

NEW MEXICO

# SNAP Employment and Training Plan

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Federal Fiscal Year 2018

8/8/2017

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**Section A: Cover Page and Authorized Signatures**

State: New Mexico

State Agency: Human Services Department Income Support Division

Federal FY: FFY 2018

Date: 08/08/2017

<b>Name</b>	<b>Title</b>	<b>Phone</b>	<b>Email</b>
Marisa Vigil	SNAP Program Manager	505-827-1326	<a href="mailto:Marisa.Vigil@state.nm.us">Marisa.Vigil@state.nm.us</a>
Samuel Peinado	Bureau Chief, Policy and Program Development Bureau	505-827-7219	<a href="mailto:Samuel.Peinado@state.nm.us">Samuel.Peinado@state.nm.us</a>
Vida Tapia-Sanchez	HSD/ISD Deputy Director	505-827-1300	<a href="mailto:Vida.Tapia-Sanchez@state.nm.us">Vida.Tapia-Sanchez@state.nm.us</a>
Mary Brogdon	HSD/ISD Director	505-827-7215	<a href="mailto:Mary.Brogdon@state.nm.us">Mary.Brogdon@state.nm.us</a>

**Certified By:**

\_\_\_\_\_  
Brent Earnest, HSD Cabinet Secretary

\_\_\_\_\_  
Date

**Certified By:**

\_\_\_\_\_  
Danny Sandoval, ASD Director

\_\_\_\_\_  
Date

<b>Section B: Assurance Statements</b>	
<i>Check box at right to indicate you have read and understand each statement.</i>	
I. The State agency is accountable for the content of the State E&T plan and will provide oversight of any sub-grantees.	✓
II. The State agency is fiscally responsible for E&T activities funded under the plan and is liable for repayment of unallowable costs.	✓
III. State education costs will not be supplanted with Federal E&T funds.	✓
IV. Cash or in-kind donations from other non-Federal sources have not been claimed or used as a match or reimbursement under any other Federal program.	✓
V. If in-kind goods and services are part of the budget, only public in-kind services are included. No private in-kind goods or services are claimed.	✓
VI. Documentation of State agency costs, payments, and donations for approved E&T activities are maintained by the State agency and available for USDA review and audit.	✓
VII. Contracts are procured through appropriate procedures governed by State procurement regulations.	✓
VIII. Program activities are conducted in compliance with all applicable Federal laws, rules, and regulations including Civil Rights and OMB regulations governing cost issues.	✓
IX. E&T education activities directly enhance the employability of the participants; there is a direct link between the education activities and job-readiness.	✓
X. Program activities and expenses are reasonable and necessary to accomplish the goals and objectives of SNAP E&T.	✓
XI. The E&T Program is implemented in a manner that is responsive to the special needs of American Indians on Reservations. State shall: consult on an ongoing basis about portions of State Plan which affect them; submit for comment all portions of the State Plan that affect the ITO; if appropriate and the extent practicable, include ITO suggestions in State plan. (For States with Indian Reservations only)	✓

By signing on the cover page of this document, the State agency Director (or Commissioner) and financial representative certify that the above assurances are met.

**Acronyms**

Below is a list of common acronyms utilized within this plan:

ABAWD	Able-Bodied Adult without Dependents
E&T	Employment and Training
FFY	Federal Fiscal Year
FNS	Food and Nutrition Service
SNAP	Supplemental Nutrition Assistance Program
USDA	United States Department of Agriculture

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**Section C: State E&T Program, Operations and Policy Overview**

<p><b>I. Summary of the SNAP E&amp;T Program</b></p> <ul style="list-style-type: none"> <li>• Mission</li> <li>• Scope of services</li> <li>• Administrative structure of program</li> </ul>	<p>The mission of the Human Services Department (HSD) is to reduce the impact of poverty on people living in New Mexico by providing support services that help families break the cycle of dependency on public assistance. The Income Support Division's (ISD) mission is to relieve, minimize or eliminate poverty and to make available certain services for eligible low-income individuals and families through statewide programs of financial assistance, food assistance, employment assistance and training services.</p> <p>The SNAP Employment and Training (E&amp;T) program will assist SNAP recipients in job search activities increasing job opportunities. The participant will be provided with support services necessary to participate in the job search activity. In addition to reducing the participant's need for assistance by increasing the potential of obtaining employment, the E&amp;T program seeks to enhance the participant's sense of self-worth and esteem. Both staff and participants understand that successful employment is the ultimate goal of the program.</p> <p>The HSD and ISD are responsible for planning and developing program policies that encourage participants to meet their employment goals. Service delivery of the E&amp;T program is the responsibility of ISD Field and Central Office staff. ISD will administer the E&amp;T program in accordance with 8.139.410.13 New Mexico Administrative Code (NMAC).</p>
<p><b>II. Program Changes</b></p> <ul style="list-style-type: none"> <li>• New initiatives</li> <li>• Significant changes in State policy or funding</li> </ul>	<p>The HSD administers a voluntary E&amp;T program offering a Job Search component.</p>

