

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

count_of	SalariedHo	PayGrade	paygrade	PayGradeDescription			Inc by Hr	Annual Impact	New	Base
4	Hourly	-10001	None	None	pool bartender					
40	Hourly	1 0_EX	Exempt 0		dual rates					
1	Hourly	2 1_EX	Exempt 1							
4	Hourly	4 3_EX	Exempt 3		dual rate shift mgr					
23	Hourly	11 1_NE	Non-Exempt 1		busser/barback					
6	Hourly	12 2_NE	Non-Exempt 2		bqt cptn					
141	Hourly	13 3_NE	Non-Exempt 3		ku/ed/gra/paa	7.25	.50/hr	146,640	7.75/hr	14,120/yr
110	Hourly	14 4_NE	Non-Exempt 4		cook3/hskpr/pbx	8.00	.30/hr	68,640	8.30/hr	17,260/yr
81	Hourly	15 5_NE	Non-Exempt 5		sec off/count team	8.50	.75/hr	126,360	9.25/hr	19,240/yr
46	Hourly	16 6_NE	Non-Exempt 6		cage cash/data entry cook	21.00	.50/hr	47,840	9.50/hr	19,740/yr
38	Hourly	17 7_NE	Non-Exempt 7		lead sec/equip tech	10.00	.30/hr	23,712	10.30/hr	21,424/yr
25	Hourly	18 8_NE	Non-Exempt 8		cook 1	10.00	.70/hr	36,400	11.30	
17	Hourly	19 9_NE	Non-Exempt 9		admin/surv tech	11.40	.25/hr	8,840	11.65	
28	Hourly	20 10_NE	Non-Exempt 10		Sec ent/bench tech/maint	13.30	.75/hr	43,600	13.05	
3	Hourly	21 12_NE	Non-Exempt 12		lead slot tech	15.45	.25/hr	1,560	15.70	
212	Hourly	22 0A_NE	Tipped Non-Exempt 0A							
61	Hourly	23 0B_NE	Tipped Non-Exempt 0B							
19	Hourly	24 0C_NE	Tipped Non-Exempt 0C							
87	Salaried	1 0_EX	Exempt 0		entry supervisors	23,460	1340	116,500	25,000	
26	Salaried	2 1_EX	Exempt 1		buyer/staff acc/sous chef	24,400	1250	32,500	27,650	
31	Salaried	3 2_EX	Exempt 2		sec shift/rest mgr/ftt desk mgr	24,500	2500	77,500	32,000	
17	Salaried	4 3_EX	Exempt 3		inc audit/risk mgr/compliance	35,500	1500	25,500	37,000	
11	Salaried	5 4_EX	Exempt 4							
4	Salaried	6 5_EX	Exempt 5							
10	Salaried	7 6_EX	Exempt 6							
1	Salaried	8 7_EX	Exempt 7							
7	Salaried	9 8_EX	Exempt 8							
1	Salaried	10 9_EX	Exempt 9							
1	Salaried	19 9_NE	Non-Exempt 9							
					Anticipated Increase			755,592		

- Bev Sup 24,000 /yr
- Q club Reps 8.50 /hr (NES)

