



CITY OF BANGOR

Government Operations Committee
Monday, March 2, 2026
73 Harlow Street, Council Chambers
Will immediately follow Finance Committee

AGENDA

1. City Clerk Update
2. Order: Authorizing the Application to NASTAD for \$500,000 Grant Funding to Support a Two-Year Program to Increase Support for People Living with HIV
3. Revised Homelessness Committee/Task Force Drafts
4. Referral: Resolve Appropriating from Undesignated Fund Balance in the Amount of Up to \$50,000 to Fund a Director of Human Resources Position
5. Executive Session: 1 M.R.S.A. § 405(6)(E) – Consultation with Legal Counsel
6. Referral: Ordinance Amending the Code of the City of Bangor to Establish Chapter 46, “Employee Authority in Immigration Matters”

Upcoming Items (subject to change)

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

- *Ordinance: Creation of a Standing Advisory Committee on Housing Item – 4/6*
- *Community Connector Update*
- *Built for Zero – HUB 7 Update*

To: Government Operations Committee
From: Lisa Goodwin, City Clerk
Date: February 26, 2025
Re: Records Department Update

Utility Billing

- Billing is now current following delays caused by the Water District software conversion.
- Minor data issues remain but are not causing significant delays.
- Online payment implementation was postponed while billing issues were resolved. Testing has begun, and some errors need correction before going live.

Tax Collection

- **Certification:** Tax Collector **Janelle Emerson** earned her certification from the Maine Tax Collectors and Treasurers' Association after completing specialized training.
- **Plate Issuance:** The new plate rollout will conclude by **April 30, 2026**. "Tree" or "No Tree" plates replaced chickadee plates starting last May. After April 30th, chickadee plates should only appear if an owner is awaiting receipt of a reserved plate.
- **Rental Vehicle Registrations:** The office has registered 403 vehicles since the new rental vehicle contracts with the Airport began in November.

Elections

- **Nomination Petitions:** Clerk's office has been verifying petitions for State and Federal candidates. Filing deadline: **March 16, 2026**.
- **Primary Election:** Scheduled for **June 9, 2026**. Maine's semi-open primary allows unenrolled voters to participate.
- **Absentee Voting:**
 - Applications available **April 9, 2026**.
 - On-going absentee applications now open to all voters (previously limited to seniors and those with disabilities).
 - In-person absentee voting for June will occur **only at City Hall**; no early voting at Cross Insurance Center.
- **Election Clerks & Voter Registration Appeals Board Appointments:** Per State law, Municipal officers must appoint election clerks by **May 1st** for a two-year term. They must also appoint members to the Voter Registration Appeals Board (VRAB). The two major political parties nominate a regular and associate member to the VRAB and may submit nominees to serve as election Clerks. The City Clerk nominates the chair of the VRAB. These nominees will be presented to the full Council in April.
- **New Voter Registration System:** Scheduled to launch in April. Mandatory State training required for all users before they are granted access.
- **Staff Development Day:** Department will close to the public on **Wednesday, April 8, 2026** for training. Customer service window and other City Hall departments will remain open. Public notice will be coordinated through the City Manager's office.



CITY COUNCIL ACTION

03/02/2026

Council Meeting Date: 03/02/2026

Item No:

Responsible Dept: Health & Community Services

Requested Action: Order

Map/Lot: N/A

Title, Order

Authorizing the City Manager to Apply for a \$500,000 Grant from NASTAD to Support a Two Year Program to Increase Support and Connections to Care for People Living with HIV

Summary

This Order would authorize the City Manager to apply for a \$500,000 grant from NASTAD to support a two year program to increase support and connections to care for people living with HIV.

The National Alliance of State and Territorial AIDS Directors, commonly called NASTAD, has a grant opportunity available with the purpose of supporting the re-engagement of people living with HIV that have been out of care and without routine HIV treatment. Adhering to HIV treatment plans is essential to achieve viral suppression. This grant opportunity is aimed at breaking down barriers to care and treatment.

If awarded, Bangor Public Health and Community Services would use the funds to expand its case management services and implement solutions for engagement and adherence, covering costs for staff, incentives, transportation, and other expenses that align with the work plan. The Department would partner with community organizations to offer a robust and comprehensive program.

