

**State of Louisiana Department of Health, Office of Public Health**

**Request for Information (RFI): Staff Augmentation Services for Non-Social Services Position Support**

305PUR-326-staffaug-RFI

**Addendum 2**

**State's Answers to Questions/Inquiries**

Q#	VENDOR NAME	DATE RECEIVED	QUESTION	RESPONSE
1	Covendis	1/8/2026	Are you seeking a partner to fully manage and support your program through a competitive, multi-tiered supplier model ensuring positions are filled efficiently OR are you looking for a single staff augmentation supplier while your organization manages the remaining lifecycle activities internally?	This RFI is being issued for planning purposes only. LDH/OPH is evaluating multiple potential staffing and delivery models, including managed services, single-vendor, and multi-vendor approaches. No determination has been made at this time.
2	Net2Source	1/8/2026	How many vendors are you planning to onboard into your database through this RFI?	LDH/OPH has not yet determined the structure, scope, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
3	Net2Source	1/8/2026	Is it mandatory for vendors to demonstrate experience across all the roles listed, or is it acceptable to respond for selective roles?	Vendors may respond based on their capabilities and service offerings. It is acceptable to respond for selective roles.
4	Net2Source	1/8/2026	Are vendors required to submit pricing or rate information as part of the RFI response?	High-level pricing information is requested for informational and planning purposes, as outlined in the RFI. Detailed or binding pricing is not required.
5	Net2Source	1/8/2026	Is there a possibility that this RFI may be converted into an RFP, followed by an award?	LDH/OPH has not yet determined the structure, scope, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
6	Net2Source	1/8/2026	Are there any preferences or considerations given to local vendors?	No preferences have been established at this time. Any applicable considerations would be identified in a future solicitation or procurement, if issued.
7	StaffToday INC	1/12/2026	Is this a new contract or renewal of an existing contract?	OPH currently utilizes multiple vendors to support staffing needs. This RFI is exploratory and not tied to a single incumbent arrangement.
8	StaffToday INC	1/12/2026	If there is an existing contract, could you please share the names of the current vendors and their pricing?	Information regarding current vendors or pricing is not being provided as part of this RFI.
9	StaffToday INC	1/12/2026	In order to be considered responsive for this solicitation, is it mandatory to bid on all positions?	This is not a solicitation. Vendors may respond to this RFI based on their capabilities.
10	StaffToday INC	1/12/2026	What is the estimated budget for this contract?	No budget has been established. This RFI is intended to inform future planning and budgeting.
11	StaffToday INC	1/12/2026	Is it mandatory to subcontract?	No. Subcontracting is not mandatory.

12	StaffToday INC	1/12/2026	Could you please provide information on the daily duration of shifts required for the necessary professions? For example, the number of hours per day?	Current contracted staff work a standard forty-hour work week, if full-time. Part-time contractor shifts vary by needs.
13	Deltek	1/12/2026	What is the anticipated contract value for this service?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
14	Deltek	1/12/2026	Is there a timeline in pursuing the project?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
15	Deltek	1/12/2026	Is there a current vendor providing this service or is it a new requirement? If there is a current vendor, could you please provide the current contract documents/information?	OPH currently utilizes multiple vendors to support staffing needs. This RFI is exploratory and not tied to a single incumbent arrangement.
16	Innoza Tech	1/12/2026	Are we required to respond to all categories?	No. Vendors may respond based on their capabilities and service offerings.
17	Innoza Tech	1/12/2026	Could you provide the names of the incumbent companies currently handling the contract?	This information is not being provided as part of this RFI.
18	Innoza Tech	1/12/2026	Are you able to share the proposals submitted by the incumbent companies?	This information is not being provided as part of this RFI.
19	Innoza Tech	1/12/2026	How many vendors does the State plan to award contracts to?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
20	Innoza Tech	1/12/2026	We would like to request the bid tabulation for the previous contract.	This information is not being provided as part of this RFI.
21	Innoza Tech	1/12/2026	Can you describe any specific issues or challenges the State is experiencing with the current contract?	OPH has used the same vendors for many years and this has led to challenges with inconsistent contract monitoring across multiple vendors. As a result, OPH is conducting market research to better understand staffing models, scalability, and vendor capabilities to support current and anticipated operational needs.
22	Innoza Tech	1/12/2026	Regarding personnel classifications, could you clarify which specific job titles fall under the supported categories (administrative, technical, professional, managerial, etc.)?	Attachment A provides illustrative examples of roles under consideration. Vendors may describe how they categorize and support administrative, technical, professional, and managerial functions independent of this list.
23	Innoza Tech	1/12/2026	Can you provide a list mapping the required roles to these classifications?	A mapping is not being provided at this time.

