

New Castle County, Delaware  
**Recovery Plan**

**State and Local Fiscal Recovery  
Funds**

2022 Report

**New Castle County, Delaware**  
**2022 Recovery Plan**

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## GENERAL OVERVIEW

### 1. Executive Summary

In New Castle County, Delaware, the COVID-19 pandemic has impacted the community in many ways—from temporary and permanent job losses, to impacts on parents and students who navigated remote learning, to increasing risks to vulnerable populations like those experiencing homelessness. The pandemic also revealed and exacerbated long-standing inequities in our community, from health inequities, to access to safe outdoor spaces, to educational outcomes.

The American Rescue Plan Act (ARPA) Coronavirus State and Local Fiscal Recovery Funds (SLFRF) provide us a unique opportunity to reimagine New Castle County. We solicited ideas directly from residents via an online webform and through five ARPA Task Force Committees. We have carefully considered various ways to improve the quality of life for residents across our County—both in terms of immediate recovery and longer-term investments. We have also considered ways to address historical inequities.

Since our last report in 2021, New Castle County, through the appropriation authority of County Council, has allocated both tranches of State and Local Fiscal Recovery Funds received by the administration. We have defined and honed our areas of focus, built out our review, compliance and monitoring process and supporting technology, and begun funding projects, with the necessary controls in place. Multiple projects are underway, with more in the planning and review stages.

### 2. Uses of Funds

Since our last report in 2021, New Castle County Council has approved appropriations of the SLFRF funds received in both tranches into the areas of focus that we have categorized publicly as:

**Building Better Communities** – to identify and implement strategies that will result in violence reduction and increased community engagement in under-served neighborhoods throughout New Castle County.

**Health Equity** – to address health inequities through programs like continuing our National Health Corps pilot, supporting a Climate Corps pilot, support victims of domestic violence, piloting the creation of Wellness Centers in Elementary Schools, implementing recommendations from a substance use disorder study, and hosting a community health fair.

**Affordable Housing** – to increase and preserve the supply of affordable rental and ownership units.

**Workforce Development** – to support specific workforce development programs for youth and adults and also support small businesses seeking to become county contractors.

**Neighborhood Revitalization** – to address commercial corridor revitalization in disproportionately affected communities and provide web service support to small businesses.

**Environmental Justice** – to identify opportunities to address historic environmental injustices.

**Hope Center Sustainability & Enrichment** – to help define sustainability and performance metrics of the Hope Center (hotel turned homeless shelter) and provide additional enrichment opportunities for youth residing there.

**Support to the Hotel Industry** – to provide grants to hotels to support frontline employees disproportionately harmed during the pandemic and post-pandemic, based on actual decreases in occupancy rates.

**Support to the Volunteer Fire Service** – to support the needs of fire companies in the pandemic recovery phase consistent with ARPA compliant.

**Non-Profit Support** – to provide support to non-profit organizations in specific areas.

**ARPA Administration**

**Revenue Replacement**

**Stormwater/Wastewater Infrastructure**

**Mobile Broadband Infrastructure**

Many of the specific projects in these areas of focus are still being defined, planned, and assessed for compliance. For some of the projects below, the funds have not yet been obligated, so they will not yet appear in the Project Inventory or the Project & Expenditure Report due concurrently with this report.

The planned and in-progress projects can be correlated to the ARPA Expenditure Categories in this fashion:

a. Public Health (EC 1)

We have partnered with a local pharmacy to provide **COVID-19 rapid testing** options to the community. We have also continued to provide on-site **COVID-19 PCR testing** to employees through July, 2022.

We will continue **wastewater monitoring** for the presence of the COVID virus, partnering with the University of Delaware's Center for Environmental and Wastewater Epidemiological Research (CEWER).

