

BOCC APPROVAL DECEMBER 8, 2021
BOARD OF BIDS AND CONTRACTS DECEMBER 2, 2021

3. TEMP SERVICES - MEDICAL STAFF -- VARIOUS DEPARTMENTS

FUNDING -- AMERICAN RESCUE PLAN ACT (ARPA)

(Request sent to 48 vendors)

RFP #21-0061 Contracts

Arch Staffing & Consulting		Bilkins Inc.		Cross Country Staffing, Inc. dba Cross Country Healthcare Services	
Positions	Hourly Rates	Positions	Hourly Rates	Positions	Hourly Rates
RN	\$81.10	RN	\$80.00 (weekdays) \$114.75 (weekend)	RN	\$61.00 \$71.00 (Lead)
LPN	\$55.10	LPN	\$40.00 (weekdays) \$54.00 (weekend)	LPN	\$45.00 \$55.00 (Lead)
MA	\$51.10	CNA	\$30.00 (weekdays) \$40.00 (weekend)	MA	\$35.00 \$43.00 (Lead)
Conversion Fees based on days of work	Fee as a Percentage of Compensation	Medical Assistants	\$32.00 (weekdays) \$43.00 (weekend)	CNA	\$31.00
0-30 days	25%	Permanent or Direct Placement	12% of annual salary	Conversion Fees	Flat fee of \$500.00 after completion of 1,040 hours of work (and for up to six (6) months from last date of service)
31-90 days	20%	Contract to Hire	0 to 3 months (12% of annual salary) 3 to 6 months (10% of annual salary) Above 6 months (0%)		
91-120 days	15%	Other	28% mark-up hourly		
121+ days	\$500.00 Admin Fee				
Direct Hire	Placement fee of 25% of the candidate's annual compensation if hired within one (1) year of being presented to the county.				
Cynet Health Inc.		Favorite Healthcare Staffing, Inc		Greenstaff Medical Staffing LLC	
Positions	Hourly Rates	Positions	Hourly Rates	Incomplete Proposal	
RN	\$80.00 (weekdays) \$84.00 (weekend)	RN	\$82.00		
MA	\$50.50 (weekdays) \$54.00 (weekend)	BSN	\$82.00		
LPN	\$53.00 (weekdays) \$58.00 (weekend)	LPN	\$58.00		
Travel Nurse	\$108.00 (weekend) \$112.00 (weekend)	MA	\$48.00		
Conversion Fees		CNA	\$38.00		
0-90 days	18%	Conversion Fee Schedule (Flat Rate)			
91-180 days	12%	RN	\$6,000.00		
180 days plus	0%	BSN	\$6,000.00		
		LPN	\$4,500.00		
		MA	\$3,500.00		
		CNA	\$3,000.00		

Interim Health Care of Wichita, Inc.	
Positions	Hourly Rates
RN	\$75.00
LPN	\$52.50
MA	\$52.50
Certified Medication Aides	\$35.00
Certified Nurse Aides	\$30.00
Conversion Fees	
Waived	
Management Recruiters of Fort Worth - SW, L.P. dba Siter - Neubauer & Associates	
Positions	Hourly Rates
RN	\$72.00 \$97.92 (overtime/holidays)
MA	\$45.00 \$61.20 (overtime/holidays)
LPN/LVN	\$52.50 \$71.40 (overtime/holidays)
CNA	\$45.00 \$67.50 (overtime/holidays)
EMT	\$45.00 \$67.50 (overtime/holidays)
Phlebotomist/Lab Tech	\$45.00 \$67.50 (overtime/holidays)
Shift Differential	Evenings: \$5.00 per hour Nights: \$5.50 per hour Weekends: \$10.00 per hour
Conversion Fees	
1000 hours or more	Waived
Conversion Fees (less than 1,000 hours)	Fee: % of first yr annual salary
0-200 hours	33%
201-400 hours	30%
401-600	27.50%
601-800 hours	25%
801-1000 hours	20%

LanceSoft Inc.	
Positions	Hourly Rates
RN	\$68.15
LPN	\$46.64
MA	\$22.58
Conversion Fees (Tenure)	
0-1 Month	18%
1-2 Months	12%
3-4 Months	5%
4-5 Months	0%
5-6 Months	0%
6+ Months	0%
Maxim Healthcare Staffing Services, Inc.	
Positions	Hourly Rates
RN	\$80.00
LPN	\$70.00
Medical Specialist	\$50.00
MA	\$55.00
CNA	\$47.00
BSN	\$90.00
Aggregate Hours Worked (12 month period)	
0-260 hours	20%
261-520 hours	15%
521-780 hours	10%
781-1040 hours	5%
1041+ hours	0%
Fee: % of Annualized Starting Salary	

