

Downstream Authority of the Quapaw Tribe of Oklahoma Regular Meeting
October 27, 2015

Meeting Called to Order: 11:00 am

ROLL CALL:	John Berrey, Chairman	Present
	Larry Ramsey, Secretary	Present
	Ranny McWatters, Treasurer	absent
	Marilyn Rogers, Member	Present
	Tamara Reeves, Member	absent

DECLARATION OF QUORUM: announced by Larry Ramsey
Jani/Kent/ Josh Silar/ Jack Brill
Melissa Wakefield – minutes

Jack Brill

- Investigation on Bob Moritz
 - Per Jani just search of phone and computer for anything inappropriate or illegal
 - Slots drive – had a lot of thumbnails from singles sits, pornographic photos on cell including team members.
 - Issues:
 - personal use of phone, per John Berry ok had permission for personal use
 - team members having the photos/relations; Jack is worried about gold-digging VIP players
 - John - any decision needs to be based on the rules in the team member handbook, is she breaking any rules? – No
 - Jani will talk to her and John Fernandez about keeping things on a professional level
 - Fernandez to monitor the situation

Slots

- John Berrey
 - promote John Boyce to slots director
 - No need to post
 - Need to make a run at VGT to try and get a new pay table
 - VGT manages the hold instead of us
 - They changed it once, need to go back and see if they will change it on higher denoms
 - We have to go talk to him
 - Jani – we have too many \$10-\$25 denoms
 - Should cut the \$10 machines to 15

- Need to shrink the \$25 machines by 5 – John Berrey
- Need to control free play from PD

Table games

- Rumblings about the 5% share of the tip pool – fair labor standards issue
 - Full floors and up receive a share of the pool
 - The questions is can a salaried employee share a tip pool when they had n direct contact with the guest?
 - 2 criteria
 - Is there a lot of guest interaction
 - Are these employees in typically tipped positions?
 - Jon Berrey – Is this done in Vegas – unknown
 - Josh Silar: there is nothing that says a salaried team member can't receive tips as long as you are not cutting the salary and supplementing with the tip.
 - John Berrey – why are they complaining if they are benefiting? Those complaining stand to benefit if they remove the shift managers from the pool.
 - Josh feels they spend at least 8 hours in front of the guests.
 - John B – Shift manager needs to note in the shift report how much they are on the floor dealing with the table games guests
 - John B – Josh, table games manager, should not get a portion of the tip pool. Give him a raise to cover the different – doing a great job and the department is in much better shape.
 - 2nd Criteria – typically tipped
 - Jack says if we declare them as a tipped position as a tribal entity that should suffice.
 - Jani will discuss with Steve Ward
 - John Boyce and Josh Silar need to start going to director's meetings

Poker

- Jason Collins, manager – where to report
 - Jason will report directly to Josh.