

**AGREEMENT BETWEEN
THE COUNTY OF SAN MATEO
AND
THE AIRPORT COMMISSION OF THE CITY AND COUNTY OF SAN FRANCISCO
RELATING TO CHILDCARE FACILITIES AND SERVICES**

(JULY 1, 2008– JUNE 30, 2013)

This Agreement (the “Agreement”) between the **COUNTY OF SAN MATEO** (the “County”), a political subdivision of the State of California, and the **CITY AND COUNTY OF SAN FRANCISCO** (the “City”), a municipal corporation and political subdivision of the State of California, acting by and through its Airport Commission (the “Commission”), is dated as of July 1, 2008.

RECITALS

- A. The Commission manages and operates the San Francisco International Airport (the “Airport”) with operations 24 hours per day, 365 days per year, in accordance with the regulations of the Federal Aviation Administration and the requirements of travelers, airlines, cargo operators and other businesses nationally and internationally.
- B. In order to ensure the successful operation of the Airport, the Commission and other Airport-based employers need cost effective, reliable, extended-and flexible-hour childcare services in the vicinity of the Airport for their employees.
- C. Finding childcare services is frequently difficult and expensive for families and the lack of such services often has a negative impact on the productivity and availability of Airport-based employees.
- D. The County presently owns and leases a building located less than 3.5 miles from the Airport at 945 California Drive in Burlingame (the “Building”) to Palcare, Inc. (“Palcare”), a 501(c)(3) non-profit provider of extended-hour childcare services, organized for the purpose, among others, of providing childcare services to Airport-based employees.
- E. The Commission has subsidized extended-hour childcare costs at Palcare for the children of Airport-based employees since 1993, most recently under an amended Agreement dated as of July 1, 2007, between the County and the Commission, which expires on June 30, 2008.
- F. The Commission desires to continue providing assistance to all Airport-based employees for another five years to June 30, 2013 in an amount not to exceed \$306,500 for fiscal year 2008-09, which amount shall be adjusted in subsequent years as provided herein. The Commission’s assistance is intended to:
 - make childcare services more available by giving children of Airport-based employees priority of enrollment and on the waiting list, and to provide childcare services with extended hours to meet the needs of Airport-based families;

- make childcare services more flexible by allowing Airport-based employees to select childcare schedules that match their work schedules and can be changed monthly; and
- make childcare services more affordable by paying certain annual registration fees and providing tuition scholarships for low-income Airport-based employees.

THEREFORE, THE COUNTY AND THE COMMISSION AGREE as follows:

1. Definitions

The following terms, as used herein, have the following respective meanings:

“Airport-based Employee” means a person employed by the Commission or an employer based at the Airport.

“Airport Scholarship Program” means the Commission’s subsidy of childcare tuition for certain low-income families, as provided in Section 2.C. hereof.

“Annual Registration Fee” means the Annual Registration and Materials Fee normally charged by Palcare to all families that use Palcare services, currently in the amount of \$200 per child, as the same may be adjusted from time to time.

“County Employee” means a regular employee of the County of San Mateo who works at least 20 hours per week.

“DOE” means the California Department of Education, Child Development Division.

“Family Contribution Amount” means the daily family contribution amount (regardless of the number of children actually enrolled at Palcare) that a family must pay for childcare services, as shown on the then-current Family Fee Schedule.

“Flexible Scheduling” means the ability of Airport-based Employees to schedule and pay for childcare services during the hours and days they specifically need rather than on a standard full- or part-day basis, and to change their schedules every month as necessary.

“Full-time Equivalent” means a child receiving childcare services 10 hours per day, 21 days per month.

“Family Fee Schedule” means the Child Care and Development Family Fee Schedule as updated from time to time, the current version of which is attached hereto as Exhibit A. During the term of this Agreement, the County shall require Palcare to forward to the Commission any updated fee schedule, which shall be attached as Exhibit A hereto without the necessity of a formal amendment of this Agreement.

“Index” means the Consumer Price Index for All Urban Consumers (CPI-U) in the San Francisco-Oakland-San Jose region as reported and published by the U.S. Department of Labor, Bureau of Labor Statistics, for the twelve-month period ending the previous December 31.

