Rockingham County (New Hampshire)
Recovery Plan

State and Local Fiscal Recovery Funds
Report through the Quarter Ending June 30, 2022

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Executive Summary

Rockingham County, New Hampshire ("the County") was awarded approximately $60.2 million from the State and Local Fiscal Recovery Fund ("SLFRF") under the American Rescue Plan Act ("ARPA"). In May 2021, the County received $30.1 million, representing one half of its total allotment of SLFRF monies. On June 13, 2022, the other half of SLFRF monies were received. The funds received are being treated as federal grant funds and therefore recorded as part of the County's Contingent Grant Special Revenue Fund, outside of the General Fund.

The County set up an "ARPA" committee, comprised of State Representative Patrick Abrami, County Commissioner Brian Chirichiello, Human Resources Director Alison Kivikoski and Finance Director Charles Nickerson. This committee spent two months during the summer of 2021 conducting discussions with Division Directors and Elected Officials regarding potential projects that could be funded by the distributions from the SLFRF.

Based upon these discussions and current Treasury guidelines in place at the time, a framework of eligible projects was composed at the end of August 2021, which included the following items:

- $25 million for construction of a new building to house the County Attorney's Office, Registry of Deeds, Sheriff's Office, and Delegation Office, which will alleviate overcrowded working conditions and poor HVAC systems at the State-owned courthouse building and provide a proper worksite for County public safety operations.
- $8 million for construction and operation of a Community Corrections facility, which will be run by the Department of Corrections and provide mental health and substance use services with a 90-day in-house program.
- $8 million for construction of a solar array on County property that will generate enough megawatts to cover 100% of the County complex's electricity needs. This project would be funded from monies available from the Revenue Replacement expense category established by the U.S. Treasury.
- $3.9 million for Countywide HVAC infrastructure projects to mitigate the occurrence and spread of COVID-19, notably in Long Term Care Services and the Department of Corrections.
- $3.2 million for premium pay to essential County employees
- $2.7 million for Job Training Assistance, including support for LNA, MNA and LPN training programs, employee scholarship programs, Nursing leadership education courses, and new hire/referral incentives for critical County positions (notably Nursing Department vacancies and Correctional Officers).
- $2.2 million for services to disproportionately impacted communities
- $2 million for water-related infrastructure projects
- $1 million to provide assistance to nonprofit organizations and local businesses involved in tourism, travel or hospitality that were negatively impacted by COVID-19.

The Board of County Commissioners ultimately approve proposed ARPA projects and determine the allocated funds that can be spent for each project. Depending on Final Rule guidance from the U.S. Treasury, the listing of projects and allocated amounts may change from the initial 2021 Recovery Plan and Performance Report that was filed with the U.S. Treasury.

Uses of Funds

Rockingham County's initial listing of approved projects covers all of the Expenditure Categories cited by the U.S. Treasury in its Final Rule Compliance and Reporting guidance:

a. Public Health (EC 1)
b. Negative Economic Impacts (EC 2)
c. Public Health – Negative Economic Impact: Public Sector Capacity (EC 3)
d. Premium Pay (EC 4)
e. Water, sewer, and broadband infrastructure (EC 5)
f. Revenue replacement (EC 6)
g. Administrative (EC 7)

Public Health

The largest project proposed to be partially funded by SLFRF monies is the construction of a new building to house the County Attorney's Office, Registry of Deeds, Sheriff's Office, and Commissioners Office. The first two departments cited are in the State-owned courthouse building, which has a dilapidated HVAC system and extremely poor water/wastewater system which has led to those departments experiencing poor air quality and several septic system backups. The County Attorney's Office and Sheriff's Office Dispatch Center are also very overcrowded worksites, and in need of relocation.

