

Category	Statutory notes	Options	Additional questions/notes
Appropriation	Minn. Stat. § 181.213 subd 2 (c) and (d) lay out a process by which we must determine if we need an appropriation for the standards to go into effect. An appropriation will be needed “[i]f the board, in consultation with the commissioner of human services, determines the operating payment rate and employee benefits portion of the external fixed costs payment rate will increase to comply with the new employment standards[.]”	Question 1: Will we need an appropriation as determined by the process in Minn. Stat. § 181.213 subd 2 (c) and (d)? Though this is something that will be decided in consultation with DHS, it is an overarching question to any standards the Board will set and has the potential to delay implementation.	How would that appropriation be written? This is a question that was raised by the Data workgroup in their memo to the Board in the 2.08.24 packet.
Occupation	Must ensure standards meet the majority benchmark for relevant occupations, may have different levels for different occupations. Minn. Stat. § 181.213, subd. 2(a).	<p>Question 1: Will the standards set by the board differentiate minimum wages based upon occupation?</p> <p>If yes, Question 2: How will occupations be categorized and grouped? Some options:</p> <ul style="list-style-type: none"> • Direct care, non-direct care, contractors. • CNA (makes up majority Direct care), Dietary (makes up majority non-direct care) • Cooks, laundry, Housekeeping, Activities aides • Occupations requiring licensure vs. not requiring licensure <p>These options are laid out more completely in Nursing Home Job occupations memo in the 3.14.24 Board packet.</p>	<p>What do we do if someone is working in more than one position?</p> <p>Any considerations toward ensuring consistency among job titles and job responsibilities (both between nursing homes and between description and actual responsibilities)?</p>

Geography	Must ensure the standards meet the majority benchmark for relevant occupations. Must have a statewide standard, path to having additional regional standards. Minn. Stat. § 181.213, subd. 2(a).	<p>Q 1: Are there going to be regional differences, or a single, statewide standard?</p> <p>If there are to be regional differences, Q 2: How do we divide up the state? Some options:</p> <ul style="list-style-type: none"> • Rule of 50 groups (3) • Economic Development Regions (13) • Twin Cities/Greater MN (EDR 11 vs. all the rest) • 7 county metro vs. the rest 	
Phase in		<p>Q 1: Do we have a different standard for each year? For instance, if the Board wants to reach minimum \$XX in 2026, does it set a slightly lower wage for 2025? This is similar to how minimum wage increases were phased in over 3 years in Minn. Stat. §177.24.</p> <p>If yes, Q 2: What are those different levels?</p>	This could be affected if an appropriation is needed.
Inflation		<p>Q 1: Will inflation be built into the standard? For instance, the 2025 minimum wage is \$XX, and every year after that it will be adjusted based on CPI.</p> <p>If yes, Q 2: What inflator will be used?</p>	This could be affected if an appropriation is needed.
Age	Current minimum wage law has a separate youth wage. Minn. Stat. § 177.24, subd. 1(e).	<p>Q 1: Will the Board set standards with similar rules for nursing home workers with younger people able to be paid less?</p> <p>If yes, Q 2: what should those levels be?</p>	

		If yes, Q 3: What, if any, effect would this decreased rate have on setting the standards so that they still meet the majority benchmark for relevant occupations?	
Longevity	Current minimum wage law has a separate training wage. Minn. Stat. § 177.24, subd. 1(c).	<p>Q 1: Will the Board set standards with similar rules for nursing home workers with those on training probation able to be paid less?</p> <p>If yes, Q 2: what should those levels be and for how long can they be paid less?</p> <p>If yes, Q 3: What, if any, effect would this decreased rate have on setting the standards so that they still meet the majority benchmark for relevant occupations?</p>	
Benefits	<p>181.211 Subd. 5. Compensation.</p> <p>"Compensation" means all income and <u>benefits paid by a nursing home employer to a nursing home worker or on behalf of a nursing home worker, including but not limited to wages, bonuses, differentials, paid leave, pay for scheduling changes, and pay for training or occupational certification.</u> (Emphasis added)</p> <p>181.213 subd 2 states that our standards must include standards on compensation.</p>	<p>Q 1: Will the standards set by the board also include benefits?</p> <p>If yes, Q 2: What would those benefits be?</p> <ul style="list-style-type: none"> • Health care • Paid time off • Retirement • Bonusses • Differentials • Pay for scheduling changes • Pay for training or occupational certification 	<p>NOTE: The August 1 deadline only mentions "wages" not all compensation. Minn. Stat. § 181.213, subd. 1(b).</p>