



# **Board of Trustees Meeting**

Wednesday, January 14, 2026

6:00 p.m.

**Zoom**

# Board of Trustees Meeting

January 14, 2026

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# North Los Angeles County Regional Center

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North Los Angeles County Regional Center

**Board of Trustees Meeting -**

**Wednesday, January 14, 2026**

**6:00 p.m.**

## **~AGENDA~**

- 1. Call to Order & Welcome** (5 min.)
- 2. Housekeeping** (1 min.)
  - A. Spanish Interpretation Available
  - B. Public Attendance (please note name in Chat)
  - C. \*Update Zoom Screen Name to include full name, board position, and geographic location (SFV, AV, or SCV)
- 3. Share Impact Story from Individual Served** (5 min)
- 4. Board Member Attendance/Quorum** (1 min.)
- 5. Agenda – [APPROVAL]** (1 min.)
- 6. Public Input & Comments** -Reserved for Agenda Items (3 minutes per comment, 3-person limit) (9 min.)
- 7. Consent Items** (2 min.)

All Consent Items are to be approved in one motion unless a Board Member or a member of the public requests a separate action or discussion on a specific item.

  - A. Approval of Board of Trustees Meeting Minutes November 12, 2025
  - B. Approval of Board of Trustees Special Meeting Minutes December 10, 2025
  - C. Approval of Conflict Resolution Plan for Melissa Sage
- 8. Action Items**
  - A. Approval of POS CPP Startup Contract – Vini Montague (3 min.)
    1. Brilliant Corners – PL2495-999
  - B. Approval of Updated Report on Personnel Classifications – Angela Pao-Johnson and Sheila King (3 min.)
    1. Report on Personnel Classifications, Effective January 13, 2025
    2. Report on Personnel Classifications, Effective February 24, 2025



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- C. Approval of Report on Personnel Classifications effective March 10, 2025 – Angela Pao-Johnson and Sheila King (5 min.)
- D. Approval of New Format of Proposed Expenditure Data Report – Jeremy Sunderland (3 min.)

## 9. Board Business

- A. Performance Contract FY24-25 Year-End Report – Angela Pao-Johnson and Vini Montague (20 min.)

## 10. Executive Director's Report – Angela Pao-Johnson (10 min.)

## 11. Public Input & Comments (3 minutes per comment)

## 12. Closed Session

- A. Real Estate Negotiations (20 min.)

## 13. Self-Determination Program (SDP) Report – Juan Hernandez (5 min.)

- ~~A. SDLVAC Liaison Report~~
- B. SDP Implementation Report
- C. Next Self Determination Local Advisory Committee Meeting: Thursday, January 15, 2026, at 6:30 p.m.

## 14. Association of Regional Center Agencies – Lety Garcia (2 min.)

- A. Next meeting: January 15-16, 2026

## 15. Consumer Advisory Committee – Juan Hernandez (1 min.)

- A. Committee Summary
- B. Next Meeting: Thursday, ~~February 5, 2025, 5:00 p.m.~~ February 5, 2026, 5:00 p.m.

## 16. Executive Finance Committee – Sharmila Brunjes (3 min.)

- A. Committee Summary
- B. Next Meeting: Thursday, January 29, 2026, 5:00 p.m.

## 17. Community Relations Committee

- A. Committee Summary
- B. Next Meeting: Wednesday, January 21, 2026, 5:00 p.m.

## 18. Nominating Committee – Curtis Wang (1 min.)

- A. Committee Summary





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B. Next Meeting: Wednesday, February 4, 2026, at 5:30 p.m.

**19. Post-Retirement Medical Trust Committee – Sharmila Brunjes (1 min.)**

A. Next Meeting: Thursday, February 19, 2026, 5:00 p.m.

**20. Vendor Advisory Committee – Alex Kopilevich (1 min.)**

A. Committee Summary

B. Next Meeting: Thursday, February 12, 2025, 9:30 a.m. (*Hybrid*)

**21. Old Business/New Business (2 min.)**

A. Board and Committee Meeting Attendance Sheets and Time Reports

B. Updated Acronyms Listing

~~C. Meeting Evaluation Survey Link~~

**22. NLACRC Announcements/Information (2 min.)**

A. Reference Documents

1. Board of Trustees Meeting Calendar

2. Board of Trustees Committee List

B. Next Meeting: ~~Wednesday, February 11, 2025, 6:00 p.m. Hybrid – Antelope Valley Office~~ Wednesday, February 11, 2026, 6:00 p.m. Hybrid – Antelope Valley Office

**23. Adjournment**

Please refer to NLACRC's website for the Calendar of Events, which includes a link for the Family Focus

Resource Center, for information regarding more support groups, training opportunities, dates, times, and links – [Calendar of Events | NLACRC](#)

**NORTH LOS ANGELES COUNTY REGIONAL CENTER (NLACRC)  
9200 OAKDALE AVENUE, SUITE 100  
CHATSWORTH, CA 91311**

**MINUTES OF THE BOARD OF TRUSTEES MEETING  
HYBRID MEETING – NLACRC SANTA CLARITA VALLEY OFFICE/ZOOM  
NOVEMBER 12, 2025 6:00 P.M.**

**BOARD OF TRUSTEES:**

Sharmila Brunjes (President), Juan Hernandez (Vice President), Curtis Wang (Secretary), Anna Hurst (Treasurer), Leticia Garcia (ARCA Rep), Alex Kopilevich (VAC Chair), George Alvarado, Cathy Blin, Nicholas Abrahms, Jason Taketa, Jeremy Sunderland, Laura Monge, Jennifer Koster

**ABSENT:**

Jason Taketa, Jacquie Colton, Blanca Chavez

**STAFF:**

Angela Pao-Johnson - Executive Director, Evelyn McOmie – Deputy Director, Vini Montague – Chief Financial Officer, Silvia Renteria-Haro, Donna Rensch, Sarah Yap, Arezo Abedi, Lindsay Granger

**GUESTS:**

Xochitl Gonzalez – DDS, Brian Winfield – DDS, Marianita, Richard Dier

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**1. INTRODUCTIONS AND CALL TO ORDER**

There being a quorum present, and adequate and proper notice of the meeting having been given, the meeting was called to order at 6:00 p.m.

The Sharmila Brunjes, Board of Trustees President, shared the mission and vision of the NLACRC and reminded attendees of the Board of Trustees Civility Code.

**2. IMPACT STORY FROM INDIVIDUAL SERVED**

Angela Pao-Johnson shared a video from the Empower Expo at CSUN on October 12<sup>th</sup>.

**3. BOARD MEMBER ATTENDANCE/QUORUM**

Board members were confirmed in attendance either in person or on Zoom.

**4. AGENDA – APPROVAL**

A correction was made to the agenda, changing the length of time for item H to be 10 minutes not 3 minutes.

**Absent objection, it was resolved to approve the agenda as amended. Motion carried.**

The agenda was amended to address a motion regarding speaking time during discussion and debate.

Juan Hernandez made a motion to reduce speaking time from 10 minutes per speaker to 3 minutes per speaker for the duration of the meeting. Laura Monge seconded the motion. All other provisions of Robert's Rules of Order would remain in effect.

During discussion, Alex Kopilevich asked how situations would be handled if someone needed more time. It was clarified that speakers may speak twice on a motion and may request extended time through a separate motion. It was also noted that this change is temporary for this meeting only; making it permanent would require placing the item on a future agenda and approving it by board vote.

With no further discussion, the motion passed with no noted abstentions.

**On a motion made by Juan Hernandez, seconded by Laura Monge, it was resolved to change speaking time from 10 minutes to 3 minutes per person during debate or discussion. Motion carried.**

## **5. PUBLIC INPUT & COMMENTS—RESERVED FOR AGENDA ITEMS**

Jon Francis, who provided comments related to the Self-Determination Program (agenda item 12). Mr. Francis expressed appreciation for recent DDS directives and highlighted the strong efforts of participants, families, and advocates to support and strengthen the program. He noted that the majority of individuals in Self-Determination are acting in good faith, are highly engaged, and are committed to collaboration, despite isolated instances of misuse. He encouraged the board to continue working with the community to guide and improve the program within NLACRC.

## **6. CONSENT ITEMS**

Sharmila Brunjes explained that all consent items are typically approved in one motion unless a board member or member of the public requests separate discussion or action.

**M/S/C With no objections raised, the board approved Consent Items A, B, and C as presented. Motion carried.**

## **7. ACTION ITEMS**

### **7.1 New Recruitment Marketing Documents to Include Board Composition Requirements**

Sharmila Brunjes presented the nominating committee's recommendation regarding updates to new board recruitment materials. Sharmila Brunjes explained that the board previously approved the full FY 2025–26 recruitment marketing plan in May; therefore, the proposed update applies only to new recruitment materials developed moving forward.

Sharmila Brunjes stated that the nominating committee has set a goal to expand the board from 15 to 18 members by the 2026–27 fiscal year. To support compliance with the Lanterman Act (WIC §4622) and the Department of Developmental Services' board composition requirements, the committee recommends including current board composition needs in all new recruitment materials. At this time, the board needs two Latino members and one additional member of any ethnicity to meet DDS's ethnic-racial formula as the board moves toward the 18-member target.

Sharmila Brunjes emphasized that NLACRC is committed to equitable, non-discriminatory recruitment that reflects the diversity of the community served, while also meeting statutory requirements. With seven positions remaining to be filled, the nominating committee will re-evaluate composition needs once the board reaches 18 members.

During discussion, a question was raised regarding the purpose of including composition requirements in recruitment materials. Sharmila Brunjes clarified that the intent is to communicate compliance needs transparently and encourage qualified applicants to apply.

**M/S/C (Jennifer Koster/Curtis Wang) On a motion made by Jennifer Koster, seconded by Curtis Wang, it was resolved to approve the Nominating Committee's recommendation to include composition requirements in all new board member recruitment marketing materials. Motion carried.**

## **7.2 Approval to Update Document Titles and Classifications to Reflect Appropriate Designation as Procedures or Guidelines**

Sharmila Brunjes introduced Action Item B and turned the presentation over to Angela Pao-Johnson.

Angela Pao-Johnson explained that the recommendation came from the board attorney, who noted that any document labeled as a *policy* must be formally approved by the Board of Trustees and posted on the NLACRC website for transparency. Upon review, NLACRC identified over 100 documents mislabeled as policies. Many of these documents should instead be classified as procedures, guidelines, or practices.

NLACRC will update document titles and classifications accordingly. Only documents that meet the criteria for formal policies will continue to be presented to the board for approval and posted publicly. All reclassification efforts will take effect immediately.

A brief question was raised about the implementation timeline, and it was confirmed that changes would begin immediately.

**M/S/C (George Alvarado/Jennifer Koster) On a motion made by George Alvarado seconded by Jennifer Koster, it was resolved to approve updating document titles and classifications to reflect appropriate designation as procedures or guidelines. Motion carried.**

## **7.3 Approval to Authorize Officer to Secure Worker's Compensation for Calendar Year 2026**

Vini Montague, Chief Financial Officer, presented Action Item C.

Vinnie Montague explained that NLACRC's workers' compensation insurance operates on a calendar-year cycle, unlike other insurance policies that follow the fiscal year. The current workers' compensation policy expires on December 31, 2025. NLACRC's insurance broker is actively seeking quotes for the 2026 policy year.

This item originated from the Executive Finance Committee (EFC), which previously reviewed and recommended forwarding it to the full board for approval. The requested action was for the Board of Trustees to authorize an officer to secure workers' compensation insurance for calendar year 2026 once an appropriate policy is identified.

**M/S/C On a motion made by George Alvarado, it was resolved to approve and authorize an officer to secure worker's compensation for calendar year 2026. Motion carried. As the recommendation originated from the committee, no second was required.**

#### **7.4 Approval of POS CPP Startup Contract**

##### **a. Brilliant Corners – Wyse, PL1864, Contract Amendment**

Chief Financial Officer Vini Montague presented the first CPP Purchase of Services contract amendment. This item had been reviewed and recommended by the Executive Finance Committee (EFC) in September.

The amendment is the Fifth Amendment to a CPP housing agreement from FY 2024 and increases the funding amount from \$1,072,103 to \$1,090,603. The Department of Developmental Services (DDS) has already approved the increased funding.

**M/S/C As the recommendation came from the Executive Finance Committee, only a motion was required. On a motion made by Jennifer Koster, it was resolved to approve the Brilliant Corners – Wyse, PL1864, Contract Amendment. Motion carried.**

##### **b. Brilliant Corners – Avenue N4, PL2187, Contract Amendment**

Vini Montague presented a second CPP Purchase of Services contract amendment that had been deferred and not reviewed at EFC.

This amendment increases the maximum funding amount by \$311,635, bringing the updated total to \$788,588. The funding shift moves the contract from FY 2023 funds to FY 2025 funds, both of which have been approved by DDS.

**M/S/C (Curtis Wang/George Alvarado) On a motion made by Curtis Wang, seconded by George Alvarado, it was resolved to approve the Brilliant Corners – Avenue N4, PL2187, Contract Amendment. Motion carried.**

#### **7.5 FRC FY2025-2027 Contract Amendment**

The board reviewed Action Item E, a contract amendment for the Family Resource Center (FRC), which operates under contract with California State University, Northridge (CSUN). This item had not previously been presented at a committee.

Chief Financial Officer Vini Montague explained that this is the First Amendment to the FRC's existing three-year operations contract for the term July 1, 2024 – June 30, 2027, consistent with DDS's requirement that FRC contracts span three fiscal years.

The Department of Developmental Services (DDS) approved an increase in the annual funding allocation for the FRC from \$207,187 to \$227,357 per fiscal year. This adjustment increases the total contract value from \$621,561 to \$682,071. DDS has already approved the funding increase and instructed NLACRC to amend the contract; the board's approval serves to confirm that change.

Questions were raised during typical contract duration (three years per DDS guidelines) and future renewals after 2027 (expected to continue in three-year cycles if DDS maintains funding).

**M/S/C (Jennifer Koster/George Alvarado) On a motion made by Jennifer Koster, seconded by George Alvarado, it was resolved to approve the FRC FY2025-2027 Contract Amendment. Motion carried.**

**7.6 Approval of Report on Personnel Classifications**

**a. Report on Personnel Classifications, Effective June 21, 2021**

The board reviewed an updated Report on Personnel Classifications following additional corrections required by CalPERS after its recent audit. Although the board previously approved an earlier version in May, CalPERS requested further updates—including formatting corrections—and required the revised report to be re-approved.

Chief Financial Officer Vini Montague outlined the updates to the report effective June 21, 2021, which included:

- Correcting the effective date from July 1, 2021 to June 21, 2021, per CalPERS findings.
- Updating the header to read “Minimum to Maximum Salary Range” instead of “Salary Range.”
- Adding a previously omitted position—Public Information and Training Supervisor—to page 9.
- Updating the board adoption date.

**M/S/C (Jeremy Sunderland/Cathy Blin) On a motion made by Jeremy Sunderland, seconded by Cathy Blin, it was resolved to approve the Report on Personnel Classifications, Effective June 21, 2021. Motion carried.**

**b. Report on Personnel Classifications, Effective July 1, 2022**

The board reviewed the updated Report on Personnel Classifications effective July 1, 2022. Chief Financial Officer Vini Montague noted that CalPERS requested cosmetic updates only. The changes included:

- Updating the header from “Salary Range” to “Minimum to Maximum Salary Range.”
- Updating the board adoption date.
- No other changes were made to this report.

**M/S/C (Nicholas Abrahms/Curtis Wang) On a motion made by Nicholas Abrahms, seconded by Curtis Wang, it was resolved to approve the Report on Personnel Classifications, effective July 1, 2022. Motion carried.**

**c. Report on Personnel Classifications, Effective February 17, 2023**

The board reviewed the Personnel Classification Report effective February 17, 2023, which required cosmetic and formatting updates requested by CalPERS, along with corrections to several identified errors. Chief Financial Officer Vini Montague outlined the changes, which included:

- Updating the header to “Minimum to Maximum Salary Range.”
- Correcting three salary amount errors, including minor rounding issues and a misprinted rate.
  - Each incorrect amount was crossed out and replaced with the accurate figure.

**M/S/C (George Alvarado/Alex Kopilevich) On a motion made by George Alvarado, seconded by Alex Kopilevich, it was resolved to approve the Report on Personnel Classifications, Effective February 17, 2023. Motion carried.**

d. **Report on Personnel Classifications, Effective February 26, 2024**

The board reviewed the Personnel Classification Report effective February 26, 2024, which required formatting updates requested by CalPERS. Chief Financial Officer Vini Montague noted the following changes:

- Updating the header to “Minimum to Maximum Salary Range.”
- Updating the revision and board adoption dates at the bottom of the report.
- No additional changes were made.

**M/S/C (Curtis Wang/George Alvarado) On a motion made by Curtis Wang, seconded by George Alvarado, it was resolved to approve the Report on Personnel Classifications, Effective February 26, 2024. Motion carried.**

e. **Report on Personnel Classifications, Effective January 13, 2025 (Deferred)**

Chief Financial Officer Vini Montague advised that issues were identified in this report and recommended deferring it.

**M/S/C (Jennifer Koster/Nicholas Abrahms) On a motion made by Jennifer Koster, seconded by Nicholas Abrahms, it was resolved to defer the Report on Personnel Classifications, Effective January 13, 2025. Motion carried.**

f. **Report on Personnel Classifications, Effective February 24, 2025**

The board reviewed the updated Personnel Classification Report effective February 24, 2025. Updates included:

- Formatting changes, including updating the header to “Minimum to Maximum Salary Range.”
- Removal of positions that have been sunset (shown as crossed out).
- Addition of new positions, highlighted in green in the report, including:
  - IT Supervisor
  - PRA Specialist
  - Service Coordinator Specialist – Enhanced Caseload
  - Senior Psychological Services Specialist
  - Training and Development Manager
  - Training Specialist
  - Case Management Training Facilitator
  - Training Specialist – Instructional Designer

**M/S/C (Jennifer Koster/George Alvarado) On a motion made by Jennifer Koster, seconded by George Alvarado, it was resolved to approve the Report on Personnel Classifications, Effective February 24, 2025. Motion carried.**

**7.7 Approval of Report on Personnel Classifications effective March 10, 2025 – (Deferred)**

Staff requested that Action Item G, the Personnel Classification Report effective March 10, 2025, be deferred.

**M/S/C (George Alvarado/Jennifer Koster) On a motion made by George Alvarado, seconded by Jennifer Koster, it was resolved to defer this action item. Motion carried.**

**7.8 Approval of Executive Director’s Year 2 Goals**

Executive Director, Angela Pao-Johnson presented the second-year goals, previously shared at the Board Retreat, to ensure transparency for both the Board and the community.

#### Goal 1: Improve Service Delivery & Coordination

- Launch a new strategic plan with updated mission, vision, and values.
- Standardize staff training and case management across campuses to ensure consistency among staff with varying tenure.
- Strengthen technology systems, including:
  - Hiring an IT Director (completed).
  - Improving intranet accessibility and staff self-service tools.
  - Enhancing the vendor portal.
  - Exploring a *closed AI system* to streamline administrative tasks and support more qualitative family engagement.
  - Increasing intranet usability and employee adoption.
  - Meet statutory caseload ratio requirements and DDS IPP survey mandates outlined in Special Contract Language.

Angela Pao-Johnson shared that the Center will launch a new strategic plan featuring updated mission, vision, and values to guide organizational efforts. The need to standardize staff training and case management across all campuses was discussed, noting that staff have been onboarded over many years and at varying levels of experience. Ensuring that both long-tenured and newly hired employees receive consistent training is a priority.

Several technology improvements were highlighted, including the recent hire of an IT Director, enhancing intranet accessibility, expanding staff self-service tools, updating the vendor portal, and exploring the development of a closed AI system to streamline administrative tasks. This would allow staff to focus more time on qualitative work and relationship-building with families. Plans to improve usability and adoption of the employee intranet were noted. Additionally, NLACRC is committed to meeting statutory caseload ratio requirements and fulfilling DDS IPP survey expectations as outlined in Special Contract Language.

#### Goal 2: Legislative Advocacy

- Continue to build strong relationships with legislators.
- Aim for measurable outcomes in 4 of every 10 meetings, such as town hall participation, policy support, or advancement of NLACRC priorities.

Angela Pao-Johnson described NLACRC's efforts to strengthen legislative relationships and emphasized the importance of ensuring these interactions produce measurable outcomes. The goal established by Angela Pao-Johnson is for at least four out of every ten legislative meetings to result in tangible partnership or support, including participation in legislative events, adoption of policy priorities, or other collaborative outcomes.

#### Goal 3: Consumer & Family Engagement

- Maintain outreach at two LAUSD transition programs (Miller and Leachman) and add a third site.
- Track engagement to determine if outreach leads families to seek services.
- Support year-round community engagement opportunities.
- Resume Board involvement in community/vendor visits to identify issues and develop solutions.

Angela Pao-Johnson outlined ongoing outreach at two LAUSD transition programs (Miller and Leachman) and stated the intention to add a third site. Angela Pao-Johnson noted



that NLACRC will track engagement to determine whether outreach efforts lead families to seek services. Angela Pao-Johnson emphasized the importance of year-round community engagement and expressed enthusiasm for resuming Board participation in community and vendor site visits to help identify issues and develop responsive solutions

#### Goal 4: Transparent Board-Executive Relationship

- Implement the three-year ARCA-developed board onboarding plan, ensuring:
- Tiered learning tracks based on member experience and comfort level.
- Strong collaboration with the Board in developing and refining the plan.
- Annual Board participation in at least one NLACRC event.
- Quarterly and semi-annual progress reporting.
  - Focus on onboarding that is manageable and tailored for Board members with different time constraints and levels of background knowledge.

Angela Pao-Johnson discussed the implementation of the three-year ARCA-developed board onboarding plan. This includes creating tiered learning tracks based on board members' varying levels of background knowledge and comfort. Angela Pao-Johnson emphasized that this plan will be developed collaboratively with the Board, with a draft to be brought forward for input. The plan also includes annual Board participation at an NLACRC event and ongoing quarterly and semi-annual progress reporting. Angela Pao-Johnson noted the importance of designing an onboarding approach that is manageable and adaptable for board members who may have different schedules and responsibilities.

#### Goal 5: Healthy Financial Stewardship

- Partner with Vini to provide clear, accessible quarterly financial training.
- Assess baseline Board knowledge to tailor training content.
- Provide transparent fiscal reports to support effective Board governance.

Angela Pao-Johnson shared will closely with Vini to provide clear and accessible quarterly financial training for board members. NLACRC will begin by assessing the Board's current financial knowledge to determine which topics require further focus. The importance of delivering financial information in a transparent and understandable way to support effective governance was stressed.

Board members asked whether SELPA programs in the Antelope Valley or Santa Clarita could be included in future outreach efforts. Angela Pao-Johnson agreed to explore that possibility. Questions were also raised regarding how the redesigned onboarding plan ties to transparency, and Angela Pao-Johnson explained that the plan aligns with ARCA's model to strengthen governance readiness and clarity. She emphasized that the onboarding process will be collaborative and tailored, with meaningful Board input at every stage.

Members from the Antelope Valley expressed the need for increased focus in their region, and Angela Pao-Johnson affirmed that the Antelope Valley remains a priority. Additional comments expressed appreciation for her thoughtful integration of Board feedback and her balanced approach to designing goals that reflect organizational needs, Board priorities, and community input. One member noted the importance of tailoring training so that board members can focus on the topics most relevant to them given their time constraints and life circumstances.

**M/S/C (George Alvarado/ Juan Hernandez) On a motion made by George Alvarado, seconded by Juan Hernandez, it was resolved to approve the second-year goals. Motion carried.**

### **7.9 Approval of Vendor to Conduct Executive Director Evaluation**

Anna Hurst presented an update on the workgroup tasked with revising the Executive Director evaluation process. Anna Hurst explained that the workgroup explored ways to improve the evaluation approach to better support the Executive Director's professional growth. The workgroup conducted outreach, gathered recommendations, and identified a potential vendor. Operations and NLACRC leadership also assisted in vetting additional candidates.

Anna Hurst reported that, through this collaborative process, Kinetic Flow emerged as the strongest candidate. Megan Mitchell developed a contract that was financially responsible and aligned with the Board's needs. Kinetic Flow received excellent recommendations and successfully completed NLACRC's internal vetting process.

Anna Hurst recommended that the Board approve the contract with Kinetic Flow to serve as the vendor for the Executive Director evaluation process. A motion was made by Anna Hurst and seconded by George Alvarado.

During discussion, a question was raised regarding the anticipated start date. Megan Mitchell confirmed that work could begin as early as December 1, pending completion of signatures.

Board members thanked the workgroup and staff for their time, thoughtfulness, and commitment to improving Board and organizational processes.

**M/S/C (Anna Hurst/George Alvarado) On a motion made by Anna Hurst, seconded by George Alvarado, it was resolved that Kinetic Flow will serve as the vendor for the Executive Director evaluation process moving forward. Motion carried.**

#### **7.10 Approval of Board Leadership & Coaching Consultant**

A board and staff interview team, including two board members, recently completed the process of reviewing and interviewing contractors to support NLACRC's new strategic plan. During this process, the team met with two strong organizations: KH Consulting and Leading Resources. KH Consulting was ultimately selected to develop the strategic plan and is already engaged with NLACRC on several projects.

The team also considered both organizations for board coaching services. Leading Resources remained a strong option due to its extensive experience working with regional center boards statewide, including training executive directors on board relations and governance practices. Leading Resources' proposal highlighted its expertise in helping boards define roles, strengthen governance systems, improve performance, and conduct assessments, workshops, and leadership coaching. Members of the senior staff and the board interview team expressed a preference for Leading Resources based on their qualifications and alignment with board development needs.

KH Consulting was presented as an alternative option for coaching. KH Consulting already works closely with NLACRC departments and will be completing the strategic plan. Their proposed coaching model includes interviews with the Board President and the Executive Director to refine and tailor the work plan, as well as document review, training, and workflow evaluation.

Anna Hurst asked how Leading Resources would remain aligned with the strategic plan if the firm does not have the same level of background information as KH Consulting. It was clarified that strategic planning has not yet been completed, and coaching will occur concurrently. As a result, Leading Resources will be able to contribute to shaping board perspectives during strategic planning rather than reacting to a completed plan.

Board member Jeremy Sunderland added that selecting Leading Resources would complement, rather than replace, existing consultation from KH Consulting, offering an additional perspective. Because the coaching work will begin at the same time as the strategic planning process, Leading Resources could also help shape board perspectives as the plan develops.

