

EAGLECREST BOARD OF DIRECTORS
Meeting Agenda
Thursday February 3rd, 2022, 5:30pm

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Agenda:

1. ROLL CALL
2. APPROVAL OF AGENDA
3. APPROVAL OF MINUTES
 - a. Meeting Minutes January 6th
4. PUBLIC PARTICIPATION
5. COMMITTEE & LIAISON REPORTS
 - a. Finance Committee January 11th
 - b. Planning Committee January 27th
6. MANAGERS REPORT
 - a. Financial Report
 - b. Department update
 - c. Cabin Renovation Community Fundraiser
7. UNFINISHED BUSINESS
8. NEW BUSINESS
 - a. FY22 & FY23 draft Budget for approval
 - b. Summer Operations and Funding Ordinance for Gondola Purchase
9. PUBLIC PARTICIPATION
10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS
11. ADJOURNMENT – Next meeting date March 3rd 2022 5:30pm Location TBD

EAGLECREST BOARD OF DIRECTIONS
January Meeting Minutes
Thursday January 6th, 2022, 5:30pm
Via Zoom

Agenda:

1. ROLL CALL: Mike Satre, Dave Hanna, Jon Dale, Shawn Eisele, Kevin Krein and Stephanie Hoag were present. The mountain was represented by Dave Scanlan and Erin Lupro. Assembly member Greg Smith and Dallas Hargrave from CBJ were also present.
2. APPROVAL OF AGENDA: Mike called the meeting to order at 5:30 and asked the board to move the pay plan discussion up on the agenda, there was no objection. Shawn made a motion to approve the agenda. The agenda was approved without any additional changes or objections.
3. APPROVAL OF MINUTES: December meeting minutes, Stephanie made a motion to approve the minutes, the minutes were approved without changes.
4. PUBLIC PARTICIPATION: None.
5. COMMITTEE & LIAISON REPORTS: Assembly member Greg Smith reported that the Eaglecrest Pay Plan and CIP has been discussed by the assembly. He is working to help move Eaglecrest improvement projects onto the list of possible legislative priorities. There is also interest at the assembly level in reconvening the summer operations task force.

Pay Plan Discussion: Mike Satre provided a brief summary of the pay plan issue and introduced possibilities for a change. Mr. Smith added that the assembly understands that staff are not being properly compensated. Dallas Smith from CBR has been working with the GM to draft a memorandum to the board providing 4 solutions to the pay plan (See memorandum in board packet dated January 6th). The 4 possibilities were presented to and discussed by the board. It was agreed that this is a first step for a long term issue. Mr. Hargrave gave the board a recommendation that this could be take effect on January 17th. Dave H made a motion that the board adopt all recommendations to be come effective by the next pay period. There was no objection to the motion and it was passed.

6. MANAGERS REPORT:
See Manager's Report for detail.

7. UNFINISHED BUSINESS: A finance committee meeting was set for January 11th.
8. NEW BUSINESS:
Legislative Grant Proposal. (see Eaglecrest Legislative Priorities Project Nomination Form in board meeting packet). A discussion was held about more durable and sustainable revenue. Dave H made a motion to allow the GM to move the proposal to the Assembly. The motion passed without objection.
9. PUBLIC PARTICIPATION: Brian Davie thanked the board for their work with the pay plan and inquired about the possibility of a Ptarmigan replacement. Mike shared that a ptarmigan replacement is a board priority.
10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS
Mr. Smith thanked the board and all staff for their hard work. It is good that we are on the legislative priorities list and there is still lots to discuss.
Mark thanked Dave and Dallas and is excited that staff will receive more money. He thanked the ski patrol and all staff.
Stephanie is thrilled that we are moving forward with the pay plan. She passed her thanks to all staff.
Dave H is happy we are moving with pay and is glad that everyone is aware that this is step 1. Moving forward on summer operations is key. He tips his hat to all staff and everyone working their heart out.
Shawn shared his appreciation for all for all staff and the staff on the call. He knows that Eaglecrest is an important part of our community and sends his thanks.
Jon shared his thanks to everybody and how great it is to get this first step in the pay plan as it has been discussed for a long time. The amount of work done by everyone at the mountain has increase the public's faith in the reliability of Eaglecrest. Going forward sustainability and self sufficiency are going to be key components for the mountain.
Kevin echoed everyone's comments and is really happy to be moving forward with changes to compensation and passed his thanks to all on the call and loves what a great season we are having.
Mike thanked all staff for tuning in. He always appreciates comments, criticism and feedback. He recognizes that staff are doing their best to keep things moving forward and support operations on the hill.
11. ADJOURNMENT – The next meeting date is February 3rd, 2022. The meeting was adjourned at 6:44 pm.

