# Administrative Bulletin 25-13

**101 CMR 309.00: *Rates for Certain Services for the***

***Personal Care Attendant Program***

Effective July 1, 2025

Update to Certain Rates for Personal Care Attendant Services

## Personal Care Attendant Rates Effective July 1, 2025

The rates for personal care attendant (PCA) services are being updated under 101 CMR 309.03(5)(a). These rate updates align with the terms of the collective bargaining agreement that became effective on September 1, 2023. This administrative bulletin details the new rates for PCA services, which include the wage and employer expense components effective for dates of services on and after July 1, 2025.

Beginning July 1, 2025, PCA rates will also include seniority steps based on the hours worked since 2008 as a PCA in the MassHealth PCA program, subject to completion of, or exemption from, New Hire Orientation (NHO). These rates and rules follow the terms of the collective bargaining agreement negotiated between the Commonwealth of Massachusetts and the PCA union (1199SEIU) and are in accordance with 101 CMR 309.00: *Rates for Certain Services for the Personal Care Attendant Program*.

A summary of the seniority rate steps and the rates, codes, modifiers, and descriptions are provided below.

| **Seniority Rate Step** | **Hours worked as a PCA since 2008** |
| --- | --- |
| Step 1 | 0 – 3,640 hours |
| Step 2 | 3,641 – 7,280 hours |
| Step 3 | 7,281 – 12,740 hours |
| Step 4 | 12,741 – 18,200 hours |
| Step 5 | 18,201– plus hours |

## Billing Codes/Activity with Modifiers and Service Descriptions

### Rates for PCAs who have not completed new hire orientation and are not exempt from new hire orientation

| **Code** | **Modifier 1** | **Modifier 2** | **Rate** | **Unit** | **Service Description** |
| --- | --- | --- | --- | --- | --- |
| T1019 |  |  | $5.43 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment (code may not be used to identify services provided by home health aide or certified nurse assistant) (Premium Assistance, or P.A.) (Use this code to bill for PCA services provided during day or night.) |
| T1019 | TU |  | $2.72 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, overtime (P.A.). (Use this code and modifier to bill for premium pay for overtime.)  |
| T1019 | TV |  | $2.72 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID, or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, holidays (P.A.). (Use this code and modifier to bill for premium pay for holidays.)  |
| 99509 | U2 |  | $5.43 | 15 Minutes | Home visit for assistance with activities of daily living and personal care (personal care services, per 15 minutes). Current P.A. for PCA services required for each member.  (Use this code and modifier to bill for PCA paid earned time.) |
| 99509 | TU |  | $0.20 | 1 Minute | Home visit for assistance with activities of daily living and personal care (personal care services). Current P.A. for PCA services required for each member. (Use this code and modifier to bill for overtime, per 1 minute, special payment rate.)   |
| A0170 |  |  | $0.37 | 1 Minute | Transportation ancillary: parking fees, tolls, other. Current P.A. for PCA services required for each member. (Use this code to bill for travel time for PCA services, per 1 minute.) |

### Rates for PCAs who have completed new hire orientation or are exempt from new hire orientation

### Rates for Seniority Step 1

### 0 – 3,640 Hours

| **Code** | **Modifier 1** | **Modifier 2** | **Rate** | **Unit** | **Service Description** |
| --- | --- | --- | --- | --- | --- |
| T1019 | U5 |  | $5.56 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment (code may not be used to identify services provided by home health aide or certified nurse assistant) (P.A.) (Use this code to bill for PCA services provided during day or night.) |
| T1019 | TU | U5 | $2.78 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, overtime (P.A.). (Use this code and modifier to bill for premium pay for overtime.)  |
| T1019 | TV | U5 | $2.78 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID, or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, holidays (P.A.). (Use this code and modifier to bill for premium pay for holidays.)  |
| 99509 | U2 | U5 | $5.56 | 15 Minutes | Home visit for assistance with activities of daily living and personal care (personal care services, per 15 minutes). Current P.A. for PCA services required for each member.  (Use this code and modifier to bill for PCA paid earned time.) |
| 99509 | TU |  | $0.20 | 1 Minute | Home visit for assistance with activities of daily living and personal care (personal care services). Current P.A. for PCA services required for each member. (Use this code and modifier to bill for overtime, per 1 minute, special payment rate.)   |
| A0170 |  |  | $0.37 | 1 Minute | Transportation ancillary: parking fees, tolls, other. Current P.A. for PCA services required for each member. (Use this code to bill for travel time for PCA services, per 1 minute.) |