“Priority Enrollment” means the right of an Airport-based Employee’s child, ahead of children of County Employees and the general community, to be (a) enrolled upon applying for service if a space is available in the appropriate childcare class, or (b) placed at the front of Palcare’s waiting list for the next available opening at Palcare in the appropriate class. The Commission acknowledges that Palcare may grant the children of County Employees secondary priority enrollment behind the children of Airport-based Employees but ahead of the general community.

2. Funding

- A. Annual Funding Amount. The Commission will pay up to \$306,500 (the “Annual Funding Amount”) during fiscal year 2008-09 to the County to subsidize Airport-based Employee childcare costs at Palcare for verifiable subsidy costs incurred between July 1, 2008 and June 30, 2009, as described in paragraphs B. through E. below. The Annual Funding Amount for each subsequent fiscal year (starting July 1) shall be equal to the Annual Funding Amount in the prior fiscal year adjusted by the percentage increase in the Index (which annual percentage increase shall not be less than zero (0%) or greater than seven percent (7%) for any given year), rounded to the nearest dollar, unless the parties agree to a different Annual Funding Amount by amendment to this Agreement. The maximum quarterly payment amount in Sections 3 and 4 shall be increased by the same percentage increase in the Index.

- B. Flexible Scheduling Fee. In order to provide Flexible Scheduling to Airport-based Employees, the Commission will pay Palcare a fee equal to 20% of the regular monthly tuition charged to Airport-based Employees (prior to subtracting any DOE subsidy or Family Contribution Amount for lower-income families described in paragraph C. below). With Flexible Scheduling, Airport-based Employees can select and pay for childcare services by the hour rather than on a standard full- or part-day basis. Airport-based Employees also have the option to change their childcare schedules on a monthly basis. This fee is intended to assist Palcare with the cost of the additional teachers that are needed during peak childcare hours and outside of normal business hours, and the childcare capacity that cannot otherwise be filled due to the irregularity of the Airport flexible schedules.

- C. Airport Scholarship Program Subsidy. In order to make childcare services more affordable for certain lower-income Airport-based Employees enrolled under Palcare’s Center-Based Subsidized Child Development Contract with the DOE, the Commission will pay a portion of the regular childcare tuition, as follows. With respect to an Airport-based Employee whose family income falls within the Family Fee Schedule, the Commission will pay a subsidy equal to (a) the regular Palcare tuition for all such family’s children, less (b) the amount of any DOE subsidy received by Palcare for such family (in the amount of \$35.51 per day for fiscal year 2007-08, as adjusted in subsequent fiscal years), less (c) the applicable Family Contribution Amount that such family is required to pay, as shown on the

Family Fee Schedule. The Commission’s subsidy amount is summarized by the following formula with respect to each Airport-based Employee:

Commission subsidy = total regular tuition – DOE subsidy (if any) – Family Contribution Amount

Therefore, the total Commission payment relating to these lower-income Airport-based Employees will include the scholarship subsidy calculated as described above, plus the flexible scheduling fee (20% of the total regular tuition prior to subtracting any DOE subsidy or Family Contribution Amount) described in paragraph B. above.

- D. Annual Registration Fees. In order to increase the affordability of childcare services, the Commission will pay the Annual Registration Fees of each Airport-based Employee family, currently in the amount of \$200 per child. In the event Palcare changes the Annual Registration Fee, the County shall require Palcare to give notice of the change to the Commission.

- E. Priority Enrollment: In order to assist with the availability of childcare services, the Commission will reserve 100 Full-time Equivalent spaces for immediate enrollment if a space is available in the appropriate childcare class, or if space is not available, for placement at the front of Palcare’s waiting list for an annual fee of \$1,000 per space for the Priority Enrollment of Airport-based Employee children ahead of children of (1) County Employees and (2) the general community. This fee will be payable in equal quarterly increments.

3. Payments to County

During fiscal year 2008-09, the County will require Palcare to provide the Commission and County within 30 days of the end of each quarter ending on September 30, December 31, March 31 and June 30, documentation of the actual costs billed in accordance with this Agreement. The Commission will pay the County the quarterly amounts required under this Agreement based upon quarterly invoices submitted by Palcare to the County not to exceed \$90,000 quarterly, or \$306,500 annually, each such amount to be increased each fiscal year starting with fiscal year 2009-10 as provided in Section 2.A. The quarterly invoices shall clearly show the total amount due, as well as a detailed breakdown of how such amount was determined. Specifically, the invoices shall include the following schedules for each month in the quarter under consideration:

<u>Schedule</u>	<u>Required Information</u>
<p>1. Flexible Scheduling Fee for families that do not qualify for the Airport Scholarship Program Subsidy.</p>	<ul style="list-style-type: none"> - The regular monthly tuition for Airport families; - A list of Airport families and the corresponding tuition fees; - Total fees for all the families; and - The resulting 20% payable by the Airport as

outlined in Section 2.A.

