

Group: Office of the Marshal Month/Year of Report: January 2024
 Marshal: Shannon Buhl Phone: 918-207-3800
 Email: shannon-buhl@cherokee.org

1. Budget Highlights-Please Refer to Monthly Financial Report
2. Marshal Service Program Highlights for December 2023:

	<u>District 1 412</u>	<u>District 2 412</u>	
	<u>North</u>	<u>South</u>	<u>Total</u>
Assists	8	39	47
Cases	33	53	86
Citations	2	0	2
EDO	0	0	0
Community Patrols	500	311	811
Verbal Warnings	0	0	0
Warnings	0	0	0
Warrants Served			119
Community Events	7	24	31

a. Training Accomplishments

- 2 Investigators – Violent Crime Reduction
- 2 Deputy Marshals – TacFlow
- 1 Captain – DLF Summit
- 2 Deputy Marshals – Wildlife Operation
- 1 Investigator – Sniper School
- 1 Deputy Marshal – Street Cop
- 1 Deputy Marshal – Dignitary Protection

b. Special Operations

Stats:

- Agency Assist (17)
- Special Operations Team Callouts (0)
- High Risk Fugitive Apprehension (9)
- Community Events (4)
- Conservation Department Calls (3)
- Dive Callouts (1)

Internet Crimes Against Children (ICAC):

There were 14 callouts for ICAC for the month of December, with 3 child pornography cases, 3 electronic device search warrants, 2 drug endangered children located, 1 child sexual abuse case, 1 online predator case, and 4 assist for the BIA for drug endangered child cases.

Accomplishments:

- Assisted with Dignitary Protection at the Wilma Mankiller Barbie event
- Drone team assisted in a case in Marble City
- Youth hunt with ICW children
- Assisted Department of Agriculture with buffalo case
- Assisted Oklahoma Department of Wildlife with dove/deer hunt and patrol

Trainings, Meetings, and Events Attended:

- Instructed 2 less lethal classes in Rogers County and Quapaw
- Westville school Active Shooter planning meeting
- Spoke with high school students at ICTC in North Tulsa
- Homeland Security TF meeting
- Bomb threat meeting to discuss new procedures
- Spoke with Tribal Youth Council, received donation of stuffed animals for patrol units
- CLEET annual training
- Dive Training
- Range Training and Qualifications

c. Casino Requests

- Information/Video Requests (47)

d. Agency Liaison

- Met with and delivered Cross Dep cards to outside agencies
- Attended meetings at various agencies, CN Casinos, and schools

e. Patrol Division

- Increased Patrol in outlying communities
- Attended multiple Community Events
- Deputies attended local sporting events
- Assisted with Chief's Dignitary Protection Detail
- Conducted written and Physical Endurance Battery test

- Held Lieutenant and Captain level interviews for Deputy Marshal applicants
- Deputies continuing with Field Officer Training
- Deputies assisted with Wilma Mankiller Barbie event and the Employee Christmas party
- Deputies attended the following trainings for the month of December:
 - CPR/First Aid Training
 - Firearms Qualifications
 - CLEET accredited courses
 - SOT Training (2)
 - Conducted Weapons Training
 - Vehicle Close Quarter Combat Training
 - Use of Force Training

f. Community

- Community Policing Events (31)
- Franky Dreadfulwater and John Timothy
 - SHS Duties

3. Justice Services Program Highlights for December 2023

a. Detention

Inmate Stats:

- Pre-Sentence Inmates in County Jails (over 250)
- Long-Term Inmates at LaSalle (123)

Inmate Education Stats:

- Celebrate Recovery (28)
- Education Classes (10)
- Bible Courses (28)
- Workforce (15)
- Awaiting Classes (10)

b. Adult Probation Services

- Total active cases (522)
- Intakes (60)

c. Juvenile Justice

- Referrals (82)
- Truancies (54)
- Petitions (17)
- Healing to Wellness Court Participants (11)

d. Security:

- Vehicle Assists (5)
- Incident Reports (55)
- Special Detail (66)

e. SORNA:

- Sex Offender Files Added (18)
- Sex Offender Files Modified (127)
- Sex Offender Files Verified (19)
- Sex Offender Relocation Tasks (0)
- Sex Offenders on Public Website (761) – *178% increase from January 2023*
- Signed MOU's (12)
- Pending MOU's (7)
- MOU's Needed (5)

4. Department of Public Safety Program Highlights December 2023

a. Emergency Management (EM)

- Continuation of safe room shelter construction.
- Incident Management Team and Mobile Command activated for CN Annual Christmas Party
- Assisted with Veterans Food Distribution
- Coordinated 3 water deliveries to Chance and Christie Fire Departments in Adair County due to water shortage

b. Emergency Medical Services (EMS)

- Total Calls for December = 378
- Total participants trained = 219

- Number of Inter-facility transports = 35 or 9.25% of the total call volume.
- Zero Status - Defined as no ambulances available to respond = 1.46 hours

c. **Emergency Communications (ECOMM)**

<u>STAT Type</u>	<u>TOTAL</u>
• Calls for service	1893
• Citizenship Checks	180
• Warrant Checks	180
• Entered Warrant NCIC	24
• Entered Juvenile warrants/pickup orders	2
• Entered Protective Orders NCIC	3
• Record Request	3
• NCIC Validations	58
• Missing Persons NCIC	3
<i>TOTAL</i>	<i>2346</i>

Group: Self-Governance Month/Year of Report: December 2023

Reporter: Ashawna Miles Phone: 918-316-0549 Email: Ashawna-miles@cherokee.org

I. Budget Highlights – please refer to Monthly Financial Report.

There are no updates at this time.

II. Program Highlights-477 Program Update:

December 4, 2023 Cherokee Nation received approval to utilize additional P.L. 102-477 funds to construct a new childcare facility in Sallisaw, OK. The construction of this child development center allows for services to approximately 90-125 children. Construction bidding process will begin in early 2024.

Under the 477 law, approximately 51.6% of the 574 federally recognized Tribes currently participate in the 477 program. Twelve federal partners are participating in the 477 program.

a. Reports

Self-Governance is preparing to submit Cherokee Nations P.L. 102-477 end of the year report by 12.29.23

b. Funding Updates

On December 6, 2023, President Biden signed Executive Order 14112. This historic EO on Reforming Federal Funding and Support for Tribal Nations to better embrace the Trust Responsibilities and promote a next era of Tribal Self Determination. This EO further demonstrates respect for Tribal sovereignty, and commitment of Tribal self-determination by ensuring Tribal Nations have greater autonomy over federal funding.

c. Tribal Consultations, Trainings, and Calls:

Self-Governance attended Department of the Interior (DOI) Self Governance Advisory Committee (SGAC) and Technical Workgroup Tri-Annual Meeting December 11-12 and IHS Tribal Self-Governance Advisory Committee (TSGAC) December 13-14, 2023 in Washington, DC. Both committees provide the opportunity for federal partner updates and collaboration.