24	Workforce Solutions	1/12/2026	What challenges or gaps in the current staff augmentation approach prompted the Department to issue this RFI at this time?	OPH has used the same vendors for many years and this has led to challenges with inconsistent contract monitoring across multiple vendors. As a result, OPH is conducting market research to better understand staffing models, scalability, and vendor capabilities to support current and anticipated operational needs.
25	Workforce Solutions	1/12/2026	How does the Department currently manage and monitor multiple staffing vendors, particularly around compliance, onboarding consistency, and reporting?	Each contract has an assigned OPH contract monitor responsible for ensuring compliance, reporting, and consistency. In some cases, for larger contracts, budget monitoring/invoicing is delegated down to each specific OPH program to manage their respective financials and report up to the main OPH contract monitor. However, onboarding is coordinated more directly with the OPH functional supervisor and supporting administrative staff, currently. Issues are escalated to the contract monitor as needed.
26	Workforce Solutions	1/12/2026	What are the most critical compliance and credentialing requirements for staff supporting the Office of Public Health under this program?	Ensuring credentials are established for accessing LDH systems and travel reimbursement at onboarding.
27	Workforce Solutions	1/12/2026	What is the typical timeline from requisition approval to worker start date, and where do delays most often occur?	About 4 - 6 weeks on average, outside of interview time needed by the OPH hiring/functional supervisor. Delays most often occur in getting job descriptions finalized and posted. After candidate selection, some delays can also occur during salary negotiation.
28	Workforce Solutions	1/12/2026	How will the Department evaluate responses to this RFI, and how will the feedback inform any future solicitation or procurement structure?	Responses will not be scored or ranked and will be reviewed for planning and market research purposes only.
29	A&A Services	1/12/2026	How many employees currently work under (or will be anticipated to work under) this contract?	The estimated range of 300–500 personnel is provided for planning purposes only.
30	A&A Services	1/12/2026	Who are the present vendors?	This information is not being provided as part of this RFI.
31	A&A Services	1/12/2026	How many vendors will be awarded as a result of this solicitation?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
32	A&A Services	1/12/2026	What are the current billable hourly rates or percentage mark-up rates?	To avoid compression, for most positions, OPH uses billable rates comparable to Louisiana Civil Service salaries. Administrative fees/overhead range from 8 - 15% depending on the vendor.
33	A&A Services	1/12/2026	What were the hourly bill rates or percentage mark-up rates at the time of award?	To avoid compression, for most positions, OPH uses billable rates comparable to Louisiana Civil Service salaries. Administrative fees/overhead range from 8 - 15% depending on the vendor.
34	A&A Services	1/12/2026	How much was spent (dollar value) on this service last year?	This information is not being provided as part of this RFI.
35	A&A Services	1/12/2026	How much is intended to be spent (dollar value) once the contract is awarded?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
36	A&A Services	1/12/2026	Is there a Prevailing/Living wage requirement associated with this project?	To avoid compression, for most positions, OPH uses billable rates comparable to Louisiana Civil Service salaries.

