

**EDUCATION SERVICE CENTER REGION 19
RFP AWARD SUMMARY**

RFP TITLE: Temporary Services– ESC Region 19 Allied States Cooperative
RFP NUMBER: 13-6977
RFP OPENING DATE: September 17, 2013
CONTRACT TERM: Date of award until September 30, 2014 with the option to extend 12 month increments periods not to extend beyond 48 months in the aggregate
(Extended by Region 19 until September 30, 2015)
(Extended by Region 19 until September 30, 2016)
(Extended by Region 19 until September 30, 2017)
FUNDING SOURCE: Various
RFP's ISSUED: 53
RESPONSES: 5
ADVERTISEMENT DATES: El Paso Times on August 23, 2013 & August 30, 2013
BOARD MEETING DATE: October 10, 2013

RECOMMENDED FOR AWARD H.G. Arias & Associates, LP (HUB)
itsQuest, Inc.
RMP Temps, Inc. (HUB)
Temporary Alternatives dba dmDickason Personnel Services (HUB)
The Burnett Companies Consolidated, Inc. dba Burnett Specialists
(HUB) (updated dba name April 2017)

TOTAL (estimated) \$1,500,000 / year

EXPLANATIONS:

Award of this contract will enable ESC Region 19 Purchasing Cooperative members and ESC Region 19 to utilize the temporary services from the recommended vendors during the contract period. Award basis for this contract was 40% pricing, 20% response time and number of staff available for temporary services when required, 20% past history with the ESC Region 19 Purchasing Cooperative, and 20% reference checks. Special conditions item 4 specifically stated that vendors who did not provide proof of insurance and workers compensation with submittals would not be considered. Multiple awards are being recommended to insure adequate market coverage for area ESC Region 19 Purchasing Cooperative Members who require these services. It should also be noted that all awarded vendors stated they would comply with all requirements and regulations of the Affordable Care Act for 2014 and for compliance with Senate Bill 9.

SPECIFICATIONS PROVIDED BY: Royce Cleveland
ESC Region 19

EVALUATION COMMITTEE: Royce Cleveland
ESC Region 19
Anneliese Price
ESC Region 19
Martin Camacho
ESC Region 19

Contact Information

H.G. Arias & Associates, LP (HUB)

Attn: Frank Chavira (915-598-0200)
2267 Trawood Drive Ste. F-2
El Paso, TX 79935-3027
915-598-0200
Fax: 915-598-0200 x 115
www.ariasjobs.com

itsQuest, Inc.

Attn: ~~Melissa Vasquez (915-373-4604)~~ Blanca Martinez (as of November 2015)
1155 Westmoreland Suite 202
El Paso, TX 79925
915-781-0747
Fax: 806-785-1967
www.itsquest.com / martinezb@itsquest.com

RMP Temps, Inc. (HUB)

Attn: Ceci Miles Mulyihill / Xavier Garcia (915-565-7674 x 1252)
4707 Montana Avenue
El Paso, TX 79903-4812
915-565-7674
Fax: 915-5657687
www.rmpersonnel.com / cecim@rmpersonnel.com / xavierg@rmpersonnel.com

Temporary Alternatives dba dmDickason Personnel Services (HUB)

Attn: Martha Dickason
4900 North Mesa
El Paso, TX 79912-5904
915-532-9400
Fax: 915-585-2468
www.dmDickason.com / Martha@dmDickason.com

The Burnett Companies Consolidated, Inc. dba Burnett Specialists (HUB) (updated dba/El Paso Contact April 2017)

Attn: Alicia De Leon (713-977-5974)
9800 Richmond Avenue Suite 800
Houston, TX 77042
713-977-4777 / 800-364-4777
Fax: 713-977-5974
www.burnettspecialist.com

El Paso Contact Information for Burnett Specialists:

Melanie Riley, Division Manager
6070 Gateway East, Suite 209
El Paso, TX 79905
915-779-3771
Cell: 915-630-9963
melanier@burnettspecialists.com

SPECIAL CONDITIONS:

