



Legislation Details (With Text)

**File #:** 20-1183      **Version:** 1      **Name:** Resolution: Voluntary Severance Incentive Program 2020  
**Type:** Resolution      **Status:** Adopted  
**File created:** 9/22/2020      **In control:** Administration  
**On agenda:** 10/7/2020      **Final action:** 10/7/2020

**Title:** Dept/ Agency: Administration/Division of Personnel  
Action:  Ratifying    Authorizing    Amending  
Type of Service: Employee Severance Agreement  
Purpose: Voluntary Severance Incentive Program  
Entity Name: N/A  
Entity Address: N/A  
Project Fiscal Impact: \$1,439,016.00 (Estimated)  
Contract Period: Effective July 1, 2020  
Contract Basis:  Bid    State Vendor    Prof. Ser.    EUS  
 Fair & Open    No Reportable Contributions    RFP    RFQ  
 Private Sale    Grant    Sub-recipient    n/a

**Additional Information:**  
The City of Newark is offering a Voluntary Severance Incentive Program as a cost savings measure, as a result of the unforeseen expenses due to the Coronavirus (COVID-19), necessary to operate government at a level taxpayers can afford.  
Eighty-Two (82) municipal employees have applied and were accepted to participate in the Voluntary Severance Incentive Program.

**Sponsors:** Council of the Whole

**Indexes:**

**Code sections:**

Date	Ver.	Action By	Action	Result
10/7/2020	1	Municipal Council	Adopt	Pass

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**WHEREAS**, the Mayor of the City of Newark (hereinafter “City of Newark” or “City”) greatly appreciates and recognizes the dedication and years of service of City employees and their contributions to the City; and

**WHEREAS**, the City of Newark is faced with budgetary constraints in light of the Coronavirus (COVID-19) pandemic expenditures; and

**WHEREAS**, in light of these financial constraints, the City of Newark has been forced to examine its finances, eliminate certain expenditures and reallocate its financial resources; and

**WHEREAS**, the City of Newark is offering a Voluntary Severance Incentive Program as a cost savings measure, as a result of the unforeseen expenses due to the Coronavirus (COVID-19), necessary to operate government at a level taxpayers can afford; and

**WHEREAS**, it is in the best interest of the City to provide this Voluntary Severance Incentive Program to give City employees sufficient opportunity to plan for their future; and

**WHEREAS**, participation in this program is entirely voluntary.

**NOW, THEREFORE, BE IT RESOLVED BY THE MUNICIPAL COUNCIL OF THE CITY OF NEWARK, NEW JERSEY, THAT:**

1. The City of Newark shall offer voluntary severance cash bonuses to the following municipal employees who applied for the Voluntary Severance Incentive Program:

First	Last	Annual Salary	Approximate Severance
Chris	Agomoh	\$99,586.00	\$24,897.00
Anwar	Ahbanawa	\$95,047.34	\$23,762.00
Beverly	Anderson	\$43,875.86	\$10,969.00
Debora	Anthony	\$47,580.38	\$11,895.00
Diane	Artis	\$51,930.11	\$12,983.00
Kryste	Avery-Moore	\$168,265.76	\$25,000.00
Florence	Benson	\$64,655.46	\$16,164.00
Wafaa	Botros	\$54,954.74	\$13,739.00
Shonda	Bryant	\$79,906.11	\$19,977.00
Keith T.	Bush	\$67,272.97	\$16,818.00
Rory	Bynum	\$54,100.11	\$13,525.00
George	Calero	\$52,777.82	\$13,194.00
Elizabeth B.	Cancel-Torres	\$54,479.25	\$13,620.00
Cheryl	Clark	\$69,622.24	\$17,406.00
Stephanie	Coleman	\$63,410.87	\$15,853.00
Valentina W	Contreras	\$125,752.97	\$25,000.00
Cheryl	Coxson	\$67,428.06	\$16,857.00
Alice	Crawley	\$56,163.51	\$14,041.00
Elizabeth	Cruz	\$80,577.44	\$20,144.00

