

**BOROUGH OF PENNINGTON  
RESOLUTION 2025-12.15**

**RESOLUTION AMENDING THE BOROUGH POLICY AND PROCEDURES MANUAL  
TO PROVIDE FOR CONDITIONAL BOROUGH FUNDING OF APPROVED TRAINING  
PROGRAMS LEADING TO CERTIFICATION OF  
EMPLOYEES FOR NEEDED SPECIALIZED FUNCTIONS**

**WHEREAS**, the Borough of Pennington needs to ensure the ongoing availability of personnel able to perform functions of municipal government for which State law requires specialized training and certification;

**WHEREAS**, for this purpose Borough Council now seeks to amend the Borough's Policy and Procedures Manual to authorize the funding of such training for qualified candidates in areas of need;

**WHEREAS**, a material condition of this funding shall be the requirement that any employee selected to receive it shall thereafter be obligated to perform two years of service;

**WHEREAS**, the new policy is not inconsistent with applicable collective bargaining agreements;

**NOW, THEREFORE, BE IT RESOLVED**, by the Borough Council of the Borough of Pennington, that the Policy and Procedures Manual be hereby amended to include the following new provision:

"It is the policy of the Borough to authorize funding for the training and certification of personnel intending to serve the Borough in positions requiring certification.

The certification programs eligible for such funding, and the employee or employees qualifying to receive that support, shall be identified as needed by the Borough Administrator subject to the availability of funds and approval by Borough Council. Necessary qualifications shall include demonstrated capacity to perform effectively in the role for which certification is sought and a commitment to serve the Borough.

As a material condition for receiving funded training, the employee shall be obligated to continue employment with Pennington for two years from the date of successful completion. An employee failing to satisfy this condition shall be responsible for reimbursement of the full amount the Borough paid for the program on the employee's behalf.

Before starting a training program covered by this policy, the Borough and the employee shall sign a document stating this condition and making full disclosure of the monies involved.

Employees obtaining certification through this process shall not be guaranteed a promotion or placement in a particular position, which shall require approvals by the Administrator and Borough Council."

**Record of Council Vote on Passage**

COUNCILMAN	AYE	NAY	N.V.	A.B.	COUNCILMAN	AYE	NAY	N.V.	A.B.
Angarone					Stern				
Chandler					Valenza				
Marciante					Rubenstein				

This is to certify that the foregoing is a true copy of a Resolution adopted by the Borough Council of the Borough of Pennington at a meeting on December 29, 2025.

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Elizabeth Sterling, Borough Clerk

**BOROUGH OF PENNINGTON  
PERSONNEL POLICIES AND PROCEDURES**

**PROCEDURE #: 6.13**

**CONDITIONAL BOROUGH FUNDING OF APPROVED TRAINING  
PROGRAMS LEADING TO CERTIFICATION OF EMPLOYEES FOR  
NEEDED SPECIALIZED FUNCTIONS**

**EFFECTIVE: December 29, 2025**

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