

ORIGINAL

Morris County Municipal
Utilities Authority

370 Richard Mine Road,
Wharton, NJ 07885

Request for Qualifications
#4 Legal Counsel – Labor &
Personnel

January 28, 2025

Laddey, Clark & Ryan, LLP



Laddey Clark
& Ryan ATTORNEYS
AT LAW

60 Blue Heron Rd, Sparta, NJ 973-729-1880

Fee Proposal
Request for Quotation
Laddey, Clark & Ryan, LLP

Cost of Services

Hourly services will be billed by Mr. Knapp at **\$195** per hour for all legal services, plus expenses as may be needed for legal research. Billed services will include preparation time, conducting hearings, preparation of report, and conferences that in the aggregate are less than one hour with counsel for the parties. Aggregate conferences exceeding one hour will receive prior approval. No portion of our services will be sub-contracted out. Billed services will not exceed \$7,500.00 without approval in writing.

Hourly Rates:

<u>Position</u>	<u>Hourly Rate</u>
Partners/Special Counsel	\$195
Associates	\$150
Paralegals	\$115

All additional services must be agreed to in writing prior to engaging.

Expenses:

Document reproduction – actual cost if outside facility is used; otherwise no additional cost

Postage – no additional charge for first class mail

Overnight Express - \$40 per standard overnight delivery

Recording fees – actual amount

Third party vendors – actual amount

Certified mail – actual amount

Qualifications Statement
Legal Counsel – Labor and Personnel
February 1, 2025 – January 31, 2026

1. Qualifications Statement

Fredric Knapp will serve as the Authority's Labor and Personnel Counsel.

Fredric Knapp is currently Senior Counsel to the firm of Laddey Clark & Ryan, LLP. A native of Irvington, New Jersey, Fred was formerly an Assistant Attorney General for the State of New Jersey and Morris County Prosecutor from 2012 to 2020. From 1983 through 2012 he was in private practice during which time he represented numerous towns, counties and other public entities as labor and employment counsel. During that time he also served as a hearing officer in disciplinary cases for several public employers and conducted confidential investigations.

2. Specific Experience

A. Extensive experience in handling cases from the NJ Department of Personnel and Civil Service Commission and the New Jersey Public Employment Relations Commission (PERC).

Since 1983 Fred has litigated dozens of employee disciplinary cases, layoff appeals and civil rights claims before the Civil Service Commission (NJDOP) which were tried at the local level and appealed before the Office Of Administrative Law (OAL). For several decades he represented counties, municipalities and other public entities in such hearings as well as regularly representing individuals at OAL in the early portion of his career. Fred has also served as a hearing officer in numerous employee disciplinary cases during his career for both Civil Service and non-Civil Service jurisdictions. As the former Morris County Prosecutor, he also was the appropriate/appointing authority in several employee disciplinary cases including some which resulted in termination.

B. A minimum of at least 5 years handling public sector disciplinary hearings and grievance hearing involving public sector collective bargaining (negotiations) agreements

Similarly, since entering private practice in 1983 Fred has handled countless public sector grievances on behalf of public employers and employee organizations. This representation included Police, Fire, other public safety entities as well as both White and Blue Collar collective negotiations units. Many such cases proceeded to arbitration before the New Jersey Public Employment Relations Commission (PERC), the New Jersey State Board of Mediation and American Arbitration Association (AAA). As the former Morris County Prosecutor he also served as the employer in such cases, some of which he was able to mediate to amicable resolution.

C. Prior experience and Familiarity

Fred has served as a hearing officer for numerous public employers including the City of Asbury Park, City of East Orange, Sparta Township, Chatham Borough, Morris County, Township of Montclair, Borough of Wanaque, City of Brigantine, and was appointed to serve in a similar capacity for the Borough of Saddle River, Burlington County, Brick Township, and Camden County for 2024. Fred is also a panel member for the AAA Labor, Employment and Consumer Arbitration Panels, the PERC Grievance, Mediation and Fact-finding panels and the New Jersey State Board of Mediation panel of arbitrators. He also previously served as the labor attorney for the Township of Parsippany-Troy Hills for many years prior to becoming Morris County Prosecutor.

The following are references for whom labor counsel and/or hearing officer services have been provided, or who have knowledge of representation of public entities;

3. References

- Chief Todd Conforti, Montclair Police Department, 973-452-8561.
- Paul Carelli, Borough Administrator, Borough of Wanaque, 973-839-3000, ext. 7113
- Robert Falzarano, Township Administrator, Harding Township, 973-267-8000, ext. 1917
- Joseph Giorgio, Township Administrator, Hanover Township, 973-428-2467
- John Napolitano, Esq., Morris County Counsel, 973-829-8060

4. Key Personnel Information

The Government Services attorneys at Laddey, Clark & Ryan, LLP have decades of combined experience representing municipalities, their governing bodies, and other agencies. Our attorneys are devoted to municipal law practice and a number of them share their expertise through teaching and lecturing in the field.

Specifically, and as more fully detailed in the enclosed resumes, the Government Services attorneys at Laddey, Clark & Ryan, LLP have extensive direct experience in the following capacities:

- *Fredric M. Knapp (4 years with the firm)* – Formerly Labor Counsel to multiple public entities and Former Morris County Prosecutor. Mr. Knapp has served as a disciplinary hearing officer by Morris County, the City of East Orange, City of Asbury Park, Township of Montclair, and the Borough of Wanaque, and other public entities.

- Thomas N. Ryan (35 years with the firm) – Municipal Counsel – Townships of Sparta and Jefferson; Employment and Labor Counsel – Townships of Rockaway, Byram.
- Ursula H. Leo (18 years with firm) – Municipal Counsel – Borough of Stanhope, Township of Green; Labor Counsel - Borough of Stanhope.

5. The Firm of Laddey, Clark & Ryan, LLP has or currently represents the following government entities:

Andover Borough	Ogdensburg Borough
City of Asbury Park	Oxford Borough
Byram Township	Rockaway Township
Camden County	Sandyston Township
City of Clifton	Saddle River Borough
City of Brigantine	Sparta Township
City of East Orange	Stanhope Borough
Frankford Township	Stillwater Township
Franklin Borough	Sussex Borough
Fredon Township	Sussex County
Green Township	Sussex County MUA
Hamilton Township	Town of Newton
Hopatcong Borough	Township of Lafayette
Jefferson Township	Vernon Township
Knowlton Township	Walpack Center
Montague Township	Wanaque Borough
Montclair Township	Wantage Township
Morris County	
Morris Plains Borough	
Mt. Arlington Borough	

Laddey, Clark & Ryan, LLP's other core practices include Personal Injury law, Business law, Commercial Litigation, Employment and Labor law, Estates, Wills and Trusts, and Real Property law.