Committee Action

Committee: Government Operations Committee

Meeting Date: 03/02/2026

Action:

For:

Against:

Previous Council Actions

City Manager

City Solicitor

Finance Director

Introduced for: New Business



CITY OF BANGOR ORDER

03/02/2026

Date: 03/02/2026

Item No:

Assigned to Councilor:

Authorizing the City Manager to Apply for a \$500,000 Grant from NASTAD to Support a Two Year Program to Increase Support and Connections to Care for People Living with HIV

Be It Ordered by the City Council of the City of Bangor That, the City Manager, or designee, is hereby authorized to apply for a \$500,000 grant from NASTAD for the purpose of supporting a two year program supporting individuals living with HIV.



OFFICE OF THE CITY MANAGER

CITY OF BANGOR

Carolynn J. Lear
City Manager

To: Government Operations Committee
From: Carolynn Lear, City Manager
Date: March 2, 2026
RE: Revised Homelessness Committee/Task Force Drafts

During the Special Government Operations Committee meeting on February 18, 2026, Council discussed a draft ordinance establishing a Standing Committee on Homelessness and Affordable Housing. Based on Council feedback, that draft has been revised as follows:

- The topics of homelessness and affordable housing will be divided into two distinct committees. The attached drafts reflect the topic of homelessness, which Council desired to address first. The topic of affordable housing will be addressed in a later meeting.
- The Superintendent or designee has been added to the list of ex officio (non-voting) members.
- Lived experience has been addressed by establishing a non-mandatory goal of 1/3 as determined through self-identification in the application process.
- The Committee has been reduced to nine (9) seats.
- The Committee make-up includes a non-mandated list of the types of expertise Council is seeking, but Council retains discretion on who to ultimately appoint.
- Medication assisted treatment experience has been added to the types of desired experience on the Committee.
- The voting requirement for passage of a Committee recommendation has been clarified.

I would like clarity on whether Council would like this to remain a permanent standing committee, or if, given the modification to the scope of the committee, it should take the form of a temporary task force. The two drafts that accompany this item reflect the two different approaches.



CITY COUNCIL ACTION

Council Meeting Date: March 9, 2026

Item No: 26-

Responsible Dept: City Manager

Action Requested: Ordinance

Map/Lot: N/A

Title, Order

Establishing a Homelessness Task Force

Summary

During City Council’s annual priority setting session in December, City Council selected addressing homelessness as its top priority for the coming year.

In subsequent discussions, Council coalesced around the creation of a task force to help advise Council on its approach to addressing homelessness.

This task force would include a mix of experts in homelessness, individuals with lived experience with homelessness or housing instability, peer municipalities, and community members impacted by homelessness issues. Supplemental expertise would be provided by the City’s Homeless Response Coordinator and other experts from the City’s Department of Public Health & Community Services, Community & Economic Development, School Department, and Public Safety.

The task force’s charge is to create a strategic plan for the City’s response to homelessness that is data driven, evidence informed, and that considers regional and structural coordination.

Committee Action

Committee: Government Operations

Meeting Date: March 2, 2026

Action:

For:

Against:

Staff Comments & Approvals

City Manager

City Solicitor

Finance Director

Introduced for: First Reading



CITY COUNCIL ORDINANCE

Date: March 9, 2026

Assigned to Councilor:

ORDER, Establishing a Homelessness Task Force

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

In accordance with Chapter 9, Article I, Section 9-9 of the Code of the City of Bangor, there is hereby established a Homelessness Task Force.

Purpose. The purpose of the Task Force is to create a strategic plan for the City's response to homelessness that is data driven, evidence informed, and that considers regional and structural coordination. Critical components will include specific strategies for homelessness prevention, encampment response, and other necessary City policies needed to effectively address homelessness within the City. The Committee shall submit a strategic plan for Council review and adoption not later than twelve months from the Committee's first meeting.

Composition.

