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**ADDENDUM NO. 1 TO  
RFP 9600-61: Locum Tenens Referrals**

**Date:** March 18, 2015  
**To:** All Vendors Interested in RFP # 9600-61  
**From:** Kristen Aldrich, Deputy Purchasing Agent, NMC Contracts Division  
**Subject:** Addendum No. 1 to RFP #9600-61

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**This Addendum No. 1 is to announce questions and answers received as of March 18, 2015 pertaining to RFP 9600-61 for Locum Tenens Referrals. Please note that the deadline to submit questions for this RFP is 1:00 PM (PST) on March 20, 2015. Therefore there may be another Addendum released containing additional questions and answers for this RFP.**

- This acknowledgement signature page of Addendum No. #1 must be submitted with your bid proposal.
- If this acknowledgement signature page is not submitted with your bid proposal, your entire bid package may be considered non-responsive.

**RECEIPT IS HEREBY ACKNOWLEDGED OF ADDENDUM NO. 1 TO RFP # 9600-61**

\_\_\_\_\_  
Authorized Company Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Company Name

**Question 1: Do you have a practice description for this position?**

*Answer: The purpose of this RFP is to secure contracts with locum tenens companies for access to locum tenens physicians as needed. Assignment details will be provided by the hospital at the time of request for referrals.*

**Question 2: How many locums do they need and is it all specialties?**

*Answer: The need for locums is dependent on the need to fill absences and vacancies. At any time during the contract term, we may have a need for physicians in each of the specialties listed in Exhibit A.*

**Question 3: Is the litigation history to be summarized in the cover letter or a separate sheet?**

*Answer: As per "Section 1 Requirements" of Section 7.1.1 of the RFP; the Litigation History is to be summarized within the Cover letter please.*

**Question 4: In order to make sure we are not wasting your reviewing a proposal that doesn't match your needs can you let me know which specialties you are anticipating needs in?**

*Answer: Ex. A of the RFP lists the specialties we are interested in.*

**Question 5: (We) had a question regarding the components of the agreement, specifically the Certificate of Insurance. Should we obtain and supply a copy of the COI with our RFP, or is it only necessary to provide one upon notification of award?**

*Answer: The certificate should not be submitted with the proposal in response to the RFP. It is only needed after a proposer has received notification from us that it has been tentatively selected as an awardee at which point we begin discussing and working on the Agreement phase.*

**Question 6: Per the reference requirements, do you need any letters of reference or just the contact information?**

*Answer: No reference letters are requested at this time.*

**Question 7: Can any changes be made to the language? (ie...terms/conditions, indemnification, insurance)**

*Answer: Vendors submitting proposals in response to the RFP may submit Exceptions to any of the terms and conditions stated in the RFP and its Sample Agreement section, including proposing alternate terms and conditions if applicable. There is no guarantee, however, that the County of Monterey will accept or negotiate any Exceptions submitted. Any and all Exceptions submitted must be submitted as per the RFP instructions.*

**Question 8: What is the annual budget for this contract?**

*Answer: The County of Monterey does not guarantee any minimum or maximum amount of dollars to be spent under any specific agreement with any specific vendor. The current proposed annual budget for locum tenens in Fiscal Year 15-16 is \$2 million in the aggregate for all contracts issued pursuant to RFP #9600-61.*

**Question 9: Who are the current vendors? What are the current vendor rates?**

*Answer: Current Locum Tenens Referral Providers which have Agreements with Natividad Medical Center are Medical Doctor Associates, Staff Care Inc., and Jackson & Coker. Rate sheets of current Agreements are attached via Attachment 1.*

**Question 10: Do the rates submitted need to be inclusive of travel and lodging?**

*Answer: Yes, rates shall be inclusive of all travel expenses.*

**Question 11: Would you be open to electronic invoicing?**

*Answer: We can accept invoices via email, but disbursements are not sent electronically.*

**Question 12: Are the terms and conditions negotiated before or after award?**

*Answer: After all proposals received are evaluated and scored, the county/NMC announces “tentative” contract awards. After this point the county may or may not negotiate depending on the quantity of proposals submitted and the content of those proposals. Awardees are “tentative” until the county’s Board of Supervisors approves all of the final Agreements.*

**Question 13: If we were awarded as a vendor, but couldn’t agree to terms, can we withdraw our proposal without penalty?**

*Answer: If a proposer is announced as a tentative awardee and that proposer and the County of Monterey are unable to agree to the final terms and conditions of an agreement, then at that stage the proposer will be able to withdraw its proposal.*

**Question 14:**

**Page 9, Section 1: Litigation History –**

Description of litigation to which your organization has been a party in the last five (5) years. Please include:

- (1) Name of Case;
- (2) Date Filed;
- (3) Court in which Filed;
- (4) Judgment or other Result

**By law, our agency cannot disclose the litigation history for *medical malpractice* cases for four reasons:**

- 1- All closed cases which we settled with condition to be confidential not to disclose to any third parties
- 2- All current cases are still under investigation which we are not going to share with third parties.
- 3- Under the HIPPA protection, all medical malpractice cases information regarding patient identity and medical information are protected and can’t be shared with any third parties.
- 4- Our med mal insurance loss run data history is our company proprietary information which we will not disclose or share with any third party.

