

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

2. General Information:

Session: ☒ Open ☐ Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

☐ Accept as Information only

☐ Action - please describe:

Accept First Quarter Report 2018

3. Supporting Materials

☒ Report ☐ Resolution ☐ Contract

☐ Other:

1.

3.

2.

4.

☐ Business Committee signature required

4. Budget Information

☐ Budgeted - Tribal Contribution

☐ Budgeted - Grant Funded

☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:
Your Name, Title / Dept. or Tribal Member

Additional Requestor:
Name, Title / Dept.

Additional Requestor:
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

October 2017-November 2017-December 2017
First Quarter Report FY 2018

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA PERSONNEL COMMISSION
FY 2018- Quarterly Report First Quarter
October, November and December 2017
Submitted by: Bradley Graham

BC/BS

NAMES

Officers: Bradley Graham, Chairperson/Treasurer
Pearl Webster, Vice-Chairperson
Members: Sharon Alvarez, Secretary
Richard Elm-Hill
Jennifer Hill
Eric Krawczyk
Carol Smith
Gerald DeCoteau
Jason Martinez
Stacey Nieto
Patricia Powless
Yvonne Jourdan
Gary Smith
Tina Moore

MINUTES

All approved minutes have been submitted to the Office of the Tribal Secretary.

October 10, 2017	Regular Meeting	(Approved)
November 14, 2017	Regular Meeting	(Approved)
November 21, 2017	Special Meeting	(Approved)
December 12, 2017	Regular Meeting	(Approved)
December 4, 2017	Special Meeting	(Not-Approved)
December 11, 2017	Special Meeting	(Not -Approved)

FINANCIAL

See attached R&E statements for the months of October, November and December 2017.

SPECIAL EVENTS AND TRAVEL

No out-of-state travel/training occurred during this quarter.

LOCAL TRAINING

Training for the first quarter of this fiscal year included standard initial reviews, grievance hearings, and grievance decisions training which took place in July, August and September.

ACTIVITY REPORT-Oneida Personnel Commission

Activity	October	November	December	Totals
Pre-Screens	14	29	4	47
Interviews	22	17	8	47
Reassignments	2	14	7	23
Initial Reviews	1	2	0	3
Grievances	3	4	6	13

Deliberations	1	1	0	2
Decision Writing	2	0	0	2
Motion Decisions	2	6	4	12
Regular Meetings	1	1	1	3
Special Meetings	0	1	2	3
Training*	0	3	0	3
Non-Gaming Employees with an advocate	0	2	4	6
Non-Gaming Employees without an advocate	1	0	0	1
Gaming Employees with an advocate	1	1	0	2
Gaming Employees without an advocate	0	0	0	0
Non-Gaming Management with an advocate	1	2	2	5
Non-Gaming Management without an advocate	0	0	2	2
Gaming Management with an advocate	1	0	0	1
Gaming Management without an advocate	0	1	0	1

- The numbers within the Reassignment boxes, are the numbers of employees that were reassigned into different positions for that specific month.

Training could mean attending out-of-state, local training, or in-house training. New commissioners are mentored by existing commissioners during Initial Reviews, Grievance Hearings, Decision Writing, Hearing Officer Responsibilities, and Motion Decisions. This type of involvement is also considered training.

PERSONAL COMMENTS - Bradley Graham, Chairman - OPC

This Commission has continued to review the proposed Employment Law (draft #21), that is currently at the Legislative Operating Committee (LOC). We have taken the position that this new Law is not favorable to the employment base. This Commission will continue to communicate our perspectives with G.T.C. With that being said, this Commission requests that the Oneida Business Committee include the Oneida Personnel Commission in the General Tribal Council meeting set aside to discuss the proposed Employment Law. Although there have been numerous changes to each draft, one of the issues that this Commission has is that the main area that contributed to the drafts of this proposed law has been the Human Resource Department.(HRD) The proposed law allows

