

Policy 7.01 Plan and Progress Report

Timeframe: July 1, 2016 through June 30, 2017

Region 2 / Everett DCS

Tribes: Lummi, Nooksack, Samish, Sauk-Suiattle, Stillaguamish, Swinomish, Tulalip, Upper Skagit

NOTE: The most recent meeting held on January 29, 2016 had attendees from the Nooksack Indian Tribe (Ken Levinson), Upper Skagit Tribe (Caniece Perez) and the Tulalip Tribes (Helen Fenrich). DCS was represented by Lisa Dupre, Mary Anderson, Theresa Thompson, and Randi Evans. The State Tribal Relations Team was represented by Georgia Payne. Aimee Gone was also present as a representative of DSHS/OIP.

Each year the 7.01 meeting dates are determined for the upcoming year and published on a meeting matrix by OIP. Lummi, Nooksack, Samish, Sauk-Suiattle, Stillaguamish, Swinomish, Tulalip, & Upper Skagit are notified of the date, place, and time of the 7.01 meeting via the meeting matrix, emails to the tribes in Region 2 and personal invitations were sent to Region 2 Tribal Contacts. The 7.01 meeting was held on 1/29/2016. Updates were made to the plan during this meeting as suggested by attendees. A rough draft of the updated plan was emailed to all the Region 2 Tribal representatives and OIP on 2/10/2016. Edits, comments and responses were due by 2/29/16. DCS received proposed changes from Helen Fenrich during the 7.01 meeting and the proposed changes were incorporated. Suggestions from State Tribal Relations Team were incorporated into the plan. Additions of tribal contacts were also completed. Final Copy of plan was sent to the Tribes on 03/07/2016 and also submitted to Tribal Relations Team.

Implementation Plan				Progress Report
<p>(1) Goals/Objectives</p> <p>1) Prepare and disseminate pertinent statistics on American Indian community and participant population's numbers of American Indian participants served and other relevant data.</p>	<p>(2) Activities</p> <p>1a) Provide data upon request regarding the number of Tribal cases being provided services through Region 2 Child Support. How many paying cases? How much are they paying?</p> <p>1b) Provide a list of all cases upon request that are associated with each of the 8 specific tribes upon request. Review to assure that all tribal members are correctly identified.</p> <p>1c) Tribes have the opportunity to identify clients that are in need of</p>	<p>(3) Expected Outcome</p> <p>1a) Tribes will be better informed about their member's utilization of DCS services.</p> <p>1b) Tribes and DCS will be able to ensure Tribal members' cases are correctly identified as such.</p> <p>1c) To ensure child support amounts are set correctly and write off debts that may cause hardships on</p>	<p>(4) Lead Staff and Target Date</p> <p>1. Lisa Dupre/DCS, Elaine Zapata-Dilley & Ken Levinson/Nooksack</p> <p>Marilyn Scott & Caniece Perez/Upper Skagit</p> <p>Ralph Jefferson & Kelly Jefferson/ Lummi</p> <p>Colleen Chase, Gloria Green & Jody Soholt/Stillaguamish</p> <p>Wendy Fryberg, Sarah</p>	<p>(5) Status Update for the Fiscal Year Starting Last July 1</p> <p>1 a& b) Reports provided as requested by Tribes. DCS reviews all cases coded enforcement services "08" quarterly in order to ensure only cases meeting the criteria for the Tribal caseload are included in the caseload.</p> <p>1c) Tribes may submit a request for DCS to review cases identified for possible modification or debt write off. Only debts owed to the State of Washington are eligible for debt write-off.</p>

