

**DRAFT**

**SQUAXIN ISLAND TRIBAL COUNCIL  
LITTLE CREEK CASINO  
October 7, 2009**

**Attendance:**

<b>Tribal Council</b>	<b>Dave Lopeman</b>	<b>Chairman</b> ( <i>annual leave</i> )
	<b>Arnold Cooper</b>	<b>Vice Chairman</b> ( <i>absent</i> )
	<b>Pete Kruger</b>	<b>Secretary</b>
	<b>Andy Whitener</b>	<b>Treasurer</b>
	<b>Misti Saenz-Garcia</b>	<b>1<sup>st</sup> Council Member</b>
	<b>Marcella Castro</b>	<b>2<sup>nd</sup> Council Member</b> ( <i>absent</i> )
	<b>Charlene Krise</b>	<b>3<sup>rd</sup> Council Member</b>
<b>Little Creek Casino</b>	<b>Cameron Goodwin</b>	
	<b>Mark West</b>	
	<b>Michael Peters</b>	
	<b>Joe Calabrese</b>	
<b>LCOB</b>	<b>Joe Peters</b>	
<b>Recording Secretary</b>	<b>Melissa Puhn</b>	

Arnold called the meeting to order at 9:15 a.m

Joe asked about these meetings; he asked if they could just have a LCOB Meeting and have Council attend the LCOB meetings. Would like to discuss a better more streamlined process, so there are no repeat meetings.

Discussed the comp policy; it was approved by LCOB to be presented to Council for consideration. Discussed LCOB's role; advise Council or advise the Casino.

Charlene shared that she feels that LCOB is advisory only and should not be involved in the day to day business. LCOB is an advisory board but the Casino should be run by the experts who are hired to do their job. LCOB is to protect the business and to help keep the goals in sight to benefit the best interests of the tribe and not individual families.

Joe reported they removed some staff and have advertised for those positions. Marketing Director, Compliance Officer, Income Auditor, Entertainment Manager. The EM structure may be altered. CEO Job search; the books are being sent out today and will be reviewed when they return. Council will review then once received. Joe will be at home this weekend; Mike will have authority in his absence.

Their staff appreciation dinner went well, have several 10+ year employees.

Evaluations are almost completed. Discussed the structure of raises and bonuses. There will be no increase to minimum wage this year so Joe discussed increases/bonuses. Working the numbers out and will discuss with Council once decided. Joe stated there is a .50 raise after 90 days. They will discuss this since its not in policy, he feels that there is no reason for it. The salary should be decided at the time of hire. Mark explained that initially when someone was hired they started making .50 less then their salary for 90 days. Once they pass their evaluation they will make up that

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.50/hour (e.g. if someone is hired at \$13/hr, they will make \$12.50 for the first 90 days). Joe stated that employees should receive bonuses based on work done, not because it's Christmas time. Cameron has asked around and most employees prefer a one time bonus check at Christmas instead of receiving a raise. LCOB decided that a one time check would be a larger impact instead of a small raise. Joe feels that a one time bonus check will be a better impact.

Discussed extensively a salary increase vs. a bonus check this year. Since there is no minimum wage increase this year Joe proposed not doing any increase for any staff this year; but do a one time bonus check at Christmas; or do a salary increase for everyone with no bonus check.

Charlene stated that if there is a one time bonus; employees would have something to look forward to and give them something to strive for, if its based on performance. Arnold reiterated that a bonus check would benefit all employees, where a salary increase would not apply to the minimum wage employees since they are "tied" to the state increase schedule.