HRD to make changes that ultimately affect HRD and provides enormous latitude in the hiring process with checks and balances to be the responsibility of HRD. Starting in FY 2017, this Commission has experienced problems with the process of working with the Employee Protection Policy. Cooperation from departments in terms of investigations and audits of employee protection disclosures has not been supported by the Internal Audit Committee, which is comprised of various members of the Oneida Business Committee and a community member. On December 11, 2017, this Commission met with the Oneida Business Committee pertaining to issues and concerns regarding the application of the Employee Protection Policy and the fact that the Audit Department will not conduct audits/investigations. We were unable to resolve those issues with the OBC. This Commission had to engage services with API, an agency that specializes in investigations. Due to API's high cost of investigations and the time they took to complete the investigation, we plan to utilize other resources regarding the disclosures that are filed with the Oneida Personnel Commission. In the future quarterly reports this Commission will report inconsistencies in the application of policies and procedures regarding hiring practices and grievance procedures this will include the application of the employee protection policy as it relates to HRD, this will include grievance matters that have come before this Commission.

GOALS AND OBJECTIVES – FY2018

- | | |
|--|--------------------------|
| 1. Personnel Commission By-Laws | REVISIONS |
| 2. Training Manual | IN PROGRESS |
| 3. Updating Qualifications for Commissioners | REVISIONS PENDING AT LOC |
| 3. Interdepartmental Relationships | NEEDS IMPROVEMENT |
| 4. Updating Personnel Commission SOP's | IN PROGRESS |
| 5. Continuous Open Communication with GTC | IN PROGRESS |

OBJECTIVE STATEMENT – FY 2018

1. Optimize organizational efficiency and effectiveness
2. Learning and growth perspective
3. Owner/customer/stakeholder perspective

MEETING REQUIREMENTS

Oneida Personnel Commission By-Laws, Article III. Meetings.

3-1 *Regular Meetings.* The OPC officers shall establish a schedule of regular meetings for the upcoming year beginning in November. Notice of meeting location, agenda and materials shall be forwarded by the Chairperson with the assistance of the Administrator. Robert's Rules of Order shall be used as a guideline for conducting meetings.

3-2 *Special Meetings.* Special meetings shall be called not less than three (3) days prior to the date of the special meeting.

3-3. *Emergency meetings.* Emergency meetings shall be scheduled as needed and provide details of the emergency.

3-4 *Legislative Sessions.* When considering revisions or suggestions to the OPC regarding the labor laws of the Tribe, a Legislative Session may be scheduled to devote a focused exclusive convened working meeting of the OPC to specifically address amendment or revision of existing or proposed labor laws of the Tribe. An internal OPC SOP may be drafted governing the procedures to be followed in implementing such Legislative Session.

3-5 *Quorum.* A quorum shall consist of a majority of the OPC members. In the absence of the Chairperson and the Vice-Chairperson, the members present at the meeting shall elect a

Chairperson *Pro Tem* to preside over the meeting.

FOLLOW-UP :None

DRAFT

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

October 10, 2017 – NOON
East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

Secretary:

- A. Call to Order: Attendance (12:00p.m.) Gate Keeper: Yvonne Jordan, Chairwoman, called the meeting to order at 12:01p.m.

Yvonne Jourdan	Chairwoman
Pearl Webster	Member
Jennifer Hill	Member
Sharon Alvarez	Treasurer
Eric Krawczyk	Member
Richard Elm-Hill	Member
Carol Smith	Member
Patricia Powless	Member
Gerald DeCoteau	Member
Stacey Nieto	Member
Jason Martinez	Member

Also Present:

Gina Buenrostro	Administrator
Bridget Mendolla-Cornelius	Assistant

EXCUSED:

Bradley Graham	Member
Gary Smith	Vice-Chair

MOTION: Sharon Alvarez moved to approve the attendance.

SECOND: Pearl Webster

MOTION CARRIED UNANIMOUSLY

- B. Approval of Agenda (5 minutes)

MOTION: Pearl Webster motioned to approve the agenda with changes:

New Business: F.1.e. cell phone concerns
f. excusing those that have to leave early
g. Moving Geraldine to the top of the agenda

SECOND: Richard Elm-Hill.

MOTION CARRIED UNANIMOUSLY

- C. Review\Approval of Minutes: September 19, 2017-Regular

MOTION: Eric Krawczyk moved to approve the September 19, 2017, minutes.