Updated 03/07/2016

	modification or possible debt write-off, due to client's situation	families	<p>Colleen Sotomish, RoseAnn Green, Shelley Tucker & Helen Fenrich/Tulalip</p> <p>John Miller/Samish</p> <p>Leslie Eastwood John Stephens/Swinomish</p> <p>Renee Roman Nose/Sauk-Suiattle</p>	
2) Ensure efforts are made to recruit/hire American Indian staff to meet the overall DSHS goal of having a diverse workforce.	<p>2a) Job announcements sent to Tim Collins, OIP.</p> <p>2b) Send the DOP web address to tribal newsletters and HR staff.</p> <p>2c) Training for the DOP website (careers.wa.gov) from DCS HR representative to be extended to tribes through their tribal HR offices, TERO office, or other offices as defined by the tribe.</p> <p>2d) DCS Tribal Relations Team will email job openings to the Tribes</p>	2) Tribal members will be better informed about and able to compete for DCS employment opportunities as they arise.	<p>DCS Hiring Coordinator & Training Coordinator Kevin Lopez-Mohedano Lisa Dupre/DCS</p> <p>Suzanne Browning/Nooksack</p> <p>Caniece Perez/Upper Skagit</p> <p>Topsy Kinley/Lummi</p> <p>Colleen Chase, Gloria Green & Jody Soholt/Stillaguamish</p> <p>Helen Fenrich/Tulalip</p> <p>Teri Horton, Leslie Eastwood, John Miller/Samish</p> <p>Wayne Bill/Swinomish</p> <p>Renee Roman Nose/Sauk-Suiattle</p>	<p>DCS will provide awareness of open positions to OIP representatives through informal communication as they become known (phone/email).</p> <p>DCS continued to hire Support Enforcement Officers.</p>

<p>3) Work with tribes to develop and/or implement local Tribal-State agreements, protocols, contracts or processes.</p>	<p>3a) Will the tribes consider accepting payroll deduction notices for their non-tribal employees?</p> <p>3b) DCS is willing to provide training or overview of the State Child Support Program for each tribe's members to explain DCS processes and remedies.</p> <p>3c) DCS is willing to provide training on Tribal TANF impacts on child support.</p>	<p>3a) More regular support collections for nonpaying employees.</p> <p>3b &c) Tribal members will be better informed about services DCS can provide for them.</p>	<p>3a) Lisa Dupre with TRT assistance.</p> <p>3b & c Lisa Dupre, Mary Anderson, Randi Evans, Theresa Thompson /DCS</p>	<p>3a) Need agreements with each tribe to identify which tribes will accept payroll deduction notices for their non-tribal employees.</p> <p>The current status of collection activity with each Region 2 tribe, is as follows:</p> <p>Lummi Nation DCS refers cases to LNCSP for enforcement, order establishment, paternity and Modification. Regular monthly-bi monthly visits are made to review cases with LNCSP.</p> <p>Nooksack Indian Tribe –DCS refers cases to NCSP for enforcement, order establishment, paternity and Modification. Regular bi-monthly visits are made to review cases with NCSP.</p> <p>Samish Indian Nation - Accepting voluntary wage assignments, DCS can't send withholds directly to Samish Tribal employers.</p> <p>Sauk-Suiattle Indian Tribe- Accepting voluntary wage assignments to Tribal employers, DCS cannot send withholds directly to employers. Begin monthly outreach as requested by Suak-Suiattle ICW.</p> <p>Stillaguamish Tribe of Indians – Withholding notice is for both employees and members who are recipients of monthly bonuses are sent to Court Administrator, Colleen Chase, who registers the withhold order in their court and the employer will then honor it.</p> <p>Swinomish Indian Tribal Community – Northern Lights Casino and Smilk Golf Course will honor withholding notices if the employee is non-native. They also accept voluntary wage assignments. Otherwise, DCS must register the case in their tribal court.</p> <p>Tulalip Tribes – DCS refers all cases to the TCSP for enforcement, establishment, paternity and modification of enrolled Tulalip members. DCS will also refer cases with non-native non-custodial parents that are working for Tulalip tribal employers for enforcement services. Hierarchy for enforcement will be cases with no payments, cases with partial payments, lastly cases with voluntary wage assignments already in place.</p>
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<p>4) Identify needs of American Indian clients and communities and whether current programs and policies meet these needs. Identifying ways to improve customer service to Tribal Members</p>	<p>4a) Continue to provide outreach to Region 2 tribes as requested and as resources allow.</p> <p>4b) Explore alternative locations and methods to work with community members.</p> <p>4c) Meet jointly with tribes quarterly to determine needs and assess progress of the 7.01 plan.</p> <p>4d) Invite tribes to participate in Local Planning Area (LPA) meetings</p>	<p>4a) In-person services can be provided for remotely located Tribal members.</p> <p>4b) Best processes and locations can be used to provide these services.</p> <p>4c) Better services for individual Tribal members.</p> <p>4d) Attendance and participation of Tribes in LPA</p>	<p>4a) Lisa Dupre, Mary Anderson, Randi Evans, Theresa Thompson/ DCS</p> <p>4b) Patti Dalrymple and representatives of each tribe.</p> <p>4c) DCS Representatives, Tribal Representatives and OIP Staff</p> <p>4d) Patti Dalrymple/DCS</p>	<p>4a) DCS staff is available to conduct outreach functions to all eight regional tribes upon request.</p> <p>4b) DCS does have SEOs out stationed at the Smokey Point, Mt Vernon, Alderwood, Bellingham & most recently Sky Valley/Monroe CSOs. Clients can speak to an officer in these offices. If they need to speak specifically to a tribal SEO then they can be called from the CSO. Half of the DCS Tribal Unit will be stationed at the Sky Valley/Monroe CSO and the other half will remain in the Everett DCS Office.</p> <p>4c) DCS, Nooksack, Lummi and Tulalip child support programs continue to meet on a regular basis to ensure that clients within their programs are receiving the best services possible.</p> <p>4d) The Tribes are invited and encouraged to attend LPA meetings.</p>

