

## Vermont Rural Health Transformation Program Budget Narrative

*Revised January 30, 2026*

### I. Introduction

This Budget Narrative accompanies Vermont's Rural Health Transformation (RHT) Program application and supports the information presented in Standard Form SF-424A. It provides a detailed explanation and justification for each budget line item included across the period of performance [Fiscal Year (FY) 2026]. Vermont certifies that all costs in this Budget Narrative are reasonable, allowable, allocable, and necessary to achieve the goals and objectives of the RHT Program. All costs are also consistent with 2 CFR 200 and CMS program guidance.

- **Administrative Expenses:** Administrative expenses, inclusive of direct and indirect costs total approximately 4% percent of the overall budget (\$4,105,486.76 of \$195,053,740.44). Costs include Categories A, B, C, D, E, G and J in Table 1 as well as the cost of the independent evaluator.
- **Principal Investigator / Program Director:** Jill Olson, Medicaid Director, [jill.olson@vermont.gov](mailto:jill.olson@vermont.gov) (interim)
- **Indirect Cost Approach:** The Agency of Human Services (AHS) has an approved cost allocation plan. Please see the **Indirect Cost Agreement** for more information.

### II. Budget Summary

Vermont's RHT Program budget is \$195,053,740.44. Direct costs total \$194,737,461.71 and indirect costs total \$316,278.73.

| Table 1. Vermont RHT Program Budget Summary |                         |
|---|-------------------------|
| Cost Category                               | FY26                    |
| A. Personnel                                | \$1,273,023.01          |
| B. Fringe Benefits                          | \$1,098,729.51          |
| C. Travel                                   | \$16,795.50             |
| D. Equipment                                | \$0.00                  |
| E. Supplies                                 | \$50,660.00             |
| F. Subrecipients/ Consultants/ Contracts    | \$191,948,253.69        |
| G. Other                                    | \$350,000.00            |
| <b>Total Direct Costs</b>                   | <b>\$194,737,461.71</b> |
| J. Indirect Costs                           | \$316,278.73            |
| <b>Total Project Costs</b>                  | <b>\$195,053,740.44</b> |

| Table 2. Vermont RHT Program Administrative Budget Summary |                 |
|--|-----------------|
| Cost Category  | FY26            |
| 10% Administrative Cost Limit                              | \$19,505,374.04 |
| Total Administrative Cost                                  | \$4,105,486.76  |
| Under/(Over)   | \$15,399,887.30 |

### III. Personnel

Vermont's RHT Program budgets for personnel costs related to state staff necessary to implement each proposed initiative. Vermont's RHT Program budgets \$1,273,023.01 for personnel for FY 26. The project budgets a pay scale for personnel, including a 3% increase following the probationary period and annually for new staff (*indicated by a \**) and a 3% increase annually for current staff (*indicated by a \*\**).

| Table 3. Vermont RHT Program Personnel Budget Summary |   |                         |                               |                |   |                 |
|---|---|-------------------------|-------------------------------|----------------|---|-----------------|
| Position Title  | Description   | Initiative              | Position Status               | Annual Salary  | Full Time Equivalence (level of effort) | FY26 Total Cost |
| HCR Integration Manager                               | Project Director to oversee all RHT Program activities.   | Split evenly across all | New – Limited Service; Vacant | \$93,870.40*   | 100%                                    | \$80,572.09     |
| Admin Services Director III                           | Deputy Project Director to help oversee all RHT Program activities.   | Split evenly across all | Current employee              | \$92,123.20**  | 100%                                    | \$79,072.41     |
| Director of Health Care Workforce                     | Oversee the implementation and execution of all Health Care Workforce Development Director projects/activities  | Split evenly across all | Current employee              | \$89,752.00**  | 100%                                    | \$77,037.13     |
| Admin Services Director II                            | Responsible for overseeing the management and execution of RHT transformation grants (Planning/TA/Consultation) | Split evenly across all | New – Limited Service; Vacant | \$64,313.60*   | 100%                                    | \$55,202.51     |
| Admin Services Director I                             | Responsible for overseeing the management and execution of RHT transformation grants                            | Split evenly across all | Current employee              | \$102,128.00** | 100%                                    | \$87,659.87     |
| Blueprint Payment Ops Admin                           | Project administrator position to oversee Blueprint and transformation  | Split evenly across all | New – Limited Service; Vacant | \$72,716.80*   | 100%                                    | \$62,415.25     |
| Health Care Project Director                          | Responsible for overseeing the management and execution of RHT Technology and Shared Services Grants            | Split evenly across all | New – Limited Service; Vacant | \$87,900.80*   | 100%                                    | \$75,448.19     |
| Financial Manager II                                  | Responsible for overseeing and tracking all RHT expenditures  | Split evenly across all | New – Limited Service; Vacant | \$57,200.00*   | 100%                                    | \$49,096.67     |

