

2023 SENATE HUMAN SERVICES

SB 2344

2023 SENATE STANDING COMMITTEE MINUTES

Human Services Committee
Fort Lincoln Room, State Capitol

SB 2344
2/8/2023

Relating to the health care professional student loan repayment program; and to provide an appropriation.

2:48 PM **Madam Chair Lee** called the hearing to order. **Senators Lee, Cleary, Clemens, K. Roers, Weston, Hogan** were present.

Discussion Topics:

- Hiring challenges
- Compensation
- State programs
- Recruitment incentives

2:48 PM **Senator K. Roers**, introduced SB 2344 verbally.

2:49 PM **Sherry Adams, Executive Director, Southwestern District Health Unit**, testified in favor. #19618, #19619.

2:55 PM **Erin Ourada, Administrator, Custer Health**, testified in favor. #19576.

3:04 PM **Loren Hopkins, Accounting Manager Fiscal Services, ND Department of Health and Human Services**, provided information verbally.

3:05 PM **Sherry Adams** provide more information.

3:05 PM **Senator K. Roers** moved Amendment. LC 23.0326.02001

3:06 PM **Senator Hogan** seconded.

3:06 PM Roll call vote.

Senators	Vote
Senator Judy Lee	Y
Senator Sean Cleary	Y
Senator David A. Clemens	Y
Senator Kathy Hogan	Y
Senator Kristin Roers	Y
Senator Kent Weston	Y

Motion passed 6-0-0

3: 07 PM **Senator K. Roers** moved DO PASS as AMENDED and REREFER to APPROPRIATIONS.

3:07 PM **Senator Hogan** seconded.

3:07 PM Roll call vote.

Senators	Vote
Senator Judy Lee	Y
Senator Sean Cleary	Y
Senator David A. Clemens	Y
Senator Kathy Hogan	Y
Senator Kristin Roers	Y
Senator Kent Weston	Y

Motion passed 6-0-0

Senator K. Roers will carry SB 2344.

Additional written testimony:

Mark Strand, in favor #19284, #19323.

Debbie Swanson, Retired, North Dakota Public Health Association, in favor #19446.

Madison Verghis in favor #19574.

Michael Dulitz in favor #19667.

Connor Ferguson, Director of Policy, Advocacy and Research, North Dakota Student Association in favor #19725.

3:08 PM Madam Chair Lee closed the hearing.

Patricia Lahr, Committee Clerk

23.0326.02001
Title.03000

Adopted by the Senate Human Services
Committee

February 8, 2023

PROPOSED AMENDMENTS TO SENATE BILL NO. 2344

Page 3, line 14, replace "\$24,000" with "\$60,000"

Page 3, line 15, replace "two" with "five"

Renumber accordingly

DR
171
2-8-2023

REPORT OF STANDING COMMITTEE

SB 2344: Human Services Committee (Sen. Lee, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** and **BE REREFERRED** to the **Appropriations Committee** (6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2344 was placed on the Sixth order on the calendar. This bill affects workforce development.

Page 3, line 14, replace "\$24,000" with "\$60,000"

Page 3, line 15, replace "two" with "five"

Renumber accordingly

2023 SENATE APPROPRIATIONS

SB 2344

2023 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee Roughrider Room, State Capitol

SB 2344
2/15/2023

A BILL for an Act relating to the health care professional student loan repayment program; and to provide an appropriation.

10:22 AM Chairman Bekkedahl opened the hearing.

Members present: **Senators Bekkedahl, Burckhard, Davison, Dever, Dwyer, Erbele, Kreun, Meyer, Roers, Schaible, Sorvaag, Vedaa, Wanzek, Rust, Mathern and Krebsbach.**

Discussion Topics:

- Committee action

10:24 AM Senator Schaible moved to adopt amendment 23.0326.03001

10:24 AM Senator Sorvaag seconded.

Senators	Vote
Senator Brad Bekkedahl	Y
Senator Karen K. Krebsbach	Y
Senator Randy A. Burckhard	Y
Senator Kyle Davison	Y
Senator Dick Dever	Y
Senator Michael Dwyer	Y
Senator Robert Erbele	Y
Senator Curt Kreun	Y
Senator Tim Mathern	Y
Senator Scott Meyer	Y
Senator Jim P. Roers	Y
Senator Donald Schaible	Y
Senator Ronald Sorvaag	Y
Senator Shawn Vedaa	Y
Senator Terry M. Wanzek	Y

Motion passed 16-0-0

10:25 AM Senator Schaible moved a Do Pass as amended.

10:26 AM Senator Sorvaag seconded.

Senators	Vote
Senator Brad Bekkedahl	Y
Senator Karen K. Krebsbach	Y
Senator Randy A. Burckhard	Y
Senator Kyle Davison	Y
Senator Dick Dever	Y
Senator Michael Dwyer	Y
Senator Robert Erbele	Y
Senator Curt Kreun	Y
Senator Tim Mathern	Y
Senator Scott Meyer	Y
Senator Jim P. Roers	Y
Senator Donald Schaible	Y
Senator Ronald Sorvaag	Y
Senator Shawn Vedaa	Y
Senator Terry M. Wanzek	Y

Motion passed 16-0-0

10:26 AM Senator Schaible will carry.

10:26 AM Chairman Bekkedahl adjourned meeting.

Nathan Liesen on behalf of Kathleen Hall, Committee Clerk

February 14, 2023

DR
191
2-15-23

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2344

Page 2, after line 20, insert:

"g. For a registered nurse:

- (1) The loan repayment may not exceed four thousand dollars per year, and may not exceed twenty thousand dollars over five years; and
- (2) The matching funding must equal ten percent of the amount required in paragraph 1.

Page 3, line 14, replace "\$60,000" with "\$96,000"

Page 3, line 15, replace "five" with "four"

Page 3, line 16, after "professionals" insert "and four slots for registered nurses"

Renumber accordingly

REPORT OF STANDING COMMITTEE

SB 2344, as engrossed: Appropriations Committee (Sen. Bekkedahl, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (16 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). Engrossed SB 2344 was placed on the Sixth order on the calendar. This bill affects workforce development.

Page 2, after line 20, insert:

"g. For a registered nurse:

- (1) The loan repayment may not exceed four thousand dollars per year, and may not exceed twenty thousand dollars over five years; and
- (2) The matching funding must equal ten percent of the amount required in paragraph 1."

Page 3, line 14, replace "\$60,000" with "\$96,000"

Page 3, line 15, replace "five" with "four"

Page 3, line 16, after "professionals" insert "and four slots for registered nurses"

Renumber accordingly

2023 HOUSE FINANCE AND TAXATION

SB 2344

2023 HOUSE STANDING COMMITTEE MINUTES

Finance and Taxation Committee
Room JW327E, State Capitol

SB 2344
3/7/2023

A bill relating to the health care professional student loan repayment program.

Chairman Headland opened the hearing at 2:08 PM.

Members present: Chairman Headland, Vice Chairman Hagert, Representative Anderson, Representative Bosch, Representative Fisher, Representative Grueneich, Representative Hatlestad, Representative Motschenbacher, Representative Olson, Representative Steiner, Representative Toman, Representative Finley-DeVille, and Representative Ista. Members absent: Representative Dockter.

Discussion Topics:

- Student loan repayment program
- Recruitment of healthcare professionals
- Public health professionals

Senator K. Roers verbally introduced the bill in support.

Erin Ourada, Administrator with Custer Health, testified in support (#22241).

Shane Goettle, representing the University of Mary, testified in support (#22482).