January 2024

I. Budget Highlights

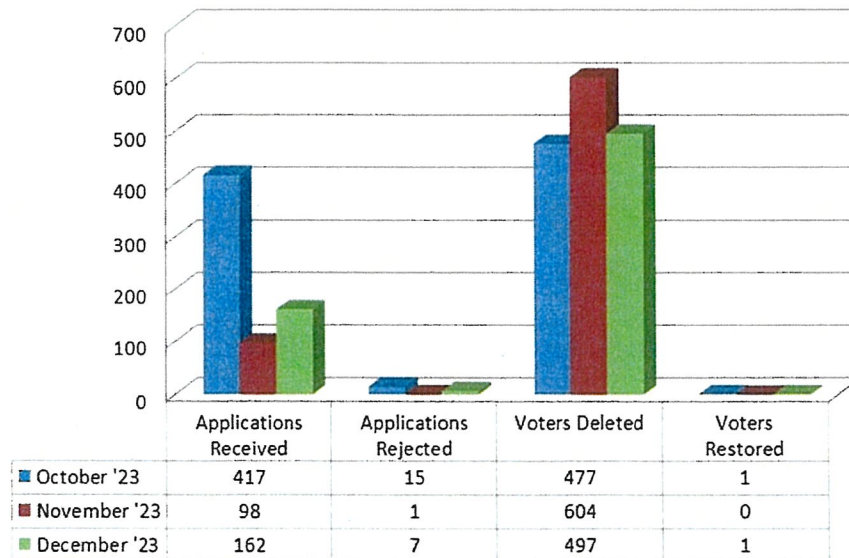
a.) FY2024 budget is on target.

II. Program Highlights

a.) **Voter Processing:** As of 01/04/2024

78,055 Total Registered Voters; **43,600** In-District; **34,455** At-Large

Voter Registration Statistics



b.) **Statistical Report:**

i. *Detailed Data by District and Precinct is attached.

III. Accomplishments

a.) The Election Commission has stayed current with monthly Tribal Registration Deceased and Relinquished citizen listings. It is common for Voter Registration numbers to fluctuate up and down as we receive monthly deceased reports from Tribal Registration and process Voter Registrations from events.



CHEROKEE NATION ELECTION COMMISSION

Ph: 918-458-5899 | TF: 800.353.2895 | F: 918.458.6101

January 2024 RULES REPORT

Marcus Fears Administrator
election-commission@cherokee.org
Ph: 918-458-5899

b.) 2023 Year End Data:

- i. Applications Received – VR-10,581; ABR-13,428
- ii. Applications Rejected – 181
- iii. Voters Deleted – 2474
- iv. Voters Restored - 4

Future Plans and Initiatives

- a.) Please remind constituents that updating their information in the Gadugi Portal does not update their information in our system.
- b.) As we do after each election, the Commission has come up with their election law revision recommendations to submit to Tribal Council when Council is ready for them.
- c.) The Election Commission is always willing to answer any of the Council's questions. If at any time you have a question for our office, please feel free to email or call the office. Our email and our number are listed at the top of this report.

Chronicle- Voter Registration by District and Precinct

1/4/2024 9:13 AM

District	Precinct	Voters
Dist No. 9 Saline	Kenwood	184
	Salina (9)	510
Total for District		2,736
Dist No. 10 Delaware	Afton	592
	Grove	721
	Jay (10)	911
	Pryor (10)	536
	Salina (10)	205
	Spavinaw	197
Total for District		3,162
Dist No. 11 Cooweescoowee - North	S. Coffeyville	488
	Vinita	1,945
	Welch	151
Total for District		2,584
Dist No. 12 Cooweescoowee - West	Bartlesville	1,879
	Nowata	687
	S. Coffeyville	1
Total for District		2,567
Dist No. 13 Gadusi	Catoosa	356
	Collinsville	629
	Owasso	400
	Tulsa	1,924
Total for District		3,309
Dist No. 14 Cooweescoowee - Central	Chelsea	588
	Claremore (14)	2,629
	Oologah	463
Total for District		3,680
Dist No. 15 Cooweescoowee - South	Claremore (15)	916
	Locust Grove	881
	Pryor (15)	955
	Salina (15)	53
Total for District		2,805
At Large	At Large	34,455
Total for District		34,455
Grand Total		78,055

vr2120

Chronicle- Voter Registration by District and Precinct

1/4/2024 9:13 AM

<u>District</u>	<u>Precinct</u>	<u>Voters</u>
Dist No. 1 Hulbert	Hulbert	1,353
	Okay	351
	Tahlequah (1)	1,704
Total for District		3,408
Dist No. 2 Tahlequah	Briggs	275
	Lowrey	299
	Tahlequah (2)	2,445
Total for District		3,019
Dist No. 3 Tenkiller	Keys	998
	Tahlequah (3)	1,870
Total for District		2,868
Dist No. 4 Three Rivers	Ft. Gibson	1,003
	Muskogee	590
	Warner	714
Total for District		2,307
Dist No. 5 Redbird	Gore	425
	Sallisaw (5)	634
	Vian	1,105
Total for District		2,164
Dist No. 6 Sequoyah	Belfonte	124
	Marble City	150
	Muldrow	1,576
	Sallisaw (6)	1,665
Total for District		3,515
Dist No. 7 Flint	Cave Springs	285
	Chewey	104
	Stilwell (7)	2,445
	Westville (7)	649
Total for District		3,483
Dist No. 8 Goingsnake	Bell	310
	Stilwell (8)	1,156
	Westville (8)	527
Total for District		1,993
Dist No. 9 Saline	Jay (9)	661
	Kansas	1,381



CHEROKEE NATION TRIBAL COUNCIL RULES COMMITTEE REPORT

Group: Tax Commission

Month/Year of Report: January, 2024

Group Leader: Sharon Swepston **Phone:** 918-453-5377

E-mail: Sharon-sweepston@cherokee.org

I. Budget Highlights

- a.) Please refer to the monthly financial report from Finance.

II. Program Highlights

a.) Motor Vehicle

1. Year to Date Motor Vehicle revenue for FY24 compared to FY23 as of November 30th 2023 & November 30th 2022, had an overall increase of 2.34%.
2. The month to month revenue comparison for November 2022 (FY23) compared to November 2023 (FY24) shows an increase of 1.79%.
3. The detail for all areas of revenue for motor vehicle is shown on the attached graphs.
4. FY24 new tags issued in the Extended Jurisdictional Boundary for October 776, November 645.

b.) Revenue and Taxation Division

1. Year to Date Revenue and Taxation (Tobacco) for FY24 compared to FY23 as of November 30th 2023 & November 30th 2022, had an overall increase of 2.57%.
2. A month to month revenue comparison for November 2022 (FY23) compared to November 2023 (FY24) shows a decrease of 3.38%.
3. The detail for all areas of tax is shown on the attached graphs.

c.) Future Plans/New Initiatives

1. The next Tax Commission meeting is scheduled for March 13, 2024 at 4:30 pm in the CNTC Conference room.
2. The Veterans Sales Tax Exemption Cards have been mailed out to all qualified applicants. As of January 3, 2024 we have mailed out 452 Veteran Sales Tax Exemption Cards. CNE has implemented their upgraded system to process the new sales tax exemptions for Cherokee veterans.
3. We have received our report for November 2023 purchases and payment from the State of Oklahoma and rebates are scheduled to be distributed to the retailers by or before January 15, 2024.