**M/S/C (Lety Garcia/Alex Kopilevich) On a motion made by Lety Garcia, seconded by Alex Kopilevich, it was resolved to approve Leading Resources for the Board training and coaching. Motion carried.**

#### **7.11 Approval of Operations Contract – KH Consulting Group 519-568**

Vini Montague presented the KH Consulting contract amendment for Board approval. Two contract versions had been prepared depending on the outcome of the Board's earlier decision regarding the coaching vendor. Because Leading Resources was approved for board coaching, only one contract amendment is required for KH Consulting. Vini Montague summarized that NLACRC currently has two existing agreements with KH Consulting, one for human resources consulting in the amount of \$158,940 for the period of July 1, 2025 through December 31, 2025, and one for public information outreach in the amount of \$42,000 for the period of August 19, 2025 through June 30, 2026. The Board is being asked to approve a third contract for strategic plan development in the amount of \$199,230, selected by the Strategic Plan Selection Committee. The total contract value across all three agreements is \$400,170, which exceeds the \$250,000 threshold requiring Board approval under Welfare and Institutions Code Section 4625.5. Vini Montague reviewed the statutory requirements for presenting large contracts to the Board, including disclosure of the vendor name, contract purpose and term, total amount, payment structure, and the process used to establish the rate.

During discussion, Board Member Lety Garcia asked about the outreach contract and confirmed it relates to public information outreach. Lety Garcia also asked how long the strategic planning engagement would last and whether the contract covers multiple years. Vini Montague explained that the proposal is for a one-year period focused on the development and initial implementation of the strategic plan, not a multi-year engagement, and noted the strategic plan contract will begin once approved. Lety Garcia asked where this contract sits within the operations budget, and Vini Montague stated it is one of the larger vendor expenditures after salaries and legal costs but would verify the exact ranking.

A motion to approve the KH Consulting contract was made by Curtis and seconded by George Alvarado. The Board voted in favor of the contract, with no opposition and one abstention. The motion passed, and the KH Consulting strategic plan agreement was approved.

**M/S/C (Curtis Wang/George Alvarado) On a motion made by Curtis Wang, seconded by George Alvarado, it was resolved to approve the operations contract. Lety Garcia abstained.**

#### **7.12 Approval of Update to Service Standards to Be Sent to DDS 569-634**

Sharmila Brunjes introduced Action Item L regarding approval of updates to NLACRC's Service Standards to be submitted to the Department of Developmental Services (DDS). Deputy Director Evelyn McOmie presented the proposed updates.

Evelyn McOmie explained that the Service Standards document exceeds 96 pages and that only the sections reflecting proposed changes were included in the Board packet. The updates focus on Early Start and Clinical Services, with Early Start changes highlighted in red and

Clinical changes highlighted in yellow. Evelyn McOmie also presented a new standalone policy for American Sign Language (ASL) Training and Service Support.

For Early Start, Evelyn McOmie reviewed multiple redactions removing all references to family cost participation, in alignment with state law effective July 2, 2024, which prohibits regional centers from assessing or charging family cost participation fees. These redactions ensure NLACRC's Service Standards are consistent with current law. Additional Early Start updates include revised eligibility language, lowering the qualifying developmental delay threshold from 33% to 25% and expanding qualifying areas from five to six domains. Several sections related to cost participation and exemption procedures were fully removed to maintain legal compliance.

For Clinical Services, Evelyn McOmie described updates clarifying that if a health plan has not authorized or funded a service within 60 days, and the service is disability-related, the regional center may fund the service. Additional revisions clarify that behavioral services decisions are based on the individual's behavior plan, with the regional center planning team and staffing committee determining the duration, frequency, and method of services. Language was also updated to ensure that behavioral services will not be denied or delayed if a parent or family member does not actively participate, with services instead coordinated between the provider and the planning team to meet the individual's needs.

Evelyn McOmie stated that, upon Board approval, the updated Service Standards will be submitted to DDS for review and approval. Any feedback received from DDS will be addressed and returned to the Board if further action is required. She also noted that NLACRC plans to retitle the document in the future to more clearly reflect that it is a Board-approved policy governing service provision. Additional improvements will be made to enhance usability, including color-coding by age group and improved navigation for families and the community.

**M/S/C (George Alvarado/Curtis Wang) On a motion made by George Alvarado, seconded by Curtis Wang, it was resolved to approve the updated Service Standards for submission to DDS. Motion carried.**

Evelyn McOmie then presented the standalone American Sign Language Training and Service Support Policy, which is based on a DDS-provided template and does not require DDS approval if approved by the Board. The policy establishes parameters for ASL training services, defines provider qualifications based on ASL proficiency standards, and clarifies that the service is intended to support culturally and linguistically appropriate communication without replacing interpretation services. The policy includes NLACRC's standard exception procedures to allow flexibility based on individual needs. If approved, the policy would take effect immediately and be posted to the NLACRC website.

**M/S/C (George Alvarado/Curtis Wang) On a motion made by George Alvarado, seconded by Curtis Wang, it was resolved to approve the ASL Training and Service Support Policy. Motion carried.**

#### **7.13 Approval of Board Training Plan and Report to Submit to DDS**

Sharmila Brunjes introduced the item regarding the Board Training Report and the mandatory Board Training Plan required by the Department of Developmental Services (DDS) and asked Angela Pao-Johnson to provide an overview. Angela Pao-Johnson clarified that the item presented reflects only the mandatory trainings required by DDS and not the full Board training calendar, which is still under development and will be presented at a later time.

Angela Pao-Johnson explained that DDS requires a total of six mandatory training topics for Regional Center Board members. The tentative topics and dates included in the plan were

developed using a DDS-provided template and reflect compliance with current DDS requirements. Angela Pao-Johnson noted that additional Board trainings are forthcoming but were intentionally excluded at this time to avoid limiting future flexibility. This approach allows for alignment with the upcoming Board coaching engagement and the development of a comprehensive Board onboarding program.

Angela Pao-Johnson stated that the proposed plan represents a preliminary framework for mandatory trainings only and that refinements may occur once input is received from the selected Board coaching consultant.

During discussion, Sharmila Brunjes asked whether certain required trainings, including Whistleblower training and the role in implementing Whistleblower policies, could be combined and whether the full two-hour duration was required. Lindsay Granger indicated that the mandatory training topics and durations were provided by DDS and that staff would confirm with DDS whether the trainings could be combined or shortened. No further discussion was raised.

**M/S/C (Juan Hernandez/Laura Monge) On a motion made by Juan Hernandez, seconded by Laura Monge, it was resolved to approve the Board Training Report and Plan for submission to DDS. Motion carried.**

## **8. BOARD BUSINESS**

### **8.1 NCI-IDD Presentation – In-Person Survey FY2022-23**

Evelyn McOmie presented the 2022–2023 National Core Indicators (NCI) In-Person Survey results for individuals with intellectual and developmental disabilities served by NLACRC. Evelyn McOmie explained that NCI is a standardized survey used to measure satisfaction and outcomes and is administered every other year. NLACRC received the results approximately two and a half months prior and posted the report in advance for community review. The 2022–2023 in-person survey included 427 individuals in NLACRC's catchment area and is benchmarked against statewide and national results. It was noted that the data reflects a lagging indicator from the period following the pandemic.

Evelyn McOmie reported that NLACRC's results were generally comparable to state and national averages, with some measures exceeding benchmarks and others slightly below. Evelyn McOmie highlighted strong outcomes in choice and decision-making and community participation, and noted that ongoing person-centered planning efforts, including service coordinator training initiated in 2022 and continued training for new staff, support these outcomes. Evelyn McOmie described how NLACRC uses NCI data to inform staff training priorities, outreach strategies, and funding proposals. Examples of related initiatives included HCBS education and materials for families, continued development of Parent University microlearning content, ACERS training to support vendor workforce development, ASL training opportunities for individuals and stakeholders, and community education efforts such as Lunch and Learn sessions related to employment and micro-enterprises.

Evelyn McOmie identified self-advocacy participation as an area needing improvement and noted that NLACRC is increasing recruitment for support groups and training opportunities through outreach at programs and partnerships with organizations focused on client rights and other topics. Evelyn McOmie also reviewed service coordination-related results, including strong outcomes related to IPP participation and individual choice about who attends IPP meetings, and emphasized continued training to strengthen service coordinator preparation and person-centered communication. Evelyn McOmie addressed survey findings related to technology access and utilization, and described a proposed initiative to provide hands-on

technology training for individuals and families through NLACRC's computer lab, including navigation of the NLACRC website and use of translation tools.

During Board discussion, Jennifer Koster asked where the website language translation icon is located and whether it appears as an icon (e.g., an "i"). Evelyn McOmie indicated the feature is available on the NLACRC website through Google Translate and stated that Publications staff would follow up to show Jennifer Koster where it is located. Juan Hernandez asked whether NLACRC knows if the individuals who reported wanting to live somewhere else were living at home. Evelyn McOmie stated that the survey population reflects adults served in the community and that respondents may be living independently, in a group home, or with a roommate, but the survey does not specify individual living arrangements. Sharmila Brunjes asked for clarification on Parent University, including whether it is available on the NLACRC website, the length of each class, and how many microlearning videos are currently available, as well as the planned expansion. Evelyn McOmie clarified that Parent University courses are microlearning videos approximately one and a half to three minutes in length, with approximately 19–20 currently available, and noted plans to develop additional videos based on available minutes and additional funding requests; Lindsay Granger was asked to share the Parent University link with Board members. Lety Garcia asked how Parent University is being promoted. Evelyn McOmie stated that Parent University was promoted at the Expos and through News You Can Use, with a broader campaign planned for 2026 aligned with release and distribution of the HCBS calendar materials.

Board members also discussed potential promotion through short-form social media formats and emphasized the importance of offering printed materials for families who prefer non-digital formats. Evelyn McOmie confirmed NLACRC provides printed resources in addition to digital tools and noted recommendations to make the website translation feature more visible and easier to use.

## **8.2 Update on Board Emails**

Sharmila Brunjes introduced the agenda item regarding an update on Board email accounts and invited Mustafa Sarwari, Head of IT, to provide an overview. Mustafa Sarwari reported that all Board email accounts have been created and are active. Login information has been provided to Lindsay Granger, who will distribute credentials to Board members. Board members were advised to log in promptly and change their passwords to ensure security. Each account includes approximately 50 GB of storage.

Mustafa Sarwari explained that the accounts were set up using a role-based access approach, providing Board members with email access only. This limited access is intentional to maintain security and to keep Board email accounts separate from operational systems and internal networks, including systems such as SANDIS.

During discussion, Sharmila Brunjes asked for clarification on what "least amount of access" meant. Mustafa Sarwari clarified that Board members have Active Directory accounts limited solely to email functionality and do not have access to internal operational systems.

Jennifer Koster asked whether Board members would still be able to download attachments such as PDFs and whether existing access to SharePoint would continue. Mustafa Sarwari confirmed that Board members can continue to receive and download email attachments and that current SharePoint access will remain in place. It was noted that if NLACRC transitions to a different document-sharing platform in the future, the Board would be notified and provided access to a new system as appropriate.

No further questions were raised.

### **8.3 Update on OnBoard Platform**

Following the discussion on Board email accounts, Sharmila Brunjes introduced Megan Mitchell to present the next agenda item regarding the new Board onboarding platform. Megan Mitchell reported that NLACRC has executed a contract with OnBoard, which will replace SharePoint as the primary platform for Board materials. Board members will continue to have access to SharePoint for a limited transition period. The OnBoard implementation team is scheduled to meet with staff the following week to begin the rollout. Once Board members receive their new NLACRC email addresses, they will be provided with access links and brief tutorial videos. OnBoard will serve as the centralized platform for Board agendas, materials, and document sharing moving forward.

During discussion, George Alvarado asked whether Board members should update or receive business cards reflecting the new Board email addresses. It was noted that NLACRC previously provided business cards to Board members, but this practice had been discontinued, particularly following the pandemic and reduced in-person outreach. Anna Hurst suggested exploring virtual business cards as a modern alternative to printed cards. Board members also discussed interim options such as updating existing cards or using temporary stickers. Sharmila Brunjes suggested that the topic of business cards be placed on a future agenda for further discussion.

Megan Mitchell offered that, if needed, OnBoard representatives could provide a hands-on tutorial for Board members in the new year. Board members expressed appreciation for the new email accounts and onboarding platform and looked forward to using the new system.

### **8.4 Board of Trustees Holiday Potluck**

During the Board of Trustees Hot Block, Sharmila Brunjes shared an idea to host a Board-only holiday potluck to mark the close of the year. Sharmila Brunjes and Lindsay Granger will coordinate the gathering, which is intended as a social and networking opportunity exclusively for Board members.

The proposed timing for the event is early December, with potential dates of December 4 or December 11, to allow Board members to plan around family and holiday commitments. Possible vendor locations are being explored, and Board members were invited to share ideas or preferences with Lindsay Granger or Sharmila Brunjes.

Board members were informed that a brief survey would be sent to gauge interest in holding a White Elephant gift exchange, with gifts capped at \$15 in accordance with Regional Center policy. The gathering is still in the planning phase, with details such as location and final format to be determined. The event is expected to be held on a weekday evening and is intended solely for Board members.

Sharmila Brunjes noted that the gathering is meant to provide an informal opportunity for Board members to connect outside of regular meetings and to close out the year together.

### **8.5 Discussion Time Limits from Robert's Rules**

Sharmila Brunjes revisited a request originally raised by Juan Hernandez in September to limit Board member speaking time during debate. After further research, it was clarified that the Board may adopt a shorter speaking limit by formal vote without amending the bylaws.

It was proposed that debate time be limited to three minutes per speaker, rather than the ten minutes referenced in Robert's Rules, while maintaining all other parliamentary rules, including

allowing each member to speak twice per motion. The change may be rescinded at any time by future Board action.

Sharmila Brunjes emphasized that the change is intended to support efficient meetings and does not limit Board members' rights to participate in discussion, noting that debate limits may be adjusted as needed in the future.

**M/S/C (Jennifer Koster/George Alvarado) On a motion made by Jennifer Koster, seconded by George Alvarado, it was resolved to adopt the three-minute speaking limit. Motion carried.**

## **9. EXECUTIVE DIRECTOR'S REPORT**

Sharmila Brunjes opened the Executive Director's Report and introduced Executive Director Angela Pao-Johnson, noting the last Board meeting was in September.

Angela Pao-Johnson reported that NLACRC rolled out Self-Determination Program training across most departments (excluding Early Start). The training was well received, with roughly one-third of staff completing a survey; 97% reported the materials will help them better support families. Angela Pao-Johnson also shared intake performance updates, noting 4,590 intakes processed year-to-date with only 0.22% of cases exceeding the 120-day timeline.

Angela Pao-Johnson provided results from the October annual employee survey, reporting year-over-year increases across all areas. DEI favorability increased from approximately 72% to 76%, and senior leadership favorability increased to 53%. Compensation remained the lowest indicator, though it also improved. A Board member asked whether the gains reflected satisfaction or participation; it was clarified the results reflect staff satisfaction/input.

Angela Pao-Johnson introduced Mustafa Sarwari (new head of IT, start date November 3) and noted he is helping address ongoing SANDIS outages. Jennifer Koster requested that Mustafa Sarwari be introduced at the upcoming Board potluck and also asked if Javier could attend; staff agreed to explore a meet-and-greet opportunity and noted Javier's role includes IT/security leadership.

Angela Pao-Johnson shared DDS updates, including development of a respite assessment tool, which is now expected to launch as a pilot at one regional center rather than statewide on January 1, and will include exceptions. Angela Pao-Johnson also reported concerns regarding new Respiratory Care Board regulations that could limit tasks LVNs can perform for certain consumers; DDS is reviewing RN rate models and system impacts. Enforcement has been temporarily suspended pending amendments. Jennifer Koster asked how long the suspension will last; staff advised no timeline was available yet, and DDS is working to ensure continuity of care and pursue exemptions. Dr. DeAntonio added that the state is accelerating exemptions so community-based services for consumers would not be impacted.

Angela Pao-Johnson provided legislative/program updates, noting potential CalFresh changes and other benefit impacts pending further guidance, and that enhanced premium tax credits may expire at year end, potentially increasing health insurance costs. Jennifer Koster asked whether this would eliminate the Affordable Care Act; it was clarified that the change discussed relates to the ending of a federal subsidy, not repeal of the full ACA.

Angela Pao-Johnson gave SANDIS systems updates, explaining outages have increased since late June/early July, with multiple partners engaged (including IBM and other teams) and the center currently in a discovery phase to identify root cause. Angela Pao-Johnson noted DDS is developing a future replacement platform (Life Outcomes Information System/LOIS) intended to replace SANDIS and the financial system.



Angela Pao-Johnson provided special contract updates, including IPP survey results: 92 responses (approximately 1.97% response rate) with a goal to reach 15%. Most satisfaction areas scored 85% or higher, while self-direction was lowest at 71%; Angela Pao-Johnson tied this to recent staff self-determination training to improve support and outcomes. Angela Pao-Johnson noted progress toward reducing caseload ratios continues, though NLACRC has not yet reached the statewide average.

Regarding social recreation reimbursements, Lety Garcia asked about progress on addressing the backlog and how families are notified of errors. Angela Pao-Johnson and Evelyn McOmie reported reimbursements are currently processed in about three weeks when documentation is complete, that the prior backlog has been addressed and the system is now current, and that families/service coordinators are contacted when errors occur (depending on whether the issue is billing or documentation). Anna Hurst emphasized the importance of highlighting this improvement in future updates. Sharmila Brunjes thanked staff for the update and asked that Angela Pao-Johnson complete the remaining slides due to time.

Angela Pao-Johnson concluded with brief operational highlights, including recruitment/onboarding activity, the number of individuals served, quality assurance residential visits and corrective action plans, and recent outreach efforts (including participation in a community event at Bert Corona Charter School), along with upcoming events.

Before moving on, Sharmila Brunjes noted the value of Board questions during the report and stated the Board should formalize time for interaction/Q&A during the Executive Director's presentation in future meetings while balancing the agenda timeline.

#### **10. PUBLIC INPUT & COMMENTS**

Sharmila Brunjes opened the Public Comment period, apologized for the late timing, and reminded attendees that public comments were limited to three minutes per speaker, with up to three speakers.

Jon Francis provided public comment. Jon Francis thanked the Board leadership and staff for their work, commended the Board's communication and collaboration, and expressed appreciation for the progress being made to improve Regional Center systems. He referenced the importance of self-determination and civic engagement, emphasized support for individuals whose voices may not always be the loudest, and shared positive reflections on the Board's continued growth and evolution.

No additional public comments were offered. The Public Comment period concluded on a positive note, with appreciation expressed for the remarks shared.

#### **11. CLOSED SESSION**

**On a motion made by George Alvarado, seconded by Anna Hurst, closed session was entered at 8:57 p.m. Motion carried.**

Closed session was entered to discuss real estate negotiations and personnel. No votes were taken.

The board returned from closed session at 9:49 p.m.

During closed session:

- **A motion regarding real estate negotiations.**
- **A motion regarding personnel matters.**

**On a motion made by Alex Kopilevich, seconded by Cathy Blin, the Board of Trustees exited closed session at 9:49 p.m. Motion carried.**

**12. SELF-DETERMINATION PROGRAM (SDP) REPORT**

Juan Hernandez provided a brief update on the Self-Determination Program. The SDP has introduced a new plain-language progress report intended to simplify and improve understanding of participant progress. The program is also working on tools to better support IPP planning timelines.

As of November 1, there are 646 participants enrolled in the Self-Determination Program, including 22 new transitions into the program. Additional details are available in the written report.

The next Self-Determination Local Advisory Committee meeting is scheduled for Thursday, November 20 at 6:30 p.m.

**13. ITEMS 14-20**

The Board received the following committee reports for information:

- Association of Regional Center Agencies presented by Lety Garcia.

Lety Garcia noted that the ARCA report was included in the meeting materials and did not add additional updates. The next ARCA meetings will be held January 15–16, 2026, and ARCA Academy will take place this Friday in Sacramento, with several Board members expected to attend.

- Consumer Advisory Committee presented by Juan Hernandez

Juan Hernandez provided a brief update on the Consumer Advisory Committee. The committee continues to focus on discussion-based forums, including identifying topic ideas for future conversations with staff, such as Chris, to support meaningful and productive dialogue. Safety remains an ongoing area of focus for the committee.

A Consumer Advisory Committee holiday gathering is being planned for Thursday, December 4. Board members were invited to attend and are welcome to stop by and greet participants.

- Executive Finance Committee presented by Sharmila Brunjes and Anna Hurst.

Sharmila Brunjes provided the Executive Finance Committee (EFC) update. Many items discussed at the EFC meeting were already covered during the Board meeting.

The annual audit is currently underway at North Los Angeles County Regional Center. Some CalPERS audit findings were identified and are in the process of being resolved. Additional details are available in the EFC meeting minutes, including finance, budget, and audit report updates.

Angela Pao-Johnson also provided an update on whistleblower complaints during the EFC meeting.

The EFC minutes will be approved at the next EFC meeting in two weeks and are expected to be posted on the website shortly thereafter. No questions were raised.

- Community Relations Committee presented by Jeremy Sunderland.

Jeremy Sunderland reported that the Community Relations Committee has not met since the September Board of Trustees meeting. The next committee meeting is scheduled for Wednesday, November 19<sup>th</sup> and Cathy Blin will preside over the meeting.

The next Community Relations Committee meeting will be held on November 19, 2025.

- Nominating Committee presented by Curtis Wang.

Curtis Wang reported that the Nominating Committee has not met since the September Board of Trustees meeting. Interviews have been held for potential board members, and these interviews will be discussed at the January Nominating Committee meeting.

The next Nominating Committee meeting will be held on Wednesday, January 7, 2026 at 5:30 p.m.

- Post-Retirement Medical Trust Committee presented by Sharmila Brunjes.

Sharmila Brunjes reported that the committee has not met since the last Board of Trustees meeting.

The next PRMT Committee meeting is scheduled for November 20, 2025, at 5:00 p.m.

- Vendor Advisory Committee presented by Alex Kopilevich.

Alex Kopilevich reported that the Vendor Advisory Committee did not meet in October, following the same schedule as the Board of Trustees.

The next meeting will be Thursday, November 13<sup>th</sup> at 9:30 a.m.

As reports were presented, no observations or comments were noted.

#### **14. OLD BUSINESS/NEW BUSINESS**

Sharmila Brunjes reminded Board members to review the Board and committee meeting attendance sheets and time reports included toward the end of the meeting packet and to verify that all attendance records are accurate. An updated acronyms list was also included in the packet.

It was noted that the meeting evaluation survey is no longer required. Board members were encouraged to share feedback directly if they had comments or concerns.

#### **15. ANNOUNCEMENTS / INFORMATION**

No additional internal announcements or upcoming items were raised. Reference materials, including the meeting calendar and Board of Trustees community list, were noted as available in the packet.

**16. NEXT MEETING**

The next Board of Trustees meeting is scheduled for Wednesday, January 14, 2026, at 6:00 p.m., to be held via Zoom.

**17. ADJOURNMENT**

**A motion to adjourn was made by Jennifer Koster, seconded, and approved unanimously.**

Sharmila Brunjes adjourned the meeting at 9:59 p.m.

**DISCLAIMER**

The above document should be used as a summary of the motions passed and issues discussed at the meeting. This document shall not be considered a verbatim copy of every word spoken at the meeting.

**NORTH LOS ANGELES COUNTY REGIONAL CENTER (NLACRC)  
9200 OAKDALE AVENUE, SUITE 100  
CHATSWORTH, CA 91311**

**MINUTES OF THE BOARD OF TRUSTEES SPECIAL MEETING  
VIRTUAL MEETING  
DECEMBER 10, 2025**

**BOARD OF TRUSTEES:**

Sharmila Brunjes (President), Juan Hernandez (Vice President), Anna Hurst (Board Treasurer), Curtis Wang (Board Secretary), George Alvarado, Lety Garcia (ARCA Rep), Nicholas Abrahms, Jacquie Colton, Jeremy Sunderland, Laura Monge, Jason Taketa

**ABSENT:**

Alex Kopilevich, Jennifer Koster, Nicholas Abrahms

**STAFF:**

Angela Pao-Johnson – Executive Director, Evelyn McOmie – Deputy Director, Vini Montague – Chief Financial Officer, Carlo DeAntonio, M.D. – Director of Clinical Services, Lindsay Granger – Executive Administrative Assistant

**GUEST:**

Chet Cramin – Musick & Peeler, Suzanne Lee—Newmark, Ron Burkhardt – Newmark, Steve Kolsky – Newmark

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1. **CALL TO ORDER**

Called the meeting to order at 4:05 pm

2. **BOARD MEMBER ATTENDANCE/QUORUM**

Board members were confirmed in attendance on Zoom and quorum was met.

3. **AGENDA – APPROVAL**

**Absent objection, the agenda was approved. Motion carried.**

4. **PUBLIC INPUT & COMMENTS—RESERVED FOR AGENDA ITEMS**

There were no public or comments.

5. **CLOSED SESSION**

Closed session was entered at 4:07 p.m. to discuss real estate negotiations.

During closed session: **A motion was made by Jeremy Sunderland, seconded by Lety Garcia, and passed by unanimous vote.**

The board exited closed session at 4:49 p.m.

6. **ADJOURNMENT**

Absent objection, Sharmila Brunjes adjourned the meeting at 4:50 p.m.

**NOTIFICATION OF POTENTIAL CONFLICT OF INTEREST,**  
**AND**  
**RE-SUBMISSION OF CONFLICT OF INTEREST RESOLUTION PLAN**

MELISSA SAGE - SERVICE COORDINATOR  
NORTH LOS ANGELES COUNTY REGIONAL CENTER

**I. Law Governing Conflicts of Interest**

The prohibition against Regional Center employee conflicts of interest has its origin in section 4626 of the Welfare & Institutions Code. Subsection (d) of said section 4626 provides: "The department shall ensure that no regional center employee or board member has a conflict of interest with an entity that receives regional center funding"

That general prohibition is explained in more detail in Title 17 of the California Code of Regulations, section 54526 "Positions Creating Conflicts of Interests for Employees, Contractors, Agents and Consultants," which provides in pertinent part:

- (a) A conflict of interest exists when a Regional Center employee with decision or policy making authority ... or family member of such person is any of the following for a business entity, entity, or provider as defined in these regulations:
  - (1) a governing board member
  - (2) a board committee member
  - (3) a director
  - (4) an officer
  - (5) an owner
  - (6) a partner
  - (7) a shareholder
  - (8) a trustee
  - (9) an employee
  - (10) an agent
  - (11) a contractor
  - (12) a consultant
  - (13) holds any position of management
  - (14) has decision or policy making authority. (Emphasis added.)