4% one time bonus for everyone. Charlene commended the casino staff for their job this year and would like to see everyone get the one time bonus. Charlene made the motion to approve the 4% bonus for LCCR employees. Pete Kruger seconded the motion. Cameron stated they discussed doing 4% check at once or splitting it doing 2% now and 2% later. Splitting it would help cash flow for the Casino. Mike would like to see this not done at Christmas; staff became to expect their "Christmas bonus" and he would like staff not to expect it every year since its based on performance. Charlene would like it to be based on the best cash flow for the Casino. Cameron stated that the best cash flow management would be to distribute it two or three times split up, instead of a one time payment. Ray stated that the bonus is to help morale; he asked why not have it around Christmas since it is a "production" bonus. Joe said they distribute usually near Thanksgiving. Cameron stated they can do the payment one time; they would just have to work with their vendors and tribal government about payments. Ray asked if they could start "banking" the money during they year for bonuses; that way its not such a big hit. Ray would like to meet with Cameron to discuss cash flow.

Arnold brought back the motion; Council discussed doing a one time bonus check in November. Misti would like this communicated to staff, even the night staff.

The motion is tabled until Council tomorrow.

Charlene asked about financial cushion that would help cash flow to the government. Ray stated that cushion is gone. He will meet with Cameron and Deb this afternoon to discuss the cash flow to the government.

Mike brought up that they are working on drawings to add retail stores along the board walk for tribal members to sell. In discussion with IEI.

Joe discussed the Casino/Marketing analysis hiring. Discussed an in house attorney 5 days each week. He spoke with Kevin and Mark about this and it would save the casino a lot of money each year to have an in house attorney. From a cost savings it is the right thing to do; there are other considerations in regards to oversight of that attorney and costs to the Legal department. It would severely lighten the load to the Legal department.

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The casino cannot use the Marshall house, so it will be taken down.

Cameron went over the financial report; had a good July and August. Expenses under control and revenues increasing. Cameron handed out the revenues and briefed on.

Misti asked about after school employees. Mike explained that there are constraints from Child Labor Laws. He would like to hire 17-18 year olds for a couple of hours each day to work in maintenance. Education is always first though.

Cameron went over the EBITDA for the last 12 months.

Mark went over the operations report (see attached). The Bally install went well; took an extra day. New title from IGT will be installed today. Slot tournaments; they have all the equipment and approval by TGA. Will be doing employee tournaments to work out the bugs. Sample chairs will be in soon and plan to replace chairs at the machines. Pulled 15 machines out of storage; moving total machine count up.

Mark went over the table games production (see attached). Mini baccarat will start October 13<sup>th</sup>.

Working towards the large NW poker event. Good advertising of the event. Working on the lighting, layout, etc. Ordered new tables with the logo. Hired a professional photographer for the event.

Had quarterly keno tournament with a great turnout. Strong month.

Class II machines update (see attached).

The September bingo event was lower than expected; possibly due to the nice weather. Anticipating a better turnout for the upcoming events this and next month.

Mike spoke briefly about marketing. They have reassigned duties to current staff (see attached).

Mike went over past shows; Beach Boys and REO.

Discussed the Latino Dance. Good advertising, expecting a good turnout and learning a lot.

Mike left at 11:20 a.m.

Joe went over the hotel report (see attached).

There is a dog show this week; no more dog shows at this facility.

Hotel is doing well. Resort sales are booked through the end of the year. They have many events planned for December.

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Food and Beverage update (see attached).

Human Resources update (see attached).

Career Path Development (see attached).

Joe brought up the requests they receive to donate prizes, food, etc. This needs to be accounted and why is it the casinos responsibility to cover these expenses. Need the policy to be followed in requesting items and dinners. With government; if a department puts on a dinner at the casino it comes out of the departments' budget. All requests need to go through the proper authorization process. Charlene stated that committees and departments should not expect the Casino to cover the bill for any events.

Looking in to ways to get Skookum Lounge better used, opened more. Looking at other options to get it back in to operation.

Cameron brought up the pow wow. Although its not until February; Cameron would like to start discussing the pow wow and how the coordination will go. The concern is how the Casino is left to do the coordination and participation while the other entities do not get involved (MLRC, Tourism, Canoe Family, Elders, NR, Government, etc). Arnold would like to discuss this with a full Council. Cameron would like to know what the expectation is for the pow wow.

Adjourned at noon.