Texas rate negotiation pack

3 codes with the state (fee-for-service) · rates in force 2026-11-16 · generated 2026-11-16

The ask

1 of 3 codes (T1019) sits 10.7% below the median of the bordering states that price it the same way.

Bringing it to that median is worth $29K a year at your volumes (today: $299K a year).

Nationally: T1019 ranks 27 of 30 states, 33.6% below the median.

What plans pay in Texas (T1019): paid to out-of-network providers; plans negotiate in-network rates.

What plans pay in Texas (S5150): paid directly by the state; not in managed care.

Cost: the Texas median wage of a home health / personal care aide, loaded with benefits, is $16.56 an hour; T1019 pays $18.28 an hour, so the wage alone needs 91% of paid hours billed.

Left out of the headline math: S5130, S5150 (each code's page gives the reason).

No Texas fee-for-service rate on file for S5125.

Codes in the pack	Below the benchmark median	Largest gap to the median	Worth a year at your volumes	Your volumes at today's rates
3	**1**	**11%**	**$29K**	**$299K**

Per code at a glance

Code	Service	Rate today	On basis	Regional	National	Below	At median	% Mcare	% Comm.	Per year	Src
T1019	Personal care services, per 15 minutes	$4.57 / 15 min	18.28 /hour	20.48	27.54	11%	$5.12	—	—	$29K	[1]
S5130	Homemaker service, nos; per 15 minutes	$5.66 / 15 min	22.64 /hour	—	26.72	—	—	—	—	—	[2]
S5150	Unskilled respite care, not hospice; per 15 minutes	$4.08 / hour	4.08 /hour	—	4.08	—	—	—	—	—	[3]

On basis: the state's rate on the comparison basis (per hour for timed codes). Regional (bordering states) and national medians are on the same basis, among states in the same like-for-like group. Below: the gap to the regional median, else the national one. At median: today's rate scaled to that median, in the state's own billing unit. Per year: your units x (rate at the median - rate today). % Mcare and % Comm.: the state's rate as a share of Medicare and of the commercial median, where like for like.

T1019: Personal care services, per 15 minutes

Rate today[1]	**$4.57 per 15 min** Texas Medicaid (fee-for-service, TMHP); Aide or attendant (HHA, CNA, PCA, home care aide); effective 2025-09-01; modifier U9
On the comparison basis (per hour)[1]	**$18.28** Comparison group: Per hour, aide or attendant level, fee-for-service, 30 states; age band and place of service as printed or not stated (a state is split out only where it prints different rates by age or setting) (1 converted from its own unit definition)
National median, same group	**$27.54** 30 states; Texas' rank 27 of 30; -33.6% vs the median
Regional median (bordering states, same group)	**$20.48** 3 states; -10.7% vs the median = median of the bordering states' figures on the same basis and group
Rate at the regional median	**$5.12 per 15 min** = rate today x (median / the state's figure on the comparison basis) = $4.57 x (20.48 / 18.28)
Worth a year at your volumes	**$29K** = 52,000 units x ($5.12 - $4.57)
Medicare	**No Medicare payment amount for T1019 in the CMS fee schedules on file**
Commercial	**No commercial payer rate for T1019 in Texas in the payers' Transparency in Coverage files read**
What plans must pay (state rule on the rate row)[1]	**Paid to out-of-network providers; plans negotiate in-network rates**

State	Rate	Unit	On basis	Effective	Comparison	Src
Arkansas	$5.12	15 min	20.48	2021-01-01	In the regional median	[4]
Louisiana	$4.63	15 min	18.52	2022-04-01	In the regional median	[5]
New Mexico	—	—	—	—	No fee-for-service rate for T1019 on file	
Oklahoma	$6.58	15 min	26.32	2024-10-01	In the regional median	[6]

Bordering states. On basis = the rate on the comparison basis (per hour) where the state is in Texas' group.

