



## CITY OF BANGOR

### **Government Operations Committee**

**Monday, June 7, 2026**

**73 Harlow Street, Council Chambers**

*Immediately following Business and  
Economic Development Committee*

### **AGENDA**

1. Advisory Committee on Racial Equity, Inclusion and Human Rights Update
2. Public Health Update
3. Resolve: Ratifying Staff Action to Apply for the John T. Gorman Foundation Direct Service Grant Program for up to \$30,000 of Funding Housing Stabilization Activities
4. Resolve: Accepting and Appropriating \$1,869,733 from the Department of Health and Human Services for the Maine Prevention Network for Fiscal Years 2027 and 2028
5. Resolve: Accepting and Appropriating Grant Funds from United State Housing and Urban Development for the Purpose of Funding the Bangor Rental Assistance Program in the Amount of \$1,144,879 (*Referral – Second Reading on 7/13*)
6. Order: Authoring the City Manager to Execute a Lease Agreement with Bangor Nursing Rehabilitation Center for rented space at 103 Texas Avenue for Bangor Public Health & Community Services
7. Proposed Ethics Ordinance Amendment
8. MMA Legislative Policy Committee Ballot
9. Proposed Slate for 2027 MMA Vice President & Executive Committee Members

#### Upcoming Items (subject to change)

*(Items may go to Government Operations Committee or be moved to another committee, depending on timing.)*

- *Council Guidelines Update*
- *Community Connector Update*
- *Built for Zero – HUB 7 Update (Aug. or Sept., may occur at workshop)*
- *HIV Case Management budget update*



**To:** Bangor City Council

**From:** Advisory Committee on Racial Equity, Inclusion, and Human Rights (ACREIHR)

**Date:** July 1, 2026

**Subject:** Quarterly Committee Update

The Advisory Committee on Racial Equity, Inclusion, and Human Rights (ACRE) continues to focus on practical initiatives that improve access to City services, strengthen communication with residents, and provide City Council with information that supports effective decision-making. During this quarter, the committee concentrated its efforts in three primary areas.

### **Language Access & Public Accessibility**

The committee has begun examining Bangor's need for a citywide Language Access Plan (LAP) to ensure residents can effectively access municipal services and participate in local government. The goal of the LAP is to identify practical, strategic, and cost-effective ways for the City to accommodate multilingual residents while confirming that language is not a barrier to accessing City departments or services. This work has included gathering feedback from City departments to better understand existing language needs, exploring the Bangor Police Department's use of Language Line interpretation services, and identifying opportunities to improve consistency across departments. The draft plan also outlines areas for future exploration, including staff training and additional resources that could further strengthen the City's ability to communicate with residents.

To better understand community needs, committee members also met with representatives from the Maine Multicultural Center and Bangor Adult & Community Education. These conversations focused on the languages most commonly encountered in Bangor, existing community resources, and training opportunities that could help City staff and elected officials communicate more effectively with residents whose first language is not English.

### **Public Communication & Community Engagement**

The committee has continued enhancing the ACRE webpage to make it a more useful and accessible resource for Bangor residents. Planned improvements include expanding information about the committee's work, providing meeting updates, and highlighting heritage and cultural observances throughout the year to increase community awareness of local events and opportunities. The webpage now also includes a public contact form giving residents a direct way to share ideas, concerns, and suggestions that can help strengthen community engagement and belonging in Bangor and a community survey will be added soon. (Additional information about the survey is provided below.)

These improvements are intended to make the committee's work more transparent and provide an accessible avenue for residents to communicate directly with committee members.

## **Community Outreach**

For the third consecutive year, ACRE hosted an informational table at Bangor Pride. In addition to sharing information about the committee's work, members invited attendees to complete a brief community feedback survey regarding belonging and inclusion in Bangor.

Although the survey represents a small sample, several themes emerged:

- Participants in the survey said Bangor is an inclusive community, though most respondents indicated it is inclusive "sometimes," suggesting residents recognize positive efforts while also identifying opportunities for continued improvement.
- Respondents consistently identified practical barriers to community participation, with the most frequently cited being lack of accessible transportation, limited awareness of community events, and financial cost.
- Affordable housing, accessible public spaces, transparent communication from city government, and opportunities for community gathering were consistently rated as important priorities.
- Several respondents also noted that Bangor already has many welcoming organizations and community groups, while encouraging the City to continue expanding opportunities for residents to connect and participate.

While this survey is not intended to be statistically representative of Bangor residents, it provides valuable qualitative feedback that complements the committee's ongoing outreach and community engagement efforts. The survey has also been added to the ACRE webpage to collect resident feedback year-round, helping the committee identify community needs, track emerging themes, and better inform its recommendations to City Council. The committee also plans to continue gathering community input through participation in citywide events, ArtWalks, and other public engagement opportunities, where members can provide information about the committee's work and invite residents to share their perspectives.

