

INVITATION TO BID

PRICE AGREEMENT



Title: **New Mexico Department of Health Healthcare Staffing**

ITB Number: **50-66500-25-77890**

Commodity Code(s): **07155**

Return Bid to: New Mexico Department of Health

Electronic Bid Submission:

Bids Due No Later Than:

Date: **April 10, 2025** Time: **3:00pm**

Late Submission of Bids Will Not Be Accepted.

Formal Sealed Bid Opening, to occur immediately following the due date and time:

Place: <https://events.gcc.teams.microsoft.com/event/11c0431e-e191-478a-a048-1eab058658ec@04aa6bf4-d436-426f-bfa4-04b7a70e60ff>

If you have questions regarding this ITB please contact:

Procurement Manager: **Adrianna Padilla**

Email: Adrianna.Padilla@doh.nm.gov

Bids MUST be submitted electronically, via Bonfire only. Please see Bid Submission Instructions on page 2.

Bids are subject to the “Terms and Conditions,” shown on the attached pages of this document, and any additional bidding instructions or requirements. **The Terms and Conditions shall not be modified or supplemented.**

NOTE: if you decide not to bid, do not return this document.

A business eligible for a New Mexico/Native American Resident Preference (Preference) must obtain a Preference certificate from the NM Taxation & Revenue Department. In order for the appropriate Preference to be applied to this solicitation, the expenditure for this solicitation cannot involve federal funds, and Bidder must submit a copy of its Preference certificate along with its response to the solicitation. Applicable Preferences will be applied to monetary values only, in accordance with §13-1-21 NMSA 1978, not percentage discounts or other non-monetary values. Additionally, only one submitted Preference will be applied per solicitation, not multiple.

Applications are available for download at: <http://www.tax.newmexico.gov/Businesses/in-state-veteran-preference-certification.aspx>

Bidder Instructions for Invitation to Bid (ITB)

Viewing ITB:

1. Bidders can access active procurements at the following sites:
 - <https://www.nmhealth.org/publication/rfp/>
2. Complete bid documents as required by the ITB Specifications, and submit any required documentation, supporting materials, certificates, etc. in addition to the bid documents.

Submitting Bids:

Complete bid documents as required by the ITB Specifications, and submit any required documentation, supporting materials, certificates, etc. in addition to the bid documents.

- Electronic submissions through Bonfire at the following site: <https://nmhealth.bonfirehub.com/portal/>
- Bids will be time-stamped in the system when Bidder clicks “OK” after “Review and Submit.” Such electronic submissions will be considered sealed bids in accordance with statute.
- If an amendment is processed after bid is submitted, Bidders must resubmit their bid in order for it to be considered fully submitted. Note: It is the responsibility of the Bidder to ensure bids are correct and accurate before submission. By bidding electronically, you acknowledge any and all amendments and it is your responsibility to ensure your bid corresponds with any amendments.

*It is the Bidder’s responsibility to ensure all documents are completely uploaded and submitted electronically via the Bonfire system by the deadline set forth in this ITB. The Bonfire system will automatically cease uploading data at the date and time of the deadline. Please ensure that you, as the Bidder, **allow adequate time for large uploads and to fully complete your submittal by the deadline.** A submission that is not both: (1) fully complete; and (2) received, via the Bonfire system by the deadline, will be deemed late. Further, a submission that is not fully complete and received via the Bonfire system by the deadline because the response was captured, blocked, filtered, quarantined or otherwise prevented from reaching the proper destination server by any anti-virus or other security software will be deemed late. In accordance with statute and rule, **NO LATE BID CAN BE ACCEPTED.***

Bid Opening:

Sealed bids will be publicly opened online via Microsoft Teams. Bids are subject to the “Terms and Conditions,” shown on the subsequent pages of this document, and any additional bidding instructions or requirements. NOTE: if you decide not to bid, do not return this ITB document.

