



BOROUGH OF CALDWELL
NEW JERSEY

REGULAR BOROUGH COUNCIL MEETING
February 1, 2022

Borough of Caldwell
1 Provost Square
Caldwell, New Jersey 07006
7:15pm



BOROUGH OF CALDWELL
NEW JERSEY

ORDINANCE NO. 1426-22

ORDINANCE TO AMEND CHAPTER 150 ("NOISE") OF THE BOROUGH CODE

Recommended for approval by:

Thomas Banker, Administrator

Approved as to form and legality by:

Title:

Whereas, the Borough of Caldwell, New Jersey ("Caldwell") wishes to prevent certain activities that occur within the Borough from being disruptive of the lives of its citizens; and

Whereas, activities that create excessive noise are among the activities that Caldwell wishes to prevent from occurring;; and

Whereas, it is believed that certain changes to the existing ordinance on such matters will enable this issue to be addressed more effectively;

Now Therefore, be it Ordained by the Mayor and Council of the Borough of Caldwell, New Jersey that:

- 1. Chapter 150 of the Borough Code, entitled "Noise" is hereby amended in its entirety to read as set forth in the attached Exhibit A;
2. The Borough Clerk is hereby authorized and directed to cause such notices as are required by statute to be provided in the form as required by such statutes for the consideration of ordinances of this type.

DATE OF INTRODUCTION: FEBRUARY 1, 2022

DATE OF ADOPTION:

FIRST:

FIRST:

SECOND:

SECOND:

RECORD OF COUNCIL VOTE

presented the following ordinance - Seconded by:

COUNCIL MEMBER Yes No Absent Abstain COUNCIL MEMBER Yes No Absent Abstain

Table with 4 columns for Yes, No, Absent, Abstain and 3 rows for Council Members: Buechner, Alonso, Cole and Lace, DePalma-Iozzi, Gates.

Brittany Heun, Deputy Clerk

John Kelley, Mayor

Article I **General Noise Prohibitions**

Chapter 150-1 Prohibited acts.

It shall be unlawful for any person to make, continue or cause to be made or continued any loud, unnecessary or unusual noise or any noise which either annoys, disturbs, injures or endangers the comfort, repose, health, peace or safety of others within the Borough. The following acts, among others, are declared to be loud, disturbing and unnecessary noises in violation of this section, but such enumeration shall not be deemed to be exclusive:

A.

Horns, signaling devices, etc. The sounding of any horn or signaling device on any automobile, motorcycle or other vehicle on any street or public place in the city, except as a danger warning; the creation by means of any such signaling device of any unreasonably loud or harsh sound; the sounding of any such device for an unnecessary and unreasonable period of time; the use of any signaling device except one operated by hand or electricity; the use of any horn, whistle or other device operated by engine exhaust; and the use of any such signaling device when traffic is for any reason held up.

B.

Radios, phonographs, etc. The using, operating or permitting to be played, used or operated any radio receiving set, musical instrument, phonograph or other machine or device for the producing or reproducing of sound in such manner as to disturb the peace, quiet and comfort of the neighboring inhabitants or at any time with louder volume than is necessary for convenient hearing for the person which is in the room, vehicle or chamber in which such machine or device is operated and who is voluntarily a listener thereto. The operation of any such set, instrument, phonograph, machine or device between the hours of 11:00 p.m. and 7:00 a.m. in such a manner as to be plainly audible at a distance of 50 feet from the building, structure or vehicle in which it is located shall be prima facie evidence of a violation of this section.

C.

Loudspeakers or amplifiers for advertising. The using, operating or permitting to be played, used or operated of any radio receiving set, musical instrument, phonograph, loudspeaker, sound amplifier or other machine or device for the producing or reproducing of sound which is cast upon the public streets for the purpose of commercial advertising or attracting the attention of the public to any building or structure.

D.

Yelling, shouting, etc. Yelling, shouting, hooting, whistling or singing on the public streets, particularly between the hours of 11:00 p.m. and 7:00 a.m., or at any time or place so as to annoy or disturb the quiet, comfort or repose of persons in any office or in any dwelling, hotel or other type of residence or of any person in the vicinity.

E.

Animals, birds, etc. The keeping of any animal or bird which, by causing frequent or long continued noise, shall disturb the comfort or repose of any persons in the vicinity.

F.

Steam whistles. The blowing of any locomotive steam whistle or steam whistle attached to any stationary boiler, except to give notice of the time to begin or stop work or as a warning of fire or danger, or upon request of proper Borough authorities.

G.

Exhausts. The discharge into the open air of the exhaust of any steam engine, stationary internal combustion engine, motorboat or motor vehicle, except through a muffler or other vehicle which will effectively prevent loud or explosive noises therefrom.

H.

Defect in vehicle or load. The use of any automobile, motorcycle or other vehicle so out of repair, so loaded or in such manner as to create loud and unnecessary grating, grinding, rattling or other noise.

I.

Loading and Unloading. Loading or unloading from or into structures or motor vehicles, the opening, closing, or handling of any materials, garbage containers, recycling containers, or similar objects, or the stationary idling of vehicles, between the hours of 10:00 p.m. and 7:00 a.m. the following day in such a way as to cause a noise disturbance across a residential real property boundary.

For purposes of Section 150-1(I), the term "noise disturbance" shall be defined as: Any sound which annoys or disturbs reasonable persons of normal sensibilities; or any sound which injures or endangers the health, hearing, or safety of others.

J.

Construction or repairing of buildings. The erection (including excavating), demolition, alteration or repair of any building other than between the hours of 7:00 a.m. and 6:00 p.m. on weekdays and 8:00 a.m. and 6:00 p.m. on Saturdays except those Saturdays which are designated as any of the following holidays: New Year's Day; Martin Luther King Day; Lincoln's Birthday; Washington's Birthday; Memorial Day; Independence Day; Columbus Day; Veterans Day and Christmas, except in case of emergency requiring such activity in the interest of public health, safety and welfare, and then only with a permit from the Building Inspector, which permit may be granted for a period not to exceed three days or less while the emergency continues and which permit may be renewed for periods of three days or less while the emergency continues. If the Building Inspector should determine that the public health, safety and welfare will not be impaired by the erection, demolition, alteration or repair of any building or the excavation of streets and highways between the hours of 6:00 p.m. and 7:00 a.m., and if he shall further determine that loss or inconvenience would result to any party in interest, he may grant permission for such work to be done between the hours of 6:00 p.m. to 7:00 a.m. upon application being made at the time the permit for the work is awarded or during the progress of the work.

[Amended 9-23-1986 by Ord. No. 780-86]

K.

Schools, courts, churches, hospitals. The creation of any excessive noise on any street adjacent to any school, institution of learning, church or court while the same are in use, or adjacent to any hospital, which unreasonably interferes with the workings of such institution or which disturbs or

unduly annoys patients in the hospital, provided that conspicuous signs are displayed in such streets indicating that the same is a school, hospital or court street.

L.

Hawkers, peddlers, etc. The shouting and crying of peddlers, hawkers and vendors which disturbs the peace and quiet of the neighborhood.

M.

Drums. The use of any drum or other instrument or device for the purpose of attracting attention by creation of noise to any performance, show or sale.

N.

Metal rails, pillars and columns, transportation thereof. The transportation of rails, pillars or columns of iron, steel or other material over and along streets and other public places upon carts, drays, cars, trucks or in any other manner so loaded as to cause loud noises or as to disturb the peace and quiet of such streets or other public places.

O.

Refrigeration and air-conditioning equipment. The operation and use of any refrigeration or air-conditioning equipment or apparatus or any mechanical device particularly during the hours between 11:00 p.m. and 7:00 a.m. creating an audible noise which annoys or disturbs the quiet, comfort or repose of persons in any dwelling or other type of residence. Audible noise shall mean a sound level in excess of 45 decibels on the A-weighted sound level measured in the center of a room or place wherein the annoyance exists by a sound level meter conforming to the standard of the American Standard Association Inc. of New York.

[Amended 2-10-1970 by Ord. No. 509-70]

P.

Pile drivers, hammers, etc. The operation between the hours of 10:00 p.m. and 7:00 a.m. of any pile driver, steam shovel, pneumatic hammer, derrick, steam or electric hoist or other appliance, the use of which is attended by loud or unusual noise.

Q.

Blowers. The operation of any noise-creating blower or power fan or any internal combustion engine, the operation of which causes noise due to the explosion of operating gases or fluids, unless the noise from such blower or fan is muffled and such engine is equipped with a muffler device sufficient to deaden such noise.

R.

Lawn mowers/blowers.

[Added 8-13-1996 by Ord. No. 1015-96; amended 9-24-1996 by Ord. No. 1022-96; 10-8-1996 by Ord. No. 1024-96]

(1)

The use of powered lawn movers and/or blowers between the hours of 10:00 p.m. and 7:00 a.m. Monday through Friday; 10:00 p.m. Friday to 8:00 a.m. Saturday; 10:00 p.m. Saturday through 9:00 a.m. Sunday; Sunday 10:00 p.m. through Monday 7:00 a.m.

(2)

Snowblowers are exempted from this section.



**BOROUGH OF CALDWELL
NEW JERSEY**

Resolution No: 2-45
Date of Adoption: February 1, 2022

TITLE:

**RESOLUTION AUTHORIZING AN EXECUTIVE SESSION FROM WHICH THE PUBLIC IS EXCLUDED
For the Meeting of February 1, 2022**

Recommended for approval by:

Thomas Banker, Administrator

Approved as to form and legality by:

Title:

WHEREAS, The Borough of Caldwell (the "Borough" or the "public body" has been duly created and is validly existing as a public body corporate and politic of the State of New Jersey pursuant to applicable laws of the State of New Jersey; and

WHEREAS, The Borough constitutes a "public body" as such term is defined in the New Jersey Open Public Meetings Act, constituting Chapter 231 of the Pamphlet Laws of 1975 of the State of New Jersey, N.J.S.A. 10:4-6 et seq. and the acts amendatory thereof and supplemental thereto (the "Open Public Meetings Act"); and

WHEREAS, the Open Public Meetings Act permits a public body, as such term is defined therein, to exclude members of the public from portions of any "meeting", as such term is defined therein including N.J.S.A. 10:4-12(b) et seq., under certain limited circumstances which include, but are not limited to, (a) a discussion of pending or anticipated litigation in which the public body is or may become a party, or (b) a discussion of any matters which fall within the attorney-client privilege, or (c) a discussion of a collective bargaining agreement including the negotiation of the terms and conditions thereof, or (d) a discussion regarding the purchase, acquisition or lease of real property with public funds or (e) a discussion of involving the employment, appointment or termination of employment of an existing or prospective public officer or employee; and

WHEREAS, the governing body of the Borough has determined that and is of the opinion that such circumstances presently exist that permit the governing body of the Borough to discuss the matters set forth in this Resolution in executive session; and

WHEREAS, the matters set forth in this Resolution are within the exceptions and the limited circumstances set forth in N.J.S.A. 10:4-12(b) et seq., the governing body of the Borough desires to conduct a portion of the meeting in an executive session from which members of the public will be excluded.

NOW THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE BOROUGH OF CALDWELL, in accordance with the provisions of The Open Public Meetings Act, that the governing body of the Borough hereby determines to conduct a portion of the meeting in an executive session from which members of the public will be excluded in accordance with the provisions of Open Public Meetings Act; and

BE IT FURTHER RESOLVED, that the aforementioned executive session will be limited to matters relating to the following items and which matters involve, as applicable, pending and anticipated litigation involving or expected to involve the Borough, matters which fall within the attorney-client privilege, matters regarding the discussion of a collective bargaining agreement, matters relating to purchase, acquisition or lease of real property with public funds or matters relating to personnel.

BE IT FURTHER RESOLVED, that the minutes of each executive session will be prepared and maintained by the Borough and with regard to each of the matters discussed in executive session; and

BE IT FURTHER RESOLVED, that the minutes relating to a particular matter discussed will be made available to members of the public – (a) at such time as the matter no longer requires confidentiality as permitted by applicable laws, (b) upon the completion of a pending or anticipated litigation, or (c) upon such matter no longer falling within the attorney-client privilege, (d) upon the completion of a collective bargaining agreement including the negotiation of the terms and conditions thereof, or (e) upon the completion of a purchase, acquisition or lease of real property with public funds, or (f) as such disclosure may otherwise may be required by the Open Public Meetings Act.

It is hereby certified that at a regular meeting of the Mayor and Council of the Borough of Caldwell, New Jersey being held on the date of February 1, 2022, the foregoing Resolution was duly adopted.

Borough Deputy Clerk

The foregoing Resolution, having been duly presented to me on February 1, 2022 I hereby approve the same.

