

Maine Municipalities' Racial and Social Justice Actions

Municipality	Submitted by:	Actions
Bangor	Cathy Conlow, City Manager	The City of Bangor has adopted the included orders. The City is working on an advisory committee to help guide policy, ordinances, and programs towards more inclusivity. Also, have updated police policies to include duty to intervene, will institute body cameras, and have hired a local group to do diversity training with city staff, among other things.
Biddeford	Brian Phinney, City Manager	PD is finalizing documents related to this issue. Have not been any orders but will have an actual PD work product.
Cumberland	Bill Shane, Town Manager	The Town Council voted in unanimous support of the Greater Portland Chamber of Commerce's statement (included) and committed to starting the Community dialogue and an internal review of all Town policies.
Deer Isle/Stonington	James Fisher, Town Manager	Statement-published in local newspaper and placed on website homepage for a month.
Durham	Ruth Glaeser, Town Administrator	No action
Gorham Against Racism Development (GARD)	Virginia Wilder Cross	Presented included resolution at September 1 Gorham Council meeting
Lewiston	Edward Barrett, retired City Administrator	Passed an original resolve and a second resolve attempting to respond to concerns raised by police patrol unit over first resolve (included). Mayor pushed to set up a committee.
Oakland/Fairfield	Gary Bowman, Oakland Town Manager	Approved included diversity resolution
South Berwick	Perry Ellsworth, Town Manager	Approved included proclamation
South Portland	Scott Morelli, City Manager	Passed included resolve, signed on to the Chamber's Standing in Solidarity pledge, implicit bias training (had already been doing this), at a workshop the City Council approved creating a Human Rights Commission and provided \$30,000 funding for it during the budget process in anticipation of its formation, workshop to review police call data and to determine whether or not to create a taskforce to see if there are different ways to respond to certain types of calls, such as social worker, etc.
Winthrop	Jeff Kobrock, Town Manager	Issued statement (included) and are pursuing a "regional" (Augusta, Hallowell, Gardiner, Winthrop) immersive training for municipal staff



CITY COUNCIL ACTION

Council Meeting Date:

Item No:

Responsible Dept:

Requested Action: Order

Map/Lot:

Summary

Committee Action

Committee:

Action:

Meeting Date:

For:

Against:

Staff Comments & Approvals

City Manager

City Solicitor

Finance Director

Introduced for:



Date:

Item No:

Assigned to Councilor:

The Bangor City Council, on behalf of the City of Bangor do hereby resolve that:

All Bangor citizens, visitors and guests shall, regardless of race, color or ethnicity be entitled to be treated with compassion, dedication, and equality in pursuit of a peaceful life; and

In the strongest terms possible, that hatred and bigotry, overt and subtle, will not be tolerated by the City of Bangor or its officers and employees in any form; and

That the City of Bangor commits to ensure that its employees are trained, in both implicit and explicit bias against people of color and to ensure that the ideals of fairness and equity are upheld.

Standing in Solidarity Against Racial and Social Injustice

We have been living through a transformational time. The deaths of George Floyd, Ahmaud Arbery, and Breonna Taylor were a catalyst for peaceful demonstrations which we support and important conversations on racial and social injustice around the world. Maine companies, organizations, and communities are part of a global movement to address systemic racism and improve the quality of life, access to opportunities, and economic inclusion for Black, Indigenous and People of Color.

We, as leaders of Maine organizations, understand that when it comes to racial and social justice, silence is not an option. We recognize that we have a responsibility to advocate for positive change and demonstrate our commitment to racial equity in our areas of influence, such as inclusive recruitment practices, addressing barriers to hiring and retaining foreign-trained professionals, and workplace programs to promote cross-cultural understanding. We condemn racism in any form, have zero tolerance for discrimination and pledge to participate in authentic dialogues about race, diversity, equity and inclusion.

As employers in a state where the majority of the population identifies as white, we will advocate for positive change and focus on the critical work of anti-racism.

