



EAGLECREST BOARD OF DIRECTORS AGENDA

October 3, 2024 at 5:30 PM

Porcupine Lodge Board Room/Zoom Webinar

Eaglecrest Ski Area Porcupine Lodge Board room

3000 Fish Creek Rd or Join via Zoom

<https://juneau.zoom.us/j/88259484580?pwd=Z0dyTUdKdHh4ZEY0STU0N1M0VnovZz09>

Meeting ID: 882 5948 4580 Passcode: 372236

- A. ROLL CALL
- B. APPROVAL OF AGENDA
- C. APPROVAL OF MINUTES
- D. PUBLIC PARTICIPATION
- E. MANAGERS REPORT
 - 1. Budget Update- Kirk Duncan
 - 2. Department Update
- F. UNFINISHED BUSINESS
 - 1. Eaglecrest By-laws
- G. NEW BUSINESS
- H. COMMITTEE & LIAISON REPORTS
- I. PUBLIC PARTICIPATION
- J. BOARD OF DIRECTORS' COMMENTS AND QUESTIONS
- K. NEXT MEETING DATE

Eaglecrest Board Regular Meeting – November 7, 2024 at 5:30pm, TBD
- L. ADJOURNMENT



EAGLECREST BOARD OF DIRECTORS AGENDA

September 05, 2024 at 5:30 PM

Fish Creek Lodge Great Room/Zoom Webinar

Eaglecrest Ski Area Fish Creek Lodge - Great Room
3000 Fish Creek Rd or Join via Zoom

<https://juneau.zoom.us/j/88259484580?pwd=Z0dyTUdKdHh4ZEY0STU0N1M0VnovZz09> Meeting ID: 882 5948
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A. ROLL CALL

Meeting called to order at 5:35 pm. In attendance: Norton Gregory, Brandon Cullum, Hannah Shively, via Zoom: Kevin Krein, TJ Mason. Jon Dale joined via zoom at 5:45 pm. Staff present: Erin Lupro, Kirk Duncan, Justin Spurrier via Zoom. Also in attendance: Carl Ferlotto, Sean Boiley, via Zoom: Alexandria Pearce (CBJ Managers office)

B. APPROVAL OF AGENDA

Motion by Kevin to amend the agenda to include Erin Lupro's compensation under unfinished business, item #2. Motion passes unanimously. Motion by Brandon to approve the agenda as amended. Motion passes unanimously.

C. APPROVAL OF MINUTES

D. PUBLIC PARTICIPATION

Comments by Fred Hiltner:

"I'll just be very brief realizing the transition that's happening with the new, new general manager coming in as a representative of the Juneau Nordic Ski Club. I just want to offer services to any way that we can be it, familiarizing groomers with the roots, so that it minimizes backwards and forward sorts of things, or any way that we can be of assistance. We'd love to make ourselves available. So just keep us in mind. Don't hesitate to call. We'd love to jump in whenever we can. So that's all I've got. So"

E. MANAGERS REPORT

1. Budget Update
2. Department Update
3. Recruiting and Hiring Update

F. UNFINISHED BUSINESS

1. Snow making Report
2. Erin Lupro's compensation
Motion by Brandon to allocate one month's leave to Erin in recognition of her additional duties, and that we maintain her current salary level through the first pay period in November, also in recognition of her additional duties. Motion passes unanimously.

G. NEW BUSINESS

1. Letter to Assembly regarding budget
Motion by Hannah to send the letter to the Assembly as it has been presented.
Motion passes unanimously.
2. Gondola Update
 - > Project Update - Carl Ferlauto
 - > Sean Boily - Presentation

Request by future General Manager, Craig Simmons, to meet with Alan Steffart, Sean Boiler, and Carl Ferlato to get up to speed with the project upon his arrival in Juneau.

3. Board Officer Elections

Motion by Brandon - That all current officers stay in their remaining seats for the upcoming term: Mike Satre, President, Jonathan Dale, Vice President, Norton Gregory, Secretary. Motion passes unanimously.

4. Set meeting date for Eaglecrest Board Retreat

The board agreed that Saturday the 26th is the day of the Eaglecrest Board retreat. The retreat will be held in the porcupine boardroom.

H. PUBLIC PARTICIPATION

Comments by Steve Smugg, the Eaglecrest vehicle and maintenance manager:

I'm Steve Smugg. I'm the lift and vehicle maintenance manager here at Eaglecrest. I just wanted to voice my concern for the position of the lift mechanic that is currently written and posted. It does not contain a sign on bonus or relocation assistance, as was the case for myself and Kellen. And I think that was important in getting myself and Kelly to come to Eaglecrest. And I just wanted to voice that concern, because it didn't take six months to fill that position, and now that it will be open at the end of the month, I feel it's important to attach those items to that position once again.

J. BOARD OF DIRECTORS' COMMENTS AND QUESTIONS

Jon Dale:

"Yeah, I'll keep you quite short. It's been a long meeting. Just thanks everyone at the mountain. You know, the level of teamwork and you guys all pulling together its just it's awesome to see. Really appreciate it. Welcome aboard to Kellen and Chris, happy to have you guys being part of the leadership team at Eaglecrest and going to be part of our great winter ahead. Also, you know, shout out to Aaron and Kirk for reaching out with our third party, for our snow making Lift service. You know, our third-party staff coming in to help out the mountain, but also help out. Our crew is huge. And thank you.

Kevin Krein

Yeah, well, I'll just second everything that John said. It's, it's great. It's amazing to finally see all of those positions filled to have a mountain ops and base ops and GM position and everything else. So it's really great and excellent work on that. Yeah, it's nice to see that stuff coming together. So thanks, you guys.

TJ Mason

"Definitely want to thank Sean and Carl for taking the time and coming here and give us a status update on the project there and let us know where we're at. It's especially as we get more and more into it's really important to give those updates and and just kind of that snapshot of how things are progressing. Well, thank you."

Brandon Cullum

"Yeah, I just want to reflect that what everybody's already said, and thank you guys for everything, and yeah, and I appreciate the presentation and the insight, and finally getting the chance to to meet you, Carl, so thank you,"

Hannah Shively

I mean exceptional work really, really well done and, and I wish it was not the middle of the work still, but that doesn't take away from how much missing progress has been made. So thanks.

Norton Gregory

"And, yeah, just thanks for everybody's hard work. It's nice to see the progress on the mountain, and nice to read the report and all the work that you guys have done and been able to accomplish this year. I know it's been a big year, so yeah, thank you."

K. NEXT MEETING DATE

1. Eaglecrest Board Regular Meeting - October 3, 2024, at 5:30pm, Eaglecrest Lodge/Zoom

L. ADJOURNMENT

Motion by Jon Dale to adjourn the meeting. Motion passed unanimously.

President: Mike Satre

Vice President: Jonathan Dale

Secretary: Norton Gregory

Committee Assignments:

- **Planning:** Norton (Chair), Kevin, Hannah, TJ
- **Finance:** Jon (Chair), Kevin, Stephanie
- **Human Resources:** Kevin (Chair), Norton, Hannah
- **Eaglecrest Foundation Liaison:** (was Stephanie) TJ agreed to represent the board, however this has yet to be ratified by the board.
- **Nordic Liaison:** Hannah, Norton

For convenience this meeting summary and transcript has been compiled using AI technology. This transcript may not be exact and/or may contain errors.

EC board mtg 9-5-24

The EC board meeting on September 5, 2024, covered several key points. The agenda was amended to include Erin's compensation. Erin reported a \$20,000 deficit in the budget and highlighted the success of ski school programs. The board discussed the need for 40 new hydrants for snowmaking and approved Erin's salary adjustment. A letter to the assembly requesting increased general fund support was approved. Carl Ferlauto provided a gondola update, noting 35% design completion and a \$6.9 million remaining budget. The board also reviewed the future summit house concept, emphasizing the need for further planning and budget considerations.

Transcript

Action Items

- [] Prepare and send the letter to the assembly regarding the Eaglecrest budget.
- [] Coordinate with Mike Satre to have a board member available to present the budget letter to the assembly.
- [] Implement the approved changes to Erin Lupro's compensation.

Outline

Approval of Agenda and Public Participation

- Norton Gregory calls the meeting to order and notes the role of online participants.
- Kevin Krein requests to add Erin's compensation to the agenda, which is approved.
- Public participation: Fred from the Juneau Norte Ski Club offers assistance with groomers and other services.

- No online participants provide public testimony.

Manager's Report and Budget Update

- Erin Lupro presents the manager's report, highlighting the team's efforts and accomplishments.
- Budget update: Erin reports a \$20,000 deficit and provides a sales summary for the current season.
- Discussion on ski school sales, including high demand for mountain explorers and issues with the online store.
- Erin mentions ongoing projects and maintenance efforts, including waterworks and snowmaking equipment.

Department Updates and Hiring

- Erin provides updates on various departments, including mount operations, CBJ partnerships, and snow sports.
- Discussion on the hiring process for key roles, including general manager, base operations director, and mountain operations director.
- Kevin Krein mentions Andrea DeWeese's offer to help with J1 staffing.
- Erin outlines ongoing hiring efforts and the need for additional staff in various departments.

Snowmaking Report and Salary Discussion

- Erin discusses the snowmaking report, including the need for hydrant replacements and other repairs.
- Discussion on funding for snowmaking equipment and the feasibility of making snow before hydrant replacements.
- Kevin Krein and Kirk propose additional compensation for Erin, including vacation accrual and maintaining her current salary level through November.
- Motion to approve Erin's salary and compensation is passed.

Letter to the Assembly and Gondola Update

- Alex Pierce and Kirk discuss the letter to the assembly regarding the budget and the need for increased general fund support.
- Decision to have a board member present the letter to the assembly on the 18th.
- Carl Carl Ferlotto provides a high-level update on the gondola project, including design progress, financial breakdown, and construction considerations.
- Sean Boyley presents concepts for the future summit house, emphasizing the need for further planning and funding.



EAGLECREST BOARD OF DIRECTORS AGENDA

September 05, 2024 at 5:30 PM

Fish Creek Lodge Great Room/Zoom Webinar

Eaglecrest Ski Area Fish Creek Lodge - Great Room
3000 Fish Creek Rd or Join via Zoom

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EAGLECREST BOARD OF DIRECTORS AGENDA

Section B, Item 1.

August 01, 2024 at 5:30 PM

Fish Creek Lodge Great Room/Zoom Webinar

<https://juneau.zoom.us/j/88259484580?pwd=Z0dyTUdKdHh4ZEY0STU0N1MOVnovZz09> Meeting ID:

882 5948 4580

Passcode: 372236

A. ROLL CALL

In attendance: Mike Satre, Norton Gregory, Kevin Krein, Hanna Shively, TJ Mason, Brandon Cullum, Jon Dale (zoom). Erin Lupro, Kirk Duncan

B. APPROVAL OF AGENDA – Motion by Norton. Approved without objection.

C. APPROVAL OF MINUTES – Motion by Kevin Krein requests correction to the spelling of his name. Brandon Cullum asks for the correction to the spelling of his name as well. Motion to approve minutes once corrected by Kevin Krein. Approved without objection.

D. PUBLIC PARTICIPATION – Full transcript

1. Charlie Herrington. See attached Community Report.

This report references data from Eaglecrest board meetings the city's FY fiscal year, 25 and 26 budget and historical budgets on their website. The goal of this report is to invite a positive, constructive and supportive relationship with Eaglecrest board of directors. We want to be of service to the ski area. We can organize and we can advocate on your behalf. We also want to impart some suggestions to the board in the ski area relating to the prioritization of mountains, of the mountains, operations and administration. I'll start by briefly touching on the gondola project. Say we want to see the gondola project advance as originally intended, to ensure the financial and operational sustainability of Eaglecrest for both winter and summer users. New revenue from the gondola and summer operations was intended to support the ski area operations and address infrastructure and capital improvement needs. It's supposed to fill those funding gaps. Now, back on the report now the first section, call it, Eaglecrest is a popular community and amenity, and that popularity is growing. We see Eaglecrest as a valuable Eaglecrest for a lot of people in Juneau and recruiting assets to get people to move here. We have a figure on the report that shows the pass holders from the fiscal year 23 and it's over 3000 people, which is nearly 10% of Juneau's total population. And noting too that that doesn't account for day tickets, Nordic skiers and other people who use Eaglecrest in non-commercial manners, hiking and biking and backcountry skiing. We also want to call attention to Eaglecrest, tremendous health and social benefits for the community. Lots of affordable entry points, especially for youth. There's the books of boards, program, fifth grade passport, learn to ski programs and the triple play lesson package and not to mention those noncommercial opportunities as well. All this to say, Eaglecrest serves a very large percentage of the community. Figure two under that, we want to call out that Eaglecrest is a very high performing city owned recreation facility. Eaglecrest has a lot of expenses, and the cost of doing business keeps going up. In fiscal year 24 the ski area spent \$3.84 million the ski area made 2.6 8 million in revenue. The gap to the balance the budget is filled by city funding support and Eaglecrest reserves. This is illustrated in Figure. Figure two of the report. We have a chart that compares Eaglecrest revenue and funding levels to other city recreation facilities. When you look at it, the ski area really stands out in FY 24 the ice rink received 476,000 in city funding and generated 430,000 in revenue, a 47% return to budget. The pools received \$2 million from the city and generated 514,000 in revenue, a 20% return. Eaglecrest, meanwhile, received 1 million in city funding, genera

2.6 8 million in revenue, and that's a 70% return. Furthermore, Eaglecrest provides a revenue for the city. In Figure three of the report, we show that just at past sales revenue, Eaglecrest, we calculated, is around \$93,000 in sales tax generate sales tax generated for the city, but it's really probably north of that, closer to \$130,000 when you factor in all revenue streams, food and beverage lockers, retail rentals, and this is more than all of the other recreation facilities combined. We make these comparisons Not to disparage the other city facilities, but to highlight the scary, strong financial performance and strong usership within the entire community, we believe there's a strong argument for the city to increase Eaglecrest funding and support. The core part of our message to the board is we want you to succeed, and we would like to help Please embrace a user group that wants you to succeed and considers as partners. Please respond to questions and concerns to ensure that we understand your process while engendering support and confidence in your actions, we ask you please ask for input from former board members and knowledgeable users and provide the opportunity for more input during and in addition to public testimony, we urge you to consider new strategies for Eaglecrest operational structure to help the ski area move forward. We are worried that as currently structured, the general manager position, the base Operations Manager position and the director of mountain operations position are not appropriately compensated, tasked or prioritized to effectively manage Eaglecrest two main work silos, first being mountain operations, second being Business Administration. This report echoes ideas. Excuse me, this report echoes ideas that were presented in letters to the board. One was from Rick Harris on July 13, and another from me on July 19. We contend that Eaglecrest critical path forward is mountain operations that is opening the ski area for 80 plus operating days with fortified snow, making grooming, snow removal and all four chair lifts and the administration, although very important, is less mission critical. This summer, the board created a new job description for the general manager position that places 50% of the job percent of the job in mountain ops and 50% in business administration. In practice, the GM then has two department heads as currently constructed, the director mountain operations and the base Operations Manager for each of these silos, both paying, paying \$65,000 a year plus benefits. We do not believe this senior management structure works past, present or future. The base Operations Manager position has been chronically unstable five different staff in seven years, and the director of mountain operation position projects to be similarly challenged in every scenario, the GM and other staff will be stretched too thin and exposed with turnover and instability at department head positions. We really urge you the board to restructure the senior management positions. Please consider combining the roles, responsibilities and salaries to create two well compensated and recruitable positions, a chief mountain officer focused only on mountain operations and a Chief Business Manager focused only on Business Administration. This is akin to most organizational structures. The chief operating officer manages the entire organization, while the Chief Financial Officer ensures fiscal responsibility and regulatory compliance. We really appreciate you moving fast with the GM recruitment, but perhaps it would be better to first prioritize the structure of the senior staff. Any new GM will be challenged to succeed with the current structure. Thank you,

2. Fred Hiltner

Thank you for the opportunity to speak. My name is Fred Hiltner. Like to welcome to the candidates to the management position. Good luck. I'm here to talk, as most of you know, about the junior Nordic skate Club's relationship with Eaglecrest. It's been a relationship that's been, I think, over 25 years of time, I've worked with for eight years with the junior artist Ski Club, and have skied here at Eaglecrest for 42 years. So I'm kind of a newcomer to the ski area. Worked on the pro patrol for eight seasons, and part of my job, boohoo, was to sweep the Nordic tracks. So every day I got to finish the sweeping the mountain, and I would take my Nordic skis up with me and ski the upper loop and the lower loop. And I never complained about that. It kept me in pretty good shape. The Nordic ski club has about averages about 800 members, and we work kind of really behind the scenes with Eaglecrest. We offer support with the groomers, and we have new groomers and helping them to find the roots and ride with them occasionally. And we're very closely up here too with the or largely with our youth

program, where we have races and other types of competitions up here and work close groomers to set up certain areas. And it's been a great relationship that we really appreciate. We also have a memorandum of agreement to support grooming up here in low snow conditions too, if we. A really small amount of snow, and it's not enough for the piston bullies to groom. We'll bring our equipment up here. We groom five different areas in town and on North Douglas here for our members and non-members, too. It's all a volunteer organization. And what else here? Yeah. So what I thought? I got a question from a board member this afternoon about this one project that we're doing. I'll try to describe briefly. On the lower loop. Several years ago, there was an addition made to harden the trail so it would be easier to groom in low snow conditions. And we are working with so far, I've been working with Erin and slightly postponed right now, but to bring in gravel, we've got a promise from D O T Department of Transportation to supply 200 yards of d1 gravel to cover some of the really, there's some really rough areas in there, because it's shot, rock is poking through, and skiers are chipping and segways. I don't know how they're managing on that, but I hear it's not smooth enough for their wants. And so we've been about looking, kind of initiating this relationship with Eaglecrest to team up for equipment people. And probably will come back after the new managers decided and start a plan for not this summer, but next spring or summer or fall. To cap that, it's about a 1600 feet of sections that we are looking at, and we're looking forward to working with Eaglecrest on that and make the place a little bit it's not like so dangerous. I don't want to overdo that, but it's like, could be a much nicer, little bit safer area. So I just want to thank you for the opportunity to come up and look forward to another great season of winter Ski Club. Thank you.

3. Katie Bausler

My name is Katie Bausler, and I'm a long time Eaglecrest enthusiast and part time employee and former board member. I just want to thank you all for your perseverance and initiative and care for Eaglecrest during this really challenging time. And I wanted to second pretty much everything that Charlie presented in this community report, and I just encourage you to take a close look at it. I think there's a lot of inter good numbers here that have been put together and brought to life. And I want to thank Deb here for doing a lot of that, that work, and also Charlie, I cut a few things that have kind of crossed my mind lately, that issues of Eaglecrest that I would like, actually the candidates to listen to, because these are things that I think we're all concerned about right now. One is, how can Eaglecrest best mitigate the inevitable periods of low snowfall on lower mountain to maximize skiable snow and revenue generating operating days. Second is the city manager recently told the assembly that in order to complete the gondola in time, the summit station should be stripped down to a wind wall and a porta potty in order to leverage the most revenue. Shouldn't it include similar amenities to the mount Roberts tram, which follows the successful business model of trams and gondolas in Europe in the lower 48 the private **contract to plow the Eaglecrest Road** in recent years was recently canceled, as I understand, Eaglecrest would be back to, I guess, relying on the Department of Transportation, which may or may not get to the Eaglecrest Road in due time. This cancelation could both endanger especially those employees who have to get here early, and lead to a loss of business. How can the Eaglecrest road best be kept clear and safe in winter? Finally, I just want to second what was presented in the report by Charlie that it is apparent to many users that fulfilling both administrative and mountain operations duties in one position is challenging at best and unrealistic at worst. Can the board consider and ultimately advocate for two positions instead of one general manager? But. Possibly chief mountain officer and business manager. Thank you all.

4. Deb Craig

My name is Deb Craig. I'm a 25 year pass holder. I actually made a necklace of my passes. At one point I thought of wearing a foot and my testimony is pretty short Norton, because I timed myself for one minute and 50 seconds. But thank you for the opportunity to speak. I fully support Charlie's earlier

presentation about the value and importance of Eaglecrest Geary to our community, the public really wants to be your partner in this success, I'm willing to be one of the community members that presents our KC Assembly about Eaglecrest value to the community. In the last few weeks, I've been digging into Eaglecrest budgets, your policies and operations more than I'd ever hoped or wanted. Frankly, last night, I spent two hours on the phone with Dave Scanlon and Charlie primarily to ensure that the Eaglecrest community report was accurate in its representation. But our conversation then turned to the complexities of managing a ski area. Dave talked about the challenges of keeping the ski area running, but he also talked about the gondola housing for employees, internet connectivity, innovative hiring, revenue generation, creative mountain management, the range and the range of his concerns and ideas for Eaglecrest gear was really quite stunning to me in having that conversation, because I never had the chance to sit down with him for a couple hours and talk about how he viewed the future. At the end of the day, I get that the ski if the ski area isn't open and safe, it doesn't matter if your interest is skiing, snowboarding, ski racing, ski lessons, ski rentals, none of it works without a functional, safe Ski Area run by a skilled General Manager. For the people who have applied for the position, I think it's critical that they have the skill of ensuring ski or mountain safety, ensuring mountain operations, like the viability of lift and mechanical operations and overall mountain organizational decisions, I strongly support the step the board, stepping back from any more quick decisions, and urge you to consider management restructuring, then reopening recruitment for the general manager at the higher pay scale, which may result in more qualified, experienced applicants who have the capacity to manage the basics and like Dave, the creativity to imagine the future. Again, I appreciate the difficulty of your task, and thank you all for all your efforts, again, we truly want you to succeed.

E. MANAGERS REPORT

1. Department Updates
2. Recruiting and Hiring Update

F. UNFINISHED BUSINESS

1. General Manager Recruitment Process Update
2. Candidate Resumes:

CRAIG CIMMONS

JULIE JACKSON PIPER

G. NEW BUSINESS

H. COMMITTEE & LIAISON REPORTS

I. PUBLIC PARTICIPATION – full transcript

Charlie Harrington

Hello. Charlie Harrington, just a couple more comments about the restructure idea. Sounds like there's been an offer out to a base Operations Manager, which sort of complicates the idea of combining resources and responsibilities and creating to higher paying, more recruitable positions. And I, you know, I urge you guys. Maybe consider, consider it hard, and think about the restructuring, how that relates to these active recruitments for Director of mountain operations and base Operations Manager. Are these positions sustainable? And then to the point about, why not just let the new GM decide whether or not to do a restructure? Well, I'll go back to the this is me wearing my personal hat. Here the critical path for Eaglecrest, I believe should be mountain operations and making sure the mountain is safe and open and operating all winter long. And if you hire a GM that is more of an administrative GM that places the priority prioritization in the administrative silo, not the mountain operations silo, so you guys have power and control. Now to think about what the GM position looks like. Who do you want running the mountain? I know you just re

the job description, 5050, mountain ops and administration. I think it should be 100 mountain hire a base operations or a business administrator to handle all the admin and sort of could get messy if you start putting people in before you hire a GM. You know now, the new GM is inheriting a staff that may or may not be a good fit for their skills, or could be a duplication of their skills. Thanks. Oh, and also, that's really exciting about does Eaglecrest budget going towards the Assembly in September. And I think our user group would like to support you guys in preparing materials and advocating on your behalf, if that's appropriate. And you know, I think there's a really strong evidence that Eaglecrest deserves more funding and more support. I can't believe they made you guys take a loan, a bridge loan. So anyway, we'd love to help.

Kaity Morgan:

Katie Morgan, I just have a follow up question regarding the tent, so I know our compromise was moving away from the year, and that's fine. Our reasonings for wanting the year was to have our space so that we can operate in the summertime, so that we're getting a cheaper insurance rate, because, for whatever reason, it's cheaper to get a 12 month policy versus a six month policy, and then also because in the summertime, we have to share with segways, which bars us from operating in the summertime. So our whole thought behind the year was that if we had our own space, we could operate both seasons and try to make some money at this endeavor. So if the 10 so we're fine with operating in a tent space, but are we going to be able to operate next summer? Because I feel like that was kind of the like, if it's that same tent, then it's just getting like a new tarp. That's fine as far as our operations go, but I just want to know then where will segways go and where will we be?

