

**Agenda
Town of Skowhegan
Special Selectmen's Meeting
4:30 P.M.
Tuesday, July 12, 2022
Municipal Building – Council Room**

Board of Selectmen:

Todd Smith, Chairman
Charles Robbins, Vice Chairman
Harold Bigelow
Steven Govoni
Paul York

Town Manager:

Christine Almand

Executive Secretary:

Cara L. Mason

Call Selectmen's Meeting to order.

Workshop:

1. Review Selectmen's Guidelines.
2. Review Code of Ethics
3. Selectmen's goal setting workshop.
4. Discussion regarding items for the joint meeting with the Planning Board.

Adjourn Selectmen's Meeting.

Section 1 – Purpose & Scope

The purpose of these guidelines is to establish reasonable rules of procedure for the Board meetings and to promote the fair, orderly, and efficient conduct of the Board's proceedings and affairs. These guidelines shall govern the Board's practices and procedures except as otherwise provided by law and shall be liberally construed so as to accomplish their purpose. These guidelines are in compliance with the Town Laws, Ordinances and shall be judiciously understood so as to accomplish its purpose. Conditions not addressed in the Town Law and Ordinances shall be governed by the general law.

Section 2 – Officers and Duties

- A) Officers of the Board shall consist of a Chairperson (Chair) and Vice Chairperson (Vice Chair) to be chosen annually at the first Board meeting following the Annual Town Election. The term of office shall be one year (1) through the next Annual Town Election.
- B) Should both the Chair and Vice Chair be absent, the Board shall appoint by an affirmative majority vote of the members present, a temporary Chairman of the Board to serve until such time as the Chairman or Vice Chairman returns. The temporary Chairman is to have and exercise any and all authority conferred upon the permanent Chairman.
- C) The Chair shall have the following responsibilities:
 - a. Serve as the official spokesperson of the Board.
 - b. Preside over all meetings of the Board and maintain order and determine the course of the proceedings.
 - c. Approve the schedule and agendas of the Board.
 - d. Ensure that the Board develops and maintains the guidelines (no less than annually).
- D) Selectmen retain the authority to rule on questions of evidence and procedure. Any action as may be necessary and not inconsistent with these guidelines or other law to enable the Board to perform its duties and conduct its affairs shall be taken by vote of the Selectmen.
- E) In the event the Chair ceases to serve as a Selectman, resigns as Chair, or is otherwise unable to discharge his/her duties prior to the end of their term, the Board shall elect a new Chair as soon as practical. In the absence of the Chair the Vice Chair shall preside and shall have the same authority.
- F) By affirmative vote of not less than four (4) members, Selectmen may vote to remove a Chair prior to the expiration of his/her term and thereafter by an affirmative vote of no less than three (3) members, elect a replacement.
- G) In the event a Selectman ceases to serve as a Selectman, resigns as a Selectman, or is otherwise unable to discharge his/her duties prior to 90 days of their term ending, a special election will be held pursuant to Maine Election Notification laws as soon as practical.

- H) The Town Manager (or his/her designee) shall maintain a permanent record of all Board meetings and all correspondence of the Board, which shall be public record except as otherwise provided by law.
- I) Board members shall notify the Chair and/or the Town Manager (or his/her designee) prior to Board meetings if they are unable to attend.

Section 3 – Meetings

- A) Regular meetings of the Board shall be held on the second and fourth Tuesday of each month, or as otherwise deemed necessary or required by law.
- B) Special Meetings may be called at the discretion of the Chair, or upon the request of the majority of the Board provided that notice shall be given to each member at least 24 hours in advance, unless all members sign a waiver of said notice. No business shall be conducted other than as specified in said notice.
- C) Notice of all Board meetings shall be given as required by law, and all such meetings shall be open to the public except as otherwise provided by law.
- D) No business may be conducted by the Board except as duly called and noticed meeting or without a quorum consisting of a majority, at least 3 out of 5 members of the Board being present.
- E) The order of business at regular meetings shall be as follows (public hearings, workshops and executive sessions will be placed into the agenda by the Town Manager, Chairman or majority vote of the Board):
 - a. Call meeting to order
 - b. Pledge of Allegiance to the Flag of the United States of America
 - c. Town Manager's Report
 - d. Items by Public
 - e. Items by Selectmen
 - f. Department & Committee Reports
 - g. Consent Agenda
 - h. Regular Agenda
 - i. Treasurer's Warrants to be approved
 - j. Unfinished Business
 - k. Other Business
 - l. Sign Documents

Section 4 – Hearings

- A) Public Hearings of the Board shall be called as required by law or on such other occasions as a majority of the Board may deem appropriate. Notice of all such hearings shall be given as required by law and shall include the date, time, and place of the hearing and the general description of the subject matter.

