



# EAGLECREST BOARD OF DIRECTORS AGENDA

August 7, 2025 at 5:30 PM

Assembly Chambers/Zoom Webinar

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155 Heritage Way or via Zoom

<https://juneau.zoom.us/j/88259484580?pwd=Z0dyTUdKdHh4ZEY0STU0N1M0VnovZz09> Meeting ID:  
882 5948 4580 Passcode: 372236

**A. ROLL CALL**

**B. APPROVAL OF AGENDA**

**C. PUBLIC PARTICIPATION**

**D. MANAGERS REPORT**

1. Summer Update

2. Financials

**E. NEW BUSINESS**

3. Gondola Update - Craig Dahl

4. Eaglecrest Pay Plan

**F. COMMITTEE & LIAISON REPORTS**

**G. EXECUTIVE SESSION**

5. General Manager's Evaluation

**Suggested Motion:** *by xx, that the board recess into executive session to discuss subjects that tend to prejudice the reputation and character of any person, specifically the General Manager's performance evaluation.*

**H. BOARD OF DIRECTORS' COMMENTS AND QUESTIONS**

**I. NEXT MEETING DATE** September 4, 2025

**J. SUPPLEMENTAL MATERIAL**

6. July Year Over Year - Corrected Version

**K. ADJOURNMENT**

# Eaglecrest Mountain Update

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## GM August Update

It's been a tremendously busy two months for the team. We've made meaningful progress on a wide range of projects across the ski area, kept up with the administrative demands that come with that work, and built and launched products.

On top of all that, two major initiatives have required substantial time and attention:

1. The Assembly's directive to evaluate transitioning Eaglecrest staff to the CBJ pay schedule.
2. Renewed momentum around the Gondola Project.

The pay plan project is a significant undertaking and will continue to require close collaboration with HR and Finance. Our goal is to present the most accurate and thorough information to the Board and Assembly—and, just as importantly, to ensure that any outcome is fair and equitable for Eaglecrest and CBJ staff alike.

The Gondola Project has been reinvigorated thanks in large part to the efforts of Craig Dahl. Craig has done an excellent job of bringing all stakeholders back to the table—both literally and figuratively—which has helped foster a clearer understanding of each party's perspective and the steps ahead. Through Craig's coordination, we've had several productive meetings with the design team, the Manager's Office, relevant CBJ departments, and Eaglecrest leadership. These discussions have helped refine our direction and priorities moving forward.

While both projects have demanded a lot of time and focus, they've also sparked valuable strategic conversations about the best course for Eaglecrest over the next several years. That said, we still face significant hurdles. One emerging concern is that season pass sales for the 2025/26 season are currently considerably down compared to the same time last year. I've spoken with the Eaglecrest leadership team, Board members, and the Finance team about what this means within the broader context of Eaglecrest's current challenges, and how we might respond. While we anticipated a dip due to the low-snow winter and a

difficult past year overall, it's still sobering news. We're talking about adjustments we can make to boost sales and adapt to this evolving reality.

All in all, the workload at Eaglecrest remains significant, and in all honesty - daunting. It will take sustained effort and resources to move us forward, but we are laying the groundwork for a successful operating season. Importantly, the energy among staff is far more positive and collaborative than it was at this time last year.

I won't understate the mountain we still have to climb. Week by week, we are making progress. We've made significant strides in areas the Assembly has prioritized:

- Strengthening our culture of safety
- Improving our work environment to support staff retention
- Addressing deferred maintenance
- Increasing collaboration with city departments and the Assembly

The road to long-term stability won't be easy, but the work we're doing now is essential. It sets us up for greater success in the future and prepares us for the eventual integration of the gondola and expanded summer operations.

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## Mountain Operations Update

July has been a productive month with substantial progress on both in-house and contract-based maintenance projects. Focus has been placed on critical lift infrastructure, trail enhancements, and long-term equipment planning. In addition, we've begun tackling outstanding compliance issues and preparing for significant capital work.

### Upcoming Summer Projects (In Progress or Scheduled):

- **Carl's Bridge:** Structural repair work is currently being scoped and scheduled.
- **Sourdough Pump Station:** Operational checks are scheduled to verify pump function and system integrity.
- **Snowmaking Pipe Repair:** Targeted repair of snowmaking infrastructure is scheduled to restore full function.
- **Chair Non-Destructive Testing (NDT):** Testing of all chair components is now in process. This corrects a lapse in compliance from previous years.
- **Tower Ultrasonic Testing & Riblet Inspection:**
  - All lift towers will undergo ultrasonic testing of bolts.