Lynn Care, LLC dba Zack Group	
Positions	Hourly Rates
RN	\$80.00
LPN	\$52.00
CNA	\$42.00
Conversion Fees	
520 hours or more	Waived
Direct Hire Fee (no hours worked)	
RN	\$11,000.00
LPN	\$8,000.00
CNA	\$5,000.00
Medical Alliance Staffing Resource	
Positions	Hourly Rates
RN	\$38.75
LPN	\$24.50
CNA	\$18.20
MA	\$17.00
Timeframe worked at facility through Medical ASR	
30 days	Permanent Placement Fee (percentage of contracted salary) 10%
31 days or more	5%

Medical Edge Recruitment, LLC	
Positions	Hourly Rates
RN	\$75.00
LPN	\$49.00
CNA	\$35.00
MA	\$35.00
Any other position	Pay rate + 42%

Conversion Fees	
20% of annual salary - prorated for hours billed	

R. L. Klein & Associates	
Positions	Hourly Rates
BSN	\$74.00
RN	\$68.40
LPN	\$46.25
CNA	\$28.80
MA	\$23.00

Conversion Fees	
Waived	

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OCC INC. dba OC SERVICE	
Positions	Hourly Rates
RN/BSN	\$71.50
LPN	\$51.50
MA/MS	\$51.50
CNA	\$35.50
Conversion Fee	

\$2,500.00 per conversion	
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ShareSTAFF, LLC	
Positions	Hourly Rates
RN	\$76.83
LPN	\$53.19
CNA	\$42.85

Conversion Fees	
0-500 hours of work performed	\$10,000.00
501-1,000 of work performed	\$5,000.00
1,001+ hours of work performed	\$250.00 processing fee

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Premier Staffing Source, Inc.	
Positions	Hourly Rates
RN	\$81.10 (weekdays - mornings and afternoons) \$83.13 (weekday - evenings) \$86.17 (weekends)
LPN	\$55.76 (weekdays - mornings and afternoons) \$57.23 (weekday - evenings) \$60.83 (weekends)
CNA	\$28.74 (weekdays - mornings and afternoons) \$29.84 (weekday - evenings) \$31.31 (weekends)
MA	\$52.50 (weekdays - mornings and afternoons) \$53.97 (weekday - evenings) \$55.44 (weekends)
BSN	\$85.51 (weekdays - mornings and afternoons) \$87.35 (weekday - evenings) \$88.94 (weekends)

Conversion Fees	
Hours as Temporary	Temp-to-Perm Placement Fee (10% of annual salary)
Less than 350 hours	100% of fee
351-520 hours	50% of fee
521+ hours	0% of fee

Staff Today Inc. (STI)	
Positions	Hourly Rates
RN	\$81.99
LPN	\$53.97
CNA	\$38.89
MA	\$52.00
NP	\$130.00

Conversion Fees	
Hours Worked	Fee: % of Annualized Salary

1-160	16%
161-280	14%
281-340	13%
341-400	12%
401-460	11%
461-520	10%
521-680	9%
681-720	8%
721+	0%

No Bids	Advanced Personnel, Inc.	Apprentice Personnel	Elite Staffing Solutions	Exhibit Arts, LLC	Manpower	Maxim Healthcare Services	Onpoint Physical Therapy, Inc.	Pure Health Nursing LLC	Randstad
	The Arnold Group			The Specialist Group			Syndeo Staffing		

On the recommendation of Joe Thomas, on behalf of various departments, Greg Gann moved to **accept the proposals from Cross Country Staffing, Inc. dba Cross Country Healthcare Services, Interim Health Care of Wichita, Inc., and Premier Staffing Source Inc. for the rates listed above and in their respective proposal responses for a contract period of one (1) year with three (3) one (1) year options to renew.** Jennifer Blasi seconded the motion. The motion passed unanimously.

An evaluation committee comprised of Lurcretia Burch - Health Department; Brad Ashens - Health Department; Jeannette Livingston - CDDO; Amy Murray - Human Resources; Nancy Delgado - Appraiser's Office; and Joe Thomas - Purchasing evaluated the proposal responses based on the criteria set forth in the RFP. Based on scoring, the above three (3) proposers were chosen for award.

