

Downstream Authority of the Quapaw Tribe of Oklahoma Regular Meeting
August 12, 2015

Meeting Called to Order: 2:00 pm

ROLL CALL:	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

Jani

- Military ID
 - Add info from ID, do not copy
 - Take a picture
 - Consensus of the DDA
- New Job Descriptions
 - See attached
 - Special Projects Coordinator
 - pay band 4, 32-75K, manager lever

Motion by DDA Secretary Larry Ramsey to approve as presented. Seconded by DDA Member Marilyn Rogers. Vote: JB: y; RM: y; LR: y; MR: y; TR: y. (5 yes, 0 no, 0 abstain) Motion Carries

- Cultural Coordinator
 - Pay band 2
 - Located at DLC temp, report to GM then to HR Director when hired

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

- Clinic
 - DR/NP vs NP/LPN
 - See attached
 - Schedule meeting with Rob about Clinic
 - Need better service
 - Fix current problem before we make a change
- 90/10 token policy – table games
 - See attached
 - Implement Oct 1
 - Training next week with Raving
 - Consensus of the DDA to proceed

- \$25 VGT Machines
 - High coin in
 - Low hold
 - Pull analytics for every denom to review at next meeting
 - Pay table change on higher paying machines
 - 11 machines
- Jackpot payoffs
 - Key off machine while waiting
 - Look at process order

Adjourn 3:42pm

Downstream Proposal

Currently:

NP Supervision	\$ 15,750.00
NP Salary	\$ 83,387.00
Benefits	\$ 4,283.00
Pension	\$ 2,501.00
FICA	\$ 6,379.00
PTO Accrual	\$ 5,420.00
Liability Ins	\$ 948.00
Mgmt Fee	\$ 5,100.00
NP Total	\$ 108,018.00
RMA Salary	\$ 31,304.00
FICA	\$ 2,395.00
PTO Accrual	\$ 1,957.00
RMA Total	\$ 35,656.00
Total	\$ 159,424.00

Note: NP and RMA currently work 40 hours/wk 5 days

Proposed:

Physician	\$ 120,000.00
RMA Salary	\$ 31,304.00
FICA	\$ 2,395.00
PTO Accrual	\$ 1,957.00
RMA Total	\$ 35,656.00
Total	\$ 155,656.00

Note: Physician work 4hrs/day 5 days/wk 50 wks/yr
RMA work 40hrs/wk 5days

Would have priority scheduling at Dr. Akuna's office

(currently @ Conway)

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CASINO RESORT



90%/10% Table Games Toke Rate Proposal

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# of Pay Periods	Date	Beginning	Ending	100%	5%	10%
1	01/09/2015		01/22/2015	\$ 154,079.75	\$ 7,703.99	\$ 15,407.98
2	01/23/2015		02/05/2015	\$ 137,525.75	\$ 6,876.29	\$ 13,752.58
3	02/06/2015		02/19/2015	\$ 139,165.00	\$ 6,958.25	\$ 13,916.50
4	02/20/2015		03/05/2015	\$ 128,563.00	\$ 6,428.15	\$ 12,856.30
5	03/06/2015		03/19/2015	\$ 126,309.00	\$ 6,315.45	\$ 12,630.90
6	03/20/2015		04/02/2015	\$ 132,605.75	\$ 6,630.29	\$ 13,260.58
7	04/03/2015		04/16/2015	\$ 118,625.75	\$ 5,931.29	\$ 11,862.58
8	04/17/2015		04/30/2015	\$ 124,291.00	\$ 6,214.55	\$ 12,429.10
9	05/01/2015		05/14/2015	\$ 127,108.50	\$ 6,355.43	\$ 12,710.85
10	05/15/2015		05/28/2015	\$ 135,014.25	\$ 6,750.71	\$ 13,501.43
11	05/29/2015		06/11/2015	\$ 117,066.75	\$ 5,853.34	\$ 11,706.68
12	06/12/2015		06/25/2015	\$ 118,542.00	\$ 5,927.10	\$ 11,854.20
13	06/26/2015		07/09/2015	\$ 119,721.75	\$ 5,986.09	\$ 11,972.18
6 months				\$ 1,678,618.26	\$ 83,930.91	\$ 167,861.83
Projected 12 month				\$	\$ 167,861.83	<u>\$ 335,723.65</u>

