

EMPLOYMENT AGREEMENT

This Agreement entered into this 16th day of June, 2026, by and between **Christian R Johansen**, with an address of 417 Second Ave, Galloway, New Jersey (hereinafter “Johansen”) and the **Township of Galloway**, with an address of 300 E Jimmie Leeds Road, Galloway, New Jersey, (hereinafter “the Township”), a municipal corporation of the State of New Jersey.

1. **Position**. The Township will employ Johansen as the Township Manager of the Township. Such appointment will be subject to all provisions of applicable law, including, but not limited to, N.J.S.A. 40:69A-1 et seq., and all applicable provisions of the Ordinances of the Township. Johansen will also continue to serve as the full-time Tax Collector of the Township where he was originally appointed as Tax Collector by the Governing Body of the Township on January 2, 2015. Johansen will be responsible for adjusting his schedule to ensure that each appointed position will be adequately performed in a continuous professional way. This agreement is wholly related to his appointment as Township Manager and his appointment as full-time Tax Collector stands alone. Johansen will continue to have all the statutory protections afforded to Tax Collectors. Johansen shall perform all duties prescribed for such position by relevant law, Township Ordinances and personnel policies and all those customarily performed by one holding such position, as well as any additional duties as may be assigned by the Council from time to time.

2. **Term of Agreement**. Except as explicitly stated herein, this Agreement governs and sets terms and conditions of employment for the period of January 1, 2026 through December 31, 2028.

3. **Manner and Performance of the Manager’s Duties**. Johansen agrees that he will 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 him pursuant to the express and implicit terms of this Agreement,

to the reasonable satisfaction of the Township. Johansen will be responsible to allocate an appropriate amount of his time to balance the duties of Tax Collector and Township Manager.

4. **Compensation.** The Township shall pay and Johansen agrees to accept from the Township, in full payment for services under this Agreement, an annual total compensation of \$181,613 in 2026, which will be retroactive to January 1, 2026. Johansen's total compensation for 2026 of \$166,613 will be allocable to Tax Collector and \$15,000 as Manager. For years 2027 and 2028, the Township shall pay and Johansen agrees to accept a two ½ (2.5%) percent increase per year. These shall be applied as follows; 2027 \$171,154 Tax Collector and \$15,000 for Manager and 2028 \$175,808 Tax Collector and \$15,000 for Manager.

5. **Hours of Employment.** For the period from the commencement of this Agreement until December 31, 2028, Johansen shall devote his full time, energy and effort to the business and affairs of the Township. It is further recognized that Johansen must devote time outside the normal office hours to the business of the Township. Therefore, Johansen is required to hold regular business hours of 8:30 am to 4:30 pm. When his duties require him to work before or after regular hours he shall be permitted to utilize those additional hours as a flexible and non compensatory benefit.

6. **Health Benefits.** Johansen will be offered the regular health benefit packages offered by the Township. If Johansen opts to waive the health benefit package, he will be entitled to the regular Health Benefit waiver offered to all other full time Township employees.

7. **Non-applicability of Overtime.** Johansen and the Township agree that the Manager position is an exempt position from any maximum hour requirements found under State or Federal law, and, accordingly, Johansen will not be paid any overtime or any extra compensation above that explicitly stated in this Agreement.

8. **Paid Leave Days.** Johansen shall be entitled to twenty (20) paid vacation days per year. Johansen shall receive an allotment of paid leave days as stated in the Township Personnel Policy Manual, as amended from time to time, commensurate with years of service, for holidays, sick leave, bereavement leave, jury leave and personal leave. Such leave, including vacation leave, will be subject to the conditions found in the respective sections of the Township Personnel Policy Manual, to the extent that those conditions apply to the position of the Manager. Johansen shall be able to sell back up to ten (10) unused vacation days annually. Johansen will receive any other leave, such as Family Leave, Family Medical Leave and Military Leave, as provided by law.

9. **Professional Development.** Johansen will be permitted time off and reimbursement of expenses for professional development and/or attendance at conferences and training seminars conducted by the New Jersey League of Municipalities, GFOA, TCTA, NJCPA, etc. Time off for such activities shall be paid for by the Township if Johansen's attendance is required for his certifications.

10. **Reimbursement of Expenses.** Subject to prior approval of the Council, Johansen shall be reimbursed for all reasonable expenses incurred on behalf of the Township. Receipts and proof of expenses must be submitted monthly.

11. **Vehicle.** Johansen will utilize a Township vehicle whenever possible. The usage of the vehicle will be for Township business only. The vehicle will remain at Town Hall when not being utilized. The Township will be responsible for all associated insurances, repairs and maintenance, fuel, and replacement costs of said vehicle.

12. **Residency.** The Township requires that Johansen reside within the geographic boundaries of the Township.

13. **Outside Activities.** The employment provided for by this agreement shall be the employee's primary employment. Any secondary voluntary or business teaching or consulting must be approved by the Council and must not interfere with Township business. Any for profit activities must be performed on Johansen's personal time.

14. **Ethical Commitments.** Johansen will at all times uphold the tenets of the Uniform Ethics Law as adopted by the New Jersey State Ethics Commission. Specifically, Johansen shall not endorse, contribute financially, sign or circulate petitions for individuals seeking elected office in the Township. The Township also agrees to that no member of Council shall individually or as a whole directly or indirectly ask Johansen to participate in partisan affairs.

15. **Indemnification.** The Township shall defend, save harmless and indemnify Johansen against any tort, professional liability claims or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Johansen's duties as Township Manager, to the extent permitted by applicable law. The Township in its sole discretion may compromise and settle any such claim or suit and shall pay the amount of any settlement or judgment rendered thereon.

16. **Termination of Agreement.** The Township may terminate this Agreement and the employment of Johansen within the procedures and policies adopted by Galloway Township Ordinances and N.J.S.A. 40:69A-93(c).

17. **Termination by Employee.** Johansen shall provide a minimum of thirty (30) calendar days' notice of his intention to resign from the position of Manager and shall assist the Township in any transition work required to assist in finding a replacement Manager.

18. **Applicability of other Policies/Agreements.** Johansen agrees and acknowledges that his employment as the Township Manager is not subject to any collective negotiations agreement.

Johansen's employment as Township Manager is subject to the Township's Personnel Policies to the extent the same are not inconsistent with or superseded by this Agreement.

19. **Entire Agreement.** This Agreement contains the sole and entire Agreement between the parties and shall supersede any and all other Agreements between the parties. There are no representations, warranties or agreements, whether express or implied, except as set forth in this Agreement. This Agreement may not be canceled, changed, modified, or amended orally, and no cancellation, change, modification or amendment hereof shall be effective or binding unless in a written instrument signed by the Township and Johansen.

20. **Waiver.** No waiver of any provision of this Agreement shall be valid unless in writing and signed by the person or party against whom same is charged.

21. **Controlling Law.** All the terms, conditions and other provisions of this Agreement shall be interpreted and governed by the laws of the State of New Jersey.

22. **Interpretation and Severability.** If any term or provision of this Agreement shall to any extent be deemed invalid or unenforceable by a Court of competent jurisdiction, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement should be valid and enforceable to the fullest extent permitted by law.



WITNESS



Dated



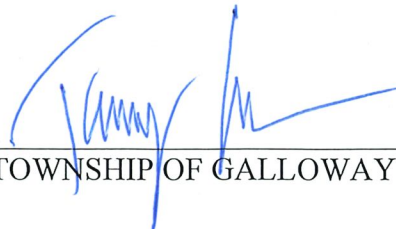
ATTEST



Dated



CHRISTIAN R. JOHANSEN



TOWNSHIP OF GALLOWAY