Meeting called to order at 5:35

Roll call: Mike Satre, Norton Gregory Hannah Shively, Kevin Crine, Jonathan Dale, Brandon Collum, TJ Mason (zoom)

Erin Lupro, Krik Duncun (zoom), Christine Woll (zoom), Dallas Hargraves (Zoom)

Eaglecrest board meeting 7-11-2024 at the lodge

The board members discussed various issues related to the management and maintenance of Eaglecrest Ski Area, including the need for a dedicated Nordic liaison, updates on lifts and employment openings, concerns about launch issues and heating options, and recommendations for extending tier one pricing and finding a suitable alternative location for the bar. They also discussed potential partnership and investment opportunities between J ones and Gold Belt Housing, as well as the renewal of Pittman's pub contract and proposed amendments to the board bylaws. The speakers emphasized the importance of transparency and accountability in their meetings and discussed various issues related to the resort's operations, including the hiring process for a new general manager and the condition of the resort's tents.

Action Items

- Mike Satre, Erin Lupro, Evan Morgan, and Katie Morgan to meet urgently to discuss Pitman's Pub location issues
- Erin Lupro to provide a more detailed financial update at the next meeting
- Board members to review bylaws and provide any additional feedback to Erin Lupro
- Erin Lupro and risk management to continue work on insurance options for J-1 housing

Outline

Approving meeting minutes and agenda, followed by public participation.

Motion by Kevin Crine to approve the minutes. Motion passes unanimously.

Motion by Jonathan Dale to approve the agenda. Motion passes unanimously.

Public Comment:

Betsy Fischer:

“My name is Betsy Fischer. I have been an Eaglecrest user since 1975, a Nordic Ski Instructor for 20 years, an adaptive ski guide at national and international events, and a former nordic club ski team coach. I have been skiing, teaching, and patrolling the Eaglecrest trails since the area first opened and have skied at more than 20 nordic centers in the US, Canada, and Norway, so I feel like I have something to offer when it comes to assessing and managing nordic ski trails.

Grooming nordic trails is both a science and an art and depends on a willingness from the mountain ops crew to learn how to deal with changing weather and snowpack conditions to set tracks that are usable by both skate and classic skiers.

The former Mtn Ops and General Managers did an outstanding job to address any problems or issues on the nordic trails that needed attention. They showed a willingness to learn about what makes a safe, well-groomed trail for Eaglecrest guests. They were always approachable, respectful, and open to new ideas. The new managers coming in are going to take time to get up to speed, and I am very concerned that nordic skiing will become an afterthought as it had been in the past before our previous general manager.

Because of the good relationship I had with the former management team, I neglected to do the work of reaching out to the Eaglecrest board nordic liaison. I am here tonight to begin that process. Ideally, the nordic liaison would be an active cross-country skier with local knowledge of the Eaglecrest nordic trails. I invite them to meet with me during the ski season to review the needs of Eaglecrest’s nordic ski guests and perhaps take a cross-country ski lesson so they can have a better understanding of what nordic skiing is all about at Eaglecrest.

Nordic skiing is an important component of our community ski area and should be kept available, safe and fun for people of all ages and abilities. Eaglecrest offers lessons and programs for everyone, from first time beginners to more advanced skiers. The nordic ski club uses the trails for community youth events. While they are an important part of the nordic skier base at Eaglecrest, the guests on our trails extend well beyond that base. On any given day you can find groups of friends, families, seniors, little kids, and fitness buffs skiing around the lower and upper loop trails in all kinds of weather. We don’t take up much space and use a small fraction of the area’s resources, and the fun trails and the good snow at the higher elevations above sea-level keep us coming up all winter long.

Please work with me to keep nordic skiing alive and well at Eaglecrest through this bewildering and controversial management shakeup. Thank you for listening."

Maintenance projects and inspections at a ski resort.

- Erin Lupro and Jonathan Dale discussed the progress of their team's projects, including the discovery of missing bolts on the top of Hooter and the need for a new haul rope on Black Bear.
- The team will prioritize budgeting for a new haul rope on Black Bear and will work with a third-party company for rigging and splicing.
- Erin Lupro provides an update on various projects and tasks in the maintenance department, including a focus on safety and inventory.
- Norton Gregory asks a question about flange bolts, and Erin Lupro shares a picture to illustrate the issue.

Tracking student progress and season pass holders in ski school.

