

Acknowledgment of Payment in Full

This Acknowledgment of Payment in Full (hereinafter referred to as the “Acknowledgment”) is entered into this 18th day of August 2026 between the Township of West Orange (hereinafter referred to as “Township”) and Jeffrey James hereinafter referred to as (“James”) (collectively, the “Parties,” each a “Party”).

WHEREAS, James has been an employee with the Township from the period of September 28, 2007 – July 1, 2026;

WHEREAS, a calculation of James’s accumulated accrued leave time balances have been provided to support a total payment of \$71,162.02.

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 James for all his accrued earned and unused paid leave time without further delay in the amount of \$71,162.02.
2. James confirms that \$71,162.02 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 James in connection therewith. James acknowledges that there are no other outstanding claims.
3. The Parties acknowledge that all obligations relating to James’s accrued leave time have been fully and separately satisfied.
4. The Parties also understand that James has been approved for retirement benefits with the State of New Jersey, Division of Pensions and Benefits. James understands and agrees that any denial or alteration of said pensionable benefits shall in no way affect the enforceability of this Acknowledgment or diminish the consideration given.

IN WITNESS WHEREOF, and intending to be legally bound hereby I, Jeffrey James, executed the foregoing Acknowledgment this _____ day of _____ 2026.

JEFFREY JAMES

TOWNSHIP OF WEST ORANGE

BY: _____