

COLIN BAENZIGER  ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 10*

*William R. Lawrence*

*Juno Beach Town Manager  
Candidate Report*

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*Cover Letter and Resume*

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**William Lawrence**  
5401 Barnwell Ct.  
Leesburg, Fl. 34748  
[lbrlawrence@aol.com](mailto:lbrlawrence@aol.com)  
207-659-9943  
02/03/2025

To Mayor Peggy Wheeler and Council Members:

I am thrilled to present my credentials for the Town Manager position for the Town of Juno Beach. Enclosed, please find my resume and references.

With over 37 years of dedicated service in municipal and county government, I have traversed various roles from police officer to police chief, culminating in 12 years of successful tenure as town manager. Throughout my career, I have remained committed to fostering a better quality of life for residents and making a tangible difference in their everyday life.

I am a seasoned nontraditional manager who has proven experience in conflict resolution and consensus-building.

My extensive experience has honed my problem-solving abilities, with a core emphasis on relationship-building. I have adeptly negotiated labor contracts with essential departments such as Police, Fire and Public Works, while also collaborating with county, state and federal agencies to address local challenges effectively.

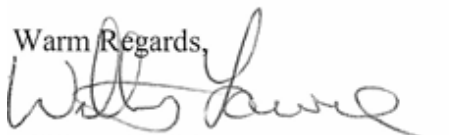
Possessing a deep understanding of public administration, I am an active member of FCCMA and the Florida League of Cities. My fiscal conservatism is balanced by a commitment to maintain high quality of services within budgetary constraints. Moreover, my communication skills have consistently fostered positive community relations, and my leadership style prioritizes transparency and full engagement with elected officials.

As a strategic thinker and innovator, I am passionate about forging and sustaining effective relationships with staff, elected representatives, business, and community organizations. I firmly believe that the Town Manager should be deeply embedded in the community fabric.

I am eagerly anticipating the opportunity to meet with you and delve into how my experience and insights can benefit the Town of Juno Beach.

Thank you for considering my resume. I look forward to discussing how we can work together to propel Juno Beach toward a brighter future.

Warm Regards,



William (Bill) Lawrence

WILLIAM R. LAWRENCE

RESUME

5401 Barnswell Ct.  
Leesburg, Fl. 34748

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Mobile: (207)659-9943

E-Mail: lbrlawrence@aol.com

<https://www.linkedin.com/in/william-lawrence-3a0904b3>

**Summary:** Accomplished seasoned nontraditional municipal manager with a proven track record of driving positive change and enhancing community well-being. A visionary, innovator, and creative problem solver dedicated to serving the public and improving quality of life. Extensive experience in budget management, economic development, grant administration, and personnel management.

**Accomplishments:**

- Consensus-builder
- Conflict resolution
- Strategic Planner
- Team Builder
- Implemented budget management strategies resulting in significant savings and revenue increases
- Led initiatives resulting in job creation and community engagement events
- Successfully managed various grant-funded projects and infrastructure improvements
- Negotiated labor contracts with unions across multiple departments
- Experienced in emergency management and disaster response
- Played key roles in economic development projects and revitalization efforts
- Experienced in growth management while keeping a small-town feel.

**EXPERIENCE:**

04/2021 to present: **Town Manager of Lady Lake, Fl. Population 20,000 Salary \$172,500**

- Operating Budget \$42,000,000
- Full-service municipality with 120 full-time employees
- Experience in Growth Management – Currently Hammock Oaks 4100 residential units approved.
- Police Union Negotiations
- New wastewater expansion plant and two new water wells. \$20 million
- New Park \$1.8 million
- Library expansion project \$5 million

**WILLIAM R. LAWRENCE**

**RESUME**

**5401 Barnswell Ct.  
Leesburg, Fl. 34748**

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**Mobile: (207)659-9943**

**E-Mail: lbrlawrence@aol.com**

Reason for Leaving: While I have enjoyed my time in Lady Lake and am grateful for the opportunities it provided, I am excited about the prospect of new challenges and opportunities brining my skill sets to the Town of Juno Beach.

**04/2019 to 04/2021: City Manager of Bowling Green, Fl. Salary \$73,000**

- Prepare & Present Operating Budget
- Manage day to day operation
- SRF Funding & CDBG grant for a new wastewater plant
- SRF Funding for a new Nano System water plant
- USDA Grant for new Community Center
- FDOT SCOP road resurfacing projects
- FRDAP grant for Main Street Park
- Project Manager with the new Nano Water Filtration System 1.8-million-dollar project
- Project Manager with a new wastewater plant at 4.8-million-dollar project
- EDA Grant for \$247,000 for Pyatt Park Improvements

Reason for Leaving: While my tenure as City Manager in Bowling Green has been fulfilling, I have come to realize that the professional challenges here do not align with my expectations for growth and complexity. I am seeking opportunities that offer a more varied and stimulating environment within a vibrant community.

**06/2016 – 03/2019: Town Manager for the Town of Warren, Me. Salary \$70,000**

- Prepare & present the operating and capital budgets. Media Relations
- Manage day to day operations
- Personnel Director -Treasurer-Tax Collector- Road Commissioner
- Negotiate contracts with unions and vendors
- Grant writer currently received DOT Bridge grant for a Smart Stream Project.
- General Assistance Administrator
- Debt free (No more TAN) – Reserves built up –Property Tax Rate lowest in the region
- General fund grew to cover 5 months of operating expenses.
- Moderate growth with new residential single-family housing added 3 million value in past 12 months.
- New Personnel Policy

**WILLIAM R. LAWRENCE**

**RESUME**

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**Mobile: (207)659-9943**

**E-Mail: lbrlawrence@aol.com**

**Reason for Leaving:** My decision to leave Warren was primarily driven by the desire to relocate closer to family in Florida. I am proud to have contributed to the town's progress and am confident that it is in better shape now than when I first arrived.

**07/2015 – 6/2016: Town Manager for the Town of Howland, Me. Salary \$58,500**

- Prepared, present and monitor the operating budget. Media Relations
- Project Manager for the Town working with the Penobscot River Restoration Trust that built an 18-million-dollar fish-bypass on the Piscataquis River that will allow the Atlantic Salmon to migrate up the river.
- Promoted several community projects such as a Farmer's Market, Family Fun Day and Community Walk.
- Grant Writer for feasibility market study on economic development for the Town of Howland.
- Supervised Water / Wastewater Utilities
- Revamped the EMS service with new Fire Chief that brought in \$375,000 in revenue.

**Reason for Leaving:** Howland sought me out based on my reputation in budgets and economic development. After successfully accomplishing these objectives, I was presented with an opportunity in a larger community that offered greater compensation. I am pleased to note that Howland was left in a better condition than when I assumed the role.

**07/14 – 6/2015: Town Manager for the Town of White Springs, FL. Salary \$49,000**

- Managed the operating budget, personnel management, economic development and serve as the planning & zoning administrator.
- White Springs is one of 4 small towns in Florida designated in the new Competitive Florida Partnership that works with the Department of Economic Opportunity to enhance those opportunities in small rural towns.
- FDOT SCOP grant for road resurfacing.
- CDBG Funding and Construction of a new Fire Station with Mittauer Ass.
- I & I study on our sewer system with Mittauer Ass.
- Supervised Water / Wastewater Utilities / Police / Fire & Public Works

**Reason for Leaving:** Due to personal circumstances involving our house not selling in Maine and the need to support my sick father-in-law, my family and I made the decision to relocate to Florida. Unfortunately, he passed away. During this time, the Town of Howland reached out to

**WILLIAM R. LAWRENCE**

**RESUME**

**5401 Barnswell Ct.  
Leesburg, Fl. 34748**

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**Mobile: (207)659-9943**

**E-Mail: lbrlawrence@aol.com**

me and offered a more lucrative opportunity to return to Maine. I am proud to have contributed to Howland's progress and to leave it in a better state than when I initially joined.

