

REQUEST FOR PROPOSALS

Compensation Analysis and Market Study

Issue Date: March 2, 2026

Proposal Due Date: May 1, 2026

Issuing Organization: Puyallup Tribe of Indians

Contact: Casey Falciani, HR Sr. Generalist – Compensation & Projects

Purpose

Puyallup Tribe of Indians is seeking proposals from qualified firms to conduct a comprehensive compensation and market analysis. The goal is to ensure external market competitiveness and effective compensation system.

Organizational Background

- 650 full-time employees
- 52 departments
- Current point-based grading system
- Last full organization salary survey was created in 2008

Scope of Work

The selected firm will:

- Review current job descriptions and classification structure
- Conduct a market compensation study using appropriate organizations
- Analyze salary systems and compensation policies
- Evaluate internal equity and identify compression issues
- Provide implementation options and associated cost analysis
- Present findings to Tribal Council (if requested)

Deliverables

- Final written report
- Cost modeling and implementation options
- Executive summary presentation

Proposal Requirements

Proposals must include:

- Firm qualifications and relevant experience (tribal and/or public sector preferred)

- Description of methodology and approach
- Proposed project timeline
- Cost proposal
- Three professional references

Evaluation

Proposals will be evaluated based on experience, methodology, cost, and demonstrated understanding of tribal or public sector compensation systems.

Tribal Preference

Indian-owned businesses may receive preference in accordance with Tribal procurement policies.

7. Submission Instructions

Proposals must be submitted electronically to:

Casey Falciani
HR Sr. Generalist – Compensation & Projects
Casey.Falciani@puyalluptribe-nsn.gov

No later than: **May 1, 2026**