SECOND: Sharon Alvarez

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

October 10, 2017 – NOON

East Wing Conference Room

MOTION CARRIED UNANIMOUSLY

D. Tabled Business: NONE

E. Old Business: (3)

1. Draft Article for the Kahliwisaks

No Action

2. Internal Audit Request dated November 2015 re: (HRD)

Information supplied to Commission

MOTION: Jason Martinez moved to meet with Internal Audit on November 8, 2017, from 9:00am to 11:00am at the Norbert Hill Center to review audit.

SECOND: Sharon Alvarez

MOTION CARRIED UNANIMOUSLY

3. Employment Law

No Action

F. New Business: (3)

1. Scheduling Initial Reviews, Grievances, Reassignments and Housekeeping-(Gina Buenrostro-30 minutes)

a. Geraldine Danforth-Call Logs, and Hiring Summary Report

MOTION: Sharon Alvarez moved to create subcommittee, consisting of Gary Smith, Pearl Webster and Richard Elm-Hill to work with HRD pertaining to the call logs and hiring summary report along with the issues concerning reassignments.

SECOND: Patricia Powless

DISCUSSION: 1999-2000's case between OPC and HRD, settled the reassignment issues and how changes can occur, Geraldine wants a team to meet with her to address the issues and reassignment issues, the subcommittee will consist of Gary, Ricard and Pearl. They will meet with HRD on October 27, 2017, at HRD at 9:00am.

MOTION CARRIES UNANIMOUSLY

b. Quarterly Report (4th quarter-2017)

MOTION: Carol Smith moved to approve report with changes.

SECOND: Patricia Powless

MOTION CARRIES UNANIMOUSLY

c. Officer Elections

MOTION: Sharon Alvarez moved to defer this item.

SECOND: Pearl Webster

MOTION CARRIES UNANIMOUSLY

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

October 10, 2017 – NOON
East Wing Conference Room

- d. Bradley Graham requesting time off from October 16, 2017-November 30, 2017
MOTION: Pearl Webster moved to approve request.
SECOND: Richard Elm-Hill
MOTION CARRIES UNANIMOUSLY

- e. Cell Phone Usage
FYI, for all commissioners to refrain from using their cell phones, during interviews, prescreens, hearing, meetings, ect.

- f. Commissioners who left early from the meeting
MOTION: Sharon Alvarez moved to approve stipends for those that had to leave early from the meeting.
SECOND: Stacey Nieto
MOTION CARRIES UNANIMOUSLY

2. Financial Report August 2017
MOTION: Pearl Webster moved to approve.
SECOND: Patricia Powless
MOTION CARRIED UNANIMOUSLY

3. Activity Report September 2017
MOTION: Sharon Alvarez moved to accept the activity report.
SECOND: Carol Smith
MOTION CARRIED UNANIMOUSLY

MOTION: Pearl Webster moved to adjourn.
SECOND: Richard Elm-Hill
MOTION CARRIED UNANIMOUSLY
Time: 1:29pm

Minutes taken for the secretary by Gina Buenrostro

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

November 14, 2017 – NOON

East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

Secretary:

- A. Call to Order: Attendance (12:00p.m.) Gate Keeper: Gary Smith, Vice-Chair, called the meeting to order at 12:02p.m.

Gary Smith	Vice-Chair
Pearl Webster	Member
Jennifer Hill	Member
Sharon Alvarez	Treasurer
Richard Elm-Hill	Member
Carol Smith	Member
Patricia Powless	Member
Gerald DeCoteau	Member
Stacey Nieto	Member
Jason Martinez	Member
Tina Moore	Member
Bradley Graham	Member

Also Present:

Gina Buenrostro	Administrator
Bridget Mendolla-Cornelius	Assistant

EXCUSED:

Yvonne Jourdan	Chairwoman
Eric Krawczyk	Member

MOTION: Pearl Webster moved to approve the attendance.