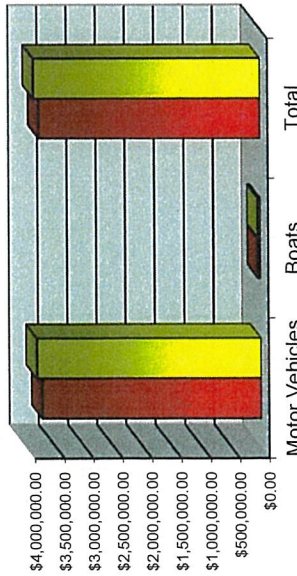


CHEROKEE NATION TAX COMMISSION

NOVEMBER, 2023

	Motor Vehicles	Boats	Total
FY23	\$3,742,115.30	\$41,837.53	\$3,783,952.83
FY24	\$3,830,117.37	\$42,468.87	\$3,872,586.24
% of Change	2.35%	1.51%	2.34%

MV Gross Revenue Comparison - Year to Date



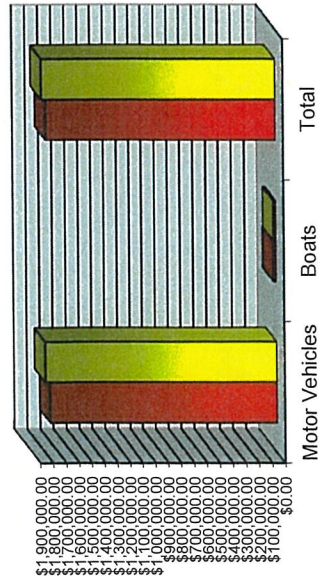
	Cigarette Tax	Tobacco Tax	Retail Sales	Alcohol Tax	Total
FY23	\$140,534.32	\$50,366.69	\$596,946.98	\$48,055.86	\$835,903.85
FY24	\$130,442.48	\$52,425.13	\$624,046.58	\$50,445.66	\$857,359.85
% of Change	-7.18%	4.09%	4.54%	4.97%	2.57%

R & T Gross Revenue Comparison Year to Date



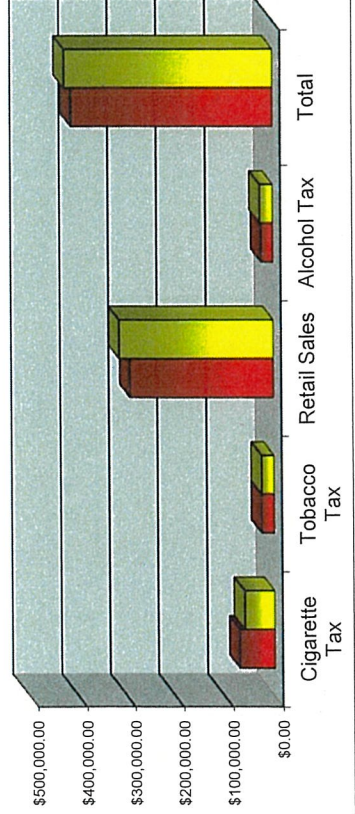
	Motor Vehicles	Boats	Total
FY23	\$1,762,342.35	\$21,475.31	\$1,783,817.66
FY24	\$1,797,312.93	\$18,386.64	\$1,815,699.57
% of Change	1.98%	-14.38%	1.79%

MV Gross Revenue Comparison - Month to Month



	Cigarette Tax	Tobacco Tax	Retail Sales	Alcohol Tax	Total
FY23	\$70,241.36	\$25,561.78	\$292,153.21	\$23,630.07	\$411,586.42
FY24	\$60,216.56	\$25,080.78	\$314,121.42	\$26,097.95	\$425,516.71
% of Change	-14.27%	-1.88%	7.52%	10.44%	3.38%

R & T Gross Revenue Comparison Month to Month



RULES COMMITTEE REPORT
CHEROKEE NATION GAMING COMMISSION

Submitted by:

Janice Walters Purcell, Executive Director of CNGC

January 4, 2024

This Committee report will focus on the licensing requirement and the issuance of gaming license by the Cherokee Nation Gaming Commission (CNGC).

Gaming licenses are required by the NIGC, IGRA, Tribal State Compact, and Cherokee Nation Statutes Title 4 et seq. Cherokee Nation Statutes mandate that the Cherokee Nation Gaming Commission follow IGRA and any Tribal State Compact with respect to the gaming license requirements for CNGC Staff, Gaming Commissioners, and CNE. Cherokee Nation Statutes, NIGC and Tribal Internal Control Policies state that certain job position require gaming licenses. Employees determined to be key¹ employees and primary management officials (PMO)² employed at any gaming facility under the jurisdiction of the Gaming Commission must have a Gaming License. . All information obtained by the CNGC Licensing department for an individual license shall remain confidential and shall not be disclosed to persons who are not directly involved in the licensing process, however; that nondisclosure does not apply to request for information or records from any Tribal, Federal, or State law enforcement or regulatory agency. The employee or potential employee or vendor must submit to a noncriminal FBI background investigation and the FBI charges the gaming commission a fee for fingerprint submissions. Since July of 2019 substantial changes have been implemented by the NIGC. These updates are a result of a request by the Federal Bureau of Investigation (FBI). Tribes are permitted to submit fingerprints to the FBI through the NIGC to obtain and use Federal Criminal History Record Information (CHRI) if

¹ Positions such as Counting room supervisor, security and surveillance, floor manager, dealer, IT employee with access to gaming related systems and equipment, custodian of gambling devices, including persons with access to cash and accounting records within such device, this is not an exhaustive list.

² The four (4) most highly compensated employees in the gaming operation; must also have authority to hire and fire employees, set up working policy for the gaming operation, the chief financial officer or other person who has financial management responsibility, any other person designated by the Nation as a PMO.

they have an executed Memorandum of Understanding with the NIGC. The process applies to Cherokee Nation Gaming Commission, therefore, the CNGC must give the applicant the Noncriminal Justice Applicant's Privacy Rights Notice, This notice was updated by the FBI and now requires that applicants receive and acknowledge the FBI's Privacy Act Statement prior to submitting their fingerprints. Both the FBI Privacy Act Statement and the Noncriminal Justice applicant's privacy rights must be provided to and acknowledged by a gaming license applicant prior to fingerprinting. The noncriminal justice applicant's privacy rights notice includes multiple requirements by the CNGC. The first requirement is that applicants must be provided written notification that their fingerprints will be used to check the criminal history records by the FBI. Second, if an applicant has a criminal history record then CNGC must provide him or her the opportunity to complete or challenge the accuracy of this information in the record. Third the CNGC must advise applicants of the procedures for obtaining a change, correction, or update of a criminal history record as set forth in Title 28 Code of Federal Regulations section 16.34 and lastly if the applicant has a criminal history record, CNGC must afford him or her a reasonable amount of time to correct or complete the record or decline to do so before denying a gaming license based on information in the criminal history record. The applicant is also informed that officials receiving the results of the criminal history record check will only use it for authorized purposes and will not retain or disseminate it in violation of Federal, State, or Tribal regulation or Executive Order. This provision is also in the Cherokee Nation Statutes, which states that the Gaming Commission shall ensure that all records and information obtained as a result of background investigation shall remain confidential and shall not be disclosed to persons who are not directly involved in the gaming licensing process, under no circumstances will information obtained during the background investigation be disclosed to members of management, human resources personnel,

or others employed by the gaming facility without a signed notarized release from the individual. The NIGC and the FBI is working and will continue to work over the next two years to include additional applicable standards and protocols established under the National Crime Prevention Privacy Compact of 1998 regarding access to CHRI in clarifying requirements under the Memorandum of Understanding with the NIGC once the results of the background investigation are received by the Licensing division of the of the CNGC, the applicant is allowed to review them and is given information how to challenge those results this is very important since under Cherokee Nation law and the Tribal- State compact, any felony conviction will preclude a person from a Gaming license this means the person cannot work at the Gaming Commission or at the casinos in those positions that are designated by the CNGC as key positions or other jobs requiring a Gaming License, The applicant is further entitled to a hearing on the issuance of license at the CNGC Gaming Commission meetings. These Administrative Hearings occur monthly at the Gaming Commission meetings and if after deliberation at the hearing the applicant is denied a Gaming License, he or she may appeal that denial to the Cherokee Nation District Court. The CNGC Licensing Department also reviews job descriptions of Employees at CNE and CNGC to determine if a Gaming License is required to be issued to that person.

