

RESOLUTION NO. 2025-014

RESOLUTION OF THE TOWNSHIP OF LITTLE EGG HARBOR, COUNTY OF OCEAN, STATE OF NEW JERSEY, APPOINTING TIMOTHY J. WINTRODE OF PEPE & WINTRODE, LLC AND DANIEL ROSENBERG OF ROSENBERG, PERRY AND ASSOCIATES, LLC AS CONFLICT PUBLIC DEFENDERS

WHEREAS, there exists a need to appoint Conflict Municipal Public Defenders to provide legal services for the Township; and

WHEREAS, the Township Administrator has determined and certified in writing that the anticipated value of the contract will exceed \$17,500; and

WHEREAS, although the Local Public Contracts Law, N.J.S.A. 40A:11-1 et seq., authorizes the award of contracts for "Professional Services" without competitive bids, the Township issued a request for proposals for professional service contracts in compliance with Ch. 19, P.L. 2004; and

WHEREAS, all proposals were to be submitted to the Office of the Township Administrator by November 27, 2024; and

WHEREAS, the Township Administrator has reviewed the proposals submitted and recommends Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC and Daniel Rosenberg of Rosenberg, Perry and Associates, LLC be appointed as Conflict Municipal Public Defenders; and

WHEREAS, the Township has determined that Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC and Daniel Rosenberg of Rosenberg, Perry and Associates, LLC has the ability and expertise to perform the services required by the Township; and

WHEREAS, the amount of the contract to be awarded under this resolution is determined not to exceed \$17,500.00 which sum is reasonably estimated based upon such legal services s may be required over the contract term to be awarded under this resolution, including, but not limited to, the amount spent for such legal services from the previous calendar year, the

costs of compensation under the contract to be awarded, and any projected increase or decrease in services anticipated versus the prior year, and which sum the Township of Little Egg Harbor is under no obligation to spend and which may be exceeded; and

WHEREAS, the Chief Financial Officer has certified that there are funds available for this contract, which certification is annexed hereto; and

WHEREAS, the Local Public Contracts Law, N.J.S.A. 40A:11-1 *et seq.*, requires that the resolution and contract be made available for public inspection; and

WHEREAS, it is the desire of the Township Committee to appoint Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC and Daniel Rosenberg of Rosenberg, Perry and Associates, LLC as Conflict Municipal Public Defenders for the Township of Little Egg Harbor.

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Little Egg Harbor, County of Ocean, State of New Jersey, as follows:

1. That Township Committee does hereby appoint Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC and Daniel Rosenberg of Rosenberg, Perry and Associates, LLC as Conflict Municipal Public Defenders for the Township of Little Egg Harbor for a term of one (1) year, commencing January 1, 2025 and ending December 31, 2025.

2. That Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC and Daniel Rosenberg of Rosenberg, Perry and Associates, LLC shall be compensated as Conflict Municipal Public Defenders at a rate in accordance with the attached agreements.

3. That the Mayor is hereby authorized to execute and the Township Clerk to attest to the attached agreement with Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC and Daniel Rosenberg of Rosenberg, Perry and Associates, LLC, in accordance with the provisions of this resolution.

4. That this contract is awarded without competitive bidding as a "Professional Service" in accordance with N.J.S.A. 40A:11-5(1)(a)(i) of the Local Public Contracts Law

because it is for services to be performed by a person or persons authorized by law to practice a recognized profession.

5. That this contract is awarded pursuant to a fair and open public solicitation process in compliance with Ch. 19, P.L. 2004.

6. That this agreement shall be an open ended contract with funds being encumbered contingent upon the availability of funds in the budget year. A certificate of availability of funds executed by the Chief Financial Officer is annexed hereto. The following is the line item appropriation (s), which constitutes the availability of funds for this contract: 01 - 20 - 856

7. That a notice of this action shall be printed once in the official newspaper of the Township of Little Egg Harbor.

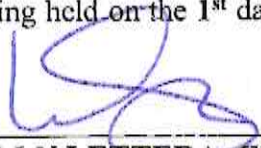
8. That a copy of the written determination of value by the Township Administrator shall be placed on file with this resolution.

