



EAGLECREST BOARD OF DIRECTORS AGENDA

July 2, 2026 at 5:30 PM

Assembly Chambers/Zoom Webinar

<https://juneau.zoom.us/j/88555371873> or 1-253-215-8782 Webinar ID: 885 5537 1873

- A. ROLL CALL
- B. APPROVAL OF AGENDA
- C. APPROVAL OF MINUTES
 - 1. June 2026
 - 2. April 2026
- D. PUBLIC PARTICIPATION
- E. MANAGERS REPORT
 - 3. Mountain Report
 - 4. Financials
- F. AGENDA TOPICS
 - 5. Conversation with Goldbelt
 - 6. Packer Fund Request
- G. COMMITTEE REPORTS
- H. LIAISON REPORT
- I. PUBLIC PARTICIPATION
- J. BOARD OF DIRECTORS' COMMENTS AND QUESTIONS
- K. NEXT MEETING DATE
 - 7. Special Eaglecrest Board Meeting July 9, 2026 at 12:30 pm Zoom Only
 - 8. Eaglecrest Board Meeting, August 2, 2025 at 5:30pm
- L. PUBLIC INTERVIEW
 - 9. Eaglecrest Board interview of GM candidate Julie Jackson Piper

The interview will primarily be held in public, but the end of the interview will be held in executive

session. Candidate resume and cover letter are attached. CBJ Human Resources will collect interview feedback forms for the Board from the public after the interview.

M. EXECUTIVE SESSION

10. GM Candidate Interview - Board Consideration of GM Finalist

Suggested Motion: I move that we recess into executive session to discuss matters which may tend to defame or prejudice the character or reputation of any person, namely any confidential information to be discussed with the General Manager candidate.

N. ADJOURNMENT

ADA accommodations available upon request: contact the Clerk's Office (907)586-5278 or city.clerk@juneau.gov at least 36 hours prior to a meeting, to request ADA arrangements.

Eaglecrest Board of Directors Meeting Minutes

Date: June 4, 2026

Time: 5:30 p.m.

Location: Assembly Chambers / Zoom

Roll Call

Board Members Present: Hannah Shively, Sean O'Neil, Wayne Stevens, Jim Calvin, Brandon Cullum, Kevin Krein

Absent: Thor Lindstam

Mountain Staff: Marissa Kehres

Interim General Manager: Erin Lupro

Assembly Liaison Absent: Neil Steininger

A quorum was established.

Agenda Approval

Wayne Stevens moved to approve the agenda as presented. Hannah Shively seconded the motion. The agenda was approved.

Approval of Minutes

Minutes from December 2025, January 2026, February 2026, March 2026, and May 2026 were presented for approval.

Corrections were noted:

- Kevin Krein was present at the December 2025 meeting.
- Jim Calvin was present at the February 12, 2026 meeting.

Wayne Stevens moved to approve the minutes listed, with corrections noted. Jim Calvin seconded. Hearing no dissent, the motion carried.

Public Participation

Rick Harris

Rick Harris asked for updates regarding General Manager recruitment and volunteer opportunities. He also commented on the need for strong communication around season pass sales, planned services, lift operations, snowmaking, and early opening efforts. He encouraged the Board to continue discussing Black Bear and skier confidence.

He also requested a fuller accounting of the Goldbelt gondola funds, including interest earned and whether any funds were used for City services or in-kind charges.

Manager's Report

Interim General Manager Erin Lupro reported that staff have been working across departments to prioritize summer projects and complete FY26 while preparing for FY27. She thanked the community for its support during the budget process.

Erin reported ongoing work with CBJ departments, including Streets, Fleet, Legal, HR, Risk, Finance, Purchasing, and Facilities.

Strategic and Financial Planning

Erin reported that Eaglecrest is moving forward with SE Group for the Eaglecrest Financial and Strategic Plan. Staff are working with CBJ Purchasing and the consultant on next steps.

Summer Operations

The kitchen has been closed and cleaned for the season. iRide Segway is operating out of Porcupine Lodge until the replacement vendor tent arrives.

Staffing

The Base Operations Manager position is vacant and will not be filled under the FY27 budget. Remaining duties have been divided among staff.

A Mountain Operations Director has been hired and is scheduled to begin June 15.

Snowsports and Summer Programs

Snow Sports School will adjust programming and pricing once FY27 pricing is finalized. The final homeschool payment was received. Summer camp has begun, with approximately 70 participants and a few spots remaining.

Marketing and Communications

Staff are maintaining the website, calendars, event listings, newsletters, and social media. Pricing updates are expected to be released the following week. Upcoming outreach efforts include flower sponsorships, Father's Day gift bundles, Christmas in July, locker renewals, snow sports program release dates, and Discover Eaglecrest Day.

Mountain Safety and Operations

Mountain Safety is assisting with Mountain Operations and reviewing weather trends, snowfall totals, and special lift evacuation planning. Staff are working to better define rescue roles, staffing needs, span-specific rescue requirements, and interdepartmental responsibilities.

The lead groomer attended Ski Area Management Cutter's Camp, and the lift mechanic attended the Rocky Mountain Lift Association Annual Conference.

Staff are ordering PistenBully parts and completing annual equipment service and maintenance. Logs are being developed for equipment tracking and maintenance standards.

Snowmaking Water Line

Staff have begun assessing the snowmaking water supply line as snow recedes. Visible breaks are being documented with photos and mapped for repair planning.

Hooter Gearbox

Staff are working with an out-of-state company and a local company on the Hooter gearbox rebuild to avoid shipping the gearbox across the country.

Draft Operating Schedule

A draft operating schedule was included in the packet for Board awareness. Final scheduling will depend on the approved budget.

Financials

There have been limited financial changes since the Finance Committee meeting. Expenses have changed primarily due to personnel services. Revenue data remains delayed, with some reporting still behind due to CBJ entry and credit card processing.

Jim Calvin noted that reaching approximately \$2 million in operating revenue was a significant recovery given the revenue position earlier in the season.

Agenda Topics

FY27 Pricing

Brandon Cullum stated that the Board does not take pricing increases lightly and understands that increases can be difficult for users.

Wayne Stevens moved to adopt the pricing schedule as presented and recommended by the Finance Committee.

The Board discussed several amendments. The final approved pricing motion included the following changes:

- Coast Guard day ticket set at \$45 and rental set at \$35.
- Flex Pass discount set at 30% off lift ticket prices.
- Individual locker increased by \$10.

- Family locker increased by \$20.
- Snowboard locker increased by \$10.
- Corner locker increased by \$20.
- Children ages 0–6 day ticket remains \$13.
- Senior season pass pricing applies to all skiers age 65 and older.

The amended FY27 pricing schedule was approved.

Tier 1 Pricing Deadline

A motion was made to accept September 30 as the final day to purchase Tier 1 passes. Hearing no dissent, the motion carried.

Merchant Fees

The Board discussed adding a convenience fee to recover credit card processing costs. Staff reported that Eaglecrest can implement a convenience fee through the point-of-sale system.

After discussion, the Board approved a flat **3% convenience fee for credit card purchases** of Eaglecrest products beginning July 1, 2026.

Debit card fees will be researched further, and a special meeting may be called if additional action is needed.

Resolution 2026-1: Community Ownership of Eaglecrest

Jim Calvin introduced Resolution 2026-1 supporting continued community ownership of Eaglecrest Ski Area.

The resolution confirms the Board’s commitment to Eaglecrest remaining community-owned while welcoming investment opportunities that preserve community ownership.

The Board approved Resolution 2026-1 as presented.

Resolution 2026-2: Engagement with Goldbelt

Jim Calvin introduced Resolution 2026-2 supporting continued engagement with Goldbelt, Inc. regarding potential partnerships that could help modernize Eaglecrest and support affordable winter recreation.

The Board amended the resolution to clarify that engagement with Goldbelt should occur within the framework of continued community ownership.

The Board approved Resolution 2026-2 as amended.

