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DoD-MAKING A DIFFERENCE IN CHILD CARE



Lessons learned while building the MILITARY CHILD DEVELOPMENT SYSTEM



Department of Defense



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Department of Defense Child Care System

The Department of Defense (DoD) Child Care System is the largest employer sponsored program in the country serving over 200,000 children (ages birth -12) daily. It includes child development centers, family child care homes, school-age care programs, and information and referral services. Through these delivery systems DoD offers full-day, part-day, and hourly child care, part-day preschools, before and after school programs for school-age children, and extended hour care which includes nights, weekends, and care for shift workers. There are approximately 1.29 million children (ages birth to 12) of active-duty personnel. Based on this number and a projected military force of 1.4 million, DoD needs 297,635 spaces. DoD's goal is to provide at least one affordable child care option for every member who needs it. As of 1996, there were 166,322 spaces.

- **CHILD DEVELOPMENT CENTERS** at over 300 locations provide care for children 6 weeks to 12 years of age. Most child care facilities operate between the hours of 6:00 a.m. and 6:30 p.m., Monday - Friday. Over the past 15 years the Services have tested 24-hour care in centers. The results repeatedly show low usage and exorbitant costs. Because the mission can require unusual hours including shift work, nights, and weekends, DoD has developed an extensive network of Family Child Care Homes to provide this care.
- **FAMILY CHILD CARE (FCC)** programs consist of in-home care provided by certified providers living in government-owned or -leased housing. There are 9,793 licensed and trained FCC providers. Families rely upon FCC to provide night, weekend, and unusual hours care. To ensure comparable quality of care, FCC programs are inspected in the same manner as the center programs. All providers have completed background checks, and receive a comparable amount of training as those working in the centers.
- **SCHOOL-AGE CARE PROGRAMS (SAC)** are offered for children (ages 6 to 12 years) before and after school, during holidays, and summer vacations. This need is the last to be addressed and these programs are experiencing growing pains. A 1995 SecDef budget initiative and the subsequent QoL initiative funded over 20,000 new SAC spaces. DoD policies encourage use of youth centers and other suitable facilities for SAC rather than take child development center space. The DODI 6060.3, "School-Age Care Program Instruction," December 19, 1996 was published February 1997.
- **RESOURCE AND REFERRAL (R&R) PROGRAMS** for on-base programs are available at most military bases. Additionally, many offer referrals to child care in the local community. Since it is impossible to meet 100% of the need on the installation, R&R services are critical to our ability to refer families to quality child care off the base when care is unavailable on base.



Department of Defense Funding for Military Child Development Program

BACKGROUND: Military Child Development Program has three major components: Child Development Centers (CDC), Family Child Care (FCC) homes and School-age Care (SAC) programs. Through this system, the Military Services provide over 166,000 child care spaces. Although each program component receives appropriated funds budgeted annually at the installation level, the amount and type of support varies depending on the component. While all parents pay for child care, the fees depend on the setting.

CHILD DEVELOPMENT CENTER PROGRAMS:

- The Military Child Care Act of 1989 established a policy which requires DoD to ensure appropriated funds available to centers are at least equal to the amount raised in parent fees.
- Parents fees for child care are based on total family income not the age of the child. Fees paid by parents to CDC's and SAC programs are called "non-appropriated funds" and are used to pay the wages of those personnel (child caregivers) who care directly for children.
- All other expenses including some caregiver wages are paid by appropriated funds. These funds go directly to the program to support training, administration, equipment and supplies and food service. Maintenance and utilities are paid with appropriated funds. Construction of new CDC's are paid from military construction funds - also appropriated funds.
- Child care fee ranges are set annually by the Secretary of Defense's office for all military CDC's. Installations are given five income categories and corresponding fee ranges from which to determine their local fees. The average weekly fee paid for child care in a military center in 1996 was \$65. Fees range from a low end of \$37 to a high of \$98 per week for 1997-98.

Family Child Care: FCC providers reside in government housing on Federal property. All costs of administration, oversight and training of FCC providers are paid with appropriated funds. These functions are viewed as an appropriated fund expense because they are conducted in the best interest of the government. In addition, appropriated funds are used to provide on an "on loan" basis certain materials, supplies and safety equipment through lending libraries. Collectively, these are considered "indirect" support.

FCC providers are viewed as private contractors and as such, negotiate all fees directly with the parent except when the providers are receiving direct cash subsidies from the government. The Military Child Care Act of 1989 authorized but did not mandate the use of appropriated funds to directly subsidize FCC providers. The goal was to provide assistance to providers so that care provided is at a cost comparable to military centers. The use of this subsidy authority varies widely from base to base.

School-age Care: SAC programs are funded similar to the CDC's with a mix of parent fees and appropriated funds. A change in DoD policy now requires graduated fees based on total family income. This new policy will go into effect in 1998.

Total Appropriated Fund Budget for all Child Care Programs for Fiscal Year 1997 is 273M.

September 1997



Department of Defense Child Development Center Fee Policy

BACKGROUND:

- The Military Child Care Act of 1989 required DoD to prescribe uniform fees for Military Child Development Centers. Fees must be based on total family income and includes basic subsistence and quarters allowances. The policy applies to children who regularly attend. The Act also required a dollar for dollar match of appropriated funds to parent fees collected.
- The first DoD fee policy was issued in 1990 and consisted of four income categories. Today, there are five income categories with corresponding fee ranges. The fee ranges for 1998 are:

<u>Category</u>	<u>Family Income</u>	<u>Weekly Fee Per Child</u>	<u>High Cost Range</u> <u>(optional)</u>
I	\$0 - 23,000	\$37 - 50	\$42 - 52
II	\$23,001 - 34,000	\$47 - 60	\$52 - 64
III	\$34,001 - 44,000	\$57 - 72	\$63 - 77
IV	\$44,001 - 55,000	\$70 - 82	\$76 - 88
V	\$55,000 +	\$83 - 94	\$87 - 98

- For the past two years, fee increases have been tied to the inflation rate submitted in the President's budget.
- Commanders set their installation fees within these ranges. Commanders have the authority to offer a 20 percent fee discount for each additional child from the same family. Commanders may also grant hardship waivers for families in financial need.
- Last year, the average DoD weekly fee was \$65. This fee included up to 11 hours of care and United States Department of Agriculture approved meals (breakfast, lunch and two snacks). Nationally, the average weekly fee for comparable center care ranges from \$100 for infant care to \$85 for pre-school age care. ("Cost, Quality and Child Care Outcomes in Child Care Centers Study," University of Colorado at Denver, CO June 1995).



Department of Defense Military Child Development Program National Accreditation

BACKGROUND: The Military Child Care Act (MCCA) of 1989 required DoD to conduct a program to require 50 military child development centers meet standards necessary for accreditation by an appropriate national early childhood program accrediting body and achieve accreditation. The 50 accredited centers were to serve as "demonstration programs" from which other non-accredited centers could learn about best practices. DoD identified the standards established by the National Academy of Early Childhood Programs as the accrediting standards DoD centers would meet. These standards were developed in 1985 and are recognized nationally as standards of excellence in programs for young children. By the end of 1992, 55 DoD child development centers were accredited by the National Association for the Education of Young Children (NAEYC).

The Rand Corporation conducted a study on accreditation for DoD, entitled "Examining the Effects Accreditation on Military Child Development Operation and Outcomes," published 1994. The study affirmed that accreditation improved the quality of care and child outcomes. Increased parent communication and staff morale were also cited as benefits of accreditation.

CURRENT STATUS: The 1996 Defense Authorization Act which codified the Military Child Care Act of 1989, required **all** eligible military centers meet standards necessary for accreditation. Currently over 75 percent of all eligible military centers have achieved accreditation from NAEYC as compared to the national average of 5 percent.

ACCREDITATION RATE BY MILITARY SERVICE:

<u>Service</u>	<u>Eligible Centers</u>	<u>Accredited Centers</u>	<u>Percent Accredited</u>
Air Force	145	145	100%
Army	154	126	82%
Navy	135	68	42%
<u>Marine Corps</u>	<u>31</u>	<u>14</u>	<u>45%</u>
DoD TOTAL	466	353	76%

The remaining 113 centers are in the required self-study process, waiting for a validation visit or the results of their validation visit from NAEYC.



Prevention of Child Abuse In Military Child Care Programs

BACKGROUND: Within DoD the Family Advocacy Program (FAP) has the primary responsibility for addressing child physical and child sexual abuse and neglect. The goal is to prevent abuse whenever possible, recognize where it exists, and provide treatment as appropriate. There is FAP at each installation that provides training and resources to Child Development Program staff, family child care (FCC) providers and families.

A series of highly publicized child sexual abuse cases in military child development centers during the mid - 80's resulted in Congressional hearings during the summer of 1989. As a result of these hearings DoD implemented changes in child development program child abuse prevention and oversight.

STATUS: DoD takes allegations of child abuse seriously. Depending upon the jurisdiction (federal or state) all child abuse allegations are thoroughly investigated by military and/or civilian authorities. DoD policy establishes procedures for background checks, management and training practices which include:

Background Check Requirements:

- Background checks meet the requirements of 1990 Crime Control Act and are conducted prior to hire; FBI fingerprint check; state criminal history repository check, installation record checks; DoD central registry of Child and Spouse Abuse check.
- All FCC providers and family members have background clearances.

Management Practices:

- Facilities are designed for maximum supervision, e.g., vision panels in all classrooms, video monitoring equipment, alarms on exterior doors.
- All visitors must sign in- and out-, wear visitor badges and are escorted while in the facility.
- Strict enforcement of adult:child ratios which ensures children are supervised at all times.
- Observations of staff working with children.
- Monthly unannounced visits to family child care homes;
- Strict parent sign in-and out procedures.
- An open door policy for all parents.
- A DoD-wide 1-800 Child Abuse and Safety Violation Hotline - all allegations are thoroughly investigate in a timely and confidential manner.

Training:

- Mandatory annual training for staff and FCC providers in child abuse identification, reporting and prevention procedures, guidance, and how to appropriately touch a child.



Department of Defense Child Development Program Lessons Learned

Background: Military child care programs have improved dramatically over the last ten years and have attained a well-deserved reputation for being on the cutting edge of child care in America. During this time, DoD management and policy makers have learned a lot about what makes a difference in the day to day lives of children. The military's holistic and systemic approach to meeting the needs of military families especially those with very young children stands out as a model for state and local agencies. DoD is committed to providing quality, affordable options for families. Five factors have contributed to the military success story.

- First among five elements is a recognition that quality costs more than most parents can afford to pay. The DoD is committed to a prescribed level of funding for all Child Development Programs. In military centers, there is a dollar for dollar match of appropriated funds to parent fees. In family child care programs we provide indirect financial support through equipment lending libraries, low or no cost insurance options and training. In many instances we provide direct cash subsidies as incentives for family child care providers to care for infants. Funds allow both centers and homes to provide stimulating environments that are staffed with trained personnel and appropriately equipped.
- The second element of quality is strict oversight of all programs, and adherence to standards. There are comprehensive unannounced inspections for all facilities and programs with a mandatory correction of deficiencies within 90 days. Non-compliance can, and has, resulted in closure. As a result, facilities and programs are in good repair, and there is high quality, institutional grade equipment that contributes to the cognitive development of children.
- The third and perhaps most critical element directly linked to program quality is the wage and benefits package that contribute to low staff turnover. Military caregiver wages and benefits average approximately \$10 per hour compared to the minimum wages in the civilian community. While most civilian child care employers offer few or no benefits to direct care staff, military staff have a full range of benefits. Because of low turnover children have the continuity of care so vital to their healthy development.
- Fourth and related directly to quality, is training. Training is tied to wages, and an "up-or-out" personnel policy requiring the completion of training programs. All training is competency based and caregivers not performing appropriately are not retained.
- Finally, the commitment for all military child development centers to meet national accreditation standards has provided an outside evaluation previously missing. The combination of the DoD certification and the national accreditation provides a comprehensive review of all center programs.

By sharing the "the military experience" DoD can provide unique expertise to state and local governments seeking to improve the quality of child care. As a result parents and children not associated with the Military can benefit from these systems and "lessons learned". As noted in the 1992 Congressional Record *"the precedent was set for the military to be the national agent of change in child care, as it has been in areas such as integration and drug interdiction."*

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Department of Defense Questions and Answers on the Military Child Care Program

QUESTION: How large is the Military Child Development Program?

ANSWER: DoD has the largest employee sponsored child care program in the country serving over 200,000 children (birth - 12 years of age) daily. The program consists of child development centers, family child care homes, school-age care programs and information and referral services. Through these delivery systems DoD offers full-day, part-day and hourly care, before-and after school programs and extended hour care for nights, weekends and shift work. Our active duty members are parents to 1.29M children. Generally military parents are young, often far from home, and without the support of families and neighbors. Child care for infants and toddlers is hard to find and expensive. Because 65% of military spouses are in the work force, quality, affordable child care is an economic necessity and quality of life issue for military families. By providing child care we help military families balance the competing demands of the family, accomplish the military mission, and improve the economic viability of the family.

QUESTION: Describe the history of Military Child Development Programs.

ANSWER: Military Child Development Programs evolved from on-post drop-in "nurseries", operated by private organizations which provided hourly care for volunteers and during social events such as teas and luncheons. The nurseries were often housed in the least desirable facilities on base and received little, if any financial or logistical support from the installation. Low parents fees were the primary source of funding. Many "nurseries" were located in converted stables, quonset huts, basements and attics.

In 1988, a series of Congressional hearings were held on military child care programs. The hearings led to the enactment of the Military Child Care Act (MCCA) of 1989. The MCCA had a far reaching impact on military child care and the early childhood profession. For example, early childhood professionals had been struggling with the issue of low pay of child care workers. Military caregivers, like their civilian private-sector counterparts, received minimum wage and few benefits. They left child care jobs as soon as they could with overseas areas having as high as 300% annual turnover.

The MCCA tasked DOD to test the effects of improved caregiver wages tied to successful training and performance. The test was successful and led to DoD becoming the leader in child care compensation.

In 1992, the House Armed Services Committee stated in the Congressional Record its goal that military child care be on the "leading edge of child care in America."

The quality of child development programs has steadily improved over the years. Over three quarters of the eligible DoD child development centers are nationally accredited and the remainder are going through the accreditation process.

QUESTION: Does the Military Child Care Program meet DoD's child care needs?

ANSWER: We currently have child development programs at over 300 locations with 811 child development centers and 9,793 family child care homes. We are meeting 56% of the need with 166,322 spaces; there is a need for 297,635 spaces. Our goal is to meet 65% of the need by 1998 and 80% by 2005.

QUESTION: Is child care an entitlement?

ANSWER: DoD Child care is not an entitlement. We strongly believe child care is a work force issue and priority for child care is given to working families. But even for these families military child care is not always available. The demand is high and spaces are limited. Through our information and referral services we make every effort to help families locate at least one affordable child care option.

QUESTION: Who is eligible to use the program?

ANSWER: Our eligible patrons are: active duty members and DoD civilian personnel, reservists on active duty and DoD contractors. Each installation commander is responsible for establishing a priority system when space is limited.

QUESTION: Isn't the Military Child Care Program competing with civilian child care programs?

ANSWER: There is a critical shortage of affordable quality child care, especially for infants and toddlers. With the current welfare to work legislation States are being required to quickly expand child care services. We believe we have valuable experiences and "lessons learned" to share with the civilian sector that will help them expand the availability and improve the quality of care for our Nation's children.

QUESTION: Why aren't your programs state licensed?

ANSWER: In many cases states lack jurisdiction on federal property. In lieu of State licensing, military programs follow DoD and Service standards to provide continuity of care around the world. Military members need similar programs wherever they go, and State standards vary dramatically from State to State, making oversight and program accountability difficult. State

standards do not exist in many countries where military child care is provided. Military standards are based on and represent the median of State standards.

QUESTION: Are military child care standards higher than state standards?

ANSWER: DoD standards are neither high nor low but represent a “middle ground” or median standard relative to state standards.

QUESTION: Do you support family child care as well as you support center-based care?

