

Published on the web: November 19, 2025

**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 January 1, 2026

Description of Changes

The following proposed rate changes for personal care attendant (PCA) services are effective for dates of service provided on or after January 1, 2026.

Beginning on January 1, 2026, PCA rates include a PCA Complex Care Differential, 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*.

This rate notice also introduces a new modifier that denotes claims for Community Case Management (CCM) individuals who use the PCA Option.

The PCA rates for PCAs working for Complex Care Consumers are provided in Tables 1 through 6. The eligible PCA rates for Community Case Management (CCM) individuals who use the PCA Option are included in Tables 7 through 12.

Table 1. Rate for Non-Exempt PCAs Who Have Not Completed NHO and Work for a Complex Care Consumer

If a PCA has not completed NHO and is not exempt from NHO, the following rates apply.

Service Name or Description	Previous Rate (for reference)	Previous Unit	Rate Effective January 1, 2026	New Unit
PCA Services	\$5.43	15 min	\$5.43	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.72	15 min	\$2.72	15 min
Earned Paid Time	\$5.43	15 min	\$5.43	15 min
New Hire Orientation	\$86.88	<i>per diem</i>	\$86.88	<i>per diem</i>

Service Name or Description	Previous Rate (for reference)	Previous Unit	Rate Effective January 1, 2026	New Unit
Add-on for Overtime	\$0.20	1 min	\$0.20	1 min
Travel Time	\$0.37	1 min	\$0.37	1 min

Table 2. Rate for Seniority Step 1 Wages and Complex Care Consumer Differential

If a PCA has completed NHO or is exempt from NHO and has worked between 0 and 3,640 hours (Step 1), the following rates apply.

Service Name or Description	Previous Rate (for reference)	Previous Unit	Rate Effective January 1, 2026	New Unit
PCA Services	\$5.56	15 min	\$6.47	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.78	15 min	\$3.24	15 min
Earned Paid Time	\$5.56	15 min	\$5.56	15 min
Add-on for Overtime	\$0.20	1 min	\$0.20	1 min
Travel Time	\$0.37	1 min	\$0.37	1 min

Table 3. Rate for Seniority Step 2 Wages and Complex Care Consumer Differential

If a PCA has completed NHO or is exempt from NHO and has worked between 3,641 and 7,280 hours (Step 2), the following rates apply.

Service Name or Description	Previous Rate (for reference)	Previous Unit	Rate Effective January 1, 2026	New Unit
PCA Services	\$5.73	15 min	\$6.64	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.87	15 min	\$3.32	15 min
Earned Paid Time	\$5.73	15 min	\$5.73	15 min
Add-on for Overtime	\$0.20	1 min	\$0.20	1 min
Travel Time	\$0.37	1 min	\$0.37	1 min

Table 4. Seniority Step 3 Wages and Complex Care Consumer Differential

If a PCA has completed NHO or is exempt from NHO and has worked between 7,281 and 12,740 hours (Step 3), the following rates apply.

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	New Unit
PCA Services	\$5.90	15 min	\$6.80	15 min
Add-on for Premium Pay for Overtime and Holidays	\$2.95	15 min	\$3.40	15 min
Earned Paid Time	\$5.90	15 min	\$5.90	15 min
Add-on for Overtime	\$0.20	1 min	\$0.20	1 min
Travel time	\$0.37	1 min	\$0.37	1 min

Table 5. Seniority Step 4 Wages and Complex Care Consumer Differential

If a PCA has completed NHO or is exempt from NHO and has worked between 12,741 and 18,200 hours (Step 4), the following rates apply.

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	New Unit
PCA Services	\$6.07	15 min	\$6.97	15 min
Add-on for Premium Pay for Overtime and Holidays	\$3.04	15 min	\$3.49	15 min
Earned Paid Time	\$6.07	15 min	\$6.07	15 min
Add-on for Overtime	\$0.20	1 min	\$0.20	1 min
Travel Time	\$0.37	1 min	\$0.37	1 min

Table 6. Seniority Step 5 Wages and Complex Care Consumer Differential

If a PCA has completed NHO or is exempt from NHO and has worked between 18,201 or more hours (Step 5), the following rates apply.