David Audette:

Hi, David. Audette, last meeting, I asked about extending the tier one through the normal period, at least through October, when PFDs come out, and maybe even later, to keep the tier one pricing maybe generate. More sales. I see it hasn't been done. So I just, I don't know, should I take that as you're rejecting that idea.

Thank you. And the other thing, I've sat on that side to the table before in this process of hiring a new manager, when Eaglecrest was going through some changes as well, I really appreciate the work that Rick Harris and Charlie Harrington have done in addressing the structural issues, and I really behoove you to consider those strongly and to remember that you have one chance to get the right person in here, and there should be no rush to just fill a position. We have a very capable interim manager running the ship right now, and so just please keep that in mind. Thank you, David, thanks.

Anyone else in the room? Yeah,

Patty Collins:

I just wanted to say, I enjoyed hearing that you're interviewing. Oh, sorry. My name is Patty Collins, yeah. Just wanted to say, I appreciate hearing you've interviewed some J ones. They were really I just wanted to say, last year, J ones were really fun employees to have around. They're really pleasant. They're really great, and it's exciting to think that we'll have another batch next year.

Kristin Strom:

okay, thank you. I just wanted to address a couple of things I believe TJ asked about when ski school goes live, and that's August 21 at 10am we will be promoting that unlike any other, so that everybody knows what's going on. And then I just wanted to echo what Erin said about past sales. I did a report this morning, and we are right on the same line as last year in terms of adult season passes. We are like one number behind. It was 299 when I checked it was 300 last year, and that's even with a week of no sales at the

beginning of the month. So that's pretty great. And then, Norton, I believe you had a question about the stay. Oh,

Section B, Item 1.

so I'm working with Liz from travel Juno to kind of reshape it. Last year we had Kelly's concierge and kind of the middle of it, and we had some issues getting things uploaded onto their website and onto the travel Juno website. Travel Juno has a web page for it. We do not yet, just because there wasn't a really secure landing space for it from Kelly and Chris, but this year, we're just going to go through straight going to go straight through whichever hotel year we decide to use, there's kind of a lot of drama going on. I don't know if you all been following with the four points, Sheridan baranoff, so we're kind of trying to figure out which one that we want to use. But Liz and I, rest assured, are on the case and are looking to start promoting early this fall so that people can plan their ski vacations while in advance.

Mariah Thibodeau Offer:

Thanks everyone for their time and report. It's been great, great to see the dedication. I have two questions, and again, the internet connection wasn't real smooth, or I wish I could have been up there, but I wasn't able to get up there. It would have been easier to understand everything. So two things I think I understood in the manager's report, Eaglecrest managers report, from what I heard, there were fuel tanks that were inspected or repaired, and also somebody later came back with what the volume of the tank was. And then I have two questions to follow up. So, so is that correct? The tanks were repaired,

Cindy Audette:

Cindy. Cindy Ada, North Douglas, just a quick contribution to the discussion. I do think Erin's doing a great job. And I do want to say that as a skier, I think keeping, you know, keeping black bear operational and all the other mountain tops going is primary to my experience at Eaglecrest. And if that means, you know, we have to, we have to support the gondola. So be it, but I don't want that to depend on the gondola. That's all

J. BOARD OF DIRECTORS' COMMENTS AND QUESTIONS

K. EXECUTIVE SESSION

1. Board Discussion of General Manager (GM) Process and Interview Questions

Suggested Motion: Motion by xx, to recess into executive session to discuss matters that the immediate knowledge of which would defame or prejudice the character or reputation of any person, and to discuss recruitment examination materials that are confidential and ask for unanimous consent.

Motion by Norton:

I moved to recess into executive session discuss matters that the immediate knowledge of which would defame or prejudice the character and reputation of any person and discuss the recruitment examination materials that are confidential and ask for unanimous consent. Motion passes without objection.

L. NEXT MEETING DATE

Eaglecrest Board Regular Meeting - September 5, 2024 at 5:30 PM. Eaglecrest Lodge/Zoom

M. ADJOURNMENT

Eaglecrest BOD August 1, 2024 – Fish Creek Lodge

The August 1 meeting of the Eaglecrest board of directors focused on the recruitment of a new general manager, with two finalists observed by Julie Jackson and Greg Simmons. The board discussed the importance of the gondola project for financial sustainability and the need for increased city funding. The community report highlighted Eaglecrest's popularity, with over 3,000 pass holders, and emphasized the need for better compensation and structure for senior management positions. The board also addressed maintenance issues, including fuel tank inspections, and the need for a new tent for the Ravens Roost. The meeting concluded with updates on season pass sales and the recruitment of J1 workers.

Action Items

- [] Schedule finance committee meeting with city assembly regarding Eaglecrest budget.
- [] Provide update on J-1 housing plans for upcoming season.
- [] Review fuel tank inspection reports and address any remediation needs.
- [] Consider proposed restructuring of Eaglecrest management positions. (Board of Directors) [Throughout meeting]

Outline

Meeting Call to Order and Agenda Approval

- Mike Satre calls the August 1 meeting of the Eaglecrest board of directors to order.
- Mike Satre mentions the excitement of the new season and the progress made in the past month.
- Mike Satre notes the presence of Julie Jackson and Greg Simmons, who are candidates for the general manager position.
- Mike Satre asks for any additions or changes to the agenda, which is approved by Norton Gregory.

Approval of Previous Meeting Minutes

- Mike Satre asks for any additions or edits to the minutes from the July 11 meeting.
- Brandon Collum suggests an edit to the spelling of names in the minutes.
- The minutes are approved with minor corrections by the board members.

Public Participation

- Mike Satre opens the floor for public participation, starting with in-room speakers.
- Speaker 14 presents an Eaglecrest community report, emphasizing the importance of the gondola project for financial and operational sustainability.
- The report highlights Eaglecrest's popularity, community benefits, and financial performance, comparing it to other city recreation facilities.
- Speaker 14 suggests increasing city funding and support for Eaglecrest, restructuring senior management positions, and advocating for new strategies.

Additional Public Participation

- Speaker 16, Fred Hilda, discusses the Junior Nordic Ski Club's relationship with Eaglecrest and their support for grooming and other activities.

- Speaker 16 mentions a project to improve the lower loop trail with gravel from the Department of
- Speaker 17, Katie Bosler, thanks the board for their efforts and supports the community report's recommendations, including restructuring senior management positions.
- Speaker 19, Deb Craig, supports the community report and emphasizes the importance of a skilled general manager for Eaglecrest's success.

Manager's Report

- Erin Lupro provides an update on the busy month of July, including lift maintenance, inspections, and other projects.
- Erin Lupro mentions the successful completion of lift splicing and inspections by AK X-ray and Superior Tramway.
- Erin Lupro discusses the underground storage tank inspections, which passed, and the need for some repairs to keep them in use.
- Erin Lupro updates on the risk and safety assessment, the need for shock heater replacements, and the progress on snowcat maintenance.

Base Operations and Fiscal Year-End

- Erin Lupro discusses the challenges of closing out the fiscal year, including finding and updating old invoices and position control numbers.
- Erin Lupro mentions the need to send termination letters to former employees to clear out the system for hiring new staff.
- Erin Lupro updates on the process of opening positions for the upcoming season and the challenges of finding all the necessary information.
- Erin Lupro discusses the plan for fall fire inspections and the need to rectify the kitchen hood and venting to pass the inspection.

Recruitment and Hiring Update

- Erin Lupro provides an update on the recruitment and hiring process, including the Virtual Job Fair with J1 candidates.
- Erin Lupro mentions the strong sales of season passes and the successful completion of the payment plan.
- Erin Lupro discusses the reconfiguration of the repair shop and the arrival of new rental and retail products.
- Erin Lupro updates on the marketing efforts, including pass perks, promotions, and the search for a marketing media coordinator.

General Manager Recruitment Process

- Mike Satre outlines the recruitment process for the general manager position, including the interviews and the meet and greet session on Saturday.
- Mike Satre encourages public participation and feedback on the candidates via email.
- Mike Satre mentions the executive session to finalize preparations for the interviews.
- Mike Satre reminds the public of the importance of the general manager position and the need for a thorough recruitment process.

Unfinished Business and New Business

- Norton Gregory provides an update on the planning committee's review of bylaws and the ongoing city attorney's office.
- Mike Satre mentions the liaison's update on the CBJ assembly and the potential budget review in September.
- Mike Satre opens the floor for public participation, with additional comments from Charlie Harrington and others.
- The board members express their appreciation for the hard work and dedication of the staff and the importance of the upcoming interviews.

A Community Report to the Eaglecrest Board of Directors

Financial Performance, Gondola Project, Suggestions to the Board, & Issues

Prepared by a Group of Eaglecrest Supporters

Updated July 31, 2024

Eaglecrest is a Popular Community Amenity:

Outdoor recreation is healthy, and skiing is a lifelong sport. Eaglecrest is an extremely popular recreation activity in Juneau with a strong user base that also attracts young, healthy workers who move to Juneau for its recreational and outdoor benefits while also serving all generations.

Additionally, Eaglecrest promotes multiple programs to engage Juneau's youth, young adults, and underserved communities.

Almost 10% of Juneau's population (31,337) bought a Pass Product at Eaglecrest [Figure 1]!

Figure 1: FY23 Eaglecrest Season Pass & Multi-Visit Card Purchases

Total Pass Products	3037
Season Pass	2582
5 Day Pass	135
10 Day Pass	75
Flex Pass	188
Teen 5 Day Pass	40
Teen 10 Day Pass	17

Data from InTouch Product Sales Summary Reports. Total does NOT include Day Ticket or Nordic Pass purchases.

Eaglecrest is a High Performing City Recreation Facility:

Eaglecrest is 70% self-supportive [Figure 2]. Summer income could be a revenue generator for CBJ. Eaglecrest generates Sales Tax, which helps offset revenue support [Figure 3].

Figure 2: Eaglecrest & Other Recreation Facilities Funding, Usership, Revenue Return

Recreational Facility	FY24 Earned Revenue	FY24 Grants	FY24 Roaded Service Area	FY24 General Fund	FY24 Budget	Users FY23	% Rev to Budget
Eaglecrest	\$2,676,800	\$ -	² \$50,000	\$1,005,500	¹ \$3,840,000	3,037+	70%
Dimond Park FH	\$183,500	\$ -	\$157,300	\$ -	\$340,800	Unknown	54%
Ice Rink	\$ 430,400	\$ -	\$476,500	\$ -	\$906,900	Unknown	47%
Aquatics	\$ 514,700	\$ -	\$2,018,200	\$ -	\$2,532,900	Unknown	20%
ZG/Shelter	\$ 93,600	\$ 545,800	\$1,277,400	\$ -	\$1,916,800	Unknown	5%

Data from CBJ FY25-26 Budget; page 98

¹ Budget includes reserves

² Could additional Road Service Area Funding be allocated to Eaglecrest?

Figure 3: Eaglecrest Pass Sales Revenue & CBJ Sales Tax Paid

	FY24	FY23	Post Covid FY22	Covid FY21	Covid FY20	FY19	FY18	FY17	FY16	FY15
Rev	\$1,860,000	\$1,525,433	\$1,445,539	\$1,255,378	\$864,405	\$793,472	\$840,868	\$924,302	\$672,562	\$803,301
Tax	\$93,000	\$76,272	\$72,277	\$62,769	\$43,220	\$39,674	\$42,043	\$46,215	\$33,628	\$40,165

FY24 Data from CBJ FY25-26 Proposed Budget Page 98; FY15-23 Data from Eaglecrest Board Meeting Minutes.

¹ Does not include day ticket, food and beverage, locker/retail sales, rental revenue, etc.

² Shaded area represents years that David Scanlan was GM.

Eaglecrest's Gondola Project:

- The Gondola Project is to ensure the financial and operational sustainability of Eaglecrest for both Winter and Summer users. New revenue was originally intended to support ski area operations and address infrastructure, capital improvement, and funding gaps.
- Marine Passenger Fee fund could be used to fund the Gondola Project as this is a Tourism project that will generate funding for the city via fees and Sales Tax.
- Gondola meets multiple criteria for evaluation of projects to fund.

The following criteria were used to evaluate the proposed capital projects and to establish funding priorities for FY25.

1. **Support: Projects that are a high priority of the Department or Committee proposing it as well as the general public.**
2. **Consistency: Projects that are consistent with applicable CBJ plans or policies.**
3. **Health and Safety: Projects that will address an imminent or expected threat or danger to users or occupants.**
4. **Maintenance or Repair of Existing Property: Projects that will prevent further deterioration or damage to property.**
5. **Local Match for Federal/State Grants: Funds required to match federal or state capital project funds.**
6. **Maintenance Impact: Projects that will increase efficiency and reduce on-going operating costs.**
7. **Economic Development Stimulus: Projects that directly or indirectly stimulate economic development in the community.**
8. **Anticipated Need: Projects that enhance or expand an existing facility or service to accommodate increased public use.**
9. **Recreational: Projects that establish, enhance or expand a facility or service to accommodate new or increase public use.**
10. **Funding Alternatives: Funding alternatives are explored for each project.**

Eaglecrest Board of Directors: "We want you to succeed!"

1. Embrace a user group that wants you to succeed and consider us partners.
2. Respond to questions and concerns to ensure we understand your process while engendering support and confidence in your actions.
3. Ask for input from former Board Members and user group and provide the opportunity for more input during and in addition to public testimony.
4. Consider strategies and operational structure suggested to help us move forward.

Suggestions for the Eaglecrest Board:

#1. Senior Management Structure: Combine resources to offer two positions, with compensation sufficient to recruit experienced, capable individuals.

The General Manager (GM), Base Operations Manager (BOM) and Director of Mountain Operations (DMO) wages cumulatively are approximately \$260,000, with \$195,000 dedicated to administrative personnel [GM+BOM] and \$65,000 towards mountain operations [DMO]. Under this structure and wage scenario, can Eaglecrest provide 80+ operating days with plowed parking lots, functional machinery, groomed snow, fortified snowmaking, and all four lifts running?

Given the lack of information and non-articulation of hiring goals, the prevailing concern is that the EBD will hire an office manager versus a mountain manager as the next GM. Any new GM will be hard pressed to succeed without the support of a full staff. To be effective, the GM needs qualified managers. The current recruitment effort is hindered by low wages and, to some extent, lack of ski privileges.

The EBD's removal of the former GM - someone who regularly broke sales records and achieved 80+ operating days despite chronic departmental instability and hamstrung recruitments - is an admission that the current organizational structure is not working. It's a systemic issue, exacerbated by Juneau's economics, competitive job markets, and the ski industry's hierarchy of "good" jobs. Under these conditions, it is unrealistic to expect stable management at Eaglecrest.

The concern is that we may continue the pattern of turnover of key management positions. If the Board is unable to substantially raise salaries or otherwise move the needle, history may well repeat itself with current and future recruitments.

The EBD should consider combining the roles, responsibilities, and salaries of the GM, BOM, and DMO and creating two well-compensated and recruitable positions: a Chief Mountain Officer, focused only on getting the mountain open and operating, and a Business Manager, focused only on administrative and financial management. This is akin to most organizational structures: the Chief Operating Officer manages the entire organization while the Chief Financial Officer ensures fiscal stability and regulatory compliance.

#2. Include the public/user group in conversations about moving forward positively and collaboratively.

We are vested users and could be the EBD's best supporters given the opportunity. We propose an Open Public Meeting with two-way dialogue where EBD members answer questions posed by the public rather than two-minute testimony limits and unanswered questions. Please consider us your partners in Eaglecrest succeeding.

Understanding User Group Concerns:

The EBD is an "Empowered" Board and ultimately responsible for thoroughly understanding and providing oversight of fiscal and

operational issues for the Eaglecrest Ski Area.

Figure 4: Eaglecrest Board Actions & Public Concerns

ACTIONS TAKEN BY THE EBD	WHY THIS IS CONCERNING TO PUBLIC
Review of past minutes do not indicate the EBD had issues with the GM or provided concrete guidance for improvement or changes.	Unacceptable performance is usually met with mitigation strategies. The EBD is ultimately responsible for all outcomes and had a responsibility to provide guidance to employees.
In late April 2024, the EBD lauded the Eaglecrest Staff and provided bonuses for jobs well done.	Bonuses are typically indicative of positive performance.
In mid May 2024, the EBD asked the most popular GM to submit his resignation (there is no public record of malfeasance or illegal activity).	Board has yet to articulate issues that were deleterious to the ski area ops, leaving CBJ vulnerable, open to controversy and creating an atmosphere of distrust in the community.
Public outrage ensued and a Petition (attached) signed by over 500 people was submitted to the EBD.	<i>NO RESPONSE from EBD</i>
At subsequent meetings, public members presented testimony and asked questions of the EBD.	<i>NO RESPONSE from EBD</i>
While recruiting, the EBD changed elements of the job description while applicants are actively applying. Elements of the recruitment were not transparent to the public.	Does this leave CBJ open to controversy for manipulation of hiring process?
EBD proposes continuation of existing managerial structure that is antithetical to common management practices without consideration of the importance of operations.	<i>NO RESPONSE from EBD</i>
Non-transparent process – applicant resumes and qualifications are still unknown to the public. (See CBJ City Attorney hiring process – resumes accessible to public on CBJ website)	Does this leave CBJ open to controversy for non-transparent hiring process? <i>NO RESPONSE to public request for resumes</i>
Of 12 applicants, only two selected for final interviews – one is well known to the contractor currently assisting with Eaglecrest management and GM recruitment.	EBD has not adequately declared candidates' qualifications for mountain operations duties, potentially creating controversy.
Of the two applicants for final interview, neither applicant has the experience nor qualifications necessary to run a small but comprehensive ski area. Full experience is unknown as resumes have not been provided but the experience of both candidates seems oriented toward marketing and retail work.	The user base has experienced the effects of a GM who has comprehensive mountain experience and has been able to ensure a ski experience despite a global pandemic, low snow, and various other issues. It feels like we are taking a step back.

Managers Report September 5th, 2024

Mountain Operations- Team Effort

- This summer we have a combined effort to coordinate projects, plans and issues. It really has been helpful as we are communicating across departments to support each other to move us all forward.
- The shop yard “haul out” has been an amazing effort that we have had support from the CBJ public works department and the recycle program. We have been able to get rid of mass amounts of Hazmat materials, multiple (3) pick-up trucks that have been unused have been taken off the mountain, they have also been removed from our asset list. To date we have removed 3 large bins of metal scrap and debris. We believe that an additional 5-6 more bins will get the yard clean up. We will still need to remove the piles of tires in the yard and that is being coordinated with the recycle program also.
- We are planning on multiple culvert replacements around the mountain, some across the summer road which is a bit more to coordinate.
- We are clearing our ditches and drainage routes at the bottom of hooter and shop yard with a couple small culvert replacements.
- Per the Snowmaking evaluation we are in the process of purchasing new hydrants.
- Completing snowmaking connection repairs at Value City. Other repairs are being assessed for the structure of the building.
- Ordered valve replacement for water works, structural repairs need to be planned.
- We were able to do basic maintenance and get the brown shop organized for usable space, shelf was fixed to support tool, parts storage. Clearing spaces for function/safety, cleaning, replaced multiple lights so we can utilize the spaces in the brown shop. We were able to repair the brown shop rolling door so we can keep the heat in this winter.
- We filled in multiple holes in the shop road/ yard to alleviate the stresses on the equipment this fall/winter. We additionally cleared, filled and compacted the main shop door for the grooming cats for less wear on the equipment.
- We are in full swing on belt, grousers and new bolts replacement on one of the groomers. The Eaglecrest Foundation helped support the purchase of the belts.
- We brought in CBJ engineering and Building maintenance to do a full assessment of the brown shop, to get a better idea of where the building is structurally and the length of its life span. We should have a report back in October. We will need to replace the exterior stairs this fall so we can utilize the Lift Managers office and lift operator’s space. We will coordinate this with CBJ term contract to accomplish this work as a part of deferred maintenance.
- While the engineering representative was here we were able to get a closer look at Fish Creek Lodge for an assessment of the deck, water issues and get a better idea of the larger issues so that we can plan appropriately
- We will have SE extinguisher here next week to work on the kitchen project we need to accomplish, they will come again the next week so that we can get all of our extinguishers taken care of for the season.

- The Underground storage tanks had major work completed on it yesterday, we are waiting to hear if they completed the entire project.

Lift Operations

- Training staff on Jag Bag rescue tool.
- Ptarmigan 100% chairs have been relocated, inspected, and repaired.
- Ptarmigan brake system maintenance completed
- Hooter 100% of chairs have been relocated, inspected, and repaired.
- New laborer Ian Gunter has started and has been a tremendous support in the lift maintenance department.
- Currently Steve is injured and with an unknown time frame for full duty return. Kellan and Ian have been doing the lift maintenance. Additional training for lift maintenance is on going.
- Austen from North Country Alpine will be at Eaglecrest starting September 10th, He will be focusing on the Black Bear Lift repairs and service. An additional helper will arrive a week or two later to support the remaining projects.

Patrol

- Worked on Term contract and purchased yearly explosives.
- Assist UAS University of Maine with the installation of equipment at Powder Patch.
- Ordering Mtn Safety supplies for both on mtn and inventory medical supplies.
- Returning staffing letters and coordinating staffing changes.

Snowsports & Base Operations

- Snowsports School program sales went live in August and sold out in minutes. Our staff were on site answering over 300+ voicemails with various questions, program waitlist, and program placement.
- We worked on the program class list and filled slots of similar skills in programs, and we still have waitlists for programs. Once we get a more solid employee returning number, we might have to build additional programs to meet the demand.
- Dianna has been double checking liability waivers and sending parents forms to sign, and file for our records.
- Homeschool Programming has also opened and many classes are full, with little spaces left on Wednesdays.
- Hilary Lindh Scholarships are now open and all applications are due September 20th with announcement on October 4th 2024
- The Snowsports school sales materials have been ordered for the season.
- Cabin sales went live on Sept 3rd
- Locker renewal period ends September 4th, Final calls and emails to pay for lockers will be sent before we start offering lockers off the waitlist of 98 people.

- Eaglecrest will not be hosting a Discover Eaglecrest Day this Fall, we do not have enough staff to be able to support this event.
- Tier 1 sales ended Wednesday Sept. 4th @ 11:59pm. All Media card stock has been ordered for FY25 season
- We are still waiting for computer replacement on many of our computers on the Mountain.
- Viking Tours Final tour is scheduled for September 7th. We will have completed 12 tour days and I want to recognize all the staff from all departments that have helped to support this effort. Also a huge thanks to Hannah Shivley who has given up many Saturdays to support our staff in not all having to work weekends.
- The shelter logic tent components have arrived, and we are trying to coordinate the timeline for the replacement pieces to be installed.
- We did a walk through the indoor bar space with Pittmans Pub to measure for any additional bar furniture to be able to operate in the indoor space. The water lines to bar have been repaired and the on demand heater has been installed.
- Have been in conversations with Iride our segway vendor about the changes that will take place next summer and we are looking at different spaces for operations.

Rental, Retail, Repair

- We have ordered the majority of our Winterstiger parts and tools for the repair shop this season.
- We also were able to get our shop tools and waxing supplies ordered from SVST.
- Our equipment testing arms were sent back to Vermont testing for the yearly calibration, maintenance, and certification for the season.
- We have new companies we are buying supplies from the season, as we are looking to expand Logo items that are available.
- We are also processing our logo shirts and hoodie order which will be finalized soon.
- Our logo hat order has been placed for the season
- Our retail orders are slowly making their way to us
- We should start seeing our Rental shop fleet arriving soon as we are seeing AML notifications.
- We have ordered Bar codes for the rental fleet scanning of equipment.
- The repair shop has been slowly accepting gear

Marketing Update

- Supported the Launch of Snowsports School multi week programs
- Re-ordered stickers, rack cards, trail maps, and calendars for the 2024/25 season
- Shared cabin updates & news.
- Scheduled to share via socials/newsletters/news posts: Cabin updates/launch times & dates, End of Tier 1 pricing Hilary Lindh scholarship applications, homeschool registration, and Haunted House dates.
- Snovember events are tentatively scheduled.
- Shared summer camp photos

Recruiting and Hiring Update

- Hired General Manager- Craig Cimmmons- Start Date Sept 30th
- Hired Director of Base Operations- Chris Goedeker Start date Oct 7th
- Hired Director of Mtn. Operations- Kellan Cousins Start date Sept 23rd
- In process/steps in hiring, 24 J1 Employees are being processed through our hiring system.
- In process of offering positions to Marketing Coordinator
- Interviewed SSS Admin Coordinator, Retail/Repair Admin Coordinator, in process
- Interviewing- Lift & Vehicle Maintenance Mechanic, Laborers, Lift ops, Non-Cert/ certified instructors, Rental, cashiers
- Continued HR clean up with CBJ, Letter for returning and entering Personnel Action to clear out past employees that are not returning. This will allow up to hire for the season.
- Continued conversation with UAS to finalize the contract, they have been busy with School being back in session.
- Working with our J1 Program Coordinator on interviews and the processes around hiring

Eaglecrest Finance Committee
August 29, 2024

1. Roll Call: Jon, Mike, Kevin, Hannah and Brandon. The mountain was represented by Erin and Kirk. Alex Pierce from CBJ was also in attendance.

