

Summary of Provisions with Tips/Considerations

Rev. April 22, 2020 – **UPDATED AREAS ARE SHADED LIGHT BLUE**

The following is a collection of resources for Native American Tribes relating to the first three Phases of authorized federal legislation passed in response to the COVID-19 crisis. This document is for informational purposes only, and may not be complete, so we advise Tribes to research any current or updated implementation regulations carefully. We also highly recommend that Tribes coordinate with their financial, executive, program and legal staff.

While information related to the COVID-19 outbreak is plentiful, published in many different places, and always evolving, we at REDW continue to do our utmost to assist Tribes through these challenging times. Be sure to visit the COVID-19 Resource Hub on our website at redw.com, or contact our professionals listed below for help.

SBA Paycheck Protection Program (CARES Act – Phase 3)

OVERVIEW

This program depleted all appropriations and is currently closed, however, the Senate has approved another \$382B, possibly to be approved by the House and President by the end of the week. This program provides for 100% Loan Guarantees; loans up to \$10M; two types of loans, PPP and EIDL; Tribal businesses with 500 or less employees; covers salaries and benefits; paid leave; rents or mortgages; employee health costs; etc. for 8 weeks. Loan Forgiveness if used to keep full employment after loan is made. Loan Payments deferred for 6 months at .50% fixed interest; due in 2 years. Cap of \$100K compensation for any employee of \$100K. SBA and financial institution application.

TIPS AND CONSIDERATIONS

- PPP Loans – Up to \$10M; compile employee headcounts, salary and benefits; rent or mortgage costs; utilities; and financial information. Calculations necessary for loan application
- EIDL Loans – Up to \$2M; emergency advance of \$10K within 3 days of application that does not need to be repaid; payments up to 30 years at 3.75%. EIDL loans made by June 30, 2020 are eligible to apply for a PPP Loan or refinance their EIDL into a PPL loan.
- Require SBA application form 2483 (3/20)
- Compile prior year costs for employee headcounts and salaries and benefits; rent or mortgage costs; utilities. Calculations and support necessary for loan application.
- If obtained, establish fund for loan proceeds and costs; maintain debt agreement documentation and proper classification for financial statements and disclosures (short term or long-term debt)
- Track and prepare documentation for debt forgiveness provisions and any debt compliance provisions

REDW CONTACT: James Ortiz, jortiz@redw.com or 505.998.3468

Main Street Expanded Loan Facility - MSELF (CARES Act – Phase 3)

OVERVIEW

\$600B for Loans to businesses up to 10,000 employees or up to \$2.5B in 2019 annual revenues, with a 95% purchase of the loans by federal reserve, special purpose vehicles on a recourse basis. Loans have a 4-year maturity; defer amortization of principal and interest for 1 year; minimum loan of \$1M; pre-payments permitted without penalty. Borrowers commit to refrain from use of proceeds to repay other loans; will use proceeds to maintain its payroll and train employees during term of loan;

TIPS AND CONSIDERATIONS

- Work with your financial institution for loan application, REDW can assist with financial data and application.
- If obtained, establish fund for loan proceeds and costs; maintain debt agreement documentation and proper classification for financial statements and disclosures (short term or long-term debt)
- Track and prepare documentation for any debt compliance provisions

REDW CONTACT: Michael Jacobson, mjacobson@redw.com or 602.730.3611

Unemployment Program (Families First Act – Phase 2)

OVERVIEW

Tribes may receive up to 50% of unemployment costs through December 31, 2020, disbursed through Treasury. Enhanced unemployment benefits to unemployed or furloughed employees. Need to verify your State's or Tribe's Unemployment Insurance Plans.

TIPS AND CONSIDERATIONS

- PUC/Pandemic Unemployment Compensation – Those on PUC get additional \$600 per week to July 31, 2020; PUC is not income for Medicaid or CHIP eligibility. Most States allow furloughed worker benefits.
- PEUC/Pandemic Emergency Unemployment Compensation – States extend 13 weeks of benefits once state benefit time limits are reached. Also, States can waive one-week waiting period for UI benefits.
- Benefits for workers that do not meet work history time requirements or part-time work-sharing requirements.
- Federal Treasury will pay states to reimburse nonprofits, government agencies, and Indian tribes for half of the costs they incur to pay for all unemployment benefits through December 31, 2020.
- Watch for Treasury regulations on implementation.
- Tribes should track employees furloughed.