<b>Section C: State E&amp;T Program, Operations and Policy Overview</b>	
<b>III. Workforce Development System</b> <ul style="list-style-type: none"> <li>• General description</li> <li>• In-demand and emerging industries and occupations</li> <li>• Connection to SNAP E&amp;T, components offered through such system, career pathways, and credentials available</li> </ul>	<p>Currently, the HSD is administering the E&amp;T program and will continue evaluating the possibility of utilizing resources through the Workforce Development System.</p>
<b>IV. Other Employment Programs</b> <ul style="list-style-type: none"> <li>• TANF, General Assistance, etc.</li> <li>• Coordination efforts, if applicable</li> </ul>	<p>The HSD does not have any other employment and training programs that serve SNAP recipients in conjunction with WIOA/TANF/GA recipients.</p>
<b>V. Consultation with Tribal Organizations</b> <ul style="list-style-type: none"> <li>• Description of consultation efforts</li> <li>• Services available through E&amp;T</li> </ul>	<p>NMHSD has informed Tribal organizations of the FFY 2018 E&amp;T State Plan and has provided a copy of the draft E&amp;T State Plan for their review. The Indian Nations, Tribes, and Pueblos have been given until September 14, 2017 to request a government-to government consultation or to provide any comments and or questions regarding the FFY 2018 E&amp;T State Plan.</p>
<b>VI. State Options</b> <ul style="list-style-type: none"> <li>• Select options the State is applying</li> </ul>	<p><u>N/A</u> Serving applicants  <u>N/A</u> Serving zero-benefit households  <u>N/A</u> Serving mandatory participants only  <u>N/A</u> Serving mandatory and voluntary participants  <input checked="" type="checkbox"/> Voluntary participants only</p>
<b>VII. Screening Process</b> <ul style="list-style-type: none"> <li>• Process for identifying whether work registrant should be referred to E&amp;T</li> </ul>	<p>The ISD Family Assistant Analyst (FAA) is responsible for intake and screening at initial certification and recertification. An interview is scheduled when the application is received and must be conducted prior to disposition, unless it is determined that the applicant is eligible for expedited SNAP benefits. The interview is an official and confidential discussion of the household's circumstances. The FAA gathers information and clarifies any unclear or incomplete information to ensure a correct eligibility determination is made on the case.</p> <p>During the interview, the FAA reviews all federal</p>

**Section C: State E&T Program, Operations and Policy Overview**

exemptions with the applicant/recipient to determine whether or not each individual applying for SNAP benefits is subject to the SNAP work requirements. If the applicant/recipient does not qualify for any of the exemptions, information regarding the pertinent work requirements, how to comply and the consequences for failure to comply will be provided to the applicant/recipient. The HSD registers for work each mandatory household member with the signature on the application for assistance. Applicants/recipients that meet a federal exemption will be informed of their exempt status.

HSD will be offering a voluntary E&T program. During the interview the FAA will explain to the SNAP participant what E&T is, that currently participation is voluntary, the advantages of volunteering, how to volunteer and how to request reimbursements for out of pocket expenses that are reasonably necessary and directly related to participation in the E&T program; it will be explained that the reimbursement amount will not exceed the amount set by HSD even if their expenses to participate are in excess. If the participant expresses interest, the FAA will register the participant as a volunteer in ASPEN for tracking purposes and will provide the participant with the Works Program Job Search card (DWP 277) and the SNAP E&T Transportation Reimbursement Claim Form (FSP 020) to claim the reimbursement and will explain the purpose of each form, specific information regarding what documents are necessary to request the reimbursement along with timeframes to turn in all documents.

