

**MINUTES OF A SPECIAL MEETING OF
BIG BEAR MUNICIPAL WATER DISTRICT
HELD ON TUESDAY, April 14, 2026**

1. OPEN SESSION

President Bradford opened the Special Board meeting at 9:18 AM at the Big Bear Municipal Water District located at 40524 Lakeview Drive, Big Bear Lake, CA 92315 on Tuesday, April 14, 2026.

BOARD MEMBERS PRESENT:

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

2. PLEDGE OF ALLEGIANCE

Tom Bradford, President

3. PUBLIC FORUM

N/A

4. BUSINESS

A. WORKSHOP: REVIEW AND POSSIBLY APPROVE GENERAL MANAGER PERFORMANCE EVALUATION PROCESS.

Public Comment:

N/a.

Discussion:

General Manager Cheek explained the purpose of the General Manager evaluation and noted the Board had selected Rauch Consultants to assist.

Mr. Rauch (Rauch Consultants) outlined the proposed evaluation process, including development of a written policy document for ongoing use. President Bradford stated there had not been a formal process in the past. Mr. Rauch stated the process is intended to support both the evaluation and improved Board/General Manager communication.

Mr. Rauch provided a presentation to the Board. The Board discussed the proposed timeline and process logistics.

Legal counsel suggested forming an ad hoc committee to serve as labor negotiator and to address compensation matters. President Bradford suggested the Administration Committee members (Vice President Ludecke and Director Brewster) serve in that role.

President Bradford requested a defined policy/process for evaluating the General Manager, including designation of the Administration Committee as the ad hoc labor negotiator committee and the method for collecting evaluation input.

General Manager Cheek recommended that, if the performance evaluation template is adopted, future General Manager contract language reflect the process. It was noted the contract includes written notice provisions. Mr. Rauch stated the evaluation form should refer back to the contract, which would control in the event of any conflict. Counsel confirmed this.

It was clarified that the form is not a step-by-step graded scoring sheet; the bullet points are intended as prompts that will be compiled into the final evaluation.

The Board discussed applicable dates and deadlines within the evaluation process.

With a motion made by Vice President Ludecke and seconded by Director Lee, the motion to approve the General Manager Performance Evaluation Process as presented was approved unanimously:

AYES: Bradford, Brewster, Ludecke, Lee, Peterson

NO: -

ABSTAIN: -

5. ADJOURN

There being no further business, the meeting was adjourned at 10:40 PM .

DATE AND TIME OF NEXT MEETING:

Date: 04/16/2026
Location: 40524 Lakeview Drive
Big Bear Lake, CA 92315
Time: 1:00 PM



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

[SEAL]