



April 28, 2025

MEMORANDUM

TO: Wala Blegay, Chair
Health, Human Services and Public Safety (HHSPS) Committee

THRU: Joseph R. Hamlin 
Director of Budget and Policy Analysis

FROM: David Noto 
Budget and Policy Analyst

RE: Health Department
Fiscal Year 2026 Budget Review

Budget Overview

The FY 2026 proposed budget for the Health Department is \$106,674,300, an increase of \$14,628,200, or 15.9%, over the FY 2025 approved budget. This is primarily due to increases in operating and compensation costs for funding provided to support underinsured residents, nurse monitoring and assessment evaluation review services, snow removal services, office automation costs, telephones, interagency legal fees, building, vehicle maintenance, mandated salary requirements, adjustments, and two (2) new positions. The increases in compensation and operating costs are being offset primarily by decreases in full-time positions, partially funded by grant programs, overtime costs, county match for the Assistance in Community Integration Services (ACIS) grant, and decreases in office and building leases due to relocating to the new Health and Human Services Building.

- The Department expects a general funded supplemental in the amount of \$12,327,900, related to the redistribution of former American Rescue Plan Act funds (CB-022-2025) and grant funds of \$5,389,589.

Budget Comparison – Expenditures by Fund Type

Fund	FY 2024 Actual	FY 2025 Approved	FY 2025 Estimated	FY 2026 Proposed	\$ Change Prop vs App	% Change
General Fund	\$ 34,824,476	\$ 32,369,300	\$ 44,317,800	\$ 34,164,400	\$ 1,795,100	5.5%
Grants	46,981,111	59,676,800	50,440,000	60,420,500	743,700	1.2%
Special Revenue Funds	-	-	-	12,089,400	12,089,400	100.0%
Total	\$ 81,805,587	\$ 92,046,100	\$ 94,757,800	\$ 106,674,300	\$ 14,628,200	15.9%

Authorized Staffing Count – All Funds

- In FY 2026, the Department’s staffing is proposed to increase by one (1) General Funded full-time position above the FY 2025 authorized staffing level, and two (2) grant-funded full-time positions, which will be converted from limited-term grant-funded (LTGF) positions.

Authorized Staffing Count			
	FY 2025 Budget	FY 2026 Proposed	Change Amount
Full Time	484	487	3
Part Time	4	4	0
Limited Term	95	93	-2
Total	583	584	1

General Fund

- The FY 2026 General Fund budget, before recoveries, is proposed at \$37,000,400, representing a 5.1% increase over the FY 2025 Approved Budget, and is comprised of \$21,015,500 in compensation, \$7,187,300 in fringe benefits and the remaining \$8,797,600 allocated for operating expenses. Not accounting for the recoveries, about 57% of the Department’s General Fund proposed budget is allocated for compensation, 19% for fringe expenditures and the remaining 24% is allocated for operational expenses. Recoveries increase 0.03% over the FY 2025 budget to support recoverable compensation, fringe benefits and operating expenditures from various grants. After recoveries, the FY 2026 General Fund budget is proposed at \$34,164,400.

Expenditures by Category - General Fund

Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Estimate	FY 2026 Proposed	Change FY25-FY26	
					Amount (\$)	Percent (%)
Compensation	\$13,892,011	\$20,469,000	\$20,516,500	\$21,015,500	\$546,500	2.7%
Fringe Benefits	6,771,782	7,082,300	6,709,900	7,187,300	105,000	1.5%
Operating	11,825,627	7,654,800	18,197,400	8,797,600	1,142,800	14.9%
Capital Outlay	4,244,658	—	1,150,000	—	—	
SubTotal	\$36,734,078	\$35,206,100	\$46,573,800	\$37,000,400	\$1,794,300	5.1%
Recoveries	(1,909,602)	(2,836,800)	(2,256,000)	(2,836,000)	800	0.0%
Total	\$34,824,476	\$32,369,300	\$44,317,800	\$34,164,400	\$1,795,100	5.5%

Compensation

- In FY 2026, General Fund compensation is proposed to increase by \$546,500, or 2.7%, over the FY 2025 Approved Budget. The increase is primarily due to countywide salary adjustments, the annualization of FY 2025 salary adjustments, anticipated salary attrition, partially offset by an increase in unfunded vacancies, salary lapse, and one (1) Community

Health Nurse realigned to grant programs. Compensation costs include funding for 234 full-time positions and one part-time position.