- 2a. Airport Scholarship Subsidy for qualifying families that also receive DOE subsidies.**
- The monthly total regular tuition, the DOE subsidy and the family contribution amount for each qualifying family;
 - The total amounts;
 - Corresponding subsidy payable by the Airport (calculated in accordance with the formula in Section 2.C above); and
 - Relevant supporting documentation (separate DOE schedule showing the DOE subsidy amounts for each family).
- 2b. Airport Scholarship Subsidy for qualifying families that do not receive DOE subsidies.**
- The monthly total regular tuition and the family contribution amount for each qualifying family;
 - The total amounts; and
 - The corresponding subsidy payable by the Airport (calculated in accordance with the formula in Section 2.C above).
- 2c. Flexible Scheduling Fee for families that qualify for the Airport Scholarship Program Subsidy.**
- The monthly total regular tuition for each family and the corresponding total; and
 - The resulting 20% payable by the Airport as outlined in Section 2.A above.
 - Alternatively, the information for this schedule may be shown in Schedules 2a and 2b, as long as these Flexible Scheduling Fees are clearly presented separate from the Airport Scholarship Subsidies.
- 3. Annual Registration Fees.**
- The Registration Fees charged each month to Airport families;
 - The names of the children associated with such fees; and
 - The total for all the children of Airport-based employees.
- 4. Priority Enrollment Fees.**
- The total full-time equivalent spaces occupied by Airport-based families each month;
 - The total number of Airport-based children on the waiting list each month; and
 - The monthly amount payable by the Airport, calculated on a pro-rata basis as outlined in Section

2.E above.

5. Summary.

- The monthly total amounts in all the schedules indicated above;
- The overall monthly totals; and
- The grand total payable by the Airport for the quarter.

The Commission reserves the right to request additional supporting documentation for the invoices and associated schedules, and to adjust the amounts due to the County if documentation of costs does not substantiate the amounts billed.

4. Limitation on Payments

Quarterly payments from the Commission shall be specified by the County based upon the Commission's advice as to the appropriate sum; provided, however, that no quarterly payment shall exceed \$90,000, and total payments shall not exceed \$306,500 annually, each such amount to be increased each fiscal year starting with fiscal year 2009-10 as provided in Section 2.A.

5. Budgetary and Financial Reports

The Commission, at its own expense and upon reasonable notice, shall have the right to inspect the books, records, and other data of the County and Palcare relating to the direct operating costs of Palcare. The County shall require Palcare to provide the Commission with a copy of an audit report of the direct operating costs of Palcare and the allocation of such costs to the Airport within six (6) months of the end of each fiscal year during the term of this Agreement.

6. Term of the Agreement

This Agreement shall become effective July 1, 2008 and shall terminate on June 30, 2013, unless terminated earlier in accordance with Section 7.

7. Termination of the Agreement

Either party may terminate this Agreement without cause or penalty upon at least thirty (30) days' prior written notice to the other party.

8. Compliance with Laws

The County shall require Palcare at all times to comply with all laws applicable to the operation of a childcare facility.

9. Budget and Fiscal Provisions

This Agreement is subject to the budget and fiscal provisions of the City's Charter and the annual appropriation of funds.

10. Hold Harmless

The County shall require Palcare to defend, indemnify, and hold harmless the City, including its officers, employees and agents from any and all damages, claims, demands, obligations, suits, judgments, penalties, causes of action, losses or liabilities at any time received, incurred or accrued by the City as a result of or arising out of the acts, omissions, use, or operations of Palcare at the Building.

If either party to this Agreement receives a claim, demand, suit, or judgment for which the City is entitled to the benefits of the preceding paragraph, the party receiving such claim, demand, suit or judgment shall promptly notify the other party.

11. Commission Access to Records

In its Agreement with Palcare, the County shall require that (a) Palcare maintain books and records showing all expenses incurred and fees received, and (b) the Commission shall have the right, at its own expense, upon reasonable notice and during regular business hours, to inspect and audit such books and records.