Mayor

RECORD OF COUNCIL VOTE

_____ presented the following resolution - Seconded by: _____

COUNCIL MEMBER Yes No Absent Abstain COUNCIL MEMBER Yes No Absent Abstain

DePalma-Iozzi						Lace				
Gates						Buechner				
Cole						Alonso				

Brittany Heun, Deputy Clerk

John Kelley, Mayor

This resolution, when adopted, must remain in the possession of the Municipal Clerk. Certified copies are available.



**BOROUGH OF CALDWELL
NEW JERSEY**

Resolution No: 2-46
Date of Adoption: February 1, 2022

TITLE:

**AUTHORIZING PAYMENT OF THE BILLS AND THE ISSUANCE OF CHECKS FOR THE PERIOD
1/25/2022 THROUGH 1/31/2022 IN THE AMOUNT OF \$ 329,214.33**

Recommended for approval by:

Approved as to form and legality by:

Thomas Banker, Administrator

Title:

BE IT RESOLVED by the Borough Council of the Borough of Caldwell, New Jersey that,

WHEREAS, certain bills which are contained on the bills list which is annexed hereto and incorporated herein have been submitted to the Borough of Caldwell for payment, and;

WHEREAS, pursuant to N.J.S.A. 40A:5:16, it has been certified to the governing body that the goods or services for which said bills were submitted have been received by or rendered to the Borough of Caldwell, and;

WHEREAS, the Director of Finance of the Borough of Caldwell has certified to the governing body that there are funds legally appropriated and available in the current operating budget for the payment of said bills and that the said payment will not result in the disbursement of public monies or in the encumbering of same in excess of the 2021 appropriation for said purpose;

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Caldwell that the, Borough Administrator and Deputy Clerk be and are hereby authorized to sign checks in payment of the bills set forth in the annexed schedule

RECORD OF COUNCIL VOTE

_____ presented the following resolution - Seconded by: _____

COUNCIL MEMBER Yes No Absent Abstain COUNCIL MEMBER Yes No Absent Abstain

DePalma-Iozzi						Lace				
Gates						Buechner				
Cole						Alonso				

Brittany Heun, Deputy Clerk

John Kelley, Mayor

This resolution, when adopted, must remain in the possession of the Municipal Clerk. Certified copies are available.

Budget Account Vendor	Description	P.O. Id	P.O. Description	Amount	Void Amount	PO Type
1-07-20-100-544	CONTRACTUAL OPERATIONS					
00581 WEST CALDWELL TOWNSHIP		22-00130	4TH QTR 2021 WATER/HYDRANT CHG	6,122.87	0.00	
	Fund Total: SEWER OPERATING			31,742.27		
	Year Total:			38,386.15		
Fund:	CURRENT FUND					
2-01-20-100-021	ADVERTISING					
00522 NJ ADVANCE MEDIA, LLC		22-00027	Legal Ads	142.60	0.00	
04458 RECORDER PUBLISHING CO., INC.		22-00028	Legal Ads	46.41	0.00	
04458 RECORDER PUBLISHING CO., INC.		22-00030	Legal Ads	70.38	0.00	
00522 NJ ADVANCE MEDIA, LLC		22-00032	Legal Ads	44.95	0.00	
00522 NJ ADVANCE MEDIA, LLC		22-00033	Legal Ads	32.55	0.00	
00522 NJ ADVANCE MEDIA, LLC		22-00089	Legal Ads	100.75	0.00	
				<u>437.64</u>		
2-01-20-100-028	CONSULTANTS					
04249 THE BANKER GROUP, LLC		22-00132	FEB. 2022 ADMIN SERVICES	11,250.00	0.00	
2-01-20-100-036	ADMINISTRATION OFFICE SUPPLIES					
02044 W.B.MASON CO., INC.		22-00031	Copier Paper	141.96	0.00	
2-01-20-100-059	COMPUTER MAINTENANCE					
01190 TRI-STATE TECHNICAL SERVICES		22-00120	BOROUGH SERVER UPDATES	225.00	0.00	
2-01-20-100-103	WEBSITE MAINTENANCE					
01190 TRI-STATE TECHNICAL SERVICES		22-00121	JAN. 2022 MICROSOFT EXCHANGE	248.00	0.00	
01190 TRI-STATE TECHNICAL SERVICES		22-00122	FEB. 2022 MICROSOFT EXCHANGE	248.00	0.00	
04295 GOVOFFICE LLC		22-00131	DOMAIN NAME SET-UP	220.00	0.00	
				<u>716.00</u>		
2-01-20-100-299	MISCELLANEOUS					
04491 ATLANTIC ENVELOPE CO., INC.		22-00029	Envelopes	592.30	0.00	
04385 KELLEY, JOHN		22-00117	REIMBURSEMENT - ZOOM	239.34	0.00	
				<u>831.64</u>		
2-01-20-130-147	PROFESSIONAL SERVICES					
03431 BATTAGLIA ASSOCIATES		22-00014	2022 TAX COLLECTION SERVICES	1,675.00	0.00	B
03431 BATTAGLIA ASSOCIATES		22-00015	2022 FINANCIAL MANAGEMENT	13,995.00	0.00	B
				<u>15,670.00</u>		
2-01-20-145-036	TAX OFFICE SUPPLIES					
02044 W.B.MASON CO., INC.		22-00031	Copier Paper	69.49	0.00	
2-01-20-155-027	LEGAL FEES					
04225 MANDELBAUM SALSBURG P.C.		22-00039	2022 RETAINER	10,833.32	0.00	B
2-01-22-195-036	CONSTRUCTION CODE OFFICE SUPPLIES					
02044 W.B.MASON CO., INC.		22-00031	Copier Paper	70.98	0.00	
2-01-23-220-151	DENTAL/VISION					
00254 GUARDIAN LIFE INS.CO.AMERICA		22-00113	FEB. 2022 DENTAL/VISION/LTD	5,591.29	0.00	

Budget Account Vendor	Description	P.O. Id	P.O. Description	Amount	Void Amount	PO Type
2-01-25-240-036 02044 W.B.MASON CO., INC.	POLICE OFFICE SUPPLIES	22-00031	Copier Paper	215.33	0.00	
2-01-25-266-021 00200 ESSEX COUNTY FIRE PREVENTION &	FIRE PREVENTION O/E	22-00115	2022 MEMBERSHIP DUES	125.00	0.00	
2-01-26-304-200 01768 CALI CARTING INC.	CONTRACT/FIRST OCCUPATIONAL	22-00046	2022 RECYCLING & WASTE SERVICE	41,500.00	0.00	B
2-01-29-390-150 00584 PALS PLUS INC.	PALSPLUS ANNUAL CHARGE	22-00126	HOOPLA Q4 21, ASSESSMENT Q1 22	3,499.75	0.00	
2-01-43-490-036 02044 W.B.MASON CO., INC.	COURT OFFICE SUPPLIES	22-00031	Copier Paper	69.49	0.00	
Fund Total: CURRENT FUND				91,246.89		
Fund: WATER OPERATING						
2-05-20-100-522 02044 W.B.MASON CO., INC.	WATER OFFICE SUPPLIES	22-00031	Copier Paper	36.48	0.00	
Fund Total: WATER OPERATING				36.48		
Fund: SEWER OPERATING						
2-07-20-100-521 04475 ATLANTIC COAST POLYMERS, INC.	CHEMICAL TREATMENT	22-00119	01/19/2022 RESIN COMPOUND	2,682.00	0.00	
2-07-20-100-544 00306 MOTT MACDONALD	CONTRACTUAL OPERATIONS	22-00043	WWTP O&M 2022	115,858.76	0.00	B
Fund Total: SEWER OPERATING				118,540.76		
Year Total:				209,824.13		
Fund: GENERAL CAPITAL						
C-04-21-141-100 04538 DYNAMIC SURVEY LLC	REDEVELOPMENT	22-00111	RES: 9-194 SURVEY SERVICES	50,204.05	0.00	B
04319 S&P GLOBAL RATINGS		22-00118	PROFESSIONAL BOND SERVICES	<u>30,750.00</u>	0.00	
				80,954.05		
Fund Total: GENERAL CAPITAL				80,954.05		
Year Total:				80,954.05		
Fund: TRUST OTHER						
T-11-55-286-032 00723 CAMILLERI, THERESA	COMMUNITY CENTER TRUST	22-00129	MUSIC MAN TIP REIMBURSEMENT	50.00	0.00	
Fund Total: TRUST OTHER				50.00		
Year Total:				50.00		

Budget Account	Description	P.O. Id	P.O. Description	Amount	Void Amount	PO Type
Vendor						
<hr/>						
Total Charged Lines:	53	Total List Amount:	329,214.33	Total Void Amount:	0.00	

Totals by Year-Fund Fund Description	Fund	Budget Total	Revenue Total	G/L Total	Total
CURRENT FUND	1-01	6,535.88	0.00	0.00	6,535.88
WATER OPERATING	1-05	108.00	0.00	0.00	108.00
SEWER OPERATING	1-07	<u>31,742.27</u>	<u>0.00</u>	<u>0.00</u>	<u>31,742.27</u>
Year Total:		<u>38,386.15</u>	<u>0.00</u>	<u>0.00</u>	<u>38,386.15</u>
CURRENT FUND	2-01	91,246.89	0.00	0.00	91,246.89
WATER OPERATING	2-05	36.48	0.00	0.00	36.48
SEWER OPERATING	2-07	<u>118,540.76</u>	<u>0.00</u>	<u>0.00</u>	<u>118,540.76</u>
Year Total:		<u>209,824.13</u>	<u>0.00</u>	<u>0.00</u>	<u>209,824.13</u>
GENERAL CAPITAL	C-04	80,954.05	0.00	0.00	80,954.05
TRUST OTHER	T-11	50.00	0.00	0.00	50.00
Total of All Funds:		<u><u>329,214.33</u></u>	<u><u>0.00</u></u>	<u><u>0.00</u></u>	<u><u>329,214.33</u></u>



**BOROUGH OF CALDWELL
NEW JERSEY**

Resolution No: 2-47

Date of Adoption: February 1, 2022

TITLE:

**RESOLUTION OF THE BOROUGH OF CALDWELL, IN THE COUNTY OF ESSEX, NEW JERSEY
AUTHORIZING AN EMERGENCY TEMPORARY APPROPRIATION PURSUANT TO N.J.S.A. 40A:4-20 IN
THE AMOUNT OF \$198,000 TO FUND POLICE & FIRE RADIO UPGRADES**

Recommended for approval by:

Thomas Banker, Administrator

Approved as to form and legality by:

Title:

**BE IT RESOLVED BY THE BOROUGH COUNCIL OF THE BOROUGH OF CALDWELL, IN THE
COUNTY OF ESSEX, NEW JERSEY (not less than two-thirds of all members thereof affirmatively
concurring) AS FOLLOWS:**

Section 1. The Borough of Caldwell, in the County of Essex, New Jersey (the "Borough") hereby authorizes and approves an emergency temporary appropriation pursuant to N.J.S.A. 40A:4-20 in the amount of \$198,000 to fund police and fire radio upgrades, including all work and materials necessary therefor and incidental thereto.

Section 2. The emergency temporary appropriation provided for herein is necessary in order to meet a pressing need for public expenditures to protect or promote the public health, safety, morals or welfare of the inhabitants of the Borough.

Section 3. As required by N.J.S.A. 40A:4-20, the Municipal Clerk of the Borough shall send a certified copy of this resolution to the Director of the Division of Local Government Services.

Section 4. The emergency temporary appropriation shall be provided for by adoption of a bond ordinance prior to the adoption of the 2022 Borough budget, and if not so adopted, by provision in the 2022 Borough budget.

Section 5. This resolution shall take effect immediately.

RECORD OF COUNCIL VOTE

_____ presented the following resolution - Seconded by: _____

COUNCIL MEMBER Yes No Absent Abstain COUNCIL MEMBER Yes No Absent Abstain

DePalma-Iozzi						Lace				
Gates						Buechner				
Cole						Alonso				

Brittany Heun, Deputy Clerk

John Kelley, Mayor

This resolution, when adopted, must remain in the possession of the Municipal Clerk. Certified copies are available.



BOROUGH OF CALDWELL

Resolution No: 2-48
Date of Adoption: February 11, 2022

TITLE:

RESOLUTION AUTHORIZING THE USE OF POLICEAPP FOR EMPLOYMENT ADVERTISEMENTS

Recommended for approval by:

Approved as to form and legality by:

Thomas Banker, Administrator

Title:

WHEREAS, the Borough of Caldwell has an open position in the Caldwell Police Department, and;
WHEREAS, the Caldwell Police Department would like to utilize POLICEAPP for their open position, and;
WHEREAS, POLICEAPP is slated to enhance the efficiency of the recruiting and hiring process for the law enforcement departments across the county. and;
WHEREAS, POLICEAPP charges all candidates a fee of \$25.00 (Twenty-Five dollars) to apply for any job posting on the POLICEAPP and NJSACOP website; and
WHEREAS, all costs associated with POLICEAPP will be borne by the applicant; and
NOW THEREFORE BE IT RESOLVED by the Mayor and Council that the Caldwell Police Department into an agreement with PoliceApp.com to advertise their open position.