- Funding increases in FY 2026 is also provided for the following two (2) new positions: a Budget Management Analyst 3A that will serve as a program liaison providing financial guidance and a Systems Analyst 3G to support the electronic medical records system; offset by transferring one (1) Community Health Nurse position from the General Fund to a grant-funded position.

Fringe Benefits

- In FY 2026, fringe benefits expenditures are proposed to increase by \$105,000, or 1.5%, over the FY 2025 approved budget level, to align with projected costs.

Operating Expenses

- FY 2026 General Fund operating expenditures are proposed to increase by \$1.14 million, or 14.9%, over the FY 2025 approved budget level. The proposed increases are comprised of the following major items:
 - General & Administrative Contracts: \$866,500 increase primarily for Health Assures to support underinsured residents, offset by decreased monetary and custodial services, personnel background checks, waste management, and the methadone clinic.
 - Operating Contracts: \$361,500 increase in the nurse monitoring and assessment evaluation review services, language interpretation, and snow removal services.
 - Office Automation: \$210,500 increase in OIT countywide costs offset by the decrease in medical record systems consultant transferred to compensation and fringe benefits.
 - Interagency Charges: \$187,000 increase in legal fees.
 - Building Repair/Maintenance: \$91,000 increase based on anticipated costs, due to the move to the Health and Human Services Building.
- These proposed increases are partially offset by decreases of the following major items:
 - Office/Building/ Rental Lease: \$281,400 reduction due to the move to the Health and Human Services Building.
 - Utilities: \$125,100 decrease based on anticipated costs, due to the move to the Health and Human Services Building.
 - Miscellaneous: \$76,600 decrease in the Assistance in Community Integration Services grant match.
 - Advertising: \$72,300 decrease in COVID- 19, Flu and RSV messaging.

(Table on next page)

Commitment Item	FY 2025 Budget	FY 2025 Estimate	FY 2026 Proposed	\$ Change	Explain reason for budgetary change for each commitment item
Telephone	\$ 234,600	\$ 234,600	\$ 284,600	\$ 50,000	Increase based on anticipated costs
Utilities	\$ 356,500	\$ 459,600	\$ 231,400	\$ (125,100)	Decrease based on anticipated costs
Printing	\$ 9,100	\$ 8,600	\$ 5,000	\$ (4,100)	Decrease based on historical costs
Postage	\$ 14,200	\$ 14,200	\$ 13,500	\$ (700)	Decrease based on anticipated costs
Office Automation	\$ 4,526,200	\$ 5,438,300	\$ 4,736,700	\$ 210,500	Increase in OIT countywide costs offset by the decrease in medical record systems consultant transferred to compensation and fringe benefits
Training	\$ 60,500	\$ 256,500	\$ 11,600	\$ (48,900)	Decrease in anticipated costs and eligible costs transferred to grant program
Advertising	\$ 93,300	\$ 26,000	\$ 21,000	\$ (72,300)	Decrease in COVID-19, Flu and RSV messaging
Travel: Non-Training	\$ 15,000	\$ 9,000	\$ 1,500	\$ (13,500)	Decrease in Health Officer lodging
Membership Fees	\$ 20,000	\$ 19,200	\$ 20,600	\$ 600	Increase based on anticipated costs
Mileage Reimbursement	\$ 19,800	\$ 23,000	\$ 17,600	\$ (2,200)	Decrease based on anticipated costs
General & Administrative Contracts	\$ 378,000	\$ 5,850,900	\$ 1,244,500	\$ 866,500	Increase in primarily for the Health Assures to support underinsured residents offset by a decrease in monetary and custodial services, personnel background checks, waste management and the methadone clinic
Operating Contracts	\$ 526,800	\$ 3,785,300	\$ 888,300	\$ 361,500	Increase in the nurse monitoring and assessment evaluation review services, language interpretation and snow removal services
General Office Supplies	\$ 214,000	\$ 356,700	\$ 202,700	\$ (11,300)	Decrease based on anticipated costs
Office and Operating Equipment Non-Capital	\$ 31,800	\$ 24,500	\$ 27,100	\$ (4,700)	Decrease based on anticipated costs
Other Operating Equipment Repair/Maintenance	\$ 42,300	\$ 43,300	\$ 42,500	\$ 200	Increase based on anticipated costs
Vehicle Equipment Repair/Maintenance	\$ 276,200	\$ 278,400	\$ 308,300	\$ 32,100	Increase in fleet schedule
Gas and Oil	\$ 36,500	\$ 36,500	\$ 40,000	\$ 3,500	Increase based on anticipated costs
Equipment Lease	\$ 45,000	\$ 130,000	\$ 25,700	\$ (19,300)	Decrease in copier machines anticipated costs
Office/Building Rental/Lease	\$ 554,300	\$ 705,300	\$ 272,900	\$ (281,400)	Reduction due to the move to the Health and Human Service Building
Building Repair/Maintenance	\$ 66,000	\$ 175,800	\$ 157,000	\$ 91,000	Increase based on anticipated costs
Grants/Contributions	\$ -	\$ 185,300		\$ -	FY25 estimate - Includes ARPA Transfer for Sickle Cell machine and clinic Sickle Cell machine and clinic
Interagency Charges	\$ 41,000	\$ 41,000	\$ 228,000	\$ 187,000	Increase in legal fees
Miscellaneous	\$ 93,700	\$ 95,400	\$ 17,100	\$ (76,600)	Decrease in the Assistance in Community Integration Services grant match
TOTAL	\$ 7,654,800	\$18,197,400	\$ 8,797,600	\$1,142,800	