Eaglecrest Finance Committee Minutes

January 11th, 2022

via Zoom

The Eaglecrest Finance Committee met on January 11th, 2022. Highlights and key points are captured below.

1. Roll Call: Jon, Shawn, Kevin, Mike, Dave H and GM Dave Scanlan were all present.
2. At the last board meeting the board unanimously passed a motion for a pay increase. Dave will follow up with CBJ and the assembly to ensure they are aware.
3. The GM shared his plans for the FY23 budget with the committee, key points of discussion were as follows.
 - a. The board needs to talk to the assembly and city manager about future plans and desires to gain more support.
 - b. There is still a need to continue to increase the pay plan. There are many possibilities on how to do this, an increase by 5% in FY 23 and another 5% in FY 24 and continuing was one option. A full 23% for FY23 or 7.5% over the next 3 years was also discussed. The GM will engage with CBJ for more guidance on how to implement and bring back to the next finance meeting.
 - c. Ticket prices. To help drive revenue the committee discussed ticket pricing, The group consensus was that compared to other similar ski areas are ticket prices are lower but it is important to maintain affordability to all. Revenue is a key way to pay employment and a good discussion point for the assembly.
 - d. Full Cost Allocation. Eaglecrest pays \$328,200 to the city for use of city services (IT, legal, payroll etc.). This increase came in FY21 and is nearly a 33% increase from the previously assessed amount. The GM will review with CBJ and discuss at the next finance meeting.
 - e. To help keep things moving we need to schedule a planning meeting and summer take force meeting.
 - f. The GM will take the discussed budget and questions to CBJ and report back at our next finance meeting scheduled for January 27th.

February 2022 Eaglecrest Manager's Report

Financial Report: The chart below shows the total revenue and expenses as accrued year to date in each year shown. This format allows the Board and Management spot trends as they are emerging and make adjustments accordingly. As you can see in the table below we continue to hold a substantial lead in revenue over all of the years represented. The last three weeks of warm rainy weather has caused us to lose some ground in certain areas over previous records, most notably in the food service department and day ticket sales, which are slightly trailing FY 16 and FY 17 which had good strong starts to the season. You will see in the last line of the sales category the total difference from the FY22 season. Last year in FY21 was our record revenue year and we are still ahead of FY21 by \$283,896. On the expense side of the chart you can see effects of our staffing shortage in lift operations specifically. The Mountain Operations staffing expense is up as we are back filling some hours on lift operations with Laborers that are billing out to Mountain Operations. Over all total expenses so far are running