While the E&T program is voluntary, the participant will be encouraged to meet the level of effort established by the HSD which is 12 (for areas defined as rural by Office of Management and Budget (OMB) metropolitan statistical area designation) or 24 job search contacts (for areas defined as urban by Office of Management and Budget (OMB) metropolitan statistical area designation), within a 2 month time frame. Participation in the E&T



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	<p>program is tracked monthly; if the participant is required to do 12 job searches, verification of 6 completed job searches are due within 30 days of the approval of the SNAP benefits and the remaining 6 are due within 60 days of the approval of the SNAP benefits. If the participant is required to do 24 job searches, verification of 12 completed job searches are due within 30 days of the approval of the SNAP benefits and the remaining 12 are due within 60 days of the approval of the SNAP benefits. HSD has determined that 2 months is a sufficient amount of time for a client to meet the level of effort established by the HSD due to NM having a majority of the populations living in a non-metropolitan area.</p> <p>ISD is responsible to administer and track participation in the E&amp;T program on a monthly basis.</p>
<p><b>VII. Conciliation Process (if applicable)</b></p> <ul style="list-style-type: none"> <li>• Procedures for conciliation</li> <li>• Length</li> </ul>	<p>The HSD does not offer a conciliation process as part of the E&amp;T program.</p>
<p><b>IX. Disqualification Policy</b></p> <ul style="list-style-type: none"> <li>• Length of disqualification period</li> <li>• Sanction applies to individual or entire household</li> </ul>	<p>NMHS D will offer a voluntary program, therefore the disqualifications below will not be applicable.</p> <p><b>First Occurrence:</b> 3 months or until compliance, whichever is later</p> <p><b>Second Occurrence:</b> 6 months or until compliance, whichever is later</p> <p><b>Third or Subsequent Occurrence:</b> 1 year or until compliance, whichever is later</p> <p><b>Sanction applies to:</b> Individual</p>
<p><b>X. Participant Reimbursements</b></p> <ul style="list-style-type: none"> <li>• List all participant reimbursements (or link to State policy/handbook)</li> <li>• Reimbursement cap</li> <li>• Payment method (in advance or as</li> </ul>	<p>If eligible, all voluntary participants in the E&amp;T program will receive a monthly reimbursement up to \$25. The participant must provide documentation in accordance with 7 CFR 273.7(d)(4) by providing ISD with an E&amp;T Reimbursement Claim form (FSP 020) and the Work Programs Job Search card (DWP 277), for each month that they request the reimbursement. The documents will be scanned into ASPEN to create a task for that office. The FAA will review all of the</p>

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reimbursement)	<p>documents provided and determine if the reimbursement is appropriate. The FAA will review the documents in ASPEN to verify that:</p> <ul style="list-style-type: none"> <li>• The participant requesting the reimbursement was receiving SNAP for the month of the request;</li> <li>• The participant was actively participating in E&amp;T (verified via job search card);</li> <li>• If reimbursement is being requested, will verify that the FSP 020 E&amp;T Reimbursement Claim form was turned in and that they incurred costs that are reasonably necessary and directly related to participating in E&amp;T; and</li> <li>• The participant has not already received a reimbursement for that month.</li> </ul> <p>Upon verification of participation in the E&amp;T component and appropriate documentation was provided by participant, the FAA will enter case comments regarding the reimbursement request and send an email to central office staff that will be responsible to issue the reimbursement.</p>
<p><b>XI. Work Registrant Data</b></p> <ul style="list-style-type: none"> <li>• Methodology used to count work registrants</li> </ul>	<p>SNAP participants not otherwise exempt in accordance with 7 CFR 273.7(b)(1) will be included in the count to determine the amount of work registrants in the State.</p> <p>The HSD utilizes ASPEN, an on-line interactive system in determining eligibility and providing benefits and assistance payments for SNAP and for the other programs administered by the HSD. ASPEN is the system currently being utilized to generate a report, FNS-583, of new work registrants that is available quarterly; it will be used to obtain the initial count of work registrants at the beginning of each new fiscal year.</p> <p><b>Method for Obtaining Initial Count of Work Registrants</b></p> <p><b>Number of work registrants receiving SNAP on October 1 of the new fiscal year:</b></p> <p>Individuals will be included in the count if they do not qualify for a federal exemption; this will be determined during the interview process and correctly coded in</p>

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ASPEN to ensure the correct count. If they qualify for a federal exemption they will not be included in this count. This count is only produced for the 1<sup>st</sup> quarter report and will not change for the remainder of the current federal fiscal year (FFY).

As of September 30th, the total number of individuals who are active and receiving SNAP and will be reported; these individuals will not be counted again for the remainder of that fiscal year. The population includes all individuals who are SNAP-Program approved and do not have one of the following COEs.