ANSWER: Department of Defense fully supports Family Child Care (FCC). FCC is a full partner in military child care. Providers receive comparable training. The same inspection process is used to inspect both programs. Parents and the military appreciate that FCC is a flexible system that can easily accommodate specialized child care needs such as infant/toddler care, extended hours, overnight, special needs, and mildly ill care. We also support FCC providers through indirect subsidies which support lending libraries, training, technical assistance, referrals, and insurance costs. In some cases we provide direct cash subsidies to providers who provide specialized child care needed by the installation, e.g., infant/toddler care.

QUESTION: How do you ensure quality in FCC homes?

ANSWER: More than a third (35%) of care in DoD Child Development Programs is in certified Family Child Care Homes. Family Child Care provides flexibility of program and hours of operation that meet the needs of service members who have shift work, extended hours, and temporary duty away from their home station. FCC homes and providers are screened prior to certification and are trained in the same way as are caregivers in child development centers. Additionally, FCC homes are monitored for compliance with standards and receive the same unannounced inspections as centers.

QUESTION: How much do parents pay for child care?

ANSWER: The MCCA required DoD to establish a uniform fees based on family income. Patrons who use DoD child development programs pay for services. Last year the average weekly fee was \$65 per week. Parent fees account for approximately 50% of the cost of child care.

QUESTION: If the parents only pay half of the cost of care, where does the rest come from?

ANSWER: The other 50% of child care costs is paid for with appropriated funds authorized by Congress.

QUESTION: How much does your program cost taxpayers?

ANSWER: The Department of Defense views child care as a work force issue that is critical to the overall accomplishment of the military mission. All DoD families pay for child care. We offer sliding scale fees based on total family income. Depending upon their income category, in SY 97-98 families pay between \$37-94 per week, last year the average weekly fee was \$65. The cost of DoD child care is a shared expense between military parents and the government, with each paying approximately half of the cost for care. The mobile military life style can be stressful for young families, on the average military families move every 2.9 years. They do not have the stability of neighbors or family near by to help them with child care responsibilities. Increased deployments and separations make military life very demanding. By providing quality child care we are helping military members balance the competing demands of the military mission and their family responsibilities. We strongly believe this contributes to readiness and the retention of a highly skilled work force.

QUESTION: What is DoD's Curriculum Philosophy?

ANSWER: The DoD views quality, developmentally appropriate early childhood programs as a top quality of life priority. The DoD has supported a developmental approach to early childhood programs for over 15 years and subscribes to the guidelines in the National Association for the Education of Young Children (NAEYC) publication Developmentally Appropriate Practices for Early Childhood Programs. DoD recognizes the importance of experiences during the earliest years. All programs offered to children under three are both individually and age-appropriate to meet each child's development and growth.

QUESTION: All the recent research indicates a need for a careful look at programs for children 0-3. What is the military doing to ensure quality in infant/toddler programs.

ANSWER: Since infant and toddlers comprise over 40% of all children served in military child development programs, quality infant/toddler programs are imperative. There are standards for infant/toddler programs that are based on a sound understanding of infant/toddler needs. It is a requirement that when infants and toddlers are awake, they are out of cribs and interacting with the caregiving staff. Environments are stimulating and based on infant needs. Feeding and sleeping schedules are based on infants' demand. Caregivers read, sing and talk to infants regularly during routines such as when they are being changed, fed, rocked and permitted to crawl around specially designed padded indoor and outdoor play areas. There are DoD infant/toddler training modules from which caregivers learn appropriate activities and interaction with our youngest children. Staff-to-child interactions are observed regularly by Training and Curriculum Specialists who are the "quality assurance" staff in military programs.

QUESTION: Why did you decide to require national accreditation of the military child care centers? How many are currently accredited?

ANSWER: In the 1996 Defense Authorization Act, Congress codified the Military Child Care Act (MCCA), and required that all programs meet the standards of accreditation. The 1989 MCCA required DoD to demonstrate the effect of accreditation on 50 military child care programs. The Rand Corporation studied the effect of accreditation on the quality of these programs, and contrasted these programs with those who were not accredited. In its published report, Rand pointed to accreditation's having positive effects on the quality of the program. Currently, 76% of military child development centers are accredited.

QUESTION: How do your staff salaries compare to those in civilian programs?

ANSWER: Our caregivers start at approximately \$6.50 per hour and increase progressively to \$9 per hour, as they complete training and demonstrate competency. The \$7 per hour pay scale was the quoted in the 1988 National Child Care Staffing Study as the hourly rate at which more staff was retained. The study noted that, when paid at a lower rate, 77% of caregivers left for higher salaries. The Staffing Study also found that higher staff salaries were associated with better quality child care centers. Since implementing our wage and benefits plan, our staff turnover has significantly decreased. In 1996, the annual rate was 30% compared to, as high as, 300% ten years ago.

QUESTION: What are the educational/training/experience requirements for Military Child Development Program staff?

ANSWER: Our management staff, which include child development center directors, family child care directors and other program directors are required to have a bachelors degree or equivalent. In lieu of degreed teachers in every classroom, each military Child Development Program has a professional early childhood educator called a Training & Curriculum (T&C) Specialist. The T&C Specialists provide training to staff and providers. The T&C Specialists also develop curriculum, model developmentally appropriate practices, and coach staff while they are learning to implement good caregiving techniques. Additionally, they assist caregivers working toward the nationally recognized Child Development Award (CDA) credential. Caregiving staff and providers receive orientation training before caring for children, and 24 hours of training within the first 18 months on the job. They also receive annual ongoing training.

QUESTION: How does the Military Child Care training program differ from other programs in the country?

ANSWER: One of the unique aspect of the military child care training programs is that it is directly linked to wages and promotion - in other words - we have an "up or out" policy which

requires completion of "competency-based" training for all child caregivers who work directly with children. The training (regardless of setting) is based on the Child Development Associate Credential competencies and 13 functional areas. Since completion of training results in a pay increase, there is a real incentive to complete training.

QUESTION: Are your training materials available to those outside of DoD? The taxpayers paid for them.

ANSWER: A major effort is underway to make Military Child Care Program information and materials available and accessible. This effort includes: the expansion of the existing DoD Office of Family Policy website at <<http://dticaw.dtic.mil/mapsite/>> to include a variety of information and training documents, the establishment of the DoD Child Care Program Clearinghouse with toll-free access at 1-888-237-3040, and the development and publication of a comprehensive bibliography which will include how and where to obtain the 13 module program we use to train our providers.

QUESTION: Given the ongoing concern about terrorist activity, how safe are military child care programs?

ANSWER: This is a very important issue. We consider safety the key element in the planning, design, location, and operation of our child care program. Our physical plant and playground designs meet or exceed all federal requirements. Our centers are almost exclusively operated in their own separate building. Our personnel are required to meet federal and DoD background check requirements, and our personnel training program emphasizes child safety in all aspects of care.

QUESTION: How many child abuse cases have you had?

ANSWER: Just like the private sector we too, have had child abuse cases. We take allegations of child abuse very seriously. Depending upon the jurisdiction (Federal or State) all child abuse allegations are thoroughly investigated by military and/or civilian authorities. To minimize the risk of child abuse in our program we have implemented strong management practices which include:

- extensive background checks and screening procedures which are conducted on all staff and family child care (FCC) providers (and provider family members over the age of 12) prior to caring for children;
- facilities designed for maximum supervision, e.g., view panels in all classrooms, video monitoring equipment;
- enforcement of adult-to-child ratios to ensure children are supervised at all times;
- observation of caregivers and providers working with children;
- field trip procedures;

- monthly unannounced visits in family child care homes;
- parents signing their children in- and out- of the center or home daily;
- training for staff and FCC providers in child abuse identification, reporting and prevention procedures, training is updated annually;
- training for staff and FCC providers in positive guidance techniques and appropriate ways to touch a child;
- an open door policy - parents are always welcome;
- a DoD-wide 1-800 Child Abuse and Safety Violation Hotline

QUESTION: What supports the notion that Military Child Care Programs are better?

ANSWER: Military care programs are nationally recognized as models by early childhood advocates and professional organizations.

- Dr. Shirlee Sveska, principal investigator of the GAO study on military child care stated *"Military child care has undergone extraordinary changes over the last 15 years. I believe we have witnessed here a fundamental revision of attitudes about the communities responsibility for children. We have seen with this experience that widespread change and large-scale action is possible in a relatively short period of time when there is informed and committed leadership willing and ready to invest resources to make a difference in the lives of children."*
- Publications such as *Working Mother* have held up military programs as being model programs.
- A ground-breaking April 1994 Carnegie Corporation Report, *Starting Points --Meeting the Needs of Our Youngest Children*, followed by a subsequent report in 1996, *Years of Promise, mise*, pointed to military child care programs as models.
- In a cover story in *Frankly Speaking*, a publication of the University of North Carolina at Chapel Hill the author, Thelma Harms stated: *"State government, which is responsible for child care facilities, keeps the regulation of family child care to a minimum...in contrast (DoD) has developed a family child care system that far exceeds the civilian sector in its level of support and expectations of quality of care. For the past 15 years, (DoD) has been improving its child care standards...and expanding support to family child care homes in an effort to deliver high quality child care to ...families. (DoD) has undoubtedly become a prime example of employer commitment to quality child care."*
- Helen Blank- Director, Child Care Division, Department of Programs and Policy, Children's Defense Fund says: *"Most of my speeches refer to the military child care system as a model that should be emulated in every state in this country. I believe that their child care system - which not only recognizes that children need good care, but also that such care cannot be provided without a sound structure that recognizes that the skills and compensation of a*

child's caregiver is central to their development - should be replicated and funded in every state. The military not only focuses on ensuring that child care is available and affordable to its families but also ensures that each child will get a supportive and nurturing child care experience. It is fortunate for military families but unfortunate for civilians that the best chance a family has to be guaranteed of affordable and high quality care in this country is to join the military."

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THE SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000



AUG 27 1997

Honorable Albert J. Gore, Jr.
President of the Senate.
Washington, D. C. 20510

Dear Mr. President:

In section 1043 of the Fiscal Year 1997 National Defense Authorization Act, Congress commended the Department of Defense (DoD) for its successful implementation of the Military Child Care Act of 1989. The Congress acknowledged improvements in the availability, quality and affordability of DoD child-care for military families, and noted that affordable, quality child-care enhances parents' ability to perform their jobs effectively and contributes to the retention of military members.

In conjunction with our efforts to improve military child-care, Congress has requested that we share our best practices with Federal, state and local agencies, as well as with businesses, by forming partnerships. The goal of these partnerships would be to foster an exchange of ideas by sharing materials, expertise and information. The enclosed report details the Department's efforts to form partnerships to share our child-care model with the civilian sector. Initiatives we are taking to improve our Child Development Program are also included in the report.

The Department is proud of its Child Development Program and is eager to build its partnerships with the civilian sector to improve child-care for our Nation's children. Your interest and support of our Child Development Program is appreciated.

Sincerely,

Enclosure:
As stated

U14625 / 97





THE SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000



AUG 27 1997

Honorable Newt Gingrich
Speaker of the House of Representatives
Washington, DC 20515

Dear Mr. Speaker:

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Sincerely,

Enclosure:
As stated



U14625 / 97



THE SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000



Honorable Strom Thurmond
Chairman
Committee on Armed Services
United States Senate
Washington, D. C. 20510-4001

Dear Mr. Chairman:

In section 1043 of the Fiscal Year 1997 National Defense Authorization Act, Congress commended the Department of Defense (DoD) for its successful implementation of the Military Child Care Act of 1989. The Congress acknowledged improvements in the availability, quality and affordability of DoD child-care for military families, and noted that affordable, quality child-care enhances parents' ability to perform their jobs effectively and contributes to the retention of military members.

In conjunction with our efforts to improve military child-care, Congress has requested that we share our best practices with Federal, state and local agencies, as well as with businesses, by forming partnerships. The goal of these partnerships would be to foster an exchange of ideas by sharing materials, expertise and information. The enclosed report details the Department's efforts to form partnerships to share our child-care model with the civilian sector. Initiatives we are taking to improve our Child Development Program are also included in the report.

The Department is proud of its Child Development Program and is eager to build its partnerships with the civilian sector to improve child-care for our Nation's children. Your interest and support of our Child Development Program is appreciated.

Sincerely,

Enclosure:
As stated

cc:
Honorable Carl Levin
Ranking Member



U14625 / 97



THE SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000



AUG 27 1997

Honorable Floyd D. Spence
Chairman
Committee on National Security
House of Representatives
Washington, D. C. 20515-4002

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Sincerely,

Enclosure:
As stated

cc:
Honorable Ronald V. Dellums
Ranking Member



U14625 / 97



Department of Defense

*“Military-Civilian
Child-Care
Partnerships”*

Report to Congress

*Pursuant to the Fiscal Year 1997
National Defense
Authorization Act
Public Law (104-201)*



Department of Defense

***“Military-Civilian Child-Care
Partnerships”***

- I. Overview of DoD Child Development Program
- II. DoD Initiatives
- III. Military Services Initiatives
- IV. Individual Program Efforts
 - a. Head Start Program
 - b. National Accreditation
 - c. School-Age Care Initiatives
 - d. Early Intervention/Special Needs Programs
 - e. Training and Internship Programs
 - f. Resource and Referral Programs/Networks
 - g. Early Childhood Organizations/Networks
 - h. Innovative Collaborations
- V. Recommendations

I. Overview of DoD Child Development Program and Delivery Systems

The Department of Defense is proud of the child-care services we provide. On a daily basis, we care for over 200,000 children in centers, family child-care homes and school-age care programs. Our program has been heralded by Congress as a model for the Nation. In the Fiscal Year 1997 National Defense Authorization Act, Congress congratulated DoD on the successful implementation of the Military Child Care Act (MCCA) of 1989 and encouraged us to share our expertise with the private sector by forming partnerships to foster the exchange of ideas, information and materials. This report details the Military Services' efforts over the last six months to share its expertise with civilian child-care providers by: mentoring local centers pursuing accreditation; opening our parent and family workshops to the civilian community; and offering internships in our programs to broaden the base of quality child-care in communities surrounding military installations.

DoD Child Development Program

The DoD child-care system is the largest "employer-sponsored" program in the country. Our Child Development Program assists DoD personnel in balancing the competing demands of family life and job requirements, while improving the economic viability of the family.

The Military Child Care Act of 1989, required much closer oversight of the entire Child Development Program. The Act sought to improve the quality, availability and cost of child-care for military families. Changes were made to funding and staffing requirements, fee policy, child abuse prevention efforts and inspection procedures. Since the passage of the Military Child Care Act of 1989, DoD child-care initiatives have focused on improving the quality while increasing the availability and affordability of care.

DoD child-care options include: Child Development Centers (CDC), Family Child-Care homes (FCC), school-age care programs, and information and referral services. Through these delivery systems, DoD offers: full-day, part-day, hourly care, part-day pre-schools and school-age programs. Extended care is available in family child-care homes for nights, weekends, and shift-work hours. Every effort is made to assist families in finding at least one affordable child-care option located either on or off the military installation.

Child Development Centers

Child Development Centers at over 300 locations provide care for children from ages six weeks through 12 years. Most child-care centers operate between the hours of 6:00 a.m. and 6:30 p.m., Monday through Friday. All staff undergo background checks and receive 24 hours of training annually. Centers are inspected quarterly by fire, safety

and health officials, and by program proponents. An annual inspection is also conducted by major command or Service headquarters staff.

Family Child Care

Family Child-Care (FCC) programs consist of in-home care by certified providers living in government-owned or leased housing. There are over 9,700 licensed and trained FCC providers. Families rely upon FCC to provide night, weekend, and extended hour care. To ensure comparability of care, the FCC program is inspected in the same manner as center programs.

School-Age Care Programs (SAC)

School-age care is offered for children ages six through 12 years before and after school, during holidays, and summer vacation. A 1995 Secretary of Defense budget initiative funded over 20,000 new SAC spaces.

Resource and Referral (R&R) Programs

Resource and Referral Programs are available at most bases. Many offer referrals for child-care in the local community, as well as, on-base programs. It is impossible to meet all child-care needs on-base, therefore, R&R services are critical in referring families to quality off-base child-care.

