



Year End Performance Report

North Bay Regional Center
Board of Director's Meeting
02/04/2026

125,058	150,568	97,511	124,500
125,487	56,845	99,011	125,000
124,000	110,000	99,216	154,000
150	150,000	101,090	95,000
	35,000	101,684	154,200
		101,962	110,000
			89,000
			50,000
			10,700

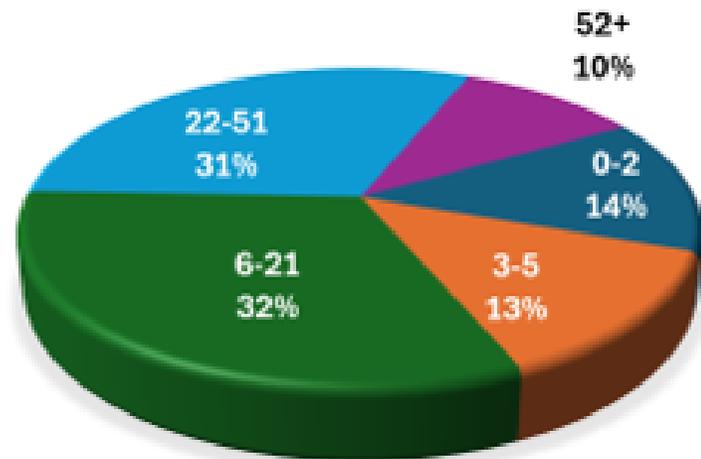
Why are we here?

- Annually NBRC develops a Performance Contract
- The Performance Contract is approved by NBRC's Board of Director's and the Department of Developmental Services
- Tonight we are reviewing NBRC Year End Report for our 24/25 fiscal year Performance Contract

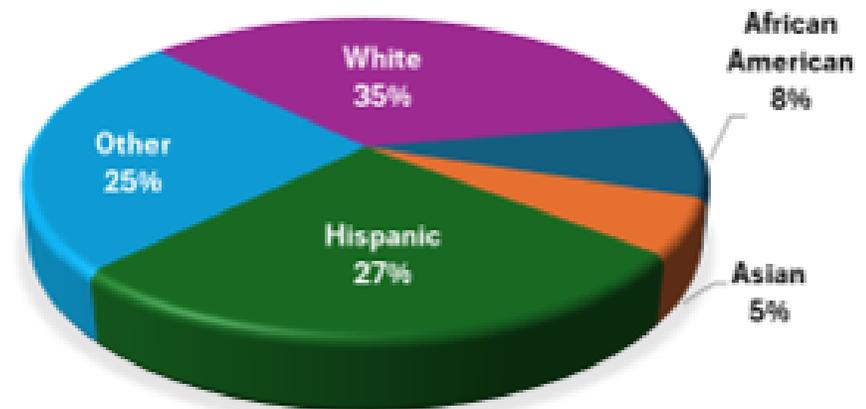
Who uses NBRC?

