



## **MI Tri-Share Child Care Program Upper Peninsula Hub**

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### **Program Overview for Employers-Upper Peninsula**

The overall purpose of Tri-Share program is to improve affordability, access and quality of childcare through implementing a model by which the state, the employer and the employee can share equal responsibility for childcare by contributing one-third of the total cost. It is believed that offering this benefit to employees will improve the ability of employers to attract and retain talent, thereby fueling economic impact and growth.

The program is being offered by the State of Michigan through the Michigan Women's Commission. In the Upper Peninsula (U.P.), Marquette-Alger RESA (MARESA) is administering the program.

Eligible employers must be located in the U.P. but there is no residency requirement for employees or childcare providers.

Eligible employees will have a household income between 201% and 325% of the Federal Poverty Level (FPL) relative to the number of individuals in the household (see schedule at the end of document).

#### **Employee eligibility will be determined using the following process:**

- Employees of participating employers will sign up at [www.maresa.org](http://www.maresa.org) and provide information about household composition (adults and children), annual salary of the employee and income earned by a spouse/partner if applicable.
- MARESA will provide employers with a list of employees who have signed up along with the self-reported salary/wages that the employee reported.
- Employers will confirm that the employee salary information submitted is accurate.
- Eligibility will be determined once over the course of the program, e.g., if employees receive an increase in salary/wages, they will not need to report the change.
- Verification of the self-reported income of a spouse/partner may be conducted.

Funds may be used for any licensed childcare provided to children ages 0-17 years, including but not limited to preschool, childcare, before-and-after school care and summer programs.

## Employer Requirements and Considerations

- Employers participating in the program will make the program available to one or more employees with dependent children between ages 0-17 years.
- Employers agree to review and confirm or correct employee salary information to determine employee eligibility.
- Employers agree to cover one-third (1/3) the cost of childcare for eligible employees and will create a new employee benefit to allow for this payment.
- Employers will set up the employee payment using payroll deduction; then on a monthly basis, employers will provide payment to MARESA via ACH for two-thirds (2/3) the cost of childcare (employer and employee portion). MARESA will then provide full payment to providers and will submit to the State of Michigan for reimbursement.
- If a participating employee changes childcare providers, employers will accommodate changes in payment arrangements within the terms established for the benefit.

## MARESA Requirements and Considerations

- MARESA will serve as the ‘facilitator hub’ for the program.
- If an eligible employee has an existing childcare provider when enrolling, a program representative will contact the childcare and enroll the provider.
- If an eligible employee does NOT have childcare, the Resource Center will provide resources to locate a provider who meets the employee’s needs.
- MARESA will enroll as many eligible employees as possible to be able to access up to an annual allocation of \$300,000 in State of Michigan funds. MARESA may cap program enrollment if adding additional employees could exceed the amount of this grant.

## Tri-Share Program Eligibility 2022-2023

Household Size	Min. Annual Income	Max. Annual Income
2 people	\$36,620	\$59,508
3 people	\$46,060	\$74,848
4 people	\$55,500	\$90,188
5 people	\$64,940	\$105,528
6 people	\$74,380	\$120,868
7 people	\$83,820	\$136,208
8 people	\$93,260	\$151,548

### Additional Questions?

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