During the December 15, 2023 Commission Meeting, thirty-seven (37) Temporary License Permits were issued, twenty-six (26) Suitability Determinations were determined, twenty-eight (28) Licensing Orders were issued, and two hundred nineteen renewals for January, 2024 were issued.

Please find attached the number of approved monthly Individual Licensing issued at the December Commission meeting. The monthly number of monthly key and PMO employees licensed monthly at each Cherokee Nation Casino location. Also is the Suitability Determination

form which must be completed each month and submitted to NIGC for each individual fingerprinted for a job position by CNGC.

The approved Gaming Commission Meeting Schedule is also attached. Thank you.

PERMIT & LICENSE SUMMARY DECEMBER 15, 2023

Temporary Permits December 15, 2023

37

Suitability Determinations December 15, 2023

26

Orders December 15, 2023

28

1 CNGC Shandie Hughes

Renewals for January, 2024

219

PERMIT & LICENSE SUMMARY DECEMBER 15, 2023

PROPERTY TOTALS DECEMBER 15, 2023

Location	Key Employee	PMO	Total
Catoosa	79	2	81
CNGC	0	3	3
Corporate	4	8	12
Ft. Gibson	7	0	7
Grove	7	0	7
Ramona	7	0	7
Roland	96	18	114
Sallisaw	25	7	32
SCC	5	0	5
Tahlequah	9	0	9
WSS	33	0	33
TOTALS	272	38	310



CHEROKEE NATION GAMING COMMISSION

SUITABILITY DETERMINATION – INVESTIGATION RESULTS

This Investigative Report is prepared by the staff of the Cherokee Nation Gaming Commission ("CNGC") pursuant to 25 CFR Section 556.1. The contents of this Report are strictly confidential and may only be used by the CNGC, its staff, and the National Indian Gaming Commission ("NIGC"), in accordance with the Indian Gaming Regulatory Act, NIGC regulations, the Cherokee Nation Gaming Act and/or regulations adopted thereunder. All other uses are prohibited.

I. APPLICATION INFORMATION

NAME: «First_Name» «MI» «Last_Name» FACILITY: «Facility»
DOB: «DOB» HIRE DATE: «Hire Date» SSN: «SSN»
 MALE FEMALE REH'RE TRANSFER DATE: _____
APPLICANT STATUS: KEY PRIMARY MANAGEMENT OFFICIAL
POSITION / TITLE: «Title»

SYNOPSIS OF BACKGROUND INVESTIGATION CONDUCTED

- Current Address Personal References Proof of Self-Employment-N/A
- Residence History Criminal history record check Tribal court record
- Past Employment Education-N/A
- Verified Existing / Previous Relationships with Indian tribes & Gaming Industry-N/A
- Verified All Listed Previous held Licenses with Any Agency provided on Application

Licensing Agency: _____ Status & Position: _____
Licensing Agency: _____ Status & Position: _____
Licensing Agency: _____ Status & Position: _____

The Criminal Investigation Revealed:

- NO RECORD
- Applicant Notes a Criminal Charge on Application:

II. SUITABILITY DETERMINATION

Based upon the information reviewed and the investigative findings and taking into consideration the applicant's prior activities, criminal record, if any, reputation, habits, and associations, the Cherokee Nation Gaming Commission has determined that the above named individual:

- Should be GRANTED an Individual Gaming License
- Should be GRANTED a CONDITIONAL Individual Gaming License for a period of _____ months.

Conditions: _____

- Should be DENIED an Individual Gaming License
 - Failed to disclose information on the Individual Gaming License Application as required
 - Based on Criminal Activity
 - Based on Character, reputation, habits, and associations

- Had their license REVOKED for cause (attach Complete Background Investigation Report)

Revoked for: _____

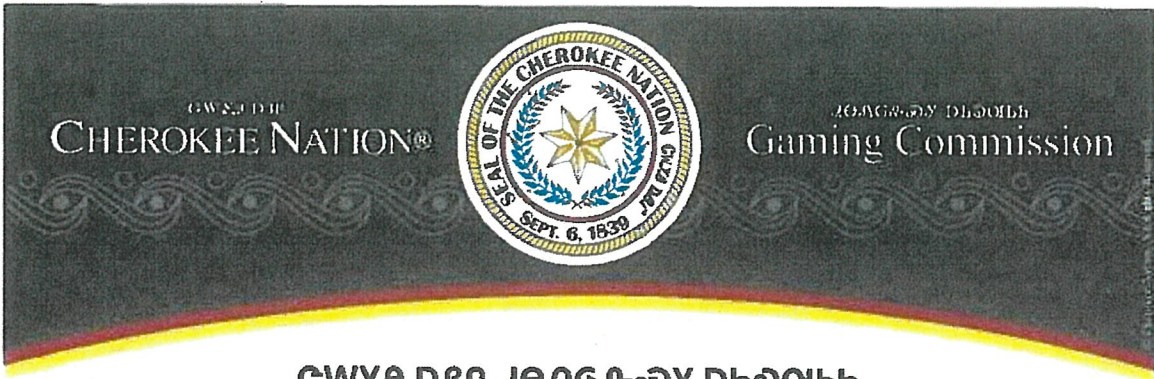
- Termination – No Longer Works for the Casino
- Termination – No Longer Works for the Casino; Background investigation terminated with no negative findings.
- Termination – No Longer Works for the Casino; Background Investigation terminated with derogatory findings.

- REINSTATED
- REINSTATED – Rehired individual that has not left employment for more than six months.

DATE OF ACTION FOR SUITABILITY: _____

Licensing Agent

Date



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CHEROKEE NATION GAMING
COMMISSION

2024 MEETING SCHEDULE

January 12th

July 26th

February 9th

August 23rd

March 8th

September 20th

April 5th

October 18th

May 3rd

November 15th

May 31st

December 13th

June 28th

All meetings will begin at 9:30 a.m. unless otherwise specified. The meetings marked in blue will be held at the Chota Center at the Tahlequah Casino and the meetings marked in black will be held at the Hard Rock Casino property in Catoosa. The meeting in red will be held at West Siloam Springs. Meeting dates, times, and locations are subject to change and/or cancellation at the discretion of the Commission. The Commission may also hold special and/or emergency meetings, as it deems necessary.

