

BOCC APPROVAL FEBRUARY 2, 2022
 BOARD OF BIDS AND CONTRACTS JANUARY 27, 2022

3. TEMP SERVICES - TRAVELING NURSES -- VARIOUS DEPARTMENTS

FUNDING -- AMERICAN RESCUE PLAN ACT (ARPA)

(Request sent to 48 vendors)

RFP #21-0062 Contracts

| Aequor Healthcare Services, LLC | | Arch Staffing & Consulting | | Bilkins Inc. | |
|---|--------------|--|----------------|------------------------------------|-----------------------|
| Positions | Hourly Rates | Positions | Hourly Rates | Positions | Hourly Rates |
| RN | \$90.00 | RN | \$109.10 | RN | \$110.00/\$148.50 |
| LPN | \$70.00 | LPN | \$76.10 | LPN | \$60.00/\$81.00 |
| MA | \$50.00 | MA | \$67.10 | CNA | \$50.00/\$67.50 |
| Conversion Fees | | Techs | \$76.10 | MA | \$60.00/\$81.00 |
| Incomplete | | CNA | \$49.10 | Conversion Fees | |
| | | EMT | \$76.10 | 0 to 3 months | 12% of annual salary |
| | | Conversion Fees | | 3 to 6 months | 10% of annual salary |
| | | 0-30 days | 25% | Above 6 months | 0% |
| | | 31-90 days | 20% | | |
| | | 91-120 days | 15% | | |
| | | 121+ days | \$500.00 Admin | | |
| Cedar Park Group Inc. | | Cross Country Staffing, Inc. dba Cross Country Healthcare Services | | Favorite Healthcare Staffing, Inc. | |
| Positions | Hourly Rates | Positions | Hourly Rates | Positions | Hourly Rates |
| RN | \$186.00 | Vaccine RN | \$110.00 | RN | \$110.00 |
| LPN | \$123.20 | Conversion Fees | | LPN | \$77.00 |
| MA | \$108.80 | 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) | | Tech | \$77.00 |
| CNA | \$80.00 | | | EMT | \$77.00 |
| Tech | \$123.20 | | | MA | \$68.00 |
| Conversion Fees | | | | CNA | \$50.00 |
| 25% of the employer's annual base salary minus the profit made by the agency while the employee worked for the agency | | | | Conversion Fees | |
| | | | | LPN | \$4,500.00 |
| | | | | Tech | \$4,500.00 |
| | | | | EMT | \$4,500.00 |
| | | | | MA | \$3,500.00 |
| | | | | CNA | \$3,000.00 |
| Greenstaff Medical Staffing LLC | | HR Support | | LanceSoft, Inc. | |
| Incomplete | | Positions | Hourly Rates | Positions | Hourly Rates |
| | | RN | \$120.00 | Traveling Nurse | \$96.75 |
| | | LPN | \$80.00 | RN | \$68.15 |
| | | MA | \$70.00 | LPN | \$46.64 |
| | | Phlebotomists (for testing) | \$70.00 | MA | \$24.58 |
| | | Personal Admin Services | \$50.00 | Techs | \$46.28 |
| | | Drivers | \$48.00 | CNA | \$22.81 |
| | | Drug Screening | \$70.00/person | EMT | \$58.27 |
| | | Background Check | \$50.00/person | Conversion Fees | |
| | | | | Conversion Fees | |
| | | 5% | | 1-2 months | 12% annualized salary |
| | | | | 3-4 months | 5% annualized salary |
| | | | | above 4 months | 0% |