|                                      |   |   |                               |               |      |             |
|--------------------------------------|---|---|-------------------------------|---------------|------|-------------|
| Administrative Srvcs Mngr I          | Responsible for overseeing the management and execution of RHT grants   | Split evenly across all                   | Existing - Vacant             | \$64,313.60*  | 50%  | \$27,601.25 |
| Administrative Srvcs Mngr III        | Responsible for overseeing the management and execution of RHT contracts  | Split evenly across all                   | Current employee              | \$98,945.60** | 50%  | \$42,464.15 |
| Financial Manager I                  | Responsible for overseeing and tracking the RHT grant expenditures  | Regionalization                           | New – Limited Service; Vacant | \$64,313.60*  | 100% | \$55,202.51 |
| Administrative Services Director II  | Support the Regionalization Administrative Services Director in overseeing the implementation and execution of projects/activities  | Regionalization                           | New – Limited Service; Vacant | \$77,084.80*  | 100% | \$66,164.45 |
| Health Care Project Director         | Oversee the implementation and execution of all Regionalization projects/activities   | Regionalization                           | New – Limited Service; Vacant | \$86,403.20*  | 100% | \$74,162.75 |
| Administrative Services Manager I    | Support the Grant Program Manager in the management, coordination and execution of grants in relation to RHT program  | Workforce Development and Regionalization | New – Limited Service; Vacant | \$64,313.60*  | 100% | \$55,202.51 |
| Business Project Manager             | Project manages key initiatives including budget, workplans, partner engagement, data analysis, and report writing.   | Workforce Development and Regionalization | New – Limited Service; Vacant | \$68,369.60*  | 100% | \$58,683.91 |
| Administrative Services Manager I    | Support the Grant Program Manager in the management, coordination and execution of grants in relation to RHT program  | Primary Care                              | New – Limited Service; Vacant | \$77,084.80*  | 100% | \$66,164.45 |
| Public Health Program Manager I      | Responsible for the implementation and ongoing management of the Mobile Integrated Healthcare (MIH) program as part of the RHTP.  | Regionalization                           | Existing - Vacant             | \$64,313.60*  | 100% | \$55,202.51 |
| Public Health Specialist III         | Support the research, development, implementation of statewide education and training strategy for EMS personnel and education staff, including consistent data entry practices and procedures. | Regionalization                           | New – Limited Service; Vacant | \$60,632.00*  | 100% | \$52,042.47 |
| Public Health Program Manager I      | Support RHTP grants management and oversight for Recovery Housing.  | Primary Care                              | New – Limited Service; Vacant | \$64,313.60*  | 100% | \$55,202.51 |
| Public Health Programs Administrator | Support RHTP grants management and oversight for healthcare workforce educational programs.   | Workforce                                 | Existing - Vacant             | \$60,632.00*  | 100% | \$52,042.47 |

|                           |  |                         |                               |              |      |                       |
|---------------------------|--|-------------------------|-------------------------------|--------------|------|-----------------------|
| Financial Administrator I | Performs accounting work, maintaining, reviewing, and reconciling financial records to ensure compliance with GAAP (Generally Accepted Accounting Principles). | Split evenly across all | New – Limited Service; Vacant | \$54,038.40* | 100% | \$46,382.96           |
| <b>Personnel Total</b>    |  |                         |                               |              |      | <b>\$1,273,023.01</b> |

#### IV. Fringe Benefits

Vermont's RHT Program budgets \$1,098,729.51 for fringe benefits for FY 26. Vermont's RHT Program budget includes fringe benefits for project personnel. A fringe rate of 28.8% is applied to annual salary to fund the employee's participation in the state Retirement Plan, and a fringe rate of 7.65% is applied to annual salary for the employer's share of Medicare and Social Security contributions. A fringe rate of 0.43% is applied to annual salary to fund the employee's participation in a life insurance program, and a fringe rate of 0.17% is applied to annual salary to fund the employee's participation in a long-term disability program.

A flat rate of \$28,479 per employee (average) covers the employer's share of health insurance coverage for the employee and their family, and a flat rate of \$853 per employee covers the cost of a dental insurance policy for the employee and their dependents. A flat rate of \$37 per employee covers the costs for an Employee Assistance Program which is available to the employee at no cost if the individual or members of their household need help and support for a wide range of issues such as anxiety/depression, stress, financial issues, daycare and elder care resources, etc.

A fringe rate of 0.44% is applied to annual salary for the statewide payroll tax that funds the Child Care and Parental Leave Contribution Fund. A fringe rate of 0.3711% is applied to annual salary to fund participation in a Family Medical Leave Insurance program that provides partial income replacement during leave due to the need to take care of a family member with a serious health condition, bond with a new child, tend to their own serious health condition, provide care for a military service member's serious injury or illness, or address certain needs related to a family member's covered active military duty or call to active duty.

| Table 4. Vermont RHT Program Fringe Benefits Budget Summary |                      |                 |                       |
|---|----------------------|-----------------|-----------------------|
| Benefit/Component   | Benefit Rate         | Salaries/ Wages | FY26                  |
| Retirement  | 28.80%               | \$1,184,872.17  | \$366,630.63          |
| Social Security & Medicare                                  | 7.65%                | \$1,184,872.17  | \$97,386.26           |
| Group Life  | 0.43%                | \$1,184,872.17  | \$5,474.00            |
| Long-Term Disability  | 0.17%                | \$1,184,872.17  | \$2,164.14            |
| Health Insurance  | Flat Rate (\$28,479) | \$1,184,872.17  | \$598,059.00          |
| Dental  | Flat Rate (\$853)    | \$1,184,872.17  | \$17,913.00           |
| Employee Assistance Program                                 | Flat Rate (\$37)     | \$1,184,872.17  | \$777.00              |
| Child Care  | 0.44%                | \$1,184,872.17  | \$5,601.30            |
| Family Medical Leave Insurance                              | 0.3711%              | \$1,184,872.17  | \$4,724.19            |
| <b>Fringe Totals</b>  |                      |                 | <b>\$1,098,729.51</b> |

