



Montgomery County Department of Health and Human Services  
*Children Youth and Family Services*

**Working Parents Assistance Program Workgroup**

# **2014 Report**

## **Preface**

The 2014 Working Parents Assistance (WPA) Program Workgroup is comprised of Department of Health and Human Services staff and a cross-section of community partners that advocate on behalf of low-income families. Their common focus is to ensure that all Montgomery County children have equal access to quality child care and early educational experiences. The 2014 WPA Workgroup convened to determine actions needed to reduce out-of-pocket child care expenses paid by low income families in Montgomery County and to increase the number of low-income families served by the WPA Program. The goals of the 2014 WPA Workgroup are as follows:

<b>Look Back</b>	<b>Move Forward</b>
<ul style="list-style-type: none"><li>➤ Review the recommendations of the 2008 WPA Workgroup.</li><li>➤ Review noted programmatic barriers and/or recommendations identified by WPA case managers.</li><li>➤ Recommend changes to COMCOR regulations to reflect current employment and WPA programmatic trends.</li></ul>	<ul style="list-style-type: none"><li>➤ Identify and make programmatic changes to assist WPA applicants with the high cost of child care in Montgomery County.</li><li>➤ Identify and make programmatic changes that facilitate the eligibility determination process.</li><li>➤ Identify and make programmatic changes that (1) increase WPA income eligibility levels, (2) serve a greater number of low-income families within Montgomery County, and (3) cover a greater portion of the out-of-pocket child care cost.</li></ul>

## **Acknowledgements**

The Working Parents Assistance Program would not be possible without the concern and support of the County Executive and the County Council. The 2014 WPA Workgroup convened in response to Resolution Number 17-934 from the County Council for Montgomery County, Maryland (Appendix A). The 2014 WPA Workgroup Report has been prepared collaboratively by the workgroup participants using data collected by the Montgomery County Child Care Subsidy case managers. Comments from the 2008 WPA Workgroup and the 2009 Stakeholders Meeting were reviewed prior to developing the recommendations within this report. The 2014 WPA Workgroup has made every attempt to ensure the accuracy of the information presented in this report.

## **Executive Summary**

Montgomery County is committed to the WPA Program because the County understands:

- Access to quality child care is one of the greatest barriers toward self-sufficiency for families;
- Quality child care is one of the two highest expenses for all families;
- Early care for children is the greatest investment toward school readiness and the advancement of a community;
- An at-risk child, by virtue of their circumstances, is statistically more likely than others to fail academically, unless their learning environment is supplemented with quality early care; and
- Parents are more productive at work, or in school, if they have consistent, safe and quality child care.

The purpose for the 2014 WPA Workgroup Report is to establish the best eligibility processes possible to help low-income Montgomery County families with the cost of licensed child care while achieving self-sufficiency and allowing children from low-income families to have equal access to quality child care. The Report:

- Examines current WPA eligibility practices, and how current program policies assist low-income families with the cost of child care in Montgomery County;
- Provides the average cost of child care in Montgomery County and provides a sample of how much eligible families on the WPA Program pay out-of-pocket for child care per child;
- Makes recommendations for programmatic changes that realistically support low-income families with the cost of child care based upon the Metropolitan Area Median Income<sup>1</sup> and the cost to reside and pay for child care in Montgomery County;
- Recommends changing the WPA tables to reduce out-of-pocket child care expenses, to reduce self-sufficiency barriers, and to allow children from low-income families equal access to early care and quality child care experiences;
- Provides the methodology for the development of the proposed WPA tables;
- Proposes implementing the proposed tables by April 2014; and
- Takes a look at future WPA program considerations.

Appendices B & C provide the proposed WPA tables that help to bridge the financial gap between the amount paid by the subsidy program and the amount still owed by the parents.

The 2014 WPA Workgroup Report concludes with a recommendation to implement the proposed WPA Tables effective April 2014, prior to finalizing the changes in COMCOR.

