AGENDA INLAND COUNTIES REGIONAL CENTER, INC. ANNUAL BOARD OF TRUSTEES MEETING MONDAY, May 9, 2022

Meeting: 4:00 p.m. to 6:00 p.m.
Only Via Live Stream at Inlandrc.org/live

Call to Order/Mr. Page

Minutes of March 14, 2022 Board Meeting/Mr. Page

Action

Public Input: Comments limited to 3 minutes per person. Action may not be taken on any item that is not on the Agenda. Due to the existing COVID-19 State of Emergency, all requests for public comment must be submitted in writing prior to the meeting by using the submission form found at inlandrc.org/live. In order to protect the rights of our consumers, comments should not include personal consumer information. If you have a specific issue or comment, contact your CSC or email your comments to Btrustees@inlandrc.org.

Executive Director's Report/Ms. Johnson	Info
Director's Reports/Directors	Info
Committee Reports (Written Reports)	
 Another Way/Ms. Gonzales Executive Committee/Mr. Page Legislative Committee/Ms. Cummings Master Trust Committee/Ms. Miller Vendor Advisory Committee/Ms. Stewart 	Info Info Info Info

Old Business:

New Business

1)	Ad-Hoc Nominations Committee/Mr. Page	Action
2)	Approval of Board Officers/Mr. Page	Action
3)	Independent Counsel for Board/Mr. Page	Action
4)	\$250,000 Contracts/Mr. Toms	Action

5)	2020/21 Purchase of Service Disparity Report/Mr. Toms	Action
6)	Salary Schedule Adjustment/Ms. Steuwer	Action
7)	Cost of Living Adjustment/Ms. Steuwer	Action
8)	Cyber Security Contract/Ms. Steuwer	Action
		Action
9)	Bank Signatories/Ms. Steuwer	

Trustee Input

Executive Session

- 1) Legal Matters (In accordance with Welfare & Institutions Code Section 4663(a)(5)
- 2) Employee Salaries and Benefits (In accordance with Welfare & Institutions Code Section 4663(a)(3)

Next Meeting Date: July 11, 2022

MINUTES OF March 14, 2022 Inland Counties Regional Center, Inc. Board of Trustee Meeting

BOARD PRESENT VIA CONFERENCE CALL: Jay Connor; Alicia Lara; Eric Naranjo; Cameron Page; Rene Rojo; Gizelle Siojo; Teri Smith; Joshua Souder; April Stewart; Alva Stewart

BOARD MEMBERS ABSENT: Kiana Buffington; Carmen Estrada; Maureen O'Connell

DIRECTORS PRESENT VIA CONFERENCE CALL: Steve Beckett; Felipe Garcia; Lavinia Johnson; Don Meza; Merissa Steuwer; Vince Toms; Treva Webster

STAFF PRESENT VIA CONFERENCE CALL: Kurtis Franklin

GUEST PRESENT VIA CONFERENCE CALL: Carlos Davis and Michelle Gu, Harrington Group Certified Public Accountants, LLP

RECORDING SECRETARY: Sandra Guzman

CALL TO ORDER: Meeting was called to order by Mr. Page at 4:02 pm.

MINUTES OF JANUARY 10, 2022 BOARD MEETING: 1. Motion made to approve the minutes of the January 10, 2022 Board Meeting as presented M/S/C Naranjo/Rojo.

PUBLIC COMMENT: None

EXECUTIVE DIRECTOR'S REPORT: Ms. Johnson reported the following: 1. As of March 1, 2022, IRC serves 42,575 consumers. 2. IRC currently has 765 employees. The average caseload ratio is 82:1. We are understaffed by approximately 77 CSCs. 3. As of February 4, 2022, IRC has reported 3,356 consumer covid positive cases. 117 of those cases resulting in death. IRC continues to disperse PPE to our vendors and staff. 4. IRC will be opening the building to the public July 1, 2022. Staff continue to work remotely and only come in when needed. 5. Mask mandate has been lifted. Staff are no longer required to wear a mask while in the building. 6. IRC continues to provide onsite testing twice a week. 7. Governor Newsom's Executive Orders provisions impacting people with developmental disabilities.

COMMITTEE REPORTS:

- 1. ANOTHER WAY: Ms. Gonzales submitted a written report. There were no questions from the Board.
- 2. **EXECUTIVE COMMITTEE:** The minutes from the January and February Executive Committee Meetings were submitted. There were no questions from the Board.
- 3. **LEGISLATIVE COMMITTEE:** Ms. Cummings submitted a written report. No questions from the Board.
- 4. MASTER TRUST COMMITTEE: Ms. Miller submitted a written report. No questions from the Board.
- 5. **VENDOR ADVISORY COMMITTEE:** Ms. April Stewart submitted summaries from the January and February VAC meetings. No questions from Board.

NEW BUSINESS:

- 1. **APPROVAL OF ANOTHER WAY OFFICER:** Ms. Johnson stated that the Another Way Committee elected Katie Lee as Co-Treasurer on January 19. The committee is requesting the Board ratify the committee election of Ms. Katie Lee. **2. Motion made to ratify the committee's decision** and approve Ms. Katie Lee as Co-Treasure M/S/C/ Rojo/Souder.
- 2. ANNOUNCEMENT OF UPCOMING ELECTIONS: Mr. Page announced new officers for Chair, Vice-Chair and Member at Large positions will be elected at the May Annual Board Meeting. Anyone interested in serving in any of these positions contact Sandra Guzman. The following slate of officers will be presented: Carmen Estrada, Chair; Maureen O'Connell, Vice-Chair and Jay Connor, Member at Large. Nominations will also be accepted at the board meeting if anyone else is interested in any of these positions.
- 3. **BYLAWS:** Mr. Beckett explained that the Bylaws needed to be revised to include facilitators training that was added to IRC's contract for fiscal year 2021-22. Section 3 Training can be found on page 4 of the Bylaws. 3. Motion made to approve the revised Bylaws as presented M/S/C Rojo/Souder.
- 4. IRC AND MASTER TRUST FINANCIAL AUDITS: Mr. Davis, Harrington Group reviewed the financial audits for Inland Counties Regional Center, Inc., and Master Trust of California. Both financial statements presented fairly in all material respects as of June 30, 2021. Previously audited financial statements for Inland Counties Regional Center, Inc., and Master Trust of California expressed an unmodified audit opinion for year ended June 30, 2020. 4. Motion made to accept financial audits for Inland Counties Regional Center, Inc., and Master Trust of California as presented M/S/C Souder/Rojo. Ms. April Stewart abstained from voting.
- 5. **VAC TERM EXTENSION REQUEST:** Ms. April Stewart shared that the VAC Committee agreed to extend officers terms another year which did not require any official motions. No action is required at this time.
- 6. **INSURANCE RENEWAL FOR FY 2022/23:** Ms. Steuwer reviewed the insurance premium. We received a 4% increase instead of the anticipated 9%. **5. Motion made to approve the renewal policy for fiscal year 2022-23 M/S/C Rojo/Souder.**
- 7. **UPDATE TO SALARY SCHEDULE:** Mr. Page announced that an Ad-hoc Salary Review Committee was formed to review the current staff salaries. Mr. Page asked Mr. Beckett who provides oversight over the HR Department to explain the purpose of this committee. Mr. Beckett stated due to the increase in minimum wage, some of our nonexempt positions needed to be adjusted causing a salary compression. Salary compression is caused when minimum wage goes up and lower salary positions remain the same. The committee had to look at these positions and make an adjustment. A salary comparison was also made with other regional centers for all positions. Administrative Managers' salaries were aligned with the Case Management Program Managers. Some positions did not require an adjustment because they were already aligned with similar positions. Middle range positions were not changed at this time. **6. Motion made to approve**

the Salary Schedule as presented M/S/C Rojo/Souder. Mr. Beckett requested to include an additional position that was not included in the original list. The Covid 19 Specialist Monitor position. This position is a temporary part-time position at the hourly rate of \$28.00 per hour. Mr. Rojo agreed to adjust his motion to include this added position. Mr. Souder agreed to amend his motion. Motion carried. Ms. April Stewart abstained from voting.

TRUSTEE INPUT:

- 1. Mr. Naranjo announced he recently applied for a position at Chaffey Unified School District. The position was for a 1 to 1 aid to a special needs student. He started this position at beginning of this month. Position comes with great benefits.
- 2. Mr. Rojo announced that he was recently at Riverside Community Hospital. They found out he had an ulcer and a hernia, but no surgery was required. He is feeling much better now.

Mr. Page adjourned the meeting at 5:02 p.m. to go into Executive Session. Executive Session was called to order at 5:04 p.m.

The Board reconvened at 5:24 p.m. The Board did not take any action during Executive Session. 7. Motion made to adjourn the meeting at 5:23 p.m. M/S/C Rojo/Souder.

Sincerely,

Carmen Estrada Board Secretary Sandra Guzman Assistant Secretary



EXECUTIVE DIRECTOR'S REPORT

May 2022
Respectfully Submitted by Lavinia Johnson

CONSUMER TOTALS:

As of April 1, 2022, IRC serves 43,258 consumers.

STAFFING:

IRC currently has 765 employees which includes 505 CSC. The average caseload ratio is 83:1. We are understaffed by approximately 85 CSC. We are currently hiring for growth and vacancies.

SUMMARIZED COVID-19 STATS: Cumulative totals:

Cumulative total of COVID-19 positive cases = 3.769

Deaths of COVID-19 POSITIVE = 148

IRC continues to disperse PPE to our community vendors and to our staff.

PUBLIC ACCESS TO IRC BUILDINGS:

Our plan to open the buildings to the public is July 1, 2022. We are allowing all staff to continue to work remotely and to come into the buildings as needed. We are developing a plan that will require the Managers to come into their offices twice a week starting June 1. We're gearing up for July, as staff will then be required to return to in person consumer contacts per Trailer Bill AB 136.

Trailer Bill AB 136 amended Welfare and Institutions Code Section 4646(f), allowing, until June 30, 2022, services and supports meetings, including individual program plan meetings, to be held by remote electronic communications when requested by the consumer or, if appropriate, the consumer's parents, legal guardian, conservator, or authorized representative. (Amendment effective 7/29/2021)

MASK MANDATE:

Now that the mask mandate has been lifted, IRC staff are no longer required to wear one, staff are encouraged to wear a mask but its optional. Regarding consumers contact, we recommend that staff wear a mask.

All staff who enter the buildings are still required to answer the self-check in questionnaire.

ON SITE TESTING:

We will continue to provide onsite testing, 2 Antigen tests per week, at the San Bernardino and Riverside Offices.

Director Adult Services Report May 2022 Respectfully submitted by Don Meza

Adult Services Team Update: The adult services team has worked remotely since the state of emergency was declared by Governor Newsom on 3/04/2020. The case management teams have been completing in-person visits with consumers in a conscientious and safe manner. The focus of in-person visits has been for consumers residing in Board and Care and Specialized Facilities, in Skilled Nursing Facilities, and for independent consumers with Supported Living services. DDS has extended directives to provide service delivery to consumers and we are allowed some flexibility in completing face to face vs. virtual visits as COVID infection rates fluctuate in the community. The directives for Alternative Services by non-residential vendors (day programs, habilitation, and transportation) remain in place but we expect an end to these services effective June 30, 2022. However, we expect that some of the DDS directives related to virtual and remote meetings will be continued "ongoing". In Adult services there are currently 13 teams with approximately 200 service coordinators that cover the two-county catchment. With the new 21/22 budget we will be developing several new positions including a "deaf specialist", 2 "participant choice specialists", and 10 "enhanced caseload services" coordinators.

Federal Programs/Medicaid Waiver (MW): A Federal Programs audit was conducted at IRC the first two weeks of October 2021. The MW team had been preparing for several months to accommodate the fully virtual audit. This audit was completed virtually by auditors from DDS and DHS. In addition to a review of the documentation, the audit process included staff, consumer, and vendor interviews. A virtual cloud platform was created by Kurtis from our IT team to allow the auditors access to the documents. The Case Management, Resource, and Waiver teams worked tirelessly to get the documentation in order. An exit interview was conducted on October 18th, and the auditors shared their initial results. The auditors praised IRC for having excellent documentation and excellent organization of the Waiver eligible cases.

As of February 2022, IRC serves 15,504 active Medicaid Waiver enrolled consumers. The review process and reaccreditation of Waiver cases continues to be challenging in the current remote working model. Regardless of the challenges of COVID 19, the MW staff continues to add "Deeming" cases. DDS will continue to provide the accounting of 1915i cases directly to CMS.

Self Determination (SD): The SD Advisory Committee last met via "ZOOM" on March 24, 2022. IRC currently has 60 consumers active in the Self Determination program and 12 consumers who are in pending status. There are other consumers who are in the initial process of becoming active in the Self Determination program. An "orientation" to Self Determination remains a requirement, and IRC continues to offer Remote/Virtual SDP orientations with various dates scheduled. There has been a very good turnout for the virtual SDP orientations, we have had 50 to 60 individuals sign up for every session. As a regional center we are advancing forward with self-determination. We recently hired 2 "Participant Choice Specialists" to provide support and guidance to consumers and staff. These are new positions created with guidance from DDS to help facilitate the process of initiation into the Self Determination Program

Inland Regional Center Children & Transition Services May 09, 2022 IRC Board of Trustees Report

Submitted by Felipe J. Garcia IRC Director of Children and Transition Services

Greetings, Children, and Transition services continue to grow at a rapid pace. Our statistics are as follows: as of March 31, 2022, we currently have 21,270 cases under School Age and Transition services. School Age has 13,366 and Transition has 7,904 cases. There are 259 active caseloads of which 163 are in School Age and 96 are in Transition. We continue to see a growth in new and transfer in cases.

Hiring

School Age and Transition Program Managers have been interviewing to fill vacancies and growth positions. It has been challenging to fill positions due to many eligible candidates applying to other agencies such as County jobs and/or school district positions. IRC Program Managers are interviewing as quickly as possible to identify potential new CSC's and extend job offers. We continue to work on our goal to reduce caseload ratios, however, this will be dependent on being able to hire new staff. Our current ratios have been running from 78:1-97:1 on average. Our goal is to be at 73:1-80:1. This is a moving target, though due to increase of new and transfer in cases.

Senior Program Manager-Transition

A much-needed position was developed to assist the Director of School age and Transition services. Interviews were held in late March and one candidate was selected to fill the positions. Program Manager Eric Hamler will be the new Senior Program Manager-Transition to fill this position. He will start May 6. In his new role, Eric will assist with leading the Transition teams and oversee special projects such as the two new positions (Participant Choice Specialist), the 1:25 caseload under the Transition Unit and a new program that will oversee cases in a specialized caseload 1:40 that will address disparities in services. We are pleased to have Mr. Hamler join our team and excited to see all the innovative ideas he will bring.

Participant Choice Specialist

The Participant Choice Specialist are two new positions that will be under the School Age and Transition programs. These positions were allocated by the Department of Developmental services (DDS) to assist consumers in accessing services such as the Self Determination Program. Interviews for these positions were held Early April and two candidates have been selected. CSC Alan Munoz has been promoted to the Participant Choice Specialist and outside candidate Alejandra Rivera. Both candidates will start their new positions in early May.

Community Services

Board of Trustees Quarterly Report - Respectfully Submitted by Vince Toms May of 2021

The Department of Developmental Services (DDS) continues to retract the Directives enacted during the pandemic, allowing for the vendor community to get back to more traditional and face to face service provision. The Alternative Service Delivery (ASD) model continues to stay in place, primarily for day program and transportation services, we do anticipate that it will change sometime in the near future. Day services, transporters and the residential facilities continue to have Interdisciplinary Team (IDT) meetings to coordinate the return of clients to the traditional model.

With the move back to more traditional service provision, Dalila Balderas, Quality Assurance Program Manager, and members of her team provided thousands of units of personal protective equipment (PPE) to the vendor communities during a two-day event in April. The PPE stockpile has effectively been just about depleted and IRC will no longer be holding large day long events. We will still offer PPE to vendors and family members on an as needed and requested basis, until the stock runs out.

Marquis Quinton was hired to fill the Emergency Specialist position and comes with experience in providing the emergency planning for a local Independent Living Center. Estefania Pena was hired to fill the Deaf and Hard of Hearing Cultural Specialist position and comes to Inland Regional Center (IRC) with a background in case management and education. We welcomed them both to the Community Services division and expect great things from both. Finally, a job offer has been made to a Board Certified Behavior Analyst and I hope to introduce her in the next Board report.

Our Resource Development and Transportation Unit (RDTU) has had two recent promotions from the ranks. Both Rosalba Martinez and Dominic Murrieta will be promoting to other key roles in agency. We want to take a moment and thank them both for their commitment to the Community Services division and wish them the best in their new roles. Eric Hamler, RDTU Program Manager will be busy finding replacements for their vacated roles.

Amanda McGuire, Housing and Community Placement Plan Specialist, and Mr. Hamler were successful in providing 10 IRC clients with affordable housing units in the Coachella Pueblo Villas project. All of the units are accounted for, and we are so happy to be part of making their lives better with securing new and affordable housing. Kudos also go out to Ms. McGuire and Mr. Hamler for securing a \$1.36 Million dollar grant from the Department for IRC's second affordable housing project. The project will be in Coachella and the current name is the Tripoli development. Another 10 clients will be able to secure affordable units in this project. The project will break ground in the summer.

As you have read, there are many new and exciting faces and changes coming, post-pandemic. The main goal currently is to support the vendor community in their attempts to get back to more traditional programming, as well as introduce new and exciting service options and opportunities to our clients.



Intake, Early Start, Clinical Services and The Early Start Family Resource Network REPORT March-April 2022

Early Start

The last Board Report mentioned that we were going to hire a New Early Start Program Manager because Edyth Gallardo was asked to focus on Early Start Federal Compliance full time. I am pleased to announce that we have chosen a candidate and her name will be announced in the next Board Report.

Also in this Board Meeting packet is the new DDS Early Start Newsletter which can also be found at the DDS website under "Early Start Newsletter" (www.dds.ca.gov).

Clinical Services

A special training for staff and vendors for the new "provisional eligibility criteria was held last month. It was well attending and very well received. This is a major shift in the way that the Regional Centers have been required to determine Lanterman Eligibility in the past. Further training may be needing and will be provided when requested.

