



2011-2012 ADMINISTRATION



BILL STERUD, SYLVIA MILLER, MAGGIE EDWARDS, DAVID Z. BEAN, HERMAN DILLON, SR., LARRY LAPOINTE, ROLEEN HARGROVE

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ATTENTION

This is the latest description of programs provided by the Puyallup Tribal Government. Programs are subject to change. For updates refer to the Puyallup Tribal website at www.puyallup-tribe.com.

Mission Statement of the Puyallup Tribe of Indians

The Puyallup Tribe of Indians is committed to protecting and exercising the inherent inalienable sovereign rights of the Tribe and individuals in the interest of the Medicine Creek Treaty Territories, as stewards to ensure the preservation of our cultural and environmental integrity for the common good and prosperity of all.

■ Goals

- To optimize the development of all Tribal resources and opportunities within the Puyallup Reservation and the Medicine Creek Treaty Territories.
- To provide, protect and maintain all services and entitlements to the membership of the Puyallup Tribe of Indians.
- To responsibly assert and develop relationships and cooperate with those governments or agencies, state, federal or Tribal, that are willing and able to recognize and respect the sovereignty of the Puyallup Tribe of Indians and which can assist the Tribe to protect its rights and interests.
- To justly and ably accomplish the above through self-determination.

Accounting

■ Mission

To provide high quality accounting services to Tribal Council, Administration and all operating organizations, and to ensure compliance with generally accepted accounting principles, governmental accounting standards and federal reporting requirements.

■ Goals

- Prepare year-end Financial Statements and support annual audit by Tribe's auditors and meet all year-end reporting deadlines.
- Assist and support development of annual Operating Budget and Indirect Cost Proposal.
- Continue to provide timely day-to-day accounting services including accounts payable, payroll and reporting as requested to support Tribal Council, Administration and all Tribal Operating organizations.
- Complete updates to Accounting Procedures manual for approval by Tribal Council.

Staff:

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Controller
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David Randall
Senior Accountant
(253) 573-7948

Joyce Wright
Senior Grant Accountant
(253) 573-7822

Eric Scott
Senior Accountant
(253) 573-7804

Lori Vogts
Accounting Analyst
(253) 573-7983

Shari Gross
Senior Payroll Specialist
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Michael Peterson
Accounting Specialist
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Angela Richter
Accounts Payable
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Tacoma, WA 98404

Administration

■ Mission

Administration has a duty to provide the Tribal Council with significant information in our finances, Administration services, Human Resources and all Social Services that provide guidelines and policies for day to day operations. All the services required in the Tribal Constitution, Mission, Vision and Goals under the Tribal Council.

Administration components are:

- Administration Departments
- Administration Staff
- Law Enforcement
- Tribal budgets
- Accounting, Accounts Payable
- Grants and Contracts
- Cigarette Compact
- 2% Puyallup Tribe Community Contribution

■ Functions and Services

Administration will enforce a team-based management system. Providing management systems, audits, and focuses upon Governance. Enhance Department support through continual improvement that assures effective and efficient services.

- Work with Departments on Internal Controls
- Budgets
- Update annually tribal growth scale statistics to assure departments are prepared to meet needs of the tribal population and financial responsibility for the Tribal Council.
- Responsible for departmental growth and accountable for space needs as needed.
- Stay in compliance with all Grant Funding and their Agencies, provides regular reports to grantors (for grant funded programs) to measure compliance with our stated goals.
- Build relationships with various social service programs in this community and work collaboratively to help our community members.
- Inventory all Tribal Land and Properties, bar coded to Government Standards.
- Stay in compliance of C.C.F. with National Indian Gaming and State Regulations per contract.
- Finalize COOP Plan for Disaster Planning with Public Safety Director and training employees and all entities in the event of an emergency.
- Tribal Services provides quality health, safety and welfare to the Puyallup Tribal Community and to Native American Community for all Social Services Programs.

Executive Staff:

Sheri Davis

Admin. Executive Officer

William Veliz

Executive Director of Tribal Services

Elizabeth Springman

Quality Control Manager (CPS)

Angela Tate

Executive Admin. Secretary

Diane Siddle

Business Office Accounts Payable

Administration Staff:

Len Ferro

Fleet Manager

Melinda Sanchez

Mailroom/Copy Room Clerk/Switchboard Operator

JoAnn McClendon

Tax and License

Barbara Loucks

Purchasing

Mary Leonard

Receiving Clerk

Mike Bowe chop

Compliance Officer

Tim Reynon

Director of Human Resources

Tribal Services Staff:

William Veliz

Executive Director of Tribal Services

Denis Harris

Admin. Assistant

Phone:

(253) 573-7800

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Building Services

A Division of the Department of Environmental Services in Coordination with Planning and Land Use divisions of the Puyallup Tribe of Indians

■ Intent and Purpose

To provide appropriate health, safety, welfare, and social and economic value, while promoting innovative, flexible and responsive solutions that optimize the expenditure and consumption of resources.

To provide an acceptable level of health, safety, and welfare and to limit damage to property from events that are expected to impact buildings and structures.

■ Mission Statement

To enhance community awareness that the building department is operating effectively and is competent to offer life, safety, and property protection to the jurisdiction which it serves.

To provide services that are up to nationally accepted standards for building departments and increase the department's efficiency, reduce complaints from the public, and potentially lower insurance premiums for your community.

Currently I am the Tribe's Building Official: review plans submitted, give recommendations for types of inspection services needed for projects; do inspections for structural, plumbing, and mechanical components; I am also the inspector for concrete and re-bar on all Tribal Trust and Individual Trust Properties within the reservations boundaries; give recommendation for the Permit to the Land Use Director.

Work in coordination with the Environmental Services Department as the Environmental Compliance Inspector.

Public Utility Director, with support work to Seattle Indian Health Service Scattered Sites Program (installation of septic systems and wells on mostly tribal members' properties throughout Pierce County or within the reservation boundaries.

Building Inspections on behalf of the Puyallup Tribe of Indians Administration Land Use, Planning, and Building Division.

Currently the Puyallup Tribe's Building Division is using the 2006 ICBO (International Building Codes). We are currently building in the 06 code but I am encouraging the Land Use Director to start using the 09 building Codes as we are currently in 2011 and in 2012 new code books will be coming out as the Building Codes Typically change somewhat every three years.

We are currently members of the ICBO, International Council of Building Officials and have been since 1999.

The Puyallup Tribe is recognized as our own independent and sovereign Building Jurisdiction within the other jurisdictions in the area like Tacoma, Pierce County, Fife, Milton, and parts of Puyallup.

Currently the Puyallup Tribe charges \$250 for a Building Permit.

All Electrical Plans in support of your building project should also be forwarded on to T.P.U. (Tacoma Public Utilities) as they are the only jurisdiction in our area that handles/serves the Electrical needs of all the jurisdictions which encompass the reservation boundaries.

In some cases the tribe is requesting additional inspection services for Special Inspections depending on project size.

Department Contact:
David C. Duenas
Tribal Building Official
Environmental
Compliance Inspector

Phone:
(253) 573-7869
Cell: (253) 405-6083
Fax: (253) 573-7911

Mailing Address:
3009 E. Portland Ave.
Tacoma, WA 98404

Business/Tax License

■ Mission

The department's mission is to regulate Tribal business activity and persons engaged in trade and business on the Puyallup Reservation; (authority to grant, deny, and or to withdraw the privilege of doing business within the Reservation); to foster Tribal Business Development; to encourage Tribal Member employment; to create revenue to strengthen Tribal sovereignty; to protect the environment including Tribal Natural Resources; and to generally protect the health, safety and welfare of the members of the Puyallup Tribe.

■ Accomplishments

- The number of business has increased and the Revenue indirectly has increased greatly.
- Currently, there are 31 Businesses. There is a variety of businesses. In the past it has only been cigarette smoke shops.
- The Puyallup Tribe of Indians has increased their businesses. Of course they have the EQC at I-5 and the EQC at the Fife Motel. PTOI also has gasoline and convenient stores.
- The number of Venders has increased. They have more of a variety of products. (They are Native made.) The Revenue from Vendors Fees has also increased.

■ Goals

- Encourage more Tribal Members to open their own businesses.
- Revise the business code.

Department Contact:

JoAnne McClendon
Business/Tax License
Administrator

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Chief Leschi Schools

■ Vision

It is the continuing vision of Chief Leschi Schools to build upon existing partnerships and programs to systematically support each youth's confidence and skills in developing meaningful careers and cultural identity, leading to eventual success in a rewarding, high demand job in his or her chosen career pathway. Chief Leschi Schools are committed to galvanizing partnerships and creating opportunities for parents and the community to participate in the education of their children.

■ Mission

Chief Leschi Schools' mission, in cooperation with the Puyallup Tribe, the Native American community and the community as a greater whole, is to create challenging opportunities to educate students in an atmosphere of mutual trust and respect. It is our common mission to inspire each student to achieve personal growth and cultural pride, to value life long learning, and to become a responsible, contributing citizen of their community, the Puyallup Nation, Washington State, and the United States of America in a complex and ever-changing world.

■ Goal

It is Chief Leschi Schools' goal to give hope and encouragement to each student to reach his or her full potential academically, emotionally, socially, physically, and spiritually. Chief Leschi School encourages each student to become a life long learner.

"Let us put our minds together and see what kind of life we can make for our children." – **Sitting Bull**

■ Message from the Administration

At Chief Leschi Schools, we aspire to provide our students with quality academic instruction in a safe, healthy, and culturally-enriching environment. We work hard every day to give each student the opportunity to work to his or her full potential. Our students have many needs, academic as well as physical, mental, and emotional. It is our goal to support them in all of these areas, utilizing our own resources and those of the larger community.

Academically, our focus is developing proficient reading, writing, and math skills among our students, using the best curricular materials available and incorporating these materials, whenever possible, with culturally appropriate teaching techniques and information. This integration of Native American culture throughout our programming not only benefits our students academically, but also supports their mental and emotional health through its support of traditional values and Native pride.

(Continues on page 8)

Contact Information:

Ray Lorton
Superintendent

Linda Wilson
Administration Assistant
(253) 445-6003

Bill Wyant
Elementary Principal

Rick Basnaw
Secondary Principal

Phone:
(253) 445-6000

Mailing Address:
Chief Leschi Schools
5625 52nd St. East
Puyallup, WA 98371

Chief Leschi Schools (continued)

We hope the following information is useful in helping you to learn more about Chief Leschi Schools. We value any feedback you would like to provide and welcome questions that you have.

Sincerely,

Bill Wyant, Elementary Principal

Rick Basnaw, Interim Secondary Principal

■ Expectations

Chief Leschi Schools expects its students to:

- Read with comprehension, write with skill, and communicate effectively and responsibly in a variety of ways and settings.
- Know and apply the core concepts and principles of mathematics, social, physical, and life sciences; civics and history; geography; fine arts; and health and fitness.
- Think analytically, logically, and creatively; and integrate experience and knowledge to form reasoned judgments and solve problems.
- Understand the importance of work and how performance, effort, and decisions directly impact future career and educational opportunities.
- Be responsible for one's actions; develop positive self-worth by enhancing learner competence and good work habits; show respect for others and cultural pride; participate as a citizen and become a life long learner.

■ School Characteristics

Enrollment for 2010-11 school year:

Total Pre-K - 12 enrollment 924 students

Average Daily Attendance 2009-10:

K-6 89%; 7-8 90%; 9-12 85%

High School Graduation Rate 2009-10:

54% (based upon BIE calculations)

Percent of students with free/reduced meals in

2010-11: 53% based upon USDA qualification forms submitted by parents/guardians (on-going reporting by family during school year impacts percentage)

■ Our Staff

CLS has two principals (K-6 and 7-12) and two assistant principals (K-6 and 7-12). CLS has 75 certificated staff (74 highly qualified) and 128 classified staff.

■ Facility Information

Opened in 1996, Chief Leschi Schools was constructed on a 62-acre campus of tribal trust property. The school is comprised of three buildings which together total 202,473 sq. feet. The Four Seasons building houses a large cafeteria and kitchen, a gym, a group music room with practice facilities, and a video classroom/sound stage. The elementary building contains a multipurpose room, a library, a number of administrative offices, approximately 23 classrooms, and several smaller specialty instructional spaces. The middle school/high school building contains a library, large wood shop and auto shop facilities, a number of administrative offices, a daycare facility, approximately 25 classrooms, and several smaller specialty instructional spaces.

■ Community Partners include:

Bates Technical College, Clover Park Technical College, Pierce College, Tacoma Community College, Evergreen State College, Good Samaritan Behavioral Healthcare, Educational Service District 121, UNITY/OSPI-Indian Desk, Puyallup Tribal Council, Employee Child Care, Puyallup School District, Puyallup Tribal Police, Parent Partners, Tacoma-Pierce County Health Department, Kwawachee Counseling Center, Pierce County Alliance, Puyallup Tribal Birth to Six Program, Puyallup Tribal Family Services, Takopid Tribal Medical Center, University of Washington (Tacoma), Washington State University/4-H, Colorado State University/TnEthnic Center for Prevention Research, University of Washington/Math, Engineering, and Science Achievement (MESA), Grandview Early Learning Center, United Way Gifts In Kind program, Riverside Fire Department.

(Continues on page 9)

Chief Leschi Schools (continued)

■ Financial Resources

For the 2010-11 school year, Chief Leschi Schools' have a combined operating budget of approximately \$20,000,000. Close to \$15,000,000 of this total comes through the Bureau of Indian Education (BIE). Approximately \$3,000,000 of the budget total is generated from Washington State Office of the Superintendent of Public Instruction Basic Education funds provided through an inter-local agreement with the Puyallup School District. The balance of \$2,000,000 is provided through competitive and formula grants and contracts from federal, state, local government, private sources and the Puyallup Tribe of Indians.

■ Parent Involvement

Chief Leschi School actively seeks to involve parents in all aspects of school programming. The school hosts monthly Family Information Nights, where parents, students and other family members are provided with dinner, curriculum data, schoolrelated handouts and quality time with staff. Chief Leschi staff members specifically designated to facilitate parent involvement with the school include:

Kenn Bill, K-6
Parent Involvement Specialists
(253) 445-6000, ext. 3174

Shirley LaPointe, 7-12
Parent Involvement Specialist
(253) 445-6000, ext. 3160

■ Student Activities

Chief Leschi has strong co-curricular and extra-curricular activities and athletic programs. A significant number of our students are involved in one or more extracurricular activity or athletic program. Still more students attend dances, assemblies, concerts, plays, and sporting events.

