

**ORDINANCE NO. 3469-18**

**AN ORDINANCE AMENDING CHAPTER 70, SECTION 24, ENTITLED "RETIREMENT LEAVE AND MEDICAL BENEFITS" OF THE REVISED GENERAL ORDINANCES OF THE BOROUGH OF RUTHERFORD, COUNTY OF BERGEN AND STATE OF NEW JERSEY**

**BE IT ORDAINED** by the Mayor and Council of the Borough of Rutherford, County of Bergen and State of New Jersey that Chapter 70, Section 24, entitled "Retirement leave and medial benefits" of the Code of the Borough of Rutherford shall be amended and that those portions of the Ordinance set forth below are hereby amended as follows and that those portions of the Ordinances not set forth below shall remain unchanged:

**§ 70-24 Retirement leave and ~~medical~~ health benefits.**

A. In addition to the vacation periods contained in this article, all employees not covered by collective bargaining agreements **or individual agreements between the employee and the Borough**, upon regular retirement, disability retirement or resignation, shall be entitled to ~~time off as follows: 50% of all remaining accumulated sick days after 25 years of service; or 75% of all remaining accumulated sick days after 30 years of service~~ pay out for accumulated sick days as follows:

- 1) All employees performing clerical and/or administrative duties will be governed by the Collective Bargaining Agreement of the White Collar Union in effect at the time of retirement or by any individual agreement between the employee and the Borough.
- 2) All employees performing departmental management duties will be governed by the Collective Bargaining Agreement of the Department Head Union in effect at the time of retirement or by any individual agreement between the employee and the Borough.

B. ~~Medical~~ **Health** plan for retirees. ~~All employees not covered by collective bargaining agreements shall be entitled to a medical assistance program upon retirement providing medical coverages (Blue Cross/Blue Shield, Rider J and Major Medical or their equivalents) with the following limitations:~~

1. ~~The employee has provided 25 years of service to the borough or has retired on a disability arising in the course of the employee's employment.~~ All employees performing clerical and/or administrative duties will be afforded health benefits upon retirement as set forth in the Collective Bargaining Agreement

of the White Collar Union in effect at the time of retirement or by any individual agreement between the employee and the Borough.

2. Coverage is restricted to the employee and the employee's spouse. All employees performing departmental management duties will be afforded health benefits upon retirement as set forth in the Collective Bargaining Agreement of the Department Head Union in effect at the time of retirement or by any individual agreement between the employee and the Borough.
3. All such coverage shall terminate upon the employee reaching the age of 65 years. Unless otherwise set forth in the respective Collective Bargaining Agreements with the White Collar and Department Head Unions or within any individual agreement between the employee and the Borough, coverage is restricted to the employee and the employee's spouse.
4. No coverage will be provided where the employee or spouse has coverage through another medical plan, and the employee must certify annually that said employee and/or spouse does not have coverage through another medical plan. Unless otherwise set forth in the respective Collective Bargaining Agreements with the White Collar and Department Head Unions or within any individual agreement between the employee and the Borough, all such coverage to the employee and the employee's spouse shall terminate when the employee reaches Medicare eligibility as determined by the Social Security Administration.
5. The borough shall not be required to pay in excess of \$600 per annum per retiree. Unless otherwise set forth in the respective Collective Bargaining Agreements with the White Collar and Department Head agreements or within any individual agreement between the employee and the Borough, no coverage will be provided where the employee or spouse has coverage through another health plan, and the employee must certify annually that said employee and/or spouse does not have coverage through another health plan.

C. The benefits provided by this section shall apply only to employees retiring on or after August 1, 1981 **November 1, 2018.**

ATTEST:

BOROUGH OF RUTHERFORD

Margaret M. Scanlon

Margaret M. Scanlon, Borough Clerk

Joseph DeSalvo Jr.

Joseph DeSalvo Jr., Mayor

I hereby certify the foregoing to be a true copy of an ordinance adopted by the Mayor and Council at a meeting held on July 24, 2018.

Margaret M. Scanlon

Margaret M. Scanlon, Borough Clerk