**04/2011 – 07/2014 Police Chief/Town Manager for the Town of Lincoln, Me. Salary \$71,500**

- Manage the day to day operations of a full-service municipality. Media Relations
- Served as Economic Development Director / Tiff's.
- Negotiated police, fire & public works union contracts
- Negotiated contracts for Tiff's on economic development projects.
- While serving in Lincoln, we created 90 retail jobs and increased our tax base.
- Written State & Federal grants and several smaller grants.
- Supervised Municipal Airport Operations / FAA Grants / Land Acquisition

**Reason for Leaving:** My father-in-law fell ill in Florida, prompting our family to prioritize his care and support. Consequently, I accepted a position in Florida to be closer to him. Family has always been our top priority, and this decision was made in their best interest. I'm pleased to report that Lincoln was left in an improved condition compared to when I first assumed the role.

**02/2003 – 04/2011 City of Bangor Maine Police Department Salary \$50,000**

- Served as a police officer and detective.
- Bangor Housing Authority Liaison Officer for 5 years. We developed relationships with the residence, school, businesses, and the housing authority which led to the decrease in crime in the public housing neighborhood.

**02/1996 – 2/2003 Lieutenant Patrol, Penobscot County Sheriff's Office. Salary \$40,000**

- Supervised a division of 3 patrol sergeants, 4 detectives, and 33 patrol deputies.
- Developed the current command structure and presented the proposal to the County commissioners.

**High Lights of Skills:**

- Creative problem solver and strategic thinker
- Strong budget and fiscal management expertise
- Proven track record in economic development and grant administration
- Effective communicator and public speaker
- Skilled in personnel management and labor negotiations
- Experienced in government relations and community engagement
- Proficient in project management and grant writing



WILLIAM R. LAWRENCE

RESUME

5401 Barnswell Ct.  
Leesburg, Fl. 34748

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Mobile: (207)659-9943

E-Mail: lbrlawrence@aol.com

**Education:**

- University of Maine: Degree in Criminal Justice
- Over 200 hrs. of municipal manager workshops sponsored by Maine Municipal Ass.

**Awards:**

- Special Recognition by the Lincoln Town Council for serving as Interim Town Manager
- Policy King from Partnership for Healthy Northern Penobscot
- Resolution from the Town of Howland serving as Town Manager
- FCCMA Special Recognition for 5 years of Leadership Service as Town Manager

**Memberships:**

- International City Manager Association (ICMA)
- Florida League of Cities
- Lake County League of Cities
- Florida City & County Management Association

**Section 10**

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*Candidate Introduction*

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**WILLIAM LAWRENCE**

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**EDUCATION**

University of Southern Maine – Major Criminal Justice  
University of Maine in Augusta – AS in Criminal Justice with 90 credits towards BA  
Northwestern University Traffic Institute – Certified in Mid- Management  
Maine Criminal Justice Academy – Certified in Executive Development  
Maine Municipal Association over 200 hours of Municipal Manager Education

**EXPERIENCE**

Town Manager, Town of Lady Lake, Florida	4/2021 – present
City Manager, City of Bowling Green, Florida	4/2019 – 4/2021
Town Manager, Warren, Maine	6/2016 – 4/2019
Town Manager, Howland, Maine	6/2015 – 6/2016
Town Manager, White Springs, Florida	7/2014 – 6/2015
Town Manager/Police Chief, Lincoln, Maine	4/2011 – 7/2014
Police Officer, City of Bangor, Maine	2/2002 – 4/2011

**BACKGROUND**

During my time as Town Manager in Lady Lake, I had the privilege of overseeing a thriving community with a rapidly growing population—currently 17,000, with projections reaching 24,000 in just three years. Leading a team of 120 full-time employees, I embraced the philosophy of doing more with less, ensuring that our limited resources were utilized efficiently to deliver essential services. As part of a full-service town, I managed departments such as police, parks & recreation, library, public works, water/sewer, growth management, human resources, communications, IT, and finance, all of which contributed to maintaining a high quality of life for residents.

Lady Lake has faced significant challenges related to growth and infrastructure. One key issue was the staffing shortage caused by the town's rapid population increase and the ongoing need for affordable housing. With the population expected to double in the next three years, we implemented creative strategies to address these challenges, ensuring that staffing levels kept pace with demand.

Another critical issue was expanding our water and sewer utilities. The infrastructure needed significant upgrades to accommodate the growing population, and I led efforts to manage and oversee these projects from conception to execution. These projects, including the expansion of our utilities, were funded directly from the town's reserve accounts, showcasing my ability to manage fiscal responsibility and strategic planning.

### WILLIAM LAWRENCE

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One of the more complex challenges was police recruitment. The Lady Lake Police Department was experiencing a shortage of officers, with numbers dropping from 30 to just 20, creating staffing issues that impacted response times and overall community safety. I worked closely with the leadership team to address the issue, implementing a pay increase and innovative recruitment strategies. After 10 months, we successfully filled 8 out of 10 vacancies, improved officer retention, and attracted higher-quality applicants, significantly strengthening our police force.

Looking ahead, Lady Lake is focused on creating a new downtown area, and I've been involved in early-stage planning with a private developer, as well as the development of the town's strategic plan and mission statement. We are also in the process of enhancing the town's branding, which will be critical in defining Lady Lake's identity as we continue to grow.

#### **Why Juno Beach:**

With my proven ability to navigate rapid growth, lead multi-department teams, and manage significant infrastructure projects, I am confident that my skill set is well-suited to contribute to Juno Beach's ongoing success. I am particularly drawn to the opportunity to work in a coastal community and help maintain and enhance the quality of life there. I have experience of leading a team through challenges and am excited about the opportunity to collaborate with the Juno Beach team to ensure the town thrives and prospers in the coming years.

#### **GENERAL, MANAGEMENT STYLE AND EXPERIENCE**

Throughout my career, I've had the privilege of working with municipalities that present unique challenges, which have helped shape my management style. The most significant skill I've developed is the ability to work with elected officials from diverse backgrounds, all with differing visions for their community. I've successfully facilitated solutions to various challenges and resolved conflicts, driving consensus and progress.

My attraction to the Town of Juno Beach stems from:

- The challenge of team building and conflict resolution
- Managing growth while maintaining the small-town feel
- The natural beauty of the coastal community and its friendly people
- The opportunity to develop and implement a strategic plan

The challenges Juno Beach faces are not insurmountable. With my experience working with difficult elected officials, I'm confident I can help foster collaboration to move the Town forward. My leadership has consistently brought stability to municipalities, improved employee morale, and generated positive momentum.

**Management Style:**

My management style is rooted in a coaching approach—I lead by example and prioritize team building. Drawing inspiration from successful leaders in sports, business, and government, I surround myself with talented individuals who are better than me in various areas. Just as a coach understands the strengths and weaknesses of their players, I recognize the importance of knowing my team’s capabilities and guiding them accordingly.

To ensure accountability, I’ve implemented tools like weekly manager reports and regular manager meetings, where we hold each other accountable, solve issues collaboratively, and foster team growth. Staff would describe my leadership as open, approachable, and supportive, with a focus on recognition and valuing everyone’s contributions.

I firmly believe the Town Manager should be actively embedded in the community, attending events and remaining accessible outside the office.

**Elected Official Relationships and Achievements:**

Elected officials I’ve served with would likely describe me as transparent, competent, trustworthy, and humorous, with strong integrity. I’ve received great performance evaluations and have been commended for my ability to revive stalled projects. Some notable examples include new sewer and water plant construction, SCOP road improvements, and securing new grants, such as the FRDAP park grant.

One of my greatest strengths is my ability to listen—whether it’s residents, staff, or elected officials. This helps me understand the needs of the community and take action accordingly. For instance, in Warren, Maine, residents requested American flags on every power pole along Main Street. Despite financial constraints, I worked with the power company to secure permission, and the funds were raised by an Eagle Scout project, bringing this community request to life.

**Learning from Mistakes:**

I believe in learning from mistakes, which are inevitable in any career. Early in my Town Manager career, I made the mistake of notifying only the mayor about a police issue and failing to inform other elected officials. I quickly learned the importance of keeping all elected officials informed to ensure transparency and trust.

While I have had to make difficult decisions, such as firing 15 employees—none of which resulted in litigation—I’ve always adhered to progressive discipline processes to correct behavior and act in the best interests of the town.

**WILLIAM LAWRENCE**

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**Challenges in Town Management:**

One of the biggest challenges Town Managers faces is navigating the varied personalities of elected officials. The ability to adapt, communicate effectively, and align differing viewpoints toward a common goal is essential for progress and stability.

**SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF**

- Accessible
- Proactive
- Humility
- Intuitive
- Integrity
- Humorous

**REASON FOR DEPARTING CURRENT POSITION**

Serving as Town Manager in Lady Lake has been a rewarding experience, both professionally and personally. I've had the pleasure of working with incredible people and being part of a community-focused team. However, I am now seeking a new professional challenge where I can apply my skills and experience in a coastal community. I am particularly interested in the opportunity to contribute to the continued success of Juno Beach. Having led a team through significant changes, I am eager to bring my leadership abilities to a community that is focused on a prosperous future.

**CURRENT SALARY**

- My current salary is \$172,500
- City provides a car & cell phone
- Retirement contribution of 9% with Mission Square
- PTO time
- 11 paid holidays

## **Section 10**



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*CB&A Background Checks*

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**Background Check Summary for  
WILLIAM "BILL" ROGER LAWRENCE**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Lake County, FL	No Records Found
Hardee County, FL	No Records Found
Knox County, ME	No Records Found
Penobscot County, ME	No Records Found
Hamilton County, FL	No Records Found
State	
Florida	No Records Found
Maine	No Records Found

**Civil Records Checks:**

County	
Lake County, FL	No Records Found
Hardee County, FL	No Records Found
Knox County, ME	No Records Found
Penobscot County, ME	No Records Found
Hamilton County, FL	No Records Found
Federal	
Florida	No Records Found
Maine	No Records Found

**Motor Vehicle**

Florida	No Records Found
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**Credit**

Excellent

**Personal Bankruptcy**

**July 1995 - Chapter 7**  
**Disposition:** November 1995, Discharged  
December 1995, Terminated  
*\*See personal disclosure for  
candidate explanation for record  
found.*

**Sex Offender Registry**

Not Listed

**Background Check Summary for  
WILLIAM “BILL” ROGER LAWRENCE**

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<b>Education</b>	Confirmed
<b>Employment</b>	Confirmed, except for Town of Lady Lake, FL (04/2021 – Present)
<b>Social Media</b>	Nothing of Concern Found

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Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used be in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
WILLIAM "BILL" ROGER LAWRENCE  
Personal Disclosure**

**Personal Disclosure Questionnaire**

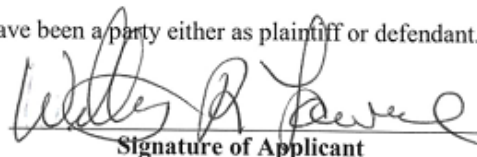
Name of Applicant: William Lawrence

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

**Please explain any yes answers on a separate sheet of paper.**

1. Have you ever been charged or convicted of a felony?  
Yes  No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes  No
3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No  1992 I went through a divorce. All debt was in my name and we were a two income family. I had a salary position and was not allowed to work on the side. Excellent credit and credit score the last three decades.
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
6. Have you ever been charged with driving while intoxicated, driving under the influence, operating a vehicle impaired, or a similar offense?  
Yes  No
7. Have you ever sued a current or former employer?  
Yes  No
8. Please list all your social media accounts (Facebook / X (Twitter) / Instagram / LinkedIn, etc.) and your personal web page if you have one. Facebook.com/billlawrence760  
linkedin.com/William-lawrence-3a0904b3
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes  No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.  
N/A

Attested to:

  
Signature of Applicant

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*CB&A Reference Notes*

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**Reference Notes  
William “Bill” Lawrence**

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**Will Labrie – Former Executive Director, Lincoln Lakes Chamber of Commerce, ME  
(207) 290-7299**

Mr. Labrie met Mr. Lawrence in 2011. Mr. Lawrence was the Town Manager for Lincoln and Mr. Labrie was the Executive Director of the Chamber of Commerce. The two of them worked together in many areas including economic development and substance abuse projects.

Mr. Lawrence is an outstanding and easygoing person. During his time in Lincoln, he worked hard to move the goals of the town forward. He is always professional and is open to implementing new ideas. He embraces feedback from local business-owners and does his best to support them. Many functions and activities in Lincoln required Mr. Lawrence’s assistance. He helped gain support for these events, including the Redneck Regatta cardboard boat race that took place at the 2014 Lincoln Homecoming Festival. He frequently attends and participates in town functions with his wife.

Mr. Lawrence’s hiring decisions are excellent. He had an outstanding staff in Lincoln. Mr. Labrie was confident in calling on any of them for information about businesses and other matters. Each staff member was knowledgeable, professional, and friendly.

Mr. Lawrence made great decisions for the town of Lincoln and the businesses therein. He is committed to helping both new and existing businesses get what they need. He made himself available to meet with any new businesses who wanted to come to town. For example, he helped bring a Dunkin Donuts to Lincoln.

Mr. Lawrence is a forward thinker and a problem-solver. At one time, the paper mill in town was having trouble. Mr. Lawrence involved state senators in the issue and was instrumental in moving the process forward to resolve the problem.

Mr. Lawrence is active in his community. In Lincoln, he worked on many economic development projects. He worked well with both individual business owners and groups. He and Mr. Labrie worked together on a No Smoking campaign as part of a substance abuse project. Mr. Lawrence was the chair of several groups for this initiative.

Mr. Lawrence’s communication is excellent. He always made time for Mr. Labrie and kept him well-informed. He most often communicates in person and on the phone. Mr. Lawrence is quick to give praise where it is due. He is not a critical person but is not afraid to discipline when necessary. He believes in his staff and will not ask anyone to do a task he would not perform himself.

At one time, the town of Lincoln had a crime issue. A burglary ring was targeting many local businesses. Mr. Lawrence led a public safety campaign and worked with local law enforcement as well as the Public Safety Director to address the problem. The plan was successful and the people responsible were caught.

## Reference Notes William “Bill” Lawrence

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While Mr. Lawrence was the Town Manager, Lincoln always had a financial surplus. He made some difficult decisions to achieve this while keeping taxes low. For example, he cut two positions including one in the Public Safety department. He also limited staff pay increases.

Mr. Lawrence is an outgoing and amiable person. He is an excellent Manager. He has strong beliefs and always puts the town first.

### **Words or phrases used to describe William Lawrence:**

- Visionary,
- Professional,
- Kind,
- Courteous,
- Diligent, and
- Honest.

**Strengths:** Ability to motivate others, open-mindedness, and forward thinking.

**Weaknesses:** Too kind at times.

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### **Chris Backman – Town Manager, Town of Orrington, ME (207) 825-3340 x6**

Mr. Backman is formerly an auditor. He worked with Mr. Lawrence in this capacity in the Towns of Lincoln and Warren, ME. They have known each other since 2015.

Mr. Lawrence is an excellent person. He is approachable and a great manager. He has excellent rapport with his staff and colleagues. He is not a micromanager and lets people do their jobs. He was always involved in the town audit from the beginning, and Mr. Backman never had any issues with him.

Mr. Lawrence’s law enforcement background gives him the ability to approach tough situations with confidence. He strives to understand both sides of a conflict. He is skilled at intervening and mediating discussions. He has a strong presence. He makes well-informed decisions and asks questions to understand the reasoning behind things. He is collaborative and unafraid of asking for help when needed.

One person who might have a different opinion of Mr. Lawrence is an auditor who formerly worked with Mr. Backman. This individual performed an audit on the Town of Lincoln when Mr. Lawrence was Town Manager. She attempted to implement things for the town that were not her decisions to make. Mr. Lawrence pushed back against these changes, for the benefit of the town. The auditor had a reputation for doing things like this, and her employment with the auditing firm did not last.

**Reference Notes**  
**William “Bill” Lawrence**

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Mr. Lawrence has a measured and analytical approach. He is open to trying new things. He listens to feedback. He is exceptionally honest and does not hide any facts. He has a friendly personality. He is confident without being arrogant. People feel comfortable around him.

When Mr. Lawrence became Town Manager of Warren, the town was in the middle of a transition. They were transitioning from a December year-end calendar system to a fiscal year end in June. Mr. Lawrence was not there for the decision-making process or the arguments for or against the transition. The decision was already made, and Mr. Lawrence led the team through the complex transition. He helped make the transition smooth.

When Mr. Lawrence is stressed, he responds in a measured way. He is collected and calm. He speaks individually to the people involved and asks questions about stressful situations. He does not lose his temper.

Mr. Lawrence is a great Manager. Mr. Backman recommends him for the position.

