




ADMINISTRATIVE SERVICES DEPARTMENT

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TO: Sanger Public & U.S. Treasury

CC: City Council, City Manager, and Department Heads

FROM: Bret Harmon 

DATE: June 2, 2021

SUBJECT: City of Sanger's Authorized Use of ARPA funds for Supplemental Covid Pay (Premium Pay)

On May 6, 2021 the City Council of the City of Sanger approved a plan for use of the City's American Rescue Plan Act (ARPA) funds. The approved uses comply with the ARPA's eligible uses. One of the eligible uses is for Premium Pay for essential workers at the City. The City of Sanger also refers to the Premium Pay as Supplemental Covid Pay. The City Council approved \$3,000 for each eligible employee. This equates to 230.77 hours at \$13/hour, which is the maximum hourly rated allowed in ARPA.

To be eligible, an employee:

1. Must be in contact with the public; or,
2. Must be working in an environment where the employee physically handles items handled by others; and,
3. Must have 230.77 hours of work time onsite or in the community between March 2020 and June 15, 2021; and
4. Must be explicitly designated as an essential worker in ARPA or designated as such by the City Manager.

A second level of review applies only to employees who earn more than 150% of the average annual wage in California or Fresno County, whichever is greater. The California average annual wage as identified by the U.S. Census Bureau is greater than the annual average wage in Fresno County. Thus, any employees earning more than the California threshold must be identified publicly and must be justified as recipients of the ARPA funds. This is a small group of employees in Sanger.

To be as compliant as possible with these justification requirements, the City is including all employees whose base compensation plus any incentive pays (e.g., bilingual pay) are greater than the threshold. The City justifies these employees also receiving the Supplemental Covid Pay because of their extensive contact with others in providing public safety aid, the extremely high covid case count in Fresno County during the pandemic (please see the chart on the following page), their work in facilitating a covid testing site and vaccination clinic/site, and by their extensive involvement in managing and coordinating the City's pandemic response in the emergency operations center.

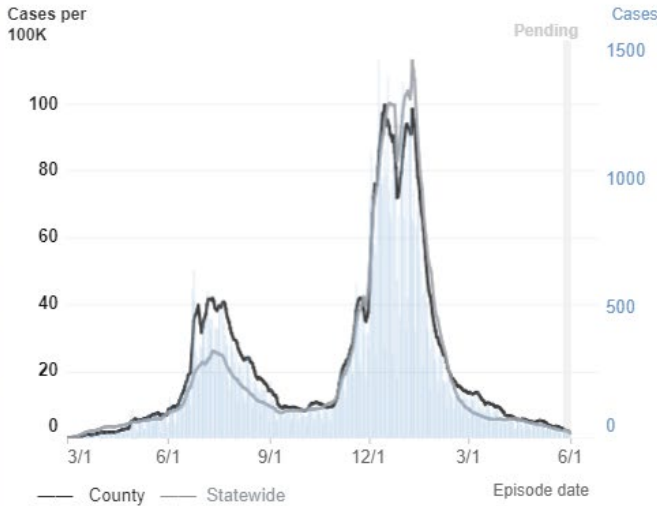
Fresno County was one of the hotspots in California for virus. Food processing plants in the city and surrounding area were hard hit by the virus. Recognizing the danger, the City was diligent in following the protocols and guidance provided by the State. Unfortunately, the virus still spread quickly throughout the City and County, which threatened the life of all eligible city employees and their family members. In response, the City became the first rural testing site and most-visited rural immunization site in Fresno County. The County's 7-day average case count per 100,000 reached as high as 98.2. During the summer wave in 2020, the County's rate per 100,000 was nearly double the Statewide average for the same. At the peak of the summer wave, the County's death rate was double the Statewide average. It was a dangerous time for everyone in Sanger. City executives, public safety personnel, and other staff continued to provide and support public safety and public health services despite the threat to themselves and their families. As such, the City is justified in providing assistance to all employees regardless of average salary.



Confirmed cases in Fresno County

Episode date Reported date

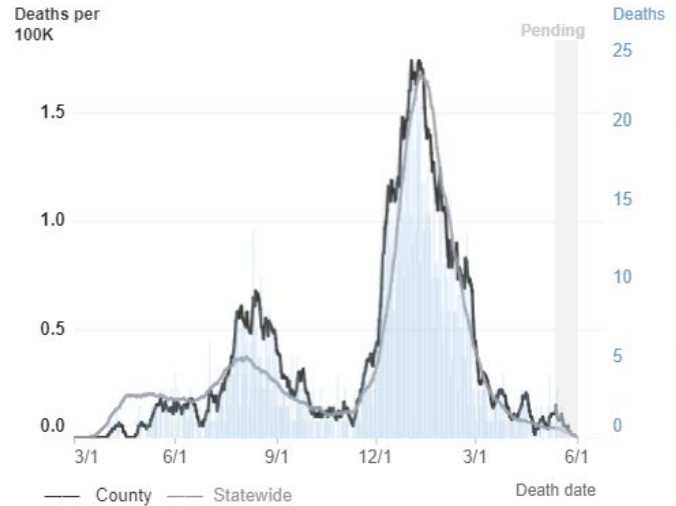
102,507 total confirmed cases
8 new cases (0.0% increase)
2.8 cases per 100K (7-day average)