Kalee Werner, North Dakota Primary Care Office Director with the North Dakota Department of Health and Human Service, answered questions from the committee and provided written testimony in support (#22471).

Additional written testimony:

Sherry Adams, Southwestern District Health Unit, testimony in support, #22317 and 22322.

Beth Sanford, North Dakota Nurses Association, testimony in support #22595.

Conner Ferguson, North Dakota Student Association, testimony in support #22493.

Sherri Miller, North Dakota Nurses Association, testimony in support #22441.

Tim Blasl, North Dakota Hospital Association, testimony in support #22328.

Chairman Headland closed the hearing at 2:31 PM.

Mary Brucker, Committee Clerk

2023 HOUSE STANDING COMMITTEE MINUTES

Finance and Taxation Committee
Room JW327E, State Capitol

SB 2344
3/7/2023

A bill relating to the health care professional student loan repayment program.

Chairman Headland opened the meeting at 2:55 PM.

Members present: Chairman Headland, Vice Chairman Hagert, Representative Anderson, Representative Bosch, Representative Dockter, Representative Fisher, Representative Grueneich, Representative Hatlestad, Representative Motschenbacher, Representative Olson, Representative Steiner, Representative Toman, Representative Finley-DeVilleville, and Representative Ista. No members absent.

Discussion Topics:

- Proposed amendment
- Committee vote

Chairman Headland proposed an amendment on page 1, line 22 c, add “or registered nurse” and delete f and g on page two.

Representative Toman moved the proposed amendment.

Representative Olson seconded the motion.

Roll call vote:

Representatives	Vote
Representative Craig Headland	Y
Representative Jared Hagert	Y
Representative Dick Anderson	Y
Representative Glenn Bosch	Y
Representative Jason Dockter	Y
Representative Lisa Finley-DeVilleville	N
Representative Jay Fisher	Y
Representative Jim Grueneich	N
Representative Patrick Hatlestad	Y
Representative Zachary Ista	N
Representative Mike Motschenbacher	Y
Representative Jeremy Olson	Y
Representative Vicky Steiner	Y
Representative Nathan Toman	Y

Motion carried 11-3-0

Representative Olson moved a Do Pass as Amended.

Representative Anderson seconded the motion.

Roll call vote:

Representatives	Vote
Representative Craig Headland	Y
Representative Jared Hagert	Y
Representative Dick Anderson	Y
Representative Glenn Bosch	Y
Representative Jason Dockter	Y
Representative Lisa Finley-DeVille	N
Representative Jay Fisher	Y
Representative Jim Grueneich	N
Representative Patrick Hatlestad	Y
Representative Zachary Ista	N
Representative Mike Motschenbacher	Y
Representative Jeremy Olson	Y
Representative Vicky Steiner	Y
Representative Nathan Toman	Y

Motion carried 11-3-0

Representative Anderson is the bill carrier.

Chairman Headland adjourned at 3:05 PM.

**This bill was reconsidered on March 13, 2023.

Mary Brucker, Committee Clerk

23.0326.04001
Title.05000

Adopted by the House Finance and Taxation
Committee

March 7, 2023

af
3/7/23

PROPOSED AMENDMENTS TO REENGROSSED SENATE BILL NO. 2344

Page 1, line 22, after "nurse" insert ", registered nurse."

Page 2, remove lines 16 through 25

Renumber accordingly

REPORT OF STANDING COMMITTEE

SB 2344, as reengrossed: Finance and Taxation Committee (Rep. Headland, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends DO PASS (11 YEAS, 3 NAYS, 0 ABSENT AND NOT VOTING). Reengrossed SB 2344 was placed on the Sixth order on the calendar.

Page 1, line 22, after "nurse" insert ", registered nurse."

Page 2, remove lines 16 through 25

Renumber accordingly

2023 HOUSE STANDING COMMITTEE MINUTES

Finance and Taxation Committee
Room JW327E, State Capitol

SB 2344
3/13/2023

A bill relating to the health care professional student loan repayment program.

Chairman Headland opened the meeting at 3:33 PM.

Members present: Chairman Headland, Vice Chairman Hagert, Representative Anderson, Representative Bosch, Representative Dockter, Representative Fisher, Representative Grueneich, Representative Hatlestad, Representative Motschenbacher, Representative Olson, Representative Steiner, Representative Toman, Representative Finley-DeVille, and Representative Ista. No members absent.

Discussion Topics:

- Reconsideration
- Proposed amendment 23.0326.04002
- Committee vote

Representative Dockter moved to reconsider.

Representative Olson seconded the motion.

Voice vote-motion carried.

Representative Steiner moved amendment 23.0326.04002 (#24459).

Representative Anderson seconded the motion.

Roll call vote:

Representatives	Vote
Representative Craig Headland	Y
Representative Jared Hagert	Y
Representative Dick Anderson	Y
Representative Glenn Bosch	Y
Representative Jason Dockter	Y
Representative Lisa Finley-DeVille	N
Representative Jay Fisher	Y
Representative Jim Grueneich	N
Representative Patrick Hatlestad	Y
Representative Zachary Ista	N
Representative Mike Motschenbacher	Y
Representative Jeremy Olson	Y
Representative Vicky Steiner	Y
Representative Nathan Toman	Y

Motion carried 11-3-0

Representative Olson moved a Do Pass as Amended.

Representative Anderson seconded the motion.

Roll call vote:

Representatives	Vote
Representative Craig Headland	Y
Representative Jared Hagert	Y
Representative Dick Anderson	Y
Representative Glenn Bosch	Y
Representative Jason Dockter	Y
Representative Lisa Finley-DeVille	Y
Representative Jay Fisher	Y
Representative Jim Grueneich	N
Representative Patrick Hatlestad	Y
Representative Zachary Ista	Y
Representative Mike Motschenbacher	Y
Representative Jeremy Olson	Y
Representative Vicky Steiner	Y
Representative Nathan Toman	N

Motion carried 12-2-0

Representative Anderson is the bill carrier.

Chairman Headland adjourned at 3:38 PM.

Mary Brucker, Committee Clerk

DR

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3-13-23

PROPOSED AMENDMENTS TO REENGROSSED SENATE BILL NO. 2344

In lieu of the amendments as printed on page 1151 of the House Journal, Reengrossed Senate Bill No. 2344 is amended as follows:

Page 1, line 22, after "nurse" insert ", registered nurse."

Page 2, remove lines 16 through 25

Page 3, line 17, replace "\$96,000" with "\$48,000"

Page 3, line 18, remove "public health"

Page 3, line 19, remove "professionals and four slots for"

Renumber accordingly

REPORT OF STANDING COMMITTEE

SB 2344, as reengrossed: Finance and Taxation Committee (Rep. Headland, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (12 YEAS, 2 NAYS, 0 ABSENT AND NOT VOTING). Reengrossed SB 2344 was placed on the Sixth order on the calendar.

In lieu of the amendments as printed on page 1151 of the House Journal, Reengrossed Senate Bill No. 2344 is amended as follows:

Page 1, line 22, after "nurse" insert ", registered nurse."

Page 2, remove lines 16 through 25

Page 3, line 17, replace "\$96,000" with "\$48,000"

Page 3, line 18, remove "public health"

Page 3, line 19, remove "professionals and four slots for"

Renumber accordingly

2023 SENATE HUMAN SERVICES

SB 2344

2023 SENATE STANDING COMMITTEE MINUTES

Human Services Committee
Fort Lincoln Room, State Capitol

SB 2344
3/29/2023

Relating to the health care professional student loan repayment program; and to provide an appropriation.

