



# 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 REPEALING 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 REPEALING 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](http://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)