Downstream Authority of the Quapaw Tribe of Oklahoma Regular Meeting June 29, 2010

Meeting Called to Order: 10:15 am

**ROLL CALL:** John Berrey, Chairman Present

Vice-Chairman Vacant
Larry Ramsey, Secretary Present
Ranny McWatters, Treasurer Present
Marilyn Rogers, Member Present

# **DECLARATION OF QUORUM:** announced by Larry Ramsey

# Salary Survey Review

- See attached
- Looked at highest turnover positions
- 1.5 million Additional payroll added to the 2011 budget try to make increases, taxes increases, and benefit
  increases fall into that allotted amount
- Requested input from all departments
- Goal is to have new scale in place by Oct 1

## **Benefits**

• Looking into options for levels of benefits that the TM can choose from

# Light pole at Venue

- Has been down since last concert season
- Facilities will remove base

# Fireworks music

- Three versions presented
- DDA wants to use Right Now, Ray Charles, John Mellencamp, Lee Greenwood, Toby Keith, and misc "marching band" patriotic music

# Flag presentation

 During the presentation at the concert all veterans will be asked to stand in the aisles and down front to be recognized

Adjourn 11:20 am

		755,592			d Increase	Anticipated Increase			į
						ot 9	Non-Exempt 9	19 9_NE	1 Salaried
•						Gm'	Exempt 9	10 9_EX	1 Salaried
					SKUP	DDA/S	Exempt 8	9 8_EX	7 Salaried
						CFO	Exempt 7	8 7_EX	1 Salaried
					<b>S</b>	Directors	Exempt 6	7 6_EX	10 Salaried
					0 0		Exempt 5	6 5_EX	4 Salaried
				(1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	Bureage 111 ap		Exempt 4	5 4_EX	11 Salaried
	37,000	25,500	50 1500	pliance 35	inc audit/risk mgr/compliance 35 500		Exempt 3	4 3_EX	17 Salaried
	32,000	77,500	<b>500</b> 2500	lesk mgr <i>2</i>	sec shift/rest mgr/frt desk mgr 29/500		Exempt 2	3 2_EX	31 Salaried
	32,500 27,650	32,500	1250	hef ay, yoc	buyer/staff acc/sous chef 26,400		Exempt 1	2 1_EX	26 Salaried
	25,000	116,500 25,000	1340	23. bbo	entry supervisors		Exempt 0	1 0_EX	87 Salaried
	ct	Annual Impact	Inc pp py			Tipped Non-Exempt OC	Tipped No	24 OC_NE	19 Hourly
						Tipped Non-Exempt 0B	Tipped No	23 OB_NE	61 Hourly
						Tipped Non-Exempt 0A	Tipped No	22 0A_NE	212 Hourly
	05.70	1,560	.25/hr	15.48	lead slot tech	ot 12	Non-Exempt 12	21 12_NE	3 Hourly
	13.05	43,600	.75/hr	naint 12,30	Sec emt/bench tech/maint 12,30 .75/hr	ot 10	Non-Exempt 10	20 10_NE	28 Hourly
	ા . જિ	8,840	40 .25/hr	04.11	admin/surv tech	ot 9	Non-Exempt 9	19 9_NE	17 Hourly
	11,38		<b>₩</b> .70/hr	હ	cook 1	ot 8	Non-Exempt 8	18 8_NE	25 Hourly
2 21, 424/4×	0.00		.30/hr	8	lead sec/equip tech	ot 7	Non-Exempt 7	17 7_NE	38 Hourly
e 19,7401ga	9.50/he		1,∞ .50/hr	00k 254,00	cage cash/data entry cook 🞾	ot 6	Non-Exempt 6	16 6_NE	46 Hourly
	9. 25/hz	126,360	.75/hr	8.50	sec off/count team	ot 5	Non-Exempt 5	15 5_NE	81 Hourly
	8,30/he	68,640	.30/hr		cook3/hskpr/pbx	)t 4	Non-Exempt 4	14 4_NE	110 Hourly
	7.75/1	146,640	.50/hr	36.1	ku/edr/gra/paa	)t 3	Non-Exempt 3	13 3_NE	141 Hourly
	,				bqt cptn	ot 2	Non-Exempt 2	12 2_NE	6 Hourly
					busser/barback	ot 1	Non-Exempt 1	11 1_NE	23 Hourly
		-			dual rate shift mgr		Exempt 3	4 3_EX	4 Hourly
							Exempt 1	2 1_EX	1 Hourly
					dual rates		Exempt 0	1 0_EX	40 Hourly
	•			Bose	pool bartender	,	None	-10001 None	4 Hourly
معم	et New 12	Annual Impact New Book		(Judgery-Inc by Hr		escription	<b>PayGradeDescription</b>	count_of_eSalariedHo PayGradeIcpaygrade	unt_of_€SalariedHo