9. That this resolution shall take effect January 1, 2025.

10. That a certified copy of this resolution shall be provided by the Township Clerk to the Chief Financial Officer, Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC and Daniel Rosenberg of Rosenberg, Perry and Associates, LLC.

CERTIFICATION

I, KELLY LETTERA, CMC, RMC, Municipal Clerk of the Township of Little Egg Harbor do hereby certify that the foregoing resolution was duly adopted by the Township of Little Egg Harbor Township Committee at a meeting held on the 1st day of **January, 2025**.



KELLY LETTERA, CMC, RMC
Township Clerk
Little Egg Harbor Township

CERTIFICATE OF AVAILABILITY OF FUNDS

I, **RODNEY HAINES**, Chief Financial Officer for the Township of Little Egg Harbor, do hereby certify that adequate funds are available for an open-ended contract with Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC and Daniel Rosenberg of Rosenberg, Perry and Associates, LLC, as Conflict Alternate Public Defenders.

The amount of the contract to be awarded under this resolution is determined not to exceed \$17,500.00 which sum is based upon a reasonable estimate of the legal services required over the contract term. The Township of Little Egg Harbor is not obligated to spend this amount and is permitted to exceed this amount during the course of performance of this contract.

The funds which are available for this open-ended contract are found in the following line item appropriation(s): 01-20-856



RODNEY HAINES, Chief Financial Officer
Township of Little Egg Harbor

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT made this 1st day of **January, 2025**,

BETWEEN: **TOWNSHIP OF LITTLE EGG HARBOR**, a municipal corporation of the State of New Jersey, having its principal offices located at 665 Radio Road, Little Egg Harbor, New Jersey 08087 (hereinafter referred to as “Township”);

AND: **TIMOTHY J. WINTRODE, ESQ. OF PEPE & WINTRODE, LLC** having its principal offices located at 1479 Route 539, Suite 3A, P.O. Box 1128, Little Egg Harbor, New Jersey 08087 (hereinafter referred to as “Conflict Alternate Public Defender”).

W I T N E S S E T H :

WHEREAS, the Municipal Court for the Township of Little Egg Harbor must designate Conflict Alternate public defenders to handle those cases that the Township Public Defender is unable to handle due to conflict; and

WHEREAS, although the Local Public Contracts Law, N.J.S.A. 40A:11-1 et seq., authorizes the award of contracts for “Professional Services” without competitive bids, the Township issued a request for proposals for professional service contracts in accordance with the competitive negotiation procedure as delineated within Section 40-8 of the Township Code of the Township of Little Egg Harbor, entitled “Fair and open process utilized to award contracts with anticipated value in excess of \$17,500”; and

WHEREAS, a determination of value has been made by the Township that said contract shall be a value in excess of \$17,500; and

WHEREAS, said competitive negotiation procedure satisfies the requirements of a fair and open process under N.J.S.A. 19:44A-20.2 et seq.; and

WHEREAS, all proposals were to be submitted to the Office of the Township Clerk by November 27, 2024; and

WHEREAS, the Township Administrator has reviewed the proposals submitted and recommends Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC; and

WHEREAS, Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC is duly qualified to serve as Conflict Alternate Public Defender; and

WHEREAS, it is the desire of the Mayor and Township Council to appoint Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC as Conflict Alternate Public Defender for the Township of Little Egg Harbor; and

WHEREAS, the amount of the contract to be awarded is set forth in the approving Resolution which sum is reasonably estimated based upon such legal services s may be required over the contract term to be awarded under this resolution, including, but not limited to, the amount spent for such legal services from the previous calendar year, the costs of compensation under the contract to be awarded, and any projected increase or decrease in services anticipated versus the prior year, and which sum the Township of Little Egg Harbor is under no obligation to spend and which may be exceeded; and

WHEREAS, the Local Public Contracts Law, N.J.S.A. 40A:11-1 *et seq.*, authorizes the award of contracts for “Professional Services” and requires that the resolution and contract be made available for public inspection; and

WHEREAS, pursuant to law, the parties hereto wish to enter into an agreement for Professional Legal Services.

NOW, THEREFORE, the parties hereunder do agree as follows:

1. That Timothy J. Wintrode, Esq. of Pepe & Wintrode, LLC is hereby appointed as Conflict Alternate Public Defender for the Township of Little Egg Harbor, for a term of one year, commencing January 1, 2025, and ending December 31, 2025.

