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BOROUGH OF PENNINGTON  
POLICE DEPARTMENT  
30 NORTH MAIN STREET, PENNINGTON, NEW JERSEY 08534

**DOUGLAS M. PINELLI**  
**Chief of Police**

Date:           October 24, 2022

Good afternoon,

This is to inform the Pennington Borough Council that Sgt. Novin Thomas and Sgt. Daryl Burroughs have successfully completed their 1-year (12 months) probation period. As of November 1, 2022, both Sergeants should be moved to the position of Sergeant First Class. This agreement is contractual and located in article XXVII – Salaries and Other Compensation; Base Salaries section 4 (Attached).

Thanks,

Douglas M. Pinelli  
Chief of Police

2. Any officer hereafter hired in Class/Rank 8 shall be hired at the Step corresponding to the year of hire and shall remain at that salary until satisfactory completion of training and certification for full time police officers by the PTC, at which time he/she shall move from Class 8 to Class 7 at the Step corresponding to the year PTC certification is received.
3. Each year, officers in Class/Ranks 7 through 1 shall advance to the next Class/Rank on the anniversary of his/her date of hire, at the Step corresponding to the year the anniversary occurs. Automatic advancement in this manner shall include advancement to the Class/Rank of Senior Patrolman, except officers in the Class/Rank of Senior Patrolman, after advancing to that Class/Rank, shall on January 1 of each subsequent year progress only to the Step for that year.
4. Advancement to the Class/Rank of Sergeant requires promotion. Upon satisfactory completion of the first twelve (12) months as Sergeant, the officer shall move into the position of Sergeant First Class at the salary and Step corresponding to the year of completion. During the first 12-month period an officer in the Class/Rank of Sergeant shall on January 1 of that year be advanced to the applicable Step for Sergeant for the new year. The Officer in the Class/Rank of Sergeant First Class shall on January 1 of each year thereafter advance only to the applicable Step for that year.
5. The Sergeant First Class Salary Guide shall be a minimum premium of eleven (11) percent above Senior Patrolman.
6. The sidebar agreement dated 1998 and known as the Schedule Accord/Pittman Schedule is hereby superseded and, except to the extent incorporated in this Agreement, shall have no further force or effect. The 72 hours of "schedule accord time" previously provided in the aforementioned agreement shall be eliminated in lieu of the Borough making a one-time add-on adjustment to the base salaries as set forth in the step/system/salary guide as agreed to by the parties. It is further acknowledged by the parties to this agreement that police officers work a 12-hour Pittman schedule and are compensated in conformance with the Fair Labor Standards Act Section 207L exemption, which sets forth that law enforcement personnel receive overtime after 2,184 hours per annum. It is further acknowledged that scheduling is the prerogative of the Chief of Police.
7. It shall be the prerogative of the Chief of Police to designate an Officer in Charge of the Department in the event the Chief takes a vacation of five days or more. In such event the designated Officer in Charge shall be compensated \$50.00 per day for each day he/she serves in the role of Officer in Charge.
8. It shall be the prerogative of the Chief of Police to designate a police officer as Detective pursuant to rules issued by the Chief of Police. The rules promulgated by the Chief shall specify the duties, responsibilities, and qualifications of the position. The police officer who serves in this role shall not be required to work overtime hours.

Salary guide is shown on following page: