# EAGLECREST BOARD OF DIRECTORS AGENDA

**October 2, 2025 at 5:30 PM**

**Assembly Chambers/Zoom Webinar**

CBJ Assembly Chambers 155 Heritage Way 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**

**1. Reading, Correction, and approval of minutes from previous meeting**

**D. PUBLIC PARTICIPATION**

**E. MOUNTAIN REPORT**

**F. AGENDA TOPICS**

**2. Gondola Update - Craig Dahl**

**3. Zipline Contract Renewal**

**G. COMMITTEE REPORTS**

**H. LIAISON REPORT**

**I. PUBLIC PARTICIPATION**

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

**K. NEXT MEETING DATE**

**4. November 6th**

**L. ADJOURNMENT**

SPECIAL EAGLECREST BOARD OF DIRECTORS MEETING AGENDA

August 26, 2025 at 5:30 PM

Zoom Only https://juneau.zoom.us/j/81099237543 or 1-253-215-8782 Webinar ID: 810 9923 7543

A. ROLL CALL
    1. Hannah Shively, Jim Calvin, Kevin Krein, Brandon Cullum, Wayne Stevens, for EBD
    2. Dallas, Angie, Cindy for City
    3. Craig Cimmons
B. APPROVAL OF AGENDA
    1. Wayne moves to approve
1. PUBLIC PARTICIPATION
    a. Deborah Craig, decades long skier, I sent a letter cosigned by several former Board members. Deborah notes that she feels this move would eliminate flexibility, cause additional costs, and prevent EC from competitively seeking out skilled tradespeople. Deborah noted that EC wasted time and energy re-writing positions. Advised that ski industry can be very fun and rewarding for hard workers who want to enjoy nature.
    b. Michael Stanley; I've reviewed the packet in some detail, and a lot of work has been put into the changes. But I haven't heard any argument that this is a good idea. EC has always been an empowered board managing it's own staff and by bringing the staff under CBJ HR rules, I don't believe the upsides and downsides have been investigated here. This is irreversible, and it's not just the question of why, but what are the benefits? I know recruitment and retention is a problem, but I don't know why telling potential candidate that they have to be subject to 100 pages of CBJ rules. Now they'll be CBJ employees, not that they weren't, but now it's different. Wayne notes that bonuses, ski instructor bonuses, holidays in winter time. Gives examples of rule 16, which requires employees to notify director of outside employment. Urges board to stop process and consider what it would mean to put in bureaucratic straight jacket.
    c. Hannah dropped from participants, was re-added
    d. Deborah Craig; noted that we're not able to see all the members on the Zoom call. Deborah wants to see all our reactions, not sure how to add
    e. Sean commented that he can see the panel now, thank you Sean
C. OLD BUSINESS

1. Personnel Rule Changes and Eaglecrest Pay Plan Conversion
2. Angie shared memo. Angie shared follow up from 8/7 board meeting and two HRC committee members
3. Angie advised that between Finance and HR, finalized how positions would be moved to CBJ pay scale. Talked about the personal rule changes, talked about the full 100 page document, focusing on the areas would change, most of the rules are still in place. Worked on how to convert employees; the rules of conversion are not person specific, set of neutral rules to move people from EC pay plan. On August 19th, considered two scenarios to convert employees (step placement + hire date vs. just hire date, with the intention to recognize tenure). Conversation favored the latter, but can both be considered. HRC asked for additional attachments on how the proposed changes would impact employees. HRC asked for hard to pay positions to compare the details. Also, made change to pay rules to allow seasonal position to have hiring bonuses.
4. Dallas advised that no additional points
5. Hannah advised that separate pay plan was implemented in order to continue paying EC employees below standard wages, and since then, EBD has not kept up with competitive or equitable pay wages. Hannah feels the managing the downsides of pay scale has been a significant albatross for general managers trying to retrain and recruit talent. Hannah noted that previous GM Dave Scanlan often advised that he felt this system had all the negatives of slow moving, bureaucratic system, but none of the positives of the simplicity and support from city.
    i. Hannah asked Dallas to confirm that other employees of empowered boards like Docks&Harbors and the airport are on the city pay plan, Dallas confirmed
    ii. Dallas advised that only Bartlett has its own pay plan; Hannah reiterated that Bartlett also has its own HR department
    iii. Hannah asked Dallas to confirm that EC already has to use the city hiring process and system, Dallas confirmed
    iv. Hannah asked Craig to confirm that the additional holidays would not result in any loss of skiing compared to already published scheduled; Craig confirmed
6. Kevin advised that biggest concern is that we really do lose a freedom and control, but I'd like to know the type of freedom the GM has now and what we'll lose

    i. Dallas advised that GM has step placement flexibility that they'd likely lose. Dallas advised that Board would no longer decide on cost of living increases, would coincide with CBJ changes. Dallas advised that CBJ tries to be strategic, but is a city and has to live like that.
7. Kevin advised that since he's been on the board, so with the current CM and previous GM, there's always been frustrations with trying to get people hired at a rate that we'd take the job, it's nothing new. And one of the things that, I guess I'd heard frustrations about, is not having control or increase wages for a different position. Would that change with this? Or, in the future, positions at EC need to be matched with similar positions in ski industry, rather than city. Do we lost the ability to do that?
    i. Dallas advised that EC is still within system, still has to be internally aligned, but we still consider the market, when things need to be looked at. You're right, if current EC position is a range 106 and you think it should be 108, we're not going to do that automatically, and we have to make the decision on how the job duties are allocated into the pay plans. But under the old and new system, HR decides how those skills are put into pay system. That's a government model, which is already the system EC has.
    ii. Craig gave example of lift mechanics, which don't have a CBJ analogue. So to compare to that, we would need to compare to outside job functions.
8. Craig advised would like to not. Craig advised we're very much part of the city process, we already have the road to HR processes, but we don't reap the benefits. Craig advised that changing doesn't make hiring, bonuses, or retention any different. Craig noted that the bonus method is an individual ask for each job or role, but with the new system, it's budgeted into the system every year. A huge limitation, Craig noted, is that we have flexibility to move people through the first 3 wage steps, but that's been used to keep people to a livable wages, whereas, the step one system will be higher than 2-3. The freedoms we lose are mostly an illusion, we have a the freedom to operate but it's because the system didn't keep up the industry. And then on top of that, people like to think we can chase positions, but we are still limited by the FTE allocation. Craig noted that a lot of complexities of ski schools are moving towards simplification, and if we made this move, we could be leading that curve. As for the example of people not being to be employed elsewhere, that rule is already in place. What's really happening, the higher level, recreators are benefiting from underpaid employees. Craig

did want to mention, that the position descriptions were old and needed to be reassessed anyways. Craig advised ski industry is balance of working at places that they are passion about, but passion doesn't pay rent, and typically passion lasts for 3 years or until a life change makes paycheck to paycheck not possibly. Craig noted that current ski industry employees want well paid jobs. Craig advised that we were asked to look into this by the Assembly, and tenured staff were worried about the conversation, and in that process, the staff has aligned and agreed that this move makes sense

9. Jim advised that his return to board is quite recent, and had concerns that it would hamstring board and GM. But after reviewing rules, the rules are incredibly similar, and the freedom that EC has is largely an illusion. Jim noted would be great if GM could continue to make advanced step placements, but by and large, the benefits of the transition outway the loss of authority. Jim notes that scenario 2 does a good job of realigning wages to labor market, and Jim advised that he's aligned.
10. Wayne moves to approve, Hannah declined as Brandon had question
11. Brandon asked Dallas to workshop a scenario: imagine this change solves problems, helps us achieve pay parity, lose quirks. But in the future, with the gondola, when we have the resources, how could we move to pay positions more than market?
    i. Dallas advised, no, the HR department would have to allocate positions. Dallas advised would not be impossible, but would require different personal rules, and would need to go through board and assembly. Which is a lot of work
    ii. Brandon asked, currently, would we be able to do that?
    iii. Dallas advised no, typically. Dallas advised the board could adjust a range, like 103, but not target an individual position
    iv. Brandon asked if board could commission compensation study, and independently
    v. Dallas advised that even now, would require a change to the personal rules that's completely different. So Brandon noted that we don't lose flexibility to adjust to market with change to pay plan.
    vi. Brandon asked what other things (other than market) for alignment. Dallas advice would be inter-EC, inter-CBJ, and market.
12. Kevin advised that his understanding of the main benefit is we've really struggled to increase wages as needed, part of that is our general fund allocation, so it's one of those, to increase wages, we have to cut elsewhere.