I hereby certify that the above resolution was duly adopted by the Mayor and Council of the Borough of Caldwell at a meeting of said Borough Council held on February 1, 2022.

Brittany Heun, Deputy Clerk

RECORD OF COUNCIL VOTE

presented the following resolution - Seconded by:

COUNCIL MEMBER Yes No Absent Abstain COUNCIL MEMBER Yes No Absent Abstain

Table with 10 columns for council members and their votes (Yes, No, Absent, Abstain). Rows include DePalma-Iozzi, Gates, Cole, Lace, Buechner, and Alonso.

Brittany Heun, Deputy Clerk

John Kelley, Mayor



**BOROUGH OF CALDWELL
NEW JERSEY**

Resolution No: 2-49
 Date of Adoption: February 1, 2022

TITLE:

RESOLUTION AUTHORIZING A PROFESSIONAL SERVICE CONTRACT WITH CLEARY GIACOBBE ALFERI JACOBS LLC IN AN AMOUNT NOT TO EXCEED \$50,000

Recommended for approval by:

Approved as to form and legality by:

 Thomas Banker, Administrator

 Title:

Whereas, the Local Public Contracts Law (N.J.S.A.11-1 et seq.) provides that contracts for professional services may be negotiated and awarded by the governing body without public advertising for bids; and

Whereas, the Borough of Caldwell (the "Borough") wishes to engage the services of Cleary Giacobbe Alfieri Jacobs LLC ("Cleary") for the provision of legal services for the Borough as Special Counsel during the year 2022; and

Whereas, the Borough Administrator has solicited a proposal from Cleary for such services and has negotiated with Cleary terms and conditions that are appropriate to the needs of the Borough;

Now Therefore Be It Resolved By The Mayor And Council Of The Borough Of Caldwell New Jersey That:

1. The terms of the proposal of Cleary which was submitted on January 28 (the "Proposal") shall serve as the basis of a contract for the provision of those legal services during the year 2022 by Cleary; and
2. The Proposal is attached hereto for use in referencing those terms; and
3. The Borough Administrator is hereby authorized and directed to enter into an agreement with Cleary for the provision of the services described in the attached proposals; and
4. The maximum amount authorized to be paid to Cleary pursuant to such agreement is fifty thousand dollars (\$50,000); and
5. The Borough Attorney is hereby authorized and directed to prepare an appropriate form of contract to allow Cleary to perform the services and receive the compensation set forth in the attached proposal; and
6. The award of this contract is subject to and conditioned upon the provision by the Chief Financial Officer of the Borough of a certification of the availability of funds sufficient to provide for payment of the contract; and
7. The Borough Clerk is hereby authorized and directed to cause such notices as are required by statute to be provided in the form as required by such statutes for the award of contracts of this type.

RECORD OF COUNCIL VOTE

_____ presented the following resolution - Seconded by: _____

COUNCIL MEMBER Yes No Absent Abstain COUNCIL MEMBER Yes No Absent Abstain

DePalma-Iozzi					Lace				
Gates					Buechner				
Cole					Alonso				

Brittany Heun, Deputy Clerk

John Kelley, Mayor

CLEARY | GIACOBBE | ALFIERI | JACOBS LLC

MATTHEW J. GIACOBBE, Partner
mgiacobbe@cgajlaw.com

Reply to: Oakland Office

January 28, 2022

Via FedEx Overnight

Mr. Thomas Banker
Borough Administrator
Borough of Caldwell
1 Provost Square
Caldwell, New Jersey 07006

Re: Qualification Statement and Proposal for: Special Counsel

Dear Mr. Banker:

Thank you for the opportunity to submit the qualifications of our firm, Cleary Giacobbe Alfieri Jacobs, LLC, to the Borough of Caldwell (the "Borough") to serve as Special Counsel.

The Firm currently represents more than one hundred seventy (170) public entities throughout New Jersey. Since the majority of those clients require labor and employment counsel, the firm has a proven track record of handling complex labor and employment issues unique to governmental entities. Members of the Firm are available to assist the Borough in matters include labor negotiations, fact-finding proceedings, arbitrations, labor and employment counseling, Public Employment Relations Commission proceedings, disciplinary hearings and employment litigation and will be able to attend any regularly scheduled meetings, and special meetings if needed.

I have enclosed our resume and fee proposal for your review and also invite you to visit our website at www.cgajlaw.com. Please do not hesitate to contact me should you have any questions or require additional information.

Thank you for your consideration.

Very truly yours,


Matthew J. Giacobbe
Encl.

Oakland Office: 169 Ramapo Valley Road, UL 105, Oakland, NJ 07436 Tel 973 845-6700 Fax 201 644-7601
Somerville Office: 50 Division Street, Suite 501, Somerville, NJ 08876 Tel 732 583-7474 Fax 201 644-7601
Matawan Office: 955 State Route 34, Suite 200, Matawan, NJ 07747 Tel 732 583-7474 Fax 732 290-0753

www.cgajlaw.com

CLEARY | GIACOBBE | ALFIERI | JACOBS LLC

Attorneys at Law

FIRM RESUME

Matawan Office: 955 State Route 34, Suite 200, Matawan, NJ 07747 Tel 732 583-7474 Fax 732 290-0753
Oakland Office: 169 Ramapo Valley Road, Ul. 105, Oakland, NJ 07436 Tel 973 845-6700 Fax 201 644-7601
Somerville Office: 50 Division Street, Suite 501, Somerville, NJ 08876 Tel 732 583-7474 Fax 201 644-7601

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EXECUTIVE SUMMARY

Cleary Giacobbe Alfieri Jacobs, LLC is a full service, general practice law firm. The Firm specializes in the areas of public practice, labor and employment law, litigation, authority law, workers' compensation law, business law and environmental/land use law. The forty-eight (48) attorneys of Cleary Giacobbe Alfieri Jacobs, LLC have extensive experience in the representation of public entities, including municipalities, school boards and municipal utility authorities. The Firm's practice groups are fully-integrated and provide clients with a variety of experience and expertise to ensure matters are handled in an efficient and cost-effective manner. In addition, the Firm has a strong commitment to the use of the latest technology and the latest legal research tools. Cleary Giacobbe Alfieri Jacobs, LLC has a fully automated office which provides for expedient information retrieval and efficient communication between our attorneys and our clients.

As a firm, Cleary Giacobbe Alfieri Jacobs, LLC is small enough to offer personalized and responsive service, yet large enough to ensure there will always be a knowledgeable attorney available to assist a client at any time. The Firm takes pride in never being "too busy" to handle an individual client's question or emergency. The attorneys of Cleary Giacobbe Alfieri Jacobs, LLC have a track record of always being available, whether it is during or outside regular business hours. The Firm recognizes that many public clients have issues and emergencies that arise outside of normal business hours. As such, clients are provided with attorneys' cell/home numbers so that an attorney may always be reached. In addition, the Firm is available to attend any regular or special meetings, or as otherwise required.

The Firm, in its present state, was established in November 2010. The attorneys, however, have a wide range of practice experience from one (1) to over twenty-five (25) years. The Firm's attorneys are all licensed to practice law in the State of New Jersey and most are licensed in neighboring jurisdictions as well. Cleary Giacobbe Alfieri Jacobs, LLC is in compliance with all applicable affirmative action requirements pursuant to Federal and State laws.

The Firm has never been adjudicated liable for professional malpractice, nor has it been involved in any bankruptcy or reorganization proceedings.

ADMINISTRATIVE INFORMATION

As stated above, this Qualification Statement is submitted on behalf of the firm of Cleary Giacobbe Alfieri Jacobs, LLC. The following is the contact information of the attorney that will serve as the key contact to the Borough of Caldwell:

Matthew J. Giacobbe, Esq.
Cleary Giacobbe Alfieri Jacobs, LLC
69 Ramapo Valley Road
Upper Level 105
Oakland, NJ 07436
Phone (973) 845-6700
Fax (201) 644-7601
mgiacobbe@cgajlaw.com

Cleary Giacobbe Alfieri Jacobs, LLC also has offices located at:

State Route 34
Suite 200
Matawan, NJ 07747
Phone (732) 583-7474
Fax (732) 566-7687

50 Division Street
Suite 501
Somerville, NJ 08876
Phone (732) 583-7474
Fax (201) 644-7601

The Firm is a limited liability company that employs forty-eight (48) experienced attorneys, including thirty (30) Partners, seven (7) Counsel, one (1) Of-Counsel, ten (10) Associates, and eight (8) paralegals. The Principals of Cleary Giacobbe Alfieri Jacobs, LLC are:

James J. Cleary, Esq.
Matthew J. Giacobbe, Esq.
Salvatore Alfieri, Esq.
Mitchell B. Jacobs, Esq.

**REPRESENTATION OF NO CONFLICT:
CONTINUING OBLIGATION TO DISCLOSE**

Cleary Giacobbe Alfieri Jacobs, LLC. represents that no conflict of interest exists by virtue of its representation of the interests of the Borough of Caldwell pursuant to the request for qualification. Cleary Giacobbe Alfieri Jacobs, LLC. shall immediately notify the Borough of Caldwell of any potential conflict or actual conflict of interest which arises during the course of its representation.

PROFESSIONAL INFORMATION

Cleary Giacobbe Alfieri Jacobs, LLC recognizes the unique needs and challenges of its public clients. Because public law presents complex and evolving legal issues, public entities need experienced, full-service legal counsel. At the same time, public entities are confronted with increasing financial constraints. As a result, Cleary Giacobbe Alfieri Jacobs, LLC tailors its legal services to meet the budgetary needs of each public client. The Firm's expertise and commitment is evidenced in the continued representation of the same public clients for numerous years, some for a decade or more.

In addition, all legal services provided by Cleary Giacobbe Alfieri Jacobs, LLC are provided "in house" and are never subcontracted out to another firm. The Firm's attorneys and support staff are not members of any collective bargaining unit. Upon information and belief, no immediate relatives of any Principals are employees or elected officials of the Borough of Caldwell.

A. Public Law Practice

The attorneys of Cleary Giacobbe Alfieri Jacobs, LLC have been recognized for their exceptional legal service to public entities. The Firm's clients include some of the largest municipalities and counties in the State of New Jersey, as well as numerous municipal utility authorities, boards of education, planning and zoning boards, economic development authorities, and other public groups at every level of municipal, county and State government. A sampling of the Firm's services to its public clients includes the drafting and/or preparation of contracts, bid specifications, ordinances and board resolutions as well as the handling of bid protests, tax appeal litigation and defense of any and all claims filed against the public entity. Specifically, the Firm advises its public clients on all aspects of compliance with both Federal and State laws, such as the Open Public Meetings Act ("OPMA"), Open Public Records Act ("OPRA"), the Municipal Land Use Law, the Local Public Contracts Law, among others. In addition, Cleary Giacobbe Alfieri Jacobs, LLC provides guidance in environmental and land use issues, including condemnation.

B. Education Law Practice

Over the years, the attorneys of Cleary Giacobbe Alfieri Jacobs, LLC have been recognized for their expertise in all areas of school law. This is evidenced by our long-standing relationships with our clients and the Statewide recognition as experts we have received from entities such as the New Jersey School Boards Association Insurance Group.

The extensive knowledge and experience of our attorneys enables Cleary Giacobbe Alfieri Jacobs, LLC to assist our education clients in many other pertinent areas of law as well. Some of the areas in which we assist our school board clients maintain legal compliance include bid drafting and specification questions, special education, contracts, first amendment rights, employee and student civil rights, construction, bonding and land use, school ethics, labor negotiations, and employee and student discipline. Our team approach to servicing our educational clients is not only cost effective, but it also enables us to offer our clients a full spectrum of services. Additionally, we provide trial and appellate litigation services, as well as handle matters before State and federal administrative agencies. We routinely appear before the Commissioner of Education, the Civil Service Commission, the New Jersey Public Employment Relations Commission, the Division on Civil Rights, the Equal Employment Opportunity Commission and the Office of Administrative Law.

With regard to the special education, as referenced above, we regularly provide counseling and services in all such matters, including participating in Individual Education Program ("IEP") meetings, child study team ("CST") trainings, student record review, resolution sessions, mediations and due process hearings before the Office of Administrative Law. We also counsel CST members on a regular basis regarding student-specific challenges and legal compliance with student programming.

