

SMART Analysis

Proposed ARPA Program or Project:	Premium Pay
Program or Project Description:	One-time premium payments made to eligible City of Toledo employees that performed essential work during the COVID-19 pandemic
Proposed Amount:	\$ 3,021,000

SMART Analysis Element	Program or Project Analysis and Explanation
Sustainable	These premium payments are one-time payments that do not have a legacy impact on the operating budget.
Meets Guidelines	Premium pay for essential work is one of the four statutory uses of ARPA funds. These payments cover employees engaged in public safety, employees providing essential public services and those engaged in the maintenance of critical infrastructure for the city. Please see attached language from US Treasury final rule.
Accountable	The Finance Department, working with support from the Law and Human Resources Departments, will be responsible for recording and reporting on the one-time premium payments.
Return on Investment	Premium payments invest in City of Toledo employees by recognizing the essential work they performed during the pandemic.
Transparent	Total amount of premium payments made will be recorded and reported in the Local Fiscal Recovery Fund and reported as required by the US Treasury.