Community Meet and Greet Work Group

Sean O’Neil introduced a proposal to create a work group under the Sales, Marketing, and Communications Committee to organize monthly community meet-and-greet events beginning in July 2026 and continuing until the start of the 2026–2027 ski season.

The goal is to provide opportunities for community members to meet Board members, share feedback, learn about upcoming programs, and support season pass sales.

The motion passed.

The work group will include Sean O’Neil, Kevin Krein, and Wayne Stevens.

Committee and Liaison Reports

Planning Committee

The Planning Committee is working to finalize the scope of work and contract with SE Group. The scope is being adjusted following changes to the gondola project.

The committee is also working with staff on an Eaglecrest user survey to gather feedback on user experience, communications, and improvement opportunities.

Human Resources Committee

The General Manager recruitment process has received 37 applications. Four interviews have been conducted. Recruitment remains open, and the committee will review applications, revisit interview notes, and determine next steps for a formal public interview process.

Finance Committee

Thor Lindstam was absent but provided that Finance Committee work has focused on budget and pricing topics addressed earlier in the meeting.

Assembly Liaison

Neil Steininger was absent but thanked those who attended Assembly meetings, submitted written comments, and expressed support for Eaglecrest.

Board Member Comments

Hannah Shively thanked staff for their work on the budget and pricing and recognized the strong revenue recovery from earlier in the season. She announced that she would be stepping down from the Board after the meeting.

Brandon Cullum thanked Hannah for her service, including her work on the personnel plan, employee support, and her time as Board Chair.

Next Meeting

The next regular meeting is scheduled for **July 2, 2026, at 5:30 p.m.**

Adjournment

A motion was made to adjourn. The meeting was adjourned.

Eaglecrest Board of Directors Meeting Minutes

Date: April 2, 2026

Time: 5:30 p.m.

Location: Assembly Chambers / Zoom

Roll Call

Board Members Present: Wayne Stevens, Sean O’Neil, Hannah Shively, Thor Lindstam, Kevin Krein, Brandon Cullum

Board Member Present via Zoom: Jim Calvin

Mountain Staff: Marissa Kehres

Interim General Manager: Erin Lupro

Assembly Liaison: Neil Steininger

A quorum was established.

Agenda Approval

Wayne Stevens moved to approve the agenda as presented. Hearing no objection, the agenda was approved.

Approval of Minutes

No minutes were approved. Staff noted that several sets of minutes would be available for approval at the next meeting.

Public Participation

Bruce Griggs

Bruce Griggs spoke regarding the Assembly Finance Committee meeting and future discussions with potential investors, including Goldbelt. He encouraged the Board to approach any negotiations from a position of strength and emphasized the importance of maintaining winter operations.

Patrick Herman

Patrick Herman thanked the Board for its service and encouraged the Board to consider holding a public informational meeting to help the community better understand Eaglecrest’s current situation and future direction.

Bruce Garrison

Bruce Garrison thanked the Board for its work and expressed disappointment with the Assembly Finance Committee discussion. He encouraged the Board to reach out to the public for support when needed.

Manager’s Report

Interim General Manager Erin Lupro provided financial and operational updates.

Financial reporting had not changed significantly since the prior Finance Committee meeting, with revenue still current only through March 9. March revenue, including spring pass sales, had not yet fully appeared in the system.

Erin reported that March brought significant snowfall and strong mountain visitation, including local skiers and out-of-town visitors. March was the most profitable March in Eaglecrest’s point-of-sale records dating back to 2014.

Ski Patrol reported 122 inches of snowfall at the top weather station and continued avalanche mitigation work. Eaglecrest also hosted a successful SheJumps event with Ski Patrol and community partners.

Snowsports School completed multi-week programming, homeschool programming, and spring break programs. Eaglecrest supported 273 students through the Eaglecrest Foundation school group sponsorship program.

Wayne Stevens noted the importance of youth participation, including 464 youth participants across two six-week sessions, 67 homeschool participants, and 937 school group lessons.

Agenda Topics

Gondola Update

Jim Calvin reported that the Board had sent a formal letter to Goldbelt asking the company to clarify its interest in remaining engaged with the gondola project and Eaglecrest.

Four potential paths were identified for discussion:

- Goldbelt providing additional capital to continue the gondola project
- A commercial use/vendor model where Goldbelt would own, build, and operate the gondola
- A broader year-round mountain management model
- Pausing the revenue-sharing agreement to allow time for additional planning and investment exploration

Jim reported that the Assembly had begun the process of terminating the revenue-sharing agreement, noting that the current agreement cannot be met as written due to project timeline and funding issues.

The gondola project is currently paused. CBJ still owns the gondola equipment, including parts in Austria and gondola cars in Colorado.

Budget Update

Brandon Cullum reported that the Assembly directed the Eaglecrest Board to provide a budget scenario that relies only on Eaglecrest operating revenue and the \$930,000 general fund appropriation, without additional negative fund balance.

The Board discussed the need to also provide additional scenarios showing what Eaglecrest would need to operate responsibly.

The Assembly also directed Eaglecrest to continue investigating capital investments, revenue-generating opportunities, financing options, and potential revenue bonds, with a report due no later than November 2026.

Uphill Ski Pass

The Board discussed the possibility of creating an uphill pass. Staff shared concerns about liability, recreational use immunity, signage, education, staff time, winch cat safety, avalanche mitigation, and operational flexibility.

Director of Mountain Safety Justin Spurrier noted that an uphill pass could help with education and risk management but would require significant consideration of liability and enforcement.

The Board moved the uphill pass discussion back to the Finance Committee for further review.

Bylaw Updates

Wayne Stevens reported that he has been reviewing Board bylaws and working with the Law Department and Clerk's Office on housekeeping updates related to committee names, secretary duties, quorum, and committee roles.

Jim Calvin suggested the item be referred to the HR Committee.

Additional Public Participation

Pat Harmon

Pat Harmon asked whether Eaglecrest had plans for a 50-year celebration.

Katie Bausler

Katie Bausler thanked the Board for its work and encouraged further discussion around the economic value of Eaglecrest, including independent travelers, visitors using ski passes, and community members who choose to live in Juneau because of Eaglecrest.

Committee Reports

Finance Committee

The Finance Committee reported that March revenue had been strong but had not yet fully appeared in the financial reports. The committee also discussed the uphill pass topic.

Sales and Communications Committee

The committee received a staff report from Tracy and Greg. Topics included newsletters, summer camp promotion, radio advertising, visitor data, social media analytics, and the end-of-season Hatchback Hootenanny event.

HR Committee

The HR Committee reported that General Manager recruitment is ongoing, with approximately 20 applicants received. The committee planned to meet in executive session to review applications and consider first-round interviews.

Planning Committee

The Planning Committee continues working with staff to move the planning RFP through the CBJ process. The committee may replace its upcoming meeting with a Finance Committee meeting due to budget timeline needs.

Assembly Liaison Report

Assembly Liaison Neil Steininger thanked the Board for attending the recent Assembly meeting and noted that the Assembly's budget request is difficult but intended to be a shared responsibility.

He encouraged the Board to provide additional budget concepts beyond the requested minimum scenario.

Board Member Comments

Jim Calvin commented that the Assembly's request for a \$930,000 general fund support budget scenario is difficult but viewed it as part of a collaborative process to preserve Eaglecrest.

Wayne Stevens noted concern that canceled construction may still result in lost zipline revenue and emphasized the importance of maintaining youth access and school programs.

Kevin Krein noted that March skiing had been excellent and that Eaglecrest appears to have support within the Assembly. He also suggested incorporating Eaglecrest's 50-year anniversary into the Hatchback Hootenanny or other end-of-season events.

Erin Lupro thanked the Board for attending the Assembly meeting and acknowledged the difficult budget work ahead. She stated that she will continue advocating for Eaglecrest while also recognizing the City's broader financial challenges.

Brandon Cullum noted that the Assembly process provides time for discussion and possible solutions before final decisions are made.

