SB 1072 - Occupational Licensing - Military Traini Uploaded by: Christa McGee

Position: FAV



SB 1072 – Occupational and Professional Licensing - Military Training and Military Spouses

Position: Support

Maryland REALTORS® supports SB 1072 which would help expedite the issuance of professional licenses and remove some of the barriers associated with licensure in Maryland for military spouses and those who have served in the military.

This bill would require occupational licensing entities in Maryland to consider a military spouse's licensure in another state as a basis for issuing a professional license, so long as the individual can demonstrate competency to practice the profession in Maryland. Additionally, this bill would require licensing entities to consider overall length of experience in the profession along with the specialized occupational training provided to the individual through their service in the military when determining the individual's fitness for licensure.

The REALTORS® support efforts to ensure that those who have served in the military and their spouses are not unnecessarily delayed from obtaining employment in an area where they have sufficient expertise.

We respectfully ask for your support of Senate Bill 1072.

For more information contact lisa.may@mdrealtor.org or christa.mcgee@mdrealtor.org



HFAM Testimony SB 1072.pdf Uploaded by: Joseph DeMattos Position: FAV



TESTIMONY BEFORE THE SENATE EDUCATION, ENERGY, AND THE ENVIRONMENT COMMITTEE March 1, 2024 Senate Bill 1072: Occupational and Professional Licensing - Military Training and Military Spouses Written Testimony Only

POSITION: FAVORABLE

On behalf of the members of the Health Facilities Association of Maryland (HFAM), we appreciate the opportunity to express our support for Senate Bill 1072.

HFAM represents skilled nursing centers and assisted living communities in Maryland, as well as associate businesses that offer products and services to healthcare providers. Our members provide services and employ individuals in nearly every jurisdiction of the state. HFAM is affiliated with the American Health Care Association/National Center for Assisted Living (AHCA/NCAL), which is the largest association in the United States representing long-term and post-acute care providers.

Senate Bill 1072 requires an occupational licensing board to issue a license, certificate, permit, or registration to an applicant who is military trained or who is a military spouse if the applicant meets certain requirements; requires an occupational licensing board to consider certain types of experience for a certain calculation; and authorizes an occupational licensing board to issue a temporary license, certificate, permit, or registration under certain circumstances.

HFAM has a long commitment to advocating for and supporting public policies that recognize the value that service members, veterans, and military spouses bring to the civilian workforce and Senate Bill 1072 could not come at a more critical time.

In Maryland and throughout the country, we are facing a shortage of healthcare workers across settings, with particularly fewer people working in skilled nursing and rehabilitation centers. Workforce recruitment and retention was a challenge before the pandemic and it has only grown more challenging. Tens of thousands of healthcare workers in Maryland have left the field over the last few years. Licensed healthcare professionals are scarce and all healthcare settings are competing for employees from the same labor pool. Veterans and their partners have the potential to be a tremendous resource in the healthcare workforce crisis we currently face.

For these reasons, we request a favorable report from the Committee on Senate Bill 1072.

Submitted by:

Joseph DeMattos, Jr. President and CEO (410) 290-5132

SB1072.pdf Uploaded by: Mike McKay Position: FAV

MIKE MCKAY Legislative District 1 Garrett, Allegany, and Washington Counties

Judicial Proceedings Committee Executive Nominations Committee



James Senate Office Building 11 Bladen Street, Room 416 Annapolis, Maryland 21401 410-841-3565 · 301-858-3565 800-492-7122 *Ext*. 3565 Mike.McKay@senate.state.md.us

THE SENATE OF MARYLAND Annapolis, Maryland 21401

Senate Bill 1072 – Occupational and Professional Licensing – Military Training and Military Spouses

February 26, 2024

Dear Chairman Smith, Vice Chairman Waldstreicher, and Members of the Committee,

The purpose of the bill is to require an occupational licensing board to issue any applicant who is in the military or is a military spouse that meets certain standards, a temporary license for certain circumstances. These would be in an emergency situation such as having the National Guard from another state assist in those situations. I thank you all for your time and ask for a favorable vote.