## V. Travel

Vermont's RHT Program budgets \$16,795.50 for travel for FY 26. Vermont's RHT Program budgets for state staff travel costs for select initiatives related to local activities, such as attending regional workshops, conducting site visits, supporting trainings, holding convenings, and onboarding partners.

| <b>Table 5. Vermont RHT Program Travel Budget Summary</b>     |                       |                     |                     |              |               |                    |
|---|-----------------------|---------------------|---------------------|--------------|---------------|--------------------|
| <b>Purpose of Travel</b>                                      | <b>Initiative</b>     | <b>Location</b>     | <b>Expense Item</b> | <b>Cost</b>  | <b>Amount</b> | <b>FY26</b>        |
| CMS Quality Conference  | RHTG Kick Off         | Baltimore, Maryland | Airfare             | \$427.00 x 3 | \$1,281.00    | \$1,281.00         |
| CMS Quality Conference  | RHTG Kick Off         | Baltimore, Maryland | Hotel               | \$490.50 x 3 | \$1,471.50    | \$1,471.50         |
| CMS Quality Conference  | RHTG Kick Off         | Baltimore, Maryland | Per Diem (Meals)    | \$301.00 x 3 | \$903.00      | \$903.00           |
| CMS Quality Conference  | RHTG Kick Off         | Baltimore, Maryland | Baggage             | \$80.00 x 3  | \$240.00      | \$240.00           |
| CMS Quality Conference  | RHTG Kick Off         | Baltimore, Maryland | Cab                 | \$100.00 x 3 | \$300.00      | \$300.00           |
| Local Travel - Regional Workshops and Site Visits             | Regionalization       | Statewide           | Mileage             | \$.70/mi     | \$3,000.00    | \$2,100.00         |
| Local Travel - Regional Stakeholder Meetings                  | Regionalization       | Statewide           | Mileage             | \$.70/mi     | \$3,000.00    | \$2,100.00         |
| Local Travel - Partner Onboarding and Implementation Sessions | Shared Services       | Statewide           | Mileage             | \$.70/mi     | \$3,000.00    | \$2,100.00         |
| Local Travel - Site Visits, Practice Engagements              | Shared Services       | Statewide           | Mileage             | \$.70/mi     | \$3,000.00    | \$2,100.00         |
| Local Travel - Site Visits, Trainings, Statewide convenings   | Primary Care          | Statewide           | Mileage             | \$.70/mi     | \$10,000.00   | \$2,100.00         |
| Local Travel - Site Visit                                     | Workforce Development | Statewide           | Mileage             | \$.70/mi     | \$3,000.00    | \$2,100.00         |
| <b>Travel Totals</b>  |                       |                     |                     |              |               | <b>\$16,795.50</b> |

## VI. Equipment

Vermont's RHT Program does not include any state equipment purchases outside of Vermont's RHT Program initiatives. Equipment costs related to each initiative are described in [Section VIII](#).

## VII. Supplies

Vermont's RHT Program budgets \$50,660.00 for supplies for FY 26. Vermont's RHT Program will require the purchase of a computer, monitor, software, licenses, and cell phone for new personnel to perform project-related activities. The computers will be used solely for project-related purposes, such as preparing grant documents and disseminating project information to the public. Cell phones will also be used solely for project-related purposes, such as participation in conference calls and communication with providers, contractors, and awardees. A cell phone is being issued to support activities under a hybrid work environment. Prices are consistent with other AHS purchases.

| <b>Table 6. Vermont RHT Program Supplies Budget Summary</b> |             |                 |                    |
|---|-------------|-----------------|--------------------|
| <b>Item</b>   | <b>Rate</b> | <b>Quantity</b> | <b>FY26</b>        |
| Computer and Monitor  | \$1,977.00  | 17              | \$33,609.00        |
| G3 License (Full Microsoft License)                         | \$349.00    | 17              | \$5,933.00         |
| Audio Conferencing  | \$102.00    | 17              | \$1,734.00         |
| Adobe Document Cloud  | \$72.00     | 17              | \$1,224.00         |
| Cell phone  | \$480.00    | 17              | \$8,160.00         |
| <b>Supplies Total:</b>                                      |             |                 | <b>\$50,660.00</b> |

#### VIII. Budgets across Sub Recipients, Consultants, and Contracts

Vermont's RHT Program budgets \$191,948,253.69 for subrecipients, consultants, and contractors across the five initiatives for FY 26.

The State of Vermont will select contractors for these RHT Program activities in accordance with the State's standard procurement requirements outlined in [Administrative Bulletin 3.5](#). For each contract, the State will issue a competitive solicitation, through a formal Request for Proposals. Please see the Business Assessment, Section H. Procurement for additional details.

Proposals will be reviewed by an evaluation committee using consistent criteria, including: 1) the bidder's technical approach and methodology; 2) relevant experience and subject matter expertise; 3) organizational capacity and staffing; 4) demonstrated understanding of Vermont's health-system environment; 5) cost proposal and overall value; and 6) ability to meet data privacy, security, and compliance requirements.