- TANF
- TANF – Hardship
- Education Works
- Support Services
- RCA
- GA- Disability
- Diversion
- Wage Subsidy
- Transition Bonus
- ARSCH

**Method for Ensuring an Unduplicated Work Registrant Count**

During the interview process, the FAA will gather all information from the applicant and review all possible federal exemptions to correctly determine work registration status. As the FAA processes the case through ASPEN and enters all information, the applicant will be determined as either mandatory or exempt from SNAP work requirements and then will correctly be reported as such. If the individual was captured on the 1<sup>st</sup> quarter report as a work registrant they will not be counted again in any other month for that year.

**Number of new work registrants**

This count is unduplicated; once an individual is captured on the report they will not be counted again for that FFY.

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	<p>ASPEN will track newly SNAP approved individuals that are mandatory for SNAP work requirements. If an individual has already been counted in one month for the current FFY, then the individual will not be counted again until the following FFY, even if the individual’s case closes and they later receive SNAP again in the same FFY.</p> <p>This count shall be unduplicated in a federal fiscal year; an individual can only be reported once during all four quarters of the report. This will capture the true count of new work registrants in a federal fiscal year.</p>
<p><b>XII. Outcome Reporting Data Source and Methodology</b></p> <ul style="list-style-type: none"> <li>• Data sources</li> <li>• Methodology</li> </ul>	<p>The HSD is in the process of developing the required and optional reporting measures. We have submitted the criteria for the required reports and will be completing Joint Application Design (JAD) meetings to develop the reports. The HSD anticipates providing all reports as mandated that the National Reporting Measures USDA has developed as standardized reporting measures for E&amp;T programs that are applicable to the components NM HSD has chosen.</p> <p>The HSD will utilize the ASPEN system and potentially other available sources, such as Work Number or Department of Workforce Solutions interface, to collect the necessary information; the methodology will be determined during the JAD meetings.</p> <p>The HSD intends on using our existing eligibility system, ASPEN, as the vehicle to create and implement the required reporting measures. ASPEN is the system NM utilizes to determine eligibility for all public assistance programs, which includes SNAP. Many of the vital data elements for the required information is contained within ASPEN, such as individual demographic information, SNAP eligibility, and E&amp;T information.</p> <p>The HSD will ensure that we design, develop and create report information for the Federal Fiscal year ending each proceeding September 30th. The annual data to FNS will contain the following:</p> <ul style="list-style-type: none"> <li>• The number and percentage of E&amp;T participants and former participants who are in unsubsidized</li> </ul>

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employment during the 2nd quarter after completion of participation in E&T.

- The number and percentage of E&T participants and former participants who are in unsubsidized employment during the 4th quarter after completion of participation in E&T.
- The median quarterly earnings of all the E&T participants and former participants who are in unsubsidized employment during the 2nd quarter after completion of participation in E&T.
- The number and percentage of participants that completed training, educational, work experience or an on-the-job training component based on NMHSD offered components.

For the components that will have 100 or more participants, the HSD may include reporting measures that outline the following:

- The percentage and number of program participants who received E&T services and are in unsubsidized employment subsequent to the receipt of those services;
- The percentage and number of participants who obtain a recognized credential, a registered apprenticeship, or a regular secondary school diploma (or its recognized equivalent), while participating in, or within 1 year after receiving E&T services;
- The percentage and number of participants who are in an education or training program that is intended to lead to a recognized credential, a registered apprenticeship an on-the-job training program, a regular secondary school diploma (or its recognized equivalent), or unsubsidized employment; and
- Measures developed to assess the skills acquisition of E&T program participants that reflect the goals of the specific components including the percentage and number of participants who are meeting program requirements or are gaining skills likely to lead to employment.

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The reports will be constructed utilizing data contained within ASPEN and will be comprised of the following characteristics for E&T participants:

- Individual is a voluntary or mandatory participant
- If the participant had achieved a high school degree (or GED) prior to being provided with E&T services.
- If the participant is an ABAWD
- If the participant speaks English as a second language.
- Participants gender
- Participants age (within these ranges 16-17, 18-35, 36-49, 50-59, 60 or older)

**E&T Tracking Functionality**

The HSD will implement the requirements into ASPEN to provide functionality for the following tracking and procedures of all E&T activities for the HSD:

- Develop system functionality to determine what acceptable and current E&T activity components are.
- Develop system functionality to determine what activities (components and hours) that determine E&T compliance.
- Develop system functionality to determine noncompliance with E&T activities.
- Develop system functionality in issuance and tracking of all E&T support (reimbursements at individual level).
- Develop system functionality to create a report that contains:
  - The number and percentage of E&T participants and former participants who are in unsubsidized employment during the second quarter after completion of participation in E&T.
  - The number and percentage of E&T participants and former participants who are in unsubsidized employment during the fourth quarter after completion of participation in

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	<p>E&amp;T.</p> <ul style="list-style-type: none"><li>○ Median average quarterly earnings of the E&amp;T participants and former participants who are in unsubsidized employment during the second quarter after completion of participation in E&amp;T.</li><li>○ The total number and percentage of participants that completed an educational, training work experience or an on-the-job training component.</li><li>○ The number and percentage of E&amp;T participants who:<ul style="list-style-type: none"><li>▪ Are voluntary vs. mandatory participants;</li><li>▪ Have received a high school degree (or GED) prior to being provided with E&amp;T services;</li><li>▪ Are ABAWDs.</li></ul></li></ul>
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**Section D: Pledge to Serve All At-Risk ABAWDs (if applicable)**

*State agencies wishing to receive pledge funds should identify a desire to pledge and provide the following information:*

<b>I. Is the State agency pledging to offer qualifying activities to all at-risk ABAWDs?</b>	N/A
<b>II. Information about the size &amp; needs of ABAWD population</b>	N/A
<b>III. The counties/areas where pledge services will be offered</b>	N/A
<b>IV. Estimated cost to fulfill pledge</b>	N/A
<b>V. Description of State agency capacity to serve at-risk ABAWDs</b>	N/A
<b>VI. Management controls in place to meet pledge requirements</b>	N/A
<b>VII. Description of education, training and workfare components State agency will offer to meet ABAWD work requirements</b>	N/A



**Section E: E&T Component Detail**

Components by Category (*Non-Education, Non-Work Components; Education Components; Work Components*)

**Non-Education, Non-Work Components**

<b>Job Search</b>					
<b>Description</b>					
<b>Geographic area</b>	<b>Target audience (e.g., homeless, re-entry population, ABAWDS)</b>	<b>Anticipated monthly participants (unduplicated count)</b>	<b>Anticipated monthly cost*</b>	<b>Provider(s)</b>	<b>Reporting measure(s) if &gt; 100 participants per year</b>
Statewide	The focus will be on participants who want to volunteer that will benefit from completing job searches.	8		ISD Field and Central Offices	N/A

\* Limit anticipated monthly cost to administrative costs only. Do not include participant reimbursements.

**Education Components**

<b>Basic Education (Example)</b>					
<b>Description</b>					
<b>Geographic area</b>	<b>Target audience (e.g., homeless, ABAWDS)</b>	<b>Anticipated monthly participants (unduplicated count)</b>	<b>Anticipated monthly cost*</b>	<b>Provider(s)</b>	<b>Reporting measure(s) if &gt; 100 participants per year</b>

\* Limit anticipated monthly cost to administrative costs only. Do not include participant reimbursements.

**Work Components**

<b>Workfare (Example)</b>					
<b>Description</b>					
<b>Geographic area</b>	<b>Target audience (e.g., homeless, ABAWDS)</b>	<b>Anticipated monthly participants (unduplicated count)</b>	<b>Anticipated monthly cost*</b>	<b>Provider(s)</b>	<b>Reporting measure(s) if &gt; 100 participants per year</b>

\* Limit anticipated monthly cost to administrative costs only. Do not include participant reimbursements.

<b>Section F: Estimated Participant Levels</b>	
<b>I. Anticipated number of work registrants in the State during the Federal FY (unduplicated count):</b>	65,000 anticipated number expected to be in the State on October 1, 2017  56,000 anticipated number of new work registrants to be added between October 1 and September 30, of the Federal FY 2018  Total: 121,000 anticipated
<b>II. Estimated Number of Work Registrants Exempt from E&amp;T</b>	Currently the HSD ISD is administering a voluntary E&T program
<b>List below planned State option exemption categories and the number of work registrants expected to be included in each during the Federal FY 2018</b> 1. n/a 2. n/a 3. n/a 4. n/a 5. n/a 6. n/a 7. n/a 8. n/a	Currently the HSD ISD is administering a voluntary E&T program
<b>III. Percent of all work registrants exempt from E&amp;T (line II/line I)</b>	0%
<b>IV. Anticipated number of mandatory E&amp;T participants (line I – line II)</b>	0
<b>V. Anticipated number of voluntary E&amp;T participants</b>	96 (8 monthly)
<b>VI. Anticipated number of ABAWDs in the State during the Federal FY 2018</b>	25,901