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<sup>1</sup> The Metropolitan Area Median Income is the middle point in the income range for a family for a metropolitan area. It can also be applied to non-metro parts of a state. The term is used to classify incomes into moderate, upper, and low ranges. Area median income is also used to determine if a person is eligible for federally funded programs, as well as locally funded programs. 60% of the **Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Area** is equal to 331% of the Federal Poverty Level.

## **Table of Contents**

**Introduction • 5**

**Working Parents Assistance Program (WPA) • 5**

**State Child Care Subsidy Program Income Guidelines • 5**

**WPA Program Income Guidelines • 6**

**WPA Program Eligibility Overview • 6**

**Cost of Child Care in Maryland • 7**

**Average Cost of Child Care in Montgomery County • 8**

**Out-of-Pocket Child Care Cost • 8**

**Recommendations • 10**

**Future Considerations • 12**

**Conclusion • 13**

**Appendix A: Resolution No: 17-934 • 14**

**Appendix B: WPA Proposed Income Tables • 16**

**Appendix C: Proposed Voucher Table • 17**

**Appendix D: Outreach & Community Collaborations • 18**

**Appendix E: Workgroup Members • 19**

## **Introduction**

The cost of housing and the cost of quality child care are the two greatest obstacles for low-income families in Montgomery County. Since 2006, the income guidelines for the WPA have not changed, yet the cost to live in Montgomery County continues to grow. The Montgomery County Child Care Subsidy Program notes cases where parents have been issued child care subsidy vouchers, but still cannot afford the cost of child care because the voucher amounts were too low.

The 2014 WPA Workgroup examined program trends over the past 7 years and recommends the following to better assist low-income families in Montgomery County:

1. Serve more low-income families by revising the WPA Income Guidelines to 60% of the current Metro Area Median Income; and
2. Increase access to quality child care by increasing the monthly voucher amounts based on the average cost of child care in Montgomery County.

## **Working Parents Assistance Program (WPA)**

The WPA Program was established in 1986 with the goal of assisting low-income parents with the high cost of child care as the applicant moves toward self-sufficiency as a result of working and/or attending school.

Once a child care subsidy application is received, the first point of eligibility is to determine whether or not the applicant's gross family income is within the established income guidelines for the State Child Care Subsidy Program (SCCSP). Table 1 provides the SCCSP gross family income guidelines.

**Table 1. Current State Child Care Subsidy Program Income Guidelines**

<b>Household Size</b>	<b>SCCSP Max Income</b>
2	\$24,277
3	\$29,990
4	\$35,702
5	\$41,414
6	\$47,127
7	\$48,198
8	\$49,269
9	\$50,340
10	\$51,411

Once it is determined that an applicant earns more than the maximum income for the SCCSP, case managers determine if the applicant's income is within the income guidelines for the WPA program. Table 2 provides the WPA Program maximum income guidelines.

**Table 2. Current WPA Program Income Guidelines**

Household Size	WPA Max Income*
2	\$34,500
3	\$52,000
4	\$58,000
5	\$58,000
6	\$58,000
7	\$58,000
8	\$58,000
9	\$58,000
10	\$58,000

\* Families may be eligible for the WPA Program up to the maximum income limits depending on the number of children in care, type of child care needed and the family composition.

Once the case manager determines that the applicant meets the income guidelines for the WPA Program, the applicant must meet all additional points of eligibility as outlined in Table 3.

