Date Filed: August 25, 2026

Witness: Brendan J. O'Brien and Garrett J. Murray
Request from: Office of Consumer Counsel

Question:

(Caregiver Expenses) Does the Company offer payment for or reimbursement of caregiver expenses (e.g., child day care, elder care, pet care) (direct and allocated) as a benefit to employees? If so:

a. Provide a detailed description of the program and identify which employees are eligible for the benefit.
b. Provide the total amount of caregiver expenses (direct and allocated) for each of the years 2021, 2022, 2023, 2024, 2025 and the amount included in the rate year.
c. Provide supporting documentation showing that this expense benefits ratepayers.

Response:

a. The caregiver expenses are comprised of two costs. The first cost is the fee incurred by providing an employee membership to care.com to connect with caregivers for child or elder care for all employees.

   The second cost is a subsidy for backup care for children and elderly adults. Employees are allowed to schedule up to 5 days per year (quantity is limited) at the following subsidized rates:

   1. $6 per hour for in-home care for children or adults
   2. $10 per child per day at childcare centers ($25 family maximum per day)

b. Please refer to OCC-268, Attachment 1, for the total amount of caregiver expenses (direct and allocated) for 2021 through 2025, and the Rate Year.

c. Backup childcare through care.com is a benefit that provides back-up childcare for our employees when their regular childcare provider is closed or is not an option. Examples include, if the employee's child is sick and cannot be sent to daycare, the employee can use this service to provide childcare. Another example is during a storm when schools and daycares are closed, employees will be able to access childcare through care.com.

This benefits ratepayers by freeing up employees to work during storm events or when a dependent's illness or care would otherwise require them to be absent from work.