Quality

Currently, 75 percent of our eligible Child Development Centers are accredited by the National Academy for Early Childhood Programs; as compared to the national rate of 5 percent. All center staff and FCC providers complete a competency training program based on the nationally recognized, Child Development Award Credential. Caregivers and providers work through 13 training modules with a trainer at their own pace. The trainer provides technical assistance through small group practice sessions and role modeling. Caregivers and providers who successfully complete the training modules eventually serve as mentors for new staff/providers.

Availability

The need for child-care services is high. Families of active duty personnel currently include approximately one million children (ages birth - 12). Many installations have long waiting lists for infant care. We are approaching meeting 60 percent of our estimated child-care need. Our goal is to meet 65 percent of the need by the end of 1998 and 80 percent by 2005. Each of the Services is working hard to expand child-care spaces through ongoing military construction, recruitment of additional FCC homes, develop of the school-age care program and information and referral programs at each

base to link families with child-care options in the local community. We are also exploring outsourcing and off-base FCC homes to expand child-care spaces.

Affordability

In 1990, DoD established sliding fee ranges for CDCs based on total family income. The fees are standard throughout DoD with parents paying approximately half the cost of care. The weekly fees cover 50 hours of care, including USDA approved meals. The average weekly fee is \$65. The fee is the same regardless of the age of the child. Commanders may authorize multiple child discounts of up to 20 percent per additional child within the same family. Commanders may also waive the fee policy for families experiencing financial difficulties.

Partnering with Parents

Parental involvement is critical to the success of the Child Development Program. Parents are encouraged to participate in all aspects of the program. Parent Advisory Boards at each base make recommendations for improvements to the commander and staff. Parents participate in quarterly program reviews and implement the participation program at each base. All centers and FCC homes have an "open door" policy to encourage parents to visit their child's program, meet with staff/providers, and participate in their child's daily activities and special events, such as field trips and holiday celebrations.

II. Department of Defense Initiatives

The Department has long recognized the benefits of partnering with other private organizations and Federal Agencies. Early on, partnerships were viewed as a means to improve civilian programs. Today, we are a major *contributor* to both the early childhood profession and work/family programs. We are now viewed as one of the country's foremost providers of consistently high quality and affordable child-care. We provide testimony to the fact that collaboration works because we have adapted the lessons learned from the best leaders in the early childhood community. Research institutions and other Federal agencies have helped to transform a once fragmented and largely unregulated system into a premier early childhood program. The Department has worked closely with such public and private agencies as the Rand Corporation, the Department of Health and Human Services, the Office of Personnel Management (OPM), the General Services Administration (GSA), the Carnegie Foundation, the Council for Early Childhood Professional Recognition, and the National Association for the Education of Young Children (NAEYC). This mutual sharing of information, materials and expertise provides an avenue to learn best practices and to share our collective experiences to improve programs for our Nation's children. Examples of the Department's collaborations with other agencies and the private sector follow.

General Services Administration (GSA):

Since the late 1980's, DoD has been an active member of the GSA inter-agency task force to promote quality early childhood programs. We have participated in their annual GSA child-care conferences. Over the years, the Department has shared "lessons learned" on program management, infant/toddler programs, facility designs, staff training materials, and child abuse prevention with the GSA inter-agency task force. We plan to continue our collaboration as we implement the President's April 17, 1997 Executive Order directing us to work with GSA and the Department of Health and Human Services to share our child-care expertise with the Nation.

Office of Personnel Management (OPM):

For the past six years, DoD has assisted OPM with the annual Work and Family Conference. This conference provides training and resources for Federal Human Resource Personnel. It also culminates with the OPM Director's Awards honoring Federal Programs with outstanding work/family support programs.

The National Association for the Education of Young Children (NAEYC):

The Department has been affiliated with the NAEYC since the late 1970's. We have conducted joint Service training in conjunction with the annual NAEYC meetings. Workshops have also been conducted to share our staff training materials and accreditation experiences with the private sector.

Council for Early Childhood Recognition:

The Military Services have all adopted the Council's competency-based training system, which leads to the nationally recognized Child Development Credential Award (CDA). The DoD training modules for centers, family and school-age care programs are based on these CDA functional areas and competency goals. There are over 1,800 staff and providers who have received this award.

Other Initiatives:

DoD was a member of the Inter-agency Child-Care Council formed by Head Start to review the Head Start Infant/Toddler regulation. With infant and toddler care accounting for approximately 40 percent of all care provided in DoD, we contributed substantial information on staffing, training and program management. In May, we participated in the Head Start - Family Child-Care Partnerships Forum. We will continue to serve as advisors to Head Start as they develop Head Start Performance Standards for Family Child-Care.

Presidential Executive Memorandum:

President Clinton signed an Executive Memorandum on April 17, 1997, directing the Secretary of Defense to share the Military Child Development Program "lessons learned" and expertise with the civilian sector. As a result, we are working on an aggressive Plan of Action to share our expertise by forming partnerships with civilian child-care providers to improve the quality of civilian child development programs. While the Executive Memorandum recommends that we partner with the Department of Health and Human Services and GSA, we view this as a continuation of a long and mutually beneficial relationship. We will extend these efforts to state and local governments through a variety of initiatives including a partnership with the National Governors Association.

III. Military Services Initiatives

Each of the Services are working collaboratively with Federal and state agencies, tribes, extension services, and the private sector to share program information in areas such as: program management, staff training and wages, health and nutrition, special needs care, accreditation and welfare reform. The Services have opened their program to support civilian accreditation, provide internships for training civilian staff and college students, and participate in local county boards supporting quality early childhood programs. Highlights of significant Service initiatives follow:

ARMY

Department of Education Grant:

In 1992, the Army received a Department of Education grant for the "Successful Integration of Infants and Toddlers through Multidisciplinary Training." The grant was provided over three years at two civilian and two Army locations (Ft. Meade and Aberdeen Proving Ground, MD). The grant addressed inclusion of infants and toddlers with special needs in child-care, training for administrators and caregivers, and developing administrative policies that support inclusion of children with special needs in child-care. As a result of the grant, training materials for administrators, caregiving staff, and family child-care providers were developed and pilot-tested in civilian and military child-care programs.

Henry M. Jackson Foundation Grant:

The Henry M. Jackson Foundation funded a grant entitled "Project Together: Family and Practitioner Partnerships." The purpose of the grant was to develop training plans and materials for child-care staff and providers of children with special needs. A training curriculum was developed and field tested with the State of Maryland. The curriculum is under consideration for inclusion in the National Personnel Preparation Standards for para-professionals who care for infants/toddlers with special needs.

Minnesota Task Force to Improve Wages for Child Care Workers:

The Army participated in the State of Minnesota's compensation task force to study options and make recommendations to improve wages for child-care workers. The Army shared lessons learned and program successes with the State's compensation task force for improving child-care wages. The Army presented the framework, features, and major successes of their caregiving personnel pay program and the training foundation upon which career progression for caregivers is based. The task force efforts included collecting information on successful pay and compensation models in preparation to draft legislation to address caregiver training and wages within the state.

"Child, Youth, and Families At Risk":

The Army is participating in this national initiative with the 4-H and Nutrition, Cooperative States Research Education, and Extension Services to collaborate on training and technical assistance to staff who work in school-age children programs. Through this project, the Army is sharing the school-age training modules and models for computer labs and homework centers.

Child Development Credential:

In a collaborative effort with the Council for Early Childhood Professional Recognition, the Army ensures all direct caregiving staff and FCC providers have the opportunity to train for and obtain the nationally recognized Child Development Associate Credential. As part of the collaboration, the Council trains Army Training and Curriculum Specialists as CDA representatives and maintain an Army-specific Representative pool so that the CDA program is available Army-wide. The Council also manages the Army School-age credential.

Family Child-Care National Accreditation:

The Army collaborated with the Navy, Marine Corps, and the University of North Carolina at Chapel Hill's Frank Porter Graham Child Development Center to develop procedures to accredit family child care homes. This effort will help ensure family child-care as a viable child-care alternative. Family child-care providers volunteered to participate in the development and testing the accreditation process and are now accredited.

Making the Most of Out-of School-Time (MOST) Initiative:

Ten Army installations are participating in the pilot school-age accreditation program sponsored by the DeWitt Wallace Readers Digest Fund, Wellesley College School-Age Care Projects, and AT&T Family Development Fund. The project's goal is to improve the quality and availability of child-care in communities across the country.

AIR FORCE

National Accreditation:

With 98 percent of its bases accredited by the National Association for the Education of Young Children, the Air Force leads the way among the Services in meeting the DoD commitment to accreditation standards. The Air Force's Child Development Center staff is in a unique position to serve as mentors for civilian centers seeking national accreditation. Air Force center directors, as well as training and curriculum specialists, are mentoring civilian programs through the self-study process. They also invite civilian staff to attend center training and assist staff in making program changes to meet accreditation standards.

NAVY

Training and Technical Assistance for Civilian FCC Providers:

Navy installations are developing memoranda of agreement with local state licensing agencies to provide training and technical assistance to military spouses and civilians living off-base. These certified providers will meet state licensing standards, have personal liability insurance, and complete the same training as Navy providers living on-base. All providers will have access to the FCC resource library and may attend DoD sponsored training at no cost. The Navy currently has signed memoranda of agreement with agencies within the states of Texas, New York, and Oregon. The next step is marketing the program to military families and civilians living in the civilian community.

MARINE CORPS

Partnership with the U.S. Department of Agriculture:

The Marine Corps has an inter-agency agreement with the U.S. Department of Agriculture (USDA). Through this agreement the Marine Corps child development program staff worked with land-grant institutions, University of California and Virginia Polytechnic Institute, to develop training and marketing materials, and a worldwide web site. This project significantly enhanced Marine Corps efforts to share training materials and program information with off-base agencies and civilian child-care programs.

Welfare to Work Training:

The Marine Corps is working with local communities to offer on-the job training for welfare recipients who are returning to work. This initiative is being tested at Marine Corps Logistics Base, Albany, GA and Marine Corps Base Quantico, VA. These bases have entered into partnerships with local counties to serve as a work site for welfare recipients.

IV. Individual Program Efforts

This section details the many efforts underway at military child development program sites to share knowledge and training materials with the civilian sector. This is accomplished through internships with local colleges and universities and mentoring civilian programs. The Military collaborations are extensive and work with Head Start programs to expand services for young children and child advocacy groups. They also work to strengthen standards through improved state licensing requirements for programs serving young children.

a. Head Start Programs

The Military Services have long supported the goals and philosophy of the Head Start Program. The DoD "Sure Start Program" for DoD pre-school children overseas was modeled after Head Start. Given that many of our junior enlisted families are eligible for Head Start programs, partnering with Head Start at the community level is a cost effective way to support the local community and military families.

The director of the Air Force program at **Seymour Johnson AFB, NC** is a member of the Wayne Action Group for Economic Solvency (WAGES) Council. As a board member, the Air Force director participates in the development of the Head Start Program Performance Standards Assessment presently used in all Head Start programs.

Travis AFB, CA provides space in their Child Development Center (CDC) for a local Head Start program. Head Start provides staff and other funding. This joint venture provides opportunities for Head Start and CDC to train together and share program resources.

The **McAlester Army Ammunition Plant, OK** and **Choctaw Indian Nation Tribe** jointly offer Head Start programs in the Child Development Center. This joint project allows sharing of training expertise and equipment.

The **Marine Corps Base at Camp Pendleton, CA** has established an exchange program with a local Indian Head Start Program. Children visit each other's programs quarterly for play and field trips. In the process, cultural experiences are shared. During the visits, staff meet for networking and training sessions.

Ft. Belvoir, VA has one of the first Early Head Start programs in the Nation for children age 3 and under.

Schofield Barracks, HI has partnered with the local Head Start program to established a Head Start program in its CDC. The CDC provides the spaces and the program is operated by Head Start.

b. National Accreditation:

The Services are committed to the process of accreditation and its goals as a method to strengthen staff and improve the quality of child-care services. With 72 percent of our centers accredited, we are in an excellent position to assist and mentor civilian centers. A number of our installations are involved in a national effort to establish an accreditation program for family child-care and school-age care programs.

Many Air Force child development program staff serve as validators for the National Academy of Early Childhood Program (NAECP). For example, the training and curriculum specialist at the **Lackland AFB, TX** Child Development Program evaluates child development centers in the San Antonio, TX area for national accreditation by NAECP, and the Director of the **Luke AFB, AZ** Child Development Center serves as a NAECP accreditation validator for child care programs in Arizona, including programs on American Indian reservations.

The staff at the **Davis Monthan AFB, AZ** Child Development Center has assisted the staff at the Tuscon Urban League Center in the accreditation process. Throughout the self-study process, both staffs have learned from each other the many ways of implementing a quality program.

The center at **Dyess AFB, TX** was one of the first accredited centers in the state. The center Director serves as a mentor for several local civilian centers who are pursuing accreditation.

MCLB Albany, GA has worked closely with the Family Tree Center to assist the staff during the accreditation self-study phase. The MCLB staff have conducted observations and made recommendations for program improvements and provides consultation on program policies, procedures, and staff training.

The FCC staff at **Naval Air Station Lemoore, CA** provides assistance to off-base providers in becoming accredited through the National Association for Family Child-Care by serving as National Family Child-Care validators. Approximately 100 off-base providers have benefited from this collaboration.

The Family Child-Care Coordinator at **Nellis AFB, NV** is a validator for military and off-base FCC providers. The Director at Nellis is the first and only family child-care validator in the state of Nevada.

Center staff at **MCB Kaneohe Bay, HI** is assisting civilian centers with accreditation by mentoring center Directors. Kaneohoe Bay staff are also regular contributors to Honolulu Community College early childhood training classes.

The **Dover AFB, DE** FCC program is working with the Delaware Early Childhood Center to promote accreditation of family child-care providers in Delaware.

The school-age programs at **Randolph AFB** and **Lackland AFB, TX** are working with the National Alliance for School-Age Child-Care to establish procedures and criteria for school-age accreditation.

c. School-Age Care Initiatives:

With the increase of women in the work force, the demand for child-care has escalated, particularly for school-age children. Local elementary schools are offering before and after care to meet the needs. This approach is a cost effective use of facilities and avoids transportation costs. A number of our bases have formed partnerships with local schools to expand school-age care services. Many of our personnel serve as consultants and trainers for civilian school-age care programs.

Marine Corps Headquarters is working with Virginia Polytechnic Institute, Blacksburg, VA to develop procedures for a warm line for school-age children in self-care. A trained counselor will answer questions from school-age children on safety and health issues. The counselor will also provide assistance with homework.

Beale AFB, CA works with local elementary schools to provide before and after school services. They support staff training and assist with transportation for field trips.

Ft. Eustis, VA has formed a partnership with local elementary schools to operate school-age care programs. The schools provide the space and Ft. Eustis provides the staff and equipment.

Ft. Hood, TX is working with five Killeen school districts to provide school-age services. The schools have computer labs and homework centers to enhance the program.

The **Ft. Meade, MD School-Age Program** and the Young Men's Christian Association (YMCA) are in the process of initiating a partnership to provide before and after school programs at the YMCA. The YMCA provides the space and Ft. Meade provides the staff and equipment.

The school-age programs at **Ft. Leonard Wood, MO** and **Ft. Richardson, AK** are accredited by the National Association for the Education of Young Children.

The **Naval Station at Whidbey Island, WA** operates its before and after school age care programs, as well its summer vacation care program, through the community's six local elementary schools.

d. Early Intervention/Special Needs Programs:

Early identification of requirements for early intervention or special needs services is a shared responsibility of health care providers and educators. Collaboration is

a cost effective way to avoid duplication of effort, provide staff training and ensure children receive the services needed.

The Tyndall AFB, FL Child Development Program collaborates with the Florida Diagnostic Learning Resource System and local school districts to conduct screening for preschool children.

The Child Development Program at Ft. Bliss, TX is partnering with the Foster Grandparents Agency to assist children with special needs. This aids child development staff while providing a meaningful opportunity for senior citizens to become involved in the community.

Ft. Leavenworth, KS and a local high school have a special needs internship program for eligible high school students. Students work in the child development center pre-school classroom three mornings a week where they have the opportunity to interact with children both with and without special needs. Vocational experience and personal enrichment are positive outcomes of this program.