**Words or phrases used to describe William Lawrence:**

- Personable,
- Open-minded,
- Fair,
- Measured,
- Approachable, and
- Likeable.

**Strengths:** Friendly personality, lack of arrogance or ego, leadership, conflict resolution, open-mindedness, receptiveness to change, and listening skills.

**Weaknesses:** None identified.

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**Mark Fucile – Detective Sergeant, Penobscot County Sheriff’s office, FL 207-217-5171**

Mr. Fucile has known Mr. Lawrence for at least 15 years starting in 2009. They met when they were coworkers as police officers. They have stayed in contact as friends.

Mr. Lawrence is a very good leader. He has a strong decision-making process. When Mr. Fucile worked for him, Mr. Lawrence put the town first and made decisions not for his own benefit, but what would benefit the community and the town. He is innovative. When he was Town Manager for the Town of Lincoln between 2011 and 2014, he brought new businesses into town to improve the economics. It was an old mill town and needed some fresh businesses.



**Reference Notes**  
**William “Bill” Lawrence**

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Mr. Lawrence was often out in the community. He walked main street to get a chance to meet and greet people to ensure both the businesses and the residents were doing well. He is hands on and customer service oriented.

Mr. Lawrence is frequently in the middle of stressful situations. He has a very calm demeanor and never panics. He does not speak irrationally. He makes sure he has the facts first and listens to what people have to say. He was very involved with the community and focused on the youth. He developed a program to deter teenagers from drinking and driving. He hosted bike rodeos, which focused on safety for kids. He was always the first one to arrive to help set up the course.

Mr. Lawrence does not have anything embarrassing or controversial in his background. He has a good reputation and will make a good city manager wherever he goes. Mr. Fucile would hire him and recommends him to any municipality.

**Words or phrases used to describe William Lawrence:**

- Communicator,
- Knowledgeable,
- Leader,
- Mentor,
- Role model, and
- Compassionate.

**Strengths:** Public speaking. In general, he is very good with the public.

**Weaknesses:** None identified.

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**Joshua McNally – Fire Chief, Town of Howland, ME 207-732-4112**

Mr. McNally has known Mr. Lawrence since he was hired by the latter in 2016. They only worked together for one year before Mr. Lawrence moved on. Mr. Lawrence is easy to get along with. He is thoughtful with his words and actions. He was a good supervisor for Mr. McNally.

Mr. Lawrence had to be innovative to handle situations in dealing with public safety while working with a small-town government. Not everything could be black and white. He had to roll with the punches and perfect the art of out of the box thinking.

Mr. Lawrence communicated very well with the public and his department heads. They met weekly to discuss all the issues that were going on in the community. Even though his workday technically ended at 4 pm, he was frequently still in the office talking to people well after 4 pm.

**Reference Notes**  
**William “Bill” Lawrence**

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When Mr. Lawrence became the Town Manager for Howland, the town was stalled, and they really needed some leadership to correct their course of action. At the time, the selectboard were very contentious and frequently resorted to all out yelling during their meetings. Mr. Lawrence’s presence was calming and encouraged them to work together. His mannerisms and leadership helped get the town back on course. Mr. Lawrence ran the meetings well and started to smooth some of the issues out. Slowly but surely, they came together. He knows how to read the room and help people to better communicate with each other.

Mr. Lawrence is an excellent leader. He included everyone in working toward the greater good of the municipality rather than taking all the tasks upon himself. In this way he banded them together for a common goal. He handled stressful situations very well and did not get rattled when presented with challenging information. He has not been involved in anything embarrassing or controversial and is always looking forward to the next project. Mr. McNally would hire Mr. Lawrence in a heartbeat and would love to work for him again as well. Mr. McNally recommends Mr. Lawrence to any municipality as City or County Manager.

**Words or phrases used to describe William Lawrence:**

- Customer service oriented,
- Result driven,
- Community service,
- Vision minded,
- Even keeled, and
- Forward thinking.

**Strengths:** Mr. Lawrence can handle difficult situations with professionalism. He has a law enforcement background and has served in several town manager administrative roles. He is a problem solver.

**Weaknesses:** None identified.

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**Peggy Daigle – Former Town Manager, Millinocket, ME (207) 299-8822**

Ms. Daigle is a former Town Manager who has managed nine towns. She believes she was managing the Town of Millinocket when she met Mr. Lawrence in 2010. Mr. Lawrence is an honest, straightforward person. He is thoughtful. He finds creative solutions to problems.

Mr. Lawrence is friendly and professional. He has good instincts when hiring personnel. He makes good decisions generally. He is an engaged member of his community. He is very effective with the public. He is a confident public speaker and is comfortable in front of a crowd. He is tactful because he is aware that words may be interpreted in many ways.

**Reference Notes**  
**William “Bill” Lawrence**

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Ms. Daigle is unaware of Mr. Lawrence’s communication skills or his customer service abilities. He is a problem solver and handles stress well. He is calm in crisis. He has great financial skills.

Mr. Lawrence completes tasks in a timely manner. He was instrumental in getting a gas pipeline moved into Lincoln from 35 miles away. This task was not easy, and he played a key part.

Ms. Daigle has not encountered anyone who has a negative opinion of Mr. Lawrence. She recommends him for the position.

**Words or phrases used to describe William Lawrence:**

- Friendly,
- Good-humored,
- Competent,
- Intelligent, and
- Capable.

**Strengths:** Communication, and respect for the decisions of the board.

**Weaknesses:** None identified.

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**Sherry Howard – Town Manager, Warren, ME (207) 273-2421**

Ms. Howard succeeded Mr. Lawrence as Town Manager of Warren, ME in 2019. She has known him since 2016. At the time they met, Ms. Howard was bookkeeper for the Town of Warren.

Mr. Lawrence has a great personality. He has an excellent work ethic and is fair in his dealings with others. He performed well as Warren Town Manager and took pride in his job.

Mr. Lawrence has great communication skills. When he came to Warren, he often walked down the hall to Ms. Howard’s office to ask questions. He makes good hiring decisions and can accurately read people.

Mr. Lawrence values the big picture and likes to see growth. At times, he presented some ideas for growth in Warren but was not received well in the small town. He has great ideas and knows how to present them well. He is engaged in his community. When he became the Town Manager of Warren, he visited many businesses and introduced himself. He attended town events and activities.

Mr. Lawrence is a great leader. He sets clear standards and expectations for his personnel. He is professional, open, and approachable. He is constantly striving for unity in the workplace. Stress does not affect him negatively at work.

**Reference Notes**  
**William “Bill” Lawrence**

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While Mr. Lawrence was managing Warren, he discovered that the Town did not have any safety training programs for its employees. He rallied everyone together and explained the importance of safety training. With Mr. Lawrence at the head, the Town incorporated monthly staff meetings and brought personnel up to date on safety protocols.

Mr. Lawrence was a great manager for Warren and will make an excellent Manager for another community. Ms. Howard recommends him for the position.

**Words or phrases used to describe William Lawrence:**

- Compassionate,
- Leader,
- Honest,
- Transparent, and
- Hardworking.

**Strengths:** Interpersonal skills and using available resources to solve problems.

**Weaknesses:** None identified.

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**Sarah Newell – Attorney, Eaton Peabody, Brunswick, ME (207) 240-2925**

Ms. Newell is an employment and labor attorney. She worked with Mr. Lawrence in this capacity when he served as a police chief in Lincoln as well as when he was Town Manager for various towns following his career in law enforcement. They first met in about 2012.

Mr. Lawrence is a steady person and a good decision maker. Ms. Newell has worked with many Managers in her career. Compared to other managers, Mr. Lawrence handles employment issues exceptionally well. Though Ms. Newell is unsure of his innovative tendencies, she believes Mr. Lawrence to be a creative person. He often looked for creative solutions to employment issues when they worked together.

Mr. Lawrence is skilled at talking with people both one-on-one and in a group. He has a collaborative management style. He is not afraid to make difficult decisions and take disciplinary action when necessary.

When working on union negotiations, Mr. Lawrence does an excellent job of balancing the interests and needs of his employees, the union, and the board. He will advocate for any of these groups if they are not being treated fairly.

**Reference Notes**  
**William “Bill” Lawrence**

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Mr. Lawrence responds well to stress. He is accustomed to handling stressful situations, largely due to his law enforcement background. He has good financial skills. In his work with Ms. Newell, he was always knowledgeable about budget and wage issues.