- B) The Chair shall convene all hearings by describing the purpose of the hearing and the general procedures to be followed.
- C) The Board may receive any oral or documentary evidence, but shall exclude irrelevant, immaterial, or unduly repetitious evidence provided that formal rules of evidence do not apply. Every party shall have the right to present its case in order determined by the Chair, and without interruption, provided, that the Chair may impose such reasonable time limits as may be necessary to ensure that all parties have an adequate opportunity to be heard. In any adjudicatory proceeding, including proceedings on licenses, permits or other approvals, every party shall also have the right to submit rebuttal evidence and to conduct cross-examination of any other party through the Chair, provided, however, that the Chair may impose such other reasonable limitations as may be necessary to prevent an abuse of process.

Section 5 – Participation & Voting

- A) Any action of the Board, when a quorum of members is present, shall require the affirmative vote of the majority of the seated Board (3/5) unless otherwise provided by law.
- B) No meeting of this Board shall take place when less than a quorum is present (3).
- C) No member may participate or vote in any matter in which the member has a conflict of interest or other disqualification as defined by law. Any question of whether a member has such a conflict of interest or other disqualification shall be decided by a majority vote of the remaining members.
- D) All members who are present and not disqualified shall vote in every matter to be voted upon unless excused by the majority of the Board.

Section 6 – Decisions

- A) All decisions of the Board shall be made within the time limits, if any, established by law.
- B) All final decisions shall be in writing, shall become a part of the Board's permanent record, and shall, where required by law, include a statement of findings and conclusions and the reasons or basis therefore.
- C) All such decisions, together with any tape recording or transcript of testimony and deliberations and any documents and exhibits, shall constitute a public record.
- D) The Board may reconsider any decision within 30 days of its original decision, provided that both a vote to reconsider and any action taken pursuant, shall occur and be completed within said 30 days. Notice of any reconsideration shall be given to any party a reasonable time in advance of

the reconsideration. The board may conduct additional hearings and receive additional evidence and testimony as provided.

Section 7 – Conflict of Interest

- A) **Conflicts of Interest** – As a general rule, a conflict of interest occurs when an official has a pecuniary (i.e., Financial) interest in a matter of official business.
- B) **Appearance of Conflict of Interest** – Even when law does not specifically prohibit a Town official's conduct, competing interest and personal relationships could create an appearance of wrongdoing that could undermine the public trust in the integrity and impartiality of local government. 30-A M.R.S.A. § 2605 addresses this issue by providing that Town officials shall "attempt to avoid the appearance of a conflict of interest by disclosure or by abstention."

Section 8 – Code of Conduct

Purpose and Scope – This section of the guidelines is to define the executive role and attendant duties of the Board of Selectmen in carrying out its policy functions as part of Skowhegan's town government, and to clarify the separation of the Board's executive role from the legislative role of the Town Meeting and the administrative role of the Town Manager.

A) Definitions

- 1. **Town Meeting – Board of Selectmen – Town Manager form of government.** Under this form of government the legislative and executive functions are divided.
 - a. The Town Meeting performs the election function and the legislative function of adopting governmental policy, levying and raising and appropriating monies, authorizing the contracting of debts, etc.
 - b. The Board of Selectmen is the executive body that interprets, processes, and sets the policies of the town and chooses the course of action between town meetings, has the ultimate administrative responsibilities to see that the governmental policies are carried out and appoints and supervises the Town Manager.
 - c. The Town Manager executes and carries out the government and fiscal policies with guidance from the Board of Selectmen and has direct responsibility for and authority over all administrative functions. The Town Manager carries out the day-to-day operations of the Town of Skowhegan.

