

In fulfilling its statutory duties, the board believes the following principles will positively inform the development of standards and other actions of the Board.

- Support All Nursing Home Worker Careers with Livable Wages.
- Data Driven Decision Making. A standard is supported by wage, cost, funding, and rate data as provided in the statute. The board should gather data to understand the impact on these aspects as well as the projected impact on the state budget, seniors, access to care, and percentage of nursing homes able to achieve the standard.
- Wage Compression. The Board recognizes that the wage standards may impact wages of other workers in the nursing home facilities.
- Manageable, Understandable, and Enforceable. The board will strive to adopt standards and processes that are manageable and avoid duplication for employers, understandable for workers, and enforceable for the state agencies.
- Funding Sources and Financial Impact. In fulfilling its statutory duties, the board acknowledges its actions may have a financial impact on facilities, which may be funded by the state Medicaid program. The Board recognizes private pay residents, who, due to rate equalization, pay the same rate as Medicaid-funded residents.