REDW CONTACT: Alicia Finley, afinley@redw.com or 505.998.3432

Emergency Family and Medical Leave (EFMLEA) (Families First Act – Phase 2)

OVERVIEW

Temporarily amends the FMLA: provides up to 12 weeks of leave, but changes the formula to allow up to 10 of those weeks to be protected paid leave for employees or family members under quarantine or needed at home to care for children due to school or day care closure. Paid benefit is limited to two-thirds of regular pay, up to \$200/day. Emergency Paid Sick Leave Act (EPSLA) provides up to two weeks of paid sick leave at 100% of pay, up to \$511 per day, and may be used prior to EFMLEA above. Expands FMLA eligibility to include employees who have been employed for at least 30 days.

TIPS AND CONSIDERATIONS

- Private employers with fewer than 500 employees, including tribal enterprises, must post this [DOL Poster](#)
- Consider establishing a code in payroll system for employees that are eligible for these leaves, separate from your regular sick or PTO leave.
- May include additional costs for other funding that may be reimbursed from other sources or CARES Act programs.
- Tribes should track employees on this leave for both financial and HR purposes, e.g., return to work, health screenings, health insurance benefits, etc.

REDW CONTACT: Alicia Finley, afinley@redw.com or 505.998.3432

Payroll Tax Relief (EFMLEA) (Families First Act – Phase 2)

OVERVIEW

Businesses and non-profits, including tribal governments and businesses of any size that are forced to fully or partially suspend operations or have a 50% reduction in quarterly receipts measured year-over-year due to COVID-19, but continue to pay employees during that period, are allowed to offset the employer's 6.2% share of Social Security taxes and the excess is refundable.

Employers with more than 100 Employees – Based on 2019 employment data, credit is based only on qualified wages paid to employees when an employee is not providing services during a suspension of business.

Employers with less than 100 Employees – Based on 2019 employment data, credit is based only on qualified wages paid to employees when an employee is not providing services during a suspension of business, or for a sharp business decline of gross receipts.

Payroll Tax Credit – Wages paid after March 12, 2020 and before January 1, 2021, a refundable payroll tax credit equal to 50% of the qualified wages paid. The total eligible wages per employee are \$10,000, resulting in a maximum credit of \$5,000 per employee. Wages include employee health insurance and wages paid for leaves, including EFMLEA leave. Payroll Tax credit is not allowed if PPP loans are obtained.

Deferred Payroll Taxes – Defers employer share of 2020 Social Security payroll taxes, 50% until 2021 and 50% in 2022. Deferrals not allowed if PPP loans are obtained.

TIPS AND CONSIDERATIONS

- If PPP loans are made, these payroll tax benefits are not available.
- Tribal accounting/payroll will need to identify applicable wages and benefits that qualify from March 12 to December 31, 2020.
- Employees who meet the eligibility should be determined with coordination of accounting/ payroll and HR departments.

REDW CONTACT: Alicia Finley, afinley@redw.com or 505.998.3432

Retirement Plans (CARES Act – Phase 3)

OVERVIEW

Waives the 10% early withdrawal penalty tax on early withdrawals up to \$100,000 from a retirement plan or IRA for an individual, their spouse or dependent, who is diagnosed with COVID-19; or experiences adverse financial consequences as a result of being quarantined, furloughed, laid off, having work hours reduced, being unable to work due to lack of child care due to COVID-19. Permits the tax payments due on the distribution over a three-year period and to repay into the plan over the next three years, repayments not subject to plan contribution limits. Also doubles the current retirement plan loan limits to the lesser of \$100,000 or 100% of the participant's vested account balance; outstanding loan payments may be deferred through 12/31/20 for one year.

Required Minimum Distributions (RMDs) – Waives RMDs for calendar year 2020 for defined contribution plans – 401(k), 403(b), 457(b) and IRA plans, allowing individuals to keep funds in their retirement plans.

Single-employer Defined Benefit Plans Funding Relief – Delays the due date for contributions otherwise due during 2020 until January 1, 2021, contributions to include interest.

TIPS AND CONSIDERATIONS

- Permits retirement plans to adopt these rules immediately, provided the plan is amended on or before the last day of the first plan year beginning on or after January 1, 2022.
- Tribal retirement plan coordinators should get with their plan administrators and legal counsel to amend in line with the published provisions by Treasury.
- Employees who meet the eligibility should be determined with coordination of accounting/ payroll and HR departments.