There is not a better alternative to constructing a new building, as the State does not intend to perform needed improvements or expansion to the courthouse building, and the County should not be paying for such modifications that are the responsibility of the State. There is also no room for interior expansion or floorplan redesign at the Sheriff's Office which could alleviate their overcrowding issue with the Dispatch Center. Currently, the Sheriff's Office takes up a confined section of the Corrections building at the County Complex. The Dispatch Center, which is already overcrowded, also needs to expand to be able to take on the anticipated increase in the number of Rockingham County municipalities that are expected to close down their own dispatch services and instead have the County provide these services for their town's fire and police departments.

The County also does not have an adequate public meeting place in this era of COVID-19. The only public meeting place of note at the County that can accommodate more than 15 people is the Hilton Auditorium, which is located within the County nursing home. It is the location where the County Convention holds its public hearings and budget meetings. In addition to being located in the long-term care facility, the auditorium cannot even accommodate three feet of social distancing when a County Convention meeting is being held, which requires 46 members to be in attendance to have a quorum to conduct a meeting. This situation could result in an

outbreak of COVID-19 in the nursing home, and there have been occurrences of Convention members testing positive for COVID-19 after having attended a Convention meeting in the Hilton Auditorium.

There are no current, vacant commercial or office buildings in Brentwood that could serve as the new location of the County departments referred to above.   The least expensive alternative that would result in mitigation steps to prevent the occurrence and spread of COVID-19 in the workplace for the above-referenced departments and the long-term care facility is to construct a new municipal building. (*EC 1.4*)

Another major project of the County is to construct a Community Corrections facility, which will provide a 90-day treatment program with mental health and substance use services. The opioid epidemic has been an ongoing issue for Rockingham County, and there has been a sharp increase in inmates needing mental health services. (*EC 1.12 and EC 1.13*)

Rockingham County also plans to upgrade or replace HVAC equipment for several County buildings, including those for its nursing home, assisted living facility and Department of Corrections. This should help to mitigate the occurrence and spread of COVID-19 in the workplace and congregate settings. (*EC 1.4*)

The Sheriff's Office had two communications projects on the ARPA Committee's proposed listing: one is to replace and improve their Dispatch Center communications system, and the other is to install an antenna that will provide adequate signal coverage for the western part of Rockingham County. The funds for the new antenna project were found in the Sheriff's Office FY 2022 budget, leaving the Dispatch Center communications system replacement as their remaining project to be approved by the Commissioners in the Public Health category. (*EC 1.7*)

Rockingham County is also supporting a project to cover COVID-19 testing for Long Term Care staff and residents, as other sources of State and Federal funding are set to expire at the end of the 2021 calendar year. It is also setting aside a small amount of funds for mobile vaccination units, in case Federal passthrough monies to the State assigned for this purpose lapse. (*EC 1.1 and EC 1.2*)

Negative Economic Impacts

Rockingham County is setting aside funds to provide assistance to nonprofit organizations and local businesses involved in tourism, travel or hospitality that were negatively impacted by COVID-19, with a preference/focus on those organizations and businesses that received little or no prior financial assistance from prior COVID-19-related aid programs, such as Paycheck Protection Program (PPP) loans. (*EC 2.34 and EC 2.35, respectively*)

The County intends to provide support for LNA, MNA and LPN training programs, employee scholarship programs, Nursing leadership education courses, and new hire/referral incentives for critical County positions (notably Nursing Department vacancies and Correctional Officers). There is a great shortage of direct care Nursing staff and Correctional Officers being experienced by Rockingham County and counties across the country. Hopefully, some of these programs and incentives will attract and retain employees in these key positions, and also provide jobs to some individuals who are currently unemployed. (*EC 2.10*)

Services to Disproportionately Impacted Communities (f/k/a EC 3; now a variety of Expenditure Categories under the Final Rule)

The County is looking to support services to disproportionately impacted communities by providing subawards to area nonprofit organizations to enhance the services that they are already providing to minority communities and/or lower income households. Depending upon the services being provided, these subawards could cover several subcategories under the Final Rule, though most will likely fall under a subcategory under Expenditure Category grouping 2 (Negative Economic Impacts).