Sincerely,

funch

Senator Mike McKay Representing the Appalachia Region of Maryland Serving Garrett, Allegany, and Washington Counties

11b - SB 1072 - Various Bds - SWA - EEE.pdf Uploaded by: Maryland Department of Health /Office of Governmen oga Position: FWA



Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

State Board of Acupuncture State Board of Podiatric Medical Examiners State Board of Social Work Examiners 4201 Patterson Avenue, Third Floor Baltimore, MD 21215

2024 SESSION POSITION PAPER

BILL NO:SB 1072COMMITTEE:Education, Energy, and the EnvironmentPOSITION:Support with Amendment

TITLE: Occupational and Professional Licensing – Military Training and Military Spouses

BILL ANALYSIS: The proposed legislation would require the health professions boards and commissions to issue a license, certificate, permit and/or registration (practice credential) to a military trained applicant if he/she meets certain requirements, including completion of military training, the consideration of certain types of experience and licensure in another jurisdiction. The proposed legislation would additionally authorize the health professions boards and commissions to issue a temporary license, certificate, permit, and/or registration to applicants that hold a license in another jurisdiction.

<u>POSITION AND RATIONALE</u>: The State Board of Acupuncture, the State Board of Podiatric Medical Examiners, and the State Board of Social Work Examiners (the "Boards") support SB 1072 with amendment.

The Boards are supportive of the intentional efforts to honor the service of and develop more actionable supports for military families by: (1) decreasing the barriers to employment in fields that require credentialing and (2) increasing the number of credentialed professionals available to provide services to Maryland residents. As written, the bill includes the licensing activity of the Boards, which currently follow the requirements of the Veterans Auto and Education Improvement Act (VAEIA) of 2022 and Veterans Full Employment Act (VFEA) of 2013. For this reason, the Boards respectfully request an amendment to remove the reference to the Health Occupations Article in section 10-1701 of the State Government Article, subsection (C)(1).

The mission of the Boards is to protect the public by means of regulating licensing and practice compliance for a myriad of health professionals. These means, in part, are standards established and approved by institutions of higher learning, professional practice organizations, and the Maryland Higher Education Commission. The Boards grant practice credentials to those active and retired military service members who complete the requirements of credentialing including

education, supervised clinical experiences, and passing pre-licensing examinations. Such accredited programs are not offered during military service and cannot be gained through *a military training program, a military occupational specialty, or two to five years of active practice*. Often, our esteemed service members have privileges to practice on military facilities without having to meet health professions industry standards and/or in ways that violate scope of practice boundaries.

Additionally, SB 1072 requires that the Boards use the credentialing standards of other jurisdictions as sufficient evidence to grant practice privileges in Maryland. For many of the Boards this is tantamount to reciprocity and therefore a violation of their statutes and regulations because: (1) authority to enter into reciprocal agreements does not currently exist, and/or (2) it exists in limited capacity and therefore cannot accommodate 'out of network' military applicants.

Finally, in the interest of efficient administration, many of the Boards do not issue temporary licenses. This practice creates a duplicate work cycle which decreases operational efficiency while increasing operational costs and therefore is an administrative and fiscal burden to the Boards that have limited resources.

If enacted, SB 1072 would cause the Boards to violate existing industry standards, statutes, and regulations in order to credential applicants whose background do not meet health professions industry standards and create a category of work that has a negative fiscal impact. More importantly, it would weaken the Boards' ability to offer credentials to the most qualified health professions' applicants and thereby negatively impact fulfillment of our mission to protect the public.

At present VAEIA and VFEA require that the Boards: (1) allow military personnel and their spouses to bypass State licensing requirements, and (2) expedite the credentialing process. Both allow the Boards to honor our military service members and families without compromising credentialing standards.

For these reasons, the Boards respectfully request the following amendment:

Amendment

Page 2, line 11, strike "THE HEALTH OCCUPATIONS ARTICLE,"

The State Board of Acupuncture, the State Board of Podiatric Medical Examiners, and the State Board of Social Work Examiners request a favorable report on SB 1072 with the amendment.