Student activities include:

Athletic programs, Band, CLS Canoe Family, Cheer-leading, Choir, Culinary Arts, Daffodil Festival events, Drama Club, Drum & Dance, WASL Prep, Yearbook.

■ 2009-10 Test Results

B I E Mandated Test

CLS is required to test student reading and math skills in grades 3-8 using the Washington State Measurement of Student Progress (MSP) and in grade 10 using the Washington State High School Proficiency Exam (HSPE). Reading and math scores are as follows:

MSP Reading & Math Scores

(% met standard)

MSP	R	M
3rd Grade	63	39
4th Grade	47	7
5th Grade	50	17
6th Grade	37	27
7th Grade	24	13
8th Grade	41	5

HSPE Reading and Math Scores

(% meeting standard)

HSPE	R	M
10th Grade	61	8

AYP Status for Chief Leschi Schools

Based upon state testing results, Chief Leschi Schools did not make AYP for 2010. Thus, CLS is in School Improvement, Corrective Action Step Two (CA2), Planning for Restructuring.

Administrators, staff, parents and community will work collaboratively in 2010-11, to develop a restructuring plan to be implemented during 2011-12.

Child Support

■ Mission

Puyallup tribal law, customs and traditions recognize that both parents support their children as their incomes, resources and abilities allow.

We provide services to assist children in receiving this support in a respectful and supportive manner that:

- Protects the sacred citizens of our community, the children
- Encourages and empowers families
- Attains the highest standards in providing child support services, and
- Exercises and protects the sovereignty of the Puyallup Tribe

■ Program Services Provided

We can assist with:

- **Establishment of Paternity**, when paternity has not been acknowledged or determined
- **Establishment of Child Support**
- **Modification** of Child Support Orders
- **Enforcement** of Child Support Orders
- **Locating** a person, or assets of a person, responsible for child support

The Puyallup Tribe Child Support Program and its staff cannot give you legal advice or represent you in an action.

■ Program Accomplishments

For the fiscal year 2010: October 1, 2009 through September 30, 2010

The program has a judicial process and therefore cases will go through the Puyallup Tribal Court. The program files cases with Puyallup Tribal Court to Establish Paternity, Establish a Child Support Order, Enforce a Child Support Order, and Modify a Child Support Order.

The program had 297 cases docketed in Puyallup Tribal Court throughout the year. The program has court once a week with a dedicated court docket time from approximately 9:30 a.m.-12 p.m. and 1-4 p.m. The program has court hearings to establish paternity, establish child support orders, modify an order, and enforce child support orders, review hearings and show cause hearings.

The program has 1057 open and active cases, as of the end of the fiscal year 2010. The program receives referrals of child support cases from various State IV-D and Tribal IV-D programs. The program also receives applications for direct services from those people within the Puyallup Tribes jurisdiction.

The program established the following court orders throughout the fiscal year 2010:

- 33 Establish Paternity Orders
 - 41 Establish Child Support Orders
 - 17 Modified Child Support Orders
 - 191 Enforcement of Child Support Orders
- (Continues on page11)

PTCS Staff:

Kimberly Reynon-Spisak
Program Director

Tallis King George
Attorney

Gloria Howard
Child Support Trainer

Susan Dissmore
Accountant

Janice Lopeman
Lead Case Manager

Lynn Weible
Case Manager

Clarita Vargas
Case Manager

Tricia Brown
Administrative Assistant

Mary Squally
Administrative Assistant

Shannel Hanft
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Fife, WA 98424

Child Support (continued)

■ Child Support Program's Accomplishments/Goals:

- **Collections**

During the fiscal year 2010, the program collected a total of \$550,810 including both current support and arrears debt. As compared to the \$18,801 the program collected in both current support and arrears debt during the first year of operation in 2002.

- **State of Washington Conference Board Write-off**

The program assisted clients with paperwork, obtained and compiled extensive backup documentation required for the State of Washington's review process for reduction of arrears through their Conference Board Write-off process. This is a request that a client can make in regards to any arrears they owe to the State of Washington for TANF or Public Assistance that was expended.

The program facilitated a total of \$154,167.56 reduction in arrears debt for the fiscal year 2010. As of December 2010 the program facilitated a total of over a \$3 million reduction in arrears debt from March 2002 through December 2010.

- **Goals**

It is the objective of the Child Support Program to continue to provide quality and culturally relevant services to this community.

Child Welfare Liaison

■ Purpose

The Indian Child Welfare Liaison acts as a liaison between the Puyallup Tribe of Indians, the State Department of Social and Health Services, Department of Children and Family Services, Tribal Social Services located on other reservations, Superior Courts and other Tribal Courts where Puyallup Tribal members and their children are involved in Dependency or minor-in-need-of-care or youths-in-need-of-care proceedings, where there are allegations or findings of child abuse and/or neglect.

The Indian Child Welfare Act of 1978 was introduced as a response to the disproportionate number of children who were being removed from their families and the frequency with which they were placed in non-Indian homes, including adoptive homes; failure of the public child welfare system to work in a culturally appropriate manner with Indian families; and paucity of services to Indian Communities.

The Indian Child Welfare Act intended to reaffirm tribal jurisdiction over child welfare matters involving Indian families, establish standards for the placement of Indian children in substitute care, support tribal and off reservation Indian child and family services and require state courts to follow specific guidelines when considering out-of-home placement or termination of parental rights for Indian children. Overall, the Act is intended to promote the stability and security of Indian families and reduce the number of Indian children removed from their families and placed in non-Indian substitute care.

The ICW Liaison Department contributes to the Puyallup Tribe of Indians and its members by assisting in the prevention and intervention of child abuse and neglect. In doing so I offer assistance to Tribal members and their families referrals and services to drug and alcohol evaluations, parenting classes, referrals for financial assistance for rent, utility bills, medical and dental, etc.

If Puyallup Tribal members' children are removed from their care and placed in foster homes by the State Department of Health Services-Children and Family Services and/or other Tribal Services, these agencies have to notify this office within three business days of removal so that I can attempt to find relative placements and or Puyallup Tribal foster homes depending on where the families are living.

If Puyallup Tribal members and their children are subjects of dependency actions in either the State or Tribal Courts, the ICW Liaison and the Puyallup Tribal ICW Attorney will file a Notice of Intervention with the Superior Courts and/or Motions to Intervene in other Tribal Courts where they have asserted jurisdiction over Puyallup Tribal members and their children.

I will be involved with every court proceeding, staffing and reviews where Puyallup Tribal children and their families are subjects of dependency proceedings in other jurisdictions.

(Continues on page 13)

Department Contact:

Sandra Cooper
Indian Child Welfare
Liaison

Phone:

(253) 405-7544

Fax: (253) 680-5998

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Child Welfare Liaison (continued)

We will transfer cases from the State or other Tribal Courts at the request of Tribal Members and their families to the Puyallup Tribal Court with supervision and services to be provided by the Puyallup Tribes Children's Services.

I serve, facilitate and collaborate with State and other Tribal Social Service agencies, attorneys, court personnel, professional therapists and practitioners and guardian ad litem in an effort to assure that Puyallup Tribal members and their children are receiving the services necessary to allow children to be safe and the families to be reunited in an expedient manner.

■ Accomplishments

This year I served, by intervention and prevention, a total of 56 children that were either enrolled or eligible for enrollment with the Puyallup Tribe of Indians. I served 32 parents that were enrolled with the Puyallup Tribe, 12 Native parents/spouses or significant others from other tribes and 15 non-Native parents/spouses or significant others.

During the past year out of the 56 children's cases that I was involved with providing direct services and referrals, 8 cases were dismissed and the children were either returned to their parent's care and custody or placed in long-term care with family or extended relatives, 13 cases were transferred to the Puyallup Tribal Court with supervision and services provided by Puyallup Tribe's Children's Services.

I have attended staffings and hearings involving Puyallup Tribal members and their children at the following Tribal Courts and or Superior Courts over the past year. Los Angeles, California, Grants Pass and Portland Oregon, West Palm Beach Florida, Pierce, King, Snohomish, Whatcom, Skagit, Mason, Thurston, Counties in Washington State. Muckleshoot, Squaxin Island, Nisqually, S'Klallam, Tulalip and Swinomish Tribal Courts.

The Indian Child Welfare Liaison continues to work cooperatively with all parties involved and continues to maintain a cooperative working relationship with the state Department of Children and Family Services and other tribal social services agencies.

It continues to be an honor and pleasure to work with the Puyallup Tribe of Indians and its members as the Indian Child Welfare Liaison for the past 15 years in this position.

Thank you, for this opportunity to provide you with a brief summary of what the Indian Child Welfare Liaison has done this year. If you have any questions or you or someone you know need assistance regarding child abuse and or neglect matters please do not hesitate to contact me at (253) 405-7544.

Respectfully submitted

Sandra Cooper, ICW Liaison for

The Puyallup Tribe of Indians

Children Services

■ Mission

Program to provide culturally appropriate and high-quality social welfare services in a manner that is sensitive and consistent with the needs of the Puyallup Tribal community.

In an effort to provide quality services, Children Services collaborates and networks with other Tribal Social Service agencies as well as State and private agencies.

Children Services serves all Puyallup Tribal members living on the Puyallup Reservation. We offer case management services, foster home licensing, child protective services, family preservation services and independent living skills.

■ Accomplishments

- PTCS currently has 25 licensed foster homes, of which over 75% are Native American homes. Two additional homes are in pending status and should be licensed soon.
- The Family Preservation Services (FPS) program continues to be successful in assisting to keep families together and is a vital piece during reunification.
- PTCS hopes to one day have a new building that will also house the ICW Liaison, Domestic Violence Department and the Child Support Program.
- PTCS continues to offer an Independent Living Skills (ILS) program for former or current foster children ages 15-21. The ILS program continues to thrive and has grown in the past few years. Several seminars about banking, employment, daily living skills and educational opportunities are offered on a monthly basis.
- PTCS employs 8 full time caseworkers to enable PTCS the ability to serve more children and families.
- PTCS has served more than 200 children this year and over 200 families.
- Continue to hold our annual Christmas party to honor the foster parents and relative placements that serve our children in need of care.

■ Goals

- Participate in more recruiting activities to enable the foster care program to recruit an additional 10 Native American foster homes.
- Establish permanency for a minimum of 5 children and/or families.
- Incorporate a cultural component into the FPS program where children and families can participate in cultural activities to foster appropriate and needed bonding.
- Conduct a Child Abuse/Neglect training for foster parents and relative placement that will identify this issue from a foster child's point of view and give foster parents and relative placements tools to better support children placed in their home.
- Conduct Child abuse/neglect training for the daycare and school staff to ensure safety to our children.

Department Contact:

Tara Reynon, MSW
Executive Director

Patricia Mahaulu-Stephens, MSW
Assistant Director

PTCS Staff:

Tanya Coats
Sr. Admin. Assistant
Marli Henry
Admin. Assistant
Laura BlueHorse
Caseworker
Charlotte Harris
Caseworker
Lonnie Spencer
Caseworker
Dawn Escarcega, MSW
Caseworker
Celina Peak
Caseworker
Laura Ducolon, MSW
Caseorker
Linda Charette
CPS Investigator
Lauren Brown, MSW
CPS Investigator
Helen Hook
Foster Home Licensor
Mandy Morlin
Foster Home Licensor/
Senior Trainer
Lisa Radloff
ILS/FPS Coordinator
Chinelle Issac
ILS/FPS Coordinator
Tricia Old-Elk-Lewis,
Emily Jennings,
Gabriela Ordana: Interns

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Tacoma, WA 98421

Chinook Landing Marina

Chinook Landing Marina is operated by Marine View Ventures, Inc. – a wholly owned subsidiary of the Puyallup Tribe of Indians. Built to provide an employment base and generate revenue for the Puyallup Tribe.

■ Accomplishments

Chinook Landing Marina has established its reputation as one of the premier marinas in the Puget Sound region.

■ Goals

Chinook Landing Marina is proud to be a member of the ENVIROSTARS program which recognizes businesses for reducing contaminants from reaching the Puget Sound. CLM is currently a 4 star marina and working towards our fifth and final star.

Staff:

William Dillon
Marina Manager

Chris McCloud
Store Clerk/Receptionist

Chris Muir
Sec./Maint.

Kiwana Bernard
Sec./Maint.

Matthew LaFontaine
Sec./Maint.

Randy Fossella
Sec./Maint. On call

Phone:

(253) 627-7676

Fax: (253) 779-0576

Mailing Address:

3702 Marine View Dr.
Tacoma, WA. 98422

Community Domestic Violence Advocacy Program

■ Mission

The mission of the Community Domestic Violence Advocacy Program is to address the violence and abuse impacting our community, provide support and advocacy to victims and survivors, and embrace our traditional values promoting honor and respect toward all people. Watch over yourself well.

■ Accomplishments (FYI 2011)

The Puyallup Tribe's Community Domestic Violence Advocacy Program (CDVAP) began providing services to victims of domestic violence, sexual assault and stalking in 1998. The program provides 24-hour on call advocacy and crisis intervention, court accompaniment, assistance in filing Protection Orders, limited transportation, safety planning, information and referrals. CDVAP facilitates a weekly women's support group modeled after traditional Native American talking and healing drum circles. Group activities also include sharing a meal, examining the dynamics of domestic and dating violence, sexual assault and stalking, and participation in traditional arts and crafts projects.

After ten years of vision, and two years of development and planning, the CDVAP opened a Native American women's shelter in October 2010 in a rural area of Pierce County. The shelter is staffed 24 hours a day, seven days a week providing ongoing emotional support to the guests and their children. At full capacity the shelter can house up to sixteen women and their children for up to six weeks. The shelter provides a safe and relaxing environment for victims/survivors to facilitate healing, empowerment, and time to think and examine their options. Shelter services include: crisis intervention, counseling, advocacy, court accompaniment, safety planning, information, referrals, limited transportation, housing assistance, weekly support groups and house meetings. The shelter also offers traditional arts and crafts projects, drum circles, smudging, and referrals to traditional healers.

For 24-hour advocacy and assistance call the CDVAP Helpline: (253) 680-5499.

