



Board of Directors Meeting- October 5, 2026
Regional Center of the East Bay
Monday, October 5, 2026 at 4pm to 5:30 PM PT

Meeting Details: <https://us06web.zoom.us/j/84674677971?pwd=wbcObDJBgrTbTGMGa1xHMZrkUvazNf.1>
Meeting ID: 846 7467 7971
Passcode: 719000

Agenda

I. Initiate Translation Services

II. Call to Order

Presenter: Sadia Mumtaz

- A. Meeting called to order
- B. Roll call and confirmation of quorum
- C. Read out of RCEB Mission

The Mission that Guides Us:

Driven by the belief that everyone deserves to lead a life of their choosing, RCEB partners with individuals with intellectual and developmental disabilities, their families, and the community, to create opportunities for independence and fulfillment.

The Vision that Inspires Us:

We envision a future where individuals with intellectual and developmental disabilities live and work, doing what they love, without limitations!

Core Values:

Cultivating Connection - Empathetic Stewardship - Seizing Opportunities - Intentional Adaptability

III. Approve Agenda - Action

Presenter: Sadia Mumtaz

IV. Approve Minutes – June 22nd- Action

Presenter: Sadia Mumtaz

V. Public Comments

The Board welcomes comments from any person regarding RCEB's service and support to the East Bay community. This Board meeting is conducted virtually. If you would like to make a comment, click the "Raise Your Hand" button to request to speak when Public Comment is being taken on the agenda item. You will then be asked to unmute when it is your turn to make your comment for up to 3 minutes. After allotted time, re-mute yourself. Thank you in advance for your interest.

VI. Update from State Council on Developmental Disabilities

Guest: Greg Gonzales

VII. Committee Reports

Presenter: Sadia Mumtaz

A. Executive Director's Report

Presenter: Dr. Rebecca Nanyonjo and Fabiola Meza

- (i) CalPERS Salary Scale

B. Budget and Finance Committee

Presenter: David Glasser

- (i) 2026 Monthly Financials and Graphs
- (ii) Other relevant updates

C. President's Remarks

Presenters: Sadia Mumtaz

- (i) Approval of Contracts
- (ii) Vote on revision to the Bylaws

D. Board Membership Update

Presenter: Sadia Mumtaz, Rajesh Voddiraju

- (i) Vote to fill vacancies on the Board of Directors
- (ii) Vote to fill vacancy of the Secretary of the Board of Directors
- (iii) Nomination of Slate of Officers for 2026-27

E. Support and Services

Presenter: Rajesh Voddiraju

F. Consumer Advisory Committee

Presenter: Rose Coleman

G. Provider/Vendor Advisory Committee

Presenter: Dan Hogue

VIII. Public Comments

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comment, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on the Agenda item. You will then be asked to unmuted when it is your turn to make your comment for up to 3 minutes. After the allotted time, re-mute yourself. Thank you in advance for your interest.

IX. Adjournment



Board of Directors Meeting- June 22,2026 Minutes
06/22/2026 7:00 PM PDT to 8:30 PM PDT
Regional Center of the East Bay

I. Initiate Translation Services

Interpreters for Spanish, Vietnamese, and Cantonese provided instructions and introductions to ensure language access for multilingual participants. Ashley Harmon coordinated the sequence of interpreter introductions, confirming the order and resolving technical issues. Participants were reminded to mute microphones to reduce audio feedback, and after all interpreter introductions, Ashley Harmon confirmed that language channels would be activated and gave permission to proceed with the meeting.

- Interpreters for Spanish, Vietnamese, and Cantonese provided instructions and introductions to ensure language access for multilingual participants. Each interpreter explained how to select the appropriate language channel for interpretation, including guidance for both mobile and computer users.
- Ashley Harmon coordinated the sequence of interpreter introductions, confirming the order (Spanish, Vietnamese, Cantonese) and ensuring all interpreters were ready and technical issues were addressed.
- Technical issues, such as echo and interpreter channel access, were discussed and resolved, with participants reminded to mute microphones to reduce audio feedback.
- After all interpreter introductions and instructions were completed, Ashley Harmon confirmed that language channels would be activated and gave permission to proceed with the meeting.

II. Call to Order

Presented By Sadia Mumtaz

Chair Sadia formally called the meeting to order, roll call was conducted to confirm attendance, and quorum was achieved once Dina joined the meeting.

- Chair Sadia formally called the meeting to order.
- Roll call was conducted to confirm attendance of board members.
- Chair confirmed that quorum was achieved once Dina joined the meeting.

III. Approve Agenda -Action

Presented By Sadia Mumtaz

The board discussed and approved the agenda, including amendments to add two state contracts and update signatures on the line of credit document. Issues with agenda packet distribution were addressed, and approval was subject to updating required signatures. The motion to approve the amended agenda was seconded and carried unanimously.

- Motion - Motion to approve the agenda, including amendments to add two state contracts (A3 series for fiscal year 2024-2025 and B5 series for 2025-2026) and to update signatures on the line of credit document, specifically removing Rene's and Frank's names and replacing them as needed.
- Discussion regarding agenda packet distribution, including issues with recent mailings and use of the online board tool. Stephanie Brown committed to emailing the agenda packet link to Dinah to resolve access issues.
- The board confirmed that approval of the agenda and related contracts is subject to updating the required signatures before execution of the line of credit document.
- Second - Motion to approve the amended agenda seconded by Raj Voddiraju.
- Decision - Motion to approve the amended agenda carried unanimously.

IV. Approve Minutes-Action

Presented By Sadia Mumtaz

The board approved the minutes from the last meeting, with the motion seconded by David Glasser and carried.

- Motion - Motion to approve the minutes from the last meeting.
- Second - Motion seconded by David Glasser.
- Decision - Motion to approve the minutes from the last meeting carried.

V. Public Comments

Public commenters raised concerns about delays and communication in service delivery, the need for communication supports for non-speaking autistic individuals, and emphasized person-centered approaches. Requests for increased support for board members and subcommittees, improved accessibility of meeting materials, and accountability were made. The board clarified the public comment forum rules and committed to follow-up with commenters.

- Multiple public commenters raised concerns about delays and lack of communication in service delivery, including issues with Notice of Action (NOA) processes, eligibility decisions, and timely access to supports for individuals with developmental disabilities.
- Several parents and advocates emphasized the need for motor-based, text-based communication supports for non-speaking autistic individuals, and called for vendorization and broader access to these services.
- Several speakers highlighted the importance of person-centered approaches, noting that current practices often prioritize compliance and process over partnership and individualized support.
- Speakers advocated for increased support for board members and subcommittees, including requests for information about upcoming Diversity and Equity subcommittee meetings and the inclusion of parent support circles.

- Concerns were raised about the board's preparation and accessibility of meeting materials, including difficulties accessing agendas and the need for board members to be adequately prepared for voting, especially on contracts.
- Commenters requested improved accountability, timely communication, and clear pathways for resolving service gaps, particularly for medically fragile clients and those transitioning out of school districts.
- Rebecca Nanyonjo confirmed that notes were taken and follow-up will occur with individuals who made public comments, typically through case managers or client services managers, and that the board receives general updates while maintaining HIPAA compliance.
- Rebecca Nanyonjo committed to outreach and follow-up with families and consumers who raised issues during public comment, clarifying that direct one-on-one conversations with independent facilitators are not standard practice but may occur through case managers if needed.
- The board clarified that the public comment forum is for statements only and not for back-and-forth discussion, in order to respect meeting rules and privacy requirements.
- Sadia reiterated that the board and executive team will follow up with public commenters as per usual practice, and requested patience due to the high volume of clients served.

VI. Update from State Council on Developmental Disabilities

Greg Gonzalez provided an update from the State Council, including information on the Sixth Annual 'There Should Be a Law' contest and partnership events. Ashley will share Greg Gonzalez's updates and relevant links after the meeting. July is Disability Pride Month, with several events scheduled.

- Ashley will share Greg Gonzalez's updates and relevant links with the group after the meeting.
- Greg Gonzalez provided an update from the State Council, including information on the Sixth Annual 'There Should Be a Law' contest, which invites submissions of issues and solutions to become the next legislative priority. The contest is open to ideas benefiting people with intellectual and developmental disabilities and closes on June 30th.
- Submissions for the contest will be reviewed by the policy team, who will select one to become the next legislative priority.
- The North Bay Office is partnering with Relationships to Coda to present a two-part relationship education series for people with developmental disabilities. The first session, open to the public, will be held Monday, July 6th from 5:00 to 6:30 PM. The second session, tailored for teachers and providers, will be Monday, July 27th from 5:00 to 6:30 PM.
- July is Disability Pride Month, with several events scheduled. The Center for Independent Living will host a Disability and Transqueer Pride event on Saturday, July 11th from 1:00 to 4:00 PM at their Berkeley location. The San Mateo County

Commission on Disabilities will host the Seventh Annual Inclusion Festival on Thursday, July 16th from 11:00 AM to 1:00 PM at 500 County Center, Redwood City, California.

VII. Committee Reports

Presented By Sadia Mumtaz

Dinah reported confusion regarding committee leadership following a recent bylaw change, clarifying that she is now the sole chair. Sadia acknowledged Dinah's update and transitioned to the PVAC report, noting that the committee will rely on official minutes for further details.

- Dinah reported confusion regarding committee leadership following a recent bylaw change. Karen Worth was unaware of the change, and Renee mistakenly believes she is still chair, though she is no longer a board member. Dinah clarified that she is now the sole chair as per the bylaws, and there should not be two chairpersons. There is also confusion with another individual who believes he is chair but is actually vice president of the DD Council of Contra Costa.
- Dinah noted that the bylaw change regarding chairmanship has passed, but there is ongoing misunderstanding among members about the new leadership structure.
- Sadia acknowledged Dinah's update and transitioned to the PVAC report, noting that Dan had to leave and the minutes were shared during the meeting but not yet reviewed.
- Sadia reported that the PVAC met as scheduled this month, with both Raj and Sadia attending parts of the meeting. Representatives discussed concerns, but Sadia did not have further details due to lack of time to review the minutes.
- The committee will rely on the official minutes for further details on the PVAC meeting, as Sadia was unable to provide a full report.

A. Executive Director's Report

Presented By Dr. Rebecca Nanyonjo

Rebecca Nanyonjo provided updates on recent board activities, including partnerships with the City of San Pablo and local agencies, and ongoing equity and community engagement initiatives. The equity team organized successful events to address outreach gaps, and attendees were encouraged to visit the RCB website for updates.

- The Executive Director, Rebecca Nanyonjo, provided an update on recent board activities, including a meeting with the City of San Pablo's city council and chief of police. The city celebrated National Autism Awareness Month and donated \$1,000 to support autism awareness.
- Rebecca Nanyonjo reported ongoing efforts to build relationships with local agencies, including a recent meeting with the superintendent of schools and department heads in Alameda County. Discussions included topics such as IHSS, social services, and behavioral health, in preparation for upcoming changes and DOJ communications affecting California.
- San Pablo is opening a training center and expressed interest in partnering with the regional center to improve response to autism-related cases. The regional center team will continue to strengthen this partnership.

