



Big Bear Municipal Water District

Lake Management

Board of Directors

Steve Ludecke – Division 1
Bob Reh fuss – Division 2
Craig Brewster – Division 3
Mark Lee – Division 4
Tom Bradford – Division 5

NOTICE OF REGULAR BOARD MEETING NOVEMBER 20, 2025 A G E N D A

Place: Big Bear Municipal Water District
40524 Lakeview Drive, Big Bear Lake, CA 92315

Next Resolution Number: 2025-10

OPEN SESSION: 1:00 P.M.

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. PUBLIC FORUM

(The Board will receive comments from the public on items not on the agenda; no action is permitted on these items. Time set aside not to exceed 30 minutes total by all participants)

4. REPORTS

A. General Manager

B. Committee- the following committees met since the last regular Board meeting:

1. Operations Committee 11/12 (Directors Reh fuss & Lee)

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.

6. BUSINESS

A.

The Administrative committee (Directors Ludecke & Brewster) recommend Resolution 2025-10 “A RESOLUTION OF THE BOARD OF DIRECTORS OF BIG BEAR MUNICIPAL WATER DISTRICT ESTABLISHING EMPLOYEE COMPENSATION BASED ON THE THEN CURRENT ACTUAL COMPENSATION FOR THE POSITION OF GENERAL MANAGER FOR FISCAL YEARS 2023 AND 2024 AND AMENDING WITH RETROACTIVE APPLICATION RESOLUTION NUMBERS 2022-02 AND 2023-03” for full Board review and approval.

B.

The Administrative committee (Directors Ludecke & Brewster) recommend Resolution 2025-11 “A RESOLUTION OF THE BOARD OF DIRECTORS OF BIG BEAR MUNICIPAL WATER DISTRICT UPDATING EMPLOYEE COMPENSATION PLAN TO INCLUDE THE POSITION OF C.O.O. BASED ON THE THEN CURRENT ACTUAL COMPENSATION FOR

FISCAL YEARS 2025 AND 2026 AND AMENDING WITH RETROACTIVE APPLICATION RESOLUTION NUMBERS 2024-03 AND 2025-05” for full Board review and approval.

- C. The Administrative committee (Directors Ludecke & Brewster) recommends Board authorization to allow the C.O.O. TO PURCHASE CALPERS SERVICE CREDIT TIME, KNOWN AS A “SERVICE CREDIT PURCHASE” FOR SEASONAL TIME WORKED FROM 1996 TO 2002 AT THE EMPLOYEE’S EXPENSE.**

7. ITEMS REMOVED FROM CONSENT AND PLACED ON BUSINESS
8. ANNOUNCEMENTS
9. DIRECTOR COMMENTS
10. ADJOURNMENT

NEXT MEETING: Open Session at 1:00 P.M.
Thursday, December 4, 2025
40524 Lakeview Drive
Big Bear Lake, CA 92315

PLEASE NOTE:

Agenda related writings or documents provided to the Board of Directors are available for public inspection at www.bbmwd.com or in the District office during business hours, 8:00 am – 4:30 pm Monday – Friday.

Five (5) minutes may be allotted to each speaker for an item on the agenda and three (3) minutes may be allotted to each speaker for an item that is not on the agenda up to a maximum of thirty minutes for each subject matter. A speaker who utilizes a translator, except if the speaker uses simultaneous translation equipment, shall receive twice the time allotted for a speaker that does not utilize a translator. (Cal. Gov. Code § 54954.3.)

No disruptive conduct shall be permitted at any Board meeting. Persistence in boisterous or disruptive conduct (including but not limited to what the general public would consider profane, explicit, or obscene language) shall be grounds for a summary termination, by the President, of that person’s privilege to address the Board and the President may take such other actions in accordance with the Brown Act including, but not limited to, clearing the room of those willfully interrupting the meeting. (Cal. Gov. Code § 54957.9)

Individuals should contact the General Manager or designee if he/she requires disability-related accommodation or modifications, including auxiliary aids and services, in order to participate in the Board meeting. (Government Code 54954.2)

**MINUTES OF A REGULAR MEETING OF
BIG BEAR MUNICIPAL WATER DISTRICT
HELD ON THURSDAY, NOVEMBER 6, 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 6, 2025.