But my understanding is that increased wages will be funded more automatically

   i. Dallas advised that is accurate, has been done in 3 year chunks.
   ii. Kevin advised that that's huge, and for a long time, we haven't had automatic cost of living increase
   iii. Craig notes that this change is "huge," and is not the norm. Most ski areas do not do communicate these things, and is a great thing to recruit on

13. Brandon advised that one of the only things to change is who you ask for a bonus, and Brandon wants to note that the board still reviews the budget, and so if Craig wanted to add bonuses, the board will still review and approve
   i. Angie advised that Brandon is correct. Angie also noted to Kevin, the budget increase is automatic and anticipated, rather than in the past, we had to argue that request to the assembly each time. So the wage increase is no longer needed to be justified each year
14. Waynes moves, "Move that the Eaglecrest Board approve the proposed CBJ Personnel Rule changes as presented to the Eaglecrest HRC on August 13, 2025 and August 19, 2025." Brandon seconds
   i. Kevin, yay, Jim, Yes, Bradnon, yes, Hannah, yes
15. Waynes moves, "Move that the Eaglecrest Board approve using scenario two to convert Eaglecrest employees into the CBJ pay plan." Jim seconds
   i. Hannah advised about 10k difference between the two plans
   ii. Kevin, yes, Jim, yes, Wayne, yes, Brandon, yes, Hannah Yes
16. Wayne Moves, "move that the Eaglecrest Board approve the reduction of the FY26 budget by the unused funds no longer needed for the conversion, minus $50,000 to be used by the Eaglecrest General Manager to implement a sign-on/retention bonus program for qualifying positions as provided for in the CBJ Personnel Rules." Jim seconds
   i. Hannah noted that the amount given by Assembly was 40% ballpark increase. That 40% was the colloquialization of a wage study that found that a down south industry hire could expect to make effectively 39% less when taking an EC job: 14% less salary than other resorts, and 25% higher COL. Because CBJ HR did not heavily weight COL in their analysis, that's where there is a gap in terms of monies not used. Hannah notes that I'm glad and thankful Dallas & Team considering seriously how effectively the monies were allocated
   ii. Jim asked Angie, is there a hurry for us to approve this motion? Is 50k the right number, or should we consider it more.

1. Angie advised not a rush, but from a building of trust, political goodwill, it would be prudent to include. The 50k is an estimate from how other departments have implemented retention plans, it's about 2k for 25 employees. Angie noted that we will have 2+ months of salary savings for year, so there will be cushion for more bonuses if needed

iii. Jim asked if there's wiggles around the dollar amount
    1. Angie advised in the

iv. Kevin, yes, Jim, yes, Wayne, yes, Brandon, Yes, Hannah, yes

D. PUBLIC PARTICIPATION
1. Dallas & Cindy
2. No public comments
3. Craig would like to thank. Craig advised this was the best HR and Finance department he's worked with on these matters, and due diligence was done. Craig advised that while there other options to move forward, he feels the due diligence showed this the holistically the best option. Craig advised this will make a large step towards eliminating the us vs. them mentality of EC and CBJ, and that will go a far way to link us to the people that support Eaglecrest.
4. Hannah thanked
5. Angie advised this will be topic at next assembly meeting, September 3rd, and September 22nd is when Assembly would take on actual legislation. Noted not a done deal until Assembly considers merits

E. ADJOURNMENT
1. Wayne would moves to close, Hannah closes meeting.

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 Meeting Notes – Regular Board Meeting 8/7/2025

A. Roll Call
    a. Mike Satre, Kevin Krein, Brendan Cullum, and Hannah Shively are present as board members. Wayne Stevens and Jim Calvin are welcomed as returning board members. All present in room.
    b. Neil S, assembly liaison, present
    c. Craig Cimmons, representing the mountain
B. Agenda Approval
    a. Mike asked to amend agenda to add a second period of public participation after E (New Business), and to move the Executive Session to the last item of the agenda to allow non-participants to leave early
    b. Hannah seconded, agenda amended.
C. Public Participation
    a. No online participation
    b. Betsy Fisher; welcomed new board members. Advised that low pass sales are due to public loss of confident in product being sold (mountain access). Skiing on Porcupine is fine but does not sell passes. Feels snowmaking plan is inadequate.
    c. Patricia Tremain (sp?); Moved to Juneau in 1980, long time skier. Expresses support for ski area and community but advised demotivated to consider buying a pass due to low snow and Black Bear chair.
    d. Deb Craig; Applied to EC board, advised luck to not have been appointed. Advised that feels EC needs to focus on 4 main arms: fiscal responsibility, operational function, snow making, and gondola. Deb urges board to request and provide more transparency
    e. Bruce Garrison; Has been attending meetings for more than a year. Feels that decisions on budget and Black Bear should not have been made in board meetings, inefficient decision making. Requests details of snowmaking plans and gondola plans.
    f. Shawn Eisley; expresses support for Eaglecrest and wage increases for staff. Advised that while controversial, thinks it is wise to prioritize maintaining Ptarmigan over Black Blear. Urges board to consider replacing Ptarm with a high volume quad, and prioritize how gondola can increase ski access to mountain. Draws analogy to rapid expansion of school district in 2000s caused increased carrying cost of infrastructure that proved to be unsustainable.

g. Mike Stanley; Would like to echo lack of confidence in product, board, and management. Finds replacement of previous manager inexplicable or at least unexplained. Hopes new board members will restore confidence.
h. Dave Hanna; Former Board member and long time volunteer. Will buy pass but will not plan on skiing. Provided list of examples where he feels technical/mechanical failures have occurred; including using camera to view Black Bear gear box, failing to sell or salvage for materials rather than recycle old snow making tools, and installation of monitoring tools on pipe that may expose them to high water events. Dave advised that Goldbelt has approached EC to take over, and urged board to recommend Assembly to accept

D. Managers Report
   a. Managers report and financials are in packet, received 8/1/2025. Board reviewed independently
   b. Summer Update
      i. Mike asked Craig C for update on the 8/6/2025 Assembly Finance Committee presentation.
         1. Craig advised provided Assembly with update on financials and reviewed proposal to move EC to CBJ staff rules/pay plan, which will be discussed in E (New business)
      ii. Hannah asked if plumbing had been restored to bar space in lodge
         1. Craig advised still on summer plans, but dependent on access to staff. Advised that lodge priority for the summer was repairing the roofed over decking and space below
      iii. Hannah asked if intent for 25/26 season is for EC to operate grill?
         1. Craig confirmed
      iv. Kevin asked for update on snow making plans, as referenced by public comment
         1. Craig advises understands public frustration. Advised that priority last year was maintenance and understanding system and needs for improvement
         2. Craig advised the guidance from Scott Townsend and other industry experts was that selling old snowmaking tools would be a liability for other operators and possible EC
         3. Craig advised that snow making team will not be as green this year; advised plan still to make snow as weather permits, fill in Porcupine first, and then move across and up the mountain

4. Mike asked for graphics of snow making plan, perhaps at Discover Eaglecrest Day
5. Mike noted that the process of stockpiling, filing in Porcupine, and then moving to Hooter and Ptarmigan is the same operational plan that has always been in place, and the only reason the mountain was open so long last year was because of the snow that was made
6. Craig noted that the weakest link of the snowmaking apparatus is always the human operators; and avoiding burnout and attrition has to be a priority

c. Financials
   i. Craig advised most important aspect of financial update is the low pass sales. Some of this is to be expected, as the previous year's snow quality is always the most influential impact on next year's sales, but advised that low consumer confidence and lack of a specialized marketing roll this summer also impact
   ii. Craig advised that large expenditures last year were invested in maintenance and infrastructure, and these needs are communicated to and understood by the city
   iii. Brandon informed board that his plan is to have a standing meeting with Craig C, Marissa (new administrative coordinator), and Chris (base ops manager) to review financials, revamp reporting, and design business metrics to meet needs of EC decision making and story telling. Asked board members to consider what information they'd want to be on that report.
   iv. Brandon noted that after newsletter the first week of August, seasons pass sales in the first week of August were almost 1/3 of sales in July. Noted that many people are probably as busy with their summers as we are
   v. Craig pointed out addendum J, thanked Jim Calvin for noticing some errant formulas, and advised the corrected files are in that addendum.

