

Date updated: February 3, 2025

☐ Draft Plan

☒ Final Plan

DSHS Policy 7.01 Plan

July 1, 2025 to June 30, 2026 Annual Plan and Progress Report

Tulalip Indian Tribes and

ESA: Division of Child Support (DCS), Region 2, Everett Office

(contact information listed at end of plan)

	Yes	No
Met with Tribe/UIO?	X	
Tribal input received?	X	
Tribal approval of plan?	X	

Most recent meeting date: 03/06/2025

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update
1) Prepare and disseminate pertinent statistics on Tulalip's community and participant population of Native American participants served and other relevant data.	<p>1a) Provide data upon request regarding the number of tribal cases where services are provided through Region 2 Child Support. How many paying cases? How much are they paying?</p> <p>1b) Upon request, provide a list of all cases that are associated with enrolled Tulalip Tribes members. Review to assure that all tribal members are correctly identified.</p> <p>1c) Tribes have the opportunity to identify clients that need modifications or possible debt write-off due to the client's situation</p>	<p>1a) Tribes will be better informed about their members' utilization of DCS services.</p> <p>1b) Tribes and DCS will be able to ensure that Tribal members' cases are correctly identified.</p> <p>1c) To ensure child support amounts are set correctly and write off debts that may cause hardships on families</p>	<p>State: Tribal Unit Supervisor: Lisa Dupre lisa.dupre@dshs.wa.gov Tulalip Tribal Liaison: Tony Ignacio Tony.ignacio@dshs.wa.gov Tulalip Tribes: Program Manager: Roseann Reeves, rreeves@tulaliptribes-nsn.gov; Supervisor: Kaylee Campbell kayleecampbell@tulaliptribes-nsn.gov; TCSP Financial Specialist: Nikki Ferguson nferguson@tulaliptribes-nsn.gov, TCSP Tulalip Tribal Attorney: llennox@tulaliptribes-nsn.gov</p> <p>Target Date: weekly during recurring outreach to Tulalip Tribes Child Support Program and at mid-year review.</p>	<p>TCSP can request reports as they are needed or provide reports to DCS if they would like to.</p> <p>TCSP has requested review for mod and also write off of state debt when appropriate.</p>

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2) Ensure efforts are made to recruit/hire Native American staff to meet the overall DSHS goal of having a diverse workforce.	<p>2a) Job announcements sent to Aimee Gone, OIP.</p> <p>2b) Send the DOP web address to tribal newsletters and HR staff.</p> <p>2c) A DCS HR representative will provide Training for the DOP website (careers.wa.gov) to be extended to tribes through their tribal HR offices, as defined by the tribe.</p> <p>2d) DCS Tribal Relations Team will email job openings to the tribes.</p>	2) Tribal members will be better informed about and able to compete for DCS employment opportunities as they arise.	<p><u>State:</u> Tribal Unit Supervisor: Lisa Dupre lisa.dupre@dshs.wa.gov Tulalip Tribal Liaison: Tony Ignacio Tony.ignacio@dshs.wa.gov Tulalip Tribes: Program Manager: Roseann Reeves, rreeves@tulaliptribes-nsn.gov; Supervisor: Kaylee Campbell kayleecampbell@tulaliptribes-nsn.gov; TCSP Financial Specialist: Nikki Ferguson nferguson@tulaliptribes-nsn.gov, TCSP Tulalip Tribal Attorney: llennox@tulaliptribes-nsn.gov</p> <p>Target Date: weekly during recurring outreach to Tulalip Tribes Child Support Program and at mid-year review.</p>	TCSP currently gets 3 notifications of job announcements for WA State. These come from Denise Kelly, Aimee Gone and Tim Collins
3) Work with tribes to develop and/or implement local Tribal-State agreements, protocols, contracts, or processes	<p>3a) Will the tribes consider accepting a payroll deduction notice for their non-tribal employees? Voluntary Wage Assignments?</p> <p>3b) DCS is willing to provide training or an overview of the State Child Support Program for each tribe's members to explain DCS processes and remedies.</p>	<p>3a) More regular support collections for nonpaying employees.</p> <p>3b) Tribal members will be better informed</p>	<p><u>State:</u> Tribal Unit Supervisor: Lisa Dupre lisa.dupre@dshs.wa.gov Tulalip Tribal Liaison: Tony Ignacio Tony.ignacio@dshs.wa.gov Tulalip Tribes: Program Manager: Roseann Reeves, rreeves@tulaliptribes-nsn.gov;</p>	3a) Informal agreements with Tulalip Tribes to identify which tribal employers will accept payroll deduction notices for their non-tribal employees. TCSP does not want to voluntary agreements in place unless they have already been in

