

**EMPLOYMENT AGREEMENT BETWEEN
THE BRICK TOWNSHIP MUNICIPAL UTILITIES AUTHORITY
AND
ROBERT V. GALANTE, DIRECTOR OF OPERATIONS**

**SEPTEMBER 15, 2025 THROUGH
SEPTEMBER 14, 2029**

This Agreement made on this 27th day of August, 2025

BY AND BETWEEN

The Brick Township Municipal Utilities Authority
1551 Highway 88 West
Brick, New Jersey 08724
(Hereinafter referred to as "Authority")

AND:

Robert V. Galante
387 Wisteria Drive, Brick, NJ 08723
(Hereinafter referred to as "Mr.
Galante")

WITNESSTH

WHEREAS, the Authority has heretofore created the position of Director of Operations, pursuant to Statute, and is desirous of employing a suitable person to function on its behalf in this position; and

WHEREAS, Mr. Galante is qualified for the position; and

WHEREAS, the Authority desires to employ Mr. Galante as the Director of Operations; and

WHEREAS, Mr. Galante represents to the Authority that he currently possesses valid NJDEP Operator Licenses C-4, N-3, S-3, T-3, and W-3; and

WHEREAS, the Authority and Mr. Galante desire to set forth the terms and conditions of his employment as Director of Operations; and

WHEREAS, this employment contract is effective September 15, 2025. Signatures on this contract constitute agreement to the terms herein.

NOW, THEREFORE, in consideration of the salary to be paid and other good and valuable consideration, and the mutual promises, covenants, representations and agreements contained herein, and intending to be legally bound hereby, the parties agree as follows:

1. The Authority does hereby employ, engage and hire Mr. Galante as Director of Operations and Mr. Galante does hereby accept and agree to such hiring, engagement and employment. Mr. Galante shall perform all of those duties customarily required of a Director of Operations in a similar situation, including, but not limited to, all duties imposed by statute, codes, regulations and directives of the Authority and the Chairman and Commissioners of the Authority to the extent that they are consistent with applicable laws. Duties and responsibilities of the Director of Operations are as set forth herein and described in the Administrative Code of The Brick Township Municipal Utilities Authority and as amended from time to time and as directed by the Executive Director of the Authority.

The Director of Operations is responsible to coordinate, oversee, direct and maintain orderly control of the various divisional responsibilities of the Operations Department. Divisions presently assigned to Operations Department:

- Collections and Pump Stations
- Distribution
- Buildings Maintenance
- Motor Vehicle/Fleet Maintenance

Mr. Galante shall at all times faithfully, industriously, and to the best of his ability, experience and talent, perform all of the duties that may be required of and from him pursuant to the expressed and implicit terms hereof, to the reasonable satisfaction of the Authority.

Mr. Galante will conduct all of his activities as Director of Operations in accordance with all state, local and federal guidelines, regulations and laws.

- 2. The terms of the within Agreement shall commence on September 15, 2025 and terminate on September 14, 2029, subject, however, to prior termination as hereinafter provided.
- 3. The Authority shall pay Mr. Galante, and Mr. Galante agrees to accept from the Authority in full payment for his services under this Agreement, a salary as follows:

- Effective September 15, 2025 - \$140,000.00
- Effective September 15, 2026 (2.5% Increase) - \$143500.00
- Effective September 15, 2027 (2.5% Increase) - \$147,087.50
- Effective September 15, 2028 (2.5% Increase) - \$150,764.68

Any compensation paid pursuant to this Agreement shall be payable at such times and pursuant to standard Authority payroll procedures.

In the event that fifty-three (53) pay dates occur during a contract year, the hourly rate based on a typical 2080-hour work year shall prevail for that year, including the 53rd week, which is consistent with the manner in which all other Authority employees are paid.

Mr. Galante shall also be entitled to the following benefits as provided by the Supervisory Group Agreement that is in effect, to wit: Holidays; Vacation Time Earned; Vacation Pay on Termination; Vacation Accrual; Sick Leave; Personal Leave; Maternity Leave; Leave pursuant to Worker’s Compensation; Military Leave of Absence; and The Benefit Plans.

Mr. Galante shall not be entitled to any other benefits provided in the Supervisory Group Agreement including but not limited to salary. The only salary of Galante shall be as listed above in this Paragraph 3.

- 4. Mr. Galante shall attend to all business of the Authority as necessary to perform his duties as Director of Operations. His hours shall not necessarily be coincidental with the normal hours of the office staff. It is contemplated by both parties hereto that duties of the Director of Operations will require attendance at evening meetings and other meetings from time to time outside of Brick Township.
- 5. Mr. Galante shall report to and execute all policy decisions and directives of the Executive Director and shall confer with the Executive Director on all matters involving operational and policy decisions other than day-to-day mechanical decisions.
- 6. During the term of the Agreement, Mr. Galante shall devote his full time and efforts to the business of the Authority and shall not have any other position of employment with any other person, firm or organization.

