



Big Bear Municipal Water District

Lake Management

Board of Directors

Steve Ludecke – Division 1
Craig Peterson – Division 2
Craig Brewster – Division 3
Mark Lee – Division 4
Tom Bradford – Division 5

NOTICE OF SPECIAL BOARD MEETING
April 14, 2026
A G E N D A

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

NOTICE IS HEREBY GIVEN that the Big Bear Municipal Water District will be having a Special Board meeting on **Tuesday April 14, 2026 at 9:00 AM.**

Next Resolution Number: 2026-04

OPEN SESSION: 10:00 A.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. **BUSINESS**
 - A. **WORKSHOP: REVIEW AND POSSIBLY APPROVE GENERAL MANAGER PERFORMANCE EVALUATION PROCESS**
5. **ADJOURNMENT**

NEXT MEETING: Open Session at 1:00 P.M.
Thursday, April 16, 2026
40524 Lakeview Drive
Big Bear Lake, CA 92315



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

AGENDA – Special Meeting Board of Directors / April 14, 2026

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)

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

MEETING DATE: April 14, 2026

AGENDA ITEM: 4A

SUBJECT:

WORKSHOP: REVIEW AND POSSIBLY APPROVE GENERAL MANAGER PERFORMANCE EVALUATION PROCESS

RECOMMENDATION:

It is recommended that the Board of Directors receive the consultant-facilitated workshop presentation; review, refine, and provide direction on the proposed General Manager performance evaluation process, competencies, weights, roles, and timeline; and possibly approve the framework to be used for the performance evaluation.

DISCUSSION/FINDINGS:

At the September 4, 2025 Board Meeting, the Board approved a consultant agreement with Rauch Communication Consultants to facilitate the General Manager's annual performance evaluation.

This Board workshop will allow the Board to review and refine the proposed General Manager performance evaluation framework and confirm that it reflects the Board's priorities, expectations, and definition of successful performance.

Discussion will focus on agreement on executive competencies and their weighting, clarification of participant roles and governance structure, and confirmation of timelines and key deliverables. The workshop is intended to result in clear direction and consensus, so the evaluation process is consistent, transparent, and clearly communicated.

OTHER AGENCY INVOLVEMENT: None.

FINANCING: There is no additional fiscal impact associated with this workshop beyond consultant services already authorized.