**Table 3. WPA Eligibility Overview**

<p>The WPA Program helps limited-income families pay for child care while parents are in an approved activity. The applicant must:</p> <ul style="list-style-type: none"> <li>➤ Reside in Montgomery County;</li> <li>➤ Submit a completed application to the Montgomery County Child Care Subsidy Programs;</li> <li>➤ Meet eligibility income requirements;</li> <li>➤ Work, attend undergraduate school or vocational school full-time, or a combination of both work and school 30* hours per week;</li> </ul>	<ul style="list-style-type: none"> <li>➤ Use the WPA Vouchers at a licensed child care center or licensed large/family child care provider;</li> <li>➤ Promptly pay any difference to the provider if the provider charges more than the amount of subsidy on the voucher;</li> <li>➤ Actively pursue child support through the court system if there is an absent parent; and</li> <li>➤ Have a child(ren) that lives with the applicant (up to 14 years of age or up to 19, if disabled).</li> </ul>
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\*The 2014 WPA Workgroup recommends reducing the minimum participation hours to 25 hours per week based upon the current employment trends.

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The maximum gross income for the same family size can vary in the WPA Program based on (1) the family composition, (2) the ages of children enrolled, and (3) the number of children enrolled. This concept is confusing to parents, however; we have attempted to explain it below. The following table shows how several different families of three, with the same gross income, will get different subsidy amounts based on each of the factors listed above. We chose an annual income that is at the top of the scale for a family of three according to the current WPA tables.

<b>Family Size of 3</b>	<b>Gross Income Of Family</b>	<b>Based on current WPA Subsidy Tables, the family's monthly voucher approaches \$0 at different income thresholds</b>
1 parent, 2 children, 2 children in care	\$52,000	With both children in care, the gross income of <b>\$52,000</b> is allowable and the parent will receive a voucher amount of <b>\$28.00</b> .
1 parent, 2 children, 1 infant in care	\$52,000	With two children and only the infant enrolled, the gross income cannot exceed <b>\$40,000</b> to get a voucher amount of <b>\$17.00</b>
1 parent, 2 children, 1 toddler in care	\$52,000	With two children and the parent only choosing to enroll the 3 year old, the gross monthly income cannot exceed <b>\$37,000</b> in order for the parent to receive a monthly voucher amount of <b>\$16.00</b> .
2 parents, 1 child, 2 child in care	\$52,000	With two parents and enrolling a 3 year old, the gross family income cannot exceed <b>\$34,000</b> in order for the family to receive a monthly voucher amount of <b>\$12.00</b> .

**Cost of Child Care in Maryland**

In order to identify and make programmatic changes to assist WPA applicants with the high cost of child care, the 2014 WPA Workgroup examined variables unique to Montgomery County that impact the amount applicants have available for the cost of child care. The Workgroup determined that in Maryland, the amount needed to be economically self-sufficient varies considerably by the following:

- Geographic location or county; and
- Family composition; how many adults and children are in a family and the age of each child.

For instance, the self-sufficiency threshold for one adult, one preschooler, and one school-age child varies from \$14.34 per hour (\$30,291 annually) in Garrett County to **\$36.90 per hour (\$77,933 annually) in Montgomery County. This range is 163% of the Federal Poverty Level to 421% of the Federal Poverty Level**, according to Diana M. Pearce, Ph.D., Director, Center for Women's Welfare, University of Maryland School of Social Work in February 2012.

**Average Cost of Child Care in Montgomery County**

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Table 4, Average Cost of Child Care in Montgomery County, documents the average cost of child care in the County based on care type and care level. This data is provided by the “Child Care Demographics 2013: Montgomery County Report,” produced by the Maryland Family Network at the request of the Maryland State Department of Education (MSDE). For example, the average cost of child care in Montgomery County for a family with **two** children under the age of 2 enrolled in a child care center is, at minimum, \$2,920.90 per month (**\$35,050.80 per year**).