We are attempting to hire two new on-staff Clinical Psychologists, but we have very few applicants as Clinical Psychologists are in great demand all across the state. We feel that IRC is a great place to work especially for those who understand and enjoy working with our clients and their families. We hope to find qualified applicants soon so that we can meet mandated Intake timelines.

Intake

Because of the consistent and significant rise in cases coming through Intake, we have hired two new Senior Intake Counselors to help move cases from referral to review within the mandated timelines. However, meeting those timelines also requires additional Clinical Psychologists to review and determine eligibility.

Family Resource Network (FRN)

Last Board Report I stated that this Board Report would focus on the Family Resource Network. Unfortunately, I was not able to fulfill my promise but stay tuned, there is interesting information to come—hopefully by my next Board Report.

Division Reports, Treva Webster, 22



Another Way Report to the Board April 21, 2022

- Golf Tournament Another Way will host its 23rd Annual Charity Golf Tournament at the Temecula Creek Inn on Saturday, September 17th, 2022. The Mixer is on Friday, September 16th, 2022. Another Way has secured a discounted room rate. We are looking for new sponsors and raffle prize donations. The goal is to raise \$190,000. Save-the-Dates going out in May.
- Toy Drive Tentative date is December 7th, 2022. The event will take place at Club Events Center in San Bernardino, pending COVID is not an issue.
- Spring Giveaway Another Way is mailing out 134 (\$25) gift cards to consumers who are in need. The gift cards can be used to purchase food. CSCs referred consumers to Another Way based on income and need. Our Kaiser grant funded the gift cards.
- Training session for Advisory Committee Training will take place on July 15th and 16th. Training will encompass adapting to change and social media. Training is taking place at the Hyatt Long Beach.
- **Drive-in Movie Idea** We are surveying consumers to gauge interest in attending a drive-in movie night at IRC.
- Backpack Event We are currently in the process of planning a backpack giveaway event that includes a \$30 gift card for clothing.

Grants -

- Pending grants: The Lawrence Foundation (new) \$5000;
 Stater Brothers for food support \$5000; and The Annette
 Williams Charitable Foundation (new) \$5,000 general
 operating support. If awarded, funds will arrive in FY22-23.
- *Current grants*: Cal Wellness (\$85,887.61); Kaiser (\$76,000); IECF (\$3,333.29); Carpenter (\$39,605).
- Grant Reports submitted: Annenberg report was submitted in March and accepted.



Mission Moment

Another Way secured a grant from the California Wellness Foundation to help Inland Regional Center's consumers pay for their dental work. Below is Callie's story.

Callie is 24 years old. She resides in a group home in Victorville and has an intellectual disability. Her tooth cracked while she was having a root canal performed. The tooth that cracked often got food stuck in it and limited some of the foods that she could eat. Callie recalls, "My tooth would cause me pain when I ate apples, and I love apples." Callie needed a post and crown to fix the cracked tooth. The cost was \$781.00. Money that Callie did not have. Callie said, "If the California Wellness Foundation hadn't stepped in it would have taken me months to save up to fix my tooth." Callie resides in a group home and receives P & I money after the cost of the group home is paid. P&I stands for Personal and Incidental money. It's about \$113 a month. Callie uses this \$113 a month for the clothing she needs, outings and social engagements so she can integrate into the community. The money also pays for other necessities and little luxuries. The only other option provided to Callie was to have her tooth pulled or use a metal crown for the procedure. A metal crown is not standard of care. Callie did not want to do either, recalling the trouble her father had with a metal crown. "My dad had a metal crown, and it gave him nothing but problems," she said. Callie was willing to set aside money each month but without the help from the California Wellness Foundation it could have taken up to 10 months to save. Callie wished to express her gratitude to the California Wellness Foundation, saying, "Thank you so much for helping me out. I appreciate what you do for others." Callie continues to see the dentists every six months and has a healthy smile.

INI AND REGIONAL CENTER

Board of Trustees Executive Committee Meeting

March 16, 2022

11:00 a.m.

EXECUTIVE COMMITTEE: Cameron Page; Carmen Estrada; Kiana Buffington

STAFF/EX OFFICIO: Lavinia Johnson; Steve Beckett; Merissa Steuwer

RECORDING SECRETARY: Sandra Guzman, Executive Assistant

- 1. MASTER TRUST FINANCIALS: Merissa reviewed the Master Trust Investment portfolio for the month of February with the Executive Committee.
- 2. RECRUITING BOARD MEMBERS: The Board and staff are actively looking for a Hispanic individual to join the board. Staff received an inquiry from a community member that might be interested however, the individual does not speak English. Not sure if they understand or read in English or what accommodations they will need. The Nominations Committee will review and discuss once we receive their application.
- 3. CALIFORNIA STATE AUDITORS: IRC was contacted by the California State Auditors' office and met with staff on March 9. They will be conducting an audit of the In-Home Respite programs overseen by the Department of Developmental Services. They selected 4 regional centers 2 large and 2 small to audit. Review period will be from 2018 to the present.

INLAND REGIONAL CENTER

Board of Trustees Executive Committee Meeting

April 20, 2022

11:00 a.m.

EXECUTIVE COMMITTEE: Cameron Page; Kiana Buffington; Carmen Estrada

STAFF/EX OFFICIO: Lavinia Johnson; Steve Beckett; Merissa Steuwer; Vince Toms

RECORDING SECRETARY: Sandra Guzman, Executive Assistant

- 1. \$250,000 CONTRACTS: Vince reviewed the following contracts: 24 Supported Living Services, 2 Technical Services Providers, 1 Family Home Agency Services; 1 Pharmaceutical Services; 8 Specialized Assessment; 10 Clinical Psychologist Services; 2 Physician Services; 4 LVN/RN Services; 1 Psychiatric Services in detail. It is the Executive Committee's recommendation to present the contracts to the full board for approval. M/S/C Buffington/Estrada.
- 2. Board Training Response: The board training from Enright and Ogletree was discussed. 1. The Board will retain independent counsel when needed. 2. Lavinia will report to the Board instead of Steve on certain topics. 3. Modify General Counsel's job description to be consistent with bylaws "General Counsel can provide advice to the board as the law allows". Steve will continue as Director of Human Resources, Master Trust, Legal Affairs and General Counsel for the Corporation. A letter will be drafted to update DDS on the Board's training. Recommend to full Board to retain independent counsel for the Board M/S/C Buffington/Estrada.
- 3. Whistleblower Complaint: Received anonymous whistleblower complaint with demands regarding the salary schedule that was approved by the Board salary review and high caseload. Staff need to be patient. The Board approved the salary adjustment for the positions affected by the minimum wage and salary compression. The second part will be presented to the Board in May. Overall caseload averages are 1 to 83. IRC will be hiring 77 growth positions to help lower caseload ratios. Whistleblower complaint was submitted anonymously therefore, cannot be addressed with anyone.
- 4. Master Trust Investment Portfolio: Merissa reviewed the Master Trust Investment portfolio for the month of March with the Executive Committee.
- 5. Building the May Agenda: Keep standard committee reports. Add Contracts, Retainer for Independent Counsel, and part 2 of the salary review.



April 2022

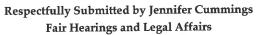
Respectfully Submitted by Jennifer Cummings Fair Hearings and Legal Affairs



Bill	Title Title	ARCA Position	Bill Location
HR 3321	Credit for Caring Act – The bill supports family caregivers by offering a federal tax credit of up to \$5,000 for those who qualify.	-	Introduced 5/18/21
HR 3474; S.1858 (Federal)	Keeping All Students Safe Act – This bill would prohibit physical restraint that is life-threatening or restricts breathing, mechanical restraint, chemical restraint, and seclusion in schools that receive federal funding	-	Introduced 5/25/21
HR 3763 (Federal)	Supplemental Security Income (SSI) Restoration - Would enhance SSI program by updating general income disregard to \$123/month, adjusting the earned income disregard to \$399/month, and increasing resource limits to \$10,000/individual and \$20,000/couple.	-	Introduced 6/6/21
HR 4131; S. 2210 (Federal)	Better Care Better Jobs Act - proposes a \$400 billion investment in Medicaid home and community-based services (HCBS) to expand access to these vital services and create more and better direct care jobs.	-	Introduced 6/24/21
HR 6405 (Federal)	Marriage Equality for Disabled Adults Act - Would eliminate requirements that disabled adult children (DAC) remain unmarried in order to receive Social Security benefits and Medicare and Medicaid. Endoresed by The Arc.	-	Introduced 1/13/22
AB 13 (2-YEAR)	Personal rights: automated decision systems.	Tracked by ARCA	Senate - Appropriations
AB 58 (2-YEAR)	Pupil health: suicide prevention policies and training.	Support	Senate-Pending Referral
AB 32 (2-YEAR)	Telehealth. Expands and enshrines the new telemedicine world.	Support	Senate - Health
AB 84 (2-YEAR)	Employment: COVID-19: supplemental paid sick leave.	Tracked by ARCA	Senate - Budget & Fiscal Review
AB 114 (2-YEAR)	Medi-Cal benefits: rapid Whole Genome Sequencing. Adds whole genome sequencing to the list of Medi-Cal benefits.	Support	Senate - Appropriations
AB 126 (2-YEAR)	Special education programs: Family Empowerment Centers on Disability.	Support	Senate - Education
AB 371 (2-YEAR)	Shared mobility devices: insurance and tracking.	Support	Senate - Insurance
AB 470 (2-YEAR)	Medi-Cal: eligibility.	Support	Senate - Appropriations
AB 499 (2-YEAR)	Referral source for residential care facilities for the elderly: duties.	Tracked by ARCA	Senate - Inactive
AB 552 (2-YEAR)	Integrated School-Based Behavioral Health Partnership Program. \	Support	Senate - Pending Referral
AB 562 (2-YEAR)	Frontline COVID-19 Provider Mental Health Resiliency Act of 2021: health care providers: mental health services.	Tracked by ARCA	Senate - Appropriations
AB 662 (2-YEAR)	Mental health: dispatch and response protocols: working group	Support if Amended	Senate - Pending Referral
AB 682	Planning and zoning: density bonuses: cohousing buildings.	- Tarionaca	Senate - Rules
AB 695 (2-YEAR)	Elder and dependent adults. Simplifies the definition of elder/dependent adult for APS purposes.	Support	Senate - Appropriations
AB 813 (2-YEAR)	Developmental services: service outcome pilot project.	Support in Concept	Senate - Appropriations
AB 895 (2-YEAR)	Residential care facilities: conditions.	Tracked by ADOA	Senate - Pending Referral



April 2022





Bill	Title Title	ARCA Position	Bill Location
AB 967 (2-YEAR)	Special education: COVID-19 Special Education Fund.	Support	Senate - Education
AB 988 (2-YEAR)	Mental health: mobile crisis support teams: 988 crisis hotline.	Support	Senate - Gov. Organization
AB 1007 (2-YEAR)	Forced or Involuntary Sterilization Compensation Program.	Support	Senate - Appropriations
AB 1051 (2-YEAR)	Medi-Cal: specialty mental health services: foster youth.	Tracked by ARCA	Senate - Inactive
AB 1071 (2-YEAR)	Office of Emergency Services: tabletop exercises.	Support	Senate - Appropriations
AB 1355	Medi-Cal: Independent Medical Review System.	Support	Senate - Pending Referral
AB 1417 (2-YEAR)	Community colleges: providers of care for individuals with developmental disabilities: model	Tracked by ARCA	Senate - Education
AD ITII (Z-IEAK)	curriculum for certification program.		
AB 1502 (2-YEAR)	Skilled nursing facilities. (No borrowing licenses)		Senate - Pending Referral
AB 1624	Budget Act of 2022	Tracked by ARCA	Assembly - Budget
AB 1630	AB-1630 Competence to stand trial: statewide application.		Assembly - Public Safety
AB 1663	Protective proceedings. (Conservatorship reform bill)	Support if	Assembly - Judiciary
		Amended	Assembly - Human Services
AB 1720	Community care facilities: criminal background checks.		Assembly - Insurance
AB 1751	Workers' compensation: COVID-19: critical workers.		Assembly - Pending Referral
AB 1809	Nursing Facility Resident Informed Consent Protection Act of 2022.		Assembly - Pending Referral
AB 1810	Pupil health: seizure disorders.	Support	Assembly - Appropriations
AB 1900	Medi-Cal: income level for maintenance.	Support	Senate - Pending Referral
AB 1914	Resource family approval: training.	Support	
AB 1962	Telephone support services: seniors and individuals with disabilities.	Support	Assembly - Aging & Long Term Care
AB 1982	Telehealth: dental care.	Support	Assembly - Appropriations
AB 1995	Medi-Cal: premiums, contributions, and copayments.	Support	Assembly - Appropriations
AB 2017	Evidence: hearsay: exceptions.	Support	Assembly - Public Safety
AB 2023	Jails: discharge plans.	Support	Assembly - Appropriations
AB 2069	California Home Health Aide Training Scholarship Act.	Support	Assembly - Appropriations
AB 2077	Medi-Cal: monthly maintenance amount: personal and incidental needs.	Support	Assembly - Appropriations
AB 2145	Dental services: skilled nursing and intermediate care facilities/developmentally disabled.	Support	Assembly - Consent Calendar
AB 2164	Disability access: funding.	Support	Assembly - Appropriations
AB 2175	California Wandering Prevention Task Force.	Support	Assembly - Appropriations
AB 2216	The Qualified ABLE Program: tax-advantaged savings accounts.	Support	Assembly - Appropriations
AB 2262	In-home supportive services: needs assessment.	Support	Assembly - Appropriations
AB 2373	Pupils with exceptional needs: adaptive sports hubs pilot program.	Support	Assembly - Appropriations



April 2022

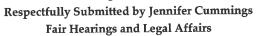
Respectfully Submitted by Jennifer Cummings Fair Hearings and Legal Affairs



Bill	Title Title	ARCA Position	Bill Location	
AB 2378	Income taxes: credit: employer: qualified wages.	Sponsored by ARCA	Assembly - Revenue & Taxation	
AB 2378	Personal income taxes: credit: employer: qualified wages.	Sponsored by ARCA	Assembly - Revenue & Taxation	
AB 2402	Medi-Cal: continuous eligibility.	Support	Assembly - Appropriations	
AB 2405	Intensive behavioral health treatment facilities.	Support if Amended	Assembly - Health	
AB 2410	Local educational agencies: home-to-school transportation.	Comments	Assembly - Education	
AB 2458	California Children's Services: reimbursement rates.	Support	Assembly - Appropriations	
AB 2511	Skilled nursing facilities: backup power source.	Support	Assembly - Appropriations	
AB 2535	Recreation and park districts: grants: playgrounds: disability access.	Support	Assembly - Appropriations	
AB 2541	Special education: funding: deaf and hard of hearing children.	Support	Assembly - Appropriations	
AB 2546	Resident-Designated Support Persons Act.	Support	Assembly - Health	
AB 2547	Housing Stabilization to Prevent and End Homelessness Among Older Adults and People with Disabilities Act.	Support	Assembly - Appropriations	
AB 2645	Local emergency plans: integration of access & functional needs: community resilience centers.	Support	Assembly - Emergency Management	
AB 2680	Medi-Cal: Community Health Navigator Program.	Support	Assembly - Health	
AB 2697	Medi-Cal: community health workers and promotores.	Support		
AB 2750	Department of Technology: digital equity plan.	Support	Assembly - Appropriations Assembly - In Floor Process- Engrossing	
AB 2786	Children's Crisis Continuum Pilot Program.	Support	Assembly - Health	
AB 2823	Medi-Cal: beneficiary maintenance needs: home upkeep allowance and transitional needs allowance.	Support	Assembly - Appropriations	
AB 2827	Child daycare facilities.	Support	Assembly - Education	
AB 2917	State law: disability access. (construction-related accessibility claims)	Support	Assembly - Third Reading	
AB 2920	Postsecondary education: students with disabilities: inclusive college pilot programs.	Support	Assembly - Appropriations	
AB 2951	Mobile mental health crisis response teams.	Support	Assembly - Appropriations	
CR 135	Suicide Prevention Week. (Sept. 4-10, 2022)	Support	Assembly - Rules	
CR 165	World Autism Awareness Day. (April 2, 2022)	Support	Senate - Third Reading	
SB 17 (2-YEAR)	Office of Racial Equity.		Assembly - Appropriations	
SB 21 (2-YEAR)	Specialized license plates: mental health awareness.	Support	Assembly - Appropriations Assembly - Pending Referral	
SB 107 (2-YEAR)	CalFresh. Goal is to improve and simplify access to CalFresh	Support	Assembly - Pending Referral	
SB 136 (2-YEAR)	Budget Act of 2022. (Committee on Budget and Fiscal Review)		Assembly - Budget	



