

Big Bear Area Regional Wastewater Agency

Regular Board Meeting Agenda

April 22, 2026 at 5:00 p.m.

121 Palomino Drive, Big Bear City, CA 92314 and
44-506 Hoomau St., Honokaa, HI 96727

1. **Call to Order**
2. **Pledge of Allegiance**
3. **Approval of Agenda**
4. **Public Forum** - Public testimony is permitted at this time on the following sections of the agenda: Presentation and Introduction, Information/Committee Reports, Consent Calendar, and any other matters within the Agency's subject matter jurisdiction that are not included on the posted agenda. If you are unsure whether your public testimony falls within the subject matter jurisdiction or which agenda item it pertains to, please contact the Board Secretary before the meeting.

Each speaker is allotted a maximum of three minutes to address the Governing Board during this Public Forum. Public testimony on non-agenda items shall be limited to 30 minutes for all speakers. Please note that state law prohibits the Agency from taking action on matters not listed on the posted agenda.

For items on the posted agenda, public testimony will be taken prior to the Governing Board's deliberation of each item. Each speaker will be allotted a maximum of three minutes per item.

The Governing Board requests that public testimony focus specifically on BBARWA business. The Chair, by majority vote, may waive these time limitations and may rule out of order testimony that is unduly repetitious or irrelevant.

5. **Presentation and Introduction**
 - a. Nikki Crumpler 25-year Recognition
 - b. Certificate of Achievement for Excellence in Financial Reporting, Government Finance Officers Association
6. **Information/Committee Reports**
 - a. General Manager's Report
 - b. Replenish Big Bear Report
7. **Consent Calendar** - All matters listed on the Consent Calendar will be enacted by one motion at the appropriate time. There will be no separate discussion of these items. If a detailed discussion is necessary, any Governing Board Member may request that an item be removed from the Consent Calendar and considered separately.
 - a. March 25, 2026 Regular Meeting Minutes

- b. Monthly Disbursements Report for March
- c. Investment Report Identifying Agency Investments and Reporting Interest Income for March
- d. Resolution No. R. 07-2026, A Resolution of the Big Bear Area Regional Wastewater Agency Amending and Adopting Local Guidelines for Implementing the California Environmental Quality Act (Public Resources Code §§ 21000 et seq.)
- e. Compensation Study 2026

8. Items Removed from the Consent Calendar

9. Old Business

None

10. New Business – Discussion/Action Items

- a. Pay Schedule
- b. Resolution No. R. 08-2026, A Resolution of the Big Bear Area Regional Wastewater Agency Approving the RAS Header Replacement Project and Finding the Project Exempt from the California Environmental Quality Act Pursuant to State CEQA Guidelines Section 15301 (Existing Facilities)

11. Comments and Announcements

- a. General Manager Comments
- b. Governing Board Member Comments

12. Closed Session

- a. Public Employee Performance Evaluation, Pursuant to Government Code Section 54957(b)(1), Title General Manager

13. Adjournment

In compliance with the Americans with Disabilities Act and Government Code Section 54954.2, if you need special assistance to participate in an Agency meeting or other services offered by the Agency, please contact the Agency at (909) 584-4018. Notification at least 48 hours prior to the meeting or time when services are needed will assist Agency staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting or service.

Copies of staff reports or other written documentation relating to each item of business referred to on this agenda are on file in the office of the Big Bear Area Regional Wastewater Agency and are available for public inspection during normal business hours.

Visit www.bbarwa.org to view and/or print the Agenda Package.



Agenda Item 6.A.

Meeting Date: April 22, 2026
To: Governing Board of the Big Bear Area Regional Wastewater Agency
From: David Lawrence, P.E., General Manager
Subject: General Manager's Report

Discussion:

Administration

Emergency Electric Power Supply and Coordination Agreement (no update)

Bear Valley Electric, Inc. (BVES) is reviewing the Emergency Electric Power Supply and Coordination Agreement.

On-Call Electrical Services for Wastewater Treatment Facilities Request for Proposals

The Agency is following informal bidding procedures as outlined by the Uniform Public Construction Cost Accounting Act (UPCCAA) for the bid process. The Notice Inviting Bids, dated April 9, 2026, was distributed to four (4) contractors. It was also published in six (6) construction trade journals and the Big Bear Grizzly Newspaper, with all related documents available on the Agency's website. Bids are due on April 30, 2026.

Operations

Cactus Flats Outfall Line Repair Project

Construction is underway.

Oxidation Ditch 1 Rotor 2 Shaft Replacement Project (no update)

Staff are waiting for replacement parts to be delivered.

Oxidation Ditch 1 Wall Rehabilitation Project

WSC completed the preliminary structural assessment of all three (3) oxidation ditch center walls for structural code compliance, including potential impacts from seismic forces.

Outfall Line Investigation Project (no update)

The planning phase is underway.

Pump Station Investigation Project

The investigation work is underway.

Treatment Plant Data

Flow percentages for each Member Agency are shown below. The influent flow (MG) chart is attached.

<u>Member Agency</u>	<u>January</u>	<u>February</u>	<u>March</u>
City of Big Bear Lake	58.43%	55.85%	59.95%
Big Bear City CSD	37.86%	40.48%	36.90%
County of San Bernardino CSA 53B	3.71%	3.67%	3.15%

Solar Production

Actual net generation (kWh) for each fiscal year is summarized in the table below.

<u>Month</u>	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
July		215,598.25	285,573.00	259,658.50	288,076.00
August		229,947.25	261,893.00	281,198.50	244,730.00
September		230,749.75	280,457.00	242,325.00	221,609.00
October		276,600.50	293,122.50	270,744.00	251,891.00
November		241,524.25	247,757.00	224,763.00	182,967.00
December	29,294.26	190,418.50	206,571.00	207,309.00	181,248.97
January	212,982.42	192,716.50	202,574.00	219,277.00	195,876.00
February	260,767.19	224,106.25	204,564.50	229,821.00	169,148.00
March	295,923.69	269,443.75	244,171.50	266,439.00	268,974.00
April	319,902.94	316,650.00	301,025.00	287,155.00	
May	330,560.38	302,288.50	311,556.50	281,839.00	
June	316,253.50	287,765.00	294,047.50	272,851.00	
Total	1,765,684.38	2,977,808.50	3,133,312.50	3,043,380.00	2,004,519.97

Connections

The monthly connections for each fiscal year and by Member Agency are summarized in the table below.

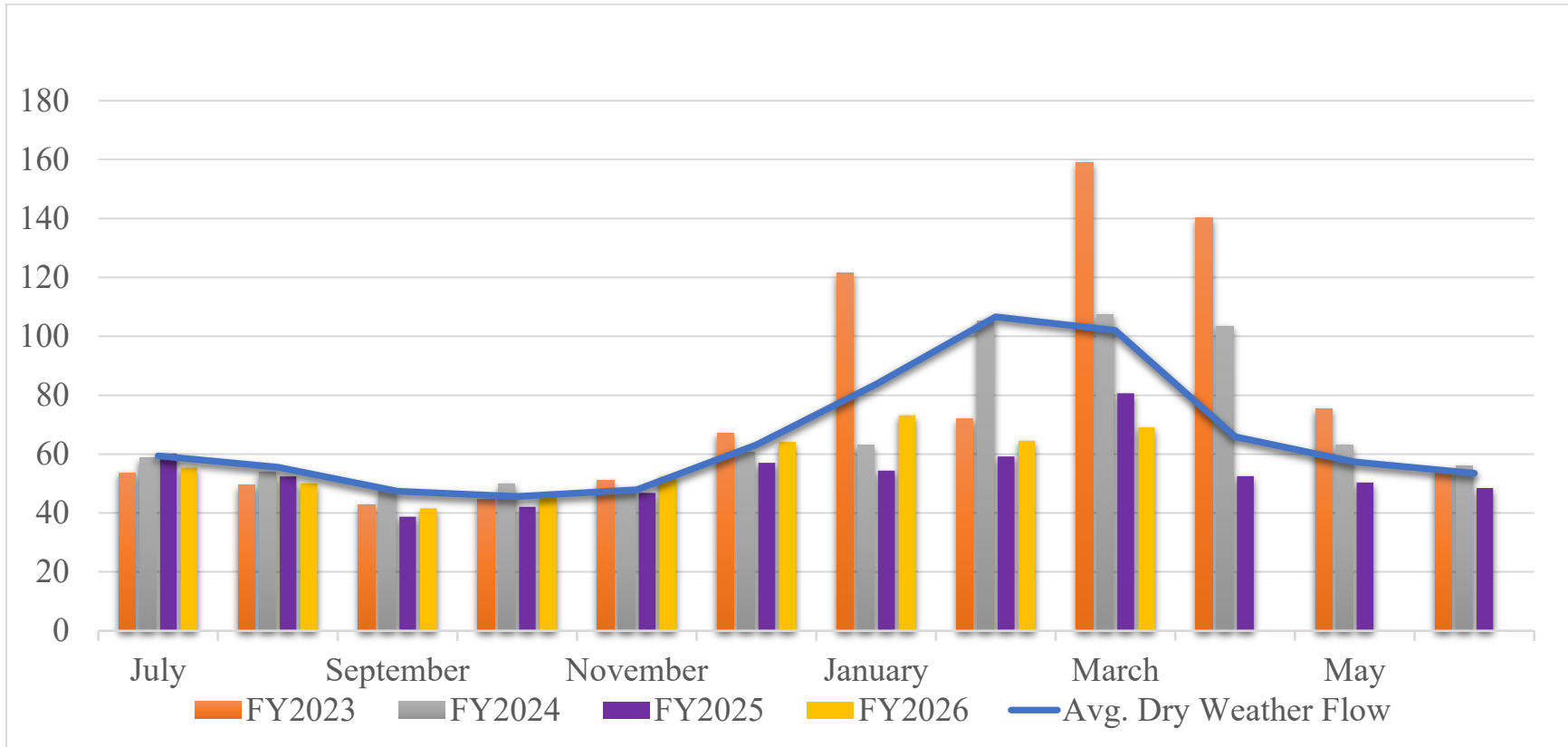
<u>Month</u>	<u>FY</u> <u>2022</u>	<u>FY</u> <u>2023</u>	<u>FY</u> <u>2024</u>	<u>FY</u> <u>2025</u>	<u>FY</u> <u>2026</u>	<u>CBBL</u>	<u>CSD</u>	<u>CSA</u> <u>53B</u>
July	11	2	5	4	6	4	2	0
August	5	13	4	7	4	1	3	0
September	7	8	69 ¹	12	5	1	4	0
October	9	6	6	1	4	0	4	0
November	5	4	2	2	1	0	1	0
December	3	2	2	4	4	3	1	0
January	2	0	2	2	2	0	2	0
February	6	0	1	2	0	0	0	0
March	9	2	2	1	5	1	4	0
April	12	4	5	1				
May	7	8	12	5				
June	<u>11</u>	<u>10</u>	<u>8</u>	6				
Total	87	59	118	47	31	10	21	0

Attachment:

Influent Flow Graph

¹ Hampton Inn in the City of Big Bear Lake was 62 connections.

Influent Flow (MG)





Agenda Item 6.B.

Meeting Date: April 22, 2026
To: Governing Board of the Big Bear Area Regional Wastewater Agency
From: David Lawrence, P.E., General Manager
Subject: Replenish Big Bear Report

Discussion:

The following update of the Replenish Big Bear Program (Program) focuses on the current Project Expenditures, Grants, and Final Design for BBARWA’s Wastewater Treatment Upgrades Project (Project).

A Replenish Big Bear Workshop is scheduled for April 27, 2026 at 9:00 a.m. at BBARWA.

***Project Expenditures**

Expenditure Category	Expenditures as of 02/28/2026
Planning	\$5,207,630
Final Design	1,080,760
Construction	0
Short-Term Financing Interest	396,251
Finance Costs ¹	284,485
Total	\$6,969,126

Grants

Integrated Regional Water Management (IRWM) Proposition 1 Round 1 (Prop 1 Round 1) Grant - Invoice 17 was submitted on January 30, 2026, in the amount of \$222,451.

*2022 Title XVI Grant – Staff is preparing the reimbursement request for approximately \$525,000.

2023 & 2024 Title XVI Grant – No update.

2022, 2023, & 2024 EPA STAG – Staff consulted with the EPA, which recommended proceeding with an application for the FY 2022 funds only, in the amount of \$960,000. This approach provides the Agency flexibility to request a future technical correction to redirect the FY 2023 or FY 2024 funds to another project included in the 5-year Capital Improvement Plan

¹ Finance costs include the cost of issuance of the short-term financing which includes the municipal advisor, bond counsel, and placement agent; the EPA WIFIA application fee, the S&P preliminary rating, and financial advisor.

