

# COST ANALYSIS CERTIFICATION

## EDUCATION SERVICE CENTER, REGION 10

400 E Spring Valley Rd  
Richardson, TX 75081  
Telephone: (972) 348-1110



<b>Product or service</b>	<b>Staffing Services and Related Solutions</b>
<b>Original RFP #</b>	<b>R10-1105</b>
<b>Contract #</b>	<b>R10-1105A, R10-1105B, R10-1105C</b>

Federal regulations require documentation of cost analysis or price analysis for every procurement action at or above \$150,000 (see 2 C.F.R. § 200.323). This form is used to certify the analysis was completed and is kept as part of the procurement file to demonstrate that the procurement process was conducted in an open and fair manner.

Pricing offered as a response to the Request For Proposal (RFP) identified above is considered fair and reasonable for the following reason(s), and if applicable, is supported by attached documentation and/or a detailed discussion of the price analysis (select at least one applicable situation):

- Comparison of costs proposed with cost estimates from other vendors for the same or similar items or work.
- Comparison of previous purchase orders and contract prices with current proposed price for the same or similar items. Both the validity of the comparison and the reasonableness of the previous price(s) have been established.
- Comparison with Vendor's published price lists, market prices, pricing indexes, and discount or rebate arrangements.
- Comparison with similar or larger cooperative purchasing agencies/organizations published price lists, discount, or rebate arrangements.
- Comparison or proposed price with independent estimates, which were determined to be allowable under 2 C.F.R. Part 200, Subpart E- Cost Principles. Attach estimates used.
- Comparison of proposed price with prices obtained through market research for the same or similar items.
- Other Reason (specify and attach supporting documentation).

See attached documentation

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**CERTIFICATION:**

I certify that the information provided above is true and correct to the best of my knowledge and belief. I further certify that I have determined that the costs or prices proposed are necessary, fair, and reasonable.

Clint Pechacek

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Full Name

Purchasing Consultant

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Title

*Clint Pechacek*

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Clint Pechacek (Oct 28, 2020 11:27 CDT)

