



TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

THREE (3) YEAR PLAN

ACCEPTED & APPROVED

June 1, 2020

SRP-MIC RESOLUTION NO [SR-3798-2020]



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SALT RIVER PIMA-MARICOPA INDIAN COMMUNITY TRIBAL TANF PLAN

DESIGNATED TRIBAL AGENCY

The Life Enhancement and Resource Network (LEARN) is the designated Tribal Government entity responsible for the implementation, administration, and coordination of the Salt River Pima-Maricopa Indian Community's (SRP-MIC or Community) Tribal TANF program.

LEARN is a division of the Community's Social Services Department established in 2011. The Social Services Department consists of 15 operating programs with approximately 120 employees and receives approximately 19 million dollars from grants, contracts and tribally funded program services. Activities have been initiated to improve planning, leadership, management systems and increase staff participation in decision making in an effort to improve the timeliness and effectiveness of service delivery to the Community.

PERIOD OF OPERATION COVERED BY THE PLAN

This program plan covers the continued operation of the LEARN Tribal TANF Program for a three year period beginning June 1, 2020 and ending May 31, 2023.

REVIEW AND COMMENT ON TANF PLAN

The renewal plan was reviewed and approved by the elected members of the Salt River Tribal Council, Resolution SR-XXXX-20XX, on behalf of the Salt River Pima-Maricopa Indian Community. The Community also informed the State of Arizona of the Community's intent to renew the plan, and the Community will make a copy of the plan available to the state once the plan has been approved. Pursuant to Federal Regulations 45 CFR 286.75 (6) the proposed renewal plan was open for a 45 day public comment period from April 15, 2020 to May 30, 2020, prior to approval.

INTENT AND GOALS OF PROGRAM

It is the intent of the LEARN Tribal TANF Program, to provide temporary assistance and support services to eligible Tribal members and their families. The overall goal of the program is to enable families to leave the program with the skills and knowledge to become self-sufficient by providing job preparation, education training, and life skills training. The LEARN Tribal TANF Program may provide non-assistance support services under TANF purposes 3 and 4 to other eligible families (as defined in the LEARN Tribal TANF Program policies and procedures), and for families at risk of becoming dependent on TANF assistance, LEARN Tribal TANF may provide one-time diversion assistance and/or services to prevent dependency. The Salt River Pima-Maricopa Indian Community will comply with all financial and program statutes and regulations governing TANF.

GOALS

In addition to the four (4) purposes of TANF, as defined in section 401 of the Social Security Act, it is the goal of the LEARN Tribal TANF Program to:

- Foster family strengthening, life-skills development, and responsible parenting.
- Meet its approved work participation rates.



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- Facilitate TANF program participant's successful completion of education and training activities leading to GED attainment and vocational training and completion.
- Facilitate program participant's successful participation in work training, work experience, and employment placements.
- Facilitate program participant's successful participation in parenting, healthy relationships, and life skills development activities and parenting skills development to promote maintenance of two-parent households.

SERVICE AREA AND POPULATION

The LEARN Tribal TANF Program will serve only those enrolled Salt River Pima-Maricopa Indian Community member families living within the boundaries of the Salt River Pima-Maricopa Indian Community. The LEARN Tribal TANF Program shall provide TANF assistance and/or services to eligible, enrolled Salt River Pima-Maricopa Indian Community member families. An eligible family must consist of at least one enrolled Salt River Pima-Maricopa Indian Community Tribal member.

EMPLOYMENT OPPORTUNITIES

The Salt River Pima-Maricopa Indian Community is located on the border of the Phoenix, Arizona metropolitan area. The majority of the land within the Community is agricultural land and is leased by individual landowners to outside sources. In addition, the Community's northern boundary has become a large commercially zoned area which has offered many new employment opportunities for Community members and residents as businesses come to the Community.

Employment opportunities include Community government positions, as well as, outlining county, city, and state positions. Private employment opportunities include shops and restaurants located at the Scottsdale Pavilions shopping area and Talking Stick Entertainment District, such as Home Depot, Target, Burlington Coat Factory, Hobby Lobby, Goodwill Industries International, Medieval Times, Red Robin, Denny's, Roadhouse Cinemas, White Castle, Starbucks, and Conn's Home Furnishings. Other businesses within the Community include a variety of Marriott and other hotels, a Wal-Mart, several gas stations, convenience stores, and smoke shops.

