

**ITEMS REQUIRING BOCC APPROVAL  
(2 Items)**

**1. BACKGROUND SCREENING SERVICES -- DIVISION OF HUMAN RESOURCES**

**FUNDING -- DIVISION OF HUMAN RESOURCES**

(Request sent to 36 vendors)

RFP #17-0017 Contract

|                                                                                                                         | The McDowell Agency,<br>Inc.                       | CSS Inc.                             | National Screening<br>Bureau<br>dba National Screening<br>Bureau, LLC |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------|-----------------------------------------------------------------------|
| 1. Social Security Number (SSN), verification and validation.                                                           | \$35.00                                            | \$1.50                               | <b>\$19.00</b>                                                        |
| 2. Sex Offender Registry query.                                                                                         | Included w/ SSN search                             | \$1.00                               | <b>Included w/ SSN search</b>                                         |
| 3. Criminal Records, check for seven (7) years including nationwide and appropriate County, State, and Federal bureaus. | Included w/ SSN search                             | \$6.75 - County<br>\$3.75 - Federal  | <b>Included w/ SSN search</b>                                         |
| 4. Current Residence and, for criminal history, previous residences for up to seven (7) years prior.                    | Included w/ SSN search                             | Included w/ SSN search               | <b>Included w/ SSN search</b>                                         |
| 5. Driving Record, lifetime for criminal history and DUI charges and convictions, including out of state.               | \$10.00                                            | \$2.25                               | <b>\$5.50</b>                                                         |
| 6. Driving Record, for moving violations, up to seven (7) years history.                                                | Included w/ driving<br>record search               | Included w/ driving<br>record search | <b>Included w/ driving<br/>record search</b>                          |
| 7. Motor Vehicle License(s), validity of currently-held.                                                                | Included w/ driving<br>record search               | Included w/ driving<br>record search | <b>Included w/ driving<br/>record search</b>                          |
| 8. Credit Information, up to seven (7) years history.                                                                   | \$12.00<br>+<br>Onetime inspection fee<br>\$125.00 | \$7.00                               | <b>\$13.50</b>                                                        |
| 9. Education verification.                                                                                              | \$10.00                                            | \$8.00                               | <b>\$8.00</b>                                                         |
| Total                                                                                                                   | \$67.00<br>+<br>\$125.00                           | \$30.25                              | <b>\$46.00</b>                                                        |