Rockingham County is also providing services to disproportionately impacted communities by running its own Emergency Rental Assistance Program, which is funded from federal recovery funds under the Continuing Appropriations Act of 2021 and the American Rescue Plan Act. This program has assisted many minority groups and lower income households, and the number of requests and program inquires has increased sharply over recent months.

Public Health – Negative Economic Impact: Public Sector Capacity (EC 3)

The County's ARPA project under this expenditure category is for the employer portion of FICA and retirement expenses on employee premium pay incurred under Expenditure Category 4. (*EC 3.1*)

Premium Pay (EC 4)

Rockingham County is utilizing some of its fiscal recovery funds for various premium pay programs in an effort to attract and retain essential workers, with higher amounts for critical staffing positions such as those in the Nursing Department and Correctional Officers. *(EC 4.1)*

Water, sewer, and broadband infrastructure (EC 5)

Some of the County's water/wastewater infrastructure is in need of repairs and/or replacements. One project would be to replace water pipes that run under North Road, the major thoroughfare that runs through the County complex. Other funds would be dedicated for individual water-related projects that have not been fully analyzed yet. The County would also like to do a localized complex broadband project, which would result in high-speed internet access for each resident room in the nursing home and assisted living facility.

Revenue replacement (EC 6)

The County is still formulating projects for use of funds under this category, which may change depending upon the yearly lost revenue calculations under SLFRF. One possible major capital project under EC 6 is the installation of a 4.5 megawatt solar array on County property. A solar project of this magnitude would cover all of the complex's electricity needs, generate renewable energy credits, help reduce future budgetary impacts to County taxpayers, and have a positive environmental impact. *(EC 6.1)*

Administrative (EC 7)

Under the Preliminary Final Rule, amounts were allocated under Evaluation and Data Analysis (*EC 7.2*); under the Final Rule, the new subcategory is Public Sector Capacity: Effective Service

Delivery (*EC 3.4*). Some of the administrative expenses incurred to implement the County's ARPA projects may actually fall under Public Sector Capacity: Administrative Needs (*EC 3.5*).

While there is a preliminary plan on how to allot the $60.2 million award under the SLFRF amongst the approved Expense Categories, details of several projects are still a work in progress or have not started. Expenditure categories have been updated to reflect the nomenclature designated in the Final Rule issued by Treasury.

Promoting equitable outcomes

Rockingham County is looking to equitably distribute assistance to *local* small nonprofits and businesses negatively impacted by the coronavirus pandemic by placing a focus on distributing funds to those organizations that received little or no assistance from previous COVID-19 aid programs, such as the Payroll Protection Program. Through review of a detailed application process, it will be determined which entities should receive financial assistance.

The County has a detailed application process for area nonprofit organizations to apply for subawards to enhance their efforts in providing services to communities disproportionately affected by the coronavirus pandemic. Preference will be given to those nonprofits that provide vital assistance to the most vulnerable communities in Rockingham County. Through subrecipient monitoring, metrics and various data points will be collected to determine how services are being distributed to minority groups and low income households. As part of individual subrecipient agreements, nonprofit agencies will agree to collect such data and provide it to the County in a timely manner. The County only started issuing a small number of subawards in the middle of June 2022. As a result, the two nonprofits that received such funding have not had time to utilize the funding and, as a result, be able to provide evidence of positive effects that such funds have had on enhancing assistance to those communities disproportionately affected by COVID-19.

To promote awareness of Rockingham County programs and services funded by the SLFRF, the County will take the following steps:
1. Publish details of the SLFRF projects, programs and services on the County website
2. Communicate directly to the 36 towns in the County details of programs and services available to residents and businesses
3. Make posts to the County's Facebook page and Twitter account to inform the general public of SLFRF-funded programs and services
4. Periodically place notices in local newspapers regarding availability of programs and services
5. Reach out directly to area nonprofit organizations to inform them of programs and services funded by the SLFRF
6. Post ARPA application details with the New Hampshire Center for Nonprofits

Community Engagement

The County's ARPA Committee met with and received feedback from Division Directors and Elected Officials for potential projects that could be funded with SLFRF monies. A few nonprofit organizations have also reached out to inquire if Rockingham County would be issuing subawards so that they could enhance/increase services that they were already providing in the community, which would benefit those disproportionately impacted by the coronavirus pandemic. The County also had details of it's two nonprofit ARPA project programs furnished to the New Hampshire Center for Nonprofits. As a result, several nonprofit organizations have sent applications to the County in June and July 2022.