Other employment opportunities are with various SRP-MIC Enterprises such as, Tribal Landfill, Salt River Materials Group, and other local gravel operations that can provide limited or permanent employment for heavy equipment operators and general laborers. Through the Tribally owned Casino Arizona and Talking Stick Resort are many employment and training opportunities for Community members. There are a combined total of 13 eating establishments in the casino and resort and various employment opportunities to work on the casino floors or administratively.

The LEARN Tribal TANF Program will work collaboratively with Salt River Human Resources to ensure businesses coming onto the reservation provide consideration to Community members when hiring.

While there are opportunities available for employment, Salt River Pima-Maricopa Indian Community members often have multiple barriers which impact their employability. Most of the positions discussed above require a high school diploma, GED or specified certification/training and many TANF participants do not have these credentials. In addition, research shows a large number of clients experience challenges such as mental health issues, lack of basic education and life skills that prevent them from obtaining and/or maintaining employment. Although these barriers exist, the Community can rely on federal law that mandates Indian preference in hiring.



CONFIDENTIALITY STATEMENT

The LEARN Tribal TANF Program assures that any individual applying for TANF Cash Assistance or services has the right to full and complete Confidentiality and Privacy of all information pertaining to their application for services. The LEARN Tribal TANF Program staff are required to sign a Privacy Act and Confidentiality Statement ensuring that they will maintain and protect client confidentiality, including the proper management of client case-file information.

ELIGIBILITY FOR ASSISTANCE AND SERVICES RELATED TO THE PURPOSES OF TANF

Only needy families, as defined in the TANF plan may receive: (a) any form of Federally-funded "assistance" (as defined in 45 CFR 286.10); (b) any benefits or services pursuant to TANF purposes 1 or 2 regardless of the purpose served; and (c) any benefits or services funded with State-provided matching funds (MOE). "Needy" means financially deprived, according to income and resource (if applicable) criteria established in the TANF plan by the Tribe to review the particular "assistance," benefit or service.

The Tribe may use segregated Federal TANF funds (not State MOE funds) to provide services (and related activities) that do not constitute "assistance" (as defined in 45 CFR 286.10) to individuals and family members who are not financially deprived but who need the kind of services that meet TANF purposes 3 or 4. Objective criteria will be established for participation in these programs. Unless the State instructs otherwise, the Tribe may also use MOE funds to pay for non-assistance pro-family activities for individuals or family members, regardless of financial need.

NEEDY INDIAN FAMILY

The LEARN Tribal TANF Program defines eligible needy Indian families as those families with a total family income equal to, or less than 185% of the federal poverty guideline.

The LEARN Tribal TANF Program defines an eligible Indian family one comprised of all biological children, step-children, adopted children, or relative children (including non-Indians) under the age of 19 living with an eligible adult. Eligible families must have at least one household family member who is an enrolled member or a descendant of a federally recognized Tribe. In addition, eligible Indian families must also meet one of the following criteria:

- (A) American Indian/non-American Indian single parent with eligible child(ren) or,
- (B) American Indian/non-Indian woman expecting eligible child (individuals will become eligible for Tribal TANF services in the third trimester month of pregnancy) or,
- (C) American Indian/non-American Indian two parent families with eligible child(ren) or,
- (D) Eligible American Indian child(ren) living full-time with non-needy caretaker (excluding child(ren) receiving foster care) must be related by blood (no limit to the degree of relationship), or by Tribal customs and/or traditions or,
- (E) American Indian/non-American Indian needy caretaker with eligible child(ren) (non-foster care) living full-time must be related by blood (no limit to the degree of relationship), or by Tribal customs and/or traditions.



TRIBAL TANF ASSISTANCE

CASH ASSISTANCE – The LEARN Tribal TANF Program will provide monthly cash assistance to eligible needy Indian families, as defined at 45 CFR Part 286.10. Cash assistance benefits are intended to help meet a portion of a family's ongoing basic needs, such as shelter, clothing, and utilities.