11:45 AM **Madam Chair Lee** called the hearing to order. **Senators Lee, Cleary, Clemens, K. Roers, Weston, Hogan** were present.

Discussion Topics:

- House amendment concurrence
- Conference committee

The committee did not concur.

11:48 PM **Madam Chair Lee** closed the hearing.

Patricia Lahr, Committee Clerk

2023 CONFERENCE COMMITTEE

SB 2344

2023 SENATE STANDING COMMITTEE MINUTES

Human Services Committee
Fort Lincoln Room, State Capitol

SB 2344
4/12/2023
Conference Committee

Relating to the health care professional student loan repayment program; and to provide an appropriation
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10:36 AM **Chair K. Roers** opened the conference committee meeting. **Senators K. Roers, Cleary, Weston and Representatives Motschenbacher, Fisher, Finley-Deville** are present.

Discussion Topics:

- Conference committee decision

Senator K. Roers calls for discussion.

Committee discussion SB 2344.

Senator Cleary moved Senate to accede House Amendments.

Senator Weston seconded the motion.

Roll call vote-motion carried 6-0-0.

Senator K. Roers is the Senate bill carrier.

Representative Motschenbacher is the House bill carrier.

10:43 AM **Senator K. Roers** closed the conference committee meeting.

Patricia Lahr, Committee Clerk

Date: 4/12/2023
Roll Call Vote #: 1

**2023 SENATE CONFERENCE COMMITTEE
ROLL CALL VOTES**

BILL/RESOLUTION NO. SB 2344 as re-engrossed

Senate Human Services Committee

- Action Taken** **SENATE accede to House Amendments**
 SENATE accede to House Amendments and further amend
 HOUSE recede from House amendments
 HOUSE recede from House amendments and amend as follows
- Unable to agree**, recommends that the committee be discharged and a new committee be appointed

Motion Made by: Senator Cleary Seconded by: Senator Weston

Senators	4/12		Yes	No	Representatives	4/12		Yes	No
K. Roers, Chair	X		Y		Motschenbacher	X		Y	
Cleary	X		Y		Fischer	X		Y	
Weston	X		Y		Finley-Deville	X		Y	
Total Senate Vote			3		Total Rep. Vote			3	

Vote Count Yes: 6 No: 0 Absent: 0

Senate Carrier K. Roers House Carrier Motschenbacher

LC Number _____ . _____ of amendment

LC Number _____ . _____ of engrossment

Emergency clause added or deleted

Statement of purpose of amendment

REPORT OF CONFERENCE COMMITTEE

SB 2344, as reengrossed: Your conference committee (Sens. K. Roers, Cleary, Weston and Reps. Motschenbacher, Fisher, Finley-DeVille) recommends that the **SENATE ACCEDE** to the House amendments as printed on SJ page 1049 and place SB 2344 on the Seventh order.

Reengrossed SB 2344 was placed on the Seventh order of business on the calendar.

TESTIMONY

SB 2344

Local Public Health Workforce Survey

Executive Summary

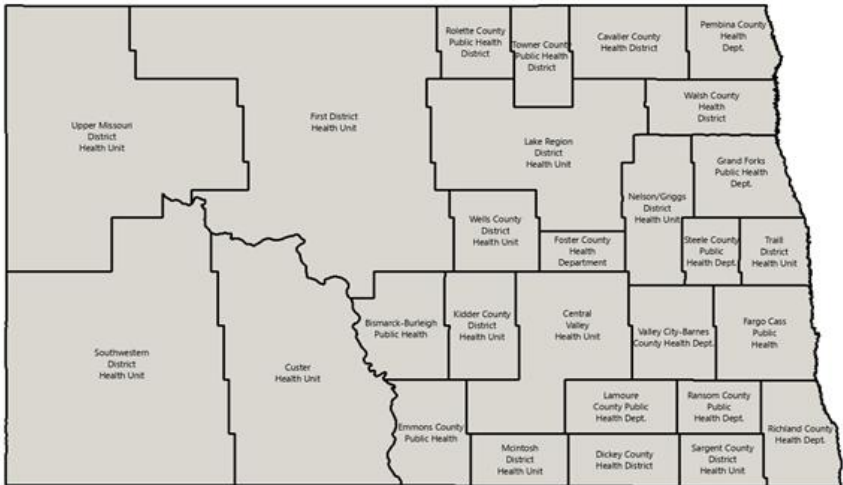
February 2023



BACKGROUND

There are 28 independent local public health units (LPHUs) across the state of North Dakota. LPHUs provide access to health services such as child immunizations, adult immunizations, tobacco use prevention, high blood pressure screening, injury prevention screening, blood lead screening, and early or periodic screening diagnosis and treatment.

LPHUs in North Dakota are known to have challenges recruiting and maintaining public health workforce. The purpose of this survey is to gather details on LPHU workforce shortages, including critical need positions and reasons for open vacancies, in addition to gauging how units could utilize a loan repayment program as an incentive to attract and keep public health staff.



SURVEY DESIGN

The survey process was defined by two methods, including 1) a 12-question online survey and 2) optional follow-up focus interviews. Of the 28 LPHUs in North Dakota, 26 (93%) completed the online survey and 19 (68%) participated in optional focus interviews. Unit administrators completed the online survey submissions in November 2022 and participated in follow-up interviews in the following weeks.

SURVEY RESULTS

Figure 1 on page 2 illustrates responses to specific positions that are difficult for LPHUs to staff. Public health nurses were universally reported as the most challenging position to recruit and retain. LPHUs also cited unit administrators, environmental health, and prevention/addiction positions as difficult to recruit and retain. Several LPHUs conveyed that no positions were difficult to staff, most of which are in rural areas with few FTEs.

SURVEY RESULTS, CONT.

Why are public health staff difficult to recruit and retain?

When asked why positions are challenging to recruit for, 19 (73%) LPHUs cited low wages and compensation. Other frequent answers were related to in-demand specialties, a small applicant pool, and rural location or travel requirements.

Responding to why it is difficult to *keep* staff, 18 (69%) again cited low wages and compensation. Lack of advancement opportunities, rural location, burnout, and retirement were also factors listed by units.

How would a loan repayment program be utilized?

Eighteen (69%) participating LPHUs responded that they would take advantage of a student loan repayment program to address workforce challenges, while the remaining did not know (27%) or responded no (4%). Unit administrators often mentioned better recruitment as an impact of potential loan repayment, as it could allow them compete with companies offering similar programs. Further, several responses described that it would alleviate some wage and compensation shortfalls – a critical factor in attracting and keeping public staff.

DISCUSSION

Unit administrators consistently described nurses, particularly RN staff, as valuable to the LPHU because they can carry out public health activities, administer vaccinations, and provide direct clinical care. Nurses also frequently fill the role of unit administrator, as almost all administrators at the time of the survey had a nursing background.