BOARD MEMBERS PRESENT:

Steve Ludecke, Director
Bob Rehfuß, Director
Craig Brewster, President
Mark Lee, Director
Tom Bradford, Vice President

2. PLEDGE OF ALLEGIANCE

Craig Brewster

3. PUBLIC FORUM

Jeff Cooper, Pleasure Point Marina Chairman, explained that the City of Big Bear Lake is going to move the clean waste facility to Cienega. He expressed his concerns about traffic, waste run-off into the Lake, and stated this area is zoned for residents.

Director Ludecke asked Mr. Cheek to find out more about this project and if there is any concern related to waste run-off.

Larry Cooke, resident of Big Bear, followed up with, he was just over in that area, and they will be done with the project in about an hour or less. He hasn't seen it on any planning notices and agrees that traffic will be an issue.

4. REPORTS

- A. Jared Cheek, General Manager, reported that on October 17 he had a zoom meeting with GEI regarding any updates. He mentioned that the public scoping meeting will be tonight at 5:00. On October 21 there was a Watermaster meeting that was standard. We had Admin meetings on both October 24 and October 31 that the committee will report on today. Catrina and I attended the CSDA Board Secretary Conference, and both agreed there was a lot of valuable information gained during the conference. Yesterday the Water Board Rep went on the TMDL boat with Kent and Jared to observe the TMDL process for the audit.
- B. Director Lee reported that the budget & finance committee met for the monthly review. He stated that boat permit revenue is up and decon revenue is down. He also mentioned that heaters will be getting installed at the East ramp. In general, the budget is looking good.

- C. Director Ludecke reported that the admin committee met and discussed the draft agreement for the Santa Ana Hydro Authority. He stated that the current percentage holder for each agency is estimated at; Bear Valley Mutual 12%, Crafton 6%, BBMWD 10% (pending board approval), and the remaining 72% would be picked up by SBV.

Director Ludecke asked Counsel Lemieux when the agreement will come to the board for approval. Counsel Lemieux responded within the next few weeks.

President Brewster requested that another presentation be given by SBV at the time the agreement is brought to the Board for the approval.

Director Ludecke lastly mentioned that a discussion also took place regarding retirement issues with a pending retiree.

5. CONSENT CALENDAR

- A. Minutes of a Regular Meeting on October 16, 2025.
- B. Warrant List dated 11/3/2025 in the amount of \$190,845.71.

Discussion:

With a motion made by Director Lee and seconded by Vice President Bradford, the consent calendar was approved unanimously:

AYES: Ludecke, Rehfuss, Brewster, Lee, Bradford

NO: -

ABSTAIN: -

No comments were made.

6. BUSINESS

- A. **The General Manager recommends for full board approval the nomination of Peter Kavounas as the Watermaster Representative, transitional period starting April 1st, 2026.**

Discussion:

Counsel Lemieux stated that following the Board meeting he could arrange to file the motion for court approval for appointment. It is possible that the court will rule without a hearing.

With a motion made by Director Ludecke and seconded by Director Lee, the nomination of Peter Kavounas as the Watermaster Representative was approved unanimously:

AYES: Ludecke, Rehfuss, Brewster, Lee, Bradford

NO: -

ABSTAIN: -

7. ITEMS REMOVED FROM CONSENT CALENDAR

N/A

8. ANNOUNCEMENTS

The office will be closed November 12th for Veterans Day.

9. DIRECTOR COMMENTS

No comments were made.

10. ADJOURN

There being no further business, the meeting was adjourned at 1:17PM.

DATE AND TIME OF NEXT MEETING

Date: 11/20/2025
Location: 40524 Lakeview Drive
Big Bear Lake, CA 92315
Time: 1:00 PM

Catrina Rabago, Accountant I for
Big Bear Municipal Water District

[SEAL]