- TANF Cash Assistance grants will be disbursed through the Arizona Quest Electronic Benefit Transfer System or the designated system under the Arizona Department of Economic Security.
- Tribal Cash Assistance program will utilize the Arizona Department of Economic Security Arizona Technical Eligibility Computer system (AZTECS) to determine eligibility, calculate payment, and for monitoring and maintenance of eligibility purposes. All determinations are made by LEARN eligibility workers. LEARN Tribal TANF Program will have access/maintain/control eligibility files both hard copy as well as electronically via AZTECS per the Intergovernmental Agreement with the State of Arizona.
- Tribal Cash Assistance program will work collaboratively with the Arizona Department of Economic Security through quarterly meetings addressing disbursements, billing, and reports as necessary.

DIVERSION

Diversion is a cash payment and/or support service normally associated with providing benefits and services to families who: 1) are not currently TANF recipients, 2) are at risk of becoming dependent on the TANF program, 3) are in need of one-time or limited benefit(s) to help avoid/prevent the family from becoming dependent on TANF.

The LEARN Tribal TANF Program may provide TANF Diversion Services to families who are not eligible for TANF cash assistance (due to employment and/or income exceeding the income eligibility threshold) and are in need of a one-time, limited benefit to avoid becoming dependent on welfare. Diversion is intended to prevent a family from having to go on TANF by providing a one-time support service or cash payment that aids a family in maintaining their employment and/or resolves a one-time emergency or crisis that is a barrier to self-sufficiency. Diversion will be provided to eligible families depending upon the availability of TANF funds.

In addition, the following limitation and guidelines apply to the provision of Diversion. Diversion services and/or cash assistance will not exceed \$3000.00 in a 12-month period; diversion is provided as either a) a service or b) a one-time, lump-sum, cash grant provided in lieu of monthly payment. Diversion is not intended for families who have readily available resources, or accessible means of meeting their current needs, nor is diversion intended to be ongoing or provided on a regular basis. To be eligible for diversion, a family's income may not exceed 200% of the poverty guideline; at least one adult in the family must be an enrolled member and at least 18 years of age with dependents (proof of legal guardianship), and; the family must reside within the boundaries of the Salt River Pima-Maricopa Indian Community.

*Diversion services will be determined on a case-by-case basis by the caseworker with the approval of the Tribal TANF Manager.

INCOME AND ASSETS

All families' earned/unearned income and assets, including resources from child support payments or arrearages, must be reported and/or verified; all earned/unearned income and assets will be counted toward determining eligibility and in the calculation of the LEARN Tribal TANF Program monthly TANF benefit amount, with the following exceptions:



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- Education and training monetary awards, work experience income and supportive services assistance
- One house, one operating vehicle per TANF Cash Assistance unit
- A combination of funds available in cash, checking and savings up to \$2,500.00
- All Land Lease income
- All Gaming per capita as income and resources
- All income in trust funds
- All income from temporary U.S. Census Bureau employment
- Tools or vehicles used from work purposes (ie. Tractors, landscaping equipment, computers, work tools, etc.)
- Burial accounts

Any resource beyond these limits shall be considered available income to the family, including equity in other vehicles. LEARN Tribal TANF Program will not continue cash assistance to those families who are no longer eligible due to their income or resources exceeding eligibility guidelines.

DUPLICATION OF SERVICES

All applicants will be required to certify during the interview process they are not receiving assistance from other Tribal/State TANF programs. The eligibility worker will ask and verify other assistance using the Department of Economic Security Interview Guide. Information will be disclosed to other Tribal/State TANF programs to the extent necessary to verify non-duplication of services.

FAMILIES RELOCATING TO THE SERVICE AREA

All eligible needy Indian families moving into the LEARN Tribal TANF Program service area will receive the same amount of cash assistance and/or supportive service as all other eligible needy Indian families participating in the LEARN Tribal TANF Program.

MANDATORY WORK REQUIREMENTS

The LEARN Tribal TANF Program agrees to fulfill the minimum participation rates established by the SRP-MIC in this plan from June 1, 2020 through May 31, 2023.

