,012	13,347

Salary Grades and Steps by Year
1967 - 1968

Source: General Law C.276 §99B

(Part 2) Group V - Chief Probation Officer (3) with 5 to 9 Probation Officers

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$10,186.00	\$10,791.00	\$11,396.00	\$12,001.00	\$12,606.00	\$13,211.00	\$13,816.00	\$605.00
7-1-71	13,468.00	14,076.40	14,684.80	15,293.20	15,901.60	16,510.00	17,118.40	608.40
1-1-72	14,047.80	14,682.20	15,316.60	15,951.00	16,585.40	17,219.80	17,854.20	634.40
1-1-73	14,511.40	15,166.70	15,822.00	16,477.30	17,132.60	17,787.90	18,443.20	655.30
1-1-74	15,410.20	16,107.00	16,803.80	17,500.60	18,197.40	18,894.20	19,591.00	696.80
7-1-76	15,710.20	16,407.00	17,103.80	17,800.60	18,497.40	19,194.20	19,891.00	696.80
1-1-77	15,960.20	16,657.00	17,353.80	18,050.60	18,747.40	19,444.20	20,141.00	696.80
4-1-77	16,260.20	16,957.00	17,653.80	18,350.60	19,047.40	19,744.20	20,441.00	696.80
8-1-77	17,066.80	17,781.00	18,495.20	19,209.40	19,923.60	20,637.80	21,352.00	714.20

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Salary Grades and Steps by Year
1970 - 1977

Group V - Chief Probation Officer
with 5 to 9 Officers

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$ 9,095 9.71% *	\$11,957 11.64% *
1-1-68	9,978 2.08%	13,349 3.50%
(Part 2)		
7-1-70	10,186 32.22%	13,816 23.90%
7-1-71	13,468 4.31%	17,118.40 4.30%
1-1-72	14,047.80 3.30%	17,854.20 3.30%
1-1-73	14,511.40 6.19%	18,443.20 6.22%
1-1-74	15,410.20 1.95%	19,591.00 1.53%
7-1-76	15,710.20 1.59%	19,891.00 1.26%
1-1-77	15,960.20 1.88%	20,141.00 1.49%
4-1-77	16,260.20 4.95%	20,441.00 4.46%
8-1-77	17,066.80	21,352.00

* Percent increase at next effective date.

(Part 1) Group VI - First Assistant Chief Probation Officer
with 3 Assistant Probation Officers

Source: Massachusetts Probation Service
Minimum, Maximum, and Annual
Increment Table as established
by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$9,413	\$ 9,731	\$10,049	\$10,367	\$10,685	\$11,003	\$11,321	\$11,639	\$11,957	\$12,275	\$12,593
1-1-68	9,978	10,315	10,652	10,989	11,326	11,664	12,001	12,338	12,695	13,012	13,349

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Salary Grades and Steps by Year
1967 - 1968

Source; General Law C.276 §99B

(Part 2) Group VI - First Assistant Chief Probation Officer

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Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$10,899.00	\$11,507.50	\$12,116.00	\$12,724.50	\$13,333.00	\$13,941.50	\$14,550.00	\$608.50
7-1-71	14,214.20	14,861.60	15,509.00	16,156.40	16,803.80	17,451.20	18,098.60	647.40
1-1-72	14,825.20	15,501.20	16,177.20	16,853.20	17,529.20	18,205.20	18,881.20	676.00
1-1-73	15,314.40	16,012.70	16,711.00	17,409.30	18,107.60	18,805.90	19,504.20	698.30
1-1-74	16,263.00	17,006.60	17,750.20	18,493.80	19,237.40	19,981.00	20,724.60	743.60
7-1-76	16,563.00	17,306.60	18,050.20	18,793.80	19,537.40	20,281.00	21,024.60	743.60
1-1-77	16,813.00	17,556.60	18,300.20	19,043.80	19,787.40	20,531.00	21,274.60	743.60
4-1-77	17,113.00	17,856.60	18,600.20	19,343.80	20,087.40	20,831.00	21,574.60	743.60
8-1-77	17,940.80	18,703.00	19,465.20	20,227.40	20,989.60	21,751.80	22,514.00	762.20

Salary Grades and Steps by Year
1970 - 1977

Group VI - First Assistant Chief
Probation Officer with
3 Assistant Probation
Officers

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$ 9,413 6.00%*	\$12,593 6.00%*
1-1-68	9,978 9.23%	13,349 9.00%
(Part 2)		
7-1-70	10,899 30.42%	14,550 24.39%
7-1-71	14,214.20 4.30%	18,098.60 4.32%
1-1-72	14,825.20 3.30%	18,881.20 3.30%
1-1-73	15,314.40 6.19%	19,504.20 6.26%
1-1-74	16,263 1.84%	20,724.60 1.45%
7-1-76	16,563 1.51%	21,024.60 1.19%
1-1-77	16,813 1.78%	21,274.60 1.41%
4-1-77	17,113 4.84%	21,574.60 4.35%
8-1-77	17,940.80	22,514

* Percent increase at next effective date.

(Part 1) Group VII - Chief Probation Officer (4) with
10 to 14 Probation Officers

Source: Massachusetts Probation Service
Minimum, Maximum, and Annual
Increment Table as established
by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$10,049	\$10,367	\$10,685	\$11,003	\$11,321	\$11,639	\$11,957	\$12,275	\$12,593	\$12,911	\$13,229
1-1-68	10,652	10,989	11,326	11,663	12,000	12,338	12,675	13,012	13,349	13,686	14,023

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Salary Grades and Steps by Year
1967 - 1968

Source: General Law C.276 §99B

(Part 2) Group VII - Chief Probation Officer (4) with 10 to 14 Probation Officers

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$11,611.00	\$12,223.00	\$12,835.00	\$13,447.00	\$14,059.00	\$14,671.00	\$15,283.00	\$612
7-1-71	15,017.60	15,685.80	16,354.00	17,022.20	17,690.40	18,358.60	19,026.80	668.20
1-1-72	15,662.40	16,359.20	17,056.00	17,752.80	18,449.60	19,146.40	19,843.20	696.80
1-1-73	16,179.30	16,899.10	17,618.90	18,338.70	19,058.50	19,778.30	20,498.10	719.80
1-1-74	17,183.40	17,947.80	18,712.20	19,476.60	20,241.00	21,005.40	21,769.80	764.40
7-1-76	17,483.40	18,247.80	19,012.20	19,776.60	20,541.00	21,305.46	22,069.80	764.40
1-1-77	17,733.40	18,497.80	19,262.20	20,026.60	20,791.00	21,555.40	22,319.80	764.40
4-1-77	18,033.40	18,797.80	19,562.20	20,326.60	21,091.00	21,855.40	22,619.80	764.40
8-1-77	18,883.80	19,667.40	20,451.00	21,234.60	22,018.20	22,801.80	23,585.40	783.60

Salary Grades and Steps by Year
1970 - 1977

Group VII - Chief Probation Officer (4)
with 10 to 14 Probation
Officers

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$10,049 6.00*	\$13,229 6.00% *
1-1-68	10,652 9.00%	14,023 8.99%
(Part 2)		
7-1-70	11,611 29.34%	15,283 24.50%
7-1-71	15,017.60 4.29%	19,026.80 4.29%
1-1-72	15,662.40 3.30%	19,843.20 3.30%
1-1-73	16,179.30 6.21%	20,498.10 6.20%
1-1-74	17,183.40 1.75%	21,769.80 1.38%
7-1-76	17,483.40 1.43%	22,069.80 1.13%
1-1-77	17,733.40 1.69%	22,319.80 1.34%
4-1-77	18,033.40 4.71%	22,619.80 4.27%
8-1-77	18,883.80	23,585.40

* Percent increase at next effective date.

(Part 1) Group VIII - Chief Probation Officer (5) with
15 to 19 Probation Officers

Source: Massachusetts Probation Service
Minimum, Maximum, and Annual
Increment Table as established
by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$10,685	\$11,003	\$11,321	\$11,639	\$11,957	\$12,275	\$12,593	\$12,911	\$13,229	\$13,547	\$13,865
1-1-68	11,326	11,663	12,000	12,337	12,674	13,012	13,349	13,686	14,023	14,360	14,697

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Salary Grades and Steps by Year
1967 - 1968

Source: General Law C.276 §99B

(Part 2) Group VIII - Chief Probation Officer (5) with 15 to 19 Probation Officers

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$12,323.00	\$12,939.00	\$13,555.00	\$14,171.00	\$14,787.00	\$15,403.00	\$16,019.00	\$616.00
7-1-71	15,763.80	16,468.40	17,173.00	17,877.60	18,582.20	19,286.80	19,991.40	704.60
1-1-72	16,442.40	17,178.20	17,914.00	18,649.80	19,385.60	20,121.40	20,857.20	735.80
1-1-73	16,985.00	17,745.10	18,505.20	19,265.30	20,025.40	20,785.50	21,545.60	760.10
1-1-74	18,038.80	18,844.80	19,650.80	20,456.80	21,262.80	22,068.80	22,874.80	806.00
7-1-76	18,338.80	19,144.80	19,950.80	20,756.80	21,562.80	22,368.80	23,174.80	806.00
1-1-77	18,588.80	19,394.80	20,200.80	21,006.80	21,812.80	22,618.80	23,424.80	806.00
4-1-77	18,888.80	19,964.80	20,500.80	21,306.80	22,112.80	22,918.80	23,724.80	806.00
8-1-77	19,760.80	20,587.00	21,413.20	22,239.40	23,065.60	23,891.80	24,718.00	826.20

Salary Grades and Steps by Year
1970 - 1977

Group VIII - Chief Probation Officer (5)
with 15 to 19 Probation
Officers

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$10,685 6.00% *	\$13,865 6.00% *
1-1-68	11,326 8.80%	14,697 9.00%
(Part 2)		
7-1-70	12,323 27.92%	16,019 24.80%
7-1-71	15,763.80 4.30%	19,991.40 4.33%
1-1-72	16,442.40 3.30%	20,857.20 3.30%
1-1-73	16,985 6.20%	21,545.60 6.17%
1-1-74	18,038.80 1.66%	22,874.80 1.31%
7-1-76	18,338.80 1.36%	23,174.80 1.08%
1-1-77	18,588.80 1.61%	23,424.80 1.28%
4-1-77	18,888.80 4.62%	23,724.80 4.19%
8-1-77	19,760.80	24,718.00

* Percent increase at next effective date.
E-24

Source: Massachusetts Probation Service
Minimum, Maximum, and Annual
Increment Table as established
by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$10,685	\$11,003	\$11,321	\$11,639	\$11,957	\$12,275	\$12,593	\$12,911	\$13,229	\$13,547	\$13,865
1-1-68	12,000	12,337	12,674	13,011	13,348	13,686	14,023	14,360	14,697	15,034	15,371

E-25

Salary Grades and Steps by Year
1967 - 1968

Source: General Law C.276 §99B

(Part 2) Group IX - Chief Probation Officer (6) with 20 or more
Probation Officers

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$13,036.00	\$13,655.50	\$14,275.00	\$14,894.50	\$15,514.00	\$16,133.50	\$16,753.00	\$619.50
7-1-71	16,510.00	17,256.20	18,002.40	18,748.60	19,494.80	20,241.00	20,987.20	746.20
1-1-72	17,219.80	17,997.20	18,774.60	19,552.00	20,329.40	21,106.80	21,884.20	777.40
1-1-73	17,788.10	18,590.20	19,393.30	20,194.40	20,996.50	21,798.60	22,600.70	802.10
1-1-74	18,894.20	19,747.00	20,599.80	21,452.60	22,305.40	23,158.20	24,011.00	852.80
7-1-76	19,194.20	20,047.00	20,899.80	21,752.60	22,605.40	23,458.20	24,311.00	852.80
1-1-77	19,444.20	20,297.00	21,149.80	22,002.60	22,855.40	23,708.20	24,561.00	852.80
4-1-77	19,744.20	20,597.00	21,449.80	22,302.60	23,155.40	24,008.20	24,861.00	852.80
8-1-77	20,638.60	21,512.60	22,386.60	23,260.60	24,134.60	25,008.60	25,882.60	874.00

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Salary Grades and Steps by Year
1970 - 1977

Group IX - Chief Probation Officer
with 20 or more Probation
Officers

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$10,685 12.10% *	\$13,856 10.86% *
1-1-68	12,000 8.63%	15,371 9.00%
(Part 2)		
7-1-70	13,036 26.65%	16,753 25.27%
7-1-71	16,510 4.30%	20,987.20 4.27%
1-1-72	17,219.80 3.30%	21,884.20 3.27%
1-1-73	17,788.10 6.22%	22,600.70 6.24%
1-1-74	18,894.20 1.59%	24,011 1.25%
7-1-76	19,194.20 1.30%	24,311 1.03%
1-1-77	19,444.20 1.54%	24,561 1.22%
4-1-77	19,744.20 4.53%	24,861 4.11%
8-1-77	20,638.60	25,882.60

* Percent increase at next effective date.

Source: General Law C.35 §51B

Group X - Assistant Supervisor of Probation in the Superior Court

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$13,748.00	\$14,367.50	\$14,987.00	\$15,606.50	\$16,226.00	\$16,845.50	\$17,465.00	\$619.00
7-1-71	17,178.20	17,960.80	18,743.40	19,526.00	20,308.60	21,091.20	21,873.80	782.60
1-1-72	17,916.60	18,733.00	19,549.40	20,365.80	21,182.20	21,998.60	22,815.00	816.40
1-1-73	18,507.80	19,351.10	20,194.40	21,037.70	21,881.00	22,724.30	23,567.60	843.30
1-1-74	19,656.00	20,550.40	21,444.80	22,339.20	23,233.60	24,128.00	25,022.40	894.40
7-1-76	19,956.00	20,850.40	21,744.80	22,639.20	23,533.60	24,428.00	25,322.40	894.40
1-1-77	20,206.00	21,100.40	21,994.80	22,889.20	23,783.60	24,678.00	25,572.40	894.40
4-1-77	20,506.00	21,400.40	22,294.80	23,189.20	24,083.60	24,978.00	25,872.40	894.40
8-1-77	21,418.40	22,335.20	23,252.00	24,168.80	25,085.60	26,002.40	26,919.20	916.80

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Salary Grades and Steps by Year
1970 - 1977

NOTE: "Group X - Assistant Supervisor of Probation in the Superior Court" was not included in "The Massachusetts Probation Service" schedule which was used to determine salary ranges for 1967 and 1968.

Source: General Law -C.35 §51B

Group X - Assistant Supervisor of Probation
in the Superior Court

Salary Grade Ranges and Percentage Increases by Year
1970 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
7-1-70	\$13,748 24.95% *	\$17,465 25.24% *
7-1-71	17,178.20 4.30%	21,873.80 4.30%
1-1-72	17,916.60 3.30%	22,815 3.30%
1-1-73	18,507.80 6.20%	23,567.60 6.17%
1-1-74	19,656 1.53%	25,022.40 1.20%
7-1-76	19,956 1.25%	25,322.40 0.99%
1-1-77	20,206 1.48%	25,572.40 1.17%
4-1-77	20,506 4.45%	25,872.40 4.05%
8-1-77	21,418.40	26,919.20

* Percent increase at next effective date.