Presently, no LPHUs advertise positions that require a Master's degree (MPH, MS), with no incentives to get or keep Master's level-staff. North Dakota State University

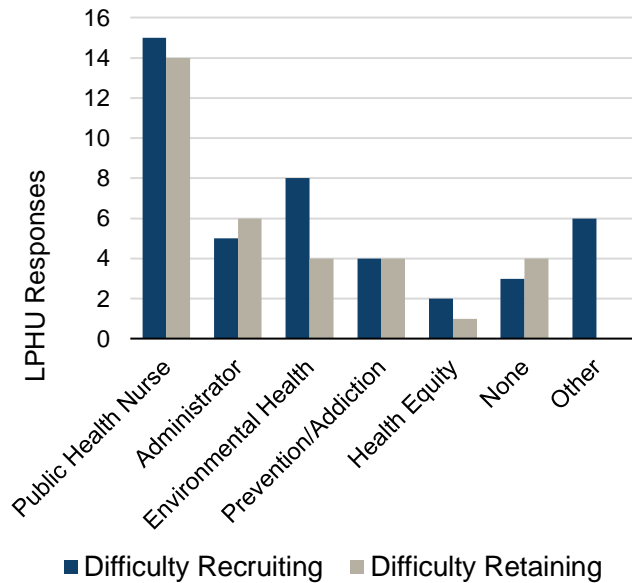
and the University of North Dakota train Master's-level public health students.

Based on LPHU responses in this survey and successful loan repayment programs operating in the state for other health professions, a similar program could offer valuable incentives to recruit and retain staff in addition to building the capacity at the local level to employ North Dakota's growing workforce professionally trained in public health.

Acknowledgements

North Dakota LPHU administrators and staff who participated in the survey series.

Figure 1: What Public Health Positions do you Consistently Have Difficulty Recruiting or Retaining?



This testimony is written in support of SF 2344, to include public health loan repayment in the North Dakota State healthcare workforce loan repayment program

1. Description of Policy Idea

Funding to the North Dakota Department of Health would establish a loan repayment program to assure an adequate supply of and encourage recruitment and retention of public health professionals to eliminate critical public health workforce shortages in Local, State, and Tribal public health agencies. When asked why positions in local public health are difficult to recruit for and retain, the primary reason given by local public health administrators was low wages and compensation. Training is expensive, and the jobs in local public health are not high paying. The result is that graduates in nursing and public health pursue work in the private sector; rather than local public health. And yet, we need an influx of new, well trained public health professionals.

2. Describe why this policy is needed and/or what problem we are trying to solve.

The current and emerging public health work demands a basket of skills that many local public health professionals acknowledge they lack because of these skills being taught only through a formal public health training such as a Master of Public Health (MPH) curriculum, but only 14% of them have any formal public health training. Below is this information in more detail.

The public health workforce across the county is quite well educated, with 30% of the workforce having a master's degree or higher, but in North Dakota local public health, only 4.3% have a master's degree or higher. Nationwide only 14% of local public health professionals have formal public health training; despite a 300% increase in public health graduates since 1992. A larger proportion of state employees have advanced degrees at 39% with 19% of the state workforce having an actual degree in public health. (The de Beaumont Foundation. *Public Health Workforce Interests and Needs Survey*. 2017. <https://debeaumont.org/wp-content/uploads/2019/04/PH-WINS-2017.pdf>)

Health departments face a high rate of turnover. In the recent several years, 22 of the 28 local public health administrators in North Dakota will have been or are soon to be, replace due to retirement and resignation. We need a need infusion of equally devoted, and talented public health leaders to take their place. The top two reasons reported for considering leaving public health were dissatisfaction with pay and lack of opportunity for advancement. (The de Beaumont Foundation. *Public Health Workforce Interests and Needs Survey*. 2017. <https://debeaumont.org/wp-content/uploads/2019/04/PH-WINS-2017.pdf>) These burdens could be lightened through a loan repayment program which supports their salary and incentivizes pursuing of an advanced degree.

The areas where respondents reported needed training are skills included in formal public health training: budgeting and financial management, systems and strategic thinking, change management, and developing a vision for a healthy community. (The de Beaumont Foundation. *Public Health Workforce Interests and Needs Survey*. 2017. <https://debeaumont.org/wp-content/uploads/2019/04/PH-WINS-2017.pdf>)

Our state now provides MPH and other public health related degree opportunities including nursing and environmental health. Loan repayment would provide the incentive to recruit students into these public health programs; recruit them into North Dakota practice sites and retain them for the required of years of service and beyond as they are invested in the community.

Please support SB 2344 and strengthen public health in North Dakota.

Sincerely,
Mark A. Strand
2208 25th Ave South
Fargo, ND
Resident of legislative District 41

Senate Human Services Committee
SB 2344
February 8, 2023

Chairman Lee and Members of the Senate Human Services Committee:

I wish to provide this written testimony in support of SB 2344 – a bill that would expand the loan repayment program to include public health professionals in the North Dakota program along with other health, dental and behavioral health care professionals.

As a former Director of Grand Forks Public Health, I can attest to the challenges of recruitment and retention of public health professionals in critical fields. Loan repayment programs are essential to achieving positive outcomes in the fields of public health nursing, environmental health and epidemiology. In a recent survey of health department leaders in North Dakota, respondents indicated that a loan repayment program would be beneficial – particularly in rural areas of the state.

Students graduating from undergraduate and graduate programs that prepare them for careers in public health often have significant student loan debt and may choose private sector employment due to lower wages in the public sector. A loan repayment program helps to offset this loss of income and can provide an incentive to employment. At a time when we need to significantly strengthen the public health system in North Dakota, making this investment will ultimately have a positive impact on the health of our residents.

Several similar loan repayment programs are becoming available to strengthen the U.S. public health system. This has become necessary as a result of the stressors placed on personnel during the pandemic and the retirements of experienced public health workers. A program specific to North Dakota would complement this effort and has the potential to benefit local health departments.

The addition of public health professionals to the North Dakota loan repayment program can be effectively administered in concert with the existing program. There are opportunities to create awareness of this beneficial program through the state's health professional and MPH degree granting programs. Further, it can easily be promoted by the public sector organizations that are involved in recruiting and retaining their workforce.

I respectfully urge you to support SB 2344 and this investment in public health.

Debbie Swanson, MS, RN
3334 Primrose Ct.
Grand Forks, ND 58201
dswanson@gra.midco.net
701-739-2901

Name: Madison Verghis

Date: February 6, 2023

RE: In favor of SB 2344

Introduction:

My name is Madison Verghis and I am in favor of SB 2344. As a registered nurse who also has a MPH and works in local public health, I can say firsthand how impactful this bill would be for local public health professionals.

The Need:

Most people do not go into public health to make a lot of money, however that does not impact the cost of schooling that it takes to achieve a proficient level of education that is necessary for a public health provider to have. Therefore, the cost of schooling and the salary that a public health provider can expect to make can be a barrier to getting into the field or staying in the field of public health. Covid-19 shined a light on the importance of public health and the need for well rounded, passionate and educated individuals to be at the forefront of the public's health. Passing this bill will allow those who love public health and want to dedicate their lives to it to be able to realistically get the education needed and continue to make ends meet after beginning to work. Many healthcare professionals already have access to this funding, but we are leaving a valuable population behind by not including public health professionals.

Conclusion:

Please support SB 2344 to add public health professionals as recipients for loan repayment in North Dakota. This will help to attract and keep our best people to pursue a career in public health and stay with it. Thank you.

Senate Human Services Committee

SB 2344

February 8, 2023

Chairperson Lee and Members of the Senate Human Services Committee:

I am providing testimony in support of SB 2344 which would include a public health loan repayment in the North Dakota State healthcare workforce loan repayment program.

I am the administrator at Custer Health, the local public health unit that covers Grant, Mercer, Morton, Oliver, and Sioux Counties. We employ a variety of public health professionals such as environmental health practitioners, dietitians, nurses, tobacco prevention specialists, and administrative support staff. As the administrator, I have witnessed first hand the difficulty in recruiting professionals in the field of public health. Public health is vital to the healthcare structure of North Dakota and the landscape of public health's role in North Dakota is continuously evolving. It is crucial that there be a strong and willing workforce to support this structure in the future.