Jon asked to add public comment to the agenda after roll call.

2. Public Comment: None

3. Letter to CBJ Finance Committee concerning 9/18 discussion of loan vs increase general fund support.

A draft letter was provided by staff to the board for review. This is a chance for the board to share with the Assembly an opportunity to consider making the loan an increase to general fund support. Initially the gondola was planned to be online in 2026, however this will not be the case and interdepartmental expenses for personnel expenses, full cost allocation and insurance continue to increase. The board will take a chance to review the latter and make edits. The Assembly appropriated \$50k to conduct a business analysis of Eaglecrest for which the city manager's office has hired Kirk for the job. Kirk has agreed to help the board and staff with budget development.

4. Funding sources:

- a. CIP – Kirk shared that the CIP budget. The mountain is carrying forward \$84k into FY25 for deferred maintenance. There is \$61k in the Eaglecrest master plan which can be reassigned to deferred maintenance. The new CIP is for \$350k with \$45k already committed to North Country Alpine to work on Black Bear. This leaves approximately \$400k available to the mountain. The board discussed the way forward with financial planning with the new septic system, brown shop and the Fish Creek Lodge deck.
- b. Packer Funds – Eaglecrest received \$431k from the "Packer Estate" and there is \$334k available for maintenance replated expenditures. At this time there is nothing slated for spending of these funds.
- c. Undistributed Eaglecrest Foundation Funds – Upon a funds review, it was discovered that there is \$200k of undistributed funds for Eaglecrest operating funds, this can not be used for capital improvements. Kirk made a recommendation to no longer include the \$100k into the operating budget and to leave the money and let it grow.

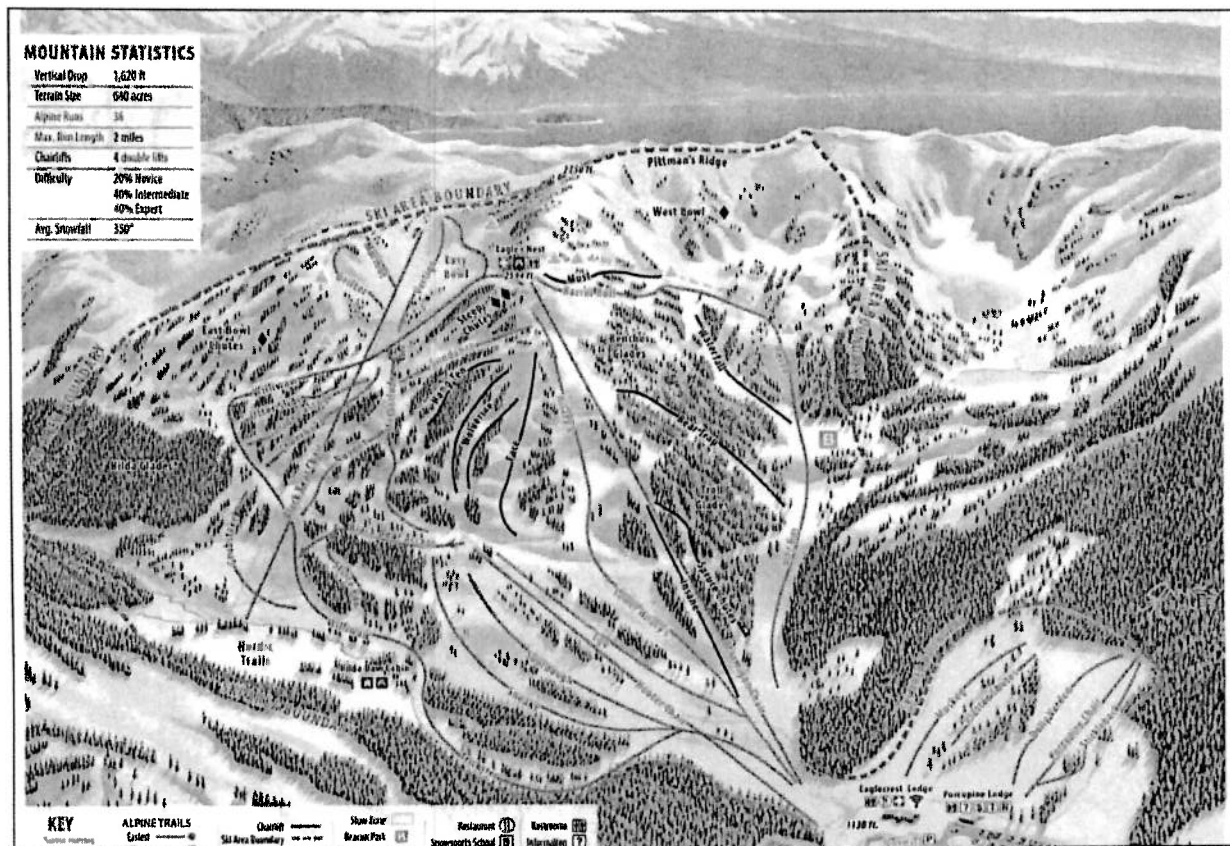
5. Projects:

- a. Other staff recommendations: Staff discussed temporary repairs to the parking lot. City Engineering is coming to the mountain to look at the brown shop, back deck, kitchen improvements, trail maintenance and locker room.
- b. Potential Impact of Pay Plan Restructuring: Kirk and Hannah reviewed the existing budget against what it would look like to properly increase staff wages. To properly raise all staff wages would cost \$600k which is approximately a 27% increase over the FY 25 budget. Kirk suggested we use the September meeting to make the Assembly aware of this as it is low pay for a CBJ employee. The board discussed different ways to fix the pay plan and is eager to find a way to increase wages.

6. Staff advised the board that CBJ finance has a goal to close all books by October and that we will have our final financial numbers in October.

Report for Eaglecrest Ski Area-Juneau Alaska

Recommendations for system operation safety and efficiency



Report prepared by Scott M Towsley, CEO of Towsley Welding & Construction

Introduction

At the request of Eaglecrest's management consultant Kirk Duncan, Towsley Welding & Construction was asked to evaluate the snow making system at Eaglecrest Ski Area for potential safety hazards for system operators. As well as suggestions for operational improvements.

Towsley Welding & Construction has been constructing snow making systems nationwide since 1985 and subsequently have implemented systems and designs that fit the unique aspects of each individual ski resort.

Mr. Towsley spent 2 days on site with Kirk Duncan and Justin Spurrier.

Field observation-In the course of the two days we were able to evaluate the system with a visual walk around inspection as well as speak with snowmakers that have experience with Eaglecrest snowmaking system. Additionally we watched some homemade videos and read a startup manual that a previous manger had made explaining the startup and operation of the system.

The Snow Making system at Eaglecrest is very much a homemade system built on a limited budget and maximizing available key snowmaking resources-water , compressed air and the power to operate them. While the ingenuity, effort and desire to make this system work is obvious and admirable there are some immediate safety upgrades we recommend as well as some operational upgrades to maximize long term efficiency. Some of these safety and operational suggestions go hand in hand to achieve the same goal so we will include them in the report together.

Snow making components-Replacement of all existing water hydrants is recommended. There have been several recent failures of the water hydrants under high pressure water used for snowmaking. The cause of these failures is undetermined but the age and origin of the existing hydrants is unknown so all hydrants should be replaced before operating under pressure again.

Air hydrants should be inspected for defects or damage and replaced accordingly. All hydrants should have manufacturers handles attached to the stem for opening and closing. There should be documented training for all operators on proper use of the hydrants during snowmaking operations.

Snow making hoses' should be pressure rated for the operating pressure of the system or higher. Snow making hoses' should be inspected for defects or damage on every shift prior to use for snowmaking. Snow making hoses' are available for purchase from several vendors. One recommended hose vendor is. <https://www.chssnowmakers.com>

Isolation Valves for compressed air and high-pressure water should also be inspected for damage or defects and have handles attached. There should be documented training for snowmakers on proper operation of the valves at each location

Electrical cords for fan gun power. Typical design for snowmaking systems have an electrical wire distribution infrastructure feeding 50-60 amp electrical pedestal with 440 v plug at each hydrant location. Wire size from 350 - 500 MCM is typical. Carriage style fan guns (fan guns on wheels and not at fixed permanent locations) are then set up at desired locations usually 50' or less from the hydrant location. A 50' hose and electrical cord are then run from hydrant/pedestal location to the fan gun. Eagle Crest has limited electrical distribution infrastructure. There are locations with multiple electrical plugs where snowmakers are required to connect several electrical cords together into long runs to reach the desired fan gun locations. Handling these long lengths of electric cord on ski slopes presents several safety and operational concerns that can be mitigated by installing electrical circuits to distribute power to the water hydrant locations. It is recommended that an electrical engineer design the circuits in accordance with the required draws of the guns and meeting all regulations and codes to properly place outlets. A good source to help design these circuits as well as provide parts is Steve Fellmen , 970 331 9591 at SMI Snowmakers .

Fan Guns- The Eagle Crest fan guns include an HKD gun that appears to be in good condition, a SMI pole cat that appears in good condition except it has no control panel on the gun and a breaker switch has been stalled so it is either powered on or off, I would recommend a new control panel. For SMI inquiries for parts, new or used equipment also contact Steve Fellmen.

Eaglecrest also has several very old Hedco fan guns that are in various states of condition. It appears that many of them have decreased efficiency because of inoperable parts

such as nozzles, rings and electrical components . My understanding is that one of these fan guns imploded during use at Eagle Crest and threw pieces out the tube at high velocity. Unfortunately, there have been other similar instances for this occurring with Hedco guns in the ski industry. Hedco fan guns were once the state of the art equipment but currently are obsolete with limited parts available. My recommendation is that the Hedcos owned by Eagle Crest undergo a through inspection and any defects found be corrected before use. If adequate repairs are not possible due to lack of correct parts or other reasons I recommend they be retired from use and replaced with newer generation guns.

Compressed air distribution. The pipe distribution of compressed air at Eaglecrest is limited and only covers a portion of the water system, this would be ok if you planned to only use fan guns in these locations with an adequate electrical distribution and without the use of compressed air. The air distribution is limited to porcupine (with gaps in the system) and log jam. The ski runs up to the sourdough Pump House and the Pump House to black bear as well as some of porcupine area have no air and have been utilizing the Fan guns and the HTM viper air/water guns. Air for the vipers is fed from both older fixed air compressor (capacity unknown) in the vehicle maintenance shop as well as a 300 CFM potable compressor that is towed around to the various locations. The supply waterline from the reservoir is being utilized to deliver air from the base area to the mountain, This is fine but I noted that the airline is cut and capped at "Valve City" and is jumped from the lower pipe to the upper pipe with a 2 " hose. This gap in the pipeline should be repaired asap as it limits air delivery as well as creates a safety hazard for operators inside the valve house. I also recommend Valve City be treated as an enclosed space and never allow personal to enter the structure by themselves when pipelines are charged .

At this time Eaglecrest snowmakers are connecting hundreds of feet of air hose together, daisy chaining air hose from gun to gun and pulling a portable air compressor around the mountain to the locations to reach the HKD air/water guns. The towing of the compressor as well as running long runs of air hose present several safety and operational concerns. As soon as possible I recommend installing additional air pipe to distribute air to the locations that the HKD air/water viper gun is preferred. For the additional distribution I recommend using a HDPE pipe due to its inexpensive cost and ease of handling during installation . However if HDPE is to be used it should not be used above ground and should have a burial depth of at least 2 feet. This is recommended because if a blowout of the pipe

should occur above ground HDPE pipeline full of compressed air can whip about violently and cause a significant hazard to snowmaking personal. Steel pipe is more expensive but due to its weight and strength it is less likely to blow out or move if it should have a blow out so its recommend for an above ground installation . I recommend a 4" pipe to distribute air too needed locations, 4" pipe is good for up to 7,000 CFM of air and is sufficient even if Eagle Crest should add more air capacity in the future.

Air cooling for Compressed air-Air used in snowmaking should be cooled before it is delivered to the Snow Making gun to achieve maximum efficiency . At this time Eaglecrest snowmaking does not utilize any cooling as the air system is very small and the major source of air delivery is portable. I would recommend manifolding multiple air sources (additional portable rental compressors) in the base area in conjunction with the addition of more air distribution around the mountain. If these up grades are implemented then the addition of air cooling in the base area would be recommended as well. A small cooling tower or even a piping manifold for ambient air cooling would work. Examples of 3 types of cooling below.



Air Cooling Examples

1. Typical air cooling tower. Requires power to run and because of cost I only recommended if significant air up grades occur.

2. Homemade cooling coils using a manifold cooled by ambient air, Inexpensive and could easily meet Eagle Crest minimal cooling requirements at this time and also could be built to be sufficient if you should add another 500- 1,000 CFM of air.

3. Shell and tube cooling that Eagle Crest could use with snowmaking water circulating for cooling. This is fairly inexpensive and easy to install but would require a looped water system in and out of tube.

Water- The water delivery at Eaglecrest appears to be around 500 GPM. Assuming 200 hours of snowmaking This would be adequate to cover 35 acres with one foot of snow. There is a 8" line from a reservoir unknown capacity but seems to have adequate supply. It was mentioned that the reservoir can be drained during snowmaking but that it also runs hydro electric for the resort, its unclear how many gallons are used for this. If increased production of snowmaking is desired then I would recommend cutting down on the hydro electric use in order to preserve additional water for snowmaking.

The water pressure from gravity is sufficient for snowmaking in the lower system and Eaglecrest utilizes 2 portable pump stations for the upper system. Log jam Pump House and Sourdough Pump House. Sourdough PH appears to be in good shape . Log Jam PH is currently not in use due to a noted electrical hazard in the switch gear. I agree that this switch gear should be up graded and a licensed electrician do the necessary work for safe operation. I also observed missing guards on the pump shafts that should be replaced.

Recommend a safety inspection of both pump stations and implement a safety protocol for snowmakers that operate both stations, I recommend that both pump stations be considered an enclosed space and that snowmakers not enter these spaces during operations by themselves and always a minimum of two people be on site with one person being in close proximity to the emergency shut off or switch gear.

Conclusions-

Eaglecrest has the basic infrastructure to achieve their snowmaking goals but have some inadequacies in the system that are limiting their ability to maximize snowmaking when the weather is favorable to operate snowmaking

I was told that Eaglecrest is typically not suitable often for snowmaking in the early season of November /December. Longer cold periods occur in January February but also can be limited id duration. Therefore upgrades are recommended to maximize efficiency during snowmaking runs.

There are a few safety issues that should be corrected before operating the system as is and more upgrades recommended long term.

Safety and operational training is highly recommend for full and part time snowmakers prior to letting them operate the system. Protocols and safety procedures should be implemented and documented.

Recommended actions immediately

Replace all existing water hydrants and inspect all air hydrants.

Replace all air and water hoses that are in disrepair or are not rated for correct operating pressure

Replace control board on SMI fan gun

Repair switch gear at Log Jam PH

Release all missing guards on motor shafts

Repair the pipe gap at Valve City

Repair or replace the Hedco fan guns

Inspect all air /water and electrical components for defects that could cause failures.

Including valves, drains electric outlets/cords, make all necessary repairs to make locations safe for operations

Recommended actions long term

Increase air capacity with more rental air at a central manifold location in base area

Implement air cooling at that location

Install more air piping for distribution

Install electrical circuits to water hydrant locations to operate fan guns

To: CBJ Assembly Finance Committee
 From: Eaglecrest Board of Directors
 Date: September 18, 2024
 Re: FY 25 Increased funding

During the development of the FY 25 budgeting process, Eaglecrest requested a loan of \$518,000 to cover the cost of increased personnel services, as well as increases to insurance cost and full cost allocation. The concept of a loan versus an increase of general fund support to an operating department within CBJ was that the loan would be paid back the following year from revenues from the gondola project in FY 26.

The Eaglecrest Board of Directors was asked to comment on the concept of the loan and whether this increased funding would be needed in FY 26.

First, a very brief overview of the increases in expenses. More detail can be found by reading the attachment to this document. The primary increase in expenses was in personnel services. Eaglecrest increased funding to all positions by 6% and with realignment of several positions, increasing in steps to some positions, sign on bonuses, etc., the total in salaries increased 8.8%, related benefit costs went up 7.2%, overtime wages increased 17.8%, decreased transfers to CIP projects and increases in Worker's Comp brought the total personnel services increases to 12.9%.

Materials and commodities increased in the full cost allocation by 23% and ski area specialty insurance increased by 30.8%. Miscellaneous other operating costs increased by \$17,500. It was also decided rather than to increase to the deficit in Eaglecrest Fund Balance, the loan would fund the FY 24 operating deficit estimated to be \$108,500.

FY 25 Funding Increase Explanation				
	FY24 Budget	FY25 Budget	Increase	Variance %
Salaries (5110)	\$ 1,518,200	\$ 1,651,800	\$ 133,600	8.8%
Benefits (5120)	\$ 577,600	\$ 619,300	\$ 41,700	7.2%
Overtime Wages (5111)	\$ 56,300	\$ 66,300	\$ 10,000	17.8%
Deferred Comp Employer Match (5121)	\$ 8,700	\$ 6,600	\$ (2,100)	-24.1%
All Other Workforce (5141) - transfer to CIP projects	\$ (127,300)	\$ (61,900)	\$ 65,400	-51.4%
Worker's Comp (5130)	\$ 78,000	\$ 100,800	\$ 22,800	29.2%
Total Personnel Services	\$ 2,111,500	\$ 2,382,900	\$ 271,400	12.9%
Full Cost Allocation	\$ 361,500	\$ 444,600	\$ 83,100	23.0%
Specialty Insurance	\$ 121,600	\$ 159,100	\$ 37,500	30.8%
Other Operating Expenses			\$ 17,500	
Funding FY 24 Operating Deficit			\$ 108,500	
Total Funding Increase			\$ 518,000	

While Eaglecrest, with 70% cost recovery, is a highly successful community recreation facility, it cannot avoid the costs directly related to its status as a city department. Eaglecrest's pricing structure and programs allow adults to fully pay for the services they receive while youth are subsidized by the general fund support. The investment in summer operations, especially the gondola, is an effort by Eaglecrest to reduce CBJ direct support.

When the request for the loan was made, the gondola was assumed to be operational in FY 26. The gondola will not be operational in FY 26 and therefore the revenue to repay the loan will not be available at that time. In addition, personnel services, full cost allocation and specialty insurance costs are all expected to continue to increase.

Once the gondola is operational there is no guarantee that it will become financially self-sustaining from day one of operations. Many businesses struggle to gain financial viability for the first few years of operation.

Due to the change the operating outlook for the gondola, the Eaglecrest Board of Directors requests that the Assembly increase the level of General Fund Support to Eaglecrest until such time as the Eaglecrest Gondola Project creates sufficient fund balance to begin reducing the level of general fund support. This would be in lieu of the loan.



Eaglecrest
Product Sales Summary

From 7/1/2024 to 9/5/2024

Category / Attribute / Product	Sold	Gross	Tax	Ex Tax
Tickets				
Bulk Tickets / Donation Bulk Ticket	51	\$ 0.00	\$ 0.00	\$ 0.00
	51	\$ 0.00	\$ 0.00	\$ 0.00
Season Pass				
Adult (19+) / Unlimited	1033	\$ 678,163.50	\$ 31,933.50	\$ 646,230.00
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	8	\$ 2,604.00	\$ 124.00	\$ 2,480.00
Adult (19+) / 10 Visit	3	\$ 1,701.00	\$ 81.00	\$ 1,620.00
Senior (65+) / Unlimited	117	\$ 62,602.50	\$ 2,932.50	\$ 59,670.00
Super Senior (75+) / Unlimited Super Senior	20	\$ 0.00	\$ 0.00	\$ 0.00
College / College	52	\$ 27,846.00	\$ 1,326.00	\$ 26,520.00
Teen (13-18) / Unlimited	209	\$ 72,523.50	\$ 3,453.50	\$ 69,070.00
Youth (7-12) / Unlimited	266	\$ 50,933.25	\$ 2,408.25	\$ 48,525.00
Child (6 & younger) / Unlimited	115	\$ 3,864.00	\$ 184.00	\$ 3,680.00
Flex Pass / Flex Pass	79	\$ 12,285.00	\$ 585.00	\$ 11,700.00
Nordic & Transferable / Transferable	2	\$ 2,310.00	\$ 110.00	\$ 2,200.00
Nordic & Transferable / Nordic	27	\$ 3,685.50	\$ 175.50	\$ 3,510.00
Nordic & Transferable / Nordic Add-on	85	\$ 4,462.50	\$ 212.50	\$ 4,250.00
TRADE / TRADE	4	\$ 0.00	\$ 0.00	\$ 0.00
Schools / 5th Graders	34	\$ 0.00	\$ 0.00	\$ 0.00
Flex Pass Discount / Flex Pass Discount	79	\$ 0.00	\$ 0.00	\$ 0.00
Bus / Snow Bus	1	\$ 99.75	\$ 4.75	\$ 95.00
	2210	\$ 948,217.50	\$ 44,670.50	\$ 903,547.00
Office				
Gift Cards / Gift Card	2	\$ 372.75	\$ 0.00	\$ 372.75
Lockers / Individual	117	\$ 26,796.00	\$ 1,276.00	\$ 25,520.00
Lockers / Family	68	\$ 26,733.00	\$ 1,273.00	\$ 25,460.00
Lockers / Snowboard	2	\$ 417.90	\$ 19.90	\$ 398.00
Lockers / Corner	4	\$ 1,176.00	\$ 56.00	\$ 1,120.00
	193	\$ 55,495.65	\$ 2,624.90	\$ 52,870.75
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

