

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

952



FROM: Riverside County Regional Medical Center

SUBMITTAL DATE:
February 23, 2010

SUBJECT: AMENDMENT TO THE PROFESSIONAL SERVICES AGREEMENT(S) FOR TEMPORARY NURSING SERVICES

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve and authorize the Chairman to execute the amendments to the professional services agreements with twelve (12) Contractors as listed in Attachment "A" for the period between March 1, 2010 through June 30, 2010, in an aggregate amount of \$14,500,000, and;
2. Authorize the Purchasing Agent, in accordance with Ordinance No. 459.4, to exercise the renewal option, for four (4) additional one-year periods, based on the availability of fiscal funding, and to sign amendments that do not change the substantive terms of the agreement, and;
3. Authorize the Purchasing Agent to move dollars between these agreements as the need dictates as long as the aggregate amount does not exceed \$17,500,000 annually, and;
4. Authorize the Purchasing Agent to execute agreements not to exceed \$100,000 annually with any additional qualified Nurse Registries who agree to the same uniform rates, and;
5. Approve the Uniform Rates for Nurse Registry Services as listed in Attachment "B.", and;
6. Receive the report on Use of Registries for Registered Nurse Staffing in Attachment "C".

(Continued on Page 2)

Douglas Bagley

DOUGLAS BAGLEY
Hospital Administrator

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 14,500,000	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	For Fiscal Year:	FY 09/10

SOURCE OF FUNDS: 100% - Hospital Enterprise Funds	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: APPROVE

BY: *Debra Cournoyer*
Debra Cournoyer

County Executive Office Signature

FORM APPROVED COUNTY COUNSEL
 BY: *Neal R. Kipnis* DATE: _____
 Purchasing: *Billy Cornett*
 Billy Cornett, Purchasing Manager
 Departmental Concurrence

Dep't Recomm.: Consent Policy
 Per Exec. Ofc.: Consent Policy

Prev. Agn. Ref.: 12/22/09 3.55 | **District:** | **Agenda Number:**

ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD

3.45

BOARD OF SUPERVISORS

**FORM 11: AMENDMENT TO THE PROFESSIONAL SERVICES AGREEMENT(S) FOR
TEMPORARY NURSING SERVICES**

PAGE 2

BACKGROUND

Riverside County Regional Medical Center (RCRMC) utilizes nurse registries to supplement hospital nursing staff as a measure to ensure appropriate levels of nurse staff for safe patient care and to meet licensure standards. Code 42 of Federal Regulations requires hospitals certified to participate in Medicare to "have adequate numbers of licensed registered nurses, licensed practical (vocational) nurses, and other personnel to provide nursing care to patients as needed." As patient volume increases yearly, maintaining the appropriate number of nursing staff is critical to the delivery of quality patient care. Therefore, in order to avoid service curtailments and to ensure safe and optimum patient care, nurse registries are needed to augment hospital staffing needs.

Attachment "C" is a report on use of Registered Nurses (RN's), as requested by the Board (12/22/09; #3.55).

PRICE REASONABLENESS

In May, 2009, County Purchasing released a Request for Qualifications (RFQ-MCARC-104) on behalf of the Riverside County Regional Medical Center (RCRMC), to seek qualified vendors for nurse registry services. An RFQ notice was sent to ninety-four vendors and was advertised on the Riverside County Purchasing website. Forty (40) responses were received, with statement of qualifications submitted by forty (40) vendors.

The statement of qualifications submitted by the vendors was reviewed by an evaluation team consisting of personnel from Purchasing and the Riverside County Regional Medical Center (RCRMC). The evaluation team reviewed and scored each statement of qualifications based on the overall responsiveness and general understanding to the RFQ requirements, the vendor's ability and experience, references, financials, credentials, resumes, licenses, certifications and Joint Commission Certification. Uniform rates were set forth in RFQ MCARC-104.

The vendors who met the RFQ qualifications have agreed to the County of Riverside proposed uniform rates; and these contractors' will be contacted to provide services based on the County's discretion and the contractor's availability to provide temporary nursing staff.

ATTACHMENT

Attachment "A" – List of Participating Nurse Registry Contractors for RFQ MCARC-104
Attachment "B" – Uniforms Rates for Nurse Registry Services for RFQ MCARC-104
Attachment "C" – RCRMC Report on Use of Registries for Registered Nurse Staffing
Amendments to the Professional Service Agreement(s) for Temporary Nurse Registry

REVIEW/APPROVAL

County Purchasing concurs with the request and County Counsel approves the contract to form.