- Riblet Service Bulletin #1996-133 inspections for flange cracking are being completed—there is no historical record that this bulletin was addressed previously.
  - **Tower 15 Lean (Ptarmigan):** Structural assessment in progress due to observed lean and bolt deformation.
  - **Bullwheel Bearings:** Replacement scheduled for both **Ptarmigan** and **Porcupine** lifts.
  - **Gearbox Reinstallation:** The Ptarmigan gearbox has been sent to Cone Drive in Michigan and will be reinstalled upon return.
  - **Lift Line Work:** Prep work for installing rebuilt two-wheel and four-wheel mains continues, with major line work scheduled to begin in July.
  - **Shop Yard Cleanup:** Collaboration with CBJ Waste Management continues to remove outdated equipment and scrap material from the maintenance yard.
  - **Snowcat Procurement:** Planning is underway to replace aging grooming equipment as part of our long-term fleet strategy.
  - **Snow Removal Equipment Leasing:** FY26 leases for loaders and auxiliary snow removal equipment are being finalized.
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## Base Operations Update

### Facilities & Infrastructure

- **Porcupine Lodge Stairs:** The new stairs outside the Porcupine Lodge are completed and meet all current building codes.
- **Fish Creek Deck:** Deck reconstruction is scheduled to begin shortly and may already be underway at the time of this meeting.

### Administrative

- **New Administrative Coordinator:** We are pleased to welcome **Marissa** to the Eaglecrest team. She has begun her role as Administrative Coordinator. Base Operations will continue to support administrative functions during her onboarding.
- **Position Descriptions & Hiring:** Most seasonal job postings have gone live. Remaining positions are pending final approval of updated position descriptions.

### Human Resources

- **J1 Visa Recruitment:** Interviews have been conducted with **16 international J1 candidates** for the 2025–26 winter season.

### Contracts & Vendor Relations

- **Zipline Vendor:** We are currently negotiating the upcoming contract renewal with our zipline operator, with discussions including potential expansion of services.

- **FY26 Contracts:** Opening purchase orders and preparing contract materials for FY26 vendors and operational needs.
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## Mountain Safety Update

July has seen substantial fieldwork in trail clearing, infrastructure repairs, and safety system improvements. Patrol staff have also been engaged in facility upgrades and strategic planning.

### Fieldwork & Trail Maintenance

- **Brushing Completed:** Sections of Ego and lower Williwaw have been cleared.
- **Trail Clean-Up:** Under The Nest has been cleaned, and continued maintenance is underway on the Nest-to-Ridge trail and mountain bike routes.
- **Dolly Varden:** A rock wall was lowered to improve access to Big Dipper.
- **Ego Summer Road:** A section of the summer road was repaired.

### Infrastructure & Repairs

- **Karl's Bridge:** Stabilization work has been completed.
- **Nest Ramp:** Repairs have been completed to improve access.
- **Heater Repair:** Heater servicing was completed in the Patrol space in The Nest.

### Facilities & Equipment

- **Aid Room:** Interior painting is in progress.
- **Patrol Locker Room:** Flooring replacement is underway.
- **New Signage:** Warn-and-inform and directional signage has been ordered.

### Operations & Planning

- **Wage Comparison Project:** Currently participating in wage study to align patrol compensation.
- **Position Development:** Assisted in position description and administrative projects.
- **Summer Trail Crew:** Seasonal position has been advertised.
- **Website Updates:** Ongoing updates to the safety section of the Eaglecrest website.

# Operating Actual vs Budget History

Fund - Eaglecrest  
 Program All  
 GL Account All  
 Components All

	2020 Actual	2020 Budget	2021 Actual	2021 Budget	2022 Actual
Expenses	2,408,509	2,718,500	3,030,473	3,171,405	2,973,392
	2,408,509	2,718,500	3,030,473	3,171,405	2,973,392
Total Expenses	2,408,509	2,718,500	3,030,473	3,171,405	2,973,392
Revenues	2,386,070	2,822,299	3,175,187	3,206,405	3,163,586
	2,386,070	2,822,299	3,175,187	3,206,405	3,163,586
Total Revenues	2,386,070	2,822,299	3,175,187	3,206,405	3,163,586

2022 Budget	2023 Actual	2023 Budget	2024 Actual	2024 Budget	2025 Actual	2025 Budget
3,015,400	3,585,623	3,585,625	3,876,817	3,910,551	4,153,626	4,310,100
3,015,400	3,585,623	3,585,625	3,876,817	3,910,551	4,153,626	4,310,100
3,015,400	3,585,623	3,585,625	3,876,817	3,910,551	4,153,626	4,310,100
3,011,900	3,420,377	3,449,000	3,629,061	3,808,100	3,481,551	4,300,800
3,011,900	3,420,377	3,449,000	3,629,061	3,808,100	3,481,551	4,300,800
3,011,900	3,420,377	3,449,000	3,629,061	3,808,100	3,481,551	4,300,800



# Actual vs Budget Year To Date

City and Borough of Juneau

July 2024 To June 2025 (12 Months)

Fund All  
 Department Eaglecrest  
 Program All  
 GL Account All  
 Accounting Units All