E. New Business
   a. Gondola Update – Craig Dahl
      i. Craig Dahl introduced himself. Board packet includes his biography and summary of his wide experience with businesses in SE Alaska.

ii. Craig D advised his mission is to return gondola project to forefront of priorities and viability. He advised time is of the essence, and he meets regularly with Allan, Craig C, and Goldbelt
iii. Craig D wanted to call out Allan Steffert (who could not attend) for his huge contributions to the design, advocacy and planning of this project, but advised that for a long time, Allan has had to be both the "client" and the "provider" of the project, which is not his role
iv. Biggest priority currently is completing base road to enable construction in the spring. The contract for that may be out as of this morning (8/7/2025)
v. Craig D asks that the board be ready to provide Craig C with the authority and flexibility to act
vi. Craig D also asks that at least one member of the board regularly attend meetings as a board representation, being that "client" and advocate
vii. Craig D underscored that lots of serious people are involved in this project and pushing hard to fruition
viii. Mike thanked Craig D for his hard work, agrees that a board member should be present consistently at these meetings. Mike advised new roles in board will be assigned in September
ix. Jim asked when we will have a more accurate cost estimate
    1. Craig D advised we truly need a general contractor on board, helpfully within the next two months
x. Brandon asked Craig D what else can we (EBD) do to support Craig C?
xi. Craig D noted that running a gondola is a different beast than a lift, and will need resources and expertise. EBD will need to advocate for that for Craig C
xii. Brandon asked for clarification with Goldbelt; as public comment feels that Goldbelt has approached us to take over running
    1. Craig D advised that Goldbelt is interested in operational agreement, no stated interest in construction
xiii. Brandon asked for further clarification; with limits of city processes, should we consider asked Goldbelt to take over construction? Would Goldbelt want that?
    1. Craig D advised that Goldbelt's priorities are likely elsewhere
xiv. Craig C noted that Craig D has brought tremendous energy and action to project, and the renewed energy has already made great progress. Thanked Craig D.

xv. Mike thanks City Managers Office and City Engineering for their support and refocus on gondola. Notes that previous year has had many critical focuses for the city and we appreciate them

b. Eaglecrest Pay Plan
   i. Angie Flick, CBJ Finance & Dallas Hargrave, CBJ HR, here to present
   ii. Mike advised that the Assembly received a similar present yesterday. The Assembly asked that we consider the proposal and urged a quick decision
   iii. Angie; with the FY26 budget came a large lump sum investment. Assembly member and finance committee member Christine Woll asked what it would take to consolidate EC staff into CBJ rules and system for pay plan
   iv. Any action needs to happen in August to be effective for the 25/26 season
   v. Both CBJ and EC assign positions to ranges and link those ranges for equity within the system, but the two ranges are not compared or aligned
   vi. EC pay is aligned for equity with other positions but only within the EC range
   vii. City has 3 unions that represent various employees, and raises are negotiated with them. Any changes apply to positions that are not part of unions (“unrepped”)
   viii. Currently, EC pay plan has many more steps than that CBJ ranges, and EC manager has much more flexibility in jumping those steps
   ix. The short assessment, after much work from Angie, Craig C, and Dallas, is that moving EC positions to align within CBJ is affordable with current budget.
   x. If moving forward, will need to have pay plan ready for 9/3/2025 meeting. Mike advised will need HRC committee
   xi. Neil advised that the Assembly had not made an assessment on what they preferred; would prefer to hear from EBD first
   xii. Kevin asked if the shift would be sustainable given the one time grant – would we be able to fund higher costs in future?
      1. Angie advised that the authority from the Assembly was to “adjust wages,” which implies that it would cover costs. But, the larger conversation is that EC is on a path ot self sufficiency, so EC may very well bear increased costs as more revenue is generated

xiii. Mike asked if the positions would still be unique
    1. Dallas advised yes
xiv. Mike asked if summer positions would need to do the same re-positioning process?
    1. Dallas advised yes
xv. Hannah asked if loss of distinction (EC manager's ability to be flexible on steps and the loss of unique ski instructor pay system) would be it harder to recruit from ski industry
    1. Craig C advised that currently, EC's flexibility is mostly being used to patch over difficultly with paying people well, and hopefully a more equitable pay scheme would eliminate that need. Craig C advised that while historical ski industry wages have been calculated "weirdly," the industry is moving towards more straight hourly wage systems so this change would make us different but in a good way compared to the norm
xvi. Kevin asked about short term hires like J1, would that be more difficult
    1. Dallas and Craig C advised not
xvii. Brandon asked if there was any chance the change would result in pay decreases
    1. Dallas advised possibly, but EBD could mandate that no one have their pay decreased as part of the switch as part of the language of the change
xviii. Brandon asked if during process, EC could "negotiate" on where positions would be place?
    1. Dallas advised could negotiate on people/individual employees's placement in the pay scale, but not the classification of the position. Equity across orgs
xix. Jim asks if Angie needs anything from us tonight?
    1. Angie advised not, but activate HRC committee
xx. Kevin asked for an explanation on why it is the way it is now?
    1. Dallas advised he doesn't have a complete history of why. His guess is that the enterprise board wanted to maintain financial control
xxi. Brandon asked if possible to just mirror CBJ, make changes but not be held to them for future decision making
    1. Dallas advised not, out of fairness to employees. Should be all or nothing
xxii. Mike asked Jim to join the HRC for the next meeting

F. Public Participation 2
    a. Rick Harris; advised feels pay plan is a challenge. Rick pointed out that the Duncan report felt the board had run its course, and transferring authority to the city makes board look advisory not empowered
    b. Dave Hanna; asked if there's a second lift mechanic yet. Advised that the road for the gondola has to be pioneered this fall if construction will be successful next year
    c. Patricia Tremain (sp?); advised to avoid unionizing the workforce. Advised that when she was on the school board, so much of the budget had been labor costs negotiated by union that they dissolved the budget committee
    d. Dave Scanlan; Thanked Mr Galvin and Mr Stevens, congratulations on hiring Marissa. Asked if there's a certified water operator yet, has been searching for EC employees but can't see anyone yet.
    e. Online: Charlie Herrington. Noted that the website incorrectly lists Tier one as ending soon, and that Kristin's position has not yet been posted. Marketing is key function for communication
G. Board of Directors Comments & Questions
    a. Craig responded to questions; advised that Marketing position is being re-written for the pay plan and wanted to be able to recruit a higher level candidate. Advised that EC employee has passed water certification
    b. Neil wanted to respond to concerns about funding for positions; advised the funding provided by assembly for wages is intended to be ongoing. He also clarified that EC employees will not automatically become union members, but rather that the union contracts impact the wages/standards for nonrepped positions
    c. Brandon urged community members to buy pas
H. Executive Session
    a. General Managers Evaluation: Hannah Shively motioned that the board recess into executive session to discuss topics that tend to prejudice the reputation and character of any person, specifically the General Manager's performance evaluation.
    b. Recessed into executive session with board members present, Craig C., and Dallas Hargrave (CBJ HR)
    c. Upon ending executive session, Hannah Shively motioned to accept the performance evaluation, with a step increase approved to date 7/1/2025 (fiscal year).
I. Next Meeting Date – 9/4/2025 as of now
J. Supplemental Material

a. Corrected July Year over Year

K. Adjournment

a. Mike looked for movement to adjourn, Hannah so moved

# Eaglecrest Board Meeting

**Date: October 2, 2025**

---

## General Highlights

- **Discovery Eaglecrest Day** was a huge success: several hundred attendees, sunshine, and **$9,600 raised** for Eaglecrest Foundation youth snowsports programs.
- **Assembly approved conversion of Eaglecrest staff to CBJ Pay Schedule** (Sept 22):
  - Significant increase in pay rates.
  - Improves equity and fairness, aligning Eaglecrest staff with all other CBJ departments.
  - Major step for **staff recruitment and retention**.
- **Gondola Work Officially Started**:
  - Road to mid-station underway.
  - Gondola cabs moved for inspection and transport to Colorado.
- **Lift Inspection Progress**: long-standing items from inspection reports finally being addressed; inspector Tom Skully noted excitement at progress.

---

## General Manager Updates

- **Staffing**
  - Todd Brugger returned as **Lift Maintenance Manager** (significant institutional knowledge regained).
  - New **Director of Mountain Operations** starting ~Oct 20.
  - Active interviews for **Marketing Manager** and **Food & Beverage Supervisor**.
  - Focus now shifting to filling **Snowsports and Rentals positions**.
- **Lift Work & Maintenance**
  - New **bullwheel bearing** at top of Porcupine.
  - All three lifts now have **base-to-top phone communication**.
  - Ptarm bullwheel issues: interim swap with Black Bear bullwheel until equipment arrives.
  - Haul rope dropped from Black Bear to prevent ice buildup.
  - Re-greased Hooter bullwheel.
  - Black Bear electric motor & controls are **compatible with Ptarm** (backup option).
  - Delay start switch from BB moved to Hooter (safety upgrade).
  - 8 Porcupine sheave wheels replaced.
  - NDT testing underway: 100% Porcupine chairs passed; Hooter/Ptarm testing continues.

    - Counterweight sensor installed at Hooter.
- **Safety & Communication**
    - Ongoing meetings with CBJ Risk Management (building safety culture).
    - CBJ Communications Department assisting with public outreach.
    - Regular meetings with CBJ Emergency Management to refine **Emergency Operations Plan** and **urban avalanche forecasting**.
    - Safehold inspection being scheduled with CBJ Risk team invited.
    - Media outreach: recent coverage with KTOO, KINY, and Juneau Independent.