ATTACHMENT "A"

LIST OF PARTICIPATING NURSE REGISTRY CONTRACTORS FOR RFQ MCARC-104:

In alphabetical order

- 1) Allstar Staffing
- 2) Associated Healthcare Professionals
- 3) HRN Services
- 4) Juno
- 5) Maxim
- 6) Medstaff
- 7) Nurse Staffing Group, LLC
- 8) Pro Care One
- 9) Procel
- 10) Protem
- 11) SOS Nurses
- 12) Westways

ATTACHMENT "B"

Uniform Rates for Nurse Registry Services for RFQ MCARC-104

CLASSIFICATION	RATE PER HOUR	RATE PER HOUR
	7:00.a.m and 7.30 p.m.	7:00 p.m. and 7.30 a.m. (Includes Shift Differentials)
RN	\$49	\$53
Specialty RN	\$54	\$58
Critical Care RN	\$56	\$60
LVN	\$35	\$36
CNA	\$22	\$23
SURGICAL SCRUB TECHNICIAN	\$31	\$32

ATTACHMENT "C"

Riverside County Regional Medical Center Report on Use of Registries for Registered Nurse Staffing

This report addresses the issues associated with use of nurse registry by RCRMC.

1. Cost

There is little difference between the cost of Registry registered nurses (RNs) and County employed RNs, when total costs for each are compared for similar RN positions.

The cost comparison under the new Registry RN contract versus County cost is demonstrated in the chart below. County salaries are computed on the average 2008-2009 salary for the required years of experience and comparable classification, specialty / critical care differential, shift differential, benefits, and compensated absence pay.

CLASSIFICATION	COUNTY _ NURSING STAFF _ RATE		PER DIEM NURSING REGISTRY RATE	
	DAY SHIFT RATE 7.a.m and 7.30 pm	NIGHT SHIFT RATE 7 p.m. and 7.30 am	DAY SHIFT RATE 7.a.m and 7.30 pm	NIGHT SHIFT RATE 7 p.m. and 7.30 am
	HOURLY _ RATE	HOURLY _ RATE	HOURLY _ RATE	HOURLY _ RATE
RN	\$49.29	\$52.62	\$49.00	\$53
SPRN	\$53.29	\$56.62	\$54.00	\$58
CCRN	\$57.29	\$60.62	\$56.00	\$60

2. Proportion of Registry and County RN Hours

It is not the case that Registry hours constitute a large proportion of the total RN hours. For FY 08/09, Registry paid hours represented 11% of total hours paid, while County employed RN paid hours amounted to 89%. In a few nursing units the proportion is higher than the average. In FY 06/07, the peak of registry use, paid hours for Registry were 29% of the total. There has been a substantial reduction in proportionate use of Registry RNs since that time, but County employed RNs were always the substantial majority.

3. Hiring of County Employed RNs

There has been an active and successful program to recruit and train County employed nurses, which has more than doubled the number of County employed RNs. In

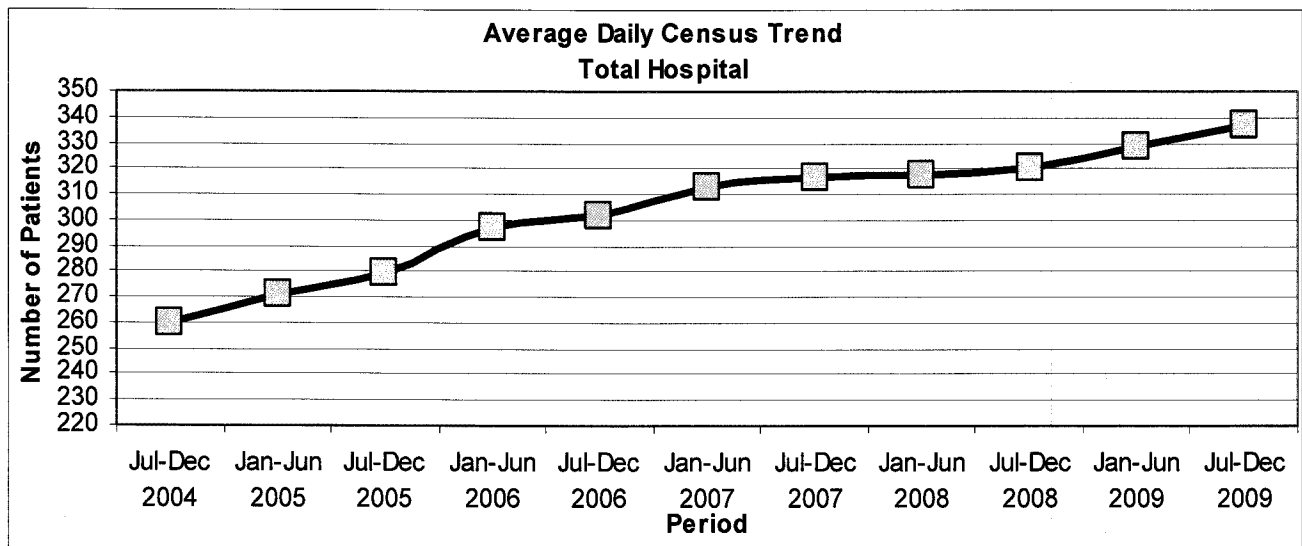
ATTACHMENT "C"

Riverside County Regional Medical Center Report on Use of Registries for Registered Nurse Staffing

January, 2003, RCRMC had 358 permanent County employed RNs. By January, 2010, that number had grown to 786, an increase of 220%. This program continues.