6/29/10

FOOD & BEVERAGE	STARTING WA	25% tile	
Restaurant Manager DCR	29,500	\$36,000	
Garfields	\$57,500.00	\$60,000.00	I called this one
Cracker Barrel	\$66,000.00	\$71,500	I called this one
Outback	\$85,000.00		per penny
Cheddars	\$65,000.00	\$65,000.00	
Buffalo Wild Wings	\$55,000.00	\$ 60,000.-\$ 62,500	per penny
Applebees Joplin	\$68,000.00	\$75,000	per penny
Wyandotte Casino Beverage SUP	\$32,000.00	\$37,500	per penny
Applebees Pittsburg	\$65,000.00	\$65,000	I called this one
Comdata Surveys	\$53,100.00	\$56,500	
Beverage Manager - Wage Watch	\$21,840.00	\$47,250	
Wage Watch - Restaurant Manager	\$37,068.00	\$47,628	
DCR Restaurant Operators Mgr. Crnt Salary			Actual Salary \$62,100
DCR B.G. Manager			Actual Salary \$39,520
DCR Red Oak Manager			Actual Salary \$45,000
DCR Buffet Manager			Actual Salary \$29,120
DCR WaNabee Dea Manager		* Not considered restaurant-is outlet -	Actual Salary \$27,500
DCR Beverage Manager			Actual Salary \$54,600
DCR Asst Beverage			Actual Salary \$24,615
DCR Asst Beverage			Actual Salary \$24,500
DCR Banquet/Catering Manager			Actual Salary \$40,000
Room Chef DCR	\$29,500	\$36,000	Actual Red Oak Salary \$43,000
Hilton Garden Inn	\$11.00	\$13	11.00x40hour weekx52weeks=\$22,880
Cheddars	\$13.00	\$14	13.00x40hours a week x 52 weeks \$27,040
Wilders	\$12.00	\$14	12x40hourweekx52weeks=\$24,960
Exe. Sous Chef DCR	\$42,000	\$50,400	Actual Salary \$55,000
Hilton Garden Inn	\$36,500.00	\$40,000.00	the following are there head chefs more like our sous chefs
Garfields	\$15.00	\$15.00	15.00x40hour weekx52weeks=\$31,200
Crabbys	\$20.00	\$20.00	20.00x40hours a week x 52 weeks \$41,600
Holiday Inn	\$35,000.00		
Wilders	\$37,440.00	\$37,440.00	
Mythos	\$42,500.00	\$45,000.00	

Executive Chef DCR	\$51,000	\$61,200	Actual Salary \$70,000
Compdata Surveys	\$64,300	\$78,900	
Beverage Server DCR	\$4.65	\$5.58	Average \$5.10
PLA-MOR Lounge Joplin	\$5.00	\$5.00	
Club 505 Pittsburg	\$4.75	\$5.50	
Turtleheads	\$6.00	\$6.00	
Server DCR	\$4.65	\$5.58	Average \$3.70 start
Cracker Barrel	\$3.52	\$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	Average \$5.39 start
Murphy's Pub Joplin	\$7.25	\$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	\$7.50	Average \$6.83 -DCR tip shares?
Cracker Barrel	\$7.75	\$8.50	no tips
Chatters	\$6.50	\$6.50	and tip percentage
Bar Back DCR	\$6.25	\$7.50	Average \$7.13

PLA-MOR Lounge Joplin	\$8.00	\$8.00	no tips
Murphy's Pub Joplin	\$6.25	\$6.25	plus tips
Jukebox	\$8.00	\$8.00	no tips
Kitchen Utility Worker DCR	\$7.25	\$8.70	Average \$7.60
Cracker Barrel	\$7.75	\$8.50	
Applebees Joplin	\$8.00	\$8.50	
Garfields	\$7.75	\$8.00	
Montanna Mikes	\$7.25	\$7.50	
Restaurant Host DCR	\$8.00	\$9.60	
Cracker Barrel	\$7.50	\$8.00	
Applebees Joplin	\$8.00	\$8.75	
Del Rio Pittsburg	\$7.25	\$7.25	
Del Rio Joplin	\$7.75	\$7.75	
Ruby Tuesdays	\$8.00	\$8.50	
Mythos Fine dining	\$9.00	\$9.75	
Cook III DCR	\$8.00	\$9.60	Average \$8.05
Cracker Barrel	\$8.25	\$8.75	prep cook
Applebees	\$8.00	\$8.45	prep cook
Ruby Tuesdays	\$8.35	\$8.35	prep cook
Montanna Mikes	\$7.65	\$8.00	prep cook
Cook II DCR	\$9.00	\$10.80	Average \$9.25
Cracker Barrel	\$9.50	\$10.00	back up cook
Applebees	\$9.50	\$10.00	
Ruby Tuesdays	\$9.25	\$9.50	
Montanna Mikes	\$8.75	\$9.25	
Cook I DCR	\$10.60	\$12.73	Average \$11.20
Cracker Barrel	\$11.25	\$12.00	grill cook
Applebees	\$12.50	\$13.25	grill cook
Ruby Tuesdays	\$12.00	\$12.50	grill cook
Montanna Mikes	\$9.65	\$10.00	grill cook
Hotel			
Housekeeping Shift Supervisor DCR	\$23,660.00	\$28,800.00	