Laddey, Clark & Ryan, LLP has 12 attorneys, 3 of whom are designated as Of Counsel. Moreover, the Firm has 6 paralegals, 12 support staff, and an office Executive Director.

The Government Services practice group at Laddey, Clark & Ryan, LLP is comprised of 6 attorneys and 4 legal assistants. In addition, the group has several administrative assistants who work with the professional staff.

6. Location of Servicing Office

Name of Firm: **Laddey, Clark & Ryan, LLP**

Address:

Principal Place of Business:

60 Blue Heron Road
Suite 300
Sparta, New Jersey 07871
973-729-1880
973-729-1224 (fax)

Website: <http://www.lcrlaw.com>

Laddey, Clark & Ryan, LLP is a Limited Liability Partnership.

Principals: Thomas N. Ryan, Esq.
60 Blue Heron Road, Suite 300
Sparta, New Jersey 07871

Timothy E. Dinan, Esq.
60 Blue Heron Road, Suite 300
Sparta, New Jersey 07871

Renata A. Mizak, Esq.
60 Blue Heron Road, Suite 300
Sparta, New Jersey 07871

Number of years in business: 35 years

Number of years under current management: 1 years

7. Methodology

The services to be performed include acting as Labor & Personnel Legal Counsel in employment-related disciplinary hearings, workplace investigations, harassment and discrimination, hostile work environment, retaliation, employee/supervisor misconduct, ethics improprieties, and FLSA issues, among other employment law-related requests. The duties to be performed will include:

- Overseeing entire Hearing process;
- Scheduling and holding hearings;
- Researching and applying relevant laws and regulations;

- Preparing and issuing decisions containing findings of fact, conclusions of law and recommendations for disposition or other written rulings or decisions.
- Preparing reports with findings and recommendations within time frames required by relevant union contracts and NJ Department of Personnel regulations, New Jersey Attorney General's Guidelines and New Jersey Statutes.
- Conduct necessary trainings.
- Furnish legal advice on employment law matters.
- Coordinate with other attorneys representing the Authority.
- Perform internal investigations.
- Perform an objective and neutral investigation of each matter.
- Submit an Investigation Report including a summary of the procedures followed, details of the information obtained, recommend findings, and if necessary, testify in administrative or legal proceedings.
- Attend required meetings.

8. Miscellaneous

(1) All attorneys at Laddey, Clark & Ryan, LLP are licensed to practice law in the State of New Jersey.

(2) Laddey, Clark & Ryan, LLP and its attorneys are each "in good standing" before all courts in which they are licensed to practice and none have ever been held liable for professional malpractice. We maintain full Errors & Omissions coverage as required by the New Jersey Supreme Court.

(3) Laddey, Clark & Ryan, LLP has never declared bankruptcy or undergone re-organization proceedings.

(4) No immediate relatives of Principals are Morris County Municipal Utilities Authority employees or officials.

(5) (i) Laddey, Clark & Ryan, LLP is not a party to or otherwise involved in, any pending litigation, investigation, financial foreclosure or other action, or any other procedure that would in any way impair its ability to perform its responsibilities for the Township;

(ii) Laddey, Clark & Ryan, LLP is not affiliated with, owned by or otherwise engaged with any other firms that could pose a real or potential conflict of interest with the Township;

(iii) Laddey, Clark & Ryan, LLP is not receiving, either as an organization or on the part of its owners, principals, or executives, any financial benefit from the services to

be provided to Morris County Municipal Utilities Authority other than as a direct result of the fees to be paid by the Authority under the anticipated Contract;

(iv) Laddey, Clark & Ryan, LLP is not in arrears to Morris County Municipal Utilities Authority for any fees, or other obligations;

(v) Laddey, Clark & Ryan, LLP has not ever been found guilty either as an organization or on the part of its owners, principals or executives, any illegal activities, let alone any that would preclude it from entering into contracts with government entities.

Fredric M. Knapp

LEGAL EXPERIENCE

- 2020-Present **Laddey, Clark & Ryan, LLP**, Sparta, NJ
- Alternate Dispute Resolution practice leader
 - Internal Investigations
 - Employment & Labor Arbitration
 - Disciplinary Hearing Officer
 - Mediation
- 2012-2020 **Morris County Prosecutor's Office**, Morristown, NJ
- Morris County Prosecutor
 - Assistant Attorney General (2012-2014)
 - Chief Law Enforcement Officer for Morris County
- 2008-2012 **Knapp, Trimboli & Prusinowski, LLC**, Florham Park, NJ
- Founding Partner
 - Federal & State tribunals
 - Labor & Employment
 - Litigation
 - Municipal
- 2003-2008 **Laufer, Knapp, Dalena, Trimboli & Cadicina, LLC**, Morristown, NJ
- Founding Partner
 - Labor & Employment Practice Chairman
 - Litigation
 - Municipal
- 1990-2003 **Courter, Kobert, Laufer & Cohen, P.C.**, Morristown/Hackettstown, NJ
- Partner
 - Labor & Employment Practice Chairman
 - Litigation
 - Municipal
- 1986-1990 **Hansbury, Martin & Knapp**, Morris Plains, NJ
- Partner
 - Labor & Employment
 - Litigation
 - Collective negotiations & Arbitration
 - Municipal, County, Public, and Private employers
- 1983-1986 **Fox & Fox**, Newark, NJ
- Associate
 - Civil Litigation
 - Labor & Employment
- 1981-1983 **United States Department of Justice**, Camden, NJ

- Special Assistant United States Attorney
- Organized Crime & Racketeering
- Labor Investigations

1981-1983 **State of New Jersey Department of Law & Public Safety**

- Deputy Attorney General
- Division of Criminal Justice
- Casino Prosecution Section

