

EAGLECREST BOARD OF DIRECTIORS
Meeting Minutes
June 7th, 2018, 5:30
City Hall, Room 224

Agenda:

1. **ROLL CALL:** Members Present: Bruce Garrison, Stephanie Hoag, Dave Hanna, Mike Stanley, Kayla Harmon, Sam Buck, Norton Gregory. Absent Lee Henry

2. APPROVAL OF AGENDA
Bruce Garrison requested that in New Business under the General Managers performance review that it be noted that the Board will be going into executive session. He also asked that public participation be moved ahead of the General Managers performance review. The Agenda was approved with suggested changes by unanimous consent.

3. APPROVAL OF MINUTES
 - a. May 3rd Minutes
Dave Hanna made a motion to approve the minutes as presented. The Motion was seconded by Sam Buck and was subsequently approved by unanimous consent.

4. PUBLIC PARTICIPATION

5. COMMITTEE & LIAISON REPORTS
 - a. Cabin Kickoff Event and Fundraiser
The Manager discussed the kickoff and fundraiser event on June 14th. Mike Stanley discussed a meeting that was had with the Eaglecrest Foundation where they agreed to donate \$20,000 toward the project.
 - b. Finance Committee FY 19 Pricing
The Manager presented the proposed pricing plan (See the meeting packet). Dave Hanna mentioned a couple of categories that the Manager was going to look into. It was suggested that the Collage pass stay at the \$399 price point after tier two. The concept of a

discounted locker promotion that would be offered to anyone who purchased a seasons pass for the upcoming year was discussed. After discussing some of the nuances of executing the lockers sales the manager recommended holding the pricing steady on lockers from last year and instead of offering the promotion, having staff do some renovations to change some of the single lockers into family lockers which are in higher demand. Conceptually all of the seasonal products will remain the same with single day rate products increasing by one dollar.

6. MANAGERS REPORT (see manager's report)

a. End of the Season Financial Outlook

Some discussion was had around the timing on how we engage with the Eaglecrest Foundation's contribution toward to cost of operations. Discussion was also had on the accrued leave and inventories impacts to the Fund Balance.

b. FY 19 Budget Update

c. Project update on bridge repair and Ptarmigan Ramp

d. Mt Operations

e. Summer Trail Plan

A question was asked about the Gravity Logic Feasibility Study. The Manager notified that it was the goal to have the feasibility study performed near the middle of September.

f. Director of Snowsports, RRR recruitment and Marketing Manager recruitment update

7. UNFINISHED BUISNESS

8. NEW BUSINESS

a. FY 19 Pricing adoption

Mike Stanley made a motion to adopt the FY 19 pricing as presented with the recommended changes as presented by the Finance Committee and to accept the Managers recommended action on the Locker pricing. Stephanie Hoag seconded the motion. There was a short discussion on the locker pricing. It was asked that staff figure out some options to bring to the Board that would show the mountains appreciation to passholders for their loyalty prior to the

start of the season. After seeing and hearing no addition discussion or objections to the motion the motion passed by unanimous consent.

b. Desired Qualities for Board Members

Bruce Garrison introduced the goal of coming up with criteria to guide the assembly when appointing new Board Members to vacant seat. The list below was produced.

The more diverse the Eaglecrest Board is, the better it is able to assist the General Manager in the operation of Eaglecrest.

Skill sets that help in making the board function well:

- 1) Legal
- 2) Financial/Business Experience
- 3) Construction/engineering/architecture
- 4) Education/Family/Working with youths
- 5) Management/Personnel
- 6) Board experience
- 7) Marketing

The three board members leaving are also the youngest members. Variance in age, gender, experience and user groups has greatly contributed to the board's vitality.

c. General Manager Performance Evaluation (Executive Session)

Mike Stanley made a motion to move into executive session to discuss the Managers performance evaluation. Stephanie Hoag seconded the motion the motion passed with unanimous consent to recess into executive session. The Board returned from executive session at 6:38pm. Mike Stanley made a motion to adopt the General Managers performance evaluation consistent with the recommendations of the HR committee and the discussions had in executive session. The motion was seconded by Sam Buck. After hearing and seeing no objections the motion passed by unanimous consent.

9. PUBLIC PARTICIPATION

Emily Palmer introduced herself as the new Parks and Recs liaison. She has been a lift long skier and is very excited to be involved with the Eaglecrest in collaboration with Parks and Recs.

Tom Myer, asked about public access to the upper mountain during the construction on Ptarmigan ramp. The Manager explained the plan to reduce access during rock hauling periods and where people will be able to find information. Tom also asked if historically there had been a liaison between the Juneau Ski Club and the Eaglecrest Board as he is now a Ski Club Board Member.

Meagan Gregory introduced herself as a current applicant for the vacant seats on the Eaglecrest Board. She is looking forward to having the opportunity to apply and hopefully work with the Board in the future.

10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS

Kayla Harmon started by saying that this will be her last meeting as a Board Member and is glad to have taken part in hiring the Manager and seeing the Cabin and the new Pub plans taking shape.

Sam Buck, also his last meeting. He is thankful for learning so much about the Board activity during his time on the Board and is happy to have taken part in the exciting changes that are underway at the mountain. Is also excited to see the Cabin and the Pub projects continuing forward.

Mike Stanley, gave thanks to the Manager for keeping a positive outlook during a challenging first year and looks forward to seeing how the new Management Team can grow into their new working relationships. Also gave thanks to Kayla and Sam for bringing forward the views of a younger generation. Mike gave thanks to Norton for pushing forward on the request for funds on the snowmaking expansion.

Stephanie Hoag gave thanks to the manager for being a can do guy as well as to Kayla and Sam for their service and said that they are leaving big shoes behind to fill. Stephanie also gave thanks to Norton for his assistance in the snowmaking funds. She is also very excited about the cabin and the pub.

Dave Hanna gave thanks to Sam and Kayla. He also thought this is a great opportunity for the Manager to do some good team building exercises with the staff. He recommended bringing in someone for the outside to facilitate some team building exercises.

Norton Gregory is very excited for the upcoming season. Is sad to see Kayla and Sam leaving. Norton would like to see the continued focus on developing addition revenue potential for the summer season to help diversify and stabilize the season fluctuations at Eaglecrest. Norton is happy to have the opportunity to be the Eaglecrest Liaison in the coming year to support the ongoing work and development at the mountain.

Bruce Garrison thanked Kayla, Sam and Lee for their service with the Eaglecrest Board which takes a lot of commitment. Bruce feels that they have all done an outstanding job in their roles. He told the Manager that he can expect the continuing support from the Board as he moves forward with the restructuring and improvements to the payplan and other goals laid out in the Manager's evaluation.

11. ADJOURNMENT – Next meeting date July 9th 2018 at 5:30 in room 224 city hall
The meeting adjourned at 6:53