As part of our **Building Better Communities** initiative, we have multiple programs in progress or planned under EC 1.11: Community Violence Interventions:

- We intend to provide sub-recipient awards to multiple non-profit entities creating or expanding community programs to prevent violence and support the victims of trauma due to violence, including the Wilmington Community Advisory Council and trauma counseling in the Red Clay Consolidated School District.
- We are also taking a targeted approach to specific neighborhoods disproportionately impacted by gun violence with a competitive grant program for non-profit organizations with compelling programming proposals, based on metrics defined by the Building Better Communities Committee. For example, in the first community of focus, the Knollwood

neighborhood in the northern part of the County, we intend to award funds to multiple non-profit organizations for programs engaging youth in that community. Applications for a second community of focus, Sparrow Run, are being received currently, and we intend to replicate this approach in eligible neighborhoods across the County.

- We formalized Project SEED (Sustained Empowerment Enhancement and Development) – a program within New Castle County Police to address quality of life issues within neighborhoods and empower community champions to lead change. We have hired and onboarded a Project SEED Coordinator and two Community Liaisons into the program.
- Project SEED has conducted and plans to host additional community-building events in under-resourced communities where quality-of-life police calls for service are higher than in other parts of the County.

The County's Emergency Medical Services (EMS) team organized and hosted a **Community Health Fair** in June 2022 to provide health information and resources to families in Wilmington.

b. Negative Economic Impacts (EC 2)

We will invest in projects to increase the supply of **affordable housing** in the County. Specifically, we have allocated \$15 million toward projects selected by the Affordable Housing committee that will increase availability of affordable transitional, rental and ownership units. Two projects have already been selected and are in the contracting phase, and construction should begin before the end of 2022. We are continuing to review applications for the program on a rolling basis.

We are investing in **workforce development** in multiple ways: expanding the County's Youth Employment Program, investing in computer programming as part of the County's 1,000 Kids Coding initiative, and supporting apprenticeship for construction trades by providing food stipends to the program participants. The latter two in particular are in fields where talent is in high demand and underemployed or unemployed individuals can build skills and careers.

We also are preparing an RFP to solicit a vendor to establish a **Small Business Enterprise Program** designed to expand and diversify the pool of qualified, registered SBE vendors, facilitate eligibility for contract work, and actively match contract opportunities to SBE profiles.

We are **supporting small businesses** impacted by the pandemic by offering web development and ecommerce service support from qualified web development vendors – at no cost to the small businesses. Once contracts are completed, we will begin matching small business applicants with the selected vendors, so that the businesses can improve their websites, online ordering capabilities, and other elements to help them be more competitive.

We will continue to fund the **National Health Corps Delaware** program we piloted in 2021, with members addressing health inequities by serving with various local non-profits. This program is evolving in 2022 to focus on members gaining experience and training as Community Health Workers; we intend to continue funding this program as an operating site through 2024.

We will expand **home visiting nursing support for first-time mothers**, providing more mothers and children with intervention shown to impact health outcomes later in life. Through the planned use of a 'pay for success' model, we intend to stretch our investment in this program farther than we could do with the SLFRF funds alone.

We intend to establish the **sustainability of the Hope Center** – the hotel the County purchased in November 2020 and transformed into housing for individuals and families experiencing homelessness. Specifically, we will use funds for an Assistant Managing Director who will prepare a sustainability plan, supported by performance and impact metrics that we intend to hire an outside contractor to define. We also intend to increase educational enrichment opportunities at the Hope Center, as half of the residents on any given day are children.

We intend to provide grants to **hotels** to support frontline employees disproportionately harmed during the pandemic and post-pandemic, based on actual decreases in occupancy rates.

We intend to provide support to the County's **Volunteer Fire Service** to support the needs of fire companies in the pandemic recovery phase.

We will launch multiple grant programs for **non-profit organizations** addressing equity gaps in the community.

c. Public Health-Negative Economic Impact: Public Sector Capacity (EC 3)

We paid employees **overtime pay for a COVID-19 rapid test kit distribution event** on Saturday January 8, 2022, at our Government Center complex. Specifically, we requested the Construction Support crew to set up the Test Site at the Government Center and subsequently direct traffic during the event and break down equipment afterwards. The hours worked by Public Works team members were integral in the distribution of at-home, rapid COVID-19 test kits to members of the community. This was a mass distribution event that resulted in about 4,500 test kits (9,000 tests total) being distributed to the community during the Omicron variant surge in the County in early January.

d. Premium Pay (EC 4)

Premium Pay direct deposits were made to eligible New Castle County employees on December 23, 2021. The County distributed Premium Pay to employees that faced heightened risks due to the character of their work with the County.