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

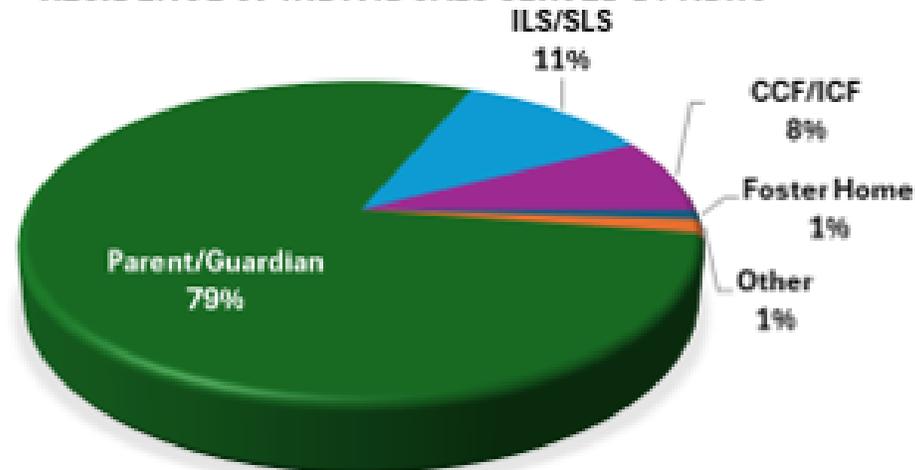
AGE OF INDIVIDUALS SERVED BY NBRC



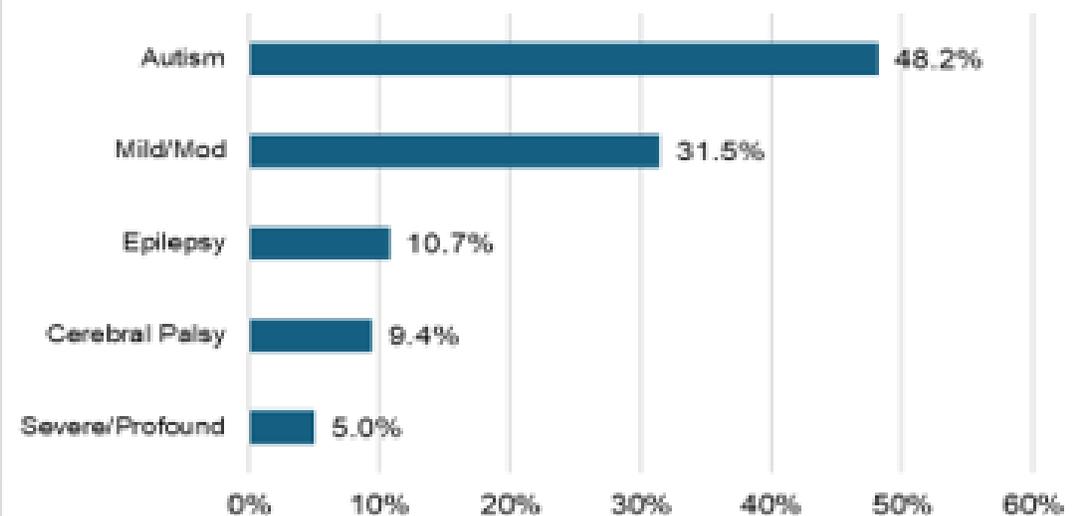
ETHNICITY OF INDIVIDUALS SERVED BY NBRC



RESIDENCE OF INDIVIDUALS SERVED BY NBRC



DIAGNOSES OF INDIVIDUALS SERVED BY NBRC



How well is NBRC performing?

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

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

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

Regional Center Goals (based on Lanterman Act)	June 2024		June 2025	
	State Average	NBRC	State Average	NBRC
More children live with families	99.69%	99.57%	99.71%	99.54%
More adults in home settings	83.86%	82.20%	84.29%	82.24%
Fewer children living in large facilities (more than 6 people)	0.02%	0.00%	0.03%	0.02%
Fewer adults live in large facilities (more than 6 people)	1.46%	0.32%	1.36%	0.46%

*Home settings include independent living, supported living, Adult Family Home Agency homes, and individuals' family homes.

Did NBRC Meet DDS Standards from the last two Reporting Periods?

Passes Independent Audit	
Yes	Yes

Passes DDS Financial Audit	
Yes	Yes

Audits Vendors as Required	
Partially Met	Yes

Didn't Overspend Operations Budget	
Yes	Yes

Participates in the Federal Waiver	
Yes	Yes

CDERs and ESRs are Updated as Required*	
99.94%	98.67%

Intake/Assessment Timelines for Individuals age 3 and Older	
66.61%	47.03%

IPP Requirements Met	
97.80%	N/A**

IFSP (Individualized Family Service Plan) Requirements Met	
87.3%	87.5%

*Client Development Evaluation Report and Early Start Report

**N/A indicates NBRC was not reviewed during the current period

How Well is NBRC Doing Getting People Working?

Areas Measured	Time Period			
	CA	NBRC	CA	NBRC
Consumer Earned Income (Age 16 to 64 years): Data Source: Employment Development Department	Jan through Dec 2023		Jan through Dec 2024	
Quarterly number of consumers with earned income	32,132	1,268	32,936	1,345
Percentage of consumers with earned income	15.20%	22.20%	15.60%	22.75%
Average annual wages	\$14,251	\$13,142	\$14,902	\$13,555

Competitive Integrated Employment Incentives

Competitive, Integrated Employment (CIE) = Work that is compensated at or above minimum wage in the community alongside people without disabilities and receiving the same level of pay and benefits as other employees without disabilities.

NBRC funds an incentive payment to vendors that help individuals find and keep jobs*

- 30 days of employment - \$2000
- 6 months of employment - \$2,500
- 12 months of employment - \$3,000

*as of July 2025, these amounts were reduced to \$1,000, \$1,250, \$1,500

How is NBRC Doing with Competitive Integrated Employment Incentives?

