



Substance Abuse Prevention and Control

Payment Reform – FY 2025-26

Value-Based Incentives (VBI) Update

January 16, 2026

Key Updates and Deadlines

Building Performance and Risk Metrics (1-A):

The [Data Aggregation Readiness Assessment and Analysis](#) (Submission 2) and [invoice](#) are due via the [Electronic Submission Form](#) by **01/20/26**. **Emailed or late submissions will not be accepted. 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.

Incentives:

Provider agencies will receive their Data Quality Report (DQR) for **Submission 2: Q2 (10/25- 12/25)** from SAPC's Health Outcomes Data Analytics (HODA) team. Please ensure to submit a copy of your agency's DQR and [invoice](#) for each incentive metric met via the [VBI Electronic Submission Form](#) by **01/20/26**. **Emailed or late submissions will not be accepted.** If you experience any issues completing the [VBI Electronic Submission Form](#) or have any questions regarding DQR incentive metrics, please contact DPH-SAPC-VBI@ph.lacounty.gov.

Metric	Due Date
Timely Submission of CalOMS Admission/Discharge Records (1-C)	01/20/26
Timely Claims Submission (1-D)	01/20/26
MAT Education/Services for Opioid Use Disorder (OUD) in Non-OTP Settings (3-A)	01/20/26
MAT Education/Services for Alcohol Use Disorder (AUD) (3-B)	01/20/26
MAT: Agency-wide Naloxone Distribution (3-C)	01/20/26
Clients Referred/Admitted to Another SUD Level of Care (3-D)	01/20/26
Mental and Physical Health Referrals/Care Coordination (3-E)	01/20/26

Electronic Submission Form and Invoice:

All VBI [invoices](#) and deliverables must be submitted via the [Electronic Submission Form](#). **Emailed 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.

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).

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.

Finance and Business Operations

Building Performance and Risk Metrics (1-A):

Optional Training Opportunity- Title: 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

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

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

Title: Risk and Financial Readiness Assessment & Financial Stress Test

Date: Thursday, 01/22/26 | **Time:** 10:00 AM - 11:30 AM | **Format:** Zoom | **Registration:** [Register Here](#)

Training Topic: Are you ready to check off your Submission 1 deliverables for Managing Financial Risk in Value-Based Reimbursement (1-B)? Looking to bring your team together, make progress in real time, and receive hands-on support from your CIBHS Technical Assistance partners? This working session is designed for exactly that.

As your agency advances through the **Managing Financial Risk in Value-Based Reimbursement (1-B)** activity, our team will guide you in applying practical project-management strategies, strengthening financial acumen, and successfully completing both components of the submission: the Risk & Financial Readiness Assessment and the Financial Stress Test, **due 02/15/26**.

The session will include:

- An overview of project management principles and strategies
- A review of the Risk and Financial Readiness Assessment, including deadlines and practical tips for completion
- A workshop-style deep dive on the Financial Stress Test, with dedicated time to complete this deliverable

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

1. Apply core project-management principles to internal risk and financial readiness assessment activities
2. Complete the Financial Readiness Assessment and Financial Stress Test

Audience:

This session supports completion of **VBI Activity 1-B: Managing Financial Risk in Value-Based Reimbursement**. 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

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

For content questions:

Martin Toledo at mtoledo@cibhs.org

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

Workforce Development

Employee Benefits Package (2-A):

Title: Creative Benefits

Date: Wednesday, 01/21/26 | **Time:** 10:00 AM - 12:00 PM | **Format:** Zoom | **Registration:** [Register Here](#)

Training Topic: In this interactive virtual session, participants will explore practical strategies to strengthen employee satisfaction, engagement, and retention through creative benefits. Designed for agencies implementing the Three-Year Workforce Development and Retention Sustainability Plan and Value-Based Incentive (VBI) goals, this session provides both inspiration and actionable strategies. Through real-world examples, peer discussion, and an interactive design activity, attendees will learn to identify meaningful, human-centered benefits and develop a pilot idea they can put into practice within their organization.

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

1. Identify key workforce trends and the role of creative benefits in boosting retention.
2. Describe a range of creative benefit strategies that can be adapted to different agency contexts.
3. Develop one actionable, creative benefit concept to pilot within their organization.

Audience:

- Participation is encouraged from Change Leaders responsible for implementing their agency's **Three-Year Workforce Development and Retention Sustainability Plan**.
- **Human Resources staff, Wellness Committee members, and Workforce Development staff** leading recruitment, onboarding, employee engagement, and benefits planning.
- **Executives and Agency Leadership** who shape organizational priorities, culture, and strategic workforce investments.

For content questions: Krystal Edwards at kedwards@cibhs.org

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

Access to Care

R95 Champion (3-F):

Provider agencies **must** complete the **R95 Policies and Client Facing Agreements** **and** **at least one cumulative** MAT incentive by 4/20/26 to be eligible for the **R95 Champion (3-F) Incentive**.

- 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 and support to complete or implement R95 policies.
- 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