

**STATE OF CONNECTICUT PROCUREMENT NOTICE**

Request for Proposals (RFP)

**Issued by the State of Connecticut Department of  
Mental Health and Addiction Services  
(DMHAS)**

**Evidence Based Practices, Substance Use  
Employment Program Request for Proposals  
(DMHAS-EBP-SUES-2025)**

**May 22, 2025**

The Request for Proposal is available in electronic format on the State Contracting Portal by filtering by Organization for Connecticut  
The Department of Mental Health and Addiction Services  
<https://portal.ct.gov/DAS/CTSource/BidBoard>  
or from the Agency's Official Contact:

Name: **Denise Philbrick**  
Address: 410 Capitol Avenue  
Hartford, CT 06106  
Phone: (860) 418-6620  
E-Mail: [DMHAS.FiscalContracts@ct.gov](mailto:DMHAS.FiscalContracts@ct.gov)

The RFP is also available on the Department's website at  
<http://www.ct.gov/dmhas/site/default.asp>

**RESPONSES MUST BE RECEIVED NO LATER THAN**

**July 18, 2025 3:00 PM EST**

**A BIDDERS' CONFERENCE WILL BE HELD**

**June 5, 2025  
at 10:00 AM**

DMHAS is an Equal Opportunity/Affirmative Action Employer.  
The Agency reserves the right to reject any and all submissions or cancel this procurement at any time if deemed in the best interest of the State of Connecticut (State).

## CONTENTS

	Page
Section I — GENERAL INFORMATION . . . . .	3
A. Introduction . . . . .	3
B. Instructions . . . . .	3
Section II — PURPOSE OF RFP AND SCOPE OF SERVICES. . . . .	7
A. Agency Overview . . . . .	7
B. Program Overview . . . . .	7
C. Scope of Services Description. . . . .	9
D. Performance Measures . . . . .	16
E. Contract Management/Data Reporting . . . . .	17
Section III — PROPOSAL SUBMISSION OVERVIEW . . . . .	19
A. Submission Format Information. . . . .	19
B. Evaluation of Proposals . . . . .	20
Section IV — REQUIRED PROPOSAL SUBMISSION OUTLINE AND REQUIREMENTS . . . . .	23
A. Cover Sheet . . . . .	23
B. Table of Contents. . . . .	23
C. Executive Summary . . . . .	23
D. Main Proposal Submission Questions . . . . .	23
E. Attachments . . . . .	23
F. Declaration of Confidential Information. . . . .	23
G. Conflict of Interest – Disclosure Statement. . . . .	23
H. Statement of Assurances . . . . .	23
Section V — MANDATORY PROVISIONS. . . . .	26
A. POS Standard Contract, Parts I and II . . . . .	26
B. Assurances . . . . .	26
C. Terms and Conditions . . . . .	27
D. Rights Reserved to the State . . . . .	28
E. Statutory and Regulatory Compliance . . . . .	29
Section VI — APPENDIX . . . . .	32
A. Abbreviations / Acronyms / Definitions . . . . .	32
B. Statement of Assurances. . . . .	33
C. Mandatory Letter of Intent. . . . .	34
D. Cover Sheet . . . . .	35
E. Budget and Budget Narrative Sheet . . . . .	36
F. Notification to Bidders. . . . .	38
G. Campaign Contribution Certification. . . . .	42
H. Proposal Checklist. . . . .	44
I. Proof of Non-Profit Status. . . . .	44
K. Proof of Registering with Secretary of State . . . . .	44
L. Proof of DPH Clinical licensure . . . . .	45
M. Organizational Chart . . . . .	45
N. Resume of Key Personnel . . . . .	45
O. Cover Letters from previous 3 Audits . . . . .	45

## I. GENERAL INFORMATION

### A. INTRODUCTION

1. **RFP Name and Number. Substance Use Employment Services Request for Proposal (DMHAS-EBP-SUES-2025).** The name and number will be used on the packaging if applicable and cover sheet of proposals submitted in response to this RFP.
2. **RFP Summary.** The Connecticut Department of Mental Health & Addiction Services (DMHAS) is the primary funding entity for Supported Employment (SE) services for adults with substance use disorders or co-occurring mental health and substance use disorders. DMHAS seeks to continue providing a high-quality statewide network of SE services. The goals of SE are to increase integrated, competitive employment for the target population described above.
3. **RFP Purpose.** To establish and implement a statewide network of SE services to assist adults with substance use disorders or co-occurring mental health and substance use disorders to gain integrated, competitive employment.
4. **Commodity Codes.** The services that the Agency wishes to procure through this RFP are as follows:
  - 85000000: Healthcare Services
  - 93000000: Politics and Civic Affairs Services
  - 93140000: Community and Social Services

### B. INSTRUCTIONS

1. **Official Contact.** The Agency has designated the individual below as the Official Contact for purposes of this RFP. The Official Contact is the **only authorized contact** for this procurement and, as such, handles all related communications on behalf of the Agency. Proposers, prospective proposers, and other interested parties are advised that any communication with any other Agency employee(s) (including appointed officials) or personnel under contract to the Agency about this RFP is strictly prohibited. Proposers or prospective proposers who violate this instruction may risk disqualification from further consideration.

Name: **Denise Philbrick**  
Address: 410 Capitol Avenue  
P. O. Box 341431  
Hartford, CT 06134  
Phone: (860) 418-6620  
E-Mail: [DMHAS.FiscalContracts@ct.gov](mailto:DMHAS.FiscalContracts@ct.gov)

Please ensure that e-mail screening software (if used) recognizes and accepts e-mails from the Official Contact.

2. **Registering with State Contracting Portal.** Respondents must register with the State of CT contracting portal at: <https://portal.ct.gov/DAS/CTSource/Registration> if not already registered. Respondents shall submit the following information pertaining to this application to this portal (on their supplier profile), which will be checked by the Agency contact.

- a. Secretary of State recognition – [onlineBusinessSearch \(ct.gov\)](https://portal.ct.gov/onlineBusinessSearch)
- b. Non-profit status, if applicable
- c. Notification to Bidders, Parts I-V [Commission on Human Rights and Opportunities](https://portal.ct.gov/Commission-on-Human-Rights-and-Opportunities)
- d. Campaign Contribution Certification (OPM Ethics Form 1):  
<https://portal.ct.gov/OPM/Fin-PSA/Forms/Ethics-Forms>
- e. Valid Unique Entity Identifier (UEI) obtained through [www.sam.gov](https://www.sam.gov)

3. **RFP Information.** The RFP, amendments to the RFP, and other information associated with this procurement are available in electronic format from the Official Contact or from the Internet at the following locations:

- Agency's RFP Web Page  
<https://portal.ct.gov/DMHAS/RFPs/Index/RFPs-and-RFQs>
- State Contracting Portal (go to CTSOURCE bid board, filter by DMHAS)  
<https://portal.ct.gov/DAS/CTSource/BidBoard>

It is strongly recommended that any proposer or prospective proposer interested in this procurement check the Bid Board for any solicitation changes. Interested proposers may receive additional e-mails from CTSOURCE announcing addendums that are posted on the portal. This service is provided as a courtesy to assist in monitoring activities associated with State procurements, including this RFP.

4. **Procurement Schedule.** See below. Dates after the due date for proposals ("Proposals Due") are non-binding target dates only (\*). The Agency may amend the schedule as needed. Any change to non-target dates will be made by means of an amendment to this RFP and will be posted on the State Contracting Portal and, if available, the Agency's RFP Web Page.

RFP Released	5/22/2025
Recommended Letter of Intent Due	5/30/2025 by 3:00 pm
RFP/Bidder's Conference Date	6/5/2025 at 10:00 am
Deadline for Questions	6/13/2025 by 3:00 pm
Answers Released	6/20/2025 by 3:00 pm
Proposals Due	7/18/2025 by 3:00 pm
(*) Proposer Selection	TBD
(*) Start of Contract Negotiations	TBD
(*) Start of Contract	10/1/2025

5. **Contract Awards.** The award of any contract pursuant to this RFP is dependent upon the availability of funding to the Agency. The Agency anticipates the following:

- Total Funding Available: \$8,093,869.00
- Number of Awards: TBD
- Contract Cost: TBD by DMHAS
- Contract Term: 3-year term. DMHAS has the right to extend this contract based on funding availability
- Funding Source: State and Federal

6. **Eligibility.** Private provider organizations (defined as non-state entities that are either nonprofit or proprietary corporations or partnerships), CT State agencies, and municipalities are eligible to submit proposals in response to this RFP. Individuals who are not a duly formed business entity are ineligible to participate in this procurement.

Pursuant to C.G.S. §17a-676, and in accordance with federal grant requirements for use of this funding, the Department may only award contracts for the services requested herein to private nonprofit organizations or Connecticut municipalities. Eligible respondents are private provider organizations (defined as non-state entities that are 501(c)(3) nonprofit corporations or partnerships with principal place of business in Connecticut) or Connecticut municipalities.

7. **Minimum Qualifications of Proposers.** To qualify for a contract award, a proposer must have the following minimum qualifications:
  - a. Experience working with adults, 18 years of age or older with substance use disorders or co-occurring mental health and substance use disorders, and
  - b. Experience working with the Connecticut Behavioral Health System.
  - c. Register to do Business in the State of CT (the Office of the Secretary of the State) [onlineBusinessSearch \(ct.gov\)](https://onlinebusinesssearch.ct.gov).
8. **An Electronic Letter of Intent.** An Electronic Letter of Intent (LOI) **is required** for this RFP. The LOI is non-binding and does not obligate the sender to submit a proposal. The LOI must be submitted to the Official Contact by e-mail by the deadline established in the Procurement Schedule. The LOI must clearly identify the sender, including name, postal address, telephone number, and e-mail address. It is the sender's responsibility to confirm the Agency's receipt of the LOI. Failure to submit the required LOI in accordance with the requirements set forth herein shall result in disqualification from further consideration.
9. **Inquiry Procedures.** All questions regarding this RFP or the Agency's procurement process must be directed, in writing, electronically, (e-mail) to the Official Contact before the deadline specified in the Procurement Schedule. The early submission of questions is encouraged. Questions will not be accepted or answered verbally – neither in person nor over the telephone. All questions received before the deadline(s) will be answered. However, the Agency will not answer questions when the source is unknown (i.e., nuisance or anonymous questions). Questions deemed unrelated to the RFP or the procurement process will not be answered. At its discretion, the Agency may or may not respond to questions received after the deadline. If this RFP requires a Letter of Intent, the Agency reserves the right to answer questions only from those who have submitted such a letter. The Agency may combine similar questions and give only one answer. All questions and answers will be compiled into a written amendment to this RFP. If any answer to any question constitutes a material change to the RFP, the question and answer will be placed at the beginning of the amendment and duly noted as such.

The agency will release the answers to questions on the date(s) established in the Procurement Schedule. The Agency will publish any and all amendments to this RFP on the State Contracting Portal and, if available, on the Agency's RFP Web Page.

At its discretion, the Agency may distribute any amendments to this RFP to prospective proposers who submitted a Letter of Intent and attended the RFP Conference.

10. **Virtual RFP Conference.** A virtual RFP Bidder's conference will be held on **June 5, 2025 at 10:00 am** to answer questions from prospective proposers.

Attendance at the virtual conference is optional but is strongly encouraged. Invitations will be forwarded to prospective proposers who sent in the Letter of Intent. You can also RSVP to attend the conference at [DMHAS.FiscalContracts@ct.gov](mailto:DMHAS.FiscalContracts@ct.gov).