Minimum Work Participation Rates (All Families)

Fiscal year 2020-2021	30%
Fiscal year 2021-2022	30%
Fiscal year 2022-2023	30%

Weekly Work Hour Requirements

The LEARN Tribal TANF Program will require participants to fulfill the following hourly work requirements:

All single parent TANF recipient families between the ages of 18-59 will be required to engage in an approved work activity (as approved by SRP-MIC) for a minimum of 20 hours per week.

All two parent recipient families between the ages of 18-59 will be required to engage in an approved work activity for a minimum of 35 hours per week, either one or both parents can fulfill the requirement.

*Non-needy Caretaker/Relative in a Child Only case is not required to participate in work activities.



WORK ACTIVITIES

The following is a list of approved LEARN Tribal TANF Program work activities, participants are not limited to the activity on this list, therefore, other work activities may apply if prior approval is obtained from the LEARN Tribal TANF Program. Please note that the LEARN Tribal TANF program does not count transportation time to and from work/training or to/from childcare towards meeting participant's work activities requirement.

- Unsubsidized employment.
- Subsidized private, public sector, and Tribal employment.
- Work experience
- On-the job training
- Job search and job readiness assistance as per the limitations at 45 CFR 286.105.
- Community Service programs (including active participation in community events and work associated with community improvement projects).
- Volunteer work
- Participation in educational seminars and conferences. (On occasion, individuals may participate in annual conferences or seminars as it pertains to their work or educational plan or individual plan for self-reliance
- Vocational educational training
- Life skills (including attendance at self-help workshops and seminars)
- Adult GED
- Satisfactory participation at a secondary school leading to attainment of High School Diploma, GED.
- Providing child care services for non-custodial children.
- Counseling individual/family/support group. The work requirement for this activity is to be determined by the case manager in accordance with the individual need of the participant.
- Participation in day treatment programs. The work requirement for this activity is to be determined by the case manager in accordance with the individual need of the participant.
- Self-employment
- Participation in cultural events, ceremonies, and activities that result in the development of skills/knowledge that increase self-sufficiency, and/or; cultural activities that result in fulfilling a client's basic needs (such as food or shelter) or; the creation of products or services that may be sold for income, or; which increase skills applicable to employment.
- Participation in Fatherhood and Healthy Relationships training and workshops
- Peer to peer Mentorship – Former/current successful TANF participants will engage with current participants to provide support and guidance to increase the likelihood of self-reliance
- Family Preservation/Reunification activities include: parenting skills; communication skills development, counseling, anger management, in-home coaching in order to maintain intact families.

SERVICES AND TRAINING TO SUPPORT JOB ATTAINMENT

The LEARN Tribal TANF Program will focus on facilitating and supporting relevant skill development and education by providing outreach, tutoring, mentoring and educational opportunities for program participants and their children. The focus will emphasize development of necessary job skills in the available employment areas both on the Community and within the surrounding metropolitan areas. The LEARN Tribal TANF Program is designed to remove participants barriers to employment by providing training opportunities, health



and wellness training and support, job search, and job interviewing training to assist the participant in moving from welfare dependency to sufficiency.

SUPPORT SERVICES FOR INCOME ELIGIBLE FAMILIES

The LEARN Tribal TANF Program may provide assistance eligible TANF program participant families with the following support services:

- Transportation
- Child care costs
- Housing repairs
- Justifiable costs related to employment or education including but not limited to tuition, books, fees, licenses, school supplies, uniforms, glasses, gloves, and boots.
- A one-time payment of up to \$2500.00 toward any non-criminal traffic fines, educational fines, or any fines that are barriers to job preparation, job training, or employment.
- Transition services for participants who are no longer eligible for cash assistance because of earned or unearned income (for no longer than 12 months and will not exceed \$2,500.00).
- Emergency/crisis assistance: non-recurring short term benefit designed to cover specific crisis or episode of need, are not intended to meet recurrent or ongoing needs, and will not extend beyond four (4) months as per 45 CFR 286.10(b)(1), including but not limited to: arrears payment to prevent the cut-off of utilities, vehicle repair, rental deposits; emergency house repair.
- Incentives to TANF program participants who successfully participate in and complete job related and education goals. (Refer to Tribal TANF Incentive Chart.)
- Subsidized work experience
- Job placement assistance services
- Career development training and seminars
- Training, services and assistance to increase appropriate appearance and professionalism. These services may include: grooming and clothing allowance (hair cut; one-time clothing allowance for the purchase of professional appropriate clothes). All these to improve appearance, self-esteem and employability.
- Parenting skills classes
- Teen pregnancy prevention classes; youth prevention activities
- Youth leadership and cultural classes in support of pregnancy prevention
- Marriage counseling
- Non-medical substance abuse counseling
- Cultural activities and culturally relevant support services