1. This RFP is for temporary services by ESC Region 19 and ESC Region 19 ASC Coop members in El Paso and the surrounding area who are members of the ESC Region 19 Allied States Cooperative.
2. Each designated category will be awarded on an "item by item" basis; however the ESC reserves the option to award in categories when it has been determined to be in the best interest of ESC-Region 19 ASC clients.
3. Vendors need not respond to all categories to be considered for award.
4. Proposals received without proof of workers compensation, general liability, and professional legal liability will not be considered for award.
5. **Criminal background checks will now be a part of this contract in compliance with SB 9 which went into force on January 1, 2008; no temporary workers will report for any assignment without first providing the mandatory fingerprinting background confirmation for that employee. Vendors who have not completed this State law requirement or who cannot provide documentation with responses of their status with the Texas Department of Public Safety need not respond. Previously, all ESC Region 19 vendors were notified of workshops to learn the requirements for all public schools, charter schools, and other agencies that SB 9 applies for.**
6. W-9 must be completed with responses returned.
7. Some information beneficial during the evaluation process will include screening process for each position to avoid sending temporary workers to clients that are not qualified for those positions in such areas as software competency, 10-key experience, alphanumeric experience, and other skills relevant to each worker classification.
8. In instances where an awarded temporary service sends out temporary workers that are not qualified for the positions they have reported for, that will be grounds for disqualification of that vendor from providing further temporary services under this contract.
9. Award basis will be 40% pricing, 20% response time and number of qualified temps, 20% past history with the ESC Region 19 Purchasing Cooperative, and 20% reference checks. Any awarded vendor who does not comply with their stated claims on services will be removed from the contract.
10. Vendors wishing to be considered should provide **screening process details** such as word processing, data base, and spread sheet testing, work history checks, and other screening requirements for the specific temporary positions referenced on this proposal. If the position requires high end PC skills, this should be included on the screening process the vendor is wishing to be considered for.
11. Under the Affordable Care Act, there are various provisions that apply to group health plans and health insurance issuers and various protections and benefits for consumers that are beginning to take effect or that will become effective soon. Region 19 Allied States Cooperative will take into consideration any necessary changes, additions due to labor laws or Affordable Care Act provisions.
12. Vendors wishing to submit other services not referenced in this proposal, should qualify their proposals and include additional classifications at the end of the last page.

REQUIRED QUESTIONNAIRE FOR AWARD CONSIDERATION:

Affordable Care Act for 2014

All awarded vendors stated they will be in compliance, in offering a compliant health insurance plan to employees, and are prepared to manage the task of the implementation process and are going manage the task of administrative burdens associated with compliance. All awarded vendors are capable of reporting, tracking and determining employee hours that are eligible and offered insurance benefits. None of the vendors will be out sourcing, therefore the costs with administration and documentation compliance will not affect the costs on the bill rates.

Comprehensive on file; contact ESC Region 19 for copies

REQUIRED QUESTIONNAIRE FOR AWARD CONSIDERATION:

1. Number of years the temporary agency has been in business?

A&A Staffing Services HG Arias & Associates - 13 years

itsQuest, Inc. - 19 years

Temporary Alternatives dba dmDickason Personnel Services – 48 years

The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) - 39 years

RMP Temps, Inc. – 23 years

2. Can vendor provide designated services to Anthony ISD, Canutillo ISD, City of Horizon, City of Socorro, City of El Paso, Clint ISD, El Paso Community College, El Paso MHMR, Fabens ISD, El Paso Water Utilities, Tornillo ISD, San Elizario ISD, El Paso ISD, El Paso School for Excellence, Socorro ISD, Ysleta ISD, University of Texas at El Paso, Education Service Center Region 19, Texas Tech Health Sciences, and multiple other school districts, governments, political subdivisions, non-profits, and other members in the surrounding El Paso area?

A&A Staffing Services HG Arias & Associates - Yes

itsQuest, Inc. - Yes

Temporary Alternatives dba dmDickason Personnel Services - Yes

The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) - Yes

RMP Temps, Inc. - Yes

Please indicate which R19 Purchasing ASC Cooperative member's vendor cannot provide services to:

All vendors replied none

3. Does vendor agree to extend services to other non-profit, local governments, State Agencies, and other political subdivisions that join during the contract term? If no, provide details.

A&A Staffing Services HG Arias & Associates - Yes

itsQuest, Inc. - Yes

Temporary Alternatives dba dmDickason Personnel Services - Yes

The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) - Yes

RMP Temps, Inc. - Yes

4. Please provide three (3) references including names and phone numbers for accounts of similar size and comparability to services vendor is submitting for award consideration?
(Email addresses are fine but when references will not respond to inquiries, which will be taken into consideration as well.)

Verified by ESC R19 Purchasing regarding professionalism, promptness, response time, and ability to provide needed positions.

