

2022

# The California Board of Registered Nursing



## 2022 Sunset Review

California Board of Registered Nursing  
1747 N. Market Blvd., Suite 150  
Sacramento, CA 95834-1924

## **Board Members**

Dolores Trujillo, RN, Direct Patient Care Member, President  
Mary Fagan, PhD, RN, NEA-BC, Nurse Services Administration Member, Vice President  
Imelda Ceja-Butkiewicz, Public Member  
Jovita Dominguez, BSN, RN, Nurse Educator Member  
Susan Naranjo, Public Member  
Elizabeth Woods, RN, FNP, MSN, Advanced Practice Member



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Evon Lenerd Tapps, MBA, Assistant Executive Officer

## **State of California**

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Lourdes M. Castro Ramírez, Secretary, Business, Consumer Services and Housing Agency  
Kimberly Kirchmeyer, Director, Department of Consumer Affairs

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# Table of Contents

<b>Introduction</b> .....	<b>3</b>
<b>Section 1: General Board Information Updates</b> .....	<b>4</b>
<i>Board Committees</i> .....	4
<i>Other Committees</i> .....	5
<i>Change in Leadership</i> .....	6
<i>Major Studies and Publications</i> .....	6
<b>Section 2: Updates and Efficiencies Since Last Sunset Review</b> .....	<b>8</b>
<i>Updates Since Last Sunset Review</i> .....	8
2018-2021 Strategic Plan .....	8
California State Auditor (CSA) Investigative Report I2020-0027 .....	8
CSA Audit 2016-046.....	8
CSA Audit 2019-120.....	8
Public Counter.....	8
COVID-19.....	8
Amazon Web Services (AWS).....	9
Advanced Practice Registered Nursing Performance Targets .....	9
Implementation of AB 890 (BPC section 2837) .....	9
Implementation SB 1237 (BPC section 2746) .....	9
Online Application Efforts .....	9
Expedited Licensure Process for Refugees, Asylees, and Holders of Special Immigrant Visas.....	9
<i>Efficiencies Achieved Since Last Sunset</i> .....	10
Dedicated IT Contractor .....	10
Enlighten Licensing Project .....	10
Application and Details Status Webpage.....	10
Out of State Nurse Practitioner Programs .....	10
Temporary License Info Button .....	10
California Nursing Program Portal.....	10
Out of State License Verifications .....	11
Photo Requirement for Applications .....	11
Document Requirements for Reapply/Repeat Examination Applications .....	11
Cross-Training of Public Information Unit Staff on Licensing Application Processing .....	11
Joint Continuing Approval Visit (CAV).....	12
<b>Section 3: Updated Statistics</b> .....	<b>13</b>
<i>Updated Licensing Statistics</i> .....	13
<i>Updated Enforcement Statistics</i> .....	17

**Section 4: Legislation and Regulations ..... 20**  
*Legislation ..... 20*  
*Regulations..... 22*

**Section 5: Fiscal Updates..... 23**  
*Anticipated Deficit, General Fund Loans, and Fee Changes ..... 23*  
*Expenditures by Program Component..... 23*  
*Fees and License Renewal Cycles..... 24*  
*Budget Change Proposal (BCP)..... 25*  
*Staffing Challenges, Recruitment/Retention, and Succession Planning..... 25*

## Introduction

It has been one year since the California Board of Registered Nursing's (Board or BRN) previous sunset review in 2021. The BRN continues its commitment of public protection through its six main program areas: Consumer Services and Board Operations; Office of Legislative Affairs; Licensing; Nursing Education; Continuing Education and Research; and Enforcement.

The Board strives to have high-quality customer service standards. Despite some delays the Board has experienced in processes and challenges with customer service, the Board has taken many steps to improve, and will continue to evaluate means to enhance customer service and shorten processing timeframes. Additionally, the Board launched efforts to identify process improvements and implement strategies to achieve enhanced efficiencies.

This report demonstrates the outstanding work performed by the Board and Board staff. The Board respectfully awaits a determination regarding our new sunset review period from the Governor's Office, Senate Business, Professions and Economic Development Committee, and Assembly Business and Professions Committee.

## Section 1: General Board Information Updates

### Board Committees

Pursuant to Business and Professions Code (BPC) section 2701, the Board is composed of nine members, although at this time only six positions are filled. When all positions are filled, the Board composition includes four public members, two Registered Nurses (RN) in direct patient care practice, an Advanced Practice Registered Nurse (APRN), a RN educator, and a RN administrator. Seven of the members are appointed by the Governor, one by the Senate Rules Committee, and one by the Speaker of the Assembly. The Board meets at a minimum four times throughout the year to transact the business of the Board.

The Board members work effectively through a structure of five standing Board committees.

#### **Administrative Committee (non-statutory)**

Considers and advises the Board on matters related to Board organization and administration. The committee is comprised of the Board President and Vice President.

- Dolores Trujillo, RN – Chair (President)
- Mary Fagan, PhD, RN, NEA-BC (Vice President)
- Loretta Melby, MSN, RN, Executive Officer – Staff Liaison (non-member)

#### **Enforcement Intervention Committee (non-statutory)**

Advises the Board on matters related to laws and regulations and ongoing operations pertaining to the Enforcement Division.

- Imelda Ceja-Butkiewicz – Chair
- Elizabeth Woods, MSN, RN, FNP
- Mary Fagan, PhD, RN, NEA-BC
- Shannon Johnson, Enforcement Division Chief – Staff Liaison (non-member)

#### **Education/Licensing Committee (non-statutory)**

Advises the Board on matters relating to nursing education, including the approval of prelicensure and advanced practice nursing programs, the National Council Licensing Examination Registered Nurse (NCLEX-RN), continuing education (CE) and competency, and matters related to the Licensing Division.

- Jovita Dominguez, BSN, RN – Chair
- Mary Fagan, PhD, RN, NEA-BC
- Susan Naranjo
- Mary Ann McCarthy, EdD, MSN, RN, PHN, Supervising Nursing Education Consultant (SNEC) – Staff Liaison (non-member)

#### **Legislative Committee (non-statutory)**

Provides information and makes recommendations to the Board and committees of the Board on matters relating to legislation and regulation affecting RNs, the Department of Consumer Affairs (DCA), and other healing arts boards.

- Dolores Trujillo, RN – Chair
- Imelda Ceja-Butkiewicz
- Jovita Dominguez, BSN, RN
- Susan Naranjo
- Vacant – Staff Liaison (non-member)

### Nursing Practice Committee (non-statutory)

Advises the Board on matters relating to nursing practice, including common nursing practice and advanced practice issues relating to Certified Nurse Midwife (CNM), Certified Registered Nurse Anesthetist (CRNA), Clinical Nurse Specialist (CNS), and Nurse Practitioner (NP) practice. The Committee also reviews staff responses to proposed regulation changes that may affect nursing practice.