A loan repayment program would show North Dakota's investment in public health and acknowledge its importance in our state. I graduated with my Master's in Public Health from North Dakota State University in 2013 and went directly into the field of local public health. I know firsthand the burden of student loan debt and the challenge repayment has been. A public health job in the public sector has considerably lower wages than that of the private sector. A loan repayment program would help encourage new graduates to enter the field of public health in North Dakota. We need to focus on strengthening our public health infrastructure and an investment has to be made in our up and coming professionals to accomplish it.

I respectfully urge you to support SB 2344 to strengthen the public health system in North Dakota and thus create a healthier state for all of us.

Sincerely,

Erin Ourada
403 Burlington St SE
Mandan, ND 58554
701-667-3370

**Testimony on
Senate Bill 2344
Senate Human Services
February 8, 2023
Sherry Adams, Southwestern District Health Unit**

Good morning, Chairman Lee and members of the Senate Human Services Committee. My name is Sherry Adams and I am the Executive Officer for Southwestern District Health Unit (SWDHU). My health unit covers the eight counties of the Southwest which includes Adams, Billings, Golden Valley, Bowman, Slope, Dunn, Hettinger and Stark. I am in support of Senate Bill 2344 which provides student loan repayment for public health professionals.

The North Dakota State Association of City and County Health Officials (NDSACCHO), which I currently chair, has had numerous discussions especially over the past few years about hiring struggles we face in local public health. Although we are creative in what we can offer as incentives to work with us, we are in competition with many other entities – many are private companies – for a limited pool of personnel. I've included a Local Public Health Workforce Survey Executive Summary for your review.

As Chair of the State Health Council, we have also had several discussions regarding the hiring challenges we face. It should be noted that public health covers many different areas in addition to nursing services. Our professional needs are the same as for-profit businesses, e.g., finances, marketing, scheduling, etc., and therefore feel it's necessary to refer to "professional" in broad terms.

Public health has been woefully underfunded for several years. Loan repayment funding through the State program would greatly help entice students to pursue careers in public health and thereby assist our communities.

Thank you for this opportunity to share my comments. I would be happy to answer any questions you may have.

Local Public Health Workforce Survey

Executive Summary

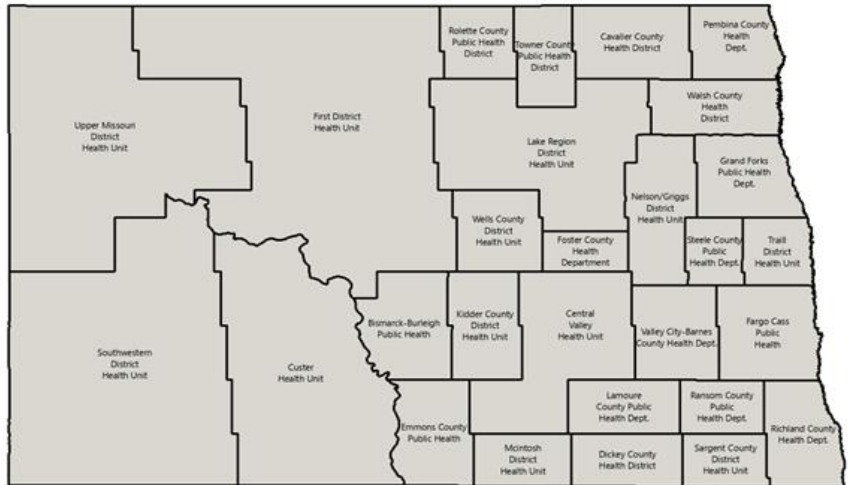
February 2023



BACKGROUND

There are 28 independent local public health units (LPHUs) across the state of North Dakota. LPHUs provide access to health services such as child immunizations, adult immunizations, tobacco use prevention, high blood pressure screening, injury prevention screening, blood lead screening, and early or periodic screening diagnosis and treatment.

LPHUs in North Dakota are known to have challenges recruiting and maintaining public health workforce. The purpose of this survey is to gather details on LPHU workforce shortages, including critical need positions and reasons for open vacancies, in addition to gauging how units could utilize a loan repayment program as an incentive to attract and keep public health staff.



SURVEY DESIGN

The survey process was defined by two methods, including 1) a 12-question online survey and 2) optional follow-up focus interviews. Of the 28 LPHUs in North Dakota, 26 (93%) completed the online survey and 19 (68%) participated in optional focus interviews. Unit administrators completed the online survey submissions in November 2022 and participated in follow-up interviews in the following weeks.

SURVEY RESULTS

Figure 1 on page 2 illustrates responses to specific positions that are difficult for LPHUs to staff. Public health nurses were universally reported as the most challenging position to recruit and retain. LPHUs also cited unit administrators, environmental health, and prevention/addiction positions as difficult to recruit and retain. Several LPHUs conveyed that no positions were difficult to staff, most of which are in rural areas with few FTEs.

SURVEY RESULTS, CONT.

Why are public health staff difficult to recruit and retain?

When asked why positions are challenging to recruit for, 19 (73%) LPHUs cited low wages and compensation. Other frequent answers were related to in-demand specialties, a small applicant pool, and rural location or travel requirements.

Responding to why it is difficult to *keep* staff, 18 (69%) again cited low wages and compensation. Lack of advancement opportunities, rural location, burnout, and retirement were also factors listed by units.

How would a loan repayment program be utilized?

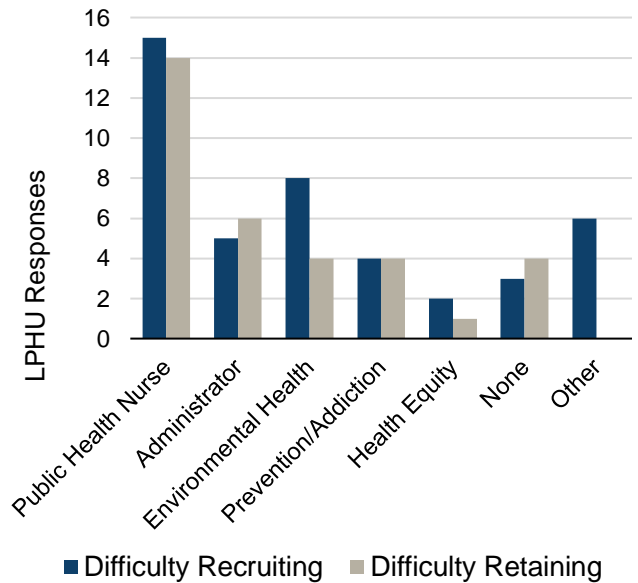
Eighteen (69%) participating LPHUs responded that they would take advantage of a student loan repayment program to address workforce challenges, while the remaining did not know (27%) or responded no (4%). Unit administrators often mentioned better recruitment as an impact of potential loan repayment, as it could allow them compete with companies offering similar programs. Further, several responses described that it would alleviate some wage and compensation shortfalls – a critical factor in attracting and keeping public staff.

DISCUSSION

Unit administrators consistently described nurses, particularly RN staff, as valuable to the LPHU because they can carry out public health activities, administer vaccinations, and provide direct clinical care. Nurses also frequently fill the role of unit administrator, as almost all administrators at the time of the survey had a nursing background.

Presently, no LPHUs advertise positions that require a Master's degree (MPH, MS), with no incentives to get or keep Master's level-staff. North Dakota State University

Figure 1: What Public Health Positions do you Consistently Have Difficulty Recruiting or Retaining?



and the University of North Dakota train Master's-level public health students.