1980-1981 **State of New Jersey Department of Law & Public Safety**

- Deputy Attorney General
- Division of Criminal Justice
- Trial Section

1979-1980 **State of New Jersey Department of Law & Public Safety**

- Deputy Attorney General
- Division of Criminal Justice
- Appellate Section

1978-1979 **Apruzzese & McDermott, Springfield, NJ**

- Attorney
- Legal Research & Writing
- Labor, Arbitration, Commercial, and general Civil

NON-LEGAL EXPERIENCE

1994-1997 **Fairleigh Dickinson University, Department of Economics & Finance, Adjunct Professor**

1987-1993 **Morris County Police & Firefighters Training Academy, Instructor**

EDUCATION

Saint Louis University School of Law, JD

Cornell University, BS- Industrial & Labor Relations

BAR ADMISSIONS

Supreme Court of New Jersey, admitted
 Supreme Court of New York, admitted
 United States Courts of Appeals for the First and Third Circuits, admitted
 United States District Court for the District of New Jersey, admitted
 United States Supreme Court, admitted

MEMBERSHIPS/ORGANIZATIONS

American Arbitration Association – Member, Labor, Employment and Consumer Arbitration Panels
 New Jersey State Board of Mediation – Labor Arbitrator

MEMBERSHIPS/ORGANIZATIONS, continued

New Jersey Public Employment Relations Commission – Grievance Arbitration, Mediation and Fact-Finding Panels
New Jersey State Bar Association
New Jersey Association of Professional Mediators - 2024
Morris County Bar Association Trustee – 2006 - 2010
Morris County Bar Foundation Trustee – 2010 – 2012
County Prosecutors Association of New Jersey (President 2017-2018)
New Jersey Supreme Court, Criminal Practice Committee
New Jersey Supreme Court, Complimentary Dispute Resolution Committee
New Jersey Supreme Court, District X Fee Arbitration Committee
New Jersey Supreme Court, District X Attorney Ethics Committee
New Jersey Police Training Commission (Commissioner 2017-2020)
New Jersey Criminal Sentencing & Disposition Commission (Commissioner 2018-2020)
New Jersey Public Employers Labor Relations Association (Vice President 2000-2012)
Morris Plains Rotary Club (President 1993-1994)
Cornell University School of Industrial & Labor Relations Alumni Association
Rotary International – Paul Harris Fellow
New Jersey Labor Employment Relations Association
Morris County Bar Association Professionalism Committee - 2024

AWARDS

2017 New Jersey Prosecutor of the Year- New Jersey Narcotics Enforcement Officers Association
2020 New Jersey Bias Crimes Detective Association Pathfinder Award
2021 Morris County Bar Association Criminal Practice Award
2022 *The New Jersey Law Journal* Lifetime Achievement Award

SKILLS

Arbitration
Mediation
Employment Litigation
Administrative Law
Labor Relations
Collective Bargaining
Alternate Dispute Resolution

Thomas N. Ryan

Legal Experience

1989 – Present. **Laddey, Clark & Ryan, LLP**, Sparta, NJ. *Managing Partner*

- **Corporate and Business Law:**
 - General Counsel to mid-sized and large corporations
 - Municipalities
 - School Boards
 - Commercial agreements
 - Corporate compliance
 - Strategic planning
- **Employment and Labor Law:**
 - Private and public sector
 - Labor negotiations and contract management
 - Discrimination
 - Wrongful termination
 - Discipline
 - Grievances
 - Arbitration
 - Breach of contract
 - Harassment
 - Wage and hour
 - State and Federal Courts
 - Department of Labor
 - Department of Education
 - Civil Service
 - PERC
 - EEOC
 - NJDCR
- **Commercial Litigation:**
 - Corporate and business for consumer fraud
 - Breach of contract
 - Breach of fiduciary duty
 - Professional negligence
 - Common law fraud

1986 – 1989. **Law Offices of Brian M. Laddey**, Sparta, NJ. *Associate Attorney*

Non-Legal Experience

1977 – 1986. **Teaneck Board of Education**, Teaneck, NJ. *Secondary Social Studies Teacher*

Education

Seton Hall University School of Law
JD

Harvard University Graduate School of Education
M.Ed. – Education, Law and Social Policy

Montclair State University
B.A. – Political Science and Education

Lyndon Baines Johnson Fellow

Fulbright-Hays Fellow

**Professional
Licenses &
Certifications**

Admitted to practice in New Jersey State Bar, 1986;
U.S. District Court, District of New Jersey;
U.S. Court of Appeals, Third Circuit; United States Supreme Court

**Professional
Memberships**

Sussex County Bar Association (President 1995 – 1996)
Morris County Bar Association
New Jersey State Bar Association
Sydney Reitman Employment Law Inn of Court – Master Emeritus

**Board
Memberships**

Atlas Refinery, Inc., Secretary, Board of Directors

**Community
Service**

Sussex County Chamber of Commerce, Board of Trustees, Past President
Newton Medical Center Foundation, Board of Trustees, Vice Chairman
Sussex County Economic Development Partnership, Past President, Board of Trustees
200 Club of Sussex County, Board of Trustees, Past President and
Chair/Scholarship Committee
Mountain Lakes Board of Education 1992-1998; President 1997-1998
Mountain Lakes Educational Foundation. Former Trustee and Legal Counsel
Medical Needs Foundation, Former Trustee, Legal Counsel
Lakers Sports Club, Inc., Former Trustee, Past President and Legal Counsel

Awards

New Jersey Super Lawyers - Annually
New Jersey Best Lawyers - Annually
2022 – Irish Legal 100
2021 – NJBIZ's Leaders in Law
2020 – New Jersey Law Journal Legal Awards for Innovation
2020 – Risk Strategies Law Firm Excellence Award
2019 – Sussex County Economic Development Partnership Chairman's Award
2019 – SCARC Foundation Leadership Award
2018 – NJBIZ ICON Award for business leaders over 60