DRAFT

10:55 AM

11/17/25

Big Bear MWD
Warrant List Detail
 November 4 - 17, 2025

Num	Type	Date	Name	Account	Paid Amount
162583	Bill Pmt -Check	11/06/2025	AMAZON CAPITAL SERVICES	1001-01 · Accounts Payable	
17GZ-R...	Bill	09/30/2025		5570-41 · OPS-Equipment	-40.84
TOTAL					-40.84
162584	Bill Pmt -Check	11/06/2025	AUTOZONE INC	1001-01 · Accounts Payable	
000482...	Bill	10/10/2025		5580-40 · OPS-Boat Maintenance	-50.10
TOTAL					-50.10
162585	Bill Pmt -Check	11/06/2025	BUTCHER'S BLOCK AND BUILDING ...	1001-01 · Accounts Payable	
2510-81...	Bill	10/10/2025		5580-40 · OPS-Boat Maintenance	-36.98
TOTAL					-36.98
EFT	Bill Pmt -Check	11/07/2025	BVE (EFT)	1001-01 · Accounts Payable	
10222025	Bill	10/22/2025		5507-43 · OPS-Utilities-Ramps	-106.27
102220...	Bill	10/22/2025		5507-22 · WATER-Utilities-Dam	-446.42
102720...	Bill	10/27/2025		5507-22 · WATER-Utilities-Dam	-84.37
102720...	Bill	10/27/2025		5507-21 · WATER-Utilities-Aerator	-3,478.08
102720...	Bill	10/27/2025		5507-43 · OPS-Utilities-Ramps	-484.49
TOTAL					-4,599.63
162586	Bill Pmt -Check	11/06/2025	CALAVERAS TROUT FARM INC	1001-01 · Accounts Payable	
17-1254	Bill	11/05/2025		5670-02 · WATER-Fishery Mgt-FISH PURCHASE	-21,000.00
TOTAL					-21,000.00
162587	Bill Pmt -Check	11/06/2025	COMPUTER VILLAGE	1001-01 · Accounts Payable	
21669	Bill	09/10/2025		5530-02 · ADMIN- Computer Consults	-80.00
21883	Bill	09/27/2025		5530-02 · ADMIN- Computer Consults	-80.00
TOTAL					-160.00
162588	Bill Pmt -Check	11/06/2025	CONNELLY PUMPING SERVICE	1001-01 · Accounts Payable	
31769	Bill	10/16/2025		5632-03 · MAINT-Portables Pumping/ Rent	-945.01
31812	Bill	10/25/2025		5632-03 · MAINT-Portables Pumping/ Rent	-235.01
TOTAL					-1,180.02
162589	Bill Pmt -Check	11/06/2025	CSB DEPT OF INNOVATION & TECH...	1001-01 · Accounts Payable	
31482	Bill	09/30/2025		5506-41 · OPS-Radio Service Contract	-237.16
TOTAL					-237.16
162590	Bill Pmt -Check	11/06/2025	CSDA	1001-01 · Accounts Payable	
10012025	Bill	10/01/2025		5509-02 · ADMIN-Memberships CSDA	-9,665.00
				5509-03 · ADMIN-Memberships-Subscriptions	-75.00
				5509-03 · ADMIN-Memberships-Subscriptions	-225.00
TOTAL					-9,965.00
162591	Bill Pmt -Check	11/06/2025	DWP-CITY OF BIG BEAR LAKE	1001-01 · Accounts Payable	
100920...	Bill	10/09/2025		5507-43 · OPS-Utilities-Ramps	-282.23
100920...	Bill	10/09/2025		5507-43 · OPS-Utilities-Ramps	-183.29
TOTAL					-465.52

