

## **The Providing Child Care for Police Officers Act**

Senators Kirsten Gillibrand (D-NY) and Thom Tillis (R-NC)

*The Providing Child Care for Police Officers Act establishes a pilot program to provide child care services for police officers to accommodate their nontraditional work hours and enhance officer recruitment and retention.*

Our law enforcement officers are essential to maintaining public safety and enforcing our laws. However, these agencies are facing significant challenges in hiring, training, and retaining police officers to help keep our communities safe. One approach to help with the recruitment and retention of qualified law enforcement officers include providing competitive benefits to support the workforce. Police officers often work extended hours on a nontraditional schedule. The families of many police officers struggle to access quality, reliable, and affordable child care that works for their schedule. Simultaneously, the nation is also facing a shortage of child care providers. As a result, many police officers, especially women, leave the force in order to care for their children.

Providing access to child care eases the burden on working families and removes a barrier to entry and retention for working parents, especially women. Recruiting and retaining a representative and high-quality police force should be a top priority to help keep our communities safe.

Senator Kirsten Gillibrand's Providing Child Care for Police Officers Act would address nationwide police staffing shortages by making it easier for parents to enter and stay in the field. It establishes a grant pilot program to provide child care services for the children of police officers to accommodate the shift work and abnormal work hours of the officers, to enhance recruitment and retention of the workforce. Specifically, the bill:

- Authorizes \$24 million in funding for each of the next five fiscal years under the Child Care Development Grant Program
- Allows HHS to provide grants of up to \$3 million for opening child care centers
- Sets aside 20 percent of the total grant funding to provide grants to police forces employing fewer than 200 officers.

**Supporting organizations:** Sergeants Benevolent Association, 30x30, Peace Officers Research Association of California (PORAC), National Fraternal Order of Police (FOP), National Association of Police Organizations (NAPO), International Union of Police Associations (IUPA), Congressional Problem Solvers Caucus, Fight Crime: Invest in Kids, National Association of Women Law Enforcement Executives (NAWLEE), Major Cities Chiefs Association, New York State Police Investigators Association, Policing Project at NYU School of Law, Suffolk County Sheriff Errol D. Toulon, Child Care Council of Suffolk