**Last, we have no legal cases or dispute involved General Liability Insurance or Employment Contracts during the last three (3) years.**

**Would NMC remove this requirement from the proposal guidelines for insurance compliance?**

*Answer: In California, absent a court order placing the requested information under seal, the name of the case, the filing date, the court in which it was filed, and any judgment is treated as a public record. If a case were resolved via a settlement agreement, its terms may preclude disclosure of the settlement agreement, except that where one of the settling parties is a public entity the settlement agreement is treated as a public record and must be disclosed.*

**Question 15:**

**Page 21, Section 1.11 - Notification of Certain Events.**

CONTRACTOR shall notify NMC in writing within twenty-four (24) hours after the occurrence of any one or more of the following events involving each *locum tenens* Physician referred by CONTRACTOR to NMC who is on assignment at NMC:

**1.11.2.** The clinical privileges of *locum tenens* Physician (referred to NMC by CONTRACTOR) at any other hospital are denied, suspended, restricted, revoked or voluntarily relinquished;

**1.11.3.** A *locum tenens* Physician referred by CONTRACTOR becomes the subject of any suit, action or other legal proceeding arising out of his or her professional services;

**1.11.4.** A referred *locum tenens* Physician's license to practice medicine in the State of California is restricted, suspended or terminated, regardless of the availability of civil or administrative hearing rights or judicial review with respect thereto;

**1.11.5.** A *locum tenens* Physician referred by CONTRACTOR is charged with or convicted of a criminal offense;

**1.11.6.** Any act of nature or any other event occurs which has a material adverse effect on CONTRACTOR's or referred *locum tenens* Physician's ability to provide the Services; or

**1.11.7.** CONTRACTOR or *locum tenens* Physician referred by CONTRACTOR is debarred, suspended, excluded or otherwise ineligible to participate in any Federal Health Care Program or state equivalent.

**Would NMC agree to “within 24 hours of agency notification, we must inform NMC immediately”?**

**Our agency may not know this information within 24 hours of these events, and we want to stay compliant with NMC. Can our agency be obligated to inform NMC within 24 hours after we, as a company, are notified. Is this acceptable?**

*Answer: One or more vendors have asked about proposed changes to the terms and conditions set out in the RFP or its Sample Agreement. Vendors submitting proposals in response to the RFP may submit Exceptions to any of the terms and conditions stated in the RFP and its Sample Agreement section, including proposing alternate terms and conditions if applicable. There is no guarantee, however, that the County of Monterey will accept or negotiate any Exceptions submitted. Any and all Exceptions submitted must be submitted as per the RFP instructions.*

**Question 16::**

**Page 21, Section 1.12 - Representations and Warranties by CONTRACTOR.**

CONTRACTOR represents and warrants that as of the time of a referral of a *locum tenens* Physician to NMC: (a) the *locum tenens* Physician's license to practice medicine in any state has never been

suspended, revoked or restricted; (b) the *locum tenens* Physician has never been reprimanded, sanctioned or disciplined by any licensing board or medical specialty board; (c) neither CONTRACTOR nor *locum tenens* Physician has never been excluded or suspended from participation in, or sanctioned by, any Federal Health Care Program; (d) the *locum tenens* Physician has never been denied membership and/or reappointment to the medical staff of any hospital or health care facility; (e) the *locum tenens* Physician's medical staff membership or clinical privileges at any hospital or health care facility has never been suspended, limited or revoked for a medical disciplinary cause or reason; and (f) the *locum tenens* Physician has never been charged with or convicted of a felony, a misdemeanor involving fraud, dishonesty, controlled substances, or moral turpitude, or any crime relevant to the provision of medical services or the practice of medicine.