(Part 1) Group XI - Supervisor of Probation in the Superior Court

Source: Massachusetts Probation Service
Minimum, Maximum, and Annual
Increment Table as established
by the Committee on Probation

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1-1-67	\$11,321	\$11,702	\$12,084	\$12,466	\$12,847	\$13,229	\$13,610	\$13,992	\$14,374	\$14,757	\$15,137
1-1-68	12,000	12,405	12,809	13,214	13,618	14,023	14,427	14,832	15,236	15,641	16,045

Salary Grades and Steps by Year
1967 - 1968

Source; General Law C.276 §99B

(Part 2) Group XI - Supervisor of Probation in the Superior Court

Date Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Increment
7-1-70	\$14,460.00	\$15,079.50	\$15,699.00	\$16,318.50	\$16,938.00	\$17,557.50	\$18,177.00	\$619.50
7-1-71	17,984.20	18,790.20	19,596.20	20,402.20	21,208.20	22,014.20	22,820.20	806.00
1-1-72	18,756.40	19,596.20	20,436.00	21,275.80	22,115.60	22,955.40	23,795.20	839.80
1-1-73	19,375.40	20,242.90	21,110.40	21,977.90	22,845.40	23,712.90	24,580.40	867.50
1-1-74	20,576.40	21,499.40	22,422.40	23,345.40	24,268.40	25,191.40	26,114.40	923.00
7-1-76	20,876.40	21,799.40	22,722.40	23,645.40	24,568.40	25,491.40	26,414.40	923.00
1-1-77	21,126.40	22,049.40	22,972.40	23,895.40	24,818.40	25,741.40	26,664.40	923.00
4-1-77	21,426.40	22,349.40	23,272.40	24,195.40	25,118.40	26,041.40	26,964.40	923.00
8-1-77	22,362.60	23,308.60	24,254.60	25,200.60	26,146.60	27,092.60	28,038.60	946.00

Salary Grades and Steps by Year
1970 - 1977

Group XI - Supervisor of Probation
in the Superior Court

Source: Massachusetts Probation
Service Minimum, Maximum
and Annual Increment Table
as established by the Committee
on Probation

Salary Grade Ranges and Percentage Increases by Year
1967 - 1977

<u>Date Effective</u>	<u>Minimum</u>	<u>Maximum</u>
(Part 1)		
1-1-67	\$11,321 6.00% *	\$14,757 5.99%*
1-1-68	12,000 20.5%	15,641 16.21%
(Part 2)		
7-1-70	14,460 24.37%	18,177 25.54%
7-1-71	17,984.20 4.29%	22,820.20 4.27%
1-1-72	18,756.40 3.30%	23,795.20 3.30%
1-1-73	19,375.40 6.20%	24,580.40 6.24%
1-1-74	20,576.40 1.46%	26,114.40 1.15%
7-1-76	20,876.40 1.20%	26,414.40 .95%
1-1-77	21,126.40 1.42%	26,664.40 1.13%
4-1-77	21,426.40 4.37%	26,964.40 3.98%
8-1-77	22,362.60	28,038.60

* Percent increases at next effective date.

F. COST OF LIVING AND GENERAL SALARY SCHEDULES

Source: G.L. 30 §46

Commonwealth Employees Cost of Living Increases*
1966 - 1977

<u>Date</u>	<u>Increase</u>
11-26-66	6%
12-28-69	12%
12-26-70	6%
12-25-71	4.3%
12-30-72	3.3%
12-29-73	6.2%
12-31-76	\$4.81/week
3-31-77	\$5.77/week
5-25-77	"lumpsum" catch-up adjustment of \$150.00 or .5% of salary
7-30-77	\$12.50/week or \$7.90 plus 2.5% of "rate payable"

* Excluding salaries fixed by statute, General Salary Schedule, or by agreement with employee organizations as well as salaries payable to officers and employees of the general courts or salaries paid from the offices of the governor, executive council, state secretary, state treasurer, state auditor, state attorney general, and salaries determined by governing boards of higher education.

Cost of Living
July, 1967 - July, 1978
Comparison National and Local

	<u>National</u>		<u>Boston</u>	
	<u>Index</u>	<u>Change</u>	<u>Index</u>	<u>Change</u>
July 1967	102.0		101.0	
		2.5%		3.0%
July 1968	104.5		104.1	
		5.5%		6.0%
July 1969	110.2		110.3	
		5.9%		5.5%
July 1970	116.7		116.4	
		4.2%		5.4%
July 1971	121.8		122.7	
		3.0%		3.5%
July 1972	125.5		127.0	
		5.7%		5.6%
July 1973	132.7		134.1	
		11.5%		11.6%
July 1974	148.0		149.7	
		9.7%		8.9%
July 1975	162.3		163.0	
		5.4%		7.5%
July 1976	171.1		175.3	
		6.7%		5.2%
July 1977	182.6		184.5	
		7.7%		4.7%
July 1978	196.7		193.1	

The following are General Salary
Schedules for the Commonwealth of
Massachusetts

Chap. 209. AN ACT INCREASING THE FEE TO BE CHARGED FOR THE RENEWAL OF A LICENSE OF AN APPRENTICE PLUMBER.

Whereas, The deferred operation of this act would tend to defeat its purpose, which is to allow the commonwealth to collect forthwith the increased fee for the renewal of a license of an apprentice plumber, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public convenience.

Be it enacted, etc., as follows:

Section 5 of chapter 142 of the General Laws, as most recently amended by section 1 of chapter 645 of the acts of 1965, is hereby further amended by striking out the last sentence and inserting in place thereof the following sentence: — The fee for the first license of an apprentice shall be two dollars; and for any renewal thereof four dollars.

Approved April 27, 1966.

Chap. 210. AN ACT RELATIVE TO THE SALARIES OF CERTAIN OFFICERS AND EMPLOYEES OF THE COMMONWEALTH.

Whereas, The deferred operation of this act would tend to defeat its purpose, which is to provide without delay additional compensation for certain employees of the commonwealth, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public convenience.

Be it enacted, etc., as follows:

SECTION 1. Paragraph (1) of section 46 of chapter 30 of the General Laws is hereby amended by striking out the salary schedule, as most recently amended by section 1 of chapter 775 of the acts of 1963, and inserting in place thereof the following: —

GENERAL SALARY SCHEDULE.

Weekly Rates (on total cash basis).

Job Group.	Step 1 Minimum.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7 Maximum.
I . . .	\$64.60	\$67.20	\$69.90	\$72.60	\$75.30	\$78.00	\$80.70
II . . .	66.90	69.60	72.30	75.00	77.70	80.40	83.10
III . . .	69.60	72.60	75.60	78.60	81.60	84.60	87.60
IV . . .	73.20	76.20	79.20	82.20	85.20	88.20	91.20
V . . .	75.90	79.20	82.50	85.80	89.10	92.40	95.70
VI . . .	80.70	84.00	87.30	90.60	93.90	97.20	100.50
VII . . .	84.90	88.50	92.10	95.70	99.30	102.90	106.50
VIII . . .	88.80	92.70	96.60	100.50	104.40	108.30	112.20
IX . . .	95.10	99.30	103.50	107.70	111.90	116.10	120.30
X . . .	101.40	105.90	110.40	114.90	119.40	123.90	128.40
XI . . .	107.70	112.50	117.30	122.10	126.90	131.70	136.50
XII . . .	115.20	120.30	125.40	130.50	135.60	140.70	145.80
XIII . . .	125.10	130.50	135.90	141.30	146.70	152.10	157.50
XIV . . .	134.10	140.10	146.10	152.10	158.10	164.10	170.10
XV . . .	144.00	150.30	156.60	162.90	169.20	175.50	181.80

GENERAL SALARY SCHEDULE. — *Concluded.*

Weekly Rates (on total cash basis).

Job Group.	Step 1 Minimum.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7 Maximum.
XVI . . .	\$164.20	\$161.10	\$168.00	\$174.90	\$181.80	\$188.70	\$195.60
XVII . . .	165.30	172.50	179.70	186.90	194.10	201.30	208.50
XVIII . . .	174.30	182.10	189.90	197.70	205.50	213.30	221.10
XIX . . .	184.50	192.00	201.30	209.70	218.10	226.50	234.90
XX . . .	195.00	204.30	213.00	221.70	230.40	239.10	247.80
XXI . . .	205.80	215.10	224.40	233.70	243.00	252.30	261.60
XXII . . .	217.20	227.10	237.00	246.90	256.80	266.70	276.60
XXIII . . .	229.50	239.70	249.90	260.10	270.30	280.50	290.70
XXIV . . .	240.90	251.70	262.50	273.30	284.10	294.90	305.70
XXV . . .	252.30	263.70	275.10	286.50	297.90	309.30	320.70
XXVI . . .	262.50	274.60	286.50	298.50	310.50	322.50	334.60
XXVII . . .	274.80	287.10	299.40	311.70	324.00	336.30	348.60
XXVIII . . .	286.20	299.10	312.00	324.90	337.80	350.70	363.60
XXIX . . .	298.80	312.30	325.80	339.30	352.80	366.30	379.80
XXX . . .	312.60	326.70	340.80	354.90	369.00	383.10	397.20
XXXI . . .	325.20	339.90	354.60	369.30	384.00	398.70	413.40
XXXII . . .	339.00	354.30	369.60	384.90	400.20	415.50	430.80
XXXIII . . .	352.80	368.70	384.60	400.50	416.40	432.30	448.20

SECTION 2. Paragraph (4) of section 45 of said chapter 30 is hereby amended by striking out the words "or the professional salary schedule set forth in section forty-six B", inserted by section 2 of said chapter 775.

SECTION 3. Section forty-six B of said chapter thirty, inserted by section three of said chapter seven hundred and seventy-five is hereby repealed.

SECTION 4. All employees of the commonwealth whose positions are allocated in the general salary schedule established under section forty-six of chapter thirty of the General Laws or the professional salary schedule established under section forty-six B of said chapter thirty, both as in effect immediately prior to the effective date of this act, are hereby allocated to the same job group and step in the general salary schedule established by section forty-six of said chapter thirty, as amended by section one of this act. Nothing in this section shall retard a step increase due to such employees so allocated.

SECTION 5. This act shall take effect on July first, nineteen hundred and sixty-six.

Approved April 27, 1966.

Chap. 211. AN ACT ESTABLISHING AN HISTORIC DISTRICT COMMISSION FOR THE TOWN OF PETERSHAM AND DEFINING ITS POWERS AND DUTIES, AND ESTABLISHING AN HISTORIC DISTRICT THEREIN.

Be it enacted, etc., as follows:

SECTION 1. *Purpose.* — The purpose of this act is to promote the educational, cultural, economic and general welfare of the public through the preservation and protection of buildings, places and districts of

GENERAL SALARY SCHEDULE.

Effective December 29, 1968.

(Weekly Rates on total cash basis.)

Job Group.	Step 1 Mini- mum.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7 Maxi- mum.
I	\$88.35	\$91.20	\$94.05	\$96.90	\$99.75	\$102.60	\$105.45
II	90.90	93.75	96.60	99.45	102.30	105.15	108.00
III	93.80	97.00	100.20	103.40	106.60	109.80	113.00
IV	97.90	100.60	104.00	107.20	110.40	113.60	116.80
V	100.45	103.95	107.45	110.95	114.45	117.95	121.45
VI	105.55	109.05	112.55	116.05	119.55	123.05	126.55
VII	110.00	113.80	117.60	121.40	125.20	129.00	132.80
VIII	114.15	118.30	122.45	126.60	130.75	134.90	139.05
IX	120.80	125.25	129.70	134.15	138.60	143.05	147.50
X	127.50	132.25	137.00	141.75	146.50	151.25	156.00
XI	134.15	139.25	144.35	149.45	154.55	159.65	164.75
XII	142.10	147.60	152.90	158.30	163.70	169.10	174.50
XIII	152.60	158.30	164.00	169.70	175.40	181.10	186.80
XIV	162.15	168.60	175.45	182.10	188.75	195.40	202.05
XV	172.65	179.90	187.15	194.40	201.65	208.90	216.15
XVI	183.45	191.60	199.75	207.90	216.05	224.20	232.35
XVII	196.20	204.75	213.30	221.85	230.40	238.95	247.50
XVIII	206.90	216.15	225.40	234.65	243.90	253.15	262.40
XIX	219.00	228.95	238.90	248.85	258.80	268.75	278.70
XX	232.25	242.55	252.85	263.15	273.45	283.75	294.05
XXI	244.35	255.40	266.45	277.50	288.55	299.60	310.65
XXII	257.90	269.65	281.40	293.15	304.90	316.65	328.40
XXIII	272.45	284.55	296.65	308.75	320.85	332.95	345.05
XXIV	288.00	299.80	311.60	323.40	335.20	347.00	358.80
XXV	299.55	313.10	326.65	340.20	353.75	367.30	380.85
XXVI	311.65	325.85	340.05	354.25	368.45	382.65	396.85
XXVII	326.25	340.35	355.45	370.05	384.65	399.25	413.85
XXVIII	339.80	355.15	370.50	385.85	401.20	416.55	431.90
XXIX	354.70	370.70	386.70	402.70	418.70	434.70	450.70
XXX	371.10	387.85	404.60	421.35	438.10	454.85	471.60
XXXI	380.05	403.50	420.95	438.40	455.85	473.30	490.75
XXXII	402.45	420.60	438.75	456.90	475.05	493.20	511.35
XXXIII	418.80	437.65	456.50	475.35	494.20	513.05	531.90

SECTION 2. The salary of each employee in the service of the commonwealth and paid from the treasury thereof, other than an employee with a salary fixed by statute or an employee whose salary is increased by section one of this act, shall be increased over the rate paid December twenty-eighth, nineteen hundred and sixty-eight by twenty dollars a week or twelve per cent, whichever is greater provided, that in the case of an employee who has received a salary increase after December twenty-eighth, nineteen hundred and sixty-eight, no increase shall be payable under this section which would increase the salary of such employee to an amount greater than his salary on December twenty-eighth, nineteen hundred and sixty-eight, plus twelve per cent or twenty dollars, whichever is the greater.

SECTION 2A. The director of personnel and standardization, beginning in the year nineteen hundred and seventy-one, shall annually in the month of January determine the percentum change in the cost-of-

recently amended by section 1 of chapter 116 of the acts of 1971, and inserting in place thereof the following: —

GENERAL SALARY SCHEDULE

Effective December 26, 1971

(Weekly Rates on total cash basis.)