The Ft. Dix, NJ child development program donates space in the center to the Burlington County Memorial Hospital Early Intervention program which is utilized to provide additional services for children birth - three.

In conjunction with the Jefferson Rehabilitation Center, the child development program at Ft. Drum, NY has established an inclusion pre-school classroom for children with special needs

e. Training and Internship Programs:

Military Child Development Centers serve as real life laboratories for students who are preparing for careers in early childhood education, child development, social work, and psychology. Participation in these kinds of professional training programs provides interns with a benchmark for quality early childhood programs. The interns enhance the program and support operational efficiencies that improve child-care services for families.

The Lackland AFB, TX CDC has a partnership with Our Lady of the Lake University in San Antonio, The University of Texas, San Antonio College, and Palo Alto College which provides college interns an opportunity to work in CDC classrooms as part of their professional training.

The Director at Seymour AFB, NC is a member of the Wayne Community College Early Childhood Advisory Committee. This enables the Director to provide input to the college curricula. The center also accepts interns from Wayne Community College.

Luke AFB, AZ Child Development Center provides internships for Glendale Community College students. Having interns in the center enhances the program and provides a valuable training experience for future child-care professionals.

Letterkenny Army Depot, PA, **Wilson College, Shippensburg, PA**, and **NAEYC** have collaborated to offer a practicum site at the Letterkenny Child Development Center to augment students' early childhood education training.

Nursing students at the **North Alabama Skills Center, AL** receive instruction in child-care principles at **Redstone Arsenal, AL** Child Development Center.

Students enrolled at **California State University** and **Barstow Community College** participate in a 120-hour internship at the **MCLB Barstow, CA** Child Development Program. In addition to classroom instruction, they receive "hands on" experience in child growth and development.

Vocational nursing students at **Maric College** must complete an internship at the **MC Camp Pendleton, CA** Child Development Program as part of their degree requirement.

MCB Camp Lejeune, NC participates in an internship program with **Coastal Carolina Community College**. Students complete their practicum in the Child Development Center.

The **HQMC Henderson Hall, VA** has established an off-base FCC network that provides training, technical assistance and access to the Resource Library for military and civilian providers living in the local communities.

The child development staff at **NAVCOMTELSTA Culter, ME** includes off-base FCC providers in their training.

Family child-care staff at **Ft. Leavenworth, KS** partner with the **Leavenworth County Health Department** to train military and civilian providers.

The **Naval Weapons Station Charleston, SC** partners with **Tridnet Technical College** and **Charleston Southern University** to provide training for college and graduate student interns in the Child Development Center. Training and Curriculum Specialists work with interns on developing observation skills and family home visiting techniques.

Fort Gordon, GA has begun negotiation with local county officials to provide on-the-job training and work experience for welfare recipients. The new job skills and experience gained from the training will facilitate entry of program participants into the workforce.

Nursing students from St. Phillips College participate in weekly "hands-on" training and observation in the Child Development Center at Ft. Sam Houtston, TX.

f. Resource and Referral Programs and Networks:

Moving has become common among American families. Family moves are often tied to job changes. As a result, families are placing a greater reliance on resource and referral programs to help them settle and connect with family support systems in their new community. In an effort to increase the availability of child-care for military families, DoD has formed closer relationships with local resource and referral agencies. In some instances these relationships have evolved into partnerships benefiting both DoD and the local agency.

The Luke AFB, AZ family child-care program has been working with the Child Care Resource and Referral Program in Phoenix, AZ. This has resulted in collaborative training for Air Force and civilian providers.

The Dover AFB, DE Child Development Program works with Family and Work Place Connection, a child-care referral agency to help military and civilian families find child-care.

The Kelly AFB, TX Family Child-Care Program participates in the San Antonio, TX Kid Care Resource and Referral Line. This resource helps military families seeking child placement in off-base care programs.

The Coastal Carolina Community College provides a resource and referral office for families at MCB New River, NC seeking information on child-care.

MCB Quantico, VA has formed a partnership with La Petite Academy by participating in the Preferred Employer Plan program. The Marine Corps personnel benefit by receiving a 10 percent discount on tuition at local La Petite Academy programs.

MCB Camp Pendleton, CA, a member of the Oceanside Community Task Force, shares resources to make safe and affordable child-care available to community residents.

At Ft. Huachuca, AZ, Child Development Program staff serve on the Arizona Child Care Resource and Service Board. Child Development Program staff participate in resource and referral training.

g. Early Childhood Organizations/Networks:

Military Child Development Personnel are actively involved in local, state and national early childhood organizations. Our staff members serve as members of local

Early Childhood Networks, Advisory Boards, and professional associations such as state affiliates to the National Association for the Education of Young Children. They work closely with their civilian counterparts as advocates for child and family issues. They also present workshops and support local training programs for staff and families. These partnerships not only improve quality of care in the community, but also foster positive military civilian relationships.

The staff at **Goodfellow AFB, TX** collaborates with professionals in the San Antonio, TX area to promote excellence among early childhood professionals. The Goodfellow staff works with educators in the community to offer workshops for child-care personnel and providers. The staff also sponsors an annual professional recognition banquet for military and civilian child-care providers.

The management staff members at the **Dyess AFB, TX** are members of the Mayor's Abilene Children Today Team. They provide input and develop solutions for community issues related to children and families.

Child-care personnel at **Fort Bliss, TX** are participants in local efforts involving civilian child-care affiliate groups and organizations.

The Director at **Kirtland AFB, NM** attends state board meetings and reviews training programs for state-sponsored early childhood training. The staff also assists civilian centers in becoming accredited.

The staff members at **Beale AFB, CA** are part of the Sutter, Yuba and Colusa Counties Director Consortia. The Consortia meets monthly to network and benchmark with other state, federal and private centers as well as Yuba College. They have established a local planning committee for early childhood education. Joint training has been offered along with peer review activities.

As a member of the Tri-County School-Age Association, the **Naval Weapons Station Charleston, SC** management staff presents workshops on school-age program environments and staff training.

Selfridge Air National Guard Base, MI and **Macomb County Community Coordinated Child Care** jointly offer training on topics such as: child development, how to equip a program, and positive guidance.

Ft. Detrick, MD and the **Montgomery County Child Care Association** participate in family child-care provider training. Day long workshops collaboratively foster an exchange of ideas and improve community relations. Ft. Detrick is working with the Maryland State Department of Human Resources' Child Care Administration for joint oversight of family child-care homes. The partnership will enhance services for both civilian and military providers.

Ft. Leavenworth, KS is the co-sponsor for the Leavenworth Association for the Education of Young Child Annual State Conference. The annual conference is held at the Ft. Leavenworth Child Development Center.

The **Naval Air Station Corpus Christi, TX** Child Development Program staff, along with the Coastal Bend Work and Family Symposium, have formed a working group to advocate quality child and adult care. They support accreditation for child and adult care centers and work with employers who are implementing flexible work schedules and family support initiatives.

The staff at **MCLB Albany, GA** participates in the Georgia Association for the Education of Young Children local conference. The workshops have resulted in staff from local centers visiting the MCLB, and the Albany Child Development Program for additional training on environments in early childhood programs. The Supplemental Program Coordinator at MCLB is also a member of the Georgia Parenting Association. This membership supports opportunities to network and share resources and materials for parent education workshops.

Providers at **MCB Camp Lejeune, NC** are members of the Onslow County Child Care Association. The Association highlights family child-care as an affordable option for families. It also sponsors training and promotes family child care accreditation. Marine Corps providers are active in the Association and have sponsored training and networking sessions.

MCB Quantico, VA partners with the Prince William County Project Parent Program. The partnership works to support the education, economic and social needs of parents through training, opportunities for social activities, and easy to read training/information packets on strengthening parent/child relationships.

The **Army Materiel Command Headquarters, VA** child development program staff members participate in the Arlington County Child Care Advisory Committee. They provide recommendations to the county on how to increase the availability of child-care and how to improve parent education programs. The staff is also working with the Arlington community to develop a comprehensive evaluation plan for their preschool programs.

The **Army Headquarters, VA** child development and youth program staff share program expertise with the local council governments for Maryland, Virginia and the District of Columbia.

h. Innovative Collaborations:

This section describes unique collaborations that are indicative of the creativity and talents of the individuals who work in our early childhood programs. These kinds of collaborations are often termed as "thinking outside of the box." They have the potential

to move early childhood programs to the next level. The inclusion of community resources and organizations not commonly included in early childhood programs has the potential to greatly impact the lives of children and families.

The **Andrews AFB, MD** Child Development and Youth Program staff participates in a collaboration between Maryland Public Television and child-serving agencies. In addition to producing stories for children, they provide training for staff and providers on multiculturalism, storytelling, and art appreciation for staff and providers.

The **McChord AFB, WA** Child Development Program and local community agencies sponsor the Creative Arts Festival for Young Children. The McChord staff plans and presents art activities for children and parents to do together.

The **United States Air Force Academy, CO** and other military and community entities produce an annual community Family Festival. The festival provides "hands-on" activities for families and children. Information for families on community resources is available. Planning the festival promotes networking between the community and military programs serving families. The Family Child Care Program at the **United States Air Force Academy, CO** has also collaborated with the Mental Health Association of El Paso County, CO on a program entitled "Striking Out Stress." Family Child Care staff and providers are trained to present workshops on reducing stress for other providers and parents.

The **Kelly AFB, TX** Child Development Program is involved in a collaborative effort with the Texas Department of Health and Transportation to promote child car seat safety. This program, entitled "Safe Riders," also includes insurance company representatives.

Ft. Bliss, TX is collaborating with Armed Service's Young Men's Christian Association. The Association operates an 80-child capacity center on Ft. Bliss. The Ft. Bliss Training and Curriculum Specialist and Center Director provide training and technical assistance to the Association staff.

The Family Advocacy staff at **Vance AFB, OK** and local public schools have developed a Parent University. They have developed a parent training curricula and jointly present training in local schools and at on-base locations.

MCB Camp Pendleton, CA has established an inter-generational program with a community Senior Center. The seniors visit the center and provide activities for the children. This partnership provides meaningful experiences for both the children and the seniors. **Sheppard AFB, TX** and **Malmstrom AFB, MT** also have established programs with senior citizens to promote inter-generational activities and age-appropriate "extended family relationships."

Naval Amphibious Base, CA has signed a Memorandum of Agreement with Silver Strand Elementary School and the local school district to provide staff and oversight for a pre-school age program. The children in the program are in a state-funded enrichment program for low-income families that operated during the school year leaving them without care during the summer. The summer program will support these families so they can continue to work.

V. Recommendations For Improving DoD Child Development Programs

a. Accreditation for Family Child-Care and School-Age Care Programs:

The Military Services have a very comprehensive Family Child Care (FCC) system with a transferable training program and an excellent support system. DoD will join and support ongoing efforts to develop a national accreditation system for FCC providers that is similar to the one operated by National Academy for Early Childhood Program. Achieving FCC accreditation will result in formal recognition of the quality of military FCC programs and will help effect parity of care between Child Development Centers and FCC homes.

Achieving national accreditation of school-age care programs is the next step towards providing a continuum of quality child-care programs for children from birth through 12 years of age. We plan to support national efforts, already underway, to continue the development of an accreditation system for school-age care programs. Twelve military programs are currently participating in the national test.

- While support for national accreditation will not be a major cost factor for the Department as a whole, the Military Services or individual installations may incur small additional costs to implement FCC and school-age accreditation standards.

b. Use existing technology to share program information and improve resource and referral systems to maximize child care options on and off the installation:

DoD will develop a web site to share the Military Child Development Program practices, training opportunities, materials and information to assist parents in locating quality child-care within DoD and off-base. Providing resource and referral information on a web site will enable families who are relocating with immediate access to quality child-care options at their new location. In addition, it will help the staff better manage waiting lists and may reduce placement time.

- DoD has budgeted for the development of the web site.
- The Services would incur additional costs to get installation centers on line so they can access and maintain current information.

c. Develop partnerships with elementary schools for facility use for school-age care:

To increase the availability of care, we will develop partnerships with local school systems allowing our staffs to operate before and after school-age care and vacation care programs whenever possible. This initiative will benefit the community and DoD families by providing positive alternatives for children during the non-school hours.

- Funding for school-age care was included in the Secretary of Defense's 1995 Quality of Life Initiative.

d. Expand Family-Child Care off-base:

The demand for child-care is high and space is limited. On-base FCC homes are close to achieving maximum growth. Promoting DoD certification of military family members living in communities surrounding military bases is a cost effective means of expanding child-care and raising the level of quality care in the community. Military bases will develop Memorandums of Agreement with local, state or host nation licensing agencies to train and monitor off-base providers. Off-base providers will have access to lending library and DoD-sponsored training. Some installations will be eligible for appropriated fund subsidies.

- Although off-base FCC homes are the most cost-effective way of expanding the availability of quality child-care, there may be some additional installation costs for program oversight.

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Divider Title: _____

"(d) **SEPARATION TO BE CONSIDERED INVOLUNTARY.**—A separation under this section shall be considered to be an involuntary separation for purposes of any other provision of law.

"(e) **ENTITLEMENT TO HEALTH CARE.**—A member separated under this section shall be entitled to medical and dental care under chapter 55 of this title to the same extent and under the same conditions as a person who is entitled to such care under section 1074(b) of this title.

"(f) **COUNSELING ABOUT AVAILABLE MEDICAL CARE.**—A member to be separated under this section shall be provided information, in writing, before such separation of the available medical care (through the Department of Veterans Affairs and otherwise) to treat the member's condition. Such information shall include identification of specific medical locations near the member's home of record or point of discharge at which the member may seek necessary medical care.

"(g) **HIV-POSITIVE MEMBERS.**—A member shall be considered to be HIV-positive for purposes of this section if there is serologic evidence that the member is infected with the virus known as Human Immunodeficiency Virus-1 (HIV-1), the virus most commonly associated with the acquired immune deficiency syndrome (AIDS) in the United States. Such serologic evidence shall be considered to exist if there is a reactive result given by an enzyme-linked immunosorbent assay (ELISA) serologic test that is confirmed by a reactive and diagnostic immunoelectrophoresis test (Western blot) on two separate samples. Any such serologic test must be one that is approved by the Food and Drug Administration."

(2) The item relating to such section in the table of sections at the beginning of chapter 59 of such title is amended to read as follows:

"1177. Members infected with HIV-1 virus: mandatory discharge or retirement."

(b) **EFFECTIVE DATE.**—Section 1177 of title 10, United States Code, as amended by subsection (a), applies with respect to members of the Armed Forces determined to be HIV-positive before, on, or after the date of the enactment of this Act. In the case of a member of the Armed Forces determined to be HIV-positive before such date, the deadline for separation of the member under subsection (a) of such section, as so amended, shall be determined from the date of the enactment of this Act (rather than from the date of such determination).

SEC. 568. REVISION AND CODIFICATION OF MILITARY FAMILY ACT AND MILITARY CHILD CARE ACT.

(a) **IN GENERAL.**—(1) Subtitle A of title 10, United States Code, is amended by inserting after chapter 87 the following new chapter:

"CHAPTER 88—MILITARY FAMILY PROGRAMS AND MILITARY CHILD CARE

*Subchapter	Sec.
I. Military Family Programs	1781
II. Military Child Care	1791

"SUBCHAPTER I—MILITARY FAMILY PROGRAMS

- *Sec.**
- *1781. Office of Family Policy.
 - *1782. Surveys of military families.
 - *1783. Family members serving on advisory committees.

- "1784. Employment opportunities for military spouses.
"1785. Youth sponsorship program.
"1786. Dependent student travel within the United States.
"1787. Reporting of child abuse.

"§ 1781. Office of Family Policy

"(a) **ESTABLISHMENT.**—There is in the Office of the Secretary of Defense an Office of Family Policy (hereinafter in this section referred to as the 'Office'). The Office shall be under the Assistant Secretary of Defense for Force Management and Personnel.

"(b) **DUTIES.**—The Office—

"(1) shall coordinate programs and activities of the military departments to the extent that they relate to military families; and

"(2) shall make recommendations to the Secretaries of the military departments with respect to programs and policies regarding military families.

