

Vermont Legislative Joint Fiscal Office

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FISCAL NOTE

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H.210 - An act related to addressing disparities and promoting equity in the health care System

As Introduced

<https://legislature.vermont.gov/bill/status/2022/H.210>

The bill as introduced proposes to (1) establish the Office of Health Equity; (2) establish the Health Equity Advisory Commission; (3) issue grants for the promotion of health equity; (4) collect data to better understand health disparities in Vermont; and (5) require an additional two hours of continuing medical education on cultural competency in the practice of medicine.

Office of Health Equity

The bill would create the Office of Health Equity in the Department of Health (VDH) to advise the Commissioner of Health, Governor, and General Assembly on matters of health equity affecting Vermonters. The Office would be administered by the newly created position of Director of Health Equity (appointed by the Commissioner of Health) who may hire personnel as may be necessary. The following estimates the potential salaries and benefits of these positions.

Job	Salary Est.	Benefits & FICA ¹ Est.	Other	Total Gross Est.	Shall/May Hire
Director of Health equity	\$86,000 - \$115,000	\$16,000 - \$32,000	N/A	\$102,000 - \$147,000	Shall
Other Personnel (FTE) ²	\$52,000 - \$85,000	\$13,000 - \$32,000	N/A	\$65,000 - \$117,000	May

Costs associated with the Office will depend on if and how many personnel are hired by the Director and at what pay grade. There could also be other additional costs for equipment, space, travel, training, etc. that could be associated with standing up new positions and carrying out the work of the office. Finally, at this time we assume these positions would be paid for with general funds – unless grants or other funding sources can be identified.

Health Equity Advisory Commission

The bill establishes a Health Equity Advisory Commission. The Advisory Commission would have 26 members, of which 18 would be public members who are residents of Vermont and eligible

¹ Federal Insurance Contribution Act (FICA) are taxes that help fund Social Security and Medicare.

² This estimate assumes a full time equivalent (FTE) at a pay grade of 24. Costs could be more or less depending on the job descriptions, responsibilities, and number of personnel determined necessary by the Director and the Commissioner.

for per diem compensation. The bill requires the Advisory Commission to meet at least bi-monthly.

The actual cost to the Health Department for per diems will depend on how often the Advisory Commission meets in-person and how many public members attend each meeting. Assuming the Advisory Commission is more likely to meet remotely through the end of the calendar year, the following assumes they could meet in-person three times in FY 2022.

- (17 Public Members) x (\$126.25 for per diems, meals, transportation, other) x (3 In-person meetings) = \$6,438.75

Grants in Promotion of Health Equity

The bill contains legislative intent language to provide grants that stimulate the development of community-based and neighborhood-based projects that will improve the health outcomes of individuals who are Black, Indigenous, and Persons of Color; individuals who are LGBTQ; and individuals with disabilities. The bill as drafted includes no appropriation for grants.

Data Responsive to Health Equity Inquiries

The bill includes health equity requirements related to the current collection of health-related data across state government.

The Green Mountain Care Board (GMCB) estimates it would cost approximately \$165,000.00 gross to implement these requirements, of which \$66,000.00 would be general funds and \$99,000.00 would be special funds through billback. At this time, it is unknown what other costs would be incurred by other agencies and departments across state government in meeting the requirements as laid out in the bill as introduced.

Summary

	Low-end est.		High-end est.	Notes / Comments
Office of Health Equity	\$86,000.00	to	TBD	Costs will depend on if/how many other personnel are hired.
Health Equity Advisory Commission			\$6,438.00	Per diems estimate assumes 17 eligible members and 3 in-person meetings.
Grants in Promotion of Health Equity	No appropriation included			Intent language
Data Responsive to Health Equity Inquiries	\$165,000.00 (gross) \$66,000.00 (GF)	to	Unknown / TBD	At this time, estimates include Green Mountain Care Board Only. Other agencies/depts. are unknown at this time.