<https://events.gcc.teams.microsoft.com/event/11c0431e-e191-478a-a048-1eab058658ec@04aa6bf4-d436-426f-bfa4-04b7a70e60ff>

Terms and Conditions
(Unless otherwise specified)

1. **General:** When the Procuring Department issues a purchase document in response to the bid, a binding contract is created.
2. **Variation in Quantity:** No variation in the quantity of any item called for by this order will be accepted unless such variation has been caused by conditions of loading, shipping, packing or allowances in manufacturing process and then only to the extent, if any, specified in this order.
3. **Assignment:**
 - a. Neither the order, nor any interest therein, nor any claim thereunder, shall be assigned or transferred by the Contractor, except as set forth in Subparagraph 3b or as expressly authorized in writing by the State Purchasing Agent or his/her designee. No such assignment or transfer shall relieve the Contractor from the obligations and liabilities under this order.
 - b. Contractor agrees that any and all claims for overcharge resulting from antitrust violations which are borne by the State as to goods, services, and materials purchased in connection with this bid are hereby assigned to the State.
4. **State Furnished Property:** State furnished property shall be returned to the State upon request in the same condition as received except for ordinary wear, tear and modifications ordered hereunder.
5. **Discounts:** Prompt payment discounts will not be considered in computing the low bid.
6. **Inspection:** Final inspection and acceptance will be made at the destination. Supplies rejected at the destination for nonconformance with specifications shall be removed at the Contractor's risk and expense, promptly after notice of rejection.
7. **Inspection of Plant:** The Procuring Agency or designee may inspect, at any reasonable time, the part of the Contractor's, or any subcontractor's plant or place of business, which is related to the performance of this contract.
8. **Commercial Warranty:** The Contractor agrees that the supplies or services furnished under this order shall be covered by the most favorable commercial warranties the Contractor gives for such to any customer for such supplies or services. The rights and remedies provided herein shall extend to the State and are in addition to and do not limit any rights afforded to the State by any other clause of this order. **Contractor agrees not to disclaim warranties of fitness for a particular purpose of merchantability.**
9. **Taxes:** The unit price shall exclude all state taxes.
10. **Packing, Shipping and Invoicing:**
 - a. The State's purchasing document number and the Contractor's name, user's name and location shall be shown on each packing and delivery ticket, package, bill of lading and other correspondence in connection with the shipments. The user's count will be accepted by the Contractor as final and conclusive on all shipments not accompanied by a packing ticket.
 - b. The Contractor's invoice shall be submitted duly certified and shall contain the following information: order number, description of supplies or services, quantities, unit price and extended totals. Separate invoices shall be rendered for each and every complete shipment.
 - c. Invoices must be submitted to the using agency and NOT the State Purchasing Agent.
11. **Default:** The State reserves the right to cancel all or any part of this order without cost to the State, if the Contractor fails to meet the provisions of this order and, except as otherwise provided herein, to hold the Contractor liable for any excess cost occasioned by the State due to the Contractor's default. The Contractor shall not be liable for any excess costs if failure to perform the order arises out of causes beyond the control and without the fault or negligence of the Contractor, such causes include but are not restricted to, acts of God or the public enemy, acts of the State or Federal Government, fires, floods, epidemics, quarantine restrictions, strikes, freight embargoes, unusually severe weather and defaults of subcontractors due to any of the above, unless the State shall determine that the supplies or services to be furnished by the subcontractor were obtainable from other sources in sufficient time to permit the Contractor to meet the required delivery scheduled. The rights of the State provided in this paragraph shall not be exclusive and are in addition to any other rights now being provided by law or under this order.

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12. **Non-Collusion:** In signing this bid the Contractor certifies he/she has not, either directly or indirectly, entered into action in restraint of free competitive bidding in connection with this offer submitted to the Procuring Agency or designee.

13. **Nondiscrimination:** Contractor doing business with the State of New Mexico must be in compliance with the Federal Civil Rights Act of 1964 and Title VII of the Act (Rev. 1979) and the Americans with Disabilities Act of 1990 (Public Law 101-336).

14. **The Procurement Code:** Sections 13-1-28 through 13-1-199 NMSA 1978, imposes civil and criminal penalties for its violation. In addition the New Mexico criminal statutes impose felony penalties for bribes, gratuities and kickbacks.

15. **Items:** All bid items are to be NEW and of most current production, unless otherwise specified.

16. **Payment for Purchases:** Except as otherwise agreed to: late payment charges may be assessed against the user state agency in the amount and under the conditions set forth in Section 13-1-158 NMSA 1978.

17. **Workers' Compensation:** The Contractor agrees to comply with state laws and rules pertaining to Workers' Compensation benefits for its employees. If the Contractor fails to comply with Workers' Compensation Act and applicable rules when required to do so, this Agreement may be terminated by the contracting agency.