- A. The Task Force shall consist of **nine** regular voting members appointed by the City Council. All members shall be at-large members. The Council shall work to include members with a wide variety of perspectives and interests on the Task Force, such as, but not limited to:
 - a. Local service provider(s) with experience managing shelters or other housing types for the unhoused population in Bangor.
 - b. Local service provider(s) that provide direct service outreach to the unhoused population in Bangor.
 - c. Local service provider(s) with experience providing mental health treatment or support to the unhoused population in Bangor.
 - d. Local service provider(s) with experience providing treatment, including medication assisted treatment, recovery, or harm reduction services or support to individuals that are unhoused and with substance use disorders.
 - e. Representatives of Northern Light EMMC, St. Joseph Healthcare, and/or Penobscot Community Health Center.
 - f. An individual that is a landlord with experience working with individuals utilizing housing vouchers.
 - g. A Bangor business-owner impacted by the City's homelessness crisis.
 - h. Representatives of Penobscot County and/or surrounding municipalities.
 - i. Other experts in homelessness response or associated areas that Council believes contributes to the work of the Task Force.
- B. The City shall solicit interest in Task Force membership through a public application and nomination process. Applicants will be interviewed and recommended for appointment by the Personnel Committee and appointed by the City Council.
- C. The City Council recognizes that solutions to homelessness must be informed by those who have lived it. Therefore, in making appointments, the Council and the Personnel Committee shall consider applicants with current or past lived experiences of homelessness or housing instability as disclosed

through self-identification with a non-binding goal of at least three Task Force members with lived experience.

- D. To ensure Task Force recommendations are operationally viable, staff from the following City departments shall be assigned to serve as permanent Ex-Officio (non-voting) technical advisors: (1) Public Health, (2) Community & Economic Development, (3) Public Safety, and (4) School Department.
- E. The Council Chair shall annually appoint a member of the City Council, as a non-voting member and a liaison between the Council and the Task Force. This term shall expire on the first Monday in November following the regular City election, at which time the Chair for the ensuing year shall make a new appointment. Any liaison appointed mid-term shall only serve until the next such Monday in November.
- F. Regular members of the Task Force shall be selected primarily on the basis of the guidelines outlined above, but preference may be given to appointing members who are residents of the City of Bangor and/or have lived experience with homelessness or housing instability. Task Force members shall receive no compensation for their service.

Term. The Task Force shall remain in existence for eighteen (18) months. This term may be extended as authorized by the City Council.

Officers. The Task Force shall elect a Chair, a Vice Chair, and a Secretary from among its voting members.

Meetings. The Task Force shall meet at least monthly, but more frequent meetings may occur.

Quarterly Reporting. Beginning three months following the date of the first Task Force meeting, and quarterly thereafter, the Task Force shall prepare and submit to the City Council a report outlining its activities during the preceding calendar quarter.

Committee Action. A quorum shall consist of a simple majority of the Task Force's voting members and recommendations shall require at least five affirmative votes to pass.



CITY COUNCIL ACTION

Council Meeting Date: March 9, 2026

Item No: 26-

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 Committee on Homelessness

Summary

During City Council’s annual priority setting session in December, City Council selected addressing homelessness as its top priority for the coming year.

In subsequent discussions, Council coalesced around the creation of a standing committee to help advise Council on its approach to addressing homelessness.

This standing committee would include a mix of experts in homelessness, individuals with lived experience with homelessness or housing instability, peer municipalities, and community members impacted by homelessness issues. Supplemental expertise would be provided by the City’s Homeless Response Coordinator and other experts from the City’s Department of Public Health & Community Services, Community & Economic Development, School Department, and Public Safety.

The Committee’s initial charge is to create a strategic plan for the City’s response to homelessness that is data driven, evidence informed, and that considers regional and structural coordination. Following completion of this initial charge, the Committee’s mission is broadened to more expansively consider issues impacting homelessness including better regional and structural coordination, identifying and quantifying gaps, recommending sustainable funding strategies, reviewing state legislative proposals, reviewing and providing feedback on items coming before Council and community stakeholder engagement.

Committee Action

Committee: Government Operations

Meeting Date: March 2, 2026

Action:

For:

Against:

Staff Comments & Approvals

City Manager

City Solicitor

Finance Director

Introduced for: First Reading



CITY COUNCIL ORDINANCE

Date: March 9, 2026

Assigned to Councilor:

ORDINANCE, Amending the Code of the City of Bangor to Create Standing Committee on Homelessness

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 23 Boards, Committees and Commissions

...

Article VII Advisory Committee on Homelessness

...

