



Fiscal Year 2024-25 Capacity Building & Incentives Overview

Finance Services Division
Substance Abuse Prevention and Control Bureau



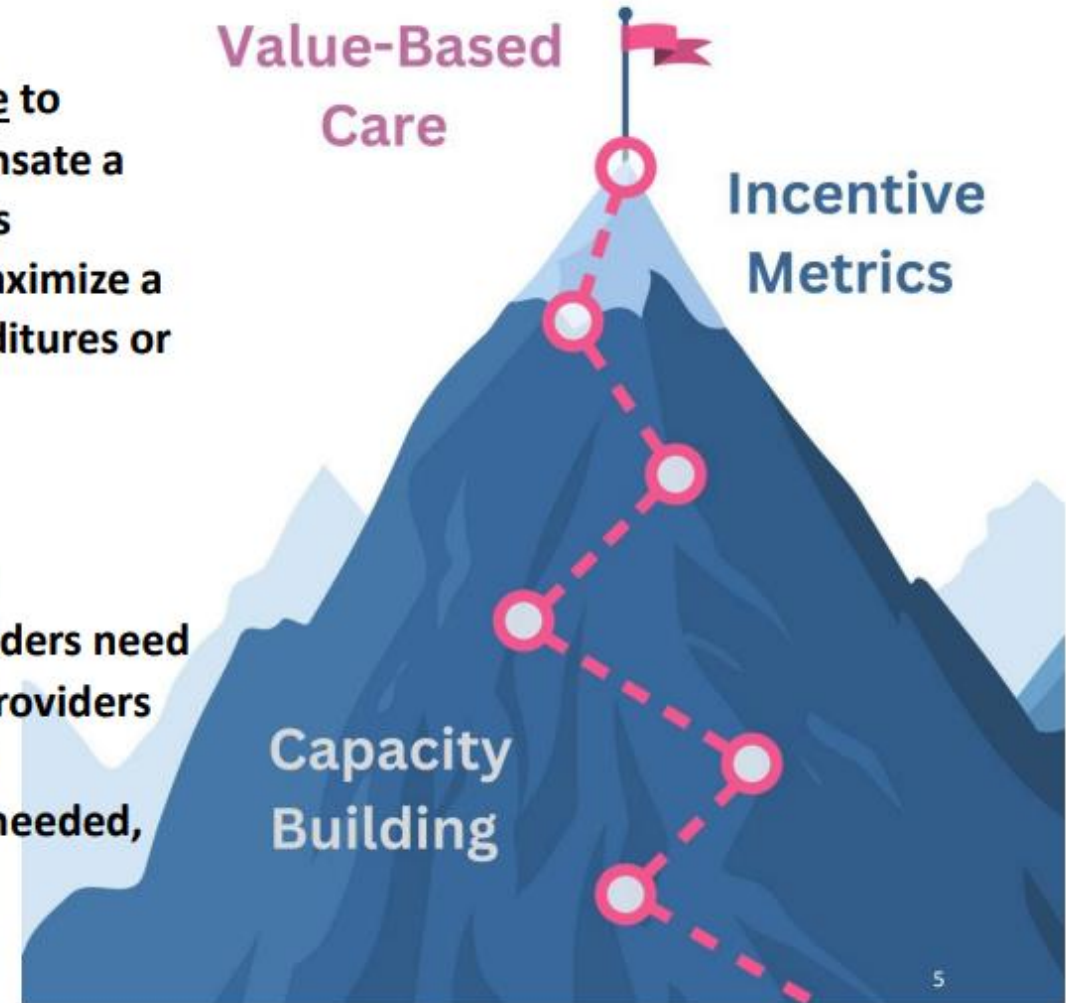
Financial Investments to Prepare for Value-Based Care

What is capacity building?