Ursula Henrich Leo

Legal Experience

June 2006 – Present. **Laddey, Clark & Ryan, LLP**, Sparta, NJ *Partner*

- Municipal law
 - Attorney for Stanhope Borough and Green Township
 - Provide legal advice regarding all municipal matters, including ordinances, resolutions, and litigation
- Zoning and land use
 - Representation of individuals and corporations before planning boards and zoning boards, administrative agencies, and in prerogative writ actions
- Labor and employment
 - Conduct numerous internal investigations
 - Litigation of employment disputes in state and federal court, particularly concerning discrimination and harassment claims
 - All aspects of public employment law, including civil service
 - Labor Counsel for Stanhope Borough, Green Township, and Frankford Township
 - Representation of individuals and employers regarding severance agreements, non-competition agreements, handbooks and policies
- Appellate matters in state and federal court
- Civil litigation - including contract matters, injunctions, and shareholder oppression
- Sussex County Bar Association - Past President
- Associate Counsel and Member of New Jersey Planning Officials,
- Member of New Jersey Institute of Local Government and New Jersey League of Municipalities
- NJBIZ Leaders In Law Award 2024
- NJ Monthly Magazine Rising Star - 2010 through 2016/Super Lawyer 2019 through present
- New Jersey Law Journal New Leader of the Bar, 2014
- Newton Chamber of Commerce New Member of the Year, 2013
- NJ Herald "20 Under 40" Outstanding Business and Community Leaders, 2011

2003 – 2006. **Eastburn & Gray, P.C.**, Doylestown and Blue Bell, PA *Associate*

- Civil Litigation- representation of individuals, corporations and municipal clients, including preliminary injunction hearings in state and federal court, class action defense, employment matters, contract disputes, and appellate work
- Land use- provided representation before and on behalf of planning commissions, zoning hearing boards, and municipal governing bodies

Education

Syracuse University College of Law, Syracuse, NY

J. D., *cum laude*, May 2003

Honors: Dean's List, Chancellor's Scholarship, Labor Law Moot Court

University of New Mexico, Albuquerque, NM

Bachelor of Arts in Anthropology, *summa cum laude*, May 1999

Secondary Education certification in social studies and language arts

Honors: Phi Beta Kappa Honor Society, Golden Key Honor Society, Amigo Scholar, Dean's List, New York Area Alumni Scholarship

Newton High School (NJ), 1994

Admissions

State of New Jersey; Commonwealth of Pennsylvania; United States District Court, District of New Jersey; United States District Court, Eastern District of Pennsylvania; and United States Court of Appeals, Third Circuit.

Selected Publications and Presentations

- November 12, 2024, "End-of-Year Policy Review," Webinar
- September 24, 2024, "How to Navigate Disability Accommodations and Discrimination Complaints," Webinar
- May 7, 2024, "HR Boot Camp," Webinar
- February 27, 2024, "Remote Work Policies," Webinar
- November 8, 2023, "Hot Topics in Employment Law," Webinar
- September 28, 2023, "An Employee Complains, Now What?" Webinar
- September 21, 2023, "Practicing Labor & Employment Law Before Arbitrators & Administrative Agencies," Webinar
- May 17, 2023, "HR Boot Camp," Webinar
- February 15, 2023, "Key Issues in Compensation," Webinar
- September 20, 2022, "Cannabis in the Workplace," Webinar
- June 2, 2022, "Employee Complaints & Whistleblowing: How Employers Should Respond," Webinar
- April 7, 2022, "Challenges of the New Workplace: Remote Employment," Webinar
- February 22, 2022, "COVID-19 Update: Issues Facing the Workplace," Webinar
- March 10, 2021, "Disciplining Employees During the COVID Era: Laying the Framework for Clients," New Jersey Law Journal
- November 4, 2020, "Disciplining Employees During a Pandemic," Webinar
- September 16, 2020, "Employee Leave During COVID-19," Webinar
- May 9, 2020, "Personnel Issues as a Result of COVID-19," Certified Municipal Finance Officers presentation
- May 7, 2020, "Back to the Future: What Workplace Life Will Look Like When the Pandemic Restrictions Ease," Webinar
- April 16, 2020, "Employer Basics During Covid-19," Webinar
- November 20, 2019, "Variances: Proofs and Case Law," New Jersey Planning Officials program at League of Municipalities convention
- October 24, 2019, "Sexual and Other Forms of Harassment," Rutgers University Labor and Employment Law Certification Program
- August 21, 2019, "Making Attorney Invoices Generic, But Detailed," New Jersey Law Journal (Commentary)
- April 23, 2019, "Dealing with the New Personnel Laws," Government Finance Officers Association of New Jersey's Second Annual Northern Area Program
- March 30, 2019, New Jersey Planning Officials instructor at Sussex County Community College, required course for new NJ Land Use Board members
- December 4, 2018, "Bias and Discrimination," Rutgers University Labor and Employment Law Certification Program
- November 14, 2018, "The Lowdown on Getting High," New Jersey State Legal of Municipalities Conference
- November 28, 2017, "Inherently Beneficial Uses," New Jersey State League of Municipalities Conference
- November 2, 2017, "Workplace Bullying and Harassment," Rutgers University Labor and Employment Law Certification Program
- April 11, 2016, "Improper Motions in Limine Will Likely Continue," New Jersey Law Journal



Notice is hereby given by the Morris County Municipal Utilities Authority ("MCMUA") that Request for Proposals will be received by the Morris County Municipal Utilities Authority ("MCMUA") on January 28, 2025 at 3:00pm prevailing time in the Morris County Municipal Utilities Authority ("MCMUA") office located at 370 Richard Mine Road, Wharton, NJ 07885 at which time and place the proposals will be opened publicly and read for the following:

Request for Proposals – PROFESSIONAL SERVICES

(All to be licensed to practice in the state of New Jersey)

- #01 Engineering Services – Water Division
- #02 Engineering Services – Solid Waste
- #03 Legal Counsel – Solid Waste & Water Divisions
- #04 Legal Counsel – Labor & Personnel
- #05 Auditing Services
- #06 Appraisal Services

Obtaining Proposal Documents:

- Proposal Documents shall be made available on January 2, 2025
- Download from MCMUA Website (https://mcmua.com/about_bids.asp)
- Morris County Municipal Utilities Authority
- Marilyn Regner, Email: MRegner@co.morris.nj.us - Telephone: 973-285-8385

Submission of Proposal:

- All proposals must be submitted on the proposal forms provided in the RFP documents in order to be considered.

Vendor Requirements:

- Vendor must comply with the requirements of NJSA 10:5-31 et seq., and NJAC 17:27.
- Other requirements as well as those described above are fully detailed in the RFP document.

