

119TH CONGRESS  
1ST SESSION

**S.** \_\_\_\_\_

To establish a grant pilot program to provide child care services for the minor children of law enforcement officers to accommodate the shift work and nontraditional work hours of such officers, and to enhance recruitment and retention of such officers.

---

IN THE SENATE OF THE UNITED STATES

---

Mrs. GILLIBRAND (for herself and Mr. TILLIS) introduced the following bill;  
which was read twice and referred to the Committee on

---

**A BILL**

To establish a grant pilot program to provide child care services for the minor children of law enforcement officers to accommodate the shift work and nontraditional work hours of such officers, and to enhance recruitment and retention of such officers.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Providing Child Care  
5       for Police Officers Act of 2025”.

1 **SEC. 2. CHILD CARE GRANT PROGRAM TO SUPPORT LAW**  
2 **ENFORCEMENT.**

3 (a) ESTABLISHMENT.—The Secretary of Health and  
4 Human Services, acting through the Assistant Secretary  
5 of the Administration for Children and Families, shall es-  
6 tablish a program to award grants to lead agencies, on  
7 a competitive basis, to assist lead agencies in providing  
8 funds to encourage the establishment and operation of  
9 child care programs to provide child care services for the  
10 minor children of law enforcement officers during the shift  
11 work and nontraditional work hours of such officers.

12 (b) APPLICATION.—To be eligible to receive a grant  
13 under this section, a lead agency shall prepare and submit  
14 to the Secretary an application at such time, in such man-  
15 ner, and containing such information as the Secretary may  
16 require, including an assurance that the contribution re-  
17 quired under subsection (f) will be provided.

18 (c) PERIOD OF GRANT.—The Secretary shall award  
19 a grant under this section for a period of 3 years.

20 (d) SET-ASIDE.—Of the amount appropriated to  
21 carry out this section for a fiscal year, not less than 20  
22 percent shall be used to award grants under this section  
23 to lead agencies to provide funds to—

24 (1) a law enforcement agency that employs  
25 fewer than 200 full-time law enforcement officers; or

1           (2) a consortium comprised of law enforcement  
2 agencies, one of which employs fewer than 200 such  
3 officers.

4           (e) USE OF FUNDS.—

5           (1) IN GENERAL.—A lead agency shall use a  
6 grant awarded under this section to provide funds to  
7 covered entities located in the State or in the area  
8 served by the lead agency to enable the covered enti-  
9 ties to establish and operate child care programs (di-  
10 rectly or by contract with child care providers). Such  
11 funds may be used by the covered entity or (through  
12 such a contract) child care provider for eligible pur-  
13 poses that may include—

14                   (A) assistance for the startup costs related  
15 to a child care program;

16                   (B) assistance for the training of child care  
17 providers;

18                   (C) assistance for law enforcement agen-  
19 cies to provide financial assistance for child  
20 care costs for families;

21                   (D) assistance for the provision of services  
22 to care for sick children or to provide care to  
23 children;

24                   (E) assistance through contracts entered  
25 into by law enforcement agencies with local

1 child care resource and referral organizations or  
2 local health departments;

3 (F) assistance for care for children with  
4 disabilities;

5 (G) assistance to maintain nonstandard  
6 hours for expanded hours of child care;

7 (H) assistance for payment of expenses for  
8 operation, construction, or renovation of a child  
9 care facility; or

10 (I) assistance for any other relevant activ-  
11 ity determined appropriate by the lead agency.

12 (2) APPLICATION.—In order for a covered enti-  
13 ty to be eligible to receive funds from a lead agency  
14 under this section, the covered entity or, if the entity  
15 is a consortium including a unit of local government,  
16 the unit of local government involved, shall prepare  
17 and submit to the lead agency an application at such  
18 time, in such manner, and containing such informa-  
19 tion as the lead agency may require.

20 (3) LIMITATIONS.—With respect to grant funds  
21 received under this section, a lead agency may not  
22 provide in excess of \$3,000,000 from such funds to  
23 any single applicant.

