

**GOLDEN GATE REGIONAL
CENTER BOARD of DIRECTORS
MEETING
Tuesday, January 17th, 2023- 5:30 PM**

**Via Zoom Video Conference (see below)
and
In-Person at GGRC, 1355 Market Street, Suite 220, San Francisco, CA
94103**

- 5:30 pm I. **CALL TO ORDER / INTRODUCTIONS** (Jacy Cohen)
- ACTION II. **CONSENT AGENDA ITEMS** (Jacy Cohen)
- ACTION A. Agenda (A)
- B. Record of November 15, 2022, Meeting
- 5:40 pm III. **PUBLIC COMMENT/ANNOUNCEMENTS** (Jacy Cohen)
- 5:45 pm IV. **COMMITTEE REPORTS** (Jacy Cohen)
- A. Finance Committee (Michael Bernick)
1. Monthly Financial Statement
- V. **State Council on Developmental Disabilities – The Top 5
Employment Advancement & Advocacy Work to Track this Year**
- 6:05 pm VI. **COMMITTEE REPORTS (Continued)**
- C. Services Committee (Jacy Cohen)
- 1. Employment Support Services - Sean Galvin, Manager Community Services, Community Services (CSU), Julian MacCarthy, Employment Specialist, Community Services (CSU), GGRC and Terry Goodwin, Director of Workforce Projects, Toolworks, Inc.*
- ACTION D. Board Operations (Lynn Pulliam)
1. Presentation of Board Candidate
2. Election of Board Secretary
3. Need for ARCA Representative
- E. Service Provider Advisory Committee (Abigail Yim)
- F. Legislative Committee (Edith Arias)
1. The Governor’s January Budget (FY 2023-2024)

G. Executive Committee/Chairperson's Report (Jacy Cohen)

6:40 pm **VII. DIRECTOR'S REPORT** (Eric Zigman)

ACTION

- A. Performance Contract Approval
- B. Staffing at GGRC and in the Provider Community

7:15 pm **VIII. EXECUTIVE SESSION**

- A. Personnel Issue

You must RSVP to attend in-person or to receive the Zoom meeting information. To RSVP or if you have any questions, please contact Aria Alokozai at aalokozai@ggrc.org, or call 415-832-5792.



Golden Gate Regional Center

Supporting Lives of Liberty and Opportunity

BOARD of DIRECTORS MEETING
RECORD of JANUARY 17th, 2023, 5:30 PM
VIA ZOOM CONFERENCING

PRESIDING: Jacy Cohen

DIRECTORS PRESENT: Edith Arias
Michael Bernick
Hank London
Nini Aye
Lynn Pulliam
Tracy Bullock

DIRECTORS ABSENT: Abby Yim
Andrea Fuentes

STAFF: Eric Zigman
Lop Hou
Brenda Gonzales
Lisa Rosene
Alex Madrid
Ihsan Shagiwal
Aria Alokozai
Amanda Pyle
Grace Soriano-Smith

GUESTS: Maxine Paula Milam
Michael LoBue
Ami Sullivan
Sheraden Nicholau
Audi Stansbury
JJ Khin

CALL TO ORDER (Jacy Cohen)

Ms. Cohen called the meeting to order at 5:32 p.m. Welcoming remarks and introductions followed.

CONSENT AGENDA ITEMS (Jacy Cohen)

ACTION A. Agenda

Eric Zigman suggested modifying the agenda to reflect the full name of the presentation done by Sean Galvin, Julian MacCarthy and Terry Goodwin on the GGRC Employment Update. The agenda for tonight's meeting was approved with the modification noted.

M/S/C (Hank London/ Lynn Pulliam seconded)

ACTION B. Record of Nov 15th, 2022, Meeting

The Record of Meeting of Nov 15th, 2022 was approved.

M/S/C (Michael Bernick motioned/ Lynn Pulliam seconded)

PUBLIC COMMENT / ANNOUNCEMENT

Lynn Pulliam shared an announcement from National Institute of Mental Health (NIMH) about a full committee virtual meeting on the Interagency Autism Coordinating tomorrow from 10am to 5pm. Lynn prompted the Board that interested Board members may contact her for more information on how to attend the meeting.

Michael Bernick shared an announcement with regards to Direct Support Professional (DSP) workforce development initiatives from DDS. These include and the DSP University and tuition reimbursement to help attract more people to work as DSPs in our field.

