

ACKNOWLEDGMENT OF PAYMENT IN FULL

This Acknowledgment of Payment in Full (hereinafter referred to as the “Acknowledgment”) is entered into this 4th day of August 2026 between the Township of West Orange (hereinafter referred to as “Township”) and Carmine Ruta hereinafter referred to as (“Ruta”) (collectively, the “Parties,” each a “Party”).

WHEREAS, Ruta has been an employee with the Township from the period of July 6, 2006 – July 1, 2026;

WHEREAS, a calculation of Ruta’s accumulated accrued leave time balances have been provided to support a total payment of \$41,243.08.

WHEREAS, outside legal counsel has reviewed documentation, including accrual balances, has verified the figures that support the total payment amount, and has provided a written opinion in support thereof;

NOW, THEREFORE, the parties agree as follows:

1. The Township agrees to process payment to Ruta for all his accrued earned and unused paid leave time without further delay in the amount of \$41,243.08.
2. Ruta confirms that \$41,243.08 constitutes the full and final payment owed by the Township for his accrued leave time balances, and the Township shall have no further payment obligation to Ruta in connection therewith. Ruta acknowledges that there are no other outstanding claims.
3. The Parties acknowledge that all obligations relating to Ruta’s accrued leave time have been fully and separately satisfied.
4. The Parties also understand that Ruta may be applying for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. Ruta understands and agrees that the ultimate approval of said pensionable benefits is at the sole risk of Ruta and any denial thereof shall in no way affect the enforceability of this Acknowledgment or diminish the consideration given therefore.

IN WITNESS WHEREOF, and intending to be legally bound hereby I, Carmine Ruta, executed the foregoing Acknowledgment this 4th day of August, 2026.

CARMINE RUTA

TOWNSHIP OF WEST ORANGE

BY: _____