24 (f) MATCHING REQUIREMENT.—To be eligible to re-  
25 ceive a grant under this section, a lead agency shall pro-

1 vide assurances to the Secretary that, with respect to the  
2 costs to be incurred by a covered entity receiving funds  
3 through the grant in carrying out activities under this sec-  
4 tion, the covered entity will make available (directly or  
5 through donations from public or private entities) non-  
6 Federal contributions for such costs in an amount equal  
7 to—

8 (1) for the first fiscal year for which the cov-  
9 ered entity receives such funds, not less than 10 per-  
10 cent of such costs;

11 (2) for the second fiscal year for which the cov-  
12 ered entity receives such funds, not less than 25 per-  
13 cent of such costs; and

14 (3) for the third fiscal year for which the cov-  
15 ered entity receives such funds, not less than  $33\frac{2}{3}$   
16 percent of such costs.

17 (g) REQUIREMENTS OF PROVIDERS.—To be eligible  
18 to receive assistance under a grant awarded under this  
19 section, a covered entity (if directly operating a child care  
20 program) or child care provider shall meet the definitions  
21 of, and requirements specified in or under, each of the  
22 following:

23 (1) Section 658P(6) of the Child Care and De-  
24 velopment Block Grant Act of 1990 (42 U.S.C.  
25 9858n(6)).

1           (2) Section 98.41 of title 45, Code of Federal  
2 Regulations (or a successor regulation).

3           (3) Section 98.43 of title 45, Code of Federal  
4 Regulations (or a successor regulation).

5 (h) ADMINISTRATION.—

6           (1) LEAD AGENCY.—A lead agency shall, with  
7 respect to administering a grant awarded under this  
8 section, have the duties described in section 658D(b)  
9 of the Child Care and Development Block Grant Act  
10 of 1990 (42 U.S.C. 9858b(b)). A lead agency shall  
11 have the responsibility for administering a grant  
12 awarded under this section and for monitoring use  
13 of funds and adherence to requirements referred to  
14 in paragraphs (2) and (3) of subsection (g) by cov-  
15 ered entities (if directly operating a child care pro-  
16 gram) and child care providers that receive funds  
17 under such grant.

18           (2) TECHNICAL ASSISTANCE.—A lead agency  
19 administering a grant awarded under this section  
20 shall, for the duration of the period of such grant,  
21 provide to covered entities technical assistance re-  
22 garding such grant.

23           (3) AUDITS.—A lead agency that provides  
24 funds to a covered entity under this section shall  
25 conduct an annual audit with respect to the activi-

1       ties of the covered entity and any child care provider  
2       carried out with those funds.

3           (4) MISUSE OF FUNDS.—

4               (A) REPAYMENT.—If the lead agency de-  
5       termines, through an audit or otherwise, that a  
6       covered entity or child care provider receiving  
7       funds under a grant awarded under this section  
8       has misused the funds, the lead agency shall  
9       notify the Secretary of the misuse. The Sec-  
10      retary, upon such a notification, may seek from  
11      such covered entity or child care provider the  
12      repayment of an amount equal to the amount  
13      of any such misused funds plus interest.

14            (B) APPEALS PROCESS.—The Secretary  
15      shall by regulation provide for an appeals proc-  
16      ess with respect to repayments under this para-  
17      graph.

18           (5) 2-YEAR STUDY.—

19               (A) IN GENERAL.—Not later than 2 years  
20      after the date on which the Secretary first  
21      awards grants under this section, the Secretary  
22      shall conduct a study to determine—

23                   (i) the capacity of covered entities (if  
24                   directly operating child care programs) and  
25                   child care providers receiving funds

1 through such a grant, to meet the child  
2 care needs of communities within States;

3 (ii) the kinds of consortia that are  
4 being formed with respect to child care at  
5 the local level to carry out programs fund-  
6 ed under this section; and

7 (iii) who is using the programs funded  
8 under this section and the income levels of  
9 individuals using the programs.