April 2022





Bill	Title	ARCA Position	Bill Location
SB 237 (2-YEAR)	Special education: dyslexia screening.		Assembly - Education
SB 291 (2-YEAR)	Advisory Commission on Special Education: pupil advisory council.		Assembly - Pending
SB 293 (2-YEAR)	Medi-Cal specialty mental health services.	Tracked by ARCA	Assembly - Appropriations
SB 387	Pupil health: school employee and pupil training: youth mental and behavioral health.	Support	Assembly - Pending Referral
SB 518 (2-YEAR)	Developmental services: Self-Determination Program.	Tracked by ARCA	Assembly - Pending Referral
SB 562 (2-YEAR)	Health care coverage: pervasive developmental disorders or autism. Revises "BHT" def.		Assembly - Inactive
SB 568 (2-YEAR)	Deductibles: chronic disease management.	Support	Assembly - Health
SB 692 (2-YEAR)	Local control and accountability plans: state priorities: least restrictive environment.	Tracked by ARCA	Assembly - Appropriations
SB 717 (2-YEAR)	Custom rehabilitation technology service providers: payment.	Support	Assembly - Pending Referral
SB 833	Community Energy Resilience Act of 2022.	Support	Senate - Energy, U & C
SB 840	Budget Act of 2022	Tracked by ARCA	Senate - Budget & Fiscal Review
SB 855	Childhood Drowning Data Collection Pilot Program.	Support	Senate - Health
SB 870	Developmental services. Modifies "developmental disability" age or origination from 18 to 22	Support if Amended	Senate - Appropriations
SB 878	School transportation.	Support	Senate - Education
SB 882	Advisory Council on Improving Interactions between People with Intellectual and	Support	Senate - Public Safety
00.040	Development Disabilities and Law Enforcement.	Support	Senate - Health
SB 912	Biomarker testing. Medi-Cal managed care plans: mental health benefits.	Support	Senate - Appropriations
SB 1019	Community care facilities: criminal background checks.	Support	Senate - Consent Calendar
SB 1093	Special education: inclusive education: universal design for learning.	Support	Senate - Appropriations
SB 1113	California Interagency Council on Homelessness.	Support	Senate - Housing
SB 1134 SB 1238	Behavioral health services: existing and projected needs.	Support	Senate - Health
SB 1354	Design-build contracting: cities, counties, and cities and counties: compliance with the federal Americans with Disabilities Act of 1990.	Support	Assembly - Desk
SB 1421	California Interagency Council on Homelessness.	Support	Senate - Housing
SB 1480	Remote accessible vote by mail systems.	Support	Senate - S.E. & C.A.
SCR 71	Traumatic Brain Injury Awareness Month.	Support	Senate - Enrollment
SB 1092	Developmental services: individual program plan: fair hearings.	Tracked by ARCA	Senate - Judiciary
SCA 4 (2-YEAR)	Legislature: 2-year budget. Would put before the voters a two-year budget cycle for California. Year one of the Legislative session would be Budget and Trailer Bill only. Year two is for other legislation.	Tracked by ARCA	Senate - Budget & Fiscal Review
SCR 5 (2-YEAR)	State of emergency: COVID-19: termination.	-	Senate - Gov. Organization



April 2022

Respectfully Submitted by Jennifer Cummings Fair Hearings and Legal Affairs



Bill	Title	ARCA Position	Bill Location
SCR 91	Individuals with Developmental Disabilities Inclusion Month. (May 2022)	Sponsored by	Senate - Third Reading
		ARCA	
SJR 4 (2-YEAR)	Special education funding. Would fully fund the federal IDEA.	Support	Assembly - Pending Referral
SJR 8	Social Security Disability Insurance: disabled adult child benefit.	Support	Senate - Third Reading

LEGISLATIVE UPDATES

Grassroots Day was held virtually on April 5, 2022. This year's team met with 10 state senators and assembly members or their staff. The team was composed of Consumer Advocates, Stephen Donahue and Brandi Halstead; Parent/Advocate, Isabel Torres; April Stewart, 24 Hour Home Care Regional Director/VAC Chair; Consumer Services Coordinator, Michelle Harley; Cultural Specialist, Lilliana Garnica; Program Managers, CJ Cook and Jennifer Cummings.

Key advocacy points included modernizing the core staffing formula, repeal of fees on families, provider rate reform and advocacy for SB 882, AB 2378 and SCR 91.

UPCOMING LEGISLATIVE DEADLINES & EVENTS:

Apr. 29	Last day for policy committees to hear and report to fiscal committees fiscal bills introduced in their house
May 6	Last day for policy committees to hear and report to the Floor nonfiscal bills introduced in their house
May 13	Last day for policy committees to meet prior to May 31
May 20	Last day for fiscal committees to meet and report to the floor bills introduced in their house. Last
	day for fiscal committees to meet prior to May 31
Mid-May	May Revise and Hearings
May 23-27	Floor session only. No committees, other than conference or Rules Committees, may meet for any purpose

June 15, 30 Budget Bill must be passed by midnight

June 30 Budget Signature



BOARD OF TRUSTEES REPORT May 9, 2022 RESPECTFULLY SUBMITTED BY LAURA MILLER

Cash Assets March 31, 2022 \$23,213,024.93

COMMITTEE MEMBERS

Tom Cosand, Drew Cutler, Bob McGuire, Debra Mannon, Cameron Page, Evan Page, Jack Padilla, and Steve Spears

OPERATIONS

As pandemic restrictions ease up, we are focusing on visiting beneficiary properties. Master Trust has acquired three new homes this past year and following up on necessary maintenance and upgrades to all the homes. We are piloting a new service to manage our properties. This company will vet contractors and coordinate regular maintenance and repairs to homes, anywhere from monthly landscaping to major renovations. I met this vendor at a special needs trust conference. They are a welcome addition to our toolbox to better serve our beneficiaries and make sure they are safe and happy in their homes.

In 1986, Master Trust of California accepted the first special needs trust. Since that time, the "Master Trust" document has undergone several revisions to ensure that we comply with current laws and public benefits policies. Over the next few months, we will be working with our contract attorney for review and recommendations for any updates to the trust documents that may be necessary. A finalized "Master Trust" document will be provided to the Master Trust Committee for their review and approval in the coming months.

ACCESS

In February and Marcy of 2022, 184 requests were processed totaling \$122,545.46. Requests included assistive technology training, association dues, attendant services, bus pass, cable bills, carpeting, cell phone bills, cleaning services, clothing, deposit for new condo, electronics, entertainment, gym membership, healthcare premiums, home inspection, income tax, incontinence supplies, landscape services, legal fees, medical/dental expenses not covered by insurance, mileage, pest control, pool maintenance, rent, salon services, utilities, vehicle insurance, & vehicle registration.

Summary of VAC meetings for March & April 2022

April Stewart Chair, Vendor Advisory Committee

The following is a summary of the March 21st and April 18th, 2022 VAC meeting. Announcements: VAC meetings will continue to be held monthly via zoom. 111 and 108 individuals participated in the zoom VAC meetings respectively. The new Regional Manager for SCDD, Patricia Herrera introduced herself to the group and gave an overview of her experience and an overview of the SCDD with main highlights on current SCDD initiatives during the March meeting. CJ Cook discussed caseload ratios in April

Summary by Vendor Category:

Vendor Group:	Concerns / Priorities
Day Programs:	Lynn De Anda (<u>Ideanda@desertarc.org</u>). Day programs met last week with about 50 vendors. The group asked for an update on IRC masking requirement updates since some state regulations are easing.
Health Care Facilities	Michelle Clarke (<u>mrarn@aol.com</u>) The group met last month with about 15 agencies attending. They talked about the state moving toward managed care and concerns around if there will be an opt-out. Staffing continues to be a challenge. There are concerns on if non-insured individuals will not be covered for the cost of testing since they still must test twice a week.
Infant/Children's Programs:	Johanna Caicedo (<u>Johana.caicedo@thementornetwork.com</u>) They met on Feb 28 th with about 50 vendors in attendance. Treva and the PMs attend to help resolve issues collaboratively. Remote services have been extended through June 30 th , but there is a lot of discussion around what will happen after this date. The CDC changed the milestone for early start will impact families and vendors.
Residential (4)	Kedra Creer – absent
Residential (2-3)	VACANT
Respite	Jenn Delgado <u>jdelgado@inlandrespite.com</u> The group met and discussed EVV. Vince attended to work through concerns.
SLS / ILS	VACANT
Specialist/ Support Programs	continues to communicate via email as-needed.
Transportation	Felecia Arnold (nemt1stclasstransportation@yahoo.com) The group met and discussed the Burns rates. There are a lot of concerns on transport rates because many rates in this category may decrease after the hold harmless ends. Gas prices rising are also a concern.
Vocational	Marie Chatman (mariechatman@weexceed.org) The group met on March 16 th with about 17 vendors in attendance. IRC and DOR reps attended. The group is asking when Rate Study increases will start to be paid to vendors. They know it is effective April 1 st , but vendors are unsure if the e-billing system will be updated right away. They also discussed the impacts of AB639 passed last year
Behavior Mod:	Rachel Steward (<u>rachel.steward@thementornetwork.com</u>) They received an update on the PIP program. They encouraged all vendors to invite transport to their IDT meetings. Rachel and Kedra have updated how the groups will split topics and who attends each meeting to ensure everyone is getting the best information.
Member-at-Large:	April Stewart (april@24hrcares.com), Audrey Andrade (audreymandrade@gmail.com) and Ruth Goodsell (rgoodsell@desertarc.org).

Membership Committee: Ruth Goodsell (<u>rgoodsell@desertarc.org</u>) – Ruth updated the group that there are two openings: SLS and Levels 2-3 Residential opening. Ruth is connecting with the IRC liasons for the groups to try to connect with vendors who may be interested.

Regional Center Updates: Vince provided a report on updates from IRC and answered questions.

VAC meetings continue to be held monthly via Zoom

Inland Regional Center

Memo

To:

Board of Trustees

From:

Cameron Page, Board Chair

Date:

May 2, 2022

Re:

Slate of Officers 2022-2024

The following members are being nominated for the following positions:

Chair

Carmen Estrada

Vice-Chair

Maureen O'Connell

Secretary

Alicia Lara

Member at Large

Jay Connor

We will be accepting additional nominations prior to taking vote.

VENDOR NAME	VENDOR#	Service Code	Sub Code	unit type	Service Description
			НА	HRS-DIRECT/INDIR/MO	
			НАВ	HRS-DIRECT/INDIR/MO	
A.O.K. Ecoways Inc.	HJ0336	896	IH33	HRS-DIRECT F/F ONLY/MO	
a some zoowayo me.	1130330	890	IH36	HRS-DIRECT F/F ONLY/MO	
			С19НВ	HRS-DIRECT/INDIR/MO	
			C19PS	HRS-DIRECT/INDIR/MO	
			ISO	HRS-DIRECT F/F ONLY/MO	
			HA	HRS-DIRECT F/F ONLY/MO	
			НАВ	HRS-DIRECT/INDIR/MO	
			IH33	HRS-DIRECT F/F ONLY/MO	
Adult Community Independence	HJ0980	896	IH36	HRS-DIRECT F/F ONLY/MO	
			С19НВ	HRS-DIRECT/INDIR/MO	
			C19PS	HRS-DIRECT F/F ONLY/MO	
			ISO	HRS-DIRECT F/F ONLY/MO	
	НЈ0606		НА	HRS-DIRECT F/F ONLY/MO	
			HAB	HRS-DIRECT F/F ONLY/MO	
			IH33	HRS-DIRECT F/F ONLY/MO	
All About You, LLC.			IH36	HRS-DIRECT F/F ONLY/MO	
			С19НВ	HRS-DIRECT/INDIR/MO	
			C19PS	HRS-DIRECT F/F ONLY/MO	
			ISO	HRS-DIRECT F/F ONLY/MO	
			НА	HRS-DIRECT/INDIR/MO	
			HAB	HRS-DIRECT/INDIR/MO	
			IH33	HRS-DIRECT F/F ONLY/MO	
Carden SLS	HJ2592	896	IH36	HRS-DIRECT F/F ONLY/MO	
			С19НВ	HRS-DIRECT/INDIR/MO	
			C19PS	HRS-DIRECT/INDIR/MO	
			ISO	HRS-DIRECT F/F ONLY/MO	
			НА	HRS-DIRECT F/F ONLY/MO	
			HAB	HRS-DIRECT/INDIR/MO	
			HADA	HRS-DIRECT F/F ONLY/MO	
CIN INC	HIVOOE	0885 896	IH33	HRS-DIRECT F/F ONLY/MO	
CHY HVC	HJU885		IH36	HRS-DIRECT F/F ONLY/MO	
			С19НВ	HRS-DIRECT/INDIR/MO	
			C19PS	HRS-DIRECT F/F ONLY/MO	

	1 1		ISO	HRS-DIRECT F/F ONLY/MO
			HA	HRS-DIRECT/INDIR/MO
			НАВ	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
Circle of Life	HJ2600	896	IH36	HRS-DIRECT F/F ONLY/MO
			C19HB	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT/INDIR/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			НА	HRS-DIRECT/INDIR/MO
			HAB	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
Community Living Opportunities	HJ0570	896	IH36	HRS-DIRECT F/F ONLY/MO
			С19НВ	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT/INDIR/MO
			ISO	HRS-DIRECT F/F ONLY/MO
		-	НА	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
		896	HABF	HRS-DIRECT F/F ONLY/MO
Creating A Logacy Inc	HJ2732		IH33	HRS-DIRECT F/F ONLY/MO
Creating A Legacy, Inc.			IH36	HRS-DIRECT F/F ONLY/MO
			C19HB	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			HA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
			HAJL	HRS-DIRECT F/F ONLY/MO
Desert ARC	H71025	896	IH33	HRS-DIRECT F/F ONLY/MO
Desert ARC	П/1025	030	IH36	HRS-DIRECT F/F ONLY/MO
			С19НВ	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			HA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
Doorways	HJ0304	896	IH36	HRS-DIRECT F/F ONLY/MO
			С19НВ	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO

			ISO	HRS-DIRECT F/F ONLY/MO
			HA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
Helping Hands	HJ0939	896	IH36	HRS-DIRECT F/F ONLY/MO
			С19НВ	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			HA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
			HABAC	HRS-DIRECT/INDIR/MO
Horizon SLS	H10008	896	IH33	HRS-DIRECT F/F ONLY/MO
	1150008	830	IH36	HRS-DIRECT F/F ONLY/MO
			С19НВ	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
		896	HA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
	H68993		IH33	HRS-DIRECT F/F ONLY/MO
Independent Living			IH36	HRS-DIRECT F/F ONLY/MO
			C19HB	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
		896	НА	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
New Living Options	HJ0873		IH36	HRS-DIRECT F/F ONLY/MO
	1 1		С19НВ	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			HA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
Options for All	HJ0946	896	IH36	HRS-DIRECT F/F ONLY/MO
			С19НВ	HRS-DIRECT F/F ONLY/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO

Supporting Living Skills Services

			THA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
		:	IH33	HRS-DIRECT F/F ONLY/MO
DAISTIC	HJ2846	896	IH36	HRS-DIRECT F/F ONLY/MO
PALS, LLC	ПЈ2040	630	C19HB	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			HA	HRS-DIRECT F/F ONLY/MO
			НАВ	HRS-DIRECT/INDIR/MO
			HAJR	MONTHLY
			HAKM	MONTHLY
			HAMP	HRS-DIRECT/INDIR/MO
Pathway, Inc.	H62678	896	IH33	HRS-DIRECT F/F ONLY/MO
			IH36	HRS-DIRECT F/F ONLY/MO
			HATM	HRS-DIRECT/INDIR/MO
			С19НВ	HRS-DIRECT F/F ONLY/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
	H70905		HA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
Peppermint Ridge L.I.F.E.		896	IH36	HRS-DIRECT F/F ONLY/MO
,,			C19HB	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			НА	HRS-DIRECT/INDIR/MO
			HAB	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
Progressive Behavioral	HJ2584	896	IH36	HRS-DIRECT F/F ONLY/MO
1108.000110 20110110101			С19НВ	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT/INDIR/MO
			ISO	HRS-DIRECT F/F ONLY/MO
	†	<u> </u>	HA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
Sage Place Care & Services	HJ0970	896	IH36	HRS-DIRECT F/F ONLY/MO
Sage Place Care & Services	HJU3/U	030	C19HB	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			CTAL2	TINS-DIRECT F/F CINET/IVIO

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l	1 1		Iso	1
			ISO	HRS-DIRECT F/F ONLY/MO
			24EMG	HRS-DIRECT/INDIR/MO
			НА	HRS-DIRECT F/F ONLY/MO
			НАВ	HRS-DIRECT/INDIR/MO
United Cerebral Palsy	HJ2860	896	IH33	HRS-DIRECT F/F ONLY/MO
,			IH36	HRS-DIRECT F/F ONLY/MO
			C19HB	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			HA	HRS-DIRECT/INDIR/MO
			HAB	HRS-DIRECT/INDIR/MO
			IH33	HRS-DIRECT F/F ONLY/MO
Unlimited Potential	HJ0281	896	IH36	HRS-DIRECT F/F ONLY/MO
			С19НВ	HRS-DIRECT/INDIR/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			HA	HRS-DIRECT F/F ONLY/MO
			HAB	HRS-DIRECT F/F ONLY/MO
			IH33	HRS-DIRECT F/F ONLY/MO
V.E.W.	HJ0143	896	IH36	HRS-DIRECT F/F ONLY/MO
			С19НВ	HRS-DIRECT F/F ONLY/MO
			C19PS	HRS-DIRECT F/F ONLY/MO
			ISO	HRS-DIRECT F/F ONLY/MO
			НА	HRS-DIRECT/INDIR/MO
			HAB	HRS-DIRECT F/F ONLY/MO
			IH33	HRS-DIRECT F/F ONLY/MO
VHS	HJ2717	896	IH36	HRS-DIRECT F/F ONLY/MO
			С19НВ	HRS-DIRECT F/F ONLY/MO
			C19PS	HRS-DIRECT/INDIR/MO
			ISO	HRS-DIRECT F/F ONLY/MO

VENDOR NAME	VENDOR#	Service Code	Sub Code	unit type	Service Description	
					Technical Services Provider: Educa Related	ation
Martha Haynes	PJ4460	100		HRS-DIRECT/INDIR/MO		
			01TR	ACTUAL MILES-CONTRACT		
				HRS-DIRECT/INDIR/MO		
The Law Offices of Phillp Sparks	PJ5385	100				
			01TR			
				ACTUAL MILES-CONTRACT		

VENDOR NAME	VENDOR#	Service Code	sub code	unit type	Service Description
CALIFORNIA MENTOR FAMILY	НЈ2586	904	L2S (tier 0) L3S (tier 1) L4C (tier 2) L4G (tier 3) L4I (tier 4)	direct monthly	Family Home Agency Services

VENDOR NAME	VENDOR#	Service Code	sub code	unit type	Service Description
Kokabi Pharmaceutical Inc.	PJ4208	1		LIDS DIDEST/INDID/A40	Pharmaceutical Services
	1			HRS-DIRECT/INDIR/MO	_
			01TR	ACTUAL MILES-CONTRACT	
			CPP	HRS-DIRECT/INDIR/MO	7

