

State of Hawaii  
Department of Health  
Adult Mental Health Division

## **Request for Proposals**

### **RFP No. HTH 420-3-10**

Supported Employment Services - Statewide

Date Issued  
November 10, 2009

Date Due  
December 10, 2009

Note: If this RFP was downloaded from the State Procurement Office RFP Website each applicant must provide contact information to the RFP contact person for this RFP to be notified of any changes. For your convenience, you may download the [RFP Interest form](#), complete and e-mail or mail to the RFP contact person. The State shall not be responsible for any missing addenda, attachments or other information regarding the RFP if a proposal is submitted from an incomplete RFP.

November 10, 2009

## **REQUEST FOR PROPOSALS**

### **SUPPORTED EMPLOYMENT SERVICES - STATEWIDE RFP No. HTH 420-3-10**

The Department of Health, Adult Mental Health Division (DIVISION), is requesting proposals from qualified applicants to provide Supported Employment services, statewide. The projected contract term will be from January 1, 2010 through December 31, 2010. Multiple contracts may be awarded under this request for proposals.

Proposals shall be mailed, postmarked by the United State Postal Service on or before Thursday, December 10, 2009, and received no later than 10 days from the submittal deadline. Hand delivered proposals shall be received no later than 4:00 p.m., Hawaii Standard Time (HST), on Thursday, December 10, 2009, at the drop-off site designated on the Proposal Mail-in and Delivery Information Sheet. Proposals postmarked or hand delivered after the submittal deadline shall be considered late and rejected. There are no exceptions to this requirement.

The DIVISION shall conduct an orientation on Wednesday, November 18, 2009 from 9:00 a.m. to 10:30 a.m., HST. The time and place for the RFP orientation session is stated in Section 1, Administrative Overview of the RFP. All prospective applicants are encouraged to attend the orientation.

The deadline for submission of written questions is 9:00 a.m., HST, on Monday, November 23, 2009. All written questions will receive a written response from the State on or about Wednesday, November 25, 2009.

Inquiries regarding this RFP should be directed to the RFP contact person, Ms. Enid Kagesa at 1250 Punchbowl Street, Room 256, Honolulu, Hawaii 96813, telephone: (808) 586-8287, fax: (808) 586-4745.

## PROPOSAL MAIL-IN AND DELIVERY INFORMATION SHEET

**NUMBER OF COPIES TO BE SUBMITTED:  
THE 3 COPIES MUST INCLUDE ONE (1) SIGNED ORIGINAL AND ONE (1) SINGLE  
SIDED, UNBOUND COPY.**

**ALL MAIL-INS SHALL BE POSTMARKED BY UNITED STATES POSTAL SERVICE  
(USPS) NO LATER THAN  
December 10, 2009  
and received by the state purchasing agency no later than 10 days from the submittal  
deadline.**

**All Mail-ins**

Department of Health  
Adult Mental Health Division  
P.O. Box 3378  
Honolulu, Hawaii 96801-3378

**RFP Contact Person**

Enid Kagesa  
For further info. or inquiries  
Phone: 586-8287  
Fax: 586-4745

**ALL HAND DELIVERIES SHALL BE ACCEPTED AT THE FOLLOWING SITE UNTIL  
4:00 P.M., Hawaii Standard Time (HST), December 10, 2009.**

**Drop-off Site**

**Oahu:**

Department of Health  
Adult Mental Health Division  
1250 Punchbowl Street, Room 256  
Honolulu, Hawaii

**BE ADVISED:** All mail-ins postmarked by USPS after **December 10, 2009**, shall be rejected.

Deliveries by private mail services such as FEDEX shall be considered hand deliveries. Hand deliveries shall not be accepted if received after **4:00 p.m., HST, December 10, 2009.**

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# **Section 1**

## **Administrative Overview**

# Section 1

## Administrative Overview

**Applicants are encouraged to read each section of the RFP thoroughly. While sections such as the administrative overview may appear similar among RFPs, state purchasing agencies may add additional information as applicable. It is the responsibility of the applicant to understand the requirements of *each* RFP.**

### I. Procurement Timetable

**Note that the procurement timetable represents the State's best estimated schedule. Contract start dates may be subject to the issuance of a notice to proceed.**

Activity	Scheduled Date
Public notice announcing Request for Proposals (RFP)	11/10/09
Distribution of RFP	11/10/09
RFP orientation session	11/18/09
Closing date for submission of written questions for written responses	11/23/09
State purchasing agency's response to applicants' written questions	11/25/09
Discussions with applicant prior to proposal submittal deadline (optional)	
Proposal submittal deadline	12/10/09
Discussions with applicant after proposal submittal deadline (optional)	
Final revised proposals (optional)	
Proposal evaluation period	12/11/09 – 12/16/09
Provider selection	12/17/09
Notice of statement of findings and decision	12/17/09
Contract start date - projected	1/1/2010

## II. Website Reference

The State Procurement Office (SPO) website is <http://hawaii.gov/spo>

	For	Click
1	Procurement of Health and Human Services	“Health and Human Services, Chapter 103F, HRS...”
2	RFP website	“Health and Human Services, Ch. 103F...” and “The RFP Website” (located under Quicklinks)
3	Hawaii Administrative Rules (HAR) for Procurement of Health and Human Services	“Statutes and Rules” and “Procurement of Health and Human Services”
4	Forms	“Health and Human Services, Ch. 103F...” and “For Private Providers” and “Forms”
5	Cost Principles	“Health and Human Services, Ch. 103F...” and “For Private Providers” and “Cost Principles”
6	Standard Contract -General Conditions	“Health and Human Services, Ch. 103F...” “For Private Providers” and “Contract Template – General Conditions”
7	Protest Forms/Procedures	“Health and Human Services, Ch. 103F...” and “For Private Providers” and “Protests”

### Non-SPO websites

(Please note: website addresses may change from time to time. If a link is not active, try the State of Hawaii website at [www.hawaii.gov](http://www.hawaii.gov))

	For	Go to
8	Tax Clearance Forms (Department of Taxation Website)	<a href="http://www.hawaii.gov/tax/">http://www.hawaii.gov/tax/</a> click “Forms”
9	Wages and Labor Law Compliance, Section 103-055, HRS, (Hawaii State Legislature website)	<a href="http://www.capitol.hawaii.gov/">http://www.capitol.hawaii.gov/</a> , click “Bill Status and Documents” and “Browse the HRS Sections.”
10	Department of Commerce and Consumer Affairs, Business Registration	<a href="http://www.hawaii.gov/dcca">http://www.hawaii.gov/dcca</a> click “Business Registration”
11	Campaign Spending Commission	<a href="http://www.hawaii.gov/campaign">http://www.hawaii.gov/campaign</a>

## III. Authority

This RFP is issued under the provisions of the Hawaii Revised Statutes (HRS), Chapter 103F and its administrative rules. All prospective applicants are charged with presumptive knowledge of all requirements of the cited authorities. Submission of a valid executed proposal by any prospective applicant shall constitute admission of such knowledge on the part of such prospective applicant. Failure to comply with any requirements may result in the rejection of the proposal.

Applicants are advised that the entire RFP, appendices, amendments, memorandum, written responses to questions and answers, and the corresponding proposal shall be a part of the contract with the successful applicant.

#### **IV. RFP Organization**

This RFP is organized into five sections:

**Section 1, Administrative Overview:** Provides applicants with an overview of the procurement process.

**Section 2, Service Specifications:** Provides applicants with a general description of the tasks to be performed, delineates provider responsibilities, and defines deliverables (as applicable).

**Section 3, Proposal Application Instructions:** Describes the required format and content for the proposal application.

**Section 4, Proposal Evaluation:** Describes how proposals will be evaluated by the state purchasing agency.

**Section 5, Attachments:** Provides applicants with information and forms necessary to complete the application.

#### **V. Contracting Office**

The Contracting Office is responsible for overseeing the contract(s) resulting from this RFP, including system operations, fiscal agent operations, and monitoring and assessing provider performance. The Contracting Office is:

**Department of Health  
Adult Mental Health Division  
1250 Punchbowl Street, Room 256  
Honolulu, Hawaii 96813  
Phone: (808) 586-8287      Fax: (808) 586-4745**

#### **VI. Orientation**

An orientation for applicants in reference to the request for proposals will be held as follows:

Date: **Wednesday, November 18, 2009**      Time: **9:00 a.m. - 10:30 a.m.**

Location: Department of Health  
Adult Mental Health Division, Uluakupu  
2385 Waimano Home Road, Bldg. 4, Room 10  
Pearl City, HI 96782

Applicants are encouraged to submit written questions prior to the orientation. Impromptu questions will be permitted at the orientation and spontaneous answers provided at the state purchasing agency's discretion. However, answers provided at the orientation are only intended as general direction and may not represent the state purchasing agency's position. Formal official responses will be provided in writing. To ensure a written response, any oral questions should be submitted in writing following the close of the orientation, but no later than the submittal deadline for written questions indicated in paragraph VII. Submission of Questions.

## **VII. Submission of Questions**

Applicants may submit questions to the RFP Contact Person identified in Section 2 of this RFP. All written questions will receive a written response from the state purchasing agency.

Deadline for submission of written questions:

**Date:**        **November 23, 2009**        **Time:**        **9:00 a.m.**        **HST**

State agency responses to applicant written questions will be provided by:

**Date:**        **November 25, 2009**

## **VIII. Submission of Proposals**

- A. Forms/Formats** - Forms, with the exception of program specific requirements, may be found on the State Procurement Office website referred to in II. Website Reference. Refer to the Proposal Application Checklist (Attachment A) for the location of program specific forms.
- 1. Proposal Application Identification (Form SPO-H-200).** Provides identification of the proposal.
  - 2. Proposal Application Checklist.** Provides applicants with information on where to obtain the required forms; information on program specific requirements; which forms are required and the order in which all components should be assembled and submitted to the state purchasing agency.
  - 3. Table of Contents.** A sample table of contents for proposals is located in Section 5, Attachment B. This is a sample and meant as a guide. The table of contents may vary depending on the RFP.

- 4. Proposal Application (Form SPO-H-200A).** Applicant shall submit comprehensive narratives that address all of the proposal requirements contained in Section 3 of this RFP, including a cost proposal/budget if required. (Refer to Section 3 of this RFP.)
- B. Program Specific Requirements.** Additional program specific requirements are included in Sections 2, Service Specifications and 3, Proposal Application Instructions, as applicable. If required, Federal and/or State certifications are listed on the Proposal Application Checklist located in Section 5.
- C. Multiple or Alternate Proposals.** Multiple or alternate proposals shall not be accepted unless specifically provided for in Section 2 of this RFP. In the event alternate proposals are not accepted and an applicant submits alternate proposals, but clearly indicates a primary proposal, it shall be considered for award as though it were the only proposal submitted by the applicant.
- D. Tax Clearance.** Pursuant to HRS Section 103-53, as a prerequisite to entering into contracts of \$25,000 or more, providers shall be required to submit a tax clearance certificate issued by the Hawaii State Department of Taxation (DOTAX) and the Internal Revenue Services (IRS). The certificate shall have an original green certified copy stamp and shall be valid for six (6) months from the most recent approval stamp date on the certificate. Tax clearance applications may be obtained from the Department of Taxation website. (Refer to this section's part II. Website Reference.)
- E. Wages and Labor Law Compliance.** If applicable, by submitting a proposal, the applicant certifies that the applicant is in compliance with HRS Section 103-55, Wages, hours, and working conditions of employees of contractors performing services. Refer to HRS Section 103-55, at the Hawaii State Legislature website. (See part II, Website Reference.)
- **Compliance with all Applicable State Business and Employment Laws.** All providers shall comply with all laws governing entities doing business in the State. Prior to contracting, owners of all forms of business doing business in the state except sole proprietorships, charitable organizations unincorporated associations and foreign insurance companies shall be registered and in good standing with the Department of Commerce and Consumer Affairs (DCCA), Business Registration Division. Foreign insurance companies must register with DCCA, Insurance Division. More information is on the DCCA website. (See paragraph II, Website Reference.)

- F. Hawaii Compliance Express (HCE).** Providers may register with HCE for online proof of DOTAX and IRS tax clearance, Department of Labor and Industrial Relations (DLIR) labor law compliance, and DCCA good standing compliance. There is a nominal annual fee for the service. The “Certificate of Vendor Compliance” issued online through HCE provides the registered provider’s current compliance status as of the issuance date, and is accepted for both contracting and final payment purposes. Refer to this section’s part II. Website Reference for HCE’s website address.
- G. Campaign Contributions by State and County Contractors.** Providers are hereby notified of the applicability of HRS Section 11-205.5, which states that campaign contributions are prohibited from specified State or county government contractors during the term of the contract if the contractors are paid with funds appropriated by a legislative body. For more information, FAQs are available at the Campaign Spending Commission webpage. (See paragraph II, Website Reference.)
- H. Confidential Information.** If an applicant believes any portion of a proposal contains information that should be withheld as confidential, the applicant shall request in writing nondisclosure of designated proprietary data to be confidential and provide justification to support confidentiality. Such data shall accompany the proposal, be clearly marked, and shall be readily separable from the proposal to facilitate eventual public inspection of the non-confidential sections of the proposal.
- All proposals become the property of the State of Hawaii. The successful proposal shall be incorporated into the resulting contract and shall be public record. The State of Hawaii shall have the right to use all ideas, or adaptations to those ideas, contained in any proposal received in response to this RFP. Selection or rejection of the proposal shall not affect this right.
- Note that price is not considered confidential and will not be withheld.*
- I. Confidentiality of Personal Information.** Act 10 relating to personal information was enacted in the 2008 special legislative session. As a result, the Attorney General’s General Conditions of Form AG Form 103F, *Confidentiality of Personal Information*, has been amended to include Section 8 regarding protection of the use and disclosure of personal information administered by the agencies and given to third parties.
- J. Proposal Submittal.** All mail-ins shall be postmarked by United States Postal System (USPS) and received by the State purchasing agency no later than the submittal deadline indicated on the attached Proposal Mail-In and Delivery Information Sheet. All hand deliveries shall be received

by the State purchasing agency by the date and time designated on the Proposal Mail-In and Delivery Information Sheet. Proposals shall be rejected when:

- Postmarked after the designated date; or
- Postmarked by the designated date but not received within 10 days from the submittal deadline; or
- If hand delivered, received after the designated date and time.

The number of copies required is located on the Proposal Mail-In and Delivery Information Sheet. Deliveries by private mail services such as FEDEX shall be considered hand deliveries and shall be rejected if received after the submittal deadline. Dated USPS shipping labels are not considered postmarks.

Faxed proposals and/or submission of proposals on diskette/CD or transmission by e-mail, website, or other electronic means is not permitted.

## **IX. Discussions with Applicants**

- A. Prior to Submittal Deadline.** Discussions may be conducted with potential applicants to promote understanding of the purchasing agency's requirements.

In order to provide equal treatment to all applicants, questions from applicants shall be submitted in writing and answers to applicants shall be distributed to all known interested parties.

- B. After Proposal Submittal Deadline.** Discussions may be conducted with applicants whose proposals are determined to be reasonably susceptible of being selected for award, but proposals may be accepted without discussions, in accordance HAR Section 3-143-403.

From the issue date of this RFP until an applicant is selected and the selection is announced, communications with State staff may be conducted pursuant to Chapter 3-143, HAR.

## **X. Opening of Proposals**

Upon receipt of a proposal by a state purchasing agency at a designated location, proposals, modifications to proposals, and withdrawals of proposals shall be date-stamped, and when possible, time-stamped. All documents so received shall be held in a secure place by the state purchasing agency and not examined for evaluation purposes until the submittal deadline.

Procurement files shall be open to public inspection after a contract has been awarded and executed by all parties.

## **XI. Additional Materials and Documentation**

Upon request from the state purchasing agency, each applicant shall submit any additional materials and documentation reasonably required by the state purchasing agency in its evaluation of the proposals.

The DIVISION reserves the right to conduct an on-site visit to verify the appropriateness and adequacy of the applicant's proposal before the award of the contract.

## **XII. RFP Amendments**

The State reserves the right to amend this RFP at any time prior to the closing date for the final revised proposals.