B) Duties of the Board of Selectmen

- 1. A member of the Board of Selectmen, in relation to his or her community should:

- a. Realize that his or her basic function is to make policy, with administration delegated to the Town Manager.
 - b. Realize that he or she is one of a team of 5 members and should abide by all Board decisions once they are made.
 - c. Be well informed concerning the duties of a Board member on both local and state levels.
 - d. Remember that he or she represents the entire community at all times.
 - e. Accepting the role of member is a means of unselfish service, not to benefit personally from his or her Board activities.
 - f. Abide by the ethics guidelines established by the State and not use the position of Selectman to obtain inside information on matters that may benefit someone personally.
2. A member of the Board of Selectmen, in his or her relations with the Town Manager, should:
- a. Endeavor to establish sound, clearly defined policies that will direct and support the administration of or the benefit of the staff and residents of the community.
 - b. Recognize and support the administration chain of command and refuse to act on complaints as an individual outside the administration.
 - c. Give the Town Manager full responsibility for discharging his or her disposition and/or solutions.
 - d. When a situation comes to the attention of a Board member, convey that information to the Town Manager for consideration and resolution of action, as the Town Manager may deem appropriate. Inform the other Board members of suggestions and information conveyed to the Town Manager.
 - e. Not give orders or directions to the Town Manager for action as an individual Board member.
 - f. Not give instructions or request assistance from Town department heads, but rather channel all such activities through the Town Manager.
3. A member of the Board of Selectmen in his or her relations with fellow Board members, should:
- a. Recognize that action at official legal meetings is binding and that he or she alone cannot bind the Board outside of such meetings.
 - b. Not make statements or promises of how he or she will vote on matters that will come before the Board until he or she has had an opportunity to hear the pros and cons of the issue during a Board meeting.
 - c. Uphold the intent of executive session and respect the privileged communication that exists in executive session.
 - d. Make decisions only after all facts on a question have been presented and discussed.

- e. Refrain from communicating the position of the Board of Selectmen to anyone unless the full Board has previously agreed on both the position and the language of the statement conveying the position.
 - f. Treat with respect the rights of all members of the Board despite differences of opinion.
4. A member of the Board of Selectmen, in his or her relations with Town staff, should:
- a. Treat all staff as professionals and respect their abilities and experience.
 - b. Limit contact with specific Town staff. Questions of Town staff and/or requests for additional background information should be requested through the Town Manager.
 - c. Never publicly criticize an individual employee. Concerns about staff should only be made available to the Town Manager through private conversation.
 - d. Insure that all requests for staff support go through the Town Manager's office.
 - e. Insure that any materials or information provided to a Selectman from a staff member be made available to all Selectmen.

Section 9 – Conflict with Law

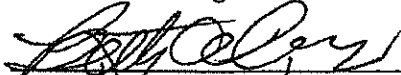
Any conflict or inconsistency between these guidelines and any applicable law shall be resolved in favor of the law.


Section 10 – Waivers & Amendments – These guidelines, or any provision thereof, may be waived on any occasion by a majority vote of the Board of Selectmen unless otherwise provided by town law, ordinance or state law. These guidelines may be amended at any time in writing by majority vote of the Board of Selectmen.


Amended and agreed to by the Board of Selectmen this 8th day of September, 2015.


Board of Selectmen


Donald L. Skillings II, Chairman


Betty A. Austin


Soren Siren


Paul York, Vice Chairman


Darla Pickett

**TOWN OF SKOWHEGAN
CODE OF ETHICS
FOR ELECTED AND APPOINTED OFFICIALS
Adopted September 28, 2010
Amended May 24, 2011
Amended November 28, 2017**

**For Members of All Town Boards, Committees, and Commissions Except the School
Committee and their Appointments**

Preamble

To ensure that the Citizens and businesses of Skowhegan have fair, impartial, ethical, and accountable local government that is responsive to the needs of the people and each other and that has the Citizens' full confidence in the integrity of the Town's government, the Board of Selectmen has adopted this Code of Ethics. In keeping with a commitment to excellence, the effective functioning of democratic Town of Skowhegan government requires that:

- i. elected and appointed public officials comply with both the letter and spirit of laws and policies affecting the Town Government;
- ii. elected and appointed public officials be independent, impartial, and fair in judgment and action;
- iii. elected and appointed public office be used for the public good and not personal gain;
- iv. public deliberations and processes be conducted openly, unless legally confidential and;
- v. all discussions and debate be conducted in an atmosphere of respect and civility.

This Code of Ethics applies to members of the Board of Selectmen and to all elected and appointed members of Town boards, committees, and commissions (hereinafter referred to as "Members") except for the School Committee and their appointees. The Town's boards, committees, and commissions consist of all statutory and non-statutory boards, commissions or committees now existing or hereafter created.