HUMAN RESOURCES
December 2023
SAMANTHA HENDRICKS EXECUTIVE DIRECTOR
Extension 5682

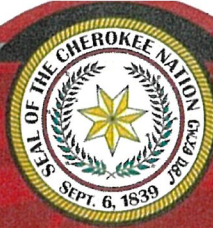
As of December 19, 2023, the total number of Employees is 5143. Of those employees, 4199 are Cherokee and 321 are members of another federally recognized tribe.

EMPLOYMENT		
Processed	Monthly	YTD
Number of Employees Hired	101	1166
% of Cherokees Hired	80	85
% of Other Natives Hired	4	3
% of All Others Hired	16	12
# of Applications Received	297	5141
# of Interview Panels Sent	302	2652

COMPENSATION		
Processed	Monthly	YTD
# of Terminations	11	581
# of Voluntary Terminations	9	484
# of Involuntary Terminations	2	97

BENEFITS		
Processed	Monthly	YTD
Educational Reimbursement Requests	2	44
401(k) Distributions	47	549
401(k) Loans	13	230
401(k) Hardship	4	63
FML	56	508
LOA	5	75
COBRA	12	657
Short Term Disability	11	124

EMPLOYEE ENGAGEMENT		
Orientations/Trainings Presented	Monthly	YTD
In-Person Trainings Presented	36	424
Otsoliga Portal Courses Completed	3442	42947
Otsoliga Portal Courses Training Hours	2664	32793