Labor Practices

No infrastructure projects under Expenditure Category 5 have been approved yet by the County Commissioners (which involve labor), though some of the funds awarded to the County under the SLFRF have been allocated to water/wastewater capital projects. If infrastructure projects are approved in the future, reporting on workforce practices (as applicable) will be included in future compliance reports to the U.S. Treasury.

Use of Evidence

The listing of Commissioner-approved projects does include some that would include SLFRF funds being used for evidence-based interventions or rigorous program evaluations that are designed to build evidence. However, assistance provided towards such projects did not occur until mid-June 2022, and the two nonprofit organizations receiving subawards did not have time to utilize the funds by 6/30/22 and therefore did not data to provide to the County to show positive effects/use of the funding toward the goals stated in their subaward applications. When these specific (and other applicable project) amounts are utilized, the resulting evidence-based data will be part of future compliance reporting to the U.S. Treasury.

Table of Expenses by Expenditure Category

Note: The Category rows represented below are indicative of the subcategories based upon the ARPA Committee's preliminary projects listing and/or Commissioner-approved projects.

	Category	Cumulative expenditures to date ($)	Amount spent since last Recovery Plan
1	Expenditure Category: Public Health		
1.1	COVID-19 Vaccination	1,160.00	1,160.00
1.2	COVID-19 Testing		
1.4	Prevention in Congregate Settings (Nursing Homes, Prisons/Jails, Dense Work Sites, Schools, etc.)	63,691.14	63,691.14

	Category	Cumulative expenditures to date ($)	Amount spent since last Recovery Plan
1.7	Other COVID-19 Public Health Expenses (including Communications, Enforcement, Isolation/Quarantine)		
1.12	Mental Health Services		
1.13	Substance Use Services		
2	Expenditure Category: Negative Economic Impacts		
2.7	Job Training Assistance (e.g., Sectoral job-training, Subsidized Employment, Employment Supports or Incentives)		
2.11	Healthy Childhood Environments: Child Care		
2.12	Healthy Childhood Environments: Home Visiting		
2.13	Healthy Childhood Environments: Services to Foster Youth or Families Involved in Child Welfare System		
2.14	Healthy Childhood Environments: Early Learning		
2.15	Long-term Housing Security: Affordable Housing		
2.16	Long-term Housing Security: Services for Unhoused Persons	15,000.00	15,000.00
2.18	Housing Support: Other Housing Assistance		
2.34	Assistance to impacted nonprofit organizations	35,000.00	35,000.00
2.35	Aid to Tourism, Travel, or Hospitality	33,364.30	33,364.30
3	Public Health – Negative Economic Impact: Public Sector Capacity		
3.1	Payroll Costs for Public Health, Safety, and Other Public Sector Staff Responding to COVID-19	294,455.23	294,455.23
3.2	Rehiring Public Sector Staff		
3.4	Public Sector Capacity: Effective service delivery		
3.5	Public Sector Capacity: Administrative needs		
4	Expenditure Category: Premium Pay		
4.1	Public Sector Employees	1,319,925.00	1,319,925.00
5	Expenditure Category: Infrastructure		
5.1	Clean Water: Centralized wastewater treatment		
5.2	Clean Water: Centralized wastewater collection and conveyance		
5.3	Clean Water: Decentralized wastewater		
5.4	Clean Water: Combined sewer overflows		