### Rates for Seniority Step 2

### 3,641 – 7,280 Hours

| **Code** | **Modifier 1** | **Modifier 2** | **Rate** | **Unit** | **Service Description** |
| --- | --- | --- | --- | --- | --- |
| T1019 | U6 |  | $5.73 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment (code may not be used to identify services provided by home health aide or certified nurse assistant) (P.A.) (Use this code to bill for PCA services provided during day or night.) |
| T1019 | TU | U6 | $2.87 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, overtime (P.A.). (Use this code and modifier to bill for premium pay for overtime.)  |
| T1019 | TV | U6 | $2.87 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID, or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, holidays (P.A.). (Use this code and modifier to bill for premium pay for holidays.)  |
| 99509 | U2 | U6 | $5.73 | 15 Minutes | Home visit for assistance with activities of daily living and personal care (personal care services, per 15 minutes). Current P.A. for PCA services required for each member.  (Use this code and modifier to bill for PCA paid earned time.) |
| 99509 | TU |  | $0.20 | 1 Minute | Home visit for assistance with activities of daily living and personal care (personal care services). Current P.A. for PCA services required for each member. (Use this code and modifier to bill for overtime, per 1 minute, special payment rate.)   |
| A0170 |  |  | $0.37 | 1 Minute | Transportation ancillary: parking fees, tolls, other. Current P.A. for PCA services required for each member. (Use this code to bill for travel time for PCA services, per 1 minute.) |

### Rates for Seniority Step 3

### 7,281 – 12,740 Hours

| **Code** | **Modifier 1** | **Modifier 2** | **Rate** | **Unit** | **Service Description** |
| --- | --- | --- | --- | --- | --- |
| T1019 | U7 |  | $5.90 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment (code may not be used to identify services provided by home health aide or certified nurse assistant) (P.A.) (Use this code to bill for PCA services provided during day or night.) |
| T1019 | TU | U7 | $2.95 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, overtime (P.A.). (Use this code and modifier to bill for premium pay for overtime.)  |
| T1019 | TV | U7 | $2.95 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID, or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, holidays (P.A.). (Use this code and modifier to bill for premium pay for holidays.)  |
| 99509 | U2 | U7 | $5.90 | 15 Minutes | Home visit for assistance with activities of daily living and personal care (personal care services, per 15 minutes). Current P.A. for PCA services required for each member.  (Use this code and modifier to bill for PCA paid earned time.) |
| 99509 | TU |  | $0.20 | 1 Minute | Home visit for assistance with activities of daily living and personal care (personal care services). Current P.A. for PCA services required for each member. (Use this code and modifier to bill for overtime, per 1 minute, special payment rate.)   |
| A0170 |  |  | $0.37 | 1 Minute | Transportation ancillary: parking fees, tolls, other. Current P.A. for PCA services required for each member. (Use this code to bill for travel time for PCA services, per 1 minute.) |

### Rates for Seniority Step 4

### 12,741 – 18,200 Hours

| **Code** | **Modifier 1** | **Modifier 2** | **Rate** | **Unit** | **Service Description** |
| --- | --- | --- | --- | --- | --- |
| T1019 | U9 |  | $6.07 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment (code may not be used to identify services provided by home health aide or certified nurse assistant) (P.A.) (Use this code to bill for PCA services provided during day or night.) |
| T1019 | TU | U9 | $3.04 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, overtime (P.A.). (Use this code and modifier to bill for premium pay for overtime.)  |
| T1019 | TV | U9 | $3.04 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID, or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, holidays (P.A.). (Use this code and modifier to bill for premium pay for holidays.)  |
| 99509 | U2 | U9 | $6.07 | 15 Minutes | Home visit for assistance with activities of daily living and personal care (personal care services, per 15 minutes). Current P.A. for PCA services required for each member.  (Use this code and modifier to bill for PCA paid earned time.) |
| 99509 | TU |  | $0.20 | 1 Minute | Home visit for assistance with activities of daily living and personal care (personal care services). Current P.A. for PCA services required for each member. (Use this code and modifier to bill for overtime, per 1 minute, special payment rate.)   |
| A0170 |  |  | $0.37 | 1 Minute | Transportation ancillary: parking fees, tolls, other. Current P.A. for PCA services required for each member. (Use this code to bill for travel time for PCA services, per 1 minute.) |

