EAGLECREST BOARD OF DIRECTIORS
Meeting Minutes
Thursday April 1st 2021, 5:30pm

Zoom Meeting

1. ROLL CALL All board members were present: Mike Satre, Dave Hanna, Shawn Eisele, Kevin Krein, Jon Dale, Megan Gregory, Stephanie Hoag. Assembly Liaison Wade Bryson and General Manager Dave Scanlan were also present, along with Erin Lupro, Brian Davies, and Fred Hiltner.

2. APPROVAL OF AGENDA The Agenda was unanimously approved

3. APPROVAL OF MINUTES
    a. March 4th meeting minutes. Dave Hanna moved to approve the minutes with a minor change under 6b to replace "Dave H " with Dave Scanlan. The minutes were approved without objection

4. PUBLIC PARTICIPATION Fred Hiltner expressed appreciation for all we do and thanks to Dave for all of the cooperation on Nordic Skiing, for example the recent Border 2 Border ski event. Nordic skiers are very happy about daily grooming. Last year the Eaglecrest trails were groomed after closing until May 15 by JNSC, and he is looking forward to talking with management about doing it again this year. He is excited about spring hardening of lower loop and would like to be an asset to Eaglecrest.

    Erin Lupro and Brian Davies wanted to let us know they were here in case there were questions, but had no comments.

5. COMMITTEE & LIAISON REPORTS
    a. Assembly Liaison – Wade Bryson reported that the city's HR committee recently conducted board training, and that according to city's rules of orders, no second is required for motions made at board meetings.

    b. Planning Committee -
    Dave Hanna reported that the committee met on March 25, and that there is a lot of planning information to digest. The discussion included possible land exchanges, creation of a public development corporation, and a draft charter

agreement allowing us to bring in partners for investment capital. He suggested that we schedule another meeting with the entire board, and that was tentatively set for the 3rd, Thursday evening April 16. Mr. Bryson asked to be notified of meetings.

6. MANAGERS REPORT. See the manager's report for detail. Additional comments:
   a. Financial Report
      This year has brought record-setting day ticket sales as well as pass sales and lessons. 3040 home school lessons have been conducted. Expenses are also up to reflect extra staff and more maintenance and repairs on equipment to deal with large amounts of snow. Mike asked about the possibility of acquiring American Recovery Act funds to offset some of the extra expenses. Sean commented that increased expenses seemed well in line with what would be expected
   b. Departmental Review
      Mountain Operations staff have been working non-stop on snow management, keeping up with demands on machinery, and keeping the parking lot in shape

      There have been requests for an extended season. The main obstacle to that is staffing, particularly Ski Patrol. People have summer jobs, trips planned, and other conflicts soon after closing day. After continued pleas there are 5 patrollers who would be available for one additional weekend. Ptarmigan would operate but with no additional services. The opening would be conditional on weather, with a decision made on Thursday morning. Dave S. will make an announcement tomorrow.

   c. Summer Construction Projects
      Dave H announced that we still have tower locations available for signs.

7. UNFINISHED BUISNESS
   a. End of season employee bonus. Information in the board packet was reviewed concerning the seasonal bonuses to be offered at the Managers discretion for staff who complete the season in good standing. Hourly staff will receive $1 per hour worked November 1-April 11, and executive team members will each receive $1500, for an estimated total cost of $55,000.
      Wade asked about overtime. Hourly staff does get overtime, and the bonus is $1 per hour regardless of whether or not it was overtime. He wants to be sure it is a discretionary bonus and not an agreement in writing, to avoid any labor disputes.

   b. Schedule Nordic Advisor Committee Meeting – the meeting is scheduled for April 8 at 5:30 PM

c. Schedule HR Committee Meeting to start GM evaluation was scheduled for May 13 at 5:30 PM

8. NEW BUSINESS
   a. none

9. PUBLIC PARTICIPATION
   a. None

10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS

Wade congratulated the manager and staff on a phenomenal season and results. He thanked everyone and extended his appreciation. These comments were echoed by each board member in turn. Megan said that it's been a challenging year with a strong finish. Jon said that the hard work is evident and he's keeping his fingers crossed for a sunny day. Shawn is happy to see all the work being done. Kevin praised the amazing season and exciting year. Dave Hanna was really pleased and noticed that we're all of the same mind about that. Stephanie thinks the bonusses are well-deserved, reminded the board of the need for the planning committee to work with Craig Lindh's family about a memorial, and encouraged everyone to attend the Nordic Advisory meeting next week. Mike agreed with everyone and reminded us of board cybersecurity training.

11. ADJOURNMENT – The meeting was adjourned at approximately 6:40. The next meeting date will be May 6th 2021, via Zoom