

RECEIVED
TRIBAL COUNCIL

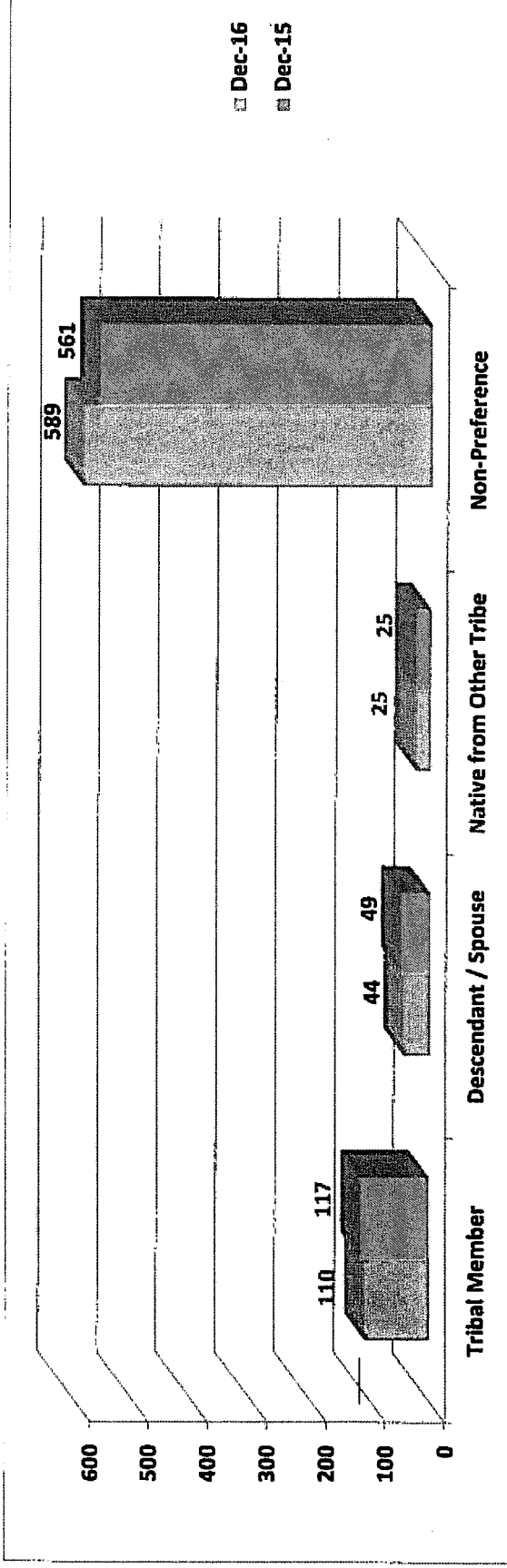
2017 JAN 31 AM 10:00

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December 2016

HUMAN RESOURCES

Human Resources

Total team member headcount for the month of December 2016 is 768 vs. 752 last year. This count includes 20 new hires of which 5 were Preference. Total terminations were 11 which 3 was Preference.



In addition to submitted documents: Human Resources completed open season for employee medical health coverages with FEHB as well as open enrollment for all other ancillary benefits (vision, dental, 401K, etc.). The team processed via TIPS for medical processing and all data connectivity interfaces for ancillary benefits. Updates and new coverages completed in HRIS.

Union update: The Resort and the USW completed negotiations for Security, Slot Techs and EVS units. The contracts for all three units is two years.

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	66
Tribal Member	17
Spouse	3
Descendant	0

F&B	
Total	231
Native	4
Non Preference	202
Tribal Member	21
Spouse	1
Descendant	3

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

FINANCE	
Total	73
Native	3
Non Preference	56
Tribal Member	8
Spouse	5
Descendant	1

GAMING OPERATIONS	
Total	160
Native	4
Non Preference	127
Tribal Member	19
Spouse	4
Descendant	6

HOTEL	
Total	90
Native	3
Non Preference	64
Tribal Member	13
Spouse	3
Descendant	7

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

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

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

MARKETING	
Total	36
Native	1
Non Preference	20
Tribal Member	8
Spouse	3
Descendant	4

SECURITY	
Total	52
Native	3
Non Preference	39
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 December 2015	
Total	752
Native	25
Non Preference	561
Tribal Member	117
Spouse	24
Descendant	25

NEW HIRE REPORT FOR DECEMBER 2016

Position Description	Department Description	Division	Preference Status	Start Date	Headcount
Dealer 2	Table Games	Gaming	Non Preference	12/13/2016	1
Dealer Trainee	Table Games	Gaming	Non Preference	12/19/2016	1
Dealer Trainee	Table Games	Gaming	Non Preference	12/19/2016	1
Steward	River Rock	F&B	Non Preference	12/13/2016	1
Server	Banquets	F&B	Non Preference	12/13/2016	1
Bellman	Hotel	Hotel	Non Preference	12/27/2016	1
Dealer 2	Table Games	Gaming	Non Preference	12/6/2016	1
Dealer Trainee	Table Games	Gaming	Non Preference	12/19/2016	1
Dealer Trainee	Table Games	Gaming	Non Preference	12/19/2016	1
Supervisor	Table Games	Gaming	Non Preference	12/6/2016	1
Pantry Cook	Big Lake	F&B	Non Preference	12/20/2016	1
Dealer Trainee	Table Games	Gaming	Non Preference	12/19/2016	1
Dealer Trainee	Table Games	Gaming	Non Preference	12/19/2016	1
Pantry Cook	Big Lake	F&B	Non Preference	12/13/2016	1
Dealer Trainee	Table Games	Gaming	Non Preference	12/19/2016	1
Dealer Trainee	Table Games	Gaming	Spouse	12/19/2016	1
Maintenance Technician 1	Facilities	Facilities	Tribal Member	12/13/2016	1
F&B Server	Beverage	F&B	Tribal Member	12/6/2016	1
Steward	Big Lake	F&B	Tribal Member	12/13/2016	1
Dealer Trainee	Table Games	Gaming	Tribal Member	12/19/2016	1
					20

TERM REPORT FOR DECEMBER 2016

Position Description	Department Description	Division	Preference Status	Termination Date	Headcount
Pantry Cook	Big Lake	F&B	Descendant	12/12/2016	1
Cashier	River Rock	F&B	Descendant	12/20/2016	1
Manager	Conference/Banquet Sales	Marketing	Other	12/31/2016	1
F&B Server	Beverage	F&B	Other	12/31/2016	1
Groundskeeper	Facilities	Facilities	Other	12/28/2016	1
Housekeeping Attendant	Hotel	Hotel	Other	12/6/2016	1
Cashier	Rapids	F&B	Other	12/22/2016	1
Cook 1	Big Lake	F&B	Other	12/28/2016	1
F&B Server	River Rock	F&B	Other	12/29/2016	1
Cook 1	Rapids	F&B	Other	12/29/2016	1
Specialist	Purchasing	Finance	Tribal Member	12/8/2016	1
					11

Tribal members in Supervisory and above positions in December 2016 is 35.7% = 2.7% lower than 2015
Of all 179 Preference Employees, 54 hold higher level positions = 1.4% higher than 2015
Of 110 Tribal Member Employees, 40 hold supervisory & above positions - this equals to 37% of tribal employees
Preference in all positions for December 2016 is 23.3% = 2.1% lower than 2015
Summary: Of the 768 Employees, 14.3% are Tribal Employees = 1.3% lower than 2015
Declined Positions in December: 0 Rescinded Positions in December: 0