We commit to continuously evaluate our own practices to ensure they live up to these values and standards and to educating our employees on racism and engaging in programs that advance racial equity. With openness, humility and respect, we can learn from each other and from the communities where we live and work.

We encourage our colleagues, our community partners, and each of our neighbors to join us as we promote racial and social justice throughout Maine.

Our employees, customers, and communities deserve nothing less.

Anthem Blue Cross Blue
Shield of Maine
Denise McDonough
President

Evergreen Credit Union
Jason Lindstrom
President and CEO

MaineHealth
Bill Caron
Chief Executive Officer

Bank of America
Bill Williamson
Maine Market President

Harvard Pilgrim Health Care
Bill Whitmore
Maine Market Vice President

Maine State Chamber
Dana Connors
President and CEO

Bernstein Shur
Joan M. Fortin
Chief Executive Officer

Hannaford Supermarkets
Michael Vail
President

The MEMIC Group
Michael P. Borque
President and CEO

Covetrus
Ben Wolin
President and CEO

IDEXX
Jay Mazelsky
President and CEO

Pierce Atwood LLP
David Barry
Managing Partner

Edward Jones Investments
Jeremy Urquhart
Financial Advisor

L.L. Bean
Stephen Smith
President and CEO

Portland Regional Chamber
Quincy Hentzel
President and CEO

Portland Sea Dogs
Geoff Iacussa
President and GM

University of Southern Maine
Dr. Glenn Cummings
President

The VIA Agency
Leeann Leahy
CEO

SMRT Architects and Engineers
Ellen Belknap
President

UNUM Group
Michael Q. Simonds
Chief Operating Officer

WEX
Melissa Smith
Chair and CEO

TD Bank
Larry Wold
Market President, Maine

Verrill Dana LLP
K.C. Jones
Managing Partner

Woodard & Curran
Doug McKeown
CEO and Chairman

Statement Regarding Recent Events in Deer Isle and Stonington Related to Racism

The Towns of Deer Isle and Stonington are deeply concerned about recent events occurring on our island. A free and democratic society depends on the open exchange of information and ideas. The recent dialogue about racism is important in Maine and the people of Deer Isle and Stonington should be engaged in understanding the effects of race and class in our communities. This dialogue has been promoted peacefully in a number of ways including rallies, candlelight vigils, social media and countless conversations among neighbors. Our public spaces including our villages, parks and playgrounds provide ample space for social interaction, while maintaining social distance necessary to avoid spread of the CoronaVirus.

Several incidents have crossed the line from social dialogue to harassment, threat, trespass and vandalism.

- The placement of a noose on a utility line sends a very disturbing message of intolerance and violence. Perpetrators of hate crimes should be brought to justice.
- Trespass and vandalism of private property is a crime and should be brought to justice.
- Painting graffiti on public roads presents a hazard to motorists, defaces our community and should stop.
- Placement of signage on utility poles should occur only with permission of the utilities.
- Placement of signs with vulgar or threatening language should stop.

The Towns of Deer Isle and Stonington condemn all forms of racism. We encourage and are willing to facilitate a thoughtful dialogue about race and class among the residents of Deer Isle and Stonington. Please contact us if you have questions or ideas for making our Island a welcoming and hospitable place to live and visit.

TOWN OF GORHAM

COUNCIL RESOLVE

Resolution to end systemic racism, the oppression/misrepresentation of minority groups, and to continue to ensure that law enforcement honors equal justice for all in Gorham.

WHEREAS, the killings of George Floyd, Breonna Taylor, Ahmaud Aubrey, and other victims of police brutality and misconduct have ignited universal support of the Black Lives Matter movement; and

WHEREAS, Gorham residents have joined together in marches, vigils, and other forms of demonstrations to peacefully support the fact that Black Lives Matter; and

WHEREAS, Gorham is a predominantly white community with a growing population representing diversity of color, culture, language, sexual preference; and

WHEREAS, Minority groups in Gorham have experienced discrimination in various forms; and

WHEREAS, the Town of Gorham is committed to educating all Gorham citizens about ending discrimination in any form; and

WHEREAS, Gorham's citizens have historically maintained a close and respectable relationship with our local law enforcement; and

WHEREAS, the Gorham Police Department strives to use precautionary measures in times of distress.