---

# Snow Sports School

- Currently understaffed: no admins, outreach manager, or office staff.
- Director covering guest services, phones, waivers, and supporting admin work.
- **Locker renewals deadline Sept 27**; waitlist of 101 people. A few snowboard lockers becoming available after repairs.
- **Snowsports programming on hold** until staffing improves.
- Discovery Eaglecrest recap: ~$9,600 raised.
- Planning **January 16, 2026, 50th Anniversary Event**:
    - $7 lift tickets (original 1976 price).
    - Evening ski event and possible Forbidden Peaks brewery celebration.

---

# Rentals, Retail & Repair

- Weekly shipments arriving; inventory and pricing updates ongoing.
- Zipline moving out next week; space to be cleaned and painted for rental operations.
- Retail/repair shop transitioning back into winter setup.

---

# Base Operations

- Repaired stairs outside aid room.
- Interviewing for multiple positions.
- J1 employer vetting underway.
- UAS housing contract in progress.
- Coordinating **deck repairs** and **Fish Creek boiler repairs**.
- Vendor assessed heater at Hilda Dam cabin.
- Working with IT to replace Ptarm top camera.
- Getting quotes for **beginner area carpet**.

---

# Ski Patrol & Mountain Safety

- Training schedules and patrol commitments confirmed.
- Licensing updates in progress.
- Haul rope removed from Black Bear.
- Uniform purchasing underway.
- Rope access and evacuation training scheduled (OSHA/industry compliance).
- Two senior patrollers attending **National Avalanche School**.

---

# Mountain Operations

- **Top Bullwheel**: new bearings; replacement scheduled November (awaiting parts/contractors).
- Driveshaft for Ptarm under sourcing; gearbox arriving Sept 30.
- NDT testing:
    - Tower bolts in progress.
    - 20% of Hooter/Ptarm grips tested.
    - 100% of Porcupine grips/carriers passed.
    - Awaiting contractor final reports.
- Lift intercom systems restored.
- Safehold inspection issues addressed.
- Aid room repairs completed.
- Assembly of new shivs underway.
- Additional parts purchased.

## Eaglecrest Total

FY 2026_Period 03 September Budget vs Actual By Dept

Data Through September 28, 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** | **1,441,210** | **(4,877,059)** | **-77.19%** | **261,708** | **1,702,918** | **(4,615,351)** | **-71.62%** |
| Commodities & Services | 2,479,915 | 1,162,700 | (1,317,215) | -53.12% | 261,708 | 1,424,408 | (1,055,507) | -38.92% |
| Personnel Services | 3,838,353 | 278,510 | (3,559,843) | -92.74% | - | 278,510 | (3,559,843) | -92.74% |
| Support To | - | - | - | 0.00% | - | - | - | 0.00% |
| **Revenues** | **3,786,700** | **1,696,436** | **(2,090,264)** | **-55.20%** | **-** | **1,696,436** | **(2,090,264)** | **-55.20%** |
| Investment | - | - | - | 0.00% | - | - | - | 0.00% |
| Other | 100,100 | 172 | (99,928) | -99.83% | - | 172 | (99,928) | -99.83% |
| Program | 2,756,600 | 766,264 | (1,990,336) | -72.20% | - | 766,264 | (1,990,336) | -72.20% |
| 4310-0001 - Ski Lift Fees | 350,000 | 49 | (349,951) | -99.99% | - | 49 | (349,951) | -99.99% |
| 4310-0002 - Bus Pass Sales | 6,500 | - | (6,500) | -100.00% | - | - | (6,500) | -100.00% |
| 4310-0003 - Ski School Sales | 284,500 | 61,221 | (223,279) | -78.48% | - | 61,221 | (223,279) | -78.48% |
| 4330-0000 - Annual Revenue | 1,200,000 | 611,447 | (588,553) | -49.05% | - | 611,447 | (588,553) | -49.05% |
| 4380-0000 - Contracted Service Revenue | 62,000 | - | (62,000) | -100.00% | - | - | (62,000) | -100.00% |
| 4410-0000 - Permit Revenues | 170,000 | 18,846 | (151,154) | -88.91% | - | 18,846 | (151,154) | -88.91% |
| 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 | 65 | (39,935) | -99.84% | - | 65 | (39,935) | -99.84% |
| 4510-0000 - Merchandise Sales | 70,000 | 1,168 | (68,832) | -98.33% | - | 1,168 | (68,832) | -98.33% |
| 4514-0000 - Gift Certificate & Promotion | 5,000 | (221) | (5,221) | -104.43% | - | (221) | (5,221) | -104.43% |
| 4550-0000 - Facility Rental Revenue | 70,000 | 10,553 | (59,447) | -84.92% | - | 10,553 | (59,447) | -84.92% |
| 4560-0001 - Locker Rental | 85,000 | 57,869 | (27,131) | -31.92% | - | 57,869 | (27,131) | -31.92% |
| 4560-0002 - Ski Rental | 150,000 | 5,266 | (144,734) | -96.49% | - | 5,266 | (144,734) | -96.49% |
| 4570-0000 - Land Lease Revenue | 10,600 | - | (10,600) | -100.00% | - | - | (10,600) | -100.00% |
| Total Program | 2,756,600 | 766,264 | (1,990,336) | -72.20% | - | 766,264 | (1,990,336) | -72.20% |
| Support From | 930,000 | 930,000 | - | 0.00% | - | 930,000 | - | 0.00% |
| 4950-0110 - Transfer In - General Fund | 880,000 | 880,000 | - | 0.00% | - | 880,000 | - | 0.00% |
| 4950-0209 - Transfer In - Roaded Service Area | 50,000 | 50,000 | - | 0.00% | - | 50,000 | - | 0.00% |
| Total Support From | 930,000 | 930,000 | - | 0.00% | - | 930,000 | - | 0.00% |
| **Revenue - Expense** | **(2,531,568)** | **255,226** | **2,786,794** | **110.08%** | **(261,708)** | **(96,922)** | **2,434,646** | **96.17%** |

Data Source: Lawson/Questica

# Administration

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **1,213,163** | **(1,216,431)** | **-50.07%** | **55,000** | **1,268,163** | **(1,161,431)** | **-45.54%** |
| Commodities & Services | 1,309,765 | 1,019,257 | (290,508) | -22.18% | 55,000 | 1,074,257 | (235,508) | -13.78% |
| Personnel Services | 1,119,829 | 193,906 | (925,923) | -82.68% | - | 193,906 | (925,923) | -82.68% |
| **Revenues** | **1,439,200** | **1,015,707** | **(423,493)** | **-29.43%** | **-** | **1,015,707** | **(423,493)** | **-29.43%** |
| Investment | - | - | - | 0.00% | - | - | - | 0.00% |
| Other | 100,100 | 172 | (99,928) | -99.83% | - | 172 | (99,928) | -99.83% |
| Program | 409,100 | 85,535 | (323,565) | -79.09% | - | 85,535 | (323,565) | -79.09% |
| 4310-0001 - Ski Lift Fees | - | (702) | (702) | -100.00% | - | (702) | (702) | -100.00% |
| 4310-0002 - Bus Pass Sales | 6,500 | - | (6,500) | -100.00% | - | - | (6,500) | -100.00% |
| 4310-0003 - Ski School Sales | - | (460) | (460) | -100.00% | - | (460) | (460) | -100.00% |
| 4330-0000 - Annual Revenue | - | (350) | (350) | -100.00% | - | (350) | (350) | -100.00% |
| 4380-0000 - Contracted Service Revenue | 62,000 | - | (62,000) | -100.00% | - | - | (62,000) | -100.00% |
| 4410-0000 - Permit Revenues | 170,000 | 18,846 | (151,154) | -88.91% | - | 18,846 | (151,154) | -88.91% |
| 4514-0000 - Gift Certificate & Promotion | 5,000 | (221) | (5,221) | -104.43% | - | (221) | (5,221) | -104.43% |
| 4550-0000 - Facility Rental Revenue | 70,000 | 10,553 | (59,447) | -84.92% | - | 10,553 | (59,447) | -84.92% |
| 4560-0001 - Locker Rental | 85,000 | 57,869 | (27,131) | -31.92% | - | 57,869 | (27,131) | -31.92% |
| 4570-0000 - Land Lease Revenue | 10,600 | - | (10,600) | -100.00% | - | - | (10,600) | -100.00% |
| Total Program | 409,100 | 85,535 | (323,565) | -79.09% | - | 85,535 | (323,565) | -79.09% |
| Support From | 930,000 | 930,000 | - | 0.00% | - | 930,000 | - | 0.00% |
| 4950-0110 - Transfer In - General Fund | 880,000 | 880,000 | - | 0.00% | - | 880,000 | - | 0.00% |
| 4950-0209 - Transfer In - Roaded Service Area | 50,000 | 50,000 | - | 0.00% | - | 50,000 | - | 0.00% |
| Total Support From | 930,000 | 930,000 | - | 0.00% | - | 930,000 | - | 0.00% |
| **Revenue - Expense** | **(990,394)** | **(197,456)** | **792,938** | **80.06%** | **(55,000)** | **(307,456)** | **682,938** | **68.96%** |

