

# SUNSET REVIEW: EVALUATION OF THE STATE BOARD OF ENVIRONMENTAL HEALTH SPECIALISTS



DEPARTMENT OF LEGISLATIVE SERVICES DECEMBER 2015

---

# **Sunset Review: Evaluation of the State Board of Environmental Health Specialists**

---

**Department of Legislative Services  
Office of Policy Analysis  
Annapolis, Maryland**

**December 2015**

## **Primary Staff for This Report**

Kathleen P. Kennedy  
Sasika Subramaniam

## **Other Staff Who Contributed to This Report**

Jennifer B. Chasse  
Laura J. McCarty  
Mindy L. McConville  
Nancy C. Scaggs

### **For further information concerning this document contact:**

Library and Information Services  
Office of Policy Analysis  
Department of Legislative Services  
90 State Circle  
Annapolis, Maryland 21401

Baltimore Area: 410-946-5400 • Washington Area: 301-970-5400

Other Areas: 1-800-492-7122, Extension 5400

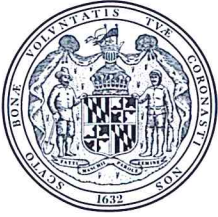
TTY: 410-946-5401 • 301-970-5401

TTY users may also use the Maryland Relay Service  
to contact the General Assembly.

E-mail: [libr@mlis.state.md.us](mailto:libr@mlis.state.md.us)

Home Page: <http://mgaleg.maryland.gov>

The Department of Legislative Services does not discriminate on the basis of age, ancestry, color, creed, marital status, national origin, race, religion, gender, gender identity, sexual orientation, or disability in the admission or access to its programs, services, or activities. The Department's Information Officer has been designated to coordinate compliance with the nondiscrimination requirements contained in Section 35.107 of the Department of Justice Regulations. Requests for assistance should be directed to the Information Officer at the telephone numbers shown above.



DEPARTMENT OF LEGISLATIVE SERVICES  
OFFICE OF THE EXECUTIVE DIRECTOR  
MARYLAND GENERAL ASSEMBLY

Warren G. Deschenaux  
Executive Director

December 11, 2015

The Honorable Thomas V. Mike Miller, Jr.  
The Honorable Michael E. Busch  
Honorable Members of the General Assembly

Ladies and Gentlemen:

The Department of Legislative Services (DLS) has completed its evaluation of the State Board of Environmental Health Specialists (BEHS) as required by the Maryland Program Evaluation Act. This evaluation process is more commonly known as “sunset review” because the agencies subject to evaluation are usually subject to termination; typically, legislative action must be taken to reauthorize them. This report was prepared to assist the committees designated to review the board – the Senate Education, Health, and Environmental Affairs Committee and the House Health and Government Operations Committee – in making their recommendations to the full General Assembly. The board is scheduled to terminate on July 1, 2017.

The majority of environmental health specialists in Maryland are employed by local health departments and other State agencies. Accordingly, as part of this evaluation, DLS surveyed members of the Maryland Conference of Local Environmental Health Directors about the nature of employment of licensed environmental health specialists; the role of employers in ensuring the professionalism of health specialists; and the purpose, duties, and operation of the board. DLS received a response from 21 counties. DLS also surveyed licensed environmental health specialists and environmental health specialists-in-training. Survey feedback significantly informed the analysis, conclusions, and recommendations in this evaluation.

DLS finds that, while BEHS generally complies with its statutory mandate and credentialing of environmental health specialists continues to be appropriate to protect public health, a State-administered licensing program is no longer necessary. Requiring instead that environmental health specialists obtain and maintain, as a condition of employment, a nationally recognized credential based on comparable educational, experience, and examination prerequisites would ensure that practitioners meet minimum professional standards and sufficiently protect the public health.

DLS recommends that the General Assembly repeal the board and require individuals practicing as environmental health specialists, as a condition of employment in the State, to obtain and maintain the Registered Environmental Health Specialist/Registered Sanitarian credential

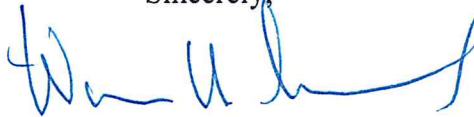
The Honorable Thomas V. Mike Miller, Jr.  
The Honorable Michael E. Busch  
Honorable Members of the General Assembly  
December 11, 2015  
Page 2

offered by the National Environmental Health Association. Draft legislation to implement the recommended statutory changes is included as an appendix to this report.

If, however, the General Assembly chooses to maintain a State-run licensing program for environmental health specialists, DLS has identified specific measures that should be taken to improve board administrative functions, which are set out in the report.

We would like to acknowledge the cooperation and assistance provided by the board and the Department of Health and Mental Hygiene (DHMH) throughout the review process. BEHS and DHMH were provided a draft copy of the report for factual review and comment prior to its publication; written comments from the board are included as an appendix to this report.

Sincerely,



Warren G. Deschenaux  
Executive Director

WGD/JBC/mlm

# Contents

---

<b>Executive Summary .....</b>	<b>vii</b>
<b>Chapter 1. State Board of Environmental Health Specialists.....</b>	<b>1</b>
The Sunset Review Process .....	2
Research Activities .....	3
Environmental Health Specialists .....	4
Board Functions .....	5
Board Structure .....	5
Major Statutory Changes and Regulatory Changes Since the 2011 Sunset Evaluation .....	5
Report Objective and Structure.....	7
<b>Chapter 2. Core Functions of the Board.....</b>	<b>9</b>
Licensing Process.....	9
Exemptions to Licensure Requirement .....	14
Continuing Education Requirements .....	14
Board Disciplinary Activity Remains Rare .....	17
<b>Chapter 3. Fiscal and Administrative Issues .....</b>	<b>21</b>
Board Revenues Cover Costs.....	21
Administrative Challenges to the Operation of the Board .....	22
<b>Chapter 4. Comparison of State License to NEHA REHS/RS Credential .....</b>	<b>25</b>
NEHA Credential Requirements.....	25
NEHA Continuing Education Requirements .....	25
NEHA’s REHS/RS Credential Is Generally Comparable to Maryland’s License .....	26
NEHA Reciprocity for Maryland License .....	29
<b>Chapter 5. Conclusions and Recommendations.....</b>	<b>31</b>
Repeal the Board and Require a NEHA REHS/RS Credential as a Condition of Employment.....	32
Alternative Recommendations.....	37
<b>Appendix 1. Summary of Responses to the DLS Survey of Members of the Maryland Conference of Local Environmental Health Directors .....</b>	<b>41</b>
<b>Appendix 2. Summary of Responses to the DLS Survey of Members of Environmental Health Specialist Licensees and Certificate Holders .....</b>	<b>49</b>
<b>Appendix 3. Statutory Exemptions from Licensure .....</b>	<b>55</b>

<b>Appendix 4. Draft Legislation.....</b>	<b>57</b>
<b>Appendix 5. Written Comments of the State Board of Environmental Health Specialists .....</b>	<b>69</b>

## Executive Summary

---

Pursuant to the Maryland Program Evaluation Act, the Department of Legislative Services (DLS) has evaluated the State Board of Environmental Health Specialists (BEHS), which is scheduled to terminate July 1, 2017. DLS finds that, while BEHS generally complies with its statutory mandate and credentialing of environmental health specialists continues to be appropriate to protect public health, a State-administered licensing program is no longer necessary. Requiring instead that environmental health specialists obtain and maintain, as a condition of employment, a nationally recognized credential based on comparable educational, experience, and examination prerequisites would ensure that practitioners meet minimum professional standards and sufficiently protect the public health.

As part of this evaluation, DLS sent out two surveys: one to members of the Maryland Conference of Local Environmental Health Directors and one to environmental health specialists and environmental health specialists-in-training (SITs) regulated by the board. The purpose of the surveys was to provide critical context and perspective on the board and the environmental health specialist profession in the State. DLS received responses from health departments in 21 counties; 311 of the total 528 licensed environmental health specialists (59%); and 19 of the total 84 SITs (23%). Survey results informed the analysis, conclusions, and recommendations throughout this evaluation.

Since the last full evaluation of the board, the board transitioned from the Maryland

Department of the Environment (MDE) to the Department of Health and Mental Hygiene (DHMH), shifted from general to special funding, conducted one full renewal cycle after the transition period, hired staff, and promulgated regulations.

DLS recognizes that board members are passionate and engaged in their roles and aware of ongoing issues with board operations. However, DLS finds that, even after the transition to DHMH, the board continues to face administrative challenges. Additionally, while the board adequately fulfills its licensing role, the need for the board's enforcement role remains nominal. Furthermore, while board costs have increased and licensure and other fees have been raised, it does not appear that licensees are realizing additional benefits beyond the basic licensing services provided by the board prior to the transition to DHMH.

The Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS) credential issued by the National Environmental Health Association (NEHA) is recognized throughout the country and is already held by many Maryland environmental health specialists. The education and training standards required to obtain NEHA's REHS/RS credential are similar to the current stringent requirements for obtaining a State license. Moreover, the State and NEHA require applicants to pass the same rigorous qualifying examination. Although the initial cost of obtaining the REHS/RS credential is higher than the cost of obtaining a State license under current law, NEHA offers more online services and

discounts for members on study and resource materials. Credentialing is also available to current State licensees through reciprocity, and costs of maintaining the credential, particularly as a NEHA member, are likely comparable to maintaining licensure with the board in subsequent renewal cycles. Additionally, NEHA's administrative policies and procedures are more streamlined and may be easier for licensees and employers to navigate. Thus, DLS finds that requiring environmental health specialists to obtain and maintain the REHS/RS credential provides an appropriate alternative to State licensure.

Based on these findings, DLS makes the following recommendations for repealing the board and the State licensing program and substituting a requirement that environmental health specialists obtain and maintain the REHS/RS credential issued by NEHA:

**Recommendation 1: Statute should be amended to repeal the State Board of Environmental Health Specialists and the requirement for a State license. Instead, statute should require individuals practicing the duties of an environmental health specialist in the State to obtain and maintain a NEHA REHS/RS credential. Employers should be required to verify that employees carrying out the duties of environmental health specialists have obtained the necessary credential.**

Under current law, employers use the statutory definition of "practice as an environmental health specialist" and the statutory list of exemptions to determine which employees must be licensed. DLS finds that a requirement that environmental health specialists obtain the REHS/RS credential as a condition of employment should be based on the current definition and exemptions.

**Recommendation 2: Statute should be amended to apply the current list of statutory exemptions to licensure to the requirement that environmental health specialists obtain and maintain a NEHA REHS/RS credential.**

All licensed environmental health specialists recently renewed their licenses with an effective date of July 1, 2015. Licenses are currently effective for two years and expire June 30, 2017. While almost 30% of current licensees already hold the NEHA credential and most other current licensees are likely eligible to obtain NEHA's REHS/RS credential through normal reciprocity provisions, some licensees (those who obtained their license between January 1, 1998, and July 1, 2009) may not qualify for reciprocity because they took a different exam than the one required by NEHA during that time period.

If Maryland requires all practicing environmental health specialists in the State to obtain a NEHA REHS/RS credential, it is likely that NEHA will open a window of opportunity for Maryland license holders, including those licensed between January 1, 1998, and July 1, 2009. The NEHA cost of obtaining a credential through reciprocity is lower than the current board renewal fee, so near-term costs for current licensees would be lower. DHMH should work with NEHA to secure a special window of opportunity to obtain reciprocity for all Maryland licensees.

**Recommendation 3: Statute should be amended to clarify that licenses held on termination of the board remain in effect until their printed expiration date. Since most licensed environmental health specialists recently renewed their licenses with an effective date of July 1, 2015, this expiration date will be June 30, 2017.**

**Thus, most current licensees would have until June 30, 2017, to obtain a NEHA REHS/RS credential.**

**Recommendation 4:** Statute should be amended to require DHMH to work with NEHA to secure a window of opportunity to allow individuals who hold a State license to obtain a NEHA REHS/RS credential through reciprocity. The agreement with NEHA should specify that all individuals who held a valid State license as of the board's termination date are eligible to receive the REHS/RS credential through reciprocity during the grace period. The agreement should also specify any associated fees. DHMH should notify the Senate Education, Health, and Environmental Affairs Committee, the House Health and Government Operations Committee, and DLS of the details of the agreement.

Some SITs may still need to complete experience and examination requirements before they can qualify for the NEHA credential. Individuals joining the field will also need to receive necessary training before they can obtain the credential. Therefore, statute should continue to allow a training period for individuals to work toward obtaining the credential.

**Recommendation 5:** Statute should be amended to continue to allow for a training period to provide time for any individuals joining the field, and working toward a NEHA REHS/RS credential, to obtain the requisite in-training time, complete the exam, and obtain the NEHA credential.

Though not recommended, if the General Assembly chooses to maintain a State board and licensing program for environmental health specialists, the board should

implement the following measures to improve its operations:

- **Amend its continuing education unit (CEU) regulations to specify (1) a list of CEU providers that are automatically approved and (2) for any CEUs that are not automatically approved, a deadline by which the CEU must be submitted to the board for approval. The board should clearly explain the CEU process, including any deadlines and preapproved providers, in its CEU policy and disseminate this policy to licensees via email and the board's website.**
- **Review the list of current preapproved CEU courses and providers on its website and remove those that are obsolete. The list of preapproved courses and providers should also be posted in a more user-friendly format.**
- **Consider implementing an audit-based CEU review system under which the board would conduct a random audit of a minimum of 10% of licensees to determine compliance with the CEU requirement.**
- **Implement an online CEU process for 2017.**
- **Overhaul the board website to include the following specific content: (1) fees; (2) application forms; (3) exam study links and resources; (4) board meeting minutes; and (5) CEU training opportunities. Much of this information was contained on the board's original website under MDE;**

restoring this information would alleviate confusion among licensees about licensure requirements.

- Improve the accuracy of licensee contact information.
- Provide applicants, through the board website, with links to useful NEHA exam study aids or possible training that may aid applicants in the study process. Although applicants seem to rely on NEHA resources and employer assistance to prepare for the exam, the board could still serve as a resource for applicants during this process.
- Continue to monitor the Long Term Environmental Health Workforce Work Group's activities and anticipated recommendations for (1) improving recruitment and retention of environmental health specialists and (2) statutory licensing

exemptions. The board should assist the work group in instituting any statutory or regulatory changes necessary to effectuate the work group's recommendations, as appropriate, and disseminate information to licensees in a timely manner.

In addition, statute should be amended to:

- Extend the termination date of the board by 10 years and enhance the board's annual reporting requirement to incorporate its plans to increase special fund revenues and improve the continuing education process as well as its implementation of such measures in future years.

