


Government of the District of Columbia
Office of the Chief Financial Officer



Jeffrey S. DeWitt
Chief Financial Officer

MEMORANDUM

TO: The Honorable Phil Mendelson
Chairman, Council of the District of Columbia

FROM: Jeffrey S. DeWitt
Chief Financial Officer 

DATE: March 5, 2020

SUBJECT: Fiscal Impact Statement – Dementia Training for Direct Care Workers Support Act of 2020

REFERENCE: Bill 23-325, Committee Print as provided to the Office of Revenue Analysis on February 18, 2020

Conclusion

Funds are not sufficient in the fiscal year 2020 through fiscal year 2023 budget and financial plan to implement the bill. The bill will cost \$22,720 in fiscal year 2020 and \$170,400 over the financial plan.

Background

The bill requires eight hours of training on dementia for staff members at skilled nursing facilities, assisted living residences, adult day care facilities, home care agencies, and hospices.¹ The requirement applies to all direct service staff, administrative staff, and independent contractors if they work closely with individuals with Alzheimer's disease or dementia. The bill specifies the topics that must be covered during dementia training, and staff must pass an evaluation on these topics in order to complete the training. The bill requires the Department of Health (DOH) to identify and designate standardized in-person and online trainings that conform to the topics required in the bill and to develop a competency evaluation.

The bill requires facilities and programs to issue a certificate to each staff member after they complete dementia training. This certificate must be portable between different settings within the District. If a staff member completes dementia training and does not have a lapse in employment for

¹ Including Skilled Nursing Facilities as defined in 42 U.S.C. § 1395, Assisted Living Residences as defined in D.C. Official Code § 44-102.01(4), Adult Day Care Facilities as defined in 7 CFR § 226.2, Home Care Agencies as defined D.C. Official Code § 44-501(a)(7), and Hospice as defined in D.C. Official Code § 44-501(a)(6).

The Honorable Phil Mendelson

FIS: Bill 23-325, "Dementia Training for Direct Care Workers Support Act of 2020," Committee Print as provided to the Office of Revenue Analysis on February 18, 2020

24 consecutive months or more, the staff member does not need to repeat the eight-hour dementia training. Direct service staff and administrative staff are required to complete four hours of continuing education each year and independent contractors must complete two hours of continuing education each year. The bill requires employers to cover any costs associated with attending or completing dementia trainings. All employees must receive normal compensation when attending trainings.

This bill requires DOH to exercise oversight of each facility's or program's dementia training program. The agency must ensure that each facility or program:

- provides continuing education opportunities;
- uses designated online training programs or facility-based training that meets the requirements for dementia training in the District;
- conducts a periodic review of the training evaluation, including the use of competency measures to demonstrate knowledge gained;
- involve observation and assessment of the proficiencies of direct care staff; and
- ensure compliance with any other requirements.

Financial Plan Impact

Funds are not sufficient in the fiscal year 2020 through fiscal year 2023 budget and financial plan to implement the bill. The bill will cost \$22,720 in fiscal year 2020 and \$170,400 over the financial plan to implement.

The Health Regulation and Licensing Administration will hire a contractor to develop standardized dementia trainings, including online trainings, for direct care workers. DOH will also develop a process to evaluate non-standardized dementia trainings to see if it meets the District's standards. This work will be completed by existing staff in the Division of Health Care Facilities. The Division can also absorb the work required to regulate facilities for compliance with the training requirements in the bill.

| Dementia Training for Direct Care Workers Support Act of 2020 | | | | | |
|--|----------|-----------|---------|---------|-----------|
| Total Cost | | | | | |
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | Total |
| DOH Contractor | \$22,720 | \$147,680 | \$0 | \$0 | \$170,400 |

Table Notes:

- (a) Assumes start date of June 1, 2020.