



Massachusetts Gaming Commission Meeting Minutes

Date/Time: October 12, 2017– 10:00 a.m.

Place: Massachusetts Gaming Commission
101 Federal Street, 12th Floor
Boston, MA

Present: Chairman Stephen P. Crosby
Commissioner Gayle Cameron
Commissioner Lloyd Macdonald
Commissioner Bruce Stebbins
Commissioner Enrique Zuniga

**Time entries are linked to
corresponding section in
Commission meeting video**

Call to Order

See transcript page 2

[10:00 a.m.](#) Chairman Crosby called to order the 226th Commission meeting.

Approval of Minutes

See transcript pages 2 - 4

[10:00 a.m.](#)

Chairman Crosby requested that the minutes from September 28 reflect that the Commission requested the Economic Development Fund presenters to think about how some of the presenters with similar proposals could work together. The Commission further requested staff to review the Racing Division Section of the minutes to determine whether the date of the stakes race mentioned in the minutes is accurate. Staff agreed to review both items and make any necessary corrections or additions.

Commissioner Zuniga moved for the approval of the Commission meeting minutes of September 14, 2017, subject to corrections for typographical errors and other nonmaterial matters. Motion seconded by Commissioner Cameron. Motion passed 4 – 0 with Commissioner Macdonald abstaining.

Administrative Update

See transcript pages 4 - 19

10:03 a.m. General Update

Executive Director Bedrosian described the amendment regarding background review of gaming service employees that is making its way through the legislature as part of the supplemental budget. Chairman Crosby stated that if the amendment makes it through the process, staff will work with MGM to get their thoughts on what categories of employees may be exempt from registration.

Executive Director Bedrosian shared with the Commission his travel to G2E in Las Vegas and that he arrived in Las Vegas the day after the shooting. He described the atmosphere in Las Vegas and expressed his condolences to all affected by that tragic event. Executive Director Bedrosian stated that we need to be mindful of public safety issues as we open our casinos and that conversations about public safety have been started with other regulators and our law enforcement folks. Chairman Crosby also attended G2E and was in Las Vegas during the shooting. Since other regulators were at the conference, he was able to discuss what they do regarding public safety and stated that our folks have already done a lot of work on this.

Commissioner Cameron expressed her respect and admiration for the Las Vegas law enforcement team. She affirmed that our folks are already working on public safety matters in an effort to keep things safe.

10:09 a.m. Fiscal Year 2017 Budget Closeout

CFAO Lennon and Revenue Manager Maria Bottari presented the 2017 budget closeout report. Director Lennon described revenue collected and commission expenses; this resulted in a surplus which will be proportionally credited against the licensees' upcoming assessments. Director Lennon took the Commission through the various line items in the report and noted for the Commission that certain line items were not assessed at the full overhead rate. He will discuss this with the comptroller to assist in better budgeting in the future.

Research and Responsible Gaming

See transcript pages 19 – 93

10:18 a.m. Director Vander Linden introduced Rob Motamedi and Thomas Peake from the UMass Donohue Institute. Mr. Motamedi and Mr. Peake presented the Plainridge Park Casino Operation: Economic Impact Report.

Mr. Motamedi put the study in context and explained the role of the Donohue Institute. He explained the scope of work for the study and the type of data collected. He also thanked Plainridge Park Casino for their help in obtaining data.

Mr. Peake presented on the data collected, how the models were created and the output from the models. He stated that the goal was to use the model to show what the Massachusetts economy would look like if Plainridge Park Casino did not exist.

Mr. Peake listed the number of employees at Plainridge Park Casino; the number of jobs supported; and the payments received by state and local governments. Mr. Peake explained that the study period was the first year of operation – July 1, 2015 through June 30, 2016.

The Commissioners asked questions regarding the regional impacts of the study's findings and how those findings can be quantified. The Commissioners also discussed how this study may be different when applied to the larger casinos.

Mr. Peake stated that they would like to continue to follow Plainridge Park Casino as the other casinos come on line to see how the impacts are affected.

