

**RESOLUTION NO. 01 2011**

**A RESOLUTION OF THE GOVERNING BOARD OF THE BIG BEAR AREA REGIONAL WASTEWATER AGENCY REGARDING THE IDENTIFICATION OF COMPARABLE AGENCIES AS STATED IN THE MEMORANDUM OF UNDERSTANDING BETWEEN THE BIG BEAR AREA REGIONAL WASTEWATER AGENCY AND ITS EMPLOYEES**

**WHEREAS**, to promote the efficient and economical delivery of the Big Bear Area Regional Wastewater Agency's (BBARWA) services by increasing BBARWA's financial flexibility to respond to changing economic conditions by providing management with the ability to manage the Salaries and Benefits; and

**WHEREAS**, meetings between representatives of BBARWA and representatives of the BBARWA employees (the Parties) resulted in a memorandum of understanding (MOU); and

**WHEREAS**, amongst the agreements reached in the MOU, prior to December 31, 2010, the Parties agree to identify, at minimum, three (3) comparable agencies for use in future informational Salary Range and Classification Studies. The first such study will occur during December 2012. Such studies are for informational purposes only and shall not commit BBARWA to salary adjustments; and

**WHEREAS**, to accomplish this, the Parties met on September 24, 2010 to determine mutually acceptable comparable agencies. As a result of this meeting, the Parties agreed upon agencies that should be submitted to the Governing Board as comparable agencies for future salary range and classification studies; and

**WHEREAS**, the Parties desire to submit the following agencies to the Governing Board: (1) Mountain View Sanitary District, (2) City of San Clemente, (3) South Lake Tahoe, (4) Goleta Sanitary District, (5) Napa Sanitary District, and (6) City of Redlands; and

**WHEREAS**, approval of this list will allow BBARWA to comply with the terms of the MOU and will not commit BBARWA to any salary adjustments.

**NOW THEREFORE, BE IT RESOLVED**, the Governing Board of the Big Bear Area Regional Wastewater Agency, California hereby adopts the following:

**Section 1.** Approval of List. The Governing Board shall approve the list of the stated agencies above to allow BBARWA to comply with the terms of the MOU.

**Section 2.** Limitations. Approval of the list is solely for the purpose of allowing BBARWA to comply with the terms of the MOU. Approval of the list does not commit BBARWA to any salary adjustments.

PASSED, APPROVED AND ADOPTED this 26th day of January, 2011.

AYES:

NOES:

ABSENT:

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Chairman, Governing Board  
Big Bear Area Regional Wastewater Agency

ATTEST:

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Secretary, Governing Board  
Big Bear Area Regional Wastewater Agency