**Would NMC agree to adding the language “CONTRACTOR represents and warrants *that to the best of Contractor’s knowledge* as of the time of a referral...”?**

*Answer: One or more vendors have asked about proposed changes to the terms and conditions set out in the RFP or its Sample Agreement. Vendors submitting proposals in response to the RFP may submit Exceptions to any of the terms and conditions stated in the RFP and its Sample Agreement section, including proposing alternate terms and conditions if applicable. There is no guarantee, however, that the County of Monterey will accept or negotiate any Exceptions submitted. Any and all Exceptions submitted must be submitted as per the RFP instructions.*

**Question 17:**

**Page 22, Section 1.13.2 – Medical Records**

CONTRACTOR shall require that *locum tenens* Physicians maintain and upon request provide to NMC, and state and federal agencies, all financial books and records and medical records and charts as may be necessary for CONTRACTOR and/or NMC to comply with applicable state, federal, and local laws and regulations and with contracts between NMC and third party payors. CONTRACTOR shall assure that all such records and information are retained for at least ten (10) years following the expiration or termination of this Agreement and shall require *locum tenens* Physicians to preserve and maintain their records for a similar period. This Section 1.10 shall survive the expiration or termination of this Agreement.

**The industry standard is four (4) years. Would NMC agree to *four (4) years*, in lieu of seven (10)?**

*Answer: One or more vendors have asked about proposed changes to the terms and conditions set out in the RFP or its Sample Agreement. Vendors submitting proposals in response to the RFP may submit Exceptions to any of the terms and conditions stated in the RFP and its Sample Agreement section, including proposing alternate terms and conditions if applicable. There is no guarantee, however, that the County of Monterey will accept or negotiate any Exceptions submitted. Any and all Exceptions submitted must be submitted as per the RFP instructions.*

**Question 18:**

**Page 25, Section 1.23 - Effect of Removal**

Upon the removal of a *locum tenens* Physician pursuant to Section 3.9 or 3.10 of this Agreement, CONTRACTOR shall engage, at its cost and expense, and provide to NMC, a qualified substitute for the removed *locum tenens* Physician. Failure to take such action shall constitute a material breach of this Agreement. Nothing herein shall be construed to limit NMC's rights under Section 3.4 or any other provision of this Agreement.

**We absolutely will work as a top priority, at our own cost, to locate qualified replacements! However, if our agency is truly unable to find a suitable replacement to NMC, and NMC deems a “material breach”, what are the ramifications to our agency? (IE, cancellation of contract, etc.)? Can you please clarify “material breach”?**

*Answer: Vendors submitting proposals in response to the RFP may submit Exceptions to any of the terms and conditions stated in the RFP and its Sample Agreement section, including proposing alternate terms and conditions if applicable. There is no guarantee, however, that the County of Monterey will accept or negotiate any Exceptions submitted. Any and all Exceptions submitted must be submitted as per the RFP instructions.*

**Question 19:**

**Page 27, Section 1.38 - Evidence of Coverage**

1.38.1. Prior to commencement of this AGREEMENT, CONTRACTOR shall provide a “Certificate of Insurance” certifying that coverage as required herein has been obtained. Individual endorsements executed by the insurance carrier shall accompany the certificate. In addition CONTRACTOR upon request shall provide a certified copy of the policy or policies.

**Based on our insurance guidelines, and confidential information, we cannot provide the *actual copies* of our policies. However, we will provide COI’s for the exact amount of coverage NMC requires. Is a COI acceptable to NMC?**

*Answer: The RFP and Sample Agreement require not only the Certificate of Insurance but also the requested endorsements. Commercial general liability and automobile liability policies shall provide an endorsement naming the County of Monterey, its officers, agents, and employees as Additional Insureds with respect to liability arising out of the CONTRACTOR’S work, including ongoing and completed operations, and shall further provide that such insurance is primary insurance to any insurance or self-insurance maintained by the County of Monterey and that the insurance of the Additional Insureds shall not be called upon to contribute to a loss covered by the CONTRACTOR’S insurance. The required endorsement form for Commercial General Liability Additional Insured is ISO Form CG 20 10 11-85 or CG 20 10 10 01 in tandem with CG 20 37 10 01 (2000). The required endorsement form for Automobile Additional Insured endorsement is ISO Form CA 20 48 02 99.*

**Question 20:**

**Page 31, Section 1.46 - No Benefit Contributions**

NMC shall have no obligation under this Agreement to compensate or pay applicable taxes for, or provide employee benefits of any kind (including contributions to government mandated, employment-related insurance and similar programs) to, or on behalf of, CONTRACTOR or any other person employed or retained by CONTRACTOR. Notwithstanding the foregoing, if NMC determines or is advised that it is required by law to compensate or pay applicable taxes for, or provide employee benefits of any kind (including contributions to government mandated, employment-related insurance and similar programs) to, or on behalf of, CONTRACTOR or any other person employed or retained by CONTRACTOR, CONTRACTOR shall reimburse NMC for any such expenditure within thirty (30) calendar days after being notified of such expenditure.

