

**Survey A**

**PERSONNEL CLASSIFICATIONS REPORT - 2024**

Regional Center: North Bay Regional Center  
 Date Completed: November 25, 2024  
 Contact Person: Jennifer Crick, Director of Administration  
 Telephone: jenniferc@nbrc.net

[Welfare & Institutions \(W&I\) Code section 4639.5 requires regional centers to provide the Department a complete and current salary schedule for all personnel classifications used by the regional center.](#)

**INSTRUCTIONS:** Please provide a listing of all personnel classifications used by the regional center and their associated salary schedule (range) for Fiscal Year 2023-2024.

Personnel Classification	Salary Range	
	Salary (Low)	Salary (High)
Executive Director		\$19,798
Chief Financial Officer		
Director of Client Services		
Director of Community Services	\$12,470	\$16,712
Director of Administrative Services		
Director of Intake and Clinical Services		
Associate Director of Client Services	\$9,306	\$12,471
Department Manager	\$8,436	\$11,307
Controller		
Case Management Supervisor		
Diversity and Equity Supervisor		
Intake Supervisor		
Quality Assurance Supervisor		
Fiscal Supervisor	\$7,189	\$9,639
Federal Revenues Supervisor		
Administrative Office Supervisor		
IT Supervisor		
Senior Companion Program Supervisor		
Community Resources Supervisor		
Self Determination Program Supervisor		
Senior Human Resource Generalist	\$6,216	\$8,335
Accountant		
Communication Specialist	\$5,499	\$7,373
Training Specialist		
Human Resource Generalist		
Executive Secretary		
Administrative Specialist	\$4,966	\$6,655
Payroll Coordinator		
Legal Liaison		
Transfer Coordinator/Client Services Secretary		
HR Associate	\$3,974	\$5,327
Physician	\$12,825	\$18,046
Psychologist	\$7,834	\$10,877
Senior Nurse Consultant	\$7,105	\$9,865
Board Certified Behavior Analyst		
Nursing Specialist	\$6,603	\$8,852

Information Technology Technician 3	\$5,952	\$7,979
Early Intervention Service Coordinator Individuals with Disabilities Education Act (IDEA) Specialist	\$5,605	\$7,513
Senior Service Coordinator		
Assessment Counselor		
Community Engagement Specialist		
Consumer Advocate		
Deaf & Hard of Hearing Specialist		
Diversity and Equity Specialist		
Emergency Management/Facilities Coordinator		
Generic Resource Specialist		
Information Technology Technician 2	\$5,501	\$7,375
Internal Quality Monitor		
Quality Assurance Analyst		
Quality Assurance Monitor		
Rate Coordinator		
Rate Specialist		
Resource Developer		
Specialized Placement Coordinator		
Participant Choice Coordinator		
Specialized Caseload Service Coordinator 1:40 Service Coordinator	\$4,937	\$6,619
Information Technology Technician 1 Senior Fiscal Assistant	\$4,270	\$5,724
Fiscal Assistant		
Intake Referral Coordinator		
Warm Line Referral Coordinator	\$3,974	\$5,327
Medical Records Assistant		
Senior Companion Program Coordinator		
Special Incident Report Coordinator		
Client Services Assistant	\$3,842	\$5,152
Office Aide		Highest Minimum Wage in NBRC Catchment Area

**Survey C**

**EXECUTIVE DIRECTOR COMPENSATION REPORT**

Regional Center: North Bay Regional Center  
 Date Completed: 1/15/2025  
 Contact Person: Jennifer L. Crick - Director of Administrative Services  
 Telephone: 707-256-1271

[Article IV, Section 5, Public Disclosure of Contracts, of the regional center contract states, "When reporting the information to the State, as required by W&I Code sections 4639.5 and 4640.6\(l\), Contractor shall include any information regarding Executive Director and managerial positions including current annual compensation as defined by IRS Code for completion of the IRS Form 990, and associated detail. This information shall be provided in a format with instructions agreed to by the State and regional centers."](#)

The IRS defines compensation as, "...all forms of cash and noncash payments or benefits provided in exchange for services, including salary and wages, bonuses, severance payments, deferred payments, retirement benefits, fringe benefits, and other financial arrangements or transactions such as personal vehicles, meals, housing, personal and family educational benefits, below-market loans, payment of personal or family travel, entertainment, and personal use of the organization's property. Compensation includes payments and other benefits provided to both employees and independent contractors in exchange for services."

**INSTRUCTIONS:**

Complete row 1 of the chart below. If your regional center had more than one Executive Director in calendar year 2024, enter the prior Executive Director's compensation in row 2.

Breakdown of Compensation										Total Compensation
Executive Director	Base Compensation	Car and/or Travel Allowance	Housing/ Moving Allowance	Life Insurance and/or Group Term Life	Health Benefits (Medical, Dental, Vision, LTD, and Chiropractic)	CalPERS Retirement and/or 401(a), 403(b) or 457(b)	Vacation Cash Out	Bonus	<a href="#">Other[1]</a>	
Gabriel Rogin	235895.13	0	0	966	43947.2	14956.71	0	0	0	295765.04

**Supplemental Information:**

[\[1\] Specify other compensation in the supplemental information field above. Other compensation is any compensation that is not provided above including, but not limited to, mileage reimbursement that exceeds federal allowances, personal use cell phones paid for by the regional center, survivor benefits, health and fitness/gym memberships, etc.](#)