As part of its premium pay program, the County paid premium payments to certain employees who are exempt from FLSA overtime provisions and whose salary (including the premium payment) exceeds the Final Rule's wage threshold for New Castle County, DE. These employees Premium Pay Narrative represent a small percentage of the total employees paid by the County's premium pay program.

To ensure that the program was responsive to all employees that assumed increased risks to their health as a result of performing essential work during the pandemic, the County evaluated all workers' duties and health risks and confined qualified employees to only those employees whose duties require regular in-person interactions with the public and/or co-workers and/or regular physical handling of items that were handled by the public or co-workers. Qualified employees were then compensated a flat \$5.00 per hour premium payment for every hour they could demonstrate was performed within County facilities or in the field and in-person interactions or materials handling could not be avoided.

Finally, total premium payments were capped at limits to not exceed up to \$5,000. In reviewing the duties and work performed by the employees whose salary exceeds the Final Rule's threshold, the County has determined that they endured similar risks to their health and safety in

performance of essential work as employees whose salaries and wages are below the threshold. Therefore, the County determined that fairness and consistency dictated that all employees should be recognized and compensated fairly and consistently for the increased risks to their health and safety for the performance of essential work during the pandemic, including employees whose salaries exceeded the Final Rule's threshold.

Due to the limitations imposed by the County on premium pay compensation, the employees that exceed the Final Rule's wage threshold benefited the least from the premium payments they received as a percentage of their annual earnings. As a percentage of annual earnings, the County's premium payment was most responsive to lower wage employees.

e. Water, Sewer, and Broadband Infrastructure (EC 5)

In the first tranche SLFRF budget, we allocated \$5 million for sewer projects and selected two specific capital investments. We are in the bidding and contracting stages for both of these first-tranche wastewater projects.

In the second tranche, we allocated an additional \$10 million for sewer projects and will soon determine which specific projects to fund, based on need and compliance with ARPA requirements.

For broadband infrastructure, we allocated \$500,000 from the first tranche and issued an RFP for a study to assess gaps in cellular service across the County. The results of that study will inform what specific infrastructure investments we will make, up to an allocated \$1 million in second-tranche funding to improve cellular service coverage.

f. Revenue Replacement (EC 6)

New Castle County has allocated a total of \$27,354,000 across both SLFRF tranches, which we are intending to use across multiple years to support government service spending in the current and subsequent three fiscal years, with all revenue replacement funds obligated by December 31, 2024.

Planned Uses of Other Federal Funds

We anticipate using additional HUD funding under the American Rescue Plan to support affordable housing in the County, a persistent need that has been exacerbated by the pandemic. In addition, we applied for and were awarded an EDA grant for a project to enhance tourism and outdoor recreation on the Jack A. Markell Trail between Wilmington and New Castle through public art installations and trailhead enhancements.

We are also planning to pursue planning grants under the Bipartisan Infrastructure Law, including the Safe Streets for All (SS4A) and Reconnecting Communities grants for local jurisdictions.

**3. Promoting Equitable Outcomes**

As part of our budgeting process for both the first and second tranches of SLFRF, we are actively considering how the County's investments will promote greater equity in the County.

We have mapped the Qualified Census Tracts (QCTs) in the County. In addition, because the Qualified Census Tracts do not fully reflect all areas of poverty in the County due to the sizes of

QCTs, we also mapped areas where more than 50% of residents earn less than 60% of Area Median Income (AMI). We conducted this additional mapping to better identify the communities in the County most in need of SLFRF funds.

