

## **Probate Court Chief Clerk I, II, III**

### **Class Definition:**

This class is accountable for directing the daily operations of the clerk's office in a probate court.

### **Guidelines for Class Use:**

Assignment of Chief Clerks will be determined as follows: Chief Clerk I will be assigned to those courts having 1-3 fulltime equivalent staff; Chief Clerk II will be assigned to those courts having 4-7 full time equivalent staff; Chief Clerk III will be assigned to those courts having 8 or more full time equivalent staff.

### **Supervision Received:**

Receives supervision from the Judge.

### **Supervision Exercised:**

Directs office staff as assigned.

### **Examples of Duties:**

Performs or may perform the following duties at the direction of the Judge: Directs the staff and operations of the probate court which is responsible for processing decedents estates, trusts, conservatorship and guardianship matters, commitments, terminations, adoptions and other probate matters; formulates office goals and objectives; coordinates, plans and manages office activities in accordance with established policies; directs case management activities; establishes office policies and procedures for review and processing of court documents; reviews, evaluates and processes a variety of files prior to hearings; monitors compliance with pertinent laws, statutes and rules of practice; assists judge with research materials and consults with judge on research matters as required; prepares file notes for Judge; reviews or supervises review of fiduciary accountings; acts as liaison with other state and governmental agencies; provides technical and consultative assistance to attorneys and pro se parties regarding procedural matters; schedules hearings, notices parties; attends hearings; provides interpreting services; provides for the translation of documents; enters data into the CMS program; prepares correspondence, memos and decrees; oversees records management; assists in the hiring of new staff; provides staff training and assistance; conducts staff performance evaluations; oversees court attendance; acts as trustee of court funds and is responsible for maintaining financial records, ensuring the proper receipt and deposit of all court funds; acts as charge administrator for accounts receivables; prepares and maintains financial records and reports for Probate Administration; performs related duties as required.

**Minimum Qualification Required:****Knowledge, Skill and Ability:**

Considerable knowledge of the policies, procedures and operating systems of the probate court office strongly preferred ; considerable knowledge of and ability to interpret and apply relevant state laws and rules of practice; knowledge and ability to apply management principles and techniques; considerable interpersonal skills; supervisory ability; considerable oral and written communication skills; considerable knowledge of the CMS program strongly preferred; computer skills.

**Experience and Training:**

**General Experience:** Eight years of experience in the probate court system or related field.

**Substitutions Allowed:**

1. College training may be substituted for the general experience on the basis of 15 semester hours equaling ½ year of experience.
2. A Master's degree or law degree may be substituted for one additional year of general experience

**Special Experience:**

Supervisory experience is preferred.

## **Probate Court Deputy Clerk**

### **Class Definition:**

This class is accountable for assisting in the overall administration of a probate court and independently performing a full range of tasks including reviewing and processing a variety of court documents.

### **Guidelines for Class Use:**

Deputy Clerks will only be assigned to those courts having 8 or more full time equivalent staff.

### **Supervision Received:**

Works under the general supervision of the Chief Clerk.

### **Supervision Exercised:**

May supervise lower level staff as assigned.

### **Examples of Duties:**

Performs or may perform the following duties at the direction of the Judge: Assists in the direction of the staff and operations of the probate court which is responsible for processing decedents estates, trusts, conservatorship and guardianship matters, commitments, terminations, adoptions and other probate matters; reviews, evaluates and processes a variety of files prior to hearings; monitors compliance with pertinent laws, statutes and rules of practice; assists judge with research materials and consults with judge on research matters as required; prepares file notes for Judge; reviews or supervises review of fiduciary accountings; acts as liaison with other state and governmental agencies; provides technical and consultative assistance to attorneys and pro se parties regarding procedural matters; schedules hearings, notices parties; enters data into the CMS program; attends hearings; prepares file notes for the Judge; provides interpreting services; provides for the translation of documents; prepares correspondence, memos and decrees; provides staff training and assistance; conducts staff evaluations; oversees court attendance; assumes responsibility for monitoring files; acts as trustee of court funds and is responsible for maintaining financial records, ensuring the proper receipt and deposit of all court funds; acts as charge administrator for accounts receivables; acts as billing and accounts receivable management coordinator; prepares and maintains financial records and reports for Probate Administration; acts for chief clerk during absences; performs related duties as required.

### **Minimum Qualification Required:**

#### **Knowledge, Skill and Ability:**

Knowledge of the policies, procedures and operating systems of the probate court office strongly preferred; knowledge of and ability to interpret and

apply relevant state laws and rules of practice; interpersonal skills; oral and written communication skills; computer skills; knowledge of the CMS program strongly preferred.

**Experience and Training:**

**General Experience:**

Six years of experience in the probate court system or related field.

**Substitutions Allowed:**

1. College training may be substituted for the general experience on the basis of 15 semester hours equaling ½ year of experience.
2. A Master's degree or law degree may be substituted for one additional year of general experience

**Special Experience:**

Supervisory experience is preferred.

## **Probate Court Clerk**

### **Class Definition:**

This class is accountable for performing the more complex tasks in the review and processing of court documents and performing other administrative duties in a probate court.

