



TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

THREE (3) YEAR PLAN

For the period of June 1, 2026 to May 31, 2029

SRP-MIC RESOLUTION NO [SR-4057-2023]



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SALT RIVER PIMA-MARICOPA INDIAN COMMUNITY TRIBAL TANF PLAN

DESIGNATED TRIBAL AGENCY

The Salt River Pima-Maricopa Indian Community (SRP-MIC or Community) has designated the Social Services Department – Life Enhancement and Resource Network (LEARN) as the lead agency responsible for the overall administration of the Community’s Tribal TANF Program.

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.

LEARN was established under the Community’s Social Services Department in 2011, a Social Services Manager is responsible for managing LEARN and 13 staff responsible for providing direct services and assistance to LEARN Tribal TANF Program participants.

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, 2026, and ending May 31, 2029.

REVIEW AND COMMENT ON TANF PLAN

Pursuant to Federal Regulations 45 CFR 286.75(a)-(6) the proposed renewal plan was open for a 45 day public comment period from March 24, 2026 to May 8 2026 prior to approval and submission. SRPMIC community members were informed about the plan renewal via Tribal Council presentation, fliers posted on LEARN Facebook page and hard copy posted at the lobby of Social Services; the public was invited to review and provide comment during the specified period. The renewal plan was reviewed and approved by the elected members of the Salt River Tribal Council, Resolution SR-XXXX-2026 as submitted, on behalf of the Salt River Pima-Maricopa Indian Community, in support of Salt River Pima-Maricopa Tribal TANF Program and Tribal TANF Plan. The Community also informed Arizona State of the Community’s intent to renew the plan; the Community will make a copy of the plan available to the state once the plan has been approved.

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.



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:

- At least 25 percent of active participants will demonstrate measurable progress toward self-sufficiency annually, including employment, increased earned income, or completion of education or training activities.
- Each case manager will support a minimum of two (2) participants per caseload per year in achieving a defined self-sufficiency outcome, such as unsubsidized employment, GED attainment, or job retention of at least 90 days.
- Facilitate program participant's successful participation in soft skills class, work experience, and employment placements by offering Exploring Pathways to Success classes and volunteer work experiences throughout the Tribal government.

OUTCOMES AND MEASURES OF PROGRAM GOALS

- We will measure TANF program participant's education and training activities through GED attainment, diploma attainment, job training completion, and attainment of gainful employment and vocational training.
- We will track each case manager's caseload annually, identify, and measure success by documenting that at least two participants per case manager achieved a defined self-sufficiency outcome, such as obtaining unsubsidized employment, earning a GED, or maintaining employment for at least 90 days.
- We will measure program participants' increase in soft skills knowledge, work experience, and employment placements by tracking pre- and post-assessments of soft skills, documenting completion of work experience or training activities, and verifying employment start dates and retention through employer records or participant self-reporting.

SERVICE AREA AND POPULATION

The LEARN Tribal TANF Program will serve only eligible, enrolled SRPMIC families. An eligible family must consist of at least one enrolled Salt River Pima-Maricopa Indian Community Tribal member.

The primary service area includes families living within the boundaries of the SRPMIC.

DUAL ELIGIBILITY: PROVIDING BENEFITS AND ASSISTANCE TO SRPMIC ENROLLED TRIBAL MEMBERS WHO LIVE OUTSIDE THE TRIBAL TANF SERVICE AREA



In accordance with the authority under TANF-ACF-PI-2018-02, SRPMIC elects to provide the full range of Tribal TANF assistance and services as described in this plan to all eligible enrolled SRPMIC member families residing in Pheonix (Central Ave-and westward to the SRPMIC) and Mesa-Tempe (US 60-and northward to the SRPMIC). SRPMIC understands that no additional funding will be provided now or in the future for this additional service population, and that all federal rules and regulations governing Tribal TANF apply. SRPMIC understands that it is not authorized to establish a Tribal TANF office outside the SRPMIC approved service area without the expressed permission of the entity that has designation of that service area. SRPMIC understands that the time limit exception associated with the “50% or more not-employed” does not apply to those enrolled SRPMIC members who reside outside the SRPMIC reservation.

EMPLOYMENT OPPORTUNITIES

The Salt River Pima-Maricopa Indian Community is located on the border of the Phoenix, Arizona metropolitan area. Most 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 and Community health care at the River People Heath Center, 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.

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.