Mr. Lawrence is an excellent Manager. Ms. Newell recommends him for the position.

**Words or phrases used to describe William Lawrence:**

- Steady,
- Knowledgeable,
- Communicative,
- Task oriented,
- Personable, and
- Reasonable.

**Strengths:** Practicality, steady temperament, and management skills.

**Weaknesses:** None identified.

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**Glen Braun – Chair, Town of Howland, ME (207) 290-5054**

Mr. Braun met Mr. Lawrence in 2014, when Mr. Lawrence was Town Manager for Howland. Mr. Lawrence is a great person and was a fantastic Town Manager.

Mr. Lawrence is a careful and thoughtful decision-maker. At first, Mr. Braun had a difficult time adjusting to this. He was accustomed to moving things along at a much faster pace. But he soon realized that Mr. Lawrence’s methodical process brought a calming sensibility to tense situations.

In Howland, Mr. Lawrence took on a difficult project. A structure was being built on town property, but the town did not own the building. Many factors made this a complicated situation. Once he learned what was going on and which problems he needed to address, Mr. Lawrence came up with well thought-out plans and good solutions that were well received by the contractor. Under Mr. Lawrence’s leadership, the project was completed in a much better way than it was started.

Mr. Lawrence hires good people. In Howland, he hired the Fire and EMS chief. This person turned out to be a great asset to Howland. The hire was an excellent move for the town.

Mr. Lawrence is an active member of his community. He and his wife regularly attended town events and activities in Howland. He takes time to interact with members of the public

## Reference Notes William “Bill” Lawrence

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individually. When Mr. Lawrence had only been Town manager for about six weeks, he attended the funeral of Mr. Braun’s father-in-law.

Mr. Lawrence has great communication skills. He values honesty and exhibits it in everything he does. In general, all of Mr. Lawrence’s colleagues in Howland had a good relationship with him.

Mr. Lawrence is customer service oriented and has good financial skills. He inherited a budget from the prior manager of Howland and did an excellent job with it.

Mr. Lawrence’s skills and talents would be best utilized in a larger community than Howland’s 1,300 people. He is an exceptional Manager. Mr. Braun recommends him for the position.

### **Words or phrases used to describe William Lawrence:**

- Honest,
- Methodical, and
- Calm.

**Strengths:** Honesty, critical thinking, stress management, and problem solving.

**Weaknesses:** He took on more responsibilities in the small town of Howland than in the larger town of Lincoln where he was used to delegating. However, he picked up things quickly and did a great job.

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### **Stephen Clay – Former Chair, Town of Lincoln, ME (207) 290-1241**

Mr. Clay was on the Town Council of Lincoln. He first met Mr. Lawrence when the Town hired him as Chief of Police in 2010. When the Town Manager left, Mr. Lawrence was hired as interim Town Manager. He applied for the full-time position and was hired.

Mr. Lawrence is a great person. He is always available to answer questions or give advice to others. He carried out the Council’s policies accurately and efficiently. At times, he recommended improvements to the policies.

Mr. Lawrence is professional and friendly. He and Mr. Clay often met in the garage where Mr. Clay worked. He is a fantastic communicator and always keeps everyone informed of important matters. He has good financial skills and managed the budget well in Lincoln. He always knows the financial status of each department.

Mr. Lawrence is a creative problem solver. He created a coalition of representatives from surrounding towns, including Lincoln, to collaborate on ways to help each other. Also, Mr. Lawrence had the idea to combine the positions of Fire Chief and Police Chief into one position.

**Reference Notes**  
**William “Bill” Lawrence**

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The Town of Lincoln hired a Public Safety Director for this role in 2012. The person they hired was excellent.

Mr. Lawrence makes his expectations clear. He helps with problems if needed. He checked in frequently with department heads. In Lincoln, he was very popular with all town employees because of his willingness to help if he could.

In 2015, Lincoln had an issue with a large two-lane road called West Broadway. When businesses wanted to open there, they were required to pay a large fee to the town because of the amount of traffic on the road and the cost prevented many from moving forward. Mr. Lawrence obtained a referendum to open a center turn lane on the road to help the traffic and give better business access. The referendum passed, and the project was completed after Mr. Lawrence left Lincoln.

Mr. Lawrence is a fantastic Manager. Mr. Clay would hire him in a second. He highly recommends him for the position.

**Words or phrases used to describe William Lawrence:**

- Compassionate,
- Loyal,
- Hardworking, and
- Honest.

**Strengths:** Addresses personnel issues in private and does not tolerate any town employee talking down about any other employee.

**Weaknesses:** Takes things personally sometimes.

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**Steven Spinks – Former Town Manager, Bowling Green, FL (863) 445-0284**

Mr. Spinks preceded Mr. Lawrence as Town Manager of Bowling Green. They met in March 2019 when Mr. Lawrence attained the position.

Mr. Lawrence brought positive change to the management of Bowling Green. He improved transparency and initiated beneficial policies. He is an outstanding person and very efficient. He is task-oriented and fiscally conservative. When hiring personnel, Mr. Lawrence thoroughly investigates candidates prior to making an employment offer to them.

Some examples of positive changes Mr. Lawrence brought to Bowling Green are a safety training program and regular managers’ meetings. The employees were hesitant about these

## Reference Notes

### William “Bill” Lawrence

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things at first, but Mr. Lawrence got them involved in different projects and readily accepted feedback. The managers and other employees had a positive experience.

The safety training program mentioned above was something that Bowling Green never had before. As soon as Mr. Lawrence discovered this, he immediately met with the managers to organize one. He required each of them to brainstorm with their respective departments about what kind of safety issues were possible in their area. Then, he had the managers teach safety protocols to the employees they were responsible for. This helped employees become more aware of their surroundings.

Mr. Lawrence is a creative thinker and enjoys trying new things. He is not afraid of making mistakes and does his best to learn from them. He is active in his community and enjoys the aspect of sharing information with whomever needs it. He sits on the Economic Development Council. He often attends lunches with the County Manager and other public officials. When he is in town, he stops and talks with citizens. If he does not know the answer to a question, he does not make up an answer. He researches the answer and follows up on it.

Mr. Lawrence is a good public speaker who adds humor to his remarks. He is amiable and knows how to relate to his audience. He is also skilled at one-on-one interactions with people. He is friendly, while also following through on consequences and discipline.

Before Mr. Lawrence became Town Manager, Bowling Green was lax in many areas of discipline. Employees were only getting warnings if they did something wrong. Mr. Lawrence made the consequences clear and followed through on them. The discipline was evident, and people responded to it. Employees now come to work on time, take the correct amount of time for lunch, and so forth.

At one time, one of Bowling Green’s managers in the Grounds department was doing much of the work that his employees were supposed to be doing. His argument was that he could complete the tasks faster, and it was easier to do them himself. Employees were standing around doing nothing while the manager was doing their work. Mr. Lawrence told the manager that he needed to stop doing this and train his employees and made the consequences clear. The manager did not follow these instructions. Mr. Lawrence followed through on his word and delivered the consequences. When the time came for pay raises to be handed out, the Grounds manager did not receive as high of a raise as he expected.

Mr. Lawrence is a strong communicator. If there were any issues, the Mayor was the first to know. He communicates well with anyone who needs to be involved, such as the Commissioners or the City Attorney. He has an open-door policy. He is frank and naturally affable. He jokes around with everyone but is serious about his work. He sets up boundaries and expectations in his working relationships.

One person who might have a different opinion of Mr. Lawrence is a commissioner named Sam Fite. Near the end of Mr. Spinks’ time in Bowling Green, it was discovered that Mr. Fite was



**Reference Notes**  
**William “Bill” Lawrence**

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taking home money from town events instead of handing it over to police to be put in a safe. Mr. Fite would not comply to warnings. Mr. Lawrence could not let this continue and contacted the Attorney General’s office to make it right. Mr. Lawrence has strong morals. If he cannot remedy a situation, he contacts the appropriate people who can do so.

If Mr. Spinks had a need for a Manager, Mr. Lawrence would be at the top of his list. He highly recommends him for the position.

**Words or phrases used to describe William Lawrence:**

- Affable,
- Conscientious,
- Honest,
- Open,
- Conservative, and
- Goal-oriented.