<p>5) DCS will ensure that training opportunities are shared with tribes.</p>	<p>DCS Regional Training Coordinator will offer and coordinate training opportunities to include regional tribes.</p> <p>Tribal Staff are invited to attend portions of DCS academy's that might be of benefit to them.</p>	<p>Tribal Staff will have opportunities to attend state trainings.</p>	<p>Lisa Dupre/DCS Kevin Lopez-Mohedano /DCS regional training coordinator</p> <p>Elaine Zapata-Dilley & Ken Levinson/Nooksack</p> <p>Marilyn Scott, Caniece Perez, & David Hawkins/Upper Skagit</p> <p>Topsy Kinley & Ralph Jefferson/Lummi</p> <p>Colleen Chase, Jody Soholt, and Gloria Green/Stillaguamish</p> <p>RoseAnn Green, Helen Fenrich, Wendy Fryberg, & Sarah Colleen Sotomish/Tulalip</p> <p>John Miller/Samish</p> <p>Wayne Bill/Swinomish</p> <p>Renee Roman Nose, Donna Furchert/Sauk-Suiattle</p>	<p>Training opportunities received by the DCS Training Coordinator will be sent to the Tribal HR's as they are received and/or made available.</p> <p>Invitations were extended in 2015 for tribal employees to attend the DCS Support Enforcement Officer Training Academy; on an audit basis.</p>
<p>6) DCS and TCSP will establish a referral process and the rate of referrals for DCS to send cases to TCPS for enforcement, establishment, paternity and modification</p>	<p>6) DCS and TCSP will continue to transfer and refer cases as needed as determined by DCS and TCSP agreement</p>	<p>6) Communicate with TCSP on rate of referral based in current staffing levels and the ability to accommodate more cases</p>	<p>6) Wendy Fryberg, RoseAnn Green, & Helen Fenrich/Tulalip</p> <p>Lisa Dupre, Theresa Thompson/DCS</p>	<p>6) DCS continues to refer cases to TCSP for enforcement after verification of employment with Tulalip Tribes, Cases with enrolled members as the NCP are referred to TCSP for Paternity, establishment, enforcement. Decisions regarding how many cases should be referred are determined by discussion with the TCSP case manager supervisor Deanna Muir and the DCS Tribal Liaison, Theresa Thompson.</p>