## **XIII. Final Revised Proposals**

If requested, final revised proposals shall be submitted in the manner, and by the date and time specified by the state purchasing agency. If a final revised proposal is not submitted, the previous submittal shall be construed as the applicant's best and final offer/proposal. *The applicant shall submit **only** the section(s) of the proposal that are amended, along with the Proposal Application Identification Form (SPO-H-200).* After final revised proposals are received, final evaluations will be conducted for an award.

## **XIV. Cancellation of Request for Proposal**

The RFP may be canceled and any or all proposals may be rejected in whole or in part, when it is determined to be in the best interests of the State.

## **XV. Costs for Proposal Preparation**

Any costs incurred by applicants in preparing or submitting a proposal are the applicants' sole responsibility.

## **XVI. Provider Participation in Planning**

Provider participation in a state purchasing agency's efforts to plan for or to purchase health and human services prior to the state purchasing agency's release of a RFP, including the sharing of information on community needs, best practices, and providers' resources, shall not disqualify providers from submitting proposals if conducted in accordance with HAR Sections 3-142-202 and 3-142-203.

## **XVII. Rejection of Proposals**

The State reserves the right to consider as acceptable only those proposals submitted in accordance with all requirements set forth in this RFP and which demonstrate an understanding of the problems involved and comply with the service specifications. Any proposal offering any other set of terms and conditions contradictory to those included in this RFP may be rejected without further notice.

The DIVISION also reserves the right to waive minor variances in proposals providing such action is in the best interest of the State. Where the DIVISION may waive minor variances, such waiver shall in no way modify the RFP requirements or excuse an applicant from full compliance with the RFP specifications and other contract requirements if the applicant is awarded the contract.

A proposal may be automatically rejected for any one or more of the following reasons: (Relevant sections of the Hawaii Administrative Rules for Chapter 103F, HRS, are parenthesized)

- (1) Rejection for failure to cooperate or deal in good faith. (HAR Section 3-141-201)
- (2) Rejection for inadequate accounting system. (HAR Section 3-141-202)
- (3) Late proposals (HAR Section 3-143-603)
- (4) Inadequate response to request for proposals (HAR Section 3-143-609)
- (5) Proposal not responsive (HAR Section 3-143-610(a)(1))
- (6) Applicant not responsible (HAR Section 3-143-610(a)(2))
- (7) Proof of collusion among applicants, in which case all proposals involved in the collusive action shall be rejected and any participant to such collusion shall be barred from future bidding until reinstated as a qualified applicant.
- (8) An applicant with a DIVISION approved repayment plan that is in arrears with the State or has defaulted on previous contracts.
- (9) An applicant shows any noncompliance with applicable laws.
- (10) An applicant's lack of financial stability and viability.
- (11) An applicant adds any provisions reserving the right to accept or reject an award, or enters into a contract pursuant to an award, or adds provisions contrary to those in the solicitation.

## **XVIII. Notice of Award**

A statement of findings and decision shall be provided to all applicants by mail upon completion of the evaluation of competitive purchase of service proposals.

Any agreement arising out of this solicitation is subject to the approval of the

Department of the Attorney General as to form, and to all further approvals, including the approval of the Governor, required by statute, regulation, rule, order or other directive.

No work is to be undertaken by the awardee prior to the contract commencement date. The State of Hawaii is not liable for any costs incurred prior to the official starting date.

Upon receipt and acceptance of the winning proposal, the DIVISION shall initiate the contracting process. The applicant who has been awarded a contract shall be notified in writing that the DIVISION intends to contract with the applicant. This letter shall serve as notification that the applicant should begin to develop its programs, materials, policies and procedures for the contract. The DIVISION will not reimburse applicants for costs incurred related to services not delivered.

The DIVISION reserves the right to review any applicant's provider contracts or agreements prior to the notification of award of the contract. Upon award of the contract, the applicant shall submit a plan for implementation of services and shall provide progress/performance reports every two (2) weeks beginning two (2) weeks after the notification of contract award. The format to be used shall be approved by the DIVISION. The purpose of the reports is to ensure that the applicant will be ready to provide services as of the implementation date of the contract and that all required elements are in place. If the applicant is not able to demonstrate readiness to implement the contract, the award shall be withdrawn by the DIVISION and the next qualified applicant shall replace the applicant.

After the award of the contract, prior to implementation, an on-site readiness review will be conducted by a team from the DIVISION and will examine the applicant's staffing and provider contracts, fiscal operations, and other areas specified prior to review.

## **XIX. Protests**

Any applicant may file a protest against the awarding of the contract. The Notice of Protest form, SPO-H-801, is available on the SPO website. (See paragraph II, Website Reference.) Only the following matters may be protested:

- (1) A state purchasing agency's failure to follow procedures established by Chapter 103F of the Hawaii Revised Statutes;
- (2) A state purchasing agency's failure to follow any rule established by Chapter 103F of the Hawaii Revised Statutes; and
- (3) A state purchasing agency's failure to follow any procedure, requirement, or evaluation criterion in a request for proposals issued by the state purchasing agency.

The Notice of Protest shall be postmarked by USPS or hand delivered to 1) the head of the state purchasing agency conducting the protested procurement and 2) the procurement officer who is conducting the procurement (as indicated below) within five (5) working days of the postmark of the Notice of Findings and Decision sent to the protestor. Delivery services other than USPS shall be considered hand deliveries and considered submitted on the date of actual receipt by the state purchasing agency.

<b>Head of State Purchasing Agency</b>	<b>Procurement Officer</b>
Name: Chiyome L. Fukino, M.D.	Name: Amy Yamaguchi
Title: Director of Health	Title: Administrative Officer, Adult Mental Health Division
Mailing Address: P.O. Box 3378 Honolulu, Hawaii 96801-3378	Mailing Address: P.O. Box 3378 Honolulu, Hawaii 96801-3378
Business Address: 1250 Punchbowl Street, Honolulu, Hawaii 96813	Business Address: 1250 Punchbowl Street, Honolulu, Hawaii 96813

## **XX. Availability of Funds**

The award of a contract and any allowed renewal or extension thereof, is subject to allotments made by the Director of Finance, State of Hawaii, pursuant to Chapter 37, HRS, and subject to the availability of State and/or Federal funds.

## **XXI. Monitoring and Evaluation**

Any deviation from the contract scope and requirements may result in the temporary withholding of payments pending correction of a deficiency or a non-submission of a report by the provider, in the disallowance of all or part of the cost, or in the suspension of contract services pending correction of a deficiency.

The applicant shall comply with all of the requirements of the RFP and contract and the DIVISION shall have no obligation to refer any consumers to the applicant until such time as all of said requirements have been met. The criteria by which the performance of the contract will be monitored and evaluated are:

- (1) Performance/Outcome Measures
- (2) Output Measures
- (3) Quality of Care/Quality of Services
- (4) Financial Management
- (5) Administrative Requirements

## **XXII. General and Special Conditions of Contract**

The general conditions that will be imposed contractually are on the SPO website. (See paragraph II, Website Reference.) Special conditions may also be imposed contractually by the state purchasing agency, as deemed necessary. Terms of the special conditions may include, but are not limited to, the requirements as outlined in Section 5, Attachment C.

The DIVISION may also be required to make small or major unanticipated modifications to individual contracts. Reasons for such modifications may include, but are not limited to, recommendations made by the DIVISION's technical assistance consultant, national trends, and needs of the Hawaii State Department of Health.

## **XXIII. Cost Principles**

In order to promote uniform purchasing practices among state purchasing agencies procuring health and human services under Chapter 103F, HRS, state purchasing agencies will utilize standard cost principles outlined in Form SPO-H-201, which is available on the SPO website (see paragraph II, Website Reference). Nothing in this section shall be construed to create an exemption from any cost principle arising under federal law.

## **Section 2**

# **Service Specifications**

## I. Introduction

### A. Overview, purpose or need

The Adult Mental Health Division (“DIVISION”) of the Hawaii State Department of Health (“DEPARTMENT”) is responsible for coordinating public and private human services into an integrated and responsive delivery system for mental health needs. Provision of direct services to consumers in the public sector is offered through programs offered by the Community Mental Health Centers (“CENTERS”) and the Hawaii State Hospital (“HOSPITAL”). In addition, the DIVISION contracts on a purchase of service basis with private providers for mental health services to supplement the efforts of the CENTERS and the HOSPITAL.

For purposes related to this RFP, the basic functions or responsibilities of the DIVISION include:

1. Defining the services to be provided to consumers by the applicant;
2. Developing the rules, policies, regulations, and procedures to be followed under the programs administered by the department;
3. Procuring, negotiating, and contracting with selected applicants;
4. Determining initial and continuing eligibility of consumers;
5. Enrolling and disenrolling consumers;
6. Reviewing and ensuring the adequacy of the applicant’s employees and providers;
7. Authorizing and determining necessity of DIVISION funded services;
8. Monitoring the quality of services provided by the applicants and subcontractors;
9. Reviewing and analyzing utilization of services and reports provided by the applicants;
10. Handling unresolved consumer grievances and appeals with the applicants;
11. Monitoring the financial status and billing practices of applicants;
12. Identifying and investigating fraud and abuse;
13. Analyzing the effectiveness of the program in meeting its objectives;
14. Conducting research activities;
15. Providing technical assistance to the applicants;
16. Providing consumer eligibility information to the applicants;
17. Payments to the non-MRO contracted applicants; and
18. Imposing civil or administrative penalties, monetary penalties and/or financial sanctions for violations of specific contract provisions.

Because persons who are severely and persistently mentally ill typically manifest varying levels of need for care and often experience cyclical episodes of recurrence of the illness, a variety of service and housing options must be provided simultaneously to the individual and tailored to meet his/her current

needs. Among these required services are those which must address the needs of persons when they are homeless, when they are experiencing a bout of illness or in relapse, and when services sought reflect the assumption that services provided to persons who are severe and persistent mentally ill, are community-based, are well-coordinated, and produce outcomes that benefit both the consumer and society.

The DIVISION is deeply committed to building a system of care which is rooted and grounded in the recovery model. The cornerstone of the recovery process is the individual, their personal definition of meaning and purpose, and the belief that people continue to develop and lead fulfilling lives even in the presence of a serious and persistent mental illness. Services are focused on the needs of the individual, not only on symptom relief and stabilization, but on consumer empowerment and the skills needed to lead satisfying, hopeful and contributing lives. For many people, paid employment is the primary means for achieving a satisfying and productive life.

Supported employment/micro-enterprise (small business) development programs provide innovative employment options offering consumers improved opportunities for self-sustaining employment and community reintegration. The DIVISION requests proposals that promote one or more of these modes of supported employment (Evidence-based Supported Employment, Supported Self-Employment and/or Micro-Enterprise Development) to serve the vocational rehabilitation needs of DIVISION consumers.

For additional information on Micro-enterprise development, please refer to Section 5, Attachment D.

**B. Planning activities conducted in preparation for this RFP**

The DIVISION published a Request for Information on September 8, 2008 in the design of Supported Employment/Supported Self-Employment/Micro-Enterprise Development Programs statewide, seeking the public's input on the availability of potential service providers, staffing capabilities for services and culturally specific service capabilities.

**C. Description of the goals of the service**

Supported employment/self-employment/micro-enterprise development is a psychosocial rehabilitation service that provides opportunities for paid work and ongoing support services for consumers who desire to work but have not consistently worked or who have never been in competitive employment. The goal of this service is to expand opportunities for DIVISION consumers to be productive, become financially independent, and contribute to the State's economic growth. The service seeks to empower consumers by increasing their economic literacy, business skills, self-esteem and appropriate workplace behaviors. With a better grasp of their financial options as well as personal

capacities and interests, consumers can make informed decisions about employment options.

Supported employment/self-employment/micro-enterprise development services encompass *engagement, assessment, job development, job placement, job coaching* and *job supports*. Micro-enterprise development services shall center on the interests and abilities of the consumer and are provided in cooperation with DIVISION-approved agencies including, but not limited to, other DIVISION purchase-of-service providers.

The overall goal of this service is the implementation of the evidence-based practice of Individualized Placement and Support (IPS) supported employment and self-employment/micro-enterprise development services in order to establish and maintain competitive employment in integrated settings for individuals with severe and persistent mental illnesses.

Applicants may submit proposal applications for a supported employment program, for a self-employment/micro-enterprise development program, or for a combined supported employment and self-employment/micro-enterprise development program.

**D. Description of the target population to be served**

Adults eighteen (18) years and older with severe and persistent mental illness.

**E. Geographic coverage of service**

Statewide. One (1) proposal shall be submitted by each applicant. Multiple proposals shall not be considered. Proposals for countywide or other proposed area of service in the state of Hawaii, e.g., East Hawaii County only, Waianae Coast only, Molokai only, etc., shall be considered.

If an applicant is proposing to provide services in two or more areas, but not statewide, one (1) proposal shall be submitted by the applicant, with a separate description and budget sheets for each proposed area to be served. An example of two or more areas could be Windward Oahu and Kauai County. An example of the separate description includes but is not limited to, experience and capability, program organization, service delivery and financial information.

**F. Probable funding amounts, source, and period of availability**

The source of funding is state funds or a combination of state and federal funds including Community Mental Health Services Block Grant funds. Both profit and non-profit organizations are eligible for state funds. Please note that based on the availability of funds, the amount allocated to providers who are awarded contracts may change.

The DIVISION considers itself the payor of last resort, and expects providers to obtain third party reimbursement as applicable. The DIVISION gives priority to the uninsured.

If an applicant materially fails to comply with terms and conditions of the contract, the DIVISION may, as appropriate under the circumstances:

1. Temporarily withhold payments pending correction of a deficiency or a non-submission of a report by a provider.
2. Disallow all or part of the cost.
3. Restrict, suspend or terminate the contract.

In the event that the additional funds become available for similar services, the DEPARTMENT reserves the right to increase funding amounts.

Competition is encouraged among as many applicants as possible.

**G. Cost Sharing – Provider non-DIVISION Funding Match Requirement**

1. The Provider shall obtain additional funding for this program and shall document by the end of year one (1) of the contract period, the receipt of at least one dollar (\$1.00) of external funding for every five dollars (\$5.00) of reimbursable milestone services submitted to the DIVISION.
  - a. At the end of the first year of the contract, budget reconciliation shall reduce DIVISION milestone funding to the Provider by one dollar (\$1.00) for every five dollars (\$5.00) of the Provider's external funding for that same year. This budget reconciliation shall be reflected in reduced future DIVISION payments to the Provider until the DIVISION recoups the amount due from the Provider for the previous year. In the first year of the contract, the Provider shall be allotted a three (3)-month grace period for the start-up of external funding arrangements and therefore, the budget reconciliation at the end of year one (1) of the contract shall be based on nine (9) months, instead of twelve (12) months.
  - b. As an incentive for the Provider to develop increased sustainability, DIVISION milestone funding shall not be adjusted for any amounts of Provider external funding that go beyond the required match. Any amount of the Provider's external funding that is in excess of the match requirement for the year shall not lead to any further adjustments to future DIVISION milestone payments.

## II. General Requirements

### A. Specific qualifications or requirements, including but not limited to licensure or accreditation.

1. The DIVISION will require accreditation by CARF, Commission on Accreditation of Rehabilitation Facilities, Joint Commission on Accreditation of Healthcare Organizations (JCAHO), International Center for Clubhouse Development (ICCD), Council on Accreditation (COA), or by another DIVISION-approved certification/licensing process. Applicants that are currently accredited are required to maintain accreditation. Applicants who are not accredited are required to achieve accreditation within two (2) years from the date of contract award.
2. Applicants shall have an administrative structure in place capable of supporting the activities required by the RFP. Specifically, there shall be clinical, financial, accounting and management information systems, and an organizational structure to support the activities of the applicant.
3. The applicant shall have a written plan for disaster preparedness.
4. The applicant shall cooperate with the DIVISION in approved research, training, and service projects provided that such projects do not substantially interfere with the applicant's service requirements as outlined in this RFP.
5. The applicant shall comply with all specified, applicable existing policies, procedures, directives, and provider manual of the DIVISION and, any applicable policies, procedures, directives, and provider manual developed in the future.
6. Whenever requested, the applicant shall submit a copy of its operating policies and procedures to the DIVISION. The copy shall be provided at the applicant's expense with revisions and updates as appropriate.
7. The applicant shall assign staff to attend provider meetings as scheduled by the DIVISION.
8. The applicant shall notify and obtain the approval of the DIVISION prior to the presentation of any report or statistical or analytical material based on information obtained through this contract. Formal presentation shall include, but not be limited to papers, articles, professional publications, and presentations. The applicant shall not advertise, distribute, or provide to any consumer, any material relating to the contract that has not been approved by the DIVISION. The applicant shall not change the material

without the consent of the DIVISION. All consumer satisfaction surveys and methodology must be reviewed and approved by the DIVISION prior to implementation.

