



Request for Proposal

The Members of Empath Health Include:

- Empath Health Adult Day Center
- Empath Grief Care
- Empath Home Health
- Empath Hospice
- Empath LIFE
- Empath Medical Services
- Empath Palliative Care
- Empath Personal Care
- Empath Pharmacy
- Empath Therapies
- EPIC (Empath Partners in Care)
- Hospice By the Sea
- Hospice of Marion County
- Hospice of Marion County Foundation
- Hospice of Palm Beach County
- Suncoast Hospice
- Suncoast Hospice Foundation
- Suncoast Hospice of Hillsborough
- Suncoast PACE (Program of All-Inclusive Care for the Elderly)
- Stratum LIFE
- Tidewell Grief Care
- Tidewell Hospice
- Tidewell Foundation
- Trustbridge Foundation

Brief Description of Requested services:

Emergency Debris Collection, Hauling and Removal Services in Response to Natural Disasters.

Prepared July 28, 2025

Proprietary and Confidential

INTRODUCTION & BACKGROUND

Empath Health

Empath Health is one of the country's largest not-for-profit hospice and home care health systems delivering non-acute care and services through its skilled, medical and holistic programs to individuals with chronic, advanced and terminal illnesses and those experiencing grief. We were created in 2021 through the merger of two leading nonprofit, integrated networks of care: Empath Health, serving the Tampa Bay region and Stratum Health System, serving Southwest Florida and have continued to grow adding Hospice of Marion County in 2023 serving north central Florida and Trustbridge in 2024 in southeast Florida. The Empath Health integrated network of care provides expert medical, counseling and support services including hospice; home health; palliative care; grief services; all-inclusive elder care; HIV/STI prevention, services and support; primary care; and physician services. Empath Health is honored to have approximately 26,000 people enrolled in our Full Life Care services, creating a bridge between chronic, advanced, and terminal care and providing seamless integration based on individual needs. Our wide variety of community-based programs reflects our commitment to the preservation of our charitable mission.

Empath Home Health

With more than 60 years of skilled home health care expertise, Empath Home Health is a member of Empath Health's not-for-profit network of care. Our quality care is recognized by national accrediting bodies including the Joint Commission and the Accreditation Commission for Health Care. As a member of Empath Health, our skilled home health patients have access to 24-7 support and skilled staff who are a part of one of the largest not-for-profit homecare and hospice agencies in the country.

Empath Personal Care

Caregiving for a family member or loved one with full-time care needs can be over-whelming. Often, service gaps are created when insurance companies don't cover or no longer pay for services. Empath Personal Care private duty home care services can assist with filling in those gaps to ensure the highest level of care possible. This allows you and your loved ones to feel both comfortable and secure. As an all-inclusive provider of home health services, we proudly offer private duty home care to meet many of the needs you or your loved ones may have. No job is too small; we specialize in solving problems that arise for you on a day-to-day basis. Our private duty services are individually tailored to the needs and requests of the patient and family may include (but are not limited to):

- Personal Assistance
- Bathing, grooming and continence care
- Range of Motion movements and exercise
- Assistance with toileting, feeding, transfers and dressing.
- Respite care or short-term breaks for caregivers.

Empath Medical Services

Empath Medical Services provides primary care and specialized palliative care. In-home primary care is provided through visits to private homes and assisted-living and skilled-nursing facilities in Manatee and Sarasota counties, as well as a medical clinic on Longboat Key. Medical Services offers specialized palliative care in partnership with several local healthcare facilities. The care is focused on patient and family goals and support and is accomplished through complex symptom management and treatment options. Medical Services also offers compliance and regulatory support for medical facilities that do not have on-site medical.