Next Meeting

The next regular meeting is scheduled for **May 7, 2026**.

Adjournment

A motion was made to adjourn. The meeting was adjourned.

Mountain Report

Staff continue to make steady progress on several key administrative and strategic initiatives as we prepare for FY27.

Work continues with **SE Group** to refine the scope of work for the Eaglecrest Financial and Strategic Plan. Their on-site visit is scheduled for **July 7–8**, during which they will spend two full days meeting with stakeholders and gathering information to support the planning process.

The FY27 insurance renewal has been finalized in coordination with the CBJ Risk Management Department.

Administrative staff have also been focused on collecting outstanding invoices, reconciling accounts, tracking open purchase orders, and ensuring POs are closed prior to the fiscal year-end.

The **Vertical Bridge (cell tower)** ordinance was approved by the Assembly on June 8. The updated agreement expands the tower footprint and allows for a taller tower installation. Under the new agreement, Eaglecrest will receive a one-time payment of **\$5,000** in FY27, followed by **\$1,250 per month** in lease revenue. The agreement also includes scheduled rent increases of **30% in the second year, 40% in the third year, and additional increases thereafter.**

Following discussion during the Finance Committee meeting regarding miscoded revenue, staff researched the issue and confirmed that lease revenue from February 2024 through the current period had been incorrectly coded. As a result, **\$24,635.64** will be transferred into FY26 revenue.

Upcoming Events

- **July 1** – Season Pass Sales Begin (payment plan available during July only)
- **July 21** – Christmas in July at the Downtown Food Truck Park, featuring Deckhand Dave's, live music, season pass sales, payment plan opportunities, and prize giveaways.
- **August 3** – Locker Renewals Open
- **August 26** – Snowsports School Program Registration Opens (**10:00 a.m.**)
- **September 19** – Discover Eaglecrest Day

Staff are also exploring a new community event idea, "**Hike to the Nest at the Crest**," which would include a hike to the top of Ptarmigan, a raffle at the Eagle's Nest, and a potential family event hike to the top of Porcupine to be included. Dates are still under consideration.

Mountain Operations

Mountain Operations Director **Burke Bohnsack** officially joined Eaglecrest on June 15. Staff have worked collaboratively to bring Burke up to speed on current projects, priorities, and department operations.

A major focus for the department has been organization and cleanup of shop areas, along with waste reduction efforts. Staff completed a comprehensive review of surplus equipment

throughout the mountain, documenting eligible items with photographs and inventory information in preparation for auction.

To support this effort, Marissa attended CBJ surplus property training and is preparing to begin posting surplus items shortly after the start of FY27.

Lift Maintenance

Annual maintenance on the Porcupine Lift is nearing completion, with Hooter Lift maintenance also progressing well.

Annual **Non-Destructive Testing (NDT)** continues on lift grips and components as required under **ANSI B77** standards to verify the structural integrity and safety of lift equipment.

Staff continue coordinating with Artec and Maritime regarding the Hooter gearbox rebuild. Bringing qualified contractors to Juneau will reduce project costs while also establishing valuable local maintenance resources.

A funding request has also been submitted to the Eaglecrest Foundation through the **Duane Packer Fund** to assist with purchasing an updated work carrier basket for lift maintenance operations.

Mountain Safety

Mountain Safety staff continue to focus on FY26 wrap-up activities while preparing for FY27 operations.

Current priorities include:

- Ensuring emergency response readiness for summer camp operations.
- Working with Juneau Ski Patrol to increase volunteer recruitment and strengthen the volunteer program.
- Receiving updated rescue equipment and rebuilding response kits.
- Preparing the FY27 explosives order.
- Reviewing and updating specialized lift evacuation procedures.

Human Resources

Human Resources efforts have focused on processing personnel actions related to seasonal separations, updating organizational structures, and adjusting FTE allocations in preparation for the beginning of FY27.

Staff continue working closely with CBJ Human Resources to ensure all personnel records are current and organizational changes are properly documented.

Intent-to-return letters will be distributed in mid-July to seasonal employees. This process will help determine staffing availability early and improve recruitment efforts for the upcoming winter season.

Guest Services / Base Operations / Revenue

Guest Services staff have remained busy preparing systems and facilities for FY27 operations.

Work has included maintenance and cleaning of media printers, troubleshooting credit card processing equipment, and coordinating with vendors to improve support resources and repair processes.

Revenue processing continues to remain current, ensuring timely bank deposits and City transmittals. With kitchen operations no longer processing retail sales under the FY27 operating model, the associated cash till funds have been returned to the City. Staff have continued building positive working relationships with the CBJ Cash Office and have recently been selected for a CBJ audit of Eaglecrest's cash receipt procedures.

Staff also completed a comprehensive cleanup and organization of the Base Office, removing outdated computers, phones, electronics, and surplus IT equipment for return to the appropriate CBJ departments.

Significant effort has also gone into preparing products and point-of-sale systems for the July 1 season pass launch. This included updating product inventories, preparing workstation materials for sales staff, coordinating computer replacements across multiple departments, and working with the Point-of-Sale vendor to reinstall required software.

Snowsports School

Summer Camp #2 has concluded successfully, with two additional camps scheduled for July.

Enrollment has more than doubled compared to last summer, largely due to the exceptional work of the Youth Community Outreach Coordinator in developing an engaging adventure camp program. The addition of another camp counselor also allowed Eaglecrest to safely increase enrollment and better serve youth throughout the community.

Parent feedback has been overwhelmingly positive, and community interest continues to grow as more families learn about Eaglecrest's summer programming.

Retail Rental Repair (RRR)

The FY26 CBJ retail inventory audit has been successfully completed.

Staff are now preparing FY27 merchandise orders, including sweatshirts, T-shirts, hats, and other retail soft goods in preparation for the upcoming winter season.

Vertical Bridge

Year	Inv Date	Billed Amt
FY 23	3/5/2024	844.13
FY 23	4/5/2024	844.13
FY 23	5/5/2026	844.13
FY 23	6/5/2024	844.13
FY 24	7/5/2024	844.13
FY 24	8/5/2024	844.13
FY 24	9/5/2024	844.13
FY 24	10/5/2024	844.13
FY 24	11/5/2024	844.13
FY 24	12/5/2024	844.13
FY 24	1/5/2025	844.13
FY 24	2/5/2025	844.13
FY 24	3/5/2025	844.13
FY 24	4/5/2025	844.13
FY 24	5/5/2025	844.13
FY 24	6/5/2025	844.13
FY 25	7/5/2025	844.13
FY 25	8/5/2025	844.13
FY 25	9/5/2025	844.13
FY 25	10/5/2025	844.13
FY 25	11/5/2025	844.13
FY 25	12/5/2025	844.13
FY 25	1/5/2026	844.13
FY 25	2/5/2026	844.13
FY 25	3/5/2026	844.13
FY 25	4/5/2026	844.13
FY 25	5/5/2026	844.13
FY 25	6/6/2026	844.13

Row Labels	Sum of Billed Amt
FY 23	3376.52
FY 24	10129.56
FY 25	10129.56
Grand Total	23635.64

Eaglecrest (AK-5154)		Debit	Credit
FY 23			
	271010101-1201-0000		(\$3,376.52)
	271140106-4570-0000	\$3,376.52	
	235010101-1201-0000	\$10,129.56	
	235010101-4570		(\$10,129.56)
FY 24			
	271010101-1201-0000		(\$10,129.56)
	271140106-4570-0000	\$10,129.56	
	235010101-1201-0000	\$10,129.56	
	235010101-4570		(\$10,129.56)
FY 25			
	271010101-1201-0000		(\$10,129.56)
	271140106-4570-0000	\$10,129.56	
	235010101-1201-0000	\$10,129.56	
	235010101-4570		(\$10,129.56)

Presented by: The Manager
Introduced: 05/18/2026
Drafted by: Law Department

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2026-19

An Ordinance Authorizing the Manager to Amend the Existing Site Lease with Vertical Bridge, LLC, for the Construction, Operation and Maintenance of a Telecommunication Tower Facility at Eaglecrest Ski Area.