The Town Manager shall endeavor to ensure that all Town employees adhere to the standards of this Code of Ethics.

Code of Ethics

1. Actions in the Public Interest

Recognizing that stewardship of the public interest must be their primary concern; Members will work for the common good of the Citizens of Skowhegan and not for any private interest or personal gain. Members shall provide fair and equal treatment of all persons, claims, and transactions that come before the Board of Selectmen or any Town board, committee, or commission.

2. Compliance with the Law

Members shall comply with the laws of the United States, the State of Maine, and the Town of Skowhegan in the performance of their public duties. These laws include, but are not limited to, the United States and Maine State constitutions and statutes; the Town of Skowhegan's Bylaws, Ordinances and Policies; and laws pertaining to conflicts of interest, election campaigns, financial disclosures, employer responsibilities, and open processes of government, all of which are hereby incorporated herein by reference and made applicable.

3. Conduct of Members

The professional and personal conduct of Members must be above reproach and must avoid any appearance of impropriety. **Members shall refrain from abusive conduct, from making personal charges or disparaging remarks, or from verbal attacks upon the character or motives of Members of Town boards, committees, or commissions, of Town Staff or the Citizens.**

4. Respect for the Process

Members shall perform their duties in accordance with the processes and rules of order established by the Board of Selectmen and by the other Town boards, committees, and commissions. Each member shall be committed to respect the democratic process that encourages meaningful involvement of the public and that governs the deliberation of public policy issues in the Town of Skowhegan. Members must abide by any lawful decision made by a majority of the board, commission, or committee. Members should strive to thoughtfully consider the opinions and recommendations of other Members, Citizens, and Town staff appearing before Town boards, committees, or commissions and shall remain respectful in all interactions with these individuals. Members shall have no legal authority outside of the meetings of their respective board, commission, or committee unless this authority has been specifically delegated to the Member through an adopted policy or majority vote of the board.

5. Conduct of Public Meetings

Members shall prepare themselves for open discussion of public issues, shall listen courteously and attentively to all public discussions before the body, and shall focus on the business at hand. Members shall refrain from unnecessarily interrupting other speakers, from making personal comments not germane to the business of the body, and from otherwise interfering with the orderly conduct of meetings. The Chairman of each board, committee, or commission shall use his or her best efforts to ensure that the public who attend such meetings adhere to the same standards of conduct in this Code of Ethics as outlined for Members.

6. Decisions Based on Merit

Members shall base their decisions on the merits and substance of the matter at hand. No member shall make promises in advance as to how they will vote on a matter, which shall properly come before the board, committee, or commission as a whole.

7. Communication

Members shall publicly share information that is relevant to any matter under consideration by a board, committee, or commission. Concerns involving the conduct of Town employees shall be communicated to the Town Manager.

8. Conflict of Interest

A. General Standard

Members shall avoid any situation that may give rise to an actual or perceived conflict of interest. Where circumstances may cause a reasonable person to question the Member's impartiality or may otherwise give rise to an appearance of a conflict of interest, the Member shall not participate in a matter unless the Member has appropriately disclosed the situation and there has been a determination by the Member's board, committee, commission, staff official, or the Board of Selectmen that the Member's participation is appropriate.

B. Definitions

Immediate Family. The Immediate Family of a Member shall include the Member's spouse, children, parents, in-laws, siblings, and those with whom they share a committed relationship.

Financial Interest. Financial Interest shall mean any direct or indirect interest having monetary or pecuniary value, including but not limited to the ownership of shares or stock.

Special Interest. Special Interest includes a direct or indirect interest having value peculiar to a certain individual or group, whether economic or otherwise, which value may accrue to such individual or group as a result of the passage or denial of any order, ordinance, or resolution. An employer or supervisor – employee relationship between a

Member and any person appearing before that Member's particular agency, shall be considered to be a Special Interest of that Member.

C. Disclosure of Conflict

Any Member who believes that they or a member of their Immediate Family has a Financial Interest or a Special Interest, other than an interest held by the public generally, in any agenda item before their collective body, shall disclose the nature and extent of such interest. Additionally, any Member who believes that any fellow Member, or any member of such fellow Member's Immediate Family has a Financial Interest or a Special Interest, other than an interest held by the public generally, in any agenda item before their collective body, shall disclose such interest. Such disclosure shall be made no later than the date of the first meeting of the applicable board, committee, or commission at which the agenda item concerned is to be taken up for consideration, recommendation, discussion, or vote and at which the Member is present.

