

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



## **2009 Federal Child Care Subsidy Program Call for Data Results**

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*a New Day for Federal Service*

# 2009 Federal Child Care Subsidy Program Call for Data Results

## 2009 REPORT

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# Results

## Background

The Federal Child Care Subsidy Program (FCCSP), established in 2001 by Public Law 107-67, Sec. 630, allows agencies to use appropriated and revolving funds to help lower income Federal employees pay for child care. Federal agencies choose whether or not they wish to participate, based on considerations such as budget, mission priorities, and the demographics and needs of their employee population. Agencies that establish a subsidy program are given broad latitude in determining key elements of their programs, including income ceiling and total amount disbursed as well as defining the parameters of this program at their agencies. Each implementing agency administers its program, often through a contract with a third-party administrator.

The U.S. Office of Personnel Management (OPM) provides guidance, support and resources to Federal agencies for the FCCSP. Resources include the Guide for Implementing Child Care Legislation ([http://www.opm.gov/Employment\\_and\\_Benefits/WorkLife/OfficialDocuments/HandbooksGuides/Childcare\\_Legislation/index.asp](http://www.opm.gov/Employment_and_Benefits/WorkLife/OfficialDocuments/HandbooksGuides/Childcare_Legislation/index.asp)), informational meetings with agency subsidy coordinators to share ideas and best practices, child care subsidy workshops, and one-on-one assistance to agencies contemplating implementation of a program.

## Why Subsidize Child Care?

The costs of child care in the United States can be prohibitive, especially for lower-income families. Data from the National Association of Child Care Resource and Referral Service Agencies (NACCRRA) show that demand for child care services is very high, with over 14 million children under the age of 6 in child care each week.<sup>1</sup>

The quality of care matters and has implications for children's behavioral and academic development. Findings from the National Institute of Child Health and Human Development longitudinal study found that children from higher-quality early child care have stronger vocabularies than their counterparts from lower-quality child care. The study authors also noted that those from higher-quality child care were less likely to report engaging in problematic behaviors such as arguing and fighting.<sup>2</sup> Quality is also a concern for employers, since higher quality care settings can help parents worry less and be more engaged at work. Center-based and other licensed care tends to be the most expensive but also the most reliable, reducing the amount of leave parents might have to take to cope with child care gaps. However, quality has a

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<sup>1</sup> National Association of Child Care Resource and Referral Service Agencies. Child Care in America: 2009 State Fact Sheet. (<http://www.naccrra.org/docs/policy/state-fact-sheet-2009.pdf>) 4.

<sup>2</sup> Belsky, J., Vandell, D. L., Burchinal, M., Clarke-Stewart, K. A., McCartney, K., Owen, M. T., & NICHD Early Child Care Research Network. (2007). Are there long-term effects of early child care? *Child Development*, 78(2), 681-701.

high price tag. Licensed day care centers can cost almost \$12,000/year for 4-year olds and almost \$16,000/year for infants.<sup>3</sup>

The FCCSP can reduce these costs so that lower income employees gain access to quality child care which helps Federal agencies recruit and retain the staff they need to accomplish their mission.

### **The FCCSP Call for Data**

As required by regulation, OPM issues an annual call for child care subsidy data (the Call) to all participating agencies or agency components at the beginning of each calendar year. Agencies/components use the OPM Form 1645 (Appendix G) to make an electronic submission. The data are compiled and an information copy of the results is sent to Congress.

Annual data exist from the inception of the program through the current reporting year with basic information about agency/component disbursements, employees and children served, and some programmatic details. OPM uses the information gathered to better serve those who currently participate in the FCCSP and to encourage more participation government-wide. In response to requests from staff of those agencies or components who participates or who are contemplating implementation of a FCCSP, OPM will make these results available on the OPM website ([www.opm.gov/Employment\\_and\\_Benefits/WorkLife/OfficialDocuments/Reports\\_to\\_Congress](http://www.opm.gov/Employment_and_Benefits/WorkLife/OfficialDocuments/Reports_to_Congress)) in the form of this results document.