**BOARD OF BIDS AND CONTRACTS AUGUST 17, 2017**

|                                                                                                                         |                                                                                      |                                     |                                     |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|
|                                                                                                                         | Pinkerton Consulting and Investigations dba Pinkerton                                | Nquire, Inc.                        | Summit Security Services, Inc.      |
| 1. Social Security Number (SSN), verification and validation.                                                           | N/A                                                                                  | N/A                                 | \$2.50                              |
| 2. Sex Offender Registry query.                                                                                         | N/A                                                                                  | \$3.95                              | \$3.50                              |
| 3. Criminal Records, check for seven (7) years including nationwide and appropriate County, State, and Federal bureaus. | \$6.00                                                                               | \$27.95                             | \$8.00 - County<br>\$5.00 - Federal |
| 4. Current Residence and, for criminal history, previous residences for up to seven (7) years prior.                    | Included w/ Criminal Records search                                                  | Included w/ Criminal Records search | Included w/ Criminal Records search |
| 5. Driving Record, lifetime for criminal history and DUI charges and convictions, including out of state.               | \$4.00                                                                               | \$8.95                              | \$3.00                              |
| 6. Driving Record, for moving violations, up to seven (7) years history.                                                | Included w/ driving record search                                                    | Included w/ driving record search   | Included w/ driving record search   |
| 7. Motor Vehicle License(s), validity of currently-held.                                                                | Included w/ driving record search                                                    | Included w/ driving record search   | Included w/ driving record search   |
| 8. Credit Information, up to seven (7) years history.                                                                   | N/A                                                                                  | \$8.95                              | \$12.00                             |
| 9. Education verification.                                                                                              | N/A                                                                                  | \$4.95                              | \$8.00                              |
| Total                                                                                                                   | \$10.00                                                                              | \$54.75                             | \$42.00                             |
|                                                                                                                         | First Choice Research and Investigations, Inc. dba First Choice Background Screening | Mind Your Business, Inc.            | HRRC Screening Solution, Inc.       |
| 1. Social Security Number (SSN), verification and validation.                                                           | \$45.50                                                                              | \$120.00                            | N/A                                 |
| 2. Sex Offender Registry query.                                                                                         | Included w/ SSN search                                                               | Included w/ SSN search              | N/A                                 |
| 3. Criminal Records, check for seven (7) years including nationwide and appropriate County, State, and Federal bureaus. | Included w/ SSN search                                                               | Included w/ SSN search              | \$8.95                              |
| 4. Current Residence and, for criminal history, previous residences for up to seven (7) years prior.                    | Included w/ SSN search                                                               | Included w/ SSN search              | N/A                                 |
| 5. Driving Record, lifetime for criminal history and DUI charges and convictions, including out of state.               | Included w/ SSN search                                                               | Included w/ SSN search              | \$8.95                              |
| 6. Driving Record, for moving violations, up to seven (7) years history.                                                | Included w/ SSN search                                                               | Included w/ SSN search              | Included w/ above driving record    |
| 7. Motor Vehicle License(s), validity of currently-held.                                                                | Included w/ SSN search                                                               | Included w/ SSN search              | Included w/ above driving record    |
| 8. Credit Information, up to seven (7) years history.                                                                   | Included w/ SSN search                                                               | Included w/ SSN search              | N/A                                 |
| 9. Education verification.                                                                                              | Included w/ SSN search                                                               | Included w/ SSN search              | N/A                                 |
| Total                                                                                                                   | \$45.50                                                                              | \$120.00                            | \$17.90                             |

**BOARD OF BIDS AND CONTRACTS AUGUST 17, 2017**

|                                                                                                                         | Western Reporting, Inc.            | Research USA LLC                                                          | Validity Screening Solutions*          |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------|---------------------------------------------------------------------------|----------------------------------------|
| 1. Social Security Number (SSN), verification and validation.                                                           | \$1.00                             | \$8.00                                                                    | \$27.00<br>+<br>\$95.00 software fee   |
| 2. Sex Offender Registry query.                                                                                         | Included w/ Criminal Records check | \$6.00                                                                    | \$3.00                                 |
| 3. Criminal Records, check for seven (7) years including nationwide and appropriate County, State, and Federal bureaus. | \$7.00                             | \$40.00 - County<br>\$25.00 - Federal                                     | Included w/ SSN search                 |
| 4. Current Residence and, for criminal history, previous residences for up to seven (7) years prior.                    | Included w/ Criminal Records check | Included w/ Criminal Records check                                        | Included w/ SSN search                 |
| 5. Driving Record, lifetime for criminal history and DUI charges and convictions, including out of state.               | \$4.00                             | \$45.00                                                                   | \$11.85                                |
| 6. Driving Record, for moving violations, up to seven (7) years history.                                                | Included w/ driving record search  | Included w/ driving record search                                         | Included w/ driving record search      |
| 7. Motor Vehicle License(s), validity of currently-held.                                                                | Included w/ driving record search  | Included w/ driving record search                                         | Included w/ driving record search      |
| 8. Credit Information, up to seven (7) years history.                                                                   | \$6.00                             | \$27.00                                                                   | \$8.00                                 |
| 9. Education verification.                                                                                              | \$15.00                            | \$30.00                                                                   | \$8.00                                 |
| Total                                                                                                                   | \$33.00                            | \$181.00                                                                  | \$57.85<br>+<br>\$95.00                |
|                                                                                                                         | Liberty Screening Services LTD     | CLS Enterprises of Lockport, Inc. dba CLS Background Investigations, Inc. | Cutting Edge Background Investigations |
| 1. Social Security Number (SSN), verification and validation.                                                           | \$3.00                             | \$44.00                                                                   | \$3.85                                 |
| 2. Sex Offender Registry query.                                                                                         | Included w/ Criminal Records check | Included w/ SSN search                                                    | N/A                                    |
| 3. Criminal Records, check for seven (7) years including nationwide and appropriate County, State, and Federal bureaus. | \$8.00                             | Included w/ SSN search                                                    | \$2.00                                 |
| 4. Current Residence and, for criminal history, previous residences for up to seven (7) years prior.                    | Included w/ Criminal Records check | Included w/ SSN search                                                    | \$5.35                                 |
| 5. Driving Record, lifetime for criminal history and DUI charges and convictions, including out of state.               | \$3.00                             | \$7.00                                                                    | \$12.00                                |
| 6. Driving Record, for moving violations, up to seven (7) years history.                                                | Included w/ driving record search  | Included w/ driving record search                                         | Included w/ driving record search      |
| 7. Motor Vehicle License(s), validity of currently-held.                                                                | Included w/ driving record search  | Included w/ driving record search                                         | Included w/ driving record search      |
| 8. Credit Information, up to seven (7) years history.                                                                   | \$14.00                            | \$8.00                                                                    | N/A                                    |
| 9. Education verification.                                                                                              | \$8.00                             | \$25.00                                                                   | N/A                                    |
| Total                                                                                                                   | \$36.00                            | \$84.00                                                                   | \$23.20                                |

