



Substance Abuse Prevention and Control

Payment Reform- FY2025-26

Value-Based Incentives

October 31, 2025

Key Value-Based Incentives (VBI) Updates and Deadlines

Building Performance and Risk Metrics (1-A):

Reminder: The Building Performance and Risk Metric consists of three milestones with tracks for provider agencies that may not yet be ready to purchase a data aggregation platform. **Milestone 1:** [Data Source Inventory and Baseline Metric Collection tool](#) is due by **11/07/25**. Submit your [Data Source Inventory and Baseline Metric Collection tool](#) via the [VBI Electronic Submission Form](#) along with your [invoice](#) by the deadline. **Email submissions will not be accepted.**

Please refer to the [Building Performance and Risk Metrics-Frequently Asked Questions](#) document for additional information on questions and clarifications raised throughout this activity.

Note: Attendance by individuals in decision-making and/or technical roles with appropriate authority was required to be eligible for this activity. Provider agencies that did not meet the attendance requirement have been notified by SAPC staff and are not eligible to submit for the milestones.

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.

*If your agency has recently submitted an invoice, please note that it is being reviewed and processed for approval.

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 with a copy to your assigned Contract Program Auditor (CPA).

Value-Based Incentives: Finance and Business Operations

Building Performance and Risk Metrics (1-A):

Evaluating Your Data Landscape: Before your agency moves forward with implementation of a data aggregation platform, it's essential to understand your current data capabilities and long-term goals. This training session will walk participants through evaluating their existing data landscape and effectively engaging in technical conversations with potential vendors or partners.

This session will include:

- A panel discussion with peer provider agencies from the SAPC network who have already implemented a data aggregation platform.
- This training session will also provide step-by-step guidance on completing your Data Aggregation Readiness Assessment ahead of the submission deadline on **01/20/26**.

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

1. Articulate their agency's unique data needs and goals
2. Assess current-state readiness, including any potential barriers to implementation
3. Navigate technical conversations with potential vendors and partners

Audience:

- **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), Chief Technology Officer (CTO), or a designated second-in-command
 - Individuals overseeing the Building Performance and Risk Metrics (1-A) activity and subsequent software implementation project.
- Attendance is also encouraged for any team members responsible for financial, clinical, or organizational reporting. CIBHS recommends including anyone with a user login and who is familiar with running reports from your organization's accounting, billing, and/or clinical software.
- **This is an in-person meeting only.** There will be no virtual option.

Date and Time:

- November 13, 2025, 9:00am – 12:00pm ([Registration Link](#))
- Location: Almansor Court, 700 S Almansor St, Alhambra, CA 91801

For content questions: Please contact Martin Toledo at mtoledo@cibhs.org and Dr. Claudia Murillo-Hernandez at cmurillo-hernandez@cibhs.org

For registration questions: Please contact Leslie Garcia at lgarcia@cibhs.org

Value-Based Incentives: Workforce Development

SUD Registered Counselor 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.

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.
- **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 emailed each eligible provider agency a **prepopulated LPHA Retention Bonus Supplemental Form**, along with submission instructions.
- **Note:** SAPC is revising the Supplemental Form and instructions and will email an updated copy individually to provider agencies.

Value-Based Incentives: Access to Care

R95 Client-Facing Agreements (3-G):

Deadline Reminder: R95 policies and agreements for review must be submitted via the [VBI Electronic Submission Form](#) by EOD 12/31/25.

Upcoming R95 Workgroup – Mixed Recovery Goal Communities – *Enhancement Activity eligible*

- **Topic:** Discussion of opportunities and challenges of separating readiness for treatment from readiness for complete abstinence
- **Date:** Thursday, November 6, 2:00pm-3:30pm
- **Location:** Zev Yaroslavsky Family Support Center, Joshua and Sequoia Room Combo
- **Registration:** Please [click](#) here to register for the **in-person** event.

Please let us know if any accommodations are needed for attendees with disabilities.

For information on additional R95 Workgroup Meetings and Trainings, please review the updated [R95 FY 25-26 Calendar](#)

One-on-One Technical Assistance:

Treatment provider agencies with questions about [R95 Policies and Client-Facing Agreements and R95 Champion](#) activities are invited to [book a one-on-one technical assistance meeting](#) with the R95 team by selecting “R95 Value-Based Incentive TA” on the [R95 Booking platform](#).

R95 Monthly Office Hours (open invitation):

The R95 team holds open office hours on the **3rd Wednesday of every month from 9:00am-10:00am** via Teams. The R95 team will review updates and answer questions brought by providers. [Join us](#) by adding the meeting series to your calendar.

Thank you,

The SAPC Team