### **Trends Over Time**

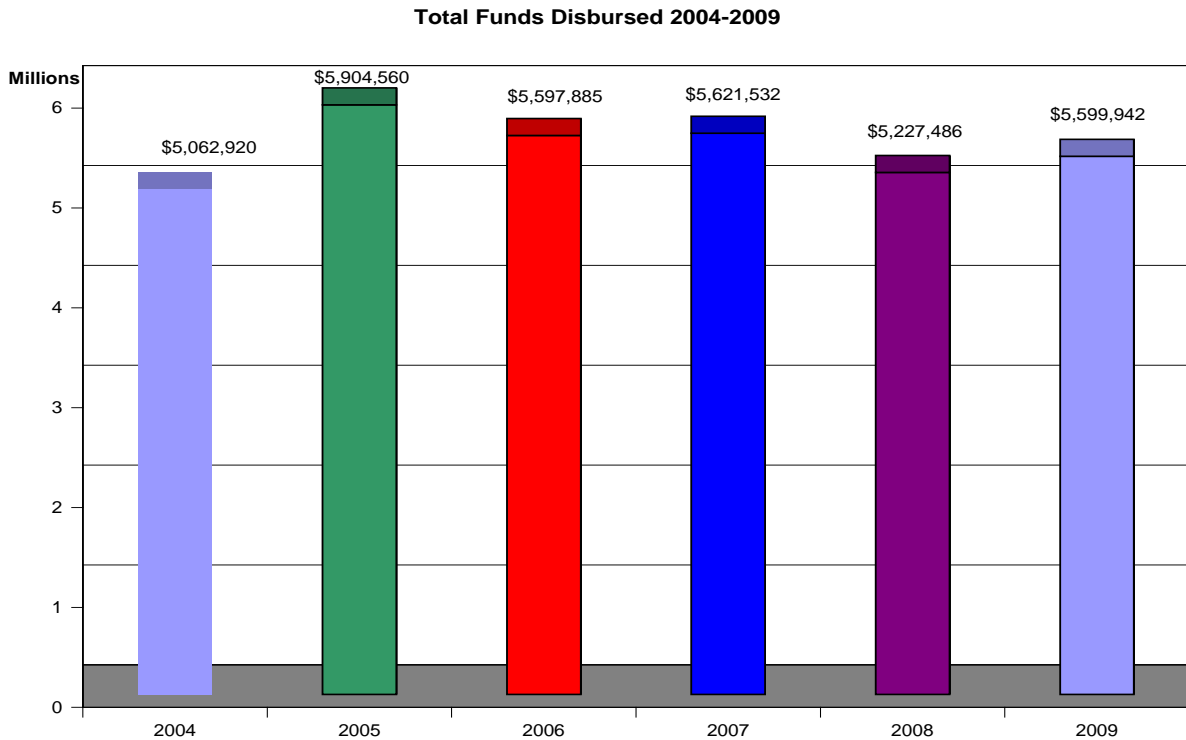
Thirty-three Federal agencies/components now offer a child care subsidy (Appendix A). Many of those who participate implemented their program in 2001 with the exception of the newest, National Science Foundation, which implemented the program in 2009. The total dollars disbursed through the programs has ranged from five to six million dollars over the past several years (Figure 1), with a 2009 average per child spending of \$1301.<sup>4</sup>

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<sup>3</sup> National Association of Child Care Resource and Referral Service Agencies. Child Care in America: 2009 State Fact Sheet. (<http://www.naccrra.org/docs/policy/state-fact-sheet-2009.pdf>) 7.

<sup>4</sup> Average per child spending is derived by dividing the total disbursed in 2009 (Figure 1) by the total number of children enrolled in 2009.

**Figure 1**



## Key Results

The 2009 Call reveals the following highlights:

- The total amount disbursed by those participating agencies/components in fiscal year 2009 was \$5,599,942. This represents an increase (\$372,000) over the 2008 total.
- There was an increase in the number of employees (2,812 in 2008 to 3,240 in 2009) and children (3,799 in 2008 to 4,303 in 2009) enrolled in the program.
- Eight agencies/components increased their income ceiling level for 2009 by an average of \$5,600.<sup>5</sup>
  - Department of State
  - Department of Interior
  - General Services Administration
  - National Labor Relations Board
  - Nuclear Regulatory Commission
  - Securities and Exchange Commission
  - Department of Treasury, Bureau of Public Debt
  - Department of Treasury, IRS Office of Chief Counsel

<sup>5</sup> Number is derived by taking the total increase of the eight agencies and getting an average. The average is then rounded to the nearest dollar.

- Most agencies/components are paying less than 50% of the total costs for childcare for those enrolled in their program.

## Analysis

Thirty-three (33) agencies or agency components have child care subsidy programs. This number is comprised of a total of the Department level agencies and individual agency components.<sup>6</sup> The fiscal year data finds 29 out of 33 of those who participate responded to the Call. The following did not respond: Federal Energy Regulatory Commission and Department of Agriculture (Farm Service Agency, Foreign Agricultural Service, Research Education and Economics).

