

TOWNSHIP OF WEST CALDWELL



REQUEST FOR PROPOSALS
PROFESIONAL SERVICES

BROKER OF RECORD
EMPLOYEE HEALTH AND DENTAL BENEFITS

The Township of West Caldwell, a Municipal Corporation having in the County of Essex and the State of New Jersey, having its offices at 30 Clinton Road, West Caldwell, New Jersey, through a fair and open process in accordance with N.J.S.A. 19:44A-20.5 et seq., is soliciting proposals from insurance brokers for the appointment and position of Broker of Record – Health and Dental Benefits for the calendar year 2025.

Submission Deadline: Thursday, December 5, 2024 at 11:00 a.m.

Number of Qualification Statements to be sent: One (1) original, hard copy (clearly marked as “original”) and one (1) complete copy, as a PDF on a CD/DVD.

Address all Qualification Statements to:

Nikole H. Baltycki, Township Administrator
Township of West Caldwell
30 Clinton Road
West Caldwell, New Jersey 07006

Proposals must be returned in a sealed envelope bearing the name and address of the proposer written on the face of the envelope and clearly marked “RFP for Broker of Record - Attn: Nikole H. Baltycki.”

Proposals may be hand delivered or mailed. In the case of mailed qualifications, the Township assumes no responsibility for Proposals received after the above-stated designated date and time. Proposals received after the designated date and time for receipt will not be accepted and will be returned unopened. Proposals will not be accepted by facsimile or e-mail.

Each Proposal and all required forms must be signed by a person authorized to do so. Proposals must cover all information requested in this RFP. Responses which in the judgment of the Township fail to meet the requirements of the RFP or which are in any way conditional, incomplete, obscure, contain additions or deletions from requested information, or contain errors may be rejected. All communications concerning this RFP or the RFP process shall be directed, in writing, to Administrator Baltycki. The Administrator’s decision shall be final and conclusive.

During the period provided for the preparation of responses to this RFP, the Township may issue addenda or answers to written inquiries. Addenda will be noticed by the Township and will constitute part of the RFP. All responses shall be prepared with full consideration of any addenda issued. Proposer must complete and submit the Acknowledgement of Receipt of Addenda Form attached at Exhibit A.

The Township shall not be responsible for any expenditure of monies or other expenses incurred by the proposer in making its proposal.

This RFP is not intended to be an offer, order or contract and should not be recognized as such, nor shall any obligation or liability be imposed on the Township by issuance of this RFP.

The Township, in its sole discretion, reserves the right to reject any or all qualifications and to waive any and all irregularities as is in the best interest of the Township. A final award shall be made by Resolution adopted by a majority of the Mayor and Council based upon the proposal made to the Township that has been determined to be **the most advantageous to the Township, all factors considered**. The Mayor and Council reserve the right to negotiate the terms and conditions with any qualified proposer before making its determination and appointment.

DETAILED REQUIREMENTS OF THE REQUEST FOR PROPOSAL FOR BROKER OF RECORD FOR EMPLOYEE HEALTH AND DENTAL BENEFITS

SCOPE OF SERVICES:

Any persons or firms interesting in providing professional services to the Township of West Caldwell (“Township”) as defined in the New Jersey Statutes, N.J.S.A. 40A:11-2(6).

1. Purpose

The Township of West Caldwell is soliciting proposals from licensed insurance producers in New Jersey to perform insurance brokerage services and to represent the Township as Broker of Record for the Township’s Employee Health and Dental benefits. The Broker of Record shall demonstrate prior experience in the brokerage of public employee insurance.

2. Duties and Responsibilities

The Broker of Record (hereinafter the “Broker”) shall:

a. Procure Health and Dental Insurance Coverage

The Broker will be responsible for analyzing and recommending any and all health and dental insurance coverage for the Township of West Caldwell. The Broker of Record, when requested, is to market and provide competitive proposals for Township review, evaluation and consideration.

The Broker is to review present policies and plans for accuracy, compliance and financial prudence and make any recommendations to the Township.

The Broker is to identify all issues and exposures as it pertains to health and dental benefits and to inform the Township of the latest developments affecting the insurance.

The Broker is to provide any recommendations upon completion of reviews that would be a cost benefit savings to the Township will be in compliance with the Collective Bargaining Contract.

The Broker is to provide assistance to the Township in the budget planning process, including the evaluation and impact of rate changes to health and dental benefits costs. Broker should be able to provide the Township with reasons projected renewal figures during the budget process.

b. Familiarize with Township Collective Bargaining Agreements

The Broker is required to familiarize himself with the present health insurance and dental insurance coverages and present Collective Bargaining Agreements of the Township to allow for comprehensive comparison and analysis of submitted proposals as to ensure equal or better coverage to the existing plan.

c. Monitor Federal and State Law and Code

The Broker is required to be knowledgeable of all Federal and State law and code as it pertains to health and dental benefits coverage to provide the latest updates to the Township, especially to the Township Administrator and Human Resources Coordinator. The Broker is to provide all assistance in implementing any or all Federal and State law and code as it pertains to health and dental benefits.

c. Liaison and Intermediary for Township

The Broker will serve as a liaison and intermediary with all insurance carriers or Third Party Administrators, on the Township's behalf in resolving any or all concerns, complaints or disputes with health and dental insurance coverages.

d. Broker Availability

The Broker of Record and/or their professional staff shall be available to Township officials during working hours for telecommunications and/or electronic communication support.

e. Broker Assistance to District Retirees

When requested by the Township, the Broker shall provide to the Township any guidance as it pertains to health benefit plans to Township retirees.

3. Minimum Qualifications: Proposers for the position of Broker of Record must meet the following minimum qualifications:

- a. The Broker must maintain its principal business office within the State of New Jersey.
- b. The Broker shall be able to designate a dedicated account manager to handle services required by the Township.
- c. Must have five (5) years' experience as a Broker of Record for a public agency
- d. Must be responsive to telephone calls and inquiries.
- e. The Broker must be actively licensed as a New Jersey insurance Broker for a minimum of ten (10) years.

PROPOSER’S RESPONSIBILITY IN RESPONDING TO TOWNSHIP’S REQUEST FOR PROPOSALS FOR PROFESSIONAL SERVICES

In response to this RFP each proposer shall provide at a minimum the following information:

1. Qualification Information:

- a. Name, mailing address, name of primary contact, telephone number, fax number and email address.
- b. A description of qualifications/experience, with a minimum of five (5) years’ experience of serving as a Broker of Record for a public entity.
- c. A narrative statement (no more than 1 page) of the Proposer’s understanding of the Township’s needs.
- d. Identify other employees who will be assigned to service the account of the Township of West Caldwell. Highlight their education, professional credentials and work performance on projects similar to that described in the RFP. Resumes may be included.
- e. Describe your experience and relationship with the Township of West Caldwell’s existing health (Health Insurance Fund), prescriptions (Benecard) and dental (Delta Dental) third party administrators and program carriers.
- f. Provide three (3) current Public Employer client references in New Jersey.
- g. Schedule of all fees
 - a. Broker shall submit a fee schedule for the period of January 1, 2025 to December 31, 2025. This schedule shall detail all fees to be charged to the Township for health and dental benefits.
 - b. Broker shall also submit a fee schedule for a two-year (2025-2026) and three-year (2025-2027). This schedule shall detail all fees to be charged to the Township of health and dental benefits.

2. Insurance. The proposer, as a member of a profession that is subject to suit for professional malpractice, shall provide documentation that insurance for professional liability/malpractice coverage with limits as to liability that will be in place to protect the Township of West Caldwell. If appointed, the proposer shall furnish a certificate of insurance naming the Township of West Caldwell as an additional insured under such policies.

3. Law Against Discrimination and Affirmative Action. The proposer shall file a statement as to compliance with N.J.S.A. 10:5-31 et seq. (Law against Discrimination) and N.J.A.C.17:27 (Affirmative Action).

4. Proof of Business Registration Certificate. Proposer must furnish a copy of their New Jersey Business Registration Certificate prior to award of contract as required by N.J.S.A. 52:32-44.

5. Shareholder Disclosure Form. Proposer must complete and submit the Shareholder Disclosure Form attached hereto as Exhibit B.

6. Affirmative Action. In accordance with the laws of the State of New Jersey, all contracting entities must comply with the requirements of N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 et seq. Proposer is required to submit an Affirmative Action Statement together with evidence of compliance. Appendix A contains mandatory Affirmative Action Language which shall appear in any contract with the Township, and which lists in

subparagraph (j) thereof the acceptable documents that may be submitted to evidence compliance. Proposer must complete and submit the Affirmative Action Compliance Notice attached hereto as Exhibit C.

7. **Affidavit of Non-Collusion.** Proposer shall properly execute and submit the Affidavit of Non-Collusion attached hereto as Exhibit D.
8. **Pay to Play.** The successful proposer is advised of the responsibility to file an annual disclosure statement on political contributions with the New Jersey Election Law Enforcement Commission pursuant to N.J.S.A. 19:44A-20.13 (P.L. 2005, c.271, s.3) if the successful proposer receives contracts in excess of \$50,000 from public entities in a calendar year. It is the successful proposer's responsibility to determine if filing is necessary. See Exhibit E.
9. **Americans with Disabilities Act of 1990.** Discrimination on the basis of disability in contracting for the purchase of goods and services is prohibited. Proposers are required to read Americans with Disabilities language attached to this RFP at Exhibit F and agree that the provisions of Title II of the Act are made a part of the contract. The successful Proposer will be obligated to comply with the Act and to hold the owner harmless.
10. **Protected Information.** By submission of the proposal, the proposer certifies that the service to be furnished will not infringe upon any valid patent, trademark or copyright and the successful proposer shall, at its expense, defend any and all actions or suits charging such infringement, and will save the Township harmless in any case of any such infringement.
11. **Signature Page.** Proposer shall complete and submit the signatory page attached as Exhibit G, which shall be signed by an authorized representative of the Proposer and evidence the Proposer's acceptance of the terms and conditions of this RFP.
12. **RFP Document Checklist.** Proposer must complete and submit the RFP Document Checklist attached hereto as Exhibit H.
13. The applicant/proposer shall submit **one (1) original, hard copy (clearly marked as "original") and one (1) complete copy, as a PDF on a CD/DVD.**

BASIS FOR AWARD CONTRACT/AGREEMENT FOR PROFESSIONAL SERVICES

The Township shall award all professional service contracts or agreements based on qualification, merit, and cost competitiveness. Selection criteria will include:

1. Qualifications of the individual or firm who will perform the service or activity.
2. Ability to perform the service or activity in a timely fashion, including staffing and the staff's familiarity of the service.
3. Cost competitiveness.
4. Experience and references.
5. Other factors the Mayor & Council deem to be in the best interest of the Township of West Caldwell and its taxpayers.

A final award shall be made by Resolution adopted by a majority of the Mayor and Council based upon the proposal made to the Township that has been determined to be **the most advantageous to the Township, all factors considered**. The Township further reserves the right to conduct an interview or interviews with the prospective Professional to discuss the scope of the professional services as outlined in the proposer's proposal. All awards are and shall be subject to the availability of funds.

Exhibit A

**TOWNSHIP OF WEST CALDWELL
ACKNOWLEDGMENT OF RECEIPT OF ADDENDA**

The undersigned proposer hereby acknowledges receipt of the following Addenda:

<u>Addendum Number</u> (Initial)	<u>Dated</u>	<u>Acknowledge Receipt</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

No addenda were received:

Acknowledged for: _____
(Name of Proposer)

By: _____
(Signature of Authorized Representative)

Name: _____
(Print or Type)

Title: _____

Date: _____

Exhibit B

**TOWNSHIP OF WEST CALDWELL
OWNERSHIP DISCLOSURE CERTIFICATION**

Name of Business _____

____ I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

____ I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

- Partnership
- Corporation
- Sole Proprietorship
- Limited Partnership
- Limited Liability Corporation
- Limited Liability Partnership
- Subchapter S Corporation

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders:

Name: _____
Home Address: _____

Name: _____
Home Address: _____

Name: _____
Home Address: _____

Name: _____
Home Address: _____

Name: _____
Home Address: _____

Name: _____
Home Address: _____

Subscribed and sworn before me this ____ day
of _____, 202__.

(Affiant)

(Notary Public)

(Print Name & Title of Affiant)

My Commission Expires _____

(Corporate Seal)

Appendix A

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

GOODS, PROFESSIONAL SERVICES AND GENERAL SERVICE CONTRACTS

Each contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Appropriate evidence that the contractor is operating under an existing Federally approved or sanctioned affirmative action program;

A certificate of employee information report approval, issued in accordance with N.J.A.C. 17:27-4;
or

An employee information report (Form AA302) provided by the Division and distributed to the public agency to be completed by the contractor, in accordance with N.J.A.C. 17:27-4.

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

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

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

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

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

The contractor or subcontractor agrees to make good faith efforts to afford equal employment opportunities to minority and women workers consistent with good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2, or good faith efforts to meet targeted county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

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

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

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor and its subcontractor shall furnish such reports or other documents to the Division of Public Contracts Equal Employment Opportunity Compliance as may be requested by the Division from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Public Contracts Equal Employment Opportunity Compliance for conducting a compliance investigation pursuant **to Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.**

Exhibit D

**TOWNSHIP OF WEST CALDWELL
NON-COLLUSION AFFIDAVIT**

State of New Jersey
County of _____

ss:

I, _____ residing in _____
(name of affiant) (name of municipality)

in the County of _____ and State of _____ of full age,
being duly sworn according to law on my oath depose and say that:

I am _____ of the firm of _____,
(title or position) (name of firm)

the Proposer making this Proposal for the RFP entitled _____, and that I
(title of RFP)

executed the said proposal with full authority to do so that said Proposer has not, directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above named project; and that all statements contained in said proposal and in this affidavit are true and correct, and made with full knowledge that the

_____ relies upon the truth of the statements contained in said Proposal
(name of contracting unit)

and in the statements contained in this affidavit in awarding the contract for the said project.

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

(company name)

Subscribed and sworn before me this ____ day

of _____, 202__.

(Affiant)

(Notary Public)

(Print Name & Title of Affiant)

My Commission Expires _____

(Corporate Seal)

Exhibit E

**TOWNSHIP OF WEST CALDWELL
DISCLOSURE OF CONTRIBUTIONS (Pay-to-Play)**

Starting in January 2007, all business entities are advised of their responsibility to file an annual disclosure statement of political contributions with the New Jersey Election Law Enforcement Commission (ELEC) pursuant to N.J.S.A. 19:44A-20.27 if they receive contracts in excess of \$50,000 from public entities in a calendar year. Business entities are responsible for determining if filing is necessary. Additional information on this requirement is available from ELEC at 888-313-3532 or at www.elec.state.nj.us.

Exhibit F

TOWNSHIP OF WEST CALDWELL AMERICANS WITH DISABILITIES ACT OF 1990 Equal Opportunity for Individuals with Disability

The contractor and the Township of West Caldwell, (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (*42 U.S.C. §11911 et seq.*), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the owner in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the contractor agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

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

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

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

Exhibit G

**TOWNSHIP OF WEST CALDWELL
SIGNATORY PAGE**

The undersigned, having examined this RFP and having full knowledge of the conditions under which the services described herein must be performed, hereby accepts the terms and conditions of this RFP.

NAME OF THE PROPOSER: _____

NAME OF AUTHORIZED SIGNATORY: _____

AUTHORIZED SIGNATORY SIGNATURE: _____

DATE: _____

CONTACT ADDRESS: _____

PHONE NUMBER: _____

E-MAIL ADDRESS: _____

Exhibit H

**TOWNSHIP OF WEST CALDWELL
DOCUMENT CHECKLIST**

Required	Submission Requirement	Initial each required entry and if required submit the item
<input checked="" type="checkbox"/>	Stockholder Disclosure Certification	
<input checked="" type="checkbox"/>	Affidavit of Non-Collusion	
<input checked="" type="checkbox"/>	New Jersey Business Registration Certificate	
<input checked="" type="checkbox"/>	Acknowledgment of Receipt of Addenda	
<input checked="" type="checkbox"/>	Evidence Demonstrating Proposer Meets Minimum Qualifications	
<input checked="" type="checkbox"/>	Affirmative Action Affidavit and Mandatory Affirmative Action Language	
<input checked="" type="checkbox"/>	Signatory Page	

*This form should be submitted with the proposal. It is provided for proposer's use in assuring compliance with all required documentation.