



Legislation Details (With Text)

**File #:** 22-7553      **Version:** 1      **Name:** Medic ARPA Update  
**Type:** Manager's Report      **Status:** Manager's Report  
**File created:** 4/12/2022      **In control:** County Manager's Office  
**On agenda:** 4/19/2022      **Final action:**  
**Title:** Medic ARPA Update  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:**

Date	Ver.	Action By	Action	Result
------	------	-----------	--------	--------

**Title**  
**Medic ARPA Update**

**Action**

**ACTION:**

**Approve FY22 retention bonuses for eligible Medic employees utilizing American Rescue Plan Act (ARPA) funds totaling \$705,015.00.**

**Staff Contact:**      Derrick Ramos, Deputy County Manager/Chief of Staff

**Presentation:**      Yes

**BACKGROUND/JUSTIFICATION:**

The Mecklenburg EMS Agency (Medic) is experiencing staffing challenges consistent with national trends due to a shortage of healthcare workers in critical first responder positions such as EMT's and paramedics.

The County Manager is requesting that the Board approve a one-time retention bonus utilizing ARPA funding to eligible Medic employees to help address Medic's employee retention. The retention bonus would provide a total of up to \$5,000 to eligible full time and part time employees over two payments. The first bonus payment would occur in FY22 with the second installment provided after 12 months in FY23. Employees eligible to receive the retention bonus include critical positions such as EMT's, Paramedics, Telecommunicators and Operations Support Technicians.

Staff is requesting that the Board approve the FY22 portion of the cost for retention bonuses for \$705,015.00 utilizing ARPA funding at the April 19 Regular Board Meeting.

Staff will bring a recommendation to the Board at a later date for the source of the required FY23 portion of the retention bonus funding (\$1,642,415.00).

**Proposed Medic Retention Bonus Structure**

***1st Bonus Installment***

Eligible Full Time Employee - \$1,500.00

Eligible Part Time Employee - \$750.00

***2nd Bonus Installment***

Eligible Full Time Employee - \$3,500.00

Eligible Part Time Employee - \$1,750.00

***Total Bonus***

Eligible Full Time Employee - \$5,000.00

Eligible Part Time Employee - \$2,500.00

**PROCUREMENT BACKGROUND:**

N/A

**POLICY IMPACT:**

N/A

**FISCAL IMPACT:**

FY2022 - \$705,015.00

FY2023 - \$1,642,415.00