## **Looking Ahead**

Over the coming quarter, the committee plans to continue advancing its work in several areas:

- Continue evaluating options for a practical and sustainable language access strategy for City departments.
- Support the Legislative Committee as needed, including identifying appropriate ways to inform Council and residents of state legislation that may affect Bangor communities or municipal operations.
- Expand opportunities for community listening and engagement so residents can more easily share experiences, identify barriers, and suggest improvements.
- Continue enhancing the committee's public communications through regular website updates and educational resources.
- Identify partnerships with local organizations that can support City departments through training, cultural competency resources, and community connections when appropriate.

The committee remains committed to serving as a resource to City Council by identifying opportunities to improve accessibility, strengthen public engagement, and help ensure all Bangor residents are able to access City services and participate fully in civic life.



CITY OF BANGOR

Jennifer Gunderman, Director  
Public Health & Community Services  
Phone: 207-992-4550  
[Jennifer.gunderman@bangormaine.gov](mailto:Jennifer.gunderman@bangormaine.gov)

To: Government Operations Committee  
From: Jennifer Gunderman, Director Public Health and Community Services  
Date: July 2, 2026  
RE: Public Health and Community Services Memo

The following are updates from Bangor Public Health and Community Services:

- HIV Outbreak: As of June 30, 2026, there are 44 confirmed cases. Strategies include testing, PrEP, adherence to medication/care, offering support services, education, coordination with community partners.
- Warming Center: During 2025-2026, City funding supported 2 overnight warming shelters- Together Place and Brick Church. Collectively, both shelters provided 10,708 bed stays between November 2025 and April 2026 representing at least 425 unique individuals. Each center remained open every night except 1 night. One shelter experienced a staffing shortage one night. The other needed to address a pest issue. City funding contributed \$11.21 per bed stay. HUB 7 Coordinator convening planning conversations. Waiting for MaineHousing funding application.  
*Quote from report: The warming shelter became more than a place to sleep. For many guests, it was one of the few consistent places where they could come inside, be safe for the night, and interact with people who treated them with respect. The season showed how important warming shelters are in the community's broader response to homelessness. They do not solve every challenge, but they create a critical point of safety and connection.*
- Day Space RFP: Applications due July 1. Next step is to review and offer recommendations.
- Electronic Medical Record RFP: Applications due July 1. Plan to be operational by end of 2026. Will allow us to bill for a number of clinical services- case management, lactation, testing, PrEP, etc.
- Mosquito Surveillance: Setting 4 traps throughout Bangor as part of statewide surveillance efforts. Tested at Maine Medical Center vectorborne lab. Providing education and information for positive results.
- Tickborne Disease: Ordered materials from Maine CDC, community education on social media and newsletter, exploring getting a speaker.
- National Association to End Homelessness Conference: I will be attending July 7-10 in Washington DC.
- Learning and Listening Sessions: Community Health Leadership Board recommended collaborating and leveraging support from state leaders.
- Syringe Waste: Scheduling a meeting to talk with organizations and departments to discuss challenges and opportunities. Syringe waste issue includes waste seen in public; people on medications not having a place to dispose; and confusion on residential disposal. Will present options with estimated costs to City Council.



**CITY COUNCIL ACTION**

07/13/2026

Council Meeting Date: 07/13/2026

Item No:

Responsible Dept: Health & Community Services

Requested Action: Resolve

Map/Lot: N/A

**Title, Resolve**

Ratifying Staff Action to Apply for the John T. Gorman Foundation Direct Service Grant Program for up to \$30,000 of Funding Housing Stabilization Activities

**Summary**

This resolve will ratify the Staff's actions in applying for the John T. Gorman Foundation Direct Service Grant Program (DSGP) for up to \$30,000 to fund housing stabilization activities.

The John T. Gorman Foundation's DSGP was open to organizations who serve individuals experiencing the adverse effects of poverty with housing and food needs for all people in Maine. The DSGP awards both program and project funding as well as general operating support. The Foundation will consider requests that support the provision of direct services to clients.

People experiencing housing instability face a number of barriers to secure and transition into housing. This funding would be used to address two of those barriers. First, funds would be used to contribute to security deposits. Second, funds would be used to purchase basic needs for setting up living space such as kitchen supplies, cleaning supplies, mattress, and small pieces of furniture.

The deadline for submission was June 22, 2026. The process and timing associated with DSGP application does not always align with the timing of City Council or Committee meetings. Therefore, in order to meet the submission deadline, the City Manager authorized the application on behalf of the City and this Resolve will ratify those actions.

**Committee Action**

Committee: Government Operations Committee

Meeting Date: 07/06/2026

Action:

For:

Against:

**Previous Council Actions**

City Manager

City Solicitor

Finance Director

**Introduced for:** Consent



**CITY OF BANGOR RESOLVE**

---

07/13/2026

Date: 07/13/2026

Item No:

Assigned to Councilor:

Ratifying Staff Action to Apply for the John T. Gorman Foundation Direct Service Grant Program for up to \$30,000 of Funding Housing Stabilization Activities

Be it Resolved by the City Council of the City of Bangor that, staff action of applying for the John T. Gorman Foundation Direct Service Grant Program for up to \$30,000 to fund housing stabilization activities is hereby ratified.