Section 54505 states that: "Business Entity, Entity or Provider" means any individual or business venture from whom or from which the regional center purchases, obtains or secures goods or services to conduct its operations. These entities or providers include, but are not limited to, residential facilities "

Further, Section 54533 states:

- (a) When a present or potential conflict of interest is identified for a regional center board member, executive director, employee,

contractor, agent, or consultant, the present or potential conflict shall be either eliminated or mitigated and managed through a Conflict Resolution Plan, or the individual shall resign his or her position with the regional center or regional center governing board.

## **II. Potential Conflict of Ms. Sage**

Melissa Sage is a Service Coordinator at North Los Angeles County Regional Center (hereinafter "NLACRC" or "the Regional Center") currently in an Adult Age Unit in the Santa Clarita Valley office. NLACRC Executive Director Angela Pao-Johnson confirms that Ms. Sage is a productive and valued employee. Attached as **Exhibit A** is Ms. Sage's completed Conflict of Interest Reporting Statement. As part of the submitted Conflict Resolution Plan, she will remain in her Adult Age position.

Ms. Sage's sister, Marguerite Casteen, has a potential financial interest in Regional Center operations by virtue of her role as a respite provider for Wood Quality Care, an NLACRC In-Home Respite Services provider in the Antelope Valley, Santa Clarita Valley and San Fernando Valley areas.

This document constitutes a submission of the disclosure of this conflict, a plan of action to eliminate any adverse consequences from this relationship, and a request for waiver of the conflict from DDS.

As set forth below, the plan to mitigate this conflict is for Ms. Sage to continue to remain in the Adult Age division in Santa Clarita where she currently works, since she currently has no consumers on her caseload that use Wood Quality Care. Also, she does not interact with her sister, who works for Wood Quality Care as a respite provider.

## **III. Facts**

The submitted plan of action proposed herein is designed to eliminate any adverse consequences from the conflict. To better understand how the plan will eliminate any adverse consequences, this request will first provide the facts regarding Ms. Sage's duties and responsibilities and any possible interaction with Wood Quality Care, where her sister is a respite worker.

### **A. Ms. Sage's Position and Duties**

As a Service Coordinator, Ms. Sage performs case management for NLACRC's Adult Aged consumers. In this role, she works with numerous vendors offering a variety of services, including behavioral, respite, social skills, and adaptive skill- training. These vendors are funded at least in part by the Regional Center. Her responsibilities

include assisting her assigned consumers in securing services and supports. A copy of her job description is attached as **Exhibit B**.

Ms. Sage's primary duties are as follows:

1. Develops, coordinates and facilitates activities for the Adult Age Unit which results in an increased awareness of the services available and rendered to people with developmental disabilities.
2. Performs various functions such as initiates and responds to consumer, family, service provider, and outside agency communications on topics including service eligibility, regional center service standards, regional center methods, generic agency programs and methods as well as problem resolution. Provides information through a variety of methods. Works collaboratively with consumers, families, others to develop program plans, monitors program results.
3. Provides advocacy services and trains consumers and families in advocacy issues. Schedules and attends interdisciplinary meetings with individuals served, family members, service providers, advocates, etc.
4. Maintains required case records and funding and billing records. Responsible for documentation, completing forms and producing reports.

Under the suggested Plan of Action, Ms. Sage will remain in the Adult unit and accordingly have no role or involvement whatsoever with any matter that might conceivably impact Wood Quality Care or her sister's work as a respite provider.

**B. Ms. Sage's Sister's Role at Wood Quality Care**

Ms. Sage's sister, Marguerite Casteen, is a respite worker for Wood Quality Care. In this capacity, she only provides respite services for her brothers who reside in the San Fernando Valley. She provides no additional respite services.

Wood Quality Care's purpose is to provide families with In-Home Respite Services. Wood Quality Care serves the Antelope Valley, Santa Clarita Valley and San Fernando Valley areas. As a vendor of NLACRC, it is currently authorized to provide such services.

**IV. Submission of Conflict Resolution Plan**

The Regional Center and its Executive Director, Angela Pao-Johnson, have concluded that Ms. Sage provides great value to the consumers of NLACRC. After consideration of the totality of the circumstances and a careful review of the facts, the Executive Director believes it is in the best interests of the Regional Center to submit the Conflict Resolution Plan to eliminate any adverse consequences from this relationship and seek approval of this plan by DDS.



Initially, the first step in the Conflict Resolution Plan is to allow Ms. Sage to continue to remain in the Adult Age position and she will have no business interaction with her sister, who provides respite services for her brothers. This will eliminate any instance in which Ms. Sage would have to interact with her sister regarding her sister's services or other available services.

The second part of the plan is to insulate Ms. Sage from any involvement whatsoever with any interaction or dealing with Wood Quality Care. She currently does not perform any duties that potentially relate to Wood Quality Care. Ms. Sage manages an entire caseload of Adult Age consumers and works with numerous vendors on a variety of services, none of whom use this vendor.

Additionally, Ms. Sage role as well as the role of other Consumer Services Coordinators as it relates to respite vendors is solely an administrative function in which a list of vendors who provide respite services is given to the family and consumer, it is then their responsibility for selecting a vendor that can best fit their needs. Ms. Sage does not offer any recommendations or opinions in the selection of respite vendors and will continue in this practice.

Further, as the Conflict Resolution Plan details below, when any of the consumers in her caseload desire, require or uses the services Wood Quality Care provides, Ms. Sage will agree to immediately notify her supervisor, Marlene Pinotti-Stutts, who will then reassign the case to another Consumer Services Coordinator.

The Regional Center's and Ms. Sage's submission of her plan of action for resolution of this potential conflict of interest is as follows:

1. Ms. Sage will remain in NLACRC's Adult Age Program in the Santa Clarita Valley Office and ensure that there is no interaction with her sister at Wood Quality Care in a business setting.
2. Ms. Sage will, in every conceivable manner, continue to avoid interacting with Wood Quality Care or those who do interact with Wood Quality Care on any matter regarding Wood Quality Care's business matters.
3. Ms. Sage will not participate in the consideration, preparation, review, presentation, formulation or approval of any report, plan, opinion, recommendation or action regarding Wood Quality Care.
4. Ms. Sage will not participate in referrals or placement to this vendor. For any consumer placed with Wood Quality Care, she will not participate in any internal review of such consumer's Individual Program Plan under Welfare and Institutions Code, Section 4646.4, but rather, such tasks will be delegated to another Regional Center employee.
5. Ms. Sage will not review or participate in any discussions, recommendations, or decisions about Purchase of Service authorizations for this vendor.

6. Ms. Sage will not review or in any way participate in the preparation, consideration, or any follow-up related to Special Incident Reports (“SIRs”) from or about this vendor.

7. Ms. Sage will not create, review, or in any way participate in, any corrective action plans for this vendor.

8. Ms. Sage will not participate in any discussions, recommendations, action, or resolution of any complaints pertaining to this vendor.

9. Ms. Sage will take no part in vendor appeals, or fair hearings involving Wood Quality Care.

10. Ms. Sage will not access vendor files to Wood Quality Care either in their electronic or hard copy form.

11. Ms. Sage shall not participate in developing any Purchase of Service (“POS”) policies that might apply to Wood Quality Care. Instead, these tasks will become the responsibility of her supervisor.

12. Ms. Sage will not be involved in the negotiation, discussion, obligation or commitment of NLACRC to a course of action involving Wood Quality Care.

13. The NLACRC management staff will be informed about this Plan of Action, and they will be informed of the need to ensure that Ms. Sage is not involved whatsoever in any action or business whatsoever involving or affecting Wood Quality Care.

14. NLACRC will communicate to Ms. Sage’s coworkers as appropriate to inform them of the details of this Plan of Action and the need to ensure that Ms. Sage plays no role whatsoever in any action involving or affecting Wood Quality Care.

15. These restrictions only apply to Wood Quality Care. The bulk of her duties regarding other vendors will remain unchanged, unless work for another vendor would in any way impact Wood Quality Care. This amounts to a reassignment of a small portion of her duties and will not reduce the value and productivity that Ms. Sage provides to NLACRC.

16. NLACRC has provided information to its Board of Directors regarding this waiver.

17. Further, Ms. Sage will continue to be a vital, effective part of the NLACRC team after the elimination of all her duties and any possible role regarding Wood Quality Care. As noted above, her duties will still be considerable and substantial regarding the consumers she provides services for, and with regard to the vendors that she interacts with who are unrelated to Wood Quality Care.

18. If one of Ms. Sage's consumers needs referral to the type of services Wood Quality Care provides, she will not make any recommendation. If there is any additional information required by the consumer and family, NLACRC will require her supervisor, Marlene Pinotti-Stutts, to take on that task and describe the options available to the consumer and family.

19. Finally, NLACRC will also ensure that Wood Quality Care as appropriate is informed of this Plan to ensure that there is no contact between Ms. Sage and either her sister, Marguerite Casteen or Wood Quality Care on business matters.

## **V. Request Approval of Conflict Resolution Plan**

For the reasons provided above, and in accordance with the Conflict Resolution Plan set forth above, North Los Angeles County Regional Center hereby requests that DDS approve the Conflict Resolution Plan in this matter.

Respectfully submitted,

By:   
Melissa Sage (Nov 10, 2025 12:00:17 PST)  
Melissa Sage, Service Coordinator

Date: 11/10/25

By:   
Marlene Stutts Pinotti (Nov 10, 2025 12:28:25 PST)  
Marlene Stutts-Pinotti, Consumer Services Supervisor

Date: 11/10/25

By:   
Angela Pao-Johnson (Nov 10, 2025 12:21:27 PST)  
Angela Pao-Johnson, Executive Director, NLACRC

Date: 11/10/25

[Reset Form](#)

## CONFLICT OF INTEREST REPORTING STATEMENT

### DS 6016 (Rev. 08/2013)

The duties and responsibilities of your position with the regional center require you to file this Conflict of Interest Reporting Statement. The purpose of this statement is to assist you, the regional center and the Department of Developmental Services (DDS) to identify any relationships, positions or circumstances involving you which may create a conflict of interest between your regional center duties and obligations, and any other financial interests and/or relationships that you may have. In order to be comprehensive, this reporting statement requires you to provide information with respect to your financial interests.

A “conflict of interest” generally exists if you have one or more personal, business, or financial interests, or relationships that would cause a reasonable person with knowledge of the relevant facts to question your impartiality with respect to your regional center duties. The specific circumstances and relationships which create a conflict of interest are set forth in the California Code of Regulations, title 17, sections 54500 through 54530. You should review these provisions to understand the specific financial interests and relationships that can create a conflict of interest.

Please answer the following questions to the best of your knowledge. If you find a question requires further explanation and/or there is not enough space to thoroughly answer the question, please attach as many additional sheets as necessary, and refer to the question number next to your answer. If the regional center identifies a conflict involving you, it will be required to prepare a conflict resolution plan. Some relevant definitions have been provided in the footnotes to assist you in responding to this statement.

You are required to file this Reporting Statement within 30 days of beginning your employment with the regional center or from the date that you are appointed to the regional center board or advisory committee board. You are then required to file an annual Reporting Statement by August 1st of every year while you remain employed with the regional center or while you are a member of the regional center board or advisory committee board. You must also file a Reporting Statement within 30 days of any change in your status that could result in a conflict of interest. Circumstances that can constitute a change in your status that can require you to file an updated Reporting Statement are described below in footnote one.

#### A. INFORMATION OF REPORTING INDIVIDUAL

Name: Melissa Sage Regional Center: NLACRC

**Regional Center Position/Title:**

<input type="checkbox"/> Governing Board Member	<input type="checkbox"/> Executive Director
<input type="checkbox"/> Vendor Advisory Committee sitting on Board	<input checked="" type="checkbox"/> Employee
<input type="checkbox"/> Contractor <input type="checkbox"/> Agent	<input type="checkbox"/> Consultant

**Reporting Status:**

<input checked="" type="checkbox"/> Annual	<input type="checkbox"/> New Appointment (date): _____
<input type="checkbox"/> Change of Status <sup>1</sup>	

If a change in status, date and circumstance of change in status:

1. Please list your job title and describe your job duties at the regional center.

Consumer Service Coordinator: Plan, coordinate, and monitor services for person served.

<sup>1</sup> Change of status includes a previously unreported activity that should have been reported, change in the circumstance of a previously reported activity, change in financial interest, familial relationship, legal commitment, change in regional center position or duties, change in regional center, or change to outside position or duties. See California Code of Regulations, title 17, sections 54531(d) and 54532(d).

<input type="checkbox"/>	Governing Board Member
<input type="checkbox"/>	Vendor Advisory on Board
<input type="checkbox"/>	Executive Director
<input checked="" type="checkbox"/>	Employee/Other

2. Do you or a family member<sup>2</sup> work for any entity or organization that is a regional center provider or contractor?  
☒ yes ☐ no -- If yes, provide the name of the entity or organization and describe what services it provides for the regional center or regional center consumers. If the provider or contractor is a state or local governmental entity, provide the specific name of the state or local governmental entity and describe your job duties at the state or local governmental entity.
- Wood Quality Care, an agency which provides respite care.
3. Do you or a family member own or hold a position<sup>3</sup> in an entity or organization that is a regional center provider or contractor? ☐ yes ☒ no -- If yes, provide the name of the entity or organization, describe what services it provides for the regional center or regional center consumers, and describe your or your family member's financial interest.
4. Are you a regional center advisory committee board member? ☐ yes ☒ no -- If yes, are you a member of the governing board or owner or employee of an entity or organization that provides services to the regional center or regional center consumers? ☐ yes ☐ no -- If yes, provide the name of the entity or organization and describe what services it provides for the regional center or regional center consumers.
5. If you are a regional center advisory committee board member and answered yes to all the questions in Question 4 above, do any of the following apply to you: (a) are you an officer of the regional center board; (b) do you vote on purchasing services from a regional center provider; or (c) do you vote on matters where you might have a financial interest? ☐ yes ☒ no -- If yes, please explain.

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<sup>2</sup> Family member includes your spouse, domestic partner, parents, stepparents, grandparents, siblings, stepsiblings, children, stepchildren, grandchildren, parent-in-laws, brother-in-laws, sister-in-laws, son-in-laws and daughter-in-laws. See California Code of Regulations, title 17, sections 54505(f).

<sup>3</sup> For purposes of this question, hold a position generally means that you or a family member is a director, officer, owner, partner, employee, or shareholder of an entity or organization that is a regional center provider or contractor. For a specific description of positions that create a conflict of interest in a regional center provider or contractor see the California Code of Regulations, title 17, sections 54520 and 54526.

<input type="checkbox"/>	Governing Board Member
<input type="checkbox"/>	Vendor Advisory on Board
<input type="checkbox"/>	Executive Director
<input checked="" type="checkbox"/>	Employee/Other

6. Do any of the decisions you make when performing your job duties with the regional center have the potential to financially benefit you or a family member<sup>4</sup>? [Note: Governing board members do not have to answer “yes” to this question if the financial benefit would be available to regional center consumers or their families generally].  
☐ yes ☒ no -- If yes, please explain.

7. Are you responsible for negotiating, making,<sup>5</sup> executing or approving contracts on behalf of the regional center? ☐ yes ☒ no -- If yes, please explain.

8. Do you have a financial interest in any contract<sup>6</sup> with the regional center? ☐ yes ☒ no -- If yes, did you negotiate, make, execute or approve the contract on behalf of the regional center? ☐ yes ☒ no -- If yes, please explain.

9. Do any of your family members have a financial interest in any contract with the regional center? ☐ yes ☐ no  
 If yes, did you negotiate, make, execute or approve the contract on behalf of the regional center? ☐ yes ☒ no  
 If yes, please explain.

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<sup>4</sup> Generally, a decision can financially benefit you or a family member if the decision can either directly or indirectly cause you or a family member to receive a financial gain or avoid a financial loss. For a specific description of the types of decisions that can result in a financial benefit to you or a family member see the California Code of Regulations, title 17, sections 54522 and 54527.

<sup>5</sup> California Code of Regulations, title 17, sections 54523(b)(2) and 54528(b)(2) describes the types of conduct which constitute involvement in the making of a contract.

<sup>6</sup> For purposes of questions 8 and 9, a financial interest in a contract generally means any direct or indirect interest in a contract that can cause you or a family member to receive any sort of financial gain or avoid any sort of financial loss irrespective of the dollar amount. California Code of Regulations, title 17, sections 54523 and 54528 define when financial interests in a contract will occur.

<input type="checkbox"/> Governing Board Member
<input type="checkbox"/> Vendor Advisory on Board
<input type="checkbox"/> Executive Director
<input checked="" type="checkbox"/> Employee/Other

10. Do you evaluate employment applications or contract bids that are submitted by your family member(s)?  
☐ yes ☒ no -- If yes, please explain.

11. Your job duties require you to act in the best interests of the regional center and regional center consumers. Do you have any circumstances or other financial interests not already discussed above that would prevent you from acting in the best interests of the regional center or its consumers? ☐ yes ☒ no -- If yes, please explain.

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## B. ATTESTATION

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I Melissa Sage (print name) HEREBY CONFIRM that I have read and understand the regional center's Conflict of Interest Policy and that my responses to the questions in this Conflict of Interest Reporting Statement are complete, true, and correct to the best of my information and belief. I agree that if I become aware of any information that might indicate that this statement is not accurate or that I have not complied with the regional center's Conflict of Interest Policy or the applicable conflict of interest laws, I will notify the regional center's designated individual immediately. I understand that knowingly providing false information on this Conflict of Interest Reporting Statement shall subject me to a civil penalty in an amount up to fifty thousand dollars (\$50,000) pursuant to Welfare and Institutions Code section 4626.

Signature Melissa Sage Date 11/06/2025

### INTERNAL USE ONLY

Date this Statement was received by Reviewer:

The reporting individual ☒ does ☐ does not have a ☒ present ☒ potential conflict of interest

Signature of Designated Reviewer

Date Review Completed

  
 Angela Pao-Johnson (Nov 7, 2025 15:13:27 PST)

11/07/25



# North Los Angeles County Regional Center

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## Exhibit B

### CONSUMER SERVICES COORDINATOR

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#### **The Organization**

North Los Angeles County Regional Center "NLACRC" is a private, non-profit agency that is contracted with the State of California, Department of Developmental Services, to provide services to individuals with intellectual and developmental disabilities. NLACRC is one of the largest regional centers in California and has proudly served the San Fernando Valley, Santa Clarita Valley, and Antelope Valley since 1974. We serve individuals across the lifespan from infants and toddlers, school age children, transition-age youth, to adults and aging adults.

#### **Supervision**

Receives supervision from Consumer Services Supervisors/Managers.

#### **The Position and Job Summary**

Provides information, advocacy, and service arrangement for consumers and families.

- Participation in the development of program plans for individuals; monitoring and evaluating these plans and revising them as necessary.
- Identify and coordinate services for individuals and their families.
- Documentation, completing forms and reports in accordance with regulations and NLACRC policies and procedures.
- Serve as an advocate for individuals served by community agencies.
- Schedule and attend interdisciplinary meetings with individuals served, family members, service providers, advocates, etc.
- Identify barriers to service delivery and implement culturally sensitive strategies that embody empathy, trust, and respect; comfort working in underserved and non-traditional office settings to meet our community needs.
- Rotate officer-of-the-day duties with other Service Coordinators; assisting co-workers with special projects and unique situations; provide case-coverage as needed; and providing emergency on-call services when required.

#### **Employment Standards**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

#### **Education & Experience**

Bachelor's degree in psychology, social work, sociology, or related human services field and two years of related experience. A Master's degree in a related subject may be substituted for experience.





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## Skills and Abilities

Understanding of family systems and appreciation for person-centered planning and thinking; empowering individuals to achieve their goals. Knowledge of intellectual and developmental disabilities, good organizational skills, demonstrated ability to work independently and cooperatively as a part of an interdisciplinary team, excellent verbal and written communication skills, and proficiency with MS Word and MS Outlook.

## Essential Requirements

Service coordination is a community-based position that requires meeting with individuals served and their families in their homes, in the community, or in our office location. Must be comfortable working with a high degree of independence. Frequent telephone, virtual, and out-of-office meetings required. Valid California Driver's License and reliable transportation, or acceptable substitute, required.

## NLACRC Offers an Excellent Benefits Package

We offer employees a variety of health and dental plans:

- Health Insurance - NLACRC pays the full cost of coverage for certain Medical plans for employee only. We also provide a generous contribution to additional plans that the employee may select for employee only or employee and dependents costs.
- Dental Insurance – NLACRC pays the full cost of the Dental DMO Plan for employees and eligible dependents. We also offer a Dental PPO plan with a low employee monthly contribution for employees and eligible dependents
- Pre-Tax Flexible Spending Account for eligible health care expenses
- Pre-Tax Dependent Care Flexible Spending Account for eligible dependent care expenses
- No cost Life, Accidental Death & Disability, Long Term Disability Insurance for employees
- No cost Vision plan for employees and eligible dependents
- Retirement plan - NLACRC is a member of CalPERS which is a defined benefit plan that provides a monthly retirement allowance for eligible employees
- NLACRC offers two (2) deferred compensation plans - 457 and 403(b)
- Participate in the Public Service Loan Forgiveness program
- Paid Time Off – Eligible for 3 weeks of accrued vacation in the first year, 8 hours per month sick time, education, wellness, and sabbatical time
- Holidays – NLACRC offers 12 paid holidays throughout the year
- Most positions are offered a hybrid – remote option

Please note that benefit costs are pro-rated for part-time employees.

## Professional Development Opportunities & Growth



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NLACRC values the professional development of staff! Variety of career paths for entry-level management positions for those seeking leadership opportunities in the social services field.

## **Diversity, Equity, and Inclusion**

At NLACRC, we value and celebrate diversity! In September 2021, NLACRC launched an initiative to enhance and strengthen our commitment to diversity and belonging.

## **Compensation**

This position is a non - exempt.

NLACRC is an equal opportunity employer. Further, NLARC will consider for employment qualified applicants with criminal histories in a manner consistent with the requirements of the City of Los Angeles' Fair Chance Initiative for Hiring Ordinance.











# Sage, Melissa Conflict Resolution Plan 2025-26 11.10.25

Final Audit Report

2025-11-10

Created:	2025-11-10
By:	Blanca Hernandez (blhernandez@nlacrc.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAqSx5dPnswNHGERp3wuxb89nXKCq1LUcD

## "Sage, Melissa Conflict Resolution Plan 2025-26 11.10.25" History

-  Document created by Blanca Hernandez (blhernandez@nlacrc.org)  
2025-11-10 - 7:53:22 PM GMT
-  Document emailed to Melissa Sage (msage@nlacrc.org) for signature  
2025-11-10 - 7:53:30 PM GMT
-  Document emailed to Marlene Stutts Pinotti (mpinotti@nlacrc.org) for signature  
2025-11-10 - 7:53:30 PM GMT
-  Document emailed to Angela Pao-Johnson (apjohnson@nlacrc.org) for signature  
2025-11-10 - 7:53:30 PM GMT
-  Email viewed by Melissa Sage (msage@nlacrc.org)  
2025-11-10 - 7:54:46 PM GMT
-  Document e-signed by Melissa Sage (msage@nlacrc.org)  
Signature Date: 2025-11-10 - 8:00:17 PM GMT - Time Source: server
-  Email viewed by Angela Pao-Johnson (apjohnson@nlacrc.org)  
2025-11-10 - 8:21:15 PM GMT
-  Document e-signed by Angela Pao-Johnson (apjohnson@nlacrc.org)  
Signature Date: 2025-11-10 - 8:21:27 PM GMT - Time Source: server
-  Email viewed by Marlene Stutts Pinotti (mpinotti@nlacrc.org)  
2025-11-10 - 8:25:41 PM GMT
-  Document e-signed by Marlene Stutts Pinotti (mpinotti@nlacrc.org)  
Signature Date: 2025-11-10 - 8:28:25 PM GMT - Time Source: server

✔ Agreement completed.  
2025-11-10 - 8:28:25 PM GMT



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## Contract Summary and Board Resolution

No.	Description	Contract Summary
1.	<b>Contract Overview: (New or Amendment) (POS or OPS)</b>	CPP/CRDP Housing Agreement, Purchase of Services (POS)
2.	<b>The Name of Vendor or Service Provider</b>	Brilliant Corners (SRF 22 <sup>nd</sup> Street West) Vendor Number: PL2495 Service code: 999 Project # NLACRC-2526-7
3.	<b>The Purpose of the Contracts</b>	Community Placement Plan (“CPP”) / Community Resource Development Plan (“CRDP”) Housing Agreement for Housing Development Organization (“HDO”) to develop an Accessory Dwelling Unit (2-bed) to be licensed as Specialized Residential Facility on existing property from FY2025 project to serve two individuals with developmental disabilities and forensic/criminal involvement who require a structured, licensed setting while working towards transition to a less restrictive residential setting.
4.	<b>The Contract Term</b>	Thirty (30) year contract effective January 1, 2026 through the earlier of (1) the date HDO is no longer owner of the Property or (2) December 31, 2055.  The termination or expiration of the Agreement shall not affect the continued enforceability of the documents intended to survive its termination.
5.	<b>The Total Amount of the Contract</b>	Maximum Funding Amount: \$500,000.00 Acquisition: n/a Renovation: \$500,000.00
6.	<b>The Total Proposed Number of Consumers Served</b>	SRF will have a capacity of 2 consumers.
7.	<b>The Rate of Payment or Payment Amount</b>	Payment will be reimbursed to HDO based on performance milestones or on other such terms as required under DDS’s written guidelines.
8.	<b>Method or Process Utilized to Award the Contract.</b>	On October 21, 2025 Brilliant Corners was awarded funding per DDS approval for ADU on existing property of approved FY2025 plan.



