

INTERGOVERNMENTAL AGREEMENT
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)
BETWEEN
THE TULALIP TRIBES AND THE WASHINGTON STATE DEPARTMENT OF
SOCIAL AND HEALTH SERVICES

1. AUTHORITY

THIS AGREEMENT is entered into between the Tulalip Tribes (hereinafter the Tribes) and the Washington State Department of Social and Health Services (hereinafter the Department), pursuant to their respective governmental authorities. The Tribes are authorized to enter into this Agreement under the Tribes' Constitution. The Interlocal Cooperation Act, RCW 39.34, permits any State agency to enter into a cooperative agreement with an Indian tribe for their mutual advantage and cooperation. RCW 74.08A.040 requires the Department to coordinate and cooperate with eligible Indian tribes that elect to operate a Tribal Temporary Assistance for Needy Families (TANF) Program as provided for in Pub. L. 104-193 and 109-171 and to transfer a fair and equitable share of Maintenance of Effort funds (MOE) to the eligible Indian tribe. The Department and the Tribes desire to enter into this Agreement pursuant to their respective authorities, which include financial assistance and employment and training services to eligible, needy families in order to fulfill the purpose set out herein. It is the intention of the parties that this Agreement be liberally construed to effectuate its intent and purposes.

The Department and the Tribes each have jurisdiction over domestic relations, including providing comprehensive welfare reform services and additional supportive services.

The Department and the Tribes recognize that the Tribes have a compelling interest as a sovereign nation in promoting and maintaining the governmental and cultural integrity of the Tribes. The parties recognize their respective sovereignty and enter into this Agreement consistent with the government-to-government relationships affirmed by the Centennial Accord of 1989 and RCW 43.376.

Section 412 of the Social Security Act requires payment of federal TANF funds to Indian tribes with approved TANF plans. The Tribes will provide services under its approved TANF plan in a manner that best serves the needs of its service area and population.

2. PURPOSE

The Department and the Tribes enter into this Agreement to transfer a fair and equitable amount of state maintenance of effort funds (MOE funds) to the Tribes and to work in partnership to coordinate state and tribal benefits and services. This Agreement is consistent with, and is intended to further, the declared national policy of helping needy

families achieve self-sufficiency. At the same time, this Agreement also protects the best interest of families and children by providing an effective and efficient way by which these families and children receive resources available to both the Department and the Tribes. The parties recognize that their ability to serve TANF families will be enhanced with the establishment of a process and procedure for the transfer of identified cases to ensure a seamless exchange of services.

TANF programs help needy families achieve self-sufficiency. Families will be given access and input into all programs and services needed to reach the goal of self-sufficiency. During the transition from TANF to work, the personal dignity, pride and cultural identity of recipients will be protected through their opportunity to make life-changing choices.

3. DEFINITIONS

The Department and the Tribes agree for the purposes of this Agreement to the following definitions:

1. Federal and State MOE Requirements (MOE Requirement): All federal and state laws and regulations that pertain to a State's ability to classify funds as Maintenance of Effort (MOE). These requirements include, but are not limited to: 42 USC 601(a), 45 CFR 260.20, 42 USC 609(a)(7), 45 CFR 263, RCW 74.08A.040, WAC 388-315, OMB Circulars A-87 and A-133, and 45 CFR 92.
2. IGA: Intergovernmental Agreement
3. Retrocession: The process by which an Indian tribe or a state voluntarily terminates and cedes back (or returns) a TANF program to the other, consistent with federal regulations. Retrocession includes the voluntary relinquishment of the authority to obligate or spend previously awarded state and federal funds before that authority otherwise expires.
4. State Maintenance of Effort Funds (MOE): Per WAC 388-315-1050, state maintenance of effort is a federal TANF requirement that a state shall spend at least a specified amount, as required by 45 CFR 263.1, of state funds for benefits and services for members of needy families each year. A broad, but not unlimited, array of benefits and services for low-income families with children can count toward satisfying a state's maintenance of effort obligation
5. Temporary Assistance for Needy Families (TANF): A program authorized by the 1996 Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) (Pub. L. 104-193), reauthorized under the Deficit Reduction Act of 2005 (DRA) (Pub. L. 109-171), and codified in title IV-A of the Social Security Act, operated by states and Indian tribes to provide financial assistance and employment and training services to eligible, needy families.

6. TFAP (Tribal Family Assistance Plan): The plan for implementation of the Tribal TANF program under Section 412(b) of the Social Security Act.
7. Tribal TANF Program: A TANF program developed by an eligible Indian tribe, or consortium of tribes, and approved by the Administration for Children and Families under Section 412 of the Social Security Act.
8. WorkFirst: The state's welfare reform program which provides support services and activities to TANF recipients and low-income families so they can find jobs, keep jobs, and become self-sufficient.
9. Annual Report: A report consisting of all information, including operational and financial information, required by federal and/or state law for the contracted services and funds included in this Agreement or in subsequent amendments to this Agreement.
10. Single Point of Contact: The DSHS office designated by the Department and the tribal office designated by the Tribes to facilitate the flow of operational information, about this Agreement, between the Tribes and the Department.

4. THE DEPARTMENT AND THE TRIBES AGREE TO THE FOLLOWING

The Department and the Tribes engaged in negotiations to determine the:

1. Data that would be submitted by the Department to the United States Department of Health and Human Services (hereinafter HHS), from which HHS would determine the Tribes' federal TANF grant amount.
2. Amount of State MOE funds and other monetary and non-monetary enhancement that would be provided by the Department to assist the Tribes' TANF program.
3. Requirements for the use and reporting on state MOE funds, terms of a data share agreement, and measures of success for the Tribes' TANF program.
4. The IGA Performance Plan and Budget. See attached and incorporated Exhibit A.
5. IGA Amendment Form (See attached and incorporated Exhibit E): A tribe must provide detailed information to the DSHS Economic Services Administration (ESA) for each statutory or regulatory waiver it seeks. This includes the exact citation, the reason for the waiver request, and a detailed description of the tribe's proposed alternative to the statute or regulation.
 - a. Federal Waivers
DSHS will support a tribe in its efforts to petition the federal government to waive program requirements a tribe finds burdensome, unless DSHS finds that such a

waiver is in direct conflict with federal statutes or inconsistent with the purposes of the program or the statute from which the program derives its authority. See 45 CFR 25 Chapter V, Part 900, Subpart K, Waiver Procedures, for guidance.

b. State Amendments

DSHS will support a tribe in its efforts to petition the state legislature to amend statutory provisions that a tribe finds burdensome unless DSHS finds that the provisions are inconsistent with the purposes of the program, or in conflict with program goals.

c. State Waivers

DSHS will support a tribe in its efforts to obtain waivers to departmental regulations in accordance with WAC 388-440-0001. See Exhibit E.

- i. To petition for a regulatory waiver, the Tribes will submit a written waiver request to the DSHS Economic Services Administration (ESA). The request must identify the regulation to be waived and the basis for the request. The request must explain the intended effect of the waiver, the impact upon the Tribes if the waiver is not granted, and the specific programs(s) to which the waiver will apply. It must also describe the policy, if any, the Tribes is adopting to replace the specific regulation to be waived.
- ii. The Secretary of DSHS or designee will make the final decision on all requests for exceptions to rules within ninety (90) days after the Secretary receives a written waiver request. The Secretary's decision will be in writing. Appeals may be conducted through the dispute mechanism in effect between the Tribes and DSHS.

d. Single Point of Contact:

Laura Wiggins
477/TANF Program
6406 Marine Drive
Tulalip, WA 98271
(360) 716-4734
lwiggins@tulaliptribes-nsn.gov

Mary Anderson
Tribal Relations
DSHS/ESA/CSD
PO BOX 45857
Olympia, WA 98504-5857
360-628-6442
mary.anderson@dshs.wa.gov

- e. Technical Assistance: The ESA and the Office of Indian Policy (OIP) are responsible for providing technical assistance to tribes relating to the

elements included in this agreement. Routine program related communications may continue among DSHS and tribal program staff and need not go through OIP; however, it is advisable to inform OIP of significant issues, should they arise.

5. TFAP AND SERVICE POPULATION

The Tribes have an approved Tribal Family Assistance Plan (TFAP), which is incorporated by reference. The TFAP is effective from April 1, 2023 through March 31, 2026.

There have been no changes in the Tribes' service area and the scope of the TANF plan will not be substantially changed in its TFAP. The effective date of the Tribes' TFAP is April 1, 2023. Consistent with its federally approved TFAP, the Tribes agree to continue to serve all Indian families residing on the Tulalip Reservation (in zip code 98271), and only tribal members residing in North Snohomish County in the following zip codes: 98271, 98270, 98259, 98206, 98287, 98201, 98292, 98258, 98205, 98207, 98203, 98291, 98204, 98208, 98290, 98272, and 98252.

The Department and the Tribes determined that there were 270 tribal families receiving public assistance benefits in 1994, based on the Tribes' identified service population as identified in their TFAP.

The Tribes have received federal approval of their TFAP indicating that they have complied with the requirements of the federal policy (TANF-ACF-PI-2018-02, December 21, 2018 Program Instruction) relating to serving Indian families on or near the reservation service areas, including the policy provisions relating to notification of other tribes with overlapping near reservation areas. If there is a change to the Tribes' service population under their federal TFAP and associated federal funding, the Tribes will notify the Department. The Department will adjust the State funds and the Intergovernmental Agreement with the Tribes accordingly to reflect these changes.

6. TRANSFER OF STATE FUNDING

- 1) For purposes of this Agreement, the state fiscal year (SFY) is July 1 to June 30.
- 2) Subject to availability of state MOE funds, and the provision of subsection 6 below, the Department agrees to transfer to the Tribes for the period (April 1, 2023 – March 31, 2026), up to the amount of \$1,896,833 in State MOE funds. Payments will be made in accordance with the State MOE Payment Schedule, Exhibit "B", attached hereto and incorporated herein.
- 3) The Department agrees to pay the annual MOE amounts to the Tribes in State Fiscal Year lump sum annual payments, after the receipt and acceptance by the Department of the completed A 19-1A Invoice Voucher and receipt and acceptance of the reports required under Section 8 of the IGA. Payment shall be

considered timely if made by the Department within thirty (30) calendar days after receipt of properly completed A 19-1A and reports.