Job Group.	Step 1 Mini- mum.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7 Maxi- mum.
I	\$97.70	\$100.85	\$104.00	\$107.15	\$110.30	\$113.45	\$116.60
II	100.50	103.65	106.80	109.95	113.10	116.25	119.40
III	103.75	107.30	110.85	114.40	117.95	121.50	125.05
IV	107.90	111.45	115.00	118.55	122.10	125.65	129.20
V	111.10	114.95	118.80	122.65	126.50	130.35	134.20
VI	116.70	120.55	124.40	128.25	132.10	135.95	139.80
VII	121.60	125.80	130.00	134.20	138.40	142.60	146.80
VIII	126.20	130.80	135.40	140.00	144.60	149.20	153.80
IX	133.55	138.45	143.35	148.25	153.15	158.05	162.95
X	140.95	146.20	151.45	156.70	161.95	167.20	172.45
XI	148.30	153.95	159.60	165.25	170.90	176.55	182.20
XII	157.15	163.10	169.05	175.00	180.95	186.90	192.85
XIII	168.70	175.00	181.30	187.60	193.90	200.20	206.50
XIV	179.30	186.65	194.00	201.35	208.70	216.05	223.40
XV	190.85	198.90	206.95	215.00	223.05	231.10	239.15
XVI	202.80	211.80	220.80	229.80	238.80	247.80	256.80
XVII	216.90	226.35	235.80	245.25	254.70	264.15	273.60
XVIII	228.75	238.95	249.15	259.35	269.55	279.75	289.95
XIX	242.15	253.15	264.15	275.15	286.15	297.15	308.15
XX	256.80	268.15	279.50	290.85	302.20	313.55	324.90
XXI	270.15	282.35	294.55	306.75	318.95	331.15	343.35
XXII	285.10	298.10	311.10	324.10	337.10	350.10	363.10
XXIII	301.20	314.60	328.00	341.40	354.80	368.20	381.60
XXIV	316.20	330.35	344.50	358.65	372.80	386.95	401.10
XXV	331.15	346.10	361.05	376.00	390.95	405.90	420.85
XXVI	344.55	360.25	375.95	391.65	407.35	423.05	438.75
XXVII	360.70	376.85	393.00	409.15	425.30	441.45	457.60
XXVIII	375.70	392.65	409.60	426.55	443.50	460.45	477.40
XXIX	392.15	409.85	427.55	445.25	462.95	480.65	498.35
XXX	410.25	428.75	447.25	465.75	484.25	502.75	521.25
XXXI	429.80	448.10	466.40	484.70	504.00	523.30	542.60
XXXII	444.95	465.05	485.15	505.25	525.35	545.45	565.55
XXXIII	463.05	483.90	504.75	525.60	546.45	567.30	588.15

SECTION 2. The salaries of all employees in the service of the commonwealth and paid from the treasury thereof, including wages paid to blind workers by the Massachusetts commission for the blind as provided in section one hundred and forty-three of chapter six of the General Laws, but excluding salaries fixed by statute, and excluding salaries payable to employees holding offices or positions which are allocated to the salary schedule appearing in paragraph (1) of section forty-six of chapter thirty of the General Laws, and excluding compensation payable to persons whose services are coded in accordance with the expenditure code manual under the subsidiary title

ACTS, 1973. — CHAP. 426.

GENERAL SALARY SCHEDULE

Effective December 31, 1972.
(Weekly Rates on total cash basis.)

Job Group	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 Maximum
I	\$100.90	\$104.15	\$107.40	\$110.65	\$113.90	\$117.15	\$120.40
II	103.80	107.05	110.30	113.55	116.80	120.05	123.30
III	107.15	110.40	113.65	116.90	120.15	123.40	126.65
IV	111.45	114.70	117.95	121.20	124.45	127.70	130.95
V	114.75	118.00	121.25	124.50	127.75	131.00	134.25
VI	120.55	123.80	127.05	130.30	133.55	136.80	140.05
VII	125.60	128.85	132.10	135.35	138.60	141.85	145.10
VIII	130.35	133.60	136.85	140.10	143.35	146.60	149.85
IX	137.95	141.20	144.45	147.70	150.95	154.20	157.45
X	145.60	148.85	152.10	155.35	158.60	161.85	165.10
XI	153.20	156.45	159.70	162.95	166.20	169.45	172.70
XII	162.35	165.60	168.85	172.10	175.35	178.60	181.85
XIII	174.25	177.50	180.75	184.00	187.25	190.50	193.75
XIV	185.20	188.45	191.70	194.95	198.20	201.45	204.70
XV	197.15	200.40	203.65	206.90	210.15	213.40	216.65
XVI	209.50	212.75	216.00	219.25	222.50	225.75	229.00
XVII	224.05	227.30	230.55	233.80	237.05	240.30	243.55
XVIII	238.30	241.55	244.80	248.05	251.30	254.55	257.80
XIX	250.15	253.40	256.65	259.90	263.15	266.40	269.65
XX	265.25	268.50	271.75	275.00	278.25	281.50	284.75
XXI	279.05	282.30	285.55	288.80	292.05	295.30	298.55
XXII	294.50	297.75	301.00	304.25	307.50	310.75	314.00
XXIII	311.15	314.40	317.65	320.90	324.15	327.40	330.65
XXIV	328.65	331.90	335.15	338.40	341.65	344.90	348.15
XXV	342.10	345.35	348.60	351.85	355.10	358.35	361.60
XXVI	355.90	359.15	362.40	365.65	368.90	372.15	375.40
XXVII	372.60	375.85	379.10	382.35	385.60	388.85	392.10
XXVIII	388.10	391.35	394.60	397.85	401.10	404.35	407.60
XXIX	405.10	408.35	411.60	414.85	418.10	421.35	424.60
XXX	423.80	427.05	430.30	433.55	436.80	440.05	443.30
XXXI	440.90	444.15	447.40	450.65	453.90	457.15	460.40
XXXII	459.55	462.80	466.05	469.30	472.55	475.80	479.05
XXXIII	478.35	481.60	484.85	488.10	491.35	494.60	497.85

SECTION 2. The salaries of all employees in the service of the commonwealth and paid from the treasury thereof, including wages paid to blind workers by the Massachusetts commission for the blind as provided in section one hundred and forty-three of chapter six of the General Laws, but excluding salaries fixed by statute, and excluding salaries payable to employees holding offices or positions which are allocated to the salary schedule appearing in paragraph (1) of section forty-six of chapter thirty of the General Laws, and excluding compensation payable to persons whose services are coded in accordance with the expenditure code manual under the subsidiary title "03" Services — Non-Employees", shall be increased over the rates payable as of December thirtieth, nineteen hundred and seventy-two, by an amount equal to three and three-tenths per cent thereof.

SECTION 3. The first sentence of the first paragraph of section 22 of chapter 6 of the General Laws is hereby amended by striking out the words "seventeen thousand six hundred and eighty-nine", inserted by section 3 of chapter 300 of the acts of 1972, and inserting in place thereof the words: — eighteen thousand two hundred and seventy-three.

SECTION 4. The sixth sentence of section 43 of said chapter 6 is

STATE OFFICERS

30 § 46

with this section. Gavin v. Com. (1974) 310 recruitment at a rate above the minimum N.E.2d 922. 1974 Mass.App. Adv. Sh. 493. of the grade of any person who has been
2.5 Recruitment "in the service of the Commonwealth"
Director of the division of personnel and within a year of such recruitment as pro-
standardization may not act under par. 5A. vided by St. 1964, c. 337, § 5A. Op. Atty. Gen.
of section 46 of this chapter to approve the April 14, 1966, p. 310.

§ 46. Administration of classification and pay plans

(1) The following shall be the salary schedule for the pay plan of the commonwealth:—

GENERAL SALARY SCHEDULE.

Effective December 30, 1973.

(Weekly Rates on total cash basis.)

Job Group	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 Maximum
I	\$107.15	\$110.60	\$114.05	\$117.50	\$120.95	\$124.40	\$127.85
II	110.25	113.70	117.15	120.60	124.05	127.50	130.95
III	113.80	117.25	120.70	124.15	127.60	131.05	134.50
IV	118.35	121.80	125.25	128.70	132.15	135.60	139.05
V	121.90	125.35	128.80	132.25	135.70	139.15	142.60
VI	128.05	131.50	134.95	138.40	141.85	145.30	148.75
VII	133.40	136.85	140.30	143.75	147.20	150.65	154.10
VIII	138.45	141.90	145.35	148.80	152.25	155.70	159.15
IX	146.50	149.95	153.40	156.85	160.30	163.75	167.20
X	154.65	158.10	161.55	165.00	168.45	171.90	175.35
XI	162.70	166.15	169.60	173.05	176.50	179.95	183.40
XII	172.45	175.90	179.35	182.80	186.25	189.70	193.15
XIII	185.05	188.50	191.95	195.40	198.85	202.30	205.75
XIV	196.70	200.15	203.60	207.05	210.50	213.95	217.40
XV	209.40	212.85	216.30	219.75	223.20	226.65	230.10
XVI	222.50	225.95	229.40	232.85	236.30	239.75	243.20
XVII	237.95	241.40	244.85	248.30	251.75	255.20	258.65
XVIII	250.95	254.40	257.85	261.30	264.75	268.20	271.65
XIX	265.65	269.10	272.55	276.00	279.45	282.90	286.35
XX	281.70	285.15	288.60	292.05	295.50	298.95	302.40
XXI	298.55	302.00	305.45	308.90	312.35	315.80	319.25
XXII	312.75	316.20	319.65	323.10	326.55	330.00	333.45
XXIII	330.45	333.90	337.35	340.80	344.25	347.70	351.15
XXIV	348.90	352.35	355.80	359.25	362.70	366.15	369.60
XXV	363.25	366.70	370.15	373.60	377.05	380.50	383.95
XXVI	378.00	381.45	384.90	388.35	391.80	395.25	398.70
XXVII	395.70	399.15	402.60	406.05	409.50	412.95	416.40
XXVIII	412.20	415.65	419.10	422.55	426.00	429.45	432.90
XXIX	430.25	433.70	437.15	440.60	444.05	447.50	450.95
XXX	450.10	453.55	457.00	460.45	463.90	467.35	470.80
XXXI	468.25	471.70	475.15	478.60	482.05	485.50	488.95
XXXII	488.15	491.60	495.05	498.50	501.95	505.40	508.85
XXXIII	508.00	511.45	514.90	518.35	521.80	525.25	528.70

The personnel administrator shall annually determine the percentum difference between the average cost of living for the next preceding calendar year and the

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GENERAL SALARY SCHEDULE. Effective July 1, 1976. (Weekly Rates on Total Cash Basis.)							
Job Group.	Step 1 Minimum.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7 Maximum.
I	\$112.92	\$116.37	\$119.82	\$123.27	\$126.72	\$130.17	\$133.62
II	116.02	119.47	122.92	126.37	129.82	133.27	136.72
III	119.57	123.02	126.47	130.02	133.47	136.92	140.37
IV	124.12	128.02	131.92	135.82	139.72	143.62	147.52
V	127.67	131.92	136.17	140.42	144.67	148.92	153.17
VI	133.82	138.07	142.32	146.57	150.82	155.07	159.32
VII	139.17	143.62	148.07	152.52	156.97	161.42	165.87
VIII	144.22	149.27	154.32	159.37	164.42	169.47	174.52
IX	152.27	157.67	163.07	168.47	173.87	179.27	184.67
X	\$160.42	166.17	171.92	177.67	183.42	189.17	194.92
XI	168.47	174.72	180.97	187.22	193.47	199.72	205.97
XII	178.22	184.77	191.32	197.87	204.42	210.97	217.52
XIII	190.82	197.72	204.62	211.52	218.42	225.32	232.22
XIV	202.47	210.57	218.67	226.77	234.87	242.97	251.07
XV	215.17	224.02	232.87	241.72	250.57	259.42	268.27
XVI	228.27	238.17	248.07	257.97	267.87	277.77	287.67
XVII	243.72	254.07	264.42	274.77	285.12	295.47	305.82
XVIII	256.72	267.92	279.12	290.32	301.52	312.72	323.92
XIX	271.42	283.47	295.52	307.57	319.62	331.67	343.72
XX	287.47	299.92	312.37	324.82	337.27	349.72	362.17
XXI	302.12	315.52	328.92	342.32	355.72	369.12	382.52
XXII	318.52	332.82	347.12	361.42	375.72	390.02	404.32
XXIII	336.22	350.92	365.62	380.32	395.02	409.72	424.42
XXIV	352.67	368.17	383.67	399.17	414.67	430.17	445.67
XXV	369.12	385.52	401.92	418.32	434.72	451.12	467.52
XXVI	383.77	400.97	418.17	435.37	452.57	469.77	486.97
XXVII	401.47	419.22	436.97	454.72	472.47	490.22	507.97
XXVIII	417.97	436.57	455.17	473.77	492.37	510.97	529.57
XXIX	436.02	455.47	474.92	494.37	513.82	533.27	552.72
XXX	455.87	476.17	496.47	516.77	537.07	557.37	577.67
XXXI	474.02	495.22	516.42	537.62	558.82	580.02	601.22
XXXII	493.92	515.97	538.02	560.07	582.12	604.17	626.22
XXXIII	513.77	536.67	559.57	582.47	605.37	628.27	651.17

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SECTION 2. Said paragraph (1) of said section 46 of said chapter 30 is hereby further amended by striking out the salary schedule, as most recently amended by section 1 of this act, and inserting in place thereof the following:-

GENERAL SALARY SCHEDULE.
Effective January 1, 1977.
(Weekly Rates on Total Cash Basis.)

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Job Group.	Step 1 Minimum.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7 Maximum.
I	\$117.73	\$121.18	\$124.63	\$128.08	\$131.53	\$134.98	\$138.43
II	120.83	124.28	127.73	131.18	134.63	138.08	141.53
III	124.38	128.28	132.18	136.08	139.98	143.88	147.78
IV	128.93	132.83	136.73	140.63	144.53	148.43	152.33
V	132.48	136.73	140.98	145.23	149.48	153.73	157.98
VI	138.63	142.88	147.13	151.38	155.63	159.88	164.13
VII	143.98	148.63	153.28	157.93	162.58	167.23	171.88
VIII	149.03	154.08	159.13	164.18	169.23	174.28	179.33
IX	157.08	162.48	167.88	173.28	178.68	184.08	189.48
X	165.23	170.98	176.73	182.48	188.23	193.98	199.73
XI	173.28	179.53	185.78	192.03	198.28	204.53	210.78
XII	183.03	189.58	196.13	202.68	209.23	215.78	222.33
XIII	195.63	202.53	209.43	216.33	223.23	230.13	237.03
XIV	207.28	215.38	223.48	231.58	239.68	247.78	255.88
XV	219.98	228.83	237.68	246.53	255.38	264.23	273.08
XVI	233.08	242.98	252.88	262.78	272.68	282.58	292.48
XVII	248.53	258.88	269.23	279.58	289.93	300.28	310.63
XVIII	261.53	272.73	283.93	295.13	306.33	317.53	328.73
XIX	276.23	288.28	300.33	312.38	324.43	336.48	348.53
XX	292.28	304.73	317.18	329.63	342.08	354.53	366.98
XXI	306.93	320.33	333.73	347.13	360.53	373.93	387.33
XXII	323.33	337.63	351.93	366.23	380.53	394.83	409.13
XXIII	341.03	355.73	370.43	385.13	399.83	414.53	429.23
XXIV	357.48	372.98	388.48	403.98	419.48	434.98	450.48
XXV	373.93	390.33	406.73	423.13	439.53	455.93	472.33
XXVI	388.58	405.78	422.98	440.18	457.38	474.58	491.78
XXVII	406.28	424.03	441.78	459.53	477.28	495.03	512.78
XXVIII	422.78	441.38	459.98	478.58	497.18	515.78	534.38
XXIX	440.83	460.28	479.73	499.18	518.63	538.08	557.53
XXX	460.68	480.98	501.28	521.58	541.88	562.18	582.48
XXXI	478.83	500.03	521.23	542.43	563.63	584.83	606.03
XXXII	498.73	520.78	542.83	564.88	586.93	608.98	631.03
XXXIII	518.58	541.48	564.38	587.28	610.18	633.08	655.98

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GL c.
30
§ 46

SECTION 3. Said paragraph (1) of said section 46 of said chapter 30 is hereby further amended by striking out the salary schedule, as most recently amended by section 2 of this act, and inserting in place thereof the following:-

GL c.
30
§ 46(1)

GENERAL SALARY SCHEDULE.
Effective April 1, 1977.
(Weekly Rates on Total Cash Basis.)