Due to the ongoing pandemic, the Health Department and various other departments require medical staff personnel provided by temp services to address the urgent and emergent needs of the community. Temp agencies will ensure people hired meet the minimum qualifications of the position. These agencies will meet with assigned county personnel monthly or more frequently to review the scope of work, temp agency performance, staffing needs, performance of temp employees, communication between the agencies and Sedgwick County, and other pertinent topics.

Funding is provided by the American Rescue Plan Act (ARPA).

Notes:

This is a proposal and not a bid. Proposals are scored based on criteria set forth in our RFP. There are five (5) components to this RFP:

Component	Points
A. Meeting all requirements as stated in proposal request	20
B. Competitive conversion fees	25
C. Pre-employment screening process	25
D. References	15
E. Pricing*	15
Total Points	100

Questions and Answers

Brandi Baily: What's a conversion fee? What does that entail?

Brad Ashens: A conversion fee is when we have someone from the temp agency that we'd like to bring on board as a county employee. It's an amount of money they would charge us to obtain that person. We were spending on some of these people \$4,000.00 to \$6,000.00 or more for them. That's why we put the conversion fee in there as an issue. Interim Health put they would not charge anything for a conversion fee because of the business they've done with us.

Joe Thomas: As an example, what they would provide us with is the number of hours the temp person would work and based on those number of hours, at that point if you wanted to convert them, it would be a percentage of their annualized salary based on 2,080 work hours, correct?

Brad Ashens: Correct.

Brandi Baily: Some of these rates are different for example an RN. They go from \$61.00 to \$81.00. The ones you're asking us to award this to, how do you determine who is used to get the employee from since there is multiple agencies to chose from?

Brad Ashens: So which of the companies are we looking at to make a determination on which one we want to go with?

Brandi Baily: Since you're asking us to accept from multiple agencies, how will you determine which agency you are going to pull that employee from for the time period you need because there's such a big difference in pricing?

Brad Ashens: I think a lot of that depends on the services being provided. We looked at all the categories Joe provided as far as the conversion fee, references, requirements and things like that for them to do the functions and duties like that. We've had a lot of success with two (2) of the agencies already that we are currently using so we are very familiar with the services they provide for us and that makes it easier for us to make a determination like that. Does that answer your question?

Joe Thomas: Having multiple agencies allows them to have flexibility and as Brad mentioned, there were a couple they used frequently, Cross Country and Interim Health, they had very good experience with them. Then we picked a third. We felt like during the pandemic, they had two (2) but there was always a need for more. So instead of two (2), they felt the need for a third option.

Brandi Baily: For example for an RN like Premiere Staffing is \$81.00 a weekday and Cross Country is \$61.00. How are you going to determine which company are you going to use for the day because you have an \$81.00 for an RN or a \$61.00 for an RN fee so how are you going to make the determination on which one you are going to use?

Brad Ashens: Part of the determination is based upon the number of staffing these agencies have. Sometimes we have upsurge where we have to have 15 more vaccinators put in place right away and one of the agencies may not be able to provide all that and we end up getting six (6) RNs from one (1) agency and six (6) from another and three (3) from another just as we work through this. As Joe eluded to, at one time we were using four (4) different agencies when we were going through this process several months ago.

Brandi Baily: Just because a particular agency was out of staff so you had to go to another agency?

Brad Ashens: Correct.

Brandi Baily: That's how you determined how you were picking them, who was available?

Brad Ashens: Correct. At this point, I usually announce to the agencies we're looking for x number of staff whether it be RNs or whatever it may be. We try to find out through meetings from them what they have available and what they can provide for us.

Brandi Baily: Since you have multiple places to choose from, will you start with the one that has the lowest price per hour? Will you start with that company first and then work your way down?

Brad Ashens: Yes.

Greg Gann: Is there criteria you will follow to ensure the entire process has been fair and balanced or is it strictly off the provider's ability to service the demand?

Brad Ashens: I think it's part of that and also I meet with them regularly each week with the ones we currently working with. So it would be us monitoring how well they are providing the services in addition to the monetary expenses involved there if that's what you're asking.

Greg Gann: It is. Is there a reporting mechanism to give feedback on how well they're doing?

Brad Ashens: We have managers at the library where we are do a lot of the vaccinations there and also at our testing site that will give us updates on that and also hear back from the agencies that we're working with. Sometimes we'll hear from their staff they have what's going on, good or bad. We work on getting those things corrected and improved upon.