- 4) The Department agrees to review submitted reports within twenty (20) days and immediately contact the Tribes regarding any missing information or documentation.
- 5) For each SFY's payment, the Tribes may submit an A 19-1A invoice voucher and required reports as early as July 1 of the SFY for which the Tribes is requesting payment. However, each annual A 19-1A must be submitted to the State TANF point of contact no later than thirty (30) days after the end of the requested reimbursement state fiscal year. Annual A 19-1As submitted to the Department after these dates shall not be paid, unless authorized by the Secretary of the Department.
- 6) For each state fiscal year (SFY), if the Tribes do not spend MOE funds in an amount equal to the MOE funding awarded under this IGA for this annual period, the difference between the amount awarded and the amount spent will be subtracted from the MOE funding awarded to the Tribes for the next SFY.
- 7) The Department agrees to adjust funding to the Tribes under this Agreement in accordance with any legislative action, provided that if there are significant changes impacting either Party, each reserves the right to renegotiate this Agreement.
- 8) The Tribes will not charge the Department for services if the Tribes have charged or will charge the State of Washington or any other party, under any other contract or agreement, for the same services.
- 9) Payments are subject to availability of state legislatively appropriated funds.
- 10) The Department will notify the Tribes of any projected or anticipated budget increase or decrease that affects any program or service contained in its TFAP as soon as they are informed of the projected or anticipated change. This includes one-time surplus funding that could be obligated for unmet needs in services and program development.

7. EXPENDITURE OF STATE MOE FUNDS

The Tribes agree to spend all funds received under this Agreement consistent with federal and state MOE requirements. The Tribes shall comply with all applicable federal and state laws and regulations and OMB circulars governing the use of state MOE funds. MOE funds must be spent on eligible families and for the four (4) allowable TANF purposes. The four (4) TANF purposes are listed in law at 42 USC 601(a) and regulation at 45 CFR 260.20. The law and regulations defining federal and state MOE requirements are 42 USC Section 609(a)(7), 45 CFR 263, RCW 74.08A.040, and WAC 388-315. In addition to following these provisions, the Tribes must also comply with the federal Office of Management and Budget (OMB) Circulars A-87, A-133 and 45 CFR 92.

8. REPORTING ON THE USE OF STATE MOE FUNDS AND CASELOAD

The Tribes agree to provide quarterly reports regarding its expenditure of State MOE funds to the Department according to the State MOE Payment Schedule, Exhibit "B". Reports from the Tribes are mandatory to meet State reporting requirements regarding the use of state MOE funds, as outlined in the November 27, 2000 TANF Policy Announcement (TANF-ACF-PA-2000-04) issued by the United States HHS, WAC 388-315-3000, and incorporated by reference.

To report the State MOE funds expended and the number of families served, as well as performance measure data and fiscal data, the Tribes will complete and submit quarterly reports to the Department by the following dates:

1. Caseload & Expenditure Report (Exhibit C, Page 1) and Performance Report (Exhibit C, Page 2): Must be received by the State TANF contact no later than forty (40) days from the end of the quarter. (Due dates: November 9th, February, 9th, May 10th and August 9th). -
2. The Fiscal Report (Exhibit D): The Tribes will report on only State MOE funds utilizing the ACF 196T Tribal TANF Financial Report Form. This form is due at the same time as required by ACF: within 45 days after the end of each quarter of the federal fiscal year (Due Dates: November 14th, February 14th, May 15th, and August 14th).

Any funds received by the Tribes under this Agreement shall remain subject to the reporting requirements of this section at all times, notwithstanding the termination or conclusion of the funding period provided under this Agreement.

To the extent that the Tribes retain and spend any funds subsequent to the termination or conclusion of the funding period under this Agreement, the Tribes shall submit all required reports no later than forty (40) days after the end of the calendar quarter in which State MOE funds are expended.

9. INCORPORATION OF GENERAL TERMS AND CONDITIONS

This Agreement incorporates the current and future Indian Nation and DSHS Agreement on General Terms and Conditions entered into by the Department and the Tribes by reference. To the extent that this Agreement may conflict with the terms contained within the Indian Nation and DSHS Agreement on General Terms and Conditions, the terms contained within this Agreement control.

10. COMPLIANCE AND AUDITS

The Tribes shall comply with all applicable federal and state laws and regulations governing the use of federal and state MOE funds and document and report that MOE funds are spent appropriately. The Tribes shall provide TANF services as described in its federally approved TFAP.

The Department and the Tribes agree the Tribes will provide a copy of the Tribal TANF Program's section of the most recent federally-required A-133 Single Audit Report to the Department, within thirty (30) calendar days of the Tribes' submission of the report to the federal government.

11. SERVICES PROVIDED UNDER THE PLAN (TFAP)

Consistent with its federally approved TFAP, the Tribes shall make the final determination of tribal membership of families applying for Tribal TANF services. The Tribes shall also determine whether such families meet the eligibility criteria for Tribal TANF services.

Included in the TFAP, the Tribes shall provide the Department with a list and description of the current eligibility criteria for Tribal TANF services. If and when changes or revisions of such eligibility occur, the Tribes shall promptly inform the Department of these changes or revisions.

If the Tribes request an amendment to its TFAP which would have a significant financial impact on the Department, the Tribes shall also notify the Department of such request and provide a copy of the proposed amendment. The Department and the Tribes shall negotiate and reach agreement regarding any amendments to the TFAP, which would have an impact on this Agreement before the Tribes implement the amendment. The Tribes agree to give the Department notice when such amendments are approved.

12. IMPLEMENTATION AGREEMENTS

The Department and the Tribes shall update an Operating Agreement describing the working relationship between the Department's local Region and the Tribes, including procedures for the effective transfer of cases and coordination of services that shall be performed by each party. This Operating Agreement shall also include provisions to ensure that a family receiving assistance under the Tribes' plan may not receive assistance from other state or Tribal TANF programs.

The Department shall work in cooperation with the Tribes to provide Tribal TANF recipients with access to Basic Food and Medical Assistance.

The Tribes have their own Title IV-D child support program.

As a condition of receiving State MOE funds under this Agreement, and to provide for the transfer of information on Tribal TANF cases and for the ongoing coordination of services for these families, the Department and the Tribes will ensure that a current data share agreement is in place.

13. LIABILITY OF THE TRIBES FOR FAILURE TO COMPLY WITH FEDERAL AND STATE MOE REQUIREMENTS

Where the Tribes expend funds in a manner inconsistent with federal and state MOE requirements or cannot demonstrate that it spent funds consistent with State MOE requirements, the Tribes shall be liable to the Department in an amount equal to such funds as were improperly expended or are unaccounted for.

14. FUNDING REMEDIES

The Department may withhold funding under this Agreement for any of the following reasons:

1. The Tribes not provide the Department with reports required under this Agreement in a timely fashion.
2. Reports provided by the Tribes lack required information.
3. The Department has a credible basis to believe that the Tribes are spending or has spent funds provided under this Agreement inconsistent with federal and state MOE requirements. Prior to withholding funding, the Department shall provide the Tribes forty-five (45) days advance written notice.
4. The Tribes are unable to timely demonstrate that it spent funds under this agreement consistent with federal and state MOE requirements.
5. An A-133 audit or federal site visit concludes that the Tribes are either misusing federal funds, cannot properly document that expenditures were proper, or is out of compliance with federal TANF requirements.
6. The Tribes otherwise do not comply with the terms and conditions of this Agreement.

The Department must first notify the Tribes in writing of the compliance issue and give the Tribes ninety (90) days to cure the noncompliance.

In the event that the dispute is not resolved, the Tribes may utilize the dispute resolution process described in Section 15. Action taken under this section shall be suspended pending the outcome of any dispute resolution process.

15. DISPUTE RESOLUTION

The Department and the Tribes agree to resolve disputes that arise as follows:

1. The Department and the Tribes shall first attempt to resolve the matter through informal discussions and negotiations.
2. If informal discussions prove unsuccessful, the Department and the Tribes agree to refer the matter to non-binding mediation. Either party may request that a matter be submitted to a mediator to assist in resolving a dispute. The

mediator shall be jointly selected and shall be approved by the Department and the Tribes. The cost shall be born equally by the Department and the Tribes.

3. If mediation does not resolve the dispute, then the parties agree to submit their dispute to arbitration before a Dispute Resolution Board. The Dispute Resolution Board shall consist of three (3) individuals, one (1) selected by the Department, one (1) selected by the Tribes, and a third party to be chosen by the first two. The Dispute Resolution Board shall review all issues, concerns and conflicts with a goal to determine acceptable solutions for both parties. The decisions of the Dispute Resolution Board shall be final and binding on both parties.

16. AMENDMENT, WAIVER AND TERMINATION

This Agreement or any provision may be altered, amended, or waived by written agreement signed by both parties. The parties may use the amendment form attached as Exhibit "E".

The funding under this Agreement is for the period April 1, 2023 to March 31, 2026, but is subject to any additional restrictions, limitations, or conditions imposed by state or federal laws or regulations during this time. Payments are subject to the availability of adequate federal and state MOE funds.

If there are changes to the federal or state TANF legislation, regulation, or funding structure that impacts either party, each reserves the right to terminate the funding and renegotiate this Agreement. The Department agrees to notify the Tribes in writing as early as possible of any potential funding or other issues that may require termination of this Agreement.

Either party may terminate the Agreement by giving the other party forty-five (45) calendar days' written notice.

Termination under this Agreement is the termination of funding, which means the Department's obligation to provide future payments of state MOE funds under Exhibit B ends, as does the Tribes' obligation to provide services with the future MOE funds.

17. FUNDS REMAINING AFTER THE CONCLUSION OR TERMINATION OF THE FUNDING PERIOD

If State MOE funds provided under this Agreement remain unspent at the conclusion or termination of the funding period and the Tribes continue to operate a Tribal TANF Program, the Tribes must continue to abide by all other terms of this Agreement.

This Agreement shall remain enforceable until the last A-133 audit of the funding provided under this Agreement either has no findings or all findings are satisfactorily resolved.