	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Sales	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals
Ski School Fees	\$ 110,866	\$ 71,865	\$ 109,730	\$ 100,951	\$ 72,417	\$ 82,247	\$ 87,228	\$ 111,070	\$ 135,411
Ski Lift Fees	\$ 81,642	\$ 10,417	\$ 139,942	\$ 141,943	\$ 44,140	\$ 73,080	\$ 84,392	\$ 103,044	\$ 115,749
Advance Ticket	\$ 89,727	\$ 40,456	\$ 57,112	\$ 92,804	\$ 30,383	\$ 57,048	\$ 52,873	\$ 85,570	\$ 123,235
Season Ticket	\$ 324,679	\$ 306,467	\$ 202,128	\$ 173,153	\$ 220,202	\$ 229,754	\$ 220,098	\$ 133,126	\$ 209,731
On Line Season Pass Sales	\$ 515,325	\$ 461,583	\$ 263,080	\$ 352,475	\$ 460,990	\$ 389,841	\$ 362,258	\$ 708,261	\$ 807,823
Bus Fees	\$ 7,815	\$ 2,267	\$ 3,245	\$ 3,657	\$ 1,127	\$ 1,127	\$ 1,797	\$ 285	\$ 1,720
USER FEES	\$ 1,130,054	\$ 893,054	\$ 775,236	\$ 864,983	\$ 829,259	\$ 833,096	\$ 808,646	\$ 1,141,356	\$ 1,393,669
Retail - Soft G	\$ 16,725	\$ 6,358	\$ 25,806	\$ 27,403	\$ 13,797	\$ 17,605	\$ 33,787	\$ 32,384	\$ 35,552
Food Service	\$ 66,365	\$ 27,606	\$ 65,788	\$ 83,084	\$ 48,384	\$ 50,602	\$ 53,016	\$ 37,939	\$ 51,364
Ski Repair	\$ 17,126	\$ 11,685	\$ 13,575	\$ 13,042	\$ 15,708	\$ 10,092	\$ 13,511	\$ 19,928	\$ 22,107
SALES	\$ 100,217	\$ 45,648	\$ 105,169	\$ 123,529	\$ 77,889	\$ 78,299	\$ 100,314	\$ 90,251	\$ 109,023
Locker Rental F	\$ 68,236	\$ 68,476	\$ 62,163	\$ 63,631	\$ 63,260	\$ 62,839	\$ 60,010	\$ 62,522	\$ 68,758
Ski Rental	\$ 45,208	\$ 20,134	\$ 36,938	\$ 72,718	\$ 44,605	\$ 38,004	\$ 38,933	\$ 48,380	\$ 53,603
Facility Rentals							\$ 24,456	\$ 33,396	\$ 34,748
RENTALS	\$ 113,444	\$ 88,609	\$ 99,101	\$ 136,349	\$ 107,865	\$ 100,842	\$ 123,399	\$ 144,298	\$ 157,109
Total Sales	\$ 1,343,715	\$ 1,027,312	\$ 979,507	\$ 1,124,861	\$ 1,015,013	\$ 1,012,237	\$ 1,032,359	\$ 1,375,905	\$ 1,659,801
Total Difference from FY22	\$ 316,086	\$ 632,489	\$ 680,294	\$ 534,940	\$ 644,788	\$ 647,564	\$ 627,442	\$ 283,896	
Expenses									
Personnel Costs									
Ski Area Administration	\$ 317,543	\$ 308,211	\$ 340,712	\$ 352,768	\$ 361,938	\$ 322,585	\$ 297,206	\$ 267,621	\$ 245,469
Ski Rental Shop	\$ 34,688	\$ 22,473	\$ 33,164	\$ 35,059	\$ 27,007	\$ 22,037	\$ 17,607	\$ 27,577	\$ 20,082
Ski Patrol Program	\$ 81,085	\$ 56,408	\$ 75,436	\$ 72,542	\$ 57,163	\$ 51,781	\$ 54,419	\$ 68,943	\$ 82,892
Lift Operation Program	\$ 41,909	\$ 21,636	\$ 55,061	\$ 60,582	\$ 34,294	\$ 15,653	\$ 16,413	\$ 28,237	\$ 12,157
Maintenance Program	\$ 118,571	\$ 91,861	\$ 79,781	\$ 104,336	\$ 83,601	\$ 110,372	\$ 126,693	\$ 110,198	\$ 153,067
Lodge Operations Program	\$ 44,316	\$ 32,123	\$ 44,843	\$ 36,065	\$ 42,314	\$ 63,662	\$ 46,746	\$ 37,018	\$ 40,809
Food Service	\$ 21,693	\$ 14,543	\$ 15,798	\$ 21,227	\$ 15,388	\$ 12,056	\$ 12,174	\$ 15,801	\$ 19,024
Marketing/Special Events	\$ 16,574	\$ 11,047	\$ 17,657	\$ 19,973	\$ 13,906	\$ 36,288	\$ 55,539	\$ 48,147	\$ 36,690
Ski School Program	\$ 118,665	\$ 92,049	\$ 71,671	\$ 106,867	\$ 70,188	\$ 61,156	\$ 58,541	\$ 65,806	\$ 72,719
Total Personnel Costs	\$ 795,044	\$ 650,352	\$ 734,123	\$ 809,419	\$ 705,799	\$ 695,590	\$ 685,338	\$ 669,348	\$ 682,909
Other Expenses									
Ski Area Administration	\$ 231,067	\$ 227,500	\$ 229,742	\$ 211,174	\$ 208,020	\$ 192,658	\$ 180,003	\$ 324,442	\$ 284,095
Ski Rental Shop	\$ 23,523	\$ 21,056	\$ 10,945	\$ 15,604	\$ 17,725	\$ 10,701	\$ 27,574	\$ 32,070	\$ 19,952
Ski Patrol Program	\$ 9,872	\$ 13,851	\$ 5,315	\$ 7,412	\$ 8,711	\$ 2,112	\$ 4,264	\$ 13,264	\$ 4,843
Lift Operation Program	\$ 9,513	\$ 12,567	\$ 8,201	\$ 13,793	\$ 7,819	\$ 18,750	\$ 2,706	\$ 8,347	\$ 2,849
Maintenance Program	\$ 71,627	\$ 43,196	\$ 15,365	\$ 25,068	\$ 29,234	\$ 38,141	\$ 47,341	\$ 49,444	\$ 50,705
Lodge Operations Program	\$ 26,891	\$ 31,770	\$ 42,534	\$ 42,982	\$ 46,912	\$ 59,301	\$ 54,257	\$ 50,580	\$ 44,214
Food Service	\$ 44,278	\$ 23,697	\$ 45,537	\$ 51,388	\$ 20,675	\$ 33,289	\$ 14,965	\$ 24,132	\$ 29,472
Marketing/Special Events	\$ 32,720	\$ 26,983	\$ 23,989	\$ 24,157	\$ 24,885	\$ 21,159	\$ 12,640	\$ 9,827	\$ 6,602
Building Maint/Utilities	\$ 56,924	\$ 53,006	\$ 51,793	\$ 55,345	\$ 54,931	\$ 57,730	\$ 51,726	\$ 54,512	\$ 58,088
Ski School Program	\$ 2,468	\$ 3,542	\$ 1,402	\$ 3,055	\$ 2,758	\$ 2,334	\$ 3,405	\$ 2,323	\$ 1,086
Equipment Replacement	\$ 58,333	\$ 58,333	\$ 58,333	\$ 58,333	\$ 58,331	\$ 58,338	\$ 58,338	\$ 58,338	\$ 58,338
Vehicle Maintenance	\$ 17,195	\$ 10,893	\$ 20,187	\$ 23,277	\$ 24,482	\$ 21,846	\$ 28,901	\$ 46,476	\$ 54,475
Total Other Expenses	\$ 584,411	\$ 526,393	\$ 513,344	\$ 531,588	\$ 504,483	\$ 516,359	\$ 486,120	\$ 673,755	\$ 614,719
Total Costs	\$ 1,379,455	\$ 1,176,745	\$ 1,247,467	\$ 1,341,007	\$ 1,210,282	\$ 1,211,949	\$ 1,171,458	\$ 1,343,103	\$ 1,297,628
Over/(Short)	\$ (35,740)	\$ (149,433)	\$ (267,960)	\$ (216,146)	\$ (195,268)	\$ (199,711)	\$ (139,099)	\$ 32,802	\$ 362,173