Category / Attribute / Product	Sold	Gross	Tax	Ex Tax
Programs - Youth				
Wee Ski / Wee Ski (3-6)	108	\$ 29,484.00	\$ 1,404.00	\$ 28,080.00
Powder Pilots (Ski) / Powder Pilots (6-7)	52	\$ 13,650.00	\$ 650.00	\$ 13,000.00
Mountain Explorers (Ski) / Mountain Explorers	77	\$ 18,191.25	\$ 866.25	\$ 17,325.00
Holiday Camp (Ski) / Holiday Camp First Timer	32	\$ 4,200.00	\$ 200.00	\$ 4,000.00
Holiday Camp (Ski) / Holiday Camp HTR &	7	\$ 918.75	\$ 43.75	\$ 875.00
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)	10	\$ 2,362.50	\$ 112.50	\$ 2,250.00
Summer Adventure Series / Summer	2	\$ 588.00	\$ 28.00	\$ 560.00
	305	\$ 72,192.75	\$ 3,437.75	\$ 68,755.00
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
Redemption				
Flex Pass Add A Day / Flex Pass Day	7	\$ 275.66	\$ 13.16	\$ 262.50
	7	\$ 275.66	\$ 13.16	\$ 262.50
Rental				
Season Rentals / SKI - Child (3-6) Season	6	\$ 1,102.50	\$ 52.50	\$ 1,050.00
Season Rentals / SKI - Youth 7-12 Season	19	\$ 4,252.51	\$ 202.51	\$ 4,050.00
Season Rentals / SKI - Teen 13-18 Season	1	\$ 257.25	\$ 12.25	\$ 245.00
Season Rentals / SKI - Adult 19-64 Season	1	\$ 309.75	\$ 14.75	\$ 295.00
Season Rentals / BOARD - Youth 7-12 Season	4	\$ 945.00	\$ 45.00	\$ 900.00
	31	\$ 6,867.01	\$ 327.01	\$ 6,540.00
Retail				
Accessories / Chap Ice	2	\$ 4.00	\$ 0.20	\$ 3.80
Accessories / Dermatone Lip Balm	5	\$ 20.00	\$ 0.95	\$ 19.05
Accessories / Hair Tie	1	\$ 1.00	\$ 0.05	\$ 0.95
Accessories / Kleenex Go-Pack	1	\$ 1.00	\$ 0.05	\$ 0.95
Accessories / Ricola	2	\$ 9.80	\$ 0.46	\$ 9.34
Gloves / Rambler Liner	1	\$ 17.85	\$ 0.85	\$ 17.00
Logo Items / Eaglecrest Ball Cap	12	\$ 322.14	\$ 15.34	\$ 306.80
Logo Items / Eaglecrest Knit Cap	5	\$ 126.00	\$ 6.00	\$ 120.00
Logo Items / Eaglecrest Decal	8	\$ 56.00	\$ 2.64	\$ 53.36
Logo Items / EC Magnet	3	\$ 15.75	\$ 0.75	\$ 15.00
Logo Items / Eaglecrest Mug	2	\$ 31.50	\$ 1.50	\$ 30.00
Logo Items / Eaglecrest Silipint 16 oz	4	\$ 49.89	\$ 2.39	\$ 47.50
Logo Items / Eaglecrest Silipint KIDS Straw	2	\$ 28.35	\$ 1.35	\$ 27.00
Softgoods / Lydia	1	\$ 31.50	\$ 1.50	\$ 30.00

Category / Attribute / Product	Sold	Gross	Tax	Ex Tax
Softgoods / KIDS Jax	1	\$ 15.12	\$ 0.72	\$ 14.40
Softgoods / Kids Kylie	1	\$ 23.52	\$ 1.12	\$ 22.40
Softgoods / Double Tube	1	\$ 28.35	\$ 1.35	\$ 27.00
T-Shirts/Hoodies / Sweatshirt	4	\$ 252.00	\$ 12.00	\$ 240.00
T-Shirts/Hoodies / Youth Sweatshirt	1	\$ 50.40	\$ 2.40	\$ 48.00
T-Shirts/Hoodies / T-Shirts	15	\$ 398.58	\$ 18.98	\$ 379.60
T-Shirts/Hoodies / Toddler Hoodies	1	\$ 28.35	\$ 1.35	\$ 27.00
Snacks & Drinks / Water	16	\$ 32.00	\$ 1.60	\$ 30.40
Snacks & Drinks / Oberto Cocktail Pep 3oz	1	\$ 5.00	\$ 0.24	\$ 4.76
Snacks & Drinks / Trail Mix	7	\$ 21.00	\$ 0.98	\$ 20.02
Snacks & Drinks / Canned Water	12	\$ 23.40	\$ 1.17	\$ 22.23
Snacks & Drinks / Blue Diamond Almonds	3	\$ 6.00	\$ 0.30	\$ 5.70
Snacks & Drinks / Candy	53	\$ 104.00	\$ 5.20	\$ 98.80
Snacks & Drinks / Grandma's Cookie	2	\$ 7.00	\$ 0.34	\$ 6.66
	167	\$ 1,709.50	\$ 81.78	\$ 1,627.72
Repair				
Repair / AMT: Alpine Mount	1	\$ 61.43	\$ 2.93	\$ 58.50
Repair / SWX: Summer Wax	2	\$ 28.36	\$ 1.36	\$ 27.00
	3	\$ 89.79	\$ 4.29	\$ 85.50
F&B				
Beverages / Cocoa 12oz	2	\$ 5.26	\$ 0.26	\$ 5.00
Concessions / Candy	17	\$ 35.70	\$ 1.70	\$ 34.00
Concessions / Choco Chip Cookie	1	\$ 3.50	\$ 0.17	\$ 3.33
	20	\$ 44.46	\$ 2.13	\$ 42.33
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	83	\$ 8,184.75	\$ 389.75	\$ 7,795.00
Cabin Rental / Ravens Rest	60	\$ 7,825.75	\$ 360.75	\$ 7,465.00
Segway Alaska / Segway Billing	523	\$ 7,845.00	\$ 0.00	\$ 7,845.00
Zipline / Zipline Billing	1	\$ 18,855.48	\$ 0.00	\$ 18,855.48
Alaska Coach Tours / Alaska Coach Tours	2	\$ 22,380.75	\$ 1,065.75	\$ 21,315.00
	678	\$ 69,806.73	\$ 1,931.25	\$ 67,875.48
Grand Total:	3744	\$ 1,168,083.55	\$ 53,144.27	\$ 1,114,939.28



Eaglecrest
Product Sales Summary

From 7/1/2023 to 9/5/2023

Category / Attribute / Product	Sold	Gross	Tax	Ex Tax
Tickets				
Comp & Specials / COMP	12	\$ 0.00	\$ 0.00	\$ 0.00
	12	\$ 0.00	\$ 0.00	\$ 0.00
Season Pass				
Adult (19+) / Unlimited	1050	\$ 694,953.00	\$ 33,093.00	\$ 661,860.00
Adult (19+) / CBJ Employee Unlimited	49	\$ 30,870.00	\$ 1,470.00	\$ 29,400.00
Adult (19+) / CBJ Health Yourself EC Discount	49	\$ 1,543.50	\$ 0.00	\$ 1,543.50
Adult (19+) / 5 Visit	4	\$ 1,302.00	\$ 62.00	\$ 1,240.00
Adult (19+) / 10 Visit	5	\$ 2,835.00	\$ 135.00	\$ 2,700.00
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	14	\$ 0.00	\$ 0.00	\$ 0.00
College / College	52	\$ 27,846.00	\$ 1,326.00	\$ 26,520.00
Teen (13-18) / Unlimited	227	\$ 78,760.50	\$ 3,750.50	\$ 75,010.00
Youth (7-12) / Unlimited	271	\$ 51,332.25	\$ 2,427.25	\$ 48,905.00
Child (6 & younger) / Unlimited	145	\$ 4,872.00	\$ 232.00	\$ 4,640.00
Flex Pass / Flex Pass	106	\$ 16,695.00	\$ 795.00	\$ 15,900.00
Nordic & Transferable / Nordic	22	\$ 3,003.00	\$ 143.00	\$ 2,860.00
Nordic & Transferable / Nordic Add-on	120	\$ 6,247.50	\$ 297.50	\$ 5,950.00
Replacement Passes / NEW Media Card	1	\$ 0.00	\$ 0.00	\$ 0.00
TRADE / TRADE	6	\$ 0.00	\$ 0.00	\$ 0.00
Schools / 5th Graders	28	\$ 0.00	\$ 0.00	\$ 0.00
Flex Pass Discount / Flex Pass Discount	106	\$ 0.00	\$ 0.00	\$ 0.00
	2366	\$ 979,358.02	\$ 46,545.45	\$ 932,812.57
Office				
Lockers / Individual	102	\$ 23,562.00	\$ 1,122.00	\$ 22,440.00
Lockers / Family	56	\$ 22,344.00	\$ 1,064.00	\$ 21,280.00
Lockers / Snowboard	2	\$ 417.90	\$ 19.90	\$ 398.00
Lockers / Corner	1	\$ 294.00	\$ 14.00	\$ 280.00
Admin Service Fees / B2B Foundation	1	\$ 500.00	\$ 0.00	\$ 500.00
	162	\$ 47,117.90	\$ 2,219.90	\$ 44,898.00
Programs - Youth				
Wee Ski / Wee Ski (3-6)	115	\$ 31,395.00	\$ 1,495.00	\$ 29,900.00
Powder Pilots (Ski) / Powder Pilots (6-7)	70	\$ 18,112.50	\$ 862.50	\$ 17,250.00
Mountain Explorers (Ski) / Mountain Explorers	69	\$ 16,301.25	\$ 776.25	\$ 15,525.00
Holiday Camp (Ski) / Holiday Camp First Timer	41	\$ 5,381.25	\$ 256.25	\$ 5,125.00

Category / Attribute / Product	Sold	Gross	Tax	Ex Tax
Holiday Camp (Ski) / Holiday Camp HTR &	21	\$ 2,756.25	\$ 131.25	\$ 2,625.00
Holiday Camp (Snowboard) / Holiday Camp	16	\$ 2,100.00	\$ 100.00	\$ 2,000.00
Little Rippers (Snowboard) / Little Rippers (5-6)	4	\$ 1,092.00	\$ 52.00	\$ 1,040.00
Big Rippers (Snowboard) / Big Rippers (7-17)	5	\$ 1,181.25	\$ 56.25	\$ 1,125.00
Summer Adventure Series / Summer	1	\$ 275.00	\$ 13.10	\$ 261.90
	342	\$ 78,594.50	\$ 3,742.60	\$ 74,851.90
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
Redemption				
Ski Rentals - Daily / Adult 19-64 - Redemption	1	\$ 0.00	\$ 0.00	\$ 0.00
	1	\$ 0.00	\$ 0.00	\$ 0.00
Rental				
Season Rentals / SKI - Child (3-6) Season	9	\$ 1,653.75	\$ 78.75	\$ 1,575.00
Season Rentals / SKI - Youth 7-12 Season	15	\$ 3,543.75	\$ 168.75	\$ 3,375.00
Season Rentals / SKI - Adult 19-64 Season	2	\$ 606.90	\$ 28.90	\$ 578.00
Season Rentals / BOARD - Child (3-6) Season	1	\$ 183.75	\$ 8.75	\$ 175.00
Season Rentals / BOARD - Teen 13-18	1	\$ 257.25	\$ 12.25	\$ 245.00
	28	\$ 6,245.40	\$ 297.40	\$ 5,948.00
Retail				
Accessories / Kleenex Go-Pack	0	\$ 0.00	\$ 0.00	\$ 0.00
Logo Items / EC Magnet	2	\$ 10.50	\$ 0.50	\$ 10.00
	2	\$ 10.50	\$ 0.50	\$ 10.00
Repair				
Repair / T/A: Test + Adjust	2	\$ 33.60	\$ 1.60	\$ 32.00
Repair / RMT: Alpine Remount	1	\$ 68.25	\$ 3.25	\$ 65.00
Repair / E/W: Edges + Pro Wax	2	\$ 63.00	\$ 3.00	\$ 60.00
Storage Fee / Storage 3 Weeks	1	\$ 15.75	\$ 0.75	\$ 15.00
	6	\$ 180.60	\$ 8.60	\$ 172.00
Facility Rental				
Entire Facility (Base Lodge) / Hourly Rental	5	\$ 485.65	\$ 23.15	\$ 462.50
Cabin Rental / Hilda Dam Cabin	94	\$ 8,883.00	\$ 423.00	\$ 8,460.00
Cabin Rental / Ravens Rest	59	\$ 7,743.75	\$ 368.75	\$ 7,375.00
	158	\$ 17,112.40	\$ 814.90	\$ 16,297.50
Grand Total:	3079	\$ 1,128,934.32	\$ 53,644.35	\$ 1,075,289.97



Gondola Project Financials

As of 03 SEP 2024

Budget Remaining

Code	Description	Commitments		Actuals Thru AUG		Total "Spent"
120	Design	\$	686,139	\$	652,683	\$ 1,338,821.42
130	Bid/Award	\$	-	\$	9,966	\$ 9,966.02
140	Construction	\$	-	\$	4,448,797	\$ 4,448,797.30

Totals \$ 686,139 \$ 5,111,446 \$ 5,797,584.74

Total Budget \$ 12,721,608
Total Spent \$ 5,797,585
Total Budget Remaining \$ 6,924,023

Project Expenditures Breakdown

As of 03 SEP 2024

Element	Code	Description	Admin	Design	Procurement	Construction
Admin	130	Admin OH Costs	\$ 9,966			
Design	120	Design Team		\$ 652,683		
Procurement	140	Galsterberg Procurement			\$ 1,325,398	
Procurement	140	Galsterberg Shipping & Expenses			\$ 1,205,443	
Procurement	140	Towers/Sheaves/Hangers (STR)			\$ 1,860,000	
Construction	140	Construction-Other				\$ 57,956

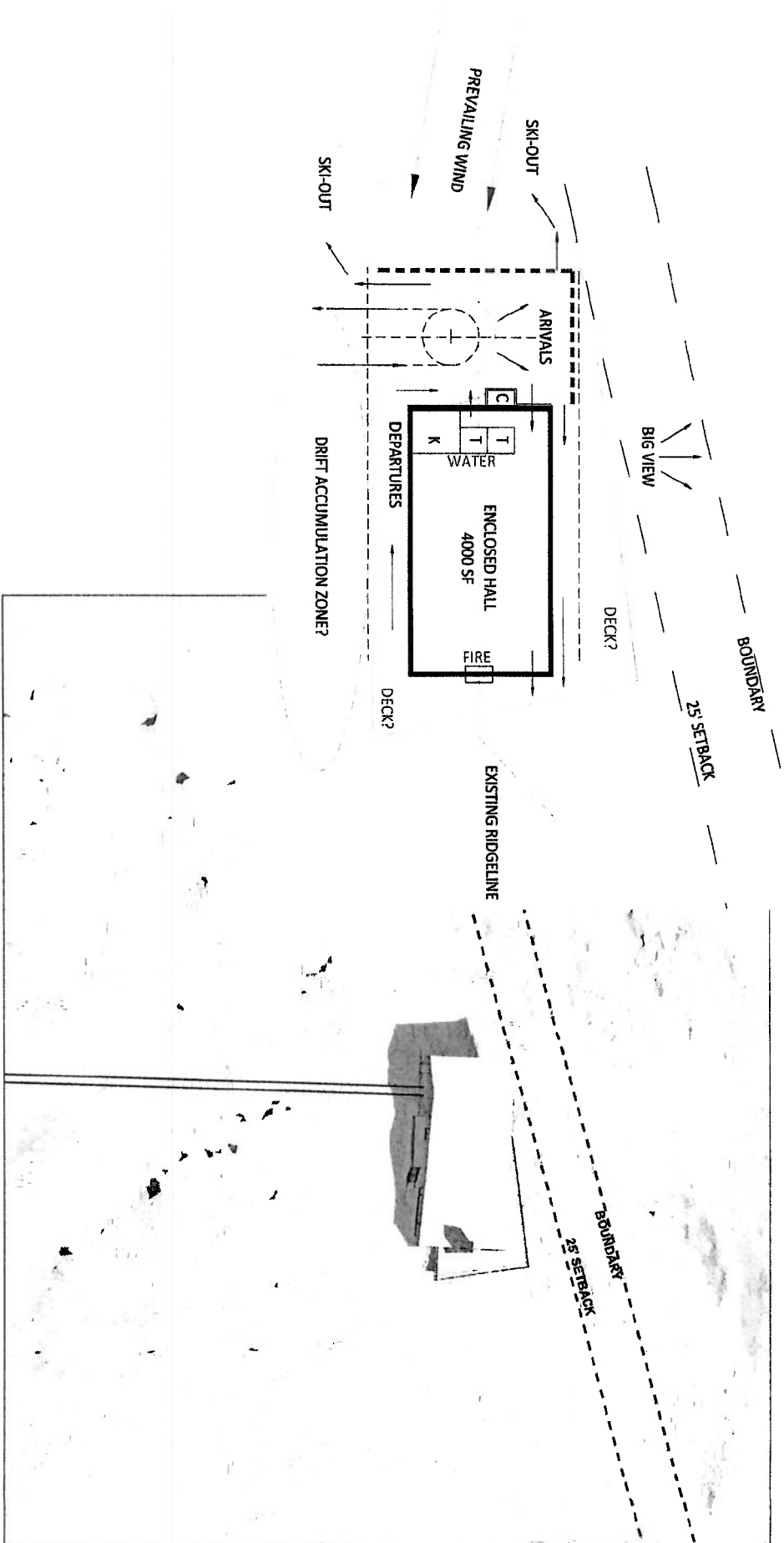
Totals \$ 9,966 \$ 652,683 \$ 4,390,841 \$ 57,956
Breakdown 0.19% 12.77% 85.90% 1.13%

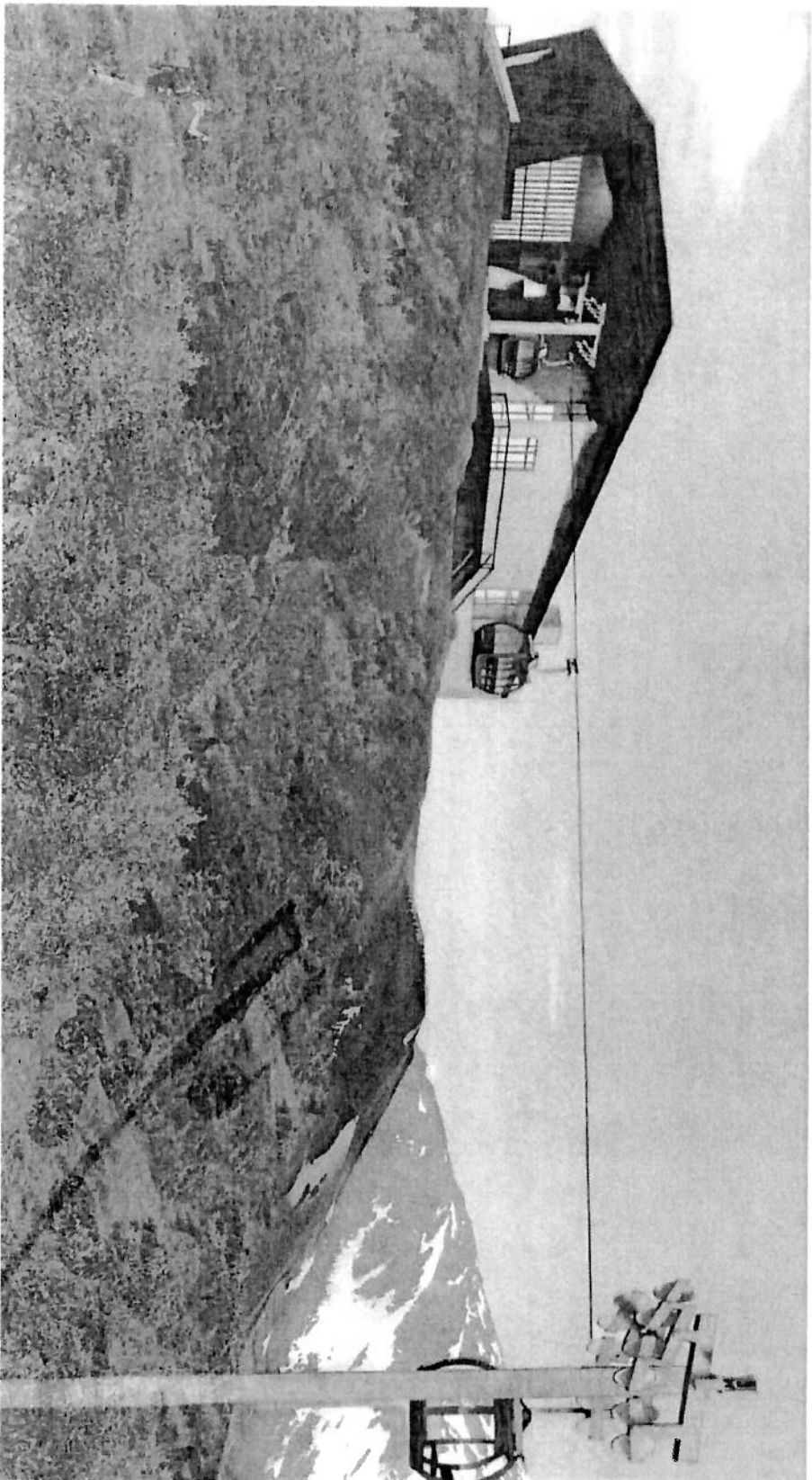
Total Expended \$ 5,111,446
Total Committed \$ 686,139
Total "Spent" \$ 5,797,585
Total Budget Remaining \$ 6,924,023