In 2009, there was an increase in the amount disbursed by participating agencies/components as compared to 2008 (Figure 1). Of those who responded to the Call, eight had an increase in their funds disbursed over the previous year (Appendix A). The component with the highest percent increase is the Department of Transportation's Federal Aviation Administration (FAA). FAA experienced a 408% increase in their FCCSP funds disbursed. The number of FAA employees and children of employees participating in this program increased from 168 employees and 236 children to 238 and 322, respectively. The Nuclear Regulatory Commission (NRC) also saw an increase of 125% in its funds disbursed for 2009.

Most of the Department of Health and Human Services (HHS) component agencies also saw relatively high increases for fiscal year 2009. The Centers for Disease Control and Prevention disbursed \$162,933 in 2009 resulting in a 49% increase over 2008 amount of \$109,098. Another component agency of HHS, Food and Drug Administration, saw a 43% increase over 2008 due to an increase in the number of children enrolled, while the National Institutes of Health and the Program Support Center saw a 26% and 33% increase respectively.

Despite increases in disbursement by several of those who participate, some saw a decrease in funds disbursed for 2009. The Administration on Aging, HHS, went from disbursing \$21,852.00 in 2008 to \$11,283.00 in 2009, representing a 48% decrease in disbursement. This decrease stems from a decline in their enrollment. The Department of Education saw an 81% decrease in their disbursement also due to declining enrollment.

The income ceiling level may be a reason that a few agency/component disbursement totals were lower than in previous years. Of those who participate, eight increased their income ceiling for 2009. Only three of the eight agencies/components showed a slight increase in their 2009 FCCSP participation rate, while the remainder of the eight saw decreases or remained the same in participation rate. This indicates that though these agencies/components increased their income ceiling, the increase still did not have a major impact on enrollment, another indicator that the ceiling may still be a barrier to participation. A majority of agencies/components implemented the FCCSP several years ago and have not changed their guidelines or criteria for

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<sup>6</sup> There are 21 total Department level agencies offering a subsidy program, however, agencies with components are counted individually, (as their program may differ from component to component) which gives us a total of 33. The Department of Health and Human Services, for example, has 6 component agencies that offer the subsidy.

participation. Salaries increase annually causing eligible participants to become ineligible. OPM recommends the evaluation of programs at least once a year.

Another finding of interest from the Call was the percentage of paid child care costs. Appendix F illustrates these numbers vary considerably by agency/component. The Department of Treasury, IRS Office of Chief Counsel is the component with the highest percentage paid, 89%. A majority of those who responded to the Data Call are paying less than 50% of the child care costs.

An additional result to highlight from the Call is the number of children enrolled in child care centers and family child care homes. Agencies/Components who responded indicated there are 3,491 children in child care centers and 717 children in family child care homes. This number is an increase over 2008 numbers (3,197 in child care centers and 592 in child care homes).

Another point of interest is the varying degree in administrative costs. Some agencies/components reported no costs to administer the program, while others have costs as high as \$272,000. Some agencies/components administer their program using in-house Federal staff which negates the need for additional program costs, while others use independent contractors.

## **Conclusion**

The FCCSP is one of the most vital work/life programs in the Federal government and is a useful program which agencies can utilize to recruit and retain employees. In addition, it is considered valuable in helping with employee cost of child care. Increases in the enrollment rates for the program highlights that employees find it useful and beneficial in helping to save on the cost of child care. The key findings are especially encouraging in that it shows agencies/components are, in all possible cases, pushing for valuable increases in income ceiling. Given the nature of the funding for the FCCSP, this certainly poses as a challenge as many have budget constraints.

OPM, as the lead agency providing guidance and support to agencies on all aspects of this program, continues to promote implementation and utilization of the FCCSP at work/life coordinator meetings, specialized workshops, agency visits and conferences/seminars, while agencies monitor and maintain their program and annually report the progress to OPM through the Call (Appendix A and Appendix G). Efforts to continue to provide support to agencies will strengthen as we encourage agencies without a FCCSP to consider implementation. Information about the FCCSP can be found on [www.opm.gov/work.life](http://www.opm.gov/work.life).

## References

National Association of Child Care Resource and Referral Service Agencies. Child Care in America: 2009 State Fact Sheet. (<http://www.naccrra.org/docs/policy/state-fact-sheet-2009.pdf>) 4, 7.

Belsky, J., Vandell, D. L., Burchinal, M., Clarke-Stewart, K. A., McCartney, K., Owen, M. T., & NICHD Early Child Care Research Network. (2007). Are there long-term effects of early child care? *Child Development*, 78(2), 681-701.



