

STATE OF VERMONT GRANT AGREEMENT

Part 1-Grant Award Detail

SECTION I - GENERAL GRANT INFORMATION

¹ Grant #: 03410-13-15		² Original <input type="checkbox"/>		Amendment # <input type="checkbox"/> 1	
³ Grant Title: Invest EAP: Resilient Vermont and Behavioral Health Screening and Intervention					
⁴ Amount Previously Awarded: \$249,942.00		⁵ Amount Awarded This Action: \$60,145.00		⁶ Total Award Amount: \$310,087.00	
⁷ Award Start Date: 07/01/2014		⁸ Award End Date: 11/30/2016		⁹ Subrecipient Award: YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
¹⁰ Vendor #: N/A		¹¹ Grantee Name: Department of Disabilities, Aging and Independent Living (DAIL)- Invest EAP			
¹² Grantee Address: 103 South Main Street, Weeks Building					
¹³ City: Waterbury		¹⁴ State: VT		¹⁵ Zip Code: 05671-1601	
¹⁶ State Granting Agency: Agency of Human Services				¹⁷ Business Unit: 03410	
¹⁸ Performance Measures: YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		¹⁹ Match/In-Kind: \$0.00		Description: A collaboration with Invest EAP:Resilient VT & Behavioral Health on improving health outcomes and reducing healthcare expenditures.	
²⁰ If this action is an amendment, the following is amended: Amount: <input checked="" type="checkbox"/> Funding Allocation: <input type="checkbox"/> Performance Period: <input checked="" type="checkbox"/> Scope of Work: <input checked="" type="checkbox"/> Other: <input type="checkbox"/>					

SECTION II - SUBRECIPIENT AWARD INFORMATION

²¹ Grantee DUNS #: 809800584		²² Indirect Rate: 10.00 % <small>(Approved rate or de minimis 10%)</small>		²³ FFATA: YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
²⁴ Grantee Fiscal Year End Month (MM format): 6		²⁵ R&D: <input type="checkbox"/>			
²⁶ DUNS Registered Name (if different than VISION Vendor Name in Box 11): DISABILITIES, AGING AND INDEPENDENT LIVING, VERMONT DEPARTMENT					

SECTION III - FUNDING ALLOCATION

STATE FUNDS

Fund Type	²⁷ Awarded Previously	²⁸ Award This Action	²⁹ Cumulative Award	³⁰ Special & Other Fund Descriptions
General Fund			\$0.00	
Special Fund			\$0.00	
Global Commitment (non-subrecipient funds)			\$0.00	
Other State Funds			\$0.00	

FEDERAL FUNDS

(Includes subrecipient Global Commitment funds)

Required Federal Award Information

³¹ CFDA#	³² Program Title	³³ Awarded Previously	³⁴ Award This Action	³⁵ Cumulative Award	³⁶ FAIN	³⁷ Fed Award Date	³⁸ Total Federal Award
93.624	State Innovation Models: Funding for Model Design	\$249,942.00	\$60,145.00	\$310,087.00	1G1CMS331181	04/01/2013	\$45,000,000.00
³⁹ Federal Awarding Agency: Centers for Medicare and Medicaid (CMMI)		⁴⁰ Federal Award Project Descr: Support for Vermont to test payment methodologies and care delivery models.					
			\$0.00				
Federal Awarding Agency:		Federal Award Project Descr:					
			\$0.00				
Federal Awarding Agency:		Federal Award Project Descr:					
			\$0.00				
Federal Awarding Agency:		Federal Award Project Descr:					
			\$0.00				
Federal Awarding Agency:		Federal Award Project Descr:					
Total Awarded - All Funds		\$249,942.00	\$60,145.00	\$310,087.00			

SECTION IV - CONTACT INFORMATION

⁴¹ STATE GRANTING AGENCY		⁴² GRANTEE	
NAME: Jessica Mendizabal		NAME: Steve Dickens	
TITLE: Contract and Grants Administrator		TITLE: Director, InvestEAP	
PHONE: (802) 870-0970		PHONE: (802) 863-7509	
EMAIL: jessica.mendizabal@state.vt.us		EMAIL: steved@investeap.org	

MEMORANDUM OF UNDERSTANDING
BETWEEN THE DEPARTMENT OF VERMONT HEALTH ACCESS AND THE
DEPARTMENT OF AGING AND INDEPENDENT LIVING
JULY 2014
AMENDED JANUARY 2015

The Department of Vermont Health Access (DVHA) and the Department of Disabilities, Aging and Independent Living (DAIL) will collaborate on the following projects with Invest EAP: 1) *Resilient Vermont* which aims to develop a model for reducing stress and prevent chronic disease among workers and; 2) *Behavioral Health Screening and Intervention*, to demonstrate the impact an innovative behavioral health screening and intervention program in the workplace on improving health outcomes and reducing healthcare expenditures. This MOU shall be amended as necessary.