EAGLECREST GONDOLA CONCEPTUAL PLANNING

03.01.2023

SITE PLAN

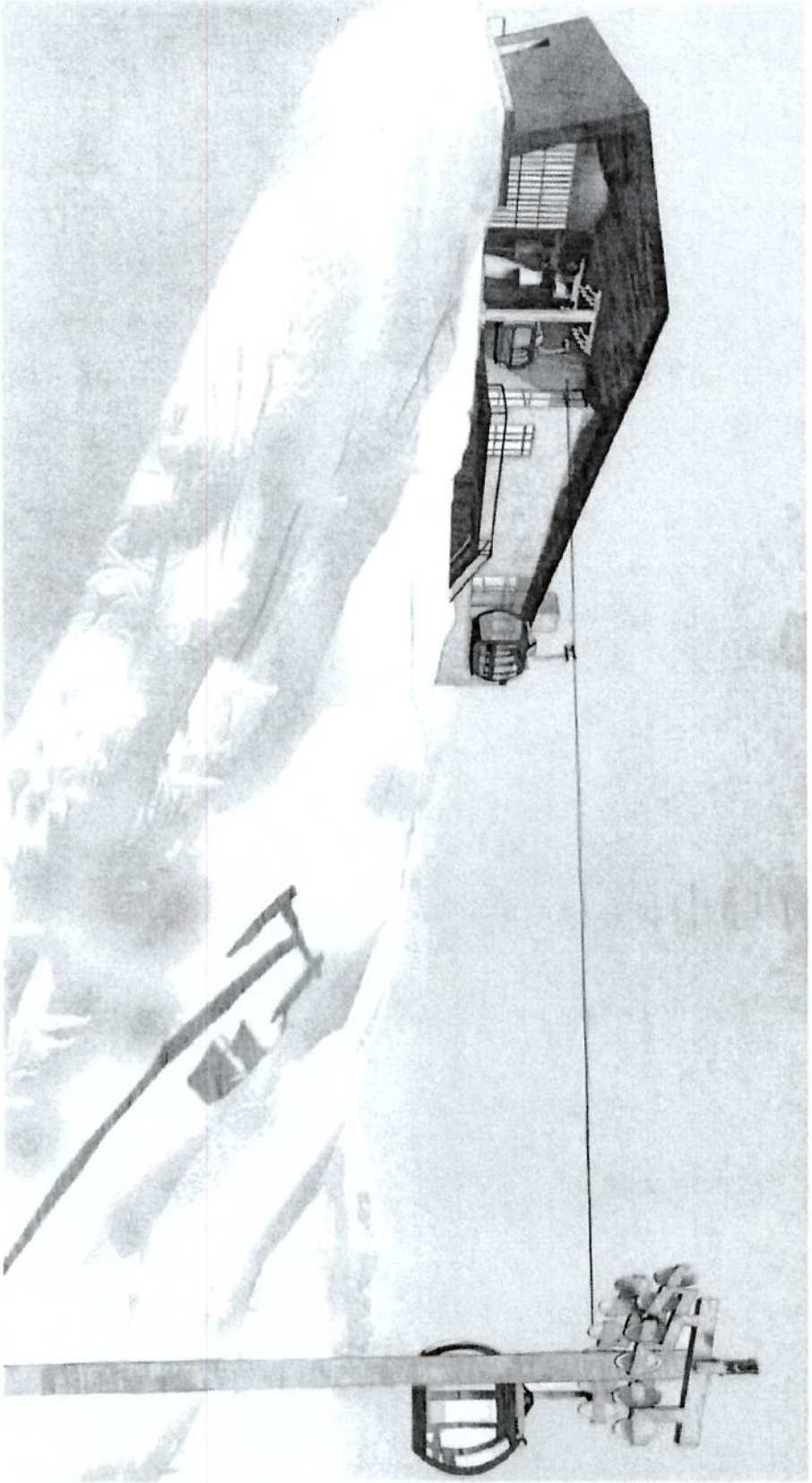


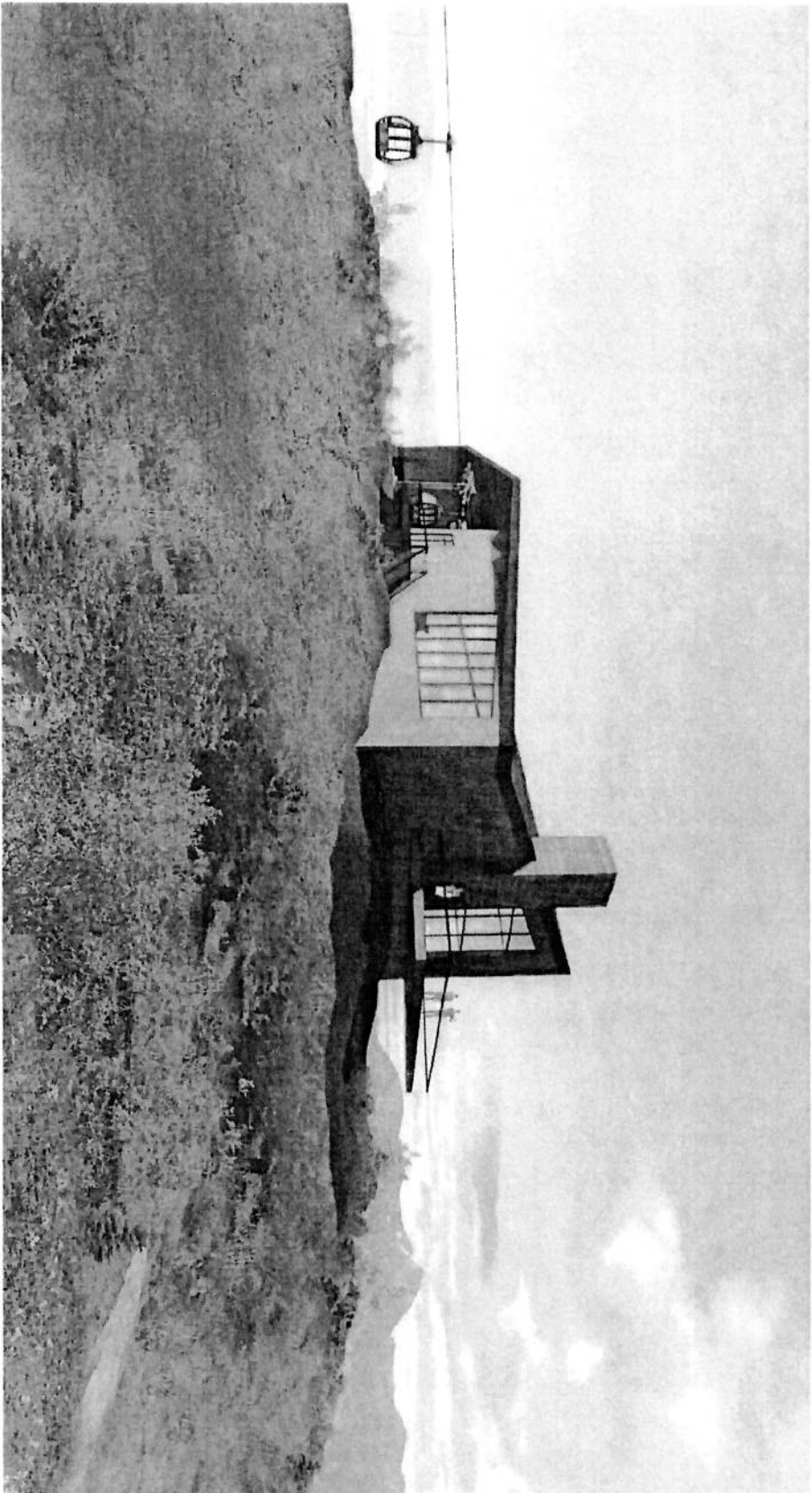


EAGLECREST GONDOLA CONCEPTUAL PLANNING

03.01.2023







EAGLECREST GONDOLA CONCEPTUAL PLANNING

03.01.2023





EAGLECREST GONDOLA CONCEPTUAL PLANNING

03.01.2023



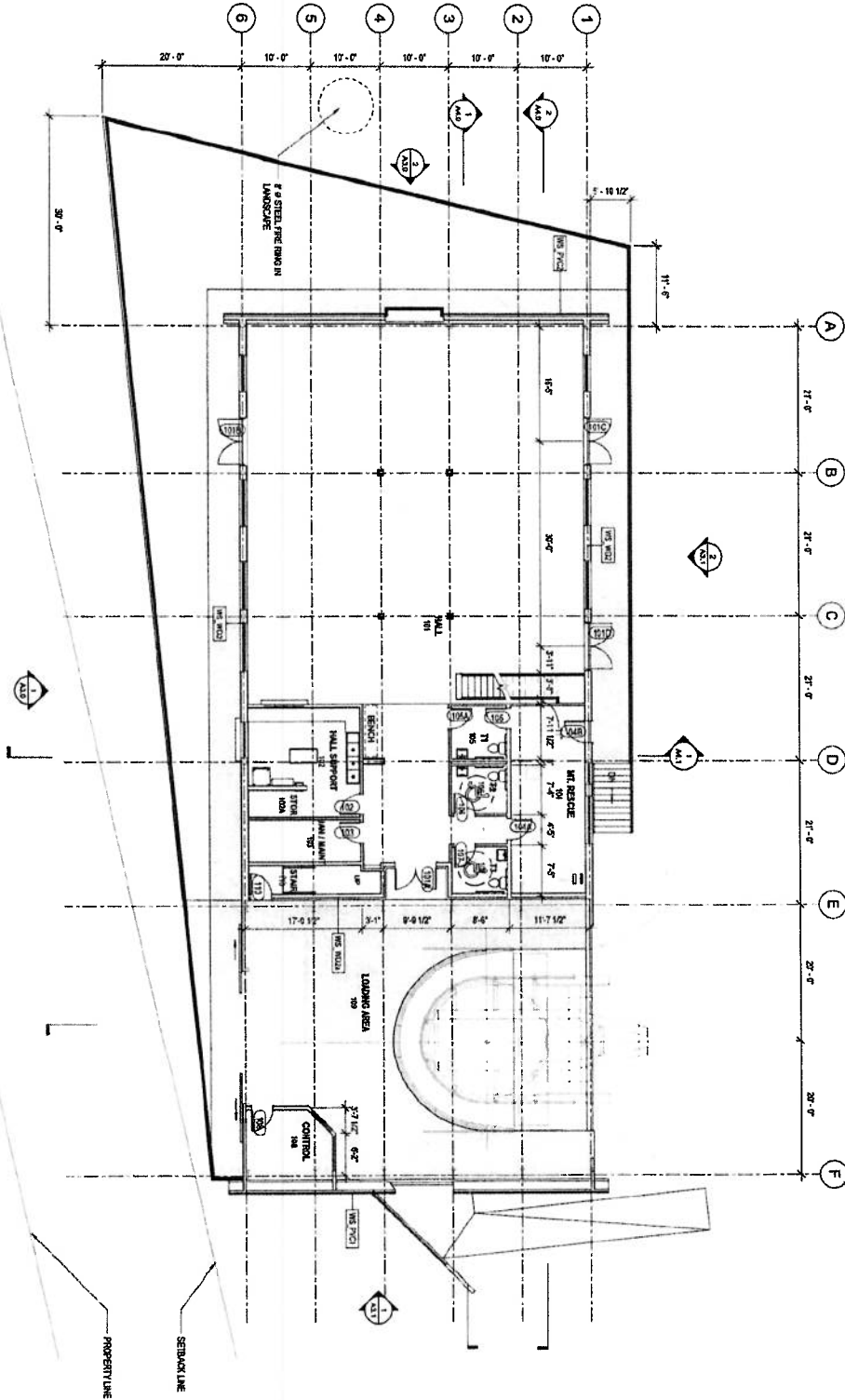


EAGLECREST GONDOLA CONCEPTUAL PLANNING

03.01.2023



1 FLOOR PLAN - LEVEL 1
1/8" = 1'-0"



LEGEND
STRUCTURAL FINISHING -
SEE STRUCT



NorthWind
Architects, LLC

1725 SHAWAN ST
JUNEAU, AK 99801
907.586.1234
www.northwind-ak.com

IF THE ABOVE INFORMATION IS NOT
SUFFICIENT TO IDENTIFY THE PROJECT,
PLEASE CONTACT THE ARCHITECT AT THE
ADDRESS ABOVE OR BY PHONE AT 907.586.1234
OR BY EMAIL AT info@northwind-ak.com

CBJ - EAGLECREST
JUNEAU, ALASKA

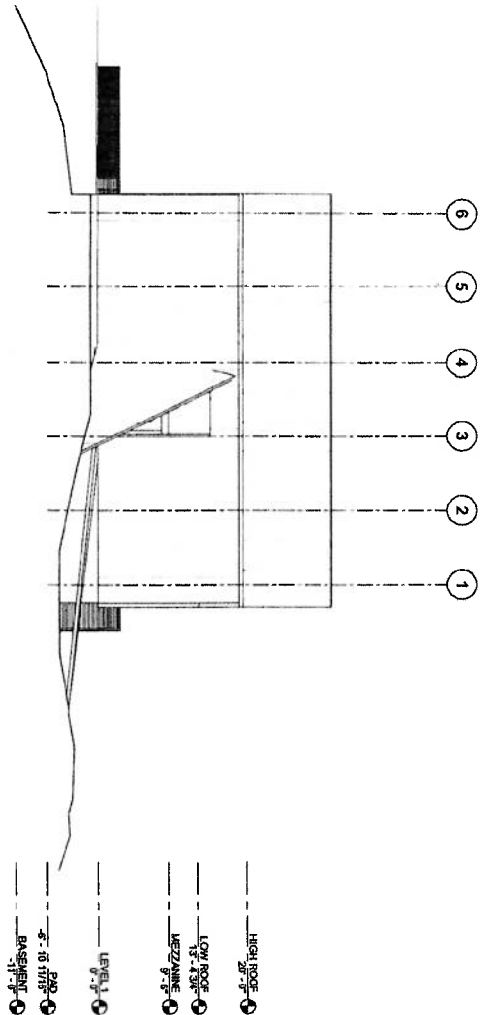
CBJ EAGLECREST GONDOLA TOP STATION

SHEET TITLE
FLOOR PLAN -
LEVEL 01

DESIGNED BY
DRAWN BY
DATE
CHECKED BY
APPROVED BY

SHEET #
A1.1
ISSUE DATE
06/29/2016

1 ELEVATION - WEST
1/8" = 1'-0"



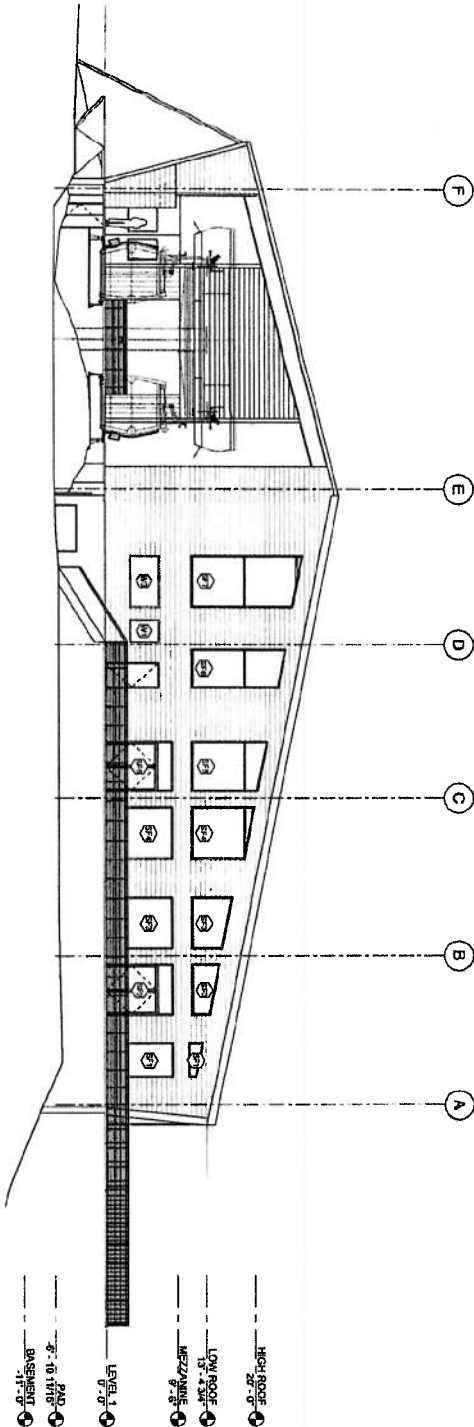
- GENERAL NOTES:**
1. CONSTRUCTION SHALL FIELD VERIFY ACTUAL BUILDING CONDITIONS AND DIMENSIONS. WHERE DISCREPANCIES ARE FOUND, THE CONTRACTOR SHALL NOTIFY ARCHITECT FROM 10 COMMENCEMENT WORK.
 2. DO NOT SCALE OFF OF DRAWINGS.
 3. DIMENSIONS ARE TO FINISH LINE, FACE OR CENTER OF FINISHING AND
 4. STRUCTURAL ELEMENTS SHOWN IN ARCHITECTURAL DRAWINGS FOR REFERENCE ONLY. SEE STRUCTURAL DRAWINGS FOR ALL STRUCTURAL INFORMATION.
 5. ELEVATION DRAWINGS FOR REFERENCE ONLY. SEE STRUCTURAL DRAWINGS FOR ALL CONSTRUCTION INFORMATION AND DETAILS. NOT FOR CONSTRUCTION.
 6. TYPED INSULATION SLOPES NOT SHOWN FOR CLARITY.

SHEET NOTES:

06/10/2024
N
W
NorthWind
Architects, LLC
108 Second St.
Juneau, AK 99801
PH 907.283.8159
www.northwindarch.com

IF THE LAND IS OWNED BY ANOTHER PARTY, THE ARCHITECT SHALL OBTAIN ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES AND AGENCIES SHALL HAVE THE FINAL SAY IN ALL MATTERS.

2 ELEVATION - SOUTH
1/8" = 1'-0"



CBJ EAGLECREST GONDOLA TOP STATION

CBJ - EAGLECREST
JUNEAU, ALASKA

SHEET TITLE:
BUILDING
ELEVATIONS

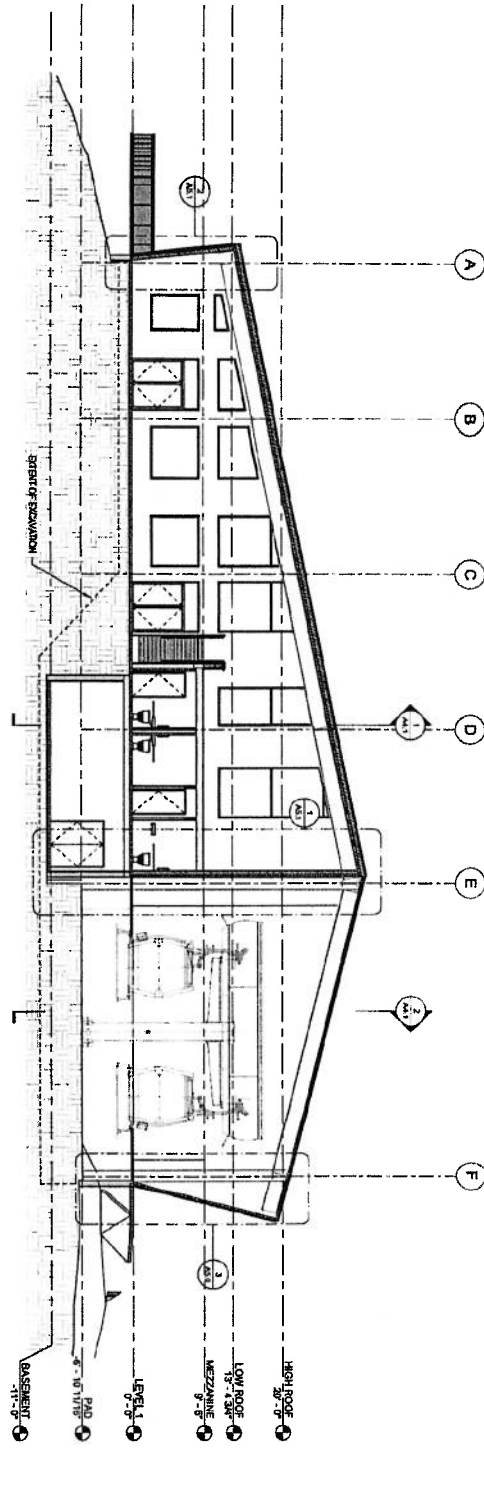
CHECKED: Approved
DRAWN: HG
DATE: 06/10/2024

2 ELEVATION - SOUTH
1/8" = 1'-0"

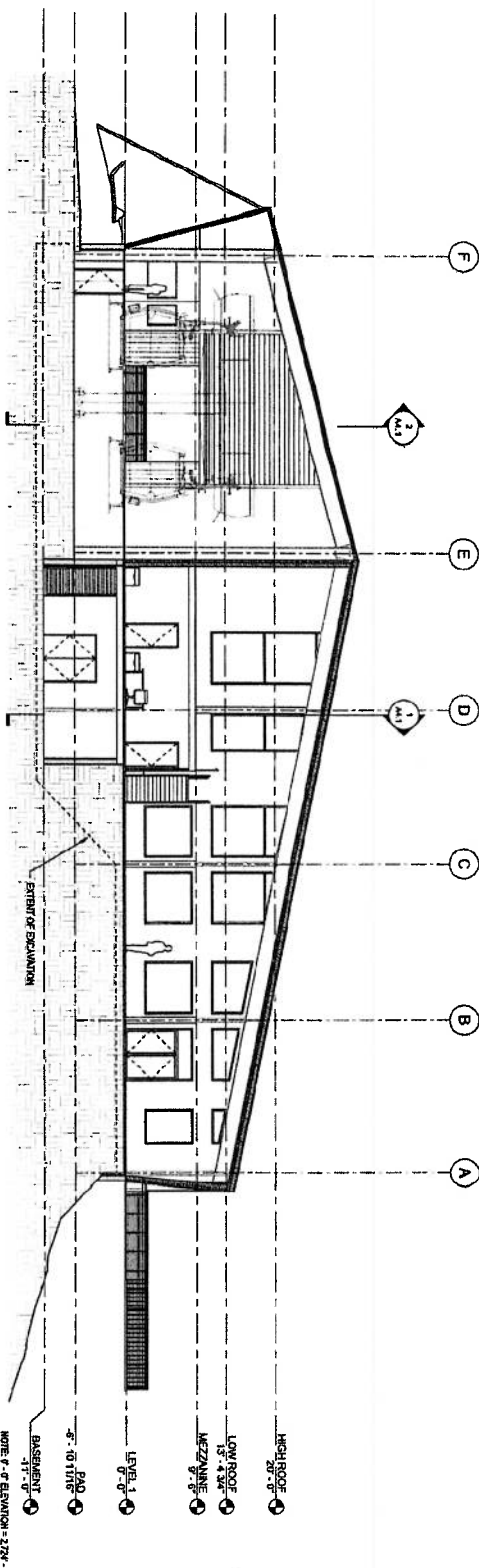
SHEET #
A3.1

ISSUE DATE: 06/10/2024

1 ELEVATION - NORTH
1/8" = 1'-0"



2 ELEVATION - SOUTH
1/8" = 1'-0"



CBJ EAGLECREST GONDOLA TOP STATION

CBJ - EAGLECREST
JUNEAU, ALASKA

SHEET: BUILDING SECTIONS
 CHECKED: SB
 DRAWN: NO
 DATE: 09/25/2019
 SHEET: A4.C
 ISSUE DATE: 09/25/2019

125 Second St.
 Juneau, AK 99801
 PH: 907.586.8100
 WWW.NORTHWINDARCHITECTS.COM

NOT FOR CONSTRUCTION

To: Eaglecrest Board of Directors
From: Kirk Duncan, Eaglecrest Management Consultant
Re: FY 2024 Financial Update
Date: September 30, 2024

Given how busy everyone is and that I have been reviewing past financial history as part of the business planning process, Erin agreed to it would be acceptable for me to present the FY 2024 financial review.

There is a spreadsheet attached that has a lot of detail for those board members who want to have that level of information. In summary, on the revenue side, 2024 budgeted revenue was \$2,752,600 compared to actual revenue received of \$2,573,622 or a shortfall of \$178,979.

On the expense side, Eaglecrest was budgeted in FY 2024 to spend \$3,875,551 versus actual expenditures of \$3,906,047 or overspending by \$30,496.

This created a shortfall of \$209,475 plus the anticipated deficit of \$67,451 in the FY2024 budget, the total deficit was \$276,925. For many reasons, the CBJ Finance department decided to write off the inventory at the mountain in the amount of \$253,893. While it is unfortunate to write off this large amount, this means that Eaglecrest employees will not have to spend several weeks counting inventory each summer.

The fund balance went from a "book" value of \$117,800 at the end of 2023 to a negative \$159,121 at the end of 2024. More information will be provided at the board meeting.

Discussion of the challenges of FY 2025 –

The FY 25 budget calls for a 10.8% increase in revenue for a total of \$278,378

Season Pass sales up \$106,000 (no increase in price this year)

Snow Sports School sales up \$31,600 (no increase in price this year)

Permit Revenue up \$78,000 (expected revenue from operating Hooter this – not occurring)

Food service up \$33,000

Lodge rentals up \$29,000

Ski Rentals up \$13,000

Account Description	FY 2024 Actuals	FY2025 Adopted	FY 24 Actuals versus FY 25 Budget	
Donation revenues	\$ (100,000)	\$ (100,000)	\$ -	
User fees			\$ -	
Daily pass revenue			\$ -	
Ski lift fees	\$ (352,979)	\$ (330,000)	\$ (22,979)	
Bus pass sales	\$ (6,959)	\$ (6,000)	\$ (959)	
Ski school sales	\$ (198,399)	\$ (230,000)	\$ 31,601	
Annual revenue	\$ (1,232,472)	\$ (1,339,000)	\$ 106,528	
Contracted revenue	\$ (44,105)	\$ (52,000)	\$ 7,895	
Permit revenues	\$ (71,831)	\$ (150,000)	\$ 78,169	
Concession fees	\$ (177,180)	\$ (210,000)	\$ 32,820	
Vending revenue	\$ (1,838)	\$ (3,000)	\$ 1,162	
Ski repair fee	\$ (31,716)	\$ (35,000)	\$ 3,284	
Merchandise sales	\$ (78,507)	\$ (80,000)	\$ 1,493	
Gift certificate and promotion	\$ (12,146)	\$ (1,400)	\$ (10,746)	
Facility rental revenue	\$ (60,898)	\$ (90,000)	\$ 29,103	
Locker rental	\$ (80,073)	\$ (85,000)	\$ 4,927	
Ski rental	\$ (116,735)	\$ (130,000)	\$ 13,265	
Land lease revenue	\$ (6,753)	\$ (10,600)	\$ 3,847	
Cash over/short			\$ -	
Bad debts			\$ -	
Miscellaneous revenue	\$ (1,032)		\$ (1,032)	
AR interest and fines			\$ -	
	\$ (2,573,622)	\$ (2,852,000)	\$ 278,378	10.8%

The prior management was probably expecting another increase in season pass prices which did not occur, and it is assumed similar thinking was probably occurring in regards to food service, rentals and snow sport school sales.

Hitting the revenue goals will be a challenge.

There may be limited opportunities to adjust pricing to minimize revenue shortfalls.

The staff will be discussing these issues on Friday.

On the expense side –

General fund support was increased from \$1,055,500 in FY 24 to \$1,448,800 in FY 25.

It is suggested that the Assembly will expect Eaglecrest to do something in FY 25 to reduce the general fund support level by \$250,000 (?) so the level of general fund support can be realistically reduced in FY 26. The unstated goal (which would be good to have the Assembly agree to) has been for Eaglecrest to maintain a 70% cost recovery. Budgeted cost recovery in FY 2025 is 66.2% or \$250,000 below targeted cost recovery.

We know that hitting the revenue targets will be problematic.

What are the options for reducing expenses in FY 2025 to make reductions in FY 2026 realistic? Rather than go through expense items line by line at this time, it is suggested that the staff will meet on Friday and that the Eaglecrest finance committee schedule a meeting sometime in the near future (before or after the retreat) to discuss the issue with staff recommendations.