Eric Zigman commented that the DDS was able to protect \$155 million in the January budget for DSP capacity building. In addition to those initiatives, \$30M has been earmarked for Regional Centers to do tuition reimbursement for staff to earn advanced degrees and pledge to be with Regional Centers for certain number of years. GGRC would like to hear from DDS in terms of when this program will be rolled out. GGRC is very eager to be able to utilize these funds for both DSP initiatives and regional center staff higher education.

Jacy Cohen, GGRC Board Chair, recognized and thanked two former Board members, Alex Madrid, and Dillon York. Alex is no longer with the Board as he was hired as the Housing Specialist with the GGRC. Jacy thanked Alex for his service on Board from 2019- 2022, appreciated his contributions and participation on several Board Committees, as well as his overall enthusiasm on the Board. Jacy presented an honorary award to Alex for his years of service at the GGRC Board of Directors. Eric Zigman also acknowledged Alex's contribution to the Board and shared that Alex was GGRC's ARCA (Association of Regional Centers Agencies) Representative and has played a significant role last year in helping ARCA craft its three-year Strategic Plan. In particular, Alex had a big impact on getting ARCA to focus strategically on honoring the voices of people served.

Alex Madrid acknowledged the award and thanked the Board.

Eric recognized and thanked Dillon York's for his service to the Board of Directors and added that Dillon resigned from the GGRC Board last fall. Dillon was a great Board member and had served the Board during 2018-2022. He was passionate with regards to future planning and in-home services. Dillon's work has helped frame some of the meetings with regards to in-home services (like the Coordinated Family Services pilot project) and future planning with the DDS.

Finance Committee (Michael Bernick)

Monthly Financial Statement: [Financial Status as of 11/30/22]

Michael Bernick and Lop Hou reported on the currently monthly financial statement.

Operations:

After five months of operations, year to date expenditures are under budget by 10.7%. Expenditures will begin to increase as hiring of staff continues. All operations funds are expected to be fully expensed for the fiscal year over the normal course of operations.

Purchase of Services (POS) Excluding CPP:

After five months of operations, year to date expenditures are expenditures are under budget by 8.4%. The estimated projected surplus is approximately \$54.8 million for the fiscal year. Budget projections will fluctuate as provision of services continue to revert from payments of alternative service rates back to provision of traditional services and payments of traditional service rates.

Q & A followed.

**STATE COUNCIL ON DEVELOPMENTAL DISABILITIES (SCDD), BAY AREA OFFICE
UPDATE**

Sheraden Nicholau delivered a presentation on “The Top 5: Employment Advancement & Advocacy Work to Track this Year” discussing the following points:

1. Know about some of the existing employment advancement and advocacy work happening in CA. In the last 10 years there has been commitments from the state in terms of advancing employment such as Competitive Integrated Employment (CIE) and CA’s Employment First Policy (WIC 4869 (a) (1) for people with developmental disabilities. With the help of these policies and implementation tools, state and service systems are able to work together and provide the right support and prepare the job seeker to find jobs, receive the same wage and benefit as workers without disabilities doing similar work.
2. Know about what is happening with CA’s Senate Bill 639, the phase out of subminimum wage in CA. SB Bill 639 has been passed. With the passing of this bill, CA is committed to phase out and transition away from subminimum wage for people with disabilities by 2025. A transition plan has been developed with regards to transitioning 6,000 individuals in the 14(c) programs to Competitive Integrated Employment (CIE).
3. Know ways that our state’s department can better collaborate for outcomes tracking and data gathering. The state department can do more work with regards to designing data systems across agencies to track, analyze and share employment outcomes and code utilization. Furthermore, the state department can dedicate Employment leadership position to facilitate more work through interagency collaboration and enhance employment outcomes, guide strategic planning, reduce redundancy, and enforce accountability.
4. Know ways finding can be leverage for stronger employment outcomes. The state’s employment provider agencies and the state department can apply for additional Competitive Integrated Employment (CIE) related grants. Using existing policies and funding will also help enhance services and awareness for Californians transition away from 14(c).
5. Know additional training and project recommendations for stronger employment outcomes in CA. Additional projects recommendations can include a Competitive Integrated Employment (CIE) pilot that requires job development strategies with evaluation and job retention supports for those who are in 14(c) settings.

As always, Sheraden included a number of relevant resources as weblinks in her presentation. Sheraden’s presentation was well received. Q & A followed.

Services Committee (Jacy Cohen)

Jacy Cohen reported that the Services Committee is working on future planning listening sessions. The committee will have listening sessions for fifteen families and will hear from them about their needs with regards to future planning. Arianna Sellu-Cruz, GGRC's Cultural Diversity Specialist, is supporting GGRC’s Language Access and Cultural Competency Plan (LACC). Through the LACC plan, Arianna is able to allocate funding for a \$25 stipend to the 15 family member participants as well and fund and support the coordination of interpreters and translation of related documents. The committee discussed offering several language access options/preferences to which type of session the families would be interested in and how they want to access. The committee aims is to have the family members identified by the February Services Committee meeting and logistics finalized so we can send out the letter including a March Save the Date.