VENDOR NAME	VENDOR#	Service Code	sub code	unit type	Service Description
Stars Infant Program	PJ4982	56	ADMIN	HRS-DIRECT/INDIR/MO	
			ASMNT	PER ITEM	
Thrive Pediatrics	PJ5086	56	ADMIN	HRS-DIRECT/INDIR/MO	
Tillive rediatries	13000	36	ASMNT	PER ITEM	
Sunny Days of California	PJ5117	56	ADMIN	HRS-DIRECT/INDIR/MO	
Sumy Days of Camornia	F33117	36	ASMNT	PER ITEM	
Institute for Behavioral Health, Inc.	PJ4971	56	ADMIN	HRS-DIRECT/INDIR/MO	
motitate for behavioral ricaltif, inc.			ASMNT	PER ITEM	Provide specialized assessment to consumers
-			ADDCO	HRS-DIRECT F/F ONLY/MO	Provide specialized assessment to consumers
			ASMNT	PER ITEM	
Psychhealing Counseling	PJ4856	56	MISC	HRS- DIR F/F ONLY/MO	
			PEVCO	HRS-DIR F/F ONLY/MO	
			SARPT	HRS-DIR F/F ONLY/MO	
Willowbrooks Behavioral Health	PJ5044	56	ASMNT	PER ITEM	
			ADMIN	HRS-DIRECT/INDIR/MO	
Spotie Kids	PJ5142	56	ASMNT	PER ITEM	
Najera, Sonia	PJ4705	56		PER ITEM	

VENDOR NAME	VENDOR#	Service Code	sub code	unit type	Service Description
			90832	HRS-DIR F/F ONLY/MO	Clinical Psychologist
			90837	HRS-DIR F/F ONLY/MO	Services
				HRS-DIR F/F ONLY/MO	
			90840	HRS-DIR F/F ONLY/MO	
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VENDOR NAME	VENDOR#	Service Code	sub code	unit type	Service Description
					:
Bartley, James	P19563	775	90177	NON-SUPPORTIVE	
			90179	NON-SUPPORTIVE	
			1LSMC	HRS-DIRECT/INDIR/MO	
			ASMNT	HRS-DIR F/F ONLY/MO	
Faculty Physicians and Surgeons of LLUSM	PJ2732	775	ELRCT	HRS-DIRECT/INDIR/MO	
Taculty Thysicians and Surgeons of LLOSW	FJ2/32	//3			
			NEURO	HRS-DIR F/F ONLY/MO	Physican Services

VENDOR NAME	VENDOR#	Service Code	unit type	Service Description
ARC Riverside Fairmont	PJ2709	742	MONTHLY	
Moreno Valley Resource	PJ3127	742	MONTHLY	LVN Services
First Step Montclair	PJ5054	742	HRS-DIR F/F ONLY/MO	
First Step Montclair	PJ5055	744	HRS-DIR F/F ONLY/MO	RN services

VENDOR NAME	VENDOR#	Service Code	Sub Code	unit type	Service Description
			ASMNT	HD	Psyhiatric Services
Kansagra,Pravin J.,MD	PM2896	780	BMODR	HD	
			014PSF	HD	
			O1TR	MA	



INLAND REGIONAL CENTER

...valuing independence, inclusion, and empowerment

P. O. Box 19037, San Bernardino, CA 92412-6127 Telephone: (909) 890-3000

Fax: (909) 890-3001

May 31, 2022

To Whom It May Concern:

Attached you will find Inland Regional Center's (IRC) Purchase of Service (POS) Report and plan to ensure that the services authorized and approved are of the highest quality and available to all Clients— no matter the age, language, ethnicity, diagnosis, geographical location, living arrangements, or other identifiable challenges.

We have continued to take a collaborative approach to gathering input from the community. IRC has continued to work in partnership with Autism Society of Inland Empire (ASIE), Community Based Organizations (CBOs), numerous parent support groups, Client Advisory Committee (CAC), and State Council on Developmental Disabilities (SCDD) to assist with marketing the Purchase of Service Data and meeting dates.

This year, IRC pre-recorded the presentation and published it weekly on social media, along with a survey. Additionally, the presentation was made available to all IRC staff using the pre-recorded YouTube video link. Likewise, the Community Engagement and IT teams were able to live stream the meeting on February 16, 2022, in English, and February 17, 2022, in Spanish. The Zoom live-stream was interactive with a public comment session, and we were able to gather input and answer questions using this format.

The attached report has input from our community, partner organizations, and staff, summarized with a plan to continue to address the disparities in Purchase of Services (POS).

We also invite you to review our new Service Access and Equity (SAE) page at www.inlandrc.org/SAE.

Please feel free to contact me at (909) 890-3400 or via email at <u>Ljohnson@inlandrc.org</u> with any questions, concerns, or additional input. We welcome the opportunity to discuss our activities with you.

Sincerely,

Executive Director

Inland Regional Center



Common acronyms used throughout this report

ASIE	Autism Society Inland Empire
CAC	Consumer Advisory Committee
CSC	Consumer Services Coordinator
СВО	Community Based Organization
CEU	Continuing Education Unit
CFT	Child Family Team
CLASE	Colaboración, Liderazgo, Abogacía, Servicio y Educación (collaboration, leadership, advocacy, service, education)
СР	Cerebral Palsy
DACA	Deferred Action for Childhood Arrivals
DDS	Department of Developmental Services
DRC	Disability Rights California
EPU	Exceptional Parents Unlimited
ICF	Intermediate Care Facility
ID/DD	Intellectual Disability/Developmental Disability
IEP	Individualized Education Program
IHSS	In-Home Support Services
IPP	Individual Program Planning
IRC	Inland Regional Center
ISC	Infant Services Coordinator
LMS	Learning Management System
NOA	Notice of Action
OCRA	Office of Clients' Rights Advocacy
ОТ	Occupational Therapy
POS	Purchase of Service
PT	Physical Therapy
RC	Regional Center
SAE	Service Access and Equity
SCDD	State Council of Developmental Disabilities
SDP	Self Determination Program
SSI	Supplemental Security Income
TASK	Team of Advocates for Special Kids
UCR/SEARCH	University of California Riverside/Support, Education, Advocacy, Resources, Community Hope
VAC	Vendor Advisory Committee



Diversity/Disparity/SAE Data Action Items

The following actions were taken by Inland Regional Center to increase virtual attendance and participation in the discussion of service access and equity related to Purchase of Service (POS):

- On November 23, 2021, the POS virtual Public Input Meeting "We Want to Hear from You!" was announced and posted on IRCs website and calendar.
- On December 27, 2021, the POS Data were posted on IRCs website in English and Spanish under the Accountability page.
- On January 6, 2022, the POS PPT with voiceover was emailed to IRC Directors.
- On January 11,2022, the POS PPT was presented to IRC Directors.
- On January 11, 2022, the POS Public Input meeting PPT with voiceover and link to the stakeholder survey was emailed to all IRC staff. All IRC staff were invited to watch the presentation, provide feedback by completing the survey and informed them of the February 16 and 17 live/virtual public input sessions.
- On January 11, the POS Disparity Data "We Want to Hear from You!" PPT presentation
 with link to stakeholder survey was posted to IRCs social media platforms: Facebook,
 Instagram, and Twitter, which began a series of weekly posts for six consecutive weeks
 leading up to the live public input sessions. The series of weekly posts occurred on:
 January 11, 17, 24, 31 and February 7 and 14.
- On January 12, 2022, the Community Engagement Program Manager met with current CBOs that have SAE grants from DDS and invited them to attend IRCs POS Public Input meetings.
- On January 12, 2022, IRCs Cultural Specialist announced the February 16 and 17 live/virtual POS Public Input Meetings "We Want to Hear from You!" to attendees of the Virtudes Especiales Spanish parent support group. Attendees were invited to join the meetings and were encouraged to submit their comments and suggestions during the public input session or via the survey or email.
- On January 14, 2022, IRCs Cultural Specialist presented the POS Data to C.L.A.S.E. leaders and provided link to the stakeholder survey.
- On January 14, 2022, C.L.A.S.E. leaders were invited to attend IRCs live POS Public Input meetings and were encouraged to provide public input.
- On January 19, 2022, the POS Data were presented to IRCs Disparity Link team.



- On January 20, 2022, the POS Public Input meetings were announced on IRCs Client Advisory Committee (CAC) Facebook page.
- On February 2, 2022, the Public Input Meeting "We Want to Hear from You!" announcement was shared with Clients' Rights Advocate from Office of Clients' Rights Advocacy (OCRA)/Disability Rights California (DRC).
- On February 10, 2022, IRCs Cultural Specialist presented the POS data and link to the stakeholder survey at the IRC/CAC "Hang Out." Attendees were encouraged to provide their comments and suggestions via the survey or by email and were invited to attend the live POS Public Input meetings on February 16 and 17.
- On February 11, 2022, IRCs Cultural Specialist posted the POS Public Input meeting flyers in both English and Spanish on the C.L.A.S.E. Facebook page.
- On February 14, 2022, the Public Input meeting "We Want to Hear from You!" announcement was shared with the Vendor Advisory Committee (VAC). Attendees were encouraged to attend the live POS Public Input meetings on February 16 and 17.
- On February 16, 2022, the live POS Disparity Data "We Want to Hear from You!" virtual presentation with public input session was delivered in English to the community.
- On February 17, 2022, the live POS Disparity Data "We Want to Hear from You!" virtual
 presentation with public input session was delivered in Spanish to the community.
 - o English session 5-6pm
 - Number of attendees = 26
 - o Spanish session 5-6pm
 - Number of attendees = 18
- Total Public Input surveys received from all sources mentioned above: 8
 - English surveys = 6
 - Spanish surveys = 2



Fiscal Year 2020-2021 Service Access and Equity Presentation Stakeholder Meeting Notes "We Want to Hear from You!" Purchase of Service Public Input February 16, 2022 – English session 5:00 PM to 6:00 PM

Virtually attended by:

Lavinia Johnson, Executive Director, Vince Toms, Director of Community Services, Treva Webster, Director of Early Start, Intake, Clinical, and FRN, CJ Cook, Community Engagement Program Manager, Kurtis Franklin, IT Program Manager, Lilliana Garnica, Cultural Specialist, Daisy Quiroz, Community Relations Specialist, George Gonzalez, CST III, Ismeth Estrada, CST I, Gregory Harris, Consumer Advocate.

CBOs in attendance

- Access Non-Profit Center
 - o Ardena Bartlett Parenting Black Children (PBC) SAE grant project
- Autism Society Inland Empire
 - o Beth Burt Colaboración, Liderazgo, Abogacía, Servicio y Educación (C.L.A.S.E.)
- Familias First
 - o Victor Campos Creating Leadership Among Parents (CLAP) SAE grant project
- Padres con Ganas
 - Martha Barragan and Maria Martinez Genuine, Animate, Navigate, Assist, Succeed (GANAS)

Stakeholder virtual attendance included community members, clients, parents/caregivers, vendors, and IRC staff. Number of stakeholder attendees = 26

Presentation included common regional center acronyms, important POS disparity timelines, IRC and DDS disclaimers, information on POS Expenditures, IRC Client and staff growth, the Community Engagement Unit, Transportation Grant, current and finalized CBO SAE projects, POS disparity data highlights, unprecedented barriers related to IRC and the IRC community, SAE accomplished and projected goals, IRCs Spanish virtual parent support group, SAE barriers and median rates, IRCs common services list, information about IRC BOT meetings, invitation to IRCs upcoming Performance Contract Public Input Meeting, information on how to stay connected, how to contact IRCs Cultural Specialist, CBO SAE project presentations, a Public Input session, and links to the annual POS survey.

You may review the English 2020/2021 POS disparity data at: https://www.inlandrc.org/wp-content/uploads/2022/01/IRC-POS-Disparity-Data-Reports-2020-2021-2.pdf

You may review the English POS Public Input meeting at: https://youtu.be/DnI08LDJn60



Fiscal Year 2020-2021 Service Access and Equity Presentation Stakeholder Meeting Notes "¡Queremos Saber Su Opinion!" Purchase of Service Public Input February 17, 2022 – Spanish session 5:00 PM to 6:00 PM

Virtually attended by:

CJ Cook, Community Engagement Program Manager, Kurtis Franklin, IT Program Manager, Lilliana Garnica, Cultural Specialist, Daisy Quiroz, Community Relations Specialist, George Gonzalez, CST III, Ismeth Estrada, CST I.

CBOs in attendance

- Autism Society Inland Empire
 - Clara Garcia Colaboración, Liderazgo, Abogacía, Servicio y Educación
 (C.L.A.S.E.) which in English means, collaboration, leadership, advocacy, service,
 and education
- Familias First
 - Victor Campos Creating Leadership Among Parents (CLAP) SAE grant project
- Padres con Ganas
 - Martha Barragan and Maria Martinez Genuine, Animate, Navigate, Assist, Succeed (GANAS)

Stakeholder virtual attendance included community members, clients, parents/caregivers, vendors, and IRC staff. Number of stakeholder attendees = 18

Presentation included common regional center acronyms, important POS disparity timelines, IRC and DDS disclaimers, information on POS Expenditures, IRC Client and staff growth, the Community Engagement Unit, Transportation Grant, current and finalized CBO SAE projects, POS disparity data highlights, unprecedented barriers related to IRC and the IRC community, SAE accomplished and projected goals, IRCs Spanish virtual parent support group, SAE barriers and median rates, IRCs common services list, information about IRC BOT meetings, invitation to IRCs upcoming Performance Contract Public Input Meeting, information on how to stay connected, how to contact IRCs Cultural Specialist, CBO SAE project presentations, a Public Input session, and links to the annual POS survey.

You may review the Spanish 2020/2021 POS disparity data at: https://www.inlandrc.org/wp-content/uploads/2022/01/IRC-POS-Disparity-Data-Reports-2020-2021-2-Sp.pdf

You may review the Spanish POS Public Input meeting Power Point presentation at: https://youtu.be/x8diApZzYHg



Issues Identified and feedback from SAE Stakeholder Virtual Meetings, Public Input Surveys, and presentation of POS disparity data to various groups in the IRC community.

01/14/2022 Input from C.L.A.S.E. Leaders:

- Even after DDS lifted the cap on respite, CSCs are telling families that they can only get 30 hours of respite.
- Families are not aware that the IPP can be amended at any time.
- Create 30 second videos for the community about the POS Public Input meetings.
- Start the POS Public Input meetings with a question.
- Send POS meeting announcements by text message.
- Make a short Power Point presentation of the POS disparity Power Point for CLASE leaders to use to present to their groups and audiences. Train CLASE leaders how to deliver this Power Point to their groups and audiences. This can serve as an additional way to collect public input and data from the community. CLASE leaders can encourage their groups and audiences to attend IRCs live POS Public Input meetings and explain to their groups and audiences how to provide public input.
- If I ask for a service and the regional center doesn't have a vendor to provide me that service, then the regional center should create the program.

01/19/2022 Input from "Disparity Link" attendees:

"I want to share something I have heard from quite a few of the families I serve in east side of the Coachella Valley. There is an immense need in those communities, a lot of immigrants and agricultural workers. A lot also have very humble homes and have shared that they don't request or accepts services because they are embarrassed of their humble homes, and/or that they would first like to make repairs before they can feel comfortable a vendor or an outside person coming to their home. Unfortunately, because of the limited income they don't have the funds to do the repairs such as leaking roofs when it rains, or cosmetic repairs."

02/10/2022 Input from "Hang Out" attendees:

- We need more programs.
- There needs to be more focus on the deaf and hard of hearing community.
- CSCs do not have enough time for their clients because their caseloads are too high.
- We all need to work together.

02/16/2022 Input from the live English POS Public Input Virtual Meeting:

- My input for addressing No POS is to reach out to those groups and simply ask why?
 There are many ways this can be done, phone survey, focus group, etc.... Some families don't even know that they have RC services.
- Thank you for all the great information!
- Ardena from Access Non-Profit Center presented their Parenting Black Children SAE project.



- My son and those that look like him and me deserve to have equitable access to services and programs that will allow us to have an amazing future. Getting equitable access to services is not as easy as ABC and 123. I commend IRC and particularly the work of Lilliana Garnica the Cultural Specialist in supporting our initiative and being a true partner in decreasing disparities.
- I congratulate IRC and the many of their SCs who attended the Cultural Humility: Black Voices and Developmental Disabilities workshops.
- I commend Lilliana on the work that she has been doing. To the Community
 Engagement team, I have felt engaged, not only as a parent but as a CBO and as a
 person who really supports diversity and every component of diversity and so I say
 thank you for creating that bridge that we can walk back and forth from one side to the
 other. Thank you so much IRC for all the work that you are doing to decrease disparities
 in the community.
- Beth from ASIE introduced and updated on C.L.A.S.E. Community of Practice SAE project.
- I also want to echo what Ardena said just a big thank you for the Inland Regional Center. I think this was your best POS meeting yet. I love the presentation. Great job and thank you.
- It is so great to work collaboratively with most of the staff at IRC.
- The community is looking for a wide variety of options for social recreation such as art and music classes and horseback riding that would be available for the community that IRC would be able to pay for. CLASE leaders sent a letter to DDS with these services that we are proposing.
- We know that because of COVID utilization of services has been affected but we're
 curious what the re-integration plan is going to be. Are we looking at it from a
 geographic as well as ethnic and language disparity issue? So, making sure families are
 going to have equal access and looking at the barriers as we start to re-integrate back
 into the real world. Thank you all for all your work. It is a privilege and a pleasure to
 work with all of you.
- Ardena, thank you for your input and participation today. We at IRC appreciate the opportunity to collaborate with you and your CBO!
- I want to take a moment and thank Ardena and Beth for your leadership in our community and for the collaboration!
- Victor from Familias First introduced the CLAP SAE project.
- Lilliana thank you so much for your support and collaboration and being able to have multiple meetings to be able to refine and really define what those different components are from the regional center. Being able to make connections with SCs and other staff members within the regional center has helped as well.
- Thank you, Victor! I appreciate being on the same team with you and our community.
- Thanks Vince! We appreciate your support and collaboration for our community!
- Martha from Padres con Ganas introduced their SAE project GANAS. We appreciate Lilliana's support the whole way through this project.



