

ADDENDUM TO EMPLOYMENT AGREEMENT

THIS ADDENDUM (“Addendum”) is being made to the Employment Agreement (“Employment Agreement”) between the Board of Commissioners (hereinafter the “Board”) of and on behalf of the Hopewell Township Fire District #1 (hereinafter the “District”), a municipal fire district of the State of New Jersey with offices located at 201 Washington Crossing Pennington Road, Titusville, New Jersey 08560, and Matthew G. Martin, Fire Chief (hereinafter “Martin”)(collectively, the “Parties”). Terms defined in the Employment Agreement have the same meaning as in this Addendum. The Effective Date of this Addendum shall be January 1, 2018.

WHEREAS, the Parties duly executed the Employment Agreement, effective January 1, 2016; and

WHEREAS, the Board, pursuant to its authority and Section 2.0 of the Employment Agreement, has decided to increase Martin’s annual rate of base salary for calendar year 2018; and

WHEREAS, the Board, pursuant to its authority, has elected to provide Martin with an annual Collateral Duty payment, payable on a pro-rated basis through regular payroll payments;

NOW, THEREFORE, in consideration of the recitals above and the mutual promises and obligations herein contained, the sufficiency of which is acknowledged, the Parties agree that the following modification is made to the Employment Agreement:

1. The following language shall replace Section 2.0 (Salary) of the Employment Agreement in its entirety:

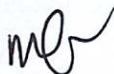
2.0 Salary.

- (a) Martin shall be paid an annual base salary of \$122,082.73 in 2018. Accordingly, his annual rate of base salary for 2018 shall be increased by three percent (3%) from 2017’s annual rate of base salary, which was \$118,526.92. This \$122,082.73 annual rate of base salary shall remain in effect until increased. Annual rate of base salary for 2019 and for subsequent years shall be subject to increase, at the Board’s discretion.
- (b) Beginning January 1, 2018, Martin shall receive an annual Collateral Duty payment which shall be equivalent to Five Percent (5%) of his annual base salary. The annual Collateral Duty payment will be paid to Martin on a pro-rated basis via regular, bi-weekly payroll.
- (c) Martin’s compensation will be adjusted, as necessary, to ensure that his annual base compensation is \$35,000.00 (excluding benefits, longevity and education incentives; not excluding Collateral Duties should they be assigned to the Fire Lieutenant or Fire Official) above the salary established and maintained for the position of Fire Lieutenant (or the highest lieutenant position and/or Fire Official that may exist, at any time, within the District). At all times, Martin’s annual base compensation will be at least \$35,000.00

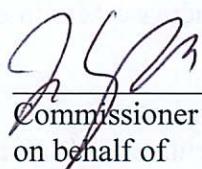
above the maximum annual base salary established and maintained for the highest ranking lieutenant and/or Fire Official position (whichever position commands the higher base salary).

2. Unless expressly modified herein, all other terms of the Employment Agreement will remain in full force and effect.

INTENDING TO BE LEGALLY BOUND HERETO, this Addendum is executed by the Parties hereto as of the date indicated by the signatures below.



Matthew G. Martin
Chief of Emergency Services



Commissioner Timothy Lynch
on behalf of
Board of Commissioners
Hopewell Township Fire District #1