WHEREAS, Vertical Bridge, LLC currently leases approximately 402 square feet of City and Borough of Juneau (“City and Borough”) property located at 3000 Fish Creek Road which was recommended by the Planning Commission in August 2013 and authorized by the Assembly in October 2013 with Ordinance 2013-23; and

WHEREAS, Vertical Bridge, LLC applied to the Land Office to add additional square footage to its lease and to extend the length of the lease term; and

WHEREAS, Vertical Bridge, LLC requested additional space in order to accommodate a new, taller wireless communication tower, which will provide better coverage to Eaglecrest and North Douglas; and

WHEREAS, the Assembly Lands Committee passed a motion of support on February 23, 2026, to amend the lease of City and Borough property located at 3000 Fish Creek Road; and

WHEREAS, Vertical Bridge, LLC shall be responsible for obtaining all required local, state, and federal permits and approvals for constructing, installing, operating, maintaining and repairing its wireless communication tower/facility on the leased premises.

BE IT ENACTED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Classification. This ordinance is a noncode ordinance.

Section 2. Authorization of Sale. Pursuant to CBJC 53.09.260, the Manager is authorized to execute a lease to Vertical Bridge, LLC for approximately 1,000 square feet of City and Borough property located at 3000 Fish Creek Road within the parcel described as Section 31, T 41 S, R67 E Copper River Meridian, recorded in the Juneau Recording District, First Judicial District, State of Alaska, as generally depicted in Exhibit "A".

Section 3. Amendment Fee. A one-time amendment fee of Five Thousand Dollars (\$5,000.00) shall be payable only upon final zoning approval and receipt of all required

governmental approvals for the relocation of the wireless telecommunication tower. If such approvals are not granted, no amendment fee shall be due or payable.

Section 4. Essential Terms and Conditions. The lease will include, at a minimum, the following terms and conditions:

- (a) The lease term shall be for a period of five years, with six additional five-year renewal periods.
- (b) The authorized use of the lease site shall be solely for the construction, installation, operation, maintenance and repair of a wireless communications tower/facility.
- (c) Rent and all escalation and sublease rent provisions set forth below, shall not take effect unless and until final zoning approval and all required governmental approvals for the relocation of the telecommunications tower have been obtained. Rent shall be established according to the following schedule:

\$1,250 per month as base rent, which includes first sublease; plus
30% of rent charged in second sublease; plus
40% of rent charged in third sublease; plus
50% of rent charged in fourth (and each additional) sublease.

The above percentages shall be calculated and payable on a monthly basis.

- (d) There shall be an automatic three percent annual escalation of the base rent charged.
- (e) During the lease and lease renewal periods, rent shall be subject to adjustment every five years to reflect changes in the market rent.
- (f) Lessee shall ensure all equipment, facilities, and activities on the leased premises operate in a manner which will not cause unreasonable interference with the operations of the City and Borough or other authorized users in the vicinity of the leased premises.
- (g) Lessee shall be responsible for obtaining all requisite permits and shall comply with all applicable federal, state, and local laws and regulations in constructing, installing, operating, maintaining, and repairing its wireless communication tower/facility on the leased premises.
- (h) Lessee shall indemnify, defend, and hold harmless the City and Borough and its officers, agents, and employees from any claims related to or arising out of Lessee's development, improvements, and/or activities of any kind on the lease site.

Section 5. Other Terms. The Manager may include other lease terms determined to be in the public interest.

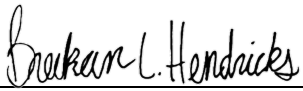
Section 6. Effective Date. This ordinance shall be effective 30 days after its adoption.

Adopted this 8 day of June, 2026.



Beth A. Weldon, Mayor

Attest:



Breckan L. Hendricks, Municipal Clerk



Actual vs Budget Year To Date

City and Borough of Juneau

July 2025 To June 2026 (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 Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	5,777,921	4,669,541	(1,108,379)	-19.18%	195,927	4,865,468	(912,453)	-15.79%
Commodities & Services	2,479,915	2,201,811	(278,104)	-11.21%	195,927	2,397,738	(82,177)	-3.31%
Personnel Services	3,298,006	2,467,730	(830,276)	-25.18%	-	2,467,730	(830,276)	-25.18%
Revenues	3,786,700	2,977,264	(809,436)	-21.38%	-	2,977,264	(809,436)	-21.38%
Net Total	(1,991,221)	(1,692,277)	298,943	15.01%	(195,927)	(1,888,204)	103,017	5.17%



Actual vs Budget Year To Date

City and Borough of Juneau

July 2025 To June 2026 (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 Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	5,777,921	4,669,541	(1,108,379)	-19.18%	195,927	4,865,468	(912,453)	-15.79%
Commodities & Services	2,479,915	2,201,811	(278,104)	-11.21%	195,927	2,397,738	(82,177)	-3.31%
5201-0000 - Mileage	300	572	272	90.69%	-	572	272	90.69%
5202-0000 - Travel & Training	45,390	11,318	(34,072)	-75.06%	-	11,318	(34,072)	-75.06%
5204-0000 - Recruiting	9,000	(3,750)	(12,750)	-141.67%	5,000	1,250	(7,750)	-86.11%
5205-0000 - Contractual Training	-	1,650	1,650	100.00%	-	1,650	1,650	100.00%
5310-0000 - Telephone	20,475	17,598	(2,877)	-14.05%	-	17,598	(2,877)	-14.05%
5320-0000 - Printing	17,700	8,979	(8,721)	-49.27%	-	8,979	(8,721)	-49.27%
5322-0000 - Advertising	35,300	13,448	(21,852)	-61.90%	-	13,448	(21,852)	-61.90%



Actual vs Budget Year To Date

City and Borough of Juneau

5330-0000 - Rents	-	990	990	100.00%	-	990	990	100.00%
5332-0000 - Electricity	90,000	89,799	(201)	-0.22%	-	89,799	(201)	-0.22%
5333-0000 - Fuel Oil & Propane	13,100	7,450	(5,650)	-43.13%	3,750	11,200	(1,900)	-14.50%
5334-0000 - Refuse Disposal	10,000	13,107	3,107	31.07%	-	13,107	3,107	31.07%
5336-0000 - Wastewater Service	5,000	2,052	(2,948)	-58.96%	-	2,052	(2,948)	-58.96%
5340-0000 - Repairs	6,500	1,334	(5,166)	-79.48%	-	1,334	(5,166)	-79.48%
5347-0000 - Maintenance - Software	-	44,718	44,718	100.00%	9,282	54,000	54,000	100.00%
5360-0000 - Equipment Rentals	2,000	3,198	1,198	59.91%	-	3,198	1,198	59.91%
5362-0000 - Fleet Replacement Reserve	335,000	335,000	-	0.00%	-	335,000	-	0.00%
5363-0000 - Equipment Maintenance - Non-Fleet	90,000	150,742	60,742	67.49%	266	151,008	61,008	67.79%
5370-0000 - Specialty & Property	157,800	157,800	-	0.00%	-	157,800	-	0.00%
5375-0000 - General Liab, Auto & EE Practice	1,100	1,100	-	0.00%	-	1,100	-	0.00%
5380-0000 - Dues & Subscriptions	10,950	8,970	(1,980)	-18.08%	-	8,970	(1,980)	-18.08%
5389-0000 - Fleet Gasoline	-	-	-	0.00%	-	-	-	0.00%
5390-0000 - Contractual Services	434,500	356,317	(78,183)	-17.99%	149,373	505,690	71,190	16.38%
5394-0000 - Full Cost Allocation	523,100	523,100	-	0.00%	-	523,100	-	0.00%
5395-0000 - Medical Professional Services	-	-	-	0.00%	-	-	-	0.00%
5397-0000 - Bank Card Fees	120,000	50,974	(69,026)	-57.52%	-	50,974	(69,026)	-57.52%