For more information, please contact Tiffany L. Smith Williams, Executive Director for the Board of Acupuncture at (410)764-5925 or at tiffany.smith-williams@maryland.gov; or Lillian Reese, Legislative Liaison, at (443) 794-4757 or at lillian.reese@maryland.gov

11c - SB 1072 Physical Therapy Bd - LOC - EEE.pdf Uploaded by: Maryland State of

Position: UNF



Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

Board of Physical Therapy Examiners 4201 Patterson Avenue, Suite 304 Baltimore, MD 21215-2299

March 1, 2024

The Honorable Brian Feldman Chair, Education, Energy, and Environment Committee Room 231 House Office Building Annapolis, Maryland 21401

RE: SB 1072 - Occupational and Professional Licensing - Military Training and Military Spouses

Dear Chair Feldman and Committee Members,

The Maryland Board of Physical Therapy Examiners (the "Board") is submitting this Letter of Concern for SB 1072 Occupational and Professional Licensing - Military Training and Military Spouses.

The intent of SB 1072 is commendable; however, both federal and state laws render it unnecessary. Federally, the Veterans Auto and Education Improvement Act of 2022 (PL 117-333) allows for the mobility of licensed active-duty members of the military and their spouses. Further, Md. Code Ann., Health Occ. § 1-702(b) already requires each health occupation board to credit training and education provided by the military as appropriate, and Md. Code Ann., Health Occ. § 1-704 establishes a process for expediting licensure applications from active-duty service members, veterans, and their spouses. The Board complies with all of these laws, as well as provisions in the Maryland Physical Therapy Act concerning temporary licensure (Md. Code Ann., Health Occ. § 13-313), licensure by endorsement (Md. Code Ann., Health Occ. § 13-307), and the Interstate Physical Therapy Licensure Compact (Md. Code Ann., Health Occ. § 13-30-01), all of which increase licensure opportunities and decrease barriers for active-duty service members, veterans, and their spouses.¹

Additionally, doctoral-level physical therapy education provided through the military education system at Army-Baylor and West Point is fully accredited and graduates are eligible for licensure under the Board's existing licensure standards.

¹ Importantly, none of these laws require active engagement in the practice of physical therapy for at least 2 of the 5 preceding years the way SB 1072 does.

SB1072 Page 2

The Board supports and expedites applications from active-duty service members, veterans, and their spouses through our online application system, which is available 24/7. As a result of our online system, the Board issues 99% of all physical therapy licenses within 10 days. The Board welcomes an opportunity to work with the sponsor and bill proponents to discuss the licensure process for active-duty service members, veterans, and military spouses.

For these reasons, the Board respectfully requests that the Committee vote unfavorably on SB 1072.

Thank you for considering the Board's perspective on this matter. Should you require any further information or clarification please contact Laurie Kendall-Ellis, Executive Director at (410) 764-4718 or at <u>laurie.kendall-ellis@maryland.gov</u>.

Sincerely,

Caunie, Kendall-Elho

Laurie Kendall-Ellis, PT, CAE Executive Director

SB 1072- EEE - MBON - LOO.docx.pdf Uploaded by: Rachel Sherman

Position: UNF



Board of Nursing

Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

February 12, 2024

The Honorable Senator Brian J. Feldman Chair, Senate Education, Energy, and the Environment Committee 2 West Miller Senate Office Building Annapolis, MD 21401-1991

RE: SB1072 – Occupational and Professional Licensing - Military Training and Military Spouses - Letter of Opposition

Dear Chair Feldman and Committee Members:

The Maryland Board of Nursing (the Board) respectfully submits this letter of opposition for Senate Bill (SB) 1072 – Occupational and Professional Licensing - Military Training and Military Spouses. This bill requires an occupational licensing board to issue a license, certificate, permit, or registration to an applicant who is military trained or who is a military spouse if the applicant meets certain requirements; requires an occupational licensing board to consider certain types of experience for a certain calculation; and authorizes an occupational licensing board to issue a temporary license, certificate, permit, or registration under certain circumstances.

Although the Board supports the practice of reducing barriers to licensure and certification for military families, we nonetheless have serious concerns about this bill as it is written. The bill places an equivalency between completion of military training or specialty and civilian practice standards. These standards are not identical. Further, the legislation fails to specify an education requirement. Education requirements are a significant feature of our standards for licensure and certification for nursing and related professions. The Board is concerned that these aspects of the bill pose a danger to the public, who rely on medical professionals who are thoroughly trained under standard and rigorous processes.

