



CITY OF BANGOR

City Council Workshop

Monday, Feb. 9, 2026

Council Chambers, City Hall, 73 Harlow St., 5:15 p.m.

Agenda

- 1. ARPA Project Update: United Way**
- 2. Budget Discussion**
- 3. Review Legislative Committee Edits**
- 4. Draft Ordinance Regarding Immigration Enforcement**
- 5. City Manager Update**
- 6. Executive Session: 1 M.R.S.A. § 405 (6)(E) – Consultation with City Solicitor**



CITY COUNCIL ACTION

Council Meeting Date: February 9, 2026

Item No: 26-089

Responsible Dept: City Manager

Action Requested: Ordinance

Map/Lot: N/A

Title, Ordinance

Amending the Code of the City of Bangor to Create a Standing Legislative Committee

Summary

Following City Council's annual meeting with the City's state legislative delegation, City Council expressed an interest in the creation of a new standing committee to discuss and coordinate responses to state-level legislation with an impact on the City of Bangor.

The Legislative Committee will: (1) liaise with the City's state legislative delegation and other elected officials on legislative matters of City interest; (2) provide the City's state legislative delegation and other elected officials with input on legislative proposals; and (3) seek sponsorship of legislation that is in the City's interest.

Committee Action

Committee: Government Operations

Meeting Date: February 2, 2026

Action: Recommend for passage

For: 5

Against: 0

Staff Comments & Approvals

City Manager

City Solicitor

Finance Director

Introduced for: First Reading



CITY COUNCIL ORDINANCE

Date: February 9, 2026

Assigned to Councilor: Carson

ORDINANCE, Amending the Code of the City of Bangor to Create a Standing Legislative Committee

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BANGOR AS FOLLOWS, THAT

The Code of the City of Bangor is amended as follows:

Chapter 9 City Council

...

Article I Rules and Orders

...

§ 9-8. Standing committees.

There shall be ~~five~~ six standing committees of the City Council, to be known as the:

- (1) Finance Committee.
 - (2) Government Operations Committee.
 - (3) Business and Economic Development Committee.
 - (4) Infrastructure Committee.
 - (5) Personnel Committee.
 - (6) Legislative Committee.
- A. With the exception of the Personnel Committee, each committee shall consist of three to five members appointed by the Council Chair from the City Council membership. The Personnel Committee shall be composed of the Council Chair and five other members appointed by the Council Chair from the City Council membership. Committee members shall be appointed as soon as possible after the annual election of the Council Chair. They shall serve terms of one year each and until their successors are appointed. The Council Chair shall also appoint one member of each committee to serve as its Chair, with the Council Chair to serve as the Chair of the Personnel Committee. Each committee, with the exception of the Personnel Committee and the Legislative Committee, shall meet at least once per month, unless the Chair of the committee deems a meeting unnecessary due to lack of business. The Personnel Committee and the Legislative Committee shall meet as required. A majority of the members appointed to a committee shall constitute a quorum. In the absence of any member of a committee, any member or members of the Council, including the Council Chair, may be designated by the Chair of the Committee to temporarily serve as a member of the committee. Each committee shall perform the following tasks and functions and such other tasks and functions as may be delegated to it by the City Council from time to time.

....

- H. Legislative Committee. The Legislative Committee shall have the following duties and responsibilities:
- (1) To liaise with the City's state legislative delegation and other elected bodies on legislative matters of City interest.
 - (2) To provide the City's state legislative delegation and other elected bodies with input on legislative proposals.
 - (3) To seek sponsorship of legislation that is in the City's interest.
 - (4) To keep the full Council apprised of the Committee's activities and obtain appropriate full Council approval prior to taking any action on behalf of the Council.

Additions underlined, deletions ~~struck through~~



OFFICE OF THE CITY MANAGER

CITY OF BANGOR

Carolynn J. Lear
City Manager

To: Bangor City Council
From: Carolynn Lear, City Manager
Date: February 6, 2026
RE: Draft Ordinances Regarding the City of Bangor and Immigration Enforcement

Councilors Beck and Faloon have prepared the two attached draft ordinance changes as a starting point for continued discussions on the topic of the City's response to ongoing federal immigration enforcement activities.