7. The Authority agrees to provide Mr. Galante with necessary and competent legal assistance of the Authority's choosing and insurance sufficient to indemnify Mr. Galante against any loss or any claim by any person or entity, whether professional or personal, which may arise from the performance of his duties as they relate to his employment at the Authority. The Authority shall not be responsible for indemnification of Mr. Galante for any acts or omissions constituting a crime, actual fraud, actual malice or willful misconduct nor acts of omissions outside the scope of his employment.
8. If Mr. Galante willfully breaches or habitually neglects the duties that he is required to perform as Director of Operations under this Agreement, the Authority may at its option, terminate this Agreement by giving written notice of termination to Mr. Galante without prejudice to any other remedy to which the Authority may be entitled either at law, in equity, or under this Agreement. In the event of such termination, Mr. Galante shall not be entitled to further compensation as of the date of termination.

The parties further agree that this Agreement will terminate upon the death of Mr. Galante.

9. Notwithstanding anything in this Agreement to the contrary, the Authority is hereby given the option to terminate this Agreement in the event that during the term of this Agreement, Mr. Galante shall become permanently disabled, as the term is hereinafter defined. Such option shall be exercised by the Authority giving notice to Mr. Galante by certified mail, return receipt request, addressed to 387 Wisteria Drive, Brick, New Jersey 08723, or such other address as Mr. Galante shall designate in writing, of its intention to terminate this Agreement two (2) weeks from the date the notice is mailed. For the purposes of this Agreement, Mr. Galante shall be deemed to have become permanently disabled if during the balance of the term of this Agreement, because of ill health, physical or mental disability or for other causes beyond his control, he shall have been continuously unable or unwilling or have failed to perform his duties hereunder for 120 consecutive days, or if during the balance of the term of this Agreement, he shall have been unable or unwilling or have failed to perform his duties for a total period of 150 days, either consecutive or not.

Mr. Galante's earned sick, vacation and personal leave time shall not be counted towards either the 120 day nor the 150 day total.

10. In the event that Mr. Galante desires to terminate this Employment Agreement, he must provide the Authority with sixty (60) days notice of his intention to so terminate this Agreement.
11. Mr. Galante represents to the Authority that he currently possesses valid NJDEP Operator Licenses C-4, N-3, S-3, T-3, and W-3 and all necessary certificates to fulfill his assigned Licensed Operator duties as Director of Operations. If at any time during the term of this Agreement Mr. Galante's Operator Licenses and/or the certifications required to act as Operator are revoked, terminated or suspended, this Agreement shall be null and void as of the date of the revocation, termination or suspension.

Authority desires and Mr. Galante agrees that he will obtain a NJDEP W-4 Operator License within one (1) year from the date of the commencement of this Agreement. The obtaining of an NJDEP W-4 Operator License within the one (1) year period is a condition of employment. In the event that Mr. Galante does not obtain said license within the said one year period, the Authority may terminate this Employment Agreement or the Authority may modify this Employment Agreement in its sole discretion. In the event that Mr. Galante does obtain said license, then in that event, he shall be entitled to an immediate \$3 per hour raise in salary.

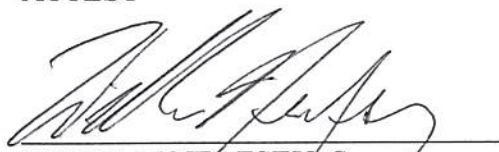
12. The Authority hereby reserves onto itself its management prerogatives and rights all of the terms and conditions of employment not specifically set forth herein.