**If NMC is determined or is advised that it is required by law to do this, it will be because of NMC’s interactions with the Locum Professional. If NMC doesn’t treat the Locum Professional as an independent contractor, they are likely to bring this problem on**

themselves. [http://www.dir.ca.gov/dlse/faq\\_independentcontractor.htm](http://www.dir.ca.gov/dlse/faq_independentcontractor.htm) If the Independent Contractor is determined to be an employee by NMC, or the state, it is because of NMC actions. We would ask that the party responsible for causing the determination be responsible for the consequences. Can this section be amended to reflect, as such?

*Answer: Vendors submitting proposals in response to the RFP may submit Exceptions to any of the terms and conditions stated in the RFP and its Sample Agreement section, including proposing alternate terms and conditions if applicable. There is no guarantee, however, that the County of Monterey will accept or negotiate any Exceptions submitted. Any and all Exceptions submitted must be submitted as per the RFP instructions.*

**Question 21:**

**Page 38, Section 1.79 - Litigation Consultation**

CONTRACTOR shall ensure that no *locum tenens* Physician accepts consulting assignments or otherwise contract, agree, or enter into any arrangement to provide expert testimony or evaluation on behalf of a plaintiff in connection with any claim against NMC or any Affiliate named, or expected to be named as a defendant. CONTRACTOR shall ensure that no *locum tenens* Physician accepts similar consulting assignments if (a) the defendants or anticipated defendants include a member of the medical staff of NMC or any Affiliate; and (b) the matter relates to events that occurred at NMC or any Affiliate; provided, however, the provisions of this Section shall not apply to situations in which a *locum tenens* Physician served as a treating physician.

**Can you please clarify the intent of this section? We're not sure how to know if this happens to the Locum Professionals, especially when they finish their assignments with NMC and are no longer working?**

*Answer: Vendors submitting proposals in response to the RFP may submit Exceptions to any of the terms and conditions stated in the RFP and its Sample Agreement section, including proposing alternate terms and conditions if applicable. There is no guarantee, however, that the County of Monterey will accept or negotiate any Exceptions submitted. Any and all Exceptions submitted must be submitted as per the RFP instructions.*

**Question 22: Regarding BUSINESS ASSOCIATE AGREEMENT**

**Page 48, Section 5.7 - Indemnification**

Contractor shall indemnify, defend, and hold harmless the County of Monterey (hereinafter County), its officers, agents, and employees from any claim, liability, loss, injury, cost, expense, penalty or damage, including the County's reasonable cost of providing notification of and of mitigating any acquisition, access, use or disclosure of PHI in a manner not permitted by this BAA, arising out of, or in connection with, performance of this BAA by Contractor and/or its agents, members, employees, or sub-contractors, excepting only loss, injury, cost, expense, penalty or damage caused by the negligence or willful misconduct of personnel employed by the County. It is the intent of the parties to this BAA to provide the broadest possible indemnification for the County. Contractor shall reimburse the County for all costs, attorneys' fees, expenses, and liabilities incurred by the County with respect to any investigation, enforcement proceeding or litigation in which Contractor is obligated to indemnify, defend, and hold harmless the County under this BAA. This provision is in addition to and independent of any indemnification provision in any related or other agreement between the Covered Entity and the Business Associate.

**Our agency is not privy to, nor handles any PHI at ANY point. Only the independent contract Locum professional supplied pursuant to this agreement see PHI. Would NMC accept the following proposed language:**

**5.7 Indemnification.** Contractor shall indemnify, defend, and hold harmless the County of Monterey (hereinafter County), its officers, agents, and employees from any claim, liability, loss, injury, cost, expense, penalty or damage, including the County's reasonable cost of providing notification of and of mitigating any acquisition, access, use or disclosure of PHI in a manner not permitted by this BAA, arising out of, or in connection with, performance of this BAA by Contractor and/or its **agents, members, or employees, ~~or sub-contractors,~~** excepting only loss, injury, cost, expense, penalty or damage caused by the negligence or willful misconduct of personnel employed by the County. ~~It is the intent of the parties to this BAA to provide the broadest possible indemnification for the County.~~ Contractor shall reimburse the County for all costs, attorneys' fees, expenses, and liabilities incurred by the County, **not to exceed**\_\_\_\_\_, with respect to any investigation, enforcement proceeding or litigation in which Contractor is obligated to indemnify, defend, and hold harmless the County under this BAA. This provision is in addition to and independent of any indemnification provision in any related or other agreement between the Covered Entity and the Business Associate.