37	A&A Services	1/12/2026	Are additional points awarded to firms who are or have Minority Business Enterprise (MBE) partners?	This is not a solicitation and no scoring is being conducted.
38	A&A Services	1/12/2026	May we attend the bid opening meeting in-person?	There is no bid opening associated with this RFI as it is not an actual solicitation.
39	TechNix LLC	1/14/2026	Does LDH/OPH anticipate that any future solicitation resulting from this RFI would be structured as a single statewide prime contract, multiple awards, or a master services agreement with multiple vendors?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
40	TechNix LLC	1/14/2026	For planning purposes, will LDH/OPH expect vendors to demonstrate in-state (Louisiana-based) recruiting, staffing, or management presence as part of any future solicitation?	Such requirements have not been established, but this is highly recommended.
41	TechNix LLC	1/14/2026	Does LDH/OPH anticipate a phased ramp-up of personnel over time, or a need for large-scale concurrent deployment at the start of a future contract?	This has not been determined.
42	TechNix LLC	1/14/2026	Among the non-social services roles identified in Attachment A, are there specific role categories or functional areas that LDH/OPH anticipates prioritizing during an initial phase of any future procurement?	No prioritization has been established.
43	TechNix LLC	1/14/2026	Does LDH/OPH have a preferred employment model (e.g., W-2 employees versus independent contractors), or specific compliance considerations vendors should anticipate for a future solicitation?	No preferred employment model has been established, however, any contracted staff will be billed to OPH at an all-inclusive billable rate for actual hours worked. Any overhead fees would be billable on top of the hourly rate.
44	TekisHub	1/15/2026	Could you please confirm the names of the suppliers currently providing similar services to OPH?	This information is not being provided as part of this RFI.
45	TekisHub	1/15/2026	What is the current annual spend associated with these services incurred by OPH?	This information is not being provided as part of this RFI.
46	TekisHub	1/15/2026	What is the estimated annual budget allocated for this initiative/project?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
47	TekisHub	1/15/2026	Could you please confirm the expected issuance date of the RFP?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.

48	TekisHub	1/15/2026	How many vendor agencies does OPH intend to select under this engagement?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
49	TekisHub	1/15/2026	Is it mandatory for vendors to bid on all positions within a given category, or can vendors bid selectively?	This is not a solicitation. Vendors may respond based on their capabilities.
50	TekisHub	1/15/2026	Could you please identify the most frequently filled positions anticipated under this contract?	This information is provided in Attachment A.
51	TekisHub	1/15/2026	What evaluation criteria or scorecard will be used to assess and score the RFI responses?	Responses will not be scored or ranked.
52	TekisHub	1/15/2026	What is the estimated number of hours per week for the positions outlined in this engagement?	Current contracted staff work a standard forty-hour work week, if full-time. Part-time contractor shifts vary by needs.
53	TekisHub	1/15/2026	Is prior experience supporting public-sector clients a mandatory requirement for vendors to be considered for staff augmentation services?	No mandatory requirements have been established.
54	TekisHub	1/15/2026	Would OPH prefer to engage a single vendor capable of providing staffing services across Administrative, Healthcare, IT, and other functional domains, or multiple specialized vendors?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
55	TekisHub	1/15/2026	Regarding “Pricing and Cost Structure (High-Level)”: <ol style="list-style-type: none"> <li>Can OPH provide a web link or reference to detailed job descriptions for the roles listed in Attachment A?</li> <li>If OPH does not intend to provide detailed job descriptions, would it be acceptable for vendors to submit hourly pay rate ranges, bill rate ranges, and markup percentages for each role listed in Attachment A?</li> <li>Does the reference to “any volume-based or long-term engagement financial considerations” relate to discount structures or pricing incentives?</li> </ol>	a. OPH is not providing detailed job descriptions at this time as these can be developed collaboratively with vendors. b. Yes, vendors may submit high-level pricing approaches consistent with the RFI. c. Yes, the reference is intended to capture any pricing considerations vendors wish to describe.