- Bev sup 24,000 /ya (NES)

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POOD 8 BYPERAGE   Page   Pag		STARTING WA 25% +ile	75% +ilo	
DCR         \$36,000         \$36,000           \$57,500.00         \$60,000.00         \$60,000.00           \$66,000.00         \$85,000.00         \$71,500           \$65,000.00         \$85,000.00         \$65,000.00           \$65,000.00         \$65,000.00         \$65,000.00           \$65,000.00         \$65,000.00         \$75,000           \$65,000.00         \$65,000.00         \$65,000           \$65,000.00         \$65,000.00         \$65,000           \$65,000.00         \$65,000         \$65,000           \$65,000.00         \$65,000         \$65,000           \$65,000.00         \$65,000         \$65,000           \$65,000.00         \$65,000         \$65,000           \$65,000.00         \$65,000         \$65,000           \$21,840.00         \$47,250         \$47,250           \$21,840.00         \$47,628         \$47,250           *47,628         *47,628         *47,628           *ators Mgr. Crnt Salary         *Not considered res         *81,620           *6         \$10,00         \$11,60         \$11           *6         \$11.00         \$14         \$12,00         \$14           \$14         \$12.00         \$15,00         \$15,00	FOOD & BEVERAGE			
\$57,500.00 \$60,000.00 \$66,000.00 \$66,000.00 \$85,000.00 \$65,000.00	Restaurant (Manager DCR	29,500	\$36,000	
\$66,000.00 \$71,500 \$85,000.00 \$85,000.00 \$65,000.00 \$65,000.00 \$55,000.00 \$60,000\$62,500 \$58,000.00 \$60,000\$62,500 \$532,000.00 \$65,000 \$533,100.00 \$565,000 \$21,840.00 \$565,000 \$21,840.00 \$47,250 ger \$37,068.00 \$47,628 Crnt Salary *Not considered rest  r \$29,500 \$11.00 \$13.00 \$11.00 \$13.00 \$11.00 \$13.00 \$15.00 \$35,000.00 \$35,000.00 \$35,000.00 \$35,000.00 \$35,000.00 \$35,000.00 \$37,440.00 \$445,000.00 \$445,000.00 \$37,440.00 \$45,000.00	Garfields	\$57,500.00	\$60,000.00	I called this one
\$85,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000.00 \$65,000 \$65,000 \$65,000 \$65,000 \$556,500 \$65,000 \$537,068.00 \$547,250 \$67,000 \$	Cracker Barrel	\$66,000.00	\$71,500	I called this one
\$65,000.00 \$65,000.00 \$55,000.00 \$60,000.\$62,500 \$58,000.00 \$60,000.\$62,500 \$532,000.00 \$537,500 \$532,000.00 \$556,500 \$533,100.00 \$556,500 \$21,840.00 \$47,250 ger \$37,068.00 \$47,250 ger \$37,068.00 \$47,628 Crnt Salary *Not considered resi  r \$29,500 \$11.00 \$13 \$11.00 \$13.00 \$11.00 \$35,000.00 \$35,000.00 \$35,000.00 \$35,000.00 \$35,000.00 \$440,000.00 \$35,000.00 \$37,440.00 \$445,000.00 \$450,000.00	Outback	\$85,000.00		í
\$55,000.00 \$60,000.\$62,500 \$68,000.00 \$75,000 \$32,000.00 \$37,500 \$553,100.00 \$565,000 \$21,840.00 \$47,250 ger \$37,068.00 \$47,250 frit Salary *Not considered resident \$1.00 \$11.00 \$11.00 \$36,500.00 \$38,500.00 \$37,440.00 \$47,628 \$40,000.00 \$41,000	Cheddars	\$65,000.00	\$65,000.00	
\$68,000.00 \$75,000 \$32,000.00 \$37,500 \$65,000.00 \$65,000 \$65,000.00 \$565,000 \$21,840.00 \$47,628  Crnt Salary *Not considered rest  r \$29,500 \$11.00 \$13 \$11.00 \$11.00 \$13 \$11.00 \$13.00 \$14 \$42,000 \$36,500.00 \$33,000.00 \$33,000.00 \$33,440.00 \$42,500.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00 \$45,000.00	Buffalo Wild Wings		60,000	per penny
\$32,000.00 \$37,500 \$65,000.00 \$65,000 \$65,000.00 \$65,000 \$521,840.00 \$56,500 ger \$37,068.00 \$47,628 Crnt Salary *Not considered rest  r \$29,500 \$36,000 \$13.00 \$13.00 \$11.00 \$36,500.00 \$36,500.00 \$37,440.00 \$42,000 \$45,000.00 \$37,440.00 \$42,000 \$45,000.00	Applebees Joplin	\$68,000.00	\$75,000	per penny
g     \$65,000.00     \$65,000.00       - Wage Watch     \$53,100.00     \$56,500       tourant Manager     \$37,068.00     \$47,250       tourant Manager     \$37,068.00     \$47,628       perators Mgr. Crnt Salary     "Not considered rest       a Manager     *Not considered rest       nager     *Not considered rest       pering Manager     \$29,500     \$36,000       \$11.00     \$13.00     \$13       \$12.00     \$36,000     \$14       \$14     \$12.00     \$36,000.00       \$15.00     \$15.00     \$15.00       \$36,500.00     \$15.00     \$15.00       \$37,440.00     \$37,440.00     \$37,440.00       \$42,500.00     \$45,000.00     \$45,000.00	Wyandotte Casino Beverage SUP	\$32,000.00	\$37,500	per penny
- Wage Watch         \$53,100.00         \$56,500           - Wage Watch         \$21,840.00         \$47,250           taurant Manager         \$37,068.00         \$47,628           perators Mgr. Crnt Salary	Applebees Pittsburg	\$65,000.00	\$65,000	S
\$21,840.00 \$47,250 er \$37,068.00 \$47,250	Compdata Surveys	\$53,100.00	\$56,500	7
\$37,068.00 \$47,628  \$\begin{array}{ c c c c c c c c c c c c c c c c c c c	Beverage Manager - Wage Watch	\$21,840.00	\$47,250	
*Not considered rest \$29,500 \$36,000 \$11.00 \$13 \$12.00 \$13 \$12.00 \$14 \$42,000 \$40,000.00 \$36,500.00 \$40,000.00 \$36,500.00 \$20.00 \$35,000.00 \$37,440.00 \$37,440.00 \$45,000.00	Wage Watch - Restaurant Manager	\$37,068.00	\$47,628	
*Not considered rest \$29,500 \$36,000 \$11.00 \$13 \$12.00 \$14 \$12.00 \$14 \$12.00 \$50,400 \$36,500.00 \$40,000.00 \$36,500.00 \$15.00 \$35,000.00 \$37,440.00 \$37,440.00 \$45,000.00	DCR Restaurant Operators Mgr. Crnt Salary			Actual Salary \$62,100
