EAGLECREST BOARD OF DIRECTORS AGENDA

September 4, 2025 at 5:30 PM

Assembly Chambers/Zoom Webinar

155 Heritage Way, Assembly Chambers or Join 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. APPROVAL OF MINUTES

D. PUBLIC PARTICIPATION

E. MANAGERS REPORT

1. **Financials**

2. **Department Updates**

F. GONDOLA UPDATE

G. NEW BUSINESS

3. **Selection of Officers**

4. **Committee Assignments**

H. PUBLIC PARTICIPATION

I. COMMITTEE AND LIAISON REPORTS

J. BOARD OF DIRECTORS' COMMENTS AND QUESTIONS

K. NEXT MEETING DATE

5. **October 2, 2025**

L. ADJOURNMENT ADA accommodations available upon request: Please contact the Clerk's office 36 hours prior to any meeting so arrangements can be made for closed captioning or sign language interpreter services depending on the meeting format. The Clerk's office telephone number is 586-5278, e-mail: city.clerk@juneau.gov.

Eaglecrest Total Financials

FY 2026_Period 02 August Budget vs Actual By Dept

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**6,318,268**	**1,253,866**	**(5,064,402)**	**-80.15%**	**131,522**	**1,385,388**	**(4,932,880)**	**-77.89%**
Commodities & Services	2,479,915	1,062,174	(1,417,741)	-57.17%	131,522	1,193,696	(1,286,219)	-51.41%
Personnel Services	3,838,353	191,692	(3,646,661)	-95.01%	-	191,692	(3,646,661)	-95.01%
Revenues	**3,786,700**	**1,042,736**	**(2,743,964)**	**-72.46%**	**-**	**1,042,736**	**(2,743,964)**	**-72.46%**
Investment	-	-	-	0.00%	-	-	-	0.00%
Other	100,100	86	(100,014)	-99.91%	-	86	(100,014)	-99.91%
Program								
4300-0000 - User Fees	-	-	-	0.00%	-	-	-	0.00%
4310-0000 - Daily Pass Revenue	-	-	-	0.00%	-	-	-	0.00%
4310-0001 - Ski Lift Fees	350,000	-	(350,000)	-100.00%	-	-	(350,000)	-100.00%
4310-0002 - Bus Pass Sales	6,500	-	(6,500)	-100.00%	-	-	(6,500)	-100.00%
4310-0003 - Ski School Sales	284,500	-	(284,500)	-100.00%	-	-	(284,500)	-100.00%
4330-0000 - Annual Revenue	1,200,000	98,214	(1,101,786)	-91.82%	-	98,214	(1,101,786)	-91.82%
4380-0000 - Contracted Service Revenue	62,000	-	(62,000)	-100.00%	-	-	(62,000)	-100.00%
4410-0000 - Permit Revenues	170,000	-	(170,000)	-100.00%	-	-	(170,000)	-100.00%
4420-0001 - Concession Fees	250,000	-	(250,000)	-100.00%	-	-	(250,000)	-100.00%
4420-0002 - Vending Revenue	3,000	-	(3,000)	-100.00%	-	-	(3,000)	-100.00%
4420-0005 - Ski Repair Fee	40,000	-	(40,000)	-100.00%	-	-	(40,000)	-100.00%
4510-0000 - Merchandise Sales	70,000	897	(69,103)	-98.72%	-	897	(69,103)	-98.72%
4514-0000 - Gift Certificate & Promotion	5,000	-	(5,000)	-100.00%	-	-	(5,000)	-100.00%
4550-0000 - Facility Rental Revenue	70,000	3,720	(66,280)	-94.69%	-	3,720	(66,280)	-94.69%
4560-0001 - Locker Rental	85,000	9,819	(75,181)	-88.45%	-	9,819	(75,181)	-88.45%
4560-0002 - Ski Rental	150,000	-	(150,000)	-100.00%	-	-	(150,000)	-100.00%
4570-0000 - Land Lease Revenue	10,600	-	(10,600)	-100.00%	-	-	(10,600)	-100.00%
Total Program	2,756,600	112,650	(2,643,950)	-95.91%	-	112,650	(2,643,950)	-95.91%
Support From	930,000	930,000	-	0.00%	-	930,000	-	0.00%
Revenue - Expense	**(2,531,568)**	**(211,130)**	**2,320,438**	**91.66%**	**(131,522)**	**(354,022)**	**2,177,546**	**86.02%**