Purpose

This Memorandum of Understanding (MOU) agreement relates to health care innovation services provided by Invest EAP. Invest EAP is Vermont's public/private employee assistance program which operates under DAIL.

In 2013, the State was awarded a State Innovation Model (SIM) federal grant to support the work outlined below as part of the Vermont Health Care Innovation Project (VHCIP). This MOU is a sub-award as a part of the VHCIP Grant Program, which solicited proposals in the Spring and Summer of 2014.

As part of Round 1 of the VHCIP grant program, Invest EAP will expand their services and partner with Northern Counties Health Care, a Federally Qualified Health Center, to demonstrate the impact of integrating an innovative stress prevention and early intervention program with traditional primary care delivery. The program will research the effects of early intervention aimed at the social determinants of health and the root causes of stress to produce improved health outcomes and reduce medical expenditures.

As part of Round 2 of the VHCIP grant program, Invest EAP will partner with WellSys, a physician-owned training organization, and King Arthur Flour. Invest EAP clinical staff will work with WellSys to provide behavioral health screening and intervention at Vermont workplaces using a protocol developed and successfully implemented at FQHCs by the University of Wisconsin (UW) School of Medicine and Public Health.

DVHA agrees to transfer up to \$310,087 to DAIL for the purpose of supporting Invest EAP's *Resilient Vermont* and *Behavioral Health Screening and Intervention (BHI)* initiatives.

Term of Agreement

This MOU will be in effect upon July 1, 2014 and will end on November 30, 2016. This MOU shall be amended as necessary.

Contacts

VHCIP

Name: Jessica Mendizabal **Title:** Contracts and Grants
Administrator

Phone: (802) 878-0758 **E-mail:** jessica.mendizabal@state.vt.us
Name: Joelle Judge **Title:** Project Manager
Phone: 802-828-1979 **E-mail:** joelle.judge@partner.state.vt.us

DAIL

Name: Linda DuCharme **Title:** Financial Manager III
Phone: (802) 871-3212 **E-mail:** linda.ducharme@state.vt.us

Invest EAP

Name: Steve Dickens **Title:** Director
Phone: (802) 863-7509 **Email:** steved@InvestEAP.org

Deliverables and Timeline

1. *Resilient Vermont* will provide the following comprehensive services to patients of Northern Counties Health Care:
 - a. Toll-free hotline to be answered live 24 hours per day, 7 days per week by a licensed counselor.
 - b. Provide short-term (1-5 sessions), solution-focused counseling to build resiliency and resolve problems.
 - c. Access to research and resource information for help with daily life challenges such as: Daycare; Eldercare; Parenting and; Adoption.
 - d. Access to a Life Resource counselor for help with issues such as: Credit problems; Transportation; Housing; Fuel Assistance; Economic Services; Social Services; Legal problems, and Employment.
 - e. Consultation with a Vermont-based attorney for legal problems coupled with a 25% fee reduction when needing to retain such an attorney for a court case.
 - f. Consultation with a licensed financial professional to help with debt problems, budgeting, retirement planning and related matters.
 - g. Disability management resources, including access to assistive technologies to help with job accommodations; help with employment; benefits counseling, and certain paid services to ensure the success of people with disabilities already in the workplace.
 - h. Wellness and resource workshops that we will offer at local community health centers.
 - i. Whole-life bio-psycho-social assessment with recommendations and help building resiliency.
 - j. Facilitate warm referrals for ongoing mental health and substance abuse counseling.
2. *Behavioral Health Screening and Intervention*: Invest EAP will implement a demonstration site at King Arthur Flour in Norwich, Vermont.
 - a. Implement an outreach plan to inform potential participants of the program. The outreach plan will include:
 - i. An introductory letter that introduces the new benefit;
 - ii. Informational brochures that describe the program;
 - iii. Quarterly prevention newsletter for participants;
 - iv. Comprehensive website with health and wellness videos and other tools compelling for members.