10:55 AM

11/17/25

Big Bear MWD
Warrant List Detail
 November 4 - 17, 2025

Num	Type	Date	Name	Account	Paid Amount
162592	Bill Pmt -Check	11/06/2025	EVENSON DON (REIMBURSE)	1001-01 · Accounts Payable	
10/20 W...	Bill	11/04/2025		5560-23 · WATER-Watermaster Travel Expens	-798.43
TOTAL					-798.43
162593	Bill Pmt -Check	11/06/2025	EVERON, LLC	1001-01 · Accounts Payable	
159893...	Bill	10/21/2025		5630-42 · OPS-Bldg/Fac Mtn/Rep-EAST RAMP	-216.02
159893...	Bill	10/21/2025		5630-43 · OPS-Bldg/Fac Mtn/Rep-WEST RAMP	-117.72
159893...	Bill	10/21/2025		5640-02 · WATER-Dam Maintenance	-117.72
159893...	Bill	10/21/2025		5630-10 · ADMIN-Bldg/Facility Maint/Rep	-277.95
TOTAL					-729.41
162594	Bill Pmt -Check	11/06/2025	FEDEX	1001-01 · Accounts Payable	
9-041-5...	Bill	10/24/2025		5501-02 · ADMIN-Post&Ship WATER TESTING	-142.93
TOTAL					-142.93
EFT	Bill Pmt -Check	11/14/2025	FRONTIER (EFT)	1001-01 · Accounts Payable	
909866...	Bill	10/01/2025		5505-01 · ADMIN-Phones Local/Hardware/Rep	-821.32
TOTAL					-821.32
162595	Bill Pmt -Check	11/06/2025	GEI CONSULTANTS INC	1001-01 · Accounts Payable	
003186...	Bill	10/08/2025		6100-11 · Dam Concrete Work	-29,723.50
003187...	Bill	10/16/2025		6000-18 · Lake Impr- Lake Wide EIR Conslt	-6,731.82
TOTAL					-36,455.32
162596	Bill Pmt -Check	11/06/2025	GRAINGER	1001-01 · Accounts Payable	
967194...	Bill	10/10/2025		5580-40 · OPS-Boat Maintenance	-222.29
TOTAL					-222.29
162597	Bill Pmt -Check	11/06/2025	MT TROPHY & AWARDS	1001-01 · Accounts Payable	
20250162	Bill	10/30/2025		5503-01 · ADMIN-Office Supplies-Office	-16.16
TOTAL					-16.16
162598	Bill Pmt -Check	11/06/2025	NAPA AUTO PARTS	1001-01 · Accounts Payable	
663615	Bill	10/10/2025	NAPA AUTO PARTS	2200-00 · Accounts Payable Liability	0.58
				5580-40 · OPS-Boat Maintenance	-29.07
TOTAL					-28.49
162599	Bill Pmt -Check	11/06/2025	NATIVESCAPES	1001-01 · Accounts Payable	
122484	Bill	10/31/2025		5630-10 · ADMIN-Bldg/Facility Maint/Rep	-310.00
TOTAL					-310.00
162600	Bill Pmt -Check	11/06/2025	STREAMLINE	1001-01 · Accounts Payable	
C39A82...	Bill	11/01/2025		5509-03 · ADMIN-Memberships-Subscriptions	-500.00
TOTAL					-500.00

10:55 AM

11/17/25

Big Bear MWD
Warrant List Detail
 November 4 - 17, 2025

Num	Type	Date	Name	Account	Paid Amount
162601	Bill Pmt -Check	11/06/2025	TMA LASER GROUP	1001-01 · Accounts Payable	
5924	Bill	11/03/2025		5503-02 · ADMIN-Office Supplies-Ramps 5503-01 · ADMIN-Office Supplies-Office	-140.08 -568.93
TOTAL					-709.01
	Check	11/07/2025	USARC	1001-01 · Accounts Payable	
11097	Credit Memo	11/07/2025		2800-02 · Special Event Deposits	-500.00
TOTAL					-500.00
EFT	Bill Pmt -Check	11/07/2025	VALERO (EFT)	1001-01 · Accounts Payable	
108185...	Bill	10/23/2025		5590-41 · OPS-Petroleum-VESSELS 5590-42 · OPS-Petroleum-VEHICLES	-2,519.79 -2,591.39
TOTAL					-5,111.18
162602	Bill Pmt -Check	11/06/2025	VISUAL EDGE IT, INC	1001-01 · Accounts Payable	
24AR28...	Bill	08/18/2025		5620-13 · ADMIN-Copier Copy Counts	-142.98
24AR30...	Bill	10/22/2025		5620-13 · ADMIN-Copier Copy Counts	-124.14
TOTAL					-267.12
162603	Bill Pmt -Check	11/06/2025	WAXIE SANITARY SUPPLY	1001-01 · Accounts Payable	
83593392	Bill	10/23/2025		5504-30 · MAINT-Janitorial Supplies	-614.69
TOTAL					-614.69

**BIG BEAR MUNICIPAL WATER DISTRICT
REPORT TO BOARD OF DIRECTORS**

MEETING DATE: November 20, 2025

AGENDA ITEM: 6A

SUBJECT:

A RESOLUTION OF THE BOARD OF DIRECTORS OF BIG BEAR MUNICIPAL WATER DISTRICT ESTABLISHING EMPLOYEE COMPENSATION BASED ON THE THEN CURRENT ACTUAL COMPENSATION FOR THE POSITION OF GENERAL MANAGER FOR FISCAL YEARS 2023 AND 2024 AND AMENDING WITH RETROACTIVE APPLICATION RESOLUTION NUMBERS 2022-02 AND 2023-03

RECOMMENDATION:

Board to review and approve the proposed resolution.

DISCUSSION/FINDINGS:

The Administrative Committee reviewed this item on October 24, 2025 and recommended it for board review and possible approval.