18. RETROCESSION

If the Tribes choose to retrocede their Tribal TANF program prior to the end of its three-year plan, they agree to provide the Department with notification at the same time that it notifies the Secretary of HHS. All future scheduled State funded payments shall be discontinued and any State MOE funds not expended or obligated on Tribal TANF activities as of the retrocession date shall be returned to the Department within forty-five (45) calendar days of the retrocession date.

19. PERIOD OF FUNDING AND ENFORCEMENT

The funding period under this Agreement shall be from April 1, 2023 through March 31, 2026, unless otherwise extended or terminated under this Agreement.

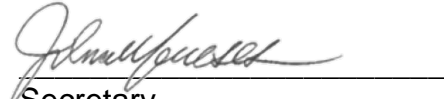
20. EXECUTION

The following in their representative capacities hereby approve this Agreement.



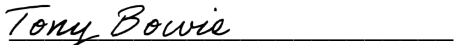
Grants & Self-Governance Dept. Manager
Tulalip Tribes

Date March 2, 2023



Secretary
Department of Social & Health Services

Date 03/24/2023



Assistant Secretary
Economic Services Administration

Date 3/20/2023

Exhibits:

- A – Tulalip Tribes Tribal TANF Plan
- B - State MOE Payment Schedule
- C -Tribal TANF Quarterly Caseload & Expenditure Report and Performance Measure Report
- D - ACF 196T Tribal TANF Financial Report
- E – IGA Amendment



The Tulalip Tribes of Washington

Public Law 102-477 Plan

April 1, 2023 to March 31, 2026



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Section 1: General Provisions

A. Introduction

Personal Responsibility and Work Reconciliation Act of 1996, Public Law of 1996 provided Indian Tribes the authority to operate their own tribal TANF programs. Under (PROWRA) federally recognized Indian tribes are eligible to apply for funding under section 416 of the Social Security Act.

B. Tribal 477 Plan Programs and Plan Duration

The Tulalip 477 Program will be the lead Tribal agency for the Tribe's PL 102-477 Plan. The 477 Plan shall be implemented from April 1, 2023, through March 31, 2026, and include the following programs:

- U.S. Department of Health and Human Services
 - Temporary Assistance to Needy Families (TANF)
 - Native Employment Works (NEW)
- U.S. Department of Labor
 - Workforce Innovation and Opportunity Act (WIOA)
 - Adult Comprehensive Services
 - Supplementary Youth Services
- U.S. Department of the Interior
 - Job Placement and Training (JPT)

C. Mission Statement

Guided by a cultural focus on values, accountability and education we strive to inspire and serve individuals and families by delivering self-sufficiency tools to our clients.

D. Purpose

(Four Purposes of TANF; according to the Administration for Children and Families)

1. Provide assistance to needy families so that children can be cared for in their own homes.
2. Reduce the dependency of needy parents by promoting job preparation, work and marriage.
3. Prevent and reduce the incidence of out-of-wedlock pregnancies.
4. Encourage the formation and maintenance of two-parent families

The Tulalip Tribal 477 Program strives to assist families in becoming self-sufficient. The following principles and strategies will guide The Tulalip Tribes toward achieving this goal.

1. Emphasize Work

The Tulalip Tribes is committed to the development of a viable entry-level and skilled workforce that will create a sound economic base for clients that are making efforts to secure opportunities for paid employment.

2. Education

Increasing education level by encouraging participants to enroll in higher education completion through collaboration with Tribal Employment Rights Office (TERO), Tulalip Higher Education department, any other Tribal entities and Human Service Agencies.

3. Self Sufficiency

Provide opportunities for participants to obtain education, work experience, job opportunities and livable wages.

E. Guiding Principles

Through motivated case management and collaborative services, the department is committed to aiding tribal members to become employed and self-sufficient. With loyalty to our mission, we are committed to working towards promoting the creation of more Native American entrepreneurship. The plan that follows is intended to assist in reducing the percentage of Native Americans living in poverty on the Tulalip Indian Reservation.

F. Service Area / Population

The 477 Program will provide services for eligible clients in the following zip codes: 98271, 98270, 98252, 98258, 98259, 98206, 98201, 98287, 98292, 98223, 98205, 98207, 98203, 98291, 98204, 98208, 98290, 98296, and 98272.

G. Management, Internal Controls and Reporting

Administrative oversight will be provided by the Tulalip Administration, and the 477 Plan will be administered by the Tribes' Family Advocacy Division. The Tulalip Tribes' Board of Directors governs all Tribal Departments and Divisions.

The fiscal accountability provisions of Section 5(f)(1) of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 450c(f)(1)), relating to the submission of a single agency audit report required by Chapter 75 of title 31, United States Code, apply to this program.

The Tribe's 477 Program will regularly communicate with other neighboring Tribal and State programs to ensure non-duplication of client services.

The Tulalip Tribes 477 Program will work in cooperation with the Tulalip Child Support Enforcement.

Section 2: Eligibility

To be eligible for 477 Program Services, a client must:

- Must be enrolled in a Federally-recognized Tribe;
- Must reside within the Tribe's designated Services Area;
- Must complete a 477 Program Application
- Must complete an Individual Service Plan, (ISP);

In certain circumstances, a client must also:

- Must submit income verification;
- Must apply for Selective Service verification;
- Must provide employment status verification.

Selective Service/Veterans

- Tulalip Tribes requires that all male applicants who are 18 years of age or older provide proof of Selective Service Registration.
- Eligible Veterans will receive priority for Tulalip Tribes 477 Program project services.

A. Temporary Assistance for Needy Families (TANF)

The following is criteria to be met when considering eligibility for certain services:

- Family income must be below 200% Federal Poverty Level.
- Applicant must be a member of a Federally Recognized Tribe and live within the boundaries of the Tulalip Indian Reservation.

1. An “Indian member family” is a family in which any member of the assistance unit are currently enrolled in a Federally Recognized Tribe.
2. A “Tribal member family” is one in which at least one member of the assistance unit is an enrolled member of the Tulalip Tribes and must live within the service area. Diversion Services

I. Time Limits

The Tulalip Tribes will comply with Regulation 286.115 and will not use Federal funds to provide assistance to any family which includes an adult who has received assistance for 60 months (whether or not consecutive) except as provided in this section.

The Tulalip Tribes 477 Program will impose a 60-month lifetime limit for receiving Cash Assistance Services. As provided in 45 CFR 286.125, the Tulalip Tribes must count all prior months of TANF assistance funded with TANF block grant funds by any State or other Tribe, except for any month that was exempt, or disregarded by statute, regulation, or under any experimental, pilot or demonstration project approved under section 1115 of the Act.

The 60-month time limit applies only to those adults receiving 477 Program Cash Assistance. A month does not count toward the 60-month limitation when any of the following are true:

1. The 477 Program-TANF assistance unit contains only children;
2. A family that does not include a pregnant minor head of household, minor parent head of household, or spouse of such a head of household; or
3. Any month of receipt of assistance by an adult during which the adult lived in Indian Country or in an Alaskan Native Village in which at least 50 percent of the adults were not employed. The Tulalip Tribes will use the Bureau of Indian Affairs Labor Force Reports.

Additionally, no more than 20% of the caseload may be exempted from time limits for the following reasons:

1. A member of the family has to care for a family member with a serious health problem (this exclusion is limited to six cumulative months in a 24 consecutive month period) Documentation will be required monthly.
2. Both parents are disabled or one parent has to care for the other disabled parent and they do not qualify for any disability program. (this exclusion is limited to six cumulative months in a 24 consecutive month period) Documentation will be required monthly.
3. Hardship in family. When a family is suffering from a hardship where loss of TANF benefits would result in conditions that threaten the health or safety of the family and circumstances outside the family’s control which prevent the family from reaching self-sufficiency. Cases in this Category shall be approved on a case-by-case basis. Each request for a Hardship Exemption will be reviewed and approved by the TANF Manager.
4. Victims of Domestic Violence

II. Family Violence Option

Pursuant to 45 CFR Section 286.140 the Tulalip Tribe hereby elects the Family Violence Option (FVO) as a part of its 477 Plan. The Family Violence Option may result in the exemption from the time limits of the individuals receiving FVO Waivers.

Any Adult, who is a victim of domestic violence during the intake process, will be screened and the Tulalip Tribes 477 Program Employee will identify individuals receiving 477 assistance with a history of domestic violence, while maintaining the confidentiality of such individuals. Clients without documentation but identified by 477 Program Manager will be granted a 3-month waiver and referred to our domestic violence advocate department Tulalip Legacy of Healing, Behavior Health, Children's Advocacy Center; or any Domestic Violence Agency located within Snohomish County.

III. Waivers

These clients will be granted waivers for:

1. TANF time limits,
2. Work participation requirements
3. Child support assignments/establishing paternity in cases where compliance would make it more difficult for such individuals to escape domestic violence, unfairly penalize those who are or have been victimized by domestic violence, or put the individual at risk of further domestic violence.

The Tulalip Tribes will not put a limit on the length of time a participant may be granted a waiver under the FVO, however a redetermination will be done every 3 months.

To document an individual's request for a waiver due to the effects of domestic violence, the program will accept, without further investigation, a written statement from a medical or mental health professional, a domestic violence counselor, or a representative of a child protection enforcement agency. Documentation needs to be provided every three (3) months.

1. The statement must indicate that the family is currently experiencing domestic violence, and that it prevents the individual from working, participating in work activities, or otherwise make progress toward self-sufficiency.
2. Only families that meet one of the following criteria will be considered for FVO
 - a. Physical abuse
 - b. Sexual abuse
 - c. Threats of or attempted physical or sexual abuse
 - d. Mental abuse
 - e. Neglect or Deprivation of Medical Care

Self-sufficiency plans (SSP), within the scope of FVO, will be determined with input from a domestic violence advocate (Someone who has training in working with victims of domestic violence). The SSP will be designed to help individuals escape from domestic violence as well as gain skills that will lead to employment in the future.

IV. Work Participation

All adult members of the household receiving a 477 Program Cash Assistance grant will be required to participate in job preparation, work, and/or barrier removal activities for at least 20 hours per week. For two-parent households, each adult is required to participate in a minimum of 20 hours. All children of the household receiving 477 Cash Assistance Services must be enrolled in and actively attending school.