Additional Information:

Prospective Vendors are cautioned not to rely solely on this Legal Notice in preparing their Proposals, but to read the RFP Documents in their entirety and comply with all proposal requirements set forth therein. Any questions concerning the RFP Documents should be in writing and emailed to MRegner@co.morris.nj.us.

- We strongly encourage that all proposals are to be submitted via certified mail or overnight delivery in lieu of in-person hand delivery to the following address:

370 Richard Mine Road

Wharton, NJ 07885

Attn: Larry Gindoff

Re: RFP Professional Services - (*RFP # and title of professional service*)

- If vendors feel it is necessary to hand deliver the proposal they shall be delivered to the MCMUA Office Building located at 370 Richard Mine Road, Wharton, NJ 07885 during current business hours of 9:00 A.M. to 4:00 P.M.
- The proposal opening at the MCMUA will be conducted in-person and for vendors choosing not to attend in person, remote meeting software will be made available to the public with both video and audio capability. Members of the public are invited to participate in the proposal opening either in person or using the provided video and audio-conferencing services. A telephone number with conference call access number to join the bid opening as well as a web link to join the live bid opening will be posted on the MCMUA's website at <http://mcmua.com> 48 hours prior to the opening.

The MCMUA reserves the right, in accordance with applicable law, to reject any and all proposals that substantially or materially deviate from the specifications and other required proposal documents, and further reserves the right to waive immaterial irregularities and informalities in the proposals in accordance with applicable law.

This solicitation has been advertised in accordance with the "Fair and Open" laws and nothing further shall be required under N.J.S.A. 19:44A-20.4.

MORRIS COUNTY MUA

Information to Vendors

SECTION I - SUBMISSION OF PROPOSALS

- Morris County Municipal Utilities Authority, The County of Morris, New Jersey (hereinafter referred to as "MCMUA" or "OWNER") invites sealed Proposals pursuant to the Legal Notice. Said Notice to Prospective Vendors is to be attached to and is considered as a part of these Information to Vendors.
- Sealed Proposals will be received by the Purchasing Agent or his/her designee of the MCMUA at the time and place stated in the Notice to Prospective Vendors, and at such time and place will publicly open and read aloud all Proposals received.
- A total of one (1) copy of the Proposal shall be submitted at the time of the Proposal opening and marked original.
- It is the Vendor's responsibility to see that the Proposal is presented to the MCMUA on the hour and at the place designated.
- Proposals received after the designated time and date will be returned unopened
- The Proposal form shall be submitted on the prescribed form with appropriate spaces properly filled in and with all required supporting documentation, in a sealed envelope.
- Proposals may be hand delivered or mailed; however, **the MCMUA disclaims any responsibility for Proposals forwarded by regular or overnight mail.**
- All mailed Proposals must be delivered and signed for by the MCMUA Staff ONLY
- The following must be reflected on the face of the envelope the Proposal documents are submitted in:
 1. Addressed to the Morris County Municipal Utilities Authority ("MCMUA")
 2. Bearing the name and address of the Vendor written on the face of the envelope
 3. Clearly marked "PROPOSAL" with the contract title and/or PROPOSAL # being identified
- Vendor should be aware of the following statutes that represent "Truth in Contracting" laws:
 - N.J.S.A. 2C:21-34, et seq. governs false claims and representations by Prospective Vendors. It is a serious crime for the Vendor to knowingly submit a false claim and/or knowingly make material misrepresentation.
 - N.J.S.A. 2C:27-10 provides that a person commits a crime if said person offers a benefit to a public servant for an official act performed or to be performed by a public servant, which is a violation of official duty.
 - N.J.S.A. 2C:27-11 provides that a Vendor commits a crime if said person, directly or indirectly, confers or agrees to confer any benefit not allowed by law to a public servant.
 - Vendor should consult the statutes or legal counsel for further information.

MORRIS COUNTY MUA

Information to Vendors

SECTION II - PROPOSAL OPENING / ANALYSIS

- **Acceptance of Proposals**

The MCMUA reserves the right to waive any immaterial defect or informality in any Proposal and reserves the right to accept that Proposal or portion thereof which, in its judgment is in the best interest of the MCMUA. The MCMUA also reserves the right to reject any or all Proposals. Any Proposal received after the time and date specified shall not be considered.

- **Proposal Opening**

No Proposal may be withdrawn after the specified opening time and date. Once opened, all Proposals become the property of the MCMUA, and will not be returned to the Prospective Vendors.

The MCMUA may award the work which is most advantageous to the MCMUA based on Price and Other Factors; Technical, Managerial and Cost. Weighed criteria will be announced at the Request for Proposal opening.

The MCMUA will take into consideration the following when evaluating proposals:

- Experience and reputation in the field
- Knowledge of the MCMUA and subject matter to be addressed under the contract
- Availability to accommodate any required meetings of the MCMUA
- Designated professional and support staff
- Location of firm's offices

As per N.J.A.C. et. seq., the rating report will be made available at a minimum of 48 hours prior to action by the governing body in any future award for this service.

MORRIS COUNTY MUA

Rating Criteria

All responses will be rated based on **PRICE and OTHER FACTORS:**

- Technical
- Managerial
- Cost

As per N.J.S.A. 40A:11-1. et. Seq., the rating report will be made available at a minimum of 48 hours **PRIOR** to action by the governing body in any future award for this service.

The Rating sheet below is the matrix the MCMUA will be utilizing to rate respondents. Weighed criteria will be announced at the Request for Proposals Opening

<u>Technical criteria:</u>
(1) Does the vendor's proposal demonstrate a clear understanding of the scope of work and related objectives?
(2) Is the vendor's proposal complete and responsive to the specific RFP requirements?
(3) Has the past performance of the vendor's proposed methodology been documented?
(4) Does the vendor's proposal use innovative technology and techniques?
<u>Management criteria:</u>
(1) How well does the proposed scheduling timeline meet the contracting unit's needs?
(2) Is there a project management plan?
(3) Does the vendor document a record of reliability of timely delivery and on-time and on-budget implementation?
(4) Does the vendor demonstrate a track record of service as evidenced by on-time, on-budget, and contract compliance performance?
(5) Does the vendor document industry or program experience?
(6) To what extent does the vendor rely on in-house resources vs. contracted resources?
(7) Are the availability of in-house and contract resources documented?
(8) Documentation of experience in performing similar work by employees and when appropriate, sub-contractors?
(9) Does the vendor make use of business capabilities or initiatives that involve women, the disadvantaged, small and/or minority owned business establishments?
(10) Does the vendor demonstrate cultural sensitivity in hiring and training staff?
<u>Cost criteria:</u>
(1) Relative cost: How does the cost compare to other similarly scored proposals?
(2) Full explanation: Is the price and its component charges, fees, etc. adequately explained or documented?
(3) If required, are suitable bonds, warranties, or guarantees provided?
(4) Does the proposal include quality control and assurance programs?