	Category	Cumulative expenditures to date ($)	Amount spent since last Recovery Plan
5.5	Clean Water: Other sewer infrastructure	23,053.88	23,053.88
5.6	Clean Water: Stormwater		
5.7	Clean Water: Energy conservation		
5.8	Clean Water: Water conservation		
5.9	Clean Water: Nonpoint source		
5.10	Drinking water: Treatment		
5.11	Drinking water: Transmission & distribution		
5.12	Drinking water: Transmission & distribution: lead remediation		
5.13	Drinking water: Source		
5.14	Drinking water: Storage		
5.15	Drinking water: Other water infrastructure		
5.17	Broadband: Other projects		
6	Expenditure Category: Revenue Replacement		
6.1	Provision of Government Services	22,729.83	22,729.83
6.2	Non-Federal Match for Other Federal Programs		
7	Administrative and Other		
7.1	Administrative Expenses		

Project Inventory

While the ARPA committee did compose a preliminary listing of SLFRF eligible projects with allotted amounts (which were in part disclosed under the Executive Summary and Use of Funds sections), the County Commissioners have not yet approved several projects and others have not yet been started though several have been approved since the initial Recovery Plan was filed. Project Numbers and Expenditure Categories have been updated to reflect expenditure categories cited in the United State Treasury's Final Rule.

Project 1.1.A: COVID-19 Vaccination
Funding amount: $50,000.00
Amount expensed through 06/30/22: $1,160.00
Project Expenditure Category: 1.1 Public Health: COVID-19 Vaccination

Project overview
- Amounts allocated to this project are primarily to support onsite mobile vaccination clinics (once they are not funded from another source such as the State) but also include vaccination-related expenses such as legal costs in formulating the healthcare worker vaccination policies that have been implemented by the County.

- Thus far, expenses in this project have been legal in nature. The County is fortunate to not have to fund any portion of the mobile vaccination clinics that have come to the Long Term Care facility. The belief is at some point in time, the County will have to cover the costs of mobile vaccination clinics, and that is the primary reason for this project - to promote COVID-19 vaccinations, which in turn will help to protect our LTC resident populace and the County workforce.

Project 1.4.A: HVAC Improvements
Funding amount: $3,936,700.00
Amount expensed through 06/30/22: $0.00
Project Expenditure Category: 1.4 Public Health: Prevention in Congregate Settings (Nursing Homes, Prisons/Jails, Dense Work Sites, Schools, Child care facilities, etc.)

Project overview

- Many Rockingham County buildings are in need of HVAC improvements and/or equipment replacements, with much of the current HVAC equipment being antiquated and past the usable life expectancy per ASHRAE and industry standards.
- Improving/replacing existing HVAC equipment will help to mitigate the occurrence and spread of COVID-19 at the County complex. This project will address air handling deficiencies in several Long Term Care buildings, the Carlisle building, and the Department of Corrections/Sheriff's Office building.
- This project is currently in the RFP (Request for Proposal) status.

Project 1.4.B: Remote Work Setups
Funding amount: $50,561.00
Amount expensed through 06/30/22: $36,416.21
Project Expenditure Category: 1.4 Public Health: Prevention in Congregate Settings (Nursing Homes, Prisons/Jails, Dense Work Sites, Schools, Child care facilities, etc.)

Project overview

- Due to COVID-19, many employees have had to quarantine due to various and ever-changing guidelines in place. Some of these individuals' duties can be performed remotely but there are not enough LogMeIn accounts, laptops, and related equipment to accommodate current and future needs.
- Utilization of County laptops will allow for proper equipment security protocols to be in place (instead of employees potentially using their own equipment) and there will be a decrease in lost worker productivity.
- There are departments across the County where employees cannot properly socially distance to complete tasks, and during a localized outbreak it may be desirable for a portion of the workforce to be remote, if duties allow for it. This project also covers IT/AV upgrades to better allow for remote work possibilities and better enable effective, remote participation in meetings by employees.

Project 1.4.C: LTC Resident Communications
Funding amount: $34,500.00
Amount expensed through 06/30/22: $27,274.93
Project Expenditure Category: 1.4 Public Health: Prevention in Congregate Settings
(Nursing Homes, Prisons/Jails, Dense Work Sites, Schools, Child care facilities, etc.)