<b>VII. Anticipated number of ABAWDs in waived areas of the State during the Federal FY 2018</b>	0
<b>VIII. Anticipated number of ABAWDs to be exempted under the State's 15 percent ABAWD exemption allowance during the Federal FY 2018</b>	0
<b>IX. Number of potential at-risk ABAWDs expected in the State during the Federal FY (line VI-(lines VII+VIII))</b>	0

<b>Section G: Summary of Partnerships and/or Contracts</b>					
<b>Partner/ Contractor</b>	<b>Nature of Contract (Consulting, Data Analysis, E&amp;T Services, Other)</b>	<b>Total Admin Costs</b>	<b>Total Participant Reimbursements Costs</b>	<b>Total Cost</b>	<b>% of Total Budget</b>
<b>Community College ABC (example)</b>					
<b>State DOL (example)</b>					
Insert more rows as needed					

For each partner/contractor that receives more than 10% of the E&T operating budget, complete and attach a Contractor Detail Addendum.

**Section H: Contractor Detail Addendum**

<b>Partner/Contract Name</b>		
<b>Monitoring and communication with contractor (s)</b>		
<b>Role of Contractor</b>		
<b>Timeline</b>	<b>Start</b>	<b>End</b>
<b>Description of Activities/Services</b>		
<b>Funding</b>		
<b>Evaluation</b>		

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**Section I: Operating Budget and Budget Narrative**

	State cost	Federal cost	Total
<b>I. Direct Costs:</b>			
a) Salary/Wages		\$94,640.00	\$94,640.00
b) Fringe Benefits* Approved Fringe Benefit Rate Used __39%__		\$36,909.60	\$36,909.60
c) Contractual Costs (Admin Only)			
d) Non-capital Equipment and Supplies			
e) Materials			
f) Travel			
g) Building/Space		\$22,676.31	\$22,676.31
h) Equipment & Other Capital Expenditures			
<b>Total Direct Costs</b>			
<b>II. Indirect Costs:</b>			
Indirect Costs*Approved Indirect Cost Rate Used:_____%			
<b>III. In-kind Contribution</b>			
State in-kind contribution			
<b>Total Administrative Cost (Total of items I, II, and III)</b>			
<i>100 Percent Federal E&amp;T Grant</i>	\$0.00	\$154,225.91	\$154,225.91
<i>50 percent Additional Administrative Expenditure</i>			
<b>IV. Participant Reimbursement (State plus Federal):</b>			
a) Dependent Care (including contractual costs)			
b) Transportation & Other Costs (including contractual costs)	\$1,200.00	\$1,200.00	\$2,400.00
c) State Agency Cost for Dependent Care Services			
<i>Total 50 percent Participant Reimbursement Expenses</i>	\$1,200.00	\$1,200.00	\$2,400.00
<b>V. Total Costs</b>	\$1200.00	\$155,425.91	\$156,625.91

**\* Attach an approval letter from the cognizant agency identifying the indirect cost rate being used.**

**Section J: Budget Narrative and Justification**

<b>Item</b>	<b>Narrative</b>
<b>I. Direct Costs:</b>	
a) Salary/Wages	2 E&T FT term employees at 100% of their time. Average Annual Salary per employee: <b>\$47,320.00</b>
b) Fringe Benefits* Approved Fringe Benefit Rate Used <u>  39  </u> %	Average Annual Benefits per employee: <b>\$18,454.80</b>
c) Contractual Costs	N/A
d) Non-capital Equipment and Supplies	N/A
e) Materials	N/A
f) Travel	N/A
g) Building/Space	Total Yearly Rent for SF Central Office ISD= <b>\$510,216.94</b> Total employees= <b>45</b> Yearly Rent for Two FT employees= <b>\$22,676.31</b>
h) Equipment & Other Capital Expenditures	N/A
<b>II. Indirect Costs:</b>	
	N/A
<b>III. State In-kind Contribution</b>	
	N/A
<b>IV. Participant Reimbursements</b>	
a) Dependent Care	N/A
b) Transportation & Other Costs	ISD will provide \$25 reimbursement to any E&T volunteer in accordance with 7 CFR 273.7(d)(4).  ISD anticipates <b>8</b> E&T volunteers monthly that will request a reimbursement.
c) State Agency Cost for Dependent Care Services	N/A