



Muscogee (Creek) Nation
Human Resource Management Services

Employee Requisition

PO BOX 580
 OKMULGEE, OK 74447
 Telephone (918) 732-7827
 Toll-Free (800) 482-1979
 Fax (918) 756-2284

Submitted Date 01/05/2023	Employee Requisition Number ER-23114	JOB OPPORTUNITY	
Title/Position: HR GENERALIST			
Pay Grade SG 12	Salary Range \$40,372-52,728	Classification Full Time	
Department: HUMAN RESOURCES	Location: Okmulgee	Location Code: 51	FT/PT 1-Full Time

COMPLETED EMPLOYMENT APPLICATION IS REQUIRED.
MUSCOGEE (CREEK) AND INDIAN PREFERENCE.

General Summary:	The HR GENERALIST is responsible for assisting with the administration of all benefits and retirement programs, including, but not limited to medical, dental, vision, life insurance, short- and long-term disability, and 401(k) plan.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> 1. Ensures the accuracy of all benefits enrollments in the HRIS to provide vendors with accurate eligibility information. 2. Performs quality checks of benefits-related data. 3. Assists employees regarding benefits claim issues and plan changes. 4. Audit benefit deductions- Medical, Vision, Dental, STD, LTD, Legal Services, etc... 5. Enrolls employees with carriers and process life status changes. 6. Responds to benefits inquiries from managers and employees on plan provisions, benefits enrollments, status changes and other general inquiries. 7. Processes and administers all leave-of-absence requests and disability paperwork: medical, personal, disability and FML. 8. Effectively interprets FML and ADA implications as they relate to leaves of absences/disabilities. 9. Responds to 401(k) inquiries from managers and employees relating to enrollments, plan changes and contribution amounts. Manages the annual catch-up contribution enrollment. 10. Assists with the open enrollment process. 11. May assist with the Career Development Plan (tuition reimbursement program). 12. Provides necessary reports for allocation/billing charges. 13. Assist HR Staff when needed; cross-training of other jobs within Human Resources. 14. Assist Office of Human Resources with interviews/interview reports. 15. Additional or Different duties may be assigned by supervisor at any time. 16. Assist with personnel department as needed.



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Minimum Requirements:	<p>17. Assist with special projects; Annual Awards Luncheon, etc...</p> <ol style="list-style-type: none"> 1. Extensive knowledge of employee benefits and applicable laws. 2. Excellent written and verbal communication skills. 3. Excellent organizational and time management skills. 4. Proficient with Microsoft Office Suite or similar software. <ul style="list-style-type: none"> • Associate's degree in HR or related field, but experience and/or other training/certification may be substituted for the education. • Two years' experience in HR and/or benefits administration.
Preferred Requirements:	<ul style="list-style-type: none"> • Bachelor's degree in human resources or related field of study. Two years' experience in HR and/or benefits administration. • SHRM Certified Professional (SHRM-CP) or <input type="checkbox"/> SHRM Senior Certified Professional (SHRM-SCP) <input type="checkbox"/> certification credential.
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses required:	<ul style="list-style-type: none"> • Prolonged periods sitting at a desk and working on a computer.

Competencies:

- Customer Service:** Responds promptly to customer needs.
- Interpersonal Skills:** Maintains confidentiality; Keeps emotions under control.
- Oral Communication:** Speaks clearly and persuasively in positive or negative situations; Participates in meetings.
- Written Communication:** Writes clearly and informatively; Able to read and interpret written information.
- Teamwork:** Balances team and individual responsibilities.
- Visionary Leadership:** Inspires respect and trust.
- Ethics:** Treats people with respect; Keeps commitments; inspires the trust of others; Works with integrity and ethically; Upholds organizational values.
- Organizational Support:** Follows policies and procedures; Supports organization's goals and values.
- Quality:** Demonstrates accuracy and thoroughness.
- Quantity:** Completes work in timely manner.
- Safety and Security:** Observes safety and security procedures.
- Attendance/Punctuality:** Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.
- Dependability:** Follows instructions, responds to management direction.

Physical Demands:

While performing the duties of this Job, the employee must regularly lift and /or move up to 10 pounds and occasionally lift and/or move: Up to 50 lbs. Up to 100 lbs. Over 100 lbs.

Physical Exam Required



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Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing essential functions of this job.

While performing the duties of this Job, the employee is regularly exposed:

- | | | |
|--|---|---|
| <input type="checkbox"/> Fumes or airborne particles | <input type="checkbox"/> Outside weather conditions | <input type="checkbox"/> Toxic or caustic chemicals |
| <input type="checkbox"/> Risk of electrical shock | <input type="checkbox"/> Vibration | <input type="checkbox"/> Loud Noise |

Would this Open Position be considered a Safety Sensitive Position? Check All that Apply

Note: **If any box is checked THIS IS A SAFETY SENSITIVE POSITION (No failed drug test is tolerated).**

- The handling, packaging, processing, storage, disposal or transport of hazardous materials.
- The operation of an MCN vehicle as part of your primary job function, operation of equipment, machinery or power tools.
- Repairing, maintaining or monitoring the performance or operation off any equipment, machinery or manufacturing process (preparing food where knives and kitchen equipment is used), which could result in injury or property damage.
- Performing Firefighting, First Responder or EMT duties.
- The operation, maintenance or oversight of critical services and infrastructure including but not limited to, electric, gas, and water utilities, power generation or distribution.
- Dispensing Pharmaceuticals.
- Direct patient care or Direct Child, Elderly, or Disabled care.
- An individual performing security, surveillance or law enforcement duties.
- Jobs/positions within MCN governed under the rules/jurisdiction of the Dept. of Transportation.
- None of these apply.

Disclaimer:

The above statements are intended to describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

Public Relations:

Important attributes of any employee of the Muscogee Nation, along with the official performance of duties, are personal appearance and public relations. Each employee is expected to make every effort to be well-informed about the institution, pleasant, courteous and cooperative, and to act in a manner to command respect of co-workers and all other personnel. An optimistic attitude, patience and tolerance will help each employee in nearly all situations at the institution.

MCN Policy Requirements:



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All Employees are subject to pre-employment background checks and drug testing. According to MCN Policy Section 502:Page 12/Section 503 110-111. All applicants must pass a drug test before beginning work. Any candidate who fails or refuses a drug test shall be withdrawn from employment consideration.

Medical Marijuana License Holder Protection and Non-Discrimination

A. Unless a failure to do would cause The Muscogee (Creek) Nation to imminently loose a monetary or licensing related benefit under federal law or regulations and with the exception of employees whose jobs are safety sensitive or primary job function is driving, The Muscogee (Creek) Nation shall not discriminate against a person in hiring, termination, or imposing any term or condition of employment or otherwise penalize a person based upon either: a. Solely, the person's status as a medical marijuana license holder; or b. Solely, the results of a drug test showing positive for marijuana and its components. B. Employees that are medical marijuana card holders shall not use, possess or be under the influence while at their place of employment or during hours of employment.