Data Source: Lawson/Questica

# Base Operations

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **10,094** | **(437,181)** | **-97.74%** | **13,508** | **23,602** | **(423,673)** | **-94.72%** |
| Commodities & Services | 167,700 | 10,094 | (157,606) | -93.98% | 13,508 | 23,602 | (144,098) | -85.93% |
| Personnel Services | 279,575 | - | (279,575) | -100.00% | - | - | (279,575) | -100.00% |
| **Revenues** | **1,550,000** | **612,548** | **(937,452)** | **-60.48%** | **-** | **612,548** | **(937,452)** | **-60.48%** |
| Program | 1,550,000 | 612,548 | (937,452) | -60.48% | - | 612,548 | (937,452) | -60.48% |
| 4310-0001 - Ski Lift Fees | 350,000 | 751 | (349,249) | -99.79% | - | 751 | (349,249) | -99.79% |
| 4330-0000 - Annual Revenue | 1,200,000 | 611,797 | (588,203) | -49.02% | - | 611,797 | (588,203) | -49.02% |
| Total Program | 1,550,000 | 612,548 | (937,452) | -60.48% | - | 612,548 | (937,452) | -60.48% |
| **Revenue - Expense** | **1,102,725** | **602,454** | **(500,271)** | **-45.37%** | **(13,508)** | **588,946** | **(513,779)** | **-46.59%** |

Data Source: Lawson/Questica

# Building Maintenance

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **2,774** | **(117,226)** | **-97.69%** | **-** | **2,774** | **(117,226)** | **-97.69%** |
| Commodities & Services | 120,000 | 2,774 | (117,226) | -97.69% | - | 2,774 | (117,226) | -97.69% |
| **Revenue - Expense** | **(120,000)** | **(2,774)** | **117,226** | **97.69%** | **-** | **(2,774)** | **117,226** | **97.69%** |

Data Source: Lawson/Questica

# Food Service

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **18,608** | **(180,492)** | **-90.65%** | **100,812** | **119,420** | **(79,680)** | **-40.02%** |
| Commodities & Services | 134,000 | 2,188 | (131,812) | -98.37% | 100,812 | 103,000 | (31,000) | -23.13% |
| Personnel Services | 65,100 | 16,420 | (48,680) | -74.78% | - | 16,420 | (48,680) | -74.78% |
| **Revenues** | **253,000** | **-** | **(253,000)** | **-100.00%** | **-** | **-** | **(253,000)** | **-100.00%** |
| Program | 253,000 | - | (253,000) | -100.00% | - | - | (253,000) | -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% |
| Total Program | 253,000 | - | (253,000) | -100.00% | - | - | (253,000) | -100.00% |
| **Revenue - Expense** | **53,900** | **(18,608)** | **(72,508)** | **-134.52%** | **(100,812)** | **(119,420)** | **(173,320)** | **-321.56%** |

Data Source: Lawson/Questica

# Lift Operations

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **110,315** | **(198,055)** | **-64.23%** | **66,916** | **177,231** | **(131,139)** | **-31.03%** |
| Commodities & Services | 123,850 | 104,262 | (19,588) | -15.82% | 66,916 | 171,177 | 47,327 | 66.83% |
| Personnel Services | 184,520 | 6,053 | (178,467) | -96.72% | - | 6,053 | (178,467) | -96.72% |
| **Revenue - Expense** | **(308,370)** | **(110,315)** | **198,055** | **64.23%** | **(66,916)** | **(212,671)** | **95,699** | **31.03%** |

Data Source: Lawson/Questica

# Marketing

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **1,610** | **(238,640)** | **-99.33%** | **150** | **1,760** | **(238,490)** | **-99.27%** |
| Commodities & Services | 70,010 | 1,610 | (68,400) | -97.70% | 150 | 1,760 | (68,250) | -97.49% |
| Personnel Services | 170,240 | - | (170,240) | -100.00% | - | - | (170,240) | -100.00% |
| **Revenue - Expense** | **(240,250)** | **(1,610)** | **238,640** | **99.33%** | **(150)** | **(1,760)** | **238,490** | **99.27%** |

Data Source: Lawson/Questica

# Mountain Maintenance

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **12,752** | **(1,046,958)** | **-98.80%** | **16,155** | **28,907** | **(1,030,803)** | **-97.27%** |
| Commodities & Services | 200,980 | 2,230 | (198,750) | -98.89% | 16,155 | 18,385 | (182,595) | -90.85% |
| Personnel Services | 858,730 | 10,523 | (848,207) | -98.77% | - | 10,523 | (848,207) | -98.77% |
| **Revenue - Expense** | **(1,059,710)** | **(12,752)** | **1,046,958** | **98.80%** | **(16,155)** | **(28,907)** | **1,030,803** | **97.27%** |

Data Source: Lawson/Questica

# Ski Patrol

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **7,892** | **(436,346)** | **-98.22%** | **8,000** | **15,892** | **(428,346)** | **-96.42%** |
| Commodities & Services | 56,780 | 526 | (56,254) | -99.07% | 8,000 | 8,526 | (48,254) | -84.99% |
| Personnel Services | 387,458 | 7,366 | (380,092) | -98.10% | - | 7,366 | (380,092) | -98.10% |
| **Revenue - Expense** | **(444,238)** | **(7,892)** | **436,346** | **98.22%** | **(8,000)** | **(15,892)** | **428,346** | **96.42%** |

Data Source: Lawson/Questica

# Ski Rental Shop

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **33,266** | **(328,754)** | **-90.81%** | **-** | **33,266** | **(328,754)** | **-90.81%** |
| Commodities & Services | 108,200 | 16,982 | (91,218) | -84.30% | - | 16,982 | (91,218) | -84.30% |
| Personnel Services | 253,820 | 16,284 | (237,536) | -93.58% | - | 16,284 | (237,536) | -93.58% |
| **Revenues** | **260,000** | **6,499** | **(253,501)** | **-97.50%** | **-** | **6,499** | **(253,501)** | **-97.50%** |
| Program | 260,000 | 6,499 | (253,501) | -97.50% | - | 6,499 | (253,501) | -97.50% |
| 4420-0005 - Ski Repair Fee | 40,000 | 65 | (39,935) | -99.84% | - | 65 | (39,935) | -99.84% |
| 4510-0000 - Merchandise Sales | 70,000 | 1,168 | (68,832) | -98.33% | - | 1,168 | (68,832) | -98.33% |
| 4560-0002 - Ski Rental | 150,000 | 5,266 | (144,734) | -96.49% | - | 5,266 | (144,734) | -96.49% |
| Total Program | 260,000 | 6,499 | (253,501) | -97.50% | - | 6,499 | (253,501) | -97.50% |
| **Revenue - Expense** | **(102,020)** | **(26,766)** | **75,254** | **73.76%** | **-** | **(26,766)** | **75,254** | **73.76%** |

Data Source: Lawson/Questica

# Snow Sports School

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **28,127** | **(527,084)** | **-94.93%** | **-** | **28,127** | **(527,084)** | **-94.93%** |
| Commodities & Services | 36,130 | 168 | (35,962) | -99.53% | - | 168 | (35,962) | -99.53% |
| Personnel Services | 519,081 | 27,959 | (491,123) | -94.61% | - | 27,959 | (491,123) | -94.61% |
| **Revenues** | **284,500** | **61,681** | **(222,819)** | **-78.32%** | **-** | **61,681** | **(222,819)** | **-78.32%** |
| Program | 284,500 | 61,681 | (222,819) | -78.32% | - | 61,681 | (222,819) | -78.32% |
| 4310-0003 - Ski School Sales | 284,500 | 61,681 | (222,819) | -78.32% | - | 61,681 | (222,819) | -78.32% |
| Total Program | 284,500 | 61,681 | (222,819) | -78.32% | - | 61,681 | (222,819) | -78.32% |
| **Revenue - Expense** | **(270,711)** | **33,555** | **304,266** | **112.39%** | **-** | **33,555** | **304,266** | **112.39%** |

Data Source: Lawson/Questica

# Vehicle Maintenance

FY 2026_Period 03 September Budget vs Actual By Program

Data through September 28, 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** | **2,610** | **(149,890)** | **-98.29%** | **1,167** | **3,777** | **(148,723)** | **-97.52%** |
| Commodities & Services | 152,500 | 2,610 | (149,890) | -98.29% | 1,167 | 3,777 | (148,723) | -97.52% |
| **Revenue - Expense** | **(152,500)** | **(2,610)** | **149,890** | **98.29%** | **(1,167)** | **(3,777)** | **148,723** | **97.52%** |