Contractors will be selected based on best value to the State, and all procurement steps including solicitation, evaluation, and award justification will be fully documented to ensure transparency, fairness, and adherence to state and federal requirements.

| <b>Table 7. Vermont RHT Program Budget Summary for Subrecipients, Consultants, and Contracts</b>                                   |                   |                 |
|--|-------------------|-----------------|
| <b>Subrecipients Budget Summary</b>  |                   |                 |
| <b>Subrecipients</b>   | <b>Initiative</b> | <b>FY26</b>     |
| #1 Community paramedicine/Mobile Integrated Health model   | Regionalization   | \$5,370,000.00  |
| #2 Facility upgrades to support regionalization  | Regionalization   | \$21,500,000.00 |
| #3 Mental health and substance use urgent care expansion   | Regionalization   | \$2,050,000.00  |
| #4 Transformation, innovation, and regionalization support grants  | Regionalization   | \$26,923,183.69 |
| #5 Medical mobile units  | Regionalization   | \$1,940,000.00  |
| #6 Dental mobile units   | Regionalization   | \$732,570.00    |
| #7 Improve availability and access to high acuity services for nursing home residents, including dialysis services and ventilators | Regionalization   | \$1,450,000.00  |
| #8 Shared Human Resources Information System (HRIS) System   | Shared Services   | \$1,502,000.00  |

|   |  |                         |
|---|--|-------------------------|
| #9 Adoption of a shared Electronic Medical Record (EMR) platform                    | Shared Services                              | \$17,250,000.00         |
| #10 Statewide e-consult expansion and workforce capacity building                   | Shared Services                              | \$2,300,000.00          |
| #11 Grants to providers to adopt remote patient monitoring (RPM)                    | Shared Services                              | \$900,000.00            |
| #12 Grant to providers to adopt telehealth technology                               | Shared Services                              | \$8,000,000.00          |
| #13 Grants to providers to adopt AI transcription/scribe technology                 | Shared Services                              | \$1,030,000.00          |
| #14 Enhanced capacity for team-based care   | Primary Care                                 | \$18,000,000.00         |
| #15 Mental health (MH) and community support integration into primary care teams    | Primary Care                                 | \$600,000.00            |
| #16 Blueprint transformation network capacity                                       | Primary Care                                 | \$1,800,000.00          |
| #17 Workforce support and system integration development                            | Primary Care                                 | \$1,200,000.00          |
| #18 Primary care-focused data and analytics infrastructure                          | Primary Care                                 | \$1,160,000.00          |
| #19 Expand access to Federally Qualified Health Center (FQHC) primary care services | Primary Care                                 | \$1,800,000.00          |
| #20 Incentivize access to primary care  | Primary Care                                 | \$15,000,000.00         |
| #21 Specialty and primary care performance payments                                 | Primary Care                                 | \$15,000,000.00         |
| #22 Recovery housing for individuals with SUD needs                                 | Primary Care                                 | \$8,000,000.00          |
| #23 Licensed Nursing Assistant training programs                                    | Workforce Development                        | \$810,000.00            |
| #24 Health care workforce development tuition assistance program                    | Workforce Development                        | \$811,000.00            |
| #25 "Critical occupations" no-cost tuition program                                  | Workforce Development                        | \$934,500.00            |
| #26 Maple Mountain Rural Residency Program  | Workforce Development                        | \$985,000.00            |
| #27 Expand pharmacists' scope to include test-to-treat in more scenarios            | Workforce Development                        | \$1,070,000.00          |
| #28 Health care workforce conditional financial assistance program                  | Workforce Development                        | \$4,812,500.00          |
| #29 Health care professions residency program                                       | Workforce Development                        | \$4,000,000.00          |
| <b>Subrecipient Totals:</b>   |  | <b>\$166,930,753.69</b> |
|   |  |                         |
| <b>Consultants</b>  | <b>Initiative</b>                            | <b>FY26</b>             |
| #1 Development of a statewide health care delivery strategic plan                   | Regionalization                              | \$2,527,500.00          |
| #2 Statewide assessment of options to improve health coverage affordability         | Price Transparency and Insurance Competition | \$500,000.00            |
| <b>Consultant Totals:</b>   |  | <b>\$3,027,500.00</b>   |
|   |  |                         |
| <b>Contracts</b>  | <b>Initiative</b>                            | <b>FY26</b>             |
| #1 Independent evaluator  | Evaluator                                    | \$1,000,000.00          |
| #2 Transformation analytics and support   | Regionalization                              | \$15,000,000.00         |
| #3 Centralized tool to guide interfacility transfers                                | Shared Services                              | \$2,900,000.00          |
| #4 Statewide closed loop referral system  | Shared Services                              | \$455,000.00            |
| #5 Statewide health care data platform modernization and transparency project       | Price Transparency and Insurance Competition | \$2,635,000.00          |
| <b>Contract Totals:</b>   |  | <b>\$21,990,000.00</b>  |
| <b>Combined Subrecipient, Consultant, and Contract Totals:</b>                      |  | <b>\$192,948,253.69</b> |