Job Group.	Step 1 Minimum.	Step 2.	Step 3.	Step 4.	Step 5.	Step 6.	Step 7 Maximum.
I	\$123.50	\$126.95	\$130.40	\$133.85	\$137.30	\$140.75	\$144.20
II	126.60	130.05	133.50	136.95	140.40	143.85	147.30
III	130.15	134.05	137.95	141.85	145.75	149.65	153.55
IV	134.70	138.60	142.50	146.40	150.30	154.20	158.10
V	138.25	142.50	146.75	151.00	155.25	159.50	163.75
VI	144.40	148.65	152.90	157.15	161.40	165.65	169.90
VII	149.75	154.40	159.05	163.70	168.35	173.00	177.65
VIII	154.80	159.85	164.90	169.95	175.00	180.05	185.10
IX	162.85	168.25	173.65	179.05	184.45	189.85	195.25
X	171.00	176.75	182.50	188.25	194.00	199.75	205.50
XI	179.05	185.30	191.55	197.80	204.05	210.30	216.55
XII	188.80	195.35	201.90	208.45	215.00	221.55	228.10
XIII	201.40	208.30	215.20	222.10	229.00	235.90	242.80
XIV	213.05	221.15	229.25	237.35	245.45	253.55	261.65
XV	225.75	234.60	243.45	252.30	261.15	270.00	278.85
XVI	238.85	248.75	258.65	268.55	278.45	288.35	298.25
XVII	254.30	264.65	275.00	285.35	295.70	306.05	316.40
XVIII	267.30	278.50	289.70	300.90	312.10	323.30	334.50
XIX	282.00	294.05	306.10	318.15	330.20	342.25	354.30
XX	298.05	310.50	322.95	335.40	347.85	360.30	372.75
XXI	312.70	326.10	339.50	352.90	366.30	379.70	393.10
XXII	329.10	343.40	357.70	372.00	386.30	400.60	414.90
XXIII	346.80	361.50	376.20	390.90	405.60	420.30	435.00
XXIV	363.25	378.75	394.25	409.75	425.25	440.75	456.25
XXV	379.70	396.10	412.50	428.90	445.30	461.70	478.10
XXVI	394.35	411.55	428.75	445.95	463.15	480.35	497.55
XXVII	412.05	429.80	447.55	465.30	483.05	500.80	518.55
XXVIII	428.55	447.15	465.75	484.35	502.95	521.55	540.15
XXIX	446.60	466.05	485.50	504.95	524.40	543.85	563.30
XXX	466.45	486.75	507.05	527.35	547.65	567.95	588.25
XXXI	484.60	505.60	527.00	548.20	569.40	590.60	611.80
XXXII	504.50	526.55	548.60	570.65	592.70	614.75	636.80
XXXIII	524.35	547.25	570.15	593.05	615.95	638.85	661.75

GL c.
30
§ 46(1)
note

SECTION 3A. The general salary schedules in sections one, two and three of this act shall not apply to salaries payable to employees who are represented by an employee organization certified by the labor relations commission or recognized by a public employer as an exclusive representative under the provisions of section four of chapter one hundred and fifty E of the General Laws.

GL c.
30
§ 46(1)
note

SECTION 4. Except as hereinafter provided, the salaries of all employees in the service of the commonwealth and paid from the treasury thereof, including wages paid to blind workers by the Massachusetts

G. SELECTED SALARY AND BENEFITS PROFILES --
COURT OFFICERS AND PROBATION OFFICERS

Salary and Benefits Profile

State Connecticut

Job Title Court Officer

Date 8/16/78

Information for Fiscal Year, starting June 30 - July 1

Wages (with differential pay) Per Diem \$25/day paid by Clerk of Court (General Stat. 6-41)

Hours worked as needed

Relationship of salary to other court employees None

Overtime benefits None

Travel reimbursement .20 - .25 mile point to point; maximum of 5 passengers transported.
(Gen. St. CGSA 52-261 mileage citation .40 a mile, \$2.00 a mile maximum.)

Educational reimbursement No

Other Allowances Chief judge specifies blazer, which is paid by the state. (approx. \$73)

Hospital/Medical Private insurance

Paid by Employee

Life insurance Private insurance

Paid by Employee

Sick Leave None

Disability No; however disability has been awarded to individual by a judge's ruling. Disability due to job performance.

Death Benefits None

Retirement/Pension None

Vacation None

Recent change in pay scale?

Anticipated change in pay scale? January 1, 1979 \$40/day

Job description None

Accountable to Deputy sheriffs responsible to Chief Deputy Sheriff, who is responsible to High Sheriff.

Educational requirements None

Training Chief Deputy Sheriff provides training in first aid, court security, court procedures.

Jurisdiction state

Administrative authority state

Number of employees with this job title hired as needed; avg. 30 a day at city level.

Caseload total 125 avg. per day (Hartford)

Caseload per employee 40-45 a day statewide average.

Cross-assignment of employees? Rotating system employed by Chief Deputy Sheriff for transportation. Special duty sheriffs work in court on more permanent assignments.

Responsibility for transporting prisoners? Yes, to and from correctional facility to court.

Hiring procedure Appointed by Chief Deputy Sheriff (mostly political influence) and High Sheriff. (General Statute 6-37) Deputies post \$10,000 at time of employment. (Gen. St. 6-39)

Firing procedure Letter of dismissal to individual and Court Clerk's Office. Sheriff can fire for just cause. (Gen. St. 6-31)

Grievance procedure Grievance committee.

Management's rights State can impeach (Gen. St. 6-36), Chief Deputy Sheriff can fire deputies.

Information Source Sig Kaufmann

Title Admin. Asst., Chief COA

Address Connecticut Judicial Department, P.O. Drawer N, Station A, Hartford, Conn. 06106 (203) 566-3730

Additional information source Chief Deputy Delucco (Hartford County) (203) 566-4930

Salary and Benefits Profile

State Connecticut

Job Title Probation Officer

Date 8/16/78

Information for fiscal Year, starting July 1 - June 30

Wages (with differential pay) Senior Officer (basic--with 2 yrs.) \$15,000-\$18,000. Top level Snr. Prob. Ofcr. \$20,000 eff. 1/79. (Payscale attached per Mr. Stober)

Hours worked 35

Relationship of salary to other court employees None

Overtime benefits None--compensatory time in some cases.

Travel reimbursement .15 per mile

Educational reimbursement State pays one-half. Social Security Title 30: 100% reimbursement for job-related subjects.

Other Allowances _____

Hospital/Medical Conn. Medical Society Blue Cross, Inc. \$390 yr. per person.

State also pays half of family coverage.

Paid by Employer

Life insurance .20 per pay period per thousand based on annual salary.

Paid by Employee

Sick Leave 3 weeks a year

Disability None

Death Benefits \$500

Retirement/Pension Employee elects 2% or 5% deducted from salary. No fixed figure paid by the state. An established fixed ratio per employee to be paid by the state is in process.

Vacation 3 weeks a year--after 20 years 4 weeks.

Recent change in pay scale? January 1, 1979 (6-month collective bargaining)

Anticipated change in pay scale? _____

Job description 5 levels. Job description attached.

Accountable to Chain of command: Commissioner, Director, District Supervisor, Chief Probation Officers, Line Officers.

Educational requirements entry level college degree, i.e., social science

Training minimum 20 hours, 30-40 hours average.

Jurisdiction state

Administrative authority state

Number of employees with this job title 161

Caseload total 32,000 year

Caseload per employee 113 average month

Cross-assignment of employees? Yes throughout state; assigned by Director.

Responsibility for transporting prisoners? On occasion.

Hiring procedure No civil service. Resumes, screening committee, interviews, hiring list in chronological order, geographic preference.

Firing procedure One year probation when hired. After one year discharge is according to contract guidelines.

Grievance procedure Under contract--binding arbitration.

Management's rights Letter of reprimand, disciplinary actions; termination according to contract.

Information Source Mr. John Stober, Personnel Officer, Probation Department

Title Personnel Officer

Address Probation Department, Connecticut (203) 549-3100

Additional information source

Salary and Benefits Profile

State Maine

Job Title Probation Officer

Date 8/15/78

Information for Fiscal Year, starting July 1 to June 30

Wages (with differential pay) Probation/Parole Officer I: \$11,939.30 - \$15,828.80;

P/PO II: \$13,166.40 to \$17,430.40. Probation Officers are in non-standard pay range.

Hours worked 40 plus--on call 24 hours.

Relationship of salary to other court employees Because Probation Officers are on non-standard work week, they are paid 10% more than other employees in the same pay grade.

Overtime benefits None

Travel reimbursement .13/mile

Educational reimbursement No

Other Allowances

Hospital/Medical Blue Cross -- \$7/week for employee only.

Paid by Employer. Employee pays for family members insured.

Life insurance Yes; deduction depends on salary of insured.

Paid by Employer.

Sick Leave 1 day/month.

Disability Yes; paid by employee.

Death Benefits Yes; paid by employee.

Retirement/Pension Yes for permanent employees; paid by employee.

Vacation 1-5 Years: 1 day/month; 6-10 Years: 1 1/4 day/month; 11-15 Years: 1 1/2 days/month.

Recent change in pay scale? No; probation officers are involved in collective bargaining.

Anticipated change in pay scale? No

Job description _____

Accountable to District supervisors (4 in state), who answer to Director of Probation and Parole.

Educational requirements 4 years college; 6 months experience in counseling.

Training 1 week training course when hired.

Jurisdiction statewide.

Administrative authority state

Number of employees with this job title at present 40/statewide.

Caseload total _____

Caseload per employee 84-109 cases; average: 97.

Cross-assignment of employees? Probation Officers have cases in more than one court-- District and Superior.

Responsibility for transporting prisoners? Not from jail to court; but may be responsible for transporting parole violators to place of detention.

Hiring procedure Written test, oral examination, then names entered on register; top six names selected for interviews when a position is available.

Firing procedure New employee can be fired without recourse; very difficult to fire permanent employee. Could be dismissed for something very serious, e.g., stealing.

Grievance procedure Employee files grievance with immediate supervisor, then at division level to Dir. of Prob. & Parole, then at department level to Comm. of Mental Health & Corr., then with Maine State Employees Board. No recourse after this procedure is followed.

Management's rights Progressive discipline used. First a verbal reprimand, then a written reprimand, then a counseling slip with recommended action, then suspension. Not always in this order--depends on severity.

Information Source Mrs. Floise Peasley

Title Clerk Typist III

Address Dept. of Mental Health & Probation, Division of Probation and Parole, 411 State Office Bldg., Augusta, Me. 04112
(207) 289-2711

Additional information source Tom Miser
Personnel Office of Dept. of Mental Health & Correction
(207) 389 3167

Salary and Benefits Profile

State Maine (Cumberland County)

Job Title Court Officer

Date 8/16/78

Information for Fiscal Year, starting January 1 - December 31

Wages (with differential pay) Regular Officers \$195/week. Per Diem: \$4.65 hour.

Hours worked 40 hours/week

Relationship of salary to other court employees None

Overtime benefits If over 40 hours, paid at \$4.65 hour.

Travel reimbursement Officers provided with vehicle

Educational reimbursement _____

Other Allowances Uniform is furnished.

Hospital/Medical Yes

Paid by Employer

Life insurance Yes--available if retirement plan is elected.

Paid by _____

Sick Leave 1 day/month.

Disability Yes

Death Benefits _____

Retirement/Pension Yes, follows state retirement program; both employer and employee contribute.

Vacation 1 Year: 2 weeks, 10 Years: 3 weeks, 10 paid holidays.

Recent change in pay scale? _____

Anticipated change in pay scale? _____

Job description _____

Accountable to _____ Sheriff.

Educational requirements _____ High School.

Training _____ On-the-job training offered as needed.

Jurisdiction _____ Cumberland County, New York

Administrative authority _____ county

Number of employees with this job title _____ 2 Full-time, others as needed.

Caseload total _____

Caseload per employee _____

Cross-assignment of employees? 1 Officer assigned only to Superior Court; 1 officer assigned to District Court (there are 3 District Courts in the division).

Responsibility for transporting prisoners? _____ on occasion; if a person in jail must appear in District Court.

Hiring procedure _____ County personnel policy followed; if vacancy exists, notice must be posted for 7 days at county level. If a county employee meets qualifications, he is given preference (affirmative action plan). Most qualified person gets the job.

Firing procedure _____ By statute, any person terminated by sheriff can appeal to county commissioners who may appoint a personnel review board.

Grievance procedure _____ yes.

Management's rights _____ Individual being disciplined entitled to hearing; may appeal decision to county commissioners.

Information Source _____ Sergeant David Giampetruzzi

Title _____ Personnel & Training Officer

Address _____ Sheriff's Office, 122 Federal Street, Portland, Maine 04112
(207) 774-1444

Additional information source _____

CONTINUED

2 OF 3

Salary and Benefits Profile

State Maine (York County)

Job Title Court Officer

Date 8/16/78

Information for Calendar Year, starting January 1

Wages (with differential pay) \$24/day

Hours worked at discretion of Judge

Relationship of salary to other court employees _____

Overtime benefits _____

Travel reimbursement Yes, from house to jail; \$.15/mile (because salary is low).

Educational reimbursement No

Other Allowances One uniform furnished per year to officer.

Hospital/Medical Yes, follows plan for all county employees.

Paid by Employer pays for employee life and health insurance; employee responsible for insurance of dependents.

Life insurance Yes--see above comment.

Paid by Employer for employee's coverage--not dependents.

Sick Leave 1 day/month.

Disability Short term: \$30/week; long term: covered under workmen's comp. or state retirement system.

Death Benefits Yes; included with life insurance.

Retirement/Pension Mandatory state retirement system; also can collect Social Security.

Vacation After 1 Year: 2 weeks; after 10 Years: 3 weeks.

Recent change in pay scale? No

Anticipated change in pay scale? No

Job description No written job description. Officer is responsible for courtroom security; does errands for Judge.

Accountable to Sheriff

Educational requirements none

Training none unless suggested by Judge.

Jurisdiction York County, New York

Administrative authority County

Number of employees with this job title 6

Caseload total _____

Caseload per employee _____

Cross-assignment of employees? No, court officers are assigned to Superior Court only.

Responsibility for transporting prisoners? No, falls under jurisdiction of Corrections.

Hiring procedure Presently at discretion of Sheriff.

Firing procedure As of new law passed October 25, 1977, cause must be shown to suspend or fire a Court Officer. Court Officers are appointed for 3 year terms and can't be arbitrarily fired if a new Sheriff is elected. They don't have to be reappointed at end of term

Grievance procedure _____

Management's rights _____

Information Source Donald L. Chretien

Title Administrator, York County Sheriff's Office

Address Courthouse, Alfred, Maine 04002 (207) 324-3790

Additional information source _____

Salary and Benefits Profile

State New Jersey (Mercer County)

Job Title Court Officer

Date 8/18/78

Information for Calendar Year, starting January 1

Wages (with differential pay) \$9,500 to \$14,387

Hours worked 35/week

Relationship of salary to other court employees None

Overtime benefits Time and ½ to 16 hours overtime; double time after 16 hrs./day.

Travel reimbursement \$.15/mile if personal car used; meal allowance when traveling.

Educational reimbursement H.S. or pass equivalency test.

Other Allowances _____

Hospital/Medical Blue Cross/Blue Shield

Paid by Employer

Life insurance Yes

Paid by _____

Sick Leave 15 days/year

Disability _____

Death Benefits Workmen's compensation

Retirement/Pension both employer and employee contribute

Vacation 12 days/year; 1-5 years: 15 days; 5 years: 15 days; 10 years: 20 days; 15 years: 25 days

*Longevity payments: for every 5 years of service: additional \$200 annually.