<p>7) DCS and Tribes will discuss specific cases on a regular basis</p>	<p>7) Email and phone communication regarding specific cases.</p>	<p>7) Clear understanding on the status of cases and client contact.</p>	<p>7) Lisa Dupre, Mary Anderson, Randi Evans, Theresa Thompson/DCS</p> <p>Elaine Zapata-Dilley & Ken Levinson/Nooksack</p> <p>Marilyn Scott & Caniece Perez/Upper Skagit</p> <p>Ralph Jefferson & Kelly Jefferson/ Lummi</p> <p>Colleen chase, Jody Soholt and Gloria Green/Stillaguamish</p> <p>Wendy Fryberg, RoseAnn Green, Shelley Tucker & Helen Fenrich/Tulalip</p> <p>Samish-Edie Hill John Miller, Leslie Eastwood and John Stephens/Swinomish</p> <p>Renee Roman Nose/Sauk-Suiattle</p>	<p>7) DCS continues to discuss specific cases and issues via email and telephone as questions and issues are identified.</p>
<p>8) DCS staff will participate and volunteer at Tribal cultural events when available</p>	<p>8) Attend and volunteer at Tribal cultural events.</p>	<p>8) Better understanding of the Tribal culture and heritage by DCS staff</p>	<p>8) DCS Staff</p>	<p>. Canoe Journey was not held in 2015. Tribal Pow Wows and cultural events were announced to the Tribal Unit and staff was able to attend on their own time. Staff had opportunities to participate in the Tribal Mental Health Conference in 2015.</p> <p>Staff will have opportunities to participate in the 2016 National Tribal Child Support Conference held at Tulalip June 2016, Tribal Mental Health Conference 2016 and volunteer at soft landings for Canoe Journey 2016.</p>

<p>9 Provide training and awareness to the DCS office regarding Native American Culture.</p>	<p>9) DCS Tribal Unit will host a Native American Heritage Event during the month of November.</p>	<p>9) Better educate DCS staff and build awareness of tribal culture.</p>	<p>9) DCS staff with the assistance of tribes.</p>	<p>DCS staff held a National Native American Heritage Month Event in November 2015. Guest speaker from Tulalip was present along with Indian Tacos and an information table.</p>
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Completed / Historical Information

<p>Prepare and disseminate pertinent statistics on American Indian community and participant population's numbers of American Indian participants served and other relevant data.</p>				<p>1a) The Tulalip Tribes Child Support Program has requested a monthly report that will include the number of Tulalip affiliated cases – statewide, the number of Tulalip TANF cases, the number of cases currently in process of being heard in Tulalip Tribal Court, the number of times that DCS appeared in Tulalip Tribal Court, and the number of children affected by those appearances. August 2009: TCSP requested that DCS stop bringing cases directly to Tulalip Court; they must be referred to TCSP. March 2010 TCSP requests monthly TANF report (no change to previous format) and quarterly report of Tulalip affiliated cases</p>
<p>DCS will ensure that training opportunities are shared with tribes.</p>				<p>In 2007 and 2008 DCS held Support Enforcement Officer Training Academies, Scott Morris extended invitations out to the Tribes with IV-D & IV-A programs for the possible attendance of tribal employees to sit in on the training in an auditing format. Currently there are not any training academies scheduled for the upcoming year. However, if one is held, each tribe will be notified. DCS provided the TCSP a copy of the training guide (RTI). DCS offered to provide training on any of the modules that were of interest to the TCSP,</p>
<p>7) Priority of referrals to Lummi Nation Child Support Program.</p>	<p>7a) DCS will send cases as requested by LNCSP. 7b) DCS will send cases having an avenue of collection only available through LNCSP. 7c) DCS will send cases ready for referral to LNCSP.</p>	<p>7) Cases will be guided to the LNCSP to receive the appropriate venue for the cases to be worked.</p>	<p>7) DCS Staff – Scott Morris LNCSP – Kelly Jefferson</p>	<p>7) As of March 2010, this item is being fulfilled by DCS staff.</p>
<p>11) DCS and NITCSP will establish a referral process and the rate of referrals for DCS to send cases to NITCSP for</p>	<p>11) DCS and NITCSP will negotiate the rate of referrals per month, as well as the type of cases to be referred.</p>	<p>11) Establish the number of cases to be referred per month, as well have an estimated date to have all</p>	<p>11) DCS Staff– Scott Morris NITCSP – Ken Levinson</p>	<p>11) NITCSP has requested that DCS focus on transferring all of the Nooksack TANF caseload to NCSP first. They have requested that DCS send 16 cases to them per month. At this rate the entire</p>