- Elizabeth Woods, MSN, RN, FNP – Chair
- Dolores Trujillo, RN
- Mary Fagan, PhD, RN, NEA-BC
- Jovita Dominguez, BSN, RN
- Vacant – Staff Liaison (non-member)

<b>Board Member Roster</b>					
<b>Member Name (Includes Vacancies)</b>	<b>Date First Appointed</b>	<b>Date Reappointed</b>	<b>Date Term Expires</b>	<b>Appointing Authority</b>	<b>Type (Public or RN Professionals)</b>
Imelda Ceja-Butkiewicz	02/06/2014	06/01/2017	06/01/2021*	Governor	Public
Elizabeth Woods	02/06/2014	01/18/2018	06/01/2022	Governor	Advanced Practice
Dolores Trujillo	01/21/2020	N/A	06/01/2022	Governor	Direct Patient Care
Mary Fagan	08/17/2020	N/A	06/01/2023	Governor	Nurse Services Administration
Susan Naranjo	11/16/2020	N/A	06/01/2024	Speaker of the Assembly	Public
Jovita Dominguez	02/19/2021	N/A	06/01/2024	Governor	Nurse Educator Member
Vacant				Governor	Public
Vacant				Governor	Direct Patient Care
Vacant				Senate President Pro- Tempore	Public

\* Currently serving in a grace period.

### Other Committees

The Nurse Practice Act authorizes the appointment of specific committees: The Nurse-Midwifery Advisory Committee (NMAC), the Nurse Practitioner Advisory Committee (NPAC), and the Intervention Evaluation Committees (IECs). The Board is also authorized under BPC section 2710.5 to appoint other advisory committees, with permission of the Director of DCA, as needed to advise the Board on nursing matters. Membership on these committees includes a variety of experts and stakeholders but are not Board Members. The advisory committees are convened on an as-needed basis.

- Nurse-Midwifery Advisory Committee (BPC section 2746.2)
- Intervention Evaluation Committees (BPC section 2770.2)
- Nurse Practitioner Advisory Committee (BPC section 2837.102)
- Nursing Education and Workforce Advisory Committee (NEWAC) (non-statutory)
- Advanced Practice Registered Nursing (APRN) Advisory Committee (non-statutory)

At the August 2021 Board meeting, the Board voted to maintain the APRN Advisory Committee with a focus on CRNAs, CNSs, and issues that affect all APRN groups, excluding issues solely affecting NPs and CNMs. Maintaining the APRN Advisory Committee with this specific focus prevents two committees with overlapping authority which could create confusion, conflicting recommendations, and may affect the timeliness of information presented to the Board after being heard by multiple advisory committees.

At the November 2021 Board meeting, the Board voted to continue the NEWAC with a reduction in its membership from its current roster of 27-29 advisory committee members to 16 members. This membership reduction will reduce challenges associated to establishing quorums and allow for a balanced representation. The new membership will have three (3) education/academic representatives, three (3) employer representatives, three (3) currently practicing RN and APRNs to represent workforce, three (3) people dedicated to research, three (3) union representatives and one (1) public member. Next year's focus will be to provide guidance to the Board on California Code of Regulations (CCR) section 1426 to identify efficiencies for RN education related to licensure through endorsement and establish a requirement for minimum direct patient care hours thus removing a cap on simulation percentages which allows for nursing program directors to determine the amount of simulation best suited for their program and students.

## ***Change in Leadership***

### **Chief of Legislation**

In March 2021, Thelma Harris, the Board's Chief of the Office of Legislative Affairs resigned from this position. This position is currently in the recruitment phase.

### **Chief of Enforcement**

The Board welcomed Shannon Johnson in her new role as the Chief of Enforcement in October 2021. Ms. Johnson has been with the Board for more than 14 years. She has served in various positions including Discipline Manager, Deputy Chief of Intervention and Investigation and the last four years as the Deputy Chief of Discipline, Probation, and Intervention in the Enforcement Division. She holds a bachelor's degree in Business with a focus on Management. Ms. Johnson's experience and knowledge will continue to be an asset to the Board.

### **Deputy Chiefs of Enforcement**

Applications received for this vacancy in March 2021 resulted in first and second round interviews being conducted; however, a new recruitment will be released with the recruitment to backfill Ms. Johnson's former Deputy Chief position.

## ***Major Studies and Publications***

### **Annual Survey of RN Educational Programs**

The 2020-2021 Annual School Survey was released to the California approved nursing programs in October 2021 with an anticipated publication date in 2022.

### **BRN Reports**

The BRN published the Fall 2021 edition of the "BRN Report" online newsletter.



**Strategic Plan**

In November 2021, the Board formally adopted its 2022-2025 Strategic Plan. During the development of this Strategic Plan, the Board made changes to its mission, vision, and values to align its efforts to create a sustainable foundation to serve in the future.

**Annual Reports**

Every year the BRN provides statistical information to DCA for inclusion in its annual report.

## Section 2: Updates and Efficiencies Since Last Sunset Review

### *Updates Since Last Sunset Review*

#### **2018-2021 Strategic Plan**

Overall, the Board met its goals and objectives of its 2018-2021 Strategic Plan. As part of the wind-down efforts, the Board conducted an analysis of its strengths, and areas of opportunity for improvement, and applied these lessons learned to its 2022–2025 Strategic Plan.

#### **California State Auditor (CSA) Investigative Report I2020-0027**

All three recommendations of the CSA Investigative Report I2020-0027 are fully implemented.

#### **CSA Audit 2016-046**

The BRN established and implemented a plan to eliminate the backlog of complaints awaiting assignment to an investigator and continues to be available to the CSA Audit Team to demonstrate full implementation of Audit 2016-046 Recommendation 7, which states: “To ensure that BRN resolves complaints regarding nurses in a timely manner, by March 1, 2017, it should establish a plan to eliminate its backlog of complaints awaiting assignment to an investigator.”

#### **CSA Audit 2019-120**

In the CSA Audit 2019-120, there were nine recommendations made to the BRN. The BRN has fully implemented five recommendations and continues to progress towards full implementation of the remaining four recommendations. These four recommendations are interrelated and are anticipated to be fully implemented upon collection, analysis, validation, and generation of a report to be published to the BRN’s website concerning clinical facility data.

#### **Public Counter**

Effective January 1, 2022, the BRN’s Public Counter will align itself to the practices of other boards and bureaus under DCA and will no longer review applications, review documentation submitted, or approve applications for licensure or exam. The BRN Public Counter will accept and date stamp documents, accept payments via check, money order, or cash, and provide forms and/or paper applications.

#### **COVID-19**

On January 25, 2021, the Director of DCA issued waiver DCA-21-105 regarding RN temporary licenses. The waiver was effective immediately and allowed BRN to issue a temporary license to RN applicants that apply for licensure pursuant to BPC section 2732.1(b), between July 1, 2020, and June 30, 2021 without submitting an application and fee for a temporary license if certain conditions were met. The waiver was extended twice through October 31, 2021. This allowed the BRN to quickly issue temporary licenses to qualified nurses from out of state to begin practicing and providing relief in California immediately.

All DCA waivers impacting the field of nursing can be found on the DCA website.

## **Amazon Web Services (AWS)**

The new AWS phone system (Amazon Connect) went live on March 16, 2021. This new system allows for callers to enter their phone number and receive a call back without losing their place in the queue, thereby eliminating the need to wait on hold. The BRN continually monitors the statistics from this system to guide future streamlining efforts, find ways to better assist callers, and identify training opportunities for Public Information Unit (PIU) staff.

