

Group: Marshal Service Month/Year of Report: January 2016
 Group Leader: Shannon Buhl Phone: 207-3800 Email: shannon-buhl@cherokee.org

I. Budget Highlights – please refer to Monthly Financial Report

II. Program Highlights for December:

<u>District 1 412 North</u> Information Report (5) Warrants (5) Other Agency Assists (26) Warnings (6) Citations (7) Alcohol/Drug Arrests (4) A&B/DV (0) Embezzlement (1) Trespassing (1) Obstructing Officer (1) Fail to Register as Sex Offender (1)	<u>District 2 412 South</u> Information Report (10) Warrants (5) Other agency assists (106) Warnings (13) Citations (12) Alcohol/Drug Arrests (7) A&B/DV (2) Burglary/Theft/Larceny (3) Runaway (1) Eluding Officer (1) Trespassing (1) Vandalism (1)
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III. Special Operations

Dive (0)
 SWAT (1)
 Swift Water Assists (3)

IV. Accomplishments

Austin Glory, John Timothy, Joe Rainwater, Dustin Davis, Josh Smith, Mike Roach, Vince Smith, Scott Craig, Brian Catcher, James Harper Shawwna Roach-Aquatic Death & Homicidal Drowning Investigation
 Shannon Buhl, Danny Tanner, Mike Roach-CCR Rebreather
 Tyler Trammel-FLETC IPA

V. Security

Security Violations (5)
 Vehicle Assists (24)
 Incident Reports (4)

VI. Federal Facilities

Claremore (3) EDO
 Hastings (2) EDO
 Three Rivers (0)
 Redbird Smith (0)

VII. Community

Franky Dreadfulwater

Safety Meeting-Wickliffe School

Gun Safety-Adair County

Safety Material-Cherry Tree, Immersion Class

Meet and Greet-Kenwood, Bell Schools

Synthetic Drug Use and Awareness-Cave Springs School

VIII. NAHASDA PATROLS:

District 1 0206

District 2 0583

Total 789



CHEROKEE NATION ELECTION COMMISSION
P.O. BOX 1188
TAHLEQUAH, OKLAHOMA 74465-0948
PHONE: 918-458-5899
FAX: 918-458-6101

Rules Report December 2015

I. Budget Highlights

a.) N/A

II. Program Highlights

a.) N/A

III. Accomplishments

- a.) Attended community meetings in Hulbert, Stilwell, Miami, Kansas, and Tulsa to register voters
- b.) CNEC is continuing to enhance our street guide database to accommodate in their district and precinct assignments
- c.) CNEC has stayed current with monthly Tribal Registration deceased and relinquished citizen listings

IV. Future Plans and Initiatives

- a.) The office staff and Commissioners will be attending community outreach events throughout the 15 districts.
- b.) The office staff will be scheduling events to educate and register voters throughout the 15 districts.



CHEROKEE NATION TRIBAL COUNCIL RULES COMMITTEE REPORT

Group: Tax Commission

Month/Year of Report: January, 2016

Group Leader: Sharon Swepston

Phone:

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 FY16 compared to FY15 as of November 30th 2015 & November 30th 2014, had an overall increase of 20.25%.
2. The month to month revenue comparison for November 2014 (FY15) compared to November 2015 (FY16) shows an increase of 31.04%.
3. The detail for all areas of revenue for motor vehicle is shown on the attached graphs.
4. For FY15 new tags issues in the Extended Jurisdictional Boundary for October 1,326 November 1,055, December 1,505, January 1,367, February 1,523, March 1,770, April 1,695, May 1,637, June 1,802, July 2,016, August 2,029, September 1,986, October 1,356.

b.) Revenue and Taxation Division

1. Year to Date Revenue and Taxation (Tobacco) for FY16 compared to FY15 as of November 30th 2015 & November 30th 2014, had an overall decrease of 2.84%.
2. A month to month revenue comparison for November 2014 (FY15) compared to November 2015 (FY16) shows a decrease of 2.42%.
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 9, 2016 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 5, 2016 we have mailed out 162 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 2015 purchases and payment from the State of Oklahoma and rebates are scheduled to be distributed to the retailers by or before January 15, 2016.