§ 23-47. Committee establishment; membership; and mission.

- A. There is hereby established the Advisory Committee on Homelessness. The Committee's initial task will be to create a strategic plan for the City's response to homelessness that is data driven, evidence informed, and that considers regional and structural coordination. After the completion of this initial task, the Committee will broaden its scope to include more broadly developing and advising Council on strategies and policies to prevent and end homelessness.
- B. The Committee shall consist of nine regular voting members appointed by the City Council. All members shall be at-large members. The Council shall work to include members with a wide variety of perspectives and interests on the Committee, such as, but not limited to:
 - (1) Local service provider(s) with experience managing shelters or other housing types for the unhoused population in Bangor.
 - (2) Local service provider(s) that provide direct service outreach to the unhoused population in Bangor.
 - (3) Local service provider(s) with experience providing mental health treatment or support to the unhoused population in Bangor.
 - (4) Local service provider(s) with experience providing treatment, including medication assisted treatment, recovery, or harm reduction services or support to individuals that are unhoused and with substance use disorders.
 - (5) Representatives of Northern Light EMMC, St. Joseph Healthcare, and/or Penobscot Community Health Center.
 - (6) An individual that is a landlord with experience working with individuals utilizing housing vouchers.
 - (7) A Bangor business-owner impacted by the City's homelessness crisis.
 - (8) Representatives of Penobscot County and/or surrounding municipalities.
 - (9) Other experts in homelessness response or associated areas that Council believes contributes to the work of the Committee.
- C. The City shall solicit interest in Committee membership through a public application and nomination process. Applicants will be interviewed and recommended for appointment by the Personnel Committee and appointed by the City Council.
- D. The City Council recognizes that solutions to homelessness must be informed by those who have lived it. Therefore, in making appointments, the Council and the Personnel Committee shall consider applicants with current or past lived experiences of homelessness or housing instability as disclosed

through self-identification with a non-binding goal of at least three Committee members with lived experience.

- E. To ensure Committee recommendations are operationally viable, staff from the following City departments shall be assigned to serve as permanent Ex-Officio (non-voting) technical advisors: (1) Public Health, (2) Community & Economic Development, (3) Public Safety, and (4) School Department.
- F. The Council Chair shall annually appoint a member of the City Council, as a non-voting member and a liaison between the Council and the Committee. This term shall expire on the first Monday in November following the regular City election, at which time the Chair for the ensuing year shall make a new appointment. Any liaison appointed mid-term shall only serve until the next such Monday in November.

§ 23-48. Residency; salaries and compensation.

Regular members of the Committee shall be selected primarily on the basis of the guidelines outlined above, but preference may be given to appointing members who are residents of the City of Bangor and/or have lived experience with homelessness or housing instability. Committee members shall receive no compensation for their service.

§ 23-49. Terms of office.

- A. For initial appointment, Council shall appoint three representatives for a term of one year, three representatives for a term of two years, and three representatives for a term of three years. Thereafter, the term of each regular member shall be for three years or until their successor has been appointed.
- B. Any vacancy shall be filled in the same manner for the unexpired term.

§ 23-50. Officers.

The Committee shall annually elect a Chair, a Vice Chair, and a Secretary from among its voting members.

§ 23-51. Meetings; quarterly report; quorum; cause for removal.

- A. The Committee shall meet at least monthly, but more frequent meetings may occur.
- B. Beginning three months following the date of the first Committee meeting, and quarterly thereafter, the Committee shall prepare and submit to the City Council a report outlining its activities during the preceding calendar quarter.
- C. A quorum shall consist of a simple majority of the Committee's voting members and recommendations shall require at least five affirmative votes to pass.

§ 23-52. Mission.

- A. The Committee's initial charge is to create a strategic plan for the City's response to homelessness that is data driven, evidence informed, and that considers regional and structural coordination. Critical components will include specific strategies for homelessness prevention, encampment response, and other necessary City policies needed to effectively address homelessness within the City. The Committee shall submit a strategic plan for Council review and adoption not later than twelve months from the Committee's first meeting.
- B. Following the completion of the Committee's initial charge, the Committee's mission is to:
 - (1) Consider and recommend ways to ensure better regional and structural coordination on homelessness, which may include evaluating the policies and ordinances in surrounding municipalities and at the county-level, advocating for a fairer regional sharing of investments, and evaluating how the City can better align with state-level efforts.
 - (2) Recommend a sustainable municipal funding strategy for the City's response to homelessness, including, but not limited to, planning for changes to state and federal funding to the existing voucher system, researching and presenting creative and non-traditional funding mechanisms, and reviewing opportunities to leverage existing and future City investments.