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	3c) Verify SEMS/ACES access and assist with training on SEMS.	<p>about services DCS can provide.</p> <p>3c) Access to SEMS information to efficiently work cases.</p>	<p>Supervisor: Kaylee Campbell kayleecampbell@tulaliptribes-nsn.gov; TCSP Financial Specialist: Nikki Ferguson nferguson@tulaliptribes-nsn.gov, TCSP Tulalip Tribal Attorney: llennox@tulaliptribes-nsn.gov</p> <p>Target Date: weekly during recurring outreach to Tulalip Tribes Child Support Program and at mid-year review.</p>	<p>place prior to tribal employment.</p> <p>3b) at this time DCS 101 presentations are not needed</p> <p>3c) Roseann and/or TCSP staff will notify DCS if there are issues regarding access to SEMS or if training is needed. At this time, SEMS/ACES is available for all TCSP staff.</p>
4) Identify the needs of Native American clients and communities and whether current programs and policies meet these needs. Identifying ways to improve customer service to Tribal Members	<p>a) Continue to provide outreach to Region 2 tribes as requested and as resources allow.</p> <p>4b) Explore alternative locations and methods to work with community members.</p> <p>4c) Meet jointly with tribes quarterly to determine needs and assess the progress of the 7.01 plan.</p>	<p>a) Services can be provided for Tribal members remotely and in person.</p> <p>4b) Best processes and locations can be used to provide these services.</p> <p>4c) Better services for individual tribal members.</p> <p>4d) Attendance and participation of Tulalip Tribes in LPA/CPTS meetings.</p>	<p>State: Tribal Unit Supervisor: Lisa Dupre lisa.dupre@dshs.wa.gov Tulalip Tribal Liaison: Tony Ignacio Tony.ignacio@dshs.wa.gov Tulalip Tribes: Program Manager: Roseann Reeves, reeves@tulaliptribes-nsn.gov; Supervisor: Kaylee Campbell kayleecampbell@tulaliptribes-nsn.gov; TCSP Financial Specialist: Nikki Ferguson nferguson@tulaliptribes-nsn.gov, TCSP Tulalip Tribal Attorney: llennox@tulaliptribes-nsn.gov</p>	<p>a) As of 1/2025, DCS staff has increased weekly outreach at/with TCSP. Wednesdays have been determined to be the best day for weekly outreach.</p> <p>4b) DCS does have SEOs stationed at the Smokey Point, Mt Vernon, Alderwood, Bellingham, and Sky Valley/Monroe CSOs. Clients can speak to an officer in these offices. If they need to speak specifically to a tribal SEO, they can be called from the CSO.</p>

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			Target Date: weekly during recurring outreach to Tulalip Tribes Child Support Program and at mid-year review.	<p>DCS has tribal liaisons at the Sky Valley CSO.</p> <p>4c) DCS and Tulalip continue to meet regularly, weekly, to ensure that clients in their programs are receiving the best services possible.</p>
5) Invite tribal partners to participate in Local Planning Area (LPA) meetings and Community Partnership and Transition Services (CPTS) meetings.	Ensure tribal partners are on distribution list for both CPTS and LPA meeting invitations.	Attendance and participation of tribes in LPA/CPTS meetings.		<p>The Tulalip Child Support Program is invited and encouraged to attend LPA and CPTS meetings.</p> <p>Contact Information for LPA: Facilitator: Danielle Olson, CSO Sky Valley (425)977-6405 danielle.olson@dshs.wa.gov</p> <ul style="list-style-type: none"> LPA meetings are the 4th Tuesday of the month from 9-10:30 and are currently being held virtually. <p>Contact Information for CPTS:</p> <ul style="list-style-type: none"> Facilitators: Ana Johnson Ana Johnson Analiese Johnson@

