

**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 July 1, 2022, January 1, 2023, and April 1, 2023

**DESCRIPTION OF CHANGES:**

The following are proposed changes to rates for personal care attendant (PCA) services effective for dates of service provided on or after July 1, 2022.

Service Name or Description	Previous Rate (for reference)		Rate Effective July 1, 2022	
	Rate	Unit	Rate	Unit
PCA Services	\$4.54	15 min	\$4.94	15 min
Add-on for Premium Pay for Overtime and Holidays <sup>1</sup>	\$2.27	15 min	\$2.47	15 min
Earned Paid Time	\$4.54	15 min	\$4.94	15 min
New Hire Orientation	\$72.60	per diem	\$79.04	per diem
Add-on for Overtime	\$0.16	1 min	\$0.17	1 min
Travel Time	\$0.31	1 min	\$0.33	1 min

The following are proposed changes to rates for personal care attendant (PCA) services effective for dates of service provided on or after January 1, 2023.

Service Name or Description	Rate Effective January 1, 2023	
	Rate	Unit
PCA Services	\$4.97	15 min
Add-on for Premium Pay for Overtime and Holidays <sup>2</sup>	\$2.49	15 min
Earned Paid Time	\$4.97	15 min

<sup>1</sup> Holidays: January 1, July 4, Thanksgiving day, December 25

<sup>2</sup> Holidays: January 1, July 4, Thanksgiving day, December 25

New Hire Orientation	\$79.40	per diem
Add-on for Overtime	\$0.17	1 min
Travel Time	\$0.34	1 min

The following are proposed changes to rates for personal care attendant (PCA) services effective for dates of service provided on or after April 1, 2023.

Service Name or Description	Rate Effective April 1, 2023	
	Rate	Unit
PCA Services	\$5.02	15 min
Add-on for Premium Pay for Overtime and Holidays <sup>3</sup>	\$2.51	15 min
Earned Paid Time	\$5.02	15 min
New Hire Orientation	\$80.20	per diem
Add-on for Overtime	\$0.17	1 min
Travel Time	\$0.34	1 min

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 is pursuant to the terms of the July 1, 2022, to June 30, 2023, collective bargaining agreement negotiated between the Commonwealth of Massachusetts and the PCA union (1199SEIU) and in accordance with 101 CMR 309.00: *Rates for Certain Services for the Personal Care Attendant Program*.

The estimated increase in annual aggregate expenditures of the PCA rates effective July 1, 2022, is \$113.0 million. The estimated increase in annual aggregate expenditures of the PCA rates effective January 1, 2023, is \$6.1 million, but the estimated increase in expenditures that will be realized in state fiscal year 2023 is \$3.1 million given the effective date of January 1, 2023. The estimated increase in annual aggregate expenditures of the PCA rates effective April 1, 2023, is \$13.5 million, but the estimated increase in expenditures that will be realized in state fiscal year 2023 is \$3.4 million given the effective date of April 1, 2023. Given the various effective dates noted above, the total estimated actual increase in annual aggregate expenditures realized from July 1, 2022, through June 30, 2023, is approximately \$119.4 million.

Individuals may submit written comments, or request a copy of any notices or written comments, concerning the matters herein by emailing [ehs-regulations@mass.gov](mailto: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 copies by email should mail written comments or requests to EOHHS, c/o Debby Briggs, 100 Hancock Street, 6<sup>th</sup> Floor, Quincy, MA 02171.

<sup>3</sup> Holidays: January 1, July 4, Thanksgiving day, December 25