## Budget Summary for Subrecipients

Vermont's RHT Program budgets \$166,930,753.69 for subrecipients for FY 26. Specific subrecipients for the state's RHT Program initiatives and associated projects are in most cases yet to be determined (with the exception of #27, Establish Maple Mountain Rural Residency Program), and AHS will initiate a competitive award process per State of Vermont policy (see description above). The scope of work for each subrecipient will vary and is described in the **Project Narrative**. AHS will execute a subrecipient(s) agreement with one or more selected subrecipient(s), and a financial workbook must be submitted to and approved by AHS prior to issues. The agreements(s) will be monitored by an AHS Project Director, and AHS will provide updates once subrecipient(s) have been selected and price schedules are successfully negotiated.

| <b>Table 8. Vermont RHT Program Budget Summary of Subrecipients</b> |                        |   |
|---|------------------------|---|
| <b>Category</b>   | <b>FY26</b>            | <b>Line Item Budget Narrative</b>   |
| <b>#1 Community paramedicine/Mobile Integrated Health model</b>     |                        |   |
| Travel  | \$150,000.00           | Site visits, Learning Collaborative meetings, trainings & materials, regional coordination, educational content, & protocol distribution  |
| Supplies  | \$100,000.00           | Emergency Medical Services (EMS)–hospital partnership contracts, training delivery, ImageTrend integration, evaluation, technical assistance, & payment model development   |
| Contractual   | \$5,100,000.00         | Grants for medical kits, telehealth devices, mobile care units, & minor facility modifications for EMS training & date connectivity tools for EMS partners  |
| Other   | \$20,000.00            | Stakeholder engagement & communications   |
| <b>Totals</b>   | <b>\$5,370,000.00</b>  |   |
| <b>#2 Facility upgrades to support regionalization</b>              |                        |   |
| Contractual   | \$21,500,000.00        | Minor physical renovations and refurbishments (repairs, accessibility enhancements, & improvements for specialized equipment or technology accommodations)  |
| <b>Totals</b>   | <b>\$21,500,000.00</b> |   |
| <b>#3 Mental health and substance use urgent care expansion</b>     |                        |   |
| Travel  | \$70,000.00            | Site visits, peer learning collaboratives, & staff training   |
| Supplies  | \$130,000.00           | Clinical supplies, personal protective equipment, testing kits, & medications   |
| Contractual   | \$1,650,000.00         | Sub-awards to community partners for operations (includes furniture, diagnostic/ telehealth tools, computers, security), minor facility retrofits, Americans with Disabilities Act upgrades, information technology (IT) wiring, & minor internal space reconfiguration |
| Other   | \$200,000.00           | Outreach, communications, licensing, insurance, & community stipends  |
| <b>Totals</b>   | <b>\$2,050,000.00</b>  |   |



| #4 Transformation, innovation, and regionalization support grants |                        |  |
|---|------------------------|--|
| Contractual   | \$26,923,183.69        | Grants to hospitals/regional partners to support plan development, stakeholder engagement & implementation of innovative care models |
| <b>Totals</b>   | <b>\$26,923,183.69</b> |  |

| #5 Medical mobile units |                       |                                  |
|-------------------------|-----------------------|----------------------------------|
| Travel                  | \$50,000.00           | Fuel and tolls                   |
| Equipment               | \$150,000.00          | Outfitting of mobile units       |
| Supplies                | \$250,000.00          | Clinical supplies                |
| Contractual             | \$1,500,000.00        | Purchase of mobile units         |
| Other                   | \$20,000.00           | Community engagement & marketing |
| <b>Totals</b>           | <b>\$1,940,000.00</b> |                                  |

| #6 Dental mobile units |                     |                                  |
|------------------------|---------------------|----------------------------------|
| Travel                 | \$12,000.00         | Fuel and tolls                   |
| Equipment              | \$30,000.00         | Outfitting of mobile units       |
| Supplies               | \$15,000.00         | Clinical supplies                |
| Contractual            | \$655,570.00        | Purchase of mobile units         |
| Other                  | \$20,000.00         | Community engagement & marketing |
| <b>Totals</b>          | <b>\$732,570.00</b> |                                  |

| #7 Improve availability and access to high-acuity services for nursing home residents including dialysis services and ventilators |                       |   |
|---|-----------------------|---|
| Contractual   | \$1,450,000.00        | Vendor planning support for site readiness assessment & installation contracting, grants for purchase & installation of dialysis & ventilator equipment, minor site modifications, plumbing, & electrical upgrades to support new equipment |
| <b>Totals</b>   | <b>\$1,450,000.00</b> |   |

| #8 Shared HRIS System |                       |  |
|-----------------------|-----------------------|--|
| Supplies              | \$5,000.00            | Software licenses, printing, & training materials  |
| Contractual           | \$1,485,000.00        | Consulting support, software purchase, configuration, data migration, integration, maintenance, grants for servers, IT hardware, & security infrastructure for system hosting & backup |
| Other                 | \$12,000.00           | System optimization & user satisfaction reporting  |
| <b>Totals</b>         | <b>\$1,502,000.00</b> |  |

| #9 Adoption of a shared EMR platform |              |  |
|--------------------------------------|--------------|--|
| Personnel                            | \$700,000.00 | New, core staff (IT, cybersecurity, project management, training).         |
| Fringe Benefit                       | \$200,000.00 | ~25% of personnel costs  |
| Travel                               | \$250,000.00 | Partner site visits, vendor coordination, training travel, & conferences   |
| Supplies                             | \$300,000.00 | Software supplies, licenses, training materials, & small tech peripherals. |