# Chapter 1. State Board of Environmental Health Specialists

---

<b>Primary Recommendations:</b>	<b>Repeal the State Board of Environmental Health Specialists</b>
---------------------------------	---

<b>Require instead that individuals practicing as an environmental health specialist in the State obtain and maintain a National Environmental Health Association Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS) credential</b>
---

**Date Established:** 1969

**Most Recent Prior Evaluation:** Full evaluation, 2011

Primary recommendation (not adopted): terminate the board and require a national credential instead. Alternative recommendations (adopted): extend termination date by four years to July 1, 2017; transfer board to the Department of Health and Mental Hygiene (DHMH); and require a full evaluation of the board by July 1, 2016 (all enacted by Chapter 667 of 2012)

**Composition:** Nine members (seven environmental health specialists; two consumer members)

**Staff:** One part-time executive director and one full-time administrative assistant

Other shared personnel support the board (assistant Attorney General, investigator, regulations coordinator, network support, fiscal, and information technology personnel)

**Regulated Professions:** Environmental health specialists (528 licensees, 84 environmental health specialists-in-training as of October 26, 2015)

**Authorizing Statute:** Title 21, Health Occupations Article

## **The Sunset Review Process**

This evaluation was undertaken under the auspices of the Maryland Program Evaluation Act (§ 8-401 *et seq.* of the State Government Article), which establishes a process better known as “sunset review” because most of the agencies subject to review are also subject to termination. Since 1978, the Department of Legislative Services (DLS) has evaluated approximately 70 State agencies according to a rotating statutory schedule as part of sunset review. The review process begins with a preliminary evaluation conducted on behalf of the Legislative Policy Committee (LPC). Based on the preliminary evaluation, LPC decides whether to waive an agency from further (or full) evaluation. If waived, legislation to reauthorize the agency typically is enacted. Otherwise, a full evaluation typically is undertaken the following year.

The State Board of Environmental Health Specialists (BEHS) last underwent full evaluation as part of sunset review in 2011. As a result, DLS primarily concluded that statute should be amended to repeal the then-named State Board of Environmental Sanitarians and the requirement for a State license. In place of the board, DLS recommended that individuals practicing the duties of an environmental health specialist in the State be required to obtain, but not maintain, a National Environmental Health Association (NEHA) credential. This primary recommendation was not adopted.

The alternative recommendations were that statute be amended to transfer the board from the Maryland Department of the Environment (MDE) to the Department of Health and Mental Hygiene (DHMH); retain general funding of the board; make the administrative changes necessary to align the statute with the statutes governing other health occupations boards; and rename the board the State Board of Environmental Health Specialists. DLS further recommended extending the termination date by only four years to expedite the scheduled review of the board. Additionally, DLS made significant recommendations regarding board processes, the board website, and other actions relating to the licensing of environmental health specialists in the State.

Chapter 667 of 2012, among other changes, transferred the board from MDE to DHMH; changed the funding source of the board from the general fund to a new special fund (although DLS had recommended retaining general funding); and required DLS to conduct a full sunset review of the board by July 1, 2016.

This full evaluation was undertaken to provide the General Assembly with information to use in making the determination about whether to reauthorize the board and for what period of time. This is the fifth full evaluation of the board.

## **Research Activities**

To complete this evaluation, DLS staff collected and analyzed data from a wide array of sources. This work included:

- reviewing statutes and regulations governing environmental health specialists in Maryland and in other states;
- reviewing the legislative history of the board and proposed legislation relating to the board;
- interviewing current board members;
- conducting a survey of members of the Maryland Conference of Local Environmental Health Directors and another of licensed environmental health specialists and certified environmental health specialists-in-training (SITs);
- attending one board meeting and reviewing minutes of past board meetings;
- analyzing the licensing, complaint, and financial data of the board;
- reviewing NEHA requirements for national credentialing and discussing them with a NEHA representative; and
- participating in a meeting of and reviewing the work of the Long Term Environmental Health Workforce Work Group of the Environmental Health Liaison Committee.

As noted above, as part of this evaluation, DLS sent out two surveys: one to members of the Maryland Conference of Local Environmental Health Directors and one to environmental health specialists and SITs regulated by the board. Although the board regulates a total of 612 individuals, the survey of environmental health specialists and SITs was sent to only 529 recipients as some individuals opt out of receiving email communications from the board. The purpose of the surveys was to provide critical context and perspective on the board and the environmental health specialist profession in the State. DLS received responses from 24 individuals representing health departments in 21 counties; 311 of the total 528 licensed environmental health specialists (59%); and 19 of the total 84 SITs (23%). Survey feedback is incorporated throughout this evaluation.

Throughout the evaluation process, board members, the board's administrative staff, and staff at DHMH were helpful and responsive to DLS requests for information.

## **Environmental Health Specialists**

In Maryland, “practice as an environmental health specialist” means, as a major component of employment, to apply academic principles, methods, and procedures of the environmental, physical, biological, and health sciences to the inspections and investigations necessary to collect and analyze data and make decisions necessary to comply with environmental and health laws and regulations specifically relating to the control of the public health aspects of the environment, including those regarding:

- the manufacture, preparation, handling, distribution, or sale of food and milk;
- water supply and treatment;
- wastewater treatment and disposal;
- solid waste management and disposal;
- vector control;
- insect and rodent control;
- air quality;
- noise control;
- product safety;
- recreational sanitation; and
- institutional and residential sanitation.

In addition, environmental health specialists serve as a local resource for disaster response.

Regulation of environmental health specialists varies among states. According to NEHA, at least 30 states have licensing programs for environmental health specialists or their equivalent. As of 2009, 20 of these programs were mandatory. The minimum levels of education and training required for licensure also vary by state, though there is a trend toward using NEHA’s qualifying examination as part of licensure. Among Maryland’s neighboring jurisdictions, only West Virginia and New Jersey maintain their own regulatory programs. Delaware, Pennsylvania, Virginia, and the District of Columbia do not have licensing programs.

In Maryland, environmental health specialists are governed by the Maryland Environmental Health Specialists Act, Title 21 of the Health Occupations Article. Except if expressly exempt, to practice as an environmental health specialist, a person must be licensed by BEHS or be employed under a valid, board-issued environmental health specialist-in-training certificate (SITC) or a certificate of eligibility for supervised training.

## Board Functions

The board was created in 1969 to ensure that individuals practicing in Maryland as environmental health specialists meet minimum professional standards. The board regulates licensed environmental health specialists as well as SITs (individuals who meet the educational requirements for licensure but are obtaining relevant supervised experience); oversees approval of certificates of eligibility for obtaining employment (for those individuals who meet the educational requirements for licensure and are ready to begin obtaining relevant supervised experience but have not yet begun); approves continuing education courses for licensees; and occasionally imposes disciplinary sanctions. The board also keeps a record of all licensed environmental health specialists and SITs in the State, sets and collects fees, administers licensing examinations, promulgates and enforces regulations, and provides informational resources to environmental health specialists and the public.

## Board Structure

The board is composed of nine members, of whom seven are registered environmental health specialists and two are consumers. There is currently a vacancy on the board for a licensed environmental health specialist who is in private industry. The board has a notice of the vacancy and the relevant application materials posted on its website. Members are appointed by the Governor, with the advice of the Secretary of Health and Mental Hygiene and the advice and consent of the Senate, to staggered four-year terms and may not serve more than two consecutive terms. At the end of a term, a member continues to serve until a successor is appointed and qualifies.

## Major Statutory and Regulatory Changes Since the 2011 Sunset Evaluation

Since the 2011 sunset evaluation, four laws made substantive changes to the Maryland Environmental Health Specialists Act. These changes are summarized in **Exhibit 1.1**.

---

### Exhibit 1.1

#### Major Legislative Changes Since the 2011 Sunset Evaluation

<u>Year</u>	<u>Chapter</u>	<u>Change</u>
-------------	----------------	---------------

2012	667	Changes board name to the State Board of Environmental Health Specialists and renames environmental sanitarians as “environmental health specialists.”  Extends the board’s termination date by four years to July 1, 2017, and requires DLS to conduct a full sunset review of the board by July 1, 2016.
------	-----	--

**Year   Chapter   Change**

Transfers the board from MDE to DHMH and requires the board to implement other measures relating to the 2011 sunset evaluation.

Changes the funding source of the board from the general fund to a new special fund.

Authorizes the board to issue subpoenas, summon witnesses, administer oaths, take affidavits and testimony about board matters, and send license renewal notices via email.

Authorizes the board to allow an applicant to sit for the qualifying exam after only one year as an SIT (with the support of the applicant's employer) and to make substitutions for equivalent coursework on a case-by-case basis.

Expands the individuals who are exempt from the board's licensure requirements and disciplinary grounds for licensees.

Requires the board to keep a record of all disciplinary matters, including additional details, and maintain a searchable electronic database of all disciplinary matters considered by the board.

Increases the maximum fine for a violation of the Maryland Environmental Health Specialists Act from \$100 to \$5,000 and increases the maximum length of imprisonment from 60 days to two years.

Requires the board to work with specified entities to develop recommendations on revising the existing statutory exemptions for licensure and to report to the General Assembly by October 1, 2013.

Requires the board to align the minimum passing examination scores with the passing score set by NEHA, repeal the requirement that applicants submit a study plan after three attempts to pass the examination, and set forth board requirements relating to continuing education.

2013   254   Clarifies education requirements for applicants and authorizes the board to waive the requirement for certain applicants who hold an out-of-state license.

2014   649   Establishes an inactive license status option for licensees, a nonrenewed status for licensees who fail to renew a license, and procedures to reactivate a license after a licensee is placed on inactive or nonrenewed status.

Requires the board to adopt regulations to establish a seasonal environmental health specialist-in-training program.

2015   94   Simplifies the education and experience qualifications for examination.

## **Report Objective and Structure**

The objective of this report is to address three key issues: (1) whether Maryland should continue to license environmental health specialists; (2) if State licensure continues to be appropriate, what, if any, changes are needed to increase the effectiveness and efficiency of the board; and (3) if State licensure is no longer necessary or appropriate, whether another structure is needed to protect the public.

This report consists of five chapters. **Chapter 1** offers an overview of the sunset process and background information on BEHS. **Chapter 2** reviews the board's core functions: licensing and enforcement. **Chapter 3** discusses board finances and administrative issues. **Chapter 4** compares the requirements for the independent credential for environmental health specialists that is offered by NEHA with current licensing requirements in Maryland. **Chapter 5** presents DLS' conclusions and recommendations for continued regulation of environmental health specialists.

As supplements to the report, five appendices are included. **Appendix 1** contains a summary of select results from the DLS survey of members of the Maryland Conference of Local Environmental Health Directors. **Appendix 2** contains a summary of select results from the DLS survey of licensed environmental health specialists and SITs. **Appendix 3** contains a list of the 24 statutory exemptions to the State's licensure requirement. **Appendix 4** contains the draft legislation to implement the statutory recommendations contained in the report. Finally, **Appendix 5** contains the written comments provided by BEHS. Appropriate factual corrections and clarifications have been made throughout the document; therefore, references in those comments may not reflect this published version of the report.



## **Chapter 2. Core Functions of the Board**

---

The State Board of Environmental Health Specialists is charged with two core functions: licensing and enforcement. The board focuses the bulk of its efforts on the first of these functions.

### **Licensing Process**

Licensure as an environmental health specialist in Maryland requires applicants to meet minimum education and training requirements. Prior to 2015, there were four possible combinations of education and training that could lead to licensure. Chapter 94 of 2015 repealed one combination and amended the remaining three combinations to include additional qualifying subject areas.

If an applicant meets one of the statutory combinations of required education and experience, the applicant is eligible to take the qualifying exam. If the applicant passes the exam and pays the requisite fees, the board issues the applicant a license. Alternatively, the board may waive the exam requirement if the board recognizes the applicant as being outstanding in the field of environmental health. The board may also waive the exam requirement for an applicant who is licensed or registered as an environmental health specialist (or its equivalent) in another state and meets certain additional criteria.

### **Environmental Health Specialist-in-training Program**

If an applicant for licensure meets the education requirements, but does not demonstrate sufficient experience in the field of environmental health, the board issues the applicant a certificate of eligibility (COE), which the applicant may present to prospective employers as proof of the applicant's eligibility to be employed as an environmental health specialist-in-training (SIT). A COE is valid for 12 months and may be renewed on request.

Once the applicant has found employment as an environmental health specialist, the applicant and the applicant's employer complete the application for an environmental health specialist-in-training certificate (SITC). If the board approves the applicant's employment and sponsor, the board issues the applicant an SITC. This certificate allows the applicant to temporarily work in the State as an environmental health specialist in order to accumulate enough experience to qualify to take the exam required for licensure. An SITC is valid for up to three years. On request, the board may extend an SITC by up to six months.

### **Number of Environmental Health Specialists Has Declined Since 2008**

**Exhibit 2.1** shows the historic number of licensees since 2008. From 2008 to 2015, the total number of licensed environmental health specialists declined by 19%. With the exception of a reported jump in the number of licensees in December 2010 (which cannot be definitively

explained but may reflect SITs being double counted), the total number of licensed environmental health specialists in the State has declined annually since 2008. After declining from 2008 through 2011, the number of SITs (which reflects the number of individuals entering the field) increased in 2013 and has since leveled off. However, from the high of 94 in 2008, the number of SITs declined by 10.6% from 2008 to 2015.

---

**Exhibit 2.1**  
**Historic Number of Licensed Environmental Health Specialists**  
**and Environmental Health Specialists-in-training in Maryland**  
**2008-2015**

	<u>August</u> <u>2008</u>	<u>August</u> <u>2009</u>	<u>December</u> <u>2010</u>	<u>August</u> <u>2011</u>	<u>June 2</u> <u>012<sup>1</sup></u>	<u>June</u> <u>2013</u>	<u>June</u> <u>2014</u>	<u>October</u> <u>2015<sup>2</sup></u>
Licensed Environmental Health Specialists	653	599	649	590	–	562	578	528
SITs	94	79	68	56	–	83	87	84
<b>Total</b>	<b>747</b>	<b>678</b>	<b>717</b>	<b>646</b>	<b>–</b>	<b>645</b>	<b>665</b>	<b>612</b>

SITs: environmental health specialists-in-training

<sup>1</sup>Due to the transition from the Maryland Department of the Environment to the Department of Health and Mental Hygiene, the board was unable to provide information for 2012.

<sup>2</sup>The board advises that these numbers differ from the board's 2015 annual report to the Governor because the annual report did not reflect the results of the 2015 renewal cycle. Thus, this number reflects the number of individuals reported by the board as licensed environmental health specialists and SITs in October 2015.

Source: State Board of Environmental Sanitarians; State Board of Environmental Health Specialists; Department of Legislative Services

---

## **Vast Majority of Environmental Health Specialists Work in Public Sector**

In October 2015, there were 528 licensed environmental health specialists and 84 SITs in the State. As shown in **Exhibit 2.2**, based on survey responses from 330 licensed environmental health specialists and SITs, nearly all of these individuals (92.7%) are employed in the public sector (including federal, State, and local government); a similar percentage was reported in the 2011 sunset evaluation. Of the remaining 24 respondents, 9 are employed in the private sector, 4 are self-employed, and 11 are retired or currently unemployed.

**Exhibit 2.2**  
**Licensed Environmental Health Specialists and Environmental Health Specialists-in-training by Employment Sector as of September 2015**

<b><u>Employer</u></b>	<b><u>Number</u></b>	<b><u>Percentage</u></b>
Local Health Department	181	54.8%
State Government	88	26.7%
Local Government (other than a health department)	28	8.5%
Federal Government	9	2.7%
Private Sector	9	2.7%
Retired	9	2.7%
Self-employed	4	1.2%
Unemployed	2	0.6%
<b>Total</b>	<b>330</b>	<b>100.0%</b>

Note: Percentages do not sum to total due to rounding. Data based on survey responses from 330 licensed environmental health specialists and environmental health specialists-in-training.