(CIP), such as the North Shore Pump Station 3 Well Rehabilitation Project, which has an estimated budgetary project cost of \$2.75 million.

*The following table summarizes the Agency’s grants, current status, and the reimbursed and invoiced amounts as of April 6, 2026.

State Grants	Status	Grant Amount	Reimbursed Amount (a)	Reimbursement Request (b)	Total (a) + (b)
DCI Technical Assistance	Fully Funded, Closed	\$500,000	\$500,000	\$0	\$500,000
IRWM Prop 1 Round 1	In Process	4,563,338	3,695,345	222,451	3,917,796
Subtotal		\$5,063,338	\$4,195,345	\$222,451	\$4,417,796

Federal Grants	Status	Grant Amount	Reimbursed Amount (a)	Reimbursement Request (b)	Total (a) + (b)
2022 Title XVI	Reimbursement Request in Process	1,600,000	\$0	\$0	\$0
2023 & 2024 Title XVI	In Process	17,319,655	0	0	0
2022 STAG	Application in Process	960,000	0	0	0
2023 & 2024 STAG	Pending Application	2,000,000	0	0	0
Subtotal		\$21,879,655	\$0	\$0	\$0
Grand Total		\$26,942,993	\$4,195,345	\$222,451	\$4,417,796

Final Design

The Project continues toward development of final design drawings and specifications.



Big Bear Area Regional Wastewater Agency

Kendi Segovia – Chair
Larry Walsh – Vice-Chair
Rick Herrick – Director
John Russo – Director
Andrew Sauer - Director

Agenda Item 7.A.

Meeting Date: April 22, 2026

To: Governing Board of the Big Bear Area Regional Wastewater Agency

From: David Lawrence, P.E., General Manager

Prepared By: Bridgette Burton, Assistant General Manager/Board Secretary

Subject: March 25, 2026 Regular Meeting Minutes

Background & Discussion:

Attached are the minutes from the March 25, 2026 Regular Meeting.

Financial Impact:

There is no financial impact.

Recommendation:

Approve.

Attachment:

March 25, 2026 Regular Meeting Minutes

Big Bear Area Regional Wastewater Agency

Regular Board Meeting Minutes

March 25, 2026 at 5:00 p.m.

121 Palomino Drive, Big Bear City, CA 92314

1. Call to Order

A Regular Meeting of the Governing Board of the Big Bear Area Regional Wastewater Agency was called to order by Chair Segovia at 5:00 p.m. on March 25, 2026 at 121 Palomino Drive, Big Bear City, California.

Board Members Present: Kendi Segovia, Chair; Larry Walsh, Vice-Chair; Rick Herrick, Director (joined at 5:06 p.m.); John Russo, Director; and Andrew Sauer, Director

Board Members Absent: None

Staff Members Present: David Lawrence, General Manager; Bridgette Burton, Assistant General Manager/Board Secretary; Christine Bennett, Finance Manager; John Shimmin, Plant Manager; and Sonja Kawa, Human Resources Coordinator/Accounting Technician

Others: Glenn Jacklin, General Manager, Big Bear City Community Services District; Sean Sullivan, Assistant City Manager/Director of Public Works, City of Big Bear Lake

Members of the public who signed in: Daniel Gulbranson, Big Bear Lake

2. Pledge of Allegiance – Chair Segovia

3. Approval of Agenda

Upon motion by Director Russo, seconded by Director Sauer and carried, the Governing Board approved the agenda as presented.

Ayes: Herrick, Russo, Sauer, Segovia, Walsh

Noes: None

Absent: None

Abstain: None

4. Public Forum

Public comments were heard.

5. Presentation and Introduction

None

6. Information/Committee Reports

a. General Manager's Report

The General Manager highlighted the RAS Header Replacement Project mandatory pre-bid meeting.

b. Replenish Big Bear Report

The General Manager reported that there will be a Replenish Big Bear Workshop on April 27, 2026.

7. Consent Calendar Approved Items

- a.** February 24, 2026 Special Meeting Budget Workshop and February 25, 2026 Regular Meeting Minutes
- b.** Monthly Disbursements Report for February
- c.** Investment Report Identifying Agency Investments and Reporting Interest Income for February

Upon motion by Director Herrick, seconded by Director Sauer and carried, the Governing Board approved the consent calendar as presented.

Ayes: Herrick, Russo, Sauer, Segovia, Walsh
Noes: None
Absent: None
Abstain: None

8. Items Removed from the Consent Calendar

None

9. Old Business

- a.** Public Hearing: Second Read and Adoption of Ordinance No. O. 02-2026, An Ordinance of the Big Bear Area Regional Wastewater Agency Amending Ordinance No. O. 02-2018 Regarding the Timing of Payment for Connection Fees

The Assistant General Manager/Board Secretary explained that the amendment specifies that residential connection fees are due at final inspection or the issuance of a certificate of occupancy, unless paid earlier at the applicant's election, and that non-residential connection fees are due at the time of application.

The public hearing opened at 5:13 p.m.

There were no public comments.

The public hearing closed at 5:13 p.m.

Upon motion by Director Herrick, seconded by Chair Segovia and carried, the Governing Board waived the full reading and adopted Ordinance No. O. 02-2026.

Ayes: Herrick, Russo, Sauer, Segovia, Walsh
Noes: None
Absent: None
Abstain: None

10. New Business – Discussion/Action Items

- a. Resolution No. R. 03-2026, A Resolution of the Governing Board of the Big Bear Area Regional Wastewater Agency Clarifying the Fiscal Year 2027 Sewer Standby or Immediate Availability Charges

The Finance Manager stated that annually the Governing Board clarifies and confirms standby fees for the upcoming fiscal year, which remain unchanged for fiscal year 2027.

Upon motion by Director Herrick, seconded by Director Sauer and carried, the Governing Board adopted Resolution No. R. 03-2026.

Ayes: Herrick, Russo, Sauer, Segovia, Walsh
Noes: None
Absent: None
Abstain: None

- b. Public Hearing: Resolution No. R. 04-2026, A Resolution of the Governing Board of the Big Bear Area Regional Wastewater Agency Amending the Sewer User Charge Subject to Annual Review and Taking Certain Other Actions Related Thereto

The Finance Manager stated that the proposed rate structure was presented to the Governing Board at the February 24th Budget Workshop and the annual increases are consistent with the rates approved by the Governing Board in March of 2025.

The public hearing opened at 5:16 p.m.

There were no public comments.

The public hearing closed at 5:16 p.m.

Upon motion by Chair Segovia, seconded by Director Herrick and carried, the Governing Board adopted Resolution No. R. 04-2026.

Ayes: Herrick, Russo, Sauer, Segovia, Walsh
Noes: None
Absent: None
Abstain: None

- c. Public Hearing: Resolution No. R. 05-2026, A Resolution of the Governing Board of the Big Bear Area Regional Wastewater Agency to Increase the Fee Schedule for the Disposal of Waste Delivered to the Regional Treatment Plant Subject to Annual Review

The Finance Manager explained that waste disposal fees are charged for the disposal of sewage at the treatment plant by pumping companies and account for approximately \$26,000 in revenue annually to the Agency.

The public hearing opened at 5:18 p.m.

A public comment was heard.

The public hearing closed at 5:22 p.m.

Upon motion by Director Herrick, seconded by Chair Segovia and carried, the Governing Board adopted Resolution No. R. 05-2026.

Ayes: Herrick, Russo, Sauer, Segovia, Walsh

Noes: None

Absent: None

Abstain: None

- d.** Public Hearing: Resolution No. R. 06-2026, A Resolution of the Governing Board of the Big Bear Area Regional Wastewater Agency Adopting the Operating and Capital Budget of the Big Bear Area Regional Wastewater Agency for Fiscal Year 2027, Approving Budgeted Projects and Finding Approval of the Budget and Budgeted Projects Exempt from Review Under the California Environmental Quality Act

The Finance Manager stated there have been no changes to the budget since the Budget Workshop.

The public hearing opened at 5:24 p.m.

There were no public comments.

The public hearing closed at 5:24 p.m.

Upon motion by Director Herrick, seconded by Director Sauer and carried, the Governing Board adopted Resolution No. R. 06-2026, approved the 10 proposed activities, and directed staff to file the CEQA Notice of Exemption.

Ayes: Herrick, Russo, Sauer, Segovia, Walsh

Noes: None

Absent: None

Abstain: None

- e.** Governing Board Committee Appointments

The Assistant General Manager/Board Secretary described the three permanent committees and the current members of each.

Upon motion by Director Herrick, seconded by Chair Segovia and carried, the Governing Board approved maintaining the existing committee assignments.

Ayes: Herrick, Russo, Sauer, Segovia, Walsh
Noes: None
Absent: None
Abstain: None

f. Replenish Big Bear Advisory Committee Appointments

The Assistant General Manager/Board Secretary described the purpose of this committee and that appointments are made by the Chair.

A public comment was heard.

The Chair maintained the current appointments with Chair Segovia and Vice-Chair Walsh continuing to serve on the Replenish Big Bear Committee.

g. Governing Board Reorganization

The Assistant General Manager/Board Secretary presented the item along with the process to rescind the prior election results.

A public comment was heard.

No motion was made to rescind the election; therefore, Chair Segovia and Vice-Chair Walsh will remain in their respective positions.

h. Governing Board Handbook

The Assistant General Manager/Board Secretary presented the item and noted that, if directed by the Governing Board, staff would prepare draft revisions to the Governing Board Handbook establishing a formal rotation of officers for future consideration.

The Governing Board provided direction to maintain the existing election process; therefore, no formal rotation will be established.

11. Comments and Announcements

a. General Manager Comments

None.

b. Governing Board Comments

None.

12. Adjournment

With no further business to come before the Governing Board, Chair Segovia adjourned the meeting at 5:36 p.m.

Attest:

Bridgette Burton, Secretary to the Governing Board
Big Bear Area Regional Wastewater Agency



Big Bear Area Regional Wastewater Agency

Kendi Segovia – Chair
Larry Walsh – Vice-Chair
Rick Herrick – Director
John Russo – Director
Andrew Sauer - Director

Agenda Item 7.B.

Meeting Date: April 22, 2026

To: Governing Board of the Big Bear Area Regional Wastewater Agency

From: David Lawrence, P.E., General Manager

Prepared By: Christine Bennett, Finance Manager

Subject: Monthly Disbursement Report

Background:

Attached is the Agency's March check register which reflects accounts paid during that period.

Financial Impact:

There is no financial impact.

Recommendation:

Informational

Attachments:

Check Register

Check Register by Account

Big Bear Area Regional Wastewater Agency
Check Register
For the Period From Mar 1, 2026 to Mar 31, 2026

