

Bangor Water District  
Board of Trustees Personnel Committee

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**Minutes of Workshop Meeting  
25 March 2021**

A workshop meeting of the Bangor Water District Board of Trustees was held at 2:00 p.m. Due to Covid 19 restrictions, Trustees and the General Manager participated remotely with both audio and video available to all participants. Remote participation for the public was provided; one member signed in but left before introducing himself. Present were Trustees:

Robert Sypitkowski  
Michael Timpson  
John Hwalek

being more than a quorum of subcommittee members. Also in attendance was General Manager Moriarty.

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**Development of a performance review process of the General Manager**

- Committee transparency update: minutes and notice
- Contract: modification of the City Manager of Bangor to fit BWD
- Performance Review Form: review of evaluation form and calendar for the review process
- Present dispute resolution policy: reviewed complaint process
- Staff review of GM via written form to be administered by a human relations manager
- Human Resources (HR): discussed need for and role of HR manager

**Next meeting scheduled for Tuesday, March 30, 2021**

Dial by your location <https://us02web.zoom.us/j/89389135787?pwd=ZnFuanZqOE1xd3p5a0NNYlJvK1VKUT09>

Meeting ID: 893 8913 5787

Passcode: 363258

Hearing no further business to come before the meeting, it was agreed to adjourn the meeting at 3:10 p.m.

John Hwalek

Robert Sypitkowski

Michael Timpson