"(c) **STAFF.**—The Office shall have not less than five professional staff members.

"§ 1782. Surveys of military families

"(a) **AUTHORITY.**—The Secretary of Defense may conduct surveys of members of the armed forces on active duty or in an active status, members of the families of such members, and retired members of the armed forces to determine the effectiveness of Federal programs relating to military families and the need for new programs.

"(b) **RESPONSES TO BE VOLUNTARY.**—Responses to surveys conducted under this section shall be voluntary.

"(c) **FEDERAL RECORDKEEPING REQUIREMENTS.**—With respect to such surveys, family members of members of the armed forces and reserve and retired members of the armed forces shall be considered to be employees of the United States for purposes of section 3502(3)(A)(i) of title 44.

"§ 1783. Family members serving on advisory committees

"A committee within the Department of Defense which advises or assists the Department in the performance of any function which affects members of military families and which includes members of military families in its membership shall not be considered an advisory committee under section 3(2) of the Federal Advisory Committee Act (5 U.S.C. App.) solely because of such membership.

"§ 1784. Employment opportunities for military spouses

"(a) **AUTHORITY.**—The President shall order such measures as the President considers necessary to increase employment opportunities for spouses of members of the armed forces. Such measures may include—

"(1) excepting, pursuant to section 3302 of title 5, from the competitive service positions in the Department of Defense located outside of the United States to provide employment opportunities for qualified spouses of members of the armed forces in the same geographical area as the permanent duty station of the members; and

"(2) providing preference in hiring for positions in nonappropriated fund activities to qualified spouses of members

of the armed forces stationed in the same geographical area as the nonappropriated fund activity for positions in wage grade UA-8 and below and equivalent positions and for positions paid at hourly rates.

"(b) REGULATIONS.—The Secretary of Defense shall prescribe regulations—

"(1) to implement such measures as the President orders under subsection (a);

"(2) to provide preference to qualified spouses of members of the armed forces in hiring for any civilian position in the Department of Defense if the spouse is among persons determined to be best qualified for the position and if the position is located in the same geographical area as the permanent duty station of the member;

"(3) to ensure that notice of any vacant position in the Department of Defense is provided in a manner reasonably designed to reach spouses of members of the armed forces whose permanent duty stations are in the same geographic area as the area in which the position is located; and

"(4) to ensure that the spouse of a member of the armed forces who applies for a vacant position in the Department of Defense shall, to the extent practicable, be considered for any such position located in the same geographic area as the permanent duty station of the member.

"(c) STATUS OF PREFERENCE ELIGIBLES.—Nothing in this section shall be construed to provide a spouse of a member of the armed forces with preference in hiring over an individual who is a preference eligible.

"§ 1785. Youth sponsorship program

"(a) REQUIREMENT.—The Secretary of Defense shall require that there be at each military installation a youth sponsorship program to facilitate the integration of dependent children of members of the armed forces into new surroundings when moving to that military installation as a result of a parent's permanent change of station.

"(b) DESCRIPTION OF PROGRAMS.—The program at each installation shall provide for involvement of dependent children of members presently stationed at the military installation and shall be directed primarily toward children in their preteen and teenage years.

"§ 1786. Dependent student travel within the United States

"Funds available to the Department of Defense for the travel and transportation of dependent students of members of the armed forces stationed overseas may be obligated for transportation allowances for travel within or between the contiguous States.

"§ 1787. Reporting of child abuse

"(a) IN GENERAL.—The Secretary of Defense shall request each State to provide for the reporting to the Secretary of any report the State receives of known or suspected instances of child abuse and neglect in which the person having care of the child is a member of the armed forces (or the spouse of the member).

"(b) DEFINITION.—In this section, the term 'child abuse and neglect' has the meaning provided in section 3(1) of the Child Abuse Prevention and Treatment Act (42 U.S.C. 5102).

"SUBCHAPTER II—MILITARY CHILD CARE

"Sec.

"1791. Funding for military child care.

"1792. Child care employees.

"1793. Parent fees.

"1794. Child abuse prevention and safety at facilities.

"1795. Parent partnerships with child development centers.

"1796. Subsidies for family home day care.

"1797. Early childhood education program.

"1798. Definitions.

"§1791. Funding for military child care

"It is the policy of Congress that the amount of appropriated funds available during a fiscal year for operating expenses for military child development centers and programs shall be not less than the amount of child care fee receipts that are estimated to be received by the Department of Defense during that fiscal year.

"§1792. Child care employees

"(a) REQUIRED TRAINING.—(1) The Secretary of Defense shall prescribe regulations implementing a training program for child care employees. Those regulations shall apply uniformly among the military departments. Subject to paragraph (2), satisfactory completion of the training program shall be a condition of employment of any person as a child care employee.

"(2) Under those regulations, the Secretary shall require that each child care employee complete the training program not later than six months after the date on which the employee is employed as a child care employee.

"(3) The training program established under this subsection shall cover, at a minimum, training in the following:

"(A) Early childhood development.

"(B) Activities and disciplinary techniques appropriate to children of different ages.

"(C) Child abuse prevention and detection.

"(D) Cardiopulmonary resuscitation and other emergency medical procedures.

"(b) TRAINING AND CURRICULUM SPECIALISTS.—(1) The Secretary of Defense shall require that at least one employee at each military child development center be a specialist in training and curriculum development. The Secretary shall ensure that such employees have appropriate credentials and experience.

"(2) The duties of such employees shall include the following:

"(A) Special teaching activities at the center.

"(B) Daily oversight and instruction of other child care employees at the center.

"(C) Daily assistance in the preparation of lesson plans.

"(D) Assistance in the center's child abuse prevention and detection program.

"(b) PARENT PARTICIPATION PROGRAMS.—The Secretary of Defense shall require the establishment of a parent participation program at each military child development center. As part of such program, the Secretary of Defense may establish fees for attendance of children at such a center, in the case of parents who participate in the parent participation program at that center, at rates lower than the rates that otherwise apply.

"§ 1796. Subsidies for family home day care

The Secretary of Defense may use appropriated funds available for military child care purposes to provide assistance to family home day care providers so that family home day care services can be provided to members of the armed forces at a cost comparable to the cost of services provided by military child development centers. The Secretary shall prescribe regulations for the provision of such assistance.

"§ 1797. Early childhood education program

The Secretary of Defense shall require that all military child development centers meet standards of operation necessary for accreditation by an appropriate national early childhood programs accrediting body.

"§ 1798. Definitions

In this subchapter:

"(1) The term 'military child development center' means a facility on a military installation (or on property under the jurisdiction of the commander of a military installation) at which child care services are provided for members of the armed forces or any other facility at which such child care services are provided that is operated by the Secretary of a military department.

"(2) The term 'family home day care' means home-based child care services that are provided for members of the armed forces by an individual who (A) is certified by the Secretary of the military department concerned as qualified to provide those services, and (B) provides those services on a regular basis for compensation.

"(3) The term 'child care employee' means a civilian employee of the Department of Defense who is employed to work in a military child development center (regardless of whether the employee is paid from appropriated funds or nonappropriated funds).

"(4) The term 'child care fee receipts' means those nonappropriated funds that are derived from fees paid by members of the armed forces for child care services provided at military child development centers."

(2) The tables of chapters at the beginning of subtitle A, and at the beginning of part II of subtitle A, of title 10, United States Code, are amended by inserting after the item relating to chapter 87 the following new item:

"88. Military Family Programs and Military Child Care 1781".

(b) **REPORT ON FIVE-YEAR DEMAND FOR CHILD CARE.**—(1) Not later than the date of the submission of the budget for fiscal year 1997 pursuant to section 1105 of title 31, United States Code, the Secretary of Defense shall submit to Congress a report on the expected demand for child care by military and civilian personnel of the Department of Defense during fiscal years 1997 through 2001.

(2) The report shall include—

(A) a plan for meeting the expected child care demand identified in the report; and

(B) an estimate of the cost of implementing that plan.

(3) The report shall also include a description of methods for monitoring family home day care programs of the military departments.

(c) **PLAN FOR IMPLEMENTATION OF ACCREDITATION REQUIREMENT.**—The Secretary of Defense shall submit to the Committee on Armed Services of the Senate and the Committee on National Security of the House of Representatives a plan for carrying out the requirements of section 1787 of title 10, United States Code, as added by subsection (a). The plan shall be submitted not later than April 1, 1997.

(d) **CONTINUATION OF DELEGATION OF AUTHORITY WITH RESPECT TO HIRING PREFERENCE FOR QUALIFIED MILITARY SPOUSES.**—The provisions of Executive Order No. 12568, issued October 2, 1986 (10 U.S.C. 113 note), shall apply as if the reference in that Executive order to section 806(a)(2) of the Department of Defense Authorization Act of 1986 refers to section 1784 of title 10, United States Code, as added by subsection (a).

(e) **REPEALER.**—The following provisions of law are repealed:

(1) The Military Family Act of 1985 (title VIII of Public Law 99-145; 10 U.S.C. 113 note).

(2) The Military Child Care Act of 1989 (title XV of Public Law 101-189; 10 U.S.C. 113 note).

SEC. 569. DETERMINATION OF WHEREABOUTS AND STATUS OF MISSING PERSONS.

(a) **PURPOSE.**—The purpose of this section is to ensure that any member of the Armed Forces (and any Department of Defense civilian employee or contractor employee who serves with or accompanies the Armed Forces in the field under orders) who becomes missing or unaccounted for is ultimately accounted for by the United States and, as a general rule, is not declared dead solely because of the passage of time.

(b) **IN GENERAL.**—(1) Part II of subtitle A of title 10, United States Code, is amended by inserting after chapter 75 the following new chapter:

“CHAPTER 76—MISSING PERSONS

“Sec.

“1501. System for accounting for missing persons.

“1502. Missing persons: initial report.

“1503. Actions of Secretary concerned; initial board inquiry.

“1504. Subsequent board of inquiry.

“1505. Further review.

“1506. Personnel files.

“1507. Recommendation of status of death.

“1508. Judicial review.

"(E) Advising the director of the center on the performance of other child care employees.

"(3) Each employee referred to in paragraph (1) shall be an employee in a competitive service position.

"(c) **COMPETITIVE RATES OF PAY.**—For the purpose of providing military child development centers with a qualified and stable civilian workforce, employees at a military installation who are directly involved in providing child care and are paid from nonappropriated funds—

"(1) in the case of entry-level employees, shall be paid at rates of pay competitive with the rates of pay paid to other entry-level employees at that installation who are drawn from the same labor pool; and

"(2) in the case of other employees, shall be paid at rates of pay substantially equivalent to the rates of pay paid to other employees at that installation with similar training, seniority, and experience.

"(d) **EMPLOYMENT PREFERENCE PROGRAM FOR MILITARY SPOUSES.**—(1) The Secretary of Defense shall conduct a program under which qualified spouses of members of the armed forces shall be given a preference in hiring for the position of child care employee in a position paid from nonappropriated funds if the spouse is among persons determined to be best qualified for the position.

"(2) A spouse who is provided a preference under this subsection at a military child development center may not be precluded from obtaining another preference, in accordance with section 1794 of this title, in the same geographic area as the military child development center.

"(e) **COMPETITIVE SERVICE POSITION DEFINED.**—In this section, the term 'competitive service position' means a position in the competitive service, as defined in section 2102(a)(1) of title 5.

"§ 1793. Parent fees

"(a) **IN GENERAL.**—The Secretary of Defense shall prescribe regulations establishing fees to be charged parents for the attendance of children at military child development centers. Those regulations shall be uniform for the military departments and shall require that, in the case of children who attend the centers on a regular basis, the fees shall be based on family income.

"(b) **LOCAL WAIVER AUTHORITY.**—The Secretary of Defense may provide authority to installation commanders, on a case-by-case basis, to establish fees for attendance of children at child development centers at rates lower than those prescribed under subsection (a) if the rates prescribed under subsection (a) are not competitive with rates at local non-military child development centers.

"§ 1794. Child abuse prevention and safety at facilities

"(a) **CHILD ABUSE TASK FORCE.**—The Secretary of Defense shall maintain a special task force to respond to allegations of widespread child abuse at a military installation. The task force shall be composed of personnel from appropriate disciplines, including, where appropriate, medicine, psychology, and childhood development. In the case of such allegations, the task force shall provide

assistance to the commander of the installation, and to parents at the installation, in helping them to deal with such allegations.

"(b) NATIONAL HOTLINE.—(1) The Secretary of Defense shall maintain a national telephone number for persons to use to report suspected child abuse or safety violations at a military child development center or family home day care site. The Secretary shall ensure that such reports may be made anonymously if so desired by the person making the report. The Secretary shall establish procedures for following up on complaints and information received over that number.

"(2) The Secretary shall publicize the existence of the number.

"(c) ASSISTANCE FROM LOCAL AUTHORITIES.—The Secretary of Defense shall prescribe regulations requiring that, in a case of allegations of child abuse at a military child development center or family home day care site, the commander of the military installation or the head of the task force established under subsection (a) shall seek the assistance of local child protective authorities if such assistance is available.

"(d) SAFETY REGULATIONS.—The Secretary of Defense shall prescribe regulations on safety and operating procedures at military child development centers. Those regulations shall apply uniformly among the military departments.

"(e) INSPECTIONS.—The Secretary of Defense shall require that each military child development center be inspected not less often than four times a year. Each such inspection shall be unannounced. At least one inspection a year shall be carried out by a representative of the installation served by the center, and one inspection a year shall be carried out by a representative of the major command under which that installation operates.

"(f) REMEDIES FOR VIOLATIONS.—(1) Except as provided in paragraph (2), any violation of a safety, health, or child welfare law or regulation (discovered at an inspection or otherwise) at a military child development center shall be remedied immediately.

"(2) In the case of a violation that is not life threatening, the commander of the major command under which the installation concerned operates may waive the requirement that the violation be remedied immediately for a period of up to 90 days beginning on the date of the discovery of the violation. If the violation is not remedied as of the end of that 90-day period, the military child development center shall be closed until the violation is remedied. The Secretary of the military department concerned may waive the preceding sentence and authorize the center to remain open in a case in which the violation cannot reasonably be remedied within that 90-day period or in which major facility reconstruction is required.

"§ 1795. Parent partnerships with child development centers

"(a) PARENT BOARDS.—The Secretary of Defense shall require that there be established at each military child development center a board of parents, to be composed of parents of children attending the center. The board shall meet periodically with staff of the center and the commander of the installation served by the center for the purpose of discussing problems and concerns. The board, together with the staff of the center, shall be responsible for coordinating the parent participation program described in subsection (b).

the Survivor Benefit Plan or the Supplemental Survivor Benefit Plan, as the case may be.

(i) **REPORT CONCERNING OPEN SEASON.**—Not later than June 1, 1990, the Secretary of Defense shall submit to the Committees on Armed Services of the Senate and House of Representatives a report on the open season authorized by this section for the Survivor Benefit Plan. The report shall include—

- (1) a description of the Secretary's plans for implementation of the open season;
- (2) the Secretary's estimates of the costs associated with the open season, including any anticipated effect of the open season on the actuarial status of the Department of Defense Military Retirement Fund; and
- (3) any recommendation by the Secretary for further legislative action.

10 USC 1448
note.

SEC. 1404. DEFINITIONS

For the purpose of this title:

- (1) The term "Survivor Benefit Plan" means the program established under subchapter II of chapter 73 of title 10, United States Code.
- (2) The term "retired pay" includes retainer pay paid under section 6330 of title 10, United States Code.
- (3) The terms "uniformed services" and "Secretary concerned" have the meanings given those terms in section 101 of title 37, United States Code.