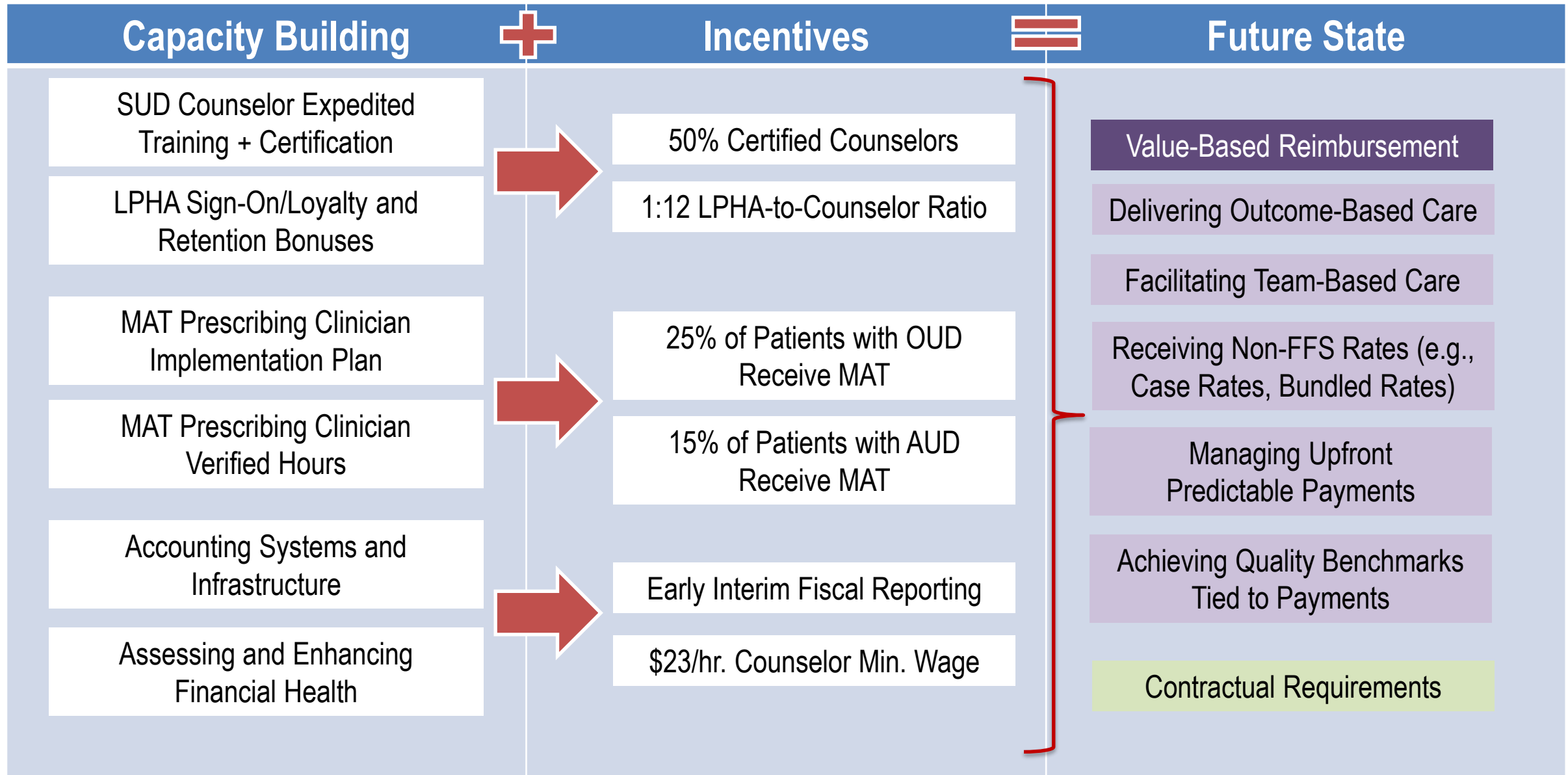
Funds that DPH-SAPC pays a treatment provider either in advance to ensure start-up funds to do something or after the fact to compensate a treatment provider for completing something. Capacity building is designed to help prepare providers to meet select metrics and maximize a supplemental incentive payment. Providers need to verify expenditures or submit a deliverable for full payment.