MORRIS COUNTY MUA

Request for Proposals: Professional Services

Contract Term – February 12, 2025 to February 10, 2026

#01 – ENGINEERING SERVICES – WATER DIVISION

Services to include but not limited to:

- Water projects
- Consultation
- Permit preparation
- Engineering design
- Construction management

#02 – ENGINEERING SERVICES – SOLID WASTE DIVISION

Services to include but not limited to:

- Solid Waste projects
- Transfer Station permitting
- Engineering design and construction
- Household Hazardous Waste Facility design and construction

#03 – LEGAL COUNSEL – WATER & SOLID WASTE DIVISIONS

Services to include but not limited to:

- Routine legal advice and opinions
- Examination and drafting of pertinent legal documents
- Attendance at meetings – as requested
- Defense and prosecution of litigation
- Available as needed for consultation with MCMUA & Staff
- Handling all requested legal work regarding Solid Waste and Water issues in the interest of the MCMUA

#04 – LEGAL COUNSEL – LABOR & PERSONNEL

Services to include but not limited to:

- Routine legal advice and opinions

MORRIS COUNTY MUA

Request for Proposals: Professional Services

- Examination and drafting of pertinent legal documents
- Attendance at meetings – as requested
- Defense and prosecution of litigation
- Available as needed for consultation with MCMUA & Staff
- Handling all requested legal work regarding Labor & Personnel issues in the interest of the MCMUA

#05 – AUDITING SERVICES

- Audit financial statements of business type activates of the MCMUA for the year ended December 31, 2025
- Financial advice and opinions as necessary

#06 – APPRAISAL SERVICES

- Appraisal services for the MCMUA

MORRIS COUNTY MUA

Administrative Documents

A. Please submit the following documents with your response to the RFP

Owner's Checkmarks		Bidder's Initials
X	Statement of Ownership Disclosure	TED
X	Non-Collusion Affidavit	TED
X	Disclosure of Investment Activities In Iran	TED
X	Certification of Non-Involvement in Prohibited Activities in Russia or Belarus	TED
X	Affidavit of Non-Debarred Status	TED
X	Affirmative Action Compliance Notice	TED
X	Mandatory EEO Language	TED
X	Americans with Disability Act of 1990 Form	TED
X	Anti-Discrimination Requirements	TED
X	Pay to Play Advisory Notice	TED
X	Certificate of Employee Information Report/AA-302	TED
X	W-9	TED
X	New Jersey Business Registration Certificate	TED
X	Proposal (document not provided)	TED

MORRIS COUNTY MUA

Statement of Ownership Disclosure

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information with the bid is cause for automatic rejection of the bid or proposal.

Name of Organization: Laddey, Clark & Ryan, LLP

Organization Address: 60 Blue Heron Road, Suite 300, Sparta, NJ 07871

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Address
Timothy E. Dinan	203 Alpine Trail, Sparta, NJ 07871
Renata A. Mizak	142 Old Prospect School Road, Sparta, NJ 07871
Thomas N. Ryan	43 Pollard Road, Mountain Lakes, NJ 07046

MORRIS COUNTY MUA

Statement of Ownership Disclosure

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**


Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. **The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **Morris County Municipal Utilities Authority** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with **Morris County Municipal Utilities Authority** to notify the **Morris County Municipal Utilities Authority** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **Morris County Municipal Utilities Authority** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Timothy E. Dinan	Title:	Managing Partner
Signature:		Date:	1/22/2025

MORRIS COUNTY MUA

Non-Collusion Affidavit

STATE OF NEW JERSEY

MORRIS COUNTY MUNICIPAL UTILITIES AUTHORITY ss:

I certify that I am Managing Partner

of the firm of Laddey, Clark & Ryan, LLP

the Respondent making this Proposal for the bid or proposal for the above named project, that I executed the said proposal with full authority to do so; that said bidder has not, directly or indirectly entered into any agreement, participated in any collusion in connection with the above named project; and that all statements contained in said proposal and this affidavit are true, correct, and made with full knowledge that the Morris County Municipal Utilities Authority relies upon the truth of the statements contained in said Proposals and in the statements contained in this affidavit in awarding the contract for the said project.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except bona fide employees or bona fide established commercial or selling agencies.

Signature of Representative: 

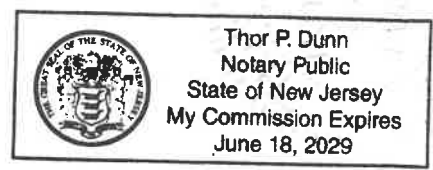
Subscribed and sworn to before me this 22 day of January, 20 25

Print Name of Affiant: Timothy E. Dinan

Notary Public of New Jersey

My commission expires June 18, 2029





MORRIS COUNTY MUA

Disclosure of Investment Activities in Iran

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed for which I am authorized to bid/renew:

Bidder/Offeror: Laddey, Clark & Ryan, LLP

is not providing goods or services of \$20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran; is not a financial institution that extends \$20,000,000 or more in credit to another person or entity, for 45 days or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above-referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below to the Division of Purchase under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

Name: _____ Relationship to Bidder/Offeror: _____

Description of Activities: _____

Duration of Engagement: _____ Anticipated Cessation Date: _____

Bidder/Offeror Contact Name: _____ Contact Phone Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that Town/ Township/ Borough/Government Agency is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the MCMUA to notify the MCMUA in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with Morris County Municipal Utilities Authority, New Jersey and that the MCMUA at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): Timothy E. Dinan Signature: 

Title: Managing Partner Date: 1/22/2025

MORRIS COUNTY MUA

Certification of Non-Involvement in Prohibited Activities in Russia or Belarus


Pursuant to N.J.S.A. 52:32-60.1, et seq. and N.J.S.A.40A:11-2.2 (L. 2022, c. 3) any person or entity (hereinafter "Vendor") that seeks to enter into or renew a contract with a local contracting unit subject to the Local Public Contracts Law for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: <https://sanctionssearch.ofac.treas.gov/>. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify

(Check the Appropriate Box)

- A. That the Vendor is not identified on the [OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus](#).
- OR**
- B. That I am unable to certify as to "A" above, because the Vendor is identified on the [OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus](#).
- OR**
- C. That I am unable to certify as to "A" above, because the Vendor is identified on the [OFAC Specially Designated Nationals and Blocked Persons list](#). However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

(Attach Additional Sheets If Necessary.)


