

IRS Childcare Subsidy Details

Open Enrollment 2022

You may qualify for subsidies if you meet these requirements:

- a. Are a permanent, seasonal full-time or part-time employee.
 - o Seasonal employees are eligible for a subsidy for expenses incurred only while in work status.
 - o Part-time employees are eligible for a prorated subsidy. For example, a part-time employee who works 20 hours per week (40 hours per pay period) with an annual total family income (TFI) of \$70,000.00 or less would be eligible for a maximum monthly benefit of \$208.33.
- b. Have qualifying child(ren) (one or more).
- c. Have a TFI of less than \$90,000 annually, as defined further below.
 - o The subsidy amount is not dependent on the marital status of the parent(s). If both parents are IRS employees, only one childcare subsidy amount will be paid.
 - o Both eligibility determination and subsidy payments shall be prioritized beginning with the lowest TFI threshold.

<i>Annual Total Family Income (TFI) Threshold</i>	<i>Maximum Annual Benefit per Household</i>	<i>Maximum Monthly Benefit per Household</i>
<i>\$70,000 or less</i>	<i>\$5,000</i>	<i>\$416.66</i>
<i>\$70,001 to \$80,000</i>	<i>\$4,500</i>	<i>\$375.00</i>
<i>\$80,001 to \$90,000</i>	<i>\$4,000</i>	<i>\$333.33</i>

Required forms and documentation

- [OPM Form 1644](#) -Childcare Provider Information for the Childcare Subsidy Program for Federal Employees - Providers must complete this form in its entirety and submit a copy of their most recent license or equivalent and/or a statement of compliance from State and/or local authorities. Childcare providers will provide their Taxpayers Identification Number as noted on form OPM 1644.
- [OPM Form 1643](#)- Childcare Subsidy Program Application Form
- **SF-50**- Notification of Personnel Action. Employees will submit the most recent SF-50 and review to identify whether the nature of the appointment is permanent, temporary or term.

- Employee's last two Earnings and Leave (E&L) statements.
- Employee's most recent federal tax return.
- Childcare provider's current fee schedule.

If you have additional questions, call the Employee Resource Center (ERC) at 866-743-5748 and speak with an ERC Representative or submit a ticket via [OS GetServices](#) as follows; Request Help, Employee Resources, Work-Life Programs, Childcare Subsidy Program and then Childcare Subsidy Inquiries.