Project overview

- COVID-19 has presented communication barriers to residents, as visitations have been severely restricted, with negative mental health impacts to our Long-Term Care (LTC) residents. By improving resident communications, there will be positive mental health impacts for the residents while still being able to mitigate the occurrence and spread of COVID in the facilities.
- Improving LTC resident communications is just one way to restrict physical visitations (hence mitigating the occurrence and spread of COVID) while still having a positive impact on the mental health of our residents.

Project 2.16: Services for Unhoused Persons
Funding amount: $15,000.00
Amount expensed through 06/30/22: $15,000.00
Project Expenditure Category: 2.16 Long-Term Housing Security: Services for Unhoused Persons

Project overview
- The Commissioners approved a NFP subaward program for organizations to enhance current services to those communities disproportionately affected by the COVID-19 pandemic. Under the Preliminary Final Rule, EC subcategories under section 3 covered all of the areas but under the "final version" of the Final Rule, those subcategories are now spread across a variety of Expenditure Category groupings.
- As subawards are granted to various nonprofit organizations, funds currently allocated under Expenditure Category 2.18 (Other Housing Assistance) will be reclassified to the appropriate EC, based upon the nature of the grant request by the NFP applicant. Funds reclassified to Expenditure Category 2.16 are to provide subawards to NFP's that in turn will provide services to individuals in Rockingham County who are unhoused.
- In the middle of June 2022, the Commissioners approved subawards to two NFP's. Due to timing, these organizations have not had the time to utilize the funds and show the impacts of the limited funding provided on evidence-based interventions.

Project 2.18A: Nonprofit Subawards Program
Funding amount: $2,211,000.00
Amount expensed through 06/30/22: $0.00
Project Expenditure Category: 2.18 Housing Support: Other Housing Assistance

Project overview
- The Commissioners approved a $2,226,000 NFP subaward program for organizations to enhance current services to those communities disproportionately affected by the

COVID-19 pandemic. Under the Preliminary Final Rule, EC subcategories under section 3 covered all of the areas but under the "final version" of the Final Rule, those subcategories are now spread across a variety of Expenditure Category groupings.

- As subawards are granted to various nonprofit organizations, funds currently allocated under this Expenditure Category 2.18 (Other Housing Assistance) will be reclassified to the appropriate EC, based upon the nature of the grant request by the NFP applicant. Funds reclassified to Expenditure Category 2.16 are to provide subawards to NFP's that in turn will provide services to individuals in Rockingham County who are unhoused.
- In the middle of June 2022, the Commissioners approved subawards to two NFP's totaling $15,000. Since the nonprofit organizations' use of the funding was to provide housing assistance to the homeless, the $15,000 was reclassified from EC 2.18 to EC 2.16.

Project 2.34: Nonprofit Assistance Program
Funding amount: $501,000.00
Amount expensed through 06/30/22: $35,000.00
Project Expenditure Category: 2.34 Assistance to Impacted Nonprofit Organizations

Project overview
- The purpose of the Rockingham County Nonprofit Assistance Program is to support those Rockingham County nonprofit organizations that have incurred negative financial impacts due to the COVID-19 pandemic. Negative financial impacts include a reduction in revenues/funding, business disruption or closure, event cancellation, increase in operating costs related to implementing COVID-19 prevention and/or mitigation measures or other cost increases related to the pandemic, and/or other similar circumstances during the pandemic that created an economic hardship.
- A preference will be given to providing assistance to Rockingham County nonprofits that received little or no State of New Hampshire "Main Street" or federal Payroll Protection Program funds.
- Individual award amounts range from $1,000 to $25,000, with the opportunity for applicants to appeal for a higher amount.
- The initial application period is set to close July 31, 2022. Additional application periods will be provided until all $501,000 allocated for this project has been disbursed.

Project 2.35: Local Business Gift Card Purchase Program
Funding amount: $20,000
Amount expensed through 06/30/22: $13,364.30
Project Expenditure Category: 2.35, Aid to Tourism, Travel, or Hospitality

Project overview
- Gift cards are purchased by the County from local business in the tourism, travel or hospitality industries.