4. Workload increase

There has been a steady increase in hospital workload. For the first half of 2003 (January – June) the Inpatient Average Daily Census (ADC) was 246. For the last half of 2009 (July – Dec) the ADC was 336, an increase of 36%. This has significantly increased need for nurses.

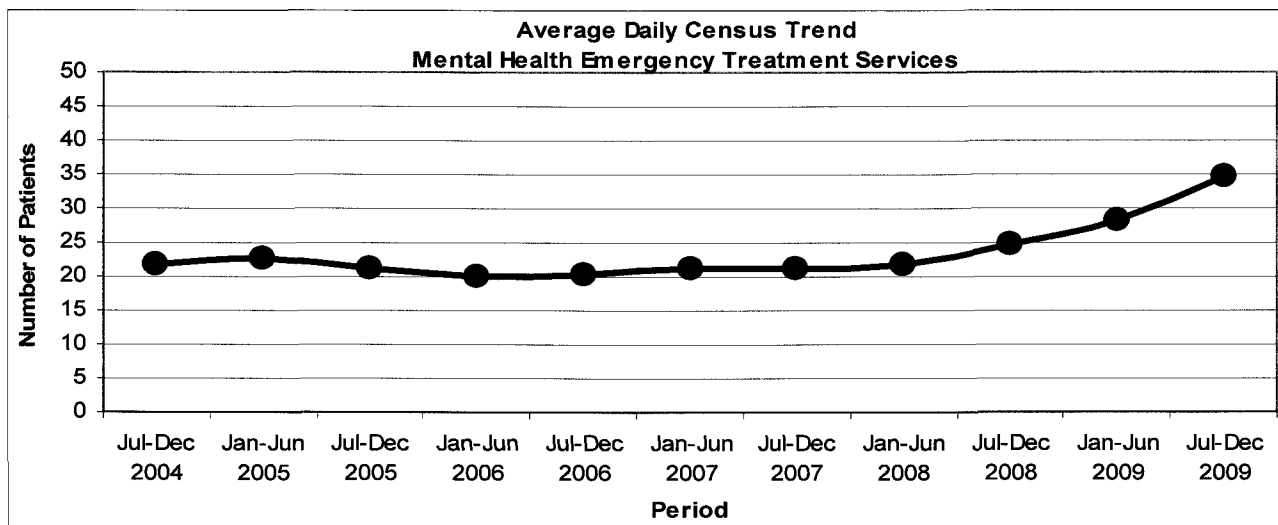
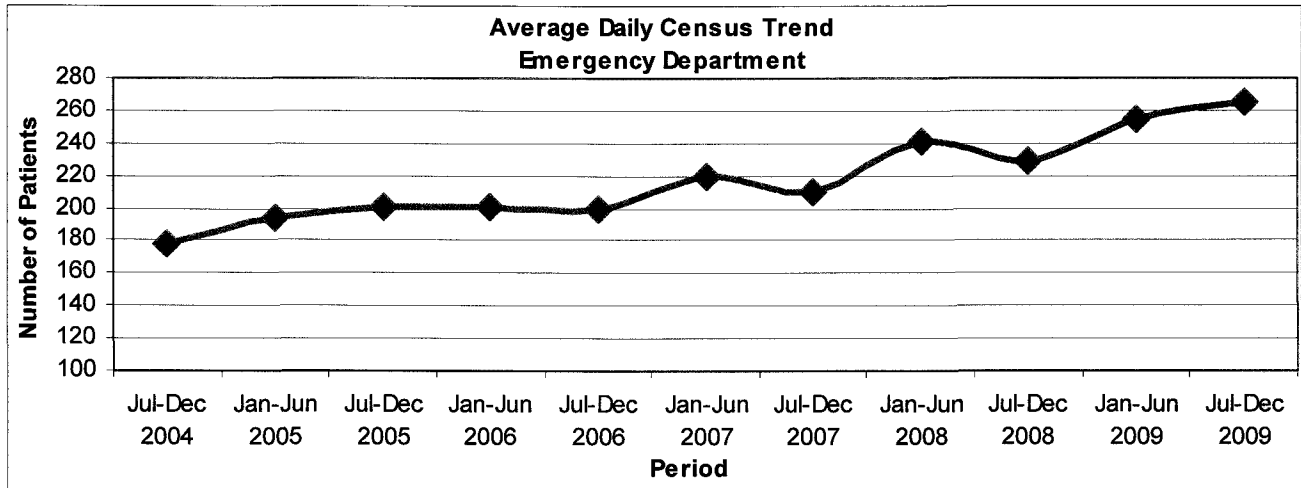


Additionally, the simple growth numbers do not reflect the shift within census from lower to higher acuity patients (such as the addition of telemetry capability to medical/surgical beds).

The following graphs demonstrate a similar increase in workload in the Emergency Department and the Mental Health Emergency Treatment services.

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Riverside County Regional Medical Center Report on Use of Registries for Registered Nurse Staffing



5. Nurse Staffing Ratios

In 2004, new State regulations went into effect on a phased basis establishing minimum hospital licensed nurse staffing ratios, increasing the demand for, and shortage of, nurses in hospitals. In January 2008, the final increases to the licensed ratios went into effect.