18. **Submission of Bid:** Bids must be submitted electronically through the electronic procurement system identified on header page. Bonfire shall be utilized for any submission, no electronic correspondents shall be accepted.

19. **Contractor Personnel:** Personnel proposed in the Contractor's written bid to the Procuring Agency are considered material to any work performed under this Price Agreement. Once a Purchase Order or contract has been executed, no changes of personnel will be made by the Contractor without prior written consent of the Procuring Agency. Replacement of any Contractor personnel, if approved, shall be with personnel of equal ability, experience, and qualifications. The Contractor will be responsible for any expenses incurred in familiarizing the replacement personnel to insure their being productive to the project immediately upon receiving assignments. Approval of replacement personnel shall not be unreasonably withheld. The Procuring Agency shall retain the right to request the removal of any of the Contractor's personnel at any time.

20. **Subcontracting:** The Contractor shall not subcontract any portion of the Price Agreement without the prior written approval of the Procuring Agency. No such subcontracting shall relieve the Contractor from its obligations and liabilities under this Price Agreement, nor shall any subcontracting obligate payment from the Agency.

21. **Records and Audit:** The Contractor shall maintain detailed time and expenditure records that indicate the date, time, nature, and cost of services rendered during this Price Agreement's term and effect, and retain them for a period of three (3) years from the date of final payment under this Price Agreement. The records shall be subject to inspection by the Agency, State Purchasing Division, Department of Finance and Administration, and for Information Technology contracts, State Chief Information Officer. The Agency shall have the right to audit billings, both before and after payment. Payment for services under this Price Agreement shall not foreclose the right of the Agency to recover excessive or illegal payments.

22. **Subcontracts:** The foregoing requirements for Contractor Personnel, Subcontracting, and Audit shall be inserted into all subcontracts from the prime contractor to the subcontractor.

Important Bidding Information

All Bidders must notify the Procuring Agency or designee if any employee(s) of the requesting agency or the office of the Procuring Agency have a financial interest in the Bidder. Financial interest is defined as:

- A. holding a position in a business as officer, director, trustee or partner or holding any position in management; or
- B. ownership of more than five percent interest in a business.

No financial interest Yes financial interest

If yes, specify the employee's name: _____ and financial interest: _____

Bid tabulations will be posted to Bonfire approximately two (2) weeks after bid opening date.

Failure of Bidder to complete bidding documents, in accordance with all instructions provided, is cause for this office to reject their bid.

Brand names and numbers are for reference only; equivalents will be considered. If bidding "equivalent" bidders must be prepared to furnish "complete data" upon request, preferably with bid, to avoid delay in award.

Specifications on the bid are not to exclude any bidder or manufacture. Where a brand name or equal is indicated, it is for the purpose of describing the standard of quality, performance and characteristics desired and is not intended to restrict competition. "No substitute" specifications may be authorized ONLY if required to match existing equipment.

If any Bidder is of the opinion that the specifications as written preclude her/him from submitting a bid on this ITB, it is requested that his/her opinion be made known to the State Purchasing Agent or his/her designee, in writing, at least seven (7) days prior to the bid opening date.

Bidders must, upon request of the Procuring Agency or designee, provide information and data to prove that the financial resources, production of service facilities, service reputation and experience are adequate to make satisfactory delivery of the materials and/or services. The Procuring Agency or designee reserves the right to require a Bidder to furnish a Performance Bond prior to award, where the Bidder is unable to furnish the required information or data, or for other reasons which would insure proper performance by the Bidder.

Unless otherwise indicated in the bid specifications, samples of the items, when required, shall be free of expense to the State of New Mexico. Samples not destroyed or mutilated in testing will be returned upon request, at Bidders expense. Each sample must be labeled to clearly show the bid number and item number that it pertains to. Unsolicited bid samples or descriptive literature, which is submitted at the Bidder's risk, will not be returned.

Awards

Determination of Lowest Bidder – Following determination of product acceptability, if any is required, bids will be evaluated to determine which Bidder offers the lowest cost to the State in accordance with the specifications and terms & conditions set forth in the Invitation to Bid. The Procuring Agency reserves the right to award this Invitation to Bid in total; by groups of items; on the basis of individual items; any combination of these which could result in a multiple award; or as otherwise specified in bid specifications; whichever, in his/her judgment, best serves the interest of the State of New Mexico.