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
PCA Services	\$6.23	15 min	\$7.14	15 min

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
Add-on for Premium Pay for Overtime and Holidays	\$3.12	15 min	\$3.57	15 min
Earned Paid Time	\$6.23	15 min	\$6.23	15 min
Add-on for Overtime	\$0.20	1 min	\$0.20	1 min
Travel Time	\$0.37	1 min	\$0.37	1 min

Note: Tables 7 through 12 apply to the CCM PCA Option.

Table 7. Rate for Non-Exempt PCAs Who Have Not Completed NHO and CCM PCA Option

If a PCA has not completed NHO and is not exempt from NHO, the following rates apply.

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
PCA Services	N/A	N/A	\$5.43	15 min
Add-on for Premium Pay for Overtime and Holidays	N/A	N/A	\$2.72	15 min
Earned Paid Time	N/A	N/A	\$5.43	15 min

Table 8. Seniority Step 1 Wages and CCM PCA Option

If a PCA has completed NHO or is exempt from NHO and has worked between 0 and 3,640 hours (Step 1), the following rates apply.

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
<u>Complex Care</u> PCA Services	N/A	N/A	\$6.47	15 min
<u>Complex Care</u> Add-on for Premium Pay for	N/A	N/A	\$3.24	15 min

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
Overtime and Holidays				
PCA Services	N/A	N/A	\$5.56	15 min
Add-on for Premium Pay for Overtime and Holidays	N/A	N/A	\$2.78	15 min
Earned Paid Time	N/A	N/A	\$5.56	15 min

Table 9. Seniority Step 2 Wages and CCM PCA Option

If a PCA has completed NHO or is exempt from NHO and has worked between 3,641 and 7,280 hours (Step 2), the following rates apply.

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
<u>Complex Care</u> PCA Services	N/A	N/A	\$6.64	15 min
<u>Complex Care</u> Add-on for Premium Pay for Overtime and Holidays	N/A	N/A	\$3.32	15 min
PCA Services	N/A	N/A	\$5.73	15 min
Add-on for Premium Pay for Overtime and Holidays	N/A	N/A	\$2.87	15 min
Earned Paid Time	N/A	N/A	\$5.73	15 min

Table 10. Seniority Step 3 Wages and CCM PCA Option

If a PCA has completed NHO or is exempt from NHO and has worked between 7,281 and 12,740 hours (Step 3), the following rates apply.

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
<u>Complex Care</u> PCA Services	N/A	N/A	\$6.80	15 min
<u>Complex Care</u> Add-on for Premium Pay for Overtime and Holidays	N/A	N/A	\$3.40	15 min
PCA Services	N/A	N/A	\$5.90	15 min
Add-on for Premium Pay for Overtime and Holidays	N/A	N/A	\$2.95	15 min
Earned Paid Time	N/A	N/A	\$5.90	15 min

Table 11. Seniority Step 4 Wages and CCM PCA Option

If a PCA has completed NHO or is exempt from NHO and has worked between 12,741 and 18,200 hours (Step 4), the following rates apply.

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
<u>Complex Care</u> PCA Services	N/A	N/A	\$6.97	15 min
<u>Complex Care</u> Add-on for Premium Pay for Overtime and Holidays	N/A	N/A	\$3.49	15 min
PCA Services	N/A	N/A	\$6.07	15 min
Add-on for Premium Pay for	N/A	N/A	\$3.04	15 min

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
Overtime and Holidays				
Earned Paid Time	N/A	N/A	\$6.07	15 min

Table 12. Seniority Step 5 Wages and CCM PCA Option

If a PCA has completed NHO or is exempt from NHO and has worked between 18,201 or more hours (Step 5), the following rates apply.

Service Name or Description	Previous Rate (for Reference)	Previous Unit	Rate Effective January 1, 2026	Unit
<u>Complex Care</u> PCA Services	N/A	N/A	\$7.14	15 min
<u>Complex Care</u> Add-on for Premium Pay for Overtime and Holidays	N/A	N/A	\$3.57	15 min
PCA Services	N/A	N/A	\$6.23	15 min
Add-on for Premium Pay for Overtime and Holidays	N/A	N/A	\$3.12	15 min
Earned Paid Time	N/A	N/A	\$6.23	15 min

The estimated increase in annual aggregate expenditures due to the PCA rates effective January 1, 2026, is \$56,984,342 for MassHealth PCA services provided on a fee-for-service basis.

The proposed rates noted in the preceding tables include the PCA wage and the employer expense component, which includes employer-required taxes and workers' compensation insurance.

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 the following address.

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