As we design, review, contract, and fund specific SLFRF-funded projects, we are considering the historical inequities in the County and aim to create projects that are appropriately focused to address those gaps.

For example, the Building Better Communities Committee that reviews projects for funding as part of this initiative has specifically defined the initial communities of focus based on quality-of-life complaints, other police calls for service, income data, and other data like percentage of owner-occupied housing units. This committee is working methodically to define additional criteria to identify the additional communities for focus for the program.

In addition, among the County's Health Equity programs, the National Health Corps Delaware program that the County piloted chose 'host sites' for the NHC DE members to perform their service based on addressing health equity gaps in the community.

Similarly, we are seeking to pilot Wellness Centers in four Elementary Schools; the schools will be chosen based on demographic and other data to address health equity gaps that the pandemic has exacerbated.

Finally, as part of the second tranche budget, we included funding for a project specifically to review the County's ARPA SLFRF investments. Specifically, we will issue an RFP for an organization to conduct a study to measure the effectiveness and impact of the County's ARPA investments over time and reviewing the impacts on equity will be part of that study.

#### **4. Community Engagement**

On June 1, 2021, we began the public engagement process by soliciting written input from the community on how to reimagine New Castle County with SLFRF funds. Since then, we have received 146 written comments, with input on supporting non-profits, investing in infrastructure, supporting parents with daycare access, and many other topics.

We also chartered a task force comprised of five committees to gain insights from subject matter experts and members of the public on specific topics:

- Early Childhood Learning
- Economic and Community Development
- Workforce Development
- Intergovernmental Collaboration
- Audit & Compliance (a continuation of a committee started under our CARES Act process)

These five committees held a total of 23 meetings in June, July, and August, 2021 and delivered recommendations to the County Executive.

In addition to these New Castle County Executive branch actions, New Castle County Council also held two public workshops—on June 23 and July 21, 2021—to discuss funding priorities and programs.

The Audit and Compliance Committee has continued to meet monthly and a new committee on Building Better Communities was chartered to identify and implement strategies that will result in violence reduction and increased community engagement in under-served neighborhoods throughout New Castle County.

The County's community engagement process—including the written suggestions from the public and the recommendations of the task force committees—worked not only to solicit ideas for SLFRF-funded projects, but also provided diverse perspectives on the challenges facing the County and in particular its underserved communities.

The appropriation legislation for the first tranche laid out specific areas of focus for investment, which was discussed in depth with County Council in public meetings in November, 2021. The administration has since provided regular update presentations to Council, and brought to Council the appropriation legislation for the second tranche in July, 2022.

## **5. Labor Practices**

For all infrastructure projects using SLFRF funds, we will use the County's robust bidding and monitoring practices. In addition, Minority and Women-owned Business Enterprises (MWBE) will be afforded full opportunity to submit proposals and will not be subject to discrimination on the basis of race, color, national origin, sex, religion, age, disability, or sexual orientation in consideration of any award.

## **6. Use of Evidence**

As we continue to consider priorities and work to design specific SLFRF projects, we are actively studying the evidence needed to focus project goals and to measure impact. Through discussions with subject matter experts and with our retained auditing firm, we anticipate designing and investing in multiple evidence-based interventions.

## **7. Performance Report**

As we craft agreements with contractors and sub-recipients for the various projects planned, we are requiring that performance measures be articulated and agreed upon before contracts are executed and the funds are obligated. Since many of our projects are still in the review and contracting phase, we do not have a comprehensive set of performance measures yet but will have more to report in our next annual report.

In addition, as part of the second tranche budget, we included funding for a project specifically to review our ARPA investments. Specifically, we will issue an RFP for an organization to conduct a study to measure the effectiveness and impact of the County's ARPA investments over time.