Thus, nurse recruitment efforts in recent years have had to address four separate needs: (1) Registry replacement, (2) Workload growth, (3) Higher acuity, and (4) Increased mandatory staffing ratios; plus, more recently, replacement of early

ATTACHMENT "C"

Riverside County Regional Medical Center Report on Use of Registries for Registered Nurse Staffing

retirement employees and furlough hours (83,000 RN hours have been lost due to furloughs, requiring replacement by overtime and Registry).

6. Recent Trends in Registry Nurse Usage

Over the past three years, use of Registry RNs declined significantly despite the above factors driving the need for more RNs.

FY 2006/07	\$18,242,464
FY 2007/08	\$16,699,215
FY 2008/09	\$12,307,466

7. Desirable versus Undesirable Use of Registry Nurses

Use of Registry nurses is not desirable for the majority of staffing needs. However, use of registries is more desirable than permanent County employees in certain situations. These include the following: (A) short term staffing needs, resignations; (B) variation in workload; (C) balance of experienced and inexperienced nurses.

(A) Short Term Staffing Coverage

Registry RNs are appropriate for short term staffing coverage, such as vacations, illness, FMLA, resignations, Jury Duty, Military Leave, etc

(B) Variation in Workload

Hospital patient census is not level, and in fact changes every day. Since RCRMC is an acute care hospital with an average length of stay well less than a week, significant changes in daily patient volume can occur in a matter of days. To illustrate, for calendar year 2009, the average daily inpatient census (ADC) was 332. However, the range was from a low of 278 to a high of 400.

If a hospital hired full time permanent staff for the peak volume, or even for the average, there would be many days of surplus staff hours and unnecessary cost incurred.

It is not unusual for hospitals to plan for permanent staffing at only 80% of the ADC. RCRMC is currently at about 89%.

Registry availability is an important tool for managing cost for a fluctuating workload. The alternative would be to require permanent employees to take involuntary unpaid time off, a practice which is followed by some hospitals, but is not used by Riverside County.

ATTACHMENT "C"

Riverside County Regional Medical Center Report on Use of Registries for Registered Nurse Staffing

(C) Need for Experience/Inexperience Balance, and Limitations on Absorption Rate for New Staff

From a patient safety perspective, there are limitations to the advisable proportion of inexperienced nurses in a unit. While new RN hiring has been extensive and successful, there are pragmatic limitations on how many new staff can be in the mix of staff. Through we generally prefer to have County employees; there are conditions where it is preferable to have an experienced Registry Nurse rather than an inexperienced County nurse. It is necessary to manage the absorption rate for new nurses in a manner that allows new hires to develop the necessary experience. We push the absorption rate to the highest level that professional judgment tells us is safe.

8) Continuing Refinement of Nurse Retention Program

In the past the hospital has relied on preceptors - nurses trained to mentor new nurses into professional nursing and/or specialty training. Due to the variation in preceptor understanding of his/her role, this program has not met our desired outcome for retaining nurses over the long haul as well as, in some cases, producing nurses confident in their roles. This problem is being addressed in several ways.

First, mandatory and supplemental training has been provided to the preceptors. The education department works closely with the preceptors to achieve measurable outcomes. Preceptors who are not capable of meeting the desired objectives, either due to temperament or skill level, are not asked to continue in this role. Second, rather than hire new graduates into critical care areas, we are creating a pipeline of nurses who will be ready for critical care training, having achieved the basics on a medical/surgical unit. All nurse managers participate in this interview process, selecting those who are most interested/likely to advance toward specialization. Third, to prepare the new nurses for their roles as professional nurses and for further advancement in to specialty areas, RCRMC started a new Nurses Residency Program with structured learning using the preceptors and simulation training to prepare nurses in a non threatening environment for the roles they will be performing on the nursing units. The pilot for the program was implemented in the Fall of 2009. Forty new nurses are scheduled for the program this Spring.

It should be noted that the proposed Education Building for RCRMC is designed to meet the objectives of this program.

9) Reasons for Nurses Leaving County Service

The following are the reasons given by nurses to their nurse managers in exit interviews, for leaving County service. The period covered is June 2008 – December 2009.

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Riverside County Regional Medical Center Report on Use of Registries for Registered Nurse Staffing

Reason	Number	Percentage
Higher Pay	50	26%
Personal/Family Problems	34	18%
Moved from Area	31	16%
Termed for cause	25	13%
Resigned – no reason given	18	9%
Retired	16	8%
Resigned in lieu of release	8	4%
Resigned for illness	6	3%
Probationary Release	3	2%
Other	3	2%
TOTAL	194	

While salary is certainly one of the reasons for departure, it does not account for the majority of departures.

10) Quality of Registry Nurses

Registry RNs are required to meet both the level of preparation and the same performance standards as our regular staff. If the Registry nurse received training and experience elsewhere, state regulations and accreditation standards require us to determine whether they meet our performance standards. This is the same requirement imposed on us when hiring County employed nurses trained elsewhere. If the registry nurse does not meet our performance expectations, they are released from service and made a "Do Not Return" for performance reasons. This can be done quickly, or immediately if indicated. We find ourselves releasing both Registry and County employed nurses for performance reasons. Since January 2009, the number of nurses who left County service for performance issues is similar to the number of registry nurses released for similar concerns.