9. Consumer Management Requirements:

- a. Incorporate “best practices/evidence-based practices” in any consumer service.

“Best practices/evidence-based practices” are defined as a body of contemporaneous empirical research findings that produce the most efficacious outcomes for person with severe and persistent mental illness, have literature to support the practices, are supported by national consensus, and have a system for implementing and maintaining program integrity and conformance to professional standards. The DIVISION has developed fidelity scales based on best practices/evidence-based practices for some services. Applicants will be required to incorporate these best practices/evidence-based practices into their service delivery and cooperate with educational and monitoring activities.

- b. Documented evidence of consumer input into all aspects of recovery planning inclusive of service related decisions.
- c. Consumers shall be served in the “least restrictive” environment as determined by the consumer’s level of care assessment, as established in section 334-104, Hawaii Revised Statutes and in any appropriate federal guidelines.
- d. Consumers shall be made aware of and have access to community resources appropriate to their level of care and treatment needs.
- e. Consumers shall receive services in a manner compatible with their cultural health beliefs, practices and preferred language.
- f. In accordance with Chapter 11-175, Hawaii Administrative Rules, and any appropriate federal guidelines, the applicant shall respect and uphold consumer rights. The applicant shall recognize the rights of authority of the consumer in the delivery of services, in deciding on appropriate treatment and services and in providing input into the decisions of all aspects of service.
- g. The applicant shall provide the DIVISION’s Quality Management program, a written record of sentinel events, incidents, grievances, and appeals and efforts to address the situation and improve services on-site.

- h. The applicant shall comply with any applicable Federal and State laws such as title VI of the Civil Rights Act of 1964 as implemented by regulations at 45 C.F.R. part 80, the Age Discrimination Act 1975 as implemented by regulations at 45 C.F.R. part 91, the Rehabilitation Act of 1973, and titles II and III of the Americans with Disabilities Act (ADA).
- i. The applicant shall describe how they protect confidential information. The applicant shall not use or disclose patient health information (PHI) in any manner that is not in full compliance with HIPAA regulations or with the laws of the State of Hawaii. The applicant shall maintain safeguards, as necessary, to ensure that PHI is not used or disclosed except as provided by the contract or by law. The applicant shall not use or further disclose PHI for any purpose other than the specific purposes stated in DIVISION contracts or as provided by law and shall immediately report to DIVISION any use or disclosure of PHI that is not provided in this contract or by law.
- j. The applicant shall maintain confidential records on each consumer pursuant to section 334-5, Hawaii Revised Statutes, 42 U.S.C. sections 290dd-3 and 290ee.3 and the implementing federal regulations, 42 C.F.R. Part 2, if applicable, and any other applicable confidentiality statute or rule. Such records shall be made available to the DIVISION upon request.
- k. Written consumer consent shall be obtained for individuals and services funded by the DIVISION including:
  - 1) Consent for evaluation and treatment;
  - 2) Consent to release information by DIVISION funded service providers as needed for continuity of care, including after care services; and
  - 3) Other consent documents as needed.

Consumer consent is not required for oversight activities of the DIVISION and its agents, and in the case of Medicaid Rehabilitation Option Services (“MRO”), the Centers for Medicare and Medicaid Services (“CMS”) Office of the Inspector General (“OIG”), the Med-QUEST Division (“MQD”) and their agents.

- 10. If a subcontractor is used, the applicant shall ensure the DIVISION that they, as the applicant, have the ultimate responsibility that

subcontractor(s) will provide behavioral health services that meet the criteria of this RFP. Subcontractors must be responsive and responsible to meet the expectations of the applicant and the DIVISION.

#### 11. Financial Requirements

- a. The State may require providers to submit an audit as necessary. If the applicant expends \$500,000 or more in a year of federal funds from any source, it shall have a single audit conducted for that year in accordance with the Single Audit Act and Amendments of 1999, Public Law 104-156.
- b. The applicant shall comply with the cost principles developed for Chapter 103F, HRS and set forth in the document SOP-H-201. This form (SPO-H-201) is available on the SPO website (see page Competitive POS Application Checklist in the Attachments Section 5 of this RFP)
- c. Eligibility and enrollment is determined through the assessment process by DIVISION assessors. Eligible consumers are:
  - 1) At least 18 years old.
  - 2) Live in Hawaii.
  - 3) Have severe and persistent mental illness, be in a state of crisis (short-term services), be victims of natural disasters and terrorism, or court ordered for treatment by the DIVISION.
  - 4) Homeless consumers registered through ACCESS by Homeless Outreach providers shall be given provisional eligibility into the DIVISION until a formal eligibility assessment is completed.
- d. Notification of Changes in Consumer Status.

As part of education conducted by the DIVISION, consumers shall be notified that they are to provide the applicant, through their case manager, with any information affecting their status. The case manager and/or consumers should report changes to their case manager and/or provider. The provider shall complete the DIVISION UM Admission/Discharge/Update form and send it to UM. The DIVISION shall describe the information that is to be provided and explain the procedures to be followed through the DIVISION staff and in its printed material. The applicant shall

also explain the information and the procedures to be followed by the consumers during the orientation process.

It is expected that not all consumers will remember to or be able to provide information on changes to their status. Therefore, it is important for the provider to obtain and forward such information to the DIVISION on a timely basis and inform the consumer of his/her responsibility to report changes to their case manager.

The applicant shall notify each case manager and the DIVISION of changes in consumer status by calling or faxing the information to the DIVISION, Utilization Management unit within five (5) calendar days of discovery.

e. Changes in Consumer Status include:

- 1) Death of the consumer
- 2) Change in address, including homelessness
- 3) Change in name
- 4) Change in phone number
- 5) Institutionalization (imprisonment or long term care)
- 6) Short term inpatient psychiatric treatment
- 7) Third Party Liability (TPL) coverage, especially employer-sponsored, Medicare or Medicaid

f. Disenrollment from DIVISION

Consumers shall be disenrolled if they meet any of the following criteria:

- 1) Are no longer living in Hawaii
- 2) Refuse all services that are not court ordered
- 3) Are anticipated to be incarcerated for more than one year
- 4) No longer meet the criteria for DIVISION funded services either because of a change in diagnosis, functional impairment or legal status.

- g. TPL means any individual, entity or Program that is or may be liable for all or part of the expenditures for furnished services. The DEPARTMENT must take all reasonable measures to identify legally liable third parties and treat verified TPLs as a resource of the consumer.

The applicant shall establish systems for eligibility determination, billing, and collecting from all eligible sources to maximize third party reimbursements and other sources of funding before using funds awarded by the DIVISION. The applicant shall bill the DIVISION only after exhausting the third party denial process, when the service is not a covered benefit or when the consumer is uninsured. The applicant shall maintain documentation of denials and of limits of benefit coverage and make these records available to the DIVISION upon request. The DIVISION is the payor of last resort and the applicant shall consider payment from third party sources as payment in full. An annual review and reconciliation of amounts collected from third party payors by the applicant will be conducted and, if needed, adjustments will be made within ninety (90) days either crediting the DIVISION or providing payment to the applicant upon the receipt of a claim.

The Applicant shall:

- 1) Provide a list of service expenses, in the format requested by the DIVISION, for recovery purposes.
- 2) Recover service expenses incurred by consumers from all other TPL resources.
- 3) Inform the DIVISION of TPL information uncovered during the course of normal business operations.
- 4) The applicant shall describe all eligible sources of revenue from third parties and plans to pursue additional sources of revenues.

- h. Fraud and Abuse/Neglect

Through its compliance program, the applicant shall identify employees or providers who may be committing fraud and/or abuse. The applicant activities may include, but are not limited to, monitoring the billings of its employees and providers to ensure consumers receive services for which the applicant and the State are billed; monitoring the time cards of employees that provide services to consumers under cost payment arrangements;

investigating all reports of suspected fraud and over-billings (upcoding, unbundling, billing for services furnished by others, billing for services not performed, and other over-billing practices), reviewing for over- or under-utilization, verifying with consumers the delivery of services and claims, and reviewing and trending consumer complaints regarding employees, subcontractors and providers.

The applicant shall promptly report in writing to the DIVISION instances in which suspected fraud has occurred within thirty (30) days of discovery. The applicant shall provide any evidence it has on the billing practices (unusual billing patterns, services not rendered as billed and same services billed differently and/or separately). If the billing has not been done appropriately and the applicant does not believe the inappropriate billing meets the definition of fraud (i.e., no intention to defraud), the applicant shall notify the DIVISION in writing of its findings, adjustments made to billings, and education and training provided to prevent future occurrences.

Any suspected case of physical, emotional or financial abuse or neglect of a consumer who is a dependent adult must be reported by the applicant to Adult Protective Services, or of a child to Child Protective Services, and to the DIVISION immediately upon discovery.

- i. All reimbursements for services shall be subject to review by the DIVISION or its agent(s) for medical necessity and appropriateness, respectively. The DIVISION or its agents shall be provided access to medical records and documentation relevant to such a review and the applicant agrees to provide access to all requested medical records/documents. It is the responsibility of the applicant to ensure that its subcontractors and providers also provide DIVISION and its agents access to requested medical records/documents. Reimbursements for services deemed not medically necessary or not following billing guidelines by the DIVISION or its agent shall be denied. Reimbursements received by applicants for consumers with third party coverage (including consumers with Medicaid and/or Medicare) will be considered full payment (see Section 2.II.11.g.). Any DIVISION overpayments for services shall be recouped by the DIVISION from the applicant.

The DIVISION has final determination in what is considered a necessary, reimbursable service.

## j. Medicaid

The MQD under the Department of Human Services (DHS) administers medical assistance to qualified, indigent, uninsured and underinsured. Aged, blind, and disabled recipients receive medical, dental, and behavioral health services under Medicaid Fee-for-Service from contracted providers. A large group of Medicaid eligible recipients receive medical and behavioral health services from contracted Medicaid Managed Care Health Plans under the QUEST and QUEST-Net programs. A small population of Medicaid Fee-for-Service, QUEST, and QUEST-Net recipients are enrolled in a behavioral health carve-out program for severely mentally ill adults. This behavioral health carve-out program is contracted by MQD. Some of the services provided to the individuals in the carve-out program are similar or identical to services provided by the DIVISION and consumers enrolled in this program shall receive services through them except for those services not included as a benefit of that program.

k. The applicant shall submit claims electronically in the HIPAA compliant 837 format unless a waiver permitting use of the CMS 1500 is granted from the DIVISION. Claims shall be submitted for payment within sixty (60) calendar days of the date of service. Claims for payment received after sixty (60) calendar days of the date of service shall be denied for untimeliness. For claims that have been denied by the DIVISION, the applicant shall have thirty (30) days from the date of denial, to resubmit a claim for payment. Claims resubmitted after thirty (30) days of the date of denial shall be denied for untimeliness. Where a Consumer's primary insurance carrier has been billed, the filing deadline will be extended an additional thirty (30) calendar days, for a total of ninety (90) calendar days from the date of service.

l. If the applicant is required to provide encounter data, the HIPAA compliant 837 format shall be utilized to submit that data electronically.

12. The applicant shall have current, valid licenses and certificates, as applicable, in accordance with federal, state and county regulations, and comply with all applicable Hawaii Administrative Rules and provide copies to the DIVISION, as requested.

13. Insurance Policies. In addition to the provisions of the General Conditions No. 1.4, the applicant, at its sole cost and expense, shall procure and maintain policies of professional liability insurance and other insurance necessary to insure the applicant and its employees against any claim or

claims for damages arising by reason of personal injuries or death occasioned directly or indirectly in connection with the performance of this contract. Subcontractors and contractors shall also be bound by this requirement and it is the responsibility of the applicant to ensure compliance with this requirement.

The applicant shall name the State of Hawaii as an additional insured on all such policies, except on professional liability insurance coverage. The applicant shall provide certificates of insurance to the DIVISION for all policies required under this contract.

Policy limits are listed as follows:

General Liability. Policies shall not be less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000.00) per occurrence and not less than THREE MILLION AND NO/100 DOLLARS (\$3,000,000.00) in the aggregate annually.

Professional Liability. Policies shall not be less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000.00) per occurrence and not less than TWO MILLION AND NO/100 DOLLARS (\$2,000,000.00) in the aggregate annually.

Automobile Insurance. Policies shall not be less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000.00) per accident.

**B. Secondary purchaser participation**  
(Refer to HAR Section 3-143-608)

After-the-fact secondary purchases will be allowed.  
There are no planned secondary purchases.

**C. Multiple or alternate proposals**  
(Refer to HAR Section 3-143-605)

Allowed                       Not Allowed

Applicants shall submit one (1) proposal application for supported employment, self-supported/micro-enterprise development, or supported employment and micro-enterprise development services.

**D. Single or multiple contracts to be awarded**  
(Refer to HAR Section 3-143-206)

Single                       Multiple                       Single & Multiple

Criteria for multiple awards:

The State needs the flexibility to award funding to more than one (1) applicant. In the event that more than one (1) applicant’s proposal for a service meets the minimum requirements in Section III, Scope of Work, the proposal will be reviewed in accordance with the following additional criteria in determining the funding allocations:

1. Interest of the State to have a variety of providers in order to provide choices for consumers.
2. Interest of the State to have geographic accessibility.
3. Readiness to initiate or resume services.
4. Ability to maximize QUEST funding, if possible.
5. Proposed budget in relation to the proposed total number of service recipients.
6. If funded in the past by the DIVISION, ability of applicant to fully utilize funding.
7. Previous DIVISION contract compliance status (e.g. timely submittal of reports and corrective action plans).
8. Accreditation status.
9. Applicants’ past fiscal performance based on the DIVISION’s fiscal monitoring.
10. Applicants’ past program performance, based on the DIVISION’s program monitoring.

**E. Multi-term contracts to be awarded**  
(Refer to HAR Section 3-149-302)

- Single term ( $\leq$  2 yrs)                       Multi-term ( $>$  2 yrs.)

Initial term of contract:	<u>1 year</u>
Length of each extension:	<u>1 year</u>
Number of possible extensions:	<u>4</u>
Maximum length of contract:	<u>5 years</u>
The initial period shall commence on the contract start date or Notice to Proceed, whichever is later.	
Conditions for extension: Contract extensions shall be requested in writing, and must be executed prior to contract expiration.	

**F. RFP Contact Person**

The individual listed below is the sole point of contact from the date of release of this RFP until the selection of the successful provider or providers. Written questions should be submitted to the RFP contact person and received by the day and time specified in Section I (Procurement Timetable) of this RFP. The contact person is Ms. Enid Kagesa. She can be reached at (808) 586-8289.

**III. Scope of Work**

The scope of work encompasses the following tasks and responsibilities:

The overall goal of this service is the implementation of the evidence-based practice of Individualized Placement and Support (IPS) supported employment and self-employment/micro-enterprise development services in order to establish and maintain competitive employment in integrated settings for individuals with severe and persistent mental illnesses.

**A. Service Activities**

(Minimum and/or mandatory tasks and responsibilities)

1. General requirements

- a. Have a policy that emphasizes a welcoming, empathic and integrated approach to working with individuals with co-occurring substance and mental illness.
- b. Engage consumers of this service in a warm, empathic and hope-instilling manner.
- c. Emphasize integration of consumers with significant disabilities into a work force of persons without disabilities. Integration must be designed to provide the consumer with the opportunity for regular interaction in the immediate work setting with people not having disabilities and who are not paid caregivers and to the same extent that non-disabled individuals in comparable positions interact with other persons. Natural supports, such as car pooling and job training provided by coworkers, should be used whenever possible to facilitate integration.

