



Date: December 29, 2025

To: Assisted Living Facilities (ALF),
Community Attendant Services (CAS),
Community First Choice (CFC),
Community Living Assistance and Support Services-Direct Service
Agency (CLASS-DSA) waiver program,
Day Activity and Health Services (DAHS),
Deaf Blind with Multiple Disabilities (DBMD) waiver program,
Family Care (FC),
Primary Home Care (PHC),
Residential Care (RC)

Subject: Information Letter No. 2025-27
HHSC Establishes an Average Hourly Wage for Personal Attendants
and Ends the Personal Attendant Base Wage

This information letter clarifies that the requirement in Title 1 of the Texas Administrative Code (TAC), [Section 355.7051](#), to pay a base wage to personal attendants ended on August 31, 2025. Effective September 1, 2025, providers have the flexibility to set the wage paid to attendant staff. This wage is subject to the federally mandated minimum wage requirements, payroll taxes (including regular wages), overtime, and non-hourly compensation such as bonuses.

Texas Health and Human Services Commission (HHSC) further clarifies that, when monitoring contract compliance, HHSC will only apply [26 TAC §52.123](#), (relating to Personal Attendants) to records created before August 31, 2025. Effective September 1, 2025, the requirements in 26 TAC §52.123 no longer apply.

Background

As required by the 2026-27 General Appropriations Act, Senate Bill (S.B.) 1, 89th Legislature, Regular Session, 2025 (Article II, Health and Human Services Commission, Rider 23), effective Sept. 1, 2025, HHSC implemented rates for personal attendant services that support an average wage of \$13.00 per attendant hour with a 14-15 percent increase for payroll taxes and Medicare/Federal

Insurance Contributions Act (FICA) taxes and benefits. This effectively ended the base wage requirement in 1 TAC §355.7051 (relating to Base Wage for a Personal Attendant before September 1, 2025) for personal attendants.

Resources

[Information Letter No. 2025-25 Rider 23: Texas Administrative Code Rule Amendments, Personal Attendant Base Wage Discontinuation, Rate Enhancement Discontinuation, Established Average Hourly Wage Assumed in Methodology, and Established Direct Care Wage and Benefits Expense Ratio, effective September 1, 2025](#)

Questions

Questions related to this information letter can be sent to:
LTSSPolicy@hhs.texas.gov

Sincerely,

[Signature on File]

Katherine Layman
Director, Program Policy
Medicaid and CHIP Services