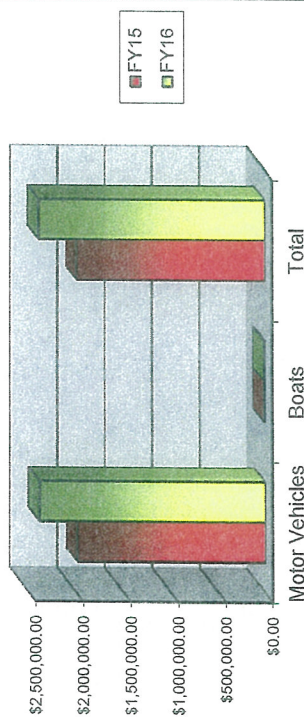


CHEROKEE NATION TAX COMMISSION

NOVEMBER, 2015

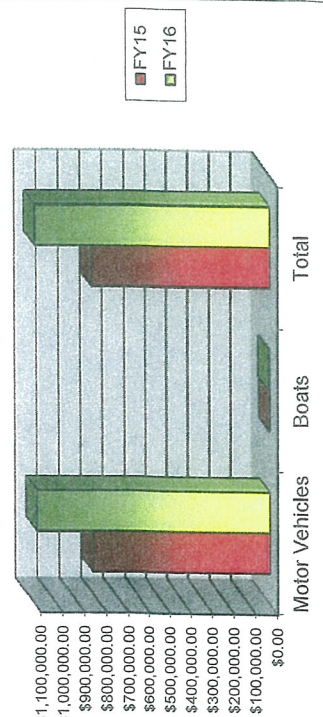
	Motor Vehicles	Boats	Total	Cigarette Tax	Tobacco Tax	Retail Sales	Alcohol Tax	Total
FY15	\$1,976,774.14	\$11,647.75	\$1,988,421.89	\$198,662.96	\$52,991.07	\$549,498.49	\$39,452.49	\$840,605.01
FY16	\$2,377,713.81	\$13,304.83	\$2,391,018.64	\$193,551.28	\$55,265.23	\$529,114.55	\$38,775.30	\$816,706.36
% of Change	20.28%	14.23%	20.25%	-2.57%	4.29%	-3.71%	-1.72%	-2.84%

MV Gross Revenue Comparison - Year to Date

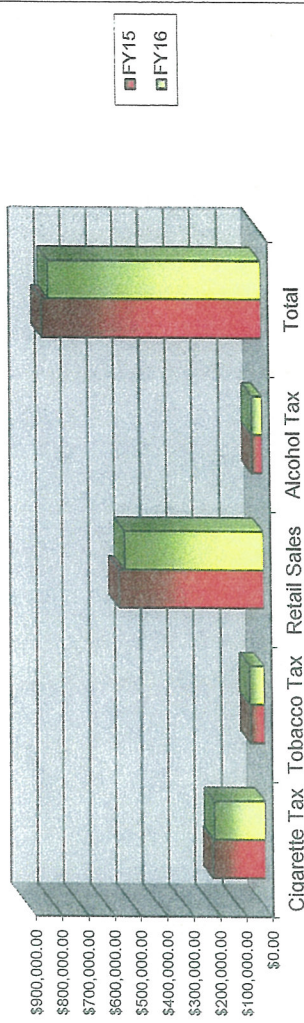


	Motor Vehicles	Boats	Total
FY15	\$827,536.83	\$2,817.18	\$830,354.01
FY16	\$1,081,891.21	\$6,213.98	\$1,088,105.19
% of Change	30.74%	120.57%	31.04%