Below is the expense variance spreadsheet from FY 2024 actuals to FY 2025 budget.

Expenses				
Program	Account Description	FY2024 Actuals	FY2025 Adopted	Variance
Administration	Total Personnel Costs	\$ 625,088	\$ 733,900	\$ 108,812
Base Operations	Total Personnel Costs	\$ 100,969	\$ 140,100	\$ 39,131
Conservation Corps	Total Personnel Costs	\$ -	\$ -	\$ -
Dimond Park Field House	Total Personnel Costs	\$ -	\$ -	\$ -
Food Service	Total Personnel Costs	\$ 62,105	\$ 46,500	\$ (15,605)
Lift Operations	Total Personnel Costs	\$ 109,548	\$ 116,900	\$ 7,352
Marketing	Total Personnel Costs	\$ 102,314	\$ 117,200	\$ 14,886
Mountain Maintenance	Total Personnel Costs	\$ 275,596	\$ 464,500	\$ 188,904
Ski Patrol	Total Personnel Costs	\$ 257,132	\$ 287,100	\$ 29,968
Ski Rental Shop	Total Personnel Costs	\$ 152,916	\$ 181,500	\$ 28,584
Snow Sports School	Total Personnel Costs	\$ 277,686	\$ 295,200	\$ 17,514
	Total Personnel Costs	\$ 1,963,354	\$ 2,382,900	\$ 419,546
Administration	Total Other Costs	\$ 888,265	\$ 997,100	\$ 108,835
Base Operations	Total Other Costs	\$ 137,093	\$ 147,800	\$ 10,707
Building Maintenance	Total Other Costs	\$ 88,314	\$ 107,500	\$ 19,186
Conservation Corps	Total Other Costs	\$ -	\$ -	\$ -
Dimond Park Field House	Total Other Costs	\$ -	\$ -	\$ -
Food Service	Total Other Costs	\$ 135,836	\$ 118,000	\$ (17,836)
Lift Operations	Total Other Costs	\$ 128,749	\$ 40,300	\$ (88,449)
Marketing	Total Other Costs	\$ 48,972	\$ 56,100	\$ 7,128
Mountain Maintenance	Total Other Costs	\$ 253,960	\$ 174,400	\$ (79,560)
Ski Patrol	Total Other Costs	\$ 43,720	\$ 44,700	\$ 981
Ski Rental Shop	Total Other Costs	\$ 116,593	\$ 92,100	\$ (24,493)
Snow Sports School	Total Other Costs	\$ 16,026	\$ 24,200	\$ 8,174
Vehicle Maintenance	Total Other Costs	\$ 85,164	\$ 125,000	\$ 39,836
	Total Other Costs	\$ 1,942,693	\$ 1,927,200	\$ (15,493)
Totals		\$ 3,906,047	\$ 4,310,100	\$ 404,053

Revenues

Account Description	FY2021 Actuals	FY2022 Actuals	FY2023 Actuals	FY2024 Amended	FY2024 Projected Actuals	FY 2024 Actuals	FY2025 Adopted	FY 24 Actuals versus FY 25 Budget
Donation revenues	\$ (75,000)	\$ (75,000)	\$ (100,368)	\$ (100,000)	\$ (100,000)	\$ (100,000)	\$ (100,000)	\$ -
User fees	\$ -	\$ (2,000)						\$ -
Daily pass revenue	\$ -	\$ 340	2,250					\$ -
Ski lift fees	\$ (318,187)	\$ (263,357)	\$ (318,259)	\$ (330,000)	\$ (300,000)	\$ (352,979)	\$ (330,000)	\$ (22,979)
Bus pass sales	\$ (547)	\$ (4,959)	\$ (4,671)	\$ (6,000)	\$ (5,000)	\$ (6,959)	\$ (6,000)	\$ (959)
Ski school sales	\$ (226,665)	\$ (199,954)	\$ (221,230)	\$ (220,000)	\$ (220,000)	\$ (198,399)	\$ (230,000)	\$ 31,601
Annual revenue	\$ (996,262)	\$ (1,217,250)	\$ (1,214,609)	\$ (1,339,000)	\$ (1,275,000)	\$ (1,232,472)	\$ (1,339,000)	\$ 106,528
Contracted revenue	\$ (56,646)	\$ (24,140)	\$ (1,433)		\$ (60,000)	\$ (44,105)	\$ (52,000)	\$ 7,895
Permit revenues	\$ (11,852)	\$ (4,750)	\$ (50,075)	\$ (200,000)	\$ (100,000)	\$ (71,831)	\$ (150,000)	\$ 78,169
Concession fees	\$ (123,704)	\$ (140,031)	\$ (209,939)	\$ (160,000)	\$ (190,000)	\$ (177,180)	\$ (210,000)	\$ 32,820
Vending revenue	\$ -	\$ (1,180)	\$ (1,692)	\$ (4,000)	\$ (4,000)	\$ (1,838)	\$ (3,000)	\$ 1,162
Ski repair fee	\$ (30,329)	\$ (31,078)	\$ (14,497)	\$ (30,000)	\$ (35,000)	\$ (31,716)	\$ (35,000)	\$ 3,284
Merchandise sales	\$ (57,778)	\$ (62,115)	\$ (73,903)	\$ (60,000)	\$ (75,000)	\$ (78,507)	\$ (80,000)	\$ 1,493
Gift certificate and promotion	\$ 458	\$ (1,804)	\$ 839	\$ (3,000)	\$ (1,400)	\$ (12,146)	\$ (1,400)	\$ (10,746)
Facility rental revenue	\$ (41,998)	\$ (64,292)	\$ (86,690)	\$ (75,000)	\$ (85,000)	\$ (60,898)	\$ (90,000)	\$ 29,103
Locker rental	\$ (64,680)	\$ (72,273)	\$ (78,575)	\$ (85,000)	\$ (85,000)	\$ (80,073)	\$ (85,000)	\$ 4,927
Ski rental	\$ (116,398)	\$ (112,212)	\$ (106,025)	\$ (130,000)	\$ (130,000)	\$ (116,735)	\$ (130,000)	\$ 13,265
Land lease revenue	\$ -	\$ (10,130)	\$ (10,130)	\$ (10,600)	\$ (10,600)	\$ (6,753)	\$ (10,600)	\$ 3,847
Cash over/short	\$ 232	\$ (369)	\$ (341)					\$ -
Bad debts	\$ -	\$ (1,000)						\$ -
Miscellaneous revenue	\$ (449)	\$ (1,032)	\$ (1,032)	\$ -		\$ (1,032)		\$ (1,032)
AR interest and fines	\$ (1,876)							\$ -
	\$ (2,121,682)	\$ (2,288,586)	\$ (2,490,377)	\$ (2,752,600)	\$ (2,676,000)	\$ (2,573,622)	\$ (2,852,000)	\$ 278,378
								10.8%
General Fund	\$ (985,500)	\$ (825,000)	\$ (880,000)	\$ (1,005,500)	\$ (1,005,500)	\$ (1,005,500)	\$ (1,398,800)	\$ 393,300
Roaded service area	\$ (50,000)	\$ (50,000)	\$ (50,000)	\$ (50,000)	\$ (50,000)	\$ (50,000)	\$ (50,000)	\$ -
CARES Relief	\$ (18,005)							\$ -
	\$ (1,053,505)	\$ (875,000)	\$ (930,000)	\$ (1,055,500)	\$ (1,055,500)	\$ (1,055,500)	\$ (1,448,800)	\$ 393,300
	\$ (3,175,187)	\$ (3,163,586)	\$ (3,420,377)	\$ (3,808,100)	\$ (3,731,500)	\$ (3,629,122)	\$ (4,300,800)	\$ 671,678

Program	Account Description	FY2021 Actuals	FY2022 Actuals	FY2023 Actuals	FY2024 Amended	FY2024 Actuals	FY2025 Adopted
Administration	Salaries	\$ 261,810	\$ 263,312	\$ 336,469	\$ 387,200	\$ 297,675	\$ 433,900
Administration	Overtime	\$ (82)			\$ -	\$ 2,689	\$ -
Administration	Accrued leave	\$ 23,985	\$ 37,180	\$ 41,013	\$ -	\$ 46,605	\$ -
Administration	Benefits	\$ 164,394	\$ 162,931	\$ 192,591	\$ 223,300	\$ 190,018	\$ 240,600
Administration	Deferred Comp Employer Match				\$ 6,500	\$ 4,102	\$ 4,400
Administration	Workers compensation	\$ 60,300	\$ 60,300	\$ 57,000	\$ 78,000	\$ 78,000	\$ 100,800
Administration	All other workforce				\$ (50,200)	\$ 6,000	\$ (45,800)
Administration	Total Personnel Costs	\$ 510,407	\$ 523,723	\$ 627,074	\$ 644,800	\$ 625,088	\$ 733,900
Administration	Mileage	\$ -				\$ 63	
Administration	Travel and training	\$ -		\$ -		\$ 4,593	\$ 5,400
Administration	Recruiting	\$ 423	\$ 299	\$ 1,350	\$ 2,000	\$ 2,961	\$ 2,000
Administration	Telephone	\$ 8,508	\$ 7,697	\$ 18,245	\$ 17,000	\$ 20,533	\$ 17,000
Administration	Printing	\$ 495	\$ -	\$ 628			
Administration	Advertising	\$ -	\$ 611	\$ -			
Administration	Rents	\$ -	\$ -	\$ -			
Administration	Fuel oil & propane	\$ -	\$ 1,645	\$ 967	\$ 1,100	\$ 2,913	\$ 1,100
Administration	Equipment rentals	\$ 2,000	\$ -	\$ (3,994)	\$ 2,000		\$ 1,000
Administration	Fleet replacement reserve	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Administration	Spec & Prop	\$ 74,235	\$ 66,953	\$ 101,306	\$ 121,600	\$ 129,379	\$ 159,100
Administration	General Liab, Auto & EE Pract	\$ 1,000	\$ 1,000	\$ 2,800	\$ 2,100	\$ 2,100	\$ 2,100
Administration	Dues and subscriptions	\$ 2,668	\$ 4,265	\$ 4,699	\$ 4,500	\$ 3,722	\$ 4,500
Administration	Contractual services	\$ 61,513	\$ 61,341	\$ 50,805	\$ 68,000	\$ 109,756	\$ 120,000
Administration	Full Cost Allocation	\$ 348,100	\$ 306,600	\$ 328,200	\$ 361,500	\$ 361,500	\$ 444,600
Administration	Medical professional services	\$ 245	\$ -	\$ -			
Administration	Bank card fees	\$ 87,516	\$ 112,297	\$ 112,847	\$ 114,396	\$ 121,126	\$ 120,000
Administration	Office supplies	\$ 3,546	\$ 963	\$ 717	\$ 2,800	\$ 2,404	\$ 2,800
Administration	Postage and parcel post	\$ 1,984	\$ 158	\$ -	\$ 1,000	\$ 87	\$ 500
Administration	Uniforms and safety equipment	\$ -	\$ 612	\$ 50	\$ 1,000	\$ 1,000	\$ 1,000
Administration	Materials and commodities	\$ 63,346	\$ 13,785	\$ 5,384	\$ 15,000	\$ 26,128	\$ 15,000
Administration	Minor equipment	\$ 710	\$ 2,645	\$ -	\$ 1,000		\$ 1,000
Administration	Reimbursable Expense - Externa		\$ (610)				
Administration	Total Other Costs	\$ 756,286	\$ 680,261	\$ 724,005	\$ 814,996	\$ 888,265	\$ 997,100
Base Operations	Salaries	\$ 74,854	\$ 65,153	\$ 63,870	\$ 99,200	\$ 65,542	\$ 106,800
Base Operations	Overtime	\$ 7,754	\$ 6,006	\$ 3,987	\$ 5,600	\$ 6,090	\$ 5,600
Base Operations	Accrued leave	\$ 3,308	\$ 4,376	\$ 4,735	\$ -	\$ 718	\$ -
Base Operations	Benefits	\$ 25,377	\$ 28,571	\$ 34,455	\$ 41,200	\$ 28,618	\$ 43,200
Base Operations	Deferred Comp Employer Match				\$ 600		\$ 600
Base Operations	All other workforce				\$ (19,400)		\$ (16,100)
Base Operations	Total Personnel Costs	\$ 111,293	\$ 104,106	\$ 107,047	\$ 127,200	\$ 100,969	\$ 140,100
Base Operations	Printing			\$ 236			
Base Operations	Electricity	\$ 83,087	\$ 82,361	\$ 92,548	\$ 93,000	\$ 88,539	\$ 86,300
Base Operations	Fuel oil & propane	\$ 4,693	\$ 9,103	\$ 6,939	\$ 8,000	\$ 5,506	\$ 8,000
Base Operations	Refuse disposal	\$ 4,350	\$ 5,692	\$ 5,684	\$ 4,500	\$ 5,701	\$ 7,500
Base Operations	Repairs	\$ -	\$ -	\$ -	\$ 500		\$ 500
Base Operations	Dues and subscriptions	\$ 492	\$ -	\$ 450	\$ 500		\$ 500
Base Operations	Contractual services	\$ 5,525	\$ 14,325	\$ 10,479	\$ 10,000	\$ 2,535	\$ 10,000
Base Operations	Office supplies	\$ 785	\$ 924	\$ 2,331	\$ 1,000	\$ 985	\$ 1,000
Base Operations	Uniforms and safety equipment	\$ 526	\$ -	\$ -	\$ 500	\$ 337	\$ 500
Base Operations	Materials and commodities	\$ 13,961	\$ 7,520	\$ 15,450	\$ 5,500	\$ 10,150	\$ 8,000
Base Operations	Gasoline and oil	\$ 29,022	\$ 22,930	\$ 18,709	\$ 25,000	\$ 23,340	\$ 25,000
Base Operations	Minor equipment	\$ 1,070	\$ -	\$ -	\$ 500		\$ 500
Base Operations	Reimbursable Expense - Externa			\$ (833)			
Base Operations	Total Other Costs	\$ 143,512	\$ 142,853	\$ 151,993	\$ 149,000	\$ 137,093	\$ 147,800
Building Maintenance	Wastewater service	\$ -	\$ 2,680	\$ 3,289	\$ 5,000		\$ 5,000
Building Maintenance	Repairs		\$ 200				
Building Maintenance	Contractual services	\$ 75,000	\$ 79,098	\$ 90,075	\$ 105,000	\$ 85,934	\$ 95,000
Building Maintenance	Office supplies	\$ 71	\$ -	\$ -			
Building Maintenance	Inventory	\$ 153	\$ 261	\$ -	\$ 2,000	\$ 779	\$ 2,000
Building Maintenance	Materials and commodities	\$ 9,454	\$ 10,153	\$ 2,734	\$ 5,500	\$ 1,601	\$ 5,500
Building Maintenance	Total Other Costs	\$ 84,678	\$ 92,392	\$ 96,098	\$ 117,500	\$ 88,314	\$ 107,500
Conservation Corps	Salaries	\$ 162,368					\$ -
Conservation Corps	Overtime	\$ 8,158					\$ -
Conservation Corps	Benefits	\$ 20,651					\$ -
Conservation Corps	Total Personnel Costs	\$ 191,176	\$ -	\$ -	\$ -	\$ -	\$ -
Conservation Corps	Equipment rentals	\$ 62,869					

Conservation Corps	Contractual services	\$	23,982								
Conservation Corps	Materials and commodities	\$	8,448								
Conservation Corps	Gasoline and oil	\$	459								
Conservation Corps	Transfers Out - CARES Relief	\$	-								
Conservation Corps	Total Other Costs	\$	95,757	\$	-	\$	-	\$	-	\$	-
Dimond Park Field House	Salaries	\$	24,658	\$	393					\$	-
Dimond Park Field House	Overtime	\$	-							\$	-
Dimond Park Field House	Benefits	\$	2,214	\$	36					\$	-
Dimond Park Field House	Total Personnel Costs	\$	26,872	\$	429	\$	-	\$	-	\$	-
Dimond Park Field House	Materials and commodities	\$	296								
Dimond Park Field House	Total Other Costs	\$	296								
Food Service	Salaries	\$	43,249	\$	48,857	\$	49,599	\$	42,700	\$	47,362
Food Service	Overtime	\$	4,033	\$	4,520	\$	8,816	\$	3,500	\$	3,792
Food Service	Benefits	\$	4,146	\$	4,684	\$	5,099	\$	4,800	\$	10,951
Food Service	Total Personnel Costs	\$	51,428	\$	58,060	\$	63,514	\$	51,000	\$	62,105
Food Service	Salaries	\$	43,249	\$	48,857	\$	49,599	\$	42,700	\$	47,362
Food Service	Overtime	\$	4,033	\$	4,520	\$	8,816	\$	3,500	\$	3,792
Food Service	Benefits	\$	4,146	\$	4,684	\$	5,099	\$	4,800	\$	10,951
Food Service	Total Personnel Costs	\$	51,428	\$	58,060	\$	63,514	\$	51,000	\$	62,105
Food Service	Fuel oil & propane			\$	51			\$	6,142		
Food Service	Repairs	\$	167	\$	-	\$	-	\$	1,000	\$	821
Food Service	Dues and subscriptions			\$	2			\$	540		
Food Service	Contractual services	\$	49,991	\$	82,775	\$	106,045	\$	143,748	\$	121,964
Food Service	Materials and commodities	\$	6,759	\$	8,399	\$	11,127	\$	7,500	\$	6,370
Food Service	Minor equipment	\$	101	\$	-	\$	-	\$	1,000	\$	1,000
Food Service	Total Other Costs	\$	57,018	\$	91,173	\$	117,225	\$	153,248	\$	135,836
Lift Operations	Salaries	\$	91,532	\$	55,449	\$	56,516	\$	106,100	\$	92,922
Lift Operations	Overtime	\$	6,718	\$	2,460	\$	1,138	\$	6,000	\$	11,922
Lift Operations	Benefits	\$	8,690	\$	5,091	\$	5,035	\$	11,000	\$	4,704
Lift Operations	Total Personnel Costs	\$	106,940	\$	63,001	\$	62,689	\$	123,100	\$	109,548
Lift Operations	Travel and training	\$	-	\$	-	\$	-	\$	4,200	\$	1,348
Lift Operations	Fuel oil & propane	\$	1,963	\$	3,802	\$	1,419	\$	2,200	\$	1,752
Lift Operations	Contractual services	\$	-	\$	1,896	\$	360	\$	6,000	\$	2,427
Lift Operations	Uniforms and safety equipment	\$	1,814	\$	-	\$	757	\$	3,000	\$	-
Lift Operations	Materials and commodities	\$	(13,819)	\$	431	\$	13,579	\$	20,000	\$	123,051
Lift Operations	Minor equipment	\$	2,235	\$	-	\$	-	\$	2,500	\$	173
Lift Operations	Total Other Costs	\$	(7,807)	\$	6,130	\$	16,115	\$	37,900	\$	128,749
Marketing	Salaries	\$	61,190	\$	41,463	\$	55,055	\$	66,800	\$	48,844
Marketing	Overtime	\$	2,175	\$	1,972	\$	7,024	\$	3,000	\$	8,691
Marketing	Accrued leave	\$	5,197	\$	1,788	\$	3,766	\$	-	\$	4,935
Marketing	Benefits	\$	35,312	\$	12,740	\$	35,595	\$	39,000	\$	38,845
Marketing	Deferred Comp Employer Match							\$	300	\$	1,000
Marketing	Total Personnel Costs	\$	103,873	\$	57,963	\$	101,439	\$	109,100	\$	102,314
Marketing	Travel and training			\$	2,629			\$	1,005	\$	6,500
Marketing	Printing	\$	1,069	\$	5,867	\$	10,165	\$	16,000	\$	7,603
Marketing	Advertising	\$	16,603	\$	20,701	\$	28,747	\$	35,000	\$	25,198
Marketing	Dues and subscriptions	\$	4,984	\$	2,220	\$	1,038	\$	2,500	\$	2,856
Marketing	Contractual services	\$	44	\$	4	\$	4	\$	100	\$	1,288
Marketing	Materials and commodities	\$	8,016	\$	4,982	\$	9,337	\$	6,000	\$	11,022
Marketing	Total Other Costs	\$	30,715	\$	33,775	\$	51,920	\$	59,600	\$	48,972
Mountain Maintenance	Salaries	\$	188,769	\$	200,912	\$	277,400	\$	291,600	\$	164,501
Mountain Maintenance	Overtime	\$	27,749	\$	28,658	\$	44,496	\$	20,000	\$	31,351
Mountain Maintenance	Accrued leave	\$	6,866	\$	10,610	\$	16,788	\$	-	\$	6,205
Mountain Maintenance	Benefits	\$	52,683	\$	93,877	\$	136,875	\$	131,700	\$	69,556
Mountain Maintenance	Deferred Comp Employer Match							\$	1,000	\$	3,500
Mountain Maintenance	All other workforce							\$	(20,100)	\$	484
Mountain Maintenance	Total Personnel Costs	\$	276,067	\$	334,056	\$	475,558	\$	424,200	\$	275,596
Mountain Maintenance	Travel and training	\$	-	\$	-	\$	-	\$	3,300	\$	2,000
Mountain Maintenance	Fuel oil & propane			\$		\$	2,065	\$		\$	110
Mountain Maintenance	Repairs	\$	192	\$	-	\$	-	\$	1,000	\$	
Mountain Maintenance	Equipment rentals	\$	5,404	\$	1,155	\$	5,678	\$	3,000	\$	1,370
Mountain Maintenance	Dues and subscriptions	\$	236	\$		\$	819	\$	400	\$	279
Mountain Maintenance	Fleet gasoline	\$	25	\$	-	\$	-	\$		\$	
Mountain Maintenance	Contractual services	\$	4,599	\$	12,837	\$	10,669	\$	4,000	\$	4,070
Mountain Maintenance	Office supplies	\$	960	\$	450	\$	789	\$	300	\$	279
Mountain Maintenance	Uniforms and safety equipment	\$	3,146	\$	1,312	\$	1,458	\$	4,000	\$	1,183
Mountain Maintenance	Materials and commodities	\$	66,814	\$	(22,249)	\$	64,263	\$	38,000	\$	140,480

