



## Substance Abuse Prevention and Control

Payment Reform – FY 2025-26

Value-Based Incentives (VBI) Update

March 6, 2026

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### Key Updates and Deadlines

#### **VBI Deadlines:**

**REMINDER**-Several incentives are approaching the **03/31/26** deadline. For more information on the remaining upcoming incentives, please visit the [Deadlines and VBI Communications](#) page.

#### **Electronic Submission Form and Invoice:**

**Reminder:** All VBI [invoices](#) and deliverables must be submitted via the [Electronic Submission Form](#). **Email submissions will not be accepted.** For additional guidance, please review the [FY2025-26 Electronic Submissions Form Guide](#) for detailed instructions on accessing and completing the form. If you encounter any issues completing the electronic form, please contact [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov).

#### **Stay Connected:**

Join our mailing list to ensure your agency's leadership and key staff receive the latest VBI updates, announcements, and important reminders. Complete SAPC's [Listserv Update Form](#) and submit to [SAPCMonitoring@ph.lacounty.gov](mailto:SAPCMonitoring@ph.lacounty.gov) with a copy to your assigned Contract Program Auditor (CPA).

#### **FY 2025-26 VBI Project Codes and Payments:**

To assist providers in identifying payments associated with VBI activities, please review the [FY 2025-26 VBI Project Codes and Description](#) when reviewing your agency's payment documents. The [FY 2025-26 Project Codes and Descriptions](#) document can be found on SAPC's Payment Reform-VBI website under the Resources-Guidance Documents section.

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## Finance and Business Operations

### **Building Performance and Risk Metrics (1-A):**

The [Data Aggregation Implementation Completion Plan \(Option 1\)](#) and [Data Aggregation Software Purchase and Implementation Plan \(Option 2\)](#), which are required as part of Submission 3, are available on the [VBI website](#) under the [Building Performance and Risk Metrics \(1-A\)](#) section. For reference and guidance, the [Data Aggregation Purchase and Initial Implementation Criteria \(Option 1\)](#) and the [Data Aggregation Implementation Training-FAQ](#) have also been posted. Please ensure to submit your agency's documents and [invoice](#) by the **03/31/26** deadline via the [VBI Electronic Submission Form](#).

**Note:** This incentive is available to provider agencies that have a submission 2 approval and have satisfied all training attendance requirements. If you experience any issues completing the [VBI Electronic Submission Form](#) or have any questions, please contact [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov).

### **Managing Financial Risk in Value-Based Reimbursement (1-B):**

The [Financial Contingency Plan](#) is available on the [VBI website](#) under the [Managing Financial Risk in Value-Based Reimbursement \(1-B\)](#) section. Please ensure to submit your agency's document and [invoice](#) by the **03/31/26** deadline via the [VBI Electronic Submission Form](#).

**Note:** This incentive is available to provider agencies that have a submission 1 approval and have satisfied all training attendance requirements. If you experience any issues completing the [VBI Electronic Submission Form](#) or have any questions, please contact [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov)

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## Workforce Development

### **Employee Benefits Package (2-A):**

This incentive reimburses provider agencies for offering a baseline benefits package: medical, dental, and vision coverage, paid time off, and a retirement match. It also offers additional payments for enhanced incentive offerings, which include flexible work schedules, wellness programs, stipend for transportation, childcare, student-loan repayment, or 401(k) match on loan payments, and life insurance.

**Reminder:** The submission deadline is **03/31/26** but early submissions are encouraged. Please submit your documents, an [Employee Benefits Package Provider Agency Checklist](#), and [invoice](#) via the [VBI Electronic Submission Form](#) by the due date.

### **Additional Resources:**

- [Employee Benefits Package](#)
- [Employee Benefits Package Resource Document](#)

If you have any questions, please contact us at [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov).

## **SUD Counselors Minimum Wage (2-B):**

### **New Policy:**

- For provider agencies implementing the \$23 per hour minimum wage as a new policy in FY 2025-26, [invoices](#) may be submitted anytime through **03/31/26**. Submitting early has the advantage of allowing questions to be addressed and the invoice to be finalized more quickly.

