

**EAGLECREST BOARD OF DIRECTIORS**  
**Meeting Minutes**  
**April 5th, 2018, 5:30**  
**City Hall, Room 224**

**Agenda:**

1. ROLL CALL: Members Present, Lee Henry, Dave Hanna, Bruce Garrison, Mike Stanley, Kayla Harmon, Sam Buck, Norton Gregory. Attending telephonically Stephanie Hoag.
2. APPROVAL OF AGENDA  
After hearing and seeing no objections the Agenda was approved by unanimous consent.
3. APPROVAL OF MINUTES
  - a. March 1st Minutes  
Mike Stanley made a motion to adopt the minutes as presented and the motion was seconded by Dave Hanna. The motion passed by unanimous consent
4. PUBLIC PARTICIPATION  
Fred Hiltner from the Juneau Nordic Ski Club said that the Nordic Ski Community has been really happy with the ramping up of the Nordic trail grooming at the end of the season and wanted to thank everyone for the efforts
5. COMMITTEE & LIAISON REPORTS
  - a. Trails Committee Cabin Update  
Bruce Garrison gave an update on a meeting with the Juneau Community Foundation and the volunteers that have been working on the design and costing of the project. Tom Daughtery has been able to get an initial cost estimate on materials which will be around \$50,000. It was discussed that the Juneau Community Foundation will have their own project manager to oversee the project. JCF is going to draft up an agreement as to who is responsible for aspects of the projects. Bruce recommended that a separate subcommittee be formed

with himself and Dave Hanna to provide Board representation to continue moving the project forward while making sure that the Manager does not have to dedicate too much time to the project. The Manger also discussed the desires of the JCF to host a fund raising event at Eaglecrest sometime in early June. The Manager discussed having a pre-application meeting with CBJ Community Development to discuss the permitting process prior to hosting the fundraising event.

b. Budget Presentation to Assembly

The Manager gave an overview on the Budget Presentation. He felt that the presentation was received well. There was some engaged questioning from the Assembly members especially in regards to the future snowmaking and summer operations projects. He is interested to watch the Budget move forward over the next six weeks. Bruce Garrison made the point that the \$700,000 general fund request that was approved in FY 18 was included in the general budget packet with the \$25,000 increase being included in a supplemental package that will have Eaglecrest and other department increased budget increments packaged together. Norton Gregory recommended that Board Members talk to their Assembly Members regarding the unscheduled projects in the CIP Request lists for the Cabin project and the snowmaking expansion project expressing the importance of these to receive the needed funding.

6. MANAGERS REPORT (see manager's report 4/5/18)

- a. Financial Report
- b. Mountain Operations
- c. Summer Projects
- d. Staffing needs going forward

Bruce Garrison mentioned that previously the Lift Supervisor position was a year around position that helped work on summer projects. Mike Stanley asked if there was room in the Budget to fund these. The Manager replied that there was room in the existing budget to handle these positions as we had budgeted for some positions that have not been filed. Some discussion ensued.

Kayla Harmon asked about any end of the season events, such as slush cup, for this year. The Manager reply that they decided that due to the lack of base depth in the area that the slush cup is held that they made the decision to bring back the Easter Celebration, that was less dependent on snow cover. He mentioned that the Juneau Ski Club was going to have a race on Lower Hilary's and a BBQ that would be open to the public on Saturday April 7<sup>th</sup>.

Kayla Harmon also asked if the new Director of Base Operations had started. The Manager thanked her for the reminder and notified the Board that Drew Baird had started into his position on April 2<sup>nd</sup> and will be training in under Justin Pelkowski, interim Director of Base Operations during the final weekend of operations.

Kayla asked about the status of Black Bear Chair. The Manager let everyone know that it is ready to run but we have lost too many of our staff members to be able to staff it for the final weekend.

Kayla Harmon mentioned that Al Shaw has offered to buy the mountain Aluminum Benches to be used at the top of the mountain. Some discussion ensued.

Bruce Garrison asked about the study that was done on the Fishcreek Lodge regarding the structural integrity of the lodge to make sure it was still available. He was notified that the study does still exist.

Bruce discussed the need to communicate with the summer hikers about the upcoming Ptarmigan Ramp Project and that they will need to be aware of heavy machinery and construction activity. Bruce also discussed the desire to have more special events happening on the mountain next season.