**Table 4. Average Cost of Child Care in Montgomery County**

Average Monthly/Annual Cost of Care	Type	0-2 Years	2-5 Years	School age	BAP	BAS
<b>Licensed Centers</b>						
<b>Avg. Weekly</b>	<b>CENTER</b>	<b>\$336.96</b>	<b>\$253.37</b>	<b>\$223.21</b>	<b>\$147.67</b>	<b>\$135.40</b>
<b>Avg. Monthly Cost</b>	<b>CENTER</b>	<b>\$1,460.05</b>	<b>\$1,097.85</b>	<b>\$967.17</b>	<b>\$639.85</b>	<b>\$586.68</b>
<b>Avg. Annual Cost</b>	<b>CENTER</b>	<b>\$17,521</b>	<b>\$13,174</b>	<b>\$11,606</b>	<b>\$7,678</b>	<b>\$7,040</b>
<b>Family Child Care Homes</b>						
<b>Avg. Weekly</b>	<b>FAMILY</b>	<b>\$239.32</b>	<b>\$204.29</b>	<b>\$182.38</b>	<b>\$134.07</b>	<b>\$125.65</b>
<b>Avg. Monthly Cost</b>	<b>FAMILY</b>	<b>\$1,036.97</b>	<b>\$885.19</b>	<b>\$790.25</b>	<b>\$580.93</b>	<b>\$544.44</b>
<b>Avg. Annual Cost</b>	<b>FAMILY</b>	<b>\$12,444</b>	<b>\$10,622</b>	<b>\$9,483</b>	<b>\$6,971</b>	<b>\$6,533</b>

BAP = Before & After Pre-School;  
 BAS = Before & After School for School-agers;  
 Annual rate equals (weekly rate X 4.333 X12)

**Out of Pocket Child Care Cost**

Table 5, “Out-of-Pocket Child Care Expense,” looks at the average amount an applicant will pay annually for child care. The table takes into consideration the gross family income, family composition, number of children enrolled in child care, the age of the child(ren), the average cost of child care in Montgomery County, and the amount of the authorized child care subsidy.

Based on the family compositions illustrated below in Table 5, the average out-of-pocket child care expenses for a family of 3 with a gross annual income of \$28,000 is:

- 47% of the gross family income on the State Child Care Subsidy Program,
- 67% of the gross family income on the current WPA Program, and
- 33% of the gross annual income for a family on the WPA program using the proposed tables.



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The proposed table provides a better opportunity for the low-income family in this scenario to pay for housing and other basic needs.

**Table 5. Out-of- Pocket Child Care Expense**

<b>Family Composition: 1 parent, 1 month old, 3 year old, both enrolled in child care</b>					
<b>Program</b>	<b>Monthly Center Voucher Amount Child 1</b>	<b>Monthly Center Voucher Amount Child 2</b>	<b>Total Voucher Amount</b>	<b>Annual Out of Pocket Cost of Care</b>	<b>What % a family will pay of their Gross Annual Income <u>after</u> subsidy assistance</b>
<b>State Child Care Subsidy Program</b>	<b>\$691.16</b>	<b>\$769.54</b>	<b>\$1460.70</b>	<b>\$13,165.80</b>	<b>47%</b>
<b>Working Parents Assistance Program</b>	<b>\$429</b>	<b>\$678</b>	<b>\$1,107</b>	<b>\$17,410.20</b>	<b>62%</b>
<b>Based on proposed WPA Income and Subsidy Tables</b>					
<b>Working Parents Assistance Program</b>	<b>\$1,022</b>	<b>\$769</b>	<b>\$1,791</b>	<b>\$9,202.80</b>	<b>33%</b>

The tables recommended by this workgroup will make child care more affordable to low income working families in Montgomery County. The workgroup recognizes that the proposed changes to the WPA Program will increase the disparity between the SCCSP and WPA voucher amounts.