2. Supported Employment. The applicant shall:

- a. Provide basic services including, but not limited to:
  - 1) Community-based assessment and evaluation;

- 2) Job development and placement;
  - 3) On-the-job training;
  - 4) Advocacy;
  - 5) Job coaching;
  - 6) Education/vocational training;
  - 7) Disability benefits and work incentives counseling;
  - 8) Support services to family members and caregivers; and
  - 9) Ongoing and other support services, as needed.
- b. Provide **intensive** supported employment services which may include:
- 1) Job orientation and assessment;
  - 2) Transportation or travel training;
  - 3) Skill training for acquisition;
  - 4) Maintenance of production levels as expected by employer;
  - 5) Business/self-employment planning and/or referrals for such services;
  - 6) Advocacy with co-workers or employer to promote acceptance of worker in natural processes of the worksite;
  - 7) Advocacy with residence, treatment services, and benefits programs to promote adjustment in relation to the employment and provision of reasonable accommodations; and;
  - 8) Periodic reassessment and alteration of strategies, as appropriate.
- c. Provide **extended** supported employment services which may include:
- 1) Periodic observations of work performance in relation to

- training standards and employer goals;
- 2) Assessment of each consumer's employment satisfaction;
  - 3) Assessment of each employers'/customers' satisfaction with consumer's job performance;
  - 4) Interactions with each employer, family members, residence staff, and co-workers to determine need for continuing or different interventions;
  - 5) Evaluations done via observation, progress reports, parent/guardian questionnaires, and/or telephone contacts;
  - 6) Continuing interventions on/off job site to reinforce job related skills; and
  - 7) If requested by the consumer and appropriate, placement in another employment setting.
- d Provide a minimum of twenty-five (25) hours per week of job development and placement activities by each Supported Employment Specialist.
- e. Ensure that Supported Employment Specialists provide services (e.g., engagement, job finding, and follow-along supports) in natural community settings at least 70% of the time.
- f. Ensure that services are coordinated with each consumer's DIVISION-designated care manager. Supported Employment Specialists shall communicate with each consumer's DIVISION-designated case manager and attend treatment team meetings when possible.
- g. Ensure that one (1) Supported Employment Specialist carries out as many phases of services (e.g., engagement, assessment, job development, job placement, job coaching, and support) as is feasible.
- h. Ensure that employer contact is made within one (1) month of referral and is based on consumer job choices, preferences, strengths and/or symptoms versus solely the job market.
- i. Ensure that services aim for permanence of each placement, but job endings and transitions are made when appropriate.

- j. Ensure that supported employment service delivery is comprehensive, continuous, and efficient in the referral process, individual program planning, coordination of vocational services, and information collection and dissemination.
- k. Provide a diversity of jobs/job settings with no more than 10% of placements in the same job or job setting as another consumer.
- l. Support consumer self-employment choices and foster linkages with appropriate federal, state, and local self-employment/small business development resources.

3. Self-Employment/Micro/Enterprise Development. The applicant shall:

Self-Employment/Micro-enterprise development is defined by three (3) main activities: training, technical assistance to entrepreneurs, and access to capital. Each of these service activity areas comprises a wide range of options (e.g., types of training, types of assistance to entrepreneurs and types of access to capital). In keeping with its guiding mission, each micro-enterprise/self-employment development program design shall combine these three (3) activities in different ways. Some programs may emphasize training, some emphasize technical assistance, but new entrepreneurs typically need all three (3) service activities to thrive, so programs that do not offer all three (3) activities need to have knowledge and practices of how and where consumers will access the other services.

- a. Provide training activities that may include, but are not limited to:
  - 1) Recruitment and screening to screen out inappropriate referrals and to assist potential clients to judge whether they want to join the program.
  - 2) Personal effectiveness training is part of a holistic approach to the entrepreneur that addresses personal barriers to successful self-employment and utilizes a curriculum tailored to persons with severe disabilities.
  - 3) Economic literacy to provide a better understanding of basic money matters such as banking, saving, taxes and budgeting.
  - 4) Business training that starts with exploring a business idea and culminates in a business plan, closely reviewing many steps in between, including market analysis, financing, legal issues, and management.

- 5) During business start-up, members of each consumer's family may be trained by rehabilitation staff if family members will be helping the consumer in the micro-enterprise/self-employment venture. Family members include a consumer's spouse, parent, siblings, grandparents, step-parents, son, son-in-law, daughter, or daughter-in-law. Training a consumer's spouse in bookkeeping is one example of appropriate service to a family member.
- b. Provide technical assistance that includes, but is not limited to:
    - 1) Business plan review to work out specific aspects of a business plan.
    - 2) Application assistance for loans and/or funding from local, state or federal resources.
    - 3) Mentoring of new entrepreneurs by experienced ones for advice and support.
    - 4) Specialized help offered as long as needed for specific problem-solving in areas such as legal issues, accounting, accessing markets, etc.
  - c. Ensure access to capital by providing assistance to consumers to secure:
    - 1) Individual loans or grants to support research and development (R&D), start-up costs or business expansion.
    - 2) Seed capital grants to encourage specific business activity that other represents too much risk for the client.
    - 3) Individual Development Accounts that encourage capital accumulation for approved purposes, including business investment.
  - d. Monitor a micro-enterprise/self-employment venture, by:
    - 1) Visiting the new venture as often as feasible during the start-up period to see how things are progressing.
    - 2) Deciding whether the consumer can be helped by training or counseling or if support should be withdrawn if the business ceases operations before the case has been formally ceased.

- 3) Insuring that materials purchased with state funds is recovered to the maximum extent feasible, if the business ceases operations before the case has been formally closed.
  - 4) Contacting the appropriate state agency for advice about legal action, if the consumer does not cooperate in returning material.
- d. Provide coordination with each consumer's mental health treatment, by:
- 1) Ensure that services are coordinated with each consumer's DIVISION-designated case manager and recovery team.
  - 2) Communicate with each consumer's AMHD-designated case manager and/or attend treatment team meetings on a weekly basis.
  - 3) Ensure coordination with the State's Department of Human Services (DHS), Division of Vocational Rehabilitation (DVR) as early and as much as feasible.
- f. Provide linkages and collaborations with other organizations. The micro-enterprise development program demonstrates knowledge of and collaborates when possible, with local, state, federal and other programs related to the development of self-employment, consumer-operated or other micro-enterprises including, but not limited to, any of the entities listed in Section 5, Attachment D of the RFP. The applicant shall:
- 1) Collaborate with DIVISION programs including, but not limited to, Supported Employment programs, Clubhouse programs, Community-Based Case Management (CBCM) providers, and Certified Peer Specialists, etc., to increase education about, partnership with and referrals to the micro-enterprise development program.
  - 2) Collaborate with local programs such as the HOSPITAL's Aloha Garden, the CARE Hawaii Work Crew, the Hilo Creative Industries and Aquaponics Projects, and the Waianae Coast Chance-to-Work Aquaculture Project, to improve, continuity and business opportunities for consumers in the micro-enterprise program.

- 3) Collaborate with other organizations including, but not limited to, banks, Work Incentive Planning and Assistance (WIPAs), Business Leadership Network (BLN), Centers for Independent Living (CILs), community development agencies, Disability and Technical Assistance Centers (DBTACs), Minority Business Development Centers (MBDC), Small Business Development Centers (SBDCs), Department of Business and Economic (DBED), Development CBED Program, University system, Vocational Rehabilitation offices, and the Workforce Development system.
- g. Provide services to manage and support the consumer-operated food service program (Kau Kau Café) located at the HOSPITAL.
- 1) The HOSPITAL will provide the café facility rent free, including utilities, repair of equipment and maintenance of the facility, such as electrical and plumbing repairs, grease trap removal, cleaning air conditioning ducts, waxing floors, paper towels, trash bags and hand soap.
  - 2) The program shall operate five (5) days a week, for a minimum of twenty-five (25) hours per week.
  - 3) The applicant should anticipate serving 1 to 2 meals per day, plus snacks, in a manner consistent with the demand for services.
  - 4) The program shall be managed by someone with a food service or culinary service training background.
  - 5) The manager shall hire and train both DIVISION inpatient and outpatient consumers to run the daily operations of the café.
  - 6) The applicant is responsible for all aspects of the food service program, i.e., food purchase, preparation and presentation; kitchen maintenance; waste management; and snack bar marketing and public relations, etc.
  - 7) Preference in the vendor for food purchases for the Kau Kau Café shall be given to the HOSPITAL's Aloha Garden program.
  - 8) Any profits from the operation of Kau Kau Café shall be applied to staffing, operation and growth of this service or

related services, such as Kau Kau Café catering, sales of pre-packaged Kau Kau Café and/or Kau Kau Café/Aloha Garden food and beverage items, etc.

4. Engagement and Assessment. The applicant shall:
- a. Accept all DIVISION referrals, including forensic and dually-diagnosed consumers.
  - b. Ensure that consumers and their family members, are actively involved in staff assignment and any other decision-making relevant to the service delivery.
  - c. Actively involve consumers and their families in assessment, planning, and decision-making throughout the service delivery process. With each consumer's consent, and where appropriate, families will be included in providing reinforcement of the consumer's role and in being consulted regarding their observations of the suitability of services.
  - d. Ensure that assessment entails more than information gathering and is the start of building a trusting, helping, healing relationship, and an alliance upon which to build a plan that is responsive to each consumer's and family's needs.
  - e. Ensure that assessments are community based (situational) rather than facility-based (simulated). Each consumer's skills, in relation to specific job duties and work behaviors, are to be assessed in conjunction with each consumer's ability to function in the community. Assessment may also include support needs, environmental preferences, and possible accommodations. Situational assessment reports shall include the following:
    - 1) Feasibility of the goal through Supported Employment (ability to relate to the expectations of a work environment including, but not limited to, ability to learn specific job duties, relationship with coworkers, and response to supervision);
    - 2) Recommendations regarding a suitable vocational goal by taking into account each consumer's primary employment factors (strengths, resources, priorities, concerns, abilities, capabilities) and secondary employment factors (interests, informed choice);

- 3) Identification of ongoing support services needed for the consumer to maintain employment (type, intensity, frequency), including assistive technology;
  - 4) Potential for a consumer to benefit from job coaching intervention;
  - 5) Possible training strategies (method and duration); and
  - 6) Job and task analysis (if a particular work site is already identified) including possible accommodations.
5. Job Development and Supports. The applicant shall:
- a. Provide face-to-face direct service contact with each consumer at their work site to assess employment stability a minimum of two (2) times per month. Based upon the assessment, the Supported Employment staff shall coordinate and provide services to maintain each consumer's employment stability.
  - b. Provide services to consumers on and off the job site to teach performance of the duties required by each consumer's employer and to foster social integration of skills.
  - c. Provide outreach via telephone/mail/visits initially and, if a consumer stops attending meetings, monthly for at least six months.
  - d. Support and encourage each consumer's effort to collaborate with the Supported Employment staff for all employment concerns.
  - e. Ensure that Supported Employment staff is available twenty-four (24) hours per day, seven (7) days per week to respond to any employment-related need.
6. Coordination with Mental Health Treatment. The applicant shall:
- a. Ensure that services are coordinated with each consumer's DIVISION-designated case manager.
  - b. Communicate with each consumer's DIVISION-designated case manager and attend treatment team meetings.
7. Other Requirements
- a. Maintain documentation relevant to interagency planning on vocational service needs. Information to be included in the

documentation shall include, but is not limited to, the projected number of consumers in need of vocational services for the current and subsequent fiscal years. The documentation shall be used for fiscal and program planning by the provider.

- b. Develop and monitor memoranda of agreement with DIVISION-approved agencies including, but not limited to, DVR, which shall identify the areas of responsibilities between the participating agencies.
- c. Ensure that service delivery is consistent with the most current federal and state standards including, but not limited to, the ADA, Federal Wage and Hour Laws, Occupational, Safety and Health Agency standards, and guidelines of the DIVISION's Rehabilitation program.
- d. Develop and maintain a thorough understanding of the disability benefits laws and rules and any subsequent changes to employment and disability benefits laws and rules applicable to services.
- e. Support micro-enterprise development, including consumer-operated business, social enterprise, etc., as defined by three (3) main activities; training, technical assistance to entrepreneurs and access to capital. Each of the service activity areas comprises a wide range of options (e.g., types of training, types of assistance and types of access to capital) that are acceptable within the scope of this service. For additional information on micro-enterprise development, please refer to Section 5, Attachment D.

**B. Management Requirements**  
(Minimum and/or mandatory requirements)

**1. Personnel**

- a. Supported Employment. The PROVIDER's personnel requirements for staffing providing Supported Employment Services include, but are not limited to, the following:
  - 1) The program staff shall be under the supervision of a Qualified Mental Health Professional ("QMHP") and/or Supported Employment Specialist ("SES") Manager/Team Leader.
    - a) A QMHP, currently licensed in the State of Hawaii, is defined as a:

- i) Licensed Psychiatrist,
  - ii) Licensed Clinical Psychologist (Ph.D. or Psy.D.),
  - iii) Licensed Clinical Social Worker (LCSW),
  - iv) Licensed Marriage and Family Therapist; or
  - v) Licensed Advanced Practice Registered Nurse (APRN) in behavioral health.
- b) A SES Team Leader/Manager is defined as a:
- i) Licensed Social Worker (LSW);
  - ii) Licensed Marriage and Family Therapist;
  - iii) Master of Science in Nursing (MSN);
  - iv) APRN in a non-behavioral health field;
  - v) Master's degree from accredited school in behavioral health field in:
    - o Counseling, or
    - o Human Development, or
    - o Vocational/Rehabilitation Counseling, or
    - o Psychology, or
    - o Psychosocial Rehabilitation, or
    - o Criminal Justice
- c) Master's degree in a health related field with two (2) years experience in behavioral health; or
- d) Licensed Registered Nurse with Bachelors in Nursing and two (2) years experience in behavioral health.
- 2) In the absence of a SES Manager/Team Leader, the QMHP shall meet at least monthly with the Supported Employment Manager/Team Leader and document sign and date legibly in writing these supervision sessions, as directed by the provider's agency's policies and procedures.
- 3) The SES Manager/Team Leader or QMHP shall meet with program staff at least monthly and document in writing these group and/or individual supervision sessions.
- 4) Supported Employment program staff shall have a minimum of a high school diploma or general education diploma (GED), with relevant employment and/or business experience.

- 5) The consumer to program staff ratio shall be no greater than twenty five (25) consumers to each staff: (25:1).
- b. Micro-Enterprise Development. The PROVIDER's personnel requirements for staffing providing Micro-Enterprise Development Services include, but are not limited to, the following:
- 1) Proposed staffing should be sufficient to run the program and/or business effectively.
  - 2) Ratio of persons with disabilities to non-disabled program staff should be no less than 3:1 (i.e., minimum of 75% of program staff employed by the program or the businesses the program develops/supports shall be persons with disabilities).
- c. As part of their response to the RFP, the applicant shall submit position descriptions for direct care and supervisory staff responsible for the delivery of services as indicated in Section 3.III.A. Position descriptions shall include the minimum qualifications, including experience for staff assigned to the service.
- d. The applicant shall submit an organization-wide and program-specific organization chart as part of their response to the RFP for direct care and supervisory staff. The program-specific chart shall show the position of each staff and the line of responsibility including clinical and administrative supervision.
- e. The applicant shall ensure and document that its personnel receive appropriate education and training in techniques and modalities relevant to their service activity for the treatment and rehabilitation of individuals with mental illness, following the organization's policy and procedures.
- f. Continued education and training to supported employment staff at least semi-annually to maintain and upgrade their skills. The content of the education and training shall be based on a strategic training plan to upgrade the educational and professional qualifications of its staff and shall be developed in conjunction with the DIVISION.
- g. Provide a minimum of one (1) training session each contract period to address the areas of substance abuse and dual diagnosis.
- h. The applicant shall ensure that all of its personnel attend trainings sponsored or required by the DIVISION, as appropriate to the

service(s) they are providing. Training shall include compliance with DIVISION requirements for fraud and abuse prevention.

- i. Attend DIVISION provider meetings as scheduled by the DIVISION.