What are incentives?

Funds that DPH-SAPC pays a treatment provider after achieving a performance metric associated with the incentive payment. Providers need to verify completion and submit relevant data for full payment. Providers keep all funds if the metric is met and do not submit expenditure verification. The funds can be used to reinvest in the program as needed, including to support activities associated with the metric.



FY 2024-25 Overview - Background





FY 2024-25 Capacity Building: Workforce Development, Recruitment, and Retention



Category: Workforce Development, Recruitment, and Retention

LPHA Sign-on/Loyalty and Retention Bonuses

This opportunity supports agencies in hiring and retaining qualified licensed and licensed-eligible practitioners of the healing arts (LPHA and LE-LPHA).

LPHA Sign-On/Loyalty Bonus (1-A) **NEW**

- Overview: This opportunity is available to licensed and licensed-eligible Clinical Social Workers, Marriage and Family Therapists, Professional Clinical Counselors, and Clinical Psychologists.
- Payment: \$5,000 per eligible LPHA/LE-LPHA (all tiers)

LPHA Retention Bonus (1-B) **NEW**

- Overview: This opportunity is available one (1) year after a sign-on/loyalty bonus (1-A) was made to an eligible staff.
- Payment: \$5,000 per eligible LPHA/LE-LPHA (all tiers)

Category: Workforce Development, Recruitment, and Retention

Workforce Development and Retention Sustainability Plan Implementation

This opportunity is designed for agencies to provide progress reports for achieving goals outlined in year 1 – FY 2023-24 of your approved sustainability plan.

Monitoring Report A (1-C) **NEW**

- Overview: Submit sustainability plan monitoring report A and supporting documentation of progress toward targeted goals.
- Payment: \$2,500 (all tiers)

Monitoring Report B (1-D) **NEW**

- Overview: Submit sustainability plan monitoring report B and supporting documentation of progress toward targeted goals
- Payment: \$7,500 (all tiers)

Category: Workforce Development, Recruitment, and Retention

Expedited SUD Counselor Training and Certification

This opportunity supports increasing the number of Certified Counselors in your agency and our network through an expedited certified process for current registered SUD counselors.

Tuition/Paid Time Off (1-E)

- Overview: Providers will be paid before the registered counselor attends certification classes to enable the agency to pay for tuition/book costs and/or paid time off.
- Payment: \$2,500 per eligible staff (all tiers)

Certification Obtained (1-F)

- Overview: Providers will be paid after staff certification and appropriate education costs and/or paid time off verification is submitted and deemed complete.
- Payment: \$2,500 per eligible staff (all tiers)

Category: Workforce Development, Recruitment, and Retention

Medications for Addiction Treatment (MAT) Prescribing Clinician

This opportunity provides cost-sharing to recruit, retain, and utilize medical clinicians, as members of the agency's treatment team to provide medication services - also known as MAT - directly to patients.

Implementation Plan Documentation (1-G)

- Overview: Providers will be paid after SAPC approves a MAT prescribing clinician implementation plan.
- Payment: \$150,000 (all tiers)

Clinician Staffing and Hours Verified (1-H)

- Overview: Providers will be paid once implementation is completed and quarterly updates and verification of MAT prescribing clinician staffing is deemed complete.
- Payment: \$50,000 (all tiers)

Category: Workforce Development, Recruitment, and Retention

Improving Workforce Language Access Efforts

This opportunity supports agencies in ensuring their SUD workforce is representative of the rich diversity of the populations they serve and that their patients have access to communication that allows them to participate actively in treatment services.