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

- B. Approval of Agenda (5 minutes)

MOTION: Richard Elm-Hill motioned to approve the agenda with changes:

New Business: F.1.i. office
j. memo

SECOND: Jennifer Hill

MOTION CARRIED UNANIMOUSLY

- C. Review\Approval of Minutes: October 10, 2017-Regular

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

November 14, 2017 – NOON

East Wing Conference Room

MOTION: Carol Smith moved to approve the October 10, 2017, minutes.

SECOND: Patricia Powless

ABSTAIN: Bradley Graham, Tina Moore

MOTION CARRIED UNANIMOUSLY

D. Tabled Business: NONE

E. Old Business: (3)

1. Draft Article for the Kahliwisaks

No Action

MOTION: Pearl Webster moved to go into executive session

SECOND: Sharon Alvarez

MOTION CARRIED UNANIMOUSLY

Time: 12:28pm

MOTION: Sharon Alvarez moved to come out of executive session

SECOND: Bradley Graham

MOTION CARRIED UNANIMOUSLY

Time: 12:46pm

2. Internal Audit Request dated November 2015 re: (HRD)

Update: Audit is still not ready for review, Internal Audit has to present it to the BC for approval.

Meeting with the Oneida Business Committee on December 11, 2017, regarding the Employee Protection Policy. Meeting place, NHC, 2nd floor BC conference room, 1:30pm to 3:30pm

3. Employment Law

No Action

F. New Business: (4)

1. Scheduling Initial Reviews, Grievances, Reassignments and Housekeeping-(Gina Buenrostro-30 minutes)

a. Update-Geraldine Danforth-Call Logs, and Hiring Summary Report

b. Dates to meet with the Oneida Business Committee regarding Employee Protection-December 11, 2017@ the NHC, 1:30pm to 3:30pm

c. API, cost of investigation Update

d. Officer Elections

MOTION: Carol Smith moved to defer to December 2017

SECOND: Stacey Nieto

MOTION CARRIES UNANIMOUSLY

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

November 14, 2017 – NOON

East Wing Conference Room

e. Yvonne Jourdan-Time off

MOTION: Sharon Alvarez moved to approve Yvonne Jourdan's time request off

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

f. Comments regarding the Employment Law

g. Prescreen issues with the Commissions not following through and doing the interviews

h. Issues with Commissions dressing sloppy for HRD activities

i. Office Manual

MOTION: Bradley Graham moved to approve the changes to the Office Manual & SOP pertaining to filing an appeal

SECOND: Stacey Nieto

MOTION CARRIED UNANIMOUSLY

2. Financial Report August 2017

MOTION: Bradley Graham moved to defer to next month

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

3. Activity Report October 2017

MOTION: Jennifer Hill moved to accept the activity report.

SECOND: Bradley Graham

MOTION CARRIED UNANIMOUSLY

4. 2017 Annual Report

MOTION: Sharon Alvarez moved to approve

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

MOTION: Bradley Graham moved to adjourn

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

Time: 2:01pm

Minutes taken for the Secretary by Gina Buenrostro

ONEIDA PERSONNEL COMMISSION SPECIAL MEETING

November 21, 2017 – 11:30am

Green Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

Secretary:

- A. Call to Order: Attendance (11:35am) Gate Keeper: Gary Smith, Acting Chairperson, called the meeting to order at 11:35am

Gary Smith	Acting Chairperson
Bradley Graham	Member
Eric Krawczyk	Member
Jason Martinez	Member
Patricia Powless	Member
Gerald DeCoteau	Member
Pearl Webster	Member
Tina Moore	Member
Richard Elm-Hill	Member

Also Present:

Bridget A. Mendolla-Cornelius Executive Assistant

EXCUSED:

Jennifer Hill	Member
Stacey Nieto	Member
Yvonne Jourdan	Chairperson

UNEXCUSED:

Sharon Alvarez	Treasurer
Carol Smith	Member

MOTION: Eric Krawczyk moved to approve the attendance.

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

- B. Approval of Agenda (5 minutes)

MOTION: Pearl Webster motioned to approve the agenda.

SECOND: Eric Krawczyk seconded the motion.

