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:

SEC. ___. PROGRAMS TO PROVIDE CHILD CARE SUBSIDIES
FOR EMPLOYEES OF THE DEPARTMENT OF
STATE AND USAID.

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

(1) Any qualified employee may apply to the program at any time in the calendar year, and if the employee is accepted in the program then payments to the employee under the program should commence not later than 30 days after acceptance of the employee in the program.
(2) The agency should set the program’s income ceiling for participation at such a level that the program may be both widely and easily accessible to qualified employees and that employees receive a meaningful subsidy. It is preferable to set a lower income ceiling that allows wider participation, rather than a higher income ceiling that reduces payments below a reasonably beneficial level. The agency should not restrict participation in the program via open seasons or other mechanisms that prevent qualified employees from joining and receiving benefits in a quick, simple manner.

(3) The agency should regularly promote the program to its employees, both by regular announcements to the general workforce, and by notifying individual employees when they permanently change station to a geographic location in which the program operates.

(b) REPORT.—Not later than 180 days after the date of the enactment of this Act, the Secretary of State, with respect to the Department of State, and the Administrator of the United States Agency for International Development (USAID), with respect to USAID, shall jointly submit to Congress a report with the following information:
(1) Whether the Department of State or USAID currently operates a program to provide child care subsidies for employees pursuant to section 590 of title 40, United States Code, and part 792 of title 5, Code of Federal Regulations (in this subsection referred to as the “program”).

(2) The program’s annual budget.

(3) How many employees participate in the program.

(4) How many employees are estimated to qualify to participate in the program.

(5) The financial payment or other benefits provided to employees who participate in the program.

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

(7) The manner in which the program is implemented, including—

(A) participation requirements;

(B) geographic restrictions;

(C) if there is an open season or other restrictions as to when employees can apply; and

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

(8) An estimate of how the program would be affected if employees were allowed to join at any
time of the year and begin receiving payments within 30 days of acceptance, including—

(A) potential changes in employee participation rates, including the data and methods used to determine these estimates, and if comparative data from other agencies’ childcare subsidy programs that already allow year-round admission was used when determining these estimates;

(B) budgetary impact of changes in employee participation rates; and

(C) potential adjustments to participation requirements, including employee income requirements, that would allow the program to provide payments between $400 and $500 per month to qualified employees while also allowing employees to join at any time of the year and begin receiving payments within 30 days of acceptance, while utilizing existing program funding levels.