Empath Community Health, LLC

This Empath Health affiliate provides non-hospice community programming, including:

- ❖ **Empath Grief Care.** Community counseling services are offered on an income-based sliding-fee scale at each of three community services centers located in Pinellas County (Palm Harbor, Clearwater, and St. Petersburg, Florida.)
- ❖ **Tidewell Grief Care.** Community counseling services are offered free of charge at locations throughout Manatee, Sarasota, DeSoto and Charlotte counties. This includes the Blue Butterfly program for children and families.
- ❖ **Partners in Pediatric Care.** This home health program helps pediatric patients and families achieve the best possible quality of life through Empath Home Health care.
- ❖ **Palliative Care Consultation Services.** Palliative care, sometimes referred to as “comfort care” is a specialized approach to the treatment of patients with a serious or life-threatening illness. Palliative Care is not end-of-life care and can be combined alongside curative care.

Empath Health Pharmacy

The Empath Health Pharmacy provides pharmacy services for the integrated network of care members of Empath Health. Services provided include medication consultation and delivery in the community and support for EPIC’s 340b pharmacy (HOME 3050) for HIV positive clients.

EPIC (Empath Partners in Care)

As Tampa Bay’s largest non-profit HIV services provider, EPIC seeks to improve the lives of all those affected by HIV/AIDS, and is committed to offering seamless care in prevention, education, direct services, and advocacy thus helping clients manage and cope with their chronic disease and avoid high-risk behaviors to maintain healthy lives and prevent the spread of HIV. Programming is provided at our Tampa, Florida campus, “Our Home 3050” located in St. Petersburg, Florida, and EPIC Clearwater located at Empath Health’s main campus in Clearwater, Florida. In addition, EPIC has two Sexual Health Centers providing essential sexual health and disease prevention services.

Hospice of Palm Beach County and Hospice of Palm Beach

Since 1978, Hospice of Palm Beach County, Hospice of Broward County and Hospice by the Sea have cared for 200,000 families in South Florida. These three hospices are now one branch of Trustbridge, a community nonprofit that provides support for families facing serious illness 24

hours a day. Our other services include palliative medicine, caregiver support and bereavement programs.

Hospice of Marion County (HMC)

Founded in 1981, HMC provides specialized holistic care for people of all ages and diagnoses when a cure is no longer possible with care provided in a team approach with expert medical, psychosocial, and spiritual care and trained volunteers. HMC cares for patients wherever they call home, including private residences, nursing, and assisted living facilities as well as three hospice houses operated by Hospice of Marion County: Grace Davis Hall House, The Ted & Diane Brandley House and the E.W. & Lucille Cates House. HMC is accredited by the Joint Commission and has received a Deemed Status.

Hospice of Marion County Foundation

The Hospice of Marion County Foundation is the charitable arm of Hospice of Marion County. The purpose of the organization is to ensure care and services are available to patients and families no matter their ability to pay and to help make possible new innovative services and programs into the future.

Suncoast Hospice

Founded by volunteers in 1977 in Pinellas County, Suncoast Hospice provides specialized holistic care for people of all ages and diagnoses when a cure is no longer possible with care provided in a team approach with expert medical, psychosocial and spiritual care and trained volunteers. Suncoast Hospice cares for patients wherever they call home including private residences, nursing and assisted living facilities as well as three hospice care centers owned and operated by Suncoast Hospice: North Pinellas in Palm Harbor, Florida; Mid-Pinellas in Pinellas Park, Florida; and South Pinellas within the Bayfront Health in St. Petersburg, Florida.

Suncoast Hospice of Hillsborough

Founded in 2021, Suncoast Hospice of Hillsborough Hospice provides specialized holistic care for people of all ages and diagnoses when a cure is no longer possible with care provided in a team approach with expert medical, psychosocial and spiritual care and trained volunteers. Suncoast Hospice cares for patients wherever they call home including private residences, nursing and assisted living facilities as well as a Care Center in St. Joseph's Hospital in Tampa.