Director Vander Linden discussed the optimal frequency for patron and license plate surveys in light of the labor intensive work needed to complete the surveys and the addition of the other casinos. He stated that attention is paid to the social impacts of gaming and that study is underway.

11:32 a.m. The Commission took a short recess.

11:40 a.m. The Commission reconvened.

Workforce, Supplier and Diversity Development

See transcript pages 93 - 155

11:40 a.m. Jill Griffin introduced Jeffrey Hayden, Holyoke Community College and Marikate Murren and Wanda Gispert from MGM who will present the MGM Workforce Development Plan Update. Director Griffin reminded the Commission that the Commission approved the workforce development plan previously but requested a further presentation within 90 days on MGM's local recruitment strategy. Director Griffin noted that MGM and the MCCTI (Massachusetts Casino Careers Training Institute) have agreed on a gaming school to provide qualified applicants. This report from MGM is a second submission and is based on feedback from the Skills Cabinet and the Regional Employment Board of Hampden County.

Ms. Murren and Ms. Gispert presented the local recruitment plan. They thanked the Baker administration for the grant to Holyoke Community College for its hospitality program. Ms. Murren stated that there will be approximately 3000 jobs; 80% will be full-time and 20% part-time. Thirty-five percent of the jobs are for Springfield residents and this portion of the jobs is the subject of the local recruitment plan. Ms. Gispert presented on the workforce strategy to create a pipeline for jobs over the next 5 years. The way to hire Springfield residents is to align with the local agencies serving the community.

Mr. Hayden presented on the recruitment strategy and the role of partners, for example the role of the regional employment board, and how the regional employment board and one stop centers will support the strategy. He expressed hope that a high quality workforce will be available to MGM. Mr. Hayden described the \$229,000 grant from the Baker administration to the Holyoke Community College and stated that the fund will be used to buy equipment for the culinary program.

Ms. Murren stated that an MOU for the gaming school has been executed. Staff for the school will be hired and recruitment will start next month.

Chairman Crosby asked about the sufficiency of English language skills programs. Mr. Hayden stated that it is always a challenge to have enough spots but that they should have additional capacity and that this will not be a limiting factor for MGM.

Ms. Gispert presented on partnering with vocational/technical schools and other colleges. She also described other programs that MGM participates in such as teaching hospitality skills in the community at no cost.

Ms. Murren described the process of selecting MGM employees. MGM's experience suggest that there is a 3-1 ratio of interviewed to hired. MGM expects to be on track to meet or exceed the number of applications received at its National Harbor resort. Ms. Murren stressed that workforce development continues after opening. MGM is engaged in workforce development which includes more than just hiring.

Commissioner Zuniga asked how close to opening does MGM expect to see a spike in interest in jobs. Ms. Gispert stated that a spike in interest should be seen in the January to March period, although interest increases as more jobs are posted on line.

Commissioner Stebbins asked about outreach to other colleges and universities in the area. Ms. Gispert stated that MGM meets with the career centers at the colleges and universities and likes to reach out to students, offering part-time jobs while they are in school which may create interest in a full time job after graduation.

Ms. Gispert described additional partnerships such as career readiness classes conducted by MGM at local high schools. Any non-profit or school can contact MGM and ask for a class. The class includes information on job skills, luxury guest services, interview prep, resume preparation and MGM career day. Ms. Gispert also described MGM's partnership with AARP on part-time and on-call jobs for retirees. The AARP program started in Springfield. Ms. Gispert described the pre-apprenticeship program for high volume jobs which consists of smaller classes that are several weeks in length. MGM partnered with Cambridge College on this program. Applicants must be residents of Springfield to apply. There is room for 1200 students and classes start in February of 2018. The cost to the student is not to exceed \$99 per week. MGM is donating the curriculum and instructors while Cambridge College is donating the space. MGM will hire from this program but other employers can hire from this program as well.

Ms. Murren stated that the MGM career center should open in the second week of November and will keep the Commission informed as to the actual opening date.