- Rebecca Nanyonjo committed to continuing and strengthening partnerships with the City of San Pablo and other agencies, as well as increasing the regional center's presence in Contra Costa County and maintaining ongoing equity and community engagement initiatives.
- The equity team, led by specialists Sume Wu and Walter Jones, organized an Asian parents conference and a June celebration, both well received by the community. The events addressed gaps in outreach, especially in Contra Costa County, and included listening sessions to promote equity and parity between Alameda and Contra Costa families.
- Rebecca Nanyonjo encouraged board members and attendees to visit the RCB website for updates on upcoming events, noting that communications are an area for improvement and the website is regularly updated.

(i) Self Determination Program (SDP)- Overview

The team provided an overview of the Self-Determination Program, highlighting recent concerns and the importance of responding to these issues. The committee meets regularly and provides advocacy, with Lindsay Meninger committed to follow-up. The SDP is collaborative and person-centered, with ongoing efforts to strengthen accountability, standardize processes, and improve training. Regulatory changes and transparency in spending plans were discussed, and participants are encouraged to proactively manage their plans. The SDP department has expanded, and standardization is underway for key components. The Local Advisory Committee is highlighted for community engagement.

- The team provided an overview of the Self-Determination Program (SDP), highlighting recent concerns from parents and the importance of responding to these issues. The presentation served as a lead-in to future discussions in committee meetings.
- The Self-Determination Committee is a requirement under DDS, meeting regularly (first Monday of the month), and is open to community participation. The committee provides detailed discussions and advocacy for navigating the program.
- Lindsay Meninger, RCEB, committed to providing follow-up to community concerns regarding the Self-Determination Program, including meeting with individuals to address their issues.
- The SDP is a collaborative, person-centered program involving regional centers, service providers, and participants, with participant empowerment and autonomy as guiding principles. The team emphasized balancing autonomy with accountability and compliance with regulations.
- Challenges identified include maintaining accountability, adhering to regulations, timely service implementation, and managing frequent revisions to participant plans. The impact of delays was noted as unmet needs and participant frustration.
- The Regional Center of East Bay is implementing a three-pronged strategic approach: strengthening internal and external accountability, establishing transparent processes, and simplifying training language for staff and families. Training initiatives include threshold language for case managers and standardization efforts aligned with statewide expectations.

- Upcoming regulatory changes include the trailer bill language deadline in March 2020 and a cost-effectiveness directive expected on June 29, which will affect how spending plans are reviewed.
- Transparency in spending plans and identification of providers are emphasized to ensure alignment with goals and adherence to regulations. Ongoing monthly monitoring of budgets and service usage is crucial for timely oversight and progress toward IPP goals.
- The average minimum time for SDP case approval, from start to finish, is four months, assuming all parties respond promptly. Timeline tools are available at advisory committee meetings and on the website to help standardize and track progress.
- Participants are encouraged to proactively manage their spending plans, maintain close alignment with approved budgets, and reach out ahead of time if funds are depleted or changes are needed. The FMS agency should provide monthly accounting to support participant accountability.
- The SDP department has centralized day-to-day functions, with case management teams handling needs assessment and budget development. The SDP team is being expanded to process cases efficiently. FMS agency capacity has grown from 4-5 to over 15 in the past year, reducing wait times.
- Standardization is underway for five required components: enrollment process, individual budget, spending plan, financial management service agencies, and reenrollment supports. Independent facilitation is also being considered for further standardization.
- The Self-Determination Local Advisory Committee is highlighted as a valuable mechanism for community engagement and feedback, with open participation encouraged.

B. Budget and Finance Committee

Presented By David Glasser

The board discussed urgent contract approvals due to fiscal year deadlines, deciding to delay voting on two contracts and focus on the most urgent ones. Sadia committed to connecting with Dinah for contract review, and the board approved three contracts urgently. Motions to approve contracts were seconded and carried, and coordination for updated signatures was clarified. The board acknowledged the need for improved contract review processes.

- Board discussed the need to approve several contracts urgently due to fiscal year deadlines and operational requirements. Some contracts require immediate approval to ensure cash flow and affordable housing opportunities are not lost.
- Due to concerns about board members not having sufficient time to review all contracts, it was decided to delay voting on two contracts and focus on approving the most urgent ones in this meeting.
- Sadia committed to connecting with Dinah the following day to review contracts, with Stephanie to schedule the meeting. One of Sadia or Raj will ensure future contract review meetings are scheduled at least one day in advance for board members.
- Board agreed to approve three contracts urgently: C. One, A. Three, and the line of credit, with B. Five to be held back for later approval.

- Motion - Motion to approve the A. Three contract (amendment for regional center funding).
- Second - Motion seconded by Raj Voddiraju.
- Decision - Motion to approve the A. Three contract carried; contract approved.
- Board acknowledged the need for improved contract review processes and committed to avoiding last-minute approvals in future meetings.
- Motion - Motion to approve the C. One contract (first 80% allocation for fiscal year 2026-2027).
- Second - Motion seconded by Daniel Hogue.
- Decision - Motion to approve the C. One contract carried; contract approved.
- Motion - Motion to approve the Rumwell Commons contract (affordable housing project in San Pablo, providing ten affordable apartments for regional center clients).
- Second - Motion seconded by Raj Voddiraju.
- Decision - Motion to approve the Rumwell Commons contract carried; contract approved.
- Motion - Motion to approve the US Bank line of credit contract, subject to updating signature blocks to reflect current board members and staff.
- Second - Motion seconded by Raj Voddiraju.
- Rebecca Nanyonjo clarified that coordination for obtaining updated signatures on the line of credit contract will be handled by either herself or Stephanie.
- Decision - Motion to approve the US Bank line of credit contract carried, subject to updating signature blocks.

C. President's Remarks

Presented By Sadia Mumtaz, Rajesh Voddiraju

The board is actively working to revise the bylaws and code of conduct, and concluded its closed session. During the closed session, a compensation matter affecting RCE employees was considered, and a one-time pay adjustment was approved unanimously. Board membership updates and ongoing interviews were discussed.

- The board is actively working to revise the bylaws in collaboration with attorneys, with finalization pending.
- The code of conduct is under discussion and in the process of being approved.
- The board concluded its closed session and reconvened in open session.
- During the closed session, the board considered a compensation matter affecting RCE employees.
- Motion - Motion to approve a one-time pay adjustment for eligible RCE employees as presented to the board.
- Decision - Motion to approve a one-time pay adjustment for eligible RCE employees was approved by a unanimous vote of all five board members present, with no abstentions or rejections.
- No further reportable action from the closed session.

D. Board Membership Update

Presented By Sadia Mumtaz

The board has interviewed candidates and expects more applications due to expanded job posting efforts. Interviews will continue throughout June and July, aiming to finalize new board members by August for onboarding in September. All candidates will be interviewed before nominations and final vote.

- Board membership update: The board has interviewed some candidates and expects more applications due to expanded job posting efforts on Indeed, LinkedIn, and other forums, with assistance from regional center HR.
- The board will continue interviews throughout June and July, aiming to finalize new board members by August for onboarding in September.
- The board will interview all candidates before making nominations and holding a final vote.

E. Consumer Advisory Committee

Presented By Dinah Shapiro

F. Provider/Vendor Advisory Committee

Presented By Dan Hogue

VIII. Public Comments

Community members raised concerns about diversity and equity, staff capacity, and responsiveness, particularly regarding the Self-Determination Program. Issues with transparency and accountability in spending plan processes were discussed, and requests for communication language programs for non-verbal children were made. The need for high-level financial summaries at future meetings was also addressed.

- Community member Maria Ramirez called for the immediate reinstatement of the Diversity and Equity Subcommittee, citing ongoing concerns about racial and geographic disparities in services and referencing multiple reports and parent communications documenting these inequities.
- Patricia raised concerns about staff capacity and responsiveness, questioning how staff can attend community outreach events when families experience delays in communication and case management. She also highlighted issues with the Self-Determination Program (SDP), including lengthy delays in spending plan reviews and approval, and the need for practices that honor participant authority and control.
- Sonia M echoed Patricia's concerns about lack of transparency and accountability in SDP spending plan processes, noting unclear communication and delays, and requested clarity on who is responsible for providing information and solutions when disagreements arise.
- Vi Ibarra provided a recap of the recent annual awards presentation by the Developmental Disabilities Councils of Contra Costa and Alameda Counties, recognizing several individuals and organizations for excellence in service. Vi also announced the next DD Council Board meeting will be held in person on Wednesday at 10 AM in Martinez, focused on planning for the coming year, after which the board will go on hiatus for July and August.

- Christina Kekai commented on the SDP presentation, agreeing with the challenges discussed and sharing her experience organizing workshops to help families navigate the SDP process. She emphasized the need to better communicate the benefits of SDP, particularly person-centered planning, and invited families to participate in her workshops.
- Smonge noted that the April 2026 monthly financials were skipped during the meeting and requested either a summary or information on public availability. David Glasser responded that the financials were reviewed in detail during the Budget and Finance Committee meeting, and that minutes are included in the board packet, but suggested providing a high-level summary at future meetings.
- David Glasser committed to providing a high-level highlight of monthly financials at future board meetings, in response to community requests for more accessible summaries.
- Tandra DeBose raised the issue that most children served by the regional center are non-verbal and there are no classes available to families to support functional sign language, which is distinct from ASL. She urged the board to consider creating communication language programs for non-verbal children, emphasizing the importance of communication for relationships and emergencies.

IX. Adjournment

Chair formally adjourned the meeting, announced there will be no meetings in July and August due to summer recess, and stated the next meeting will be held in September.

- Chair formally adjourned the meeting.
- Chair announced there will be no meetings in July and August due to summer recess.
- Chair stated the next meeting will be held in September.

X. Closed Session - Personnel

The board discussed moving the closed session earlier in the agenda due to time-sensitive matters and participant availability. Rebecca Nanyonjo committed to expediting the session, and Sadia requested detailed minutes for sections covered after the closed session.

Clarification was provided regarding DDS requirements, and the board prepared to move into closed session, with Daniel Hogue announcing his departure after the session.

- Discussion regarding moving the closed session earlier in the agenda due to time-sensitive matters and participant availability. Concerns raised about maintaining quorum and ensuring public meeting requirements are met.
- Rebecca Nanyonjo commits to expediting the closed session, estimating it will take a maximum of 12 to 15 minutes.
- Sadia requests that minutes for sections covered after the closed session be especially detailed to ensure all business is properly documented.
- Rebecca Nanyonjo asks Ashley Harmon and Stephanie Brown to ensure copious notes are taken for committee report outs after the closed session.

