



City of Detroit
Detroit City Council
Council Member Angela Whitfield Calloway
District 2

MEMORANDUM

TO: David Whitaker, Director, Legislative Policy Division
Dr. Lisa Sturges, Director, Office of Early Learning

FROM: Council Member Angela Whitfield-Calloway *AWC*

DATE: December 20, 2023

RE: Request Financial Impact Report on Childcare Vouchers for City of Detroit Employees

Councilwoman Calloway is requesting a comprehensive financial impact report on a prospective pilot program designed to provide childcare vouchers for eligible City of Detroit employees. The proposed childcare voucher program aims to support our City of Detroit employees by addressing childcare challenges, promoting employee well-being, and enhancing overall productivity.

We recognize the importance of supporting employees in balancing work and family responsibilities. As part of our commitment to building a healthy and productive work environment, we are considering the implementation of a childcare voucher program. This pilot initiative would provide eligible employees with financial assistance to cover childcare expenses, thereby removing a significant barrier to employment and promoting workforce retention.

1. Objectives

The primary objectives of the childcare voucher program are as follows:

- a. **Improve Employee Work-Life Balance:** By alleviating the financial burden of childcare, we aim to enhance the work-life balance of City of Detroit employees, contributing to increased job satisfaction and overall well-being.
- b. **Increase Workforce Retention:** By offering childcare support, we intend to improve employee retention rates, reducing turnover costs associated with recruitment and training.
- c. **Boost Productivity:** Employees who have access to reliable childcare services are likely to experience reduced stress, leading to increased focus and productivity during work hours.

2. Scope of Financial Impact Report



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To ensure an informed decision-making process, LPD is requested to conduct a thorough financial impact report. The report should cover, but not be limited to, the following key aspects:

- a. Cost Analysis:** Provide a detailed breakdown of the anticipated costs associated with the implementation and maintenance of the childcare voucher program.
- b. Funding Sources:** Explore potential funding sources, including federal grants, private partnerships, and budget reallocations, to sustain the program without placing an additional burden on the city's finances.
- c. Return on Investment:** Assess the potential return on investment by considering the long-term benefits, such as increased employee retention, improved productivity, and positive impacts on the city's reputation.
- d. Benchmarking:** Compare similar programs implemented in other municipalities to draw insights and identify best practices that can inform the design and implementation of our program.

Conclusion

The proposed childcare voucher program aligns with the City of Detroit's commitment to supporting its employees and promoting a positive work environment. We look forward to receiving the financial impact report to guide our decision-making.

Please contact our office if you have any questions or concerns – Ramses Dukes,
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