



Maryland Senior Citizens Action Network

MSCAN

AARP Maryland

*Baltimore Jewish
Council*

*Catholic Charities of
Baltimore*

*Central Maryland
Ecumenical Council*

Church of the Brethren

*Episcopal Diocese of
Maryland*

*Housing Opportunities
Commission of
Montgomery County*

*Lutheran Office on
Public Policy in
Maryland*

*Maryland Association of
Area Agencies on Aging*

*Maryland Catholic
Conference*

*Mental Health
Association of Maryland*

Mid-Atlantic LifeSpan

*National Association of
Social Workers,
Maryland Chapter*

Presbytery of Baltimore

*The Coordinating
Center*

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The Maryland Senior Citizens Action Network (MSCAN) is a statewide coalition of advocacy groups, service providers, faith-based and mission-driven organizations that support policies that meet the housing, health, and quality of care needs of Maryland's low and moderate-income seniors.

MSCAN supports HB 1414. Maryland's nursing homes care for thousands of older adults and patient acuity is continuing to increase. Yet the direct care workforce responsible for providing daily care faces shortages, high turnover, and wages that do not reflect the difficulty and importance of their work. For instance, Maryland's nursing assistants earned an average annual wage of just \$42,070 in 2024, and in many facilities, turnover rates of 50% undermine continuity of care and contribute to preventable health complications.

One factor contributing to ongoing workforce challenges is the limited share of resources that currently goes toward frontline staffing. In 2024, Maryland nursing homes enrolled in Medicaid allocated **53.86%** of the **\$3.4 billion** in comprehensive care revenue to direct care staffing, compared to a national average of **66%**. Ensuring that a greater portion of public dollars reaches the direct care workforce can help improve wages, reduce turnover, and support more stable staffing, all of which are closely associated with better resident safety, higher quality of care, and improved quality of life.

To support these improvements, Maryland also needs greater visibility into how funds are spent. Transparency is essential to understanding how resources are allocated and ensuring that the public dollars intended to support resident care are directed appropriately.

HB 1414 addresses these challenges by requiring nursing homes to spend at least **75%** of their total nursing and residential care revenue on direct care wages and benefits. Beginning in 2027, facilities will also be required to submit annual cost reports documenting how funds are allocated, including wage disbursement and any additional information required by the Department of Health. These reforms will help ensure that state and federal funds are directed toward direct care, and ultimately support the quality of care for many older adults in our nursing home facilities.

For these reasons, MSCAN urges a favorable report for HB 1414.