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open YTD Actual Costs Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	4,310,100	4,081,430	(228,670)	-5.31%	72,196	4,153,626	(156,474)	-3.63%
Revenues	4,300,800	3,481,551	(819,249)	-19.05%	-	3,481,551	(819,249)	-19.05%
<b>Net Total</b>	<b>(9,300)</b>	<b>(599,879)</b>	<b>(590,579)</b>	<b>-6,350.31%</b>	<b>(72,196)</b>	<b>(672,075)</b>	<b>(662,775)</b>	<b>-7,126.61%</b>

Product	Quantity Sold	Revenue (\$)
<b>July 2025 Pass Sales</b>		
Adult Pass	93	61519
CBJ Pass	2	1260
Senior Pass	9	4819
College Pass	5	2887
Military Pass	11	6352
Teen Pass	19	6583
Youth Pass	23	4347
Child Pass	8	268
<b>TOTAL</b>	<b>170</b>	<b>\$88,035</b>
		62.89%

Product	Quantity Sold	Revenue (\$)
<b>July 2024 Pass Sales</b>		
Adult Pass	292	191835
CBJ Pass	6	3780
Senior Pass	31	16600
College Pass	13	6961
Teen Pass	30	10395
Youth Pass	37	6993
Child Pass	20	672
<b>TOTAL</b>	<b>429</b>	<b>\$237,236</b>
		3.17%

Product	Quantity Sold	Revenue (\$)
<b>July 2023 Pass Sales</b>		
Adult Pass	255	168682
CBJ Pass	17	10710
Senior Pass	37	19813
College Pass	9	4819
Teen Pass	48	16632
Youth Pass	45	8595
Child Pass	21	705
<b>TOTAL</b>	<b>432</b>	<b>\$229,956</b>

Product	Quantity Sold	Revenue (\$)
<b>2022-2023</b>		
Adult Pass	1397	825,035
Senior Pass	126	62,010
College Pass	70	35,886
Teen Pass	338	109,861
Youth Pass	363	66,045
Child Pass	238	7,728
Nordic	73	10,781
Nordic Add On	173	7,675
Flex Pass	188	31,838
Transferable	15	15,776
<b>TOTAL</b>	<b>1584</b>	<b>\$347,600</b>

Product	Quantity Sold	Revenue (\$)
<b>2021-2022</b>		
Adult Pass	1423	790,573
Senior Pass	117	52,936
College Pass	76	25,448
Teen Pass	366	114,017
Youth Pass	441	73,988
Child Pass	244	7,152
Nordic	109	13,634
Nordic Add On	178	7,166
Flex Pass	193	32,167
Transferable	18	16,615
<b>TOTAL</b>	<b>1742</b>	<b>\$343,123</b>

Product	Quantity Sold	Revenue (\$)
<b>2023-2024</b>		
Adult Pass	1211	816,365
CBJ	46	28,980
Senior Pass	115	62,464
College Pass	71	39,238
Teen Pass	304	112,347
Youth Pass	331	65,775
Child Pass	202	6,686
Nordic	62	9,933
Nordic Add On	164	8,452
Flex Pass	215	38,918
Transferable	17	\$16,170
<b>TOTAL</b>	<b>1527</b>	<b>\$388,963</b>

Product	Quantity Sold	Revenue (\$)
<b>2020-2021</b>		
Adult Pass	1151	28,023
Senior Pass	110	46,823
College Pass	60	24,939
Teen Pass	354	103,825
Youth Pass	380	60,907
Child Pass	235	6,942
Nordic	137	15,107
Nordic Add On	184	7,166
Flex Pass	226	37,571
Transferable	15	14,340
<b>TOTAL</b>	<b>1701</b>	<b>\$317,620</b>

Product	Quantity Sold	Revenue (\$)
<b>2024-2025</b>		
Adult Pass	1142	762,405
CBJ	38	23,940
Senior Pass	122	66,288
College Pass	67	37,248
Teen Pass	269	98,389
Youth Pass	320	64,007
Child Pass	180	6,014
Nordic	41	6,058
Nordic Add On	100	5,250
Flex Pass	140	24,097
Transferable	12	\$13,860
<b>TOTAL</b>	<b>1289</b>	<b>\$345,151</b>

Product	Quantity Sold	Revenue (\$)
<b>2019-2020</b>		
Adult Pass	860	390,895
Senior Pass	92	35,458
College Pass	46	18,431
Teen Pass	227	63,131
Youth Pass	297	43,716
Child Pass	195	5,583
Nordic	72	6,986
Nordic Add On	112	2,943
Flex Pass	419	42,091
Transferable	15	15,576
<b>TOTAL</b>	<b>1475</b>	<b>\$233,915</b>

**Memorandum**

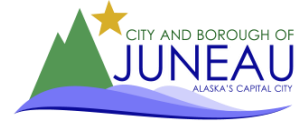
**To:** Mike Satre, Chairman, Eaglecrest Board  
Eaglecrest Board Members

**From:** Craig E. Dahl, Special Projects Manager

**Subject:** Introduction

**Date:** August 4, 2025

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While I know many of you on the Eaglecrest board, I wanted to provide a brief introduction and a summary of my role with the City & Borough of Juneau.