Lee Henry asked where we are at with the Nordic Ski Club MOA for grooming. The Manager responded that he expected it to be finished in the next two weeks.

## 7. UNFINISHED BUSINESS

## 8. NEW BUSINESS

### a. End of season bonuses

The Manager discussed that there was not room in the budget this year for bonuses to be issued and that he would like to use the resources to try and achieve the pay plan adjustment instead. Bruce Garrison discussed the options that Eaglecrest has in their personal rules to give bonuses, merit increases or none of the above. Some discussion ensued.

### b. Schedule Finance Committee Meeting to discuss pricing.

Meeting Scheduled for May 24th

### c. Schedule HR Committee Meeting for GM Evaluations

Meeting Scheduled for April 25th

### d. Schedule Nordic Advisory Meeting

Meeting Scheduled for April 26<sup>th</sup>

### e. Staffing Needs

Bruce Garrison made a motion: to allow the Manager to create two new positions one being a Lift Mechanic and one being a Summer Projects Manager. Seeing and Hearing no further discussion the motion was approved by unanimous consent.

## 9. PUBLIC PARTICIPATION

Gary Stanbough: Complemented the staff on the quality of the grooming and how great the conditions are at the end of the season with how little snow was received. Complemented the new Lift Supervisor, Greg Hudson and the positive interactions that he has provided to the customers. Would like to see an early season pass option prior to July 1<sup>st</sup>. Thinks there should be a clearly defined expectation on whether or not we will offer the spring pass.

## 10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS

Dave Hanna: Echoed Gary's thoughts and complements on Greg Hudson's performance this season as Lift Supervisor and has been a real asset to the mountain in many ways and appreciated seeing him checking tickets on a regular basis. Dave has heard a lot of great

compliments on the new Managers performance as well. The only negative comments that have been heard are on some of the communications around certain events as well as the snow conditions reporting and would like to see ongoing work on the website and communication strategy.

Kayla Harmon: Is very pleased that we have been able to salvage the winter and feels that people are positive on getting the value out of their season passes. Would have liked to see a better sendoff party for the end of the year with a beer garden and a bigger celebration to the end of the year.

Sam Buck: Is feeling very blessed for the spring conditions that we have had. Feels like he has gotten a whole season of snowboarding in during the last six weeks. Eaglecrest is the happy place for him and many of the people in Juneau.

Norton Gregory: Wanted to back up Dave Hanna's comments on the checking of ski passes. He wonders how many people ski without passes. On a trip to Alyeska Norton noticed the great RFID ticketing system that made it easier to ensure that all guest were ticketed and also provides great tracking and data analytics on participation. Heard a lot of great feedback on the Books to Boards program throughout the winter. Thinking about advertising and promotion to keep the excitement in the community.

Mike Stanley: Seconds a lot of the comments and is still getting unsolicited comments of customers that are pleased with the Manager's performance and the way the mountain has been run this season. Mike noticed that the website needed to be caught up on Meeting Minutes and Managers reports. He is finding the new website a little less friendly than the old one and would like to see continued work on the website throughout the summer. Thank you to all the staff for the hard work throughout the season.

Bruce: Seconds the complements to Greg Hudson the Lift Supervisor and the Manager. He especially appreciated Greg checking tickets

regularly. Very impressed with how the mountain is skiing with such little snow. Complements to the Board Members that allowed Brian Davies to focus on the constant summer trail work which has allow the mountain to function with such little snow. Would like to see more events and wants to see more events like the Friday Night skiing and spaghetti feed that we had in early February. Maybe a 30% off senior lunch to try and get non-skiers up to the mountain.

Stephanie Hoag: Thanks all of the staff for all of the work to make the best out of a challenging season.

Lee Henry: Wants to tell the entire mountain staff job well done! Lee echoes Sam's sentiments that it was great to see the season turn around and had a great spring. Complements to the Snow Sports School with all of their hard work develop great youth programming. Complemented the Manager on his budget presentation to the Finance Committee answering all of the questions effectively. Lee notified the Board the he is not intending to reapply for another term due to time restraints with work and family obligations.

11. ADJOURNMENT – Next meeting date May3rd 2018 at 5:30 in room 224 city hall