The Commission complimented the MGM team on the information in the report. Commissioner Stebbins suggested that MGM could have monthly check in call to report on how things are going.

Chairman Crosby asked Director Griffin if Wynn was putting together a similar program. Director Griffin stated that Wynn is in the process of hiring its workforce staff and that this will be a priority for them in the New Year.

Ombudsman

See transcript pages 155 - 162

[12:45 p.m.](#) Ombudsman Ziemba presented a request to appoint Mayra Negron-Rivera to the Region A Local Community Mitigation Advisory Committee and Kim Lee to the Region B Local Community Mitigation Advisory Committee, each for a 1 year term and to serve at the pleasure of the Commission.

Commissioner Zuniga moved that the Commission approve the recommendations for appointments under the Gaming Policy Advisory Committee, specifically Mayra Negron-Rivera to the Region A Local Community Mitigation Advisory Committee and Kimberly Lee to the Region B Local Community Mitigation Advisory Committee. Motion seconded by Commissioner Macdonald. Motion approved unanimously.

12:53 p.m. The Commission took a recess for lunch.

1:35 p.m. The meeting resumed

Legal

See transcript pages 163 - 199

[1:35 p.m.](#) Attorney Carrie Torrisi presented on the table game equipment regulations, 205 CMR 146. She described the comments received on the regulations, in particular the question of whether some of the requirements should remain in a regulation format or posted on the web. After review of the regulation and the comments, Attorney Torrisi recommended that all of the requirements remain in the regulation and that the requirements not be split between a regulation and a web posting. Commissioner Zuniga asked about how small changes in equipment would be handled and Director Band responded that small changes could be handled through the new games process.

Commissioner Cameron moved that the Commission approve the draft of 205 CMR 146 as included in the packet and authorize the staff to take the steps necessary to file the regulation with the Secretary of the Commonwealth and to proceed with the regulation promulgation process. Motion seconded by Commissioner Macdonald. Motion approved unanimously.

Deputy General Counsel Grossman presented amendments to 205 CMR 138 and 205 CMR 140 which address the treatment of unsecured funds. Mr. Grossman explained the purpose of the amendments and CFAO Lennon stated that these amendments will support the licensee's reconciliation process. Mr. Grossman stated that if the Commission was comfortable staff will circulate the amendments for informal comment and bring the amendments back for further Commission review. It was the consensus of the Commission that staff should proceed as suggested.

Deputy General Counsel Grossman presented on the Plainridge Park Casino request to enter into a non-disclosure agreement, pursuant to 205 CMR 139.02, to cover certain types of information provided to the Commission. Mr. Grossman described the history of the requests and explained each type of item for which the non-disclosure agreement is requested. Mr. Grossman recommended that the Commission approve the request, with the exception that public areas of any floor plans submitted are not covered by the non-disclosure agreement.

Commissioner Zuniga moved that the Commission approve the requests for a non-disclosure agreement from Plainridge Park Casino, with the exception of the public areas of the floor plans, as presented in the Commission packet and discussed here today. Motion seconded by Commission Stebbins. Motion approved unanimously.

IEB

See transcript pages 199 - 203

[2:10 p.m.](#) IEB Director Wells presented a suitability report on a Plainridge Park Casino qualifier, Mr. William Fair, Executive Vice President Chief Financial Officer.

Commissioner Cameron moved that the Commission approve Executive Vice President CFO William Fair for licensure. Motion seconded by Commissioner Stebbins. Motion approved unanimously.

2:12 p.m. The Commission took a short recess.

2:16 p.m. The Commission reconvened.

Commissioners Updates

See transcript pages 203 - 337

[2:16 p.m.](#) Commissioner Stebbins stated that this item continues the presentations on suggestions for the use of the Gaming Economic Development Fund that started at the Commission's last meeting in Springfield. We have a number of presenters today who will describe their proposed strategies. These presentations come from both the Everett and Plainville areas.

Anthony Ucci, Bristol Community College, presented on enhancing student services; capital improvements; and regional economic development projects.