The Procuring Agency or designee reserves the right to accept and/or reject any and all bids, to waive technical irregularities, and to award to the Bidder whose bid is deemed to be in the best interest of the State of New Mexico.

Special Notice – To preclude any possible errors and/or misinterpretations, bid prices must be affixed legibly in ink or typewritten. Corrections or changes must be signed or initialed by Bidder prior to the scheduled bid opening; failure to do so will be just cause for rejection of bid.

Bids may be withdrawn upon receipt of written request, prior to scheduled bid opening for the purpose of making any corrections and/or changes; such corrections must be properly identified and signed or initialed by Bidder. Resubmittal must be prior to scheduled bid opening for consideration.

After bid opening, no modifications on bid prices or other provisions of bid shall be permitted. A low Bidder alleging a material mistake of fact after bids have been opened may be permitted to withdraw the bid upon written request prior to award at the discretion of the Procuring Agency or designee.

F.O.B. Destination – Means goods are to be delivered to the destination designated by the user which is the point at which the user accepts ownership or title of the goods. Laws of New Mexico specifically prohibit acceptance of ownership of goods in transit. Any exception to F.O.B. Destination may cause bid to be declared nonresponsive.

If you are an individual with a disability and you require accommodations such as a hearing interpreter to attend our bid openings, please contact the Procurement Manager at least five (5) working days prior to the scheduled bid opening.

New Mexico Employees Health Coverage

A. If Contractor has, or grows to, six (6) or more employees who work, or who are expected to work, an average of at least 20 hours per week over a six (6) month period during the term of the contract, Contractor certifies, by signing this agreement, to have in place, and agrees to maintain for the term of the contract, health insurance for its New Mexico Employees and offer that health insurance to its New Mexico Employees if the expected annual value in the aggregate of any and all contracts between Contractor and the State exceeds \$250,000 dollars.

B. Contractor agrees to maintain a record of the number of its New Mexico Employees who have (a) accepted health insurance; (b) declined health insurance due to other health insurance coverage already in place; or (c) declined health insurance for other reasons. These records are subject to review and audit by a representative of the state.

C. Contractor agrees to advise all of its New Mexico Employees of the availability of State publicly financed health care coverage programs by providing each of its New Mexico Employees with, as a minimum, the following web site link to additional information: <https://www.bewellnm.com/>

D. For purposes of this Paragraph, the following terms have the following meanings:

- (1) “New Mexico Employee” means any resident of the State of New Mexico employed by Contractor who performs the majority of the employee’s work for Contractor within the State of New Mexico, regardless of the location of Contractor’s office or offices; and
- (2) “offer” means to make available, without unreasonable restriction, enrollment in one or more health coverage plans and to actively seek and encourage participation in order to achieve the goals of Executive Order 2007-049. This could include State publicly financed public health coverage programs such as *Insure New Mexico!*

Department Price Agreement

Article I – Statement of Work

Under the terms and conditions of this Price Agreement, the using agency may issue orders for items and/or services described herein.

The terms and conditions of this Price Agreement shall form a part of each order issued hereunder.

The items and/or services to be ordered shall be listed under Article IX – Price Schedule. All orders issued hereunder will bear both an order number and this Price Agreement number. It is understood that no guarantee or warranty is made or implied by either the Procuring Agency or designee or the user that any order for any definite quantity will be issued under this Price Agreement. The Contractor is required to accept the order and furnish the items and/or services in accordance with the articles contained hereunder for the quantity of each order issued.

Article II – Term

The term of this Price Agreement for issuance of orders shall be as indicated in specifications.

Article III – Specifications

Items and/or services furnished hereunder shall conform to the requirements of specifications and/or drawings applicable to items listed under Article IX - Price Schedule. Orders issued against this schedule will show the applicable price agreement item(s), number(s), and price(s); however they may not describe the item(s) fully.

Article IV – Shipping and Billing Instructions

Contractor shall ship in accordance with the instructions of this form. Shipment shall be made only against specific orders which the user may place with the contractor during the term indicated in Article II – Term. The Contractor shall enclose a packing list with each shipment listing the order number, price agreement number and the commercial parts number (if any) for each item. Delivery shall be made as indicated on page 1. If Contractor is unable to meet stated delivery the State Purchasing Agent must be notified.