D. Determination of Conflict

Once disclosure has been made as provided above or the issue of conflict has been raised relative to a Member, the Member's fellow board, committee, or commission members shall review the facts and shall vote on whether or not such Member has a Financial Interest or a Special Interest with respect to the agenda item concerned. All conflict-of-interest questions relating to a particular agenda item shall be resolved prior to any consideration of the item concerned, and each Member of that board, committee, or commission shall be entitled to vote on all conflict-of-interest questions relating to that Town board, committee, or commission except those questions pertaining to that Member's alleged conflict of interest.

All votes of conflict-of-interest questions shall be recorded. A majority vote shall determine the question except that a tie vote shall have the effect of determining that a conflict exists. If there is a determination that a conflict of interest in fact exists, the Member concerned shall be excused from participating in discussion, deliberation, or vote on the relevant agenda item for so long as the agenda item shall appear on the agenda.

E. Record of the Conflict of Interest Decision

A written record by the Chairperson of the Town board, committee, or commission making the determination, explaining and summarizing any consideration of conflict of interest or intervention and the action taken shall be promptly forwarded to the Chairman of the Board of Selectmen for review by the Board of Selectmen. The Town Manager shall maintain these records on behalf of the Board of Selectmen for a period of five years.

F. Avoidance of Appearance of Conflict of Interest

Once any Member is determined to have a conflict of interest in respect to any agenda item, and once all conflict-of-interest questions relating to the agenda item concerned have been determined, as provided in this Code, the Member should either immediately leave the meeting room or, if the Member has a personal interest in the matter to be discussed, move to the area of the room occupied by the general public. The Member shall not return to their regular seat as a member of the body until deliberation and action on the item has been completed. Nothing herein shall require an individual Member to remove himself or herself for any item on which there is no deliberation, on which the individual's conflict has been determined by the other members, and on which the right to abstain from voting on the item has been granted.

G. Incompatible Offices

No Member shall occupy any other elected or appointed office when the duties of such office are incompatible with the proper discharge of the Member's official duties to the Town. The occupancy of any other office by a Member is prohibited by any one of the following circumstances:

1. where the duties of the other office make it impossible to discharge the duties of the Town office, or
2. where one office is subordinate of the other, or
3. where one office carries the power of appointment or removal of the other, or
4. where the occupancy of both offices is prohibited by Charter or by law.

Notwithstanding the foregoing, a Member may serve as a non-voting liaison or ex-officio Member of a board, committee, or commission with the approval of the Board of Selectmen; or in special circumstances a member may serve as a voting member of a board, committee, or commission if so designated by the Board of Selectmen.

9. Gifts and Favors

Members shall not take advantage of services or opportunities for personal gain, by virtue of their public office that are not available to the public in general. Members shall refrain from accepting gifts, favors, or promises of future benefits that might compromise their independence of judgment or action, or that might give the appearance of such compromise.

No Member shall accept any thing of value unless it can be clearly established that it has a de minimus market value (\$25 or less) and is received infrequently from any source.

10. Confidential Information

No member shall, without proper legal authorization, discuss or disclose confidential information concerning the property, personnel, government or affairs of the Town, nor shall any member use such information to advance the private or financial interests of himself or herself or members of his or her immediate family. Members shall not discuss the privileged knowledge, executive sessions, or confidential business of the board, committee, or commission with

unauthorized parties, either orally or in writing. For purposes of this subsection, "confidential information" shall mean any information, oral or written, which comes to the attention of or is available to such Member due to his or her position with the Town and is not a matter of public record. Information received and discussed during any executive session shall be considered within the constraints of this section and shall not be disclosed to any party unless permitted by affirmative vote of a majority of such board.

11. Use of Public Resources

Members shall not use public resources not available to the general public for private gain or personal purposes, such as Town staff time, equipment, supplies, or facilities.

12. Representation of Third Party Interests

As stewards of the public interest, Members of the Board of Selectmen, the Planning Board, and the Board of Appeals shall not represent the interests of third parties before any Town board, committee, or commission, nor shall they appear before any of these bodies on behalf of the interests of third parties on matters related to the areas of service of these bodies. Members of all other boards, committees, or commissions must give notice to the Board of Selectmen prior to any representation of any third party interests before any Town board, committee, or commission. Nothing herein shall be construed to prohibit any Member from representing his or her own personal interest, or the interest of immediate family, by appearing before any Board on any item.