Prospective proposers will be provided an opportunity to submit questions via email to **DMHAS.FiscalContracts@ct.gov**. All questions submitted will be answered in a written Addendum to this RFP, which will serve as the Department's official response. If any answer to any question constitutes a material change to the RFP, the question and answer will be placed at the beginning of the Addendum and duly noted as such. The agency will release the Addendum on the date established in the Procurement Schedule. The Department will publish any and all Addenda.

11. **Electronic Proposal due Date and Time.** The Official Contact is the **only authorized recipient** of proposals submitted in response to this RFP. Proposals must be **received** by the Official Contact on or before the due date and time:

**Due Date: July 18, 2025**  
**Time: 3:00 PM EST**

Proposals received after the due date and time will be ineligible and will not be evaluated. The Agency will send an official letter alerting late respondents of ineligibility.

**An acceptable submission must include the following:**

- a. One (1) conforming electronic copy of the original proposal.
  - b. The proposal must be complete, properly formatted and outlined, and ready for evaluation by the Screening Committee.
  - c. The electronic copy of the proposal must be emailed to the Official Agency Contact for this procurement. The subject line of the email must read: **DMHAS- EBP-SUES-2025**. Required forms and appendices may be scanned and submitted as PDFs at the end of the main proposal document. Please ensure the entire email submission is less than 25MB as this reflects The Agency's server limitations. Respondents should work to ensure there are not additional IT limitations from the provider side.
12. **Multiple Proposals.** The submission of multiple proposals is an option for this procurement. Applicants may submit only one proposal per region but may apply for more than one region. Additionally, applicants must indicate the number of slots they are proposing to serve in each region.

## **II. PURPOSE OF RFP AND SCOPE OF SERVICES**

### **A. AGENCY OVERVIEW**

The Department of Mental Health and Addiction Services (DMHAS) promotes and administers comprehensive, recovery-oriented services in the areas of mental health treatment and substance use services throughout Connecticut.

While the Department's services serve all Connecticut citizens, its mandate is to serve adults (over 18 years of age) with psychiatric or substance use disorders, or both, who lack the financial means to obtain such services on their own. DMHAS also provides collaborative programs for individuals with special needs, such as persons with HIV/AIDS infection, people in the criminal justice system, those with problem gambling disorders, pregnant and parenting women with substance use disorders, persons with traumatic brain injury or hearing impairment, those with co-occurring substance use and mental illness, and special populations transitioning out of the Department of Children and Families.

DMHAS operates on the belief that people with mental illnesses and/or substance use disorders can and should be treated in community settings, and that inpatient treatment should be used only when absolutely necessary to meet the best interests of the individual. Effective care requires that services such as residential, supportive, rehabilitative and crisis intervention programs are available within their local communities. DMHAS is responsible for providing a wide range of services to adults in each of the five human service Regions in Connecticut.

### ***Department Mission***

"To promote the overall health and wellness of persons with behavioral health needs through integrated network of holistic, comprehensive, effective, and efficient services and supports that foster dignity, respect, and self-sufficiency in those we serve."

## **B. PROGRAM OVERVIEW**

### ***Title: Recovery Works***

#### ***Problem Statement:***

Individuals with substance use disorders (SUD) face significant barriers to employment, including stigma, legal challenges, lack of stable housing, limited job skills, and untreated mental health conditions. These obstacles often contribute to cycles of relapse, economic instability, and disengagement from treatment and support systems. Given the clear link between meaningful employment and sustained recovery, there is a critical need for integrated services that address both behavioral health and workforce development needs concurrently.

In Connecticut, the unemployment rate among individuals in recovery remains disproportionately high, with many lacking access to coordinated, trauma-informed care that can support both recovery and vocational success. Traditional treatment programs often do not include employment services, while workforce development initiatives may not be equipped to support individuals in early recovery or actively managing a substance use disorder.

To address these challenges, there is an urgent need for a comprehensive, person-centered program that bridges the gap between behavioral health services and employment support. This program will focus on reducing barriers, enhancing job readiness, fostering supportive employer relationships, and ultimately promoting long-term recovery through economic self-sufficiency.

DMHAS is issuing this RFP to establish evidence-based Supported Employment (SE) services to promote and expand employment opportunities for individuals who use DMHAS services who have substance use disorders or co-occurring mental health and substance use disorders (SUD).

All funded services must use the evidence-based Individualized Placement and Support (IPS) model. IPS employment services are a set of services that are designed to assist individuals in obtaining integrated, competitive, paid employment in part-time or full-time positions. Selected providers must adhere to the fidelity standards promulgated by the Department, and proposers must ensure that an agency infrastructure is in place to sustain the evidence-based IPS employment services.

**Individual Placement and Support (IPS)** supported employment helps people living with behavioral health conditions work at **regular jobs** of their choice. Although variations of supported employment exist, IPS refers to the evidence-based practice of supported employment. **Mainstream education** and technical training are included as ways to advance career paths. **IPS is based on the following 8 principles:**

1. **COMPETITIVE EMPLOYMENT:** Jobs anyone can apply for that pay at least minimum wage/same pay as coworkers with similar duties and have no artificial time limits imposed by the social service agency.
2. **SYSTEMATIC JOB DEVELOPMENT:** Employment Specialists systematically visit employers who are selected based on the job seeker's preferences, to learn about their business needs and hiring practices.
3. **RAPID JOB SEARCH:** IPS programs use a rapid job search approach to help job seekers obtain jobs rather than assessments, training, and counseling. The first face-to-face contact with the employer occurs within 30 days.
4. **INTEGRATED SERVICES:** IPS programs are integrated with mental health and substance use treatment teams. Employment Specialists attach to 1 or 2 treatment teams, which discuss their caseload.
5. **BENEFITS PLANNING:** Employment Specialists help people obtain personalized, understandable, and accurate information about their Social Security, Medicaid, and other government entitlements, from a certified Benefits Counselor – Work Incentives Counselor
6. **ZERO EXCLUSION:** People are not excluded on the basis of readiness, diagnoses, symptoms, substance use or substance use history, psychiatric hospitalizations, homelessness, level of disability, or legal system involvement.
7. **TIME-UNLIMITED SUPPORTS:** Job supports are individualized and continue for as long as each worker needs the support. Employment Specialists have face to face contact at least monthly.
8. **WORKER PREFERENCES:** IPS program services are based on each job seeker's preferences and choices rather than the Employment Specialist's and supervisor's judgments.

**Program Outcome Goals:** Increase Employment Rates Among Participants with substance use and/or co-occurring disorders:

Assist individuals with substance use and co-occurring disorders to access training and certificate programs to enhance career opportunities.

**Target Population:**

Target population for this program are individuals ages eighteen (18) and over who have a substance use disorder (SUD) or a co-occurring substance use and mental health condition and may also have a history of criminal justice involvement.



***Evidence-Based Programming***

The program will follow the Individual Placement and Support (IPS) Model as outlined above.

***Vision for a Successful Program***

Supported employment programs have the most success when they train and retain staff and follow the IPS model.

**C. SCOPE OF SERVICE DESCRIPTION**

The Contractor will provide evidence-based employment services and supports to individuals age eighteen (18) and older who have substance use disorders (SUD) or co-occurring mental health and substance use disorders.

Evidence-based employment services are a set of services that develop opportunities in paid part-time or full-time positions at comparable wages for similar positions within the general labor market. Such positions are available to any qualified individual and are not set aside or reserved for individuals with disabilities.

Specifically, the Contractor will:

1. Provide staff and oversight and quality improvement activities including, but not limited to, periodic external fidelity reviews to sustain evidence-based supported employment services;
2. Partner and collaborate with the various service providers including but not limited to: Local Mental Health Authorities (LMHA), substance use treatment providers, homeless outreach teams, shelters, and other clinical providers to provide employment services within the service system;
3. Develop partnerships with local employers and community organizations to facilitate job interviews, expand career development opportunities, and improve employment and career outcomes;
4. Provide evidence-based supported employment services that, at a minimum:
  - a. Ensure that no individual is screened out for participation based on criteria such as work readiness, substance use, symptoms, cognitive impairments, treatment non-compliance or personal presentation;
  - b. Ensure employment specialists provide all phases of employment services and actively participate in treatment team meetings;
  - c. Provide flexible employment services and supports, including, but not limited to benefits counseling;
  - d. Provide engagement strategies that emphasize individual decision making;
  - e. Begin job search activities within 30 days of an individual's referral to the Contractor. Frequency and intensity of job development activity shall be determined by the individual in collaboration with the employment specialist;
  - f. Develop job opportunities based on the individual's preferences and consistent with their strengths and capacities;

- g. Ensure that each employment specialist builds relationships with potential employers and explores job opportunities for clients seeking work and make at least six (6) face-to-face contacts with businesses each week;
- h. Provide on-site assessments of the individual, and face-to-face contact with an employer for at least 30 days after the individual is employed;
- i. Maintain a staffing ratio of not more than one (1) staff to twenty (20) individuals, and ensure each staff spends a minimum of sixty-five percent (65%) of their work schedule in the community;
- j. Provide employment retention supports that utilize available employer and community resources as needed. Such services shall facilitate planning for discharge from employment services;
- k. Assist individuals to achieve their employment outcomes and advance their careers;
- l. Use peer staff and activities that promote the visibility and viability of employment and education services.

## **1. Organizational Expectations**

**The purpose of this subsection is to gather information about the administrative and operational capabilities of the proposer to provide the purchased service.**

### *Entity Type*

- a. Proposers eligible to respond to the RFP are private provider organizations (defined as non-state entities that are either nonprofit or proprietary corporations or partnerships).
- b. Proposals must describe the proposer's experience and capacity to develop and implement services defined in this RFP within timeframes set forth by the Department.

*Location of Offices/Services* Proposers eligible to respond to the RFP must have office locations in Connecticut.

**To submit a responsive proposal, THE PROPOSER SHALL provide the following:**

- a. Demonstrated experience in the provision of recovery-oriented systems of care;
- b. Demonstrated experience in provision of substance use and co-occurring substance use and mental health services;
- c. Demonstrated experience working with individuals with criminal justice histories;
- d. Qualifications and interest in providing IPS supported employment services being requested through this RFP;
- e. Demonstrated ability to serve special populations (monolingual, LGBTQ+, deaf and hard of hearing, etc.);
- f. Any specific accomplishments of the organization; and
- g. Demonstrated experience in gaining buy-in and participation from community leaders, employers, consumers, providers and others for similar initiatives.

## **2. Services Expectations**

**The purpose of this subsection is to gather information about how the proposer intends to provide the purchased service (including the use of any subcontractors).**

*Core Components of Service*

IPS employment services must be based on an understanding of, and commitment to the following principles:

- a. Employment providers are expected to collaborate with substance use/co-occurring providers and have as much integration with the individual's clinical care team as possible.
- b. Integrated competitive employment, either full or part time;
- c. No one is refused access to employment services– “zero exclusion”;
- d. Everyone is ready – there are no prerequisites to enter employment services or a job search;
- e. Rapid job-search starts within 30 days of entry to the program;
- f. Follow-along services and supports are for as long as needed;
- g. The individuals' choices and preferences are important and a primary concern;
- h. Benefits counseling is offered to all by a certified benefits counselor; and
- i. IPS specialists develop relationships with employers through multiple visits aimed at learning about their business needs.