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9.	<b>Method or Process Utilized to Establish the Rate or the Payment Amount</b>	Funding was established in NLACRC's FY2025-2026 CPP/CRDP approved by DDS on October 21, 2025. The acquisition of the property will be pursuant to DDS CPP/CRDP Housing Guidelines for Fiscal Year 2025-2026 and DDS CPP/CRDP Guidelines for Fiscal Year 2025-2026.
10.	<b>Exceptional Conditions or Terms: Yes/No If Yes, provide explanation</b>	<p>The restrictive covenant on the property 40434 22nd Street West, Palmdale, California 93551 acquired by Brilliant Corners for this project effective May 20, 2025 does not have a term limit on it.</p> <p>Brilliant Corners is the current owner of the following additional seven (7) permanent housing projects to serve a maximum of thirty (30) consumers:</p> <ol style="list-style-type: none"> <li>1. ARFPSHN: Babcock Avenue, Valley Village (Commencement date January 1, 2013)</li> <li>2. SRF: Kelvin Avenue, Woodland Hills (Commencement date June 1, 2014)</li> <li>3. SRF: Kelvin Avenue, Winnetka (Commencement date April 4, 2013)</li> <li>4. SRF: Mayall Street, Northridge (Commencement date January 1, 2013)</li> <li>5. EBSH: Wyse Road, Santa Clarita (Commencement date June 1, 2020)</li> <li>6. EBSH: W Avenue D10, Lancaster (Commencement date Dec. 21, 2023)</li> <li>7. ARFPSHN: San Jose Street, (Commencement date September 13, 2024)</li> </ol>
11.	<b>Exceptional Conditions or Terms: Yes/No If Yes, provide explanation (continued)</b>	<p>There is a restrictive covenant on each of the above properties that established that the above properties shall be maintained and be utilized solely for the benefit of the individuals with developmental disabilities for a term of 55 years (properties 1 – 4 above) and without term limit (properties 5 - 7).</p> <p>The Funding Agreement (for above properties 1 - 4) and the CPP/CRDP Housing Agreements (for above properties 5 - 7) provide provisions, not included in the Restrictive Covenants, that Brilliant Corners must demonstrate, such as insurance requirements,</p>



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11.	<b>Additional reference:</b>	<p>maintaining records, reporting requirements, improvement requirements, management, repair, and maintenance requirements, and legal remedies if Brilliant Corners fails to comply with the Funding Agreement/CPP/CRDP Housing Agreements or Restrictive Covenants.</p> <p><b>ARFPSHN:</b> Adult Residential Facilities for Persons with Special Health Care Needs (5-bed facility), as per WIC, Section 4684.50-4684.75. Statute requires that ARFPSHN's have operable automatic fire sprinkler system that is approved by the State Fire Marshal and that meets the national Fire Protection Association (NFPA) and an alternative power source to operate all functions of the facility for a minimum of six (6) hours in the event the primary power source is interrupted. Provide services to individuals with developmental disabilities who require 24-hour care and supervision and who have complex medical and health care service needs. Requires that the provider have licensed professional personnel on staff, such as a RN and LVN that can provide a variety of nursing interventions, including but not limited to tracheostomy care and suctioning, special medication regimes including injection and intravenous medications, management of insulin-dependent diabetes, treatment for wounds or pressure ulcers, pain management and palliative care, etc.</p> <p><b>EBSH:</b> Enhanced Behavioral Supports Homes (EBSH) (4 bed facility), as per WIC Section 4684.80-4684.87. Provide services to individuals with developmental disabilities who require 24-hour nonmedical care and who required enhanced behavioral supports, staffing and supervision in a homelike setting to support and address a consumer's challenging behaviors, which are beyond what is typically available in other community facilities licensed as an adult residential facility or a group home. Requires a minimum of 16 hours of emergency intervention training for the service provider's staff and additional training for direct care staff to address the specialized needs of the consumers.</p> <p><b>SRF:</b> Specialized Residential Facility-Habilitation (4-bed facility). Provide services to individuals with developmental disabilities who require 24-hour care and supervision and whose needs cannot be appropriately met within the array of other community living options available. Primary services include personal care and supervision services, homemaker, chore, attendant care, companion services, medication oversight to the extent permitted under State law. Incidental services may include therapeutic social and recreational programming provided in a home-like environment, home health care, physical therapy, occupational therapy, speech therapy, medication administration, intermittent skilled nursing</p>
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		services, and/or transportation as specified in the IPP. Provides 24-hour on-site response.
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The North Los Angeles County Regional Center’s (“NLACRC”) Executive Finance Committee reviewed and discussed the above CRDP/CPP Housing Agreement (“**Agreement**”) and is recommending an action of the Board of Trustees to **Approve** the Agreement.

\_\_\_\_\_  
Anna Hurst, Board Treasurer

\_\_\_\_\_  
November 20, 2025  
Date





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## Contract Summary and Board Resolution

The North Los Angeles County Regional Center's ("NLACRC") Board of Trustees reviewed and discussed the CPP/CRDP Housing Agreement ("**Agreement**", or "**Contract**") for Brilliant Corners and passed the following resolution:

**RESOLVED THAT** in compliance with NLACRC's Board of Trustees Contract Policy, the Contract between NLACRC and **Brilliant Corners** was reviewed and approved by NLACRC's Board of Trustees on **January 14, 2026**.

NLACRC's Board of Trustees hereby authorized and designates any officer of NLACRC to finalize, execute and deliver the Contract on behalf of NLACRC, in such form as NLACRC's legal counsel may advise, and on such further terms and conditions as such Officer may approve. The final terms of the Contract shall be conclusively evidenced by the execution of the Contract by such Officer. For purposes of this authorization, an "Officer" means NLACRC's Executive Director, Deputy Director, and Chief Financial Officer, and no one else.

**Certification by Secretary:** I certify that: (1) I am the Secretary of the NLACRC; (2) the foregoing Resolution is a complete and accurate copy of the Resolution duly adopted by NLACRC's Board of Trustees; (3) the Resolution is in full force and has not been revoked or changed in any way.

---

Curtis Wang, Board Secretary

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January 14, 2026

Date

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF JANUARY 13, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum - Maximum Salary Range
Accountant	Hourly	\$33.05 - \$46.71
Accountant Junior	Hourly	\$28.91 - \$40.86
Accounting/Payroll Analyst (inclusive of Retired Annuitant)	Hourly	\$35.65 - \$50.37
Accounting Specialist	Hourly	\$25.35 - \$35.81
Accounting Specialist Senior	Hourly	\$25.82 - \$36.50
Accounting Supervisor	Monthly	<u>\$8,185.97 - \$11,051.06</u>
Administrative Assistant	Hourly	\$28.06 - \$38.67
Aging Adult Specialist	Hourly	\$28.91 - \$40.86
Applications Administrator I	Hourly	\$36.17 - \$51.11
Applications Developer and Integrator	Hourly	\$60.26 - \$85.17
Assistant Psychological Supervisor	Monthly	<u>\$8,211.00 - \$9,775.00</u>
Autism Program Clinical Services Specialist	Hourly	\$42.12 - \$59.52
Autism Program Coordinator-Specialist	Hourly	\$42.12 - \$59.52
Behavioral Consultant	Hourly	\$42.12 - \$59.52
Behavioral Services Manager	Monthly	<u>\$12,870.04 - \$17,374.56</u>
Behavioral Services Supervisor	Monthly	<u>\$11,232.62 - \$15,164.03</u>
Change Management Project Manager	Monthly	<u>\$7,345.00 - \$9,916.83</u>
Chief Financial Officer	Monthly	<u>\$15,156.12 - \$20,460.77</u>
Chief Information Officer	Monthly	<u>\$17,269.33 - \$23,313.60</u>
Clinical Services Director	Monthly	<u>\$19,475.52 - \$26,291.95</u>
Community Services Director	Monthly	<u>\$12,142.73 - \$16,392.69</u>
Community Living Specialist	Hourly	\$28.91 - \$40.86
Community Services Manager	Monthly	<u>\$9,257.77 - \$12,497.99</u>
Community Services Specialist (inclusive of HCBS, CPP, RQA)	Hourly	\$28.91 - \$40.86
Community Services Specialist	Hourly	\$28.91 - \$40.86
Community Services Supervisor - BS	Monthly	<u>\$7,666.92 - \$10,350.35</u>
Community Services Supervisor - MS	Monthly	<u>\$8,050.24 - \$10,867.82</u>
Consumer Advocate	Hourly	\$21.85 - \$31.91
Consumer Services Coordinator / Service Coordinator / Service Coordinator - Bilingual	Hourly	\$25.82 - \$38.95
Consumer Services Coordinator - Intake	Hourly	\$25.82 - \$38.95
(Consumer Services --) Enhanced Care Specialist	Hourly	\$30.96 - \$43.74
(Consumer Services --) Floater Specialist	Hourly	\$28.91 - \$40.86

<sup>1</sup>MonthlyMonthly Salary Ranges for exempt personnel divided by eighty (80) standard MonthlyMonthly pay period hours, Hourly Pay Rate Ranges for Non-Exempt Staff.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF JANUARY 13, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum - Maximum Salary Range
(Consumer Services --) Officer of the Day Specialist	Hourly	\$28.91 - \$40.86
(Consumer Services --) Self-Determination (Program) Specialist	Hourly	\$30.96 - \$43.74
Consumer Services Director	Monthly	<u>\$11,429.91 - \$15,430.38</u>
Consumer Services Manager	Monthly	<u>\$9,257.77 - \$12,497.99</u>
Consumer Services Specialist - Specialized	Hourly	\$28.91 - \$40.86
Consumer Services Specialist - CPP	Hourly	\$28.91 - \$40.86
Consumer Services Supervisor - BS	Monthly	<u>\$7,161.85 - \$9,668.49</u>
Consumer Services Supervisor - MS	Monthly	<u>\$7,519.94 - \$10,151.92</u>
Consumer Services Supervisor - CPP/CRDP/SDP	Monthly	<u>\$7,666.92 - \$10,350.35</u>
Consumer Services Supervisor – Intake	Monthly	<u>\$7,518.77 - \$9,541.81</u>
Consumer Services Supervisor – LCSW	Monthly	<u>\$7,666.92 - \$10,350.35</u>
Consumer Services Transition Liaison	Hourly	\$30.96 - \$43.74
Contract Administration and Privacy Manager	Monthly	<u>\$8,336.43 - \$11,254.19</u>
<del>Contract Privacy Communications</del> Director <u>of Privacy and Compliance</u>	Monthly	<u>\$11,536.80 - \$14,215.23</u>
Contract and Compliance Specialist	Hourly	\$30.96 - \$44.18
Contract and Compliance Supervisor	Monthly	<u>\$8,050.24 - \$10,867.82</u>
Controller	Monthly	<u>\$11,933.46 - \$16,110.17</u>
Deaf Services Specialist	Hourly	\$30.96 - \$43.74
Deputy Director	Monthly	<u>\$13,913.19 - \$21,564.12</u>
Diversity, Equity, and Inclusion Supervisor	Monthly	<u>\$7,666.92 - \$10,350.35</u>
Director of Finance	Monthly	<u>\$12,209.95 - \$16,994.78</u>
Due Process Officer	Monthly	<u>\$6,900.81 - \$10,420.52</u>
Emergency Management Specialist	Monthly	<u>\$7,839.55 - \$10,583.39</u>
Employment Specialist	Hourly	\$28.91 - \$40.86
Executive Administrative Assistant	Hourly	\$35.65 - \$50.37
Executive Director	Monthly	<u>\$18,750.00 - \$27,083.33</u>
Facilities Services Manager	Monthly	<u>\$8,169.18 - \$11,028.39</u>
Facilities Supervisor	Monthly	<u>\$6,952.49 - \$9,385.87</u>
Fair Hearings and Administrative Procedures Manager	Monthly	<u>\$9,285.09 - \$12,534.87</u>
Federal Revenue Supervisor	Monthly	<u>\$7,161.85 - \$9,668.49</u>
Federal Revenues Specialist	Hourly	\$28.91 - \$40.86

<sup>1</sup>Monthly Salary Ranges for exempt Exempt personnel is annualized salary divided by eighty two (8012) standard Monthly pay period hoursmonths, Hourly Pay Rate Ranges for Non-Exempt Staff.

Revised as of 01/13/2026 and adopted by the Board as of \_ / \_ /2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF JANUARY 13, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum - Maximum Salary Range
Health and Safety Waiver Support Specialist	Hourly	\$28.91 - \$40.86
Human Resources Coordinator	Hourly	\$31.38 - \$44.32
Human Resources Director	Monthly	<u>\$12,209.95 - \$16,994.78</u>
Human Resources Generalist	Hourly	\$33.38 - \$47.17
Human Resources Manager	Monthly	<u>\$9,393.38 - \$12,952.37</u>
Human Resources Specialist I	Hourly	\$31.38 - \$44.32
Human Resources Specialist II	Hourly	\$32.95 - \$46.55
Human Resources Supervisor	Monthly	<u>\$8,265.47 - \$11,158.38</u>
Individuals with Disabilities Education Act Specialist (IDEA Specialist)	Hourly	\$37.32 - \$52.73
Infrastructure Engineer	Hourly	\$60.26 - \$85.17
Intake Associate	Hourly	\$21.85 - \$32.00
Intake Specialist	Hourly	\$28.91 - \$40.86
Intake Supervisor	Monthly	<u>\$7,518.77 - \$9,541.81</u>
iSeries System Operator	Hourly	\$30.77 - \$43.48
IT Business Analyst	Hourly	\$42.75 - \$60.40
IT Director	Monthly	<u>\$12,589.57 - \$19,354.03</u>
IT Operations Manager	Monthly	<u>\$11,863.61 - \$16,015.87</u>
IT Specialist I	Hourly	\$30.00 - \$42.39
IT Specialist II	Hourly	\$36.17 - \$52.00
IT Support Manager	Monthly	<u>\$11,567.48 - \$15,616.10</u>
IT Lead Training	Hourly	\$31.38 - \$44.32
Judicial/Forensics Specialist	Hourly	\$30.96 - \$43.74
Lead IT Specialist	Hourly	\$42.75 - \$60.40
Lead Training Consumer Services Coordinator	Hourly	\$33.05 - \$46.71
LGBTQ+ Specialist	Hourly	\$28.91 - \$40.86
Medical Services Manager	Monthly	<u>\$16,527.18 - \$23,928.32</u>
Nurse Consultant - LVN	Hourly	\$37.55 - \$53.05
Nurse Consultant - RN	Hourly	\$42.12 - \$59.52
Nursing Services Supervisor	Monthly	<u>\$10,437.64 - \$14,090.81</u>
Office Assistant I	Hourly	\$20.45 - \$29.17
Office Assistant II	Hourly	\$20.99 - \$29.70

<sup>1</sup>Monthly Salary Ranges for exempt Exempt personnel is annualized salary divided by eighty two (8012) standard Monthly pay period hoursmonths, Hourly Pay Rate Ranges for Non-Exempt Staff.

Revised as of 01/13/2026 and adopted by the Board as of \_ / \_ /2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF JANUARY 13, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum - Maximum Salary Range
Office Assistant III	Hourly	\$22.45 - \$31.73
Office Services Assistant	Hourly	\$28.06 - \$39.65
Operations Accounting Supervisor	<u>Monthly</u>	<u>\$8,185.97 - \$11,051.06</u>
Outreach Language Specialist (– Armenian, Farsi, Tagalog)	Hourly	\$30.96 - \$43.74
Parent and Family Support Specialist	Hourly	\$28.91 - \$40.86
Participant Choice Specialist	Hourly	\$30.96 - \$43.74
<u>Payroll Accountant</u>	<u>Hourly</u>	<u>\$33.38 - \$46.02</u>
Payroll Specialist	Hourly	\$31.38 - \$44.32
Placement Specialist	Hourly	\$28.91 - \$40.86
Psychological and Intake Manager	<u>Monthly</u>	<u>\$12,870.04 - \$17,374.56</u>
Psychological Services Supervisor	<u>Monthly</u>	<u>\$11,232.62 - \$15,164.03</u>
Psychologist, Ph.D.	Hourly	\$45.33 - \$65.05
Public Information Legislative Specialist	Hourly	\$32.95 - \$46.96
Public Information Manager	<u>Monthly</u>	<u>\$9,677.45 - \$13,064.56</u>
Public Information Specialist	Hourly	\$28.91 - \$40.86
Public Information Supervisor	<u>Monthly</u>	<u>\$7,161.85 - \$9,668.49</u>
Quality Improvement <u>and Outcomes</u> Director	<u>Monthly</u>	<u>\$13,282.25 - \$17,833.33</u>
Quality Improvement and Outcomes Manager	<u>Monthly</u>	<u>\$9,008.64 - \$12,161.66</u>
Records and Document Management Supervisor	<u>Monthly</u>	<u>\$7,161.85 - \$9,668.49</u>
<u>Recruiting Manager</u>	<u>Monthly</u>	<u>\$9,393.38 - \$12,952.37</u>
Resource Developer (inclusive of CPP, Residential and Day Program)	Hourly	\$28.91 - \$40.86
Resource Development Specialist	Hourly	\$28.91 - \$40.86
Risk Assessment Specialist	Hourly	\$28.91 - \$40.86
Risk Assessment Supervisor	<u>Monthly</u>	<u>\$7,161.85 - \$9,668.49</u>
Senior Applications and Project Manager	<u>Monthly</u>	<u>\$11,863.61 - \$16,015.87</u>
Senior Contract and Privacy Specialist	Hourly	\$32.95 - \$46.55
Senior Clinical Psychological Specialist	<u>Monthly</u>	<u>\$8,986.09 - \$12,131.23</u>
Senior Manager, Facilities Service and Records Management	<u>Monthly</u>	<u>\$11,271.59 - \$13,651.87</u>
Special Project Specialist (inclusive of Retired Annuitant)	Hourly	\$31.37 - \$44.32
Systems Administrator	Hourly	\$54.76 - \$77.38
Technology Utilization Specialist	Hourly	\$36.17 - \$51.10

<sup>1</sup>Monthly Salary Ranges for exempt Exempt personnel is annualized salary divided by eighty twelve (8012) standard Monthly pay period hoursmonths, Hourly Pay Rate Ranges for Non-Exempt Staff.

Revised as of 01/13/2026 and adopted by the Board as of \_ / \_ /2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF JANUARY 13, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum - Maximum Salary Range
Training and Development Supervisor	<u>Monthly</u>	<u>\$7,492.46 - \$10,114.83</u>
Training Specialist I	Hourly	\$31.38 - \$44.32
Training Specialist II	Hourly	\$33.38 - \$47.17
Transfer Coordinator	Hourly	\$20.45 - \$28.88
Vendor Coordinator	Hourly	\$20.45 - \$28.88
Workforce & Employment Specialist	Hourly	\$28.91 - \$40.86

<sup>1</sup>Monthly Salary Ranges for exempt Exempt personnel is annualized salary divided by eighty twelve (8012) standard Monthly pay period hoursmonths, Hourly Pay Rate Ranges for Non-Exempt Staff.

Revised as of 01/13/2026 and adopted by the Board as of \_ / \_ /2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF FEBRUARY 24, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Accountant	Hourly	\$33.71 - \$47.63
Accountant Junior	Hourly	\$29.49 - \$41.66
Accounting Specialist	Hourly	\$25.85 - \$36.54
Accounting Specialist Senior	Hourly	\$26.33 - \$37.18
Accounting Supervisor	Monthly	\$8,185.97 - \$11,051.06
Accounting/Payroll Analyst	Hourly	\$36.36 - \$51.37
Administrative Assistant	Hourly	\$28.62 - \$41.25
Aging Adult Specialist	Hourly	\$29.49 - \$41.66
Applications Administrator I	Hourly	\$36.89 - \$52.13
Applications Developer and Integrator	Hourly	\$61.47 - \$86.86
<del>Assistant Psychological Supervisor</del>	<del>Monthly</del>	<del>\$8,211.00 – \$9,775.00</del>
Associate CSC	Hourly	\$22.90 - \$32.36
Autism Program Clinical Services Specialist	Hourly	\$42.97 - \$60.74
<del>Autism Program Coordinator-Specialist</del>	<del>Hourly</del>	<del>\$42.97 – \$60.74</del>
Behavioral Consultant	Hourly	\$42.97 - \$60.74
Behavioral Services Manager	Monthly	\$12,870.04 - \$17,374.56
Behavioral Services Supervisor	Monthly	\$11,232.62 - \$15,164.03
Change Management Project Manager	Monthly	\$7,345.00 - \$9,916.83

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 12/4/2025 and adopted by the Board as of \_\_/\_\_/2026

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF FEBRUARY 24, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Chief Financial Officer	Monthly	\$15,156.12 - \$20,460.77
<del>Chief Information Officer</del>	<del>Monthly</del>	<del>\$17,269.33 - \$23,313.60</del>
Clinical Services Director	Monthly	\$19,475.52 - \$29,060.27
Community Living Specialist	Hourly	\$29.49 - \$42.10
Community Services Director	Monthly	\$12,142.73 - \$16,392.69
Community Services Housing Specialist	Hourly	\$29.49 - \$41.66
Community Services Manager	Monthly	\$9,257.77 - \$12,497.99
Community Services Specialist	Hourly	\$29.49 - \$42.10
Community Services Specialist - CPP	Hourly	\$29.49 - \$41.66
Community Services Specialist - Performance QA Specialist	Hourly	\$29.49 - \$41.66
Community Services Specialist - QA	Hourly	\$29.49 - \$41.66
Community Services Specialist - QA/ CPP	Hourly	\$29.49 - \$41.66
Community Services Supervisor - BS	Monthly	\$7,666.92 - \$10,350.35
Community Services Supervisor - MS	Monthly	\$8,050.24 - \$10,867.82
Consumer Advocate/ Consumer Advocate Bilingual	Hourly	\$22.29 - \$32.87
Consumer Services Coordinator - Intake	Hourly	\$26.33 - \$40.13
Consumer Services Coordinator / Service Coordinator / Service Coordinator - Bilingual	Hourly	\$26.33 - \$40.13
Consumer Services Director	Monthly	\$11,429.91 - \$15,430.38
Consumer Services Manager	Monthly	\$9,257.77 - \$12,497.99

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 12/4/2025 and adopted by the Board as of \_\_/\_\_/2026



REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF FEBRUARY 24, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Consumer Services Specialist - Specialized	Hourly	\$29.49 - \$43.34
Consumer Services Supervisor - BS	Monthly	\$7,161.85 - \$9,668.49
Consumer Services Supervisor - CPP/CRDP/SDP	Monthly	\$7,666.92 - \$10,350.35
Consumer Services Supervisor – Intake	Monthly	\$7,518.77 - \$9,541.81
<del>Consumer Services Supervisor – LCSW</del>	Monthly	\$7,666.92 - \$10,350.35
Consumer Services Supervisor - MS	Monthly	\$7,161.85 - \$10,151.92
Consumer Services Transition Liaison	Hourly	\$31.58 - \$44.63
Contract Administration & Privacy Supervisor	Monthly	\$7,239.50 - \$10,564.41
Contract Administration and Privacy Manager	Monthly	\$8,336.43 - \$11,254.19
Contract and Compliance Specialist	Hourly	\$31.58 - \$45.51
Contract and Compliance Supervisor	Monthly	\$8,050.24 - \$10,867.82
Controller	Monthly	\$11,933.46 - \$16,110.17
CPP COMMUNITY SERVICES SPECL - RQA	Hourly	\$29.49 - \$41.66
Data Analyst – Quality Improvement Auditor	Hourly	\$36.36 - \$51.37
Deaf Services Specialist	Hourly	\$31.58 - \$44.63
DEIB Supervisor	Monthly	\$7,666.92 - \$10,350.35
Dental Consultant	Hourly	\$38.30 - \$54.14
Deputy Director	Monthly	\$13,913.19 - \$21,564.12
Director of Finance	Monthly	\$12,209.95 - \$16,994.78
Director of Privacy and Compliance	Monthly	\$11,536.80 - \$14,215.23

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 12/4/2025 and adopted by the Board as of \_\_/\_\_/2026

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF FEBRUARY 24, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Due Process Officer	Monthly	\$6,900.81 - \$10,420.52
Emergency Management Specialist	Monthly	\$7,839.55 - \$10,583.39
Employment Specialist	Hourly	\$29.49 - \$41.66
Executive Administrative Assistant/ Executive Administrative Assistant Bilingual	Hourly	\$36.36 - \$51.37
Executive Director	Monthly	\$19,125.00 - \$27,625.00
<del>Facilities Services Manager</del>	<del>Monthly</del>	<del>\$8,169.18 - \$11,028.39</del>
Facilities Supervisor	Monthly	\$6,952.49 - \$9,385.87
Fair Hearings and Administrative Procedures Manager	Monthly	\$9,285.09 - \$12,534.87
Federal Revenue Supervisor	Monthly	\$7,161.85 - \$9,668.49
Federal Revenues Specialist	Hourly	\$29.49 - \$41.66
Floater Specialist	Hourly	\$29.49 - \$41.66
Health and Safety Waiver Support Specialist	Hourly	\$29.49 - \$41.66
Human Resources Coordinator	Hourly	\$32.01 - \$45.23
Human Resources Director	Monthly	\$12,209.95 - \$16,994.78
Human Resources Generalist	Hourly	\$34.05 - \$48.10
Human Resources Manager	Monthly	\$9,393.38 - \$12,952.37
Human Resources Specialist I	Hourly	\$32.01 - \$45.23
Human Resources Specialist II	Hourly	\$33.61 - \$47.48
Human Resources Supervisor	Monthly	\$8,265.47 - \$11,158.38
Individuals with Disabilities Education Act Specialist (IDEA Specialist)	Hourly	\$38.07 - \$53.80

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 12/4/2025 and adopted by the Board as of \_\_/\_\_/2026

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF FEBRUARY 24, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Infrastructure Engineer	Hourly	\$61.47 - \$86.86
Intake Associate/ Intake Associate Bilingual	Hourly	\$22.29 - \$31.50
Intake Specialist	Hourly	\$29.49 - \$41.66
Intake Supervisor	Monthly	\$7,518.77 - \$9,541.81
iSeries System Operator	Hourly	\$31.39 - \$44.34
IT Business Analyst	Hourly	\$43.61 - \$62.24
IT Director	Monthly	\$12,589.57 - \$19,354.03
<del>IT Lead Training</del>	<del>Hourly</del>	<del>\$32.01 - \$45.23</del>
IT Operations Manager	Monthly	\$11,863.61 - \$16,015.87
IT Specialist I	Hourly	\$35.19 - \$49.72
IT Specialist II	Hourly	\$36.89 - \$53.18
IT Supervisor	Monthly	\$9,583.33 - \$11,666.66
IT Support Manager	Monthly	\$11,567.48 - \$15,616.10
Judicial/Forensics Specialist	Hourly	\$31.58 - \$44.63
Lead IT Specialist	Hourly	\$43.61 - \$61.62
Lead Training Consumer Services Coordinator	Hourly	\$33.71 - \$47.63
LGBTQ+ Specialist	Hourly	\$29.49 - \$41.66
Medical Services Manager	Monthly	\$16,527.18 - \$23,928.32
Nurse Consultant	Hourly	\$42.97 - \$60.74
<del>Nurse Consultant—LVN</del>	<del>Hourly</del>	<del>\$38.30 - \$54.14</del>