## CITY COUNCIL ACTION

07/13/2026

Council Meeting Date: 07/13/2026

Item No:

Responsible Dept: Health & Community Services

Requested Action: Resolve

Map/Lot: N/A

### Title, Resolve

Accepting and Appropriating \$1,869,733 from the Maine Department of Health and Human Services for the Maine Prevention Network for Fiscal Years 2027 and 2028

### Summary

This Resolve would accept and appropriate \$1,869,733 from the Maine Department of Health and Human Services to implement the Maine Prevention Network in the Penquis Public Health District for fiscal years 2027 and 2028.

Bangor Public Health is responsible for providing prevention services including substance use prevention, tobacco prevention, and promotion of healthy eating and active living throughout the Penquis Public Health District (Penobscot and Piscataquis counties). Bangor Public Health will provide direct prevention services in Penobscot County and will subcontract direct prevention service provision in Piscataquis County to Northern Light Mayo Hospital Community Outreach.

Bangor Public Health and Community Services has been providing these prevention services since 2007. This contract runs from January 1, 2023 through June 30, 2023 via an initial contract period and four additional two-year extensions. This resolve will accept and appropriate the associated funding for fiscal year 2027 in the amount of \$971,976 and funding in fiscal year 2028 of \$897,757.

### Committee Action

Committee: Government Operations Committee

Action:

Meeting Date: 07/06/2026

For:

Against:

### Previous Council Actions

23-026

City Manager

City Solicitor

Finance Director

**Introduced for:** First Reading



**CITY OF BANGOR RESOLVE**

---

07/13/2026

Date: 07/13/2026

Item No:

Assigned to Councilor:

Accepting and Appropriating \$1,869,733 from the Maine Department of Health and Human Services for the Maine Prevention Network for Fiscal Years 2027 and 2028

Be it Resolved by the City Council of the City of Bangor, that the City Manager is authorized to accept and appropriate \$1,869,733 in funding for fiscal years 2027 and 2028 from the Maine Department of Health and Human Services for the Maine Prevention Network and execute related contract(s) extensions.



**CITY COUNCIL ACTION**

06/22/2026

Council Meeting Date: 06/22/2026

Item No:

Responsible Dept: Health & Community Services

Requested Action: Resolve

Map/Lot: N/A

**Title, Resolve**

Accepting and Appropriating Grant Funds from United States Housing and Urban Development for the Purpose of Funding the Bangor Rental Assistance Program in the Amount of \$1,144,879

**Summary**

This Resolve would accept and appropriate \$1,144,879 in grant funds from United States Housing and Urban Development (HUD) to fund the Bangor Rental Assistance Program (formally Shelter Plus Care) for operating year September 1, 2026 through August 31, 2027.

This program provides rental assistance to qualified individuals, and families, who live in Bangor and other communities in Penobscot County and promotes housing stability. Participants needing case management services are assisted by the Shelter Plus Care Housing Specialist through referrals for life skills such as healthy living, financial literacy, and employment. These funds are granted through the Maine Continuum of Care Notification of Funding Opportunity competitive process.

Currently, the approximate number of apartments with grant agreements includes: 73 households, 14 one-bedroom apartments, two two-bedroom apartments for families with children, and 57 efficiency apartments.

**Committee Action**

Committee: Government Operations Committee

Meeting Date: 07/06/2026

Action:

For:

Against:

**Staff Comments & Approvals**

Council Order 24-301 Approval to Apply on September 23, 2024

City Manager

City Solicitor

Finance Director

**Introduced for:** First Reading & Referral

Government Operations Committee

07/06/2026



## **CITY OF BANGOR RESOLVE**

---

06/22/2026

Date: 06/22/2026

Item No:

Assigned to Councilor:

Accepting and Appropriating Grant Funds from United States Housing and Urban Development for the Purpose of Funding the Bangor Rental Assistance Program in the Amount of \$1,144,879

Be it Resolved by the City Council of the City of Bangor That, the City Manager is hereby authorized to accept and appropriate \$1,144,879 in grant funds from United States Housing and Urban Development to fund the Bangor Rental Assistance Program.



## CITY COUNCIL ACTION

07/13/2026

Council Meeting Date: 07/13/2026

Item No:

Responsible Dept: Health & Community Services

Requested Action: Order

Map/Lot: N/A

### Title, Order

Authorizing the City Manager to Execute the Lease Agreement with Bangor Nursing and Rehabilitation Center for Office and Clinic Space for Bangor Public Health and Community Services

### Summary

This Order will authorize the City Manager to execute the lease agreement with Bangor Nursing and Rehabilitation Center for the Bangor Public Health and Community Services (H&CS). Since 2001, H&CS has rented space at 103 Texas Avenue with the last lease being approved in May of 2021.