Grants

- The FY 2026 proposed grant budget is \$60,525,500, an increase of 0.7% over the FY 2025 approved budget. 56% of the Health Department's proposed FY 2026 budget is anticipated to be funded through grants. This increase is primarily driven by funding anticipated for new grants: Maternal and Child Health Expansion, Emergency Risk Protective Order, Opioid-Impacted Family Support Program, Early Learning Center Enhancing Epidemiology and Laboratory Capacity for COVID-19 Through Community-Based Strategies, and COVID-19 Public Health Workforce Supplemental Funding.

Expenditures by Category - Grant Funds

Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Estimate	FY 2026 Proposed	Change FY25-FY26	
					Amount (\$)	Percent (%)
Compensation	\$14,182,235	\$18,163,300	\$17,919,300	\$20,207,100	\$2,043,800	11.3%
Fringe Benefits	4,555,792	6,474,200	6,379,300	6,910,800	436,600	6.7%
Operating	28,811,217	35,461,600	26,516,100	33,407,600	(2,054,000)	-5.8%
Capital Outlay	—	—	—	—	—	
SubTotal	\$47,549,244	\$60,099,100	\$50,814,700	\$60,525,500	\$426,400	0.7%
Recoveries	—	—	—	—	—	
Total	\$47,549,244	\$60,099,100	\$50,814,700	\$60,525,500	\$426,400	0.7%

- Out of 69 grants included in the FY 2026 proposed budget, the following six (6) have the largest budgets:
 - *Maternal and Child Health Expansion:* \$5,000,000
 - *General Fund Services:* \$3,939,900
 - *AIDS Case Management:* \$3,554,000
 - *General Medical Assistance Transportation:* \$3,315,200
 - *System of Care:* \$3,000,000
 - *Diabetes, Heart Disease and Stroke:* \$3,000,000
- The System of Care grant and the Diabetes, Heart Disease and Stroke grant both increased by \$2 million from the FY 2025 approved budget, while the AIDS Case Management grant decreased by \$1.7 million from the FY 2025 approved budget, and the General Medical Assistance Transportation grant decreased by \$1.3 million from the FY 2025 approved budget.
- The FY 2026 Proposed County Contribution/Cash Match of \$105,000 represents a decrease of \$317,300 from the FY 2025 approved budget.
- In FY 2026, funding is provided for 253 full-time positions, three part-time positions, and 93 limited-term grant-funded (LTGF) positions. Full-time positions increase by one (1) Community Health Nurse realigned from the General Fund and one Administrative Aide converted from LTGF. LTGF positions decrease by one (1) Budget Management Analyst and one (1) Administrative Aide from the FY 2025 approved budget.
- In the FY 2026 First Round Responses Q.10, the Department indicated that it was facing challenges in spending down grant funds, which resulted in grant funding being returned to the grantor. However, the amount of grant funding returned was not specified. At the time of the writing of this report, Council staff have not yet received confirmation on how much was returned in FY 2024 and whether the Department will be returning any grant funding for FY 2025.