With regard to school construction projects, we routinely draft, review, and negotiate contracts and bid specifications. Additionally, we work closely with all parties involved, including attorneys, staff, engineers and architects. When necessary, we resolve questions and issues involving finance options, federal and State grants, State regulations, environmental permitting, condemnation, contract and bid specifications, performance and payment bond defaults, and insurance contract interpretation. Accordingly, our firm is able to provide guidance at all stages of the process, including the initial evaluation of issues related to bid disputes, construction claims, and change orders. Throughout the

process we work closely with architects and construction managers with the goal of resolving any issues before formal dispute resolution and/or litigation proceedings become necessary.

C. Labor and Employment Practice

The Labor and Employment Law Group of Cleary Giacobbe Alfieri Jacobs, LLC is especially adept and experienced in handling a wide range of labor and management issues – issues which routinely present themselves to public entities. Specifically, the Firm prosecutes disciplinary actions, negotiates collective bargaining agreements, defends employment actions in Federal and State Courts, defends grievances filed against the public entity and participates in interest arbitration and unfair labor practice proceedings. The attorneys with Cleary Giacobbe Alfieri Jacobs, LLC have successfully appeared on behalf of their public clients before both the Federal and State Departments of Labor, the New Jersey Public Employment Relations Commission, the New Jersey Civil Service Commission, the Superior Court of New Jersey and the Federal District Court to successfully defend its clients against claims arising out of the Family and Medical Leave Act (“FMLA”), the Fair Labor Standards Act (“FLSA”), the New Jersey Family Leave Act (“NJFLA”), the New Jersey Law Against Discrimination (“NJLAD”), Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (“ADEA”), the American with Disabilities Act (“ADA”) and the Occupational Safety and Health Act (“OSHA”). Further, the Firm provides legal guidance on matters involving the employer/employee relationship, including individual employment agreements, disciplinary matters, employee and personnel handbooks and requests for medical leave.

The Firm also specializes in providing its clients with risk avoidance services, including training seminars for administrators and employees in workplace harassment ethics, changes in federal health care requirements and compliance with the FMLA, the NJFLA and OPRA. Cleary Giacobbe Alfieri Jacobs, LLC regularly issues legislative alerts and articles when there are changes in laws and/or regulations of significant interest to its public clients.

As previously mentioned, the Firm counsels and advises clients on state and federal labor regulations and provides representation in matters such as:

- ADA – Americans with Disability Act
- EEOC Complaints
- Employment Contracts
- Employee Handbooks and Policies
- Employment Law
- Employment Practices and Policies
- FLSA – Fair Labor Standards Act
- FMLA – Family Medical Leave Act
- Grievance Arbitrations
- Labor Law
- Unfair Labor Practices

D. Litigation

The Litigation Practice Group at Cleary Giacobbe Alfieri Jacobs, LLC has built a strong reputation for providing proactive, zealous and cost effective representation. Publicly and privately held local and national companies, real estate developers, municipalities, boards of education, other public entities and entrepreneurs, as well as non-profit groups and individuals have all retained Cleary Giacobbe Alfieri

Jacobs, LLC to handle their litigation matters. In the public sector, we regularly represent public entities at all levels of government, such as wrongful discharge/retaliation, harassment/discrimination, Title 59 and cases brought under 42 U.S.C. 1983. We pursue litigation with tenacity and determination, while remaining result-oriented committed to and avoiding unnecessary legal proceedings and expense. The Firm's attorneys have substantial experience with alternative dispute resolution, achieving desired results for our clients through arbitration tribunals, case evaluations, mediations and negotiations. Always focused on limiting client exposure, our attorneys regularly consult with clients on the possible avoidance of disputes, devising litigation strategies carefully tailored to fit each client's need.

E. Real Estate Development Land Use, and Tax Appeals

Helping clients navigate local and state regulatory processes to achieve success is one of our top priorities. We have represented a broad range of clients in matters related to zoning, special use permits, and other land use matters. The collaborative approach we apply to each case insures that our clients achieve both their short and long-term goals.

Our attorneys are well versed in all aspects of the public and private real estate. The firm currently represents municipalities and public authorities in matters including zoning, redevelopment, land use, affordable housing, and tax appeals.

The Firm's commercial real estate attorneys have experience representing clients in matters involving:

- Commercial Real Estate Acquisitions and Sales
- Commercial Real Estate Contracts
- Commercial Real Estate Development
- Conditional Use Applications
- Easements and Restrictive Covenants
- Zoning Problems
- Landlord Tenant Matters
- Liens and Title Disputes
- Project Development
- Subdivisions

F. Workers Compensation Law

In matters of workers' compensation, Cleary Giacobbe Alfieri Jacobs, LLC has a long history of successfully defending governmental and private entities. Our attorneys maintain a proactive approach to provide high quality representation in a timely and cost-effective manner, and are fully committed to giving every claim the thorough attention it deserves. We understand how work-related legal issues can impact an employer, and we strive to ensure that our clients achieve the best possible protection of their rights under the Workers' Compensation program.

We work closely with our clients to design and implement procedures to reduce costs and mitigate future claims and liability. We defend our clients against work injury claims of all kinds in all workplace locations, from repetitive stress injuries to occupational hazardous substances exposure to loss of a limb on a building site.

Our workers' compensation attorneys assist employers in all workers' compensation claims arising out of a workplace accident, including a construction accident or industrial accident.

ATTORNEY BACKGROUNDS

The following provides the educational background and bar licensure of the attorneys with Cleary Giacobbe Alfieri Jacobs, LLC:

1. James J. Cleary, Principal Partner

Rutgers University, 1964
Seton Hall University School of Law, 1968
Member of the New Jersey Bar

Mr. Cleary has extensive experience in all areas of legal services required by county government and currently serves as Special County Counsel for Monmouth County, a position he has held for more than fifteen (15) years. Mr. Cleary also has significant municipal law experience, having served as the Municipal Attorney for the Borough of Matawan, Assistant Law Director for Old Bridge Township, and Special Counsel for the Borough of Keyport. Mr. Cleary is a practiced real estate and land use attorney who previously served as Planning Board Attorney for Millstone Township, Union Beach, and Upper Freehold Township. By way of litigation, Mr. Cleary oversees the litigation of a large number of Monmouth County municipalities in his capacity as the Fund Attorney for the Monmouth County Joint Insurance Fund. Mr. Cleary also has considerable experience with utility authorities having represented the Old Bridge Municipal Utilities Authority, the Western Monmouth Utilities Authority, and the Manasquan River Regional Sewerage Authority. Finally, Mr. Cleary has substantial meeting procedure knowledge, having served as Parliamentarian for the New Jersey State Senate from 1998-2002.

2. Matthew J. Giacobbe, Principal Partner

Rutgers University, 1989
Seton Hall School of Law, 1993
Member of the New Jersey and New York Bars and the United States District Court, District of New Jersey

Mr. Giacobbe focuses his practice on representing public and private sector management in all aspects of labor and employment law. Additionally, Mr. Giacobbe is general counsel or labor counsel for several school boards, municipalities, independent authorities and other governmental entities throughout New Jersey. In this capacity, Mr. Giacobbe successfully argued before the Supreme Court of New Jersey in the matter of *Loigman v. Middletown Township*, 185 NJ 566 (2006), where the Court held that municipal attorneys are not policymakers under 42 U.S.C §1983 and are therefore immune from liability for their actions during trial.

Throughout his career, Mr. Giacobbe has handled complex labor negotiations involving public and private sector employers, often obtaining concessions from unions in areas such as salary, insurance co-pays and overtime. He routinely advises clients on termination and employee discipline, employee rights and benefits and other personnel matters. Additionally, Mr. Giacobbe has litigated claims involving employment discrimination, the Fair Labor Standards Act, the Family and Medical Leave Act, wrongful discharge, retaliation, wage and hour issues, whistleblower claims and restrictive covenant litigation in federal and state courts and before the Civil Service Commission, Public Employment Relations Commission and National Labor Relations Board.

Mr. Giacobbe has written numerous articles on labor and employment law and has lectured extensively for the New Jersey Institute for Continuing Legal Education, New Jersey School Boards Association, and the New Jersey League of Municipalities and regularly appears as a "New Jersey Super Lawyer" in New Jersey monthly magazine. Prior to entering private practice, Mr. Giacobbe served as judicial law clerk for the Honorable Garrett Brown, U.S.D.J. in the United States District Court for the District of New Jersey.

3. Salvatore Alfieri, Principal Partner

Rutgers University, 1976
Brooklyn Law School, 1983
Member of the New Jersey and New York Bars

Mr. Alfieri is a practiced local government lawyer, having served in several general counsel/ municipal attorney roles as well as various municipal land use attorney positions. He currently serves as Borough Attorney for Fair Haven as well as previously having served as Township Attorney for the Township of Lakewood. Mr. Alfieri also currently serves as Attorney for the Monmouth County Police Chief's Association. He has previously served as attorney for the Lakewood Township Planning Board, Union Beach Planning Board, Millstone Planning Board, and Aberdeen Township Planning Board. He has also served as Special Counsel for the Manalapan Township Tax Appeals Board, General Counsel to the Aberdeen Township Municipal Utilities Authority and Special Counsel to Howell Township Utility Department.

4. Mitchell B. Jacobs, Principal Partner

Northeastern University, 1983
Nova Southeastern School of Law, 1986
Member of the New Jersey and New York Bars

Mr. Jacobs, co-managing partner of the Firm and manages much of the Firm's litigation, particularly in the areas of employment litigation, commercial litigation, personal injury, real estate litigation and probate litigation. He represents clients and insurance carriers, including the Monmouth County Joint Insurance Fund, the Garden State Insurance Fund, the Bergen County Joint Insurance Fund and the Municipal Excess Liability Joint Insurance Fund. Mr. Jacobs focuses his practice in the areas of employment-related lawsuits, including discrimination, harassment, hostile work environment, wage and hour violations, and wrongful discharge in federal and state courts. Mr. Jacobs also represents private entities, including closely held businesses, financial institutions and other private employers with their employment needs. Mr. Jacobs is also a frequent lecturer and author of articles on the Health Care Reform Act and its impact on employers.

5. John A. Napolitano, Partner

Villanova University, 1982
St. John's University School of Law, 1985
Member of the New Jersey and New York Bars and the United States District Court, District of New Jersey

Mr. Napolitano practices in the areas of governmental entity, environmental and construction law. Mr. Napolitano has over twenty (20) years' experience representing wastewater authorities. He currently serves as general counsel to the Pequannock Lincoln Park Fairfield Sewerage Authority (TBSA), the North Bergen Municipal Utilities Authority, the Secaucus Municipal Utilities Authority and the Bayshore Regional Sewerage Authority.

Mr. Napolitano currently serves as the County Counsel to the County of Morris. Additionally, he serves as General Counsel to the New Jersey Water Environment Association and to the Association of Environmental Authorities of New Jersey where he previously served as a member of its board. Mr. Napolitano is Special Counsel to the Borough of Oakland on sewerage related matters. Mr. Napolitano also serves as counsel to the Hudson Regional Health Commission.

Mr. Napolitano previously worked with the engineering firm of STV/Seelye Stevenson Value and Knecht and was a Professional Engineer licensed in New York.

6. Gregory J. Franklin, Partner

Rutgers University, 1980

Thurgood Marshall School of Law, 1983

Member of the New Jersey Bar and the United States District Court, District of New Jersey

Mr. Franklin represents public employers in the Labor, Employment and Education groups. His practice focuses on contract negotiations, grievance and interest arbitrations, and representing clients before various State and federal labor agencies. With more than two decades of experience as an attorney and Labor Relations Officer with the City of Newark, Mr. Franklin is in a unique position to provide valuable counsel to management officials regarding contractual analysis, employee disputes and policy development.

Prior to joining the firm, Mr. Franklin worked as a Mediator for the Public Employment Relations Commission for seven years. In that role, he mediated hundreds of public sector contractual impasses involving employers and unions representing police, fire, education, municipal, county, housing and utility authority employees throughout the State of New Jersey. This experience provided exposure to an array of issues, and afforded him a distinct perspective with regard to labor negotiations and dispute resolution which will benefit our clientele.

7. Brian M. Chewcaskie, Partner

Fordham University - College of Business Administration, 1981 *Cum Laude*

Seton Hall University School of Law, 1984 *Cum Laude*

Member of the New Jersey Bar

Prior to joining the firm, Mr. Chewcaskie served as Managing Partner of Gittleman, Muhlstock & Chewcaskie, LLP, a multi-disciplined law firm located in Fort Lee, New Jersey. Mr. Chewcaskie's areas of practice include municipal law, land use/development and zoning, real estate and commercial litigation, corporate and commercial transactions, and banking and real estate.

Mr. Chewcaskie serves as counsel or special counsel to the municipalities of Bogota, Dumont, Edgewater,

Edison, Englewood Cliffs, Fort Lee, Franklin Lakes, Guttenberg, Hackensack, Mahwah, North Bergen, Oakland, Palisades Park, River Vale, Saddle Brook, South Hackensack, Union City, West New York, and Woodcliff Lake. Mr. Chewcaskie also represents several large corporate clients and private land development clients.