11. Evidence of Nursing Shortage

The nursing shortage for experienced nurses continues. Although there is a perceived easing of the shortage due to both the increased supply of nurses from recent statewide expansion of nurse training programs, and the impact from the downturn of the economy. The aging workforce has also created demands on employers as nurses are

ATTACHMENT "C"

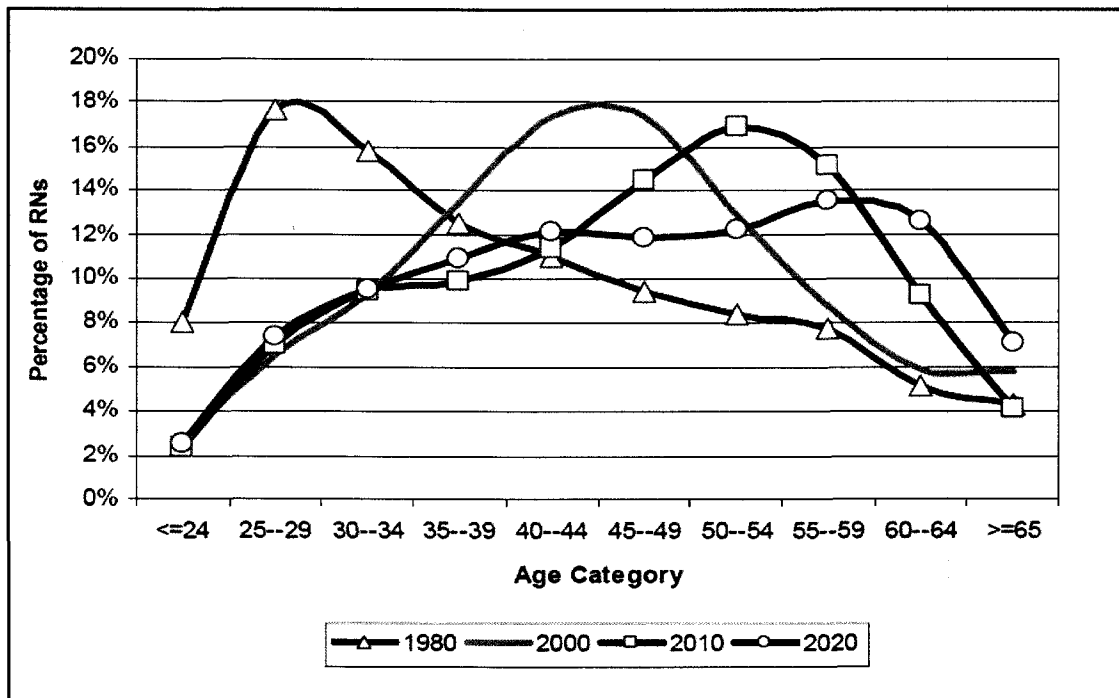
Riverside County Regional Medical Center Report on Use of Registries for Registered Nurse Staffing

not inclined to work the hours they did when they were younger, have family care giver obligations and begin to experience their own health care problems that restrict some of their ability to provide care.

Numerous research studies clearly document the continuing and projected nurse shortage.

The following two graphs depict the impact of the aging of the workforce and the impact of delayed retirements on the projected shortage.