OTHER AGENCY INVOLVEMENT: None

RESOLUTION NO. 2025-10

A RESOLUTION OF THE BOARD OF DIRECTORS OF BIG BEAR MUNICIPAL WATER DISTRICT ESTABLISHING EMPLOYEE COMPENSATION BASED ON THE THEN CURRENT ACTUAL COMPENSATION FOR THE POSITION OF GENERAL MANAGER FOR FISCAL YEARS 2023 AND 2024 AND AMEND WITH RETROACTIVE APPLICATION RESOLUTION NUMBERS 2022-02 AND 2023-03

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF BIG BEAR

MUNICIPAL WATER DISTRICT as follows:

Section 1. **Purpose**

The purpose of this resolution is to update positions of employment and employment compensation plan to include the position of General Manager to represent the then current actual compensation as stated in FY23 Compensation Plan Exhibit "A" and FY24 Compensation Plan Exhibit "A" attached hereto.

All other resolution terms remain in full effect including FY23 Compensation Plan Exhibit "B" and FY24 Compensation Plan Exhibit "B".

Section 2. **Amends with Retroactive Application**

Resolution Numbers 2022-02 and 2023-03 are hereby amended with retroactive application.

PASSED, APPROVED AND ADOPTED this 20nd day of November, 2025.

Craig Brewster, President

ATTEST:

Jared Cheek, Deputy Secretary to the Board

(SEAL)

RESOLUTION NO. 2025-10
EXHIBIT "A"
FY 23 COMPENSATION PLAN
EFFECTIVE: July 1, 2022
FULL TIME EMPLOYEES

POSITION	1	2	3	4	5	6	7	MINIMUM (Bi-Weekly)	MAXIMUM (Bi-Weekly)
GENERAL MANAGER								\$8,061	\$10,803
	\$8,061	\$8,464	\$8,887	\$9,332	\$9,798	\$10,288	\$10,803		
EXECUTIVE ASSISTANT/OFFICE MANAGER								\$4,121	\$5,523
	\$4,121	\$4,327	\$4,543	\$4,771	\$5,009	\$5,260	\$5,523		
FACILITY MANAGER								\$4,121	\$5,523
	\$4,121	\$4,327	\$4,543	\$4,771	\$5,009	\$5,260	\$5,523		
SENIOR ACCOUNTANT/HUMAN RESOURCES								\$3,441	\$4,611
	\$3,441	\$3,613	\$3,794	\$3,983	\$4,183	\$4,392	\$4,611		
LAKE OPERATIONS SUPERVISOR								\$2,877	\$3,855
	\$2,877	\$3,021	\$3,172	\$3,330	\$3,497	\$3,672	\$3,855		
LAKE ANALYST								\$2,772	\$3,715
	\$2,772	\$2,911	\$3,056	\$3,209	\$3,369	\$3,538	\$3,715		
MECHANICAL AND FACILITY TECHNICIAN								\$2,661	\$3,566
	\$2,661	\$2,794	\$2,934	\$3,080	\$3,234	\$3,396	\$3,566		
MARINE AND VEHICLE TECHNICIAN								\$2,661	\$3,566
	\$2,661	\$2,794	\$2,934	\$3,080	\$3,234	\$3,396	\$3,566		
MULTI-DEPARTMENT ROVER II								\$2,422	\$3,246
	\$2,422	\$2,543	\$2,670	\$2,804	\$2,944	\$3,091	\$3,246		
MAINTENANCE COORDINATOR								\$2,400	\$3,216
	\$2,400	\$2,520	\$2,646	\$2,778	\$2,917	\$3,063	\$3,216		
ACCOUNTANT I								\$2,342	\$3,139
	\$2,342	\$2,459	\$2,582	\$2,711	\$2,847	\$2,989	\$3,139		
LAKE OPERATIONS COORDINATOR								\$2,342	\$3,139
	\$2,342	\$2,459	\$2,582	\$2,711	\$2,847	\$2,989	\$3,139		
PUBLIC OUTREACH & GRANT ADMINISTRATOR								\$2,092	\$2,803
	\$2,092	\$2,197	\$2,306	\$2,422	\$2,543	\$2,670	\$2,803		
MULTI-DEPARTMENT ROVER I								\$2,092	\$2,803
	\$2,092	\$2,197	\$2,306	\$2,422	\$2,543	\$2,670	\$2,803		