- The gift cards are then distributed to County essential workers that were nominated by their supervisors and have shown exceptional performance during the coronavirus pandemic. Individual employees are only eligible to awarded one gift card.
- Purchase of the gift cards help to support local businesses, with an added goal of increasing employee morale and retention.

Project 2.35A: Business Assistance Program
Funding amount: $501,000.00
Amount expensed through 06/30/22: $20,000.00
Project Expenditure Category: 2.35 Aid to Tourism, Travel or Hospitality

Project overview
- The purpose of the Rockingham County Business Assistance Program is to support those Rockingham County local businesses in the tourism, travel or hospitality industries that have incurred negative financial impacts due to the COVID-19 pandemic. Negative financial impacts include a reduction in revenues/funding, business disruption or closure, event cancellation, increase in operating costs related to implementing COVID-19 prevention and/or mitigation measures or other cost increases related to the pandemic, and/or other similar circumstances during the pandemic that created an economic hardship.
- A preference will be given to providing assistance to qualifying Rockingham County local businesses that received little or no State of New Hampshire "Main Street" or federal Payroll Protection Program funds.
- Individual award amounts range from $1,000 to $25,000, with the opportunity for applicants to appeal for a higher amount.
- The initial application period is set to close July 31, 2022. Additional application periods will be provided until all $501,000 allocated for this project has been disbursed.

Project 3.1A: Payroll Expenses on Premium Pay 4.1
Funding amount: $550,000
Amount expensed through 06/30/22: $294,455.23
Project Expenditure Category: 3.1 Public Sector Workforce: Payroll and Benefits for Public Health, Public Safety, or Human Services Workers

Project overview
- Funds are allocated to this project to cover payroll expenses (NH Retirement and Employer FICA) on Employee Premium Pay from Expenditure Category 4.1 for County employees.
- The last premium pay installments to County employees will be in July 2022, January 2023 and July 2023.

Project 4.1.A: County Employee Premium Pay
Funding amount: $2,566,400.00
Amount expensed through 06/30/22: $1,319,925.00
Project Expenditure Category: 4.1 Public Sector Employees

Project overview

- The County Employee Premium Pay is intended to provide financial compensation to County employees that have continued performing essential work in delivering County services during the public health emergency.
- Two classifications of employees were identified - one group would get a "Premium Pay Stipend" which would be weekly at first in September 2021 and then transitioning to a semiannual payment starting January 2022 and ending July 2023. All Long Term Care positions (the County runs a nursing home, rehabilitation center, and an assisted living facility) and Correctional Officers were considered "critical staffing" due to the nature of the work performed and also the unfortunate turnover rate that exists for these positions, and received this first type of premium pay.
- All other County employees are eligible for employee premium pay that is coded as a "Retention Appreciation Stipend", which is semiannual in nature and scheduled to run from October 2021 through July 2023 (six payments in total). Part time and per diem individuals in this second grouping would be eligible for a prorated stipend based upon scheduled hours and hours worked in the previous year, respectively.
- Of the employees that have thus far received Employee Premium Pay as part of this project, only two did not meet the two specific criteria listed by Treasury: they are both salaried individuals and they did earn (for 2021) wages that exceeded 150% of the average annual wage for all occupations for the State of New Hampshire (which is higher than the average for Rockingham County). One individual is the County's Nurse Practitioner, and she has worked continuously during the pandemic, providing direct care to our nursing home and assisted living residents. She has also provided weekend coverage for making determinations on inquiries from staff performing employee screenings. The Nurse Practitioner also served as interim administrator from late August 2020 through most of December 2020, continuing and spearheading PPE practices and other policies that mitigated the spread of COVID at the facilities. The other employee is the Long Term Care Services Director. He has worked countless hours in formulating and implementing protocols that helped keep the facilities as safe as possible for the residents, staff and visitors. He petitioned the Commissioners to approve a vaccine mandate for healthcare workers before the final version came out from CMS. As a result of his leadership, and the efforts of all the employees at the facility, not one nursing home resident was lost to COVID-19. It is sincerely requested of Treasury that they accept this written justification as being sufficient to permit these two key Long Term Care employees to receive Employee Premium Pay.