Board Education Presentation

Sean Galvin and Julian McCarthy delivered a presentation on GGRC Employment Update and discussed the following points:

- **Paid internship program (PIP):** The purpose of the program is to increase the vocation skills and abilities of consumers who choose to go through the PIP process through their Individual Program Plan to participate in an internship. The Goals of this program include the acquisition of experience and skill for future paid employment, or for the internship itself to lead to full – or part-time paid employment. Additionally, there are two new PIP incentives (PIP30 and PIP60) for providers.
- **Competitive Integrated Employment (CIE):** The CIE provider incentive payments have been doubled the amount since a year ago. There is a \$2000 payment for each placement of 30 days, \$2500 payment for each placement of 6 months and \$3000 payment for each placement of 12 months. Sean displayed CIE data from FY 19-20, FY 20-21 and FY 21-22 showing increasing number of CIE programs. Additional CIE incentives are as follows:
 - Quality Incentive Program (QIP) which is an additional provider CIE incentive program for providers placing more individuals into the CIE program, providers incentive when Paid Internship Program (PIP) converts to Competitive Integrated employment (CIE) and provider incentive to exit sub-minimum wage.
 - Incentives for Increasing Capacity:
 1. An incentive payment of \$1,900 for the services for each employee who becomes certified or re-certified in association of community rehabilitation education ACRE basic employment services or ACRE basic Customized Employment Services.
 2. An incentive payment of \$550 for the service provider for each employee who becomes certified employment.
 3. An incentive payment of \$300 for the service provider for each employee who becomes certified in CESP.
- **Local Partnership Agreements:** GGRC meets and collaborate with local stakeholders, DOR and School Districts and have separate agreements in San Mateo, San Francisco, and Marin counties.
- **Recently DDS approved Employment Grants in the GGRC area as follows:**
 - Transcen Inc
 - Integrated Community Services (ICS)
 - Pomeroy Center -
 - Board of Trustees of the Leland Stanford Junior University
 - Zabikon LLC
 - California State University Long Beach Research Foundation
- **Top Pressing issues are as follows:**
 1. Staffing and job coaching shortage
 2. Lower rates for job development
 3. Concerns regarding public benefits

4. Access to services in language other than English

1. **Opportunities for growth** are paid Internship, new incentive structures, labor market.

Terry Goodwin, Director of Workforce Projects for Toolworks shared background and history of her organization including the following points:

- Employment services are comprised of three areas:
 - Employer Partners – partnered with other business and recruiting people with IDD.
 - Enterprise Opportunities– Social enterprise services are mainly janitorial work, recycling/sorting, litter removal and bakery.
 - Paid Training/Internship – for example. working in Treasure Island janitorial training program.
- Internship – moving forward with internship program efforts in four new sites and help build transferable skills. Continue to work with many established partners.
 - Current internship opportunities are as follows: administrative, hospitality, childcare, packaging clerk and stock clerk, janitorial, conference/supply room attendant, café training, customer service, dishwashing, busing and recycling.

Q and A followed.

Board Operations Committee (Lynn Pulliam)

Lynn reported that we currently have nine Board of Directors, and the Board can have up to fifteen members.

Presentation of Board Candidate: Mr. Michael LoBue:

Lynn presented Michael LoBue to the Board and shared that Mr. LoBue was interviewed by the Board Operations Committee. Mr. LoBue has over 30 years of experience as a Chief Executive to various non-profits including membership on numerous non-profit Board of Directors. Mr. LoBue has a vast knowledge of non-profits including amending Bylaws, developing governance policies, and supporting Board improvements. Lynn added that Mr. LoBue is particularly interested in working on Strategic Planning.

Lynn made an announcement that the Board needs an ARCA representative. Eric shared duties and responsibilities of an ARCA representative and added that the Board Delegate will be asked to attend five ARCA meetings in a year and attend the delegates dinner meeting with other ARCA representative from 21 regional centers.

ACTION - Election of Board Secretary:

Consistent with an email she had sent earlier, Jacy Cohen made an announcement that the Board needs a secretary (an Officer of the Board) and related that Lynn is interested in the role. Jacy asked for a motion to elect Lynn Pulliam as the new Board Secretary. Nini Aye made a motion and Hank London seconded. There were no further discussions and the Board unanimously voted to elect Lynn Pulliam as the new Board Secretary.