- Clarification provided regarding new DDS requirements: closed sessions must be conducted in a separate breakout room while the main room remains open for participants, and results must be announced upon return.
- Board prepares to move into closed session, with Stephanie Brown and Ashley Harmon facilitating the breakout room.
- Daniel Hogue announces his departure from the meeting after the closed session.

Uncategorized Discussion Points

Meeting Setup

Participants addressed logistical and technical setup issues at the start of the meeting, ensuring everyone was settled before proceeding.

- Participants are getting settled and addressing logistical and technical setup issues at the start of the meeting.

Meeting Logistics & Special Scheduling

Sadia will connect with Rose and Dina regarding the B. Five contract, and the board discussed the need for a special meeting to approve it. The bylaws allow for calling a special meeting, which was scheduled for Friday at 9:30 AM. Stephanie will conduct a poll for board member availability, and Sadia will finalize setup and logistics for the special meeting.

- Sadia will connect with Rose and Dina tomorrow regarding the B. Five contract.
- Discussion on whether a special meeting is needed to approve the B. Five contract, with consideration of public notice requirements and urgency due to the next regular board meeting not being until September.
- Sadia confirms that the bylaws allow for calling a special meeting for contract approval and proposes holding it on Friday.
- Sadia requests Stephanie to conduct a poll to determine board member availability for the special meeting, aiming for Friday morning.
- Board members discuss their availability, ultimately agreeing to schedule the special meeting for Friday at 9:30 AM, with the expectation that it will be a brief 10-minute meeting focused on contract approval.
- Sadia will connect with board members tomorrow to finalize setup and logistics for the special meeting.

**RESTATED BYLAWS OF
REGIONAL CENTER OF THE EAST BAY, INC.,
a California Nonprofit Public Benefit Corporation**

ARTICLE I.

Name and Offices

Section 1.1 Name

The name of this corporation is REGIONAL CENTER OF THE EAST BAY, INC. (the “Corporation”).

Section 1.2 Principal Office

The principal office for the transaction of the business of the Corporation (the “principal office”) shall be fixed and located at such location as is established by the board of directors of the Corporation (the “Board”; each member of the Board, a “Director”) in the County of Alameda, California.

Section 1.3 Other Offices

The Board may at any time establish branch or subordinate offices at any place or places where the Corporation is qualified to do business, whether within or outside the State of California.

ARTICLE II.

Purposes and Limitations

Section 2.1 Purposes

The purposes of the Corporation are charitable within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or any corresponding provision(s) of any future United States internal revenue law) and Section 23701d of the California Revenue and Taxation Code (or any corresponding provision(s) of any future California internal revenue law). In the context of these general purposes, the specific and primary purposes for which the Corporation is formed are to (a) provide services to persons with developmental and intellectual disabilities to improve their quality of life, build capacity and support their education, vocational skills, employment and social integration to live as fulfilling a life as possible; (b) develop, administer,

evaluate and strengthen programs for the provision of services to people with developmental and intellectual disabilities; (c) conduct research, evaluations, surveys and studies, develop and disseminate resources and provide information and resources to people with developmental and intellectual disabilities, their families and the community at large; (d) support families of such persons with respect to their disabled family member to the extent possible; (e) register and assign service providers as vendors to serve persons with developmental and intellectual disabilities while regularly monitoring and supervising the quality of services provided; (f) train and empower employees of the Corporation to effectively cater to the needs of persons with disabilities all of which purposes shall be achieved in a non-discriminatory and racially equitable manner; and/or (g) otherwise engage in activities consistent with the operation of a regional center in accordance with state and federal law, including the Lanterman Developmental Disabilities Services Act. The purposes of the Corporation as stated in this Section must be consistent with the purposes as stated in the Articles of Incorporation of the Corporation (the “Articles”). Any change to the purposes stated in this Section, or operation outside of the scope of such purposes, will require amendment to these Bylaws.

ARTICLE III.

Membership

Section 3.1 No Voting Members

The Corporation shall have no “members” within the meaning of Section 5056 of the California Nonprofit Corporation Law.

Section 3.2 References to Action by Members

Any action which would otherwise require approval by the members shall require only approval of the Board, unless there is a specific provision in the California Nonprofit Public Benefit Corporation Law requiring otherwise for a corporation which has no members. All rights which would otherwise vest in members shall vest in the Directors.

Section 3.3 Nonvoting “Members”

The Board may, in its discretion, admit individuals to one or more classes of nonvoting members and refer to such individuals as “members”, but no such reference shall constitute anyone

as a member within the meaning of Section 5056 of the California Nonprofit Corporation Law. Such class or classes of nonvoting members shall have such rights and obligations as the Board deems appropriate.

ARTICLE IV.

Board Composition and Powers

Section 4.1 Number of Directors

The authorized number of Directors shall be at least seven (7) but not more than seventeen (17) Directors until changed by amendment to these Bylaws, including the Provider Vendor Director as described in Section 7.5(e). The exact number of Directors shall be fixed, from time to time, within these limits, by resolution adopted by the Board.

Section 4.2 Board Composition

(a) The composition of the Board shall conform to the requirements of California Welfare and Institutions Code (“W&I Code”) Sections 4622 and 4626 and the regulations in support of those Sections. If the composition of the Board does not satisfy the requirements under W&I Code Section 4622 at any time, a waiver may be requested by the Corporation in accordance with W&I Code Section 4628 and/or the Board shall establish a program policy committee which is composed of individuals meeting such composition criteria.

(b) The composition of the Board from time to time shall comply with all of the following criteria:

(1) The Board shall be composed of individuals who have demonstrated interest in, or knowledge of, developmental disabilities.

(2) The Board shall include persons with legal, management or board governance, financial and developmental disability program skills.

(3) The Board shall include representatives of the various categories of disability to be served by the Corporation.

(4) The Board shall reflect the geographic and ethnic characteristics of the area to be served by the Corporation.

(5) A minimum of fifty percent (50%) of the Directors shall be persons with

developmental disabilities or their family members or legal guardians, and persons with developmental disabilities shall comprise no less than twenty-five percent (25%) of the Directors.

(c) No Director shall:

(1) Be an employee of the State Department of Developmental Services or any state or local agency which provides services to a consumer of the Corporation if employed in a capacity which includes administrative or policy making responsibility, or responsibility for the regulation of the Corporation.

(2) Be an employee or a member of the State Council on Developmental Disabilities or an Area Board on Developmental Disabilities.

(3) Except for the Provider Vendor Director, be an employee or member of the governing board of any entity from which the Corporation purchases consumer services.

(4) Have a “financial interest”, as defined in Section 87103 of the California Government Code, in the Corporation’s operations, except as a consumer of its services.

(5) Otherwise be a person barred from serving on the Board by law or government regulation.

Section 4.3 Conflicts of Interest

In order to properly manage potential conflicts of interest, Directors shall comply with the requirements of W&I Code Section 4626 and the regulations promulgated to support that Section, including annually filing with the Board a statement declaring, under penalty of perjury, that such Director has neither a conflict of interest nor a potential conflict of interest as defined pursuant to said law or government regulation, except that the Provider Vendor Director as described in Section 7.5 hereof shall file the list of “financial interests” and be subject to the voting restrictions described in that Section.

Section 4.4 Terms of Office

(a) The term of office for each Director, including the Provider Vendor Director, shall be approximately one (1) year. Directors may be reelected for subsequent terms; provided, however, that no person shall serve as a Director, including as the Provider Vendor Director, for more than seven (7) years within any eight (8) year period. After an absence of twelve (12) months,

a prior Director who has served the maximum number of years within an eight (8) year period may be reelected to the Board.

(b) The term of any Director elected by the Board shall begin immediately upon such Director's election unless provided otherwise by Board resolution.

Section 4.5 Nomination and Election

(a) Selection of Nominees. For any potential new Director who is not currently serving on the Board, other than the Provider Vendor Director, the Membership Development Committee shall review each candidate's materials as submitted to the Corporation and each candidate shall meet with the Membership Development Committee and the Executive Director. Based on its review, and subject to the Board composition criteria specified in W&I Code Section 4622 and in consideration of the current Directors up for reelection, the Membership Development Committee shall determine whether to nominate each new candidate as a nominee for Director for the Board's consideration. Nominations may also be made by any Director at the meeting of the Board preceding the meeting at which Directors are to be elected.

(b) Election. Directors, including the Provider Vendor Director, shall be elected at the annual meeting of the Board. A majority vote of the Directors present at a meeting duly held at which a quorum has been established is necessary for election of any proposed nominee, including any currently serving Director who is up for reelection, to the Board.

Section 4.6 Removal and Resignation of Directors

(a) Except as provided herein, any Director may resign by giving written notice to the President, the Executive Director, or the Secretary. The resignation shall be effective when the notice is given unless it specifies a later time at which it will become effective. If the resignation is to become effective at a later time, the Board may elect a successor Director before such time, to take office as of the date when the resignation becomes effective. Except on notice to the California Attorney General, no Director may resign if, by doing so, the Corporation would be left without a duly elected Director or Directors.

(b) Any Director may be removed as a Director with or without cause at any time by approval of a majority of the Directors then in office.

(c) If any Director of the Corporation is absent for three (3) consecutive meetings of the Board or three (3) consecutive meetings of any Standing Committee of the Corporation of which such Director is a member, the seat of such Director may be declared vacant and the Director removed from office by vote of a majority of the Directors then in office. Notice of such three (3) consecutive absences and of the immediately preceding sentence of these Bylaws shall be included by the Secretary in the notice of the next Board meeting.

(d) Whenever a Director is removed from office, the Secretary shall give written notice of such removal to such Director.

Section 4.7 Vacancies

(a) Occurrence: Vacancies on the Board shall exist (1) on the death, resignation, or removal of any Director; (2) whenever the authorized number of Directors is increased; (3) the declaration by resolution of the Board of a vacancy in the office of a Director who has been declared of unsound mind by a final order of court, or been convicted of a felony, or been found by a final order or judgment of any court to have breached any duty arising under Chapter 2, Article 3 of the California Nonprofit Public Benefit Corporation Law; or (4) on failure of the Directors to elect the full number of authorized Directors.

(b) Filling Vacancies: Vacancies on the Board shall be filled by approval of at least a majority of the Directors then in office. If a quorum cannot be established because the number of Directors then in office is less than the greater of (a) one-fifth (1/5) of the minimum number of authorized Directors, or (b) two (2), vacancies in the Board may be filled by (i) the affirmative vote of a majority of the Directors then in office at a duly held meeting, or (ii) a sole remaining Director if only one Director remains. Each Director elected to fill a vacancy shall hold office as a Director until the expiration of the term of office of the Director whose vacancy they are elected to fill.

(c) Reduction of Number: A reduction in the authorized number of Directors shall not remove any Director prior to the expiration of their term of office.

Section 4.8 Powers

Subject to the provisions imposed by law, by the Articles or by these Bylaws, the activities and affairs of the Corporation shall be managed by and all corporate powers shall be exercised by or under the direction of the Board. Without limiting the foregoing, the Board shall have, among other things, the power:

(a) To carry out the purposes of the Corporation as expressed in the Articles and in these Bylaws.