Check #	Date	Payee	Cash Account	Amount
25541	3/9/26	AUTOZONE, INC.	1000-20	23.22
25542	3/9/26	BEST BEST & KRIEGER LLP	1000-20	4,281.92
25543	3/9/26	BIG BEAR CITY COMMUNITY SERVICES DIST.	1000-20	1,067.83
25544	3/9/26	BRYCE CONSULTING INC.	1000-20	5,300.00
25545	3/9/26	BUTCHER'S BLOCK	1000-20	320.68
25546	3/9/26	BEAR VALLEY ELECTRIC	1000-20	8,774.80
25547	3/9/26	DENTAL CHAIR ADAPTORS LLC	1000-20	646.50
25548	3/9/26	DIY HOME CENTER-BIG BEAR	1000-20	134.23
25549	3/9/26	FLYERS ENERGY, LLC	1000-20	734.39
25550	3/9/26	FRONTIER	1000-20	1,511.89
25551	3/9/26	GRAINGER	1000-20	954.79
25552	3/9/26	BIG BEAR GRIZZLY	1000-20	420.75
25553	3/9/26	BEAR VALLEY BASIN GSA	1000-20	2,316.82
25554	3/9/26	HUGHES NETWORK SYSTEMS LLC	1000-20	101.52
25555	3/9/26	MCMASTER-CARR	1000-20	1,034.41
25556	3/9/26	MOONRIDGE FUELSTOP	1000-20	521.43
25557	3/9/26	NORTHERN TOOL COMMERCIAL ACCOUNT	1000-20	3,854.10
25558	3/9/26	PITNEY BOWES GLOBAL FINANCIAL SERVICES	1000-20	127.67
25559	3/9/26	PRIMO BRANDS	1000-20	347.64
25560	3/9/26	RINGCENTRAL INC.	1000-20	413.53
25561	3/9/26	ROI ENGINEERING LLC	1000-20	2,309.00
25562	3/9/26	SOUTH COAST AQMD	1000-20	2,775.34
25563	3/9/26	STERICYCLE, INC.	1000-20	520.00
25564	3/9/26	SPECTRUM BUSINESS	1000-20	1,053.96
25565	3/9/26	TWIN BEAR EQUIPMENT RENTAL INC	1000-20	923.40
25566	3/9/26	USA BLUEBOOK	1000-20	311.89
25567	3/9/26	UNDERGROUND SERVICE ALERT	1000-20	106.02
25568	3/9/26	VESTIS	1000-20	2,100.68
25569	3/9/26	VIKING COMMERCIAL CLEANING	1000-20	1,525.57
25570	3/9/26	VOLVO CONSTRUCTION EQUIP & SERVICES	1000-20	567.65
25578	3/23/26	ALLISON MECHANICAL INC.	1000-20	2,275.00
25579	3/23/26	AMAZON CAPITAL SERVICES	1000-20	2,203.04
25581	3/23/26	BUSINESS CARD	1000-20	1,929.82
25582	3/23/26	CLINICAL LAB OF SAN BERNARDINO	1000-20	107.50
25583	3/23/26	JOHN CONNELLY	1000-20	1,250.00
25584	3/23/26	COUNTY OF SAN BERNARDINO	1000-20	445.18
25585	3/23/26	CWEA-DAMS	1000-20	200.00
25586	3/23/26	DISTRIBUTED SOLAR DEVELOPMENT LLC	1000-20	13,633.00
25587	3/23/26	DEPARTMENT OF WATER & POWER	1000-20	54.84
25588	3/23/26	FEDEX	1000-20	46.85
25589	3/23/26	GRAINGER	1000-20	275.17
25590	3/23/26	LIFE TECHNOLOGIES CORPORATION	1000-20	2,823.05
25591	3/23/26	MACLEOD WATTS INC.	1000-20	7,800.00
25592	3/23/26	MCMASTER-CARR	1000-20	57.62
25593	3/23/26	POWERFLO PRODUCTS INC.	1000-20	6,606.46
25594	3/23/26	PSHRA	1000-20	175.00
25595	3/23/26	SAFETY-KLEEN SYSTEMS INC.	1000-20	511.59

25596	3/23/26	SOUTHERN CALIFORNIA EDISON	1000-20	40.61
25597	3/23/26	SOUTHWEST GAS	1000-20	2,053.71
25598	3/23/26	SYNAGRO TECHNOLOGIES INC	1000-20	20,000.13
25600	3/23/26	USA BLUEBOOK	1000-20	462.30
25601	3/23/26	VC3 INC.	1000-20	4,124.80
25602	3/23/26	VERIZON WIRELESS	1000-20	224.53
25603	3/23/26	WATER SYSTEMS CONSULTING INC.	1000-20	<u>35,339.90</u>
			Total	<u>147,721.73</u>

Personnel Expenditures (e.g., benefits, reimbursements) are not included in this report.

Big Bear Area Regional Wastewater Agency
Check Register
For the Period From Mar 1, 2026 to Mar 31, 2026

Account #	Check #	Date	Payee	Description	Amount
Power					
6100-05	25586	3/23/26	DISTRIBUTED SOLAR DEVELOPMENT LLC	Solar Purchases	13,633.00
6100-10	25597	3/23/26	SOUTHWEST GAS	Fuel for Power Production	160.62
6100-11	25597	3/23/26	SOUTHWEST GAS	Gas - Administration Building	689.73
6100-12	25597	3/23/26	SOUTHWEST GAS	Gas - Treatment Plant	1,203.36
6100-21	25546	3/9/26	BEAR VALLEY ELECTRIC	Electricity - Stations	8,758.30
6100-22	25546	3/9/26	BEAR VALLEY ELECTRIC	Electricity - Administration Building	16.50
6100-23	25596	3/23/26	SOUTHERN CALIFORNIA EDISON	Electricity - Lucerne	40.61
Total Power					24,502.12
Sludge Removal					
6200-00	25598	3/23/26	SYNAGRO TECHNOLOGIES INC	Sludge Removal	20,000.13
Total Sludge Removal					20,000.13
Chemicals					
6300-30	25566	3/9/26	USA BLUEBOOK	Laboratory Reagents	257.02
6300-30	25590	3/23/26	LIFE TECHNOLOGIES CORPORATION	Laboratory Reagents	2,823.05
Total Chemicals					3,080.07
Materials and Supplies					
6400-10	25558	3/9/26	PITNEY BOWES GLOBAL FINANCIAL SERVICES	Postage Machine Lease	127.67
6400-10	25559	3/9/26	PRIMO BRANDS	Bottled Water	347.64
6400-10	25563	3/9/26	STERICYCLE, INC.	Document Shredding Services	520.00
6400-10	25579	3/23/26	AMAZON CAPITAL SERVICES	Office, Breakroom, and Janitorial Supplies	1,102.59
6400-10	25581	3/23/26	BUSINESS CARD	Meeting Supplies	263.24
6400-10	25588	3/23/26	FEDEX	Shipping	46.85
6400-20	25579	3/23/26	AMAZON CAPITAL SERVICES	Safety Supplies	532.63
6400-20	25581	3/23/26	BUSINESS CARD	Safety Signs	27.06
6400-25	25566	3/9/26	USA BLUEBOOK	Laboratory Supplies	54.87
6400-25	25600	3/23/26	USA BLUEBOOK	Laboratory Supplies	462.30
6400-26	25549	3/9/26	FLYERS ENERGY, LLC	Fuel	734.39
6400-26	25556	3/9/26	MOONRIDGE FUELSTOP	Fuel	521.43
6400-27	25551	3/9/26	GRAINGER	Coolant	168.95
6400-30	25595	3/23/26	SAFETY-KLEEN SYSTEMS INC.	Degreaser	511.59

6400-40	25545	3/9/26	BUTCHER'S BLOCK	Miscellaneous Hardware	84.75	
6400-40	25548	3/9/26	DIY HOME CENTER-BIG BEAR	Miscellaneous Hardware	62.49	
6400-40	25579	3/23/26	AMAZON CAPITAL SERVICES	Miscellaneous Hardware, Cleaning Supplies	53.85	
6400-50	25545	3/9/26	BUTCHER'S BLOCK	Ground Maintenance Supplies	207.80	
6400-50	25548	3/9/26	DIY HOME CENTER-BIG BEAR	Ground Maintenance Supplies	11.63	
6400-70	25579	3/23/26	AMAZON CAPITAL SERVICES	Welding Supplies	61.46	
6400-75	25541	3/9/26	AUTOZONE, INC.	Tools	23.22	
6400-75	25545	3/9/26	BUTCHER'S BLOCK	Tools	20.46	
6400-75	25548	3/9/26	DIY HOME CENTER-BIG BEAR	Tools	60.11	
6400-75	25551	3/9/26	GRAINGER	Tools	386.19	
6400-75	25557	3/9/26	NORTHERN TOOL COMMERCIAL ACCOUNT	Compressor	3,854.10	
6400-75	25579	3/23/26	AMAZON CAPITAL SERVICES	Tools	452.51	
6400-75	25581	3/23/26	BUSINESS CARD	Scaffold Planks	1,191.93	
6400-75	25589	3/23/26	GRAINGER	Tools	275.17	
6400-80	25545	3/9/26	BUTCHER'S BLOCK	Plumbing Supplies	7.67	
6400-80	25592	3/23/26	MCMaster-CARR	Faucet	57.62	
					Total Materials and Supplies	12,232.17
Repairs and Replacements						
6500-20	25547	3/9/26	DENTAL CHAIR ADAPTORS LLC	Check Valve Lid	646.50	
6500-20	25551	3/9/26	GRAINGER	Pump Belts, Pumps	399.65	
6500-20	25555	3/9/26	MCMaster-CARR	Pump Parts	1,034.41	
6500-20	25593	3/23/26	POWERFLO PRODUCTS INC.	RAS Pump #1 Rebuild	6,606.46	
6500-30	25570	3/9/26	VOLVO CONSTRUCTION EQUIP & SERVICES	Snowplow Parts	567.65	
					Total Repairs and Replacements	9,254.67
Equipment Rental						
6520-00	25565	3/9/26	TWIN BEAR EQUIPMENT RENTAL INC	Equipment Rental	923.40	
					Total Equipment Rental	923.40
Utilities						
6530-10	25587	3/23/26	DEPARTMENT OF WATER & POWER	Utilities - Water	54.84	
6530-20	25543	3/9/26	BIG BEAR CITY COMMUNITY SERVICES DIST.	Trash Service	378.76	
6530-30	25543	3/9/26	BIG BEAR CITY COMMUNITY SERVICES DIST.	Utilities - Water	689.07	
6530-30	25583	3/23/26	JOHN CONNELLY	Solid Waste Disposal	1,250.00	
6530-30	25584	3/23/26	COUNTY OF SAN BERNARDINO	Solid Waste Disposal	445.18	
					Total Utilities	2,817.85
Communication Expense						
6550-10	25550	3/9/26	FRONTIER	SCADA	972.71	
6550-10	25554	3/9/26	HUGHES NETWORK SYSTEMS LLC	SCADA	101.52	

6550-10	25561	3/9/26	ROI ENGINEERING LLC	SCADA Support	2,309.00
6550-10	25564	3/9/26	SPECTRUM BUSINESS	SCADA	344.97
6550-40	25550	3/9/26	FRONTIER	Telephone Service	539.18
6550-40	25560	3/9/26	RINGCENTRAL INC.	Telephone Service and Maintenance	413.53
6550-40	25602	3/23/26	VERIZON WIRELESS	Telephone Service	185.20
6550-50	25564	3/9/26	SPECTRUM BUSINESS	Internet, Wireless Service	708.99
6550-50	25602	3/23/26	VERIZON WIRELESS	Internet, Wireless Service	39.33
6550-60	25601	3/23/26	VC3 INC.	Monthly IT Services	4,124.80
Total Communication Expense					9,739.23
Contractual Services Other					
6600-10	25582	3/23/26	CLINICAL LAB OF SAN BERNARDINO	Testing	107.50
6600-20	25568	3/9/26	VESTIS	Uniform Laundry Service	2,100.68
6600-65	25578	3/23/26	ALLISON MECHANICAL INC.	Quarterly HVAC Service	2,275.00
6600-80	25569	3/9/26	VIKING COMMERCIAL CLEANING	Janitorial Service	1,525.57
Total Contractual Services Other					6,008.75
Contractual Services Professional					
6700-20	25542	3/9/26	BEST BEST & KRIEGER LLP	Legal Services	4,281.92
6700-30	25544	3/9/26	BRYCE CONSULTING INC.	Compensation Study	5,300.00
6700-30	25581	3/23/26	BUSINESS CARD	Background Check Fees	52.60
6700-30	25591	3/23/26	MACLEOD WATTS INC.	OPEB Valuation	7,800.00
Total Contractual Services Professional					17,434.52
Permits and Fees					
6810-00	25567	3/9/26	UNDERGROUND SERVICE ALERT	Dig Alert Ticket Charges	106.02
6810-00	25562	3/9/26	SOUTH COAST AQMD	Permits	2,775.34
Total Permits and Fees					2,881.36
Other Expense					
6950-10	25594	3/23/26	PSHRA	Annual Membership Dues	175.00
6950-30	25552	3/9/26	BIG BEAR GRIZZLY	Legal Notices	420.75
6950-40	25581	3/23/26	BUSINESS CARD	Webinar, Exam Prep Course	394.99
6950-40	25585	3/23/26	CWEA-DAMS	Training	200.00
Total Other Expense					1,190.74
Other Nonoperating Expense					
8000-11	25553	3/9/26	BEAR VALLEY BASIN GSA	GSA Administration Costs	2,316.82
Total Nonoperating Other Expense					2,316.82
Capital Expenditures					
9500-00	25603	3/23/26	WATER SYSTEMS CONSULTING INC.	RAS Header Replacement Engineering	3,643.75
Total Capital Expenditures					3,643.75

Replenish Big Bear Capital Expenditures

9500-10	25603	3/23/26	WATER SYSTEMS CONSULTING INC.	RBB Engineering	8,334.75
9500-10	25603	3/23/26	WATER SYSTEMS CONSULTING INC.	RBB Final Design	<u>23,361.40</u>
Total Replenish Big Bear Capital Expenditures					<u>31,696.15</u>
Grand Total					<u><u>147,721.73</u></u>

Personnel Expenditures (e.g., benefits, reimbursements) are not included in this report.



Big Bear Area Regional Wastewater Agency

Kendi Segovia – Chair
Larry Walsh – Vice-Chair
Rick Herrick – Director
John Russo – Director
Andrew Sauer - Director

Agenda Item 7.C.