MV Gross Revenue Comparison - Month to Month

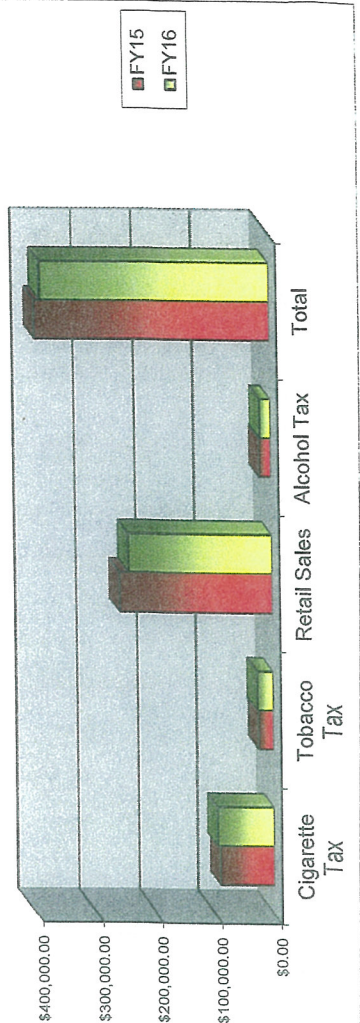


R & T Gross Revenue Comparison Year to Date



	Cigarette Tax	Tobacco Tax	Retail Sales	Alcohol Tax	Total
FY15	\$90,239.20	\$24,843.24	\$256,660.58	\$19,910.20	\$391,653.22
FY16	\$95,069.60	\$27,032.75	\$241,726.15	\$18,339.39	\$382,167.89
% of Change	5.35%	8.81%	-5.82%	-7.89%	-2.42%

R & T Gross Revenue Comparison Month to Month



Group: Government Resources Month/Year of Report: November/December 2015
12/30/15

Reporter: Karen Ketcher Phone: 918-772-4130 Email: karen-ketcher@cherokee.org

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

Description of Budget exceptions: No budget exceptions to report. Two of three Self Governance Analyst positions are vacant.

II. **Program Highlights**

1. **2015 BIA Financial Assistance and Social Services Report (FASSR):**

Self-Governance and Human Services staff worked together to complete, certify, and submit the Cherokee Nation's 2015 BIA FASSR Report. The FASSR report is required by the BIA and used to determine each tribal government's allocation of Welfare Assistance funding from the BIA. Federal Welfare Assistance monies are used to fund several programs, including general assistance, burial assistance, and emergency assistance.

2. **FY2016 BIA Paycost Submission:**

Self-Governance staff submitted paycost data to the BIA Eastern Oklahoma Regional Office on December 11th. Paycost information is used, in part, to calculate each self-governance tribe's share of Direct Contract Support Costs (DCSC).

3. **Arkansas Riverbed Authority Budget Update:**

Self-Governance worked with Cherokee Nation Real Estate Services, Finance, and the Arkansas Riverbed Authority to prepare an Arkansas Riverbed Authority budget update to be given the January 7th Intertribal Council of the Five Civilized Tribes meeting.

4. **FY 1998 Indian Health Service CSC Claims:**

Self-Governance worked with the Finance department to research information related to the Nation's claims for underpayment of IHS CSC in FY1998.

5. **Public Law 102-477 Annual Report:**

Self-Governance coordinated the submission of the Nation's Annual PL 102-477 Report. The report is an annual requirement for all tribes that operate a PL 102-477 Plan. PL 102-477 allows tribes to combine various programs from the Departments of Labor, Health and Human Service, and Interior into a single plan designed to address employment and training. The annual report has three components: a narrative, statistical, and financial report. Staff from Child Care, Career Services, Finance, and Self-Governance all work together to finalize and submit the plan. Cherokee Nation's report was submitted to the BIA on December 29th.

NEGOTIATIONS:

• **DOI, OST Negotiations:**

Self-Governance staff plans to reengage in renegotiation discussions with the DOI Office of Special Trustee to renegotiate our Real Estate Appraisal Services and Beneficiary Processes Program Memorandums of Understanding.



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Cherokee Nation Gaming Commission
Director's Report
8 January 2016