■ Future Goals

- Implement Tribal Language though out CDVAP office and shelter;
- Continue weekly Women's Support Groups;
- Develop and facilitate a batterers' re-education program;
- Develop and facilitate teen dating violence workshops;
- Develop and facilitate protective parenting classes;
- Write/submit articles for Tribal News regarding prevention and intervention of domestic violence, sexual assault and stalking;
- Develop a culturally relevant handbook on domestic violence;
- Attend domestic violence, sexual assault and stalking trainings and conferences to enhance knowledge, skills and abilities;
- Participate in presentations and community events;
- Organize and participate in our Annual Healing Drum Circle and Candlelight Vigil;
- Conduct quarterly presentations for the Criminal Justice Program at Pierce College;
- Collaborate with other Tribal Programs and community agencies to develop policies, procedures and protocols in addressing violence, victim safety and holding offenders accountable.

Department Contact:

Billie L. Barnes
Program Director
Office: (253) 680-5531
Cell: (253) 405-3653
Fax: (253) 680-5489

Staff:

Catherine E. Williams
Advocate Assistant
Office: (253) 680-5546
Cell: (253) 606-6097

Jennifer Caldwell-Hoskins
Domestic Violence
Advocate
Office: (253) 680-5434
Cell: (253) 278-0291

Ruth James
Youth Activities
Coordinator
Office: (253) 680-5433
Cell: (253) 225-3993

Shelter Staff:

Loretta Hanson
Shelter Manager/
Advocate
Cell: (253) 370-9136

Kelly Sasticum
House Sister
Rebecca Murdock
House Sister
Roxanne Murdock
House Sister
Crystal Iyall
House Sister
Tina Eveskcige
House Sister

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Office Address:

1829 30th St. E.
Tacoma, WA 98404

Community/Family Services

■ Mission

This program reaches and engages clients through community outreach, screening, assessment and active follow-up of referrals and clients to assist them in removing the barriers to wellness. Offsite screening of at-risk adolescents is provided at the request of family members, C.P.S., caseworkers, Tribal Court, Tribal Police and local and state agencies. The Puyallup Tribal Community Family Services role continues to remain focused on prevention, intervention, referral and outreach services to Puyallup Tribal members and families. Services also extend to Native youth and their families within the Puyallup Tribal community.

■ Scope of Work

- Provide drug/alcohol screening, evaluation and referrals to appropriate social service agencies while working with funding sources to cover treatment costs.
- Provide Needs Assessments for at-risk families/youth with follow up referral to appropriate agency or service provider.
- Provide short term counseling (family/drug/alcohol) to clients until client is engaged in services at appropriate facility.
- Participate in development of Individual Family Service Plans for families in transition.
- Provide Prevention Education, Drug and Alcohol Assessments and referrals to students attending Chief Leschi Schools.
- Facilitate youth and family support groups that address identified topics, e.g., Life Coping Skills, Better Choices, Evaluations, Dream Catchers girls club.
- Provide intervention/prevention services to youth and families.

■ Goals

The Puyallup Tribal Community Family Services program will continue to offer “supportive” counseling, and outreach services with the focus being placed on services being brought to the homes, community, streets and schools.

■ Services Provided

- Provides drug/alcohol screening, assessments and referrals for Native American Youth in need of services. We offer services at several sites; Puyallup Tribal Administration – Room 50, Remann Hall, Chief Leschi High School/Middle School.
- Provides referrals for Adolescents entering all phases of Chemical Dependency Treatment. Networking with Portland Area Behavioral Health Services to identify additional treatment placements and funding sources.
- Provides short-term counseling to adolescent clients until client is fully engaged in services. Develops treatment plans and objectives for clients returning from treatment.
- Provide in-home family support services for referred at-risk youth.
- Facilitate groups that support adolescents as well as adolescents in recovery. Alcohol Drug Information School-Better Choices.

(Continues on page 18)

Department Contact:

Jody Brooks
Director

Staff:

Teresa Keating Cruell
Administrative
Assistant

Phone:

(253) 573-7919

Fax: (253) 573-7862

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Community/Family Services (continued)

- Provides Intervention/prevention services provided to at-risk youth and their families. Gang prevention and intervention for youth and families at risk.
- Provides community education and awareness lectures on local Gangs. Remain available to Tribal Council for updates on gang trends. Facilitates Gang Task Force meetings. Participates in graffiti abatement program. Works closely with Tribal Police in effort to continue Community Task Force Events.
- Provides Drug/Alcohol Assessment and Students Assistance at Chief Leschi High School/Middle School one day per week.
- Provides assistance to Puyallup Tribal Youth who are entering and returning from Treatment. Transportation-clothing program for members involved in treatment.

■ Guidelines for Voucher Program

1. Must be an enrolled member of the Puyallup Tribe of Indians.
2. Must have a confirmed treatment bed date to receive transportation funds for out-of-state treatment. If parent is transporting their child out of state, gas and lodging funds in the amount of \$192 will be provided for the parent to cover gas, food and lodging. Airfare for treatment out of the tri-state area will be reviewed on a case-by-case basis.

Clarification of airfare/transportation funds for treatment:

- a. Clients who are in need of “specialized” treatment not currently available within Washington, Oregon, Idaho.
 - b. Clients who are in minor-in-need-of-care status with the Tribe or State and in need of transportation out of the area for treatment.
 - c. All other funding sources for transportation to and from treatment have been exhausted.
3. If client is in need of clothing for treatment, sweat clothes, T-shirts, socks will be provided along with laundry soap and hygiene products.
 - a. PTCFS will order! purchase T-shirts and bags with tribal logo on them for clients to take with them to treatment.
 - b. A bag with pens, paper, envelopes, stamps will also be given.

■ Guidelines for Treatment Waiver

1. Puyallup Tribal Health Authority is the payer of last resort. All other funding sources will be utilized prior to applying for funds from PTHA. This includes Portland IHS, Group Health-Options, DSHS, and private insurances.
2. Puyallup Tribal Health Authority allows \$6,000 per year for Puyallup Tribal members to attend treatment. In the case where the treatment costs exceed this amount, a treatment waiver will be generated for Tribal Council’s approval to waive the \$6,000 cap and pay additional costs out of contract care/investment funds.

Warning: Obtaining funding from this program through the submission of fraudulent information is a criminal offense punishable under the Tribe’s Criminal Code. In addition to criminal prosecution, violators may also be subject to all civil remedies available to the Tribe.

Compliance and Legislative Analysis

The Office of Compliance is a key component of the administrative unit of the Puyallup Tribe of Indians. The role of the compliance office is to monitor all contracts and grants the Tribe enters into with federal, state and local agencies to insure adherence to program goals and objectives and requirements with regards to strict compliance with terms, conditions and regulations.

The Office of Legislative Analyst continues to assist and coordinate with the Tribal Council, Federal and State Lobbyists in the development of the Tribe's Legislative Strategic Plan and to address tribal specific issues with pro-active legislative actions.

■ Accomplishments

- On-going monitoring of federal/state contracts and grants in excess of \$14.1 million dollars. Granting agencies include: Administration on Aging, LIHEAP, Administration for Native Americans, EEOC, HUD CDBG, BIA, Department of Justice Programs, Environmental Protection Agency, etc.
- Serve as point of contact with BIA on the Tribe's \$1.6 million dollar Single Agreement (#GTP10T11527).
- Provided technical assistance to tribal staff with regulations, manuals, circulars, funding notices and compliance requirements for respective programs.
- Implement a review of existing tribal management manuals to determine level of compliance with tribal/federal regulations.
- Monitoring of congressional action on the Tribe's Fiscal Year 2011 Appropriation requests/testimony.
- Prepare for presentation, the Tribe's Testimony Request to the U.S. Congress and the Administration on the Fiscal Year 2012/2013 Appropriations to the Departments of Interior, Environmental, Justice and Health and Human Services and other federal agencies.
- Provide technical assistance in Tribal Council's participation in the National Tribal/Interior Budget Council meetings.
- Provide review, analysis and drafting of tribal response on numerous legislative initiatives affecting tribal sovereignty and self-determination.
- Key participant in the annual financial and program audits for the tribal organization as required by Office of Management and Budget Circular A-133 Single Audit Act.
- Various activities and oversight functions as directed by Tribal Council and Administration.

■ Goals

- Continue the ongoing monitoring to ensure adherence to contracts and grants terms, conditions and requirements.
- Continue to reorganize and define the roles, duties and functions of the department to provide quality services to administration.

(Continues on page 20)

Department Contact:

Michael A. Bowe chop
Director

Phone:

(253) 573-7821

Email:

Mike.bowe chop@
puyalluptribe.com

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Compliance and Legislative Analysis (continued)

- Work with Tribal Administration on development of acceptable methodology to determine effectiveness and quality of services being provided by contracts and grants.
- Prepare Tribe's Testimony/Legislative Strategic Plan for future Appropriations requests.
- Continue to monitor and track proposed legislation at the federal level and recommend and prepare tribal response.
- Continue to provide technical assistance to Tribal Council's participation in the National Tribal/Interior Budget Council.
- Continue to monitor and implement update of management documents for the Tribe (financial, personnel, procurement, records retention and travel manuals).
- Continue to provide assistance with special projects as directed by Tribal Council and Administration, including research and develop federal, state and local grant proposals for community programs, facilities and economic development based on community involvement, tribal master planning, department and committee involvement and Tribal Council direction.
- Provide technical support to Tribal departments in program development and implementation of grant projects and reporting.
- Participation and implementation in the development of the Puyallup Tribal vision, mission and strategic planning document(s).

Crisis Assistance

■ Purpose

The Crisis Assistance Program (CAP) is a service oriented program which provides monetary assistance to Puyallup tribal families in crisis only after all other available resources have been exhausted. Every effort will be made to access services both outside and within the Puyallup Tribe to stabilize Puyallup tribal families who are in a crisis. Only when all other avenues have been exhausted will the CAP staff consider monetary relief for the family. The CAP staff will arrange and facilitate services provided by other programs to ensure comprehensive case management for the success of the families and the program.

■ Procedure

Eligible Puyallup Tribal members can apply for CAP services by completing and filing an application with the CAP Staff. Upon submitting the application the CAP staff will provide a list of supporting documents needed to process the application. Incomplete applications will not be processed. When the CAP staff has received the application and all the information required we must verify with the vendors, utility company, landlord etc, of amount due with dates past due. The CAP staff will determine if any resources are available to applicant and make proper referrals. If the CAP staff has determined that all resources have been exhausted and an applicant has complied with all referrals a decision will be made for an approval or denial. Application approvals can be pending for up to two weeks.

■ Eligibility

This program is for enrolled Puyallup Tribal adult members. Please call to verify eligibility. Only one Puyallup Tribal member per household may utilize the program.

Department Contact:

Talea Lopez
Manager
(253) 573-7989

Merrilee Satiacum
Coordinator
(253) 573-7840
Fax: (253) 573-7975

Mailing Address:

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Tacoma, WA 98404

Design and Construction Management

■ Purpose

The Tribal Council established the Department of Design and Construction Management during the spring of 2007 to provide design and construction management services for prioritized new construction and remodeling projects with a fundamental requirement for Member Safety through code compliance.

■ Mission

The department is to provide services to the Tribal Council and community which include: project management for the cost-efficient and timely identification and contracting with architects and related consultants together with construction companies for the development of Tribal projects. By way of example, the department is working on the development of a new Justice Center that is planned to be delivered in three phases. Phase I – Restorative Correctional Facility, Phase II Police & Public Safety, Phase III – Court House. Other community projects include; Multi-purpose Athletic Fields, Assisted Living Facility and remodel/modernize of Grandview Learning Center, Graham Lake Property, Youth Center and Gault School. In addition, the department works with Tribal governmental departments on transportation and utility developments to ensure appropriate capacities for safe access to new projects. The identification of and contracting with all consultants, is guided by an open, transparent, and written procurement process.

■ Accomplishments

- Implementation of the Puyallup Tribe of Indians Design and Construction
- Procedures Manual that governs procurement, contracting, project management and fiscal accountability.
- Established an on-going pro-active Team Based working relationship with Tribal Administration and Tribal Entities to deliver projects on time and on budget.
- Coordination and support to the Tribal Council, Finance Office and Legal Department in the development of documents to secure the funds for development of new facilities.
- Identification and contracting with architects for Master Planning, Feasibility Studies and Design.
- Identification and contracting with construction companies for preconstruction and construction services
- On-going administrative support and preparation of enabling documents for Council review and approval throughout development of these very important projects.

(Continues on page 23)

Staff:

T. Peter Mills
Program Manager

Keli Hagen
Governance Project
Manager

Ron Wrolson
Project Manager

Debbie Sharp
Governance Project
Coordinator

Marjorie Basballe
Governance Project
Coordinator

Stephen Healy
Cost Analyst

Dan Kain
Procurement/
Contracts Manager

Phone:

(253) 680-5779

(253) 680-5771

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Design and Construction Management (continued)

- Project fiscal management thorough development of detailed project budgets, and subsequent review and approval of all project invoices.
- Coordination with Tribal Planning and Land Use, Environmental and Cultural Departments in the preparation and review of environmental documents for project development and permitting.
- Liaison internally and externally for the review, analysis and program development with the Washington State Department of Transportation for the High Occupancy Vehicle (HOV) improvements proposed for the Portland Avenue area of Interstate-5.

■ Goals

- Provision of the highest quality research, analysis, and the development of project alternatives for Tribal Council consideration and action.
- Fostering Team Based communication, coordination which result in actions and deeds providing improved services to the Community.
- Continued detailed administrative documentation by Tribal Resolution for all contracting activities consistent with a transparent procurement process.
- Working with the Tribal Finance Office to assist in the timely completion of financing activities to ensure the availability of least cost funds for all projects.
- The completion of negotiations with building contractors and the start of construction for governance projects.
- Effective outreach to the Community for all employment and subcontractor opportunities in the construction of governance facilities.
- Pro-active research and proposal development to maximize alternative revenue opportunities thus expanding Tribal financial resources.
- Completion of Master Planning for the Portland Avenue (East-side Area) which emphasizes accessibility, utility services, and business diversification opportunities in support of Tribal Government, the East-side Community and Gaming/Hospitality.

Educational Incentives

■ Mission

The goal of the Education Incentive Program (EIP) is to encourage Tribal Member children, youth and adults to work diligently in bringing up and maintaining good grades, to attend school regularly and to improve their academic performance, thereby increasing their knowledge, skills and ability to progress in post-secondary educational institutions.

■ Eligibility for Grades and Attendance

Applicant must be:

- An enrolled Puyallup Tribal member;
- Attending a certified school; and
- Attending Kindergarten, Elementary, Middle or High School to qualify.

■ Grades and Attendance Services

Students attending Kindergarten-12th grade will be awarded the following:

- Monetary Awards for good grades: All A's \$50; A's, B's, C's and D's - \$35, Mixed A's, B's, C's, D's, and F's - \$10;
- Monetary Awards for attendance: Perfect attendance-\$50, missed up to 4 days-\$35.