Information about grant-funded programs is available on pages 524-528 of the FY 2026 Proposed Budget Book.

Other Funds & Recoveries

Opioid Local Abatement Special Revenue Fund

- In FY 2026, the Opioid Local Abatement Fund revenues and expenditures each total \$12,089,400.
 - The Opioid Local Abatement Special Revenue Fund supports opioid abatement initiatives in the County, including prevention, harm reduction, treatment, recovery, and public safety.
 - The County will continue to receive funding in the Special Revenue Fund for the next 18 years, although the amount received annually will vary.
 - Funds must be used in accordance with the national settlement agreements and State Finance and Procurement Article §7-331.
 - The County’s Opioid Abatement Task Force is responsible for developing recommendations as to how the County can invest opioid settlement funds.
 - The Task Force will develop targeted spending priorities for each segment of the continuum of care for opioid use disorder: prevention, harm reduction, treatment, recovery and public safety.
 - The Task Force’s final recommendations are expected to be completed by late spring/early summer 2025.
 - Expenditures are to be used for permitted uses that serve the purpose of future opioid remediation as set forth in the National Settlement Agreement.
- Funding will be received from two (2) sources:
 - a direct allotment from the State representing the County’s share of the National Opioid Settlement (\$4.1 million); and,
 - an allotment from the State’s Abatement Fund (\$8 million).

Fund Summary

Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Estimated	FY 2026 Proposed	FY 2025-2026	
					Change \$	Change %
BEGINNING FUND BALANCE	\$—	\$—	\$—	\$—	\$—	0.0%
REVENUES						
Abatement Payments	\$—	\$—	\$—	\$8,000,000	\$8,000,000	100%
Appropriated Fund Balance	—	—	—	—	—	0.0%
Transfers	—	—	—	4,089,400	4,089,400	100%
Total Revenues	\$—	\$—	\$—	\$12,089,400	\$12,089,400	0.0%
EXPENDITURES						
Compensation	\$—	\$—	\$—	\$—	\$—	0.0%
Fringe	—	—	—	—	—	0.0%
Operating Expenses	—	—	—	12,089,400	12,089,400	100%
Capital Outlay	—	—	—	—	—	0.0%
Total Expenditures	\$—	\$—	\$—	\$12,089,400	\$12,089,400	0.0%
EXCESS OF REVENUES OVER EXPENDITURES	—	—	—	—	—	0.0%
OTHER ADJUSTMENTS	—	—	—	—	—	0.0%
ENDING FUND BALANCE	\$—	\$—	\$—	\$—	\$—	0.0%

Recoveries

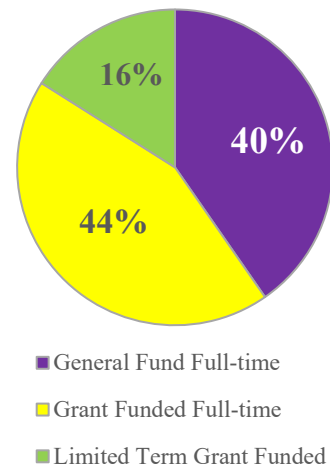
- The FY 2026 recoveries are proposed at \$2,836,000, or \$800 below the FY 2025 approved budget level. Recoveries allow the Department to recover various operating expenditures from grant funds.
- The following is a list of anticipated recoveries due to the Department in FY 2026.