Beverly	Daniel	\$44,049.50	\$11,012.00
Charles	Diliberti	\$115,172.36	\$25,000.00
Cameron	Drayton	\$61,855.91	\$15,464.00
Joanne	Fardan	\$57,932.03	\$14,483.00
Basirah	Farid	\$34,867.80	\$8,717.00
Olabisi	Fasina	\$39,972.80	\$9,993.00
Irene	Fryer Alton	\$101,862.00	\$25,000.00
John	George	\$133,282.54	\$25,000.00
Valerie	Gholston	\$127,978.54	\$25,000.00
Sherri D.	Glover	\$70,233.22	\$17,558.00
James W.	Good	\$57,244.22	\$14,311.00
Audrey	Grant	\$71,343.25	\$17,836.00
Anthony	Green	\$69,306.46	\$17,327.00
Darlene	Harris	\$50,137.17	\$12,534.00
Naja	Hatim-Johnson	\$60,974.23	\$15,244.00
Maria C.	Hernandez	\$85,124.78	\$21,281.00
Raul	Hernandez	\$105,677.06	\$25,000.00
Suzanne	Holmes	\$51,888.78	\$12,972.00
Robert	Jackson	\$65,734.85	\$16,434.00
Delores	Jefferies	\$61,865.07	\$15,466.00
Saramma	John	\$78,553.36	\$19,633.00
Phyllis	Justice-Hollaway	\$73,890.64	\$18,473.00
Michele	Kinloch	\$54,744.70	\$13,686.00
Denise	Konkolowich	\$55,323.61	\$13,831.00
Louis	Lawson	\$67,598.67	\$16,900.00
John	Lebron	\$114,091.43	\$25,000.00
Catherine	Lenix-Hooker	\$105,844.30	\$25,000.00
Sylvia	Levest	\$51,393.83	\$12,849.00
Angel	Llumiquinga	\$48,442.64	\$12,111.00
Pablo	Maldonado	\$126,127.06	\$25,000.00
Randy	Mantion	\$112,955.10	\$25,000.00
Vanessa	McCloud	\$44,595.40	\$11,149.00
Saralyn	McQueen	\$46,430.09	\$11,608.00
Mehdi	Mohammadish	\$118,000.00	\$25,000.00
Alicia	Morales	\$53,843.92	\$13,461.00
Albert J.	Mrozik	\$109,591.70	\$25,000.00
Terrence	Newberry	\$48,288.32	\$12,072.00
Philip	Nicastro	\$84,137.12	\$22,044.00
Osaie	Okeke	\$83,692.18	\$20,923.00
Sandra	Parsons	\$41,371.84	\$10,343.00
Nayna	Patel	\$103,332.19	\$25,000.00
Joseph	Penevolpe Jr.	\$105,677.06	\$25,000.00

Arnie	Pinnix	\$77,624.57	\$19,406.00
Stephany	Porter	\$73,854.20	\$18,464.00
Carla	Potter	\$76,982.76	\$19,246.00
Damaris	Quinones-Gray	\$75,463.49	\$18,866.00
Constance	Ransom	\$53,534.34	\$13,384.00
Yolanda	Reid	\$86,270.09	\$21,568.00
Josephine	Richardson	\$60,377.43	\$15,094.00
Robert	Robinson	\$64,468.60	\$16,117.00
Ricardo	Rodriguez	\$49,894.04	\$12,474.00
John	Rubio	\$58,611.40	\$14,653.00
Amir	Shabazz	\$73,999.58	\$18,500.00
Renay	Shiggs	\$114,091.43	\$25,000.00
Samie	Shokry	\$106,589.53	\$25,000.00
Pankaj	Shukla	\$61,653.29	\$15,413.00
Bernice	West	\$72,536.61	\$18,134.00
Lisa	Whatley	\$47,503.31	\$11,876.00
John	William	\$85,977.33	\$21,494.00
Cynthia	Williams	\$71,847.79	\$17,962.00
Stephen	Williams	\$51,930.12	\$12,983.00
Barbara E.	Willis	\$38,852.40	\$9,713.00
Adrienne	Womack- McCoy	\$52,440.07	\$13,110.00

2. The Mayor and/or his designee, the Business Administrator, are authorized to offer cash severance bonuses and enter into agreements with the employees who applied for and were accepted to participate in the Voluntary Severance Incentive Program.
3. The Voluntary Severance Incentive Program is ratified from July 1, 2020, to the date of adoption of this authorizing resolution.
4. The Director of the Department of Finance is hereby authorized to issue voluntary severance cash bonuses to the aforementioned municipal employees whose applications for the Voluntary Severance Incentive Program have been accepted.
3. An executed copy of each individual's Voluntary Severance Incentive Program application and agreement shall be kept on file in the Office of the City Clerk.
4. This resolution shall take effect immediately.

**STATEMENT**

Resolution ratifying and authorizing Mayor and/or his designee, the Business Administrator on behalf of the City of Newark to enter into and execute an agreement with, and offer cash severance bonuses to, certain City of Newark employees who wish to participate in the Voluntary Severance Incentive Program, as a cost savings measure, as a result of the unforeseen expenses due to the

Coronavirus (COVID-19), necessary to operate government at a level taxpayers can afford.