|               |                        |   |
|---------------|------------------------|---|
| Contractual   | \$15,700,000.00        | Vendor implementation consulting, electronic health record licensing, workflow redesign, training, data conversion, hardware, servers, cybersecurity infrastructure, network integration/interoperability tools, minor renovations & wiring upgrades (≤10% of total) for secure server and data center spaces |
| Other         | \$100,000.00           | Outreach & stakeholder engagement   |
| <b>Totals</b> | <b>\$17,250,000.00</b> |   |

|  |                       |  |
|--|-----------------------|--|
| <b>#10 Statewide e-consult expansion and workforce capacity building</b> |                       |  |
| Contractual  | \$2,300,000.00        | Vendor support for e-consult expansion and workforce capacity building; program & technical support for acute specialty consults, eConsult buildout & maintenance, net platform cost; training and resources development |
| <b>Totals</b>  | <b>\$2,300,000.00</b> |  |

|   |                     |  |
|---|---------------------|--|
| <b>#11 Grants to providers to adopt RPM</b> |                     |  |
| Contractual                                 | \$900,000.00        | Grants to purchase RPM equipment, includes direct sub-grants to primary care practices for RPM equipment, software, and integration support (~\$20-25 K per grantee) |
| <b>Totals</b>                               | <b>\$900,000.00</b> |  |

|  |                       |   |
|--|-----------------------|---|
| <b>#12 Grant to providers to adopt telehealth technology</b> |                       |   |
| Contractual  | \$8,000,000.00        | Sub-grants for telehealth carts, cameras, secure routers, & EMR integration tools (~\$25–30 K per grantee), payment for technical assistance & implementation vendor contracts for setup assistance, cybersecurity training, & billing compliance support |
| <b>Totals</b>  | <b>\$8,000,000.00</b> |   |

|  |                       |  |
|--|-----------------------|--|
| <b>#13 Grants to providers to adopt AI transcription/scribe technology</b> |                       |  |
| Contractual  | \$1,000,000.00        | Provider training materials, communication resources, & outreach                       |
| Other  | \$30,000.00           | AI scribe licensing, implementation, cybersecurity protections, & workflow integration |
| <b>Totals</b>  | <b>\$1,030,000.00</b> |  |

|  |                        |   |
|--|------------------------|---|
| <b>#14 Enhanced capacity for team-based care</b> |                        |   |
| Contractual                                      | \$18,000,000.00        | Capacity building payments to improve team-based care model implementation to support care coordination & chronic condition management/counseling |
| <b>Totals</b>                                    | <b>\$18,000,000.00</b> |   |

|   |                     |  |
|---|---------------------|--|
| <b>#15 MH and community support integration into primary care teams</b> |                     |  |
| Equipment   | \$75,000.00         | Outfitting of sites for integration efforts  |
| Supplies  | \$75,000.00         | Screening tools, educational materials, & patient engagement resources   |
| Contractual   | \$450,000.00        | Supervision and partnerships with mental health centers and social service organizations, laptops, telehealth peripherals, remote work technology, minor space modifications & technology infrastructure at primary care sites |
| <b>Totals</b>   | <b>\$600,000.00</b> |  |

| #16 Blueprint transformation network capacity |                       |  |
|---|-----------------------|--|
| Contractual                                   | \$1,800,000.00        | Support of network capacity building for team-based care model enhancements (technical assistance, training, practice supports to adopt new standards, etc.) |
| <b>Totals</b>                                 | <b>\$1,800,000.00</b> |  |

| #17 Workforce support and system integration development |                       |  |
|--|-----------------------|--|
| Contractual  | \$1,200,000.00        | Vendor support to build workforce competency, tools development for patient/ family engagement, referral/consultation workflows systems improvements, & bilateral communication mechanisms (focusing on orientation, training, policies and procedures, data/information flows, assessments, etc.) |
| <b>Totals</b>  | <b>\$1,200,000.00</b> |  |

| #18 Primary care-focused data and analytics infrastructure |                       |   |
|--|-----------------------|---|
| Travel   | \$20,000.00           | Provider outreach, training & integration support   |
| Supplies   | \$25,000.00           | Software subscriptions, training materials, & user support tools  |
| Contractual  | \$1,115,000.00        | Vendor contracts for quality measurement/improvement, risk stratification, referral tracking, data system integration and maintenance, servers, data storage, & secure hosting upgrades |
| <b>Totals</b>  | <b>\$1,160,000.00</b> |   |

| #19 Expand access to federally qualified health center primary care services |                       |   |
|--|-----------------------|---|
| Contractual  | \$1,800,000.00        | Minor infrastructure and equipment upgrades to enable expansion of federally qualified health center sites; formal onboarding and training of staff; IT investments; costs related to health data information transfer and community engagement and public relations activities |
| <b>Totals</b>  | <b>\$1,800,000.00</b> |   |

| #20 Incentivize access to primary care |                        |  |
|--|------------------------|--|
| Contractual                            | \$15,000,000.00        | Payment to providers in return for adopting the state's primary care access requirements |
| <b>Totals</b>                          | <b>\$15,000,000.00</b> |  |

| #21 Specialty and primary care performance payments |                        |  |
|---|------------------------|--|
| Contractual   | \$15,000,000.00        | Payment to providers for participation in and outcomes related to performance payments |
| <b>Totals</b>                                       | <b>\$15,000,000.00</b> |  |