SEC. 1407. MISCELLANEOUS TECHNICAL AND CLERICAL AMENDMENTS

(a) **GENERAL AMENDMENTS.**—Subchapter II of chapter 73 of title 10, United States Code, is amended as follows:

- (1) Section 1447 is amended—
 - (A) in paragraph (5), by striking out "this clause" both places it appears and inserting in lieu thereof "this paragraph";
 - (B) in paragraph (11), by inserting "paid under section 6330 of this title" after "retainer pay"; and
 - (C) by adding at the end the following new paragraph:

"(14) The term 'reserve-component retired pay' means retired pay under chapter 67 of this title."
- (2) Sections 1447(2)(B), 1447(2)(C)(ii), 1448(a)(1)(B), 1448(a)(2)(B), 1448(f)(1)(A), 1448(f)(1)(B), and 1450(i)(1) are amended by striking out "retired pay under chapter 67 of this title" and inserting in lieu thereof "reserve-component retired pay".
- (3) Sections 1447(2)(C)(i), 1447(3), 1447(4), 1448(a)(4)(A), 1449, and 1450(i)(2) are amended by striking out "or retainer".
- (4) Section 1450(f)(3)(B) is amended—
 - (A) by striking out "before October 1, 1985, or"; and
 - (B) by striking out "whichever is later".
- (5) Section 1451(c)(4) is amended by inserting "by reason of the service of a person who first became a member of a uniformed service before September 8, 1980" after "of this title".
- (6) Section 1451(e)(1) is amended by striking out "plan" in the matter preceding subparagraph (A) and inserting in lieu thereof "Plan".

(7) Section 1451(e)(1)(B) is amended—

- (A) by striking "is" and inserting "appears in lieu of";

(B) by striking out "has" in clause (ii) and inserting in lieu thereof "had"; and

(C) by striking out "would be" in clause (iii) and inserting in lieu thereof "would have been".

(8) Section 1451(e)(2) is amended by striking out "(as the base amount is adjusted from time to time under section 1401a of this title)" in subparagraphs (A) and (B).

(9) Section 1452(h) is amended—

(A) by inserting "(or any other provision of law)" after "of this title" the first place it appears; and

(B) by striking out "increased under section 1401a of this title" and inserting in lieu thereof "so increased".

(10)(A) The heading of section 1454 is amended to read as follows:

"§ 1454. Correction of administrative errors".

(B) The item relating to that section in the table of sections at the beginning of that subchapter is amended to read as follows:

"1454. Correction of administrative errors."

(b) **PARITY OF TREATMENT OF FORMER SPOUSES AND SURVIVING SPOUSES.**—(1) Section 1451(e) of title 10, United States Code, is amended by inserting "or former spouse" in paragraphs (3)(A) and (4)(A) after "widow or widower".

(2) The amendments made by paragraph (1) shall apply only with respect to the computation of an annuity for a person who becomes a former spouse under a divorce that becomes final after the date of the enactment of this Act.

10 USC 1451
note.

TITLE XV—MILITARY CHILD CARE

SEC. 1501. SHORT TITLE; DEFINITIONS

(a) **SHORT TITLE.**—This title may be cited as the "Military Child Care Act of 1989".

(b) **DEFINITIONS.**—For purposes of this title:

(1) The term "military child development center" means a facility on a military installation (or on property under the jurisdiction of the commander of a military installation) at which child care services are provided for members of the Armed Forces or any other facility at which such child care services are provided that is operated by the Secretary of a military department.

(2) The term "family home day care" means home-based child care services that are provided for members of the Armed Forces by an individual who (A) is certified by the Secretary of the military department concerned as qualified to provide those services, and (B) provides those services on a regular basis for compensation.

(3) The term "child care employee" means a civilian employee of the Department of Defense who is employed to work in a military child development center (regardless of whether the employee is paid from appropriated funds or nonappropriated funds).

(4) The term "child care fee receipts" means those nonappropriated funds that are derived from fees paid by members of the Armed Forces for child care services provided at military child development centers.

Military Child
Care Act of 1989.
10 USC 113 note.

SEC. 1562. FUNDING FOR MILITARY CHILD CARE FOR FISCAL YEAR 1990

(a) **FISCAL YEAR 1990 FUNDING.**—(1) It is the policy of Congress that the amount of appropriated funds available during fiscal year 1990 for operating expenses for military child development centers shall not be less than the amount of child care fee receipts that are estimated to be received by the Department of Defense during that fiscal year. Of the amount authorized to be appropriated for the Department of Defense for fiscal year 1990, \$102,000,000 shall be available for operating expenses for military child development centers.

(2) In addition to the amount referred to in paragraph (1), \$26,000,000 shall be available for child care and child-related services of the Department other than military child development centers.

(3) In using the funds referred to in paragraph (1), the Secretary shall give priority to—

(A) increasing the number of child care employees who are directly involved in providing child care for members of the Armed Forces; and

(B) expanding the availability of child care for members of the Armed Forces.

(b) **FUNDS DERIVED FROM PARENT FEES TO BE USED FOR EMPLOYEE COMPENSATION AND OTHER CHILD CARE SERVICES.**—(1) Except as provided in paragraph (2), child care fee receipts may be used during fiscal year 1990 only for compensation of child care employees who are directly involved in providing child care.

(2) If the Secretary of Defense determines that compliance with the limitation in paragraph (1) would result in an uneconomical and inefficient use of such fee receipts, the Secretary may (to the extent that such compliance would be uneconomical and inefficient) use such receipts—

(A) first, for the purchase of consumable or disposable items for military child development centers; and

(B) if the requirements of such centers for consumable or disposable items for fiscal year 1990 have been met, for other expenses of those centers.

(c) **REPORT.**—(1) Not later than December 31, 1989, the Secretary of Defense shall submit to the Committees on Armed Services of the Senate and House of Representatives a report on how the Secretary intends to use the funds referred to in subsection (a), including how the Secretary intends to achieve the priorities specified in paragraph (3) of that subsection.

(2) If at the time such report is submitted the Secretary proposes to use the authority provided by subsection (b)(2), the Secretary shall include in the report under paragraph (1) a description of the use proposed to be made of that authority and a statement of the reasons why the Secretary determined that compliance with the limitation in subsection (b)(1) would result in an uneconomical and inefficient use of child care fee receipts, together with supporting cost information and other information justifying the determination.

(3) If the Secretary uses such authority after December 31, 1989, the Secretary shall promptly inform the committees of the House of Representatives of the use of the authority.

SEC. 1563. CHILD CARE EMPLOYEES

(a) **REQUIRED TRAINING.**—(1) The Secretary of Defense shall establish, and prescribe regulations to implement, a training program for child care employees. Those regulations shall apply uniformly among the military departments. Subject to paragraph (2), satisfactory completion of the training program shall be a condition of employment of any person as a child care employee.

(2) Under those regulations, the Secretary shall require that each child care employee complete the training program not later than six months after the date on which the employee is employed as a child care employee (except that, in the case of a child care employee hired before the date on which the training program is established, the Secretary shall require that the employee complete the program not later than six months after that date).

(3) The training program established under this subsection shall cover, at a minimum, training in the following:

(A) Early childhood development.

(B) Activities and disciplinary techniques appropriate to children of different ages.

(C) Child abuse prevention and detection.

(D) Cardiopulmonary resuscitation and other emergency medical procedures.

(b) **TRAINING AND CURRICULUM SPECIALISTS.**—(1) The Secretary of Defense shall require that at least one employee at each military child development center be a specialist in training and curriculum development. The Secretary shall ensure that such employees have appropriate credentials and experience.

(2) The duties of such employees shall include the following:

(A) Special teaching activities at the center.

(B) Daily oversight and instruction of other child care employees at the center.

(C) Daily assistance in the preparation of lesson plans.

(D) Assistance in the center's child abuse prevention and detection program.

(E) Advising the director of the center on the performance of other child care employees.

(3) Each employee referred to in paragraph (1) shall be an employee in a competitive service position.

(c) **PROGRAM TO TEST COMPETITIVE RATES OF PAY.**—(1) For the purpose of improving the capability of the Department of Defense to provide military child development centers with a qualified and stable civilian workforce, the Secretary of Defense shall conduct a program as provided in this subsection to increase the compensation of child care employees. The Secretary shall begin the program not later than six months after the date of the enactment of this Act. The program shall be in effect for a period of at least two years.

(2) The program shall apply to all child care employees who—

(A) are directly involved in providing child care; and

(B) are paid from nonappropriated funds.

(3) Under the program, child care employees at a military installation who are described in paragraph (2) shall be paid—

(A) in the case of entry-level employees, at rates of pay competitive with the rates of pay paid to other entry-level employees at that installation who are drawn from the same labor

Regulations.

(B) in the case of other employees, at rates of pay substantially equivalent to the rates of pay paid to other employees at that installation with similar training, seniority, and experience.

(d) **EMPLOYMENT PREFERENCE TEST PROGRAM FOR MILITARY SPOUSES.**—(1) The Secretary of Defense shall conduct a test program under which qualified spouses of members of the Armed Forces shall be given a preference in hiring for the position of child care employee in a position paid from nonappropriated funds if the spouse is among persons determined to be best qualified for the position. A spouse who is provided a preference under this subsection at a military child development center may not be precluded from obtaining another preference, in accordance with section 806 of the Military Family Act of 1985 (10 U.S.C. 113 note), in the same geographical area as the military child development center.

(2) The test program under this subsection shall run concurrently with the program under subsection (c).

(e) **REPORT ON COMPENSATION AND SPOUSE EMPLOYMENT PREFERENCE PROGRAMS.**—Not later than March 1, 1991, the Secretary of Defense shall submit to the Committees on Armed Services of the Senate and House of Representatives a report on the programs under subsections (c) and (d). The report shall include the findings of the Secretary concerning the effect of each of the programs on the quality of child care provided in military child development centers and the effect of the spouse employment preference program on employee turnover at such centers.

(f) **ADDITIONAL CHILD CARE POSITIONS.**—(1) The Secretary of Defense shall make available for child care programs of the Department of Defense, not later than September 30, 1990, at least 1,000 competitive service positions in addition to the number of competitive service positions in such programs as of September 30, 1989. During fiscal year 1991, the Secretary shall make available to child care programs of the Department additional competitive service positions so that the number of competitive service positions in such programs as of September 30, 1991, is at least 3,700 greater than the number of competitive service positions in such programs as of September 30, 1989.

(2) The Secretary may waive the increase otherwise required by the second sentence of paragraph (1) to the extent that the Secretary determines that such increase is not executable. If the Secretary issues such a waiver, the Secretary shall promptly submit to the Committees on Armed Services of the Senate and House of Representatives a report on the waiver. Any such report shall specify the number of such positions waived and the reasons for the waiver.

(3) The additional positions provided for in paragraph (1), and the workyears associated with those positions, that are used outside the United States shall not be counted for purpose of applying any limitation on the total number of positions or workyears, respectively, available to the Department of Defense outside the United States (or any limitation on the availability of appropriated funds for such positions or workyears for any fiscal year).

(g) **COMPETITIVE SERVICE POSITION DEFINED.**—For purposes of this section, the term "competitive service position" means a position in the competitive service, as defined in section 21 (1) of title 5, United States Code.

reports.

SEC. 1594. PARENT FEES

The Secretary of Defense shall prescribe regulations establishing fees to be charged parents for the attendance of children at military child development centers. Those regulations shall be uniform for the military departments and shall require that, in the case of children who attend the centers on a regular basis, the fees shall be based on family income.

Regulations.

SEC. 1595. CHILD ABUSE PREVENTION AND SAFETY AT FACILITIES

(a) **CHILD ABUSE TASK FORCE.**—The Secretary of Defense shall establish and maintain a special task force to respond to allegations of widespread child abuse at a military installation. The task force shall be composed of personnel from appropriate disciplines, including, where appropriate, medicine, psychology, and childhood development. In the case of such allegations, the task force shall provide assistance to the commander of the installation, and to parents at the installation, in helping them to deal with such allegations.

Establishment.

(b) **NATIONAL HOTLINE.**—(1) The Secretary of Defense shall establish and maintain a national telephone number for persons to use to report suspected child abuse or safety violations at a military child development center or family home day care site. The Secretary shall ensure that such reports may be made anonymously if so desired by the person making the report. The Secretary shall establish procedures for following up on complaints and information received over that number.

Communication and telecommunications.

(2) The Secretary shall establish such national telephone number not later than 90 days after the date of the enactment of this Act and shall publicize the existence of the number.

Effective date.

(c) **ASSISTANCE FROM LOCAL AUTHORITIES.**—The Secretary of Defense shall prescribe regulations requiring that, in a case of allegations of child abuse at a military child development center or family home day care site, the commander of the military installation or the head of the task force established under subsection (a) shall seek the assistance of local child protective authorities if such assistance is available.

Regulations.

(d) **SAFETY REGULATIONS.**—The Secretary of Defense shall prescribe regulations on safety and operating procedures at military child development centers. Those regulations shall apply uniformly among the military departments.

(e) **INSPECTIONS.**—The Secretary of Defense shall require that each military child development center be inspected not less often than four times a year. Each such inspection shall be unannounced. At least one inspection a year shall be carried out by a representative of the installation served by the center, and one inspection a year shall be carried out by a representative of the major command under which that installation operates.

(f) **REMEDIES FOR VIOLATIONS.**—(1) Except as provided in paragraph (2), any violation of a safety, health, or child welfare law or regulation (discovered at an inspection or otherwise) at a military child development center shall be remedied immediately.

(2) In the case of a violation that is not life threatening, the commander of the major command under which the installation concerned operates may waive the requirement that the violation be remedied immediately for a period of up to 90 days beginning on the date of the discovery of the violation. If the violation is not remedied as of the end of that 90-day period, the military child development center shall be closed until the violation is remedied. The Secretary

Reports.

of the military department concerned may waive the preceding sentence and authorize the center to remain open in a case in which the violation cannot reasonably be remedied within that 90-day period or in which major facility reconstruction is required.

(3) If a military child development center is closed under paragraph (2), the Secretary of the military department concerned shall promptly submit to the Committees on Armed Services of the Senate and House of Representatives a report notifying those committees of the closing. The report shall include—

(A) notice of the violation that resulted in the closing and the cost of remedying the violation; and

(B) a statement of the reasons why the violation has not been remedied as of the time of the report.

(g) **REPORT ON COOPERATION WITH DEPARTMENT OF JUSTICE.**—(1) The Secretary of Defense, in consultation with the Attorney General, shall study matters relating to military child care that are of concern to the Department of Justice. The matters studied shall include the following:

(A) Improving communication between the Department of Defense and the Department of Justice in investigations of child abuse in military programs and in the coordination of the conduct of such investigations.

(B) Eliminating overlapping responsibilities between the two departments.

(C) Making better use of government and non-government experts in child abuse investigations and prosecutions.

(D) Improving communication with affected families by the Department of Defense, the Department of Justice, and appropriate State and local agencies.

(2) Not later than six months after the date of the enactment of this Act, the Secretary of Defense shall submit to Congress a report on the study required by paragraph (1). The report shall include recommendations on methods for improving the matters studied.

(3) Not later than nine months after the date of the enactment of this Act, the Comptroller General of the United States shall submit to Congress a report evaluating the findings in the report submitted under paragraph (2).

Establishment.

SEC. 1504. PARENT PARTNERSHIPS WITH CHILD DEVELOPMENT CENTERS

(a) **PARENT BOARDS.**—The Secretary of Defense shall require that there be established at each military child development center a board of parents, to be composed of parents of children attending the center. The board shall meet periodically with staff of the center and the commander of the installation served by the center for the purpose of discussing problems and concerns. The board, together with the staff of the center, shall be responsible for coordinating the parent participation program described in subsection (b).

(b) **PARENT PARTICIPATION PROGRAMS.**—The Secretary of Defense shall require the establishment of a parent participation program at each military child development center. As part of such program, the Secretary of Defense may establish fees for attendance of children at such a center, in the case of parents who participate in the parent participation program at that center, at rates lower than the rates that otherwise apply.

SEC. 1507. REPORT ON FIVE-YEAR DEMAND FOR CHILD CARE

(a) **REPORT REQUIRED.**—Not later than six months after the date of the enactment of this Act, the Secretary of Defense shall submit to Congress a report on the expected demand for child care by military and civilian personnel of the Department of Defense during fiscal years 1991 through 1995.

(b) **PLAN FOR MEETING DEMAND.**—The report shall include—

(1) a plan for meeting the expected child care demand identified in the report; and

(2) an estimate of the cost of implementing that plan.

(c) **MONITORING OF FAMILY DAY CARE PROVIDERS.**—The report shall also include a description of methods for monitoring family home day care programs of the military departments.