Human Resources

ONBOARDING/BACKGROUND/COMPENSATION/BENEFITS EMPLOYEE ENGAGEMENT

Monthly Report
December 2023

Monthly Number of Employees Hired: 101

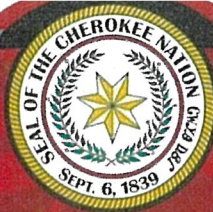


YTD Number of Employees Hired: 1166

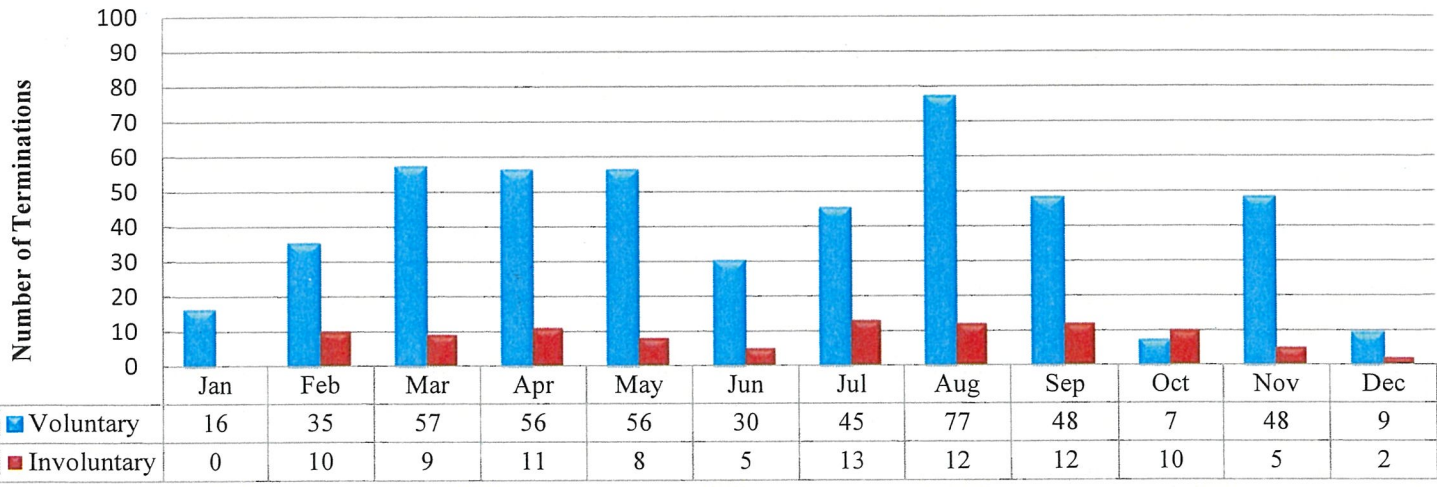


Cherokee Nation Employees: 5143

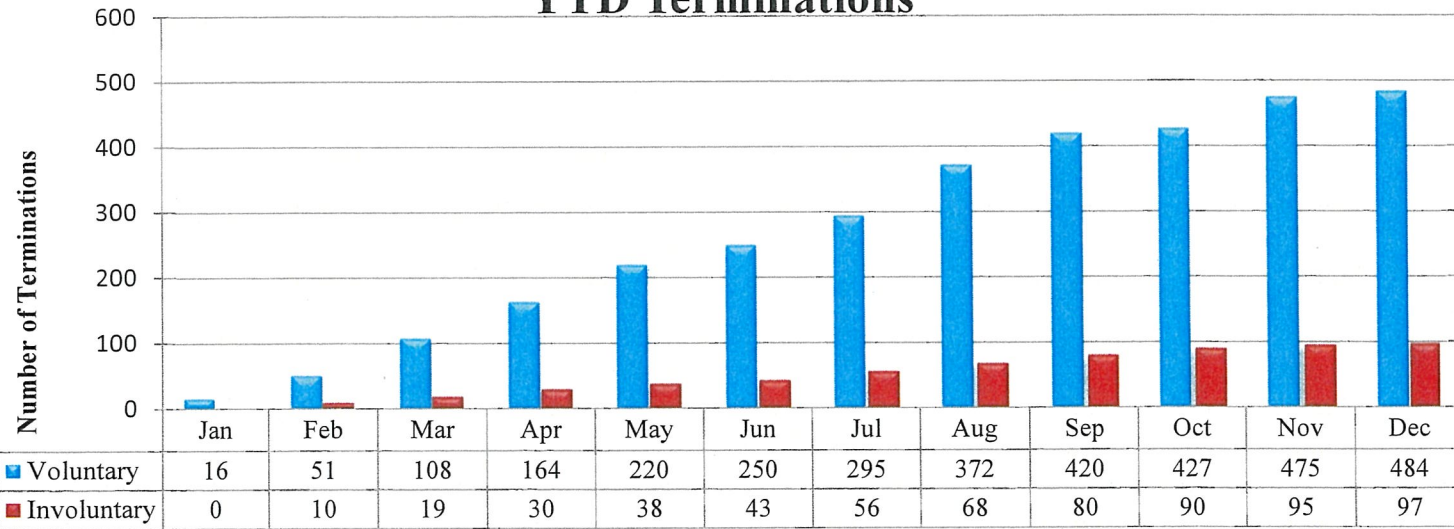


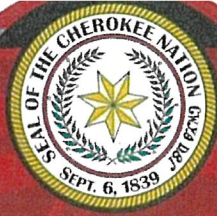


Monthly Terminations

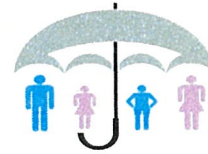


YTD Terminations

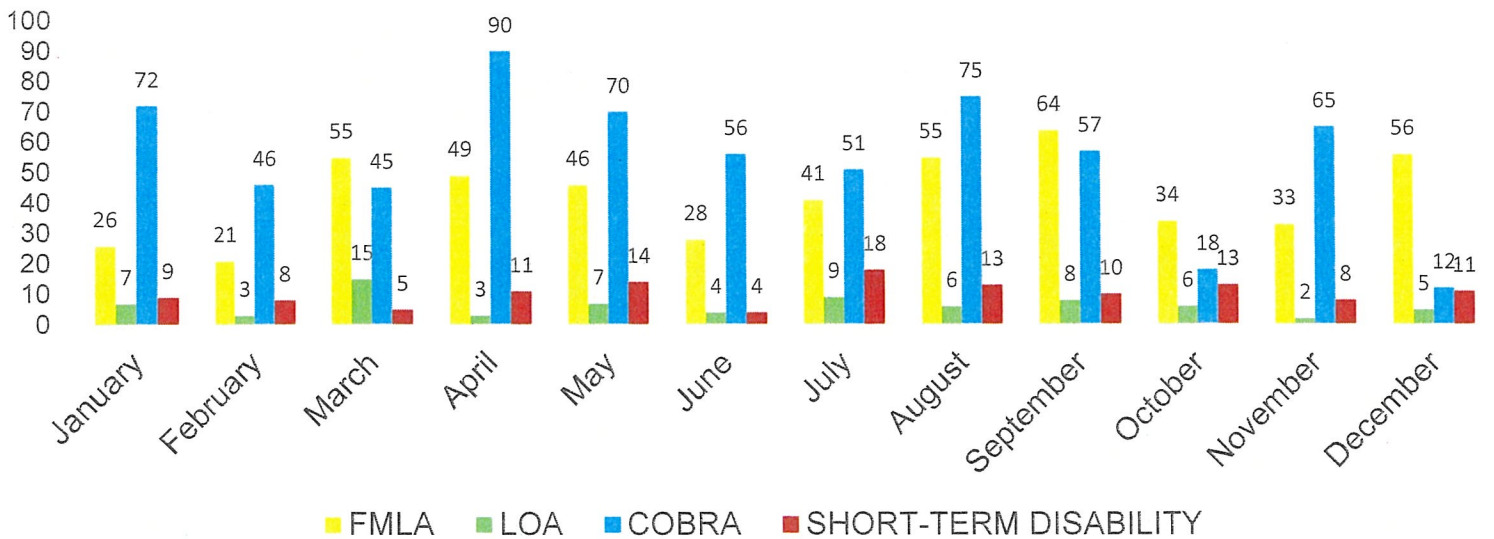
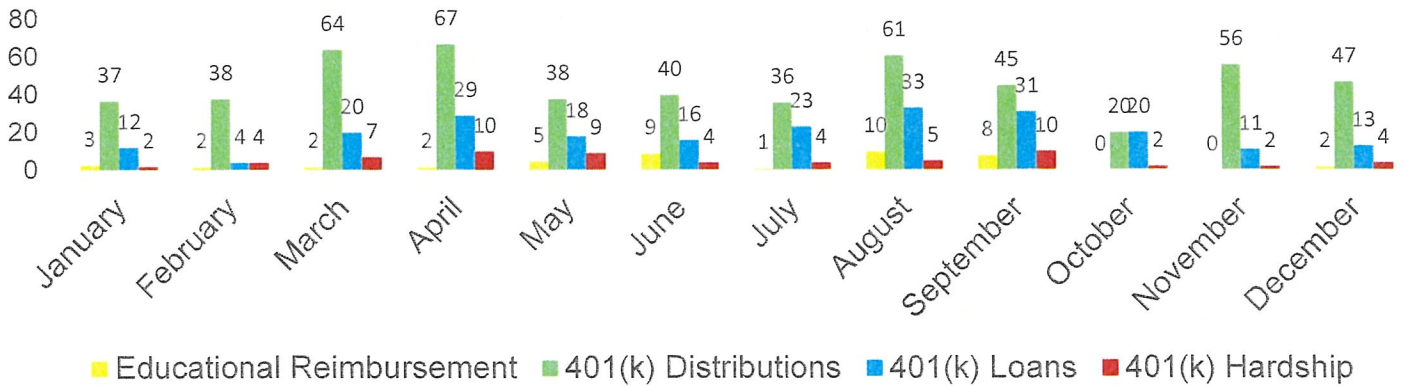