Graduation Incentives (High School Graduate):

- Pre-Graduate receives \$600. For graduation expenses, i.e., cap and gown, announcements;
- Graduate receives \$500. Must bring copy of diploma.
- Graduate must apply for graduation recognition benefits within one year of graduation.
- Graduate will receive a Pendleton blanket.

■ Other Educational Assistance

Student Requirements:

- Must be an enrolled member of the Puyallup Tribe;
- Must be attending a certified school, home schooling or college;
- Student must be having difficulties in: either math, reading, writing, study skills, state test preparation or SAT/ACT test preparation to qualify.

■ Services Provided

- General Equivalency Diploma testing fees (\$75);
- Pass GED test - \$300;
- Tutoring services such as Sylvan Learning Center - can receive funding for testing and tuition.

Department Contact:

Jane L. Wright

Phone:

(253) 573-7842

Fax: (253) 573-7929

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Elder Tribal Member Medical Assistance

■ Mission

The intent of the Elder Tribal Member Medical Assistance Program is to aid elder Puyallup Tribal Members with monetary assistance when they are hospitalized.

■ Maximum Assistance

- The maximum amount of elder medical assistance is \$500 per hospitalization.
- Assistance is granted one time per admittance to hospital.

■ Eligibility Requirements

Elder must be:

- Member of the Puyallup Tribe of Indians;
- 55 years or older; and
- Hospitalized.

■ Other information

The Elder Medical Assistance Program is funded by the Puyallup Tribe. At any time the amount of funding can be either decreased or increased based on funding allocations.

Department Contact:
Elsie Thomas

Phone:
(253) 573-7884
Fax: (253) 573-7851

Mailing Address:
3009 E. Portland Ave.
Tacoma, WA 98404

Elders Care Services

■ Mission

Provide timely services that are culturally appropriate and aimed towards the maintenance of the safety, well-being and quality of life for aging, disabled and vulnerable adults.

■ Accomplishments

- Elders Programs are now combined into one unit and are communicating and coordinating to prevent duplication of services.
- This year we began looking at areas where we can improve.
- We have loosened the criteria for eligibility to include all tribal member adults with disabilities.
- The Executive Director, Elders Committee and Judicial programs have been working on a Vulnerable Adult Code to provide a mechanism for safeguarding elders and vulnerable adults against exploitation, neglect and abuse.

■ Goals

- Seek recognition as the Division of Elder and Vulnerable Adult Services.
- Establish an Adult Protective Service Program.
- To improve service delivery in the area of lawn care and maintenance, program policies and procedures, socialization program and accessibility.
- To expand services to include a full-time Nurse Practitioner.

■ Eligibility

Puyallup Tribal Members or other Native Americans who are 45 and above, or Tribal Members who have a qualifying disability, and live in the Pierce, King, Kitsap and Thurston County areas.

Services provided are based on need as determined by the applicant's case plan.

Department Contact:

Russell Hanscom
RN, MHA

Executive Director
Elders Services & Vulnerable
Adult Services

(253) 680-5481 Office

(253) 302-9523 Cell

Vernetta Miller

Executive Director of
Elders Services & Wellness
Center

(253) 680-5482 Office

(253) 278-6706 Cell

Rick Dlugosz

Facilities Engineer

(253) 680-5487

John Strickler

Custodian

(253) 680-5487

Debbie John

Admin. Assistant

(253) 680-5483

Kristina Olesen

Managing Fitness

Therapist

(253) 680-5486

Huyana Tougaw

Home Support Aide

(253) 680-5480

Eleanor Loucks

Van Driver

(253) 680-5480

LeAnn Forrester

Home Support Aide

(253) 680-5480

Angela Hatch

Home Support Aide

(253) 680-5480

Title VI Staff:

(253) 680-5492

Lorraine Joseph

Program Coordinator

Leora George, Cook

Jeannette Roy, Cook

James Dillon

Nutritionist Svc. Asst.

Tom Bean, Van Driver

Phone: (253) 680-5480

Fax: (253) 680-5493

Address:

3010 Duct Cho Street
Tacoma, WA 98404

Emergency Housing Repair, Property Management, Natural Disaster Assistance

■ Emergency Housing Repair

The intent of the Emergency Housing Repair Program is to provide Puyallup Tribal Members the opportunity to live in decent, safe and sanitary housing. This will be accomplished by assisting with an emergency housing situation or occurrence that happens unexpectedly and demands immediate action. This program is not intended to replace other housing programs and will assist with emergency repairs to what's already in the home. Upgrades, remodels or weatherization are not covered through this program.

Eligibility Requirements

1. Must be an enrolled member of the Puyallup Tribe of Indians;
2. Unit must be applicant's primary residency; and
3. Applicant must own home; (fee title, trust title);
4. If applying for the \$5,000 grant, must be a Tribal member 55 and older.

Application Process

1. Must fill-out and sign an Emergency Housing Repair Application;
2. Provide documentation of Enrollment, i.e., copy of Tribal Identification card;
3. Provide documentation of homeownership either by the County Assessor website or Mortgage Statement or a copy of the mobile home title
4. Must go through your homeowner insurance first to cover cost of work first. (water, fire, flood, wind, etc.) Provide copies of homeowner insurance information.

Repairs and Amenities Not Covered

1. Upgrades; (if we need to replace an item such as a heater, toilet or water heater it will be comparable to the item being replaced);
2. Appliances; refrigerators, stoves, freezers, washers and dryers, other household furnishings;
3. Exterior painting;
4. Deck, porch or patio (repaired only if it is determined to be unsafe);
5. Counter Tops or cabinets;
6. Detached garage repairs
7. Fencing, pest control etc...

■ Property Management

Oversee the upkeep and renovations of the Tribal Owned Properties. We negotiate bids/proposals for renovations, hire and supervise contractors. All together accomplishing a great deal with several major projects such as:

- **Graham Property:** We have been maintaining the grounds on the property. We removed a lot of debris and started the process of renovating both buildings. Last year the Law Enforcement used this property as a Youth Camp.

(Continues on page 28)

Staff:

Donald R. Coats
Director & Property
Manager

JoAnne Webb
Administrative Assistant

Donald George
Carpenter, Maintenance

Rodney Hohn
Electrician, Maintenance

Phone:

(253) 573-7972

Fax: (253) 573-7825

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Emergency Housing Repair, Property Management, Natural Disaster Assistance (continued)

- **Emergency Rental Homes for Elders age 55 and older:** Rather than leaving these homes vacant and vulnerable to vandalism we are temporarily using them as extreme emergency rental homes. When available, they are for Elders age 55-older only. We have seventeen rental homes in this area all of which are occupied. The rental agreement is on a month-to-month basis.
- **Building Use:** Manage and schedule events for the Polish Hall and Spanish Church. All applicants for building use must pay a deposit of \$150 and sign the Building Use Agreement
- **Demolitions:** When a Tribal owned house is deemed unlivable and it's necessary to demolish it, we obtain an asbestos inspections, abatements, obtain bids and oversee the demolitions.

■ Natural Disaster Assistance

The intent of the Puyallup Tribe's Natural Disaster Assistance Policy and Procedures is to identify the process in which monetary assistance is provided to Tribal members when their primary residence has been adversely affected by a natural disaster, i.e. floods, windstorms, hurricanes, tsunamis, mud slides, tornados, fire or applicant has been ordered to evacuate.

1. **FINANCIAL ASSISTANCE:** Primary unit is deemed unlivable or inaccessible by certified housing inspector local weather official, or local law enforcement agency;
2. **HOTEL STAY: (Emerald Queen Casino Hotel)** Tribal Council has determined that the Natural Disaster is within the Puyallup Reservation boundaries and has verified through an official weather agency or local law enforcement to evacuate the area. Tribal Council may issue through a Council Determination Report (CDR) approval of lodging at Emerald Queen Casino. If rooms are not available, Tribal Council may issue hotel vouchers. Applicant (family) must live within the Puyallup Reservation boundaries and be within the evacuation area to qualify.

Applicants will be required to provide documentation of their emergency situation from an appropriate agency or department, such as FEMA, Fire Marshall, Law Enforcement Agencies, Puyallup Tribe Emergency Housing Repair Director or CDR designating approval for Hotel Stay.

Energy Assistance

■ Mission

The Puyallup Tribal Energy Assistance Program assists Puyallup Tribal adult members in financial difficulty with energy bills.

■ Services Provided

This program assists with Electricity/Utilities, Natural Gas, Propane, Oil, Wood Pellets or Presto Logs. Our fiscal year is October 1st – September 30.

■ Eligibility

Applicant must be at least 18 years of age, tribal member's name must appear on bill, and this must be an established residence (a lease with the tribal members name listed may be required in the approval process) Bills must be past due and no more than one tribal member per household/per address may utilize this program.

Department Contact:

Talea Lopez
Manager
(253) 573-7989

Merrilee Satiacum
Coordinator
(253) 573-7840

Fax: (253) 573-7975

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Enrollment/ID

■ Services Provided

- The Enrollment Department accepts and processes new Enrollment Applications for membership into the Puyallup Tribe, processes certification of Indian Blood documents, Family trees, etc.
- The Enrollment Review Committee meets monthly to review and make recommendations to the Tribal Council on any/all new enrollment applications and any other information pertaining to Enrollment issues.
- ID Technician processes any/all membership identification cards, fishing identification cards and Administration Employee identification cards. Also assists with Enrollment issues and performs other duties as assigned.
- Data Entry Technician enters all required data into computer system on all approved tribal members. Also assists with Enrollment issues and assists with processing ID cards and performs other duties as assigned.
- The Tribal Membership Rolls are processed and submitted to the BIA on an annual basis after Tribal Council reviews and approves all recommendations made by the Enrollment Review Committee.

Enrollment Review Committee:

Len Ferro, Chairman
Norma Eaglespeaker
Georgia Parizo
Leannette Slaton
Lauretta Jane Wright

Staff:

Barbara Richards
Enrollment Director
(253) 573-7849

Cyrus Kallappa
ID Systems/Data Entry
(253) 573-7978

Robert Thomas
Senior Administrative
Assistant
(253) 573-7959

Fax:

(253) 680-5732

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Finance

■ Mission

The mission of the Finance Department is to provide financial expertise and services supporting the Puyallup Tribe of Indians in establishing strategic goals and policies and procedures, thereby ensuring financial accountability to the Tribal membership.

■ Objectives

- **Audits/Compliance.** Coordinate annual financial audits of the Tribe and act as liaison to tribal entities as to status of annual audit completion and timely audit submission to reporting agencies and/or financial lending institutions as required. Coordinate special audits as needed. Ensure compliance with all appropriate regulatory bodies.
- **Budgeting/Forecasting.** Develop and implement multiyear budgeting, forecasting, and strategic planning policies.
- **Policies and Procedures.** Review existing financial policies and procedures to provide recommendations for improvements; assist with development and implementation of new policies and procedures where needed.
- **Financial Management Practices.** Recommend and implement strong financial management practices such as:
 1. fund balance reserve policy
 2. contingency planning policies
 3. debt affordability reviews and policies, and
 4. multi-year capital improvement plan integrating operating costs of new facilities.
- **Banking/Financing Relationships.** Coordinate activities regarding banking matters, to include structuring and negotiating of financing for various capital improvement and economic development projects.
- **Revenue Identification and Cost Controls.**
- **Financial Education.** Provide financial education opportunities to tribal youth through the Junior Achievement program. Identify and coordinate financial investment advisory services for tribal members.

Department Contact:

Julie Hamilton
Tribal Financial Officer
(253) 573-7824

Sheri Bailey
Finance Specialist
(253) 573-7968

Laura Sterud
Compliance Officer
(253) 680-5776

Mailing Address:

3009 E. Portland Ave.
Tacoma, WA 98404

Fisheries

■ Mission

As directed by the Puyallup Tribe of Indians the Puyallup Tribal Fisheries Department shall, *“preserve, protect and enhance salmon in usual and accustomed areas, and the water resources that determine their viability.”* It’s the department’s goal to fulfill its obligations by leading and participating in habitat restoration efforts, harvest management/policy, fish enhancement projects and research and monitoring activities.

Between the signing of the Medicine Creek Treaty in 1854 and the Boldt Decision in 1974 there was no legal standing for the Puyallup Tribe of Indians to maintain their inherent rights of fishing. As a result of the Boldt decision, the tribe was allocated 50% of harvest and management responsibility for salmon runs on their usual and accustomed fishing areas. Shortly after the mandate, the Puyallup Tribal Fisheries Department began a small office and hatchery. During this time a small number of individuals made great efforts to establish salmon enhancement projects that benefited both tribal and non-tribal fisherman alike. Since this time the department has grown and maintains a large presence in the Puyallup River watershed. The department continues to lead efforts to preserve and restore salmon habitat throughout a watershed that is showing many symptoms associated with logging, urbanization, and a rapidly expanding human population. In addition, the tribe continues to identify enhancement opportunities and create restoration projects, while participating in research related to salmon recovery efforts. The department closely monitors the status of salmon populations both within and outside its jurisdiction and strives to maintain healthy, harvestable salmon populations for the benefit of all. We continue to refine management practices and participate in decision making processes that protect the resource, while maintaining the Tribe’s cultural and economic identity. The Puyallup Fisheries Department, under the direction of the Puyallup Tribe of Indians, has and will continue to participate and lead efforts in preserving the natural resources that define this unique portion of Puget Sound.

■ Major Accomplishments and Operations

- Land Claims Settlement Act of 1988 established Puyallup Tribe’s environmental jurisdiction in the Reservation Reach of the Puyallup River.
- In 1999, developed catalog of 13 restoration sites in the Puyallup River drainage to illustrate the opportunities for levee setbacks and improve floodplain management.
- In 2000, constructed fish ladder at Electron headworks on the Upper Puyallup River opening 23 miles of habitat for salmon utilization.
- In 2010, established 17 acre off-channel wetland in the lower Puyallup River near the City of Fife.
- Construct, operate and maintain two salmon hatcheries in the lower Puyallup River and acclimation ponds in the upper White and Puyallup Rivers.
- Participate in on-going White River Spring Chinook and Winter Steelhead recovery programs.
- Complete both adult and juvenile salmon annual reports detailing salmon life history, habitat usage and abundance estimates.
- Participate in various regulatory and harvest management negotiations in order to protect and enhance salmon stocks in the tribes usual and accustomed areas.