Article V – Termination

The Agency may terminate this Agreement for convenience or cause. The Contractor may only terminate this Agreement based upon the Agency's uncured, material breach of this Agreement. Contractor shall give Agency written notice of termination at least thirty (30) days prior to the intended date of termination, which notice shall (i) identify all the Agency's material breaches of this Agreement upon which the termination is based and (ii) state what the Agency must do to cure such material breaches. Contractor's notice of termination shall only be effective (i) if the Agency does not cure all material breaches within the thirty (30) day notice period or (ii) in the case of material breaches that cannot be cured within thirty (30) days, the Agency does not, within the thirty (30) day notice period, notify the Contractor of its intent to cure and begin with due diligence to cure the material breach. Termination of this Contract, however, shall not affect any outstanding orders. This provision is not exclusive and shall not waive other rights and remedies afforded either party in the event of breach of contract or default. In such instances the contract may be cancelled effective immediately.

Article VI – Amendment

This Price Agreement may be amended by mutual agreement of the Procuring Agency or designee and the Contractor upon written notice by either party to the other. An amendment to this Price Agreement shall not affect any outstanding orders issued prior to the effective date of the amendment as mutually agreed upon, and as published by the Procuring Agency or designee. Amendments affecting price adjustments and/or the extension of a price agreement expiration date are not allowed unless specifically provided for in the bid and price agreement specifications.

Article VII – Issuance of Orders

Only written signed orders are valid under this Price Agreement.

Article VIII – Packing (if applicable)

Packing shall be in conformance with standard commercial practices.

Article IX – Price Schedule

Prices as listed in the price schedule hereto attached are firm.

IMPORTANT: NO ADDITIONAL TERMS AND/OR CONDITIONS WILL BE ACCEPTED

State of New Mexico
Department of Health
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Specifications:

The New Mexico Department of The New Mexico Department of Health's (NMDOH) Office of Facilities is seeking to establish a Price Agreement to obtain Temporary Healthcare Staffing Services related but not limited to Nursing, Therapy, Behavioral Health, Nutrition, and Medical services through this multi-award competitive solicitation. The Department's various locations across the State of New Mexico vary from metropolitan to rural areas. Staff shall be available to work during but not limited to shift schedule, holidays, and weekends. Each individual NMDOH Facility shall work with the individual awardee to develop specific work duties, schedule, licensure requirements, background checks, drug tests, and vaccine requirements upon each request during the final procurement process. Awardees shall comply with all NMDOH and Facility specific policies and procedures.

New Mexico Department of Health Facilities:

- **Turquoise Lodge Hospital (TLH)**, 5400 Gibson Blvd SE, Albuquerque, NM 87108.
- **New Mexico Behavioral Health Institute (NMBHI)**, 3695 Hot Springs Blvd., Las Vegas, NM 87701.
- **New Mexico Rehabilitation Center (NMRC)**, 72 Gail Harris, Roswell, NM 88203.
- **Sequoyah Adolescent Treatment Center (SATC)**, 3405 W. Pan American Freeway NE, Albuquerque, NM 87101.
- **New Mexico State Veterans' Home (NMSVH)**, 992 South Broadway, Truth or Consequences, NM 87901.
- **Fort Bayard Medical Center (FBMC)**, 41 Fort Bayard Road, Santa Clara, NM 88026.
- **Los Lunas Community Program (LLCP)**, 1000 Main Street NW, Los Lunas, NM 87031

Hours of Operation

All NMDOH Facilities operate as a full-time healthcare facility.

- Recognized Holidays: Holidays start at 12am-11:59pm on the date of the holiday
 - Christmas Day
 - Thanksgiving Day
 - New Year's Day
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day

Licensure and Certification

Awardee(s) shall ensure that all practitioners are fully qualified and meet the necessary regulatory standards, specific certifications, licenses, and educational requirements that are required for professionals in each field. These individuals shall be in good standing with their respective accreditation bodies or licensing agencies that oversee these professions. Awardee(s) shall provide NMDOH Facility with appropriate credential documentation upon request for verification.

Term

Awards shall not exceed the limitation in accordance with §13-1-150 NMSA 1978.

Tax Note:

Price shall not include State Gross Receipts or Local Option Tax. Taxes shall be added to the purchase order and invoice at current rates as a separate item to be paid by NMDOH's Facility.

Bidding Information:

The conditions and specifications set out in the invitation to bid are inseparable and indivisible. Any Vendor, by submitting a bid, agrees to be bound by all such conditions and/or specifications. All conditions and specifications in the invitation to bid, and all other documents required to be submitted, shall be submitted by the Vendor in their bid package. Failure to do so or any attempt to vary or change the conditions or specifications of the invitation to bid shall, at the discretion of the State of New Mexico, constitute grounds for rejection of the entire bid.