**NOTEWORTHY:** Further elaboration of these principles is included below.

**Competitive Employment:** All employment, either part-time or full-time, must be in integrated, competitive jobs, i.e., jobs in the general labor market in positions that are open and available to any qualified individual in the labor pool. Jobs must not be 'set aside' or reserved for individuals with disabilities.

**Integrated Settings:** Individuals employed as a result of IPS employment services must work in integrated work settings, i.e., settings with a majority of co-workers that are non-disabled, where their work performance must be comparable to that of their non-disabled co-workers. Individuals in competitive employment may need, and have a legal right to request, reasonable accommodation to meet performance expectations and to carry out the essential functions of the job.

**Comparable Wages:** Wages for all positions shall be comparable wages for similar positions within the general labor market, and all compensation for work must be at or above minimum wage.

**Required Components:** All proposers must incorporate into their service delivery proposals the required components listed below and are encouraged to address the desired components.

**Please demonstrate experience in proposal of the following:**

**a. Leadership**

- 1) Strong agency commitment to employment as an integral part of recovery, as evidenced by policies and procedures, and other efforts that demonstrate “employment is everybody's business”;
- 2) Agency infrastructure sufficient to implement and sustain the IPS employment model that meets and maintains fidelity as measured by IPS Fidelity Scale; and
- 3) Protocols that ensure people are not screened out of employment services based on work readiness criteria or perceived job readiness, substance use, medications for symptoms, cognitive impairments, treatment non-adherence and personal presentation.

**b. Services**

- 1) Integrated service approach in which employment is embedded within the broader DMHAS clinical service system;
- 2) Protocols that require enrollment into employment services within five (5) working days from when an individual expresses interest in working, and the ability to track this information;
- 3) The engagement of people with mental health and co-occurring mental health and substance use disorders who are interested in obtaining employment, or those who are currently under-employed. Identify engagement strategies that will be used, such as Motivational Interviewing; flexible engagement strategies that emphasize choice and address the fears of people in recovery regarding work;
- 4) Job development protocols that build on an individual's strengths and preferences;
- 5) Job development activity that ensures six (6) employer contacts per week per employment staff to increase the number of applications and job interviews obtained;
- 6) Completion of vocational assessment and profiles which include interests, qualifications and past/present employment experience at least annually;
- 7) Include Employment goals in recovery plans;
- 8) Service planning, plan reviews, and discharge planning that provides detail about employment objectives and goals;
- 9) Assistance with resume writing, completion of employment applications, and interviewing skills;
- 10) Development of relationships with potential employers, and community organizations;
- 11) Connections to other appropriate employment resources, i.e. Workforce Boards, American Job Centers, the Bureau of Rehabilitation Services etc.;
- 12) Possess the technology and the capacity to serve individuals in community settings;
- 13) Continuous and more concentrated employment retention supports for at least 30 days that provide and titrate service and support levels as needed (time unlimited supports);
- 14) Array of flexible employment services and supports, provided directly or leveraged from community resources;
- 15) Multiple strategies for promoting competitive work throughout the agency and the community, and activities that promote the visibility and viability of employment services;
- 16) Provision of linkages with educational services and supports to assist people in recovery to successfully advance in their jobs and careers, and achieve their preferred employment outcomes;
- 17) Agency support and commitment to on-going staff training, support and retention, and to the use of Evidence Based Practice (EBP) strategies such as Motivational Interviewing;
- 18) Local partnerships with the employer community, and community organizations including agencies such as the Aging and Disability Services/Bureau of Rehabilitation Services, (ADS/BRS) American Job Centers, adult education, colleges and veterans' services to increase service coordination, expand career development options and resources, and improve employment and career-related educational outcomes for persons in recovery; and

19) Ability to participate in IPS work groups and round-table activities.

**c. Other Required Service Components**

- 1) Proposers must demonstrate the ability to provide employment services using American Sign Language (ASL) to people who are deaf or hard of hearing; and
- 2) Proposers must demonstrate the ability to provide employment services to people who are monolingual Spanish speaking (other languages if there is a documented need for the proposer's Geographic Area).

**d. Catchment Areas**

Proposers should indicate which region they are applying to provide services in and the number of slots that they are applying to serve. Proposers can apply for all or some of the slots in the region.

If you are proposing to cover the whole region, please include specific details regarding how you will cover the large geographic area equally.

**e. Funding Availability:**

Year 1 will be pro-rated at a statewide total of \$2,205,000.00 (due to contracts starting 10/1/25) and each subsequent year will be as listed below:

<b>DMHAS Region</b>	<b>Number of Slots Available</b>	<b>Funding Available (Annually)</b>
Region 1	112	\$588,000
Region 2	112	\$588,000
Region 3	112	\$588,000
Region 4	112	\$588,000
Region 5	112	\$588,000
<b>Total</b>	<b>560</b>	<b>\$2,940,000</b>

**DMHAS Regions**

Region 1: Bridgeport, Darien, Easton, Fairfield, Greenwich, Monroe, New Canaan, Norwalk, Stamford, Stratford, Trumbull, Weston, Westport, Wilton.

Region 2: Ansonia, Bethany, Branford, Chester, Clinton, Cromwell, Deep River, Derby, Durham, East Haddam, East Hampton, East Haven, Essex, Guilford, Haddam, Hamden, Killingworth, Lyme, Madison, Meriden, Middlefield, Middletown, Milford, New Haven, North Branford, North Haven, Old Lyme, Old Saybrook, Orange, Portland, Seymour, Shelton, Wallingford, Westbrook, West Haven, Woodbridge.

Region 3: Ashford, Bozrah, Brooklyn, Canterbury, Chaplin, Colchester, Columbia, Coventry, East Lyme, Eastford, Franklin, Griswold, Groton, Hampton, Killingly, Lebanon, Ledyard, Lisbon, Mansfield, Montville, New London, North Stonington, Norwich, Plainfield, Pomfret, Preston, Putnam, Salem, Scotland, Sprague, Sterling, Stonington, Thompson, Union, Voluntown, Waterford, Willington, Windham, Woodstock.

Region 4: Andover, Avon, Berlin, Bloomfield, Bolton, Bristol, Burlington, Canton, East Granby, East Hartford, East Windsor, Ellington, Enfield, Farmington, Glastonbury, Granby, Hartford, Hebron, Kensington, Manchester, Marlborough, New Britain, Newington, Plainville, Plymouth, Rocky Hill, Simsbury, Somers, South Windsor, Southington, Stafford, Suffield, Tolland, Vernon, West Hartford, Wethersfield, Windsor, Windsor Locks.

Region 5: Barkhamsted, Beacon Falls, Bethel, Bethlehem, Bridgewater, Brookfield, Canaan, Cheshire, Colebrook, Cornwall, Danbury, Goshen, Hartland, Harwinton, Kent, Litchfield, Middlebury, Morris, Naugatuck, New Fairfield, New Hartford, New Milford, Newtown, Norfolk, North Canaan, Oxford, Prospect, Redding, Ridgefield, Roxbury, Salisbury, Sharon, Sherman, Southbury, Thomaston, Torrington, Warren, Washington, Waterbury, Watertown, Winchester, Winsted, Wolcott, and Woodbury.

**Hours of Operation**

Eight (8) hours per day, Monday through Friday with the ability to provide coverage after hours if needed.

**Target Population**

Target population for this program are individuals ages eighteen (18) and over who have a substance use disorder (SUD) or a co-occurring substance use and mental health condition.

**Program Access / Referral Process**

Referral process must be made clear that ANYONE can refer for services, including the individual (self-referral).

**Capacity / Waitlist Protocol**

There should not be a waitlist. There should be five (5) employment specialists who serve up to twenty (20) individuals each along with one (1) employment supervisor who also carries a small caseload (twelve (12) people).

**Culturally Competent Services**

Bidders should describe how they will provide culturally competent services to individuals including but not limited to: monolingual, LGBTQ+, deaf and hard of hearing.

**3. Staffing Expectations**

- a. Team overview: Describe the team that would work on this project. Include a list of key team members and their general availability while on this project. Make a case for why they will be great partners on this project.
- b. General capacity: Please describe your organization's capacity to take on additional work if you are awarded this contract. How would you create additional capacity, if needed? How would you quickly pivot directions, should feedback from the DMHAS require a change in direction?
  - *Staffing Model*
  - *Supervision / Management*
  - *Pre-Employment Screening*
  - *Training*
  - *Credentials / Licensure*
- c. **To submit a responsive proposal, THE PROPOSER SHALL** describe the staffing levels and staff qualifications, as described below, to be assigned to this program. The proposal shall also include its plan to provide pre-employment screening, staff training, routine and consistent clinical supervision, clinical service delivery oversight and consultation. The staffing model shall include a combination of the following positions and information:
  - 1) Staff-to-individual served ratio of 1:20;

- 2) At least one (1) employment specialist with lived experience is required on each Supported Employment team and to be included in the staff to individual ratio, who will be expected to provide services to twenty (20) individuals. This individual must also be either a certified Recovery Support Specialist (RSS) or Recovery Coach (RC), OR must become certified as an RSS or RC within 90 days of hire through a DMHAS-approved RSS/RC training program;
- 3) A .10 FTE supervisor for each Supported Employment Specialist;
- 4) Identify innovative strategies to recruit and retain your staff;
- 5) Propose salary ranges for all staff including supervisors;
- 6) Demonstrate the ability to appropriately transition individuals from the Supported Employment Specialist caseload to another team member when the individual needs intermittent support;
- 7) Describe ability to train employment specialists in the IPS model, as well as in substance use conditions and co-occurring disorders; and
- 8) Provide bios, and additional information you think best highlights the strength of the team that would be working on this project.

#### 4. **Data and Technology Expectations**

The purpose of this subsection is to gather information about the proposer's information management and performance measurement systems.

- *Computer Hardware / Software*
- *E-Mail / Internet Capability*
- *Assessment of Client Satisfaction*
- *Program Evaluation*
- *Records / Data Collection / Reporting*

**To submit a responsive proposal, THE PROPOSER SHALL** provide detailed information on the following components of their infrastructure:

- a. Quality Assurance activities that ensure quality data is provided to the Department, and demonstrate the use of data to drive change and improve employment services;
- b. Ability to track the number of people served, jobs developed, job starts, positions, wages, and employers;
- c. Adherence to the DMHAS information system requirements to report and monitor employment outcome data;
- d. Electronic health record (EHR); and
- e. Ability to provide ad-hoc reporting as requested by the Department.

#### 5. **Work Plan**

The purpose of this subsection is to gather information about the quality and quantity of personnel that the proposer intends to employ to deliver the purchased service.

- a. The proposal must include a work plan to describe the activities and timeline for staff recruitment and training, technologies required, performance measures, etc..

- b. Below is the required format and information requested for a comprehensive and realistic work plan that demonstrates the flow of activities in a logical and sequential manner:
  - i. **Tasks and Deliverables:** Describe what start-up and implementation activities, actions, tasks, and deliverables needed to accomplish providing the identified service.
  - ii. **Responsible Staff:** Indicate staff position and their related qualifications for those who will be responsible for providing the identified service.
  - iii. **Methodologies:** Describe how each service and deliverable will be accomplished, providing a detailed explanation of the procedures or processes that will be used to attain the expected outcomes.
  - iv. **Timetable/Schedule:** Include a proposed timetable indicating when each task and deliverables will be accomplished. Identify any significant milestones or deadlines. The timetable/schedule must include the day and time service is to be provided, if applicable. Contracts will have a start date of 10/1/2025. All awarded providers must start providing employment services by 1/1/2026.

