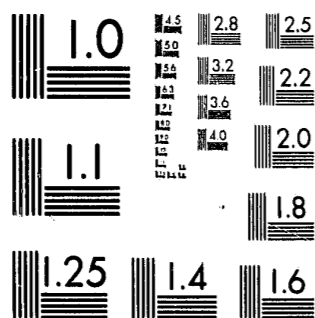


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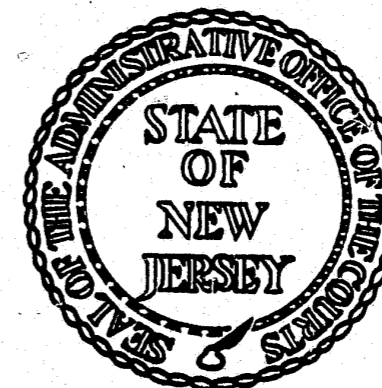
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Probation Administrative Management System



1978 NEW JERSEY PROBATIONER EARNINGS STUDY:
ATLANTIC, CAMDEN, MORRIS AND UNION COUNTIES

ADMINISTRATIVE OFFICE OF THE COURTS
STATE HOUSE ANNEX, TRENTON, NEW JERSEY

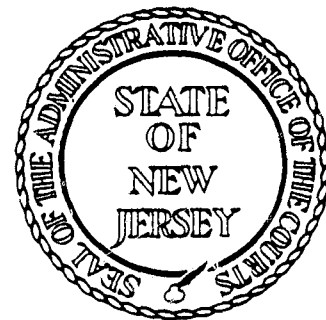
AUGUST, 1979

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ACQUISITIONS

- ✓ 1978 NEW JERSEY PROBATIONER EARNINGS STUDY:
- ✓ ATLANTIC, CAMDEN, MORRIS AND UNION COUNTIES

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EXECUTIVE SUMMARY

1. Adult probationers in Atlantic, Camden, Morris and Union Counties earned \$19 million in 1978.
2. Average annual earnings for employed probationers was \$7,404.
3. Employment status:
 - Employed - - - 65%
 - Unemployed - - 13%
 - Unemployable - 23%
4. Probationers under criminal supervision earn significantly less than probationers under family division supervision.
5. Female probationers are much more likely to be unemployed, and those who are employed make significantly less than male probationers.
6. For comparable jurisdictions the employment rate for probationers is higher than parolees.

INTRODUCTION

Employment is widely considered to be central to the supervisory process in probation. For example, one of the standard conditions of probation promulgated by the Administrative Office of the Courts in March, 1965, was the following:

You will make sincere and vigorous efforts to obtain and retain regular and lawful employment and notify your probation officer promptly if you change your place of employment or find yourself out of work.¹

Similarly, the New Jersey Code of Criminal Justice reiterates such a condition of probation by providing that "The court, as a condition of its order, may require the defendant...(2) To find and continue in gainful employment" (N.J.S.A. 2C:45-1b).

Through the earnings of such employment probationers are able to support themselves and appropriate dependents as well as pay court-ordered fines, costs and/or restitution. Further, research shows that probationers who are employed during the course of their probation terms are significantly less likely to commit new crimes than those who are employed.² There is little doubt, then, that such conditions are desirable and that employment of probationers is very important.

Notwithstanding such significance, probation administrators have not been presented with statistics regarding employment and earnings among probationers under their supervision. The New Jersey Bureau of Parole, on the

¹ Cited in the New Jersey Probation Practices Manual, (November 1, 1975), §1303.2(7).

² Probation Administrative Management System, Report on the Adult Probation Management Information System Pre-test in the Passaic County Probation Department, 1975-1976 (Trenton: PAMS, March, 1979), pp. 51-52.

other hand, has reviewed such data continuously since the early 1970's by the preparation and publication of an annual report of parolee earnings. This report includes the percentage of parolees who are employed, unemployed or unemployable and the average earnings of employed parolees which are reported according to (1) parole district offices and (2) institutions from which the persons are paroled. Comparisons of these figures with preceding years round out the four-page report.