## **Recommendations**

**Recommendation 1:** Revise the WPA Income Guidelines using current Federal indices.

- Revise current WPA Income Guidelines to 60% of the 2013 Metropolitan Area Median Income (equivalent to 331% of the 2013 Federal Poverty Level (FPL)).
- Revise the current WPA tables where the gross maximum income per family does not vary.
- The proposed WPA Income Guidelines compared to the State Program and the current WPA income guidelines are shown below:

<b>Household Size</b>	<b>Current SCCSP Max Income</b>	<b>Current WPA Max Income (based on 60% of 2006 AMI)</b>	<b>Proposed WPA Max Income** (based on 60% of 2013 AMI)</b>
<b>2</b>	<b>\$24,277</b>	<b>\$34,500*</b>	<b>\$51,360</b>
<b>3</b>	<b>\$29,990</b>	<b>\$52,000*</b>	<b>\$57,780</b>
<b>4</b>	<b>\$35,702</b>	<b>\$58,000*</b>	<b>\$64,200</b>
<b>5</b>	<b>\$41,414</b>	<b>\$58,000*</b>	<b>\$69,360</b>
<b>6</b>	<b>\$47,127</b>	<b>\$58,000*</b>	<b>\$74,520</b>
<b>7</b>	<b>\$48,198</b>	<b>\$58,000*</b>	<b>\$79,620</b>
<b>8</b>	<b>\$49,269</b>	<b>\$58,000*</b>	<b>\$84,780</b>

\*60% of Metropolitan Area Median Income

\*\* Household income for larger families will not exceed \*\$84,780

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**Recommendation 2:** Revise WPA Subsidy Tables to increase the subsidy voucher amounts and lower the out of pocket expense required to access quality child care.

- Revise the current WPA Subsidy Tables based on the Average Cost of Child Care in Montgomery County times an applicable percentage based on the household income.
- Revise the current WPA Tables so that each child, in an eligible family needing child care, receives a voucher based on the Average Cost of Child Care in Montgomery County.

**Recommendation 3:** Implement the proposed WPA Income Guidelines and Subsidy Tables, immediately.

- Implement the proposed WPA Tables effective April 1, 2014 with a waiver from the Director until any necessary changes are made to COMCOR.

**Recommendation 4:** Revise COMCOR.

- Codify waivers in effect since 2007 into COMCOR; streamline the eligibility process to make it more transparent to the public by placing long-term waivers into COMCOR such as:
  - Increasing the income disregard for relative caretakers from \$10,000 to \$30,000 per child.
  - Allowing 30-day authorization of a voucher paid to an informal provider if the customer is transitioning from POC to WPA, has been using an informal provider, and needs additional time to locate licensed child care.
  - Allowing phase-in, phase-down and phase-out process in voucher calculation to ease transition from one subsidy level to another.
- Change current minimum participation hours from 30 hours per week to 25 hours per week. 40% of low-income families being denied child care subsidies are working between 25-29 hours per week.

**Recommendation 5:** Increase outreach efforts.

- Increase community outreach and community collaborations in order to reach children of low-income families that could benefit from quality early childhood care and educational experiences.

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**Recommendation 6:** Develop a briefing paper for the Montgomery County Delegation to the General Assembly to advocate at the State level for increases to the State Child Care Subsidy Program income guidelines and voucher amounts.

The 2014 Workgroup convened to review and update the WPA program to help low income working families in Montgomery County. Our recommendations to increase the income levels and the subsidy amounts in the Montgomery County WPA Program create a significant disparity between the subsidy of families in WPA and lower income families that receive a subsidy from the State Child Care Subsidy program..

The State income and subsidy tables have not been updated in recent years (See Table 2, Page 6). Without State action, the proposed WPA tables will create a gap between families served by the SCCSP (see Table 9, Page 9). The 2014 Workgroup recommends a briefing paper that:

- Examines the “reverse cliff” effect when a family moves from SCCSP to WPA as a result of earning more income and the subsidy amount increases.
- Examines and recommends revision of the SCCSP Income Tables and voucher amounts.
- Examines and recommends ways for the County to help low income working families receiving SCCSP.

The workgroup considered whether the County should supplement the families currently receiving subsidies from the SCCSP, but recognize that this is not only a budgetary discussion, but more importantly, a policy and political discussion. This is a troubling trend, but we have decided to move forward with our recommendations knowing that there is a larger discussion to be had.