REDW CONTACT: Dennis Davis, ddavis@abgsww.com or 505.998.3294

Tribal Coronavirus Relief Fund (CARES Act – Phase 3)

OVERVIEW

\$8B Relief Fund to be distributed to Tribes by 4/27/20 – Treasury held consultations with Tribes and Tribes had to submit a certification form to Treasury by 4/17/20. Some Tribes filed a lawsuit and National Tribal organizations commented to dispute the interpretation of those eligible for the funds, with no yet published Treasury guidance for the distribution of the funds. Per the Act, funds are to be used for Tribal government and/or its business expenditures incurred due to the COVID-19 public health emergency in the face of revenue declines. Treasury Department has not yet released its distribution guidance.

See <https://home.treasury.gov/policy-issues/cares/state-and-local-governments>.

TIPS AND CONSIDERATIONS

- Tribes will receive the funding, and the funds used must be supported by costs (not business losses). Distribution Model not yet developed; Treasury taking Tribal leader comments through April 13.
- Likely will be subject to audit as federal expenditures; likely will not cover business losses.
- Tribes should establish GL Account(s) to track the COVID-19 related supporting expenditures, both government activities and business-type activities.
- Along with salaries/benefits, also consider costs for maintaining idle facilities or businesses shut down or limited operations due to COVID-19, e.g., maintenance costs, insurance, security, sanitizing; re-opening costs; communication to employees/customers; etc. Also non-budgeted costs incurred due to COVID-19.
- Keep in mind, these distributed amounts will likely be audited as federal expenditures in your next fiscal year, for costs that meet the legislation and yet to be published federal agency regulations.
- Once awards are made, assign Director to oversee the costs to be incurred and the allocations and charges to the award.

REDW CONTACT: Corrine Wilson, cwilson@redw.com or 602.730.3609

FEMA COVID-19 Response Funding and Telehealth (COVID-19 Response Act – Phase 1)

OVERVIEW

FEMA Funding to Tribes does not require a Disaster declaration, but must apply. May request assistance through State as sub-recipient or directly from FEMA. FEMA is to coordinate with Department of Health and Human Services for public health measures. Requires execution of a FEMA-Tribe Agreement and executive of an emergency plan that includes actions necessary to protect public health and safety pursuant to public health guidance. Costs eligible under activated emergency plans include management, control and reduction of immediate threats to public safety; emergency medical care; medical sheltering when existing facilities are overloaded or cannot accommodate needs. Tribes may request a waiver to the 25% required match. Allows HHS to release national stockpiles and waives certain Medicare, Medicaid and CHIP requirements. See <https://www.fema.gov/news-release/2020/03/26/coronavirus-COVID-19-fema-assistance-tribal-governments>

Telehealth Emergency Regulation Waiver – Allows DHHS to waive telehealth restrictions during the pandemic, patients may receive telehealth care from Medicare providers in their homes.

TIPS AND CONSIDERATIONS

- Tribes to apply to FEMA and may request technical assistance.
- Once awards are made, assign someone to oversee the costs to be incurred and then properly allocate and charge to the award. If match is not waived, track matching costs.
- Subject to Single Audit Act.

REDW CONTACT: Corrine Wilson, cwilson@redw.com or 602.730.3609

CDC Tribal Set-aside (COVID-19 Response Act – Phase 1)

OVERVIEW

CDC has \$40M to directly fund Tribes, Tribal organizations and Urban Indian organizations that have expended funds for COVID-19 from January 20, 2020 up until March 6, 2020. CDC is gathering input from Tribes and IHS. To be distributed in Grants, starting 4/1/20 and due 5/31/20.

See <https://www.cdc.gov/tribal/cooperative-agreements/tribalcovid-ot20-2004.html>

TIPS AND CONSIDERATIONS

- Tribes will need to apply, watch for Notice of Funding Opportunity by CDC.
- Assign someone to oversee the costs incurred and then properly allocate and charge to the award.
- Subject to Single Audit Act.