- OCRA: Families need help and IRC has not been eager to assist. IRC needs to put together focus groups to find out more about cultural needs of underserved families. I consistently hear from clients and their families that they have requested services from the regional center and have been denied or they have authorized services but were not able to use them because of administrative issues with starting a service or the services not available in the area and the regional center has not yet made those efforts with local providers to allow new vendors in that particular area. The data clearly shows that disparities do exist with ethnic groups that receive services from the regional center and that shouldn't happen. The regional center must do additional outreach in these communities to reach these underserved groups to improve the knowledge of available services to these clients. We recommend that regional center continue to hold focus groups of consumers and their families to inquire about their cultural and linguistic needs as it does relate to the services and supports through regional center. My oral comment this evening is accompanied by a written letter submitted executive director Johnson. We ask that those comments be incorporated into the reporting of this meeting as well.
- OCRA: I have the privilege of serving regional center clients throughout the state and I have consistently served Inland Regional Center clients for the past six months. In the short time I've been a CRA for IRC I've observed the great quantity of cases that we frequently open that concern the topic of regional center services. We see families that are continually denied regional center eligibility, families that do not have any services from the regional center and as well as families that have been denied services. When I advise clients about their right to receive a notice of action following a denial of service, they are often not aware of that right and have informed me that the regional center has not provided them with that written notice of action. We are deeply concerned not only about the people who are not receiving services but the people who are not able to use all of their authorized services. When the regional center becomes aware of a family that is underutilizing services they should proactively and timely reach out to the families to determine what barriers exist and address them. While some of the underutilization may relate to COVID-19, these utilization disparities have existed long before the pandemic. When I speak with our client community about this data, I often state that while we may be looking at numbers it is representative of actual people's experiences and families' experiences impacted by the regional center and its decisions and lack thereof. People who actually need they are actually the people who need the services. People share with me how upset they are when learning about the data disparities and so often validates their experiences that they know they are having with the regional center. More must be done to address the disparities. I do also want to comment on how this meeting has been conducted. While I do think it is very great that the regional center made this presentation available in advance and well publicized it on social media and other platforms including their website, I do think that this presentation should have been presented live to allow attendees to ask questions throughout the presentation instead of using the recorded presentation for this setting. I look forward to Inland Regional Center reading the comments that our office provided and we encourage they increase their outreach to people they serve throughout the



- year and implement their feedback to address the POS disparities and underutilization rates and help clients who have no POS obtain needed services from the regional center. Thank you.
- Comment letter from OCRA: The Office of Clients' Rights Advocacy (OCRA) provides a program of clients' rights advocacy to people with intellectual and developmental disabilities pursuant to a Department of Developmental Services (DDS) contract. People with developmental disabilities are entitled to regional center services and supports that meet their needs. 2020-2021 Fiscal Year Data The Fiscal Year 2020-2021 Inland Regional Center Purchase of Service Disparity Data report (listed as "Fiscal year 2021-2022" depicts purchase of service (POS) authorization, utilization, and expenditure figures and highlights the disparities that exist between how Inland Regional Center (IRC) serves people based on race/ethnicity, language, age, and disability, among other categories. This letter serves to highlight the disparities, comment on IRC's commitments and public stakeholder process, and share experiences raised by impacted community members—who have the stories behind the data. The 2020-2021 IRC POS data highlights that services are significantly underutilized, and some racial/ethnic groups receive starkly lower funding for services per capita than other groups. "White" consumers utilize 69.2 percent of authorized services, while "Other Ethnicity/Multi-Cultural" consumers and "Asian" consumers utilize 59.7% and 64.2% respectively. (Page 36). "White" consumers receive the most per capital authorized services at an average \$33,894, "Other Ethnicity/Race/Multicultural" consumers receive \$7,173, "Hispanic" consumers receive \$17,541, and "Native Hawaiian/Other Pacific Islander" consumers receive \$17,821 on average. (Page 36). While "American Indian/Native Alaskan" consumers saw an increase in per capital authorized services by about \$8,000 (for a total \$31,707), the utilization dropped dramatically from 84.2% to 68.4% over the last year. (Page 36). English speaking consumers are the predominant recipients of RC services, and they are authorized \$19,711 per consumer on average, and they utilize \$13,319 of it on average. (Page 43). Spanish speaking consumers are the second largest language group receiving RC services. However, on average they receive \$15,819 in authorized services and utilize \$10,873 on average. (Page 43). Vietnamese speaking consumers are the third largest language group receiving RC services. On average they receive \$16,350 in authorized services and utilize \$10,183 on average. The delivery of regional center services should not vary so greatly due to factors like race or language. Service delivery should be based solely on the individual need of each regional center consumer. The 2020-2021 data also shows significant underutilization of authorized services across racial and ethnic groups. COVID-19 may have exacerbated the underutilization rate; however, it is not the root cause. Regional centers are required to deliver services in a culturally and linguistically appropriate way. Welf. & Inst. Code section 4629 (c)(1)(A)(iii). In fact, DDS has heightened this requirement by implementing "an enhanced language access and cultural competency initiative for individuals with developmental disabilities, their caregivers, and their family members" by requiring the regional centers to implement the initiative through its contracts. Welf. & Inst. Code section 4620.4 (b). We recommend that the regional center hold focus groups with consumers and their families to inquire about their cultural and linguistic needs as it



relates to services and supports through the regional center. IRC should take advantage of the COVID-19 related policy changes authorized by DDS that lax stringent service delivery processes. (See DDS's Regional Center Directives.) Annual Report on Stakeholder Meetings As noted in IRC's 2019-2020 Diversity/Disparity Assurance Plan report to DDS dated April 21, 2021, IRC's strategies for service access and equity implementation plan included having IRC's Cultural Specialist continue to focus on underserved populations like "Hispanic," "Spanish speaking," and consumers primarily diagnosed with Autism. IRC also has a disparity link on their virtual platform, holding an "All Things Disparity" quarterly meeting, maintaining a community newsletter and partnering with community groups. (Page 13-20). We request that in IRC's DDS report due by August 31, 2022, IRC captures whether the strategies were completed as described during the course of the reporting year, and how those steps positively impacted/influenced the data. For example, were the quarterly "All Things Disparity" meetings held, what were the dates and times and was there meaningful attendance and participation? Our office is not aware of the quarterly meetings, so we recommend IRC also explain their outreach practices for the meetings and ensure IRC consumers and their families are informed and reminded about the meetings throughout the year. Public Meetings Within three months of posting the compiled POS data to IRC's website, IRC must invite stakeholders to one or more public meetings about the data. The meeting must be held in a culturally and linguistically appropriate manner and at times and locations designed to produce high turnout by the public and underserved communities. IRC must also notify stakeholders at least 30 days prior to the meeting and post it on their internet website. While we did not receive notification from you, thank you for responding to our inquiry about the meeting schedule via email on February 2, 2022, of the stakeholder meetings and sharing the outreach efforts. We also commend IRC for timely posting the event to their website in a visible location on the website homepage. These meetings should also be listed on the IRC on the events calendar. We are glad to see that IRC will hold a meeting in English and Spanish pursuant to Welf. & Inst. Code section 4519.5. We encourage IRC to also hold a meeting in third most populous language, Vietnamese. We also recommend that the invitation flyer adds language like, "For accessibility or interpretation questions, please contact [contact information]." We also commend IRC for their robust social media outreach for these meetings and making the presentation available in advance of the meetings so attendees can more thoroughly prepare to share their feedback. Even though the disparities highlighted in the data are very concerning, the stories and experiences that inform the data are more troubling. One family of an IRC consumer shared that they requested four different skills trainings for their loved one and they were declined by the consumer's CSC without an NOA. I also inquired if they were familiar with the quarterly "All Things Disparity" meetings and they were not. A different IRC consumer moved into the Inland Regional Center catchment area recently and was informed services authorized by a prior regional center would not be granted as they are not available to the consumer in the area, they reside in. They were offered respite care in place of the services they would no longer receive while living in an underserved community. A third IRC consumer was approved under the Self Determination Program



(SDP). That consumer was unable to initiate services after the initial start date of SDP because the regional center repeatedly pushed back the start date. To date, the consumer has not received adequate services for more than eight months. These are only a few examples of the experiences that inform the data. Regional centers should not only ensure that vendors are actively providing the authorized services, but the services should also be high quality and timely provided. IRC must actively work to address the disparities that exist in the provision of services. IRC is not only responsible for authorizing services, but it should also diligently work to ensure the services are utilized by checking in with families throughout the year and timely addressing any barriers that arise. IRC should continue to hold its annual POS meetings in multiple languages and offer a variety of times to ensure maximum participation and feedback. We hope you consider our comment and implement our recommendations to improve both the data and the experiences of consumers and their families within the regional center system. If you would like to meet to discuss the concerns we raised in this letter, please contact our office.

- I am the mom of a client of IRC. I have some questions regarding the partnerships. How do you guys work in partnership? Is this to provide services? Is it to provide support? For the parent support groups, can we look at the IRC website?
- I was trying to understand. I heard we have some advocating participants here who have valuable data of our community and I'm sure have data from our community too and they have the skills on how to address their needs and how to outline their needs I'm assuming. I'm just wondering how effective or how successful they were accessing services through regional center. Because one of the issues that we are having in the community is that we don't know how to present the need, we don't know how to sustain the need, or how to communicate the need. There is a lot behind that, but I just thought why we don't use their data and come up with a solution based on what they have because they already covered one of the problems and that problem at least I understand our community and our level and we don't know sometimes how to do it, but they do, so maybe an idea to go off their data and see what's wrong and what we're missing. Thank you.
- I have a 37-year-old son with Down's Syndrome. We moved last year, got burned out of Bakersfield so we had to relocate, and it took them till September to transfer our case to San Bernardino County. To our surprise there is nothing in Needles California. I've been trying since I've been here for a year to make contact with people to get services. My son has gained 40 pounds. He was in a day program through mentor chateau. They put together a program when he was 22 for a day program in an adult daycare center that ended up with a massive number of clients becoming regional center clients. To my surprise there is nothing here in Needles. I've talked to home healthcare, and they are trying to put together some kind of a program out here but at this time there's nothing available here no services. Chateau provides speech therapy once a week social outings shopping, classroom activities, money managing, self-help skills, workout room, and dancing once a week or once a month in the program. Looking for some type of program I was told by the service coordinator that they didn't have anything available so did I want to drop this case and I signed up for respite just to stay in the system because



I don't want to be out of the system. My goal is to get back to Kern County because they have no healthcare here either. Doctors and anything else has to be referred to San Bernardino or Apple Valley which is 2–3-hour trip so that's a 6-hour round trip or 4-hour round trip to see a doctor. Looking for some kind of services to become available here for him. Some kind of providers or something. Hopefully we can do that hopefully do it make contact. I talked with Vince the owner before the meeting today because I had short notice of the meeting. He said he would be very interested in putting something together. He's trying to. Here in Needles their concern is the pot shops. On their agenda right now they're trying right now to get the movie theatre transferred into an adult daycare and they haven't been able to get the permits yet so hopefully we got something going here but I'm hoping that the Needles center will become involved for parents like my son to find some kind of services here for us.

02/17/2022 Input from the live Spanish POS Public Input Virtual Meeting:

- There is a lack of vendors in Coachella Valley.
- We want Social Recreation to include paying for classes such as art plus an assistant to accompany the client.
- What is the plan to reintegrate services that shut down or slowed down during the pandemic?
- Thank you, Victor and thank you for the collaboration.
- Thank you, Lilliana, for everything you have done to continue to support us and the project. We are so excited to be able to work together and serve the IRC families. Thank you and your team!
- Thank you, excellent information.
- Victor from Familias First introduced the CLAP SAE project.
- Clara from ASIE introduced the C.L.A.S.E. Community of Practice SAE project.
- How can parents of an IRC consumer contribute to reducing the barriers and what can we do to minimize the disparities. I see here that in the area where my consumer lives what we are struggling a lot with is finding agencies that provide services. This is the major challenge that we are finding, and we would like to work collaboratively. What can we do, that is my question, to make the agencies grow here and so that there's personnel that is needed to have services here for consumers? I live in Cathedral City.
- I have two comments. The leaders of CLASE and our survey indicates that our families want IRC to pay for recreational opportunities like art classes, music, and sports, and also offer an assistant to help with these classes. I understand this cannot be answered in this instance, but it is a suggestion that we would like to bring to the table and shine light on it and so that it's put in writing. My second comment is that as it was stated earlier that there is a problem with providers and that there are no providers or enough providers. We know there is a problem with utilization of services, and we recognize that COVID affected utilization of services a lot. So, what is the plan to develop the capacity of services as we reintegrate. We know that there is a lack of vendors and also a lack of vendors that speak Spanish or other languages. We know that challenges exist



- geographically like Coachella Valley or Blythe. Is there an existing plan to identify these needs and send an RFP to tackle that?
- My comment is related to the same regarding social recreation. Parents have been made aware that social recreation is available but when we ask the regional center, the response is that they don't know what we are talking about, that there are no policies in place yet to work with social recreation services. Since this information has been made available to parents, we would like the communication between regional center staff to be clearer and more active because when we ask, we need answers and we're not getting answers. Well, we are getting answers, but the answers are just to get us out of the way, because if nothing is developed yet, for us it's important to know how we should direct ourselves with those services and that we shouldn't receive answers just to get us out of the way.
- Is the regional center putting a plan together for the future to reduce the number of consumers each coordinator has? Because I'm seeing in the report that they have 60-90 people and I'm not sure if this is correct, but I think this is too much for each service coordinator. This might cause them to be less effective in their work. This is my opinion and I'm not sure if I'm correct, but I wanted to know if in the future it is being considered for each service coordinators to have less consumers. This is my question, and the other is about training. How much training do the service coordinators receive because I have found that when we ask a service coordinator something they say they don't know? Also, when we invite them to an IEP, they are not aware of a lot of things. Do you train the service coordinators because there are times when they don't know certain information and we have to tell them what we are referring to because they don't have recognition of the information?
- My comment is that over the years of communicating with many moms and many families I know many Hispanic families that have commented that they prefer to keep their loved ones with disabilities at home because program offered by the regional center, day programs or example, they feel are not appropriate for the needs of their children. For example, I understand that day programs are supposed to be integrated but many families want activities that are of interest to the consumer, that are valuable, and some activities that are offered such as going to the park when the temperature is over 100 degrees here or days when they go to a shopping center and they walk and walk in the shopping center and there's a lot of stimulation and for our clients with Autism or sensory related disabilities may not be a meaningful activity or valuable to them. My comment is if there's a way for the service providers to collect information such as what are the interests, the needs of the families so they can develop their programs also with that information. Thank you.

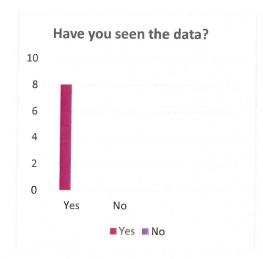
Input from POS surveys:

- Create projects to decrease disparity and advocate for better wages for quality service providers.
- I recommend art programs and socialization work skills.



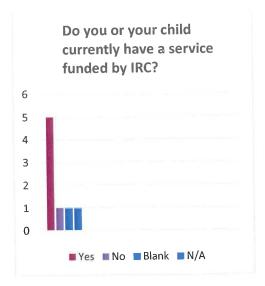
- IRC didn't want to fund services and encouraged families of color, mine included, to file for fair hearing.
- More outreach about services to families of color. Authorize qualified services to consumers of color at the same rate and ease as white consumers. Instead of encouraging families of color to file for fair hearing, try to work with these families at the same level of commitment that white families enjoy.
- Cultural sensitivity training for all IRC staff. Resources for unbiased fair hearing help to families of color, non-English speakers.
- Hope to get more social programs going for all consumers.
- Continue with Outreach to underserved communities.
- Increasing funding to Day Programs when they become available once again.
- The wages that IRC offers in this area is not too attractive to bring more people to work along with IRC.
- Continue working by providing more trainings to the staff using the tool of Cultural Proficiency.
- Continue focusing on Social Recreation.
- Work more with the needs of Hispanic families who are unaware of the services that can benefit their children. Train the coordinators better so that they can better support families who have trouble communicating their needs.
- I recommend appropriate and quality recreational services and programs for adults that offer them more opportunities to develop.
- There is a need for independent recreation skills and social recreation services.

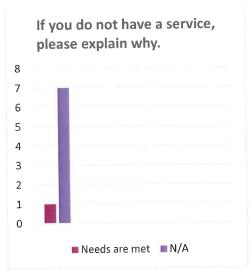
Additional data from the POS surveys received from Stakeholders:

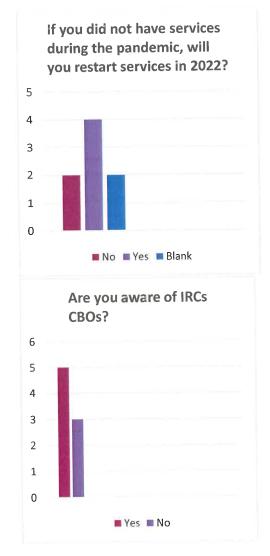


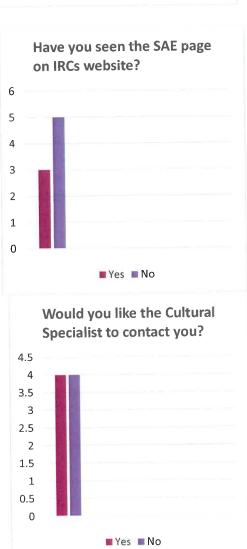














2

1



■ Yes ■ No



After reviewing the data, what specific area of the data is most important to you?

- Reduction of barriers to services
- Disparities and median rates

2

• The disparity of services received by people of color.

Yes No

- The African Americans and the Autism data was important to me.
- Hope to get more social programs going for all consumers.
- The data on Intellectually Disabled stuck out to me.
- The wages that IRC offers in this area. Not too attractive to bring more people to work along with IRC.
- Median rates.

If you had services provided by IRC, but did not use them, what was the main reason for not using your services?

- Pandemic
- N/A
- IRC didn't want to fund services and encouraged families of color, mine included, to file for fair hearing.
- Pandemic
- I was home with family and did not need any services.
- I am on SDP
- N/A
- N/A

Describe here the need/service not satisfied.