### **Supervision Received:**

Works under the general supervision of the Chief Clerk or Deputy Clerk.

### **Examples of Duties:**

Performs or may perform the following duties at the direction of the Judge: Reviews, evaluates and processes a variety of probate court files including decedents estates, trusts, conservatorship and guardianship matters, commitments, terminations, adoptions and other probate matters; monitors compliance with pertinent laws, statutes and rules of practice; reviews and responds to inquiries from the public; reviews fiduciary accountings; acts as liaison with other state and governmental agencies; schedules hearings; enters data into the CMS program; coordinates and arranges appointment of counsel and other professionals as required by statute; coordinates service of notice, including publication and certified mail notice; attends hearings; prepares file notes for the Judge; provides interpreting services; provides for the translation of documents; provides or oversees statistical reporting; provides staff training and assistance; prepares correspondence, memos and decrees; collects, scans, stores, retrieves and destroys official court records in accordance with statutory mandate and administrative policies and procedures; acts as billing and accounts receivable management coordinator; prepares and maintains financial records and reports for Probate Administration; makes deposits; performs related duties as required.

### **Minimum Qualification Required:**

**Knowledge, Skill and Ability:** Knowledge of the policies, procedures and operating systems of the probate court office strongly preferred; knowledge of and ability to interpret and apply relevant state laws and rules of practice; interpersonal skills; oral and written communication skills; knowledge of the CMS program strongly preferred; computer skills.

### **Experience and Training:**

Four years of experience in the probate court system or related field.

### **Substitutions Allowed:**

1. College training may be substituted for the general experience on the basis of 15 semester hours equaling ½ year of experience.
2. A Master's degree or law degree may be substituted for one additional year of general experience

## **Probate Court Assistant Clerk**

### **Class Definition:**

This class is accountable for performing a full range of tasks in reviewing and processing court documents and performing other administrative duties in a probate court.

### **Supervision Received:**

Works under the general supervision of an employee of a higher grade.

### **Examples of Duties:**

Performs or may perform the following duties at the direction of the Judge: Assists in the review, evaluation and processing of a variety of probate court files including decedents estates, trusts, conservatorship and guardianship matters, commitments, terminations, adoptions and other probate matters; reviews fiduciary accountings; reviews and responds to inquiries from the public; coordinates and arranges appointment of counsel and other professionals as required by statute; schedules hearings; prepares file notes for the Judge; provides interpreting services; provides for the translation of documents; coordinates service of notice, including publication and certified mail notice; collects, scans, stores, retrieves and destroys official court records in accordance with statutory mandate and administrative policies and procedures; provides or oversees statistical reporting; acts as liaison with other state and governmental agencies; enters data into the CMS program; monitors compliance with pertinent laws, statutes and rules of practice; prepares correspondence, memos and decrees; makes bank deposits; performs related duties as required.

### **Minimum Qualification Required:**

#### **Knowledge, Skill and Ability:**

Interpersonal skills; oral and written communication skills; computer skills.

#### **Experience and Training:**

Two years of experience in the probate court system or related field.

#### **Substitutions Allowed:**

1. College training may be substituted for the general experience on the basis of 15 semester hours equaling ½ year of experience.
2. A Master's degree or law degree may be substituted for one additional year of general experience

## **Probate Court Assistant**

### **Class Definition:**

This class is accountable for receiving on the job training and for attaining increasing skills in the operation of the CMS program, personal computers, document processing, public service and general office support in the probate court.

### **Supervision Received:**

Works under the close supervision of an employee of a higher grade.

### **Examples of Duties:**

Performs or may perform the following duties at the direction of the Judge: Performs a range of administrative support tasks for a variety of probate court files including decedents estates, trusts, conservatorship and guardianship matters, commitments, terminations, adoptions and other probate matters; meets and greets public visitors and performs other receptionist duties; answers telephones, routes calls, and provides general information; operates and receives training in the CMS program; prepares typewritten materials; maintains files, forms and documents; processes passports; processes respite and kinship applications; reviews documents for apparent errors; provides interpreting services; provides for the translation of documents; operates a variety of office equipment such as copiers, faxes, printers and similar equipment; may schedule hearings, notice parties; make bank deposits; performs related duties as required.

### **Minimum Qualifications Required:**

#### **General Experience:**

One year of clerical experience involving operation of a personal computer.

#### **Knowledge, Skill and Ability:**

Interpersonal skills; oral and written communication skills; basic computer skills.

### **Substitutions Allowed:**

College training may be substituted for the general experience on the basis of 15 semester hours equaling ½ year of experience.

## **Probate Court Staff Attorney**

### **Class Definition:**

This class is accountable for performing a variety of legal research and administrative functions for the probate courts.

### **Class Guidelines:**

Assigned to those courts with the position of Chief Clerk III.

### **Supervision Received:**

Works under the general supervision of the Chief Clerk.

