



AGENDA

SPECIAL MEETING OF THE BOARD OF DIRECTORS

Wednesday, June 25, 2025

3:00 p.m.

Lake Hemet Municipal Water District Board Room
26385 Fairview Avenue, Hemet, CA 92544

www.lhmwd.org

**Notice, Any public record, relating to an open session agenda item distributed within 72 hours prior to the meeting is available for public inspection at the office of the District*

I. Call to Order and Pledge of Allegiance

II. Roll Call

III. Agenda Approval

IV. Public Comment Period - *For those members of the public attending in person, please submit a public comment form to the designated official. For all members of the public who wish to make comments (either in person or via teleconferencing), public comments will be limited to 5 minutes for items on the agenda and 3 minutes for non-agenda items. A speaker requiring a Translator will be provided twice the allotted time(s). Except for public hearings or at the discretion of the Board Chairman, this is the only time designated for public comment*

REGULAR SESSION OF THE BOARD OF DIRECTORS

V. Board Action Items

1. Resolution No. 820 – Approving the Memorandum of Understanding with Service Employees International Union (SEIU), CTW, CLC Local 721
2. Resolution No. 821 – Approving the Employee Manual for Unrepresented Employees

VI. Closed Session

A. **CONFERENCE WITH LABOR NEGOTIATORS** – Pursuant to Gov. Code 54957.6
District Negotiator(s): General Manager Gow/District Counsel Davis and Wojcik

1. Represented Employees: SEIU Local 721
2. Unrepresented Employees

B. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION** – Pursuant to Gov. Code Section 54957; Continued Review of the General Manager; Michael A. Gow

VII. Adjournment - Thursday, July 17, 2025 at 3:00 p.m.

REVISIONS TO THE AGENDA – In Accordance with Government Code 54954.2(a), (Brown Act), revisions to this Agenda may be made up to 72 hours before the Board Meeting, if necessary, after mailings are completed. Interested persons wishing to receive a copy of the Agenda may pick one up 72 hours prior to the Board Meeting at the District's Main Office, located at 26385 Fairview Avenue, Hemet, California.

ADDITIONS TO AGENDA – In Accordance with Government Code 54954.2 (b)(1) (Brown Act), upon a majority vote that an addition to the agenda is warranted because it came to light after the agenda was posted, and an emergency situation exists as defined in Section 54956.5 or Government Code 54954.2 (b) (2), (Brown Act) upon a determination by two-thirds vote of the legislative body, (or if less than two-thirds of the members are present, a unanimous vote of those members present), that the need to take action came to the attention of the District subsequent to the Agenda being posted.

RESOLUTION NO 820

**RESOLUTION OF THE BOARD OF DIRECTORS OF
LAKE HEMET MUNICIPAL WATER DISTRICT
APPROVING THE MEMORANDUM OF UNDERSTANDING WITH SERVICE
EMPLOYEES INTERNATIONAL UNION (SEIU), CTW, CLC LOCAL 721**

WHEREAS, a Memorandum of Understanding (MOU) between the SERVICE EMPLOYEES INTERNATIONAL UNION, CTW, CLC LOCAL 721, providing for employees represented by Local 721 at Lake Hemet Municipal Water District has been ratified by a vote of the majority of the unit members of Local 721;

WHEREAS, the District met and conferred in good faith in accordance with Government Code Section 3501 et seq.; and

NOW THEREFORE, THE BOARD OF DIRECTORS OF THE LAKE HEMET MUNICIPAL WATER DISTRICT DOES HEREBY FIND, DETERMINE, RESOLVE AND ORDER AS FOLLOWS: That the Board does hereby approve and authorize the District to sign the “Memorandum of Understanding” between SEIU Local 721 and the District attached hereto as Exhibit “A”. The MOU is hereby effective for the period of July 1, 2025 to June 30, 2028.

PASSED, ADOPTED AND APPROVED by the Board of Directors of Lake Hemet Municipal Water District at specially scheduled Board Meeting held on June 25, 2025.

Todd A. Foutz
President, Board of Directors

ATTEST:

Frank D. Marshall, III
Secretary/Treasurer, Board of Directors

RESOLUTION NO 821

**RESOLUTION OF THE BOARD OF DIRECTORS OF
LAKE HEMET MUNICIPAL WATER DISTRICT
APPROVING THE EMPLOYEE MANUAL
FOR UNREPRESENTED EMPLOYEES**

WHEREAS, the representatives of the Board have made equitable adjustments to the salary, benefits, personnel rules, regulations and procedures for unrepresented employees of the District;

WHEREAS, the Employee Manual prepared by said representatives has been presented to the Board for ratification; and

NOW THEREFORE, THE BOARD OF DIRECTORS OF THE LAKE HEMET MUNICIPAL WATER DISTRICT DOES HEREBY FIND, DETERMINE, RESOLVE AND ORDER AS FOLLOWS: That the Board does hereby approve and authorize the salary, benefit adjustments, personnel rules, regulations and procedures contained in the Employee Manual attached hereto as Exhibit "A". The Employee Manual as approved shall remain in full force and effect until modified by the Board.

PASSED, ADOPTED AND APPROVED by the Board of Directors of Lake Hemet Municipal Water District at specially scheduled Board Meeting held on June 25, 2025.

Todd A. Foutz
President, Board of Directors

ATTEST:

Frank D. Marshall, III
Secretary/Treasurer, Board of Directors