- v. Participation incentive in the form of a State-approved gift card or monetary payment to participants in the amount of \$10 to be issued upon completion of a three and six month assessment.
 - vi. In-person orientation and training for all employees.
 - b. Treatment will consist of a range of behavioral techniques supported by the demonstrated approaches used by the University of Wisconsin School of Medicine and Public Health, including: Motivational Interviewing, Behavioral Activation and Problem-Solving Therapy.
 - i. BHI counselors will perform in-person screenings of all participants.
3. The appended timeline on page 6 of this agreement is subject to modifications and shall be updated as necessary.

Evaluation and Expected Outcomes

Invest EAP will evaluate the success of the programs utilizing pre-test and post-test instruments that measure both: health behaviors known to be correlated with reduced healthcare expenditures and; specific health outcomes.

Invest EAP will also perform a qualitative analysis utilizing audiotape interviews with select patients to be transcribed and analyzed.

Anticipated Outcomes include:

1. Reduced severity and frequency of chronic health conditions.
2. Improved overall self-perception of health.
3. Improved self-perception of stress.
4. Reduced expenditures on chronic health conditions (for both individuals and dependents).
5. Reduced overall expenditures on health care (for both individuals and dependents).

Reporting Provisions

1. Quarterly and programmatic status reports shall be submitted to DVHA no later than the 10th of the month following the 3 month period being reported. The reports shall include a narrative summary outlining specific progress on projects as directed by the reporting templates provided.

The reporting schedule is as follows:

- a. 2014: October 10
- b. 2015: January 10, April 10, July 10, October 10
- c. 2016: January 10, April 10, July 10, October 10, December 10 (for the months of October and November, 2016)
- d. Final Report Due: December 10, 2016
- e. Programmatic reports shall be submitted to:

Joelle Judge
VHCIP Project Management Office
Agency of Administration

joelle.judge@partner.state.vt.us
(o) 802-828-1979

2. Invest EAP shall prepare and present programmatic reports to the VHCIP work groups, Steering Committee or Core Team as requested.

Payment Provisions

DAIL agrees to submit quarterly invoices to DVHA detailing a report of expenditure by the 25th day of the month following each fiscal quarter for expenses relating to the included budget.

- Expenses incurred from July 1, 2014 through November 30, 2016 directly relating to the State Innovation Models Grant and as outlined in the included budget will be found allowable.
- Based on the quarterly expenditure reports, DVHA will initiate an interdepartmental transfer to reimburse DAIL for these expenditures by the 30th day after receipt of the report. Notification of the transfer will be sent via email to Linda DuCharme in the DAIL business office at Linda.DuCharme@state.vt.us.
- Funds transfer to DAIL by DVHA will be for the following expense:

Resilient Vermont:

Budget Category	Total
Personnel	\$ -
Fringe	\$ -
Travel	\$ 6,500.00
Equipment	\$ 1,900.00
Supplies	\$ 1,000.00
Other	\$ 21,560.00
Contracts	\$ 196,260.00
Total Direct Costs	\$ 227,220
Indirect	\$ 22,722.00
Total	\$ 249,942.00

Behavioral Health Screening Intervention:

Budget Category	Total
Personnel	\$ 17,796
Fringe	\$ 8,431
Travel	\$ -
Equipment	\$ 5,400
Supplies	\$ 370
Other	\$ 1,680
Contracts	\$ 21,000

Total Direct Costs	\$	54,677
Indirect	\$	5,468
Total	\$	60,145

Funding

CFDA Title: State Innovation Models
 CFDA Number: 93.624
 Award Name: State Innovation Models: Funding for Model Design
 Award Number: 1G1CMS331181
 Award Year: FFY14
 Federal Granting Agency: Centers for Medicare & Medicaid Services
 Research and Development Grant? Yes No

The provisions of this Memorandum of Understanding are hereby entered into and agreed to by virtue of the authorized signatures below:

<p>_____ Lori Collins, Deputy Commissioner Department of Vermont Health Access</p> <p>_____ Date</p> <p>_____ Steve Dickens, Director Invest EAP</p> <p>_____ Date</p>	<p>_____ Susan Wehry, Commissioner Department of Aging and Independent Living</p> <p>_____ Date</p> <p>_____ Diane Dalmasse, Director of VR Department of Aging and Independent Living</p> <p>_____ Date</p>
--	--

**MEMORANDUM OF UNDERSTANDING MOU # 03410-13-15 DEPARTMENT OF AGING AND INDEPENDENT LIVING PAGE 6 OF 6
AMENDMENT 1**