Based on LPHU responses in this survey and successful loan repayment programs operating in the state for other health professions, a similar program could offer valuable incentives to recruit and retain staff in addition to building the capacity at the local level to employ North Dakota's growing workforce professionally trained in public health.

Acknowledgements

North Dakota LPHU administrators and staff who participated in the survey series.

Chairwoman Lee and members of the Senate Human Service Committee,

I write to provide written testimony in **SUPPORT** of SB 2344 to allow public health professionals to join our colleagues in health, dental, and behavioral health professions to access the state's health professional loan payment programming. I have worked in public health in North Dakota for the past five years, and prior to that as a paramedic for nearly three years. I have a Master's Degree in Public Health (MPH) from the University of North Dakota – a program established by legislative action in the early 2010s.

Entering the North Dakota public health workforce with an MPH left me in a challenging position, given the previous nursing centric public health model in North Dakota. In order to get a public health job, I was left accepting a position originally written for someone with an associate degree and accepting a pay cut from my previous paramedic position. Fortunately, I was able to bring my MPH education and background to elevate the position, and subsequently the salary of the position was brought to be commensurate with a professional degree.

An MPH is considered a professional degree instead of a graduate degree. This distinction is important, as it significantly increases the tuition costs for the degree. With an in-state, on campus tuition rate of \$948.83 per credit, MPH tuition is 45-50% higher than programs such as the master's in business administration, master's in counseling, master's in social work, and juris doctorate degrees at UND. These high rates leave many MPH graduates with a significant student loan burden compared to the initial salaries offered.

The combination of challenging initial job prospects combined with the high tuition and loan burden have left many of my colleagues looking out of state for employment. Student loan repayment programming may be one way to help retain vital public health workforce in-state. Over the past three years, we have seen the need for a robust public health workforce, and with that, I will **recommend a Do Pass on SB 2344**.

Thank you,

Michael Dulitz, MPH, NRP
A resident of District 17

**SB 2344**February 7th, 2023

Connor Ferguson, North Dakota Student Association

(612) 454-8288 | connor.ferguson@und.edu

Chair Lee and Members of the Committee: My name is Connor Ferguson, and I am the Director of Policy, Advocacy, and Research for the North Dakota Student Association (NDSA). I am testifying today on behalf of the NDSA in support of SB 2344.

The North Dakota Student Association is a student organization established in 1969 dedicated to ensuring that students have a voice at the table in policy that affects Higher Education. We consist of delegates from each of the 11 public institutions meeting monthly to engage students in ND Higher Education policy. Our mission is to empower students, create collaboration between the student bodies of the North Dakota public universities, and to give a student perspective on higher education policy.

On November 5th, 2022 the NDSA passed the resolution NDSA-09-2223: A Resolution in Support of the NDSA's Legislative Priorities for the 23-25 Biennium. One of the priorities enumerated by the resolution is the increase of access to financial aid for NDUS students. The North Dakota Student Association also passed NDSA-08-2223: A Resolution in Support of NDUS Scholarships, which emphasizes the importance of scholarships for NDUS students. We believe that scholarships are essential for many students to access a quality education concern of severe financial burden. Finally, the NDSA passed NDSA-12-2223: A Resolution in Support of HB 1003: Higher Education Budget Allocation for the 23-25 Biennium on Saturday, January 21st, 2023. In this resolution, the NDSA discussed the importance of affordable education for retention of skilled workers and need to attract workers in high demand jobs.

The passage of HB 2344 will significantly increase the financial well-being of healthcare professionals by alleviating much of their outstanding student loan debt. If passed, this bill will work to attract high-demand healthcare workers to the state of North Dakota. Offering student loan repayment in ND will create a very appealing alternative for those considering working in another state. In turn, this will make employment in North Dakota very competitive and will likely attract high quality healthcare workers who may stay in the state for much of their lives. These graduates will work in flourishing and productive industries which have high demand for intelligent, new workers. It is important that the state of North Dakota leverages this population and attracts new healthcare workers to the state for sustainable economic development. The repayment plan funded by SB 2344 is an investment in the next generation of North Dakotans that will pay off for years to come.

The NDSA also believes that retention of students is essential. This bill will work to keep graduates of North Dakota's medical school and various healthcare programs in the state after graduation. By offering more opportunities for success to those concerned by the severe economic burden, the state will be successful in maintaining the students it has already invested in. As students, we are interested in ensuring that recent graduates have access to the greatest opportunity for success. By offering repayment plans to healthcare workers in the state, North Dakota will offer significant opportunities to students already in high demand. On behalf of the North Dakota Student Association and students across the NDUS, I urge the committee to provide a Do Pass recommendation on HB 1451.

House Finance and Taxation Committee

SB 2344

March 7, 2023

Chairperson Headland and Members of the House Finance and Taxation Committee:

I am providing testimony in support of SB 2344 which would include a public health loan repayment in the North Dakota State healthcare workforce loan repayment program.

I am the administrator at Custer Health, the local public health unit that covers Grant, Mercer, Morton, Oliver, and Sioux Counties. We employ a variety of public health professionals such as environmental health practitioners, dietitians, nurses, tobacco prevention specialists, and administrative support staff. As the administrator, I have witnessed firsthand the difficulty in recruiting professionals in the field of public health. Public health is vital to the healthcare structure of North Dakota and the landscape of public health's role in North Dakota is continuously evolving. It is crucial that there be a strong and willing workforce to support this structure in the future.

A loan repayment program would show North Dakota's investment in public health and acknowledge its importance in our state. I graduated with my Master's in Public Health from North Dakota State University in 2013 and went directly into the field of local public health. I know firsthand the burden of student loan debt and the challenge repayment has been. A public health job in the public sector has considerably lower wages than that of the private sector. A loan repayment program would help encourage new graduates to enter the field of public health in North Dakota. We need to focus on strengthening our public health infrastructure and an investment has to be made in our up-and-coming professionals to accomplish it.

I respectfully urge you to support SB 2344 to strengthen the public health system in North Dakota and thus create a healthier state for all of us.

Sincerely,

Erin Ourada
403 Burlington St SE
Mandan, ND 58554
701-667-3370

**Testimony on
Senate Bill 2344
House Finance and Taxation Committee
March 7, 2023
Sherry Adams, Southwestern District Health Unit**

Good morning, Chairman Headland and members of the House Finance and Taxation Committee. My name is Sherry Adams and I am the Executive Officer for Southwestern District Health Unit (SWDHU). My health unit covers the eight counties of the Southwest which includes Adams, Billings, Golden Valley, Bowman, Slope, Dunn, Hettinger and Stark. I am in support of Senate Bill 2344 which provides student loan repayment for public health professionals.

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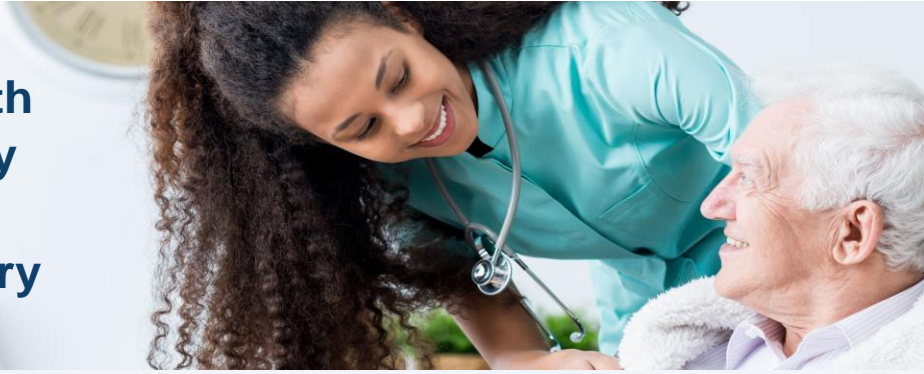
Public health has been woefully underfunded for several years. Loan repayment funding through the State program would greatly help entice students to pursue careers in public health and thereby assist our communities.