## **PROJECT INVENTORY**

### **Project ARPA00001: ARPA Coordinator for New Castle County, DE**

Project ARPA00001: ARPA Coordinator for New Castle County, DE

Funding amount: \$49,999.00

Project Expenditure Category: 7.1 Administrative Expenses

Project Overview: This project is to hire vendor Morris-Levenson, LLC to perform professional services to complete the tasks of the American Rescue Plan Act (ARPA)

Coordinator for New Castle County, DE. The ARPA Coordinator's work will focus on: the effective management and administration of New Castle County's SLFRF funds; coordinating the County's efforts to use its SLFRF funds, working with a variety of stakeholders to coordinate the many aspects of deciding on and disbursing the County's SLFRF funds; working to ensure that SLFRF expenditures are made in accordance with the Act and consistent with guidance issued by the U.S. Department of Treasury; and working to ensure that the County meets its compliance and reporting obligations.

#### **Project ARPA00004: Project SEED Coordinator Position**

Project ARPA00004: Project SEED Coordinator Position

Funding amount: \$323,919.00

Project Expenditure Category: 1.11 Community Violence Interventions

Project Overview: Support and hire for the full-time, limited-term position of Project SEED Coordinator to provide leadership to the Project SEED (Sustained Empowerment Enhancement & Development) program. The program is in the Building Better Communities initiative, intended to strengthen neighborhoods and decrease violence, using a phased approach to support neighborhood self-sufficiency and growth. Understanding that each neighborhood has unique challenges that, left unaddressed, will reduce quality of life for residents, Project SEED uses an integrated, multi-disciplinary approach to address quality-of-life issues in each neighborhood and aims to identify and empower community champions to organize fellow residents in making change. The Coordinator will: work with Project SEED team to identify neighborhoods that would benefit from the involvement and subsequent resources that Project SEED offers; have detailed knowledge of County Government to include specific services offered to improve the well-being, health and safety of our communities; work with internal and external stakeholders to achieve this goal; research and attend trainings pertaining to community outreach; establish and monitor performance measures for Project SEED; prepare detailed monthly reports capturing activities that align with the established performance measures and neighborhood needs; evaluate programs being used by Project SEED for efficiency and effectiveness.

Use of Evidence

- Dollar amount of the total project spending that is allocated towards evidence-based interventions: \$323,919.00

Performance Report

- Number of workers enrolled in sectoral job training programs: 0
- Number of workers completing sectoral job training programs: 0
- Number of people participating in summer youth employment programs: 0

#### **Project ARPA00006: Overtime for COVID Test Kit Distribution at Government Center 1/8/22**

Project ARPA00006: Overtime for COVID Test Kit Distribution at Government Center 1/8/22

Funding amount: \$4,803.61

Project Expenditure Category: 3.1 Public Sector Workforce: Payroll and Benefits for Public Health, Public Safety, or Human Services Workers

Project Overview: Use ARPA funds for the test kit distribution on Saturday January 8 at Government Center. Request for Construction Support crew to set up COVID Test Site at the Government Center. Crew set up and break down, direct traffic and assist where needed. The hours worked by Public Works team members were integral in the distribution

of at-home, rapid COVID-19 test kits to members of the community. This was a mass distribution event that resulted in about 4500 test kits (9000 tests total) being distributed to the community during the Omicron variant surge in the County.

Performance Report

- Number of government FTEs responding to COVID-19 supported under this authority: 8

**Project ARPA00007: ANP Technologies Inc. COVID-19 Rapid Tests Distributed Through Ivira Pharmacy**

Project ARPA00007: ANP Technologies Inc. COVID-19 Rapid Tests Distributed Through Ivira Pharmacy

