



NDLTCA Newsletter

November 26, 2024

All Members - *All Members*

Assisted Living - *AL*

Basic Care - *BC*

Nursing Facilities - *NF*

Workforce



Opportunities in North Dakota: Attracting New Talent

All Members

Many people across the U.S. are underemployed, struggling to find jobs that match their skills or provide wages that keep up with the cost of living. North Dakota offers a solution.

The ND Department of Commerce is running targeted marketing campaigns to attract job seekers from these areas, highlighting the state's career opportunities, affordable living, and strong communities.

Learn more about how North Dakota is connecting talent with meaningful work and building a brighter future for all. [Welcome to the Good Life | Find the Good Life in North Dakota](#)

Employers can enroll in the Find the Good Life Candidate Marketplace here: [Find the Good Life | Candidate Marketplace Employer Request](#)

Read the Consumer Affairs article  [North Dakota outpaced the U.S. in domestic migration in 2023](#)

Burgum, Advisory Committee unveil recommendations to address housing needs in North Dakota

All Members

Gov. Doug Burgum, state legislators and other members of the North Dakota Housing Initiative Advisory Committee released the committee’s recommendations for addressing housing needs in North Dakota, with a three-pronged approach that focuses on improving housing availability, affordability and stability. [Read more...](#)

How Should Employers Respond Now that Overtime Rule Is Blocked?

All Members

SHRM - November 18, 2024 | [Allen Smith, J.D.](#)

A Nov. 15 federal court decision spared HR professionals from having to comply with an increase in the salary threshold for white-collar exemptions from overtime, a threshold that had been set to rise to \$58,656 annually as of Jan. 1, 2025. The July 1, 2024, increase of the salary threshold from \$35,568 to \$43,880 per year was also struck down.

That means the salary threshold for white-collar exemptions is effectively back to the 2019 overtime level of \$35,568 annually (\$684 per week), said Chuck McDonald, an attorney with Ogletree Deakins in Greenville, S.C.

[Read more...](#)

Study Highlights Impact Of Low Wages, Limited Access To Benefits On Retention In Skilled Nursing Workforce

All Members

[McKnight's Long-Term Care News](#) (11/22, Johnson) reports, "Retention is one of the biggest challenges that skilled nursing facilities continue to struggle with," and a recent [study](#) (PDF) "highlights how much low wages and limited access to benefits are a catalysts behind the sector's 50% yearly turnover rate."

[Read more...](#)

Advocacy

Organizational Session Begins Next Week

All Members

In the North Dakota State Legislature, the Organizational Session is a brief meeting held in December following the general election. During this session, newly elected legislators are sworn in, leadership positions are selected, committee assignments are made, and operational details for the upcoming legislative session are finalized. This session sets the stage for the regular legislative session, ensuring everything is in place for lawmakers to begin their work in January.

Dec. 2 – 4, [click here](#) for more information.

Gov. Burgum to Release Executive Budget to the 69th Legislative Assembly

All Members

The budget address will be [livestreamed on the North Dakota Legislative Branch website.](#)

Dec. 4 at 10 am central time

Hogan, Ista will lead North Dakota Dems in legislative session

All Members

Democrats Sen. Kathy Hogan of Fargo and Rep. Zac Ista of Grand Forks will be minority leaders for the upcoming session, the party announced late Wednesday. “We look forward to getting to work on the most pressing issues facing North Dakota, including housing, property taxes, workforce development, child care, and assuring available and affordable mental health care across the state,” Hogan said in a statement. [Read more...](#)



Thank you for your generous Gold Sponsorship, ROERS!

Medicare and Medicaid

How might Dr. Oz change Medicare and Medicaid?

All Members

Dr. Mehmet Oz, nominated to lead CMS, is a strong advocate for Medicare Advantage plans, signaling potential policy changes to expand their use. Many anticipate he may push to eliminate the minimum staffing mandate for nursing homes. Experts also predict that Oz, in alignment with Trump, will explore strategies to reduce Medicaid costs.

Read the Fortune article by Richard Eisenberg from November 20, 2024, [Click here](#).

Medicare Advantage Proves To Be the ‘Most Profound’ Disruptor for Nursing Homes, Reshaping Payer Dynamics

All Members

SKILLED NURSING NEWS - By Amy Stulick | November 18, 2024

Of the many significant factors affecting the skilled nursing industry in the last five years, Medicare Advantage was named as a major disruptor, as cost reports show a shift in operating margins with more facilities struggling financially.

[Read more...](#)

Regulatory

Two New Quality, Safety, and Oversight Memos Released by CMS

NF

Revised Long-Term Care (LTC) Surveyor Guidance: Significant revisions to enhance quality and oversight of the LTC survey process

[QSO-25-07-NH](#)

As we delve into this QSO, our industry has raised significant concerns regarding changes made in the following areas:

- Admissions, Transfers, and Discharges
- Chemical Restraints and Unnecessary Psychotropic Medications
- Resident Assessments
- QAPI/QAA Improvement Activities

These updates have the potential to greatly impact operations and care within our facilities. AHCA is working on advocacy and will soon ask us for comments.

AHCA is creating a summary and toolkit for providers. In the meantime, Skilled Nursing News has a great summary, [read more...](#)

REVISED: Revisions to Appendix Q, Guidance on Immediate Jeopardy

[QSO-25-09-ALL](#)

CMS is also rolling out a comprehensive training program for surveyors and long-term care providers. This training will be available through the Quality, Safety, and Education Portal (QSEP).

The updates will also include new and revised Critical Element Pathways (CE Pathways), which surveyors use to investigate potential care concerns. These pathways, along with other related survey documents, will be available on CMS's Nursing Homes website by the end of February.

Understanding Heightened Scrutiny

All Members

If you've been following the discussions on the Guidehouse recommendations for assisted living and basic care, you may have heard Sarah Aker refer to the term "heightened scrutiny" in relation to the Home and Community-Based Services (HCBS) settings rule.

In the context of Medicaid's Home and Community-Based Services (HCBS) settings regulation, heightened scrutiny refers to a review process conducted by the Centers for Medicare & Medicaid Services (CMS) to determine whether certain settings presumed to have institutional qualities can be considered home and community-based. This process applies to settings that:

- Are located in a building that also houses a publicly or privately operated facility providing inpatient institutional treatment.
- Are in a building on the grounds of, or immediately adjacent to, a public institution.
- Have the effect of isolating individuals receiving Medicaid HCBS from the broader community.

Through heightened scrutiny, CMS evaluates evidence presented by the state, including public input, to assess if such settings possess the qualities of a home and community-based setting and do not exhibit institutional characteristics.

For more information, check out the [FAQ](#).

Education

NDLTCA Education Page

All Members

Visit our Education Page on our website to see more opportunities for you and your teams: <https://ndltca.org/education/>

Workforce continued...

Update from the NDLTCA Workforce Committee at the December 11 Membership Meeting

All Members

The NDLTCA Workforce Committee has been actively engaging with various programs to explore how their services can benefit long term care communities. An update from the committee will be shared at the upcoming membership meeting on December 11 at 1:30 PM Central Time in Bismarck. Don't miss it!

Post a Job on Our Website

All Members

[North Dakota Long Term Care Association | Career Opportunities \(ndltca.org\)](#)

If you would like to post a job opening for your facility, please contact Stacy Irey at 701.222.0660 or email stacy@ndltca.org



Contact us at 701-222-0660 or email Nikki at nikki@ndltca.org or Peggy at peggy@ndltca.org.