

RECEIVED
TRIBAL COUNCIL

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October 2016

HUMAN RESOURCES

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	91
Native	5
Non Preference	67
Tribal Member	16
Spouse	3
Descendant	0

F&B	
Total	208
Native	3
Non Preference	182
Tribal Member	17
Spouse	1
Descendant	5

GRAND TOTALS October 2016	
Total	736
Native	24
Non Preference	560
Tribal Member	107
Spouse	21
Descendant	24

FINANCE	
Total	76
Native	3
Non Preference	57
Tribal Member	10
Spouse	5
Descendant	1

GAMING OPERATIONS	
Total	147
Native	4
Non Preference	116
Tribal Member	18
Spouse	3
Descendant	6

HOTEL	
Total	87
Native	3
Non Preference	61
Tribal Member	13
Spouse	3
Descendant	7

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

GRAND TOTALS September 2016	
Total	767
Native	24
Non Preference	587
Tribal Member	109
Spouse	21
Descendant	26

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

MARKETING	
Total	59
Native	3
Non Preference	40
Tribal Member	9
Spouse	3
Descendant	4

SECURITY	
Total	53
Native	3
Non Preference	40
Tribal Member	8
Spouse	1
Descendant	1

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

GRAND TOTALS October 2015	
Total	763
Native	26
Non Preference	569
Tribal Member	118
Spouse	25
Descendant	25

NEW HIRE REPORT OCTOBER 2016

Position Description	Department Description	Department	Preference Status	Start Date	Headcount
Server	Banquets	F&B	Non Preference	10/18/2016	1
Dealer 2	Table Games	Gaming	Non Preference	10/18/2016	1
Steward	Big Lake	F&B	Tribal Member	10/18/2016	1
Dealer 2	Table Games	Gaming	Non Preference	10/18/2016	1
Bus Person	Big Lake	F&B	Non Preference	10/25/2016	1
Cook 1	Big Lake	F&B	Non Preference	10/25/2016	1
Dealer 1	Table Games	Gaming	Non Preference	10/25/2016	1
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TERM REPORT OCTOBER 2016

Position Description	Department Description	Division	Preference Status	Termination Date	Headcount
Dealer 2	Table Games	Gaming	Other	10/27/2016	1
Housekeeping Attendant	Hotel	Hotel	Other	10/4/2016	1
Cashier	Hearthside Cafe	F&B	Other	10/25/2016	1
Cashier	Rapids	F&B	Other	10/20/2016	1
Groundskeeper	Facilities	Facilities	Other	10/13/2016	1
Dealer 1	Table Games	Gaming	Descendant	10/12/2016	1
Maintenance Technician 2	Facilities	Facilities	Other	10/31/2016	1
Specialist	Purchasing	Finance	Other	10/21/2016	1
Officer 2	USW Security	Security	Other	10/11/2016	1
Dealer 1	Table Games	Gaming	Other	10/27/2016	1
Pantry Cook	Big Lake	F&B	Other	10/17/2016	1
Pantry Cook	Big Lake	F&B	Other	10/26/2016	1
River Guide	Slot Operations	Gaming	Tribal Member	10/3/2016	1
Cleaner	EVS	Facilities	Descendant	10/25/2016	1
Porter	F&B Administration	F&B	Other	10/14/2016	1
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Little River Casino Resort Tribal Preference Employees by Comparison Oct-16

Executive			Management			Supervisory		
Tribal	9	16	Tribal	16	14	Tribal	14	14
Native	2	2	Native	2	4	Native	2	2
Descendant	0	3	Descendant	3	1	Descendant	1	1
Spouse	0	2	Spouse	2	1	Spouse	1	1
Other	2	15	Other	15	43	Other	15	41
Total Preference	11	23	Total Preference	23	20	Total Preference	20	22
Total Exec Employees	13	38	Total Mgmt Employees	38	63	Total Spvr Employees	37	63
Total Preference %	85%	61%	Total Preference %	61%	32%	Total Preference %	59%	35%

2015 Results October Total Employees		Exec	Mgr	Spvr
		Tribal	9	17
		Native	2	2
		Desc	0	2
		Spouse	0	1
		Other	2	15
		total pref	9	22
		total all	11	37
		% of Pref	82%	59%
				35%

2016 Summary		2015 Percentages Comparison	
Average Monthly Employees	751	Average Monthly Employees	765
		#EE % Whole	#EE % Whole Difference
Total of Supervisory & Above Level Positions	114	15.9%	Sup & Above Level 86 11.3% 28
Total Tribal Employees in Supervisory & Above Positions	39	5.3%	Sup & Above in Mgmt 43 5.6% -4
% of Tribal Employees in Supervisory & Above Positions	34.2%	20.8%	% of Tribal in Mgmt 50.0% 16.9% -31.6%

Total Current Preference Employees in all positions	176	23.9%	Total Pref in all Positions 194 25.4% -18
Total Current Preference in Supervisory & Above positions	54	7.3%	Total pref in Sup & Above Positions 47 6.2% 7
% of Current Preference Employees in top positions	30.7%	31.3%	% of Pref in Top Positions 24.2% 31.6% -26.6%

Total Current Employees	736		Total Employees 763 -27
Total Current Preference employees in all positions	176	23.9%	Preference - all Positions 194 25.4% -18
% of Current Preference Employees in all positions	23.9%		% of Pref Overall 25.4% -6.0%

Total all Current employees	736		Total all Employees 763 -27
Total Current Tribal Member Employees	107		All Tribal Employees 118 -11
% of Tribal Employees	14.5%		% of Tribal Employees 15.5% -6.0%

Tribal members in Supervisory and above positions in October is 34.2% = 11.8% lower than 2015
 Of all 176 Preference Employees 54 hold higher level positions = 6.5% higher than 2015
 Of 107 Tribal Member Employees, 39 hold supervisory & above positions - this equals to 37% of tribal employees
 Preference in all positions for October 2016 is 23.9% = 1.5% lower than 2015
 Summary: Of the 736 Employees, 14.5% are Tribal Employees = 1% lower than 2015
 Declined Positions in October: 1 Rescinded Positions in October: 0