

**AN ORDINANCE AMENDING CHAPTER 26 ENTITLED “PERSONNEL POLICIES”,
ARTICLE 32, SICK LEAVE, OF THE MUNICIPAL CODE OF THE TOWNSHIP OF
BRIDGEWATER**

WHEREAS, the Township has provided for employees not included in any Collective Bargaining Agreement to accumulate sick leave from year to year; and

WHEREAS, the Township has negotiated Collective Bargaining Agreements which provide for a modification of the calculation of sick leave benefits and the payout of accrued, unused sick leave at the time of retirement; and

WHEREAS, the Township has complied with N.J.S.A. 40A:9-10.2 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 Township Council of the Township of Bridgewater, in the County of Somerset and State of New Jersey that Chapter 26, Article 32 entitled Sick Leave is hereby amended as follows:

§ 26-32 Sick leave

D. Eligibility for payment upon retirement.

[Amended 4-1-2013 by Ord. No. 13-03]

(1) Sick leave may be accumulated from year to year without limit and may not be used in advance of its accrual. Employees who retire from employment with the Township after 10 years of service or more shall be entitled to payment for 25% of their unused accumulated sick leave up to 180 days, determined as follows:

(a) All current full-time employees (including Department Heads) shall be allowed to bank sick leave for use in the future as to illnesses in accordance with the provisions above. In accordance with N.J.S.A. 40A:9-10.2 and N.J.S.A. 40A:9-10.4, all full-time employees shall be permitted, only upon 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:9-10.2) 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.

(b) Any Department Head appointed before June 8, 2007 and any full-time employee hired before May 21, 2010, shall, at the time of retirement (as defined by New Jersey law) and according to all Township ordinances, be eligible to receive an amount of money based upon the following formula below or the amount specifically set forth in the applicable collective negotiations agreement covering the retiring employee:

[1] Only sick leave days accumulated and unused on the Township's books for said employee as of December 31, 2012, shall be eligible for calculation;

[2] This number shall be further reduced so that pay shall be based on one day's pay for every four accumulated unused sick leave days based on a total maximum accumulation before reduction of 180 sick days. (Example: 180 accumulated sick days equals 45 days.);

[3] That number, determined by Subsection **D(1)(b)[1]** and [2] above, shall then be multiplied by the employee's daily rate in effect as of December 31, 2012;

[4] The amount set forth in Subsection **D(1)(b)[1]** above shall be a maximum number; if an employee draws down on his/her accumulated sick leave bank once he/she has exhausted his/her current sick leave, he/she may not reaccumulate any unused sick leave time for pay at time of retirement, only for use in case of illness. (Example: if an employee has 80 days on the books as of December 31, 2012, and has to use 20 days of such, the maximum he/she can then be paid out is 60.) Said pay bank can be further reduced every time an employee has to use time out of his/her accumulated leave.

Adopted: October 5, 2023

Effective: October 25, 2023