

**AMENDMENT TO RULES COMM. PRINT 118-10**  
**OFFERED BY MR. PHILLIPS OF MINNESOTA**

At the end of subtitle C of title XVIII, add the following:

1 **SEC. \_\_. PROGRAMS TO PROVIDE CHILD CARE SUBSIDIES**  
2 **FOR EMPLOYEES OF THE DEPARTMENT OF**  
3 **STATE AND USAID.**

4 (a) SENSE OF CONGRESS.—It is the sense of Con-  
5 gress that United States foreign affairs agencies, due their  
6 workforce’s frequent rotations between assignments that  
7 occur throughout the year, should, if they establish and  
8 carry out a program to provide child care subsidies for  
9 employees pursuant to section 590 of title 40, United  
10 States Code, and part 792 of title 5, Code of Federal Reg-  
11 ulations, implement the program in a manner that meets  
12 the following requirements:

13 (1) Any qualified employee may apply to the  
14 program at any time in the calendar year, and if the  
15 employee is accepted in the program then payments  
16 to the employee under the program should com-  
17 mence not later than 30 days after acceptance of the  
18 employee in the program.

1           (2) The agency should set the program's in-  
2           come ceiling for participation at such a level that the  
3           program may be both widely and easily accessible to  
4           qualified employees and that employees receive a  
5           meaningful subsidy. It is preferable to set a lower  
6           income ceiling that allows wider participation, rather  
7           than a higher income ceiling that reduces payments  
8           below a reasonably beneficial level. The agency  
9           should not restrict participation in the program via  
10          open seasons or other mechanisms that prevent  
11          qualified employees from joining and receiving bene-  
12          fits in a quick, simple manner.

13          (3) The agency should regularly promote the  
14          program to its employees, both by regular announce-  
15          ments to the general workforce, and by notifying in-  
16          dividual employees when they permanently change  
17          station to a geographic location in which the pro-  
18          gram operates.

19          (b) REPORT.—Not later than 180 days after the date  
20          of the enactment of this Act, the Secretary of State, with  
21          respect to the Department of State, and the Administrator  
22          of the United States Agency for International Develop-  
23          ment (USAID), with respect to USAID, shall jointly sub-  
24          mit to Congress a report with the following information:

1           (1) Whether the Department of State or  
2           USAID currently operates a program to provide  
3           child care subsidies for employees pursuant to sec-  
4           tion 590 of title 40, United States Code, and part  
5           792 of title 5, Code of Federal Regulations (in this  
6           subsection referred to as the “program”).

7           (2) The program’s annual budget.

8           (3) How many employees participate in the pro-  
9           gram.

10          (4) How many employees are estimated to qual-  
11          ify to participate in the program.

12          (5) The financial payment or other benefits pro-  
13          vided to employees who participate in the program.

14          (6) The income requirements for employees to  
15          participate in the program.

16          (7) The manner in which the program is imple-  
17          mented, including—

18                 (A) participation requirements;

19                 (B) geographic restrictions;

20                 (C) if there is an open season or other re-  
21                 strictions as to when employees can apply; and

22                 (D) any other conditions or regulations  
23                 under which the program operates.

24          (8) An estimate of how the program would be  
25          affected if employees were allowed to join at any

1 time of the year and begin receiving payments with-  
2 in 30 days of acceptance, including—

3 (A) potential changes in employee partici-  
4 pation rates, including the data and methods  
5 used to determine these estimates, and if com-  
6 parative data from other agencies' childcare  
7 subsidy programs that already allow year-round  
8 admission was used when determining these es-  
9 timates;

10 (B) budgetary impact of changes in em-  
11 ployee participation rates; and

12 (C) potential adjustments to participation  
13 requirements, including employee income re-  
14 quirements, that would allow the program to  
15 provide payments between \$400 and \$500 per  
16 month to qualified employees while also allow-  
17 ing employees to join at any time of the year  
18 and begin receiving payments within 30 days of  
19 acceptance, while utilizing existing program  
20 funding levels.