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Funeral Expense Assistance

■ Mission

The intent of the Funeral Expense Assistance Program is to assist Puyallup Tribal Members with expenses associated with funeral arrangements.

■ Maximum Assistance Guidelines: Tribal Member

When deceased is a Puyallup Tribal Member:

- The maximum amount of funeral assistance is \$3,700;
- Funding can only be used for funeral, which includes; casket, urn, travel, funeral dinner and miscellaneous, i.e. clothing, blankets, flowers, or other items relating to funeral (receipts must be provided).
- (1) Pendleton Blanket – Donated by Tribal Council.

■ Eligibility Requirements: Tribal Member

When deceased is:

- Member of the Puyallup Tribe of Indians;
- Spouse (Native or non-Native) of a Puyallup Tribal Member;
- Stepchild or adopted child of a Puyallup Tribal Member; or
- Stillbirth of a Puyallup Tribal Member.

■ Maximum Assistance Guidelines: Relative of Tribal Member

When deceased is a Relative of a Puyallup Tribal Member:

- The maximum amount of funeral assistance to aid a Tribal member when the deceased relative is not a Puyallup Tribal member is \$750 (one time payment to head of household).

■ Eligibility Requirements: Relative of a Tribal Member

When deceased relative is a:

- Spouse, mother, father, child, sister, brother, niece or nephew, aunt, uncle, grandmother, grandfather, grandchild or great-grandchild.

■ Other Information

The Funeral Expense Program is funded by the Puyallup Tribe. At anytime the amount of funding can be either decreased or increased based on funding allocations.

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Funeral Travel Assistance

■ Mission

The intent of the Funeral Travel Assistance Program is to assist Puyallup Tribal Members with traveling expenses associated with attending a relative's funeral.

■ Eligibility Requirements

Applicant must be:

- Enrolled member of the Puyallup Tribe of Indians;
- An immediate relative of the individual deceased: spouse, mother, father, child, sister, brother, grandmother, grandfather, great-grandmother, great grandfather, grandchild, stepparent, stepchild, aunt, uncle, niece, nephew or foster child must provide notarized statement that indicates individual was foster parent; and
- 18 years or older.

■ Maximum Assistance Guidelines

When the Funeral is:

- Located within the county that the applicant is residing, the maximum travel assistance is \$75;
- Located outside the county in which the applicant is residing and in the state in which the applicant is living the maximum is \$125;
- Located outside the state in which the applicant is living the maximum amount is \$500;
- The applicant may have the option to request cost of round-trip airline ticket, if living outside the state;
- When a family has to fly into Washington State, they can be offered two rooms at the Emerald Queen Fife Casino at no charge, based on the availability of rooms. The family spokesperson will determine who receives the rooms. Any other family members wishing to stay at the hotel will be offered a discounted rate, when rooms are available. Rooms will be available for a maximum of 3 days.

■ Other Information:

The Funeral Travel Assistance Program is funded by the Puyallup Tribe. At any time the amount of funding can be either decreased or increased based on funding allocations.

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Geographic Information Systems

■ Mission

To provide excellent GIS services to the Puyallup Tribal Government and Community so that the Tribe has timely, accurate information for effective decision-making.

■ Accomplishments

The GIS Department principally assists other Tribal Departments with the acquisition, management, analysis and display of their spatial data. We complete an average of 265 mapping requests a year for Tribal Departments and Members, resulting in almost 1000 maps and 165 spreadsheets. During the last year GIS contributed to such diverse projects as:

- Mapping and analyzing over 84,000 data points gathered from GPS collared elk to determine their habitat preferences and seasonal activity.
- Contributing to the update of the Indian Reservation Roads database thereby helping to secure over 2.3 million dollars a year through the BIA's Roads Program.
- Aggregating Crime Statistics from the major on Reservation jurisdictions in support of a Justice Center grant application.
- Adding new aerial photos, LiDAR and other data to bring the total volume of GIS data to over 2 TB.

■ Goals

- Complete a proper GIS Needs Analysis for the Tribe, providing an organization wide assessment of how the Tribe might better use GIS.
- Install, configure and provide online mapping capabilities to Tribal staff. This could potentially give every desktop within Tribal Government access to common GIS maps and data.
- Install, configure and use an enterprise level database for GIS data. This would allow for greater data security, promote better data sharing across departments, plus provide faster access to our data.
- Provide full desktop GIS to greater numbers of Tribal Staff, allowing non-GIS staff to more effectively collect, manage and analyze their own data.
- Add additional staff in order to provide excellent support to the Puyallup Tribal Government and Community.

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Grandview Early Learning Center

■ Mission

To provide quality and culturally appropriate early childhood care for the Native Children for our community. To provide a safe and nurturing environment for their physical, social and intellectual growth.

Grandview Early Learning Center currently services 100 children on a daily basis and 35 families on subsidized care under the CCDF grant. We have 25 staff; 6 On-Call Staff, and 1 W.I.A. employee.

■ Accomplishments

We have been placing high focus on updating all the employees' job descriptions, staff training and attendance. GELC is reorganizing each classroom with age appropriate curriculum and supplies. We have been supporting Lead Teachers with training to develop their Lesson plans and activities. We have been developing Educational plans with each employee. We have been getting all the employee files updated and current to all the grant requirements. The New Year is full of exciting activities for our children and families.

Our newest program additions are the Language Classes with instructor Tami Cooper. The children minds are so connected to the Language and songs. The Language department comes to the Center Monday through Friday.

■ Enrollment Process

- The Federal CCDF (Child Care Development Fund) grant was developed to help low to moderate income Native American families in designated service areas. All Native families in our service area that apply for services at Grandview have to meet certain guidelines. One of these guidelines is family income.
- The grant has limits on the family's income. In writing this grant, income guidelines were placed as high as the grant will allow. We also do not include per capita income for Puyallup Tribal members, as this may disqualify them as being over the maximum allowed income for their family size.
- Income is not considered when Children's Services is involved with the family.
- All families must pay a co-payment per our grant, unless under the poverty guidelines. The amount of the co-payment is based on family count and income. Calculations are done on the sliding fee scale sheet and must be in all children's files for the auditors to check at the end of the year.

Concerns: There have been Tribal member employees who want their children to come to Grandview Early Learning Center but their income is too high. They state that they would love for their children to be in our Tribal day care especially now that the language is being taught.

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GELC Accountant

Lead Teachers

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Evelyn Viken

Sarah Shumate

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Sarah Stafford

Liz Robidoux

Lisa Earl

Assistant Teachers

Anna Bean

Vonetta McCloud

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Diane Lopez

Tracey Pittman

Lesley Salyers

Janel Shippentower

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Higher Education

■ Mission

1. Providing Tribal members an opportunity to pursue a Higher Education to any college of their choice within the United States.
2. Provide funding for Puyallup Tribal member students college tuition, books, and supplies within the maximum amount allowed per fiscal year.
3. Provide a monthly living assistance stipend in the amount of \$500/fulltime or \$250/part time, or on-campus room and board paid for while attending a college or university.

In support of the overall mission and objectives of the Puyallup Tribe of Indians Higher Education Program, we will provide the following services to the Puyallup Tribal members:

- Tuition, mandatory fees, books and supplies paid for within the maximum amount allowed of per fiscal year.
- Provide a living assistance stipend in the amount of \$500/fulltime or \$250/part time.
- Continuing Education recertification pertaining to their license or degree paid for in the amount of \$500 per fiscal year at a college or an educational institute.
- Higher Education provides monetary awards to students who complete their educational program and graduate with a certificate or degree. The awards are based on the type of certificate or degree obtained.
- Refer Tribal members to Human Resources, WIA or TERO for employment opportunities.
- Assist students with applying and finding other sources of financial aid.
- Coordinate and facilitate with colleges/universities regarding student enrollment, bookstore and tuition accounts for the students.
- Promote self-sufficiency, and to advance the students personal and professional potential in Higher Education.

■ Objectives

The following is a list of the Higher Education goals for fiscal year 2011:

1. Continue Increasing the amount of Tribal members utilizing Higher Education Program.
2. Ensure the Tribal students are getting the best education possible.
3. Assess and enhance the program through continual improvement that ensures effective and efficient delivery of Higher Education services within the Tribal Administration.
4. Provide opportunities for students to develop the knowledge, skills, and ability to qualify for current and future jobs.
5. Continue providing Human Resources with student degrees to recommend them for employment at the Tribe.

(Continues on page 38)

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Higher Education (continued)

6. Continually update policies and procedures to meet the needs of the Tribal students.
7. Evaluate and report on the effectiveness of Higher Education Program's ability to meet stated goals and impacts on the Tribal students.
8. Develop and improve services to all tribal students.

■ Summary of Activities, Accomplishments and Current Objectives

The following is a list of activities the Higher Education Program has been working on, the accomplishments achieved as a result of these activities, and the objectives we hope to accomplish in the future:

OBJECTIVE #1

Increase employment of Tribal member students within the Tribal government and Tribal community.

Accomplishments

- a. For the past 7 years Higher Education has doubled the student enrollment annually.
- b. Tripled the amount of students receiving college degrees.
- c. More students are qualifying for federal grants, which helps the Tribe and student save money.
- d. Tuition has also been raised to keep up with the cost of tuition rising the past few years.
- e. Total number of students attending college/vocational-technical school or university is 260 and counting.
- f. Approx. 20 employees at Tribal Administration and Emerald Queen Casino are Puyallup Tribal member students who graduated with degrees from Higher Education.
- g. Approx. 30 students have graduated with degrees from Higher Education from 2010-2011 and counting.
- h. We pay for recertification courses pertaining to your degree or license.
- i. Students receive a monthly stipend for going to college.

Future Plans

- a. We will continue to encourage Tribal members to take advantage of educational opportunities Higher Education provides to the members.
- b. In cooperation with the Workforce Development Program, H.R. and TERO Office, we will work with Tribal departments and entities to develop jobs and training opportunities to allow Tribal members to develop the knowledge and skills needed to obtain employment.
- c. Continue to build relationships with all colleges and universities.

OBJECTIVE #2

Assess and enhance the Program through continual improvement that ensures effective and efficient delivery of Higher Education services.

(Continues on page 39)

Higher Education (continued)

Accomplishments

- a. Higher Education has implemented a quarterly and annual report to the Tribal Council and administration regarding the number of students utilizing the Higher Education Programs available to them.
- b. To ensure more efficient operations, Higher Education is working closely with the college and university scholarship tribal designees.

Future Plans

- a. We will continue to facilitate and coordinate with the colleges and universities to make sure all tuition, books and supplies are paid for the tribal students.
- b. We will continue to make sure all the students educational needs are met according to policy.
- c. Continue to strive for a stress-free educational experience for all Tribal students.
- d. Keep the monthly living assistance stipend flowing smoothly.

Historic Preservation

■ Mission

The Historic Preservation Department provides information to anyone who would like to know more about the Tribe. We assist tribal members in doing family genealogy, duplicate treasured photographs, teach our history to interested parties, consult on Project Notifications, consult on NAGPRA claims, and maintain document and photo database.

■ Accomplishments

The Historic Preservation does a wide variety of duties on a daily basis. Some of these responsibilities include:

- Attending Cultural and Community events to preserve and document the Tribe's history
- Collaboration with Museums, Universities, Schools, Historic Societies, Book Writers, and City/County employees on cultural projects
- Consulting on Repatriation and NAGPRA Claims to bring our Ancestors to their proper burial place
- Working with Schools on Native American curriculum to start the implementation processes of teaching local Native American history into the Public Schools
- Going into the community to present the Tribe's history to schools, businesses, and organizations to create a stronger awareness of the Puyallup Tribe's history from past to present
- Conducting Elders interviews
- Collecting local/Tribal artifacts, and doing detailed inventories of the Tribe's artifacts stored off site
- Attending Cultural seminars on Historic Preservation, NAGPRA, Cultural Resources/Section 106/Traditional Cultural Properties
- Continually working and meeting with outside agencies regarding projects that occur both on reservation and within our Usual and Accustomed area to ensure that our sacred lands are not being disturbed
- Visiting project sites to monitor test digs for Archaeological finds and to preserve and protect ancient Puyallup village sites.
- Maintaining archival documents and photograph collections

■ Goals

- Compile Puyallup Tribal legends and stories into a book for the Membership and the Community
- Create a Puyallup Tribal Photograph/Biography book for the Membership
- Create a new/age appropriate tribal history presentation on DVD for the Puyallup membership and the Community
- Continue to work with local schools by implementing mandatory inclusion of the Puyallup Tribal History book into local School Districts as part of Washington State Tribal History House Bill 1495
- Continue uploading/managing all tribal archival records and photographs into the new PastPerfect Software so that requests by staff and the membership will be easily accessible for use in our Research Center.
- Plan and research means to establish a Puyallup Tribal Museum in the near future.

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Housing Authority

■ Mission

The Puyallup Tribal Housing Authority's (PTHA) mission is to provide assistance and opportunities for eligible and qualified Native Americans within the Puyallup Tribe's service area to obtain decent, safe, sanitary and affordable housing.

■ Purpose

PTHA has been established to provide decent, safe and sanitary housing for low-income Tribal members and other Indians; to remedy unsafe and unsanitary housing conditions that are injurious to the public health, safety and morals; to alleviate the acute shortage of decent, safe and sanitary dwellings for persons of low income; to provide employment opportunities through the construction, reconstruction, improvement, extension, alteration or repair and operation of eligible dwellings; and to manage and maintain residential properties that are owned by the Tribe and/or the Authority for the purpose of providing housing to Tribal members and the Indian community.

■ Programs

PTHA offers assistance to eligible low-income participants with:

- Rental Assistance (Section 8)
- Low Rent: (27) NE Apartments, (22) townhouses on East Grandview, (8) Elders units on Waller Road and (1) Elders Healthy Home
- Home-Ownership Opportunity (lease to own) and
- Elders' Repair and Renovations.

■ Goals

- (10) units at the NE Longhouse Project, anticipated completion date before 2012.

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Board of Commissioners

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Katie Estacio, Vice Chair
Misty Flores, Member
Denise Reed, Member
Charles "Stan" Sicade III, Member

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Officer Matthews
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Human Resources

■ Mission

Facilitating employment, training and educational opportunities for employees, Tribal members and other Native Americans that will assist them in gaining or maintaining long-term, stable employment; and Providing information and assistance to Tribal governmental leaders, managers and employees to help facilitate the effective administration of Tribal programs and the adherence to the Tribe's personnel policies and procedures and all applicable employment laws.