Confirmed deaths in Fresno County

Death date Reported date

1,706 total confirmed deaths
0 new deaths (0.0% increase)
0.11 deaths per 100K (7-day average)



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The following comprehensive list identifies all recipients of the Supplemental Covid Pay. All employees who either are ineligible or unjustified in receiving the Supplemental Covid Pay have been excluded from the list.

Table with 11 columns: RECIPIENTS (Active Employees on 6/2/2022), ELIGIBILITY FACTORS (Contact with Public, Contact with Items Handled by Others, Enough Onsite Hours, Essential Worker in ARPA or by CM?, Ruled Eligible), JUSTIFICATION (150% of AW) (Emergency Operations Center Participant, Extensive Contact with Public, High Risk Exposure (County case count), Ruled Justified). Rows list employee names and their status for each factor.

Account Clerk I	Carrillo, R.	YES	YES	YES	YES	YES				n/a
Account Clerk II	Florian, S.	YES	YES	YES	YES	YES				n/a
Program Tech.	Harper, J.	YES	YES	YES	YES	YES				n/a
EMT	Fields, K.	YES	YES	YES	YES	YES				n/a
Paramedic	Mendez, V.	YES	YES	YES	YES	YES				n/a
EMT	Mireles, N.	YES	YES	YES	YES	YES				n/a
WW Operator I	Lopez, A.	YES	YES	YES	YES	YES				n/a
Account Clerk II	Campa, S.	YES	YES	YES	YES	YES				n/a
Animal Control	Irazoqui, M.	YES	YES	YES	YES	YES				n/a
Firefighter I	Smith, K.	YES	YES	YES	YES	YES				n/a
SP&F Worker I/II	Huerta, P.	YES	YES	YES	YES	YES				n/a
SP&F Worker I/II	Santos, W.	YES	YES	YES	YES	YES				n/a
SP&F Worker I/II	Mazariego, M.	YES	YES	YES	YES	YES				n/a
Account Clerk II	Stroup, G.	YES	YES	YES	YES	YES				n/a
HR Technician	Gonzales, H.	YES	YES	YES	YES	YES				n/a
Firefighter I	Pham, H.	YES	YES	YES	YES	YES				n/a
Firefighter I	Rogers, H.	YES	YES	YES	YES	YES				n/a
Sr SP&F Worker	Eggleston, S.	YES	YES	YES	YES	YES				n/a
Admin Sec. to CM	Tamez, C.	YES	YES	YES	YES	YES				n/a
Sr SP&F Worker	Gonzalez, E.	YES	YES	YES	YES	YES				n/a
Sr SP&F Worker	Gonzalez, J.	YES	YES	YES	YES	YES				n/a
Water Operator II	Reyes, T.	YES	YES	YES	YES	YES				n/a
CSO II	Welch, P.	YES	YES	YES	YES	YES				n/a
CSO II	Jones, K.	YES	YES	YES	YES	YES				n/a
Police Officer	Medina, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Battenfield, D.	YES	YES	YES	YES	YES				n/a
WW Operator II	McLaughlin, K.	YES	YES	YES	YES	YES				n/a
Police Officer	Hazelton, C.	YES	YES	YES	YES	YES				n/a
Police Officer	Guillen, R.	YES	YES	YES	YES	YES				n/a
Sr SP&F Worker	Acosta, J.	YES	YES	YES	YES	YES				n/a
Building Inspector	Vasquez, A.	YES	YES	YES	YES	YES				n/a
Accountant	Camarena, K.	YES	YES	YES	YES	YES				n/a
Firefighter II	Brockett, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Andrade, E.	YES	YES	YES	YES	YES				n/a
Police Officer	Edwards, S.	YES	YES	YES	YES	YES				n/a
Management Analyst	Rosales, E.	YES	YES	YES	YES	YES				n/a
Police Officer	Ornelas, B.	YES	YES	YES	YES	YES				n/a
Firefighter II	Ramos, N.	YES	YES	YES	YES	YES				n/a
Police Officer	Torrence, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Rodriguez, J.	YES	YES	YES	YES	YES				n/a
Records Supervisor	Franco, R.	YES	YES	YES	YES	YES				n/a
Public Works Spvs.	Sani, F.	YES	YES	YES	YES	YES				n/a
Plant Manager	Franz, R.	YES	YES	YES	YES	YES				n/a
Recreation Supervisor	Zamora, J.	YES	YES	YES	YES	YES				n/a