In the winter of 1978 the Probation Administrative Management System (PAMS) staff conducted a pilot study of probationer earnings along similar lines. The research sought to (1) create a data base that would serve as a historical document for comparison in future years, (2) explore the utility of such data for establishing greater accountability within probation services, (3) supply Chief Probation Officers, Judges, and other judicial administrators with descriptive information about probationer earnings, (4) compare probationer earnings to parolee earnings, and (5) compare probationers with the general population of citizens in each county in terms of certain economic indicators (e.g., % on welfare, % unemployed).

This report on that pilot study consists of three parts. The first part presents the major findings of the study with some commentary. The second part reports a series of tables that may be of interest to some readers but seems to be too detailed for the body of the report. Finally, the third part is a set of tables for each county. It reports all data by probation officer and is being made available only to the counties who participated in the study for their internal use.

Our study of probation earnings included only adult probationers who served any period of probation during calendar year 1978 and were still on probation in February, 1979, in the counties of Atlantic, Camden, Morris and Union.

If the reader seeks further details about the nature of the sample and the methodology employed in the study, consult Appendix A of Part Two. Copies of the data gathering instruments are included there as well. With this brief introduction we can proceed to the findings.

1978 New Jersey Probationer Earnings Study:Atlantic, Camden, Morris and Union CountiesPart One
Principal Findings

PART ONE

Principal Findings

Summary of Probationer Earnings

Almost two-thirds (65%) of the probationers in these four counties were employed at some time during calendar year 1978 and earned a total of \$19,323,799. That grand total includes \$16,653,032 earned by probationers under adult criminal supervision and \$2,676,367 earned by probationers under family division supervision. The average annual earnings for employed probationers was \$7,404.

TABLE 1

Total Amount of Earnings by Supervision Type and County

County	Supervision Type		Totals
	Criminal	Family	
Atlantic	\$ 1,541,736	\$...	\$ 1,541,736
Camden	6,737,298	...	6,737,298
Morris	2,902,057	558,290	3,460,347
Union	5,466,341	2,118,077	7,584,418
TOTALS	\$16,653,032	\$2,676,367	\$19,323,799

At least 6.5% of all probationers were unemployed during 1978. If persons on welfare (4.7%) are added to that figure, then the total unemployment rate among probationers rises to a minimum of 11.2%.³

Some 23% were unemployable, including 14% who were absconders, 6% who were otherwise unavailable for inclusion in the study, and another 2.6%

³ This is a smaller percentage than is cited elsewhere herein because the other citations exclude certain probationers (e.g., those who were unavailable for data gathering).

who were incarcerated. The reader may wish to consult footnote 3 to know how to read this and similar tables.

TABLE 2⁴
Employment Status by County

County	Employment Status					
	Employed		Unemployed		Unemployable	
	#	%	#	%	#	%
Atlantic	308	63	114	23	66	14
Camden	951	55	268	16	504	29
Morris	446	73	33	5	130	21
Union	967	73	102	8	249	19
TOTALS	2672	65	517	13	949	23

Probationers in Union County consistently made more than probationers in any other county, while probationers in Atlantic County consistently earned less than probationers in any other county.

TABLE 3
Average Annual Earnings by County

County	Amount of Average Annual Earnings											
	\$2-1999		\$2000 - 3999		\$4000 - 6999		\$7000 - 9999		\$10000- 12000		\$12000 +	
	#	%	#	%	#	%	#	%	#	%	#	%
Atlantic	66	22	87	28	84	27	37	12	13	4	20	7
Camden	173	19	162	17	192	21	187	19	92	10	139	15
Morris	54	12	77	18	103	24	61	19	38	9	85	19
Union	115	12	155	17	171	19	180	19	111	12	194	21
TOTALS	408	16	481	19	550	21	476	18	254	10	438	17

Probationers under criminal supervision make significantly less than probationers under family division supervision.