Data Source: Lawson/Questica

# Eaglecrest

## Product Sales Summary

### From 7/1/2025 to 9/30/2025

| Category / Attribute / Product | Sold | Gross | Tax | Ex Tax |
|---|---|---|---|---|
| **Season Pass** | | | | |
| Adult (19+) / Unlimited | 686 | $ 455,658.13 | $ 21,578.01 | $ 434,080.12 |
| Adult (19+) / CBJ Employee Unlimited | 24 | $ 15,120.00 | $ 720.00 | $ 14,400.00 |
| Adult (19+) / CBJ Health Yourself EC Discount | 24 | $ 756.00 | $ 0.00 | $ 756.00 |
| Adult (19+) / 5 Visit | 12 | $ 2,772.00 | $ 132.00 | $ 2,640.00 |
| Adult (19+) / 10 Visit | 5 | $ 2,992.50 | $ 142.50 | $ 2,850.00 |
| Senior (65+) / Unlimited | 89 | $ 47,754.82 | $ 2,274.04 | $ 45,480.78 |
| Super Senior (75+) / Unlimited Super Senior | 28 | $ 0.00 | $ 0.00 | $ 0.00 |
| College / College | 20 | $ 11,550.00 | $ 550.00 | $ 11,000.00 |
| Military / Military | 29 | $ 16,747.50 | $ 797.50 | $ 15,950.00 |
| Teen (13-18) / Unlimited | 153 | $ 53,749.50 | $ 2,559.50 | $ 51,190.00 |
| Teen (13-18) / 5 Visit | 1 | $ 231.00 | $ 11.00 | $ 220.00 |
| Youth (7-12) / Unlimited | 206 | $ 39,672.00 | $ 1,872.00 | $ 37,800.00 |
| Child (6 & younger) / Unlimited | 89 | $ 2,990.40 | $ 142.40 | $ 2,848.00 |
| Nordic / Nordic | 21 | $ 2,992.50 | $ 142.50 | $ 2,850.00 |
| Nordic / Nordic Add-on | 75 | $ 3,937.50 | $ 187.50 | $ 3,750.00 |
| Schools / 5th Graders | 17 | $ 0.00 | $ 0.00 | $ 0.00 |
| Schools / Books2Boards | 1 | $ 0.00 | $ 0.00 | $ 0.00 |
| Flex Pass / Flex Pass | 87 | $ 14,962.50 | $ 712.50 | $ 14,250.00 |
| Bus / Snow Bus | 1 | $ 99.75 | $ 4.75 | $ 95.00 |
| TRADE / TRADE | 4 | $ 0.00 | $ 0.00 | $ 0.00 |
| Replacement Passes / NEW Media Card | 21 | $ 110.25 | $ 5.25 | $ 105.00 |
| Flex Pass Discount / Flex Pass Discount | 87 | $ 0.00 | $ 0.00 | $ 0.00 |
| | **1680** | **$ 672,096.35** | **$ 31,831.45** | **$ 640,264.90** |
| **Grand Total:** | **1680** | **$ 672,096.35** | **$ 31,831.45** | **$ 640,264.90** |

# Eaglecrest

## Product Sales Summary

### From 7/1/2024 to 9/30/2024

| Category / Attribute / Product | Sold | Gross | Tax | Ex Tax |
|---|---|---|---|---|
| **Season Pass** | | | | |
| Adult (19+) / Unlimited | 1059 | $ 697,063.50 | $ 32,833.50 | $ 664,230.00 |
| Adult (19+) / CBJ Employee Unlimited | 38 | $ 23,940.00 | $ 1,140.00 | $ 22,800.00 |
| Adult (19+) / CBJ Health Yourself EC Discount | 38 | $ 1,197.00 | $ 0.00 | $ 1,197.00 |
| Adult (19+) / 5 Visit | 10 | $ 2,604.00 | $ 124.00 | $ 2,480.00 |
| Adult (19+) / 10 Visit | 4 | $ 2,268.00 | $ 108.00 | $ 2,160.00 |
| Senior (65+) / Unlimited | 119 | $ 63,925.50 | $ 2,995.50 | $ 60,930.00 |
| Super Senior (75+) / Unlimited Super Senior | 23 | $ 0.00 | $ 0.00 | $ 0.00 |
| College / College | 53 | $ 28,444.50 | $ 1,354.50 | $ 27,090.00 |
| Teen (13-18) / Unlimited | 216 | $ 75,384.20 | $ 3,589.72 | $ 71,794.48 |
| Youth (7-12) / Unlimited | 270 | $ 51,853.42 | $ 2,452.07 | $ 49,401.35 |
| Child (6 & younger) / Unlimited | 123 | $ 4,132.80 | $ 196.80 | $ 3,936.00 |
| Nordic / Nordic | 29 | $ 4,000.50 | $ 190.50 | $ 3,810.00 |
| Nordic / Nordic Add-on | 87 | $ 4,567.50 | $ 217.50 | $ 4,350.00 |
| Schools / 5th Graders | 37 | $ 0.00 | $ 0.00 | $ 0.00 |
| Flex Pass / Flex Pass | 91 | $ 14,553.00 | $ 693.00 | $ 13,860.00 |
| Transferable / Transferable | 2 | $ 2,310.00 | $ 110.00 | $ 2,200.00 |
| Bus / Snow Bus | 1 | $ 99.75 | $ 4.75 | $ 95.00 |
| TRADE / TRADE | 4 | $ 0.00 | $ 0.00 | $ 0.00 |
| Replacement Passes / NEW Media Card | 1 | $ 5.25 | $ 0.25 | $ 5.00 |
| Flex Pass Discount / Flex Pass Discount | 91 | $ 0.00 | $ 0.00 | $ 0.00 |
| | **2296** | **$ 976,348.92** | **$ 46,010.09** | **$ 930,338.83** |
| **Grand Total:** | **2296** | **$ 976,348.92** | **$ 46,010.09** | **$ 930,338.83** |

# Eaglecrest

## Product Sales Summary

### From 7/1/2023 to 9/30/2023

| Category / Attribute / Product | Sold | Gross | Tax | Ex Tax |
|---|---|---|---|---|
| **Season Pass** | | | | |
| Adult (19+) / Unlimited | 1096 | $ 729,414.00 | $ 34,494.00 | $ 694,920.00 |
| Adult (19+) / CBJ Employee Unlimited | 47 | $ 29,610.00 | $ 1,410.00 | $ 28,200.00 |
| Adult (19+) / CBJ Health Yourself EC Discount | 49 | $ 1,543.50 | $ 0.00 | $ 1,543.50 |
| Adult (19+) / 5 Visit | 5 | $ 1,627.50 | $ 77.50 | $ 1,550.00 |
| Adult (19+) / 10 Visit | 6 | $ 3,402.00 | $ 162.00 | $ 3,240.00 |
| Adult (19+) / Payment plan Additional | 1 | $ 67.27 | $ 3.20 | $ 64.07 |
| Senior (65+) / Unlimited | 110 | $ 59,031.00 | $ 2,811.00 | $ 56,220.00 |
| Super Senior (75+) / Unlimited Super Senior | 16 | $ 0.00 | $ 0.00 | $ 0.00 |
| College / College | 51 | $ 27,310.50 | $ 1,300.50 | $ 26,010.00 |
| Teen (13-18) / Unlimited | 236 | $ 82,614.00 | $ 3,934.00 | $ 78,680.00 |
| Youth (7-12) / Unlimited | 278 | $ 53,096.25 | $ 2,511.25 | $ 50,585.00 |
| Child (6 & younger) / Unlimited | 152 | $ 5,107.20 | $ 243.20 | $ 4,864.00 |
| Nordic / Nordic | 25 | $ 3,475.50 | $ 165.50 | $ 3,310.00 |
| Nordic / Nordic Add-on | 123 | $ 6,405.00 | $ 305.00 | $ 6,100.00 |
| Schools / 5th Graders | 30 | $ 0.00 | $ 0.00 | $ 0.00 |
| Flex Pass / Flex Pass | 112 | $ 17,829.00 | $ 849.00 | $ 16,980.00 |
| Transferable / Transferable | 2 | $ 2,310.00 | $ 110.00 | $ 2,200.00 |
| Employee / Employee Unlimited | 1 | $ 0.00 | $ 0.00 | $ 0.00 |
| Bus / Snow Bus | 2 | $ 199.50 | $ 9.50 | $ 190.00 |
| TRADE / TRADE | 6 | $ 0.00 | $ 0.00 | $ 0.00 |
| Replacement Passes / NEW Media Card | 5 | $ 21.00 | $ 1.00 | $ 20.00 |
| Flex Pass Discount / Flex Pass Discount | 112 | $ 0.00 | $ 0.00 | $ 0.00 |
| | **2465** | **$ 1,023,063.22** | **$ 48,386.65** | **$ 974,676.57** |
| **Grand Total:** | **2465** | **$ 1,023,063.22** | **$ 48,386.65** | **$ 974,676.57** |