13. The parties hereto further agree that in the event that the Authority shall discontinue operating as the result of a lawful dissolution of the Authority, then this Agreement shall cease and terminate as of the last day in which the Authority ceases operations. Mr. Galante shall be entitled to be paid his salary to the date in which the Authority ceases operations, together with any accumulated benefits to which he may be entitled as an employee of the Authority.
14. Mr. Galante further specifically agrees that he will not at any time, in any form or manner, either directly or indirectly, divulge, disclose or communicate to any person or entity in any manner whatsoever, any information of any kind, nature or description concerning any matters affecting or relating to the business of the Authority which would be deemed confidential. A breach of the terms in this Paragraph is a material breach of the Agreement and will subject Mr. Galante to termination.
15. This Agreement is exclusive to Mr. Galante and because of his unique experience and qualifications is non-assignable.
16. All records, charts and files concerning Authority projects shall belong to and remain the property of the Authority. Upon termination of this Agreement for any reason whatsoever, Mr. Galante shall deliver to the Authority all property of the Authority including but not limited to all records, charts and files concerning Authority projects.
17. This written Agreement contains the sole and entire agreement between the parties and shall supersede any and all other Agreements between the parties. The parties acknowledge and agree that neither of them has made any representation with respect to the subject matter of this Agreement or any representations inducing the execution and delivery hereof except such representations as are specifically set forth herein.
18. It is further agreed that no waiver or modification of this Agreement or of any covenant, condition or limitation herein contained shall be valid unless, in writing, and duly executed by the Authority and Mr. Galante. No evidence of any waiver or modification shall be offered or received in evidence in any proceeding, arbitration or litigation between the parties hereto arising out of or affecting the Agreement, or the rights or obligations of any party hereunder, unless such waiver or modification is in writing, duly executed as set forth herein.
19. This Contract shall be construed pursuant to the laws of the State of New Jersey. Any litigation with respect to the interpretation of the terms of this Contract shall be within the sole jurisdiction of the Courts of the State of New Jersey and venue shall be in Ocean County.
20. Mr. Galante shall not engage in any political activities or discussions with or in the presence of employees or staff of the Authority while functioning in his capacity as Director of Operations of the Authority on any premises or site upon which Authority activities are authorized.
21. If Mr. Galante willfully breaches or habitually neglects the duties that he is required to perform under this Agreement, the Authority may at the Authority's option terminate this Agreement by giving written notice of termination to Mr. Galante without prejudice to any other remedy to which the Authority may be entitled either at law, in equity, or under this Agreement.
22. If this Agreement is terminated prior to the completion of the term of employment specified in this Agreement, Mr. Galante shall be entitled to the compensation earned prior to the date of termination as provided for in this Agreement; Mr. Galante shall be entitled to no further compensation as of the date of termination.
23. If any action at law or in equity is necessary to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, costs, and necessary disbursements in addition to any other relief that may be appropriate.

24. The effective date of this Agreement shall be the date upon which it is executed by the last party to sign same and it shall be the obligation of the party to insert the date and deliver the copies of the Agreement to all parties who are signatories hereto.
25. Failure of either party to insist upon the strict performance of any of the provisions of this Agreement shall not be construed as a waiver of any subsequent default or breach of the same or similar nature.
26. In the event that any court of competent jurisdiction shall declare any section of this Agreement invalid for any reason, all other sections shall remain in full force and effect.
27. NOTICES. All notices, requests, demands and other communications hereunder shall be written, and shall be deemed to have been duly given if delivered or mailed, by certified mail, return receipts requested, to the parties hereto at the addresses stated on the first page of this contract.
28. COUNTERPARTS. This Agreement may be executed simultaneously in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.
29. BENEFIT. This Agreement shall be binding upon, and inure to the benefit of the legal representatives, successors and assigns of the parties hereto.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year first above written.

ATTEST


WILLIAM NEAFSEY, Secretary


Witness

THE BRICK TOWNSHIP MUNICIPAL
UTILITIES AUTHORITY


Michael Blandina, Chairman

Dated: 8/27/25


ROBERT V. GALANTE

Dated: 8/27/25

Adopted Under Resolution No. 60-25 Adopted 8/27/25.

RESOLUTION NO. 60-25

THE BRICK TOWNSHIP MUNICIPAL UTILITIES AUTHORITY

August 27, 2025

**A RESOLUTION AWARDING A CONTRACT TO ROBERT V. GALANTE,
DIRECTOR OF OPERATIONS FOR A FOUR YEAR TERM COMMENCING
SEPTEMBER 15, 2025**

WHEREAS, the Brick Township Municipal Utilities Authority (hereinafter referred to as the "Authority") has a need for the services of a qualified person to perform the duties of Director of Operations; and

WHEREAS, the Authority has found that Robert V. Galante is qualified for the position of Director of Operations; and

WHEREAS, the Authority desires to enter into an Employment Agreement with Robert V. Galante for a four (4) year term subject to the terms and conditions of an Employment Agreement to be executed by Robert V. Galante and the Authority;

NOW, THEREFORE, BE IT RESOLVED this 27th day of August 2025, by the Brick Township Municipal Utilities Authority as follows:

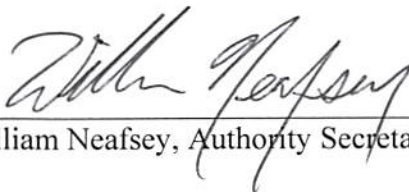
1. The Authority hereby appoints Robert V. Galante as its Director of Operations for a term of four (4) years commencing September 15, 2025 subject to an Employment Agreement being executed by the officers of the Brick Township Utilities Authority subsequent to execution of such Employment Agreement by Robert V. Galante.

2. A copy of this Resolution shall be forwarded by the Administrative Secretary of the Authority to the following:

- (a) Michael Blandina, Chair;
- (b) Chris A. Theodos, P.E., Executive Director;
- (c) John L. Clifford, CPM, CMFO;
- (d) Robert V. Galante; and
- (e) Nicholas C. Montenegro, Esquire

CERTIFICATION

I certify that the foregoing Resolution was duly adopted by the Brick Township Municipal Utilities Authority at a meeting held on the 27th day of August 2025, a quorum being present and voting in the majority.



William Neafsey, Authority Secretary