Meeting Date: April 22, 2026
To: Governing Board of the Big Bear Area Regional Wastewater Agency
From: David Lawrence, P.E., General Manager
Prepared By: Christine Bennett, Finance Manager
Subject: Investment Report Identifying Agency Investments and Reporting Interest Income

Background:

Attached is the March Monthly Investment Report pursuant to the Agency's Investment Policy.

Financial Impact:

There is no financial impact.

Recommendation:

Informational

Attachments:

Monthly Investment Report
LAIF Statement

BBARWA
 Monthly Investment Report
 March 2026

<u>INVESTMENT TYPE</u>	<u>COST</u>	<u>FAIR MARKET VALUE (1)</u>	<u>YEAR TO DATE INTEREST(2)</u>	<u>INTEREST RATE</u>	<u>MATURITY DATE</u>
LOCAL AGENCY INVESTMENT FUND	\$ 11,533,965	\$ 11,559,126	\$ 421,173	3.826%	DAILY
TOTAL	\$ 11,533,965	\$ 11,559,126	\$ 421,173		

The Investment Portfolio of the Big Bear Area Regional Wastewater Agency is in compliance with the investment policy approved in August 2025. The Agency will be able to meet its expenditure requirements for the next six months.

(1) LOCAL AGENCY INVESTMENT FUND (LAIF) IS A STATE-RUN INVESTMENT POOL PROVIDED FOR PUBLIC AGENCIES. THE LAIF MARKET VALUE SHOWN ON THIS TREASURER'S REPORT REPRESENTS BBARWA'S SHARE OF THE **LIQUID VALUE** OF LAIF'S PORTFOLIO IF IT WAS LIQUIDATED AS OF THE END OF THE REPORTED MONTH. THIS NUMBER SERVES AS AN INDICATOR OF WHETHER OR NOT THE **MARKET VALUE** OF LAIF'S INVESTMENTS IS ABOVE OR BELOW THE **COST** OF THOSE INVESTMENTS.

(2) Interest paid quarterly on LAIF investment. Amount reflects interest income received at the reporting date during FY 2026 and excludes accrued interest.

Attachment (s): Monthly LAIF Statement

California State Treasurer
Fiona Ma, CPA



Local Agency Investment Fund
P.O. Box 942809
Sacramento, CA 94209-0001
(916) 653-3001

April 01, 2026

[LAIF Home](#)
[PMIA Average Monthly Yields](#)

BIG BEAR AREA REGIONAL WASTEWATER AGENCY

FINANCE MANAGER
P.O. BOX 517
BIG BEAR CITY, CA 92314

[Tran Type Definitions](#)

Account Number:

March 2026 Statement

Account Summary

Total Deposit:	0.00	Beginning Balance:	11,533,964.54
Total Withdrawal:	0.00	Ending Balance:	11,533,964.54



Agenda Item 7.D.

Meeting Date: April 22, 2026

To: Governing Board of the Big Bear Area Regional Wastewater Agency

From: David Lawrence, P.E., General Manager

Prepared By: Bridgette Burton, Assistant General Manager/Board Secretary

Subject: Resolution No. R. 07-2026, A Resolution of the Big Bear Area Regional Wastewater Agency Amending and Adopting Local Guidelines for Implementing the California Environmental Quality Act (Public Resources Code §§ 21000 et seq.)

Background:

The California Environmental Quality Act (“CEQA”), codified at Public Resources Code section 21000, et seq., is California’s most comprehensive environmental law. It generally requires public agencies to evaluate the environmental effects of their actions before they are taken. CEQA also aims to prevent significant environmental effects from occurring as a result of agency actions by requiring agencies to avoid or reduce, when feasible, the significant environmental impacts of their decisions.

To this end, CEQA requires public agencies to adopt specific objectives, criteria and procedures for evaluating public and private projects that are undertaken or approved by such agencies.

Discussion:

The Agency has prepared a proposed updated set of Local CEQA Guidelines for 2026 in compliance with CEQA’s requirements. These Guidelines reflect recent changes to CEQA. These Local CEQA Guidelines also provide instructions and forms for preparing all environmental documents required under CEQA.

Environmental Impact:

No environmental impact is anticipated from amending the Local CEQA Guidelines. The Agency’s adoption of the attached Resolution is not a project under State CEQA Guidelines section 15378(b)(5) because it involves an administrative activity and would not result in any environmental impacts.

Financial Impact:

There is no financial impact.

Recommendation:

Adopt Resolution No. R. 07-2026.

Attachments:

- Resolution No. R. 07-2026
- Summary of Changes to Local CEQA Guidelines

RESOLUTION NO. R. 07-2026
**A RESOLUTION OF THE BIG BEAR AREA REGIONAL
WASTEWATER AGENCY AMENDING AND ADOPTING
LOCAL GUIDELINES FOR IMPLEMENTING THE
CALIFORNIA ENVIRONMENTAL QUALITY ACT
(PUBLIC RESOURCES CODE §§ 21000 ET SEQ.)**

WHEREAS, the California Legislature has amended the California Environmental Quality Act (“CEQA”) (Pub. Resources Code §§ 21000 et seq.), the Natural Resources Agency has amended the State CEQA Guidelines (Cal. Code Regs, tit. 14, §§ 15000 et seq.), and the California courts have interpreted specific provisions of CEQA; and

WHEREAS, Public Resources Code section 21082 requires all public agencies to adopt objectives, criteria and procedures for (1) the evaluation of public and private projects undertaken or approved by such public agencies, and (2) the preparation, if required, of environmental impact reports and negative declarations in connection with that evaluation; and

WHEREAS, the Big Bear Area Regional Wastewater Agency must revise its local guidelines for implementing CEQA to make them consistent with the current provisions and interpretations of CEQA and the State CEQA Guidelines.

NOW THEREFORE, the Big Bear Area Regional Wastewater Agency (“Agency”) hereby resolves as follows:

SECTION 1. The Agency hereby adopts the “2026 Local Guidelines for Implementing the California Environmental Quality Act,” a copy of which is on file at the offices of the Agency and is available for inspection by the public.

SECTION 2. All prior actions of the Agency enacting earlier guidelines are hereby repealed.

PASSED, ADOPTED, AND APPROVED this 22nd day of April, 2026.

Kendi Segovia, Chair of the Governing Board
of the Big Bear Area Regional Wastewater Agency

ATTEST:

I, Bridgette Burton, Secretary to the Governing Board of the Big Bear Area Regional Wastewater Agency, DO HEREBY CERTIFY, that the foregoing Resolution No. R. 07-2026, A Resolution of the Big Bear Area Regional Wastewater Agency Amending and Adopting Local Guidelines for Implementing the California Environmental Quality Act (Public Resources Code §§ 21000 et seq.), was duly adopted at a regular meeting of the Governing Board held on the 22nd day of April, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Bridgette Burton, Secretary to the Governing Board
of the Big Bear Area Regional Wastewater Agency



Memorandum

TO: Project 5 Agency Client
FROM: Best Best & Krieger LLP
DATE: March 31, 2026
RE: Summary of Changes to Local CEQA Guidelines

In 2025, the California Legislature revised the California Environmental Quality Act (“CEQA”) through passage of certain Assembly Bills and Senate Bills. As a result, we have revised the Agency’s Local Guidelines for Implementing CEQA (“Local Guidelines”) to account for these CEQA developments. This memorandum summarizes the substantive amendments to the Agency’s 2026 Local CEQA Guidelines (“Local Guidelines”).

The Local Guidelines and this memorandum are designed to help the Agency comply with CEQA when considering a project subject to CEQA. We still recommend, however, that you consult with an attorney when you have specific questions on major, controversial, or unusual projects or activities.

The Local Guidelines, the related CEQA forms, and other important legal alerts may be accessed via the Best Best & Krieger LLP CEQA client portal. For technical support, please contact Tammy Ingram at tammy.ingram@bbklaw.com.

REVISIONS TO LOCAL GUIDELINES

3.12 Exemption for Agricultural Housing Development

A new subsection B(2) was added to Section 3.12 as a result of the passing of Senate Bill 131. CEQA does not apply to an agricultural housing development maintained and operated by a qualified affordable housing organization that meet the requirements set forth in Section 3.12.

3.20 Exemption for Certain Housing Development Projects That Are 20 Acres or Less in Size

Pursuant to Assembly Bill 130, a new Section 3.20 was added to the Guidelines for qualifying housing development projects that are 20 acres or less in size and meet specific criteria.

3.22 Transit Prioritization Projects

A new subsection (5) was added to Section 3.22 regarding an exemption for a transit



prioritization project for the protection, improvement, institution, or increase of microtransit, paratransit, shuttle, bus, ferry, bus rapid transit, or light rail service. Subsection (7) also extends this exemption for a public project for the institution or increase of certain passenger rail services until January 1, 2040. Lastly, this section is revised to extend this exemption for covering transportation-related projects, such as pedestrian and bicycle facilities, transit prioritization projects, public projects located in an urbanized area or urban cluster, and public projects for the construction or maintenance of infrastructure of facilities to charge, refuel or maintain zero-emission public transit until January 1, 2040.

3.23 Transportation Plans, Pedestrian Plans, and Bicycle Transportation Plans

Section 3.23 was revised to exempt from CEQA a transit comprehensive operational analysis, transit route readjustment, or other transit agency route addition, elimination, or modification. For purposes of this section, Section 3.23 was revised to exempt “Transit Comprehensive Operational Analysis”, meaning a plan that redesigns or modifies a transit operator’s or local agency’s public transit service network, including the routing of fixed route and microtransit services.

3.24 Facilities Supporting High-Speed Rail

Section 3.24 was added to exempt from CEQA certain projects that consist of the development, construction, or operation of a heavy maintenance facility for electrically powered high-speed rail if certain conditions outlined in Section 3.24 are met. This section also exempts a project that consists of the development, construction, or modification of a proposed passenger rail station, or design changes to a passenger rail station, for the purpose of serving electrically powered high-speed rail, if certain conditions outlined in Section 3.24 are met.

3.25 Certain Public Park and Trail Projects

Pursuant to Assembly Bill 1139, Section 3.25 was added to exempt any activity or approval necessary for or incidental to planning, design, site acquisition, construction, operation, or maintenance of public park or nonmotorized recreational trail facilities funded in whole or in part by the Safe Drinking Water, Wildfire Prevent, Drought Preparedness, and Clear Air Bond Act of 2024.

3.29 State Funded Community Water Systems

Section 3.29 was added to exempt from CEQA a community water system that is funded pursuant to the Safe Drinking Water, Wildfire Prevention, Drought Preparedness, and Clean Air Bond Act of 2024 or the State Water Resources Control Board’s Safe and Affordable Funding for Equity and Resilience program that does not otherwise include any construction activities if the project meets certain criteria outlined in Section 3.29.



3.30 Wildfire Risk Reduction Projects

Pursuant to Senate Bill 131, Section 3.30 was added to exempt certain wildfire risk reduction projects that meet the criteria specified in Section 3.30.

3.31 Wildfire Defensible Space Requirements

Pursuant to Assembly Bill 1455, Section 3.31 was added to exempt from CEQA ordinances, designed by a local agency responsible for fire protection, designating defensible space requirements based on regulations promulgated by the State Board of Forestry and Fire Protection.

3.34 Daycare Centers, Rural Health Clinics, Food Banks, and Advances Manufacturing Facilities

Section 3.34 was added to exempt from CEQA projects that consist exclusively of daycare centers, rural health clinics, food banks, and advanced manufacturing facilities if certain criteria outlined in Section 3.34 are met.

9.03 Streamlined, Ministerial Review for Adaptive Reuse Projects

Pursuant to Assembly Bill 507, Section 9.03 was added to exempt from CEQA an adaptive reuse project that retrofits and repurposes an existing building to create new residential or mixed uses including office conversion projects.

9.04 Housing Development Project Located in Areas of Smaller Populations

Pursuant to Senate Bill 158, Section 9.04 was added to clarify that CEQA does apply to a housing development that is: (1) located in a city with a population of more than 85,000 but less than 95,000, as determined by the 2020 Census, (2) located in a county with a population of more than 440,000 but less than 455,000, as determined by the 2020 Census, (3) a portion of the parcel where the project is located is identified on a United States Fish and Wildlife Service map as freshwater forested or shrub wetland; and (4) a portion of the parcel where the project is located is within a regulatory floodway.

9.14 “Near Miss” Streamlined Housing Development Project

Pursuant to Senate Bill 131, Section 9.14 was added to establish a streamlined CEQA process for housing development projects that narrowly fail to qualify for certain CEQA exemptions due to a single disqualifying condition. In such “near miss” instances, it limits CEQA review to those environmental effects caused solely by that condition, and waives the need for analysis of project alternatives, cumulative impacts, and growth-inducing effects. However, these “near miss” provisions do not apply to projects with multiple disqualifying



conditions, or to projects involving distribution centers, oil and gas infrastructure, or on protected lands.