<b>Calls Handled by Month in 2021</b>						
March	April	May	June	July	August	September
4,719*	8,391	6,740	6,853	6,827	7,711	7,308

\* AWS went live on March 16, 2021.

## **Advanced Practice Registered Nursing Performance Targets**

As reported in the 2020 Sunset Report, the BRN was not meeting its target or statutory timeframes for processing both NP and Public Health Nurse (PHN) applications. In response, the BRN implemented steps to reevaluate its business processes to improve its processing times for NP and PHN applications, utilizing more paperless options and implementing IT enhancements including BreEZe revisions. In addition, BRN redirected and trained additional staff and authorized overtime, as appropriate. With these process improvements, the BRN is now meeting its statutory timeframe for conducting an initial review and providing written notification to the applicant within 30 calendar days of receipt of an application. The BRN anticipates automating the PHN process in the first quarter of 2022.

## **Implementation of AB 890 (BPC section 2837)**

The BRN established NPAC to advise and give recommendations to the Board on matters related to NPs. This committee presented proposed regulatory language to the Board to address the implementation of BPC 2837.101, 2837.103 and 2837.104 which the Board approved with revisions. Additionally, the DCA's Office of Professional Examination Services (OPES) is performing the occupational analysis, included but not limited to, conducting workshops with subject matter experts.

## **Implementation SB 1237 (BPC section 2746)**

The BRN established NMAC to advise and give recommendations to the Board on matters related to CNMs. NMAC voted to formulate a frequently asked questions (FAQ) document to present to the BRN for publishing to the website. This document is intended to provide clarification and be a resource for consumers.

## **Online Application Efforts**

To improve the processing times of applications and increase efficiencies of resources, the BRN, after ensuring all applications are available through BreEZe, removed the paper applications from the BRN website. The applicants/licenseses are encouraged to submit applications electronically via BreEZe and monitor their application progress through the new Application and Details Status Page (see below in 'Efficiencies Since Last Sunset'). Paper copies are available upon request.

## **Expedited Licensure Process for Refugees, Asylees, and Holders of Special Immigrant Visas**

Assembly Bill (AB) 2113 (Low, Chapter 186) was implemented on January 1, 2021. This bill added BPC section 135.4, which provides an expedited licensure process for individuals in the following categories:

1. Refugees pursuant to section 1157 of title 8 of the United States Code;

2. Those granted asylum by the Secretary of Homeland Security or the Attorney General of the United States pursuant to section 1158 of title 8 of the United States Code; or,
3. Individuals with a special immigrant visa that have been granted a status pursuant to section 1244 of Public Law 110-181, Public Law 109-163, or section 602(b) of title VI of division F of Public Law 111-8.

The BRN updated the RN applications to add a new question and instructions to address requests for the expedited licensure process. Additionally, updates were made to the BRN website with links to the updated applications and DCA's webpage.

## ***Efficiencies Achieved Since Last Sunset***

### **Dedicated IT Contractor**

To improve processing timelines and reduce errors, the BRN, in collaboration with DCA, contracted with a consultant for specific IT and BreEZe system enhancements.

### **Enlighten Licensing Project**

The BRN volunteered to be the first board within DCA to participate in the DCA Enlighten Licensing Project. This project brings together licensing and IT subject matter experts from DCA boards and bureaus to identify ways to streamline licensing processes, both internally and externally, for greater efficiencies. Presentations have been given to DCA staff, board executive officers, and bureau chiefs on the following processes: RN examination and endorsement applications, out of state verifications, and initial NP certification. The BRN looks forward to the project's final recommendation report that DCA will provide, which will help streamline business processes and reduce processing timeframes.

### **Application and Details Status Webpage**

On June 7, 2021, through collaboration with DCA, the BRN launched the Application Status and Details webpage on the BRN's website. This new webpage provides applicants and licensees with detailed information and the progression of their initial and renewal applications, including any items that are deficient. The first phase included RN and APRN initial and renewal applications with additional applications to be subsequently added.

### **Out of State Nurse Practitioner Programs**

The BRN updated its website to provide the forms and instructions on how out of state NP program may request verification of the program's compliance with CCR section 1486 to obtain Board approval. The BRN partnered with DCA's Organizational Improvement Office to document process flowcharts and outline process improvements. This effort yielded a streamlined process for both the applicant and the Board to conduct its review.

### **Temporary License Info Button**

On May 18, 2021, the BRN added a Temporary License Information button to the BRN website. The button takes potential applicants to the Temporary License page that provides information on how to apply for a Temporary License and other pertinent information.

### **California Nursing Program Portal**

The BRN, in collaboration with DCA and the contracted IT vendor, developed a new secure education history portal available to the California Board-approved prelicensure nursing programs. The new portal will be used by the Board-approved Director of Nursing (DON) to query a report of all applicants for initial licensure by examination located in BreEZe based on their assigned school code.

Once the DON verifies that the applicant completed the licensing education requirements through that approved program, the DON will enter the student's completion and/or graduation information and will electronically submit that information to the BRN. Upon submission, the verified data will be uploaded into BreEZe and will issue exam eligibility to the applicants and transmit that to Pearson Vue, the exam vendor who will issue the Authorization to Test (ATT). This process eliminates the need for submission of individual school transcripts and expedites this process. This allows students to schedule their NCLEX date sooner than in the past. In general, the earlier a graduate takes the NCLEX after completing a nursing program, the higher the likelihood of successfully passing the exam.

On October 19, 2021, the first California-approved nursing program successfully utilized the new portal and the DON expressed how easy it was to verify, validate, and upload the student's information. Licensing Program staff and Nursing Education Consultants (NECs) continue to monitor and assist the DON through the process.

### **Out of State License Verifications**

In April 2021, BreEZe was updated to add the ability to request verification of a license and payment of the verification fee online. This capability is available to all licensees and is available via their BreEZe accounts. Additionally, all microfilm records were converted to digital records and are now housed in an electronic file management system, which allows the BRN to access those records on demand.

To further improve the process for California licensed RNs to request and provide license verification, during the November 2021 Board meeting, the Board voted to utilize NURSYS®, an online verification system provided through the National Council of State Boards of Nursing (NCSBN) to provide the license verification service for RNs licensed in California. This aligns the BRN with other states and territories using NURSYS® for their license verification.

In collaboration with NCSBN, the BRN is targeting a go-live date of January 10, 2022 for NURSYS® to assume California license verification. It is anticipated in December 2021, the BRN will launch a campaign on all communication platforms, including but not limited to, Facebook, Twitter, BRN website, and BRN ListServ to direct RNs to Nursys.com rather than the BreEZe system.

### **Photo Requirement for Applications**

In July 2021, the BRN removed the requirement for the submission of a passport-like photo from the applicant as a means of establishing identity. The requirement previously resulted in a high number of deficiencies and inquiries to the BRN. A photo is included with the NCLEX results received by the Board and maintained in the applicant's licensure record as a means of establishing identity.

### **Document Requirements for Reapply/Repeat Examination Applications**

In July 2021, the BRN removed the requirement for the submission of duplicate transcripts and other documentation for reapply/repeat examination applications, which is expected to allow for reduced processing timeframes.