During the February 9th workshop, Councilors Beck and Faloon are hoping to have an initial discussion with the full Council regarding Council's appetite to move these draft proposals forward. If Council indicates a willingness to continue to consider the topic, the items will be scheduled for referral to an upcoming Government Operations Committee meeting for a robust discussion with input from appropriate City staff.

**CITY OF BANGOR, MAINE
COUNCIL ACTION**

Item Number: 26-XXX

Council Meeting Date: February 9, 2026

Action Requested: Ordinance

Title, Ordinance: Amending the Code of the City of Bangor to Establish Chapter 46, “Employee Authority in Immigration Matters.”

Summary

This ordinance establishes clear limits on the City of Bangor’s involvement in federal immigration enforcement, consistent with federal and state law, in order to prioritize public safety, community trust, and the responsible use of municipal resources.

The ordinance makes explicit that Bangor does not operate its departments, programs, or public safety services for the purpose of enforcing federal civil immigration laws. It affirms that City employees will continue to comply with all valid federal and state laws, judicial warrants, subpoenas, and court orders, and will continue to cooperate fully in the investigation and prosecution of criminal activity. What this ordinance does is draw a firm line between local public safety responsibilities and federal civil immigration enforcement.

The ordinance is grounded in a public safety rationale. When residents are afraid that routine interactions with local government could expose them or their family members to immigration enforcement, they are less likely to report crimes, seek emergency assistance, cooperate with investigations, or access basic City services. This ordinance is intended to preserve trust between the City and the people it serves, which is essential to effective policing, emergency response, and community well-being. Furthermore, this policy ensures that Bangor’s limited tax dollars are reserved for local safety priorities rather than being diverted to unfunded federal enforcement mandates.

This ordinance affirms that Bangor’s role is to keep its residents safe, uphold the law, and ensure transparency and accountability in the use of public resources—not to serve as an extension of federal civil immigration enforcement.

CITY COUNCIL ORDINANCE

Date: February 9, 2026

Assigned to Councilor: Beck

ORDINANCE, Amending the Code of the City of Bangor to Establish Chapter 46, “Employee Authority in Immigration Matters.”

WHEREAS, the City of Bangor is committed to fostering a welcoming environment grounded in equal protection, equal treatment, and mutual trust for all residents, regardless of race, ethnicity, national origin, or immigration status; and

WHEREAS, Bangor is home to residents of diverse backgrounds, including immigrants, refugees, asylum seekers, and mixed-status families, all of whom are integral to the City’s social, cultural, and economic life; and

WHEREAS, the City Council has a responsibility to ensure that all residents feel safe reporting crimes, seeking emergency assistance, cooperating with law enforcement, and accessing City services without fear of retaliation or collateral consequences unrelated to local public safety; and

WHEREAS, local public safety is strengthened—not weakened—when municipal governments maintain clear boundaries between local law enforcement and federal civil immigration enforcement; and

WHEREAS, when municipal employees are perceived as agents of federal immigration enforcement, community trust erodes, crimes go unreported, victims and witnesses disengage, and public safety outcomes deteriorate; and

WHEREAS, the City Council finds it necessary and prudent to prioritize the use of Bangor’s limited municipal resources for the advancement of local public safety, public health, emergency response, and community well-being, rather than the enforcement of federal civil immigration laws; and

WHEREAS, the City further finds that involvement of City personnel in federal immigration enforcement would divert resources from these core municipal functions, undermine community trust, and discourage residents from seeking local assistance; and

WHEREAS, formal agreements to deputize local employees for federal immigration enforcement, such as 287(g) agreements, often impose significant and disproportionate financial burdens on municipal budgets by diverting local taxpayer dollars toward personnel, training, and administrative costs that are not fully reimbursed by the federal government; and