### **Continued Policy:**

- For provider agencies that completed the SUD Registered Counselor minimum wage incentive in FY 2024-25 and continue to implement the policy, an additional one-time payment is available based on the number of approved counselors in FY 2024-25.
- A signed attestation form confirming continued implementation of the \$23 per hour minimum wage is required as part of the submission.
- SAPC has emailed these forms, along with submission instructions, to eligible provider agencies.
- SAPC staff will be following up with provider agencies who have not yet submitted. Submissions will be accepted anytime from when you receive the form through **03/31/26**. Submissions will not be accepted after **03/31/26**.
- If your agency participated in the FY 2024-25 SUD Registered Counselor Minimum Wage activity and did not receive an attestation form, please contact [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov)

## **Bilingual Bonus Program (2-C):**

**This is an important reminder: Quarter 3 submissions are due by 03/31/26** — earlier than the usual 10th of the following month.

Please also note **this is the final quarter for the Bilingual Bonus incentive for FY 2025-26**. Provider agencies will need to support their staff with Bilingual Bonus payment for Quarter 4.

Please complete the [Bilingual Bonus Submission Form](#), a [VBI Invoice](#), the [Bilingual Bonus Differential Supplemental Form](#) (if applicable) and submit via the [VBI Electronic Submission Form](#). Ensure that all required supporting documents are included as outlined in [Bilingual Bonus Submission Guide](#). Late submissions will not be accepted.

If you have any questions, please contact [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov).

## **LPHA Sign-On/Loyalty & Retention Bonus (2-D):**

### **LPHA Sign-On / Loyalty Bonus:**

- Provider agencies that did not participate in FY 2024-25 are eligible to participate in the Sign-On/Loyalty Bonus component. Funds can be used as either sign-on bonuses for prospective staff or loyalty bonuses for current LPHA/LE-LPHA staff.

- Please note that bonus payments must first be made by the provider agency to eligible LPHA/LE-LPHA staff. Payments must occur within the current program year, between 7/1/2025 and 3/31/2026. Documentation of these payments is required as part of the submission. Upon approval, SAPC will reimburse the provider agency for the bonus payment amounts.
- **Provider agencies can submit more than one [invoice](#) at any time up until the 03/31/26 deadline.** Submitting early is encouraged, as it allows time to address any questions and helps ensure [invoices](#) can be completed earlier in the year. Please see the [VBI website](#) for more information on the activity criteria and submission guidelines.

#### **LPHA Retention Bonus:**

- Provider agencies that participated in SAPC's LPHA Sign-On/Loyalty Bonus activity in FY 2024-25 are eligible to participate in the LPHA Retention Bonus VBI activity in FY 2025-26. Only LPHAs who received a bonus payment in FY 2024-25 through the SAPC LPHA Sign-on/Loyalty Bonus activity are eligible to receive the Retention Bonus.
- To support identification of eligible staff, SAPC has emailed each eligible provider agency a prepopulated LPHA Retention Bonus Supplemental Form, along with submission instructions. If you did not receive this form, please contact [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov).

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## **Access to Care**

### **R95 Champion (3-F):**

**Who's eligible:** Treatment provider agencies that have adopted R95 Policies and Client-Facing Agreements, in any fiscal year, are eligible for [R95 Champion](#) (3-F) incentive.

**How to complete:** Meet the respective performance metrics threshold for **at least one** of the following MAT activities. **Although each activity is eligible for incentive payments on a quarterly basis, the R95 Champion (3-F) activity will look at cumulative performance across Q1 through Q3.** Additional details for each activity are available on [VBI Access to Care](#).

- MAT Education/Services for OUD in Non-OTP settings (3-A)
- MAT Education/Services for AUD (3-B)
- MAT Agency-wide Naloxone Distribution (3-C)

### **Support Resources:**

- Providers are invited to [schedule R95 VBI one-on-one virtual meetings](#) with questions about the R95 Champion (3-F) incentive.
- Questions about **VBI MAT activities** can be directed to [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov).
- The R95 101 Training for Frontline Staff [scheduling page](#) has been updated with March availability.

- Check the [R95 FY 25-26 calendar](#) for workgroup meetings and other opportunities to help with culture shift and implementation.

**Follow-Up Implementation Plan (3-H):**

An important reminder that participating provider agencies must present their 5x5 slide deck on **03/12/26** or **03/19/26**. The date and time must be coordinated with the Change Leader Coach that is assigned to your agency. The [Change Project Plan](#), a 5x5 slide deck and [invoice](#) must be submitted via the [VBI Electronic Submission Form](#) on or before **03/31/26**. If you have any questions, please contact [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov).

Thank you,

The SAPC Team