# Appendix A

## 2009 Data Results

Comparison of 2008 and 2009 Data (Agency/Component Name, Income Ceiling, 2008 Funds, 2009 Funds, Number of Employees, Number of Children, % Increased or Decreased by)

| Agency/<br>Component<br>Name                         | 2008<br>Income<br>Ceiling | 2009<br>Income<br>Ceiling | 2008<br>Funds<br>Paid | 2009<br>Funds<br>Paid | 2008 # of<br>Employees | 2009 # of<br>Employees | 2008 # of<br>Children | 2009 # of<br>Children | %<br>Change<br>in Funds<br>Paid |
|--|---------------------------|---------------------------|-----------------------|-----------------------|------------------------|------------------------|-----------------------|-----------------------|---------------------------------|
| Central<br>Intelligence<br>Agency                    | \$70,000                  | \$70,000                  | \$226,020             | \$206,777             | 59                     | 60                     | 78                    | 75                    | (9%)                            |
| Department of<br>Education                           | \$50,000                  | \$50,000                  | \$36,060              | \$6,750               | 8                      | 3                      | 8                     | 3                     | (81%)                           |
| Department of<br>Housing and<br>Urban<br>Development | \$70,000                  | \$69,999                  | \$210,124             | \$207,714             | 90                     | 83                     | 122                   | 109                   | (1%)                            |
| Department of<br>Labor                               | \$59,999                  | \$59,999                  | \$179,747             | \$175,375             | 116                    | 145                    | 147                   | 175                   | 2%                              |
| Department of<br>State                               | \$68,000                  | \$75,000                  | \$165,996             | \$170,003             | 77                     | 68                     | 105                   | 91                    | 2%                              |
| Department of<br>the Interior                        | \$43,000                  | \$60,000                  | \$4,888               | \$5,923               | 2                      | 3                      | 3                     | 3                     | 21%                             |

| <b>Agency/<br/>Component<br/>Name</b> | <b>2008<br/>Income<br/>Ceiling</b> | <b>2009<br/>Income<br/>Ceiling</b> | <b>2008<br/>Funds<br/>Paid</b> | <b>2009<br/>Funds<br/>Paid</b> | <b>2008 # of<br/>Employees</b> | <b>2009 # of<br/>Employees</b> | <b>2008 # of<br/>Children</b> | <b>2009 # of<br/>Children</b> | <b>%<br/>Change<br/>in Funds<br/>Paid</b> |
|---------------------------------------|------------------------------------|------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-------------------------------|-------------------------------|---|
| DOT - Federal Aviation Administration | \$72,000                           | \$72,000                           | \$123,366                      | \$627,152                      | 168                            | 238                            | 236                           | 322                           | 408%                                      |
| DOT - Federal Railroad Administration | \$75,000                           | \$75,000                           | \$2,203                        | \$2,203                        | 4                              | 3                              | 4                             | 3                             | 0%  |
| Environmental Protection Agency       | N/A                                | \$75,000                           | N/A                            | \$194,014                      | N/A                            | 75                             | N/A                           | 97                            | N/A                                       |
| Federal Energy Regulatory Commission  | \$56,297                           | Did not report                     | \$2,628                        | Did not report                 | 1                              | Did not report                 | 1                             | Did not report                | Did not report                            |
| General Services Administration       | \$61,500                           | \$63,300                           | \$277,501                      | \$259,574                      | 77                             | 68                             | 98                            | 71                            | (6%)                                      |
| HHS - Administration on Aging         | \$50,000                           | \$50,000                           | \$21,852                       | \$11,283                       | 18                             | 11                             | 26                            | 17                            | (48%)                                     |
| HHS - Centers for Disease Control     | \$65,000                           | \$65,000                           | \$109,098                      | \$162,933                      | 70                             | 85                             | 94                            | 114                           | 49%                                       |
| HHS - Food & Drug Administration      | \$75,000                           | \$75,000                           | \$107,563                      | \$153,688                      | 60                             | 59                             | 88                            | 97                            | 43%                                       |