WHEREAS, federal immigration enforcement is a federal responsibility, and nothing in federal or Maine law requires municipalities to use local personnel, funds, facilities, data, or technology to enforce federal civil immigration laws; and

WHEREAS, the City of Bangor possesses broad home-rule authority under the Maine Constitution and state law to determine how its personnel and resources are deployed in furtherance of legitimate municipal purposes; and

WHEREAS, clarity regarding the authority and limitations of City employees reduces legal risk, prevents inconsistent practices, and ensures lawful, professional, and accountable conduct across all City departments; and

WHEREAS, public safety and accountability are strengthened when government officials are clearly identifiable and transparent in their actions; and

WHEREAS, the City finds it necessary to ensure that City-owned property, including buildings, parks, and parking facilities, is reserved for municipal functions in order to ensure these spaces remain open, safe, and accessible to all residents for their intended civic and recreational purposes; and

WHEREAS, transparency and public accountability are essential to democratic governance, particularly when City public safety personnel interact or cooperate with federal law enforcement agencies; and

WHEREAS, the City of Bangor remains fully committed to complying with all applicable federal and state laws, including the execution of judicial warrants, court orders, subpoenas, and the investigation and prosecution of criminal activity; and

WHEREAS, establishing a clear, comprehensive, and enforceable municipal policy governing employee authority in immigration matters serves the best interests of the City, its residents, and its public servants; and

WHEREAS, this ordinance is intended to strengthen public safety, preserve civil liberties, promote transparency, and ensure the responsible stewardship of public resources while respecting the rule of law;

BE IT ORDERED BY THE CITY COUNCIL OF THE CITY OF BANGOR THAT:

The Code of the City of Bangor is hereby amended by the enactment of Chapter 46, "Employee Authority in Immigration Matters," as follows:

Chapter 46: EMPLOYEE AUTHORITY IN IMMIGRATION MATTERS

§ 46-1. Definitions. As used in this chapter, the following terms shall have the meanings indicated:

ADMINISTRATIVE WARRANT — A non-judicial warrant or arrest document issued by a federal immigration authority, which has not been reviewed or signed by a judge or magistrate of a court of law.

CITIZENSHIP OR IMMIGRATION STATUS – An individual's citizenship or immigration status, as such status is defined in federal law.

CITY EMPLOYEE — Any individual working for the City of Bangor on a permanent or temporary basis, including volunteers, appointed members of boards, commissions, and committees, and those drawing an hourly wage or salary.

CONTACT INFORMATION — Includes home address, work address, telephone number, electronic mail address, social media contact information, or any other means of contacting an individual.

FEDERAL AGENCY — Means the United States Immigration and Customs Enforcement (ICE) agency, the United States Customs and Border Protection (CBP) agency, and any other federal agency or successor agency engaged in immigrant enforcement operations.

IMMIGRATION ENFORCEMENT OPERATION — Any operation that has as its main objective the identification or apprehension of a person or persons: (1) in order to subject them to civil immigration detention, removal, or deportation proceedings; or (2) to criminally prosecute a person for offenses related to immigration status, including but not limited to violations of 8 U.S.C. §§ 1325, 1326, or 18 U.S.C. § 1546.

JUDICIAL WARRANT — An order issued by a state or federal judge or magistrate that authorizes a specific law enforcement action.

MUNICIPAL DEPARTMENT – Every City department, agency, division, commission, council, committee, board, other body, agent, or person established by charter, authority of an ordinance, executive order, or City Council order.

NON-PUBLIC AREA — Area that the general public is not free to enter or access. This includes restricted access areas within buildings and spaces that are otherwise predominantly public, and periods of time during which otherwise public areas are closed for operation.

PUBLIC AREA — Area that the general public is free to enter to access. This includes vestibules, lobbies or waiting rooms of buildings and spaces that are otherwise predominantly nonpublic.

REQUIRED BY LAW — A mandate contained in a state/federal statute or a Judicial Warrant. This term specifically excludes Administrative Warrants, detainer requests, or informal requests.