2. The Conflict Alternate Public Defender shall provide all legal services required and necessary as Conflict Alternate Public Defender and shall be compensated at the rate of Four Hundred (\$400.00) Dollars per session for the year 2025.

3. The parties to this contract agree to incorporate into this contract the mandatory language of subsection 3.4(a) of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Conflict Alternate Public Defender or subcontractor agrees to comply fully with the terms, provisions, and obligations of said subsection 3.4(a).

4. The parties to this contract agree to incorporate into this contract the mandatory language of section 3.6 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Conflict Alternate Public Defender or subcontractor agrees to comply fully with the terms, provisions, and obligations of said section 3.6.

5. The Conflict Alternate Public Defender shall execute the Affirmative Action Agreement, Exhibit A attached hereto, which shall be incorporated herein by reference.

6. The Conflict Alternate Public Defender shall submit a copy of the Certificate of Employee Information Report, or a copy of letter of Federal approval, or Form AA-302 (Initial Employee Information Report) prior to execution of this Agreement.

7. The Conflict Alternate Public Defender shall provide written notice to its subcontractors of the responsibility to submit proof of business registration to the Conflict Alternate Public Defender.

8. Before final payment on the contract is made by the Township, the Conflict Alternate Public Defender shall submit an accurate list and the proof of business registration of

each subcontractor or supplier used in the fulfillment of the contract, or shall attest that no subcontractors were used.

9. For the term of the contract, the Conflict Alternate Public Defender and each of its affiliates and a subcontractor and each of its affiliates [N.J.S.A. 52:32-44(g)(3)] shall collect and remit to the Director, New Jersey Division of Taxation, the use tax due pursuant to the Sales and Use Tax Act on all sales of tangible personal property delivered into this State, regardless of whether the tangible personal property is intended for a contract with a contracting agency.

10. A business organization that fails to provide a copy of a business registration as required pursuant to section 1 of P.L.2001, c.134 (C.52:32-44 *et. al.*) or subsection e. or f. of section 92 of P.L.1977, c.110 (C.5:12-92), or that provides false business registration information under the requirements of either of those sections, shall be liable for a penalty of \$25 for each day of violation, not to exceed \$50,000 for each business registration copy not properly provided under a contract with a contracting agency.

11. The Township of Little Egg Harbor and the Conflict Alternate Public Defender for themselves, their heirs, executors, administrators, successors or assigns, hereby agree to the full performance of the covenants herein contained.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

WITNESS AND ATTEST:

TOWNSHIP OF LITTLE EGG HARBOR

KELLY LETTERA, CMC, RMC
Township Clerk
(Seal)

By _____
DANIEL MAXWELL, MAYOR

PEPE & WINTRODE

As to

By _____
TIMOTHY J. WINTRODE, ESQ.

PEPE & WINTRODE L.L.C. COUNSELLORS AT LAW

Timothy J Wintrode | Stephen A. Pepe (1971-2010)

1479 Route 539 | Suite 3A | P. O. Box 1128 | Little Egg Harbor, NJ 08087

Phone: 609-294-8300 | Email: timwintrode@comcast.net

OCTOBER 21, 2024

Township of Little Egg Harbor

665 Radio Road

Little Egg Harbor, New Jersey 08087

Attn: Kelly Lettera, RMC

Re: LEHT 2025 RFP Professional Services

PROPOSAL FOR TOWNSHIP PUBLIC DEFENDER AND CONFLICT PUBLIC DEFENDER FOR THE TOWNSHIP OF LITTLE EGG HARBOR FOR 2025

Please accept the following proposal for professional services on behalf of Pepe & Wintrode, LLC, seeking the position of Municipal Public Defender and Conflict Public Defender for the township of Little Egg Harbor for the year 2025.