I have lived in Juneau for most of my life and along with my wife who is a life-long Juneauite, raised a family of three children, all of whom at some point along the way enjoyed Eaglecrest. I skied “before” Eaglecrest so have a long perspective of its history. I spent 42 years in the banking industry, and for the last ten years served as the Executive Director for the Juneau Chamber of Commerce.

I agreed to come to work for the City Manager as a “Special Projects Manager” but my specific mission is to bring the gondola project back to the forefront and provide the Manager and the Juneau Assembly a transparent assessment of project scope and cost. It is imperative that Eaglecrest/CBJ meet their contractual obligations to Goldbelt, Inc. to deliver a finished gondola. This project is intended to provide both Goldbelt and Eaglecrest with a significant return on their investment while providing an additional and unique visitor experience for cruise passengers. Completing the gondola and all related amenities on schedule is the “carrot”, and the “stick” is a significant financial penalty if we fail to deliver the project by spring of 2028.

The project has already experienced delays for a variety of reasons, but we are at a point where there can be no more delays. Compliments to Alan Steffert, who has kept things moving forward while also managing other critical issues brought on by the flood, and other large CBJ projects demanding equal – or more – time and attention. However, in addition to the construction of the gondola itself, there are a multitude of components and amenities necessary to deliver a complete visitor experience, and these have both a time and cost component that needs to be identified and scheduled.

I recognize that the board and management have been dealing with major issues - personnel, compensation and failing ski area assets – but it is imperative that the Eaglecrest board provide management with the resources and authority to focus on the development and operation of the gondola. Craig Cimmons and I will be working with Goldbelt leadership in the coming weeks to start the process of revising the franchise ordinance that was never finished and developing the terms of the underlying operating agreement to clarify the roles and responsibilities of both parties.

I look forward to working with the Eaglecrest management and the board to ensure that this project lives up to everyone’s expectations. I will be glad to answer any questions at the meeting.



**DATE:** July 30, 2025

**TO:** President Satre and Eaglecrest Board

**FROM:** Angie Flick, Finance Director  
Dallas Hargrave, Human Resources and Risk Management Director

155 Heritage Way  
Juneau, AK 99801  
Phone: (907) 586-5215

**SUBJECT: Eaglecrest Pay Plan Options and Actions**

The purpose of this memo is to provide the Eaglecrest Board (ECB) with information related to the Eaglecrest Pay Plan/Personnel Rules, potential conversion to the City and Borough of Juneau (CBJ) classification and compensation plan and the FY 2026 approved budget. The ECB must decide a path forward, making decisions in the very near future to implement wage changes in order to impact current staff and recruitment efforts for the upcoming season.

### **FY 2026 Approved Budget**

The FY 2026 approved budget for Eaglecrest (EC) included a substantial increase for personnel to address ongoing wage issues and hard-to-fill positions, in addition to an increase of a handful of positions. As per the current normal process for Eaglecrest, the EC management and Board must develop and approve a plan for wage adjustments. As part of the budget discussion with the Assembly Finance Committee (AFC), Chair Woll asked CBJ staff to evaluate the conversion of EC positions into the CBJ classification and compensation plan. This is a conversation that has been mulled around for many years.

Converting EC positions will require funding. Adjusting wages for EC positions/personnel without conversion requires funding. Neither happens automatically or magically on July 1 with the start of the new fiscal year.

### **Converting to CBJ Classification and Compensation Plan**

What does 'converting to the CBJ classification and compensation plan' mean? CBJ utilizes a range and step process of classifying positions based on many factors including: the minimum requirements of the successful applicant, the complexity, authority, and impact of the work of the position. The placement of positions into a range is done carefully and in keeping with other positions across CBJ. Employees are placed into steps within a range based on direct experience, typically on an initial step on the scale. The expectation is that pay increases (step increases) are earned with the passage of time in the position – one step per year for the first six steps, then one step every two years with a bigger pay increase between steps.

Eaglecrest's positions are also assigned ranges in a similar fashion, except the scope of equity in range placement is limited to EC positions only. The EC pay plan has many more steps than the CBJ pay plan, and the General Manager has significant authority in approving step placements and movement. EC employees receive step increases at the completion of an evaluation and in accordance with the rating.