*Answer: Vendors submitting proposals in response to the RFP may submit Exceptions to any of the terms and conditions stated in the RFP and its Sample Agreement section, including proposing alternate terms and conditions if applicable. There is no guarantee, however, that the County of Monterey will accept or negotiate any Exceptions submitted. Any and all Exceptions submitted must be submitted as per the RFP instructions.*

**Question 23:** Page 22, Sample Agreement, Section 1.13.2. Neither CONTRACTOR nor the Physicians will store or keep record of financial records or medical records regarding the medical services furnished by physicians to NMC patients. CONTRACTOR will maintain required accounting records regarding fees paid by NMC for the locum tenens staffing services being furnished hereunder. **Can you please provide clarification regarding the requirements of this section?**

*Answer: The Section 1.13.2 is intended to assist the County of Monterey in complying with patient privacy laws and with responding to requests for audits.*

**Question 24:** Page 27, Sample Agreement, Section 1.35. Is the indemnity provision negotiable? CONTRACTOR cannot agree to indemnify the County of Monterey on an unlimited basis with respect to the acts and omissions of the independent contractor physicians. CONTRACTOR can offer indemnity for the acts and omissions of the physicians up to and pursuant to the limits of CONTRACTOR's professional liability policy of insurance with limits of \$1,000,000 per incident and \$3,000,000 in the aggregate with the understanding that those limits are shared and that the physicians are first in the priority of payment. **Is NMC open to revising this provision to reflect those parameters?**

*Answer: You may follow the instructions within the RFP regarding submitting any Exceptions to the terms and conditions stated within the RFP including the sample Agreement section. The county/NMC may or may not accept the Exceptions. The county/NMC may or may not negotiate.*



**Question 25:** Page 27, Sample Agreement, Section 1.35. Is the indemnity provision negotiable? If so, is NMC agreeable to revising this provision as follows: “CONTRACTOR shall indemnify and hold harmless County of Monterey, its officers, agents, and employees, from and against any and all claims, liabilities, and losses whatsoever (including damages to property and injuries to or death of persons, court costs, and reasonable attorneys’ fees) but only in proportion to and to the extent directly arising out of CONTRACTOR’s acts and omissions.”

*Answer: You may follow the instructions within the RFP regarding submitting any Exceptions to the terms and conditions stated within the RFP including the sample Agreement section. The county/NMC may or may not accept the Exceptions. The county/NMC may or may not negotiate.*

**Question 26:** Page 28, Sample Agreement, Section 1.40.1. CONTRACTOR’s general liability insurance policy has an aggregate limit of \$3,000,000. Is this acceptable to NMC?

*Answer: Yes.*

**Question 27:** Page 28, Sample Agreement, Section 1.40.2. CONTRACTOR will not be using automobiles in the performance of the staffing services contemplated by this agreement. Will NMC agree to delete this requirement or limit the requirement to non-owned and hired vehicles only?

*Answer: You may follow the instructions within the RFP regarding submitting any Exceptions to the terms and conditions stated within the RFP including the sample Agreement section. The county/NMC may or may not accept the Exceptions.*

**Question 28:** Page 29, Sample Agreement, Section 1.41.2. CONTRACTOR’s policies will not specifically provide for notice to NMC, but CONTRACTOR can provide the notice required by this section. Is this acceptable?

*Answer: You may follow the instructions within the RFP regarding submitting any Exceptions to the terms and conditions stated within the RFP including the sample Agreement section. The county/NMC may or may not accept the Exceptions.*

**Question 29:** Page 29, Sample Agreement, Section 1.41.3. CONTRACTOR cannot agree to the additional insured requirement for automobile insurance. Is this acceptable?

*Answer: You may follow the instructions within the RFP regarding submitting any Exceptions to the terms and conditions stated within the RFP including the sample Agreement section. The county/NMC may or may not accept the Exceptions. The county/NMC may or may not negotiate.*

**Question 30:** Page 48, Business Associate Agreement, Section 5.7. Is this indemnity provision negotiable?

*Answer: You may follow the instructions within the RFP regarding submitting any Exceptions to the terms and conditions stated within the RFP including the sample Agreement section. The county/NMC may or may not accept the Exceptions. The county/NMC may or may not negotiate.*

**-----End of Addendum #1-----**

<b>EXHIBIT A</b>
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**Locum Tenens Market Rates by Specialty**  
Effective May 6, 2014 – June 30, 2015