	Description	FY 2024 Actual	FY 2025 Estimate	FY 2026 Proposed Budget	Fund (GF, IS, EF, Grants)
1	Salary Recoveries - Stormwater		\$ (106,800)	\$ (106,800)	EF
2	Operating Recoveries - Stormwater		\$ (5,200)	\$ (5,200)	EF
3	Fringe Recoveries - Stormwater		\$ (48,000)	\$ (48,000)	EF
4	SR 51 Drug Enforcement Education		\$ (19,300)	\$ (19,300)	SR
5	Indirect from grants	\$ (1,909,602)	\$ (2,170,900)	\$ (2,588,200)	Grants
6	Various				Grants
7	Operating Recoveries - DFS		\$ (84,600)	\$ (68,500)	GF
8	Total	\$ (1,909,602)	\$ (2,434,800)	\$ (2,836,000)	

Staffing

- In FY 2026, the Department's staffing is proposed to increase by one (1) General Funded full-time position above FY 2025 authorized staffing level and two (2) Grant Funded full-time positions, resulting in:
 - 234 General Fund full-time positions
 - One (1) General Fund part-time position
 - 253 grant-funded full-time positions
 - Three (3) grant-funded part-time positions, and
 - 93 LTGF positions
- As of March 25th, 2025, the Department reported having 47 General Fund full-time vacancies, which represents an effective General Fund vacancy rate of 20%.
- As of March 25th, 2025, the Department had 41 grant-funded full-time vacancies, representing a full-time grant-funded vacancy rate of 16%.
- As of March 25th, 2025, the Department had 81 LTGF vacancies. This represents an LTGF vacancy rate of 87%.
- The Health Department has taken several steps to reduce the number of unfilled positions:
 - The Department, in partnership with the OMB and OHRM, underwent an effort to terminate previous LTGF positions and recreate them into grant-funded merit positions;

**FY 2026 Proposed Staffing
by Funding Source**



- The Department underwent a quality improvement effort to reduce the time to fill vacant positions; and,
 - The Department developed an internal tiered recruitment process to ensure that the highest priority positions are recruited quickly
- As of March 2025, the Department has lost 14 employees to attrition (Two (2) grant-funded and 12 General Fund positions).

Overtime

- The Department uses overtime to augment short staffing levels in critical areas. In FY 2025 YTD, the Department has spent \$302,600 on 4,240 overtime hours, exceeding its authorized overtime budget of \$93,000 by \$209,600, or more than 225% over the approved overtime budget for FY 2025.

Year	Approved Overtime Budget	Overtime Expenditures		Overtime Hours	Actual vs. Approved Variance (\$)	Actual vs. Approved Variance (%)
FY 2020	\$57,000	Actual:	\$449,003	3,368	\$392,003	687.72%
FY 2021	\$61,000	Actual:	\$352,137	2,742	\$291,137	477.27%
FY 2022	\$56,000	Actual:	\$498,050	9,249	\$442,050	789.38%
FY 2023	\$56,000	Actual:	\$687,251	11,834	\$631,251	1127.23%
FY 2024	\$56,000	Actual:	\$459,090	6,380	\$403,090	719.80%
FY 2025	\$93,000	YTD:	\$302,600	4,240	\$209,600	225.38%
		Projected:	\$327,800		\$327,800	0.00%
FY 2026		Proposed:	\$0		\$0	0.00%
YTD as of: 03/01/2025						

Workload & Program Management

- The Health Department is beginning to make organizational changes and realignments to increase efficiency. The Department will review all positions, mandated programs, and funding streams to determine organizational need and optimal alignment. The Department plans to start the organizational reviews in April 2025.

Equipment & Information Technology (IT)

- The Department successfully completed onboarding all divisions onto the EPIC platform. Additionally, all the Public Health Information Network functionality was successfully migrated to EPIC by the end of FY 2024, and the department took responsibility for the ClinicMax contract, which it chose not to renew.
- The Department plans to be HIPAA-compliant in FY 2026, implementing infrastructure that will allow users of HIPAA data to access it only on a need-to-know basis.
- The Department plans to implement the Health Department Data Warehouse, which will be used initially for the Crisis Continuum data.
- The LBHA has contracts with iMind, Community Crisis Services, Inc., and RI International. All the data these vendors generate must come to the data warehouse for analysis and reporting.
- The Department will also implement the software for handling the 988 calls.