SEC. 1508. SUBSIDIES FOR FAMILY HOME DAY CARE

The Secretary of Defense may use appropriated funds available for military child care purposes to provide assistance to family home day care providers so that family home day care services can be provided to members of the Armed Forces at a cost comparable to the cost of services provided by military child development centers. The Secretary shall prescribe regulations for the provision of such assistance.

Regulations.

SEC. 1509. EARLY CHILDHOOD EDUCATION DEMONSTRATION PROGRAM

(a) **DEMONSTRATION PROGRAM FOR ACCREDITED CENTERS.**—(1) The Secretary of Defense shall carry out a program to demonstrate the effect on the development of preschool children of requiring that military child development centers meet standards of operation necessary for accreditation by an appropriate national early childhood programs accrediting body. To carry out such demonstration program, the Secretary shall ensure that not later than June 1, 1991, at least 50 military child development centers are accredited by such an appropriate national early childhood accrediting body.

(2) Each military child development center so accredited shall be designated as an early childhood education demonstration project and shall serve as a program model for other military child development centers and family home day care providers at military installations.

(b) **PLAN FOR IMPLEMENTATION.**—Not later than April 1, 1990, the Secretary shall submit to the Committees on Armed Services of the Senate and House of Representatives a plan for carrying out the requirements of subsection (a).

(c) **EVALUATION.**—The Secretary shall obtain an independent evaluation of the demonstration program carried out under subsection (a) to determine the extent to which the imposition of a requirement that military child development centers meet accreditation standards effectively promotes the development of preschool children of members of the Armed Forces. The Secretary shall report the results of the evaluation to Congress, together with such comments and recommendations as the Secretary considers appropriate, not later than July 15, 1992.

Reports.

SEC. 1510. DEADLINE FOR REGULATIONS

Regulations required to be prescribed by this title shall be prescribed not later than 90 days after the date of the enactment of this Act.

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Report To The Secretary Of Defense

Military Child Care Programs: Progress Made, More Needed

Military child care centers provide care for about 53,000 military dependents daily at more than 400 installations worldwide. Although the services have expressed a commitment to providing quality care and have taken action to upgrade some facilities and develop program regulations, GAO finds that many child care centers currently in use are neither safe nor suitable. The majority of centers in the Army and Navy and 20 percent in the Air Force need upgrading.

DOD-wide minimum standards are lacking for important program elements including: (1) total group size, (2) caregiver/child ratios, (3) educational activities, (4) staff training, and (5) food services.

GAO recommends that the Secretary of Defense take certain actions to insure that the services provide quality child care programs.



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FEDERAL PERSONNEL AND
COMPENSATION DIVISION

B-207217

The Honorable Caspar W. Weinberger
The Secretary of Defense

Attention: Director, GAO Affairs

Dear Mr. Secretary:

This report provides background information on military child care programs in each of the services and points out some potential problems in the quality of the programs. It also identifies opportunities to reduce child care costs.

This report contains recommendations to you on pages 9, 15, and 19. As you know, section 236 of the Legislative Reorganization Act of 1970 requires the head of a Federal agency to submit a written statement on actions taken on our recommendations. This written statement must be submitted to the Senate Committee on Governmental Affairs and the House Committee on Government Operations not later than 60 days after the date of the report. A written statement must also be submitted to the House and Senate Committees on Appropriations with an agency's first request for appropriations made more than 60 days after the date of the report.

We are sending copies of this report to the Chairmen, House and Senate Committees on Armed Services; the Secretaries of the Air Force, Army, and Navy; and the Director, Office of Management and Budget.

Sincerely yours,

Clifford I. Gould
Clifford I. Gould
Director

D I G E S T

In 1978, the Department of Defense (DOD) designated child care centers as community facilities for which the Government has a responsibility. Congress approved a DOD request for appropriated funds to construct new child care facilities for the first time in the fiscal year 1982 budget. Having acquired oversight responsibility for military child care programs, the House and Senate Armed Services and Appropriations Committees expressed interest in obtaining information on the condition of child care facilities, construction requirements, program operations, and ways to control costs. In response to this interest, GAO has reviewed military child care programs.

Since the services have made the commitment to provide child care, they need to make sure that the programs they offer are provided in safe facilities, that the program's policies and procedures address the basic needs of children, and that program management is effective. GAO believes that improvements can be made in all these areas.

FACILITY CONDITIONS, CONSTRUCTION
ALTERNATIVES, AND UNIFORM BUILDING
DESIGN GUIDES

Many facilities currently in use are neither safe nor suitable places for child care programs. For example:

- The majority of the 318 Army child care facilities do not meet fire and safety codes. (See p. 5.)
- The majority of the 73 Navy facilities need upgrading to comply with fire, safety, and sanitation standards. (See p. 6.)

--Additional facilities are needed in the Marine Corps to accommodate demand. (See p. 6.)

--In the Air Force, 20 percent of 162 facilities need improvements. (See p. 7.)

User fees, charges, and donations are not sufficient to support renovation and construction of child care facilities. The Air Force and Marine Corps have used nonappropriated funds from sources other than those mentioned above to build and maintain child care facilities which, for the most part, are suitable. The Army and Navy, on the other hand, found they could not absorb construction costs from their nonappropriated funds and, at the same time, satisfy competing morale, welfare and recreation demands. (See p. 5.)

Some installations have renovated excess buildings rather than request new facilities. DOD procedures require that options--making better use of existing space or contracting--be evaluated and documented before requesting funds for new facility construction. (See pp. 7 and 8.)

The services have been in the process of developing a joint building design guide for child care facilities for the last year. According to service officials, using these design guides DOD-wide could reduce both the cost and time required for the construction of new facilities. (See p. 8).

DOD-WIDE PROGRAM STANDARDS ARE NEEDED

Changes are needed in DOD and service policies and procedures to improve the quality of military child care programs. At the present time, the services develop their own program policies and standards, many of which do not meet the Federal Interagency Day Care Requirements, or do not adequately address important program elements to insure that basic health, safety, and developmental needs are met. GAO found that:

--Service regulations allow the caregiver/child ratios to exceed recommended limits. (See p. 11.)

--The existing service regulations do not adequately specify the educational equipment, toys, games, books, and materials that must be provided or incorporate the minimum staff training requirements of the Federal Inter-agency Day Care Requirements. (See pp. 12 and 13.)

--The Army, Navy, and Marine Corps have not provided sufficient guidance on meal standards and food program inspections to insure that adequate and nutritious meals and snacks are served. (See pp. 13 and 14.)

FURTHER MEASURES FOR IMPROVING PROGRAM AND CONTROLLING COSTS

Center administrators and caregivers need inservice training to prepare them to carry out the many diverse tasks they must perform. The services have provided inservice training for center directors; however, training for caregivers is still inadequate. Furthermore, training guides and manuals already developed have not been printed in sufficient quantity to make them available for all center staff. (See p. 16.)

With proper monitoring, family day care homes (private homes in which children receive full-time care) can be an appropriate and inexpensive way to provide additional child care options, and to alleviate center overcrowding. Although the Army and the Marine Corps have authorized family day care at installation housing units, this option has not been fully utilized. (See p. 17.)

The quality of child care programs and the ability to maintain self-sustaining operations are directly affected by the fees charged. The fees in military centers are generally lower than in civilian centers, often by as much as 25 to 50 percent. The rates have been set to enable lower-ranking enlisted personnel to fully use the child care activities; however, DOD data indicated that relatively few lower-ranking personnel have children. A variable rate structure based on rank or total family

income could increase the funds available to improve the quality of child care provided without sustaining operating losses. (See p. 18.)

RECOMMENDATIONS

To insure that the most urgent needs for child care facilities are met first and that resources are effectively allocated, GAO recommends that the Secretary of Defense require the services:

- When it is not feasible to correct unsafe or hazardous conditions, to document and develop plans to overcome the problems of facilities which should be closed.
- To determine where appropriated funds are needed to correct unsafe or hazardous conditions.
- To use uniform building design guides for child care facility construction where feasible.

To assure that military child care programs provide acceptable child care services, GAO recommends that the Secretary of Defense:

- Develop DOD-wide minimum standards for the services' child care programs. These standards should address (1) total group size, (2) caregiver/child ratios, (3) educational activities, (4) staff training, and (5) food services.
- Require the services to periodically verify compliance with DOD standards. See page 32 for further recommendations addressing the need to improve program quality and control operating costs.

AGENCY COMMENTS

In oral comments, received April 8, 1982, DOD agreed with GAO's recommendations, and plans to implement them.

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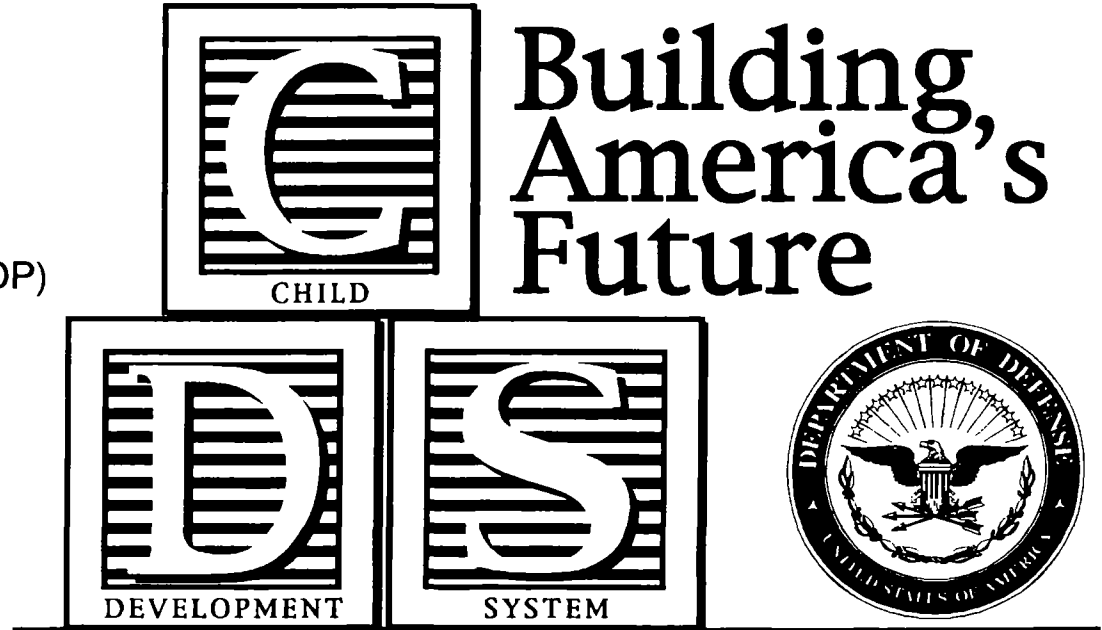
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Directory of Department of Defense Military Child Development Programs

Section 1 - Headquarters Organizations

16-Sep-97

OFFICE ORGANIZATION	ADDRESS, PHONE POINTS OF CONTACT
Office of Family Policy (OSD) Department of Defense	Ballston Towers #3, Room 917 4015 Wilson Blvd. Arlington, VA 22203-5193 888-CDP-3040 Linda Smith - Director, Office of Family Policy Patty Kasold - Senior Child Development and Youth Policy Specialist Bonnie Storm - Child Development and Youth Specialist
Child Development Services United States Army	ATTN: CFSC-FS 2461 Eisenhower Avenue Alexandria, VA 22331-0521 703-325-9647 M.-A. Lucas - Director, Family Support
Army Material Command United States Army	ATTN: AMCPE-FC 5001 Eisenhower Avenue Alexandria, VA 22333-0001 703-617-8530 Jeanne Comeau - Child and Youth Program Manager
Corps of Engineers United States Army	ATTN: CEHR-D 20 Massachusetts Avenue NW Washington, DC 20314-1000 202-761-0400 Diane Padilla - CDS Program Manager

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Forces Command United States Army	ATTN: AFPO-MWP 1777 Hardee Avenue SW Fort McPherson, GA 30330-6000 404-464-6164 Jan Hicks - CDS Program Manager
Intelligence and Security Command United States Army	ATTN: IAPE-HR 8825 Beulah Street Fort Belvoir, VA 22060-5246 703-706-2484 Portia Davidson - CDS/SAS/YS Program Manager
Military District of Washington United States Army	ATTN: ANPE-CF 103 Third Avenue, Building 48, Room 102 Washington, DC 20319-5050 202-685-3359 Shirlee Anderson - CDS/SAS/YS Program Manager
Military Traffic Management Command United States Army	ATTN: MTPL-HR 5611 Columbia Pike, Room 209 Falls Church, VA 22041-5050 703-681-6716 Michael E. Coppedge - CDS/SAS/YS Program Manager

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Training and Doctrine Command United States Army	ATTN: ATBO-FA Building 5A Fort Monroe, VA 23651-5000 757-728-5269 Gwen Smith
U.S. Army Europe United States Army	ATTN: AEAGA-GY Unit 29351 APO, AE 09014 011-49-6221-57-6686 Jan Witte - Family Support Director
U.S. Army Medical Command United States Army	ATTN: MCPE-H 2050 Worth Road Fort Sam Houston, TX 78234-6000 210-221-6807 Mary Jo Nelson - CDS/SAS/YS Program Manager
U.S. Army South United States Army	ATTN: SOPR-CFS Unit 7105 APO, AA 34004-5000 011-507-288-3214 John R. Lawter - Chief, Community and Family Support Division

OFFICE ORGANIZATION	ADDRESS, PHONE POINTS OF CONTACT
United States Army Pacific United States Army	ATTN: APPE-CFA T117 Palm Circle Fort Shafter, HI 96858-5100 808-438-8672 Kathleen Rocha - Child Development Services Program Manager
United States Military Academy United States Army	ATTN: MAPA-FS Ruger Road, Building 681 West Point, NY 10996 914-938-2023 Nancy Campbell - Family Support Division Chief
Child Care Program United States Marine Corps	ATTN: CMC HQ USMC (MHF) Code 40, # 2 Navy Annex Washington, DC 20308-1775 703-696-1182 Sandra Evans - Child Care Program Director
Bureau of Naval Personnel United States Navy	PERS65 7800 3rd Avenue Memphis, TN 38054-5045 901-874-6699 Pam Crespi - Head, Community Support Activities Branch
Directorate of Services United States Air Force	HQ USAF/SVP Air Force Pentagon Washington, DC 20330-1770 703-604-6421 Beverly Schmalzried - Chief, Community Activities Policy Maryalice Howe - Child Development and Youth Specialist

OFFICE ORGANIZATION	ADDRESS, PHONE POINTS OF CONTACT
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Air Combat Command United States Air Force	HQ ACC/SVPF 220 Sweeny Boulevard, Suite 313 Langley AFB, VA 23665-2795 804-764-2821/4145 Sherry Patterson - Chief, Family Activities Al Bartz - Youth Specialist Mindy McConnell - Child and Youth Specialist Lori Anderson - Child and Youth Specialist Stacey Young - Child and Youth Specialist
Air Education and Training Command United States Air Force	HQ AETC/SVPC 1850 First Street West, Suite 3 Randolph AFB, TX 78150-4308 210-652-3791 Louella Anderson - Chief, Community Support Branch
Air Force Material Command United States Air Force	HQ AFMC/SVPC 4375 Childlaw Road, Suite 6 Wright-Patterson AFB, OH 45433-5006 513-257-7139 Joyce Brown - Youth Specialist Bette Doelger - Child Development Specialist

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Air Force Space Command United States Air Force	HQ AFSPC/SVPY 150 Vandenberg Street, Suite 1105 Peterson AFB, CO 80914-4210 719-554-3884 Dick Seibel - Chief, Sports and Youth
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Air Mobility Command United States Air Force	HQ AMC/SVPCC 102 E. Martin Street, B-1 Scott AFB, IL 62225-5014 618-256-3228 Sandi Coleman - Child Development and Youth Specialist Joan Stephens - Child Development and Youth Specialist

OFFICE ORGANIZATION	ADDRESS, PHONE POINTS OF CONTACT
Pacific Air Force United States Air Force	HQ PACAF/SVPY 25 E. Street CIOO Hickam AFB, HI 96853-5246 808-449-9505/9831 Loretta Vega - Chief, Child and Youth Branch Judith Gross - Youth Specialist
U.S. Air Force Europe United States Air Force	HQ USAFE/SVPCC Unit 3050, Box 160 APO, AE 09136-0160 011-49-6302-67-7948 David Quinn - Youth Specialist Alice Rose - Child Development Specialist Linda Caldwell - Child Development Specialist
United States Air Force Academy United States Air Force	HQ USAFA/SVY 5150 Community Center Drive, Suite 100 USAF Academy, CO 80840 719-472-4166 Donna Head - Family Member Flight Chief
Children's World Learning Center National Security Agency	ATTN: 46 R&E, Room R 1C074 9800 Savage Road Fort Meade, MD 29744-6000 410-859-4657 Charlotte Ferrand - Deputy Chief of Work/Life Services
Quality of Life Defense Logistics Agency	ATTN: CAAPQ 8725 John J. Kingman Road Fort Belvoir, VA 22060-6211 703-767-5372 Rosemary Smith - Deputy, Quality of Life

Directory of Department of Defense Child Development Programs

Section 2 -- Installations Listed by State

16-Sep-97

INSTALLATION MILITARY SERVICE	ADDRESS	POINT OF CONTACT NAME/TITLE/PHONE	SERVICES
ALABAMA			
Fort McClellan United States Army	ATTN: ATZN-DPF-C Building 3161 Fort McCellan, AL 36205-5000	Brenda Malone Chief, Child and Youth Services 205-848-3644/3632	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Fort Rucker United States Army	ATTN: ATZQ-DCF, CYS Fort Rucker, AL 36362	Beverly Joiner Chief, Child & Youth Services 334-255-9108	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Maxwell AFB (Gunter Annex) United States Air Force	42 SVS/SVYC 60 W. Maxwell Boulevard Maxwell AFB, AL 36112-6307	David Carpenter Family Member Support Flight Chief 334-953-3624	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Maxwell Air Force Base United States Air Force	42 SVS/SVYC 60 W. Maxwell Boulevard Maxwell AFB, AL 36112-6307	David Carpenter Family Member Support Flight Chief 334-953-3624	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Redstone Arsenal United States Army	ATTN: AMSMI-RA-CF-FS-CD Redstone Arsenal, AL 35898-5000	Edward Gancarz Child Development Services Coordinator 205-955-6278	CEN ☒ SAC ☒ FCC ☒ R/R ☒
ALASKA			
Eielson Air Force Base United States Air Force	SVS/SVYC 3112 Broadway Avenue, Unit 6B Eielson AFB, AK 99702-1885	Debra Mettile Family Member Support Flight Chief 907-377-1808	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Elmendorf Air Force Base United States Air Force	SVY/SVYC 6920 12th Street Elmendorf AFB, AK 99506-2550	Maxine Henry Family Member Support Flight Chief 907-552-3995	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Fort Greely United States Army	ATTN: APVR-GPA-CF-CDC P.O. Box 2000 Delta Junction, AK 99737	Patricia McCowan Child Development Services Coordinator 907-873-3213	CEN ☒ SAC ☒ FCC ☒ R/R ☒

INSTALLATION MILITARY SERVICE	ADDRESS	POINT OF CONTACT NAME/TITLE/PHONE	SERVICES
Fort Richardson United States Army	ATTN: APVR-RCA-CFD 1 Headquarters Loop #6600 Fort Richardson, AK 99505	Kathy Putzel Child Development Services Coordinator 907-428-0981	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Fort Wainwright United States Army	P.O. Box 35045 Fort Wainwright, AK 99703	Kristina D. Knowles Child Development Services Coordinator 907-353-9545	CEN ☒ SAC ☒ FCC ☒ R/R ☒
ARIZONA			
Davis-Monthan Air Force Base United States Air Force	SVS/SVYC 5335 E. Comanche Davis Monthan AFB, AZ 85707	Kay Martin Family Member Support Flight Chief 250-228-2335	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Fort Huachuca United States Army	ATTN: ATZS-HRF-C Fort Huachuca, AZ 85613-6000	Judith Stevenson Child Development Services Coordinator 520-533-0460/0461	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Luke Air Force Base United States Air Force	SVS/SVYC 7383 N. Litchfield Road, Suite 3090 Luke AFB, AZ 85309-1566	Stephanie Tresky Family Member Support Flight Chief 602-856-6820	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Yuma United States Marine Corps	Marine Corps Air Station P.O. Box 99131 Yuma, AZ 85369-9100	Cindy Wyant Child Development Program Administrator 520-341-3234	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Yuma Proving Ground United States Army	ATTN: STEYP-MWR-FSD Building 1102 USAYPG Yuma, AZ 85365	Bea Curl Coordinator, Child and Youth Division 520-328-3130	CEN ☒ SAC ☒ FCC ☒ R/R ☒
ARKANSAS			
Little Rock Air Force Base United States Air Force	SVS/SVYC 1255 Vandenburg Boulevard Little Rock AFB, AR 72099-5013	Garland Becker Family Member Support Flight Chief 501-988-8703	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Pine Bluff Arsenal United States Army	ATTN: SIOPB-PAF Pine Bluff, AR 71602-9500	Melissa J. Brodnax Family Support Chief 870-540-3612	CEN ☒ SAC ☒ FCC ☒ R/R ☒

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CALIFORNIA			
Barstow United States Marine Corps	Marine Corps Logistics Base Barstow, CA 92311-5001	Ingrid Hamilton Child Development Program Administrator 760-577-6287	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Beale Air Force Base United States Air Force	9th SVA/SVYC 5190 Beale Highway Beale AFB, CA 95903	Brian Floyd Family Member Support Flight Chief 916-634-2804	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Camp Pendleton United States Marine Corps	Marine Corps Base Camp Pendleton PSC Box 555010 Camp Pendleton, CA 92055-5010	Deborah Singleton Child Development Program Administrator 619-725-6212	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Edwards Air Force Base United States Air Force	95 SPTG/SVY 115 Methusa Edwards AFB, CA 93524-1510	VACANT Family Member Support Flight Chief 805-277-4037	CEN ☒ SAC ☒ FCC ☒ R/R ☒
El Toro United States Marine Corps	Marine Corps Air Station El Toro P.O. Box 95001 Santa Ana, CA 92709-5001	Diann Johnson Child Development Program Administrator 714-726-4370	CEN ☒ SAC ☐ FCC ☒ R/R ☐
Fort Hunter Liggett United States Army	AFRC-FMR-PA (FCC) P.O. Box 7130 Fort Hunter Liggett, CA 93928	Timothy B. Zimmerman Director, Family Child Care and Youth Services 408-386-2313	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Fort Irwin United States Army	ATTN: AFZJ-PAS-CD P.O. Box 105014 Fort Irwin, CA 92310-5014	Pamela Hill Child Development Services Coordinator 760-380-4869	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Los Angeles Air Force Base United States Air Force	SVS/SVYC 325 Challenger Way, Suite 107B Los Angeles AFB, CA 90245-4677	Iris Alexander Family Member Support Flight Chief 310-363-5950	CEN ☒ SAC ☒ FCC ☒ R/R ☒
McClellan Air Force Base United States Air Force	77 SPTG/SVYC 5241 Arnold Avenue, STE 2 McClellan AFB, CA 95652-1088	Betty Ona Family Member Support Flight Chief 916-643-6660	CEN ☒ SAC ☒ FCC ☒ R/R ☒

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Miramar United States Marine Corps	Building 740 NAS Miramar San Diego, CA 92145-5000	Diann Johnson Child Development Program Administrator 619-537-4146	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Naval Air Facility El Centro United States Navy	3001 Monterey Avenue NAF El Centro, CA 92243-0000	Lois Macias Child Development Program Administrator 619-339-2560	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Naval Air Station Lemoore United States Navy	Building 965 NAS Lemoore, CA 93246-5040	Theresa Mitchell Child Development Program Administrator 209-998-4917	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Naval Air Station North Island United States Navy	Building 650 Box 357081, CODE 92 San Diego, CA 92135-5092	Mary Utterback Child Development Program Administrator 619-545-7226	CEN ☒ SAC ☐ FCC ☐ R/R ☐
Naval Air Wpns Station China Lake United States Navy	CDPA Code C865, NAWS China Lake, CA 93555-6100	Debra L. Oliver Child Development Program Administrator 760-939-4208	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Naval Air Wpns Station Point Mugu United States Navy	CDPA Bldg 17, CODE 86500E, NAWS Point Mugu, CA 93042-5000	Patricia Turner Child Development Program Administrator 805-989-7481	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Naval Amphibious Base Coronado United States Navy	2525 Munda Road Code 60 NAB San Diego, CA 92155-5000	Jane Ann Carroll Child Development Program Administrator 619-437-2119	CEN ☒ SAC ☒ FCC ☐ R/R ☒
Naval Medical Center San Diego United States Navy	COR MWR CODE BEA San Diego, CA 92134-5000	Beth Swing Contracting Officer's Representative 619-532-5070	CEN ☒ SAC ☐ FCC ☐ R/R ☐
Naval Station San Diego United States Navy	2375 Recreation Way MWR DEPT Code 10 San Diego, CA 92136-5592	Phyllis Williams Child Development Program Administrator (Acting) 619-556-7475	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Naval Submarine Base San Diego United States Navy	140 Sylvester Road Building 377 San Diego, CA 92106	Lenda Kaplan Child Development Program Administrator 619-553-0781	CEN ☒ SAC ☐ FCC ☐ R/R ☐

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Naval Weapons Station Concord United States Navy	Building 1A 10 Code 08 NWS Concord, CA 94520-5100	Jackie Lara Family Child Care Director 510-246-3138	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Navy Support Activity Monterey Bay United States Navy	MWR Code 45 CD RM B47 NSA, 1 University Cr. Monterey, CA 93943-5027	Cathy Austin Child Development Program Administrator 408-656-2734	CEN ☒ SAC ☒ FCC ☒ R/R ☒
NCBC Port Hueneme United States Navy	1000 23rd Avenue MWR Code 1924, CBC Port Hueneme, CA 93043	Polly Elam-Ferraro Child Development Program Administrator 805-982-2048	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Oakland United States Army	Building 655 Oakland Army Base, CA 65626-5000	Sandra Young Child Development Center Director 510-446-2687	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Presidio of Monterey United States Army	ATTN: ATZP-DCA-CD Presidio of Monterey, CA 93944	Vicky Ashenbrenner Child Development Services Coordinator 408-583-2395	CEN ☒ SAC ☒ FCC ☒ R/R ☒
San Diego United States Marine Corps	Marine Corps Recruit Depot 1600 Henderson Avenue, Suite 238 San Diego, CA 92140-5001	Marry Young Child Development Program Administrator 619-524-4430	CEN ☒ SAC ☐ FCC ☐ R/R ☐
Sierra Army Depot United States Army	ATTN: SIOSI-DACO-CDC Herlong, CA 96113-5166	Robert Picco Child Development Services Coordinator 916-827-4562	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Travis Air Force Base United States Air Force	60 SVS/SVYC 4 Illinois Street Travis AFB, CA 94535-1931	Janis D. Mahone Family Member Support Flight Chief 707-424-5372	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Tustin United States Marine Corps	Marine Corps Air Station Tustin P.O. Box 105001 Santa Ana, CA 92710-5001	Diann Johnson Child Development Program Administrator 714-726-7400	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Twentynine Palms United States Marine Corps	Marine Corps Air Ground Combat Center PSC Box 788100 Twentynine Palms, CA 92278-8100	Cindy Tompkins Child Development Program Administrator 760-830-7529	CEN ☒ SAC ☒ FCC ☒ R/R ☒

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COLORADO			
Buckley Air National Guard Base United States Air Force	821 SPTS/SVYC 18300 E. Crested Butte Avenue, Stop 24 Aurora, CO 80011	Brian Borda Services Director 303-340-9992	CEN ☐ SAC ☐ FCC ☐ R/R ☐
Fort Carson United States Army	AFZC-PA-CY Building 5510 Fort Carson, CO 80913	Jan McConnell Chief, Child and Youth Services 719-526-4188	CEN ☒ SAC ☒ FCC ☒ R/R ☒
U.S. Air Force Academy United States Air Force	HQ USAFA SVYC USAFA, CO 80840-3000	Donna Head Family Member Support Flight Chief 719-333-4166	CEN ☒ SAC ☒ FCC ☒ R/R ☒
CONNECTICUT			
Naval Submarine Base New London United States Navy	Box 14, MWR DEPT Naval Submarine Base Groton, CT 06349-5014	Marie Faulise Child Development Program Administrator 860-449-3519	CEN ☒ SAC ☒ FCC ☒ R/R ☒
DELAWARE			
Dover Air Force Base United States Air Force	436 SVS/SVYC 262 Chad Street, Room 208 Dover AFB, DE 19902-7262	Steve Shelvy Family Member Support Flight Chief 302-677-3998	CEN ☒ SAC ☒ FCC ☒ R/R ☒
DISTRICT OF COLUMBIA			
Bolling Air Force Base United States Air Force	11th Support Group/SVYC 4556 Tinker Street, Suite 100 Bolling AFB, DC 20332-5300	Leslie Lips Family Member Support Flight Chief 202-767-3047	CEN ☒ SAC ☒ FCC ☒ R/R ☒
Naval District Washington United States Navy	Code 915, MWR DEPT Naval Station Anacostia Washington, DC 20374	Linda Tomlins Child Development Program Administrator 202-433-0771/0797	CEN ☒ SAC ☐ FCC ☒ R/R ☐
Walter Reed Army Medical Center United States Army	Building 11, Rm1-76 6825 16th Street, NW Washington, DC 20307-5001	Marlene S. Craw Chief, Child/Youth Development Services 202-782-5024	CEN ☒ SAC ☒ FCC ☒ R/R ☒

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FLORIDA			
Eglin Air Force Base	96 SVS/SVYC	Skipper Kemp	CEN ☒ SAC ☒
United States Air Force	404 N. Seventh Street, STE C Eglin AFB, FL 32542-5648	Family Member Support Flight Chief 904-882-3337	FCC ☒ R/R ☒
Hurlburt Air Force Base	16 SVS/SVYC	Jay Weisz	CEN ☒ SAC ☒
United States Air Force	108 McMillian Street Hurlburt Field, FL 32544-1073	Family Member Support Flight Chief 904-884-2952	FCC ☒ R/R ☒
MacDill Air Force Base	SVS/SVYC	Gladys Rodriguez	CEN ☒ SAC ☒
United States Air Force	1904 Golf Course Avenue, Suite 1 MacDill AFB, FL 33621	Family Member Support Flight Chief 813-828-5097	FCC ☒ R/R ☒
Naval Air Station Cecil Field	Box 109, BLDG 200	Bobbie Emfinger	CEN ☒ SAC ☒
United States Navy	NAS Cecil Field, FL 32215-0109	Child Development Program Administrator 904-778-6290	FCC ☒ R/R ☒
Naval Air Station Jacksonville	Box 14, Building 621	Sandra Powers	CEN ☒ SAC ☐
United States Navy	NAS Jacksonville, FL 32212	Child Development Program Administrator 904-772-5434	FCC ☒ R/R ☐
Naval Air Station Key West	P.O. Box 9027, MWR DEPT	Pam Fithian	CEN ☐ SAC ☐
United States Navy	NAS Key West, FL 33040-9027	Child Development Program Administrator 305-293-4442/4441	FCC ☐ R/R ☐
Naval Air Station Pensacola	Building 362	Ann King	CEN ☒ SAC ☒
United States Navy	NAS Pensacola, FL 32508-5000	Child Development Program Administrator 904-452-3029	FCC ☒ R/R ☒
Naval Air Station Whiting Field	7180 Langley Street	Jane Garton	CEN ☒ SAC ☒
United States Navy	NAS Whiting Field Milton, FL 32570-5000	Child Development Program Administrator 904-623-7472	FCC ☒ R/R ☒
Naval Station Mayport	P. O. Box 280048, Building 414	Mary Cano	CEN ☒ SAC ☒
United States Navy	NAVSTA (Code N9J) Mayport, FL 32228-0048	Child Development Program Administrator 904-270-7740	FCC ☐ R/R ☒