I hope this information is useful. For more information, please contact Ms. Mitzi Fishman, Director of Legislative Affairs, at <u>mitzi.fishman@maryland.gov</u> or Ms. Rhonda Scott, Executive Director, at <u>rhonda.scott2@maryland.gov</u>, or call (410) 585 – 2049.

Sincerely,

A.the

Gary N. Hicks Board President

11a - SB 1072 - Dental Bd - LOC - EEE.pdf Uploaded by: State of Maryland (MD)

Position: UNF



Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

Maryland State Board of Dental Examiners Spring Grove Hospital Center - Benjamin Rush Bldg. 55 Wade Ave/Tulip Drive Catonsville, MD 21228

March 1, 2024

The Honorable Senator Brian Feldman Chair, Senate Education, Energy, & the Environment Committee 2 West, Miller Senate Office Building Annapolis, Maryland 21401-1991

Re: SB 1072 – Occupational and Professional Licensing – Military Training and Military Spouses- Letter of Concern

Dear Chair Feldman and Committee Members:

The Maryland State Board of Dental Examiners is submitting this letter of concern for SB 1072 -Occupational and Professional Licensing – Military Training and Military Spouses. The bill requires health occupations boards, including the Dental Board, to issue a license, certificate, permit, or registration to an applicant if the applicant "Has completed a military program of training, been awarded a military occupational specialty, and performed that specialty at a level that is substantially equivalent to or exceeds the requirements of the occupational licensing board to which the applicant has applied." In addition, the applicant must have "[E]ngaged in the active practice of the occupation or profession for which the individual is seeking a license, certificate, permit, or registration for at least 2 of the 5 years immediately preceding the date of the application."

In addition, a health occupations board, including the Dental Board must issue a license, certificate, or permit to a military spouse if the applicant "Holds a current license, certificate, permit, or registration from another jurisdiction and that jurisdiction's requirements for the license, certificate, permit or registration are substantially equivalent to or exceed the requirements of the occupational licensing board to which the applicant has applied." In addition, the applicant must "Demonstrate competency is the occupation or profession in a method determined by the occupational licensing board."

The military does not issue "dentist" specialties. One must be a dentist before entering the military. However, the Board is concerned that the educational requirements for a dental hygienist specialty or designation in the military differs from branch to branch. In the military one can become a dental hygienist in approximately one year whereas standard programs in a school of dental hygiene are 2-year full-time programs. Even if the duration of the military program was 2 years it may be difficult to evaluate military programs without personal observation. Under the current law the Dental Board may only issue dental hygiene licenses to those who have graduated from a 2-year school of dental hygiene that has been approved by the American Dental Association's Commission on Dental Accreditation. The accreditation includes site visits for both didactic and clinical training. It also includes periodic site visits to maintain accreditation. The accreditation ensures that all approved schools throughout the country maintain consistently high standards.

With respect to those in the military or their spouses who already hold a license, certificate, registration or permit in another jurisdiction, it may be difficult to determine if their training was "substantially equivalent" to that required in Maryland. With respect to the issue of competency, the existing law requires that dentists and dental hygienists who graduate from dental or dental hygiene school take an examination administered by the American Board of Dental Examiners ("ADEX") as a condition of licensure. That examination is the most objective standard to determine basic competency. If an applicant passes the ADEX examination, they would qualify for a license. That said, under federal law, the Board currently issues licenses to those who are in the military and their spouses. The Veterans Auto and Education Improvement Act of 2022, 50 U.S.C.A. §4025a, provides that the Board must issue a license to a service member or their spouse if the service member has a license issued in another jurisdiction, (other than Maryland) relocates residency to Maryland, has military orders outside of their home state, and has practiced under their license for at least 2 years. The Board has already issued licenses under that law.

For these reasons the Board requests that SB 1072 receive an unfavorable report.

I hope that this information is helpful. If you would like to discuss this further, please contact me at 410-294-9900, rwindsor@umaryland.edu, or Dr. Edwin Morris, the Board's Legislative Committee Chair at 410-218-4203.

Sincerely, *Robert R. Windsor*, D.D.S. Robert R. Windsor, D.D.S. Board President

The opinion of the Maryland State Board of Dental Examiners expressed in this letter of concern does not necessarily reflect that of the Department of Health or the administration.