| Management Recruiters of Fort Worth-SW, L.P. Siter-Neubauer & Associates dba | | Maxim Healthcare Staffing Services, Inc. | | Medical Alliance Staffing Resource | |
|---|---|--|--------------------------------------|---|---|
| Positions | Hourly Rates | Positions | Hourly Rates | Positions | Hourly Rates |
| RN | \$92.00 \$138.00 (overtime/holidays) | Travel RN | \$110.00 | RN | \$75.75 |
| MA | \$42.50 \$63.75 (overtime/holidays) | RN | \$82.00 | LPN | \$70.25 |
| LPN/LVN | \$53.50 \$80.25 (overtime/holidays) | LPN | \$77.00 | CNA | \$35.75 |
| CNA | \$48.75 \$73.13 (overtime/holidays) | Medical Specialist | \$52.50 | Epidemiologist | \$62.75 |
| EMT | \$53.50 \$80.25 (overtime/holidays) | MA | z | First & Last Day of Travel | \$48.00 |
| Phlebotomist/Lab Tech | \$48.75 \$73.13 (overtime/holidays) | CNA | \$50.00 | M&EI | \$24.00 |
| Conversion Fees | | EMT | \$77.00 | Lodging Daily Rate | \$51.50 |
| 0-200 hours | 33% of first year annual salary | Conversion Fees | | Conversion Fees | |
| 201-400 hours | 30% of first year annual salary | Aggregate Hours Worked (12 month period) | Fee: % of Annualized Starting Salary | Timeframe worked at facility through Medical ASR | Permanent Placement Fee (percentage of contracted salary) |
| 401-600 hours | 27.5% of first year annual salary | 0-260 | 20% | 30 days | 10% |
| 601-800 hours | 25% of first year annual salary | 261-520 | 15% | 31 days or more | 5% |
| 801-1000 hours | 20% of first year annual salary | 521-780 | 10% | | |
| 1000+ hours | 0% | 781-1040 | 5% | | |
| | | 1041+ | 0% | | |
| Medical Edge Recruitment, LLC | | OCC Inc. dba OC Service | | ProLink Healthcare, LLC | |
| Positions | Hourly Rates | Positions | Hourly Rates | Positions | Hourly Rates |
| RN | \$110.00 | RN | \$99.50 | RN | \$110.00 |
| LPN | \$77.00 | LPN | \$72.00 | LPN | \$77.00 |
| CNA | \$50.00 | MA | \$65.50 | MA | \$68.00 |
| MA | \$68.00 | Techs | \$72.00 | Techs | \$77.00 |
| Techs | \$77.00 | EMT | \$72.00 | CNA | \$50.00 |
| Any Other Position | Pay Rate + 42% | CNA | \$48.50 | EMT | \$77.00 |
| Conversion Fees | | Conversion Fees | | Conversion Fees | |
| % of Annual Salary - prorated for hours billed | | \$2,500.00 per conversion | | Direct Hire Fee (amount paid if hired prior to/during initial assignment) | 25% of hired employee's first year salary |
| 20% | | | | Buyout Fee (amount paid if hired after completion of initial assignment) | Prorated off 25% and accumulated hours |

| R.L. Klein & Associates | | ShareSTAFF, LLC | | Staff Today Inc. (STI) | |
|-------------------------|--------------------------|-----------------------------------|-------------------------|----------------------------------|------------------|
| Positions | Hourly Rates | Positions | Hourly Rates | Positions | Hourly Rates |
| RN | \$105.00 | RN | \$128.00 | RN | \$112.00 |
| LPN | \$75.00 | LPN | \$110.00 | LPN | \$76.75 |
| MA | \$65.00 | CNA | \$75.00 | CNA | \$49.50 |
| Techs | \$75.00 | Conversion Fees | | MA | \$67.00 |
| CNA | \$48.00 | 0-500 hours of performed work | \$10,000.00 | NP | \$187.00 |
| EMT | \$75.00 | 501-1,000 hours of performed work | \$5,000.00 | EMT | \$75.00 |
| Conversion Fees | | 1,001+ hours of performed work | \$250.00 Processing Fee | Techs | \$75.00 |
| Waived | | | | Conversion Fees | |
| | | | | Hours Worked | Rates |
| | | | | 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 Bid | Advanced Personnel, Inc. | Apprentice Personnel | Exhibit Arts, LLC | Express Employment Professionals | LSI Staffing |
| | Manpower | Pure Health Nursing LLC | Randstad | Syndeo Staffing | The Arnold Group |

On the recommendation of Joe Thomas, on behalf of various departments, Anna Meyerhoff-Cole moved to **accept the proposals from Cross Country Staffing, Inc. dba Cross Country Healthcare Services, Management Recruiters of Fort Worth-SW L.P., and Staff Today, Inc. (STI) for the rates listed above and in their proposal responses for a contract period of one (1) year with three (3) one (1) year options to renew.** Russell Leeds seconded the motion. The motion passed unanimously.

An evaluation committee comprised of Lucretia Burch and 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 at times may require traveling nurses 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 being 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

Russell Leeds: It seems like we had something like this come before us not too long ago.

Joe Thomas: Yes sir. We've had several. We've had the Temp Services for Medical Staff, Temp Services for Disease Investigators, and Temp Services for General Office Staff Data Entry.

Russell Leeds: Now we're talking traveling nurses, which are a very hot commodity nationwide.