Mountain Maintenance	Gasoline and oil	\$	60,907	\$	102,624	\$	103,555	\$	110,000	\$	95,435	\$	110,000
Mountain Maintenance	Chemicals	\$	-	\$	4,056	\$	327	\$	6,000	\$	5,839	\$	6,000
Mountain Maintenance	Minor equipment	\$	3,837	\$	-	\$	514	\$	2,500	\$	2,916	\$	2,500
Mountain Maintenance	Reimbursable Expense - External				(180)								
Mountain Maintenance	Total Other Costs	\$	146,120	\$	100,005	\$	190,136	\$	172,500	\$	253,960	\$	174,400
Ski Patrol	Salaries	\$	153,035	\$	155,721	\$	190,707	\$	205,700	\$	203,672	\$	227,900
Ski Patrol	Overtime	\$	17,328	\$	14,260	\$	21,894	\$	10,000	\$	15,793	\$	20,000
Ski Patrol	Accrued leave	\$	462	\$	975	\$	2,166	\$	-	\$	2,578	\$	-
Ski Patrol	Benefits	\$	34,252	\$	36,816	\$	36,085	\$	33,500	\$	34,757	\$	38,900
Ski Patrol	Deferred Comp Employer Match							\$	300	\$	333	\$	300
Ski Patrol	Total Personnel Costs	\$	205,078	\$	207,773	\$	250,852	\$	249,500	\$	257,132	\$	287,100
Ski Patrol	Mileage	\$	51										
Ski Patrol	Travel and training	\$	1,009	\$	1,724	\$	7,744	\$	9,000	\$	4,538	\$	9,900
Ski Patrol	Printing	\$	-	\$	-					\$	281		
Ski Patrol	Repairs	\$	765	\$	-	\$	-	\$	2,500			\$	2,500
Ski Patrol	Dues and subscriptions	\$	-	\$	-	\$	-	\$	500	\$	605	\$	500
Ski Patrol	Contractual services	\$	55	\$	459	\$	1,242	\$	500	\$	319	\$	600
Ski Patrol	Materials and commodities	\$	20,051	\$	27,142	\$	21,083	\$	25,000	\$	37,976	\$	30,000
Ski Patrol	Minor equipment					\$	-	\$	1,200			\$	1,200
Ski Patrol	Total Other Costs	\$	21,931	\$	29,325	\$	30,068	\$	38,700	\$	43,720	\$	44,700
Ski Rental Shop	Salaries	\$	54,837	\$	43,817	\$	25,969	\$	87,000	\$	124,794	\$	133,700
Ski Rental Shop	Overtime	\$	5,987	\$	2,491	\$	5	\$	2,200	\$	9,473	\$	2,200
Ski Rental Shop	Benefits	\$	5,371	\$	4,089	\$	2,343	\$	38,700	\$	17,692	\$	45,600
Ski Rental Shop	All other workforce					\$			(37,600)	\$	957	\$	-
Ski Rental Shop	Travel and training	\$	312			\$	10					\$	-
Ski Rental Shop	Total Personnel Costs	\$	66,507	\$	50,397	\$	28,327	\$	90,300	\$	152,916	\$	181,500
Ski Rental Shop	Printing	\$	113	\$	-	\$	78	\$	500			\$	500
Ski Rental Shop	Contractual services	\$	1,238	\$	1,319	\$	1,423	\$	1,500	\$	2,986	\$	2,600
Ski Rental Shop	Office supplies	\$	579	\$	-	\$	176	\$	500	\$	207	\$	500
Ski Rental Shop	Rental Inventory	\$	18,128	\$	25,081	\$	27,607	\$	30,000	\$	28,290	\$	30,000
Ski Rental Shop	Retail Soft Goods	\$	25,156	\$	30,241	\$	22,729	\$	30,000	\$	69,259	\$	42,000
Ski Rental Shop	Uniform and tool allowance					\$	694	\$	2,000	\$	2,304	\$	3,000
Ski Rental Shop	Materials and commodities	\$	7,017	\$	9,402	\$	15,001	\$	7,000	\$	13,547	\$	13,500
Ski Rental Shop	Total Other Costs	\$	52,231	\$	66,043	\$	67,708	\$	71,500	\$	116,593	\$	92,100
Snow Sports School	Salaries	\$	168,091	\$	166,914	\$	224,293	\$	231,900	\$	200,126	\$	233,200
Snow Sports School	Overtime	\$	6,556	\$	14,004	\$	16,582	\$	6,000	\$	20,365	\$	6,000
Snow Sports School	Accrued leave					\$	1,922	\$	-	\$	4,514	\$	-
Snow Sports School	Benefits	\$	15,691	\$	16,202	\$	34,363	\$	54,400	\$	52,681	\$	56,000
Snow Sports School	Total Personnel Costs	\$	190,338	\$	197,120	\$	277,160	\$	292,300	\$	277,686	\$	295,200
Snow Sports School	Travel and training	\$	1,190	\$	695	\$	420	\$	5,900	\$	5,480	\$	5,900
Snow Sports School	Printing	\$	438	\$	-	\$	227	\$	1,000	\$	797	\$	1,000
Snow Sports School	Advertising	\$	-	\$	-	\$	-	\$	300			\$	300
Snow Sports School	Dues and subscriptions	\$	145	\$	160	\$	165	\$	500	\$	275	\$	500
Snow Sports School	Contractual services	\$	-	\$	-	\$	-	\$	500	\$	366	\$	500
Snow Sports School	Office supplies	\$	268	\$	249	\$	199	\$	500	\$	4,905	\$	500
Snow Sports School	Uniforms and safety equipment	\$	1,619	\$	314	\$	4,645	\$	6,000	\$	430	\$	6,000
Snow Sports School	Uniform and tool allowance	\$	29	\$	55	\$	1,516	\$	2,500			\$	2,500
Snow Sports School	Materials and commodities	\$	4,338	\$	3,960	\$	5,416	\$	6,500	\$	3,773	\$	7,000
Snow Sports School	Total Other Costs	\$	8,027	\$	5,433	\$	12,588	\$	23,700	\$	16,026	\$	24,200
Vehicle Maintenance	Equipment maint - non-fleet	\$	113,347	\$	80,405	\$	118,775	\$	75,407	\$	59,034	\$	70,000
Vehicle Maintenance	Contractual services	\$	40	\$	6,771	\$	276			\$	1,357	\$	5,000
Vehicle Maintenance	Materials and commodities	\$	2,445	\$	42,625	\$	15,056	\$	50,000	\$	24,773	\$	50,000
Vehicle Maintenance	Total Other Costs	\$	115,832	\$	129,801	\$	134,108	\$	125,407	\$	85,164	\$	125,000

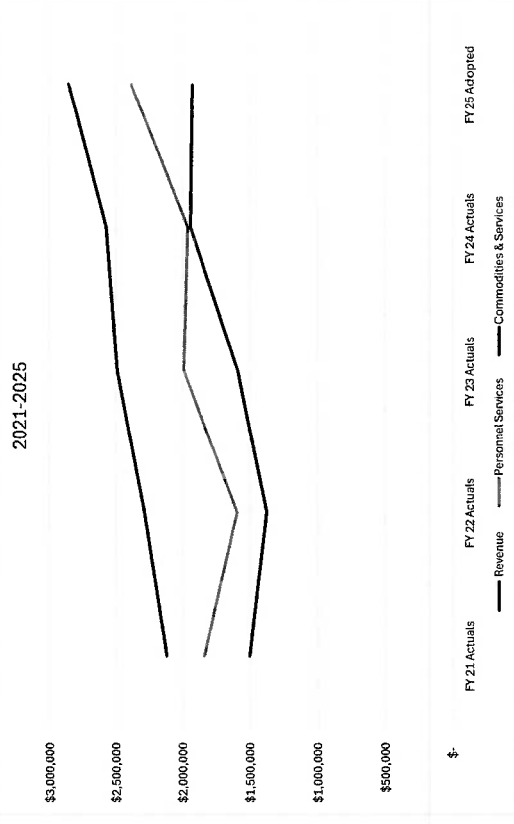
Expenses

Program	Account Description	FY2021 Actuals	FY2022 Actuals	FY2023 Actuals	FY2024 Amended	FY2024 Actuals	FY2025 Adopted	Variance
Administration	Total Personnel Costs	\$ 510,407	\$ 523,723	\$ 627,074	\$ 644,800	\$ 625,088	\$ 733,900	\$ 108,812
Base Operations	Total Personnel Costs	\$ 111,293	\$ 104,106	\$ 107,047	\$ 127,200	\$ 100,969	\$ 140,100	\$ 39,131
Conservation Corps	Total Personnel Costs	\$ 191,176	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dimond Park Field House	Total Personnel Costs	\$ 26,872	\$ 429	\$ -	\$ -	\$ -	\$ -	\$ -
Food Service	Total Personnel Costs	\$ 51,428	\$ 58,060	\$ 63,514	\$ 51,000	\$ 62,105	\$ 46,500	\$ (15,605)
Lift Operations	Total Personnel Costs	\$ 106,940	\$ 63,001	\$ 62,689	\$ 123,100	\$ 109,548	\$ 116,900	\$ 7,352
Marketing	Total Personnel Costs	\$ 103,873	\$ 57,963	\$ 101,439	\$ 109,100	\$ 102,314	\$ 117,200	\$ 14,886
Mountain Maintenance	Total Personnel Costs	\$ 276,067	\$ 334,056	\$ 475,558	\$ 424,200	\$ 275,596	\$ 464,500	\$ 188,904
Ski Patrol	Total Personnel Costs	\$ 205,078	\$ 207,773	\$ 250,852	\$ 249,500	\$ 257,132	\$ 287,100	\$ 29,968

Ski Rental Shop	Total Personnel Costs	\$ 66,507	\$ 50,397	\$ 28,327	\$ 90,300	\$ 152,916	\$ 181,500	\$ 28,584
Snow Sports School	Total Personnel Costs	\$ 190,338	\$ 187,120	\$ 277,160	\$ 292,300	\$ 277,686	\$ 295,200	\$ 17,514
	Total Personnel Costs	\$ 1,839,978	\$ 1,596,628	\$ 1,993,660	\$ 2,111,500	\$ 1,963,354	\$ 2,382,900	\$ 419,546
Administration	Total Other Costs	\$ 756,286	\$ 680,261	\$ 724,005	\$ 814,996	\$ 888,265	\$ 997,100	\$ 108,835
Base Operations	Total Other Costs	\$ 143,512	\$ 142,853	\$ 151,993	\$ 149,000	\$ 137,093	\$ 147,800	\$ 10,707
Building Maintenance	Total Other Costs	\$ 84,678	\$ 92,392	\$ 96,098	\$ 117,500	\$ 88,314	\$ 107,500	\$ 19,186
Conservation Corps	Total Other Costs	\$ 95,757	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dimond Park Field House	Total Other Costs	\$ 296	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Food Service	Total Other Costs	\$ 57,018	\$ 91,173	\$ 117,225	\$ 153,248	\$ 135,836	\$ 118,000	\$ (17,836)
Lift Operations	Total Other Costs	\$ (7,807)	\$ 6,130	\$ 16,115	\$ 37,900	\$ 128,749	\$ 40,300	\$ (88,449)
Marketing	Total Other Costs	\$ 30,715	\$ 33,775	\$ 51,920	\$ 59,600	\$ 48,972	\$ 56,100	\$ 7,128
Mountain Maintenance	Total Other Costs	\$ 146,120	\$ 100,005	\$ 190,136	\$ 172,500	\$ 253,960	\$ 174,400	\$ (79,560)
Ski Patrol	Total Other Costs	\$ 21,931	\$ 29,325	\$ 30,068	\$ 38,700	\$ 43,720	\$ 44,700	\$ 981
Ski Rental Shop	Total Other Costs	\$ 52,231	\$ 66,043	\$ 67,708	\$ 71,500	\$ 116,593	\$ 92,100	\$ (24,493)
Snow Sports School	Total Other Costs	\$ 8,027	\$ 5,433	\$ 12,588	\$ 23,700	\$ 16,026	\$ 24,200	\$ 8,174
Vehicle Maintenance	Total Other Costs	\$ 115,832	\$ 129,801	\$ 134,108	\$ 125,407	\$ 85,164	\$ 125,000	\$ 39,836
	Total Other Costs	\$ 1,504,596	\$ 1,377,193	\$ 1,591,963	\$ 1,764,051	\$ 1,942,693	\$ 1,927,200	\$ (15,493)
Totals		\$ 3,344,574	\$ 2,973,821	\$ 3,585,623	\$ 3,875,551	\$ 3,906,047	\$ 4,310,100	\$ 404,053

	Revenue	Personnel Services	Commodities & Services	Cost Recovery
FY 21 Actuals	\$ 2,121,682	\$ 1,839,978	\$ 1,504,596	63.4%
FY 22 Actuals	\$ 2,288,586	\$ 1,596,628	\$ 1,377,193	77.0%
FY 23 Actuals	\$ 2,490,377	\$ 1,993,660	\$ 1,591,963	69.5%
FY 24 Actuals	\$ 2,573,622	\$ 1,963,354	\$ 1,942,693	65.9%
FY 25 Adopted	\$ 2,852,000	\$ 2,382,900	\$ 1,927,200	66.2%

	Season Pass 1st Tier	Adult All Day Ticket	Family Lockers	Adult Rentals
FY 21	\$ 499.00	\$ 59.00	\$ 349.00	\$ 38.00
FY 22	\$ 524.00	\$ 62.00	\$ 349.00	\$ 38.00
FY 23	\$ 576.00	\$ 68.00	\$ 359.00	\$ 42.00
FY 24	\$ 630.00	\$ 75.00	\$ 380.00	\$ 46.00
FY 25	\$ 630.00	\$ 78.00	\$ 380.00	\$ 46.00
Increase in 4 Years	26%	32%	9%	21%



	Revenue Increase	Personnel Increase	C&S Increase
FY 22	8%	-13%	-8%
FY 23	9%	25%	16%
FY 24	3%	-2%	22%
FY 25	11%	21%	-1%

Eaglecrest Managers Report October

In August we had an all-staff meeting, all the departments that currently have staff working on the mountain came together to create a master list of items we need to focus on for the upcoming months. This was a highly productive meeting where everyone was able to participate, add projects, and talk through logistics of multi department tasks. We took the time to designate tasks to members of the staff so that we can get as much work completed as possible. We took all the information and created one document where we can all track the progress of what we are finishing up and adding along the way, this way we can make sure that we can finish more projects.

Lift Maintenance

All Lifts have had chairs migrated, inspected with repairs made.
All batteries in lifts have been inspected and maintained. Heaters have been cleaned, maintained, and repaired in all lift operation shacks.
Ptarmigan brakes system has been service, the loading station M snow has been repaired, a new door at the top shack has been installed. Porcupine Outside control box has been repaired, m snow at loading station has been replaced. Hooter Counterweight house has been repaired, M snow at loading has been repaired.

Mountain Maintenance- Collaborative Team Efforts

Septic tanks have been emptied, in prep for season.
All propane tanks have been filled on the mountain, all lifts, lodges, cabins, bar tent.
All fire extinguishers have be tested and/or replaced around the Mtn, shops, lodges, cabins. All AEDs have been tested and certified for the season.

All hoses were sorted through, we discarded unsafe, outdated, or compromised hoses for snowmaking. Shelves have been built in the hose room for proper storage, we also have installed a fan that we repurposed from the porcupine server room to help circulate air. Snow guns have been tested and run; new panel was replaced on the SMI gun.
New electrical plug ends for snow making pump have been installed and replaced the power cord.

New culvert installed at top of Hilda Dam, which is where the snow cats will need to turn around. Currently working on the Ego culvert replacement project so it alleviates the summer road washout during large rain events. We have a couple more smaller culvert replacement fixes.

Main shop- replaced a couple of electrical outlets and breakers to support the tools we use.

The brown shop has had a new set of stairs built for safer access to the lift operation main office spaces and time clock.

During the last large rain event Justin was able to capture great videos of our Carls Bridge crossing at the bottom of hooter which has a hole, we have sent this off the engineering department. During our conversations with engineering, we talked about a temporary solution for winter while planning for an early spring larger project to make this a final fix. We need to plan for the larger equipment during construction of the gondola.

We continue a haul out of scrap and recycle items from the shop yard. Most tires have left the mountain. Behind the shop is almost completely cleared out.

The platform that and sled form the top of black bear have been removed. All snowblowers have been serviced.

We are working on replacing our shop bridge, behind the shop yard. Working on this project with help with the wear and tear on the snow cats turning in the yard, additionally it will keep the snow cats away from the guests as we prepare to open during the mornings. The another thought pattern for doing this now is a second access point during Carl's Bridge repairs in early spring, high construction traffic as a second option for crossing to the upper mountain.

In the past couple weeks, we have been able to work through the processes of acquiring a 2015 Dodge 3500 ram with very low milage for a mtn truck and town truck. We have almost completed the process of a second truck 2019 Ram DRW flat bed, this truck will be the main truck to use for parking lot clearing and the sander that was purchased last year.

We are coordinating the dismantling and reconstruction of the Bar/Segway tent in the coming weeks. As Iride will be finished up this weekend. We will also be tearing down the creek side tent that we have been using for the Summer Walking tours. We plan to find a different solution that we are coordinating between departments for a longer-term solution that will withhold the winter weather, and offer a better product to the visiting tours.

CBJ Building Maintenance had an outside company come in to survey all facilities and Nate Abbott asked if this would be something that we would be interested in having done. Since the company was already in town we were able to get an agreement in place and schedule them before they were to leave town. Alpha Solutions spent most of a day taking a deep dive into Fish Creek Lodge, Porcupine Lodge, Green Shop, Brown Shop and caretaker's cabin. The company took into consideration the years that each building and section of buildings were built. The final assessment has not been returned but this will give us the length of life of each of these buildings so that we can make long term plans for replacement. We believe between this assessment and the CBJ engineering report that will give us some valuable information to be able to plan.

Our Mtn operations Director Kellan started September 23rd.

Patrol

Scheduling the Crew for the upcoming season and checking on availability. Training Schedules are being Planned.

Equipment orders have been placed and we were able to get some bamboo and ropes for this season.

Working on Maintenance of the weather station at the top of the Mountain.

Coordinating with all departments on radio needs for this season and working on replacement of some.

Base Operations/SSS

We had S.E extinguisher come to work on the kitchen venting and hood. After our staff disassembled the paneled wall in mezzanine, they were able to access the duct work down to the kitchen and up to roof line for cleaning. We attempted to reach the roof cap with no success, we have an alternate plan for spring. This plan will need a design for a work platform for them to safely perform this maintenance. In the meantime, we will be able to operate the kitchen this winter. During this process we found that the fan in the kitchen had not been working properly and electrical needed to be checked to make sure it was functioning properly, and it is now working.

We are still waiting for computer replacements for many workspaces around the mountain. Working with CBJ IT we were able to get a better fan replacement for the porcupine server room, the past 4 years we have had to keep the door open to alleviate the heat in the room as it was killing batteries for the server.

The GM office clean up, repaint, and organize is complete. We were able to gather additional items for the office from the Floyd Dryden office supply event at no cost.

We have installed a couple new outlets in the lodge to minimize the use of electrical cords, which were concerns in our safety inspections.

We finished the Alaska Coach Tours for the season and looking at next year the calendar will double the number of visits that we will have at Eaglecrest. This season we welcomed 12 different days on the calendar spread between May-September. Next season we will see 24. We need to be proactive with planning for staffing it appropriately.

We are booked space in for the ski sale and Eaglecrest will be in the Egan room Nov 7-9. CBJ IT department has already been scheduled to help up set up. We already have reached out to staff for this event and have enough for the event.

Yearly Contract renewals have been submitted to the law department and we are working through the process, Mountain Lift and Pittman's Pub.

Zipline has moved out of porcupine this week and we will be doing our clean up project to prepare the Porcupine lodge back into winter mode.

Hilary Lindh announcements will go out this Friday.

The Eaglecrest Haunted House is currently in progress, and we look forward to raising money for the Eaglecrest Foundation- Books 2 Boards program.

RRR

We are starting to unpack items arriving. As they arrive, we will be inventorying the items.

We will be moving items back into the rental shop soon for winter operations. This takes some coordination, with minor repairs after summer operations.

Marketing

Our marketing department prescheduled announcements for end of August until Mid-October. We have hired a Marketing & Media Coordinator, and they will start in November.

Events are on the Eaglecrest Website calendar.



Eaglecrest
Product Sales Summary

From 7/1/2024 to 10/2/2024

Category / Attribute / Product	Sold	Gross	Tax	Ex Tax
Tickets				
Bulk Tickets / Donation Bulk Ticket	51	\$ 0.00	\$ 0.00	\$ 0.00
	51	\$ 0.00	\$ 0.00	\$ 0.00
Season Pass				
Adult (19+) / Unlimited	1064	\$ 701,001.00	\$ 33,021.00	\$ 667,980.00
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	54	\$ 29,043.00	\$ 1,383.00	\$ 27,660.00
Teen (13-18) / Unlimited	217	\$ 75,835.70	\$ 3,611.22	\$ 72,224.48
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
Flex Pass / Flex Pass	92	\$ 14,742.00	\$ 702.00	\$ 14,040.00
Nordic & Transferable / Transferable	2	\$ 2,310.00	\$ 110.00	\$ 2,200.00
Nordic & Transferable / Nordic	29	\$ 4,000.50	\$ 190.50	\$ 3,810.00
Nordic & Transferable / Nordic Add-on	87	\$ 4,567.50	\$ 217.50	\$ 4,350.00
Replacement Passes / NEW Media Card	1	\$ 5.25	\$ 0.25	\$ 5.00
TRADE / TRADE	4	\$ 0.00	\$ 0.00	\$ 0.00
Schools / 5th Graders	37	\$ 0.00	\$ 0.00	\$ 0.00
Flex Pass Discount / Flex Pass Discount	92	\$ 0.00	\$ 0.00	\$ 0.00
Bus / Snow Bus	1	\$ 99.75	\$ 4.75	\$ 95.00
	2305	\$ 981,525.42	\$ 46,256.59	\$ 935,268.83
Office				
Gift Cards / Gift Card	2	\$ 372.75	\$ 0.00	\$ 372.75
Lockers / Individual	167	\$ 38,346.00	\$ 1,826.00	\$ 36,520.00
Lockers / Family	95	\$ 37,506.00	\$ 1,786.00	\$ 35,720.00
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
	275	\$ 78,959.60	\$ 3,742.23	\$ 75,217.37
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

Category / Attribute / Product	Sold	Gross	Tax	Ex Tax
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
Redemption				
Flex Pass Add A Day / Flex Pass Day	13	\$ 511.94	\$ 24.44	\$ 487.50
	13	\$ 511.94	\$ 24.44	\$ 487.50
Rental				
Season Rentals / SKI - Child (3-6) Season	8	\$ 1,470.00	\$ 70.00	\$ 1,400.00
Season Rentals / SKI - Youth 7-12 Season	22	\$ 4,961.26	\$ 236.26	\$ 4,725.00
Season Rentals / SKI - Teen 13-18 Season	2	\$ 514.50	\$ 24.50	\$ 490.00
Season Rentals / SKI - Adult 19-64 Season	1	\$ 309.75	\$ 14.75	\$ 295.00
Season Rentals / BOARD - Youth 7-12 Season	4	\$ 945.00	\$ 45.00	\$ 900.00
Season Rentals / BOARD - Teen 13-18	1	\$ 257.25	\$ 12.25	\$ 245.00
	38	\$ 8,457.76	\$ 402.76	\$ 8,055.00
Retail				
Accessories / Chap Ice	2	\$ 4.00	\$ 0.20	\$ 3.80
Accessories / Dermatone Lip Balm	5	\$ 20.00	\$ 0.95	\$ 19.05
Accessories / Hair Tie	1	\$ 1.00	\$ 0.05	\$ 0.95
Accessories / Kleenex Go-Pack	1	\$ 1.00	\$ 0.05	\$ 0.95
Accessories / Ricola	2	\$ 9.80	\$ 0.46	\$ 9.34
Gloves / Rambler Liner	1	\$ 17.85	\$ 0.85	\$ 17.00
Logo Items / Eaglecrest Ball Cap	12	\$ 322.14	\$ 15.34	\$ 306.80
Logo Items / Eaglecrest Knit Cap	12	\$ 294.00	\$ 6.00	\$ 288.00
Logo Items / Eaglecrest Decal	8	\$ 56.00	\$ 2.64	\$ 53.36
Logo Items / EC Magnet	10	\$ 50.75	\$ 0.75	\$ 50.00
Logo Items / Eaglecrest Mug	10	\$ 150.68	\$ 2.18	\$ 148.50

Category / Attribute / Product	Sold	Gross	Tax	Ex Tax
Logo Items / Eaglecrest Silipint 16 oz	8	\$ 99.89	\$ 2.39	\$ 97.50
Logo Items / Eaglecrest Silipint KIDS Straw	5	\$ 73.35	\$ 1.35	\$ 72.00
Softgoods / Lydia	1	\$ 31.50	\$ 1.50	\$ 30.00
Softgoods / KIDS Jax	1	\$ 15.12	\$ 0.72	\$ 14.40
Softgoods / Kids Kylie	1	\$ 23.52	\$ 1.12	\$ 22.40
Softgoods / Double Tube	1	\$ 28.35	\$ 1.35	\$ 27.00
Softgoods / Gazer Saver	2	\$ 26.46	\$ 1.26	\$ 25.20
T-Shirts/Hoodies / Sweatshirt	6	\$ 359.10	\$ 17.10	\$ 342.00
T-Shirts/Hoodies / Youth Sweatshirt	2	\$ 95.76	\$ 4.56	\$ 91.20
T-Shirts/Hoodies / T-Shirts	16	\$ 420.42	\$ 20.02	\$ 400.40
T-Shirts/Hoodies / Toddler Hoodies	1	\$ 28.35	\$ 1.35	\$ 27.00
Snacks & Drinks / Water	16	\$ 32.00	\$ 1.60	\$ 30.40
Snacks & Drinks / Oberto Cocktail Pep 3oz	1	\$ 5.00	\$ 0.24	\$ 4.76
Snacks & Drinks / Trail Mix	7	\$ 21.00	\$ 0.98	\$ 20.02
Snacks & Drinks / Canned Water	12	\$ 23.40	\$ 1.17	\$ 22.23
Snacks & Drinks / Blue Diamond Almonds	3	\$ 6.00	\$ 0.30	\$ 5.70
Snacks & Drinks / Candy	54	\$ 105.80	\$ 5.29	\$ 100.51
Snacks & Drinks / Grandma's Cookie	3	\$ 10.15	\$ 0.49	\$ 9.66
	204	\$ 2,332.39	\$ 92.26	\$ 2,240.13
Repair				
Repair / AMT: Alpine Mount	1	\$ 61.43	\$ 2.93	\$ 58.50
Repair / SWX: Summer Wax	2	\$ 28.36	\$ 1.36	\$ 27.00
	3	\$ 89.79	\$ 4.29	\$ 85.50
F&B				
Beverages / Cocoa 12oz	2	\$ 5.26	\$ 0.26	\$ 5.00
Concessions / Candy	17	\$ 35.70	\$ 1.70	\$ 34.00
Concessions / Choco Chip Cookie	1	\$ 3.50	\$ 0.17	\$ 3.33
	20	\$ 44.46	\$ 2.13	\$ 42.33
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	91	\$ 8,988.00	\$ 428.00	\$ 8,560.00
Cabin Rental / Ravens Rest	73	\$ 9,532.00	\$ 442.00	\$ 9,090.00
Segway Alaska / Segway Billing	523	\$ 7,845.00	\$ 0.00	\$ 7,845.00
Zipline / Zipline Billing	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
	1576	\$ 86,128.98	\$ 2,708.50	\$ 83,420.48
Grand Total:	4903	\$ 1,250,736.09	\$ 57,060.95	\$ 1,193,675.14



**OFFICE OF THE MUNICIPAL CLERK/
ELECTION OFFICIAL**

City and Borough of Juneau (CBJ)
155 Heritage Way, Juneau, Alaska 99801
Phone: (907)586-5278 x4175 Fax: (907)586-4552
email: Beth.McEwen@juneau.gov

TO: Eaglecrest Ski Area Board

DATE: September 26, 2024

FROM: Beth McEwen, Municipal Clerk

RE: Proposed Eaglecrest Bylaws and Ordinance 2024-24 Changes

The Clerk's office has been working with the Assembly, the Law Department staff, and our various CBJ Boards to provide an overarching goal to:

Provide consistent, uniform rules of procedure across all CBJ bodies to the greatest extent possible while staying in compliance with the CBJ Charter, Code, Open Meetings Act, and Public Notice requirements, and also addressing the unique needs of the individual bodies.