ger         *Not considered rest           Manager         *Not considered rest           lager         *Not considered rest           stager         \$29,500         *\$36,000           ring Manager         \$11.00         \$13.00         \$13           \$13.00         \$12.00         \$14         \$12.00         \$14           \$42,000         \$40,000.00         \$15.00         \$15.00         \$15.00         \$15.00         \$15.00         \$15.00         \$20.00         \$20.00         \$35,000.00         \$37,440.00         \$37,440.00         \$45,000.00	DCR B.G. Manager			Actual Salary \$39,520
er         Manager         *Not considered residered re	DCR Red Oak Manager			Actual Salary \$45,000
IManager         *Not considered residered r	DCR Buffet Manager			Actual Salary \$29,120
inager       \$29,500       \$36,000         ring Manager       \$29,500       \$36,000         \$13.00       \$13.00       \$13         \$42,000       \$14         \$42,000       \$50,400         \$36,500.00       \$40,000.00         \$15.00       \$15.00         \$20.00       \$20.00         \$37,440.00       \$37,440.00         \$45,000.00       \$45,000.00	DCR WaNaBee Dea Manager		*Not considered res	taurant-is outlet - Actual Salary \$27,500
Pring Manager       \$29,500       \$36,000         \$11.00       \$13.00       \$14         \$12.00       \$14       \$12.00       \$14         \$12.00       \$42,000       \$50,400       \$14         \$15.00       \$36,500.00       \$40,000.00       \$15.00       \$15.00         \$15.00       \$35,000.00       \$37,440.00       \$37,440.00       \$45,000.00         \$42,500.00       \$45,000.00 <t< td=""><td>DCR Beverage Manager</td><td></td><td></td><td>Actual Salary \$54,600</td></t<>	DCR Beverage Manager			Actual Salary \$54,600
st Beverage         \$29,500         \$36,000           hef DCR         \$29,500         \$13.00         \$13           iarden Inn         \$12.00         \$14           us Chef DCR         \$42,000         \$50,400           iarden Inn         \$36,500.00         \$40,000.00           is arden Inn         \$36,500.00         \$40,000.00           is 37,440.00         \$37,440.00         \$37,440.00           \$42,000         \$45,000.00         \$45,000.00	DCR Asst Beverage			Actual Salary \$24,615
nquet/Catering Manager         \$29,500         \$36,000           hef DCR         \$11.00         \$13           iarden Inn         \$13.00         \$14           us Chef DCR         \$42,000         \$50,400           iarden Inn         \$36,500.00         \$40,000.00           ls         \$15.00         \$15.00           s         \$37,440.00         \$37,440.00           \$45,000.00         \$45,000.00         \$45,000.00	DCR Asst Beverage			Actual Salary \$24,500
hef DCR         \$29,500         \$36,000           iarden Inn         \$11.00         \$13           rs         \$13.00         \$14           us Chef DCR         \$42,000         \$50,400           iarden Inn         \$36,500.00         \$40,000.00           ls         \$15.00         \$15.00           s         \$20.00         \$20.00           lnn         \$37,440.00         \$37,440.00           \$45,000.00         \$45,000.00	DCR Banquet/Catering Manager			Actual Salary \$40,000
jarden Inn       \$13.00       \$13         rs       \$13.00       \$14         us Chef DCR       \$42,000       \$50,400         jarden Inn       \$36,500.00       \$40,000.00         ls       \$15.00       \$15.00         \$35,000.00       \$20.00       \$20.00         lnn       \$37,440.00       \$37,440.00         \$42,500.00       \$45,000.00       \$45,000.00	Room Chef DCR	\$29,500	\$36,000	Actual Red Oak Salary \$43,000
rs \$13.00 \$14 \$12.00 \$14 \$12.00 \$14 <b>sarden Inn</b> \$36,500.00 \$40,000.00 Is \$15.00 \$15.00 \$15.00 \$20.00 Inn \$37,440.00 \$37,440.00 \$42,500.00 \$45,000.00	Hilton Garden Inn	\$11.00	\$13	11.00x40hour weekx52weeks=\$22,880
us Chef DCR       \$12.00       \$14         barden Inn       \$36,500.00       \$40,000.00         ls       \$15.00       \$15.00         \$20.00       \$20.00         Inn       \$35,000.00       \$37,440.00         \$42,500.00       \$45,000.00	Cheddars	\$13.00	\$14	13.00x40hours a week x 52 weeks \$27,040
Chef DCR         \$42,000         \$50,400           Irden Inn         \$36,500.00         \$40,000.00           \$15.00         \$15.00         \$15.00           \$20.00         \$20.00         \$20.00           nn         \$37,440.00         \$37,440.00           \$42,500.00         \$45,000.00	Wilders	\$12.00	\$14	12x40hourweekx52weeks=\$24,960
irden Inn       \$36,500.00       \$40,000.00         \$15.00       \$15.00         \$20.00       \$20.00         \$35,000.00       \$37,440.00         \$42,500.00       \$45,000.00	Exe. Sous Chef DCR	\$42,000	\$50,400	Actual Salary \$55,000
\$15.00 \$15.00 \$20.00 \$20.00 nn \$35,000.00 \$37,440.00 \$37,440.00 \$42,500.00 \$45,000.00	Hilton Garden Inn	\$36,500.00	\$40,000.00	the following are there head chefs more like our sous chefs
\$20.00	Garfields	\$15.00	\$15.00	15.00x40hour weekx52weeks=\$31,200
Inn \$35,000.00 \$37,440.00 \$42,500.00	Crabbys	\$20.00	\$20.00	20.00x40hours a week x 52 weeks \$41,600
\$37,440.00 \$42,500.00	Holiday Inn	\$35,000.00		
\$42,500.00	Wilders	\$37,440.00	\$37,440.00	
	Mythos	\$42,500.00	\$45,000.00	