## **2. Administrative**

- a. Services shall be authorized by the DIVISION's utilization management process, by prior authorization or registration, and in accordance with the DIVISION's processes as outlined in current DIVISION policies and procedures and directives from the DIVISION Chief. It is the responsibility of each program to understand and follow these policies, procedures, and directives in order that reimbursement can be approved by the DIVISION. Authorization of services is not a guarantee of payment.
- b. The applicant shall accept all referrals deemed appropriate by the DIVISION's utilization management process. If the applicant is unable to meet the needs of the referral, the applicant shall work conjointly to find an alternate approach that will adequately meet the needs of the referred case.
- c. There will be a single point of accountability for each consumer entering the system that will be responsible for the continuity of communication, care, and follow up regardless of service, setting, or provider. In most cases, the single point of accountability will be the DIVISION designated case manager.
- d. All consumers shall be registered for services and have a record open within the DIVISION'S information system. When requested by the DIVISION, the applicant shall obtain and provide the information necessary to register, open and monitor services received. Applicants shall also report all required information when cases are closed or consumers transferred to another level of care within one (1) working day of such action. All recipients shall be registered with the DIVISION and authorized for services as appropriate.
- e. The applicant shall cooperate with the coordination and the transition of services for newly enrolled consumers with the consumer's current DIVISION provider, Medicaid fee-for-service provider, Community Care Services (CCS), and/or a QUEST health plan, since many of the eligible consumers already have an established behavioral health care provider.

Individuals who are receiving services from the Child and Adolescent Mental Health Division (CAMHD), and will no longer be eligible for services (age 21) with CAMHD, will also need to be transitioned to the DIVISION, if determined to meet DIVISION eligibility criteria, or back to their QUEST health plan or Medicaid fee-for-service if they are determined to no longer meet DIVISION criteria for continued enrollment.

If the consumer is to be enrolled in the DIVISION from a QUEST health plan, CAMHD, Fee-for-Service Program, or CCS, the disenrolling program and the applicant shall equally assist the consumer in the transition process.

- f. All providers shall submit a rate schedule which outlines charges made to consumers for service(s) rendered.
- g. DIVISION consumers shall not be charged finance charges, co-payments for services or no-show fees. Consumers must be informed that they cannot be terminated by the applicant for non-payment of co-payments, finance charges, no-show fees, and non-covered services or for receipt of services from unauthorized applicant employees or providers.

### 3. **Quality assurance and evaluation specifications**

- a. The purpose of quality management is to monitor, evaluate, and improve the results of the applicant's services in an ongoing manner. Quality care includes, but is not limited to:
  - 1) Provision of services in a timely manner with reasonable waiting times;
  - 2) Provision of services in a manner which is sensitive to the cultural differences of consumers;
  - 3) Provision of services in a manner which is accessible for consumers;
  - 4) Opportunities for consumers to participate in decisions regarding their care;
  - 5) An emphasis on recovery;
  - 6) Appropriate use of services in the provision of care;

- 7) Appropriate use of best practices and evidence-based practices;
  - 8) Appropriate documentation, in accordance with defined standards;
  - 9) Monitoring and improving clinical outcomes and enhancing quality of life;
  - 10) Consumer satisfaction;
  - 11) User friendly grievance procedures which resolve issues in a timely manner; and
  - 12) Upholds consumer rights.
- b. The applicant's quality management program shall include at a minimum the content indicated in Section 3, II.C.
- c. The applicant shall participate in the DIVISION's continuing quality management program and activities as directed by the DIVISION. The applicant shall ensure that a staff member be available to participate in system-wide quality management meetings as scheduled by the DIVISION.
- d. The Quality Management reporting requirements provide:
- 1) Information on the activities and actions of the applicant's Quality Management and related programs; and
  - 2) Performance measures.

The objectives of the performance measures are:

- 1) To standardize how the applicant specifies, calculates and reports information; and
  - 2) To trend an applicant's performance over time and to identify areas with opportunities for improvement.
- e. Required Quality Management Activities Reports

The applicant shall provide the following reports and information:

- 1) Annual consumer satisfaction survey report;

- 2) Written notification of any Quality Management Program (if written Program required) modifications;
- 3) Senior personnel changes, including professional staff/consultants, within thirty (30) calendar days of change;
- 4) Annual Quality Management Program evaluation if written Quality Management Program required;
- 5) Written request for approval of any delegation of quality management activities to subcontractors and providers;
- 6) Written notification of lawsuits, license suspensions, and revocation to provide Medicaid or Medicare services, or other actions brought against the applicant, employees, subcontractors or providers as soon as possible, but no later than five (5) working days after the applicant is made aware of the event;
- 7) Notice to Utilization Management of consumer admission and discharge from services or change in level of care in writing within one (1) working day of such action;
- 8) Written notification of suspected fraud within thirty (30) calendar days of discovery, and of consumer abuse and neglect immediately upon discovery; and
- 9) Report of the Quality Management activities conducted quarterly. At a minimum, these reports shall include the following:
  - a) Number of cases selected for quality of care reviews and medical record documentation. Minimum data for each case selected for review shall include (1) sample of records reviewed; (2) findings; (3) actions taken, if applicable; and (4) progress toward meeting performance goals established by agency Quality Management Committee.
  - b) Aggregated report of any suspected consumer, employee, subcontractor, or provider fraud and the status of any investigations.
  - c) Number of consumers served per level of service, per month, by county.

- d) Average length (in service units) of semi-independent living utilization per consumer, per level of care, by county.
- e) Participation with monitoring activities designated by the DIVISION.
- f) A report on consumer grievances and appeals. Minimum data for each case shall include: (1) date of grievance or appeal; (2) date of service; (3) type of service; (4) consumer name, age, diagnosis; and (5) date of resolution.
- g) Sentinel events.

4. **Output and performance/outcome measurements.**

The applicant shall be required to meet ongoing informational needs of the DIVISION over the course of the contract period through the production of informational responses in both paper and computer format.

The specific content of these requests cannot be readily specified in advance as the DIVISION is required to provide a variety of ad hoc reports to funding sources including the Legislature and other branches of State government, as well as to national tracking and research groups, the Federal government, advocacy organizations, accreditation bodies, professional groups, stakeholder groups, and others. Regular requests for information to the applicant shall occur in the following areas including, but not limited to, consumer demographics, consumer needs, clinical and service information including encounter data, staffing and capacity patterns, risk management areas, consumer outcomes, regulatory compliance, organizational processes, resource utilization, and billing and insurance areas. The DIVISION will work with the applicant over the contract period to streamline requests for information when those requests are regular and ongoing.

5. **Experience**

The organization providing these services will need to demonstrate the expertise and experience in: Evidence-based Supported Employment and Self-Employment/Micro-Enterprise Development to serve the vocational rehabilitation needs of DIVISION consumers.

Applicants with verifiable expertise and experience in serving this target population will be given preference in the evaluation process. Applicants are strongly encouraged to identify all previous experience providing

similar services and/or the target population. Details of the applicant's performance in providing these services, past contracts, performance outcomes, and references should be included in their proposal.

**6. Coordination of Services**

Providers are required to demonstrate the coordination of services with other involved agencies or partners including each consumer's case managers/DIVISION personnel and contracted service providers, primary care physicians, justice personnel and agencies, MedQuest, community service providers and organizations. Refer to the Service Activities, Section 2, III.A for coordination of care and activities.

**7. Reporting requirements for program and fiscal data**

- a. Reports shall be submitted in the format and by the due dates prescribed by the DIVISION.
- b. The required content and format of all reports shall be subject to ongoing review and modification by the DIVISION as needed.
- c. At the discretion of the DIVISION, providers may be required to submit reports in an approved electronic format, replacing some written reports.

**8. Contract Compliance**

The State performs periodic reviews, including validation studies, in order to ensure contract compliance. The State is authorized to impose financial penalties if the data is not provided timely and accurately.

The DIVISION reserves the right to request additional data, information and reports from the applicant, as needed, to comply with external requirements and for its own management purposes.

**a. Timeliness of Data Submitted**

All information, data, medical records, and reports shall be provided to the DIVISION by the specified written deadlines. The applicant shall be assessed a penalty of \$200.00 per day until the required information, data, medical records, and reports are received by the DIVISION. If the applicant will not be able to comply with the request, the applicant may ask for an extension in writing with an explanation to justify the extension. The DIVISION reserves the right to determine if an extension is acceptable and set a new date for submission.

The applicant, shall in turn, sanction it and providers if the required information, data, medical records, and reports are not provided to the applicant within the timeframe established by the applicant.

b. Accuracy and Completeness

The information, data, medical records, and reports provided to the DIVISION shall be reasonably accurate and complete. Data and reports shall be mathematically correct and present accurate information. The applicant shall be notified within thirty (30) calendar days from the receipt date of the initial submission of any information, data, medical records, and reports that do not appear to be accurate and complete. The applicant shall be given thirty (30) calendar days to correct the errors or provide documentation to support the accuracy of the initial submission. If at the end of the thirty (30) calendar days the new submission continues to inaccurate or incomplete, a penalty will be assessed.

**C. Facilities**

Encourage entrepreneurship and minimize obstacles to new business formation and growth by housing in one (1) facility a number of new enterprises which share an array of services. These shared services may include: meeting areas, secretarial and accounting staff, round table discussions, FAX/copy machines, research libraries and information centers, on-site financial and management counseling, and computer/word processing facilities.

**IV. COMPENSATION AND METHOD OF PAYMENT**

**A. Pricing structure or pricing methodology to be used.**

1. The pricing structure is based on Cost Reimbursement for program operating costs and salaries of consumers and support staff at the Kau Kau Cafe' at the HOSPITAL.
2. The pricing structure for Supported Employment and Supported Self-Employment services is based on Unit Rate for the competitive employment milestones.
3. Cost Sharing Requirements:
  - a. The provider shall obtain additional funding for this program and shall document by the end of year one (1) of the contract period and each year thereafter, the receipt of at least one dollar (\$1.00) of

external funding for every five dollars (\$5.00) of DIVISION funding received for this service.

- b. The provider of this service shall be required to apply for DVR funding if and when available through the competitive RFP process.
- c. The provider of this service shall be required to apply to be a Social Security Administration Ticket to Work *Employment Network* in order to obtain federal funding for job placements of eligible consumers. ([www.socialsecurity.gov/work/enrfp.html](http://www.socialsecurity.gov/work/enrfp.html)).
- d. The provider of this service shall be required to register with NISH ([www.nish.org](http://www.nish.org)) to be an AbilityOne Program (formerly known as JWOD - Javits-Wagner-O'Day) provider and have access to federal set aside employment opportunities for non-profits serving persons with disabilities.
- e. The provider shall be required to register with the Partners in Employment Program (PEP) - a partnership between state government and Community rehabilitation Programs (CRP) to provide employment to persons with disabilities under Chapter 103D, Hawaii Revised Statutes, by allowing for no-bid contracting by consumer-run businesses for goods and services needed by the State and Counties. For more information on this program, call the State Procurement Office at (808) 587-4707 or Goodwill Industries of Hawaii, Inc. at (808) 836-0313. See also [www.spo.hawaii.gov](http://www.spo.hawaii.gov).

## B. **Method of compensation and payment.**

For Supported Employment Milestones. Payment shall be made after the following outcomes are achieved.

**Note:** Supported Employment services provided before January 1, 2010 are not eligible for reimbursement from the DIVISION under the provisions of this contract.

1. Milestone #1: Job Placement – Three (3) days job retention. One thousand five hundred dollars (\$1,500) shall be paid after achievement of Milestone #1. This milestone may be reimbursed up to five (5) times per consumer per year.

Milestone #1 is achieved when the DIVISION receives written notification from the provider that the consumer has been on the job/self-employed for three (3) days.

2. Milestone #2: Thirty (30) days job retention. Two thousand dollars (\$2,000) shall be paid after achievement of Milestone #2. This milestone may be reimbursed up to three (3) times per consumer per year.

Milestone #2 is achieved when the DIVISION receives written documentation that the consumer has been employed/self-employed for at least ten (10) hour per week for thirty (30) days.

The provider shall maintain documentation on the following three (3) outcomes:

- a) The consumer has been employed/self-employed for at least ten (10) hours per week for thirty (30) days.
- b) A written *employer* evaluation which indicates satisfactory job performance by the consumer during the past thirty (30) days. (Not applicable for self-employed consumers)
- c) A current satisfaction questionnaire has been completed by the consumer which indicates that the consumer is not having any significant problems.

3. Milestone #3: Ninety (90) days job retention. Two thousand dollars (\$2,000) shall be paid upon satisfactory completion of Milestone #3. This milestone may be reimbursed up to three (3) times per consumer per year.

Milestone #3 is achieved when the DIVISION receives written notification from the provider that the consumer has been employed/self-employed at least ten (10) hours per week for ninety (90) days.

The provider shall maintain documentation of the following three (3) outcomes:

- a) The consumer has been employed for at least ten (10) hours per week for ninety (90) days.
- b) The employer is satisfied with the consumer's performance. (Not applicable for self-employed consumers)
- c) The consumer is satisfied with the job, hours, wages and benefits.

4. Milestone #4: One hundred eighty (180) days job retention. Two thousand dollars (\$2,000) shall be paid upon satisfactory completion of Milestone #4. This milestone may be reimbursed up to two (2) times per consumer per year.

Milestone #4 is achieved when the DIVISION receives written notification from the provider that the consumer has been employed/self-employed for at least ten (10) hours per week for one hundred eighty (180) days. The provider maintains documentation of the following three (3) outcomes:

- a) The consumer has been employed at least ten (10) hours per week for one hundred eighty (180) days.
- b) The employer is satisfied with the consumer's performance. (Not applicable for self-employed consumers)
- c) The consumer is satisfied with the job, hours, wages and benefits.

5. Milestone #5. Three hundred sixty (360) days job retention. Two thousand dollars (\$2,000) shall be paid upon satisfactory completion of Milestone #5.

Milestone #5 is achieved when the DIVISION receives written notification from the provider that the consumer has been employed/self-employed for at least ten (10) hours per week for three hundred sixty (360) days. The provider maintains documentation of the following three (3) outcomes:

- a) Consumer has been employed at least ten (10) hours per week for three hundred sixty (360) days.
- b) Employer is satisfied with the consumer's performance (Not applicable for self-employed consumers)
- c) Consumer is satisfied with the job, hours, wages and benefits.

## **Section 3**

# **Proposal Application Instructions**

## Section 3

# Proposal Application Instructions

### General instructions for completing applications:

- *Proposal Applications shall be submitted to the state purchasing agency using the prescribed format outlined in this section. The proposal shall be organized and presented in the sections and subsections designated in the RFP and with prescribed content for each section.*
- *The numerical outline for the application, the titles/subtitles, applicant organization and RFP identification information on the top right hand corner of each page should be retained. The instructions for each section however may be omitted.*
- *Page numbering of the Proposal Application should be consecutive, beginning with page one (1) and continuing through the complete proposal.*
- *Proposals may be submitted in a three ring binder (Optional).*
- *Tabbing of sections is required. Each tab should be placed on a separate sheet of paper and shall not be counted as a page.*
- *Proposals should be single-spaced, with 1” margins on all sides, utilizing a 12 point font size.*
- *Applicants must also include a Table of Contents with the Proposal Application. A sample format is reflected in Section 5, Attachment B of this RFP.*
- *A written response is required for **each** item unless indicated otherwise. Failure to answer any of the items will impact upon an applicant’s score.*
- *Each section shall be scored in its entirety. Information submitted in another section, shall not be considered.*
- *Other supporting documents may be submitted in an appendix, including visual aids to further explain specific points in the proposal; if used, the information is required to be referenced in the appropriate section.*
- *The Proposal Application shall not exceed 50 pages of main text, not including appendices, attachments, identification form (and/or title page), required forms, and table of contents. Appendices, attachments, identification form (and/or title page), required forms, and table of contents shall not exceed 200 pages. Document pages in excess of 250 shall not be considered (i.e., page 251 ...).*
- *This form SPO-H-200A is available on the SPO website (see Section 1, paragraph II, Website Reference). However, the form will not include items specific to each RFP. If using the website form, the applicant must include all items listed in this section.*
- *One (1) original and two (2) copies (one unbound) of each proposal are required.*
- *Applicants are **strongly** encouraged to review evaluation criteria in Section 4, Proposal Evaluation when completing the proposal.*

**The Proposal Application comprises the following sections:**

- *Proposal Application Identification Form*
- *Table of Contents*
- *Program Overview*
- *Experience and Capability*
- *Project Organization and Staffing*
- *Service Delivery*
- *Financial*
- *Other*

**I. Program Overview**

Applicant shall give a brief overview to orient evaluators as to the program/services being offered. No points are assigned to the Program Overview.

