

**RESOLUTION OF THE HOUSING AUTHORITY OF THE CITY OF RAHWAY**

**RESOLUTION NO. 1590**

**DATE OF ADOPTION: JULY 18, 2019**

**SUBJECT: RETIREMENT SEPARATION AGREEMENT (KENNETH  
PUSHKO, EXECUTIVE DIRECTOR)**

**THE FOLLOWING RESOLUTION** was presented by the Chairperson at a Special Meeting held on July 18, 2019:

**WHEREAS**, Kenneth Pushko is leaving his position in good standing and gave the Board of Commissioners a 9 month notice; and

**WHEREAS**, Mr. Pushko has actively helped the Board in the replacement effort in various ways to produce a smooth transition; and

**WHEREAS**, it is assumed the new Director will start September 16, 2019 and Mr. Pushko's last day will be September 30, 2019 with a retirement start date of October 1, 2019, thus producing a two week overlay; and

**WHEREAS**, the Board is granting permission for Mr. Pushko to take his used office chair, used office laptop and used cell phone with him upon retiring; and

**WHEREAS**, Mr. Pushko is willing to be available and to be on "Call" for the next 15 months and thus the current cell phone service will be paid for said 15 months by the Authority; and

**WHEREAS**, Mr. Pushko shall be paid a one-time \$9,000 stipend to assist in training and transition beginning September 2019 and to be on call and/or answer any transition questions with the new Executive Director. In the future after June 2020 should the Authority request training or additional services of the retired executive of any nature including answering questions they shall contact Mr. Pushko at that time to discuss and negotiate the terms and conditions for said services. Any agreement will be determined at that point in time and no obligations for service or work exist past the Executive Directors retirement date; and

**WHEREAS**, RHA's IT guys will be asked to make it possible to communicate with the office using this used Laptop. This might not be an easy task given all of our Fire walls; and

**WHEREAS**, all of Mr. Pushko's accrued vacation days not used nor scheduled will be paid before the start of the new Executive Director starts. This will be calculated by the Bookkeeper and reviewed by the Fee Accountant; and

**WHEREAS**, Mr. Pushko's accumulated sick time will be calculated according to the Personnel Policy handbook and reviewed by the Fee Accountant and possibly paid during 2020. He will consult with the Fee Accountant on the timing of the payout; and

**WHEREAS**, Mr. Pushko would like his retirement health benefits to be extended by three months for a total of 5 years and three months so he can go through open enrollment in October 2024. Current cost for a single supplement insurance to Part B is \$455 per month; and

**WHEREAS**, Mr. Pushko would like his Dental insurance to end December 31, 2019 rather than October 1, 2019, an additional 3 months; and

**WHEREAS**, Mr. Pushko has worked for RHA as the Executive Director for 20 years and is fully vested; and

**WHEREAS**, Mr. Pushko would like to be invited to the Re-organization Dinner on December 13<sup>th</sup>, 2019.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Commissioners of the Rahway Housing Authority approves this Separation Agreement.

**COMMISSIONER** Lesinski made a motion to adopt the above resolution, which was seconded by **COMMISSIONER** Simon, and on a roll call vote the Ayes and Nays were as follows:

**AYES**

Gonzalez  
Lesinski  
Pekarofski  
Ragan  
Simon  
Thomas  
Thomas-Petit5

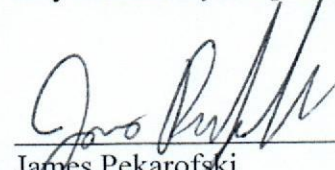
**NAYS**

**ABSTAIN**

**ABSENT**

**THE CHAIRPERSON** thereupon declared Resolution No. 1590 adopted.

I certify that the foregoing is a true copy of a resolution of the Housing Authority of the City of Rahway adopted on July 18, 2019



James Pekarofski  
Chairperson

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