

03/11/2026

Maryland General Assembly
Health Committee
House Office Building, Room 240
6 Bladen Street
Annapolis, MD 21401

RE: Support with Amendments - HB 1284 - Residential Service Agencies - Private Duty Nursing - On-Site Nurse Training Programs

Dear Chair Bagnall and Health Committee members,

My name is Sarah Diamond, I am a Clinical Manager at Maxim Healthcare and I oversee the clinical operations in our Millersville office. I have been a nurse for 11 years and have worked at Maxim for 4 years.

Like many of my colleagues, I have experienced firsthand how COMAR 10.09.53.03(G)(3) restricts our ability to hire qualified nurses within Maryland's workforce. Although the intention of the regulation is safety, the practical impact is that many highly skilled nurses are disqualified from providing care to patients who need them most.

I want to share some real examples from our office:

Scenario 1:

A candidate with 7 months of high-acuity hospital experience was fully competent to serve one of our medically complex patients. However, because she had not yet reached a full year of clinical experience, we were unable to hire her.

Scenario 2:

A nurse with 10 years of clinical experience, including tracheostomy and ventilator skills, was not eligible to care for a Medicaid pediatric patient simply because her background was not specifically in pediatrics—despite meeting every clinical competency required for the case.

Scenario 3:

A tenured Maxim nurse who previously cared for pediatric patients was effectively barred from returning to Medicaid pediatric cases because he had spent the last 4 years assigned to a single adult medically complex patient. Although he met all competencies, his work history no longer met the COMAR's pediatric requirement.

These situations demonstrate why Maxim has invested heavily in comprehensive training programs designed for safety, competency, and ongoing support—regardless of where a nurse gained initial experience.

Maxim Healthcare has been participating successfully in our nurse training programs for over 10 years across the US. In fact, in the past couple years Virginia had 143 nurses complete these trainings and in Pennsylvania we had 100 nurses. Virginia and California had similar prohibitions but have since lifted their hiring restrictions and have added clinical oversight into state approved agency training programs.¹ We urge Maryland to do the same, so that Medicaid Certified Residential Service Agencies (RSA) can recruit and retain more nurses.

By supporting HB 1284 will reform the State of Maryland’s home care training and experience regulations which will improve quality of patient care while also providing a cost-effective care delivery system that allows pediatric patients to remain with their families instead of long-term care facilities, hospitals or skilled rehabilitation centers. Maryland remains to be the only state that has this work experience requirement under Medicaid.

Thank you for your support of home health care and private duty nursing services in the state of Maryland. We hope that these committees will consider our request to improve Medicaid for private duty nursing services so that Maryland can compare with neighboring states and keep our skilled nursing workforce. We want to work with you to promote a better lifestyle for children and adults with complex healthcare needs in our community and continue to bring patients home by offering them the nursing services they deserve.

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References:

1. State Guidelines:
 - a. Virginia Medicaid. “EPSDT Private Duty Nursing Provider Manual”
https://vamedicaid.dmas.virginia.gov/sites/default/files/2022-11/EPSDT%20Private%20Duty%20Nursing%20Program%20Manual%20%28updated%2011.1.22%29_Final.pdf, 03/09/2026
 - b. California Code of Regulations. “Title 22 Section 74707. Skilled Nursing Services”
[https://govt.westlaw.com/calregs/Document/IC1D7985A5B6111EC9451000D3A7C4BC3?viewType=FullText&originationContext=documenttoc&transitionType=CategoryPageItem&contextData=\(sc.Default\)&bhcp=1](https://govt.westlaw.com/calregs/Document/IC1D7985A5B6111EC9451000D3A7C4BC3?viewType=FullText&originationContext=documenttoc&transitionType=CategoryPageItem&contextData=(sc.Default)&bhcp=1), 03/09/2026