## 6. Financial Expectations

- a. **Financial Status Reports:** If the three (3) most recent audits are available via the Office of Policy and Management's EARS system, such may be noted in the proposal, and a hard copy of the audit cover letters need not be provided.
- b. **Audited Financial Statements:** Any proposer agency that does not hold a current contract with the Department, must submit cover letters from their auditor for the last three (3) annual audits of their agency and a copy of their most recent financial audit, included in the proposal. If less than three (3) audits were conducted, details must be provided as to why, and any supporting documentation assuring the financial efficacy of the applicant agency should be included (i.e. an accountant prepared financial statement, a tax return, etc.).

## 7. Cultural Competency

The purpose of this subsection is to gather information about how the proposer will address cultural competency. Provide a detailed description of how you will ensure cultural competence and equity in the provision of services to individuals as well as in staffing patterns (diverse, multi-lingual staff, etc.). Individuals will come from various social, cultural, and economic backgrounds and experiences. In addition, many individuals will likely come from underserved and underrepresented cultural and linguistic backgrounds. Therefore, the proposer should speak to experience working with such populations, examples of assisting/connecting individuals with mental illness from various socio-cultural backgrounds to the larger community, and ways you plan to deliver a culturally responsive substance use employment program.

## 8. Budget and Budget Narrative

The purpose of this subsection is to gather information about how the proposer developed the proposed budget and cost allocations.

- a. Proposals must contain an itemized annual budget on the budget form delineated in Section VI. Appendix, E. Budget and Budget Narrative, of this RFP. All startup costs must be clearly identified as one (1) line item in the budget.
- b. A budget narrative must be provided, explaining all costs contained in the budget. All start-up costs must be listed separately and clearly detailed in the budget narrative.



- c. All other funding, including agency financial support must be identified.
  - i. Complete a price schedule, budget, or cost proposal in its entirety that will enable the effective delivery of the proposed project or services.
  - ii. Describe all direct and indirect costs associated with the service or project.
  - iii. Describe any key cost variables for the service or project such as volume, frequency, duration or length.
  - iv. Narrative and justification: Present a detailed, line-item cost narrative that explains the basis and rationale for the costs proposed.
  - v. Why do you consider your costs to be reasonable, given the nature of your proposed project or service?
  - vi. Describe any key budgeting decisions you faced, assumptions, or calculation approaches used to develop the cost proposal.

*Agencies are also encouraged to include language or a subsection outlining their role in this project or service, including administrative and technical support, information access, or other responsibilities that an agency plans to retain for which the vendor/provider will not be responsible.*

## 9. Letters of Support

Proposers must submit two (2) letters of support which should not be provided from the DMHAS Office of Commissioner and/or DMHAS state-operated Local Mental Health Authorities.

## D. PERFORMANCE MEASURES

The following performance metrics highlight key priorities that will be analyzed with providers collaboratively during the life of the contract. This is not an exhaustive list, but rather an indication of significant performance metrics of interest to DMHAS. DMHAS looks forward to working with providers to define additional important performance metrics.

1. A minimum of 40% of the individuals receiving employment services annually will obtain integrated competitive employment
2. A minimum of 80% of individuals enrolled in employment services annually will indicate satisfaction with those services based on the DMHAS Consumer Satisfaction Survey or other employment-specific survey; and
3. Contractor shall score at or above a score of 100 (Good) on the fidelity reviews.

### PERFORMANCE OUTCOME MEASURES

#### ----- EMPLOYMENT SERVICES – Evidence Based Practice

OUTCOME	MEASURE
1. Contractor will meet reporting requirements in a timely manner.	Department required data will be submitted to the Departments' data collection system no later than the 15 <sup>th</sup> day of each month.
2. Contractor will meet the expected utilization rate or annual projection of individuals to be served for this level of care.	A utilization rate of at least 90% will be achieved.

3. Individuals will obtain employment.	At least 40% of the unduplicated number of unemployed individuals served annually will obtain competitive employment in the general labor market.
4. Individuals will report satisfaction with their services.	At least 80% of respondents to the Department's consumer satisfaction survey will rate services positively in each of the domains of access to services, quality of services, outcomes, participation in treatment planning, respect, recovery and general satisfaction with services.

## E. CONTRACT MANAGEMENT/DATA REPORTING

As part of the State's commitment to becoming more outcomes oriented, DMHAS, seeks to actively and regularly collaborate with providers to enhance contract management, improve results, and adjust service delivery and policy based on learning what works. Reliable and relevant data is necessary to ensure compliance, inform trends to be monitored, evaluate results and performance, and drive service improvements. As such, DMHAS reserves the right to request/collect other key data and metrics from providers.

The DMHAS Data Performance System (DDaP) enables the provider to confidentially enter data into the DMHAS system. This enables the provider to have access to a wide variety of reports. Providers have access to DDaP on a 24/7 basis and are expected to enter data monthly by the 15<sup>th</sup> of the month.

## III. PROPOSAL SUBMISSION OVERVIEW

### A. SUBMISSION FORMAT INFORMATION

- 1. Required Outline.** All proposals must follow the required outline presented in Section IV – Proposal Submission Outline and Requirements. Proposals that fail to follow the required outline will be deemed non-responsive and not evaluated.
- 2. Cover Sheet.** The Cover Sheet is Page 1 of the proposal. Proposers must complete and use the Cover Sheet form provided by the Agency in the VI. Appendix D. Cover Sheet.

*Legal Name* is defined as the name of private provider organization, CT State agency, or municipality submitting the proposal. *Contact Person* is defined as the individual who can provide additional information about the proposal or who has immediate responsibility for the proposal. *Authorized Official* is defined as the

individual empowered to submit a binding offer on behalf of the proposer to provide services in accordance with the terms and provisions described in this RFP and any amendments or attachments hereto.

- 3. Table of Contents.** All proposals must include a Table of Contents that conforms with the required proposal outline.
- 4. Executive Summary.** Proposals must include a high-level summary, not exceeding one (1) page. The summary must also include the organization's eligibility and qualifications to respond to this RFP. The executive summary is not part of the main proposal and cost proposal.
- 5. Attachments.** Attachments other than the required Appendices or Forms identified in the RFP are not permitted and will not be evaluated. Further, the required Appendices or Forms must not be altered or used to extend, enhance, or replace any component required by this RFP. Failure to abide by these instructions will result in disqualification. All attachments should be included in VI. Appendix.
- 6. Style Requirements.** This is an electronic submission.

Submitted proposals must conform to the following specifications:

Paper Size	8.5 x 11 (Standard Letter)
Font Size	12
Font Type	Times New Roman
Margins	Normal (1 inch around)
Line Spacing	1 ½
Print Style	Singled-Sided
Page Limit	Maximum <b>15 pages</b> , exclusive of Executive Summary, Appendices, Budget Forms and Budget Narrative

- 7. Pagination.** The proposer's name must be displayed in the header of each page. All pages, including the required Appendices and Forms, must be numbered in the footer.
- 8. Packaging and Labeling Requirements.** Not Applicable
- 9. Declaration of Confidential Information.** Proposers are advised that all materials associated with this procurement are subject to the terms of the Freedom of Information Act (FOIA), the Privacy Act, and all rules, regulations and interpretations resulting from them. If a proposer deems that certain information required by this RFP is confidential, the proposer must label such information as CONFIDENTIAL prior to submission. In subsection IV.F. of the proposal submission, the proposer must reference where the information labeled CONFIDENTIAL is located in the proposal. *EXAMPLE: Section G.1.a.* For each subsection so referenced, the proposer must provide a convincing explanation and rationale sufficient to justify an exemption of the information from release under the FOIA. The explanation and rationale must be stated in terms of (a) the prospective harm to the competitive position of the proposer that would result if the identified information were to be released and (b) the reasons why the information is legally exempt from release pursuant to C.G.S. § 1-210(b).
- 10. Conflict of Interest - Disclosure Statement.** Proposers must include a disclosure statement concerning any current business relationships (within the last

three (3) years) that pose a conflict of interest, as defined by C.G.S. § 1-85. A conflict of interest exists when a relationship exists between the proposer and a public official (including an elected official) or State employee that may interfere with fair competition or may be adverse to the interests of the State. The existence of a conflict of interest is not, in and of itself, evidence of wrongdoing. A conflict of interest may, however, become a legal matter if a proposer tries to influence, or succeeds in influencing, the outcome of an official decision for their personal or corporate benefit. The Agency will determine whether any disclosed conflict of interest poses a substantial advantage to the proposer over the competition, decreases the overall competitiveness of this procurement, or is not in the best interests of the State. In the absence of any conflict of interest, a proposer must affirm such in the disclosure statement. *Example: "[name of proposer] has no current business relationship (within the last three (3) years) that poses a conflict of interest, as defined by C.G.S. § 1-85."*

## B. EVALUATION OF PROPOSALS

- 1. Evaluation Process.** It is the intent of the Agency to conduct a comprehensive, fair, and impartial evaluation of proposals received in response to this RFP. When evaluating proposals, negotiating with successful proposers, and awarding contracts, the Agency will conform with its written procedures for POS and PSA procurements (pursuant to C.G.S. § 4-217) and the State's Code of Ethics (pursuant to C.G.S. §§ 1-84 and 1-85). Final funding allocation decisions will be determined during contract negotiation.
- 2. Evaluation Review Committee.** The Agency will designate a Review Committee to evaluate proposals submitted in response to this RFP. The Review Committee will be composed of individuals, Agency staff or other designees as deemed appropriate. The contents of all submitted proposals, including any confidential information, will be shared with the Review Committee. Only proposals found to be responsive (that is, complying with all instructions and requirements described herein) will be reviewed, rated, and scored. Proposals that fail to comply with all instructions will be rejected without further consideration. The Review Committee shall evaluate all proposals that meet the Minimum Submission Requirements by score and rank ordered and make recommendations for awards. The Agency Head will make the final selection. Attempts by any proposer (or representative of any proposer) to contact or influence any member of the Review Committee may result in disqualification of the proposer.
- 3. Minimum Submission Requirements.** To be eligible for evaluation, proposals must (1) be received on or before the due date and time; (2) meet the Proposal Format requirements; (3) meet the Eligibility and Qualification requirements to respond to the procurement, (4) follow the required Proposal Outline; and (5) be complete. Proposals that fail to follow instructions or satisfy these minimum submission requirements will not be reviewed further. The Agency will reject any proposal that deviates significantly from the requirements of this RFP.
- 4. Evaluation Criteria (and Weights).** Proposals meeting the Minimum Submission Requirements will be evaluated according to the established criteria. The criteria are the objective standards that the Review Committee will use to evaluate the technical merits of the proposals. Only the criteria listed below will be used to evaluate proposals. The weights are disclosed below:

Criteria	Points	What would a top score look like
----------	--------	----------------------------------

Organizational Profile	5	Would include but is not limited to a general overview of the organization including history and prior experience, and how the proposer is qualified.
Scope of Services	30	Would provide in-depth knowledge of the IPS model, community resources, and gaps in service. Includes examples of the ability to provide IPS supported employment services to individuals with substance use or co-occurring mental health and substance use disorders.
Staffing Plan	30	Would include but is not limited to staff resumes, titles, and % of time dedicated.
Data and Technology	5	Would include but is not limited to: access to data and technology, appropriate office space, and ability to process data as required.
Work plan	5	Would provide but is not limited to a clear, detailed outline of the work that may be completed.
Cultural Competence	5	Would include but not limited to examples of the ability to interact and effectively communicate with people of different cultures and socioeconomic backgrounds.
Budget/Narrative	15	Would include a detailed budget and narrative with allowable expenses and key positions.
Letters of Support (2)	5	Two (2) letters of support from community partners included
<b>Total</b>	100	

As part of its evaluation of the Staffing Plan, the Review Committee will review the proposer's demonstrated commitment to affirmative action, as required by the Regulations of CT State Agencies § 46A-68j-30(10).