RESOLUTION NO. 2021-06 Section 4.104 Merit Raises

(b) Employees who are at the top step or above the approved pay scale and who have not received a merit increase in three (3) years, shall be eligible for a five percent (5%) merit raise after performing three years (without a merit increase) of satisfactory service. Performance evaluation(s) with a satisfactory or higher rating shall be required for this merit increase. Employees at the top of the pay scale shall only be eligible for this merit increase once in any three (3) year period and may not be reflected accurately in the approved pay scale as continuous merit increases shown annually

RESOLUTION NO. 2025-10
EXHIBIT "A"
FY 24 COMPENSATION PLAN
EFFECTIVE: July 1, 2023
FULL TIME EMPLOYEES

POSITION	1	2	3	4	5	6	7	MINIMUM (Bi-Weekly)	MAXIMUM (Bi-Weekly)
GENERAL MANAGER								\$8,061	\$10,803
	\$8,061	\$8,464	\$8,887	\$9,332	\$9,798	\$10,288	\$10,803		
OFFICE MANAGER/ EXECUTIVE ASSISTANT/ BOARD SEC								\$4,327	\$5,799
	\$4,327	\$4,543	\$4,771	\$5,009	\$5,259	\$5,522	\$5,799		
FACILITY MANAGER								\$4,327	\$5,799
	\$4,327	\$4,543	\$4,771	\$5,009	\$5,259	\$5,522	\$5,799		
SENIOR ACCOUNTANT/ HUMAN RESOURCES								\$3,613	\$4,842
	\$3,613	\$3,794	\$3,983	\$4,182	\$4,392	\$4,611	\$4,842		
LAKE OPERATIONS SUPERVISOR								\$3,021	\$4,048
	\$3,021	\$3,172	\$3,331	\$3,497	\$3,672	\$3,856	\$4,048		
LAKE ANALYST								\$2,911	\$3,901
	\$2,911	\$3,057	\$3,209	\$3,370	\$3,538	\$3,715	\$3,901		
MAINTENANCE/ FACILITY TECHNICIAN								\$2,794	\$3,744
	\$2,794	\$2,934	\$3,080	\$3,234	\$3,396	\$3,566	\$3,744		
MARINE/ VEHICLE TECHNICIAN								\$2,794	\$3,744
	\$2,794	\$2,934	\$3,080	\$3,234	\$3,396	\$3,566	\$3,744		
MULTI-DEPARTMENT ROVER II/ LOGISTICS SUPERVISOR								\$2,543	\$3,408
	\$2,543	\$2,670	\$2,804	\$2,944	\$3,091	\$3,246	\$3,408		
MAINTENANCE COORDINATOR								\$2,520	\$3,377
	\$2,520	\$2,646	\$2,778	\$2,917	\$3,063	\$3,216	\$3,377		
ACCOUNTANT I								\$2,459	\$3,295
	\$2,459	\$2,582	\$2,711	\$2,847	\$2,989	\$3,138	\$3,295		
LAKE OPERATIONS COORDINATOR								\$2,459	\$3,295
	\$2,459	\$2,582	\$2,711	\$2,847	\$2,989	\$3,138	\$3,295		
LAKE DATA/ GRANT ANALYST								\$2,197	\$2,944
	\$2,197	\$2,307	\$2,422	\$2,543	\$2,670	\$2,804	\$2,944		
MULTI-DEPARTMENT ROVER I								\$2,197	\$2,944
	\$2,197	\$2,307	\$2,422	\$2,543	\$2,670	\$2,804	\$2,944		

RESOLUTION NO. 2021-06 Section 4.104 Merit Raises

(b) Employees who are at the top step or above the approved pay scale and who have not received a merit increase in three (3) years, shall be eligible for a five percent (5%) merit raise after performing three years (without a merit increase) of satisfactory service. Performance evaluation(s) with a satisfactory or higher rating shall be required for this merit increase. Employees at the top of the pay scale shall only be eligible for this merit increase once in any three (3) year period and may not be reflected accurately in the approved pay scale as continuous merit increases shown annually

**BIG BEAR MUNICIPAL WATER DISTRICT
REPORT TO BOARD OF DIRECTORS**

MEETING DATE: November 20, 2025

AGENDA ITEM: 6B

SUBJECT:

A RESOLUTION OF THE BOARD OF DIRECTORS OF BIG BEAR MUNICIPAL WATER DISTRICT
UPDATING EMPLOYEE COMPENSATION PLAN TO INCLUDE THE POSITION OF C.O.O. BASED ON THE
THEN CURRENT ACTUAL COMPENSATION FOR FISCAL YEARS 2025 AND 2026 AND AMENDING
WITH RETROACTIVE APPLICATION RESOLUTION NUMBERS 2024-03 AND 2025-05

RECOMMENDATION:

Board to review and approve the proposed resolution.