56	TekisHub	1/15/2026	<p>Regarding “F. Contracting and Implementation Considerations – Typical contract terms and minimum engagement requirements”</p> <p>a. Please confirm which specific factors OPH expects vendors to address as part of the response to typical contract terms and minimum engagement requirements.</p> <p>b. Does “minimum engagement” refer to the minimum assignment duration/tenure for temporary staff resources?</p>	<p>a. Vendors should describe typical terms and requirements they apply in similar engagements.</p> <p>b. “Minimum engagement” may include minimum assignment durations or contractual thresholds, as determined by the vendor.</p>
57	The Midtown Group	1/16/2026	Given the specialty of some of the roles and potential to engage during emergencies, is it correct to assume that part of a pricing model would be the costs associated with the temporary deployment of staff into an impacted area from other parts of the State or even out-of-state for the duration of the need?	Emergency deployment is possible across the state but not out of state. Pricing should include overtime associated with such deployments.
58	The Midtown Group	1/16/2026	Would the vendor be required to provide its staff with computers, credentials, or other tools and supplies or would the State provide all required equipment for job performance?	State equipment is provided.
59	The Midtown Group	1/16/2026	What is the anticipated duration of each assignment?	Assignment durations vary, and while some are project based or temporary, most are permanent staff augmentation assignments.
60	The Midtown Group	1/16/2026	Are there incumbents currently providing these services? If so, who are they and what is the approximate historical or current spend?	OPH utilizes multiple staffing mechanisms. No incumbent details are being provided in response to this RFI.
61	The Midtown Group	1/16/2026	Does LDH currently have any resources on payroll? If yes, please describe how those resources are compensated, ex. directly by the State or through another arrangement.	No. Contracted staff payroll is paid via contract invoicing only. Travel reimbursement is the only exception and may be reimbursed directly.
62	CCS Global Tech	1/16/2026	Is participation in the RFI mandatory in order to be eligible to bid on the RFP?	No.
63	CCS Global Tech	1/16/2026	Does LDH OPH have an anticipated budget for this contract?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
64	CCS Global Tech	1/16/2026	Have similar services been performed in the past? If so, could you please provide a brief overview?	OPH has utilized various staffing approaches historically, primarily with quasi-governmental or governmental vendors. This RFI is intended to inform future planning.
65	CCS Global Tech	1/16/2026	Could LDH OPH clarify the level of detail and specific content expected under Section D – Compliance and Risk Management, specifically points 2 (Insurance Coverage) and 3 (Data Security)?	Vendors should describe their standard insurance and data security practices. Level of detail is at the discretion of the respondent as long as overall limits on response length are observed.
66	CCS Global Tech	1/16/2026	What delivery model does LDH OPH prefer for this engagement (onsite, offsite, hybrid, or offshore)?	Onsite with limited offsite depending on the specific role needed and recruitment limitations, and in compliance with Executive Order JML 25-048. Offshore is not supported with this RFI.

67	CCS Global Tech	1/16/2026	Does the anticipated personnel volume of 300–500 positions represent an annual estimate?	Yes.
68	CCS Global Tech	1/16/2026	What is the anticipated release date for the related RFP?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
69	CCS Global Tech	1/16/2026	What are the primary challenges or pain points OPH is currently experiencing with its staff augmentation requirements for these roles?	OPH has used the same vendors for many years and this has led to challenges with inconsistent contract monitoring across multiple vendors. As a result, OPH is conducting market research to better understand staffing models, scalability, and vendor capabilities to support current and anticipated operational needs.
70	CCS Global Tech	1/16/2026	Could the State clarify what is meant by “minimum engagement requirements” mentioned in “Contracting and Implementation Considerations” of section 5	“Minimum engagement requirements” is intended to capture any standard contractual or operational thresholds vendors typically apply, such as minimum assignment duration, minimum hours, or other engagement conditions. Vendors should describe their typical practices.
71	CCS Global Tech	1/16/2026	Could OPH please clarify whether the “Transition-in and Transition-out processes” referenced in Section 5F of the RFI are intended to describe vendor-level transition activities (i.e., onboarding a new staffing vendor and offboarding at contract end, including knowledge transfer and operational handoff), or resource-level transition activities (i.e., onboarding/offboarding of individual personnel and backfill processes)?	This was intended to cover contract start and end, not staff onboarding and offboarding.
72	CCS Global Tech	1/16/2026	Do we have to provide an hourly rate for all positions, or can we just have to say our preferred model of pricing in general?	Vendors are not required to provide hourly rates for all positions. High-level pricing models and approaches, as described in the RFI, are sufficient for informational purposes.
73	IEM International, Inc.	1/16/2026	<i>Section 5. Scope of Information Requested goes from D to F, skipping E. Would the Agency please confirm there is no section E for the Requested Information?</i>	Correct.
74	Government Solutions	1/16/2026	Based on Section 1, can LDH/OPH clarify whether the structure being evaluated for a future solicitation is anticipated to be an IDIQ-style contract, a multi-award staffing model, or a single-award contract?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
75	Government Solutions	1/16/2026	Does LDH/OPH intend for vendors to staff all classifications included in Attachment A, or will a future solicitation allow vendors to propose staffing for only selected classifications consistent with their capabilities?	Vendors may respond to this RFI based on their capabilities. Any future solicitation or procurement requirements, if issued, will be determined at a later date.

