

EAGLECREST BOARD OF DIRECTORS
Meeting Agenda
Thursday June 2nd 2022 5:30pm
Hybrid – In person City Hall Room 224

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Agenda:

1. ROLL CALL

2. APPROVAL OF AGENDA

3. APPROVAL OF MINUTES
 - a. Minutes from May 5th 2022

4. PUBLIC PARTICIPATION

5. COMMITTEE & LIAISON REPORTS
 - a. Finance Committee Meeting May 18th 2022
 - b. HR Committee Meeting May 19th 2022

6. MANAGERS REPORT
 - a. Department Update
 - b. Capital Project Plans
 - c. Gondola Project Progress

7. UNFINISHED BUISNESS

8. NEW BUSINESS
 - a. Pricing Slate for 2022/2023 Season
 - b. New Cabin Name
 - c. Wage Increase for FY23
 - d. Changes to Snow Safety Director Position
 - e. Desired Board Attributes
 - f. Executive Session

i. General Manager's Annual Evaluation

9. PUBLIC PARTICIPATION

10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS

11. ADJOURNMENT – Next meeting date July 7th 2022 5:30pm hybrid zoom & room 224

EAGLECREST BOARD OF DIRECTORS
Meeting Minutes
Thursday May 5th 2022 5:30pm
Hybrid – ZOOM/In person City Hall Room 224

1. ROLL CALL

Board Members Present: Mike Satre, Jon Dale, Dave Hanna, Stephanie Hoag, Shawn Eisele, Mark Rainery. Manager Dave Scanlan was also present. Assembly Liaison Greg Smith joined the meeting later.

2. APPROVAL OF AGENDA

Stephanie suggested that Nordic trail naming be added under New Business

3. APPROVAL OF MINUTES

The Minutes from April 7, 2022 were unanimously approved with a correction of the spelling of Dave Hanna's name

4. PUBLIC PARTICIPATION

Betsy Fischer presented maps of the upper and lower Nordic trails with commonly used names to be formalized. The purpose of naming the trails is to make communication with groomers easier, as well as to aid the public in knowing their location. .

Erin Lupro was very grateful for Brian's retirement party.

5. COMMITTEE & LIAISON REPORTS

a. HR Committee Meeting May 2nd 2022

Stephanie reported that process to be used for the manager's annual evaluation is the same one that has been used in previous years. Survey Monkey feedback will be received by Sunday, May 15, and the HR committee will meet again on May 19 to complete the evaluation. The whole board will approve the evaluation at the June Meeting.

6. MANAGERS REPORT See the Manager's Report.

a. Financial Report

Alaska Coach tours will be bringing in some revenue soon when the snow disappears from the lower loop.

b. Department update

Mt. Ops - The tubing hill cabin is expected to be on line by fall EV chargers will be added using grant funds. Pour the Love funds will pay for electrical work on the cabin. We will talk about naming opportunities

Ski Patrol – Dave is working on reclassification of Brian's job to be a year-round position.

SSS/etc. This was the best year yet for locker sales

RRR –A lot of product is unavailable – there are supply chain issues for both rentals) and retail. The Gogate system will read passes and show face on a screen next winter
Mike asked about seasonal ski rental for 5th grade skier program. Children’s seasonal ski rentals get waitlisted and a larger fleet is needed. Dave Hanna asked what budget would be needed. It was raised from \$18000 to 25000 a few years ago, but rising costs have eaten up that raise. The skis are expensive and hard to get. Dave H suggested getting together some private funding for that.

c. Report from Assembly Budget Presentation

The budget was presented April 27 with a generally positive reception. The National Wage Analysis Survey should show big increases in wages industry-wide next year.

d. Update from Gondola Inspection

The freight quote came in double the \$450,000 budget but the Assembly has appropriated additional funding. It’s now possible to start the work of getting bid packets for design and construction.

e. Progress on Gondola Goldbelt Partnership and Procurement. See Manager’s report.

7. UNFINISHED BUSINESS

a. Upcoming Meeting Schedule

i. Finance Committee meeting or pricing was tentatively set for May 18th. Dave will send out staff’s pricing recommendation to board tomorrow.

ii. Planning Committee?? Not due for one yet until things evolve

iii. HR Committee Meeting May 19th.

8. NEW BUSINESS

a. June Board Meeting reschedule

A brief meeting with a limited agenda will be held on the regular June 2 date to approve 2022-2023 pricing

An additional special meeting will be held later in the month to approve the Manager’s Evaluation. .

b. Added naming of ski trails

Dave will discuss with staff and get back to us on formalizing the names. Erin brought up the policy of not naming runs after people, so as not it will open a floodgate. Dave can get maps updated and then we’ll look at signage.

9. PUBLIC PARTICIPATION .

Betsy has additional name suggestions.

Erin thanked the board for making the meeting to set prices a priority.

10. BOARD OF DIRECTORS COMMENTS AND QUESTIONS

Assembly Liaison Greg Smith: Wants to do some more talking about summer operations task force to find out what the community wants us to consider. The wage increases will be discussed next Wednesday. Dave S. asked if there was any additional information needed on the wage topic.