# Eaglecrest

## Product Sales Summary

### From 7/1/2025 to 9/30/2025

| Category / Attribute / Product | Sold | Gross | Tax | Ex Tax |
|---|---|---|---|---|
| **Office** | | | | |
| Gift Cards / Gift Card | 1 | $ 842.10 | $ 0.00 | $ 842.10 |
| Lockers / Individual | 125 | $ 35,437.50 | $ 1,687.50 | $ 33,750.00 |
| Lockers / Family | 71 | $ 33,137.22 | $ 1,577.96 | $ 31,559.26 |
| Lockers / Snowboard | 3 | $ 771.75 | $ 36.75 | $ 735.00 |
| Lockers / Corner | 5 | $ 1,758.75 | $ 83.75 | $ 1,675.00 |
| Special Events / 50th Season Evening Kick off | 0 | $ 0.00 | $ 0.00 | $ 0.00 |
| Admin Service Fees / Lesson Admin Fee | 1 | $ 50.00 | $ 2.38 | $ 47.62 |
| Admin Service Fees / Customer Service Fees | 1 | $ 49.00 | $ 0.00 | $ 49.00 |
| | **207** | **$ 72,046.32** | **$ 3,388.34** | **$ 68,657.98** |
| **Facility Rental** | | | | |
| Cabin Rental / Hilda Dam Cabin | 66 | $ 6,473.78 | $ 308.28 | $ 6,165.50 |
| Cabin Rental / Ravens Rest | 48 | $ 6,260.61 | $ 298.11 | $ 5,962.50 |
| Zipline / Zipline Blling | 1 | $ 18,846.40 | $ 0.00 | $ 18,846.40 |
| | **115** | **$ 31,580.79** | **$ 606.39** | **$ 30,974.40** |
| **Grand Total:** | **322** | **$ 103,627.11** | **$ 3,994.73** | **$ 99,632.38** |

# Eaglecrest

## Product Sales Summary

### From 7/1/2024 to 9/30/2024

| Category / Attribute / Product | Sold | Gross | Tax | Ex Tax |
|---|---|---|---|---|
| **Office** | | | | |
| Gift Cards / Gift Card | 2 | $ 372.75 | $ 0.00 | $ 372.75 |
| Lockers / Individual | 166 | $ 38,115.00 | $ 1,815.00 | $ 36,300.00 |
| Lockers / Family | 94 | $ 37,107.00 | $ 1,767.00 | $ 35,340.00 |
| Lockers / Snowboard | 3 | $ 626.85 | $ 29.85 | $ 597.00 |
| Lockers / Corner | 7 | $ 2,058.00 | $ 98.00 | $ 1,960.00 |
| Admin Service Fees / Lesson Admin Fee | 1 | $ 50.00 | $ 2.38 | $ 47.62 |
| | **273** | **$ 78,329.60** | **$ 3,712.23** | **$ 74,617.37** |
| **Facility Rental** | | | | |
| Entire Facility (Base Lodge) / Daily Rental | 1 | $ 1,470.00 | $ 70.00 | $ 1,400.00 |
| Board Room / Daily Board Room Rental | 6 | $ 2,825.00 | $ 25.00 | $ 2,800.00 |
| Mezzanine / Daily Mezz Rental | 1 | $ 210.00 | $ 10.00 | $ 200.00 |
| Add On / Decoration Removal | 1 | $ 210.00 | $ 10.00 | $ 200.00 |
| Cabin Rental / Hilda Dam Cabin | 92 | $ 9,082.50 | $ 432.50 | $ 8,650.00 |
| Cabin Rental / Ravens Rest | 73 | $ 9,532.00 | $ 442.00 | $ 9,090.00 |
| IRide Alaska / IRide Billing | 523 | $ 7,845.00 | $ 0.00 | $ 7,845.00 |
| Zipline / Zipline Blling | 1 | $ 18,855.48 | $ 0.00 | $ 18,855.48 |
| Alaska Coach Tours / Alaska Coach Tours | 879 | $ 36,193.50 | $ 1,723.50 | $ 34,470.00 |
| | **1577** | **$ 86,223.48** | **$ 2,713.00** | **$ 83,510.48** |
| **Grand Total:** | **1850** | **$ 164,553.08** | **$ 6,425.23** | **$ 158,127.85** |

# Eaglecrest

## Product Sales Summary

### From 7/1/2023 to 9/30/2023

| Category / Attribute / Product | Sold | Gross | Tax | Ex Tax |
|---|---|---|---|---|
| **Office** | | | | |
| Lockers / Individual | 124 | $ 28,644.00 | $ 1,364.00 | $ 27,280.00 |
| Lockers / Family | 69 | $ 27,531.00 | $ 1,311.00 | $ 26,220.00 |
| Lockers / Snowboard | 3 | $ 626.85 | $ 29.85 | $ 597.00 |
| Lockers / Corner | 2 | $ 588.00 | $ 28.00 | $ 560.00 |
| Admin Service Fees / B2B Foundation | 1 | $ 500.00 | $ 0.00 | $ 500.00 |
| | **199** | **$ 57,889.85** | **$ 2,732.85** | **$ 55,157.00** |
| **Facility Rental** | | | | |
| Entire Facility (Base Lodge) / Daily Rental | 1 | $ 1,470.00 | $ 70.00 | $ 1,400.00 |
| Entire Facility (Base Lodge) / Hourly Rental | 5 | $ 485.65 | $ 23.15 | $ 462.50 |
| Add On / Tear Down 7am-Noon | 1 | $ 420.00 | $ 20.00 | $ 400.00 |
| Cabin Rental / Hilda Dam Cabin | 98 | $ 9,072.00 | $ 432.00 | $ 8,640.00 |
| Cabin Rental / Ravens Rest | 63 | $ 8,268.75 | $ 393.75 | $ 7,875.00 |
| | **168** | **$ 19,716.40** | **$ 938.90** | **$ 18,777.50** |
| **Grand Total:** | **367** | **$ 77,606.25** | **$ 3,671.75** | **$ 73,934.50** |

# Eaglecrest

## Product Sales Summary

### From 7/1/2025 to 9/30/2025

| Category / Attribute / Product | Sold | Gross | Tax | Ex Tax |
|---|---|---|---|---|
| **Triple Play & BB Cards** | | | | |
| Youth (7-17) / Triple Play Pack | 1 | $ 141.75 | $ 6.75 | $ 135.00 |
| | **1** | **$ 141.75** | **$ 6.75** | **$ 135.00** |
| **Programs - Youth** | | | | |
| Wee Ski / Wee Ski (3-6) | 84 | $ 23,373.00 | $ 1,113.00 | $ 22,260.00 |
| Powder Pilots (Ski) / Powder Pilots (6-7) | 60 | $ 16,065.00 | $ 765.00 | $ 15,300.00 |
| Mountain Explorers (Ski) / Mountain Explorers | 69 | $ 16,663.50 | $ 793.50 | $ 15,870.00 |
| Holiday Camp (Ski) / Holiday Camp First Timer | 34 | $ 4,462.50 | $ 212.50 | $ 4,250.00 |
| Holiday Camp (Ski) / Holiday Camp HTR & | 21 | $ 2,756.25 | $ 131.25 | $ 2,625.00 |
| Holiday Camp (Snowboard) / Holiday Camp | 7 | $ 918.75 | $ 43.75 | $ 875.00 |
| Little Rippers (Snowboard) / Little Rippers (5-6) | 4 | $ 1,113.00 | $ 53.00 | $ 1,060.00 |
| Big Rippers (Snowboard) / Big Rippers (7-17) | 10 | $ 2,415.00 | $ 115.00 | $ 2,300.00 |
| Summer Adventure Series / Summer | 0 | ($ 14.00) | ($ 14.00) | $ 0.00 |
| | **289** | **$ 67,753.00** | **$ 3,213.00** | **$ 64,540.00** |
| **Programs - Adult** | | | | |
| Women's Edge (Ski) / Women's Edge Series | 2 | $ 315.00 | $ 15.00 | $ 300.00 |
| | **2** | **$ 315.00** | **$ 15.00** | **$ 300.00** |
| **Grand Total:** | **292** | **$ 68,209.75** | **$ 3,234.75** | **$ 64,975.00** |