- 5. Proposer Selection.** Upon completing its evaluation of proposals, the Review Committee will submit the rankings of all proposals to the Commissioner or Agency Head. The final selection of a successful proposer is at the discretion of the Commissioner or Agency Head. Any proposer selected will be so notified and awarded an opportunity to negotiate a contract with the Agency. Such negotiations may, but will not automatically, result in a contract. Any resulting contract will be posted on the State Contracting Portal. All unsuccessful proposers will be notified by e-mail or U.S. mail, at the Agency's discretion, about the outcome of the evaluation and proposer selection process. The Agency reserves the right to decline to award contracts for activities in which the Commissioner or Agency Head considers there are not adequate respondents.
- 6. Debriefing.** Within ten (10) days of receiving notification from the Agency, unsuccessful proposers may contact the Official Contact and request information about the evaluation and proposer selection process. The e-mail sent date or the postmark date on the notification envelope will be considered "day one" of the ten (10) days. If unsuccessful proposers still have questions after receiving this information, they may contact the Official Contact and request a meeting with the

Agency to discuss the evaluation process and their proposals. If held, the debriefing meeting will not include any comparisons of unsuccessful proposals with other proposals. The Agency may schedule and hold the debriefing meeting within fifteen (15) days of the request. The Agency will not change, alter, or modify the outcome of the evaluation or selection process as a result of any debriefing meeting.

- 7. Appeal Process.** Proposers may appeal any aspect the Agency's competitive procurement, including the evaluation and proposer selection process. Any such appeal must be submitted to the Agency head. A proposer may file an appeal at any time after the proposal due date, but not later than thirty (30) days after an agency notifies unsuccessful proposers about the outcome of the evaluation and proposer selection process. The e-mail sent date or the postmark date on the notification envelope will be considered "day one" of the thirty (30) days. The filing of an appeal shall not be deemed sufficient reason for the Agency to delay, suspend, cancel, or terminate the procurement process or execution of a contract. More detailed information about filing an appeal may be obtained from the Official Contact.
- 8. Contract Execution.** Any contract developed and executed as a result of this RFP is subject to the Agency's contracting procedures, which may include approval by the Office of the Attorney General. Fully executed and approved contracts will be posted on State Contracting Portal and the Agency website.

#### **IV. REQUIRED PROPOSAL SUBMISSION OUTLINE AND REQUIREMENTS**

---

- A. Cover Sheet**
- B. Table of Contents**
- C. Executive Summary**
- D. Main Proposal**
- E. Attachments** (clearly referenced to summary and main proposal where applicable)
- F. Declaration of Confidential Information**
- G. Conflict of Interest - Disclosure Statement**
- H. Statement of Assurances**

*A-H are defined more specifically below. The listing above is just to provide an initial outline for proposers.*

**This section is for information only. This can be used for additional instruction on completing your Main Proposal in your RFP as applicable.**

## **A: Cover Sheet**

The Respondent must use a Cover Sheet provided.

*Legal Name* is defined as the name of private provider organization, CT State agency, or municipality submitting the proposal. *Contact Person* is defined as the individual who can provide additional information about the proposal or who has immediate responsibility for the proposal. *Authorized Official* is defined as the individual empowered to submit a binding offer on behalf of the proposer to provide services in accordance with the terms and provisions described in this RFP and any amendments or attachments hereto.

## **B: Table of Contents**

Respondents must include a Table of Contents that lists sections and subsections with page numbers that follow the organization outline and sequence for this proposal.

## **C: Proposer Executive Summary**

The page limitation for this section is one **(1) page** briefly describing how the Respondent meets the eligibility and qualification criteria outlined in the Proposal Overview and a brief overview of why the Respondent should be selected for the activities highlighted in the scope of services.

## **D: Main Proposal Submission/Questions**

**\*\*\*Please note the maximum total page length for this section is 15** (all appendices and other attachments should be referred to in section D and then placed in section E.

### **1. Organizational Expectations**

The purpose of this subsection is to gather information about the administrative and operational capabilities of the proposer to provide the purchased service.

### **2. Services Expectations**

The purpose of this subsection is to gather information about how the proposer intends to provide the purchased service (including the use of any subcontractors).

### **3. Staffing Plan Expectations**

- a. Team overview: Describe the team that would work on this project. Include a list of key team members and their general availability while on this project. Make the case for why they will be great partners on this project. Please provide bios, and additional information you think best highlights the strength of the team that would be working on this project.
- b. General capacity: Please describe your organization's capacity to take on additional work if you are awarded this contract. How would you create additional capacity, if needed? How would you quickly pivot directions, should feedback from the DMHAS require a change in direction?

### **4. Data and Technology Expectations**



The purpose of this subsection is to gather information about the proposer's information management and performance measurement systems.

**5. Subcontractor – If Applicable**

**6. Work Plan**

The purpose of this subsection is to gather information about the quality and quantity of personnel that the proposer intends to employ to deliver the purchased service.

**7. Financial Expectations**

The purpose of this subsection is to gather information about the proposer's fiscal stability, accounting and financial reporting systems, or relevant business practices.

**8. Budget and Budget Narrative**

The purpose of this subsection is to gather information about how the proposer developed the proposed budget and cost allocations.

**9. Cultural Competence:**

- a. What experience do you have interacting effectively and communicating with people of different cultures and socio-economic backgrounds?
- b. Please provide an example of your work with underserved/under-represented groups of people or communities.
- c. Describe your proposed method of project management for this project or service.

**E: Attachments**

Attachments other than the required attachments identified are not permitted and will not be evaluated. See the Proposal Checklist in Appendix I. pages 44 and 45 for a list of relevant attachments. Further, the required attachments must not be altered or used to extend, enhance, or replace any component required by this RFP. Failure to abide by these instructions may result in disqualification.

**F: Declaration of Confidential Information**

If a proposer deems that certain information required by this RFP is confidential, the proposer must label such information as CONFIDENTIAL prior to submission. The proposer must reference where the information labeled CONFIDENTIAL is located in the proposal. *EXAMPLE: Section G.1.a.* For each subsection so referenced, the proposer must provide a convincing explanation and rationale sufficient to justify an exemption of the information from release under the FOIA. The explanation and rationale must be stated in terms of (a) the prospective harm to the competitive position of the proposer that would result if the identified information were to be released and (b) the reasons why the information is legally exempt from release pursuant to C.G.S. § 1-210(b).

**G: Conflict of Interest – Disclosure Statement**

Proposers must include a disclosure statement concerning any current business relationships (within the last three (3) years) that pose a conflict of interest, as defined by C.G.S. § 1-85. A conflict of interest exists when a relationship exists between the proposer and a public

official (including an elected official) or State employee that may interfere with fair competition or may be adverse to the interests of the State. The existence of a conflict of interest is not, in and of itself, evidence of wrongdoing. A conflict of interest may, however, become a legal matter if a proposer tries to influence, or succeeds in influencing, the outcome of an official decision for their personal or corporate benefit. In the absence of any conflict of interest, a proposer must affirm such in the disclosure statement. *Example: "[name of proposer] has no current business relationship (within the last three (3) years) that poses a conflict of interest, as defined by C.G.S. § 1-85."*

## **H: Statement of Assurances**

Place after Conflict of Interest-Disclosure Statement. Sign and return.

### **V. MANDATORY PROVISIONS**

*This section of the RFP provides information about the State's mandatory procurement and contracting requirements, including, the standard Purchase of Service contract, proposer assurances, the terms and conditions of this RFP, the rights reserved to the State, and compliance with statutes and regulations. The Agency is solely responsible for rendering decisions in matters of interpretation of all mandatory provisions. Section V is standard for all RFPs for POS and the content does not vary.*

---

## **A. POS STANDARD CONTRACT, PARTS I AND II**

*By submitting a proposal in response to this RFP, the proposer implicitly agrees to comply with the provisions of Parts I and II of the State's "standard contract" for POS:*

Part I of the standard contract is maintained by the Department and will include the scope of services, contract performance, quality assurance, reports, terms of payment, budget, and other program-specific provisions of any resulting POS contract. A sample of Part I is available from the Department's Official Contact upon request.

Part II of the standard contract is maintained by OPM and includes the mandatory terms and conditions of the POS contract. Part II is available on OPM's website at:  
[http://www.ct.gov/opm/fin/standard\\_contract](http://www.ct.gov/opm/fin/standard_contract)

**Note:**

Included in Part II of the standard contract is the State Elections Enforcement Commission's notice (pursuant to C.G.S. § 9-612(g)(2)) advising executive branch State contractors and prospective State contractors of the ban on campaign contributions and solicitations. If a proposer is awarded an opportunity to negotiate a contract with the Department and the resulting contract has an anticipated value in a calendar year of \$50,000 or more, or a combination or series of such agreements or contracts has an anticipated value of \$100,000 or more, the proposer must inform the proposer's principals of the contents of the SEEC notice.

Part I of the standard contract may be amended by means of a written instrument signed by the Department, the selected proposer (contractor), and, if required, the Attorney General's Office. Part II of the standard contract may be amended only in consultation

with, and with the approval of, the Office of Policy and Management and the Attorney General's Office.

## **B. ASSURANCES**

*By submitting a proposal in response to this RFP, a proposer implicitly gives the following assurances:*

- 1. Collusion.** The proposer represents and warrants that the proposer did not participate in any part of the RFP development process and had no knowledge of the specific contents of the RFP prior to its issuance. The proposer further represents and warrants that no agent, representative, or employee of the State participated directly in the preparation of the proposer's proposal. The proposer also represents and warrants that the submitted proposal is in all respects fair and is made without collusion or fraud.
- 2. State Officials and Employees.** The proposer certifies that no elected or appointed official or employee of the State has or will benefit financially or materially from any contract resulting from this RFP. The Agency may terminate a resulting contract if it is determined that gratuities of any kind were either offered or received by any of the aforementioned officials or employees from the proposer, contractor, or its agents or employees.
- 3. Competitors.** The proposer assures that the submitted proposal is not made in connection with any competing organization or competitor submitting a separate proposal in response to this RFP. No attempt has been made, or will be made, by the proposer to induce any other organization or competitor to submit, or not submit, a proposal for the purpose of restricting competition. The proposer further assures that the proposed costs have been arrived at independently, without consultation, communication, or agreement with any other organization or competitor for the purpose of restricting competition. Nor has the proposer knowingly disclosed the proposed costs on a prior basis, either directly or indirectly, to any other organization or competitor.
- 4. Validity of Proposal.** The proposer certifies that the proposal represents a valid and binding offer to provide services in accordance with the terms and provisions described in this RFP and any amendments or attachments hereto. The proposal shall remain valid for a period of 180 days after the submission due date and may be extended beyond that time by mutual agreement. At its sole discretion, the Agency may include the proposal, by reference or otherwise, into any contract with the successful proposer.
- 5. Press Releases.** The proposer agrees to obtain prior written consent and approval of the Agency for press releases that relate in any manner to this RFP or any resultant contract.

