

ARPA Analysis

SPONSOR(S): ALD. JOHNSON AND COGGS

ARPA # 47 A

DEPARTMENT(S)	Amount	Positions	Are positions new?
Dept. of Employee Relations	\$1,060,000	0	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
TOTAL	\$1,060,000	0	

Request is likely eligible only to the amount of "Lost Revenue" Yes No \$ _____

INTENT

This request will provide retroactive hazard pay for front-facing, City workers who worked from pay period 10 through pay period 16 of 2020. In total, this would apply to 1,456 workers.

BACKGROUND

1. Under the Coronavirus Aid, Relief, and Economic Security Act (CARES), cities were permitted to spend funds on payroll expenses such as hazard pay for employees working under dangerous conditions.
2. On July 7, 2020, the Common Council adopted 2 resolutions, providing hazard pay for Fire and Police personnel performing duties "involving physical hardship and...are substantially dedicated to mitigating or responding to the COVID-19 public health emergency."
3. Both resolutions provided for a bi-weekly, lump payment from the City's CARES Act funds of \$250 from the date of adoption through Pay Period 18, 2020, for a total of 3 lump hazard payments.
4. It was determined by the Department of Employee Relations that many front-facing City workers were not eligible for hazard pay from the CARES Act.
5. The American Rescue Plan Act of 2021 allows for retroactive hazard pay all front line workers.
6. On July 27, 2021, the Common Council directed the Department of Employee Relations to investigate the feasibility of providing retroactive hazard pay from American Rescue Plan Act funds to front-facing city workers who were not eligible for hazard pay under the CARES Act.

DESCRIPTION

1. Proposed allocations

Amount	Program	Dept.
\$1,060,000	Hazard pay for City workers who did not qualify for hazard pay under the CARES Act.	DER

2. Description of activities:

City workers that qualified for hazard pay received it from pay period 10 through pay period 26 of 2020. The proposal will provide premium pay to those individuals now qualifying over the pay periods 10 through 16. It will be \$3.13 per hour. It will cover only actual time worked and not sick leave, vacation, jury duty, etc. The hazard pay will not be provided to anyone who has already received hazard pay and will not be provided to any sworn personnel. Under the proposal, 1,456 are established to qualify from the following departments:

- Assessor: 16 positions- \$25,335.26
- City Development: 27 positions- \$35,325.68
- Fire: 35 positions- \$46,687.19
- Neighborhood Services: 133 positions- \$186,466.20
- Police: 161 positions- \$66,220.01
- Port: 8 positions- \$11,384.99
- Public Works: 1,051 positions- \$662,173.21
- Treasurer: 25 positions- \$26,479.00
- Total: 1,456 positions- \$1,060,000.00

- 3. Enabling Legislation Required? Yes No
- 4. Submitted to BMD for Review? Yes No
- 5. Submitted to OEI for Review? Yes No

DESIRED GOALS/OBJECTIVES

Provide hazard pay to all eligible, front-facing City workers who worked between pay period 10 through pay period 16 of 2020.

TRACKING METRICS

Percentage of eligible employees provided with hazard pay.

TIMETABLE

1. Ramp Up: Following adoption of ARPA funds in October.
2. Implementation: As soon as ARPA funds can be made available and DER can confirm which city workers qualify.
3. Winding Down:

LIST OF SUBGRANTEES

BUDGET SUMMARY

Category	Amount	%		
Personnel	\$1,060,000	100%		
Operating Expenditures	\$			
Equipment	\$			
Contracted Services	\$			
Total	\$1,060,000	100%		

BUDGET DETAIL

PERSONNEL COSTS								
Title	Estim Salary	New	Existing	Total	Salary	Multiplier	Fringe Benefits	Total
Hazard Pay ¹								1,060,000
TOTAL PERSONNEL					\$		\$	\$1,060,000

Multiplier: GC=.46 MPD=.48 Fire=.52 Water=.36 Transp Fund= .40

			Total
OPERATING EXPENDITURES			
Hazard Pay			\$
			\$
<i>(ex: Travel, training, printed materials, supplies, cell phones, laptops, vehicle rental, contract employee costs, consultants)</i>			
SUB TOTAL			\$
EQUIPMENT			
SUB TOTAL			\$
CONTRACTED SERVICES			
	Admin	Direct Aid	
SUB TOTAL			\$
TOTAL COSTS			\$1,060,000

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 Legislative Reference Bureau
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¹ See 2. Description of activities for a complete list of individuals and costs per department.