76	Government Solutions	1/16/2026	Can LDH/OPH clarify whether specialized roles such as Epidemiologists, Laboratory Specialists, and Medical Directors are intended to be in scope for future procurement, or whether vendors may explicitly exclude such classifications?	Attachment A is illustrative of roles under consideration. Vendors may respond to this RFI based on their capabilities and may identify any roles they are unable to support or intend to exclude in their responses.
77	Government Solutions	1/16/2026	Can vendors limit proposals to specific personnel categories (e.g., IT, administrative, analytic, program support) instead of covering all classification areas listed in Attachment A?	Yes. Vendors may tailor responses based on their service offerings and capabilities.
78	Government Solutions	1/16/2026	Will future procurement require a single vendor to supply all 300–500 personnel, or is LDH/OPH considering multiple vendor awards?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
79	Government Solutions	1/16/2026	Several roles in Attachment A may involve direct recipient interaction (e.g., Disease Investigation, Field Epidemiology). Can LDH/OPH clarify whether these fall under the excluded category or remain in scope for future procurement?	Roles excluded are those that meet the statutory definition of social services as described in Section 4 of the RFI. OPH is currently conducting a full assessment of all its staff augmented positions to classify them as social services or non-social services and this will be finalized and available for future procurement. Roles listed in Attachment A are provided for illustrative planning purposes.
80	Government Solutions	1/16/2026	Would LDH/OPH consider extending the January 31, 2026, deadline due to the scale of information requested and the volume of classifications listed in Attachment A?	At this time, LDH/OPH does not anticipate extending the submission deadline. Only high level pricing is requested.
81	Government Solutions	1/16/2026	Will LDH/OPH provide anticipated staffing distribution by region to assist vendors in evaluating the feasibility of full statewide support?	No regional staffing distribution is being provided at this time.
82	Government Solutions	1/16/2026	Will future contract administration be centralized under one LDH/OPH authority or distributed across individual bureaus	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
83	Government Solutions	1/16/2026	Will LDH/OPH permit subcontracting or teaming arrangements to cover specialized or niche roles?	Vendors may describe any subcontracting or teaming arrangements as part of their response. Any such requirements would be determined later through solicitation or procurement.
84	Government Solutions	1/16/2026	Will LDH/OPH provide standardized job descriptions, minimum qualifications, and credential requirements for each position listed in Attachment A in any future solicitation?	This would be determined if and when a future solicitation or procurement is issued.
85	Government Solutions	1/16/2026	Will future solicitations require pricing by individual job title, job family, or level/tier?	This would be determined if and when a future solicitation or procurement is issued.
86	Government Solutions	1/16/2026	Will LDH/OPH define expectations for backfill timelines, turnover management, and required notice periods in a future solicitation?	Such expectations would be addressed in a future solicitation or procurement, if issued.
87	Government Solutions	1/16/2026	Will a future solicitation include SLAs related to time-to-fill, attendance, productivity, or turnover?	Such expectations would be addressed in a future solicitation or procurement, if issued.

