

**CONTRACT FOR EMPLOYMENT BY AND BETWEEN THE
COUNTY OF GLOUCESTER AND STEPHEN M. SWEENEY FOR
THE TERM JANUARY 2, 2026 TO DECEMBER 31, 2030**

THIS CONTRACT FOR EMPLOYMENT (hereinafter referred to as "Agreement"), is entered into the 2ND day of **January, 2026**, by and between the **County of Gloucester**, with its principal place of business at 2 South Broad Street, Woodbury, New Jersey 08096 (hereinafter referred to as the "**County**") and **Stephen M. Sweeney**, of West Deptford, New Jersey 08096 (hereinafter referred to as "**Mr. Sweeney**").

WHEREAS, with retirement of Chad M. Bruner as County Administrator, the County has agreed to appoint and employ Mr. Sweeney as the County Administrator for a term of five (5) years pursuant to N.J.S.A. 40A:9-42, and Mr. Sweeney has agreed to serve as County Administrator under the terms, conditions and compensation as set forth herein;

NOW, THEREFORE, in consideration of mutual promises, terms and conditions set forth below, the County and Mr. Sweeney agree as follows:

1. **EMPLOYMENT OF MR. SWEENEY.** The County does hereby employ, engage, and hire Mr. Sweeney as County Administrator for the County of Gloucester, and Mr. Sweeney does hereby accept and agree to perform the duties of County Administrator, performing faithfully in said capacity and to devote himself to all duties, including supplemental duties as Human Resources Director, as well as the department head overseeing the Divisions of the Clerk of the Board, Human Resources /Risk Management, Treasury and Purchasing, and County Counsel. Mr. Sweeney shall perform such duties as are prescribed by this Contract, the laws of the State of New Jersey, and the rules and regulations of the Department of Community Affairs and of the County.

2. **TERM OF EMPLOYMENT.** Mr. Sweeney's term of employment shall be for a period of five (5) years from **January 2, 2026 to December 31, 2030**. Mr. Sweeney shall devote such time as is necessary to perform the duties as set forth herein above. Mr. Sweeney shall attend all regular and special meetings of the County of Gloucester. Mr. Sweeney may not be removed during said statutory term without good cause shown. In the event the governing body removes Mr. Sweeney during said term, the Board of County Commissioners shall compensate Mr. Sweeney all remaining salary.

3. **SALARY.** As County Administrator, Mr. Sweeney shall be paid an annual salary as determined by the Board of County Commissioners commensurate to all responsibilities of this position, and shall be eligible for reasonable salary increases based upon annual performance reviews. At no time, shall the County reduce Mr. Sweeney's salary to be less than the preceding annual salary. Mr. Sweeney will be paid an additional \$1.00 for his supplemental duties as Human Resources Director, as well as the department head overseeing the Divisions of the Clerk of the Board, Human Resources /Risk Management, Treasury and Purchasing, and County Counsel.

4. **VEHICLE.** The County shall provide Mr. Sweeney with a vehicle for his use during the term of his employment. The vehicle privilege shall be extended for personal use as in the past. Mr. Sweeney shall return his vehicle to the County at its principal place of business upon the termination of his employment.

5. **VACATION DAYS.** Mr. Sweeney shall receive and may accumulate vacation days in accordance with County Policy. Mr. Sweeney shall notify the Director of the Board of County Commissioners as to proposed dates of any vacation time to be used. Mr. Sweeney will be permitted to carryover days in accordance with County policy. The County shall be obligated to reimburse or pay Mr. Sweeney for any accrued vacation days in accordance with County policy.

6. **SICK DAYS.** Mr. Sweeney shall receive and may accumulate sick days annually in accordance with County policy. The County shall be obligated to reimburse Mr. Sweeney for any unused sick days in accordance with County policy; however, upon retirement, Mr. Sweeney voluntarily relinquishes the right to receive the "sick time buy back bonus of "15,000.00".

7. **ADMINISTRATIVE DAYS.** Mr. Sweeney shall receive Administrative leave days annually in accordance with County policy. The County shall not, however, be obligated to pay or reimburse Mr. Sweeney for any such unused Administrative days that he may have remaining at the end of his employment.

8. **HOLIDAYS.** Mr. Sweeney shall receive paid holidays annually in accordance with County policy.

9. **MEMBERSHIP DUES IN PROFESSIONAL ORGANIZATIONS.** The County shall pay and be responsible for Mr. Sweeney's dues in the organizations or licenses he maintains, including seminar credits for said organizations or licenses. The County shall pay and be responsible for any reasonable cost associated with Mr. Sweeney's attendance at meetings or workshops which are relative to his position as County Administrator, and provided further that such meetings or workshops are those which a County Administrator would customarily attend.


9. **FRINGE BENEFITS.** Mr. Sweeney shall receive required fringe benefits in accordance with the County's Human Resource Policy Manual and amendments thereto from time to time unless any voluntary waivers apply and, in addition, entry in the State Defined Contribution Retirement Plan (DCRP).

10. **INDEMNIFICATION.** The County shall indemnify Mr. Sweeney 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 Administrator. 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 Mr. Sweeney's term in the event that such claim is made in connection with his capacity as County Administrator and shall inure to the benefit of his heirs, executors and administrators.

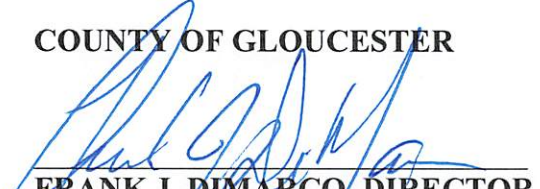
11. **AGREEMENT SUBJECT TO LAWS OF THE STATE OF NEW JERSEY.** This Agreement shall be subject to and shall be interpreted in accordance with the laws of the State of New Jersey.

12. **MODIFICATION OF AMENDMENT OF AGREEMENT.** This Agreement may only be validly amended or modified in writing signed by both Mr. Sweeney and the duly authorized official representative of the County.

ATTEST:


LAURIE J. BURNS,
CLERK OF THE BOARD

COUNTY OF GLOUCESTER


FRANK J. DIMARCO, DIRECTOR

WITNESS:



COUNTY ADMINISTRATOR


STEPHEN M. SWEENEY