



# MEMORANDUM

Date: August 13, 2024

To: Eaglecrest Board of Directors

From: Dallas Hargrave  
Human Resources & Risk Management Director

Re: Appointment of Craig Cimmons as General Manager

---

According to CBJ Code (67.05.080), the Eaglecrest Board of Directors has the authority to appoint the Ski Area Manager:

## **67.05.080 - Manager designated; appointment.**

The chief executive officer of the Eaglecrest Ski Area shall be the ski area manager appointed by the board of directors of the Eaglecrest Ski Area only upon the affirmative vote of a majority of the entire board. For purposes of [Chapter 44.05](#), the ski area manager shall have the status of a department head. Personnel actions regarding the ski area manager, including hiring, evaluation, discipline, and termination, shall be after consultation with the city manager.

After receiving previous direction from the Board to negotiate acceptable terms and conditions of employment with Craig Cimmons, Mr. Cimmons has indicated a willingness to accept an offer of employment as the Eaglecrest Ski Area manager under the following conditions:

- Starting salary of \$121,222.40 (Step 9 on the Eaglecrest pay plan)
- Starting date of Monday, September 30, 2024
- An agreement to pay up to \$3000 in relocation expenses to move to Juneau
- An agreement to pay a sign-on bonus of \$10,000

## **Recommended Next Steps**

I recommend that the Board of Directors consider the following example motion followed by an affirmative vote of a majority of the entire Board:

“I move to appoint Craig Cimmons as the Ski Area Manager at Step 9 of the pay range for the Manager, currently an annual salary of \$121,222.40, starting on September 30, 2024. With this appointment, I further move that the Board gives the authority to the Interim General Manager to enter into agreements with Mr. Cimmons for up to \$3000 in relocation expenses and a sign-on bonus of \$10,000 in accordance with CBJ policy.”