2015 COMPACT FEE PAYMENTS

	State	Fair Meadows	OHRC	Sub-Total	YTD
Jan	\$ 927,973.36	\$ 58,921.38	\$ 226,636.61	\$ 1,213,531.35	\$ 1,213,531.35
Feb	\$ 1,225,538.09	\$ 58,804.70	\$ 218,864.67	\$ 1,503,207.46	\$ 2,716,738.81
Mar	\$ 1,381,542.76	\$ 59,171.40	\$ 243,785.16	\$ 1,684,499.32	\$ 4,401,238.13
Apr	\$ 1,229,311.53	\$ 59,171.40	\$ 209,669.11	\$ 1,498,152.04	\$ 5,899,390.17
May	\$ 1,241,962.46	\$ 58,854.71	\$ 240,854.83	\$ 1,541,672.00	\$ 7,441,062.17
June*	\$ 1,263,201.35	\$ 59,038.06	\$ 217,053.42	\$ 1,539,292.83	\$ 8,980,355.00
July	\$ 1,299,263.06	\$ 59,204.74	\$ 218,885.93	\$ 1,577,353.73	\$ 10,557,708.73
Aug	\$ 1,279,836.82	\$ 59,688.11	\$ 220,588.63	\$ 1,560,113.56	\$ 12,117,822.29
Sept	\$ 1,252,763.13	\$ 52,854.23	\$ 184,673.65	\$ 1,490,291.01	\$ 13,608,113.30
Oct	\$ 1,282,234.69	\$ 59,421.42	\$ 219,214.51	\$ 1,560,870.62	\$ 15,168,983.92
Nov	\$ 1,215,389.75	\$ 66,171.95	\$ 232,561.41	\$ 1,514,123.11	\$ 16,683,107.03
Dec	\$ -	\$ -	\$ -	\$ -	\$ 16,683,107.03
YTD Adj.	\$ -	\$ -	\$ -	\$ -	\$ 16,683,107.03
	\$ 13,599,017.00	\$ 651,302.10	\$ 2,432,787.93	\$ 16,683,107.03	

* Includes the \$35,000 Annual Oversight Assessment to the State

NIGC Fee Payments	
March	\$ 75,766.02
June	\$ 64,942.30
September	\$ 70,354.16
December	\$ 77,078.48
TOTAL	\$ 288,140.96

Total Compact & NIGC Fee Payments	\$ 16,971,247.99
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COMPACT FEE PAYMENT SUMMARY

	State	Fair Meadows	OHRC	Sub-Total	LTD
2005	\$ 2,948,594.00	\$ 500,040.00	\$ 1,478,858.36	\$ 4,927,492.36	\$ 4,927,492.36
2006	\$ 7,629,889.06	\$ 1,788,222.63	\$ 7,238,117.75	\$ 16,656,229.44	\$ 21,583,721.80
2007	\$ 11,472,065.73	\$ 962,047.93	\$ 4,573,604.66	\$ 17,007,718.32	\$ 38,591,440.12
2008	\$ 11,656,274.15	\$ 765,407.17	\$ 3,457,394.08	\$ 15,879,075.40	\$ 54,470,515.52
2009	\$ 12,258,076.70	\$ 749,466.52	\$ 2,393,709.96	\$ 15,401,253.18	\$ 69,871,768.70
2010	\$ 12,530,548.89	\$ 654,902.38	\$ 2,245,073.51	\$ 15,430,524.78	\$ 85,302,293.48
2011	\$ 12,842,971.99	\$ 624,666.63	\$ 2,263,371.18	\$ 15,731,009.80	\$ 101,033,303.28
2012	\$ 13,191,133.21	\$ 635,500.83	\$ 2,429,283.07	\$ 16,255,917.11	\$ 117,289,220.39
2013	\$ 13,775,089.66	\$ 671,503.73	\$ 2,454,446.83	\$ 16,901,040.22	\$ 134,190,260.61
2014	\$ 13,491,207.55	\$ 694,488.92	\$ 2,468,666.10	\$ 16,654,362.57	\$ 150,844,623.18
2015	\$ 13,599,017.00	\$ 651,302.10	\$ 2,432,787.93	\$ 16,683,107.03	\$ 167,527,730.21
	\$ 111,795,850.94	\$ 8,046,246.74	\$ 31,002,525.50	\$ 167,527,730.21	

LICENSING SUMMARY

Location	Key Employee	PMO	Total
Roland	242	119	361
Ramona	80	41	121
Catoosa	960	375	1,335
Catoosa - SS	6	1	7
WSS	405	168	573
Tahlequah	131	74	205
Sallisaw	66	38	104
Ft. Gibson	92	35	127
WRD	80	32	112
Corporate	90	124	214
SCC	65	30	95
CNGC	-	57	57
Toby Keith	-	-	-
CN Day Worker	-	-	-
TOTALS	2,217	1,094	3,311

VENDOR LICENSES

Entity	Class A	Class C	Exempt	Total
Companies	115	2	34	151
Individuals	877	11	-	888

