

BOROUGH OF CRESSKILL  
ORDINANCE NO. 20-17-1567

**ORDINANCE CREATING A RETIREMENT INCENTIVE TO ALL EMPLOYEES WHO HAVE  
ATTAINED TWENTY-FIVE OR MORE YEARS OF SERVICE**

WHEREAS, the Council has requested that the Borough Auditors and Counsel conduct and compile a study establishing a census of all full-time Borough employees who have attained, as of January 1, 2020, a minimum of twenty-five years of service; and

WHEREAS, the following is a list of full-time eligible employees, their respective titles and years of service; and

Individual	Position	Years of Service as of 01/02/20
Ted Cebulski	Police Department – Lieutenant	35
Niall Bresnan	Police Department - 7 <sup>th</sup> year Patrolman	26 years/5 months
Raymond Coleman	Police Department - Sergeant	30 years/5 months
James Domville	Police Department - Deputy Chief	33 years
Bert Looby	Police Department - Lieutenant	29 years/5 months
Norman Saunders	Police Department - Lieutenant	35 years
Joseph Trumbetti	Police Department - Captain	40 years/3 months
Ed Wrixon	Police Department - Chief	36 years/6 months
Robert Wrixon	Police Department - Sergeant	29 years/5 months
Denis Heil	Department of Public Works	30 years/5 months
Robert Karach	Department of Public Works – Assistant Superintendent	34/6 months
William Latourette	Department of Public Works	33 years/8 months
Harold Laufeld	Chief Financial Officer	27 years/2 months
Michael McNamara	Department of Public Works	31 years/11 months
David Philpott	Department of Public Works	36 years/7 months
Thomas Reuter	Department of Public Works	Retired as of 09/01/20
Annmarie Sumereau	Department of Public Works – Secretary	26 years/5 months
Kevin Terhune	Department of Public Works – Superintendent	Retired as of 09/01/20
Robert Turner	Department of Public Works	33 years/8 months

WHEREAS, the Council has requested that the Borough Auditors calculate the economic savings to the Borough in 2021 and 2022 if all eligible full-time employees were to retire in 2020 or 2021; and

WHEREAS the projected economic savings upon retirement to the Borough, as calculated by the Borough’s Auditors in 2021 and 2022 would be in excess of the cost to replace the retired employees with entry level personnel.

WHEREAS, the Council is of the opinion that if an economic incentive was offered to these full-time employees, they would voluntarily retire; and

WHEREAS, the Council has determined that a fair and equitable severance package would consist of two years of post-retirement payments totaling twenty-five thousand (\$25,000.00) per person paid over a two (2) year period, payments would be made monthly/quarterly, semi or annually at the Borough’s discretion;

NOW, THEREFORE, BE IT ORDAINED, that the Council does hereby offer to all full-time eligible employees, who file for retirement and retire from Cresskill employment, the following remuneration;

BE IT FURTHER ORDAINED, that the full-time employee benefits conveyed by this Ordinance shall be limited to employees and eligible personnel who have retired or will retire and who have formally notified the Borough of their retirement between January 1, 2020, and June 30, 2021; and

BE IT FURTHER ORDAINED, the submitted Formal Notice of Retirement shall be deemed irrevocable; and

BE IT FURTHER ORDAINED, that the benefits conveyed by this Ordinance shall be only available to full-time employees and eligible personnel as noted herein, who have attained a minimum of twenty-five (25) years of full-time employment and who, upon petition through this Ordinance and commencement of their retirement, shall be entitled to receive a sum of \$25,000.00 (twenty-five thousand dollars) payable over a two (2) year period, payments will be made monthly/quarterly, semi or annually at the Borough's discretion; and

BE IT FURTHER ORDAINED, that this Ordinance and the benefits conveyed herein shall retroactively commence on January 1, 2020, and shall sunset on December 31, 2021, at which time the Ordinance shall have no force or effect, and any benefits offered or conveyed herein shall be deemed expire by operational law.

BE IT FURTHER ORDAINED, any employee who has retired in the calendar year 2020 prior to the adoption of this Ordinance, shall be eligible for this retirement incentive package; and

BE IT FURTHER ORDAINED that this Ordinance does not offer to any person participating herein, under any circumstance whatsoever, additional pensionable time or credits, nor shall this payment be deemed a pensionable credit or an addition to the person's pension benefit; and

BE IT FURTHER ORDAINED, that this Ordinance shall retroactively commence on January 1, 2020, and sunset on December 31, 2021; and

BE IT FURTHER ORDAINED, upon adoption, this Ordinance shall be served upon all eligible full-time employees listed herein, to all Municipal Collective Bargaining Units, and posted in Borough Hall on the Municipal Bulletin Board for public access and review;

SEVERABILITY. If the provisions of any article, section, subsection, paragraph, subdivision, or clause of this Ordinance shall be judged invalid in whole or in part or as applied to any particular circumstance or individual by a court of competent jurisdiction, such Order of Judgment shall not effect or invalidate the remainder of any article, section, subsection, paragraph, subdivision, or clause of this ordinance.

REPEALER. All ordinances or parts of ordinances inconsistent with the provisions of this Ordinance are hereby repealed as to such inconsistencies only.

EFFECTIVE DATE. This Ordinance shall take effect immediately upon final passage and publication as required by law.