



the PUYALLUP TRIBE of INDIANS

GENEROUS AND WELCOMING TO ALL PEOPLE

In our Lushootseed language we are known as the spuyaləpabš. The literal translation of this word means “people from the bend at the bottom of the river.” This refers to the many dispersed villages that spanned outward from the mouth of the Puyallup River, near the present day site of the Tacoma Dome. The name spuyaləpabš also became associated with our peoples’ welcoming and generous behavior. Over time the meaning of spuyaləpabš, or Puyallup, has taken on this association.

As a government, we have an array of career opportunities. We are looking for employees that want to contribute to the continued development of all tribal resources and opportunities within the Puyallup Reservation and the Medicine Creek Treaty Territories. Every employee here at The Puyallup Tribe of Indians is just as important as the next, it takes all of us to uphold our mission. Please visit www.puyalluptribe-nsn.gov to see an active list of job openings. For more information, contact HR at 253-573-7863.

An Overview of Employment Benefits Provided

COMPENSATION

- The Puyallup Tribe aims to offer employees a salary that is equal to or exceeds industry standards in the market area.
- Specific salaries depend on established salary ranges for positions within the salary matrix.

PAY DATES

- PTOI employees are paid on a bi-weekly schedule, every other Friday. 26 pay periods per year.

LEAVE BENEFITS

Annual Leave

- Years 0-2 accrue 4 hours per pay period.
- Years 3-4 accrue 6 hours per pay period.
- Years 5+ accrue 8 hours per pay period.

Sick Leave

- Years 0-1 accrue 4 hours per pay period.
- Years 2+ accrue 6 hours per pay period.

Paid Holidays

- Eligible employees enjoy paid holidays to celebrate PTOI customs and traditions.
- Employees enjoy approximately 20 paid days a year.
- Employees enjoy one day of paid birthday leave.
- Leave Sharing Program available to qualifying employees.

RETIREMENT PLAN

- Traditional and ROTH 401k plans available.
- PTOI offers a 4% Safe Harbor Match, and a 5.5% employer discretionary contribution for eligible employees (on a 4 year vesting schedule).
- 6 month of service required to enroll in 401k plan.

HEALTH BENEFITS

- PTOI offers a comprehensive health benefits package to employees.
- Benefit eligibility is effective the first of the calendar month following the month of hire date.
- PTOI covers the entire monthly premium cost of Medical, Vision and Dental for employees.
- The medical plan includes a \$0 annual deductible and 0% co-insurance for most in-network providers/services. (Limitations apply).
- Employees have the option to obtain coverage for their spouse/ DP and/ or children. Premiums for dependent coverage are paid by the employee.

Medical: **Premera Blue Cross – Heritage Plus Network**

Vision: **Vision Services Plan (VSP)**

Dental: **Premera Dental (or) Willamette Dental**

(Employees may choose one of the two providers for dental coverage)

LIFE INSURANCE - UNUM

- PTOI provides its employees with a complementary \$10,000 coverage in both UNUM Life Insurance and Accidental Death & Dismemberment insurance.
- Employees have the option to purchase additional voluntary coverage, up to \$225k Life insurance and \$250k AD&D Insurance.
- Voluntary Disability, Accident, Critical Illness and Whole Life Insurance offered through Colonial Life.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- Provided through Supportline -Free and available to employees and their household and dependents upon hire.
- Counseling services.
- Parenting Resources
- Legal and Financial Resources

Please note: This overview has been prepared to briefly highlight some primary employee benefits provided by the Puyallup Tribe of Indians. Benefits and terms are subject to change.