Competitive Integrated Employment		2022-23		2023-24	
		CA Average	NBRC	CA Average	NBRC
Data Source: Competitive Integrated Employment Incentive Program Survey					
Average wages for adults engaged in competitive, integrated employment, on behalf of whom incentive payments have been made		\$16.51	\$16.53	\$17.33	\$17.38
Average hours worked for adults engaged in competitive, integrated employment, on behalf of whom incentive payments have been made		21	15	21	17
Total number of Incentive payments made for the fiscal year for the following amounts:	\$3,000	38	11	35	10
	\$2,500	40	10	40	16
	\$2,000	49	15	51	28

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

Paid Internship Program

NBRC funds the wages and supports for individuals to participate in paid internships for up to one year (1040 hours)

Internships must meet the following criteria:

Full or part time work

Pays at least minimum wage or greater

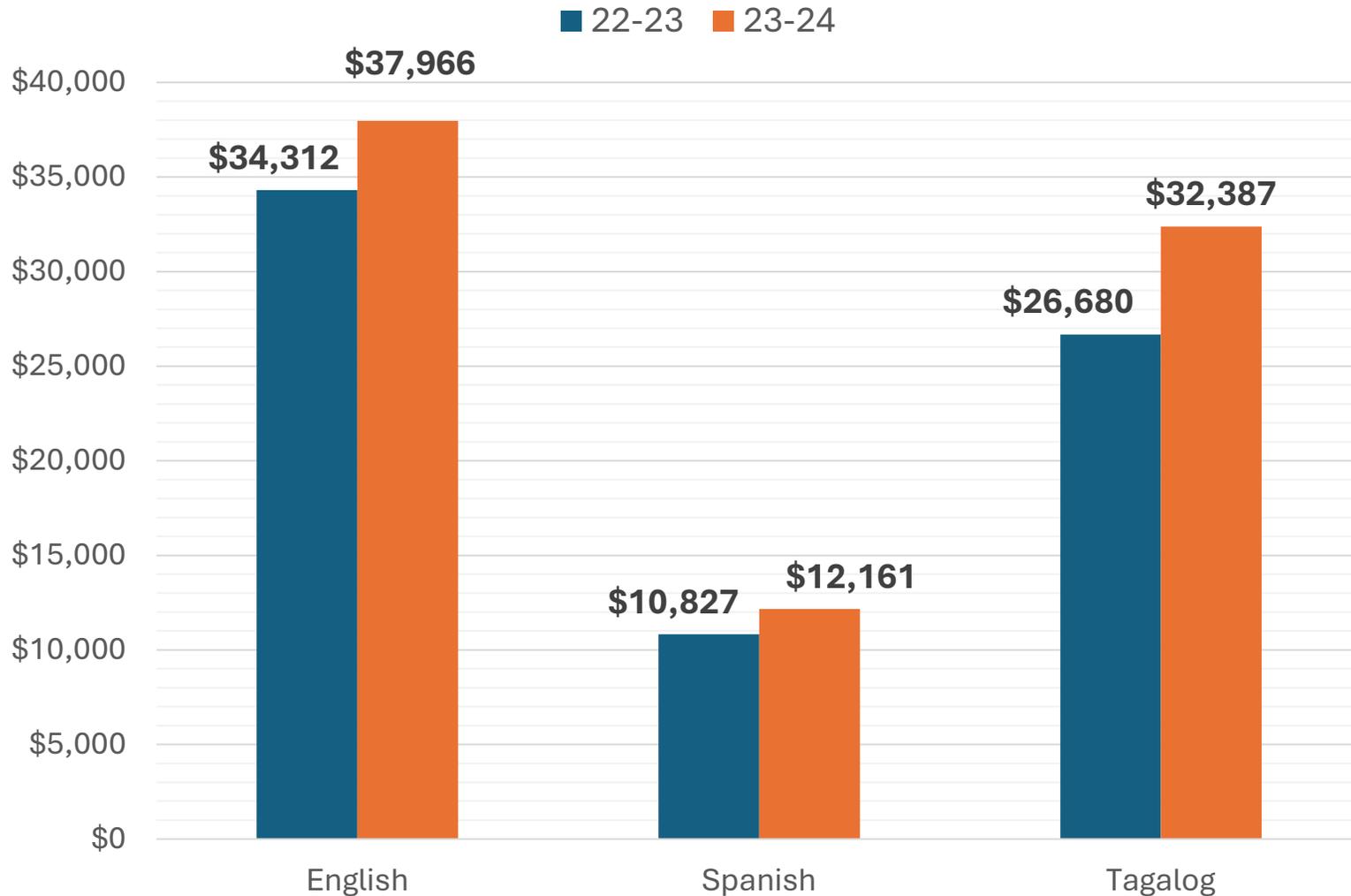
Integrated setting (working alongside individuals without disabilities)

DDS monitors regional centers to determine how many internships turned into Competitive Integrated Employment (CIE)

Paid Internship Program Progress

Paid Internship Program	2022-23		2023-24	
	CA Average	NBRC	CA Average	NBRC
Data Source: Paid Internship Program Survey				
Number of adults who were placed in competitive, integrated employment following participation in a Paid Internship Program	12	1	13	1
Percentage of adults who were placed in competitive, integrated employment following participation in a Paid Internship Program	10%	2%	9%	1%
Average hourly or salaried wages for adults who participated in a Paid Internship Program	\$15.96	\$15.76	\$16.74	\$16.88
Average hours worked per week for adults who participated in a Paid Internship Program	14	12	14	11

Per Capita Purchase of Service Expenditure by Individual's Primary Language



Number of Individuals Served		
Language	22-23	23-24
English	10,103	10,469
Spanish	2,077	2,178
Tagalog	56	58

How well is NBRC doing at reducing disparities and improving equity?