Mr. Chewcaskie currently serves as Chairman of the Northwest Bergen County Utilities Authority - 2012 to present, Commissioner of the Northwest Bergen County Utilities Authority - 2005 to present, Member of District II Ethics Committee (District IIB - Bergen County) 1996 - 2000, Member of the Bergen County Bar Association, New Jersey State Bar Association, The 200 Club of Bergen County, Instructor for Bergen County Bar Association - Land Use Committee Land Use Symposium.

8. Richard A. Gantner, Partner

Rutgers University, 1989
Seton Hall Law School, 1993

Member of New Jersey and Pennsylvania Bars, the United States District Court, District of New Jersey; New York and U.S. Court of Appeals, Third Circuit; District of Columbia; U.S. District Court, Eastern District of Pennsylvania

Mr. Gantner practices in the area of personal injury, automobile accidents and injuries, workers compensation, business torts, employment discrimination, family law, medical malpractice, civil litigation, negligence, federal practice and premises liability.

Mr. Gantner was Editor of the Seton Hall University Law Review from 1992-1993. He also co-authored with John P. Greenberg, M.D. "Recognizing and Preparing Closed Head Injury Cases in the Absence of Initial Diagnosis," Trial Excellence, Volume 13, Number 9, September 2001.

He served as Municipal Court Judge in the Township of Marlboro, and is a member of the Supreme Court Committee on Municipal Court Practice.

9. Joseph DeMarco, Partner

Boston College, 1989
Fordham University School of Law, 1994
Member of the New Jersey Bar

Mr. DeMarco focuses his practice on land use issues, representing municipal governments as redevelopment counsel and private clients in negotiations with public entities.

Mr. Demarco served for four years as the Business Administrator to the City of Bayonne and three years as Business Administrator and Assistant Town Attorney of West New York. In these positions, he was responsible for the day to day operations of the cities, including negotiating and drafting redevelopment and financial agreements, supervising updates to master plans, directing zoning and planning departments, and developing long term redevelopment strategies. This valuable experience has given him a unique understanding of the field of land use, redevelopment and zoning.

Additionally, Mr. DeMarco served as a Dispute Resolution Professional for Forthright Solutions, resolving PIP claims filed on behalf of medical providers and individuals. He practiced insurance coverage and defense litigation with the Firm as an associate from 1994 to 2001.

10. Sean T. Kean, Partner

Seton Hall University 1988
Columbia University 1992
Seton Hall University School of Law 1996
Member of the New Jersey Bar

Mr. Kean practices in the areas of municipal law, employment law, workers compensation. He is also municipal prosecutor and has served as General Counsel to the Lakewood Development Corporation.

Mr. Kean was elected to the New Jersey General Assembly in 2002 to represent the 11th Legislative District which was comprised of twenty-five (25) coastal communities in Monmouth County. He was re-elected in 2003 and 2005. In 2007 he was elected to the New Jersey State Senate and served a four (4) year term. After legislative redistricting in 2011, Mr. Kean was elected to represent the residents of Monmouth and Ocean Counties in the newly configured 30th Legislative District as a Member of the General Assembly.

Mr. Kean is a member of the Board of Directors of the Monmouth-Ocean Development Corporation. He also serves as a Member of the Advisory Board of the Asbury Park Salvation Army. Mr. Kean also serves on the Foundation Board of Kimball Medical Center. He is also a member of the Monmouth County Bar Association Local Government Law Committee.

11. Nylema Nabbie, Partner

Seton Hall University, 1992 *Cum Laude*
Seton Hall University School of Law, 1996
Member of the New Jersey and New York Bars

Prior to joining the firm, Ms. Nabbie worked as an attorney at Gittleman, Muhlstock & Chewcaskie, LLP. Ms. Nabbie has substantial land use experience and counsels private and municipal clients. Ms. Nabbie is counsel to land use boards, including the Hillsdale Planning Board and West New York Board of Adjustment. She also serves as co-counsel to the North Bergen Planning Board previously served as co-counsel to the River Edge Municipal Land Use Board. She has also represented corporate and private clients on land use matters throughout the State, as well as the County and State. Ms. Nabbie also represents municipal clients and is special counsel to local municipalities. In addition, she has a background and experience in complex commercial real estate transactions and complex commercial litigation before the Superior Court and Appellate Division. Ms. Nabbie has represented local financial institutions and private individuals on commercial, construction and residential loan transactions. As part of her practice, she is responsible for the preparation of public offering statements and registration of multi-family projects with the Department of Community Affairs.

Ms. Nabbie has served as Hillsdale Planning Board attorney since February 2014 to present. She has served as co-counsel to the North Bergen Planning Board from 2009 to present, West New York Zoning Board of Adjustment Attorney from November 2017 to present, co-counsel to Closter Zoning Board of

Adjustment from 1996 to 1999, member of the Teaneck Planning Board from approximately 1999 to 2004, and Chairperson of the Teaneck Planning Board from approximately 2001 to 2004. Ms. Nabbie served as Director of the New Jersey State Bar Association, Land Use Section - 2009 to 2016.

12. Anthony P. Seijas, Partner

Monmouth University, 1994

Rutgers School of Law - Camden, 1997

Member of the New Jersey Bar, the United States District Court, District of New Jersey, Supreme Court of the United States, U.S. Court of Appeals, Third Circuit Certified R. 1:40 Mediator

Mr. Seijas focuses his practice on complex employment, constitutional and commercial litigation. He has represented real estate development corporations, manufacturers, retailers, professional groups, and municipalities throughout the State. He appears regularly in State and federal courts in New Jersey, including appellate courts and currently defends both public and private employers from employment claims including gender/pregnancy discrimination, hostile work environment and "whistleblower" claims. He also represents commercial entities in all aspects of their business including contract negotiations, business disputes and intellectual property.

Mr. Seijas has successfully defended cases brought pursuant to the Religious Land Use and Institutionalized Persons Act ("RLUIPA") and the ADA, as well as a number of First, Fourth, Fifth and Fourteenth Amendment cases involving claims of excessive force, wrongful arrest, unlawful search and seizure, high speed pursuits, due process, defamation and takings. He has also successfully prosecuted and defended significant construction defect/delay claims.

Mr. Seijas has tried in excess of five hundred (500) cases to conclusion and has argued before New Jersey's Appellate Division and the Third Circuit Court of Appeals. In addition, he is a certified mediator and has served as an arbitrator for private binding arbitrations.

13. Lani M. Lombardi, Partner

Rutgers University, Rutgers College 1994

Villanova University School of Law, 1998

Member of the New Jersey and U.S.V.I. Bars and the United States District Court, District of New Jersey

Lani M. Lombardi has been practicing law for more than 17 years. Ms. Lombardi currently concentrates her practice on real estate tax appeal litigation defense, municipal court defense, and land use litigation, including the handling of land use prerogative writ actions. Throughout her professional career, Ms. Lombardi has represented various governmental clients, including Monmouth County; as well as planning boards, zoning boards and public utility authorities in public entity litigation. She has also provided competent and advantageous representation to both individual and corporate clients in both New Jersey State and appellate courts in civil/commercial litigation actions, estate planning and administration, guardianship actions, landlord-tenant matters, and real estate matters.

Ms. Lombardi also has extensive New Jersey Municipal Court experience, having served as Municipal Prosecutor in Hazlet Township and Matawan Borough; Conflict Municipal Prosecutor in Brick Township;

Associate Municipal Prosecutor in East Brunswick Township; Conflict Public Defender in Brick Township; and Associate Public Defender in Matawan Borough and Howell Township.

Ms. Lombardi is a member of the American Bar Association, New Jersey State Bar Association, Ocean County Bar Association, and the Virgin Islands Bar Association. She is a Trustee of the New Jersey Institute of Local Government Attorneys and a Committee Member of the Monmouth County Bar Association.

14. Bruce W. Padula, Partner

Villanova University, 1996

Seton Hall University School of Law, 1999

Member of the New Jersey and Connecticut Bars, the United States District Court, District of New Jersey, and the Supreme Court of the United States

Mr. Padula represents management in all aspects of labor and employment law. In this capacity, Mr. Padula advises clients on day-to-day employment and labor issues including the Family and Medical Leave Act, the New Jersey Family Leave Act, the Fair Labor Standards Act, Title VII, the Americans with Disabilities Act, the New Jersey Law Against Discrimination, sexual harassment, wrongful discharge, wage and hour, restrictive covenants, and unfair practice charges before the National Labor Relations Board and the Public Employment Relations Commissions.

In addition, Mr. Padula has negotiated collective bargaining agreements and regularly provides advice to clients on collective bargaining matters. Mr. Padula's experience also encompasses public law and education law, where he provides general and labor representation to school boards, charter schools and other public entities in connection with collective bargaining negotiations, grievance arbitrations, seniority issues, hiring, compensation and disciplinary issues.

Mr. Padula also advises clients on campaign finance laws and the various State and local pay-to-play restrictions and has appeared in state and Federal courts on numerous election law matters. Additionally, he has spoken extensively on the Family and Medical Leave Act and the New Jersey Family Leave Act.

Mr. Padula previously served as judicial law clerk to the Honorable Bernard F. Conway, J.S.C., of the Superior Court of New Jersey. He is currently a member of the Hoboken-North Hudson YMCA Board of Directors. Mr. Padula is a frequent author and adjunct lecturer at St. Peter's University. He is also a regular speaker at the New Jersey State Bar Association and New Jersey School Boards Conference.

15. Ruby Kumar-Thompson, Partner

Syracuse University, 1994

Emory University School of Law, 1999

Member of New Jersey Bar, Admitted to United States District Court for the District of New Jersey and the Third Circuit Court of Appeals

Ruby Kumar-Thompson focuses her practice on litigation. She started her legal career in 2001 defending medical malpractice claims where she became skilled at conducting expert depositions. Since 2006, she has successfully defended a wide spectrum of employment and civil rights matters affecting municipalities and other public entities located throughout Northern New Jersey in both state and federal courts.

Ms. Kumar-Thompson has extensive experience specializing in sexual harassment, discrimination in promotions and/or hiring, wrongful termination, pregnancy discrimination, religious discrimination, retaliation, and Free Speech claims, as well as other types of claims brought under the New Jersey Law Against Discrimination, CEPA, New Jersey Civil Rights Act, Title VII, ADEA, USERRA, the Rehabilitation Act, Religious Land Use and Institutionalized Persons Act (RLUIPA), Family Medical Leave Act, and the First Amendment. She also has considerable knowledge and experience defending state and federal constitutional Section 1983 claims and regarding disciplinary matters filed against police officers for actions taken by them during and in furtherance of the course of their duties, including claims for excessive force, wrongful arrest, unlawful search and seizure, high speed pursuits, malicious prosecution, and defamation. Ms. Thompson strives to defend these matters efficiently and effectively, and to provide competent legal counsel to her clients in order to eliminate and/or to limit any potential exposure from same.

Ms. Thompson has also successfully briefed and argued several legal matters in the New Jersey Appellate Division on behalf of municipalities and school districts including *Bustamante v. Borough of Paramus, et al.*, 413 N.J. Super. 276 (2010); *Mary Borrello, et al. v. City of Elizabeth Board of Education*, Docket No. A-3151-14T4 (August 16, 2016); *Groslinger v. Township of Wyckoff*, Docket No. A-5861-07T2, certif. denied, 201 N.J. 497 (2010); and *Whesper v. Police Officer Tulli, et al.*, Docket No. 950 A.2d 907, certif. denied, 195 N.J. 518 (2008). She has also conducted workplace investigations, and provided labor advice to clients with respect to leaves and reasonable accommodations required by the ADA, and the LAD. Her representative clients have most recently included various school districts, including Newark Public Schools, as well as counties and municipalities such as Passaic County, Borough of Jersey City, City of Paterson, and Township of Maplewood. In the past, her representative clients included municipalities throughout Bergen County, as well as the Bergen County Sheriff's Department, Manchester Utilities Authority, County of Bergen, Borough of Haledon, and the Township of Fairfield.

Ms. Thompson is also involved in volunteering her time as a judge in the Annual Bergen County High School Mock Trial competition and as a lecturer for the New Jersey Institute for Continuing Legal Education. Most recently, on October 18, 2017, she spoke on the topic of the Dynamics of Mediating and Evaluating Damages in an Employment Discrimination case.