| <b>Agency/<br/>Component<br/>Name</b>                           | <b>2008<br/>Income<br/>Ceiling</b> | <b>2009<br/>Income<br/>Ceiling</b> | <b>2008<br/>Funds<br/>Paid</b> | <b>2009<br/>Funds<br/>Paid</b> | <b>2008 # of<br/>Employees</b> | <b>2009 # of<br/>Employees</b> | <b>2008 # of<br/>Children</b> | <b>2009 # of<br/>Children</b> | <b>%<br/>Change<br/>in Funds<br/>Paid</b> |
|---|------------------------------------|------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-------------------------------|-------------------------------|---|
| HHS - Heath Resources and Services Administration               | \$40,000                           | \$40,000                           | \$4,720                        | \$0                            | 4                              | 0                              | 6                             | 0                             | (100%)                                    |
| HHS - National Institutes of Health                             | \$60,000                           | \$60,000                           | \$241,559                      | \$304,805                      | 120                            | 144                            | 154                           | 189                           | 26%                                       |
| HHS - Program Support Center                                    | \$75,000                           | \$75,000                           | \$85,059                       | \$112,726                      | 28                             | 27                             | 45                            | 47                            | 33%                                       |
| HHS - Substance Abuse and Mental Health Services Administration | \$50,000                           | \$50,000                           | \$4,500                        | \$3,826                        | 2                              | 1                              | 2                             | 1                             | (15%)                                     |
| HUD - Office of Inspector General                               | \$69,999                           | \$69,999                           | \$9,204                        | \$6,243                        | 3                              | 2                              | 4                             | 2                             | (32%)                                     |
| National Labor Relations Board                                  | \$48,928                           | \$50,346                           | \$13,510                       | \$12,245                       | 5                              | 5                              | 6                             | 6                             | (9%)                                      |
| National Science Foundation                                     | N/A                                | \$75,000                           | N/A                            | \$24,306                       | N/A                            | 13                             | N/A                           | 14                            | N/A                                       |
| Nuclear Regulatory Commission                                   | \$55,000                           | \$68,000                           | \$10,046                       | \$22,560                       | 6                              | 13                             | 10                            | 20                            | 125%                                      |
| Office of Personnel Management                                  | \$60,000                           | \$60,000                           | \$120,594                      | \$109,581                      | 38                             | 34                             | 51                            | 48                            | (9%)                                      |

| <b>Agency/<br/>Component<br/>Name</b>           | <b>2008<br/>Income<br/>Ceiling</b> | <b>2009<br/>Income<br/>Ceiling</b> | <b>2008<br/>Funds<br/>Paid</b> | <b>2009<br/>Funds<br/>Paid</b> | <b>2008 # of<br/>Employees</b> | <b>2009 # of<br/>Employees</b> | <b>2008 # of<br/>Children</b> | <b>2009 # of<br/>Children</b> | <b>%<br/>Change<br/>in Funds<br/>Paid</b> |
|---|------------------------------------|------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-------------------------------|-------------------------------|---|
| Pension<br>Benefit<br>Guaranty<br>Corporation   | \$67,775                           | \$67,775                           | \$57,923                       | \$54,071                       | 17                             | 18                             | 17                            | 19                            | (7%)                                      |
| Railroad<br>Retirement<br>Board                 | \$60,000                           | \$60,000                           | \$5,180                        | \$0                            | 2                              | 0                              | 2                             | 0                             | (100%)                                    |
| Securities and<br>Exchange<br>Commission        | \$60,000                           | \$61,740                           | \$27,846                       | \$31,948                       | 16                             | 13                             | 21                            | 15                            | 15%                                       |
| Treasury - US<br>BPD                            | \$70,000                           | \$75,000                           | \$53,362                       | \$33,558                       | 27                             | 25                             | 46                            | 38                            | (37%)                                     |
| Treasury - US<br>Mint                           | \$60,000                           | \$60,000                           | \$1,102                        | \$0                            | 1                              | 0                              | 1                             | 0                             | (100%)                                    |
| Treasury-IRS-<br>Office of Chief<br>Counsel     | \$49,500                           | \$51,500                           | \$21,877                       | \$17,706                       | 7                              | 8                              | 7                             | 8                             | (19%)                                     |
| USDA - Farm<br>Service<br>Agency                | N/A                                | Did not<br>report                  | Did not<br>report              | Did not<br>report              | Did not<br>report              | Did not<br>report              | Did not<br>report             | Did not<br>report             | Did not<br>report                         |
| USDA -<br>Foreign<br>Agricultural<br>Service    | N/A                                | Did not<br>report                  | Did not<br>report              | Did not<br>report              | Did not<br>report              | Did not<br>report              | Did not<br>report             | Did not<br>report             | Did not<br>report                         |
| USDA -<br>Research,<br>Education &<br>Economics | \$60,000                           | Did not<br>report                  | \$171,134                      | Did not<br>report              | 86                             | Did not<br>report              | 120                           | Did not<br>report             | Did not<br>report                         |
| Veterans<br>Affairs                             | \$60,000                           | \$60,000                           | \$2,932,824                    | \$2,682,978                    | 1700                           | 2036                           | 2289                          | 2719                          | (9%)                                      |
| <b>Total</b>                                    |                                    |                                    | <b>\$5,227,486</b>             | <b>\$5,599,942</b>             | <b>2,812</b>                   | <b>3,240</b>                   | <b>3,799</b>                  | <b>4,303</b>                  | <b>91%</b>                                |