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 12/4/2025 and adopted by the Board as of \_\_/\_\_/2026

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF FEBRUARY 24, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Nurse Consultant - RN	Hourly	\$42.97 - \$60.74
Nursing Services Supervisor	Monthly	\$10,437.64 - \$14,090.81
Office Assistant I	Hourly	\$20.86 - \$30.05
Office Assistant II	Hourly	\$21.41 - \$30.56
Office Assistant III	Hourly	\$22.90 - \$32.36
Office Services Assistant	Hourly	\$28.62 - \$40.84
Officer of the Day Specialist	Hourly	\$29.49 - \$41.66
Operations Accounting Supervisor	Monthly	\$8,185.97 - \$11,051.06
Outreach Language Specialist	Hourly	\$31.58 - \$44.63
<del>Parent and Family Support Specialist</del>	Hourly	\$29.49 - \$41.66
Participant Choice Specialist	Hourly	\$31.58 - \$44.63
Payroll Accountant	Hourly	\$34.05 - \$48.10
Payroll Specialist	Hourly	\$32.01 - \$45.23
Placement Specialist	Hourly	\$29.49 - \$41.66
Psychological and Intake Manager	Monthly	\$12,870.04 - \$17,374.56
Psychological Services Supervisor	Monthly	\$11,232.62 - \$15,164.03
Psychologist, Ph.D.	Hourly	\$46.24 - \$65.35
Public Information Legislative Specialist	Hourly	\$33.61 - \$47.48
Public Information Manager	Monthly	\$9,677.45 - \$13,064.56
Public Information Specialist	Hourly	\$29.49 - \$41.66

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 12/4/2025 and adopted by the Board as of \_\_/\_\_/2026

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF FEBRUARY 24, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Public Information Supervisor	Monthly	\$7,161.85 - \$9,668.49
Public Records Act (PRA) Specialist	Hourly	\$31.39 - \$39.14
Quality Improvement and Outcomes Director	Monthly	\$13,282.25 - \$17,833.33
Quality Improvement and Outcomes Supervisor	Monthly	\$7,122.57 - \$9,615.48
<del>Quality Improvement and Outcomes Manager</del>	Monthly	\$9,008.64 - \$12,161.66
Records and Document Management Supervisor	Monthly	\$7,161.85 - \$9,668.49
Recruiting Manager	Monthly	\$9,393.38 - \$12,952.37
<del>Resource Developer (inclusive of CPP, Residential and Day Program)</del>	Hourly	\$29.49 - \$41.66
Resource Development Specialist	Hourly	\$29.49 - \$41.66
Retired Annuitant - Accounting / Payroll Analyst	Hourly	\$36.36 - \$51.37
Retired Annuitant – Special Project Specialist (PT)	Hourly	\$32.01 - \$48.10
Risk Assessment Specialist	Hourly	\$29.49 - \$41.66
Risk Assessment Supervisor	Monthly	\$7,161.85 - \$9,668.49
SDP CSC Lead Training Specialist	Hourly	\$29.49 - \$41.66
Self-Determination Specialist	Hourly	\$31.58 - \$44.63
Senior Applications and Project Manager	Monthly	\$11,863.61 - \$16,015.87
Senior Contract and Privacy Specialist	Hourly	\$33.61 - \$47.48
Senior Manager, Facilities Service and Records Management	Monthly	\$11,271.59 - \$13,651.87
Service Coordinator Specialist - Enhanced Case Load	Hourly	\$31.58 - \$44.63
Sr. Psychological Services Specialist	Monthly	\$8,986.09 - \$12,131.23

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 12/4/2025 and adopted by the Board as of \_\_/\_\_/2026

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF FEBRUARY 24, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Systems Administrator	Hourly	\$55.86-\$78.91
Talent Acquisition Specialist I	Hourly	\$32.01 - \$45.23
Talent Acquisition Specialist II	Hourly	\$33.61 - \$47.48
<del>Technology Utilization Specialist</del>	<del>Hourly</del>	<del>\$36.89 – \$52.13</del>
Training and Development Manager	Monthly	\$9,209.20 - \$12,698.40
Training and Development Supervisor	Monthly	\$7,492.46 - \$10,114.83
Training Specialist - CM Training Facilitator	Hourly	\$34.05 - \$48.10
Training Specialist - Instructional Designer	Hourly	\$33.61 - \$47.48
Training Specialist I	Hourly	\$32.01 - \$45.23
Training Specialist II	Hourly	\$34.05 - \$48.10
Transfer Coordinator	Hourly	\$20.86 - \$29.47
Vendor Coordinator	Hourly	\$20.86 - \$29.47
Workforce & Employment Specialist	Hourly	\$29.49 - \$41.66

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 12/4/2025 and adopted by the Board as of \_\_/\_\_/2026

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF March 10, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Accountant	Hourly	\$33.71 - \$47.63
Accountant Junior	Hourly	\$29.49 - \$41.66
Accounting Specialist	Hourly	\$25.85 - \$36.54
Accounting Specialist Senior	Hourly	\$26.33 - \$37.18
Accounting Supervisor	Monthly	\$8,185.97 - \$11,051.06
Accounting/Payroll Analyst	Hourly	\$36.36 - \$51.37
Administrative Assistant	Hourly	\$28.62 - \$41.25
Aging Adult Specialist	Hourly	\$29.49 - \$41.66
Applications Administrator I	Hourly	\$36.89 - \$52.13
Applications Developer and Integrator	Hourly	\$61.47 - \$86.86
<del>Assistant Psychological Supervisor</del>	<del>Monthly</del>	<del>\$8,211.00 – \$9,775.00</del>
Associate CSC	Hourly	\$22.90 - \$32.36
Autism Program Clinical Services Specialist	Hourly	\$42.97 - \$60.74
<del>Autism Program Coordinator Specialist</del>	<del>Hourly</del>	<del>\$42.97 – \$60.74</del>
Behavioral Consultant	Hourly	\$42.97 - \$60.74
Behavioral Services Manager	Monthly	\$12,870.04 - \$17,374.56
Behavioral Services Supervisor	Monthly	\$11,232.62 - \$15,164.03
Change Management Project Manager	Monthly	\$7,345.00 - \$9,916.83

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 01/14/2026 and adopted by the Board as of \_\_/\_\_/2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF March 10, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Chief Financial Officer	Monthly	\$15,156.12 - \$20,460.77
<del>Chief Information Officer</del>	<del>Monthly</del>	<del>\$17,269.33 - \$23,313.60</del>
Clinical Services Director	Monthly	\$19,475.52 - \$29,060.27
Community Living Specialist	Hourly	\$29.49 - \$42.10
Community Services Director	Monthly	\$12,142.73 - \$16,392.69
Community Services Housing Specialist	Hourly	\$29.49 - \$41.66
Community Services Manager	Monthly	\$9,257.77 - \$12,497.99
Community Services Specialist	Hourly	\$29.49 - \$42.10
Community Services Specialist - CPP	Hourly	\$29.49 - \$41.66
Community Services Specialist - Performance QA Specialist	Hourly	\$29.49 - \$41.66
Community Services Specialist - QA	Hourly	\$29.49 - \$41.66
Community Services Specialist - QA/_CPP	Hourly	\$29.49 - \$41.66
Community Services Supervisor - BS	Monthly	\$7,666.92 - \$10,350.35
Community Services Supervisor - MS	Monthly	\$8,050.24 - \$10,867.82
Consumer Advocate/ Consumer Advocate Bilingual	Hourly	\$22.29 - \$32.87
Consumer Services Coordinator - Intake	Hourly	\$26.33 - \$40.13
Consumer Services Coordinator / Service Coordinator / Service Coordinator - Bilingual	Hourly	\$26.33 - \$40.13
Consumer Services Director	Monthly	\$11,429.91 - \$15,430.38
Consumer Services Manager	Monthly	\$9,257.77 - \$12,497.99

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 01/14/2026 and adopted by the Board as of \_\_/\_\_/2026.



REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF March 10, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Consumer Services Specialist - Specialized	Hourly	\$29.49 - \$43.34
Consumer Services Supervisor - BS	Monthly	\$7,161.85 - \$9,668.49
Consumer Services Supervisor - CPP/CRDP/SDP	Monthly	\$7,666.92 - \$10,350.35
Consumer Services Supervisor – Intake	Monthly	\$7,518.77 - \$9,541.81
<del>Consumer Services Supervisor – LCSW</del>	Monthly	\$7,666.92 - \$10,350.35
Consumer Services Supervisor - MS	Monthly	\$7,161.85 - \$10,151.92
Consumer Services Transition Liaison	Hourly	\$31.58 - \$44.63
Contract Administration & Privacy Supervisor	Monthly	\$7,239.50 - \$10,564.41
<del>Contract Administration and Privacy Manager</del>	Monthly	\$8,336.43 - \$11,254.19
Contract and Compliance Specialist	Hourly	\$31.58 - \$45.51
Contract and Compliance Supervisor	Monthly	\$8,050.24 - \$10,867.82
Controller	Monthly	\$11,933.46 - \$16,110.17
CPP COMMUNITY SERVICES SPECL - RQA	Hourly	\$29.49 - \$41.66
Data Analyst – Quality Improvement Auditor	Hourly	\$36.36 - \$51.37
Deaf Services Specialist	Hourly	\$31.58 - \$44.63
DEIB Supervisor	Monthly	\$7,666.92 - \$10,350.35
Dental Consultant	Hourly	\$38.30 - \$54.14
Deputy Director	Monthly	\$13,913.19 - \$21,564.12
Director of Finance	Monthly	\$12,209.95 - \$16,994.78
Director of Privacy and Compliance	Monthly	\$11,536.80 - \$14,215.23

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 01/14/2026 and adopted by the Board as of \_\_/\_\_/2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF March 10, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Due Process Officer	Monthly	\$6,900.81 - \$10,420.52
Emergency Management Specialist	Monthly	\$7,839.55 - \$10,583.39
Employment Specialist	Hourly	\$29.49 - \$41.66
Executive Administrative Assistant/ Executive Administrative Assistant Bilingual	Hourly	\$36.36 - \$51.37
Executive Director	Monthly	\$19,125.00 - \$27,625.00
Facilities Services Manager	Monthly	<del>\$8,169.18 - \$11,028.39</del>
Facilities Supervisor	Monthly	\$6,952.49 - \$9,385.87
Fair Hearings and Administrative Procedures Manager	Monthly	\$9,285.09 - \$12,534.87
Federal Revenue Supervisor	Monthly	\$7,161.85 - \$9,668.49
Federal Revenues Specialist	Hourly	\$29.49 - \$41.66
Floater Specialist	Hourly	\$29.49 - \$41.66
Health and Safety Waiver Support Specialist	Hourly	\$29.49 - \$41.66
Human Resources Coordinator	Hourly	\$32.01 - \$45.23
Human Resources Director	Monthly	\$12,209.95 - \$16,994.78
Human Resources Generalist	Hourly	\$34.05 - \$48.10
Human Resources Manager	Monthly	\$9,393.38 - \$12,952.37
Human Resources Specialist I	Hourly	\$32.01 - \$45.23
Human Resources Specialist II	Hourly	\$33.61 - \$47.48
Human Resources Supervisor	Monthly	\$8,265.47 - \$11,158.38
Individuals with Disabilities Education Act Specialist (IDEA Specialist)	Hourly	\$38.07 - \$53.80

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 01/14/2026 and adopted by the Board as of \_\_/\_\_/2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF March 10, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Infrastructure Engineer	Hourly	\$61.47 - \$86.86
Intake Associate/ Intake Associate Bilingual	Hourly	\$22.29 - \$31.50
Intake Specialist	Hourly	\$29.49 - \$41.66
Intake Supervisor	Monthly	\$7,518.77 - \$9,541.81
iSeries System Operator	Hourly	\$31.39 - \$44.34
IT Business Analyst	Hourly	\$43.61 - \$62.24
IT Director	Monthly	\$12,589.57 - \$19,354.03
<del>IT Lead Training</del>	<del>Hourly</del>	<del>\$32.01 - \$45.23</del>
IT Operations Manager	Monthly	\$11,863.61 - \$16,015.87
IT Specialist I	Hourly	\$35.19 - \$49.72
IT Specialist II	Hourly	\$36.89 - \$53.18
IT Supervisor	Monthly	\$9,583.33 - \$11,666.66
IT Support Manager	Monthly	\$11,340.66 - \$15,616.10
Judicial/Forensics Specialist	Hourly	\$31.58 - \$44.63
Lead IT Specialist	Hourly	\$43.61 - \$61.62
Lead Training Consumer Services Coordinator	Hourly	\$33.71 - \$47.63
LGBTQ+ Specialist	Hourly	\$29.49 - \$41.66
Medical Services Manager	Monthly	\$16,527.18 - \$23,928.32
Nurse Consultant	Hourly	\$42.97 - \$60.74
<del>Nurse Consultant—LVN</del>	<del>Hourly</del>	<del>\$38.30 - \$54.14</del>

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 01/14/2026 and adopted by the Board as of \_\_/\_\_/2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF March 10, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Nurse Consultant - RN	Hourly	\$42.97 - \$60.74
Nursing Services Supervisor	Monthly	\$10,437.64 - \$14,090.81
Office Assistant I	Hourly	\$20.86 - \$30.05
Office Assistant II	Hourly	\$21.41 - \$30.56
Office Assistant III	Hourly	\$22.90 - \$32.36
Office Services Assistant	Hourly	\$28.62 - \$40.84
Officer of the Day Specialist	Hourly	\$29.49 - \$41.66
Operations Accounting Supervisor	Monthly	\$8,185.97 - \$11,051.06
Outreach Language Specialist	Hourly	\$31.58 - \$44.63
<del>Parent and Family Support Specialist</del>	Hourly	\$29.49 - \$41.66
Participant Choice Specialist	Hourly	\$31.58 - \$44.63
Payroll Accountant	Hourly	\$34.05 - \$48.10
Payroll Specialist	Hourly	\$32.01 - \$45.23
Placement Specialist	Hourly	\$29.49 - \$41.66
Psychological and Intake Manager	Monthly	\$12,870.04 - \$17,374.56
Psychological Services Supervisor	Monthly	\$11,232.62 - \$15,164.03
Psychologist, Ph.D.	Hourly	\$46.24 - \$65.35
Public Information Legislative Specialist	Hourly	\$33.61 - \$47.48
Public Information Manager	Monthly	\$9,677.45 - \$13,064.56
Public Information Specialist	Hourly	\$29.49 - \$41.66

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 01/14/2026 and adopted by the Board as of \_\_/\_\_/2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF March 10, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Public Information Supervisor	Monthly	\$7,161.85 - \$9,668.49
Public Records Act (PRA) Specialist	Hourly	\$31.39 - \$39.14
Quality Improvement and Outcomes Director	Monthly	\$13,282.25 - \$17,833.33
<del>Quality Improvement and Outcomes Manager</del>	Monthly	\$9,008.64 - \$12,161.66
Records and Document Management Supervisor	Monthly	\$7,161.85 - \$9,668.49
Recruiting Manager	Monthly	\$9,393.38 - \$12,952.37
<del>Resource Developer (inclusive of CPP, Residential and Day Program)</del>	Hourly	\$29.49 - \$41.66
Resource Development Specialist	Hourly	\$29.49 - \$41.66
Retired Annuitant - Accounting / Payroll Analyst	Hourly	\$36.36 - \$51.37
Retired Annuitant – Special Project Specialist (PT)	Hourly	\$34.05 - \$48.10
Risk Assessment Specialist	Hourly	\$29.49 - \$41.66
Risk Assessment Supervisor	Monthly	\$7,161.85 - \$9,668.49
SDP CSC Lead Training Specialist	Hourly	\$29.49 - \$41.66
Self-Determination Specialist	Hourly	\$31.58 - \$44.63
Senior Applications and Project Manager	Monthly	\$11,863.61 - \$16,015.87
<del>Senior Contract and Privacy Specialist</del>	Hourly	\$33.61 - \$47.48
Senior Manager, Facilities Service and Records Management	Monthly	\$11,271.59 - \$13,651.87
Service Coordinator Specialist - Enhanced Case Load	Hourly	\$31.58 - \$44.63
Sr. Psychological Services Specialist	Monthly	\$8,986.09 - \$12,131.23

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 01/14/2026 and adopted by the Board as of \_\_/\_\_/2026.

REPORT ON PERSONNEL CLASSIFICATIONS - FY 2024-2025  
NORTH LOS ANGELES COUNTY REGIONAL CENTER  
EFFECTIVE AS OF March 10, 2025

PERSONNEL CLASSIFICATION	RATE TYPE <sup>1</sup>	Minimum – Maximum Salary Range
Systems Administrator	Hourly	\$55.86-\$78.91
<del>Technology Utilization Specialist</del>	<del>Hourly</del>	<del>\$36.89 – \$52.13</del>
Training and Development Manager	Monthly	\$9,209.20 - \$12,698.40
Training and Development Supervisor	Monthly	\$7,492.46 - \$10,114.83
Training Specialist - CM Training Facilitator	Hourly	\$34.05 - \$48.10
Training Specialist - Instructional Designer	Hourly	\$33.61 - \$47.48
Training Specialist I	Hourly	\$32.01 - \$45.23
Training Specialist II	Hourly	\$34.05 - \$48.10
Transfer Coordinator	Hourly	\$20.86 - \$29.47
Vendor Coordinator	Hourly	\$20.86 - \$29.47
Workforce & Employment Specialist	Hourly	\$29.49 - \$41.66

<sup>1</sup>Monthly Salary Ranges for Exempt Staff and Hourly Salary Ranges for Non-Exempt Staff.  
Updated as of 01/14/2026 and adopted by the Board as of \_\_/\_\_/2026.

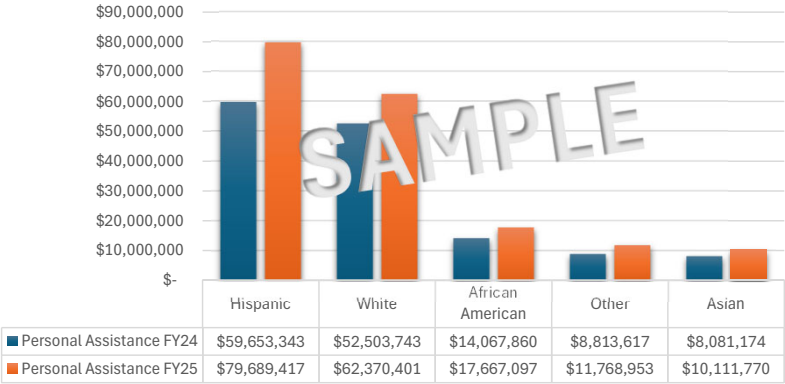
Expenditures Data Report - Draft

Personal Assistance

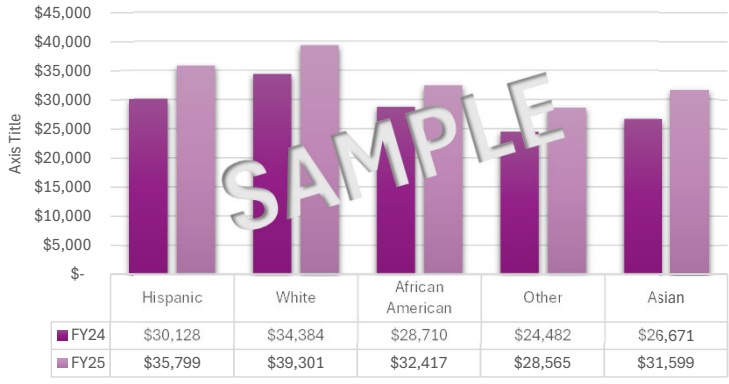
Ethnicity	FY24	FY25
Hispanic	\$ 59,653,343	\$ 79,689,417
White	\$ 52,503,743	\$ 62,370,401
African American	\$ 14,067,860	\$ 17,667,097
Other	\$ 8,813,617	\$ 11,768,953
Asian	\$ 8,081,174	\$ 10,111,770

Ethnicity	FY24	FY25
Hispanic	\$ 30,128	\$ 35,799
White	\$ 34,384	\$ 39,301
African American	\$ 28,710	\$ 32,417
Other	\$ 24,482	\$ 28,565
Asian	\$ 26,671	\$ 31,599

Personal Assistance - Total Expenditures



Personal Assistance - Per Capita

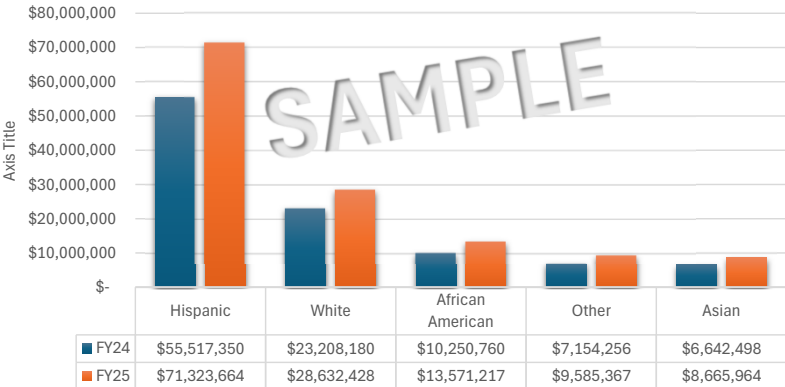


In-Home Respite

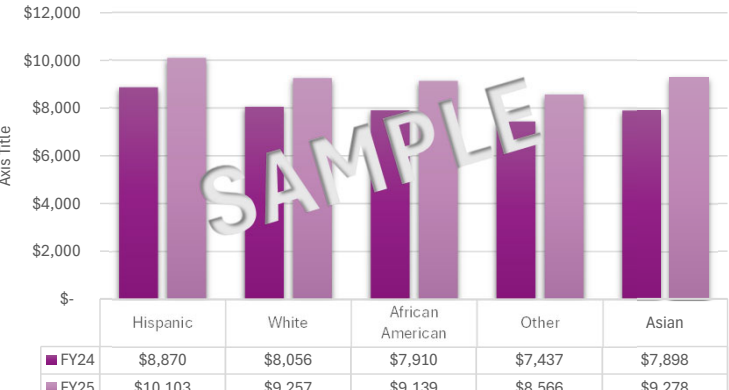
Ethnicity	FY24	FY25
Hispanic	\$ 55,517,350	\$ 71,323,664
White	\$ 23,208,180	\$ 28,632,428
African American	\$ 10,250,760	\$ 13,571,217
Other	\$ 7,154,256	\$ 9,585,367
Asian	\$ 6,642,498	\$ 8,665,964

Ethnicity	FY24	FY25
Hispanic	\$ 8,870	\$ 10,103
White	\$ 8,056	\$ 9,257
African American	\$ 7,910	\$ 9,139
Other	\$ 7,437	\$ 8,566
Asian	\$ 7,898	\$ 9,278

In Home Respite - Total Expenditures



In Home Respite - Per Capita

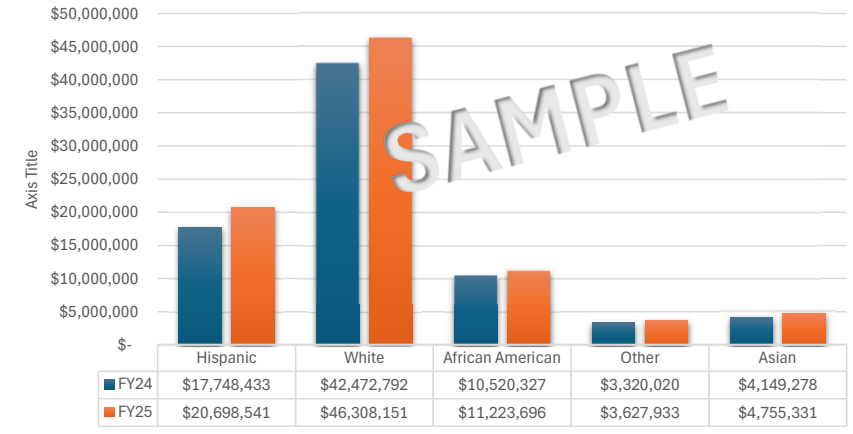


Res Facility Adult

Ethnicity	FY24	FY25
Hispanic	\$ 17,748,433	\$ 20,698,541
White	\$ 42,472,792	\$ 46,308,151
African American	\$ 10,520,327	\$ 11,223,696
Other	\$ 3,320,020	\$ 3,627,933
Asian	\$ 4,149,278	\$ 4,755,331

Ethnicity	FY24	FY25
Hispanic	\$ 74,261	\$ 79,002
White	\$ 72,479	\$ 79,842
African American	\$ 79,100	\$ 84,389
Other	\$ 87,369	\$ 86,379
Asian	\$ 72,794	\$ 84,917

Res Facility Adult - Total Expenditures



Res Facility Adult - Per Capita

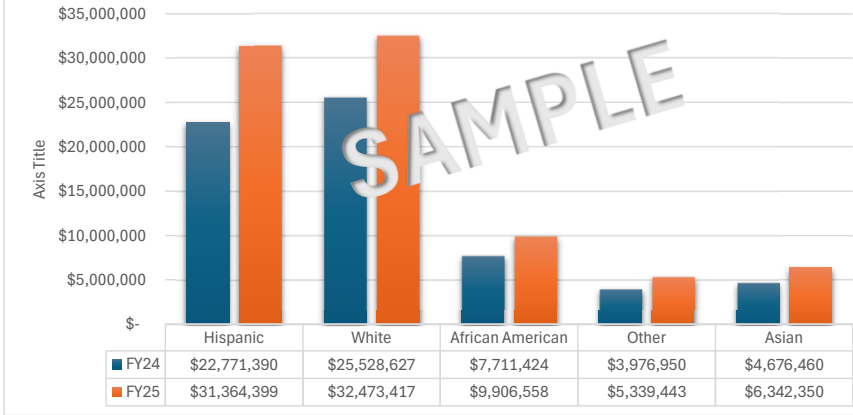


Community Integration Training

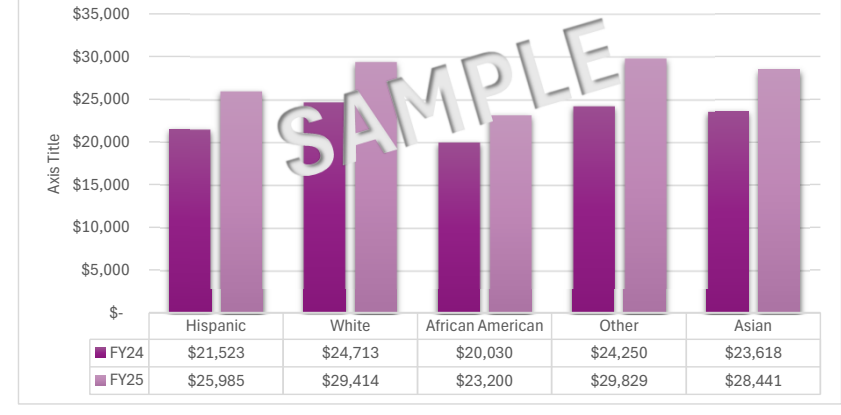
Ethnicity	FY24	FY25
Hispanic	\$ 22,771,390	\$ 31,364,399
White	\$ 25,528,627	\$ 32,473,417
African American	\$ 7,711,424	\$ 9,906,558
Other	\$ 3,976,950	\$ 5,339,443
Asian	\$ 4,676,460	\$ 6,342,350