Exhibit 4. Age Distribution Trend of the RN Population

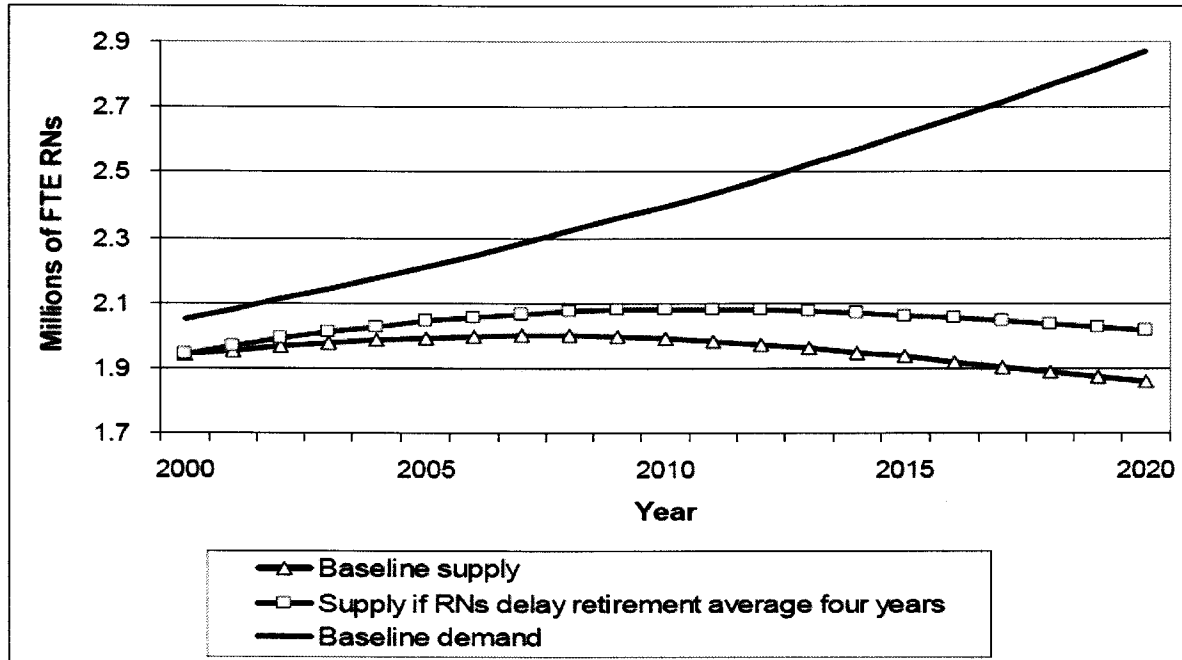


Sources: 1980 and 2000 SSRN; NSM projections for 2010 and 2020.

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Riverside County Regional Medical Center Report on Use of Registries for Registered Nurse Staffing

Exhibit 14. Impact of Changing Retirement Patterns on FTE RN Supply



Below are excerpts from recent publications regarding both national and state trends on the shortage:

- On July 2, 2009, the U.S. Bureau of Labor Statistics (BLS) reported that the healthcare sector of the economy is continuing to grow, despite significant job losses in nearly all major industries. Hospitals, long-term care facilities, and other ambulatory care settings added 21,000 new jobs in June 2009, a month when 467,000 jobs were eliminated across the country. As the largest segment of the healthcare workforce, RNs likely will be recruited to fill many of these new positions.
- Analysts with the Bureau of Labor Statistics project that more than 587,000 new RN jobs will be created through 2016.
- In the July/August 2009 *Health Affairs*, Dr. Peter Buerhaus and coauthors found that despite the current easing of the nursing shortage due to the recession, the U.S. nursing shortage is projected to grow to 260,000 registered nurses by 2025. A shortage of this magnitude would be twice as large as any nursing shortage experienced in this country since the mid-1960s. In the article titled The Recent Surge In Nurse Employment: Causes And Implications, the researchers point to a rapidly aging workforce as a primary contributor to the projected shortage.

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Riverside County Regional Medical Center Report on Use of Registries for Registered Nurse Staffing

- In the November 26, 2008 *Journal of the American Medical Association*, workforce analyst Dr. Peter Buerhaus stated: "Over the next 20 years, the average age of the RN will increase and the size of the workforce will plateau as large numbers of RNs retire. Because demand for RNs is expected to increase during this time, a large and prolonged shortage of nurses is expected to hit the US in the latter half of the next decade."
- The average age of an RN in California is over 47, so as they approach retirement, the statewide shortage will likely worsen. The California Institute for Nursing and Healthcare (CINHC) projects California will have a shortfall of 108,000 nurses by 2020.
- California officials say the state will need to train more than 206,000 additional health care workers by 2014 to meet increased demand stemming from population growth (California Healthline June 3, 2009).

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
ALL STAR STAFFING**

CONTRACTOR: All Star Staffing
Contract Term: January 01, 2010 through March 01, 2010
Effective Date of Amendment: March 01, 2010
Maximum Contract Amount: \$14,500,000.00
Contract no: MCARC-96130-001-06/14

The Agreement between Riverside County, herein referred to as COUNTY; All Star Staffing, herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
2. On page 5 of the Agreement, amend Section 4 the "Compensation":
Maximum payments by the COUNTY to all CONTRACTORS for services performed shall not exceed the aggregate amount of fourteen million five hundred thousand dollars (\$14,500,000), including all expenses, based on the availability of fiscal funding.
3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
All Star Staffing
7040 Avenida Encinas, Suite 201
Carlsbad, CA 92011

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED COUNTY COUNSEL 11/10
BY: NEAL R. KIPNIS DATE

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
ASSOCIATED HEALTH PROFESSIONALS, INC.**

CONTRACTOR: **Associated Health Professionals, Inc.**
Contract Term: January 01, 2010 through March 01, 2010
Effective Date of Amendment: March 01, 2010
Maximum Contract Amount: \$14,500,000.00
Contract no: MCARC-96130-002-06/14

The Agreement between Riverside County, herein referred to as COUNTY; Associated Health Professionals, Inc., herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
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3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
Associated Health Professionals, Inc.
6095 Bristol Parkway, 2nd Floor
Culver City, CA 90230-6601

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED COUNTY COUNSEL
BY: *[Signature]* DATE: 2/10/10
NEAL R. KIPNIS

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
HRN SERVICES, INC.**

CONTRACTOR: HRN Services, Inc.
Contract Term: January 01, 2010 through March 01, 2010
Effective Date of Amendment: March 01, 2010
Maximum Contract Amount: \$14,500,000.00
Contract no: MCARC-96130-003-06/14