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CASINO RESORT



DR Floor Supervisors

	Years of Service	Proposed				Current	Difference	Years of Service	Proposed				Current	Difference
		Base Rate	Token Rate	Approx	Hourly Rate based on years of service				Base Rate	Token Rate	Approx	Hourly Rate based on years of service		
Berry, Randy	6	\$11.00	\$9.22	\$9.22	\$13.55	\$20.95	\$1.82	Mayfield, Cassie	\$11.00	\$9.22	\$9.22	\$11.82	\$17.67	\$3.37
Brown, Candy	1	\$11.00	\$9.22	\$9.22	\$11.40	\$20.95	-\$0.33	Murphy, Cody	\$11.00	\$9.22	\$9.22	\$14.01	\$19.81	\$3.42
Callaway, Brody	6	\$11.00	\$9.22	\$9.22	\$13.55	\$19.79	\$2.98	Paonessa, Mike	\$11.00	\$9.22	\$9.22	\$12.24	\$18.47	\$2.99
Cooper, Jennifer	6	\$11.00	\$9.22	\$9.22	\$13.55	\$19.99	\$2.78	Payne, Stan	\$11.00	\$9.22	\$9.22	\$13.10	\$19.41	\$2.91
Corcoran, Caitlin	3	\$11.00	\$9.22	\$9.22	\$12.24	\$18.20	\$3.26	Payton, Danielle	\$11.00	\$9.22	\$9.22	\$13.55	\$20.81	\$1.96
Daggett, Kevin	6	\$11.00	\$9.22	\$9.22	\$13.55	\$19.13	\$3.64	Poole, Grady	\$11.00	\$9.22	\$9.22	\$13.10	\$19.41	\$2.91
Dhooghe, Jordan	5	\$11.00	\$9.22	\$9.22	\$13.10	\$20.09	\$2.23	Province, Vince	\$11.00	\$9.22	\$9.22	\$13.55	\$18.94	\$3.83
Garrett, Mary	7	\$11.00	\$9.22	\$9.22	\$14.01	\$19.03	\$4.20	Ringen, Ivy	\$11.00	\$9.22	\$9.22	\$13.55	\$20.09	\$2.68
Gibson, Heather	2	\$11.00	\$9.22	\$9.22	\$11.82	\$17.85	\$3.19	Roberts, Anthony	\$11.00	\$9.22	\$9.22	\$13.10	\$19.51	\$2.81
Hamby, Amber	7	\$11.00	\$9.22	\$9.22	\$14.01	\$21.20	\$2.03	Ross, Shellie	\$11.00	\$9.22	\$9.22	\$14.01	\$20.70	\$2.53
Hughes, Adam	5	\$11.00	\$9.22	\$9.22	\$13.10	\$19.03	\$3.29	Seo, Danny	\$11.00	\$9.22	\$9.22	\$13.10	\$19.51	\$2.81
Langston, Felicia	7	\$11.00	\$9.22	\$9.22	\$14.01	\$20.99	\$2.24	Thogmartin, Rob	\$11.00	\$9.22	\$9.22	\$13.10	\$19.90	\$2.42
Laughlin, Kayla	6	\$11.00	\$9.22	\$9.22	\$13.55	\$19.13	\$3.64	Whetzell, John	\$11.00	\$9.22	\$9.22	\$13.10	\$19.22	\$3.10
								Wood, Barrett	\$11.00	\$9.22	\$9.22	\$13.10	\$19.13	\$3.19

DR Floor Supervisors

	Years of Service	Proposed				Current	Difference	Years of Service	Proposed				Current	Difference
		Base Rate	Token Rate	Approx	Hourly Rate based on years of service				Base Rate	Token Rate	Approx	Hourly Rate based on years of service		
	2	\$11.00	\$9.22	\$9.22	\$11.82	\$21.04	\$3.37		\$11.00	\$9.22	\$9.22	\$11.82	\$17.67	\$3.37
	7	\$11.00	\$9.22	\$9.22	\$14.01	\$23.23	\$3.42		\$11.00	\$9.22	\$9.22	\$14.01	\$19.81	\$3.42
	3	\$11.00	\$9.22	\$9.22	\$12.24	\$21.46	\$2.99		\$11.00	\$9.22	\$9.22	\$12.24	\$18.47	\$2.99
	5	\$11.00	\$9.22	\$9.22	\$13.10	\$22.32	\$2.91		\$11.00	\$9.22	\$9.22	\$13.10	\$19.41	\$2.91
	6	\$11.00	\$9.22	\$9.22	\$13.55	\$22.77	\$1.96		\$11.00	\$9.22	\$9.22	\$13.55	\$20.81	\$1.96
	5	\$11.00	\$9.22	\$9.22	\$13.10	\$22.32	\$2.91		\$11.00	\$9.22	\$9.22	\$13.10	\$19.41	\$2.91
	6	\$11.00	\$9.22	\$9.22	\$13.55	\$22.77	\$3.83		\$11.00	\$9.22	\$9.22	\$13.55	\$18.94	\$3.83
	5	\$11.00	\$9.22	\$9.22	\$13.55	\$22.77	\$2.68		\$11.00	\$9.22	\$9.22	\$13.55	\$20.09	\$2.68
	6	\$11.00	\$9.22	\$9.22	\$13.10	\$22.32	\$2.81		\$11.00	\$9.22	\$9.22	\$13.10	\$19.51	\$2.81
	5	\$11.00	\$9.22	\$9.22	\$13.10	\$22.32	\$2.53		\$11.00	\$9.22	\$9.22	\$13.10	\$20.70	\$2.53
	7	\$11.00	\$9.22	\$9.22	\$14.01	\$23.23	\$2.81		\$11.00	\$9.22	\$9.22	\$14.01	\$20.70	\$2.53
	5	\$11.00	\$9.22	\$9.22	\$13.10	\$22.32	\$2.81		\$11.00	\$9.22	\$9.22	\$13.10	\$19.51	\$2.81
	5	\$11.00	\$9.22	\$9.22	\$13.10	\$22.32	\$2.42		\$11.00	\$9.22	\$9.22	\$13.10	\$19.90	\$2.42
	5	\$11.00	\$9.22	\$9.22	\$13.10	\$22.32	\$3.10		\$11.00	\$9.22	\$9.22	\$13.10	\$19.22	\$3.10
	5	\$11.00	\$9.22	\$9.22	\$13.10	\$22.32	\$3.19		\$11.00	\$9.22	\$9.22	\$13.10	\$19.13	\$3.19