Executive Chef DCR	\$51,000	\$61,200 Actual	ial Salary \$70,000
Compdata Surveys	\$64,300	l I	
Beverage Server DCR	\$4.65	\$5.58 Avera	rage \$5.10
PLA-MOR Lounge Joplin	\$5.00		-
Club 505 Pittsburg	\$4.75	\$5.50	
Turtleheads	\$6.00	\$6.00	
Server DCR	\$4.65	\$5.58 Avera	rage \$3.70 start
Cracker Barrel	\$3.52		
Del Rio Joplin	\$3.45	\$3.45	
Del Rio Pittsburg	\$2.13	\$2.13	
Club 609	\$4.00	\$4.00	
Club 1201 Joplin	\$4.25	\$5.00	
Applebees Joplin	\$3.65	\$3.65	
Applebees Pittsburg	\$2.35	\$2.35	
Catfish Johns Miami	\$3.75	\$3.75	
Mythos fine Dining	\$5.25	\$5.25	
Lead Beverage Server DCR	\$5.25	\$6.30	
Bartender DCR	\$5.75	\$6.90 Ave	Average \$5.39 start
Murphy's Pub Joplin	\$7.25	-	
PLA-MOR Lounge Joplin	\$6.50	\$6.50	
Kitchen Pass Joplin	\$6.25	\$7.00	
Applebees Joplin	\$4.65	\$5.15	
Applebees Pittsburg	\$4.00	\$4.50	
Del Rio Pittsburg	\$3.85	\$3.85	
Del Rio Joplin	\$4.85	\$4.85	
Busser DCR	\$6.25		Average \$6.83 -DCR tip shares?
Cracker Barrel	\$7.75		ips
Chatters	\$6.50	\$6.50 and	and tip percentage
Bar Back DCR	\$6.25	\$7.50 Ave	Average \$7.13