Shawn really likes Dave Hanna's idea about finding funding for children's skis and thinks it could be good opportunity for the Eaglecrest Foundation. He wants to keep an eye on what we do for populations that can't access. I.e. 5th grade, books to boards.

Mark apologizes for his absences, is looking forward to the pricing meeting, and is glad the trip to Austria went well

Dave H. Is looking forward to gondola work, and wants to get to work on some ski funding
Stephanie also wanted to emphasize the need to make Eaglecrest affordable for as many groups as possible and thanked Dave and his staff for their hard work

Mike said thanks for a great season and reminded board members to be sure to open the survey link and put thought into it.

Dave H. moved to adjourn and the meeting adjourned at 6:51

11. ADJOURNMENT ☐

Dave H. moved to adjourn and the meeting adjourned at 6:51
Next meeting date June 2nd 2022
5:30pm Location TBD

Eaglecrest Board Finance Committee

May 18th 2022, 5:30 PM

Valley Library

1. Roll Call: Jon Dale, Shawn Eisele, Kevin Krein, Dave Hanna, Stephanie Hoag and Mike Satre were all present. The mountain was represented by Dave Scanlan, Erin Lupro and Brian Davies.
2. Overview of Assembly May 11th Finance Committee: The committee discussed the Assembly Finance Committee meeting. The mountain had asked the Assembly for an additional \$210k in General Funds to cover staff pay raise. The result of the meeting was an additional \$55k in general funds with \$55k matching from Eaglecrest funds to cover the pay raise. The board and GM also reviewed FY23 proposed expenses and balanced the funding impact against unfunded liabilities and the end of period fund balance. The committee was in favor of a 7% pay raise.
3. Pricing: The committee reviewed proposed pricing for the 22/23 season. The group reviewed historical prices and the approximate 10% rate increase across most areas. The group agreed that it would be beneficial to bring back single ride lift passes to help out groups engaged in avalanche/back country safety.
4. Eaglecrest staff proposed that the new tubing cabin be named "Raven's Rest", the committee supported the name. The new cabin will have power and be available to rent in September for \$125/night.

Manager's Report May 2022

Financial Analysis: We are in the process of reconciling all of our spending accounts. As the last month has gone by, we have continued to see the impacts of the labor shortage effecting some of our anticipated revenue from the start of the summer tour season. At this point all of our concessionaires are on hold except for Seagway Alaska due to lack of staffing. We are optimistic that the walking tours with Alaska Coach Tours will start up on June 9th. Zipline does not have a target start date at this point. We are doing our best to control spending as we come close to the end of the year. As we discussed in our Finance committee meeting we will be doing our best to increase our fund balance this year. We have just been assigned a new CBJ Accountant Sonia Delgado. She is one of the Senior CBJ Accountants. We are excited to work with her on ways to strategically improve our fund balance and clean up older inventory as we move into our new year around operations.

End of Season Budget Estimator			
Department	Wage and Benefits to date	Department Total	
administration	\$411,383	\$ 411,383	
Ski Patrol	\$207,765	\$ 207,765	
Lift Operations	\$60,294	\$ 60,294	
Mountain Maintenance	\$296,696	\$ 296,696	
Base Operations	\$92,289	\$ 92,289	
Food Service	\$57,935	\$ 57,935	
SSS	\$195,739	\$ 195,739	
Rental	\$50,398	\$ 50,398	
Marketing	\$55,457	\$ 55,457	
Workers Comp Expense	\$5,019	\$ 5,019	
Season End bonus		\$ 42,500	
additional wages and benefits to year end	\$90,600	\$ 90,600	
Total Personnel Costs		\$ 1,566,076	
Total Other Costs by Department	From GL via Biweekly	posted on card not in GL	Anticipated
Administration	\$ 594,301	\$ 15,000	\$45,352
Ski Patrol	\$ 18,345		
Lift Operations	\$ 16,157		
Mountain Maintenance	\$ 136,981	\$ 10,000	\$2,000
Base Operations	\$ 122,217		\$7,000
Food Service	\$ 86,730	\$ 3,121	\$500
SSS	\$ 4,296	\$ 203	
Rental	\$ 64,930	\$ 609	
Marketing	\$ 83,802	\$ 65	\$1,000
Building Maintenance	\$ 89,307		
Vehicle Repair	\$ 120,729		\$10,000
Total Other Costs by Department	\$ 1,337,795	\$ 28,998	\$65,852
Total Expense			\$2,998,720
Total Expected Revenue			\$3,029,000
Total Contribution to Fund Balance			\$30,280

Mountain Operations: The Mountain Operations team has been busy getting started on the summer servicing of the chair lifts. The Porcupine Chair servicing is complete. The Line repair on Hooter has started. Chairs, RFID gates and base terminals of Hooter and Ptarmigan are being given a coat of new paint. The equipment mechanics have been busy getting all of our excavation equipment, dump trucks and 4 wheelers serviced and put into action. The final round of clean up at the Nest and pumping of the clivus bathroom holding tanks has been completed while travel is still possible in the snow cat. Extensive cleaning inside the maintenance shop and organization of the shop yard has been completed. Organization of the shop inventory in preparation for our year-end audit is ongoing. Drainage improvement to the upper and lower parking lots have been completed to help minimize the further slumping of the surface until a full rebuild can be performed after the Gondola Construction has been completed. The crew has been working very efficiently and productively.