| #22 Recovery housing for individuals with SUD needs |                       |  |
|---|-----------------------|--|
| Contractual   | \$8,000,000.00        | Vendor grant payments for minor renovations & refurbishments to existing housing; and operating expenses not otherwise covered by health insurance |
| <b>Totals</b>                                       | <b>\$8,000,000.00</b> |  |

| #23 Licensed Nursing Assistant training programs |             |  |
|--|-------------|--|
| Supplies   | \$25,000.00 | Course materials, student uniforms, textbooks, & exam fees |

|               |                     |   |
|---------------|---------------------|---|
| Contractual   | \$775,000.00        | Grants for tuition support, stipends, hybrid class partnerships, centralized instruction, clinical placements, lab equipment, minor renovations & IT upgrades |
| Other         | \$10,000.00         | Community outreach & communications   |
| <b>Totals</b> | <b>\$810,000.00</b> |   |

|   |                     |   |
|---|---------------------|---|
| <b>#24 Health care workforce development tuition assistance program</b> |                     |   |
| Supplies  | \$10,000.00         | Course materials, textbooks, printing costs   |
| Contractual   | \$800,000.00        | Grants for renewals of licensing, exam fees, continuing education units, & retention/recruitment stipends |
| Other   | \$1,000.00          | Recognition events for participating agencies   |
| <b>Totals</b>   | <b>\$811,000.00</b> |   |

|   |                     |   |
|---|---------------------|---|
| <b>#25 “Critical occupations” no-cost tuition program</b> |                     |   |
| Contractual   | \$932,500.00        | Financial incentives for students pursuing critical health and human services occupations |
| Other   | \$2,000.00          | Community communications & marketing  |
| <b>Totals</b>   | <b>\$934,500.00</b> |   |

|   |                     |   |
|---|---------------------|---|
| <b>#26 Maple Mountain Rural Residency Program</b> |                     |   |
| Personnel   | \$400,000.00        | New director, faculty preceptors, coordinators, and teaching staff  |
| Fringe Benefit                                    | \$100,000.00        | 25% of personnel costs, including benefits for residents and faculty  |
| Travel  | \$25,000.00         | Recruitment, conferences, & rural site travel   |
| Supplies  | \$25,000.00         | Education materials, clinical supplies, accreditation fees  |
| Contractual                                       | \$425,000.00        | Stipends & benefits (~\$81K/resident/year), academic partnerships, rotation site payments, grants for simulation technology & affiliated training costs [assumes resident stipend increases at 3% inflation rate each year and that the program's first class of residents starts in July 2026 (4 residents per class)] |
| Other   | \$10,000.00         | Accreditation renewals & community outreach   |
| <b>Totals</b>                                     | <b>\$985,000.00</b> |   |

|   |                       |   |
|---|-----------------------|---|
| <b>#27 Expand pharmacists’ scope to include test-to-treat in more scenarios</b> |                       |   |
| Contractual   | \$1,070,000.00        | Renovation of 25 pharmacy spaces, training, recruitment stipends, diagnostic devices, reimbursement model redesign, EMR/IT integration, & telehealth waiver tools |
| <b>Totals</b>   | <b>\$1,070,000.00</b> |   |

|   |                       |  |
|---|-----------------------|--|
| <b>#28 Health care workforce conditional financial assistance program</b> |                       |  |
| Contractual   | \$4,812,500.00        | Financial assistance/incentives for qualifying students/clinicians, contingent on program completion |
| <b>Totals</b>   | <b>\$4,812,500.00</b> |  |

|  |                |  |
|--|----------------|--|
| <b>#29 Health care professions residency program</b> |                |  |
| Personnel  | \$1,000,000.00 | New director, preceptors and residents     |
| Fringe Benefit                                       | \$250,000.00   | 25% of personnel costs, including benefits |

|               |                       |  |
|---------------|-----------------------|--|
| Travel        | \$30,000.00           | Recruitment, conferences, & rural site travel  |
| Supplies      | \$10,000.00           | Education and training materials and laptops   |
| Contractual   | \$2,700,000.00        | Minor office space upgrades, IT support purchases, development of preceptor support structures and curriculum; coordination of peer learning and support groups; program reporting |
| Other         | \$10,000.00           | Communications & marketing   |
| <b>Totals</b> | <b>\$4,000,000.00</b> |  |

### Budget Summary for Consultants

Vermont's RHT Program budgets \$3,027,500.00 for consultants for FY 26. Specific consultants for these projects are yet to be determined, and AHS will initiate a competitive procurement process per State of Vermont policy (see description above). One or more contracts may be awarded depending on the consultant's expertise, and the period of performance is FY26. The scope of work for each consultant will vary by project. AHS will execute a contract with one or more selected consultant(s) that includes a clear price schedule and/or fixed price deliverables. The contract(s) will be monitored by an AHS Project Director, and AHS will provide updates once consultant(s) has been selected and price schedules have been successfully negotiated.