GAMING MACHINES

Vendor	Catoosa	Cat SS	Ft. Gibson	Roland	Sallisaw	WSS	Ramona	Tahl.	SCV	WRD	Totals
CLASS II											
AGS	-	-	-	-	-	-	-	22	-	-	22
Bally	-	-	-	22	-	-	-	-	8	-	30
Bluberi	-	-	-	-	-	-	-	-	-	-	-
Cadillac Jack	14	-	-	8	-	-	8	-	-	-	-
Eclipse	-	-	-	-	-	-	-	21	-	-	21
GTAG/WMS	27	-	-	12	-	54	-	10	-	-	103
Multimedia	-	-	-	16	-	-	-	-	-	-	-
VGT	895	52	224	304	104	572	229	146	113	-	2,639
Sub-Total	936	52	224	362	104	626	237	199	121	-	2,861
COMPACT											
AGS	47	-	4	22	4	-	14	1	18	-	110
Ainsworth	31	-	6	22	6	27	8	14	-	6	120
Aristocrat	98	10	12	32	6	76	8	4	12	8	266
Aruze	52	-	12	24	-	33	14	10	6	-	151
Bally	254	6	60	76	26	182	67	29	33	29	762
IGT	506	5	69	124	52	332	32	88	36	50	1,294
Konami	77	-	24	42	12	89	40	23	22	17	346
Multimedia	75	-	26	40	14	51	26	16	14	10	272
Nova	12	-	6	16	6	6	8	8	8	-	70
Speilo	25	-	5	16	8	12	8	-	6	-	80
VGT	-	-	-	-	-	-	-	-	-	112	112
WMS	235	9	46	75	27	113	26	19	24	18	592
Sub-Total	1,412	30	270	489	161	921	251	212	179	250	4,175
Grand Total	2,348	82	494	851	265	1,547	488	411	300	250	7,036
Class II	936	52	224	362	104	626	237	199	121	-	2,861
% of floor	39.86%	63.41%	45.34%	42.54%	39.25%	40.47%	48.57%	48.42%	40.33%	0.00%	40.66%
Compact	1,412	30	270	489	161	921	251	212	179	250	4,175
% of floor	60.14%	36.59%	54.66%	57.46%	60.75%	59.53%	51.43%	51.58%	59.67%	100.00%	59.34%
TOTAL	2,348	82	494	851	265	1,547	488	411	300	250	7,036

CARD / TABLE GAMES

Card & Table Games				
Game	Catoosa	Roland	WSS	Total
Poker	13	6	8	27
3-Card Poker	2	-	1	3
Prog. 3-Card Poker	-	1	-	1
Ult. Texas Hold'em	1	1	-	2
Ult. Heads Up Hold'em	-	1	-	1
Progressive UTH	4	-	2	6
Blackjack	15	2	7	24
FreeBet Blackjack	4	1	-	5
21 + 3	3	1	3	7
Bonus Roulette	3	1	2	6
Casino War	1	-	-	1
House Money	-	-	1	1
Bonus Craps	1	-	-	1
TOTAL	47	14	24	85

HUMAN RESOURCES

December 2015

NASON MORTON, EXECUTIVE DIRECTOR
Extension 5682

As of December 29, 2015, the total numbers of Employees is 3598. Of those employees, 2981 are Cherokee and 275 are members of another Federally recognized tribe. The Merit Process for FY 2016 is attached.

EMPLOYMENT/COMPENSATION

Processed	Monthly	YTD
Number of Employees Hired	36	571
% of Cherokees Hired	94	80
% of Indians Hired	0	7
# of Applications Received	384	5800
# of Interview Panels Sent	37	811
# of Terminations	12	379
# of Voluntary Terminations	10	327
# of Involuntary Terminations	2	52

BENEFITS

Processed	Monthly	YTD
Educational Reimbursement Requests	2	34
401(k) Distributions	46	534
401(k) Loans	10	203
401(k) Hardship	0	23
FMLA	36	458
COBRA	14	430
Short Term Disability	10	134

RISK MANAGEMENT

Processed	Monthly	YTD
Workers' Compensation information to be provided in a supplemental report		

EMPLOYEE DEVELOPMENT

Orientations/Trainings Presented	Monthly	YTD
Trainings Presented	14	148



GWYO DAP
CHEROKEE NATION
P.O. Box 645 • Tahlequah, OK 74464-0645 • 918-437-8800 • www.cherokee.org

Office of the Chief

Bill John Baker
Principal Chief
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S. Joe Crittenden
Deputy Principal Chief
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September 10, 2015

Dear Cherokee Nation employees:

Osiyo.

