

**MINUTES OF A REGULAR MEETING OF  
BIG BEAR MUNICIPAL WATER DISTRICT  
HELD ON THURSDAY, NOVEMBER 20, 2025**

**1. OPEN SESSION**

President Brewster opened the regularly scheduled Board meeting at 1:00 PM at the Big Bear Municipal Water District located at 40524 Lakeview Drive, Big Bear Lake, CA 92315 on Thursday November 20, 2025.

**BOARD MEMBERS PRESENT:**

Steve Ludecke, Director  
Craig Brewster, President  
Mark Lee, Director

**2. PLEDGE OF ALLEGIANCE**

Craig Brewster

**3. PUBLIC FORUM**

No comments were made.

**4. REPORTS**

- A. Jared Cheek, General Manager, reported meeting with California Fish & Wildlife regarding the five-year lake and streambed permit extension. He noted that nesting bird season is now year-round and confirmed that a permit is required for willow tree removal, which he is coordinating with CDFW. He attended the Marina Task Force meeting and reported that the dam survey has been completed and submitted to DSOD, with the next survey due in five years. He also attended the RTAC meeting virtually hosted by the Big Bear Chamber of Commerce with other local agencies. A meeting with Visit Big Bear was held to review the special event permit application process and reiterate expectations. Two maintenance staff members completed an educational electrical training in San Diego which was very beneficial. He also met with Southwest Gas regarding their plan to abandon a 4" pipeline that crosses the lake. Himself and fellow staff member, Mike Kent provided a presentation to the BBHS EdTrust AP History class on career paths. He attended the General Manager meeting and breakfast at the San Bernardino County district to discuss local projects. For launch activity, November recorded 134 launches, bringing the season total to 9,575.
- B. Director Lee reported that the Operations Committee met and marina operations are running smoothly and relations among marinas continue to be positive. Mussel inspections remain effective, and no new invasive species have been detected. He inquired about a newly identified mussel species on the East Coast.

President Brewster raised concerns about vessels with ballasts and wake capabilities, General Manager Cheek noted initial concepts included establishing special-use areas and limiting access times, with water depth being an important consideration. General

Manager Cheek recommended holding a workshop with the public and key stakeholders, namely marinas and businesses, to develop options.

Director Ludecke asked about the three BUIs issued this season, and General Manager Cheek clarified that these were only cases that MWD was involved in and not reflective of the Sheriff's full enforcement record.

#### 5. CONSENT CALENDAR

- A. Minutes of a Regular Meeting on November 6, 2025.
- B. Warrant List dated 11/17/2025 in the amount of \$84,961.60.

#### Discussion:

No comments were made.

With a motion made by Director Ludecke and seconded by Director Lee, the consent calendar was approved unanimously:  
AYES: Ludecke, Brewster, Lee,  
NO: -  
ABSTAIN: -

#### 6. BUSINESS

- A. Full Board to approve a resolution establishing employee compensation based on the then current actual compensation for the position of General Manager for the Fiscal Years 2023 and 2024 and amending with retroactive application resolution numbers 2022-02 and 2023-03.

#### Discussion:

General Manager Cheek noted that the item is clerical in nature and may require future clarification from CalPERS.

Counsel Lemieux explained that the changes are needed to meet CalPERS documentation requirements under Government Code section 570.5, which governs public employee retirement reporting. He confirmed that the underlying contract terms were previously approved through existing resolutions and that the current action retroactively aligns the documentation with CalPERS standards. Counsel also stated that the fiscal impact to the District is zero and that the same is expected for Items 6B and 6C.

With a motion made by Director Ludecke and seconded by Director Lee, Resolution 2025-10 establishing employee compensation based on the then current actual compensation for the position of general manager for the fiscal years 2023 and 2024 and amend with retroactive application resolution numbers 2022-02 and 2023-03 was approved unanimously:  
AYES: Ludecke, Brewster, Lee

- B. Full Board to approve a resolution updating employee compensation plan to include the position of C.O.O. based on the then current actual compensation for the Fiscal Years 2025 and 2026 and amending with retroactive application resolution numbers 2024-03 and 2025-05.

Discussion:

N/A

With a motion made by Director Lee and seconded by Director Ludecke, Resolution 2025-11 for updating employee compensation plan to include the position of C.O.O. based on the then current actual compensation for the Fiscal Years 2025 and 2026 and amending with retroactive application resolution numbers 2024-03 and 2025-05 was approved unanimously  
AYES: Ludecke, Brewster, Lee

- C. Full Board to approve the C.O.O. to purchase CalPERS service credit time for seasonal time worked from 1996 to 2002 at the employee's expense.

Discussion:

N/A

With a motion made by Director Ludecke and seconded by President Brewster, the purchase of C.O.O.'s CalPERS service credit time for seasonal time worked from 1996 to 2002 at the employee's expense was approved unanimously  
AYES: Ludecke, Brewster, Lee  
NO: -

7. ITEMS REMOVED FROM CONSENT CALENDAR

N/A

8. ANNOUNCEMENTS

The office will be closed November 27 and November 28 for the Thanksgiving Holiday.

9. DIRECTOR COMMENTS

Director Ludecke commented on the process related to the removal of willow trees, he would like to look forward to further discussion and clarification of this. General Manager Cheek confirmed that this topic will come forth in upcoming meetings.

10. ADJOURN

There being no further business, the meeting was adjourned at 1:20PM.

DATE AND TIME OF NEXT MEETING

Date: 12/04/2025  
Location: 40524 Lakeview Drive  
Big Bear Lake, CA 92315  
Time: 1:00 PM



*Elsa Donoho*

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Elsa Donoho, Office Manager  
Secretary to the Board of  
Big Bear Municipal Water District



(SEAL)