

# City of Seattle

## Office of Intergovernmental Relations

Gael D. Tarleton, Interim Director  
Bruce A. Harrell, Mayor



### MEMORANDUM

**TO:** Seattle City Council  
Committee Chairwoman Juarez  
Committee on Governance, Native Communities, and Tribal Governments

**FROM:** Gael D. Tarleton  
Interim Director, Office of Intergovernmental Relations

**DATE:** March 17, 2022

**SUBJECT:** Introduction of Tim Reynon, OIR Tribal Relations Director

Tim joined OIR in early February 2022 and has been working closely with several city departments. He also has had initial introductions to tribal leaders throughout Washington state.

Tim is an enrolled member of the Puyallup Tribe and a former member of the Puyallup Tribal Council. He served the Puyallup Tribe for the past 22 years as a tribal attorney, Human Resources/People Operations Director, and Council Member. He has served on numerous tribal, state, and local committees, commissions, and task forces representing tribal interests and bringing tribal perspectives to important policy discussions.

We are excited to have Tim join our team to help us strengthen and develop a healthy, respectful, government-to-government relationship with the tribes in this region and throughout the state.

Here are more details on the depth and breadth of experience Tim brings to the City.

### Professional Experience

#### People Operations Director/Compliance Officer (2021)

Puyallup Tribal Health Authority – Tacoma, Washington

Led PTHA's human resources department's transition to a people operations model. Designed and implemented a cultural screening process to ensure more culturally competent candidates were hired. Started the development of a new, culturally focused on-boarding program to integrate new hires into the tribe's and PTHA's organizational culture. Lead a team of HR professionals in providing quality services to all PTHA employees and management. Oversaw PTHA's compliance functions, including contract review, HIPAA compliance, complaint investigation and response.

***Tribal Council Member (2014 – 2020)***

Puyallup Tribe of Indians – Tacoma, Washington

Successfully ran campaigns for election (2014), and re-election (2017), to the Puyallup Tribe's governing body, the Puyallup Tribal Council. Served as one of seven Council members that oversaw and lead the overall operation of the Tribe and its entities. Established policies and procedures for the Tribe to protect the health and welfare of approximately 5600 enrolled tribal members throughout the world. Assisted with the development and management of the Tribe's budgets. As a representatives of the Tribe's sovereign government, participated in the government-to-government consultation process with federal, state, and local agencies. Drafted oral and written testimony and testified before congressional and state legislative committees. Served as a Board member of the Puyallup Tribal Health Authority.

**Achievements:**

- Helped lead a coalition of community stakeholders to draft and successfully pass Initiative 940 (2018). Visited nearly every tribe in Washington state during a Rez-2-Rez tour and met with tribal leaders and community members to receive input and gather support for the initiative.
- Lead a team of staff and tribal members to develop and implement wraparound services for our tribal community.
- Drafted and passed an amendment to the Tribe's Election Code that restored members rights to assemble and discuss political issues on tribal lands.
- Improved communication with members and staff through the establishment of a Communications Department, quarterly membership meetings, monthly prayer meetings, and monthly community conversation meetings, and participating in annual staff meetings at various tribal entities.
- Increased accountability of the Tribal government by drafting and proposing a Tribal Council Code of Conduct to govern the actions of elected tribal officials, and an Open Records Ordinance to allow members access to tribal records and information.
- Oversaw the design and construction of a world-class hotel casino resort and implemented a new player tracking system in the Tribe's casinos.
- Worked with tribal youth to draft and adopt the Puyallup Tribal Youth Council Constitution & Bylaws to establish a council of youth to advise the Tribal Council on issues important to our youth.
- Advocated to change the per capita payment distribution system to a performance-based system.

***Co-Founder (2013 – 2016)***

Native American Community and Child Welfare Advocates – Puyallup, Washington

Together with my sister, we created a 100% Native-owned and managed consulting group focused on strengthening tribal communities for today and for future generations. We assisted tribes seeking to codify policies and practices related to child welfare, human resources, and tribal administration. We provided a wide variety of services geared toward strengthening tribal communities.

***Executive Director, Human Resources, Training & Education (2000 – 2013)***

Puyallup Tribe of Indians – Tacoma, Washington

- Established and led a highly respected team of professionals and associates dedicated to the highest levels of integrity and professionalism that provided organizational leaders and

employees with valuable information and guidance that allowed the Tribe to remain lawsuit-free during most of our years of service.

- Integrated all the Tribe's HR, training, and educational resources into one unified, results-driven division of the tribal government.
- Led team discussion and decision-making involving division vision and strategy, guiding principles, and team performance expectations.
- Directed all aspects of the Tribe's human resource functions, including recruiting, hiring, benefits & compensation, employee relations, training & development, workplace safety and compliance.
- Participated as a member of the tribal government's executive management team that led the Tribe's strategic planning process and managed its operations.
- Guided and advised the Tribal Council and all levels of tribal government and other tribal enterprises and entities on best practices to ensure compliance with all applicable employment laws and policies.
- Provided executive leadership and advice to all other HR departments within the various tribal enterprises and entities.
- Drafted and reviewed legal documents, including contracts, ordinances, resolutions, releases, waivers, separation agreements, RIF notifications.
- Led and facilitated the recruitment and hiring process for the Tribe's top executives and directors.

