

**STILLWATER TOWNSHIP
SUSSEX COUNTY, NJ**

RESOLUTION 2026-105

**RESOLUTION AUTHORIZING THE TOWNSHIP OF STILLWATER
TO ENTER INTO AN EMPLOYMENT AGREEMENT WITH MATTHEW LAMBERT**

WHEREAS, the Township of Stillwater has a need for a Certified Public Works Manager (CPWM) for the Department of Public Works; and,

WHEREAS, the Township Committee has appointed Matthew Lambert as CPWM; and,

WHEREAS, the Township Committee has agreed that an Employment Agreement will be beneficial for both the Township and Mr. Lambert; and ,

NOW, THEREFORE, BE IT RESOLVED by the Stillwater Township Committee that the Township is hereby authorized to enter into the attached Employment Agreement with Matthew Lambert.

BE IT FURTHER RESOLVED that the Mayor and Township Clerk are hereby authorized to execute an Employment Agreement with Matthew Lambert for services as Certified Public Works Manager (CPWM), subject to negotiations, as well as review and approval by Township Labor Counsel.

The provisions of this Resolution shall be effective retroactive to June 1, 2026.

CERTIFICATION

I hereby certify that the above Resolution was adopted by the Township Committee at their regular meeting held June 16, 2026, at the Stillwater Township Municipal Building, Stillwater, Sussex County, New Jersey.

Valerie Ingles, RMC, CMR
Township Clerk

**EMPLOYMENT AGREEMENT
(CERTIFIED PUBLIC WORKS MANAGER)**

THIS EMPLOYMENT AGREEMENT ("Agreement") has been entered into as of June 1, 2026, by and between the Township of Stillwater (the "Township"), with municipal offices located at 964 Stillwater Road, Newton, New Jersey 07860, and Matthew Lambert ("Mr. Lambert"), the Township's Certified Public Works Manager ("CPWM").

WHEREAS, the Township desires to continue to employ Mr. Lambert to serve as CPWM for the Township and Mr. Lambert desires to continue in such employment; and

WHEREAS, the Township and Mr. Lambert have also determined that it is in their mutual best interests to document the terms and conditions of Mr. Lambert's continued employment with the Township in an employment agreement.

NOW, THEREFORE, in consideration of the obligations and promises established herein, the Township and Mr. Lambert agree as follows:

1. **Employment.** The Township shall employ Mr. Lambert as the Township's full time CPWM and he shall report directly to the Township Committee or its designee. Mr. Lambert's work hours shall be 6:00 am to 2:30 pm Monday through Friday with a half hour unpaid break for lunch and two paid 15-minute breaks, unless the DPW Department's regular work hours are changed by the Township Committee. Mr. Lambert shall perform all the duties of the CPWM position and serve as the Department Head for the Department of Public Works. Mr. Lambert shall be subject to the employment policies and practices of the Township as set forth in the Township Employee Handbook, Township Code and Township Ordinances and Resolutions, except that he shall also be entitled to the Fringe Benefits and Overtime Pay provisions provided to the DPW negotiations unit in their Collective Negotiations Agreement. Mr. Lambert shall continue to hold the Township's CPWM position (notwithstanding annual reappointment), during good behavior and efficiency and he shall not be removed therefrom for political or other reasons except for good cause, upon written charged filed with the Township Municipal Clerk and after a hearing before the Township Committee or their designated representative. Mr. Lambert agrees to provide the Township with no less than sixty (60) days advanced notice should he intend to leave his position for any reason.
2. **Salary.** As compensation for the services to be rendered by the CPWM, the Township has elected to pay him at an hourly rate of \$38.46 per hour in 2026. Mr. Lambert shall be paid in accordance with the Township's payroll plans, subject to all employee payroll deductions. He shall be entitled to the same percentage salary increase provided to the DPW employees each year, excluding any step increases they may also receive.
3. **Fringe Benefits and Emergency Pay.** Mr. Lambert shall be entitled to the same fringe benefits provided to the member of the DPW negotiations unit in their Collective Negotiations Agreement, including overtime pay related to supervising or performing emergency work during off duty hours, sick leave, vacations, holidays, personal days, bereavement leave, military leave, jury duty, clothing allowance, health and dental insurance and pension.

4. **No Waiver of Rights.** A party's failure to insist on compliance with or enforcement of any provision of this Agreement shall not affect the validity or enforceability or constitute a waiver of future enforcement of that provision or of any other provision of this Agreement by that party or any other party.
5. **Governing Law and Forum.** This Agreement shall in all respects be subject to and interpreted in accordance with the Laws of the State of New Jersey. The Parties have agreed that the forum and venue for the enforcement of this Agreement shall only be before the Superior Court of New Jersey, Law or Chancery Divisions, Sussex County.
6. **Severability.** The invalidity or unenforceability of any provision in this Agreement shall not in any way affect the validity or enforceability of any other provision.
7. **Amendments.** This Agreement may be amended at any time by mutual consent of the parties hereto, with any such amendment to be declared invalid unless made in writing and signed and dated by the employee and the Mayor of the Township.
8. **Entire Agreement.** This Agreement constitutes the entire agreement among the parties and supersedes any and all understandings, agreements or representations by or among the parties, whether written or oral, that may have related in any way to the subject matter of this Agreement.

SIGNATURES

IN WITNESS WHEREOF, the Township of Stillwater and Matthew Lambert have executed this Agreement voluntarily and with full knowledge of their rights, responsibilities, and obligations hereunder.

FOR STILLWATER TOWNSHIP:

By: _____
Vera Rumsey, Mayor

Date

FOR MATTHEW LAMBERT

Matthew Lambert

Date