Base Operations: The Director has been continuing with end of the season reconciliation and detailed training in the backend of our point of sale system in preparation for the launch of our 2022/2023 products.

Marketing & Events: Our first recruitment period is scheduled to close on June 3rd. We are hopeful to have a couple of qualified candidates applying for the position

SSS: The Snowsports School director has been very busy assisting with the preparation for our pricing meeting, preparing the point of sale for our launch of the Hilda Dam Cabin that happened on June 1st and preparing for the upcoming launch to the seasons pass sale. She is preparing for the upcoming inventory count and finalizing the numbers from the past season, reconciling school district invoicing and bus transportation billing.

Capital Projects: The first half of the summer will be focused on tying up loose ends from last summer's projects. One area of focus will be finalizing the snowmaking expansion project and testing the new system to ensure it is able to run at maximum capacity and efficiency for the coming season. We will be building a post and beam snow shed roof over the pump station to protect it from the heavy snow loading. Another area of focus will be work on the Black Bear Chair's Electrical system. The last area of focus will be to start preparations for the Gondola Installation.

Over the last month, the crew is nearing completion or renovations to new Ravens Rest Cabin. The electrical work on the interior has just been completed. Extensive work is underway for the relocation and expansion of our electric vehicle charging station located in front of the Raven's Rest Cabin, ¼ of the way down the upper parking lot. We hope to have a total of 6 charging stations. The stations will be protected by a post and bean pole shed structure to keep snow, ice and rain away from the equipment.

Preparation for the storage of the gondola is nearing completion. The Mountain Operations Crew has cleaned up the machinery in the Lower Nordic Parking lot, removed a field of alder bushes, stumps and regraded pile of overburden from the porcupine lodge construction. We now have a very large area that has been graded with the road grader and will be compacted with a large roller in the weeks to come. We hope to be able to maintain the same amount of Parking as during the past season after the Gondola is stored.

Gondola Project: Now that the Assembly has approved the transportation quote from Lynden Transport, we have been able to work with all of the involved parties and have a firm shipping schedule. We will begin loading the Gondola in Austria on June 27th. Loading is expected to take 2 to 3 weeks with transportation time estimated at around 7 weeks. This should have the Gondola arriving to Eaglecrest early fall before the start of the season. The Manager has been working with the Engineering department and has a Request for Proposals active for full design services for the Gondola, Summit House, midway station enclosure and base station enclosure. The solicitation is scheduled to close on June 17th. We hope to be able to have the final profile complete by early August to allow us to start locating all tower and terminal bases in order to perform geotechnical analysis. We also hope to build construction access to tower bases and all terminal stations before the snow flies.

CBJ's Outside Legal Council has started working on our Partnership Documents for Goldbelt Corporation.

New Business Items: d & e below

To: Dallas Hargrave, Human Resources Director

From: Dave Scanlan, General Manager Eaglecrest Ski Area

Subject: Modifications to Snow Safety Director Memo

Date: May 26th 2022

The current Director of Snow Safety, Brian Davies is retiring after 34 Seasons on Ski Patrol. With the purchase of the new Gondola from Austria, Eaglecrest will be expanding winter operations as well as becoming active in summer operations. This being the case we now have a need for a year around Mountain Safety Manager. Assuming our construction schedule stays on track, we will begin expanded winter operations in the winter of 2023/2024 and Summer Operations in the summer of 2024. There is an immense amount of work that needs to be accomplished planning new avalanche control procedures and installing new avalanche control equipment in the summer of 2023 to allow for a successful winter operations in 2023/2024 winter season.

In the current FY 23 budget, I have allocated 0.60 FTE hours for the Director of Snow Safety Position. I would like to expand this to 0.80 total FTE hours to be allocated to the Mountain Safety Manager Position for FY 23. I would like to re-allocate the needed 0.20 FTE hours from position # 60030 Eaglecrest Laborer that are currently allocated to Riley Mosures's position.

Going into FY24 the Eaglecrest Board of Directors will be budgeting for 1 FTE to fully fund the modification of the former Director of Snow Safety into a fully year around position to be named Mountain Safety Manager. The Eaglecrest Board will provide a motion at their coming monthly Board Meeting on June 2nd.

With the growth that Eaglecrest will be experiencing over the next 5 years, we anticipate many changes to our staffing schedules and will make all efforts to keep Human Resources apprised as the new staffing needs approach.

Thank you for your consideration.

Respectfully,
Dave Scanlan
General Manager
Eaglecrest Ski Area



June 2021 Eaglecrest Board Recommendations:

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 Board would like to express that they feel there is large value to retaining as much preexisting knowledge of issues facing the Ski Area related to the economic and operational impacts of COVID 19. Existing Board Members have also developed a deep understanding of the opportunities to develop Summer Operations at Eaglecrest. Retention of this existing knowledge base may help the Board to continue guiding the Manager through the many challenges that will face the Ski Area in the year ahead.