

**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 September 20, 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 September 20, 2023.

**One-Time Collective Bargaining Agreement Signing Incentive:** An aggregate \$11.8 million one-time collective bargaining agreement signing incentive will be paid to qualified PCAs as described below. The incentive will be apportioned across PCAs to correlate to the frequency with which each PCA worker provided services to MassHealth members. It will use the following method to calculate each PCA's incentive payment: total number of hours the PCA worked between 12:00 a.m. July 1, 2023, and 11:59 p.m. August 31, 2023, x \$1. Example: A PCA worked 160 hours between 12:00 a.m. July 1, 2023, and 11:59 p.m. August 31, 2023; the PCA's incentive payment is \$160 (160 x \$1). For the purposes of this one-time signing incentive, a qualified PCA is a PCA who provided MassHealth-covered personal care attendant services during the first two months of state fiscal year 2024.

**Holidays:** The number of holidays authorized for premium pay will increase from four (New Year's Day, July 4, Thanksgiving Day, and Christmas) to six (New Year's Day, Martin Luther King Jr. Day, Juneteenth, July 4, Thanksgiving Day, and Christmas).

**Night Visit Minimum Payment:** PCAs who provide PCA services during shifts that begin and end between 12:00 a.m. and 5:59 a.m. will be paid for a minimum of 2 hours (eight 15-minute units) for their visit to the member's home to deliver PCA services at night. PCAs who provide PCA services during shifts that begin and end between 12:00 a.m. and 5:59 a.m., and that equal a total amount equivalent to two or more hours, will be paid in the normal course. Example 1: A PCA who works from 12:30 a.m. through 1:00 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 3:00 a.m. (two and a half hours) will be paid for the equivalent of two and a half hours.

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 collective bargaining agreement negotiated

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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 due to the rate updates described in this notice is \$14.3 million (but note that \$11.8 million is intended to be paid during state fiscal year 2024 and does not have a reoccurring/annual effect after state fiscal year 2024).

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 comments by email should mail written comments or requests to EOHHS, c/o Debby Briggs, 100 Hancock Street, 6th Floor, Quincy, MA 02171.