In an attempt to standardize the various rules of procedure used by all our CBJ elected and appointed bodies we start from the Assembly Rules of Procedure (adopted by Resolution which is amended from time to time) as the base layer upon which to build all other board rules of procedure. Using this framework, I have reviewed the draft Eaglecrest Bylaws and Ordinance 2024-24 as found in the September 26, 2024 Eaglecrest Planning Committee Packet and have provided the following changes/edits for consideration by the Eaglecrest Planning Committee and Eaglecrest Board (hereafter referred to as "Board").

Most of the changes that I suggest are incorporating practices already in place both at the Assembly and at the Eaglecrest Ski Area Board levels but are now memorializing them through this memo and the attached bylaws suggested edits. In reviewing the draft Ordinance 2024-24 I did not see any changes needed. Some of the key points of my suggested bylaws amendments are addressed below.

Alignment with CBJ Charter, Code, Assembly Rules of Procedure & other empowered boards' bylaws

There are a few key sections of language in the attached edits that are modeling the Eaglecrest Bylaws based on the current language in the CBJ Charter, Code, Assembly Rules of Procedure and other board bylaws. By standardizing the bylaws across boards, it makes board training easier and the availability for members to easily transition to serving on more than one CBJ board or commission. These changes include:

- Adding reference language to the Charter, Code, and Assembly Rules under Article III. Members "Powers of the Board"
- Aligning the Secretary's duties with respect to CBJ Records Management protocols;
- Renaming "Policy Committee" to "Planning Committee" to align with current practices
- Article VIII. General Manager. The language in this section is almost verbatim to the language in CBJ Code 67.05.090 but Item #3 remains in the bylaws when it was struck from 67.05.090 with the passage of Ordinance 2006-22. I would suggest removing item

3 from the bylaws or to make it even more streamlined, to strike everything in Article VIII. General Manager after the end of the first sentence such that Article VIII. Reads:

Article VIII. General Manager

A. Eaglecrest General Manager. The Board of Directors at any regular or special meeting is authorized to employ a General Manager of the ski area, whose duties and powers shall be specified by the Board and consistent with CBJ Code 67.05.090.

Number and status of members on Standing Committees

I see in the proposed bylaws change that the committee is proposing a change to the number of members on each of the standing committees from three (3) members to (4) members. Since the Eaglecrest Board is made up of 7 members, four members would constitute a majority of the full board so due to legal constraints, any standing committees would be required to be made up of no more than three members unless it was made up of the full membership such as constitutes a Committee of the Whole. This issue also arises when the Board President becomes a "voting" ex officio member of any committee. If the Board President shall serve as an ex officio member of a committee, it should be as a non-voting member only. Since no action can be taken during a committee meeting that is not also required to be ratified by the Board, the President will have an opportunity to vote when that item comes before the full board.

I'm happy to discuss any of the other suggested changes with the Planning Committee or the Board at this or a future date.

Attached: Eaglecrest Planning Committee 9/26/2024 Meeting packet Attachment #1 with suggested Clerk Edits



EAGLECREST BOARD PLANNING COMMITTEE AGENDA

September 26, 2024 at
5:30 PM Zoom Webinar

This is a Zoom Only Meeting, to Join Use the following Zoom Link or Phone Number if you are calling into the meeting:

<https://juneau.zoom.us/j/88259484580?pwd=Z0dyTUdKdHh4ZEY0STU0N1M0VnovZz09>

1-253-215-8782 Meeting ID: 882 5948 4580 Passcode: 372236

The Eaglecrest Planning Committee meetign will be a Zoom only meeting

- A. ROLL CALL
- B. APPROVAL OF AGENDA
- C. PUBLIC PARTICIPATION
- D. REVIEW AND UPDATE OF THE EAGLECREST BOARD OF DIRECTORS BYLAWS
- E. UNFINISHED BUSINESS
- F. NEW BUSINESS
- G. PUBLIC PARTICIPATION
- H. BOARD OF DIRECTORS' COMMENTS AND QUESTIONS
- I. NEXT MEETING DATE
Regular Eaglecrest Board meeting scheduled for October 3, 2024 at 5:30 p.m.
- J. SUPPLEMENTAL MATERIALS
 - 1. Summary of By-Law Changes
 - 2. July 24, 2024 Revised By-Laws
 - 3. Summary of Robert's Rules of Order as Adopted by the Assembly
 - 4. Ordinance 2024-24 to Go Before the Assembly
- K. ADJOURNMENT

Change incorporated into the revised bylaws prepared by Norton Gregory:

- - article 6, section 1, subsection g. This section states "g. Public notice of any meeting of **four** members or more must be made through the city clerk
- Article 5, section B, subsection 4 - The board shall meet at least once each month September through May is in conflict with 67.05.060.
- Article 5, section H - voting - The minimum vote required to take official action shall be the same as that constituting a quorum, provided that no vote may be taken at a meeting which would lack a quorum ~~but for the presence of non-voting ex-officio member,~~ and further provided that the vote requirement shall be reduced by one for each two members who are present but not voting due to a conflict of interest.
- Under article 7, rules of procedure - section C, motions. I am unable to locate a document titled the "Administrative procedures document." I reviewed the Eaglecrest binder I was given and there is not a document in there that discusses anything in this section except the code section 67.05. Should this be amended to simply read "will be consistent with CBJ assembly rules of procedure?"

PRIORITY	GOAL	FORMAL MOTION	Can you interrupt speaker?	Is it debatable?	Can it be amended?	Vote required	Can it be reconsidered?
1	Extend meeting (past 11pm)	"I move to extend meeting until ___"	Yes	No	No	4	No
2	Give notice of potential reconsideration at a future meeting	"I give notice of reconsideration"	Yes	No	No	0	No*
3	End meeting	"I move to adjourn"	No	No	No	4	No
4	Take a 10 minute break	"I move to recess for 10 minutes"	No	No	Yes	4	No
5	Get an immediate issue fixed (sound, light, heat, etc)	"I rise to a question of privilege"	Yes	No	No	0	No
6	Indefinitely postpone discussion	"I move to lay the motion on the table"	No	No	No	4	No
7	End Debate and Amendments	"I move the previous question"	No	No	No	5	Yes
8	Postpone discussion for a time certain	"I move to postpone further discussion until..."	No	Yes	Yes	4	Yes
9	Send item to a committee	"I move to refer [the matter] to the ___ committee."	No	Yes	Yes	4	Yes
10	Amend a motion	"I move to amend the motion by..."	No	Yes	Yes	4	Yes
11	Adopt item or just get a motion on the floor	"I move the Assembly adopt..."	No	Yes	Yes	4	Yes

N/A	Protest breach of Assembly Rule/Robert's	"I rise to a point of order" or "Point of order"	Yes	No	No	0	No
N/A	Challenge the Mayor's/Chair's ruling	"I appeal from the chair's decision"	Yes	Yes	No	4	Yes
N/A	Get out of a Robert's quagmire	"I move to suspend the rules [for the purpose of...]"	No	No	No	5	No
N/A	Immediately erase the prior vote	"I move for immediate reconsideration"	Yes	Yes	No	5	No
N/A	Reconsideration after notice and at subsequent meeting	"I move for reconsideration of [the matter]"	No	Yes	No	4	No

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**Bylaws of the Eaglecrest
Board of Directors
City and Borough of Juneau**

Article I. Name

- A. Name. The name of this organization shall be the Eaglecrest Ski Area (Ski Area) of the City and Borough of Juneau, Alaska, (CBJ).
- B. Board of Directors. The Eaglecrest Ski Area shall be governed by a Board of Directors (Board) consisting of seven (7) directors in accordance with CBJ 67.05 and these bylaws.

Article II. Object

- A. Objective. Eaglecrest Ski Area is a community-owned year-round destination for outdoor recreation and education, providing a wide range of affordable winter and summer outdoor recreational activities.

Article III. Members

- A. Powers of the Board. The Board of Directors shall govern Eaglecrest Ski Area under ordinance of CBJ 67.05.020 General Powers:
Subject to state laws and borough ordinances, the board of directors of the Eaglecrest ski area shall be responsible for the operation of the ski area according to the best interests of the public, shall make and enforce all rules and regulations necessary for the administration of the ski area under their management, shall prescribe the terms under which persons and groups may use the ski area, and shall establish and enforce standards of operation. The board of directors of the Eaglecrest ski area shall, within the ski area appropriation, establish and may amend the pay plan for ski area employees consistent with the City and Borough Personnel Management Code, the City and Borough Personnel Rules, Personnel Classification Plan, and the City Manager's policies relating to personnel. The pay plan and amendments thereto shall be based on wages paid in similar job classifications in private ski areas in other communities, adjusted for cost of living differentials. The pay plan and amendments thereto shall become effective upon adoption by the board of directors of the Eaglecrest ski area.
- B. Number of Directors/Terms of Office. The Board shall consist of seven (7) members. One liaison from CBJ Assembly shall be considered an ex-officio member without the right to vote. Members of the Board shall be appointed by the CBJ Assembly for a term of (3) years, for a maximum of nine (9) years or three (3) terms.
- C. Members. Board member responsibilities include, but are not limited to, attending monthly board meetings; serving on committee(s); setting policy and providing direction for the ski area through the general manager; public relations efforts;

Commented [SL1]: Eaglecrest will be using CBJ HR and Risk when addressing position classifications and maybe other personnel related issues. Do you want to change this section?

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overseeing financial accountability; hiring, evaluating and terminating the general manager.

- D. Vacancies. Vacancies in the Board will be filled by the CBJ Assembly.

Article IV. Officers

- A. President. The president shall preside at all meetings of the Eaglecrest Board of Directors; shall serve as official representative of the board; make committee and Board officer appointments as specified in the bylaws; serve as a voting ex officio member of all committees, except the nominating committee; prepare the agenda for board meetings; sign documents on behalf of the board; review and sign the operational plan submitted to the Alaska Department of Natural Resources; serve for one year.
- B. Vice president. The vice president of the Board of Directors shall act as president in the absence of the president; may not make committee appointments and is not an ex officio member of all committees and does not attend those meetings for the president; serve for one year.
- C. Secretary. The secretary shall act as president in the absence of the president and vice president; shall have records kept of the proceedings of the meetings of the Board and shall have notice given as required by law and these bylaws of all such meetings; shall have custody of all the books, records, papers, governing documents, list of current board members and committee membership except such as shall be in the charge of some other person authorized to have custody and possession thereof by direction of the secretary or resolution of the board of directors; shall record minutes at board meetings; serve for one year.

Article V. Meetings

- A. Place of Meetings. Meetings of the Board shall be held in the City and Borough (CBJ) of Juneau, State of Alaska, at such time and place as may be specified in the notice of the meeting.
- B. Regular and Annual Meetings.
1. The annual meeting of the Board shall be held in ~~September~~ August of each year.
 2. At the annual meeting of the board, a president, vice president, secretary and other officers as the Board shall decide, shall be elected. Nominations from the floor or from a nominating committee appointed by the president may be presented.
 3. The annual meeting may be postponed by the Board to a certain day.
 4. The Board shall meet at least once each month ~~September through May, and as needed during the summer~~ per CBJ code 67.05.060.

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- C. Notice of meetings. The staff shall mail by post or by email written notice to each director, the Assembly liaison and the city clerk of the regular, annual and committee meetings. The notice shall contain the time and place of such meetings at least ~~two (2)~~ days 24 hours prior thereto, consistent with CBJ code, the practice of the CBJ clerk, and other CBJ boards and commissions.
- D. Special Meetings. Special meetings of the Board may be called any time by the president or any ~~four (4)~~ three (3) directors. The Board shall give notice, as required by law, of such meeting and such notice shall state the time and place of such meetings and the object thereof. Any business may be transacted at a special meeting except the election of the president, vice president and secretary. No less than 24 hours notice must be provided.
- E. Quorum. A majority of the members of the Board shall constitute a quorum for the transacting of business at any regular or special meeting of the Board. A majority of the members of a committee shall constitute a quorum for the transacting of business of the committee.
- F. Attendance. Any absence of a board member from a regular or annual meeting of the Board shall be deemed to be unexcused unless the board member is absent from the meeting as a result of attending to official business on behalf of the Board, for extenuating medical reasons, or for other significant cause, in which case the absence shall be deemed to be excused. The secretary will keep an attendance record and provide it to the city clerk. For the purposes of counting attendance, a member participating remotely in accordance with the Assembly Rules of Procedure shall be counted as present.
- H. Voting. The minimum vote required to take official action shall be the same as that constituting a quorum, provided that no vote may be taken at a meeting which would lack a quorum ~~but for the presence of non-voting ex-officio members~~, and further provided that the vote requirement shall be reduced by one for each two members who are present but not voting due to a conflict of interest.
- I. Number of votes for each director. Each director shall be entitled to one (1) vote, and shall vote unless excused due to a conflict of interest.
- J. Adjournment of Meetings. If a quorum shall not be present in person at any regular, annual, or special meetings, the president of the Board may adjourn such meeting to such later time and place as the President finds appropriate. No action shall be taken without a quorum, except to seek a quorum or adjourn.

Article VI. Committees

- A. Standing Committees.
1. The president shall appoint members of the Board to serve on standing committees based on the following, with further guidelines outlined in the Eaglecrest Board Administrative Procedures:

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- a. There shall be not more than four (4) members appointed to each standing committee.
 - b. Appointments for standing committee assignments and for the position of chair of each such committee shall be made by the President and shall be subject to ratification by the Board. In making nominations for committee appointments, the President shall strive to ensure, to the extent reasonably possible, that there is a balance and diversity of opinion, viewpoints and perspective among the members nominated for committee membership, and that there is at least one member nominated for appointment to each committee who has expertise in the areas assigned to the committee.
 - c. Any member of the Board may sit with any committee at all times; such member shall have the right to participate in committee discussion except that members of the committee shall have priority in obtaining the floor and only committee members shall vote.
 - d. Reasonable opportunity for the public to be heard shall be allowed at committee meetings other than those designated as work sessions.
 - e. ~~Three (3) of the committee membership shall constitute a quorum for the transaction of business.~~
 - f. ~~For the Finance Committee, a~~ majority of the committee membership shall constitute a quorum.
 - f. The minimum vote required to take official action shall be the same as that constituting a quorum.
 - g. Public notice of any meeting of ~~more than three-four (34)~~ members or more must be made through the City Clerk.
 - h. Any action recommended by a Committee must be voted on by the full board before it becomes effective.
2. The standing committees of the Eaglecrest Board of Directors shall be:
- a. Finance Committee: issues related to the finances of Eaglecrest, including overseeing the annual budget process, presentation of the budget to the Assembly.
 - b. Policy Committee: issues related to policy, including establishing and writing policies, regulations.
 - c. Public Relations Committee: issues related to fund raising, marketing and other public relations issues.
 - d. Human Resources Committee: issues related to board development, manager evaluation and other human resources issues.
- C. Special Committees. The president may appoint two or more members of the Board to serve on a special committee or task group to facilitate Board business. The president shall appoint a member of the Board to serve as chair of each special committee. A special committee shall not be established for more than one year.

Article VII. Rules of Procedure

- A. Agenda. The agenda shall be prepared by the Board President and General Manager. The Board President and General Manager shall include with the agenda such supplemental material or reports as may be necessary to explain each action item on the

Passed 2-1-07 FINAL

agenda. Materials, reports and recommendations shall be submitted in writing to each member present and available for public inspection 24 hours prior to the Board meeting.

- B. Order of Business. The following order of business shall be observed at all regular, annual or special meetings of the Board insofar as practicable:
- a. Roll call.
 - b. Approval of agenda
 - c. Reading, correction, and approval of minutes of previous meeting
 - d. Public participation
 - e. General Manager's report
 - f. Old business.
 - g. New business
 - h. Reports of committees
 - i. Public participation (follow up)
 - j. Board of Directors comments and questions
 - k. Adjournment

- C. Motions. Discussion. Amendments. Voting. Procedures concerning motions, discussions, amendments and voting will be outlined in the ~~Eaglecrest Board of Directors Administrative Procedures~~ Assembly Rules of Procedure document and will be consistent with the City and Borough of Juneau Assembly Rules of Procedure.

Commented [SL2]: Does this exist? If not, you should consider creating one consistent with the current Assembly Rules of Procedure. (we can help)

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Article VIII. General Manager

- A. Eaglecrest General Manager. The Board of Directors at any regular or special meeting is authorized to employ a General Manager of the ski area, whose duties and powers shall be specified by the Board and consistent with CBJ Code 67.05.090. The Eaglecrest General Manager is responsible for overall supervision of the affairs of the ski area. The general manager's authority and duties shall included the following:
1. Carry out all applicable laws and ordinances;
 2. Carry out policies established by the Board;
 3. Prepare and submit to the Board for approval a plan of organization and a job classification plan for the personnel employed at the Ski area;
 4. Prepare an annual budget as required by City and Borough ordinance;
 5. Select, employ and direct all ski area employees consistent with the CBJ Code, Personnel Rules, and other applicable law. Prepare such reports as may be required on any phase of ski area activity.
 6. Attend all meetings of the Board and of standing committees, except where otherwise specified; and
 7. To perform any other duty that may be necessary in the best interest of the recreation area.

Passed 2-1-07 FINAL

Article IX. Indemnification

A. Indemnification of Directors and Officers. Each director and officer of the ski area now or hereafter serving as such acting within the course and scope of their duties, shall be, and by virtue of this bylaw provision hereby is, indemnified by the City and Borough of Juneau against any and all claims and liabilities to which they, their heirs, and personal representatives, have or shall become subject due to serving or having served as such director or officer, or neglected by them as such director or officer; and the City and Borough of Juneau shall reimburse each such person for all legal expenses (including attorney's fees) reasonably incurred by them in connection with any such claim or liability, provided, however, that no such person shall be indemnified against, or be reimbursed for any expense incurred in connection with, any claim or liability arising out of their own willful misconduct or gross negligence. The amount paid to any director or officer by way of indemnification shall not exceed their actual, reasonable, and necessary expenses incurred concerning the matter involved. The right of indemnification, herein above provided for, shall not be exclusive of any rights to which any director or officer of the ski area may otherwise be entitled by the law.

Article X. Amendments

A. Amendments. Any of these bylaws may be amended by a majority vote (four (4) members) of the Board at any regular or special meeting called for that reason and forwarded to the Assembly for approval by Resolution.

Secretary

Date

Presented by:
Presented:
Drafted by: R. Palmer III

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2024-24

An Ordinance Modernizing the Eaglecrest Ski Area Board of Directors Authority.

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

Section 1. Classification. This ordinance is of a general and permanent nature and shall become a part of the City and Borough of Juneau Municipal Code.

Section 2. Amendment of Section. CBJC 67.05.020 is amended to read:

67.05.020 General powers.

...

(b) The Eaglecrest ski area shall conform to the City and Borough Personnel Management Code, the City and Borough Personnel Rules, Personnel Classification Plan, and the City Manager's policies relating to personnel. The board of directors of Eaglecrest ski area shall utilize the services of the Human Resources and Risk Management ~~Personnel~~ Department when hiring or terminating any employee, when responding to grievances, in labor agreement negotiation, and in ~~substantial~~ disciplinary matters. The Human Resources and Risk Management ~~City and Borough Personnel~~ Director shall use the same method to classify ~~Eaglecrest positions that is utilized for employees of the City Manager. -annually certify that~~

1
2 the Eaglecrest ski area Classification Plan conforms to that utilized for employees of the City
3 Manager.

Commented [SL1]: Recommend delete per Palmer

4
5
6 **Section 3. Amendment of Chapter.** Chapter 67.05, Eaglecrest Ski Area, is amended
7 by adding a new section to read:

8 **67.05.025 - Adoption of bylaws.**

9 The board of directors shall recommend bylaws for the administration and government of the
10 ski area. Such bylaws shall become effective upon approval of the City and Borough assembly
11 by resolution.

Commented [SL2]: This section is a must have.

12
13 **Section 4. Amendment of Section.** CBJC 67.05.040 is amended to read
14
15 **67.05.040 Organization.**

16 The board of directors of the Eaglecrest ski area shall elect annually from its members a
17 president and secretary and such other officers as it deems necessary. ~~The board of directors of~~
18 ~~the Eaglecrest ski area may establish an executive committee with authority to act on behalf of~~
19 ~~the board and may appoint such other committees as it deems necessary.~~

20
21
22 **Section 5. Amendment of Section.** CBJC 67.05.050 is amended to read
23
24 **67.05.050 Vacancies.**

25 ...

(b) For the purposes of counting attendance, a member participating ~~remotely telephonically~~ in accordance with the Assembly Rules of Procedure shall be counted as present.

(c) The ~~president chair~~ of the Eaglecrest ski area board shall notify the clerk's office of any vacancy on the Eaglecrest ski area board. Upon notification, the assembly shall appoint a new member for the unexpired term.

Section 6. Amendment of Section. CBJC 67.05.100 is amended to read:

67.05.100 Schedule of fees and charges.

(a) A schedule of fees and charges for use of the ski area and its facilities shall be ~~approved~~ adopted by the board of directors of the Eaglecrest ski area annually or more often as the need may arise. All such board ~~recommendations~~ approvals shall be forwarded immediately to the City and Borough municipal clerk who shall transmit them to the assembly for final approval by motion or resolution.

Commented [SL3]: This language can be adjusted - approved or adopted or other language that shows your intent.

(b) All charges ~~recommended~~ approved by the board of directors of the Eaglecrest ski area shall become effective upon approval by ~~the assembly board approval~~ unless the ~~assembly board of directors~~ sets a later effective date. ~~The assembly, by motion or resolution, may change any fee or charge approved by the board of directors of the Eaglecrest ski area.~~

Section 7. Effective Date. This ordinance shall be effective 30 days after its adoption.

Adopted this _____ day of _____, 2024.

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Attest:

Beth A. Weldon, Mayor

Elizabeth J. McEwen, Municipal Clerk