The CBJ pay plan is influenced by labor negotiations with the non-public safety union MEBA (Marine Engineers Beneficial Association) every three years. The Assembly has traditionally accepted changes to pay and personnel rules for MEBA employees and applied them to non-represented positions. If Eaglecrest converts to the CBJ pay plan, their employees would convert as non-represented. In the

recently concluded negotiations (concluded in June 2025), MEBA and non-represented employees will receive an increase in pay as a result of the pay scale increasing in the first full pay period in the fiscal year by 3% July 2025, 3% July 2026 and 5% July 2027. Additionally benefitted employees in their positions on July 1, 2025 received a lump sum payment of \$2,750, pro-rated for part time employees. This amount will adjust to \$2,000 for those in their positions on July 1, 2026. From a budget perspective, both the negotiated wage changes and timed step increases are accounted for and included in the budget process and proposed budget.

The EC pay plan is adjusted only when the EC Board approves an increase and obtains additional funding and approval from the Assembly.

Position reviews and classification updates are done periodically by CBJ Human Resources (HR). These are often driven by city and department experiences in recruiting and retention. Because EC positions are in their own grouping, a general study on a similar position at CBJ may not influence the similar EC position. As an example, mechanics are hard to hire right now for government and private industry. If HR were to do a market study and change the way mechanics are classified or paid, it would only apply to CBJ mechanics as the EC mechanics are separate. If EC positions are converted into the CBJ positions, then EC would benefit from cross-departmental position studies and modifications.

### **Pro's and Con's of Converting**

Why should Eaglecrest positions convert to the CBJ classification and compensation plan?

- Consistency of wage and benefit increases – employees know what to expect
- Increased integration with CBJ
- Ability to take care of common position recruitment issues as a city
- More alignment with CBJ benefits (example: CBJ has 12 holidays, EC has 6 holidays)
- Efficiencies in administration of positions and employees

Why should Eaglecrest positions not convert?

- ECB loses some control of pay raises and bonuses
- Eaglecrest General Manager loses control of step placements
- Personnel becomes more costly if conversion takes place – higher wages, regular increases, additional benefits

### **Conversion Analysis Work**

Based on direction from the AFC Chair to staff, a lot of work has been accomplished on analyzing the impact of converting EC positions to CBJ positions. We'd like to acknowledge the amount of work required by so many people to get where we are today. We suspect that while a conversion has been discussed for many years, undoubtedly a barrier to consideration is the amount of effort required to simply explore the world of the possible! Here is an update on the work accomplished thus far:

- Updated all position descriptions (Eaglecrest managers)
- Worked on a position to CBJ range allocation (HR, EC GM)
- Compared Personnel Rule changes (EC GM, HR, Finance, Manager's Office)
- High level costing (Finance)

Steps left to complete

- Finalize position to CBJ range allocation (HR, EC GM)
- Conversion rules/plan (EC GM, HR, Finance, Manager’s Office)
- Final costing of conversion
- Final Personnel Rule modifications

**Timeline to implement changes to employee pay**

Here is the timeline and steps required to implement a conversion:

- August 6, AFC Meeting – update Assembly on conversion analysis work
- August 7, ECB Meeting – Introduce basic ideas, progress and personnel rule updates for conversion
- August – EC GM, HR, Finance, Manager’s Office complete conversion rules and personnel rule changes.
- August – ECB meet to approve management recommended conversion plan and personnel rules
- Sept 3, AFC Meeting – Assembly review Personnel Rule changes, conversion rules
- Sept 22, Regular Assembly Meeting – Assembly adopts personnel changes
- New ranges and step placement in place for pay period starting 9/22 (paychecks 10/16)

**Personnel Rule Comparison and Overview**

Below is a side-by-side comparison of the Eaglecrest chapter of the Personnel Rules and the comparative CBJ Personnel Rule and how the Eaglecrest chapter would be dispositioned. This list is intended to highlight what we believe are the most impactful changes if a conversion were to take place; however, there will be other language changes that will be less impactful in the eventual proposed changes to the Personnel Rules that will be considered by the ECB and Assembly.

<b>Rule 19: EAGLECREST</b>	<b>Other CBJ Personnel Rules</b>	<b>Explanation and Proposed Resolution in Conversion</b>
<p><b>19 PR 015. Basis of Pay.</b>                      (a) An employee is paid according to the pay range assigned to the position occupied by the employee.                      (b) An employee paid on a salary basis who works less than full time shall be paid on a prorated basis.</p>	<p><b>10 PR 015. Basis of Pay.</b>                      (a) An employee is paid according to the pay range assigned to the position occupied by the employee.                      (b) An employee paid on a salary basis who works less than full time shall be paid on a prorated basis.                      (c) An employee paid on a salary basis who consistently works in excess of 45 hours per week shall be paid on an alternate schedule. (Res. No. 1875, 1997; 2370, 2006; 2582; 2011)</p>	<p>Salaried Eaglecrest employees will be placed on the CBJ schedule for 37.5 hour workweek. The Manager’s Office would consider a request from the GM for salaried employees who regularly work over 45 hours a week, to be changed to salary schedule “B” during the season when/if they are regularly working such hours.</p>