### **Cross-Training of Public Information Unit Staff on Licensing Application Processing**

On October 14, 2021, training was conducted for PIU staff on initial review of endorsement applications to assist with callers at the initial point of contact to minimize the need for subsequent calls to the BRN. Future training on additional licensing activities to improve customer service, reduce processing timeframes and increase efficiencies are in development and will be scheduled as appropriate.

### **Joint Continuing Approval Visit (CAV)**

On September 28-29, 2021, in an effort to reduce duplication and restructure continuing approval processes for nursing programs, the BRN participated in its first joint CAV with the Accreditation Commission for Education in Nursing (ACEN). This joint effort identified similarities but confirmed the vast differences between an accreditor's process utilizing an evaluation approach and the role of a regulator who serves as a consultant. The BRN aligned future CAVs with accreditation visits and will leverage the accreditor's review to reduce duplication and increase efficiency where possible.

## Section 3: Updated Statistics

### Updated Licensing Statistics

Licensing Data by Type (RN)									
Registered Nurse		Received	Approved	Closed	Issued	Pending Applications*		Cycle Times	
						Total (Close of FY)		Complete Apps	Incomplete Apps
FY 2017/18	Exam	16,642	14,455	2,830	13,705*	-	52	94	76
	Repeater	6,805	5,025	758		-	68	106	87
	Endorsement	18,972	16,005	4,125	16,005	-	75	119	102
	Renewal	223,205	204,845	12,914	204,845	-	6	-	6
FY 2018/19	Exam	16,527	15,920	3,239	14,789*	-	37	83	65
	Repeater	5,865	5,944	974		-	58	98	82
	Endorsement	16,659	15,165	4,909	15,165	-	58	91	83
	Renewal	226,091	204,931	13,363	204,931	-	3	-	3
FY 2019/20	Exam	16,128	12,178	1,814	14,300*	-	38	79	64
	Repeater	5,976	5,354	606		-	36	55	46
	Endorsement	17,680	12,214	2,028	12,214	-	52	88	78
	Renewal	234,818	210,739	13,737	210,739	-	1	-	1
FY 2020/21	Exam	17,971	15,928	1,694	14,556*	-	54	117	92
	Repeater	6,092	5,449	439		-	49	68	59
	Endorsement	23,555	13,477	3,842	13,477	-	79	142	127
	Renewal	240,004	214,223	12,876	214,223	-	2	-	2

\* Corrected data. The report does not separate between initial and repeat exam applications.

The BRN identified a data error with Tables 7a and 7b in the 2020 Sunset Report. The data reported in the 'licenses issued' column on the 'RN Licensing Data by Type (Table 7a)' was incorrect. The table above reflects the correct data for RN Table 7a as well as updates for the prior FY. Based on the corrections to RN Table 7a, the aggregate totals for licenses issued as reflected in Table 7b are adjusted as follows:

- FY 2017/18: 41,743
- FY 2018/19: 40,177
- FY 2019/20: 37,351
- FY 2020/21: 43,066

Licensing Data by Type (CNS)									
Clinical Nurse Specialist Certification		Received	Approved	Closed	Issued	Pending Applications*		Cycle Times	
						Total (Close of FY)		Complete Apps	Incomplete Apps
FY 2017/18	Certification	164	120	14	120	-	49	94	81
	Renewal	1,860	1,706	2	1,706	-	9	-	9
FY 2018/19	Certification	104	93	39	93	-	55	95	84
	Renewal	1,812	1,614	7	1,614	-	4	-	4
FY 2019/20	Certification	75	59	33	59	-	63	115	103
	Renewal	1,870	1,679	11	1,679	-	2	-	2
FY 2020/21	Certification	94	61	19	61	-	83	124	116
	Renewal	1,748	1,564	1	1,564	-	3	-	3

\* Due to converted data, the BRN is unable to track or obtain separate data for pending applications.

Licensing Data by Type (CRNA)									
Nurse Anesthetist Certification		Received	Approved	Closed	Issued	Pending Applications*	Cycle Times		
						Total (Close of FY)	Complete Apps	Incomplete Apps	combined, IF unable to separate out
FY 2017/18	Certification	216	194	10	194	-	49	65	60
	Renewal	1,216	1,081	4	1,081	-	10	-	10
FY 2018/19	Certification	256	219	25	219	-	36	74	65
	Renewal	1,328	1,198	7	1,198	-	4	-	4
FY 2019/20	Certification	267	198	28	198	-	46	84	76
	Renewal	1,392	1,260	3	1,260	-	4	-	4
FY 2020/21	Certification	235	213	28	213	-	34	94	89
	Renewal	1,424	1,261	3	1,261	-	4	-	4

\* Due to converted data, the BRN is unable to track or obtain separate data for pending applications.

Licensing Data by Type (CNM)									
Nurse-Midwife Certification		Received	Approved	Closed	Issued	Pending Applications*	Cycle Times		
						Total (Close of FY)	Complete Apps	Incomplete Apps	combined, IF unable to separate out
FY 2017/18	Certification	96	76	15	76	-	48	69	64
	Renewal	678	627	1	627	-	9	-	9
FY 2018/19	Certification	101	83	16	83	-	50	88	81
	Renewal	683	605	2	605	-	3	-	3
FY 2019/20	Certification	94	80	8	80	-	60	94	89
	Renewal	758	659	7	659	-	2	-	2
FY 2020/21	Certification	74	73	5	73	-	62	122	113
	Renewal	721	639	1	639	-	3	-	3

\* Due to converted data, the BRN is unable to track or obtain separate data for pending applications.

Licensing Data by Type (CNM Furnishing)									
Nurse-Midwife Furnishing Certification		Received	Approved	Closed	Issued	Pending Applications*	Cycle Times		
						Total (Close of FY)	Complete Apps	Incomplete Apps	combined, IF unable to separate out
FY 2017/18	Certification	77	76	7	76	-	50	75	70
	Renewal	497	465	0	465	-	9	-	9
FY 2018/19	Certification	87	75	3	75	-	41	93	80
	Renewal	522	467	0	467	-	6	-	6
FY 2019/20	Certification	87	72	12	72	-	59	87	80
	Renewal	858	508	290	508	-	3	-	3
FY 2020/21	Certification	76	62	9	62	-	50	101	92
	Renewal	558	495	1	495	-	2	-	2

\* Due to converted data, the BRN is unable to track or obtain separate data for pending applications.



Licensing Data by Type (NP)									
Nurse Practitioner Certification		Received	Approved	Closed	Issued	Pending Applications*	Cycle Times		
						Total (Close of FY)	Complete Apps	Incomplete Apps	combined, IF unable to separate out
FY 2017/18	Certification	2,770	2,487	250	2,487	-	55	76	71
	Renewal	10,723	11,617	20	11,617	-	58	-	58
FY 2018/19	Certification	3,106	2,683	268	2,683	-	63	86	80
	Renewal	13,386	11,774	32	11,774	-	5	-	5
FY 2019/20	Certification	3,367	2,742	282	2,742	-	66	92	86
	Renewal	14,423	12,993	33	12,993	-	4	-	4
FY 2020/21	Certification	3,658	2,935	477	2,937	-	91	122	119
	Renewal	15,069	13,632	33	13,632	-	5	-	5

\* Due to converted data, the BRN is unable to track or obtain separate data for pending applications.

