

EAGLECREST BOARD OF DIRECTORS
Meeting Minutes
Thursday February 6th, 2020, 5:30pm
City Hall Assembly Chambers

1. ROLL CALL Board Members present were Bruce Garrison, Dave Hanna, Stephanie Hoag, Jon Dale, Mike Satre. Megan Gregory and Shawn Eisele phoned in to the meeting. Manager Dave Scanlan was present.
2. APPROVAL OF AGENDA Dave H moved to approve the agenda, Stephanie seconded the motion, and the agenda was approved by unanimous consent.
3. APPROVAL OF MINUTES
 - a. January 6th meeting minutes
Jon moved to approve the minutes and Dave H seconded the motion, there were no objections, and the minutes were approved as written.
4. PUBLIC PARTICIPATION
Brian Davies read excerpts from the ski patrol safety plan and brought to our attention the problem of inadequate numbers of patrollers. There were, at present, only enough patrollers available to run two lifts of our four lifts for the coming weekend. There are no new ski patrol applicants. Ski patrollers have left because higher wages are available elsewhere.

Fred Hiltner spoke as a representative of the Juneau Nordic Ski Club. The club now has 530 members and would like us to keep Nordic capital projects in mind if our budget allows. He introduced Mo Michaels, the club's Youth Programs Director. Currently 68 kids in elementary, middle, and high school are involved in Nordic ski programs.
5. COMMITTEE & LIAISON REPORTS
 - a. Finance Committee
Jon reported on the January 28th meeting. The city's interdepartmental fees have gone up significantly. The proposed budget includes a pay raise of 3% for all employees, adding up to a \$63,000 increase. Workman's Comp costs have also gone up. Dave will meet with city on the 14th to talk about the budget. The equipment replacement fund can't be used for snowmaking piping. We will have to build up a reserve to be able to spend those funds.
6. MANAGERS REPORT See the Manager's Report.
 - a. Financial Report. The tide has turned and we our financial picture now looks better than it has in past years, excepting FY 17. The snowy weather has helped.

- b. Mountain report. All departments are short-staffed and running lean. We don't have enough instructors to meet demand and have lots of school groups. Jon asked about bugs in RFID system. The system went offline during a big snowstorm, but that has been fixed and it is back online. We don't collect data during offline times. A new flapper motor for Hooter arrived today; it is a warranty item.
- c. Events. Winter Fest is planned tentatively for the first weekend in March and may include a terrain park.
- d. Summer Operations Progress. Hopefully the RFP will be out by the March 6 Task force meeting. Cruise Industry reps have been enthusiastic, and there is a focus on a revenue bond as the funding mechanism.

7. UNFINISHED BUSINESS

None

8. NEW BUSINESS

- a. The board discussed the ski patrol situation first. Dave S has not heard anything from the CBJ personnel department since early January but will try to push for some action. Range class increases for ski patrollers are a likely mechanism for higher patrol wages, along with the 3% pay increase, but this has not been finalized. We need a short-term fix. Wages are a problem. Giving patrollers enough hours is not a problem right now, although it has been in the past.

Dave H moved to schedule meeting for the board with Dallas and Sarah. Stephanie will work with Dave S to schedule meeting and include Wade Bryson. An issue to explore with the HR department is whether we can give ski patrollers an equipment allowance now as a stop-gap measure.

- b. Fiscal Year 2021 and 2022 Budget Mike moved and Dave H seconded the motion to approve the budget. Mike made suggestions for the budget presentation to the city, suggesting that we make it clear which items we can control, which we can't control, and what it takes to keep mountain open. He supports the budget. If asked to reduce the budget, we should be ready to describe what things we will have to cut. Some cannot operate for less. We have not received explanation of why city cost allocations are up and there may be room for more discussion about that. We need to communicate real costs to city and public and prepare for increased rates.

The budget was approved unanimously. We support the budget and if it is not approved we will need to cut offerings to the public. Megan wondered about gathering support from skiers, and other board members like the idea but felt

like it was premature to do so at this point. It is about six weeks until the budget presentation.

9. PUBLIC PARTICIPATION

Fred Hiltner spoke about being on the pro patrol in previous years. It is a dangerous job with substantial liability. Some tasks don't get noticed, including the need to deal with serious injuries and deaths, handling explosives at 6 AM or searching to Hilda Point in the dark. The job is tough, dangerous and critical.

Emily Palmer, liaison for Parks and Rec, spoke about the RFID gates, which are too high to allow small children to register and was glad that pass holders for their helmets are available now. She was also a ski patroller in Washington, and she thinks we can find data to support higher ski patrol wages.

Tucker Cooper, a current patroller, worked for fire dept and now works for Eaglecrest. He feels that despite much lower wages, the patrol job is harder on his body and puts a lot of wear and tear on his personal gear. The point was made that lifeguard wages start at 17.95 per hour and lifeguards don't have to buy anything.

10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS

Stephanie spent some time in observing the operations in the rental shop and is impressed with the efficient process of getting big groups of kids out onto the slopes. She is glad to see the turnaround in revenue.

Jon gets to stick around Juneau now that the Coast Guard will not require him to move. . The ski area is one of the reasons he wants to stay. Our revenue will go down if we can't operate all the lifts. He supports Dave S and all the work he is doing.

Megan is really enjoying the skiing and appreciates the work of Dave and the rest of the staff.

Mike likes seeing everyone happy with the good snow weather but wants us not to be complacent about some holes out there. The stories about chair openings need to be consistent and transparent. He is disconcerting to learn that staffing has reached such a crisis, although we have known for some time that we are short staffed. We have a lot of work to do as a board.

Dave Hanna has not been skiing a lot but sees a lot of happy people when he does. He has observed that we are short-staffed and everyone is putting in a lot of hours above and beyond. We need to get the message out to the assembly that we can't keep going without sufficient staff.

Bruce echoes what everyone else has said. Has watched the hard work of the ski patrol and appreciates it. We need to be selling to the public the idea that rates are going up.

11. ADJOURNMENT – Next meeting date: March 5, 2020 at 5:30 PM in room 224 City Hall.
Dave H moved to adjourn and we did so at 6:59.