



PUBLIC NOTICE OF INTENT TO AWARD SOLE SOURCE CONTRACT

DATE: November 13, 2025

INTENDED SOURCE: First Responder Behavioral Health, LLC

PERIOD OF PERFORMANCE: One (1) year with Four (4) Renewals

DESCRIPTION OF REQUIREMENTS: Specialized On-line Behavior Health Assessments

This contract action is for the acquisition of specialized on-line behavioral health screening and feedback tool to designed for first responders and can be utilized by the County's already established health and wellness program. Work shall include:

First Responder Behavioral Health shall provide all labor, materials and supervision necessary to provide an on-line annual behavioral health screening and feedback tool and reporting program that will evaluate symptoms related, but not limited to, the following:

1. Impaired Sleep;
2. Depression;
3. Generalized Anxiety;
4. Alcohol and Tobacco Use; and
5. Post-Traumatic Stress

First Responder Behavioral Health tool will also evaluate several of the factors most strongly associated with behavioral health in first responders including, but not limited to, the following: social support, resiliency, coping strategies, relationship and life satisfaction, and workplace environment (e.g., unit support and experience of harassment or bullying). In addition, First Responder Behavioral Health tool will also query first responders' awareness of behavioral health difficulties, utilization and satisfaction with behavioral health resources, and barriers to reaching out to behavioral health resources as appropriate.

First Responder Behavior Health, LLC shall:

1. Provide access 24/7 to a secure, online portal that allows eligible first responders from the County to:
 - a. Create encrypted and secured usernames and passwords that protect their confidentiality and abide by applicable state and federal confidentiality laws and security regulations.
 - b. Complete personalized behavioral health assessments using a mobile application or web-based interface, not paper forms;
 - c. Respond to questions that evaluate employees for depression, post-traumatic stress, anxiety, sleep disturbance, alcohol and tobacco use, and positive factors related to behavioral health including resiliency, and social support.
 - d. View, print, and download at their discretion a series of individual, personalized feedback reports based on their responses to depression, generalized anxiety, alcohol and tobacco use, post-traumatic stress, and impaired sleep screeners, as well as a sixth individual, personalized feedback summary report. These individual reports will provide each First Responder information about their raw scores and screen status for each of these domains of behavioral health, a behavioral health summary score calculated using a proprietary algorithm created by First Responder Behavioral Health, and a comparison of each individual's scores relative to First Responder Behavioral Health's national sample of first responders. In addition, these individual personalized feedback reports will provide

education to each First Responder on these domains of behavioral health and provide contact information for a list of national and local resources vetted by the County.

2. Provide access 24/7 to a secure, online portal that allows medical or behavioral health professionals appropriately designated by the County to:
 - a. Create an encrypted and secure username and password to protect the confidentiality of each first responder's behavioral health data and abide by applicable state and federal confidentiality laws and security regulations including the Health Information Portability and Accountability Act (HIPAA).
 - b. View, print for storage in a secured file, and/or download to a secure, encrypted server provided by the County (if appropriate) a Provider Report for each of the County's First Responders who complete the screening and feedback tool. The Provider Report shall contain the standardized score, screening status, and responses to critical items for the first responder which can be used to identify difficulties the first responder may be experiencing, evaluate trends in behavioral health, and provide appropriate referrals to a qualified behavioral health care provider as appropriate.
 - c. The Provider Report is designed to be reviewed by the appropriately designated medical or behavioral health professional individually with the First Responder, ideally in conjunction with or during the annual physical evaluation.
 - d. Consistent with the guidelines specified in the 2022 Edition of the NFPA 1582 Standard on Comprehensive Occupational Medical Program for Fire Departments, the medical or behavioral health professional designated by the County agrees that these behavioral health screening results "shall not be used to remove a member from duty, unless the member displays an imminent threat to the physical safety of self or others" (NFPA 1582 7.7.26.1.4, pp. 22-23).
3. After each First Responder has had a sufficient opportunity to complete the screening tool provided by First Responder Behavioral Health, an appropriate representative from First Responder Behavioral Health will provide:
 - a. A presentation of the department's non-identifiable, aggregate summary data. This presentation will be designed to help the County identify the percentage of their first responders who are screening positive for impaired sleep, depression, generalized anxiety, problematic alcohol and tobacco use, and post-traumatic stress. The presentation will provide a context for evaluating the severity of the aggregate data through comparison to the national database of first responder's proprietary to First Responder Behavioral Health. The presentation will also provide a summary of other data collected from the First Responders including the association between behavioral health and measures of social support, resiliency, couples' satisfaction (for example), utilization and effectiveness of behavioral health resources as well as barriers to care endorsed by the first responders of the County. This presentation will also include a discussion of potential department-wide interventions which may be considered by the County to improve the overall behavioral health of their first responders.
 - b. The department will receive an electronic copy of their summary data.
 - c. The department will be encouraged to distribute the summary information to the First Responders of the County in a manner they deem most effective, including the recording and distribution of the Department Summary.
 - d. The department agrees that they will not have access to, nor will First Responder Behavioral Health provide the behavioral health screening score, screening status, or any other piece of information obtained as part of this agreement from any identifiable individual first responder.
 - e. Consistent with the guidelines specified in the 2022 Edition of the NFPA 1582 Standard on Comprehensive Occupational Medical Program for Fire Departments, the County agrees that these behavioral health screening results "shall not be used to remove a member from duty, unless the member displays an imminent threat to the physical safety of self or others" (NFPA 1582 7.7.26.1.4, pp. 22-23).

4. All assessments and corresponding results and reports shall be in a digital format that is supported by both mobile and desktop applications.
5. Assure confidentiality of the first respondents' assessments as required by applicable state and federal laws.

DOLLAR VALUE: \$ 175,000.00

Prince William County will solicit and negotiate directly with First Responder Behavioral Health, LLC, and no solicitation will be issued. This notice of intent is not a request for competitive proposals or quotations; however, all responsible sources may submit a capability statement which shall be considered by the agency. A determination by the County not to compete this proposed requirement based on responses to this notice is solely within the discretion of the County. Interested parties must express their interest and must be submitted in writing via email to Andrea Silva at asilva@pwcgov.org, and are due by 10:00 AM, December 15, 2025. No faxed documents will be accepted. If no responsive statements are received by the due date, an award will be made to First Responder Behavioral Health, LLC.



Shana Terry
Chief Procurement Officer

Sole Source Public Notice - Behavioral Health Assessment

Final Audit Report

2025-11-13

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