Language Assistance Plan (1-I) **NEW**

- Overview: This activity is designed to build a clear, executable process for the provider workforce to better offer people with limited English proficiency or who are deaf or hard of hearing equal access to the benefits of SUD treatment services.
- Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

Category: Workforce Development, Recruitment, and Retention

Improving Workforce Language Access Efforts

This opportunity supports agencies in ensuring their SUD workforce is representative of the rich diversity of the populations they serve and that their patients have access to communication that allows them to participate actively in treatment services.

Bilingual Bonus for Certified Proficient Direct Service Staff (1-J) NEW

- Overview: This activity is designed to support provider efforts to recruit and retain bilingual direct service staff in efforts to increase language matching, which has been demonstrated to improve patient engagement and retention of services.
- Payment:
 - LPHA Direct Service Bilingual Staff: \$150 per month per eligible staff
 - SUD Counselor/Peer Direct Service Bilingual: \$100 per month per eligible staff

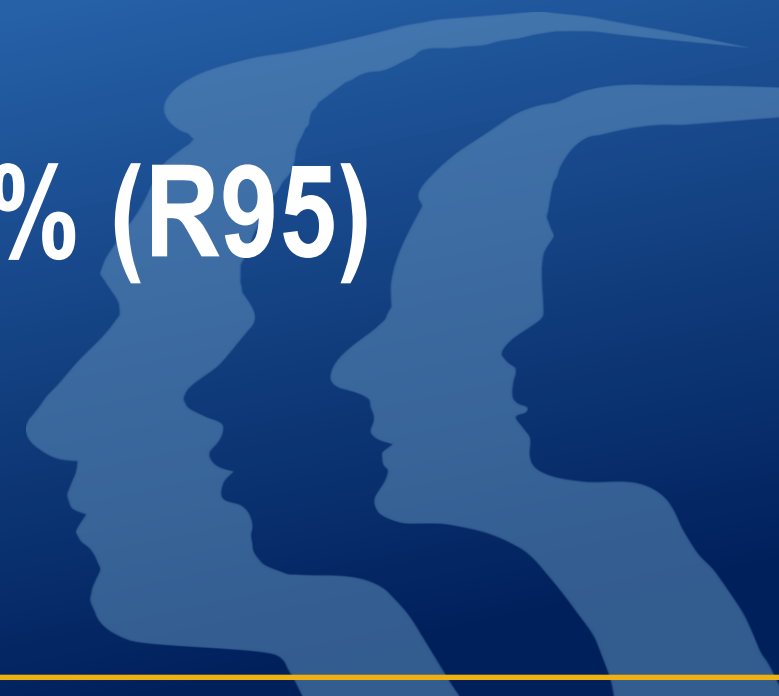
Category: Workforce Development, Recruitment, and Retention

Table 1: Workforce Development Capacity Building Summary

Description	#	Due Date	Max Units	Payment Per Unit	Total Maximum Revenue Potential
LPHA Sign-On and Retention Bonus					
LPHA Sign-On/Loyalty Bonus (NEW)	1-A	3/31/2025	# of eligible LPHAs	\$5,000pp	Varies Based on Participation
LPHA Retention Bonus (NEW)	1-B	3/31/2026	# of eligible LPHAs	\$5,000pp	Varies Based on Participation
Sustainability Plan Implementation					
Sustainability Plan Technical Assistance (TA) and Progress Report: 25%	1-C	11/30/2024	1	\$2,500 per report	All Tiers - \$2,500
Sustainability Plan Technical Assistance (TA) and Progress Report: 75%	1-D	3/31/25	1	\$7,500 per report	All Tiers - \$7,500
Counselor Expedited Training and Certification					
Tuition/Paid Time Off	1-E	6/30/2025	# registered counselors*	\$2,500pp	Varies Based on Participation
Certification Obtained	1-F	6/30/2025	# registered counselors*	\$2,500pp	Varies Based on Participation
Medication For Addiction Treatment (MAT) Prescribing Clinician					
Approved Implementation Plan	1-G	12/1/2024	1	150,000 All Tiers	Varies Based on Participation
Clinician Staffing and Hours Verified	1-H	3/31/2025	1	\$50,000 All Tiers	Varies Based on Participation
Start-up funding is available to all SAPC-contracted treatment agencies at a ratio of \$200,000 per 40 hours per week of MAT prescribing clinician time, distributed as 75%* in Year 1 and 25%** in Year 2. This is one-time start up funding (split into two payments) for each agency.					
Language Access					
Approved Language Access Plan Worksheet (NEW)		9/15/24	Submission of the Language Access Assessment Worksheet is a prerequisite for participation in the Improving Workforce Language Access Efforts.		
Approved Language Assistance Service Implementation Plan (NEW)	1-I	3/31/2025	1	Tier 1 - \$30,000* Tier 2 - \$45,000* Tier 3 - \$60,000*	Varies Based on Participation
Bilingual Bonus for Certified Proficient Direct Service Staff (NEW)	1-J	Quarterly, ending 3/31/25	# of direct service staff with verified language proficiency	SUD Counselor/Peers - \$100/mo. LPHA - \$150/mo.	Varies Based on Participation