10.03 Administrative Record

Pursuant to Senate Bill 131, Section 10.03(A)(10) was revised to narrow the scope of the administrative record. It clarifies that, with limited exceptions, staff notes and internal agency communications (like emails) are not required to be included in the administrative record if they were not presented to the project's final decision-making body.

Other Changes

CEQA Document Filing Fees

Effective January 1, 2026, the Department of Fish and Wildlife has increased its fees. For a Negative Declaration or a Mitigated Negative Declaration, the new filing fee is \$3,043.75 (see Section 6.24); for an EIR, the new filing fee is \$4,227.50 (see Section 7.42); and for an environmental document prepared pursuant to a Certified Regulatory Program, the new filing fee is \$1,437.25.

Conclusion

As always, CEQA remains complicated and, at times, challenging to apply. The only constant in this area of law is how quickly the rules change. Should you have questions about any of the provisions discussed above, please contact a BB&K attorney for assistance.

BEST BEST & KRIEGER LLP



Agenda Item 7.E.

Meeting Date: April 22, 2026
To: Governing Board of the Big Bear Area Regional Wastewater Agency
From: David Lawrence, P.E., General Manager
Prepared By: Sonja Kawa, Human Resources Coordinator/Accounting Technician
Reviewed By: Christine Bennett, Finance Manager
Subject: Compensation Study 2026

Background & Discussion:

The Agency engaged the services of Bryce Consulting in 2016 to conduct an Agency-wide comprehensive classification and compensation study. Per the MOU, a total compensation study is to be conducted every five years. It is the agency practice to update its compensation study in the interim in order to monitor the labor market (within the comparable agency group used in the Study) in an effort to keep pay scales in line with market, to better stabilize costs, and to avoid large, infrequent pay schedule adjustments that can be difficult to manage.

The last total compensation study was conducted by Bryce Consulting in January 2023. The pay schedule was adjusted, effective February 22, 2023, based on those results and using the Agency’s Compensation Studies Policy (the Policy) which established guidelines for compensation studies and pay range adjustments. A compensation study update was completed in March 2026, and the results of the study show the Agency is 1.60% below the labor market, in aggregate, when compared to the Total Cash median across all classifications surveyed.

Based on the Policy, the following actions are indicated:

Position	Variance from Labor Market Median	Indication
General Manager	Within +/- 5%	No Adjustment
Finance Manager	Within +/- 5%	No Adjustment
Plant Manager	Within +/- 5%	No Adjustment
Assistant General Manager\Board Secretary	Within +/- 5%	No Adjustment
HR Coordinator/Accounting Technician	Within +/- 5%	No Adjustment
Plant Supervisor	Within +/- 5%	No Adjustment
Senior Laboratory Analyst	Within +/- 5%	No Adjustment
Laboratory Technician	Within +/- 5%	No Adjustment
Plant Operator II	Within +/- 5%	No Adjustment
Maintenance Worker	Within +/- 5%	No Adjustment
Plant Operator-in-Training	> 5% below	Adjustment

It may be noted that the Plant Operator-in-Training total cash compensation was 30.47% below the labor market median in the January 2023 compensation study. The salary for this position was subsequently increased by 10% in February 2023, which is the maximum increase allowed following the Policy guidelines. The March 2026 study shows the salary position has improved but is still 13.81% below the labor market median.

Staff recommend using the established Policy guidelines to adjust the Plant Operator-in-Training pay range to 5% below labor market median in conjunction with any COLA adjustment considered in Item 10.A.

Recommendation:

Informational.

Financial Impact:

There is no financial impact.

Attachment:

Compensation Study 2026

BRYCE
CONSULTING

BIG BEAR AREA REGIONAL WASTEWATER
AGENCY
COMPENSATION STUDY
MARCH 2026

Prepared by
Bryce Consulting, Inc.
1024 Iron Point Road, Ste. 100
Folsom, CA 95630
916-974-0199



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SECTION I - INTRODUCTION

The Big Bear Area Regional Wastewater Agency retained Bryce Consulting to conduct an Agency-wide compensation study. This report presents the compensation survey results and includes:

Section I	Introduction
Section II	Compensation Survey Parameters
Section III	Compensation Survey Results
Section IV	Salary Recommendations

STUDY OBJECTIVES

In conducting the compensation study, Bryce Consulting, had the following major objectives:

- Review and confirm survey parameters including survey agencies, survey classifications and data elements.
- Collect and analyze base salary data for the Agency's survey classes.
- Develop a salary plan for all Agency classes using market data and internal relationships to ensure parity to the labor market and internal equity within the organization.

STUDY METHODOLOGY

To achieve the above objectives, the following tasks have occurred:

- The consultant collected salary data, as well as job descriptions to confirm comparability, from each of the agencies determined by the Agency.
- Once the data was collected and analyzed, the consultant prepared the necessary spreadsheets with calculations for both the median and mean which were reviewed with Agency management prior to finalizing the data.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the Agency's "Labor Market." The criteria typically utilized in identifying those employers includes the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the Agency are likely to have departmental structures and organization of positions more similar to the Agency than organizations that are significantly larger or smaller in size.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the Agency must directly compete with to recruit and retain quality staff.
- **NATURE OF SERVICES PROVIDED** - As a general rule similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.

LABOR MARKET

Table 1 displays the survey agencies. All were able to participate in the process.

TABLE 1 SURVEY AGENCIES
City of Barstow
City of Colton
City of Redlands
City of San Clemente
Crestline Sanitary District
Goleta Sanitary District
Lake Arrowhead Community Services District
Mountain View Sanitary District
Valley Sanitary District
Victor Valley Wastewater Reclamation
Yucaipa Valley Water District

SURVEY CLASSES

Given the relatively small size of the Agency, all classifications were surveyed as provided in **Table 2**. It should be noted that while the Agency does not have a Lab Analyst, the classification was surveyed in case there is insufficient data for the Senior Lab Analyst. In that instance, the Senior Lab Analyst and Laboratory Technician salaries can be set a certain percentage above or below the Lab Analyst market data.

TABLE 2 SURVEY CLASSIFICATIONS
Accounting Technician
Assistant General Manager-Board Secretary
Finance Manager
General Manager
Human Resources Coordinator
Laboratory Analyst
Laboratory Technician
Maintenance Worker
Plant Manager
Plant Operator II
Plant Operator-in-Training
Plant Supervisor
Senior Laboratory Analyst

SURVEY SCOPE

While the study included base salary only, the Agency requested that total cash elements from the 2023 study be included as it is unlikely that those benefit elements have changed significantly. The data included:

- Title of comparable class
- Maximum monthly salary
- Employer pick-up of the employee contribution for retirement
- Employer contribution towards deferred compensation
- Longevity pay at year 10
- Education/certification pay

It should be noted that benefit data was collected for newly hired employees, unless otherwise noted.

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The consultant utilized the survey agencies' websites, where available, to collect base salary data and to collect and compare job descriptions, organization charts and position allocation lists to determine comparability.
- The consultant contacted the survey agencies to gain clarification and/or collect additional information regarding the classifications and salary and benefit data.

In addition to the collection of base salary information, careful efforts were made to document the full range of duties and requirements of all job classes as comparable to the Agency's corresponding survey classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

The data was analyzed to produce the labor market median and mean for each classification using maximum base salary and total cash. The Agency's position was then compared to the labor market, for each survey classification, which produced the percentage the Agency is above or below the labor market median and mean for maximum base salary and total cash.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings. As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification out of the nine survey agencies.

TABLE 3 COMPARABILITY	
Survey Classifications	Number of Comparable Matches
Accounting Technician	7
Assistant General Manager-Board Secretary	2*
Finance Manager	8
General Manager	7
Human Resources Coordinator	8
Laboratory Analyst	6
Laboratory Technician	1*
Maintenance Worker	5
Plant Manager	6
Plant Operator II	9
Plant Operator-in-Training	8
Plant Supervisor	5
Senior Laboratory Analyst	0*

***Insufficient Data**

BASE SALARY SURVEY RESULTS

The data has been organized into a number of tables that summarize the Agency's relationship to the labor market for each class. The detailed compensation survey data sheets are presented in **Appendix A** of this report. **Table 4** summarizes, for each classification, how the Agency's base salaries compare to the labor market. The following data is presented:

- Title of the Agency's classification
- The Agency's current maximum base salary
- The labor market median and mean for maximum monthly base salary
- Percentage the Agency's maximum base salary is above or below the median and mean of the labor market

Table 4 Base Salary					
Classification	BBARWA Maximum Base Salary	Labor Market Median Base	% BBARWA is Above or Below Market Median	Labor Market Mean	% BBARWA is Above or Below Market Mean
Accounting Technician	Market Check	\$6,512	Market Check	\$6,934	Market Check
Assistant General Manager-Board Secretary	\$16,333	Insuff Data	---	Insuff Data	---
Finance Manager	\$16,727	\$16,801	-0.44%	\$17,204	-2.85%
General Manager	\$23,164	\$25,787	-11.32%	\$25,166	-8.64%
Human Resources Coordinator	\$9,989	\$10,215	-2.26%	\$10,585	-5.96%
Laboratory Analyst	Market Check	\$9,125	Market Check	\$9,246	Market Check
Laboratory Technician	\$7,597	Insuff Data	---	Insuff Data	---
Maintenance Worker	\$5,580	\$5,783	-3.65%	\$6,472	-16.00%
Plant Manager	\$16,333	\$16,403	-0.43%	\$15,931	2.46%
Plant Operator II	\$8,031	\$8,004	0.33%	\$7,977	0.66%
Plant Operator-in- Training	\$5,697	\$6,585	-15.57%	\$6,472	-13.59%
Plant Supervisor	\$11,022	\$11,951	-8.43%	\$11,493	-4.27%
Senior Laboratory Analyst	\$10,487	Insuff Data	---	Insuff Data	---

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary, the employee's share of retirement paid by the agency for Classic tier, the employer's contribution towards deferred compensation, longevity pay at year 10, and education/certification pay. **Table 5** displays, for each classification, how the Agency compares to the labor market with respect to total cash for new Classic employees. The following data is presented:

- Title of the Agency's classification
- The Agency's current total cash for each classification
- The labor market median and mean for total cash
- Percentage the Agency's total cash is above or below the median and mean of the labor market

Table 5 Total Cash					
Classification	BBARWA Total Cash	Labor Market Median Total Cash	% BBARWA is Above or Below Market Median	Labor Market Mean Total Cash	% BBARWA is Above or Below Market Mean
Accounting Technician	Market Check	\$6,534	Market Check	\$7,163	Market Check
Assistant General Manager-Board Secretary	\$17,477	Insuff Data	---	Insuff Data	---
Finance Manager	\$17,898	\$17,056	4.70%	\$17,784	0.64%
General Manager	\$25,481	\$25,787	-1.20%	\$25,980	-1.96%
Human Resources Coordinator	\$10,688	\$10,577	1.05%	\$10,951	-2.46%
Laboratory Analyst	Market Check	\$9,724	Market Check	\$9,596	Market Check
Laboratory Technician	\$8,129	Insuff Data	---	Insuff Data	---
Maintenance Worker	\$5,970	\$6,167	-3.30%	\$6,553	-9.76%
Plant Manager	\$17,477	\$17,430	0.27%	\$16,620	4.90%
Plant Operator II	\$8,593	\$8,498	1.11%	\$8,362	2.69%
Plant Operator-in- Training	\$6,096	\$6,938	-13.81%	\$6,715	-10.15%
Plant Supervisor	\$11,794	\$11,986	-1.63%	\$11,833	-0.33%
Senior Laboratory Analyst	\$11,221	Insuff Data	---	Insuff Data	---

RELATIONSHIP TO THE MARKET

On average, for all classifications surveyed, the Agency is 5.52% below market for maximum base salary and 1.60% below market for total cash when compared to the median. When compared to the mean, the Agency is 6.02% below market for base salary and 2.06% below for total cash.

SECTION IV – SALARY RECOMMENDATIONS

This section of the report presents the salary recommendations for all Agency classifications and includes the salary setting methodology and the salary recommendations.

In setting salary levels, both market data and internal relationships are taken into consideration so that the Agency's compensation plan is both competitive with the market and internally balanced. While both the mean and median were calculated, it is recommended that the labor market median be utilized for the purposes of setting salaries. The labor market median is less likely to be skewed by outliers.

