

INFORMATION PAPER

DAIM-ISS
8 Jul 19

SUBJECT: DACOWITS Follow-up RFIs from June 2019 Quarterly Business Meeting

1. Purpose: To reply to request for information on initiatives underway in the areas of minor construction and MILCON to mitigate child care capacity concerns and to provide information on initiatives to attract and maintain qualified caregivers (e.g., salary/benefits compared to the civilian sector, including variances in geographic competitive data for high cost-of-living areas vs. other areas are accommodated).

2. Facts:

a. At this time, the Army does not have child care facilities programmed for minor construction or traditional MILCON. However, the need for additional facilities at targeted locations is being evaluated. The Army does provide Families the opportunity to receive fee assistance for enrollment in accredited civilian child care at installations with waiting lists.

b. Army child care staff compensation was updated in Feb 18 to ensure competitive wages relative to local economies. The established wage pay bands reflect the cost of living in low-, standard-, and high-cost areas. The pay band for entry-level direct care staff ranges from \$10.70/hour up to \$17.74/hour with actual pay bands dependent on location, the employee's experience, and education. For example, the entry level pay for a caregiver at Ft Bliss is \$12.34 - \$14.70/hour and at Ft Irwin, \$13.97 - \$16.63/hour. Staff hired in full-time and part-time positions receive benefits, such as health care, retirement, and sick and annual leave not typically available in civilian child care.

c. In addition to installation job fairs, Army Child, Youth and School (CYS) Services staff participate in local community job fairs to introduce potential candidates to employment opportunities. This has proven to be a very successful recruiting initiative. At some locations, eligible staff can receive reimbursement for successful completion of early childhood course work.

d. A CYS Employee Recognition Program acknowledges staff performance and achievement in the delivery of child and youth programs. Awards can be monetary or a visual recognition of achievement (e.g., service pins). This boosts morale, improves performance, and demonstrates the value of the staff's service to Army Families.

Prepared by: Ms. Roadarmel/DAIM-ISS
Approved by: Ms. Coulson

RFI Category and Number:

RFI 5 – Child Care Resources

RFI Question:

The Committee noted from the Services’ briefings that the biggest constraint in military childcare is a capacity shortfall, with having/maintaining qualified staff as the secondary issue. Request each Service provide an update on what initiatives are underway in the areas of minor construction and MILCON to mitigate the capacity concerns. Additionally, the Committee requests on initiatives underway to attract and maintain qualified caregivers (e.g. salary/benefits compared to the civilian sector – including how variances in geographic competitive data for high cost-of-living areas vs. other areas are accommodated).

RFI Response:

1. At this time, Navy does not have any childcare facilities programmed for minor construction or MILCON. However, the need for additional facilities at locations with long waiting lists is being evaluated.
2. Navy’s waiting lists are primarily concentrated in our fleet concentration areas of: Norfolk, VA; San Diego, CA; Pearl Harbor, HI; Kitsap, WA; and the National Capital Region. In these locations, Navy is currently pursuing Community Partnerships with public/private organizations that may be interested in cost sharing to add additional childcare capacity to benefit military personnel and respective organizations’ population.
3. Navy does not have a systemic childcare staffing shortage. Navy continually monitors childcare caregiver pay rates by locality to ensure they remain competitive with comparable commercial programs. Navy caregiver pay is set within ranges based on experience and education and caregivers are given automatic pay increases upon completion of Navy/Department of Defense training modules.

Locality	Navy Caregiver Hourly Pay Range	Local Community Average Hourly Rate
San Diego, CA	\$13.22 - \$21.04	\$12.82
Norfolk, VA	\$11.89 - \$18.94	\$11.19
Pearl Harbor, HI	\$12.90 - \$19.44	\$16.12
Kitsap, WA	\$12.93 - \$20.59	\$13.18
National Capital Region	\$11.80 - \$21.13	\$13.34

4. In addition to competitive pay, Navy mandates that 75% of all caregiving positions are either full-time or part-time positions that are eligible for health care, paid leave, retirement, tuition assistance. Navy also has an employee transfer program that enables eligible caregivers, including military spouses, to seamlessly transfer from one Navy childcare program to the next without a change in pay or grade.

POC or office responsible:

Mr. Greg Young, CNIC N926

June 2019 QBM – Follow-Up Questions

RFI 5 – Childcare Resources:

i. Military Services: The Committee noted from the Services' briefings that the biggest constraint in military childcare is a capacity shortfall, with having/maintaining qualified staff as the secondary issue. Request each Service provide an update on what initiatives are underway in the areas of minor construction and MILCON to mitigate the capacity concerns. Additionally, the Committee requests information on initiatives underway to attract and maintain qualified caregivers (e.g., salary/benefits compared to the civilian sector—including how variances in geographic competitive data for high cost-of-living areas vs. other areas are accommodated).

