

RECEIVED
TRIBAL COUNCIL

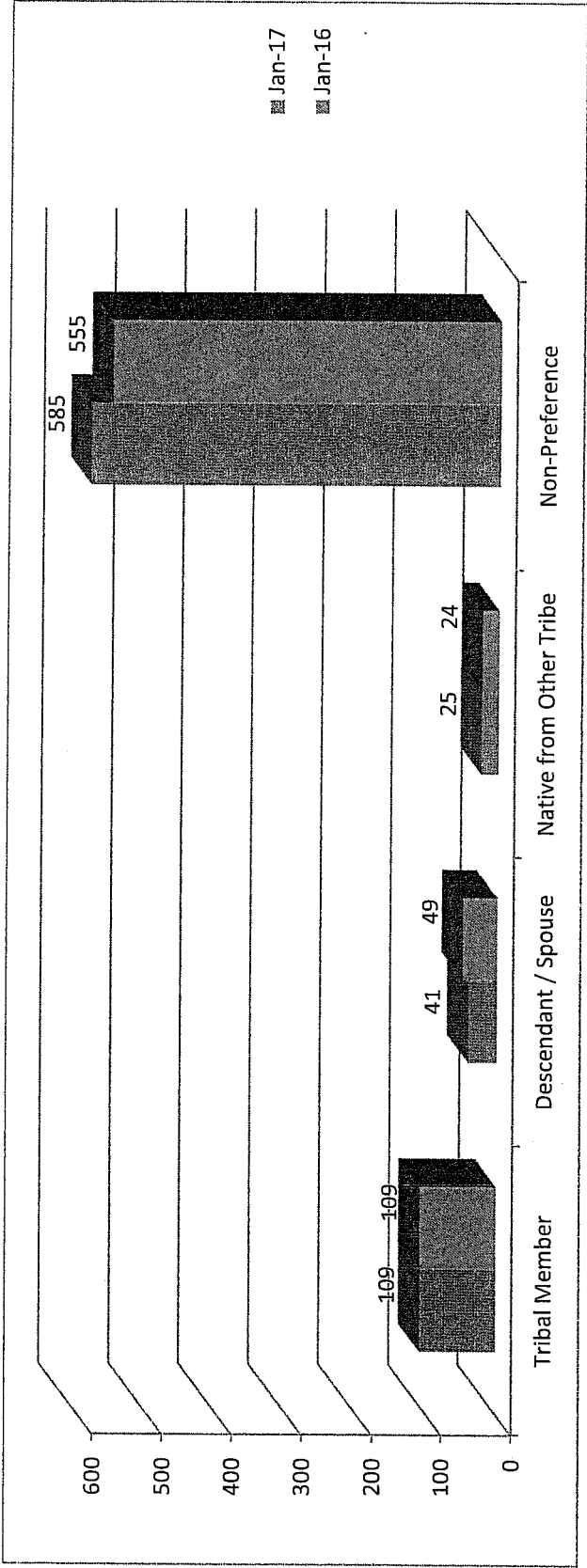
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HUMAN RESOURCES

IV F.

Human Resources

Total team member headcount for the month of January 2017 is 760 vs. 737 last year. This count includes 10 new hires of which 1 was Preference. Total terminations were 17 which 6 was Preference.



In addition to submitted documents: Human Resources has been working with I.T. on installing new software in Greenshades for ACA reporting. Human Resources has also assisted Tribal Development in mandatory trainings for Supervisors and above as it pertains to Performance Evaluations in Halogen.

ADMINISTRATION	
Total	3
Native	0
Non Preference	1
Tribal Member	2
Spouse	0
Descendant	0

COMPLIANCE	
Total	5
Native	1
Non Preference	1
Tribal Member	2
Spouse	1
Descendant	0

FACILITIES	
Total	90
Native	5
Non Preference	65
Tribal Member	17
Spouse	3
Descendant	0

F&B	
Total	227
Native	4
Non Preference	198
Tribal Member	21
Spouse	1
Descendant	3

GRAND TOTALS January 2017	
Total	760
Native	25
Non Preference	585
Tribal Member	109
Spouse	22
Descendant	19

FINANCE	
Total	72
Native	3
Non Preference	55
Tribal Member	8
Spouse	5
Descendant	1

GAMING OPERATIONS	
Total	159
Native	4
Non Preference	126
Tribal Member	19
Spouse	4
Descendant	6

HOTEL	
Total	91
Native	3
Non Preference	67
Tribal Member	12
Spouse	3
Descendant	6

HR	
Total	7
Native	0
Non Preference	3
Tribal Member	4
Spouse	0
Descendant	0

GRAND TOTALS December 2016	
Total	768
Native	25
Non Preference	589
Tribal Member	110
Spouse	22
Descendant	22

I.T.	
Total	16
Native	1
Non Preference	9
Tribal Member	5
Spouse	1
Descendant	0

MARKETING	
Total	35
Native	1
Non Preference	20
Tribal Member	8
Spouse	3
Descendant	3

SECURITY	
Total	51
Native	3
Non Preference	39
Tribal Member	8
Spouse	1
Descendant	0

