

CONTRACT FOR EMPLOYMENT

This Contract is made by and between the County of Gloucester, a body politic and corporate, with offices in Woodbury, New Jersey, hereinafter referred to as "**County**", and Eric M. Campo of Woodbury, New Jersey, hereinafter referred to as "**Mr. Campo**" or "**County Counsel**" or "**employee**".

RECITALS

- A.** The County is a political subdivision of the State of New Jersey and the governing body for the County of Gloucester;
- B.** The County desires to employ Mr. Campo as County Counsel;
- C.** Mr. Campo desires to accept employment as County Counsel.

IN CONSIDERATION OF THE MUTUAL PROMISES MADE BY THE PARTIES, COUNTY AND MR. CAMPO HEREBY AGREE AS FOLLOWS:

1. Employment. The County does hereby employ, engage, and hire Mr. Campo as County Counsel for the County of Gloucester, and Mr. Campo does hereby accept and agree to such employment. Consistent with the applicable laws, rules, regulations and authorities, Mr. Campo shall perform the duties and obligations described in this Contract of Employment.

2. Duties. Mr. Campo shall be responsible for the administration and operation of the County Legal Department and his duties shall include the following:

1. Analyzing legal issues affecting County operations and rendering legal opinions to the Director of the Board of County Commissioners and through that office to the Board of County Commissioners, the County Administrator and County Department Heads;
2. Preparing and/or reviewing resolutions and contracts to be considered for adoption or award by the Board of County Commissioners;
3. Serving on working groups, task forces and committees as appropriate to fulfill his duties;
4. Participating in the assignment of work, including litigation, special projects and the like to other legal counsel on an as needed basis;
5. Where and when necessary and appropriate to negotiate contracts, leases, agreements and the like;

6. Attend (or on occasion designate Assistant County Counsel to attend, the meetings of the Board of County Commissioners);
7. To perform such other duties as the County and the County Counsel may determine to be necessary to fulfill his obligations as County Counsel.

3. **Term of Employment.** This Contract shall be deemed to commence on January 1, 2026 and continue through December 31, 2028 as per statutory term in N.J.S.A. 40A:9-44. Mr. Campo may not be removed during said statutory term without good cause shown. In the event the governing body removes Mr. Campo during said term, the Board of County Commissioners shall compensate Mr. Campo all remaining salary/health benefit costs under contract and statutory term. In addition, medical benefits shall be continued to be covered for a period of six (6) months after separation if removed during term of contract.

4. **Compensation.** Mr. Campo shall be paid a salary established by the Board of County Commissioners of the County of Gloucester and modified time to time as employee's salaries are considered. Mr. Campo shall be entitled to salary increases during the term of the contract in the same manner as other management employees.

5. **Vacation.** Mr. Campo shall be entitled to annual leave in the amount of five (5) weeks per year for each year of the term of this contract, which vacation shall be taken and/or carried forward consistent with the terms of the County Personnel Policy.

6. **Holidays; Sick Leave; Personal Days; Bereavement Leave and the Like.** Mr. Campo shall be entitled to these categories of leave in the same fashion as all other full-time employees of the County.

7. **Medical and Prescription Benefits; Insurance Benefits; Pension Benefits; and all other Benefits of Employment.** Mr. Campo shall be entitled to all such benefits to which other full-time employees of the County are entitled.

8. **Professional Development.** Mr. Campo is encouraged to actively engage in professional training by attending seminars, conferences, and the like. To the extent available in the department budget, such budgeted funds may be used for the cost of participation in said conferences and seminars.

9. **Civil Service Rules Inapplicable.** The parties acknowledge that this Contract for Employment is not subject to the provisions of the Civil Service System of the State of New Jersey.

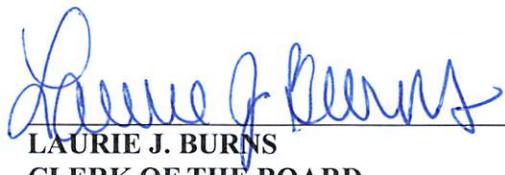
10. **Indemnification.** The County shall indemnify Mr. Campo and hold him harmless with regard to any claim of any kind, including any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative, asserted against him in his capacity as County Counsel. Indemnity by the County shall include expenses, costs, disbursements including attorney's fees, judgments, fines and amounts actually and reasonably incurred by him in good faith and in connection with such action, suit or proceeding, and County shall directly pay the reasonable costs of defense. The indemnification and hold harmless rights provided in this agreement shall continue after the expiration of County Counsel's term in the event that such claim

is made in connection with his capacity as County Counsel and shall inure to the benefit of his heirs, executors and administrators.

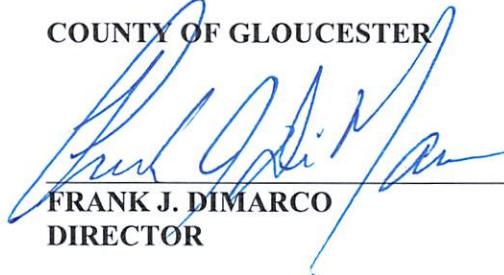
The County shall maintain during the term of employment a policy of Professional Liability Insurance naming Mr. Campo as an additional insured (and an appropriate "tail" policy after completion of the term of employment).

11. Severability. In the event that any federal or state law, regulation, ordinance, or any determination having the force and effect of law conflicts with any provision of this Contract for Employment, then the provisions so affected shall no longer be effective. However, provisions not so affected shall continue in full force and effect. Nothing contained in this section shall be construed to permit the diminishing of the compensation payable to Mr. Campo pursuant to the terms and provisions of this Contract for Employment.

ATTEST:


LAURIE J. BURNS
CLERK OF THE BOARD

COUNTY OF GLOUCESTER


FRANK J. DIMARCO
DIRECTOR

WITNESS




ERIC M. CAMPO
COUNTY COUNSEL