Source: Department of Legislative Services

## **Recruitment and Retention Remains a Concern**

Both the 2009 and 2011 sunset evaluations of the board found that the primary employers of environmental health specialists in the State were concerned about recruitment and retention. Employers anticipated attrition among employees due to pending retirements and difficulty recruiting new applicants and retaining qualified professionals because of stringent educational and experience requirements, low entry-level wages, the lack of opportunities for advancement within small local health departments, and budget constraints. The Long Term Environmental Health Workforce Work Group of the Environmental Health Liaison Committee, an interagency committee consisting of representatives of the Maryland Department of the Environment (MDE), the Department of Health and Mental Hygiene (DHMH), county health officers, and county environmental health directors, also reported that a significant number of retirements and departures was expected among the ranks of experienced personnel and that there was considerable uncertainty about how the positions would be filled.

In the 2011 sunset evaluation, the Department of Legislative Services (DLS) encouraged the board to work with the Maryland Higher Education Commission, educational institutions, and employers at local health departments to improve the academic preparation of candidates for licensure and assist with recruitment and retention efforts. The board advises that, since the 2011 sunset evaluation, it has worked with local health departments, MDE, and DHMH to fast track applicants for employment by expediting the COE process. However, DLS finds that recruitment and retention of environmental health specialists remains a concern.

Based on survey results from members of the Maryland Conference of Local Environmental Health Directors, more than one-half of respondents (54.1%) reported difficulty in recruiting and retaining qualified candidates. Survey responses from environmental health specialists and SITs also indicate that 45 respondents (13.7%) were “definitely” planning to retire within the next five years, while an additional 71 respondents (21.6%) were “actively considering” retirement or “possibly” planning to retire within the next five years.

Although DLS did not specifically ask licensees and SITs about career challenges, several respondents expressed concerns through additional written comments that were similar to those identified in the 2011 sunset evaluation: a lack of career advancement within local health departments and low salaries. These respondents suggested that these factors are contributing to workforce attrition.

The Long Term Environmental Health Workforce Work Group is currently working on ways to increase recruitment and retention of environmental health specialists. The work group is developing possible curriculums for environmental health undergraduate programs, including required courses that would assist applicants in preparing for the licensing examination and for the profession in general. Additionally, the work group has discussed creating more opportunities for career advancement within local health departments. Specifically, the work group is considering the merit of creating “expert” or “specialist” positions (to recognize those with specialized knowledge or expertise in certain subject areas) and whether job classifications and salary grades should be revised accordingly. Such subject areas may include well and septic systems, food safety, and pool safety. The work group met with the Secretary of Health and Mental Hygiene and other State officials in November 2015 and may issue a formal report on its findings and recommendations.

### **Licensure Exam Pass Rates Have Improved Slightly Since 2011**

Historically, the board used a qualifying exam that was created and administered by the Professional Examination Service. Beginning in August 2009, the board switched to the National Environmental Health Association (NEHA) exam. This exam is currently accepted by the majority of states. The board offers the exam three times per year.

The 2011 sunset evaluation identified the exam process as a barrier to entry in the field, specifically noting the (1) lengthy process to qualify to sit for the exam; (2) lack of exam preparation resources; and (3) high minimum pass scores. DLS recommended:

- amending the statute to authorize the board to (1) with the support of an applicant’s employer, allow all applicants to sit for the qualifying exam after only one year in an SIT program and (2) make substitutions for equivalent coursework on a case-by-case basis;
- requiring the board to adopt regulations that repeal the requirement for applicants to submit a study plan after three attempts to pass the exam and encourage the board to focus instead on providing uniform exam preparation resources to applicants; and

- requiring the board to adopt regulations that lower the required exam pass rate to 68% for the NEHA exam to conform to the national standard for that exam.

Chapter 667 of 2012 enacted these recommendations, and the study plan regulations were repealed. The board advises that applicants may take the exam as many times as needed once they have completed the SIT requirements. The board has worked with NEHA to give applicants a pass/fail “breakdown” of individual sections of the exam, which tells the applicants what sections they need to focus on for the next exam. The board does not provide any other study materials. Board regulations specify that the passing score for the examination is to be determined by the examination agency (NEHA).

The board advises that NEHA provides several resources for exam preparation. Additionally, according to the board, some local health departments provide exam preparation support for their employees through dedicated study time and the purchase of NEHA exam resources. As shown in **Exhibit 2.3**, generally examination pass rates have slightly increased since the 2011 sunset evaluation and implementation of these changes.

---

**Exhibit 2.3**  
**Environmental Health Specialist Examination Pass Rates**  
**April 2011-April 2015**

<u>Date</u>	<u>Total # of Examinees</u>	<u># Passed</u>	<u>Pass Rate</u>
April 15, 2015	13	9	69.2%
December 16, 2014	13	7	53.8%
August 19, 2014	9	2	22.2%
April 16, 2014	14	9	64.3%
December 19, 2013	11	7	63.6%
August 14, 2013	10	4	40.0%
April 17, 2013	11	6	54.5%
December 3, 2012	7	4	57.1%
August 6, 2012	3	1	33.3%
April 2012	-	-	-
December 2011	-	-	-
August 1, 2011	5	3	60.0%
April 4, 2011	12	6	50.0%

Note: August 6, 2012, was the first date for an examination offered after the board’s transition to the Department of Health and Mental Hygiene. Examination information was unavailable for the December 2011 and April 2012 examinations.

Source: State Board of Environmental Sanitarians; State Board of Environmental Health Specialists

---

## **Exemptions to Licensure Requirement**

There are currently 24 statutory exemptions to the State's licensure requirement (see **Appendix 3**). Exemptions are generally based on job title or employer, rather than on job duties. The 2009 preliminary sunset evaluation recommended that the exemptions be revisited. In response, the board created a policy document identifying broad categories of occupations that are currently exempt. The policy did not make any recommendations with respect to additions, eliminations, or clarifications of any exemptions.

During the 2011 sunset evaluation, the board advised that it did not follow DLS' recommendations from previous evaluations because of insufficient resources. In addition, DLS found that 40% of all health officers surveyed in the State supported clarifying or revising the statutory exemptions. DLS recommended that the board work with the Maryland Association of County Health Officers and the Maryland Conference of Local Environmental Health Directors to develop a new framework for the statutory exemptions, based on job duties rather than job titles, to ensure that individuals performing similar duties related to protecting public health are regulated uniformly.

Chapter 667 of 2012 incorporated these recommendations and required the board to report to the General Assembly by October 1, 2013. The board submitted this report but did not issue recommendations on revisions to the statutory licensing exemptions. In the report, the board stated that it reviewed 910 job class titles from State Personnel Office forms and selected some classifications for further review; however, the board did not (1) provide a full list of all job titles selected for further review; (2) specify any details about further review; or (3) issue recommendations on which exemptions should be repealed or revised.

Despite a lack of follow-up on this issue, members of the Maryland Conference of Local Environmental Health Directors did not express concerns about the exemptions in their survey responses. Specifically, 91.3% of respondents stated that they have not had any difficulty in recent years in determining whether a specific position requires licensure or is exempt under the law. Furthermore, 43.5% stated that none of the current statutory exemptions should be repealed. Only five respondents (21.7%) thought some exemptions should be repealed, such as the exemptions for MDE employees and State milk safety inspectors. The Long Term Environmental Health Workforce Work Group is also examining current licensing exemptions for possible revision.

## **Continuing Education Requirements**

Environmental health specialists must renew their licenses every two years. All licenses must be renewed by July 1 of odd-numbered years. At least one month before a license expires, the board sends a renewal notice and application form to the last known address of the licensee. Before the license expiration date, a licensee must submit to the board a renewal application, a renewal fee, and verification of the completion of at least 20 hours of board-approved continuing education during the previous two years. Approved continuing education units (CEUs) cannot be carried over to a subsequent licensing renewal period.

## **Administrative Issues Identified in 2011**

The 2011 sunset evaluation identified several administrative issues with the continuing education submission and approval process. Board members expressed concerns that CEU policies were not being implemented and that licensees' last-minute submission of CEUs for approval were delaying the renewal process; the board discussed adopting a more specific policy on the timing and content of CEU approval requests, including preapproval of courses. DLS recommended requiring the board to adopt regulations incorporating its CEU policies and update its regulations so that licensees were given proper notice of board policies and processes. DLS also encouraged the board to follow through on its plan to appoint a subcommittee to address matters relating to continuing education and use resources available at DHMH to create an online submission option for CEU credits and renewal applications. Chapter 667 of 2012 incorporated these recommendations, but they have not been fully implemented by the board.

## **Board Has Not Fully Addressed Ongoing Continuing Education Issues**

While the board established a continuing education committee, many of the concerns identified in the 2011 sunset evaluation remain. The board's regulations outline the CEU process, which is also posted on the board's website; however, the board's policy for CEU approval remains unclear to licensees. Board regulations do not specify a timeline for CEU approval, nor do they specify courses or providers that are preapproved. Further, although the board established a dedicated email address for submission of CEUs, the board has not been able to create a fully automated online submission form for CEUs or license renewals. The board does express interest in moving to an online CEU and renewal process for the next renewal cycle (2017) and in moving to an electronic method of communication with licensees overall (*e.g.*, sending renewal notices via email).

According to the board, the continuing education committee is responsible for receiving and approving CEUs. If the licensee has not yet attended the training, the licensee submits a "request for training" form (found on the board's website), along with a copy of the course agenda and training objectives; if the licensee already attended the training, the licensee must also submit proof of attendance. Licensees may email this information to a CEU-specific board email address. Licensees receive an automatic email response confirming receipt (but not approval). The training request is then forwarded to the committee. The committee reviews the request to determine if the training falls into one of the subject areas listed in the statutory definition of practicing as an environmental health specialist. The committee also reviews the number of credit hours requested to determine the appropriate allocation. The licensee is then notified about approval or disapproval via email. Sponsors of training may also apply for board approval through this process.

The board advises that it posts approved training on the board website and posts completed and approved CEU credits online by licensee. According to the board, the committee has only denied approval "on occasion," generally only for a first aid or construction safety course that is not applicable to environmental health specialist training. When CEUs are denied, board staff notifies the licensee or sponsor via email as soon as the decision is received from the committee.

The board additionally advises that certain training vendors are automatically approved and that some vendors can be approved within 24 hours. However, if a course has not been approved in the past, it could take the committee up to two weeks for approval, and the process could be delayed even further if the proper information has not been received.

### **Some Licensees Unhappy with Current Continuing Education Process**

As part of the licensee survey, DLS specifically asked environmental health specialists and SITs to rate board communication regarding CEU submission and approval. The survey elicited a strong negative reaction from a significant number of respondents. Out of 329 respondents to this question, 151 (46%) rated the board's communications with licensees in this area as "fair" (89 respondents, 27%) or "poor" (62 respondents, 19%). The survey also allowed respondents to provide additional written comments about board communications in general, and of the 54 individuals who commented, one-half specifically criticized the CEU process.

When asked for any additional feedback about the board, 109 respondents provided additional written comments. Of these responses, one-quarter specifically noted and some again criticized the CEU process. Licensees generally described the CEU process as burdensome, inefficient, and confusing. Licensees were often unsure as to whether courses they submitted to the board would be approved (or were ultimately approved) and had to contact the board multiple times to confirm approval. Many licensees also felt that the approval process was overly stringent and that the board should automatically approve courses from certain institutions (*e.g.*, the Centers for Disease Control and Prevention). These licensees did not seem to be aware that the board "preapproved" certain training providers. DLS was similarly unable to find a listing of preapproved *vendors* on the website. Further, licensees and DLS both noted that many of the "approved" CEU *courses* listed on the website are outdated and that the list is not searchable, alphabetized, or organized in any discernible format.

### **Delays in Continuing Education Processing in Recent Renewal Cycles**

Significant delays in CEU processing during both the 2013 and 2015 renewal cycles impacted license renewal. These delays were noted by several licensees in their survey responses. During the 2013 renewal cycle, which was during the board's transition period from MDE to DHMH, the board ultimately chose to issue licenses for all renewal applications due to the backlog in the CEU review process. Licensees were notified retroactively and given a grace period to complete CEUs if a deficiency was found. For the 2015 renewal cycle, the board explained the delay as a product of licensees submitting requests for approval too close to the renewal deadline. However, DLS notes that neither the board's posted CEU policy nor its regulations specify a requirement to submit CEU approval requests within a certain timeframe. The board is considering requiring licensees to submit CEU approval requests within 90 days of training dates.

## **Board Disciplinary Activity Remains Rare**

Any person may make a written complaint, referred to as a “charge,” of a violation that is grounds for disciplinary action under the Maryland Environmental Health Specialists Act or the code of ethics for environmental health specialists. A licensed environmental health specialist who knows of an action or condition that might be grounds for disciplinary action is required to report to the board. The person making the charge has immunity from liability. Employers of environmental health specialists are not required to report disciplinary matters to the board.

Following investigation of a charge, if the board finds that a violation has occurred, the board may deny licensure, reprimand a licensee, place a licensee on probation, or suspend or revoke a license. The individual against whom the action is contemplated has a right to a hearing before the board. The hearing must be held within six months of the charges being brought and must be conducted in accordance with the Administrative Procedure Act.

As observed in the 2011 sunset evaluation, the board rarely exercises its disciplinary authority. Between fiscal 2001 and 2011, the board received a total of seven charges, only three of which resulted in formal disciplinary action. This trend has continued. DLS asked the board to provide information about any disciplinary charges received since 2012 (after its transition to DHMH). No information was provided for calendar 2012 or 2013; board meeting minutes also do not indicate any disciplinary investigations during these years.

**Exhibit 2.4** shows the charges the board investigated during calendar 2014 and 2015. Of the six charges, five were initiated by the board. All but one of the charges concerned an individual practicing without a valid license. In two of these cases, a licensee applied to the board for license reinstatement after having been placed in nonrenewed status; in each case, the board sent the licensee a letter of admonishment for practicing while in nonrenewed status. In another case, an individual applied to the board for a certificate of eligibility to become licensed; after reviewing the application, the board determined that the individual was in a job classification that required a license and sent the individual a cease-and-desist letter for practicing without a license. The remaining two charges involving an individual practicing without a valid license were ultimately dismissed.

The pending disciplinary matter before the board relates to falsified NEHA scores. Although the board’s investigation of the charge is still ongoing, NEHA informed the board that the individual violated NEHA’s code of ethics and would not be eligible to sit for future NEHA examinations. Therefore, NEHA has already taken action that would preclude the individual from obtaining licensure in Maryland.

---

**Exhibit 2.4**  
**Charges Investigated by the State Board of Environmental Health Specialists**  
**Calendar 2014-2015**

<u>Year</u>	<u>Source</u>	<u>Allegation</u>	<u>Board Action</u>
2014	Board	Reinstatement application indicated licensee practiced while in nonrenewed status	Letter of admonishment
2014	Board	Application for certificate of eligibility indicated that applicant was in a local government classification that required licensure and that the individual was practicing without a license	Cease-and-desist letter
2014	Anonymous	Local government employee practicing without a license	Dismissed
2015	Board	Audit of 2013 renewals showed licensee renewed late	Dismissed
2015	Board	Reinstatement application indicated licensee practiced while in nonrenewed status	Letter of admonishment
2015	Board	Specialist-in-training certificate holder forged a NEHA exam score in order to obtain a State license	Pending

NEHA = National Environmental Health Association

Note: In 2011 the board was still under the Maryland Department of the Environment. Thus, DLS did not request disciplinary information for 2011 (the 2011 sunset evaluation indicated no pending disciplinary investigations at the time). Review of board meeting minutes indicated no disciplinary investigations during 2012 or 2013.

