

**RESOLUTION**  
**KENILWORTH, NJ**

**WHEREAS**, the Borough of Kenilworth continuously strives to improve the working conditions for its employees; and

**WHEREAS**, the Borough continuously strives to improve the level and quality of service provided to the public; and

**WHEREAS**, in order to accomplish these goals the Borough from time to time adopts and revises its employment policies as contained in its Employment Handbook; and

**WHEREAS**, it has been determined by the Mayor and Council that revisions and updates are needed with respect to a number of the policies contained in the Borough's Employee Handbook; and

**WHEREAS**, it has been determined by the Mayor and Council that additional policies are needed to address developments in the law and to address both operational efficiency and the support and protection of Borough employees; and

**WHEREAS**, the revised Employee Handbook has been reviewed by the Mayor and Council.

**IT IS HEREBY RESOLVED** this September 17, 2025 that the Borough Council of the Borough of Kenilworth hereby adopts the attached **revised Terminal Leave Section** of the Employment Handbook.

**BE IT FURTHER RESOLVED** that the personnel policies and procedures contained in the Handbook shall apply to all Borough officials, appointees, employees, volunteers and independent contractors.

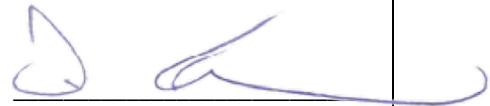
**BE IT FURTHER RESOLVED** that this Handbook is intended to provide guidelines covering public service by Borough employees and is not a contract. The provisions of this handbook may be amended and supplemented from time to time without notice and at the sole discretion of the Borough of Kenilworth Council.

**BE IT FURTHER RESOLVED** that to the maximum extent permitted by law, employment practices for the Borough shall operate under the legal doctrine known as "employment at will."

**BE IT FURTHER RESOLVED** that the Borough Administrative Officer and all managerial/ supervisory personnel are responsible for these employment practices. The Borough and/or Labor Attorney shall assist the Borough Administrative Officer in the implementation of the policies and procedures in this handbook.

	MOVED	SECONDED	YES	NAYS	ABSTAIN	ABSENT	
Councilman Patrick Boyle			X				
Councilman Joseph Finistrella						X	
Councilwoman Toni Giordano Picerno			X				
Councilman William Mauro						X	
Councilman Douglas Piper		X	X				
Councilman Savino Scorese	X		X				
Mayor Linda Karlovitch							
<b>ON CONSENT AGENDA</b>	Yes	_x	No	_			

I hereby certify that the above Resolution was adopted by the Borough Council of the Borough of Kenilworth at a Meeting held on September 17, 2025.

  
Laura Reinertsen, Borough Clerk



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**Note:** Additions are shown in **bold and underlined** and deletions are shown as **strikethrough**

Medical/Hospitalization Coverage

**Retiree Health Insurance.** The Borough provides post-retirement medical health insurance benefits and prescription benefits, provided the employee qualifies for and has retired through the New Jersey Division of Pensions and Benefits under the Police and Fireman's Retirement System ("PFRS") or the Public Employees Retirement System ("PERS") ~~and meets at least one of the following requirements~~ **subject to the following eligibility requirements:**

- (a) Employees **hired prior to September 1, 2025** who retire under the provisions of the applicable retirement plan for the employees of the Borough with twenty-five (25) years of continuous service credited under such retirement plan and continued in full-time service at the Borough of Kenilworth for 15 or more years when they retire, may continue to receive paid health insurance coverage. **Employees are required to pay the required contributions.**
- (b) **Employees hired on or after September 1, 2025, who retire under the provisions of the applicable retirement plan for the employees of the Borough with twenty-five (25) years of continuous service credited under such retirement plan and continued in full-time service at the Borough of Kenilworth for 25 or more years when they retire, may continue to receive paid health insurance coverage. Employees are required to pay the required contributions.**

The Borough reserves its right to change eligibility requirements for retiree health benefits at any time in accordance with legal requirements.