FY 2024-25 Capacity Building: Access to Care – Reaching the 95% (R95)



Category: Access to Care – Reaching the 95% (R95)

Update Admission and Discharge Policies

This activity ensures that DPH-SAPC network providers establish more flexible admission policies and admission agreements that allow for the enrollment of individuals at different points of their recovery, including those who are not yet ready for complete abstinence.

Available to Agencies Who <u>DID NOT</u> Participate in FY 2023-24	Available to Agencies with Approved R95 Policy Admission Policy, Discharge Policy, and/or Staff Training
R95 Admissions Policy (2-A)	R95 Admission Agreement (2-D) NEW
R95 Discharge Policy (2-B)	R95 Toxicology Agreement NEW
R95 Training Presentation (2-C)	R95 Staff Training Verification NEW
<u>Payment Per Activity:</u> Tier 1: \$10,000, Tier 2: \$15,000, Tier 3: \$20,000	<u>Payment Per Activity</u> Tier 1: \$10,000, Tier 2: \$15,000, Tier 3: \$20,000

Category: Access to Care – Reaching the 95% (R95)

Service Design for Lower Barrier Care

This activity supports providers in adapting the program services to align with the treatment needs of individuals who want to participate in services but are not ready to maintain abstinence.

Only for Agencies with Approved FY 23-24 Implementation Plans

Service Design Follow-Up Implementation Process Improvement (2-G) **NEW**

- Overview: Submit a completed deliverable form demonstrating the completion of process improvement activities associated with your 2024 Service Design Implementation Plan for approval.
- Payment: Tier 1: \$15,000, Tier 2: \$20,000, Tier 3: \$25,000

Category: Access to Care – Reaching the 95% (R95)

Service Design for Lower Barrier Care

This activity supports providers in adapting the program services to align with the treatment needs of individuals who want to participate in services but are not ready to maintain abstinence.

Only for agencies (or site locations) that DID NOT participate in FY 23-24.

Customer Walk-Through (2-H)

- Overview: Submit completed deliverable forms demonstrating completion of customer experience assessment and walk-through results for approval.
- Payment: \$1,000 per site (all tiers)

Implementation/Investment Plan (2-I)

- Overview: Submit completed deliverable forms demonstrating completion of improvement and investment plan for approval.
- Payment: Tier 1: \$5,000, Tier 2: \$7,500, Tier 3: \$10,000

Category: Access to Care – Reaching the 95% (R95)

Bidirectional Referrals – SUD Treatment and Harm Reduction Services

This activity supports providers in efforts to optimize bidirectional referral relationships between treatment sites and harm reduction agencies.