MOTION CARRIED UNANIMOUSLY

C. Review\Approval of Minutes: **NONE**

D. Tabled Business: **NONE**

E. Old Business: **NONE**

ONEIDA PERSONNEL COMMISSION SPECIAL MEETING
November 21, 2017 – 11:30am
Green Conference Room

F. New Business: (2)

1. Scheduled Reassignments
(Bridget A. Mendolla-Cornelius - 5 minutes)

2. Reassignment updates from meeting with HRD
(Richard Elm-Hill, Gary Smith and Pearl Webster - 1 hour 25 minutes)

Bridget A. Mendolla-Cornelius will research/review the history of the reassignment concerns up to item number 25 and report back to the Oneida Personnel Commission to schedule a follow up meeting.

MOTION: Eric Krawczyk to adjourn.

SECOND: Bradley Graham

MOTION CARRIED UNANIMOUSLY

Time: 12:50pm

Minutes taken for the secretary by Bridget A. Mendolla-Cornelius

GB/BC

East Wing Conference Room

Secretary:

- | | |
|---------------|--------|
| Eric Krawczyk | Member |
|---------------|--------|

Bridget Mendolla-Cornelius Assistant

MOTION CARRIED UNANIMOUSLY

- d. Requests to leave early

MOTION CARRIED UNANIMOUSLY

- MOTION:** Richard Elm-Hill moved to approve the November 14, 2017-Regular

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

December 12, 2017 – NOON

East Wing Conference Room

November 21, 2017-Special minutes.

SECOND: Carol Smith

MOTION CARRIED UNANIMOUSLY

D. Tabled Business: NONE

E. Old Business: ()

1. Draft Article for the Kahliwisaks

No Action

2. Internal Audit Request dated November 2015 re: (HRD)

Update: Audit is still not ready for review, Internal Audit has to present it to the BC for approval.

3. Employment Law

No Action

F. New Business: (4)

1. Scheduling Initial Reviews, Grievances, Reassignments and Housekeeping-(Gina Buenrostro-30 minutes)

a.

b. Dates to meet with the Oneida Business Committee regarding Employee Protection-December 11, 2017@ the NHC, 1:30pm to 3:30pm

c. API, cost of investigation Update

d. Officer Elections

MOTION: Carol Smith moved to defer to December 2017

SECOND: Stacey Nieto

MOTION CARRIES UNANIMOUSLY

e. Yvonne Jourdan-Time off

MOTION: Sharon Alvarez moved to approve Yvonne Jourdan's time request off

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

f. Comments regarding the Employment Law

g. Prescreen issues with the Commissions not following through and doing the interviews

h. Issues with Commissions dressing sloppy for HRD activities

i. Office Manual

MOTION: Bradley Graham moved to approve the changes to the Office Manual & SOP pertaining to filing an appeal

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

December 12, 2017 – NOON

East Wing Conference Room

SECOND: Stacey Nieto

MOTION CARRIED UNANIMOUSLY

2. Financial Report August 2017

MOTION: Bradley Graham moved to defer to next month

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

3. Activity Report October 2017

MOTION: Jennifer Hill moved to accept the activity report.