The proposed agreement is from July 1, 2026 to June 30, 2029 for 11,827 square feet (SF). The agreement includes the following rent rate increases:

- July 1, 2026 to December 31, 2026 increase from \$10 SF to \$11 SF
- January 1, 2027 to June 30, 2027 at \$12 SF
- July 1, 2027 to June 30, 2028 at \$12.36 SF
- July 1, 2028 to June 30, 2029 at \$12.73 SF

Bangor Nursing Home will continue to pay for utilities. Other changes in the rental agreement include transferring the responsibility for grounds work to Bangor Public Health and Community Services. In addition, the amount of time to terminate the lease was reduced from 24 months to 12 months.

### Committee Action

Committee: Government Operations Committee

Action: Recommend for passage

Meeting Date: 07/06/2026

For:

Against:

### Previous Council Actions

Order 21-191

City Manager

City Solicitor

Finance Director

**Introduced for:** Consent



**CITY OF BANGOR ORDER**

---

07/13/2026

Date: 07/13/2026

Item No:

Assigned to Councilor:

Authorizing the City Manager to Execute the Lease Agreement with Bangor Nursing and Rehabilitation Center for Office and Clinic Space for Bangor Public Health and Community Services

Be it Ordered by the City Council of the City of Bangor that, the City Manager is authorized to execute a lease agreement with Bangor Nursing and Rehabilitation Center for Office and Clinic Space for Bangor Public Health and Community Services through June 20, 2029. Said lease shall be in a final form approved by the City Solicitor or Assistant City Solicitor.

## MEMORANDUM

To: Government Operations Committee  
From: Legal Department  
Date: June 24, 2026  
Subject: Proposed Ethics Ordinance Amendment

Councilor Faloon prepared a draft ordinance amendment that would amend the City's Code of Ethics in two ways. It would provide a deadline for the Board of Ethics to conduct its work and provide the City Council with its written advisory opinion, and it would provide a framework for City Council to use when an Ethics Board written advisory opinion is received by the Council. The Legal Department reviewed the draft, provided comments and suggested revisions, and worked with Councilor Faloon to develop a revised draft ordinance amendment that is attached to this memorandum.

First, the draft ordinance amendment would create a deadline of 120 days for the Board of Ethics to field a referral from the City Council, conduct its work, and draft and issue its written advisory opinion to the City Council. The draft provides that the Ethics Board may also request an extension from the Council if the Board cannot complete its review and issue its written findings within 120 days, and provides a procedure the Ethics Board and the Council should use in the event an extension is requested. This deadline and framework for extension is designed so that the Ethics Board's work will be completed in a timely manner, with the flexibility of the Council retaining control over any extensions that may be needed. The attached draft has not been reviewed by the Ethics Board.

Second, the draft ordinance amendment provides a procedure for the Council to follow when the Ethics Board's written advisory opinion is received by the Council. Currently, our Ethics Code does not contain any procedure for the Council to follow upon receiving the advisory opinion.

The draft provides that, in the event the Ethics Board's advisory opinion finds there was no violation, the Council would have the option to: (1) vote to take no further action on the matter; (2) deliberate and vote on whether the Council finds that the alleged violation(s) did or did not occur; or (3) deliberate and vote on whether the Council wishes to conduct its own investigation into the matter. In the event the Ethics Board's advisory opinion finds that a violation occurred, the proposed ordinance provides that the Council would have the option to deliberate and vote on whether the Council finds that the alleged violation(s) did or did not occur, or to vote on whether the Council wishes to conduct its own investigation into the matter.

The ordinance amendment provides that a Councilor, board member, or commission member who was the subject of the Ethics Board's investigation and findings may not participate in the

Council's deliberations or vote, but must be given the opportunity to speak on his/her own behalf and to offer a defense to the allegations, including, in the event the Council chooses to conduct its own investigation, the opportunity to request voluntary witness statements and to seek and present relevant documents. In the event the Council votes to conduct its own investigation, the proposed ordinance provides a framework for the Council to use to determine the scope and parameters of the investigation.

This proposed ordinance also provides a framework for considering an appropriate penalty in the event the City Council finds a violation of the Ethics Code occurred. The draft provides that, should the Council vote and determine that one or more violations of the Ethics Code occurred, the Council should deliberate and vote on the issuance of a penalty, which may include one or more of the following: (1) a finding that no penalty will be imposed, accompanied by a written statement of the Council's reasoning; (2) imposing a formal censure; (3) removing a Councilor from a committee; (4) imposing a civil fine; (5) requiring the official to complete a specified training; or (6) providing some other lawful action.

**CITY OF BANGOR, MAINE**

**ORDINANCE AMENDMENT**

AN ORDINANCE AMENDING CHAPTER 33 (CODE OF ETHICS) OF THE CODE OF THE CITY OF BANGOR TO ESTABLISH A MANDATORY RESPONSE DEADLINE FOR THE BOARD OF ETHICS AND A MANDATORY COUNCIL RESPONSE PROCEDURE UPON A FINDING OF ETHICS VIOLATION

**Introduced by:** Councilor Susan Faloon

**Council Order No.:** \_\_\_\_\_

**Date of Introduction:** \_\_\_\_\_

**PURPOSE AND FINDINGS**

The City of Bangor's Code of Ethics (Chapter 33) establishes the expectation that City Councilors, board members, and commission members conduct themselves in a fair, impartial, and equitable manner toward all persons. Chapter 33 further provides a Board of Ethics empowered to investigate alleged violations and issue written findings and an advisory opinion to the City Council.