16. Steven W. Kleinman, Partner

Wake Forest University, 1996, *cum laude*

Seton Hall University School of Law, 2002, *cum laude*

Member of the New Jersey and New York Bars, the U.S. District Court for the District of New Jersey and the Third Circuit Court of Appeals

Mr. Kleinman focuses his practice on public and private sector labor and employment law, municipal and public entity law, and election and campaign finance law. From 2010 through 2017, he served as an in-house Special Counsel and acting County Counsel for Monmouth County, where he was chiefly responsible for handling labor and employment matters involving the County's 3,000+ employees and more than 25 negotiations units. From April 2007 through December of 2009, he was the City of Hoboken's Corporation Counsel, and in that capacity argued and won a precedent-setting open public records case before the New Jersey Supreme Court, *Mason v. Hoboken*, 196 N.J. 51 (2008). Mr. Kleinman started his career in private practice at a large Bergen County law firm from 2002 through 2007.

Mr. Kleinman represents clients before federal and state trial and appellate courts, the Office of Administrative Law, the New Jersey Civil Service Commission, the Public Employment Relations Commission, the Election Law Enforcement Commission and the National Labor Relations Board.

Mr. Kleinman is a cum laude graduate of Wake Forest University and a cum laude graduate of Seton Hall University School of Law, where he was a member of the Seton Hall Law Review. Mr. Kleinman writes and speaks regularly on matters relating to his areas of legal expertise and has been a Trustee to the New Jersey Institute of Local Government Attorneys since 2007.

17. Joseph A. Garcia, Partner

Columbia University School of Law, 2003
College of the Holy Cross, 2000
Member of the New Jersey Bar, New York Bar

Joseph A. Garcia practices in all areas of civil litigation, with a special focus on governmental, labor and employment, land use and election law. He represents individuals, municipalities, counties, authorities, and boards in a variety of litigation and compliance matters.

Mr. Garcia's experience in representing government entities includes redevelopment issues, personnel issues, government contracting, third-party liability claims under the New Jersey Tort Claims Act, regulatory enforcement litigation, and administrative law matters. Mr. Garcia He also specializes in labor and employment matters involving topics such as collective bargaining, sexual harassment, racial discrimination, political discrimination, disability claims, whistle blowing, family-leave issues and non-competition/restrictive covenants.

Mr. Garcia currently serves as General Counsel to the Northwest Bergen County Utilities Authority, the Jersey City Housing Authority and the Hoboken South Waterfront Operating and Maintenance Corporation. He serves as Assistant General Counsel to the North Hudson Regional Fire and Rescue Department. He is also Special Counsel to numerous public entities, and Special Election Counsel to several municipalities and Clerks' offices. Joseph has significant experience representing both public and private clients on zoning matters.

Mr. Garcia also focuses on general commercial litigation with a special emphasis on labor and employment law, real estate and land issues, and government and regulatory matters. While working in Manhattan, Joseph drafted and negotiated collective bargaining agreements; represented a professional sports league in collective bargaining negotiations and various professional sports leagues and teams in arbitration disputes; and guided clients through government investigations and regulatory reviews conducted by the United States Department of Justice, the Securities and Exchange Commission, the Federal Trade Commission, the Commission on Foreign Investment in the United States, and the attorney general offices in several states.

Joseph earned his juris doctorate degree in 2003 from the Columbia University School of Law, where his academic achievement earned him distinction as a Harlan Fiske Stone Scholar. In addition to his active practice, Joseph served as a Councilman, and as a member of the Planning Board, in the Borough of Paramus for several years.

18. Adam S. Abramson-Schneider, Partner

University of Arizona, 2001

Oklahoma City School of Law, 2004

Member of the New Jersey Bar, New York Bar, and the United States District Court, District of New Jersey

Mr. Abramson focuses his practice on the representation of public and private sector employers in labor and employment matters. His practice includes but is not limited to complex labor negotiations, grievance arbitrations, counseling employers on issues of wage and hour, personnel policies, layoffs, FMLA, FLSA, ADA, pensions and health benefits. Mr. Abramson also conducts employee investigations related to discrimination/harassment and provides harassment training. Mr. Abramson has defended the Firm's clients before the Superior Court of New Jersey as well as the Office of Administrative Law, New Jersey Public Employment Relations Commission, Equal Employment Opportunity Commission and the Departments of Labor. Lastly, Mr. Abramson has successfully restrained many grievance arbitrations by arguing the grievances were outside the scope of negotiations and removed illegal provisions from collective negotiations agreements via the Scope of Negotiations process before the New Jersey Public Employment Relations Commission.

19. Joseph A. Lagana, Partner

Thomas M. Cooley Law School, 2004 *cum laude*

Fordham University, 2000

Member of the New Jersey Bar, New York Bar and the United States District Court, District of New Jersey

Joseph A. Lagana practices in the areas of civil litigation, redevelopment and health insurance arbitration.

In addition to his active practice, Joseph serves as a New Jersey State Senator for the 38th legislative district. He is a member of the Senate Judiciary Committee, Vice-Chair of the Senate's Labor Committee and a member of the Health, Human Services and Senior Citizens Committee. Prior to joining the Senate, Joseph represented the 38th legislative district in the New Jersey Assembly, where he served on the Assembly Financial Institutions and Insurance, Judiciary, and Appropriations committees. He also served his community as Council President in the Borough of Paramus, sitting as Chairman of the Budget Committee and Labor Negotiations.

Joseph was recently named a "New Jersey Super Lawyer Rising Star" by Law & Politics, published by New Jersey Monthly Magazine.

Prior to joining Cleary Giacobbe Alfieri Jacobs, LLC, Joseph represented clients in general litigation, criminal defense, chancery practice, and environmental matters. He served as law clerk to Hon. John A. Conte, Superior Court, Criminal Division, Bergen County Vicinage.

20. Gina L. Anton, Partner

Seton Hall University, 1999

Quinnipiac University School of Law, 2006

Member of the New Jersey Bar and the United State District Court, District of New Jersey

Ms. Anton focuses her practice on public and private sector labor and employment law, education law, municipal and public entity law, and business law. Ms. Anton also provides human resource guidance to employers on issues such as personnel policies, employment contracts, severance agreements, employee handbooks, employee evaluations and discipline, and other personnel-related matters. She also responds on behalf of management to employee claims before federal and State courts and administrative agencies.

In her education practice, Ms. Anton has provided employment-related guidance to various school boards throughout the State via the New Jersey School Boards Association Insurance Group Labor hotline. She also provides guidance to clients with regard to employee discipline and the issuance of tenure charges, and has handled such matters on behalf of higher education clients before the Office of Administrative Law and in the Superior Court of New Jersey, Appellate Division.

Since 2015, Ms. Anton has served as the Manager of Labor Relations for Morris County where she is responsible for negotiating the collective negotiations agreements of the County's more than 20 unions. She also responds to grievances and other issues raised by the union members. In this position, Ms. Anton also creates and implements various personnel programs and policies, and conducts workplace investigations on behalf of the County.

Ms. Anton has also authored articles on various labor and employment law topics and has lectured at the American Bar Association's Annual Labor and Employment Law Conference. She also conducts Anti-Harassment and Ethics seminars on behalf of employers. In 2011 and 2012, Ms. Anton was named a New Jersey Super Lawyers' "Rising Star" by New Jersey Monthly magazine. Prior to joining the firm, Ms. Anton worked as an attorney for the Morris County Prosecutor's Office.

21. Jodi S. Howlett, Partner

Green Mountain College, 2002

Vermont Law School, 2007

Member of the New Jersey Bar and the United States District Court, District of New Jersey

Ms. Howlett concentrates her practice on all aspects of school board representation, including general legal matters, labor and employment, and special education. In addition to providing guidance on daily legal matters, such as board of education meetings, harassment, intimidation and bullying complaints, student discipline, and the development/review of school board policies, Ms. Howlett regularly attends meetings on behalf of district Child Study Teams, including eligibility, evaluation, and IEP meetings. In her special education practice, Ms. Howlett has successfully defended the Firm's clients in complex special education litigation in the Office of Administrative Law and appeals to the U.S. District Court. Ms. Howlett uses her extensive experience to conduct lectures and seminars for school administrators in the areas of special education and student discipline.

In addition, Ms. Howlett supervises the New Jersey Employment Practices Hotline Attorney program on behalf of the New Jersey Schools Insurance Group, which provides guidance to numerous school boards throughout the State on issues of tenure and seniority, school employee discipline and removal, Family and Medical Leave Act, New Jersey Family Leave Act, New Jersey Law Against Discrimination, and the Americans with Disabilities Act. Prior to joining Cleary Giacobbe Alfieri Jacobs, LLC, Ms. Howlett served as judicial law clerk to the Hon. Michael A. MacDonald of the Superior Court of Alaska.

22. Frances L. Febres, Partner

Ramapo College of New Jersey, 2007

CUNY School of Law, 2012

Member of the New Jersey and New York Bars; United States District Court, District of New Jersey; and United States Court of Appeals, Third Circuit.

Ms. Febres practices in all areas of public education law, including, but not limited to, special education, labor and employment, and school governance. As part of her practice, she counsels school administrators on day-to-day student, employee and district matters to ensure legal compliance; reviews school board policies, regulations and employee handbooks; reviews administrator contracts; assesses employee benefit entitlements; drafts shared services agreements; advises as to administrative reorganizations and reductions in force (“RIFs”); assesses tenure and seniority rights; assists with student residency removal proceedings; assists administrators with drafting letters regarding employee and student discipline; and conducts workplace investigations, among other services. Additionally, Ms. Febres attends school board meetings and guides school boards with respect to School Ethics Act and Open Public Meetings Act requirements. Ms. Febres also assists school boards with conducting, for example, Donaldson, HIB, student residency and student discipline hearings in executive session.

To further assist school boards, administrators and employees, Ms. Febres conducts administrator and employee trainings concerning teacher evaluation requirements, student records and privacy laws, HIB requirements and legal updates, special education law and procedures, and anti-harassment and anti-discrimination laws. When needed, Ms. Febres will conduct workplace investigations to determine whether there has been a violation of Board Policy or law, such as when an employee makes a complaint of workplace harassment.

As part of her practice, Ms. Febres regularly appears before the Office of Administrative Law, and also appears before the United States District Court, New Jersey Appellate Division, New Jersey Superior Courts, Municipal Courts, the Division on Civil Rights and the Public Employer Relations Commission.

Prior to joining the firm, Ms. Febres had developed diverse experience with administrative agencies and state courts. Specifically, Ms. Febres interned with Justices in the New York Appellate Division and civil trial court. She also interned for a New York City child welfare agency and appeared before the New York Family Court.

23. Micci J. Weiss, Partner

Rutgers University, 2002

Seton Hall School of Law, 2005

Member of the New Jersey and New York Bars; United States District Court, District of New Jersey, US District Courts - Southern District of New York, Eastern District of New York; U.S. District Court; District of Colorado, Northern District of Illinois, U.S. Court of Appeals - 9th Circuit

Mr. Weiss focuses his practices in the areas of Labor and Employment Law and School Law. Mr. Weiss also handles business and real estate litigation matters, including breach of contract, shareholder disputes and real estate commission disputes. He was part of successful trial team in corporate dissolution matter and has successfully settled several multi-million-dollar litigation matters through mediation. Mr. Weiss has also appeared before various planning and zoning boards throughout New Jersey and New York.

Prior to joining the Firm, Mr. Weiss was extensively involved in the representation of developers and business requiring federal, state, and/or local governmental approvals including obtaining site plan, subdivision and variance approvals for commercial, industrial and residential projects

24. Jessica V. Henry, Partner

New York University, 1992, *magna cum laude*

New York University School of Law, New York, 1995

Member of the New Jersey and New York Bars

Ms. Henry litigates matters in New Jersey State and federal courts, focusing primarily on commercial litigation, business torts, contractual disputes, insurance disputes, general liability, and employment litigation matters. Ms. Henry also has considerable experience in handling appeals and representing clients in administrative matters.

25. Ron Kavanagh, Partner

College of New Jersey, 1998

Rutgers University School of Law--Newark, 2008

Member of the New Jersey and New York Bars and the United States District Court, District of New Jersey

Mr. Kavanagh represents public and private sector employers in labor and employment law matters. He counsels clients on wage and hour claims, the Family and Medical Leave Act, as well as employee grievances and arbitrations. Prior to law school, Mr. Kavanagh was employed by Mellon Financial Corporation as a Participant Services Analyst specializing in administering pension and 401-K plans for the firm's clients. During Law School, Mr. Kavanagh served as the managing Article Editor for the Rutgers Law Record. Upon graduation he also served as the judicial law clerk to the Honorable Robert J. Brennan of the Superior Court of New Jersey, Morris County

26. Mark Wenzel, Partner

Hartwick College, 1986

Seton Hall School of Law, 1992

Member of the New Jersey Bar, U.S. District Court District of New Jersey, U.S. Court of Appeals 3rd Circuit

Mark graduated from Hartwick College with Cum Laude honors in 1986 and from Seton Hall University School of Law in 1992. He was admitted to the New Jersey Bar in 1992. He has served in the past as a Mediator in the Superior Court of New Jersey.