DISCUSSION/FINDINGS:

The Administrative Committee reviewed this item on October 24, 2025 and recommended it for board review and possible approval.

OTHER AGENCY INVOLVEMENT: None

RESOLUTION NO. 2025-11

A RESOLUTION OF THE BOARD OF DIRECTORS OF BIG BEAR MUNICIPAL WATER DISTRICT UPDATING EMPLOYEE COMPENSATION PLAN TO INCLUDE THE POSITION OF C.O.O. BASED ON THE THEN CURRENT ACTUAL COMPENSATION FOR FISCAL YEARS 2025 AND 2026 AND AMEND WITH RETROACTIVE APPLICATION RESOLUTION NUMBERS 2024-03 AND 2025-05

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF BIG BEAR

MUNICIPAL WATER DISTRICT as follows:

Section 1. **Purpose**

The purpose of this resolution is to update positions of employment and employment compensation plan to include the position of C.O.O. to represent the then current actual compensation as stated in FY25 Compensation Plan Exhibit "A" and FY26 Compensation Plan Exhibit "A" attached hereto.

All other resolution terms remain in full effect including FY25 Compensation Plan Exhibit "B" and FY26 Compensation Plan Exhibit "B".

Section 2. **Amends with Retroactive Application**

Resolution Numbers 2024-03 and 2025-05 are hereby amended with retroactive application.

PASSED, APPROVED AND ADOPTED this 20nd day of November, 2025.

Craig Brewster, President

ATTEST:

Jared Cheek, Deputy Secretary to the Board

(SEAL)

RESOLUTION NO. 2025-11
EXHIBIT "A"
FY 25 COMPENSATION PLAN
EFFECTIVE: July 1, 2024
FULL TIME EMPLOYEES

POSITION	1	2	3	4	5	6	7	MINIMUM (Bi-Weekly)	MAXIMUM (Bi-Weekly)
GENERAL MANAGER								\$7,077	\$9,484
	\$7,077	\$7,431	\$7,802	\$8,193	\$8,602	\$9,032	\$9,484		
COO								\$9,332	\$12,506
	\$9,332	\$9,799	\$10,289	\$10,803	\$11,343	\$11,910	\$12,506		
ASSISTANT GENERAL MANAGER								\$5,777	\$7,742
	\$5,777	\$6,066	\$6,369	\$6,688	\$7,022	\$7,373	\$7,742		
FACILITY MANAGER								\$4,478	\$6,001
	\$4,478	\$4,702	\$4,937	\$5,184	\$5,443	\$5,715	\$6,001		
LAKE OPERATIONS MANAGER								\$4,478	\$6,001
	\$4,478	\$4,702	\$4,937	\$5,184	\$5,443	\$5,715	\$6,001		
SENIOR ACCOUNTANT/ HUMAN RESOURCES								\$3,739	\$5,011
	\$3,739	\$3,926	\$4,122	\$4,328	\$4,545	\$4,772	\$5,011		
MAINTENANCE/ FACILITY TECHNICIAN								\$2,891	\$3,874
	\$2,891	\$3,036	\$3,187	\$3,347	\$3,514	\$3,690	\$3,874		
MARINE/ VEHICLE TECHNICIAN								\$2,891	\$3,874
	\$2,891	\$3,036	\$3,187	\$3,347	\$3,514	\$3,690	\$3,874		
MULTI-DEPARTMENT ROVER II/ LOGISTICS SUPERVISOR								\$2,632	\$3,527
	\$2,632	\$2,764	\$2,902	\$3,047	\$3,199	\$3,359	\$3,527		
MAINTENANCE COORDINATOR								\$2,608	\$3,495
	\$2,608	\$2,738	\$2,875	\$3,019	\$3,170	\$3,329	\$3,495		
ACCOUNTANT I								\$2,545	\$3,411
	\$2,545	\$2,672	\$2,806	\$2,946	\$3,093	\$3,248	\$3,411		
LAKE OPERATIONS COORDINATOR								\$2,545	\$3,411
	\$2,545	\$2,672	\$2,806	\$2,946	\$3,093	\$3,248	\$3,411		
LAKE DATA/ GRANT ANALYST								\$2,273	\$3,046
	\$2,273	\$2,387	\$2,506	\$2,631	\$2,763	\$2,901	\$3,046		
MULTI-DEPARTMENT ROVER I								\$2,273	\$3,046
	\$2,273	\$2,387	\$2,506	\$2,631	\$2,763	\$2,901	\$3,046		

