



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Friday, March 24, 2000

MEMORANDUM FOR: Human Resources Directors

FROM: OFFICE OF WORKFORCE RELATIONS

Subject: Final Rule - Agency Use of Appropriated Funds for Child Care Costs for Lower Income Employees /s/3-27-00

On March 14, 2000, the Office of Personnel Management (OPM) published final regulations implementing the new child care legislation (Sec. 643 of Pub. L. 106-58) which was enacted September 29, 1999, and remains in effect for one year. The regulations permit agencies to use appropriated funds, including revolving funds, that are otherwise available to the agency for salaries to help lower income Federal employees with the costs of child care. Federal agencies have until September 30, 2000, to implement the new tuition assistance program.

To help agencies establish their tuition assistance programs, OPM has developed detailed guidance including models that can be used to make determinations about lower income eligibility, and sample marketing fliers, notices, application forms, agreements, letters for parents, and a statement of work. The final rule and ***Guide for Implementing Child Care Legislation*** are posted on the OPM websites: <http://www.opm.gov> and <http://www.opm.gov/wrkfam>.

We recognize the short time frame for implementing these tuition assistance programs, and are taking every possible step to eliminate duplication of efforts, and to provide you with technical assistance. We will shortly host a briefing to discuss the status of the implementation of the regulations and to share agencies and unions experiences.

cc: Federal Executive Board Chairs
Interagency Family-Friendly Workplace Group Members