## **Future Considerations**

Effective 2015, the Maryland State Department of Education (MSDE) will mandate participation in the Maryland EXCELS program by any child care providers receiving state child care subsidies. The Maryland EXCELS program has the potential to have a significant impact on the delivery of child care services in the County. While not part of the Workgroup charge, the County should be aware of the relationship between the Maryland EXCELS program and the WPA Program:

“Maryland EXCELS is a new quality rating system designed to meet the needs of families and to recognize quality in early childhood and school-age care and education programs. The quality rating system helps Maryland achieve the following goals:

1. Recognize early childhood and school-age child care programs of all kinds that provide high-quality care and education;
2. Encourage programs to increase the level of quality they provide and to define a pathway to help them achieve excellence; and
3. Provide families with information and choices about high-quality early childhood and school-age child care options.

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This new requirement is part of MSDE's emphasis on high-quality in child care and early education. "Children who do well in school typically do well in life. Children who are prepared when they start school are more likely to do well throughout their school careers. High-quality child care helps children gain essential skills they need to be successful learners such as: social, emotional and communication skills; pre-literacy and basic mathematical skills and concepts; and an awareness of their environment and the roles of the people in it."

[http://marylandpublicschools.org/MSDE/division/child\\_care/mdexcels.htm](http://marylandpublicschools.org/MSDE/division/child_care/mdexcels.htm)

- Should the Montgomery County WPA Program require participation in EXCELS in order to receive WPA payment; and
- How will the mandatory implementation of the Maryland EXCELS program for all child care providers receiving SCCSP payments impact the availability of, as well as the access to, quality child care in the state of Maryland and, in particular, Montgomery County.

These questions should be reviewed in the future after full implementation of Maryland EXCELS and an evaluation of its impact on the availability of quality child care.

## **Conclusions**

Immediate implementation of the proposed income and subsidy tables, effective April 1, 2014, accomplishes the following:

- Allows low-income families on the WPA Program to afford the cost of quality child care in Montgomery County;
- Allows a greater number of low-income families in Montgomery County to achieve self-sufficiency by reducing the out-of-pocket costs associated with quality child care; and
- Allows more Montgomery County children the opportunity to start school ready to learn as a result of accessing early childhood care and educational experiences.

The 2014 WPA Workgroup believes that improving the income and subsidy tables, updating the program regulations and increasing targeted outreach to low-income working families is an investment to make our children the best future citizens and leaders of Montgomery County.

**APPENDIX A - RESOLUTION NUMBER 17-934**

Resolution No.: 17-934  
Introduced: November 5, 2013  
Adopted: November 12, 2013

**COUNTY COUNCIL  
FOR MONTGOMERY COUNTY, MARYLAND**

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By: Councilmember Ervin, Council President Navarro, Councilmembers Leventhal and Floreen,  
Council Vice President Rice, and Councilmembers Elrich, Riemer, and Berliner

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**SUBJECT:** Resolution requesting the establishment of a Working Parents Assistance Work  
Group

**Background**

1. The State Child Care Subsidy Program (SCCSP) and County Working Parents Assistance (WPA) programs are the two child care subsidy programs that serve Montgomery County residents. The WPA program was established in 1986 to assist with the high cost of child care as families move toward self-sufficiency and to assist low-income working families who are over income limits for the SCCSP, formerly, the POC program.
2. These child care subsidy programs help working parents' access quality child care which increases education and social opportunities critical to school readiness; improves the socio-economic status of families through stable employment and increased earnings; and expands the tax-base, thus benefitting the whole community.
3. Limited funding and income eligibility limits have impeded access to the State and County child care subsidy programs. The State instituted a wait list for the SCCSP in January 2003, which lasted into 2005, and again on February 28, 2011. Implementation of the SCCSP wait list resulted in greater demand for the County's WPA program and the institution of a WPA wait list in October 2003 into 2005, and then again from July 2011-May 2012. Increased funding approved by the Council in FY13 and FY14 resulted in the WPA wait list being lifted from May 2012-April 2013. The State was able to partially lift the wait list for SCCSP in November 2012. The WPA program will begin placement from the WPA wait list in November 2013 and will continue to place from the wait list based upon funding availability.
4. Limited funding and income eligibility limits have impacted family access to the State and County child care subsidy programs. Fiscal constraints during difficult budget times have resulted in waiting lists for services at different points in time.