Treatment Agency Staff Participation in Harm Reduction Trainings (2-J)

- Overview: Providers will be paid for the two deliverables below by completing and submitting the appropriate category invoice by the due date.
 - Deliverable A: Attestation of Harm Reduction Training Protocols for Staff
 - Deliverable B: Verification that no fewer than 85% of practitioner staff have participated in no fewer than one SAPC-approved list of training involving harm reduction between 7/1/2024 and the due date.
- Payment: Tier 1: \$15,000, Tier 2: \$20,000, Tier 3: \$25,000

Category: Access to Care – Reaching the 95% (R95)

Bidirectional Referrals – SUD Treatment and Harm Reduction Services

This activity supports providers in efforts to optimize bidirectional referral relationships between treatment sites and harm reduction agencies.

Verified Admissions (2-K)

- Overview: Providers will be paid after verifying admissions from harm reduction syringe services programs.
- Payment:
 - Tier 1: Up to \$5,000 (\$500 per verified admission [max of 10])
 - Tier 2: Up to \$11,250 (\$750 per verified admission [max of 15])
 - Tier 3: Up to \$20,000 (\$1,000 per verified admission [max of 20])

FY 2024-25 Capacity Building Overview



Category: Access to Care – Reaching the 95% (R95)

Access to Care – R95 Capacity Building payments and associated deliverables are in Table 2 below.

Table 2: Access to Care – Reaching the 95% (R95) Capacity Building Summary

Description	#	Due Date	Max Units	Payment Per Unit	Total Maximum Revenue Potential
Update Admission and Discharge Policies					
Available to Agencies Who DID NOT Participate in FY 2023-24					
R95 Admissions Policy	2-A	10/30/24	1	Tier 1 - \$10,000	Tier 1 - \$10,000
				Tier 2 - \$15,000	Tier 2 - \$15,000
				Tier 3 - \$20,000	Tier 3 - \$20,000
R95 Discharge Policy	2-B	10/30/24	1	Tier 1 - \$10,000	Tier 1 - \$10,000
				Tier 2 - \$15,000	Tier 2 - \$15,000
				Tier 3 - \$20,000	Tier 3 - \$20,000
R95 Training Presentation	2-C	11/30/24	1	Tier 1 - \$10,000	Tier 1 - \$10,000
				Tier 2 - \$15,000	Tier 2 - \$15,000
				Tier 3 - \$20,000	Tier 3 - \$20,000
Available to Agencies with Approved Policy Admission Policy, Discharge Policy, and/or Staff Training					
R95 Admission Agreement <i>(Available to all agencies with an approved R95 Admission Policy)</i>	2-D	12/31/24	1	Tier 1 - \$10,000	Tier 1 - \$10,000
				Tier 2 - \$15,000	Tier 2 - \$15,000
				Tier 3 - \$20,000	Tier 3 - \$20,000
R95 Toxicology Agreement <i>(Available to all agencies with an approved R95 Discharge Policy)</i>	2-E	12/31/24	1	Tier 1 - \$10,000	Tier 1 - \$10,000
				Tier 2 - \$15,000	Tier 2 - \$15,000
				Tier 3 - \$20,000	Tier 3 - \$20,000
R95 Staff Training Verification <i>(Available to all agencies with an approved R95 Training Presentation)</i>	2-F	3/31/25	1	Tier 1 - \$10,000	Tier 1 - \$10,000
				Tier 2 - \$15,000	Tier 2 - \$15,000
				Tier 3 - \$20,000	Tier 3 - \$20,000