Thank you for this opportunity to share my comments and ask your favorable consideration for this bill. I would be happy to answer any questions you may have.

Local Public Health Workforce Survey

Executive Summary

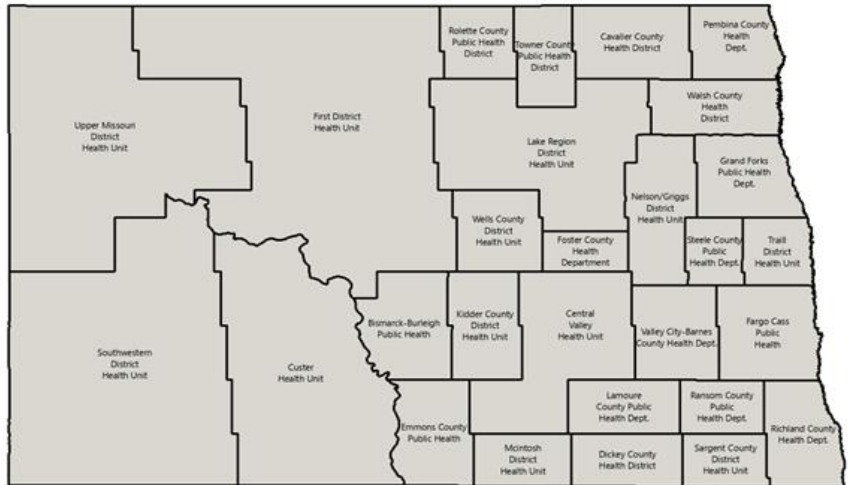
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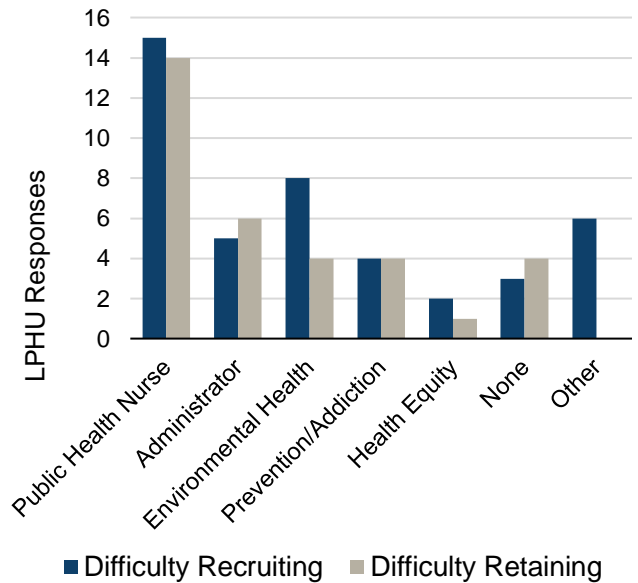
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Acknowledgements

North Dakota LPHU administrators and staff who participated in the survey series.



2023 Senate Bill 2344
House Finance and Taxation Committee
Representative Craig Headland, Chairman
March 7, 2023

Chairman Headland and members of the House Finance and Taxation Committee, my name is Tim Blasl. I am the President of the North Dakota Hospital Association (NDHA) which represents hospitals and health systems across the state. I testify in support of engrossed Senate Bill 2344 and ask that you give it a **Do Pass** recommendation.

Hospitals support the bill because it helps with our number one challenge: workforce. The scarcity of nurses is especially challenging for our hospitals in both rural and urban areas. To give an idea of how big this challenge is specifically in nursing, NDHA conducted a survey last summer. It showed that there were 1,326 nurse openings throughout the state. And hospitals contracted with staffing agencies for another 717 nurses. In total, North Dakota hospitals have over 2,000 nurse openings. The lack of nurses means hospitals must turn to contract staffing agencies to fill the gaps. The cost of contracted nursing staff and the upward pressure it puts on wages, however, is not sustainable. Urban hospital wages have increased \$382 million since 2019, mainly due to contract labor.

I do not have the magical answer to fill all these openings but adding registered nurses to the list of health care professionals that may qualify for student loan repayment matching funds through this program will be helpful in solving the nurse shortage. To the extent that we can make it easier for health care professionals to become trained and ready to work in North Dakota, it helps hospitals provide the care that patients need close to home. This bill would help recruit and retain health care workers in North Dakota if those workers know they will not be saddled with student loan debt in order to get the necessary training.

Please give the bill a **Do Pass** recommendation. Thank you.

Respectfully Submitted,

Tim Blasl, President
North Dakota Hospital Association



◇ 1912-2023 ◇
1515 Burnt Boat Drive
Suite C #325
Bismarck, ND 58503
701-335-6376

Testimony in Support of SB 2344
House Finance and Taxation Committee

March 7, 2023

Chairman Headland, Vice Chair Hagert, and members of the House Education Committee:

My name is Sherri Miller. I am writing to you in support of support of SB 2344. I have been a registered nurse in North Dakota for 24 years, and I am also the Executive Director for the North Dakota Nurses Association. The NDNA is the only professional organization representing all nurses in North Dakota. Part of our mission is to advance the nursing profession by promoting the professional development of nurses and to advocate on health care issues affecting nurses and the public. Right now, we are actively advocating for the nursing workforce with recruitment and retention tactics.

Senate Bill 2344 includes Public Health and RNs. North Dakota and the nation have been facing a shortage for many years, and it is only getting worse. According to a study published in the National Library of Medicine, there are many factors contributing to the nursing shortage, including:

- High turnover rate - oftentimes due to burnout
- An aging workforce - over half of the RN workforce is currently over 50 years old. There is also a need for more healthcare as the population will need services as well.
- Lack of educators and schooling - nursing school enrollment hasn't kept up with the pace of projected demand. There is also a lack in the necessary number of nursing school faculty members. Without enough teachers, we don't have enough nurses caring for patients.

Thankfully, many students in North Dakota are working hard to obtain their Associate or Bachelor of Science in nursing degrees with the intent to stay and work here. However, after their student loans and scholarships, they typically have a sizable debt. They often look out of state or take travel nursing positions to make a higher wage and more quickly pay off their debts. Senate Bill 2344 could allow nurses like these to get a break on their



◇ 1912-2023 ◇
1515 Burnt Boat Drive
Suite C #325
Bismarck, ND 58503
701-335-6376

large student loans and could provide an incentive to stay and work in ND and not do travel nursing. They can even further their education to work as nursing educators.

We respectfully ask you to pass SB 2344. Thank you.

Sherri Miller, BS, BSN, RN
Executive Director
North Dakota Nurses Association



SB 2344
House Finance and Taxation Committee
March 7, 2023, 10:30am

Chairman Headland and members of the House Finance and Taxation Committee. My name is Kalee Werner, Primary Care Office Director within the North Dakota Department of Health and Human Services, Division of Public Health. I am available online to answer any questions you may have related to Senate Bill 2344, relating to the health care professional student loan repayment program.

