

**Commonwealth of Massachusetts
Executive Office of Health and Human Services**

**NOTICE OF PROPOSED CHANGES IN STATEWIDE METHODS AND STANDARDS
FOR SETTING PAYMENT RATES**

SUBJECT: MassHealth: Rates for MassHealth Personal Care Attendant Services

AGENCY: Massachusetts Executive Office of Health and Human Services

SUMMARY: MassHealth Proposed Rate Changes for Personal Care Attendant Services
Effective April 1, 2025

Description of Changes

The following are proposed rate changes for personal care attendant (PCA) services effective for dates of service provided on or after April 1, 2025.

Beginning on April 1, 2025, PCA rates contain seniority steps that are 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) outlined in the collective bargaining agreement.

There are five different seniority rate pay steps. To be eligible for these seniority rate pay steps, a PCA must either have taken the New Hire Orientation (NHO) or be exempt from it.

The PCA rates are provided below.

Rate for Non-Exempt PCAs Who Have Not Completed New Hire Orientation

If a PCA has not completed New Hire Orientation (NHO) and is not exempt from NHO.

Service Name or Description	Previous Rate (for reference)	Previous unit	Rate Effective April 1, 2025	Unit
PCA Services	\$5.39	15 min	\$5.39	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.70	15 min	\$2.70	15 min
Earned Paid Time	\$5.39	15 min	\$5.39	15 min
New Hire Orientation	\$86.20	<i>per diem</i>	\$86.20	<i>per diem</i>
Add-on for Overtime	\$0.18	1 min	\$0.18	1 min
Travel Time	\$0.36	1 min	\$0.36	1 min

Rate for Seniority Step 1 Wages

If a PCA has completed New Hire Orientation (NHO) or is exempt from NHO and worked between 0 and 3,640 hours (Step 1).

Service Name or Description	Previous Rate (for reference)	Previous unit	Rate Effective April 1, 2025	Unit
PCA Services	\$5.39	15 min	\$5.39	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.70	15 min	\$2.70	15 min
Earned Paid Time	\$5.39	15 min	\$5.39	15 min
Add-on for Overtime	\$0.18	1 min	\$0.18	1 min
Travel Time	\$0.36	1 min	\$0.36	1 min

Rate for Seniority Step 2 Wages

If a PCA has completed New Hire Orientation (NHO) or is exempt from NHO and worked between 3,641 and 7,280 hours (Step 2).

Service Name or Description	Previous Rate (for reference)	Previous Unit	Rate Effective April 1, 2025	Unit
PCA Services	\$5.39	15 min	\$5.54	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.70	15 min	\$2.77	15 min
Earned Paid Time	\$5.39	15 min	\$5.54	15 min
Add-on for Overtime	\$0.18	1 min	\$0.19	1 min
Travel Time	\$0.36	1 min	\$0.37	1 min

Seniority Step 3 Wages

If a PCA has completed New Hire Orientation (NHO) or is exempt from NHO and worked between 7,281 and 12,740 hours (Step 3).

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective April 1, 2025	Unit
PCA Services	\$5.39	15 min	\$5.69	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.70	15 min	\$2.85	15 min

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective April 1, 2025	Unit
Earned Paid Time	\$5.39	15 min	\$5.69	15 min
Add-on for Overtime	\$0.18	1 min	\$0.19	1 min
Travel time	\$0.36	1 min	\$0.38	1 min

Seniority Step 4 Wages

If a PCA has completed New Hire Orientation (NHO) or is exempt from NHO and worked between 12,741 and 18,200 hours (Step 4).

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective April 1, 2025	Unit
PCA Services	\$5.39	15 min	\$5.84	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.70	15 min	\$2.92	15 min
Earned Paid Time	\$5.39	15 min	\$5.84	15 min
Add-on for Overtime	\$0.18	1 min	\$0.20	1 min
Travel Time	\$0.36	1 min	\$0.39	1 min

Seniority Step 5 Wages

If a PCA has completed New Hire Orientation (NHO) or is exempt from NHO, and worked between 18,201 or more hours (Step 5).

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective April 1, 2025	Unit
PCA Services	\$5.39	15 min	\$5.99	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.70	15 min	\$3.00	15 min

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective April 1, 2025	Unit
Earned Paid Time	\$5.39	15 min	\$5.99	15 min
Add-on for Overtime	\$0.18	1 min	\$0.20	1 min
Travel Time	\$0.36	1 min	\$0.40	1 min

The estimated increase in annual aggregate expenditures due to the PCA rates effective April 1, 2025, is \$38 million for MassHealth PCA services provided on a fee-for-service basis.

The proposed rates noted above include the PCA wage and the employer expense component, which includes employer required taxes and workers' compensation insurance. The proposed increase in rates follows the terms of the collective bargaining agreement negotiated between the Commonwealth of Massachusetts and the PCA union (1199SEIU) and is in accordance with 101 CMR 309.00: *Rates for Certain Services for the Personal Care Attendant Program*.

Individuals may submit written comments or request a copy of any notices or written comments, about these updates by emailing ehs-regulations@mass.gov. Please submit electronic comments as an attached Word or PDF document or as text within the body of the email with the phrase "MassHealth Changes in Rates for PCA Services" in the subject line. All submissions must include the sender's full name, mailing address, and affiliation or organization, if any. Individuals who are unable to submit comments or request a copy of any notices or written comments by email should mail written comments or requests to

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