1. The individual from Pepe & Wintrode, LLC, who will be performing the services is Timothy J. Wintrode, 1479 Route 539, Suite 3A, Little Egg Harbor, New Jersey.
2. Timothy J. Wintrode is a member of the Bar of the State of New Jersey since 1995. Mr. Wintrode has been Municipal Prosecutors in the following towns:
 - a. Borough of Beach Haven
 - b. Borough of Long Beach
 - c. Borough of Surf City
 - d. Borough of Harvey Cedars
 - e. Borough of Beachwood
 - f. Township of Toms River
 - g. Borough of Manasquan
 - h. Borough of Mantoloking
 - i. Borough of Brielle

Mr. Wintrode has also been Municipal Public Defender in the following towns:

- a. Borough of Seaside Heights
- b. Township of Stafford

- c. Borough of Manasquan
- d. Borough of Brielle

4. With regards to references, please be advised that any of the Municipalities named will provide references for Mr. Wintrode.

5. The law firm of Pepe & Wintrode, L.L.C. is familiar with all criminal and motor vehicle matters, has handled the Conflict Public Defender for the Township of Little Egg Harbor. During the year 2014, Timothy J. Wintrode, Esquire, has performed these tasks having appointments with the defendants in the office in Tuckerton and working in close harmony with the staff of the Little Egg Harbor Township Municipal Court.

6. Certificate of Employee Information Report, attached hereto.

7. Certificate of Insurance, attached hereto.

8. Resume for individual, attached hereto.

9. The proposed fee schedule is as follows:

\$400.00 per Court session.

10. Affirmative Action information (Exhibit A).

11. Copy of the Business Registration Certificate, attached hereto.

12. W-9 Form.

Very truly yours,



Timothy J. Wintrode, Esq.

TJW/do
encs.

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE N.J.S.A. 10:5-31 et seq., N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICES AND GENERAL SERVICE 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 orientation or sexual orientation and gender identity or expression, the contractor will take affirmative action to ensure that such applicants are recruited and employed, 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 action 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, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act 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 employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, 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 applicable 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, 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
Employee Information Report Form AA302

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Contract Compliance & EEO as may be requested by the Division 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 Contract Compliance & EEO for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.

Company _____

Signature _____

Title _____

Date _____

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT made this 1st day of **January, 2025**,

BETWEEN: **TOWNSHIP OF LITTLE EGG HARBOR**, a municipal corporation of the State of New Jersey, having its principal offices located at 665 Radio Road, Little Egg Harbor, New Jersey 08087 (hereinafter referred to as “Township”);

AND: **ROSENBERG, PERRY AND ASSOCIATES LLC** having its principal offices located at 9 Garden Street, Mount Holly, NJ 08060 (hereinafter referred to as “Conflict Alternate Public Defender”).

W I T N E S S E T H :

WHEREAS, the Municipal Court for the Township of Little Egg Harbor must designate Conflict Alternate public defenders to handle those cases that the Township Public Defender is unable to handle due to conflict; and

WHEREAS, although the Local Public Contracts Law, N.J.S.A. 40A:11-1 et seq., authorizes the award of contracts for “Professional Services” without competitive bids, the Township issued a request for proposals for professional service contracts in accordance with the competitive negotiation procedure as delineated within Section 40-8 of the Township Code of the Township of Little Egg Harbor, entitled “Fair and open process utilized to award contracts with anticipated value in excess of \$17,500”; and

WHEREAS, a determination of value has been made by the Township that said contract shall be a value in excess of \$17,500; and

WHEREAS, said competitive negotiation procedure satisfies the requirements of a fair and open process under N.J.S.A. 19:44A-20.2 et seq.; and

WHEREAS, all proposals were to be submitted to the Office of the Township Clerk by November 27, 2024; and

WHEREAS, the Township Administrator has reviewed the proposals submitted and recommends Daniel M. Rosenberg of Rosenberg, Perry and Associates LLC; and

WHEREAS, Daniel M. Rosenberg of Rosenberg, Perry and Associates LLC is duly qualified to serve as Conflict Alternate Public Defender; and

WHEREAS, it is the desire of the Mayor and Township Council to appoint Daniel M. Rosenberg of Rosenberg, Perry and Associates LLC as Conflict Alternate Public Defender for the Township of Little Egg Harbor; and

WHEREAS, the amount of the contract to be awarded is set forth in the approving Resolution which sum is reasonably estimated based upon such legal services s may be required over the contract term to be awarded under this resolution, including, but not limited to, the amount spent for such legal services from the previous calendar year, the costs of compensation under the contract to be awarded, and any projected increase or decrease in services anticipated versus the prior year, and which sum the Township of Little Egg Harbor is under no obligation to spend and which may be exceeded; and

WHEREAS, the Local Public Contracts Law, N.J.S.A. 40A:11-1 et seq., authorizes the award of contracts for “Professional Services” and requires that the resolution and contract be made available for public inspection; and

WHEREAS, pursuant to law, the parties hereto wish to enter into an agreement for Professional Legal Services.