12. Notices and Communications

Any notice, request, demand or other communication required or permitted hereunder shall be deemed to be properly given when deposited in the United States mail, postage prepaid, by certified mail, addressed:

A. In the case of the County, to:

County Manager
County of San Mateo
400 County Center
Redwood City, CA 94063

or to such person or address as the County may, from time to time furnish to the Commission.

B. In the case of the Commission or the City, to:

Airport Director
Administrative Offices
International Terminal
San Francisco International Airport
P.O. Box 8097, San Francisco, CA 94128

or to such person or address as the Commission may, from time to time furnish to the County.

13. Insurance

- A. Without in any way limiting County liability pursuant to Section 10 “Hold Harmless,” of this Agreement, the County shall require Palcare to maintain in force, during the full term of this Agreement, insurance in the following amounts and coverages:
- 1) Workers’ Compensation with Employer’s Liability limits in accordance with the statutes of the State of California.
 - 2) Comprehensive General Liability Insurance with limits not less than \$1,000,000 each occurrence Combined Single Limit for Bodily Injury and Property Damage, including Commercial Liability, Personal Injury, Products, and Completed Operations.
 - 3) Comprehensive Automobile Liability Insurance with limits not less than \$1,000,000 each occurrence Combined Single Limit for Bodily Injury and Property Damage, including Owned and Non-owned and hired auto coverage, as applicable.
 - 4) Excess Liability Insurance with limits not less than \$4,000,000 each occurrence Umbrella Form.
- B. Comprehensive General Liability and Comprehensive Liability and Excess Liability Insurance policies shall be endorsed to provide the following:
- 1) Name as Additional Insured the City and County of San Francisco, its Officers, Agents and Employees.
 - 2) That such policies are primary insurance to any other insurance available to the Additional Insureds, with respect to any claims arising out of the contract, and that insurance applies separately to each insured against whom claim is made or suit is brought.
- C. All policies shall be endorsed to provide thirty (30) days advance written notice to the City of cancellations, non-renewal or reduction in coverage, mailed to the following addresses:

San Francisco International Airport
Finance Department
P.O. Box 8097
San Francisco, CA 94128

and

Controller
City and County of San Francisco

City Hall, Room 109
San Francisco, CA 94102-4694

- D. Should any of the required insurance be provided under a claims-made form, Palcare shall maintain such coverage continuously throughout the term of this contract and without lapse, for a period of three years beyond the contract expiration, to the effect that should occurrences during the term give rise to claims made after expiration of the contract, such claims shall be covered by such claims-made policy.
- E. Should any of the required insurance be provided under a form of coverage that included a general annual aggregate limit or provides that claims investigation or legal defense costs be included in such general annual aggregate limit, such general annual aggregate limit shall be double the occurrence or claims limits specified above.
- F. Certificates of insurance, in form and with insurers satisfactory to the City evidencing all coverage above shall be furnished to the City before commencing any operations under this contract, with complete copies of policies promptly upon the City's request.
- G. Approval of the insurance by the City shall not relieve or decrease liability of Palcare hereunder.
- H. The Agreement shall terminate immediately, without notice to County, upon lapse of required insurance coverage.

14. Non-Discrimination

No person shall be excluded from participation in, denied benefits of, or be subject to discrimination under this Agreement on the basis of their race, color, religion, national origin, age, sex, sexual orientation, pregnancy, childbirth or related conditions, medical condition, mental or physical disability or veteran's status. All parties shall ensure full compliance with federal, state and local laws, directives and executive orders regarding non-discrimination for all employees and Subcontractors under this Agreement. All parties shall comply fully with the non-discrimination requirements required by 41 CFR 60-741.5(a), which is incorporated herein as if fully set forth.

15. Equal Benefits

With respect to the provision of employee benefits, all parties shall comply with the County Ordinance which prohibits contractors from discriminating in the provision of employee benefits between an employee with a domestic partner and an employee with a spouse.

16. Airport Intellectual Property

Pursuant to Resolution No. 01-0118, adopted by the Commission on April 18, 2001, the Commission affirmed that it will not tolerate the unauthorized use of its intellectual property,

including the SFO logo, CADD designs, and copyrighted publications. All proposers, bidders, contractors, tenants, permittees, and others doing business with or at the Airport (including subcontractors and subtenants) may not use the Airport intellectual property, or any intellectual property confusingly similar to the Airport intellectual property, without the Airport Director's prior consent.