SECOND: Bradley Graham

MOTION CARRIED UNANIMOUSLY

4. 2017 Annual Report

MOTION: Sharon Alvarez moved to approve

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

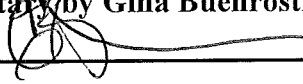
MOTION: Bradley Graham moved to adjourn

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

Time: 2:01pm

Minutes taken for the secretary by Gina Buenrostro



				YEAR TO DATE			
				CURRENT MONTH			
CLASS DESCRIPTION	PRT-ACCT#-SUB	ACTUAL	BUDGET	VARIANCE	ACTUAL	BUDGET	VARIANCE
REVENUE							
TRIBAL CONTRIBUTION	000-458100-000	30,974.30	32,772.00	1,798	30,974	32,772	1,798
TOTAL REVENUE		30,974.30	32,772.00	(1,798)	30,974	32,772	(1,798)
EXPENSES (LABOR/PAYROLL)							
PERSONNEL	000-502100-000	6,735.30	8,484.00	1,749	6,735	8,484	1,749
WAGE ACCRUAL EXPENSE	000-502100-999	1,620.18		(1,620)	1,620		(1,620)
SALARIES - TRAINING	000-502110-000	47.14		(47)	47		(47)
OVERTIME	000-503100-000	51.48		(51)	51		(51)
PAID TIME OFF	000-504000-000	862.92		(863)	863		(863)
FRINGE BENEFIT	000-505000-000	3,337.13	3,903.00	566	3,337	3,903	566
FRINGE ACCRUAL EXPENSE	000-505000-999	702.47		(702)	702		(702)
TOTAL LABOR/PAYROLL EXP.		13,356.62	12,387.00	(968)	13,355	12,387	(968)
EXPENSES (PURCHASES)							
TOTAL PURCHASES							
EXPENSES (EXTERNAL & INTERNAL)							
SUPPLIES & MATERIALS	000-700001-000	163.00		163		163	163
COPY CHARGES	000-700010-000	56.00		56		56	56
TRANSP. & PER DIEM	000-701000-000	163.00		163		163	163
OUTSIDE SERVICES	000-702010-000	212.00		(10,050)	212		(10,050)
LEGAL SERVICES	000-702400-000	5,000.00		5,000		5,000	5,000
EMPLOYEE INCENTIVE	000-705000-000	109.00		109		109	109
TRAINING & EDUCATION	000-705010-000	837.00		837		837	837
RENTAL USAGE	000-705202-000	94.00		(35)	94		(35)
HEAT & LIGHTS	000-705211-000	64.61		310		375	310
WATER & SEWER	000-705212-000	(3.52)		16		16	16
TELEPHONE	000-705213-000	37.63		(4)	38		(4)
BUSINESS EXPENSE	000-705300-000	13.00		13		13	13
MEETING EXPENSE	000-705301-000	38.00		38		38	38
INSURANCE	000-705500-000	76.76		(22)	77		(22)
I/T SUPPLIES & MATERIALS	000-705500-000	55.00		12		55	12
I/T - PRINTING	000-750001-000	12.00		12		12	12
I/T RENT EXPENSE	000-750009-000	12.00		12		12	12
I/T UTILITIES EXPENSE	000-755201-000	288.00		288		288	288
	000-755210-000	.09					

4273007 - PERSONNEL BOARD
REVENUE AND EXPENSE SUMMARY

FOR THE PERIOD ENDING: 10/31/2017

		CURRENT MONTH			YEAR TO DATE		
CLASS DESCRIPTION	PRT-ACCT#-SUB	ACTUAL	BUDGET	VARIANCE	ACTUAL	BUDGET	VARIANCE
I/T DEPRECIATION ALLOCATION	000-755216-000	231.93		(232)	232		(232)
INDIRECT COSTS	000-758300-000	1,255.35	1,204.00	(51)	1,255	1,204	(51)
INDIRECT COST ACCRUAL EXPENSE	000-758300-999	264.25		(264)	264		(264)
STIPENDS	100-705305-000	2,500.00	7,144.00	4,644	2,500	7,144	4,644
STIPENDS	200-705305-000		413.00	413		413	413
STIPENDS	400-705305-000	550.00	688.00	138	550	688	138
STIPENDS	500-705305-000	2,250.00	2,902.00	652	2,250	2,902	652
STIPENDS	600-705305-000		550.00	550		550	550
TOTAL EXT./INT. EXPENSES		17,617.68	20,374.00	2,756	17,618	20,374	2,756
TOTAL EXPENSES		30,974.30	32,761.00	1,788	30,973	32,761	1,788
NET TOTALS			11.00	(11)	1	11	(10)