RESOLUTION NO. 2025-11
EXHIBIT "A"
FY 26 COMPENSATION PLAN
EFFECTIVE: July 1, 2025
FULL TIME EMPLOYEES

POSITION	1	2	3	4	5	6	7	MINIMUM (Bi-Weekly)	MAXIMUM (Bi-Weekly)
GENERAL MANAGER								\$7,275	\$9,749
	\$7,275	\$7,639	\$8,021	\$8,422	\$8,843	\$9,285	\$9,749		
COO								\$9,332	\$12,506
	\$9,332	\$9,799	\$10,289	\$10,803	\$11,343	\$11,910	\$12,506		
OFFICE MANAGER/ BOARD SECRETARY								\$4,603	\$6,168
	\$4,603	\$4,833	\$5,075	\$5,329	\$5,595	\$5,875	\$6,168		
FACILITY MANAGER								\$4,603	\$6,168
	\$4,603	\$4,833	\$5,075	\$5,329	\$5,595	\$5,875	\$6,168		
LAKE OPERATIONS MANAGER								\$4,603	\$6,168
	\$4,603	\$4,833	\$5,075	\$5,329	\$5,595	\$5,875	\$6,168		
ASSISTANT FINANCIAL OFFICER/ HUMAN RESOURCES								\$4,238	\$5,679
	\$4,238	\$4,450	\$4,672	\$4,906	\$5,151	\$5,409	\$5,679		
LAKE DATA/ GRANT ANALYST								\$2,992	\$4,010
	\$2,992	\$3,142	\$3,299	\$3,464	\$3,637	\$3,819	\$4,010		
MARINE/ VEHICLE TECHNICIAN								\$2,972	\$3,983
	\$2,972	\$3,121	\$3,277	\$3,440	\$3,612	\$3,793	\$3,983		
MAINTENANCE/ FACILITY TECHNICIAN								\$2,972	\$3,983
	\$2,972	\$3,121	\$3,277	\$3,440	\$3,612	\$3,793	\$3,983		
MULTI-DEPARTMENT ROVER II/ LOGISTICS SUPERVISOR								\$2,706	\$3,626
	\$2,706	\$2,841	\$2,983	\$3,133	\$3,289	\$3,454	\$3,626		
MAINTENANCE COORDINATOR								\$2,681	\$3,164
	\$2,681	\$2,756	\$2,833	\$2,913	\$2,994	\$3,078	\$3,164		
ACCOUNTANT I								\$2,616	\$3,506
	\$2,616	\$2,747	\$2,884	\$3,028	\$3,180	\$3,339	\$3,506		
LAKE OPERATIONS COORDINATOR								\$2,616	\$3,506
	\$2,616	\$2,747	\$2,884	\$3,028	\$3,180	\$3,339	\$3,506		
MULTI-DEPARTMENT ROVER I								\$2,337	\$3,132
	\$2,337	\$2,454	\$2,577	\$2,705	\$2,841	\$2,983	\$3,132		

**BIG BEAR MUNICIPAL WATER DISTRICT
REPORT TO BOARD OF DIRECTORS**

MEETING DATE: November 20, 2025

AGENDA ITEM: 6C

SUBJECT:

BOARD AUTHORIZATION FOR C.O.O. TO PURCHASE CALPERS SERVICE CREDIT TIME, KNOWN AS A "SERVICE CREDIT PURCHASE" FOR SEASONAL TIME WORKED FROM 1996 TO 2002 AT THE EMPLOYEE'S EXPENSE.

RECOMMENDATION:

Board to discuss and approve the C.O.O. to purchase service credit time as described at the employee's expense.

DISCUSSION/FINDINGS:

The Administrative Committee reviewed this item on October 24, 2025 and recommended it for board review and possible approval.

OTHER AGENCY INVOLVEMENT: None

FINANCING: None