# MONTGOMERY COUNTY

## Department of Health and Human Services

The Department of Health and Human Services implements the County's Working Parents Assistance program pursuant to its general authority to "plan, deliver, and administer programs" under Chapter 2 Section 2-42A of the Montgomery County Code. Requirements governing implementation of the WPA program can be found in the Code of Montgomery County Regulations at COMCOR 02.42A.06.

6. Families participating in child care subsidy programs may be required to pay substantial costs for licensed child care. Increasing child care costs and the differences between the cost of care and available subsidy amounts significantly impact what families must contribute. These considerations can deter participation in child care subsidy programs like WPA and the use of licensed child care services.
7. The eligibility and subsidy calculation process for the WPA program entails a complicated assessment of multiple factors. The tables governing the program currently take up two large volume books and require substantial time and resources to update. Simplifying the eligibility and subsidy calculation process consistent with other subsidy programs may allow a more efficient use of resources and will further assist with the high cost of child care as parents move toward self-sufficiency.

### Action

The County Council for Montgomery County, Maryland approves the following resolution:

The Council requests that the County Executive convene a workgroup for the purposes of reviewing the Working Parents Assistance program including, but not limited to, (1) the criteria for determining eligibility; (2) provider participation requirements; (3) the process for determining subsidy awards including the possibility of a minimum subsidy floor for participants; and (4) the possibility of updating the regulations governing WPA implementation in COMCOR. The workgroup should include representatives of the Department of Health and Human Services, the Commission on Child Care, the local child care provider community, and other key stakeholders.

The Council requests that a final report describing any recommended changes to the program and its governing regulations be transmitted to the Council by February 28, 2014.

This is a correct copy of Council action.

Linda M. Lauer, Clerk of the Council  


# MONTGOMERY COUNTY

## Department of Health and Human Services

### APPENDIX B - WPA Proposed Income Tables

Family Size	A		B		C*	
	From	To	From	To	From	To
2	\$0	\$33,305	\$33,306	\$42,334	\$42,335	\$51,360
3	\$0	\$39,254	\$39,255	\$48,518	\$48,519	\$57,780
4	\$0	\$45,202	\$45,203	\$54,702	\$54,703	\$64,200
5	\$0	\$50,730	\$50,731	\$60,046	\$60,047	\$69,360
6	\$0	\$56,259	\$56,260	\$65,390	\$65,391	\$74,520
7	\$0	\$58,673	\$58,674	\$69,147	\$69,148	\$79,620
8**	\$0	\$61,107	\$61,108	\$72,944	\$72,945	\$84,780

Upon initial application, income cannot exceed column C (331% of the Federal Poverty Level or 60% of Area Median Income).

\*Continuing applicants with incomes that have increased beyond Column C are phased out over three months and are determined ineligible after 3 months.

\*\*Families larger than 8 members are capped at this income.