Specialty	Hourly Rate	Premium Rate	Night Call	Weekend Call	24 hr call
Cardiology Interventional	\$ 393.75	\$ 577.50	\$ 551.25		\$ 2,840.00
Cardiology Invasive	\$ 302.40	\$ 441.00	\$ 414.75		\$ 2,205.00
Cardiology Non-Invasive	\$ 262.50	\$ 378.00	\$ 351.75		\$ 1,890.00
Cardiothoracic Surgery	\$ 353.72	\$ 514.50	\$ 488.25		\$ 2,619.75
Dermatology	\$ 215.00	\$ 310.00			
ENT including Surgery	\$ 235.59	\$ 336.00	\$ 309.75		\$ 1,674.75
Family Practice	\$ 163.00	\$ 232.00	\$ 207.00	\$ 552.00	
Gastroenterology	\$ 353.72	\$ 493.50	\$ 467.25		\$ 2,619.75
Hospitalist (12 Hr Shift)	\$ 220.00	\$ 336.50	\$ 313.50	\$ 836.00	
Hospitalist, Pediatric (12 Hr Shift)	\$ 220.00	\$ 338.50	\$ 313.50	\$ 836.00	
Internal Medicine	\$ 173.90	\$ 247.00	\$ 222.00	\$ 592.00	\$ 1,980.00
Neonatology	\$ 233.75	\$ 309.06	\$ 284.07	\$ 757.52	
Nephrology	\$ 261.84	\$ 367.50	\$ 341.25		\$ 1,884.75
Neurology	\$ 274.00	\$ 398.50	\$ 373.50	\$ 996.00	\$ 996.00
OB/GYN	\$ 209.34	\$ 336.00	\$ 309.75		\$ 1,464.75
Occupational Medicine	\$ 154.00	\$ 216.50	\$ 193.50	\$ 516.00	\$ 986.00
Oncology, Medical	\$ 231.00	\$ 333.37	\$ 307.12		\$ 1,470.00
Oncology, Radiation	\$ 255.93	\$ 357.00	\$ 367.50	\$ 1,848.50	\$ 1,837.50
Pathology	\$ 183.09	\$ 231.00	\$ 204.75		\$ 1,254.75
Pediatrics	\$ 174.00	\$ 248.50	\$ 223.50	\$ 596.00	
Physical Medicine	\$ 200.00	\$ 220.00	\$ 285.00	\$ 495.00	
Surgery, General	\$ 209.34	\$ 336.00	\$ 309.75		\$ 1,484.75
Surgery, General (Trauma)		\$409.50			\$1,795.00
Surgery, General (Trauma) 24 hr in-house Call					\$5,000.00
Surgery, Neuro	\$ 458.72	\$ 851.00	\$ 624.75		\$ 3,459.75
Surgery, Orthopedic	\$ 268.09	\$ 409.50	\$ 383.25		\$ 2,094.75
Surgery Orthopedic (Trauma)		\$441.00			\$2,304.75
Surgery, Pediatric	\$ 393.09	\$ 577.50	\$ 551.25		\$ 2,934.75
Surgery, Vascular	\$ 274.97	\$ 472.50	\$ 446.25		\$ 1,969.75
Urology including surgery	\$ 268.09	\$ 409.50	\$ 383.25		\$ 2,094.75

Rates listed above are all-inclusive of travel.

Permanent Placement Fee for all specialties is \$30,000.00.

All rates shown are based upon 8 hours per day and a 40 hour per work week guarantee. Week night on-call rate are per night, 5pm to 8am. Weekend on-call rates are per weekend day (24 hours). Premium rates typically apply after 8 hours per day or if patient care is required while on call.

[REDACTED]

**FEE SCHEDULE, ALL-INCLUSIVE RATES**

7/01/2014 —6/30/2015.

For rates of Specialties not listed on this Rate Sheet refer to Exhibit A-1 of this Agreement

Specialty	Daily Rate 8 hr day	Premium Paid after 8 ho PEI/day	Weeknight call premium paid for MI hours worked	Weekend Call Premium paid for all hours worked	24 Hour Call (24 hr period) Includes 4 hours of patient contact	Reassignment Fee
Hospitalist	\$200/hr	\$200/hr	\$250	N/A	\$2500	\$25,000
General Surgery	\$2050	\$325	\$325	\$2050	\$2300	\$25,000
Pulmonology	\$2575	\$325	\$300	\$2500	\$2700	\$25,000
Pulmonology (outpatient)	\$2575	\$325	\$300	\$2500	\$2500	\$25,000
Acute Rehab	\$1750	\$300	\$300	\$1750	\$2250	\$25,000
Orthopedic Surgery	\$2100	\$375	\$350	\$2100	\$2700	\$25,000
Trauma Surgery	\$280/hr	\$380	\$350	\$2250	\$2800	\$25,000
ICU	\$280/hr	\$280	\$300	\$2250	\$2800	\$25,000
Cardiology – non – Invasive	\$2266	\$350	\$350	\$2200	\$2500	\$25,000
Cardiology – Invasive	\$2600	\$400	\$400	\$2600	\$3000	\$25,000
Cardiology – Interventional	\$3000	\$450	\$450	\$3000	\$3500	\$25,000
Gastroenterology	\$2600	\$340	\$340	\$2600	\$3000	\$25,000
Ped – Hospitalist	\$180/hr	\$180/hr	\$200	N/A	\$2,000	\$25,000
Pediatrics (outpatient)	\$1200	\$190	\$190	\$1200	\$1200	\$25,000
Family Practice (outpatient)	\$1200	\$190	\$190	\$1200	\$1200	\$25,000
Internal Medicine (outpatient)	\$1200	\$190	\$190	\$1200	\$1200	\$25,000

