

EAGLECREST BOARD OF DIRECTIONS
January Meeting Minutes
Thursday January 4th, 2024, 5:30pm

Agenda:

1. ROLL CALL: Mike Satre, Jon Dale, Hannah Shively, and Norton Gregory were present. The mountain was represented by GM Dave Scanlan, Erin Lupro and Kristen Strom. Assembly liaison Christine Woll was also present.
2. APPROVAL OF AGENDA: Mike called the meeting to order at 5:30. Jon asked to include an update on the Packer Estate to unfinished business. Hannah made a motion to approve the agenda, the motion was approved without objection.
3. APPROVAL OF MINUTES: Norton made a motion to approve the December regular meeting minutes, the motion was approved without any objection.
4. PUBLIC PARTICIPATION: Dave Hannah noted the uptick in adverse comments against the gondola and suggested the board consider writing a position paper. Fred Hiltner from the JNSC thanked the board for the opportunity to meet and he remains very busy praying for snow. JNSC still has concerns about parking in the lower loop due to the gondola equipment. He is looking forward to more events at the mountain this winter and is very happy that Nordic skiing is now a school sport. He asked if the 5th grade free pass includes Nordic skiing and thanked Dave for help with events and the use of Hooter for uploading to the Upper Loop.
5. COMMITTEE & LIAISON REPORTS:
 - a. Ms. Woll noted the alternative procurement for the gondola, the assembly will vote on Monday and expects a favorable vote. She is looking forward to a joint meeting on the 10th. She noted the legislative priorities, the assembly will review and prioritize, the North Douglas crossing remains priority.
 - b. Planning Committee Minutes Dec 28th – see packet
 - c. Finance committee Jan 3rd – Jon provided the board a brief review of the ongoing budget discussion.
6. MANAGERS REPORT:

See Manager's Report for detail. Additional discussion points:

 - a. Mike Satre noted that on a normal year the mountain is understaffed and commented on the number of hours be senior staff that is not sustainable long term which under scores the need to continue to address the wage scale and the need for year round operations to fund the pay scale we need. Trying to hire for a 4.5 month operating season is a growing challenge. He noted that the general public doesn't know how hard folks are working. Hannah added to Mike's statement by adding that the mountain needs to know when to say to no and if

certain things usually provided like food service can't happen then that's something the board will support.

7. UNFINISHED BUSINESS:

- a. The mountain is still prioritizing a list for the Packer Estate. They have bought one snow machine for mountain ops. The remainder of the money is in an account earning interest.

8. NEW BUSINESS:

- a. FY 25-26 Budget – CBJ provided the GM with guidance on how to fill out increased budget requests, start with the baseline and add incremental requests.
- b. Joint Assembly Meeting – The board reviewed the plan for the joint meeting with the Assembly: budget, the gondola and timelines and wages were the top subjects.
- c. Sign on bonuses. The mountain has 2 critical positions that need filling a lift mechanic and a head food service person. Jon made a motion to authorize the GM to authorize a \$5k sign-on bonus for the vacant Mountain Ops and Lift Mechanic positions as well as a \$2k relocation allowance, the motion also authorized a \$2k sign-on bonus for the vacant food services position, the motion passed without objection.

9. PUBLIC PARTICIPATION: Dave Hannah made a note about the costs for incoming mechanics to move their equipment.

Kristen Strom noted that sign on, relocation bonuses and wage studies are important, however retention and supporting those who keep coming back, who are keeping the mountain alive, is also very important. We need to show appreciation for those staff and every dollar counts for every employee.

10. Board Comments.

- a. Norton commented on the mashed potato parade for the start of the season, however is really excited about what is in store for the mountain for the next few years. He commended the staff that are keeping the wheels turning and passed that brighter days are coming.

Jon passed appreciation to everyone at the mountain and commented on the phenomenal attitudes of staff and the effort and noted that in January we will get snow! Jon asked the GM to re-visit his annual evaluation and note the quarterly reporting criteria to the board. He specifically asked to address the evaluation bullet regarding the leadership team, specifically building it and collaboration, and asked for an update at the next meeting.

Hannah noted the mix of honesty and optimism and is looking forward to digging into the wage analysis and how we invest in our people.

Mike passed appreciation for all that staff are doing and noted that what is going on now is not sustainable and let staff know that they have the boards full support. He also commented on the upcoming Freeride competition and upcoming Juneau Ski Club races

and passed appreciation for all the grooming and support the mountain receives for those events.

11.ADJOURNMENT – Mike Satre thanked the board for their time and the next meeting date is February 1st, 2024. The meeting was adjourned at 6:53 pm.