

Agency	Budgeted Per Capita*	Program Format	TFI Limit	Eligibility	Specifics
Department of Labor	#See below	Sliding scale with monthly cap	\$40,000	Nationwide Perm f-t Perm p-t	TFI <\$26,929, 60% paid (to \$375/mon) TFI \$26,929-\$30,580, 50% paid (to \$300/mon) TFI \$30,581-\$34,999, 40% paid (to \$275/mon) TFI \$35,000-\$39,999, 30% paid (to \$200/mon)
HHS/Off of Secretary; Administr on Aging	\$17	Sliding scale with per child cap	\$50,000	Nationwide Perm f-t Perm p-t	TFI <\$30,000, 43% paid (to \$1250/child) TFI \$30,001-\$40,000, 30% paid (to \$880/child) TFI \$40,001-\$50,000, 20% paid (to \$575/child)
HHS/Program Support Ctr	\$10	Sliding scale with per child per week cap	\$40,000	Nationwide Perm f-t Perm p-t	TFI <\$20,000, 100% paid (to \$245/child/wk/) TFI \$20,001- \$25,000, 80% paid (to \$196/child/wk) TFI \$25,001-\$30,000, 60% paid (to \$147/child/wk) TFI \$30,000-\$35,000, 50% paid (to \$123/child/wk) TFI \$35,001-\$40,000, 40% paid (to \$98/child/wk)
HHS/ SAMHSA	\$30	Flat rate per child per week	\$40,000	All empls	\$100 maximum per child per week
OPM	\$138 (\$30,000 per month)	Sliding scale based on TFI	\$52,000	Nationwide Full-time	TFI \$31,999 and under, 50% paid TFI \$32,000-\$47,000, 30% paid TFI \$47,001-\$52,000, 20% paid
GSA	\$53	Sliding scale based on family costs and number of children	\$51,500	Nationwide All employees	Costs capped at maximum for local GSA-sponsored child care centers TFI <\$35,000, 100% paid after family pays 5% of TFI for 1 child, 8% for 2 children, 10% for 3 children For higher TFI, family pays higher percentage
IRS	\$250,000 annually		\$65,000	Perm f-t Perm p- ≤GS-6	Maximum individual subsidy is \$2,500/year

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U.S. Mint	\$65	Variable rate based on TFI and costs at local child care centers	\$55,000	Nationwide Perm f-t	Employee pays 10% of TFI, agency pays remainder up to local market rate
FDA	\$22	Sliding scale	\$45,000	Nationwide Perm f-t Perm p-t	\$4,000 cap per family
PBGC	\$76	Variable rate based on employee's costs	\$50,000	Perm f-t	Agency pays lesser of \$113.21 or actual monthly expenses
OPIC	\$92	Sliding scale based on TFI	\$75,000	Perm f-t	\$17,000 budgeted TFI <\$50,000, 40% paid TFI \$50,000-\$60,000, 30% paid TFI \$60,000-\$75,000, 20% paid
DVA	\$26	Sliding scale based on TFI	\$52,000	Nationwide Perm f-t Perm p-t	TFI <\$22,000, 35% paid TFI \$22,000-\$31,999, 30% paid TFI \$32,000-\$41,999, 20% paid TFI \$42,000-\$51,999, 15% paid

* Where information could be obtained, \$ amount allocated ÷ total number of agency employees (figures are approximations only, based on limited information available from agencies)

For Department of Labor: No predetermined budget for its 16,000 employees. Secretary of Labor will commit as much as necessary to assist all qualifying employees who apply. Actual expenditure 3/14/00-2/15/01 was \$151,000.

NRC CHILD CARE TUITION ASSISTANCE PLAN

For full-time permanent NRC employees, Headquarters or regional, using any licensed child care facility
 For children up to and including age 13
 Includes summer child care and before/after school care

TOTAL FAMILY INCOME	NRC CONTRIBUTION*	EXAMPLES OF COSTS TO NRC*
\$25,000 or under	50% of actual costs	1 infant @ \$900/month: NRC pays \$450/month or \$4000/year (capped)
\$25,001 - \$35,000	40% of actual costs	2 toddlers @ \$1200/month total: NRC pays \$480/month or \$4000/year (capped)
\$35,001 - \$45,000	30% of actual costs	1 child @ \$550/month: NRC pays \$165/month or \$1980/year
\$45,001 - \$55,000	20% of actual costs	3 children @ \$1500/month total: NRC pays \$300/month or \$3600/year
\$55,001 - \$65,000	10% of actual costs	2 children in after-school care @ \$400/month total: NRC pays \$40/month or \$480/year

*\$4,000 annual maximum per family

TO: NRC Employees

SUBJECT: CHILD CARE TUITION ASSISTANCE

Under current legislation, Federal agencies have an option to use a portion of their appropriated funds to assist their lower income employees with the costs of child care (Public Law 106-58, Section 643, and Public Law 106-554, effective October 1, 2000). Under the law, Federal agencies may elect to use funds appropriated for salaries and expenses to help defray some of the costs incurred by their lower income employees to provide child care for children age 13 and younger. The child care must be provided in a licensed facility (e.g., a licensed child care center, a child care home licensed by the appropriate local jurisdiction, a licensed after-school care program). Payments from an agency to cover a share of child care expenses must be made directly to the appropriate child care facility. This law is currently in effect through September 30, 2001. Extension beyond FY 2001 is uncertain at this time.

NRC is implementing a program to provide tuition assistance to its lower income employees on a sliding scale based on total family income (as reflected in the employee's most recent Federal income tax forms) and child care costs. NRC's program will be administered by an outside organization.

Employees who wish to receive more information about this program, and about how to apply for tuition assistance, should call Carolyn Swanson (301-415-7530) or Jude Himmelberg (301-415-6974) for more information.

Paul E. Bird, Director
Office of Human Resources