Definitions

**Daily Rates:** Charged daily rate as an 8 hour work day. Premium rate is charged for all hours of patient contact exceeding 8 hours.

**Premium Rate:** Hourly overtime rate.

**Weeknight On-Call:** Charged nightly to have PHYSICIAN on call. Premium is charged for all patient contact while on call.

**Weekend On-Call:** Charged per 24 hour period to have PHYSICIAN on call, Premium is charged for all patient contact while on call.

**24 Hour Call:** Used for call only assignments. Charged per 24 hour period. Rate includes 4 hours of patient contact. Premium rate is charged for all hours worked exceeding 4 hours per 24 hour period,

ATTACHMENT 1 OF ADDENDUM NO. 1 TO RFP #9600-61

July 1, 2014 to June 30th, 2015 RATES ARE ALL INCLUSIVE OF TRAVEL EXPENSES							
Specialty	Hourly	Daily (8 hr day unless otherwise specified)	Overtime	Holiday/ Premium	24 Hour Call Only Weekday	24 Hour Call Only Weekend	Placement Fee
Anesthesiology	\$ 235.00	\$ 1,880.00	\$ 235.00	\$ 1,880.00	\$ 1,000.00	\$ 815.00	\$ 25,000.00
Cardiac Anesthesiology	\$ 250.00	\$ 2,000.00	\$ 250.00	\$ 2,000.00	\$ 1,200.00	\$ 900.00	\$ 25,000.00
Cardiology	\$ 370.00	\$ 2,950.00	\$ 370.00	\$ 3,550.00	\$ 375.00	\$ 3,250.00	\$ 25,000.00
Cardiology, Interventional	\$ 490.00	\$ 3,900.00	\$ 490.00	\$ 4,500.00	\$ 490.00	\$ 4,200.00	\$ 25,000.00
Cardiology, Invasive	\$ 425.00	\$ 3,400.00	\$ 425.00	\$ 4,000.00	\$ 425.00	\$ 3,700.00	\$ 25,000.00
Critical Care (12 hour day)		\$ 3,500.00				\$ 3,300.00	\$ 25,000.00
Certified Registered Nurse Anesthetist	\$ 156.25	\$ 1,250.00	\$ 156.25	\$ 1,250.00	\$ 700.00	\$ 1,120.00	\$ 18,000.00
Dermatology		\$ 2,200.00		\$ 400.00	\$ 350.00		\$ 25,000.00
Emergency Medicine	\$ 230.00	N/A	\$ 230.00	\$ 330.00	N/A	N/A	\$ 25,000.00
Family Practice , Ambulatory Care	\$ 170.00	\$ 1,360.00	\$ 240.00	\$ 240.00	\$ 300.00	\$ 600.00	\$ 25,000.00
Family Practice	\$ 160.00	\$ 1,280.00	\$ 160.00	\$ 240.00	\$ 300.00	\$ 600.00	\$ 25,000.00
Family Practice with OB	\$ 186.00	\$ 1,488.00	\$ 186.00	\$ 279.00	\$ 300.00	\$ 680.00	\$ 25,000.00
Gastroenterology		\$ 2,500.00		\$ 400.00	\$ 350.00		\$ 25,000.00
General Surgery	\$ 159.00	\$ 1,880.00	\$ 159.00	\$ 2,820.00	\$ 159.00	\$ 1,880.00	\$ 25,000.00
Hematology/Oncology		\$ 1,700.00		\$ 195.00	\$ 195.00	\$ 800.00	\$ 25,000.00
Hospitalist - Primary Care	\$ 225.00	N/A	\$ 225.00	\$ 300.00	N/A	N/A	\$ 25,000.00
Internal Medicine	\$ 170.00	\$ 1,360.00	\$ 160.00	\$ 256.00	\$ 160.00	\$ 480.00	\$ 25,000.00
Infectious Disease		\$ 2,200.00		\$ 2,925.00		\$ 2,395.00	\$ 25,000.00
Medical Oncology		\$ 1,700.00		\$ 2,550.00	\$ 195.00	\$ 800.00	\$ 25,000.00