**II. Experience and Capability**

Ensure that each section is answered completely and thoroughly. Each section shall be scored individually and separately from another section. Applicants are responsible to place the appropriate information in each section to be scored.

**A. Necessary Skills**

The applicant shall demonstrate that it has the necessary skills, abilities, and knowledge relating to the delivery of the proposed services.

1. Demonstrated skills, abilities, and knowledge relating to the delivery of the proposed services.
2. Demonstrated the ability to respond to consumer complaints, appeals and grievances including those brought to the attention of the DIVISION.
3. Thoroughly describes the agency's vision, mission and goals showing commitment to serving and supporting adults with severe and persistent mental illness in a manner consistent with DIVISION core values and guiding principles.

**B. Experience**

1. Possess the skills, abilities, knowledge of, and experience relating to the delivery of the proposed services including, but not limited, to previous and current contract performance with the DIVISION and other agencies.

2. The applicant shall provide a description of projects/contracts, including references, pertinent to the proposed services within the most recent five (5) years. The applicant shall include points of contact, addresses, e-mail addresses, and phone numbers. The State reserves the right to contact references to verify experience. References shall not include employees of the DIVISION.
  - a. Detailed list of experience as an agency providing supported employment and self-supported/micro-enterprise development services.
  - b. Detailed list of experience as an agency providing services to adults with severe and persistent mental illness.
  - c. If an applicant has prior experience providing supportive employment and self-supported/micro-enterprise development services for the DIVISION, describe in detail any problems, concerns or difficulties encountered by the agency or by the DIVISION, which was brought to the agency's attention, and how it was resolved.
  - d. List of contracts performed for the Department of Health.
  - e. List of other current or prior contracts with the public sector in providing services in general for adults with severe and persistent mental illness. Discuss any problems or difficulties encountered in current or prior contracts. Applicant shall provide a point of contact and telephone number for each contract listed. The Department reserves the right to contact any of the listed points of contact to inquire about the applicant's past service performance and personnel.
  - f. Success applicant has had in recruiting and retaining quality staff.

**C. Quality Assurance and Evaluation**

The applicant shall describe its own plans for the sufficiency of quality assurance and evaluation for the proposed services, including methodology.

The applicant shall sufficiently describe its quality improvement program which shall be evaluated on the following:

1. Provision of a utilization management system.
2. Provision of a quality management program.

3. A policy and procedure for consumer complaints, grievances and appeals, documentation of actions taken, and demonstration of system improvement.

The agencies quality assurance shall include, but not be limited to, the following elements, and the information shall be submitted in the appropriate three sections listed above.

1. A written Quality Management Program description and outlined structure which includes the Quality Committee reporting structure, including Governing Board Involvement, voting composition, and a written process for goal and priority setting following standardized methodology and data collection, which is updated and signed annually.
2. The Quality Management Program shall address consumer complaints, grievances, appeals, sentinel events and consumer satisfaction.
3. The Quality Management Program shall have a system or policy that outlines how items are collected, tracked, reviewed, and analyzed and reported to the DIVISION as appropriate.
4. The Quality Management Program Work Plan is established annually and selects goals and activities that are based on the annual program evaluation and are relevant to the DIVISION consumer and problem area under review, with designated timelines for the project and indicates department/persons responsible for carrying out the project(s) on the Work Plan.
5. Provision for the periodic measurement, reporting, and analysis of well-defined output, outcome measures and performance indicators of the delivery system, and an indication of how the applicant will use the results of these measurements for improvement of its delivery system.
6. A process of regular and systematic treatment record review, using established review criteria. A report summarizing findings is required. Additionally, the applicant shall develop a written plan of corrective action as indicated.
7. Provision of satisfaction surveys of consumers.
8. Assurance that a staff member be available to represent utilization and quality management issues at meetings scheduled by the DIVISION.
9. Provision of a utilization management system including, but not limited to the following: a) system and method of reviewing utilization; b) method of tracking authorization approvals; c) method of reviewing invoices against

authorizations; d) consumer appeals process; e) annual evaluation of the applicant's utilization management plan; and g) identification of the person in the organization who is primarily responsible for the implementation of the utilization management plan.

10. A policy and procedure for consumer complaints, grievances and appeals which includes documentation of actions taken, and demonstration of system improvement.
11. Assurance that the applicant has established and will maintain and regularly update the following Quality Management policies and procedures:
  - a. Consumer complaints, grievances and appeals;
  - b. Consumer safety;
  - c. Consumer satisfaction;
  - d. Disaster preparedness;
  - e. Emergency evacuation;
  - f. Evidence-Based practice guidelines;
  - g. LOCUS/Level of care placement;
  - h. Compliance;
  - i. Consumer rights and orientation;
  - j. Confidentiality/HIPAA;
  - k. Treatment records;
  - l. Individualized service plans;
  - m. Transition of consumers to other programs;
  - n. Treatment team;
  - o. Use of restraints;
  - p. Restricting consumer rights; and
  - q. Credentialing staff.

12. A training plan and staff handbook/personnel manual for staff that are responsible for delivery of services. Training shall include, but not be limited to: Substance Abuse, Forensics, Sentinel Events, Risk Management, Compliance, HIPAA Compliance, Consumer Rights, Treatment Planning, Housing Quality Standards, Health and Safety, and Access and Treatment for Non-English Speaking Consumers.
13. A consumer handbook/brochure(s) that outline services available to the consumer, hours of operations, contact information (phone numbers, and instructions on emergency services), is written at a sixth (6<sup>th</sup>) grade reading level, provides an overview and the applicant's approach to care, and clearly outlines any major program rules that could lead to discharge from services offered by the organization.
14. A description of the steps that the applicant will take to comply with all of the DIVISION'S reporting requirements as specified in Section 2. III. B. 2, 4, and 7. The applicant shall also indicate how it will use the information in the report to improve its services.
15. Where there is an intention to subcontract, the applicant must demonstrate that services provided by the subcontractor are consistent with all applicable requirements specified in Section 2 including, but not limited to, compliance with reporting requirements. The applicant must describe the monitoring it will perform to ensure subcontractors are compliant with the DIVISION requirements.
16. For applicants whose annual contract or estimated reimbursements will be less than \$100,000.00 or whose staff number five (5) or less, a modified Quality Management and Utilization Management Plan are acceptable with prior approval from the DIVISION. A modified quality and utilization management system shall include the following:
  - a. A method for tracking authorizations.
  - b. A method for assuring that consumers are informed of their rights, including the right to file a complaint, grievance, or appeal a service delivery decision.
  - c. A method of documenting goals and service activity as they relate to the ISP developed by the DIVISION designated case manager and consumer.
  - d. Consumer involvement in service planning.

- e. Statement that the applicant will participate in the use of outcome instruments at the discretion of the DIVISION.
  - f. Identification of a fiscal and program contact person.
17. For services described in this RFP, a statement that the applicant shall participate with the DIVISION'S quality and utilization management process including, but not limited to, case reviews, specific data gathering and reporting, peer review, concurrent review, site visitation, special studies, monitoring, credentialing, and training.

**D. Coordination of Services**

The applicant shall demonstrate the capability or plan to coordinate services with other agencies and resources in the community. Demonstration or plan of the applicant's coordination efforts shall include, but not be limited to, the following:

- 1. A history of the applicant's cooperative efforts with other providers of mental health and primary health care services.
- 2. Memorandum of agreements with other agencies.
- 3. Applicant's current efforts to coordinate with the DIVISION, CENTERS, HOSPITAL, and other POS providers, and where there is no current coordination, the applicant's plans to do so.

**E. Facilities**

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the proposed services. If facilities are not presently available, describe plans to secure facilities. Also describe how the facilities meet ADA requirements, as applicable and special equipment that may be required for the services.

**F. Management Information System (MIS) Requirements**

The applicant shall submit a description of its current management information system (MIS) and plans for the future. The description shall include, but not be limited to, the following:

- 1. A statement about whether the applicant is a covered entity as defined by HIPAA. A statement that the applicant will comply with all HIPAA privacy, security and transactional code set requirements.
- 2. An explanation of how the applicant currently manages information in order to submit required information and data in the format prescribed by the DIVISION. Required data elements captured in the provider system

and reported to the DIVISION may include, but are not limited to: consumer's last name, first name, middle name, any aliases, social security number, DIVISION-generated unique ID number, DIVISION-generated authorization number(s), Medicaid Identification Number, Medicare Identification Number, other third party insurer numbers, address, telephone number, admission date, discharge date, service data using DIVISION approved procedure codes, date of birth, gender, and primary language spoken.

3. The DIVISION may add data reporting requirements or specify required formats for downloading data or submitting claims in the future. Applicants are encouraged to describe their flexibility in meeting changing data requirements.
4. For any Fixed Unit of Service Rate contracts, a statement that the applicant shall submit claims electronically in the 837 format.
5. The applicant shall provide a clear statement and describe how they MIS system is fully functional.
6. Where infrastructure is lacking to meet MIS requirement, applicants shall propose solutions, include an implementation plan to create a fully functional MIS system by initiation of a contract, and include the proportion of cost related to this contract in their response to the RFP.
7. In regards to flexibility, a statement that describes flexibility in adding data elements or reporting requirements is addressed in their information system.

### **III. Project Organization and Staffing**

Ensure that each section is answered completely and thoroughly. Each section shall be scored individually and separately from another section. Applicants are responsible to place the appropriate information in each section to be scored.

#### **A. Staffing**

##### **1. Proposed Staffing**

The applicant shall describe and demonstrate that (a) the proposed staffing pattern, consumer/staff ratio, coverage, and proposed caseload capacity are reasonable and appropriate to insure viability of the services and complies with applicable DIVISION requirements, and (b) that the applicant's assignment of staff would be sufficient to effectively administer, manage, supervise, and provide the required services. The applicant shall give the number and title of the positions needed to provide

the specific service activities. Positions descriptions shall also be submitted. (Refer to the personnel requirements in the Service Specifications, as applicable.)

The applicant shall fully explain, justify, and demonstrate any proposed use of a subcontractor to be as effective as in-house staff for the provision of the required services; demonstrate that a proposed subcontractor is fully qualified for the specific work that would be subcontracted, by including a description of the proposed subcontractor's experience, capability, project organization, staffing, and proposed services as set forth for applicants in these RFP's; and explain how it would assure quality and effectiveness of the subcontractor, monitor and evaluate the subcontractor, and assure compliance with all the requirements of the RFP.

The applicant shall fully explain, justify, and demonstrate any proposed use of a volunteer to be as effective as in-house staff for the provision of the required services; demonstrate that proposed volunteers are or would be fully qualified for the specific work assigned, could be relied on, and would be available when and where needed to provide the required services; explain how it would provide sufficient management, supervision, oversight, and evaluation of volunteers, and otherwise assure their work quality and effectiveness; and explain how it will assure that volunteers perform in compliance with the requirements of the RFP.

## **2. Staff Qualifications**

The applicant shall describe in this section of its proposal how it will ensure its compliance with the minimum personnel qualifications, which include, but are not limited to, licensure, educational degrees, and experience for staff assigned to the program, and comply with applicable DIVISION requirements. The applicant shall provide the minimum qualifications for staff assigned to the program; include position descriptions; and explain how the minimum qualifications and/or actual qualifications would assure delivery of quality of services. (Refer to the qualifications in the Service Specifications, as applicable.)

## **B. Project Organization**

### **1. Supervision and Training**

The applicant shall describe and demonstrate its ability to supervise, train and provide administrative direction to staff relative to the delivery of the proposed services and comply with applicable DIVISION requirements. The description shall include frequency and method of conducting supervision and documentation of same.

The applicant shall explain how the program organization and assignment of personnel are sufficient for the effective administration, management, supervision, and provision of services under the program to meet the projected caseload. The applicant shall describe the training that would be provided for program staff to strengthen their capability to effectively provide the program services.

## **2. Organization Chart**

The applicant shall describe their approach and rationale for the structure, functions, and staffing of the proposed organization for the overall service activity and tasks. The organization-wide and program-specific organization charts shall accurately reflect the proposed structure.

The applicant shall provide an “Organization-wide” chart that shows the program placement of the required services within the overall agency, and a “Program” organization chart that shows lines of communication between program administration and staff. Written explanations of both charts shall be included as needed for clarification.

The applicant shall reflect the position of each staff and line of responsibility/supervision. (Include position title, name and full time equivalency) Both the “Organization-wide” and “Program” organization charts shall be attached to the Proposal Application.

The applicant shall demonstrate that the applicant’s proposed organization would be sufficient to effectively administer, manage and provide the required services.

## **3. Evidence of Licensure/Accreditation**

Applicable submission of evidence that the applicant is licensed if licensure is required; and for all applicants, current and valid accreditation of the service(s) the applicant is applying for if it is an accreditable service. The applicant shall submit documentation of appropriate licensure and/or accreditation.

# **IV. Service Delivery**

Ensure that each section is answered completely and thoroughly. Each section shall be scored individually and separately from another section. Applicants are responsible to place the appropriate information in each section to be scored.

## **A. Scope of Work**

The applicant shall include a detailed discussion of the applicant’s approach to

applicable service activities and management requirements from Section 2, Item III. - Scope of Work, including (if indicated) a work plan of all service activities which the applicant is proposing to provide and tasks to be completed, related work assignments/responsibilities and timelines/schedules.

A detailed description of the service which the applicant is proposing to provide including:

1. A clear description of the applicant's demonstrated capability of a service delivery system to meet the goals and objectives of the RFP including, but not limited to, appropriateness to consumer populations, communities and regions.
2. A clear description of the services for consumers from point of entry to discharge, including interventions to be utilized. The description must be consistent with the scope of work found in Section 2.III.A. and with the personnel requirements in Section 2, III.B.1. The description shall also describe the interventions to be used including behavioral supports. Services proposed to be subcontracted out must be included in this description.
3. A clear description of the target population to be served.
4. A reasonable estimate of the number of consumers it could serve and, where applicable, an indication of its total capacity (e.g. total beds available), and the number of units it will provide.
5. A description of the methods the applicant will use to determine when treatment goals are accomplished and when to terminate services. (N/A)
6. A description of the accessibility of services for the target population, and a description of impediments to services and efforts to overcome barriers.
7. The applicant shall provide a thorough description of how they shall not refuse a referral, and that it shall not have an exclusionary policy that is inconsistent with the DIVISION'S guidelines.
8. An indication of the "best practices and/or evidence-based practices" the applicant incorporates and a citation of the literature to support its "best practices and/or evidence-based practices". The applicant shall provide a detailed description of the system it uses to implement and maintain its "best practice and/or evidence-based practices" program integrity.
9. A statement to assure that the applicant shall conform to the DIVISION's standardized assessment package.

10. Where applicable, demonstration that the applicant is capable of providing twenty-four (24) hour coverage for services. (N/A)
11. For services with twenty-four (24) hour, seven (7) days a week coverage, description of how the applicant's on-call system works, i.e., methodology relative to applicant's answering service. Specifically describe how consumers access applicant's service and staff availability. (N/A)
12. Where the service is housing, residential or day treatment/ intensive outpatient hospital service, a weekly schedule that can be individualized to consumers and consistent with the requirements of the scope of services described in Section 2.III.A. (N/A)
13. The applicant shall thoroughly describe the involvement of the consumer in the decisions regarding the services the consumer receives.
14. The applicant shall describe how it will be ready, able, and willing to provide services throughout the time of the contract period.
15. The applicant shall state that it has read and understands the Request for Proposal and shall describe how it will comply with DIVISION requirements.

**B. General Requirements**

The applicant shall state/describe how it will comply with the general requirements specified in Section 2.II., and document the information in the appropriate section of their RFP proposal application.

**C. Administrative Requirements**

The applicant shall describe how it will comply with the administrative requirements specified in Section 2.III.B.2., and document the information in the appropriate section of their RFP proposal application.

**V. Financial**

Ensure that each section is answered completely and thoroughly. Each section shall be scored individually and separately from another section. Applicants are responsible to place the appropriate information in each section to be scored.