Source: State Board of Environmental Health Specialists

---

The 2011 sunset evaluation identified issues with the board's recordkeeping of disciplinary matters. Specifically, disciplinary records were incomplete and were not searchable in the board's database. The board was also reliant upon employers and licensees to report violations but received very few complaints. DLS found that most disciplinary matters for public-sector employees at the county level were handled internally as personnel matters and that employers did not seek board intervention for disciplinary matters. DLS encouraged the board to develop an adequate disciplinary policy, including a plan for more uniform and complete recordkeeping. DLS

also recommended revisiting the idea of a mandatory reporting requirement for employers that complements the new disciplinary policy as part of the next sunset evaluation of the board. Chapter 667 of 2012 incorporated these recommendations.

DLS surveyed members of the Maryland Conference of Local Environmental Health Directors on their departments' disciplinary procedures and whether such procedures involved reporting disciplinary matters to the board. Almost all respondents (95.7%) indicated that they had not reported any serious disciplinary matters to the board in the past three years. Additionally, 43.5% indicated that their departments did not have a policy to report serious disciplinary matters to the board; while 30.4% indicated that, while their departments have no written or formal policy, disciplinary matters may be reported to the board depending on the incident involved.

Respondents were also asked whether, and under what circumstances, they would support a law requiring employers to report disciplinary matters to the board. Most respondents indicated they would support such a requirement but only under certain circumstances: 60.9% for disciplinary matters relating specifically to licensure requirements; 47.8% for disciplinary matters relating specifically to public health (*i.e.*, falsified test results, failure to follow prescribed procedures, etc.), and 47.8% for all serious disciplinary matters (*i.e.*, those worthy of probation, suspension, or termination).

Board leadership indicated that, while not opposed to the institution of a mandatory disciplinary reporting requirement for employers (particularly regarding employee terminations), employers likely consider most disciplinary matters as confidential personnel matters, which may be why they do not report these incidents to the board. As demonstrated above, DLS' survey of members of the Maryland Conference of Local Environmental Health Directors supports the board's reasoning for the low complaint volume. DLS finds that requiring employers to report disciplinary matters to the board would be duplicative, as disciplinary matters are already being handled by employers.



## Chapter 3. Fiscal and Administrative Issues

---

### Board Revenues Cover Costs

Chapter 667 of 2012 altered the funding for the State Board of Environmental Health Specialists from general to special funds when the board was transferred from the Maryland Department of the Environment (MDE) to the Department of Health and Mental Hygiene (DHMH). As a general funded board under MDE, board revenues did not cover costs, with a biennial expenditure gap approaching \$50,000 in fiscal 2012; however, general funding was deemed appropriate. Since the transition to DHMH, all fee revenue collected by the board is deposited into the board's special fund. Because environmental health specialists renew their licenses on a biennial basis, fee revenues are higher in odd-numbered fiscal years and lower in even-numbered fiscal years.

Prior to transferring from MDE, total board expenditures were approximately \$75,000 annually for several years, based on part-time personnel (a 10% administrator and a 50% administrative specialist). As shown in **Exhibit 3.1**, after initially low expenditures as the board brought on new personnel at DHMH (one part-time executive director and one full-time administrative assistant), board expenditures have grown steadily and are estimated to be about \$112,000 in fiscal 2017.

---

**Exhibit 3.1**  
**Special Fund History of the**  
**State Board of Environmental Health Specialists**  
**Fiscal 2013-2017**

	<b><u>FY 2013</u></b>	<b><u>FY 2014</u></b>	<b><u>FY 2015</u></b>	<b><u>Estimated FY 2016</u></b>	<b><u>Estimated FY 2017</u></b>
<b>Total Revenues</b>	\$98,250	\$39,625	\$110,725	\$42,375	\$118,175
Personnel Costs	\$5,605	\$14,816	\$71,851	\$64,232	\$70,412
Operating Costs	2,612	3,784	12,318	26,637	18,473
Shared Costs	<u>14,896</u>	<u>34,211</u>	<u>14,328</u>	<u>15,911</u>	<u>23,177</u>
<b>Total Expenditures</b>	<b>\$23,113</b>	<b>\$52,811</b>	<b>\$98,497</b>	<b>\$106,780</b>	<b>\$112,062</b>
Annual Surplus/Deficit	\$75,137	(\$13,186)	\$12,228	(\$64,405)	\$6,113
Biennial Surplus/Deficit		61,951		(52,177)	
<b>Ending Fund Balance</b>	<b>\$75,137</b>	<b>\$61,951</b>	<b>\$74,179</b>	<b>\$9,774</b>	<b>\$15,887</b>
% of Total Expenditures	325%	117%	75%	9%	14%

Source: Department of Legislative Services; Department of Health and Mental Hygiene

---

Personnel expenses continue to comprise the largest portion of the board's budget, accounting for approximately 60% of overall expenses in fiscal 2016. The board's shared costs consist of expenses pooled with other health occupations boards housed within DHMH, including network support, fiscal personnel, assistant Attorney General services, and regulatory personnel. The remainder of the board's expenditures comprise other operating costs (administering the licensing exam, travel for board members, and other operating expenses).

Given the biennial licensure schedule, the board takes in most revenues in odd-numbered fiscal years, resulting in an annual surplus, and lower revenues in even-numbered fiscal years, resulting in an annual deficit. In the fiscal 2013 to 2014 biennial cycle, the board was able to cover all expenses, amassing a \$61,951 biennial surplus and creating a healthy fund balance. However, during the fiscal 2015 to 2016 biennial cycle, revenues are expected to cover only 75% of expenditures, drawing down the fund balance to only 9% of total annual expenditures. Estimated board revenues for fiscal 2017 barely exceed anticipated expenditures for that fiscal year and will likely not be sufficient to cover biennial expenditures in subsequent years without another fee increase.

In the 2011 sunset evaluation, the Department of Legislative Services (DLS) recommended that the board remain general funded as significant fee increases would be necessary to fully cover board expenditures. In 2013, after the board transferred from MDE, the board raised fees for the first time since 1997, increasing the initial license fee from \$50 to \$75 and the biennial renewal fee from \$100 to \$200. However, as anticipated in the 2011 sunset evaluation, the board will need to raise fees again in the near future to remain abreast of increasing expenditures. DLS notes that environmental health specialists generally are highly trained public-sector employees who earn modest salaries. A significant fee increase could exacerbate issues of retention and recruitment of qualified candidates. If the number of licensees continues to fall as it has over the last decade, this gap will grow, requiring even higher fee increases. DLS notes that higher fees would place a burden on licensees who generally work for modest wages as public employees and who have already surmounted barriers to entry into the profession, including stringent educational and experience requirements that take several years to achieve.

## **Administrative Challenges to the Operation of the Board**

The board has had a diverse and engaged membership that has diligently worked to carry out its duties. Board members have often performed tasks that staff might otherwise handle. Since moving to DHMH, board personnel has significantly expanded compared to the staff employed at MDE. In addition to a part-time executive director and full-time administrative assistant, the board has shared access to an assistant Attorney General, an investigator, a regulations coordinator, network support staff, fiscal staff, and information technology personnel. Even so, a significant number of licensees complained via survey responses of difficulty communicating with the board and receiving information regarding licensing and continuing education issues.

The board is required to submit an annual report of its activities, including a financial statement, to the Governor and the Secretary of Health and Mental Hygiene. Since transferring to

DHMH, the board has been submitting the report in a timely manner. However, these reports are often inaccurate. Licensee numbers are reported before finalizing annual renewals, and the fiscal information is reported before closing out the budget.



## **Chapter 4. Comparison of State License to NEHA REHS/RS Credential**

---

In addition to licenses issued in some states, individuals may apply to the National Environmental Health Association (NEHA) for a credential as a Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS). NEHA estimates that 30 states recognize the REHS/RS credential and that only two states (California and New Jersey) do not recognize the credential.

NEHA advises that, as of October 29, 2015, 160 Maryland residents held an active REHS/RS credential. The Department of Legislative Services also surveyed environmental health specialists and environmental health specialists-in-training to assess how many State licensees and certificate holders maintain a NEHA credential. Of the 330 respondents, 148 respondents (44.9%) indicated that they currently hold the REHS/RS credential.

### **NEHA Credential Requirements**

As in Maryland, an applicant for the NEHA credential must satisfy minimum education and training requirements, pass a qualifying exam created and administered by NEHA, and pay the required fees. An individual who does not yet have the necessary experience may apply for “in-training” status (REHS/RS-IT credential) and must obtain two years of experience to transfer the registration to full-credential status. NEHA allows an applicant three years to obtain the necessary experience under the in-training status. If NEHA determines that the applicant meets the minimum requirements, NEHA issues the applicant an admission ticket or voucher to allow the applicant to sit for the exam, either by paper or at a computer testing center. An applicant may take the exam at any point during this process.

### **NEHA Continuing Education Requirements**

To maintain NEHA’s REHS/RS credential, an individual must renew the credential every two years by paying a fee and demonstrating completion of a minimum of 24 credit hours of NEHA-approved continuing education. Continuing education hours may be submitted to NEHA for approval via mail, email, or fax.

NEHA credential holders may also submit continuing education hours through an online form on NEHA’s website. If individuals submit continuing education hours through the online form, they receive an automatic email message confirming submission (but not approval). Submissions sent by mail, email, or fax do not receive a confirmation of receipt. Credential holders can view their continuing education hours through their online profile account on NEHA’s website. Approved continuing education hours are assigned a credit value other than zero (rejected continuing education hours will appear in the account, but they are assigned a credit value of zero).

NEHA typically approves and uploads online continuing education submissions weekly. Courses taken via NEHA's e-learning system are automatically sent to NEHA and are also updated to the individual's account on a weekly basis. Continuing education hours do not carry over to the next renewal cycle.

NEHA does not require individuals to submit supporting documentation with continuing education submissions. Nevertheless, individuals are required to keep a record of such documentation, and NEHA conducts random audits for compliance.

NEHA accepts the following for continuing education hours: (1) conferences, seminars, classes, lectures, online training, etc., if they are related to the environmental health field (food, water, wastewater, air, vector and pest control, hazardous materials and/or waste management, radiation, recreation, housing and institutional health and safety, occupational health and safety, program planning and legal aspects, or general environmental health and scientific concepts); (2) NEHA book reviews (up to 4 hours per cycle); (3) course instruction (up to 10 hours per cycle); (4) articles the individual wrote for journals or other academic publications (up to 10 hours per cycle); and (5) university courses at the undergraduate and graduate level if they address environmental health (16 hours for each semester credit; 13 hours for each quarter hour).

Additionally, on its website, NEHA maintains a chart listing preapproved continuing education courses. The chart includes the following information: (1) course name; (2) hosting organization; (3) contact person; (4) website; (5) type of course (online or in-person); (6) course end date; (7) date of expiration (to qualify for continuing education); and (8) available credits.

NEHA also offers a tracking service to individuals who do not hold a current NEHA credential for a fee of \$7.50 per continuing education activity submitted. Submission must be via mail, email, or fax.

## **NEHA's REHS/RS Credential Is Generally Comparable to Maryland's License**

As shown in **Exhibit 4.1**, NEHA's minimum education and training requirements for the REHS/RS credential are similar to Maryland's requirements for licensure. Both require at least a bachelor's degree and certain minimum basic science and math courses. Both also generally require one to two years of additional training in an environmental health work setting. However, NEHA's course requirements are less specific, and training requirements are less stringent in certain circumstances. For example, NEHA does not require a person with a bachelor's, master's, or doctorate in environmental health to have any work experience before sitting for the qualifying exam, whereas Maryland requires at least one year of work experience for all applicants with only bachelor's degrees and at least a three-month internship for individuals with a master's in public or environmental health. NEHA also offers an in-training track similar to the current process for obtaining the requisite experience for licensure in Maryland.

### Exhibit 4.1

## Comparison of Maryland Environmental Health Specialist License and National Environmental Health Association (NEHA) REHS/RS Credential

	<u>Maryland</u>	<u>NEHA</u>
<b>Education/Training</b>	<p><b>Option 1:</b>  <b>Training:</b> 12 months as an environmental health specialist-in-training (SIT); and  <b>Education:</b> A bachelor's degree in the chemical, physical, biological, or environmental sciences that includes 60 semester credits of chemical, physical, biological, or environmental sciences, including a math class and one lab class in two of the following: chemistry, physics, biology, geographic information systems, or soil science.</p> <p><b>Option 2:</b>  <b>Training:</b> Two years as an SIT; and  <b>Education:</b> A bachelor's degree that includes 30 semester credits of the coursework described under item 1 above.</p> <p><b>Option 3:</b>  <b>Training:</b> A three-month internship; and  <b>Education:</b> A master's degree in public or environmental health science that includes 30 semester credits of the coursework described under item 1 above.</p>	<p><b>Option 1:</b>  <b>Training:</b> None.  <b>Education:</b> A bachelor's, master's, or Ph.D. in environmental health from a degree program accredited by the National Environmental Health Science and Protection Accreditation Council.</p> <p><b>Option 2:</b>  <b>Training:</b> Two years or more work experience in environmental health (which may be obtained over a maximum three-year period under an "in-training" credential); and  <b>Education:</b> A bachelor's degree from an institution accredited by the U.S. Department of Education or the Council for Higher Education that includes (1) at least 30 semester credits in basic sciences and (2) a college level math or statistics class.</p>
<b>Exam</b>	NEHA exam. Minimum passing score as determined by NEHA.	NEHA exam. Minimum passing score of 650 out of 900.
<b>Continuing Education</b>	20 hours every two years.	24 hours every two years.
<b>Reciprocity</b>	N/A, though exam may be waived under limited circumstances.	An individual who holds a valid and current state REHS or RS credential may be eligible to receive NEHA's REHS/RS credential without reexamination if the individual has a bachelor's degree with 30 semester/45 quarter hours in basic sciences and achieved a score of 650 or higher on the NEHA examination (for exams taken on or after July 13, 2014).

REHS/RS: Registered Environmental Health Specialist/Registered Sanitarian

Note: Thirty schools nationwide with bachelor's degree programs and nine schools with master's or Ph.D. programs are accredited by NEHA and would qualify for an individual to obtain a credential with no proof of work experience under Option 1. None of these programs is in Maryland, with the closest at Old Dominion University in Norfolk, Virginia.

Source: National Environmental Health Association; Department of Legislative Services

Other differences between the programs include the amount of continuing education required and the fees charged. NEHA's continuing education policy is slightly more stringent, requiring 24 credit hours as opposed to the 20 hours required in Maryland. NEHA's fees are generally higher than Maryland's, but actual costs depend on whether an individual is a member and the term of the membership, as shown in **Exhibit 4.2**.

---

**Exhibit 4.2**  
**Comparison of Fees for Maryland Licensure as an**  
**Environmental Health Specialist to the NEHA REHS/RS Credential**

	<u><b>Maryland</b></u>	<u><b>NEHA (Member/Nonmember)</b></u>	<u><b>Difference in Cost of NEHA Credential</b></u>
Membership Fee	N/A	\$95/year <sup>1</sup>	\$95/year <sup>1</sup>
Initial Application Fee	\$100	\$90/\$125	(\$10)/\$25
Initial License	\$75	N/A	(\$75)
Renewal Fee	\$200	\$130/\$345	(\$70)/\$145
Exam	\$125 <sup>2</sup>	\$175/\$325	\$50/\$200
Licensure by Reciprocity	N/A <sup>3</sup>	\$125/\$185	\$125/\$185

NEHA: National Environmental Health Association

REHS/RS: Registered Environmental Health Specialist/Registered Sanitarian

<sup>1</sup>Individuals may choose a one-year membership (\$95), two-year membership (\$180), or three-year membership (\$255). Fees are slightly higher if the individual chooses to receive print versions of journals.