All References on file

5. Specific process for background checks;

Comprehensive on file; contact ESC Region 19 for copies

REQUIRED QUESTIONNAIRE FOR AWARD CONSIDERATION

6. Provide addresses and phone numbers of offices in El Paso along with the contact person at each location?

A&A Staffing Services HG Arias & Associates

2267 Trawood Drive Suite F-2 El Paso, TX 79935
915-598-0200
Frank Chavira – 915-598-0200 x 106

itsQuest, Inc.

1155 Westmoreland Suite 202 El Paso, TX 79925
Melissa Vasquez – (O) 915-781-0747 (C) 915-373-9841 vasquezm@itsquest.com

Temporary Alternatives dba dmDickason Personnel Services

4900 North Mesa El Paso, TX 79912
915-532-9400 Fax: 915-532-5830
Martha Dickason Martha@dickason.com
Carol Salcedo cjsalcedo@dmdickason.com
Andi Cruz acruz@dmdickason.com
Monica Herrera mherrera@dmdickason.com

10441 Brian Mooney El Paso, TX 79935
915-591-590-8800 Fax: 915-590-9190
Robert Gomez rgomez@dmdickason.com
Josie Gonzalez jgonzalez@dmdickason.com

24/7 On Call Service – After Hours & Weekends 915-532-9400

The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017)

6070 Gateway East Suite 209 El Paso, TX 79905
Melanie Riley – 915-779-3771
Ernie Garcia – 915-779-3792

RMP Temps, Inc.

4707 Montana Avenue El Paso, TX 79903
915-565-7674
Xavier Garcia

5070 Doniphan El Paso, TX
915-587-5777
Violeta Littleton

7. Provide statement of agency's policy on hiring of temporary employees by ASC Purchasing Cooperative members?

A&A Staffing Services HG Arias & Associates – 480 hours (without fees)

itsQuest, Inc. - 520 hours contract time (no fee after 520 hours) - prior to 520 hours fee of (8%) of employee base annual pay

Temporary Alternatives dba dmDickason Personnel Services - 520 regular hours (overtime hours not included)

The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) - 520 hours (without a fee)

RMP Temps, Inc. – 520 consecutive hours; at beginning of pay cycle; 3 business days after hiring pay a lump sum placement fee equal to such temporary employee's hourly wage while lasted employed by RMP Temps multiplied by 173 hours

****Award basis for vendor's 40% pricing, 20% response time and number of qualified temps, 20% past history with the ESC Region 19 Purchasing Cooperative, and 20% reference checks and are listed in the order they were awarded (1st Low at top to 5th Low listed last)****

***** Temporary Alternatives dba dmDickason Personnel Services – price increase as a result of the implementation of the federally mandated Patient Protection and Affordable Care Act (PPACA) tax. Effective January 2015*****

| <u>Item</u> | <u>Description</u> | <u>hourly rate</u> | <u>Response time</u> | <u>Number of workers</u> |
|-------------|---|-----------------------------|----------------------|--------------------------|
| 1. | Accounting Professionals (Degreed) Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$23.55 —\$24.02 | Immediately | 715 |
| | A&A Staffing Services HG Arias & Associates | \$24.61 | 1-2 hrs. | 285 |
| | itsQuest, Inc. | \$12.89 —\$23.99 | 1-2 hrs. | 41 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$18.86 | 24-48 hrs. | 30 |
| | RMP Temps, Inc. | \$21.90 | 2-3 days | 33 |
| | (Correction on hourly rate for itsQuest as of October 22, 2013) | | | |
| 2. | Accounts Payable/ Receivable Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$10.56 \$10.77 | Immediately | 782 |
| | A&A Staffing Services HG Arias & Associates | \$10.25 | 1-2 hrs. | 698 |
| | itsQuest, Inc. | \$12.89 | 1-2 hrs. | 372 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$14.81 | 24-48 hrs. | 40 |
| | RMP Temps, Inc. | \$14.00 | 1-2 days | 150 |
| 3. | Administrative Assistant Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$11.79 \$12.03 | Immediately | 698 |
| | A&A Staffing Services HG Arias & Associates | \$11.53 | 1-2 hrs. | 756 |
| | itsQuest, Inc. | \$13.09 | 1-2 hrs. | 327 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$12.12 | 24-48 hrs. | 100 |
| | RMP Temps, Inc. | \$14.00 | 1-2 days | 150 |
| 4. | Data Entry/ Word Processing Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$10.42 \$10.63 | Immediately | 1751 |
| | A&A Staffing Services HG Arias & Associates | \$10.40 | 1-2 hrs. | 705 |
| | itsQuest, Inc. | \$12.09 | 1-2 hrs. | 597 |
| | RMP Temps, Inc. | \$10.24 | 1-2 days | 329 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | |

| <u>Item</u> | <u>Description</u> | <u>hourly rate</u> | | <u>Response time</u> | <u>Number of workers</u> |
|-------------|--|--------------------|---------|----------------------|--------------------------|
| 5. | Campus Cafeteria Assistants Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$9.85 | \$10.05 | Immediately | 831 |
| | A&A Staffing Services HG Arias & Associates | \$9.75 | | 1-2 hrs. | 341 |
| | itsQuest, Inc. | \$10.89 | | 1-2 hrs. | 198 |
| | RMP Temps, Inc. | \$9.86 | | 1-2 days | 0 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | | |
| 6. | Campus Cafeteria Cook Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$10.40 | \$10.61 | Immediately | 259 |
| | A&A Staffing Services HG Arias & Associates | \$10.40 | | 1-2 hrs. | 561 |
| | itsQuest, Inc. | \$11.49 | | 1-2 hrs. | 156 |
| | RMP Temps, Inc. | \$10.54 | | 1-2 days | 0 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | | |
| 7. | Carpentry Workers Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$14.58 | \$14.87 | Immediately | 82 |
| | A&A Staffing Services HG Arias & Associates | \$14.30 | | 1-2 hrs. | 294 |
| | itsQuest, Inc. | \$15.75 | | 1-2 hrs. | 148 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | | |
| | RMP Temps, Inc. | N/B | | | |
| 8. | Carpet Installers Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$14.39 | \$14.68 | Immediately | 46 |
| | A&A Staffing Services HG Arias & Associates | \$14.11 | | 1-2 hrs. | 165 |
| | itsQuest, Inc. | \$15.35 | | 1-2 hrs. | 57 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | | |
| | RMP Temps, Inc. | N/B | | | |

| <u>Item</u> | <u>Description</u> | <u>hourly rate</u> | <u>Response time</u> | <u>Number of workers</u> |
|-------------|--|----------------------------|----------------------|--------------------------|
| 9. | Concrete Work Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | A&A Staffing Services HG Arias & Associates | \$14.30 | 1-2 hrs. | 139 |
| | itsQuest, Inc. | \$15.39 | 1-2 hrs. | 68 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | |
| | Temporary Alternatives dba dmDickason Personnel Services | N/B | | |
| | RMP Temps, Inc. | N/B | | |
| 10. | Tile Setters Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$14.39 \$14.68 | Immediately | 46 |
| | A&A Staffing Services HG Arias & Associates | \$14.63 | 1-2 hrs. | 125 |
| | itsQuest, Inc. | \$15.46 | 1-2 hrs. | 71 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | |
| | RMP Temps, Inc. | N/B | | |
| 11. | Custodial/ Grounds Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$10.11 \$10.31 | Immediately | 1813 |
| | A&A Staffing Services HG Arias & Associates | \$10.15 | 1-2 hrs. | 394 |
| | itsQuest, Inc. | \$10.88 | 1-2 hrs. | 240 |
| | RMP Temps, Inc. | \$11.51 | 1-2 days | 212 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | |
| 12. | Executive Assistant Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$14.62 \$14.91 | Immediately | 395 |
| | A&A Staffing Services HG Arias & Associates | \$14.30 | 1-2 hrs. | 297 |
| | itsQuest, Inc. | \$15.59 | 1-2 hrs. | 78 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$17.51 | 24-48 hrs. | 35 |
| | RMP Temps, Inc. | \$18.53 | 1-2 days | 20 |