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Floor Supervisors

Years of Service	New Rate	Token Rate	Approx	Proposed Hourly Rate	Total Proposed with Token Rate	Current	Difference
1	\$11.50	\$9.22		\$11.91	\$21.13	\$20.75	\$0.38
2	\$11.50	\$9.22		\$12.34	\$21.56	\$21.27	\$0.29
3	\$11.50	\$9.22		\$12.77	\$21.99	\$21.48	\$0.51
1	\$11.50	\$9.22		\$11.91	\$21.13	\$21.48	-\$0.35
7	\$11.50	\$9.22		\$14.58	\$23.80	\$23.46	\$0.34
1	\$11.50	\$9.22		\$11.91	\$21.13	\$20.75	\$0.38
1	\$11.50	\$9.22		\$11.91	\$21.13	\$20.75	\$0.38

DR/ Pit Managers

Years of Service	New Rate	Token Rate	Approx	Proposed Hourly Rate	Total Proposed with Token Rate	Current	Difference
1	\$13.00	\$9.22		\$13.44	\$22.66	\$21.13	\$1.53
1	\$13.00	\$9.22		\$13.44	\$22.66	\$21.13	\$1.53
7	\$13.00	\$9.22		\$16.30	\$25.52	\$23.87	\$1.65
1	\$13.00	\$9.22		\$13.44	\$22.66	\$21.13	\$1.53
3	\$13.00	\$9.22		\$14.36	\$23.58	\$22.07	\$1.51
3	\$13.00	\$9.22		\$14.36	\$23.58	\$23.36	\$0.22
3	\$13.00	\$9.22		\$14.36	\$23.58	\$21.96	\$1.62

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			Old Rate	New Rate
Biddle Jr, Ben F	Pit Manager	05/15/2015	\$26.71	\$27.96
Rice, Kevin M	Pit Manager	06/26/2015	\$23.08	\$24.58
Shepard, Ashley H	Pit Manager	06/12/2015	\$23.35	\$24.85
Smith, Joshua R	Pit Manager	10/31/2014	\$22.60	\$24.10
			\$199,122.02	\$211,082.02
				\$11,960.00
Ott, Mollie E	D/R Shift manager		\$24.04	\$27.04
Bridgman, Michael	D/R Shift manager		\$27.69	\$30.69
Bates, Jennifer	D/R Shift manager		\$25.62	\$28.62
			\$160,880.00	\$179,600.00
				\$18,720.00
Manos, Steve	Shift Manager		\$31.87	\$35.87
Rokos, John	Shift Manager		\$30.63	\$34.63
Westerfelt, Jeff	Shift Manager		\$29.50	\$33.50
			\$191,354.00	\$216,314.00
				\$24,960.00
Siler, Josh	Manager		\$33.17	\$38.67
			\$69,000.00	\$80,440.00
				\$80,440.00
				\$11,440.00
				\$67,080.00

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CASINO RESORT



Highlights:

- Dealer guest service incentive 90%
- Career advancement incentive
- Separation of pay grades
- Floors get a raise (annual tip average)
- Pits and managers savings allocation



Savings from adjusted hourly rates

= \$367,480

Proposed allocation from savings to

Pit Managers and above

\$67,080

Total Projected Annualized Savings

\$300,400