

**BOARD OF COUNTY COMMISSIONERS**

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PLEASE EMAIL INVOICES TO:  
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CLERK OF THE COURT & COMPTROLLER  
HON. PAM CHILDERS  
221 PALAFOX PLACE, SUITE 140  
PENSACOLA, FL 32502-5843

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131906  
MAXIM HEALTHCARE SERVICES, INC  
DBA MAXIM PHYSICIAN RESOURCES, INC  
7227 LEE DEFOREST DRIVE  
COLUMBIA MD 21046

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ESCAMBIA COUNTY CORRECTIONS  
CENTRAL BOOKING AND DETENTION-  
1700 WEST LEONARD STREET  
PENSACOLA, FL 32501  
ATTN: WHITNEY LUCAS 595-3114

ORDER DATE: 05/16/14 BUYER: JOSEPH PILLITARY REQ. NO.: 14001463 REQ. DATE: 05/16/14

TERMS: NET 30 DAYS F.O.B.: DESC.:

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
01	1.00	LOT	EMERGENCY PO TO PROVIDE FOR RN AND LPN SERVICES TO ASSIST MEDICAL STAFF AT THE ESCAMBIA CO. JAIL AS A RESULT OF RECENT FLOODING AND SUBSEQUENT DISPLACEMENT OF INMATES FRM ESC.CO.CENTRAL BOOKING FAC.	112000.0000	112,000.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	
01	330491 53101	112,000.00		TOTAL \$	112,000.00

APPROVED BY

Original Purchase Order

140014637



**Capabilities Statement for:**  
**Escambia County Jail**  
**(ECBOCC)**

**Maxim Staffing Solutions, a Division of Maxim**  
**Healthcare Services, Inc.**

**Correctional Healthcare Staffing Services**



Submitted by:  
David Clark, Account Manager  
Maxim Staffing Solutions  
2114 Alameda Plaza, Suite 1000  
Pensacola, FL 32504  
Ph. (850) 471-7020

## Capabilities Statement

Maxim Staffing Solutions is a primary division within Maxim Healthcare Services, Inc., one of the nation's largest, privately-held staffing companies. Maxim possesses a rich tradition of providing superior healthcare staffing solutions to a wide variety of clients. From correctional facilities, hospitals, and military treatment facilities, to private practices, schools, and other healthcare organizations, Maxim has proven to be a reliable and dedicated partner in meeting and addressing our clients' staffing challenges. Our ability to offer "one-stop shopping" has produced an excellent reputation among leading correctional health systems nationwide.

Established in 1988, Maxim services every sector of the healthcare industry, including **Nurses, Physicians, Allied Health professionals, and all other Healthcare Support and Administrative staff.** Maxim offers the correctional healthcare clients an integrated staffing solution covering every unit of said client's healthcare venue. Our clients are able to select flexible job options, ranging from per diem shifts and temporary assignments to direct placement and extended-year contracts. No matter what type of position is needed or for whatever period of time, Maxim's correctional healthcare clients will receive a timely and cost-effective solution.

Incorporated in the State of Maryland, Maxim is a for-profit, private, large business company with revenues exceeding \$1 billion per year. We operate a nationwide network of **more than 400 branches** serving all 50 states. Maxim uses state-of-the-art information systems to manage and track a large unified database of more than **81,000 medical professionals.** Our database consists of Nurses, Physicians, Therapists, Administrative personnel, Healthcare Support personnel, and other specialists. Maxim is also able to customize an account management approach that provides for a single point of contact and 24/7 availability.