The City Council finds that:

(A) The existing Code of Ethics establishes clear and sufficient standards of unbiased, equitable conduct applicable to all City officials and appointees;

(B) The current framework does not impose any deadline by which the Board of Ethics must complete its review and issue findings and an advisory opinion following a referral from the City Council, creating the potential for matters to remain unresolved for indefinite periods and undermining timely accountability;

(C) The current framework does not require the City Council to take any action — or to publicly deliberate — following receipt of a written advisory opinion from the Board of Ethics, leaving findings without a guaranteed accountability mechanism; and

(D) Public confidence in city government is served not only by the existence of ethical standards, but by the assurance that referrals will be acted upon promptly, that findings will result in timely

and transparent Council action, and that the full process from referral to Council response will be completed within a defined and predictable timeframe;

## **ENACTMENT**

The City Council of the City of Bangor hereby ordains that Chapter 33 (Code of Ethics) of the Code of the City of Bangor be amended to add the following new sections:

### **§ 33-22. Board of Ethics — Response Deadline.**

(A) **Deadline for Findings.** Upon receipt of a referral from the City Council pursuant to this Chapter, the Board of Ethics shall issue its written advisory opinion to the City Council within 120 days of the date the referral is received by the Board.

(B) **Extension Request.** If the Board of Ethics determines that it cannot complete its review and issue written findings within the 120-day period, the Board shall, prior to the expiration of that period, submit a written extension request to the City Council. The extension request shall include:

- (1) A statement of the reason or reasons the Board requires additional time;
- (2) A proposed extended deadline by which the Board commits to issue its findings; and
- (3) A summary of the Board's progress on the matter to date.

(C) **Council Action on Extension Request.** The City Council shall consider the Board's extension request at its next regularly scheduled meeting following receipt of the request. The Council may, by majority vote, approve the requested extension, approve a modified extension period, or deny the extension.

(D) **Public Record.** All extension requests submitted by the Board and all Council actions taken in response thereto shall be part of the public record of the City Council.

(E) **Effect on Board Procedures.** Nothing in this section shall be construed to limit the Board's authority to conduct thorough and impartial fact-finding within the deadline established herein, or as extended by the Council. The Board retains full authority to request voluntary statements, review records, and conduct hearings as otherwise provided in this Chapter and the Board's Procedural Rules within the applicable timeframe.

### **§ 33-23. Council Response to an Ethics Board Advisory Opinion**

(A) **Duty to Act.** Upon receipt of a written advisory opinion by the Board of Ethics that a City Councilor, board member, or commission member has or has not violated a provision of this Chapter, the City Council shall place the matter on the agenda of its next regularly scheduled

meeting, or a special meeting called for that purpose, occurring no later than thirty (30) days after the City Council's receipt of the Board's written advisory opinion.

(B) Deliberation and Vote. At the meeting described in subsection (A), the City Council may conduct any portions of the Council's deliberations, investigation, or fact-finding in executive session as provided in 1 M.R.S. §405(6)(A), and shall deliberate on the Board's advisory opinion and publicly vote on one or more of the following responses:

(1) In the event the Ethics Board's written advisory opinion concluded that there was no violation, the City Council may:

(a) vote to take no further action on the matter; or

(b) deliberate and vote on whether the City Council finds that a violation(s) did or did not occur. The City Council is not bound by the findings or the advisory opinion of the Ethics Board and may make findings that are or are not consistent with the Ethics Board's findings and opinion; or

(c) deliberate and vote on whether the Council wishes to conduct its own investigation into the matter. In the event the City Council votes to conduct its own investigation into the matter, the Council shall determine the parameters of the investigation, including but not limited to (1) identifying which issue(s) the Council will be investigating, (2) determining which individual(s), if any, the Council will request voluntary statements from, (3) determining which additional records, if any, the Council will request for review, and (4) identifying any other items needed in order to adequately complete the investigation.

(2) In the event the Ethics Board's written advisory opinion concluded that there were one or more violations of the Ethics Code, the City Council may:

(a) deliberate and vote on whether the City Council finds that a violation(s) did or did not occur. The City Council is not bound by the findings or the advisory opinion of the Ethics Board and may make findings that are or are not consistent with the Ethics Board's findings and opinion; or

(b) deliberate and vote on whether the Council wishes to conduct its own investigation into the matter. In the event the City Council votes to conduct its own investigation into the matter, the Council shall determine the parameters of the investigation, including but not limited to (1) identifying which issue(s) the Council will be investigating, (2) determining which individual(s), if any, the Council will request voluntary statements from, (3) determining which additional

records, if any, the Council will request for review, and (4) identifying any other items needed in order to adequately complete the investigation.

