



SECRETARY OF THE ARMY  
WASHINGTON

3 0 NOV 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2018-27 (Rebalance of Army Child Care Fee Assistance)

1. References:

a. Department of Defense Instruction (DoDI) 6060.02 (Child Development Programs (CDPs)), August 5, 2014.

b. Memorandum, Office of the Assistant Secretary of Defense (Readiness and Force Management), Mar 19 2015, subject: Policy Clarification for Priority 1 Access to Department of Defense Child Development Programs.

c. Army Regulation 608-10 (Child Development Services), 11 May 2017.

2. This directive establishes policy for the enrollment of Department of the Army (DA) Civilians in Army Fee Assistance (AFA).

3. I am committed to taking care of Soldiers and their Families and reducing the burden of military life the Army places on them. Soldiers must be confident that their spouses and children are supported so they can focus on their mission. AFA provides our Soldiers with access to quality, affordable community child care when access to onpost care is not available. At the same time, we must be conscious of the fact that every additional dollar that goes toward AFA—especially for high-income families—is funding not available for other higher priority Army programs. As such, this policy sets forth a more balanced focus on Army Families, ensuring access to quality child care so that our Soldiers can concentrate on the mission at hand, while freeing resources for other higher priority Army programs.

4. Effective 1 March 2019, DA Civilians may no longer enroll in AFA.

a. This policy applies to all DA Civilians except Child, Youth, and School Services staff; Army National Guard and U.S. Army Reserve military technicians; and the Expeditionary Civilian Workforce in Total Family Income categories 1–6 while deployed.

b. All DA Civilian employees, regardless of Total Family Income, enrolled in AFA as of 28 February 2019 will be grandfathered into the program.

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5. The Office of the Assistant Chief of Staff for Installation Management (ACSIM) will issue implementation guidance that stipulates the program requirements to implement these policy changes and reporting requirements to ensure program and fiduciary compliance.

6. U.S. Army Installation Management Command will:

a. manage new AFA enrollments in accordance with paragraphs 4 and 5.

b. provide strategic communications and messaging for Families and key stakeholders before the execution of this directive, but no later than 30 days from the date of this directive.

c. modify the existing AFA contract to ensure compliance with this policy.

7. The Assistant Secretary of the Army (Manpower and Reserve Affairs) is the proponent for this policy. ACSIM will incorporate the provisions of this directive into the next revision of Army Regulation 608-10, which has a target publication date of January 2020. This directive is rescinded upon publication of the revised regulation.



Mark T. Esper

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