TABLE 4
Average Annual Earnings by Court

County	COURT				Entire Department
	Criminal	Municipal	Criminal/Municipal	Family	
Atlantic	...	...	\$5,013	...	\$5,013
Camden	\$7,270	\$7,582	7,190	...	7,190
Morris	7,813	7,080	7,557	\$10,339	7,900
Union	7,663	7,865	7,699	9,716	8,173

Female probationers are much more likely to be unemployed and those who are employed make significantly less than male probationers.

⁴ The percentages correspond to percent of probationers within a given county who are employed, unemployed or unemployable. You may compare one county to another by comparing percentages for a given heading. For example, the smallest percentage of unemployed probationers is found in Morris County while the largest percentage is found in Atlantic County. Morris, therefore, has the lowest unemployment rate while Atlantic has the highest.

TABLE 5
Employment Status by Sex

Sex	Employment Status					
	Employed		Unemployed		Unemployable	
	#	%	#	%	#	%
Male	2396	67	294	8	883	25
Female	273	49	223	40	64	11
TOTALS	2669	65	517	13	947	23

TABLE 6
Average Annual Earnings by Sex

Sex	Total Amount of Annual Earnings											
	\$2-1999		\$2000 - 3999		\$4000 - 6999		\$7000 - 9999		\$10000- 12000		\$12000 +	
	#	%	#	%	#	%	#	%	#	%	#	%
Male	337	14	430	18	477	20	431	18	240	10	423	18
Female	70	26	52	20	72	27	45	17	13	5	14	5
TOTALS	407	16	482	19	549	21	476	18	253	10	437	17

It is helpful to note here the distribution of males and females in these counties. While 14% of all these probationers is female, it is interesting to note that a substantially higher percentage of probationers in Atlantic County are female than in all other counties.

TABLE 7
Probationer's Sex by County

County	Sex			
	Male		Female	
	#	%	#	%
Atlantic	390	75	127	25
Camden	1576	86	264	14
Morris	648	90	69	10
Union	1389	89	168	11
TOTALS	4003	86	628	14

Comparison of Probationer Earnings to Parolee Earnings

We have prepared two tables to illustrate some comparisons between the two populations: Parolees and probationers. The reader should interpret these tables with discretion because of some limits to comparability. For example, the parole data includes non-adults while the probation data includes adults only. Presumably this would result in a lower average earnings for parolees, for example.

The first table, "Comparison of 1978 Average Annual Earnings of Probationers and Parolees," is the closest we can come to providing comparative figures for average annual earnings. Although the two sets of data are not directly comparable, it seems reasonable to infer that probationers and parolees have similar averages of annual earnings. If one could assess which group had the higher average annual earnings, it seems that probationers would have higher annual earnings than parolees.

Table 9, "Comparison of Parolee and Probationer Employment Status," suggests that probationers are probably more likely to be employed than parolees. Conversely, parolees seem to have a higher unemployment rate than probationers.

TABLE 8

Comparison of 1978 Average Annual Earnings of Probationers & Parolees

Probation	Parole	
	Institution	
	Out-of-State Males	\$ 9,143
	State Prison	7,533
	Youth Reception & Correction Center	4,943
	YCI - Bordentown	4,734
	YCI - Annandale	4,121
	Correctional Institution for Women	3,224
	Out-of-State Females	2,939
Adult probationers, average for all four counties: \$7,120*		

* Probationers from any Family Division are excluded from this statistic.

Source: New Jersey Department of Corrections, Bureau of Parole, Annual Report of Parolee Earnings: Calendar Year 1978 (July 1, 1979), p. 3.

TABLE 9

Comparison of Parolee and Probationer Employment Status

Parole District Office	% Employed		% Unemployed ¹		% Unemployable ²	
	Parole	Probation	Parole	Probation	Parole	Probation
No. 1*	61	73	16	5	23	21
No. 5**	57	73	29	8	14	19
No. 7***	56	55	32	16	12	29
No. 8****	56	63	24	23	20	14
Everyone*****	55	65	24	13	21	23

* Includes Morris, Passaic, Sussex, Warren & part of Bergen Counties

** Includes Somerset & Union Counties

*** Includes Camden, Gloucester and Salem Counties

**** Includes Atlantic, Cape May and Cumberland Counties

***** Includes all parolees, but only probationers from the four counties of the study

¹ Probation unemployment figures include probationers reported to have been unemployed, receiving unemployment compensation or on welfare.

² Unemployable includes persons who were absconders, students, incarcerated or incapacitated.

Source: New Jersey Department of Corrections, Bureau of Parole, Annual Report of Parolee Earnings: Calendar Year 1978 (July 1, 1979), p. 1.

Comparison of Probationers to General Population: Unemployment & Welfare Rates

Table 10 reports unemployment and welfare rates in order to facilitate a comparison of the extent to which probationers and the general population may be unemployed or receiving public assistance. Both sets of data represent rates in the month of January, 1979, the most recent month for which both welfare and unemployment statistics are presently available.

Probationers in Atlantic and Camden counties seem to be much more likely to be unemployed than the general population while probationers in Morris and Union counties are only slightly more likely to be unemployed than the general population. This is assuming we take the higher figures that include welfare recipients among the unemployed. If we do not include welfare recipients here, then the unemployment rates of probationers is roughly equal to that among the general population in Atlantic and Camden counties and less than that among the general population in Morris and Union counties.

A consistently smaller percentage of probationers in each county received public assistance than did the general population. The percentage of probationers receiving public assistance is approximately half that of the general population in Atlantic and Morris counties.

TABLE 10

Comparison of Unemployment & Welfare Rates of
Probationers to the General Population

County	January 1979 Unemployment Rates			January 1979 Welfare Rates	
	County-Wide Rate ^a	Probationer Rate Excluding Welfare Recipients	Probationer Rate Including Welfare Recipients	% of County Residents Receiving Welfare ^c	% of Probationers Receiving Welfare
Atlantic	11.6	15.6	23.4	14.3	7.4
Camden	8.0	8.6	15.6	10.7	6.5
Morris	4.3	3.4	5.4	1.5	.7
Union	6.6	4.6	7.7	5.6	3.5
Statewide	7.5 ^b	7.2	12.5	7.6	4.7

^a Source: New Jersey Department of Labor and Industry, Division of Planning and Research, Manpower Statistics and Analysis, "Labor Force Estimates, January 1979, Preliminary" (Not seasonably adjusted), March 5, 1979.

^b This is a summary statistic of the figures of all 21 counties, not just the four counties reported here.

^c These statistics were provided by the Division of Public Welfare, Bureau of Management Services. They represent the total number of persons receiving public assistance (i.e., AFDC, General Assistance, Emergency Assistance or Food Stamps only) in January, 1979, divided by population estimates by the Department of Labor and Industry for July 1, 1978.

1978 New Jersey Probationer Earnings Study:

Atlantic, Camden, Morris and Union Counties

Part Two

Supplementary Tables and Appendices

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Sources of the Earnings Data

TABLE 11
Amount of Earnings Verified/Estimated

County	Source of Earnings Data		Totals
	Verified	Estimated	
Atlantic	\$ 938,339	\$ 603,397	\$ 1,541,736
Camden	4,388,781	2,348,517	6,737,298
Morris	2,423,450	1,036,897	3,460,347
Union	5,542,363	2,042,055	7,584,418
TOTALS	\$13,292,933	\$6,030,866	\$19,323,799