- N/A
- Personal Assistant
- Social Recreation
- N/A
- N/A
- N/A



•	N/A
•	Independent recreation skills and social recreation
	services

Strategies for Service Access and Equity Assurance Plan Implementation

Cultural Specialist (CS) The Cultural Specialist:

- continued to focus on the underserved populations identified in the POS Disparity Data: Spanish speaking clients, Hispanic clients, Black/African American clients, and clients with a primary diagnosis of Autism.
- continued to play a significant role in IRC's Disparity Data process, facilitated the virtual POS Data community input meetings where data findings were presented in both English and Spanish.
- continued to foster relationships with IRC Case Management units to help identify trends in POS from the case management perspective and attended IRC Board Meetings and VAC meetings to stay up to date with changes and important discussions.
- continued to sustain and grow the two intra-agency groups that meet monthly, the CBO Collaborative and Disparity Link.
- continued to be the liaison for the CBOs who receive an SAE grant from DDS.
- participated in the ARCA Cultural Specialist Group meetings that take place bi-monthly.
- served as the Chairperson of the ARCA Cultural Specialist Group for 2021/2022
- continued as part of the Grassroots Day Team participating in the 2021 Virtual Grassroots Day
- set in motion the Cultural Competency A Tool for Equity SAE Grant Project and submitted required quarterly financial and performance reports to DDS via the Grant Vantage software
- began providing the SAE training for new IRC staff in a live lab platform
- attended Cultural Specialist and DDS monthly meetings
- attended Cultural Specialists, DDS, and CBO combined meetings

Cultural Specialist Community Connections

 Virtudes Especiales, a virtual Spanish parent support group in collaboration with Disability Rights California (DRC). In 2021, a variety of trainings were offered monthly on Zoom.

January 19, 2021	IRC 101	Ruth Armstead – IRC
February 23, 2021	Transition	Anthony Duenez, PM - IRC
March 16, 2021	How to Advocate for your Child in the IPP	Ruth Armstead – IRC
April 20, 2021	Employment and Transition Service Options and Processes	Beth & Andrew – IRC



May 18, 2021	How to Talk with Your Child about Sex	Ruth Armstead - IRC
June 22, 2021	IHSS	DRC
July 20, 2021	Alternatives to Conservatorship	DRC
August 24, 2021	SSI	Laura Miller
September 21, 2021	Cal Able	DRC
October 19, 2021	Department of Rehabilitation	DRC

- Summer of 2021, back to school backpacks for the city of Running Springs and parent support groups throughout both Riverside and San Bernardino counties.
- Consistent communication via phone, email, and virtual meetings with parent support
 group leaders, through the C.L.A.S.E. platform, and referrals resulting from these
 connections with parents/guardians that are seeking answers and support with, but not
 limited to, the eligibility process and criteria, barriers with communication with their
 CSCs, and advocacy guidance with POS.
- Attended the Coachella Valley Town Hall c/o ASIE on September 20, 2021

The Cultural Specialist attended the following trainings in 2020/2021:

- IEDC monthly meeting with various speakers
- Implicit bias and its impact on Father Engagement
- Person-Centered Practices & Cultural Considerations
- Humor Leadership 101 Lead with Laughs
- Real Talk Autism Edition: Resources & Support for Families
- Provided "How to Stay Informed and Connected During the Pandemic" presentation to three parent support groups
- CLASE sessions two times a month with trainings from various subject matter experts
- For the Autism Community: Interacting with Law Enforcement Workshop
- Diversity, Equity, and Inclusion Conference three days
- Change Management Strategies for Disability Services to THRIVE
- Providing Inclusive Services to Bridge the Gap for the LGBTQ+ and Disability Communities
- Autism and Addiction
- Completed the Train the Trainer trainings with consultant to become a Cultural Proficiency facilitator for IRC staff and service providers
- CLAP series four workshops, 2-hour sessions each
- Debunking Myths Surrounding Mandated Reporting in California: What Goes on After the Call
- Special Ed Equity
- Cultural Proficiency six-hour training



Children's Network Conference

- Let's Talk: How to Discuss Difficult Topics with Your Child and Social-Emotional Health & Healing Power of Connections & Relationships
- A Comprehensive Look at a Child Physical Abuse Case: a forensic medical and forensic interview perspective
- Bridge Over Troubled Water: Supporting Youth Through Equity, Inclusion and Belonging
- Keynote Address with Katie Albright The prevention lessons of Mary Ellen Wilson: Strengthening Children, Families and Communities
- Addressing the Mental Health Stigma: Suicide Awareness and Intervention
- Cultural Specialist Grant Writing Training
- Department of Rehabilitation
- Connect IE Webinar 2.1 What You Need to Know!
- Substance Use Disorders: Recovery and Support
- Latina Empowerment Day
- SDP Ombudsperson Training
- What is Electronic Visit Verification (EVV)?
- Father Engagement Straight Talk: Diversity and Cultural Awareness training
- Human Trafficking Awareness Webinar
- PBC Session 1 of 3: CULTURAL HUMULITY: BLACK VOICES & DD: Our Current Landscape
- PBC Session 3 of 3: CULTURAL HUMULITY: BLACK VOICES & DD: The Path Forward

Service Access and Equity efforts in collaboration with CBOs

EPU - Riverside County (completed SAE project)

In fiscal year 2020/2021, CBO, Exceptional Parents Unlimited (EPU), served IRCs Riverside County clients with their Navigating Systems with Families program. This DDS funded project made possible by a Service Access and Equity (SAE) grant, was created and delivered as a parent partner model and focused on families that did not have services purchased by IRC. The overall objectives of this project was for EPU Parent Partners to connect with underserved families, identify unresolved needs, and empower them with education, advocacy tools, and resources to request needed services. In June of 2021, at the end of their project, EPU had served 75 families referred by IRC.

ASIE - C.L.A.S.E. (ongoing SAE project)

In 2021, CBO, ASIE, resumed C.L.A.S.E. (Colaboración, Liderazgo, Abogacía, Servicio y Educación), a DDS funded SAE project which in English means, collaboration, leadership, advocacy, service, and education. The C.L.A.S.E. project is a Community of Practice Model that brings together community leaders, including IRCs Cultural Specialist, who serve the Latino/Spanish speaking ID/DD community across both Riverside and San Bernardino counties. Year three of C.L.A.S.E. continues strong with a year of curriculum development and teaching of intensive leadership and advocacy trainings. Trainings focus on key skills for advocacy and collaboration while addressing cultural and linguistic differences in the Inland Empire Hispanic



community and leaders who serve the Inland Empire Hispanic ID/DD community. Additionally, C.L.A.S.E. is using their third phase to formalize its structure to a self-sustaining independent collaborative. The overall objective of C.L.A.S.E. is for participants to become 'effective catalysts for systems change and disrupters of social injustices and racial inequalities.' Year three of C.L.A.S.E. included 42 participants with an average attendance of 30 leaders per training. IRC continues looking forward to the partnership with Autism Society Inland Empire and the positive impact C.L.A.S.E. leaders will continue to make in the IRC community.

CLAP, GANAS, PBC: new/current SAE projects

Our newest CBOs with SAE projects funded by DDS are Familias First with their CLAP project, Padres Con Ganas with their GANAS project, and Access Non-Profit Center with their PBC project. CLAP stands for creating leadership among parents and offers a series of four educational and empowering sessions that are culturally tailored for the IRC Latino community. GANAS stands for Genuine, Animate, Navigate, Assist, Succeed and offers educational and empowering workshops, 1:1 consultation, and support groups that apply BCBA principles and that are culturally tailored for Hispanic caregivers in the Coachella Valley. PBC stands for Parenting Black Children and offers educational and empowering workshops and a parent support group that is culturally tailored for the Black/African American IRC community. IRC partners with CBOs to assist with connecting and informing underserved families, with the goal of linking little to no POS clients to the services that they need. CBOs provide a unique and oftentimes parent to parent service model to IRC families. Their programs empower and educate families about IRC services and generic services available in the community. CBOs have demonstrated the ability to bridge missing information and mistrust between IRC and the families it serves.

CLAP

In September 2021, the educational and empowering CLAP workshops were offered in English and in October 2021 they were offered in Spanish. There was a total of 32 participants in each series with a total of 64 participants. The 2022 series of CLAP workshops are scheduled in English on February 3rd, 10th, 17th, and 24th and in Spanish on March 3rd, 10th, 17th, and 24th.

GANAS

In 2021, the GANAS workshops were offered in both English and Spanish and had a total of 115 participants. The GANAS Spanish support group hosted four workshops and had a total of 21 participants. The total of 69 1:1 consultation delivered by the GANAS team helped a total of 11 IRC families. The 2022 series of GANAS workshops include a variety of topics as listed below:

- "Overcoming Communication Barriers" Spanish
- "Understanding Your Child's IPP"
- "Understanding IRC Services"
- "Understanding Your Child's IEP"
- "Understanding the Various Service Sources" (Medical, School, Community, IRC)
- "Restate, Listen, Repeat"



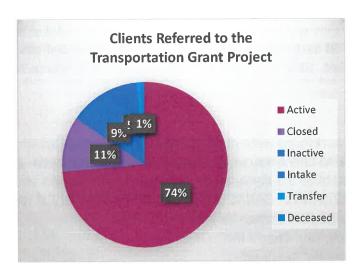
PBC

In 2021, the PBC project offered multiple educational and empowering workshops for IRCs Black/African American community. In 2022 the PBC project will continue offering culturally tailored sessions and is scheduled to deliver cultural humility sessions titled, "Cultural Humility: Black Voices & Developmental Disabilities". In February 2022, the PBC project will host a symposium with the purpose of informing students in areas of study related to social services about the regional center system, the Lanterman Act, and developmental disabilities.

Other SAE related efforts associated with the Cultural Specialist Role

Transportation Grant

In California there are 21 regional centers and IRC is the largest with the responsibility of serving two of the largest counties in the state, San Bernardino and Riverside County. With such a large geographic area to serve, transportation barriers for families are inevitable. To best put this matter into perspective, IRCs catchment area includes families living in border cities to Arizona and Nevada. To help address transportation barriers, in 2017, IRC applied for and was awarded a 20-thousand-dollar grant from DDS. IRC is happy to inform the community that this grant continues to achieve its goal of removing transportation barriers. Until we exhaust this grant, families with transportation barriers that are going through the intake and eligibility process with IRC, which often are required to attend three different appointments, will continue to be referred to receive a gas card to eliminate transportation barriers and reduce missed appointments related to the intake and eligibility process. As of December 31, 2021, 175 gas cards were provided to a total of 129 IRC families that were facing transportation barriers. Of those 129 families, 95 or 74% have an open and active case with IRC today. The chart below demonstrates important data related to clients that were linked to the transportation grant.



An example of a success story related to the transportation grant for year 2021, is of a struggling family who resides in Barstow and were going through IRCs intake process. The family consists of grandparents who are caring for four grandchildren, one of which has a



disability. Due to specificities in client's needs, IRC's remote psychologist in the city of Murrieta was able to offer a previously cancelled appointment by another family to the Barstow family. The transportation grant enabled this family to travel all the way to Murrieta, a 240-mile round trip, and allowed them to complete IRC's intake process expeditiously and obtained much needed regional center and ongoing case management services. Thank you to the IRC Intake team for sharing this success story.

Virtual Spanish parent support group

Virtudes Especiales, IRCs virtual Spanish parent support group continues to move forward and has begun its second year. Every meeting offered a different topic, and the support group also serves as a platform to share resources, successes, and challenges that all attendees can learn from. Below is a snapshot of the various discussions planned for Virtudes Especiales in year 2022 as it moves to meeting on a quarterly basis.



Date	Торіс	Presenter
January 12, 2022	What are the Regional Centers?	Disability Rights California
April 13, 2022	Supplemental Security Income (SSI) Questions and Answers Session	Disability Rights California
July 12, 2022	Alternatives to Conservatorship	Disability Rights California
October 18, 2022	Employment and Transition	Disability Rights California

Support Group Collaborations

The Cultural Specialist continues to collaborate with multiple parent support groups throughout both Riverside and San Bernardino counties, refers parents to the support groups, shares resources with group leaders, and when invited, presents Q&A sessions to the groups. In 2021, the Cultural Specialist virtually presented "Q&A session with IRC" to two Spanish parent support groups and "IRC and the Pandemic" to two additional Spanish parent support groups. The following are the names and locations of the parent support groups that the Cultural Specialist collaborates with:

- NES Padres Empoderados Coachella Valley
- Somos Una Voz Victorville
- Padres Con Poder Corona
- Angeles Especiales Fontana



- Angeles con Futuro San Bernardino
- Broad Spectrum Broader Minds Moreno Valley
- Padres Excepcionales San Bernardino

SAE Page on the IRC Website

The Cultural Specialist in collaboration with the Community Engagement team, created and published a Service Access and Equity (SAE) page on IRCs website. The SAE page serves as an informational tool for both the IRC community and IRC staff. The SAE page provides information related to SAE efforts, SAE programs and projects, events available to clients and families with little to no services, a list of parent support groups, common abbreviations, a list of frequently asked questions, and links to legislation that support SAE efforts. You are invited to explore the SAE page which can be accessed by going to IRCs website at inlandrc.org/SAE.

Cultural Competency SAE Grant Project

IRCs SAE grant application for the "Cultural Competency – A Tool for Equity" project was approved by DDS and is currently ongoing. As of December 31, 2021, the team of facilitators tasked to get this project off the ground delivered five cultural proficiency trainings to community leaders and advocates via the Community of Practice C.L.A.S.E. platform, to IRC adult clients, and IRC staff. The goal of this project is to surround our clients with culturally proficient individuals and raise awareness to the importance of cultural competency when providing case management services. In 2022, there are cultural competency trainings scheduled for different audiences including IRC services providers, IRC staff, IRC adult clients, parents who have a child with an open case with IRC, the San Bernardino County Department of Child Support Services, and the San Bernardino County Department of Public Health. This grant also allowed for the delivery of a six-hour implicit bias training for IRC staff, which is scheduled for May 2022.

SAE Lab for IRC New Staff

In 2021, the Cultural Specialist began meeting with IRC newly hired staff in what was titled, "New Staff SAE Lab." The purpose of the New Staff SAE Lab is to inform new IRC staff about what Service Access and Equity (SAE) entails, POS expenditures and disparities, SAE intraagency and interagency efforts, contributing factors and barriers to SAE tools to ensure equity, and how as part of the IRC team, they can join SAE efforts. The SAE Lab for new IRC staff is scheduled multiple times in 2022.

CBO Collaborative

The CBO Collaborative, a monthly meeting that brings together your Service Coordinators, the Cultural Specialist, and the CBOs who have a DDS funded SAE grant project to connect with IRCs underserved families, continues moving forward and has begun its third year. The CBO Collaborative serves as a team building platform to share success stories and discuss solutions to barriers that affect families that are difficult to reach and connect with much needed services. Typical attendance in 2021 for the CBO Collaborative ranged from 15 to 70 participants per meeting.



Disparity Link

Disparity Link, the team of IRC staff from various departments and the Cultural Specialist continue to meet monthly and have begun their third year. This team discusses "all things disparity" including updates, SAE news, and success and challenges related to underserved families. This team shares resources and discusses solutions to trending barriers affecting IRCs underserved families. Each member of Disparity Link shares the information discussed at the monthly meeting with the rest of their colleagues and Program Manager. The intent is to help distribute latest and accurate SAE information across all departments at IRC. Typical attendance in 2021 for Disparity Link ranged from 10-18 participants.

"All Things Disparity" quarterly meetings

The IRC Director of Community Services, the Director of School Age and Transition, the Community Engagement Program Manager, and the Cultural Specialist began meeting on a quarterly basis in August 2020 and continued to meet in 2021. The quarterly meeting provides a platform for the Cultural Specialist to share SAE news and updates, answer questions related to SAE projects and goals, and obtain feedback and suggestions related to challenges that impact SAE related efforts. Please note that this is an intra-agency meeting.

Outreach and Partnerships, Communication, and Training

Outreach and Partnerships: Community Engagement Unit

Inland Regional Center's has a Community Engagement unit. This team includes two Consumer Support Technicians, three Consumer Advocates, a Public Relations Specialist, a Cultural Specialist, and is led by a Program Manager. This team is growing and is currently working on filling a new Cultural Specialist position which will focus on service access and equity efforts for IRCs Deaf and Hard of Hearing community. The Community Engagement team attends outreaches throughout both Riverside and San Bernardino counties to meet clients and families and to spread the word of who, how, and why IRC serves. Due to the pandemic, outreach events were attended on virtual platforms only. Many of our outreach opportunities come from IRCs partnerships in the community. IRC strives to build relationships with Community Partners that serve the ID/DD community in both Riverside and San Bernardino County. The following is a list of IRCs community partners:

- Access Non-Profit Center
- Autism Society Inland Empire (ASIE)
- Disability Rights California (DRC)
- Familias First
- Office of Clients' Rights Advocacy (OCRA)
- Padres Con Ganas
- Prep it Forward
- San Bernardino County Sheriff's Department
- State Council on Developmental Disabilities (SCDD)
- Team of Advocates for Special Kids (TASK)
- University of California Riverside (UCR)/SEARCH



- Parent Support Groups
 - o Corona
 - o Fontana
 - o Moreno Valley
 - o Palm Desert
 - o Rialto
 - San Bernardino
 - Victorville

Communication: IRC Website, Newsletter, and Social Media

IRC has an English and Spanish website that is managed, updated, and overseen by the Community Engagement Unit. The website averages 250k visits annually and as of March 25, 2022, the constant contact has 8,051 subscribers. We invite and encourage everyone to view IRCs website using these links:

- English https://www.inlandrc.org/
- Spanish https://www/inandrc.org/es/

The IRC quarterly newsletter was remodeled, rebranded and re-launched in July 2020. Receive email updates and stay up to date on all things IRC by subscribing to IRCs newsletter using this link: https://www.inlandrc.org/sign-up/

IRCs social media is popular with Facebook at 10,390 followers, up from 9,916 the previous year and a 100% response rate within one hour: https://www.facebook.com/InlandRegionalCenter/

Instagram has 2,088 followers, an increase of 110% from 2020: https://www.instagram.com/inlandregionalcenter/

Twitter has 1,089 followers and showed no decrease or increase in followers: https://twitter.com/inlandregional

Training

In response to the pandemic, IRCs Training and Development Unit began offering virtual trainings to new and current IRC staff, IRC Service Providers, and Consumers and families. The following is a list reflecting these efforts:

- Virtual Service Provider Trainings
- LMS portal for Parents live with SDP Orientation
- Virtual all staff training and new staff orientation
- Virtual Parent/Family/Consumer Trainings

Other Outreach and Advocacy Efforts

Aktion Club



In 2020, the Aktion Club met on a quarterly basis with a focus on leadership training and skills for clients. Unfortunately, the Aktion Club was discontinued in 2021 due to a lack of interest. No clients, other than IRC Client Advocates, attended any meetings as scheduled over the previous year.

