



MASSACHUSETTS GAMING COMMISSION
PUBLIC MEETING#322

October 1, 2020
10:00 a.m.

VIA CONFERENCE CALL NUMBER: 1-646-741-5293
PARTICIPANT CODE: 112 241 9137



Massachusetts Gaming Commission



**NOTICE OF MEETING and AGENDA
October 1, 2020 – 10:00 a.m.**

PLEASE NOTE: Given the unprecedented circumstances resulting from the global Coronavirus pandemic, Governor Charles Baker issued an order to provide limited relief from certain provisions of the Open Meeting Law to protect the health and safety of individuals interested in attending public meetings. In keeping with the guidance provided, the Commission will conduct a public meeting utilizing remote collaboration technology. If there is any technical problem with our remote connection, an alternative conference line will be noticed immediately on our website: MassGaming.com.

Pursuant to the Massachusetts Open Meeting Law, G.L. c. 30A, §§ 18-25, notice is hereby given of a meeting of the Massachusetts Gaming Commission. The meeting will take place:

**Thursday, October 1, 2020
10:00 a.m.**

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All documents and presentations related to this agenda will be available for your review on the morning of October 1, 2020 by [clicking here](#).

PUBLIC MEETING - #322

1. Call to order
2. Administrative Update – Karen Wells, Executive Director
 - a. Investigations and Enforcement Bureau Job Description Review – Chair Cathy Judd-Stein; Commissioner Gayle Cameron; Karen Wells, Executive Director
3. Commissioner Updates
4. Other business – reserved for matters the Chair did not reasonably anticipate at the time of posting.



Massachusetts Gaming Commission

5. The Commission anticipates that it will meet in executive session in accordance with G.L. c.30A, §21(a)(3) to discuss strategy with respect to litigation as discussion of the subject matter at an open meeting may have a detrimental effect on the litigating position of the Commission. The public session of the Commission meeting will not reconvene at the conclusion of the executive session. **VOTE**

I certify that on this date, this Notice was posted as “Massachusetts Gaming Commission Meeting” at www.massgaming.com and emailed to: regs@sec.state.ma.us, melissa.andrade@state.ma.us.

September 29, 2020

Cathy Judd-Stein, Chair

Date Posted to Website: September 29, 2020 at 10:00 a.m.



Massachusetts Gaming Commission

Director of the Investigations and Enforcement Bureau (IEB)

Under the direction, control and supervision of the Chair of the Commission, the Director of the Investigations and Enforcement Bureau, (“Deputy Director, Director of the Investigations and Enforcement Bureau”) is the executive and administrative head of the bureau and shall be responsible for administering and enforcing the laws relative to the bureau and to each administrative unit of the bureau pursuant to M.G.L. c. 23K, s. 6. The bureau, which is within the Commission, is the primary enforcement agent for regulatory matters under Chapter 23K.

The bureau shall perform such functions as the Chair may determine in relation to enforcement, including the investigation of all licensees of the Commission.

The Director of the IEB has supervision over 4 divisions within the bureau:

- The Licensing Division
- The Gaming Agents Division
- The Financial Investigations Division
- The Chief Enforcement Counsel’s Office

The Director of the IEB also has supervisory authority, in conjunction with the Colonel of the State Police, of the Gaming Enforcement Unit of the Massachusetts State Police, and works with local police departments, the Attorney General’s Office and the ABCC relative to public safety as well as regulatory and criminal enforcement matters.

The bureau is a law enforcement agency and its employees shall have such law enforcement powers as necessary to effectuate the purposes of M.G.L. Chapter 23K, including the power to receive intelligence on an applicant or licensee under that chapter and to investigate any suspected violations of the gaming laws in the Commonwealth.

Duties and responsibilities include, but are not limited to, the following:

- Administer the complete licensing and registration process within the bureau, including investigations of both individual and entity applicants for licensure or registration
- Oversee on-site compliance of Licensed Massachusetts Gaming Establishments with all applicable laws, as well as compliance with approved casino internal control submissions
- Oversee adverse action process, including issuance of civil administrative penalties for serious non-compliance by licensees
- Provide effective management of and leadership for all divisions within the bureau
- Continually review and develop policies and procedures within the bureau for all investigations and enforcement activities
- Administer appropriate training for IEB staff, ensuring all are competent and knowledgeable of all regulations, laws and policies and procedures
- In coordination with the Executive Director, partner with the Finance Department to develop and oversee the IEB annual budget
- Monitor IEB operations to assess performance against budget and legal requirements, and implement changes as necessary

Skills and Qualifications:

- Ability to understand gaming regulatory requirements, particularly internal control submissions by casino operators
- Experience in creating administrative efficiencies through technological solutions and/or system innovations
- Demonstrated competence in management of diverse workforce and experience in recruiting, mentoring, promoting, and retaining a diverse group of talented individuals
- Superior written and verbal communication skills
- Capable of handling many tasks that are time sensitive in pressure situations
- Attention to detail and ability to implement plans efficiently and effectively
- Ability to synthesize, summarize and disseminate important details in an accessible fashion, in a public arena, and in a timely manner
- Ability to read, analyze, and interpret business and financial reports
- Highest level of good character, honesty, and integrity

Experience, Education, and Training:

- Bachelor's Degree and significant management experience
- Experience in complex investigations, including ability to understand the suitability investigatory process for individual and entity applicants for licensure or registration
- Regulatory experience in the casino gaming industry or other regulatory organization preferred
- J.D. is not required, but considered a plus

The successful candidate will support the mission and adopted values of the Massachusetts Gaming Commission and maintain and advance a fair, transparent participatory process for implementing the expanded gaming law in the Commonwealth.

Salary range is \$145,000 - \$160,000, commensurate with experience.

The successful candidate will be required to pass an extensive background check that includes a full credit check, CORI, drug screen, and fingerprinting.

The Massachusetts Gaming Commission is responsible for the implementation of the expanded gaming law (Chapter 194 of the Acts of 2011). Under the law, the Commission is tasked with establishing a regulatory framework for the solicitation, licensing, taxation, and oversight of a maximum of three casino licenses and one slots parlor license in Massachusetts.

It is the policy of the Massachusetts Gaming Commission and the Commonwealth of Massachusetts to afford equal employment opportunities to all qualified individuals, without regard to their race, color, ancestry, religion, sex, sexual orientation, national origin, age, physical or mental disability, citizenship status, veteran status, gender identity or expression, or any other characteristic or status that is protected by federal, state, or local law.