Service Design for Lower Barrier Care					
Available to Agencies with Service Design Implementation Plan					
Service Design Follow-Up Implementation Process Improvement	2-G	3/31/25	1	Tier 1 - \$15,000	Tier 1 - \$15,000
				Tier 2 - \$20,000	Tier 2 - \$20,000
				Tier 3 - \$25,000	Tier 3 - \$25,000
Available to Agencies/Sites Who DID NOT Participate in FY 2023-24					
Customer Walk-Through	2-H	1/31/25	# sites	Tier 1 - \$1,000	Varies based on Participation
				Tier 2 - \$1,000	
				Tier 3 - \$1,000	
Plan	2-I	3/31/25	1	Tier 1 - \$5,000	Tier 1 - \$5,000
				Tier 2 - \$7,500	Tier 2 - \$7,500
				Tier 3 - \$10,000	Tier 3 - \$10,000
Bidirectional Referrals for Lower Barrier Care					
Treatment Agency Staff Participation in Harm Reduction Trainings	2-J	3/31/25	1	Tier 1 - \$15,000	Tier 1 - \$15,000
				Tier 2 - \$20,000	Tier 2 - \$20,000
				Tier 3 - \$25,000	Tier 3 - \$25,000
Verified Admissions	2-K	3/31/25	10	Tier 1 - \$500	Tier 1 - \$5,000
			15	Tier 2 - \$750	Tier 2 - \$11,250
			20	Tier 3 - \$1,000	Tier 3 - \$20,000
Minimum Agency Revenue Opportunity with Full Participation <i>*For your agency potential calculate based on total number contracted sites</i>				Tier 1	\$100,000 + Customer Walk-Through
				Tier 2	\$148,750 + Customer Walk-Through
				Tier 3	\$200,000 + Customer Walk-Through
Maximum County (SAPC) Contribution with Full Participation <i>*Calculated based on total number of contracted sites as of 6/18/24</i>				\$9,925,750	



FY 2024-25 Capacity Building: Fiscal, Business, and Operational Efficiency



Category: Fiscal, Business, and Operational Efficiency

Accounting, Data, and Quality Management Infrastructure: Systems and Capacity

Accounting Systems and Capacity (3-A)

- Overview: This opportunity funds providers to invest in new accounting systems and/or strengthen existing ones and organizational capacity. Eligible categories include:
 - Purchase or upgrade of software, including accounting software, and information technology.
 - Enrollment of staff in accounting or business courses to increase organizational capacity.
 - Formal training(s) or course(s) in non-profit organization management.
 - Development of trackers, tools, and reports that capture regular productivity or activities to facilitate easier revenue and expenditure tracking.
- Payment: Tier 1: \$10,000, Tier 2: \$15,000, Tier 3: \$20,000

Category: Fiscal, Business, and Operational Efficiency

Accounting, Data, and Quality Management Infrastructure: Systems and Capacity

Quality Management Systems and Capacity (3-B) **NEW**

- Overview: This opportunity gives providers funds to invest in new data and quality management systems and/or strengthen existing data and quality management systems and organizational capacity. Eligible categories include:
 - Purchase or upgrade data or quality management software.
 - Enrollment of staff in data management, quality management/improvement courses to improve organizational capacity.
 - Formal training or course in quality management and improvement.
 - Development of trackers, tools, and reports capturing quality management and improvement activities.
- Payment: Tier 1: \$10,000, Tier 2: \$15,000, Tier 3: \$20,000

Category: Fiscal, Business, and Operational Efficiency

Expenditures and Revenue: Assessing and Enhancing Financial Health (AEFH)

AEFH Financial Health Training Follow-Up (3-C) **NEW**

Only for Agencies that Participated in AEFH in FY 2023-24

- Overview: This opportunity further supports providers develop expenditure and revenue management skills, building on CIBHS's Assessing & Enhancing Financial Health (AEFH) training. Agencies that participated in the AEFH training in 2023-24 and developed an Impact Logic Model will have the opportunity to continue receiving technical assistance toward their agency's identified goals and report progress in reaching milestones.
- Payment: Tier 1: \$10,000, Tier 2: \$15,000, Tier 3: \$20,000