V. Work Participation Exemptions

The Tulalip 477 Program expects all adult and minor head-of-household participants to engage in activities intended to lead them toward self-sufficiency. The program recognizes the individual unique conditions and circumstances that may prevent or limit persons from participating in activities to the extent expected for all participants. Documentation must be provided for all exemptions.

Clients exempt from participating in work participation activities include:

1. Seniors and Elders ages 50+
2. Expectant mothers, 18 years or older who are in their last trimester of pregnancy and determined by a physician to be experiencing medical complications due to the pregnancy which prevents active participation.
3. All mothers following the birth of their child (ren), for the first three months after the birth of the child. This can be extended due to medical circumstances, on a case-by-case basis.
4. Medical conditions as defined and verified by a physician, to be reevaluated every 3 months. Exemption will only be granted for 6 months maximum. On a case-by-case basis, approved by the 477 Manager.

VI. Non-Cooperation

Clients who fail to comply with the work participation activities contained in their Self-Sufficiency Plan, (SSP) will be subject to sanctions as identified in the Tulalip Tribes 477 Plan, unless good cause is shown and verified by the Tulalip 477 Case Manager and approved by the 477 Manager.

Good Cause Criteria for Non-Cooperation

The following circumstances may constitute “good cause”:

1. Inadequate or complete unavailability of child care services for:
 - I. Child(ren) with special needs if in a single-parent home.
 - II. Inadequate or unavailability of transportation no longer than 3 months.
2. A family with a single custodial parent with child(ren) under the age of 6 who cannot obtain child care for the following reasons:
 - I. Appropriate childcare within a reasonable distance from the home or work site is unavailable.
 - II. Informal child care by a relative or under other arrangements is unavailable/unsuitable, or
 - III. Appropriate and affordable childcare arrangements are unavailable. The following terms are defined as:
 - a) “affordable” is considered child care which offers rates at or below the State of Washington child care rates.
 - b) “appropriate” is child care facilities and homes licensed by the State of Washington or approved by Washington CCDF Child Care Program.
 - c) “reasonable distance” should be no more than 15 miles from work or home.
 - d) “suitable informal care” is in-home providers approved by the Washington CCDF Child Care Program.
3. Behavioral health, mental health, or substance abuse (with a time limit of 6 months to show adequate progress toward resolving the issue) including counseling or treatment.
4. Schedule conflicts with required court appearances (with time limit of 3 months to show adequate progress towards resolving the issue).
5. Inclement weather conditions prohibit safe travel.
6. A sudden and temporary situation beyond the control of the family affecting the health of a member within the family unit or ability to comply, including family illness, death or tragedies
7. The job is vacant due to lock out or other labor disputes.
8. Misunderstanding of Self-Sufficiently Plan requirements (one time only).
9. The working conditions adversely affect the person’s health as determined by a qualified health professional.
10. The work site violated federal or tribal ADA, health and safety standards.
11. Required hours to work are in excess of what is customary of the job.
12. The program participant quit the job without clear and concise understanding of the TANF program penalty for terminating employment (one time only).

All Good Cause criteria for Non-cooperation with verification must be approved by the 477/TANF Manager.

VII. Sanctions and Terminations

Sanctions for Non-Participation

Each month clients will submit a Monthly Eligibility Report, (MER), to include documentation of work participation hours, income received and other information used to determine eligibility.

The Tulalip Tribes reserves the right to set deadlines and review periods for Monthly Eligibility Reports and other required documentation.

For a detailed explanation of this sanction process, see the Tulalip Tribes TANF Sanction Policy, which includes reduction amounts to the grant, up to termination of cash assistance.

Termination of 477 Program Cash Assistance

A cash grant will be terminated if any of the following is true:

1. Income from other source exceeds TANF eligibility requirements.
2. All dependent children leave the household.
3. Participants who refuse to participate and/or communicate with Case Manager.
4. Participants fail to supply income verifications, medical records, birth certificates, and/or other needed documentation.
5. The participant voluntarily closes the grant. In this case, the participant cannot re-apply for TANF for 45 calendar days. If a client is in an active level of sanction at the time of voluntary termination, the client will return to the sanction level that their case was closed.
6. A participant who has been convicted of committing fraud against the Tulalip Tribes 477 Program.

Reapplication following Termination of Grant

1. If for any reason, a Client is terminated from the 477 Program they will need to wait 60 days before they can reapply.
2. If a client is terminated from the 477 Program for a second time they will need to wait 6 months to reapply.
3. If a client is terminated from the 477 Program a third time they will need to wait 1 year to reapply.
4. Clients who have been terminated from the 477 Program must have one month (30 calendar days) of compliance to be eligible for funds disbursement and/or Support Services.
5. If a client is terminated while in Sanction, they will return to the same sanction level; unless a time lapse of three (3) or more years has occurred.
6. Each client is permitted six (6) Sanctions per year before they are terminated from the program.

VIII. Diversion Services Eligibility

Diversion services or diversion benefits are considered support services. This is normally associated with providing benefits and services to prevent families from becoming TANF clients.

The following criteria must be met:

1. Meet all TANF program eligibility requirements and whose income falls within or below the 200% Federal Poverty Guidelines.
2. Are not currently TANF recipients or receiving TANF Transitional Services
3. Are in need of one-time or limited benefit(s) to help them avoid dependency on TANF

4. Who do not need or want, (by their or the program's determination) to become a "regular" TANF client (an assistance unit receiving monthly cash assistance, requiring ongoing support services and necessitating the adult members of the family to engage in work participation activities.)

Diversion Benefits

1. Payments made directly to the vendors,
2. No cash payments will be received by the clients.
3. Payments and/or vouchers may be utilized for Rent, Utilities, food/hygiene etc.

Diversion Service limitations

1. The maximum amount (per family) of Diversion Services is \$1500. If a bona fide need is less than \$1500 the lesser amount will be authorized.
2. This is a one-time service that can be utilized once every 60 months.
3. The diversion service payment will be paid directly to the service provider(s).
4. No reimbursements will be provided.

Application for TANF following Diversion

A Diversion Services recipient must wait 12 months before applying for Tulalip Tribes 477 Program, or TANF-equivalent benefits.

B. Workforce Innovation and Opportunity Act (WIOA)

I. WIOA Adult:

- Enrolled in a Federally Recognized Tribe
- Age 25 years old and up
- Below 200% Federal Poverty Level
- Single Adults and/or Families are eligible
- Barriers that prevent full-time employment

II. WIOA Youth:

- Enrolled in a Federally Recognized Tribe
- Age 14-25 years old
- Below 200% Federal Poverty Level

C. Native Employment Works (NEW)

- Enrolled in a Federally Recognized Tribe
- Ages 19 years old and up
- Below 200% Federal Poverty Level
- Single Adults and/or Families are eligible
- Maintain Full-Time employment or Obtain Full-Time Employment

D. Job Placement & Training (JPT)

- Enrolled in a Federally Recognized Tribe
- Ages 19 years old and up
- Below 200% Federal Poverty Level

- Single Adults and/or Families are eligible
- Maintain Full-Time employment or Obtain Full-Time Employment

Section 3: Program Services

A. Adult Services

Adult Services fall within the following three areas:

Employment Training
Education
Supportive Services

B. Youth Services

Youth Services will be provided to eligible clients in the following areas:

Employment Training
Education
Supportive Services

C. Cash Assistance Services

Cash Assistance services for eligible clients and families may require that:

- Family income be below 200% Federal Poverty Level.
 - In the event that a client reaches an income level that exceeds eligibility requirements, their assistance may be reduced.

Additionally, for qualifying families, the following apply:

- An “Indian member family” is a family in which any member of the assistance unit is currently enrolled in a Federally Recognized Tribe.
- A “Tribal member family” is one in which at least one member of the assistance unit is an enrolled member of the Tulalip Tribes and must live within the service area.
- A “First-line descendant” is a biological, (blood-related), child whose parent is an enrolled tribal member of the Tulalip Tribes. Enrollment status and descendency will be verified through the Tulalip Tribes Enrollment Department.

Under this section, eligibility may be expanded to include the following groups:

- Parents of dependent children [hereafter to include a child (or children), age 18, who is a full-time student in secondary school].
- Caretaker(s)/relative(s) of dependent children.
- Mother of an unborn child who has reached the third trimester or a medically verified high-risk pregnancy. In these cases, the recipient is considered to be the mother and unborn child only. If the father is in the household, he is added to the assistance the month after the child’s birth.
- A family includes both (2) parents and dependent children, when all family members live in the same household. All adults living in the household must be documented on the application, their income must be verified, and their relationship to the application must be disclosed.
- The following children may be excluded from the application:
 - A sibling of a dependent child, if the sibling is receiving any other sources of income and counting the sibling’s income reduces the assistance recipient’s benefits.
 - Dependent children who have been or will be receiving foster care payments for more than 30 days.
- First-line descendants of Tulalip Tribal members that are determined Youth In Need of Care, (YINC) by the Tulalip Behavioral Health Department and Tulalip Enrollment.

A Minor Head of Household must live with a parent, legal guardian, adult relative, or approved adult caretaker. A minor parent may alternatively live in an approved adult-supervised living arrangement, if necessary. A Minor Head of Household will include any minor under the age of 19 with legal custody of their child. This will include a minor mother who is pregnant in her third trimester.

Individuals caring for placement children may receive Cash Assistance services to aid in the support of children for whom they are legally responsible for and who reside in their home.

All earned and unearned income is counted in determining eligibility and grant amount, unless specifically excluded by law. The total countable income shall not exceed the set assistance amount. All income resources will be verified.

COUNTED INCOME

Earned Income:

- Wages earned from employment will be budgeted to 50% against the grant standard.
- Unearned Income, including but not limited to: Unemployment benefits
- Workers' compensation
- Child Support payments received by the participant, in excess of \$300 per child; no maximum.
- Alimony received
- Social Security payments
- Other Income

Unearned Income, including but not limited to:

- Unemployment benefits
- Workers compensation.
- Child Support payments received by the participant, in excess of \$300 per child, no maximum.
- Alimony received
- Social Security payments for both adults and children
- Tulalip Tribes Disability payments or other tribal disability payments, (100% of disability income will be counted)
- Other income

EXCLUDED INCOME

- Retroactive 477 Program grant correction payments will not be counted when calculating the payment
- Work-related reimbursements
- ⊖ Earned income of a dependent child
- Monetary gifts, up to one hundred dollars (\$100) per person per event, for celebrations typically recognized with an exchange of gifts
- Traditional gifts
- Interest posted to a bank account
- Earned income tax credit payments
- Income derived from harvesting of fish/shellfish
- Taxable and Non-Taxable tribal per capita payments
- Social Security Benefits

ALLOWABLE RESOURCES

Allowing substantial resource values will contribute to self-sufficiency and economic independence.

