

Downstream Authority of the Quapaw Tribe of Oklahoma Regular Meeting  
August 20, 2015

**Meeting Called to Order:** 10:00 am

<b>ROLL CALL:</b>	John Berrey, Chairman	Present
	Larry Ramsey, Secretary	Present
	Ranny McWatters, Treasurer	Present
	Marilyn Rogers, Member	Present
	Tamara Reeves, Member	Present

**DECLARATION OF QUORUM:** announced by Larry Ramsey  
Bob/ Josh/ Jani

Table Games Proposal

- 95/5 – token proposal
- See attached
- General discussion
- Implement first pay period in September

Motion by DDA Member Tamara Reeves to approve as presented. Seconded by DDA Treasurer Ranny McWatters. Vote: JB: y; RM: y; LR: y; MR: y; TR: y (5 yes, 0 no, 0 abstain) Motion Carries

Adjourn 10:55am



# 95%/5% Table Games Toke Proposal

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## CASINO RESORT



# of Pay Periods	Date	\$1.00	\$0.05	\$0.10
1	\$42,013.00	\$154,079.75	\$7,703.99	\$15,407.98
2	\$42,027.00	\$137,525.75	\$6,876.29	\$13,752.58
3	\$42,041.00	\$139,165.00	\$6,958.25	\$13,916.50
4	\$42,055.00	\$128,563.00	\$6,428.15	\$12,856.30
5	\$42,069.00	\$126,309.00	\$6,315.45	\$12,630.90
6	\$42,083.00	\$132,605.75	\$6,630.29	\$13,260.58
7	\$42,097.00	\$118,625.75	\$5,931.29	\$11,862.58
8	\$42,111.00	\$124,291.00	\$6,214.55	\$12,429.10
9	\$42,125.00	\$127,108.50	\$6,355.43	\$12,710.85
10	\$42,139.00	\$135,014.25	\$6,750.71	\$13,501.43
11	\$42,153.00	\$117,066.75	\$5,853.34	\$11,706.68
12	\$42,167.00	\$118,542.00	\$5,927.10	\$11,854.20
13	\$42,181.00	\$119,721.75	\$5,986.09	\$11,972.18
6 months		\$1,678,618.26	\$83,930.91	\$167,861.83
Projected 12 month		<u>\$3,357,236.52</u>	\$167,861.83	\$335,723.65

# DOWNSTREAM<sup>®</sup>

## CASINO RESORT



	Token Percentage	Amount Per Percentage	Number of TM's Per Position	Salary Increase Per TM Per Year
Floor Supervisor	1%	\$33,572.37	7	\$4,796.05
DR / Pit Manager	1%	\$33,572.37	7	\$4,796.05
Pit Manager	1%	\$33,572.37	5	\$6,714.47
DR / Shift Manager	0.75%	\$25,179.27	3	\$8,393.09
Shift Manager	0.75%	\$25,179.27	3	\$8,393.09
Manager	0.50%	\$16,786.18	1	\$16,786.18



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## CASINO RESORT



	Average Pay Before Toke Percentage	Average Pay After Toke Percentage
Floor Supervisor	\$44,552.00	\$49,348.00
DR / Pit Manager	\$45,949.00	\$50,745.00
Pit Manager	\$49,824.00	\$56,538.00
DR / Shift Manager	\$54,293.00	\$62,686.00
Shift Manager	\$63,784.00	\$72,177.00
Manager	\$69,000.00	\$85,786.00

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## CASINO RESORT



	Average Wage Gap Between Positions Before Toke Percentage	Average Wage Gap Between Positions After Toke Percentage
Floor Supervisor	\$1,397.00	\$1,397.00
DR / Pit Manager	\$3,875.00	\$5,793.00
Pit Manager	\$4,469.00	\$6,148.00
DR / Shift Manager	\$9,491.00	\$9,491.00
Shift Manager	\$5,216.00	\$13,609.00



## Base Salary Cap

	Base Hourly	Base Salary	Base Salary Cap
Floor	\$20.75	\$43,160.00	\$50,000.00
DR/Pit	\$21.13	\$43,950.40	\$52,000.00
Pit	\$21.97	\$45,697.60	\$57,000.00
DR/Shift	\$24.24	\$50,419.20	\$65,000.00
Shift	\$26.61	\$55,348.80	\$70,000.00





## Highlights:

- Dealer guest service incentive with 95%
- Supervisor and Manager guest service incentive
- Career advancement opportunities
- No additional cost to the company
- Teamwork building format