SUPPORT SERVICES UNDER PURPOSES 3 and 4

The LEARN Tribal TANF Program may provide assistance eligible TANF program participant families and “other eligible” families (as established under the LEARN Tribal TANF Program eligibility criteria for Purpose 3 and 4 activities/services) with the following support services:

- Parenting skills
- Teen pregnancy prevention
- Youth leadership and cultural classes
- Marriage counseling
- Non-medical substance abuse counseling



CHILD CARE

The LEARN Tribal TANF Program will provide childcare assistance to income-eligible TANF participant families who are participating in approved work activities, this is also available to transitioning families to promote continued self-sufficiency. Childcare may be provided by contracted state-licensed providers, family or extended family providers, childcare centers, or by another LEARN Tribal TANF Program participant who is authorized to provide child care services to fulfill their work requirements.

COORDINATION

The LEARN Tribal TANF Program will coordinate with other Community services providers to ensure eligible TANF participants have access to comprehensive services. LEARN will conduct individual, family and household assessments to ensure needs are identified, and participants will be referred to service providers as appropriate.

Some of the service providers the LEARN Tribal TANF Program will coordinate with include: Social Services, General Assistance, Low Income Home Energy Assistance Program, Youth Services, Community Employment, Workforce Innovation and Opportunity Act, Apprenticeship Program, Child Care, Head Start, Woman, Infant & Children Services, Transportation, Housing Division Services, Education and Health Services. The LEARN Tribal TANF Program shall also coordinate with high schools, community colleges and universities serving residents of the Community.

LEARN TRIBAL TANF PROGRAM INCENTIVES

The LEARN Tribal TANF Program may provide monetary incentives to assist eligible TANF participants who have successfully completed plan specific programs, who have successfully obtained their GED, Adult Vocational Training Certificate, Diploma, obtained and maintained employment for a period of (1) year, or who have consecutively met the required work activity for a specific amount of time.

The payments will be determined by the program after the end of the designated quarter and may be subject to change.

The amounts for reaching these goals in an effort to become self-sufficient and move from welfare to work are as follows:

Tribal TANF Incentive Chart

Education and Program Achievement	\$150.00
Securing and maintaining Employment for one year	\$300.00



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Meeting the required Work Activity Hours consecutively:	
Bi-weekly incentives. Must meet minimum required hours per week within the designated two week period.	\$200.00
and	
Quarterly Incentives. Two consecutive months per quarter (must meet minimum required hours per week per week within the designated two month period).	\$200.00
Or	
Quarterly incentives. Three consecutive months per quarter (must meet minimum required hours per week within the designated three month period.)	\$300.00

TIME LIMIT

The LEARN Tribal TANF program shall limit the time an eligible family may receive federally-funded TANF cash assistance and/or support services to a maximum of 60 months. LEARN will count all prior months of TANF assistance funded with the TANF block grant funds provided by any State or other Tribe, except for any month that was exempt or disregarded by statute, regulation, or under experimental, pilot or demonstration project approved under Section 1115 of the Act. Receipt of assistance will not be counted towards the time limit for any month in which a participant resides in Indian Country where 50% or more of the population were not employed and the participant was receiving TANF assistance.

