

January 31, 2023

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

**EXECUTIVE SUMMARY**

**ALL COUNTY LETTER NO. 23-21**

The purpose of this All County Letter (ACL) is to provide County Welfare Departments (CWDs) with guidance regarding the Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay pursuant to Senate Bill (SB) 184 (Chapter 47, Statutes of 2022) and the Clinic Workforce Stabilization Retention Payment Program pursuant to Assembly Bill (AB) 204 (Chapter 738, Statutes of 2022) and how these payments are treated in the CalWORKs, CalFresh, Refugee Cash Assistance (RCA), Entrance Cash Assistance (ECA), Trafficking and Crime Victims Assistance Program (TCVAP) and Cash Assistance Program for Immigrants (CAPI) programs.



KIM JOHNSON  
DIRECTOR

CALIFORNIA HEALTH & HUMAN SERVICES AGENCY  
**DEPARTMENT OF SOCIAL SERVICES**  
744 P Street • Sacramento, CA 95814 • [www.cdss.ca.gov](http://www.cdss.ca.gov)



GAVIN NEWSOM  
GOVERNOR

January 31, 2023

ALL COUNTY LETTER NO. 23-21

TO: ALL COUNTY WELFARE DIRECTORS  
ALL COUNTY CALWORKS PROGRAM SPECIALISTS  
ALL CALFRESH PROGRAM SPECIALISTS  
ALL COUNTY REFUGEE COORDINATORS  
ALL COUNTY CONSORTIA REPRESENTATIVES

SUBJECT: HOSPITAL AND SKILLED NURSING FACILITY RETENTION PAY:  
GUIDANCE FOR CALIFORNIA WORK OPPORTUNITY AND  
RESPONSIBILITY TO KIDS (CALWORKS), CALFRESH,  
REFUGEE CASH ASSISTANCE (RCA), ENTRANCE CASH  
ASSISTANCE (ECA), TRAFFICKING AND CRIME VICTIMS  
ASSISTANCE PROGRAM (TCVAP), AND CASH ASSISTANCE  
PROGRAM FOR IMMIGRANTS (CAPI) PROGRAMS

REFERENCE: [SENATE BILL \(SB\) 184 \(CHAPTER 47, STATUTES OF 2022\)](#);  
[ASSEMBLY BILL \(AB\) 204 \(CHAPTER 738, STATUTES OF 2022\)](#);  
[7 CODE OF FEDERAL REGULATIONS \(CFR\) SECTION](#)  
[273.9\(c\)\(8\)](#); [MANUAL OF POLICIES AND PROCEDURES \(MPP\)](#)  
[SECTION 69-201.4](#), [MPP 69-301](#), [MPP 42-209.2](#), [MPP 44-101\(L\)](#),  
[MPP 44-111.44](#) AND [MPP 70-105](#)

The purpose of this All County Letter (ACL) is to provide County Welfare Departments (CWDs) with guidance regarding the Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay pursuant to Senate Bill (SB) 184 (Chapter 47, Statutes of 2022) and the Clinic Workforce Stabilization Retention Payment Program pursuant to Assembly Bill (AB) 204 (Chapter 738, Statutes of 2022) and how these payments are treated in the CalWORKs, CalFresh, Refugee Cash Assistance (RCA), Entrance Cash Assistance (ECA), Trafficking and Crime Victims Assistance Program (TCVAP) and Cash Assistance Program for Immigrants (CAPI) programs.

**BACKGROUND:**

**Hospital and Skilled Nursing Facility Retention Pay**

SB 184 establishes the Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay and requires the Department of Health Care Services (DHCS) to provide retention pay to eligible employees and/or physicians in California's healthcare workforce. Eligible employees shall receive a one-time payment up to \$1,500 for each eligible full-time employee, \$1,250 for each eligible part-time employee, and \$1,000 for each eligible physician.

The DHCS anticipates these retention payments to be issued starting January 2023. For more information, please visit the DHCS' website pertaining to the [Hospital and Skilled Nursing Facility Retention Payments](#).

**Clinic Workforce Stabilization Retention Payment Program**

AB 204 established the Clinic Workforce Stabilization Retention Payment Program and requires the DHCS to provide funds to eligible clinics to make a one-time retention payment of up to \$1,000 to their eligible employees including registered nurses, licensed vocational nurses, licensed clinical social workers, licensed mental health workers, medical assistants, and advanced practice professionals.