<sup>2</sup>The exam fee paid by applicants for a Maryland license is a pass-through fee that is set by NEHA by contract with the board.

<sup>3</sup>The Maryland licensure by reciprocity fee was repealed through regulation effective November 9, 2015.

Note: The exhibit does not reflect costs for environmental health specialists-in-training.

Source: National Environmental Health Association; Department of Legislative Services

---

The NEHA REHS/RS credential has some notable advantages over the Maryland license. The REHS/RS credential is a nationally recognized credential. In addition, NEHA carries out most of its work online, making the administrative process easier for credential holders with respect to renewals and submission of continuing education. NEHA credential holders who are also NEHA members have access to additional resources, including an online job bank, professional resources and articles, and reduced admission prices and workshops.

## **NEHA Reciprocity for Maryland License**

Many licensees likely qualify for a NEHA REHS/RS credential through reciprocity, which allows candidates to obtain the credential without retaking the exam. To qualify, an individual must have (1) a valid, current state registration; (2) a bachelor's degree with 30 semester/45 quarter hours in basic sciences; and (3) proof of passing the REHS/RS exam that was used by NEHA at the time of testing. The passing score depends on the exam and the time period when an individual took the exam. If the exam was taken on or after July 13, 2014, the individual must have scored 650 or higher on the NEHA REHS/RS exam. If the exam was taken between January 1, 1998, and July 12, 2014, the individual must have scored 68% or higher on the NEHA REHS/RS exam. If the exam was taken prior to December 31, 1997, the individual must have scored 70% or higher on the Professional Examination Service (PES) exam.

Maryland, as a condition of licensure, required a score of 70% or higher on the PES exam through July 1, 2009. Thus, individuals who were licensed in Maryland between January 1, 1998, and July 1, 2009, likely will not qualify for reciprocity since they did not take the examination required by NEHA during that time period. However, NEHA has a process referred to as a "window of opportunity," which is a grace period during which individuals can obtain the credential through a nonstandard route of reciprocity. In Maryland, from July 1, 2009, through June 30, 2010, NEHA offered Maryland license holders NEHA credentialing through reciprocity as a result of the board's decision to make NEHA the new exam contractor for the State. It is unknown how many of the 160 Maryland residents that NEHA reports currently hold a NEHA REHS/RS credential obtained and have since maintained a credential due to this window of opportunity.



## Chapter 5. Conclusions and Recommendations

---

Pursuant to the Maryland Program Evaluation Act, the Department of Legislative Services (DLS) has evaluated the State Board of Environmental Health Specialists (BEHS), which is scheduled to terminate July 1, 2017. DLS finds that BEHS generally complies with its statutory mandate to regulate environmental health specialists. The board has transitioned from the Maryland Department of the Environment (MDE) to the Department of Health and Mental Hygiene (DHMH), shifted from general to special funding, conducted one full renewal cycle after the transition period, hired staff, and promulgated regulations. Board members are passionate and engaged in their roles and aware of ongoing issues with board operations.

However, DLS finds that, even after the transition to DHMH, the board continues to face administrative challenges and has not fully addressed many prior sunset evaluation recommendations. Furthermore, while the board adequately fulfills its licensing role, the need for the board's enforcement role (including investigations, disciplinary actions, and enforcing a code of ethics) remains nominal due to limited charges against environmental health specialists and the routine handling of disciplinary matters by employers (typically State and local agencies).

Additionally, board expenditures continue to increase and the board's special fund balance is projected to be spent down to 9% of annual expenditures by the end of fiscal 2016, which will require another fee increase in the near future. The overall decline in the number of licensees further contributes to the need for additional fee increases. While board costs have increased and licensure and other fees have been raised, it does not appear that licensees are realizing any additional benefits beyond the basic licensing services provided by the board prior to the transition to DHMH.

The objective of this report was to address three key issues: (1) whether Maryland should continue to license environmental health specialists; (2) if State licensure continues to be appropriate, what, if any, changes are needed to increase the effectiveness and efficiency of BEHS; and (3) if State licensure is no longer necessary or appropriate, whether another structure is needed to protect the public. DLS finds that environmental health specialists serve an invaluable function in enforcing compliance with federal, State, and local health and environmental laws and, thus, some form of credentialing should be maintained to preserve the high standard of professionalism among environmental health specialists and to protect public health. However, as concluded in the 2011 sunset evaluation of the board, DLS finds that a State-administered licensing program remains unnecessary and provides limited value beyond alternative national credentials. Instead, DLS recommends that the State require environmental health specialists to obtain and maintain the Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS) credential issued by the National Environmental Health Association (NEHA) as a condition of employment.

This chapter presents DLS' primary recommendation to repeal the State-administered licensing program and substitute a requirement that environmental health specialists instead obtain and maintain the NEHA REHS/RS credential as a condition of employment; related recommendations follow. This chapter also describes alternative, but not recommended, options of

extending the termination date of the board and improving certain aspects of the board's procedures and functions.

## **Repeal the Board and Require a NEHA REHS/RS Credential as a Condition of Employment**

DLS recommends that the General Assembly repeal the board and require individuals practicing as environmental health specialists, as a condition of employment in the State, to obtain and maintain the NEHA REHS/RS credential.

Credentialing by NEHA is appropriate for several reasons. The education, training, and examination standards required to obtain and maintain NEHA's REHS/RS credential are comparable to requirements for a State license and, thus, maintain minimum standards for practice. NEHA's administrative process is currently easier for credential holders than the board's process for State licensees, as many services are available online, including continuing education unit (CEU) tracking. NEHA also has clear policies in place for its activities, including approving CEUs. According to NEHA, the credential is accepted in at least 30 states, making the credential more portable than a State license and offering opportunities for individuals to relocate to Maryland more easily. Moreover, State licensure is uncommon among Maryland's neighboring jurisdictions – only West Virginia and New Jersey maintain their own regulatory programs; while Delaware, Pennsylvania, Virginia, and the District of Columbia have no licensing requirements.

Furthermore, a large number of State licensees already hold the NEHA REHS/RS credential. According to NEHA, 160 Maryland residents currently hold an active REHS/RS credential. DLS' survey of licensees corroborated this information: 148 respondents (44.9%) reported holding the credential, and 40 respondents (12.1%) reported that their employers require the credential. In addition, requiring all licensees to obtain the credential will not significantly impact employers' existing administrative responsibilities and may even prove beneficial. Employers must confirm that employees are maintaining their NEHA credential (instead of a State license) on a biennial basis. NEHA's streamlined and more efficient CEU and renewal process may help employers verify employee credentials on a timelier basis.

Survey respondents and other individuals contacted as part of this evaluation indicated that CEUs are an important part of maintaining professionalism and protecting public health, particularly to keep pace with changes in the field. As noted above, NEHA requires REHS/RS credential holders to take 24 hours of NEHA-approved CEUs biennially to maintain the credential. In Maryland, licensees are required to take 20 hours of board-approved CEUs biennially to maintain licensure. According to the board's list of approved CEU hours per licensee, in the 2015 renewal cycle, approximately 66% of licensees completed 24 or more hours of CEUs.

While environmental health directors did not support repeal of the board at the time of the 2011 sunset evaluation, support for this option has since grown. According to survey results from members of the Maryland Conference of Local Environmental Health Directors, while 16 (69.6%)

respondents do not support termination of the board in favor of NEHA credentialing, 5 (21.7%) support termination under certain circumstances, and 2 (8.7%) fully support termination. (Another respondent did not answer this question.) Licensees were not directly asked whether they support board termination in the 2015 survey. However, a relatively significant number of licensees expressed marked discontent with board operations.

Some environmental health directors who did not support eliminating board oversight of environmental health specialists in favor of national certification stated that the board provides oversight of the workforce and ensures that the workforce meets certain standards; these respondents also noted that a State board allows environmental health directors to have direct input into issues that affect their employees. DLS notes that, although NEHA is arguably not as well positioned as a State board to respond to State enforcement issues, the reality is that the board rarely exercises its disciplinary authority. Such enforcement activities are carried out almost exclusively by employers, the vast majority of which are State and local government entities. DLS' survey found that these employers seldom, if ever, report disciplinary matters to the board. Furthermore, NEHA has its own code of ethics, which it does enforce, as shown by the response to the disciplinary charge reported by the board in calendar 2015 (See Exhibit 2.4). Additionally, as discussed above, though the board's CEU process is intended to maintain certain standards for the workforce, in practice, CEU approval requests are only occasionally denied.

Although this DLS recommendation is based on an analysis of the board's functions and performance rather than potential savings, eliminating the board may result in minimal special fund savings and subsequent savings for environmental health specialists in the State. As discussed in Chapter 3, the board's biennial special fund expenditures are approximately \$205,000. The majority of these expenditures comprise the salaries for the full-time administrative assistant and the board's part-time executive director. Though the board does share three network support staff, one fiscal and budget staff, one assistant Attorney General, and one legislative and regulatory liaison, these costs are minimal. DLS assumes that any time these shared staff members currently provide BEHS will be diverted to other tasks. Thus, any savings for the shared staff members are negligible at best and are contingent on how the positions are used and funded in the future. Elimination of the board would also reduce special fund revenues by an estimated \$153,000 per biennial period, with licensees no longer paying fees associated with State licensure.

**Recommendation 1: Statute should be amended to repeal the State Board of Environmental Health Specialists and the requirement for a State license. Instead, statute should require individuals practicing the duties of an environmental health specialist in the State to obtain and maintain a NEHA REHS/RS credential. Employers should be required to verify that employees carrying out the duties of environmental health specialists have obtained the necessary credential.**

### **Current Exemptions Should Be Maintained**

DLS further notes that employers use the statutory definition of "practice as an environmental health specialist" and the list of exemptions to determine which employees must be licensed under the current statutory structure. If environmental health specialists are required to

obtain the NEHA REHS/RS credential as a condition of employment instead of a State license, employers will continue to need a means of determining to whom the statutory requirement applies. In the interest of clarity, DLS recommends basing the new statute on the current definition and list of exemptions. DLS notes that the Long Term Environmental Health Workforce Work Group is considering possible revisions to the current list of exemptions. Any such recommendations could later be incorporated in statute.

**Recommendation 2: Statute should be amended to apply the current list of statutory exemptions to licensure to the requirement that environmental health specialists obtain and maintain a NEHA REHS/RS credential.**

### **Statute Should Allow for a Transition Period to Enable Current Licensees to Obtain the Required Credential**

All licensed environmental health specialists recently renewed their licenses with an effective date of July 1, 2015. Thus, licenses are currently effective for two years and expire June 30, 2017. Some environmental health specialists-in-training (SITs) will still need to complete experience and examination requirements before they can qualify for the NEHA credential.

Almost 30% of current licensees already hold the NEHA credential. Most other current licensees are likely eligible to obtain NEHA's REHS/RS credential through normal reciprocity provisions (See Exhibit 4.1). However, as discussed earlier, Maryland licensees who obtained their license between January 1, 1998, and July 1, 2009, and did not take advantage of the 2009 special window of opportunity for reciprocity likely do not qualify for reciprocity because they took the predecessor (PES) examination rather than the NEHA examination. If required to obtain the REHS/RS credential through reexamination, these individuals would be at a significant disadvantage compared to licensees who qualify for reciprocity under normal provisions. If Maryland requires all practicing environmental health specialists in the State to obtain a NEHA REHS/RS credential, it is likely that NEHA will open another window of opportunity for such Maryland license holders.

Thus, DHMH should work with NEHA to secure a special window of opportunity to obtain reciprocity for Maryland licensees similar to the grace period that was offered to licensees between July 1, 2009, and June 30, 2010 (after NEHA became the State's exam contractor). Ideally, this grace period would provide all current licensees with sufficient time to obtain the NEHA credential. Moreover, it should coincide with the next renewal cycle for current licensees (e.g., between July 1, 2016, and June 30, 2017) or the one-year period immediately following termination of the board.

**Recommendation 3: Statute should be amended to clarify that licenses held on termination of the board remain in effect until their printed expiration date. Since most licensed environmental health specialists recently renewed their licenses with an effective date of July 1, 2015, this expiration date will be June 30, 2017. Thus, most current licensees would have until June 30, 2017, to obtain a NEHA REHS/RS credential.**

**Recommendation 4:** Statute should be amended to require DHMH to work with NEHA to secure a window of opportunity to allow individuals who hold a State license to obtain a NEHA REHS/RS credential through reciprocity. The agreement with NEHA should specify that all individuals who held a valid State license as of the board's termination date are eligible to receive the REHS/RS credential through reciprocity during the grace period. The agreement should also specify any associated fees. DHMH should notify the Senate Education, Health, and Environmental Affairs Committee, the House Health and Government Operations Committee, and DLS of the details of the agreement.

**Recommendation 5:** Statute should be amended to continue to allow for a training period to provide time for any individuals joining the field, and working toward a NEHA REHS/RS credential, to obtain the requisite in-training time, complete the exam, and obtain the NEHA credential.

### **Impact of Recommendations on Environmental Health Specialists**

The impact of switching from Maryland licensure to NEHA credentialing depends on an individual's current status. Should the General Assembly adopt these recommendations, currently licensed environmental health specialists and SITs who receive their license before the board is terminated would not renew their license with the board but would instead obtain the REHS/RS credential before their State license expires. These individuals would likely obtain the credential through reciprocity. Moreover, almost 30% of current licensees already hold a NEHA REHS/RS credential.

For those environmental health specialists in Maryland who already maintain a NEHA REHS/RS credential, costs decrease significantly because they no longer need to maintain a Maryland license. Additionally, for current licensees, the NEHA cost of obtaining a credential through reciprocity is lower than the current board renewal fee, so near-term costs are lower. Individuals not yet licensed by the time the board is terminated would also be required to obtain the NEHA REHS/RS credential. Any training already obtained would apply toward the required NEHA credential. The initial cost of obtaining the NEHA REHS/RS credential as a nonmember is greater than the current cost of obtaining a State license. **Exhibit 5.1** compares the cost for initial licensure as an environmental health specialist in Maryland to the cost to obtain an initial NEHA REHS/RS credential.

Fees to obtain the NEHA REHS/RS credential during the 2009-2010 reciprocity grace period were comparable to current reciprocity fees, and some options included membership. Although NEHA was unable to advise DLS as to the precise fees it may charge under another such grace period, these fees will likely be comparable to current reciprocity fees of \$125 for members and \$185 for nonmembers. DLS notes that the current reciprocity fees are lower than the \$200 renewal fee charged by the board.

**Exhibit 5.1**  
**Comparison of Costs for Initial Maryland Licensure as an  
 Environmental Health Specialist to Initial NEHA REHS/RS Credential**

	<u><b>Maryland</b></u>	<u><b>NEHA Member</b></u>	<u><b>NEHA Nonmember</b></u>
Membership Fee	N/A	\$95/year <sup>1</sup>	N/A
Initial Application Fee	\$100	\$90	\$125
Initial License	75	N/A	N/A
Exam	125 <sup>2</sup>	175	325
<b>Total</b>	<b>\$300<sup>3</sup></b>	<b>\$360</b>	<b>\$450</b>

NEHA = National Environmental Health Association

REHS/RS = Registered Environmental Health Specialist/Registered Sanitarian

<sup>1</sup>Individuals may purchase a one-year (\$95), two-year (\$180), or three-year NEHA membership (\$255). Fees are slightly higher to receive print versions of journals.