Signature

Oct 28, 2020

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Date

Supplier	Award Rationale	All staffing and services available	Pricing for all available staffing and services	Education	Accounting / Finance	Call Center / Customer Service	General Administrative	Human Resources	Food Related Services	Laborer / Industrial	Medical / Nursing	IT	Industrial & Public Works	Engineering	Average for all categories	Rank
<b>% Markup Proposals</b>																
<b>1-Synapse Business System inc</b>		Helpdesk Technician , Telecom Engineer , Sanitation Worker , Paralegal, Administrative Assistant, Accounting Clerk, Accountant, Administration , Food & Nutrition , Information Technology Staff, Custodian, Psychologist , Psychiatrist , LPN , CRN, School Nurse,	30% markup on pay, 32% for overtime hours.	30.00%	30.00%		30.00%				30.00%	30.00%	30.00%	30.00%	30.00%	3
<b>2-COGENT Infotech Corporation</b>		They listed - Warehouse & Facilities, Engineering, Industrial & Public Works, Office & Professional, Finance & Accounting, Administrative & Clerical, Medical, Education, IT. (however there was no pricing provided)	Could not find pricing													N/A
<b>Awarded Supplier</b>		Much like Advanced School Staffing, ESS was not the low bid in percentage markup proposals, however they were within the competitive range, and given their focus on providing education staff, the slight increase in cost compared to 22nd Century Technologies may be justified for many schools.	Substitute Teachers, Paraprofessional/Aide, Clerical/Administrative and Auxiliary/Other Positions, all seem to be focused in substitute education staffing needs needs. Their variable markup rate offer below is due to other services they customize for each district, included onsite management staff, technology services, and training programs. They are also offering virtual education services through their proximity learning company acquisition.	provided a 30 to 40% markup for regular and overtime hours for the following: Overtime is still paid at time and a half, but the markup remains the same. Also in conversation and in their response they stated pay rates are specified and driven by each district and their needs. They also provided fixed pricing at varying rates for their proximity service.	35.00%										35.00%	4
<b>4-Trigyn Technologies Inc</b>		They provide standard recruiting and staffing for Non-instructional education, government specific, office & professional, finances, public works, technology and other government roles. They also provide a staffing solution option where if an agency identifies a candidate, Trigyn will hire them and provide their services for a reduced markup since they did not have to perform the recruitment. They also provide managed staffing services	38% (68% overtime) for "premium" and 33% for "non-premium". Overtime is still paid at time and a half, but the markup remains the same. For agency identified positions, their markup is 25% for pay rates over \$50 per hour, 30% for 25.01-50.00 and 35% up to 25.00 per hour. Their managed staffing services are charged at 1.15 per hour	38.00%	38.00%		38.00%					38.00%	38.00%	38.00%	38.00%	5
<b>5-Infojini, Inc</b>		Provided staffing rates for virtually all key areas being requested.	They provided a 29-30% markup depending on the role, and a 70% markup for overtime. No other pricing or services provided.	29.00%			29.50%		30.00%		30.00%	30.00%	29.00%	29.00%	29.50%	1
<b>Awarded Supplier</b>		While it is difficult to know how percentage mark-up will fare against a flat rate fee in every individual instance, 22nd Century Technologies' mark-up should be competitive in even the most expensive markets. They have the second-lowest mark-up pricing submitted, and the lowest taking into account secondary positions such as custodial and food service positions. Due to the complexity of integrating with a public agency's HR processes, assessing needs, and administering benefits, this mark-up is deemed competitive and reasonable profit.	They provided staffing options for 250+ positions, virtually everything we asked for. They are also offering temp to hire and payroll services.	Provided a 30% markup and 22% markup for overtime across all positions. Also provided: 20% markup for payroll services 15% for recruitment services - how long after hire? 12% for temp to hire services. (no charge after 3 months? Unclear if the 12% is in addition to the standard markup or after the 3 months)	30.00%	30.00%	30.00%	30.00%	30.00%	30.00%	30.00%	30.00%	30.00%	30.00%	30.00%	2
<b>12-Acro Service Corporation</b>		Provided markup on over 700 line item job titles for all kinds of categories, including nursing, janitorial, kitchen, paraprofessional and many many other categories of position.	Provided markup on over 700 line item job titles ranging from 35% to 54%, not including the 2.5% management fee they take and the presumed 2% fee we take.	48.00%	34.93%	36.51%	36.51%	36.51%	45.12%	43.12%	45.00%	40.00%			40.63%	6
<b>Flat Rate Proposals</b>																
<b>7-Support Staff on Demand</b>	While Support Staff on Demand was almost certainly the low bid, their proposed pricing was so low as to be deemed irresponsible by the evaluation committee. Likely the pricing quoted would have proved unsustainable, or indicated that inferior services would be rendered to customers to cut down on costs.	They provided a flat \$25 per hour rate for 14 different positions, and a technology platform for requesting services.	\$25 flat rate added to the client's approved rate for all 14 positions, including nursing, teaching, clerical workers, auxiliary staff and counselors. No charge for the technology platform.	\$25 flat rate							\$25 flat rate				25	1
<b>8-Delta-T Group, Inc</b>		Provided 40 different staffing positions for varied positions focused on education, including paraprofessionals, nursing, auxiliary staff, counselors, and teachers.	Provided flat markup rates of anywhere from \$22-\$310 per hour by position. They also offer various assessments at \$140-\$745 per evaluation. They state in the proposal that they do not offer discounts on cooperative contracts, so this is their normal rate.	\$22-\$110 per hour flat rates							\$24 flat rate				52	2
<b>Awarded Supplier</b>	While Advanced School Staffing was slightly on the high end of the flat rates that were offered, this seems justified by their focus on nursing and therapy professionals and the added care and processes such a focus demand to ensure quality service to customers. Their fees were not much higher than other respondents, meaning that while they were not the low bid, they were competitive enough to award considering other factors relevant to the solicitation as documented in the evaluation criteria.	Provided standard rates that seem not to be a markup on an already approved price. Rates are given for a variety of therapy and nursing positions.	Rates are \$60-\$85 per hour depending on the position with a 50% markup for overtime hours. No discounts are given in order to assure everyone best pricing.	\$60-\$85 per hour flat rates							\$60-\$85 per hour flat rates				72.5	5
<b>10-CareStaff Partners</b>		Provided flat rates for a variety of positions focusing on therapy, counseling, and nursing.	Rates are \$56-\$72 per hour depending on the position with a 50% markup for overtime hours.	\$56-\$72 per hour flat rates											64	4
<b>11-Soliant Health</b>		Provided flat rates for various positions including teachers, nurses, counselors, therapists and paraprofessionals.	Rates are \$40-\$75 per hour depending on the position with a slight (typically a few extra dollars) increase for working overtime.	\$40-\$75 per hour flat rates							\$51-\$60 per hour flat rates				56.5	3

# RFP - Region 10 Staffing Services and Related Solutions (Price Analysis Determination Certification)

Final Audit Report


2020-10-28

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