In support of the overall mission and objectives of the Puyallup Tribe of Indians and the Human Resources Division, we will provide the following services to Tribal Administration and the Puyallup Tribal community:

- Human Resource planning, policy administration and support
- Employee training and career development
- Employee relations resources
- Employee safety, domestic and workplace violence and sexual harassment training
- Compensation and benefit planning and administration
- Protection of the employment rights of Tribal members and other Native Americans through the enforcement of TERO and the Tribe's Indian preference policy
- Skill assessment, job readiness training and placement, on-the-job training, employment and education support

■ Objectives

The following is a list of the Human Resources goals for fiscal year 2011:

- Increase employment of Tribal members within the Tribal government and Tribal community.
- Ensure adherence to the Tribe's Indian preference policy and the Tribe's TERO Ordinance.
- Assess and enhance the Division through continual improvement that ensures effective and efficient delivery of HR, TERO, WIA, and Higher Education services with Tribal Administration. Working with Tribal Administration to Implement a Tribal Workforce Development Program that will provide assessment, education and training opportunities for employees and Tribal Members to develop the know-ledge, skills, and ability to qualify/Enhance for current and future jobs.
- Provide technical HR assistance and training to the Tribal organization.
- Continually update HR policies and procedures to meet the needs of the Tribal government.
- Ensure that staff members are provided career and leadership development resources.
- Improve the performance review process and train managers on how to do effective employee performance evaluations.

(Continues on page 43)

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Human Resources (continued)

OBJECTIVE 1:

Ensure adherence to the Tribe's Indian preference policy and the Tribe's TERO Ordinance and Higher Education, a 100% compliance in FY 2010.

HR has implemented regular staff meetings to follow up on action items and review the status of the hiring process for every vacant, approved position that we are aware of.

OBJECTIVE 2:

Provide technical HR assistance and training to the Tribal organization.

We have consistently been available, Monday-Friday, 8 a.m. – 5 p.m, to assist staff, applicants and community members with their HR-related issues. We held training seminars on Harassment, Supervisor Skills I & II, Civility in the Workplace, and Performance. We are currently working on a training schedule that will include training on the following areas: Harassment, Performance Evaluations, Domestic and Workplace Violence Policies, Personnel Policies and Procedures, Supervisor Training, Communication, and other training needs that may arise.

OBJECTIVE 3:

We have drafted several policies and/or changes this past year including changes to the Administrative Leave Policy. We have a draft of a revised Personnel Policies and Procedures Manual for Tribal Administration about 95% complete. We held Supervisor Training I & II to help supervisors improve their leadership skills amongst their staff. We have continued to implement and monitor the Educational Leave policy and working with employ-ees and their supervisors to make arrangements for the employee to attend school during working hours. A handful of employees have taken advantage of this opportunity. continue to implement the Tribe's promotion policy that will allows us to begin doing more career development work with our current employees.

OBJECTIVE 4:

We provided regular reports to Tribal Administration and grantors (for grant funded programs) to measure compliance with our stated goals. We have begun working with program directors and supervisors on doing performance evaluations of their staff. We will continue to build relationships with the various social service programs in this community and work collaboratively with them to help our community members overcome any barriers to employment they may have. We will form partnerships with local vocational/training colleges to provide educational opportunities for our members. Once approved, we will implement a training seminar to train our supervisors on how to effectively conduct a performance evaluation.

■ Summary of Activities, Accomplishments and Current Objectives

The following is a list of activities the HR Department has been working on, the accomplishment achieved as a result of these activities, and the objectives we hope to accomplish in the future:

(Continues on page 44)

Human Resources (continued)

■ Accomplishments:

- Increased employment of Tribal members within the Tribal Government and Tribal Community.
- Number of Tribal members hired in FY 2010: 33
- Total number of Tribal members employed at Tribal Administration: 221
- Approximately 56% of employees at Tribal Administration are Puyallup Tribal members
- 33 out of 57 (58%) employees hired at Tribal Administration in FY 2010 were Tribal members
- 322 of the 404 (80%) Tribal Administration employees are enrolled Native
- Implemented a tracking system Weekly and Monthly Hiring Report to help us keep track of vacant/unfilled positions approved in the budget. In cooperation with the Workforce Development Program and TERO Office, we will work with Tribal departments and entities to develop jobs and training opportunities to allow Tribal members to develop the knowledge and skills needed to obtain employment.

■ Other Accomplishments, Activities and Goals

- **Compliance with Tribe's Anti-Harassment Policy:** Provided several training sessions on Harassment in the Workplace.
- **Accounting Internship Program:** Internship program continues to provide "hands on" experience to Tribal member students.
- **Retirement Plan Meetings:** Set up regular meetings for eligible employees to meet with Westgate Financial to receive information on the retirement programs.
- **First Annual Job Fair:** Together with the HR Departments at all the tribal entities, we organized and put on the first Annual Job Fair for tribal members and other community members, regarding employment opportunities at the various tribal entities (EQC, PTHA, Chief Leschi Schools, Marine View Ventures, and Tribal Administration).
- **Benefits/Open Enrollment/Benefits Fair:** Tribal Administration's HR Department put on a benefits fair to provide employees with information needed to enroll in, or make changes to, the Tribe's medical, dental and other benefits plans.
- **Workers' Compensation:** Administered the Tribe's workers' compensation program to protect the health and safety of all Tribal employees.
- **Unemployment Insurance:** We worked closely with our unemployment representative to reduce our liability with regard to unemployment payments.
- **Grievance Process:** Facilitated the employee grievance process. We plan to continue to improve the grievance process this coming year by amending the grievance policy.

Language

■ Mission

To pursue the revitalization efforts of the Twulshootseed language by providing Twulshootseed language instruction for all ages, developing Twulshootseed language teachers, integrating Twulshootseed language throughout the tribe and the creation of a language resource center.

■ Program Design

The Twulshootseed language program consists of four main components: Language Teachings; Language Integration; Teacher Training; and the development of a Language Resource Center

■ Services

- Program staff provides community language teachings through the daycare, youth center, elders center, canoe family local elementary schools, children and families from the community.
- Program staff provides Twulshootseed teacher training to community members. New teachers will be trained on classroom management, classroom design, teacher planning and the educational aspects of teaching and revitalizing the Twulshootseed language.
- Program staff integrates Twulshootseed language into the building structures throughout the Puyallup Tribe, city signage for historical roads, the Puyallup Tribe newspaper and the Puyallup Language website.
- A Twulshootseed language resource center. Language resources will be accessible later in the year.

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Law Enforcement

■ Mission

It is the mission of the Puyallup Tribal Police Department to safeguard life and property, to enforce Tribal law in a fair and impartial manner, to preserve peace and order within the boundaries of the Puyallup Reservation, and to aggressively pursue this mission in conformance with the culture and values of the Puyallup Tribe of Indians.

■ Vision Statement

Our vision for the Puyallup Tribal Police Department is to provide dedicated professionals to provide excellent service, which enhances the quality of life for the Tribal community that we serve.

■ Goals

The goal of the Puyallup Tribal Police Department is to establish a standard of excellence in police practices and develop high morale, professionalism and accountability. It is also the goal of the Puyallup Tribal Police to improve perception and develop a strong working relationship with the Puyallup Tribal Community. A community that sees officers as having the ability to restore order and uphold the law in a fair and consistent manner is likely to develop the trust and respect necessary for the Department's success.

■ Puyallup Tribal Police Department

The Puyallup Tribal Police Department consists of the Chief of Police, five Lieutenants, one Sergeant, five Detectives, 14 full-time officers and one volunteer reserve officer. Police services are available to the community 24 hours a day, seven days a week.

These dedicated officers are charged with the routine patrol, emergency response and investigative duties to the Puyallup Reservation, which encompass 18,063 acres of land. The police routinely patrol approximately 30 Tribally owned business. Duties also include assigned posts or patrols at Emerald Queen Casino events, firework season servicing both on site and off site stands, the annual tribal pow wow and funeral escorts. These officers are also responsible for conducting routine patrols and monitoring harvesting activities of the Usual and accustomed fishing and hunting areas of the Puyallup Tribe. The Police Department currently has four officers that are also certified divers.

Annually the Puyallup Tribal Police Department has documented more than 5,000 cases and made more than 900 arrests. Investigation demands from this workload are tremendous, detectives are handling more than 1,000 cases per year and have concluded 70% of those cases.

(Continues on page 47)

Department Contact:

Daniel J. Duenas, Sr.
Chief of Police

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Mailing Address:

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Tacoma, WA 98404

Law Enforcement (continued)

Gang activity has increased with more than 28 identified gangs establishing turf within the Puyallup Reservation. With the rise in gang activity, there has been a rise in drive-by type shootings and young members of the tribal community have suffered injury from these assaults. The department has five officers currently working on gang related programs and ways to address these issues. We are working with other tribal police departments and the Puyallup Tribal Community Alliance. Efforts have included the establishment of a gang intel-procedure and graffiti abatement.

A SRO is assigned to Chief Leschi Schools and is available to be on hand at all school events. Our Officer has successfully implemented the GREAT (Gang Resistance Education Awareness Training) program at Chief Leschi School, and conducts a G.R.E.A.T. summer program., as well as weekend camps throughout the school year.

The Puyallup Tribal Police Department is currently working with local jurisdictions to address area-wide gang issues, and several of our Officers are on the Pierce County gang task force. The Chief of Police is a member of the Homeland Security Regional Coordinating Council for Region Five of Washington State. The purpose of this council is to determine when and how the homeland security funding grants will be used in the county and to develop plans for emergency response.

The Puyallup Tribal Police Department continues to improve services and response time through the use of mobile data units in the patrol vehicles. This allows officers to complete reports in their patrol units. This project was implemented earlier last year and has proven to improve response time and cut down on overtime by eliminating the need to return to the police department to complete a police report.

The Puyallup Tribal Housing Program has added a dedicated Police Officer on our police department. This officer dedicates all of her time on housing projects in an effort to improve police services and resources to the Puyallup Tribal communities.

■ Puyallup Tribal Detention Facility

Puyallup tribal detention facility is equipped to handle short-term sentencing, up to a year incarceration, for misdemeanor offenses. The Detention facility is available to enrolled members of the Puyallup Tribe of Indians. This privilege is at no cost to the sentencing jurisdiction. The Puyallup Tribal Detention Facility is equipped to handle inmates on work release. Counseling sessions such as alcohol, drug or family counseling is available to inmates from Kwawachee Counseling Center if required by the sentencing Court. The Puyallup Tribe recently received ARRA funding to build a new 44 bed correctional facility, which should be operational in June 2011.

Legal

The department has eight Tribal Attorneys. Five of the attorneys specialize in one subject area apiece: one in fisheries issues, one in gaming, one in environmental issues, one in children's services, and one in child support. The other three are generalists, working with the wide variety of other Tribal government departments and programs. The Legal Department has two Legal Secretaries.

■ Mission

The Law Office provides legal advice and representation to the Tribal Council and the various departments of Tribal government. We work closely with those departments to address legal issues that the Tribal government faces in its many activities. In addition to assisting the day-to-day functions of the Tribal government, the Legal Department's work on many subjects protects and enhances the rights of the Tribe that are enjoyed and exercised by Tribal members.

■ Objectives

The Law Office works on a variety of subjects.

- **Treaty fishing rights.** The office continues to work on United States v. Washington, the treaty fishing rights case. Current issues in that case include the Tribe's right to have the fishery resource and habitat protected from environmental harm, and implementation of the treaty right to manage and harvest shellfish.
- **Treaty hunting rights.** Represents the Tribe in negotiations and litigation concerning treaty hunting rights.
- **Gaming.** Represents the Tribe in gaming matters including implementation and amendment of the Gaming Compact with the State.
- **Environmental issues.** Works with the Environmental, Fisheries and other departments to address environmental issues including fisheries habitat protection. That area includes work with the Tribe's clean air and clean water programs and challenges to construction and developments that will harm the habitat.
- **Land use.** Works with the Tribe's Land Use Department on issues having to do with land use, zoning and planning.
- **Jurisdiction, taxation.** Advises the Tribe on a number of issues involving the competing authority of various governments to impose their laws and taxes.
- **Financial issues, including federal income tax.** Works with Tribal Council and Accounting Department on various financial issues including taxation of the Tribe's per capita payments to its members.
- **Child welfare and child support.** Represents the Tribe in many child welfare and child support cases in various Tribal and county (state) courts. These cases involve the status of Tribal members and often involve jurisdictional issues as well.
- **Law enforcement.** Works with Tribal Law Enforcement on jurisdictional and other issues.
- **Administration of Tribal government.** Works with the administrative departments including Accounting and Human Resources, on a variety of topics involved in administration of Tribal government and its programs.
- **Tribal contracts and agreements.** Reviews proposed contracts, agreements and other documents to advise the Tribe on recommended changes and represents the Tribe in negotiations and litigation involving disputes over contracts and other documents and issues.

Department Contact:

John Howard Bell
Director

Staff:

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Lead Legal Secretary
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Lauren Butler Smith
Legal Secretary
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Andrea George
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Tallis King George
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Tacoma, WA 98404

L.I.H.E.A.P. – Low Income Home Energy Assistance

■ Mission

The LIHEAP program is a federally funded program to assist Low Income Native Americans from the United States who are enrolled with a federally recognized Tribe with their energy bills.

■ Services Provided

LIHEAP provides assistance with paying energy bills, Energy Conservation Education and household budget management for low income families. This program will assist up to \$200 once per fiscal year, October 1 to September 30. Some may be eligible to utilize the program with an additional request for assistance (with restrictions).

■ Eligibility

This program ensures compliance with Grant Regulations with required information from every eligible applicant.

- Must reside within or near the Puyallup Reservation boundaries.
- Must be enrolled in a federally recognized tribe, Puyallup Tribal members are not eligible as you must meet Federal Poverty Income Guidelines (150% of poverty).
- Applicant must be at least 18 years of age and tribal member's name must appear on energy bill.

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Manager
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Merrilee Satiacum
Coordinator
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Tacoma, WA 98404

Marine View Ventures

■ Mission

The Port Development Group shall provide expertise and guidance to the Tribal Council regarding the development of the Tribe's Port Assets.

■ Initial Objectives

- Identify strategic development opportunities for the Tribe's Port Assets.
- Evaluate, structure and execute transactions which maximize overall economic benefit to the Tribe while minimizing risk.
- **Realize true value of the Tribe's Port Assets.**

Staff:

Chad Wright, CEO
Dan Cunniffe, CFO
Jamey Balousek, COO
Kelly Croman,
General Council

Headquarters:

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Chinook Landing Marina

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William Dillon, Mgr.