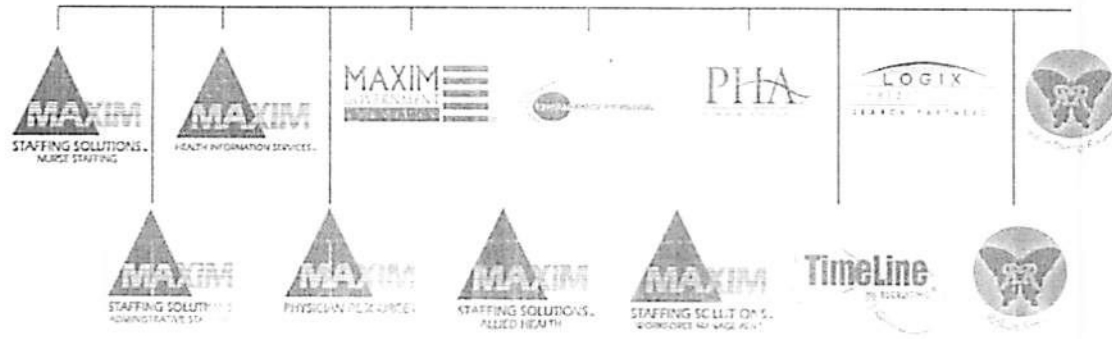
**Maxim's Coast-to-Coast Presence**





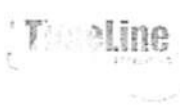


### *Summary of Operations*

The Maxim Staffing Solutions division includes service lines that address all of the healthcare staffing needs of our clients. This is one of the unique contributions that Maxim brings to our clients. Correctional healthcare venues needing one or more types of healthcare providers can select a la carte from a comprehensive list of staffing services. In addition, our service lines offer clients ample coverage ranging from local, per diem staffing to travelers and direct placements.

## Maxim Staffing Solutions Divisional Infrastructure



Service Line	Summary of Operations Infrastructure
	Maxim Staffing Solutions <i>Nurse Staffing</i> recruits and retains nursing professionals to supplement the staffing needs of our clients nationwide. Maxim offers per diem, contract, temp-to-perm, and direct placement options to fulfill our clients' needs. It is our goal to ensure that our clients have access to the best nursing staff in the business.
	Maxim Staffing Solutions <i>Allied Health</i> staffs healthcare professionals in a variety of allied health specialties. From Therapy and Pharmacy to Technicians and Medical Assistants, Maxim works with highly qualified professionals from a broad range of medical specialties. Through our local offices, clients have access to one resource for all their staffing needs.
	TravelMax Nursing and Allied Health specializes in the recruitment, coordination, and placement of traveling Nurses and Allied Health professionals. Through our success in the travel staffing industry, our corrections clients in remote areas can enjoy the benefit of working with qualified healthcare professionals.
	Maxim Physician Resources understands the unique needs of supplemental Physician staffing. Specializing in locum tenens and permanent placement assignments, our programs offer corrections the resource of finding the right-fit Physician for your facility. Through our refined recruitment strategies, we are able to work with some of the best Physicians in the industry.
	TimeLine Recruiting specializes in (full-time) Permanent Physician Placement. Unique in the physician recruitment industry, TimeLine offers a safe and competitive process of compliance set by the finest sourcing mechanisms available. A powerful resource, TimeLine offers a "turn-key"

	approach that features sophisticated lead generation and a variety of client services designed to speed physician placement.
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## **Correctional Healthcare Experience**

Rising demand for supplemental healthcare staff within the niche sector of correctional healthcare compelled Maxim to create a division focused on providing healthcare staffing services to correctional facilities. Today, Maxim is proud to be one of the few national staffing firms possessing seasoned, specialized professionals focusing on governmentally funded correctional healthcare customers. Thus, Maxim has the requisite experience providing temporary nursing services to correctional facilities including multiple State Departments of Correction across the nation.

We fully understand the intricacies of providing inmate healthcare to large populations. In particular, Maxim is proficient in the practice of *National Commission on Correctional Healthcare* (NCCHC) health care standards to all offenders, and our personnel will be able to meet NCCHC standards in addition to Escambia County Jail policies when providing nursing services to your inmate population. Additionally, Maxim Staffing Solutions has attained certification for its Facility Nurse staffing business with The Joint Commission. More than 100 branches have successfully completed the survey and audit processes with zero deficiencies across the board. Maxim's Pensacola, FL branch office is proud to be among those 100 branches. Our travel division, TravelMax, also holds the distinction of being Joint Commission certified. The Joint Commission Certification is recognized nationwide as a symbol of quality that reflects Maxim's commitment to meeting certain performance standards with our Nurse facility staffing services. Moreover, not many other correctional healthcare organizations can claim Joint Commission certification and adherence to NCCHC health care standards.