- Erin Lupro mentions that they will have two mechanics in the shop along with their lift mechanic, which is great for their work.
- Diana Pearson is leading the office downstairs, answering phone calls, and dealing with customer issues.
- Erin Lupro and Jonathan Dale discuss tracking student progress at the ski resort, including using a fifth grade pass to monitor students' progression.
- The resort uses technology to make it easier for students to access their data and track their progress without needing to show a new media card every time.

Eaglecrest ski resort's hiring, insurance, and program updates.

- Planning for cabin maintenance, marketing, and sales in the upcoming season.
- Erin Lupro mentions that the summer trail map is almost finished and will be released soon.
- Eaglecrest is currently hiring for various positions, including base operations manager and summer laborers.
- Erin Lupro and Mike Satre discuss risk management and the J1 program with the exchange company.

Budget, pay increase, and infrastructure for J ones.

- Norton Gregory suggests partnering with Goldbelt for dormitory housing.
- Hannah Shively asks about infrastructure work for J1's at Eaglecrest.
- Erin Lupro provides an update on the budget, including a 6% pay increase and a 518 loan for FY 26.
- The group discusses expenditures covered by the loan and prepares for rollout in FY 25.

Renewing Pitman's pub contract and addressing space issues.

- Mike Satre explains how the city manager's office and finance department are helping with budget issues.
- Erin Lupro provides updates on paying off outstanding POS and closing credit cards.
- Mike Satre and Erin Lupro discuss renewing pitman's pub contract for one more year.
- Erin Lupro provides updates on space issues at the lodge, including plumbing repairs and construction impacts.

Updating job duties and salary range for general manager position.

- Dallas suggests changing job announcement to include salary range instead of specific dollar amount.
- Dallas Hargrave provides an update on the job duties for the general manager position, which was discussed in the Human Resources Committee.
- **Kevin Krein moves to approve the updated salary range for the job posting. Motion passes unanimously.**

Board bylaws changes and pay scale consistency.

- Norton Gregory discusses proposed edits to board bylaws at planning committee meeting.
- Board members discuss changes to bylaws regarding pay scale and personnel management.

City council bylaws changes and administrative handbook.

- Norton Gregory and others discuss changes to city council meeting rules.

- The Assembly must approve amendments to the bylaws by resolution.
- Norton Gregory suggests new members receive a handbook on bylaws, including a digital copy for easy access.
- Committee members discuss potential changes to the bylaws, including the three-versus-the-three debate, and plan to bring proposals to the next meeting.

City manager's office memo, HR committee meeting, and public process for selecting a new manager.

- Jonathan Dale and Mike Satre discussed the agenda for the upcoming board meeting, including a memo from the city manager's office and a review of the Alaska Open Meetings Act.
- Committee and liaison reports were shared, and members were reminded that everyone is welcome at all committees to work together on various tasks.
- Kevin Krein provides updates on the HR committee meeting and interviews for the ski area manager position.
- Dallas Hargrave confirms that 12 applications are still in the running for the position.

Location for Eaglecrest's bar and concerns about financial responsibility.

- Speaker 3 discusses upcoming election for assembly and school board seats, encourages potential candidates to register.
- Speaker 3 provides updates on budget and gondola project, mentions assembly's interest in helping capitalize operations with loan.
- Evan Morgan Pitman expresses concerns about the proposed location for the bar, citing financial losses and lack of support from the ski resort.
- Pitman urges the board to consider the impact of their decision on the bar's operations and the ski resort's financial responsibility.

Public participation:

Evan Morgan

“Evan Morgan Pitmans pub. So we have really big concerns right now. We've been trying to work with Erin to get location for the year and have been hugely successful. The current proposed location is not for the year, it's for the existing part 10, which is at the axe throwing site, which is right there, which is directly next to the inside bar. Not to mention that's on porcupine, where majority of our bar patrons are not skiing on porcupine. Last year, we didn't break even we came close. And if we were to be there, again, we absolutely will not break even. Not to mention that will Stonewall us from summer operations next year. The big thing about this year is one is it's worth paying for this, like Eaglecrest has no financial involvement in this, besides the gains that you will crestal get out of their commission. The rap essentially right? And so we all we're asking for is a yes, on a location. Like we will bring in crews to put rock in, like we will handle everything in like it's in our contract that you guys are supposed to help us with this. But we aren't even asking for your help at this point. We're just asking for it. Yes. And we'll make it happen. And we aren't even getting that. And if it comes to the point where we don't have a place for the year, which by the way, we have four days remaining to order this year, which we told you guys about this at the last board meeting and reminded you again, at the planning committee meeting. If we don't have a yes, in four days, then we might not operate next year. Because it's not financially responsible for us to operate. If we're going to lose 10s of 1000s of dollars just to provide beer to people here, you know, and not to mention all the time we're going to lose with our daughter, because we're spending time up here operating the bar, and we aren't even getting anything in return.”

