




October 25, 2023

**FISCAL AND POLICY NOTE**

TO: Jennifer A. Jenkins  
Council Administrator

William M. Hunt  
Deputy Council Administrator

THRU: Josh Hamlin   
Director of Budget and Policy Analysis

FROM: Malcolm Moody - *MM*  
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement  
CR-091-2023, Establishing Workgroup – County Policies and Healthcare Options  
Task Force

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**CR-091-2023** (*Proposed and Sponsored by:* Council Members Oriadha, Dernoga, Fisher, Olson, Harrison, Watson, Ivey, Blegay, and Hawkins)

Assigned to the Government Operations and Fiscal Policy (GOFP) Committee

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**A RESOLUTION CONCERNING THE COUNTY POLICIES AND HEALTHCARE OPTIONS TASK FORCE** for the purpose of creating a task force to audit the county policies and healthcare benefit options for current county employees, with a focus on maternal health.

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**Fiscal Summary**

**Direct Impact:**

*Expenditures:* Small increase in expenditures possible.

*Revenues:* No revenue impact likely.

**Indirect Impact:**

Potentially favorable.

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**Legislative Summary:**

CR-091-2023<sup>1</sup>, proposed and sponsored by Council Member Oriadha and sponsored by Council Members Dernoga, Fisher, Olson, Blegay, Burroughs, and Hawkins, was introduced on October 10, 2023, and referred to the Government Operations and Fiscal Policy Committee (GOFP). CR-091-2023 would establish a County Policies and Healthcare Options Task Force (“Task Force”) to audit the County policies and healthcare benefit options for current County employees, with a focus on maternal health.

*Overview*

The resolution would establish the Task Force to audit current County policies and healthcare benefits for current County employees. The Task Force will make maternal health a primary focus of the audit.

*Membership*

The membership will be comprised of five (5) members who will elect the Chair of the Task Force by majority vote at the first meeting. The membership will be comprised of the following:

- One Representative appointed by the County Council;
- Director of the Health Department or designee;
- Director of the Office of Human Resources Management or designee;
- One Representative each from two (2) separate organizations selected by the County Council that work on maternal health.

*Findings and Auditing*

The Task Force shall compare their findings to best practices and policies found in neighboring jurisdictions. The audit performed will include but not be limited to policies, procedures, and health benefits.

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<sup>1</sup> [CR-091-2023](#)

**Current Law/Background:**

Section 16-212<sup>2</sup> of the County Code establishes the County Executive's authority to create health and life insurance plans for all permanent-status employees. The plans offered can be maintained through contributions by both the County and participating employees. The proposed legislation will aim to ensure that maternal health is a focus of the available health and life insurance plans.

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**Resource Personnel:**

- Joel Peebles, Jr., Council District 7
  - Leroy D. Maddox Jr, Legislative Officer
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**Discussion/Policy Analysis:**

Concerning the purpose of the Task Force, the Center for Disease Control and Prevention (CDC) is currently conducting a national pregnancy-related mortality surveillance system (PMSS)<sup>3</sup> to better understand the risk factors for and causes of pregnancy-related deaths in the United States.

The CDC has also identified several steps<sup>4</sup> that states can take to prevent pregnancy-related deaths which include:

- Using data to understand the scope of the problem;
- Understand the context of the solution;
- Identify potential goals and strategies;
- Act on the strategies created.

These steps can also be applied on a County-level and may serve as a guide to the Taskforce during their audit of County policies and healthcare options.

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**Fiscal Impact:**

- *Direct Impact*

Adoption of CR-091-2023 may have a small direct adverse fiscal impact on the County due to the increased cost associated with the Task Force conducting an audit of County policies and healthcare options.

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<sup>2</sup> [Sec. 16-212. - Health and life insurance plans.](#)

<sup>3</sup> [Pregnancy Mortality Surveillance System - CDC](#)

<sup>4</sup> [What Is in State Strategies for Preventing Pregnancy-Related Deaths? - CDC](#)

- *Indirect Impact*

Adoption of CR-91-2023 may have a favorable indirect fiscal impact on the County to the extent that finding ways to address maternal health issues has a positive impact on the health of County residents, though the exact impact is unknown.

- *Appropriated in the Current Fiscal Year Budget*

No

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**Items for Committee Consideration:**

- The use of the term “audit” may not be appropriate for the work of the Task Force, as none of the members are necessarily trained in the conduct of formal audits. The Council may wish to substitute the terms “study” or “examine.”
  - The potential burden being placed on Legislative Branch staff to provide support for several workgroups operating simultaneously.
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**Effective Date of Proposed Legislation:**

The proposed Resolution shall become effective as of the date of adoption.

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If you require additional information, or have questions about this fiscal impact statement, please call me.