88	Government Solutions	1/16/2026	Does LDH/OPH intend to specify which roles require onsite presence versus which may be hybrid or remote?	All roles will be onsite with limited offsite depending on the specific role needed and recruitment limitations, and in compliance with Executive Order JML 25-048.
89	Government Solutions	1/16/2026	Will staffing levels be subject to change based on annual funding cycles or grant renewals?	Staffing levels will be subject to funding availability and programmatic needs.
90	Government Solutions	1/16/2026	Will future solicitations define specific background check requirements and whether the State or vendor provides equipment?	Yes.
91	Government Solutions	1/16/2026	Will LDH/OPH require interviews, resume reviews, multiple candidate submissions per position, or other approval steps prior to placement?	Yes.
92	Government Solutions	1/16/2026	Will future solicitations specify whether assignments are full-time, part-time, seasonal, or variable in duration?	Assignment durations vary, and while some are project based or temporary, most are permanent staff augmentation assignments. Positions needed are full-time and part-time based on program needs.
93	Government Solutions	1/16/2026	Does LDH/OPH anticipate issuing an RFP following this RFI, and if so, what is the projected timeline?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
94	Government Solutions	1/16/2026	Section 5 requests high-level pricing models but does not specify how LDH/OPH intends to structure pricing in a future solicitation. Will pricing be required by individual job title, job family/category, or by skill level/tier?	For most positions, OPH uses billable rates comparable to Louisiana Civil Service salaries, which uses a ranking system based on skills and minimum qualifications required.
95	Government Solutions	1/16/2026	Sections 4 and 5 do not specify expected work hours (e.g., full-time, part-time, seasonal). Will LDH/OPH define standard hours or FTE assumptions to support accurate cost estimation?	Current contracted staff work a standard forty-hour work week, if full-time. Part-time contractor shifts vary by needs.
96	Government Solutions	1/16/2026	Section 5 requests information regarding pricing models; however, it does not indicate whether LDH/OPH intends to implement rate caps or maximum billable rates by position or category. Will LDH/OPH define rate caps in any future solicitation?	This has not been determined.
97	Government Solutions	1/16/2026	Sections 5 and 5.C outline onboarding and pricing considerations but do not define billable versus non-billable activities. Will LDH/OPH clarify whether onboarding, training, travel, overtime, or emergency response time will be billable?	Any contracted staff will be billed to OPH at an all-inclusive billable rate for actual hours worked (including overtime/emergency response). Any overhead fees would be billable on top of the hourly rate. OPH is anticipating reimbursing allowable travel costs under the PPM-49 directly to the contracted staff. Onboarding and training time occurs on the job as part of normal work hours.
98	Government Solutions	1/16/2026	Will LDH/OPH allow regional rate differentiation (e.g., urban vs. rural areas), or will pricing be required to remain uniform statewide?	Uniform.
99	Government Solutions	1/16/2026	Section 5 identifies potential pricing structures, including hourly rates, blended rates, or markup models. Does LDH/OPH have a preferred pricing approach, or will vendors be permitted to propose any model?	No preferred pricing approach has been established, however, any contracted staff will be billed to OPH at an all-inclusive billable rate for actual hours worked.

100	Tryfacta	1/16/2026	Does LDH/OPH require vendors to hold a Louisiana Nurse Staffing Agency License in order to participate in any future solicitation for Non-Social Services Support, given that the personnel requested are non-clinical and fall outside traditional nurse staffing categories?	No. Any licensure requirements will be established based on the specific job criteria for each position being filled.
101	Tryfacta	1/16/2026	The RFI references an estimated workforce of approximately 300–500 non-social-services personnel. Should this volume be interpreted as an annual requirement or as the total staffing volume anticipated over the full duration of the future project?	Total.
102	Tryfacta	1/16/2026	Is the submission of pricing mandatory at this stage, or is pricing requested only for informational purposes to support LDH/OPH's market research?	Pricing is requested for informational and market research purposes only.
103	Tryfacta	1/16/2026	Will LDH/OPH provide baseline pay rates or salary ranges for the positions listed in Attachment A, with vendors expected to quote applicable markups, or should vendors propose full bill rates (pay + burden + markup) independently?	No baseline pay rates or salary ranges are being provided.
104	Tryfacta	1/16/2026	What do the C1/C2/C3 level suffixes indicate (e.g., entry/intermediate/senior, pay bands, or scope/complexity)?	These represent rankings.
105	Tryfacta	1/16/2026	The RFI references ~300–500 personnel; what is the expected baseline FTE run-rate and the peak surge by quarter?	Total staffing needs for any future solicitation or procurement are still being assessed, and as such, this data is unavailable.
106	Tryfacta	1/16/2026	What are the standard hours, shift patterns (day/evening/night/weekend), on-call, and holiday coverage requirements per role?	Current contracted staff work a standard forty-hour work week, if full-time. Part-time contractor shifts vary by needs.
107	Tryfacta	1/16/2026	Do you prefer W-2 employees, 1099 contractors, or a hybrid? Are subcontractors permitted, and if so, are there caps or approval requirements?	Current contracted staff are typically W-2 earners, however, no final employment model has been established. Vendors may describe their approaches.
108	Tryfacta	1/16/2026	Are any roles subject to prevailing wage rates or collective bargaining agreements?	To avoid compression, for most positions, OPH uses billable rates comparable to Louisiana Civil Service salaries.
109	Tryfacta	1/16/2026	Please specify criminal background check scopes, fingerprinting, drug panel, MVR (for drivers), and recheck cadence.	Vendors should describe their standard background check practices.
110	Tryfacta	1/16/2026	Who supplies PPE for lab/field roles (lab coats, respirators), and are there site-specific safety orientations?	OPH provides supplies and equipment.
111	Tryfacta	1/16/2026	Please confirm minimum insurance limits (GL, PL/E&O, WC, EL) and any additional insured or waiver of subrogation requirements.	Vendors should describe their standard insurance coverage.
112	Tryfacta	1/16/2026	What are expected response times for no-shows, call-offs, and urgent backfills during and after business hours?	This has not been determined.