# Eaglecrest

## Product Sales Summary

### From 7/1/2024 to 9/30/2024

| Category / Attribute / Product | Sold | Gross | Tax | Ex Tax |
|---|---|---|---|---|
| **Triple Play & BB Cards** | | | | |
| Youth (7-17) / Triple Play Pack | 2 | $ 273.00 | $ 13.00 | $ 260.00 |
| Adult (18+) / Triple Play Pack | 2 | $ 273.00 | $ 13.00 | $ 260.00 |
| Beyond Beginner (BB) / Beyond Beginner-SKI | 2 | $ 535.50 | $ 25.50 | $ 510.00 |
| | **6** | **$ 1,081.50** | **$ 51.50** | **$ 1,030.00** |
| **Programs - Youth** | | | | |
| Wee Ski / Wee Ski (3-6) | 125 | $ 34,125.00 | $ 1,625.00 | $ 32,500.00 |
| Powder Pilots (Ski) / Powder Pilots (6-7) | 57 | $ 14,437.50 | $ 687.50 | $ 13,750.00 |
| Mountain Explorers (Ski) / Mountain Explorers | 77 | $ 18,191.25 | $ 866.25 | $ 17,325.00 |
| Holiday Camp (Ski) / Holiday Camp First Timer | 38 | $ 4,987.50 | $ 237.50 | $ 4,750.00 |
| Holiday Camp (Ski) / Holiday Camp HTR & | 12 | $ 1,575.00 | $ 75.00 | $ 1,500.00 |
| Holiday Camp (Snowboard) / Holiday Camp | 13 | $ 1,706.25 | $ 81.25 | $ 1,625.00 |
| Holiday Camp (Snowboard) / Holiday Camp | 0 | $ 0.00 | $ 0.00 | $ 0.00 |
| Little Rippers (Snowboard) / Little Rippers (5-6) | 4 | $ 1,092.00 | $ 52.00 | $ 1,040.00 |
| Big Rippers (Snowboard) / Big Rippers (7-17) | 11 | $ 2,598.75 | $ 123.75 | $ 2,475.00 |
| Summer Adventure Series / Summer | 2 | $ 588.00 | $ 28.00 | $ 560.00 |
| | **339** | **$ 79,301.25** | **$ 3,776.25** | **$ 75,525.00** |
| **School Sales** | | | | |
| Idea Homeschool / Lesson (10 Weeks) | 38 | $ 8,103.00 | $ 0.00 | $ 8,103.00 |
| Homeschool L&R Add ons / Tickets Invoice | 17 | $ 2,040.00 | $ 0.00 | $ 2,040.00 |
| Homeschool L&R Add ons / Rentals Invoice | 18 | $ 2,160.00 | $ 0.00 | $ 2,160.00 |
| | **73** | **$ 12,303.00** | **$ 0.00** | **$ 12,303.00** |
| **Grand Total:** | **418** | **$ 92,685.75** | **$ 3,827.75** | **$ 88,858.00** |

# Eaglecrest

## Product Sales Summary

### From 7/1/2023 to 9/30/2023

| Category / Attribute / Product | Sold | Gross | Tax | Ex Tax |
|---|---|---|---|---|
| **Triple Play & BB Cards** | | | | |
| Youth (7-17) / Triple Play Pack | 1 | $ 136.50 | $ 6.50 | $ 130.00 |
| | **1** | **$ 136.50** | **$ 6.50** | **$ 130.00** |
| **Programs - Youth** | | | | |
| Wee Ski / Wee Ski (3-6) | 119 | $ 32,487.00 | $ 1,547.00 | $ 30,940.00 |
| Powder Pilots (Ski) / Powder Pilots (6-7) | 74 | $ 19,162.50 | $ 912.50 | $ 18,250.00 |
| Mountain Explorers (Ski) / Mountain Explorers | 72 | $ 17,010.00 | $ 810.00 | $ 16,200.00 |
| Holiday Camp (Ski) / Holiday Camp First Timer | 46 | $ 6,037.50 | $ 287.50 | $ 5,750.00 |
| Holiday Camp (Ski) / Holiday Camp HTR & | 21 | $ 2,756.25 | $ 131.25 | $ 2,625.00 |
| Holiday Camp (Snowboard) / Holiday Camp | 17 | $ 2,231.25 | $ 106.25 | $ 2,125.00 |
| Little Rippers (Snowboard) / Little Rippers (5-6) | 4 | $ 1,092.00 | $ 52.00 | $ 1,040.00 |
| Big Rippers (Snowboard) / Big Rippers (7-17) | 7 | $ 1,653.75 | $ 78.75 | $ 1,575.00 |
| Summer Adventure Series / Summer | 1 | $ 275.00 | $ 13.10 | $ 261.90 |
| | **361** | **$ 82,705.25** | **$ 3,938.35** | **$ 78,766.90** |
| **Programs - Adult** | | | | |
| Mountain Skills & Tactics (Ski) / Mountain Skills | 1 | $ 157.50 | $ 7.50 | $ 150.00 |
| Women's Edge (Ski) / Women's Edge Series | 1 | $ 157.50 | $ 7.50 | $ 150.00 |
| | **2** | **$ 315.00** | **$ 15.00** | **$ 300.00** |
| **School Sales** | | | | |
| Raven (pay direct) / Lesson (10 Weeks) | 3 | $ 708.75 | $ 33.75 | $ 675.00 |
| | **3** | **$ 708.75** | **$ 33.75** | **$ 675.00** |
| **Grand Total:** | **367** | **$ 83,865.50** | **$ 3,993.60** | **$ 79,871.90** |

*Memorandum*

**To:** Hannah Shively, Chairman, Eaglecrest Board
Eaglecrest Board Members

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

**Subject:** September Status Report

**Date:** September 24, 2025

---

This is to provide the Eaglecrest Board of Directors with an overview of actions and decisions that have occurred since my last report regarding the design and construction of the gondola. The gondola team, comprised of myself, Alan Steffert project engineer, Alix Pierce, CBJ Tourism Manager, Craig Cimmons, Eaglecrest General Manager, and Jim Calvin, Eaglecrest board member, have been consistently meeting weekly to monitor progress and coordinate next steps.

**Access Road to mid station:** The contract for the construction of the access road to the gondola mid-station was awarded and work started on the 25th. The team at Eaglecrest has been moving the gondola cars, towers and parts from where they have been stored to the upper parking lot to get them out of the way for blasting for rock that will occur in the quarry right across the road. The project is scheduled to be done by October 25th.

**The long-awaited RFP for the CMGC (Construction Manager/General Contractor)** for the gondola project went out on Monday September 22nd. The timeline is for pre-proposal meetings and site visits to take place this week with a deadline for final proposals by October 31st. The selection of a GC could take us to the end of November, and then the GC needs to become familiar with the project. The CMGC contract format is best described in the RFP:

*Because of the unique nature of this project, CBJ has authorized the use of alternative procurement methods, under Ordinance 2023-05, in order to bring the CMGC onto the project team in a way that maximizes the safety, quality, and costeffectiveness of the project. • Under the process, the CMGC will be an integral part of the design development team and develop a Guaranteed Maximum Price (GMP) at the later stages of the design/risk analysis stage. The CMGC will then subcontract appropriate work and manage the project, delivering the completed work below the cost identified in the GMP.*

Given the holidays, it could likely be well into January before we are able to get an accurate sense of total project cost.

**Gondola Refurbishing:** We have been working with "The Gondola Shop" in Colorado to refurbish the gondola cars. It had been recommended that we have the work done in Austria before shipping to the US, but that was not done. While the cars are in good condition, all the glass needs to be replaced, all surfaces repainted, floors repaired or replaced and new upholstery. The refurbishing also ensures that all door mechanisms, upper and lower guides and hangars are serviced and operational. ‘

Representatives from the Gondola Shop and the manufacturer were in town on Saturday to conduct an onsite evaluation of each car after which we will have a final price on the work. We expect the project to cost $30,000 per car plus shipping to and from Colorado. If we are to get this work done the cars have to be in Colorado by the last week of December. Otherwise, they are booked into 2029, far beyond our contractual delivery day of May 2028.

**Shipping of gondola parts from Austria:** The parts have still not left Austria, but they are supposed to be loaded this week this week. A decision was made to add one more hangar assembly that will allow for a “work basket” to be added when necessary for the transportation of items that won’t go inside a regular car.

**Goldbelt Inc Operating Agreement:** We have been meeting on a regular basis to work with representatives of Goldbelt to review the terms of the Revenue Sharing Agreement as a basis for developing the additional details for the operating agreement. Defining the roles of Eaglecrest vs those of Goldbelt are necessary to budget for the resources needed for summer operations. Generally, Eaglecrest will operate the gondola and Goldbelt will market the gondola experience and provide transportation, but there are a multitude of subtleties that need to be agreed upon. I would expect that you should have a draft agreement to review at your next board meeting.