

**United States Mint
Human Capital Directorate
Child Care Subsidy Program**

Purpose

Permits the Mint to authorize and administer an employee assistance program to improve the affordability of childcare by offsetting eligible childcare expenses for lower income earning employees.

Provider Eligibility

Child care providers must be a family child care home or child care center licensed and/or regulated by the State and, where applicable, local authorities (i.e. the provider must meet all the requirements of its particular jurisdiction) where the services are to be provided.

Employee Eligibility

All full-time Mint employees are eligible to apply for childcare subsidy if they use a licensed and/or regulated child care provider as described above and meet the following requirements:

- The applicant has a *total family income*, before taxes, of \$100,000 or less (*this would be the Adjusted Gross Income as listed on the preceding year's tax return*);
- The applicant is a full-time United States Mint employee, permanent and seasonal;
- The applicant is not a part-time United States Mint employee;
- The applicant's child care provider must be licensed and/or regulated by state or local authorities; and
- The applicant must provide the schedule of fees (tuition) from the child care provider.

As provided in the regulations under Public Law 107-67, for the purposes of this program, a child is considered to be:

- A biological child who lives with the Federal employee;
- An adopted child;
- A stepchild;
- A foster child;
- A child for whom a judicial determination of support has been obtained; or
- A child to whose support the Federal employee who is a parent or legal guardian makes regular and substantial contributions.

The law covers the children of Federal employees, excluding contractor employees, from birth through the age 13 and disabled* children through age 18. **A disabled child is defined as one who is unable to care for himself or herself based on a physical or mental incapacity as determined by a physician or licensed or certified psychologist.*

The Mint will pay a percentage of the childcare expenses based on the employee's adjusted gross income. The tiered subsidy payment structure is outlined below:

Tiered Subsidy Structure

Total Family Income	Employee Responsibility	Mint Responsibility
\$80,000 or less	0%	100%
\$80,001 to \$90,000	20%	80%
\$90,001 to \$100,000	40%	60%
\$100,000 and above	100%	0%

Applications for the Mint's Childcare Subsidy Program can be downloaded from the Federal Employee Education Fund ([FEEA](#)) website. Please contact your servicing [Human Resources Office](#) or FEEA at (202) 559-7042 or email at childcare@feea.org if you have any questions or need additional information.