# Appendix B

## Cost of Program Administration

**This table shows the cost for each agency/component to administer the child care subsidy program.**

| Agency/Component Name   | Program Administration                           | Cost of Administration |
|---|--|------------------------|
| Central Intelligence Agency                                     | Federal Employee Education and Assistance (FEEA) | \$17,535               |
| Department of Education   | Department of Education                          | \$6,750                |
| Department of Housing and Urban Development                     | First Financial Associates, Inc.                 | \$17,617               |
| Department of Labor   | First Financial Associates, Inc.                 | \$28,200               |
| Department of State   | FEEA   | \$14,600               |
| Department of the Interior                                      | GSA  | \$1,000                |
| DOT - Federal Aviation Administration                           | DOT-FAA  | \$45,045               |
| DOT - Federal Railroad Administration                           | FEEA   | \$1,176                |
| Environmental Protection Agency                                 | FEEA   | \$194,014              |
| Federal Energy Regulatory Commission (FERC)                     | FERC   | Did Not Report         |
| General Services Administration                                 | GSA  | \$20,177               |
| HHS - Administration on Aging                                   | First Financial Associates, Inc.                 | \$0                    |
| HHS - Centers for Disease Control                               | FEEA   | \$14,035               |
| HHS - Food & Drug Administration                                | First Financial Associates, Inc.                 | \$0.00                 |
| HHS - Health Resources and Services Admin                       | FEEA   | \$0                    |
| HHS - National Institutes of Health                             | FEEA   | \$25,384               |
| HHS - Program Support Center                                    | First Financial Associates, Inc.                 | \$0                    |
| HHS - Substance Abuse and Mental Health Services Administration | First Financial Associates, Inc.                 | \$0                    |
| HUD - Office of Inspector General                               | First Financial Associates, Inc.                 | \$806                  |
| National Labor Relations Board                                  | First Financial Associates, Inc.                 | \$1,500                |

| <b>Agency/Component Name</b>           | <b>Program Administration</b> | <b>Cost of Administration</b> |
|--|-------------------------------|-------------------------------|
| National Science Foundation            | FEEA                          | \$4,944                       |
| Nuclear Regulatory Commission          | FEEA                          | \$2,762                       |
| Office of Personnel Management         | FEEA                          | \$9,766                       |
| Pension Benefit Guaranty Corporation   | FEEA                          | \$5,326                       |
| Railroad Retirement Board              | FEEA                          | \$0                           |
| Securities and Exchange Commission     | FEEA                          | \$3,556                       |
| Treasury - US BPD                      | Treasury –US BPD              | \$0                           |
| Treasury - US Mint                     | US Mint                       | \$0                           |
| Treasury-IRS-Office of Chief Counsel   | FEEA                          | \$2,416                       |
| USDA - Farm Service Agency             | NA                            | Did Not Report                |
| USDA - Foreign Agricultural Service    | NA                            | Did Not Report                |
| USDA - Research, Education & Economics | NA                            | Did Not Report                |
| Veterans Affairs                       | Veteran Affairs               | \$292,500                     |

## Appendix C

**Number of participants that utilized a child care center versus a family home.**

| Agency/Component Name   | Child Care Center | Family Home    |
|---|-------------------|----------------|
| Central Intelligence Agency                                     | 62                | 13             |
| Department of Education   | 3                 | 0              |
| Department of Housing and Urban Development                     | 94                | 15             |
| Department of Labor   | 128               | 47             |
| Department of State   | 77                | 14             |
| Department of the Interior                                      | 3                 | 0              |
| DOT - Federal Aviation Administration                           | 278               | 44             |
| DOT - Federal Railroad Administration                           | 3                 | 0              |
| Environmental Protection Agency                                 | 0                 | 0              |
| Federal Energy Regulatory Commission                            | Did Not Report    | Did Not Report |
| General Services Administration                                 | 12                | 59             |
| HHS - Administration on Aging                                   | 14                | 3              |
| HHS - Centers for Disease Control                               | 108               | 6              |
| HHS - Food & Drug Administration                                | 77                | 20             |
| HHS - Health Resources and Services Admin                       | 0                 | 0              |
| HHS - National Institutes of Health                             | 136               | 53             |
| HHS - Program Support Center                                    | 38                | 11             |
| HHS - Substance Abuse and Mental Health Services Administration | 0                 | 1              |
| HUD - Office of Inspector General                               | 2                 | 0              |
| National Labor Relations Board                                  | 6                 | 0              |
| National Science Foundation                                     | 12                | 2              |
| Nuclear Regulatory Commission                                   | 18                | 2              |
| Office of Personnel Management                                  | 38                | 10             |
| Pension Benefit Guaranty Corporation                            | 15                | 4              |