enforcement, establishment, paternity and modification		cases forwarded to NITCSP.		Nooksack TANF caseload will be transferred by the end of October 2009. All of the Nooksack TANF cases have been referred to the NITCSP. DCS and NITCSP are now in discussion on the transfer rate and priority of remaining cases. This was completed in June 2010
14) Per SEMs/ACES agreement, Tulalip will be able to access Tulalip affiliated cases	14) DCS will update system to allow access for TCSP staff	14) TCSP can better prioritize cases and assist community members during the transition from start-up to comprehensive.	14) TCSP Cara Althoff DCS Scott Morris	TCSP access to SEMs/ACES is still pending. DCS completed the Tribal coding on all of the cases in the Tulalip caseload on March 27, 2009. However because of cases moving in and out of the caseload there may be some that are not coded. TCSP can notify DCS and DCS will update the case.
15) DCS will provide TCSP with a list of cases that are actively being worked to bring to Tulalip Tribal Court	15) DCS will provide TCSP with requested information	15) TCSP can assist DCS by providing outreach to parties of the cases	15) TCSP Cara Althoff DCS Scott Morris	DCS provided the list to TCSP on March 17, 2009. Per the request of Cara Althoff in August 2009, DCS will refer all cases to TCSP.
16) TCSP has been awarded comprehensive status. TCSP program willing to give DCS staff presentation about laws and policies concerning child support at Tulalip Tribes	16) TCSP will prepare a presentation. TCSP and DCS will work together on time and location.	16) DCS will learn more about the TCSP. This will assist in a smooth transition as TCSP takes cases	16) TCSP Cara Althoff DCS Scott Morris	Meeting was held on March 10, 2009
4) Identify needs of American Indian clients and communities and whether current programs and policies meet these needs.	4b) Explore alternative locations and methods to work with community members.	4b) Best processes and locations can be used to provide these services.	4b) Patti Dalrymple and representatives of each tribe.	4b) DCS staff now has the ability to log in remotely to the DCS computer system (SEMS). This will help to assist clients in real time while out in the field. A DCS Tribal Liaison is assigned to the Mount Vernon Community Service Office.
DCS will ensure that training opportunities are shared with tribes.	DCS Regional Training Coordinator will offer and coordinate training opportunities to include regional tribes.	Tribal Staff will have opportunities to attend state trainings.		<u>Recent Trainings Provided:</u> DCS provided paternity affidavit training and Working with the Military training in August 2010 DCS provided SEMs training to the Lummi TANF program in June 2010 DCS provided SEMs training to the Tulalip Child Support Program in December 2010
7) DCS will send 10 referrals to the LNCSP each month & coordinate referring additional cases each month.	7) DCS staff will ensure that ten referrals are being sent to the LNCSP each month.	7) A constant rate of referrals to the LNCSP would continue.	7) DCS Staff – Scott Morris & Tracy Jahr LNCSP – Kelly Jefferson	7) DCS has referred the majority of the cases from the Lummi caseload. DCS and LNCSP met in September 2010 and reviewed the entire Lummi caseload that DCS is working. Some cases were identified to be resent to LNCSP. After this is completed, cases will be sent to LNCSP as they are identified