Actual vs Budget Year To Date

City and Borough of Juneau

5420-0000 - COVID Materials & Services	-	-	-	0.00%	-	-	-	0.00%
5480-0000 - Office Supplies	6,600	2,527	(4,073)	-61.71%	-	2,527	(4,073)	-61.71%
5481-0000 - Postage & Parcel Post	500	12	(488)	-97.59%	-	12	(488)	-97.59%
5483-0000 - Foul Weather Gear	3,600	-	(3,600)	-100.00%	-	-	(3,600)	-100.00%
5484-0000 - Rental Inventory	35,000	37,336	2,336	6.67%	-	37,336	2,336	6.67%
5485-0000 - Inventory	3,000	-	(3,000)	-100.00%	-	-	(3,000)	-100.00%
5486-0000 - Retail Hard Goods	4,000	4,394	394	9.85%	-	4,394	394	9.85%
5487-0000 - Retail Soft Goods	42,000	36,391	(5,609)	-13.35%	-	36,391	(5,609)	-13.35%
5488-0000 - Uniforms & Safety Equipment	30,500	18,044	(12,456)	-40.84%	-	18,044	(12,456)	-40.84%
5489-0000 - Uniform & Tool Allowance	7,000	5,711	(1,289)	-18.41%	-	5,711	(1,289)	-18.41%
5490-0000 - Materials & Commodities	267,500	196,856	(70,644)	-26.41%	90	196,946	(70,554)	-26.38%
5492-0000 - Gasoline & Oil	135,000	101,622	(33,378)	-24.72%	28,165	129,787	(5,213)	-3.86%
5493-0000 - Chemicals	6,000	-	(6,000)	-100.00%	-	-	(6,000)	-100.00%
5494-0000 - Loss Contingency	-	1,000	1,000	100.00%	-	1,000	1,000	100.00%
5496-0000 - Minor Equipment	12,000	1,503	(10,497)	-87.48%	-	1,503	(10,497)	-87.48%
7005-0000 - Reimbursable Expense - External	-	(50)	(50)	-100.00%	-	(50)	(50)	-100.00%
Total Commodities & Services	2,479,915	2,201,811	(278,104)	-11.21%	195,927	2,397,738	(82,177)	-3.31%
Personnel Services	3,298,006	2,467,730	(830,276)	-25.18%	-	2,467,730	(830,276)	-25.18%



Actual vs Budget Year To Date

City and Borough of Juneau

Revenues	3,786,700	2,977,264	(809,436)	-21.38%	-	2,977,264	(809,436)	-21.38%
Net Total	(1,991,221)	(1,692,277)	298,943	15.01%	(195,927)	(1,888,204)	103,017	5.17%



Actual vs Budget Year To Date

City and Borough of Juneau

July 2025 To June 2026 (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 Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	5,777,921	4,669,541	(1,108,379)	-19.18%	195,927	4,865,468	(912,453)	-15.79%
Commodities & Services	2,479,915	2,201,811	(278,104)	-11.21%	195,927	2,397,738	(82,177)	-3.31%
Personnel Services	3,298,006	2,467,730	(830,276)	-25.18%	-	2,467,730	(830,276)	-25.18%
5100-0000 - Vacancy Factor	-	-	-	0.00%	-	-	-	0.00%
5110-0000 - Salaries	2,258,593	1,570,176	(688,417)	-30.48%	-	1,570,176	(688,417)	-30.48%
5111-0000 - Overtime	108,220	158,794	50,574	46.73%	-	158,794	50,574	46.73%
5116-0000 - Accrued Leave	-	107,973	107,973	100.00%	-	107,973	107,973	100.00%
5120-0000 - Benefits	945,773	574,562	(371,211)	-39.25%	-	574,562	(371,211)	-39.25%
5121-0000 - Deferred Comp Employer Match	9,380	1,933	(7,447)	-79.40%	-	1,933	(7,447)	-79.40%



Actual vs Budget Year To Date

City and Borough of Juneau

5130-0000 - Workers Compensation	62,700	62,700	-	0.00%	-	62,700	-	0.00%
5141-0000 - All Other Workforce	(86,660)	-	86,660	100.00%	-	-	86,660	100.00%
5160-0000 - Bonuses	-	(8,407)	(8,407)	-100.00%	-	(8,407)	(8,407)	-100.00%
Total Personnel Services	3,298,006	2,467,730	(830,276)	-25.18%	-	2,467,730	(830,276)	-25.18%
Revenues	3,786,700	2,977,264	(809,436)	-21.38%	-	2,977,264	(809,436)	-21.38%
Net Total	(1,991,221)	(1,692,277)	298,943	15.01%	(195,927)	(1,888,204)	103,017	5.17%



Actual vs Budget Year To Date

City and Borough of Juneau

July 2025 To June 2026 (12 Months)

Fund All
 Department Eaglecrest
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 Accounting Units All

	Budget	YTD Actual Costs (excl. Enc)	Variance Over/(Under)	Percentage Variance	Open Encumbrances	YTD Actual Costs (incl. Enc)	Variance Over/(Under)	Percentage Variance
Expenses	5,777,921	4,669,541	(1,108,379)	-19.18%	195,927	4,865,468	(912,453)	-15.79%
Revenues	3,786,700	2,977,264	(809,436)	-21.38%	-	2,977,264	(809,436)	-21.38%
Investment	-	-	-	0.00%	-	-	-	0.00%
Other	100,100	444	(99,656)	-99.56%	-	444	(99,656)	-99.56%
4110-0000 - Donation Revenues	100,000	-	(100,000)	-100.00%	-	-	(100,000)	-100.00%
4700-0000 - Cash Over/Short	100	(502)	(602)	-602.35%	-	(502)	(602)	-602.35%
4720-0000 - Bad Debts	-	-	-	0.00%	-	-	-	0.00%
4799-0000 - Miscellaneous Revenue	-	946	946	100.00%	-	946	946	100.00%
Total Other	100,100	444	(99,656)	-99.56%	-	444	(99,656)	-99.56%



Actual vs Budget Year To Date

City and Borough of Juneau

Program	2,756,600	2,046,820	(709,780)	-25.75%	-	2,046,820	(709,780)	-25.75%
4300-0000 - User Fees	-	-	-	0.00%	-	-	-	0.00%
4310-0000 - Daily Pass Revenue	-	-	-	0.00%	-	-	-	0.00%
4310-0001 - Ski Lift Fees	350,000	346,703	(3,297)	-0.94%	-	346,703	(3,297)	-0.94%
4310-0002 - Bus Pass Sales	6,500	9,126	2,626	40.39%	-	9,126	2,626	40.39%
4310-0003 - Ski School Sales	284,500	196,500	(88,000)	-30.93%	-	196,500	(88,000)	-30.93%
4330-0000 - Annual Revenue	1,200,000	865,681	(334,319)	-27.86%	-	865,681	(334,319)	-27.86%
4380-0000 - Contracted Service Revenue	62,000	5,052	(56,948)	-91.85%	-	5,052	(56,948)	-91.85%
4410-0000 - Permit Revenues	170,000	80,138	(89,862)	-52.86%	-	80,138	(89,862)	-52.86%
4420-0001 - Concession Fees	250,000	91,330	(158,670)	-63.47%	-	91,330	(158,670)	-63.47%
4420-0002 - Vending Revenue	3,000	284	(2,716)	-90.53%	-	284	(2,716)	-90.53%
4420-0005 - Ski Repair Fee	40,000	30,247	(9,753)	-24.38%	-	30,247	(9,753)	-24.38%
4510-0000 - Merchandise Sales	70,000	91,598	21,598	30.85%	-	91,598	21,598	30.85%
4514-0000 - Gift Certificate & Promotion	5,000	1,839	(3,161)	-63.23%	-	1,839	(3,161)	-63.23%
4550-0000 - Facility Rental Revenue	70,000	88,492	18,492	26.42%	-	88,492	18,492	26.42%
4560-0001 - Locker Rental	85,000	97,454	12,454	14.65%	-	97,454	12,454	14.65%
4560-0002 - Ski Rental	150,000	142,376	(7,624)	-5.08%	-	142,376	(7,624)	-5.08%
4570-0000 - Land Lease Revenue	10,600	-	(10,600)	-100.00%	-	-	(10,600)	-100.00%