<b>Rule 19: EAGLECREST</b>	<b>Other CBJ Personnel Rules</b>	<b>Explanation and Proposed Resolution in Conversion</b>
<p><b>19 PR 030. Advanced Step Placement.</b>  The Eaglecrest General Manager may authorize advanced step placement under section (a) or (b) of this rule. Advanced step placement will limit or preclude the probationary employee’s eligibility for proficiency steps under 19 PR 075.  (a) The Eaglecrest General Manager may authorize advanced step placement when the applicant selected for the position is exceptionally qualified. For the purposes of this rule, exceptionally qualified shall be defined as education or work experience that exceeds the minimum qualifications for the position and job class, as well as the education and work experience of the other candidates in the applicant pool.  (b) If the step placement for an employee under 19 PR 025 shall be a rate of pay below the minimum wage identified in Alaska Statute, the employee shall be placed at the step of the pay range that is closest to, but not below, the current Alaska minimum wage. (Res. No. 2977, 2022)</p>	<p><b>10 PR 030. Advanced Step Placement.</b>  (a) The City Manager may authorize advanced step placement when the applicant selected for the position is exceptionally qualified or when recruitment is exceedingly difficult. For the purposes of this rule, exceptionally qualified shall be defined as education or work experience that exceeds the minimum qualifications for the position and job class.  (b) The City Manager may authorize advance step placements for a specific job classification when recruitment is exceedingly difficult. In such instances, the step placement of employees occupying the same job classification may be reviewed and adjusted upward based on the service of the employee, the step at which the employee was originally appointed, and the advanced step that is authorized for the new appointee. (Res. No. 2370, 2006)</p>	<p>Eaglecrest advanced step placement will fall under the CBJ Advanced Step Placement rules, with approval from the City Manager.</p>

<b>Rule 19: EAGLECREST</b>	<b>Other CBJ Personnel Rules</b>	<b>Explanation and Proposed Resolution in Conversion</b>
<p><b>19 PR 075. Proficiency Steps.</b>            (a) A probationary employee shall be eligible for proficiency steps provided that the employee has made acceptable progress in completing his or her training plan. Proficiency steps shall be granted at the beginning of the pay period.            (b) Except in the case of 19 PR 086, the granting of a proficiency step shall not place the probationary employee above “D” step.            (c) Acceptable progress in completing the training plan shall be documented in writing by the employee’s supervisor. The decision to award a proficiency step shall be at the sole discretion of the Eaglecrest General Manager.            (d) The Eaglecrest General Manager shall provide a specific methodology for what demonstrates acceptable progress in completing a training plan. The methodology must be approved by the Human Resources and Risk Management Director. (Res. No. 2422(c), 2007; 2649, 2013)</p>	<p><b>No Comparator -</b></p>	<p>Eaglecrest proficiency steps will no longer exist and Eaglecrest Employees will advance through the pay steps in the same manner as other CBJ employees.</p>

<b>Rule 19: EAGLECREST</b>	<b>Other CBJ Personnel Rules</b>	<b>Explanation and Proposed Resolution in Conversion</b>
<p><b>19 PR 086. Step Increase for Instructor Certifications.</b>  Certified Instructors of the Snow Sports School shall be eligible to earn a step increase for obtaining additional PSIA/AASI certifications outside of the employee's primary discipline. Step increases shall be limited to one step for each additional snow sport discipline. Certified Instructors shall also be eligible to earn a step increase for obtaining PSIA/AASI accreditation. No more than two step increases can be earned as a result of accreditation. The earned step increase will go into effect the first day of the pay period following approval by the Snow Sports Director. (Res. No.2500, 2009)</p>	<p><b>No Comparator</b></p>	<p>With conversion to the CBJ pay plan, there will no longer be the ability to get step increases for instructor certifications. This would also be considered in how the Instructor job classification series is classified and how instructors may progress through the class series.</p>
<p><b>19 PR 095. End of Season Bonus.</b>  The Eaglecrest General Manager, in consultation with the Human Resources and Risk Management Director, may authorize an end of season bonus to be paid to employees who successfully complete the ski season.</p>	<p><b>No Comparator</b></p>	<p>Eaglecrest end of season bonuses will end. However, HR will work with Eaglecrest to examine whether the sign-on bonus language from the CBJ Personnel Rules could be used in a manner that recognizes employees in hard to fill positions commitment to remain for the whole season.</p>