Signature of Vendor's Authorized Representative
Timothy E. Dianan, Managing Partner
Print Name and Title of Vendor's Authorized Representative
Laddey, Clark & Ryan, LLP
Vendor's Name
60 Blue Heron Road, Suite 300
Vendor's Address (Street Address)
Sparta, NJ 07871
Vendor's Address (City/State/Zip Code)

11/22/2025
Date
22-293 5789
Vendor's FEIN
973-729-1880
Vendor's Phone Number
973-729-1224
Vendor's Fax Number
fknapp@lclaw.com
Vendor's Email Address

¹ Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2).

MORRIS COUNTY MUA

Affidavit of Non-Debarred Status

AFFIDAVIT OF NON-DEBARRED STATUS

STATE OF NEW JERSEY)
) SS:
COUNTY OF **Sussex**)


I, Timothy E. Dinan of the City/Town of Sparta, in the County of Sussex and the State of New Jersey, of full age, being duly sworn according to law on my oath depose and say that:

I am Timothy E. Dinan, a Managing Partner of Laddey, Clark & Ryan, LLP, the Bidder
(Name) *(Title, Position, etc.)*
(Name of Firm, Company or Corporation)

making the Bid for the Morris County Municipal Utilities Authority and that I executed the said Bid with full authority so to do; that said Bidder at the time of making this Bid is not included on the State of New Jersey, State Treasurer's List of Debarred, Suspended and Disqualified Bidders; and all statements contained in said Bid and in this affidavit are true and correct and made with the full knowledge that the Morris County Municipal Utilities Authority relies upon the truth of the statements contained in said Bid and in the Statements contained in this affidavit in awarding Contract for said project.

The undersigned further warrants that should the name of the firm, company or corporation making this Bid appear on the State Treasurer's List of Debarred, Suspended and Disqualified Bidders at anytime prior to, and during the life of the Contract, including the Guarantee Period, that the Morris County Municipal Utilities Authority shall be immediately so notified by the signatory to this Eligibility Affidavit.

The undersigned understands that the firm, company or corporation making the Bid as a CONTRACTOR is subject to debarment, suspension and/or disqualification in contracting with the State of New Jersey and the Department of Environmental Protection if the CONTRACTOR, pursuant to NJAC 7:1-5.2, commits any of the acts listed therein, and as determined according to applicable law and regulation.


(Signature of Bidder)
Timothy E. Dinan, Managing Partner
(Printed or Typed Name & Title of Bidder)
60 Blue Heron Road, Suite 300, Sparta, NJ 07871
(Address of Bidder)

(Seal if Corporation)

MORRIS COUNTY MUA

Affirmative Action Compliance Notice

EXHIBIT A

GOODS, GENERAL SERVICES, AND PROFESSIONAL SERVICES CONTRACTS

This form is a summary of the successful vendor's requirement to comply with the requirements of N.J.S.A. 10:5-31 and N.J.A.C. 17:27.

The successful respondent shall submit to the public agency, after notification of award but prior to execution of the contract, one of the following three documents as forms of evidence:

1. Letter of Federal Affirmative Action Plan Approval
2. Certificate of Employee Information Report
3. A photocopy of an Employee Information Report (AA302) provided by the Division and distributed to the public agency to be completed by the vendor in accordance with N.J.A.C. 17:27-4.

The successful vendor(s) must submit the copies of the AA302 Report to the Division of Contract Compliance and Equal Employment Opportunity in Public Contracts (Division). The Public Agency copy is submitted to the public agency, and the vendor copy is retained by the vendor.

The undersigned vendor further understands that his/her proposal shall be rejected as non-responsive if said vendor fails to comply with the requirements of N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27.

Business Name: Laddey, Clark & Ryan, LLP

Representative's Name (print): Timothy E. Dinan

Representative's Signature: 

Date: 1/22/25

Phone: 973-729-1880

MORRIS COUNTY MUA

Mandatory EEO Language

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

N.J.S.A. 10:5-31 et seq. (P.L.1975, c.127)

N.J.A.C. 17:27 et seq.

GOODS, GENERAL SERVICES, AND PROFESSIONAL SERVICES CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

MORRIS COUNTY MUA

Mandatory EEO Language

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions. The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval;

Certificate of Employee Information Report; or

Employee Information Report Form AA-302 (electronically provided by the Division and distributed to the public agency through the Division's website at: http://www.state.nj.us/treasury/contract_compliance.)

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to N.J.A.C. 17:27-1.1 et seq

Business Name: Laddey, Clark & Ryan, LLP

Representative's Name (print): Timothy E. Dinan

Representative's Signature: 

Date: 1/22/2025

MORRIS COUNTY MUA

Americans with Disabilities Act of 1990 Form

The CONTRACTOR and the OWNER do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "ACT") (42 U.S.C. S12101 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant thereto, are made a part of this contract. In providing any act benefit, or service on behalf of the OWNER pursuant to this contract, the CONTRACTOR agrees that the performance shall be in strict compliance with the Act. In the event that the Contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the CONTRACTOR shall defend the OWNER in any action or administrative proceeding commenced pursuant to this Act. The Contractor shall indemnify, protect, and save harmless the OWNER, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The CONTRACTOR shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the OWNER grievance procedure, the CONTRACTOR agrees to abide by any decision of the OWNER which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the OWNER or if the OWNER must any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the CONTRACTOR shall satisfy and discharge the same at its OWN expense.