(b) To establish the policies of the Corporation.

(c) To adopt rules and regulations, consistent with law, the Articles and these Bylaws, for the guidance of and the management of the affairs of the Corporation.

(d) To appoint and remove the Officers of the Corporation and to prescribe the duties and fix the compensation of the Executive Director.

(e) To establish such committees as the Board may deem necessary or desirable, and to fix the duties and powers of said committees.

(f) To do, perform and transact all other business and acts which the Corporation by the laws of the State of California is permitted to do, transact and perform.

(g) To adopt, amend, and repeal bylaws.

Section 4.9 Duties

The Board shall perform any and all duties imposed on the Directors collectively or individually by law, by the Articles or by these Bylaws, including but not limited to the following:

(a) Cause to be kept open to inspection of any person entitled thereto and making proper demand therefore, among other things, a book of minutes of all meetings of the Board and of the duly authorized Board Committees, and adequate and correct books of account of the properties and business transactions of the Corporation, all in the form prescribed by law and showing the details required by law. The Board shall designate by resolution where such records shall be kept; in the absence of any such designation, such records shall be kept at the principal office of the Corporation.

(b) Review and approve any contract with a value of two hundred fifty thousand dollars (\$250,000) or more before the Corporation enters into the contract, in accordance with W&I Code

Section 4625.5.

- (c) Annually review the performance of the Executive Director.
- (d) Review and approve the compensation, including benefits, of the Executive Director or chief executive officer and of the Treasurer or Chief Financial Officer to ensure that such compensation is just and reasonable and given in return for services actually rendered to the Corporation. This review and approval shall occur upon the hiring of the Officer, whenever the Officer's term of employment (if any) is renewed or extended, and whenever the Officer's compensation is modified (unless the modification extends to substantially all employees).
- (e) Annually review the performance of the Corporation in providing services that are linguistically and culturally appropriate and may provide recommendations to the Executive Director based on the results of that review.
- (f) Meet at such time and places as required by these Bylaws.

Section 4.10 Standard of Care

A Director shall perform the duties of a Director, including duties as a member of any Board Committee, in good faith, in a manner that the Director believes to be in the best interests of the Corporation, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use under similar circumstances. In performing the duties of a Director, a Director shall be entitled to rely on information, opinions, reports, or statements, including financial statements and other financial data, in each case prepared or presented by: (a) one or more Officers or employees of the Corporation whom the Director believes to be reliable and competent in the matters presented; (b) counsel, independent accountants, or other persons as to matters which the Director believes to be within that person's professional or expert competence; or (c) a committee upon which the Director does not serve that is composed exclusively of any or any combination of Directors and persons described in clauses (a) and (b) above as to matters within the committee's designated authority, which committee the Director believes to merit confidence, so long as, in any case, the Director acts in good faith, after reasonable inquiry when the need therefore is indicated by the circumstances, and without knowledge that would cause that reliance to be unwarranted.

Section 4.11 Limitation

A person who is a Director of the Corporation shall not solicit services from the Corporation through any procedure or means which would not be available to such person were they not a Director, and the Corporation shall not, in providing services, give preferential treatment to any person by reason of the fact that such person is a Director, or a relative or acquaintance of a Director of the Corporation.

Section 4.12 Compensation

The Directors of the Corporation shall not receive any compensation for any services rendered by them to the Corporation as Officers, Directors, or members of committees. However, they may receive reimbursement from the Corporation of reasonable expenses incurred in providing such services.

ARTICLE V.

Meetings of the Board

Section 5.1 Regular Meetings

(a) The Board shall hold at least nine (9) regular meetings each year and shall annually set the time and place of the regular meetings to be held during that year. The meeting held in November shall be designated the annual meeting. At the annual meeting, the Board shall elect Officers of the Corporation for the coming year.

(b) Notice of regular meetings of the Board shall be provided consistent with the provisions of W&I Code Section 4661.

Section 5.2 Open Meetings

All meetings of the Board shall be noticed, open, and public and otherwise in accordance with the open meeting requirements of Sections 4660 through 4669 of the W&I Code as amended from time to time, except as provided under W&I Code Sections 4663 and 4664. The Board may hold closed sessions pursuant to W&I Code Sections 4663 and 4664. Each Director shall be provided with a copy of Sections 4660 through 4669 of the W&I Code upon joining the Board.

Section 5.3 Emergency Meetings

The Board may hold emergency meetings pursuant to W&I Code Section 4662.

Notwithstanding the provisions of W&I Code Section 4662, notice of the date, time, and place of such emergency meetings shall be given to each Director by (i) personal delivery of oral or written notice; (ii) first-class mail, postage prepaid; (iii) telephone, including a voice messaging system or other system or technology designed to record and communicate messages, or electronic transmission, either directly to the Director or to a person at the Director's office who would reasonably be expected to communicate that notice promptly to the Director; (iv) facsimile; (v) email; or (vi) other electronic means. Any notice sent by electronic means, including email, must be in compliance with Section 8.7 of these Bylaws. Notice of a special meeting sent by first-class mail shall be deposited in the United States mails at least two (2) days before the time set for the meeting. Notice of an emergency meeting given personally or by telephone, facsimile, electronic transmission, or other similar means of communication, shall be delivered, telephoned, or otherwise sent, as appropriate, at least twenty-four (24) hours before the time set for the meeting. Notice of an emergency meeting shall state the time and date of the meeting and the place, if the place is other than the Corporation's principal office. The notice does not need to specify the purpose of the meeting. Notice of an emergency meeting need not be given to any Director who, either before or after the meeting, provides a signed waiver of notice; signs a written consent to the holding of the meeting or an approval of the minutes of the meeting; or attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to such Director. Any such waiver of notice does not need to specify the purpose of the meeting. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meetings of the Board. The minutes of an emergency meeting, including a description of any actions taken at the meeting, shall be mailed immediately to those persons described in W&I Code Section 4661.

Section 5.4 Quorum and Board Action

A quorum of the Board shall consist of a majority of the Directors then in office. Except as otherwise expressly provided in these Bylaws or in the Articles or by law, no business shall be considered by the Board at any meeting at which a quorum is not present. If a quorum is not present, the only motion that the Chairperson shall entertain at such meeting is a motion to adjourn.

Every act or decision done or made by a majority vote of the Directors present at a meeting duly held at which a quorum has been established is an act of the Board, unless the law, the Articles, or these Bylaws require a greater number. Each Director present shall be entitled to one vote on each matter placed before a meeting. No Director may vote by proxy.

Section 5.5 Conduct of Meetings

Meetings of Directors shall be presided over by the President or, in their absence, by the Vice President or, in the absence of the President and Vice President, by a Director chosen by a majority of the Directors present at the meeting.

Section 5.6 Place of Meetings

Any meeting of Board shall be held at any place within the State of California designated by the Board. In the absence of any such designation, all meetings shall be held at the principal office of the Corporation.

Section 5.7 Participation in Meetings by Telephone or Video Screen

Directors may participate in a meeting through use of conference telephone, electronic video screen communication, or electronic transmission. Participation in a meeting through use of conference telephone or electronic video screen communication constitutes presence in person at that meeting as long as all Directors participating in such meeting are able to hear one another. Participation in a meeting through use of electronic transmission by or to the Corporation, other than conference telephone and electronic video screen communication, constitutes presence in person at that meeting if each Director can communicate with all of the other Directors concurrently and each Director is provided the means of participating in all matters before the Board, including, without limitation, the capacity to propose, or to interpose an objection to, a specific action to be taken by the Corporation.

ARTICLE VI.

Officers

Section 6.1 Number and Titles

The Officers of the Corporation shall be a President, a Vice President, a Secretary and a Treasurer, which Officers shall be selected from among the Directors and no Officer may hold

more than one office concurrently. The Corporation may also have, at the discretion of the Board, an Executive Director, Chief Financial Officer, and such other Officers as may be elected or appointed in accordance with Section 6.9 of these Bylaws.

Section 6.2 Qualifications, Selection, Term of Office, and Vacancies

(a) Officers of the Corporation, other than those employed for compensation by the Corporation and those appointed or elected in accordance with Section 6.9, shall be elected by the Board at its annual meeting. The term of office of each elected Officer shall begin immediately upon their election, unless otherwise specified by resolution of the Board. Each Officer shall serve for a term of approximately one (1) one year.

(b) Without prejudice to the rights of any Officer under an employment contract, any Officer may be removed, either with or without cause, by a majority vote of the Directors present at a meeting duly held at which a quorum has been established. Any Officer may resign at any time by giving notice to the Board or to the President or Secretary, but without prejudice to the rights, if any, of the Corporation under any contract to which the Officer is a party. Any such resignation shall take effect at the date of the receipt of such notice, unless it specifies a later date for such resignation to take effect, and the acceptance of such resignation shall not be necessary to make it effective. Vacancies in Officer positions shall be filled by the Board.

(c) A list of nominees for elected Officer positions shall be provided by the Membership Development Committee to the Board at a regular meeting at least two (2) months before the annual Board meeting. Opportunity for additional nominations for Officer positions by at least three (3) Directors shall be provided at the regular Board meeting immediately preceding the annual Board meeting.

Section 6.3 Duties of the President

The President shall preside at Board meetings and at meetings of the Executive Committee and shall appoint the Chairpersons of all Advisory Committees, except for the Provider Vendor Advisory Committee and the Consumer Advisory Committee. The President shall be an *ex officio* member of all Standing Committees listed in Section 7.1; provided, however, that for any Standing Committee that is an Advisory Committee, the President may designate the Vice President to serve

as an *ex officio* member of such Advisory Committee instead. The President shall exercise and perform such other powers and duties as may be from time to time prescribed by the Board or these Bylaws.

Section 6.4 Duties of the Vice President

The Vice President shall perform all duties and exercise all powers of the President when the President is absent or is otherwise unable to act. The Vice President shall perform such other duties as may be required from time to time by the Board.

Section 6.5 Duties of the Secretary

The Secretary shall cause minutes of all meetings of the Board to be kept, shall ensure that an Officer or employee is designated to keep the minutes of closed sessions of the Board in accordance with W&I Code Sections 4661 and 4663, shall cause all notices which are required by law or by these Bylaws to be given, and, generally, shall perform all duties incident to the office of Secretary and such other duties as may be required of them by law, by the Articles, by these Bylaws or from time to time by the Board. All or part of the above duties may be delegated by the Secretary to the Executive Director or such other staff as may be designated by the Executive Director.

Section 6.6 Duties of Treasurer

The Treasurer shall coordinate with the Chief Financial Officer and other staff as appropriate to ensure that the Board receives information on the financial status of the Corporation as appropriate or as requested by the Board. In addition to having such other duties and responsibilities as are prescribed by law or by the Board, the Treasurer shall ensure that financial information is provided to the Board in a simplified manner.