Now, THEREFORE, be it Resolved that

The Gorham Town Council

1. Supports all town departments and members of the public to ensure equal justice for all, prevent any form of police misconduct, provide educational opportunities to accept and celebrate diversity and address racial discrimination; and
2. Affirms and acknowledges the fact that Black Lives Matter; and
3. Recognizes that the Gorham Police Department has ensured the safety of local protests and has been supportive of the informational sessions on systemic racism; and
4. Supports the Gorham Police Department in its efforts to organize and create a law enforcement atmosphere conducive to welcoming people of color; and

5. Commits to providing the necessary resources to ensure that all town staff receive anti-bias training and that police officers continue to receive training on de-escalation; and
6. Encourages the Gorham Police Department to continue its comprehensive training of its officers in de-escalation, use of force and comprehensive reporting to state and national standards, and;
7. Encourages Gorham PD to make available on its website information on general department policies so that they can be more accessible to the public, excluding information that is statutorily confidential; and
8. Condemns any form of hatred or bigotry in the community against any person or group; and
9. Supports opportunities for the voices and stories of people of color and other minority groups in this community to be heard; and
10. Commits to addressing any members of its organizations or departments who are affiliated with any hate groups to the extent legally possible; and
11. Affirms it will stand against racism and other forms of discriminations while doing everything in its power to make certain the Town of Gorham is welcoming to people of color and other minority groups.

Mayoral Order, Establishing City of Lewiston Mayoral Ad Hoc Committee on Equity and Diversity.

The Mayoral Ad Hoc Committee on Equity and Diversity is established for the purpose of advising and making recommendations to the City Council on steps to ensure the City treats all residents and visitors equally and that the City's workforce represents the diversity of our community. The committee will make recommendations to the municipal officials and key staff on policy, practice, and procedural changes to ensure that fair and equitable treatment is provided to all.

Duties. The committee shall:

1. Review the policies and procedures of the Lewiston Police Department involving the use of force and restraint in its interactions with the public and make recommendation on policy, practice, and procedural changes to ensure fair, equal, and appropriate treatment of all;
2. Review the process by which citizen complaints against police officers and other city employees are investigated and, if necessary, recommend improvements to this process to ensure that such complaints are addressed thoroughly, objectively, fairly, and in a timely manner;
3. Review the type and nature of training provided to municipal employees, including police officers, in regard to such areas as bias, equality of treatment, and crisis management/de-escalation and to identify employees or employee groups that should receive training and what that training should consist of;
4. Review the recruiting and hiring practices of the City, with special emphasis on those of the Police Department, and develop recommendations that would assist the City in better reflecting the demographic composition of the community, to include recommendations on improving outreach to elements of the community currently under-represented in the City workforce;
5. By September 30, 2020, develop and present to the City Council a plan for a permanent standing committee to continue and advance the work of this Ad-Hoc Committee;
6. To make such other recommendations the committee finds appropriate to fulfill its purpose.

Composition and Appointment

The Committee shall be composed of no more than twelve members appointed by the Mayor from among the residents of the City. The membership shall include the Mayor

and three members of the City Council. The remaining members shall be broadly representative of the community, including representatives of the minority community who have shown an interest in working to advance equity and opportunity in Lewiston.

Committee Chair

The Mayor shall Co-Chair the Committee with a Chair selected by the Mayor from the community members who are not Councilors. The Chair and Co-Chair shall be responsible for coordinating the meeting schedule with the members, setting the meeting agenda, and ensuring that notice of meetings are publicly posted.