**Achievements:**

- Stabilized the Tribe's hiring practices by developing and implementing a new hiring process that allowed the Tribe to implement consistently the Tribe's Indian Preference and anti-discrimination policies. This led to a workforce composed of 80% Native American employees, including 61% Puyallup tribal members, and 78% of all supervisory positions filled with tribal members, the highest rates of all tribal entities.
- Developed and implemented the Tribe's Anti-Harassment policy and investigation process.
- Successfully negotiated several employment-related disputes that allowed the tribe to avoid potentially costly lawsuits, keeping the Tribe litigation-free in the area of employment-related disputes.
- Led and directed the creation and implementation of a new compensation system that included the drafting of a compensation philosophy and policy.
- Led a successful workforce development team that turned around a non-compliant Workforce Investment Act (WIA) program and turned it into an effective resource for helping community members overcome barriers to employment and allowing them to obtain permanent, unsubsidized employment.
- Developed and presented several proposals to consolidate all the Tribe's HR functions under one central HR Department to provide uniform hiring practices and employment policies throughout all tribal enterprises and entities.

**Staff Attorney (1998 - 2000)**

Puyallup Tribe of Indians - Tacoma, Washington

Represented the tribal government in state and tribal courts in the area of Indian child welfare dependency cases. Provided legal advice to the Tribal Council and tribal agencies in the area of employment law, personnel policies and procedures, contracts, federal housing law, Indian law.

**Achievements:**

Drafted various tribal codes, ordinances, and resolutions, including the Tribal Housing Code. Drafted and/or assisted in the development of various personnel policies.

### **Professional Organizations and Affiliations**

*Pierce County Equity Review Committee*, Tribal Representative, December 2021 to present  
Represent tribal interests and bring a tribal perspective to the Committee's review of the County Executive's tasks requested by the County Council and provide recommendations to the Council on establishing an institutional structure that will help the County become a more culturally competent organization in all aspects of the delivery of public services, employment, contracting, policy making budgeting and public investments.

*Tacoma-Pierce County Health Department, Participatory Policymaking Co-Design Team*, Team Member/Co-Facilitator, February 2021 to present  
Help facilitate co-design team that is the Health Department's core decision-making body of their health equity policy project and guides information gathering, brainstorming, and development of policy

*Washington Criminal Justice Training Commission*, Commissioner, Tribal Representative Position, February 2021 to present  
Bring a tribal perspective to the Commission's work of establishing standards and providing training to criminal justice professionals, including peace officers and local corrections officers, and certifying, and when necessary de-certifying, peace officers.

*Public Defender Association*, Board Member, September 2020 to present, Secretary, January 2021 to present  
Participate as a member of the Board of Directors in managing the affairs of PDA

*Washington Coalition on Police Accountability*, May 2020 to present  
Built a coalition of diverse groups of impacted families and leaders from disproportionately impacted communities to discuss ways to change police culture and improve accountability and transparency of law enforcement.  
Helped draft legislation and work with state legislators to get it passed.  
Drafted oral testimony and written comments for submission to state legislative committees.  
Testified numerous times before state legislative committees.  
Engage communities and law enforcement in conversations about ways to rebuild trust between communities and law enforcement.

*Pierce County Law & Justice Public Review Committee*, District 1 Representative, September - November 2020  
Represented County District 1 on the committee that reviewed the County's criminal justice systems and provided recommendations to the County Council regarding ways to address the disproportionate impact the criminal justice system has on black, brown, and other people of color.

*Governor's Task Force on Independent Investigations of Police Use of Force*, Member, July - November 2020  
Governor appointee to task force that provided recommendations to the governor regarding legislation for creating a new system of completely independent investigations of police use of force.

*Affiliated Tribes of Northwest Indians, Law & Justice Committee*, Co-Chair, October 2018 to August 2020  
Lead and organize tribal leaders in discussions regarding law and justice issues affecting Indian Country in the Northwest.

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*De-Escalate WA*, Co-Chair, March 2017 to December 2018

Helped build and lead a coalition of impacted families and leaders from disproportionately impacted communities to collect signatures for Initiative 940 and get it passed by nearly 60% of Washington voters.

*Joint Legislative Task Force on the Use of Deadly Force in Community Policing*, Governor's

Appointee, Governor's Office of Indian Affairs, June 2016 to November 2016

Governor's appointee to task force that provided the State Legislature with recommendations on how to reduce violent interactions between police and communities.

*Boeing Employee Credit Union (BECU) Board of Directors*, March 2007 to March 2009;

*Governance Committee*, April 2007 to March 2008; *Supervisory Committee*, April 2008 to April 2010

*Puyallup Tribal Housing Authority Board of Commissioners, Puyallup Tribe of Indians*, Chairman, October 2004 to January 2007; Commissioner from November 2003 to January 2007

*Northwest Indian Bar Association*, President, 1999 to 2000, Secretary, 1998-99

#### **Admitted to Practice**

Washington State Bar Association (WSBA), 1999; U.S. District Court, Western District of Washington, 1999; Tribal Courts: Nisqually, Swinomish, Port Gamble S'Klallam, Squaxin Island, 1999; Tulalip, Muckleshoot, 1998; Puyallup, 1996

#### **Education**

Juris Doctorate, J. Reuben Clark Law School, Brigham Young University – Provo, UT

Bachelor of Social Work, Magna Cum Laude, Brigham Young University - Hawaii – Laie, HI  
Social Work/Political Science, double major; Japanese minor