## **C. TERMS AND CONDITIONS**

*By submitting a proposal in response to this RFP, a proposer implicitly agrees to comply with the following terms and conditions:*

- 1. Equal Opportunity and Affirmative Action.** The State is an Equal Opportunity and Affirmative Action employer and does not discriminate in its hiring, employment, or business practices. The State is committed to complying with the Americans with

Disabilities Act of 1990 (ADA) and does not discriminate on the basis of disability in admission to, access to, or operation of its programs, services, or activities.

- 2. Preparation Expenses.** Neither the State nor the Agency shall assume any liability for expenses incurred by a proposer in preparing, submitting, or clarifying any proposal submitted in response to this RFP.
- 3. Exclusion of Taxes.** The Agency is exempt from the payment of excise and sales taxes imposed by the federal government and the State. Proposers are liable for any other applicable taxes.
- 4. Proposed Costs.** No cost submissions that are contingent upon a State action will be accepted. All proposed costs must be fixed through the entire term of the contract.
- 5. Changes to Proposal.** No additions or changes to the original proposal will be allowed after submission. While changes are not permitted, the Agency may request and authorize proposers to submit written clarification of their proposals, in a manner or format prescribed by the Agency, and at the proposer's expense.
- 6. Supplemental Information.** Supplemental information will not be considered after the deadline submission of proposals, unless specifically requested by the Agency. The Agency may ask a proposer to give demonstrations, interviews, oral presentations or further explanations to clarify information contained in a proposal. Any such demonstration, interview, or oral presentation will be at a time selected and in a place provided by the Agency. At its sole discretion, the Agency may limit the number of proposers invited to make such a demonstration, interview, or oral presentation and may limit the number of attendees per proposer.
- 7. Presentation of Supporting Evidence.** If requested by the Agency, a proposer must be prepared to present evidence of experience, ability, data reporting capabilities, financial standing, or other information necessary to satisfactorily meet the requirements set forth or implied in this RFP. The Agency may make onsite visits to an operational facility or facilities of a proposer to evaluate further the proposer's capability to perform the duties required by this RFP. At its discretion, the Agency may also check or contact any reference provided by the proposer.
- 8. RFP Is Not An Offer.** Neither this RFP nor any subsequent discussions shall give rise to any commitment on the part of the State or the Agency or confer any rights on any proposer unless and until a contract is fully executed by the necessary parties. The contract document will represent the entire agreement between the proposer and the Agency and will supersede all prior negotiations, representations or agreements, alleged or made, between the parties. The State shall assume no liability for costs incurred by the proposer or for payment of services under the terms of the contract until the successful proposer is notified that the contract has been accepted and approved by the Agency and, if required, by the Attorney General's Office.

#### **D. RIGHTS RESERVED TO THE STATE**

*By submitting a proposal in response to this RFP, a proposer implicitly accepts that the following rights are reserved to the State:*

- 1. Timing Sequence.** The timing and sequence of events associated with this RFP shall ultimately be determined by the Agency.

- 2. Amending or Canceling RFP.** The Agency reserves the right to amend or cancel this RFP on any date and at any time, if the Agency deems it to be necessary, appropriate, or otherwise in the best interests of the State.
- 3. No Acceptable Proposals.** In the event that no acceptable proposals are submitted in response to this RFP, the Agency may reopen the procurement process, if it is determined to be in the best interests of the State.
- 4. Award and Rejection of Proposals.** The Agency reserves the right to award in part, to reject any and all proposals in whole or in part, for misrepresentation or if the proposal limits or modifies any of the terms, conditions, or specifications of this RFP. The Agency may waive minor technical defects, irregularities, or omissions, if in its judgment the best interests of the State will be served. The Agency reserves the right to reject the proposal of any proposer who submits a proposal after the submission date and time.
- 5. Sole Property of the State.** All proposals submitted in response to this RFP are to be the sole property of the State. Any product, whether acceptable or unacceptable, developed under a contract awarded as a result of this RFP shall be the sole property of the State, unless stated otherwise in this RFP or subsequent contract. The right to publish, distribute, or disseminate any and all information or reports, or part thereof, shall accrue to the State without recourse.
- 6. Contract Negotiation.** The Agency reserves the right to negotiate or contract for all or any portion of the services contained in this RFP. The Agency further reserves the right to contract with one or more proposer for such services. After reviewing the scored criteria, the Agency may seek Best and Final Offers (BFO) on cost from proposers. The Agency may set parameters on any BFOs received.
- 7. Clerical Errors in Award.** The Agency reserves the right to correct inaccurate awards resulting from its clerical errors. This may include, in extreme circumstances, revoking the awarding of a contract already made to a proposer and subsequently awarding the contract to another proposer. Such action on the part of the State shall not constitute a breach of contract on the part of the State since the contract with the initial proposer is deemed to be void *ab initio* and of no effect as if no contract ever existed between the State and the proposer.
- 8. Key Personnel.** When the Agency is the sole funder of a purchased service, the Agency reserves the right to approve any additions, deletions, or changes in key personnel, with the exception of key personnel who have terminated employment. The Agency also reserves the right to approve replacements for key personnel who have terminated employment. The Agency further reserves the right to require the removal and replacement of any of the proposer's key personnel who do not perform adequately, regardless of whether they were previously approved by the Agency.

## **E. STATUTORY AND REGULATORY COMPLIANCE**

*By submitting a proposal in response to this RFP, the proposer implicitly agrees to comply with all applicable State and federal laws and regulations, including, but not limited to, the following:*

- 1. Freedom of Information, C.G.S. § 1-210(b).** The Freedom of Information Act (FOIA) generally requires the disclosure of documents in the possession of the State upon request of any citizen, unless the content of the document falls within certain

categories of exemption, as defined by C.G.S. § 1-210(b). Proposers are generally advised not to include in their proposals any confidential information. If the proposer indicates that certain documentation, as required by this RFP, is submitted in confidence, the State will endeavor to keep said information confidential to the extent permitted by law. The State has no obligation to initiate, prosecute, or defend any legal proceeding or to seek a protective order or other similar relief to prevent disclosure of any information pursuant to a FOIA request. The proposer has the burden of establishing the availability of any FOIA exemption in any proceeding where it is an issue. While a proposer may claim an exemption to the State's FOIA, the final administrative authority to release or exempt any or all material so identified rests with the State. In no event shall the State or any of its employees have any liability for disclosure of documents or information in the possession of the State and which the State or its employees believe(s) to be required pursuant to the FOIA or other requirements of law.

- 2. Contract Compliance, C.G.S. § 4a-60 and Regulations of CT State Agencies § 46a-68j-21 thru 43, inclusive.** CT statute and regulations impose certain obligations on State agencies (as well as contractors and subcontractors doing business with the State) to ensure that State agencies do not enter into contracts with organizations or businesses that discriminate against protected class persons.
- 3. Consulting Agreements, C.G.S. § 4a-81. Consulting Agreements Representation, C.G.S. § 4a-81.** Pursuant to C.G.S. §§ 4a-81 the successful contracting party shall certify that it has not entered into any consulting agreements in connection with this Contract, except for the agreements listed below. "Consulting agreement" means any written or oral agreement to retain the services, for a fee, of a consultant for the purposes of (A) providing counsel to a contractor, vendor, consultant or other entity seeking to conduct, or conducting, business with the State, (B) contacting, whether in writing or orally, any executive, judicial, or administrative office of the State, including any department, institution, bureau, board, commission, authority, official or employee for the purpose of solicitation, dispute resolution, introduction, requests for information, or (C) any other similar activity related to such contracts. "Consulting agreement" does not include any agreements entered into with a consultant who is registered under the provisions of chapter 10 of the Connecticut General Statutes as of the date such contract is executed in accordance with the provisions of section 4a-81 of the Connecticut General Statutes. Such representation shall be sworn as true to the best knowledge and belief of the person signing the resulting contract and shall be subject to the penalties of false statement.
- 4. Campaign Contribution Restriction, C.G.S. § 9-612.** For all State contracts, defined in section 9-612 of the Connecticut General Statutes as having a value in a calendar year of \$50,000 or more, or a combination or series of such agreements or contracts having a value of \$100,000 or more, the authorized signatory to the resulting contract must represent that they have received the State Elections Enforcement Commission's notice advising state contractors of state campaign contribution and solicitation prohibitions, and will inform its principals of the contents of the notice, as set forth in "Notice to Executive Branch State Contractors and Prospective State Contractors of Campaign Contribution and Solicitation Limitations." Such notice is available at [https://seec.ct.gov/Portal/data/forms/ContrForms/seec\\_form\\_11\\_notice\\_only.pdf](https://seec.ct.gov/Portal/data/forms/ContrForms/seec_form_11_notice_only.pdf)
- 5. Gifts, C.G.S. § 4-252.** Pursuant to section 4-252 of the Connecticut General Statutes and Acting Governor Susan Bysiewicz's Executive Order No. 21-2, the Contractor, for itself and on behalf of all of its principals or key personnel who submitted a bid or proposal, represents:

(1) That no gifts were made by (A) the Contractor, (B) any principals and key personnel of the Contractor, who participate substantially in preparing bids, proposals or negotiating State contracts, or (C) any agent of the Contractor or principals and key personnel, who participates substantially in preparing bids, proposals or negotiating State contracts, to (i) any public official or State employee of the State agency or quasi- public agency soliciting bids or proposals for State contracts, who participates substantially in the preparation of bid solicitations or requests for proposals for State contracts or the negotiation or award of State contracts, or (ii) any public official or State employee of any other State agency, who has supervisory or appointing authority over such State agency or quasi-public agency;

(2) That no such principals and key personnel of the Contractor, or agent of the Contractor or of such principals and key personnel, knows of any action by the Contractor to circumvent such prohibition on gifts by providing for any other principals and key personnel, official, employee or agent of the Contractor to provide a gift to any such public official or State employee; and

(3) That the Contractor is submitting bids or proposals without fraud or collusion with any person.

Any bidder or proposer that does not agree to the representations required under this section shall be rejected and the State agency or quasi-public agency shall award the contract to the next highest ranked proposer or the next lowest responsible qualified bidder or seek new bids or proposals.

**6. Iran Energy Investment Certification C.G.S. § 4-252(a).** Pursuant to C.G.S. § 4-252(a), the successful contracting party shall certify the following: (a) that it has not made a direct investment of twenty million dollars or more in the energy sector of Iran on or after October 1, 2013, as described in Section 202 of the Comprehensive Iran Sanctions, Accountability and Divestment Act of 2010, and has not increased or renewed such investment on or after said date. (b) If the Contractor makes a good faith effort to determine whether it has made an investment described in subsection (a) of this section it shall not be subject to the penalties of false statement pursuant to section 4-252a of the Connecticut General Statutes. A "good faith effort" for purposes of this subsection includes a determination that the Contractor is not on the list of persons who engage in certain investment activities in Iran created by the Department of General Services of the State of California pursuant to Division 2, Chapter 2.7 of the California Public Contract Code. Nothing in this subsection shall be construed to impair the ability of the State agency or quasi-public agency to pursue a breach of contract action for any violation of the provisions of the resulting contract.

