

**CONTRACT BETWEEN
COUNTY OF GLOUCESTER
AND
LEWIS Z. SCHLOSSER, PHD, ABPP
of The Institute for Forensic Psychology**

THIS CONTRACT is made effective the 25th day of **February, 2022**, by and between the **COUNTY OF GLOUCESTER**, a body politic and corporate, with administrative offices at 2 South Broad Street, Woodbury, NJ 08096, hereinafter referred to as "**County**", and **LEWIS Z. SCHLOSSER, PHD, ABPP**, with offices located at 5 Fir Court, Suite 2, Oakland, NJ 07436, hereinafter referred to as "**Contractor**".

RECITALS

WHEREAS, the County has a need to obtain the services of a qualified medical professional to conduct pre-employment psychological evaluations of prospective law enforcement personnel, and fit-for-duty evaluations of current law enforcement personnel of the County Prosecutor's Office; and

WHEREAS, the Contractor represents that it is qualified to perform said services and desires to perform pursuant to the terms and provisions of this Contract.

NOW THEREFORE, in consideration of the mutual promises, agreements and other considerations made by and between the parties, the County and the Contractor do hereby agree as follows:

TERMS OF AGREEMENT

1. **TERM**. This Contract shall be effective for a term of one (1) year, from February 25, 2022 to February 24, 2023.

2. **COMPENSATION**. The Contractor shall be compensated for units of service at rates set forth in Attachment A-Fees for Principal IFP Psychological Services attached hereto and incorporated herein, for a total amount not to exceed \$5,000.00 for the term of this Contract. It is further agreed and stipulated by Contractor that the fees set forth in Attachment A shall remain in effect for the duration of this Contract.

The Contractor shall be paid in accordance with this Contract document upon receipt of an invoice and a properly executed voucher. After approval by the County, the payment voucher shall be placed in line for prompt payment.

Each invoice shall contain an itemized, detailed description of all work performed during the billing period. Failure to provide sufficient specificity shall be cause for rejection of the invoice until the necessary details are provided.

It is also agreed and understood that the acceptance of the final payment by the Contractor shall be considered a release in full of all claims against the County arising out of, or by reason

of, the work done and materials furnished under this Contract.

3. **DUTIES OF THE CONTRACTOR.** The specific duties of the Contractor shall be for provision of psychological services, particularly pre-employment psychological evaluations of prospective law enforcement personnel and fit-for-duty evaluations of current law enforcement personnel of the County Prosecutor's Office, on an as-needed basis, and as per Contractor's "Fees for Principal IFP Psychological Services" identified as per Attachment A.

The Contractor agrees that it has or will comply with, and where applicable shall continue throughout the period of this contract to comply with, all of the requirements of the bid documents and/or in the request for proposals, if any, as the case may be.

4. **FURTHER OBLIGATIONS OF THE PARTIES.** During the performance of this Contract, the Contractor agrees as follows:

a. The Contractor will not discriminate against any employee or applicant for employment, and will ensure that equal employment opportunity is afforded to all applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality, sex, veteran status or military service. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

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

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

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

e. The Contractor agrees to make good faith efforts to meet targeted County employment goals established in accordance with N.J.A.C. 17:27-5.2.

5. **LICENSING AND PERMITTING.** If the Contractor or any of its agents is required to maintain a license, or to maintain in force and effect any permits issued by any governmental or quasi-governmental entity in order to perform the services which are the subject of this Contract, then prior to the effective date of this Contract, and as a condition precedent to its taking effect,

the Contractor shall provide to the County a copy of its current license and permits required to operate in the State of New Jersey, which license and permits shall be in good standing and shall not be subject to any current action to revoke or suspend, and shall remain so throughout the term of this Contract.

The Contractor shall notify the County immediately in the event of suspension, revocation or any change in status (or in the event of the initiation of any action to accomplish such suspension, revocation and/or change in status) of license or certification held by the Contractor or its agents.

6. TERMINATION. This Contract may be terminated as follows:

a. Pursuant to the termination provisions set forth in County Bid Specifications or Requests for Proposal, if any, as the case may be, which are specifically referred to and incorporated herein by reference.

b. If the Contractor is required to be licensed in order to perform the services which are the subject of this Contract, then this Contract may be terminated by the County in the event that the appropriate governmental entity with jurisdiction has instituted an action to have the Contractor's license suspended, or in the event that such entity has revoked or suspended said license. Notice of termination pursuant to this subparagraph shall be effective immediately upon the giving of said notice.

c. If, through any cause, the Contractor shall fail to fulfill in timely and proper manner his obligations under this Contract, or if the Contractor shall violate any of the covenants, agreements, or stipulations of this Contract, the County shall thereupon have the right to terminate this Contract by giving written notice to the Contractor of such termination and specifying the effective date thereof. In such event, all finished or unfinished documents, data, studies, and reports prepared by the Contractor under this Contract, shall be forthwith delivered to the County.

d. The County may terminate this Contract for public convenience at any time by a notice in writing from the County to the Contractor. If the Contract is terminated by the County as provided herein, the Contractor will be paid for the services rendered to the time of termination.

e. Notwithstanding the above, the Contractor shall not be relieved of liability to the County for damages sustained by the County by virtue of any breach of the Contract by the Contractor, and the County may withhold any payments to the Contractor for the purpose of set off until such time as the exact amount of damages due the County from the Contractor is determined.

f. Termination shall not affect the validity of the indemnification provisions of this Contract, nor prevent the County from pursuing any other relief or damages to which it may be entitled, either at law or in equity.

7. PROPERTY OF THE COUNTY. All materials developed, prepared, completed, or acquired by the Contractor during the performance of the services specified by this Contract,

including, but not limited to, all finished or unfinished documents, data, studies, surveys, drawings, maps, models, photographs, and reports, shall become the property of the County, except as may otherwise be stipulated in a written statement by the County.

8. **NO ASSIGNMENT OR SUBCONTRACT.** This Contract may not be assigned nor subcontracted by the Contractor, except as otherwise agreed in writing by both parties. Any attempted assignment or subcontract without such written consent shall be void with respect to the County and no obligation on the County's part to the assignee shall arise, unless the County shall elect to accept and to consent to such assignment or subcontract.

9. **INDEMNIFICATION.** The Contractor shall be responsible for, shall keep, save and hold the County harmless from, shall indemnify and shall defend the County against any claim, loss, liability, expense (specifically including but not limited to costs, counsel fees and/or experts' fees), or damage resulting from all mental or physical injuries or disabilities, including death, to employees or recipients of the Contractor's services or to any other persons, or from any damage to any property sustained in connection with this contract which results from any acts or omissions, including negligence or malpractice, of any of its officers, directors, employees, agents, servants or independent contractors, or from the Contractor's failure to provide for the safety and protection of its employees, or from the Contractor's performance or failure to perform pursuant to the terms and provisions of this Contract. The Contractor's liability under this agreement shall continue after the termination of this Agreement with respect to any liability, loss, expense or damage resulting from acts occurring prior to termination.

10. **INSURANCE.** The Contractor shall, if applicable to the services to be provided, maintain general liability, automobile liability, business operations, builder's insurance, and Workers' Compensation insurance in amounts, for the coverages, and with companies deemed satisfactory by the County, and which shall be in compliance with any applicable requirements of the State of New Jersey. The Contractor shall, simultaneously with the execution of this Contract, deliver certifications of said insurance to the County, naming the County as an additional insured.

If the Contractor is a member of a profession that is subject to suit for professional malpractice, then the Contractor shall maintain and continue in full force and effect an insurance policy for professional liability/malpractice with limits of liability acceptable to the County. The Contractor shall, simultaneously with the execution of this Contract, and as a condition precedent to its taking effect, provide to the County a copy of a certificate of insurance, verifying that said insurance is and will be in effect during the term of this Contract. The County shall review the certificate for sufficiency and compliance with this paragraph, and approval of said certificate and policy shall be necessary prior to this Contract taking effect. The Contractor also hereby agrees to continue said policy in force and effect for the period of the applicable statute of limitations following the termination of this Contract and shall provide the County with copies of certificates of insurance as the certificates may be renewed during that period of time.

11. **SET-OFF.** Should the Contractor either refuse or neglect to perform the service that the Contractor is required to perform in accordance with the terms of this Contract, and if expense is incurred by the County by reason of the Contractor's failure to perform, then and in that event, such expense shall be deducted from any payment due to the Contractor. Exercise of such set-off shall not operate to prevent the County from pursuing any other remedy to which it may be

entitled.

12. **PREVENTION OF PERFORMANCE BY THE COUNTY.** In the event that the County is prevented from performing this Contract by circumstances beyond its control, then any obligations owing by the County to the Contractor shall be suspended without liability for the period during which the County is so prevented.

13. **METHODS OF WORK.** The Contractor agrees that in performing its work, it shall employ such methods or means as will not cause any interruption or interference with the operations of the County or infringe on the rights of the public.

14. **NONWAIVER.** The failure by the County to enforce any particular provision of this Contract, or to act upon a breach of this Contract by the Contractor, shall not operate as or be construed as a waiver of any subsequent breach, nor a bar to any subsequent enforcement.

15. **PARTIAL INVALIDITY.** In the event that any provision of this Contract shall be or become invalid under any law or applicable regulation, such invalidity shall not affect the validity or enforceability of any other provision of this Contract.

16. **CHANGES.** This Contract may be modified by approved change orders, consistent with applicable laws, rules and regulations. The County, without invalidating this Contract, may order changes consisting of additions, deletions, and/or modifications, and the contract sum shall be adjusted accordingly. This Contract and the contract terms may be changed only by change order. The cost or credit to the County from change in this Contract shall be determined by mutual agreement before executing the change involved.

17. **NOTICES.** Notices required by this Contract shall be effective upon mailing of notice by regular and certified mail to the addresses set forth above, or by personal service, or if such notice cannot be delivered or personally served, then by any procedure for notice pursuant to the Rules of Court of the State of New Jersey.

18. **GOVERNING LAW, JURISDICTION AND VENUE.** This agreement and all questions relating to its validity, interpretation, performance or enforcement shall be governed by and construed in accordance with the laws of the State of New Jersey. The parties each irrevocably agree that any dispute arising under, relating to, or in connection with, directly or indirectly, this agreement or related to any matter which is the subject of or incidental to this agreement (whether or not such claim is based upon breach of contract or tort) shall be subject to the exclusive jurisdiction and venue of the state and/or federal courts located in Gloucester County, New Jersey or the United States District Court, District of New Jersey, Camden, New Jersey. This provision is intended to be a "mandatory" forum selection clause and governed by and interpreted consistent with New Jersey law and each waives any objection based on forum non conveniens.

19. **INDEPENDENT CONTRACTOR STATUS.** The parties acknowledge that the Contractor is an independent contractor and is not an agent of the County.

20. **CONFLICT OF INTEREST.** The Contractor covenants that it presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or

degree with the performance of services pursuant to this Contract. The Contractor further covenants that in the performance of this Contract, no person having any such interest shall be employed.

21. **CONFIDENTIALITY.** The Contractor agrees not to divulge or release any information, reports, or recommendations developed or obtained in connection with the performance of this Contract, during the term of this Contract, except to authorized County personnel or upon prior approval of the County.

22. **BINDING EFFECT.** This Contract shall be binding on the undersigned and their successors and assigns.

23. **CONTRACT PARTS.** This Contract consists of this Contract document and Attachment A. Should there be a conflict between either document, then this Contract will control.

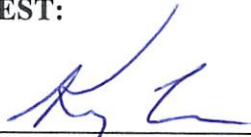
THIS CONTRACT is made effective the 25th day of **February, 2022.**

IN WITNESS WHEREOF, signatory authority is established:

(i) for the County, pursuant to N.J.S.A. 40A:11-3(a), and per requisite Resolution adopted by the Gloucester County Board of Chosen Freeholders on January 23, 2019, authorizing instruments with specific parameters to be executed by the Chief Financial Officer and attested to by the Qualified Purchasing Agent; and

(ii) for the Contractor, by having caused this instrument to be signed and witnessed by its authorized representatives.

ATTEST:



KIMBERLY LARTER,
QUALIFIED PURCHASING AGENT

COUNTY OF GLOUCESTER



TRACEY N. GIORDANO, CFO

ATTEST:



Olivia McCullough MA
Executive Associate

The Institute for Forensic Psychology



By: LEWIS Z. SCHLOSSER
Title: PHD, ABPP

ATTACHMENT A

FEES FOR PRINCIPAL IFP PSYCHOLOGICAL SERVICES

(Effective January 1, 2022 through January 1, 2023)

For further information, please contact IFP at (201) 337-4996

RECRUIT SCREENINGS

SWORN POLICE, PAID FIRE, CORRECTIONS, & DETECTIVE CANDIDATES	\$525.00
SLEO III CANDIDATES	\$450.00
SLEO II (WEAPONS CARRYING), & HUMANE LEO CANDIDATES	\$475.00
SLEO I, EMT, JUVENILE DETENTION OFFICER, HOSPITAL SECURITY, DISPATCHER, & VOLUNTEER F/F CANDIDATES	\$425.00
MODIFIED CANDIDATES (UPDATE EVALUATION OF A CANDIDATE SEEN FOR SAME OR SIMILAR POSITION WITHIN THE PRIOR 12 MONTHS)	\$275.00
CUSTOMS & BORDER PATROL, FBI, & OTHER FEDERAL CANDIDATES	\$1,500.00

PROMOTIONAL EVALUATIONS

WITH RANKINGS OF CANDIDATES IF DESIRED

Corporal/Sergeant = \$600.00 Lieutenant, Captain, Deputy Chief = \$900.00 Chief = \$1,300.00

FITNESS FOR DUTY / GUN PERMIT EVALUATIONS

EVALUATION OF A SERVING OFFICER / EMPLOYEE / STUDENT REFERRED BY A GOVERNMENT OR PRIVATE AGENCY FOR CONSULTATION PURPOSES. NOT FOR LITIGATION PURPOSES.	\$2,250.00
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A CHARGE OF **\$500.00** WILL BE MADE TO THE JURISDICTION IN THE CASE OF AN 'NO-SHOW,' OR A PERSON WHO APPEARS BUT THEN REFUSES TO COOPERATE WITH THE EXAMINATION.

FITNESS FOR DUTY RE-EVALUATIONS

FOLLOW-UP ASSESSMENT AFTER AN EMPLOYEE HAS COMPLETED A COURSE OF TREATMENT	\$1,250.00
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<u>CRITICAL INCIDENT DEBRIEFINGS & REPORTS</u>	\$425.00 per officer
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<u>SWAT, CANINE, & OTHER SPECIAL TEAMS SCREENINGS</u>	\$425.00
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IME / FORENSIC EVALUATIONS

ATTORNEY REFERRED EVALUATION FOR LITIGATION PURPOSES	\$375.00 per hour
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<u>TESTIMONY, HEARINGS, DEPOSITIONS, LETTERS OF OPINION, RESPONSES TO SUBPOENAS, & OTHER CONSULTING SERVICES</u>	\$375.00 per hour
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WELLNESS PROGRAM

ANNUAL PSYCHOEDUCATIONAL MEETING WITH PSYCHOLOGIST	\$200.00 per officer
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FOR TRAINING OR OTHER SPECIALIZED CONSULTATION PLEASE CALL (201) 337-4996,
FAX: (201) 337-8378 or visit us on the web at www.ifp-testing.com