Funding amount: \$21,000.00

Project Expenditure Category: 1.2 COVID-19 Testing

Project Overview: New Castle County purchased Rapid Antigen Tests approved for use through Point of Care, and will distribute them to independent pharmacy Ivira Health, who will conduct testing for the community at no charge at their retail pharmacy site. Pharmacy partner will use its online scheduling system to make appointments available for rapid tests on the Pharmacy's premises and pharmacy staff will oversee customers taking tests and assist as needed. At this time, it is unknown whether the test is reimbursable by insurance companies. This project provides SLFRF funds for reimbursement, if needed, to Ivira to cover pharmacy staff time to assist with the test. If pharmacy is unable to be reimbursed for tests, County will reimburse pharmacy an additional \$7.00 per test. Funding reimbursement to Ivira Pharmacy for pharmacy staff time assisting with the tests is an eligible expenditure aligned to Expenditure Category 1.2 COVID-19 Testing. Due to the surge of Omicron COVID-19 cases, there is an increased demand for COVID-19 testing in New Castle County. Testing kits are in short supply, and the goal is to distribute POC antigen tests to Clinical Laboratory Improvement Amendments (CLIA) waived pharmacies that are permitted to administer these types of tests. This project is a pilot program to test whether this type of deployment is successful to meet community need.

**Project ARPA00008: SHI SimpliGov ARPA Portal for New Castle County, DE**

Project ARPA00008: SHI SimpliGov ARPA Portal for New Castle County, DE

Funding amount: \$30,000.00

Project Expenditure Category: 7.1 Administrative Expenses

Project Overview: Payment to vendor SHI to design and maintain an online "SimpliGov" portal for capturing and approving ARPA expenditures. This online portal will be critical to the administration of New Castle County's ARPA funding. Specifically, the portal will allow all proposed projects /expenditures to be reviewed and approved from a compliance and legal perspective and ensure that related documents for a particular project or expenditure are housed together. The SHI SimpliGov ARPA Portal will aid County with fielding the wide range of subrecipient, contractor, and beneficiary project requests, to ensure proper application for funds, compliance reviews for applicants, and retention of all documentation for program reporting and compliance with the Uniform Guidance and CLFRF Award Terms and Conditions.

**Project ARPA00013: Wastewater Based Epidemiology System**

Project ARPA00013: Wastewater Based Epidemiology System

Funding amount: \$320,102.00

Project Expenditure Category: 1.7 Other COVID-19 Public Health Expenses (including Communications, Enforcement, Isolation/Quarantine)

Project Overview: University of Delaware, through its Center for Environmental and Wastewater Epidemiology Research, will conduct research regarding detection and analysis of SARS-CoV-2 virus and other microorganisms of concern (MOCs) in wastewater samples in the county of New Castle. The University of Delaware will perform sample processing and testing, along with conducting primary data analysis on individual, weekly, and overall trend analysis of viral detection.

### **Project ARPA00015: Grant Thornton ARPA Support Services**

Project ARPA00015: Grant Thornton ARPA Support Services

Funding amount: \$2,000,000.00

Project Expenditure Category: 7.1 Administrative Expenses

Project Overview: Grant Thornton's services to support New Castle County in the effective management and oversight, including consultation for ensuring compliance with legal, regulatory, and other requirements, of use of the SLFRF funds. Grant Thornton's work, to be performed under the County Attorney's direction, will focus on providing the County with the support necessary to confirm that all expenditures of SLFRF are made in accordance with the Act and consistent with guidance issued by the U.S. Department of Treasury as well as other federal agencies as applicable. Grant Thornton will be available to address the County's specific concerns relative to the spending of the SLFRF funding. Grant Thornton will provide the following deliverables: monthly reports; subrecipient eligibility determinations; project eligibility determinations.

### **Project ARPA00026: Community Health Fair**

Project ARPA00026: Community Health Fair

Funding amount: \$32,747.00

Project Expenditure Category: 1.1 COVID-19 Vaccination

Project Overview: The County's Emergency Medical Services (EMS) team organized and hosted a Community Health Fair on June 4, 2022, to provide health information and resources to families in Wilmington. This project is an event focused on providing and encouraging County residents to get their first or second dose of the COVID-19 vaccination. The event was strategically planned to outline some potential areas that New Castle County paramedics can begin to create more substantial relationships with partners and the community. This initiative offers health equity inclusion, community education, wrap-around services, recruitment, natural partnerships, and open avenues for future expansion of programs. Thirty-two (32) organizations participated in this event to address healthy equity within the community, including Delaware Breast Cancer Coalition, Planned Parenthood, ChristianaCare, Henrietta Johnson, Westside Health, YMCA, Nemours, Victory Christian Fellowship, DHSS, St. Francis LIFE, Food Bank, Hero Help, and Recovery Innovations. Over 1,000 individuals attended this Saturday afternoon event.

