

# NIST CHILDCARE SUBSIDY PROGRAM BENEFITS

The National Institute of Standards and Technology Childcare Subsidy Program provides financial assistance to ease the burden of childcare expenses for eligible NIST employees in accordance with Public Law 107-67, Sec. 630.

## Eligibility Requirements

- Must be a full-time NIST employee with a total family income of less than \$144,000 (Based on most recent IRS Form 1040, 1040A, or 1040 EZ Adjusted Gross Income).
- Must have a child under 13 (or if disabled under 18), enrolled in family home or center-based day care (or before and after care). Childcare providers must be licensed and/or regulated by state or local authorities. Eligible children include a biological child, an adopted child, a stepchild, a foster child who lives with you, or a child for whom a judicial or legal determination of support has been obtained, and to whose support you make regular and substantial contributions.
- Subsidy benefits may be affected if an employee or their spouse is receiving other federal, state, or local childcare subsidies.
- Spouse must be working at least 20 hours per week or enrolled in school full-time or disabled as defined by the Internal Revenue Code.

## How does the program work?

- After being approved and enrolled in the program, parents and providers sign an invoice and return on or after the last Friday of the service month. Subsidies are then paid directly to the childcare provider. Please note: as this is a reimbursement program, subsidies are paid in arrears (after childcare has been provided for the month).
- Parents complete a recertification process each year to ensure continued eligibility.
- Maximum allowed benefit per family per calendar year is \$5,000

Total Family Income	Percentage of Monthly Subsidy Reimbursement (*up to \$5,000/yr)
\$75,000 or less	100%
\$75,001 - \$95,000	60%
\$95,001 - \$120,000	50%
\$120,001 - \$144,000	30%
More than \$144,000	0%

- If you are contributing to a Dependent Care Flexible Spending Account (DCFSA): In accordance with Section 129 of the Internal Revenue Code, an employee can generally exclude from gross income up to \$5,000.00 of benefits received under a Dependent Care Assistance Program each year. This

would include DCFSA and the NIST Child Care Subsidy Program. Subsidy amounts from both of these programs may not exceed the \$5,000.00 limit. For further guidance please refer to the following link: [Office of Personnel Management - Benefits Administration Letter](#)

### **How can I apply?**

- Please visit <https://www.feeeachildcareservices.com/programs> for more information and to submit an application.

### **Questions?**



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