**TREATMENT OF PAYMENTS IN CALWORKS, CALFRESH, RCA, ECA, TCVAP & CAPI**

**CalWORKs**

In accordance with the [Manual of Policies and Procedures \(MPP\) Sections 44-101\(I\)](#) and [44-111.44](#), the one-time retention payments issued under the Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay and/or the Clinic Workforce Stabilization Retention Payment Program shall be considered a one-time lump-sum payment and shall not be considered as income for the purposes of determining eligibility or the calculation of the grant amount in the CalWORKs program.

Additionally, nonrecurring lump-sum payments shall be treated as property in the month of receipt and any subsequent months thereafter in accordance with [MPP Section 42-209.2](#).

**CalFresh and California Food Assistance Program**

Per [7 Code of Federal Regulations \(CFR\) Section 273.9\(c\)\(8\)](#), nonrecurring lump-sum payments do not count as income. Therefore, one-time retention payments issued

under the Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay and/or the Clinic Workforce Stabilization Retention Payment Program are excluded from income for purposes of CalFresh and California Food Assistance Program (CFAP) eligibility and benefit determinations.

In accordance with [7 CFR Section 273.8\(c\)](#), lump-sum payments are considered resources in the month received. However, please note that the impact the payments issued under the Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay and the Clinic Workforce Stabilization Retention Payment Program have on household resources is minimal as most CalFresh households are conferred Categorical Eligibility or Modified Categorical Eligibility and are not subject to the resource limit.

#### RCA, ECA and TCVAP

The one-time retention payments issued under the Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay and/or the Clinic Workforce Stabilization Retention Payment Program shall not be considered as income for the purposes of determining eligibility or the calculation of the grant amount in the RCA, ECA, and TCVAP programs.

The RCA/ECA and TCVAP Cash Assistance provide cash benefits to refugee and immigrant populations, following the CalWORKs eligibility administrative rules with certain exceptions. In accordance with [MPP Section 69-201.4](#), the CalWORKs program regulations apply to the financial eligibility and payments for the RCA program unless specifically superseded by RCA regulations. In addition, per [MPP Section 69-301](#) and [MPP Section 70-105](#) respectively, the eligibility criteria for ECA and TCVAP Cash Assistance benefits shall be the same as those for RCA, with certain exceptions.

#### CAPI

In accordance with the [MPP Sections 49-035.53\(f\)](#), the one-time retention payments issued under the Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay and the Clinic Workforce Stabilization Retention Payment Program shall be considered a one-time lump-sum payment and shall not be considered as income for the purposes of determining eligibility or the calculation of the grant amount for the Cash Assistance Program for Immigrant (CAPI) program.

Additionally, the one-time retention payments issued under the Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay and the Clinic Workforce Stabilization Retention Payment Program shall be excluded as a resource in the month of receipt and any subsequent months thereafter in accordance [MPP Section 49-040.3\(k\)](#).

If you have any questions or need additional guidance regarding CalWORKs, contact the Early Engagement and Eligibility Bureau at [CWEligibilityPolicy@dss.ca.gov](mailto:CWEligibilityPolicy@dss.ca.gov).

All County Letter No. 23-21  
Page Four

If you have any questions or need additional guidance regarding CalFresh or CFAP, contact the CalFresh Policy and Employment Bureau at [CalFreshPolicy@dss.ca.gov](mailto:CalFreshPolicy@dss.ca.gov).

If you have any questions or need additional guidance regarding RCA and ECA, contact the Refugee Programs Bureau at [RefugeePolicy@dss.ca.gov](mailto:RefugeePolicy@dss.ca.gov), and for TCVAP, please contact the [TCVAP@dss.ca.gov](mailto:TCVAP@dss.ca.gov).

If you have any questions or need additional guidance regarding CAPI, please contact the Benefit Programs and Program Integrity Bureau at [CAPI@dss.ca.gov](mailto:CAPI@dss.ca.gov).

Sincerely,

***Original Document Signed By:***

JENNIFER TROIA  
Chief Deputy Director  
California Department of Social Services

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