113	Tryfacta	1/16/2026	If this proceeds to solicitation, do you anticipate a single award, multi-award, or a master contract with call-offs?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
114	Tryfacta	1/16/2026	What is the anticipated term, renewal options, and any transition-in/out timelines expected?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
115	Tryfacta	1/16/2026	Do you prefer hourly bill rates, blended role bands, or markup over pay? Please share any ceilings or role-based ranges.	To avoid compression, for most positions, OPH uses billable rates comparable to Louisiana Civil Service salaries. Any contracted staff will be billed to OPH at an all-inclusive billable rate for actual hours worked (including overtime/emergency response). Any overhead fees would be billable on top of the hourly rate.
116	Tryfacta	1/16/2026	Which travel/parking/per-diem are reimbursable, and what documentation is required?	Travel reimbursement follows the PPM-49.
117	Tryfacta	1/16/2026	Which performance metrics matter most (e.g., time-to-fill, acceptance rate, first-month attrition, compliance pass rate, supervisor CSAT)?	This has not been determined.
118	Tryfacta	1/16/2026	Will vendor timekeeping/ATS need to integrate with LDH/OPH or Division of Administration systems?	This has not been determined.
119	Solvet	1/16/2026	Will staff be required to work in office or are there telecommute/hybrid work options? Please provide with the listing of current Job Titles, and whether or not a placed temp may work a hybrid or telecommute schedule.	Primarily onsite. Remote work arrangements are approved only on exceptionary basis and in compliance with Executive Order JML 25-048.
120	Solvet	1/16/2026	Does the OPH currently have 300 - 500 unfilled jobs in their department that requires the use of the anticipated Contract	No, these positions are mostly filled currently.
121	Solvet	1/16/2026	Does the OPH currently use any type of augmentation for unfilled jobs in their department – this may include State awarded Contracts, Agency awarded contracts, Purchase Orders direct to Vendors by the OPH, use of any other piggyback type contract/purchase order, to fill these 300 - 500 Open State positions	OPH utilizes various staffing mechanisms to meet operational needs.
122	Solvet	1/16/2026	Please provide the classification of each of the outlined Jobs provided in the RFI – Classified vs. Unclassified	These positions are contracted staff and not classified or unclassified Civil Service positions to LDH.
123	Solvet	1/16/2026	Please provide the State pay band of each of the outlined Jobs provided in the RFI	To avoid compression, for most positions, OPH uses billable rates comparable to Louisiana Civil Service salaries.
124	Solvet	1/16/2026	Please provide the Health Benefits of each Payband/outlined Job provided in the RFI	This is determined by the vendor