REDW CONTACT: Chris Tyhurst, ctyhurst@redw.com or 602.730.3669

IHS Tribal Set-aside (Families First Act – Phase 2)

OVERVIEW

IHS had \$134M appropriated, with \$64M to distribute to Tribes and IHS facilities (\$61M) and Urban programs (\$3M) for additional resources for COVID-19 response activities. Includes provision for no-cost sharing for American Indian/Alaska Natives regardless of where services have been authorized for testing of COVID-19. Funds may be used across any line items in services account. IHS to distribute through existing awards through Hospital and Clinic line items, as one-time, non-recurring funds, and allowable contract support funds may be negotiated after initial award. IHS will also distribute to its IHS federal health programs and service units. \$70M will go to Tribes and IHS facilities to complement the separate CDC funding, and the remaining \$40M will be used for personal protective equipment PPE and supplies for free distribution to Tribal and IHS facilities. See https://www.ihs.gov/sites/newsroom/themes/responsive2017/display_objects/documents/2020_Letters/DTLL_DUIOLL_03272020.pdf

TIPS AND CONSIDERATIONS

- Tribes to check with IHS communications for modifications to their existing awards.
- Ensure costs are allowable per award conditions.
- Subject to Single Audit Act.

REDW CONTACT: Chris Tyhurst, ctyhurst@redw.com or 602.730.3669

Older Americans Act (Families First Act – Phase 2)

OVERVIEW

DHHS Grants for Indian Programs, Older Americans Act has \$10M to distribute to provide nutrition and other direct support services for disaster reimbursement and assistance funds to American Indian/Alaska Natives/Native Hawaiian elders. See <https://acl.gov/grants/disaster-assistance-state-units-aging-suas-and-tribal-organizations-major-disasters-0>

TIPS AND CONSIDERATIONS

- Tribes apply to may need to apply to DHHS as Cooperative Agreement
- Assign director to oversee the costs to be incurred and then properly allocate and charge to the award.
- Subject to Single Audit Act.

USDA Funding (Families First Act – Phase 2)

OVERVIEW

Several USDA programs received additional appropriations for the following programs that Tribes may currently also participate in for additional funding or waivers:

- Women, Infants and Children (WIC) Supplement, available through 9/30/21
- Commodity Assistance Program for Emergency Food Assistance, available through 9/30/21
- Supplemental Nutrition Assistance Program (SNAP) – Assistance for children who receive free or reduced lunches at their schools.
- Maintaining Essential Access to Lunch for Students (MEALS) – Allows waivers to accommodate increased federal costs requested by providers of meals and meal supplements under the federal school breakfast and lunch programs during school closures.
- Nutrition Programs: School Lunch and Breakfast, Child and Adult Care Food, and Summer Food – Waivers to allows meals served outside the school/care setting with appropriate safety measures; program waivers and adjustments for nutritional content.
- WIC program waivers also available for physical re-certifications and bloodwork; administrative waivers if requirement cannot be met due to pandemic.

TIPS AND CONSIDERATIONS

- Tribes watch for USDA communications for possible modifications to their existing awards and/or available waivers.
- Ensure costs are allowable per any specified award modification conditions.
- Subject to Single Audit Act.

IHS Special Funding and Special Diabetes Program (CARES Act – Phase 3)

OVERVIEW

IHS has \$1.032B to support IHS and Tribal health systems during the pandemic. HIS intends to distribute \$579M to Tribes and IHS facilities and \$30M to Urban programs. The funds cover intended legislated purposes through Hospitals and Clinics, Purchased Referred Care, Alcohol and Substance Abuse and Mental Health line items. Contract support may be added and negotiated after initial payments made. \$450M to distribute to IHS facilities, Tribes, Urban programs for medical services, equipment, supplies, health education, purchased/referred care, tele-health services. IHS will use \$65M for Electronic Health Records stabilization and support; and remaining \$367M will be determined after additional assessments and consultation, which includes \$125M for facilities activities.

See https://www.ihs.gov/sites/newsroom/themes/responsive2017/display_objects/documents/2020_Letters/DTLL_DUIOLL_04032020.pdf

Special Diabetes Program – Extends SDPI mandatory authorization at FY2020 levels through November 2020.

TIPS AND CONSIDERATIONS

- Tribes watch for IHS communications for modifications to their existing awards.
- Ensure costs are allowable per any specified award conditions.
- Subject to Single Audit Act.

REDW CONTACT: Chris Tyhurst, ctyhurst@redw.com or 602.730.3669

HRSA Rural Tribal COVID19 Response Program (CARES Act – Phase 3)

OVERVIEW

HRSA has \$15M available, and a Grant opportunity has been published for Tribes to provide funding to assist with establishing test sites, purchasing test kits, implement telehealth strategies/activities; purchase PPE and other supplies and hiring or training health care providers and personnel to provide care for COVID19 patients. See <https://www.grants.gov/web/grants/view-opportunity.html?oppld=326385>

TIPS AND CONSIDERATIONS

- Application deadline 5/6/20.
- Ensure costs are allowable per any specified award conditions.
- Subject to Single Audit Act.