Norpoint Shell

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(253) 874-8889
Jennifer Henderson, Mgr.

Pacific Chevron

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Tina Denton, Mgr.

Pioneer Shell

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(253) 627-0308
Matt Schreiber, Mgr.

Portland Shell

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(253) 627-6448
Matt Schreiber, Mgr.

Tahoma Market

6006 Pacific Hwy. E.,
Fife, WA 98424
(253) 344-5660
Mike Shamblin, Mgr.

Medical Emergency Travel Assistance

■ Mission

The intent of the Medical Emergency Travel Assistance Program is to assist Puyallup Tribal Members with traveling expenses while visiting a relative who is hospitalized for one or more days with an illness or condition.

■ Eligibility Requirements

Applicant must be:

- Puyallup Tribal Member who is 18 years and older;
- An immediate or extended relative of the person who is hospitalized.

Additional eligible hospital stays:

- Newborns under 12 months with hospital stay longer than 3 weeks;
- Family member in ICU for over 4 days.

Ineligible Applicants: Resident Location and Relative Hospital Stays

- If applicant resides in the county in which the relative is hospitalized;
- Relative is in day surgery, out-patient surgery or pregnancies (giving birth).

Definitions for Family Members

- **Immediate:** Spouse or children;
- **Extended:** mother, father, brother, sister, grandfather and grandmother

Emergency Travel Assistance

Ground Transportation: (Immediate or Extended Family)

- \$75 – Applicant lives outside the county in which the hospital is located and less than 300 miles.
- \$125 – Applicant lives outside the county in which the hospital is located and greater than 300 miles.
- \$500 – Applicant lives outside the state in which the hospital is located.

Airfare Assistance: (Immediate or Extended Family)

- Within Continental USA: up to \$500 (immediate and extended family member).
If ticket is over \$500: the applicant is responsible for the balance.
- If travel is under \$500: applicant can use remaining balance for travel related expenses (receipts required).
- Outside continental USA: \$1,000 (immediate family member only).
If the ticket is over \$1,000: the applicant is responsible for the balance.
- If travel is under \$1,000: the applicant can use remaining funding for travel related expenses. Must turn in receipts.

■ Other information

The Medical Emergency Travel Assistance Program is funded by the Puyallup Tribe and at any time the amount of funding can be either decreased or increased based on funding allocations.

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Elsie Thomas

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Natural/Environmental Resources

■ Mission

To protect, enhance, manage and restore the Natural Resources of the Puyallup Tribe of Indians. Key department entities include Water Quality, Air Quality, Wildlife, Fisheries, GIS and Environmental. This department continues to build relationships and establishes cooperation with local, state and federal jurisdictions to protect human health and the environment of Tribal members.

■ Accomplishments

- Continued oversight of Superfund cleanup of Commencement Bay.
- Negotiation/settlement of Natural Resources Damage claims against responsible parties. To date, the NRDA Trustees have settled claims against the City of Tacoma, Department of Natural Resources, Port of Tacoma and Simpson Tacoma Kraft Company. The Hylebos Waterway Mediation group. Ongoing negotiations with both the Thea Foss and Middle waterway responsible parties.
- Implementation of Environmental codes, standards and ordinances including Tribal Air Quality Regulations, Water Quality Standards, Clean Water Act 401 Certification and Hazardous Substance Control Act.
- Continued collection of Water Quality data; review of NPDES discharge permits, and participation in TMDL's for Puyallup River, White River, Clarks Creek and South Prairie Creek, Reissuance of NPDES permits to the cities of Tacoma and Puyallup for discharges to the Puyallup River. Issuance of 401 water quality certifications for permits and projects that discharge to the Puyallup River.
- SEPA, NEPA permit review–water quality, quantity issues.
- Ongoing Litigation/Settlement with Puget Sound Energy, Cascade Water Alliance regarding a water right to remove 100-150 cfs from Lake Tapps to sell water to east Seattle area.
- Finalized Air Quality Assessment of Puyallup Reservation Lands, Permitting for outdoor burning, Reviews of Air Quality Codes, Wood stove replacement program.
- Work with local jurisdictions review of development permits. Protection of Natural Resources.
- Implemented Settlement Agreement goals and objectives.
- Coordinated Endangered Species recovery/restoration projects for re-building off channel habitat projects.
- Permit/Environmental review of proposed Tribal projects on Trust lands.
- Environmental oversight/compliance with Tribal codes and ordinances goals for 2008.

(Continues on page 53)

Department Contact:

Bill Sullivan
Department Director

Char Naylor
Water Program Mgr.

Elsie Wescott
Water Quality Tech.

Mary Brown
Water Quality Tech.

Mary Basballe
Air Quality Manager

Barbara Moeller
Hunting & Wildlife
Biologist

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Natural/Environmental Resources (continued)

■ Goals

- Finalize Tri-annual review of Tribal Water Quality Standards.
- Public notice and meeting on revision of standards.
- Finalize Water Right to Puget Sound Energy/Cascade Water Alliance with associated habitat mitigation and longterm program funding and oversight.
- Negotiate Natural Resource Damage claims with the remaining Hylebos Waterway responsible parties. Negotiate NRDA claims with Thea Foss and Middle Waterway responsible parties.
- Implement salmon habitat restoration projects on the Lower Puyallup River-Frank Albert Road.
- Tribal permits for developments of Casino and Port properties.
- Continued communication/coordination with local, state and federal agencies.
- Inspection of Tribal properties/settlement properties/mitigation sites.
- Continued water quality sampling, monitoring and data analysis to determine compliance with Tribal Water Quality Standards to protect human health and the environment.
- Continue Watershed analysis for habitat enhancement/restoration opportunities.
- Develop information/Strategy to evaluate Tribe's Water Rights.
- Work with Marine View Ventures to permit construction of the SSA marine terminal on the Blair and Blair backup properties

Wildlife Program

■ Mission

It is the mission of the Wildlife Department to promote and enhance hunting opportunities for the Puyallup Tribe, especially within the ceded area, and to provide management information for policy decisions.

■ 2007 Accomplishments

- Composed and submitted two grant proposals with the U.S. Fish and Wildlife Service and the Bureau of Indian Affairs. These grant funds are available to Tribes on a competitive basis.
- BIA Grant was awarded in full to fund completion of a population model (sightability model) being developed by the Tribal wildlife program to better estimate elk abundance. Total grant award \$25,000.
- U.S. Fish and Wildlife Service Tribal Wildlife Grant was awarded in the full amount of \$244,343. This funding will cover Tribal wildlife program costs to continue elk research, management activities and provide funding for land acquisition for elk critical habitat.
- Completed the first two phases of the elk sightability model development.
- Completed a successful elk capture project funded by previous USFWS
- TWG funds awarded the Tribe in 2003 to radio collar elk to continue elk management and research activities.
- Collected data on radio collared elk, which included useful information on annual survival rates, migration routes and timing of migration, home range and habitat use.
- Surveyed and analyzed critical winter range of South Rainier elk herd. Sought to protect and conserve critical habitat areas.
- Conducted annual elk population surveys for the South Rainier elk herd.
- Developed a wildlife harvest database. All available harvest data from previous years has been entered into the database.
- Completed map project for 2005-2006 hunting season, which included detailed information of hunting area with ceded land boundary, contours, drainages and GMU boundaries.
- Held raffle as financial incentive program to increase return rate of hunting tags.

Planning and Land Services

■ Purpose

Responsible for Tribal community planning, real estate and Trust services, intergovernmental project coordination, property acquisitions, land use and building permits, land planning and the coordination of facilities planning within the Reservation and the Usual and Accustomed areas of the Tribe. Also responsible for managing the government to government land-use planning and consultation obligations of the Tribe as described in the Puyallup Land Settlement Agreement of 1989.

■ Mission

To develop and implement a responsive land use planning and land management program that will protect, preserve, and enhance the fishery, natural, cultural, economic and land resources of the Tribe within the Reservation and its Usual and Accustomed areas for the benefit of the Membership, families and future Tribal generations.

■ Divisions

Land Use; Building Services; Realty/Trust Services, Transportation and Capital Projects.

■ Accomplishments

- Expanded tribal land base through coordinating the purchase of properties within the reservation boundaries and in the Usual and Accustomed areas.
- Effective communications with Cities, County and area agencies on road construction, development and other projects of tribal importance and concern.
- Work with Washington State Dept. of Transportation to represent the Tribe and its concerns regarding the expansion of I-5 HOV (High Occupancy Vehicle) project.
- Coordinated with Building Inspector on issuing building permits, occupancy permits, and other land use activities.
- Prepare annual update of roads inventory within the reservation that will increase funding for road construction projects.
- Submission of Fee to Trust applications for Tribally owned lands. Assist Tribal members with individual Fee to Trust applications.
- Successful conveyance of Electron Dam property to trust status. Six additional tribal and individual properties are near completion to obtain federal trust status.
- Work with Fisheries Department on getting fishery facilities on the roads inventory.
- Work with Fish Commission on planning for new boat ramp for Tribal fishermen

(Continues on page 55)

Department Contacts:

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Planning and Land Services (continued)

■ 2011 Work Plan

- **Community Facilities:** Coordination of planning activities with various Tribal entities to complete construction of Elder Convalescent Care Center, Justice Center, Youth Center-Graham, Chief Leschi Athletic Fields, Children's Services Facility, and Master Plan of Portland Avenue Area.
- **Fee to Trust:** Reorganize staff positions to create team-based approach to streamlining fee to trust transactions.
- **Data Management:** Develop and implement a Property Data Base System to track land acquisitions, maintain realty data, record fee to trust data, and related land use data.
- **Land Use Plan:** Coordinate with Puyallup Tribal Planning Commission to complete an initial draft of a Comprehensive Land Use Plan - dependent on PTOI-HUD grant application.
- **Transportation Plan:** update Tribal Transportation plan.
- With budget and staff support, expand the Road Inventory as part of the BIA Transportation Program for the 2011-2015 Fiscal Years.
- **Road Construction:** Based on Council priorities, coordinate the design, bidding, and construction of roads under the BIA funding program.

Road projects In construction phase:

1. Administration building parking lot;
2. East R Street 29th to 32nd;
3. East R Street storm water conveyance system;
4. Grandview Avenue from GELC to 32nd;
5. Grandview storm water conveyance system;
6. Wilkeson Access Road and Safety Project;
7. Lower Huckleberry Creek bridge structure.

Projects in planning and design phase:

1. Ceremonial Grounds Boat Ramp and Park Facility;
 2. Grandview Emergency Access Road;
 3. Browning Street from Grandview to Pioneer with turning lane and light on Pioneer/Browning.
- **Government to Government Consultation:** Continue consultation and governmental affairs coordination with neighboring governmental jurisdictions on transportation projects and land use development projects as per the Settlement Agreement.

Probation/Diversion

■ Mission

To effectively monitor adults who are on probation, and juveniles who are under court-ordered supervision.

■ Accomplishments

- Staff participated, and successfully completed, several Probation/Diversion-related trainings.
- Increased communication and collaboration with various agencies/departments.
- Received funding for full-time Juvenile Probation Officer.

■ Goals

- Become more proactive and visible in community.
- Increase participation in Youth Diversion Program.
- Re-establish Elders Panel for Diversion and Juvenile Probation.

Department Contact:

Donald J. Smith, Jr.
Director

Staff:

Roberta M. O'Connor
Probation Officer III

Simone N. Green,
Asst. Prosecutor/
Juvenile Presenting
Officer

Leslie Hohn
Juvenile Probation
Officer/
Youth Diversion
Coordinator

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Physical Address:

1638 East 29th Street
Tacoma, WA 98404

Prosecutor

This department also includes the Domestic Violence Legal Advocacy Division and Juvenile Justice Division and Adult Probation.

■ Mission

To provide access to justice and equality before the law, with the specific intent to provide a safe, healthy and prosperous community for all people who reside, work or visit the Puyallup Indian Reservation.

■ Accomplishments

- Continued to prosecute criminal cases, and represent the Tribe in civil matters.
- Increased communication and collaboration with various agencies/ departments.
- Staff successfully participated and completed various prosecutorial-related trainings.
- Provide probation services to adults and juveniles to assist convicted defendants in accomplishing the terms of their judgment and sentence.
- The Domestic Violence Legal Victim Advocacy Division continued to provide services to victims of Domestic Violence.

■ Goals

- Increase efficiency and accessibility of the department.
- Create and implement computerized tracking system for civil and criminal caseloads.
- Assist in the revision of the Criminal, Civil, and Juvenile Justice procedural and substantive codes.

Department Contact:

Donald J. Smith, Jr.
Director
Senior Prosecuting
Attorney and Juvenile
Presenting Officer

Staff:

Jeannie Berys
Legal Secretary

Simone Green
Assistant Prosecutor
and Juvenile
Presenting Officer

Carol-Ann S. Thornton
Domestic Violence
Legal Victim Advocate

Sharon Reynon
Admin. Assistant

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Public Safety

■ Mission

Work with other Tribal departments and other jurisdiction on safety issues that may affect the membership, community and businesses within the Puyallup Tribal Reservation.

■ Accomplishments

- The Public Safety Department has helped in setting policy and procedure for isolation and quarantine between the Puyallup Tribe Health Authority and Pierce County Health Department.
- Retro fit the daycare center to ensure safety in the event of an earthquake.
- The daycare is also set up with security guards as well as a new camera system.
- The administration security has a new camera system to watch the building and parking area.
- The tribe has worked with Pierce County Department of Emergency Management on the LAHAR early warning system (alarm) located at Chief Leschi School.
- Work with Tribe, Pierce County, state and F.E.M.A on emergency training. (CPR, industrial first-aid Earthquake, flooding ect.)
- Security guards and new security system at elders building.
- New video conference equipment located at tribal clinic.

■ Goals

- Continue to work with Tribal departments with safety training.
- Work with Tribal departments and Pierce County on Emergency Management issues.
- Work with Tribal emergency management committee.

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Rory LaDucer
Director of Public Safety

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Purchasing

■ Department Description

The Purchasing Department's primary function is to assist other Tribal Departments in their procurement efforts, securing materials and services which meet their needs and standards. Additionally, the Purchasing Department monitors all procurement to assure transparency and competition in compliance with applicable Tribal laws and policies.

■ Specific Services

Provide education and training to Tribal departments on the purchase order process including policies pertaining to competitive procurement, required authorizations and procedural work flow.