The OWNER shall, as soon as practicable after a claim has been made against it, give written notice thereof to the CONTRACTOR along with frill and complete particulars of the claim. if any action or administrative proceedings is brought against the OWNER or any of its agents, servants, and employees, the OWNER shall expeditiously forward or have forwarded to the CONTRACTOR every demand, complaint, notice, summons, pleading, or other process received by the OWNER or its representatives.

It is expressly agreed and understood that any approval by the OWNER of the services provided by the CONTRACTOR pursuant to this contract will not relieve the CONTRACTOR of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the OWNER pursuant to this paragraph.

It is further agreed and understood that the OWNER assumes no obligation to indemnify or save harmless the CONTRACTOR, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the CONTRACTOR expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the CONTRACTOR'S obligations assumed in this Agreement, nor shall they be construed to relieve the CONTRACTOR from any liability, nor preclude the OWNER from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

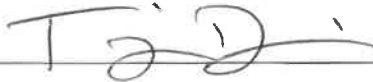
Furthermore, the contractor expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the contractor's obligations assumed in this Agreement, nor shall they be construed to relieve the contractor from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

Business Name (Print): Laddey, Clark & Ryan, LLP

Representative's Name (Print): Timothy E. Dinan

Representative's Title: Managing Partner

Representative's Signature:



Phone: 973-729-1880

Date: 1/22/2025

MORRIS COUNTY MUA

New Jersey Anti-Discrimination

Pursuant to N.J.S.A. 10:2-1:

- a. In the hiring of persons for the performance of work under this contract or any subcontract hereunder, or for the procurement, manufacture, assembling or furnishing of any such materials, equipment, supplies or services to be acquired under this contract, no contractor, nor any person acting on behalf of such contractor or subcontractor, shall, by reason of race, creed, color, national origin, ancestry, marital status, gender identity or expression, affectional or sexual orientation or sex, discriminate against any person who is qualified and available to perform the work to which the employment relates;
- b. No contractor, subcontractor, nor any person on his behalf shall, in any manner, discriminate against or intimidate any employee engaged in the performance of work under this contract or any subcontract hereunder, or engaged in the procurement, manufacture, assembling or furnishing of any such materials, equipment, supplies or services to be acquired under such contract, on account of race, creed, color, national origin, ancestry, marital status, gender identity or expression, affectional or sexual orientation or sex;
- c. There may be deducted from the amount payable to the contractor by the contracting public agency, under this contract, a penalty of \$ 50.00 for each person for each calendar day during which such person is discriminated against or intimidated in violation of the provisions of the contract; and
- d. This contract may be canceled or terminated by the contracting public agency, and all money due or to become due hereunder may be forfeited, for any violation of this section of the contract occurring after notice to the contractor from the contracting public agency of any prior violation of this section of the contract.

Business Name (Print): Laddey, Clark & Ryan, LLP

Representative's Name (Print): Timothy E. Dinan

Representative's Title: Managing Partner

Representative's Signature: 

Phone: 973-729-1880

Date: 1/22/2025

MORRIS COUNTY MUA

Pay to Play Advisory

PAY TO PLAY ADVISORY **Disclosure Requirement** **(N.J.S.A. 19:44A – 20.27)**

Any business entity that has received \$50,000 or more in contracts from government entities in a calendar year will be required to file an annual disclosure report with ELEC.

The report will include certain contributions and contract information for the current calendar year.

At a minimum, a list of all business entities that file an annual disclosure report will be listed on ELEC's website at www.elec.state.nj.us.

If you have any questions please contact ELEC at:
1-888-313-ELEC (toll free in NJ) or
609-292-8700

An analyst from ELEC's Special Programs Section will assist you.

Initials TRD

03/18/13

Taxpayer Identification# 222-935-789/000

Dear Business Representative:

Congratulations! You are now registered with the New Jersey Division of Revenue.

Use the Taxpayer Identification Number listed above on all correspondence with the Divisions of Revenue and Taxation, as well as with the Department of Labor (if the business is subject to unemployment withholdings). Your tax returns and payments will be filed under this number, and you will be able to access information about your account by referencing it.

Additionally, please note that State law requires all contractors and subcontractors with Public agencies to provide proof of their registration with the Division of Revenue. The law also amended Section 92 of the Casino Control Act, which deals with the casino service industry.

We have attached a Proof of Registration Certificate for your use. To comply with the law, if you are currently under contract or entering into a contract with a State agency, you must provide a copy of the certificate to the contracting agency.

If you have any questions or require more information, feel free to call our Registration Hotline at (609)292-9292.

I wish you continued success in your business endeavors.

Sincerely,



James J. Fruscione
Director
New Jersey Division of Revenue

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY,
DIVISION OF REVENUE
PO BOX 252
TRENTON, NJ 08646-0252

TAXPAYER NAME:
LADDEY, CLARK & RYAN, L.L.P.

TRADE NAME:

ADDRESS:
60 BLUE HERON ROAD
SPARTA NJ 07871-2608
EFFECTIVE DATE:


SEQUENCE NUMBER:

0543455

ISSUANCE DATE:

03/18/13

02/01/89



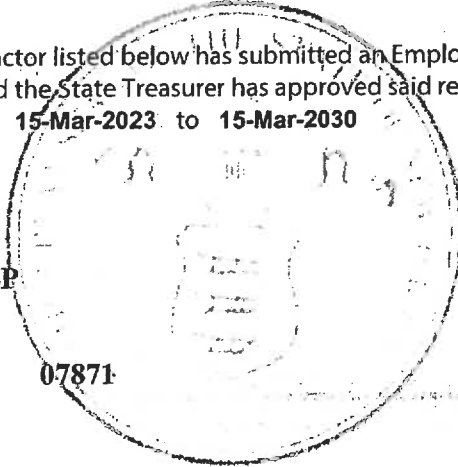
Director
New Jersey Division of Revenue

FORM-BRC

This Certificate is NOT assignable or transferable. It must be conspicuously displayed at above address.

CERTIFICATE OF EMPLOYEE INFORMATION REPORT RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-Mar-2023 to 15-Mar-2030**



LADDEY CLARK & RYAN, LLP
60 BLUE HERON ROAD
SPARTA NJ 07871



Elizabeth Maher Muoio
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State Treasurer