| <b>Agency/Component Name</b>           | <b>Child Care Center</b> | <b>Family Home</b> |
|--|--------------------------|--------------------|
| Railroad Retirement Board              | 0                        | 0                  |
| Securities and Exchange Commission     | 13                       | 2                  |
| Treasury - US BPD                      | 35                       | 3                  |
| Treasury - US Mint                     | 0                        | 0                  |
| Treasury-IRS-Office of Chief Counsel   | 8                        | 0                  |
| USDA - Farm Service Agency             | Did Not Report           | Did Not Report     |
| USDA - Foreign Agricultural Service    | Did Not Report           | Did Not Report     |
| USDA - Research, Education & Economics | Did Not Report           | Did Not Report     |
| Veterans Affairs                       | 2,311                    | 408                |
| <b>Total:</b>                          | 3491                     | 717                |



# Appendix D

## Top 10 Agencies/Components with the Highest Funds Disbursed

| <b>Agency/Component Name</b>                | <b>Highest Amount</b> |
|---|-----------------------|
| Veterans Affairs                            | \$2,682,978           |
| DOT - Federal Aviation Administration       | \$627,152             |
| HHS - National Institutes of Health         | \$304,805             |
| General Services Administration             | \$259,574             |
| Department of Housing and Urban Development | \$207,714             |
| Central Intelligence Agency                 | \$206,777             |
| Environmental Protection Agency             | \$194,014             |
| Department of Labor                         | \$175,375             |
| Department of State                         | \$170,003             |
| HHS - Centers for Disease Control           | \$162,933             |

# Appendix E

## Additional Data

**Note: Numbers are rounded to the nearest dollar amount.**

| <b>Agency/<br/>Component<br/>Name</b>       | <b>AVG<br/>Yearly<br/>Amount<br/>Per<br/>Employee</b> | <b>AVG<br/>Yearly<br/>Amount<br/>Per<br/>Child</b> | <b>Highest<br/>Monthly<br/>Employee<br/>Disbursement</b> | <b>Lowest<br/>Monthly<br/>Employee<br/>Disbursement</b> |
|---|---|--|--|---|
| Central Intelligence Agency                 | \$3,446   | \$2,757  | \$441  | \$270   |
| Department of Education                     | \$2250  | \$2250   | \$380  | \$300   |
| Department of Housing and Urban Development | \$2,503   | \$1,906  | \$540  | \$25  |
| Department of Labor                         | \$1,209   | \$1,002  | \$500  | \$10  |
| Department of State                         | \$2,500   | \$1,868  | \$588  | \$22  |
| Department of the Interior                  | \$1,974   | \$1,974  | \$642  | \$0   |
| DOT - Federal Aviation Administration       | \$2,635   | \$1,948  | \$3,503  | \$43  |
| DOT - Federal Railroad Administration       | \$734   | \$734  | \$349  | \$50  |
| Environmental Protection Agency             | \$2,587   | \$2,000  | \$0  | \$14  |
| Federal Energy Regulatory Commission        | Did not report  | Did not report                                     | Did not report   | Did not report  |

| <b>Agency/<br/>Component<br/>Name</b>  | <b>AVG<br/>Yearly<br/>Amount<br/>Per<br/>Employee</b> | <b>AVG<br/>Yearly<br/>Amount<br/>Per<br/>Child</b> | <b>Highest<br/>Monthly<br/>Employee<br/>Disbursement</b> | <b>Lowest<br/>Monthly<br/>Employee<br/>Disbursement</b> |
|--|---|--|--|---|
| General<br>Services<br>Administration  | \$3,817   | \$3,656  | \$1,522  | \$29  |
| HHS -<br>Administration<br>on Aging  | \$1,026   | \$664  | \$189  | \$37  |
| HHS - Centers<br>for Disease<br>Control  | \$1,917   | \$1,429  | \$488  | \$8   |
| HHS - Food &<br>Drug<br>Administration   | \$2,608   | \$1,584  | \$890  | \$4   |
| HHS - Heath<br>Resources and<br>Services<br>Admin                              | \$0   | \$0  | \$0  | \$0   |
| HHS -<br>National<br>Institutes of<br>Health                                   | \$2,117   | \$1,613  | \$612  | \$22  |
| HHS -<br>Program<br>Support<br>Center  | \$4,175   | \$2,398  | \$1,175  | \$43  |
| HHS -<br>Substance<br>Abuse and<br>Mental Health<br>Services<br>Administration | \$3,826   | \$3,826  | \$375  | \$120   |
| HUD - Office<br>of Inspector<br>General  | \$3,122   | \$3,122  | \$740  | \$240   |