The LEARN Tribal TANF Program will work to address and resolve these barriers. The program will work collaboratively with Salt River Human Resources to ensure businesses coming onto the reservation provide consideration to Community members when hiring. The program will also work with clients to obtain the credentials, skills, and training they need to become employed



CONFIDENTIALITY STATEMENT

The LEARN Tribal TANF Program assures that any individual applying for Tribal TANF Cash Assistance or other 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 provided various Tribal and State annual trainings related to confidentiality, privacy and security and 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 as one comprised of all biological children, step-children, adopted children, or relative children (including non-Indians) through the age of 18 living with an eligible adult. Eligible families must have at least one household family member who is an enrolled member of the Salt River Pima-Maricopa Indian Community. 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 of eligibility files in 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.

NON-RECURRENT SHORT-TERM BENEFITS

As funds permit, the LEARN Tribal TANF Program may aid eligible Tribal TANF participant families with non-recurrent, short-term benefits (NRSTB) to meet an extraordinary need that arises from a crisis situation and is beyond those needs that are intended to be covered by regular TANF assistance and support services. As per the regulation at 45 CFR Part 286.10 (b)(1), NRSTB must meet the following criteria: (1) Are designed to deal with a specific crisis situation or episode of need; (2) Are not intended to meet recurrent or ongoing needs; (3) Will not extend beyond 4 months;

The LEARN Tribal TANF Program will establish a lifetime limit of \$3000.00 for NRSTB provided to assistance eligible, TANF participant families outside of the context of a natural disaster or pandemic.

NON-RECURRENT SHORT-TERM BENEFITS IN THE CONTEXT OF NATURAL DISASTER OR PANDEMIC

As funds permit, the LEARN Tribal TANF Program may provide assistance to eligible TANF participant families and eligible Indian families whose total family income is equal to or less than 200% of Federal Poverty Guidelines, with non-recurrent, short-term benefits to meet an extraordinary episode of need that arises from a government declared (federal, state, county, or tribal government) natural disaster, emergency, or pandemic. As per the regulation at 45 CFR Part 286.10 (b)(1), NRSTB must meet the following criteria: (1) Are designed to deal with a specific crisis situation or episode of need; (2) Are not intended to meet recurrent or ongoing needs; (3) Will not extend beyond 4 months;

NRSTB provided in the context of a governmentally-declared natural disaster, emergency, or pandemic will be limited to \$3,000.00 per household, for each event. Families who meet the 200% income eligibility criteria must also demonstrate an episode of need in order to be eligible for receipt of NRSTB in this context.



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 eligible but do not wish to receive ongoing TANF cash assistance. These families 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

In collaboration with AZDES, All families' earned/unearned income and assets 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:

- Education and training monetary awards, work experience income and supportive services assistance.
- One primary residence and operating vehicles 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 for work purposes (i.e. Tractors, landscaping equipment, computers, work tools, etc.)
- Burial accounts
- Emergency disaster/pandemic relief funds provided by Federal, State, Tribal or local government
- Resources from child support payments or arrearages



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 that 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

Eligible SRPMIC tribal member families relocating to the LEARN Tribal TANF service area will receive cash assistance and supportive services equal to those provided to all other program participants.

MANDATORY WORK REQUIREMENTS

The LEARN Tribal TANF Program agrees to fulfill the minimum participation rates established by the SRPMIC in this plan from June 1, 2026 through May 31, 2029.

Minimum Work Participation Rates (All Families)

FY 2026-2029: 29.5

WEEKLY WORK HOUR REQUIREMENTS

The LEARN Tribal TANF Program utilizes a progressive or tiered system of work activities designed to support participant progress toward self-sufficiency. Work Participation hours will be structured to promote progress, increasing responsibility and skill development over time. The LEARN Tribal TANF Program will require participants to fulfill the following hourly work requirements:

FY 2026-2029, Single parents between the ages of 18-59: 20 hours per week.

FY 2026-2029, Two parent families between the ages of 18-59: 20 hour each per week. (Both parents are required to individually fulfill the participation requirement. Participation hours may not be shared or combined).

WORK REQUIREMENT JUSTIFICATION

The weekly work hour requirements in this plan reflect the needs of the Tribal Community, the economic conditions and are consistent with the purposes of TANF and the resources of the Tribe.



WORK ACTIVITIES

The following is a list of approved LEARN Tribal TANF Program work activities. These work requirements relate to and are based on the Community's needs and economic conditions and are consistent with the purposes of TANF and the resources of the Community. Work activities are activities that promote job preparation and that help families achieve self-sufficiency. Work activities equip TANF participants with skills that make them more employable. This may include technical skills for a specific occupation or soft skills that are transferable across employment sectors, such as maintaining a regular schedule, wearing appropriate work attire, and following instructions.