House Finance and Taxation Committee
Chairman – Representative Craig Headland
March 7, 2023

Testimony of:

Shane Goettle - Lobbyist
University of Mary
sgoettle@odney.com
(701) 426-0576

SB 2344

Chairman Headland and members of the House Finance & Taxation Committee, my name is Shane Goettle and I am here as a registered lobbyist for the University of Mary. I am here today to support a “DO PASS” recommendation on Senate Bill 2344.

For over 60 years, the University of Mary has been training outstanding nursing professionals proficient in direct care, health education, and administration. The University of Mary’s nursing program – within the Saint Gianna School of Health Sciences – integrates in-class instruction, hands-on experience, and cutting-edge simulation techniques to cultivate professional competence, intellectual depth, and moral courage. This is all fulfilled within our Christian, Catholic, and Benedictine identity and mission.

An education from the Saint Gianna School of Health Sciences school prepares students for a career as highly competent, caring, and ethical health care professionals. Inspired by and under the patronage of Saint Gianna Beretta Molla – a physician, wife, and mother – the University of Mary provides an education of excellence for servant leaders who uphold the dignity of human life and will transform health care for everyone at each stage of life.

University of Mary students gain practical experience in clinical settings throughout the region and beyond — and make a positive impact on people’s lives — through internships and practicums; service trips and pro bono clinics; and collaborative projects across the university. In addition to professional training with experienced faculty and cutting-edge technology, students are immersed in the Benedictine values that will lay the foundation for virtuous leadership in their career.

The University of Mary supports the expansion of the student loan repayment program to public health professionals and registered nurses, who have become increasingly in short supply in this region.

We urge the committee to give SB 2344 a “DO PASS” recommendation.

**SB 2344**February 7th, 2023

Connor Ferguson, North Dakota Student Association

(612) 454-8288 | connor.ferguson@und.edu

Chair Lee and Members of the Committee: My name is Connor Ferguson, and I am the Director of Policy, Advocacy, and Research for the North Dakota Student Association (NDSA). I am testifying today on behalf of the NDSA in support of SB 2344.

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The NDSA also believes that retention of students is essential. This bill will work to keep graduates of North Dakota's medical school and various healthcare programs in the state after graduation. By offering more opportunities for success to those concerned by the severe economic burden, the state will be successful in maintaining the students it has already invested in. As students, we are interested in ensuring that recent graduates have access to the greatest opportunity for success. By offering repayment plans to healthcare workers in the state, North Dakota will offer significant opportunities to students already in high demand. On behalf of the North Dakota Student Association and students across the NDUS, I urge the committee to provide a Do Pass recommendation on HB 1451.

March 6, 2023

Re: Testimony in support of SB 2344

Dear Chairman Headland, Vice Chairman Hagert, and members of the House Finance & Tax Committee,

Good morning!

I'm Dr. Beth Sanford, President-Elect of the North Dakota Nurses Association and a member of the Nursing Recruitment and Retention committee, comprised of members of state nursing associations.

We are bringing forward this bill SB2344, combined student loan repayment for both RNs and Public Health. I am here to testify regarding the RN student loan repayment portion, as it is an immediate strategy to attract a nursing workforce to meet staffing demands.

Offering student loan forgiveness has been used for years to attract teachers and doctors to rural areas. Hospitals in small communities sometimes offer supporting loan reimbursement. It works for the agreement period. However, the cost of nursing school has risen tremendously since the initiation of these programs, with students graduating with 40-80K of debt.

In addition, this bill can help encourage the further master's level education of desperately needed nursing educators. With this loan repayment, nurses could obtain a master's degree and continue to work in direct patient care, while teaching a course for a local nursing program—meeting community needs for staff nurses and nurse educators alike.

As a nursing educator myself, I have found that loan forgiveness is essentially a tiebreaker for an individual making the decision of which profession to choose, and where to buy a home, live, and work.

The profession of nursing needs to do something drastic now to encourage North Dakota residents and residents of other states to choose "nursing" in North Dakota.

North Dakota needs active strategies to grow its own nurses-- Loan Forgiveness Works.

Thank you for your time and consideration.

Beth Sanford, DNP, MSN, RN, ACN, CLC

President-Elect of the North Dakota Nurses Association

23.0326.04002
Title.

Prepared by the Legislative Council staff for
the House Finance and Taxation Committee
March 9, 2023

PROPOSED AMENDMENTS TO REENGROSSED SENATE BILL NO. 2344

In lieu of the amendments as printed on page 1151 of the House Journal, Reengrossed Senate Bill No. 2344 is amended as follows:

Page 1, line 22, after "nurse" insert ", registered nurse."

Page 2, remove lines 16 through 25

Page 3, line 17, replace "\$96,000" with "\$48,000"

Page 3, line 18, remove "public health"

Page 3, line 19, remove "professionals and four slots for"

Re-number accordingly

Sixty-eighth
Legislative Assembly
of North Dakota

REENGROSSED SENATE BILL NO. 2344

Introduced by

Senator K. Roers

1 A BILL for an Act to amend and reenact section 43-12.3-06 of the North Dakota Century Code,
2 relating to the health care professional student loan repayment program; and to provide an
3 appropriation.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1. AMENDMENT.** Section 43-12.3-06 of the North Dakota Century Code is
6 amended and reenacted as follows:

7 **43-12.3-06. Student loan repayment program - Contract.**

- 8 1. The health council shall enter a contract with a selected health care professional. The
9 health council shall agree to provide student loan repayments on behalf of the
10 selected health care professional subject to the requirements and limitations of this
11 section.
- 12 a. For a physician:
- 13 (1) The loan repayment may not exceed twenty thousand dollars per year, and
14 may not exceed one hundred thousand dollars over five years; and
- 15 (2) The matching funds must equal fifty percent of the amount required in
16 paragraph 1.
- 17 b. For a clinical psychologist:
- 18 (1) The loan repayment may not exceed twelve thousand dollars per year, and
19 may not exceed sixty thousand dollars over five years; and
- 20 (2) The matching funds must equal twenty-five percent of the amount required
21 in paragraph 1.
- 22 c. For an advanced practice registered nurse, registered nurse, or a physician
23 assistant:

- 1 b. Except as otherwise provided, payments under this section may be made only at
2 the conclusion of each ~~twelve-month~~twelve-month period of service.
- 3 c. Prorated payments may be made only if:
- 4 (1) The repayment of the loan requires less than a full annual payment;
- 5 (2) The health care professional is terminated or resigns from his or her
6 position; or
- 7 (3) The health care professional is unable to complete a twelve-month period of
8 service due to the individual's death, a certifiable medical condition or
9 disability, or a call to military service.
- 10 3. Payments under this section terminate upon the earlier of:
- 11 a. The full repayment of the health care professional's student loan; or
- 12 b. The completion of five years as a participant in the student loan repayment
13 program.
- 14 4. The health council shall waive the requirements of this section ~~that~~which pertain to
15 matching funds if the health care professional opens a new practice as a solo
16 practitioner in a city that has fewer than fifteen thousand residents.

17 **SECTION 2. APPROPRIATION - DEPARTMENT OF HEALTH AND HUMAN SERVICES -**
18 **HEALTH CARE PROFESSIONAL STUDENT LOAN REPAYMENT PROGRAM.** There is
19 appropriated out of any moneys in the general fund in the state treasury, not otherwise
20 appropriated, the sum of ~~\$96,000~~\$48,000, or so much of the sum as may be necessary, to the
21 department of health and human services for the purpose of funding four slots for ~~public health~~
22 ~~professionals and four slots for~~ registered nurses under the health care professional student
23 loan repayment program, for the biennium beginning July 1, 2023, and ending June 30, 2025.