### **Project ARPA00036: Hotel Accommodations & Food for First Responders**

Project ARPA00036: Hotel Accommodations & Food for First Responders

Funding amount: \$20,000.00

Project Expenditure Category: 1.7 Other COVID-19 Public Health Expenses (including Communications, Enforcement, Isolation/Quarantine)

Project Overview: To cover hotel accommodations and food expenses for first responders who were (1) exposed or (2) tested positive for COVID-19.

### **Project ARPA00037: DCS Youth Employment - Coding**

Project ARPA00037: DCS Youth Employment - Coding

Funding amount: \$481,000.00

Project Expenditure Category: 2.27 Addressing Impacts of Lost Instructional Time

Project Overview: The New Castle County (NCC) Department of Community Services (DCS) requests a total of \$481,000 during the program period of January 1, 2022, through June 30, 2022. The project will support the wages & benefits for up to 100 youth placed in coding positions with vendor Code Differently (CD) addressing the impacts of lost instructional time. In addition, the project will support contractual Youth Coordinator(s) who will assist with the day-to-day administration of the program, hiring and retaining youth, working with youth and worksite supervisors, providing professional development and life coaching, processing payroll, and making referrals for additionally needed wrap around services.

Performance Report

- Number of students participating in evidence-based tutoring programs: 0

### **Project ARPA00038: RFP/Grant Writing Assistance**

Project ARPA00038: RFP/Grant Writing Assistance

Funding amount: \$49,999.00

Project Expenditure Category: 7.1 Administrative Expenses

Project Overview: For Progressive Software Computing, Inc. (PSCI) to provide Adrienne Thompson to perform contractual work for the County, working at the direction of the County and providing the following services: meeting with business unit(s) point of contact(s) to efficiently and effectively gather data and business requirements; develop Scope of Work for each request for proposal based on specific initiatives; work with County to ensure compliance with New Castle County Procurement Code and the Uniform Guidance, Treasury Regulations and Guidance and Treasury Terms and Conditions; assist with the writing of grants as needed; collaborate with business point of contact(s) from multiple departments and gather and transfer data to write an effective Scope of Work for procurement projects and grants.

### **Project ARPA00040: Sparrow Run Community Day**

Project ARPA00040: Sparrow Run Community Day

Funding amount: \$5,510.10

Project Expenditure Category: 1.11 Community Violence Interventions

Project Overview: Project SEED is moving into the community of Sparrow Run. Several community events are planned to increase the quality of life in the neighborhood and reduce the amount of crime and violence. The instant project is a kickoff event to introduce the neighborhood to the New Castle County SEED Project and their community partners. The New Castle County Behavioral Health Unit will be on site to provide mental health and substance use services. The Help initiative will be on site to provide Health & Safety Kits which will include First Aid Kits, Fire Extinguishers, Carbon Monoxide Detectors, Smoke Detectors, and information about Smart 911. Child Inc. will be present to provide an

abundance of services to include domestic violence counseling, a food pantry, job search assistance, section 8/public assistance help, and other social service referrals and support.

Use of Evidence

- Dollar amount of the total project spending that is allocated towards evidence-based interventions: \$3,539.00 (100% of expenditures)

Performance Report

- Number of workers enrolled in sectoral job training programs: 0
- Number of workers completing sectoral job training programs: 0
- Number of people participating in summer youth employment programs: 0

**Project ARPA00041: Funding for Advertising ARPA Bids**

Project ARPA00041: Funding for Advertising ARPA Bids

Funding amount: \$15,000.00

Project Expenditure Category: 7.1 Administrative Expenses

Project Overview: This project will establish a funding source to pay the costs of advertising RFPs in the News Journal/ Gannett Co. Inc. The average cost for example of a RFP advertisement is \$700-\$1,200 depending on the number of lines and frequency of advertising. The County will have multiple ARPA projects that required RFPs.