Recent change in pay scale? January 1, 1978 (collective bargaining agreement)

Anticipated change in pay scale? G-11

Job description attached for Mercer County.

Accountable to Sheriff

Educational requirements H.S. or pass equivalency test.

Training In-service training: must complete state-approved police academy program; then three months in-service training.

Jurisdiction Mercer County

Administrative authority County

Number of employees with this job title 66 -- they have other duties besides keeping order in the court.

Caseload total _____

Caseload per employee _____

Cross-assignment of employees? Yes

Responsibility for transporting prisoners? Yes

Hiring Procedure Must pass civil service exam, placed list; hired from list according to vacancies available.

Firing procedure civil service procedures as well as terms of contract with Police Benev. Assn. must be followed.

Grievance procedure procedures are covered in contract.

Management's rights _____

Information Source Mary Jane Bodnar

Title Administrative Assistant to Sheriff

Address Mercer County Courthouse, 209 S. Broad Street, Trenton, New Jersey 08608
Phone (609) 989-6140

Additional information source _____

Salary and Benefits Profile

State New Jersey - Hudson County

Job Title Probation Officer

Date 8/17/78

Information for Fiscal Year, starting April 1

Wages (with differential pay) Probation Officer: \$9,950 to \$11,500; Senior Probation Officer \$11,700-\$16,356

Hours worked 35 hrs./wk.

Relationship of salary to other court employees None

Overtime benefits Compensatory time

Travel reimbursement \$.15/mile

Educational reimbursement No

Other Allowances _____

Hospital/Medical Blue Cross/Blue Shield Major Medical

Paid by Employer

Life insurance \$3,000 coverage

Paid by Employer

Sick Leave 1 day/month, through first year; thereafter 15 days/year

Disability included in pension plan. After 10 years disabled can collect 1/2 pay; service related 2/3 pay. If less than 10 years can use sick time or workmen's compensation

Death Benefits _____

Retirement/Pension Mandatory--both employer and employee contribute.

Vacation 1 day/month through first year; thereafter 21 days/year.

Recent change in pay scale? No, are presently negotiating with Hudson County.

Anticipated change in pay scale? Judges for 1978 contract (collective bargaining).

Job description Attached for Mercer and Hudson Counties. Job specifications arrived at jointly by AOC and Civil Service Department June 22, 1965; some revisions have been made.
Accountable to AOC in Trenton. Appointing authority is County Judges.
Educational requirements Bachelors degree in humanities.
Training Procided by AOC: 1 day/week for 9 weeks initial training; then 1 day/week for 9 weeks, skills and methods course.
Jurisdiction Hudson County
Administrative authority under overall direction of state.
Number of employees with this job title 77
Caseload total _____
Caseload per employee Juvenile: 50/month. Adult: 90/month.
Cross-assignment of employees? Officers serve all courts within county, but some are assigned primarily to one court. Their are branch offices of Prob. Dept. in some of the largest cities.
Responsibility for transporting prisoners? no in the county.
Hiring procedure Must take civil service exam; hired based on rank on list.
Firing procedure If employee is removed for cause, can appeal to either Civil Service Commission or can elect arbitration in lieu of Civil Service.
Grievance procedure First to immediate supervisor, then department head, then to County Judges.
Management's rights Only the Chief Probation Officer and his assistant are not under union contract; their rights are specified in the contract.
Information Source Raymond Kierce
Title Personnel Director for Hudson County
Address 595 Newark Avenue, Jersey City, NJ Phone: 201-792-3737
Additional information source Walter F. Hopkins, Chief Probation Officer at above address.

Salary and Benefits Profile

State New Jersey (Mercer County)
Job Title Probation Officer
Date 8/17/78
Information for calendar Year, starting January 1
Wages (with differential pay) Probation Ofcr.: \$11,016 to \$14,260; Senior Prob. Ofcr.: \$12,730 to \$17,266 (officers under collective bargaining agreement)
Hours worked 35 hours/week
Relationship of salary to other court employees None
Overtime benefits Compensatory time
Travel reimbursement \$.16/mile (negotiated under collective bargaining agreement)
Educational reimbursement Full amount; but limited to 6 credits per semester.
Other Allowances _____
Hospital/Medical Blue Cross/Blue Shield -- Single: \$28.60/mo.; husband and wife: \$64.42/mo.; Family: \$70.70 --(Another option is the Health Maintenance Organization Program. Employee contributes to it.)
Paid by Employer
Life insurance Amount varies with age and seniority of employee
Paid by _____
Sick Leave 15 days/yr.
Disability Yes, if approved by Division of Pension/Death Benefits
Death Benefits _____
Retirement/Pension Mandatory; both employer and employee contribute.
Vacation 1-5 years: 12 days/year; 6-10 years: 15 days/year; 11-15 years: 20/days year; after 15 years: 25 days/year.
Recent change in pay scale? Recently settled collective bargaining agreement
Anticipated change in pay scale? Probably in two years (1980)

Job description Attached.

Accountable to County Judges per N.J.S.A. 2A:168-5. (County Judges are appointing authority.)

Educational requirements B.S. or M.S. in social or behavioral sciences.

Training At state AOC a Chief of Probation Training handles training for all probation officers throughout state.

Jurisdiction county

Administrative authority county

Number of employees with this job title 40/county

Caseload total _____

Caseload per employee Juvenile Division: 60; Adult.: 110-115

Cross-assignment of employees? Officers serve all courts (Municipal, Superior, County, DR&J within jurisdiction of Mercer County).

Responsibility for transporting prisoners? no

Hiring procedure Applicants take civil service exam; once certified, ranked according to exam score; appointing authority (County Judges) appoint from ranked list.

Firing procedure governed by civil service.

Grievance procedure procedures set out in collective bargaining agreement.

Management's rights _____

Information Source Jo BenCivengo, Supervising Clerk, Mercer County Personnel Office
Raymond Holloway, Chief Prob. Ofcr., Mercer County Probation

Title _____

Address Mercer County Personnel Office Mercer County Probation Dept.
P.O. Box 8068 Mercer County Courthouse
Trenton, N.J. 08650 (609) 989-6634 Trenton, N.J. 08607
(207) 989-6257

Additional information source _____

Salary and Benefits Profile

State New York

Job Title Court Officer

Date 8/17/78

Information for _____ Year, starting _____

Wages (with differential pay) _____ Ranges, depending on part of state and collective bargaining unit officer belongs to: Court Officer: \$6,000 - \$16,400; Senior Court Officer: \$17,000 - \$21,500

Hours worked _____

Relationship of salary to other court employees _____

Overtime benefits _____

Travel reimbursement No

Educational reimbursement _____

Other Allowances _____ Uniform furnished _____

Hospital/Medical _____

Paid by _____

Life insurance _____

Paid by _____

Sick Leave _____

Disability _____

Death Benefits _____

Retirement/Pension _____

Vacation _____

Recent change in pay scale? _____

Anticipated change in pay scale? November, December 1978.

Job description Guards and sequesters prisoners, protects judges, maintains order
and security in courtrooms and hallways and entranceways to courtrooms.
Accountable to State administrator (OCA)
Educational requirements high school with diploma
Training in-service training three weeks and on-the-job training.
Jurisdiction state
Administrative authority state
Number of employees with this job title _____
Caseload total _____
Caseload per employee _____
Cross-assignment of employees? _____
Responsibility for transporting prisoners? Only from place of detention to courtroom.
Hiring procedure through civil service.
Firing procedure through civil service.
Grievance procedure There is an internal grievance procedure.
Management's rights _____
Information Source Mr. Vito Soranno
Title Director of Personnel
Address Office of Court Administrator, 270 Broadway, Room 1313,
New York, New York 10007 (212) 488-5597
Additional information source _____

Salary and Benefits Profile

State New York
Job Title Probation Officer
Date 8/16/78
Information for Calendar Year, starting January 1
Wages (with differential pay) Probation Officers are paid between \$13,303 to \$16,483. Cove
Civil Service Employees Association (union).
Hours worked 40 hours/week
Relationship of salary to other court employees No; positions have specific job grades.
Overtime benefits Compensatory time.
Travel reimbursement _____
Educational reimbursement Full amount paid by State Probation Dept. Arrangements can be
made with Fordham U. for Masters Degree. There is a training academy in Albany.
Other Allowances _____
Hospital/Medical Blue Cross/Blue Shield
Total fringe benefits for employees, contributed by county--equals 32% of salary.
Paid by County budget.
Life insurance Yes
Paid by _____
Sick Leave 15 days/year Number of days accumulated is covered in collective bargaining
agreement.
Disability _____
Death Benefits _____
Retirement/Pension Person hired before 1973 does not have to contribute; hired after 1973
does contribute to plan, administered by NY State Retirement System.
Vacation 1-2 years: 2 weeks; 3-10 years: 3 weeks; 11-17 years: 4 weeks; at 18 years: 5 weeks.
Recent change in pay scale? _____
Anticipated change in pay scale? Increments given over next 2 years; based on collective
bargaining. G-19

Job description _____

Accountable to Probation Supervisor, who is responsible to Director of Probation for the _____ county.

Educational requirements _____

Training (In-service) County provides some courses. _____

Jurisdiction Erie County _____

Administrative authority County _____

Number of employees with this job title 71 _____

Caseload total _____

Juvenile Probation Officers: 35 cases + 4 presentence investigations;
Caseload per employee Adult Probation Officers: 74 cases + 4-5 presentence invest. per month

Cross-assignment of employees? Yes, all courts in county except federal court.

Responsibility for transporting prisoners? No, handled by sheriff's department.

Hiring procedure according to state civil serve procedures, which conducts exams, sets qualifications. Hiring done locally from lists prepared at state level.

Firing procedure depends upon the local contracts.

Grievance procedure is part of contract with employees. In Erie County, professional staff is part of white-collar union representing all county employees (not just probation employees).

Management's rights are specified in contract and governed by state civil service law. If rules are broken, employee can be suspended, but is entitled to an impartial hearing within 10 days.

Information Source Margaret Ramm _____

Title Stenographic Secretary _____

Address Erie County Probation Department, 25 Delaware Avenue
Buffalo, New York 14202 (716) 846-8205

Additional information source Charles Hutchinson, Director, Erie County Probation Dept. _____

Salary and Benefits Profile

State Pennsylvania (York County)

Job Title Court Officers

Date 8/16/78

Information for _____ Year, starting _____

Wages (with differential pay) Tipstiffs start at \$3.04/hr. for 35 hour work week, with 1½ overtime (beyond 8 hours/day or 40 hrs./week; 25 cents hour increase last year; no top pay; evaluated annually; all retired men.

Hours worked See above

Relationship of salary to other court employees Deputy sheriffs start at \$3.75/hour; permanent, full-time (40-hr./week) per diem paid daily \$30/day.

Overtime benefits _____

Travel reimbursement _____

Educational reimbursement _____

Other Allowances _____

Hospital/Medical Blue Cross/Blue Shield

Paid by employer

Life insurance \$5,000

Paid by employer

Sick Leave 10 days/year (120 days maximum)

Disability _____

Death Benefits _____

Retirement/Pension _____

Vacation 10 days/year first 5 years; 15 days/year thereafter; 35 days maximum.

Recent change in pay scale? _____

Anticipated change in pay scale? reviewed at end of each calendar year. G-21

Job description_____

Accountable to_____

Educational requirements_____

Training_____

Jurisdiction_____

Administrative authority_____

Number of employees with this job title_____

Caseload total_____

Caseload per employee_____

Cross-assignment of employees?_____

Responsibility for transporting prisoners?_____

Hiring procedure Tipstaffs
/ hired by Judge; all retired men.

Firing procedure_____

Grievance procedure_____

Management's rights_____

Information Source_____

Title_____

Address_____

Additional information source_____

Salary and Benefits Profile

State Pennsylvania (York County)

Job Title Probation Officer

Date 8/16/78

Information for _____ Year, starting _____

Wages (with differential pay) Probation Officer Intern: \$9,604 No maximum pay in any pay
scale; promotion after time (P.O. I, II, III, Spvr., Dir.)

Hours worked 37 1/2 hour/week

Relationship of salary to other court employees_____

Overtime benefits _____

Travel reimbursement _____

Educational reimbursement _____

Other Allowances _____

Hospital/Medical Blue Cross/Blue Shield

Paid by employer

Life insurance \$5,000

Paid by employer

Sick Leave 10 days/year (120 days maximum)

Disability _____

Death Benefits _____

Retirement/Pension _____

Vacation 10 days Vacation/year first 5 years; 15 days/year thereafter; 35 days maximum.

Recent change in pay scale? _____

Anticipated change in pay scale? Employees reviewed at end of each calendar year; 7% last
year. G-23

Job description _____
Accountable to _____
Educational requirements _____
Training _____
Jurisdiction _____
Administrative authority _____
Number of employees with this job title _____
Caseload total _____
Caseload per employee _____
Cross-assignment of employees? _____
Responsibility for transporting prisoners? _____
Hiring procedure 90 day probationary period _____
Firing procedure dismissal only for "just cause," (willful misconduct, unsatisfactory
job performance, after progressive disciplinary steps (oral reprimand, written, 3-day
day suspension, dismissal).
Grievance procedure _____
Management's rights _____
Information Source _____
Title _____
Address _____
Additional information source _____

Salary and Benefits Profile

State Rhode Island
Job Title Court Officer
Date 8/30/78
Information for Calendar Year, starting January 1, 1978
Wages (with differential pay) \$8,772 - \$10,720
Hours worked 40/week
Relationship of salary to other court employees None
Overtime benefits time and a half.
Travel reimbursement .15/mile
Educational reimbursement None
Other Allowances Uniform allowance
Hospital/Medical Blue Cross Major and Medical
Paid by Employer
Life insurance Yes--may buy up to next \$1,000 increment beyond salary level.
Paid by Employee
Sick Leave 21 days
Disability social security
Death Benefits None
Retirement/Pension 5% deducted and matched.
Vacation 17 days/year
Recent change in pay scale? 1/1/78
Anticipated change in pay scale? 1/1/79

Job description

Accountable to Sheriff

Educational requirements None

Training Orientation

Jurisdiction state

Administrative authority county

Number of employees with this job title 75

Caseload total not known

Caseload per employee

Cross-assignment of employees? No

Responsibility for transporting prisoners?

Hiring procedure unclassified

Firing procedure

Grievance procedure union contract

Management's rights

Information Source

Title

Address

Additional information source

Salary and Benefits Profile

State Rhode Island

Job Title Probation Officer

Date 8/30/78

Information for calendar year Year, starting January 1, 1978

Wages (with differential pay) Counselor I \$10,962-\$12,832, Counselor II \$12,920-\$15,271

Hours worked 40

Relationship of salary to other court employees None

Overtime benefits Time and a half

Travel reimbursement

Educational reimbursement Promotion to next salary grade upon completion of 4 approved courses.

Other Allowances

Hospital/Medical Blue Cross/Major Medical

Paid by Employer

Life insurance May buy up to next \$1,000 increment beyond salary level.

Paid by Employee

Sick Leave 21 days

Disability Social security

Death Benefits None

Retirement/Pension 5% deducted and matched

Vacation 17 days

Recent change in pay scale? 1/1/78

Anticipated change in pay scale? 1/1/79

Job description

Accountable to

Educational requirements B.A.

Training Orientation

Jurisdiction state

Administrative authority county

Number of employees with this job title 50

Caseload total not known

Caseload per employee 150 average

Cross-assignment of employees? No

Responsibility for transporting prisoners?