Where sufficient data has been collected, the salary has generally been set to market; however, the internal alignment has been reviewed to ensure that like classifications are similarly situated and that there is sufficient spread between supervisor and highest level supervised. As a practical matter, there could be occasions when market data will skew internal alignments, or an internal relationship is a more logical method of setting the salary rather than relying on the market data.

The salary recommendations are presented in **Table 6** on the following page. In recommending salaries for the Agency, the consultant used the labor market median to set the top step of the Agency's classification. The Agency's Compensation Policy states that if total cash for a comparable position is plus or minus 5% from the labor market median, no adjustment in pay range is indicated. If total cash is more than 5% below the market median, an adjustment to the pay range to 5% below the labor market median is indicated, but no more than 10%. If total cash is more than 5% above the market median, an adjustment of the pay range to 5% above the market median is indicated, provided that position is currently vacant.

With respect to the implementation of the recommendations, there are a variety of options.

- The employee's salary is placed in their new range at their current salary. Where an employee's current salary is below the recommended range, the employee's salary is placed at the new starting salary. This is the most commonly utilized option for increases.
- Where an employee's current salary is above the maximum of the recommended range, the employee's salary is frozen (Y-rated) until the market catches up. Any new employees brought into the classification will be placed in the new lower range.

**TABLE 7
SALARY RECOMMENDATIONS**

Classification	Current Start	Current Top	% Total Cash is from Market	Recommended Start	Recommended Top	Rationale
Maintenance Worker	\$23.84	\$32.19	-3.30%	\$23.84	\$32.19	No change; total cash is within 5% of market
Plant Operator-In-Training	\$24.37	\$32.87	-13.81%	\$26.39	\$35.63	Increases to 5% below market
Plant Operator II	\$34.32	\$46.33	1.11%	\$34.32	\$46.33	No change; total cash is within 5% of market
Laboratory Technician	\$32.48	\$43.83	ID	\$32.48	\$43.83	20% below Laboratory Analyst; no change
Senior Laboratory Analyst	\$44.82	\$60.50	ID	\$44.82	\$60.50	10% above Laboratory Analyst; no change
Plant Supervisor	\$47.10	\$63.59	-1.63%	\$47.10	\$63.59	No change; total cash is within 5% of market
Human Resources Coordinator/ Accounting Technician	\$42.68	\$57.63	1.05%	\$42.68	\$57.63	No change; total cash is within 5% of market
Assistant General Manager/Board Secretary	\$69.80	\$94.23	ID	\$69.80	\$94.23	Same as Plant Manager; no change
Plant Manager	\$69.80	\$94.23	0.27%	\$69.80	\$94.23	No change; total cash is within 5% of market
Finance Manager	\$71.48	\$96.50	4.70%	\$71.48	\$96.50	No change; total cash is within 5% of market
General Manager	\$98.99	133.64	-1.20%	\$98.99	\$133.64	No change; total cash is within 5% of market

APPENDIX A
DETAILED DATASHEETS

Median

Survey Classification	Base Salary			Total Cash			Comparability
	BBARWA Maximum Base Salary	Labor Market Median Base Salary	% BBARWA Is Above or Below Labor Market Median	BBARWA Total Cash	Labor Market Median Total Cash	% BBARWA Is Above or Below Labor Market Median	
Accounting Technician	Market Check	\$6,512	Market Check	Market Check	\$6,534	Market Check	7
Assistant General Manager-Board Secretary	\$16,333	Insuff Data	---	\$17,477	Insuff Data	---	2
Finance Manager	\$16,727	\$16,801	-0.44%	\$17,898	\$17,056	4.70%	8
General Manager	\$23,164	\$25,787	-11.32%	\$25,481	\$25,787	-1.20%	7
Human Resources Coordinator	\$9,989	\$10,215	-2.26%	\$10,688	\$10,577	1.05%	8
Laboratory Analyst	Market Check	\$9,125	Market Check	Market Check	\$9,724	Market Check	6
Laboratory Technician	\$7,597	Insuff Data	---	\$8,129	Insuff Data	---	1
Maintenance Worker	\$5,580	\$5,783	-3.65%	\$5,970	\$6,167	-3.30%	5
Plant Manager	\$16,333	\$16,403	-0.43%	\$17,477	\$17,430	0.27%	6
Plant Operator II	\$8,031	\$8,004	0.33%	\$8,593	\$8,498	1.11%	9
Plant Operator-in-Training	\$5,697	\$6,585	-15.57%	\$6,096	\$6,938	-13.81%	8
Plant Supervisor	\$11,022	\$11,951	-8.43%	\$11,794	\$11,986	-1.63%	5
Senior Laboratory Analyst	\$10,487	Insuff Data	---	\$11,221	Insuff Data	---	0
		Average	-5.22%			-1.60%	

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Mean

Survey Classification	Base Salary			Total Cash			Comparability
	BBARWA Maximum Base Salary	Labor Market Mean Base Salary	% BBARWA Is Above or Below Labor Market Median	BBARWA Total Cash	Labor Market Median Total Cash	% BBARWA Is Above or Below Labor Market Median	
Accounting Technician	Market Check	\$6,934	Market Check	Market Check	\$7,163	Market Check	7
Assistant General Manager-Board Secretary	\$16,333	Insuff Data	---	\$17,477	Insuff Data	---	2
Finance Manager	\$16,727	\$17,204	-2.85%	\$17,898	\$17,784	0.64%	8
General Manager	\$23,164	\$25,166	-8.64%	\$25,481	\$25,980	-1.96%	7
Human Resources Coordinator	\$9,989	\$10,585	-5.96%	\$10,688	\$10,951	-2.46%	8
Laboratory Analyst	Market Check	\$9,246	Market Check	Market Check	\$9,596	Market Check	6
Laboratory Technician	\$7,597	Insuff Data	---	\$8,129	Insuff Data	---	1
Maintenance Worker	\$5,580	\$6,472	-16.00%	\$5,970	\$6,553	-9.76%	5
Plant Manager	\$16,333	\$15,931	2.46%	\$17,477	\$16,620	4.90%	6
Plant Operator II	\$8,031	\$7,977	0.66%	\$8,593	\$8,362	2.69%	9
Plant Operator-in-Training	\$5,697	\$6,472	-13.59%	\$6,096	\$6,715	-10.15%	8
Plant Supervisor	\$11,022	\$11,493	-4.27%	\$11,794	\$11,833	-0.33%	5
Senior Laboratory Analyst	\$10,487	Insuff Data	---	\$11,221	Insuff Data	---	0
		Average	-6.02%			-2.06%	

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Accounting Technician	Market Check	Market Check						Market Check	
City of Barstow	Accounting Technician	\$5,005	\$6,388	0%	\$0	\$0	\$0	\$0	\$6,388	
City of Colton	Account Technician II	\$5,024	\$6,107	0%	\$0	\$0	\$122	\$305	\$6,534	
City of Redlands	Accounting Technician II	\$4,413	\$5,363	0%	\$0	\$0	\$0	\$0	\$5,363	
City of San Clemente	Accounting Specialist II	\$5,357	\$6,512	0%	\$0	\$0	\$0	\$0	\$6,512	
Crestline Sanitary	Fiscal Assistant	\$6,472	\$8,284	0%	\$0	\$167	\$0	\$0	\$8,451	
Goleta Sanitary	Accounting Technician	\$5,623	\$7,177	7%	\$502	\$0	\$0	\$0	\$7,679	
Lake Arrowhead CSD	Accounting Technician II	\$6,498	\$8,707	0%	\$0	\$65	\$167	\$275	\$9,214	
Mountain View Sanitary District	No Comparable Class									
Valley Sanitary District	No Comparable Class									Not budgeted
Victor Valley Wastewater Reclamation Authority	No Comparable Class									
Yucaipa Valley Water District	No Comparable Class									
Labor Market Median		\$6,512							\$6,534	
% BBARWA is Above or Below Median		Market Check							Market Check	
Labor Market Mean		\$6,934							\$7,163	
% BBARWA is Above or Below Mean		Market Check							Market Check	
# of Comparable Matches		7								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Assistant General Manager-Board Sec.	\$12,099	\$16,333	3%	\$490	\$490	\$163	\$0	\$17,477	
City of Barstow	Assistant to the City Manager	\$11,660	\$14,882	0%	\$0	\$149	\$0	\$0	\$15,031	
City of Colton	Assistant to the City Manager	\$9,191	\$11,172	0%	\$0	\$0	\$223	\$559	\$11,954	
City of Redlands	No Comparable Class									
City of San Clemente	No Comparable Class									
Crestline Sanitary	No Comparable Class									
Goleta Sanitary	No Comparable Class									AGM is over engineering and inspection
Lake Arrowhead CSD	No Comparable Class									
Mountain View Sanitary District	No Comparable Class									Deputy GM over finance, operations, and maintenance
Valley Sanitary District	No Comparable Class									
Victor Valley Wastewater Reclamation Authority	No Comparable Class									
Yucaipa Valley Water District	No Comparable Class									
Labor Market Median		Insuff Data							Insuff Data	
% BBARWA is Above or Below Median		--							--	
Labor Market Mean		Insuff Data							Insuff Data	
% BBARWA is Above or Below Mean		--							--	
# of Comparable Matches		2								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

Big Bear Area Regional Wastewater Agency
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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Finance Manager	\$12,390	\$16,727	3%	\$502	\$502	\$167	\$0	\$17,898	
City of Barstow	Assistant Finance Director	\$10,043	\$12,818	0%	\$0	\$128	\$0	\$0	\$12,946	
City of Colton	Finance Manager	\$10,676	\$12,976	0%	\$0	\$0	\$260	\$649	\$13,884	
City of Redlands	Assistant Director Finance	\$13,088	\$15,908	0%	\$0	\$412	\$0	\$0	\$16,320	
City of San Clemente	Finance Manager	\$12,892	\$15,671	0%	\$0	\$0	\$0	\$0	\$15,671	
Crestline Sanitary	No Comparable Class									
Goleta Sanitary	Finance Director	\$14,726	\$18,795	7%	\$1,316	\$0	\$0	\$0	\$20,111	
Lake Arrowhead CSD	Finance Manager	\$13,835	\$18,543	0%	\$0	\$60	\$357	\$225	\$19,185	Finance, Customer Services and IT
Mountain View Sanitary District	No Comparable Class									
Valley Sanitary District	Chief Administrative Officer	\$13,202	\$17,693	0%	\$0	\$0	\$100	\$0	\$17,793	
Victor Valley Wastewater Reclamation Authority	No Comparable Class									Accounting Supervisor
Yucaipa Valley Water District	Chief Financial Officer	\$20,299	\$25,224	0%	\$0	\$1,135	\$0	\$0	\$26,359	Range maximum listed; range bonus \$26,445
Labor Market Median		\$16,801							\$17,056	
% BBARWA is Above or Below Median		-0.44%							4.70%	
Labor Market Mean		\$17,204							\$17,784	
% BBARWA is Above or Below Mean		-2.85%							0.64%	
# of Comparable Matches		8								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

Big Bear Area Regional Wastewater Agency
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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	General Manager	\$17,158	\$23,164	\$0	\$695	\$1,390	\$232	\$0	\$25,481	
City of Barstow	No Comparable Class									
City of Colton	No Comparable Class									
City of Redlands	No Comparable Class									
City of San Clemente	No Comparable Class									
Crestline Sanitary	General Manager	\$14,088	\$14,088	0%	\$0	\$217	\$0	\$0	\$14,304	
Goleta Sanitary	General Manager/District Engineer	\$24,086	\$24,086	7%	\$1,686	\$0	\$0	\$0	\$25,772	PE
Lake Arrowhead CSD	General Manager	\$24,365	\$32,649	0%	\$0	\$979	\$628	\$0	\$34,256	
Mountain View Sanitary District	General Manager	\$25,787	\$25,787	0%	\$0	\$0	\$0	\$0	\$25,787	
Valley Sanitary District	General Manager	\$19,942	\$27,824	0%	\$0	\$0	\$100	\$0	\$27,924	
Victor Valley Wastewater Reclamation Authority	General Manager	\$22,922	\$22,922	0%	\$0	\$688	\$267	\$0	\$23,877	
Yucaipa Valley Water District	General Manager	\$28,807	\$28,807	0%	\$0	\$1,135	\$0	\$0	\$29,942	
Labor Market Median		\$25,787							\$25,787	
% BBARWA is Above or Below Median		-11.32%							-1.20%	
Labor Market Mean		\$25,166							\$25,980	
% BBARWA is Above or Below Mean		-8.64%							-1.96%	
# of Comparable Matches		7								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Human Resources Coordinator	\$7,398	\$9,989	3%	\$300	\$300	\$100	\$0	\$10,688	
City of Barstow	Human Resources Manager	\$9,092	\$11,604	0%	\$0	\$116	\$0	\$0	\$11,720	BA; No Staff to Supervise
City of Colton	Senior Human Resources Analyst	\$8,497	\$10,329	0%	\$0	\$0	\$207	\$516	\$11,052	BA
City of Redlands	Human Resources Analyst	\$7,062	\$8,584	0%	\$0	\$72	\$0	\$0	\$8,656	BA
City of San Clemente	Human Resources Analyst II	\$8,311	\$10,101	0%	\$0	\$0	\$0	\$0	\$10,101	BA
Crestline Sanitary	No Comparable Class									
Goleta Sanitary	Communications and Human Resources Manager	\$9,568	\$12,212	7%	\$855	\$0	\$0	\$0	\$13,067	
Lake Arrowhead CSD	Human Resources Manager	\$10,327	\$13,835	0%	\$0	\$60	\$266	\$225	\$14,386	Supervises HR Administrative Assistant
Mountain View Sanitary District	No Comparable Class									
Valley Sanitary District	Human Resources Specialist	\$7,243	\$9,707	0%	\$0	\$0	\$100	\$0	\$9,807	BA with substitution
Victor Valley Wastewater Reclamation Authority	Human Resources Technician	\$6,817	\$8,307	0%	\$0	\$0	\$97	\$415	\$8,819	AA; duties consistent with an Analyst
Yucaipa Valley Water District	No Comparable Class									
Labor Market Median		\$10,215							\$10,577	
% BBARWA is Above or Below Median		-2.26%							1.05%	
Labor Market Mean		\$10,585							\$10,951	
% BBARWA is Above or Below Mean		-5.96%							-2.46%	
# of Comparable Matches		8								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