"Hang Out"

Hang Out began in response to the COVID 19 pandemic. It is a virtual gathering led by one of IRCs Consumer Advocates and the group meets weekly for 1.5 hours. Hang Out began in April 2020 and continues with great attendance today. The average attendance has been 100+ clients. The considerable benefit was Blythe and Coachella Valley clients who have been able to join the weekly meetings. Hang Out topics and conversations have focused on socialization in a pandemic and have created their agendas based on the wants of attendees. Additionally, on February 10, 2022, IRCs Cultural Specialist presented the POS disparity Power Point to Hang Out attendees and welcomed their input. Input collected can be found on page seven of this report.

Grassroots Day

Every year, all 21 regional centers attend Grassroots Day at the capitol in Sacramento. In 2021 this event occurred on a virtual platform. Grassroots Day is an event organized by the Association of Regional Center Agencies (ARCA). This event provides Regional Center teams the opportunity to meet with multiple legislators and advocate for client needs. It is an opportunity to discuss the barriers and challenges that clients, families, regional centers, and service providers face. In 2022, IRC will add a parent to the Grassroots Day Team. This will help provide legislators with the parent perspective and the parent with a platform to advocate.

Challenges and Barriers related to SAE

POS disparity data highlights

In previous years, IRCs service access and equity efforts focused on three major areas, clients with a primary diagnosis of Autism, clients whose primary language is Spanish, and clients of Hispanic ethnicity. In 2021, IRC partnered with CBO, Access Non-Profit Center, who joined IRCs efforts with their Parenting Black Children program which focuses their service access and equity efforts on underserved Black/African American families. The information provided below summarizes the data for the SAE focus groups.

Autism

The 2020/2021 POS data shows that IRC served 14,129 clients with a primary diagnosis of Autism, 9,315 clients received services, and 4,814 or 34.1% did not receive services purchased by IRC. In one year, there was a growth of 1,655 new clients with a primary diagnosis of Autism. When the data is compared to fiscal year 2019/2020, the disparity gap increased by 4.5%.

Black/AA

The POS data for fiscal year 2020/2021 shows that IRC served 4,115 Black/ African American clients, 3,002 clients received services and 1,113 or 27.1% of clients did not receive services purchased by IRC. In one year, there was a growth of 112 new clients that identified as



Black/African American, and data comparison to the previous year shows a 3.9% increase in disparity.

Hispanic

The 2020/2021 POS data shows that IRC served 16,365 clients of Hispanic Ethnicity, 11,536 clients received services and 4,829 or 29.5% did not receive services purchased by IRC. In one year, there was a growth of 377 new clients that identified as Hispanic, and data comparison to the previous year shows that the disparity gap increased by 3.4%.

Monolingual Spanish Speakers

The 2020/2021 POS data shows that IRC served 7,819 clients whose primary language is Spanish, 5,940 clients received services and 1,879 or 24% did not receive services purchases by IRC. In one year, there was a growth of 98 new clients whose primary language is Spanish, and when compared to data from 2019/2020, the disparity gap increased by 2.5%.

When looking at Hispanic and monolingual Spanish disparity data it's important to consider that clients who identify their ethnicity as Hispanic are not necessarily Spanish speaking clients and many Hispanics identify their primary language as English. English speaking Hispanics may be bilingual or may in fact not speak Spanish at all.

Fiscal year 2020/2021 data shows that disparity gaps increased across all clients regardless of ethnicity, age, or diagnosis. It is important to note that IRCs service access and equity efforts including CBO partnerships focus on serving all clients regardless of age, ethnicity, primary language, and diagnosis. There is a lot of work to be done in relation to underserved clients and IRC will continue to gear its SAE programs, efforts, and partnerships towards closing the disparity gap.

Autism

- Total clients
- •14,129
- Growth
- •1,655 new clients
- •No POS
- •4,814 = 34.1%
- 4.5% increase in disparity

Black/African American

- Total clients
- •4,115
- Growth
- •112 new clients
- •No POS
- •1,113 = 27.1%
- •3.9% increase in disparity

Hispanic

- Total clients
- •16,365
- •Growth
- •377 new clients
- •No POS
- •4,829 = 29.5%
- •3.4% increase in disparity

Monolingual Spanish Speakers

- Total clients
- •7,819
- Growth
- •98 new clients
- •No POS
- •1,879 = 24%
- •2.5% increase in disparity

Expenditure data highlights

In fiscal year 2020/2021 IRC utilized over 583 million dollars on purchasing services for clients. These funds include services for clients of all ages, all ethnicities, across both Riverside and San Bernardino counties. The POS report is available, and we highly encourage everyone to review the report in its entirety. The POS report includes data that shows expenditures by age, ethnicity, diagnosis, primary language, and residence. The POS report also breaks down the



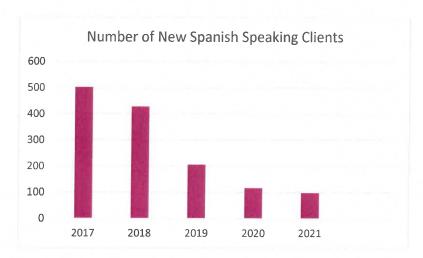
number of clients that received services purchased by IRC and the number of clients who did not. You can find the report by visiting our website at inlandrc.org, click on the accountability tab, find the transparency section, open the purchase of service tab where you will find the POS Disparity Data posted by year.

- ENGLISH https://www.inlandrc.org/wp-content/uploads/2022/01/IRC-POS-Disparity-Data-Reports-2020-2021-2.pdf
- SPANISH https://www.inlandrc.org/wp-content/uploads/2022/01/IRC-POS-Disparity-Data-Reports-2020-2021-2-Sp.pdf

According to POS data, the largest disparity group that IRC serves is of Hispanic ethnicity ages 3-21. Hispanic clients ages 3-21 per capita expenditures were \$6,604 compared to \$7,428 per capita expenditures for White clients, a difference of \$824 per client. The Hispanic cohort, all ages, utilized 68.5% of their authorized services compared to 69.2% utilization of authorized services by White clients; however, Hispanic clients of all ages per capita authorized services were \$17,541 compared to \$33,894 per capita authorized services for White clients; a difference of \$16,353 per client.

Other Data Related to SAE

Clients that identify their primary language as Spanish are IRCs second largest group served, with a total of 7,814 clients. Looking at POS data over the past five years, the number of clients who identify Spanish as their primary language has decreased by almost half of each previous year. Here is a representation of this cohort.



Client Growth and Staff Growth

In December 2020 IRC had 40,101 open cases throughout both Riverside and San Bernardino counties. In December of 2021 IRC had 42,176 open cases. This was a growth of 2,075 new cases in one year, an average of 173 new cases per month.

During fiscal year 2020/2021, IRC faced the challenge of filling 40 vacant positions. As of June 2021, IRC filled all 40 positions and an additional nine. In December of 2020, IRC had a team of



779 staff members and one year later in December of 2021, IRC had 787. This is an increase of only 8 staff members. IRC has multiple vacant positions and is currently hiring to add passionate and dedicated professionals to its workforce. If you or someone you know are interested in joining IRCs team and for more information about career opportunities and how to apply, please visit IRCs website at inlandrc.org/careers/.

IRC Community and IRC Systemic Challenges and Barriers

The Pandemic created unforeseen challenges, many of which we are all still experiencing. The 2020/2021 data shows that the disparity gap increases impacted clients of all ethnicities, all ages, and all diagnoses. Some unprecedented and likely barriers that contributed to the increase in disparity include but are not limited to:

- IRC Vendors closing their businesses due to financial impacts from the pandemic
- IRC Vendors were unable to provide services due pandemic restrictions
- Number of cases per Service Coordinator continued to climb throughout the pandemic
- IRC faced unanticipated staff turnover
- In 2020/2021 the way to stay connected relied greatly on technology which many families did not have access to or the proper knowledge on how to utilize it

The IRC community continues to face systemic barriers and barriers resulting from the pandemic. The IRC community continues to be challenged with the lack of understanding of IRC services, the Regional Center system, the eligibility criteria, and the appeal process. Transportation continues to be a barrier for families living in rural areas and those facing financial hardships. Childcare is another common barrier, particularly with families where the client has siblings of childcare age. Respite services are often challenging to fulfill due to misinformation regarding respite hours, who is and who is not eligible to be the provider of choice for families requesting a personal/private provider, the lack of vendors in less populated communities, and vendor rates that IRC is mandated to offer its Service Providers. Reports of families having difficulty communicating with their Service Coordinator is less common now than in past years but is still a barrier among families that do not speak English or that do not use email as a form of communication. The pandemic continues to be a barrier for IRC families and has impacted IRC and generic service delivery.

As an agency, IRC faces barriers such as the caseload ratio. Our Service Coordinators are managing caseloads higher than what is stated in the Lanterman Act. Most Service Coordinators at IRC carry a caseload of 70-85 and some 90-110 clients. Our continuous growth in new and transfer cases makes it challenging for IRC to hire enough staff to cover the over 41,000 active cases we currently have. The large geographic area that IRC covers, which includes both Riverside and San Bernardino counties, a total of over 27,000 square miles, is often challenged by a lack of contracted vendors to provide services in rural and less populated areas. The pandemic continues to contribute to these barriers. Another barrier that impacts POS delivery are median rates. Median rates are mandated by the state of California. IRCs rates fall below the statewide median rates, and this is discouraging and challenging for new vendors and vendors with innovative programs. Other regional centers can offer higher rates to service providers, resulting in many vendors providing their services in other counties, outside of IRCs



coverage area. The examples below show how much lower IRCs rates are than statewide median rates. The last time rates were updated was in 2016. Median rates and a different rate methodology continue to be part of the discussion between DDS and the Regional Centers. We encourage the IRC community to join IRCs efforts to attract more services for clients, specifically those living in rural and lower populated areas, to continue the conversation by contacting their local and state legislators.

Service Code	Type of Service	2016 Statewide Median Hourly Rates	2016 IRC Hourly Rates
062	Personal Assistant	\$16.16	\$12.61
110	Supplemental Day Services Program Support	\$13.08	\$10.28
605	Adaptive Skills Trainer	\$45.26	\$17.29
642	Interpreter	\$40.86	\$28.62
880	Transportation – Additional Component	\$22.22	\$9.97

2021/2022 Projected Goals Related to Service Access and Equity

- A 6-hour Implicit Bias training will be delivered to IRC Staff in May 2022 and will be scheduled in the future as directed by DDS.
- The Cultural Competency A Tool for Equity SAE Grant Project is scheduled to end on May 31, 2022. Future Cultural Competency trainings will continue to be scheduled for IRC Staff, Service Providers, IRCs Board of Trustees, and community partners.
- The Cultural Specialist will start new parent support groups in the community. Specific
 target areas for potential support groups once it's deemed safe to meet in person, is a
 support group in the city of Chino and or Ontario, and one in collaboration with San
 Bernardino Unified School District and or zero POS parent support group in
 collaboration with DRC/OCRA.
- Coordinate a "How to Provide Public Input" training session for IRC stakeholders delivered by DRC.
- The Cultural Specialist will continue to host and grow the Virtudes Especiales, IRCs virtual Spanish parent support group.
- The Cultural Specialist in collaboration with IRCs Training and Development Unit, will
 continue delivering an overview on disparity called "Service Access and Equity" to all
 newly hired staff.
- IRC will continue attending outreach events and providing trainings to the IRC community and community partners. IRC will continue to build new partnerships throughout its catchment area that focus on connecting with current and potential IRC families.



- The Community Engagement Team will continue to ensure bilingual communication in English and Spanish through IRCs website, social media platforms, and the electronic quarterly newsletter.
- The Cultural Specialist will continue to host and grow the CBO Collaborative.
- The Cultural Specialist will continue to host and grow the Disparity Link team.
- The Grassroots Day Team will include an IRC parent to this annual event which will take place virtually on April 5, 2022.
- The Community Engagement Team will continue to offer a voter's registration class every year.
- The Community Engagement Team will fill and develop the Cultural Specialist Deaf and Hard of Hearing position.
- The Community Engagement team will fill and develop the Emergency Services Coordinator position.
- Continue to host IRC client social platforms: "Hang Out" and C.O.N.N.E.C.T.
- IRC will continue to collaborate with ongoing and new CBOs with SAE grant projects funded by DDS with the Cultural Specialist as the CBO Liaison.
- The Cultural Specialists will write and submit a new SAE grant to DDS for a project related to ASL or a Parent Partner project or a SAE Conference.

Conclusion

Inland Regional Center (IRC) is responsible for serving the largest population in the state of California with over 41,000 open cases. IRC continues to strive to ensure service access and equity for its disparity groups which are the Autism, Black/African American, Hispanic, and Spanish speaking clients. The diverse needs of each IRC family must be taken into consideration while simultaneously acknowledging and addressing the challenges and barriers that make it difficult to connect with the most vulnerable families. Some of those challenges and barriers are exacerbated by, but not limited to, socioeconomic status, cultural and language barriers, literacy, the unique and diverse needs of each individual client and family, COVID-19 related consequences, mistrust, fear, barriers associated with communication, lack of understanding the RC system and appeal process, and the need for innovative and purposeful programs. Educational and empowerment efforts continue to grow and continue to reach IRC families; however, at the heart of inequity are systemic challenges that must be addressed before meaningful change can occur in service access and equity related goals, and that includes change to service provider median rates and caseload ratios. IRC will continue to work closely with CBOs who receive SAE grants from DDS and the grant awarded to IRC that allows for the formation and delivery of cultural awareness tools and trainings. IRC looks forward to the positive impact resulting from these projects. IRC will continue to connect with the community including IRC parents and caregivers, paraprofessionals and professionals who serve mutual clients of IRC, by providing virtual trainings, building partnerships, and strengthening existing collaborations. IRCs bilingual website and bilingual social media communication will continue to serve as a tool to share information in both English and Spanish.

Ad Hoc Salary Review Committee Proposed Salary Schedule Revisions (Part Two) To Be Effective From 4/5/22 thru 6/30/22

Position Code	Position		Hourly Step 1		Monthly Step 1	Annual Step 1	Но	urly Top Step	Monthly Top step	Annual Top Step
Exempt									T) # P"	
354	System of Care Coordinator	\$	30.0000	\$	5,200.00	\$ 62,400.00	\$	35.8937	\$ 6,221.57	\$ 74,658.90
	Non-Exempt Non-Exempt							4 1 1	AUTOEY	
316	1:25 Specialized Caseload Service Coordinator	\$	22.6125	\$	3,919.50	\$ 47,034.00	\$	35.0794	\$ 6,080.43	\$ 72,965.15
335	1:40 Enhanced Service Coordinator	\$	22.6125	\$	3,919.50	\$ 47,034.00	\$	35.0794	\$ 6,080.43	\$ 72,965.15

Position	Position	Hourly Step	Monthly	Annual	Hourly Top	Monthly	Annual
Code	Position	1	Step 1	Step 1	Step	Top step	Top Step
	Exempt		II Termo				
110	Executive Director / Chief Executive Officer	\$ 95.5412	\$ 16,560.47	\$ 198,725.70	\$ 128.0343	\$ 22,192.61	\$ 266,311.34
112	General Counsel / Director, HR & Legal Affairs	\$ 181.9831	\$ 31,543.74	\$ 378,524.85	\$ 243.8748	\$ 42,271.63	\$ 507,259.58
161	Director, Financial Services / Chief Financial Officer	\$ 84.5775	\$ 14,660.10	\$ 175,921.20	\$ 113.1349	\$ 19,610.05	\$ 235,320.59
140	Director, Adult Services	\$ 76.7143	\$ 13,297.15	\$ 159,565.74	\$ 102.8000	\$ 17,818.67	\$ 213,824.00
141	Director, Early Start & Clinical Services	\$ 76.7143	\$ 13,297.15	\$ 159,565.74	\$ 102.8000	\$ 17,818.67	\$ 213,824.00
142	Director, Community Services	\$ 76.7143	\$ 13,297.15	\$ 159,565.74	\$ 102.8000	\$ 17,818.67	\$ 213,824.00
162	Director, Children & Transition Services	\$ 76.7143	\$ 13,297.15	\$ 159,565.74	\$ 102.8000	\$ 17,818.67	\$ 213,824.00
205	Facilities & Procurement Manager	\$ 47.8954	\$ 8,301.87	\$ 99,622.43	\$ 74.3015	\$ 12,878.93	\$ 154,547.12
251	Information Technology Manager	\$ 47.8954	\$ 8,301.87	\$ 99,622.43	\$ 74.3015	\$ 12,878.93	\$ 154,547.12
260	Senior Programmer/Analyst	\$ 47.8954	\$ 8,301.87	\$ 99,622.43	\$ 74.3015	\$ 12,878.93	\$ 154,547.12
271	Human Resources Manager	\$ 47.8954	\$ 8,301.87	\$ 99,622.43	\$ 74.3015	\$ 12,878.93	\$ 154,547.12
405	Controller	\$ 47.8954	\$ 8,301.87	\$ 99,622.43	\$ 74.3015	\$ 12,878.93	\$ 154,547.12
211	Staff Psychologist	\$ 43.4426	\$ 7,530.05	\$ 90,360.61	\$ 58.2171	\$ 10,090.96	
218	PM - Fair Hearings	\$ 43.4426	\$ 7,530.05	\$ 90,360.61	\$ 58.2171		\$ 121,091.57
219	Behavior Specialist	\$ 43.4426	\$ 7,530.05	\$ 90,360.61	\$ 58.2171	\$ 10,090.96 \$ 10,090.96	\$ 121,091.57
220	PM - Clinical Services	\$ 43.4426	\$ 7,530.05	\$ 90,360.61	\$ 58.2171	\$ 10,090.96	\$ 121,091.57
221	PM - Medicaid Waiver	\$ 43.4426	\$ 7,530.05	\$ 90,360.61	\$ 58.2171	\$ 10,090.96	\$ 121,091.57 \$ 121,091.57
222	Sr. PM - Transition	\$ 43.4426	\$ 7,530.05	\$ 90,360.61	\$ 58.2171	\$ 10,090.96	\$ 121,091.57
272	ES PM & Federal Compliance Specialist	\$ 43.4426	\$ 7,530.05	\$ 90,360.61	\$ 58.2171	\$ 10,090.96	\$ 121,091.57
273	Board Certified Behavior Analyst (BCBA) - CPP	\$ 43.4426	\$ 7,530.05	\$ 90,360.61	\$ 58.2171	\$ 10,090.96	\$ 121,091.57
510	Executive Assistant	\$ 43.4426	\$ 7,530.05	\$ 90,360.61	\$ 58.2171	\$ 10,090.96	\$ 121,091.57
212	PM - Program Manager	\$ 38.5668	\$ 6,684.91	\$ 80,218.94	\$ 49.2221		
213	PM - Early Start Program	\$ 38.5668	\$ 6,684.91	\$ 80,218.94	\$ 49.2221	\$ 8,531.83 \$ 8,531.83	\$ 102,381.97
214	PM - CIT Program	\$ 38.5668	\$ 6,684.91	\$ 80,218.94	\$ 49.2221	\$ 8,531.83	\$ 102,381.97
215	PM - Intake & Assessment Program	\$ 38.5668	\$ 6,684.91	\$ 80,218.94	\$ 49.2221	\$ 8,531.83	\$ 102,381.97 \$ 102,381.97