### Rates for Seniority Step 5

### 18,201+ Hours

| **Code** | **Modifier 1** | **Modifier 2** | **Rate** | **Unit** | **Service Description** |
| --- | --- | --- | --- | --- | --- |
| T1019 | UA |  | $6.23 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment (code may not be used to identify services provided by home health aide or certified nurse assistant) (P.A.) (Use this code to bill for PCA services provided during day or night.) |
| T1019 | TU | UA | $3.12 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, overtime (P.A.). (Use this code and modifier to bill for premium pay for overtime.)  |
| T1019 | TV | UA | $3.12 | 15 Minutes | Personal care services, per 15 minutes, not for an inpatient or resident of a hospital, nursing facility, ICF/ID, or IMD, part of the individualized plan of treatment. Code may not be used to identify services provided by home health aide or certified nurse assistant. Special payment rate, holidays (P.A.). (Use this code and modifier to bill for premium pay for holidays.)  |
| 99509 | U2 | UA | $6.23 | 15 Minutes | Home visit for assistance with activities of daily living and personal care (personal care services, per 15 minutes). Current P.A. for PCA services required for each member.  (Use this code and modifier to bill for PCA paid earned time.) |
| 99509 | TU |  | $0.20 | 1 Minute | Home visit for assistance with activities of daily living and personal care (personal care services). Current P.A. for PCA services required for each member. (Use this code and modifier to bill for overtime, per 1 minute, special payment rate.)   |
| A0170 |  |  | $0.37 | 1 Minute | Transportation ancillary: parking fees, tolls, other. Current P.A. for PCA services required for each member. (Use this code to bill for travel time for PCA services, per 1 minute.) |

## Description of Employer Expense Component for PCA Rates Effective July 1, 2025

The PCA rates in this bulletin include the PCA wage and the employer expense component, which includes employer required taxes and workers’ compensation insurance.

|  |  |  |  |
| --- | --- | --- | --- |
| **Step** | **PCA Wage for Component** | **Employer Expense Component** | **Total PCA Rate (Hourly)** |
| No NHO | $19.5 | 11.20% | $21.72 |
| Step 1 | $20 | 11.20% | $22.24 |
| Step 2 | $20.60 | 11.20% | $22.92 |
| Step 3 | $21.20 | 11.20% | $23.60 |
| Step 4 | $21.80 | 11.20% | $24.28 |
| Step 5 | $22.40 | 11.20% | $24.92 |

### Holidays Include:

* New Year’s Day
* Martin Luther King Jr. Day
* Juneteenth
* Fourth of July (Independence Day)
* Thanksgiving
* Christmas Day

## Additional Provisions

**EVV Mandatory Training Payment:** A 90-minute paid training on electronic visit verification (EVV) will be required for PCAs who must use EVV. The fee schedule for the EVV training is based on the PCA rates applicable to that PCA on the date the PCA receives the EVV training.

**Night Visit Minimum Payment:** PCAs who provide services during shifts that begin and end between 12 a.m. and 5:59 a.m. will be paid for a minimum of two hours (eight 15-minute units) for their visit to the member’s home. PCAs who provide PCA services during shifts that begin and end between 12 a.m. and 5:59 a.m., and that equal a total amount equivalent to two or more hours, will be paid at the normal rate of pay.

* **Example 1:** A PCA who works from 12:30 a.m. through 1 a.m. (half an hour) will be paid for the equivalent of two hours.
* **Example 2:** A PCA who works from 12:30 a.m. through 3 a.m. (two and a half hours) will be paid for the equivalent of two and a half hours.