### **Maxim's Correctional Management Approach**

As previously stated, Maxim has focused on creating a **Correctional Healthcare staffing service line** within our Maxim Staffing Solutions division. As a leader in the healthcare staffing industry, Maxim recognizes the critical nature of correctional healthcare services. We have responded and developed policies and procedures to address the complex nature of procuring and doing business with Correctional Departments, Juvenile Justice Departments and other Youth Authorities; Government Correctional Facilities such as the Federal Bureau of Prisons; County Correctional Entities like Sheriffs' Offices; and Private Correctional Healthcare Companies.

Led by **Mr. David Clark, Accounts Manager**, Maxim's Correctional Healthcare staffing service line prioritizes the development of a customized solution to meet and exceed each individual correctional client's staffing needs. Mr. Clark will serve as the lead point of contact during the solicitation process and throughout the contract's period of performance, including any resulting contract, negotiations, scheduling of meetings with Escambia County Jail representatives, and the implementation of our nursing services. During the lifetime of a contract with Escambia County Jail, he will be responsible for:

- ▲ Providing leadership, direction and resources for all contract tasks
  - ▲ Coordinating corporate and team resources
  - ▲ Ensuring program and contract performance as well as compliance with all agreed-upon schedules, budgets, and deliverables
  - ▲ Monitoring contract performance
  - ▲ Meeting performance measures for the Escambia County Jail nursing services program.
- In addition to our organizational expertise, Maxim's employees are knowledgeable and committed in servicing correctional environments.

Correctional healthcare venues across the country turn to Maxim to address their most pressing staffing challenges. For 20 years, we have been providing the competent, high quality healthcare that is a priority for the demanding daily operations of our correctional healthcare clients. Maxim possesses the unique experience and knowledge from a comprehensive medical management standpoint that we feel is vital to our success as a partner to both public and private correctional healthcare clients. As a result of Maxim's experience within the comprehensive healthcare delivery space, we fully comprehend the importance of following proper protocol when working with incarcerated populations, and we have an in-depth understanding of the intricacies of inmate healthcare delivery. Maxim now serves more than **300 correctional healthcare clients** throughout the country. These relationships exist in both the private and public sectors of the correctional healthcare industry. Below is a small sampling of Maxim's correctional customer base that benefits from our innovative, one-stop shopping services.

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| ▲ State of Arizona DOC                     | ▲ Corrections Corporation of America       |
| ▲ State of Florida DOC                     | ▲ Cornell Companies, Inc.                  |
| ▲ State of Wisconsin DOC                   | ▲ Youth Services International             |
| ▲ State of Oregon DOC                      | ▲ MHM Services, Inc.                       |
| ▲ State of California DOC & Rehabilitation | ▲ Armor Correctional Health Services, Inc. |
| ▲ State of Alabama DOC                     | ▲ Prison Health Services, Inc.             |
| ▲ State of Michigan DOC                    | ▲ Wexford Health Sources                   |
| ▲ State of Alaska DOC                      | ▲ NaphCare, Inc.                           |
| ▲ State of Ohio DOC                        | ▲ First Medical Management                 |
| ▲ State of Utah DOC                        | ▲ Florida's Department of Juvenile Justice |
| ▲ Oregon Youth Authority                   | ▲ Correct Care Solutions, LLC.             |
| ▲ Arizona's Department of Juvenile         | ▲ Georgia Correctional Health Services     |
| ▲ Georgia's Department of Juvenile Justice | ▲ Correctional Medical Services, Inc.      |
| ▲ The Geo Group, Inc.                      | ▲ University of Texas Medical Branch       |

## ***Correctional Healthcare Experience Summary***

Maxim believes that statewide partnerships that rely upon sound geographic and operational capabilities command a management approach, one that Maxim has long embraced. As evidenced by Maxim's performances in the States of Colorado, Oregon, Florida, Washington, and many others, Maxim possesses the physical and operational capabilities to manage large-scale, supplemental staffing statewide contracts.

Complementing these capabilities is the industry-recognized reputation of top-notch customer service and quality service delivery that our clients have come to expect from Maxim. Maxim's culture of high caliber customer service, united with a systematic management approach, continues to promote mutually beneficial outcomes for our customers and our healthcare professionals. Our national presence within the Correctional Healthcare arena spans far beyond the few examples we have outlined in this proposal. Maxim's correctional healthcare experience extends to the Federal Government, other state and County Governments, and many private-sector customers.