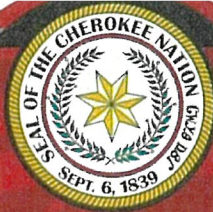


BENEFITS



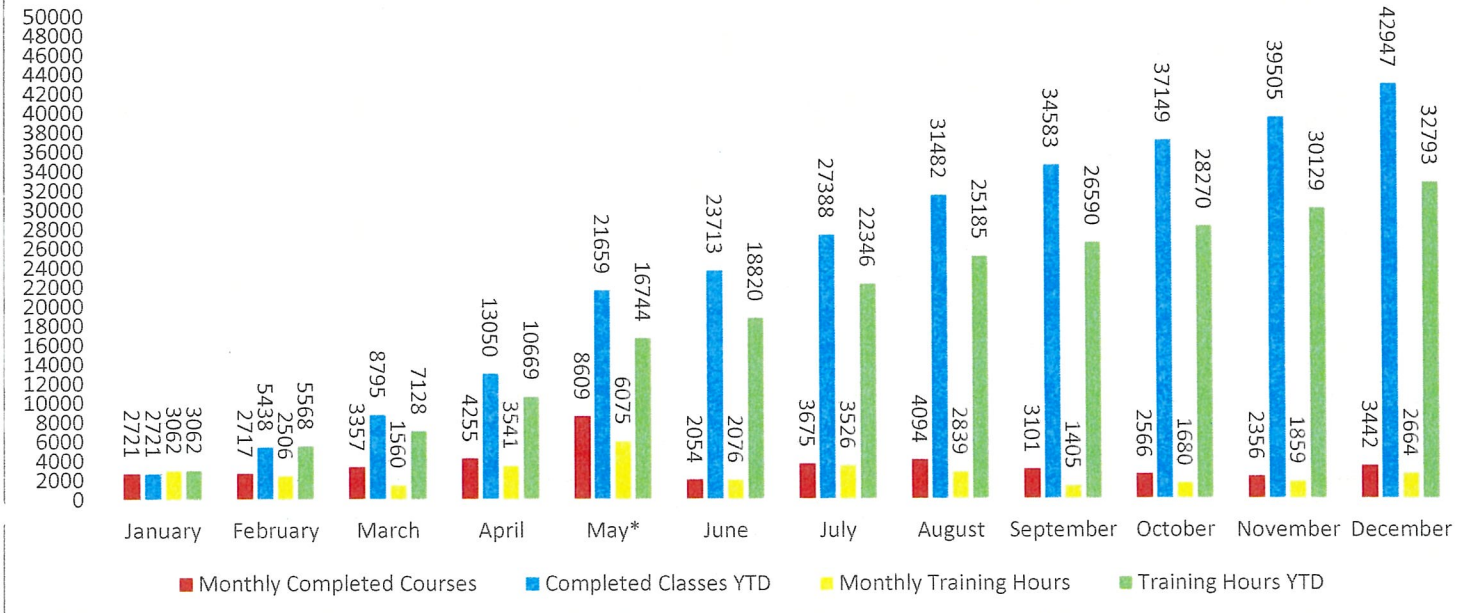
2023 MONTHLY REPORTS



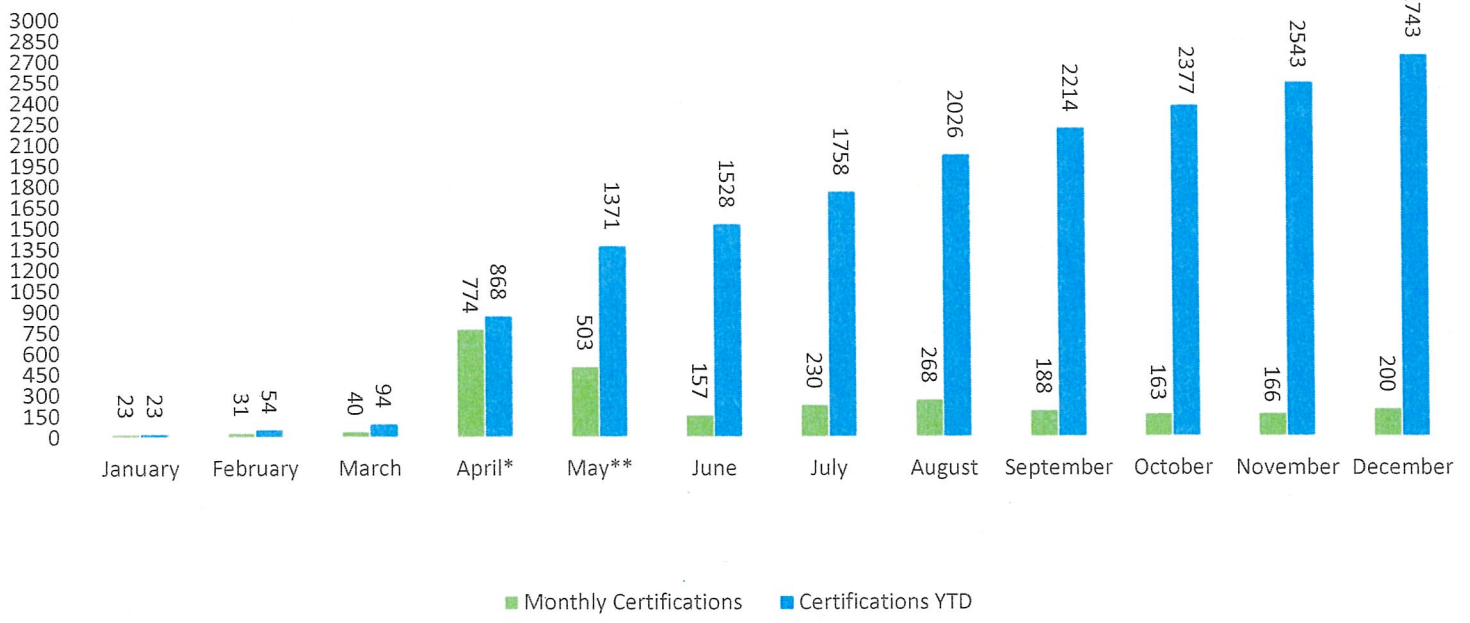


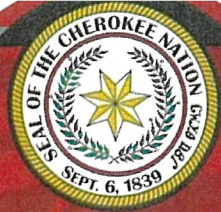
TRAINING

Otsoliga Portal Completed Courses & Training Hours - Monthly & YTD

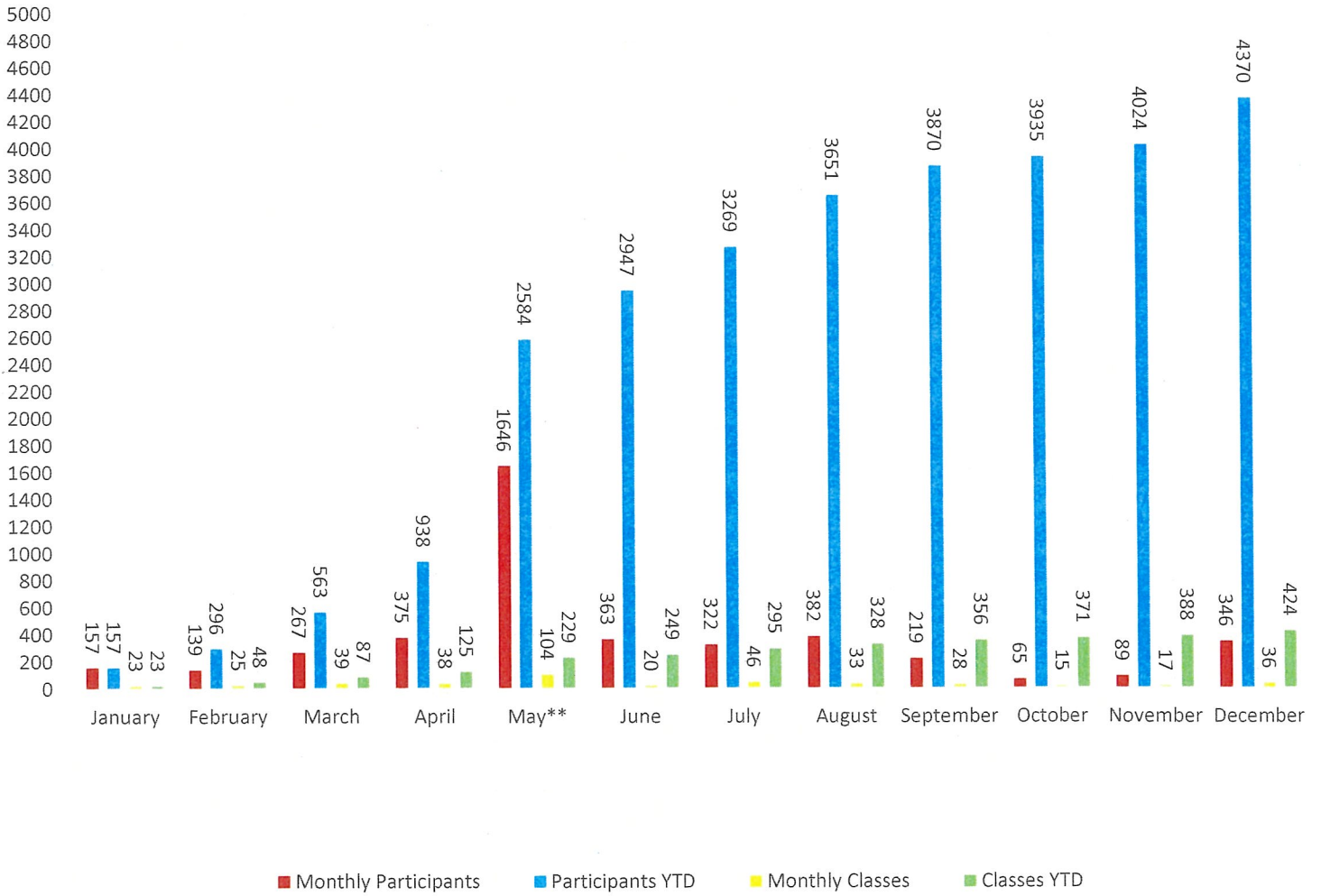


Otsoliga Portal Completed Certifications - Monthly & YTD





Summary of PassPort Training Participants - Monthly & YTD



Cherokee Nation Tribal Council Rules Committee Report

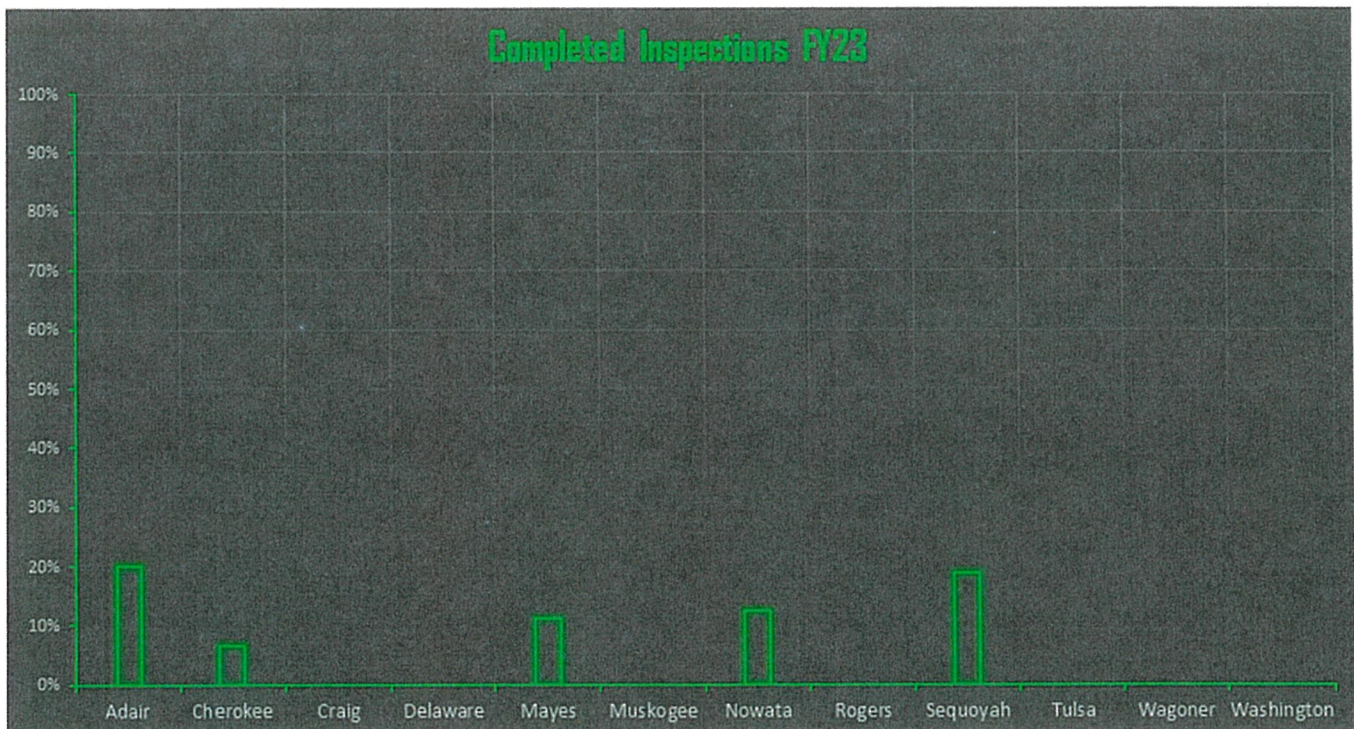
Risk Management December 2023

Samantha Hendricks
Extension 5682

- **Inspections**

- Muskogee Career Service
- Evacuation plans for new CDC Safe Rooms
- Environmental Programs
- WW Hastings w/Quality Management
- Dahlenegah Warehouse
- Hulbert Cares Act – PPE
- Stilwell One Stop Shop

- Casino Inspections – Gaming Commission – Hard Rock, West Siloam, South Coffeyville, Ramona, Roland, Tahlequah, Fort Gibson, Grove, & Sallisaw
- OSU Medical School – Engineer for Water Damage/CNB
- Tahlequah CDC – Life Safety
- All Construction Sites regular visits and inspections.
- TCIP Meetings – Hospital



Safety Trainings:

- CDC Safety Training – 75 attendees
- Nowata Clinic Fire Extinguisher – 50 attendees
- Tailgate Safety Trainings – Construction Sites

Technical Assistance:

- HACN – Insurance information meeting – moving Autos – Jan. 1, 2024
- Casino Inspections – Reports to Gaming Commission
- Winter Weather Tips – Cherokee Link
- Meeting w/Emergency Management
- Insurance Review on multiple contracts
- Speaker Home Coverage Assistance
- Ergonomic Assessments for Employees - Various
- Career Services Training Center
- Code Questions from Architect – New Hospital, Salina and New EMS
- Community Organization Coverage – working on agreements
- Accident Investigations – Multiple
- TCIP Program – New Hospital – regular meetings with Liberty Mutual and Alliant
- TCIP – Letter of Credit Resolution – Complete
- New Salina Clinic Meetings

Safety Policies drafted for RM Manual:

***Reviewing policies for Completion of Manual.**

- Fleet Safety – **Complete**
- PPE – **Complete**
- Forklift Safety – **Complete**
- Fall Protection – **Complete**
- Hearing Conservation – **Complete**
- Trenching and Excavation – **Complete**
- Heavy Equipment – **Complete**
- Electrical Safety – **Complete**
- Walking and Working Surfaces – **Final Complete**
- Accident Investigation – **Complete**
- Scaffolding Safety – **Complete**
- Fire Prevention – **Complete**
- Aerial Lifts – **Complete**
- Respiratory Protection
- Material Handling
- Lead Protection – **Complete**
- Department Safety Officer
- Facility Safety Inspections – **Complete**
- Boiler Safety Facility Inspections – **Complete**
- Fire Drills/Emergency Evacuation – **Complete**
- Ergonomics
- Hazard Communication
- First Aid
- Confined Space with Permit
- Ladder Safety
- Lock Out / Tag Out – **Complete**
- Evacuation Plan Policy
- Safety Training Policy
- Bloodborne Pathogen
- Machine Guarding
- Mold Safety – **Complete**
- Stairways and Walkways – **Complete**
- Fire Extinguisher Training Policy – **Complete**
- Asbestos Policy – **Complete**
- Occupational Safety – **Complete**
- Pesticide Handling – **Complete**
- Transportation – **Complete**

Construction Safety:

- New Hospital
- New Kenwood Community Building – Interior Work
- New Marble City Community Building - Interior Work
- Barrett/Buffington Building – Vinita
- Tahlequah CDC Safe Room Addition – issue Certificate of Occupancy
- Stilwell CDC Safe Room Addition - issue Certificate of Occupancy
- Markoma Remodel - interior work
- New Tahlequah Head Start
- New Nowata Head Start - Steel Work
- New Health Warehouse - steel work / Interior work
- Career Services Training Center - Exterior and Interior Work
- Pryor CDC – Exterior Pre-Cast Walls going in
- Stilwell Wellness Center – Dirt Work
- Stilwell Food Distribution – Interior
- Illinois River Community Building
- Salina Clinic – dirt work/footings/slab
- Speaker Home Village
- New EMS Building
- Durbin Safe Room
- TsaLaGi Apartments – Safe Room
- Roads Lab Addition

Construction Project status:

