

RECEIVED
TRIBAL COUNCIL

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November 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	89
Native	5
Non Preference	65
Tribal Member	16
Spouse	3
Descendant	0

F&B	
Total	235
Native	3
Non Preference	207
Tribal Member	19
Spouse	1
Descendant	5

GRAND TOTALS November 2016	
Total	760
Native	24
Non Preference	583
Tribal Member	108
Spouse	21
Descendant	24

FINANCE	
Total	75
Native	3
Non Preference	57
Tribal Member	9
Spouse	5
Descendant	1

GAMING OPERATIONS	
Total	148
Native	4
Non Preference	117
Tribal Member	18
Spouse	3
Descendant	6

HOTEL	
Total	86
Native	3
Non Preference	60
Tribal Member	13
Spouse	3
Descendant	7

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

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

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

MARKETING	
Total	39
Native	1
Non Preference	22
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 November 2015	
Total	760
Native	24
Non Preference	568
Tribal Member	119
Spouse	24
Descendant	25

NEW HIRE REPORT FOR NOVEMBER 2016

Position Description	Department Description	Department	Preference Status	Start Date	Headcount
Steward	Big Lake	F&B	Non Preference	11/1/2016	1
Server	Banquets	F&B	Non Preference	11/15/2016	1
Bus Person	Heron	F&B	Non Preference	11/15/2016	1
Server	Banquets	F&B	Non Preference	11/15/2016	1
Server	Banquets	F&B	Non Preference	11/15/2016	1
Server	Banquets	F&B	Non Preference	11/22/2016	1
Dealer 1	Table Games	Gaming	Non Preference	11/22/2016	1
					7

TERM REPORT FOR NOVEMBER 2016

Position Description	Department Description	Division	Preference Status	Termination Date	Headcount
F&B Server	River Rock	F&B	Non Preference	11/18/2016	1
Auditor II	Audit	Finance	Tribal Member	11/18/2016	1
Cook 1	Big Lake	F&B	Non Preference	11/30/2016	1
Steward	Rapids	F&B	Tribal Member	11/23/2016	1
Assistant Shift Manager	Slot Operations	Gaming	Non Preference	11/1/2016	1
Groundskeeper	Facilities	Facilities	Non Preference	11/21/2016	1
Cook 1	River Rock	F&B	Non Preference	11/1/2016	1
Steward	River Rock	F&B	Non Preference	11/25/2016	1
Cleaner	EVS	Facilities	Non Preference	11/14/2016	1
Server	Banquets	F&B	Non Preference	11/23/2016	1
Bus Person	EDR	F&B	Non Preference	11/25/2016	1
					11

Nov=16

Executive		Management		Supervisory	
Tribal	9	Tribal	16	Tribal	14
Native	2	Native	2	Native	4
Descendant	0	Descendant	3	Descendant	1
Spouse	0	Spouse	2	Spouse	1
Other	2	Other	16	Other	43
Total Preference	11	Total Preference	23	Total Preference	20
Total Exec Employees	13	Total Mgmt Employees	39	Total Spvr Employees	63
Total Preference %	85%	Total Preference %	59%	Total Preference %	32%

2016 Summary		2015 Percentages Comparison			
Average Monthly Employees	755	Average Monthly Employees		764	
		# EE	% of Total	# EE	% of Whole Difference
Total of Supervisory & Above Level Positions		115	15.1%	Sup & Above Level	2
Total Tribal Employees in Supervisory & Above Positions		39	5.1%	Sup & Above in Mgmt	-2
% of Tribal Employees in Supervisory & Above Positions		33.9%	20.3%	% of Tribal in Mgmt	-6.5%

Total Current Preference Employees in all positions	177	23.3%	Total Pref in all Positions	192	25.3%	-15
Total Current Preference in Supervisory & Above positions	54	7.1%	Total pref in Sup & Above Position	55	7.2%	-1
% of Current Preference Employees in top positions	30.5%	30.4%	% of Pref in Top Positions	28.6%	32.5%	6.5%

Total Current Employees	760		Total Employees	760	0
Total Current Preference employees in all positions	177	23.3%	Preference - all Positions	192	25.3%
% of Current Preference Employees in all Positions	23.3%		% of Pref Overall	25.3%	-7.8%

Total all Current employees	760
Total Current Tribal Member Employees	108
% of Tribal Employees	14.2%

Tribal members in Supervisory and above positions in October is 33.9% = 11.8% lower than 2015.
Of all 477 Preference Employees, 54 hold higher level positions = 1.9% higher than 2015.
Of 108 Tribal Member Employees, 39 hold supervisory & above positions - this equals to 37% of tribal employees
Preference in all positions for October 2016 is 23.3% = 2% lower than 2015
Summary: Of the 760 Employees, 14.2% are Tribal Employees = 1.5% lower than 2015
Declined Positions in November: 0 Rescinded Positions in November: 0

2015 Results		November		Total Employees	
	Exec	Mgr	Spar		
Tribal	9	16	16		
Native	2	2	4		
Desc	0	2	1		
Spouse	0	1	2		
Other	2	14	42		
total pref.	11	21	23		
total all	13	35	65		
% of Pref	85%	60%	35%		