

NORTH DAKOTA

Changes Made in 2003 Appear in Bold

1. WAGE/BENEFIT ENHANCEMENTS		2. TRAINING AND OTHER INITIATIVES	3. TASK FORCES & COMMISSIONS
<p>Wages (includes wage pass-throughs)</p> <ul style="list-style-type: none"> \$1.50 per hour wage &/or benefits increase for all nursing facility employees for both Medicaid and private-pay resident categories (2001) HB 1196 \$.87 per hr. wage increase for ICR/MR and DD waiver service employees effective July 1, 2003 	<p>Benefits</p> <ul style="list-style-type: none"> \$1.50 per hour wage &/or benefits increase for all nursing facility employees for both Medicaid and private-pay resident categories (2001). HB 1196 3% increase in allowed fringe benefit percentage for ICR/MR and DD waiver service employees effective July 1, 2003 	<p>(Includes career ladders)</p> <ul style="list-style-type: none"> Working with the Department of Labor and the Department of Commerce on career ladder initiatives 	<ul style="list-style-type: none"> North Dakota Health Practitioner Workforce Coalition, 2001

4. STAFFING RATIOS	5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES	6. OTHER INITIATIVES NOT COVERED ABOVE
<ul style="list-style-type: none"> Follows federal standard 		<ul style="list-style-type: none"> HB 1196 Passed a nursing loan repayment and scholarship program