

Principle Workgroup,

Below, please find a draft of the principles. The top edits through the 3rd bullet point were discussed already. The bottom bullet points I am providing based on the discussions that have been had. I've also included some comments from myself and other staff suggesting slightly larger revisions based on hoping to avoid conflict with statute.

Thank you for your work on this!

Leah

Here is a list of principles that we believe will positively inform the development of standards and other actions of the Board.

- Support All Nursing Home Worker Careers with Livable Wages. In fulfilling its statutory duties, the board will consider financial impact on facilities. A standard will be achievable for all nursing homes and funded for all nursing home workers.
- Data Driven Decision Making. A standard is supported by wage, cost, funding, and rate data as provided in the statute. Standards should not be adopted. The board will gather until there is sufficient data to understand the impact on these aspects as well as the projected impact on the state budget, fixed income seniors, and access to care, and percentage of nursing homes able to achieve the standard.
- ~~Do No Harm. A standard will not decrease access to nursing facility services.~~
- Wage Compression. The Board recognizes that the wage standards may impact wages of other workers in the nursing home facilities. A standard will account for wage compression and other local or facility specific considerations.
- Manageable, ~~Understandable Operational~~, and Enforceable Implementable. Ideally, standards will be manageable for employers, understandable for workers, and enforceable for the state agencies. Nursing facilities and state agencies will not be overly burdened by administrative processes resulting from a standard.
- Funding Sources and Financial Impact. In fulfilling its statutory duties, the board acknowledges its actions will have a financial impact on facilities, which are A standard is funded by the state Medicaid program. and due to rate equalization, The Board recognizes private pay residents, who, due to rate equalization, pay the same rate as Medicaid-funded residents. The Board recognizes each facility is unique.