Date	Rate action	Status	Change	Source
2025-09-01	Reimbursement Rate Updates for PCS Procedure Code T1019 Effective September 1, 2025	effective	+23.5%	Source
2025-09-01	GAA 2026-27 Art. II HHSC Rider 23: Base Wage Increase for Personal Attendant Services	enacted	—	Source
2024-10-01	Notice of Proposed Adjustments to SHARS Medicaid Reimbursement Rates	hearing	—	Source
2024-10-01	Reimbursement Rate Updates for PCS Procedure Codes Effective October 1, 2024	effective	+5.4%	Source

S5130: Homemaker service, nos; per 15 minutes

Rate today[2]	**$5.66 per 15 min** Texas Home and Community-Based Services - Adult Mental Health (HCBS-AMH, 1915(i)); Agency provider; effective 2025-09-01; modifier HK,HE
On the comparison basis (per hour)[2]	**$22.64** Comparison group: Per hour, agency provider level, waiver, 2 states
National median, same group	**$26.72** 2 states; -15.3% vs the median
Left out of the headline math	**Texas' rate is for the agency provider level; compared only with rates like it.**
Medicare	**No Medicare payment amount for S5130 in the CMS fee schedules on file**
Commercial	**No commercial payer rate for S5130 in Texas in the payers' Transparency in Coverage files read**

State	Rate	Unit	On basis	Effective	Comparison	Src
Arkansas	—	—	—	—	No fee-for-service rate for S5130 on file	
Louisiana	—	—	—	—	No fee-for-service rate for S5130 on file	
New Mexico	—	—	—	—	No fee-for-service rate for S5130 on file	
Oklahoma	$6.25	15 min	—	2024-10-01	Priced on another basis	[7]

Bordering states. On basis = the rate on the comparison basis (per hour) where the state is in Texas' group.

Date	Rate action	Status	Change	Source
2026-08-14	Texas Home Living (TxHml) Program Waiver Renewal Application	proposed	—	Source
2026-07-03	Home and Community-Based Services (HCS) Waiver Program Amendment	proposed	—	Source

Date	Rate action	Status	Change	Source
2026-07-03	Amendment to Waiver Application for the Medically Dependent Children Program (MDCP)	proposed	—	Source
2025-09-01	Notice of Public Hearing on Proposed Medicaid Payment Rate Actions for NF and Nursing Facility Special Reimbursement Class for Individuals with IIDs	hearing	—	Source
2025-09-01	Notice of Public Hearing on Proposed Medicaid Payment Rate Actions for Attendant Services in CFC, HCBS-AMH, HCS, TxHmL, and ICF/IID Programs	hearing	+11.0%	Source
2025-09-01	Reimbursement Rate Updates for HCBS-AMH Procedure Codes Effective September 1, 2025	effective	+23.1%	Source

S5150: Unskilled respite care, not hospice; per 15 minutes

Rate today[3]	**$4.08 per hour** Texas Youth Empowerment Services (YES) waiver (children's mental health); Agency provider; effective 2021-04-01; modifier UA,UC
On the comparison basis (per hour)[3]	**$4.08** Comparison group: Per hour, agency provider level, waiver, facility rate, 1 state
National median, same group	**$4.08** 1 states; +0.0% vs the median
Left out of the headline math	**Texas' rate is for the agency provider level, and is a facility rate; compared only with rates like it.**
Medicare	**No Medicare payment amount for S5150 in the CMS fee schedules on file**
Commercial	**No commercial payer rate for S5150 in Texas in the payers' Transparency in Coverage files read**
What plans must pay (state rule on the rate row)[3]	**Paid directly by the state; not in managed care**

State	Rate	Unit	On basis	Effective	Comparison	Src
Arkansas	$5.12	15 min	—	2022-08-25	Priced on another basis	[8]
Louisiana	$3.90	15 min.	—	2024-01-01	Louisiana's rate comes from a fee-for-service schedule; compared only with rates like it.	[9]
New Mexico	—	—	—	—	No fee-for-service rate for S5150 on file	
Oklahoma	$5.50	15 min	—	2024-10-01	Priced on another basis	[10]

Bordering states. On basis = the rate on the comparison basis (per hour) where the state is in Texas' group.

Date	Rate action	Status	Change	Source
2026-09-01	Public Notice: Texas State Plan for Medical Assistance Amendment	proposed	—	Source
2026-09-01	Notice of Public Hearing on Proposed Payment Rate Actions for the Comprehensive Rehabilitation Services (CRS) Program and the STAR Kids/STAR Health Prescribed Pediatric Extended Care Center (PPECC), Effective September 1, 2026	hearing	—	Source
2026-07-03	Amendment to Waiver Application for the Medically Dependent Children Program (MDCP)	proposed	—	Source
2025-09-01	GAA 2026-27 Art. II HHSC Rider 23: Base Wage Increase for Personal Attendant Services	enacted	—	Source

Cost side: wages against the rate

The wage of the staff who deliver each service, loaded with benefits, against the rate's hourly equivalent.