NOW, THEREFORE, the parties hereunder do agree as follows:

1. That Daniel M. Rosenberg of Rosenberg, Perry and Associates LLC is hereby appointed as Conflict Alternate Public Defender for the Township of Little Egg Harbor, for a term of one year, commencing January 1, 2025, and ending December 31, 2025.

2. The Conflict Alternate Public Defender shall provide all legal services required and necessary as Conflict Alternate Public Defender and shall be compensated at the rate of Four Hundred Twenty Five (\$425.00) Dollars per session for the year 2025.

3. The parties to this contract agree to incorporate into this contract the mandatory language of subsection 3.4(a) of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Conflict Alternate Public Defender or subcontractor agrees to comply fully with the terms, provisions, and obligations of said subsection 3.4(a).

4. The parties to this contract agree to incorporate into this contract the mandatory language of section 3.6 of the Regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Conflict Alternate Public Defender or subcontractor agrees to comply fully with the terms, provisions, and obligations of said section 3.6.

5. The Conflict Alternate Public Defender shall execute the Affirmative Action Agreement, Exhibit A attached hereto, which shall be incorporated herein by reference.

6. The Conflict Alternate Public Defender shall submit a copy of the Certificate of Employee Information Report, or a copy of letter of Federal approval, or Form AA-302 (Initial Employee Information Report) prior to execution of this Agreement.

7. The Conflict Alternate Public Defender shall provide written notice to its subcontractors of the responsibility to submit proof of business registration to the Conflict Alternate Public Defender.

8. Before final payment on the contract is made by the Township, the Conflict Alternate Public Defender shall submit an accurate list and the proof of business registration of

each subcontractor or supplier used in the fulfillment of the contract, or shall attest that no subcontractors were used.

9. For the term of the contract, the Conflict Alternate Public Defender and each of its affiliates and a subcontractor and each of its affiliates [N.J.S.A. 52:32-44(g)(3)] shall collect and remit to the Director, New Jersey Division of Taxation, the use tax due pursuant to the Sales and Use Tax Act on all sales of tangible personal property delivered into this State, regardless of whether the tangible personal property is intended for a contract with a contracting agency.

10. A business organization that fails to provide a copy of a business registration as required pursuant to section 1 of P.L.2001, c.134 (C.52:32-44 *et. al.*) or subsection e. or f. of section 92 of P.L.1977, c.110 (C.5:12-92), or that provides false business registration information under the requirements of either of those sections, shall be liable for a penalty of \$25 for each day of violation, not to exceed \$50,000 for each business registration copy not properly provided under a contract with a contracting agency.

11. The Township of Little Egg Harbor and the Conflict Alternate Public Defender for themselves, their heirs, executors, administrators, successors or assigns, hereby agree to the full performance of the covenants herein contained.

	POSITION	Check which service(s) you are applying for	Hourly Rate/Flat Rate	Total "not to exceed" contract amount
11	Appraisal Services (including but not limited to services of expert appraisers)			
12	Township Prosecutor			
13	Alternate Township Prosecutor			
14	Township Public Defender			
15	Conflict Township Public Defender	X	\$425.00	
16	Planning Board Attorney			
17	Planning Board Engineer			
18	Planning Board Landscape Architect			
19	Zoning Board Attorney			
20	Zoning Board Engineer			
21	Zoning Board Landscape Architect			

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE N.J.S.A. 10:5-31 et seq., N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICES AND GENERAL SERVICE 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 orientation or sexual orientation and gender identity or expression, the contractor will take affirmative action to ensure that such applicants are recruited and employed, 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 action 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, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act 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 employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, 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 applicable 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, 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
Employee Information Report Form AA302

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Contract Compliance & EEO as may be requested by the Division 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 Contract Compliance & EEO for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.

Company _____

Signature _____

Title _____

Date _____