



November 17, 2022

**Subject: Deliverable 5.1 Discrepancies in Wages to QSPs Compared to CNAs in Nursing Facilities**

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**Primary Findings**

This brief represents part two of Deliverable 5.1 Summary of Cost Survey Findings and Identification of Discrepancies. Cost Survey Findings are reported in a separate PowerPoint presentation. In order to determine discrepancies, especially in wages of comparably skilled staff, Optumas researched wages paid to equivalent staff in Home and Community Based Services compared to nursing assistants in skilled nursing facilities (SNFs) in North Dakota. A survey of Qualified Service Providers (QSPs) conducted earlier this year found that most earned between \$16 and \$17 per hour. The United States Bureau of Labor Statistics reported nursing assistant wages between \$16.69 and \$17.38 depending on the region where one is employed. Several sources reported that Certified Nursing Assistants (CNAs) working in SNFs are paid between \$19.96 and \$26.31 per hour depending on region of the state. The table on the next page describes the wages and source information reflective of Optumas' findings.

This represents a significant difference in wages earned by staff with similar skill levels in SNFs compared to QSPs in home and community-based settings.

Job Title	Location	Hourly Mean Wage	Annual Mean Wage	Notes
Qualified Service Provider <sup>1</sup>	North Dakota	\$16-\$17	--	Most responses (18) indicate this range, \$14-\$15 (11) and \$18-\$19 (8)
Nursing Assistant <sup>2</sup>	North Dakota	\$17.34	\$36,070	BLS as of May 2021
Nursing Assistant <sup>1</sup>	Bismarck, ND	\$17.38	\$36,140	BLS as of May 2021
Nursing Assistant <sup>1</sup>	Fargo, ND	\$16.69	\$34,720	BLS as of May 2021
Nursing Assistant <sup>1</sup>	Grand Forks, ND	\$16.76	\$34,850	BLS as of May 2021
CNA - Nursing Homes <sup>3, 6</sup>	National	\$10-\$15*	--	Reference 3 has seemingly old numbers but was the only source that showed data for Nursing Homes specifically. Reference 6 has more up to date national average and can be searched by zip code.
CNA – Skilled Nursing Facilities <sup>4</sup>	North Dakota	\$24.27	\$50,481	Reported to CMS by SNFs as of 2021
CNA – Skilled Nursing Facilities <sup>3</sup>	Bismarck, ND	\$25.37	\$52,770	Reported to CMS by SNFs as of 2021
CNA – Skilled Nursing Facilities <sup>3</sup>	Fargo, ND	\$26.31	\$54,714	Reported to CMS by SNFs as of 2021
CNA – Skilled Nursing Facilities <sup>3</sup>	Grand Forks, ND	\$19.96	\$41,527	Reported to CMS by SNFs as of 2021
CNA – Skilled Nursing Facilities <sup>5</sup>	North Dakota	--	\$25,325-\$31,439	“Salary ranges can vary widely depending on the city and many other important factors, including education, certifications, additional skills, the number of years you have spent in your profession.”

\* Depending on communities or populations served, roles with less patient interaction get paid \$1 less per hour.

<sup>1</sup> ND QSP Agency Survey Results

<sup>2</sup> [Nursing Assistants \(bls.gov\)](https://www.bls.gov)

<sup>3</sup> [CNA Salary - InHomeCare](#)

<sup>4</sup> [Certified Nursing Assistant \(CNA\) Salaries in North Dakota | CareListings](#)

<sup>5</sup> [Skilled Nursing Facility - Certified Nurse Assistant \(CNA\) Salary in North Dakota | Salary.com](#)

<sup>6</sup> [CNA Nursing Home Salary \(ZipRecruiter.com\)](#)