Hiring procedure

Firing procedure

Grievance procedure Union contract

Management's rights

Information Source

Title

Address

Additional information source

Salary and Benefits Profile

State Vermont

Job Title Court Officer

Date 8/17/78

Information for Fiscal Year, starting July 1 - June 30

Wages (with differential pay) \$30.00 a day effective 7/2/78 Vermont Annotated Statute 32-1592, 32 VSA 808.

Hours worked as needed

Relationship of salary to other court employees None

Overtime benefits None

Travel reimbursement Only in Bennington County--two court locations: .15 a mile.

Educational reimbursement None

Other Allowances

Hospital/Medical No

Paid by

Life insurance No

Paid by

Sick Leave No

Disability No

Death Benefits No

Retirement/Pension No

Vacation No

Recent change in pay scale? July, 1978

Anticipated change in pay scale? perhaps at end of fiscal year, July 1979.

Job description None

Accountable to Judge and Sheriff

Educational requirements None--most attended police academy..

Training in-service training; informal.

Jurisdiction state.

Administrative authority state.

Number of employees with this job title hired as needed.

* Court officers in Superior Court are continuous employees (deputies); one permanent court
Caseload-total officer in Chittenden County. District Courts can hire anyone as needed.

Caseload per employee _____

Cross-assignment of employees? Yes within the county; assigned by Clerk's Office or by the Sheriff. Chittenden County has a permanent Court Officer who is not a deputy sheriff.

Responsibility for transporting prisoners? No, state has full-time transportation officer (deputy sheriffs).

Hiring procedure Sheriff hires usually one of his deputies for Superior Court. District Court Clerk's Office hires for District Court.

Firing procedure Sheriff

Grievance procedure Informal to sheriff

Management's rights Informal reprimand, dismissal.

Information Source Margaret Shelly

Title Asst. Director of Administrative Services

Address Court of Vermont, 111 State Street, Montpelier, Vermont 03602
(802) 828-3281

Additional information source _____

Salary and Benefits Profile

State Vermont

Job Title Probation Officer

Date 8/21, 8/22, 1978

Information for Fiscal Year, starting July 1

Wages (with differential pay) Trainee category \$9,100-13,676, Probation Officers \$10,928-\$16,380.

Hours worked 40 hr./week

Relationship of salary to other court employees Salaries set up on payscale by State Dept. of Personnel; Probation Office is on payscale 13.

Overtime benefits compensatory time

Travel reimbursement No, they use state cars.

Educational reimbursement No

Other Allowances _____

Hospital/Medical Mutual of Omaha Single pays: 2.69 bi-weekly, State \$8.08
Employee + 1: 9.52 " State \$15.02
Employee + 2: 11.48 + State \$16.87

Paid by Employer-Employee contribute.

Life insurance Amount according to salary--paid bi-weekly

Paid by State pays 75%, employee 25%

Sick Leave 6 days of Sick Leave upon employment.
After six months employment 1 day Sick Leave earned a month.

Disability Yes

Death Benefits Yes

Retirement/Pension Effective 7/1/78 deductions from employer effective day of employee's employment date. State contributes 5%; employee designates deduction.

Vacation After six months of employment employee has 6 days. After six months employment employee earns 1 day of Vacation a month.

Recent change in pay scale? 7/2/78 Employees working over 6 months received 6% increase.

Anticipated change in pay scale? Vermont State Employees' Assoc. negotiating--possible increase July, 1979.

Job description Attached.

Accountable to There are five districts; each has a supervisor. Supervisor responsible to Director of Probation Department.

Educational requirements Bachelors, 18 months exp. see Job Descript.

Training In-service

Jurisdiction statewide

Administrative authority state

Number of employees with this job title 55.

Caseload total See attachment

Caseload per employee "

Cross-assignment of employees? No, Probation Officers work under their own district supervisor in their assigned district office.

Responsibility for transporting prisoners? Not usually

Hiring procedure Vacancy announcement posted, register of qualified candidates obtained from Personnel Dept., panel interviews qualified candidates. District Supervisor hires with Director's approval. (Director on panel.)

Firing procedure District supervisor -- according to guidelines established in contract

Grievance procedure As outlined in contract--Vermont State Employees' Association Union.

Management's rights Steps outlined in contract.

Information Source Rosemary Trombly (job description)

Title Administrative Assistant

Address Department of Corrections, Field in Juvenile Services, State Office Building, Montpelier, Vermont 05602 (802) 244-5181

Additional information source George Mathon, Research Department, title: Agency Automate Systems Analyst. (Caseload information for offices.)

APPENDIX I: SELECTED JOB DESCRIPTIONS

0145
S.G. 27

AUG 25 1973

\$20,909 - \$25,505

General Statement of Duties:

Directs the operations in one of four district offices to provide probation service for offenders in criminal cases; does related work as required.

Supervision Received:

Works under the direction of the Director of Probation (Adult) who reviews work for effectiveness and conformance with policy.

Supervision Exercised:

Supervises Probation Officers and other employees engaged in the probation service.

Examples of Duties:

Under the supervision of the Director of Probation, directs the work of probation officers (Adult) and other employees, in an assigned district; compiles and maintains statistics on the work of the probation officers under his jurisdiction, for the Director; conducts training programs for the staff; reviews presentence investigation reports and casework records submitted by probation officers; consults with probation officers concerning casework problems; interprets departmental rules, regulations and procedures; assists the Director of Probation (Adult) in formulating methods of investigation, supervision, record-keeping and reports; collects and disburses all monies in accordance with the orders of the judges of the court; keeps accurate and complete accounts of all monies received and disbursed in accordance with such orders; makes such reports in writing as the Director may require; sends a record of all probations to the Director.

Experience and Training:

Not less than eight (8) years' full-time paid employment in work involving probation, parole, or public administration in the field of social welfare, preferably including experience with adult probation of which two (2) years shall have been in an administrative capacity or as a Senior Probation Officer.

or

Graduation from a four year college with a degree in the social sciences and four years of the above experience.

0144
S.G. 33

ADULT PROBATION DIRECTOR \$26,208 - \$32,082

General Statement of Duties

Acts as administrative head of the Department of Adult Probation.

Supervision Received

Works under the general direction of the Commission of Adult Probation who reviews work for effectiveness and conformance with policy.

Examples of Duties

Under Section 54-105 of the General Statutes, supervises and directs the work of the probation officers and other employees, and may require reports from them; formulates methods of investigation, supervision, record keeping, and reports; compiles statistics on the work of all probation officers; periodically revises the department manual; establishes and maintains personnel policies; performs such other duties as may be necessary to establish and maintain an efficient probation service in all criminal courts of the state.

Appointment

Appointed by the Commission on Adult Probation.

CONNECTICUT

S.G. 16 #10:14 #14,441

PROBATION OFFICER (ADULT)

GENERAL STATEMENT OF DUTIES:

In the Department of Adult Probation, makes or assists in making investigations on all cases referred to the Department; supervises or assists in supervising persons placed on probation; does related work as required.

SUPERVISION RECEIVED:

Work is subject to close supervision and review, both at the beginning and upon completion, by an officer of higher grade.

EXTENT OF DUTIES:

In a prescribed district or court, may make, or assist an Adult Probation Officer of higher grade, in making investigations; submits written reports; when so directed, will make or assist in making an investigation after conviction, prior to sentencing, of the circumstances of the offense, the attitude of the complainant or victim of the immediate family when possible, in cases of homicide, and the criminal record, social history and present conditions of the defendant and submit a written report of the investigation; supervises or assists in supervising probationers, furnishes such probationer a written statement of the conditions of probation and instructs him regarding the same; keeps informed of his conduct and condition and uses all suitable methods to aid and encourage him to bring out improvement in his conduct and condition; collects and disburses all monies in accordance with such orders and gives receipts therefore; makes such reports in writing as the Court or Director may require; sends a record of all probationers to the Director.

EXPERIENCE AND TRAINING:

Graduation from college (graduation shall be considered successful completion of a four year college course or its equivalent.) with degree in social or behavioral science, or a related area.

CONNECTICUT

ADULT PROBATION OFFICER

0133
S.G. 12

#13,129-#15,799

GENERAL STATEMENT OF DUTIES:

In the Adult Probation Department, investigates cases referred to the Department; supervises defendants placed on probation; does related work as required.

SUPERVISION RECEIVED:

Works under the supervision of an Adult Probation Officer of higher grade who reviews work for effectiveness and conformance with policy.

SUPERVISION EXERCISED:

May assist in the supervision of one or more Adult Probation Officer trainees.

EXAMPLES OF DUTIES:

Makes investigations of cases referred by the Director of Probation (Adult) or by any court in which they are assigned to serve, and submits written reports; when so directed, will make an investigation after conviction prior to sentencing of the circumstances of the offense, the attitude of the complainant or of the victim of the immediate family when possible in cases of homicide and the criminal record, social history and present conditions of the defendant and submit a written report of the investigation; furnishes each probationer with a written statement of the conditions of probation and instructs him regarding the same; keeps informed of his conduct and condition and uses all suitable methods to aid and encourage him to bring out improvement in his conduct and condition; collects and disburses all monies in accordance with the orders of the Judges of the court; keeps accurate and complete accounts of all monies received and disbursed in accordance with such orders and gives receipts thereof, and makes such reports in writing as the Court or Director may require; sends a record of all probationers to the Director; may ascertain the facts involving arrests of minors; may assume custody of any minor committed to him by Court or other official order; notifies committing Court or Judge as to the advisability of the continuance of any probation after one year; notifies the court in writing of violation of probation.

EXPERIENCE AND TRAINING:

Satisfactory completion of one (1) year's graduate study in psychology, sociology, social work or other social science in an accredited college or university

OR IN LIEU THEREOF

Graduation from college (graduation shall be interpreted as completion of a four-year college course or its equivalent) and one (1) year's employment as a probation officer (adult).

CONNECTICUT
ADULT PROBATION SENIOR OFFICER

0132
S.G. 21 \$15,193 \$20,000

GENERAL STATEMENT OF DUTIES:

In the Adult Probation Department, investigates the more difficult cases referred to the Department; supervises defendants placed on probation; does related work as required.

SUPERVISION RECEIVED:

Works under the supervision of the Deputy District Supervisor of Probation or Adult Probation Supervising Officer who reviews work for effectiveness and conformance with policy.

SUPERVISION EXERCISED:

May supervise one or more Adult Probation Officers of lower grade.

EXAMPLE OF DUTIES:

In a prescribed district or court, makes all investigations including the more difficult cases referred by the Director of Probation (Adult) or by any court in which they are assigned to serve, and submits written reports; when so directed, will make an investigation after conviction prior to sentencing of the circumstances of the offense, the attitude of the complainant or victim of the immediate family when possible in cases of homicide, and the criminal record, social history and present conditions of the defendant and submits a written report of the investigation; supervises the more difficult probation cases; furnishes each probationer with a written statement of the conditions of probation and instructs him regarding the same; keeps informed of his conduct and condition and uses all suitable methods to aid and encourage him to bring out improvement in his conduct and condition.

EXPERIENCE AND TRAINING:

Graduation from a four year college with a degree in social or behavioral sciences and two (2) years' employment in Adult Probation.

SPECIAL REQUIREMENT:

Possession of a current Connecticut motor vehicle operator's license shall be required during employment in this class.

CONNECTICUT

0142
S.G. 30

ADULT PROBATION DEPUTY DIRECTOR

\$23,172 \$28,572

General Statement of Duties

Acts as assistant administrative head of the Department of Adult Probation and assists the Director of the Department of Adult Probation in the performance of his duties.

Supervision Received

Works under the general direction of the Director, who reviews work for effectiveness and conformance with policy.

Supervision Exercised

Supervises the activities of the staff of the Adult Probation Department.

Example of Duties

As Deputy, acts for the Director in his absence, and assists in the administration of his duties as defined in Sec. 54-105 of the General Statutes. He supervises and directs the work of the probation officers and other employees appointed by the Director, and may require reports from them; formulates methods of investigation, supervision, record-keeping, and reports; compiles statistics on the work of all probation officers; cooperates in the development and periodic revision of a departmental manual; assists in promoting recruitment and training programs; acts as liaison with Judges, State's Attorneys and other court personnel; aids in establishing and maintaining personnel policies. In the performance of his duties, he has access to the records of probation officers, and performs such other duties as may be necessary to establish and maintain an efficient probation service in all criminal courts of the state.

Appointment

Appointed by the Commission on Adult Probation.

CONNECTICUT

ADULT PROBATION DEPUTY CHIEF PROBATION OFFICER (\$17,136-\$20,862)

S.G. 24

General Statement of Duties

Directs department operations in a small office or unit to provide probation service for offenders in criminal cases; does related work as required.

Supervision Received

Works under the direction of a District Supervisor who reviews work for effectiveness and conformance with policy.

Supervision Exercised

Supervises probation officers and other employees engaged in the probation service.

Examples of Duties

Directs and assigns the work of probation officers and other employees, compiles and maintains statistics on the work of the probation officers under his jurisdiction; conducts training programs for the staff; reviews reports and casework records submitted by probation officers; confers with probation officers concerning casework problems; interprets departmental rules, regulations and procedures; assists in formulated methods of investigation, supervision, record keeping and reports; makes such reports in writing as may be required; supervises a caseload of probationers and makes presentence investigations; counsels and evaluates employees.

MINIMUM QUALIFICATIONS
KNOWLEDGE, SKILL AND ABILITY

Considerable knowledge of treatment and supervision principles and techniques with particular reference to criminal offenders; considerable knowledge of the development of community resources; considerable ability to establish and maintain effective relationships with individuals and agencies contacted; considerable ability to gather, analyze and evaluate information; considerable ability in oral and written expression; supervisory ability and administrative ability.

EXPERIENCE AND TRAINING

Graduation from a four year college with a degree in sociology, psychology, social work, criminal justice or other related areas and four years increasing responsible professional experience in criminal justice.

-2-

Principal Accountabilities

1. Development of professional expertise of probation officers supervised.
2. Effective and efficient delivery of probation services for area or workload assigned.
3. Timely and accurate analysis of operating procedures in unit or area and initiation of improvements when necessary.
4. Maintenance and development of effective working relationships with other elements of the criminal justice system.
5. Successful accomplishment of administrative and business management functions.
6. Successful performance of caseload responsibilities.

Class Statistics

Supervises 2 to 4 probation officers and the supportive paraprofessional and clerical staff in assigned unit or field office.

CONNECTICUT

ADULT PROBATION CHIEF PROBATION OFFICER (\$17,972-\$21,836)

S.G. 25

GENERAL STATEMENT OF DUTIES:

Directs department operations in an assigned area or unit to provide probation service for offenders in criminal cases; does related work as required.

SUPERVISION RECEIVED:

Works under the direction of a district supervisor who reviews work for effectiveness and conformance with policy.

SUPERVISION EXERCISED:

Supervises probation officers and other employees engaged in providing probation service.

EXAMPLES OF DUTIES:

Directs and assigns the work of probation officers and other employees; compiles and maintains statistics on the work of the probation officers under his jurisdiction; conducts training programs for the staff; reviews presentence investigation reports and casework records submitted by probation officers; confers with probation officers concerning casework problems; interprets departmental rules and regulations and procedures; assists in formulating methods of investigations, supervision, record keeping, and reports; makes such reports in writing as may be required; supervises a small caseload of probationers; counsels and evaluates employees.