125	Solvet	1/16/2026	Please provide the State Retirement Program for each Payband/outlined Job provided in the RFI	This is determined by the vendor
126	Solvet	1/16/2026	Please provide how long each job opening has been empty/unfilled at the OPH in the Jobs provided in the RFI	Most positions are currently filled. Vacancies when they occur have varying attrition timelines.
127	Solvet	1/16/2026	Please provide the State of Louisiana Procurement Regulations/Code regarding the Offshoring of Services on State/Agency Procured Contracts	Offshoring is not considered under this RFI.
128	Solvet	1/16/2026	Please provide the State of Louisiana Procurement Regulations/Code regarding the Offshoring of Services on Contracts funded through Federally Funded Programs/Sources	Offshoring is not considered under this RFI.
129	Solvet	1/16/2026	Please provide the State of Louisiana Procurement Regulations/Code regarding the Requirements for Staffed In-State Office Locations required to service this contract	This is subject to the terms and conditions of any future solicitation or procurement and is not set by the Procurement Code.
130	Solvet	1/16/2026	Please provide the State of Louisiana Procurement Regulations/Code regarding the Subcontracting of services on State/Agency procured Contracts and the requirements for Prime Vendor Reporting and Subcontract Reporting	Most reporting requirements are subject to the terms and conditions of any future solicitation or procurement and is not set by the Procurement Code.
131	Solvet	1/16/2026	Please provide the State of Louisiana Procurement Regulations/Code regarding the Hudson Initiative relevant to Prime Contractor Pricing & Evaluation, and Subcontractor goals	Vendors should familiarize themselves and refer to applicable Louisiana statutes and procurement regulations independently. This is not a solicitation.
132	EisnerAmper	1/16/2026	Does LDH anticipate a single prime staffing contract, or do they anticipate there being multiple awards?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
133	EisnerAmper	1/16/2026	Are there any current contracted personnel who are expected to be transitioned to the new contract awarded under a future RFP?	Yes.
134	EisnerAmper	1/16/2026	Does LDH anticipate procuring for the services outlined in this RFI through an existing statewide contract or issuing a new standalone solicitation/RFP?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
135	EisnerAmper	1/16/2026	Will the future solicitation prioritize an ongoing managed staffing model, or will it use a transactional, as-needed staff augmentation approach?	Ongoing managed staffing model is anticipated, but final terms have not been set.
136	EisnerAmper	1/16/2026	Will the future RFP include requirements and qualifications for each of the job titles listed in Attachment A or job titles that will be requested?	Not specifically. This will likely be determined on a task order or similar basis.

137	EisnerAmper	1/16/2026	Will remote staffing be accepted for the roles for which on-site presence is not required to perform job duties?	Work is primarily onsite. Remote work arrangements are approved only on exception basis and in compliance with Executive Order JML 25-048.
138	EisnerAmper	1/16/2026	Will any remote eligible roles be required to perform tasks on-site at LDH locations?	Work is primarily onsite. Remote work arrangements are approved only on exception basis and in compliance with Executive Order JML 25-048.
139	EisnerAmper	1/16/2026	Will augmented staff be expected to report to LDH supervisors or augmented supervisors?	Functional supervision is provided by LDH supervisors.
140	The Spearhead Group, INC	1/20/2026	Segregation of Duties / Category Bidding: The RFI scope includes a diverse mix of positions, ranging from IT/Administrative/Clerical to Clinical/Medical. Is the Department considering structuring the future RFP to allow vendors to bid on specific categories of personnel? (For example, could a vendor bid exclusively on the Administrative/Professional scope without bidding on the Clinical scope?)	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.
141	The Spearhead Group, INC	1/20/2026	Incumbent Status: Is there currently a single vendor providing this wide range of staff augmentation services for the Office of Public Health, or are these services currently provided by multiple vendors?	OPH utilizes multiple staffing mechanisms.
142	The Spearhead Group, INC	1/20/2026	Timeline: Following the review of these RFI responses in January, does the Department have an estimated timeline for when the formal Request for Proposal (RFP) might be released?	LDH/OPH has not yet determined the structure, scope, value, or approach of any future procurement, including the number of vendors that may be selected, the contract model that may be used, or the timing and sequencing of any subsequent procurement activities. These determinations, if applicable, will be made at a later date and in accordance with all applicable Louisiana procurement laws, rules, and policies.