.00	\$28,800.00	\$23,660.00	Housekeeping Shift Supervisor DCR
			Hotel
.00 grill cook	\$10.00	\$9.65	Montanna Mikes
1	\$12.50	\$12.00	Ruby Tuesdays
	\$13.25	\$12.50	Applebees
.00 grill cook	\$12.00	\$11.25	Cracker Barel
	\$12.73	\$10.60	Cook I DCR
.25	\$9.25	\$8.75	Montanna Mikes
.50	\$9.50	\$9.25	Ruby Tuesdays
	\$10.00	\$9.50	Applebees
1	\$10.00	\$9.50	Cracker Barel
-	\$10.80	\$9.00	Social Der Seine S
.00 prep coook	\$8.00	\$7.65	Montanna Mikes
.35 prep coook	\$8.35	\$8.35	Ruby Tuesdays
.45 prep coook	\$8.45	\$8.00	Applebees
	\$8.75	\$8.25	Cracker Barel
.60 Average \$8.05	\$9.60	\$8.00	Cook III DCR
.75	\$9.75	\$9.00	Mythos Fine dining
.50	\$8.50	\$8.00	Ruby Tuesdays
.75	\$7.75	\$7.75	Del Rio Joplin
.25	\$7.25	\$7.25	Del Rio Pittsburg
.75	\$8.75	\$8.00	Applebees Joplin
.00	\$8.00	\$7.50	Cracker Barrel
.60	\$9.60	\$8.00	Restaurant Host DCR
.50	\$7.50	\$7.25	Montanna Mikes
.00	\$8.00	\$7.75	Garfields
.50	\$8.50	\$8.00	Applebees Joplin
- 1	\$8.50		Cracker Barrel
	\$8.70	\$7.25	Kitchen Utility Worker DCR
	\$8.00		Jukebox
	\$6.25	\$6.25	Murphy's Pub Joplin
.00 no tips	\$8.00	\$8.00	PLA-MOR Lounge Joplin

