



## Substance Abuse Prevention and Control

Payment Reform – FY 2025-26

Value-Based Incentives (VBI) Update

February 6, 2026

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### Key Updates and Deadlines

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

**Reminder:** The [Risk and Financial Readiness Assessment](#) and [Financial Stress Test](#) are due **02/15/26** for eligible provider agencies that have satisfied all training attendance requirements. Please ensure to submit your documents and [invoice](#) via the [Electronic Submission Form](#) by the due date. **Emailed and late submissions will not be accepted.** If you have any questions or encounter any issues, please contact us at [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov).

#### **Guidance Documents:**

A Frequently Asked Questions (FAQ) resource document highlighting questions and themes from the **Financial Readiness Assessment and Financial Stress Workshop** was shared with provider agencies via email by the California Institute for Behavioral Health Solutions (CIBHS). The FAQ will be soon posted on the [VBI](#) website.

#### **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):**

### **Optional Training Opportunity- Retention by Design: Using Data to Strengthen Your Workforce**

**Date:** Wednesday, 02/11/26 | **Time:** 10:00 AM - 11:30 AM | **Format:** Zoom | **Registration:** [Register Here](#)

**Training Topic:** This interactive virtual session introduces practical, data-driven strategies to strengthen retention across the substance use workforce. Participants will learn to apply key retention metrics, understand how turnover impacts service quality and equity, and explore actionable approaches to support agencies in continued implementation of the Three-Year Workforce Development and Retention Sustainability Plan and Value-Based Incentives (VBI) goals and other statewide workforce initiatives. Attendees will learn strategies for strengthening workforce stability and apply best practices that support long-term retention and organizational well-being.

### **Learning Objectives:**

By the end of this workshop, participants will be able to:

1. Identify and define key retention metrics and related concepts.
2. Identify key determinants of retention and turnover.
3. Apply best practices for behavioral health workforce retention.

### **Who Should Attend?**

- Change Leaders responsible for implementing their agency's **Three-Year Workforce Development and Retention Sustainability Plan**.
- **Human Resources staff and Workforce Development staff** leading recruitment and employee engagement efforts.
- **Executives and Agency Leadership** who shape organizational priorities, culture, and strategic workforce investments.

**\*We encourage Building Performance and Risk Metrics (1-A) participants to attend.**

**Why Attend?** Discover practical strategies to improve staff retention and see how key metrics can drive stronger organizational outcomes.

**ADA Accommodations:** If you need a disability-related reasonable accommodation/alternative format for this event, please contact Leslie Garcia.

**For content questions:** Krystal Edwards at [kedwards@cibhs.org](mailto:kedwards@cibhs.org).

**For registration questions:** Leslie Garcia at [lgarcia@cibhs.org](mailto:lgarcia@cibhs.org).

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

### **Title- Data Aggregation Implementation**

**Date:** Thursday, 02/12/26 | **Time:** 8:30 AM - 12:00 PM | **Format:** In-Person | **Registration:** [Register Here](#)

**Training Topic:** Are you ready to bring your Building Performance and Risk Metrics (1-A) work full circle and prepare for dashboard implementation? If so, this in-person, hands-on session is for you. This session will support provider agencies in shaping an implementation-ready plan for a data aggregation platform. Participants will think through dashboard design, visualization, and implementation planning, leaving with clearer next steps and a stronger foundation for meeting the **03/31/26** submission deadline.

#### **This session will include:**

1. Overview of Milestone 3 submission documents and requirements
2. Dashboard design best practices, including usability, accessibility, and audience-specific views
3. A guided “Design Your Dream Dashboard” working session
4. Peer discussion and shared learning on platform selection and implementation strategies.

#### **Who Should Attend?**

This session supports completion of VBI Activity: Building Performance and Risk Metrics (1-A) Submission 3. **Attendance is required from an individual who is in a decision-making and/or technical role with authority.** This may include:

- Chief Executive Officer (CEO), Chief Financial Officer (CFO), Finance Director, or a designated second-in-command
- Individuals overseeing the Building Performance and Risk Metrics (1-A) submissions

**This is an in-person meeting only. There will be no virtual option.**

**ADA Accommodations:** If you need a disability-related reasonable accommodation/alternative format for this event, please contact Leslie Garcia at [lgarcia@cibhs.org](mailto:lgarcia@cibhs.org).

**For content questions:** Martin Toledo at [mtoledo@cibhs.org](mailto:mtoledo@cibhs.org).

**For registration questions:** Leslie Garcia at [lgarcia@cibhs.org](mailto:lgarcia@cibhs.org).

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

### **Title-Navigating the Gray: Future-Proofing Your Fiscal Strategy**

**Date:** Tuesday, 02/24/26 | **Time:** 1:00 PM - 2:30 PM | **Format:** Zoom | **Registration:** [Register Here](#)

**Training Topic:** Is your organization hoping for the best, planning for the worst, and staying steady through everything in between? This training session will help provider agencies plan for uncertainty with confidence. As we navigate constant evolution in policy, patient needs, and value-based reimbursement, this training will equip attendees with frameworks to anticipate risk and respond strategically when things don't go according to plan.

Through guided discussion and real-world examples, this training will explore various drivers of financial uncertainty and frameworks to proactively mitigate risk. By the end of the training session, attendees will leave with a stronger foundation for navigating volatility while pursuing quality and excellence in care delivery.

#### **The session will include:**

1. An overview of **Contingency Planning** principles and frameworks
2. A workshop-style deep dive on the **Contingency Planning Tool**, due **03/31/26**

#### **Who Should Attend?**

For provider agencies participating in the Managing Financial Risk in Value-Based Reimbursement (1-B) activity, **attendance is required from an individual who is in a decision-making and/or technical role with authority**. This may include:

- Chief Executive Officer (CEO), Chief Financial Officer (CFO), Finance Director, or a designated second-in-command
- Individuals overseeing the Managing Financial Risk in Value-Based Reimbursement (1-B) activity

**For content questions:** Martin Toledo at [mtoledo@cibhs.org](mailto:mtoledo@cibhs.org) and Dr. Claudia Murillo-Hernandez at [cmurillo-hernandez@cibhs.org](mailto:cmurillo-hernandez@cibhs.org)

**For registration questions:** Leslie Garcia at [lgarcia@cibhs.org](mailto:lgarcia@cibhs.org)

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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 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)

**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.

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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 Activity 3-F R95 Champion. Questions about VBI MAT activities can be directed to [DPH-SAPC-VBI@ph.lacounty.gov](mailto:DPH-SAPC-VBI@ph.lacounty.gov)
- Keep an eye on the [scheduling page](#) for upcoming available dates for on-site R95 101 Training for Frontline Staff (we go to you!).
- Check the [R95 FY 25-26 calendar](#) for workgroup meetings and other opportunities to help with culture shift and implementation.

Thank you,

The SAPC Team