§ 46-2. Purpose and policy statement.

A. Purpose. This chapter clarifies the relationship between the City of Bangor and the federal government, including the United States Department of Homeland Security and its component agencies, with respect to the investigation, enforcement, or assistance in the enforcement of federal immigration laws.

B. Policy. The City of Bangor cooperates with federal and state agencies as required by law, but the City does not operate its departments, programs, or services for the purpose of enforcing federal civil immigration laws or federal criminal immigration laws that penalize a person's presence in, entry into, reentry into, or employment in the United States, absent other criminal conduct.

C. Exclusive regulation. This chapter constitutes the sole municipal regulation governing City involvement in federal immigration enforcement and supersedes any inconsistent policy, rule, or practice.

§ 46-3. General City services.

A. Administration of services.

- (1) City employees shall perform their duties solely for the purpose of administering general City services and programs. Employees may complete employment eligibility verification forms (Form I-9) and comply with lawful federal audits or inspections of such forms as required by law.
- (2) City employees shall comply with properly issued judicial subpoenas or other compulsory legal process when required by law, including those related to immigration matters.
- (3) Employees may request proof of identity only when authorized and necessary for the performance of their duties. No person shall be subjected to greater scrutiny or different treatment based on immigration status or on the presentation of non-U.S. identity documents.

B. Prohibition on use of City resources.

Except as required by law, City employees, contractors, and representatives shall not use City funds, facilities, equipment, technology, data, or personnel for the purpose of detecting, detaining, apprehending, facilitating, or investigating individuals whose sole alleged violation of law is a civil immigration violation. This includes, but is not limited to, investigating or interrogating persons, providing logistical support, or sharing non-public information for federal immigration enforcement purposes.

- (1) **Information Security.** No City employee or department shall enter into any contractual agreement or arrangement with a federal agency to provide access to

any database operated by a City department where the purpose of such access includes assisting or supporting immigration enforcement operations.

(2) Contact Information. Unless presented with a valid and properly issued judicial warrant, no City employee or department shall provide contact information, custody status, or work address to a federal agency for the purpose of an immigration enforcement operation.

C. Requesting information prohibited.

No City employee or department shall request information from a person about their citizenship or immigration status, unless such inquiry or investigation is required by ordinance, court order, or state or federal law.

D. Training.

The City shall provide initial and ongoing training for employees regarding this chapter and related policies. Training shall include, at a minimum:

- (1) The requirements of this chapter;
- (2) The distinction between judicial warrants and administrative warrants;
- (3) The distinction between public and non-public City areas;
- (4) Procedures for responding to requests from federal immigration authorities;
- (5) Escalation protocols for urgent or complex situations; and
- (6) Supervisory responsibilities and available City resources.

§ 46-4. Access to City property.

A. Restricted use of City property.

No City employee or department shall grant any federal agency access to any City-owned facility or property for an immigration enforcement operation, unless required by law.

B. Non-public areas.

Non-public City spaces are not open for federal immigration enforcement activities absent a valid judicial warrant or other legal obligation. City employees are not authorized to consent to access to such spaces in lieu of a judicial warrant.

C. Limitation of Scope.

Nothing in this section shall be construed to interfere with compliance with existing contracts, court orders, judicial warrants, or the enforcement of criminal law, or to restrict rights guaranteed under state or federal law.

§ 46-5. Public safety services.

A. Limitations.

(1) Stops and Detentions. No City employee shall stop, arrest, detain, interrogate, or continue to detain a person for immigration enforcement operation purposes, including pursuant to an immigration detainer, an administrative immigration warrant, or suspicion that the person is not present legally in the United States.

(2) Traffic Perimeters. No City public safety personnel shall establish traffic perimeters for the purpose of assisting or supporting a federal immigration enforcement operation.