EXEMPTIONS

Hardship Exemptions - The LEARN Tribal TANF Cash Assistance program may exempt up to 20% of their annual caseload from the 60 month time limit, due to hardship. A hardship is a condition that hampers or prevents an individual from maintaining work or participating successfully in work activities. Exemption from the 60 month time limit may be granted based on the following hardships:

- Caregiver responsible for the full-time care of an elderly (55 years and older) or disabled family member (mental or physical disability confirmed/documented by physician or qualified medical professional)
- Teen Parents (Up to 18 years old). Such parents must be working toward obtaining a high school diploma or General Equivalence Diploma.
- Single parent with a custodial child under the age of 12 months.
- Physically or mentally disabled individuals whose condition limits their ability to secure or attain employment due to their disability (as verified by a physician or qualified medical professional).
- Eligible TANF participants who have suffered domestic violence/abuse may be exempted up to six months while they are in transition from a shelter and/or while they are receiving counseling or treatment.
- In cases where an individual has reached the 59th month of the Federal Time Limit and will receive a certificate or diploma within six months or has enrolled in a training or apprenticeship program resulting in job placement within six months. This is in order to prevent a family from enduring a hardship condition. This exemption will be in place for the period in which the individual will complete their training.
- TANF assistance units with no head of household will be exempted from the time limit.



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Good Cause Exemptions - The LEARN Tribal TANF Program recognizes that a participant may occasionally experience an event or issue that prevents them from being able to fulfill the work activity requirement. In these circumstances, The LEARN Tribal TANF Program may exempt the participant from the work requirement for "good cause." Good cause includes but is not limited to:

- Temporary lack of transportation, as verified by the case manager.
- Temporary unavailability of appropriate and reliable child care.
- Other special circumstances and emergencies beyond the clients control not to exceed 90 days as determined by the caseworker with the program manager's approval (such as natural calamities, illness of a child, required attendance to a hearing).
- Temporary illness as verified by a physician or qualified medical professional.

Good cause exemptions may be granted for up to a 90 day period. Exemptions shall be determined and evaluated on a case by case basis and shall take into consideration conditions that may inhibit an individual's ability to meet their work activity requirement. The LEARN Tribal TANF Program caseworkers will inform clients of information regarding time limits and work requirements.

SPECIAL RULES AND LIMITATIONS

An individual shall be considered to be engaged in work participation by virtue of participating in any work activities specified in this plan or as approved by The LEARN Tribal TANF Program in advance within the limitations specified at 45 CFR 286.105.

A minor head of household who maintains satisfactory participation and attendance at schools and is working to achieve a degree (high school, GED or college) is considered to be meeting the work participation requirements.

Child-only assistance units and/or assistance units for which there is no head-of-household (non-needy caretaker, assistance extended to the children in a timed-out family) are not required to participate in the work participation requirement.

Upon recommendation by a LEARN Tribal TANF Program Case Worker and approval by the LEARN Tribal TANF Program Manager, the LEARN Tribal TANF Program may temporarily exempt from work participation requirements up to a maximum of 90 days:

1. Victims of domestic violence or
2. Participants in an Inpatient rehabilitation program with their children. A doctor note is required to approve a child residing with their parent/caretaker during inpatient rehab. If No doctor approval, in emergency case the Tribal TANF Staff may temporarily exempt participant for only 30 days.

With a written statement from the participant and approval by the LEARN Tribal TANF Program Manager and Case Worker, cash assistance will not be terminated or reduced if a single parent caring for a child under the age of 6 years refuses or stops work activities for any of the following:

1. Unavailability of appropriate child care within a reasonable distance from the individuals home, work, school, or training site.



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Appropriate child care: The provider meets appropriate state standards of care, or an informal arrangement in which the environment is representative of the quality of care provided to others in the community.

Reasonable distance: If the family is without transportation, and there is no public transportation, then its home or work site must be no more than five miles from the child care provider; or if the family has transportation, its home or work site is within one-hour travel distance, one-way, from the child care provider, or

2. Unsuitability of informal child care: care that does not meet the health and safety expectations of formal care that can lead to negligence or harm to the child, or
3. Unavailability of appropriate affordable formal child care. Affordable child care arrangements: monthly child care costs or copayments that do not exceed 20% of the client's gross monthly income.