<b>Rule 19: EAGLECREST</b>	<b>Other CBJ Personnel Rules</b>	<b>Explanation and Proposed Resolution in Conversion</b>
<p><b>19 PR 130. Holiday Pay.</b>            Permanent full time employees and Eaglecrest seasonal employees who work on a holiday listed in 7 PR 026 shall have a day of leave credited to their leave account. Eaglecrest limited positions are not eligible for Holiday pay. (Res. No. 2618, 2012)</p>	<p><b>10 PR 145. Holiday Pay.</b>            (a) Permanent and probationary employees, who are not compensated for holidays by accruing additional personal leave, are paid for each holiday provided the employee was in pay status the work day immediately preceding the holiday and the work day immediately following the holiday. Employees occupying part-time limited and seasonal part-time positions are not eligible for holiday pay except as provided in 7 PR 025(f). For the purposes of this provision, pay status shall include an employee who is in furlough status.            (1) Employees with a regular work schedule of 37.5 hours per week receive 7.5 hours pay for each holiday.            (2) Employees with a regular work schedule of 40 hours or more per week will receive 8 hours pay for each holiday.            (3) Employees with a regular work schedule of less than 37.5 hours per week shall receive holiday pay that is based on the average number of hours worked per week over the 10 weeks immediately preceding the pay period the holiday falls in. For the purposes of computing the amount of time per week, all hours credited to regular pay, personal leave, or holiday pay shall count. Time worked in overtime status or call back or show up pay shall not be included. (Res. No. 2282, 2004; 2370, 2006; 2622, 2012; 2831, 2018)</p>	<p>Eaglecrest employees who are eligible for holidays or holiday pay will observe holidays and be paid for holidays worked in the same manner as other CBJ employees under the personnel rules.</p>

<b>Rule 19: EAGLECREST</b>	<b>Other CBJ Personnel Rules</b>	<b>Explanation and Proposed Resolution in Conversion</b>
<p><b>19 PR 133 Instructor Pay</b>            (a) An employee assigned as a ski/snowboard instructor for a regular group lesson of 2 hours or for a regular private lesson shall receive an additional \$1.00 for each student in the lesson.            (b) An employee who is requested as a private ski/snowboard instructor shall receive an additional \$5.00 for each student in the lesson. (Res. No. 2831, 2018)</p>	<p><b>No Comparator –</b></p>	<p>With conversion to the CBJ pay plan, there will no longer be the ability for instructors to receive extra pay based on numbers of students in each lesson. This would also be considered in how the Instructor job classification series is classified and how instructors may progress through the class series.</p>
<p><b>7 PR 026. Eaglecrest Holidays.</b>            (a) Employees of the Eaglecrest shall observe the following holidays:            (1) the last Monday in May, known as Memorial Day            (2) the fourth of July, known as Independence Day            (3) the first Monday in September, known as Labor Day            (4) the 18th of October, known as Alaska Day            (5) the 11th of November, known as Veteran’s Day            (6) the fourth Thursday in November, known as Thanksgiving            (b) Eaglecrest limited positions are not eligible for holiday pay or for premium pay associated with working on a holiday.            (c) If a holiday falls on Sunday, the following Monday is a holiday.            (d) If a holiday falls on Saturday, the preceding Friday is a holiday.            (e) If a permanent / probationary or long term temporary employee volunteers to work on a holiday, an alternate day within the week preceding or following the holiday and agreed to by the employee and the department director is that employee’s holiday.</p>	<p><b>7 PR 025. City and Borough Holidays.</b>            (a) The following days are observed as holidays:            (1) the first of January, known as New Year’s Day            (2) the third Monday in January, known as Martin Luther King Jr.’s Birthday            (3) the third Monday in February, known as President’s Day            (4) the last Monday in March, known as Seward’s Day            (5) the last Monday in May, known as Memorial Day            (6) the fourth of July, known as Independence Day            (7) the first Monday in September, known as Labor Day            (8) the 18th of October, known as Alaska Day            (9) the 11th of November, known as Veteran’s Day            (10) the fourth Thursday in November, known as Thanksgiving            (11) the day after Thanksgiving.            (12) the 25th day of December, known as Christmas            (13) every day designated as a holiday by proclamation or resolution by the Assembly of the City and Borough of Juneau.            (b) If a holiday falls on Sunday, the following Monday is a holiday.</p>	<p>Eaglecrest employees will observe the same holidays and be paid for holidays worked as other CBJ employees. This will result in more holidays being observed by Eaglecrest employees.</p>

