

Josh Brown

From: Cliff Spencer
Sent: Thursday, June 18, 2026 2:58 PM
To: Josh Brown
Subject: FW: Retirement planning

Josh,

I just wanted to make you aware that, since March, I have been asking Scott to provide me with his retirement plans. I have now asked him to provide a definitive plan by **July 1, 2026**.

Based on his current leave balances, he has approximately **eight months of accrued time** available to use, and he has already begun using some of that time during the workweek. Having a better understanding of his retirement timeline will help both of us plan appropriately for the needs of the Township and the Police Department as we move into next year.

Additionally, his police certification expires at the end of this year, and he has not submitted his renewal application. From previous conversations with him, my understanding is that he intends to retire effective **January 1, 2027**, but I am unsure how much terminal leave or payout he intends to utilize before that date.

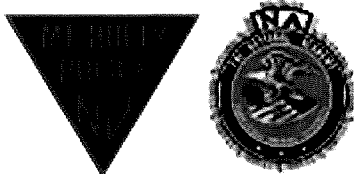
Hopefully, I'll have a more concrete plan from him shortly. If you have any suggestions or if there's anything else you'd like me to discuss with him, please let me know.

Thanks,

Cliff

Chief Clifford Spencer #5000

Clifford Spencer
Chief of Police / FBINA #289
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From: Cliff Spencer
Sent: Thursday, June 18, 2026 2:45 PM
To: Scott Bayley <sbayley@twp.mountholly.nj.us>; Nicholas Lalena <nlalena@twp.mountholly.nj.us>
Subject: Retirement planning

Scott,

I am following up to memorialize our previous discussions regarding your retirement plans.

Due to the operational needs of the Police Department, I need a definitive retirement plan moving forward, including your anticipated retirement date, any planned use of accrued benefit time, and any other relevant scheduling considerations. Please provide this information to me no later than July 1, 2026.

As we have previously discussed, I understand you are awaiting guidance from your attorney regarding certain financial matters and are currently utilizing benefit time on Wednesdays and Fridays. Additionally, you will need to meet with the Township Manager to finalize an agreement, and a date for that meeting should be established as soon as possible.

I recognize that retirement is a significant life decision and appreciate the thought and consideration you are giving it. However, in order to effectively plan for the Department's future staffing and operational needs, it is important that we establish a clear timeline moving forward.

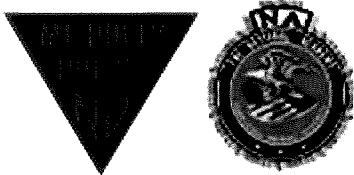
Thank you for your attention to this matter. I look forward to receiving your plan by July 1.

Respectfully,

Cliff

Chief Clifford Spencer #5000

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