

# MI Tri-Share CHILD CARE

## **Program Overview for Employers – Northwest Lower Michigan**

The overall purpose of Tri-Share pilot program is to improve affordability, access and quality of child care through implementing a model by which the state, the employer, and the employee can share equal responsibility for child care by contributing one-third of the total cost. It's believed that offering this benefit to employees will improve the ability of employers to attract and retain talent thereby fueling economic impact and growth.

The program is being offered by the State of Michigan through the Michigan Women's Commission. Three communities in Michigan were awarded grant funds to offer the pilot phase which will end March 15, 2022. An extension of the program may be considered. In Northwest Lower Michigan, the program is being administered by United Way of Northwest Michigan ("United Way") in partnership with the Great Start Collaborative of Traverse Bay and 5toONE.

A key benefit of the program will be dedicated access to the Great Start to Quality Northwest Resource Center ("the Resource Center") staff who will actively help employees who do not have child care find care that meets their needs. In addition, through 5toONE employees will have access to an array of supports and learning opportunities around parenting and child development.

Eligible employers must be located in Antrim, Benzie, Grand Traverse, Kalkaska or Leelanau counties. There is no residency requirement for employees or child care providers.

Eligible employees will have household income between 150% and 250% of the Federal Poverty Level relative to the number of individuals in the household (see schedule at the end of this document). Participating employees cannot be eligible for the Child Development and Care Program (commonly called the child care subsidy).

Employee eligibility will be determined using the following process:

- Employees of participating employers will sign up at [www.5toONE.org](http://www.5toONE.org) and provide information about household composition (adults and children), annual salary of the employee and a spouse/partner and current child care status
- 5toONE will provide employers with a list of employees who have signed up along with the self-reported salary/wages that the employee reported; it is anticipated this will be done on a weekly basis for new signups
- Employers will confirm based on two prior pay stubs that the employee salary information as submitted is accurate
- Eligibility will be determined once over the course of the pilot program, i.e. if employees receive an increase in salary/wages, they will not need to report the change
- Verification of the self-reported income of a spouse/partner may be conducted



Funds may be used for any licensed child care provided to children age 0-17, including but not limited to preschool, child care, before and after school care and summer programs.

**Employer Requirements and Considerations**

- Employers participating in the program will make the program available to one or more employees with dependent children between 0 and 17 years old
- Employers agree to review and confirm or correct employee salary information to determine employee eligibility
- Employers agree to cover 33.33% of the cost of child care for eligible employees and will create a new employee benefit to allow for this payment
- Ideally, employers will set up the employee payment using payroll deduction; then on a periodic basis, employers will provide payment to United Way via ACH for 2/3 of the cost of child care (employer and employee portion); United Way will then provide full payment to providers and will submit to the State of Michigan for reimbursement
- If a participating employee changes child care providers over the course of the pilot phase, employers will accommodate changes in payment arrangements within the terms established for the benefit

**United Way of Northwest Michigan Requirements and Considerations**

- United Way will serve as the “facilitator hub” for the program
- If an eligible employee has an existing child care provider when enrolling, a program representative will contact the child care and enroll the provider
- If an eligible employee does NOT have child care, a program representative will coordinate with the Resource Center to make a good faith effort to find a provider who meets the employee’s needs
- United Way will enroll as many eligible employees as possible to be able to access up to \$300,000 in State of Michigan funds over the course of the pilot program; United Way may cap program enrollment if adding additional employees could exceed the amount of this grant

Questions may be directed to Woody Smith ([ssmith@avenueisr.com](mailto:ssmith@avenueisr.com) or 231-883-2835) who is serving as Employer Liaison throughout the pilot program.

***Federal Poverty Level (FPL) Guidelines 2021***

<b>Household Size</b>	<b>150% of FPL</b>	<b>250% of FPL</b>
2 people	\$26,130	\$43,550
3 people	\$32,940	\$54,900
4 people	\$39,750	\$66,250
5 people	\$46,560	\$77,600
6 people	\$53,370	\$88,950
7 people	\$60,180	\$100,300
8 people	\$66,990	\$111,650