Please note that the LEARN Tribal TANF program may count transportation time to and from work/training or to/from childcare towards meeting participant's work activities requirement. This will be determined based on the needs and circumstances of the individual as described in their individual development plan (up to a maximum of one hour per work activity. This shall be within reason).

- Unsubsidized employment.
- Subsidized private, public sector, and Tribal employment.
- Work Experience: eligible TANF recipients will be placed in a work experience assignment for up to 32 hours per week in tribal departments, or private agencies. The Work Experience participant is provided a bi-weekly cash incentive for participation in Work Experience. This cash incentive will not exceed 32 hours per week and not to exceed 30 weeks. Work Experience is intended to provide real time work knowledge and practice. The expectation is that the participant, through work experience will acquire the knowledge and experience of actual employment. While in work experience, the participant will continue to work toward their goals of self sufficiency and attain a measure of this or become employed. Work Experience will help with employability.
- On-the job training
- Job search and job readiness activities 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). As approved by the SRPMIC Tribal TANF Program.
- Volunteer work as approved by the program. This includes assisting in Tribal Community events or cultural activities.
- 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 sufficiency)
- Vocational educational training
- Life skills development (including attendance at self-help workshops and seminars) when done in conjunction with other approved work activities that result in skill development and or education that lead to self-sufficiency.
- Adult GED: Participation in GED classes and related educational activities will be countable toward work participation requirements for a maximum of six (6) months. During this initial six-month period, up to 20 hours per week may be counted.
 - After six (6) months, countable hours for GED participation will be reduced and adjusted based on the participant's progress, with an increased emphasis on transitioning to work activities and/or employment. Continued participation in GED activities beyond six months may be approved on a case-by-case basis.



- Participants will be encouraged to utilize available community resources to support completion of their GED. Additional GED-related activities may be considered on a case-by-case basis, depending on individual circumstances and demonstrated progress.
- Satisfactory participation at a secondary school leading to the attainment of High School Diploma, GED.
- Providing child care services for children outside of their household. All activities need to be verified. This will be an agreement between the social worker and the participant(s)
- 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. When done in conjunction with other approved work activities that result in skill development and or education that lead to self-sufficiency.
- 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. Participation in this activity will be reassessed every 3 months and client will be transitioned to more traditional work activities when they have become stabilized.
- Self-employment as approved by the program
- 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. When done in conjunction with other approved work activities that result in skill development and or education that lead to self-sufficiency.
- Participation in Fatherhood and Healthy Relationships training and workshops. When done in conjunction with other approved work activities that result in skill development and or education that lead to self-sufficiency
- 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. When done in conjunction with other approved work activities that result in skill development and or education that lead to self-sufficiency
- Family preservation and reunification activities, when conducted in conjunction with other approved work activities, may be countable when they result in skill development and/or education that supports movement toward self-sufficiency.
 - Approved activities include those that promote child safety, family stability, and successful reunification. These may include parenting education, counseling, treatment services, and case management, as well as structured personal development or values-based group activities and other culturally relevant services.
- Participation in these activities will be limited to up to four (4) hours per week for structured group-based components, and all activities must be approved by the assigned social worker and Program Manager. Activities will be determined on a case-by-case basis, based on individual needs and documented goals related to self-sufficiency.
- Health and Wellness Activities (Supportive/Preparatory Activities): Participation in health and wellness-related activities that support employability and family stability may be approved on a case-by-case basis. These activities may include, but are not limited to, initial medical and behavioral health appointments, immunizations, routine child wellness visits, and structured physical health or fitness programs.



- Such activities are intended to address barriers to employment and promote overall self-sufficiency. Countable hours, where applicable, will be determined based on individual need, documentation, and relevance to the participant's employment or self-sufficiency goals.
- Financial management, budgeting, or financial literacy course.

SERVICES AND TRAINING TO SUPPORT JOB ATTAINMENT

The LEARN Tribal TANF Program supports skill development and education through outreach, tutoring, mentoring, and educational opportunities for participants and their children. Services are delivered in partnership with educational institutions, LEARN facilitators, and community service providers. Program efforts emphasize the development of job-relevant skills aligned with employment opportunities within the Community and the surrounding metropolitan area. The program is designed to reduce barriers to employment by providing training opportunities, health and wellness support, job search assistance, and interview preparation to help participants transition from welfare dependency to self-sufficiency.

