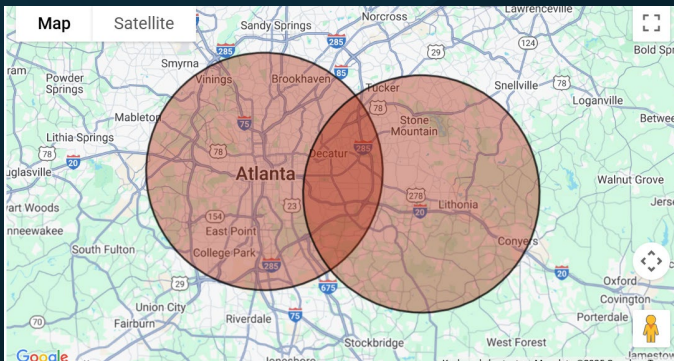


Childcare Pilot Summary 25-0565

Kenneth L. Hermon, Jr.
Chief HR Officer
August 6, 2025



Overview

- Population: Up to 100 employees may participate in the pilot program.
- Reimbursement : up to \$500/month of eligible childcare facilities expenses
- Childcare Facility: Facilities must be located within 10 miles of Government Center or employee's primary residence.
- Budget: Up to \$300,000 earmarked during the 2025 mid-year budget review
- Duration: July 2025 to December 2025

Our Process

- HR held several work sessions and invited employees to provide feedback
- HR has created an electronic application to ease employees to apply
- Employees will have 7 days to apply
- Participants will be selected via electronic random drawing conducted by DHRM

Who can apply

- County-funded employees required to work onsite or on a hybrid schedule more than 29 hour per week; as required by Department Heads. (Preference will be given to employees required to report 100% onsite)

Employee requirement

- Provide proof of relationship with the child aged 0 to 6 years old
- Employees will have to map the radius of childcare facility in comparison with primary residence or Government center
- Reimbursement contingent on timely proof of payment

Recommendation

- Removed the 10-mile radius requirement for special need facilities

Success of Childcare Pilot & Future Recommendation

Kenneth L. Hermon, Jr.
Chief HR Officer

Top Participating Departments	# of Employees
Sheriff	19
District Attorney	10
Juvenile Court	7
Tax Commissioner	7
Public Defender	6
Superior Court (Gen)	6

Result

- 121 employees applied for the program
- Provided reimbursements to 103 employees
- Monthly childcare cost averaged \$831; with the highest reported \$3,941
- Monthly reimbursement ranged from \$41 to \$500 max
- Spent \$221,813 of the \$300,000 allocation; 26% under budget
- Participants provided great feedback on the impact of the program

Recommendation to consider if continued

- End reimbursement in November to facilitate end-of-year fiscal close
- Allow Chief HR Officer to increase number of participants without exceeding the budgetary amount
- Reimburse for only check, credit card, debit card transaction or similar
- Explore outsourcing program to a third party
- Participants shared feedback on the program: <http://tiny.cc/5tpx001>