

SMART Analysis

Proposed ARPA Program or Project:	Premium Pay for Essential Workers at Toledo Lucas-County Health Department (TLCHD)
Program or Project Description:	Provide premium pay for permanent essential workers at the Toledo Lucas County Health Department. Proposed premium pay amount is \$3,000 per employee and total cost of \$309,000 will be split 50/50 between the city and Lucas County.
Proposed Amount:	\$ 154,500

SMART Analysis Element	Program or Project Analysis and Explanation
Sustainable	The premium payments will be paid only from ARPA funds, with no current general fund operating budget impact. Additionally, the proposed premium payments are one-time payments and will not leave a legacy cost for future operating budgets.
Meets Guidelines	Premium pay for essential work is one of four statutory eligible uses defined in the Treasury guidelines. The employees at the TLCHD were engaged in mitigating or responding to the COVID-19 health emergency, and more specifically were supporting COVID-19 PODS, including organization and logistical operations and maintaining other public programs during the state of emergency. Under ARPA reporting guidelines, this premium pay falls under reporting category 4.1 Premium Pay for Public Sector Employees.*
Accountable	The TLCHD will be required to report to the city the employee names (with position titles) of those that received the premium payment. These records will be maintained by the city to provide supporting documentation for the expenditure as needed for accounting, auditing and reporting purposes. The city will be responsible for reporting to the Treasury on the use of funds on the required quarterly and annual reports.
Return on Investment	Premium payments for the TLCHD eligible employees will be split 50/50 between the city and Lucas County, minimizing the cost to the city for the proposed \$3,000 per employee payment.
Transparent	The city of Toledo's one-time payment for these premium payments totals \$154,500 and funds will be paid directly to the TLCHD for distribution to its eligible essential employees. The premium payments will be paid in December 2021.

*Please see attached excerpts from the Treasury's Interim Final Rule and reporting guidance supporting this eligible use.

Sections 602(g)(2) and 603(g)(2) define eligible worker to mean “those workers needed to maintain continuity of operations of essential critical infrastructure sectors and additional sectors as each Governor of a State or territory, or each Tribal government, may designate as critical to protect the health and well-being of the residents of their State, territory, or Tribal government.”¹⁰³ The rule incorporates this definition and provides a list of industries recognized as essential critical infrastructure sectors.¹⁰⁴ These sectors include healthcare, public health and safety, childcare, education, sanitation, transportation, and food production and services, among others as noted above. As provided under sections 602(g)(2) and 603(g)(2), the chief executive of each recipient has discretion to add additional sectors to this list, so long as additional sectors are deemed critical to protect the health and well-being of residents.

In providing premium pay to essential workers or grants to eligible employers, a recipient must consider whether the pay or grant would “respond to” to the worker or workers performing essential work. Premium pay or grants provided under this section respond to workers performing essential work if it addresses the heightened risk to workers who must be physically present at a jobsite and, for many of whom, the costs associated with illness were hardest to bear financially. Many of the workers performing critical essential services are low- or moderate-income workers, such as those described above. The ARPA recognizes this by defining premium pay to mean an amount up to \$13 per hour in addition to wages or remuneration the worker otherwise receives and in an aggregate amount not to exceed \$25,000 per eligible worker. To ensure the provision is implemented in a manner that compensates these workers, the interim final rule provides that any premium pay or grants provided using the Fiscal Recovery Funds should prioritize compensation of those lower income eligible workers that perform essential work.

¹⁰³ Sections 602(g)(2), 603(g)(2) of the Act.

¹⁰⁴ The list of critical infrastructure sectors provided in the interim final rule is based on the list of essential workers under The Heroes Act, H.R. 6800, 116th Cong. (2020).



3.9	Healthy Childhood Environments: Other* ^
3.10	Housing Support: Affordable Housing* ^
3.11	Housing Support: Services for Unhoused Persons* ^
3.12	Housing Support: Other Housing Assistance* ^
3.13	Social Determinants of Health: Other* ^
3.14	Social Determinants of Health: Community Health Workers or Benefits Navigators* ^
3.15	Social Determinants of Health: Lead Remediation ^
3.16	Social Determinants of Health: Community Violence Interventions* ^
4: Premium Pay	
4.1	Public Sector Employees
4.2	Private Sector: Grants to Other Employers
5: Infrastructure²⁷	
5.1	Clean Water: Centralized Wastewater Treatment
5.2	Clean Water: Centralized Wastewater Collection and Conveyance
5.3	Clean Water: Decentralized Wastewater
5.4	Clean Water: Combined Sewer Overflows
5.5	Clean Water: Other Sewer Infrastructure
5.6	Clean Water: Stormwater
5.7	Clean Water: Energy Conservation
5.8	Clean Water: Water Conservation
5.9	Clean Water: Nonpoint Source
5.10	Drinking water: Treatment
5.11	Drinking water: Transmission & Distribution
5.12	Drinking water: Transmission & Distribution: Lead Remediation
5.13	Drinking water: Source
5.14	Drinking water: Storage
5.15	Drinking water: Other water infrastructure
5.16	Broadband: “Last Mile” projects
5.17	Broadband: Other projects
6: Revenue Replacement	
6.1	Provision of Government Services
7: Administrative	
7.1	Administrative Expenses
7.2	Evaluation and Data Analysis
7.3	Transfers to Other Units of Government
7.4	Transfers to Non-entitlement Units (States and territories only)

*Denotes areas where recipients must identify the amount of the total funds that are allocated to evidence-based interventions (see Use of Evidence section above for details)

^Denotes areas where recipients must report on whether projects are primarily serving disadvantaged communities (see Project Demographic Distribution section above for details)

²⁷ Definitions for water and sewer Expenditure Categories can be found in the EPA’s handbooks. For “clean water” expenditure category definitions, please see: <https://www.epa.gov/sites/production/files/2018-03/documents/cwdefinitions.pdf>. For “drinking water” expenditure category definitions, please see: <https://www.epa.gov/dwsrf/drinking-water-state-revolving-fund-national-information-management-system-reports>.