Suncoast PACE (Program of All-Inclusive Care for the Elderly), Empath and Stratum LIFE (Living Independence for the Elderly)

Suncoast PACE, Empath LIFE and Stratum LIFE provide onsite primary medical care, specialty care and therapies, adult day care, in-home medical care, and assistance and other support to Pinellas County seniors ages fifty-five and older with chronic health conditions. The adult day centers are located in Pinellas Park, Tampa and Bradenton, Florida, offers social services and emotional support; daily recreational exercises; music, painting and other creative activities; hot, nutritious meals and snacks; socialization and interaction; and education and guidance.

Suncoast Hospice Foundation

Suncoast Hospice Foundation financially supports the programs and services of Empath Health and its member programs including Suncoast Hospice, Empath Home Health, Suncoast PACE,

EPIC, Empath Community Care and Empath Health Pharmacy through fundraising and community donations.

Tidewell Hospice

Serving patients daily in Sarasota, Manatee, Charlotte and DeSoto counties for more than 40 years, Tidewell Hospice is one of the largest not-for-profit hospices in the U.S. Home-based hospice care is the basic premise of Tidewell's services, involving the support of physicians, registered nurses, social workers, certified nursing assistants, chaplains and volunteers, all following a prescribed plan of care. Tidewell's services are available to everyone, regardless of ability to pay and includes seven hospice houses located throughout their service territory.

Tidewell Foundation

The Tidewell Foundation, Inc. is an independent 501 (c)(3) charitable foundation established to fund perpetual philanthropic support to Tidewell Hospice. Charitable contributions to the Tidewell Foundation sustain and grow the critically important programs and services provided through the not-for-profit mission of Tidewell Hospice and its affiliates. Donor-funded programs offer compassion and comfort to those who need it most in our community by caring for all, regardless of their ability to pay.

Empath Health offers several other unique programs:

- ❖ **Integrative Medicine Clinic/Palliative Arts.** In hospice care it is essential to care for a person's whole well-being and comfort. Suncoast Hospice's Integrative Medicine Clinic uses a holistic approach and palliative arts programs that combine conventional medicine and complementary practices that bring relief and serenity for hospice patients.
- ❖ **Hospice Bereavement Counseling.** Empath Health provides grief counseling and support services to all members/ages of the families of hospice patients for thirteen months after their loved one passes. Counseling services are offered at each of the three community services centers located in Pinellas County by licensed counselors and social workers and trained volunteers.
- ❖ **Perinatal Loss Support.** This specialized hospice program supports any families who are suffering from a pregnancy loss, still birth, or death of a baby shortly after birth. Services may begin when a diagnosis is made during pregnancy or delivery. Trained counselors provide individual and family counseling and support groups.
- ❖ **Pediatric Program.** Specialized pediatric hospice care teams are available to provide care for a seriously ill young child to help ease the child's suffering and give the best possible quality of life while supporting the entire family. The pediatric care teams are experts in caring for children of all ages (from infants to young adults) as they reach the final stages of an illness and life.

- ❖ **Veterans Programs.** Empath Health provides care, honor, and support for veterans in Empath Health programs, including any suffering resulting from their time in the military or service-connected conditions. Families of veterans also receive support in honor of their sacrifice. Suncoast Hospice and Tidewell Hospice are Level 5 We Honor Veteran Partners, the highest level available, with the National Hospice and Palliative Care Organization.

Trustbridge Foundation

As a 501(c)(3) non-profit organization, Trustbridge depends on the generosity of the community to cover uncompensated expenses for patient care and specialized programs. Trustbridge Hospice Foundation, formerly Hospice of Palm Beach/Broward County Foundation and Hospice by the Sea Foundation is the philanthropic arm of Trustbridge. The Foundation is dedicated to raising funds to support the unfunded patient programs and services offered by Trustbridge, which are not covered by Medicare, Medicaid, or private insurance.