<sup>2</sup>The exam fee paid by applicants for a Maryland license is a pass-through fee set by NEHA.

<sup>3</sup>This reflects the 2013 regulatory fee increases. The board must likely increase fees again in the near future to cover increasing costs.

Source: National Environmental Health Association; Department of Legislative Services

All environmental health specialists practicing in the State would be required to renew the NEHA REHS/RS credential on a biennial basis, including completing at least 24 hours of CEUs every two years. However, costs of maintaining a NEHA REHS/RS credential, particularly as a NEHA member, are likely comparable to maintaining licensure with the board in subsequent renewal cycles. When the board transitioned to DHMH and became special funded, most fees associated with licensing doubled. However, board revenues must again increase to maintain board operations. Thus, future Maryland licensing fees likely increase such that they may be the same as or even exceed NEHA rates. **Exhibit 5.2** compares the cost of maintaining Maryland licensure to the cost of maintaining the NEHA REHS/RS credential.

**Exhibit 5.2**  
**Comparison of Costs for Maintaining**  
**Maryland Licensure as an Environmental Health Specialist to**  
**Maintaining the NEHA REHS/RS Credential on a Biennial Basis**

	<u><b>Maryland</b></u>	<u><b>NEHA Member</b></u>	<u><b>NEHA Nonmember</b></u>
Membership Fee	N/A	\$180 <sup>1</sup>	N/A
Renewal Fee	\$200	\$130	\$345
<b>Total</b>	<b>\$200</b>	<b>\$310<sup>2</sup></b>	<b>\$345<sup>3</sup></b>

NEHA = National Environmental Health Association

REHS/RS = Registered Environmental Health Specialist/Registered Sanitarian

<sup>1</sup>This figure reflects a two-year membership. Individuals may purchase a one-year (\$95), two-year (\$180), or three-year NEHA membership (\$255). Fees are slightly higher to receive print versions of journals.

<sup>2</sup>The annualized cost to maintain a three-year NEHA membership and an REHS/RS credential is \$150; for a two-year NEHA membership and an REHS/RS credential, the annualized cost is \$155; and for a one-year membership and an REHS/RS credential, the annualized cost is \$160.

<sup>3</sup>For a nonmember, the annualized renewal fee is \$172.50.

Source: National Environmental Health Association; Department of Legislative Services

DLS assumes that many environmental health specialists in the State will choose to take advantage of membership in NEHA. Membership confers many benefits in addition to lower renewal and credentialing costs. NEHA members have access to professional resources at no cost or at a lower cost than the general public, including continuing education courses, conferences, a job bank, and professional literature.

## **Alternative Recommendations**

Though not recommended, if the General Assembly chooses to maintain the board, DLS makes the following recommendations regarding measures to improve board administrative functions.

### **Overhaul the Board's Continuing Education Policies**

BEHS members spend a significant amount of time reviewing CEU submissions and only occasionally deny a training request. According to DLS' survey of licensees, there is significant uncertainty and frustration among licensees about whether CEU credits will be approved, which impacts license renewal and maintenance. Licensees generally find the process cumbersome and

difficult. Although approved CEU courses are posted online, these postings are not updated with any frequency, and many of the listings are outdated. Licensees must scroll through pages of individual courses to find a possible match.

The board's CEU policy and regulations need to be significantly improved. Other health occupations boards' regulations provide useful models. For example, at least a dozen health occupations boards conduct a random audit of a percentage of licensees to verify CEU compliance; many boards, including the State Board of Physicians and the State Board of Podiatric Medical Examiners, require licensees to retain supporting CEU documentation for a specific length of time for inspection by the board upon request. Additionally, at least a dozen boards list preapproved training sponsors or providers in regulations. Some boards, including the State Board of Morticians and Funeral Directors and the State Board of Pharmacy, specify deadlines in their regulations by which CEUs must be submitted for approval. DLS recommends the following measures to improve the board's continuing education policies:

- **The board should amend CEU regulations to specify (1) a list of CEU providers that are automatically approved and (2) for any CEUs that are not automatically approved, a deadline by which the CEU must be submitted to the board for approval. The board should clearly explain the CEU process, including any deadlines and preapproved providers, in its CEU policy and disseminate this policy to licensees via email and the board's website.**
- **The board should review the list of current preapproved CEU courses and providers on its website and remove those that are obsolete. The list of preapproved courses and providers should also be posted in a more user-friendly format.**
- **The board should consider implementing an audit-based CEU review system under which the board would conduct a random audit of a minimum of 10% of licensees to determine compliance with the CEU requirement.**
- **The board should implement an online CEU process for 2017.**

### **Administrative Recommendations**

DLS makes the following recommendations to improve administrative areas of concern, such as the board's website, as well as continued monitoring of industry work groups.

- **The board should overhaul its website to include the following specific content: (1) fees; (2) application forms; (3) exam study links and resources; (4) board meeting minutes; and (5) CEU training opportunities. Much of this information was contained on the board's original website under MDE; restoring this information would alleviate confusion among licensees about licensure requirements.**

- **The board should improve the accuracy of its licensee contact information.**
- **The board should provide applicants, through its website, with links to useful NEHA exam study aids or possible training that may aid applicants in the study process. Although applicants seem to rely on NEHA resources and employer assistance to prepare for the exam, the board could still serve as a resource for applicants during this process.**
- **The board should continue to monitor the Long Term Environmental Health Workforce Work Group's activities and anticipated recommendations for (1) improving recruitment and retention of environmental health specialists and (2) statutory licensing exemptions. The board should assist the work group in instituting any statutory or regulatory changes necessary to effectuate the work group's recommendations, as appropriate, and disseminate information to licensees in a timely manner.**

### **Extend the Board's Termination Date and Enhance Its Annual Reporting Requirement**

Despite passionate board members and dedicated personnel, many of the administrative issues identified in the 2011 sunset evaluation remain even after transferring the board from MDE to DHMH and implementing special funding. While the board has managed to cover expenditures with its special fund revenues to date, biennial revenues do not appear adequate to cover the ongoing total expenditures of the board without another fee increase. **Even so, DLS recommends that statute be amended to extend the termination date of the board by 10 years. However, statute should also be amended to enhance the board's annual reporting requirement to incorporate its plans to increase special fund revenues and improve the continuing education process as well as its implementation of such measures in the future.**



# **Appendix 1: Summary of Responses to the DLS Survey of Members of the Maryland Conference of Local Environmental Health Directors**

---

The Department of Legislative Services (DLS) of the Maryland General Assembly is undertaking an evaluation of the State Board of Environmental Health Specialists (board), as required by law. As part of this review, DLS is conducting a survey of local environmental health directors in the State.

The following questions primarily concern the nature of employment of licensed environmental health specialists in the State; the role of employers in ensuring the professionalism of environmental health specialists; and the purpose, duties, and operations of the board. Please take a few moments to fill out this survey. Your responses are important to us as they will provide critical context and perspective on the board and the environmental health specialist profession in the State. The survey consists of multiple choice questions and allows for some additional comments; it should take about 10 minutes to complete.

Your responses will not be attributed to you by name, and the completed survey forms will not be shared with the board or any other State agency. Generally, all data will be aggregated for presentation.

If you have any questions, please contact Kathleen Kennedy or Sasika Subramaniam at (410) 946-5510 or (301) 970-5510.

We would appreciate receiving your completed survey by September 29, 2015. If you need additional time, please contact us. Thank you in advance for your time and assistance.

Kathleen Kennedy and Sasika Subramaniam, Policy Analysts  
Department of Legislative Services  
90 State Circle  
Annapolis, Maryland 21401  
(410) 946-5510/ (301) 970-5510  
kathleen.kennedy@mlis.state.md.us  
sasika.subramaniam@mlis.state.md.us

Question 1:

Please provide the following contact information:		
<i>This information is being collected in the event that we have any follow-up questions; your responses will <u>not</u> be attributed to you by name, and the completed survey will <u>not</u> be shared with the board or any other State agency.</i>		
Answer Options	Response Percent	Response Count
Name and Title	100.0%	24
Health Department	100.0%	24
Email Address	100.0%	24
Phone Number	100.0%	24
<i>answered question</i>		<b>24</b>
<i>skipped question</i>		<b>0</b>

Note: Although 24 directors responded, some jurisdictions had multiple respondents; thus, the responses represent 21 jurisdictions.

Question 2:

How many environmental health specialists-in-training and/or licensed environmental health specialists are employed by your department?			
Answer Options	Response Average	Response Total	Response Count
Environmental Health Specialists-in-Training	2.83	65	23
Licensed Environmental Health Specialists	13.04	313	24
<i>answered question</i>			<b>24</b>
<i>skipped question</i>			<b>0</b>

Question 3:

In recent years, has your department had difficulty in recruiting or retaining qualified candidates for environmental health specialist positions?		
Answer Options	Response Percent	Response Count
No	16.7%	4
Yes, but only for recruiting qualified candidates	25.0%	6
Yes, but only for retaining qualified candidates	4.2%	1
Yes, for both recruiting and retaining qualified candidates	54.2%	13
<i>answered question</i>		<b>24</b>
<i>skipped question</i>		<b>0</b>

Question 4:

<b>What costs, if any, associated with licensing or national certification for environmental health specialists does your health department pay? (Please select all that apply even if you only pay for a portion of such costs)</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
None	25.0%	6
Initial licensing or certification fees	4.2%	1
Examination fees	8.3%	2
Renewal fees	12.5%	3
Continuing education units (CEUs)	62.5%	15
National Environmental Health Association (NEHA) credential fees	4.2%	1
Other (please specify)	16.7%	4
<b><i>answered question</i></b>		<b>24</b>
<b><i>skipped question</i></b>		<b>0</b>

Note: The 15 respondents whose departments pay for some or all CEUs represent 14 jurisdictions.

Question 5:

<b>The board receives very few complaints related to licensees and certificants. Currently there is no requirement for employers to report disciplinary matters related to environmental health specialists to the board. DLS is trying to assess the reasons for the low complaint volume. In the past three years, approximately how many times in total have you reported serious (i.e., those worthy of probation, suspension, or termination) disciplinary matters to the board?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
0	95.7%	22
1 - 3	4.3%	1
4 - 6	0.0%	0
7 - 9	0.0%	0
10 or more	0.0%	0
<b><i>answered question</i></b>		<b>23</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 6:

<b>Does your department have a policy to report serious disciplinary matters to the board?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
No	43.5%	10
Generally for terminations only	8.7%	2
Generally for suspensions only	0.0%	0
Generally for probations only	0.0%	0
Yes, for terminations, suspensions, and probations	17.4%	4
Other (please specify)	30.4%	7
<b><i>answered question</i></b>		<b>23</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 7:

<b>Under what circumstances would you, in your capacity as an environmental health director, support a law requiring employers to report disciplinary matters relating to environmental health specialists to the board? (Please select all that apply)</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Under no circumstances	4.3%	1
For disciplinary matters relating specifically to the requirements for licensure	60.9%	14
For disciplinary matters relating specifically to public health (i.e., falsified test results, failure to follow prescribed procedures, etc.)	47.8%	11
For all serious disciplinary matters (i.e., those worthy of probation, suspension, or termination)	47.8%	11
Yes, for other matters (please specify)	4.3%	1
<b><i>answered question</i></b>		<b>23</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 8:

<b>Chapter 667 of 2012 moved the board from the Maryland Department of the Environment (MDE) back to the Department of Health and Mental Hygiene (DHMH). Did you have any experience or interaction with the board when it was under MDE (prior to the 2012 transition)?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
No	8.7%	2
Yes	91.3%	21
<i>answered question</i>		<b>23</b>
<i>skipped question</i>		<b>1</b>

Question 9:

<b>Based on your experience with the board, how has the move to DHMH affected board operations in each of the following areas relating to licensing?</b>								
<b>Answer Options</b>	<b>Significant decline</b>	<b>Slight decline</b>	<b>No noticeable change</b>	<b>Slight improvement</b>	<b>Significant improvement</b>	<b>No relevant experience</b>	<b>Rating Average</b>	<b>Response Count</b>
Communications about statutory and regulatory changes	0	1	10	1	9	0	3.86	21
Communications about CEU requirements	2	2	5	2	10	0	3.76	21
Application process	0	2	7	9	3	0	3.62	21
Renewal process	1	3	6	7	4	0	3.48	21
Disciplinary actions and procedures	0	0	9	0	5	7	3.71	21
Comments and/or additional information								3
<i>answered question</i>								<b>21</b>
<i>skipped question</i>								<b>3</b>

Question 10:

In your opinion, how has the move to DHMH affected board operations in each of the following additional areas?								
Answer Options	Significant decline	Slight decline	No noticeable change	Slight improvement	Significant improvement	No relevant experience	Rating Average	Response Count
General administration	0	4	5	3	9	0	3.81	21
Communications about statutory and regulatory changes (for issues other than licensure)	0	1	9	2	8	1	3.85	21
Outreach and collaboration with professional organizations	0	1	11	3	3	3	3.44	21
Website accuracy and utility	0	1	4	2	14	0	4.38	21
Comments and/or additional information								1
<b><i>answered question</i></b>								<b>21</b>
<b><i>skipped question</i></b>								<b>3</b>

Question 11:

State law exempts many individuals from the requirement to obtain a license to practice as an environmental health specialist. The current list of exemptions can be found <a href="#">here</a> . In recent years, has your department had any difficulty determining whether a specific position requires licensure or is exempt under the law?		
Answer Options	Response Percent	Response Count
Unsure	0.0%	0
No	91.3%	21
Yes (please describe any specific examples of difficulty or confusion your department has encountered regarding current statutory exemptions that may need to be clarified)	8.7%	2
<b><i>answered question</i></b>		<b>23</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 12:

<b>In your opinion, should any of the statutory exemptions to licensure be repealed?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Unsure	34.8%	8
No	43.5%	10
Yes (please list the statutory exemptions that you think should be repealed)	21.7%	5
<b><i>answered question</i></b>		<b>23</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 13:

<b>In your opinion, should there be any changes to licensure and regulation of environmental health specialists by the State of Maryland?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Unsure	26.1%	6
No	56.5%	13
Possibly (please explain below)	4.3%	1
Yes (please explain below)	13.0%	3
Please explain your answer as appropriate		5
<b><i>answered question</i></b>		<b>23</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 14:

<b>The 2011 evaluation of the board incorporated the option of eliminating board oversight of environmental health specialists in the State and relying instead on national certification from the National Environmental Health Association with employer oversight. This option was not implemented, and instead, the board moved from MDE to DHMH. In your capacity as an environmental health director, would you support eliminating board oversight of environmental health specialists in the State in favor of national certification?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
No, not under any circumstances (please explain below)	69.6%	16
Yes, but only under certain circumstances (please explain below)	21.7%	5
Yes (please explain below)	8.7%	2
Please explain your answer		15
<b><i>answered question</i></b>		<b>23</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 15:

Please provide any additional information you would like for us to consider in our evaluation of the board.	
Answer Options	Response Count
	4
<i>answered question</i>	<b>4</b>
<i>skipped question</i>	<b>20</b>

## **Appendix 2: Summary of Responses to the DLS Survey of Environmental Health Specialist Licensees and Certificate Holders**

---

The Department of Legislative Services (DLS) of the Maryland General Assembly is undertaking an evaluation of the State Board of Environmental Health Specialists (board), as required by law. As part of this review, DLS is conducting a survey of environmental health specialist licensees in the State. You are receiving this survey because you hold a license or certificate from the board.