**Strengths:** Bringing people together, accepting feedback, communication, and creative problem solving.

**Weaknesses:** Sometimes talks too much and reiterates a point several times.

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**Prepared by:** Amanda Jenkins  
Colin Baenziger & Associates

**Section 10**

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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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<https://lakeandsumterstyle.com/lady-lakes-new-wastewater-treatment-plant-is-now-online/>  
December 20, 2024

**Lady Lake’s New Wastewater Treatment Plant is Now Online**

Mayor Pro Tem Treva Roberts this week toured Lady Lake’s new wastewater treatment plant alongside Town Manager **Bill Lawrence**, Public Works Director C.T. Eagle, and Utilities Supervisor Butch Goodman.

Lady Lake’s wastewater plant expansion is now operational, doubling the town’s actual treatment ability and adding an additional 200,000 gallons of treatment to the permitted capacity. The permitted capacity was 1 million gallons per day and has now increased to 1.2 million gallons per day.

The Town currently treats approximately 550,000 gallons of wastewater per day produced by Lady Lake, including 80,000 gallons per day from the City of Fruitland Park. The town has been servicing Fruitland Park for nearly a decade. This plant will service not only existing customers, but also incoming development for the next several years.

During Hurricane Milton, the Town had no reported wastewater spills, no water outages, and no reported utility damages. The brand-new wastewater plant successfully managed over 1 million gallons of water. Thanks to the recent expansion, crews were able to effectively manage the flow without any overflow incidents.

The \$16 million project took three years to build and was paid for through a combination of funding mechanisms including impact fees, utility fund, surtax money and the Coronavirus Relief Fund. No loans, bonds, or debt of any kind was incurred due to this project.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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[https://www.villages-news.com/2024/11/08/lady-lake-residents-invited-to-walk-with-town-manager-at-park/#google\\_vignette](https://www.villages-news.com/2024/11/08/lady-lake-residents-invited-to-walk-with-town-manager-at-park/#google_vignette)  
November 8, 2024

**Lady Lake residents invited to walk with town manager at park**  
By Staff Report

Residents can “Walk and Talk” with Lady Lake Town Manager **Bill Lawrence** at 10 a.m. Wednesday, Nov. 13 at Snooky Park.

The town manager and department heads will be available for a casual conversation about the latest town news, services and events while walking through this natural preserve in the heart of town. The 2,000-foot walking trail is surrounded by a canopy of cedar, live oaks, water oaks and palm trees and features amenities such as picnic shelters, water fountains, restrooms and exercise equipment.

Attendees will have an opportunity to learn about town operations and ask questions while engaging with our community and meeting their neighbors. Residents should feel free to bring well-behaved dogs on leashes.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Villages-News (FL)

October 22, 2024

**Lady Lake officials irritated as neighbor pleads for help with wastewater treatment**

Anchor: Meta Minton

Lady Lake officials could barely hide their irritation Monday night when discussing a neighboring community’s need to continue reliance on help with wastewater treatment. Fruitland Park is nearing the end of a 10-year agreement in which the city sends wastewater to Lady Lake for treatment. During that decade, Fruitland Park was supposed to bring a new wastewater treatment plant on line to increase its capacity as the community continues to grow. That hasn’t happened. Fruitland Park wants to extend its current agreement with Lady Lake.

However, Lady Lake is also experiencing rapid growth and leaders want to ensure the town has enough capacity for its current and future needs. “I don’t want to cut them off. We should give them time. But we need to save our capacity for Lady Lake,” said Commissioner Treva Roberts.

Lady Lake is treating 550,000 gallons of wastewater per day and about 80,000 gallons per day are coming from Fruitland Park, according to Lady Lake Director of Public Works C. T. Eagle. The Fruitland Park section of The Villages is serviced by The Villages District Utilities. Eagle said that 10 years ago, Fruitland Park had a wastewater plant that was failing and had been cited for state violations. He said Fruitland Park turned to Lady Lake and Leesburg for help. That’s when Lady Lake offered a 10-year agreement.

Lady Lake has another wastewater treatment plant coming on line in the future, but the town also has another 4,200 residential units to be constructed and added to the usage. It could take up to four to five years for Fruitland Park to build and activate a new wastewater treatment plant. Wildwood is struggling to bring a new plant online in an effort to keep pace with city’s soaring population.

Fruitland Park leaders are hoping for another 10-year agreement with Lady Lake. However, Lady Lake commissioners weren’t open to another 10 years, fearing another decade of procrastination on the part of Fruitland Park. “They have no plan. We should up their fees and give them a shorter contract. The rate should go up so it really smarts and they have to do something,” said Commissioner Mike Sage, a resident of the Historic Side of The Villages. “We are going to be eating into our surplus capacity. I don’t want to be a poor neighbor, but we have to look out for ourselves.” Commissioners directed Town Manager **William Lawrence** to negotiate a two-year contract with Fruitland Park at a higher rate.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Villages-News (FL)  
October 12, 2024

**Here is why I gave up on my local government**

Anchor: Robert Nyce

Richard Masso is typical of someone who does not know or care to know the facts. My opinions about the Town of Lady Lake Commission are based upon my personal experiences over the last 10 years as a resident and taxpayer of Lady Lake. It all started when I first asked for help with the speeders and reckless driving on Rio Grande Avenue and I sought to get stop signs at the El Cortez Gate on Avenida Central. The need for stop signs and cross walks at Avenida Central and Chula Vista Recreation Center should be obvious, which to some degree was agreed by Town Manager Kris Kollgaard, but the response always was, “we can’t do that because of State Regulations.”

So, I met with the State Senator, two prior State Representatives, and wrote to the last State Rep. who failed to respond, all in an attempt to get Lady Lake some help with “State Regulations.” All of them were uninterested as well. So far, in addition to attending many town meetings I have personally met with or contacted:

Representatives Marlene O’Toole, Brett Have Senator Baxley.

Town Manager, Kris Kollgaard, many times including a several hour trip to observe traffic.

C. T. Eagle, who was along for the observation.

Police Chief, Chris McKinstry.

Former Commissioner Paul Hannan who represented the Ward 4. His response was “get used to the traffic.” Former Commissioner Ruth Kussard about many issues including traffic by phone and email.

Met with and toured the area with Former Commissioner Tony Holden.

Spoke with and emailed former Mayor Jim Reitz.

Served as Chairman of the Charter Review Committee in 2018.

Served on the Planning and Zoning Board for about eight months gaining an understanding of the process.

Serve as Chairman of the Disciplinary Arbitration Panel.

Met with Town Manager **William Lawrence**.

Met with Police Chief Steve Hunt.

Most of my meetings were regarding the supposed limitations on traffic controls due to state regulation. However, **Mr. Lawrence** was able to provide speed control flashing lights and speed limit strictly enforced signs fairly quickly after he assumed his role. **Mr. Lawrence** and Chief Hunt were kind enough to also review the issues at Chula Vista Recreation Center entrance and Avenida Central and Rio Grande Avenue at El Cortez Gate where there are no stop signs or pedestrian crosswalks. How can that be, in an over 55 state regulated community, located within the Town of Lady Lake – I consider it a real safety issue. I think most clear-headed residents

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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would agree. None of this even addresses the speeding that goes on by drivers on Rio Grande Avenue and Chula Vista Avenue.

So, Mr. Masso, maybe you don't see me at meetings any more. Maybe the latest attempt by Lady Lake commissioners to extend their terms without first standing for re-election was the final straw for me. Because it is obvious that not much has changed in the 10 years, yes 10 years, that I have been reaching out to Lady Lake officials. Or, maybe I have just given up as all of what I have done, except for **Mr. Lawrence**, has fallen on deaf ears. Lady Lake Commissioners do not run the town. That day-to-day operation belongs to the Town Manager. The Commissioners set policy and direct the Town Manager.

To question the need to extend terms especially without standing for re-election and before enjoying the benefit of that extension is every resident's duty. I take it seriously. If they are not running day-to-day operations there is no need to extend their term as there is no real consequence to any one or more of them leaving at the same time – the town manager has it covered. If he leaves there is a chance for turmoil.