# MONTGOMERY COUNTY

## Department of Health and Human Services

### APPENDIX C - Proposed WPA Monthly Subsidy Amounts

70%	CARE LEVEL	Center	Licensed Family Home
A	Infant 0-2	\$1,022	\$726
	Toddler 2-5	\$769	\$620
	School-age 5-up	\$677	\$553
	BAP	\$448	\$407
	BAS	\$411	\$381

40%	CARE LEVEL	Center	Licensed Family Home
Phase out Month 1*	Infant 0-2	\$584	\$415
	Toddler 2-5	\$440	\$354
	School-age 5-up	\$387	\$316
	BAP	\$256	\$233
	BAS	\$235	\$218

60%	CARE LEVEL	Center	Licensed Family Home
B	Infant 0-2	\$876	\$623
	Toddler 2-5	\$659	\$531
	School-age 5-up	\$581	\$474
	BAP	\$384	\$349
	BAS	\$352	\$327

30%	CARE LEVEL	Center	Licensed Family Home
Phase out Month 2*	Infant 0-2	\$438	\$312
	Toddler 2-5	\$329	\$266
	School-age 5-up	\$290	237
	BAP	\$192	\$175
	BAS	\$176	\$164

50%	CARE LEVEL	Center	Licensed Family Home
C	Infant 0-2	\$730	\$519
	Toddler 2-5	\$549	\$443
	School-age 5-up	\$484	\$395
	BAP	\$320	\$291
	BAS	\$294	\$272

20%	CARE LEVEL	Center	Licensed Family Home
Phase out Month 3*	Infant 0-2	\$292	\$208
	Toddler 2-5	\$220	177
	School-age 5-up	\$193	\$158
	BAP	\$128	\$116
	BAS	\$117	\$109

Placement on the above voucher table is determined by the gross family income and family composition on Appendix B. Voucher amount is based on the percentage of the “Average Cost of Care in Montgomery County for the specific type of care, the unit of care needed, per eligible child. The maximum voucher amount issued by the WPA Program is 70% of the Average Cost of Care in Montgomery County or lower.

\*Phase Out is a transition process to help prepare the parent with assuming the full-cost of child care. Once the income reaches or exceeds 60% of the Metro Median Area Income, the parent is issued three vouchers in decreasing amounts (Phase Out) and then is determined ineligible.

# **MONTGOMERY COUNTY**

## **Department of Health and Human Services**

### **APPENDIX D - Outreach & Community Collaborations**

#### **Outreach**

- Increased program awareness
- Increased use of social media and technology (emailing, texting)
- Continued documentation of program trends
- Utilization of Geo mapping
- Advertisement on public transportation
- Increased advertisement in public facilities
- Use of a Quick Response Code (a cell phone readable bar code that can store website URL's, plain text, phone numbers, email addresses and any other alphanumeric data)
- During outreach activities, use business card size advertisement for the WPA program instead of 8 ½ x 11

#### **Community Collaboration**

- Increased collaboration with child care providers
- Increased community service provider collaborations
- Increased collaborations with other County programs
- Increased contact with religious and medical organizations

# **MONTGOMERY COUNTY**

## **Department of Health and Human Services**

### **APPENDIX E - 2014 Workgroup Members**

#### ***Work Group Conveners***

- JoAnn Barnes, Acting Chief, Children, Youth and Family Services, DHHS
- Felicia Turner, Administrator, Office of Eligibility and Support Services, CYF, DHHS

#### ***Community Partners***

- Tekele Ghonda Gah, Community Action Agency
- Linda Owen, Organization of Child Care Directors of Montgomery County
- Hanna Patyk, Family Child Care Association of Montgomery County
- Claudia Simmons, Montgomery County Public Schools, Head Start Coordinator
- Tamiaka Thomasson, Montgomery County Commission on Child Care
- Shakeemah White, Montgomery County Commission on Child Care

#### ***Department of Health and Human Services Staff***

- Jennifer Arnaiz, Executive Director, Montgomery County Child Care Resource & Referral Center
- JoAnne Becka, Program Manager, Office of Eligibility and Support Services
- Tania Butler, Child Care Welfare Services
- Patsy Evans, Community Action Agency, Head Start
- René D. Williams, Program Manager, Child Care Subsidy Programs

#### ***Other Contributors***

- Montgomery County Child Care Subsidy Staff