Bangor Water District
Board of Trustees
Minutes of the Regular Meeting
April 21, 2026

The regular meeting of the Bangor Water District Board of Trustees was held at 3:45 p.m. in the Hughes Building, 614 State Street. Trustees and staff participated in person, except as noted below. Remote participation for the public was provided; Rebecca, representing Cedar Falls Mobile Home Park, joined the meeting via zoom.

I. Vice Chair Hwalek called the meeting to order at 3:45 p.m.

II. Roll Call: Mr. Foss, Mrs. Hamilton, Mr. Hwalek, and Mr. Chick- remote. Also in attendance were Mrs. Silva, Mr. Littlefield, Mr. Easterwood, Mr. Harrison, and Mrs. McGary.

III. Public Comment: None

IV. Old Business:

Approval of March Regular Minutes: It was upon motion being made and duly seconded, unanimously:

VOTED: To accept the minutes of the regular March meeting as presented by Vice Chair Hwalek.

Report of the Treasurer: Director of Finance Silva presented an overview of the March financials, noting that operating revenues are 2 percent ($60,000) ahead of budget while operating expenses are 4 percent ($90,000) under budget. Metered sales are 1 percent ahead of budget. The Treasurer's Report was accepted as presented.

Project Manager's Report:

Current Construction and Engineering Projects:

- Cumberland Street water main replacement project has been placed out to bid by the City of Bangor.
- Birch and Nelson Street project has been awarded $2,073,600 in DWSRF funding with $4,414,720 or 20% in principal forgiveness.
- Continued working with Dirigo Engineering and Cianbro on the Kenduskeag Ave/I95 overpass water main replacement.
- Continued to review plans for other development projects throughout distribution system.

Construction Department Employee Retention and Moral:
Mr. Littlefield discussed the high employee turnover rate in construction and indicated internal changes be considered to reduce turnover. These are among the suggestions made by current and departing employees as well as other utility districts:

- Changes in benefits.
- Changes in work schedule.
- Reward program.
- Salary survey

There will be more information provided going forward.

V. New Business:

Water Quality Report: Water Quality Manager Easterwood reported that all routine samples were negative. In addition, the district has acquired a new boat and motor per the approved capital budget.

General Manager's Report: The December Progress Report was accepted as written.

- New ADA compliant website is up.
- Remote access to SCADA info is in development.
- Considering rising costs, dosing levels of fluoride are being reviewed with state officials.
- Issues with the feed to Hermon from the BIA standpipe causing pressure fluctuations are being investigated.
- Raising the alkalinity levels at the plant is being considered to avoid the need for dumping standpipes.
- Use of personal vs district email by Trustees was reviewed.
- The confined space entry program was reviewed. Currently two employees are certified; alternative is cross training more employees or contracting with an outside entity. More information to come.
- Auction process for used vehicles and equipment is under review.
- Discussion of additional topics for new Trustees and future Board Meetings, that included presentations by department heads and discussions for potential solutions, and access to potential resources with emphasis on utility efficiency.
- Discussion for Board Members to take tour of the Water Treatment Plant.

In Follow-up to Mr. Littlefield's presentation on Employee Retention and Moral, Mr. Harrison proposed a schedule of 4 10-hour days for field personnel based on his research. Mr. Harrison believes it will improve efficiency, reduce expenses, and improve productivity. Following Board discussion, it was upon motion being made and duly seconded.

VOTED: To implement the 4 10-hour day schedule for field personnel to implement immediately.

VI: **<u>Board Member Communication/ Request:</u>** None.

VII: **<u>Approval to enter Executive Session:</u>** It was upon motion being made and duly seconded:

VOTED: that the Board enter executive session for the purpose of discussing personnel matters pursuant to M.R.S.A. § 405(6)(A)

The Board entered executive session at 5:05 p.m. and exited at 6:13 p.m., No further action was taken.

It was then upon motion being made and duly seconded:

VOTED: To adjourn the meeting at 6:13 p.m.

VIII: **Next Meeting Dates:**

May 19, 2026

Ralph Foss, Clerk

John Hwalek, Vice Chair

Patty Hamilton

Frank Bragg

Lee Chick

Samuel Morse