Mark has a diverse practice which has him providing both counseling and litigation services in the areas of Education, Employment, Commercial, and Construction Law.

Mark has tried numerous cases before the Office of Administrative Law and the Superior Court of New Jersey. He has appeared before the United States District Court, the United States Bankruptcy Court, the Third Circuit Court of Appeals, and the Appellate Division of the Superior Court of New Jersey.

Mark is a member of the Essex County and New Jersey State Bar Associations. He is also a member of the American Trial Lawyers Association.

27. Mary Anne (McConeghy) Groh, Partner

University of Richmond, 1986, *Cum Laude*

Seton Hall School of Law, Juris Doctor, 1993, *Cum Laude*

Member of the New Jersey Bar and United States District Court, District of New Jersey

Qualified Purchasing Agent, State of New Jersey

Ms. Groh has significant experience in complex litigation, including commercial, employment, malpractice, and probate matters, as well as municipal law and government. Mrs. Groh has extensive knowledge of employment law as a litigator and as management. She served as Vice President and In-House Counsel for Premier Specialties, Inc. for seven years and Business Administrator in the Township of Washington (Bergen County) for two and a half years. In addition, Mrs. Groh has represented various public entities by counseling and, as necessary, litigating matters related to employment, land use, special assessments, and constitutional challenges, among other matters. Mrs. Groh also served as a Councilwoman in the Borough of Haworth for two terms before she decided to not seek re-election at the end of 2015. During her tenure, she was Council President in two of her six years, negotiated two PBA agreements, and served as the Council Liaison to the Haworth Public School and Northern Valley Regional High School. From January 2016 through July 2018, while serving as Business Administrator for the Township of Washington, she also served as Public Agency Compliance Officer and Acting QPA. In addition to the day-to-day management, she prepared budgets, resolutions, ordinances, bid specifications, and requests for proposals; developed personnel policies and procedures; evaluated claims for terminal leave and FMLA; and negotiated a collective bargaining agreement. She has a thorough working knowledge of the Local Public Contracts Law, Prompt Payment Law, and Local Budgeting Law.

Mrs. Groh has extensive commercial and probate litigation experience, as well as experience handling legal and accounting malpractice defense matters. Mrs. Groh served as Law Clerk to the Honorable Kevin

M. O'Halloran, Presiding Judge of the Chancery Division, General Equity and Probate parts from 1993 to 1994. During that time, Mrs. Groh became a Certified Mediator.

Prior to attending law school, Mrs. Groh was a Certified Public Accountant and worked as an auditor with KPMG out of its Short Hills office.

28. Dante M. Alfieri, Partner

Ramapo College, 2009

Widener University School of Law, 2012

Member of New Jersey Bar

Mr. Alfieri concentrates his practice in the areas of residential and commercial real estate transactions, land use, planning and zoning law and real estate tax appeal matters. Mr. Alfieri regularly represents individuals, developers, investors and landowners in the sale and acquisition of residential and commercial real estate. Additionally, he has represents both private and public clients before dozens of municipalities, planning board, zoning boards of adjustment and authorities throughout New Jersey. He also has experience representing both private and public clients with property taxation appeals before County Boards and the Tax Court of New Jersey.

29. Mary Kate Serratelli, Partner

Duquesne University School of Law, 2014

West Chester University of Pennsylvania, 2011, *cum laude*

Member of the New Jersey, New York, and Pennsylvania Bars, United States District Court, District of New Jersey

Mary Kate Serratelli focuses her practice in employment matters, local government, public contracting law, and litigation matters involving public entity clients.

Since 2015, Mary Kate served as assistant general counsel to the Bergen County Improvement Authority (BCIA). In that capacity, Mary Kate played an integral role in the transition of New Jersey's largest hospital, Bergen New Bridge Medical Center, including the procurement of a new hospital operator, negotiation of the lease, as well as various transactions and regulatory approvals to effectuate the transition. Mary Kate also does employment and labor counsel work for various public clients, and handles contract negotiations, disciplinary matters, and conducts EEO investigations into workplace harassment and discrimination. Mary Kate also represents various governmental entity clients in connection with internal governance, compliance, and litigation matters.

Prior to joining the firm, Mary Kate served as judicial law clerk to the Honorable Kathleen M. Delaney, J.S.C. , in the Superior Court of New Jersey, Camden Vicinage. During law school, Mary Kate represented Duquesne on its National Trial Team, finishing as a National Semi-Finalist at the prestigious Tournament of Champions trial competition. At graduation, Mary Kate was inducted as a member of the Louis L. Manderino Honor Society, for excellence in courtroom advocacy.

While completing her undergraduate degree at West Chester University of Pennsylvania, Mary Kate was a four-year letter winner and Senior Captain of the Women's Basketball team.

As an active member of the bar and community, Mary Kate serves as a Trustee of the Women in the Profession Section of the New Jersey State Bar Association and is a member of the Bergen and Hudson County Bar Associations.

30. Daniel R. Lagana, Partner

Thomas M. Cooley Law School, Lansing, Michigan, 2008

Fordham University, 2004

Member of the New Jersey Bar, United States District Court, District of New Jersey

Mr. Lagana practices in the Municipal Law area and land use development specializing in representing municipal boards and private development clients. Daniel currently represents the Borough of Paramus, the Township of Wayne Board of Adjustment, the Township of Lyndhurst Board of Adjustment and the Franklin Township Board of Adjustment.

Daniel previously served as counsel to the Borough of Paramus Board of Adjustment from May 2018 through December 2018. He also previously served as counsel to the Borough of Paramus Planning Board for the calendar year 2019.

Daniel also has significant experience in the areas of insurance and civil litigation and represents clients in PIP Arbitration. Daniel was recognized as a 2019 Rising Star® by Super Lawyers for those attorneys who are under the age of 40 for his work in insurance defense. Daniel has lectured for the New Jersey Institute for Continuing Legal Education ("NJICLE") where he has presented on issues involving pharmaceutical claims and claims involving the interplay between the Automobile Cost Reduction Act ("AICRE") and Medicare.

Daniel is also an active member of the Bergen County Bar Association, where he has previously served as President of the Bergen County Bar Association-Young Lawyers' Division from 2014-2015. Daniel also served as Trustee to the Bergen County Bar Association from 2015-2016.

Daniel also serves as a County Committee Member for the Bergen County Democratic Party. Daniel also volunteered as member of the Borough of Paramus Board of Adjustment, where he served as Vice-Chairman until April 2018.

31. Cameron R. Morgan, Partner

University of Richmond, 2005 *cum laude*

Rutgers Law School - Camden, 2008 *cum laude*

Member of the New Jersey and Pennsylvania Bars, United States District Court, District of New Jersey, Third Circuit Court of Appeals, and United States Supreme Court.

Mr. Morgan serves the public school districts of the State of New Jersey in the specialized area of school law, representing boards of education in all aspects of their legal needs, with a focus on general counsel services, civil litigation, special education, administrative law, collective negotiations, labor and employment, and appellate practice. He has served as Board Solicitor to dozens of school districts, guiding district administrators through the diverse range of issues affecting the public schools, from

personnel matters, tenure cases, and the range of issues that frequently arise at public board meetings, to student disciplinary matters, residency disputes, and homelessness issues, to complex matters involving the budgetary process or First Amendment rights.

Mr. Morgan's practice also focuses heavily on counseling school districts in the complex area of special education. He has served as Special Education Counsel to dozens of school districts and has handled hundreds of special education matters, including due process hearings and grievance complaint investigations, involving children with a wide variety of special needs. In addition, Mr. Morgan routinely represents boards of education in collective negotiations and labor/employment disputes. He has appeared before the Public Employment Relations Commission (PERC) on behalf of school boards in a variety of matters, including unfair labor practice charges and scope of negotiations issues.

Mr. Morgan is a frequent lecturer and presenter for regional, statewide, county-wide, and local organizations involved in New Jersey school law and special education. He routinely speaks to school district administrators on behalf of the New Jersey School Boards Association (NJSBA), New Jersey Association of School Administrators (NJASA) and the New Jersey Association of School Business Officials (NJASBO) on a wide variety of topics relevant to the administration of public schools. Cameron also frequently provides in-service training to teachers, administrators, and child study team members, as well as training to local boards of education in board member ethics and various other areas.

32. Bradley Tishman, Counsel

Binghamton University, 2002

University of Miami School of Law, 2006

Member of the New Jersey, New York, and Florida Bars, United States District Court, District of New Jersey, U.S. Court of Appeals, Third Circuit, Southern and Eastern Districts of New York

Mr. Tishman specializes in labor/employment and civil rights. Mr. Tishman represents both public and private sector clients in Federal, State, and administrative proceedings. He has also prosecuted numerous disciplinary matters at the departmental level and before the Civil Service Commission.

Mr. Tishman successfully obtained a reversal of both the trial court's and Appellate Division's denial of summary judgment on interlocutory appeal to the New Jersey Supreme Court in *Winters v. North Hudson Regional Fire and Rescue*, 212 N.J. 67 (2012). In this landmark decision, the Court precluded a firefighter's CEPA (whistleblower) and First Amendment claims from proceeding to trial by applying the doctrine of collateral estoppel from two prior disciplinary actions that found the employee engaged in egregious misconduct.

33. Alissa L. Chang, Counsel

Boston College, 2003

Villanova University School of Law, 2007

Member of The New Jersey Bar

Prior to joining the firm, Ms. Chang worked as litigation counsel representing clients in all stages of litigation. Alissa has argued dispositive and discovery motions, negotiated settlements, and represented

clients' interests at hearings, mediations, and arbitrations. Alissa has experience in conducting and defending party, witness, and expert depositions, and preparing clients for deposition.

Ms. Chang clerked for the Honorable Thomas F. Brogan, P.J.Cv. in the Superior Court of New Jersey, Passaic Vicinage.

34. Scott A. Sears, Esq., Counsel

Touro College, 2012

Benjamin N. Cardozo School of Law – Yeshiva University, 2015

Member of the New Jersey and New York Bars

Mr. Sears practices in the areas of employment and labor law, education law, and government/public entity law. He completed his Juris Doctorate from Benjamin N. Cardozo School of Law. Prior to joining the firm, Mr. Sears gained experience in employment and foreclosure law.

35. Catherine Kim, Esq., Counsel

The College of New Jersey, 2012

University of Maryland Francis King Carey School of Law, 2015

Member of the New Jersey Bar

Ms. Kim practices in the areas of real estate, zoning, and litigation. She completed her Juris Doctorate from The University of Maryland Francis King Carey School of Law. Prior to joining the firm, Ms. Kim clerked for Monmouth County Prosecutor's Office, Baltimore City State's Attorney's Office, and Maryland Attorney General's Office.

36. Victoria A. Leblein, Esq., Counsel

College of Charleston, 2013

Seton Hall University School of Law, 2016

Member of the New Jersey and New York Bars

Ms. Leblein received her Juris Doctorate from Seton Hall University School of Law. Prior to joining the firm, Ms. Leblein completed a Judicial Clerkship in the Criminal Division of the Morris County Superior Court. During law school, Ms. Leblein interned with the Passaic County Prosecutor's Office and a boutique law firm, which specialized in civil litigation.

37. Nicholas DelGaudio, Counsel

Binghamton University, 2009

Benjamin N. Cardozo School of Law – Yeshiva University, 2013

Member of the New Jersey and New York Bars; United States District Court, District of New Jersey, U.S District Courts - Southern District of New York

Mr. DelGaudio practices in the areas of labor and employment law, education law, and government/public entity law. He has represented both public entities and private businesses in state court, federal court and administrative actions. He also advises employers on a wide range of employment and labor matters including employee discipline, wage and hour, wrongful discharge, employment discrimination, grievances, unfair labor practices, harassment in the workplace and employee leave issues.

38. Janice V. Arello, Esq., Counsel

Mount Holyoke College, B.A., cum laude, 2007
University of Pennsylvania, M.Ed., 2010
Temple University, James E. Beasley School of Law, 2014

Member of the New Jersey, Pennsylvania and District of Columbia Bars; United States District Court, District of New Jersey

Janice V. Arellano is an Associate with the firm in the Litigation Practice Group. She concentrates her practice in the areas of labor & employment, education, public entity law, tort claim defense, and civil rights. She has experience drafting pleadings, motions, petitions, interrogatories, and trial materials for cases defending private and public entities in state and federal court, and before the Office of Administrative Law.

39. Lisa M. Scorsolini, Of-Counsel

Johns Hopkins University, 1993
Seton Hall School of Law, 2007
Member of the New Jersey and New York Bars and the United States District Court, District of New Jersey.