1. Resources

The applicant's financial status will be determined after a review of all the client's available resources. Resources are considered available to the client, unless specifically excluded by federal statute or listed under exempt resources.

2. Resource Limit

The applicant may retain a resource limit of \$2,500.00 per Family Unit household. All resources exceeding this amount will be counted as income for determining eligibility.

3. Exempt Resources

As a condition of eligibility, clients shall not be required to dispose of the following resources, nor shall these resources be counted against the resource limit:

- Any resource used in the production of income for self-employment
- Home in which the family is living
- Personal belongings
- Insurance policies
- One vehicle per adult in the assistance unit not to exceed \$8,000.00
- One vehicle per High School students, 16+ with a valid driver's license, not to exceed \$8,000.00
- Equipment utilized to exercise Treaty Rights

Cash Assistance Services are provided within the following areas:

Employment Training
Education
Other

Cash Assistance

Cash assistance in the form of TANF grants is based upon the eligibility criteria of the preceding month. Grants will be paid on the 1st of each month or the next business day if the 1st falls on a Saturday, Sunday or Holiday.

Grant payment amounts will be calculated as follows:

Number of Eligible Family Members	TANF Grant
1	\$ 350
2	\$ 700
3	\$ 1050
4	\$ 1400
5	\$1500
Maximum Grant	\$ 1500

Temporary Assistance for Needy Families (TANF)

The ultimate goal of the Temporary Assistance for Needy Families (TANF) program is to help clients find permanent, unsubsidized employment, with benefits and a livable wage, which would allow them to support their families.

Workforce Innovation and Opportunity Act (WIOA)

Adults – Ages 25 and Up: The intent of this program is to help break down barriers to employment by providing on-the-job training (OJT) which may lead to a full-time position they desire.

Youth – Ages 14 - 24: The WIOA program will provide on-the-job training (OJT) and work experience to low income youth.

Native Employment Works (NEW)

The purpose of the NEW program is to provide Federally Recognized Tribes the opportunity to offer work activities and services to their needy clients.

Job Placement & Training (JPT)

The purpose of the Job Placement & Training program is to help adults enrolled in a federally recognized tribe obtain, retain and/or maintain employment.

Section 4: Performance Expectations

The integration of services will have, in effect, a “one-stop shop” approach to providing services. Consolidating the services of nine different programs from three different funding agencies will allow the tribe to meet this approach along with meeting the needs of this Community.

This program will continue to focus its approach on easing client burden and access to services. No longer will there be a need to refer clients from one program to another, complete various standard forms for each department or have to wait for services due to staff being out of the office. The 477 Program will provide a mechanism to improve service quality, service efficiency and improve the current status of education, training, and employment as determined by the Client.

We continue to carry forward the vision that the Tulalip 477 Program will be a client resource supporting education, employment and training activities, and empowering the program participants. Through this plan we share in the vision to enrich, strengthen and encourage the participants to fulfill their educational aspirations, with the understanding that investing in their education or training is also an investment in the Tribes’ economy and social development. As partners with all tribal entities, the P.L. 102-477 program objectives offer opportunities and challenges to create innovative programs that are appropriate for meeting the community’s educations, cultural and economic needs.

The Tulalip Tribe has been administering the employment; training and education programs for the past fifteen years. The Tribe has experience as a direct provider for job training services to adults, youth and older workers. It is a planning program for a number of related functions which have broad community and economic development missions. Our experience encompasses the roles and responsibilities delineated in Public Law 102-477. This includes, but is not limited to budget management, annual audit reviews, and providing effective administrative direction and oversight of our plan.

A. Brief Program Description

The Tulalip 477 Program will be a consolidation of federally funded programs to provide services to address the needs of community individuals in the areas of employment, education, training and other services. This program will focus on services and not departments. Services and eligibility criteria will remain the same with the program structure and flow process being modified. Each program will comply with their eligibility criteria as determined by the Code of Federal Regulations as passed by each funding agency. The Tulalip Tribes Board of Directors can determine additional special criteria for a program as an amendment to this plan.

B. Specific Program Goals

Goal 1: Assess the needs of the community to enhance economic development to reinforce the objectives and goals of the Tribes Economic Development Plan.

Goal 2: Establish a delivery system in partnership with tribal entities to respond to education, training and employment needs of participants.

Goal 3: Support a comprehensive educational system for youth and adults in order to increase responsiveness for greater participation.

Goal 4: Provide opportunities for and encourage life skill development for participants/clients to attain economic independence and self-sufficiency.

Goal 5: Enhance the integration of the One Stop System to fully broaden the wide range of programs available through P.L. 102-477.

Goal 6: Provide required progress reports to funding agencies.

C. Working Program Principles

The following are basic working principles that are used to continually improve the program structure of the Tulalip 477 Program:

- Continue to utilize a centralized intake office to maximize a shared filing system and eliminate work duplication.
- Continue to streamline the current work flow process to a more singular, simpler process.
- Continue to cross-train staff to provide comprehensive and same day services.
- Share clients to enhance service efficiency and goal expediency.
- Continue to utilize career/work plans for each eligible client. This plan will entail the following:
 - Client assessment of desires, goals and qualifications;
 - Employment, training and education outlook;
 - Goals, objectives and plan methodology implementation;
 - Identified barriers; and
 - Indicators for Individual Service Plan, (ISP) completion.
- Continue to utilize consolidate applications to ease Client burden when applying for services.
- Work responsibilities will continue to be delegated to cover staff when they are on leave from work in order to provide work consistency and eliminate a break in service.
- Continue to review and update internal policies and procedures that are applicable and updated, as needed.
- Program changes/modifications will be focus on client needs.
- Continue to enforce the Privacy Act and Confidentiality laws.

D. Client Process Flow

All individuals acquiring assistance in the areas of education, training, family assistance, job search for employment and/or youth employment will follow one basic process. This process is used for client follow up, as well. Individuals needing assistance will initiate the process by contacting the Tulalip 477 Program Office. Office staff will initiate the process of:

- Assists individual Clients with the initial Intake of information, determine eligibility, program orientation, and create a client file.
- A Case Manager assists the Client in creating and agreeing upon an ISP.
- The assigned Case Manager monitors the client's ISP progression, assist the client in completing any required forms or documentation and assist the client in networking with internal and external agencies/entities to accomplish the ISP. If problems/issues arise with any client's progress, their file is submitted to case staffing meeting for discussion and recommendations.
- The Case Manager confirms the plan completion and close out the client's file. If needed, and agreed to by both the Client and the Case Manager, the ISP may be revised to fit the Client's current progress.

E. Expected Results

Expected results are not based or compared from any base data. Expected results are being measured both qualitative (programmatic) and quantitative (total number of clients completing their service plan). Our expectation is to continue development of both an efficient resource program and a program that provides each client a service plan to assist him/her in a positive direction.

Qualitative:

- Working Program Principles are implemented and adjusted as deemed appropriate to insure the effectiveness of the existing program by end of each fiscal period.
- An annual program evaluation and action plan for improvement, if needed, for the ten Working Program Principles is completed by the end of the fourth quarter of each fiscal year.
- To measure progress in accomplishing its goals and objectives, the Tulalip 477 Program collects and analyzes program outcome indicator data on a quarterly and an annual basis.

Quantitative:

1. 100% of the eligible clients will have an individual service plan on file.

Explanation: Eligible clients only will have a Self-Sufficiency Plan, (SSP) in their file. SSPs could range from one month to several years depending on the client's needs. (Examples: Immediate Assistance for one or two months; or an educational plan for two to four years to obtain a degree.)

2. The goal for eligible clients is for them to complete their service plan as follows: FY 24-45%, FY 25-50%, and FY 26-55%. Completion of the plan will mean clients have completed all requirements as specified by the program and client's service plan and verified by the Case Manager and Manager. For the year specified above we anticipate that in the fiscal year 2024, 45% of our client population will have completed their service plan. For the year specified above we anticipate that in the fiscal year 2024-2025, 50% of our client population will have completed their service plan. For the year specified above we anticipate that in the fiscal year 2026, 55% of our client population will have completed their service plan. Further explanation and example: If the Tribe has a total of 20 clients in FY 2024 then 45% of those clients will have completed their service plan or approximately 9 clients. This is how the Tribe will have determined that the Tribe met its goals.

Explanation: Completing of the plan will mean clients have completed all requirements as specified by the program and client's service plan and verified by the Case Manager and Manager/counselor.

3. 20% of the adult population will attain their personal goals to enter employment, retention, training or education.
4. 10% of the older youth ages 19-24 will attain their personal goals to enter employment, employment retention, post-secondary or advanced training and education credential. To obtain a degree (AA or Undergraduate) or a certificate
5. 80% of the younger youth ages 14-18 will attain basic skills and work readiness or occupational skills, attain high school diploma and their recognized equivalents, placement and retention in post-secondary education to obtain a degree (AA or Undergraduate) or a certificate, advanced training, military service, employment or qualified apprenticeship.

Section 5: Opportunities

A. Employment Opportunities

The economic development strategies of the Tulalip Tribes are quickly diversifying the workplace and the economy of northern Snohomish County.

The Tulalip Tribes operates the following:

- Tulalip Casino
- Tulalip Resort
- Quil Ceda Creek Casino
- Tulalip Bingo Hall
- Quil Ceda Village Business Park
- Tulalip Tribal Administration
- Tulalip Amphitheater

The 477 Plan allows the Tribes to be innovative in its service delivery in order to meet the workforce needs of its growing economy. Through networking and employment partnerships, the Tulalip Tribes 477 Program is dedicated to assist all clients and community members towards reaching their employment goals. Our staff has coordinated with surrounding employment departments to promote employment workshops and facilitate application/resume assistance. We offer programs, which allow opportunity for on the job training, work experience and support services to assist in obtaining and/or maintaining employment.