| <u>Item</u> | <u>Description</u> | <u>hourly rate</u> | | <u>Response time</u> | <u>Number of workers</u> |
|-------------|--|--------------------|---------|----------------------|--------------------------|
| 13. | General Accounting Clerks Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$10.94 | \$11.16 | Immediately | 672 |
| | A&A Staffing Services HG Arias & Associates | \$10.40 | | 1-2 hrs. | 287 |
| | itsQuest, Inc. | \$12.29 | | 1-2 hrs. | 640 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$14.81 | | 24-48 hrs. | 50 |
| | RMP Temps, Inc. | \$12.89 | | 1-2 days | 17 |
| 14. | General Clerical Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$9.89 | \$10.09 | Immediately | 405 |
| | A&A Staffing Services HG Arias & Associates | \$10.02 | | 1-2 hrs. | 607 |
| | itsQuest, Inc. | \$10.95 | | 1-2 hrs. | 248 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$13.47 | | N/R | 55 |
| | RMP Temps, Inc. | \$10.56 | | 1-2 days | 22 |
| 15. | Human Resources Professionals (Degreed) Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$18.39 | \$18.76 | Immediately | 677 |
| | A&A Staffing Services HG Arias & Associates | \$21.88 | | 2-4 hrs. | 789 |
| | itsQuest, Inc. | \$20.79 | | 1-2 hrs. | 84 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$21.55 | | 48-60 hrs. | 15 |
| | RMP Temps, Inc. | \$34.56 | | 1-2 days | 6 |
| 16. | Licensed Electrician Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$22.65 | \$23.10 | Immediately | 102 |
| | A&A Staffing Services HG Arias & Associates | \$23.40 | | 2-4 hrs. | 189 |
| | itsQuest, Inc. | \$23.99 | | 1-2 hrs. | 78 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | | |
| | RMP Temps, Inc. | N/B | | | |

| <u>Item</u> | <u>Description</u> | <u>hourly rate</u> | <u>Response time</u> | <u>Number of workers</u> |
|-------------|---|----------------------------|----------------------|--------------------------|
| 17. | Licensed HVAC Mechanical Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$22.65 23.10 | Immediately | 100 |
| | A&A Staffing Services HG Arias & Associates | \$23.40 | 2-4 hrs. | 92 |
| | itsQuest, Inc. | \$23.49 | 1-2 hrs. | 37 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | |
| | RMP Temps, Inc. | N/B | | |
| 18. | Licensed Plumber Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$22.65 \$23.10 | Immediately | 653 |
| | A&A Staffing Services HG Arias & Associates | \$23.40 | 2-4 hrs. | 162 |
| | itsQuest, Inc. | \$22.99 | 1-2 hrs. | 29 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | |
| | RMP Temps, Inc. | N/B | | |
| 19. | Medical Administrative Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$12.03 \$12.27 | Immediately | 201 |
| | A&A Staffing Services HG Arias & Associates | \$14.30 | 1-2 hrs. | 112 |
| | itsQuest, Inc. | \$12.99 | 1-2 hrs. | 123 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$13.47 | 24-48 hrs. | 20 |
| | RMP Temps, Inc. | \$19.07 | 1-2 days | 0 |
| 20. | Medical Assistants – Certified Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$12.03 \$12.27 | Immediately | 554 |
| | A&A Staffing Services HG Arias & Associates | \$17.68 | 1-2 hrs. | 49 |
| | itsQuest, Inc. | \$12.99 | 1-2 hrs. | 109 |
| | RMP Temps, Inc. | \$16.64 | 1-2 days | 0 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | |

| <u>Item</u> | <u>Description</u> | <u>hourly rate</u> | | <u>Response time</u> | <u>Number of workers</u> |
|-------------|---|--------------------|---------|----------------------|--------------------------|
| 21. | Medical Assistants - Non-Certified Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$10.69 | \$10.90 | Immediately | 1330 |
| | A&A Staffing Services HG Arias & Associates | \$16.75 | | 1-2 hrs. | 67 |
| | itsQuest, Inc. | \$11.39 | | 1-2 hrs. | 84 |
| | RMP Temps, Inc. | \$12.80 | | 1-2 days | 41 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | | |
| 22. | Medical Billers / Coders – Certified Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$13.37 | \$13.64 | Immediately | 31 |
| | A&A Staffing Services HG Arias & Associates | \$16.90 | | 1-2 hrs. | 56 |
| | itsQuest, Inc. | \$14.39 | | 1-2 hrs. | 84 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$13.47 | | 48-60 hrs. | 15 |
| | RMP Temps, Inc. | \$20.48 | | 1-2 days | 41 |
| 23. | Non-Degreed Accountant Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$17.74 | \$18.09 | Immediately | 229 |
| | A&A Staffing Services HG Arias & Associates | \$12.35 | | 1-2 hrs. | 622 |
| | itsQuest, Inc. | \$13.59 | | 1-2 hrs. | 322 |
| | RMP Temps, Inc. | \$15.36 | | 1-2 days | 17 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | | |
| 24. | Painters Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$12.18 | \$12.42 | Immediately | 151 |
| | A&A Staffing Services HG Arias & Associates | \$12.35 | | 1-2 hrs. | 622 |
| | itsQuest, Inc. | \$13.59 | | 1-2 hrs. | 322 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | | |
| | RMP Temps, Inc. | N/B | | | |

