EAGLECREST BOARD OF DIRECTORS
Meeting Minutes
Tuesday April 7th, 2020, 5:30pm
Teleconference # 907-713-2140
Participation ID # 258358

:

1. ROLL CALL:
   All board members were present: Bruce Garrison, Megan Gregory, Mike Satre, Jon Dale, Shawn Eisele, Stephanie Hoag, Dave Hanna General Manager Dave Scanlan was present.

2. APPROVAL OF AGENDA
   The agenda was approved with the addition of Dog Policy under New Business: A

3. APPROVAL OF MINUTES
   Dave Hanna moved to approve the March 5th meeting minutes. The motion was seconded by Jon Dale and the minutes were approved as presented, with no corrections or additions.

4. PUBLIC PARTICIPATION
   Dave Audette and Cindy Audette spoke to dog policy item A. Dave had a dog "come at him like a missile" while he was skiing, and Cindy was chased and bitten a few days later by a dog. They are concerned about dogs getting in the way of people going fast, while the area is closed but many people are hiking up to sled and ski. They would like to see the policy reworded, with reminders on media and signs. Cindy's incident was reported to animal control.

5. COMMITTEE & LIAISON REPORTS
   There were none

6. MANAGERS REPORT See Manager's report for detail.
   a. Financial Report
      Prior to closure due to COVID 19, Eaglecrest was on track for a good season. It is estimated that the area lost $165,000 in revenue from early closure. Shawn asked about Interdepartmental fees and it was clarified that these are not part of the expense budget listed here. Dave Hanna would like to take a closer look at personnel costs as related to staff sharing duties between departments.

   b. Mountain report / COVID 19 Impacts -
      These are described in the memo to the CBJ Finance Committee that is included in the manager's report. There were about $1500 in added expenses for porta-

potties and hand sanitizers. City risk management, insurance company and others were consulted and it was not an easy decision by senior staff to close down.

We are looking at coming up 20,000 short of our budget, and our fund balance does not include liabilities from inventory or accrued leave.

People still using the mountain are respecting social distance. A large "At Your Own Risk" sign has been ordered for better visibility. Lots of mixed abilities and families are using the mountain. Staff has been doing some grooming to enhance safety.

Our CIP request includes $25000 for hiking and biking trails ($150,000 over 6 years). Dave S would like to request more to keep people employed in the summer. Jon Dale asked about the cancelled summer operations meeting and wondered about the plan going forward Dave S has not had dialogue to see where we're going since staff is very busy. He is feeling we have too many unknowns as to the future of the cruise industry.

Dave H would like to see summer plans kept on the radar screen. He thinks opportunities to get lower cost construction might be good in the next few years. Shawn expressed his agreement with that. Bruce thinks that keeping it on radar would express our support to the tourism industry. Dave S indicates that a "phased approach" fits our current situation. A road to Cropley, hiking trails and biking trails fit the needs of the community now.

c. Review of Budget Presentation Material

   Dave ran through the slides prepared for budget meeting. The presentation will include season highlights, a look at historical snow vs. revenue.

   Jon asked if there was any sense from assembly of a push to cut expenses.

   Budget meeting will be broadcast tomorrow.

7. UNFINISHED BUISNESS

   a. Discussion with Human Resources on wage Increases has been postponed due to COVID 19. It's to be rescheduled. Dave H asked about follow up on training reimbursements to employees.

8. NEW BUSINESS

   a. Dog Policy

      Dave H moved and Stephanie seconded a motion to change the policy that is posted on the website so that it will cover those days between September and May when the lifts are not running. Discussion followed. Shawn likes the dog policy in winter as is, since it's not possible to ski with a dog on a leash, and so many people enjoy taking their dogs. It was generally agreed that we do need to have a policy of some sort. Dave H. suggested we adopt CBJ code for all non-operating days. The final motion was to maintain our current operating

day dog policy, and at all other times to make our dog policy consistent with the CBJ Code. The motion passed with no objection.
Brian Davies said that he would like to change operating day policy so that dogs must be off the mountain at 6:30 AM. This would apply to dogs accompanying uphill traffic or to cabin users. Shawn suggested that this policy change be deferred to next meeting to allow public input, and the board agreed to do so

b. The assembly budget presentation is schedule for Wednesday April 8th at 5:30pm. It will be broadcast.

c. Schedule Trails Committee Meeting
Bruce suggested postponing the scheduling for that meeting and looking at it again at the next board meeting.

d. Schedule HR Committee Meeting (GM Evaluation).
The evaluation needs to be completed at the June board meeting for approval in executive session. Bruce has asked Dave to clarify how notification and teleconference lines work for executive session.
An HR meeting was set for 5:30 on Wednesday April 15. Stephanie will send the sample questions and forms from previous years to board members. Last year's final evaluation will also be shared with board members by email, with the permission of Dave S.

e. Schedule Finance Committee Meeting (Review FY21 Pricing and Potential CIP Project Modifications)
Jon suggested that we wait until the last week of May, to have a better sense of our financial picture. May 20th at 5:30 was set as the meeting date.

9. PUBLIC PARTICIPATION

Brian Davies: Pet waste is a huge problem on the mountain in winter. He wants to know if there will be an update on wage increases for patrol. Progress on that issue has been postponed as the HR department has been tied up dealing with HR matters at Bartlett Hospital. Dave S. will try to get it back on the calendar. Bruce offers assurance that it won't fall off the website.
Tucker Cooper: Has patrolled for last 4 seasons and wants board to advocate for increased wages. Cites lack of parity with lifeguards and other employees requiring less training and qualifications and stresses the importance of crew integrity and institutional knowledge. Bruce thanked him for speaking up and replied that we have asked for increased funding for wages in next year's budget, and that he and Dave H. promise to keep pushing.
Travis Rickey, a first-year paid ski patroller, echoed Tucker's comments.
Justin Spurrier, also a ski patroller, appreciate the discussion and echoes the importance of institutional knowledge especially for expansion of the ski area.

Jon asked for clarification of the process. Dave H replied that the 1st step is to get the assembly to approve the budget for a 9% pay plan adjustment across the board. The 2nd step is to get a range step increase approved for patrollers for an additional $1 per hour raise.

10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS

Shawn is considering the long-term impacts of COVID 19 on confidence from skiers and staff. He likes seeing so many people up at Eaglecrest and recognizes that it's a great resource for the community.
Stephanie appreciates Dave's work on the Finance presentation and has heard a lot of good comments about continued grooming and recreation opportunities in spite of closure.
Jon appreciates all the extra work to deal with COVID 19
Megan – appreciates work of Dave and the staff. She would like to see media to inform the public about the dog policy, and she's enjoying skiing
Mike and Dave H. had no further comment.
Bruce sat in on the final staff meeting prior to closure and was impressed by the thoughtfulness and consideration for all opinions.

ADJOURNMENT –
The next meeting date was set for May7th 2020 at 5:30
Teleconference # 907-713-2140 Participation ID # 258358

The meeting was adjourned at 7:23