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				wawp.uscourts.gov <ul style="list-style-type: none"> CPTS meetings are the 3rd Friday of every month from 1:30-2:30 held virtually
6) DCS will ensure that training opportunities are shared with tribes.	<p>DCS Regional Training Coordinator will offer and coordinate training opportunities to include regional tribes.</p> <p>Tribal Staff are invited to attend portions of DCS academy's that might be of benefit to them</p>	Tribal Staff will have opportunities to attend state training.	<p>State: Tribal Unit Supervisor: Lisa Dupre lisa.dupre@dshs.wa.gov Tulalip Tribal Liaison: Tony Ignacio Tony.ignacio@dshs.wa.gov Tulalip Tribes: Program Manager: Roseann Reeves, rreeves@tulaliptribes-nsn.gov; Supervisor: Kaylee Campbell kayleecampbell@tulaliptribes-nsn.gov; TCSP Financial Specialist: Nikki Ferguson nferguson@tulaliptribes-nsn.gov, TCSP Tulalip Tribal Attorney: llennox@tulaliptribes-nsn.gov</p> <p>Target Date: weekly during recurring outreach to Tulalip Tribes Child Support Program and at mid-year review.</p>	Training opportunities received by the DCS Training Coordinator and/or Tribal Relations Team and Aimee Gone (OIP) will be sent to TCSP as they are received and/or made available.

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<p>7) DCS and the Tribes have an established referral process and the rate of referrals for DCS to send cases to the Tribe for enforcement, establishment, paternity, and modification.</p> <p>6b) The statute of Limitations (SOL) will be determined by the jurisdiction with the longest SOL.</p>	<p>a) DCS and the Tribes will continue to transfer and refer cases as needed as determined by DCS and the Tribes' agreement.</p> <p>6b) DCS and Tulalip will continue to discuss cases that are close to SOL.</p>	<p>a) Communicate with the Tribes on the rate of referral based on current staffing levels and the ability to accommodate more cases.</p> <p>6b) Ensure correct debt is being enforced and collected</p>	<p><u>State:</u> Tribal Unit Supervisor: Lisa Dupre lisa.dupre@dshs.wa.gov Tulalip Tribal Liaison: Tony Ignacio Tony.ignacio@dshs.wa.gov Tulalip Tribes: Program Manager: Roseann Reeves, rreeves@tulaliptribes-nsn.gov; Supervisor: Kaylee Campbell kayleecampbell@tulaliptribes-nsn.gov; TCSP Financial Specialist: Nikki Ferguson nferguson@tulaliptribes-nsn.gov, TCSP Tulalip Tribal Attorney: llennox@tulaliptribes-nsn.gov</p> <p>Target Date: weekly during recurring outreach to Tulalip Tribes Child Support Program and at mid-year review.</p>	<p>a) Referrals will be sent as a case qualifies per DCS and Tulalips' agreement.</p> <p>b) TCSP has a statute of limitation in which when the child or youngest child on the order reaches age 28, SOL is then in effect. **Same SOL as WA state.</p>
<p>8) DCS and the Tribes will discuss specific cases on a regular basis</p>	<p>a) Email and phone communication regarding specific cases.</p>	<p>a) Clear understanding of the status of cases and client contact.</p>	<p><u>State:</u> Tribal Unit Supervisor: Lisa Dupre lisa.dupre@dshs.wa.gov Tulalip Tribal Liaison: Tony Ignacio Tony.ignacio@dshs.wa.gov Tulalip Tribes: Program Manager: Roseann Reeves, rreeves@tulaliptribes-nsn.gov;</p>	<p>a) DCS and Tulalip Tribes will continue to discuss specific cases and issues via email and telephone as questions and issues are identified.</p> <p>Outreach is scheduled weekly for in-person or virtual discussions of cases.</p>

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			<p>Supervisor: Kaylee Campbell kayleecampbell@tulaliptribes-nsn.gov; TCSP Financial Specialist: Nikki Ferguson nferguson@tulaliptribes-nsn.gov, TCSP Tulalip Tribal Attorney: lennox@tulaliptribes-nsn.gov</p> <p>Target Date: weekly during recurring outreach to Tulalip Tribes Child Support Program and at mid-year review.</p>	<p>Weekly outreach: 2024-2025, either in person or virtually. As of 1/2025, due to budget constraints, outreach is scheduled once a month in person, and all other outreach will be done virtually weekly.</p>
<p>9) DCS staff will participate and volunteer at Tribal cultural events when available.</p>	<p>a) Attend and volunteer at Tribal cultural events.</p>	<p>a) a Better understanding of the Tribal culture and heritage by DCS staff.</p>	<p><u>State:</u> Tribal Unit Supervisor: Lisa Dupre lisa.dupre@dshs.wa.gov Tulalip Tribal Liaison: Tony Ignacio Tony.ignacio@dshs.wa.gov Tulalip Tribes: Program Manager: Roseann Reeves, rreeves@tulaliptribes-nsn.gov; Supervisor: Kaylee Campbell kayleecampbell@tulaliptribes-nsn.gov; TCSP Financial Specialist: Nikki Ferguson nferguson@tulaliptribes-nsn.gov, TCSP Tulalip Tribal Attorney: lennox@tulaliptribes-nsn.gov</p>	<p>DCS will attend other tribal cultural events as invited by the tribe.</p>

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10) Provide training and awareness to the DCS office regarding Native American Culture.	a) DCS Tribal Unit will host a Native American Heritage Celebration during the month of November.	a) Better educate DCS staff and build awareness of tribal culture.	<p><u>State:</u> Tribal Unit Supervisor: Lisa Dupre lisa.dupre@dshs.wa.gov Tulalip Tribal Liaison: Tony Ignacio Tony.ignacio@dshs.wa.gov Tulalip Tribes: Program Manager: Roseann Reeves, rreeves@tulaliptribes-nsn.gov; Supervisor: Kaylee Campbell kayleecampbell@tulaliptribes-nsn.gov; TCSP Financial Specialist: Nikki Ferguson nferguson@tulaliptribes-nsn.gov, TCSP Tulalip Tribal Attorney: llennox@tulaliptribes-nsn.gov</p>	

CONTACT INFORMATION TULALIP INDIAN TRIBES

<i>TRIBE</i>			
Roseann Reeves	Program Manager	(360) 716-4525 cell: 360-926-5978	rreeves@tulaliptribes-nsn.gov
Nicole(Nikki) Ferguson	Financial Specialist	(360) 716-4556 cell: 425-626-5954	nferguson@tulaliptribes-nsn.gov
Kaylee Campbell	Case Manager Supervisor:	(360) 716-4524	kayleecampbell@tulaliptribes-nsn.gov
Lindsey Lennox	Tribal Attorney	(360) 716-4547 cell: (564) 516-1143	lennox@tulaliptribes-nsn.gov
Raelene Todd	SEO	(360) 716-4523	rtodd@tulaliptribes-nsn.gov
Sparrow Hunt	SEO	(360) 716-4521	sparrowhunt@tulaliptribes-nsn.gov
Darcy Grant	SEO	(360) 716-4567	dgrant@tulaliptribes-nsn.gov
Dustin Henry	Program Assistant/Intake	(360) 716-4559 cell: (360) 454-4094	dustinhenry@tulaliptribes-nsn.gov
Carrie Jones	Director of Social Services	(360) 716-4320	cajones@tulaliptribes-nsn.gov
Krisan Fryberg	Executive of Tribal Services	(360) 716-4022	krisanfryberg@tulaliptribes-nsn.gov

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CONTACT INFORMATION FOR STATE OF WASHINGTON

DSHS			
Lisa Dupre	Supervisor, Tribal Unit Region 2 North	425/438-4852, Direct Line	Lisa.dupre@dshs.wa.gov
Tony Ignacio	Support Enforcement Officer 2	425/438-4875	Tony.ignacio@dshs.wa.gov
Teresa Wall	District Manager Region 2 N, Everett Office	206/458-8601	Teresa.wall@dshs.wa.gov
Heather Lockhart	Child Support Program Manager, Region 2 N, Everett Office	425/438-4746	Heather.lockhart@dshs.wa.gov

CRITERIA USED FOR CASES TO BE INCLUDED IN DCS TRIBAL CASELOAD

- NCP is an enrolled Tulalip Tribes member
- NCP is working for the Tulalip tribal business, or enterprise or government
- All NCP cases related to one of the above criteria
- Child or CP is enrolled Tulalip Tribes and paternity needs to be established
- Cases referred to DCS by Tulalip Child Support Program and NCP associated cases

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Historical Goals not Actively Being Pursued

(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update
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All previous historical information will be found on the 2024-2025 7.01 Plan and Progress Report. The information below is effective 01/2025.