

October 19, 2021

At its regular Board meeting on October 18, 2021, the Lake County ADAMHS Board voted to publish an FY2022 Request for Proposals (RFP). Lake County behavioral health providers who participated in the *Lake County ADAMHS Board System of Care Salary/Workforce Survey – FY2022* may request funding in the following areas:

1. **RFP - Ongoing Funding:** The Board has \$950,000 annually available for ongoing funding. Provider has the opportunity to request funding in one or more of the following categories. *Please prioritize if requesting funding for more than one area.*
  - a. Funding to increase pay for entry level positions
  - b. Funding to address salary equity and wage creep (new hires brought in at higher level than existing team – address salary gap for existing staff)
  - c. Funding to address employee health insurance costs
  - d. Funding to address non-health related benefits (including but not limited to: retention bonuses, wellness incentives, professional memberships, tuition reimbursements, increased employer contribution to retirement accounts)
  
2. **RFP - One-Time Funding:** The Board has \$300,000 available for one-time funding. Provider has the opportunity to request funding in one or more of the following categories. *Please prioritize if requesting funding for more than one area*
  - a. Funding to secure consultative services to evaluate the agency's Table of Organization, to identify areas for improved efficiency/effectiveness
  - b. Funding to secure consultative services to identify opportunities for merger/acquisition
  - c. Funding to secure consultative services to identify opportunities for multi-agency partnerships/consortiums to address health insurance or other benefit costs

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To apply, please submit a paper application plus one copy, including the following *for each funding request*:

- Narrative description (no more than 4 pages) including:
  - How will the grant be used
  - How will the investment improve care for consumers and families
  - # of employees impacted by the grant
  - Job titles of employees impacted by the grant
  - Anticipated outcome (for example, increase retention of clinical counselors by 3 years)
  - Process to evaluate the impact of the grant on an annual basis

- For Ongoing Funding: Grant line item budget (12 month budget); funding will be awarded for 6 months. With successful submission of an FY2023 Request for Proposals funding will be annualized for FY2023.
  - For One-Time Funding: Detailed budget for funding request.
  - Grant line revenue budget (indicating other, if any, revenues that will be brought to bear on the project)
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**Timeline:** Proposals will be due at the ADAMHS Board office by 4:00 p.m. November 19, 2021. Proposals will be reviewed by Board staff and Board in December for awarding at our December 13, 2021 regular meeting, for implementation January 1 through June 30, 2022.

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**Additional Guidance:**

- Funding can be used for Lake County staff only
- Funding cannot be used to increase the number of administrative staff
- Priority will be given for funding directed toward client-facing/direct service positions
- Board staff will consult with providers in determining staff recommendations to Board. As funds are limited, prioritization will be made based on benefits to overall behavioral health system.