**A. Pricing Structure**

The applicant shall submit a cost proposal utilizing the pricing structure designated by the state purchasing agency. The cost proposal shall be attached to the Proposal Application.

The DIVISION will use a fixed price structure for the Supported Employment and Self-supported/Micro-Enterprise development program service milestones described in the RFP. The applicant is requested to furnish a reasonable estimate of the maximum number of service units it can provide for which there is sufficient operating capacity (adequate, planned and budgeted space, equipment and staff). All budget forms, instructions and samples are located on the SPO Website (see Section 1, paragraph II Websites referred to in this RFP.) The following budget forms shall be submitted with the Proposal Application:

- SPO-H-205 – Budget
- SPO-H-205A – Organization-Wide Budget by Source of Funds (special instructions are located in Section 5)
- SPO-H-206A – Budget Justification – Personnel: Salaries & Wages
- SPO-H-206B – Budget Justification – Personnel: Payroll Taxes, Assessments & Fringe Benefits
- SPO-H-206C – Budget Justification – Travel-Inter-Island
- SPO-H-206D – Budget Justification – Travel-Out of State
- SPO-H-206E – Budget Justification – Contractual Services - Administrative
- SPO-H-206F – Budget Justification – Contractual Services - Subcontracts
- SPO-H-206H – Budget Justification – Program Activities
- SPO-H-206I – Budget Justification – Equipment Purchases

## **B. Other Financial Related Materials**

### 1. Proposal Budget Costs

- a. The applicant shall submit budget sheets that document personnel costs that are reasonable and comparable to other organizations in the community.
- b. The applicant shall submit budget sheets for non-personnel costs and ensure that the costs are reasonable and adequately justified.
- c. The proposal budget shall support the scope of service and requirements of the Request for Proposal.

### 2. Accounting System

In order to determine the adequacy of the applicant's accounting system as described under the administrative rules, the following documents are requested as part of the Proposal Application (may be attached):

- a. The applicant shall submit a cost allocation plan, clearly providing a fiscally sound explanation of how costs are allocated across

different funding sources, not related to the DIVISION. This is one measure that indicates the agency's commitment to serving and supporting adults with severe and persistent mental illness in a manner consistent with DIVISION core values and guiding principles.

- b. The applicant shall submit copies of their single audit report, financial audit, or compiled financial statements for fiscal years (FY) 2007 and 2008. The FY 2007 and FY 2008 reports shall indicate minimal or no material deficiencies and an adequacy of their accounting system.

If an applicant has not had their FY 2008 financial audit or compiled financial statement completed, they shall submit a statement indicating when the FY 2008 audit or FY 2008 compiled financial statement shall be completed, and may submit their completed audits or compiled financial statements for FY 2006 and FY 2007.

- c. The applicant has the cash-flow to sustain their organization financially for a minimum of two months without receiving any payments for this service being procured.
3. The applicant shall describe all eligible sources of revenue from third parties and plans to pursue additional sources of revenue and how the applicant will prevent billing more than one (1) payer and submit overpayments to the DIVISION. The applicant may not bill other payers for services already paid for by the DIVISION or bill the DIVISION for services eligible for payment by another payer.
  4. The applicant shall describe its billing/claims process and how it ensures accurate and timely submission of billing/claims based on written documentation which supports the bill/claim, and how it processes adjustments, reconciles payment, and posts payment.

## **VI. Other**

### **A. Litigation**

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgment. If applicable, please explain.

# **Section 4**

## **Proposal Evaluation**

# Section 4 Proposal Evaluation

## I. Introduction

The evaluation of proposals received in response to the RFP will be conducted comprehensively, fairly and impartially. Structural, quantitative scoring techniques will be utilized to maximize the objectivity of the evaluation.

## II. Evaluation Process

The procurement officer or an evaluation committee of designated reviewers selected by the head of the state purchasing agency or procurement officer shall review and evaluate proposals. When an evaluation committee is utilized, the committee will be comprised of individuals with experience in, knowledge of, and program responsibility for program service and financing.

The evaluation will be conducted in three phases as follows:

- Phase 1 - Evaluation of Proposal Requirements
- Phase 2 - Evaluation of Proposal Application
- Phase 3 - Recommendation for Award

### Evaluation Categories and Thresholds

<u>Evaluation Categories</u>	<u>Possible Points</u>
<i>Administrative Requirements</i>	
<i>Proposal Application</i>	
Program Overview	0 points
Experience and Capability	20 points
Project Organization and Staffing	15 points
Service Delivery	50 points
Financial	15 Points
<b>TOTAL POSSIBLE POINTS</b>	<b>100 Points</b>

**III. Evaluation Criteria**

**A. Phase 1 - Evaluation of Proposal Requirements**

**1. Administrative Requirements**

**2. Proposal Application Requirements**

- Proposal Application Identification Form (Form SPO-H-200)
- Table of Contents
- Program Overview
- Experience and Capability
- Project Organization and Staffing
- Service Delivery
- Financial (All required forms and documents)
- Program Specific Requirements (as applicable)

**B. Phase 2 - Evaluation of Proposal Application  
(100 Points)**

Ensure that each section is answered completely and thoroughly. Each section shall be scored individually and separately from another section. Applicants are responsible to place the appropriate information in each section to be scored.

The RFP Review Committee shall use the scale in the table below to rate each section from the RFP from Not Addressed to Excellent. The percentage for the rate level will be multiplied by the maximum number of points for that item. For example, if an item is worth 6 points and the reviewer rated it as Satisfactory response, the score for that item would equal 60% (.06) x 6 = 3.6

<b>0</b>	<b>20%</b> <b>(.20)</b>	<b>40%</b> <b>(.40)</b>	<b>60%</b> <b>(.60)</b>	<b>80%</b> <b>(.80)</b>	<b>100%</b> <b>(1.00)</b>
Not Addressed	Unsatisfactory	Somewhat satisfactory	Satisfactory	Very Satisfactory	Excellent

Rating scale definitions:

Not Addressed: The required information was not present in the Applicant’s proposal.

Unsatisfactory: A major item was not addressed or was addressed incorrectly, or was addressed in the wrong category.

Satisfactory: All major items were addressed. Applicant appears to have just restated the requirements in the RFP.

Excellent: The majority items were addressed in an exceptionally clear, concise, or original manner.

**Program Overview:** No points are assigned to Program Overview. The intent is to give the applicant an opportunity orient evaluators as to the service(s) being offered.

**1. Experience and Capability Total 20 Points**

Up to 10 points may be deducted from agencies who in the past demonstrated unsatisfactory performance. Indicators for unsatisfactory performance may include, but are not limited to:

- a. Provider monitoring scores of less than 80% on the overall score.
- b. Provider monitoring scores of less than 80% on the General Review Tool.
- c. Non-Compliance with DIVISION’s Quality Management and Business Compliance initiatives.

The State will evaluate the applicant’s experience and capability relevant to the proposal contract, which shall include:

- a. **Necessary Skills (5 points)**
  - 1) Demonstrated skills, abilities, and knowledge relating to the delivery of the proposed services.
  - 2) Demonstrated the ability to respond to consumer complaints, appeals and grievances including those brought to the attention of the DIVISION.
  - 3) Thoroughly describes the agency’s vision, mission and goals showing commitment to serving and supporting adults with severe and persistent mental illness in a manner consistent with DIVISION core values and guiding principles.

**b. Experience (5 points)**

Possess the skills, abilities, knowledge of, and experience relating to the delivery of the proposed services including, but not limited, to previous and current contract performance with the DIVISION and other agencies.

**c. Quality Assurance and Evaluation (4 points)**

Sufficiency of quality assurance and evaluation plans for the proposed services, including methodology.

- 1) The applicant has sufficiently described its quality improvement program which shall include the following:
  - a) Provision of a utilization management system.
  - b) Provision of a quality management program.
  - c) A policy and procedure for consumer complaints, grievances and appeals, documentation of actions taken, and demonstration of system improvement.
- 2) A training plan and staff handbook/personnel manual for staff that is responsible for the delivery of services. The plan includes the required trainings listed in Section 3.II.C.12.

**d. Coordination of Services (2 points)**

Demonstrated capability to coordinate services with other agencies and resources in the community through written documentation.

**e. Facilities (1 point)**

Adequacy of facilities relative to the proposed services.

**f. Management Information Systems (MIS) (3 points)**

Demonstrate that their management information system (MIS) shall include, but not be limited to, the following:

- 1) Relative to HIPAA requirements:



- 1) Proposed Staffing: That the proposed staffing pattern, client/staff ratio, coverage, and proposed caseload capacity is reasonable to insure viability of the services and complies with applicable DIVISION requirements.
- 2) Staff Qualifications: Minimum qualifications (including experience) for staff assigned to the program, comply with applicable DIVISION requirements.

**b. Project Organization (7 points)**

- 1) Supervision and Training: Demonstrated ability to supervise, train and provide administrative direction to staff relative to the delivery of the proposed services and comply with applicable DIVISION requirements.
- 2) Organization charts: Approach and rationale for the structure, functions, and staffing of the proposed organization for the overall service activity and tasks. The organization-wide and program-specific organization charts accurately reflect the proposed structure.
- 3) Applicable submission of evidence that the applicant is licensed if licensure is required; and for all applicants, current and valid accreditation of the service(s) the applicant is applying for if it is an accreditable service.

**3. Service Delivery Total 50 Points**

Evaluation criteria for this section will assess the applicant's approach to the service activities and management requirements outlined in the Proposal Application.

Evaluation criteria will include the following:

- a. A detailed description of the service that the applicant is proposing to provide including:
  - 1) Demonstrated capability of service delivery system to meet the goals and objectives of the RFP including,

but not limited to, appropriateness to consumer populations, communities and regions. **(16 points)**

- 2) A clear description of the services for consumers from point of entry to discharge, including interventions to be utilized. Any services subcontracted out must be included in the description. **(14 points)**
  - 3) A reasonable estimate of the number of consumers it will serve and where applicable the number of units it will provide. **(5 points)**
- b. A statement that the applicant shall not refuse a referral and that is shall not have an exclusionary policy that is inconsistent with the DIVISION's guidelines. **(5 points)**
  - c. The program incorporates "best practices/evidence-based practice," has literature to support this, and has a system for implementing and maintaining best practice program integrity. **(4 points)**
  - d. A description by the applicant of the involvement of the consumer in the decisions regarding the services the consumer receives. **(5 points)**
  - e. A statement by the applicant that they have read the Request for Proposal, will comply with DIVISION requirements, and are ready, able and willing to provide services throughout the time of the contract period. **(1 Point)**

**4. Financial Total 15 Points**

Pricing structure based on a fixed unit rate are reasonable and comparable to other organizations in the community.

- a. Personnel costs are reasonable and comparable to similar positions in the community. (2 points)
- b. Non-personnel costs are reasonable and adequately justified. (2 points)
- c. The budget supports the scope of service and requirements of the Request for Proposal. (2 points)

- d. A cost allocation plan clearly providing a fiscally sound explanation of how costs are allocated across different funding sources, not related to the DIVISION. This is one measure that indicates the agency's commitment to serving and supporting adults with severe and persistent mental illness in a manner consistent with DIVISION core values and guiding principles. (2 points)
- e. The single audit report or financial audit for fiscal years 2007 and 2008 indicates minimal or no material deficiencies and an adequacy of their accounting system. If an Applicant's agency has not had their 2008 financial audit completed, they should submit a statement indicating when their 2008 audit shall be completed, and may submit their completed audits for 2006 and 2007. Applicant has the cash-flow to sustain the organization for a minimum of two months. (5 points)
- f. An indication of the third party reimbursements the applicant is eligible to receive and of the plans the applicant has made or is making to obtain as many third party reimbursements as possible without collecting payment from more than one (1) payer. (1 point)
- g. Description of all eligible sources of revenue from third parties and plans to pursue additional sources of revenue. (1 point)

**C. Phase 3 - Recommendation for Award**

Each notice of award shall contain a statement of findings and decision for the award or non-award of the contract to each applicant.

# **Section 5**

## **Attachments**

- A. Proposal Application Checklist**
- B. Sample Table of Contents**
- C. Draft Special Conditions**
- D. Overview of Micro-Enterprise Development Services**
- E. Certifications**
- F. Form SPO-H-205A Instructions**

# **Attachment A**

## **Competitive POS Application Checklist**

## Proposal Application Checklist

Applicant: \_\_\_\_\_ RFP No.: HTH 420-3-10

The applicant's proposal must contain the following components in the order shown below. This checklist must be signed, dated and returned to the purchasing agency as part of the Proposal Application. SPOH forms are on the SPO website. See Section 1, paragraph II Website References.\*

Item	Reference in RFP	Format/Instructions Provided	Required by Purchasing Agency	Completed by Applicant
<b>General:</b>				
Proposal Application Identification Form (SPO-H-200)	Section 1, RFP	SPO Website*	<b>X</b>	
Proposal Application Checklist	Section 1, RFP	Attachment A	<b>X</b>	
Table of Contents	Section 5, RFP	Section 5, RFP	<b>X</b>	
Proposal Application (SPO-H-200A)	Section 3, RFP	SPO Website*	<b>X</b>	
Tax Clearance Certificate (Form A-6)	Section 1, RFP	Dept. of Taxation Website (Link on SPO website)*		
Cost Proposal (Budget)				
SPO-H-205	Section 3, RFP	SPO Website*	<b>X</b>	
SPO-H-205A	Section 3, RFP	SPO Website* Special Instructions are in Section 5	<b>X</b>	
SPO-H-205B	Section 3, RFP,	SPO Website* Special Instructions are in Section 5		
SPO-H-206A	Section 3, RFP	SPO Website*	<b>X</b>	
SPO-H-206B	Section 3, RFP	SPO Website*	<b>X</b>	
SPO-H-206C	Section 3, RFP	SPO Website*	<b>X</b>	
SPO-H-206D	Section 3, RFP	SPO Website*	<b>X</b>	
SPO-H-206E	Section 3, RFP	SPO Website*	<b>X</b>	
SPO-H-206F	Section 3, RFP	SPO Website*	<b>X</b>	
SPO-H-206G	Section 3, RFP	SPO Website*		
SPO-H-206H	Section 3, RFP	SPO Website*	<b>X</b>	
SPO-H-206I	Section 3, RFP	SPO Website*	<b>X</b>	
SPO-H-206J	Section 3, RFP	SPO Website*		
<b>Certifications:</b>				
<b>Federal Certifications</b>		Section 5, RFP		
Debarment & Suspension		Section 5, RFP	<b>X</b>	
Drug Free Workplace		Section 5, RFP	<b>X</b>	
Lobbying		Section 5, RFP	<b>X</b>	
Program Fraud Civil Remedies Act		Section 5, RFP	<b>X</b>	
Environmental Tobacco Smoke		Section 5, RFP	<b>X</b>	
<b>Program Specific Requirements:</b>				

\_\_\_\_\_  
Authorized Signature

\_\_\_\_\_  
Date

# **Attachment B**

## **Sample Table of Contents for the POS Proposal Application**

**Proposal Application  
Table of Contents**

- I. Program Overview.....1**
- II. Experience and Capability .....1**
  - A. Necessary Skills .....2
  - B. Experience.....4
  - C. Quality Assurance and Evaluation.....5
  - D. Coordination of Services.....6
  - E. Facilities.....6
- III. Project Organization and Staffing .....7**
  - A. Staffing.....7
    - 1. Proposed Staffing.....7
    - 2. Staff Qualifications .....9
  - B. Project Organization .....10
    - 1. Supervision and Training.....10
    - 2. Organization Chart (Program & Organization-wide)  
(See Attachments for Organization Charts)
- IV. Service Delivery.....12**
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  - A. Cost Proposal
    - SPO-H-205 Proposal Budget
    - SPO-H-206A Budget Justification - Personnel: Salaries & Wages
    - SPO-H-206B Budget Justification - Personnel: Payroll Taxes and Assessments, and Fringe Benefits
    - SPO-H-206C Budget Justification - Travel: Interisland
    - SPO-H-206E Budget Justification - Contractual Services – Administrative
  - B. Other Financial Related Materials  
Financial Audits for fiscal year ended June 30, 2008 and June 30, 2007
  - C. Organization Chart  
Program  
Organization-wide
  - D. Performance and Output Measurement Tables
  - E. Program Specific Requirement

# **Attachment C**

## **Draft Special Conditions**

**SPECIAL CONDITIONS**

1. The General Conditions is attached hereto as Attachment 4 and made a part of this Contract.

2. The Special Conditions is attached hereto as Attachment 5 and made a part of the Contract.

3. Campaign Contributions by State and County Contractors. Contractors are hereby notified of the applicability of Section 11-205.5, HRS, which states that campaign contributions are prohibited from specified State or county government contractors during the term of the contract if the contractors are paid with funds appropriated by a legislative body.