Ethnicity	FY24	FY25
Hispanic	\$ 21,523	\$ 25,985
White	\$ 24,713	\$ 29,414
African American	\$ 20,030	\$ 23,200
Other	\$ 24,250	\$ 29,829
Asian	\$ 23,618	\$ 28,441

Community Integration Training - Total Expenditures



Community Integration Training - Per Capita

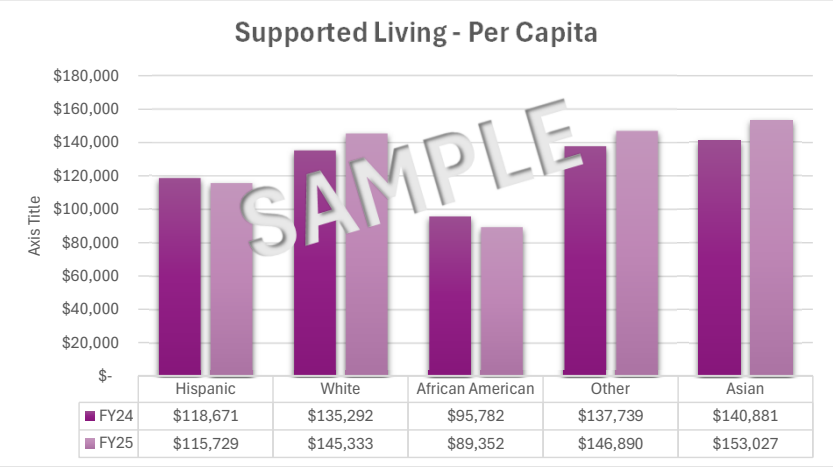
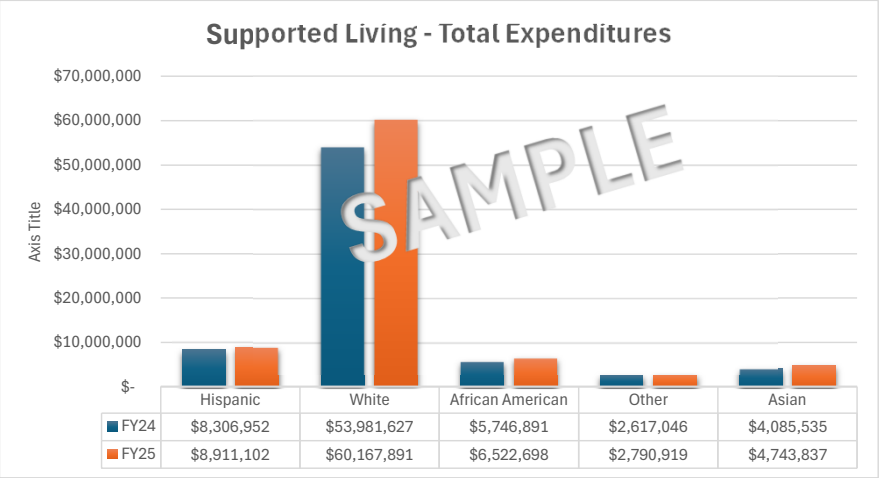




Supported Living

Ethnicity	FY24	FY25
Hispanic	\$ 8,306,952	\$ 8,911,102
White	\$ 53,981,627	\$ 60,167,891
African American	\$ 5,746,891	\$ 6,522,698
Other	\$ 2,617,046	\$ 2,790,919
Asian	\$ 4,085,535	\$ 4,743,837

Ethnicity	FY24	FY25
Hispanic	\$ 118,671	\$ 115,729
White	\$ 135,292	\$ 145,333
African American	\$ 95,782	\$ 89,352
Other	\$ 137,739	\$ 146,890
Asian	\$ 140,881	\$ 153,027



## **North Los Angeles County Regional Center**

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*Summer 2025*

## **Performance Report for North Los Angeles County Regional Center**

Every year, the Department of Developmental Services (DDS) contracts with regional centers in California to serve individuals and families. And, every year DDS looks at how well the regional centers are doing. This report will give you information about North Los Angeles County Regional Center (NLACRC).

Last year, NLACRC served about 37,990 individuals. The charts on page two tell you about the individuals NLACRC serves. You will also see how well NLACRC is doing in meeting goals and in fulfilling our contract with DDS.

At NLACRC, we are committed to continuous improvement in the services and supports we provide. Each year, we are committed not only to meet but to exceed the performance standards set by the Department of Developmental Services (DDS), aiming to surpass the statewide average and deliver the highest quality outcomes for the individuals and families we serve.

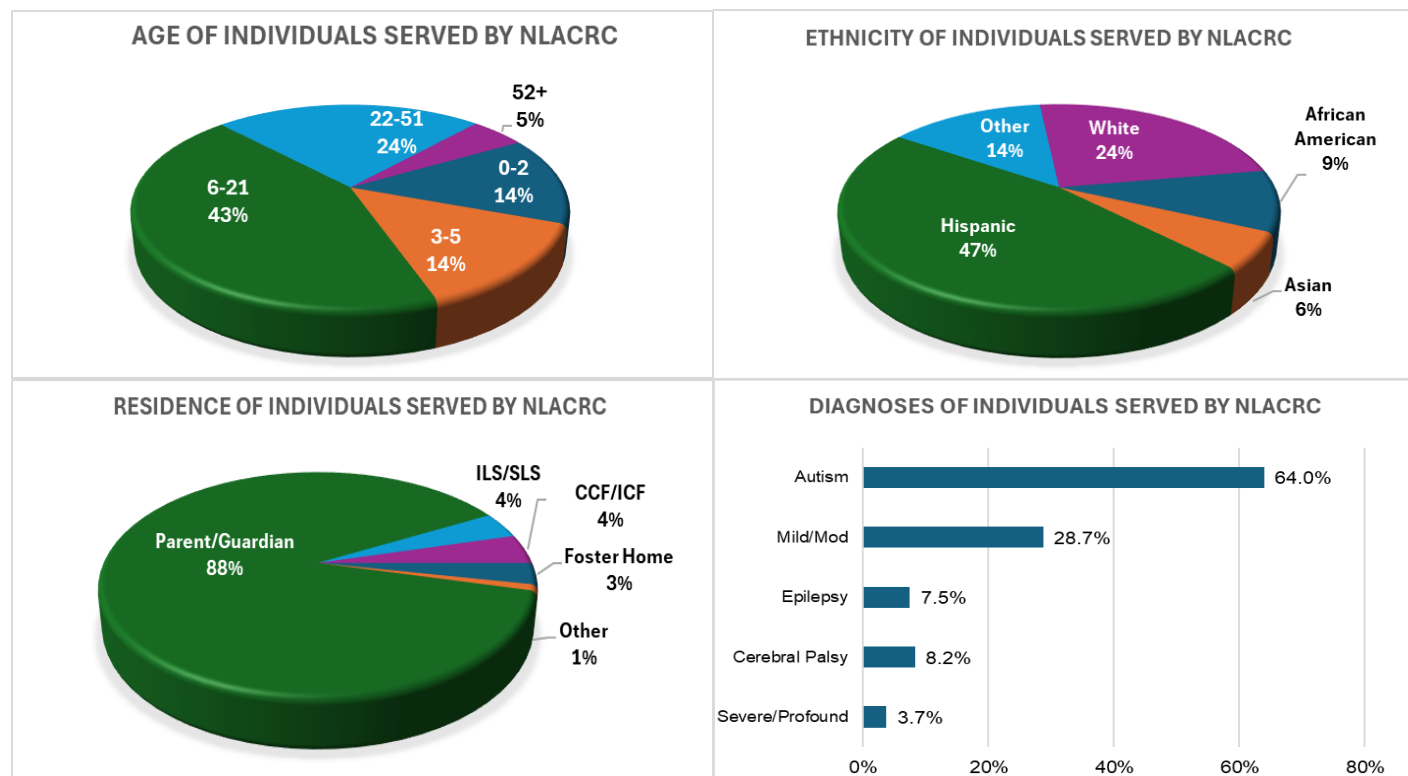
We hope this report helps you learn more about NLACRC. If you have any questions or comments, please contact us!

This report is a summary. To learn more about this report, go to: [Performance Contract - North Los Angeles County](#) or contact Angela Pao-Johnson at (818) 756-6360.

Angela Pao-Johnson  
Executive Director  
North Los Angeles County Regional Center

## Who uses NLACRC?

These charts tell you about who NLACRC individuals are and where they live.



## How well is NLACRC performing?

This chart tells you five areas where DDS wants each regional center to keep improving.

The first column tells you how NLACRC was doing last reporting period, and the second column shows how NLACRC was doing at the end of fiscal year 2024-25.

To see how NLACRC compares to the other regional centers in the state, compare the numbers to the state averages (in the shaded columns).

Regional Center Goals (based on Lanterman Act)	June 2024		June 2025	
	State Average	NLACRC	State Average	NLACRC
More children live with families	99.69%	99.82%	99.71%	99.86%
More adults in home settings	83.86%	86.09%	84.29%	86.26%
Fewer children living in large facilities (more than 6 people)	0.02%	0.00%	0.03%	0.00%
Fewer adults live in large facilities (more than 6 people)	1.46%	1.89%	1.36%	1.86%

Notes: 1) Individuals can be included in more than one diagnosis category. 2) Residence Types: CCF/ICF is Community Care Facility/Intermediate Care Facility; ILS/SLS is Independent Living Services/Supported Living Services. 3) Home settings include independent living, supported living, Adult Family Home Agency homes, and individuals' family homes. 4) Green text indicates the RC remained the same or improved from the previous year, red indicates the RC did not improve.

## Did NLACRC meet DDS standards?

Read below to see how well NLACRC did in meeting DDS compliance standards:

Areas Measured	Last Reporting Period	Current Reporting Period
Passes independent audit	Yes	No <sup>1</sup>
Passes DDS financial audit <sup>2</sup>	Yes	No <sup>3</sup>
Audits vendors as required	Met	Met
Didn't overspend operations budget	Yes	Yes
Participates in the federal waiver <sup>4</sup>	Yes	Yes
CDERs and ESRs are updated as required (CDER is the Client Development Evaluation Report and ESR is the Early Start Report. Both contain information about individuals, including diagnosis.) <sup>5</sup>	99.97%	94.73%
Intake/Assessment timelines for individuals age 3 or older met	99.73%	99.58%
IPP ( <i>Individual Program Plan</i> ) requirements met	93.89%	94.62%
IFSP ( <i>Individualized Family Service Plan</i> ) requirements met	89.5%	85.4%

Notes: <sup>1</sup>Unmodified opinion by Linquist Von Husen & Joyce LLP's CPA report dated 3/12/2025. One material finding for FY 2023-24. - *Finding was related to checks that were not deposited timely. NLACRC has addressed the finding to ensure that checks are deposited timely and to detect instances when there are potential delays in deposits.*

<sup>2</sup> [Link to DDS financial audit for fiscal years 2021-22 and 2022-23](#)

<sup>3</sup> Not in substantial compliance in the DDS audit report for FYs 2021-22 and 2022-23. - *NLACRC has addressed the audit findings with the exception of the finding regarding incorrect rate reform model implementation. NLACRC submitted an appeal of the finding, which is pending with DDS.*

<sup>4</sup> The federal waiver refers to the Medicaid Home and Community-Based Services Waiver program that allows California to offer services not otherwise available through the Medi-Cal program to serve people (including individuals with developmental disabilities) in their own homes and communities.

<sup>5</sup> The CDER and ESR currency percentages are weighted based on the RC's Status 1 and Status 2 June 2025 caseloads to arrive at a composite score.

## How well is NLACRC doing at getting individuals working?

The chart below shows how well NLACRC is performing on increasing individual employment performance compared to their prior performance and statewide averages:

Areas Measured		Time Period			
		CA	NLACRC	CA	NLACRC
Consumer Earned Income (Age 16 to 64 years):		Jan through Dec 2023		Jan through Dec 2024	
Data Source: Employment Development Department					
Quarterly number of consumers with earned income		32,132	2,506	32,936	2,550
Percentage of consumers with earned income		15.20%	16.55%	15.60%	16.00%
Average annual wages		\$14,251	\$14,967	\$14,902	\$15,472
Annual earnings of consumers compared to people with all disabilities in California		2022		2023	
Data Source: American Community Survey, 2022 five-year estimate		\$29,382		\$31,436	
Paid Internship Program		2022-23		2023-24	
Data Source: Paid Internship Program Survey		CA Average	NLACRC	CA Average	NLACRC
Number of adults who were placed in competitive, integrated employment following participation in a Paid Internship Program		12	20	13	34
Percentage of adults who were placed in competitive, integrated employment following participation in a Paid Internship Program		10%	9%	9%	12%
Average hourly or salaried wages for adults who participated in a Paid Internship Program		\$15.96	\$16.24	\$16.74	\$17.08
Average hours worked per week for adults who participated in a Paid Internship Program		14	14	14	13
Competitive Integrated Employment					
Data Source: Competitive Integrated Employment Incentive Program Survey					
Average wages for adults engaged in competitive, integrated employment, on behalf of whom incentive payments have been made		\$16.51	\$16.71	\$17.33	\$17.35
Average hours worked for adults engages in competitive, integrated employment, on behalf of whom incentive payments have been made		21	22	21	22
Total number of Incentive payments made for the fiscal year for the following amounts:	\$3,000	38	63	35	41
	\$2,500	40	61	40	53
	\$2,000	49	85	51	88

Notes: 1) The National Core Indicator Survey question "Percentage of Adults who Reported having integrated employment as a goal on their IPP" is no longer asked and therefore could not be included on the report. 2) Differences in regional center population sizes may affect the number of individuals participating in employment programs.

## How well is NLACRC doing at reducing disparities and improving equity?

These tables show you how well the regional center is doing at providing services equally for all individuals.

Indicator showing the relationship between annual authorized services and expenditures by individual's residence type and ethnicity

Residence Type	American Indian or Alaska Native		Asian		Black/African American		Hispanic		Native Hawaiian or Other Pacific Islander		White		Other Ethnicity or Race	
	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24
Community Care Facility	N/A	0.80	0.76	0.86	0.81	0.83	0.85	0.83	N/A	0.84	0.79	0.83	0.77	0.79
Family Home Agency/Family Teaching Home	N/A	0.75	0.37	0.75	1.70	0.70	0.74	0.61	N/A	0.79	1.02	0.76	0.45	0.78
Intermediate care facilities	N/A	0.67	1.62	0.67	1.09	0.78	0.82	0.62	0.83	0.73	0.91	0.66	0.66	0.55
Independent living skills	0.85	0.59	0.81	0.70	0.88	0.60	0.90	0.74	N/A	0.71	0.79	0.64	1.03	0.47
In-Home	0.59	0.48	0.76	0.60	0.81	0.58	0.85	0.61	0.85	0.56	0.70	0.56	0.79	0.59
Other	N/A	0.52	0.83	0.58	0.91	0.62	0.83	0.62	0.87	0.80	0.78	0.60	0.81	0.75
Supported living services	0.55	0.76	0.80	0.85	0.82	0.82	0.82	0.84	N/A	0.70	0.83	0.69	0.79	0.72
Skilled Nursing Facility	N/A	0.66	0.74	0.58	0.43	0.78	0.58	0.66	N/A	0.51	0.56	0.77	N/A	0.35
State-Operated Facility	N/A	0.40	N/A	0.83	0.44	0.61	0.00	0.71	N/A	1.00	0.41	0.58	0.51	0.53

Note: Green check marks are indicated by values less than 1.25 and greater than or equal to 0.75. Yellow warning signs are indicated by values less than 1.5 and greater than or equal to 1.25 and less than .75 and greater than 0.5. Red x's are indicated by values less than or equal to 0.5 and greater than or equal to 1.5. A perfect ratio is indicated as 1.0.

Percent of total annual purchase of service expenditures by individual's ethnicity and age

Age Group	Measure	American Indian or Alaska Native		Asian		Black/African American		Hispanic		Native Hawaiian or Other Pacific Islander		White		Other Ethnicity or Race	
		22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24	22-23	23-24
Birth to 2	Individuals	0%	0%	5%	4%	5%	6%	48%	51%	0%	0%	20%	20%	22%	19%
	Expenditures	0%	0%	6%	5%	5%	5%	49%	52%	0%	0%	21%	21%	19%	16%
3 to 21	Individuals	0%	0%	6%	6%	10%	10%	53%	53%	0%	0%	22%	21%	9%	10%
	Expenditures	0%	0%	6%	6%	11%	11%	46%	46%	0%	0%	28%	28%	8%	9%
22 and older	Individuals	0%	0%	6%	6%	12%	13%	38%	39%	0%	0%	39%	38%	4%	4%
	Expenditures	0%	0%	6%	6%	11%	11%	27%	28%	0%	0%	51%	51%	4%	4%

Number and percent of individuals receiving only case management services by age and ethnicity

Measure	Year	Number of Eligible individuals Receiving Case Management Only			Percent of Eligible individuals Receiving Case Management Only		
		Birth to 2	3 to 21	22 and Older	Birth to 2	3 to 21	22 and Older
American Indian or Alaska Native	22-23	*	15	*	14%	65%	38%
	23-24	*	**	*	7%	44%	43%
Asian	22-23	17	436	**	5%	36%	**
	23-24	*	459	**	2%	35%	**
Black/African American	22-23	18	597	314	3%	31%	26%
	23-24	20	680	363	4%	31%	26%
Hispanic	22-23	172	3,507	1,035	5%	34%	26%
	23-24	118	4,044	1,087	3%	35%	26%
Native Hawaiian or Other Pacific Islander	22-23	0	*	0	0%	57%	0%
	23-24	0	*	0	0%	56%	0%
White	22-23	96	1,358	792	6%	33%	19%
	23-24	43	1,405	785	3%	32%	19%
Other Ethnicity or Race	22-23	111	587	98	7%	32%	24%
	23-24	72	641	96	5%	30%	22%
Total	22-23	415	6,504	2,387	5%	34%	23%
	23-24	261	7,246	2,494	3%	34%	23%

\* In accordance with California Health and Human Services de-identification guidelines, counts of one through ten have been suppressed.

\*\* In accordance with California Health and Human Services de-identification guidelines, complementary cells have been suppressed.

### Want more information?

To see the complete report, go to: [Performance Contract -North Los Angeles County](#)

Or contact Angela Pao-Johnson at (818) 756-6360.

Additional information can be found on the: [DDS Regional Center Dashboard](#)





**North Los Angeles County Regional Center**  
**Director's Report**  
January 2026

**1. NLACRC Spotlight:**

**A. New Employee Round Table Yields Positive Results:**

- i. 100% of employees hired in September and October 2026 rated their onboarding, training, and supervisor relationship with an average score of 8 out of 10 on a Likert Scale of 1-10 with 1 being Unsatisfactory and 10 being Highly Satisfactory
  - 1. 100% of these employees also rated ongoing support and company culture an average of 9 out of 10 using the same scale.

**B. 2025 Individual & Family Satisfaction Survey**

- i. 5,075 individuals participated via live telephone interviews, an online survey, or SMS/Text survey in the fall of 2025.
- ii. The survey included 35 questions across 23 metrics, using a 5-point response scale with 1 being Poor and 5 being Truly Outstanding.
- iii. NLACRC scored between 3.38 and 4.09 in all metrics.
  - 1. Compared to 2023, 5 metrics (all under the Service Coordination Section) reflected a statistically insignificant decrease in 2025 (e.g. less than 0.05).
  - 2. 18 metrics showed increases from 2023.

**C. Recognition and Program Growth Highlights**

- i. In December 2025, Senator Caroline Menjivar's team recognized the DEIB team and provided positive feedback about the Filipino Support Group, Armenian Support Group, and Farsi Support Group, in December 2025.

**D. Statewide Influence of NLACRC Practices**

- i. The Department of Developmental Services (DDS) requested NLACRC's Self-Determination Program (SDP) Budget Tool process, which informed the development of a statewide guideline aligned with NLACRC's existing practices (G-2024-Self-Determination Program-002: Fiscal Year 2024–25 Funding for the Self-Determination Program).
- ii. Following this, other Regional Centers have reached out to the SDP team to request training and technical assistance.

**E. Increased Participation in Competitive Integrated Employment:**

- i. Participation in the Paid Internship Program (PIP) increased from 337 participants in 2024 to 503 participants in 2025, reflecting continued growth and engagement.

**2. Department Developmental Center (DDS) Updates:**

## **A. Rate Model Implementation**

- i. Behavioral Day Program
  - 1. DDS will extend the compliance deadline to February 28, 2026.
  - 2. DDS noted that funding should not be a barrier, as the rate model supports more behavioral consultation than is required.
  - 3. DDS will survey providers regarding BCBA capacity and implementation challenges.
  - 4. Dual vendoring for regular and behavioral day programs was discussed, but it presents wage structure challenges.
- ii. January 1 Minimum Wage and IRS Mileage Updates
  - 1. Updated rates reflect the increase in the statewide minimum wage to \$16.90 per hour, and the IRS standard mileage reimbursement has been updated to \$0.725 per mile.
  - 2. For services not yet implemented under the rate model, minimum wage adjustments may continue to be requested for impacted staff, consistent with historical prior practice.
- iii. Transportation – Service Code 875
  - 1. November 2025 is the first month in which providers are consistently billing using the vehicle service mile rate.
  - 2. DDS is separately addressing rate adjustments related to congested traffic.

## **3. Legislative Updates:**

- i. The Legislative Analyst's Office (LAO) released its Fiscal Outlook report providing the Legislature an independent assessment of the state's budget condition ahead of the 2026-27 budget process.
  - 1. It forecasts a significant budget shortfall (about \$18 billion) for FY 2026-27, larger than previously anticipated, driven by structural imbalances between revenues and spending obligations.
- ii. The Governor's proposed budget for FY 2026-27 is expected to be released soon and will outline how the state plans to address these structural pressures.
- iii. 2026-27 Budget Update
  - 1. DDS is funded at \$21.1 billion for 2026-27, up to \$2.4 billion (13%) from last year.
  - 2. Caseload is projected to grow by ~37,600 people (about 8%).
  - 3. Service spending (Purchase of Services) increases by about \$2.3 billion.
  - 4. The budget assumes strong federal Medicaid funding.
  - 5. Regional center operations rise modestly.
- iv. In-Home Support Services
  - 1. IHSS is funded at \$33.4 billion for 875,000 people in 2026-27.
  - 2. Starting in 2027-28:

1. The state will stop paying for increases in IHSS hours (counties must pay instead).
2. The Backup Provider System will be eliminated.
3. IHSS will not be paid during the Medi-Cal waiting period anymore.

#### **4. Center Updates:**

##### **A. Recruitment**

- i. Total # of positions filled: 927
- ii. Total # of authorized positions: 1035
- iii. December 2025 New Hires
  1. 1<sup>st</sup> Cycle (12/1/2025): 4 confirmed
  2. 2<sup>nd</sup> Cycle (12/15/2025): 4 confirmed
  3. 3<sup>rd</sup> Cycle (12/29/2025): 7 confirmed
- iv. January 2026 New Hires
  1. 1<sup>st</sup> Cycle (1/12/2026): 8 unconfirmed
  2. 2<sup>nd</sup> Cycle (1/26/2026): 1 unconfirmed

##### **B. Consumer Statistics:**

- i. Total Served: 41,090
  1. Early Start: 5,009
  2. Lanterman: 33,681
- ii. Breakdown of all three valleys:
  1. AV (Early Start & Lanterman): 9,821
  2. SCV (Early Start & Lanterman): 4,566
  3. SFV (Early Start & Lanterman): 24,303
- iii. Intake all three valleys: 719 & Early Start Intake: 314
- iv. All other categories not captured in Early Start, Lanterman, and Intake, such as Provisional, Enhanced, Specialized, and other which would total: 1,367

##### **C. Social Recreation Update:**

- i. Staffing and Operations – Miji (Financial Management Services):
  1. Miji has hired new leads and is now fully staffed.
  2. After a referral is submitted, Miji's intake team enters all requests into the system within one week, ensuring all required information is available for the customer service team to proceed.
  3. Referral processing continues to remain within the two-week standard, assuming clean and complete referrals are submitted.
- ii. Referral Volume and Trends
  1. Referral volume decreased slightly during the winter months, likely due to the holidays, despite prior expectations of an increase.
    1. November: 675 referrals submitted
    2. December: 364 referrals submitted.
- iii. Challenges and Risk Factors:

1. The primary challenge continues to be delayed responses from families and businesses, which impacts processing timelines and payments.
2. Miji reports that all referrals are actively tracked and addressed, with no referrals left unattended.

**D. Compliance Activities:**

- i. Quality Assurance conducted 187 residential visits (117 were unannounced in-person visits).
- ii. 4 Corrective Action Plans were developed with residential providers.

**5. Outreach:**

**A. Children’s Hospital Los Angeles (CHLA) Presentation – November 13, 2025**

- i. DEIB was invited to present to CHLA professionals and select families as part of an ongoing collaboration with pediatric hospitals serving individuals eligible for regional center services.
- ii. Staff provided an overview of Regional Center eligibility, Early Start services, and available resources to increase awareness of early intervention supports.
- iii. The presentation supported CHLA’s Parent Navigator Program, a DDS Service Access & Equity Grantee, and aligned with NLACRC’s Child Find efforts.