| <b>Table 9. Budget Summary of Consultants</b>                                      |                       |   |
|--|-----------------------|---|
| <b>Category</b>  | <b>FY26</b>           | <b>Line Item Budget Narrative</b>   |
| <b>#1 Development of a statewide health care delivery strategic plan</b>           |                       |   |
| Contractual  | \$2,527,500.00        | Consultant development of strategic plan  |
| <b>Totals</b>  | <b>\$2,527,500.00</b> |   |
| <b>#2 Statewide assessment of options to improve health coverage affordability</b> |                       |   |
| Contractual  | \$500,000.00          | Consultant support of technical analysis, waiver application preparation, exploration of Vermont Premium Assistance adjustments |
| <b>Totals</b>  | <b>\$500,000.00</b>   |   |

### Budget Summary for Contracts

Vermont's RHT Program budgets \$21,990,000.00 for contracts for FY 26. Specific contractors for these projects is yet to be determined, and AHS will initiate a competitive procurement process per State of Vermont policy (see description above). One or more contracts may be awarded depending on the contractor's expertise, and the period of performance is FY26. The scope of work for each contract varies by contract. AHS will execute a contract with one or more selected contractor(s) that includes a clear price schedule and/or fixed price deliverables. The contract(s) will be monitored by an AHS Project Director, and AHS will provide updates once contractor(s) has been selected and price schedules have been successfully negotiated.

| Table 10. Budget Summary of Contracts  |                        |   |
|--|------------------------|---|
| Category   | FY26                   | Line Item Budget Narrative  |
| <b>#1 Independent evaluator</b>  |                        |   |
| Contractual  | \$1,000,000.00         | Evaluation activities, to include quality measurement collection and reporting  |
| <b>Totals</b>  | <b>\$1,000,000.00</b>  |   |
| <b>#2 Transformation analytics and support</b>                                       |                        |   |
| Contractual  | \$15,000,000.00        | Modeling to assess impacts of reforms, on-site transformation support, & other supports aligned with request for proposal. The state may require the vendor(s) to provide project management or other transformation support to the other Initiatives in this application, as needed. |
| <b>Totals</b>  | <b>\$15,000,000.00</b> |   |
| <b>#3 Centralized tool to guide interfacility transfers</b>                          |                        |   |
| Personnel  | \$700,000.00           | New, core staff (~6–8 FTEs) for coordination, data analytics, technical assistance (TA), & IT support   |
| Fringe Benefit   | \$175,000.00           | ~25% of personnel costs   |
| Travel   | \$75,000.00            | Site visits, training, & regional meetings  |
| Supplies   | \$50,000.00            | Software licenses, subscriptions, & training materials  |
| Contractual  | \$1,850,000.00         | Development of online platforms, system integration, cybersecurity & TA; hardware, secure hosting, network monitoring, software setup, & minor upgrades for secure coordination hub   |
| Other  | \$50,000.00            | Outreach & communications   |
| <b>Totals</b>  | <b>\$2,900,000.00</b>  |   |
| <b>#4 Statewide closed loop referral system</b>                                      |                        |   |
| Travel   | \$15,000.00            | Outreach, provider engagement & user trainings  |
| Supplies   | \$10,000.00            | Software licenses, training materials & communication resources   |
| Contractual  | \$425,000.00           | Vendor software development, statewide implementation, electronic health record integration, referral tracking maintenance, hardware, connectivity upgrades, & secure hosting environments  |
| Other  | \$5,000.00             | Reporting to measure rates/outcomes   |
| <b>Totals</b>  | <b>\$455,000.00</b>    |   |
| <b>#5 Statewide health care data platform modernization and transparency project</b> |                        |   |
| Travel   | \$25,000.00            | Design sessions, on-site workshops, & training  |
| Equipment  | \$10,000.00            | Software accessories, documentation materials, & user-support resources   |
| Supplies   | \$2,600,000.00         | Labor (architecture, engineering, DevOps, data science, quality assurance, security, delivery), licensing/tooling, cloud infrastructure, & training   |
| <b>Totals</b>  | <b>\$2,635,000.00</b>  |   |

#### IX. Other

Vermont's RHT Program budgets \$350,000.00 for grant management software for FY 26. This system will allow potential subrecipients apply for funding opportunities and for AHS to efficiently administer the subrecipient agreements.

| Table 11. Budget Summary of Other |                     |                            |
|-----------------------------------|---------------------|----------------------------|
| Category                          | FY26                | Line Item Budget Narrative |
| Other                             | \$350,000.00        | Grant management software. |
| <b>Totals</b>                     | <b>\$350,000.00</b> |                            |

#### X. Indirect Costs

Vermont's RHT Program budgets \$3,514,208.02 for total modified direct costs and \$316,278.73 indirect costs are requested for FY 26. The Vermont Agency of Human Services uses a Cost Allocation Plan. The submission and approval of the plan is conducted on a quarterly basis. On average, the allocated indirect costs equal 9% across FY26.

| Table 11. Vermont RHT Program Indirect Costs Budget Summary |                       |
|---|-----------------------|
| Direct Costs minus exclusions                               | FY26                  |
| Personnel   | \$1,273,023.01        |
| Fringe  | \$1,098,729.51        |
| Travel  | \$16,795.50           |
| Supplies  | \$50,660.00           |
| Subrecipients   | \$725,000.00          |
| Other   | \$350,000.00          |
| <b>Total Modified Direct Costs</b>                          | <b>\$3,514,208.02</b> |
| <b>Indirect Costs Requested</b>                             | <b>\$316,278.73</b>   |