Code	Staff who deliver it	Median wage	Loaded wage	Rate per hour	Spread per hour	Break-even billable share	Cost per billable hour at 85%	Margin	Src
T1019	Home health / personal care aide	$11.65	$16.56	$18.28	$1.72	91%	$19.48	-6.6%	[11]

[13]

Area	Median wage	Loaded wage	Employment
Houston-Pasadena-The Woodlands, TX	$11.27	$16.02	63,820
Dallas-Fort Worth-Arlington, TX	$12.93	$18.38	58,580
McAllen-Edinburg-Mission, TX	$11.52	$16.37	46,380
San Antonio-New Braunfels, TX	$12.48	$17.74	31,420
Brownsville-Harlingen, TX	$11.30	$16.06	21,990
El Paso, TX	$11.15	$15.85	14,310
Austin-Round Rock-San Marcos, TX	$13.64	$19.39	12,490

Area	Median wage	Loaded wage	Employment
Coastal Plains Region of Texas nonmetropolitan area	$11.89	$16.90	9,130

Home health / personal care aide: BLS OEWS May 2025 metropolitan medians in Texas, loaded x 1.4213[12]

• Wage: the BLS OEWS Texas median hourly wage for the occupation that delivers the service (all industries).

• Loaded wage = median wage x 1.4213, the BLS ECEC total compensation / wages ratio for Private industry workers — Health care and social assistance, 2026 Q02.

• Rate per hour: the state's rate on the hourly basis (15-minute units x 4; a unit length the state defines elsewhere is converted from its own document).

• Spread per hour = rate per hour - loaded wage, at 100% billable time.

• Break-even billable share = loaded wage / rate per hour: the share of paid staff hours that must be billable before the wage alone is covered.

• Your utilization: 85% of paid hours billable (your input). Cost per billable hour = loaded wage / utilization; margin = (rate per hour - cost per billable hour) / rate per hour.

• Not in the line: supervision, travel, training, administration and overhead, which rate studies add on top of the wage.

• Not in the table: S5130, S5150 (left out of the headline math, so its hourly figure is not set against a wage).

Rules that support the ask

The state's own rules on what plans must pay, payments on top of the fee schedule, and studies of what the rate should be.

Kind	Item	Value	Date	Quoted from the source	Src
Access Rule	Payment Rate Transparency Publication	—	2026-07-01	The Payment Rate Transparency Publication (PRT) organizes existing FFS payment rates into a structured and publicly accessible format.	[14]
Access Rule	HCBS Payment Rate Disclosure	—	—	The Payment Rate Disclosure (PRD) focuses on HCBS FFS payment information, including average hourly rates and Texas Medicaid service utilization data.	[14]
Access Rule	Texas Medicaid FFS payment rate transparency publication	—	—	For a complete list of Texas Medicaid FFS payment rates please refer to the Payment Rate Transparency publication.	[15]
Federal rule	HCBS payment adequacy: at least 80% of payments for homemaker, home health aide and personal care services spent on direct care worker compensation (42 CFR 441.302(k))	In effect 2030-07-09	2024-07-09	beginning 6 years after July 9, 2024	[16]
Open rate action	Notice of Public Hearing on Proposed Payment Rate Actions for Comprehensive Rehabilitation Services (CRS) Program and STAR Kids/STAR Health Prescribed Pediatric Extended Care Center (PPECC)	+24.0%	2026-09-01	—	[17]
Open rate action	Texas Home Living (TxHml) Program Waiver Renewal Application	proposed	2026-08-14	—	[18]
Open rate action	Public Notice: Texas State Plan for Medical Assistance Amendment	proposed	2026-08-07	—	[19]
Open rate action	Home and Community-Based Services (HCS) Waiver Program Amendment	proposed	2026-07-03	—	[20]
Open rate action	Amendment to Waiver Application for the Medically Dependent Children Program (MDCP)	proposed	2026-07-03	—	[21]

Each item is quoted from its official document; the number in brackets is its entry in the sources appendix.