REDW CONTACT: Chris Tyhurst, ctyhurst@redw.com or 602.730.3669

BIA and BIE Funding (CARES Act – Phase 3)

OVERVIEW

BIA was appropriated \$453M to Tribal Governments to support welfare assistance and social service programs; assist tribal members affected by the pandemic crisis; expand public safety and emergency response capabilities increase BIA capacity to telework for response to Tribe needs, meet increases staffing and overtime costs. BIA likely to distribute through existing Tribal awards, they are developing distribution allocations.

BIE was appropriated \$69M for education related needs to respond to the pandemic for salaries, equipment, online curriculum development, distance learning, facilities sanitation, transportation and other costs. Also US Department of Education is to develop procedures with BIE for a tribal set-aside of \$153.7M. Of the \$69M, \$20M is for tribal colleges and universities. Some DOE waivers are also available for various student requirements, e.g., annual testing, reporting.

TIPS AND CONSIDERATIONS

- Tribes and Tribal Schools should watch for communications for possible modifications to their existing awards.
- Tribes and Tribal Schools should watch for communications for possible waivers.
- Ensure costs are allowable per any specified award conditions.
- Subject to Single Audit Act.

REDW CONTACT: Rochelle Alcon, ralcon@redw.com or 505.998.3486

HUD Funding (CARES Act – Phase 3)

OVERVIEW

HUD Office of Native American Programs was appropriated \$200M for NAHASDA Block Grants to assist with prevention, preparation and response, including maintained normal operations and eligible affordable housing activities to the COVID-19 response. \$100M is for ICDGB grants to assist Tribes in response to pandemic. NAHASDA Tribes will receive a percentage of their FY2020 IHBG formula allocation. See <https://www.hud.gov/sites/dfiles/PIH/documents/DTL%20IHGB%204-3-20.pdf>

HUD-ONAP will provide guidance on the funding.

TIPS AND CONSIDERATIONS

- Tribes/TDHEs should watch for communications for possible modifications to their existing awards, and notices of funding availability from HUD ONAP.

- Ensure costs are allowable per any specified award conditions.
- Subject to Single Audit Act.

REDW CONTACT: Rochelle Alcon, ralcon@redw.com or 505.998.3486

Other Tribal Funding (CARES Act – Phase 3)

OVERVIEW

USDA/Commodity Foods was appropriated \$100M to for increased foods to low-income and elderly households, including Indian reservations. See <https://www.fns.usda.gov/disaster/pandemic/COVID-19>

USDA/Broadband Loan and Grant Program – \$100M for Re-connect program to expand internet on reservations. See <https://www.usda.gov/reconnect>

USDA/Distance Learning and Telemedicine Program Grants – \$25M for capital assets video conferencing and computer equipment that operate via telecommunications to rural end-users of telemedicine and distance learning. Tribes are eligible for this funding. See <https://www.usda.gov/media/press-releases/2020/04/03/usda-announces-second-application-window-distance-learning-and>

DHHS/Older American Act, Tribal Nutrition was appropriated \$20M for delivery of nutrition services to American Indians, Alaska Native and Native Hawaiian elders. See <https://acl.gov/about-acl/older-americans-act-oaa>

DHHS/Indian Child Care Development Block Grant – Appropriate \$70-96M for Indian Child Care Programs to defray costs of COVID-19 response, including for continued payments to child care providers due to care center closures; provide emergency child care for healthcare workers, emergency responder and other COVID-19 “front-line” workers. See <https://www.acf.hhs.gov/occ/resource/occ-COVID-19-resources>

DHHS/Low Income Home Energy Assistance Program – \$900M appropriated supplement to tribal LIHEAP. See <https://www.acf.hhs.gov/ocs/resource/liheap-dcl>

Institute for Museum and Library Services – \$50M appropriated to expand digital network access, internet accessible devised and technical support services, includes Tribal grantees. See <https://www.ims.gov/news/federal-government-invests-50m-museums-libraries-address-digital-divide-during-COVID-19>

TIPS AND CONSIDERATIONS

- Tribes should watch for communications for possible modifications to their existing awards, or application for other grant opportunities.
- Tribal Programs should stay abreast of any program waivers available to apply for, or that may be included in award modifications.
- Ensure costs are allowable per any specified award conditions.
- Subject to Single Audit Act.