

1.1 **Nursing Home Workforce Standards Board**

1.2 **Adopted Expedited Permanent Rules Establishing Minimum Nursing Home Wage**  
1.3 **Standards**

1.4 **5200.2060 DEFINITIONS.**

1.5 Subpart 1. **Scope.** Unless otherwise defined in this part, the terms used in parts  
1.6 5200.2060 to 5200.2090 have the meanings given in Minnesota Statutes, section 181.211.

1.7 Subp. 2. **Certified nursing assistant.** "Certified nursing assistant" means a person  
1.8 who has received training and provides or assists in the provision of nursing or  
1.9 nursing-related services in a nursing home consistent with the requirements under Minnesota  
1.10 Statutes, section 144A.61.

1.11 Subp. 3. **Licensed practical nurse.** "Licensed practical nurse" means a person who  
1.12 engages in the practice of practical nursing, as defined in Minnesota Statutes, section 148.171,  
1.13 subdivision 14, in a nursing home.

1.14 Subp. 4. **Trained medication aide.** "Trained medication aide" means a person who  
1.15 has received training and administers medications in a nursing home consistent with the  
1.16 requirements under part 4658.1360.

1.17 **5200.2070 APPLICABILITY.**

1.18 Subpart 1. **Statewide minimum wage standards.** The wage standards for nursing  
1.19 home workers under parts 5200.2080 and 5200.2090 apply statewide.

1.20 Subp. 2. **Appropriation required.** The wage standards under parts 5200.2080 and  
1.21 5200.2090 are not effective until:

1.22 A. the legislature provides an appropriation, as determined by Minnesota Statutes,  
1.23 sections 256R.21 and 256R.25, sufficient to cover the necessary rate increase; and

1.24 B. federal approval of the rate increase is obtained.

2.1 Subp. 3. **Modified implementation date.** Unless federal approval of the rate increase  
2.2 under subpart 2 is obtained by December 1, 2025, the wage standards under parts 5200.2080  
2.3 and 5200.2090 shall become effective 30 days after federal approval of the rate increase is  
2.4 obtained.

2.5 **5200.2080 GENERAL WAGE STANDARDS.**

2.6 Beginning January 1, 2026, the minimum wage for all nursing home workers is \$19  
2.7 per hour. Beginning January 1, 2027, the minimum wage for all nursing home workers is  
2.8 \$20.50 per hour.

2.9 **5200.2090 WAGE STANDARDS FOR CERTAIN OCCUPATIONS.**

2.10 Notwithstanding the statewide minimum wage established in part 5200.2080, the  
2.11 minimum wage for certified nursing assistants, trained medication aides, and licensed  
2.12 practical nurses is:

2.13 A. Beginning January 1, 2026, the minimum wage for certified nursing assistants  
2.14 is \$22.50 per hour. Beginning January 1, 2027, the minimum wage for certified nursing  
2.15 assistants is \$24 per hour.

2.16 B. Beginning January 1, 2026, the minimum wage for trained medication aides  
2.17 is \$23.50 per hour. Beginning January 1, 2027, the minimum wage for trained medication  
2.18 aides is \$25 per hour.

2.19 C. Beginning January 1, 2026, the minimum wage for licensed practical nurses  
2.20 is \$27 per hour. Beginning January 1, 2027, the minimum wage for licensed practical nurses  
2.21 is \$28.50 per hour.