- To implement the above initiatives, the Department will need \$400,000 in FY 2026, \$240,000 in FY 2027, and \$100,000 in subsequent years. The Department is set to receive \$434,000 for OIT charges, which will cover the cost of these initiatives.

Facilities and the Capital Improvement Program (CIP)

- The total project cost for the Health Department is approximately \$123.3 million and includes four (4) projects. One (1) project was added, and none were completed. However, the Regional Health and Human Services Center's ribbon-cutting ceremony was on April 1, 2025. The Department plans to move in shortly. The project will remain in the program until the completion of fiscal closeout. The proposed budget includes all funds expended to date, estimated expenditures for FY 2025, the total expected expenditures for the next six (6) years (including the proposed budget year), and the dollars anticipated for the projects beyond six (6) years.
- The Proposed FY 2026 Capital Expenditure Budget for the Health Department is \$14.9 million, with a portfolio of the following four (4) projects: Health Facilities Renovations, the Regional Health and Human Services Center, the Residential Treatment Facility, and WSSC Water Septic Connections.

Program Summary

Category/ Description	Total Project Cost	Life to Date Actual	FY 2025 Estimate	Total 6 Years	Budget Year FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Beyond 6 Years
EXPENDITURE											
PLANS	\$2,491	\$3	\$1,988	\$—	\$—	\$—	\$—	\$—	\$—	\$—	\$500
LAND	3,013	3,013	—	—	—	—	—	—	—	—	—
CONSTR	87,343	43,755	30,527	13,061	7,900	4,261	—	300	300	300	—
EQUIP	8,550	—	—	8,550	6,840	1,710	—	—	—	—	—
OTHER	21,891	18,101	2,495	1,295	160	1,135	—	—	—	—	—
TOTAL	\$123,288	\$64,872	\$35,010	\$22,906	\$14,900	\$7,106	\$—	\$300	\$300	\$300	\$500
FUNDING											
GO BONDS	\$96,008	\$43,190	\$29,572	\$22,746	\$14,740	\$7,106	\$—	\$300	\$300	\$300	\$500
STATE	800	—	800	—	—	—	—	—	—	—	—
OTHER	26,480	26,320	—	160	160	—	—	—	—	—	—
TOTAL	\$123,288	\$69,510	\$30,372	\$22,906	\$14,900	\$7,106	\$—	\$300	\$300	\$300	\$500

- The Health Facilities Renovations project includes various health facilities such as the Dyer Health and the Largo Administration building. The project consists of extensive repairs of safety-related concerns, improvements, and reconfigurations/renovations for clinical services. Some of the items include, but are not limited to, plumbing and electrical repairs, roof repair, foundation repair, generator replacement, and other improvements to bring the buildings up to current codes with the ADA standards. This is an ongoing project, and \$19.7 million is anticipated to be spent in FY 2025, and \$13.2 million is budgeted for FY 2026. FY 2025 and FY 2026 expenditures are funded through General Obligation Bonds.

- The Regional Health and Human Services Center will serve as a centralized location for the administrative functions of the Health Department, the Department of Social Services, and the Department of Family Services.
 - The site will include a full-service senior activity center, including activity rooms, congregate spaces, dining areas and a commercial kitchen. \$1.5 million is budgeted for FY 2026. The anticipated total construction cost is \$71,644,000.
 - FY 2025 and FY 2026 expenditures are mostly funded through General Obligation Bonds, with \$800,000 in state funding for FY 2025.
 - Because of the opening of the new HHS building, there are no plans to acquire any new office space.
 - Furthermore, the facilities team has a plan not to renew leases at the 425 Brightseat Road building in Landover, the 6525 Belcrest Road building in Hyattsville, and 1401 University Blvd in Langley Park, because of the new HHS Building, the relocation of staff to the 1701 Health Department headquarters building, and the purchase of the Edmonston road facility. This will lead to significant savings, not only through lease cost savings, but also in contract cleaning services, security services, and maintenance costs for the FY26 budget.
- The Residential Treatment Facility will encompass a 40-bed residential treatment facility that will include detoxification, intermediate care, and continuing care services for persons with substance abuse and mental health problems. The facility's location has not yet been determined. No funds are budgeted for this project in FY 2026, and the project is not expected to begin construction in the next six years.
- The WSSC Water Septic Connections is a new project connecting households in underserved communities with failing septic systems to the Washington Suburban Sanitary Commission (WSSC Water) sewer system. The County is working with WSSC Water to identify households with failing septic systems in underserved communities within the County that meet the various program requirements. WSSC Water received \$1.6 million in congressionally directed spending for this work as part of the federal FY 2024 spending bills. The County is providing the required cash match for the portion of the federal grant that will support work within the County. 'Other' funding in FY 2026 consists of \$160,000 in PAYGO.