We've been blessed with another exceptional year at Cherokee Nation. We have accomplished so many things in the past year for our people and for our future. We expanded the car tag statewide and signed an historic hunting and fishing compact. We have given more Cherokees the opportunity to pursue a higher education than ever and we expanded health care options for our people. We have more Cherokees working for the tribe than at any time in our history and in the past year we have built as many new homes for Cherokee families as we did in the past decade. For our staff, we have raised the minimum wage and expanded maternity leave to eight full weeks.

This coming year, we will have the largest budget we have ever operated on as a sovereign government.

Those are amazing accomplishments and everything we have been able to achieve is directly attributable to our talented employees. Congratulations are in order to you for making what we do possible. You have all played an essential role in our success. I am proud to inform you that executive directors will be granting merit awards of up to three percent to eligible Cherokee Nation employees.

Along with Deputy Principal Chief S. Joe Crittenden and the Cherokee Tribal Council, we are proud of you for your commitment to our tribe. Thank you for your time and energy, because what you do enables us to improve the lives of so many people in our region of Oklahoma.

The impact your hard work has on the Cherokee Nation is immeasurable and with it, we have been able to do more for Cherokee citizens.

Again, thank you for all you do.

Wado,

Bill John Baker
Cherokee Nation Principal Chief



**CHEROKEE NATION
MERIT PAY PROCESS
FISCAL YEAR 2016**

It is the policy of Cherokee Nation to provide a merit pay process that shall assist management regarding employee compensation and retention of employees.

The merit process for FY16 will be conducted as follows:

1. Eligible employees may receive a maximum 3% increase to their base salary or as a lump sum payment.
 - a. An increase of less than 3% may be awarded at the discretion of the Executive Director of the department. An award of less than 3%; however, must be consistent with the performance evaluation process and Cherokee Nation Human Resources Policies and Procedures. A written justification must be submitted with the EAN for any merit increase that is less than 3%. If an Executive Director is considering awarding less than 3%, he/she should contact Michelle Downing at Ext. 3855 for assistance.
 - b. Increases may be awarded in quarter of percent increments (2.75, 2.50, 2.25...)
 - c. Employees may choose to receive their merit increase in a one-time lump sum payment in lieu of an increase to base.
 - d. Increases to base salary will be up to the maximum of the salary range. The remainder will be paid in a lump sum made by direct deposit to your bank account and/or payroll card on October 29, 2015.
 - i. **EXAMPLE:** *Jane Doe earns \$16.84 per hour and she is receiving a 3% merit increase. Since the maximum of A05 is \$17.18 per hour, she would receive 2% to base bringing her to the maximum of the range. The remaining 1% will be paid in a lump sum of \$357.76.*
2. An eligible employee is defined as a regular full-time or regular part-time employee, unless specifically excluded based on an employee agreement or other merit schedule.
3. The merit process shall not apply to the following:
 - a. Employees on Employment Agreements. These employees will receive merit pay increases based on the terms of their agreements.
 - b. Temporary employees are not eligible for a merit increase.
4. Employee Action Notices (EANs) are due to HR on September 18, 2015 and the effective date of the EAN is October 4, 2015.

Approved:

Nason Morton, Executive Director, Human Resources

9/8/2015

Date

Lucy A. Horn, Treasurer

9.8.15

Date



**CHEROKEE NATION
MERIT INCREASE
ELECTION OF DISTRIBUTION FORM
FY' 2016**

FOR FISCAL YEAR 2016, I, _____ EMPLOYEE # _____
(Print Employee Name)

ELECT TO RECEIVE MY MERIT INCREASE IN (SELECT ONLY ONE):

A. CHANGE TO BASE PAY

B. ALL IN ONE LUMP SUM

EMPLOYEE SIGNATURE

DATE

SUPERVISOR SIGNATURE

DATE