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Tables by County

TABLE 12
Average Monthly Earnings

County	\$2-399		\$400-599		\$600-799		\$800-999		\$1000-1325		\$1326+	
	#	%	#	%	#	%	#	%	#	%	#	%
Atlantic	90	29	85	28	61	20	30	10	25	8	16	5
Camden	182	20	185	20	179	20	151	16	121	13	102	11
Morris	69	16	78	18	96	22	65	15	63	15	63	15
Union	136	15	127	14	212	23	160	73	172	19	116	13
TOTALS	477	19	475	18	548	21	406	16	381	15	297	12

TABLE 13

Number of Months Employed in 1978

County	Total Number of Months Employed							
	1-3		4-6		7-9		10-12	
	#	%	#	%	#	%	#	%
Atlantic	45	15	83	27	47	15	132	43
Camden	129	14	190	23	148	16	469	50
Morris	41	9	81	18	79	18	244	55
Union	113	12	161	17	153	17	501	54
TOTALS	328	13	515	20	427	16	1,346	52

TABLE 14

Number of Months on Probation in 1978

County	Total Number of Months on Probation							
	1-3		4-6		7-9		10-12	
	#	%	#	%	#	%	#	%
Atlantic	74	14	78	15	66	13	299	58
Camden	216	12	195	11	255	14	1175	64
Morris	124	17	88	12	62	9	442	62
Union	175	11	180	12	171	11	1034	66
TOTALS	589	13	541	12	554	12	2950	64

TABLE 15

Average Monthly Earnings according to Sentencing Court

County	Sentencing Court				All Probationers Combined
	Criminal	Municipal	Criminal/Municipal	Family	
Atlantic	...	...	\$616	...	\$616
Camden	\$806	\$908	812	...	812
Morris	858	768	827	\$1034	852
Union	829	855	834	1182	916

TABLE 16

Average Number of Months Worked according to Sentencing Court

County	Sentencing Court				Entire Department
	Criminal	Municipal	Criminal/Municipal	Family	
Atlantic	...	...	8.0	...	8.0
Camden	8.6	8.3	8.5	...	8.5
Morris	8.6	8.7	8.8	9.9	8.9
Union	8.7	8.6	8.7	9.5	8.9

TABLE 17

Average Number of Months on Probation According to Sentencing Court

County	Sentencing Court				Entire Department
	Criminal	Municipal	Criminal/Municipal	Family	
Atlantic	...	...	9.0	...	9.0
Camden	9.6	9.5	9.4	...	9.4
Morris	9.6	6.0	8.5	11.5	9.0
Union	9.6	7.3	9.1	10.6	9.6

Tables by Sentencing Court

TABLE 18

Average Annual Earnings

Court	Total Amount of Average Annual Earnings											
	\$2-1999		\$2000 - 3999		\$4000 - 6999		\$7000 - 9999		\$10000-12000		\$12001 +	
	#	%	#	%	#	%	#	%	#	%	#	%
Municipal	84	18	81	17	103	22	85	18	38	8	80	17
Criminal	263	15	329	19	361	21	313	18	159	9	279	16
Family	15	6	27	10	40	15	61	23	51	19	77	28
TOTALS	362	15	437	18	504	21	459	19	248	10	436	18

TABLE 19

Average Monthly Earnings

Court	Total Amount of Monthly Earnings											
	\$2-399		\$400-599		\$600-799		\$800-999		\$1000-1325		\$1326+	
	#	%	#	%	#	%	#	%	#	%	#	%
Municipal	96	21	70	15	103	23	71	16	61	13	57	12
Criminal	302	18	332	20	365	22	262	16	252	15	182	11
Family	15	6	26	10	56	21	58	21	63	23	53	20
TOTALS	413	17	428	18	524	22	391	16	376	16	292	12

TABLE 20

Employment Status

Court	Employment Status					
	Employed		Unemployed		Unemployable	
	#	%	#	%	#	%
Municipal	480	53	126	14	295	33
Criminal	1754	69	290	11	509	20
Family	277	66	6	1	138	33
TOTALS	2511	65	422	11	942	24