Big Bear Area Regional Wastewater Agency
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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Laboratory Analyst	Market Check	Market Check						Market Check	
City of Barstow	No Comparable Class									
City of Colton	No Comparable Class									
City of Redlands	Laboratory Analyst II	\$5,603	\$6,810	0%	\$0	\$0	\$0	\$0	\$6,810	BA; Water Quality Lab Analyst II
City of San Clemente	No Comparable Class									
Crestline Sanitary	No Comparable Class									
Goleta Sanitary	Laboratory Analyst II	\$7,235	\$9,235	7%	\$646	\$0	\$0	\$0	\$9,881	AA; Lab Analyst II within 18 months
Lake Arrowhead CSD	Lab Analyst Technician	\$7,162	\$9,603	0%	\$0	\$65	\$185	\$275	\$10,128	Collect and Lab Analyst II, WW Treatment I, T1, D1
Mountain View Sanitary District	Laboratory Analyst II	\$9,930	\$12,070	0%	\$0	\$0	\$0	\$0	\$12,070	AA; BA desirable
Valley Sanitary District	Laboratory Technician II	\$6,728	\$9,016	0%	\$0	\$0	\$100	\$451	\$9,566	BA, Lab Technician II certification
Victor Valley Wastewater Reclamation Authority	No Comparable Class									
Yucaipa Valley Water District	Water Quality Chemist	\$7,115	\$8,744	0%	\$0	\$379	\$0	\$0	\$9,123	Range maximum listed; range bonus \$9,151; BA; Laboratory Technologist and Water Quality Analyst II
Labor Market Median		\$9,125							\$9,724	
% BBARWA is Above or Below Median		Market Check							Market Check	
Labor Market Mean		\$9,246							\$9,596	

% BBARWA is Above or Below Mean	Market Check
# of Comparable Matches	6

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

Market Check

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Laboratory Technician	\$5,630	\$7,597	\$0	\$228	\$228	\$76	\$0	\$8,129	
City of Barstow	No Comparable Class									
City of Colton	No Comparable Class									
City of Redlands	Water Quality Technician II	\$5,278	\$6,415	0%	\$0	\$0	\$0	\$0	\$6,415	D1, T2
City of San Clemente	No Comparable Class									Lab Tech not budgeted
Crestline Sanitary	No Comparable Class									
Goleta Sanitary	No Comparable Class									
Lake Arrowhead CSD	No Comparable Class									
Mountain View Sanitary District	No Comparable Class									
Valley Sanitary District	No Comparable Class									
Victor Valley Wastewater Reclamation Authority	No Comparable Class									
Yucaipa Valley Water District	No Comparable Class									
Labor Market Median		Insuff Data							Insuff Data	
% BBARWA is Above or Below Median		---							---	
Labor Market Mean		Insuff Data							Insuff Data	
% BBARWA is Above or Below Mean		---							---	
# of Comparable Matches		1								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

Big Bear Area Regional Wastewater Agency
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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Maintenance Worker	\$4,132	\$5,580	3%	\$167	\$167	\$56	\$0	\$5,970	
City of Barstow	Public Service Assistant II	\$4,531	\$5,783	0%	\$0	\$0	\$0	\$0	\$5,783	Class B
City of Colton	Building Maintenance Worker II	\$4,742	\$5,764	0%	\$0	\$0	\$115	\$288	\$6,167	
City of Redlands	Building Maintenance Worker	\$4,457	\$5,417	0%	\$0	\$0	\$0	\$0	\$5,417	
City of San Clemente	Facilities Maintenance Technician	\$5,229	\$6,356	0%	\$0	\$0	\$0	\$0	\$6,356	
Crestline Sanitary	No Comparable Class									
Goleta Sanitary	No Comparable Class									
Lake Arrowhead CSD	No Comparable Class									
Mountain View Sanitary District	Utility Laborer	\$7,439	\$9,042	0%	\$0	\$0	\$0	\$0	\$9,042	Class B
Valley Sanitary District	No Comparable Class									
Victor Valley Wastewater Reclamation Authority	No Comparable Class									
Yucaipa Valley Water District	No Comparable Class									
Labor Market Median		\$5,783							\$6,167	
% BBARWA is Above or Below Median		-3.65%							-3.30%	
Labor Market Mean		\$6,472							\$6,553	
% BBARWA is Above or Below Mean		-16.00%							-9.76%	
# of Comparable Matches		5								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

Big Bear Area Regional Wastewater Agency
Compensation Study 2/2026

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Plant Manager	\$12,099	\$16,333	3%	\$490	\$490	\$163	\$0	\$17,477	WW Treatment IV; Collections II
City of Barstow	Wastewater Treatment Plant Superintendent	\$8,480	\$10,823	0%	\$0	\$108	\$0	\$0	\$10,931	WW Treatment III, Collections III
City of Colton	No Comparable Class									Over Water and Wastewater Treatment
City of Redlands	No Comparable Class									Over Water and Wastewater Treatment
City of San Clemente	No Comparable Class									Over Water and Wastewater
Crestline Sanitary	Operations Manager	\$10,501	\$13,442	0%	\$0	\$167	\$0	\$0	\$13,609	Collection and treatment; WW Treatment IV
Goleta Sanitary	Plant Operations Manager	\$12,269	\$15,659	7%	\$1,096	\$0	\$0	\$0	\$16,755	WW Treatment V, Lab Technologist I
Lake Arrowhead CSD	No Comparable Class									Over Water and Wastewater
Mountain View Sanitary District	Wastewater Operations Manager	\$15,460	\$18,792	0%	\$0	\$0	\$0	\$0	\$18,792	Collection, treatment, and marshes, WW Treatment V
Valley Sanitary District	Wastewater Operations Manager	\$12,796	\$17,147	0%	\$0	\$0	\$100	\$857	\$18,104	WW Treatment IV preferred
Victor Valley Wastewater Reclamation Authority	Director of Operations and Maintenance	\$19,724	\$19,724	0%	\$0	\$592	\$230	\$986	\$21,532	WW Treatment V
Yucaipa Valley Water District	No Comparable Class									Operations Manager is over water resources and recycled water systems; D4 and T4

Labor Market Median	\$16,403		\$17,430
% BBARWA is Above or Below Median	-0.43%		0.27%
Labor Market Mean	\$15,931		\$16,620
% BBARWA is Above or Below Mean	2.46%		4.90%
# of Comparable Matches	6		

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

Big Bear Area Regional Wastewater Agency
Compensation Study 2/2026

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Plant Operator II	\$5,949	\$8,031	3%	\$241	\$241	\$80	\$0	\$8,593	WW Treatment II
City of Barstow	Wastewater Treatment Plant Operator	\$4,531	\$5,783	0%	\$0	\$0	\$0	\$0	\$5,783	WW Treatment II, III Within 6 Cycles, Class A
City of Colton	Wastewater Plant Operator II	\$5,895	\$7,165	0%	\$0	\$0	\$0	\$502	\$7,667	WW Treatment II
City of Redlands	Wastewater Facilities Operator II	\$5,492	\$6,676	0%	\$0	\$0	\$0	\$0	\$6,676	WW Treatment II
City of San Clemente	No Comparable Class									No longer have II level
Crestline Sanitary	Treatment Plant Operator II	\$5,849	\$7,488	0%	\$0	\$167	\$0	\$104	\$7,759	WW Treatment II
Goleta Sanitary	Wastewater Treatment Plant Operator II	\$6,798	\$8,676	7%	\$607	\$0	\$0	\$0	\$9,283	WW Treatment II, III Within 12 Months
Lake Arrowhead CSD	Wastewater Treatment Plant Operator II	\$6,193	\$8,292	0%	\$0	\$65	\$159	\$275	\$8,791	WW Treatment II and T1
Mountain View Sanitary District	Wastewater Operator II	\$9,220	\$11,207	0%	\$0	\$0	\$0	\$560	\$11,767	WW Treatment II
Valley Sanitary District	Wastewater Operator II	\$6,348	\$8,506	0%	\$0	\$0	\$100	\$425	\$9,032	WW Treatment II
Victor Valley Wastewater Reclamation Authority	Operator	\$6,570	\$8,004	0%	\$0	\$0	\$93	\$400	\$8,498	WW Treatment II
Yucaipa Valley Water District	No Comparable Class									
Labor Market Median		\$8,004							\$8,498	
% BBARWA is Above or Below Median		0.33%							1.11%	
Labor Market Mean		\$7,977							\$8,362	
% BBARWA is Above or Below Mean		0.66%							2.69%	
# of Comparable Matches		9								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

Big Bear Area Regional Wastewater Agency
Compensation Study 2/2026

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Plant Operator-in-Training	\$4,224	\$5,697	3%	\$171	\$171	\$57	\$0	\$6,096	OIT; WW Treatment I within 18 months
City of Barstow	Wastewater Treatment Operator in Training	\$4,102	\$5,235	0%	\$0	\$0	\$0	\$0	\$5,235	Class A, I Withing 6 Testing Cycles
City of Colton	Wastewater Plant Operator I	\$5,127	\$6,232	0%	\$0	\$0	\$0	\$436	\$6,668	WW Treatment I within 12 Months
City of Redlands	Wastewater Facilities Operator I	\$4,972	\$6,044	0%	\$0	\$0	\$0	\$0	\$6,044	OIT; WW Treatment I within 12 Months
City of San Clemente	No Comparable Class									
Crestline Sanitary	Treatment Plant Operator I	\$5,213	\$6,937	0%	\$0	\$167	\$0	\$104	\$7,208	WW Treatment within 18 months
Goleta Sanitary	No Comparable Class									
Lake Arrowhead CSD	Wastewater Treatment Plant Operator II	\$5,344	\$7,162	0%	\$0	\$65	\$138	\$275	\$7,640	WW Treatment I within 18 months and T1 within 24 months
Mountain View Sanitary District	Wastewater Treatment Plant Operator Trainee	\$6,665	\$8,101	0%	\$0	\$0	\$0	\$0	\$8,101	OIT
Valley Sanitary District	Wastewater Operator-in-Training	\$5,183	\$6,944	0%	\$0	\$0	\$100	\$347	\$7,391	WW Treatment I within 12 Months
Victor Valley Wastewater Reclamation Authority	Operator-in-Training	\$4,197	\$5,120	0%	\$0	\$0	\$60	\$256	\$5,436	OIT certificate
Yucaipa Valley Water District	No Comparable Class									
Labor Market Median		\$6,585							\$6,938	
% BBARWA is Above or Below Median		-15.57%							-13.81%	
Labor Market Mean		\$6,472							\$6,715	
% BBARWA is Above or Below Mean		-13.59%							-10.15%	
# of Comparable Matches		8								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

