

Essential Worker Economic Stimulus Package

Justification

Following consultations with the leadership of AFSCME and the Police Union the city of Newberg has agreed to forward this ARPA request on behalf of all of the represented and non-represented staff who have worked so long and tirelessly through the pandemic.

Their dedication to duty has been remarkable over almost two years. This is especially true for the early days of Covid 19 when we were unaware of the possible morbidity levels that could result from the disease.

The suggested payment responds directly to the economic and public health impacts of COVID19 by ensuring that the city can retain its pandemic tested and experienced staff at this critical time of recovery. Not only will this reward staff bravery, but it will also increase morale at a very difficult juncture for our city.

The cost of this project will be **\$2500** per essential staff member or an approximate total of **\$380,000** when insurance, retirement and other labor build up line items are added to the salary total.

The project could be completed within a month of approval as the normal methods of payroll disbursement can be followed.

Project Sustainability

This project will create a sustainable and long-lasting effect by assist greatly with the retention of our staff, especially in the context of similar bonuses that are being awarded by our neighboring communities. By holding on to our existing and highly skilled workforce we will continue to meet pandemic and other challenges as yet unknown.

The project will also benefit many staff members who are in minority population categories on the basis of ethnicity, many of whom are the primary breadwinners for their families.

ARPA expenditure categories (EC):

Federal ARPA EC code 1.9