Licensing Data by Type (NP Furnishing)									
Nurse Practitioner Furnishing Certification		Received	Approved	Closed	Issued	Pending Applications*	Cycle Times		
						Total (Close of FY)	Complete Apps	Incomplete Apps	combined, IF unable to separate out
FY 2017/18	Certification	2,516	2,419	200	2,419	-	52	75	69
	Renewal	10,049	9,273	28	9,273	-	13	-	13
FY 2018/19	Certification	2,915	2,481	192	2,481	-	57	81	74
	Renewal	11,556	10,549	54	10,544	-	11	-	11
FY 2019/20	Certification	3,070	2,649	219	2,649	-	66	87	81
	Renewal	12,714	11,663	36	11,663	-	7	-	7
FY 2020/21	Certification	3,177	2,708	279	2,708	-	83	115	111
	Renewal	13,503	12,339	57	12,339	-	7	-	7

\* Due to converted data, the BRN is unable to track or obtain separate data for pending applications.

Licensing Data by Type (Psychiatric Mental Health Nurse Listing)									
Psychiatric Mental Health Nurse Listing		Received	Approved	Closed	Issued	Pending Applications*	Cycle Times		
						Total (Close of FY)	Complete Apps	Incomplete Apps	combined, IF unable to separate out
FY 2017/18	Certification	22	3	14	3	-	-	213	213
	Renewal	170	158	0	158	-	95	-	95
FY 2018/19	Certification	26	3	19	3	-	30	139	112
	Renewal	155	117	0	117	-	71	-	71
FY 2019/20	Certification	58	2	34	2	-	-	139	139
	Renewal	139	103	0	103	-	77	-	77
FY 2020/21	Certification	71	2	54	2	-	-	177	177
	Renewal	125	125	0	125	-	83	-	83

\* Due to converted data, the BRN is unable to track or obtain separate data for pending applications.

Licensing Data by Type (PHN)									
Public Health Nurse Certificate		Received	Approved	Closed	Issued	Pending Applications*	Cycle Times		
						Total (Close of FY)	Complete Apps	Incomplete Apps	combined, IF unable to separate out
FY 2017/18	Certification	3,636	2,921	569	2,927	-	47	80	65
	Renewal	27,686	26,615	29	26,615	-	65	-	65
FY 2018/19	Certification	1,850	1,767	733	1,775	-	63	74	71
	Renewal	31,135	16,317	70	16,317	-	5	-	5
FY 2019/20	Certification	2,433	1,365	354	1,371	-	54	92	80
	Renewal	27,358	17,889	90	17,889	-	10	-	10
FY 2020/21	Certification	2,819	2,501	574	2,504	-	61	100	88
	Renewal	22,018	18,567	92	18,567	-	9	-	9

\*Due to converted data, the BRN is unable to track or obtain separate data for pending applications.

Licensing Data by Type (IP and TL)									
Interim Permit (IP-Exam) and Temporary License (TL-Endorsement)		Received	Approved	Closed	Issued	Pending Applications*	Cycle Times		
						Total (Close of FY)	Complete Apps	Incomplete Apps	combined, IF unable to separate out
FY 2017/18	Interim Permit-Pre-New License Type (10/2013-3/2018)**	2,149	2,199	555	555	-	37	27	35
	Interim Permit-Post-New License Type (3/2018-Current)**	638	317	34	317	-	52	-	52
	Temporary License-Pre-New License Type (10/2013-3/2018)**	6,241	2,461	3,403	2,461	-	17	39	18
	Temporary License -Post-New License Type (3/2018-Current)**	1,412	397	8	397	-	41	45	41
FY 2018/19	Interim Permit	981	883	132	883	-	48	-	48
	Temporary License	3,875	1,924	26	1,924	-	29	34	29
FY 2019/20	Interim Permit	1,501	854	63	854	-	46	-	46
	Temporary License	4,444	2,810	22	2,810	-	29	10	29
FY 2020/21	Interim Permit	1,896	1,757	332	1,757	-	51	-	51
	Temporary License	7,052	3,887	4,266	3,887	-	39	102	39
	Waiver Temporary License	851	834	5	834	-	0	0	0

\* Due to converted data, the BRN is unable to track or obtain separate data for pending applications.

\*\* On March 14, 2018, two new license types were created for the Temporary Licenses and Interim Permits. Data for these license types will be split in FY17/18 to reflect pre-new license type and post-new license type.

## Updated Enforcement Statistics

<b>Enforcement Statistics</b>				
	FY 2017/18	FY 2018/19	FY 2019/20	FY 2020/21
<b>COMPLAINT</b>				
Total Complaints/Notifications Received	9,733	9,067	8,191	7,756
<b>Intake-Consumer Complaints</b>				
Received	4,374	4,472	4,314	4,733
Closed	519	737	28	7
Referred to Investigation	3,774	3,715	4,309	4,635
Average Time to Close	221	234	191	9
Pending (close of FY)	318	78	65	115
<b>Source of Complaint</b>				
Public	966	1,144	981	1,069
Licensee/Professional Groups	951	941	854	772
Governmental Agencies	6,484	5,456	4,908	4,853
Other	1,332	1,526	1,448	1,062
<b>Conviction/Arrest Notifications</b>				
Conviction Received	5,359	4,595	3,877	3,023
Conviction Closed	2	4	0	1
Average Time to Close	119	135	147	6
Conviction Pending (close of FY)	24	24	42	30
<b>LICENSE DENIAL</b>				
License Applications Denied	10	2	11	2
Statement of Issues Filed+	73	54	54	23
SOIs Withdrawn	9	2	9	4
SOIs Dismissed	0	0	0	0
SOIs Declined	2	1	4	3
Average Days - SOI	474	498	503	784
<b>ACCUSATION</b>				
Accusations Filed	871	1,003	959	549
Accusations Withdrawn	24	18	19	39
Accusations Dismissed	20	16	18	13
Accusations Declined	62	81	58	42
Average Days Accusations	685	674	629	648
Pending (close of FY)**				

<b>Enforcement Statistics (continued)</b>				
	FY 2017/18	FY 2018/19	FY 2019/20	FY 2020/21
<b>DISCIPLINE</b>				
<b>Disciplinary Actions</b>				
Proposed/Default Decisions	410	431	387	225
Stipulations	807	604	611	358
Average Days to Complete	693	653	624	697
Attorney General Cases Initiated	1,500	1,632	1,217	999
Attorney General Cases Pending (close of FY)	1,505	1,454	936	736
<b>Disciplinary Outcomes</b>				
Revocation	235	332	288	200
Voluntary Surrender	165	226	205	134
Suspension	0	0	3	1
Probation with Suspension	4	11	29	31
Probation*	246	303	299	259
Probationary License Issued	N/A	N/A	N/A	n/a
Public Reproval/Reprimand**	138	107	141	114
Other	3	12	0	4
<b>PROBATION</b>				
New Probationers	318	334	379	299
Probations Successfully Completed	226-C	175-C	124-C	89-C
C = Completed ET = Early Termination	140-ET	179-ET	101-ET	111-ET
Probationers (close of FY)	1,003-A	843-A	828-A	820-A
A = Active T = Tolled (on hold as moved out-of-state)	394-T	396-T	447-T	442-T
Petitions to Revoke Probation	100	90	81	83
Probations Revoked	36	62	26	46
Probations Modified	3	3	5	12
Probations Extended	38	39	33	25
Probationers Subject to Drug Testing	580	443	395	398
Drug Tests Ordered	21,538	19,316	16,569	10,834
Positive Drug Tests	1,890	1,628	1,458	277
Petition for Reinstatement Granted	47	43	31	34
<b>INTERVENTION</b>				
New Participants	109	115	112	113
Successful Completions	107	88	96	83
Participants (close of FY)	343	336	316	302
Terminations	29	22	25	32
Terminations for Public Threat*	11	12	11	13
Drug Tests Ordered	14,413	14,352	13,449	12,673
Positive Drug Tests	34	31	33	31