Meetings

The Committee shall establish the times and places of its meetings. Meetings shall be open to the public and notice of such meetings shall be posted by the City Clerk. The Committee may invite such others as may be knowledgeable about subjects under discussion to provide information for its consideration.

Staff Support

The City Administrator or designee shall be responsible for providing staff support to the Committee.

Term

The term of the Committee and its members shall expire on September 31, 2020 unless otherwise extended by the Mayor. If extended, the Mayor shall appoint members to the Committee, which may include individuals who have previously served on the Committee.

Issued on this, the ___ day of _____, 2020

Mark A. Cayer, Mayor



COUNCIL RESOLVE

Resolve, Condemning All Use of Excessive and Unreasonable Force and the Use of Racial Profiling by Police, and Committing the City of Lewiston to Achieving Equality and Equal Justice for All in its Policing Practices, Policies, and Tactics.

Whereas, criminal charges have been filed against a number of Minneapolis, Minnesota police officers for the murder of George Floyd on May 25, 2020; and

Whereas, millions of Americans, thousands of Mainers, and hundreds of Lewiston residents of all races and ethnic backgrounds have responded to George Floyd’s murder with mostly peaceful protests recognizing that Black Lives Matter and calling for the reform of police policies, procedures, and tactics that have contributed to this and other similar deaths in this country; and

Whereas, George Floyd’s murder was not an isolated incident in our country’s 400 year history of brutality and discrimination against people of color; and

Whereas, according to a 2018 study from the University of Michigan, Rutgers University, and Washington University, police use of force is the sixth leading cause of death for young black men and black men in general are about 2.5 times more likely to be killed by police than white men; and

Whereas, as is the case throughout our country, Lewiston has experienced incidents of racial, religious, and ethnic hatred and division, such as a Ku Klux Klan cross burning targeting Catholics in 1924 and isolated anti-immigrant incidents that continue today; and

Whereas, at the same time, many in this community have consistently spoken out against such hate and discrimination as, for example, the thousands of community members who joined together in 2003 to organize against a white supremacist rally, and large numbers of community members who continue to do so today in response to the unjust murders of Mr. Floyd and other minorities; and

Whereas, the Lewiston Police Department does not currently reflect the racial demographics of the community it serves; and

Whereas, the Lewiston City Council has a moral obligation to stand for justice and build a community where all people, including people of color, can live and breathe freely:

Now, therefore, be it Resolved that

The Lewiston City Council

- (1) Affirms and acknowledges that Black Lives Matter.

- (2) Condemns all acts of excessive police use of force, brutality, and racial profiling throughout the country, in Maine, and in Lewiston.
- (3) Recognizes and reaffirms the long-standing policy of the Lewiston Police Department prohibiting its officers from using chokeholds or strangleholds, that the Department is CALEA accredited as a result of its adoption of a full range of the best practices, policies, and procedures, and that the Department has worked hard to develop a strong and positive relationship with all members of our community; and
- (4) Commits to reviewing, through a special committee specifically established for this purpose and which is representative of the community, the process by which citizen complaints against police officers are investigated and, if necessary, to implement improvements in this process to ensure that such complaints are addressed thoroughly, objectively, fairly, and in a timely manner; and
- (5) Commits to providing the necessary resources to ensure that all city staff, including certified Lewiston police officers, receive anti-bias training and that police officers also receive crisis de-escalation training; and
- (6) Encourages the Police Department, in concert with minority communities, to expand efforts to recruit and hire individuals from minority communities in an effort to redress the current demographic imbalance within the department; and
- (7) Supports youth and community programs, including social services and public health, and reaffirms the on-going work of the Poverty Awareness Committee to address the impact of generational poverty on Lewiston's school students and the City-wide work of the City Spirit Council, in cooperation with diverse community partners, to create a city-wide equity statement.
- (8) Recognizes the need to explore innovative public safety models that emphasize compassion and empathy to move our society away from mass incarceration; and
- (9) Commits the Ad-Hoc Committee on Equality and Diversity to come up with a plan for a permanent standing committee by September 30, 2020



COUNCIL RESOLVE

Resolve, Acknowledging and Responding to Certain Requests from the Lewiston Police Department Patrol Union.