Carl Bausler

“I just have a brief comment. Carl Bosler longtime Ski Area users ski patroller and employee and as visible koi during the season, and I was reminded this hearing the maintenance issue Raven is guests have come up to me and mentioned that there are challenges with the heating and the Raven cabin. Just got a little blower fan in the fuse box blows. And it's just quite a contrast in the atmospheric condition there compared to the building cabin, which has propane. And you know, I don't know about the cost benefit and all that. But some guests have said they've come up there, and they couldn't stay warm enough and they had small children and they had to go home and you know, they didn't request a refund or anything but I just didn't know of that situation had been brought to the board or the board was aware of it or if there's any considerations that could be included in the maintenance to maybe consider an alternative heating option for you know, doesn't bother me if I stay there slow cold, but I guess some of the smaller, younger kids and the

families and that convenience, you know, for that that age group family just mentioned that bring that distinction. Thank you."

Kaity Morgan

My name is Katie Morgan and the other owner of Pittman's Pub And I'd like to just kind of reiterate what Evan said but also provide some evidence so why we have the concerns that we have. So Erin has suggested that we move the existing tent to this area back here. Which one looking at it, it doesn't look like there's a lot of space but it blocks the view of people's kids over there, I Okay, well, we have, we had an outdoor seating area last year, which is pretty nice. I think people enjoyed that. I've seen a lot of you guys in the bar. And I think everyone enjoyed that. And so I don't know how we're gonna have space for that there. Also, I know all of you guys have been in the tent, and it's gross. Like, it's, that was a temporary COVID solution. And I think that it needs to be replaced. And I think that anybody that walks in there now would agree that that's not really a great spot to like, drink beer. And as of now, like, I thank you for approving are moving forward again, with another year of their contract. I appreciate that. But at the same time, like it's stressful for us, and for our family, not even knowing where we're going to operate this year, because the lodge has issues that are it sounds like are being addressed, but are still not resolved. And like Evan said, we're asking for a pad to put a yurt on. this is going to save Eaglecrest like upwards of $25,000 on the new location that we are willing to pay for ourselves. And like we can't even get a location for this. And this is something that we have like brought to the last board meeting, we brought it to the planning committee meeting. And when we left the planning committee meeting, I was under the impression that this was something that we were going to like resolve before this meeting. And it seems that it's just fallen by the wayside. And I know that there's big things happening on the mountain. But this is a big thing for us. And I think the patrons that Eaglecrest. I know that people enjoyed having the bar back this year. And like Evan said, If I had people last year, tell me one, I didn't even know that you guys were open, even though we were right there next to hooter. And I also had people tell me that they are glad that we're right there, because they wouldn't come up to the lodge to get a drink, or hang out because of the walk. And so it's nice that that location is right there. And so if we're up here out of the way people aren't going to be able to see us very easily, and it's like a walk up, I don't think we're gonna get the same traffic that we did last year. And if we're barred from summer operations, because Erin said that that tent will again be used for segways next year. And also, this has not, as of yesterday, then brought up to segways. And so I don't even know this is the location that they can use, because I know that they use the gravel spot to like acclimate tourists to riding the segways down there. So this affects not only us, but it affects their operations, but it'll help our

insurance coverage or costs, if we like, are operating under a 12 year insurance plan instead of a six month insurance plan. And so if we're moved up there out of the way, not getting the same traffic as we did last year, and we're paying what we paid for insurance last year, it just doesn't financially make sense for us to operate. And we want to operate, I quit my job after I had my baby so that we could do the bar Eaglecrest like we have sacrificed so much to make this happen. And the fact that we're like, it doesn't feel like we're getting anything back at this point. This feels like a community service project. And I know that all of you here are community servants, like here for Eaglecrest. And that's great. I'm glad you're here. But I just feel like we need some support and, and just to know, where we can even operate. And so I guess that's what I have to say. And I would also like to add actually one more thing, we do have support from individuals in the community who have said that they would help us and we'll take the avenues that we'll need to take as far as like moving rock and whatnot. I know there's paperwork and whatnot for the city, for liability issues, whatever, like we're willing to take this project on, but we need to move forward with it quickly. And even know if we have a spot to operate this year.