Firefighter II	Pisching, M.	YES	YES	YES	YES	YES				n/a
WW Operator III	McDaniels, A.	YES	YES	YES	YES	YES				n/a
Police Officer	Valle, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Arguello, S.	YES	YES	YES	YES	YES				n/a
Police Officer	Banda-Tovar, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Salazar, D.	YES	YES	YES	YES	YES				n/a
Police Officer	Calderon, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Thao, M.	YES	YES	YES	YES	YES				n/a
Firefighter II	Beltz, N.	YES	YES	YES	YES	YES				n/a
Police Officer	Soto, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Yambupah, A.	YES	YES	YES	YES	YES				n/a
Police Officer	Garcia, F.	YES	YES	YES	YES	YES				n/a
FFS/Engineer	King, K.	YES	YES	YES	YES	YES				n/a
Sr Accountant	Cortez, J.	YES	YES	YES	YES	YES				n/a
Firefighter II	Young, K.	YES	YES	YES	YES	YES				n/a
Firefighter II	Daniel, J.	YES	YES	YES	YES	YES				n/a
Firefighter II	Pallas, M.	YES	YES	YES	YES	YES				n/a
WW Operator III	Padilla, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Ibal, V.	YES	YES	YES	YES	YES				n/a
Firefighter II	Puga, B.	YES	YES	YES	YES	YES				n/a
Police Officer	Villatoro, A.	YES	YES	YES	YES	YES				n/a
Police Officer	Pasillas, E.	YES	YES	YES	YES	YES				n/a
Police Officer	Aceves-Cruz, J.	YES	YES	YES	YES	YES				n/a
Firefighter II	Montejano, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Diaz, H.	YES	YES	YES	YES	YES				n/a
Corporal	Nelson, A.	YES	YES	YES	YES	YES				n/a
FFS/Engineer	Lorente, R.	YES	YES	YES	YES	YES				n/a
Police Officer	Fernandez, J.	YES	YES	YES	YES	YES				n/a
Police Officer	Trevino, C.	YES	YES	YES	YES	YES				n/a
FFS/Engineer	Pitts, C.	YES	YES	YES	YES	YES				n/a
Fire Lieutenant	Sanders, G.	YES	YES	YES	YES	YES				n/a
Fire Captain	Williams, K.	YES	YES	YES	YES	YES				n/a
Senior Planner	Brletic, D.	YES	YES	YES	YES	YES				n/a
Corporal	Attkisson, J.	YES	YES	YES	YES	YES				n/a
Fire Lieutenant	Waddle, C.	YES	YES	YES	YES	YES				n/a
Corporal	Duran, M.	YES	YES	YES	YES	YES				n/a
Chief Operator	Jasso, G.	YES	YES	YES	YES	YES				n/a
Fire Captain	Jones, A.	YES	YES	YES	YES	YES				n/a
Fire Lieutenant	Aschenbrenner, D.	YES	YES	YES	YES	YES				n/a
Sergeant	Coles, B.	YES	YES	YES	YES	YES				n/a
Sergeant	Salazar, R.	YES	YES	YES	YES	YES				n/a
Fire Captain	Wilson, T.	YES	YES	YES	YES	YES				n/a
Sergeant	Garza, R.	YES	YES	YES	YES	YES				n/a
Sergeant	Johnson, J.	YES	YES	YES	YES	YES				n/a

Sergeant	Bise, J.	YES	YES	YES	YES	YES		YES	YES	YES
City Clerk	Ramirez, R.	YES	YES	YES	YES	YES	YES		YES	YES
Lieutenant	Carrillo Jr., R.	YES	YES	YES	YES	YES		YES	YES	YES
Lieutenant	Boust, J.	YES	YES	YES	YES	YES		YES	YES	YES
Com Dev Dir.	Navarro, T.	YES	YES	YES	YES	YES	YES		YES	YES
Police Chief	Garner, G.	YES	YES	YES	YES	YES	YES		YES	YES
Admin Services Dir.	Harmon, B.	YES	YES	YES	YES	YES	YES		YES	YES
Public Works Dir.	Mulligan, J.	YES	YES	YES	YES	YES	YES		YES	YES
Fire Chief	Tarascou, G.	YES	YES	YES	YES	YES	YES		YES	YES
City Manager	Chapa, T.	YES	YES	YES	YES	YES	YES		YES	YES