<p>(f) If a holiday falls on a permanent / probationary or long term temporary employee's day off, an alternate day within the week preceding or following the holiday as designated by the department director is the employee's holiday. If circumstances in the department exist such that an alternate day is not available, the employee may either bank the holiday pay or have it paid out. (Res. No. 2370, 2006; 2422(c), 2007; 2740, 2016</p>	<p>(c) If a holiday falls on Saturday, the preceding Friday is a holiday.  (d) If a permanent/probationary or long term temporary employee volunteers to work on a holiday, an alternate day within the week preceding or following the holiday and agreed to by the employee and the department director is that employee's holiday.  (e) If a holiday falls on a permanent/probationary or long term temporary employee's day off, an alternate day within the week preceding or following the holiday as designated by the department director is the employee's holiday. If circumstances in the department exist such that an alternate day is not available, the employee may either bank the holiday pay or have it paid out.  (f) Employees occupying part-time limited or part-time seasonal positions who work on a day listed in 7 PR 025(a)(1)-(13) will receive pay at a rate of time and one-half their normal rate of pay for all hours worked that day; the provisions of 7 PR 025(b) through (e), however, do not apply with respect to those positions.  (Res. No. 2282, 2004; 2370, 2006; 2422(c), 2007; 2649, 2013)</p>	
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Product	Quantity Sold	Revenue (\$)
<b>July 2025 Pass Sales</b>		
Adult Pass	103	68,134.00
CBJ Pass	2	1,260
Senior Pass	9	4,819
College Pass	5	2,887
Military Pass	11	6,352
Teen Pass	19	6,583
Youth Pass	23	4,347
Child Pass	8	268
<b>TOTAL</b>	<b>180</b>	<b>\$94,650</b>
		60.10%

Product	Quantity Sold	Revenue (\$)
<b>July 2024 Pass Sales</b>		
Adult Pass	292	191,835
CBJ Pass	6	3,780
Senior Pass	31	16,600
College Pass	13	6,961
Teen Pass	30	10,395
Youth Pass	37	6,993
Child Pass	20	672
<b>TOTAL</b>	<b>429</b>	<b>\$237,236</b>

3.17%

Product	Quantity Sold	Revenue (\$)
<b>July 2023 Pass Sales</b>		
Adult Pass	255	168,682
CBJ Pass	17	10,710
Senior Pass	37	19,813
College Pass	9	4,819
Teen Pass	48	16,632
Youth Pass	45	8,595
Child Pass	21	705
<b>TOTAL</b>	<b>432</b>	<b>\$229,956</b>

Product	Quantity Sold	Revenue (\$)
<b>2022-2023</b>		
Adult Pass	1397	825,035
Senior Pass	126	62,010
College Pass	70	35,886
Teen Pass	338	109,861
Youth Pass	363	66,045
Child Pass	238	7,728
Nordic	73	10,781
Nordic Add On	173	7,675
Flex Pass	188	31,838
Transferable	15	15,776
<b>TOTAL</b>	<b>2981</b>	<b>\$1,172,635</b>

Product	Quantity Sold	Revenue (\$)
<b>2021-2022</b>		
Adult Pass	1423	790,573
Senior Pass	117	52,936
College Pass	76	25,448
Teen Pass	366	114,017
Youth Pass	441	73,988
Child Pass	244	7,152
Nordic	109	13,634
Nordic Add On	178	7,166
Flex Pass	193	32,167
Transferable	18	16,615
<b>TOTAL</b>	<b>3165</b>	<b>\$1,133,696</b>

Product	Quantity Sold	Revenue (\$)
<b>2023-2024</b>		
Adult Pass	1211	816,365
CBJ	46	28,980
Senior Pass	115	62,464
College Pass	71	39,238
Teen Pass	304	112,347
Youth Pass	331	65,775
Child Pass	202	6,686
Nordic	62	9,933
Nordic Add On	164	8,452
Flex Pass	215	38,918
Transferable	17	\$16,170
<b>TOTAL</b>	<b>2738</b>	<b>\$1,205,328</b>

Product	Quantity Sold	Revenue (\$)
<b>2020-2021</b>		
Adult Pass	1151	28,023
Senior Pass	110	46,823
College Pass	60	24,939
Teen Pass	354	103,825
Youth Pass	380	60,907
Child Pass	235	6,942
Nordic	137	15,107
Nordic Add On	184	7,166
Flex Pass	226	37,571
Transferable	15	14,340
<b>TOTAL</b>	<b>2852</b>	<b>\$345,643</b>

Product	Quantity Sold	Revenue (\$)
<b>2024-2025</b>		
Adult Pass	1142	762,405
CBJ	38	23,940
Senior Pass	122	66,288
College Pass	67	37,248
Teen Pass	269	98,389
Youth Pass	320	64,007
Child Pass	180	6,014
Nordic	41	6,058
Nordic Add On	100	5,250
Flex Pass	140	24,097
Transferable	12	\$13,860
<b>TOTAL</b>	<b>2431</b>	<b>\$1,107,556</b>

Product	Quantity Sold	Revenue (\$)
<b>2019-2020</b>		
Adult Pass	860	390,895
Senior Pass	92	35,458
College Pass	46	18,431
Teen Pass	227	63,131
Youth Pass	297	43,716
Child Pass	195	5,583
Nordic	72	6,986
Nordic Add On	112	2,943
Flex Pass	419	42,091
Transferable	15	15,576
<b>TOTAL</b>	<b>2335</b>	<b>\$624,810</b>