B. Prohibited agreements.

The City shall not enter into any agreement, including under 8 U.S.C. § 1357(g), to deputize City employees to enforce federal immigration laws, nor any agreement to authorize the custodial transfer or detention of a person for immigration enforcement purposes, including Intergovernmental Service Agreements (IGSAs) or riders to such agreements.

C. Permitted cooperation.

Nothing in this chapter prohibits City public safety personnel from cooperating with federal authorities in the investigation of a serious crime such as human trafficking, sex trafficking, drug trafficking, or firearms trafficking.

D. Access to Persons in Custody.

Unless presented with a valid judicial warrant, public safety personnel shall not:

- (1) Permit ICE or CBP agents to access a person being detained by, or in the custody of, the City;
- (2) Transfer any person into ICE or CBP custody; or
- (3) Permit ICE or CBP agents to use City facilities, information, or equipment (including electronic databases) for investigative interviews, other investigative purposes, or for purposes of executing an immigration enforcement operation;
- (4) Expend time to respond to immigration-related ICE or CBP inquiries or communicate with ICE or CBP regarding a person's custody status, home address, work address, or other information.

§ 46-6. Complaints and enforcement.

A. Complaints.

Alleged violations of this chapter shall be subject to investigation and discipline in accordance with applicable collective bargaining agreements, civil service rules, and City policies.

B. Immigration status.

No complainant or witness shall be required to disclose immigration status as a condition of filing or participating in a complaint.

C. Public reporting.

The City Manager shall maintain a publicly accessible mechanism for reporting alleged violations and shall provide a summary report of all such complaints and their dispositions to the City Council annually.

§ 46-7. Compliance with federal and state law.

A. General Compliance. Nothing in this chapter shall be construed to require any action prohibited by federal or state law or to prohibit compliance with 8 U.S.C. §§ 1373 and 1644, properly issued judicial subpoenas, or other legally binding obligations.

B. Information Sharing. Nothing in this chapter shall be construed to prohibit or restrict any City employee from sending to or receiving from federal immigration authorities information regarding citizenship or immigration status as provided under 8 U.S.C. §§ 1373 and 1644, provided such provisions are applied consistent with the Tenth Amendment to the U.S. Constitution. However, this section constitutes a strict limitation on such information sharing: it allows for the exchange of citizenship or immigration status *only*, and does not authorize the disclosure of any other information, including but not limited to release dates, custody status, home addresses, work addresses, or contact information, unless otherwise required by law.

C. Enforcement of State and Local Laws. Nothing in this chapter shall be construed to limit any City employee from enforcing state and local criminal laws, even if such enforcement takes place at the scene of federal immigration enforcement operations.

§ 46-8. No impact on private rights.

Nothing in this chapter shall be construed to limit any individual's rights or remedies under existing law.

§ 46-9. Severability. In the event that any provision of this chapter is held to be unconstitutional or otherwise invalid by any court of competent jurisdiction, the remaining provisions of the chapter shall not be invalidated.

**CITY OF BANGOR, MAINE
COUNCIL ACTION**

Item Number: 26-XXX

Council Meeting Date: February 9, 2026

Action Requested: Ordinance

Title, Ordinance: Amending the Bangor City Code, Chapter 28 (City Departments) and Chapter 33 (Code of Ethics) to Establish Police Hiring Standards and Transparency Requirements for Public Enforcement Activities.

Summary

This ordinance establishes clear standards for police hiring and public enforcement transparency to ensure that Bangor’s municipal operations remain grounded in public trust, accountability, and the professional values of our community. By amending Chapter 28, the City establishes a qualification for sworn law-enforcement positions that restricts the hiring of individuals who have recently exercised federal civil immigration enforcement authority. This standard distinguishes local public safety roles from federal civil immigration functions, ensuring that Bangor’s officers are focused exclusively on the community-based policing priorities of our City.

Furthermore, this ordinance amends Chapter 33 to enhance transparency by requiring City personnel to remain identifiable when interacting with the public. It prohibits the use of identity-concealing face coverings during official duties—while providing essential exceptions for health, safety, and religious observance—and mandates that employees clearly identify themselves and their department upon request. Together, these policies preserve the vital relationship between the City and the residents it serves, ensuring that every interaction with local government is conducted with clarity, professional integrity, and a commitment to the responsible use of municipal resources.