(3) In the event the City Council votes and determines that one or more violations of the Ethics Code occurred, the Council shall deliberate and vote on the issue of an appropriate penalty, which may include one or more of the following:

(a) the Council may vote that no penalty will be imposed, accompanied by a written statement of the Council's reasoning;

(b) Formal Censure — the Council may vote on whether to impose a public resolution formally censuring the official, with written findings entered in the public record;

(c) Committee Removal — the Council may vote on whether to remove the official from one or more committee or board assignments for a specified period not to exceed the remainder of the current Council year;

(d) Civil Fine — the Council may vote on whether to impose a civil fine as authorized by §33-3 of the City's Code of Ethics, and as provided in §9-26 of the Code of the City of Bangor;

(e) Training Requirement — the Council may vote on whether to require that the official complete specified training as a condition of continued service in assigned roles; or

(f) Other Lawful Action — the Council may vote to take any other lawful action the Council deems appropriate and proportionate to the nature of the violation.

(4) In conducting the deliberations and voting described in this subsection (B), a Councilor(s) who was (were) the subject of the Ethics Board's investigation and findings shall not participate in the Council's deliberations or vote(s), but shall be given the opportunity to speak on their own behalf and to offer a defense to the allegations, including, in the event the Council chooses to conduct its own investigation, the opportunity to request voluntary witness statements and to seek and present relevant documents for the City Council's review.

(C) Public Record. The Board of Ethics written advisory opinion, the Council's deliberation (other than deliberation(s) that occur(s) in executive session), and any action taken by the Council pursuant to this section shall be maintained as part of the City's public record.

(D) Scope. This section applies to findings involving City Councilors, and, where applicable, to findings involving board members or commission members whose conduct falls within the

jurisdiction of the Board of Ethics under this Chapter. This section does not alter the referral requirements or investigative procedures of the Board of Ethics as otherwise set forth in this Chapter or the Board’s Procedural Rules.

§33-224 Orientation meeting; annual report

**DRAFTING NOTES FOR COUNCIL CONSIDERATION**

Board Deadline. The 120-day period is intended to be sufficient for most matters while preventing indefinite delay. The extension mechanism routes through the full Council rather than allowing the Board to self-grant additional time, preserving Council oversight over the pace of the process.

Civil Fine Authority. The civil fine option in §33-23(B)(3)(d) is included by explicit cross-reference to §33-3 of the Ethics Code and Chapter 9, § 9-26 of the City Code, which already provide civil fine authority for ethics violations. Including it as a named option in the response menu makes clear that this existing authority is available to be considered, rather than overlooked.

No Penalty with Written Reasoning. The requirement in §33-23(B)(3)(a) that a vote for no penalty be accompanied by a written statement of the Council’s reasoning entered in the public record is the key accountability mechanism for cases where the Council chooses not to impose a penalty in instances where the Ethics Board advised that a violation(s) occurred. It ensures the Council's reasoning is documented and available to the public regardless of outcome.

PASSED AND APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
Council Chair, City of Bangor

\_\_\_\_\_  
City Clerk



# MAINE MUNICIPAL ASSOCIATION SINCE 1936

60 Community Drive | Augusta, ME 04330-9486  
1-800-452-8786 (in state) | (t) 207-623-8428  
(f) 207-624-0129

**To:** Key Municipal Officials of MMA's Member Municipalities  
**From:** Justin Poirier, President, Maine Municipal Association  
**Date:** June 8, 2026  
**Re:** Ballot for Election to MMA's Legislative Policy Committee



---

MMA's member municipalities have made their nominations for the 2026-2028 Legislative Policy Committee (LPC). It is now time to elect your representatives to serve on the committee. The enclosed election ballot must be completed by the Selectboard or Town/City Council of your municipality.

### **Number of votes**

Most municipalities are being asked to vote for two candidates, because there are two elected LPC members for most districts. Some municipalities only vote for one candidate, because the other LPC member in that district is appointed. ***You are instructed on the ballot (above the list of candidates) whether to vote for two candidates or just one.***

### **Candidate profiles**

If you are not familiar with any of the candidates, please review the Candidate Profiles on the back of the ballot. Also, feel free to contact the candidates directly.

### **Write-in candidates**

In addition to the candidates listed on the ballot, you may vote for a candidate whose name is not on the ballot by writing that person's name in. The write-in candidate need not be from your municipality but must be an elected or appointed official from an MMA member municipality in your Senate/LPC District. ***Check to be sure the write-in candidate is willing to serve if elected!*** Write-in candidates should be communicating their interest in serving among the municipal officers within their district.

If you are instructed to vote for two candidates and only one candidate is on the ballot, please use the "write-in" line for your second vote if you know of someone who is willing to serve.

### **Deadline for returning ballot**

Please return the ballot by 5:00 p.m. on **Monday, July 27, 2026** to Laura Ellis, either in the enclosed envelope or via email ([lellis@memun.org](mailto:lellis@memun.org)).