\* Excluding PSRs, includes withdrawals and withdrawals due to costs

\*\* BRN considers Public Reproval/Reprimands disciplinary actions; therefore, they are added to the Disciplinary Outcomes section.

## Enforcement Statistics (continued)

	FY 2017/18	FY 2018/19	FY 2019/20	FY 2020/21
<b>INVESTIGATION</b>				
<b>All Investigations</b>				
First Assigned	9,103	8,310	8,171	7,606
Closed	9,564	8,681	8,077	7,246
Average days to close	103	106	94	106
Pending (close of FY)	2,605	2,276	2,418	2,805
<b>Desk Investigations</b>				
Closed	8,910	8,535	7,470	7,173
Average days to close	49	56	45	51
Pending (close of FY)	1,352	1,000	1,126	1,475
<b>Non-Sworn Investigation</b>				
Closed	881	783	811	860
Average days to close	229	196	216	146
Pending (close of FY)	408	467	491	423
<b>Sworn Investigation</b>				
Closed	519	432	455	598
Average days to close	288	322	368	286
Pending (close of FY)	438	486	464	481
<b>COMPLIANCE ACTION</b>				
ISO and TRO Issued	6	6	4	2
PC 23 Orders Requested	50	35	29	27
Other Suspension Orders	0	0	0	0
Public Letter of Reprimand	0	0	0	0
Cease and Desist/Warning	1	5	5	11
Referred for Intervention	950	1,047	905	631
Compel Examination	58	72	53	49
<b>CITATION AND FINE</b>				
Citations Issued	776	567	296	144
Average Days to Complete	155	176	231	308
Amount of Fines Assessed	\$515,333	\$392,814	\$207,075	\$82,075
Reduced, Withdrawn, Dismissed	\$161,467	\$55,725	\$14,000	\$750
Amount Collected	\$453,545	\$313,325	\$202,429	\$140,358
<b>CRIMINAL ACTION</b>				
Referred for Criminal Prosecution	55	42	28	54

## Section 4: Legislation and Regulations

### Legislation

The BRN has not sponsored any legislation since the last sunset report. The BRN's involvement in the legislative arena includes tracking bills and reporting through the Legislative Committee to the Board, testifying at legislative hearings, and implementing legislation that impacts the Board. The following is key legislation that was chaptered in 2021 and directly impacts the Board and/or the field of nursing:

- **AB 107** (Salas): Licensure: veterans and military spouses  
Along with other provisions, requires a DCA board to issue a temporary license within 30 days of receiving the required documentation if the results of a criminal background check do not show grounds for denial, and would require a board to request the Department of Justice to conduct the criminal background check and to furnish the criminal background information in accordance with specified requirements. This law, on and after July 1, 2023, would provide that temporary licenses are nonrenewable and shall expire 12 months after issuance.

Chaptered by Secretary of State – Chapter 693, Statutes of 2021

- **AB 361** (Rivas): Open meetings: state and local agencies: teleconferences  
Allows, until January 1, 2024, local agencies to use teleconferencing without complying with specified Ralph M. Brown Act restrictions in certain state emergencies, and provides similar authorizations, until January 31, 2022, for state agencies subject to the Bagley-Keene Open Meetings Act and legislative bodies subject to the Gloria Romero Open Meetings Act of 2000.

Chaptered by Secretary of State – Chapter 165, Statutes of 2021 and effective October 1, 2021, per Executive Order N-15-21

- **AB 468** (Friedman): Emotional support animals  
Prohibits a health care practitioner from providing documentation relating to an individual's need for an emotional support animal unless the health care practitioner complies with specified requirements, along with other provisions.

Chaptered by Secretary of State – Chapter 168, Statutes of 2021

- **AB 1015** (Rubio): Board of Registered Nursing: workforce planning: nursing programs: clinical placements  
Requires the BRN to incorporate regional forecasts into its biennial analyses of the nursing workforce; develop a plan to address regional areas of shortage identified by its nursing workforce forecast, as specified; and annually collect, analyze, and report information related to the number of clinical placement slots that are available and the location of those clinical placement slots within the state.

Chaptered by Secretary of State – Chapter 591, Statutes of 2021

- **AB 1273** (Rodriguez): Interagency Advisory Committee on Apprenticeship: the Director of Consumer Affairs and the State Public Health Officer  
Expands the use of the "earn and learn" training model by preventing DCA Boards from prohibiting its use for personnel training or accreditation of programs and requiring them to use licensing or certification standards that authorize it.

Chaptered by Secretary of State – Chapter 477, Statutes of 2021

- **AB 1407** (Burke): Nurses: implicit bias courses  
Requires a nursing program or school to include one hour of direct participation in implicit bias training; requires a RN to complete one hour of implicit bias continuing education within the first two years of licensure; and requires a hospital to implement an evidence-based implicit bias program as part of any new graduate training program that trains new RNs.

Chaptered by Secretary of State – Chapter 445, Statutes of 2021

- **AB 1477** (Cervantes): Maternal mental health  
Requires a licensed health care practitioner who provides prenatal, postpartum or interpregnancy care, to ensure that the mother is offered screening or is appropriately screened for maternal mental health conditions.

Chaptered by Secretary of State – Chapter 535, Statutes of 2021

- **AB 1532** (Com. On Bus. & Prof.): Nursing  
Extends the operations of the BRN, by one year; requires the BRN to post the availability of its temporary licenses on the front page of its website; and makes other technical and clarifying changes.

Chaptered by Secretary of State – Chapter 628, Statutes of 2021

- **SB 306** (Pan): Sexually transmitted disease: testing  
Permits pharmacists to dispense a drug, without the name of an individual for whom the drug is intended, when prescribed for the sexual partner of someone who has been diagnosed with a sexually transmitted disease (STD); prohibits health care providers who prescribe, dispense, or furnish such a drug from being subject to civil, criminal, or administrative penalties, as specified; requires a syphilis blood test during the third trimester of pregnancy and at delivery, as specified; requires public and commercial health coverage of home STD test kits; and adds rapid STD tests to existing law which permits HIV counselors to perform rapid HIV and hepatitis C tests.