Alice Murrillo, Bunker Hill Community College, presented a proposal on workforce training including ESOL for hospitality workers, basic academic instruction, skills training for hospitality workers and displaced worker training; scholarships and training grants and summer jobs including paid work experience in the hospitality field; access to training for unemployed and underemployed.

Lisa Summers and Mary Jenkins, Mass Cultural Council, presented on the impact of the arts on employment and communities and the creation of regional cultural councils to have a greater impact on communities.

Sunny Schwartz, Metro North Regional Employment Board presented on job training programs; job readiness programs; regional workforce planning; and youth jobs.

Paige Duncan presented on a joint proposal from the Towns of Plainville, Foxborough and Wrentham to promote tourism in the area; increase commuter rail to Foxborough and shuttle service to move people to various local attractions; support reverse commute and last mile connection to bring folks to jobs in the area; and job training in hospitality.

David O'Donnell, Greater Boston Convention and Visitors Bureau, presented on an expanded China marketing initiative to develop training modules on how to meet the needs of visitors from China and to increase the market share of visitors from China.

4:15 p.m. Commissioner Cameron left the meeting.

Commissioner Stebbins stated that the MAPC sent a letter containing suggested strategies in lieu of a presentation. Commissioner Stebbins also stated that Nashoba Valley submitted an infrastructure proposal. He said that the time table for the white paper on the strategies submitted is that the Commission will send out follow up questions, have continued conversations with other agencies and receive comments on the proposals, all of which are on the Commission's website, until early November. A draft of the white paper will come to the Commission in December.

Commissioner Macdonald reported on his trip to Las Vegas to attend a program by the International Center on Gaming Research at the University of Nevada Las Vegas. The program focused on sports betting.

4:28 p.m. *Having no further business, a motion to adjourn was made by Commissioner Stebbins. Motion seconded by Commissioner Macdonald. Motion passed 4 – 0, Commissioner Cameron having earlier left the meeting.*

List of Documents and Other Items Used

1. Massachusetts Gaming Commission, Notice of Meeting and Agenda dated October 10, 2017
2. Massachusetts Gaming Commission, Draft Meeting Minutes, September 28, 2017
3. Massachusetts Gaming Commission Memorandum from CFAO Derek Lennon regarding the FY 17 Budget Closeout dated October 12, 2017
4. Presentation – SEIGMA - Economic and Fiscal Research Agenda for FY 17
5. Presentation – SEIGMA - Plainridge Park Casino Operations: Economic Impacts
6. Report – SEIGMA – Plainridge Park Casino First Year of Operation: Economic Impacts dated October 6, 2017
7. Presentation – MGM City of Springfield Hiring Strategy
8. Massachusetts Gaming Commission Memorandum from John Ziemba regarding Local Community Mitigation Advisory Committee Appointments dated October 10, 2017
9. Draft Regulation 205 CMR 146 – Gaming Equipment

10. MGM Letter from Seth Stratton regarding 205 CMR 146 dated April 5, 2017
11. Table Scientific Games regarding 205 CMR 146 dated April 3, 2017
12. Plainridge Park Casino Request for Non-disclosure Agreement dated March 11, 2016
13. Plainridge Park Casino Request for Non-disclosure Agreement dated March 3, 2016
14. Plainridge Park Casino Request for Non-disclosure Agreement dated January 2, 2017
15. Presentation – Bristol Community College dated September 12, 2017
16. Presentation – Bunker Hill Community College dated September 15, 2017
17. Presentation – Mass Cultural Council
18. Letter dated September 15, 2017 and Presentation – Metro North Regional Employment Board
19. Letter dated September 15, 2017 and Presentation – Towns of Plainville, Foxboro and Wrentham
20. Letter dated September 15, 2017 and Presentation – Greater Boston Convention and Visitors Bureau
21. Letter dated September 15, 2017 – Metropolitan Area Planning Council

/s/ Catherine Blue

Catherine Blue, Assistant Secretary