Data source: Lawson/Questica

Administration

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**2,429,594**	**1,156,326**	**(1,273,268)**	**-52.41%**	**1,000**	**1,157,326**	**(1,272,268)**	**-52.37%**
Commodities & Services	1,309,765	1,017,545	(292,220)	-22.31%	1,000	1,018,545	(291,220)	-22.23%
Personnel Services	1,119,829	138,781	(981,048)	-87.61%	-	138,781	(981,048)	-87.61%
Revenues	**3,786,700**	**1,042,736**	**(2,743,964)**	**-72.46%**	**-**	**1,042,736**	**(2,743,964)**	**-72.46%**
Other	100,100	86	(100,014)	-99.91%	-	86	(100,014)	-99.91%
Program	2,756,600	112,650	(2,643,950)	-95.91%	-	112,650	(2,643,950)	-95.91%
4300-0000 - User Fees	-	-	-	0.00%	-	-	-	0.00%
4310-0000 - Daily Pass Revenue	-	-	-	0.00%	-	-	-	0.00%
4310-0001 - Ski Lift Fees	350,000	-	(350,000)	-100.00%	-	-	(350,000)	-100.00%
4310-0002 - Bus Pass Sales	6,500	-	(6,500)	-100.00%	-	-	(6,500)	-100.00%
4310-0003 - Ski School Sales	284,500	-	(284,500)	-100.00%	-	-	(284,500)	-100.00%
4330-0000 - Annual Revenue	1,200,000	98,214	(1,101,786)	-91.82%	-	98,214	(1,101,786)	-91.82%
4380-0000 - Contracted Service Revenue	62,000	-	(62,000)	-100.00%	-	-	(62,000)	-100.00%
4410-0000 - Permit Revenues	170,000	-	(170,000)	-100.00%	-	-	(170,000)	-100.00%
4420-0001 - Concession Fees	250,000	-	(250,000)	-100.00%	-	-	(250,000)	-100.00%
4420-0002 - Vending Revenue	3,000	-	(3,000)	-100.00%	-	-	(3,000)	-100.00%
4420-0005 - Ski Repair Fee	40,000	-	(40,000)	-100.00%	-	-	(40,000)	-100.00%
4510-0000 - Merchandise Sales	70,000	897	(69,103)	-98.72%	-	897	(69,103)	-98.72%
4514-0000 - Gift Certificate & Promotion	5,000	-	(5,000)	-100.00%	-	-	(5,000)	-100.00%
4550-0000 - Facility Rental Revenue	70,000	3,720	(66,280)	-94.69%	-	3,720	(66,280)	-94.69%
4560-0001 - Locker Rental	85,000	9,819	(75,181)	-88.45%	-	9,819	(75,181)	-88.45%
4560-0002 - Ski Rental	150,000	-	(150,000)	-100.00%	-	-	(150,000)	-100.00%
4570-0000 - Land Lease Revenue	10,600	-	(10,600)	-100.00%	-	-	(10,600)	-100.00%
Total Program	2,756,600	112,650	(2,643,950)	-95.91%	-	112,650	(2,643,950)	-95.91%
Support From	930,000	930,000	-	0.00%	-	930,000	-	0.00%
Revenue - Expense	**1,357,106**	**(113,590)**	**(1,470,696)**	**-108.37%**	**(1,000)**	**(114,590)**	**(1,471,696)**	**-108.44%**

Data source: Lawson/Questica

Base Operations

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**447,275**	**5,287**	**(441,988)**	**-98.82%**	**8,000**	**13,287**	**(433,988)**	**-97.03%**
Commodities & Services	167,700	5,287	(162,413)	-96.85%	8,000	13,287	(154,413)	-92.08%
Personnel Services	279,575	-	(279,575)	-100.00%	-	-	(279,575)	-100.00%
Net Total	**(447,275)**	**(5,287)**	**441,988**	**98.82%**	**(8,000)**	**(13,287)**	**433,988**	**97.03%**

Data source: Lawson/Questica

Building Maintenance

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**120,000**	**-**	**(120,000)**	**-100.00%**	**-**	**-**	**(120,000)**	**-100.00%**
Commodities & Services	120,000	-	(120,000)	-100.00%	-	-	(120,000)	-100.00%
Net Total	**(120,000)**	**-**	**120,000**	**100.00%**	**-**	**-**	**120,000**	**100.00%**