- (3) Review state legislative proposals that impact homelessness and make recommendations to Council regarding legislative proposals that the City should consider supporting or opposing. The Committee may also make recommendations to Council regarding legislative proposals that the City should consider seeking sponsorship.
- (4) Review, consider, and provide feedback on all items that Council refers to the Committee for this purpose.
- (5) Proactively engage the City's diverse community stakeholders to incorporate broad community input into the recommendations made to Council

Additions underlined, deletions ~~struck through~~



CITY COUNCIL ACTION

02/09/2026 26-090

Council Meeting Date: 02/09/2026

Item No: 26-090

Responsible Dept: City Manager

Requested Action: Resolve

Map/Lot: N/A

Title, Resolve

Making an Appropriation from Undesignated Fund Balance in the Amount of Up to \$50,000 to Fund a Director of Human Resources

Summary

Currently, the City of Bangor's Assistant City Manager concurrently holds the title of Chief Human Resources Officer and Chief Labor Relations Officer with the human resources and labor relations functions occupying at least half of the Assistant City Manager's working hours. Given the size of the City's workforce and the critical importance of the City's employees, it is beneficial for there to be a stand-alone Department Head-level position that leads the City's human resources and labor relations functions. By creating a new Director of Human Resources position, the City acknowledges the critical importance of its employees. A survey of the five largest cities in Maine shows that Bangor is the only City without a stand-alone Director-level human resources role. The City's greatest asset is our employees and focused leadership on hiring, training, and labor relations will ensure that the City is utilizing this asset to the greatest public benefit.

Additionally, removing human resources and labor relations from the Assistant City Manager role will allow the Assistant City Manager to refocus on important technology projects, public outreach and communications, and process improvement - which will result in increased efficiency, cost savings, and better customer service.

Committee Action

Committee: Government Operations Committee
Action:

Meeting Date: 03/02/2026
For: Against:

Staff Comments & Approvals

City Manager

City Solicitor

Finance Director

Introduced for: First Reading & Referral

Government Operations Committee

02/16/2026



CITY OF BANGOR RESOLVE

02/09/2026 26-090

Date: 02/09/2026

Item No: 26-090

Assigned to Councilor: Leonard

Making an Appropriation from Undesignated Fund Balance in the Amount of Up to \$50,000 to Fund a Director of Human Resources

NOW, THEREFORE, BE IT RESOLVED, that the Bangor City Council, authorizes the appropriation of \$50,000 from undesignated fund balance to fund a Director of Human resources.



OFFICE OF THE CITY MANAGER

CITY OF BANGOR

Carolynn J. Lear
City Manager

To: Government Operations Committee

From: Carolynn Lear, City Manager

Date: March 2, 2026

RE: Council Order 26-095 – Amending the Code of the City of Bangor to Establish Chapter 46, “Employee Authority in Immigration Matters”

At Council’s February 25, 2026 regular meeting, Council voted to refer Council Order 26-095 – Amending the Code of the City of Bangor to Establish Chapter 46, “Employee Authority in Immigration Matters” to the March 2, 2026 Government Operations Committee meeting. That Council Order immediately follows this memo. Staff will be available to provide input and answer questions regarding the Council Order at the Government Operations Committee meeting.



CITY COUNCIL ACTION

Council Meeting Date: February 23, 2026

Item No: 26-095

Responsible Dept: City Councilor

Action Requested: Ordinance

Map/Lot: N/A

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.

Committee Action

Committee: Government Operations

Meeting Date: March 2, 2026

Action:

For:

Against:

Staff Comments & Approvals

City Manager

City Solicitor

Finance Director

Introduced for: First Reading & Referral



CITY COUNCIL ORDINANCE

Date: February 23, 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 ORDAINED BY THE CITY COUNCIL OF THE CITY OF BANGOR AS FOLLOWS, 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;
- (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; or
- (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.