As Assistant Township Attorney for the Township of Wayne, Lisa Scorsolini provides legal counsel to the Mayor, Council and Administration, drafts ordinances and resolutions, reviews contracts, and ensures compliance with the various state laws that govern New Jersey municipalities, such as the Open Public Records Act, Open Public Meetings Act, Local Public Contracts Law, Faulkner Act, and the Municipal Land Use Law.

Prior to her job with Wayne, Ms. Scorsolini was an Assistant Prosecutor/Deputy Attorney General for the Morris County Prosecutor's Office, where she worked in the Domestic Violence and Trial Divisions, and appeared regularly before the Criminal and Family Divisions of the Superior Court of New Jersey, as well as the Appellate Division.

Lisa is a graduate of Seton Hall University Law School and her BA degree from Johns Hopkins University, double-majoring in International Studies and Hispanic and Italian Studies. She speaks Armenian and Italian, as well as English.

40. Salvatore J. Alfieri, Esq. Associate

Rutgers School of Law – Newark, 2016
University of Rhode Island, 2013
Member of the New Jersey State Bar Association and Monmouth County Bar Association

Salvatore J. Alfieri focuses his practice in the areas of general, commercial, and construction litigation, residential and commercial real estate transactions, land use, planning and zoning law and real estate tax appeal matters. Prior to joining the firm, Mr. Alfieri worked as an attorney concentrating his practice in

the areas of construction law and commercial litigation. Mr. Alfieri served as a judicial law clerk to the Honorable Clarkson S. Fisher, Jr., Presiding Judge of the New Jersey Superior Court's Appellate Division. He is a 2016 graduate of Rutgers School of Law – Newark, where he served as the Senior Managing Editor of the Rutgers Law Record. While in law school, Mr. Alfieri also participated in the Rutgers Community and Transactional Lawyering Clinic, where he assisted clients with non-profit and LLC business formation and advocated on behalf of incapacitated adults in civil guardianship proceedings before the Superior Court of New Jersey.

41. Anthony Provenzano, III, Esq., Associate

Montclair State University, 2014

New York Law School, 2018

Member of the New Jersey Bar; United States District Court, District of New Jersey

Mr. Provenzano practices in the areas of employment litigation, commercial litigation, and personal injury. He recently received his Juris Doctorate from New York Law School. Mr. Provenzano has worked part-time for the firm since 2014 and throughout law school.

42. Charissa Wijaya Hammerman, Esq., Associate

Montclair State University, 2012

New York Law School, 2017

Member of the New York Bar; New Jersey Bar

Ms. Hammerman received her Juris Doctorate from New York Law School. Prior to joining the firm, Ms. Hammerman completed a Judicial Clerkship and was the Judicial Law Clerk to the Honorable Philip J. Maenza, Supervising Judge of the Special Civil Part in Morris and Sussex County Superior Court. Along with her Judicial Law Clerk duties, Ms. Hammerman was also the Special Civil Clerk where she was the lead law clerk mediator during her 2017-2018 Judicial Clerkship. During her undergraduate studies, Ms. Hammerman interned with the New Jersey Attorney General's Office in the Consumer Affairs Division where she regularly investigates complaints made against health care professionals, prepares recommendation of disciplinary actions, and assisted in the drafting of Cullen Law. During her law school studies, Ms. Hammerman interned for the Waterfront Commission of New York Harbor where she frequently interviews and investigates arrest reports, as well as holding the lead role in a highly confidential criminal investigation of an organized crime influence. Ms. Hammerman was also the Judicial Law Intern to the Honorable Justice Joan A. Madden, a Judge in New York Supreme Court – New York County, Civil Term and was a summer associate at a New York City law firm, which specialized in civil litigation.

43. Marina V. Stinely, Esq., Associate

The Pennsylvania State University, 2015

Pace Law School, 2018

Member of the New Jersey and New York Bars

Ms. Stinely focuses her practice in the areas of land use/development and zoning, tax appeals, and worker's compensation law. Ms. Stinely received her Juris Doctor with honors from Pace University, Elisabeth Haub School of Law. Prior to joining the firm, Ms. Stinely served as a law clerk the Honorable

Rosemary E. Ramsay, Presiding Judge of the Civil Division in the Morris County Superior Court. During law school, Ms. Stinely interned with the New York City Fire Department, Bureau of Legal Affairs and the U.S. Department of Justice, Environment and Natural Resources Division.

44. Danielle A. Panizzi Esq., Associate

Rutgers University, 2015 (Magna Cum Laude)
Rutgers School of Law- Newark, 2018
Member of the New Jersey Bar

Danielle Panizzi focuses her practice in the areas of education and special education law. Prior to joining the firm, Ms. Panizzi served as a judicial law clerk at the Office of Administrative Law of New Jersey. She is a 2018 graduate of Rutgers University School of Law- Newark, where she served as Articles and Submissions Editor for The Women's Rights Law Reporter. While in law school, Ms. Panizzi participated in the Office of the Senior Vice President and General Counsel Internship Program at Rutgers University, where she addressed legal issues arising out of the activities of Rutgers University and its schools and units. Ms. Panizzi has received numerous awards, including the National Association of Women Lawyers Award and The Harriet Goldberg Scholarship, awarded to students passionate about education law.

Ms. Panizzi is a member of the New Jersey Bar Association and the School Law Committee of the New Jersey State Bar.

45. Mark A. Nehme, Associate

Rutgers University, 2015
Seton Hall School of Law, 2018
Member of the New Jersey and New York Bars; United States District Court, District of New Jersey

Mr. Nehme practices in the areas of labor/employment and local government law. He received his Juris Doctorate from Seton Hall School of Law, where he served as a Senior Editor of the Seton Hall Law Review. Prior to joining the firm, Mr. Nehme gained experience in civil litigation practice. While in law school, Mr. Nehme also participated in the Civil Litigation Clinic, advocating on behalf clients facing foreclosure and eviction actions.

46. Anthony G. LoBrace, Associate

Union College, 2016 *magna cum laude*
Rutgers School of Law – Newark, 2019
Member of the New Jersey Bar

Anthony G. LoBrace is an Associate with the firm. He focuses his practice in the areas of education law, government/public entity law, and tax appeals. Before joining Cleary Jacobbe Alfieri Jacobs, Mr. LoBrace served as judicial law clerk to the Honorable Louis S. Sceusi, J.S.C., in both the Morris County Civil Division and the Sussex County Criminal Division. Mr. LoBrace is a graduate of Rutgers School of Law – Newark, where he served on the executive board of the Rutgers Law Review as Senior Articles Editor. During his time at Rutgers, Mr. LoBrace interned with the United States Attorney's Office for the

District of New Jersey and a boutique general litigation law firm, in addition to volunteering as a teaching associate for the Legal Analysis, Writing, and Research Skills course offered to first-year students.

47. Richard M. Grace, Associate

Manhattan College, 2016
University of Massachusetts School of Law, 2021
Member of the New Jersey Bar

Mr. Grace focuses his practice primarily in the area of Employment law representing management, and assists in the representation of plaintiffs in Medical Malpractice, Personal Injury, and Automobile Accidents. He received his Juris Doctorate from the University of Massachusetts School of Law, where he participated in the Immigration Clinic as a certified student practitioner pursuant Massachusetts' Supreme Judicial Court R. 3:03. This clinic provided practical experience and the opportunity to advocate on behalf of clients in various situations within immigration practice.

48. Mark A. Lamartina, Associate

Rutgers University, 2015
Rutgers University School of Law, 2018
Member of the New Jersey Bar

Mr. Lamartina is an Associate with the firm. He focuses his practice on real estate, land use, guardianship proceedings, and litigation. Before joining Cleary Giacobbe Alfieri Jacobs, Mr. Lamartina served as judicial law clerk to the Honorable Katie A. Gummer, J.S.C., Superior Court of New Jersey, Monmouth County.

REPRESENTATIVE CLIENTS LIST

Below is a representative list of our current municipal clients:

Borough of Atlantic Highlands	City of Hackensack
Borough of Beach Haven	City of Jersey City
Borough of Bernardsville	City of Linden
Borough of Demarest	City of Newark
Borough of Fair Haven	City of Passaic
Borough of Fair Lawn	City of Summit
Borough of Fort Lee	City of Union City
Borough of Franklin	Town of West New York
Borough of Frenchtown	Township of Alexandria
Borough of Garwood	Township of Andover
Borough of Glen Rock	Township of Barnegat
Borough of Helmetta	Township of Boonton
Borough of Hillsdale	Township of Bridgewater
Borough of Lakehurst	Township of Cedar Grove
Borough of Leonia	Township of Colts Neck
Borough of Little Silver	Township of Denville
Borough of Lyndhurst	Township of East Brunswick
Borough of Madison	Township of Edison
Borough of Mendham	Township of Fairfield
Borough of Milford	Township of Fairfield Public Library
Borough of Mountain Lakes	Township of Harding
Borough of Neptune City	Township of Hazlet
Borough of Oakland	Township of Holmdel
Borough of Oakland Public Library	Township of Howell
Borough of Paramus	Township of Jefferson
Borough of Palisades Park	Township of Lakewood
Borough of Peapack and Gladstone	Township of Mahwah
Borough of Ridgefield	Township of Marlboro
Borough of River Edge	Township of Millburn
Borough of Rockaway	Township of Montville
Borough of Rockaway	Township of Mount Olive
Borough of Rutherford	Township of North Bergen
Borough of Sea Bright	Township of Old Bridge
Borough of Seaside Park	Township of Piscataway
Borough of Ship Bottom	Township of Saddle Brook
Borough of Shrewsbury	Township of Sayreville
Borough of South Bound Brook	Township of South Hackensack
Borough of Spotswood	Township of Stafford
Borough of Spring Lake	Township of Union
Borough of Tenafly	Township of Upper Freehold
Borough of Wanaque	Township of Vernon
Borough of Wood-Ridge	Township of Wall
City of Atlantic City	

REFERENCES

Mr. John Bonanni, County Administrator
County of Morris
P.O. Box 900
Morristown, New Jersey 07963
Phone (973) 285-6040
JBonanni@co.morris.nj.us

Terri O'Conner, County Administrator
County of Monmouth
Hall of Records, Freehold, NJ 07728
Phone (732) 431-7384
teri.oconnor@co.monmouth.nj.us

Mr. Neal Bellet, Business Administrator
Township of Wayne
475 Valley Road
Wayne, New Jersey 07470
Phone (973) 694-1800 X 3204
belletn@waynetownship.com

Mr. Raymond Codey, Borough Administrator
Borough of Madison
205 Madison Avenue – Room 212
Madison, New Jersey 07940
Phone (973) 593-3038
codeyr@rosenet.org

Mr. Michael F. Rogers, City Administrator
City of Summit
512 Springfield Avenue
Summit, New Jersey 07901
Phone (908) 522-3600
mrogers@cityofsummit.org

FEE PROPOSAL

A. Hourly Rate:

The following rates apply for services provided as **Special Counsel:**

<u>Attorneys</u>	<u>Per Hour</u>
All Attorneys	<u>\$175.00</u>
Paralegals	<u>\$ 90.00</u>

B. Reimbursable costs and expenses:

In addition to legal fees, we charge the following costs and expenses:

Experts' fees, court costs, accountants' fees, appraisers' fees, deposition costs, Lawyers Courier Service, Federal Express Overnight Courier Service, photocopying charges (\$.20 per copy), postage, interpreter/translators' fee (prevailing market rates).

Sign: 

Print: Matthew J. Giacobbe

Date: January 28, 2022

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY
DIVISION OF REVENUE
PO BOX 262
TRENTON, NJ 08646-0262

TAXPAYER NAME:

CLEARY GIACOBBE ALFIERI & JACOBS LLC

TRADE NAME:

ADDRESS:

955 STATE HWY 34 STE 200
MATAWAN NJ 07747-3106

EFFECTIVE DATE:

11/03/10

SEQUENCE NUMBER:

1596238

ISSUANCE DATE:

09/20/17

James J. Quinonez

Director
New Jersey Division of Revenue

FORM-BRC

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

074-081-02058-651

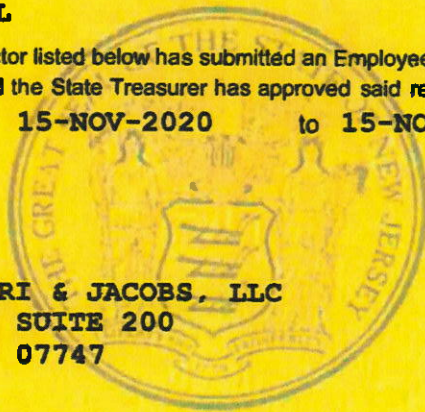
Certification 45751

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-NOV-2020** to **15-NOV-2023**

CLEARY GIACOBBE ALFIERI & JACOBS, LLC
955 STATE HIGHWAY 34, SUITE 200
MATAWAN NJ 07747



Ford M. Scudder

FORD M. SCUDDER
State Treasurer