Project 5.5A: Water/Wastewater Infrastructure Improvements
Funding amount: $1,425,000.00
Amount expensed through 06/30/22: $23,053.88
Project Expenditure Category: 5.5 Clean Water: Other Sewer Infrastructure

Project overview

- Overall, the Commissioners approved $2,000,000 for overall water/wastewater improvements. $575,000 of that has been allocated to 5.11A for specific replacement of water main pipes at the County Complex. The remainder of the balance, $1,425,000, is going to be utilized for a myriad of water/wastewater improvements.

- Thus far, only the water/wastewater programmable controller has been replaced ($20,650.00) and an assessment is currently being performed ($2,403.88 obligated/expensed) to determine other appropriate projects.
- If subsequent items should be given a different EC 5 subcategory, amounts will be reclassified out of EC 5.5 to the appropriate designation.

Project 5.11A: Upgrade North Main Street Water Main Pipes
Funding amount: $575,000.00
Amount expensed through 06/30/22: $0.00
Project Expenditure Category: 5.11 Drinking Water: Transmission & Distribution

Project overview

- The water main pipes for the County Complex that run under/near North Road need to be upgraded to 12". The existing pipes are the wrong size and also need to be replaced due to age and wear & tear, in order to ensure reliable delivery of clean drinking water from the County aquifer to the Complex and surrounding households that rely on this aquifer for their water supply.
- This project has been approved by the Commissioners but has not started as of 6/30/22.

Project 6.1A: Solar Array
Funding amount: $9,950,000.00
Amount expensed through 06/30/22: $2,130.00
Project Expenditure Category: 6.1 Revenue replacement: Provision of Government Services

Project overview
- The County plans to utilize a significant portion of funds from EC6 (Revenue Replacement) on a 4.5 megawatt solar array. Such a project would be the largest of its kind in New Hampshire, and would promote renewable energy, satisfy 100% of the electricity demand at the County complex, help mitigate future tax increases to County residents, and have a positive effect on the environment.
- If other funding options become available (e.g. Federal infrastructure funding), than the amount of funds dedicated from SLFRF for the solar array project will be decreased in proportion. This project is still in the final design stage and then will be reviewed by Eversource, which could be a four-month process.

Project 6.1B: Employee Retention
Funding amount: $25,000.00
Amount expensed through 06/30/22: $20,569.83
Project Expenditure Category: 6.1 Revenue replacement: Provision of Government Services

Project overview
- To assist with creating incentives for employees to remain with the County during the pandemic, funds were authorized by the Commissioners towards various Employee Retention programs and events, such as an Employee Years of Service Awards event, at which many employees were recognized for years of service to the County and provided with $50 gift cards to local restaurants.

- Further review of the expenses attributed to this project is being conducted, to see if the project qualifies under Expenditure Category 2.7 (which includes employee incentives) or some other expenditure subcategory.

Project 6.2A: FEMA Port Security Grant
Funding amount: $337,414.00
Amount expensed through 06/30/22: $0.00
Project Expenditure Category: 6.2 Revenue replacement: Non-Federal Match for Other Federal Programs

Project overview
- Funds allocated to this project will cover the non-federal portion of the FEMA Port Security Grant that is being utilized to purchase a mobile incident command center, which can also be an emergency backup Dispatch Center for the Rockingham County Sheriff's Office.

Performance Report

As applicable projects are approved and funds expended, future reports will provide key performance indicators for projects in the Expenditure Categories that include mandatory performance indicators. The two nonprofit organizations that received subawards under EC 2.16 did not receive SLFRF funding from the County until mid-June 2022 and therefore did not have ample time to utilize the moneys and as a result did not have evidence-based metrics to provide to the County to show the positive affects that the amounts had on meeting stated goals and objectives that were included in respective ARPA application submissions to Rockingham County.