**Your participation is important – thank you!**




**OFFICIAL BALLOT – District 9**

**Maine Municipal Association’s Legislative Policy Committee**  
July 1, 2026 – June 30, 2028

**VOTE FOR ONE** (*Bangor appoints 1 LPC Member*):

*(There were no nominees for the second seat in this District. If you know of someone who is willing to serve, please utilize the write-in option)*

\_\_\_\_\_ (name) \_\_\_\_\_ (position) \_\_\_\_\_ (municipality)  write in)

**Candidate Profiles Are On Reverse Side**

MUNICIPALITY: \_\_\_\_\_ DATE: \_\_\_\_\_

 BY SELECTMEN/COUNCILORS:

_____	signature	_____	print name
_____	signature	_____	print name
_____	signature	_____	print name
_____	signature	_____	print name
_____	signature	_____	print name

**Return by 5:00 p.m., July 27, 2026 to:**

Laura Ellis, Maine Municipal Association  
lellis@memun.org

**LPC Senate District 9** *(Bangor appoints 1 LPC Member)*

Bangor

Hermon

*(There were no nominees for the second seat in this District. If you know of someone who is willing to serve, please utilize the write-in option.)*



**MAINE MUNICIPAL  
ASSOCIATION SINCE 1936**

60 Community Drive | Augusta, ME 04330-9486  
1-800-452-8786 (in state) | (t) 207-623-8428

To: Key Municipal Officials of MMA Member Municipalities

From: MMA Nominating Committee  
Chair Melissa Doane, MMA Immediate Past President (Town Manager, Bradley)  
Jill Goldthwait, Past President (Bar Harbor)  
Bob Nutting, Elected Municipal Official (Town Council, Oakland)  
Mike Roy, Town Manager (Greenville)  
Dan Hodgkins, Community-Based Organization (Preble Street)  
Juli Millett, Municipal Employee (Finance Director/Asst. City Manager, Bath)  
Luke Vigue, Affiliate Group (MAAO Board Member)

Date: May 29, 2026

Subject: Proposed Slate for 2027 MMA Vice President & Executive Committee Members

---

The MMA Nominating Committee is pleased to put forth the **Proposed Slate for MMA Vice President and Executive Committee Members** to serve on the MMA Executive Committee.

As a reminder, the MMA Executive Committee is the governing body of the Maine Municipal Association and is made up of three officers and nine members. The officers are elected to serve one-year terms, and the members are elected to serve staggered three-year terms. All candidates, put forth for your consideration, meet all qualifications required by the MMA bylaws to serve in their specified role in which they are nominated.

**NOMINEE FOR MMA VICE PRESIDENT**

**Shiloh LaFreniere, Town Manager, Jay, Maine**

The Nominating Committee has proposed the following candidates to serve as **new** MMA Executive Committee members for full three-year terms (January 1, 2027 – December 31, 2029):

**Chris Camire, Town Council Chair, Lisbon, Maine**

**Michele LaBree Daniels, City Council Member, Brewer, Maine**

**Rick Petrie, Town Manager, Jackman, Maine**

Municipal officials who will advance or continue to serve their respective terms on the MMA Executive Committee include:

**Officers Serving a 1-year term ending December 31, 2026**

**President:** Justin Poirier, Town Manager, Town of Monmouth - *2027 Immediate Past President*

**Vice President:** Anthony Ward, Town Manager, Town of Casco - *2027 President*

**Immediate Past President:** Melissa Doane, Town Manager, Town of Bradley



## **Current Executive Committee**

### **3-year Terms Ending December 31, 2026**

**Shiloh LaFreniere**, Town Manager, Town of Jay  
**Dina Walker**, Selectboard Chair, Town of Weld  
**Pious Ali**, City Councilor, City of Portland

### **3-year Terms Ending December 31, 2027**

**David Cyr**, Town Manager, Town of Frenchville  
**Matthew Garside**, Town Manager, Town of Poland  
**Michele Varuolo-Cole**, Selectboard Chair, Town of Bethel

### **3-year Terms Ending December 31, 2028**

**Phil Crowell**, City Manager, City of Auburn  
**Suzette Francis**, Town Administrator, Town of Lubec  
**Mark Leonard**, Town Manager, Town of Veazie

## **PETITION PROCESS**

Nominations may also be made by petition, signed by a majority of the municipal officers in each of at least five (5) member municipalities. Such petitions must be filed with the MMA Executive Director no later than 40 days prior to the date of the Annual Election. Accordingly, the deadline for nominations by petition is **4:30 p.m. on Monday, July 20, 2026**. Keep in mind that a candidate for the Executive Committee must be a municipal officer (a selectperson or councilor of a town; a mayor, alderman or councilor of a city); a city or town manager; or the chief appointed administrative official of a member municipality. A candidate for vice president must have served on the MMA Executive Committee for at least one year within the past five years.

## **ELECTION PROCESS**

Once the petition process is complete, the official ballot will be mailed to each member municipality for municipal officials to cast their vote. The ballot will include the proposed slate as recommended by the MMA Nominating Committee and any successful petitioned candidate. The ballots will be counted under the direction of the MMA President Justin Poirier, Town Manager of the Town of Monmouth on Friday, August 28, 2026.

