

RESOLUTION OF THE BEACHWOOD SEWERAGE AUTHORITY AUTHORIZING THE
TERMINATION OF EMPLOYMENT BASED ON PRE-LEAVE PERFORMANCE DEFICIENCIES

WHEREAS, THE Beachwood Sewerage Authority is charged with the fiduciary and operational responsibility to ensure accurate, reliable, and lawful administration of its financial, clerical, and operational functions; and

WHEREAS, the Authority must maintain public trust, internal controls, and continuity of operations, particularly in matters involving cash handling, recordkeeping, reconciliations, attendance, and intergovernmental coordination, and

WHEREAS, prior to any request for or approval of medical or other protected leave, the Authority identified a sustained pattern of performance deficiencies by employee; Keriann Kirchgessner, including but not limited to:

1. Repeated attendance and reliability failures
2. Incomplete and deficient work product
3. Misrepresentations regarding tasks and work completed
4. Incomplete and inaccurate reconciliations
5. Improper handling and accounting of cash and records
6. Sleeping during work hours
7. Leaving the workplace without notice
8. Unprofessional conduct toward other municipal personnel

and,

WHEREAS, these deficiencies were discussed with the employee on multiple occasions and were acknowledged by the employee, who expressed repeated apologies for the conduct; and

WHEREAS, the Authority determined that these deficiencies created operational and financial risk to the Authority and impaired its ability to meet its statutory and fiduciary obligations; and

WHEREAS, the employee was served with a Rice notice advising her of the matters under review, her right to representation, her right to consult with legal counsel or a representative prior to the commencement of the personnel review, and her right to request adjournment; and

WHEREAS, at the employee's request, the review occurred in a private executive session, during which she was afforded a full opportunity to respond to all issues, to ask questions,

WHEREAS, the Authority finds that this action is not retaliatory, is not based upon the exercise of any statutory or protected right, and is unrelated to any medical condition or leave status, and

WHEREAS, this Resolution is intended to state on those findings necessary for public action and does not disclose confidential personnel records, medical information, or protected leave details;

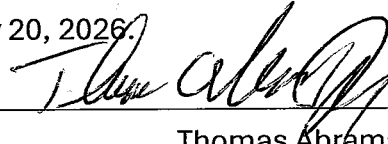
NOW, THEREFORE, BE IT RESOLVED by the Beachwood Sewerage Authority that:

1. The employment of Keriann Kirchgessner is terminated for cause based upon the pre-leave performance deficiencies set forth above.
2. The effective date of termination shall be January 30, 2026.
3. The Chairman is authorized to issue a notice of termination consistent with this Resolution.
4. The Authority's Treasurer and administrative staff are directed to process all final payroll and benefit matters in accordance with the law.
5. This Resolution constitutes the formal action of the Authority and shall be entered into the public record.

BE IT FURTHER RESOLVED that this action reflects the Authority's obligation to protect the integrity, reliability, and lawful operation of its public functions.

CERTIFICATION

I CERTIFY THAT THE FOREGOING Resolution was duly adopted by the Beachwood Sewerage Authority at its meeting held on January 20, 2026.



Thomas Abramski, Secretary
Beachwood Sewerage Authority

RESOLUTION NO. 01-01-26

DATE: January 20, 2026

WHEREAS, the following operating fund bills submitted on the proper voucher forms supplied by the BEACHWOOD SEWERAGE AUTHORITY:

WHEREAS, said vouchers have been properly executed on behalf of the following individuals, partnerships or corporations filing the same by proper Authority Officials.

NOW THEREFORE, be it RESOLVED by the COMMISSIONERS of the BEACHWOOD SEWERAGE AUTHORITY the following operating fund bills submitted on voucher forms be paid.

ACTION DATA SERVICES	25-00379	\$ 412.51
AMAZON BUSINESS	25-00371 26-00007	230.89
A'S HARDWARE & GARDEN CENTER	25-00370	79.06
ATLANTIC PLUMBING SUPPLY	25-00380	586.28
FIRST CITIZENS BANK & TRUST	25-00373	112.05
CME ASSOCIATES	25-00369 26-00005	3,999.75
ISABEL E. COLE	25-00367	408.00
COMCAST	25-00381	343.70
COMCAST	26-00001	277.60
DELTA DENTAL	26-00006	904.08
GRANTURK EQUIPMENT CO.	25-00245	67.73
JCP&L	25-00382	1,066.99
NJNG	25-00385	1,507.82
NJUA JOINT INSURANCE FUND	26-00003	11,634.00
ONE CALL CONCEPTS, INC	25-00374	55.00
PATRICIA GRODBERG	25-00383	67.94
SECURALL MONITORING CORP	26-00004	1,270.20

BE IT FURTHER resolved that the funds have been transferred from the Revenue Deposit Account to the Operating Account in the amount of \$25,081.90, both accounts located in Ocean First Bank.



Robert Tapp, Chairman

I, Robert Tapp, Chairman of the BEACHWOOD SEWERAGE AUTHORITY hereby certify that the above is a true copy of the Resolution adopted by the BEACHWOOD SEWERAGE AUTHORITY on the 20TH day of January 2026.



Robert Tapp, Chairman