

Department of Legislative Services  
 Maryland General Assembly  
 2019 Session

FISCAL AND POLICY NOTE  
 First Reader

House Bill 823 (Delegate Cullison, *et al.*)  
 Health and Government Operations

Workgroup on Effective Professional Development Programs in Local Health  
 Departments

This bill requires the Secretary of Health to convene a workgroup to develop effective professional development programs for staff in local health departments (LHDs). The workgroup must include representatives from the Maryland Department of Health and health care providers from at least five LHDs. By December 1, 2019, the workgroup must report its findings and recommendations to the Governor and the General Assembly. **The bill takes effect July 1, 2019, and terminates June 30, 2020.**

Fiscal Summary

**State Effect:** General fund expenditures increase by \$18,300 in FY 2020 only to staff the workgroup, as discussed below. Revenues are not affected.

(in dollars)	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	18,300	0	0	0	0
Net Effect	(\$18,300)	\$0	\$0	\$0	\$0

*Note: ( ) = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate increase; (-) = indeterminate decrease*

**Local Effect:** The bill has an operational, and likely a fiscal, impact on the five LHDs that participate in the workgroup in FY 2020 only; this analysis does not address any costs associated with later implementation of the programs developed by the workgroup. Revenues are not affected. **This bill may impose a mandate on a unit of local government.**

**Small Business Effect:** None.

## Analysis

**Bill Summary:** The workgroup must:

- solicit feedback about professional development needs from staff at LHDs;
- develop a preceptorship program for health care providers employed in LHDs;
- develop a training program for the staff, other than health care providers, of each program or service offered by an LHD; and
- for each LHD, identify the individual who will be charged with (1) establishing, coordinating, assessing, and providing quality assurance and (2) monitoring compliance for the preceptorship and training programs developed under the bill.

To the extent practicable, the programs developed by the workgroup must provide continuing education credits to health care providers licensed under the Health Occupations Article.

The preceptorship program developed by the workgroup may require, for a health care provider at an LHD, (1) access to a preceptor who is available to the health care provider at all times; (2) one-on-one instruction with the preceptor; (3) participation in the preceptorship program for a specified period of time; (4) demonstration of skills that are unique to the LHD; (5) demonstration of a minimum level of competency prior to working directly with patients or clients of the LHD; and (6) any other requirements recommended by the workgroup.

**Current Law/Background:** Generally, a preceptorship program is an organized system of clinical experience that pairs a student with an experienced or licensed individual for the purpose of attaining specified learning objectives. The Maryland Association of County Health Officers advises that many professional categories of staff working in LHDs have continuing education requirements that must be met and tracked. However, other staff in nonprofessional categories generally have limited training or education opportunities or funding to support such opportunities.

**State Expenditures:** General fund expenditures increase by \$18,268 in fiscal 2020 only, which accounts for the bill's July 1, 2019 effective date. This estimate reflects the cost of hiring one part-time (50%) contractual health policy analyst to convene and coordinate the workgroup, as well as support preparation and dissemination of the required report. It includes a salary, fringe benefits, one-time start-up costs, and travel expenses.

Contractual Position	0.5
Salary and Fringe Benefits	\$12,702
One-time Start-up Expenses	5,046
Travel Expenses	<u>520</u>
<b>Total FY 2020 State Expenditures</b>	<b>\$18,268</b>

This analysis assumes elimination of the contractual position December 1, 2019, following submission of the required report.

This estimate does not include any health insurance costs that could be incurred for specified contractual employees under the State's implementation of the federal Patient Protection and Affordable Care Act.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Maryland Association of County Health Officers; Maryland Department of Health; Department of Legislative Services

**Fiscal Note History:** First Reader - February 19, 2019  
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