SANCTIONS

If an individual receiving Tribal TANF Cash Assistance fails to comply with their education or work requirements without good cause as determined by the case manager, the LEARN Tribal TANF Program shall reduce the amount of Cash Assistance payable to the family by 25% for the first occurrence, 50% for the second occurrence and 100% for the third occurrence and every occurrence thereafter. This process will be implemented for both one and two-parent families. The LEARN Tribal TANF Program policies for sanctioning will be followed. Sanctions will be lifted only for compliance with education or work requirements and/or exemption status.

OVERPAYMENT AND UNDERPAYMENT

The LEARN Tribal TANF Program shall pursue collecting overpayments by reducing the client's TANF grant in an appropriate and consistent manner until the overpayment is collected as determined by Tribal policy. In the case of deliberate fraud committed by the recipient, the Community will pursue prosecution in the appropriate court as determined by the SRP-MIC policy. Underpayments shall be made to the recipient in a manner that is timely and efficient.

NOTIFICATION OF ADVERSE ACTION

Each LEARN Tribal TANF Program Cash Assistance recipient will be notified in writing at least 10 days prior to benefit issuance of any decision regarding a decrease in their grant amount or of Tribal TANF Cash Assistance case closure. Applicants and/or recipients may appeal any decision regarding their Tribal TANF Cash Assistance according to the Appeal Process described in this plan.

APPEAL PROCESS

Any individual or family whose Tribal TANF Cash Assistance benefit has been reduced, denied or terminated by the LEARN Tribal TANF Program shall have the right to appeal the decision. The right to appeal and appropriate procedures will be explained during the application process and provided in writing.

Appeals shall be made in writing and submitted to the TANF Cash Assistance Case Manager within five (5) working days of receipt of the letter of notification. The LEARN Tribal TANF Program Manager will review the appeal and shall issue a written decision within five (5) working days.



If the recipient is not satisfied with the LEARN Tribal TANF Program Manager's decision, a written appeal may be made to the TANF Cash Assistance Appeals Hearing Committee within five (5) working days of receipt of the Manager's decision. The decision of the TANF Appeals Hearing Committee shall be made within eight (8) working days. The decision of the TANF Cash Assistance Appeals Hearing Committee shall be final on all parties. Any further appeals must be made in accordance to the governing Salt River Pima-Maricopa Indian Community policy or regulation, currently, Administrative Policy 2-14, Public Grievance.

OUTCOMES AND MEASURES

The LEARN Tribal TANF Program will measure outcomes by analyzing data regarding GED or High School Diploma attainment, job training completion, and attainment of gainful employment. In addition, data is collected and analyzed which reflects the average number of required families work participation hours per month with the goal of meeting or exceeding the negotiated Work Participation Rate.

REPORTING REQUIREMENT

The Salt River Pima-Maricopa Indian Community will comply with all statutory and regulatory data collection and reporting requirements pertaining to Tribal TANF. Data is collected monthly by the LEARN Tribal TANF Program's Cash Assistance program and is submitted to the Arizona Department of Economic Security (ADES) on a quarterly basis for report preparation to be submitted to the Administration of Children and Families (ACF) by ADES. The LEARN Tribal TANF Program will use reports from ADES as part of its own quality assessment and for internal purposes.

FISCAL ACCOUNTABILITY

For each year in which the Salt River Pima-Maricopa Indian Community receives or expends TANF funds, SRP-MIC will comply with the fiscal accountability provision of section 5(f)(1) of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 450 C(f)(1)), relating to the submission of a single-agency audit report required by Chapter 75 of Title 31, United States Code.

RETROCESSION

In the event that the Salt River Pima-Maricopa Indian Community elects to retrocede the TANF program, SRP-MIC will comply with all statutory and regulatory requirements pertaining to retrocession as outlined at 45 CFR Part 285 and the Social Security Act.

CERTIFICATIONS

The Community provides the following certifications:

- Assurance – Non-Construction Programs (Appendix C)

Submitted as authorized by Council by Resolution (SR-3798-2020)

04-23-2020

Authorized Signature

Date

Martin Harvier, President

Approved as to Form by the
Office of the General Counsel
Jeff Harmon
April 19, 2020

ASSURANCES - NON-CONSTRUCTION PROGRAMS

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0040), Washington, DC 20503.