TRIBAL DEVELOPMENT	
Total	4
Native	0
Non Preference	1
Tribal Member	3
Spouse	0
Descendant	0

GRAND TOTALS January 2016	
Total	737
Native	24
Non Preference	555
Tribal Member	109
Spouse	24
Descendant	25

JANUARY 2017 TERM REPORT

Position Description	Department Description	Division	Preference Status	Termination Date	Headcount
Pool Attendant	Hotel	Hotel	Descendant	1/29/2017	1
Coordinator	Marketing Administration	Marketing	Descendant	1/12/2017	1
Officer 1	USW Security	Security	Descendant	1/10/2017	1
Guest Service Agent	Hotel	Hotel	Non Preference	1/23/2017	1
Lead Server	River Rock	F&B	Non Preference	1/23/2017	1
Server	Banquets	F&B	Non Preference	1/11/2017	1
Count Team Member	Count Services	Finance	Non Preference	1/19/2017	1
High Lift Floorcare Cleaner	EVS	Facilities	Non Preference	1/25/2017	1
Dealer 1	Table Games	Gaming	Non Preference	1/30/2017	1
Cashier	River Rock	F&B	Non Preference	1/28/2017	1
Cashier	Cage	Finance	Non Preference	1/3/2017	1
Bartender	Heron	F&B	Non Preference	1/9/2017	1
Server	Banquets	F&B	Non Preference	1/10/2017	1
Dealer 1	Table Games	Gaming	Non Preference	1/14/2017	1
Representative	Player's Club	Marketing	Tribal Member	1/4/2017	1
Supervisor	Hotel	Hotel	Tribal Member	1/13/2017	1
Housekeeping Attendant	Hotel	Hotel	Tribal Member	1/29/2017	1
					17

JANUARY 2017 NEW HIRE REPORT

Position Description	Department Description	Division	Preference Status	Start Date	Headcount
Cashier	Rapids	F&B	Non Preference	1/24/2017	1
Cashier	Rapids	F&B	Non Preference	1/24/2017	1
Cashier	Rapids	F&B	Non Preference	1/31/2017	1
Shuttle Driver	Hotel	Hotel	Non Preference	1/11/2017	1
Valet Services Attendant	Hotel	Hotel	Non Preference	1/11/2017	1
Shuttle Driver	Hotel	Hotel	Non Preference	1/11/2017	1
Steward	Big Lake	F&B	Non Preference	1/17/2017	1
Lead Valet Services	Hotel	Hotel	Non Preference	1/11/2017	1
Server	Banquets	F&B	Non Preference	1/17/2017	1
Lead Valet Services	Hotel	Hotel	Tribal Member	1/11/2017	1
					10

Executive			Management			Supervisory			Exec Mgr Spvsr			
Tribal	9		Tribal	16		Tribal	14		Tribal	9	17	16
Native	2		Native	2		Native	4		Native	2	2	5
Descendant	0		Descendant	3		Descendant	1		Desc	0	3	1
Spouse	0		Spouse	2		Spouse	1		Spouse	0	2	2
Other	2		Other	15		Other	45		Other	2	14	40
Total Preference	11		Total Preference	23		Total Preference	20		total pref.	11	24	24
Total Exec Employees	13		Total Mgmt Employees	38		Total Spvr Employees	65		total all	13	38	64
Total Preference %	85%		Total Preference %	61%		Total Preference %	31%		% of Pref	85%	63%	38%

2016 Summary			2015 Percentages Comparison		
Average Monthly Employees	760		Average Monthly Employees	737	

	# EE	% whole	# EE	% whole	Difference
Total of Supervisory & Above Level Positions	116	15.3%	115	15.6%	1
Total Tribal Employees in Supervisory & Above Positions	39	5.1%	42	5.7%	-3
% of Tribal Employees in Supervisory & Above Positions	33.6%	0.0%	36.5%	0.0%	-7.9%
Total Current Preference Employees in all positions	175	23.0%	182	24.7%	-7
Total Current Preference in Supervisory & Above positions	54	7.1%	59	8.0%	-5
% of Current Preference Employees in top positions	30.9%	0.0%	32.4%	0.0%	-4.8%
Total Current Employees	760		Total Employees	737	23
Total Current Preference employees in all positions	175	23.0%	Preference - all Positions	182	24.7%
% of Current Preference Employees in all positions	23.0%		% of Pref Overall	24.7%	-6.8%
Total all Current employees	760		Total all Employees	737	23
Total Current Tribal Member Employees	109		All Tribal Employees	109	0
% of Tribal Employees	14.3%		% of Tribal Employees	14.8%	-3.0%

Tribal members in Supervisory and above positions in January 2017 is 33.6% = 2.9% lower than 2016	
Of all 175 Preference Employees, 54 hold higher level positions = 1.4% higher than 2015	
Of 109 Tribal Member Employees, 39 hold supervisory & above positions - this equals to 36% of tribal employees	
Preference in all positions for January 2017 is 23.3% = 2.1% lower than 2015	
Summary: Of the 760 Employees, 14.3% are Tribal Employees = .05% lower than 2016	
Declined Positions in January: 0 Rescinded Positions in January: 0	