2024 SB1072 Military Licensing.pdf Uploaded by: Deborah Brocato Position: INFO



SB1072 2024

Opposition Statement SB1072

Occupational and Professional Licensing – Military Training and Military Spouses Deborah Brocato, Legislative Consultant Maryland Right to Life

We oppose SB1072.

Maryland Right to Life requests an amendment for SB1072 so that the loosening of licensing requirements is not used to help further supply the abortion industry with their workforce. The Abortion Care Access Act of 2022 removed a level of health and safety protection for pregnant women and girls of Maryland when the law removed the physician requirement for providing abortions. Maryland Right to Life opposes this further interference in the independent operations of health occupations boards and their authority over the licensing and regulation of their respective healthcare professionals. Independent boards for each healthcare occupation are essential to ensure that standards of medical care are maintained for the safety and wellbeing of Marylanders using the healthcare system. Medical standards must not be compromised for the convenience of those working in the healthcare system, even those connected to military service. Standards vary from state to state and every person practicing in Maryland should be held to the same practice and licensing standards.

The Abortion Care Access Act of 2022 removed one of the few health and safety protections for pregnant women and girls in the Maryland Code which was the legal requirement that only licensed physicians provide abortions. The Act puts profits over patients and allows non-medical personnel to be licensed or certified by the state to provide surgical and chemical abortions up to birth. This law removes abortion from the spectrum of healthcare. Bill after bill in the Assembly shows a continued push to decrease the standards for licensing and certification of healthcare occupations making it easier to provide workers in the abortion industry. An individual with less medical education and medical training can be paid lower than more highly educated and trained healthcare practitioners such as doctors thus increasing the profit margin. This strategy puts the women and girls of Maryland at risk for substandard medical care which puts them at risk for injury up to and including death.

The loosening of licensing requirements is further erosion of the quality and safety of healthcare delivery. The state needs to promote best medical practice and allow the various





health occupations boards to independently manage their infrastructure operations and examine the competency of their practitioners.

Maryland Right to Life urges the addition of an amendment to exclude this bill being used for abortion purposes. Without this amendment, we ask that you give an unfavorable report to **SB1072**.

11e - SB 1072 - EEE - PHARM - LOI.pdf Uploaded by: State of Maryland Position: INFO

DEPARTMENT OF HEALTH

Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

MARYLAND BOARD OF PHARMACY

2024 SESSION POSITION PAPER

BILL NO.:	SB 1072 – Occupational and Professional Licensing – Military
	Training and Military Spouses
COMMITTEE:	Education, Energy, and the Environment
POSITION:	Letter of Information

TITLE:
Occupational and Professional Licensing – Military Training and

Military Spouses
Military Comparison of the second seco

POSITION & RATIONALE:

The Maryland Board of Pharmacy (Board) respectfully submits this letter of information for SB 1072 – Occupational and Professional Licensing – Military Training and Military Spouses (SB 1072).

<u>Current law – State – Health Occupations Article, §§ 1-701 – 1-706, Annotated Code of</u> <u>Maryland – expedited processing</u>

The Board is required to expedite the licensing process for (1) veterans, (2) active duty service members in the armed forces, reserves, or National Guard, and (3) military spouses. Md. Code Ann., Health Occ. §§ 1-701 - 1-706. A veteran may request expedited processing within one year after their date of discharge from active duty under circumstances other than dishonorable. *Id.* A surviving spouse of a veteran or a service member may apply for expedited processing within one year after the date on which their spouse died. *Id.* An active duty service member, a spouse of an active duty service member, or a spouse of a veteran may request expedited processing at any time. *Id.* Additionally, a veteran, an active duty service member, or a military spouse may request, (1) an advisor to assist with the application process; (2) assistance with identifying programs that offer relevant education and training or ways of obtaining needed experience in the event their education, training, or experience does not meet the requirements; (3) renewal of a license or a registration after the late renewal is a direct result of deployment outside of the U.S. or its territories; or (4) completion of any continuing education requirements or criminal history records check required for renewal within a reasonable time after renewing the license or the registration

if the delay is a direct result of deployment outside of the U.S. or its territories. *Id.* The Board has information regarding expedited processing on its website.¹

<u>Current law – federal – Veterans Auto and Education Improvement Act of 2022 (VAEIA) –</u> portability of professional license

