

ORDINANCE NO. 3670-23

AN ORDINANCE AMENDING CHAPTER 70 ENTITLED "PERSONNEL POLICIES AND PRACTICES," ARTICLE 24, RERTIREMENT LEAVE AND HEALTH BENEFITS, OF THE MUNICIPAL CODE OF THE BOROUGH OF RUTHERFORD

WHEREAS, the Borough has provided for to accumulate unused sick leave from year to year; and

WHEREAS, the Borough has complied with N.J.S.A. 40A:9-10.3 and N.J.S.A. 40A:9-10.4 since their passage for all employees and desires to update its ordinance to reflect these laws;

NOW, THEREFORE, BE IT ORDAINED by the Borough Council of the Borough of Rutherford, in the County of Bergen and State of New Jersey that Chapter 70, Article 24, A, entitled Retirement Leave and Health Benefits is hereby amended as follows:

§ 70-24. Retirement leave and health benefits.

A. In addition to the vacation periods contained in this article, all Borough employees, upon regular retirement, or disability retirement, shall be entitled to service payout for accumulated sick days as follows:

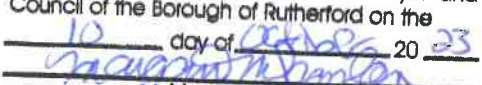
- 1) All employees governed by the collective bargaining agreement in effect at the time of retirement or by any individual agreement between the employee and the Borough, **subject to the restrictions set forth in 3) below.**
- 2) All employees performing departmental management duties will be governed 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, **subject to the restrictions set forth in 3) below.**
- 3) **In accordance with N.J.S.A. 40A:9-10.3 and N.J.S.A. 40A:9-10.4, all employees shall be permitted, only upon retirement or disability retirement (as defined by New Jersey law), a sum of money as established below. Department Heads hired after June 8, 2007 (implementation date of N.J.S.A. 40A:9-10.3) and all employees (regardless of union affiliation) hired after May 21, 2010 (implementation date of N.J.S.A. 40A:9-10.4) shall receive no more than \$15,000.00 in paid sick leave at the time of retirement compensation for unused accumulated sick leave at the time of retirement.**

ATTEST:

BOROUGH OF RUTHERFORD


Margaret M. Scanlon, Borough Clerk


Frank Nunziato, Mayor

Hereby certify that this is a true and exact copy
of an ordinance adopted by the Mayor and
Council of the Borough of Rutherford on the
10 day of October 2023

Margaret M. Scanlon