

**LAKE HEMET MUNICIPAL WATER DISTRICT
SPECIAL BOARD OF DIRECTORS MEETING**

June 25, 2025

3:00 p.m.

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

www.lhmwd.org

I. Call to Order and Pledge of Allegiance

President Foutz called the meeting to order at 3:00 p.m.

President Foutz stated that our beloved board member, J. Larry Minor passed away earlier this morning, June 25, 2025. The board acknowledges his service to Lake Hemet MWD and the entire Hemet-San Jacinto Valley and extends condolences to his family.

II. Roll Call

PRESENT: Directors, Elam, Foutz, Marshall and Pastor

OTHERS PRESENT: General Manager Gow, District Counsel Davis and District Secretary Billinger

III. Agenda Approval

Director Elam moved and Director Marshall seconded a motion to approve.

Motion carried by the following roll call vote:

AYES: Elam, Foutz, Marshall, Pastor

IV. Public Comment Period

None

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

District Counsel Davis provided an update, noting that the agreement was approved overwhelmingly by the SEIU Membership. He extended his appreciation to Aida Tibbets, paralegal, commending her for her outstanding work throughout the negotiations. He also recognized the district staff on the negotiation team, stating it was the best group he has worked with to date.

Director Elam moved and Director Pastor seconded a motion to approve.

Motion carried by the following roll call vote:

AYES: Elam, Foutz, Marshall, Pastor

2. **Resolution No. 821** – Approving the Employee Manual for Unrepresented Employees

Director Marshall moved and Director Elam seconded a motion to approve.

Motion carried by the following roll call vote:

AYES: Elam, Foutz, Marshall, Pastor

Closed session not needed.

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. Adjourned** at 3:16 p.m. with a moment of silence in memory of J. Larry Minor, to Thursday, July 17, 2025 at 3:00 p.m.



Kathleen Billinger, Assistant Secretary



Steven A. Pastor, Vice-President
Lake Hemet Municipal Water District