A pharmacist license or a pharmacy technician registration issued to a member of the uniformed services or a spouse of a member of the uniformed services by a state other than Maryland is considered valid in Maryland, provided the servicemember or the spouse of a service member (1) provides the Board with a copy of military orders for service to Maryland, (2) remains in good standing with the licensing authority that issued a license or a registration to the servicemember or the spouse of a servicemember, (3) remains in good standing with every jurisdiction with which the servicemember or the spouse of a servicemember has obtained licensure or registration through reciprocity, and (4) submits to the Board for the purposes of standards of practice, discipline, and continuing education requirements. 50 U.S.C. § 4025(a). The Board has information regarding VAEIA on its website.²

<u>Current law – State – Health Occupations Article, §§ 12-305, 12-6B-02, Annotated Code of</u> <u>Maryland – licensure by reciprocity for a service member</u>

An applicant for a pharmacist license or a pharmacy technician registration who "has completed a military program of training, been awarded a military occupational specialty, and performed that specialty at a level that is substantially equivalent to or exceeds the requirements of the occupational licensing board to which the applicant has applied" is eligible currently through reciprocity, without engaging "in the active practice...for at least 2 of the 5 years immediately preceding the date of the application." *Compare* § 10-1702(A)(1)(i)-(ii) with Md. Code Ann., Health Occ. §§ 12-305, 12-6B-02.

2

¹ Board, website, accessed February 28, 2024,

https://health.maryland.gov/pharmacy/docs/HB225VeteransFullEmploymentActof2013Notice.pdf.

² Board, website, accessed February 28, 2024, <u>https://health.maryland.gov/pharmacy/Pages/Veterans-Auto-and-Education-Improvement-Act.aspx</u>.

Currently, the <u>US Air Force</u>,³ the <u>US Army</u>,⁴ and the <u>US Navy</u>⁵ require those who serve as a pharmacist to obtain a Doctor of Pharmacy degree or a Bachelor of Pharmacy degree, which meets the Board's licensure requirement of "proof that the applicant has graduated...from a school or college of pharmacy...." COMAR 10.34.02.03.

Currently, the pharmacy technician program conducted by the <u>Medical Education and Training</u> <u>Campus</u>, JBSA Fort Sam Houston, Texas on behalf of the US Air Force, the US Army, and the <u>US Navy requires a graduate to take the Exam for the Certification of Pharmacy Technicians</u> <u>thorough the National Health Career Association to qualify for the designation of Certified</u> <u>Pharmacy Technician</u>.⁶ The Certified Pharmacy Technician credential meets the Board's registration requirement of "current certification by a national pharmacy certification program." COMAR 10.34.34.05.

Licensing statutes and regulations which are in effect are less restrictive than SB 1072.

3

³ U.S. Air Force, website, accessed February 28, 2024, https://www.airforce.com/careers/healthcare/pharmacist. ⁴ U.S. Army, website, accessed February 28, 2024, https://www.goarmy.com/careers-and-jobs/career-

match/science-medicine/physical-mental-health/67e-pharmacist.html

⁵ U.S. Navy, website, accessed February 28, 2024, https://www.navy.com/careers-

benefits/careers/medical/pharmacy.

⁶ Medical Education and Training Campus, website, accessed February 28, 2024,

https://www.metc.mil/Academics/Programs/Ancillary-Services/Pharmacy-Technician/.

<u>Current law – State – Health Occupations Article, §§ 12-305, 12-6B-02, Annotated Code of</u> <u>Maryland – licensure by reciprocity for a military spouse</u>

An applicant for a pharmacist license or a pharmacy technician registration who "is a military spouse hold[ing] a current license...or registration from another jurisdiction..." is eligible through reciprocity currently. Md. Code Ann., Health Occ. §§ 12-305, 12-6B-02.

SB 1072 would not create an additional pathway to obtain a pharmacist license or a pharmacy technician registration for a military spouse.

If you would like to discuss this further, please do not hesitate to contact Deena Speights-Napata, MA, Executive Director, at <u>deena.speights-napata@maryland.gov</u> or (410) 764-4753.

Sincerely,

Deena Speights-Napata, MA Executive Director Maryland Board of Pharmacy