TABLE 21

Number of Months Employed in 1978

Court	Total Number of Months Employed							
	1-3		4-6		7-9		10-12	
	#	%	#	%	#	%	#	%
Municipal	55	12	100	22	82	18	226	49
Criminal	221	13	346	20	284	17	865	50
Family	25	9	33	12	39	14	179	65
TOTALS	301	12	479	20	405	17	1270	52

TABLE 22

Number of Months on Probation in 1978

Court	Total Number of Months on Probation							
	1-3		4-6		7-9		10-12	
	#	%	#	%	#	%	#	%
Municipal	188	19	147	15	155	16	502	51
Criminal	323	12	299	11	337	12	1803	65
Family	28	5	49	8	25	4	498	83
TOTALS	539	12	495	11	517	12	2801	64

Tables by Sex

TABLE 23

Average Monthly Earnings

Court	Average Monthly Earnings											
	\$2-399		\$400-599		\$600-799		\$800-999		\$1000-1325		\$1326+	
	#	%	#	%	#	%	#	%	#	%	#	%
Male	392	17	403	17	493	21	380	16	365	16	235	12
Female	85	32	73	28	53	20	26	10	15	6	11	4
TOTALS	477	19	476	18	546	21	406	16	380	15	296	12

TABLE 24

Number of Months Employed in 1978

Sex	Total Number of Months Employed							
	1-3		4-6		7-9		10-12	
	#	%	#	%	#	%	#	%
Male	492	12	466	12	466	12	2578	64
Female	97	15	75	12	88	14	368	59
TOTALS	589	13	541	12	554	12	2946	64

TABLE 25

Number of Months on Probation in 1978

Sex	Total Number of Months on Probation							
	1-3		4-6		7-9		10-12	
	#	%	#	%	#	%	#	%
Male	279	12	468	20	395	17	1205	51
Female	48	18	47	18	31	12	141	53
TOTALS	327	13	515	20	426	16	1346	52

APPENDIX AMETHODOLOGY FOR THE1978 NEW JERSEY PROBATIONER EARNINGS STUDY

METHODOLOGY

The study population included adult probationers who had served any period of probation during calendar year 1978 and were still on probation in February, 1979, in the counties of Atlantic, Camden, Morris and Union. Probationers whose supervision had been transferred to other jurisdictions were excluded while transfer cases from other jurisdictions to these counties were included. The only exception is the approximately 38 probationers from the Juvenile and Domestic Relations Court in Camden County for whom data could not be collected.

A work sheet and a set of instructions were prepared by PAMS staff who trained probation officers and/or supervisors in each county. Supervising officers gathered the data from February through May, 1979. Each officer sought a W-2 form and/or some other means to verify each probationer's earnings and the total amount was recorded together with the source of that figure. In the absence of such verification, an estimation of earnings was made on the basis of information available to the probation officers. The number of months on probation in 1978 was supplied for every probationer and the number of months employed (full and/or part-time) was entered where applicable. If no earnings were reported at all, then the reason for such was noted.

This methodology differs from that used by Parole. The Parole data is collected continuously such that all earnings of all persons who are on parole for any time during a study year are included. Since the probationer earnings data includes only adult probationers still on probation in February, 1979, the earnings of all other probationers (all juvenile probationers and adult probationers who were on probation any time in 1978 but terminated before February, 1979) are not included. Finally, if a person was reported to have been incarcerated as the reason for non-completion, no earnings were included in this analysis.

ADMINISTRATIVE OFFICE OF THE COURTS

STATE HOUSE ANNEX

CN-037

TRENTON, NEW JERSEY 08625

ARTHUR J. SIMPSON, JR.
 JUDGE, SUPERIOR COURT
 APPELLATE DIVISION
 ACTING ADMINISTRATIVE DIRECTOR

HARVEY M. GOLOBSTEIN, CHIEF
 PROBATION ADMINISTRATIVE
 MANAGEMENT SYSTEM
 COP 28A-4884-88



INSTRUCTIONS FOR COMPLETING

THE WORK SHEET ON EARNINGS OF ADULT PROBATIONERS

APPENDIX BDATA GATHERING INSTRUMENTS & WORKSHEET FOR THE1978 NEW JERSEY PROBATIONER EARNINGS STUDY1. Who is to be included?