Rick Harris

And I, first of all, I wanted to comment that it's, you know, getting that position description on the GM and things are, are useful. I'm glad that they're in the packet but I'd asked for them earlier and they were you know, you know, I got the packet you know, it's hard to read it and comment on it. I'm, I'm not finding any fault with it. But just as a matter of trying to get some of that stuff out. quicker, into the packet would be really helpful. I'm like I said, I know you guys are busy as hell. And I'm, you know, like said I didn't see any real issues with it. But I still, it would be helpful if we could see it early. The second thing is, I think I would encourage all of you to read the Open Meeting act that you included, that's very useful. I, because I've questioned some of the the items that can't be shared with the public. The have been told that it gets thrown into the Open Meeting act, it's a very convenient thing to try to cover things. But if you read the Act and the things that Norton has provided, it's crystal clear that you got to really be careful, or you can end up violating the provisions of the Act. To the extent that I would even suggest that where you're doing interviews, candidates names, we don't we shouldn't see anything that really gives candidates a gives them a way, as people who you know, there, they may have jobs, they don't want to be known but their, but they're looking, but I think questions and responses as candidate a candidate B and and some of the information that comes in from that would be very helpful for the the skier community who is really concerned about the quality of the GM that we get. And given we don't have the criteria. I mean, that we're not you know, we we have a very flexible I forgot the term that Dallas used, but it was flexible or floating. fluid. Fluid. Yeah, there we go. Thank you. criteria that just kind of is is like that's it's a strange way to to

approach it. I mean, how do you know if you have a good candidate? If you don't, if you don't have criteria that you really measuring them against? I understand you have questions. And those questions have to be confidential, so that each candidate is starts on an equal footing. But there's just there's just sort of a undercurrent. I'm not saying you need to change anything, but but I'm just really encouraging you to stop for a minute and say, can we make more of this information public and can we make it public sooner, and even for candidates that may be rejected, so thank you.

David Audet

David Audette, I've been skiing her for a while former board member, I want to ask the board and probably more importantly, the acting general manager to consider continuing tier one prices, at least through the end of October, maybe into November. Because there's still going to be a lot of uncertainty, whether Eaglecrest will be able to operate. Due to the situation you find yourself in having probably no one on board who is experienced in making snow. That's one thing. So I think there's some unease in the general public. The other thing is, I'm pretty sure that probably 90% of the passes are bought at tier one pricing. So the small number that's bought at the higher prices really doesn't make that much of a difference. So as a gesture of good faith to the public, extending the tier one pricing, I would say throughout the whole season would be something I think would be welcomed by the public. And I don't see any negative impact financially. As a matter of fact, it may even lead to more seasons past sales, if the price stays low right through until when you're ready to operate. So I would hope that perhaps Erin, or the general manager would consider that and the board might act on that too. Thank you."

- Board member comments and questions:
- Potential gondola construction site location and permits.
- Erin Lupro is struggling to piece together information about construction plans and unknowns, including the location of the base of the gondola and the size of the skid beyond.
- Erin Lupro is trying to determine if indoor space is an option for Pittman's Pub once the pub plumbing issue is fixed.
- Erin Lupro explains the history of the outdoor and indoor spaces for Pittman's pub, including the COVID-related changes.

Eaglecrest Ski Area's hiring process, budget, and construction.

- Mike Satre suggests scheduling a meeting with Erin, Evan, Katie, and the board to discuss potential solutions to the tent issue.
- Kevin Krein raises the question of whether the tent can be moved once it's constructed in a particular spot, and if so, who would be responsible for moving it.
- Kevin Krein and others discuss the need for temporary vs permanent space for skiing, with cost and timing being a challenge.
- Board members and staff share their thoughts on the rope splicing project, with some expressing appreciation for the work done and others looking forward to learning more about the process.
- Jonathan Dale expresses confidence in the season and looks forward to seeing the team.
- Hannah Shively is encouraged by the hiring process and excited for the upcoming season.

Eaglecrest Managers Report August

Lift Maintenance

July has been a busy and productive month for the maintenance department. We had two successful full haul rope splices on Ptarmigan & Hooter, we are very grateful to all of our volunteers and staff that supported this effort. Jordan (rigger) and Travis (splicer) gave compliments to our team for being prepared and eager to pitch in. Hooter had 14' taken out and Ptarmigan had 10' of haul rope removed.

Hooter and Porcupine counterweight ropes have been maintained.

All clips and grips got washed and prepared for NDT.