Data source: Lawson/Questica

Food Service

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**199,100**	**9,419**	**(189,681)**	**-95.27%**	**103,000**	**112,419**	**(86,681)**	**-43.54%**
Commodities & Services	134,000	-	(134,000)	-100.00%	103,000	103,000	(31,000)	-23.13%
Personnel Services	65,100	9,419	(55,681)	-85.53%	-	9,419	(55,681)	-85.53%
Net Total	**(199,100)**	**(9,419)**	**189,681**	**95.27%**	**(103,000)**	**(112,419)**	**86,681**	**43.54%**

Data source: Lawson/Questica

Lift Operations

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**308,370**	**41,117**	**(267,253)**	**-86.67%**	**2,200**	**43,317**	**(265,053)**	**-82.27%**
Commodities & Services	123,850	37,500	(86,350)	-69.72%	2,200	39,700	(84,150)	-58.76%
Personnel Services	184,520	3,617	(180,903)	-98.04%	-	3,617	(180,903)	-98.04%
Net Total	**(308,370)**	**(41,117)**	**267,253**	**86.67%**	**(2,200)**	**(54,687)**	**253,683**	**82.27%**

Data source: Lawson/Questica

Marketing

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**240,250**	**1,500**	**(238,750)**	**-99.38%**	**-**	**1,500**	**(238,750)**	**-99.38%**
Commodities & Services	70,010	1,500	(68,510)	-97.86%	-	1,500	(68,510)	-97.86%
Personnel Services	170,240	-	(170,240)	-100.00%	-	-	(170,240)	-100.00%
Net Total	**(240,250)**	**(1,500)**	**238,750**	**99.38%**	**-**	**(1,500)**	**238,750**	**99.38%**

Data source: Lawson/Questica

Mountain Maintenance

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**1,059,710**	**6,524**	**(1,053,186)**	**-99.38%**	**16,155**	**22,679**	**(1,037,031)**	**-97.86%**
Commodities & Services	200,980	-	(200,980)	-100.00%	16,155	16,155	(184,825)	-91.96%
Personnel Services	858,730	6,524	(852,206)	-99.24%	-	6,524	(852,206)	-99.24%
Net Total	**(1,059,710)**	**(6,524)**	**1,053,186**	**99.38%**	**(16,155)**	**(22,679)**	**1,037,031**	**97.86%**

Data source: Lawson/Questica

Ski Patrol

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**444,238**	**5,070**	**(439,168)**	**-98.86%**	**-**	**5,070**	**(439,168)**	**-98.86%**
Commodities & Services	56,780	342	(56,438)	-99.40%	-	342	(56,438)	-99.40%
Personnel Services	387,458	4,728	(382,730)	-98.78%	-	4,728	(382,730)	-98.78%
Net Total	**(444,238)**	**(5,070)**	**439,168**	**98.86%**	**-**	**(5,070)**	**439,168**	**98.86%**

Data source: Lawson/Questica

Ski Rental Shop

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**362,020**	**9,817**	**(352,203)**	**-97.29%**	**-**	**9,817**	**(352,203)**	**-97.29%**
Commodities & Services	108,200	-	(108,200)	-100.00%	-	-	(108,200)	-100.00%
Personnel Services	253,820	9,817	(244,003)	-96.13%	-	9,817	(244,003)	-96.13%
Net Total	**(362,020)**	**(9,817)**	**352,203**	**97.29%**	**-**	**(9,817)**	**352,203**	**97.29%**

Data source: Lawson/Questica

Snow Sports School

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**555,211**	**18,807**	**(536,405)**	**-96.61%**	**-**	**18,807**	**(536,405)**	**-96.61%**
Commodities & Services	36,130	-	(36,130)	-100.00%	-	-	(36,130)	-100.00%
Personnel Services	519,081	18,807	(500,275)	-96.38%	-	18,807	(500,275)	-96.38%
Net Total	**(555,211)**	**(18,807)**	**536,405**	**96.61%**	**-**	**(18,807)**	**536,405**	**96.61%**

Data source: Lawson/Questica

Vehicle Maintenance

FY 2026_Period 02 August Budget vs Actual By Program

Data through August 24, 2025

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	**152,500**	**-**	**(152,500)**	**-100.00%**	**1,167**	**1,167**	**(151,333)**	**-99.23%**
Commodities & Services	152,500	-	(152,500)	-100.00%	1,167	1,167	(151,333)	-99.23%
Net Total	**(152,500)**	**-**	**152,500**	**100.00%**	**(1,167)**	**(1,167)**	**151,333**	**99.23%**