Updated 03/07/2016

<p>11) DCS will provide TCSP with a list of Tulalip affiliated cases broken down as follows: Needs paternity established Establishment (separate list of non affiliated cases {Tulalip enterprise employees} from all others) Enforcement Modification</p>	<p>11) DCS will provide list to TCSP no later than 3/20/09</p>	<p>11) TCSP can better prioritize how many cases we want referred and the type of case</p>	<p>11) TCSP Cara Althoff, Lorna Edge-Onsel, & Sarah Colleen Sotomish DCS Staff – Georgia Payne & Lisa Garner</p>	<p>DCS provided the list to the TCSP in September 2010</p>
<p>(1) Goals/Objectives 1) Prepare and disseminate pertinent statistics on American Indian community and participant population's numbers of American Indian participants served and other relevant data.</p>	<p>1b) Provide a list of all cases associated with each of the 8 specific tribes upon request. Review to assure that all tribal members are correctly identified</p>			<p>Tribal Liaisons are not able to pull this list. The Tribal Liaison sends the request to SEMS to generate the report. Turnaround time is approximately 1 – 2 weeks for each request.</p>
<p>6) When changes occur within DCS regional tribal staffing, the Government to Government training will be required.</p>				<p>Tribal Liaisons Tracy Jahr and Nathan Ray completed Government to Government training in June 2012 and October 2012. 7 DCS supervisors and 6 additional DCS staff also completed Government to Government training In June 2012.</p>
<p>7) DCS will send 10 referrals to the LNCSP each month & coordinate referring additional cases each month.</p>	<p>7) DCS staff will ensure that ten referrals are being sent to the LNCSP each month.</p>	<p>7) A constant rate of referrals to the LNCSP would continue.</p>	<p>7) DCS Staff – Scott Morris & Tracy Jahr LNCSP – Kelly Jefferson</p>	<p>7) DCS has referred all identified cases to the LNCSP. DCS will refer new cases to the LNCSP as they are identified.</p>
<p>8) DCS will serve as a technical resource for the LNCSP, the TCSP, and the NITCSP for the SEMS program in their offices.</p>	<p>8) The tribe's have access to SEMS; DCS will serve as a support mechanism for the use of SEMS by the tribal employees.</p>	<p>8) Enhanced communication and information sharing on case specific matters.</p>	<p>8) Lisa Dupre`, Tracy Jahr, & Nathan Ray/ DCS TRT – Brady Rosnagle LNCSP – Kelly Jefferson NITCSP – Ken Levinson TCSP – Shelley Tucker Lorna Edge-Onsel & Sarah Colleen Sotomish</p>	<p>8) LNCSP, NITCSP, & TCSP have access to SEMS, ACES and Employment Security Information. DCS continues to provide hands on training as requested</p>
				<p>DCS will continue meeting at least quarterly with Tribes after the Tribe open a child support program. (This moved to historical section in 2014 as this is now</p>

				standard business practice and we will meet with any of the Tribes in our area who operate child support programs by request.
<p>6) DCS will work with the Nooksack Indian Tribe Child Support Program</p> <p>This section, item 6 is incorporated in section 3 of this document so is being removed here as a separate section if none opposed will move this section to historical section of plan</p>	<p>6) Work with NITCSP & Nooksack TANF to develop an operating agreement between the 3 programs. (NITCSP, Nooksack TANF and DCS)</p>	<p>6) Establish protocols and procedures for the three programs to work efficiently together</p>	<p>6) DCS Staff– Georgia Payne, & Tracy Jahr NITCSP – Ken Levinson Nooksack TANF – Katherine Canete</p>	<p>6) Informal processes have been developed and communications between the three programs continue to go well. Initial discussions have begun regarding an operating agreement.</p>
<p>8) DCS and the TCSP will together develop an Operating Agreement between the two agencies.</p> <p>This section, item 8 is incorporated in section 3 of this document so is being removed here as a separate section and this specific section will be moved to history</p>	<p>8) Work with the TCSP to develop an Operating Agreement</p>	<p>8) Establish protocols and procedures for the programs to work efficiently together</p>	<p>8) TCSP RoseAnn Green, Shelley Tucker, & Sarah Colleen Sotomish DCS Patti Dalrymple, Brady Rossnagle, Georgia Payne, & Lisa Dupre`</p>	<p>8) Discussions regarding development of an Operating Agreement were on hold until a new TCSP IV-D Director was hired. DCS hopes to resume discussions now that a new director has been appointed.</p>
<p>3) Work with tribes to develop and/or implement local Tribal-State agreements, protocols, contracts or processes.</p>	<p>3d) DCS is willing to work with Tribal TANF and Child Support Programs that are interested in Federal Offset.</p>			<p>3 d) This applies to New Tribal Federal Offset agreements are currently on hold, per OCSE, all former agreements are still valid.</p>