CITY COUNCIL ORDINANCE

Date: February 9, 2026

Assigned to Councilor: Faloon

ORDINANCE, Amending the Bangor City Code, Chapter 28 (City Departments) and Chapter 33 (Ethics, Code of) to Establish Police Hiring Standards and Transparency Requirements for Public Enforcement Activities.

WHEREAS, the City Council has the authority under home rule and municipal employment law to establish qualifications and standards for sworn law-enforcement positions; and

WHEREAS, the effectiveness of local policing depends on public trust, constitutional policing practices, and alignment with community values; and

WHEREAS, civil immigration enforcement is a federal function distinct from local law enforcement responsibilities; and

WHEREAS, the City seeks to ensure that sworn officers hired by the City have not recently exercised civil immigration enforcement authority that may undermine public confidence in local policing; and

WHEREAS, employment qualifications based on prior job duties and enforcement authority do not create a protected class and are permissible under state and federal law; and

WHEREAS, the City Council finds that public trust, transparency, and accountability are essential to effective governance and public safety; and

WHEREAS, residents have expressed concern about individuals conducting enforcement activities in public spaces while concealing their identities, creating fear, confusion, and uncertainty about lawful authority; and

WHEREAS, the City has a responsibility to ensure that City personnel acting under color of law are readily identifiable when interacting with the public; and

WHEREAS, the City has the authority to regulate the conduct of its employees and the use of City resources in public places and City-owned facilities; and

WHEREAS, nothing in this ordinance is intended to interfere with lawful federal activity, but rather to clarify the responsibilities and limitations of City personnel;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BANGOR THAT:

SECTION 1. Chapter 28, City Departments, Article IX (Police Department), is hereby amended by adding a new Section 28-55.1, to read as follows:

§ 28-55.1. Police Hiring Standards.

A. Restriction on Hiring Based on Prior Civil Immigration Enforcement Service.

The City shall not hire, appoint, or commission any individual into a sworn law-enforcement position who, on or after January 20, 2025, served as a sworn officer or enforcement agent of U.S. Immigration and Customs Enforcement (ICE), or any successor agency, in a role involving civil immigration enforcement.

B. Scope of Restriction. This restriction applies only to prior service that included authority to arrest, detain, investigate, or remove individuals for civil violations of federal immigration law.

C. Exclusions. This section does not apply to individuals who served in: (1) Non-enforcement, administrative, technical, legal, or support roles within a federal agency; or (2) Federal law-enforcement positions unrelated to civil immigration enforcement.

D. Employment Law Clarification. This section establishes a qualification standard for municipal employment and does not create or recognize a protected class, nor is it based on personal characteristics, beliefs, or political affiliation.

E. Verification. The City may require disclosure and verification of prior law-enforcement employment and job duties as part of the hiring process.

SECTION 2. Chapter 33, Ethics, Code of, is hereby amended by adding a new Section 33-5.2, to read as follows:

§ 33-5.2. Transparency and Identification in Public Enforcement Activities.

A. Prohibition on Identity-Concealing Face Coverings. No City employee, contractor, or agent, including sworn law-enforcement officers, shall wear a face covering or other item that substantially conceals the individual's identity while performing official duties in a public place.

B. Exceptions. This prohibition shall not apply when a face covering is worn: (1) For medical or public health reasons; (2) As part of a religious observance; (3) For occupational or safety purposes; or (4) As part of a permitted cultural, ceremonial, or expressive event; provided that such coverings are not used to facilitate criminal conduct or to evade accountability.

C. Identification Requirements. When conducting routine stops, questioning, enforcement actions, or other official interactions with the public, City personnel shall clearly identify themselves as City employees and, upon request, provide their name, title, and department or agency, and display official identification or a badge, unless doing so would pose an immediate and articulable safety risk.