| <b>Agency/<br/>Component<br/>Name</b> | <b>AVG<br/>Yearly<br/>Amount<br/>Per<br/>Employee</b> | <b>AVG<br/>Yearly<br/>Amount<br/>Per<br/>Child</b> | <b>Highest<br/>Monthly<br/>Employee<br/>Disbursement</b> | <b>Lowest<br/>Monthly<br/>Employee<br/>Disbursement</b> |
|---------------------------------------|---|--|--|---|
| National Labor Relations Board        | \$2,449   | \$2,041  | \$3,060  | \$2,020   |
| National Science Foundation           | \$1,870   | \$1,736  | \$575  | \$38  |
| Nuclear Regulatory Commission         | \$1,735   | \$1,128  | \$463  | \$87  |
| Office of Personnel Management        | \$3,223   | \$2,282.94   | \$689  | \$13  |
| Pension Benefit Guaranty Corporation  | \$3,004   | \$2,846  | \$400  | \$83  |
| Railroad Retirement Board             | \$0   | \$0  | \$0  | \$0   |
| Securities and Exchange Commission    | \$2,458   | \$2,130  | \$693  | \$38  |
| Treasury - US BPD                     | \$1,342   | \$883  | \$605  | \$44  |
| Treasury - US Mint                    | \$0   | \$0  | \$0  | \$0   |
| Treasury-IRS-Office of Chief Counsel  | \$2,213   | \$2,213  | \$410  | \$43  |

| <b>Agency/<br/>Component<br/>Name</b>           | <b>AVG<br/>Yearly<br/>Amount<br/>Per<br/>Employee</b> | <b>AVG<br/>Yearly<br/>Amount<br/>Per<br/>Child</b> | <b>Highest<br/>Monthly<br/>Employee<br/>Disbursement</b> | <b>Lowest<br/>Monthly<br/>Employee<br/>Disbursement</b> |
|---|---|--|--|---|
| USDA -<br>Farm<br>Service<br>Agency             | Did not<br>report                                     | Did not<br>report                                  | Did not report   | Did not report  |
| USDA -<br>Foreign<br>Agricultural<br>Service    | Did not<br>report                                     | Did not<br>report                                  | Did not report   | Did not report  |
| USDA -<br>Research,<br>Education &<br>Economics | Did not<br>report                                     | Did not<br>report                                  | Did not report   | Did not report  |
| Veterans<br>Affairs                             | \$1,318   | \$987  | \$2,683  | \$3   |

**Note: This data form is for informational purposes**

# Appendix F

## 2009 Call for Child Care Subsidy Data

### OPM Form 1645

#### 1. Agency Name

#### Agency Street Address

#### Agency City

#### Agency State

#### Agency Zip Code

2. Has your agency stopped offering a child care subsidy program since the last time you reported the data?

Yes       No

Please explain

3a. Income ceiling of the child care subsidy program in your agency \$

3b. In the past fiscal year, has the income ceiling level changed?

Increase       Decrease       No Change

### Results

4a. Total agency population

4b. Number of employees utilizing the child care subsidy program

4c. The average total family income of employees in the child care subsidy program \$

4d. Total amount of funds disbursed this past fiscal year \$

4e. Total of all employees' child care costs (pre-subsidy).

\$

4f. Number of children served by the child care subsidy program.

4g. Lowest monthly employee disbursement

\$

4h. Highest monthly employee disbursement

\$

### Types of Child Care Provider

5.

**Total number**

Number of children in center based child care

Number of children in family child care homes

### Program Administration

6a. Did your agency administer the program?

- Yes       No

6b. Did your agency contract with another organization to administer the funds?

Yes

No

6c. Total cost to administer the program during the past fiscal year \$

7. If there have been any substantial changes in your child care subsidy program or if you have any additional comments, please provide below:

## Agency Certification

8a. Name

8b. Title

8c. Telephone number

8e. Email

8f. Date





UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT  
Employee Services  
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