273007 - PERSONNEL BOARD
TATEMENTS PRODUCED PRIOR
EPORT RUNDATE/TIME: 12/
EPORT NAME: PRG REVEXP

ANGE
ONE

CBRUNE01
02NOV/2018

EPORT NAME: PRG REVEXP

YEAR TO DATE

CLASS DESCRIPTION	PRT-ACCT#-SUB	ACTUAL	BUDGET	VARIANCE	ACTUAL	BUDGET	VARIANCE
REVENUE							
TRIBAL CONTRIBUTION	000-458100-000	26,945.11	32,771.00	5,826	57,919	65,543	7,624
TOTAL REVENUE		26,945.11	32,771.00	(5,826)	57,919	65,543	(7,624)
EXPENSES (LABOR/PAYROLL)							
PERSONNEL	000-502100-000	5,308.68	8,481.00	3,172	12,044	16,965	4,921
WAGE ACCRUAL EXPENSE	000-502100-999	(277.57)		278	1,343		(1,343)
SALARIES - TRAINING	000-502110-000				47		(47)
OVERTIME	000-503100-000				51		(51)
PAID TIME OFF	000-504000-000	2,353.84		(2,354)	3,217		(3,217)
FRINGE BENEFIT	000-505000-000	3,343.08	3,904.00	561	6,680	7,807	1,127
FRINGE ACCRUAL EXPENSE	000-505000-999	(115.73)		116	587		(587)
TOTAL LABOR/PAYROLL EXP.		10,612.30	12,385.00	1,773	23,969	24,772	803
EXPENSES (PURCHASES)							
TOTAL PURCHASES							
EXPENSES (EXTERNAL & INTERNAL)							
SUPPLIES & MATERIALS	000-700001-000		167.00	41	126	330	204
COPY CHARGES	000-700010-000	125.72	54.00	54		110	110
TRANSP. & PER DIEM	000-701000-000		167.00	167		330	330
OUTSIDE SERVICES	000-702010-000	16.99	208.00	191	10,279	420	(9,859)
LEGAL SERVICES	000-702400-000	2,743.50	5,000.00	2,257	2,744	10,000	7,256
EMPLOYEE INCENTIVE	000-705000-000		109.00	109		218	218
TRAINING & EDUCATION	000-705010-000		833.00	833		1,670	1,670
RENTAL USAGE	000-705202-000	128.59	96.00	(33)	257	190	(67)
HEAT & LIGHTS	000-705211-000	203.47	375.00	172	268	750	482
WATER & SEWER	000-705212-000	15.22	8.00	(7)	12	20	8
TELEPHONE	000-705213-000	37.00	36.00	(1)	75	70	(5)
BUSINESS EXPENSE	000-705300-000		17.00	17		30	30
MEETING EXPENSE	000-705301-000		42.00	42		80	80
INSURANCE	000-705500-000	76.76	55.00	(22)	154	110	(44)
I/T SUPPLIES & MATERIALS	000-750001-000		8.00	8		20	20
I/T - PRINTING	000-750009-000		8.00	8		20	20
SECURITY CHARGES - INTRATRIBAL	000-752040-000	174.07		(174)	174		(174)
I/T RENT EXPENSE	000-755201-000		292.00	292		580	580

REPORT NAME: PRG_REVEXP

CURRENT MONTH

YEAR TO DATE

CLASS DESCRIPTION	PRT-ACNT#-SUB	ACTUAL	BUDGET	VARIANCE	ACTUAL	BUDGET	VARIANCE
I/T UTILITIES EXPENSE	000-755210-000	.08					
I/T DEPRECIATION ALLOCATION	000-755216-000	231.93		(232)	464		(464)
INDIRECT COSTS	000-753300-000	1,249.75	1,209.00	(41)	2,505	2,413	(92)
INDIRECT COST ACCRUAL EXPENSE	000-758300-999	(45.27)		45	219		(219)
STIPENDS	100-705305-000	5,875.00	7,146.00	1,271	8,375	14,290	5,915
STIPENDS	200-705305-000	400.00	417.00	17	400	830	430
STIPENDS	400-705305-000	600.00	692.00	92	1,150	1,380	230
STIPENDS	500-705305-000	4,350.00	2,898.00	(1,452)	6,600	5,800	(800)
STIPENDS	600-705305-000	150.00	550.00	400	150	1,100	950
TOTAL EXT./INT. EXPENSES		16,332.81	20,387.00	4,054	33,952	40,761	6,809
TOTAL EXPENSES		26,945.11	32,772.00	5,827	57,921	65,533	7,612
NET TOTALS			(1.00)	1	(2)	10	(12)