[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, the County and the Commission have caused this Agreement to be executed by their duly authorized representatives on the dates as shown below:

COUNTY OF SAN MATEO

Date: _____

BY: _____
President, Board of Supervisors

ATTEST: _____
Clerk, Board of Supervisors

AIRPORT COMMISSION OF THE CITY
AND COUNTY OF SAN FRANCISCO

Date: _____

BY: _____
Airport Director

APPROVED AS TO FORM:

AUTHORIZED BY:

DENNIS J. HERRERA
City Attorney

Commission Resolution No.: 08-_____
Adopted: _____, 2008

BY: _____
Deputy City Attorney

ATTEST: _____
Secretary, Airport Commission

Certificate of Delivery
(Government Code Section 25103)

I certify that a copy of the original document filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.

Clerk , Board of Supervisors

Exhibit A

Child Care and Development Family Fee Schedule

[Provided from time to time by the
California Department of Education, Child Development Division under
California Education Code sections 8263(f) and 8447(e)]

Family Pays			Family Size and Income Level											
Hourly	Part-time Daily	Full-time Daily	1 or 2	3	4	5	6	7	8	9	10	11	12	
0.20	1.00	2.00	1,820	1,950	2,167	2,513	2,860	2,925	2,990	3,055	3,120	3,185	3,250	
0.25	1.25	2.50	1,893	2,028	2,253	2,614	2,974	3,042	3,109	3,177	3,245	3,312	3,380	
0.30	1.50	3.00	1,965	2,106	2,340	2,714	3,089	3,159	3,229	3,299	3,369	3,440	3,510	
0.35	1.75	3.50	2,038	2,184	2,426	2,815	3,203	3,276	3,349	3,421	3,494	3,567	3,640	
0.40	2.00	4.00		2,262	2,513	2,915	3,317	3,393	3,468	3,544	3,619	3,694	3,770	
0.45	2.25	4.50	2,184	2,340	2,600	3,016	3,432	3,510	3,588	3,666	3,744	3,822	3,900	
0.53	2.65	5.30	2,257	2,418	2,686	3,116	3,546	3,627	3,707	3,788	3,869	3,949	4,030	
0.61	3.05	6.10	2,329	2,496	2,773	3,217	3,661	3,744	3,827	3,910	3,993	4,076	4,160	
0.69	3.45	6.90	2,402	2,574	2,860	3,317	3,775	3,861	3,946	4,032	4,118	4,204	4,290	
0.77	3.85	7.70	2,475	2,652	2,946	3,418	3,889	3,978	4,066	4,154	4,243	4,331	4,420	
0.85	4.25	8.50	2,548	2,730	3,033	3,518	4,004	4,095	4,186	4,277	4,368	4,459	4,550	
0.93	4.65	9.30	2,621	2,808	3,120	3,619	4,118	4,212	4,305	4,399	4,492	4,586	4,680	
1.01	5.05	10.10	2,693	2,886	3,206	3,719	4,232	4,329	4,425	4,521	4,617	4,713	4,810	
1.09	5.45	10.90	2,766	2,964	3,293	3,820	4,347	4,446	4,544	4,643	4,742	4,841	4,940	
1.17	5.85	11.70	2,839	3,042	3,380	3,920	4,461	4,563	4,664	4,765	4,867	4,968	5,070	
1.25	6.25	12.50	2,912	3,120	3,466	4,021	4,576	4,680	4,784	4,888	4,992	5,096	5,200	
1.33	6.65	13.30	2,985	3,198	3,553	4,122	4,690	4,797	4,903	5,010	5,116	5,223	5,330	
1.41	7.05	14.10	3,057	3,276	3,640	4,222	4,804	4,914	5,023	5,132	5,241	5,350	5,460	
1.49	7.45	14.90	3,130	3,354	3,726	4,323	4,919	5,031	5,142	5,254	5,366	5,478	5,590	
1.52	7.60	15.20	3,203	3,374	3,749	4,348	4,948	5,061	5,173	5,286	5,398	5,510	5,623	
1.55	7.75	15.50	3,276	3,393	3,770	4,373	4,976	5,089	5,202	5,315	5,428	5,541	5,655	
