

## **FAQ**

### **RFP – Dietary Questions**

**Note:** While every attempt has been made to ensure the accuracy of the responses contained herein, it is possible based on changing factual scenarios that additional information may be warranted. Also, the information contained in this posting may not be construed or relied upon as individual legal advice. If you are seeking individual legal advice, you are encouraged to contact counsel of your choice.

**1. What is the purpose of the RFP?**

To improve the quality and efficiency of food service in our state hospitals while reducing food service costs to Kansas taxpayers.

**2. When are bids due?**

March 7, 2013.

**3. Is Aramark going to be the contractor?**

The RFP is open to any business that meets the qualifications set forth in the RFP and chooses to bid. KDADS does not know if Aramark will choose to bid.

**4. Are there other companies out there besides Aramark?**

Yes. The RFP is open to any business that meets the qualifications set forth in the RFP and chooses to bid.

**5. If some of us wanted to put together a plan to provide this service, could we bid on the project?**

This is not a sole-source RFP and is open to any business that meets the qualifications set forth in the RFP and chooses to bid. Please refer to Bidder Qualifications, Section 5.2, subsection I of the RFP.

<http://www.da.ks.gov/purch/Contracts/Bids.aspx/EVT0001999>

**6. How long before a determination is made after the bid is received?**

Bids are due March 7, 2013. Negotiations are scheduled to begin late March and will run through April. We are scheduled to begin transition May 1, 2013.

**7. Are we guaranteed a job?**

There is no guarantee of employment. The RFP requires that the potential contractor, following a competitive interview process give priority consideration to qualified food service employees who are current hospital employees. Current hospital employees must apply and go through the designated process in order to be considered for employment. More information on the process will follow.

**8. Will we be able to apply for jobs?**

Yes.

**9. If we want to apply for jobs, will we have to go find this company somewhere and apply? It would be nice if they would let us do that here.**

The procedures for filing employment applications with the successful contractor are unknown at this time. As we learn more information, we will let you know.

**10. What kind of pay, benefits and other things will be offered with the new company?**

Pay and benefits by the contractor are not included in the RFP. Pay and benefits determinations are made by the contractor.

**11. Will we have any guarantee that we can get a job first over some outside person?**

There is no guarantee of employment. The RFP requires that the potential contractor, following a competitive interview process give priority consideration to qualified food service employees who are current hospital employees. Current hospital employees must apply and go through the designated process in order to be considered for employment. More information on the process will follow.

**12. If hired by the contractor, would we start at minimum wage?**

Salary and wages by the contractor are not included in the RFP. Salary/wage determinations are made by the contractor.

**13. Would we have benefits if we go to work for the contractor?**

Benefits by the contractor are not included in the RFP. Benefit determinations are made by the contractor.

**14. Do we have flexibility to be transferred to another position at LSH?**

Employees have the same ability to apply for vacant positions at the hospital or throughout the state as they do now. The RFP does not prohibit anyone from applying for another position within the hospital.

**15. Will we have a job through the end of June?**

The proposed effective date for the contract is July 1, 2013. The state food service positions will continue to operate through June 30, 2013.

**16. Do we have to interview for a job with the contractor?**

There is no guarantee of employment. The RFP requires that the potential contractor, following a competitive interview process give priority consideration to qualified food service employees who are current hospital employees. Current hospital employees must apply and go through the designated process in order to be considered for employment. More information on the process will follow.

**17. If hired by the contractor, will the job I receive be lower pay and fewer benefits?**

No one is being forced to apply, however KDADS has constructed the RFP to ensure that current hospital dietary staff are given the opportunity to apply for positions in which they are interested.

In this early stage of the process, we do not know specifically what positions will be available, nor do we know the pay or the benefits.

**18. What happens to all of our sick and vacation leave accruals?**

Leave balances accrued while employed with the state cannot transfer to the contracting company. As we proceed in this process, opportunities will become available for employees to meet with HR regarding their specific leave accruals.

**19. May we transfer to another position so we can keep our benefits?**

Employees have the same ability to apply for vacant positions at the hospital or throughout the state as they do now. The RFP does not prohibit anyone from applying for another position within the hospital.

**20. Do we wait or start looking for jobs now?**

It is up to each individual to determine if and when they start looking for a job.

**21. Who determines the diets for patients after a new company takes over?**

Special diet plans will be prepared by the hospitals' clinical dietitians in conformance with the Kansas Diet Manual, as published by the Kansas Dietetics Association and the American Diabetes Association's Exchange Lists.

**22. How does this affect existing work requested by Dietary for IT (snack lists, barcode scanning on the serving line etc.).**

We will need to research this question as we are unable to fully answer at this time.

**23. Does this include all of dietary including management?**

Anyone who is currently in a dietary position at the hospital will be included in this RFP. The RFP however does not include Clinical Dietitians.

**24. What requirements are being put into the RFP for interfacing with our patient listing and associated diet orders?**

We will need to research this question as we are unable to fully answer at this time.

**25. Is there a deadline for when bids are to be received and can we read the RFP?**

Yes. It can be found at <http://www.da.ks.gov/purch/Contracts/Bids.aspx/EVT0001999>

**26. Does this affect the contract dietician?**

No. Contract dieticians are not included in this RFP.

**27. Will the contractor provide snacks?**

Food services provided by the bidder will be at a minimum comparable to current services at the hospital.

**28. What will happen to the VTP program on SPTP the guys that work in the kitchen?**

The bidder shall propose a plan for incorporating patient, resident, or inmate labor as negotiated by the Secretary, Superintendent or designee.

**29. Will we get answers or will we just be forgotten now that we have the news?**

We will continue dialog with employees throughout the RFP process and through implementation. In addition, questions asked with responses will be posted on a central location on KDADS' intranet website. Once that location has been set up a link will be distributed to all staff.

<https://intra.aging.ks.gov/>

**30. How soon will we get answers to these questions?**

Communication and transparency throughout this process is a KDADS priority. Questions are welcome at any time and we will make it a priority to provide prompt, accurate responses to all questions.

**31. Will the contractor do their own ordering through their own warehouse or will supply employees lose their jobs now too?**

Under the requirements of the RFP, the ordering of food will be the responsibility of the contractor through their own resources.

**32. Are they going to have inmates serving patients and wouldn't that be HIPAA violation?**

The bidder shall propose a plan for incorporating patient, resident, or inmate labor as negotiated by the Secretary, Superintendent or designee. Inmates do not currently and would not at any time have access to confidential information. The contractor will be responsible for working with the hospital to ensure compliance with all applicable provisions of HIPAA.

The agency will continue to make management decisions based upon efficiency and quality in providing patient services. Having a private company provide cafeteria services to hospital patients is a business decision which will be partly based upon an analysis of the RFPs submitted by companies interested in the proposal. This is the same process all state agencies use in deciding whether the cost, efficiency, or quality of public services can be improved. It is understood that not everyone will agree with the decisions of a state agency. However, the agency will continue to respond to your questions and concerns.

**33. What impact will this have on our ability to continue with Cooking Group sessions for Activity Therapy and the way we requisition for food for menus?**

The RFP does not eliminate Cooking Group sessions for Activity Therapy. The process for requisitioning food for menus has not yet been determined. We will provide additional information as it becomes available.