

RESOLUTION

WHEREAS, accumulated time remaining upon retirement from the Township of West Orange will be paid to the employee at the rate of pay at the time of retirement; and

WHEREAS, Thomas Heys, hired on June 4, 2001, has retired from the Township of West Orange effective June 1, 2026; and

WHEREAS, a calculation of Thomas Heys's accumulated balances are attached and have been provided to support the total payment; and

WHEREAS, outside legal counsel has reviewed documentation and has verified the accuracy of the figures supporting the total payment amount, and has provided a written opinion in support thereof; and

WHEREAS, Thomas Heys has signed a Settlement Agreement and General Release pertaining to this matter;

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Township of West Orange in the County of Essex, State of New Jersey that the following separated employee, Thomas Heys, be paid in the payroll cycle immediately preceding approval of the resolution in the total amount of \$99,732.22; and

BE IT FURTHER RESOLVED, that the method of payment shall be determined on a case-by-case basis by the Township Chief Financial Officer upon the passage of a resolution approving payment by the Township Council. Payment may be made in one lump sum if feasible and requested by the retiree.

Thomas Heys \$99,732.22

I, Karen J. Carnevale, Township Clerk for the Township of West Orange, County of Essex, State of New Jersey, do hereby certify this is a true and correct copy of the resolution adopted by the Township Council at its Regular Meeting held on July 7, 2026.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan Scarpa
Council President