| <u>Item</u> | <u>Description</u> | <u>hourly rate</u> | <u>Response time</u> | <u>Number of workers</u> |
|-------------|--|---|---|--------------------------|
| 25. | Professional Workers (Minimum bachelors, masters, and doctorates) Not identified after FICA, Federal, State Taxes, Workers Compensation and other benefits Markup % Hourly rate Response time Current workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | 5-7% - Referral Rate 9-11% - Recruit Rate for all positions above \$40,000 annualized 11-13% - Recruit Rate for all positions above \$40,000 annualized Hourly Rate will vary based on hourly wages paid* 24 hrs. Professional data base is extensive. Current data base has over 90,000 candidates | | |
| | A&A Staffing Services HG Arias & Associates | | 10% of annual salary offered; 5% Referrals Converted to hourly rate from annual salary offered 1-2 days to present candidates to client Depends on the profession requested by the client. As of 9/16/2013, H.G. Arias & Associates has over 5000+ professional employees in our current data base | |
| | itsQuest, Inc. | | 12% Direct Hire 22% markup above cost for employee \$ Varies - see added position 2-4 hrs. 784 | |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | 60% \$ TBD 48-60 hrs. To be recruited | | |
| | RMP Temps, Inc. | 25% \$12.50 1-2 days 1389 | | |
| 26. | Secretary Current number of workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | \$10.28 \$10.49 | Immediately | 632 |
| | A&A Staffing Services HG Arias & Associates | \$10.45 | 1-2 hrs. | 526 |
| | itsQuest, Inc. | \$12.79 | 1-2 hrs. | 204 |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | \$13.47 | 24-48 hrs. | 52 |
| | RMP Temps, Inc. | \$12.71 | 1-2 days | 26 |

| <u>Item</u> | <u>Description</u> | <u>hourly rate</u> | <u>Response time</u> | <u>Number of workers</u> |
|-------------|--|---|----------------------|--------------------------|
| 27. | <p>Skilled Industrial Trade (Licenses required to perform their skills) Not identified after FICA, Federal, State Taxes, Workers Compensation and other benefits</p> <p>Markup % Hourly rate Response time Current workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies</p> | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | 5-7% - Referral Rate 9-11% - Recruit Rate for all positions above \$40,000 annualized Hourly Rate will vary based on hourly wages paid* 20 minute response 4692 | | |
| | A&A Staffing Services HG Arias & Associates | 10% of annual salary offered; 5% Referrals Converted to hourly rate from annual salary offered 1-2 hrs. Depends on the profession requested by the client. As of 9/16/2013, H.G. Arias & Associates has over 5000+ professional employees in our current data base | | |
| | itsQuest, Inc. | 10% markup over costs to employee \$ Varies - See position 1-2 hr 1428 | | |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | |
| | RMP Temps, Inc. | N/B | | |

| <u>Item</u> | <u>Description</u> | <u>hourly rate</u> | <u>Response time</u> | <u>Number of workers</u> |
|-------------|--|---|----------------------|--------------------------|
| 28. | Support Services (Licenses and certifications required such as forklift, CDL, etc.) Not identified after FICA, Federal, State Taxes, Workers Compensation and other benefits Markup % Hourly rate Response time Current workers Screening process details: Comprehensive on file; contact ESC Region 19 for copies | | | |
| | Temporary Alternatives dba dmDickason Personnel Services | 5-7% - Referral Rate 9-11% - Recruit Rate for all positions above \$40,000 annualized Hourly Rate will vary based on hourly wages paid* 20 minute response 2996 | | |
| | A&A Staffing Services HG Arias & Associates | 10% of annual salary offered; 5% Referrals Converted to hourly rate from annual salary offered 1-2 hrs Depends on the profession requested by the client. As of 9/16/2013, H.G. Arias & Associates has over 5000+ professional employees in our current data base | | |
| | itsQuest, Inc. | 10% markup over costs to employee \$ Varies - See position 1-2 hr. 4322 | | |
| | The Burnett Companies Consolidated, Inc. dba Burnett Specialists. (updated 4/2017) | N/B | | |
| | RMP Temps, Inc. | 36% \$12.24 1-2 days 26 | | |

Approved by: _____
 (James R. Vasquez- Executive Director)
 (Armando Aguirre – Executive Director)
 (Sonia Eubank – Associate Executive Director)
 (Armando Aguirre – Executive Director)

Date: _____
 (October 01, 2013)
 (August 25, 2014)
 (August 7, 2015)
 (August 30, 2016)