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

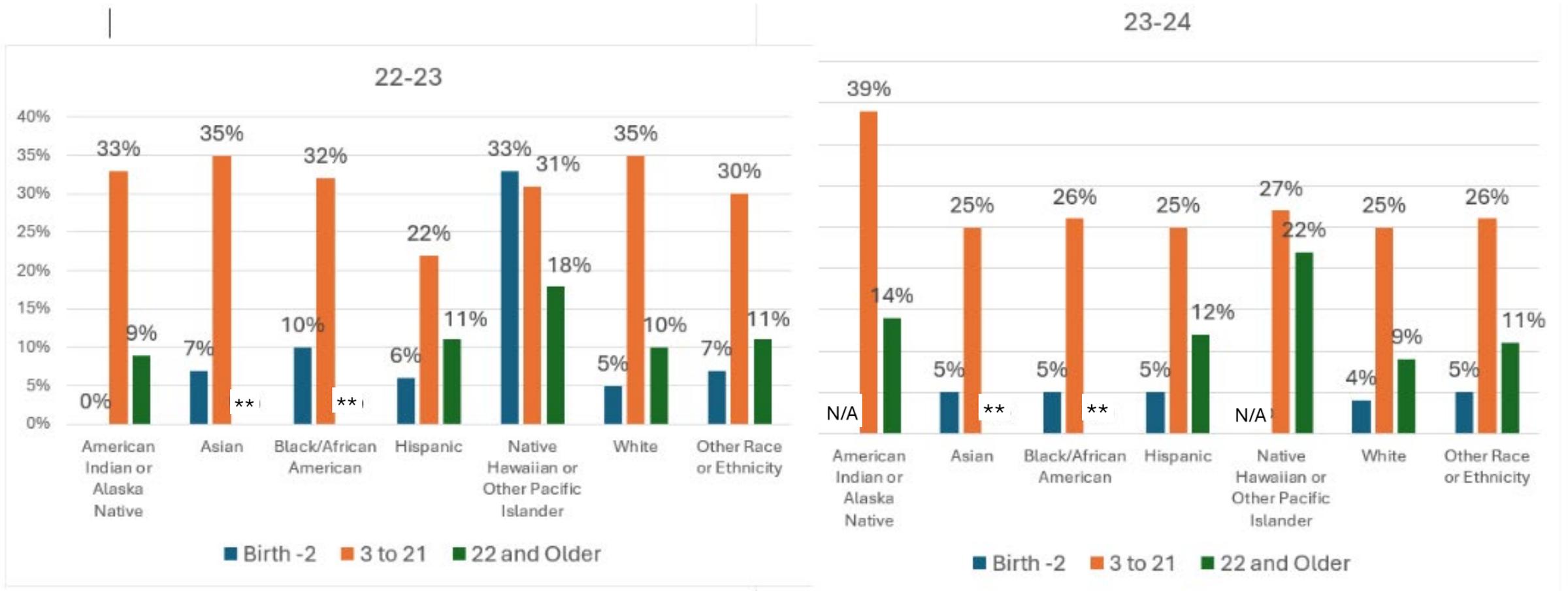
Number and percent of individuals receiving only case management services by age and ethnicity

Measure	Year	Number of Eligible individuals Receiving Case Management Only			Percent of Eligible individuals Receiving Case Management Only		
		Birth to 2	3 to 21	22 and Older	Birth to 2	3 to 21	22 and Older
American Indian or Alaska Native	22-23	0	*	*	0%	33%	9%
	23-24	0	**	*	N/A	39%	14%
Asian	22-23	*	95	56	7%	35%	**
	23-24	*	81	**	5%	25%	**
Black/African American	22-23	*	104	52	10%	32%	**
	23-24	*	94	**	5%	26%	**
Hispanic	22-23	63	348	81	6%	22%	11%
	23-24	43	456	94	5%	25%	12%
Native Hawaiian or Other Pacific Islander	22-23	*	*	*	33%	31%	18%
	23-24		*	*	N/A	27%	22%
White	22-23	40	473	272	5%	35%	10%
	23-24	27	363	258	4%	25%	9%
Other Ethnicity or Race	22-23	54	383	76	9%	35%	17%
	23-24	62	360	74	7%	28%	15%
Total	22-23	175	1,416	541	7%	30%	11%
	23-24	141	1,369	541	5%	26%	11%

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

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

Percent of individuals receiving case management only 22-23



Questions/Suggested Actions/Comments