PURPOSE of this REQUEST FOR PROPOSAL

Empath Health is requesting proposals for:

- Purpose and Objectives of this Request for Proposal

Empath-Stratum, Inc. requests proposals for Emergency Debris Collection, Hauling, and Removal Services in Response to Natural Disasters (hereinafter “Debris Removal Services”) as outlined in this Request for Proposal (RFP). The package includes the requested scope of services, proposal forms, and requirements.

Empath-Stratum intends to retain one or more Contractors under a master services agreement (hereinafter referred to as the “Contract”). The term of the Contract will be three years (3 years), with provisions to extend if the requested scope of services cannot be completed within this time- period. No Contractor entering the Contract with Empath-Stratum, Inc. is assured of any minimum services requested or compensation provided; Empath-Stratum, Inc. retains the right to execute contracts with multiple contractors to perform the scope of services at its sole discretion.

All prospective Respondents will be afforded an opportunity to submit statements of qualifications in response to this request in receiving consideration for an award of any contract entered pursuant to this Request regardless of race, religion, color, national origin, age, sex, or disability.

This Request for Proposal (RFP) is an invitation by Empath Health for Respondents to submit an offer which will be subject to subsequent discussion. The submission of the proposal does not create any right in or expectation to a contract with Empath Health. Empath Health reserves the right to reject any or all proposals and the organization further declares that it will incur no financial obligations for any costs incurred by any company in preparing their proposal.

Submissions received after the deadline will not be considered. Quotations shall be binding and valid for a period of thirty days from the due date. Empath Health will award this procurement in total and will not accept partial quotations. The supplier will acknowledge the purchase order upon award, under the terms and conditions stated in the purchase contract.

Other

- Empath Health is a tax-exempt 503(c) organization. Please consider this in your quotations.
- Empath Health is a member of the Premier Group Purchasing Organization.
- Empath Health reserves the right to increase or decrease the quantities specified.

The Purchasing Manager overseeing this RFP is Renee Perkie, Purchasing Manager for Empath Health and its affiliates. Please note that all Respondents to this RFP will be included in the responses to all questions submitted and the responses will be provided by e-mail at least once each week.

Empath Health may distribute supplemental instructions in the form of a written addenda. Any addenda will be provided to the Respondents contact of record (recipient of the e-mail invitation to participate in the RFP) via e-mail before the proposal due date. Empath Health is not responsible for any Respondent's failure to receive such addenda. Respondents are encouraged to contact Renee Perkie to ascertain whether any addenda have been issued. Failure to do so could result in a disqualified proposal. No oral explanation given to one respondent before the RFP opening shall be binding on other Respondents.

All Respondents are expected to carefully examine the RFP document. Any ambiguities or inconsistencies should be brought to the attention of Renee Perkie through written communication prior to the proposal due date.

ADMINISTRATIVE:

All Communication regarding this RFP should be submitted to:

Name	Renee Perkie
Address	5771 Roosevelt Blvd, Clearwater, FL 33760
Phone	(727) 523-3200
Email	reneeperkie@EmpathHealth.org

DUE DATES

Providers intending to respond to this RFP should submit their final proposals via e-mail by **8/28/2025 at 12pm**. Proposals must contain all signed complete documents found within Section II: Attachments. Submissions received after the deadline will not be considered. Quotations shall be binding and valid for a period of sixty days from the due date. Empath Health will award this procurement in total and will not accept partial quotations. The supplier will acknowledge the purchase order upon award, under the terms and conditions stated in the purchase contract.

CONFIDENTIALITY STATEMENT

All materials and documents submitted by the provider in response to this RFP become the property of Empath Health and will not be returned. Any information considered to be the provider's trade secrets, privileged or confidential should not be revealed in the proposal. Provider responses are confidential and will be held in strict confidence, never shared with competing providers and only used by the decision-making team at Empath Health.