The Agreement between Riverside County, herein referred to as COUNTY; HRN Services, Inc., herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
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3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
HRN Services, inc.
8383 Wilshire Blvd., Suite 258
Beverly Hills, CA 90211

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED COUNTY COUNSEL
BY: Neil R. Kipnis DATE: 12/22/09

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
JUNO HEALTHCARE STAFFING SYSTEM, INC.**

CONTRACTOR:	Juno Healthcare Staffing System, Inc.
Contract Term:	January 01, 2010 through March 01, 2010
Effective Date of Amendment:	March 01, 2010
Maximum Contract Amount:	\$14,500,000.00
Contract no:	MCARC-96130-004-06/14

The Agreement between Riverside County, herein referred to as COUNTY; Juno Healthcare Staffing System, Inc., herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
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Maximum payments by the COUNTY to all CONTRACTORS for services performed shall not exceed the aggregate amount of fourteen million five hundred thousand dollars (\$14,500,000), including all expenses, based on the availability of fiscal funding.
3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County

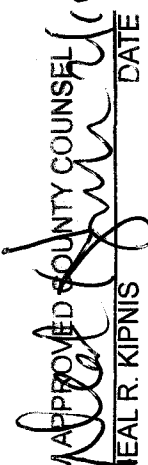
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor

Juno Healthcare Staffing System, Inc.
4929 Wilshire Blvd., Suite 328
Los Angeles, CA 90010

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name:
Title:
Date: _____

FORM APPROVED COUNTY COUNSEL
BY:  DATE

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH**

MAXIM HEALTHCARE SERVICES, DBA-MAXIM STAFFING SOLUTIONS

CONTRACTOR:	Maxim Healthcare Services, DBA- Maxim Staffing Solutions.
Contract Term:	January 01, 2010 through March 01, 2010
Effective Date of Amendment:	March 01, 2010
Maximum Contract Amount:	\$14,500,000.00
Contract no: MCARC-96130-005-06/14	

The Agreement between Riverside County, herein referred to as COUNTY; Maxim Healthcare Solutions, DBA-Maxim Staffing Solutions., herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
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County

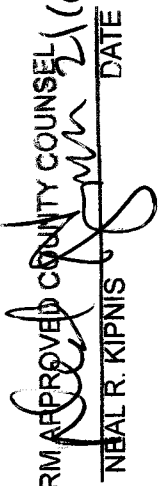
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor

Maxim Healthcare Solutions,
DBA-Maxim Staffing Solutions
17291 Irvine Blvd., Suite 403
Tustin, CA 92780

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED COUNTY COUNSEL
BY:  DATE: 2/16/10
NEAL R. KIPNIS

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
MEDSTAFF, INC.**

CONTRACTOR: MEDStaff, Inc
Contract Term: January 01, 2010 through March 01, 2010
Effective Date of Amendment: March 01, 2010
Maximum Contract Amount: \$14,500,000.00
Contract no: MCARC-96130-006-06/14

The Agreement between Riverside County, herein referred to as COUNTY; MEDStaff, Inc, herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
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3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
MEDStaff, Inc
3805 West Chester Pike, Suite 200
Newton Square, CA 19073

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED COUNTY COUNSEL
BY: *Neal R. Kipnis* 2/10/10
DATE

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
NURSE STAFFING GROUP CA, LLC**

CONTRACTOR:	Nurse Staffing Group CA, LLC
Contract Term:	January 01, 2010 through March 01, 2010
Effective Date of Amendment:	March 01, 2010
Maximum Contract Amount:	\$14,500,000.00
Contract no:	MCARC-96130-007-06/14

The Agreement between Riverside County, herein referred to as COUNTY; Nurse Staffing Group CA, LLC, herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
2. On page 5 of the Agreement, amend Section 4 the "Compensation":
Maximum payments by the COUNTY to all CONTRACTORS for services performed shall not exceed the aggregate amount of fourteen million five hundred thousand dollars (\$14,500,000), including all expenses, based on the availability of fiscal funding.
3. All other terms and conditions of the Agreement are to remain unchanged.

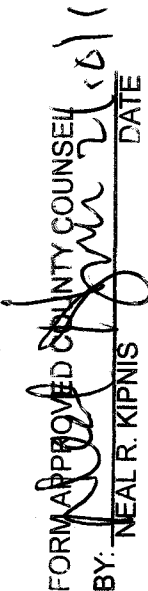
IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
Nurse Staffing Group CA, LLC,
11860 Magnolia Ave., Suite K
Riverside, CA 92503

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED COUNTY COUNSEL
BY:  DATE: 2/16/10
NEAL R. KIPNIS

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
PROCARE ONE NURSES, LLC**

CONTRACTOR: Procure One Nurses, LLC
Contract Term: January 01, 2010 through March 01, 2010
Effective Date of Amendment: March 01, 2010
Maximum Contract Amount: \$14,500,000.00
Contract no: MCARC-96130-008-06/14