In addition to our organizational expertise, Maxim's employees are knowledgeable and dedicated in servicing correctional healthcare environments. Our employees are instructed to work closely with each healthcare venue's Administrators to ensure that assigned medical professionals are adequately prepared to work with your inmate population. Maxim's experienced professionals have a thorough understanding of inmate healthcare and value the importance of following proper federal, state, county-specific, and contract-specific protocols and practices when working with incarcerated populations of all ages.

Another reason why Maxim is the preferred provider of correctional healthcare services to correctional healthcare venues is attributed to our recruitment capabilities. We place a high premium on recruiting and staffing candidates who are experienced in working in correctional healthcare environments. Many of our medical professionals have gained hands-on experience by treating a variety of inmate populations while on assignment. As a result of their experience, they are able to provide expertise and insight to all of our staff. When placing candidates, Maxim prefers assigning medical professionals who have experience or who are currently working in a correctional healthcare venue. Our longstanding relationships with organizations such as NCCHC (National Commission on Correctional Healthcare) have greatly contributed to our ability to attract top healthcare professionals from within the correctional healthcare arena.

### ***Quality Assurance Practices***

**Industry-Recognized Quality Standards:** Maxim has attained certification from the prestigious Joint Commission for our "Facility Nurse Staffing" business line. Every branch has successfully completed the survey and audit processes with impressive results. Maxim is proud to have achieved zero

Maxim has earned the Joint  
Commission's Gold Seal of  
Approval



The Joint Commission  
Healthcare Staffing Services

deficiencies across the board—an unprecedented distinction. The Joint Commission is an independent, not-for-profit organization, and one of the predominant standards-setting and accrediting bodies in healthcare. Its comprehensive certification process evaluates an organization's compliance with standards that focus on ensuring and improving the quality and safety of care provided by healthcare organizations. Joint Commission certification is recognized nationwide as a symbol of quality that reflects an organization's commitment to meeting certain performance standards.

**Stringent Hiring Practices:** Maxim adheres to unyielding standards for hiring and maintains equally stringent conditions for employment. We believe that our healthcare professionals are a direct reflection on our reputation and level of quality we provide. Candidates for healthcare employment must successfully meet the following requirements prior to employment.

Screening Criteria	Nursing Professionals	Allied Health Professionals	Physicians
Completed Application/Interview	✓	✓	✓
License/Certification Verification	✓	✓	✓
Background Check	✓	✓	✓
Reference Checks	✓	✓	✓
Supporting I-9 Documentation	✓	✓	✓

Maxim's Nurses and Allied Health professionals also undergo comprehensive competency assessments which cover a broad range of tests that are offered to candidates according to their expertise, licensure, or certification requirements. In order to be considered for employment with our company, Maxim requires that successful applicants score at least 80 percent on each of their competency assessments. In addition, candidates complete a Skills Checklist that identifies their levels of proficiency and knowledge with the position's responsibilities. Maxim stores each candidate's completed assessments and checklists in their personnel file for future reference.

**Licensure/Certification Verification Procedures:** Maxim verifies the credentials and licenses of employees upon hire and thereafter on an annual basis. We document the expiration dates of each license and certificate in our internal database. The database automatically alerts our staff when an employee's license is due to expire. We then notify the employee regarding their license. If an employee fails to return the updated information prior to the end of the month of expiration, Maxim then changes the employee's status to active restricted. Employees with expired licenses or certifications are not eligible to provide healthcare services to our clients.



**Background Investigation:** Prior to completing the hiring process Maxim will complete Nationwide Criminal Background investigations on all personnel. In addition to the CBI, the General Services Administration Search (GSA), Office of Inspector General (OIG) search and National Sex Offender Public Registry (NSOPR) search are conducted; in order to help ensure the hiring of qualified personnel.

**Orientation/Training:** Maxim provides orientation for all healthcare professionals during their initial stages of employment. Orientation is tailored per profession and is geared toward familiarizing employees with Maxim's policies and procedures, as well as those of our clients. Prior to the start of services, Maxim will review any client-specific or contract-specific materials with our employees. Only employees who completed orientation are eligible for assignment.