10 (B) REPORT.—Not later than 28 months  
11 after the date on which the Secretary first  
12 awards grants under this section, the Secretary  
13 shall prepare and submit to the appropriate  
14 committees of Congress a report on the results  
15 of the study conducted in accordance with sub-  
16 paragraph (A).

17 (6) FOUR-YEAR STUDY.—

18 (A) IN GENERAL.—Not later than 4 years  
19 after the date on which the Secretary first  
20 awards grants under this section, the Secretary  
21 shall conduct a study to determine—

22 (i) the number of child care facilities  
23 that—

24 (I) received funds for construc-  
25 tion or renovation through covered en-



1                   tities that received funds through a  
2                   grant awarded under this section; and

3                   (II) remain in operation;

4                   (ii) the extent to which such facilities  
5                   are meeting the child care needs of the in-  
6                   dividuals served by such facilities; and

7                   (iii) the extent to which other sectors  
8                   (besides law enforcement officers) of first  
9                   responders, as defined in section 3025 of  
10                  the Omnibus Crime Control and Safe  
11                  Streets Act of 1968 (34 U.S.C. 10705),  
12                  have unmet child care needs.

13                (B) REPORT.—Not later than 52 months  
14                after the date on which the Secretary first  
15                awards grants under this section, the Secretary  
16                shall prepare and submit to the appropriate  
17                committees of Congress a report on the results  
18                of the study conducted in accordance with sub-  
19                paragraph (A).

20                (i) DEFINITIONS.—In this section:

21                (1) CONSORTIUM.—The term “consortium”  
22                means a partnership that includes one or more law  
23                enforcement agencies and may also include a unit of  
24                local government, a child care provider, or a founda-  
25                tion.

1           (2) COVERED ENTITY.—The term “covered en-  
2           tity” means a law enforcement agency or a consor-  
3           tium.

4           (3) ELIGIBLE CHILD CARE PROVIDER.—The  
5           term “eligible child care provider” has the meaning  
6           given the term in section 658P of the Child Care  
7           and Development Block Grant Act of 1990 (42  
8           U.S.C. 9858n).

9           (4) LAW ENFORCEMENT AGENCY.—The term  
10          “law enforcement agency” means a government  
11          agency with criminal or civil law enforcement pow-  
12          ers.

13          (5) LAW ENFORCEMENT OFFICER.—The term  
14          “law enforcement officer” has the meaning given the  
15          term in section 2503 of the Omnibus Crime Control  
16          and Safe Streets Act of 1968 (34 U.S.C. 10533).

17          (6) LEAD AGENCY.—The term “lead agency”  
18          means an agency or office designated or established  
19          under section 658D(a) of the Child Care and Devel-  
20          opment Block Grant Act of 1990 (42 U.S.C.  
21          9858b(a)), or an analogous agency or office for an  
22          Indian tribe or tribal organization.

23          (7) SECRETARY.—The term “Secretary” means  
24          the Secretary of Health and Human Services, acting

1 through the Assistant Secretary of the Administra-  
2 tion for Children and Families.

3 (8) STATE.—The term “State” means—

4 (A) each of the several States of the  
5 United States;

6 (B) the District of Columbia;

7 (C) each territory of the United States;

8 and

9 (D) an Indian Tribe or Tribal organization  
10 (as such terms are defined in section 658P of  
11 the Child Care and Development Block Grant  
12 Act of 1990 (42 U.S.C. 9858n)).

13 (j) AUTHORIZATION OF APPROPRIATIONS.—

14 (1) IN GENERAL.—There is authorized to be  
15 appropriated to carry out this section, \$24,000,000  
16 for each of fiscal years 2026 through 2030.

17 (2) STUDIES AND ADMINISTRATION.—With re-  
18 spect to the total amount appropriated for the pe-  
19 riod of fiscal years 2026 through 2030 in accordance  
20 with this subsection, not more than \$2,500,000 of  
21 that amount may be used for expenditures related to  
22 conducting studies required under, and the adminis-  
23 tration of, this section.

1       (k) TERMINATION OF PROGRAM.—The program es-  
2   ablished under this section shall terminate on September  
3   30, 2030.