While it seems to me, they have a passion for annexation and granting services outside Lady Lake, I am not aware of any attempt to find a solution to the stop signs needed on Rio Grande Avenue at Chula Vista Recreation Center or on Avenida Central at the El Cortez gate – just like Del Mar and Avenida Central. Nor have I even heard of an attempt to paint crosswalks at either location. I have suggested putting the golf cars on Rio Grande Avenue, Del Mar Avenue and Chula Vista Avenue back in the traffic lane just like all the other streets in the three wards of Lady Lake within The Villages. This would avoid confusion and create uniformity for golf cart traffic with the only exceptions being Avenida Central (four lanes) and Bichara Boulevard (heavy commercial area and wide enough for golf cart lanes). Understand that annexation requires assuming all the problems related to the annexed properties, and there are many, why do that if you cannot solve existing problems within our own wards. It really is a matter of leadership and preferences.

In the end, each of us has to decide when enough is enough. I have decided that after 10 years of seeking better traffic control, a few stop signs, or any solution to the traffic problems on the West side of U.S. Hwy. 441 the effort is futile. While the golf carts travel in the traffic lanes on the east side, we deal with narrow streets with unfit golf cart lanes shared with pedestrians, bicycles, motorized wheel chairs and electric scooters while dodging speeding traffic. It could be solved by putting the golf carts back in the traffic lanes and using the current golf cart lanes for pedestrians, bicycles and other forms of low-speed travel vehicles. Since speeds are limited to 20 MPH for golf carts this would slow the automobile traffic as well – problem solved!

The long and short of all of this is that I have learned, the Lady Lake Commission demonstrates by action where its preferences are. In ten years, they have not attempted to solve the stop sign, traffic control issues on the west side of U.S. Hwy. 441 specifically the roads I have named. All of this while enjoying a 65 percent increase in property tax revenue at the same time raising



**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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property tax rates by 7.5 percent this year. I can only recall one member who supported any consideration for stop sign or crosswalks and that was Tony Holden. My own representative had no interest in solving anything. And recently, I had an even more troubling experience with a member of the Town Commission who had no idea what their job was and challenged my wife and I about a permit which falls completely under the Town Manager.

Mr. Masso, you are right, I do not go to Lady Lake Town Commission meetings anymore, because it is obvious to me that unless you bring an army with you, they take no notice of your issue. I am about as persistent a person as anyone I know and I am giving up. I have donated my time and effort to this issue. I think the safety of our residents should be the number one issue for Lady Lake Commissioners and if we cannot get stop signs or crosswalks – so be it! However, I will not stop commenting on issues before the Lady Lake Commission as a concerned and informed citizen.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Villages-News (FL)  
August 14, 2024

**Lady Lake Library receives \$1 million grant for expansion project**

Anchor: Staff Report

The Lady Lake Library has been awarded a \$1 million Lake County Library Impact Fee grant to support its ambitious expansion project. This allocation will contribute to the Children’s Library portion of the project, with the Town of Lady Lake funding the remaining cost that includes an expansion of the Information Technology Department and addition of the Growth Management annex. The project aims to enhance the library’s offerings by enlarging the youth library area from 4,560 sq. ft. to 7,697 sq. ft., a 69 percent increase. It includes an expanded lobby, an additional public elevator, and a landing area for the new second floor Children’s Library, adding more than 3,000 sq. ft. to the public spaces.

“This expansion is crucial for meeting the growing needs of our community,” said Library Director Aly Herman. “We have quickly outgrown our current youth library, and this project will allow us to significantly enhance the library’s collection and programs, benefiting all our patrons.”

The county’s impact fee grant is justified by the library’s extensive reach and the expected Town population growth. The Lady Lake Library, part of the Lake County Library System, serves over 16,000 registered cardholders and welcomes approximately 14,500 visitors each month. With the town anticipating a dozen new development projects with an estimated population increase of 8,500 people within the next four years, the expansion is timely. “The Lady Lake Library is a vital resource for our community,” Town Manager **Bill Lawrence** said. “This expansion will ensure we can continue to provide excellent services to accommodate our growing community. We are thankful for the generosity and support we have received from Lake County towards realizing this vision.”

The expansion will provide much-needed space for additional shelving, reading areas, a larger storytime room, a multipurpose room, and more study spaces. The library hopes to grow its children’s collection by 25% and the expanded space will allow for a greater number of programs. “We are proud to assist our member libraries, such as Lady Lake, in worthy projects that not only benefit their municipalities, but also community as a whole,” said George Taylor, Director for the Office of Library Services for the Lake County Library System. “I would like to thank the library directors for their thoughtful applications, our dedicated Library Advisory Board for their recommendations and the Board of County Commissioners for their support of these projects.”

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Villages-News (FL)

April 1, 2024

**Lady Lake town manager will see sizable pay increase**

Anchor: Meta Minton

The Lady Lake Commission has awarded a big pay raise to Town Manager **William Lawrence**. Mayor Ed Freeman made a motion Monday night to give **Lawrence** a 28 percent pay raise, which will increase his base pay from \$134,000 to \$167,500. Commissioner Treva Roberts seconded the mayor's motion. The commission approved the pay raise on a 4-0 vote. Commissioner Mike Sage was absent from the meeting.

**Lawrence** was hired away from Bowling Green, Fla. in 2021 at an annual salary of \$120,000. **Lawrence** earned a degree in criminal justice from the University of Maine and spent several years in law enforcement. In 2016, he became the town manager in Warren, Maine and in 2019 he was named city manager in Bowling Green. **Lawrence** succeeded Town Manager Kris Kollgaard who resigned over the controversial dismissal of Police Chief Chris McKinstry.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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<https://www.wesh.com/article/lady-lake-police-pay-raise/45989148>  
November 29, 2023

**Lady Lake approves pay raise, salary increases for police department**

Anchor: Paola Tristan Arruda

The town of Lady Lake is raising the starting wage for police officers. Town officials say this new deal will make their police department the highest paid in Lake County. Recently, the town commission approved a new contract with the Police Benevolent Association, the union representing the Lady Lake police department, which offers a 30% raise across the board and a starting salary of \$62,000 per year.

Lady Lake town manager **William Lawrence** said the department has struggled to retain officers. "It's hard across the nation to recruit people to the law enforcement field, so this is going on everywhere here," **Lawrence** said. "Here in Lady Lake, we have 30 full-time sworn officers, and we've been understaffed by four, five, or six officers constantly for about two or three years." According to police Chief Steven Hunt, the department has about 22 officers right now, and that number will go down to 20 with a recent resignation and military leave.

After looking at what neighboring communities were paying their officers, town officials decided to look at a new compensation package. "This is a really nice place to be a police officer. We're part of a community, and it's a place that people would want to come and work in," Hunt said. "I don't know if we messaged that very well in the past, but we're here to send a message now. It shows support and kind of getting with the times."

The pay increase puts Lady Lake just above the Leesburg Police Department's starting salary of \$61,255. The raise also measures against other cities and county departments as well.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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<https://www.villages-news.com/2022/04/05/lady-lake-commissioners-reward-town-manager-with-5-percent-raise-on-one-year-anniversary/>  
April 5, 2022

**Lady Lake commissioners reward town manager with 5 percent raise on one-year anniversary**

Author/Byline: Meta Minton

Lady Lake commissioners have rewarded the town manager with a 5 percent raise on his one-year anniversary. The Lady Lake Commission on Monday night unanimously agreed to a pay hike for **William Lawrence**.

Commissioner Ruth Kussard praised **Lawrence** for the positive impact he has had at Lady Lake Town Hall and his work with town staff. He has become well known for his public “shout outs” for town employees who are going above and beyond their duties.

**Lawrence** was hired away from Bowling Green, Fla. at an annual salary of \$120,000.

**Lawrence** earned a degree in criminal justice from the University of Maine and spent several years in law enforcement. In 2014, he made the jump to town manager of White Springs in Florida. That decision was fueled in part by a sick father in Florida. In 2015, the town of Howland, Maine reached out to **Lawrence**. His house in Maine wasn't selling and his father had passed away so he made the move back to the Pine Tree State. In 2016, he became the town manager for Warren, Maine and in 2019 made the move back to Florida when he was named city manager in Bowling Green. **Lawrence** succeeded Town Manager Kris Kollgaard who resigned over the controversial dismissal of Police Chief Chris McKinstry.