Actual vs Budget Year To Date

City and Borough of Juneau

Total Program	2,756,600	2,046,820	(709,780)	-25.75%	-	2,046,820	(709,780)	-25.75%
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%
4950-0219 - Transfer In - CARES Relief	-	-	-	0.00%	-	-	-	0.00%
Total Support From	930,000	930,000	-	0.00%	-	930,000	-	0.00%
Net Total	(1,991,221)	(1,692,277)	298,943	15.01%	(195,927)	(1,888,204)	103,017	5.17%



Actual vs Budget Year To Date

City and Borough of Juneau

July 2025 To June 2026 (12 Months)

Fund All
 Department Eaglecrest
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 Accounting Units All

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Revenues	3,786,700	2,977,264	(809,436)	-21.38%	-	2,977,264	(809,436)	-21.38%
Net Total	(1,991,221)	(1,692,277)	298,943	15.01%	(195,927)	(1,888,204)	103,017	5.17%



Received in Mail

JUN 05 2026

City & Borough of Juneau

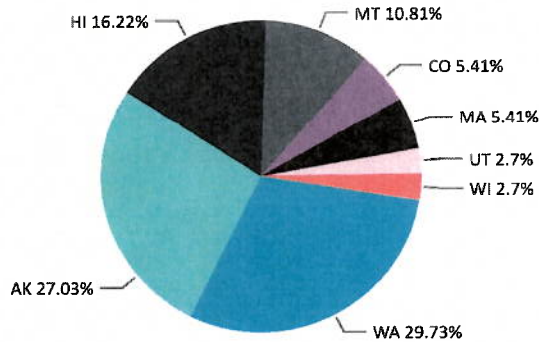


2025-2026 End of Season Summary

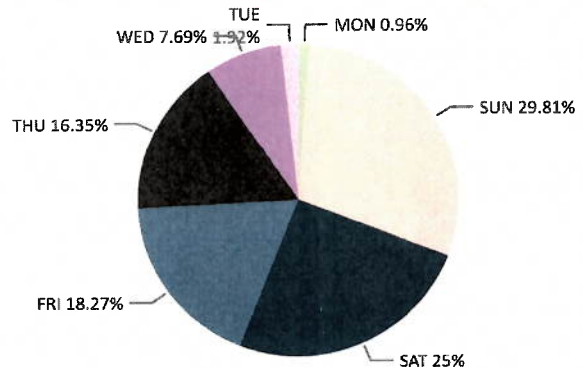
PAYOUT		\$123	N/A ▲	\$4,156	272.4% ▲	\$4,279	283.5% ▲			
MID-SEASON OPEN TO 1/31/2026			END OF SEASON 2/1/2026 TO CLOSE			FULL SEASON				
		24/25	25/26	VARIANCE	24/25	25/26	VARIANCE	24/25	25/26	VARIANCE
PAYMENT/VISIT	ADULT BASE	\$0.00	\$41.05	N/A	\$30.73	\$45.67	48.62%	\$30.73	\$45.52	48.14%
	KIDS BASE	\$0.00	\$0.00	N/A	\$9.60	\$0.00	N/A	\$9.60	\$0.00	N/A
	ADULT BLACKOUT	\$0.00	\$0.00	N/A	\$0.00	\$0.00	N/A	\$0.00	\$0.00	N/A
	KIDS BLACKOUT	\$0.00	\$0.00	N/A	\$0.00	\$0.00	N/A	\$0.00	\$0.00	N/A
	ALL		\$41.05	N/A	\$30.16	\$45.67	51.43%	\$30.16	\$45.52	50.95%

VISITS	ADULT BASE	0	3	N/A	36	91	152.78%	36	94	161.11%
	KIDS BASE	0	0	N/A	1	0	N/A	1	0	N/A
	ADULT BLACKOUT	0	0	N/A	0	0	N/A	0	0	N/A
	KIDS BLACKOUT	0	0	N/A	0	0	N/A	0	0	N/A
	ALL	0	3	N/A	37	91	145.95%	37	94	154.05%
	DISCOUNT 3RD DAY	0	0	N/A	1	7	600.00%	1	7	600.00%

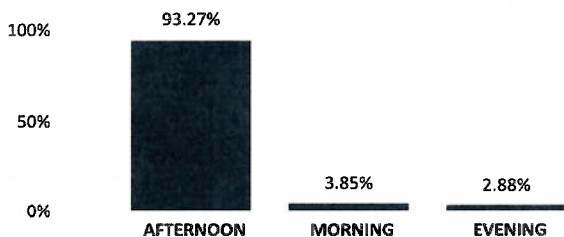
TOP 10 GUEST SOURCES



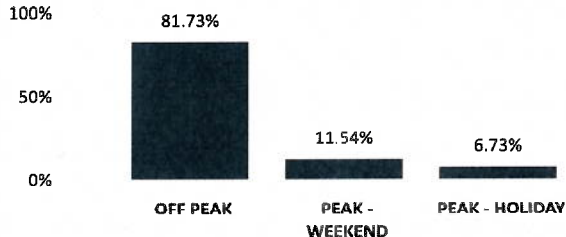
REDEMPTIONS BY DAY OF WEEK



REDEMPTIONS BY TIME PERIOD



REDEMPTIONS - PEAK VS OFF-PEAK





Office of the City Manager

155 Heritage Way
Juneau, Alaska 99801
PHONE: (907) 586-5240
FAX: (907) 586-5385
Katie.Koester@juneau.gov

McHugh Pierre, President & CEO
Goldbelt Incorporated
3025 Clinton Drive
Juneau, AK 99801

Delivered via email: mchugh.pierre@goldbelt.com

Dear Mr. Pierre,

The purpose of this letter is to extend a formal invitation for Goldbelt to engage with the Manager's Office and the Eaglecrest Board regarding investing in Eaglecrest and potentially operating the ski area. There is great promise in Goldbelt's ability to continue to positively impact the lives of your shareholders and the community of Juneau. As an Alaska Native Corporation representing Juneau, Goldbelt's Tlingit values of integrity, respect, and service align with the City, and your status as a forever company gives us confidence in your ability to meet the community's needs for winter outdoor recreation while capitalizing on the vast opportunity for summer visitor industry revenue at Eaglecrest.

There are two core conditions for the City and Eaglecrest Board that need to be considered for any proposal to advance: CBJ must maintain long-term ownership of Eaglecrest and no agreement can include approval of Goldbelt's proposed development on West Douglas.

At the June 4, 2026 Eaglecrest meeting the board passed Resolution 2026-2 resolving that "the Eaglecrest Ski Area Board of Directors welcomes further engagement with Goldbelt with the goal of establishing mutually beneficial partnerships that provide resources to modernize the ski area and preserve affordable winter snow sports opportunities for Juneau residents, within the framework of continuing community ownership." Any attempt to divest from the restrictions of the land and water conservation fund (LWCF) that govern the Eaglecrest property would be expensive and time consuming for the City. Furthermore, it is not in the public interest to sell our park lands. However, the City would be willing to enter into a long-term lease that meets the fiscal needs of investors in the property. Any lease terms will be subject to LWCF scrutiny and approval.

The City appreciates that for Goldbelt the success of Eaglecrest summer operations (and therefore the ability to provide winter operations) is deeply connected with Goldbelt's proposed cruise ship dock development on West Douglas. However, the City cannot make one (taking over Eaglecrest) conditioned upon the other (approval of the West Douglas development). The project is currently under review by the Community Development Department for a conditional use permit. In CBJ code the Planning Commission has the sole authority to approve or deny this permit. Furthermore, there is strong public interest in a Master Planning process that demonstrates the impact of the development on the greater Juneau community. The number one priority for respondents to CBJ's 2026 Tourism Impact survey was to maintain the 5-ship limit within the boundaries of the CBJ.