Data source: Lawson/Questica

GM Update

- Staffing
  - Many key positions remain open, but candidates have been identified, with interviews ongoing.
  - Working with HR to finalize Position Descriptions, posted to Neogov and SAM Magazine upon approval.
  - Marissa's addition as Admin Coordinator has significantly benefitted the team, with ongoing training for Eaglecrest admin tasks. difference for the team. CBJ Departments, Chris, Erin and Marissa continue to work together to teach Marissa all the aspects of the Admin work for Eaglecrest.
  - Future rate adjustments pending Assembly's decision on converting Eaglecrest to CBJ to attract applicants.
  - Collaborating with HR and Finance on sign-on bonuses, to be included once conversion details are finalized.
  - A new Director position focused on gondola and summer tourism operations is in the preliminary planning stage, supporting the gondola project's progress.
- Operations
  - Acting Mountain Operations Director: Justin Spurrier is in the role during transition.
  - Chair Lifts: Two lift mechanic contractors have worked on Porcupine, with records now indicating proper maintenance intervals. Line work on Hooter and Ptarmigan to follow.
  - Snowmaking: Repairs completed at Valve City and Sourdough Pump Station; crack found at Cropley Lake; upcoming decisions on Log Jam pump station upgrade, with a quote of $38K.
  - Snowcats: A 2017 Pisten Bully – Park Pro is being finalized for purchase; mechanic visits are scheduled.
  - Gondola: Craig Dahl on vacation; weekly meetings gaining momentum; focus on operational design and phased development plans; ongoing collaboration with Goldbelt on financial forecasting. A trip to Icey Straight/Sky Glider gondola operations is scheduled for September 4th.

- Season Pass Sales
    - Tier One ended September 3rd; sales are down 27% in units and 30% in revenue compared to last year, with about 35% recovery in the past two months.
- Strategic Planning
    - Initiatives underway with industry experts to develop a comprehensive operational, safety, and maintenance strategic plan ensuring compliance with industry standards.

Base Operations Updates

- Deck Project Completion: The deck project has been successfully completed. Installation of new LED lighting beneath the deck is planned.
- Administrative Transition: Administrative functions are gradually transitioning to the new Administrative Coordinator, with the Base Operations team providing ongoing support during the handoff process.
- Hiring: Candidate interviews are currently underway for open positions.
- Indy Pass Survey: The Indy Pass survey has been completed, and the new pass and ticket media have been delivered.
- Fire Suppression Inspections: Annual fire suppression system inspections are being scheduled.
- Lift Parts & Tools: Base Operations is coordinating orders for necessary lift parts and tools.
- Winter UAS Housing: Initial discussions have begun regarding the winter UAS employee housing contract.

Snowsports Updates

- Programs: Multi-week and homeschool lessons launched; many already waitlisted.
- Staffing & Hiring: Ongoing, with NeoGov postings and PCN cleanup.
- Season Kickoff: Planning for September 12-13.
- Locker Renewals: Due September 25; waitlist contacts afterward.

- Pass Sales & Reservations: Tier One sales closing September 3; cabin reservations opening September 2 for December-February.
- Communications: Instructor letters and season calendars sent; Haunted House events scheduled for October.

Rental & Retail (RRR) Updates

- Gear & Inventory: Rental gear arriving; retail stock replenished; new items ordered.
- Audit & Merch: Inventory audit submitted; 50th anniversary merchandise being prepared.
- Indemnification & Rentals: Lists being updated; season rentals available now.

Mountain Operations Updates

- Lift Inspections & Maintenance: Contractors assessing key lifts; line work, bearing replacements, gearbox, and haul rope updates in progress.
- Valve City & Pump Stations: Final repairs to Y valve completed; Log Jam pump station repair quote received.
- Training & Maintenance: Loader operations training completed; crew working on shop area brush clearing.

Mountain Safety Updates

- Leadership: Supporting the Mountain Operations Director transition.
- Preparedness: Powder ordered; Ridge weather station anchored; brushing and stump grinding on Muskeg completed.
- Facilities & Staff: Aid Room nearly painted; patrol locker room flooring nearing completion; response to “Intent to Return” forms and fall training schedule finalized.
- Projects: Assisting with Pay Plan conversion; ongoing Nest maintenance.