The Tulalip Tribes offers trainings and classes with our 477 Training Coordinator, which focus on becoming self-sufficient. Our Training Coordinator networks with entities in the surrounding area to implement job specific training, employment assistance and job placement.

B. Education / Training Opportunities

The 477 Program offers a curriculum of soft-skill development classes designed to help its participants understand the expectations of the workplace and to help them develop behaviors that will lead to career success. The 477 Program also offers assistance in job search techniques, job placement, and provides on-the-job training to help transition participants into the workforce.

In addition to those in-house services, the Tulalip Tribes provides training services through a variety of programs and contractual arrangements designed for short-term vocational training. Other involved tribal agencies include TERO, Higher Education, and the Native American Vocational Training Education Program. Outside agencies include the Snohomish County Workforce Development Council, Everett Community College, Edmonds Community College, Northwest Indian College and Learning Connections at Highline Community College, Evergreen State College, Western Washington University, Work Now Services, Marysville Goodwill and various trade unions.

The Tulalip Tribes 477 Program provides supportive services for clients enrolled in training activities. Training programs offered include construction trades, building maintenance, customer service, office professions, and small business development. These training opportunities will be supplemented in the future by training in the hospitality industry, retail trades, tourism, and a driver re-licensing project.

Participation Rates

Work Participation Rate Standards the Tulalip Tribes have had a long history of high unemployment and underemployment. The following participation rate scale represents fair and appropriate standards.

All Families Participation Rates	
FY 2023	25%
FY 2024	25%
FY 2025	25%
FY 2026	25%

Presently, the State of Washington ranks with one of the highest unemployment rates in the Nation, impacting the above work participation rates. These rates reflect the reality of the current and expected economic conditions with the Tulalip 477 Program service area. The area is currently economically depressed, with a high unemployment rate, and there is no evidence available that this situation will improve in the immediate or foreseeable future.

Section 6: Services

A. Services to Participants

The Tulalip 477 Program will provide cash assistance and limited Support Services to needy families and to children placed in kinship care under the guidelines outlined in its federally approved 477 Plan. 477 Plan Services administered under the guidelines of the following federally approved programs are HHS TANF/NEW, DOL WIOA, and BIA JPT.

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B. Support Services

To be eligible for support services, the client must be in compliance with all requirements of the Tulalip 477 Program.

Child Only Cash Assistance Support Services

Child Only Support Services not to exceed \$1500.00 per household/per year. Child Only support services shall be utilized to benefit the child in placement's care. Family Grant recipients who also have child placements may utilize Family Grant support services separately from Child Only support services.

Family Grant Cash Assistance and Employment Related Support Services

Family Grant Cash Assistance Support Services: (Not to exceed \$1500.00 per Household per year)
Family Grant cash assistance clients must have 30 days of active participation or demonstrate an emergent need to receive Support Services.

Native Employment Works (NEW) Support Services: (Not to exceed \$300.00 per Household per year)

Job Placement and Training (JPT) Support Services: (Not to exceed \$500. 00 per Household per year)

Child Only Grant Support Service List

Service Definition	Limit	Activity	Notes
Clothing Necessary for school or enrichment activities	\$150.00 Per Quarter	School, Enrichment activities	<ul style="list-style-type: none"> ○ Clothing and Shoes ○ Safety/Protective Gear/Attire ○ Other Apparel as deemed necessary
Diapers/Daycare Supplies Per Child	\$75 Per Child Per Month	Licensed Daycare attendance	Examples: Diapers, wipes, bottles, sippy cups, blankets, etc.
Hygiene-hair	\$75 Per child Per Program Year	Health and Safety	May include a hair-cut, return hair to natural color, or to purchase lice treatment products
Personal Hygiene	\$50 Per child Per Quarter	Health and Safety	This is for items that are reasonably needed by the client such as: Soap, shampoo, toothpaste, mouthwash, deodorant, shaving supplies, feminine hygiene supplies, makeup, hair dryer, barrettes, hair brush, and laundry detergent.
Food Vouchers	\$100 per request / per child, not to exceed \$1,500 per year	Health & Safety	<p>This is for items that are reasonably needed by the client.</p> <p>Should not include the following: Alcohol, tobacco, soda, energy drinks, candy, chips, and/or food that may be considered unhealthy.</p>
Transportation Allotment, (Gas)	\$100 per month maximum	School, counseling or Enrichment activities	Used to provide transportation of child placement to school, counseling, enrichment activities, etc.
Food/Hygiene/Clothing Emergency Sustenance	\$100.00 per person in TANF family unit per emergency event	Emergency sustenance	<p>Use only if no other source for sustenance is available or circumstances unbeknownst to the client that have made this necessary. (for ex. Power outage due to natural unavoidable circumstances, house fire, natural disaster, etc.)</p> <p>Not to exceed 3 events per program year This service will be excluded from the \$1,500.00 per year support services.</p>
Short-term Child Care To be used while approval for Working Connections Childcare is pending.	\$ 200 per month per child 30-day Limit Per Program Year	Childcare attendance	<p>Use only if no other source for childcare is available. Limited to one-month extensions approved by TANF Manager.</p> <p>-Refer client to a licensed provider whenever possible</p> <p>. Client MUST apply for and/or show proof of denial for CCDF grant.</p>
Student Incentives For grades K-12	\$100 twice per school year	Other	<p>TANF staff shall provide specified Criteria.</p> <p>This service will be excluded from the \$1,500.00 per year support services.</p>
School Activities Fund	\$500 per program year	School and Enrichment activities	<p>Utilized for school pictures, dances, yearbooks, ASB Cards, instrument rentals, items associated to sports</p> <p>Tribal Members shall utilize funding provided through Tulalip Youth and Family Enrichment prior to receiving support services listed in this area.</p>

Family Grant and Employment Related Support Service List

Service Definition	Limit	Activity	Notes
Car Repair Repair of vehicle (registered to participant or other parent in household) necessary to return the vehicle to operable condition, such as minor repairs	\$500 maximum One time Only	Work, TANF participation 477 activity, Safety	Necessary to work or participate in 477 activity: · All work and replacement of parts must be performed by a licensed business except for battery replacement · May include charges for repair estimates.
Clothing For Employment Necessary to seek, accept and maintain employment or participate in work participation activity	\$300.00 Per Program Year	Work	· Uniforms · Clothing and shoes appropriate for position. · Safety/Protective Gear/Attire
Diapers/Daycare Supplies Per Child Diapers for child to attend licensed daycare permitting the participant to seek, accept or maintain employment or participate in a work participation activity	\$75 Per Child Per Month	Work	This service may be utilized for no more than three continuous months after beginning employment. Examples: Diapers, wipes, bottles, sippy cups, blankets, etc.
Educational Expenses All expenses related to training or education	\$500 maximum Per Program Year	TANF participation, 477 Activity	Must be an approved activity in the Self Sufficiency Plan (SSP). Other sources of payment should be exhausted such as: <ul style="list-style-type: none"> • Pell grants, SEOG (supplemental education opportunity grant), or Work Based Tuition Assistance. • Education and training offered free through the tribe, community college, and technical colleges. • High schools, community colleges, and community-based organizations (CBOs) may provide no-cost tutoring for students. These resources shall be explored and utilized prior. Covers: Tuition· Books· General Equivalence Diploma (GED) tests, Uniforms· Tutoring · Specialized clothing
License/Fees May include; but is not limited to driver's licenses Restricted to adults or Teen head of households	\$200 Per Program Year Per Person	Work, TANF participation, 477 activity, Safety	Needed to accept employment or to participate in work participation activities: Fees for license reestablishment course work <ul style="list-style-type: none"> • Reestablishment fees for driver's license • Title Transfer • Emissions Testing • All costs necessary to license a vehicle • Liability Insurance Costs not allowed under TANF rules: <ul style="list-style-type: none"> · Legal Fees associated to criminal violations. · No taxes or fees associated to purchase a vehicle
Medical Exams/Services Necessary to accept employment or participate in 477 activities	\$300 Per Program Year Per Adult	Work Safety Other	Services beyond a physical not paid for by medical insurance or available in free clinics and/or North Inter-Tribal Vocational Rehabilitation Program (NIVRP); may include but is not limited to diagnostics to identify medical/psychological barriers. May include standard fees charged for medical records/reports.
Hygiene-hair	\$75 Per eligible family member per year	Health and Safety	May include a hair-cut, return hair to natural color, or to purchase lice treatment products
Personal Hygiene	\$50 Per Adult Per Quarter	Work, TANF participation, 477 activity	This is for items that are reasonably needed by the client such as: Soap, shampoo, toothpaste, mouthwash, deodorant, shaving supplies, feminine hygiene supplies, makeup, hair dryer, barrettes, hair brush, and laundry detergent.