Aside from these non-negotiables for CBJ there are almost endless variations of what a partnership could look like. In the FY27 budget, CBJ general fund supports Eaglecrest with \$1.7M. There is a long list of capital projects Eaglecrest needs to continue to operate. Eaglecrest is preparing a report

that will be done this fall outlining those capital costs and prioritizing needs. Public funding – such as general obligation bonds – may need to be considered.

While we have had informal conversations on what this partnership could look like, without a written proposal it is difficult for the manager to bring a proposal to the Assembly or the Eaglecrest Board. There are a couple of paths to achieve the goal of advancing to a public conversation. A) scheduling a meeting between Goldbelt, the Eaglecrest Board Chair and the City Manager with the goal of producing a written document that we can agree on as a public starting place or B) a written proposal from Goldbelt that gives the bodies something to review.

We are excited about the opportunities that could result from a partnership with Goldbelt.

Sincerely,

Handwritten signatures of Katie Koester and Brandon Cullum.

Katie Koester
City Manager

Brandon Cullum
Eaglecrest Board Chair



June 17, 2026

Katie Koester, City Manager
City and Borough of Juneau
155 Heritage Way
Juneau, AK 99801

Brandon Colum, Board Chair
Eaglecrest Ski Area
P.O. Box 20169
Juneau, AK 99802

Delivery via email to Katie.Koester@juneau.gov and Brandon.Cullum@juneau.gov

Dear Brandon and Katie,

Thank you for your letter of June 11. Goldbelt welcomes the opportunity to engage with the City Manager and the Eaglecrest Board Chair regarding the future of Eaglecrest. As a first step, I'd like to suggest an informal meeting where Goldbelt can learn about Eaglecrest's needs, CBJ's goals, and expectations to achieve desired results for the community.

I am available to meet with you both at your earliest convenience.

Thank you very much for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'McHugh Pierre', written in a cursive style.

McHugh Pierre
President & CEO

2026 Eaglecrest GM Recruitment and Selection
PUBLIC FEEDBACK REPORT

Candidate: Julie Jackson Piper

INTERVIEW PERFORMANCE	Low 1 2 3 4 5 High
Comments:	
COMMUNICATION SKILLS	Low 1 2 3 4 5 High
Comments:	
DO YOU THINK THAT THIS CANDIDATE WOULD BE AN EFFECTIVE GENERAL MANAGER FOR EAGLECREST?	Low 1 2 3 4 5 High
Comments:	
OTHER COMMENTS ABOUT THIS CANDIDATE	
NAME (optional, but helpful for Board to know who you are):	
If you do not submit this form to CBJ HR during the Board meeting, please email it to dallas.hargrave@juneau.gov by 9:00am on Friday, July 3, 2026.	

Julie Jackson Piper



May 30, 2026

Eaglecrest Board - Human Resources Committee
155 Heritage Way
Juneau, AK 99801

Dear Eaglecrest Board Human Resources Committee,

I am excited to submit my application for this opportunity with Eaglecrest. Having maintained a deep connection to the ski area and community over the years, I believe Eaglecrest has tremendous potential to rebound from its current public perception through thoughtful, strategic, and consistent community outreach and engagement.

What excites me most about this opportunity is the chance to help rebuild trust—with the skiing and riding community, local citizens, city leadership, and other key stakeholders. Trust is not restored through isolated short-term efforts; it is rebuilt through transparency, consistency, and meaningful engagement. I look forward to working with the Board and staff to establish clear protocols, expectations, and patterns for how often and in what ways Eaglecrest engages with its community, creating a sustainable framework for long-term success.

The current Board has demonstrated strong and effective leadership. From my perspective, it is one of the most collaborative, aligned, and future-focused boards Eaglecrest has had in recent memory. The Board also understands that rebuilding trust remains critical, and I welcome the opportunity to play a role in that process.

Beyond community engagement, I understand the importance of strengthening year-round revenue generation and ensuring Eaglecrest's long-term financial sustainability while remaining accessible for the community. Strong relationships, positive community perception, and strategic partnerships all play a critical role in supporting organizational growth and future opportunities.

My interest in this mountain is deeply personal. Having worked for the mountain for several seasons, making lasting friendships and connections to the Juneau community, and meeting my future husband, I returned to Eaglecrest in 2023 and was married there, making it a place that holds significant meaning for me. I remain connected to the community and staff, follow news and developments closely, and regularly observe Board and Assembly meetings to stay informed about the organization's direction and challenges. My commitment extends beyond professional interest—I genuinely care about Eaglecrest and its future.

Thank you for your consideration. I welcome the opportunity to discuss how my experience, passion, and commitment can help support Eaglecrest's continued growth and success.

Sincerely,

Julie Jackson Piper

Julie Jackson Piper

An accomplished Recreation Manager with budget management and ski industry experience, an education in Ski Area Business Management, a passion for mountain-life, snowsports and facilitating memorable experiences through public service and building healthy communities.

PROFESSIONAL EXPERIENCE

City of Richland, WA — *Recreation Manager*

April 2018 - Present

Developing, managing, and implementing City-wide recreational programs, activities and special events.

Responsible for the operation of the City's recreation facilities: sports complexes/fields, park shelters, event spaces, community center, seasonal aquatics facility, and outdoor amphitheater.

Developing and managing the Recreation division budget and City's public Art project budgets.

Managing a staff of 14 permanent employees (7 FTEs & 7.5-.6 FTEs) and 60-80 seasonal employees.

Collaborating with staff across City departments: Maintenance, Communications & Marketing, HR, Risk & Safety/City Attorney, Police and Fire/Emergency Services, City Clerk, City Manager's office, IT, etc.

Collaborate with local businesses and organizations through partnerships and sponsorships to facilitate large-scale community special events and to encourage tourism to the area.

Negotiate and manage all Recreation-related contracts/agreements: Recreation/Fitness Instructors, Seasonal Concessionaires, Event Vendors (food trucks, beer & wine garden vendors, DJs, bands/performers, petting zoos, pyrotechnics, etc.), Event Sponsorships, Private Special Events, Facility Use Agreements and MOUs.

Led public engagement for long-range master planning for multiple parks and recreation facilities and department comprehensive plan.

Project Management of City's Public Art installations.

Experienced with public process - drafting resolutions; writing/reviewing agendas, staff reports and meeting minutes; presenting to boards, commissions, and City Council. Coordinating with the City Clerk's office to ensure proper public process.

Primary liaison to American Cruise Lines for the use and scheduling of overnight riverboats at the Lee Blvd dock in Howard Amon Park.

Department liaison to the City's Parks & Recreation Commission and the City's Arts Commission.

City & Borough of Juneau, AK — *Aquatics Manager*

June 2015 - April 2018

Responsible for the operation of two indoor year-round aquatic facilities: budgeting, staffing, programming and marketing of Augustus Brown Pool and Dimond Park Aquatic Center.

Entrusted with a high degree of autonomy and independence to use professional and sound judgment and discretion in alignment with the Department and City's values and mission.

Managed a staff of 10+ permanent employees and 50+ seasonal/intermittent employees.

Collaborate with staff within the department and division to coordinate special events and recruit sponsors.

Represented Department and Division in radio interviews and recorded commercials, presentations to community organizations (e.g. Rotary Club). Manage/Admin of Juneau Pools' social media.

Coordinated facility maintenance, equipment replacement and planning for facility upgrades and CIPs.

Assisted in the long-range planning for the Department's Comprehensive Master Planning efforts.

Staff Liaison to the City's Aquatics Board of Directors and aquatic user groups (Glacier Swim Club, School District, etc.).

Review and establish contractual agreements with Glacier Swim Club and Instructor Trainers.