Section 6.7 Duties of the Executive Director

The Executive Director shall be the Chief Executive Officer of the Corporation and shall have the authority and responsibility for the day-to-day management and administration of the affairs, employees, and resources of the Corporation. The Executive Director has the general powers and duties of management usually vested in the office of president and general manager of a corporation and such other powers and duties as may be prescribed by the Board. The Executive

Director shall, subject to the policies of the Corporation, employ, supervise, manage, control, and discharge the employees of the Corporation. The Executive Director shall be responsible and accountable to the Board, shall see that the Board is advised on all significant matters of the Corporation's business, and shall see that all orders and resolutions of the Board are carried into effect. The Executive Director shall be empowered to act, speak for, or otherwise represent the Corporation between meetings of the Board within the boundaries of policies and purposes established by the Board and as set forth in the Articles and these Bylaws.

Section 6.8 Duties of Chief Financial Officer

The Chief Financial Officer shall oversee the financial and administrative functions of the Corporation. The Chief Financial Officer shall make provision for the care and custody of all funds of the Corporation, make provision for the deposit of such funds as required and designated by the Board, shall make provision for the maintenance of adequate accounts of the properties and business transactions of the Corporation, shall render reports and financial statements to the Directors as required by the Board, and shall in general perform all duties incident to the office of Treasurer and such other duties as may be required by law, by the Articles, or by these Bylaws, or which may be assigned to them from time to time by the Board. The Chief Financial Officer shall also ensure that the Corporation meets all of its contractual obligations for fiscal recordkeeping and auditing of financial records. Said Officer shall cause to be published an annual financial report of the Corporation's revenues and expenditures which shall be sent to all Directors and members of the general public on request, to the extent required by applicable law.

Section 6.9 Other Officers

The Board may appoint such other Officers or agents as it deems desirable, and such Officers shall serve such terms, have such authority, and perform such duties as may be prescribed from time-to-time by the Board.

Section 6.10 Duties May be Delegated

In case of the absence of any Officer of the Corporation, or for any other reason that the Board may deem sufficient, the Board may delegate, for a specified period of time, all or part of the powers or duties of such Officer to any other Officer or to any Director

Section 6.11 Duties of the ARCA Delegate

The ARCA Delegate is not an officer of this Corporation, but shall represent the Corporation at ARCA meetings, report to the Board regarding actions taken at the ARCA meetings, and assure that the Board votes on any issues requiring such action.

ARTICLE VII.

Committees

Section 7.1 Standing Committees

The Corporation shall have the following Standing Committees: Executive Committee, Provider Vendor Advisory Committee, Budget and Finance Committee, Membership Development Committee, Diversity and Equity Committee, Services and Supports Committee and Consumer Advisory Committee, and may have such other committees as determined by the Board and consistent with the provisions of these Bylaws.

Section 7.2 Board Committees

The Board, by resolution adopted by a majority of the Directors then in office, may create one or more committees, each consisting of two (2) or more Directors and no one who is not a Director, to serve at the pleasure of the Board ("Board Committees"). Appointments to Board Committees shall be by majority vote of the Directors then in office. The Board may appoint one or more Directors as alternate members of any Board Committee, who may replace any absent member at any meeting. Any member of any Board Committee may be removed, with or without cause, at any time by the Board. The Board may, at any time, revoke or modify any or all of the authority that the Board has delegated to a Board Committee, increase or decrease (but not below two (2)) the number of members of a Board Committee, and fill vacancies in a committee. Any such Board Committee may have all the authority of the Board, to the extent provided in the Board resolution, except with respect to:

- (a) The establishment of the exact number of authorized Directors within the range specified in Section 4.1 of these Bylaws;
- (b) The filling of vacancies on the Board or on any Board Committee;

- (c) The fixing of compensation of the Directors, if any, for serving on the Board or any Board Committee;
- (d) The amendment of the Articles;
- (e) The amendment or repeal of these Bylaws or the adoption of new or restated Bylaws;
- (f) The amendment or repeal of any resolution of the Board that, by its express terms, is not so amendable or repealable;
- (g) The creation of other Board Committees or appointment of members to any Board Committee;
- (h) The expenditure of corporate funds to support a nominee for Director after there are more people nominated for Director than can be elected;
- (i) The approval of any self-dealing transaction, as such transactions are defined in Section 5233(a) of the California Corporations Code, except as provided in Section 5233(d)(3); or
- (j) The merger, reorganization, voluntary dissolution, or disposition of substantially all of the assets of the Corporation.

The Board shall have the power to prescribe the manner in which proceedings of any such Board Committee shall be conducted. In the absence of any such prescription, such Board Committee shall have the power to prescribe the manner in which its proceedings shall be conducted. Unless the Board or such Board Committee shall otherwise provide, the regular and special meetings and other actions of any such Board Committee shall be governed by the provisions of Article V of these Bylaws applicable to meetings and actions of the Board. Minutes shall be kept of each meeting of each Board Committee and shall be filed with the corporate records.

Section 7.3 Executive Committee

- (a) The Executive Committee shall be a standing Board Committee comprised of the President, the Vice President, the Secretary, the Treasurer, and the ARCA Delegate, provided that each such person is a Director. The Executive Committee shall exercise the full powers of the Board between regular Board meetings, except as set forth in Section 7.2.

- (b) The President shall be the Chairperson of the Executive Committee.
- (c) All actions taken by the Executive Committee shall be reported at the next meeting of the Board.
- (d) Meetings of the Executive Committee may be called by the President or any two (2) members of the Executive Committee. Notice of the meeting shall be given to each member of the Executive Committee not less than seven (7) days before the time at which the meeting is scheduled to take place and shall otherwise be provided consistent with the provisions of W&I Code Section 4661.
- (e) The Executive Committee shall recommend to the Board policies relating to other areas of administrative services, including the periodic review of such policies with a view towards recommending changes when appropriate.

Section 7.4 Advisory Committees

- (a) The Board may from time to time create advisory committees and other committees that are not Board Committees (collectively, “Advisory Committees”) as deemed appropriate, including on an *ad hoc* basis, consisting of Directors and persons who are not Directors (provided that at least two (2) of the members of each such Advisory Committee must be Directors), but such Advisory Committees shall not be deemed Board Committees and shall not exercise any powers of the Board. Advisory Committees may be delegated with implementation of certain specified tasks under the direction and control of the Board. Notice of, and procedures for, meetings of Advisory Committees shall be as prescribed by the Chairperson of each such Committee, and meetings of any Advisory Committee may be called by the President, the Board, the Executive Director, or the Chairperson of the Advisory Committee.
- (b) All Advisory Committees shall be chaired by a Director of the Corporation, selected by the President, except for the Provider Vendor Advisory Committee and Consumer Advisory Committee. The Co-Chairpersons of the Provider Vendor Advisory Committee shall be selected as provided in Section 7.5 of these Bylaws. The Chairperson of the Consumer Advisory Committee shall be elected by the members of such Committee. The Chairperson of each Advisory Committee, except for the Provider Vendor Advisory Committee, shall appoint (and may remove

or replace) the members of that Advisory Committee, subject to any guidelines provided by and the ultimate oversight of the Board.

Section 7.5 Provider Vendor Advisory Committee

(a) In accordance with W&I Code Section 4622(i), the Corporation shall have a Provider Vendor Advisory Committee. The Provider Vendor Advisory Committee shall provide advice, guidance, recommendations, and technical assistance to the Board in order to assist the Corporation in carrying out the Corporation's mandated functions. The Provider Vendor Advisory Committee shall be comprised of a total of fifteen (15) representatives of the providers from which the Corporation purchases consumer services (herein "service providers"), who shall be selected by the Board from among the various categories of service providers. The Provider Vendor Advisory Committee shall meet quarterly or at such other intervals as may be designated.

(b) The members of the Provider Vendor Advisory Committee shall be elected by the Board and shall each serve for a term of approximately two (2) years. Vacancies on the Committee caused by death, resignation or removal shall be filled by the Board for the balance of the term of the Committee member who died, resigned, or was removed. Each member of the Provider Vendor Advisory Committee shall be either an employee of, a member of the governing board of, a partner in, or a proprietor of a service provider.

(c) The Membership Development Committee shall present to the Board a slate of candidates to fill vacancies on the Provider Vendor Advisory Committee. The Membership Development Committee shall take into consideration the composition the Provider Vendor Advisory Committee is intended to have as set forth in Subsection (a) above.

(d) The Provider Vendor Advisory Committee shall, by majority vote, select two (2) individuals from among its members to serve as Co-Chairpersons of the Provider Vendor Advisory Committee. Each Co-Chairperson shall serve for a term of approximately one (1) year or until the occurrence of one of the following events, whichever occurs first: (a) their successor is elected, (b) their resignation, (c) their removal at the pleasure of said Committee, or (d) the expiration of their term as a Committee member. A vacancy in the position of Co-Chairperson caused by death, resignation or removal shall be filled by said Committee for the balance of the unexpired term of

the Co-Chairperson who died, resigned, or was removed.

(e) In accordance with the provisions of W&I Code Section 4622(i), at the time of selection, the Provider Vendor Advisory Committee shall also designate, by majority vote, one of its members to be nominated for election as a Director by the Board, subject to the provisions of Sections 4.4 and 4.5 of these Bylaws (the elected Director, the “Provider Vendor Director”). The Provider Vendor Director may not do any of the following:

(1) Serve as an Officer;

(2) Vote on any fiscal matter affecting the purchase of services from any provider to the Corporation (as used herein, the term “fiscal matter” includes, but is not limited to, setting purchase of service priorities, transferring funds to the purchase of service budget, and/or establishing policies and procedures with respect to services); or

(3) Vote on any matter in which they have a “financial interest” as defined in Section 87103 of the California Government Code and determined by the Board.

Furthermore, the Provider Vendor Director shall provide the Board with a list of any and all of their “financial interests” as such interests are described in Section 87103 of the California Government Code.

Section 7.6 Minutes

Each committee shall cause minutes of its proceedings to be kept and promptly furnish copies of said minutes to the Board.

Section 7.7 Limitation on Authority

Except as expressly delegated to any particular Committee by these Bylaws or by resolution of the Board, no Committee shall have any authority to take any action, make any expenditure or incur any liability in the name of or on behalf of the Corporation.

ARTICLE VIII.

Miscellaneous Provisions

Section 8.1 Fiscal Year

The fiscal year of the Corporation shall correspond to the fiscal year of the State of California and shall end on June 30 until changed by amendment to these Bylaws.

Section 8.2 Execution of Checks and Other Documents

All checks, drafts or other orders for payment of money, notes or other evidence of indebtedness, issued in the name of, or payable to, the Corporation, shall be signed or endorsed by such person or persons, and in such manner as shall be determined, from time to time, by resolution of the Board. The Board, except as stated in these Bylaws or otherwise provided, may authorize any Officer or Officers, agent or agents to enter into any contracts or execute any instruments in the name of the Corporation. Such authority may be general or confined to specific instances. Unless so authorized by the Board or by these Bylaws, no Officer, agent or employee of the Corporation shall have any power or authority to bind the Corporation by any contract or engagement, or to pledge its credits, or to render it liable for any purpose or to any amount. Promissory notes and other evidences of indebtedness shall be brought before the Board for approval.

