

Downstream Authority of the Quapaw Tribe of Oklahoma Regular Meeting
January 19, 2016

Meeting Called to Order: 10:13 am

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

Rob Weaver

Russ Garber

- Propose to put on PT to pay
- JB – need to create a job description based on scope of work and figure out total paid last year to make decision

Benefits/Severance

- When Brian Kenney left offered a 6 month severance package with benefits
- Are we obligated to provide it as COBR payments?
- RW – Yes, under the law that's what we're supposed to be doing. Should not be leaving on company insurance.
- JB – need to identify who we have on severance benefits, write a letter to them that will now be through COBRA (we will make the payments).
- Rob needs to sit down with HR and make sure we have the correct people on the correct insurance.
- RW – cost savings to the Casino because of tax on COBRA insurance is paid by recipient.
- JB – Rob sit down with Kent and HR to figure out the process to move those on severance to the correct post tax category.
- Jani – will the benefits be the same?
- RW – yes, all are the same
- Jani – What about Aflac and other insurance?
- RW – that is up to DCR, it just has to be moved to post tax deduction.
- Communication has to be sent to Rob when these severances happen because they only get notification through TGA when they are no longer on payroll.
- JB – need new policy and procedure for terminations that get severance vs terminations without
 - Need automatic notification to Rob and Finance
- Jani – what about covering Aflec and other than Health/Dental/Vision?

- JB – no, what they are getting is a gift. DCR will not cover over basic (health/dental/vision)
- JB: Rob, get us chart that shows us all the benefits so we can make sure that we get everything cancelled that should be
- Letter/Severance agreement should spell this out.
- Rob can contact them to see if they want to cover anything privately.

Adjourn: 12:15 pm