Eaglecrest Ski Area/City & Borough Of Juneau, AK — *Youth & Community Outreach Coordinator & Snowsports School Supervisor*

May 2012 - June 2015, Full-time | 2009 - 2012, November - April (Seasonally)

Taught skiing to all ages & abilities. Oversaw daily operations of the Snowsports School, staff scheduling and reservations. Recruited, interviewed, hired and trained new ski and snowboard instructors.

Created and coordinated the Books2Boards Program.

Introduced and implemented the seasonal equipment rental program concept.

Assisted/coordinated special events - Annual Spring/Easter events, Slush Cup, "Sometimes Annual Bill Tugman Obstacle Course," Christmas Eve on the mountain, Discover Eaglecrest Day, off-site pre-season Season Pass Sales, Alaska Travel Industry Association Conference Social on the mountain.

Assisted with the Ski Area's conversion to InTouch point-of-sale/reservation software.

Allen Marine Tours - Juneau, AK — *Lead Dispatcher* 2008 - 2012, April - Sept.(seasonally)

Recruited and trained a team to execute the daily dispatch operations for the region's largest tour operator. Coordinated the movement of a dozen 78' catamaran tour vessels and 3rd-party motor coaches to facilitate memorable whale and wildlife-watching experiences for approximately 10,000 cruise ship passengers each week.

Yellowstone Mountain Club - Big Sky, MT — *Snowsports/Guide Reservations & Snowmaking*

Oct. 2006 - April 2007 (internship), Dec. 2007 (between semesters), Dec. 2008 - April 2009

Provided exceptional customer service while scheduling and invoicing snowsports school and private-guide requests. Frequently interfaced with high-profile clientele, personal assistants and concierge staff to ensure the highest quality service.

Processed and reviewed bi-weekly payroll submissions for snowsports school staff of 100+ instructors.

Snowmaker October -December 2006 before transitioning to the Snowsports School.

Established the internship relationship with Yellowstone Club through the Ski Area Management program at Gogebic Community College by proposing and introducing the idea to YC management summer of 2006 and was the first Intern accepted at the Yellowstone Club in the Fall of 2006. This relationship continues to this day with 3 students slated to hold internship positions for the 2024-2025 Winter season.

Marquette Mountain - Marquette, MI — *Rental Shop Tech.* January - April 2008

Greeting skiers/snowboarders and fitting them for boots, skis/poles & snowboards using industry standards based on skier level, height & weight.

Pre-set scheduled school-group and season rentals prior to guest arrival for an expedited guest experience.

Four Seasons Marine Tours - Juneau, AK — *Dispatcher/Expeditor* May - September 2007

Coordinated the movement of passenger tour vessels and 3rd-party motor coaches. Managed the daily tour schedule, adapted to schedule changes, unexpected delays, vessel/bus breakdowns to ensure minimal impact on customer experience.

Sourced and provisioned supplies for tour vessels daily.

High Peaks Chairlift Painting - Sun Prairie, WI — *Painter/Laborer* May - Sept. 2006

Prepped (power-wash & grind), primed and painted chairlift chairs, towers and terminals.

Operated hand tools, paint sprayers, ATVs/trucks/trailers on mountain roads.

Installed vinyl die-cut decals (lift name) on terminals.

Traveled across the country with a crew to complete painting contracts in various locations.

Locations: Cascade Mtn, WI, Lutsen Mountain, MN, Big Sky Resort & Yellowstone Club, MT & Eldora Mountain, CO.

Mt. Zion Ski Area - Ironwood, MI — *All functions of a ski area/snow tube park*

December 2005 - April 2006

Greeting skiers/snowboarders and fitting them for boots, skis/poles & snowboards using industry standards based on skier level, height & weight.

Taught Skiing to all ages/abilities in group & private lessons.

Operated on-mountain equipment for pre-season and winter mountain and equipment maintenance.

Made snow and groomed slopes.

Operated chairlifts, tow ropes and handle tows (snow tube park) for guests.

Cashiered in food service, ticket window & rental shop.

EDUCATION

Northern Michigan University Marquette, MI Graduate December 2009
Bachelor of Science Ski Area Business Management

Gogebic Community College Ironwood, MI Graduate May 2007
Associates of Technology Ski Area Management

APPLICABLE SKILLS

- Budget - Development & Management
- Communication - Excellent Written & Public Speaking
- Liaison to Executive Boards & Commissions
- Project Management - Long-Range Planning efforts, Public Art Installations, Seeing projects to completion.
- Leading & Coaching for positive employee engagement
- Event Planner - On-Mountain/Ski Area, Recreation, Large-Scale Community and Weddings

APPLICABLE KNOWLEDGE & EXPERIENCE

- CBJ processes & policies, Personnel Rules, Salary Schedule (Unrepresented & Eaglecrest), Budget, Financial software, timekeeping, etc.
- Public engagement and Alaska Open Meetings Act
- Listening to seek understanding of and managing competing interests to find solutions to progress forward
- Positive working relationships with staff across CBJ departments
- Positive working relationships with existing Eaglecrest staff
- 35+ years of Alpine Skiing - racing, coaching, instructional, recreational & touring
- 20+ years of Nordic skiing - recreationally and as mediocre as these skills are, I find joy.
- A few dozen days of attempting to snowboard which typically results in a growing empathy for every beginner skier I've ever had the pleasure of teaching to love our sport.

TRAINING, CERTIFICATIONS & RECOGNITION

Citation of Merit - Professional | Washington Recreation & Parks Association | April 2026

Event Management School (CFEA) | International Festivals & Events Assoc. | graduated January 2026

Impact Player of the Year [City Manager's Award] | City of Richland | March 2025

Teamwork Award | Police Department, City of Richland | March 2025

Certified Parks & Recreation Executive | National Recreation & Parks Assoc. | 2025 - present

Certified Parks & Recreation Professional | National Recreation & Parks Assoc. | 2024 - 2025

Washington Cities Insurance Authority Training highlights (2018-present):

- **Risk & Safety** - "Preventing Harassment in the Workplace," "Taking the Mystery out of Indemnification Language," "Special Events Risk Management" along with other Risk prevention/mitigation training sessions specific to public lands and year-round recreation.
- **Supervisory** - "Managing Challenging Conversations," "Fostering an Inclusive Workplace, Implicit Bias," "Overview of Leave Laws and Guidance on Reasonable Accommodation"

Certified Pool & Spa Operator | National Swimming Pool Foundation | May 2015 - 2020

Alpine 2, Adaptive Alpine 2 & Children's Specialist 2 | Professional Ski Instructors of America | 2007 - 2017

Supervisor Academy | City & Borough of Juneau | completed 2013

SOFTWARE

Highly skilled with MS Office Business Suite [Word, Excel, PowerPoint, Publisher, Outlook], Tyler Munis, CivicClerk, CivicRec, DocuSign, Lawson, Adobe Acrobat

Proficient with scheduling & payroll systems: **WhenToWork, Kronos & other unique proprietary systems**

Experienced in **Social Media, Website, Digital Marketing Administration & Content Creation**

Point-of-Sale/Reservation/membership Softwares - Adept in sourcing, vetting and implementing new software, operating front-end and utilizing reporting functions for tracking metrics and KPIs.

VOLUNTEER WORK

Eastern Region Director, Board | Washington Recreation & Parks Assoc. | May 2025-present

Meals on Wheels Advisory Council, Chair | Generational Care | Richland, WA | 2021 - Present

Benton Franklin Fair Parade | Coordination Assistant | Kennewick, WA | 2021 - Present

Second Harvest | Food Sorter | Pasco, WA | 2020-2021

Juneau Ski Club | Youth Ski Coach | Juneau, AK | 2016-2017 & 2017-2018

Southeast Alaska Independent Living | Juneau, AK | Dessert Auction Donor | 2013 - 2018

Juneau Chamber of Commerce | Juneau, AK | Dessert Auction Donor | 2013 - 2018