below FY21, FY17 and FY14 which were all good snow years with comparable operating hours to correspond.

Mountain Operations: The mountain operations team has been working very hard through all of the staffing challenges to keep all of the lifts turning. We are hoping that we now have filled enough lift operator positions to get back to our schedule of running all lifts 5 days per week. The crew has done a good job managing a lot of inclement weather changes with large rain events at the base and heavy snow at the top of the mountain. The grooming crew has been working hard to groom as much terrain as possible in both the Alpine and Nordic areas. The Lower Nordic Loop has been reduced to grooming the hardened surface only as the snowpack has gotten very thin and saturated with the copious amounts of rain. We are optimistic that the forecast for the coming week will bring in more snow at the parking lot level, which will allow us to get back to full grooming operations in the lower loop. The mountain operations team just finished a round of snowmaking on lower Sourdough and Lower Ego to provide the snow needed to build our terrain park for the year.

Ski Patrol: The ski patrol has been doing a great job managing the new snow that has fallen on the top half of the mountain over the last couple of weeks. They have been able to keep the bowls open the majority of the time. During the weekend of January 22nd the mountain received over 10 inches of rain in a 72 hour period. We have received many other days of rain at the base of the mountain. Thankfully, the base depth and coverage has been able to withstand the warm temperature and continued rain without taking major losses.

Base Operations: The front ticket office has also had some staffing challenges over the last couple of weeks. They have been able to rotate staff from Food Service to ensure that adequate staffing levels are maintained. The Food Service crew has also been able to maintain adequate staffing levels to meet customer demand. They have had some peak business days and are doing a great job trying to keep a good flow of food coming from the kitchen during the big weekend lunch rushes.

Marketing and Events: The Marketing team has been preparing a couple short commercial videos using footage from the Undiscovered video as well as our in house generated content. These commercials will be placed in target markets that are part of our Indy Pass Program. They are also working on a promotional video for the upcoming Free Ride World Tour Event on March 4th and 5th to encourage people to participate and to come out and cheer on our youth.

Snowsports School: The Snowsports school have continued to be extremely busy and have been doing an amazing job shuffling around staff to meet the needs of the seasonal programs, homeschool programs and daily lessons. As evidence in the financial section, participation is still at a record level. We have a handful of instructors that are returning to Juneau and are going to be rejoining the team, which will help to continue to keep up with demand.

Rental, Retail and Repair: Business in these departments continues to move along at a robust pace as well. Staff are doing a great job meeting customer expectation and getting the rental

gear out the door in a timely manner, which is not easy task with the amount of youth that we have registered for weekend seasonal programs.

Cabin Renovation Fundraiser: The four main local breweries have teamed up and offered to help perform some fundraising the Pour the Love campaign. The funds will go toward helping us finish the renovation for the old Tubing Park Cabin. They are targeting \$10,000 toward the Cabin renovation costs which we intend to apply to the cost of connecting the Cabin to the electrical grid. We hope to have the Cabin ready to launch by mid-summer.