

**BOROUGH OF PENNINGTON  
ORDINANCE #2026-18**

**AN ORDINANCE TO PROVIDE FOR AND DETERMINE THE RATE OF  
COMPENSATION OF OFFICERS AND EMPLOYEES OF THE BOROUGH OF  
PENNINGTON, COUNTY OF MERCER, STATE OF NEW JERSEY  
FOR THE YEAR 2026**

**BE IT ORDAINED BY THE BOROUGH COUNCIL OF THE BOROUGH OF  
PENNINGTON AS FOLLOWS:**

**SECTION I: EMPLOYMENT POSITIONS/ANNUAL COMPENSATION**

- a. The following officer and employee designations are hereby confirmed; and the rate of compensation of each such officer and employee, whose compensation shall be on an annual basis, is as follows:

Borough Administrator	\$154,500.00
Borough Clerk - (Jan 1, 2026 – April 30, 2026)	\$51,110.64
Borough Clerk – (May 1, 2026 – December 31, 2026)	\$25,000.00
Assistant CFO - (Jan 1, 2026 – April 30, 2026)	\$122,635.50
Chief Financial Officer (part time) Jan 1, 2026 – April 30, 2026	\$98.68/hour
Tax Collector (part time) Jan 1, 2026 – April 30, 2026	\$98.68/hour
Tax Collector (part time) May 1, 2026 – December 31, 2026	\$90.00/hour
Finance/Tax & Utility Assistant	\$55,000.00
Technical Assistant to Construction (part time)	\$35.51/hour
Tax Assessor (part time)	\$15,594.49
Zoning Officer (part time)	\$10,300.00
Land Use Admin/Admin Asst.	\$70,555.00
Deputy Registrar	\$175.00 / month
Supt. of Public Works	\$98,754.96
Licensed Water Operator	\$55,106.33
Assistant to Superintendent of Public Works	\$45,476.01
Foreman	\$87,257.10
Judge of Municipal Court	\$14,826.61
Court Administrator (part time)	\$19,998.13
Prosecutor - (Flat Rate per Court Session/per resolution)	\$ 300.00

Public Defender – (Flat Rate per Court Session/per resolution)	\$ 200.00
Court Officer – (Flat Rate per Court Session)	\$75.00
Lieutenant / OIC	\$134,997.00
Administrative Assistant – Police Department	\$51.17/hour
Construction Official / Fire Sub-Code	\$32,257.87
Plumbing Sub-Code	\$10,300.00
Electric Sub-Code	\$10,300.00
Coordinator of Emergency Management	\$30.00/hour

- a. One person may serve in more than one office or position of employment as listed in Section a hereof.
- b. The amounts shown in Section a. hereof are the maximum amounts to be paid. However, at the discretion of Borough Council, lesser amounts can be paid.
- c. The rate of compensation of each employee paid on an hourly basis is as follows:

	Minimum	Maximum
<b>Police Department:</b>		
Crossing Guards	\$ 15.13	\$ 29.42
Crossing Guard – Special Events	\$ 40.00 per hour	
Special Police	\$ 17.00 per hour	
<b>Part Time Employees – All Departments:</b>		
Part Time or Temporary	\$ 15.13	\$ 25.00
Part Time/Temporary/Licensed	up to a maximum of	\$ 100.00

**SECTION II: Employee/Personnel Manual.**

The terms and conditions of employment as set forth in the Borough Employee or Personnel Manual, as the same may exist and change from time to time, are hereby incorporated herein by reference. The Personnel Manual does not create a contract of employment and except for employees who are tenured; no contract of employment other than “at will” has been expressed or implied. The policies, rules and benefits described in the Manual are subject to change at the sole discretion of the Borough Council at any time.

**SECTION III:**

All ordinances or parts of ordinances inconsistent with this ordinance are hereby repealed.

**SECTION IV:**

Terms and Conditions of employment for Police and Public Works employees are specified in the respective labor agreements.

**SECTION V:**

This ordinance shall take effect upon final adoption and publication according to law, but the salaries herein provided for shall be retroactive to January 1, 2026 if appropriate.

Introduced: March 9, 2026

Advertised: March 12, 2026

Public Hearing: \_\_\_\_\_

Adopted: \_\_\_\_\_

Published: \_\_\_\_\_

ATTEST:

APPROVED:

\_\_\_\_\_  
Elizabeth Sterling, Borough Clerk

\_\_\_\_\_  
James Davy, Mayor

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MERCER, STATE OF NEW JERSEY  
FOR THE YEAR 2026**

**RECORD OF COUNCIL VOTE ON INTRODUCTION**

<b>COUNCILMAN</b>	<b>AYE</b>	<b>NAY</b>	<b>N.V.</b>	<b>A.B.</b>	<b>COUNCILMAN</b>	<b>AYE</b>	<b>NAY</b>	<b>N.V.</b>	<b>A.B.</b>
Angarone	X				Rubenstein	M			
Chandler	S				Stern	X			
Kassler-Taub	X				Valenza	X			

**RECORD OF COUNCIL VOTE ON ADOPTION**

<b>COUNCILMAN</b>	<b>AYE</b>	<b>NAY</b>	<b>N.V.</b>	<b>A.B.</b>	<b>COUNCILMAN</b>	<b>AYE</b>	<b>NAY</b>	<b>N.V.</b>	<b>A.B.</b>
Angarone					Rubenstein				
Chandler					Stern				
Kassler-Taub					Valenza				