**HIPAA Compliant:** Maxim is fully compliant and strictly abides by the rules and regulations of the Health Insurance Portability and Accountability Act of 1996, as codified at 42 U.S.C. § 1320d through d-8 (HIPAA). In instances where Maxim receives protected health information (PHI) from clients, we comply with the applicable provisions of the Administrative simplification section of HIPAA, and the requirements of any regulations promulgated via HIPAA. We have implemented appropriate safeguards to prevent the use or disclosure of a patient's PHI.

### ***Industry Leadership***

Correctional facilities that require the recruitment of qualified medical professionals are all competing for candidates that are very difficult to recruit. Maxim Healthcare Services has spent two decades developing comprehensive recruitment and retention campaigns to attract and retain the most qualified and experienced medical professionals in nearly every state. As a result of our efforts we are able to offer our correctional healthcare clients a one-stop shopping solution to specifically meet their healthcare challenges. Maxim is one of the most reliable and successful staffing providers for correctional facilities across the country.

- ▲ Maxim has 20 years of correctional and medical facility staffing experience.
- ▲ Maxim holds certification from The Joint Commission with zero deficiencies for every branch
- ▲ Maxim has a nationwide network of more than 400 branches covering all 50 states and territories.
- ▲ Maxim's clients can request staff 24-hours a day, 7 days a week.
- ▲ Maxim's medical professionals undergo thorough pre-employment screening that includes criminal background checks, professional reference checks, competency assessments, and proof of appropriate licensure.
- ▲ Maxim is an industry leader in employing more than 81,000 personnel versus engaging subcontractors.

- ▲ Maxim houses state-of-the-art billing and scheduling applications, which allow for customized reporting and invoicing options for our clients.
- ▲ Maxim is privately owned, not franchised; has employee stock ownership; and promotes from within. These factors directly correlate to a higher level of customer service, client satisfaction, employee satisfaction, and consistency within our organization.
- ▲ Maxim's ongoing commitment to recruitment and retention ensures availability of staff and dependability of services.

Correctional facilities in need of a healthcare staffing provider can depend on Maxim to meet their needs, despite the odds. This is as a result of our expertise and knowledge of the correctional healthcare system, our ability to recruit candidates with correctional healthcare experience, and our customized approach to delivering a staffing solution that targets every potential healthcare vacancy in a correctional facility. Maxim's 300 plus correctional healthcare clients can attest to our proven methods for attracting and retaining quality healthcare professionals and our ability to satisfy their expectations in a timely and efficient manner. Correctional facilities all across the country can trust Maxim to deliver quality, affordability, and dependability.

***“Maxim’s Mission is to provide reliable, safe and patient-centered care through innovation and efficient care delivery models.”***

### **Escambia County Jail**

With service from our Pensacola office, Maxim Staffing Solutions; Correctional Healthcare can provide the necessary recruitment and placement of nursing professionals for Escambia County Jail. We offer outstanding customer service to our clients as well as offering “Outside the Box” ideas when it comes to providing the best solutions possible for our clients as it pertains to providing medical professionals to their facilities.

# **Pricing for Nursing Services**

## **LOCAL NURSING RATES**

<b>Service</b>	<b>Weekday Rate</b>	<b>Weekend Rate</b>
<b>Advanced Registered Nurse Practitioner (ARNP)</b>	<b>\$70.00/hr</b>	<b>\$70.00/hr</b>
<b>Registered Nurse (RN)</b>	<b>\$40.00/hr</b>	<b>\$40.00/hr</b>
<b>Licensed Practical Nurse (LPN)</b>	<b>\$30.00/hr</b>	<b>\$30.00/hr</b>
<b>Certified Medical Assistant (CMA)</b>	<b>\$21.00/hr</b>	<b>\$21.00/hr</b>
<b>Emergency Medical Technician (EMT)</b>	<b>\$26.00/hr</b>	<b>\$26.00/hr</b>

\*Additional medical positions can be added at a later date if needs arise

Options for services include:

- Per Diem
- Contract (13weeks)
- Temp to Perm  
(After 520 hours worked, employee converts to client with no additional charge)
- Direct Hire \*  
(Direct Hire payment can be amortized over an agreed upon number of weeks)