Answers:

1. The Marine Corps does not have a significant on-base capacity issue. However, there is a \$37.4M MILCON Child Development Center project for Marine Corps Air Station Miramar, CA on the Congressional FY20 Unfunded Priorities List (UPL).
2. Marine Corps challenges are primarily due to a shortage of qualified workers; high turnover/low pay; lengthy hiring/background check process; and seasonal PCS fluctuations. We are addressing these issues as part of a DoD child care compensation review and are in the process of implementing a non-competitive child care employee transfer program. The Off-base Fee Assistance program also provides financial support to many Marine families who are not in close proximity to a CDC or who are on a waitlist.
3. The following provides a wage comparison in the three Marine Corps Regions with the largest waitlists: Southern California, Hawaii and Quantico, VA:

Children and Youth (CY) Program Wages

Private Sector and USMC

- Private sector data has been obtained from the Bureau of Labor Statistics and is current as of May 2018.
 - USMC CY Wages are as of January 2019.
- Childcare Workers Private Sector - May 2018 Median Pay \$23,240/yr; \$11.17/hr

CALIFORNIA:

State of California Childcare Workers

- Hourly Mean Wage = \$13.77
- Annual Mean Wage = \$28,630
 - 10th Percentile - \$22,630
 - 90th Percentile - \$38,150

BLS: Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly wage published, the annual wage has been directly calculated from the reported survey data.

Camp Pendleton, San Diego and Miramar CY Program Wages for 2019

<u>PAY BAND</u>	<u>PAY RANGE</u>	
	Minimum	Maximum
CY-I	\$13.22 \$27,585	\$18.75 per hour or \$39,128 per annum
CY-II	\$16.19 \$33,788	\$23.55 per hour or \$49,140 per annum

HAWAII

State of Hawaii Childcare Workers

- Hourly Mean Wage = \$12.54
- Annual Mean Wage = \$26,090
 - 10th Percentile - \$21,010
 - 90th Percentile - \$33,450

MCB Hawaii CY Program Wages for 2019

<u>PAY BAND</u>	<u>PAY RANGE</u>	
	Minimum	Maximum
CY-I	\$12.21 \$25,482	\$17.32 per hour or \$36,145 per annum
CY-II	\$14.96 \$31,212	\$21.75 per hour or \$45,393 per annum

VIRGINIA

State of Virginia Childcare Workers

- Hourly Mean Wage = \$11.83
- Annual Mean Wage = \$24,620
 - 10th Percentile - \$16,920
 - 90th Percentile - \$36,920

MCB Quantico CY Program Wages

<u>PAY BAND</u>	<u>PAY RANGE</u>	
	Minimum	Maximum
CY-I	\$13.27 \$27,696	\$18.82 per hour or \$39,286 per annum
CY-II	\$16.26 \$33,925	\$23.64 per hour or \$49,338 per annum

**AF Response to
Follow-Up RFI #5 from June 2019 DACOWITS QBM**

RFI 5 – Childcare Resources:

i. **Military Services:** The Committee noted from the Services’ briefings that the biggest constraint in military childcare is a capacity shortfall, with having/maintaining qualified staff as the secondary issue. Request each Service provide an update on what initiatives are underway in the areas of minor construction and MILCON to mitigate the capacity concerns. Additionally, the Committee requests information on initiatives underway to attract and maintain qualified caregivers (e.g., salary/benefits compared to the civilian sector—including how variances in geographic competitive data for high cost-of-living areas vs. other areas are accommodated).

A study is underway to assess the Air Force’s ability to meet the child care needs of Airmen and their families. Current child care capacity and program shortfalls are under review. The study will address child care staffing, facility conditions, funding challenges, and military construction requirements.

SUBJ: DACOWITS *FOLLOW-UP QUESTIONS* - JUNE QBM

FROM: Dependent Care Specialist (Acting), Office of Work-Life (CG-1111)

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-127)

RFI 5 – Childcare Resources:

Military Services: The Committee noted from the Services’ briefings that the biggest constraint in military childcare is a capacity shortfall, with having/maintaining qualified staff as the secondary issue. Request each Service provide an update on what initiatives are underway in the areas of minor construction and MILCON to mitigate the capacity concerns. Additionally, the Committee requests information on initiatives underway to attract and maintain qualified caregivers (e.g., salary/benefits compared to the civilian sector—including how variances in geographic competitive data for high cost-of-living areas vs. other areas are accommodated).

CG Response:

RFI 5 – Childcare Resources:

Currently, there are no construction projects to address capacity concerns. Caregivers are paid through the NAF pay band system which gives the local center staff the ability to increase pay to attract or retain employees. There is NAF portability of pay and benefits that allows staff to move from a GS-to-NAF or NAF-to-GS positions which allows them to retain their pay and benefits.