Professional, Trade, Association, Union, Bonds, Certification Costs, Licenses and Fees Union dues, and Related Fees, Drug Screening, and Background Checks if required by law and not paid for by employer to accept or maintain employment or participate in a 477 activity. Also includes but is not limited to, commercial and business licenses appropriate to participant's employment.	\$300 One Time Only	Work	Union dues are paid for the first month of employment after successfully exiting from the TANF Program. Testing necessary to acquire license or certification not included in license fee. Example: Boilermaker certification Card dealers license, food handlers' card, tips card (Bartender requirement), nursing licenses and renewals, etc. Clients who successfully complete the work participation program and have gone on to further their education can receive help within two years of being off the program.
Public Transportation	\$130 Per Month Per Adult	Work Safety Other	For work participation and/or employment. Includes bus, van pool, train, ferry, etc.
Housing and/or Move In Cost 1 st and Last month's rent or eviction notice	Up to \$1500 per program year	Work Safety Other	Requirements: Provide lease agreement or signed Landlord statement, clients must show just cause and exhaust all other resources. Services will be counted towards each adults' (Household) annual services. Clients must sign new SSP with Case Manager. Cost Not Allowed Move in deposit.
Utilities, (Water)	\$300 per year	Work, Safety, Other	Requirements: Provide copy of disconnection notice, clients may be required to set up a payment plan.
Food Vouchers	\$100 per eligible family member, per request not to exceed \$1,500 per program year.	Other	This is for items that are reasonably needed by the client. Should not include the following: Alcohol, tobacco, soda, energy drinks, candy, chips, and/or food that may be considered unhealthy.
Transportation Allotment, (Gas)	\$100 per month maximum	Work Safety	Used to provide transportation for 477 activities
Tools Tools or equipment required by an employer or institutional training program. Must have employer statement of tools required.	Up to \$500 One Time Only	Work	Requirements: · Part of an approved TANF training or educational activity · To accept a bona fide offer of employment · Maintain employment to participate in 477 activity · All other employees or students must have the same requirement for tools.
Food/Hygiene/Clothing Emergency Sustenance	\$100.00 per person in family unit per emergency event	TANF participation, 477 activity	Use only if no other source for sustenance is available or circumstances unbeknownst to the client that have made this necessary. (for ex. Power outage due to natural unavoidable circumstances, natural disaster, house fire, etc.) Not to exceed 3 events per program year This service will be excluded from the \$1,500.00 per year support services.
Short-term Child Care	\$ 200 per month per child 30-day Limit Per Program Year	477 activity	Use only if no other source for childcare is available. Refer client to a licensed provider whenever possible. . Client MUST apply for and/or show proof of denial for CCDF grant.
Student Incentives For grades K-12	\$100 twice per school year	Other	Perfect Attendance, 3.0+ Grade Point Average, Improved Failing Grades. 477 staff shall provide specified Criteria. This service will be excluded from the \$1,500.00 per year support services.
School Activities Fund	\$500 per program year	School and Enrichment activities	Utilized for school pictures, dances, yearbooks, ASB Cards, instrument rentals, items associated to sports Tribal Members shall utilize funding provided through Tulalip Youth and Family Enrichment prior to receiving support services listed in this area.

C. Transitional Services (not to exceed \$1,500 per year)

Transitional Services are support services which are available to TANF clients transitioning off TANF to aid the successful transition to employment and self-sufficiency. The amount of Transitional Services available to the client shall not exceed the client's TANF Support Service balance at the time their TANF cash assistance case closes.

Examples of Transitional Services include:

1. Transportation assistance, including bus passes, gas vouchers, car pool or van pool costs
2. Cost and dues necessary to retain employment
3. Drivers relicensing
4. Repair of vehicle
5. Educational expenses
6. Short term child care (Limit 30 Days)
7. Other emergent needs may be approved by the 477/TANF Manager.

Transitional Services Eligibility

All clients exiting from the TANF program who are over income from employment are eligible for transitional services for up to 1 year after exiting TANF.

D. Family Reunification/Child Safety Net Support Services

Parents of children in the process of transitioning from the caretaker's household towards family reunification may utilize the TANF Support Services. Upon regaining full custody Parents will no longer be eligible under this section, but can apply to become regular TANF clients.

Section 7: 477 Client Activities

Client activities may include, but not limited to, the following:

1. Unsubsidized employment
2. Subsidized private-sector employment
3. Subsidized public sector employment
4. Work experience
5. On-the-job training (OJT)
6. Job search and job readiness assistance
7. Community service programs
8. Vocational educational training
9. Job skills training directly related to employment
10. Education directly related to employment, in the case of a recipient who has not received a high school diploma or a certificate of high school equivalency
11. Satisfactory attendance at secondary school or in the course of study leading to a certificate of general equivalence, if a recipient has not completed secondary school or received such a certificate
12. Travel to and from work participation activities as cited in 45 CFR 286.80(b)(2)(i).
 - I. Reasonable transportation time will be included in the client's SSP in accordance with 45 CFR 286.80.
 - II. Reasonable time is defined as the length of time it takes an individual to travel from their home to their work site, including stops necessary such as child care, school, etc.
 - III. Clients who are utilizing public transportation may be given extra time on a case-by-case basis.
13. Tribal Culture activities and reasonable transportation time to and from the activity may be approved on a case-by-case basis. Tribal culture activities promote self-sufficiency by giving clients the opportunity to learn and develop traditional skills/trades that assist in gaining/retaining employment and entrepreneurial business formation.
14. Treatment activities i.e.: IOPT, Mental Health counseling, anger management, etc., and reasonable transportation time to and from the activity. On a case-by-case basis with 477 Manager approval.
15. Life Skills education/training, (i.e. Budgeting, Dependable Strengths, etc.)
16. Activities that assist in removing barriers to employment, i.e.: Probation, parole, Wellness Court, court requirements, housing needs, driver licensing, obtaining child care, family reunification, etc.

Section 8: Exceptions to Policy

All requests for an exception to any part of the policy must be presented in writing or through electronic data from the client's assigned Case Manager to the 477 Manager. The Manager's denial or acceptance of the exception to this policy will be put in writing within five (5) business days of the request. A copy will be placed in the client's file and a copy given to the client. No exceptions may be granted that is contrary to the federal TANF regulations. All Exceptions to Policy will be sent to the Executive Director of Family Advocacy for Final Approval.

Section 9: Assurance and Accountability

A. Confidentiality

The Tulalip Tribes TANF program will follow the Federal Policy Act of 1974, 5 U.S.C. Section 552a, for the purposes of this agreement or unless otherwise inconsistent with Tulalip Tribal Law. All Tulalip Tribes 477 employees are required to sign a confidentiality form, which explicitly states they are to abide by federal and tribal 477 confidentiality laws and requirements, in administering the Tribal 477 program.

B. Information Exchange

In accordance with agreements that may be entered into with the State of Washington or other states or tribes administering TANF programs, Tulalip Tribes TANF may exchange otherwise confidential information under such agreements to prevent receipt of duplicate benefits, to obtain verification of information provided by the applicant/participant, to assist the participant obtaining additional benefits. This also includes other Tribal programs and affiliate agencies to coordinate services and program requirements.

C. Fiscal Accountability

For each fiscal year during which the Tulalip Tribes receives or expends funds pursuant to a block grant under section 412 of the Title IV-A of the Social Security Act, the fiscal accountability provisions of Section 5(f)(1), of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 450c(f)(1)), relating to the submission of a single agency audit report required by chapter 75 of Title 31, United States Code, applies.

D. Retrocession

If the Tulalip Tribes chooses to terminate or retrocede its Tribal 477 program prior to the end of its three-year plan, it agrees to provide the Department with notification at the same time that it notifies the Secretary of HHS. All future scheduled State funded payments shall be discontinued and any State MOE funds not expended or obligated on the Tribal 477 activities as of termination or retrocession date shall be returned to the Department within 45 days of the termination or retrocession date. The Tulalip Tribes agrees to follow the statutory and regulatory requirements pertaining to retrocession.

E. Data Collecting and Reporting

The Tulalip Tribes shall comply with all statutory and regulatory data collection and reporting requirements pertaining to approved Federal Programs under its approved Public Law 102-477 Plan, unless it conflicts with PL 102-477.

Measures of Success

The Tulalip Tribes 477 Program will measure the following to determine and evaluate the success of the program and the services provided to the clients:

1. Increase the number of clients that successfully participate in the Work Experience Participation Program.
2. Increase the number of clients who are in participation of High School/ GED and Higher Education, training and Vocational certification.
3. Increase the number of clients who successfully complete their education goal.
4. Increase the number of families with children meeting the attendance requirements as mandated in in its approved PL 102-477 Plan.
5. Increase the number of clients meeting participation requirements; Job Search, attendance in employment enhancement soft skill workshops, Self Sufficiency Plan requirements, etc.
6. Increase the number of clients who obtain regular full-time employment.
7. Increase client participation in training programs at outside agencies.

Services to Employers

Tulalip 477 program will actively network with all potential employers both on and near the Tulalip Reservation. Ensuring we gain more knowledge with regard to the employer's specific workforce needs. This will also provide an opportunity to educate employers in our surrounding area about our training programs, our qualified participants, and various Tax Credits available upon hiring our participants (i.e., Work Opportunity Tax Credits, Welfare-to-Work Tax Credits, and the American Indian Tax Credit). The funding matrix and plan are intended only as a guideline. Under the principles of PL 102-477, the Tulalip Tribes reserves the right to modify the budget as necessary (consistent with applicable federal and tribal requirements) assuring quality services to its membership.

F. Displacements

The Tulalip Tribes 477 Program follows and is in accordance with 45 CFR 286.110(a) An adult or minor head of household taking part in a work activity outlined in 286.100 cannot fill a vacant employment position if:

1. Any other individual is on layoff from the same or equivalent job
2. The employer has terminated the employment of any regular employee or otherwise caused a voluntary reduction in its workforce in order to fill a vacancy with the 477 Program Participant.

The Tulalip Tribal Employee Handbook is utilized by the Tulalip 477 program to resolve complaints of alleged violation of this displacement rule.

G. Fraud

Committing fraud to obtain a 477 Program grant will result in a termination of all TANF funded services for 5 years and possibly prosecution under Tribal Code Title 3, to include but not limited to the following charges: False Claims to a Tribal Agency, Un-Sworn Falsification, False Swearing, Deceptive Practices, Theft of Services, and Theft. Fraud that results in a client receiving cash or services in an amount over \$500.00 will be turned over to the Tulalip Tribes Prosecuting attorney for prosecution.

Section 10: Emergency Response

In the event a Federal, State, or Tribal declaration of emergency is issued the 477 Program reserves the right to respond as necessary. The welfare and safety of tribal and community members and Program clients is never more threatened than during an emergency/disaster/public health crisis. A disaster situation can produce barriers to a Client's efforts toward self-sufficiency, job training, skill development, educational activities and economic development. A comprehensive, effective and efficient response will help the 477 Program and its clients to restore continuity of services and a sense of normalcy in the event of an emergency/disaster/public health crisis. The Tulalip Tribe's 477 Program expenditures during a declared state of emergency will be consistent with the PL 102-477 law (25 U.S.C. § 3401 et. seq) and all applicable statutes and regulations.