Big Bear Area Regional Wastewater Agency
Compensation Study 2/2026

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Plant Supervisor	\$8,164	\$11,022	\$0	\$331	\$331	\$110	\$0	\$11,794	WW Treatment IV; Collection II
City of Barstow	No Comparable Class									
City of Colton	Wastewater Utilities Supervisor	\$8,583	\$10,432	0%	\$0	\$0	\$0	\$522	\$10,954	WW Treatment IV
City of Redlands	Wastewater Operations Supervisor	\$8,096	\$9,841	0%	\$0	\$0	\$0	\$0	\$9,841	WW Treatment IV
City of San Clemente	Chief Operator - Water Reclamation	\$9,861	\$11,986	0%	\$0	\$0	\$0	\$0	\$11,986	WW Treatment IV
Crestline Sanitary	No Comparable Class									
Goleta Sanitary	No Comparable Class									Separate supervisors over operations and maintenance
Lake Arrowhead CSD	Wastewater Operations Supervisor	\$8,921	\$11,951	0%	\$0	\$60	\$230	\$225	\$12,466	WW Treatment IV
Mountain View Sanitary District	Plant Supervisor	\$10,906	\$13,256	0%	\$0	\$0	\$0	\$663	\$13,919	Over treatment, collection, and facility. Class B, WW Treatment III, Maintenance Technologist I, Collection II
Valley Sanitary District	No Comparable Class									Separate supervisors over operations and maintenance
Victor Valley Wastewater Reclamation Authority	No Comparable Class									Separate supervisors over operations and maintenance
Yucaipa Valley Water District	No Comparable Class									
Labor Market Median		\$11,951							\$11,986	
% BBARWA is Above or Below Median		-8.43%							-1.63%	

Labor Market Mean	\$11,493
% BBARWA is Above or Below Mean	-4.27%
# of Comparable Matches	5

Salary data effective as of 2.2026; Benefit data effective as of 1.2023

\$11,833
-0.33%

Big Bear Area Regional Wastewater Agency
Compensation Study 2/2026

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (%) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education/Certification Pay	Total Cash	Comments
Big Bear Area Regional Wastewater Agency	Senior Laboratory Analyst	\$7,769	\$10,487	3%	\$315	\$315	\$105	\$0	\$11,221	
City of Barstow	No Comparable Class									
City of Colton	No Comparable Class									
City of Redlands	No Comparable Class									Lab Analyst III and IV and journey levels with higher certifications
City of San Clemente	No Comparable Class									
Crestline Sanitary	No Comparable Class									
Goleta Sanitary	No Comparable Class									
Lake Arrowhead CSD	No Comparable Class									
Mountain View Sanitary District	No Comparable Class									
Valley Sanitary District	No Comparable Class									
Victor Valley Wastewater Reclamation Authority	No Comparable Class									
Yucaipa Valley Water District	No Comparable Class									
Labor Market Median		Insuff Data							Insuff Data	
% BBARWA is Above or Below Median		---							---	
Labor Market Mean		Insuff Data							Insuff Data	
% BBARWA is Above or Below Mean		---							---	
# of Comparable Matches		0								

Salary data effective as of 2.2026; Benefit data effective as of 1.2023



Agenda Item 10.A.

Meeting Date: April 22, 2026
To: Governing Board of the Big Bear Area Regional Wastewater Agency
From: David Lawrence, P.E., General Manager
Prepared By: Sonja Kawa, Human Resources Coordinator/Accounting Technician
Reviewed By: Christine Bennett, Finance Manager
Subject: Pay Schedule

Background:

The Agency incorporated a 3.3% Cost of Living Adjustment (COLA) in the FY 2027 Budget based on the 2025 annual average change in CPI (Riverside, San Bernardino, Ontario, Consumer Price Index, All Urban Consumers).

The March 2026 Compensation Study showed the salary for Plant Operator-in-Training to be 13.81% below the labor market median, indicating a salary adjustment should be considered. Using the established Policy guidelines, the Plant Operator-in-Training pay range is adjusted to 5% below labor market median prior to the COLA adjustment.

The attached Pay Schedule reflects the adjustment in pay ranges for all classifications resulting from the COLA. Upon Governing Board approval, the COLA and new publicly available Pay Schedule will be effective July 11, 2026 which is the first day of the first full pay period in July.

Recommendation:

Approve the publicly available Pay Schedule effective July 11, 2026.

Financial Impact:

Funds for the 3.3% COLA have been appropriated in the FY 2027 budget. The Plant Operator-in-Training position is currently vacant and an adjustment to the pay range has no financial impact for the fiscal year.

Attachment:

Pay Schedule

BIG BEAR AREA REGIONAL WASTEWATER AGENCY

PAY SCHEDULE
Effective July 11, 2026

Schedule shall remain in effect until superseded by governing board action.

Classification	Start	Top
	Hourly Pay Rate	Hourly Pay Rate
Active		
Non-Regular	\$20.14	\$27.19
Maintenance Worker	\$24.63	\$33.25
Plant Operator-In-Training	\$27.26	\$36.81
Plant Operator II	\$35.45	\$47.86
Laboratory Technician	\$33.55	\$45.28
Senior Laboratory Analyst	\$46.29	\$62.50
Plant Supervisor	\$48.66	\$65.69
Human Resources Coordinator / Accounting Technician	\$44.09	\$59.53
Assistant General Manager / Board Secretary	\$72.10	\$97.34
Plant Manager	\$72.10	\$97.34
Finance Manager	\$73.84	\$99.68
General Manager	\$102.26	\$138.05

Governing Board Approval Date: April 22, 2026



Agenda Item 10.B.

Meeting Date: April 22, 2026

To: Governing Board of the Big Bear Area Regional Wastewater Agency

From: David Lawrence, P.E., General Manager

Prepared By: Bridgette Burton, Assistant General Manager/Board Secretary

Subject: Resolution No. R. 08-2026, A Resolution of the Big Bear Area Regional Wastewater Agency Approving the RAS Header Replacement Project and Finding the Project Exempt from the California Environmental Quality Act Pursuant to State CEQA Guidelines Section 15301 (Existing Facilities)

Background:

The RAS (Return Activated Sludge) Header Replacement Project (Project) includes demolition of the existing RAS, waste activated sludge (WAS), scum, and high-pressure effluent piping in the Main Pump Building and replacement of the RAS, WAS, and scum piping systems.

On July 26, 2023, the Governing Board adopted Resolution No. R. 13-2023, exempting the purchase of piping from Victaulic from competitive bidding due to the proprietary flanged piping system. To maintain operational consistency, staff recommended replacement with the same manufacturer.

Discussion:

The Agency followed formal bidding procedures as outlined by the Uniform Public Construction Cost Accounting Act (UPCCAA) for the construction bid process. The Notice Inviting Bids, dated March 11, 2026, was distributed to seven (7) contractors. It was also published in six (6) construction trade journals and the Big Bear Grizzly Newspaper, with all related documents available on the Agency's website.

On April 9, 2026, the Agency received the following bids:

Contractor	Amount
S. Porter, Inc.	\$209,500
Cora Constructors, Inc.	\$234,200
BR Frost Company, Inc.	\$261,540
Cushman Contracting Corporation	\$300,000
Bear Valley Paving	\$410,000
Pyramid Building and Engineering, Inc.	\$460,850

The lowest responsive and responsible bidder is S. Porter, Inc. (Contractor). The Agency has worked with this Contractor, and their performance has been satisfactory. References were checked and staff determined the Contractor is qualified to perform the required work.

The Agency received a bid protest and issued a response denying the protest. A copy of the protest is on file and available at the Agency office.

Environmental Impact:

Agency staff has determined that the Project is categorically exempt from CEQA pursuant to State CEQA Guidelines, §15301, Existing Facilities (“Class 1”) set forth in State CEQA Guidelines. The Class 1 exemption allows, in part, for the repair of existing public mechanical equipment that will result in negligible or no expansion of former use. This includes the rehabilitation of deteriorated or damaged mechanical equipment to meet current standards of public health and safety. Here, the Project proposes replacement of existing piping, which is necessary to meet current standards of public health and safety and avoid any future risk. Finally, none of the exceptions to the categorical exemptions apply under State CEQA Guidelines § 15300.2. For all of the foregoing reasons, the Project is categorically exempt from CEQA.

Financial Impact:

The total contract amount is \$209,500. Sufficient funds have been previously appropriated in the Project budget.

Recommendation:

1. Adopt Resolution No. R. 08-2026; and
2. Award a contract to S. Porter, Inc. in the amount of \$209,500 for the RAS Header Replacement Project; and
3. Authorize the General Manager to negotiate and execute the contract documents.

Attachment:

Resolution No. R. 08-2026

RESOLUTION NO. R. 08-2026
**A RESOLUTION OF THE BIG BEAR AREA REGIONAL
WASTEWATER AGENCY APPROVING THE RAS
HEADER REPLACEMENT PROJECT AND FINDING
THE PROJECT EXEMPT FROM THE CALIFORNIA
ENVIRONMENTAL QUALITY ACT PURSUANT TO
STATE CEQA GUIDELINES SECTION 15301 (EXISTING
FACILITIES)**

WHEREAS, the Governing Board of the Big Bear Area Regional Wastewater Agency (“Agency”) was established in 1974 as a public agency to transport, treat, and dispose of wastewater for Big Bear Valley area residents and businesses; and

WHEREAS, the Agency proposes to implement the RAS (Return Activated Sludge) Header Replacement Project (“Project”), which includes demolition of the existing RAS, waste activated sludge (WAS), scum, and high-pressure effluent piping within the Main Pump Building, and replacement of the RAS, WAS and scum piping systems; and

WHEREAS, on July 26, 2023, the Agency’s Governing Board adopted Resolution No. R. 13-2023, exempting the purchase of piping from Victaulic from competitive bidding due to the proprietary flanged piping system, and the use of a proprietary flanged piping system is necessary to maintain operational consistency; and

WHEREAS, Agency Staff evaluated the Project in light of the standards for environmental review outlined in the California Environmental Quality Act (Pub. Resources Code, § 21000 et seq.; “CEQA”) and the State CEQA Guidelines (Cal. Code Regs., tit. 14, § 15000 et seq.); and

WHEREAS, Agency staff has determined that the Project is categorically exempt from CEQA pursuant to State CEQA Guidelines, §15301, Existing Facilities (“Class 1”) set forth in State CEQA Guidelines; and

WHEREAS, on April 22, 2026, at a noticed regular meeting, the Governing Board considered the Project, considered the related Staff Report, and accepted any oral and written testimony from interested parties; and

WHEREAS, all other legal prerequisites to the adoption of this Resolution have occurred.

NOW THEREFORE, be it ordained by the Governing Board of Big Bear Area Regional Wastewater Agency as follows:

SECTION 1. Compliance with the California Environmental Quality Act. The Governing Board hereby finds and determines that the approval by the Governing Board of the RAS Header

Replacement (Project) is categorically exempt from environmental review pursuant to State CEQA Guidelines, §15301, Existing Facilities (“Class 1”). The Class 1 exemption allows, in part, for the repair of existing public mechanical equipment that will result in negligible or no expansion of former use. This includes the rehabilitation of deteriorated or damaged mechanical equipment to meet current standards of public health and safety. Here, the Project proposes replacement of existing piping, which is necessary to meet current standards of public health and safety and avoid any future risk. Finally, none of the exceptions to the categorical exemptions apply under State CEQA Guidelines § 15300.2. For all of the foregoing reasons, the Project is categorically exempt from CEQA.

SECTION 2. Approval of the RAS Header Replacement Project. The Governing Board hereby approves the RAS Header Replacement Project in its entirety, including all steps to implement the Project as set forth herein and in the Staff Report.

SECTION 3. Execution of Resolution. The Chair of the Governing Board shall sign this Resolution, and the Secretary to the Governing Board shall certify that this Resolution was duly and properly adopted by the Governing Board.

SECTION 4. Notice of Exemption. The Governing Board hereby directs staff to file a Notice of Exemption with the San Bernardino County Clerk within five (5) working days of the adoption of this Resolution.

SECTION 5. Custodian of Records. The documents and materials that constitute the record of proceedings on which these findings have been based are located at the Agency’s office located at 121 Palomino Drive, Big Bear City, California 92314. The custodian for these records is the General Manager of BBARWA.

PASSED, ADOPTED, AND APPROVED this 22nd day of April, 2026.

Kendi Segovia, Chair of the Governing Board
of the Big Bear Area Regional Wastewater Agency

ATTEST:

I, Bridgette Burton, Secretary to the Governing Board of the Big Bear Area Regional Wastewater Agency, DO HEREBY CERTIFY, that the foregoing Resolution No. R. 08-2026, A Resolution of the Big Bear Area Regional Wastewater Agency Approving the RAS Header Replacement Project and Finding the Project Exempt from the California Environmental Quality Act Pursuant to State CEQA Guidelines Section 15301 (Existing Facilities), was duly adopted at a regular meeting of the Governing Board held on the 22nd day of April, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Bridgette Burton, Secretary to the Governing Board
of the Big Bear Area Regional Wastewater Agency