Sources

[1] Texas Medicaid fee schedule (T1019) (effective 2025-09-01): https://public.tmhp.com/FeeSchedules/StaticFeeSchedule/FeeSchedules.aspx?fn=%5c%5ctmhp.net%5cFeeSchedule%5cPROD%5cStatic%5cTexas_Medicaid_Fee_Schedule_PRCR451C.xls

[2] Texas Medicaid fee schedule (S5130) (effective 2025-09-01): https://pfd.hhs.texas.gov/sites/default/files/documents/long-term-svcs/2025/9-1-2025-hcs-amh-rates.pdf

[3] Texas Medicaid fee schedule (S5150) (effective 2021-04-01): https://pfd.hhs.texas.gov/sites/default/files/documents/long-term-svcs/2021/2021-yes-rates.pdf

[4] Arkansas fee schedule (T1019) (effective 2021-01-01): https://humanservices.arkansas.gov/wp-content/uploads/PERSCARE-fees.pdf

[5] Louisiana fee schedule (T1019) (effective 2022-04-01): https://www.lamedicaid.com/provweb1/fee_schedules/epsdtpcs_fee.xlsx

[6] Oklahoma fee schedule (T1019) (effective 2024-10-01): https://oklahoma.gov/content/dam/ok/en/okhca/docs/individuals/programs/advantage-waiver/ADvantage%20Rate%20Sheet.pdf

[7] Oklahoma fee schedule (S5130) (effective 2024-10-01): https://oklahoma.gov/okdhs/services/dds/providerletters/pl09272024.html

[8] Arkansas fee schedule (S5150) (effective 2022-08-25): https://humanservices.arkansas.gov/wp-content/uploads/ARCHOICES-fees.pdf

[9] Louisiana fee schedule (S5150) (effective 2024-01-01): https://www.lamedicaid.com/provweb1/fee_schedules/SBH_FS_01-01-2024.pdf

[10] Oklahoma fee schedule (S5150) (effective 2024-10-01): https://oklahoma.gov/okdhs/services/dds/providerletters/pl09272024.html

[11] BLS OEWS Texas, Home health / personal care aide (31-1120) (effective May 2025): https://www.bls.gov/oes/special-requests/oesm25st.zip

[12] BLS OEWS metropolitan wages, Home health / personal care aide (31-1120) (effective May 2025): https://www.bls.gov/oes/special-requests/oesm25ma.zip

[13] BLS Employer Costs for Employee Compensation (Private industry workers — Health care and social assistance) (effective 2026 Q02): https://download.bls.gov/pub/time.series/cm/cm.data.0.Current

[14] Medicaid Reimbursement Payment Rate Transparency Reports (CMS-2442-F) incl. Payment Rate Disclosure (HCBS average hourly rates) (effective 2026-07-01): https://pfd.hhs.texas.gov/sites/default/files/documents/acute-care/2026/7-1-2026-medicaid-reimbursement-rate-transparency-report.pdf

[15] Comparative Payment Rate Analysis Report (7-1-2026): https://pfd.hhs.texas.gov/sites/default/files/documents/acute-care/2026/7-1-2026-comparative-pmnt-rates-analysis-report.xlsx

[16] 42 CFR 441.302(k), Medicaid Program; Ensuring Access to Medicaid Services (89 FR 40542) (effective 2024-07-09): https://www.federalregister.gov/documents/2024/05/10/2024-08363/medicaid-program-ensuring-access-to-medicaid-services

[17] Texas rate action: Notice of Public Hearing on Proposed Payment Rate Actions for Comprehensive Reha (effective 2026-09-01): https://pfd.hhs.texas.gov/sites/default/files/documents/2026/9-1-2026-notice-pub-hearing-proposed-pmnt-crs-ppecc.pdf

[18] Texas rate action: Texas Home Living (TxHml) Program Waiver Renewal Application: https://www.sos.state.tx.us/texreg/archive/August142026/In%20Addition/In%20Addition.html#154

[19] Texas rate action: Public Notice: Texas State Plan for Medical Assistance Amendment (effective 2026-09-01): https://www.sos.state.tx.us/texreg/archive/August72026/In%20Addition/In%20Addition.html#359

[20] Texas rate action: Home and Community-Based Services (HCS) Waiver Program Amendment: https://www.sos.state.tx.us/texreg/archive/July32026/In%20Addition/In%20Addition.html#144

[21] Texas rate action: Amendment to Waiver Application for the Medically Dependent Children Program (MD: https://www.sos.state.tx.us/texreg/archive/July32026/In%20Addition/In%20Addition.html#142

Compiled by MedicaidRate from public files: state Medicaid fee schedules and notices, CMS, BLS, payers' Transparency in Coverage files and hospital price files. Every figure links to its source and effective date; calculated figures state their formula.