Section 8.3 Parliamentary Procedure

The rules contained in Roberts Rules of Order (latest revision) may be used as a nonbinding procedural guide for the Corporation in all cases to which they are applicable and in which they are not inconsistent with law or with the Articles, Bylaws or special rules of order of the Corporation.

Section 8.4 Severability

If any provision of these Bylaws is determined by a court of competent jurisdiction or otherwise to be illegal or invalid, these Bylaws shall be interpreted as though such illegal or invalid provision was never made a part of these Bylaws.

Section 8.5 Annual Report

Within two hundred and ten (210) days after the end of the Corporation's fiscal year, the Board shall cause to be prepared and delivered to the Directors an annual report containing the following information, in appropriate detail, for the fiscal year:

- (a) The assets and liabilities, including the trust funds of the Corporation, as of the end of the fiscal year, with a separate listing for the Social Security Supplemental Custodian Account.
- (b) The principal changes in assets and liabilities, including trust funds, of the

Corporation.

(c) The revenue or receipts of the Corporation, both unrestricted and restricted to particular purposes.

(d) The expenses or disbursements of the Corporation for both general and restricted purposes.

(e) Any information required by Section 8.6 of these Bylaws.

The annual report shall be accompanied by any report on it of independent accountants, or if there is no such report, by the certificate of an authorized Officer of the Corporation that such statements were prepared without audit from the Corporation's books and records.

Section 8.6 Annual Statement of Certain Transactions and Indemnifications

As a part of the annual report referred to in Section 8.5, above, the Corporation shall annually furnish to each Director a statement briefly describing any transaction or indemnification of the following kind occurring during the previous fiscal year:

(a) Any indemnifications or advances aggregating more than ten thousand dollars (\$10,000.00) paid during the fiscal year to any Director or Officer of the Corporation under Article IX of these Bylaws.

(b) Any transaction (i) in which the Corporation was a party, (ii) in which any Director or Officer of the Corporation had a direct or indirect material financial interest and (iii) which involved more than fifty thousand dollars (\$50,000.00), or was one of several transactions with the same interested person involving, in the aggregate, more than fifty thousand dollars (\$50,000.00). The statement shall include a brief description of the transaction, the names of interested persons involved, their relationship to the Corporation, the nature of their interest in the transaction, and, if practicable, the amount of that interest, provided that if the transaction was with a partnership in which the interested person is a partner, only the interest of the partnership need be stated.

Section 8.7 Electronic Transmission

Subject to any guidelines and procedures that the Board may adopt from time to time, the terms "written" and "in writing" as used in these Bylaws include any form of recorded message in

the English language capable of comprehension by ordinary visual means and may include electronic transmissions, such as facsimile or email, provided (i) for electronic transmissions from the Corporation, the Corporation has obtained an unrevoked written consent from the recipient to the use of such means of communication; (ii) for electronic transmissions to the Corporation, the Corporation has in effect reasonable measures to verify that the sender is the individual purporting to have sent such transmission; and (iii) the transmission creates a record that can be retained, retrieved, reviewed, and rendered into clearly legible tangible form.

ARTICLE IX.

Indemnification

Section 9.1 Right of Indemnity

To the fullest extent permitted by law, the Corporation shall indemnify its Directors, Officers, employees, and other persons described in Section 5238(a) of the California Corporations Code, including persons formerly occupying any such position, against all expenses, judgments, fines, settlements and other amounts actually and reasonably incurred by them in connection with any “proceeding,” as that term is used in that Section, and including an action by or in the right of the Corporation, by reason of the fact that the person is or was a person described in that Section. “Expenses,” as used in this Section, shall have the same meaning as in Section 5238(a) of the California Corporations Code.

Section 9.2 Approval of Indemnity

On written request to the Board by any person seeking indemnification under Section 5238(b) or Section 5238(c) of the California Corporations Code, the Board shall promptly determine under Section 5238(e) of the California Corporations Code whether the applicable standard of conduct set forth in Section 5238(b) or Section 5238(c) has been met and, if so, the Board shall authorize indemnification.

Section 9.3 Advancement of Expenses

To the fullest extent permitted by law and except as otherwise determined by the Board in a specific instance, expenses incurred by a person seeking indemnification under Sections 9.1 and 9.2 of these Bylaws in defending any proceeding covered by those Sections shall be advanced by

the Corporation before final disposition of the proceeding, on receipt of the Corporation of an undertaking by or on behalf of that person that the advance will be repaid unless it is ultimately determined that the person is entitled to be indemnified by the Corporation for those expenses.

Section 9.4 Insurance

The Corporation shall have the right and shall use its best efforts to purchase and maintain insurance to the full extent permitted by law on behalf of its Officers, Directors, employees and other agents, against any liability asserted against or incurred by any Officer, Director, employee or agent in such capacity or arising out of the Officer's, Director's, employee's or agent's status as such. Such coverage shall include, but not be limited to indemnity for fiduciaries of any Corporation employee benefit plan or plans. Purchase of such coverage shall be limited to that which is reasonably prudent in light of the Corporation's budget considerations, as reviewed from time to time.

ARTICLE X.

Bylaws

Section 10.1 Amendment

These Bylaws or any of them may be replaced or amended or new or additional Bylaws may be adopted by the Board provided that both of the following conditions have been complied with:

(a) Notice of the proposed change has been given to each of the Directors at least ten (10) days before the adoption of such change; and

(b) At least two-thirds (2/3) of the Directors then in office vote in favor of such change.

Section 10.2 Certification and Inspection

The original, or copy, of the Bylaws as amended or otherwise altered to date, certified by the Secretary of the Corporation, shall be recorded and kept in a book which shall be kept at the principal office of the Corporation, and such book shall be open to inspection at all reasonable times during office hours.

Section 10.3 Construction

Unless the context otherwise requires, the general provisions, rules of construction, and

definitions contained in the California Corporations Code and the Lanterman Developmental Disabilities Service Act shall govern the construction of these Bylaws. Without limiting the generality of the foregoing, the masculine gender includes the feminine and neuter, the singular name includes the plural, and the plural number includes the singular, and the term “person” includes a corporation as well as a natural person.

CERTIFICATE OF SECRETARY

The undersigned, being the Secretary of the Corporation, hereby certifies:

1. That I am the duly elected and acting Secretary of the REGIONAL CENTER OF THE EAST BAY, INC., a California Nonprofit Public Benefit Corporation; and

2. That the attached Restated Bylaws, consisting of twenty-four (24) pages, are the Bylaws of such corporation as duly adopted by the Board of Directors on [], 2026 and have not been amended or modified since such date.

IN WITNESS WHEREOF, I have executed this Certificate as of this []th day of [], 2026.

<name>, Secretary

REGIONAL CENTER OF THE EAST BAY**SALARY SCHEDULE- All Staff****Effective:07/08/2024 (2%) Salary Increase (COLA Increase)**

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Executive Director - M	\$8,001.27	\$17,336.09	\$12,692.31	\$27,500.00
Physician - U	\$5,982.23	\$12,961.50	\$8,838.48	\$19,150.04
Director Finance & Administration - M				
Director, Client Services - M	\$5,767.26	\$12,495.73	\$8,520.87	\$18,461.89
Director Community Services - M				
Director, SDC/ CPP - M	\$4,943.77	\$10,711.50	\$7,304.21	\$15,825.79
Director of Health & Behavioral Services - M	\$5,079.80	\$11,006.23	\$7,505.18	\$16,261.22
Director of Equity & Engagement - M				
Director of Human Resources - M	\$4,382.78	\$9,496.02	\$6,475.37	\$14,029.97
Assoc. Director of Adults Services - M				
Assoc. Director of Childrens Services - M				
Assoc. Director of Client Services - M				
Assoc. Director of Early Start & Young Children - M				
Manager of Risk Management & Q.A. - M				
Manager, Specialized Services & Support - M	\$4,174.08	\$9,043.84	\$6,167.02	\$13,361.88
Clinical Supervisor - M				
Controller - M				
Information Systems Manager - M				
Culture & Community Engagement Manager - M				
Manager, Outreach, Intake & Clinical Services - M	\$4,174.08	\$9,043.84	\$6,167.02	\$13,361.88
Autism Spectrum Psychologist - U				
Psychologist - U	\$3,907.78	\$8,466.86	\$5,773.58	\$12,509.42
Manager, Accounting - M				
Manager, Administrative Services - M				
Manager, Compliance - M				
Manager, Human Resources - M	\$3,737.15	\$8,097.16	\$5,521.48	\$11,963.21
Behavior Analyst - U	\$3,567.57	\$7,729.74	\$5,270.93	\$11,420.35
Nurse Specialist - U				
Occupational Therapist - U				
Speech Specialist - U	\$3,469.94	\$7,518.20	\$5,126.68	\$11,107.81
Associate Case Manager Supervisor- M				
Case Management Supervisor - M				
Community Services Supervisor- M				
Early Start Intake Supervisor - M				
Federal Programs Supervisor - M				
IDEA Specialist Individuals with Disabilities Action - U				
Intake & Assessment Supervisor - M				
Quality Assurance Supervisor - M				
Training Coordinator - Exempt				
Fair Hearing Specialist - Exempt	\$3,313.88	\$7,180.07	\$4,896.11	\$10,608.24
High Risk Infant Specialist - U	\$3,371.21	\$7,304.29	\$4,980.82	\$10,791.78
Autism Spectrum Coordinator - U				
Deaf & Hard of Hearing Specialist (BL-ASL)- U				
Culture & Community Engagement Specialist- U				
Early Intake & Assesment Specialist - U				
Emergency Coordination Specialist- Exempt				
Employment Specialist - U				
Forensic Services Specialist - U				
HCBS Specialist- U				
Health & Safety Specialist- U				
Housing Specialist- U				
Living Options Specialist - U				
Medicaid Waiver Specialist - U				
Quality Assurance Specialists - U				
Self-Determination Program / Participant Choice Specialist - U				
Senior Resource Specialist - U				
Special Incident Coordinator - U				
Transportation Manager - M	\$2,972.20	\$6,439.77	\$4,391.29	\$9,514.46

REGIONAL CENTER OF THE EAST BAY**SALARY SCHEDULE- All Staff****Effective:07/08/2024 (2%) Salary Increase (COLA Increase)**