Escalation Clause:

In the event of a product cost increase, an escalation request will be submitted for review to the Department of Health on an individual basis, in accordance with §13-1-171.E NMSA 1978. This measure is not intended to allow any increase in profit margin, but is solely intended to allow compensation for actual cost increases directly related to bid items.

The Department of Health upon review of request may require supporting documentation prior to providing a written response to the awardee. Final determination on the approval or disapproval of the escalation request will be made by the Department of Health. Requests shall not exceed a singular submission per Fiscal Year, July through June. Submission of each request shall be presented to the Department of Health prior to June of each respective fiscal year but no sooner than April.

Method of Award:

Method of award shall be to multiple Vendors. The awarded vendors shall meet the specifications.

Order of Preference:

In the event of conflict between the general conditions and instructions to bidders and the supplemental terms and conditions, the supplemental terms and conditions shall prevail.

Any references herein to a particular make or model number are not intended to be restrictive, but to be set forth an acceptable level of quality and design.

Quantities:

The approximate quantities for each item are estimated and are for bidding purposes only. Actual requirements will be as determined by the agency and quantities may be increased or decreased as necessary to meet actual requirements. The State of New Mexico does not guarantee any amount of work.

Items' Submission Instructions:

Submission process only - Contact the Procurement Manager listed on the ITB (this document) front page.

Items are located on our website:

<https://nmhealth.bonfirehub.com/portal/>
<https://www.nmhealth.org/publication/rfp/>

Online Submissions:

1. Download the Excel spreadsheet from the Buyer Attachments' page;
2. Enter your bid prices into the Excel spreadsheet;
3. Upload the Excel spreadsheet into the Supplier Attachments' page.

NOTE TO BIDDERS:

All bids must be made completely independent of all other bids submitted. Where multiple bids are submitted by bidding entities owned by the same person or persons, those bids will be presumed to not be made independently of one another, and may be disqualified.

*It is the Bidders' responsibility to ensure all documents are completely uploaded and submitted electronically via the Bonfire system by the deadline set forth in this ITB. The Bonfire system will automatically cease uploading data at the date and time of the deadline. Please ensure that you, as the Bidder, **allow adequate time for large uploads and to fully complete your submittal by the deadline.** A submission that is not both: (1) fully complete; and (2) received, via the Bonfire system by the deadline, will be deemed late. Further, a submission that is not fully complete and received via the Bonfire system by the deadline because the response was captured, blocked, filtered, quarantined or otherwise prevented from reaching the proper destination server by any anti-virus or other security software will be deemed late. In accordance with statute and rule, **NO LATE BID CAN BE ACCEPTED.***

Ln No.

Position

Wage Rate

		Location #1 TLH	Location #2 NMBHI	Location #3 NMRC	Location #4 SATC	Location #5 NMSVH	Location #6 FBMC	Location #7 LLCP
	NURSING							
1	Certified Medical Assistant							
2	Certified Nurse Assistant							
3	Registered Nurse							
4	Licensed Practical Nurse							
5	Registered Nurse Supervisor							
6	Director of Nursing							
	THERAPY SERVICES							
7	Speech Language Pathologist							
8	Speech Language Pathologist Supervisor							
9	Occupational Therapist							
10	Certified Occupational Therapy Assistant							
11	Physical Therapist							
12	Physical Therapist Assistant							
13	Physical Therapist Supervisor							
14	Director of Therapy							
	BEHAVIORAL HEALTH							
15	Behavioral Health Technician							
16	Behavioral Health Therapist							
17	Licensed Social Worker							
18	Psychiatrist							
	NUTRITION SERVICES							
19	Registered Dietitian							
	MEDICAL SERVICES							
20	Medical Director							
21	Podiatrist							
22	Doctor of Dental Surgery							
23	Pharmacist							
24	Primary Care Physician							
25	Certified Nurse Practitioner							
26	Psychiatric Nurse Practitioner							
27	Physician Assistant							
28	Wound Care							
29	Radiology							
30	X-Ray Services							
	OTHER SERVICES							
31	Pool Safety Officer							
32	Quality Assurance/Performance Improvement Manager							
33	Medical Records Director							