**Project ARPA00044: ARPA Coordinator for New Castle County, DE (full-time position)**

Project ARPA00044: ARPA Coordinator for New Castle County, DE (full-time position)

Funding amount: \$457,392.00

Project Expenditure Category: 7.1 Administrative Expenses

Project Overview: This project is a full-time employee ARPA Coordinator position, transitioning the initial contractual ARPA Coordinator (ARPA00001) role to a regular County employee position. The creation of this position is authorized under Ordinance 22-012, allowing for up to ten full-time, term limited NCC employee positions. Candidate Ben Morris-Levenson was approved by County Council to fill this position by way of Resolution 22-080 on 3/8/2022.

This position will play a key role in the effective management and administration of New Castle County's SLFRF funds; coordinating the County's efforts to use its SLFRF funds, reviewing all proposed projects, working with a variety of stakeholders to coordinate the many aspects of deciding on and disbursing the County's SLFRF funds; working closely with outside experts (Grant Thornton); providing regular updates to internal stakeholders, County Council, the CARES Act / ARPA Audit Committee and outside organizers seeking or receiving funding; working to ensure that SLFRF expenditures are made in accordance with the Act and consistent with guidance issued by the U.S. Department of Treasury; and working to ensure that the County meets its compliance and reporting obligations.

**Project ARPA00048: SHI SimpliGov Workflow for Web Development Services for Qualified Small Businesses**

Project ARPA00048: SHI SimpliGov Workflow for Web Development Services for Qualified Small Businesses

Funding amount: \$15,159.75

Project Expenditure Category: 7.1 Administrative Expenses

Project Overview: This project is for vendor SHI to build the online web portal needed to support the Web Development Services for Qualified Small Business program (ARPA00011). Specifically, this new workflow will be used to efficiently and fairly gather requests from small businesses who wish to apply for the program and manage the documentation they submit. The workflow will also be designed to allow for efficient information flow between the small business applicants and the assigned web service vendors who are currently being chosen through the County's RFP process.

### **Project ARPAPremiumPay1: Premium Pay**

Project ARPAPremiumPay1: Premium Pay

Funding amount: \$8,965,210.00

Project Expenditure Category: 4.1 Public Sector Employees

Project Overview: Premium Pay direct deposits were made to eligible New Castle County employees on December 23, 2021. The County distributed Premium Pay to employees that faced heightened risks due to the character of their work with the County.

As part of its premium pay program, the County paid premium payments to certain employees who are exempt from FLSA overtime provisions and whose salary (including the premium payment) exceeds the Final Rule's wage threshold for New Castle County, DE. These employees Premium Pay Narrative represent a small percentage of the total employees paid by the County's premium pay program.

To ensure that the program was responsive to all employees that assumed increased risks to their health as a result of performing essential work during the pandemic, the County evaluated all workers' duties and health risks and confined qualified employees to only those employees whose duties require regular in-person interactions with the public and/or co-workers and/or regular physical handling of items that were handled by the public or co-workers. Qualified employees were then compensated a flat \$5.00 per hour premium payment for every hour they could demonstrate was performed within County facilities or in the field and in-person interactions or materials handling could not be avoided.

Finally, total premium payments were capped at limits to not exceed up to \$5,000. In reviewing the duties and work performed by the employees whose salary exceeds the Final Rule's threshold, the County has determined that they endured similar risks to their health and safety in performance of essential work as employees whose salaries and wages are below the threshold. Therefore, the County determined that fairness and consistency dictated that all employees should be recognized and compensated fairly and consistently for the increased risks to their health and safety for the performance of essential work during the pandemic, including employees whose salaries exceeded the Final Rule's threshold.

Due to the limitations imposed by the County on premium pay compensation, the employees that exceed the Final Rule's wage threshold benefited the least from the premium payments they received as a percentage of their annual earnings. As a percentage of annual earnings, the County's premium payment was most responsive to lower wage employees.