In the event an emergency/disaster/public health crisis does occur, the efforts to lessen stress on 477 Clients may include, but are not limited to, the following:

- Identifying, locating, and services to help affected participant households
- Responding to new cases created by the emergency/disaster/public health crisis
- Assisting in communication with caseworkers and other essential personnel who are displaced because of the emergency/disaster/public health crisis
- Preserving essential records
- Coordinating services and sharing information with other services agencies as appropriate;
- Assisting in the manpower response to the emergency/disaster/public health crisis

- Improving preparedness and resilience to protect against future emergencies/disasters/public health crisis
- Utilities bills
- Rental assistance
- Vehicle repairs
- Groceries
- Household supplies
- Financial and credit counseling

Section 11: Appeal Process

1. A client presenting an appeal or grievance must discuss their concern(s) with the staff member and/or supervisor providing service within five (5) business days following the situation being appealed or grieved.
2. Unresolved grievances must be appealed first to the 477 Case Manager, then to the 477 Case Manager Supervisor, then to the 477 Manager and finally the Executive Director of Family Advocacy.
3. Each appeal must be submitted to the appropriate person(s) within five (5) business days of the previous resolution attempt.
4. Grievances must be in writing, describe the concern, include descriptions of previous resolution attempts, include the desired resolution and be signed and dated.
5. The decision of the Executive Director is the final authority of the Tulalip 477 Client Appeal and Grievance Process.

All decisions from the Family Advocacy Executive Director, or their designee, shall be final unless stated in public law that nothing shall be construed to prohibit a grievant or complainant from pursuing a remedy authorized under another Federal, State or local law for a violation of any title.

The applicant or recipient must pursue the appeal process applicable to PL 102-477 grant or PL 103-413 self-governance annual funding agreement. If no appeal process exists, then the applicant or recipient must pursue the appeal through the appropriate Tribal forum. (25 CFR, Part 20, subpart G, 20.705).

Because of the recent COVID pandemic, during periods of declared emergencies, Tulalip Tribes may modify this process, and implement indirect means of addressing Client appeals to ensure the health and safety for everyone involved.

Section 12: Projected Revenue and Expenditure Budgets

Projected Revenue and Anticipated Expenditures			
The anticipated revenue is in the following three tables for period April 1, 2023 through March 31, 2026 (PY 2021-2024), and on the actual allotment for Program Year 2021. Available funds are subject to Congressional Appropriations. The Tulalip Tribes will not expend more than 25% of TFAG during the subsequent grant period, (45 CFR 286.50).			
Anticipated Annual Revenue – PY 2023-2026 (Based on PY21 Allotments)			
	Agency	Program Name/Year of Appropriation	Projected Funding
1	DOI/BIA	Job Placement and Training (JPT), PY21	\$28,637.00
2	DHHS/ACF	Native Employment Works (NEW), PY21	\$28,637.00
3	DHHS/TANF	Temporary Assistance for Needy Families (TANF) PY21	\$979,042.00
4	DOL/ETA	Workforce Innovation and Opportunity Act, Comprehensive Services (WIOA), PY21	\$270,524.00
5	DOL/ETA	Workforce Innovation and Opportunity Act, Supplemental Services, PY21	\$65,528.00
		TOTAL	\$1,372,368.00
DOI/BIE = Dept of Interior, Bureau of Indian Education DOE/BIA-DWD = Dept of Interior, Bureau of Indian Affairs, Division of Workforce Development DHHS/ACF = Dept of Health and Human Services, Administration for Children and Families DOL/ETA = Dept of Labor, Employment Training Administration			
Anticipated Expenditures PY2023 to PY2026			
Expenditure Category			Amount
Cash Assistance			\$506,353.00
Education, Employment, Training, & Support Services Expenditures			\$389,197.00
Program Operations Expenditures			\$635,734.00
Administration/Indirect Cost Expenditures			\$277,725.00
TOTAL			\$1,809,009.00

Section 13: Public Comment Period & Key Tribal Contacts

E. Public Comment Period: Beginning in December 2022 the Tulalip Tribes will hold a 45-Day public comment period regarding 2023-2025 Public Law 102-477 Plan.

F. Key Tribal Contacts

Laura Wiggins
477/TANF Manager
lwiggins@tulaliptribes-nsn.gov
360-716-4734

Carrie Jones
Family Advocacy Executive Director
cajones@tulaliptribes-nsn.gov
360-716-4320



Exhibit B

State MOE Payment Schedule

State Fiscal Year July 1 – June 30	Tribal TANF funding period	MOE Funding
<u>2023</u>	4/01/2023 to 6/30/2023	\$ 158,069
<u>2024</u>	7/01/2023 to 6/30/2024	\$ 632,278
<u>2025</u>	7/01/2024 to 6/30/2025	\$ 632,278
<u>2026</u>	7/01/2025 to 3/31/2026	\$474,208
<u>TOTAL 2023-2026</u>	4/01/2023 to 3/31/2026	\$1,896,833

Subsequent to Sections 6-8 of this Agreement: Payment shall be considered timely if made by the Department within thirty (30) calendar days after receipt of properly completed A 19-1A and reports. The Tulalip Tribes must submit reports to the State TANF contact no later than forty (40) days from the end of each quarter.

Exhibit C


State of WA Tribal TANF Quarterly Report – Page 1 of 2

TRIBAL TANF			
STATE OF WASHINGTON TRIBAL CASELOAD & EXPENDITURE QUARTERLY REPORT			
NAME OF TRIBE: Tulalip Tribes			
CURRENT QUARTER ENDING DATE:			
CASELOAD COUNT FOR THIS QUARTER:			
	1 ST Month of the Quarter	2 ND Month of the Quarter	3 RD Month of the Quarter
All Cases: Unduplicated Case Count			
Child Only Cases: Unduplicated Case Count			
Single Parent Case: Unduplicated Case Count			
Two Parent Cases: Unduplicated Case Count			
STATE MOE EXPENDITURE DATA FOR THIS CURRENT QUARTER			
State Funds Expended by Tribe: \$			
SINCE INCEPTION OF THE TRIBAL TANF PROGRAM			
Total Unspent State Funds: \$			
THIS IS TO CERTIFY THAT THE INFORMATION REPORTED ON BOTH PAGES OF THESE FORMS IS ACCURATE & TRUE TO THE BEST OF MY KNOWLEDGE & BELIEF			
SIGNATURE: TRIBAL OFFICIAL		TYPED NAME, TITLE	
DATE:		PHONE NUMBER:	
Form # WA-TT-CR-01			

Exhibit C**State of WA Tribal TANF Quarterly Report – Page 2 of 2****TANF WA-TT-04 Performance Measure Report**

TANF WA-TT-04 Performance Measure Report			
Reporting Year:		Reporting Quarter:	
	First Month of the Quarter	Second Month of the Quarter	Third Month of the Quarter
1. Work Participation: Monthly work participation percentage rate as references in the Tribal Family Assistance Plan (TFAP).	%	%	%
2. Work Experience and Subsidized Employment Participation: Percentage of clients required to work who are participating in the WEX or Subsidized Employment Programs.			
3. Engaged in TANF Employment & Training (E&T) Program: To include Job Readiness, On the Job Training, Classroom Training, and Life Skill Courses.			
4. Unsubsidized Employment Participation: Percentage of clients required to work whom are employed in some capacity.			

Exhibit D

 U. S. DEPARTMENT OF HEALTH AND HUMAN SERVICES ADMINISTRATION FOR CHILDREN AND FAMILIES			
TRIBAL TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) ACF - 196T FINANCIAL REPORT			
TRIBE Name:		GRANT AWARD YEAR:	SUBMISSION:
EMPLOYER ID NUMBER (EIN):		REPORT PERIOD:	ORIGINAL <input type="checkbox"/> REVISED <input type="checkbox"/>
		From: To:	QUARTERLY <input type="checkbox"/> FINAL <input type="checkbox"/>
REPORTING ITEMS	COLUMN (A) FEDERAL TFAG FUNDS	COLUMN (B) STATE CONTRIBUTED MOE FUNDS	COLUMN (C) TRIBAL FUNDS
1. TOTAL FEDERAL FUNDS AWARDED	\$	\$	
EXPENDITURES ON ASSISTANCE			
2a. Cash Assistance Payments (Basic Assistance)	\$	\$	
2b. Other Assistance Expenditures	\$	\$	
2c. TOTAL ASSISTANCE EXPENDITURES	\$	\$	
EXPENDITURES ON NON-ASSISTANCE			
3a. Administration	\$	\$	
3b. Systems	\$	\$	
3c. Other Non-Assistance Expenditures	\$	\$	
3d. TOTAL NON-ASSISTANCE EXPENDITURES	\$	\$	
TOTALS			
4. Total Expenditures	\$	\$	
5. Unliquidated Balance	\$		
6. Unobligated Balance	\$		
7. Tribal Replacement Funds			
THIS IS TO CERTIFY THAT THE INFORMATION REPORTED ON ALL PARTS OF THIS FORM IS ACCURATE AND TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF			
SIGNATURE: TRIBAL OFFICIAL		TYPED NAME, TITLE	
DATE SUBMITTED:		PHONE NUMBER:	
CONTROL NO. 0970-0345		EMAIL ADDRESS:	
FORM ACF-196T PAGE 1 OF 1		EXPIRATION DATE: 04/30/2023	

NOTE: PAPERWORK REDUCTION ACT OF 1995 (Pub. L. 104-13) STATEMENT OF PUBLIC BURDEN: The purpose of this information collection is to obtain expenditure data used by the Tribes for required fiscal year quarterly reporting. Public reporting burden for this collection of information is estimated to average 1.5 hours per grantee, including the time for reviewing instructions, gathering and maintaining the data needed, and reviewing the collection of information. This is a mandatory collection of information which is authorized under Section 412 (h) of the Social Security Act. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information subject to the requirements of the Paperwork Reduction Act of 1995, unless it displays a currently valid OMB control number. The OMB # and expiration date for this collection of information is 0970-0345 and the expiration date is 04/30/2023. If you have any comments on this collection of information, please contact ACF at email address: infocollection@acf.hhs.gov.

Exhibit E IGA Amendment Form

Intergovernmental TANF Agreement Amendment Form

Indian Nation:

Tribal Plan Contract Number:

Amendment Number:

ACD Amendment Number

Amending: (check all that apply)

☐ IGA

☐ Plan

☐ Budget

☐ Other

Administration/Program and Page of agreement: See below

Reason for change:

Change:

By their signatures below, the parties agree to and certify that they are authorized, as representatives of their respective governments, to sign this Amendment regarding the Contract Consolidation Project.

_____ **Date:** _____

Tulalip Tribes

_____ **Date:** _____

Washington State Department of Social and Health Services