1.58	7.90	15.80	3,349	3,413	3,792	4,399	5,006	5,120	5,233	5,347	5,461	5,575	5,688	
CCTR Maximum	1.61	8.05	16.10	3,386	3,432	3,813	4,423	5,033	5,148	5,262	5,376	5,491	5,605	5,720
	1.65	8.23	16.45	3,467	3,510	3,835	4,448	5,062	5,177	5,292	5,407	5,522	5,637	5,752
	1.69	8.43	16.85	3,548	3,588	3,856	4,473	5,090	5,206	5,322	5,437	5,553	5,669	5,785
	1.73	8.63	17.25	3,629	3,628	3,880	4,500	5,121	5,237	5,354	5,470	5,586	5,703	5,819
	1.78	8.88	17.75	3,710	3,715	3,900	4,524	5,148	5,265	5,382	5,499	5,616	5,733	5,850
	1.84	9.20	18.40	3,791	3,802	3,986	4,624	5,262	5,382	5,501	5,621	5,740	5,860	5,980
	1.92	9.60	19.20	3,872	3,889	4,031	4,676	5,321	5,442	5,563	5,684	5,805	5,926	6,047
	2.00	10.00	20.00	3,953	3,975	4,128	4,775	5,423	5,537	5,652	5,768	5,884	6,002	6,119
AB1326 Maximum	2.03	10.13	20.25	4,035	4,062	4,224	4,875	5,525	5,631	5,741	5,851	5,964	6,077	6,192
	3.10	15.50	31.00	4,208	4,149	4,321	4,974	5,627	5,726	5,829	5,935	6,043	6,153	6,264
	3.20	16.00	32.00	4,381	4,236	4,417	5,074	5,729	5,821	5,918	6,019	6,123	6,229	6,336
	3.30	16.50	33.00	4,554	4,323	4,514	5,173	5,830	5,916	6,007	6,103	6,202	6,304	6,409
	3.40	17.00	34.00	4,727	4,529	4,610	5,273	5,932	6,010	6,096	6,186	6,281	6,380	6,481
	3.50	17.50	35.00	4,900	4,735	4,707	5,372	6,034	6,105	6,184	6,270	6,361	6,455	6,553
	3.60	18.00	36.00	5,073	4,941	4,803	5,472	6,136	6,200	6,273	6,354	6,440	6,531	6,626
	3.80	19.00	38.00	5,246	5,147	5,009	5,571	6,238	6,295	6,362	6,437	6,519	6,607	6,698
	3.90	19.50	39.00	5,419	5,353	5,215	5,810	6,340	6,389	6,451	6,521	6,599	6,682	6,770
Airport Maximum	4.10	20.50	41.00	5,592	5,559	5,421	6,049	6,612	6,484	6,539	6,605	6,678	6,758	6,843
	4.20	21.00	42.00	5,767	5,765	5,627	6,288	6,884	6,762	6,628	6,689	6,758	6,834	6,915
	4.40	22.00	44.00		5,971	5,833	6,527	7,156	7,040	6,913	6,772	6,837	6,909	6,987
	4.60	23.00	46.00		6,179	6,039	6,766	7,428	7,318	7,198	7,063	6,916	6,985	7,060
	4.70	23.50	47.00			6,245	7,005	7,700	7,596	7,483	7,354	7,213	7,060	7,132
	4.80	24.00	48.00			6,451	7,244	7,972	7,874	7,768	7,645	7,510	7,363	7,205
	5.00	25.00	50.00			6,657	7,483	8,244	8,152	8,053	7,936	7,807	7,666	7,514
	5.10	25.50	51.00			6,865	7,722	8,516	8,430	8,338	8,227	8,104	7,969	7,823
	5.30	26.50	53.00				7,963	8,788	8,708	8,623	8,518	8,401	8,272	8,132
	5.40	27.00	54.00					9,062	8,986	8,908	8,809	8,698	8,575	8,441
	5.60	28.00	56.00						9,268	9,193	9,100	8,995	8,878	8,750
	5.70	28.50	57.00							9,474	9,391	9,292	9,181	9,059
	5.90	29.50	59.00								9,680	9,589	9,484	9,368
	6.00	30.00	60.00									9,886	9,787	9,677
	6.20	31.00	62.00										10,092	9,986
	6.30	31.50	63.00											10,298
Maximum Annual Income			69,204	74,148	82,380	95,556	108,744							
Maximum Annual Child Care Costs			10,584	11,592	12,852	13,356	13,608							
			15%	15%	15%	15%	15%							

SM County Median Family Income = \$82,376
(2005 ACS)