**B. Miracle in Mission Community Event – December 6, 2025 in Panorama City**

- i. DEIB participated with a resource table at the annual Miracle in Mission holiday event, hosted by Councilmember Imelda Padilla and LAPD.
- ii. Families received information about NLACRC services and community resources alongside partner organizations such as LA Rec & Parks, Kaiser Permanente, SoCalGas, and the Red Sled Santa Foundation.
- iii. Participation supported outreach in a high-need community and strengthened ongoing collaboration with Councilmember Imelda Padilla.

**C. Children’s Center Antelope Valley (CCAV) Frosty Fest Resource Fair – December 20, 2025 in Lancaster**

- i. DEIB hosted a resource table at CCAV’s Frosty Feet, co-sponsored by the Department of Mental Health.
- ii. The event focused on children and families through resource sharing, family activities, and gift distribution.
- iii. Staff provided information about Regional Center services, eligibility, and Antelope Valley support groups to families in the AV community.

**6. Upcoming Disability Organization Events/Activities**

- A. Disability Rights California’s next board meeting—March 19, 2026
- B. Self-Determination Local Advisory Committee meeting—January 15, 2026



# North Los Angeles County Regional Center

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## Self Determination Program Report - Implementation Updates

January 1, 2026

### *North Los Angeles County Regional Center Statistics*

Participants have completed Orientation from 2019-Present: **1,346** (increased by 21)

Total number of budgets that are certified: **763** (increased by 31)

Total number of spending plans that are approved: **686**

Total number of spending plans in progress: **48**

Total number of PCP's completed: **637** (increased by 13)

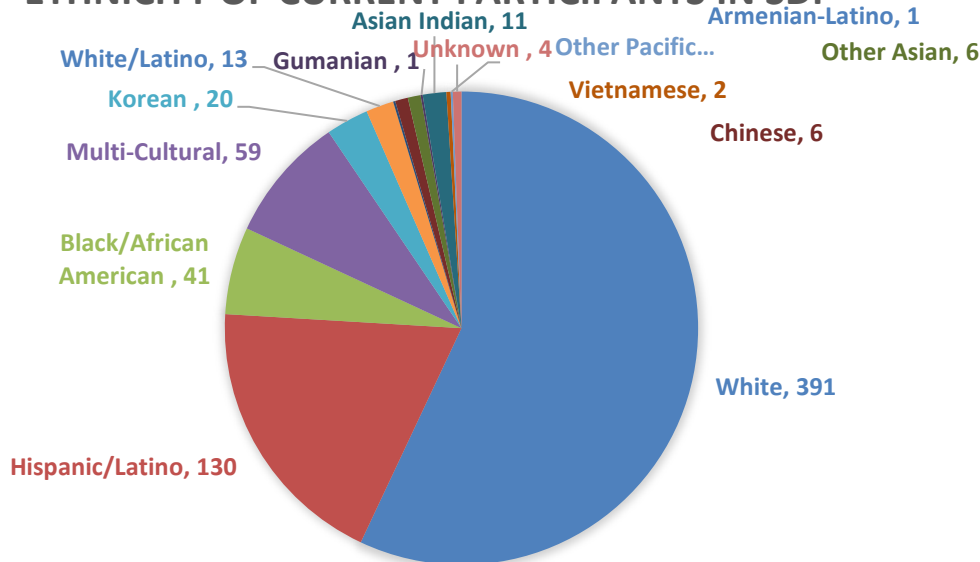
Total number of participants that did not continue after receiving budget: **3**

Total number of participants that have opted out of SDP: **16** (increased by 3)

Total number of Inter-Regional Center Transfers (out): **9** (increased by 2)

Participants that have fully transitioned into SDP with approved spending plans and active SDP IPPs: **686** (43 transitions December and January)

### ETHNICITY OF CURRENT PARTICIPANTS IN SDP



#### Transitions based on ethnicity:

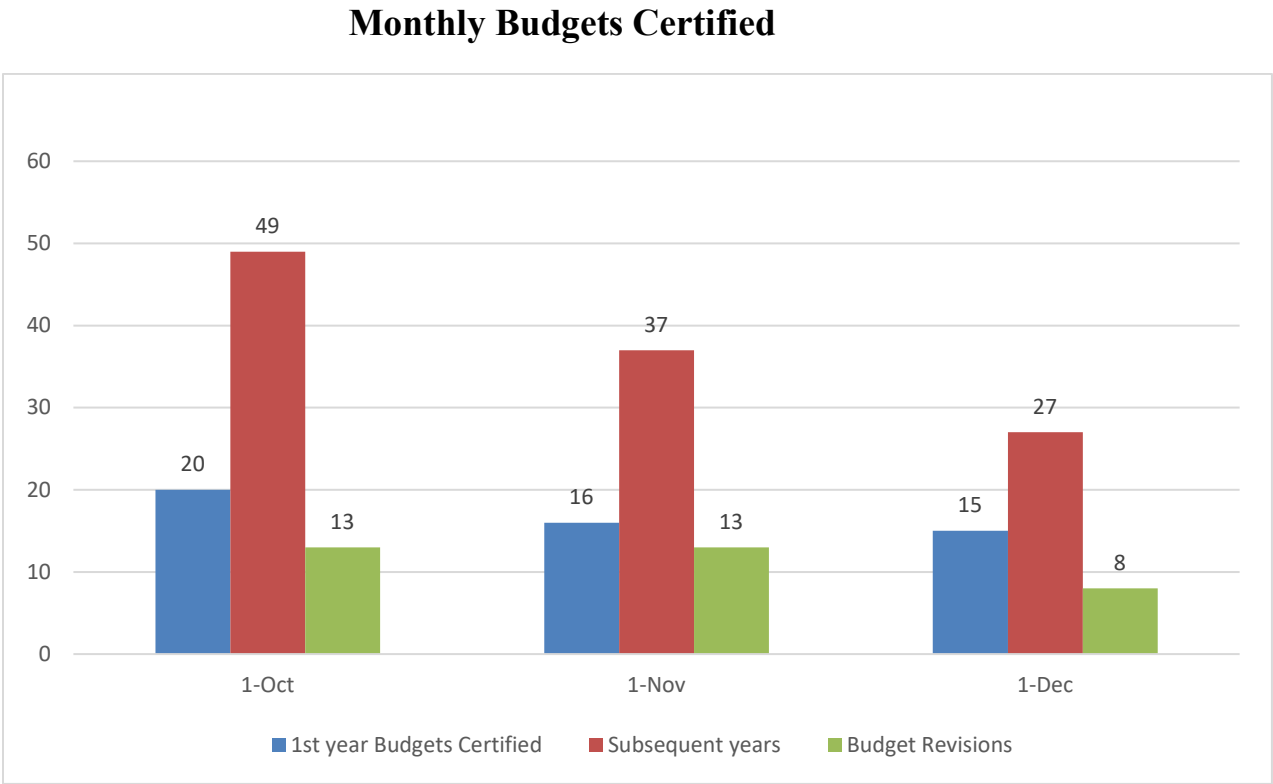
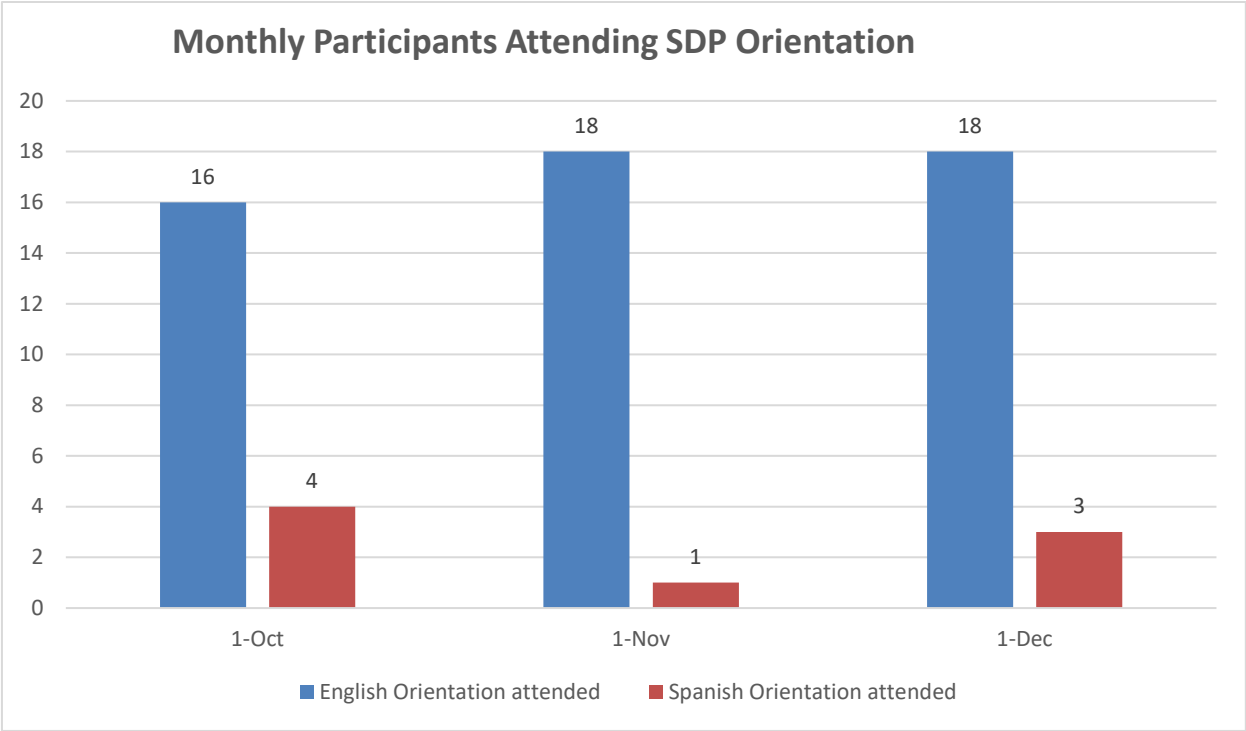
White: 24

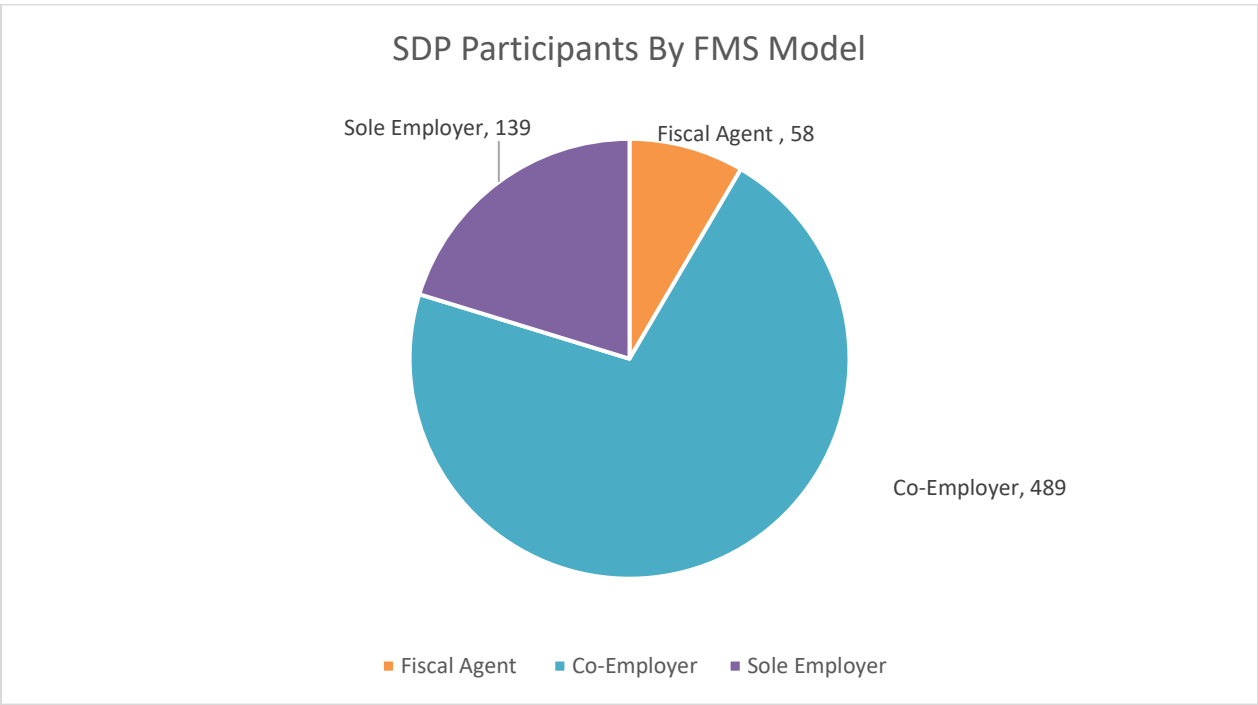
Latino/Hispanic: 8

African American: 5

Multicultural: 3

Unknown: 3





**Transitions this month:**  
**Bill Payer: 0**  
**Co-Employer: 22**  
**Sole Employer: 0**



**Total transitions in 2025: 197**

*NLACRC Implementation Updates/ information:*

- DDS Directives:
  - On November 25, 2025 the SDP Initial Budget Tool and Spending Plan was released: [D-2025-Self Determination Program-003](#)

- SDP Orientation is available:
  1. Through State Council <https://scdd.ca.gov/sdp-orientation/>
  2. Virtual through NLACRC on the 1st Monday of the month in English and 3<sup>rd</sup> Monday of the month in Spanish (unless there is a holiday, day may change).  
RSVP: [selfdetermination@nlacrc.org](mailto:selfdetermination@nlacrc.org)
  - Next Virtual Orientation meetings:
    - Monday February 2<sup>nd</sup> (English) from 9AM-12:00PM
    - Monday February 23<sup>rd</sup> (Spanish) from 9AM-12:00PM
- Self Determination Support Group – January 7, 2026 at 4:30pm via Zoom.
- SDP Local Volunteer Advisory Committee- Thursday, January 15, 2026 from 6:30PM-8:30PM
  - The meeting will be held virtually. The Zoom link can be found on NLACRC's calendar  
Everyone is welcomed to attend meetings!
- Support for participants and families: NLACRC has coaches available to support with SDP transition process or if you are in the program and need assistance. Ask your CSC for a referral.
  - AACcolades
  - Claudia Cares Consulting
  - HelpGrow Freedom
  - Autism Society of Los Angeles
- NLACRC & SDP Local Volunteer Advisory Committee Best Practices Subcommittee
  - The Best Practices Subcommittee is reviewing workflows and processes related to NLACRC's implementation of Self Determination. The committee meets monthly.

*Resources:*

- Disability Voices United – SDP Connect Meetings (Every other Wednesday at 4:30- 6pm)  
[Upcoming Events | Disability Voices United](#)
- Self Determination Program Service Definitions:  
[https://www.dds.ca.gov/wp-content/uploads/2019/05/SDP\\_Service\\_Definitions.pdf](https://www.dds.ca.gov/wp-content/uploads/2019/05/SDP_Service_Definitions.pdf)

FMS Agencies	Model	Language Spoken:	Accepting participants?	Employee Burden Cost	Budget Limits	Contact Info
Accura	Bill Payer, Co-Employer, Sole Employer	English	Yes	19.90% Co-employer  15.68% Sole Employer	\$125,000	Subash Rajavel  <a href="mailto:subash@accurafms.com">subash@accurafms.com</a>  408-768-2334
Ace	Bill Payer, Co-Employer, Sole Employer	English & Farsi	Yes, Free consultation available to prospective clients.	24.86% Co-employer  15.68% Sole Employer	Max budget: \$120,000	Phone: 833-4-ACE FMS (833-422-3367), Option 1  <a href="mailto:Info@acefms.com">Info@acefms.com</a>  Web: <a href="http://AceFMS.com">Http://AceFMS.com</a>



Action	Bill Payer, Co-Employer, Sole Employer	English & Spanish	Yes, new clients call and leave message or fill out a <u>contact us</u> request on the website.	25%-Co- employer  17% Sole Employer	No budget limits	Main office: (310) 867-8882 Website: <a href="http://actionfms.com">actionfms.com</a> Email: <a href="mailto:contact@actionfms.com">contact@actionfms.com</a>
Acumen	Bill Payer, Sole Employer	English & Spanish  But have translators for other languages.	Yes. Consult required and it may take up to 2 months to transition.	21.25%	\$200,000	Yvette Torres  (424) 210-8810  <a href="mailto:yvettet@acumen2.net">yvettet@acumen2.net</a>
Arch	Bill Payer, Co-Employer, Sole Employer	English		Co-Employer is 19.86%  Sole Employer 14.27%	\$150,000 Possible exceptions	Contact Phone Number 619-330- 7097  Email Contact <a href="mailto:support@archfms.com">support@archfms.com</a> <a href="http://www.archfms.com">www.archfms.com</a>
Aveanna	Bill Payer and Co- Employer (with nursing through home health agency only)	English, Spanish, Vietnamese, Cantonese, Mandarin and Trieu Chau	Consult required. Date to be given my FMS agency.	17.37% .	Anything above \$150,000 requires additional review. They have a “hard limit” of \$200,00.000 annually.	(866) 979-1182  <a href="mailto:fmsinfo@aveanna.com">fmsinfo@aveanna.com</a>
Balance	Bill Payer, Co-Employer, Sole Employer		Consultation and intake form	19.55% Co- employer  13.65% Sole Employer	\$120,000	Main Line: (888) 368- 3710 Teri Ercoli Phone: (424)228-9854 E-mail: <a href="mailto:info@balancefms.com">info@balancefms.com</a>
Cambrian	Bill Payer, Co- Employer	English, Spanish, Vietnamese, Tagalog, Farsi	Yes	22.20%	Budgets over \$120,000 require review.	David Ellis (562) 498-1800 Ext. 2231  <a href="mailto:davide@cfms1.com">davide@cfms1.com</a>
Casa Fiscal/Essential Pay	Bill Payer, Co- employer	English, Spanish, Mandarin	No	19.15%	None	(510) 336-2900 (833) 268-8530 <a href="mailto:contact@essentialpay.com">contact@essentialpay.com</a>
Dromen	Bill Payer, Co-Employer, Sole Employer	English, Spanish				Contact Phone Number John Feringa: (909) 821- 7598
FACT	Bill Payer, Co-Employer, Sole Employer	English	Waiting list	20%	Unknown	(310) 475-9629 <a href="mailto:FMS@factfamily.org">FMS@factfamily.org</a>

FMS Pay LLC	Bill Payer	English Spanish Translation available for other languages	Yes	N/A	No budget limit	Phone: (858) 281-5910 Website: <a href="http://www.myfmsspay.com">www.myfmsspay.com</a> <a href="mailto:connect@fmsspay.com">connect@fmsspay.com</a>
GT Independence	Bill Payer, Sole Employer, Co-Employer	All Languages are supported to assist Individuals in the language of their choice	Require a certified budget & spending plan draft to start onboarding process.	Co-employer 24%  Sole Employer- 18%  All FMS models- Non-payroll burden 1%	None	Elva Chavez  (877) 659-4500 <a href="mailto:tjones@gtindependence.com">tjones@gtindependence.com</a>
Mains'l	Bill Payer, Sole Employer, and Co- employer	English & Spanish	Require certified budget & spending plan draft to start onboarding process.	17.23% for Sole Employer  17.13% for Co- employer	None	Jason Bergquist  (866) 767-4296 <a href="mailto:jmbergquist@mainsl.com">jmbergquist@mainsl.com</a>
Public Partnerships LLC (PPL)	Sole Employer-		Yes	18.47% for Sole Employer		Customer Service Hours: 8 am – 5 pm PST 844-902-6665 Email: <a href="mailto:pplcalifornia@pplfirst.com">pplcalifornia@pplfirst.com</a> Web: CA SDP   PPL First
Ritz	Bill Payer,	English, Spanish &	New clients-	18.90%	\$120,000	Website: <a href="http://Ritzfms.com">Ritzfms.com</a>



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	Co-Employer	Mandarín	visit website to fill out an inquiry form. Waitlist-June 2024			Kitleng Pui <a href="mailto:kpui@ritzvocational.com">kpui@ritzvocational.com</a> (626)-600-4703
Sentinel Four	Bill Payer, Co-Employer, Sole Employer		Consultation	18.07% Co-employer  13.37% Sole Employer-	None	<a href="https://sentinelfour.com/contact-us/">https://sentinelfour.com/contact-us/</a>
SequoiaSD, Inc.	Bill Payer, Co-Employer, Sole Employer	English, Spanish, Translation available for other languages	Yes, but have certified budget.	20.64%	\$250,000	Info@sequoiasd.com  Website: <a href="http://sequoiasd.com">sequoiasd.com</a> <a href="mailto:sequoiaenrollment@sequoiasd.com">sequoiaenrollment@sequoiasd.com</a> 949-301-9950
Sisk	Bill Payer, Co-Employer, Sole Employer	English, Spanish				Contact Phone Number Apriely L. Sisk (209) 910-9100 Email Contact <a href="mailto:SISKFSI@gmail.com">SISKFSI@gmail.com</a> <a href="https://siskfinancial.com/">https://siskfinancial.com/</a>

**LOS ANGELES COUNTY REGIONAL CENTER  
(Vendor Advisory Committee) Report**

**Chair: Alex Kopilevich, M.A.**  
**Date of Meeting:**  
**11/13/2025 (Hybrid)**

1.	<b>Public Input / Concerns</b>	<ul style="list-style-type: none"> <li>• Ricki – asked to clarify the process of how items are being communicated and reported when submitted to the OD and when it goes back to the assigned CSC.</li> <li>• Alex – Regarding Insurance Certificates being requested by Gallagher and the process in which they send reminders.</li> <li>• End of meeting Public input –</li> <li>• Wanda – Questions regarding SIR submission and risk mitigation meetings.</li> <li>• Jodie – CalTash conference will be in February 2026 in Sacramento.</li> <li>• Sharon – Any new vendors as third party payees and what is FACT’s part/role with signed paperwork.</li> </ul>
2..	<b>Points of Discussion</b>	<ul style="list-style-type: none"> <li>• Agenda approved with a slight change to Expo Video rather than impact story of an individual served.</li> <li>• Call for new VAC members. Applications due by 01/15/26. There are 2 positions open, but it could be 4 (Lindsay will follow up).</li> <li>• VAC applicant panel will be comprised of Alex, Tal, and David. The full list of applicants will be presented to the entire board and then those selected will be interviewed by the 3 individuals noted above.</li> <li>• Self-Determination Program: 646 participants including 22 added this past month.</li> <li>• Paul Bords not present, item on Vendor Mentorship Program was differed.</li> <li>• Vendor Survey results provided.</li> <li>• SLS Audits</li> <li>• New Service Provider portal in the “works,” which other RC’s utilize.</li> <li>• Early Start rate reform/concerns.</li> </ul>
3.	<b>Reported out to Committee / Meeting</b>	<ul style="list-style-type: none"> <li>• Deputy Director Evelyn McOmie noted the AV and SFV Expo’s were a success. Reminded everyone to ask their families to answer the 6-question survey regarding the IPP Planning process.</li> <li>• Chief Financial Officer Vini Montague noted that Robert Gan is back in the accounting department.</li> <li>• Last billing for Fiscal Year 23-24 is by 2/6/26.</li> <li>• Please remember to update Community Services on any changes of addresses and/or program items. This will assist when 1099’s are due for example.</li> <li>• Community Services Director Arshalous Garlanian For records pertaining to your agency, please contact Carmina Romero.</li> <li>• New QIP has been published, asking vendors to participate. There are 3 different QIP’s, depending on the type of service rendered. They are due by 1/31/26.</li> <li>• Legislative Report – Belinda Abatesi noted that benefits from Cal Fresh have been restored. The government was re-opened the night before our meeting took place. Belinda noted the legislative events set to take place in December.</li> <li>• Executive Director’s Report – Angela Pao-Johnson noted that SDP training has taken place for all departments with the exception of Early Start.</li> <li>• Only 2 cases out of 916 remained open as of 10/31/25.</li> <li>• SANDIS outages appear to be at NLACRC only and not other RC’s.</li> <li>• Case loads are trending down and are resembling what is currently statewide.</li> </ul>

4.	<b>Actions Items for the Board:</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
5.	<b>Upcoming Items:</b>	<ul style="list-style-type: none"> <li>• Next VAC meeting January 8, 2026 @ 9:30am (In-person Chatsworth/Hybrid).</li> </ul>

**LOS ANGELES COUNTY REGIONAL CENTER  
(Vendor Advisory Committee) Report**

**Chair: Alex Kopilevich, M.A.**  
**Date of Meeting:**  
**01/08/2026 (Hybrid)**

1.	<b>Public Input / Concerns</b>	<ul style="list-style-type: none"> <li>• No public input provided at the beginning.</li> <li>• At the end public input was provided by Laura, Alona, and Jodie. Laura noted concerns regarding aging services offered/received. Alona noted regarding the QIP, and Jodie informed everyone about CalTash.</li> </ul>
2..	<b>Points of Discussion</b>	<ul style="list-style-type: none"> <li>• VAC – 4 positions open.</li> <li>• Applications for VAC openings due by January 15, 2026.</li> <li>• Reviewed expiring terms for VAC members – Daniel, Cal, and Alex.</li> <li>• All term renewals have been received.</li> <li>• February meeting VAC members will review applicants and decide on who will move forward to the panel for interviews. Interviews will take place sometime in March and April, so that the VAC can vote on new members by May, before the end of the fiscal year.</li> <li>• Self-Determination – continues to increase, now 686 participants. Next SDLAC meeting will take place on January 15, 2026.</li> </ul>
3.	<b>Reported out to Committee / Meeting</b>	<ul style="list-style-type: none"> <li>• Deputy Director Evelyn McOmie noted changes to the SIR process and for vendors to be on the lookout for final standards by May 1, 2026.</li> <li>• Chief Financial Officer Vini Montague reminded vendors that if their combined income from all regional centers is between 500k to 2 million they have to do a Review yearly. If it is over 2 million combined then it is an independent audit. A certified published CPA needs to conduct the Review/Audit. Reviews/Audits are due 9 months after the agencies calendar year ends.</li> <li>• 1099's are being processed and will be mailed out later this month per federal requirements.</li> <li>• Community Services Director Arshalous Garlanian noted that the SIPP survey has been provided to families.</li> <li>• QIP is due by January 31, 2026. Please review which QIP surveys your agency needs to complete. Some agencies depending on how many programs they have may need to do more than one survey.</li> <li>• Public Records Act is in effect as of January 1, 2026.</li> <li>• Legislative Report Belinda Abatesi noted that the disability onset age increases from 26 to 46, providing access to more adults. SSI payments will increase by 2.8% as of January 2026 to reflect the cost-of-living increases.</li> <li>• Bi-partisan legislation Supporting Blue Envelope Programs Act – to improve safety for consumers when/if they are interacting with law enforcement.</li> <li>• Executive Director's Report Angela Pao-Johnson noted the addition of an Aging Specialist and System of Care positions (which have been filled).</li> <li>• AI should be monitored and aligned with HIPAA requirements if utilized.</li> <li>• 927 positions have been filled at NLACRC. The total authorized positions is 1035.</li> <li>• NLACRC across all three valleys is now serving 41,090 consumers.</li> <li>• Disability Rights California will host on a meeting on March 19, 2026.</li> </ul>