Chaptered by Secretary of State – Chapter 486, Statutes of 2021

- **SB 607** (Min): Professions and Vocations  
Makes various changes to the operations of a number of DCA boards and bureaus. Requires, on and after July 1, 2022, a DCA board to waive the licensure application fee and the initial or original license fee for an applicant who meets expedited licensing requirements.

Chaptered by Secretary of State – Chapter 367, Statutes of 2021

The table below reflects the BRN's future legislative concepts.

<b>Legislation Requested</b>	
<b>Statute</b>	<b>Change Request</b>
Penal Code 830.11	Authorize BRN investigators to have certain specified peace officer powers, including the powers of arrest, to serve warrants, and receive criminal history information.
BPC 144.5	Enhance record collection authority mirroring the statutory language of the Respiratory Care Board of California specified in BPC 3717.
BPC 2746.51	Amend the terms "furnishing or ordering drugs or devices" to "prescribing drugs or devices" for CNMs. This will minimize confusion, reduce delays, and will be consistent with language nationwide.
BPC 2815	Establish the fee range for the following: <ul style="list-style-type: none"> <li>• Reevaluation of international applications for licensure</li> <li>• Petitions for modification or early termination of probation (non-settlement); early termination of probation by stipulated settlement; and petitions for reinstatement before an Administrative Law Judge.</li> <li>• Out of State NP Education Program evaluation for use of clinical preceptors in California</li> <li>• Continuing Education Provider (CEP) applications and CEP audit</li> </ul>
BPC 2836.1	Amend the terms "furnishing or ordering drugs or devices" to "prescribing drugs or devices" for NPs. This will minimize confusion, reduce delays, and will be consistent with language nationwide.

## **Regulations**

The Board continues the process of promulgating regulations in several areas. Currently the Board has four regulations packages with the Office of Administrative Law (OAL), with other packages in various stages of the regulatory process. The four regulatory packages with OAL are:

- Amend CCR, Title 16, Section 1427 (Clinical Facilities)
- Amend CCR, Title 16, Section 1484 (Nurse Practitioner Education)
- Amend CCR, Title 16, Sections 1450 and 1456 (Definitions and Continuing Education Courses)
- Amend CCR, Title 16, Sections 1423 and 1432 (Approved Program/Program Approval)



## Section 5: Fiscal Updates

### Anticipated Deficit, General Fund Loans, and Fee Changes

In Fiscal Year (FY) 2020/2021, the Department of Finance transferred \$30,000,000 from the BRN Fund to the General Fund to help aide with COVID-19 budget constraints on the General Fund. The BRN Fund is projected to decline to less than five months in reserve in FY 2021/2022 after the loan to the General Fund; however, the BRN funding reserve levels are projected to grow at a rate of approximately 0.4 months in reserve over the next two FYs. The loan is scheduled to be repaid back by FY 2024/2025.

Fund Condition						
(Dollars in Thousands)	FY 2017/18	FY 2018/19	FY 2019/20	FY 2020/21	FY 2021/22*	FY 2022/23*
Beginning Balance (includes Prior Year Adjustments)	\$9,957	\$16,408	\$33,933	\$47,520	\$32,442	\$31,320
Revenues and Transfers	\$48,892	\$63,172	\$67,228	\$71,742	\$68,252	\$68,457
<b>Total Revenue</b>	\$58,849	\$79,580	\$101,161	\$86,320	\$100,694	\$99,777
Budget Authority	\$42,824	\$45,480	\$57,918	\$57,164	\$60,509	\$60,509
Expenditures**	\$41,800	\$45,019	\$53,643	\$53,878	\$69,374	\$71,159
Loans to General Fund	N/A	N/A	N/A	\$32,942	N/A	N/A
Accrued Interest, Loans to General Fund	N/A	N/A	N/A	N/A	N/A	N/A
Loans Repaid from General Fund	N/A	N/A	N/A	N/A	N/A	N/A
<b>Fund Balance</b>	\$17,050	\$34,561	\$47,518	\$32,442	\$31,320	\$28,618
<b>Months in Reserve</b>	4.5	7.7	9.3	5.6	5.3	4.7

\* Beginning balance may include prior year adjustment not reflected in the table.

### Expenditures by Program Component

The BRN has contributed \$28,571,946 in BreEZe costs through FY 2020/2021, with an additional estimated \$4,646,000 through FY 2022/2023.

The table below shows the amount of expenditures in each of the BRN's program areas. The BRN does not break out administration costs but distributes them across all program components.

Expenditures by Program Component								
(list dollars in thousands)								
	FY 2017/18		FY 2018/19		FY 2019/20		FY 2020/21**	
	Personnel Services	OE&E	Personnel Services	OE&E	Personnel Services	OE&E	Personnel Services	OE&E
Enforcement	\$6,673	\$10,363	\$7,896	\$11,116	\$7,542	\$14,314	\$9,164	\$13,936
Examination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Licensing	\$4,099	\$1,593	\$4,605	\$1,419	\$5,573	\$2,155	\$7,139	\$2,154
Administration*	\$4,108	\$1,596	\$4,468	\$1,382	\$5,708	\$2,227	\$7,167	\$2,125
DCA Pro Rata	N/A	\$12,869	N/A	\$13,318	N/A	\$15,662	N/A	\$15,480
Intervention (if applicable)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>TOTALS</b>	\$14,880	\$26,421	\$16,969	\$27,235	\$18,823	\$34,358	\$23,470	\$33,694

\* Administration includes costs for executive staff, board, administrative support, and fiscal services.

\*\* Based on budget authority.

## Fees and License Renewal Cycles

The Fee Schedule and Revenue table reflects updated revenues.

