

**Questions & Answers**

Q	Bidder Question	DHS Answer	Section	Pg.
1.	<p>The recent RFP <b>Resiliency Support for New Jersey Emergency Medical Services (EMS) Personnel</b> (announced by DHS, DMHAS) states that you are looking for a “statewide organization that supports the mental health and wellness of New Jersey First Responders....”.</p> <p>Does that mean you are looking for bidders who are an organization with a physical presence/office statewide or that bidders must provide services through this grant on a statewide basis.</p>	<p>The successful bidder must have the ability to provide mental health and wellness services to EMS personnel throughout the entire state of New Jersey, regardless of the bidder’s physical location.</p>	Purpose and Intent	Pg #3
2.	<p>Could you please clarify the expected qualifications and responsibilities of the “mental health specialist(s)” referenced in the Contract Scope of Work? Specifically, is this role intended to be filled by a licensed clinical professional, or may trained peer support specialists serve in this capacity under appropriate clinical supervision?</p>	<p>In context of this RFP, DMHAS is defining a mental health specialist as an individual who has been trained to recognize and appropriately intervene when the eligible service population is impacted by emotional distress.</p>	Contract Scope of Work	Pg #6
3.	<p>Could you please provide details on the approval process for the five presentations referenced in the RFP?</p>	<p>This process will be defined after award and during contract negotiations.</p>	Contract Scope of Work	Pg #6
4.	<p>Can For-Profit organizations apply for this grant?</p>	<p>No, the bidder must be a non-profit or governmental entity.</p>	Who can Apply	Pg #5
5.	<p>Is it a conflict of interest to be a hospital having behavioral health services and offering them as part of the program?</p>	<p>Please see RFP Section: Contract Scope on page #6. All programmatic services under this RFP should benefit the eligible service population.</p>	Contract Scope of Work	Pg #6
6.	<p>How many people do you anticipate being a part of this department?</p>	<p>Staffing needs should be determined in the bidders proposal based on the contract scope of work.</p>	Contract Scope of Work	Pg #6

**Resiliency Support for New Jersey Emergency  
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7.	Is the money granted for payroll use or are the funds strictly for supplies and implementation of the program?	All proposed expenses should be identified in the RFP Budget Template; It must be noted, however, that DMHAS must consider the cost efficiency of a proposed budget as it relates to the contract scope of work.	Budget  Contract Scope of Work	Pg #12  Pg. #6
8.	What do you foresee being the goals for this project?	The goals of this project are to (1) promote employee wellness, (2) enhance peer staff support and connectedness, (3) decrease mental health stigma, and (4) increase behavioral health resources available to the eligible service population. The eligible service population to be served is defined as EMS personnel and EMS administrators employed in New Jersey.	Purpose and Intent	Pg #3
9.	What is a warm line vs a hot line?	Neither a warmline or hotline is a part of the required contract scope of work and is listed as a description of services provided by DTB.	Background and Population to be Served	Pg #4
10.	What are the qualifications expected of the clinical consultant and how many hours per week are they expected to work?	The hiring of a clinical consultant is not a mandatory part of staffing for this project; therefore, consultant qualifications and number of work hours should be determined by the successful bidder based on the proposed program implementation. The bidder must provide detailed plans to subcontract in their proposal and budget.	Staffing	Pg #10
11.	What sources of revenue would they consider applicable to this grant as this grant appears to be for internal purposes only, therefore concluding there would be no revenue generated to be included in the budget?	Revenue is not anticipated to be collected as part of this contract; however, if there are revenues they must be reported and will be deducted from the amount awarded for this cost-based contract.	Budget	Pg #12
12.	<b>Initial Award Period</b> The initial contract term ends September 29, 2026, which represents approximately five months of programming. Is the \$50,000 initial award amount prorated for this	The initial award amount is prorated based on the length of the first grant term, which is expected to be 6/1/26-9/29/26. The budget narrative should reflect the proposed activities for the	Purpose and Intent	Pg #3

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	shortened period, or is it the full award for that term? Should the budget narrative reflect only the activities planned within this initial period?	first grant term for a maximum of \$50,000 as well as the second grant term for a maximum of \$250,000.		
13.	<b>60-Day Startup Requirement</b> The RFP requires the ability to start or expand programming within 60 days of contract execution. What is the anticipated contract execution date? Additionally, will awarded organizations receive any bridge funding or advance payments to support rapid mobilization of staff and services?	The anticipated contract execution date is 6/1/2026. Bridge funding and advanced payment is not available.	Contract Scope of Work	Pg #6
14.	<b>Training/Webinar Minimums</b> The RFP requires a minimum of five training courses or webinars, with at least two aimed at EMS supervisors and management. Is there a minimum attendance threshold required per training to count toward this obligation? Will DMHAS provide any assistance with outreach or recruitment to EMS agencies to support participation?	There is no specific threshold or number of attendees that is mandatory, as the program offerings are voluntary for the eligible service population. DMHAS will not provide assistance with outreach and recruitment for this program.	Contract Scope of Work	Pg #6
15.	Is there a eligible service number or percentage of EMS personnel statewide that we are expected to engage annually?	There is no specific threshold or number of EMS personnel expected to engage in the program, as the program is voluntary, however it is expected that the successful bidder will advertise to the eligible service population statewide.	Contract Scope of Work	Pg #6
16.	How does DHMAS define “increase the number or scope” of EMS wellness programs?  Does indirect service like training clinicians to serve this population count? (VN)	The successful bidder should describe how they are going to increase the number and scope of EMS mental health and wellness programs in their proposal. The finalization of approved programming will occur during contract negotiations.	Contract Scope of Work	Pg #6

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17.	How are “peers” defined- CRSP? CPRS? Or other first responders? (VN)	In context of this RFP, DMHAS defines peers as colleagues (other EMS personnel).	Contract Scope of Work	Pg #6
18.	Should we include information in this application about how the program will sustain in future years and for future funding opportunities?	The successful bidder shall embed mental health resilience practices into routine EMS operations to ensure long-term sustainability.	Background and Population to be Served	Pg #5
19.	Are we expected to incorporate CLAS Standards training into our evidence-based program facilitator training?	The successful bidder(s) shall include evidence of their commitment to improving access, quality, and treatment/program outcomes of the eligible service populations. This includes a plan using CLAS standards that is data informed, improves quality access to care, focuses on outcomes related to the eligible service population, and involves soliciting input from community stakeholders and organizations.	Project Description	Pg #9
20.	Are hired staff the same as consultant staff on the program?	The DMHAS RFP Budget Template distinguishes personnel from consultants. Consultants are not employees of the bidding organization but are contracted. The bidder must provide detailed plans to subcontract in their proposal and budget.	DMHAS RFP Budget Template	RFP Appendix
21.	Are we required to hire mental health specialists, or can we contract with already established partners?	Please see RFP Section: Contract Scope on page #6.	Contract Scope of Work	Pg #6
22.	What metrics or performance indicators should be used to evaluate success?	DMHAS and the successful bidder will collaborate to determine deliverables and measures of success.	Contract Scope of Work	Pg #6

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23.	Are there standardized evaluation tools or are we required to define our own qualitative and quantitative measurements?	The successful bidder shall include evidence of the bidder's commitment in their proposal to improving outcomes of the eligible service population and which should involve soliciting input from community stakeholders after award.	Contract Scope of Work	Pg #6
24.	Can we add any clarity on territory. Are there several awards for NJ or is for entire state?	One (1) bidder will be selected for one (1) award to cover the entire State of New Jersey.	Purpose and Intent	Pg #3