The following is a direct link to the MMA's website where you can access up to date information on the MMA Nomination, Petition & Election Process: <https://www.memun.org/About/Governance/Nomination-Petition-Election-Process>.

If you have any questions or would like additional information regarding the nomination, petition and election process, please visit the MMA website at [www.memun.org](http://www.memun.org) or contact Kelly Maines at 1-800-452-8786 ext. 2241 or by e-mail at [kmaines@memun.org](mailto:kmaines@memun.org).

**NOMINATIONS - 2027**  
**Maine Municipal Association**  
**EXECUTIVE COMMITTEE – BIOGRAPHIES**

**VICE PRESIDENT NOMINEE: 1-YEAR TERM**

**Shiloh LaFreniere – Town Manager, Town of Jay**

**Professional & Municipal Experience & Committees:**

Jay Town Manager	2014-present
Code Enforcement Officer, Town of Jay	1997-2014
Environmental Code Administrator, Town of Jay	1997-2010
Wellness Coordinator, Town of Jay	2005-2014
E911 Addressing Officer, Town of Jay	2010-2014
Deputy Finance Director, Town of Jay	2012-2014

**Education & Certificates:**

Bachelor's in business administration  
State of Maine Notary Public

**Affiliations & Certifications:**

- Maine Municipal Association Executive Committee & Strategic Finance Committee
- Maine Town, City and County Management Association Ethics Committee
- Androscoggin Valley Council of Governments – Past President, Executive Committee
- Maine Infrastructure Rebuilding and Resilience Commission Member
- Maine Health Franklin Community Health Network EMS Advisory Board Member
- Institute for Civic Leadership, Maine Development Foundation 2022
- Past Member of the State of Maine Technical Building Codes and Standards Board

**EXECUTIVE COMMITTEE NOMINEES: 3-YEAR TERMS**

**Chris Camire – Town Council Chair, Town of Lisbon**

**Professional & Municipal Experience & Committees:**

Senior Manager, Technical Services, Tyler Technologies, Inc.	2023-present
Manager, Technical Services, Tyler Technologies, Inc.	2021-2023
Town Council, Town of Lisbon	2024-present
General Assembly, Androscoggin Valley Council of Governments (AVCOG)	2026-present

**Education & Certificates:**

University of Southern Maine – Bachelor of Arts, Political Science and Information & Communications

**Michele LaBree Daniels – City Council, City of Brewer**

**Professional & Municipal Experience & Committees:**

City Council Member, City of Brewer	2019-Present
Mayor, City of Brewer	2020-2022
	2024-2025
Budget Committee Member, Penobscot County	2020-2024
Telecommunications, Customer Service, Supervisor/Trainer	1995-2015
General Manager, Hospitality Management	1989-1995

**Committee Membership 1999-2019:**

Member - Greater Bangor Regional Economic Group  
 Board Member - Brewer Land Trust  
 Board Member - Brewer Conservation Commission  
 Member - Greater Bangor Regional Economic Group  
 Board Member - Brewer Cemetery Board  
 President - Brewer Library Trustees  
 Member - Brewer Parks & Recreation Advisory Commission  
 Liaison - Penobscot County Commissioners

**Education & Certificates:**

John Bapst Memorial High School  
 Trinity College, Burlington, Vermont – U.S. History and Canadian Studies  
 National League of Cities University – Grant Writing Bootcamp  
 Maine Municipal Association – Ongoing Training  
 National League of Cities University – Housing as an Economic Development Tool

**Affiliations & Certifications:**

- National League of Cities – Public Safety & Crime Prevention; Small Cities Council
- Maine Municipal Association Co-Ambassador for NLC Congressional City Conference -Hill Day.

**Richard Petrie – Town Manager, Town of Jackman****Professional & Municipal Experience & Committees:**

Jackman Town Manager	2025-present
North East Mobile Health Services	
- Chief Executive Officer	2023-2025
- Chief Operations Officer	2021-2023
Atlantic Partners EMS - CEO	2011-2021
Kennebec Valley EMS Council - Regional Director	2000-2011
Chair, Maine Trauma Advisory committee	2018- 2025
Member, Maine Legislative EMS Blue Ribbon Commission	
Member, Maine General Medical Center Institutional Review Board	

**Education & Certificates:**

- MMA Leadership Program
- Adjunct Faculty, National Ambulance Training Schools (Ireland & Northern Ireland)
- Adjunct Professor, Fiji National University
- Active educator and presenter on leadership, governance, and EMS administration
- Contributing Author: Mosby EMT Text, Legal Issues for EMS

**Affiliations & Certifications:**

- ICS 100, 200, 700, 800
- Local Health Officer Certification
- Town Meeting & Election Law Training
- General Assistance (Foundations & Advanced)
- Vital Records Training
- Transfer Station Operations (Core 1 & Core 3)
- Notary Public
- BMV Registration Training (Standard & Commercial)