The Agreement between Riverside County, herein referred to as COUNTY; Procure One Nurses, LLC, herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
2. On page 5 of the Agreement, amend Section 4 the "Compensation":
Maximum payments by the COUNTY to all CONTRACTORS for services performed shall not exceed the aggregate amount of fourteen million five hundred thousand dollars (\$14,500,000), including all expenses, based on the availability of fiscal funding.
3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
Procure One Nurses, LLC,
4041 MacArthur Blvd., Suite 150
Newport Beach, CA 92660

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED BY COUNTY COUNSEL
BY: *[Signature]* DATE

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
PROCEL TEMPORARY SERVICES, INC.**

CONTRACTOR: **Procel Temporary Services, Inc.**
Contract Term: January 01, 2010 through March 01, 2010
Effective Date of Amendment: March 01, 2010
Maximum Contract Amount: \$14,500,000.00
Contract no: MCARC-96130-009-06/14

The Agreement between Riverside County, herein referred to as COUNTY; Procel Temporary Services, Inc. herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
2. On page 5 of the Agreement, amend Section 4 the "Compensation":
Maximum payments by the COUNTY to all CONTRACTORS for services performed shall not exceed the aggregate amount of fourteen million five hundred thousand dollars (\$14,500,000), including all expenses, based on the availability of fiscal funding.
3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
Procel Temporary Services, Inc.
2447 Pacific Coast Highway, Suite 207
Hermosa Beach, CA 90254

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED BY COUNTY COUNSEL
BY: Neal R. Kipnis DATE: 12/22/09

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
PRO-TEM PERSONNEL AGENCY, INC.**

CONTRACTOR:	Pro-Tem Personnel Agency, Inc.
Contract Term:	January 01, 2010 through March 01, 2010
Effective Date of Amendment:	March 01, 2010
Maximum Contract Amount:	\$14,500,000.00
Contract no: MCARC-96130-010-06/14	

The Agreement between Riverside County, herein referred to as COUNTY; Pro-Tem Personnel Agency, Inc, herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
2. On page 5 of the Agreement, amend Section 4 the "Compensation":
Maximum payments by the COUNTY to all CONTRACTORS for services performed shall not exceed the aggregate amount of fourteen million five hundred thousand dollars (\$14,500,000), including all expenses, based on the availability of fiscal funding.
3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
Pro-Tem Personnel Agency, Inc.
6840 Indiana Ave., Suite 210
Riverside, CA 92506

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name:
Title:
Date: _____

FORM APPROVED COUNTY COUNSEL
BY: *[Signature]* DATE: 1/21/10
NEAL R. KIPNIS

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
SOS NURSES ON-CALL, INC.**

CONTRACTOR:	SOS Nurses On-Call, Inc.
Contract Term:	January 01, 2010 through March 01, 2010
Effective Date of Amendment:	March 01, 2010
Maximum Contract Amount:	\$14,500,000.00
Contract no: MCARC-96130-011-06/14	

The Agreement between Riverside County, herein referred to as COUNTY; SOS Nurses On-Call, Inc., herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance": To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
2. On page 5 of the Agreement, amend Section 4 the "Compensation": Maximum payments by the COUNTY to all CONTRACTORS for services performed shall not exceed the aggregate amount of fourteen million five hundred thousand dollars (\$14,500,000), including all expenses, based on the availability of fiscal funding.
3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
SOS Nurses On-Call, Inc.
1091 N. Palm Canyon Drive
Palm Springs, CA 92262

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED COUNTY COUNSEL 1/16/10
BY: Neal R. Kipnis DATE

**COUNTY OF RIVERSIDE
AMENDMENT NO. 1 TO THE AGREEMENT
WITH
WESTWAYS STAFFING SERVICES, INC.**

CONTRACTOR: Westways Staffing Services, Inc.
Contract Term: January 01, 2010 through March 01, 2010
Effective Date of Amendment: March 01, 2010
Maximum Contract Amount: \$14,500,000.00
Contract no: MCARC-96130-012-06/14

The Agreement between Riverside County, herein referred to as COUNTY; Westways Staffing Services, Inc., herein referred to as CONTRACTOR, is amended as follows:

1. On page 4 of the Agreement, amend Section 3 the "Period of Performance":
To amend all reference to the Period of Performance from expiration of March 1, 2010 to a Period of Performance of March 01, 2010 through June 30, 2010, with the option to renew for four (4) additional years, in one (1) year increments, unless terminated as specified in Section 9 TERMINATION. All other terms of the Period of Performance in the Agreement shall apply.
2. On page 5 of the Agreement, amend Section 4 the "Compensation":
Maximum payments by the COUNTY to all CONTRACTORS for services performed shall not exceed the aggregate amount of fourteen million five hundred thousand dollars (\$14,500,000), including all expenses, based on the availability of fiscal funding.
3. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Administration Center
4080 Lemon Street, 4th Floor
Riverside, CA 92501
Board of Supervisors

Contractor
Westways Staffing Services, Inc.
225 E. Airport Drive, Suite 120
San Bernardino, CA 92408

By: _____
Name: Marion Ashley
Title: Chairman of the Board
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

FORM APPROVED COUNTY COUNSEL (10/02)
BY: Neal R. Kipnis DATE