Challenges

- The Health Department has a wide variety of services that are legally required. Most of these services are tied to Title 10 of the Code of Maryland Regulations. Some of these services are included as part of the Department's core funding, but usually at a level insufficient to fully meet the mandates of service delivery. Legally required services include, but are not limited to:
 - hearing and vision screening;
 - tuberculosis control;
 - sexually transmitted infection control;
 - communicable and vector-borne disease control;
 - immunizations;
 - childhood lead and asthma;
 - pool inspections;

- well and septic inspections; and
 - food safety permits and inspections
- The Department reports that, due to the state’s budget deficit, there is the potential for a reduction in funding for some programs, but which programs, and how deep the reductions will be, remain to be seen. Often, the first targets for reductions are programs that do not spend down the funds they receive. The Department has previously stated that administrative delays at the Maryland Department of Health resulted in delays in loading grant budgets, which caused a domino effect that has adversely impacted hiring, procurement processes, and program execution. This issue has not been resolved and will continue to impact the Department as new grants are received through the start of FY 2026.
 - The previously stable federal funding and pass-through funds from the federal government to the state are no longer so. The Substance Abuse and Mental Health Services Administration (SAMHSA) may be cut by 50%, impacting local grants and two existing SAMHSA projects.
 - The Health Department cannot ensure continuity of funding for the Health Assures program, given the funding constraints across the different levels of government. The Department has stated that it would require over \$1.1 million to adequately cover Health Assures’ annual program administration costs.
 - The Health Department’s facilities do not accommodate its needs. The Cheverly Clinic Building, which houses many of the Department’s direct clinical services, frequently has issues with flooding, electricity, heating/ cooling, pests, and other maintenance issues. The Health Department is working with the Office of Central Services (OCS) to construct a new location in Greenbelt, Maryland, to replace the site.
 - It is challenging for the Department to retain LTGF employees. Low compensation for hard-to-fill positions continues to hinder recruitment and retention. In FY 2026, the Department anticipates not being able to hire seasonal Environmental Health Aide Workers to inspect the County’s pools and will have two (2) fewer health inspectors to inspect restaurants. Below is a table detailing the salary disparities between the County and surrounding counties for positions the Department has had trouble filling in the past:

Classifications	Prince George’s County Starting Salary	Montgomery County Starting Salary	Howard County Starting Salary
Disease Control Specialist	\$43,495	\$56,000	\$49,909
LPNs	\$32,887	\$52,000	\$50,003.20
CHNs	\$43,945	\$68,501	\$47,756.80
NPs	\$56,086	\$77,738	\$83,595.20
Counselors	\$45,634	\$77,738	\$59,109
Community Developers	\$43,495	\$55,918	\$46,970

- The Health Department continues to work with OIT to enhance the functionality of Momentum, the County's permitting and licensing electronic system. However, until the

system is fully functional, inspections, permits, and statistical reports on the number of inspections will continue to be inaccurate. System issues cause inefficiencies in reporting and require staff time to walk clients through the application process. For example, issues with Momentum continue to prevent the Health Department from having direct access to the health permit data.

- The Community Health Integration Service System Program grant ends in FY 2025. The Community Health Integration Service System Program is a multi-year grant funding 30 Community Health Workers (CHWs). CHWs are contractors trained in Public Health Emergency Preparedness, Mental Health First Aid, and Chronic Disease Management. CHWs are integrated in many community-based sites, including four (4) County-based clinics, two (2) hospitals, and the Health Department itself. CHWs perform social determinants of health assessments and needs assessments of patients and have assisted over 5,000 residents in addressing their health and social needs.