	\$7.75	\$7.50	Cracker Barrel
	\$8.65	\$8.15	St. Johns
The second of	\$8.00	\$8.00	Freeman Hospital
Average \$7.73	\$8.70	\$7.25	Retail Clerk DCR
	\$8.65	\$8.15	St. Johns
	\$8.50	\$8.25	Freeman Hospital
	\$8.65	\$8.00	Northpark Mall Joplin
The state of the s	\$9.19	\$8.50	Wage Watch
Average \$7.91/hr	\$8.70	\$7.25	Public Area Attendant DCR
	\$9.50	\$8.75	HiltonGarden Inn
	\$9.00	\$8.35	Holiday Inn
The second secon	\$8.85	\$8.00	Hampton Inn Joplin
Average \$8:09/hr	\$8.70	\$7.25	Guest Room Attendant DCR
	\$26,832	\$25,168.00	Wage Watch
	\$28,800	\$23,660.00	Housekeeping Supervisor DCR
manages the housekeeping crew		\$35,000.00	Hampton Inn
manages the housekeeping crew		\$36,500.00	Holiday Inn
manages the housekeeping crew		\$38,000.00	Hiliton Garden Inn
	\$50,400.00	\$42,000	Exec. Housekeeper DCR
		\$35,000.00	Hilton Garden Inn
		\$33,500.00	Holiday Inn
	\$34,000.00	\$32,000.00	Hampton Inn Joplin
The second secon	\$42,384.00	\$33,000.00	Wage Watch
Average \$32,500	\$36,000.00	-\$29,500.00	Front Desk Manager DCR
12.50x40hourweekx52weeks=26000 front desk lead		\$12.50	Hilton Garden Inn
12.50x40hourweekx52weeks=26000 front desk lead	\$13.25	\$12.50	Holiday Inn
\$12x40hourweekx52 weeks-\$24,960 front desk lead	\$13.00	\$12.00	Hampton Inn Joplin
The state of the s	\$30,679.00	\$29,086.00	Wage Watch
Average \$25,155	\$28,800:00	\$23,660.00	Front Desk-Shift Supervisor DCR
12x40hourweekx52weeks=24960	\$13.00	\$12.00	Hilton Garden Inn
11.50x40hourweekx52weeks 23920 head housekeeper	\$12.50	\$11.50	Holiday Inn
11.00x40hour weekx52weeks=22880 head housekeeper	\$11.75	\$11.00	Hampton Inn Joplin

	\$13.50	Wal-Mart EMT Joplin and Neosho
\$14.76 Average \$13.11	\$12.30	Security Officer/EMT DCR
\$12.50	\$11.00	La-Z-Boy Midwest Neosho
\$12.00	\$10.00	Lead Security Officer DCR
\$9.25	\$8.75	Mount Carmel Hospital Pittsburg
\$9.25	\$9.25	St. Johns Hospital
\$9.85	\$9.50	Freeman Hospital
\$10.00 Security/Surveillance	\$10.00	Wal Mart Neosho
\$9.50 Security/Surveillance	\$9.50	Wal-Mart Pittsburg
\$9.50 Security/Surveillance	\$9.50	Wal-Mart Miami
\$10.50 Security/Surveillance	\$10.00	Wal-Mart Joplin
\$10.50	\$9.50	La-Z-Boy Midwest Neosho
\$10.29	\$9.00	Wage Watch
\$10.20 Average \$9.39/hr	\$8.50	Security Officer DCR \$8.50
manager security/surveillance	\$32,000	wal-Mart Pittsburg
manager security/surveillance	\$35,000	Wal- Mart Neosno
manager security/surveillance	\$32,000	wal-Mart Miami
manager security/surveillance	\$35,000	Wal-Mart Joplin
\$36,000.00 Average \$32,700		Shift Manager DCR
		Security
+		
- 1	\$9.00	HiltonGarden Inn
1	\$8.65	Holiday Inn
		Hampton Inn
\$10.20°		Front Desk Agent DCR \$8.50
\$8.65		St. Johns hospital operator
\$9.00	\$8.75	Freeman Hospital operator
\$9.60 Average \$8.28/hr	\$8.00	PBX/Reservation Associate DCR
\$9.50	\$8.75	HiltonGarden Inn
\$9.00	\$8.35	Holiday Inn
\$8.85	\$8.00	Hampton Inn Joplin
\$9.60 Average \$8.28/hr	00.85	Houseperson DCR \$8.00