4.	<b>Actions Items for the Board:</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
5.	<b>Upcoming Items:</b>	<ul style="list-style-type: none"> <li>• Next VAC meeting February 12, 2026 @ 9:30am (In-person Santa Clarita/Hybrid).</li> </ul>

Rolling 12-Month Attendance	Jul-25	Aug-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Dec-25	Jan-26	Feb-06	Mar-26	Apr-26	May-26	Jun-26	Total	Total
	Dark	Special		Board	Dark	Board	Special	Dark	Board	Board	Board	Board	Board	Board	Absences	Hours
Nicholas Abrahms		P	P	P		P	Ab									10.00
George Alvarado		P	P	P		P	P									10.75
Cathy Blin		P	P	P		P	P									10.75
Sharmila Brunjes		P	P	P		P	P									10.75
Jacque Colton		P	P	P		Ab	P									6.75
Leticia Garcia		P	P	P		P	P									10.75
Juan Hernandez		P	P	P		P	P									10.75
Anna Hurst		P	Ab	P		P	P									10.50
Alex Kopilevich ( <i>VAC Rep</i> )		P	P	Ab		P	Ab									6.50
Jennifer Koster		P	P	P		P	Ab									10.00
Laura Monge		P	P	P		P	P									10.75
Jeremy Sunderland		P	P	P		P	P									10.75
Jason Taketa		P	P	P		Ab	P									6.75
Curtis Wang		P	P	P		P	P									10.75
Meeting Time		2.25	0.25	3.5		4	0.75									10.75

P = Present      Ab = Absent

Attendance Policy: In the event a Trustee shall be absent from three (3) consecutive regularly-scheduled Board meetings or from three (3) consecutive meetings of any one or more committees on which he or she may be serving,



FY 2025-26	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Total Absences	Total Hours
Community Relations Committee	Dark		Dark	Dark		Dark		Dark		Dark		Dark		
Nicholas Abrahms		P			P								0	2.00
George Alvarado		P			P								0	2.00
Cathy Blin		P			P								0	2.00
Sharmila Brunjes		P			Ab									
Blanca Chavez		P			Ab								1	2.00
Jacquie Colton		P			P								0	2.00
Lety Garcia		P			Ab								1	2.00
Juan Hernandez		P			P								0	2.00
Jennifer Koster		P			P								0	2.00
Laura Monge		P			P								0	2.00
Jeremy Sunderland		P			Ab								1	2.00
Jason Taketa		P			P								0	2.00
Curtis Wang		P			P								0	2.00
Jodie Agnew-Navarro (VAC Rep)		P			P								0	2.00
Sharon Weinberg (VAC Rep)		P			P								0	2.00

Meeting Time

2.00

2

P = Present      Ab = Absent

Attendance Policy: In the event a Trustee shall be absent from three (3) consecutive regularly-scheduled Board meetings or from three (3) consecutive meetings of any one or more committees on which he or she may be serving, or shall be absent from five (5) regularly-scheduled Board meetings or from five (5) meetings of any one or more Committees on which he or she may be serving during any twelve (12) month period, then the Trustee shall, without any notice or further action required of the Board, be automatically deemed to have resigned from the Board effective immediately. The secretary of the Board shall mail notice of each Trustee's absences during the preceding twelve (12) month period to each Board member following each regularly-scheduled Board meeting. (policy adopted 2-10-99)

North Los Angeles County Regional Center  
**Consumer Advisory Committee**  
FY25-26 Meeting Attendance

[illegible]

**Membership:** Consumers who attend 5 meetings in a 12-month period can become a CAC Member.

FY 2025-26	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-25	Jun-25	Total Absences	Total Hours
Executive Finance Committee	Special			Dark		Dark						Dark		
Sharmila Brunjes	P	P	P		P									4.75
Juan Hernandez	P	P	P		P								0	4.75
Anna Hurst	P	P	P		P								0	4.75
Curtis Wang		P	P		P								0	4.25
Leticia Garcia	P	P	P		P								0	4.75
Jacquie Colton			P		P								0	1.25
Jason Taketa			P		P								0	1.25
Laura Monge			Ab		P								1	0.00

Meeting Time 0.5 3.00 1.25

4.75

P = Present Ab = Absent

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FY 2025-6	Jul-25	Aug-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Total	Total
Nominating Committee	Dark		Special		Dark	Dark	Dark					Dark	Dark	Absences	Hours
Curtis Wang, Co-Chair		P	P	P				P							5.25
Sharmila Brunjes		P	P	P				P							5.25
Lety Garcia, Co-Chair		P	P	P				P							5.25
Juan Hernandez		P	P	P				P							5.25
Alex Kopilevich		P	P	P				P							5.25

Meeting Time 2.00 0.25 1.50 1.50 5.25

P = Present Ab = Absent

Attendance Policy: In the event a Trustee shall be absent from three (3) consecutive regularly-scheduled Board meetings or from three (3) consecutive meetings of any one or more committees on which he or she may be serving, or shall be absent from five (5) regularly-scheduled Board meetings or from five (5) meetings of any one or more Committees on which he or she may be serving during any twelve (12) month period, then the Trustee shall, without any notice or further action required of the Board, be automatically deemed to have resigned from the Board effective immediately. The secretary of the Board shall mail notice of each Trustee's absences during the preceding twelve (12) month period to each Board member following each regularly-scheduled Board meeting. (policy adopted 2-10-99)

FY 2025-26	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Total	Total
Post-Retirement Medical Trust	Dark		Dark	Dark		Dark	Dark		Dark	Dark		Dark	Absences	Hours
Sharmila Brunjes		P												0.50
Juan Hernandez		P												0.50
Anna Hurst		P												0.50
Angela Pao-Johnson - Staff		Ab												0.00
Vini Montague - Staff		P												0.50

Meeting Time

0.50

0.50

P = Present

Ab = Absent

\* = Joined Committee

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<b>FY 2025-26</b>	<b>Jul-25</b>	<b>Aug-25</b>	<b>Sep-25</b>	<b>Oct-25</b>	<b>Nov-25</b>	<b>Dec-25</b>	<b>Jan-26</b>	<b>Feb-26</b>	<b>Mar-26</b>	<b>Apr-26</b>	<b>May-26</b>	<b>Jun-26</b>	<b>Total</b>
<b>Vendor Advisory Committee</b>	<b>Dark</b>			<b>Dark</b>		<b>Dark</b>						<b>Dark</b>	<b>Absences</b>
Alex Kopilevich, Chair		P	P		P		P						0
Jaklen Keshishyan, Alt. Chair		P	P		P		P						0
Jodie Agnew Navarro		P	P		P		P						0
Masood Babaeian		P	P		P		Ab						1
Paul Borda		P	P		Ab		P						1
Andrea Devers		P	P		P		P						0
David Ebrami		P	P		P		P						0
Cal Enriquez		P	P		P		P						0
Jason Gillis		P	P		P		P						0
Ricki Macken Chivers		P	P		P		P						0
Vahe Mkrtchian		P	P		P		Ab						1
Desiree Misrachi		Ab	P		P		P						1
Daniel Ortiz		P	P		P		P						0
Jen Pippard		P	P		P		P						0
Tal Segalovich		P	P		P		P						0
Octavia Watkins		P	P		P		Ab						1
Sharon Weinberg		P	P		P		P						0

Meeting Time

2.50

2.00

2.00

1.50

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## North Los Angeles County Regional Center

### **ALPHABET SOUP**

AAIDD	- American Association on Intellectual and Developmental Disabilities
AAP	- Adoption Assistance Program
AB	- Assembly Bill (State)
ABLE Act	- The “Achieving a Better Life Experience” (ABLE) Act of 2014
ACRC	- Alta California Regional Center
ADA	- Americans with Disabilities Act
ADC	- Adult Development Center
AFPF	- Annual Family Program Fee
AIS	- ARCA Information Systems
ARCA	- Association of Regional Center Agencies
ARFPSHN	- Adult Residential Facility for Persons with Specialized Healthcare Needs
BCBA	- Board-Certified Behavior Analyst
CAC	- Consumer Advisory Committee
CAL-ARF	- California Association of Rehabilitation Facilities
CAL-TASH	- The Association for Persons with Severe Handicaps
CARF	- Commission on Accreditation of Rehabilitation Facilities
CASA	- Community Advocacy Services Association
CASHPCR	- California Association of State Hospitals-Parent Councils for the Retarded
CCF	- Community Care Facility
CCL	- Community Care Licensing
CCR	- California Code of Regulations
CCS	- California Children’s Services (State and County)
CDCAN	- California Disability Community Action Network
CDE	- Comprehensive Diagnostic Evaluation
CDER	- Client Development Evaluation Report
CIE	- Competitive Integrated Employment
CMS	- Centers for Medicare and Medicaid Services (formerly HCFA)
CMIS	- Client Management Information System
COEC	- Community Outreach and Education Committee (ARCA)
COLA	- Cost of Living Adjustment
CP	- Cerebral Palsy
CPES	- Community Provider of Enrichment Services
CPP	- Community Placement Plan
CRDP	- Community Resource Development Plan
CSC	- Consumer Service Coordinator

CSLA	- Community Supported Living Arrangement
CVRC	- Central Valley Regional Center
DAC	- Day Activity Center
DCFS	- Department of Children and Family Services (County)
DD	- Developmental Disabilities
DD Council	- State Council on Developmental Disabilities
DDS	- Department of Developmental Services (State)
DHCS	- Department of Health Care Services
DHS	- Department of Health Services (State)
DOE	- Department of Education (State and Federal)
DOF	- Department of Finance
DOH	- Department of Health
DOR/DR	- Department of Rehabilitation
DPSS	- Department of Public Social Services (County)
DRC	- Disability Rights California (formerly Protection & Advocacy, Inc.)
DSM	- Diagnostic and Statistical Manual of Mental Disorders
DSP	- Direct Support Professional
DSS	- Department of Social Services (State)
DOR	- Department of Rehabilitation (State)
DRC	- Disability Rights California (formerly Protection & Advocacy)
DTT	- Discrete Trial Training
DVU	- Disability Voices United
EBSH	- Enhanced Behavioral Support Home
ECF	- Exceptional Children's Foundation
EDD	- Employment Development Department (State)
EDMS	- Electronic Document Management System
ELARC	- Eastern Los Angeles Regional Center
EPSDT	- Early and Periodic Screening, Diagnosis, and Treatment
FACT	- Foundation for Advocacy, Conservatorship, and Trust of CA
FCPP	- Family Cost Participation Program
FDC	- Fairview Developmental Center
FEMA	- Federal Emergency Management Assistance
FETA	- Family Empowerment Team in Action
FHA	- Family Home Agency
FMS	- Financial Management Service
FNRC	- Far Northern Regional Center
FSA	- Flexible Spending Account



GGRC	- Golden Gate Regional Center
HCBS	- Home and Community Based Services (Waiver)
HCFA	- Health Care Financing Administration (now called CMMS)
HIPAA	- Health Insurance Portability and Accountability Act
HOPE	- Home Ownership for Personal Empowerment
HRC	- Harbor Regional Center
HUD	- Housing and Urban Development (Federal)
ICB Model	- Individualized Choice Budget Model
ICC	- Inter-agency Coordinating Council
ICC	- Integrated Community Collaborative/Intregadoras
ICF	- Intermediate Care Facility
ICF/DD	- Intermediate Care Facility/Developmentally Disabled
ICF/DD-H	- Intermediate Care Facility/Developmentally Disabled-Habilitative
ICF/DD-N	- Intermediate Care Facility/Developmentally Disabled-Nursing
ICF/SPA	- Intermediate Care Facility/State Plan Amendment
IDEA	- Individuals with Disabilities Education Act
IDEIA	- Individuals with Disabilities Education Improvement Act
IDP	- Individual Development Plan
IDT	- Inter-disciplinary Team
IEP	- Individual Educational Plan
IFSP	- Individual Family Service Plan
IHP	- Individual Habilitation Plan
IHSS	- In-Home Supportive Services
ILC	- Independent Living Center
ILS	- Independent Living Services
IMD	- Institutes of Mental Disease
IPP	- Individual Program Plan
IRC	- Inland Regional Center
ISP	- Individual Service Plan
KRC	- Kern Regional Center
LACHD	- Los Angeles County Health Department
LACDMH	- Los Angeles County Department of Mental Health
LACTC	- Los Angeles County Transportation Commission
LADOT	- Los Angeles Department of Transportation (City)
LAUSD	- Los Angeles Unified School District

LCSW	- Licensed Clinical Social Worker
LDC	- Lanterman Developmental Center
LEA	- Local Education Agency
LICA	- Local Interagency Coordination Area
LRC	- Lanterman Regional Center
MCH	- Maternal and Child Health
MFCC	- Marriage, Family and Child Counselor
MHRC	- Mental Health Rehabilitation Center
MMIS	- Medicaid Management Information System
MSW	- Masters in Social Work
NADD	- National Association for the Dually Diagnosed
NASDDDS	- National Association of State Directors of Developmental Disabilities Services
NBRC	- North Bay Regional Center
NLACRC	- North Los Angeles County Regional Center
OAH	- Office of Administrative Hearings
OCRA	- Office of Client Rights Advocacy
OPS	- Operations funds (for Regional Centers)
OSEP	- Office of Special Education Programs
OSERS	- Office of Special Education and Rehabilitative Services
OSHA	- Occupational Safety and Health Administration
OT	- Occupational Therapy
PAI	- Protection and Advocacy, Inc. (now called Disability Rights CA)
PDD	- Pervasive Developmental Disorder
PDC	- Porterville Developmental Center
PDF	- Program Development Fund
PEP	- Purchase of Service Expenditure Projection (formerly SOAR)
PEPRA	- Public Employees' Pension Reform Act
PERS	- Public Employees' Retirement System
PET	- Psychiatric Emergency Team
PIP	- Paid Internship Program
PL 94-142	- Public Law 94-142 (Right to Education Bill)
PMRT	- Psychiatric Mobile Response Team
POLST	- Physician Orders for Life-Sustaining Treatment
POS	- Purchase of Services funds (for Regional Centers)
PRMT	- Post-Retirement Medical Trust

PRRS	- Prevention Resources and Referral Services
PRUCOL	- Permanently Residing in the U.S. Under Color of the Law
PT	- Physical Therapy
QMRP	- Qualified Mental Retardation Professional
RC	- Regional Center
RCEB	- Regional Center of the East Bay
RCFE	- Residential Care Facility for the Elderly
RCOC	- Regional Center of Orange County
RCRC	- Redwood Coast Regional Center
RDP	- Resource Development Plan
RFP	- Request for Proposals
RRDP	- Regional Resource Development Project
RSST	- Residential Service Specialist Training
SARC	- San Andreas Regional Center
SB	- Senate Bill (State)
SCDD	- State Council on Developmental Disabilities
SCIHLP	- Southern CA Integrated Health and Living Project
SCLARC	- South Central Los Angeles Regional Center
SDRC	- San Diego Regional Center
SDC	- Sonoma Developmental Center
SDP	- Self-Determination Program
SDS	- Self-Directed Services
SEIU	- Service Employees' International Union
SELPA	- Special Education Local Plan Area
SG/PRC	- San Gabriel/Pomona Regional Center
SLS	- Supported Living Services
SMA	- Schedule of Maximum Allowances (Medi-Cal)
SNF	- Skilled Nursing Facility
SOAR	- Sufficiency of Allocation Report (see PEP)
SOCCO	- Society of Community Care Home Operators
SPA	- State Plan Amendment
SRF	- Specialized Residential Facility
SSA	- Social Security Administration
SSDI	- Social Security Disability Insurance
SSI	- Supplemental Security Income
SSP	- State Supplementary Program

TASH	- The Association for the Severely Handicapped
TCRC	- Tri-Counties Regional Center
UAP	- University Affiliated Program
UCI	- Unique Client Identifier
UCP	- United Cerebral Palsy
UFS	- Uniform Fiscal System
VAC	- Vendor Advisory Committee
VIA	- Valley Industry Association (Santa Clarita Valley)
VICA	- Valley Industry & Commerce Association (San Fernando Valley)
VMRC	- Valley Mountain Regional Center
WAP	- Work Activity Program
WIOA	- Workforce Innovation and Opportunity Act

[alphabetsoup] January 7, 2021

# 2025-2026 Board of Trustees / Committee Meeting Schedule

August through July

## August 2025

W	08/05/25	5:00pm	<b>BOARD ORIENTATION (In-Person Chatsworth)</b>
W	08/06/25	3:00pm	<b>CONSUMER ADVISORY</b>
W	08/06/25	5:30pm	<b>NOMINATING</b>
M	08/11/25	5:00pm	<b>BOARD PACKET REVIEW AND TRAINING</b>
W	08/13/25	4:00pm	<b>BOARD PRE-MEETING DINNER (OPTIONAL)</b>
W	08/13/25	5:00pm	<b>DDS MEETING IN-PERSON</b>
W	08/13/25	6:00pm	<b>BOARD MEETING (Hybrid - Chatsworth)</b>
Th	08/14/25	9:30am	<b>VENDOR ADVISORY</b>
W	08/20/25	5:00pm	<b>COMMUNITY RELATIONS (Zoom)</b>
W	08/21/25	5:30pm	<b>POST-RETIREMENT MEDICAL TRUST</b>
Th	08/28/25	5:00pm	<b>EXECUTIVE FINANCE</b>

## September 2025

W	09/03/25	3:00pm	<b>CONSUMER ADVISORY</b>
Sat	09/06/25	All-Day	<b>BOARD RETREAT (In-Person Chatsworth)</b>
W	09/08/25	5:00pm	<b>BOARD PACKET REVIEW AND TRAINING</b>
W	09/10/25	6:00pm	<b>BOARD MEETING</b>
Th	09/11/25	9:30am	<b>VENDOR ADVISORY</b>
Th	09/25/25	5:00pm	<b>EXECUTIVE FINANCE</b>

## October 2025

M	10/06/25	5:00pm	<b>BOARD TRAINING: RC BUDGETS</b>
M	10/13/25	6:00pm	<b>BOARD TRAINING: LEGISLATIVE ADVOCACY</b>

## November 2025

Th	11/06/25	5:00pm	<b>CONSUMER ADVISORY</b>
M	11/10/25	5:00pm	<b>BOARD PACKET REVIEW AND TRAINING</b>
M	11/12/25	4:00pm	<b>BOARD PRE-MEETING DINNER (OPTIONAL)</b>
M	11/12/25	5:00pm	<b>DDS MEETING IN-PERSON</b>
W	11/12/25	6:00pm	<b>BOARD MEETING (Hybrid - Santa Clarita)</b>
Th	11/13/25	9:30am	<b>VENDOR ADVISORY</b>
M	11/17/25	6:00pm	<b>BOARD TRAINING</b>
W	11/19/25	5:00pm	<b>COMMUNITY RELATIONS</b>
Th	11/20/25	5:00pm	<b>POST-RETIREMENT MEDICAL TRUST</b>
Th	11/20/25	5:00pm	<b>EXECUTIVE FINANCE</b>

## December 2025

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## January 2026

W	01/07/26	5:30pm	<b>NOMINATING</b>
Th	01/08/26	5:00pm	<b>CONSUMER ADVISORY</b>
Th	01/08/26	9:30am	<b>VENDOR ADVISORY</b>
M	01/12/26	5:00pm	<b>BOARD PACKET REVIEW AND TRAINING</b>
W	01/14/26	6:00pm	<b>BOARD MEETING</b>
W	01/21/26	5:00pm	<b>COMMUNITY RELATIONS</b>
Th	01/29/26	5:00pm	<b>EXECUTIVE FINANCE</b>

## February 2026

W	02/04/26	5:30PM	<b>NOMINATING</b>
Th	02/05/26	5:00pm	<b>CONSUMER ADVISORY</b>
M	02/09/26	5:00pm	<b>BOARD PACKET REVIEW AND TRAINING</b>
W	02/11/26	4:00pm	<b>BOARD PRE-MEETING DINNER (OPTIONAL)</b>
W	02/11/26	5:00pm	<b>DDS MEETING IN-PERSON</b>
W	02/11/26	6:00pm	<b>BOARD MEETING (Hybrid - AV)</b>
Th	02/12/26	9:30am	<b>VENDOR ADVISORY</b>
Th	02/19/26	5:00pm	<b>POST-RETIREMENT MEDICAL</b>
Th	02/26/26	5:00pm	<b>EXECUTIVE FINANCE</b>

## March 2026

W	03/04/26	5:30pm	<b>NOMINATING</b>
Th	03/05/26	5:00PM	<b>CONSUMER ADVISORY</b>
M	03/09/26	5:00pm	<b>BOARD PACKET REVIEW AND TRAINING</b>
W	03/11/26	6:00pm	<b>BOARD MEETING</b>
Th	03/12/26	9:30am	<b>VENDOR ADVISORY</b>
W	03/18/26	5:00pm	<b>COMMUNITY RELATIONS</b>
Th	03/26/26	5:00pm	<b>EXECUTIVE FINANCE</b>

## April 2026

W	04/01/26	5:30pm	<b>NOMINATING</b>
Th	04/02/26	5:00pm	<b>CONSUMER ADVISORY</b>
M	04/06/26	5:00pm	<b>BOARD PACKET REVIEW AND TRAINING</b>
W	04/08/26	6:00pm	<b>BOARD MEETING</b>
Th	04/09/26	9:30am	<b>VENDOR ADVISORY</b>
Th	04/30/26	5:00pm	<b>EXECUTIVE FINANCE</b>

## May 2026

Th	05/07/26	5:00pm	<b>CONSUMER ADVISORY</b>
M	05/11/26	5:00pm	<b>BOARD PACKET REVIEW AND TRAINING</b>
W	05/13/26	4:00pm	<b>BOARD PRE-MEETING DINNER (OPTIONAL)</b>
W	05/13/26	5:00pm	<b>DDS MEETING IN-PERSON</b>
W	05/13/26	6:00pm	<b>BOARD MEETING (Hybrid - Chatsworth)</b>
Th	05/14/26	9:30am	<b>VENDOR ADVISORY</b>
W	05/20/26	5:00pm	<b>COMMUNITY RELATIONS</b>
Th	05/21/26	5:00pm	<b>POST-RETIREMENT MEDICAL TRUST</b>
Th	05/28/26	5:00pm	<b>EXECUTIVE FINANCE</b>

## June 2026

M	06/08/26	5:00pm	<b>BOARD PACKET REVIEW AND TRAINING</b>
W	06/10/26	6:00pm	<b>BOARD MEETING</b>
Th	06/11/26	9:30am	<b>VENDOR ADVISORY</b>

## July 2026

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## **BOARD & BOARD COMMITTEE LIST**

FY 2025-2026

### **Board of Trustees**

**Sharmila Brunjes**—President  
**Juan Hernandez**—Vice President  
**Curtis Wang**—Board Secretary  
**Anna Hurst**—Treasurer  
**Leticia Garcia** – ARCA Rep  
**Alex Kopilevich** – VAC Chair  
Nicholas Abrahms  
George Alvarado  
Cathy Blin  
Jacquie Colton  
Jennifer Koster  
Laura Monge  
Jeremy Sunderland  
Jason Taketa

### **Executive Finance**

**Angela Pao-Johnson**, Staff  
**Vini Montague**, Staff  
**Lindsay Granger**, Admin  
**Sharmila Brunjes**, Chair  
Anna Hurst  
Leticia Garcia  
Juan Hernandez  
Curtis Wang  
Jacquie Colton  
Laura Monge  
Jason Taketa  
[VAC Representative](#)  
Jaklen Keshishyan

### **Community Relations**

**Evelyn McOmie**, Staff  
**Chris Whitlock**, Staff  
**Lindsay Granger**, Admin  
**Jeremy Sunderland**, Chair  
Cathy Blin  
Nicholas Abrahms  
George Alvarado  
Jacquie Colton  
Lety Garcia  
Juan Hernandez  
Jennifer Koster  
Laura Monge  
Jason Taketa  
Curtis Wang  
[VAC Representative](#)  
Sharon Weinberg

### **Nominating**

**Evelyn McOmie**, Staff  
**Lindsay Granger**, Admin  
**Curtis Wang**, Co-Chair  
**Lety Garcia**, Co-Chair  
Sharmila Brunjes  
Juan Hernandez  
[VAC Representative](#)  
Alex Kopilevich

### **Post-Retirement Medical Trust**

**Vini Montague**, Staff  
**Lindsay Granger**, Admin  
**Sharmila Brunjes**, Chair  
Juan Hernandez  
Angela Pao-Johnson  
Vini Montague  
Anna Hurst

## **BOARD ADVISORY COMMITTEE LIST**

FY 2025-2026

### **Vendor Advisory**

**Angela Pao-Johnson, Staff**

**Lindsay Granger, Admin**

**Alex Kopilevich, Chair**

**Jaklen Keshishyan, Alt. Chair**

Jodie Agnew-Navarro

Octavia Watkins

Masood Babacian

Paul Borda

Andrea Devers

David Ebrami

Cal Enriquez

Jason Gillis

Ricki Macken Chilvers

Desiree Misrachi

Vahe Mkrtchian

Daniel Ortiz

Jen Pippard

Tal Segalovitch

Sharon Weinberg

*(1 open position)*

### **Consumer Advisory**

**Santos Rodriguez**

**Lindsay Granger, Admin.**

**Juan Hernandez, Chair**

Bill Abramson

Pam Aiona

Jennifer Koster

Elena Tiffany

Destry Walker

### **Self Determination**

**Silvia Renteria-Haro, Staff**

**Robin Monroe, Staff**

**Lori Walker, Chair**

**Juan Hernandez – Board Liaison**

Miriam Erberich, Co-Chair

Victoria Berrey

Michael Carey

Socorro Curameng

Richard Dier

Jordan Feinstock

Jon Francis

Ricardo Martinez

Erica Rodriguez