

**TOWNSHIP OF ROCHELLE PARK**

**ORDINANCE NO. 997-09**

**AN ORDINANCE TO AMEND THE  
CODE OF THE TOWNSHIP OF  
ROCHELLE PARK AND,  
SPECIFICALLY, AMENDING THE  
PERSONNEL POLICIES AND  
PROCEDURES MANUAL**

**WHEREAS**, the personnel policies and procedures ordinance for the Township of Rochelle Park provides for a six (6) month terminal leave payment for Department Heads upon retirement; and

**WHEREAS**, the Township Committee has now determined that the amount of terminal leave to be paid upon retirement should be determined on a case by case basis and subject to negotiation between the individual employee and Township Committee; and

**WHEREAS**, the Township Committee also confirms that the payment of terminal leave to all other employees is controlled pursuant to the various collective bargaining agreements that exist between employee and the Township; and

**WHEREAS**, the Township Committee has, therefore, determined that the provision for a six (6) month salary package should be deleted from the personnel ordinance.

**WHEREAS**, the Township Committee has also determined that the elimination of this benefit should not apply to full time Department Heads currently employed by the Township.

**NOW THEREFORE BE IT ORDAINED**, by the Township Committee of the Township of Rochelle Park, County of Bergen, State of New Jersey as follows:

Section 1 – The following is hereby deleted from the Personnel Policy Manual:

All Department Heads shall be entitled to a six (6) month salary package upon retirement and any unused vacation pay.

That Section shall be replaced with the following:

All full time Department Heads employed by the Township of Rochelle Park in that position as of the effective date of this Ordinance shall be entitled to a six (6) month salary package upon retirement and any unused vacation pay which shall be prorated for the year of retirement.

Commencing upon the effective date of this Ordinance there shall be no entitlement to this six (6) month salary package upon retirement or payment for any unused vacation pay. Any terminal leave payments shall be strictly controlled pursuant to the contract between the Department Head and the Township. If no such contract exists, there shall be no entitlement to any such retirement payments.

## Section 2 - Repealer

All Ordinances or parts of Ordinances inconsistent herewith are hereby repealed to the extent of such inconsistency only.

## Section 3 - Severability:

If any section, subsection, paragraph, sentence or other part of this Ordinance is adjudged unconstitutional or invalid, such judgment shall not affect, impair or invalidate the remainder of this Ordinance, but shall be confined in its effects to the section, subsection, paragraph, sentence or other part of this Ordinance directly involved in the controversy in which said judgment shall have been

rendered and all other provisions of this Ordinance shall remain in full force and effect.

Section 4 - Effective Date:

This Ordinance shall take effect immediately upon final adoption and publication and in the manner provided by law.

ATTEST:

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VIRGINIA DE MARIA,  
Municipal Clerk

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