Position		Hou	rly Step	N	/lonthly	 Annual	Ho	urly Top	Monthly		Annual
Code	Position		1		Step 1	Step 1		Step	 Top step	7	op Step
216	PM - Quality Assurance	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83	\$ 1	102,381.97
217	PM - RDT Program	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83	\$ 1	102,381.97
223	PM - 1:40 Caseload	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83	\$ 1	L02,381.97
406	Audit Manager	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83	\$:	102,381.97
408	Payroll Manager	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83	\$:	102,381.97
412	Case Control Manager	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83	\$:	102,381.97
416	POS Manager	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83	\$:	102,381.97
417	Revenue Manager	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83	\$:	102,381.97
418	Vendorization Manager	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83		102,381.97
438	Master Trust Administrator	\$	38.5668	\$	6,684.91	\$ 80,218.94	\$	49.2221	\$ 8,531.83	\$:	102,381.97
250	Network Administrator	\$	35.7414	\$	6,195.18	\$ 74,342.11	\$	47.8969	\$ 8,302.13	\$	99,625.55
252	Application Developer (I.T. Programmer)	\$	35.7414	\$	6,195.18	\$ 74,342.11	\$	47.8969	\$ 8,302.13	\$	99,625.55
253	Business Systems Analyst	\$	35.7414	\$	6,195.18	\$ 74,342.11	\$	47.8969	\$ 8,302.13	\$	99,625.55
309	Diversity Outreach Coordinator (Cultural Specialist)	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ 6,636.66	\$	79,639.87
312	Consumer Program Liaison Specialist (CMS Specialist)	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ 6,636.66	\$	79,639.87
317	Fair Hearings Representative	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ 6,636.66	\$	79,639.87
319	Employment Specialist	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ 6,636.66	\$	79,639.87
331	Emergency Services Coordinator	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ 6,636.66	\$	79,639.87
342	Forensic Liaison/Specialist	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ 6,636.66	\$	79,639.87
346	Another Way Coordinator	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ 6,636.66	\$	79,639.87
353	Cultural Spec. Deaf & Hard of Hearing	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ 6,636.66	\$	79,639.87
354	System of Care Coordinator	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ <u> </u>	\$	79,639.87
355	Sr. CSC - SDP Participant Choice Specialist	\$	31.0064	\$	5,374.44	\$ 64,493.31	\$	38.2884	\$ 6,636.66	\$	79,639.87
420	Fiscal Technician	\$	30.0000	\$	5,200.00	\$ 62,400.00	\$	44.3237	\$ 7,682.77	\$	92,193.30
440	HR Generalist	\$	30.0000	\$	5,200.00	\$ 62,400.00	\$	44.3237	\$ 7,682.77	\$	92,193.30
522	Secretary 5 - Case Management	\$	30.0000	\$	5,200.00	\$ 62,400.00	\$	44.3237	\$ 7,682.77	\$	92,193.30
608	Paralegal	\$	30.0000	\$	5,200.00	\$ 62,400.00	\$	44.3237	\$ 7,682.77	\$	92,193.30

Position Code	Position	Hourly Step	Monthly	Annual	Hourly Top	Monthly	Annual
Cour	Nan Evenne	1	Step 1	Step 1	Step	Top step	Top Step
313	Non-Exempt Occupational Therapist	Ć 24 0204	Ć 5000.46	4			
338	Physical Therapist	\$ 34.0394 \$ 34.0394	\$ 5,900.16	\$ 70,801.95	\$ 47.8969	\$ 8,302.13	\$ 99,625.55
		\$ 34.0394	\$ 5,900.16	\$ 70,801.95	\$ 47.8969	\$ 8,302.13	\$ 99,625.55
240	Clinical Nurse Specialist 2	\$ 30.2679	\$ 5,246.44	\$ 62,957.23	\$ 38.6304	\$ 6,695.94	\$ 80,351.23
241	Nurse Specialist - CDER	\$ 30.2679	\$ 5,246.44	\$ 62,957.23	\$ 38.6304	\$ 6,695.94	\$ 80,351.23
242	Nurse Specialist - Medicaid Waiver	\$ 30.2679	\$ 5,246.44	\$ 62,957.23	\$ 38.6304	\$ 6,695.94	\$ 80,351.23
243	Nurse Spec CPP	\$ 30.2679	\$ 5,246.44	\$ 62,957.23	\$ 38.6304	\$ 6,695.94	\$ 80,351.23
344	CPP & Affordable Housing Specialist	\$ 30.2679	\$ 5,246.44	\$ 62,957.23	\$ 38.6304	\$ 6,695.94	\$ 80,351.23
314	IT Specialist	\$ 30.0000	\$ 5,200.00	\$ 62,400.00	\$ 44.3237	\$ 7,682.77	Ć 02.402.20
410	Auditor 3	\$ 30.0000	\$ 5,200.00	\$ 62,400.00	\$ 44.3237	\$ 7,682.77	\$ 92,193.30 \$ 92.193.30
427	Account Tech - Payroll	\$ 30.0000	\$ 5,200.00	\$ 62,400.00	\$ 44.3237	\$ 7,682.77	\$ 92,193.30 \$ 92,193.30
326	Behavior Supports Coordinator	\$ 29.5299	\$ 5,118.52	\$ 61,422.19	\$ 39.5728	\$ 6,859.29	\$ 82,311.42
306	Sr Trust Associate	\$ 29.5299	\$ 5,118.52	\$ 61,422.19	\$ 37.6884	\$ 6,532.66	\$ 78,391.87
308	Sr CSC - Intake	\$ 29.5299	\$ 5,118.52	\$ 61,422.19	\$ 37.6884	\$ 6,532.66	\$ 78,391.87
318	Early Start Infant Services Coordinator	\$ 29.5299	\$ 5,118.52	\$ 61,422.19	\$ 37.6884	\$ 6,532.66	\$ 78,391.87
333	Sr CSC - Medicaid Waiver	\$ 29.5299	\$ 5,118.52	\$ 61,422.19	\$ 37.6884	\$ 6,532.66	\$ 78,391.87
347	Senior Training Specialist	\$ 29.5299	\$ 5,118.52	\$ 61,422.19	\$ 37.6884	\$ 6,532.66	\$ 78,391.87
341	Sr. Account Tech - POS	\$ 28.1237	\$ 4,874.77	\$ 58,497.30	\$ 37.6884	\$ 6,532.66	\$ 78,391.87
413	Auditor 2	\$ 28.1237	\$ 4,874.77	\$ 58,497.30	\$ 37.6884	\$ 6,532.66	\$ 78,391.87
713	Covid-19 Testing Specialist (part-time; 9 hrs/wk)	\$ 28.0000	\$ 1,092.00	\$ 13,104.00	N/A	N/A	N/A
609	Senior IT Technician	\$ 26.9128	\$ 4,664.89	\$ 55,978.62	\$ 41.7504	\$ 7,236.74	\$ 86,840.83
316	1:25 Specialized Caseload Service Coordinator	\$ 24.5332	\$ 4,252.42	\$ 51,029.06	\$ 38.0590	\$ 6,596.89	\$ 79,162.72
335	1:40 Enhanced Service Coordinator	\$ 24.5332	\$ 4,252.42	\$ 51,029.06	\$ 38.0590	\$ 6,596.89	\$ 79,162.72
414	Facilities Lead	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46

Desirion		Hourly Step	Monthly	Annual	Hourly Top	Monthly	Annual
Position Code	Position	1	Step 1	Step 1	Step	Top step	Top Step
415	Auditor 1	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
421	Account Tech - POS	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
422	Account Tech - Revenue	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
423	Account Tech - Master Trust	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
424	Account Tech - Finance	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
426	Account Tech - Operations	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
428	Account Tech - Case Control	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
430	Behavior Services Technician	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
445	SDP Admin Specialist	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
604	Computer Support Specialist	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
605	IT Technician 2	\$ 24.4107	\$ 4,231.19	\$ 50,774.26	\$ 34.3483	\$ 5,953.71	\$ 71,444.46
548	Account Tech - Vendorization	\$ 23.2483	\$ 4,029.71	\$ 48,356.46	\$ 31.1549	\$ 5,400.18	\$ 64,802.19
434	POS Authorization Specialist	\$ 23.2364	\$ 4,027.64	\$ 48,331.71	\$ 32.6959	\$ 5,667.29	\$ 68,007.47
436	Payroll Specialist	\$ 23.2364	\$ 4,027.64	\$ 48,331.71	\$ 32.6959	\$ 5,667.29	\$ 68,007.47
441	HR Coordinator	\$ 23.2364	\$ 4,027.64	\$ 48,331.71	\$ 32.6959	\$ 5,667.29	\$ 68,007.47
443	Revenue Benefits Specialists	\$ 23.2364	\$ 4,027.64	\$ 48,331.71	\$ 32.6959	\$ 5,667.29	\$ 68,007.47
310	Community Resource Specialist	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
311	SIR Coordinator	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
320	Consumer Services Coordinator	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
321	Consumer Program Liaison (CMS Program Evaluator)	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
322	Training Specialist & Events Planner	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
323	Developmental Center Placement Worker	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
324	Community Relations Specialist	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
325	Clinical Nurse Specialist 1	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
327	Mobility & Transportation Liaison	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
328	1915-i Waiver Coordinator - Medicaid Waiver	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
329	Consumer Program Liaison - Day Program	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14

Position		Hourly Step	Monthly	Annual	Hourly Top	Monthly	Annual
Code	Position	1	Step 1	Step 1	Step	Top step	Top Step
330	Consumer Program Liaison - Living Options	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
332	Consumer Program Liaison - Residential	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
334	Training Specialist	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
343	Master Trust Associate	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
345	Early Intervention Service Coordinator	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
348	Family Support Specialist	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
351	Resource Specialist - Transportation	\$ 22.8155	\$ 3,954.69	\$ 47,456.24	\$ 35.3943	\$ 6,135.01	\$ 73,620.14
340	Consumer Intake Coordinator	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
349	I.T. Technician 1	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
350	Consumer Intake Transfer-in & Coordination Specialist	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
352	Administrative Project Specialist	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
431	Consumer Svcs Reimbursement Specialist 1	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
432	Consumer Revenue Specialist 1	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
433	Account Clerk - Operations	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
435	HR Benefits Specialist	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
437	Audit Assistant	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
569	Vendor Data Specialist 2	\$ 21.0800	\$ 3,653.87	\$ 43,846.40	\$ 29.6617	\$ 5,141.36	\$ 61,696.34
720	Case Management Trainee	\$ 19.0500	\$ 3,302.00	\$ 39,624.00	N/A	N/A	N/A
550	Office Asst. to Exec. Asst.	\$ 18.8291	\$ 3,263.71	\$ 39,164.53	\$ 26.4944	\$ 4,592.36	\$ 55,108.35
602	Legal Affairs Technician - Forensic	\$ 18.8291	\$ 3,263.71	\$ 39,164.53	\$ 26.4944	\$ 4,592.36	\$ 55,108.35
603	Legal Tech - General Counsel	\$ 18.8291	\$ 3,263.71	\$ 39,164.53	\$ 26.4944	\$ 4,592.36	\$ 55,108.35
541	Quality Assurance Technician - Medicaid Waiver	\$ 18.0311	\$ 3,125.39	\$ 37,504.69	\$ 24.1634	\$ 4,188.32	\$ 50,259.87
552	Legal Affairs Support Technician	\$ 18.0311	\$ 3,125.39	\$ 37,504.69	\$ 24.1634	\$ 4,188.32	\$ 50,259.87
425	Facilities Coordinator	\$ 17.1735	\$ 2,976.74	\$ 35,720.88	\$ 23.0141	\$ 3,989.11	\$ 47,869.33
523	CST 3 - Program Managers	\$ 17.1735	\$ 2,976.74	\$ 35,720.88	\$ 23.0141	\$ 3,989.11	\$ 47,869.33
524	CST 3 - Clinical Support Team	\$ 17.1735	\$ 2,976.74	\$ 35,720.88	\$ 23.0141	\$ 3,989.11	\$ 47,869.33

Position		Hourly Step		Step	ľ	/lonthly	 Annual	Но	urly Top	Monthly			Annual
Code	Position		1			Step 1	Step 1		Step	•	Top step		Top Step
525	CST 3 - Chief, Medical Services	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	\$	3,989.11	\$	47,869.33
532	CST 3 - Consumer Transfer-In Coordinator	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	\$	3,989.11	\$	47,869.33
542	CST 3 - Intake	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	\$	3,989.11	\$	47,869.33
543	CST 3 - Communications	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	\$	3,989.11	\$	47,869.33
544	CST 3 - Resource Development	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	\$	3,989.11	\$	47,869.33
545	CST 3 - Case Control	\$	17	.1735	\$	2,976.74	\$ 35,720. 8 8	\$	23.0141	\$	3,989.11	\$	47,869.33
546	CST 3 - Office Services	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	_	3,989.11	\$	47,869.33
549	CST 3 - Word Processing	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	_	3,989.11	\$	47,869.33
554	CST 3 - Early Start Secretary	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141		3,989.11	\$	47,869.33
556	CST 3 - Early Start Intake	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	\$	3,989.11	\$	47,869.33
559	Employee Support Technician	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	\$	3,989.11	\$	47,869.33
563	CST 3 - Quality Assurance	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	\$	3,989.11	\$	47,869.33
579	Facilities Support Technician	\$	17	.1735	\$	2,976.74	\$ 35,720.88	\$	23.0141	\$	3,989.11	\$	47,869.33
526	Consumer Intake Clerk - Early Start	\$	16	.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
560	CST 2 - Consumer Support Tech 2	\$	16	.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
562	Training Specialist Assistant	\$	16	.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
564	Receptionist - Branch Office	\$	16	.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
565	CST 2 - Case Control/Central File	\$	16	5.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
566	Receptionist - HQ	\$	16	.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
567	CST 2 - Office Services	\$	16	.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
574	Vendor Data Specialist 1	\$	16	5.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
577	Consumer Intake Clerk	\$	16	5.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
580	Consumer Data Clerk	\$	16	5.4655	\$	2,854.02	\$ 34,248.24	\$	22.0653	\$	3,824.65	\$	45,895.82
570	CST 1 - Consumer Support Tech 1	\$	15	5.7500	\$	2,730.00	\$ 32,760.00	\$	21.1065	\$	3,658.46	\$	43,901.52
571	CST 1 - Medicaid Waiver	\$		5.7500	\$	2,730.00	\$ 32,760.00	\$	21.1065	\$	3,658.46	\$	43,901.52
572	CST 1 - File Clerk	\$		5.7500	\$	2,730.00	\$ 	\$	21.1065	\$	3,658.46	\$	43,901.52
573	CST 1 - Copier Clerk	\$		5.7500	+ -	2,730.00	\$	\$	21.1065	\$	3,658.46	\$	43,901.52

Position Code	Position	Но	Hourly Step 1		ourly Step 1		Monthly Step 1		Annual Step 1		Hourly Top Step		Monthly Top step		Annual Top Step
575	CST 1 - Quality assurance	\$	15.7500	\$	2,730.00	\$	32,760.00	\$	21.1065	\$	3,658.46	\$	43,901.52		
578	HR - Clerk	\$	15.7500	\$	2,730.00	\$	32,760.00	\$	21.1065	\$	3,658.46	\$	43,901.52		
712	Clerical Assistant; part-time 960hrs/yr.	\$	15.0000	\$	1,200.00	\$	14,400.00	\$	19.1442	\$	1,531.54	\$	18,378.43		
860	Consumer Advocate; part-time 960hrs/yr.	\$	15.0000	\$	1,200.00	\$	14,400.00	\$	19.1442	\$	1,531.54	\$	18,378.43		
810	ES FRN Coordinator; part-time 32 hrs/wk.	\$	22.0000	\$	3,050.67	\$	36,608.00		N/A		N/A		N/A		
830	ES FRN Parent Rep; part-time 15 hrs/wk.	\$	17.0000	\$	1,105.00	\$	13,260.00		N/A		N/A		N/A		
840	ES FRN Secretary; part-time 32 hrs/wk.	\$	16.5800	\$	2,299.09	\$	27,589.12		N/A		N/A		N/A		
850	ES FRN Data Clerk; part-time 32 hrs/wk.	\$	15.0360	\$	2,084.99	\$	25,019.90		N/A		N/A		N/A		