Category: Fiscal, Business, and Operational Efficiency

Table 3: Fiscal, Business, and Operational Efficiency Summary

Description	#	Due Date	Max Units	Payment Per Unit	Total Maximum Revenue Potential
Accounting, Data, and Quality Management Infrastructure: Systems and Capacity					
Accounting Systems and Capacity <i>(Available to agencies who did not participate in FY 23-24)</i>	3-A	3/31/25	1	Tier 1 - \$10,000	Tier 1 - \$10,000
				Tier 2 - \$15,000	Tier 2 - \$15,000
				Tier 3 - \$20,000	Tier 3 - \$20,000
Quality Management Systems and Capacity (NEW)	3-B	3/31/25	1	Tier 1 - \$10,000	Tier 1 - \$10,000
				Tier 2 - \$15,000	Tier 2 - \$15,000
				Tier 3 - \$20,000	Tier 3 - \$20,000
Expenditures and Revenue: Assessing and Enhancing Financial Health					
Assessing & Enhancing Financial Health Training (AEFH) Series Follow-Up Implementation	3-C	3/31/25	1	Tier 1 - \$10,000	Tier 1 - \$10,000
				Tier 2 - \$15,000	Tier 2 - \$15,000
				Tier 3 - \$20,000	Tier 3 - \$20,000
Minimum Agency Revenue Opportunity with Full Participation				Tier 1	\$30,000
				Tier 2	\$45,000
				Tier 3	\$60,000
Maximum County (SAPC) Contribution with Full Participation					\$4,000,000



FY 2024-25 Incentives Overview



Incentive Category: Workforce Development, Recruitment, and Retention

FY 2024-25

The percent of certified SUD counselors is at least 50% among all SUD counselors employed within an agency by 3/31/25 (1-A).

Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

The agency-wide ratio for LPHA-to-SUD counselor ratio is at least 1:12 (i.e., 1 LPHA for every 12 SUD counselors) by 3/31/25 (1-B).

Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

Registered SUD Counselors are paid a minimum of \$23/hr. by 3/31/25 (1-C). **New**

Payment: If met, the agency will receive \$5,000 per employed Registered Counselor.

Incentive Category: Access to Care – Reaching the 95%

FY 2024-25

Meet specified “R95 Champion” criteria by 3/31/25 (2-A).

Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

For 2024-25 Incentives, to meet the R95 Champions definition, you have to complete:

- Admission Policy **AND**
- Discharge Policy **AND**
- At Least One Other Full R95 Category

Incentive Category: Medications for Addiction Treatment (MAT)

FY 2024-25

At least 25% of patients with opioid use disorder (OUD) served in an agency's non-OTP setting either receive MAT education and/or Medication Services that include MAT by 3/31/25.

Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

At least 15% of clients agency-wide with alcohol use disorder (AUD) either receive MAT education and/or Medication Services that include MAT by 3/31/25 (3-B).*

Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

(*NOTE: Claims from OTP settings must ensure that at least 15% of patients with AUD either receive MAT for AUD education and/or Medication Services that include MAT for AUD in order to meet this incentive benchmark.)

At least 50% of clients served agency-wide by 3/31/25 received naloxone (3-C).

Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

Incentive Category: Optimizing Care Coordination

FY 2024-25

At least 75% of clients served agency-wide by 3/31/25 have a signed Release of Information (ROI) form to share information with internal (other SUD) or external entities (e.g., physical or mental health entities) (4-A).

Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

At least 45% of clients within a given agency by 3/31/25 are referred and admitted to another level of SUD care within 30 days of discharge (4-B).

Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

Incentive Category: Enhancing Data Reporting

FY 2024-25

At least 45% of CalOMS admission and discharge records agency-wide by 3/31/25 are submitted timely and 100% complete (5-A).

Payment: Tier 1: \$30,000, Tier 2: \$45,000, Tier 3: \$60,000

Agencies provide early interim fiscal reports on a quarterly basis (5-B). **New**

Payment: Tier 1: \$10,000 (\$2,500 per quarterly report), Tier 2: \$20,000 (\$5,000 per quarterly report), Tier 3: \$30,000 (\$7,500 per quarterly report)



Questions and More Information

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