Big Bear Area Regional Wastewater Agency

Special Board Meeting Agenda

November 17, 2026 at 2:00 p.m.
121 Palomino Drive, Big Bear City, CA 92314 and
59-445 Palila Pl, Waimea, HI 96743

Governing Board Members

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

1. **Call to Order**
2. **Pledge of Allegiance**
3. **Approval of Agenda**
4. **Public Forum -** Public testimony is permitted at this time on any matters listed on the posted agenda. Each speaker will be allotted a maximum of three minutes per item.
5. **Old Business**
   A. Publicly Available Pay Schedule
6. **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 https://www.bbarwa.org to view and/or print the Agenda Package.

Big Bear Area Regional Wastewater Agency

Agenda Item 5.A.

Meeting Date:	November 17, 2026
To:	Governing Board of the Big Bear Area Regional Wastewater Agency
From:	David Lawrence, P.E., General Manager
Subject:	Publicly Available Pay Schedule

Background:

On April 22, 2026, the Governing Board approved the pay schedule effective July 11, 2026.

On May 27, 2026, the Governing Board approved a revised pay schedule that reflected the General Manager's Employment Agreement Amendment No. 10, also effective July 11, 2026.

On October 28, 2026, the Governing Board approved a pay schedule that included the Administrative Assistant position. Upon subsequent review, it was determined that the Administrative Assistant pay range had been incorporated into a prior version of the pay schedule rather than the schedule effective July 11, 2026.

Staff is bringing the pay schedule back to the Governing Board to ensure the Administrative Assistant position is reflected in the correct, currently effective pay schedule.

Financial Impact:

There is no financial impact.

Recommendation:

Approve.

Attachment:

Publicly Available Pay Schedule effective October 28, 2026

BIG BEAR AREA REGIONAL WASTEWATER AGENCY

PAY SCHEDULE

Effective October 28, 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
Administrative Assistant	$26.58	$35.88
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	$104.91	$141.63

Governing Board Approval Date: November 17, 2026