Hampton Inn Joplin	\$11.00	\$11.75	11.00x40hour weeks=22880 head housekeeper
Holiday Inn	\$11.50	\$12.50	11.50x40hourweekx52weeks 23920 head housekeeper
Hilton Garden Inn	\$12.00	\$13.00	12x40hourweekx52weeks=24960
Front Desk Shift Supervisor DCR	\$23,660.00	\$28,800.00	Average \$25,155
Wage Watch	\$29,086.00	\$30,679.00	
Hampton Inn Joplin	\$12.00	\$13.00	\$12x40hourweekx52 weeks=\$24,960 front desk lead
Holiday Inn	\$12.50	\$13.25	12.50x40hourweekx52weeks=26000 front desk lead
Hilton Garden Inn	\$12.50		12.50x40hourweekx52weeks=26000 front desk lead
Front Desk Manager DCR	\$29,500.00	\$36,000.00	Average \$32,500
Wage Watch	\$33,000.00	\$42,384.00	
Hampton Inn Joplin	\$32,000.00	\$34,000.00	
Holiday Inn	\$33,500.00		
Hilton Garden Inn	\$35,000.00		
Exec. Housekeeper DCR	\$42,000	\$50,400.00	
Hilton Garden Inn	\$38,000.00		manages the housekeeping crew
Holiday Inn	\$36,500.00		manages the housekeeping crew
Hampton Inn	\$35,000.00		manages the housekeeping crew
Housekeeping Supervisor DCR	\$23,660.00	\$28,800	
Wage Watch	\$25,168.00	\$26,832	
Guest Room Attendant DCR	\$7.25	\$8.70	Average \$8.09/hr
Hampton Inn Joplin	\$8.00	\$8.85	
Holiday Inn	\$8.35	\$9.00	
HiltonGarden Inn	\$8.75	\$9.50	
Public Area Attendant DCR	\$7.25	\$8.70	Average \$7.91/hr
Wage Watch	\$8.50	\$9.19	
Northpark Mall Joplin	\$8.00	\$8.65	
Freeman Hospital	\$8.25	\$8.50	
St. Johns	\$8.15	\$8.65	
Retail Clerk DCR	\$7.25	\$8.70	Average \$7.73
Freeman Hospital	\$8.00	\$8.00	
St. Johns	\$8.15	\$8.65	
Cracker Barrel	\$7.50	\$7.75	