### **Examples of Duties:**

Performs or may perform the following duties at the direction of the Judge:

Researches and analyzes legal questions and issues for a variety of probate court files including decedents estates, trusts, conservatorship and guardianship matters, commitments, terminations, adoptions and other probate matters; prepares summaries on legal implications and issues; reviews cases for procedural problems; completes legal research problems as directed; provides technical and consultative assistance to attorneys and pro se parties regarding legal or procedural matters; prepares correspondence, reports, memos and decrees; attends hearings; performs related duties as required.

### **Minimum Qualification Required:**

Membership in the Connecticut Bar

### **Knowledge, Skill and Ability:**

Knowledge of and ability to interpret and apply relevant state laws and rules of practice; interpersonal skills; oral and written communication skills; computer skills.

## **Probate Court Officer**

### **Class Definition:**

This class is accountable for independently performing a range of family plan development, assessment and case management services relative to children's matters in Regional Children's Probate Courts.

### **Guidelines for Class Use:**

Assignment of Probate Court Services Officers will be made only in the Regional Children's Probate Courts.

### **Supervision Received:**

Works under the general supervision of the Administrative Judge of the Regional Children's court.

### **Supervision Exercised:**

May supervise interns as assigned.

### **Examples of Duties:**

Performs or may perform the following duties at the direction of the Judge: Conducts conferences with parents, family members and attorneys, and utilizes negotiation skills to facilitate settlement of cases before hearing; develops agreements between the parties which provide for the best interests of the child and are judicially acceptable; coordinates with Department of Children and Families, private and court-appointed counsel, and other related persons and agencies; acts as a liaison between the court and families, professional associates, social welfare agencies, and attorneys regarding case issues; assists with providing referrals and resources for services to children and families; confers with the administrative judge to discuss case status, court policies and procedures; prepares recommendations for the consideration of the Judge; reviews and evaluates court files for completeness; monitors case for compliance with court expectations; prepares family case plans and monthly progress notes for court review; attends court hearings; prepares statistical and administrative reports and correspondence; provides interpreting services; provides for the translation of documents; performs related duties as required.

### **Minimum Qualification Required:**

#### **Knowledge, Skill and Ability:**

Considerable knowledge of family dynamics and child development; considerable knowledge of the social, cultural, economic psychological and legal issues influencing the attitudes and behaviors of clients and their families; considerable knowledge of relevant state and federal laws; statutes and regulations pertaining to Department of Children and Families; considerable knowledge of relevant agency policies and procedures; considerable knowledge of and ability to utilize multi-party negotiation skills;

interpersonal skills; oral and written communication skills; computer skills; considerable ability to relate to different cultural and economic backgrounds.

**Experience and Training:**

**General Experience:**

A Bachelor's degree in the social sciences or a related field and three years of professional experience in social work, counseling or human services related to child welfare or child development.

A Master's degree in the social sciences or a related field is preferred.

**Substitutions Allowed:**

A Master's degree in the social sciences or a related field or a J.D. may be substituted for one year of general experience.

**Special Requirements:**

Incumbents may be required to travel in the course of their daily work.

## **Probate Court Security Officer**

### **Class Definition:**

This class is accountable for providing security services in a regional children's probate court location.

### **Supervision Received:**

Works under the general supervision of the Administrative Judge.

### **Examples of Duties:**

Performs or may perform the following duties at the direction of the Judge: Maintains safety and security of staff and visitors as assigned; patrols interior and exterior of building; monitors all movement through assigned areas; keeps records and prepare reports; assists staff as assigned; assists visitors by guiding them to proper locations, providing directions and information as requested; provides security escorts; performs related duties as required.

### **Minimum Qualifications Required:**

#### **Knowledge, Skill and Ability:**

Interpersonal skills; oral and written communication skills; ability to think and act quickly in an emergency with judgment and discretion.

#### **Experience and Training:**

Graduation from high school (or GED certification) and any experience or training which would provide the skills and abilities indicated above.

Pay Plans  
Connecticut Courts Administration

<i>Code</i>	<i>Class Title</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
<b>Consolidation</b>				
<b>104</b>		<b>\$14.07</b>	<b>\$16.89</b>	<b>\$19.70</b>
CA01	Probate Court Assistant			
S001	Probate Court Security Officer			
<b>105</b>		<b>\$15.48</b>	<b>\$18.58</b>	<b>\$21.67</b>
AC01	Probate Court Assistant Clerk			
<b>107</b>		<b>\$18.73</b>	<b>\$22.48</b>	<b>\$26.23</b>
DC01	Probate Court Clerk			
<b>108</b>		<b>\$20.61</b>	<b>\$24.73</b>	<b>\$28.85</b>
CC03	Probate Court Deputy Clerk			
PC01	Probate Court Officer			
<b>109</b>		<b>\$22.67</b>	<b>\$27.20</b>	<b>\$31.73</b>
CC01	Probate Court Chief Clerk I			
<b>110</b>		<b>\$24.93</b>	<b>\$29.92</b>	<b>\$34.91</b>
CC02	Probate Court Chief Clerk II			
CA02	Probate Court Staff Attorney			
<b>111</b>		<b>\$27.43</b>	<b>\$32.91</b>	<b>\$38.40</b>
CC03	Probate Court Chief Clerk III			

10 Active Proposed Classes in the Consolidation Pay Plan