

# E-Board Meeting Minutes

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Date: April 1, 2019 7:00 PM  
Attendees: Christine Lustik, Joe Lustik, Frank Maus, Neil Majerrison, Stan Sneath, Jordan Rice, Paul Janzen  
Location: Babs  
Typed up: 4/29/2019 by Christine Lustik, Secretary  
Called to order: 7:01 PM

**Naughty List:** Need to determine exactly what puts you on the naughty list as it affects the discussion when Joe's meeting with Brad. As a volunteer organization we rely on everyone filling their commitment.

- Paul – There's a fairly clear boundary at half season. Naughty if show up for less than 2 days for what they are scheduled. Need to do 10 duty days (days on hill) on the hill your own or you sub for someone else. Typically, one or 2 absences without finding a replacement is ok, but more. Otherwise it goes by if you have missed more than one duty day per half it comes up in front of the eboard to discuss, and they decide. Any discussion jeopardizes your benefits. If you find subs and you are down 2 days not an issue, down 3 it's an issue. Jordan, agrees, the reason they missed should matter.
- Jordan disagrees with revoking season passes, saying that's payment for the previous good year. Agrees people shouldn't abuse benefits, but...
- Neil thinks there are clear policies and procedures, but we've been letting people slide and there haven't been any consequences. Proposes, we should follow thru with the letter from the Director that they are on probation and give up benefits for the following year. Brad gets same letter. If they correct it they would be eligible the following year. Handle by couching narrative that works for both Brad and patrol. Have to also write up something about double dippers people doing pro and nsp on say day. This could cause a problem since Pros don't get a pass.
- Paul doesn't think policies and procedures are that clear and didn't have to be because it's been internal, but what about those that are ½ or ¾ or only working 1 half. Joe agrees. Thinks Brad would object to those that did a family pass and then came back and worked a short schedule. Paul proposed if you ask for any special considerations you are not eligible for a pass.
- Joe if we look at not doing gear reimbursement anymore, what are we taking away if they are naughty? We don't pay dues.
- Paul - used to just do sternly worded letter and then kicked off. Pro deal used to be the benefit.
- Neil if it's clearly defined how we get family passes and they aren't doing their part, we can give Brad a letter and pull a pass. Makes it hard for family pass holders to sub for vouchers. Joe says he was wrong to present an adult season pass, that won't be a possibility.
- Benefits are determined by both previous season and current season. Snowbowl family season pass \$1,600, if you are one patroller you can deduct what it would cost for one adult pass. Stan if you pulled it you paid \$900. Joe trying to cultivate successful patrollers. Argued, punishment of pulling a family pass makes sense when you get it for free, depending on the reason. If someone is sick or something happened, everyone agrees the rest of the family should be able to continue using the pass.
- Neil – doing a lot of work to get season passes. What if we pay our half of the workmans comp. instead of a family pass we are more liberal with the vouchers for families?
- To do: Christine look at incident reports for who has done accidents. Half way naughty list will be very important.

## Secretary Report:

- Website: I met with Amy this morning and she is supporting me in working on the website member page.
- Researching scheduling options and will report back with what I find.
- I haven't completed the naughty lists, I'll do first and second half together.
- Creating recorded zoom trainings to assure new OEC patrollers, transfers, etc get all the policies and procedures and scheduling info they need.
- Asked Paul, other than naughty lists is there anything that needs to be done here at the end of the year as we close up our season? Picnic Awards

### Treasurer Report:

- Checking Balance: \$32,000
- DA Davidson Balance: \$43,284 (\$42,000), as of 3/29
- How much do we invest this month? Joe didn't do a March investment of \$2k. Should we do \$4K this month? ✓ All voted Yes.

### Picnic Awards

- Same awards as last year? yes, runner up will be up to votes.

### Insurance (General and Workmans Comp)

- Rethinking may not need to get own general policy for off-mountain events, if we push and get on the others policy. Stan agrees, Joe will have us listed as additional insurers on YMCA's policy or get our own by the riverbank run.
- Workers comp goes for vote next week. –
  - He's been working on the MSAA pass and maybe it would add value. *(We now know this is a no go.)*
  - Stan – workers comp is worth pursuing. Anything we can get out of it is a bonus.
  - Joe - it is approved that 1 voucher will be go back counting as 2 child tickets. No single adult season pass. Family pass. Bowl bucks.

### Elections

Went over who is interested. Stan is the only one currently interested. Neil asked if he could do another year and encouraged him to ask for help and not take on too much. Joe confirmed he's ready. Joe showed proposed ballot, shown at end of notes.

**Patroller of the Year:** Board discussed patroller of the year and voted on it.

**Senior** – Joe asked about reimbursement rate, Joe would like as many people as possible. Proposed 50% ✓ Everyone voted Yes.

### OEC Party

- Neil meat
- Potluck
- Christine to send out email.
- Paul missing, Cai's baby shower, Marea, Chelsea graduating

### Recruiting – Jordan

- Need login to email so he can send from it. Paul will get that to him.
- Are we holding a candidate class next year? Sounds like no if have a senior class. Do we put off senior class? Answer, it's a northern division decision, not a Snowbowl decision.
- Could be hard to get settled on the new mountain and have a new class.
- Worried, low on numbers, Sounds like yes, it would be good to have a class but the time just won't be there if many of the OEC instructors are working on their senior.
- Joe thinks we need to develop more seniors to mentor and develop.
- Jordan doesn't want to wait until OEC refresher. If we aren't intending to have a candidate class next year he'll reach out to list.
- Stan suggested there is probably a pool of EMTs that are decent skiers that could be pulled in without going thru a full class. Suggested to do a shorter class aimed at only people who are EMT's. Jordan also thinks there's a pool of those people. Stan arguing for solid skiers.
- Paul – Historically, challenge courses have been disastrous. There's a fair amount of OEC and OET.

- Jordan getting a table at the trauma event. Possible candidate class for next spring. Wants to have a discussion about a candidate course. Neil – that's a lot of time commitment to bring in people and suggested Art does that in 3 days.
- Jordan wants a mandatory ski test before we take money.
- Jordan proposed budget annually to add a line item for next season. Are we willing to entertain a ski test done by someone that's certified?

#### Other

- Discussion about possible banner on trailer on hill. Joe passed around a mock-up of the banner. Jordan not opposed to advertising for fundraising purposes, but thinks we should have other things up there, such as recruiting. Jordan doesn't have a problem about awareness, but the ask seems loud. (*We've found out since then we won't be putting a banner on the trailer, but Brad has given us other places to recruit and market.*)
- License plate research Jordan is going to call them and try to find out more info.
- Paul - we have historically not refreshed OET. Joe asked that Stan look to see if people are running accidents that aren't signed off.
- Events
  - MTB – sending out
  - Brain Injury Alliance - Jordan reasons he thinks we need a majority vote, so community supports us putting our name on the event. Paul really 2 votes – do we support and then can we get people.
  - Trauma event – why do we want a booth.
- Discussion of OET test the weekend before.

Adjourn – 9:07 PM