

OFFICE OF FISCAL ANALYSIS

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sSB-1450

AN ACT CONCERNING RECRUITMENT AND RETENTION OF THE HEALTH CARE WORKFORCE.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 26 \$	FY 27 \$
Public Health, Dept.	GF - Cost	136,100	97,900
Education, Dept.	GF - Cost	20,000	None
Public Health, Dept.	GF - Revenue Gain	1,710	3,555
Public Health, Dept.	GF - Potential Cost	See Below	See Below
State Comptroller - Fringe Benefits ¹	GF - Cost	27,600	37,700

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill contains various provisions regarding the healthcare workforce, which result in the fiscal impacts described below.

Section 1 requires the Department of Public Health to create a program providing loan reimbursement grants to full-time licensed health care providers. Significant costs would be incurred to finance a substantive program, dependent upon the number of participants and the per participant grant amount. Should funding be made available for the grants, DPH would utilize its present resources and expertise to

¹The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 40.71% of payroll in FY 26.

implement the reimbursement program and develop relevant regulations. The department currently operates a similar Student Loan Repayment Program which is supported by federal funds.

Section 2 prohibits any state-administered loan reimbursement program for physicians, physician assistants or advanced practice registered nurses from mandating nonprofit employee status as a criterion for eligibility. This results in no fiscal impact. All student loan repayment programs currently operated by DPH do not include this condition.

Section 3 requires DPH to create a pilot program (in collaboration with a nonprofit organization) providing home-based virtual education for people seeking to become a nurse's aide or emergency medical technician (EMT). This results in a potential cost to the General Fund of \$60,000 in FY 26, \$4,800 in FY 27, and \$480 annually thereafter for the expertise of an Educational Consultant to assist in the development of the pilot program. While the bill authorizes the Commissioner to solicit private funds to support this effort, no such funding sources are identified currently.

DPH does not have the expertise to develop a virtual training program. If the nonprofit organization also lacks the required expertise, an Education Consultant would provide curriculum design as well as be responsible for developing the didactic and practicum training required for both professional classifications.² Additionally, after the biennium, the consultant would be required to provide an annual review of the EMT curriculum to ensure it remains compliant with the current standards of care.³

Section 4 results in a one-time cost to the Department of Education (SDE) of \$20,000 in FY 26. It requires SDE to promote specific health care professions through various educational programming. It is anticipated

² The Education Consultant would be contracted for 1,000 hours in FY 26 and 80 hours in FY 27, at an estimated rate of \$60 per hour.

³ This review is estimated to take approximately 8 hours annually.

SDE will need to contract services for program development and implementation.

Section 5 creates a program providing relocation assistance grants to athletic trainers who relocate to and become licensed in Connecticut to work in rural or underserved areas. Administering this program results in a cost to DPH of \$76,100 in FY 26 and \$93,100 in FY 27 (and annually thereafter), with an estimated cost to the Office of the State Comptroller for associated fringe benefits of \$27,600 in FY 26 and \$37,700 in FY 27. FY 26 costs reflect an October 1 start date for all staff. Additionally, this section results in a projected revenue gain of \$1,900 in FY 26 and \$3,950 in FY 27. The cost of the relocation grants may be significant.

To establish and administer the new program, DPH requires: (1) a part-time (0.75 FTE) Health Program Assistant (HPA) 2 position with an annualized salary of \$47,700 (plus \$19,400 annualized fringe benefits), and (2) a part-time (0.5 FTE) Grants Management Specialist position with an annualized salary of \$45,000 (plus \$18,300 annualized fringe benefits). These positions are necessary to determine grant amounts, set application and eligibility criteria, create related forms, and track grant recipient fund usage reports. The HPA position will also help develop an annual report to the legislature as required by the bill.

Other expenses include a one-time total cost of \$8,400 in FY 26 for laptops and related hardware and ongoing costs of \$400 beginning in FY 27 for software and general office supplies.

Potentially significant costs related to paying relocation expenses of eligible grant recipients cannot be determined in advance. The cost is dependent on the number of recipients and the relocation expenses of each. Relocation expenses vary.

Estimated additional licensure revenue of \$1,710 in FY 26 and \$3,555

in FY 27 is expected, based on 9 applicants per year.⁴

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

⁴ The Athletic Trainers Task Force anticipates between 8 to 10 persons applying for the grant each year. Athletic trainer initial licensure fees are \$190 each, with annual licensure renewal fees of \$205 each year thereafter.