The following questions primarily concern the employment of licensed environmental health specialists in the State and the duties and operations of the board. Please take a few moments to fill out this survey. Your responses are important to us as they will provide critical context and perspective on the board and the environmental health specialist profession in the State. The survey primarily consists of multiple choice questions and allows for some additional comments; it should take no more than 10 minutes to complete.

Your responses will not be attributed to you by name, and the completed survey forms will not be shared with the board or any other State agency. Generally, all data will be aggregated for presentation.

We would appreciate receiving your completed survey by September 29, 2015. Thank you in advance for your time and assistance.

If you have any questions, please contact Kathleen Kennedy or Sasika Subramaniam, Policy Analysts with the Department of Legislative Services, at (410) 946-5510 or (301) 970-5510.

Question 1:

<b>Please provide your name (or any other unique identifier you wish to use).</b>		
<i>This information is being collected to assist us in tracking survey responses. Providing an email address or phone number is not required but will allow us to ask follow-up questions if necessary. Your responses will <u>not</u> be attributed to you by name, and the completed survey forms will <u>not</u> be shared with the board or any other State agency.</i>		
Answer Options	Response Percent	Response Count
Name		
Email Address		
Phone Number		
<b><i>answered question</i></b>		<b>331</b>
<b><i>skipped question</i></b>		<b>0</b>

Note: Although 331 individuals initiated the survey, 329 completed all questions, while 330 completed most questions. Thus, the number of respondents for the survey is cited elsewhere as 330.

Question 2:

<b>Please indicate which board-issued credential you currently hold (or recently held):</b>		
Answer Options	Response Percent	Response Count
Licensed environmental health specialist	94.2%	311
Environmental health specialist-in-training	5.8%	19
Neither (please explain)	0.0%	0
<b><i>answered question</i></b>		<b>330</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 3:

<b>Which of the following National Environmental Health Association (NEHA) credentials do you currently hold? (Please select all that apply)</b>		
Answer Options	Response Percent	Response Count
None, I do not currently have a NEHA credential	55.2%	182
Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS)	44.8%	148
Certified in Comprehensive Food Safety (CCFS)	0.3%	1
Certified Professional - Food Safety (CP-FS)	0.6%	2
Healthy Homes Specialist (HHS)	0.9%	3
Certified Installers of Onsite Wastewater Treatment Systems (CIOWTS)	0.6%	2
Certified Environmental Health Technician (CEHT)	0.3%	1
Other (please specify)	3.3%	11
<b><i>answered question</i></b>		<b>330</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 4:

<b>What credentials are required by your employer for your current position? (Please select all that apply. If currently unemployed or retired, please respond based on the requirements for your most recently held position.)</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
None	11.8%	39
State of Maryland environmental health specialist license or specialist-in-training certificate	77.3%	255
NEHA: Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS)	12.1%	40
NEHA: Certified in Comprehensive Food Safety (CCFS)	0.0%	0
NEHA: Certified Professional - Food Safety (CP-FS)	0.0%	0
NEHA: Healthy Homes Specialist (HHS)	0.6%	2
NEHA: Certified Installers of Onsite Wastewater Treatment Systems (CIOWTS)	0.0%	0
NEHA: Certified Environmental Health Technician (CEHT)	0.0%	0
Other (please specify)	5.8%	19
<b><i>answered question</i></b>		<b>330</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 5:

<b>Where are you currently employed?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Federal government	2.7%	9
State government	26.7%	88
Local health department	54.8%	181
Local government (other than a local health department)	8.5%	28
Private sector	2.7%	9
Self-employed	1.2%	4
N/A (Retired)	2.7%	9
N/A (Unemployed)	0.6%	2
<b><i>answered question</i></b>		<b>330</b>
<b><i>skipped question</i></b>		<b>1</b>

Question 6:

<b>The evaluation of the board conducted in 2011 identified concerns about recruitment and retention of environmental health specialists. The board currently advises that a significant portion of the workforce is eligible to retire in the near future. Thus, DLS is attempting to better quantify this concern. We would appreciate your assistance in doing so. To that end, are you planning to retire within the next 5 years?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Unsure	6.7%	22
Not at all likely	52.9%	174
Possibly	10.3%	34
Actively considering	11.2%	37
Definitely	13.7%	45
Have already done so	5.2%	17
<b><i>answered question</i></b>		<b>329</b>
<b><i>skipped question</i></b>		<b>2</b>

Question 7:

<b>In 2012, the board transitioned from the Maryland Department of the Environment (MDE) to the Department of Health and Mental Hygiene (DHMH).Based on your experience with the board, how have board operations changed under DHMH in comparison to operations under MDE?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
No experience with the board under MDE	14.6%	48
Significant decline	8.5%	28
Slight decline	15.5%	51
No noticeable change	30.7%	101
Slight improvement	20.4%	67
Significant improvement	10.3%	34
<b><i>answered question</i></b>		<b>329</b>
<b><i>skipped question</i></b>		<b>2</b>

Question 8:

<b>The board has had two renewal cycles while at DHMH. How would you rate the board's management of the license renewal process during the 2015 renewal cycle in comparison to the 2013 renewal cycle?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Did not renew during the 2013 or 2015 renewal cycle	10.9%	36
Significant decline	7.0%	23
Slight decline	11.2%	37
No noticeable change	32.2%	106
Slight improvement	23.7%	78
Significant improvement	14.9%	49
<b><i>answered question</i></b>		<b>329</b>
<b><i>skipped question</i></b>		<b>2</b>

Question 9:

<b>How would you rate the board's communications with licensees in each of the following areas?</b>								
<b>Answer Options</b>	<b>No experience</b>	<b>Poor</b>	<b>Fair</b>	<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>	<b>Rating Average</b>	<b>Response Count</b>
Regulatory and statutory changes	91	51	80	70	32	5	2.18	329
Renewal and licensure notices	13	13	65	128	73	37	3.13	329
Continuing education units (CEU) submission and approval	21	62	89	74	55	28	2.75	329
Additional Comments								54
<i>answered question</i>								<b>329</b>
<i>skipped question</i>								<b>2</b>

Question 10:

<b>Please provide any additional information you would like for us to consider in our evaluation of the board.</b>	
<b>Answer Options</b>	<b>Response Count</b>
	116
<i>answered question</i>	<b>116*</b>
<i>skipped question</i>	<b>215</b>

\*7 respondents entered “none” or “no comment” in the comments box. Therefore, the number of actual comments was 109.



## Appendix 3. Statutory Exemptions from Licensure

---

In addition to environmental health specialists-in-training and students, the following individuals are exempt under the Maryland Environmental Health Specialists Act from the licensure requirement:

1. industrial hygienists as defined by the American Industrial Hygiene Association;
2. certified industrial hygienists and industrial hygienists in training as defined by the American Board of Industrial Hygiene;
3. health planners or natural resource planners;
4. building and housing inspectors;
5. geologists;
6. chemists;
7. meteorologists;
8. laboratory scientists;
9. licensed professional engineers;
10. public health engineers and water resources engineers employed by the State or a local subdivision;
11. hydrographers and hydrographic engineers;
12. natural resources managers;
13. natural resources biologists;
14. program administrators, administration directors, administrators, administrative officers, and administrative specialists;
15. paraprofessional personnel, aides, and technicians whose routine duties include monitoring, sampling, and recording of data;
16. persons employed by the Department of Natural Resources or related county departments who perform duties and responsibilities under the Natural Resources Article;
17. persons employed by the Maryland Department of the Environment (MDE) or related county departments who perform duties and responsibilities for erosion and sediment control, stormwater management, or oil pollution control;
  - motor vehicle pollution control under the Environment and Transportation Articles; or
  - sewage sludge, water pollution control, or drinking water under the Water, Ice, and Sanitary Facilities title of the Environment Article;
18. persons employed by MDE who are classified as either a regulatory and compliance engineer or architect or an environmental compliance specialist;
19. persons employed by the Division of Labor and Industry of the Department of Labor, Licensing, and Regulation who perform duties and responsibilities under the Maryland Occupational Safety and Health Act;
20. occupational safety and health technologists as defined by the American Board of Industrial Hygiene and the Board of Certified Safety Professionals;
21. safety professionals as defined by the American Society of Safety Engineers;

22. certified safety professionals and associate safety professionals as defined by the Board of Certified Safety Professionals;
23. persons employed by industrial operations whose environmental services are performed solely for their employer; and
24. State milk safety inspectors performing duties under the National Conference on Interstate Milk Shipments and employed by the Department of Health and Mental Hygiene.

Source: Health Occupations Article § 21-301(b), Maryland Annotated Code.

## **Appendix 4. Draft Legislation**

---



Bill No.: \_\_\_\_\_

Requested: \_\_\_\_\_

Committee: \_\_\_\_\_

Drafted by: Chasse

Typed by: McKinley

Stored – 12/14/15

Proofread by ☒ \_\_\_\_\_Checked by ☒ \_\_\_\_\_By: **Leave Blank**

## A BILL ENTITLED

1 AN ACT concerning

2 **Health Occupations – Environmental Health Specialists – Regulation**

3 FOR the purpose of repealing provisions of law that establish the State Board of  
 4 Environmental Health Specialists, specify the membership, powers, and duties of  
 5 the Board, and provide for the officers, meetings, compensation, and staff for the  
 6 Board; repealing the State Board of Environmental Health Specialists Fund;  
 7 repealing the requirement that an individual be licensed by the Board to practice as  
 8 an environmental health specialist in the State; repealing provisions of law relating  
 9 to the licensure of environmental health specialists; repealing certain prohibited acts  
 10 and penalties; repealing a certain short title; repealing a certain termination  
 11 provision; requiring an individual to obtain and maintain a certain credential and  
 12 submit certain documentation to the individual's employer to practice as an  
 13 environmental health specialist in the State; requiring the employer of an individual  
 14 practicing as an environmental health specialist to verify the individual's compliance  
 15 with certain provisions of this Act on a certain basis; providing exemptions from the  
 16 application of certain provisions of this Act; authorizing certain individuals to  
 17 practice as an environmental health specialist in the State under certain  
 18 circumstances and for a certain period of time; repealing the requirement that the  
 19 Department of Legislative Services conduct a certain evaluation of the Board;  
 20 providing that an individual who is licensed by the Board on a certain date is  
 21 considered to be licensed and deemed eligible to practice as an environmental health  
 22 specialist for the duration of the term of the license; requiring that any balance in

---

 EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



the Fund on a certain date be transferred to the General Fund; requiring the Department of Health and Mental Hygiene, on or before a certain date, to work with the National Environmental Health Association to secure a certain agreement; requiring the agreement to specify certain matters; requiring the Department of Health and Mental Hygiene to notify certain legislative committees and the Department of Legislative Services about the details of the agreement at a certain time; requiring the publishers of the Annotated Code of Maryland, in consultation with the Department of Legislative Services, to make certain corrections in a certain manner; repealing certain definitions; defining certain terms; altering a certain definition; providing for the application of certain provisions of this Act; and generally relating to the regulation of environmental health specialists.

BY repealing

Article – Health Occupations

Section 21–102 and the subtitle “Subtitle 1. General Provisions”; 21–201 through 21–207 and the subtitle “Subtitle 2. State Board of Environmental Health Specialists”; 21–301 through 21–315 and the subtitle “Subtitle 3. Licensing”; 21–401 and 21–402 and the subtitle “Subtitle 4. Prohibited Acts; Penalties”; and 21–501 and 21–502 and the subtitle “Subtitle 5. Short Title; Termination of Title”

Annotated Code of Maryland

(2014 Replacement Volume and 2015 Supplement)

BY repealing and reenacting, with amendments,

Article – Health Occupations

Section 21–101

Annotated Code of Maryland

(2014 Replacement Volume and 2015 Supplement)

BY adding to

Article – Health Occupations

Section 21–102 through 21–104

Annotated Code of Maryland

(2014 Replacement Volume and 2015 Supplement)

BY repealing

Article – State Government

Section 8–403(b)(20)

Annotated Code of Maryland  
(2014 Replacement Volume and 2015 Supplement)

BY renumbering

Article – State Government  
Section 8–403(b)(21) through (57), respectively  
to be Section 8–403(b)(20) through (56), respectively  
Annotated Code of Maryland  
(2014 Replacement Volume and 2015 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
That Section(s) 21–102 and the subtitle “Subtitle 1. General Provisions”; 21–201 through  
21–207 and the subtitle “Subtitle 2. State Board of Environmental Health Specialists”;  
21–301 through 21–315 and the subtitle “Subtitle 3. Licensing”; 21–401 and 21–402 and  
the subtitle “Subtitle 4. Prohibited Acts; Penalties”; and 21–501 and 21–502 and the  
subtitle “Subtitle 5. Short Title; Termination of Title” of Article – Health Occupations of  
the Annotated Code of Maryland be repealed.

SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland read  
as follows:

### Article – Health Occupations

21–101.

(a) In this title the following words have the meanings indicated.

(b) [“Board” means the State Board of Environmental Health Specialists.

(c)] “Environmental health specialist” means an individual who practices as an  
environmental health specialist.

[(d)] (C) “Environmental health specialist–in–training” means an individual  
who meets the educational qualifications **FOR AN REHS/RS CREDENTIAL** required  
under this title but has not yet [completed the environmental health specialist–in–training  
program required under § 21–305 of this title] **ACQUIRED THE WORK EXPERIENCE  
REQUIRED TO QUALIFY FOR AN REHS/RS CREDENTIAL.**

1           [(e) “Environmental health specialist-in-training program” means a program of  
2 training and experience under the supervision of a licensed environmental health specialist  
3 or other individual acceptable to the Board.

4           (f) “Hours of approved training” means the value given to participation in  
5 continuing education or experience as approved by the Board.

6           (g) “License” means, unless the context requires otherwise, a license issued by the  
7 Board to practice as an environmental health specialist.

8           (h) “Licensed environmental health specialist” means an individual licensed by  
9 the Board to practice as an environmental health specialist.]

10           (D) “NEHA” MEANS THE NATIONAL ENVIRONMENTAL HEALTH  
11 ASSOCIATION.

12           [(i)] (E) “Practice as an environmental health specialist” means, as a major  
13 component of employment, to apply academic principles, methods and procedures of the  
14 environmental, physical, biological, and health sciences to the inspections and  
15 investigations necessary to collect and analyze data and to make decisions necessary to  
16 secure compliance with federal, State, and local health and environmental laws and  
17 regulations specifically relating to control of the public health aspects of the environment  
18 including:

19                   (1) The manufacture, preparation, handling, distribution, or sale of food  
20 and milk;

21                   (2) Water supply and treatment;

22                   (3) Wastewater treatment and disposal;

23                   (4) Solid waste management and disposal;

24                   (5) Vector control;

25                   (6) Insect and rodent control;

- (7) Air quality;
- (8) Noise control;
- (9) Product safety;
- (10) Recreational sanitation; and
- (11) Institutional and residential sanitation.