Medical Dosimetrist	\$ 125.00		\$ 125.00				\$ 10,000.00
Medical Physicist	\$ 205.00		\$ 205.00				\$ 12,000.00
Neonatology (includes beeper, OT after 12 hrs)		\$ 4,346.00	\$ 328.00	\$ 6,519.00	N/A	N/A	\$ 32,000.00
Nephrology	\$ 370.00	\$ 2,950.00	\$ 370.00	\$ 3,550.00	\$ 370.00	\$ 3,250.00	\$ 25,000.00
Neurological Surgery	\$ 450.00	\$ 3,950.00	\$ 450.00	\$ 5,925.00	\$ 450.00	\$ 3,600.00	\$ 25,000.00
Neurology		\$ 2,100.00			\$ 300.00	\$ 900.00	\$ 18,000.00
Nurse Practitioner	\$ 111.00	\$ 888.00	\$ 120.00	\$ 186.00	\$ 246.00	\$ 492.00	\$ 18,000.00
Obstetrics and Gynecology (9 hour day)	\$ 250.00	\$ 1,995.00	\$ 250.00	325 hourly	N/A	N/A	\$ 25,000.00
Occupational Medicine	\$ 140.00	\$ 1,080.00	\$ 140.00	170 hourly	N/A	N/A	\$ 25,000.00
Ophthalmology (Surgery)	\$ 225.00	\$ 1,800.00	\$ 225.00	\$ 2,700.00	\$ 225.00	\$ 900.00	\$ 25,000.00
Orthopedic Surgery	\$ 285.00	\$ 2,280.00	\$ 285.00	\$ 3,420.00	\$ 285.00	\$ 2,280.00	\$ 25,000.00
Otolaryngology	\$ 250.00	\$ 1,950.00	\$ 250.00	\$ 2,925.00	\$ 250.00	\$ 975.00	\$ 25,000.00
Pathology		\$ 1,191.00	\$ 195.00	NA	\$ 125.00	\$ 500.00	\$ 22,500.00
Pediatrics (0-8 hrs: OT after 5pm)		\$ 1,919.00	\$ 265.00	\$ 2,879.00	N/A	N/A	\$ 25,000.00
Pediatric Hospitalist (includes beeper, OT after 5pm)	\$ 273.00	\$ 2,731.00	\$ 273.00	\$ 4,097.00	N/A	N/A	\$ 25,000.00
Pediatric Critical Care (includes bpr, OT <12 hrs)		\$ 4,346.00	\$ 328.00	\$ 6,519.00	N/A	N/A	\$ 32,000.00
Pediatric Cardiology (OT after 5pm)		\$ 2,600.00	\$ 325.00	\$ 3,900.00	N/A	N/A	\$ 30,000.00
Physical Medicine and Rehabilitation	\$ 225.00	\$ 1,800.00	\$ 225.00	\$ 2,700.00	\$ 225.00	\$ 900.00	\$ 25,000.00
Physicians Assistant	\$ 109.00	\$ 848.00	\$ 106.00	\$ 186.00	\$ 246.00	\$ 492.00	\$ 18,000.00
Psychiatry inpatient	\$ 179.00	\$ 1,432.00	\$ 202.00	205 hourly		\$ 525.00	\$ 25,000.00
Psychiatry Outpatient	\$ 179.00	\$ 1,432.00	\$ 202.00	205 hourly	\$ 162.00	N/A	\$ 25,000.00
Psychiatry Child & Adolescent Inpatient	\$ 189.00	\$ 1,512.00	\$ 216.00	218 hourly	\$ 172.00	\$ 600.00	\$ 25,000.00
Psychiatry Child & Adolescent Outpatient	\$ 189.00	\$ 1,512.00	\$ 216.00	218 hourly	\$ 172.00	\$ 600.00	\$ 25,000.00
Pulmonology /Pulm. CC		\$ 3,500.00		\$ 5,025.00		\$ 3,500.00	\$ 25,000.00
Radiation Oncology		\$ 1,700.00		\$ 195.00	N/A	\$ 800.00	\$ 25,000.00
Radiation Therapist	\$ 91.00		\$ 91.00				\$ 8,000.00
Radiology Diagnostics		\$ 1,741.00		250 hourly	\$ 900.00	\$ 1,575.00	\$ 18,000.00
Radiology Interventional Urology		\$ 2,250.00		325 hourly	\$ 1,200.00	\$ 2,448.00	\$ 20,000.00
Trauma Surgery	\$210.00	N/A	\$210.00	\$390.00	N/A	N/A	\$25,000.00
Urology	\$ 243.75	\$ 1,950.00	\$ 250.00	\$ 2,820.00	\$ 300.00	\$ 1,880.00	\$ 25,000.00