

RESOLUTION NO. DWP 2019-20

**A RESOLUTION OF THE BOARD OF WATER AND POWER COMMISSIONERS
OF THE CITY OF BIG BEAR LAKE, DEPARTMENT OF WATER AND POWER,
COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA,
REGARDING AMENDMENT NO. 1 TO THE EMPLOYMENT AGREEMENT
WITH THE GENERAL MANAGER AND REVISING THE SALARY AND 457
BENEFIT FOR
THE POSITION OF GENERAL MANAGER**

WHEREAS, the electors of the City of Big Bear Lake did in 1985 adopt an Amendment to the City of Big Bear Lake Charter which created a Department of Water and Power (DWP); and

WHEREAS, the Board of Water and Power Commissioners (Board) is empowered by the Charter to employ a general manager, and to fix and pay out the compensation of any and all employees; and

WHEREAS, the Board entered into an Employment Agreement with the General Manager commencing on January 1, 2019 and continuing through December 31, 2021;

NOW, THEREFORE BE IT RESOLVED that the Board of Water and Power Commissioners of City of Big Bear Lake, Department of Water and Power does hereby amend the Employment Agreement and establish a new compensation and benefit for the position of General Manager, effective the pay-period that includes January 1, 2020, in accordance with the provisions of the Employment Agreement with the General Manager dated 26th day of November attached as exhibit "A".

PASSED, APPROVED, and ADOPTED this 26th day of November 2019.

AYES: *Cylwik, Hjoth, Tarras*

NOES:

ABSTAIN:

ABSENT: *Heule, Willey*



Robert Tarras, Chair
DWP Board of Commissioners

ATTEST:



Lecanne Eagleson, Secretary
DWP Board of Commissioners

EXHIBIT A

AMENDMENT NO. 1

**CITY OF BIG BEAR LAKE
DEPARTMENT OF WATER AND POWER
GENERAL MANAGER
EMPLOYMENT AGREEMENT DATED DECEMBER 18, 2018**

The employment agreement between the City of Big Bear Lake, Department of Water and Power and Reginald A. Lamson, as the General Manager, is hereby amended to reflect the following change to Section 4. Salary:

Employee's salary shall be revised from \$199,971.62 per year to \$205,970.77 for the second year of the agreement. This increase shall go into effect in the pay period that includes January 1, 2020.

Additionally, the employment agreement between the City of Big Bear Lake, Department of Water and Power and Reginald A. Lamson, as the General Manager, is hereby amended to reflect the following change to Section 5. 457 Benefit:

DWP will match, dollar for dollar, any employee contributions into the DWP's 457 plan, shall be revised from a maximum of 2% of the employee's annual salary to a maximum of 3% of the employee's annual salary.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 26th day of November 2019.

EMPLOYER:

CITY OF BIG BEAR LAKE
DEPARTMENT OF WATER AND POWER

By: 

Robert Tarras, Chair

EMPLOYEE:

REGINALD A. LAMSON

By: 