Whereas, the Lewiston Police Patrol Union recently sent a letter to the Lewiston City Council following the City Council's adoption of a Resolution Condemning the Use of Excessive Force and Racial Profiling; and

Whereas, this letter echoed the Council's condemnation of police use of force, brutality, and racial profiling and expressed the commitment of our police officers to standing with the community and pursuing excellent services for all; and

Whereas, certain requests were also made to the City Council with the desire to ensure that our elected officials are familiar with the Department's commitment to proactive outreach as well as the circumstances and situations that our patrol officers must deal with on a daily basis; and

Whereas, certain of these requests will either assist our elected officials in better understand the operations of the department or provide greater transparency in its operations;

Now, therefore, be it Resolved by the City Council of the City of Lewiston, that

1. The City Administrator is directed to develop and present to the Council a plan for the purchase and policies governing the use of body cameras for all sworn department personnel. This plan shall be developed in concert with the Chief and with the participation of a committee representative of all sworn departmental personnel and shall be presented to the Council for consideration no later than December 31, 2020.
2. The City Administrator is further directed to work with the Chief of Police and others within the department to evaluate the training currently provided to department personnel and to develop recommendations for additional training that would be of benefit in meeting their responsibilities and furthering their professional development.
3. All City elected officials are urged to participate in several patrol ride-a-longs over the next year to assist in becoming familiar with how the department provides policing services to our community and the situations and circumstances that our patrol officers are required to handle.
4. All City elected officials are urged to take part in "Shoot/Don't Shoot" training or such alternate activities as will serve to increase their awareness of the demands placed on police officers when faced with life threatening situations.
5. The Council applauds the efforts of the Lewiston Police Department to employ proactive outreach through such programs as the Community Resource Team, School Resource Officer program, and volunteer efforts including National Night Out, Lewiston's Summer Fun and Films, the Citizens' Police Academy, Police Athletic League, and Special Olympics, among others.

TOWN OF OAKLAND

TOWN COUNCIL – MUNICIPAL RESOLUTION

2020

Town of Oakland Diversity Declaration

BE IT RESOLVED by the Oakland Town Council, acting as the Municipal Officers,

That, the Town of Oakland strives to be a community that is welcoming and supportive of all its members regardless of race, religion, gender, age, sexual orientation, gender identity and expression, and;

Diversity is part of our history, culture, and identity, and;

This diversity declaration endeavors to foster and promote an environment that allows for all members of our community to feel valued, appreciated, and free to be who they are at work and at play, just as much as they are at home, and;

To grow and nurture a culture where inclusiveness is a societal norm, not just an initiative, and;

To foster a deep sense of pride, passion and belonging regardless of our individual differences, and;

To unify our shared commitment to prosperity, ingenuity, and civic responsibility, and;

We will routinely examine our beliefs and biases to ensure that we are upholding our values around diversity and inclusiveness. Communities that actively lift the human spirit and support diversity and inclusion are proven to be stronger societies where equity is more readily practiced and more obviously accepted.

APPROVED: August 12th 2020

Michael Perkins, Council Chair

Dana Wrigley, Council Vice Chair

Donald Borman, Councilor

Robert Nutting, Councilor

David Groder, Councilor

Town Council of South Berwick, Maine
A Proclamation in Support of Inclusion, Social Justice,
and Non-discrimination in the Town of South Berwick

Whereas it is imperative to the Town of South Berwick's goals that we are a welcoming and inclusive community to all who seek to live, work, play, and thrive within our boundaries; **and**

Whereas the residents of South Berwick welcome and embrace people from all races, creeds, and orientations and are stronger as a community because we are stronger as a society when we enthusiastically do so; **and**

Whereas the Town of South Berwick is committed to building trust amongst all its residents, along with its Sister City, Tuskegee, Alabama, including continued work and collaboration to insure inclusion and welcome diversity; **and**

Whereas the Town of South Berwick recognizes black lives matter; **and**

Whereas all the Municipal Departments of the Town of South Berwick will uphold and advance the goals of social justice and that all members of the community have the right to live peacefully, raise their families, and seek economic and academic opportunities free of discrimination.