AK X-ray, were brought in again this season. They performed NDT on our clips and grips, no indications were found and no clips needed to be removed due to wear. Ak X-ray did the UT (ultrasonic testing) on our Ptarmigan tower bolts and again no indications were found. All clips and grips have been rewashed after NDT and we are currently in the process of reinstalling them

We brought in **Superior Tramway** to do a full inspection of our lifts. Frank from Superior was able to ride/inspect all our lifts. We have not received the full written report but our team meeting with him following the inspection, his assessment suggested that with the deferred maintenance we will need to be aggressive with our maintenance moving forward. All lifts are in good working order. He also was able to support questions and concerns our team has.

We have been able to update/purchase some new safety gear for the lift maintenance team.

Mountain Maintenance

We had our Underground Storge tank inspections, working with Nate Abbott at CBJ Building Maintenance. Both tanks have passed inspections, and we have some maintenance tasks to complete. We have the proposal for this work and we will be getting that scheduled in conjunction with other CBJ departments. The above ground fuel tank had a new gasket installed

Our team were able work with CBJ Risk/Safety in our full onsite visit for reporting, this took 2 visits to complete. We are waiting on our full report.

We have decided to have someone come and maintain the current lift shack heaters, we are uncertain if or when they were serviced last.

Our large Piston Bully order has come in and our mechanics are working on the snowcats, servicing tillers and other equipment.

The past couple weeks we have been able to do maintenance projects on the Hilda Dam cabin, Painting and small repair projects. Ravens rest has been fully insulated under the cabin floor, we are finishing up skirting, and working on a door replacement.

Base Operations/SSS

With the fiscal year ending, we have been trying to find all outstanding invoices and get it all cleaned up. As we are finalizing everything, we are closing FY24 Pos. In the same process as we have moved into FY25, and opening all the Pos has been challenging as trying to find all contracts, previous information regarding status of each vendor and digitals & physical files are either missing or take many hours to track their locations.

Working with the HR department on a full list of employees to clean up our current staff, past staff that are no longer working with us. This is critical for our hiring for this season and the new Position Control number changeover in the fall last year has made this necessary. This process takes quite a bit of time and effort, emailing each employee that no longer works here, waiting for the allotted time and then entering each employee through the CBJ system to remove them. If we do not do this, we cannot fill positions as they are not vacant until we do this.

We have been working on scheduling (Sept 16th) our regular fall fire extinguisher servicing, during this process we have learned that our kitchen, hood,venting and fan are out of compliance and records of previous attempts to schedule have been deferred. We are working on a plan to prep the work to accomplish the full cleaning and inspection.

We are still working on the plumbing updates for the Fish Creek boiler and the bar space. We are planning to additionally update the space with an on-demand water heater for summer use, to save costs in the future with not running the boiler in the summer in the lodge.

We are also working with Shelter logic with our request of a warranty on our current tent situation.

Last week I was able to have a virtual job fair with all our potential J1 candidates. I was able to meet with 20 individuals over 3 days/ 30mins each to talk over the jobs here at Eaglecrest, what to expect, and answer any and all questions.

This week I have been working on entering many of the job postings with in our CBJ system Neogov. By doing this some positions that we need to hire have not been updated. So before we can submit anything these need updated and approved by HR, This process takes time to complete.

Season Pass Sales are now live on the Eaglecrest website, and the last day of the payment plan ends 7/31/24. This season we started sales on July 8th, so that we had staff to assist with any phone calls. Current sales are similar at this time to FY24

Locker renewal letters have been sent out for FY25- Renewals are due September 4th- All unpaid lockers will be cleared out by Sept 26th.

RRR

We are starting to get FY25 product arriving. As they arrive we will inventorying the items.

Undated prices for Repair and new services are being added this season.

We have been reconfiguring the workspaces in the repair shop and replacing tools throughout the process.

Marketing

- Working with Travel Juneau on getting promotion out for the AK Ski & Stay package
- Payment Plan promotion (ended July 31)
- Postering around town for the Tier 1 Pass Sale thanks to the JAHC postering service. Marketing Designed posters.
- Local Pass perks have been finalized (Boarderline, NAO, Heritage, Red Spruce, Coppa). May add a couple more by end of Tier 1
- Excited to share cabin improvements!
- Also excited to start looking at the Marketing and Media Coordinator Candidates that have come through in Neogov since posted a week ago.
- Working on getting out donations out to local organizations
- The plan is to have Moutnain Education updates every two weeks to keep the public updated leading into the season