MINIMUM QUALIFICATIONS:KNOWLEDGE, SKILL AND ABILITY:

Considerable knowledge of the psychological, social and economic affects of criminal behavior; considerable knowledge of counseling principles and techniques with particular reference to criminal offenders; considerable knowledge of the development of community resources; considerable ability to establish and maintain effective relationships with individuals and agencies contacted; considerable ability to gather, analyze, and evaluate information; considerable ability in written and oral expression; administrative and supervisory ability.

EXPERIENCE AND TRAINING:

Eight (8) years of full time professional employment in probation, parole or public administration including experience with Adult Probation, of which two years shall have been as a Senior Probation Officer or in an administrative capacity; or graduation from an accredited four year college with a degree in sociology, psychology, or other related area and four years professional experience in criminal justice.

PRINCIPAL ACCOUNTABILITIES:

1. Development of professional expertise of probation officers supervised.
2. Effective and efficient delivery of probation service for area or workload assigned.
3. Timely and accurate analysis of operating procedures in unit or area and initiation of improvements when necessary.
4. Maintenance and development of effective working relationships with other elements of the criminal justice system.
5. Successful accomplishment of administrative and business management functions.

CLASS STATISTICS:

Supervises 3 to 7 probation officers and supportive para-professional and clerical staff in assigned unit, field office, or geographic area served by multiple offices.

NEW JERSEY (HUDSON COUNTY)
CHIEF PROBATION OFFICER

DEFINITION: Under direction, directs, supervises and is responsible for the proper performance of the work of the Probation Department and the enforcement of probation laws; does related work as required.

EXAMPLES OF WORK: Administers and directs all service functions required of the probation department by the Criminal Courts, Juvenile and Domestic Relations Court and the Chancery Division of the Superior Court, in a given county, inclusive of the following:

1. pre-sentence investigations
2. supervision of probationers
3. services to juvenile courts
4. services to domestic relations and matrimonial courts
5. services to municipal courts
6. training of probation officers

REQUIREMENTS:

1. Graduation from a four year course at a college of recognized standing with a major course of study in the social sciences and/or related fields.

The following experience requirements are based on the organization structure of the various Probation Departments:

TYPES E AND F

2. Four years of experience in probation and/or parole work, two years of which shall have been in a supervisory capacity in probation work, or in the performance of the more difficult and responsible field and office work involved in providing probation services to courts of all types.

NOTE: Possession of a Master's Degree in sociology, social work or related fields may be substituted for one year of the supervisory experience indicated above.

TYPE D

2. Five years of experience in probation and/or parole work, two years of which shall have involved responsibility for coordinating and supervising the work of a group of probation officers.

NOTE: Possession of a Master's Degree in sociology, social work or related fields may be substituted for one year of the coordinating and supervisory experience indicated above.

TYPE C

2. Six years of experience in probation and/or parole work, three years of which shall have involved the administrative and professional supervision and direction of a group of probation officers, including wide latitude for the exercise of independent judgment and initiative.

NOTE: Possession of a Master's Degree in sociology, social work or fields may be substituted for one year of the administrative supervisory experience indicated above.

CHIEF PROBATION OFFICER - (Continued)

TYPE B

2. Seven years of experience in probation and/or parole work, four years of which shall have involved the administrative and professional supervision and direction of a group of probation officers.

NOTE: Possession of a Master's Degree in sociology, social work or related fields may be substituted for one year of the administrative and supervisory experience indicated above.

TYPE A

2. Eight years of responsible experience in probation and/or parole work, four years of which shall have been in a capacity involving broad administrative responsibility for planning and directing the activities of a large probation unit.

3. Possession of a Master's Degree in sociology, with a major in criminology and/or penology.

NOTE: For those applicants who possess a Bachelor's Degree but not a Master's Degree, one of the following may be substituted:

- a) Two additional years of broad administrative experience of the type outlined above;
- b) One year of such experience and one year of graduate study in sociology, social work, criminology, or an allied field;
- c) One year of such experience and one year of teaching experience in criminology, penology, probation or an allied field.

4. **MEDICAL EXAMINATION:** Candidates may be required to undergo a thorough medical examination as a prerequisite for appointment. Any medical or physical condition or defect which would prevent efficient performance of the duties of the position, cause the applicant to be a hazard to himself or others, or become aggravated as a result of performance of these duties will be cause for rejection.

5. Appointees may be required to possess a valid New Jersey Automobile Driver's license as a prerequisite for appointment.

6. Thorough knowledge of the philosophy of probation work; of the laws and procedures relating to probation work; of modern techniques of correctional rehabilitation; of courts, criminal procedures and the laws governing the enforcement, prosecution and punishment of crimes and criminals; of the treatment of juvenile delinquents; of the causes and factors tending to social maladjustment; of the preparation of clear, sound, accurate and informative reports, and of the methods of establishing and maintaining suitable records and files.

CHIEF PROBATION OFFICER (Continued)

7. Ability to organize, develop, coordinate and administer the activities of the probation department; to give suitable assignments and instructions to subordinates and to direct and supervise their work; to establish and maintain helpful and cooperative relations with concerned agencies and persons; to prepare clear, sound, accurate and informative reports, and to direct the establishment and maintenance of suitable records and files.

ARM
10-28-69

MT/ST
C-4-7
CODE: 321010

NEW JERSEY (HUDSON COUNTY)
ASSISTANT CHIEF PROBATION OFFICER

DEFINITION: Assists the Chief Probation Officer in administering and directing all probation activities related to pre-sentence investigations, supervision of probationers, services to juvenile courts, services to domestic relations and matrimonial courts, and services to municipal courts; does related work as required.

EXAMPLES OF WORK: Supervises and is generally responsible for the professional functions of the Probation Department or a major division thereof, including the investigational and treatment work performed by probation officers; reviews pre-sentence or pre-hearing reports before their submission to judges; reviews applications for termination of probation; reports to the Chief Probation Officer concerning the work of probation officers and makes suitable recommendations; confers with judges concerning the work of probation officers and the needs of the court in respect to the investigation and supervision of offenders; coordinates the work of probation officers; assists in directing the establishment and maintenance of suitable records and files; may assume responsibility for administration of the department in the absence of the Chief Probation Officer.

REQUIREMENTS:

1. Graduation from a four year course at a college of recognized standing with a major course of study in the social sciences and/or related fields.

2. Six years of experience in probation and/or parole work, three years of which shall have been in a supervisory capacity in probation work.

NOTE: Possession of a Master's degree in sociology, social work, or related fields may be substituted for one year of the supervisory experience indicated above.

3. MEDICAL EXAMINATION: Candidates may be required to undergo a thorough medical examination as a prerequisite for appointment. Any medical or physical condition or defect which would prevent efficient performance of the duties of the position, cause the applicant to be a hazard to himself or others, or become aggravated as a result of performance of these duties will be cause for rejection.

4. Appointees may be required to possess a valid New Jersey Automobile Driver's License as a prerequisite for appointment.

5. Thorough knowledge of the philosophy of probation work, of the laws and procedures relating to probation work, of modern techniques of correctional rehabilitation, of courts, criminal procedures and the laws governing the enforcement, prosecution and punishment of crimes and criminals, of the causes and factors tending to social maladjustment, of the preparation of clear, sound, accurate and informative reports, and of the method of establishing and maintaining suitable records and files.

6. Ability to assist in organizing, developing, coordinating and administering the activities of the probation department, to give suitable assignments and instructions to subordinates and assist in directing and supervising their work, to establish and maintain helpful and cooperative relationships with concerned agencies and persons, to prepare clear, sound, accurate and informative reports, and to assist in directing the establishment and maintenance of suitable records and files.

ARM
10/28/69

MT/ST
A-7-7
CODE: 321020

PRINCIPAL PROBATION OFFICER I

DEFINITION: Under direction, with wide latitude for independent judgment and initiative, supervises and is immediately responsible for the administrative and professional supervision and direction of a group of probation officers of lesser rank; serves as chief of a major section or division of a large probation department or as second in command of a medium size probation department; does related work as required.

EXAMPLES OF WORK: Supervises and is generally responsible for the professional functions of a major section or division of a large probation department including the investigational and treatment work performed by probation officers; reviews pre-sentence of pre-hearing reports before their submission to judges; reviews applications for termination of probation; attends divisional and general staff meetings for the purpose of observing work of probation officers, and to assist and guide them in their work; reports to the Assistant Chief or Chief Probation Officer concerning the work of probation officers and makes recommendations in that regard; confers with judges concerning the work of probation officers and the needs of the court in respect to the investigation and supervision of offenders; coordinates the work of probation officers; supervises the establishment and maintenance of suitable records and files; in some departments, may assume responsibility for the administration of the department in the absence of the Chief Probation Officer.

REQUIREMENTS:

1. Graduation from a four year course at a college of recognized standing with a major course of study in the social sciences and/or related fields.
2. Five years of experience in probation and/or parole work, two years of which shall have been in a supervisory capacity in probation work.

NOTE: Possession of a Master's degree in sociology, social work, or related fields may be substituted for one year of the supervisory experience indicated above.

3. **MEDICAL EXAMINATION:** Candidates may be required to undergo a thorough medical examination as a prerequisite for appointment. Any medical or physical condition or defect which would prevent efficient performance of the duties of the position, cause the applicant to be a hazard to himself or others, or become aggravated as a result of performance of these duties will be cause for rejection.

4. Appointees may be required to possess a valid New Jersey Automobile driver's license as a prerequisite for appointment.

5. Wide knowledge of the philosophy of probation work, of the laws and procedures relating to probation work, of modern techniques of correctional rehabilitation, of courts, criminal procedures and the laws governing the enforcement, prosecution and punishment of crimes and criminals, of the causes and factors tending to social maladjustment, of the preparation of clear, sound, accurate and informative reports, and of maintaining suitable records and files.

6. Ability to assist in organizing, supervising, and coordinating the activities of the probation department or a major division thereof; to give suitable assignments and instructions to subordinates and assist in directing and supervising their work to establish and maintain helpful and cooperative relationships with concerned agencies and persons; to prepare clear, sound, accurate and informative reports, and to assist in directing the establishment and maintenance of suitable records and files.

PRINCIPAL PROBATION OFFICER II

DEFINITION: Under direction, coordinates and may supervise the work of a group of probation officers; may serve as chief of a specialized section or division within a medium size probation department or a second in command of a relatively small probation department; does related work as required.

EXAMPLES OF WORK: Assigns for investigation or supervision by concerned probation officers, persons to be investigated for the courts or courts of appeals; supervises on probation; consults with judges concerning probation procedures and responsibilities; when directed, supervises in assigned division or other unit of the procedures involved in the investigation of offenders and supervision of probationers; consults from time to time with other department personnel and superiors for the purpose of adjusting conflicts in case work or department procedure, and to bring about more effective cooperation between probation officers and other law enforcement, penal correctional, welfare, civic, religious, and educational agencies and institutions; consults, interviews and advises parents, wives, relatives, lawyers, police, and representatives of persons under investigation or supervision whenever requested or necessary; reviews pre-sentence and pre-hearing reports before their submission to judges; reviews applications for termination of probation; attends divisional and general staff meetings for the purpose of observing work of probation officers, and to assist and guide them in their work; reports to the Assistant Chief or Chief Probation Officer concerning the work of probation officers and makes recommendations in that regard; confers with judges thereof concerning the work of probation officers and the needs of the court in respect to the investigation and supervision of offenders; coordinates the work of probation officers; supervises the establishment and maintenance of suitable records and files; in some departments, may assume responsibility for administration of the department in the absence of the Chief Probation Officer.

REQUIREMENTS:

1. Graduation from a four year course at a college of recognized standing with a major course of study in the social sciences and/or related fields.
2. Four years of experience in probation and/or parole work, two years of which shall have been in a supervisory capacity in probation work, or in the performance of the more difficult and responsible field and office work involved in providing probation services to courts of all types.

NOTE: Possession of a Master's Degree in sociology, social work or related fields may be substituted for one year of the supervisory experience indicated above.

3. **MEDICAL EXAMINATION:** Candidates may be required to undergo a thorough medical examination as a prerequisite for appointment. Any medical or physical condition or defect which would prevent efficient performance of the duties of the position, cause the applicant to be a hazard to himself or others, or become aggravated as a result of performance of these duties will be cause for rejection.

4. Appointees may be required to possess a valid New Jersey Automobile Driver's License as a prerequisite for appointment.

PRINCIPAL PROBATION OFFICER II - (Continued)

5. Wide knowledge of the laws and procedures relating to probation work; of modern correctional rehabilitation techniques; of courts, criminal procedures and the laws governing the enforcement, prosecution and punishment of crime and criminals; of the causes and factors tending to social maladjustment, and of the preparation of clear, sound, accurate and informative reports containing findings, conclusions and recommendations.

6. Ability to organize assigned supervisory and other work and develop effective work methods; to give suitable assignments and instructions to assigned employees; to analyze and interpret the laws, rules, regulations, standards and procedures relating to probation work and to apply them to specific cases; to collect, analyze and interpret extensive data relating to probation work; to work harmoniously with associates and that part of the public concerned with probation work; to apply modern correctional rehabilitation techniques; to prepare clear, sound, accurate and informative reports containing findings, conclusions and recommendations; and to keep needed records and files.

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SENIOR PROBATION OFFICER

DEFINITION: Under direction, performs the more difficult and responsible field and office work involved in providing probation services to courts of all types; assists in the orientation of new and may take the lead over less experienced probation officers; may be designated to be in charge of a specialized section or division within a relatively small probation department; does related work as required.

EXAMPLES OF WORK: Supervises probationers who require very close attention because of the complexities of their problems; instructs and trains new probation officers in the theory, practices, skills and procedures of supervisory and investigational functions; when so directed, assumes full responsibility for the activities of a specialized section or division within a relatively small probation department; presents reports of pre-sentence investigations, violation of probation and matters referred for treatment to the court and serves in a consultative capacity whenever directed by the court or courts served; when so directed, transacts confidential matters or prepares investigations that require considerable experience, trust and loyalty to the department.

REQUIREMENTS:

1.. Graduation from a four year course at a college of recognized standing with a major course of study in the social sciences and/or related fields.

2. Two years of experience in probation and/or parole work.

NOTE: Possession of a Master's degree in sociology, social work or related fields may be substituted for one year of experience in probation or parole work.

3. MEDICAL EXAMINATION: Candidates may be required to undergo a thorough medical examination as a prerequisite for appointment. Any medical or physical condition or defect which would prevent efficient performance of the duties of the position, cause the applicant to be a hazard to himself or others, or become aggravated as a result of performance of these duties, will be cause for rejection.

4. Appointees may be required to possess a valid New Jersey Automobile Driver's License as a prerequisite for appointment.

5. Considerable knowledge of the laws and approved procedures governing probation work in New Jersey, of modern methods and techniques of counseling, supervising and controlling probationers with a view to their ultimate rehabilitation, of courts, criminal procedures and the laws governing the enforcement, prosecution and punishment of crimes and criminals, of the causes and factors tending to social maladjustment, and of the preparation of clear, sound, accurate, and informative reports containing findings, conclusions and recommendations.

SENIOR PROBATION OFFICER (continued)

6. Ability to analyze and interpret the laws, regulations, standards, and procedures relating to probation work and to apply them to specific cases, to collect, analyze and interpret extensive data relating to probation work, to work harmoniously with associates and that part of the public concerned with probation work; to apply modern correctional rehabilitation techniques; to prepare clear, sound, accurate, and informative reports containing findings, conclusions, and recommendations, and to keep needed records and files.