Now Therefore

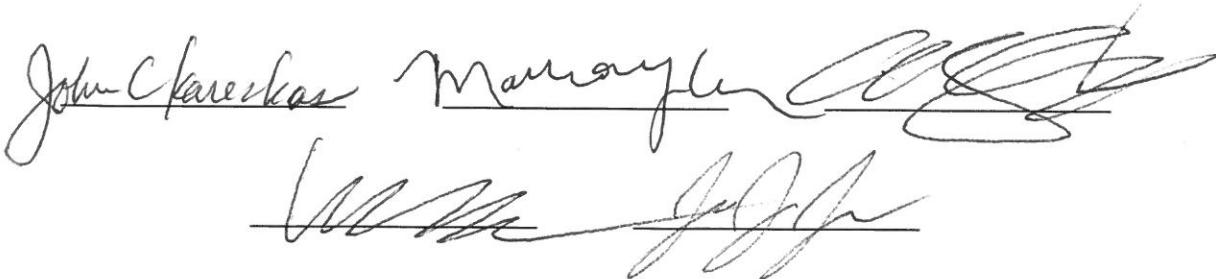
The South Berwick Town Council, on behalf of the Town of South Berwick, Maine, do hereby resolve:

All South Berwick Residents, visitors, and guests, regardless of race, color, ethnicity, or gender identity are entitled to be treated with compassion, dedication, and equality in the pursuit of a peaceful life; **and**

In the strongest terms possible, hatred and bigotry, overt and subtle, will not be tolerated by the Town of South Berwick or its officials or employees in any form; **and**

The Town of South Berwick commits to ensure its employees are trained in both implicit and explicit bias against any population and to ensure that the ideals of fairness and equality are upheld

Signed this 23rd day of June 2020 by the Town Council of South Berwick Maine

The image shows four handwritten signatures in black ink, each written over a horizontal line. The signatures are cursive and vary in style, representing the members of the Town Council who signed the proclamation.



CITY OF SOUTH PORTLAND

KATHERINE W. LEWIS
Mayor

SCOTT T. MORELLI
City Manager

EMILY F. SCULLY
City Clerk

SALLY J. DAGGETT
Jensen Baird Gardner & Henry

District One
CLAUDE V.Z. MORGAN

District Two
KATHERINE W. LEWIS

District Three
MISHA PRIDE

District Four
APRIL CARICCHIO

District Five
DEQA DHALAC

At Large
KATELYN BRUZGO

At Large
SUSAN HENDERSON

RESOLVE #17-19/20

**BE IT PROCLAIMED BY THE CITY OF SOUTH PORTLAND,
MAINE,**

**PROCLAMATION CONDEMNING RACISM AND HONORING
BREONNA TAYLOR, AHMAUD ARBERY AND GEORGE FLOYD**

WHEREAS, recent tragedies in Brunswick, Georgia and Minneapolis, Minnesota have again shone a light on systemic racism and the current and historically disparate treatment of African Americans and black people in our country; and

WHEREAS, we are outraged at the murders of Breonna Taylor, Ahmaud Arbery and George Floyd, and the City of South Portland condemns all forms of racism and police brutality, and supports and protects all its residents no matter their ethnicity, race, faith, sexual orientation, or gender; and

WHEREAS, we support and commit to calling out hate and discrimination when we see it and help promote our core American value that no one should be targeted because of their identity; and