4. Insurance. The PROVIDER shall obtain, maintain, and keep in force throughout the period of this Contract the following types of insurance:

a. General liability insurance issued by an insurance company in the amount of at least ONE MILLION AND NO/100 DOLLARS (\$1,000,000.00) for bodily injury and property damage liability arising out of each occurrence and TWO MILLION AND NO/100 DOLLARS (\$2,000,000.00) aggregate.

b. Automobile insurance issued by an insurance company in an amount of at least ONE MILLION AND NO/100 DOLLARS (\$1,000,000.00) per occurrence.

c. Professional liability insurance issued by an insurance company in the amount of at least ONE MILLION AND NO/100 DOLLARS (\$1,000,000.00) per occurrence and THREE MILLION AND NO/100 DOLLARS (\$3,000,000.00) aggregate.

Prior to or upon execution of this Contract, the PROVIDER shall obtain a certificate of insurance verifying the existence of the necessary insurance coverage. The parties agree that the certificate of insurance shall be attached hereto as Exhibit "B" and be made a part of this Contract. If the

scheduled expiration date of the insurance policy is earlier than the expiration date of the time of performance under this Contract, the PROVIDER, upon renewal of the policy, shall promptly cause to be provided to the STATE an updated certificate of insurance. If the PROVIDER's insurance policy is being cancelled, either the insurance company shall give the STATE thirty (30) calendar days written notice of the intended cancellation or the PROVIDER shall notify the STATE in writing within fifteen (15) calendar days of receipt of the intended cancellation from the insurance company.

5. Option to Extend Contract. Unless terminated, this Contract may be extended by the STATE for specified periods of time not to exceed three (3) years or for not more than three (3) additional twelve (12) month periods, without resolicitation, upon mutual agreement and the execution of a supplemental agreement. This Contract may be extended provided that the Contract price shall remain the same or is adjusted per the Contract Price Adjustment provision stated herein. The STATE may terminate the extended agreement at any time in accordance with General Conditions no. 4.

6. Contract Price Adjustment. The Contract price may be adjusted prior to the beginning of each extension period and shall be subject to the availability of state funds.

7. Audit Requirements. The PROVIDER shall conduct a financial and compliance audit in accordance with the guidelines identified in Exhibit "C" attached hereto and made a part hereof. Failure to comply with the provisions of this paragraph may result in the withholding of payments to the PROVIDER.

8. The PROVIDER shall have bylaws or policies that describe the manner in which business is conducted and policies that relate to nepotism and management of potential conflicts of interest.

# **Attachment D**

## **Overview of Self-Employment/ Micro-Enterprise Development Services**

**ATTACHMENT D**  
**OVERVIEW OF SELF-EMPLOYMENT/  
MICRO-ENTERPRISE DEVELOPMENT**

Supported self-employment/micro-enterprise development is a psychosocial rehabilitation service that provides opportunities for paid work and ongoing support services for consumers who desire to work but have not consistently worked or who have never been in competitive employment. The goal of this service is to expand opportunities for Adult Mental Health Division (AMHD) consumers to be productive, become financially independent and contribute to the State's economic growth. This service seeks to empower consumers by increasing their **economic literacy, business skills, self-esteem** and **appropriate workplace behaviors**. With a better grasp of their financial options as well as personal capacities and interests, consumers can make informed decisions about employment options.

Supported self-employment/micro-enterprise development services encompass *engagement, assessment, benefits counseling, job development, job placement, job coaching* and *job supports*. Micro-enterprise development services shall center on the interests and abilities of the consumer and are provided in cooperation with AMHD-approved agencies including, but not limited to, other AMHD purchase-of-service providers.

Micro-enterprises are small businesses, including self-employment, which typically require \$50,000 or less in capital funding and ten or fewer employees and can be run entirely by one or more consumers. Activities can range from landscaping to food production/sales to child care. Common service-based micro-enterprise ventures are catering, tax preparation, day care, specialty food production, clothing design and janitorial services.

Micro-enterprise helps consumers reduce their business learning curve and increase their chances of success by providing services such as training and consulting to consumers who want to be employed in a small business, self-employed or small business owners. These services are usually provided by a community-based nonprofit agency or other organization and are funded through partnerships with government agencies, foundations, private industry and philanthropic individuals. Micro-loan/DVR funds help with startup or expansion, and are necessary since traditional financing is difficult to obtain for startup and developing small businesses.

The needs of micro-entrepreneurs and the self-employed fall into the categories of business **capital**, business **support** and business **incubation**. Many programs provide business capital in the form of loans from \$500 to \$50,000. Most programs also provide business training in the form of workshops, one-on-one counseling, mentoring, networking opportunities, and referrals to other small business owners. Business incubation provides prospective business owners affordable office space, business support and a community of small business owners. Local business incubation programs include, but are not limited to, the VSA Arts project at Kahumana for creative industries

micro enterprise/self-employment, and Pacific Gateway Center ([www.pacificgatewaycenter.org](http://www.pacificgatewaycenter.org)) food preparation business supports.

A variation of the business incubation strategy for micro-enterprise development is the use of a business operation as a primary or supplemental training ground for basic job skills development, entrepreneurial skills development and business incubation. In this way consumers get hands-on experience with and practice in the requisite skills for competitive employment, self-employment, or the operation of their own small business. For example, workers at a non-profit operated business (e.g., food service, arts/crafts, transportation, agriculture, aquaculture, etc.) can receive implicit (on-the-job) as well as explicit (classroom) training that builds the skills and market niche that may increase the likelihood of success in competitive employment as well as entrepreneurial development.

To give potential applicants and participants of this service a better idea of some of the various ways such a service may be implemented, the following descriptions are examples of innovative practices of micro-enterprise development programs focused on the training/employment of persons with disabilities.

**BUSINESS INCUBATORS** encourage entrepreneurship and minimize obstacles to new business formation and growth by housing in one facility a number of new enterprises which share an array of services. These shared services may include: meeting areas, secretarial and accounting staff, round table discussions, FAX/copy machines, research libraries and information centers, on-site financial and management counseling, and computer/word processing facilities all to lower costs. Pacific Gateway Center is a local model of this type of micro-enterprise project ([www.pacificgatewaycenter.org](http://www.pacificgatewaycenter.org)).

**SELF-EMPLOYMENT** is a form of micro-enterprise that offers many advantages including flexible hours, additional Social Security work incentives, ability to work from home, an outlet for creativity, and a job that capitalizes one's interests and talents. Self-employment rehabilitations allow the consumer, stakeholders, and rehabilitation agents to be creative in the rehabilitation process. Self-employment requires significant commitment of consumer time but provides additional means beyond other forms of employment for consumers to protect and maintain their financial and medical benefits. Self-employment may not be the right goal for everyone, but is an underutilized option for the successful employment and rehabilitation of people with psychiatric disabilities.

**WORK CREWS** may be assembled to provide the types of products and services (ranging from piece work and creative industries to cleaning and maintenance) called for by high growth fields in the private and/or public sector, and when staffed by a majority (at least 75%) of people with disabilities, can benefit greatly from state and federal procurement preference programs.

**SOCIAL ENTERPRISES** can be based on non-profit operation of franchises such as AIM Mailing Service, Ben & Jerry's, Krispy Kreme and McDonalds or other profitable business ventures. Social enterprise is defined as any earned-income business or strategy undertaken by a nonprofit to generate revenue in support of its charitable mission. "Earned income" consists of payments received in direct exchange for a product, service

or privilege. See for example, [www.se-alliance.org/](http://www.se-alliance.org/). Moreover, a social enterprise can be entirely run by mental health consumers.

**CONSUMER-OPERATED MICRO-ENTERPRISES**, for the purposes of this RFP, are comprised of a majority (at least 75%) of consumers who perform the direct work of the service or product they are contracted to provide. With limited exceptions, staff consists of consumers who are hired by and manage the consumer-operated business. Consumers have control of the operating budget. Role opportunities for participants may include board and leadership positions, volunteer jobs and paid staff positions.

The type of business activity varies, but often involves provision of mental health and related services. Examples include United Self-Help's BRIDGES and Warm Line programs, drop-in centers, and residential programs based on the Fairweather Lodge model, which provide a range of advocacy/outreach and mental health support services. A consumer-operated service program also offers linkage to other supports, with referrals to community services and networking with consumer groups.

A consumer-run business is an innovative employment-career approach for people with psychiatric disabilities. It is specifically designed to integrate positive life experiences, vocational skills, recovery principles, mental health, job coaching, and practical resource management. It is expected that consumer-run businesses will create new employment opportunities for mental health clients and will not supplant existing and more traditional employment programs. A consumer-run business should have the following characteristics:

1. A consumer-run business produces a product or service for sale to people or organizations in the community.
2. A consumer-run business provides employment opportunities for primary consumers.
3. A consumer-run business is owned, co-owned or managed by a primary consumer or group of consumers or by a primary consumer-run organization.

# **Attachment E**

## **Certifications**

## CERTIFICATIONS

### 1. CERTIFICATION REGARDING DEBARMENT AND SUSPENSION

The undersigned (authorized official signing for the applicant organization) certifies to the best of his or her knowledge and belief, that the applicant, defined as the primary participant in accordance with 45 CFR Part 76, and its principals:

- (a) are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal Department or agency;
- (b) have not within a 3-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
- (c) are not presently indicted or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (b) of this certification; and
- (d) have not within a 3-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

Should the applicant not be able to provide this certification, an explanation as to why should be placed after the assurances page in the application package.

The applicant agrees by submitting this proposal that it will include, without modification, the clause titled "Certification Regarding Debarment, Suspension, Ineligibility, and Voluntary Exclusion--Lower Tier Covered Transactions" in all lower tier covered transactions (i.e., transactions with sub-grantees and/or contractors) and in all solicitations for lower tier covered transactions in accordance with 45 CFR Part 76.

### 2. CERTIFICATION REGARDING DRUG-FREE WORKPLACE REQUIREMENTS

The undersigned (authorized official signing for the applicant organization) certifies that the applicant will, or will continue to, provide a drug-free workplace in accordance with 45 CFR Part 76 by:

- (a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
- (b) Establishing an ongoing drug-free awareness program to inform employees about--
  - (1) The dangers of drug abuse in the workplace;
  - (2) The grantee's policy of maintaining a drug-free workplace;
  - (3) Any available drug counseling, rehabilitation, and employee assistance programs; and
  - (4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
- (c) Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a) above;
- (d) Notifying the employee in the statement required by paragraph (a), above, that, as a condition of employment under the grant, the employee will--
  - (1) Abide by the terms of the statement; and
  - (2) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;
- (e) Notifying the agency in writing within ten calendar days after receiving notice under paragraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the Federal agency has designated a central

point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant;

- (f) Taking one of the following actions, within 30 calendar days of receiving notice under paragraph (d) (2), with respect to any employee who is so convicted--
  - (1) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or
  - (2) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
- (g) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e), and (f).

For purposes of paragraph (e) regarding agency notification of criminal drug convictions, the DHHS has designated the following central point for receipt of such notices:

Office of Grants and Acquisition Management  
Office of Grants Management  
Office of the Assistant Secretary for Management and Budget  
Department of Health and Human Services  
200 Independence Avenue, S.W., Room 517-D  
Washington, D.C. 20201

### 3. CERTIFICATION REGARDING LOBBYING

Title 31, United States Code, Section 1352, entitled "Limitation on use of appropriated funds to influence certain Federal contracting and financial transactions," generally prohibits recipients of Federal grants and cooperative agreements from using Federal (appropriated) funds for lobbying the Executive or Legislative Branches of the Federal Government in connection with a SPECIFIC grant or cooperative agreement. Section 1352 also requires that each person who requests or receives a Federal grant or cooperative agreement must disclose lobbying undertaken with non-Federal (non-appropriated) funds. These requirements apply to grants and cooperative agreements EXCEEDING \$100,000 in total costs (45 CFR Part 93).

The undersigned (authorized official signing for the applicant organization) certifies, to the best of his or her knowledge and belief, that:

- (1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the under-

signed, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

- (2) If any funds other than Federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. (If needed, Standard Form-LLL, "Disclosure of Lobbying Activities," its instructions, and continuation sheet are included at the end of this application form.)
- (3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

### 4. CERTIFICATION REGARDING PROGRAM FRAUD CIVIL REMEDIES ACT (PFCRA)

The undersigned (authorized official signing for the applicant organization) certifies that the statements herein are true, complete, and accurate to the best of his or her knowledge, and that he or she is aware that any false, fictitious, or fraudulent statements or claims may subject him or her to criminal, civil, or administrative penalties. The undersigned agrees that the applicant organization will comply with the Public Health Service terms and conditions of award if a grant is awarded as a result of this application.

**5. CERTIFICATION REGARDING ENVIRONMENTAL TOBACCO SMOKE**

Public Law 103-227, also known as the Pro-Children Act of 1994 (Act), requires that smoking not be permitted in any portion of any indoor facility owned or leased or contracted for by an entity and used routinely or regularly for the provision of health, day care, early childhood development services, education or library services to children under the age of 18, if the services are funded by Federal programs either directly or through State or local governments, by Federal grant, contract, loan, or loan guarantee. The law also applies to children's services that are provided in indoor facilities that are constructed, operated, or maintained with such Federal funds. The law does not apply to children's services provided in private residence, portions of facilities used for inpatient drug or alcohol treatment, service providers whose sole source of applicable Federal funds is Medicare or Medicaid, or facilities where WIC coupons are redeemed.

Failure to comply with the provisions of the law may result in the imposition of a civil monetary penalty of up to \$1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity.

By signing the certification, the undersigned certifies that the applicant organization will comply with the requirements of the Act and will not allow smoking within any portion of any indoor facility used for the provision of services for children as defined by the Act.

The applicant organization agrees that it will require that the language of this certification be included in any subawards which contain provisions for children's services and that all subrecipients shall certify accordingly.

The Public Health Services strongly encourages all grant recipients to provide a smoke-free workplace and promote the non-use of tobacco products. This is consistent with the PHS mission to protect and advance the physical and mental health of the American people.

SIGNATURE OF AUTHORIZED CERTIFYING OFFICIAL	TITLE	
APPLICANT ORGANIZATION		DATE SUBMITTED

# **Attachment F**

## **Form SPO-H-205A Instructions**

**Instructions for Completing  
FORM SPO-H-205A ORGANIZATION - WIDE BUDGET BY  
SOURCE OF FUNDS**

<b>Applicant/Provider:</b>	Enter the Applicant's legal name.
<b>RFP#:</b>	Enter the Request For Proposal (RFP) identifying number of this service activity.
<b>For all columns (a) thru (d)</b>	<p>Report your total organization-wide budget for this fiscal year by <b>source of funds</b>. Your organization's budget should reflect the total budget of the "organization" legally named. Report each source of fund in separate columns, by budget line item.</p> <p>For the first column on the first page of this form, use the column heading, "Organization Total".</p> <p>For the remaining columns you may use column headings such as: Federal, State, Funds Raised, Program Income, etc. If additional columns are needed, use additional copies of this form.</p>
<b>Columns (b), (c) &amp; (d)</b>	Identify sources of funding in space provided for column titles.
<b>TOTAL (A+B+C+D)</b>	Sum the subtotals for Budget Categories A, B, C and D, for columns (a) through (d).
<b>SOURCE OF FUNDING:</b> (a) (b) (c) (d)	Identify all sources of funding to be used by your organization.
<b>TOTAL REVENUE</b>	Enter the sum of all revenue sources cited above.
<b>Budget Prepared by:</b>	Type or print the name of the person who prepared the budget request and their telephone number. If there are any questions or comments, this person will be contacted for further information and clarification. Provide signature of Applicant's authorized representative, and date of approval.

Special Instructions by the State Purchasing Agency: