
Care 4 Kids Program



Program Operations TRANSMITTAL

Transmittal Number: C4K-POL-21-08

Date: July 30, 2021

To: Sherri Sutera, Program Director
Care 4 Kids Program

From: Julie Giaccone, CCDF Administrator
Office of Early Childhood

CC: Distribution List

Subject: **One-Time Longevity Incentive Bonus**

A handwritten signature in blue ink that reads "Julie Giaccone".

Program Issue: The 2017- 2022 Collective Bargaining Agreement between Service Employees International Union (SEIU) and The Office of Childhood (OEC) provides a **one-time** longevity incentive bonus to a Care 4 Kids licensed family child care provider who has had at least one child actively enrolled every month for 36 months, January 1, 2018 through June 30, 2021.

Background: Article Twelve, Section One of the 2017-2022 Collective Bargaining Agreement states, "Effective and payable on July 1, 2021, there shall be an average \$900.00 payment to all eligible bargaining unit members. For this purpose, "eligible" shall mean a provider who has provided care under the program continuously for each month for at least 3 years as of July 1, 2021. Each licensed provider shall receive the same amount as other licensed providers, and each unlicensed provider shall receive the same amount as other unlicensed providers. The licensed payment amount shall be twice the unlicensed amount."

Policy Directive: To be in compliance with the SEIU Collective Bargaining Agreement, the OEC is requesting that the Care 4 Kids program issue the one-time longevity payment to all eligible providers in the manner outlined below.

- The payment amount shall be an average of \$900.00 to all eligible providers.
- The amount payable to licensed family child care providers will be twice what is payable to unlicensed providers.
- The longevity payment was calculated for **unlicensed providers** using the following formula:
 - the unlicensed lump sum payment (with the **licensed provider** payments being twice that amount), shall be: $P=900*T/(2L+U)$
 - where: P=the unlicensed payment;
 - T=Total number of eligible providers;
 - L=number of eligible licensed providers; and
 - U=number of unlicensed providers.
 - $P=\$900*986/((2*496)+490) = \598.79 for eligible Unlicensed Relative and
 - $2 \times \$598.79 = \$1,197.58$ for eligible Licensed Family.
- The longevity payment was calculated for the 490 eligible **unlicensed relative providers** as a one-time payment of \$598.79.
- The longevity payment was calculated for the 496 eligible **licensed family providers** as a one-time payment of \$1,197.58.
- The average of both amounts is equal to \$900.00.

- The number of eligible providers was calculated after the completion of the month of June, 2021, to determine eligibility based on services to all children with active certificate that received care, and for child care services provided for 36 consecutive months between July 1, 2018 and June 30, 2021.
- The total number of providers, by type, was based on the Longevity Report issued on July 15, 2021 named “Combined CCMIS ImpaCT Longevity Extract 07152021.”
- This report combined the data provided by United Way of Connecticut from the Child Care Management Information System (CCMIS) for services in SFY 2019, with the Deloitte data from the ImpaCT Child Care system with data from SFYs 2019, 2020, and 2021. This report identified each Unlicensed Relative Provider and Licensed Family Provider, and if they provided child care in each of the 36 months. The result was 986 eligible providers, or 490 Unlicensed and 496 Licensed Home-Based.
- All payments should be issued to eligible providers on Longevity Report on or before July 31, 2021.

Questions concerning this transmittal can be referred to Office of Early Childhood at 860-500-4421.

JG:kd