REQUESTED SCOPE OF SERVICE

The Contractor shall provide personnel, tools, equipment, transportation, supervision, and all other services required to ensure the timely and lawful disposal of storm-related debris, as directed by Empath-Stratum, Inc. and/or its contracted Emergency Debris Collection Monitor (hereinafter referred to as the "Monitor").

Under the direction of Empath-Stratum, Inc. and/or the Monitor, the Contractor shall collect and dispose of storm-related vegetative debris from locations needing debris removal based on a storm impact:

Processing and Collection of Debris

The Contractor shall, at the direction of Empath-Stratum, Inc., process and collect vegetative debris from the locations listed above. At certain locations, the Contractor may be required to process fallen trees and collect loose debris, stumps, and/or root balls. The Contractor shall be prepared to process leaning/fallen trees into manageable sizes for removal and disposal, extract or otherwise handle exposed stumps and associated root balls (including backfill of exposed root balls) and gather and consolidate loose vegetative debris scattered across the sites in identified areas to facilitate efficient loading and removal. Debris shall be loaded into trucks (must have solid tailgates) using machinery such as, but not limited to, truck-mounted grapples or front-end loaders with buckets and/or grapple attachments.

The Contractor must have the appropriate equipment and skilled personnel to safely and effectively carry out these tasks, ensuring compliance with all applicable local, state, and federal regulations.

Disposal of Debris

Vegetative debris collected by the Contractor from Empath-Stratum, Inc. locations shall be disposed of at an FDEP-permitted facility (permitted to receive vegetative debris). The Contractor shall, prior to commencing the requested scope of services, provide Empath-Stratum, Inc. with a list of disposal facilities (see Attachment C) that may be used to dispose of vegetative debris for each collection location specified in this scope of services.

Debris Disposal Documentation

Upon completion of loading vegetative debris into a truck at each Empath-Stratum, Inc. location, the Monitor's representative shall provide the truck's operator with load tickets. Upon arrival at the disposal facility, the truck's operator shall provide the Monitor with a copy of all load tickets associated with debris being disposed of per truckload; multiple load tickets will be provided in the event that a truck is transporting debris from multiple locations for disposal.

Debris Disposal Equipment and Personnel Certification

The Contractor shall comply with all certification requirements set forth by the Federal Emergency Management Agency (FEMA) to include:

- Equipment possessing valid registrations, insurance, and safety requirements as required by local, State, and Federal regulations.
- Operators possessing valid licenses, endorsements, and/or certifications.
- Making all trucks available for dimension/capacity measurement (measurements conducted/reported by Empath-Stratum, Inc. and/or Monitor).

Contract Selection Criteria

Empath Stratum will select a proposal based upon Scoring Matrix Criteria. Empath Health may conduct interviews with prospective bidders to determine execution timelines if not expressly provided in a contractor's bidding documents.

Emergency Debris Removal RFP – Scoring Matrix

Criteria	Weight (%)
1. Cost	40%
2. Expertise in debris removal	10%
3. Proximity to Empath Health sites	5%
4. Past experience with similar clients/projects	10%
5. Completeness of bid response	5%
6. Availability & response time	10%
7. FEMA compliance & documentation	5%
8. Licensing & insurance coverage	5%
9. Safety record & protocols	5%
10. References & client feedback	5%
Total	100%

Complete "Disaster Response Services Attachments" A-D Attached to RFP email.

RFP RESPONSE CRITERIA

The following elements will be the primary considerations in evaluating all submitted proposals and in the selection of a Provider(s):

1. Completion of all required responses.
2. The extent to which Provider's proposed solution fulfills Empath Health's stated requirements as set out in this RFP.
3. An assessment of the Provider's ability to deliver the indicated service in accordance with the specifications set out in this RFP.
4. The Provider's stability, experiences, and record of past performance in delivering such services.
5. Competitive pricing.

Empath Health may, at its discretion and without explanation to the prospective Providers, at any time choose to discontinue this RFP without obligation to such prospective Providers.

END OF DOCUMENT