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Accounts Payable Manager - M Client Trust Manager - M Executive Assistant - C Human Resources Recruiting Specialist - C Human Resources Specialist - C Payroll Specialist - C Staff Accountant - C Support Services Supervisor - M	\$2,895.61	\$6,273.82	\$4,278.13	\$9,269.28
Complex Needs Case Manager- U	\$2,751.55	\$5,961.69	\$4,065.31	\$8,808.17
Case Manager II - U	\$2,620.53	\$5,677.82	\$3,871.73	\$8,388.75
Accounting Rate Specialist- U Accounting Specialist - U Case Manager I - U Community Services Rate Specialist- U Fiscal Monitor - U Purchase of Services (POS) Specialist - U	\$2,519.77	\$5,459.50	\$3,722.86	\$8,066.20
Human Resource Recruiting Technician - C Human Resource Technician - C Payroll Technician - C Information Systems Analyst - C Network Systems Technician - C	\$2,505.46	\$5,428.50	\$3,701.70	\$8,020.35
Technology Trainer- C	\$2,388.00	\$5,174.00	\$3,528.17	\$7,644.37
Associate Case Manager - U Family Transition Coordinator - U Intake Coordinator- U	\$2,369.22	\$5,133.31	\$3,500.41	\$7,584.22
Admin Assistant, Case Mangt POS - C Administrative Assistants - C Administrative Secretary II - U Case Manager Intern Bilingual - U FCPP Coordinator - C Information Systems Assistant - C Senior Account Clerk - U Transportation Assistant - U Vendor Database Coordinator - U	\$2,331.49	\$5,051.56	\$3,444.66	\$7,463.43
Administrative Secretary I - U Database Coordinator - U Vendor Clerk - U	\$2,159.36	\$4,678.61	\$3,190.38	\$6,912.49
Account Clerk - U Record Clerk - U	\$2,009.42	\$4,353.74	\$2,968.82	\$6,432.44
Secretary - U	\$1,902.70	\$4,122.52	\$2,811.17	\$6,090.87
Mail / File Clerk - U Records Technician - U Receptionist - U	\$1,876.93	\$4,066.68	\$2,773.09	\$6,008.36
File Clerk - U	\$1,697.28	\$3,677.44	\$2,507.65	\$5,433.24
Consumer Advocate(spec. salary) - U	\$1,697.28	\$3,677.44		

REGIONAL CENTER OF THE EAST BAY**SALARY SCHEDULE- All Staff****Effective: 07/07/2025 (2%) Salary Increase (COLA Increase)**

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Executive Director - M	\$8,001.27	\$17,336.09	\$12,692.31	\$27,500.00
Physician - U	\$6,101.87	\$13,220.72	\$9,015.24	\$19,533.02
Director Finance & Administration - M Director, Client Services - M	\$5,882.61	\$12,745.66	\$8,691.29	\$18,831.13
Director Community Services - M Director, SDC/CPD - M	\$5,042.65	\$10,925.74	\$7,450.30	\$16,142.32
Director of Health & Behavioral Services - M	\$5,181.40	\$11,226.37	\$7,655.29	\$16,586.46
Director of Equity & Engagement - M Director of Human Resources - M	\$4,470.44	\$9,685.95	\$6,604.87	\$14,310.55
Assoc. Director of Adults Services - M Assoc. Director of Childrens Services - M Assoc. Director of Client Services - M Assoc. Director of Early Start & Young Children - M	\$4,257.56	\$9,224.71	\$6,290.35	\$13,629.09
Clinical Supervisor - M Controller - M Manager, Culture & Community Engagement - M Manager, Information Systems - M Manager, Risk Management & Q.A. - M Manager, Outreach, Intake & Clinical Services - M Manager, Specialized Services & Support - M	\$4,257.56	\$9,224.71	\$6,290.35	\$13,629.09
Autism Spectrum Psychologist - U Psychologist - U	\$3,985.94	\$8,636.20	\$5,889.06	\$12,759.63
Manager, Accounting - M Manager, Federal Programs - M Manager, Intake & Assessment - M Manager, Training - M Manager, Administrative Services - M Manager, Compliance - M Manager, Human Resources - M	\$3,811.89	\$8,259.10	\$5,631.89	\$12,202.43
Behavior Analyst - U	\$3,638.92	\$7,884.33	\$5,376.37	\$11,648.80
Nurse Specialist - U Occupational Therapist - U Speech Specialist - U	\$3,539.34	\$7,668.57	\$5,229.23	\$11,330.00
Associate Case Manager Supervisor- M Case Management Supervisor - M Community Services Supervisor- M Early Start Intake Supervisor - M Federal Programs Supervisor - M IDEA Specialist Individuals with Disabilities Action - U Intake & Assessment Supervisor - M Quality Assurance Supervisor - M Training Coordinator - Exempt Fair Hearing Specialist - Exempt	\$3,380.16	\$7,323.68	\$4,994.04	\$10,820.42
High Risk Infant Specialist - U	\$3,438.63	\$7,450.37	\$5,080.40	\$11,007.53

REGIONAL CENTER OF THE EAST BAY

SALARY SCHEDULE- All Staff

Effective: 07/07/2025 (2%) Salary Increase (COLA Increase)

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Autism Spectrum Coordinator - U Deaf & Hard of Hearing Specialist (BL-ASL)- U Diversity & Equity Specialist- U Culture & Community Engagement Specialist- U Early Intake & Assessment Specialist - U Emergency Coordination Specialist- Exempt Employment Specialist - U Forensic Services Specialist - U HCBS Specialist- U Health & Safety Specialist- U Housing Specialist- U Living Options Specialist - U Medicaid Waiver Specialist - U Quality Assurance Specialists - U Self-Determination Program / Participant Choice Specialist - U Senior Resource Specialist - U Special Incident Coordinator - U Transportation Manager - M	\$3,031.64	\$6,568.55	\$4,479.11	\$9,704.74
Accounts Payable Manager - M Client Trust Manager - M Executive Assistant - C Human Resources Recruiting Specialist - C Human Resources Specialist - C Payroll Specialist - C Staff Accountant - C Support Services Supervisor - M	\$2,953.52	\$6,399.29	\$4,363.70	\$9,454.68
Complex Needs Case Manager- U	\$2,806.58	\$6,080.92	\$4,146.60	\$8,984.30
Case Manager II - U	\$2,672.94	\$5,791.37	\$3,949.16	\$8,556.51
Accounting Rate Specialist- U Accounting Specialist - U Case Manager I - U Community Services Rate Specialist- U Fiscal Monitor - U Purchase of Services (POS) Specialist - U	\$2,570.17	\$5,568.70	\$3,797.29	\$8,227.46
Human Resource Recruiting Technician - C Human Resource Technician - C Payroll Technician - C Information Systems Analyst - C Network Systems Technician - C	\$2,555.57	\$66,444.82 \$5,537.07	\$3,775.76	\$98,169.76 \$8,180.81
Technology Trainer- C	\$2,435.76	\$63,329.76 \$5,277.48	\$3,598.74	\$93,567.24 \$7,797.27
Associate Case Manager - U Family Transition Coordinator - U Intake Coordinator- U	\$2,416.60	\$5,235.97	\$3,570.42	\$7,735.91

REGIONAL CENTER OF THE EAST BAY**SALARY SCHEDULE- All Staff****Effective: 07/07/2025 (2%) Salary Increase (COLA Increase)**

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Admin Assistant, Case Mangt POS - C Administrative Assistants - C Administrative Secretary II - U Case Manager Intern Bilingual - U FCPP Coordinator - C Information Systems Assistant - C Senior Account Clerk - U Transportation Assistant - U Vendor Database Coordinator - U	\$2,378.12	\$5,152.59	\$3,513.57	\$7,612.74
Administrative Secretary I - U Database Coordinator - U Vendor Clerk - U	\$2,202.55	\$4,772.19	\$3,254.17	\$7,050.70
Account Clerk - U Record Clerk - U	\$2,049.61	\$4,440.82	\$3,028.19	\$6,561.08
Secretary - U	\$1,940.75	\$4,204.96	\$2,867.37	\$6,212.64
Mail / File Clerk - U Records Technician - U Receptionist - U	\$1,914.47	\$4,148.02	\$2,828.54	\$6,128.50
File Clerk - U	\$1,731.23	\$3,751.00	\$2,557.82	\$5,541.94
Consumer Advocate(spec. salary) - U	\$1,731.23	\$3,751.00		

REGIONAL CENTER OF THE EAST BAY

SALARY SCHEDULE- All Staff

Effective: 07/07/2025 (2%) Salary Increase (COLA Increase)

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Executive Director - M	\$8,001.27	\$17,336.09	\$12,692.31	\$27,500.00
Associate Executive Director - M	\$6,508.07	\$14,100.82	\$9,615.39	\$20,833.35
Physician - U	\$6,101.87	\$13,220.72	\$9,015.24	\$19,533.02
Director Finance & Administration - M				
Director, Client Services - M	\$5,882.61	\$12,745.66	\$8,691.29	\$18,831.13
Director of Health & Behavioral Services - M	\$5,181.40	\$11,226.37	\$7,655.29	\$16,586.46
Director Community Services - M				
Director, SDC/CPP - M	\$5,042.65	\$10,925.74	\$7,450.30	\$16,142.32
Director of Equity & Engagement - M				
Director of Human Resources - M	\$4,470.44	\$9,685.95	\$6,604.87	\$14,310.55
Assoc. Director of Adults Services - M				
Assoc. Director of Childrens Services - M				
Assoc. Director of Client Services - M				
Assoc. Director of Early Start & Young Children - M				
Clinical Supervisor - M				
Controller - M				
Manager, Culture & Community Engagement - M				
Manager, Information Systems - M				
Manager, Risk Management & Q.A. - M				
Manager, Outreach, Intake & Clinical Services - M				
Manager, Specialized Services & Support - M	\$4,257.56	\$9,224.71	\$6,290.35	\$13,629.09
Autism Spectrum Psychologist - U				
Psychologist - U	\$3,985.94	\$8,636.20	\$5,889.06	\$12,759.63
Manager, Accounting - M				
Manager, Client Services - M				
Manager, Federal Programs - M				
Manager, Intake & Assessment - M				
Manager, Training - M				
Manager, Administrative Services - M				
Manager, Community Services Resources - M				
Manager, Compliance - M				
Manager, Human Resources - M	\$3,811.89	\$8,259.10	\$5,631.89	\$12,202.43
Behavior Analyst - U	\$3,638.92	\$7,884.33	\$5,376.37	\$11,648.80
Case Management Supervisor, Coordinated System of Care (AB 2083) (Foster Care) & Specialized Caseloads - M				
Information Technology Supervisor - M				
Nurse Specialist - U				
Occupational Therapist - U				
Speech Specialist - U	\$3,539.34	\$7,668.57	\$5,229.23	\$11,330.00
Associate Case Manager Supervisor- M				
Case Management Supervisor - M				
Community Services Supervisor- M				
Early Start Intake Supervisor - M				
Federal Programs Supervisor - M				
Fiscal Supervisor- POS - M				
Fiscal Supervisor- Client Trust - M				
IDEA Specialist Individuals with Disabilities Action - U				
Intake & Assessment Supervisor - M				
Quality Assurance Supervisor - M				
Senior Staff Accountant - M				
Training Coordinator - Exempt				
Appeals Specialist - C				
Fair Hearing Specialist - Exempt	\$3,380.16	\$7,323.68	\$4,994.04	\$10,820.42
High Risk Infant Specialist - U	\$3,438.63	\$7,450.37	\$5,080.40	\$11,007.53