<b>Fee Schedule and Revenue</b>								(list revenue dollars in thousands)
Fee	Current Fee Amount	Statutory Limit	FY 2017/18	FY 2018/19	FY 2019/20	FY 2020/21	% of Total Revenue	
			Revenue	Revenue	Revenue	Revenue		
Cite and Fine	Variable	Variable	\$442	\$390	\$197	\$103	0.14%	
Endorsement App Fee RN	\$100	\$200	\$1,643	\$2,009	\$2,123	\$2,001	2.80%	
Duplicate Pocket License	\$50	\$75	\$41	\$ -	\$ -	\$ -	0.00%	
Substantive Chng Nrs Sch Appvl	\$2,500	\$5,000	\$10	\$114	\$35	\$100	0.14%	
Endorsement - ICHP	\$100	\$200	\$54	\$54	\$34	\$10	0.01%	
CURES Biennial Contribution	\$12	\$12	\$34	\$ -	\$143	\$164	0.23%	
Temp Cert Clinic Nurse Specialist	\$30	\$50	\$ -	\$ -	\$ -	\$ -	0.00%	
Dup NCLEX RN Exam Results	\$60	\$100	\$9	\$47	\$28	\$39	0.05%	
Certification Fee	\$20	\$30	\$ -	\$1	\$1	\$1	0.00%	
Temporary Certificate Nurse Practitioner	\$150	\$500	\$2	\$1	\$ -	\$1	0.00%	
Temporary Certificate Nurse Anesthetist	\$150	\$500	\$1	\$ -	\$ -	\$ -	0.00%	
Temporary Certificate Nurse Midwife	\$150	\$500	\$ -	\$ -	\$ -	\$ -	0.00%	
Temporary Certificate Public Health Nurse	\$150	\$500	\$ -	\$ -	\$ -	\$ -	0.00%	
Duplicate Wall Certificate	\$60	\$100	\$66	\$96	\$104	\$99	0.14%	
RN Reinstate App Fee	\$350	\$1,000	\$37	\$128	\$112	\$147	0.21%	
Exam App RN - US Out of State	\$350	\$1,000	\$101	\$380	\$376	\$395	0.55%	
Exam App RN - International	\$750	\$1,500	\$315	\$1,647	\$1,377	\$2,075	2.91%	
Endorsement App RN - International	\$750	\$1,500	\$176	\$1,011	\$940	\$1,788	2.50%	
App Psych/MH Nurses	\$350	\$500	\$2	\$8	\$16	\$20	0.03%	
App Fee Appvl - Sch of Nursing	\$40,000	\$80,000	\$75	\$440	\$240	\$160	0.22%	
Contg Approval- Nurse Prog	\$15,000	\$30,000	\$ -	\$ -	\$75	\$45	0.06%	
Public Health Certification - App. Fee	\$300	\$1,000	\$598	\$496	\$663	\$72	1.10%	
Clinical Nurse Specialist - Application	\$500	\$1,500	\$34	\$48	\$35	\$43	0.06%	
Nurse Practitioner Evaluation - RN	\$500	\$1,500	\$635	\$1,461	\$1,572	\$1,677	2.35%	
Application Fee Nurse Anesthetist	\$500	\$1,500	\$42	\$120	\$124	\$113	0.16%	
Initial Certificate - Midwife	\$500	\$1,500	\$19	\$47	\$46	\$35	0.05%	
Continuing Education Course Provider Fee	\$750	\$1,000	\$54	\$96	\$90	\$111	0.16%	
Repeat Exam App - RN	\$250	\$1,000	\$1,028	\$1,376	\$1,436	\$1,495	2.09%	
Endorsement App - RN	\$350	\$1,000	\$2,477	\$4,786	\$5,185	\$6,688	9.37%	
Temp License Fee - RN	\$100	\$250	\$420	\$370	\$419	\$675	0.95%	
Interim Permit App - RN	\$100	\$250	\$144	\$86	\$135	\$177	0.25%	
Exam App - RN	\$300	\$1,000	\$2,767	\$3,511	\$3,731	\$3,953	5.54%	
Application Fee - Drug Device Furnishing	\$400	\$1,500	\$95	\$700	\$1,169	\$1,203	1.68%	

<b>Fee Schedule and Revenue (continued)</b>				(list revenue dollars in thousands)			
Application Fee - Midwife Drug Device Furnishing	\$400	\$1,500	\$3	\$15	\$33	\$27	0.04%
Other Regulatory License and Permits	Variable	Variable	\$1	\$ -	\$190	\$6	0.01%
Biennial Renewal Fee - CNS	\$150	\$1,000	\$172	\$239	\$257	\$230	0.32%
Biennial Renewal Fee - Midwife	\$150	\$1,000	\$61	\$94	\$96	\$98	0.14%
Biennial Renewal Fee - CRNA	\$150	\$1,000	\$112	\$173	\$187	\$194	0.27%
Biennial Renewal Fee - RN	\$180	\$750	\$35,381	\$36,328	\$37,705	\$38,621	54.08%
Biennial Renewal Fee - CE Provider	\$750	\$1,000	\$355	\$908	\$707	\$748	1.05%
Renewal Public Health	\$125	\$500	\$175	\$2,051	\$2,231	\$2,346	3.29%
Renewal NP	\$150	\$1,000	\$178	\$1,711	\$1,931	\$2,035	2.85%
NP Renewal Fee Drug Device Furnishing	\$150	\$1,000	\$220	\$600	\$1,684	\$1,828	2.56%
Renewal - Midwife Drug Device Furnishing	\$150	\$1,000	\$11	\$29	\$76	\$78	0.11%
Delinquent Renewal Fee - CNS	\$75	\$500	\$3	\$5	\$8	\$6	0.01%
Delinquent Renewal Fee - Midwife	\$75	\$500	\$1	\$1	\$3	\$2	0.00%
Delinquent Renewal Fee - CRNA	\$75	\$500	\$2	\$4	\$4	\$3	0.00%
Delinquent Renewal Fee - RN	\$90	\$375	\$652	\$630	\$718	\$819	1.15%
Delinquent Renewal Fee - CE Provider	\$150	\$500	\$17	\$25	\$36	\$61	0.09%
Delinquent Renewal Fee - NP	\$75	\$500	\$6	\$ 43	\$52	\$55	0.08%
Delinquent Renewal Fee - Public Health	\$75	\$250	\$ -	\$4	\$ 51	\$98	0.14%
Delinquent Fee - Midwife Drug Device Furnishing	\$75	\$500	\$ -	\$ -	\$1	\$1	0.00%
Delinquent Fee - NP Drug Device Furnishing	\$75	\$500	\$4	\$9	\$30	\$37	0.05%
Misc. Serv Pub - Transcripts	\$50	\$100	\$12	\$11	\$11	\$14	0.02%
Dishonored Check Fee	\$30	\$30	\$9	\$9	\$14	\$2	0.00%

### ***Budget Change Proposal (BCP)***

For FY 2021/2022, with BCP 1111-010-BCP-2021-GB, the BRN requested \$2.1 million to the Board of Registered Nursing Fund, Professions and Vocations Fund in FY 2022/23 and ongoing to fund 22.0 positions to address deficiencies within the Licensing Division and the Board Operations and Consumer Services Division.

### ***Staffing Challenges, Recruitment/Retention, and Succession Planning***

The BRN has NECs throughout the state of California in three different program areas (nursing education, enforcement, and CE). The table below shows the NEC vacancy rate for BRN assignment area as low as 46 percent and as high as 100 percent. These positions are difficult to recruit and retain. The BRN continues to have challenges in recruiting qualified NECs due to the salary inequity of these positions compared to equivalent jobs outside of state service for RNs. Additionally, there are other state agencies that have RN classifications whose salaries are higher than the NECs. The BRN has requested that the California Office of Human Resources (CalHR) address the pay inequity; however, to date, these requests have not been successful.

Position Information	NEC Assignment Areas			Total
	Nursing Education	Enforcement	CE & Research	
SNEC Positions	2	0	1	3
NEC Positions	11	2	1	14
Filled	7	1	0	8
Vacancies	6	1	2	9
% Vacancy Rate	46%	50%	100%	53%

Recruitment/retention and succession planning includes, but is not limited to, staff development and training. The BRN strives to offer formal and informal on-the-job training, training through DCA's SOLID Training Unit, and other outside training vendors. The annual dollar amount for training varies significantly from year to year depending upon budget constraints and approval for travel to seminars and workshops. Over the past four FYs, the BRN has spent the following on staff training:

Staff Training			
FY 2017/18	FY 2018/19	FY 2019/20	FY 2020/21
\$17,666	\$18,079	\$45,144	\$69,348

Although staffing challenges will always be present, with successful recruitment/retention and succession planning, the BRN will continue to have a robust staff comprised of both new employees eager to learn, and experienced employees willing to share their knowledge of BRN processes.