WHEREAS, violence, hate crimes, and police brutality create fearful and unstable communities; and

WHEREAS, as public servants we have an even greater responsibility to speak out against racism, discrimination, bias, and hatred because when the unacceptable becomes the norm in our society, human rights for all are threatened; and

WHEREAS, the City of South Portland affirms and commits to protect the rights of all people, including the Black Lives Matter Movement, and justice allies and activists in our community who speak up and protest and demand justice for all; and

WHEREAS, hate will not be tolerated, and we will stand together to fight any form of bigotry, discrimination, or hate, in speech or action, against any group, from whatever the source;

NOW, THEREFORE, BE IT RESOLVED, that the South Portland City Council wholeheartedly condemns the actions and injustices that have again wrought division and crisis in our community and across these "United" states; and

- 2 -
In Council
June 2, 2020

THEREFORE BE IT FURTHER RESOLVED, that the City of South Portland recommits to working on ways in which we can engage our communities to address and uproot institutionalized racism and implicit bias and offer spaces for dialogue, trainings, and understanding; and

THEREFORE BE IT FURTHER RESOLVED AND REAFFIRMED that the City Council of the City of South Portland, Maine will maintain constant vigilance with regard to its own public safety policies and actions and do everything in its power to make certain that South Portland is and will remain a welcoming city opposed to acts of racism and bigotry.

Katherine W. Lewis, Mayor

Signed and dated this 2nd day of June in the year 2020.



Town of Winthrop

17 Highland Avenue
Winthrop, Maine 04364
www.winthropmaine.org
207-377-7200

Combating Institutional Racism and Creating a More Just Community

WINTHROP, Maine - The nation and the world have been rocked by the murder of George Floyd, bringing attention to the countless other black Americans and other people of color who have lost their lives due to police brutality and pervasive racial injustice. These issues have been overlooked by too many of us for far too long – whether by willful ignorance, benign neglect, or inhumane indifference, and whether they happen across the country or across the street from our home.

As public institutions and public servants, we have an obligation to lead the way in addressing systemic racism, regardless of our specific job duties and professional responsibilities. Systemic problems may not be obvious to those who are focused on meeting the day-to-day tasks, nor can they be rectified overnight. It will take a concerted effort by all of us to examine our practices, biases (known and unknown), and make lasting changes to ensure the equality and justice that every individual deserves. We won't always get it right, but we can commit to listen, harness resources to educate ourselves, build on the good practices we currently have, and change those that need improvement.

Our police department already engages in implicit bias training; this training will be extended to the rest of the municipal staff. This is one concrete step we are taking. We are looking for additional resources and partnering with our fellow municipalities to make sure that our region is welcoming and just for all, including any and every one that identifies as BIPOC and LGBTQ.

Winthrop's police officers also take the Crisis Intervention Training provided by NAMI Maine (National Alliance on Mental Illness) to aid in observation, communication and best possible outcomes for mental health and high stress situations. We fully recognize that this is a growing community need and will be working to address it in a comprehensive manner.

For many of us, the language, the context and concepts that are utilized in combating institutional racism may feel incredibly foreign. The "rules" about who can say what, may seem contradictory and what we intend as positive change and support, may be responded to with push-back. That is part of the process of learning, communicating and shifting the paradigm to a more just and equal society.

Our intent is that this will be a sustainable commitment to constantly evaluate and improve practices across all departments and service areas. This message serves as a starting point, not a solitary note, at this hopefully pivotal point in our collective history. The change we need as a nation begins in our local communities where we know our neighbors and can have honest, respectful, civil dialogue.

A handwritten signature in black ink, appearing to read "Jeff Kobrock".

Jeff Kobrock
Town Manager

A handwritten signature in black ink, appearing to read "Sarah Fuller".

Sarah Fuller
Chair, Town Council

A handwritten signature in black ink, appearing to read "Ryan W. Frost".

Ryan Frost
Chief, Winthrop Police