**BOARD OF BIDS AND CONTRACTS AUGUST 17, 2017**

|                                                                                                                         | AccuSource, Inc.                     | Applicant Insight, Inc.             | Background Information Services, Inc. |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------------------------------|---------------------------------------|
| 1. Social Security Number (SSN), verification and validation.                                                           | \$2.50                               | \$1.75                              | \$12.00                               |
| 2. Sex Offender Registry query.                                                                                         | \$2.50                               | \$2.00                              | Included w/ SSN search                |
| 3. Criminal Records, check for seven (7) years including nationwide and appropriate County, State, and Federal bureaus. | \$8.00 - County<br>\$6.50 - Federal  | \$30.00                             | \$8.00                                |
| 4. Current Residence and, for criminal history, previous residences for up to seven (7) years prior.                    | \$16.00 - County<br>\$9.75 - Federal | \$1.75                              | \$9.50                                |
| 5. Driving Record, lifetime for criminal history and DUI charges and convictions, including out of state.               | \$10.75                              | \$1.50                              | \$3.00                                |
| 6. Driving Record, for moving violations, up to seven (7) years history.                                                | \$3.75                               | \$1.50                              | Included w/ driving record search     |
| 7. Motor Vehicle License(s), validity of currently-held.                                                                | \$3.75                               | \$1.50                              | Included w/ driving record search     |
| 8. Credit Information, up to seven (7) years history.                                                                   | \$7.00                               | \$3.50                              | \$12.00                               |
| 9. Education verification.                                                                                              | \$7.50                               | \$6.50                              | \$8.00                                |
| Total                                                                                                                   | \$78.00                              | \$50.00                             | \$52.50                               |
|                                                                                                                         | Pre-Employ.com                       | PeopleTrail                         | KGI Holdings LLC dba KGI              |
| 1. Social Security Number (SSN), verification and validation.                                                           | \$0.40                               | \$3.00                              | \$95.00                               |
| 2. Sex Offender Registry query.                                                                                         | \$1.95                               | Included w/ Criminal Records search | Included w/ SSN search                |
| 3. Criminal Records, check for seven (7) years including nationwide and appropriate County, State, and Federal bureaus. | \$6.45 - County<br>\$4.95 - Federal  | \$30.00                             | Included w/ SSN search                |
| 4. Current Residence and, for criminal history, previous residences for up to seven (7) years prior.                    | Included w/ Criminal Records search  | Included w/ Criminal Records search | Included w/ SSN search                |
| 5. Driving Record, lifetime for criminal history and DUI charges and convictions, including out of state.               | \$3.95                               | \$5.00                              | Included w/ SSN search                |
| 6. Driving Record, for moving violations, up to seven (7) years history.                                                | Included w/ driving record search    | Included w/ driving record search   | Included w/ SSN search                |
| 7. Motor Vehicle License(s), validity of currently-held.                                                                | Included w/ driving record search    | Included w/ driving record search   | Included w/ SSN search                |
| 8. Credit Information, up to seven (7) years history.                                                                   | \$8.25                               | \$12.00                             | Included w/ SSN search                |
| 9. Education verification.                                                                                              | \$7.95                               | \$12.00                             | Included w/ SSN search                |
| Total                                                                                                                   | \$33.90                              | \$62.00                             | \$95.00                               |