13. Advocacy

Members shall represent the official policies and positions of the Board of Selectmen and of other Town boards, committees, and commissions when designated as delegates for this purpose to the best of their ability. When presenting personal opinions and positions Members shall explicitly state that these opinions and positions do not represent their body or the Town of Skowhegan, and they shall not allow any inference that they do.

14. Policy Role of Members

Members shall respect and adhere to the Town Manager Structure of Town government. The Board of Selectmen shall determine the policies of the Town, with advice, information, and analysis provided by Town staff, by the Town's boards, committees, and commissions, and by the Citizens.

Members shall therefore not interfere with the administrative functions of the Town or with the professional duties of Town staff, nor shall they impair the ability of Town staff to implement the policy decisions of the Board of Selectmen.

15. Independence of Boards, Committees, and Commissions

Members shall refrain from using their positions to unduly influence the deliberations or outcomes of any board, committee, or commission proceedings or to inhibit free discussion and exchange of ideas of these groups.

16. Positive Workplace Environment

Members shall support a positive and constructive workplace environment for Town employees and for Citizens and businesses dealing with the Town. Members shall recognize their special role when dealing with Town employees and shall in no way create the perception of inappropriate direction of staff.

17. Implementation

This expression of the standards of conduct expected of Members of boards, committees, and commissions is intended to be self-enforcing. It is most effective when Members are thoroughly familiar with it and embrace its provisions.

For this reason, this Code of Ethics shall be included in the orientation of candidates for, or applicants to boards, committees, and commissions; and of newly elected or appointed Town officials. Members entering office shall sign a statement acknowledging that they have received a copy, and read, and understand the Town of Skowhegan Code of Ethics. This Code of Ethics shall be reviewed regularly by the Board of Selectmen as well as by the Town's other boards, committees, and commissions. The Board of Selectmen shall consider recommendations from these bodies in updating the Code of Ethics as necessary.

18. Compliance and Enforcement

The Town of Skowhegan Code of Ethics expresses standards of conduct expected of Members of the Town's boards, committees, and commissions. Members themselves have the primary responsibility for ensuring that ethical standards are understood and met, and that the public can continue to have full confidence in the integrity of government.

The Chairs and Vice-Chairs of boards, committees, and commissions have the responsibility for intervening when actions of Members appear to be in violation of this Code of Ethics.


In addition to any other penalties or remedies as may be provided by law, the Board of **Selectmen may intervene and counsel Members whose conduct does not comply with the Town's ethical standards and may censure Elected or Appointed Members or remove Appointed Members from office, after notice and hearing conducted by the Board of Selectmen. Elected removal is based on the Recall Ordinance.** The Board of Selectmen may issue interpretative policy statements to clarify any ambiguities in this Code. Members of boards, committees, and commissions may seek clarifying opinions from, or appeal decisions of their boards, committees, and commissions to the Board of Selectmen on particular situations addressed by this Code of Ethics.

A violation of this Code of Ethics shall not be considered a basis for challenging the validity of a board, committee, or commission decision but may be used as a basis for the board, committee, or commission to reconsider its decision.

19. Separability

If any section, subsection, sentence clause or phrase of this Code is for any reason held to be invalid or unconstitutional, such validity or unconstitutionality shall not affect the validity of the remaining portions of this Code.


This policy, adopted as amended by the Board of Selectmen of the Town of Skowhegan on this 28th day of November, 2017.



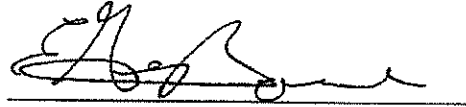
Paul York, Chairman



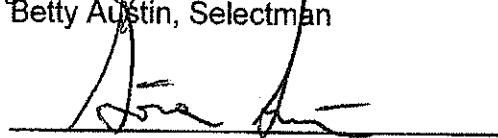
Darla Pickett, Vice-Chairman



Betty Austin, Selectman



Gene Rouse, Selectman



Soren Siren, Selectman

**MEMBER ACKNOWLEDGEMENT
OF RECEIPT
TOWN OF SKOWHEGAN
CODE OF ETHICS**

for Members of All Town Boards, Committees, and Commissions

As a Member of the _____,

I acknowledge that I have received a copy, and read, and understand the Town of Skowhegan Code of Ethics.

Signature

Date

Printed Name

Position