

Line

1 Public Employer: Pennington Borough

2 Employee Organization: Pennington Borough Police Association

3 Base Year Contract Term: January 1, 2025

4 New Contract Term: December 31, 2029

Number of Employees in Unit: 6

5	☒	Contract settled without neutral assistance
6	☐	Contract settled with assistance of mediator
7	☐	Contract settled with assistance of fact-finder
8	☐	Contract settled in Interest Arbitration

Yes  No 

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "'Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10	Salary Costs in base year	\$ 16,161.00
11	Longevity Costs in base year	\$ 0
12	Other base year salary costs	
		\$
		\$
		\$
		\$
	Sum of "Other" Costs Listed in Line 12.	\$
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$

SECTION IV: Increase in Base Salary Cost (for each year of New CNA)

14 Total Base Salary Cost from Line 13: \$

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)						
16 Cost of Salary Increments (\$)						
17 Salary Increase Above Increments (\$)						
18 Longevity Increase (\$)						
19 Total Increased Cost for "Other" Items (\$)						
20 Total Increase (\$) (sum of lines 16-19)						

SECTION V: Average Increase Over Term of New CNA

21 Dollar Increase Over Life of Contract \$ [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year % [Divide percentage on Line 22 by number of years of the contract]

Employer: Employee Organization:

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SECTION VI: Other Economic Items Outside Base Salary and Increases

←Increases→

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
25	Totals (\$):							

SECTION VII: Medical Costs**Insurance Costs**

		Base Year	Year 1
26	Health Plan Cost	\$	\$
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$	\$
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$	\$

SECTION VII: Medical Costs (continued)

31 Employee Insurance Contributions \$ \$
32 Contributions as % of Total Insurance Cost % %

33 Identify any insurance changes that were included in this CNA.

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name:
Position/Title:
Signature:
Date:

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016

New Jersey Public Employment Relations Commission
POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Pennington Borough County: Mercer

2 Employee Organization: Pennington Borough Police Association Number of Employees in Unit: 6

3 Base Year Contract Term: January 1, 2025

4 New Contract Term: December 31, 2029

SECTION II: Type of Contract Settlement (please check only one)

5 ☒ Contract settled without neutral assistance

6 ☐ Contract settled with assistance of mediator

7 ☐ Contract settled with assistance of fact-finder

8 ☐ Contract settled in Interest Arbitration

9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes ☐ No ☐

SECTION III: Base Salary Calculation

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "'Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10 Salary Costs in base year \$ 497,746

11 Longevity Costs in base year \$ 0

12 Other base year salary costs

<u>Education Incentive</u>	\$ <u>3,300</u>
<u>EMT Certification</u>	\$ <u>3,500</u>
<u></u>	\$ <u></u>
<u></u>	\$ <u></u>

Sum of "Other" Costs Listed in Line 12. \$ 6,800

13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$ 504,546

SECTION IV: Increase in Base Salary Cost (for each year of New CNA)

14 Total Base Salary Cost from Line 13: \$ 504,546

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	01/01/2025	01/01/2026	01/01/2027	01/01/2028	01/01/2029	
16 Cost of Salary Increments (\$)	16,161	28,885	38,985	41,954	46,354	
17 Salary Increase Above Increments (\$)	12,641	13,020	13,410	13,813	14,227	
18 Longevity Increase (\$)	0	0	0	0	0	
19 Total Increased Cost for "Other" Items (\$)	0	0	0	0	0	
20 Total Increase (\$) (sum of lines 16-19)	28,802	41,905	52,395	55,767	60,581	

SECTION V: Average Increase Over Term of New CNA

21 Dollar Increase Over Life of Contract \$ 239,450 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 47 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 9 % [Divide percentage on Line 22 by number of years of the contract]

Employer: Pennington Borough

Employee Organization: Pennington Borough Police Association

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SECTION VI: Other Economic Items Outside Base Salary and Increases

←Increases→

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Education Incentive	3,300	3,300	3,300	3,300	3,300	3,300	
	EMT Certification	3,500	2,500	2,500	2,500	2,500	2,500	
	Detective	0	1,500	2,500	2,500	2,500	2,500	
25	Totals (\$):	6,800	7,300	8,300	8,300	8,300	8,300	

SECTION VII: Medical Costs**Insurance Costs**

	Base Year	Year 1
26 Health Plan Cost	\$ 82,655	\$ 146,726
27 Prescription Plan Cost	\$ 0	\$ 0
28 Dental Plan Cost	\$ 0	\$ 0
29 Vision Plan Cost	\$ 0	\$ 0
30 Total Cost of Insurance	\$ 82,655	\$ 146,726

Employer: Pennington Borough

Employee Organization: Pennington Borough Police Association

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SECTION VII: Medical Costs (continued)

31	Employee Insurance Contributions	\$ 26,685	\$ 41,862
32	Contributions as % of Total Insurance Cost	32 %	28 %

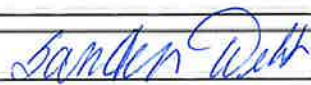
33 Identify any insurance changes that were included in this CNA.
N/A

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name: Sandra Webb

Position/Title: Chief Financial Officer

Signature: 

Date: 04/02/25

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

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