Houseperson DCR	\$8.00	\$9.60	Average \$8.28/hr
Hampton Inn Joplin	\$8.00	\$8.85	
Holiday Inn	\$8.35	\$9.00	
HiltonGarden Inn	\$8.75	\$9.50	
PBX Reservation Associate DCR	\$8.00	\$9.60	Average \$8.28/hr
Freeman Hospital operator	\$8.75	\$9.00	
St. Johns hospital operator	\$8.15	\$8.65	
Front Desk Agent DCR	\$8.50	\$10.20	
Hampton Inn	\$8.50	\$9.50	varies by shift overnight starts at 9.00
Holiday Inn	\$8.65	\$9.00	overnight pays .25 cents more an hour
HiltonGarden Inn	\$9.00	\$9.25	overnight pays .75 cents more an hour
Security			
Shift Manager DCR	\$29,500.00	\$36,000.00	Average \$32,700
Wal-Mart Joplin	\$35,000		manager security/surveillance
Wal-Mart Miami	\$32,000		manager security/surveillance
Wal-Mart Neosho	\$35,000		manager security/surveillance
Wal-Mart Pittsburg	\$32,000		manager security/surveillance
Security Officer DCR	\$8.50	\$10.20	Average \$9.39/hr
<i>Wage Watch</i>	<i>\$9.00</i>	<i>\$10.29</i>	
La-Z-Boy Midwest Neosho	\$9.50	\$10.50	
Wal-Mart Joplin	\$10.00	\$10.50	Security/Surveillance
Wal-Mart Miami	\$9.50	\$9.50	Security/Surveillance
Wal-Mart Pittsburg	\$9.50	\$9.50	Security/Surveillance
Wal Mart Neosho	\$10.00	\$10.00	Security/Surveillance
Freeman Hospital	\$9.50	\$9.85	
St. Johns Hospital	\$9.25	\$9.25	
Mount Carmel Hospital Pittsburg	\$8.75	\$9.25	
Lead Security Officer DCR	\$10.00	\$12.00	
La-Z-Boy Midwest Neosho	\$11.00	\$12.50	
Security Officer/ EMT DCR	\$12.30	\$14.76	Average \$13.11
Wal-Mart EMT Joplin and Neosho	\$13.50		

Wal-Mart EMT Miami	\$13.25		
North Park Mall	\$13.37		
Security Investigator DCR	\$26,400.00	\$30,600	
Wage Watch	\$38,087.00	\$38,810	
Facilities			
Facilities Chief Engineer	\$42,000.00	\$50,400.00	
City of Joplin	\$39,500	\$42,500	
North Park 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
Maintenance Tech II DCR	\$10.00	\$12.00	The hospitals all just have two levels not
North Park 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 maintenance shift supervisors
North Park Mall	\$12.75	\$13.75	sort of like maintenance shift supervisors
Freemans	\$13.25	\$14.00	sort of like maintenance shift supervisors
Mount Carmel Hospital	\$11.85	\$12.50	sort of like maintenance 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			
Staff Accountant DCR	\$26,400.00	\$30,600.00	
Lazy boy	\$36,000.00	\$40,000.00	but they require a 4 year degree
Fletcher Nissan	\$30,000.00	\$32,500.00	

Warehouse Manager DCR	\$29,500.00	\$36,000.00	Average \$31,567
Lazy boy	\$15.00	\$16.50	15.00x40hour weeks=31200
Graham Packing	\$34,000.00	\$34,000.00	
Warehouse Attendant DCR	\$8.00	\$9.60	Average \$8.95/hr
Lazy boy	\$9.25	\$9.25	
Graham Packing	\$9.65	\$10.00	
Cage Cashiers DCR	\$9.00	\$10.80	
Data Entry Clerk DCR	\$9.00	\$10.80	
Freeman Hospital	\$10.00	\$10.00	
St. Johns Hospital	\$9.50	\$10.00	
Lazy Boy	\$9.00	\$9.50	
Main Bank Cashier DCR	\$10.00	\$12.00	
Arvest Bank teller	\$9.40	\$9.75	
US Bank	\$8.65	\$9.25	
Casino Shift Manager - DCR	\$42,000	\$50,400	
Casino Shift Manager - Wage Watch	\$36,000	\$60,000	
Casino Pit Manager - DCR	\$29,500	\$36,000	
Casino Pit Manager - Wage Watch	\$20,010	\$47,800	
Slot Shift Mgr -DCR	\$35,500	\$42,600	
Wage Watch	\$21,757	\$55,945	
Slot Shift Supervisor-DCR	\$23,660	\$28,800	
Wage Watch	\$35,000	\$39,696	
Slot Bench Tech - DCR	\$12.30	\$14.76	
Wage Watch	\$16.62	\$18.76	
Lead Slot Tech - DCR	\$15.45	\$18.54	
Wage Watch	\$12.41	\$14.27	