REGIONAL CENTER OF THE EAST BAY
SALARY SCHEDULE- All Staff
Effective: 07/07/2025 (2%) Salary Increase (COLA Increase)

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Autism Spectrum Coordinator - U				
Deaf & Hard of Hearing Specialist (BL-ASL)- U				
Diversity & Equity Specialist- U				
Culture & Community Engagement Specialist- U				
Early Intake & Assessment Specialist - U				
Emergency Coordination Specialist- Exempt				
Employment Specialist - U				
Forensic Services Specialist - U				
HCBS Specialist- U				
Health & Safety Specialist- U				
Housing Specialist- U				
Living Options Specialist - U				
Medicaid Waiver Specialist - U				
Quality Assurance Specialists - U				
Self-Determination Program / Participant Choice Specialist - U				
Senior Resource Specialist - U				
Special Incident Coordinator - U				
Talent Development Specialist - C	\$3,031.64	\$6,568.55	\$4,479.11	\$9,704.74
Executive Assistant - C				
Human Resources Recruiting Specialist - C				
Human Resources Specialist - C				
Payroll Specialist - C				
Intake Administrative Supervisor - M				
Intake Coordinator Supervisor - M				
Staff Accountant - C				
Support Services Supervisor - M	\$2,953.52	\$6,399.29	\$4,363.70	\$9,454.68
Complex Needs Case Manager- U	\$2,806.58	\$6,080.92	\$4,146.60	\$8,984.30
Case Manager II - U	\$2,672.94	\$5,791.37	\$3,949.16	\$8,556.51
Accounting Rate Specialist- U				
Accounting Specialist- U				
Case Manager I - U				
Community Services Rate Specialist- U				
Fiscal Monitor - U				
Purchase of Services (POS) Specialist - U	\$2,570.17	\$5,568.70	\$3,797.29	\$8,227.46
Human Resource Recruiting Technician - C				
Human Resource Technician - C				
Payroll Technician - C				
Information Systems Analyst - C				
Network Systems Technician - C	\$2,555.57	\$5,537.07	\$3,775.76	\$8,180.81
Administration Program Specialist- C				
Technology Trainer- C	\$2,435.76	\$5,277.48	\$3,598.74	\$7,797.27
Associate Case Manager - U				
Family Transition Coordinator - U				
Intake Coordinator- U	\$2,416.60	\$5,235.97	\$3,570.42	\$7,735.91
Admin Assistant, Case Mngt POS - C				
Administrative Assistants - C				
Administrative Secretary II - U				
Case Manager Intern Bilingual - U				
FCPP Coordinator - C				
Help Desk Technician - C				
Information Systems Assistant - C				
Senior Account Clerk - U				
Transportation Assistant - U				
Vendor Database Coordinator - U	\$2,378.12	\$5,152.59	\$3,513.57	\$7,612.74
Administrative Secretary I - U				
Database Coordinator - U				
Vendor Clerk - U	\$2,202.55	\$4,772.19	\$3,254.17	\$7,050.70

REGIONAL CENTER OF THE EAST BAY
SALARY SCHEDULE- All Staff
Effective: 07/07/2025 (2%) Salary Increase (COLA Increase)

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Account Clerk - U				
Record Clerk - U	\$2,049.61	\$4,440.82	\$3,028.19	\$6,561.08
Secretary - U	\$1,940.75	\$4,204.96	\$2,867.37	\$6,212.64
Mail / File Clerk - U				
Records Technician - U				
Receptionist - U	\$1,914.47	\$4,148.02	\$2,828.54	\$6,128.50
File Clerk - U	\$1,731.23	\$3,751.00	\$2,557.82	\$5,541.94
Consumer Advocate(spec. salary) - U	\$1,731.23	\$3,751.00		

REGIONAL CENTER OF THE EAST BAY

SALARY SCHEDULE- All Staff

Effective: 07/04/2026 (2%) Salary Increase (COLA Increase)

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Executive Director - M	\$8,001.27	\$17,336.09	\$12,692.31	\$27,500.00
Associate Executive Director - M	\$6,638.23	\$14,382.83	\$9,807.68	\$21,249.97
Physician - U	\$6,223.91	\$13,485.14	\$9,195.55	\$19,923.69
Director Finance & Administration - M	\$6,000.26	\$13,000.56	\$8,865.11	\$19,207.74
Director of Health & Behavioral Services - M	\$5,285.03	\$11,450.90	\$7,808.39	\$16,918.18
Director, Client Services - M				
Director Community Services - M				
Director, SDC/ CPP - M	\$5,143.50	\$11,144.25	\$7,599.30	\$16,465.15
Director of Human Resources - M	\$4,559.85	\$9,879.68	\$6,736.97	\$14,596.77
Assoc. Director of Adults Services - M				
Assoc. Director of Childrens Services - M				
Assoc. Director of Client Services Young Adults - M				
Assoc. Director of Early Start & Young Children - M				
Assoc. Director of Client Services & Equity - M				
Clinical Supervisor - M				
Controller - M				
Manager, Culture & Community Engagement - M				
Manager, Information Systems - M				
Manager, Risk Management & Q.A. - M				
Manager, Outreach, Intake & Clinical Services - M				
Manager, Specialized Services & Support - M	\$4,342.71	\$9,409.21	\$6,416.16	\$13,901.68
Autism Spectrum Psychologist - U				
Psychologist - U	\$4,065.66	\$8,808.93	\$6,006.84	\$13,014.82
Manager, Accounting - M				
Manager, Client Services - M				
Manager, Federal Programs - M				
Manager, Intake & Assessment - M				
Manager, Training - M				
Manager, Administrative Services - M				
Manager, Community Services Resources - M				
Manager, Compliance - M				
Manager, Human Resources - M	\$3,888.13	\$8,424.28	\$5,744.54	\$12,446.50
Behavior Analyst - U	\$3,711.70	\$8,042.02	\$5,483.88	\$11,881.74
Case Management Supervisor, Coordinated System of Care (AB 2083) (Foster Care) & Specialized Caseloads - M				
Information Technology Supervisor - M				
Nurse Specialist - U				
Occupational Therapist - U				
Speech Specialist - U	\$3,610.13	\$7,821.95	\$5,333.82	\$11,556.61
Associate Case Manager Supervisor- M				
Case Management Supervisor - M				
Community Services Supervisor- M				
Early Start Intake Supervisor - M				
Executive Services Manager - M				
Federal Programs Supervisor - M				
Fiscal Supervisor- POS - M				
Fiscal Supervisor- Client Trust - M				
IDEA Specialist Individuals with Disabilities Action - U				
Intake & Assessment Supervisor - M				
Quality Assurance Supervisor - M				
Senior Staff Accountant - M				
Training Coordinator - Exempt				
Appeals Specialist - C				
Fair Hearing Specialist - Exempt	\$3,447.76	\$7,470.15	\$5,093.93	\$11,036.85

REGIONAL CENTER OF THE EAST BAY

SALARY SCHEDULE- All Staff

Effective: 07/04/2026 (2%) Salary Increase (COLA Increase)

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
High Risk Infant Specialist - U	\$3,507.40	\$7,599.37	\$5,182.02	\$11,227.71
Autism Spectrum Coordinator - U				
Deaf & Hard of Hearing Specialist (BL-ASL)- U				
Diversity & Equity Specialist- U				
Culture & Community Engagement Specialist- U				
Early Intake & Assessment Specialist - U				
Emergency Coordination Specialist- Exempt				
Employment Specialist - U				
Forensic Services Specialist - U				
HCBS Specialist- U				
Health & Safety Specialist- U				
Housing Specialist- U				
Living Options Specialist - U				
Medicaid Waiver Specialist - U				
Quality Assurance Specialists - U				
Self-Determination Program / Participant Choice Specialist - U				
Senior Resource Specialist - U				
Special Incident Coordinator - U				
Talent Development Specialist - C	\$3,092.27	\$6,699.92	\$4,568.68	\$9,898.81
Executive Assistant - C				
Human Resources Recruiting Specialist - C				
Human Resources Specialist - C				
Payroll Specialist - C				
Intake Administrative Supervisor - M				
Intake Coordinator Supervisor - M				
Staff Accountant - C				
Support Services Supervisor - M	\$3,012.59	\$6,527.28	\$4,450.97	\$9,643.77
Complex Needs Case Manager- U	\$2,862.71	\$6,202.54	\$4,229.54	\$9,164.00
Case Manager II - U	\$2,726.40	\$5,907.20	\$4,028.14	\$8,727.64
Accounting Rate Specialist- U				
Accounting Specialist - U				
Case Manager I - U				
Community Services Rate Specialist- U				
Fiscal Monitor - U				
Purchase of Services (POS) Specialist - U	\$2,621.57	\$5,680.07	\$3,873.25	\$8,392.04
Human Resource Recruiting Technician - C				
Human Resource Technician - C				
Payroll Technician - C				
Information Systems Analyst - C				
Network Systems Technician - C	\$2,606.68	\$5,647.81	\$3,851.24	\$8,344.35
Administration Program Specialist- C				
Technology Trainer- C				
Associate Case Manager - U	\$2,484.48	\$5,383.04	\$3,670.73	\$7,953.25
Family Transition Coordinator - U				
Intake Coordinator- U				
	\$2,464.93	\$5,340.68	\$3,641.83	\$7,890.63

REGIONAL CENTER OF THE EAST BAY

SALARY SCHEDULE- All Staff

Effective: 07/04/2026 (2%) Salary Increase (COLA Increase)

POSITION	Biweekly Minimum	Monthly Minimum	Biweekly Maximum	Monthly Maximum
Admin Assistant, Case Mangt POS - C Administrative Assistants - C Administrative Secretary II - U Case Manager Intern Bilingual - U FCPP Coordinator - C Help Desk Technician - C Information Systems Assistant - C Senior Account Clerk - U Transportation Assistant - U Vendor Database Coordinator - U	\$2,425.68	\$5,255.64	\$3,583.83	\$7,764.97
Administrative Secretary I - U Database Coordinator - U Vendor Clerk - U	\$2,246.60	\$4,867.63	\$3,319.26	\$7,191.73
Account Clerk - U Record Clerk - U	\$2,090.60	\$4,529.63	\$3,088.77	\$6,692.34
Secretary - U	\$1,979.57	\$4,289.07	\$2,924.72	\$6,336.89
Mail / File Clerk - U Records Technician - U Receptionist - U	\$1,952.76	\$4,230.98	\$2,885.12	\$6,251.09
File Clerk - U	\$1,765.85	\$3,826.01	\$2,608.97	\$5,652.77
Consumer Advocate(spec. salary) - U	\$1,765.85	\$3,826.01		