



**Rick Staly, Sheriff**

## **FLAGLER COUNTY SHERIFF'S OFFICE**

*"An honor to serve, a duty to protect."*

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### **MEMORANDUM**

DATE: April 4<sup>th</sup>, 2019  
TO: Sheriff Staly  
FROM: Chief Cole  
RE: Medical Provider Recommendation

On Friday March 29<sup>th</sup> all jail medical proposals were due to the Flagler County Sheriff's Office (FCSO) by 10:00am. The FCSO did receive official proposals from the following medical providers:

- Correctional Medical Care
- Well Path
- Corizon
- MTC Medical
- Southern Correctional Medicine

In addition the FCSO was notified by Naphcare and Centurion that they had decided not to submit proposals due to our agency size and our inmate population averages.

A recommendation committee had been identified to review each proposal based on their area of expertise and each were provided with copies of the proposals. The committee consisted of Chief Cole, Chief Strobridge, Director Quintieri, Director Carr, General Counsel Hathaway, and IT Manager Leary. Purchasing Manager Whitfield also was present to act as the liaison with the FCSO and vendors. The committee met on Monday 04/01, Tuesday 04/02, and Wednesday 04/03 for approximately 2 hours each day. During these meeting several follow ups were made to each vendor requesting some additional information and clarification to make informed decisions. References were contacted by Manager Whitfield and potential current and past litigations were researched by General Counsel Hathaway.

Each proposal contained a staffing plan that varied among each vendor. This included different levels of nursing staffers varying from RN's to LPN's and the amount of hours each type of nurse were to be scheduled each week. Each proposal also varied in hours scheduled for a medical doctor or a mid-level provider to be on site. Members of the committee reviewed our current contractual medical staffing plan and chose a new staffing plan that would enhance coverage and qualifications that would best meet the needs of the FCSO.

For comparison the staffing provided by our current vendor requires the following:

- Medical Director/Doctor 2 hours a week
- Mid-Level Provider/PA or ARNP 8 hours a week (1 day a week)
- Health Services Administrator/RN 40 hours a week (Mon-Fri)
- LPN 128 hours a week to cover evening shifts, night shifts, and weekends

\* The FCSO currently contracts for 4.45 Full Time Employees (FTE) weekly to cover jail medical.

The proposed staffing requested from each vendor is as follows:

- Medical Director/Doctor 4 hours a week
- Mid-Level Provider/PA or ARNP 8 hours a week (divided into two days at 4 hours each)
- Health Services Administrator/RN 40 hours a week (Mon-Fri)
- RN 84 hours a week (7 days a week on a 12 hour shift during the day)
- LPN 84 hours a week (7 days a week on a 12 hour shift for evenings/overnight)

This new staffing proposal will double the time each week that a doctor is on site. This staffing plan will now have a mid-level provider on site 2 days a week. This will result in a doctor or mid-level provider being at the facility 3 days a week, significantly enhancing coverage. In addition there will now be a RN at the facility 7 days a week with 2 RN’s working Mon-Fri. This new staffing plan will now equate to 5.5 FTE’s an increase of 1.05 FTE’s over our current contractual staff.

Each vendor was provided with this suggested staffing plan and their contract cost were as follows:

	<b>YR1 (19 Remaining)</b>	<b>YR 2 19-20</b>	<b>YR 3 20-21</b>
Correctional Medical Care	250,277	773,356	796,558
Well Path	316,521	949,566	978,052
Corizon	237,199	719,173	735,939
MTC Medical	195,279	608,129	611,078
Southern Correctional Medicine	178,667	536,002	554,332

After reviewing all 5 proposals Southern Correctional Medicine (SCM) appeared to offer pricing and a level of service that may make them a worthy partner with the FCSO. SCM is a more localized provider located in Waycross GA, all of their contractual facilities are within 3 hours of their headquarters. SCM was very responsive to the committee’s questions, usually responding within an hour and at times within minutes. SCM currently provides medical services to 30 facilities, with 29 of these facilities being Sheriff’s Office Jails located in Georgia and Florida. The largest jail that SCM contracts with has an

average daily population (ADP) of 500, with most of their facilities being a similar size as to the Flagler County Inmate Facility.

The other 4 vendors are much larger and have a more national footprint providing services to very large facilities and state prisons. As evident by the correspondence of the two national vendors that chose not to submit a proposal, there could be a lack of attention that a facility the size of Flagler's may receive. A smaller vendor familiar with providing services to a smaller Sheriff's Office Facility should provide an enhanced level of service.

SCM has a positive track record with their current clients and all of the references that were contacted provided very positive feedback. It was determined that SCM has been involved in very little litigation or controversies. The founder of SCM appears to originally have been part of a family medical practice and it may be because of this background that has led to their successes. SMC pricing was the most cost effective and even with adding 1.05 of FTE's and enhancing the level of services in the form of provider and nurse qualifications, their proposed pricing is less expensive than the expected cost from our current provider. The committee did compare SMC's salaries to the industry standards and their salaries were in fact competitive. It is believed that SMC is able to reduce cost, by being more localized and there is less bureaucratic corporate support needed.

The committee unanimously is recommending the FCSO attempt to negotiate a contract with SMC to provide medical services at the Flagler County Inmate Facility.