M/S/C (Nini Aye motioned/ Hank London seconded)

Eric added that the election of Board Secretary was necessary because the former Board Secretary (Alex Madrid) had to resign from the board in mid-term. Therefore, Lynn's appointment will last until June 2023 when the Board Officers are elected annually (as per GGRC's bylaws).

Service Provider Advisory Committee (Abby Yim)

SPAC Update

Abby shared that the SPAC had been meeting on a weekly basis during the pandemic and currently the committee meets twice per month. The meetings have been very helpful with GGRC leadership and staff joining and sharing updates about all that is happening at GGRC; interpreting directives that come from the DDS, supporting with HCBS compliance, and learning more about the services. Abby appreciated GGRC's involvement and resource sharing with the SPAC and added that the committee is currently working on the infrastructure of the committee.

Legislative Committee/ARCA Report (Edith Arias)

Edith Arias shared information about 639, the Competitive Integrated Employment.

Eric Zigman: The Governor released his budget on January 10th. Budgets highlights are positive, given the state's prediction of a deficit budget overall for the state.

The budget underscored that the system will serve 420,000 people statewide with a budget of \$14.2 billion in the next fiscal year. None of the provider rate increase timelines have changed from last year for provider agencies and full implementation continues to be slated for July 1st, 2024. Though updates to the Core Staffing Formula for regional centers were not included in the January budget, system advocates have this as a top priority for the May Revision of the budget.

Q & A followed.

Executive Committee/Chairperson's Report (Jacy Cohen)

The Executive Committee met this month and created the Board agenda. Jacy Cohen shared that we have currently paused the People's Caucus Committee meetings while we actively recruit new Board members this month. New prospective person-served Board members will be invited to attend the People's Caucus Committee meeting in February.

Jacy reminded Board Members that there will be an Executive Session after the Board meeting tonight.

Director's Report (Eric Zigman)

Performance Contract

Eric Zigman presented GGRC's 2023-2024 Performance Contract for board consideration and approval.

GOLDEN GATE REGIONAL CENTER
RECORD of MEETING –
January 17th, 2023

The legislature has added a language for regional centers to have three meeting each year. GGRC had a Performance Contract Public Stakeholders meeting in December 2022 and we had three board members attended the meeting. GGRC sent out the stakeholder review copy to stakeholders and posted it on our website. The Performance Contract Board Review Draft (included in tonight's board meeting's packet) covers the partial year of last year's results and the proposal for the next 18 months. There will be another meeting, potentially this year in with regards to the full year results for 2022.

GGRC has done well in terms of many areas of this report. GGRC has done very well with children residing with families (99 +%). GGR always exceeds by a considerable amount the percentage of people in supported living services and family home agencies.

GGRC had been a leader in the state, not just in employment but also in Supported living. GGRC had done extremely well in terms of children residing in facilities with seven or more beds and had no children in large facilities or over 6 bed facilities. GGRC has also done well compared to other regional centers in terms of Intake Duration in this report. We continue to do well in terms of compliance measures and receiving unqualified independent audit with no material findings.

GGRC is about 4% ahead of the average in the state in terms of number of people who earn wages.

In addition to the Performance Contract Equity and Access measures, Eric added that GGRC has done an internal Diversity, Equity, Inclusion and Belonging report to assess different ethnic, language, gender, disability, and identity experiences of our staff and making sure that we become conscious of implicit bias. We are striving to do our best to serve our underserved communities and making efforts to improve equity in purchase of service expenditures. Ultimately the work of the assessment can lead to better services and a regional center organizational culture that supports all our staff to bring forth their best work.

ACTION: 2023-2024 Proposed Performance Contract Approval

Jacy Cohen made a motion to approve the proposed Performance Contract.

Lynn Pulliam made a motion and Nini seconded. There were no further discussions and the Board unanimously voted to approve the Performance Contract.

M/S/C (Lynn Pulliam motioned/ Nini Aye seconded)

Staffing at GGRC and in the provider Community:

Eric Zigman: Given the hiring challenges during the holiday seasons, GGRC was able to hire 12 new staff between December 1, 2022, and January 15, 2023. We were able to increase the salary scale, bring our entry level wages and scale wages up which helps with retention and recruiting.

The provider community is also struggling with hiring. Again, we urge DDS to initiate the supplemental programs such as DSP university, tuition reimbursement and stipends for staff with expertise to help the provider community with hiring.

The Board Meeting adjourned to the Executive Session to discuss personnel issue at 7:30 pm.

Respectfully Submitted,
Aria Alokozai
Executive Assistant