THE PROPERTY OF THE PROPERTY O	CZ-CT¢		
North Park Mall	\$13.37		
Security Investigator DCR	\$26,400.00	\$30,600	
Wage Watch	\$38,087.00	\$38,810	
Facilities Chief Engineer	\$42 000 00	\$50 A00 00	
City of Joplin	\$39.500	\$42.500	
NorthPark Mall	\$37,000	\$40,000	maintenance manager
Maintenance Tech III DCR	\$8.00	\$9.60	Average \$8.34
Mount Carmel Hospital	\$8.50	\$9.00	maintenance asst they call them
St. Johns	\$8.35	\$8.65	maintenance asst they call them
Freemans	\$8.50	\$8.50	maintenance asst they call them
Maintnance Tech II DCR	\$10.00	\$12.00	The hospitals all just have two levels not
NorthPark Mall	\$10.25	\$10.25	3 so kind of difficult to compare
Maintenance Tech I DCR	\$12.30	\$14.76	Average \$12.56
St. Johns	\$12.65	\$13.00	sort of like maintenace shift supervisors
NorthPark Mall	\$12.75	\$13.75	sort of like
Freemans	\$13.25	\$14.00	sort of like maintenace shift supervisors
Mount Carmel Hospital	\$11.85	\$12.50	sort of like maintenace shift supervisors
Surveillance Operator - DCR	\$10.00	\$12.00	
Wage Watch	\$9.50	\$12.24	
Surveillance Technician DCR	\$11.40	\$13.68	
Wage Watch	\$13.75	\$15.60	
Surveillance Supervisor DCR	\$23,660.00	\$28,800.00	
Wage Watch	\$32,323.00	\$40,643.00	
Finance		Transport of the Property of t	
Staff Accountant DCR	\$26,400.00	\$30,600.00	
azy boy	\$36,000.00	\$40,000.00	but they require a 4 year degree
Fletcher Nissan	\$30,000.00	\$32,500.00	

.54	\$18.54	\$15.45	Lead Slot Tech - DCR
76	\$18.76	\$16.62	Wage Watch
76	\$14.76	\$12.30	Slot Bench Tech - DCR \$12.30
		-	
96	\$39,696		Wage Watch
800	\$28,800	\$23,660	Slöt Shift Supervisor-DCR
45	\$55,945	\$21,757	Wage Watch
900	\$42,600	\$35,500	Slot Shift Mgr -DCR
00	\$47,800	\$20,010	Casino Pit Manager - Wage Watch
000	\$36,000	\$29,500	Casino Pit Manager - DCR
00	\$60,000	\$36,000	Casino Shift Manager - Wage Watch
00	\$50,400	\$42,000	Casino Shift Manager - DCR
23	25.25	C0.0¢	US Bank
73	3r.03	\$9.40	Arvest Bank teller
75	\$12.00	\$10.00	Main Bank Cashier DCR
50	\$9.50	\$9.00	Lazy Boy
00	\$10.00	\$9.50	St. Johns Hospital
00	\$10.00	\$10.00	Freeman Hospital
80	\$10.80	\$9.00	Data Entry Clerk DCR
80	\$10.80	\$9.00	Cage Cashiers DCR
00	\$10.00	\$9.65	Graham Packing
25	\$9.25	\$9.25	
60 Average \$8.95/hr	\$9.60	\$8.00	Warehouse Attendant DCR
00	\$34,000.00		
50 15.00x40hour weekx52weeks=31200	\$16.50	\$15.00	Lazy boy
00 Average \$31,567	\$36,000.00	\$29,500.00	Warehouse Manager DCR