**(F) “REHS/RS CREDENTIAL” MEANS THE REGISTERED ENVIRONMENTAL HEALTH SPECIALIST/REGISTERED SANITARIAN CREDENTIAL ISSUED BY NEHA.**

**(G) “REHS/RS-IT” MEANS AN INDIVIDUAL WHO HAS OBTAINED AN “IN-TRAINING” STATUS REGISTRATION FROM NEHA TO ACQUIRE THE EXPERIENCE NECESSARY FOR AN REHS/RS CREDENTIAL.**

**21-102.**

**THIS TITLE DOES NOT APPLY TO:**

**(1) A STUDENT PARTICIPATING IN A FIELD EXPERIENCE AS PART OF AN EDUCATIONAL PROGRAM; OR**

**(2) A QUALIFIED INDIVIDUAL IN ANY OF THE FOLLOWING JOB CLASSIFICATIONS:**

**(I) INDUSTRIAL HYGIENISTS AS DEFINED BY THE AMERICAN INDUSTRIAL HYGIENE ASSOCIATION;**

**(II) CERTIFIED INDUSTRIAL HYGIENISTS AND INDUSTRIAL HYGIENISTS IN TRAINING AS DEFINED BY THE AMERICAN BOARD OF INDUSTRIAL HYGIENE;**

**(III) HEALTH PLANNERS OR NATURAL RESOURCE PLANNERS;**

**(IV) BUILDING AND HOUSING INSPECTORS;**

(V) GEOLOGISTS;

(VI) CHEMISTS;

(VII) METEOROLOGISTS;

(VIII) LABORATORY SCIENTISTS;

(IX) PROFESSIONAL ENGINEERS WHO ARE LICENSED IN THE STATE UNDER TITLE 14 OF THE BUSINESS OCCUPATIONS AND PROFESSIONS ARTICLE AND WHOSE NORMAL PROFESSIONAL ACTIVITIES ARE AMONG THE ACTIVITIES SPECIFIED IN § 21-101(E) OF THIS TITLE;

(X) PUBLIC HEALTH ENGINEERS AND WATER RESOURCES ENGINEERS EMPLOYED BY THE STATE OR A LOCAL SUBDIVISION;

(XI) HYDROGRAPHERS AND HYDROGRAPHIC ENGINEERS;

(XII) NATURAL RESOURCES MANAGERS;

(XIII) NATURAL RESOURCES BIOLOGISTS;

(XIV) PROGRAM ADMINISTRATORS, ADMINISTRATION DIRECTORS, ADMINISTRATORS, ADMINISTRATIVE OFFICERS, AND ADMINISTRATIVE SPECIALISTS;

(XV) PARAPROFESSIONAL PERSONNEL, AIDES, AND TECHNICIANS WHOSE ROUTINE DUTIES INCLUDE MONITORING, SAMPLING, AND RECORDING OF DATA;

(XVI) INDIVIDUALS EMPLOYED BY THE DEPARTMENT OF NATURAL RESOURCES OR RELATED COUNTY DEPARTMENTS WHO PERFORM DUTIES AND HAVE RESPONSIBILITIES UNDER THE NATURAL RESOURCES ARTICLE;

(XVII) INDIVIDUALS EMPLOYED BY THE DEPARTMENT OF THE ENVIRONMENT OR RELATED COUNTY DEPARTMENTS WHO PERFORM DUTIES AND HAVE RESPONSIBILITIES FOR:

1                           1.     EROSION AND SEDIMENT CONTROL, STORMWATER  
2 MANAGEMENT, OR OIL POLLUTION CONTROL UNDER TITLE 4 OF THE ENVIRONMENT  
3 ARTICLE;

4                           2.     MOTOR VEHICLE POLLUTION CONTROL UNDER TITLE  
5 2 OF THE ENVIRONMENT ARTICLE OR TITLE 23 OF THE TRANSPORTATION ARTICLE;  
6 OR

7                           3.     SEWAGE SLUDGE, WATER POLLUTION CONTROL, OR  
8 DRINKING WATER UNDER TITLE 9 OF THE ENVIRONMENT ARTICLE;

9                           (XVIII)     INDIVIDUALS EMPLOYED BY THE DEPARTMENT OF  
10 THE ENVIRONMENT WHO ARE CLASSIFIED AS:

11                           1.     A REGULATORY AND COMPLIANCE ENGINEER OR  
12 ARCHITECT; OR

13                           2.     AN ENVIRONMENTAL COMPLIANCE SPECIALIST;

14                           (XIX) INDIVIDUALS EMPLOYED BY THE DIVISION OF LABOR AND  
15 INDUSTRY OF THE DEPARTMENT OF LABOR, LICENSING, AND REGULATION WHO  
16 PERFORM DUTIES AND HAVE RESPONSIBILITIES UNDER THE MARYLAND  
17 OCCUPATIONAL SAFETY AND HEALTH ACT;

18                           (XX) OCCUPATIONAL SAFETY AND HEALTH TECHNOLOGISTS AS  
19 DEFINED BY THE AMERICAN BOARD OF INDUSTRIAL HYGIENE AND THE BOARD OF  
20 CERTIFIED SAFETY PROFESSIONALS;

21                           (XXI) SAFETY PROFESSIONALS AS DEFINED BY THE AMERICAN  
22 SOCIETY OF SAFETY ENGINEERS;

23                           (XXII) CERTIFIED SAFETY PROFESSIONALS AND ASSOCIATE  
24 SAFETY PROFESSIONALS AS DEFINED BY THE BOARD OF CERTIFIED SAFETY  
25 PROFESSIONALS;

26                           (XXIII) INDIVIDUALS EMPLOYED BY INDUSTRIAL OPERATIONS  
27 WHOSE ENVIRONMENTAL SERVICES ARE PERFORMED SOLELY FOR THEIR  
28 EMPLOYER; OR

(XXIV) STATE MILK SAFETY INSPECTORS PERFORMING DUTIES UNDER THE NATIONAL CONFERENCE ON INTERSTATE MILK SHIPMENTS WHO ARE EMPLOYED BY THE DEPARTMENT.

21-103.

(A) EXCEPT AS OTHERWISE PROVIDED IN THIS TITLE, TO PRACTICE AS AN ENVIRONMENTAL HEALTH SPECIALIST IN THE STATE AN INDIVIDUAL SHALL:

(1) OBTAIN THE REHS/RS CREDENTIAL ISSUED BY NEHA BEFORE BEGINNING PRACTICE AS AN ENVIRONMENTAL HEALTH SPECIALIST;

(2) MAINTAIN THE REHS/RS CREDENTIAL ISSUED BY NEHA WHILE ACTIVELY IN PRACTICE AS AN ENVIRONMENTAL HEALTH SPECIALIST IN THE STATE; AND

(3) SUBMIT DOCUMENTATION BIENNIALLY TO THE INDIVIDUAL'S EMPLOYER VERIFYING THAT THE INDIVIDUAL IS IN COMPLIANCE WITH THE REQUIREMENTS OF THIS TITLE.

(C) THE EMPLOYER OF AN INDIVIDUAL WHOSE PRIMARY DUTIES REQUIRE PRACTICE AS AN ENVIRONMENTAL HEALTH SPECIALIST:

(1) INITIALLY SHALL VERIFY THAT THE INDIVIDUAL HAS OBTAINED THE CREDENTIAL AS REQUIRED UNDER SUBSECTION (A)(1) OF THIS SECTION; AND

(2) BIENNIALLY THEREAFTER SHALL VERIFY THAT THE INDIVIDUAL IS MAINTAINING THE CREDENTIAL AS REQUIRED UNDER SUBSECTION (A)(2) OF THIS SECTION.

21-104.

NOTWITHSTANDING ANY OTHER PROVISION OF LAW, AN ENVIRONMENTAL HEALTH SPECIALIST-IN-TRAINING OR AN REHS/RS-IT MAY PRACTICE AS AN ENVIRONMENTAL HEALTH SPECIALIST IN THE STATE:

(1) FOR NO MORE THAN 3 YEARS IN ORDER TO ACQUIRE THE WORK EXPERIENCE REQUIRED TO QUALIFY FOR AN REHS/RS CREDENTIAL; AND

(2) ONLY UNDER THE SUPERVISION OF AN INDIVIDUAL WHO HOLDS A VALID REHS/RS CREDENTIAL OR ANOTHER INDIVIDUAL ACCEPTABLE TO THE DEPARTMENT.

## Article – State Government

8–403.

(b) Each of the following governmental activities or units and the statutes and regulations that relate to the governmental activities or units are subject to preliminary evaluation in the evaluation year specified:

[(20) Environmental Health Specialists, State Board of (§ 21–201 of the Health Occupations Article: 2014);]

SECTION 3. AND BE IT FURTHER ENACTED, That Section(s) 8–403(b)(21) through (57), respectively, of Article – State Government of the Annotated Code of Maryland be renumbered to be Section(s) 8–403(b)(20) through (56), respectively.

SECTION 4. AND BE IT FURTHER ENACTED, That any individual who, on the effective date of this Act, is licensed by the State Board of Environmental Health Specialists, which is repealed by this Act, is considered for all purposes to be licensed and deemed eligible to practice as an environmental health specialist for the duration of the term for which the license was issued.

SECTION 5. AND BE IT FURTHER ENACTED, That any balance remaining in the State Board of Environmental Health Specialists Fund on the effective date of this Act shall be transferred to the General Fund.

SECTION 6. AND BE IT FURTHER ENACTED, That:

(a) On or before October 1, 2016, the Department of Health and Mental Hygiene shall work with the National Environmental Health Association (NEHA) to secure an agreement for a grace period to allow individuals who hold an environmental health

1 specialist license issued by the State Board of Environmental Health Specialists to obtain  
2 an REHS/RS credential through reciprocity.

3 (b) Any agreement under subsection (a) of this section must specify:

4 (1) that all individuals who held a valid environmental health specialist  
5 license as of the termination date of the State Board of Environmental Health Specialists  
6 are eligible to receive the REHS/RS credential through reciprocity during the grace period;  
7 and

8 (2) any fees required to obtain an REHS/RS credential by reciprocity  
9 during the grace period.

10 (c) Within 30 days after securing an agreement with NEHA, the Department  
11 shall notify the Senate Education, Health, and Environmental Affairs Committee, the  
12 House Health and Government Operations Committee, and the Department of Legislative  
13 Services, in accordance with § 2-1246 of the State Government Article, about the details of  
14 the agreement.

15 SECTION 7. AND BE IT FURTHER ENACTED, That the publishers of the  
16 Annotated Code of Maryland, in consultation with and subject to the approval of the  
17 Department of Legislative Services, shall correct, with no further action required by the  
18 General Assembly, cross-references and terminology rendered incorrect by this Act or any  
19 other Act of the General Assembly of 2016 that affects provisions enacted by this Act. The  
20 publishers shall adequately describe any such correction in an editor's note following the  
21 section affected.

22 SECTION 8. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
23 1, 2016.

## **Appendix 5. Written Comments of the State Board of Environmental Health Specialists**

---





STATE OF MARYLAND

**DHMH**

Department of Health and Mental Hygiene

*Larry Hogan, Governor – Boyd Rutherford, Lt. Governor – Van Mitchell, Secretary*

---

**MARYLAND BOARD OF ENVIRONMENTAL HEALTH SPECIALISTS**

*4201 Patterson Avenue,  
Baltimore, Maryland 21215 – 2299  
Web Site: [www.dhmh.maryland.gov/behs](http://www.dhmh.maryland.gov/behs)*

*Phone Number: 410-764-3512  
Fax: 410-385-5674*

December 7, 2015

Department of Legislative Services  
Office of Policy Analysis  
Attention: Ms. Jennifer B. Chasse  
Senior Policy Analyst  
Legislative Services Building  
90 State Circle  
Annapolis, Maryland 21501

Dear Ms. Chasse:

The Maryland Board of Environmental Health Specialists (The Board) has received and reviewed the Department of Legislative Services (DLS) Exposure Draft Sunset Review Evaluation Report (Evaluation Report). The Board respectfully provides the following comments to this report:

**1. Repeal the Board and Require a NEHA Credential as Condition of Employment**

The Board's position on this issue is that the work of the Environmental Health Specialist is much too important to transfer licensing and vetting responsibilities to a privately operated association that is located in another state. This option is not the direction that a significant majority of Environmental Health Specialists and other public health officials in Maryland prefer. The Board strongly disagrees with recommendations 1 through 5.

**Cost and Savings:**

This recommendation would have no costs savings to the State of Maryland and would increase the costs to an Environmental Health Specialist to maintain certification by at least 55%. To gain initial certification it would cost the Environmental Health Specialist, depending on NEHA membership, 5% to 50% more in expenses. In addition, it would likely cost the Environmental Health Specialist more in CEU expense since NEHA requires 24 hours while the Board requires 20 to renew their license. Moreover, NEHA as a private organization can increase their charges at any time without any oversight or input from its members. The Board, on the other hand, must go through the regulatory process to increase its fees.

**Public Safety and Protection:**

The State of Maryland needs to continue its efforts to maintain a well-trained public health work force. Acting under Title 21 of the Health Occupations Article, the Board sets the standards for licensure, regulates the professionals who perform the inspections and investigations related to enforcing Maryland's health and environmental laws, adopts continuing education requirements, and enforces a code of ethics applicable to all Environmental Health Specialists. The Board is uniquely qualified to ensure that Maryland Environmental Health Specialists meet and maintain the highest degree of professionalism. Transferring the functions to NEHA will deprive the citizens of Maryland the crucial enforcement and oversight provided by the Board. NEHA does have a similar interest in certifying and promoting uniform standards for Environmental Health Specialist nationwide; however, it lacks authority to enforce these very standards in Maryland and any other jurisdiction. NEHA has many goals, only one of which is the promotion of professional standards.

## 2. Alternative Recommendations

### Overhaul the Board's Continuing Education Policies:

The renewal period ending June 30, 2015 was the first full renewal for the Board. During that renewal period the Board experienced growing pains in keeping up with the CEU activities. The Board has already started planning changes to the Board's continuing education policies. A committee to look at the regulations and process for handing CEU's has been created and is already meeting. The committee has been tasked to look for ways to streamline the process, better manage bulk end of cycle submissions through deadlines, provide more timely information to the licensee, and maintain the quality of the profession. The recommendations in the Evaluation Report cover areas the committee will be reviewing.

### Improve Disciplinary Recordkeeping:

Though the Board receives relatively few complaints per year, the Board has actively chosen to use its resources to address these matters. When complaints are received, the Board **does** keep a file on each complaint, separate from the licensing file, by licensee name. In addition, the file contains the date of complaint, summary of charge, investigative report and disposition. **Note:** The Evaluation Report contains a statement regarding NEHA taking action on one of the Board's in-training candidates for an ethics violation. **It was the Board** that sent the counterfeit document to NEHA that prompted NEHA's action.

### Other Administrative Recommendations:

The Department of Health and Mental Hygiene is in the process of updating its website. During this transition the Board's website will be changed in format and content updated. At this time the Board will include many of the recommendations that will enhance the communications with our licensees and the citizens of Maryland.

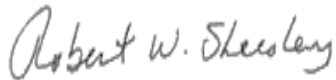
Comments to the Sunset Report  
December 7, 2015

Since the renewal period which ended June 30, 2015, the Board has updated all licensee contact information.

The Board is working with the Long Term Environmental Health Workforce Work Group and will continue to be a resource for that group. Currently, 3 Board members are also part of the Workforce Work Group.

If you have any questions, please do not hesitate to contact me at 410-764-3512.

Sincerely,

A handwritten signature in dark ink, reading "Robert W. Sheesley". The signature is written in a cursive style with a large, stylized 'R' and 'S'.

Robert Sheesley, EHS  
Chairman  
Maryland Board of Environmental Health Specialists

cc: Board Members