**7. Nondiscrimination Certification, C.G.S. § 4a-60 and 4a-60a.** If a bidder is awarded an opportunity to negotiate a contract, the proposer must provide the State agency with *written representation* in the resulting contract that certifies the bidder complies with the State's nondiscrimination agreements and warranties. This nondiscrimination certification is required for all State contracts – regardless of type, term, cost, or value. Municipalities and CT State agencies are exempt from this requirement. The authorized signatory of the contract shall demonstrate his or her understanding of this obligation by either (A) initialing the nondiscrimination affirmation provision in the body of the resulting contract, or (B) providing an affirmative response in the required online bid or response to a proposal question, if applicable, which asks if the contractor understands its obligations. If a bidder or vendor refuses to agree to this representation, such bidder or vendor shall be rejected and the State agency or quasi-public agency shall award the contract to the next highest ranked vendor or the next lowest responsible qualified bidder or seek new bids or proposals.

- 8. Access to Data for State Auditors.** The Contractor shall provide to OPM access to any data, as defined in C.G.S. § 4e-1, concerning the resulting contract that are in the possession or control of the Contractor upon demand and shall provide the data to OPM in a format prescribed by OPM [or the Client Agency] and the State Auditors of Public Accounts at no additional cost.

## VI. APPENDIX

### A. ABBREVIATIONS / ACRONYMS / DEFINITIONS

*Modify this subsection, as necessary, to meet the Agency's procurement requirements. DO NOT DELETE the definitions of contractor, proposer, prospective proposer, or subcontractor.*

BFO	Best and Final Offer
C.G.S.	Connecticut General Statutes
CHRO	Commission on Human Rights and Opportunity (CT)
CT	Connecticut
DAS	Department of Administrative Services (CT)
DMHAS	Department of Mental Health and Addiction Services (CT)
FOIA	Freedom of Information Act (CT)
IRS	Internal Revenue Service (US)
LOI	Letter of Intent
OAG	Office of the Attorney General
OPM	Office of Policy and Management (CT)
OSC	Office of the State Comptroller (CT)
POS	Purchase of Service
P.A.	Public Act (CT)
RFP	Request for Proposal
SEEC	State Elections Enforcement Commission (CT)
U.S.	United States

- *contractor*: a private provider organization, CT State agency, or municipality that enters into a POS contract with the Agency as a result of this RFP
- *proposer*: a private provider organization, CT State agency, or municipality that has submitted a proposal to the Agency in response to this RFP. This term may be used interchangeably with respondent throughout the RFP.
- *prospective proposer*: a private provider organization, CT State agency, or municipality that may submit a proposal to the Agency in response to this RFP, but has not yet done so
- *subcontractor*: an individual (other than an employee of the contractor) or business entity hired by a contractor to provide a specific health or human service as part of a POS contract with the Agency as a result of this RFP



**B. STATEMENT OF ASSURANCES****Department of Mental Health and Addiction Services**

The undersigned Respondent affirms and declares that:

**1) General**

- a. This proposal is executed and signed with full knowledge and acceptance of the RFP CONDITIONS stated in the RFP.
- b. The Respondent will deliver services to the Agency the cost proposed in the RFP and within the timeframes therein.
- c. The Respondent will seek prior approval from the Agency before making any changes to the location of services.
- d. Neither the Respondent or any official of the organization nor any subcontractor the Respondent or any official of the subcontractor organization has received any notices of debarment or suspension from contracting with the State of CT or the Federal Government.
- e. Neither the Respondent or any official of the organization nor any subcontractor to the Respondent or any official of the subcontractor's organization has received any notices of debarment or suspension from contracting with other states within the United States.

Legal Name of Organization:

\_\_\_\_\_  
Authorized Signatory

\_\_\_\_\_  
Date

**C. REQUIRED LETTER OF INTENT**

**State of Connecticut  
Department of Mental Health and Addiction Services  
REQUEST FOR  
PROPOSALS  
DMHAS-EBP-SUE-2025**

Return to:

DMHAS Official Contact  
Donna LoCurto  
DMHAS.FiscalContracts@ct.gov

The organization below intends to submit a proposal in response to the above referenced RFP.

Note: This letter is a non-binding expression of interest and does not obligate the sender to submit a proposal.

**Prospective Proposer:**

	(   ) -	
Legal Name	Telephone Number	
Mailing Address	Town, State	Zip Code

--

DMHAS Region being bid on (see page 13)

**Contact Person:**

Name	Title	
Mailing Address	Town, State	Zip Code
(   ) -	(   ) -	
Telephone Number	FAX Number	E-mail Address

**Person Authorized to Sign Contract:**

Name	Title
Signature	Date

**D. COVER SHEET**

**DMHAS-EBP-SUE-2025**  
**Department of Mental Health and Addiction Services**  
**Due Date: 7/18/2025 3:00 PM EST**

---

Primary Business Name

---

FEIN # & DUNS#

---

Business Address

---

Telephone Number

---

Town, State

---

Zip Code

**Contact Person:** *(Individual other than Authorized Official who can provide additional information about the proposal or who has immediate responsibility for the proposal)*

---

Name

---

Title

---

Street Address

---

Town, State, Zip Code

---

Telephone Number

---

Facsimile Number

---

E-mail Address

**Authorized Official:** *(Individual empowered to enter into and amend contractual instruments in the name and on behalf of the Contractor)*

---

Name

---

Title

---

Street Address

---

Town, State, Zip Code

---

Telephone Number

---

Facsimile Number

---

E-mail Address

Signature \_\_\_\_\_

Total Amount of Proposal: \_\_\_\_\_

## E. BUDGET AND BUDGET NARRATIVE

DIRECT EXPENSES		ANNUAL Costs
<b>5100: SALARIES</b>		
5101	Staff Salaries & Wages (title, hourly rate and % of FTE)	
5102	Overtime	
5103	Non-Routine Comp. (specify in narrative)	
Total Salaries		
<b>5200: FRINGE BENEFITS</b>		
<b>5300: CONTRACTUAL SERVICES</b>		
5301	Medical Professional	
5302	Behavioral Health Professional	
5303	Contracted Workers - Non-Payroll	
5304	Other Contractual (specify in narrative)	
Total Contractual Services		
<b>5400: TRANSPORTATION</b>		
5401	Staff Travel Reimbursement	
5402	Vehicle Leases	
5403	Vehicle Maintenance	
5404	Other Transportation (specify in narrative)	
Total Transportation		
<b>5500: MATERIALS AND SUPPLIES</b>		
5501	Food	
5502	Lab & Medical Supplies	
5503	Equipment (Less than \$5,000)	
5504	Other Mtrls and Sppls (specify in narrative)	
Total Materials/Supplies		
<b>5600: FACILITIES</b>		
5601	Rent and Real Estate Taxes	
5602	Security	
5603	Maintenance & Repair - Facility and Plant	
5604	Utilities	
5605	Other Facilities (specify in narrative)	
Total Facilities		
<b>5700: CAPITAL EXPENSES (&gt; \$5,000)</b>		
5701	Capital Equipment	
5702	Depreciation	
5703	Other Capital (specify in narrative)	
Total Capital Expenses		
<b>5800: OTHER EXPENSES</b>		
5801	Communications	

5802	Insurance	
5803	Housekeeping	
5804	Staff Training and Conferences	
5805	Drug Testing	
5806	Other (specify in narrative)	
	<b>Total Other Expenses</b>	
<b>5900: CLIENT SUBSIDIES</b>		
5901	Transportation	
5902	Nutrition/Food Vouchers	
5903	Education	
5904	Housing	
5905	Personal Items	
5906	Other Client Subsidies (specify in narrative)	
	<b>Total Client Subsidies</b>	
<b>TOTAL DIRECT EXPENSES</b>		
<b>INDIRECT EXPENSES</b>		
<b>7100: ADMINISTRATIVE &amp; GENERAL</b>		
7111	Staff Salaries & Wages	
7120	Fringe Benefits	
	All Other A&G (Please provide details)	
<b>TOTAL INDIRECT EXPENSES</b>		
<b>TOTAL</b>		

**Note:**

**This budget is available in an excel document. Please contact the official contact person for a copy.**

**Please attached an additional page describing the budget narrative.**

**F. Acknowledgement of Contract Compliance - Notification to Bidders**

**COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
CONTRACT COMPLIANCE REGULATIONS  
NOTIFICATION TO BIDDERS**

(Revised 09/3/15)

The contract to be awarded is subject to contract compliance requirements mandated by [Sections 4a-60 and 4a-60a](#) of the Connecticut General Statutes; and, when the awarding agency is the State, [Sections 46a-71\(d\) and 46a-81i\(d\)](#) of the Connecticut General Statutes. There are Contract Compliance Regulations codified at [Section 46a-68j-21 through 43](#) of the Regulations of Connecticut State Agencies, which establish a procedure for awarding all contracts covered by [Sections 4a-60 and 46a-71\(d\)](#) of the Connecticut General Statutes.

According to [Section 46a-68j-30\(9\)](#) of the Contract Compliance Regulations, every agency awarding a contract subject to the contract compliance requirements has an obligation to “aggressively solicit the participation of legitimate minority business enterprises as bidders, contractors, subcontractors and suppliers of materials.” “Minority business enterprise” is defined in [Section 4a-60](#) of the Connecticut General Statutes as a business wherein fifty-one percent or more of the capital stock, or assets belong to a person or persons: “(1) Who are active in daily affairs of the enterprise; (2) who have the power to direct the management and policies of the enterprise; and (3) who are members of a minority, as such term is defined in subsection (a) of [Section 32-9n](#).” “Minority” groups are defined in [Section 32-9n](#) of the Connecticut General Statutes as “(1) Black Americans . . . (2) Hispanic Americans . . . (3) persons who have origins in the Iberian Peninsula . . . (4) Women . . . (5) Asian Pacific Americans and Pacific Islanders; (6) American Indians . . .” An individual with a disability is also a minority business enterprise as provided by [Section 4a-60g](#) of the Connecticut General Statutes. The above definitions apply to the contract compliance requirements by virtue of [Section 46a-68j-21\(11\)](#) of the Contract Compliance Regulations.

The awarding agency will consider the following factors when reviewing the bidder’s qualifications under the contract compliance requirements:

- (a) the bidder’s success in implementing an affirmative action plan;
- (b) the bidder’s success in developing an apprenticeship program complying with [Sections 46a-68-1 to 46a-68-17](#) of the Administrative Regulations of Connecticut State Agencies, inclusive;
- (c) the bidder’s promise to develop and implement a successful affirmative action plan;
- (d) the bidder’s submission of employment statistics contained in the “Employment Information Form”, indicating that the composition of its workforce is at or near parity when compared to the racial and sexual composition of the workforce in the relevant labor market area; and
- (e) the bidder’s promise to set aside a portion of the contract for legitimate minority business enterprises. [See Section 46a-68j-30\(10\)\(E\)](#) of the Contract Compliance Regulations.

---

**INSTRUCTIONS AND OTHER INFORMATION**

The following [BIDDER CONTRACT COMPLIANCE MONITORING REPORT](#) must be completed in full, signed, and submitted with the bid for this contract. The contract awarding agency and the Commission on Human Rights and Opportunities will use the information contained thereon to determine the bidders compliance to [Sections 4a-60 and 4a-60a](#) CONN. GEN. STAT., and [Sections 46a-68j-23](#) of the Regulations of Connecticut State Agencies regarding equal employment opportunity, and the bidder’s good faith efforts to include minority business enterprises as subcontractors and suppliers for the work of the contract.