PLEASE DO NOT RETURN YOUR COMPLETED FORM TO THE OFFICE OF MANAGEMENT AND BUDGET. SEND IT TO THE ADDRESS PROVIDED BY THE SPONSORING AGENCY.

NOTE: Certain of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93- 205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.
19. Will comply with the requirements of Section 106(g) of the Trafficking Victims Protection Act (TVPA) of 2000, as amended (22 U.S.C. 7104) which prohibits grant award recipients or a sub-recipient from (1) Engaging in severe forms of trafficking in persons during the period of time that the award is in effect (2) Procuring a commercial sex act during the period of time that the award is in effect or (3) Using forced labor in the performance of the award or subawards under the award.

SIGNATURE OF AUTHORIZED CERTIFYING OFFICIAL 	TITLE 
APPLICANT ORGANIZATION 	DATE SUBMITTED 

**SALT RIVER PIMA-MARICOPA
INDIAN COMMUNITY
10005 East Osborn Road,
Scottsdale, Arizona 85256**

Resolution Number: SR-3523-2017

A RESOLUTION APPROVING THE CONTINUATION OF THE TEMPORARY ASSISTANCE FOR NEEDY FAMILIES PROGRAM (TANF) AND AUTHORIZING THE COMMUNITY TO SHARE DATA WITH THE SOCIAL SECURITY ADMINISTRATION AND THE ARIZONA DEPARTMENT OF ECONOMIC SECURITY TO ASCERTAIN INDIVIDUAL ELIGIBILITY FOR TANF.

WHEREAS, Article VII, Section 1(c)(4) and(5) of the Salt River Pima-Maricopa Indian Community's ("Community") Constitution authorizes the Council to protect the public health and morals, and to provide for the public welfare particularly with the welfare and protection of the children, poor, unfortunate, disabled and aged; and

WHEREAS, Article VII, Section 1(h) of the Community's Constitution authorizes the Council to enter into agreements with federal, state and local governments; and

WHEREAS, Pursuant to Salt River Resolution 3243-2014 to allow the Community's Social Services Department to pursue continuing grants with the Arizona Department of Economic Services and the U.S. Department of Health and Human Services for the Temporary Assistance for Needy Families (TANF); and

WHEREAS, Following submission and approval of the TANF renewal plan, the plan must be made available for review and comment by Community members and the State of Arizona for a minimum period of 45 days; and

WHEREAS, The Community is required to submit a renewal plan with an updated resolution.

NOW THEREFORE BE IT RESOLVED that the Salt River Pima-Maricopa Indian Community Council authorizes the Social Services Department to submit the TANF renewal plan.

BE IT FURTHER RESOLVED that the Salt River Pima-Maricopa Indian Community Council authorizes the subsequent acceptance and implementation of the TANF plan and any subsequent related funding for this year and that may be become available for this purpose in future years.

BE IT FURTHER RESOLVED that the Salt River Pima-Maricopa Indian Community Council authorizes the Social Services Department to make available for review and comment by Community Members and the State of Arizona for a minimum period of 45 days.

BE IT FURTHER RESOLVED that the Salt River Pima-Maricopa Indian Community Department Social Services is delegated the operational responsibility to implement and carry out the terms of the TANF plan.

BE IT FINALLY RESOLVED that the Council hereby authorizes the President or Vice President to take any and all reasonable and necessary actions to carry out the intentions of this Resolution.

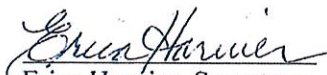
C E R T I F I C A T I O N

Pursuant to the authority contained in Article VII, Section 1(c)(4), (5) and 1(h) of the Constitution of the Salt River Pima-Maricopa Indian Community (as amended), ratified by the Tribe on February 28, 1990, and approved by the Secretary of the Interior on March 19, 1990, the foregoing resolution was adopted this 5th day of April, 2017, in a duly called meeting of the Community Council at Salt River, Arizona, at which a quorum of 9 members was present, by a vote of 9 for; 0 opposed; 0 abstaining; and 0 excused.

SALT RIVER PIMA-MARICOPA INDIAN COMMUNITY COUNCIL


Martin Harvier, Vice-President

Attest:


Erica Harvier, Secretary

