



Board of Directors Meeting- October 5, 2026
Regional Center of the East Bay
Wednesday, 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.

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
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/PPP - 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		