**1) Definition of Small Contractor**

[Section 4a-60g](#) CONN. GEN. STAT. defines a small contractor as a company that has been doing business under the same management and control and has maintained its principal place of business in Connecticut for a one year period immediately prior to its application for certification under this section, had gross revenues not exceeding fifteen million dollars in the most recently completed fiscal year, and at least fifty-one percent of the ownership of which is held by a person or persons who are active in the daily affairs of the company, and have the power to direct the management and policies of the company, except that a nonprofit corporation shall be construed to be a small contractor if such nonprofit corporation meets the requirements of subparagraphs (A) and (B) of subdivision [4a-60g](#) CONN. GEN. STAT.

The contract to be awarded is subject to contract compliance requirements mandated by Sections 4a-60 and 4a- 60a of the Connecticut General Statutes; and, when the awarding agency is the State, Sections 46a-71(d) and 46a-81i(d) of the Connecticut General Statutes. There are Contract Compliance Regulations codified at Section 46a-68j-21 through 43 of the Regulations of Connecticut State Agencies, which establish a procedure for awarding all contracts covered by Sections 4a-60 and 46a-71(d) of the Connecticut General Statutes.

According to Section 46a-68j-30(9) of the Contract Compliance Regulations, every agency awarding a contract subject to the contract compliance requirements has an obligation to “aggressively solicit the participation of legitimate minority business enterprises as bidders, contractors, subcontractors and suppliers of materials.”

“Minority business enterprise” is defined in Section 4a-60 of the Connecticut General Statutes as a business wherein fifty-one percent or more of the capital stock, or assets belong to a person or persons: “(1) Who are active in daily affairs of the enterprise; (2) who have the power to direct the management and policies of the enterprise; and (3) who are members of a minority, as such term is defined in subsection (a) of Section 32-9n.”

“Minority” groups are defined in Section 32-9n of the Connecticut General Statutes as “(1) Black Americans . . . (2) Hispanic Americans . . . (3) persons who have origins in the Iberian Peninsula . . . (4) Women . . . (5) Asian Pacific Americans and Pacific Islanders; (6) American Indians . . .” An individual with a disability is also a minority business enterprise as provided by Section 4a-60g of the Connecticut General Statutes. The above definitions apply to the contract compliance requirements by virtue of Section 46a-68j-21(11) of the Contract Compliance Regulations.

The awarding agency will consider the following factors when reviewing the bidder’s qualifications under the contract compliance requirements:

- (a) the bidder’s success in implementing an affirmative action plan;
- (b) the bidder’s success in developing an apprenticeship program complying with Sections 46a-68-1 to 46a- 68-17 of the Administrative Regulations of Connecticut State Agencies, inclusive;
- (c) the bidder’s promise to develop and implement a successful affirmative action plan;
- (d) the bidder’s submission of employment statistics contained in the “Employment Information Form”, indicating that the composition of its workforce is at or near parity when compared to the racial and sexual composition of the workforce in the relevant labor market area; and
- (e) the bidder’s promise to set aside a portion of the contract for legitimate minority business enterprises. See Section 46a-68j-30(10)(E) of the Contract Compliance Regulations.

**\* INSTRUCTIONS      Proposer must sign acknowledgment below, and return acknowledgment to awarding agency along with signed proposal.**

The undersigned acknowledges receiving and reading a copy of the “Notification to Bidders” form.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## INSTRUCTIONS AND OTHER INFORMATION

The following **BIDDER CONTRACT COMPLIANCE MONITORING REPORT** must be completed in full, signed, and submitted with the bid for this contract. The contract awarding agency and the Commission on Human Rights and Opportunities will use the information contained thereon to determine the bidders compliance to Sections 4a-60 and 4a-60a CONN. GEN. STAT., and Sections 46a-68j-23 of the Regulations of Connecticut State Agencies regarding equal employment opportunity, and the bidder's good faith efforts to include minority business enterprises as subcontractors and suppliers for the work of the contract.

### 1) Definition of Small Contractor

Section 4a-60g CONN. GEN. STAT. defines a small contractor as a company that has been doing business under the same management and control and has maintained its principal place of business in Connecticut for a one year period immediately prior to its application for certification under this section, had gross revenues not exceeding fifteen million dollars in the most recently completed fiscal year, and at least fifty-one percent of the ownership of which is held by a person or persons who are active in the daily affairs of the company, and have the power to direct the management and policies of the company, except that a nonprofit corporation shall be construed to be a small contractor if such nonprofit corporation meets the requirements of subparagraphs (A) and (B) of subdivision 4a-60g CONN. GEN. STAT.

### **To download an electronic copy of the Bidder Contract Compliance Monitoring Report from CHRO:**

[https://www.ct.gov/chro/lib/chro/Notification\\_to\\_Bidders.pdf](https://www.ct.gov/chro/lib/chro/Notification_to_Bidders.pdf)

Please attach a copy of the **Bidder Contract Compliance Monitoring Report** to the Proposal.

**G. Campaign Contribution Certification**

**STATE OF CONNECTICUT**  
**CAMPAIGN CONTRIBUTION CERTIFICATION**

*Written or electronic certification to accompany a bid or proposal or a non-competitive contract with a value of \$50,000 or more, pursuant to C.G.S. § 9-612.*

**INSTRUCTIONS:**

Complete all sections of the form. Attach additional pages, if necessary, to provide full disclosure about any campaign contributions made to campaigns of candidates for statewide public office or the General Assembly, as described herein. Sign and date the form, under oath, in the presence of a Commissioner of the Superior Court or Notary Public. Submit the completed form to the awarding State agency at the time of submission of your bid or proposal (if no bid or proposal- submit this completed form with the earliest submittal of any document to the state or quasi-public agency prior to the execution of the contract), and if there is a change in the information contained in the most recently filed certification, such person shall submit an updated certification either (i) not later than thirty (30) days after the effective date of such change or (ii) upon the submittal of any new bid or proposal for a contract, whichever is earlier.

**Check One:**

- ☐ **Initial Certification**
- ☐ **Updated Certification because of change of information contained in the most recently filed certification**

**CAMPAIGN CONTRIBUTION CERTIFICATION:**

**I certify that neither the contractor or prospective state contractor, nor any of its principals, have made any contributions to, or solicited any contributions on behalf of, any party committee, exploratory committee, candidate for state-wide office or for the General Assembly, or political committee authorized to make contributions to or expenditures to or for, the benefit of such candidates, in the previous four years, that were determined by the State Elections Enforcement Commission to be in violation of subparagraph (A) or (B) of subdivision (2) of subsection (f) of Section 9-612 of the General Statutes, without mitigating circumstances having been found to exist concerning such violation. Each such certification shall be sworn as true to the best knowledge and belief of the person signing the certification, subject to the penalties of false statement. If there is any change in the information contained in the most recently filed certification, such person shall submit an updated certification not later than thirty days after the effective date of any such change or upon the submittal of any new bid or proposal for a state contract, whichever is earlier.**

**All Campaign Contributions on behalf of any party committee, exploratory committee, candidate for state-wide office or for the General Assembly, or political committee authorized to make contributions to or expenditures to or for, the benefit of such candidate, for a period of four years prior to signing the contract or date of the response to the bid, whichever is longer, include:**

<u>Contribution Date</u>	<u>Name of Contributor</u>	<u>Recipient</u>	<u>Value</u>	<u>Description</u>

Sworn as true to the best of my knowledge and belief, subject to the penalties of false statement.

\_\_\_\_\_  
Printed Contractor Name

\_\_\_\_\_  
Printed Name of Authorized Official

\_\_\_\_\_  
Signature of Authorized Official

Subscribed and acknowledged before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
Commissioner of the Superior Court (or Notary Public)

\_\_\_\_\_  
My Commission Expires

## H. PROPOSAL CHECKLIST

To assist respondents in managing proposal planning and document collation processes, this document summarizes key dates and proposal requirements for this RFP. Please note that this document does not supersede what is stated in the RFP. Please refer to the Proposal Submission Overview, Required Proposal Submission Outline, and Mandatory Provisions (Sections II, III, and IV of this RFP) for more comprehensive details. It is the responsibility of each respondent to ensure that all required documents, forms, and attachments, are submitted in a timely manner.

### **Key Dates**

<b><u>Procurement Timetable</u></b>		
The Agency reserves the right to modify these dates at its sole discretion.		
Item	Action	Date
1	RFP Release	5/22/2025
2	Letter of Intent Due	5/30/2025 by 3:00 pm
3	RFP/Bidder's Conference Date	6/5/2025 at 10:00 am
4	Deadline for Questions	6/13/2025 by 3:00 pm
5	Answers Released	6/20/2025 by 3:00 pm
6	Proposals Due	7/18/2025 by 3:00 pm
7	(*) Proposer Selection	TBD
8	(*) Start of Contract Negotiations	TBD
9	(*) Start of Contract	10/1/2025

### **Proposal Content Checklist**

- ☐ **Cover Sheet** including required information:
- ☐ **Table of Contents**
- ☐ **Executive Summary:** high-level summary of proposal and cost
- ☐ **Main proposal and with relevant attachments.** *Proposers should use their discretion to determine whether certain required information is sufficiently captured in the body of their proposal or requires additional attachments for clarification.* Additional attachments may include (bullets below are examples only):
  - Organizational Expectations
  - Services Expectations/Scope of Services
  - Staffing Expectations
  - Data and Technology Expectations
  - Subcontractor – (not applicable)
  - Work plan
  - Financial Expectations
  - Budget and Budget Narrative (Include startup cost)
  - Two (2) letters of support

### **Registration with State Contracting Portal (if not already registered):**

- ☐ Register at: <https://portal.ct.gov/DAS/CTSource/Registration>
- ☐ Submit Campaign Contribution Certification (OPM Ethics Form 1):  
<https://portal.ct.gov/OPM/Fin-PSA/Forms/Ethics-Forms>
- ☐ **Valid Unique Entity Identifier (UEI)** obtained through [www.sam.gov](http://www.sam.gov)
- ☐ **Acknowledgement of Contract Compliance – Notification to Bidders**
- ☐ **Equal Employment Opportunity**
- ☐ **IRS Determination Letter** (for nonprofit proposers)

- ☐ **Three years of most recent annual audited financial statements; OR any financial statements prepared by a Certified Public Accountant** for proposers whose organizations have been incorporated for less than three years.
- ☐ **Proposed budget**, including budget narrative and cost schedules for planned subcontractors if applicable.
- ☐ **Conflict of Interest Disclosure Statement**
- ☐ **Statement of Assurances**
- ☐ **Declaration of Confidential Information**
- ☐ **Proof of DPH Clinical Licensure – (as applicable)**
- ☐ **Organizational Chart**
- ☐ **Resume of Key Personnel**

**Formatting Checklist**

- ☐ Is the proposal formatted to fit 8 ½ x 11 (letter-sized) paper?
- ☐ Is the main body of the proposal within the 25-page limit?
- ☐ Is the proposal in 12-point, Times New Roman font?
- ☐ Does the proposal format follow normal (1 inch) margins and 1 ½ line spacing?
- ☐ Does the proposer's name appear in the header of each page?
- ☐ Does the proposal include page numbers in the footer?
- ☐ Are confidential labels applied to sensitive information (if applicable)?