**BOARD OF BIDS AND CONTRACTS AUGUST 17, 2017**

|                                                                                                                         |                                     |             |
|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------|
|                                                                                                                         | Inquiries, Inc.                     |             |
| 1. Social Security Number (SSN), verification and validation.                                                           | \$2.25                              |             |
| 2. Sex Offender Registry query.                                                                                         | \$6.25                              |             |
| 3. Criminal Records, check for seven (7) years including nationwide and appropriate County, State, and Federal bureaus. | \$9.75 - County<br>\$7.75 - Federal |             |
| 4. Current Residence and, for criminal history, previous residences for up to seven (7) years prior.                    | Included w/ Criminal Records search |             |
| 5. Driving Record, lifetime for criminal history and DUI charges and convictions, including out of state.               | \$3.25                              |             |
| 6. Driving Record, for moving violations, up to seven (7) years history.                                                | Included w/ driving record search   |             |
| 7. Motor Vehicle License(s), validity of currently-held.                                                                | Included w/ driving record search   |             |
| 8. Credit Information, up to seven (7) years history.                                                                   | \$6.50                              |             |
| 9. Education verification.                                                                                              | \$9.25                              |             |
| Total                                                                                                                   | \$45.00                             |             |
| No Bids                                                                                                                 | Sentry Link                         | Clears Inc. |

On behalf of Division of Human Resources, recommend to **accept the proposal from National Screening Bureau dba National Screening Bureau, LLC (NATSB) and establish contract pricing for two (2) years, with three (3) one (1) year options to renew.**

A committee comprised of Adele Dunn and Lucas Wright - Human Resources, Mario Salinas - Corrections and, Kara Kingsley - Purchasing, reviewed and scored the responses based on criteria set forth in the RFP. NATSB, Pre-Employ.com, and Applicant Insight, Inc. were shortlisted and demos were given. The committee unanimously decided to recommend NATSB for award.

NATSB provides a web-based portal for HR to initiate the search package called SHARP. NATSB's SHARP system allows HR to customize the portal, each search and email. They also offer setup of automatic yearly searches, a user-friendly portal, applicant progress links, and a 800 number for applicants to call for assistance. NATSB is the county's current contractor that provides drug screening services and is located in Wichita.

The total number of background screenings (criminal and/or DMV) conducted by the county in 2016 through Human Resources for prospective employees was 853 for a total of \$8,740.08.

CSS Inc. was not considered due to integration requirements and possible integration costs for their platform software.

Summit Security Services, Inc. was not considered due to not providing descriptions of their searches, no specific turn-around times were given for reports and no quick invite feature.

Western Reporting, Inc. was not considered due to a poor and vague response, and offered no quick invite feature.

Pinkerton Consulting and Investigations dba Pinkerton was not considered due to having a lengthy implementation process and only provided part of the requested costs.

HRRC Screening Solution, Inc. and Cutting Edge Background Investigations were not considered due to not meeting the RFP criteria of having a minimum of ten (10) years experience in providing services similar to those specified in the RFP.

Liberty Screening Services LTD is our current vendor. They were not considered due to their manual entry process.

**BOARD OF BIDS AND CONTRACTS AUGUST 17, 2017**

**2. VOLUNTARY BENEFITS SERVICES -- DIVISION OF HUMAN RESOURCES**  
**FUNDING -- DIVISION OF HUMAN RESOURCES**

(Request sent to five vendors)

RFP #17-0031 Contract

|                         |                                                                      |                                                    |                                                  |                                                     |                                             |
|-------------------------|----------------------------------------------------------------------|----------------------------------------------------|--------------------------------------------------|-----------------------------------------------------|---------------------------------------------|
|                         | <b>American Family Life Assurance Company of Columbus dba Aflac</b>  | Liberty National Life Company dba Liberty National | Chubb Workplace Benefits, dba Workplace Benefits | Colonial Life & Accident Insurance Company          | Sun Life Financial                          |
| Accident Advantage      | <b>See page 1</b>                                                    | See page 6                                         | See page 7                                       | See page 10                                         | See page 15                                 |
| Critical Illness        | <b>See page 2</b>                                                    | See page 6                                         | See page 8 - 9                                   | See page 11                                         | See page 16                                 |
| Cancer Care             | <b>See page 3</b>                                                    | See page 6                                         | N/A                                              | N/A                                                 | N/A                                         |
| Hospital Advantage      | <b>See page 4</b>                                                    | N/A                                                | N/A                                              | See page 12 - 13                                    | N/A                                         |
| Short - Term Disability | <b>See page 5</b>                                                    | N/A                                                | N/A                                              | See page 14                                         | N/A                                         |
|                         | <b>UnitedHealth Group</b>                                            | Boston Mutual Life Insurance Company               | American Fidelity Assurance Company              | Standard Insurance Company dba The Standard         | The Lincoln National Life Insurance Company |
| Accident Advantage      | See page 17                                                          | See page 23 - 26                                   | See page 28                                      | See page 29                                         | See page 36                                 |
| Critical Illness        | See page 18 - 19                                                     | See page 27                                        | See page 28                                      | See page 30 - 33                                    | See page 37                                 |
| Cancer Care             | N/A                                                                  | N/A                                                | See page 28                                      | N/A                                                 | N/A                                         |
| Hospital Advantage      | See page 20                                                          | N/A                                                | See page 28                                      | See page 34                                         | N/A                                         |
| Short - Term Disability | See page 21 - 22                                                     | N/A                                                | See page 28                                      | See page 35                                         | See page 38 -39                             |
|                         | <b>National Insurance Marketing Brokers, LLC dba Benefits Direct</b> |                                                    | Metropolitan Life Insurance Company dba Met Life | Hartford Life and Accident Company dba The Hartford |                                             |
| Accident Advantage      | See page 40 - 41                                                     |                                                    | See page 51                                      | See page 57 - 58                                    |                                             |
| Critical Illness        | See page 42 - 44                                                     |                                                    | See page 52 - 53                                 | See page 59 - 60                                    |                                             |
| Cancer Care             | See page 45                                                          |                                                    | See page 54                                      | N/A                                                 |                                             |
| Hospital Advantage      | See page 46 - 48                                                     |                                                    | See page 55                                      | See page 61                                         |                                             |
| Short - Term Disability | See page 49                                                          |                                                    | See page 56                                      | See page 62                                         |                                             |

## **BOARD OF BIDS AND CONTRACTS AUGUST 17, 2017**

On behalf of the Division of Human Resources, recommend to **accept the proposal from American Family Life Assurance Company of Columbus dba Aflac (Aflac) and establish contract pricing at the rates listed (attached) for two (2) years with three (3) one (1) year options to renew.**

A committee comprised of Heather Poorman, Rebecca Page and Eileen McNichol - Human Resources, Tonya Buckingham - Register of Deeds and Kara Kingsley - Purchasing reviewed and scored the responses based on criteria set forth in the RFP. The committee unanimously decided to recommend Aflac for award.

Aflac will provide five new voluntary benefits to Sedgwick County employees and COBRA eligible employees. These include accident advantage, critical illness, cancer care, hospital advantage, and short-term disability. Aflac will be providing one-on-one meetings to help employees enroll.

Boston Mutual Life Insurance Company, Chubb Workplace Benefits, dba Workplace Benefits, Colonial Life & Accident Insurance Company, Liberty National Life Company dba Liberty National, The Lincoln National Life Insurance Company, Sun Life Financial, Hartford Life and Accident Company dba The Hartford, Standard Insurance Company dba The Standard, and UnitedHealth Group did not offer all benefits.

American Fidelity Assurance Company provided an incomplete proposal.

National Insurance Marketing Brokers, LLC dba Benefits Direct was not considered due to higher prices and the use of third-party providers to offer benefits.

Metropolitan Life Insurance Company dba Met Life was not considered due to having a higher participation rate and that they wanted HR to do enrollment.