SUPPORT SERVICES FOR INCOME ELIGIBLE FAMILIES

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

- Transportation
- License
- Insurance
- Interlock (non criminal)
- Child care costs
- Housing repairs - minor non-construction home safety repairs to ensure the safety of the child(ren) in the home.
- Home heating and cooling costs.
- Cell phone services, as necessary to support participation in program requirements, employment activities, or job search.
- Home internet services, including initial set-up costs and monthly service fees, for a period not to exceed 3 months.
- 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 successful transitioning off TANF services for participants who are no longer eligible for cash assistance because of earned or unearned income, such as assistance with the cost of child care, transportation, or work related costs (for no longer than 6 months and will not exceed \$2,500.00).
- Incentives to TANF program participants who successfully participate in and complete job related and education goals. The SRPMIC Tribal TANF has established set incentive amounts for specific educational and job related goals.



SALT RIVER PIMA-MARICOPA INDIAN COMMUNITY

- 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, such as Teen Parenting classes.
- Youth leadership and cultural classes in support of pregnancy prevention
- Marriage counseling
- Non-medical substance abuse counseling
- Cultural activities and culturally relevant support services such as traditional food, language, ceremonial and craft classes which contribute to family strengthening and connection to cultural traditions and community.
- Work and education expense supports such as registration fees, class fees, books, tools, uniforms, school supplies.
- School clothing assistance

SUPPORT SERVICES-YOUTH

Youth participants in the program will receive prevention and work incentives to support early intervention, encourage consistent participation in work activities, and reinforce positive steps toward employment and self-sufficiency. Program services include:

- Work experience placements: Structured, supervised opportunities in local businesses, tribal offices, or community organizations to develop workplace skills.
- Job readiness training: Instruction in resume writing, interviewing, workplace communication, and time management to enhance employability.
- Career exploration and mentoring: Guidance from tribal staff or community mentors to help youth identify career interests and set achievable goals.
- Employment incentives: Stipends, recognition awards, and support for transportation or work-related expenses to encourage participation and retention.
- Follow-up and monitoring: Case managers will track attendance, skill development, completion of work experience, and job placement or retention to ensure measurable progress toward defined educational, vocational, and employment outcomes

SUPPORT SERVICES UNDER PURPOSES 3 and 4

The LEARN Tribal TANF Program may provide the following to other eligible families receiving TANF with the following support services: “at risk” language.

- Parenting skills



- Teen pregnancy prevention through Teen Parenting classes.
- Youth leadership and cultural classes in support of pregnancy prevention
- 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 income eligible TANF participants who successfully complete education, employment, individual development, and training milestones.

Incentives may be provided to encourage and motivate TANF participants to succeed in their established education and employment goals.

Examples of milestones include:

- Adult and Youth Education and Program Achievements
 - High Academic Achievement – Youth and Adult
 - Academic Improvement – Youth
 - Academic Advancement – Adult
 - Post-Secondary High Academic Achievement – Adult
 - Perfect Attendance – Youth
 - Graduation/Completion – Youth and Adult
- Securing and maintaining Employment for one year
- Meeting the required Work Activity Hours consecutively:



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- Bi-weekly incentives. Must meet minimum required hours per week within the designated two week period.
- Quarterly Incentives (must meet minimum required hours per week within the designated three month period.):
 - Two consecutive months per quarter
 - Three consecutive months per quarter
- Youth participants in the program will receive prevention and work incentives designed to support early intervention, encourage consistent participation in work activities, and reinforce positive steps toward employment and self-sufficiency. Incentives may include stipends, recognition, or access to training opportunities, and will be monitored to ensure engagement and measurable progress toward defined educational, vocational, or employment outcomes.
More specifics: youth employment piece. Mention youth employment-under support services-what are service are we providing.

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. This time limit is consistent with the purposes of Tribal TANF and the economic conditions of the Community. 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 of receipt of assistance to a family that does not include an adult head of-household, or any month of receipt of assistance by an adult during which the adult lives in Indian Country or in an Alaskan Native Village where at least 50% of the adults were not employed.

The months when assistance goes to a family without a pregnant minor head of household, a minor head of household, or the spouse of such a head-of-household must not be counted toward the time limit-45 CFR 286.115(d)(2).

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)
- 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).



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- 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.

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:

- 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.

A minor head of household who maintains satisfactory participation and attendance at school 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 Social 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.



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With a written statement from the participant and approval by the LEARN Tribal TANF Program Manager and Social 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, This is further defined as:

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, which is defined as: 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, is further defined as: 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. Correction of 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



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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.

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. 5305C(f)(1), relating to the submission of a single agency audit report as per 286.75(h).

ADMINISTRATIVE CAP

The Salt River Pima-Maricopa Indian Community will not spend more than 25% of its annual federal TANF grant for administrative costs for the period of this plan, as per the regulation at 45 CFR 286.50(c).

RETROCESSION

In the event that the Salt River Pima-Maricopa Indian Community elect 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)

Authorized Signature

Date