Establish credit accounts with vendors to expedite the delivery of goods and services to departments.

Assist departments with competitive solicitations including Request for Qualifications and Request for Proposals.

Maintain a current, accurate record and history of purchasing transactions, by vendor and tribal department, to simplify future requisition requests and provide readily accessible transaction data.

Establish, develop and maintain successful vendor relationships that result in department customer satisfaction and the delivery of goods and services at the lowest price while providing the highest quality.

■ Continuous Improvement

The Purchasing Department is participating in an "Electronic Paperless Requisition" process team under the direction of Tribal Administration. The goal of the team is to implement a paperless (i.e. no more green sheets!) process. We are currently in a beta test environment to evaluate the product, develop work flows and test the systems capabilities.

Department Contact:

Barbara Loucks
Purchasing Agent

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Set Aside Housing Asst. and Safety/Gang Prevention

■ Mission

The Mission of the Puyallup Tribal Set Aside Housing Program is to serve the Puyallup Tribal Community promoting a higher standard of living conditions by providing members assistance in obtaining and maintaining quality and affordable housing as well as programs to promote home ownership and offer relief from related hardships.

■ Goals

To benefit tribal members that do not meet income guidelines under NAHASDA funding.

- To provide Tribal Members home ownership opportunities.
- Enable families to build equity and generational wealth.
- Enable families to use income resources for other basic needs.
- Develop new programs that provides Tribal members stability and enables families to survive social and economic hardships.
- Provide a safety and gang prevention program to create a safe and positive environment for housing families to engage in healthy activities.

Department Contact:

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Director
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Marvin Johnson
Operations Specialist
(253) 680-5984

Lena Madrigal-McCloud
Resident Services/
Intake Specialist
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Maria Orosco
Community Liaison
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Shellfish

■ Mission

The Shellfish Department of the Puyallup Tribe of Indians strives to maximize and optimize the shellfish harvest rights secured through the Treaty of Medicine Creek. The department is tasked with protecting the habitats and populations of shellfish while providing a safe environment for the purpose of commercial, ceremonial and subsistence fishing opportunities for Puyallup Tribal Members.

■ Accomplishments

- The Shellfish Department continued to document new populations of geoducks. Through survey work the Tribes geoduck quota has increased from 340,000 lbs. to 480,000 lbs. since 2007. This make our Tribe as one of the highest geoduck quota Tribes in all of Washington State. We continue to cultivate clams and oysters (300,000 oysters have been planted) and acquired an additional beach property for multiple use. The Tribes Crab quota has been increased from 40,000 lbs. to 85,000 lbs. I am proud to say that in the 2010 our crab fleet for the first time actually harvested and met the Tribes Crab quota.
- Spot prawn test fishing was conducted to document and assess harvestable surplus populations. Previously unknown populations were discovered.
- The dive harvest drug testing policy was amended to increase the safety of the harvesters.
- Continue to train new dive harvesters and currently have 99 divers.
- Acquired a walk-in freezer to store and have on hand shellfish for ceremonial and subsistence purposes.

■ Goals

- Create opportunities for Puyallup Tribal Members to harvest clams, oysters, shrimp, crabs and geoduck for ceremonial, subsistence and commercial purposes which helps preserve our tribe's traditional food source.
- Also, the department will strive to protect and manage our resources.
- Additionally, we are looking at more strategic ways to market our product and are open to suggestions.

Department Contact:

Eric Bennett

Director

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Staff:

David Winfrey

Biologist

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Small Business Grant

■ Mission

The Small Business Program is a grant that helps Puyallup Tribal members with starting a business. This grant is from the interest of the Puyallup Tribe's settlement monies. The Small Business office distributes eight one-time grants at \$3,000 per quarter (four quarters per year).

This office maintains a list of Tribal Members who have applied and tracks them by date. You must be 21 years of age to apply and there is a waiting list of about four years.

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Manager

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Technologies

■ Mission

Provide the highest quality technology-based services in the most cost-effective manner to facilitate the Puyallup Tribe's mission as it applies to management, teaching, learning and community service

To accomplish this mission we will:

- Provide effective technology support for technology-related services to the Puyallup Tribe of Indians government.
- Develop a centralized database system to support collection, storage, security and integrity of electronic data while ensuring appropriate access.
- Develop, enhance and manage the Puyallup Tribe's enterprise networks to provide high speed, transparent and highly functional connectivity among all information resources.
- Develop and maintain highly effective, reliable, secure and innovative information systems to support governmental operations.
- Provide capabilities including the ability to develop and manage the distribution, through software, Web or other telecommunications technologies, of the Tribe's programs and services within and beyond the Tribe's reservation boundaries.
- Promote new uses of information technology within the Tribe through the support for exploratory and innovative applications.
- Provide leadership for effective strategic and tactical planning in the use of technology.

■ Accomplishments

- Migrated to new VoIP Phone System
- Reviewed by Internal Audit Department for Governmental Compliance
- Reduced costs for governmental communications
- Upgraded telephony and data communications to all governmental departments
- Completed three-year migration to standardize PC and Operating Systems

■ Goals

- Enhance current written process and procedures.
- Design and develop Disaster Backup and Recovery Plans.
- Upgrade Database systems.
- Internet/Intranet development.
- Acquire Additional staff to support departmental mission and goals.
- Acquire additional budget to fully support departmental mission.

Department Contact:

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Director

Stann Sicade
Assistant Director

Linda Palmer
System Administrator

Steve English
PC Technician

Rose Sincioco
PC Technician

Liz Turning Robe
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Assistant

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T.E.R.O. (Tribal Employment Rights Office)

■ Mission

The TERO protects Tribal sovereignty by supporting Tribal member self-sufficiency through enforcing Indian preference requirements in employment, training and contracting opportunities.

■ Summary of Activities, Accomplishments and Current Objectives

- The Puyallup Tribal Council enacted the Tribal Employment Rights Ordinance in 1985. It mandates that Indian preference be given in employment, training and contracting opportunities and 2.5% fees are collected on certain contracts of \$20,000 or more from employers on the Puyallup Indian Reservation.
- TERO negotiates compliance preference agreements for job positions with various employers.
 - When vacancies become available they must be filled by qualified Indians before non-Indians can be hired.
 - TERO tracks your employment progress to see that you are not discriminated against on the job.
- TERO negotiates and drafts charges of alleged violations of Title VII that are filed with EEOC and resolved at the lowest level possible which may include mediation.
 - TERO monitors and enforces the TERO ordinance to see that the employment rights of Puyallup's their spouses and other Indians are protected and exerted in an adamant fashion.
 - TERO has developed an enforcement system that imposes fines and other sanctions on employers who fail to comply with the Ordinance.
 - An appeal process through the Puyallup TERO Commission and the Puyallup Tribal Court ensures due process.
- Currently over 60 businesses are certified Indian owned to be considered for Indian Preference in bidding and awarding contracts by the Tribe, federal, state or other entities.
- There are many skilled crafts TERO clients can choose as a career path. Using Indian preference many possibilities are available to overcome employment barriers.

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TERO Director

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TERO Compliance Officer

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TERO Compliance Officer

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Tribal Court

■ Mission

The **Tribal Court** and the **Children's' Court** (hereinafter, "Court") are a part of the underpinnings of tribal sovereignty. As such, the mission of the Court is clear. The Court is committed to apply the written laws of its legislature, while recognizing the inherent customs and traditions of its people. The Court is stubbornly devoted to protect people's due process rights, especially when those who own these rights are often without legal representation, or they are children or elders who are considered sacred. And this Court is honored to serve the people to whom this Court ultimately belongs.

■ Accomplishments

- With the establishment of the Child Support Program, the court facilitates child support hearings in the interest of promoting the well being of Puyallup children.
- The Court continues to address the safety of women and children in domestic violence circumstances through granting recognition to orders of protection from state and tribal jurisdictions. Outside jurisdictions continue to enforce Puyallup Tribal orders pursuant to the Violence Against Women Act.

■ Goals

The court will implement a computerized case management system for tracking information of court cases.

Staff:

Darwin Long Fox
Chief Judge

Tina Holland
A/Chief Court Clerk
x5591

Jamey LaPointe-McCloud
A/Lead Data Clerk
x5582

Lou Hammond
Child Support Court Clerk
x5581

Brandi Douglas
Court Clerk Trainee
x5592

Mark Villegas
Court Clerk
x5580

Sharon Nelson
Court Clerk
x5587

Besse Handy
Data/File Clerk
x5583

Alec Dillon
Bailiff

Brandon Young
Bailiff

Joshua Deen
Security

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Tribal News

■ Mission

Puyallup Tribal News serves the Puyallup Tribe through reporting of news and events that affect tribal members. We have a staff of professionals who oversee the work of reporters covering stories that affect the Tribe and also the submissions from members of the Tribe. We are committed to reporting news and events that touch the lives of tribal members in an ethical and informative way. Puyallup Tribal News is an important source of information for tribal members, and serves to keep them aware and involved with tribal activities.

■ Accomplishments

- Published a full-color newspaper every two weeks
- Informs membership of all upcoming special events, job opportunities and council notices
- Published profiles of many tribal elders
- Published profiles of many tribal members, accomplishments, businesses and family news
- Coverage of all new construction projects, planning, progress and grand openings – such as the Elders Wellness Center, Grandview Town homes, Elders housing, gas stations, Tahoma Market,
- Reported on expansion of the Emerald Queen Hotel and Casino in Fife, and all new developments at the I-5 Casino
- Coverage of all political progress, lobbying trips to Washington D.C., meetings with politicians and how those tie into goals for the Tribe
- Coverage of all new decisions by council that affect the membership, and/or operation of the Tribe
- Coverage of all charitable contributions to the outside community, such as the involvement in the Red Wolf exhibit at Point Defiance Zoo and the large donation to Mary Bridge Children’s hospital
- Published profiles of many tribal members, accomplishments, businesses and family news
- Coverage of the annual Canoe Journey and Puyallup Tribal Canoe Family’s involvement
- Covered pow wows, art exhibits and other events related to the cultural activities of tribal members, including the installation of the Welcome Figure by artist Shaun Peterson
- Covered peace marches organized by the Tribe aimed at raising awareness of violent crime and domestic violence
- Covered youth football, baseball, basketball and soccer teams organized through the Puyallup Tribal Youth Center
- Reported on environmental issues that affect the Tribe, including protection of wetlands in Fife and an important legal case on culverts and their impact on salmon migration

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Puyallup Tribal News
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Tribal News (continued)

- Expanded coverage of major events affecting the Tribe
- Expanded coverage of inter-jurisdictional news concerning the cities of Tacoma, Fife and surrounding East Side neighbors
- Published regular columns from tribal departments and programs
- Maintained the highest quality education news possible
- Expanded coverage of youth sports.
- Published a page each issue devoted to events and programs at Chief Leschi Schools
- Published a monthly Language Page
- Published a monthly “Puyallup history” page
- Published a health and wellness page each issue, which spotlights the activities of the Tribal Health Authority
- Published Council Corner columns, in which members of Puyallup Tribal Council share important information on numerous issues with the membership
- Covered fishery news, including salmon returns, fishing issues, environmental issues and First Fish Ceremony
- Expanded coverage on departments within tribal government, including land use, law enforcement, finance and accounting
- Interviewed all new members elected to Puyallup Tribal Council
- Published two election guides for Tribal Council elections, one prior to the primary and a second prior to the general election
- Produced special advertising inserts for special events and promotions at the two Emerald Queen Casinos
- Published an annual telephone directory of employees in the various entities of the Tribe, including administration, health care, the casinos and Chief Leschi School
- Publish all special projects, including reports to the community, advertisements and inserts for the Emerald Queen Casino
- Published the “History of the Puyallup Tribe of Indians”
- Operates www.puyalluptribalnews.net, the official website of Puyallup Tribal News
- Operates www.puyalluptribe.com, the official website of Puyallup Tribe of Indians
- Operates www.emeraldqueen.com

■ Goals

- Expand coverage of major events affecting the Tribe
- Continue high-quality coverage of issues and events that are important to the membership
- Accommodate all requests from tribal members, departments and council to advertise their news, announcements and progress in a timely and appropriate manner
- Publish regular columns from tribal departments and programs
- Expand tribal member involvement in newspaper writing and production

Tribal Workforce Development

■ Mission

blah

■ Objectives

blah

- blah

Contact:

LaPointe, Gina

????????

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Roy, Shana

????????

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W.I.A. Training and Education

■ Mission

To facilitate employment and training opportunities with educational training for Tribal members and other Native Americans that will assist them in gaining or maintaining long-term, stable employment and re-enter the workforce with employable work skills.

By providing information and assistance to Tribal governmental leaders, managers and employees to help facilitate the effective administration of Tribal programs and the adherence to the Tribe's personnel policies and procedures and all applicable employment laws.

In support of the overall mission and objectives of the Puyallup Tribe of Indians and Workforce Development Department we will provide the following services to Tribal Administration and the Puyallup Tribal community:

- Work with Human Resource in planning, policy administration and support.
- Employment and training and career development for job search and development skills.
- Employment assistance with relations resources, resume building, web search for jobs.
- Participant in training for safety, domestic and workplace violence and sexual harassment training.
- Work Experience training to help with work skills and re-training of work skills.
- Protection of the employment rights of Tribal members and other Native Americans through the enforcement of TERO and the Tribe's Indian preference policy.
- Skill assessment, job readiness training and placement, employment and education support and referrals for community resources and assistance.

■ Objectives

The following is a list of the Workforce Development goals for fiscal year 2011:

- Increase employment and training of Tribal members within and the tribal community, by advertising trainings by mail outs, community resource boards, educational information to all W.I.A participants and integrate community resources and referrals for the tribal community.
- Ensure adherence to the Tribe's Indian preference policy and the Tribe's TERO Ordinance.
- Assess and enhance W.I.A trainings through continual tribal support and community referrals that ensures effective and efficient information on trainings that will help W.I.A participants become aware of community trainings and development for educational opportunities in the workforce.
- Continue to work with tribal and Community Colleges in development of training programs that will provide assessment, education and training

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W.I.A. Training and Education (continued)

opportunities for employees and community members to develop the knowledge, skills, and ability to qualify for current and future jobs.

- Request technical assistance from HR with the assistance in work experience trainings approvals.
- Work with HR policies and procedures to meet the needs of the Tribal government.
- Ensure that staff members are provided career and leadership development resources.
- Evaluate and report on the effectiveness of Tribal program's ability to meet stated goals and impacts on the Tribal community.



2011-2012
ADMINISTRATION
DIRECTORY