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CIVIL SERVICE RULE 4:1-8.5

PROMOTION UPON WAIVER OF COMPETITIVE EXAMINATION

The President may authorize the promotion of a qualified permanent employee, by regular appointment and without a competitive examination provided all of the following conditions are met:

(a) The employee has previously taken and passed an examination for the basic skills required in the position to which the promotion is to be made;

(b) The employee has not, within three years previous to the announced closing date for filing applications, failed to pass a promotion examination for the position to which the promotion is to be made, but if the employee shall have passed subsequently an examination for the position he shall be eligible notwithstanding the earlier failure;

(c) The employee is serving under a provisional appointment in the class or position to which the promotion is to be effected;

(d) Not more than three employees file application to take such test when only one promotional appointment is to be made; or when more than one promotional appointment is to be made, the number of eligible employees who file applications to take the examination does not exceed by more than two the number of promotional appointments to be made;

(e) Preference rights of veterans will not be affected.

PROBATION OFFICER

DEFINITION: Under direction, performs the field and office work involved in conducting investigations as required by the courts; exercises supervision over and receives regular reports from offenders whose sentences have been suspended by the courts; does related work as required.

EXAMPLES OF WORK: Investigates home and living conditions, neighborhood environment, school record, employment history and other relevant matters pertaining to persons referred to the probation department for investigations; interviews relatives, complainants and other persons having a knowledge of the life history of offenders; prepares pre-sentence, pre-hearing or other social histories to assist the Court in making dispositions; supervises, guides and counsels probationers; prepares special reports in connection with probation violations; discharges from probation or other special circumstances; keeps records; prepares clear, sound, accurate, and informative reports containing findings, conclusions and recommendations.

REQUIREMENTS:

1. Graduation from a four year course at a college of recognized standing.
2. **MEDICAL EXAMINATION:** Candidates may be required to undergo a thorough medical examination as a prerequisite for appointment. Any medical or physical condition or defect which would prevent efficient performance of the duties of the position, cause the applicant to be a hazard to himself or others, or become aggravated as a result of performance of these duties, will be cause for rejection.
3. Appointees may be required to possess a valid New Jersey Automobile Driver's License as a prerequisite for appointment.
4. Some knowledge of the laws and procedures relating to probation work, of modern techniques of correctional rehabilitation, of courts, criminal procedures, and the laws governing the enforcement, prosecution, and punishment of crimes and criminals, of the causes and factors tending to social maladjustment, and of the preparation of clear, sound, accurate, and informative reports containing findings, conclusions, and recommendations.
5. Ability to analyze and interpret the laws, regulations, standards, and procedures relating to probation work and to apply them to specific cases; to collect, analyze and interpret extensive data relating to probation work; to work harmoniously with associates and that part of the public concerned with probation work; to apply modern correctional rehabilitation techniques; and to prepare clear, sound, accurate, and informative reports containing findings, conclusions, and recommendations.

DEFINITION

Under direction, performs the field and office work involved in conducting investigations as required by the courts; exercises supervision over and receives regular reports from offenders whose sentences have been suspended by the courts; does related work as required.

EXAMPLES OF WORK

Investigates home and living conditions, neighborhood environment, school record, employment history and other relevant matters pertaining to persons referred to the probation department for investigations.

Interviews relatives, complainants and other persons having a knowledge of the life history of offenders.

Prepares pre-sentence, pre-hearing or other social histories to assist the Court in making dispositions.

Supervises, guides and counsels probationers.

Prepares special reports in connection with probation violations.

Discharges from probation or other special circumstances.

Keeps records and prepares clear, sound, accurate, and informative reports containing findings, conclusions and recommendations.

REQUIREMENTS

Education

Possession of a Bachelor's or Master's degree in the social and/or behavioral sciences.

Medical Examination

Candidates may be required to undergo a thorough medical examination as a prerequisite for appointment.

Any medical or physical condition or defect which would prevent efficient performance of the duties of the position, cause the applicant to be a hazard to himself or others, or become aggravated as a result of performance of these duties, will be cause for rejection.

License

Appointees may be required to possess a valid driver's license as a prerequisite for appointment.

Knowledge

Some knowledge of the laws and procedures relating to probation work.

Of modern techniques of correctional rehabilitation.

Of courts, criminal procedures, and the laws governing the enforcement, prosecution, and punishment of crimes and criminals.

Of the causes and factors tending to social maladjustment.

Of the preparation of clear, sound, accurate, and informative reports con-

PROBATION OFFICER - (Continued)

Ability

Ability to read, write, speak and understand English sufficiently to perform the duties of this position.

To analyze and interpret the laws, regulations, standards, and procedures relating to probation work and to apply them to specific cases.

To collect, analyze and interpret extensive data relating to probation work.

To work harmoniously with associates and that part of the public concerned with probation work.

To apply modern correctional rehabilitation techniques.

To prepare clear, sound, accurate, and informative reports containing findings, conclusions, and recommendations.

To keep needed records and files.

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VERMONT

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Vt. Dept. of Personnel
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Code: 6201
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PROBATION AND PAROLE OFFICER

DEFINITION:

Specialized casework of more than ordinary difficulty and responsibility involving probation and parole activities in a district. Work is performed under the supervision of an assistant district director or district director. Evening and weekend duty may be required in accordance with caseload status and/or emergency situations.

EXAMPLES OF WORK PERFORMED:

Supervises adult and/or juvenile probationers and parolees in an assigned district. Makes pre-sentence and pre-parole investigations. Counsels and provides social casework services to probationers and parolees and assists in their rehabilitation in cooperation with other social service agencies. Works with the client and others involved to develop a case plan designed to solve the problems which resulted in criminal behavior. Assists in the implementation of programs for convicted and pre-release inmates at a Community Corrections Center. Provides counseling service to families of probationers and parolees as necessary and as directed by the courts. Works in cooperation with local schools and community agencies in establishing and implementing delinquency prevention programs. Collects and accounts for fines and other money under court order. Arrests and returns probation and parole violators on warrants issued by appropriate authority. Recommends closing of cases which no longer require supervision. Maintains records and prepares reports as directed. Related work as required.

REQUIRED KNOWLEDGES, SKILLS AND ABILITIES:

Considerable knowledge of and ability to apply the principles and practices of probation and parole casework.
Considerable knowledge of the laws governing probation and parole.
Considerable knowledge and understanding of the function of the public and private social service agencies in the communities of a district.
Working knowledge of individual and group counseling methods.
Working knowledge of group dynamics.
Awareness of the interaction of physical, emotional, economic, educational and social factors which typically influence probation and parole cases.
Awareness of the structure and functions of the state judicial system.
Ability to understand, interpret, and explain statutory requirements, rules and procedures.
Ability to exercise discrimination in making referrals to social service agencies.
Ability to maintain case records.
Ability to prepare clear and concise reports.
Ability to establish and maintain effective working relationships.

MINIMUM QUALIFICATIONS FOR APPLICATION:

Education: Bachelor's degree

Experience: Eighteen months in professional-level casework services, vocational/educational guidance and counseling, or teaching in special education or similar programs for problem children or adults (dropouts, offenders, unemployed, etc.)

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PROBATION AND PAROLE OFFICER TRAINEE

DEFINITION:

Casework of ordinary difficulty and responsibility involving probation and parole activities in a district. Work is performed under the supervision of a program supervisor. Progression to the full Probation and Parole Officer level requires at least a satisfactory performance rating plus satisfaction of all educational, experience and examination requirements.

EXAMPLES OF WORK PERFORMED:

Assists in the supervision of adult and/or juvenile probationers and parolees in an assigned district. Makes pre-sentence and pre-parole investigations. Counsels and provides social casework services to probationers and parolees and assists in their rehabilitation in cooperation with other social service agencies. Assists in the implementation of rehabilitation programs for convicted and pre-release inmates at a Community Corrections Center. Provides counseling service to families of probationers and parolees, as necessary, and as directed by the courts. Works in cooperation with local schools and community agencies and in establishing and implementing delinquency prevention programs. Collects and accounts for fines and other money under court order. Arrests may be required to return probation and parole violators on warrants issued by appropriate authorities. Maintains records and prepares reports as directed. Related work as required.

REQUIRED KNOWLEDGES, SKILLS AND ABILITIES:

Knowledge of the principles and practices of probation and parole casework.
Knowledge of the laws governing probation and parole.
Knowledge and understanding of the function of the major social service agents in the communities of a district, and the ability to exercise discrimination in making referrals to such agencies.
Working knowledge of individual and group counseling methods.
Ability to understand, interpret, and explain statutory requirements, rules, and procedures.
Ability to maintain records and to prepare clear, concise reports.
Ability to establish and maintain effective working relationships with associates, probationers and parolees, courts, state and local law enforcement agencies, social service agencies, and the public.

MINIMUM QUALIFICATIONS FOR APPLICATION:

Education: Bachelor's degree from an accredited college.

Experience: None

or

Education: High School graduation.

Experience: Four years work experience, including at least two in para-professional casework involving direct client contact.

An associate degree in criminal justice, corrections, or human services may be substituted for the two years of non-casework experience.

Special Note: Possession of or eligibility for a valid driver's license.

APPENDIX II: COMPARISON OF COURT OFFICER/PROBATION
OFFICER BENEFITS, WAGES AND REIMBURSEMENTS
IN SELECTED STATES

Court Officer's Benefits

	Hospital-Medical	Life Insurance
Connecticut	Private insurance paid by employee	Private insurance paid by employee
Rhode Island	Blue Cross Major Medical paid by employer	Employee may buy coverage up to next \$1000 increment beyond salary level
Vermont	None	None
Maine (York County)	Paid by employer	\$2000 coverage paid by employer
Maine (Cumberland County)	Paid by employer	Available if retirement plan is elected
New York	Not specified	Not specified
New Jersey (Mercer County)	Blue Cross/Blue Shield paid by employer	Included in pension plan

Court Officer's Benefits (continued)

	Retirement/ Pension	Sick Leave	Disability	Death Benefits	Vacation
Connecticut	None	None	None (judges ruling has resulted in some exceptions)	None	None
Rhode Island	5% deducted and matched	21 Days	Social security	None	17 days
Vermont	None	None	None	None	None
Maine (York County)	Mandatory state retirement system	1 day/month	Short term: \$30/week Long term: workmen's compensation	Included with life insurance	After 1 year: 2 weeks After 10 years: 3 week
Maine (Cumberland County)	Mandatory state retirement system	1 day/month	Yes	Not specified	After 1 year: 2 weeks After 10 years: 3 week
2 New York	Not specified	Not specified	Not specified	Not specified	Not specified
New Jersey (Mercer County)	Both employee and employer contribute	15 days/year	Workmen's compensa- tion	Not specified	1-5 years: 12 days 6-10 years: 15 days 11-15 years: 20 days 15 years or more: 25 days

Court Officer's Wages and Reimbursements

	Wages	Hours Worked	Overtime	Travel Reimbursement	Uniform Allowance
Connecticut	\$25/day	Per diem	None	.20 - .25/mile	Yes
Rhode Island	\$8,772-\$10,720	40/week	Time and a half	.15/mile	Yes
Vermont	\$30/day	As needed	None	.15/mile	No
Maine (York County)	\$24/day	At discretion of judge	None	.15/mile	Yes
Maine (Cumberland County)	Regular Officers: \$195/week Per Diem: \$4.65	40/week	\$4.65/hour	Vehicles pro- vided	Yes
New York	Officer: \$6,000- \$16,900 Senior Officer: \$7,000-\$21,500	Not specified	Not specified	None	Uniforms provided
New Jersey (Mercer County)	\$9,500-\$14,387	35/week	Time and a half, double time after 16 hours/day	.15/mile Meal allowance for travel out- side the county	\$300/year after initial issue

Probation Officer's Benefits

	Hospital-Medical	Life Insurance
Connecticut	\$390 per year is paid by employer for Blue Cross coverage. Employer also pays one half of family coverage.	.20 per pay period per thousand based on annual salary is paid by employee.
Rhode Island	Blue Cross Major Medical is paid by employer.	Employee may buy coverage up to nearest \$1000 increment beyond salary level.
Vermont	Bi-weekly payments: Single: \$10.77 (state \$8.08, employee \$2.69) Employee + 1: \$24.64 (state \$15.02, employee \$9.52) Employee + 2: \$28.55 (state \$16.87, employee \$11.48)	Amount specified by salary. State pays 75%. Employee pays 25%.
4 Maine	Employer pays \$7.00/week for Blue Cross coverage.	Amount deducted is specified by salary.
New York (Erie County)	Blue Cross/Blue Shield coverage paid by employer.	Equals 32% of salary and is paid by employer.
New Jersey (Mercer County)	Blue Cross/Blue Shield Single: \$28.60/month Husband + wife: \$64.42/month Family: \$70.70/month Paid by employer. Optional Health Maintenance Organization Program paid by employee.	Varies with age and seniority.
New Jersey (Hudson County)	Blue Cross/Blue Shield and Major Medical paid by employer.	\$3000 coverage paid by employer.

Probation Officer's Benefits (continued)

	Retirement Pension	Sick Leave	Disability	Death Benefits	Vacation
Connecticut	Employee may deduct 2% or 5%. An established fixed ratio is paid by the employer.	3 weeks/year	None	\$500	3 weeks 4 weeks after 20 years employment
Rhode Island	5% deducted and matched	21 days	Social se- curity	None	17 days
Vermont	Employer contributes 5%	6 days plus 1 day a month after 6 months employment	Yes	Yes	After 6 months em- ployment, 1 vacation day earned a month
Maine	Paid by employee	1 day month	Paid by em- ployee	Paid by employee	1-5 yrs: 1 day/month 6-10 yrs: 1 1/4 day/mo 11-15 yrs: 1 1/2 day/m
New York (Erie County)	Persons hired before 1973 do not have to contribute. All other employees do contribute	15 days/year subject to collective bargaining			1-2 yrs: 2 weeks 3-10 yrs: 3 weeks 11-17 yrs: 4 weeks 18 yrs. or more: 5 wee
New Jersey (Mercer County)	Mandatory; both employer and employee contribute	15 days/year	Subject to approval		1-5 yrs: 12 days 6-10 yrs: 15 days 11-15 yrs: 20 days 15 or more: 25 days
New Jersey (Hudson County)	Mandatory; both employee and employer contribute	1 day/month for first year, 15 days/year thereafter	Included in pension 10 years employ- ment gives eli- gibility for 1/2 pay or 2/3 pay if service re- lated		First year: 1 day/ month After first year: 21 days

Probation Officer's Wages and Reimbursements

	Wages	Hours Worked	Overtime	Travel Reimbursement
Connecticut	Probation Officer: \$10,940-\$15,799 Senior Probation Officer: \$15,193-\$20,000	35/week	Compensatory in some cases	.15/mile
Rhode Island	Counselor I: \$10,962-\$12,832 Counselor II: \$12,920-\$15,271	40/week	Time and a half	.15/mile
Vermont	Trainee: \$9,100-13,676	40/week	Compensatory time	Use of state cars
Maine	Probation/Parole I: \$11,939.20-\$15,828.80 Probation/Parole II: \$13,166.40-\$17,430.40 Probation Officers have a non-standard pay range.	40 plus/week	None	.13/mile
New York (Erie County)	\$13,303-\$16,483	40/week	Compensatory time	.14/mile
New Jersey (Mercer County)	Officer: \$11,016-\$14,260 Senior Probation Officer: \$12,730-\$17,266	35/week	Compensatory time	.16/mile
New Jersey (Hudson County)	Officer: \$9,950-\$11,500 Senior Probation Officer: \$11,700-\$16,356	35/week	Compensatory time	.15/mile

END