Every adult currently on your caseload who served any portion of a probation term during calendar year 1978. Only persons on probation are to be included. All others (e.g., persons on conditional discharge, and pay-thru only) are to be excluded. This includes all adults placed on probation by the following New Jersey courts: Municipal, Juvenile and Domestic Relations, Superior, and the former County Courts. Also included are adults under your courtesy supervision according to the Interstate Compact.

2. To whom are the completed forms to be submitted?

The Chief Probation Officer.

3. How are the forms to be completed?

Place the names of each probationer who meets the criteria established in #1 above in the left column on the work sheets.

Request each probationer to deliver a complete set of W-2 forms for 1978 earnings to you (in person or by mail). It may be best to do this through the normal schedule for reporting on the occasion of your next contact with each probationer. DISCUSS ALL EARNINGS WITH PROBATIONER.

Review the data sources and complete a work sheet line for each probationer, filling in all data items.

4. Definitions of data to be collected:

Column 1: "Verified Earnings in 1978" means all earnings which have been verified by consultation with W-2 forms, pay stubs, tax forms (e.g., 1040, New Jersey Income Tax), employer(s), and other reliable sources. Do not include income from other sources such as welfare, unemployment compensation, etc. Include only earnings from employment. Enter the total dollar amount, rounding off to the nearest whole dollar.

Column 2: Place a check mark (✓) in the column(s) that correspond with the sources from which the data in Column 1 was obtained.

Instructions for Completing the Work Sheet
on Earnings of Adult Probationers, Page 2

Column 3: "Estimated Earnings in 1978" means all earnings which have not been verified under the guidelines stated for "Verified Earnings." This will usually mean earnings about which you will have to take the probationer's word. Enter the total dollar amount, rounding off to the nearest whole dollar. Even if the probationer has shown you the W-2 form(s), for example, inquire whether there may have been earnings not reported. Include all such earnings in this column, not in the column named "Verified Earnings in 1978."

Column 4: "# of Months on Probation in 1978" means the total number of months during 1978 in which each probationer was on probation. Round off the numbers to the nearest whole month. All persons who had been on probation from one (1) day to fourteen (14) days should be reported as having been on probation for one (1) month.

Column 5: "# of Months Employed in 1978" means the total number of months during 1978 in which each probationer was employed (whether the person was employed full- or part-time). Round off the numbers to the nearest whole month. All persons who had been on probation from one (1) day to fourteen (14) days should be reported as having been on probation for one (1) month.

Column 6: "Reason for Non-completion" is a column that should be filled out only for those cases for which you have not been able to gather data on earnings. If both columns 1 and 3 are empty, then column 6 must be completed. Cite the primary reason for which no data has been entered on these cases, e.g., "absconder."

5. Who to contact in case of questions:

Mr. Harvey M. Goldstein, Chief
Probation Administrative Management System
(609) 292-4634

Mr. Robert Joe Lee, Research Associate
Probation Administrative Management System
(609) 984-5024

PROBATION ADMINISTRATIVE MANAGEMENT SYSTEM
Adult Probationer Earnings Study: Work Sheet

Probation Officer _____
 (Name)

County _____

1 2 3 4 5 6

Probationer's Name	Verified Earnings in 1978	Source					Estimated Earnings in 1978	# of Months on Probation in 1978	# of Months Employed in 1978	Reason for Non-completion
		W-2	Pay Stub	Tax Forms	Employer	Other				
1.										
2.										
3.										
4.										
5.										
6.										
7.										
8.										
9.										
10.										
11.										
12.										
13.										
14.										
15.										

1978 New Jersey Probationer Earnings Study

END