The commission hired a search firm and initially made an offer to Kenneth City Town Manager Matthew Campbell. Negotiations with Campbell hit rough waters when he asked for perks like bringing his dog to work, flex time and continuing to live in Wesley Chapel. Campbell later withdrew from consideration.

**Lawrence's** resume was obtained through the same search firm and commissioners reached out to him for the job.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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The Villages  
March 2, 2021

**Lady Lake Commission seals deal with new town manager**

Author/Byline: Meta Minton

The Lady Lake Commission has sealed a deal with its new town manager. **William Lawrence**, city manager in Bowling Green, Fla., inked a contract Monday night with the commission. He has agreed to a \$120,000 annual salary and will relocate to within a 30-mile radius of Lady Lake. He will be under contract for two years.

Commissioner Paul Hannan added a bit of drama to the situation Monday when he pointed out that **Lawrence** was the third choice last month in the commission's original ranking of the five finalists. Hannan said he misunderstood during a special meeting Feb. 18 and thought that the commission had agreed to offer the job to the second-ranked candidate. Hannan pointed out that **Lawrence** would be making a lucrative leap from the \$73,000 annual salary he is currently earning in Bowling Green to the \$120,000 he will earn as Lady Lake's town manager.

**Lawrence** earned a degree in criminal justice from the University of Maine and spent several years in law enforcement. In 2014, he made the jump to town manager of White Springs in Florida. That decision was fueled in part by a sick father in Florida. In 2015, the town of Howland, Maine reached out to **Lawrence**. His house in Maine wasn't selling and his father had passed away so he made the move back to the Pine Tree State. In 2016, he became the town manager for Warren, Maine and in 2019 made the move back to Florida when he was named city manager in Bowling Green.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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<https://knox.villagesoup.com/p/Lawrence-resigns-as-warren-town-manager/1803434>  
Mar 01, 2019

**Lawrence resigns as Warren town manager**

Author/Byline: Beth A. Birmingham

The Warren Board of Selectmen accepted the resignation of Town Manager **Bill Lawrence** as of March 30 at its Feb. 27 meeting. **Lawrence** said in his letter of resignation that he has been offered a city manager position in Florida. "It has been a pleasure to be of service to you and the town of Warren for the past three years," **Lawrence's** letter stated.

Just last November, the board voted 4-1 to approve a new work agreement and raise for **Lawrence**. The open-ended agreement, which was to begin June 1, included a raise of \$10,000 from his current \$70,000 salary and percentage increases in line with other town employees.

When he was hired in June 2016 to replace Interim Town Manager Robin Bennett, **Lawrence** brought with him more than 30 years' experience in municipal government, including having served as a police officer, detective, police chief and as a town manager.

His priority has been to find ways to increase revenues while decreasing costs through economic development, which has been a struggle. "I would like to think the town of Warren is in a better place than when I arrived three years ago," **Lawrence** said.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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The Herald-Advocate  
February 21, 2019

**BG Hires New City Manager**  
Author/Byline: Jim Kelly

# BG Hires New City Manager

**By JIM KELLY**  
Of The Herald-Advocate

The Bowling Green City Commission voted 4-0 Monday night to hire William

(Bill) Lawrence to be the new city manager beginning April 8. He has been the town manager of Warren, Maine, for the past three years.

Lawrence, 62, will be paid \$70,000 a year, the same as his current salary. He was town manager in Howland, Maine, for one year, town manager of White Springs, Fla., for one year, and town manager/police chief in Lincoln, Maine, for three years. He has experience in economic development, TIF projects, state grants, and water/wastewater utilities.

He met with city commissioners Monday night. Steve Spinks made the motion to hire, seconded by David Durastanti, and Lawrence received affirmative votes also from Duane Gardner and Vice Mayor Shirley Tucker.

The city has major projects underway in wastewater treatment and drinking water improvements. The original sewage treatment plant was built in 1970 and is being  
**See MANAGER A2**



PHOTO BY JIM KELLY

**Shown (from left) are current city manager Jerry Conerly, new city manager Bill Lawrence and Vice Mayor Shirley Tucker.**



**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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**MANAGER**

*Continued From A1*

enlarged and upgraded at the same site.

Lawrence and his wife have relatives in Florida and wanted to move back to the Sunshine State. He was the top choice of current city manager Jerry Conerly who conducted the search for his successor and presented a list of five finalists to the commission.

Lawrence may have to find a temporary residence outside

the city but hopes to live in the city within two years. Rentals often require a year's lease, and there is a limited housing market within the city.

Earlier Monday he met with Mayor Sam Fite who is at home recuperating from pneumonia.

Previous city managers in Bowling Green have included David Elbertson, Yvonne Kimball, Mack Bryan, Perry

Knight, David Durastanti, Earl Crawley, and George Burris. Crawley and Bryan served the longest terms.

Conerly has served seven years.

"I think he will be a good fit for the city, and he enjoys a challenge," said Fite on Tuesday. Fite last month caught the flu which worsened, and he spent nine days in AdventHealth in Sebring.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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<https://www.newscentermaine.com/article/news/warren-community-rallies-behind-farm-after-vandalism/97-3c936a5a-293a-46d8-b4f0-1a6c30259d5f>

January 17, 2019

**Warren community rallies behind farm after vandalism**

Author/Byline: Sean Stackhouse

During the first week of January, Spear Spring Farm’s new greenhouse was vandalized. “Our new greenhouse that was just completed in December, had been completely slashed from top to bottom,” said Spear Spring Farm President Jamien Richardson. The vandalism left the new greenhouse beyond repair, and spirits low at the farm. “This sense of powerlessness just came over us,” said Richardson.

Since the vandalism however, the nearly 300 year-old-farm is feeling anything but powerless. The farm received an outpouring of support from the Warren community. Support came from local farm, businesses, and the town manager. “We got over 2000 responses by the end of the day. So, I think it was pretty immediate that we were feeling better about our place here in this community,” said Richardson.

One of the local farms that reached out in support was Warren based Barely Joe Farm Greenhouses. “It’s what you do. We’re a nice community and we care about each other,” said co-owner of Barely Joe Farm Greenhouses Jan Macdonald. “Sometimes it takes a tragedy to draw people together. Unfortunate, but I see nothing but good coming from this,” added Macdonald.

Another Warren resident offering support was town manager **Bill Lawrence**. “We wanted to reach out and help them as much as possible because they’re a big part of the community and we want to see our farming community thrive here because it’s a big part of Warren,” said **Lawrence**.

The biggest support towards Spear Spring Farm came from Johnny’s Seeds and Ledgewood Farm, who supply seeds and greenhouse materials for the Spear Spring Farm. “We’ve had such an outpouring of love and support from our community. From Maine in general. We’ve gotten calls from people pretty far away offering to come down here for a day or two and help us put it back up,” said Jamien Richardson.

Spear Spring Farm plans to re-open in early spring after making repairs to its greenhouse.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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<https://freepressonline.com/Content/Default/Hannon-archives-2018-19/Article/Rockport-Firm-Wins-Warren-Cleanup-Bid/-3/943/62210>

December 6, 2018

**Rockport Firm Wins Warren Cleanup Bid**

**Carpet materials to be removed from site and burned in Thomaston**

Author/Byline: Brian P. D. Hannon

Farley, Inc. of Rockport will take up an effort to clear a Warren site of a large amount of carpet material that has been decomposing there for years after the state Department of Environmental Protection chose its cleanup bid earlier this month. Bill Longfellow, DEP director of innovation and assistance, confirmed a \$270,000 contract with Farley. The Rockport firm and its subcontractor, Dragon Products Company of Thomaston, are in final negotiations with the state DEP to remove approximately 27,000 tons of the material, which is half of the total at the site.

The 70-acre site on Route 90 in Warren has a diverse and, at times, contentious ownership history. Between 1900 and 1950 there were five private owners, while in 1972 the owner was listed as Schoolphoto Inc. The Overlock Family Trust took over the property in 1994, until 1997 when the owner of record was Steamship Navigation Company. The property was listed as a solid waste facility with licenses held by Steamship Navigation and Cascade Fiber. Steamship principal owners Randy and Cathy Dunican collected \$1 million to bring in the flammable carpet material to build berms to stop bullets for a rifle range being developed by R.D. Outfitters beginning in approximately 1998. After Steamship was unable to complete the project, the DEP took over the site through a court action and received \$400,000 from the owner for cleanup.

A June 2018 environmental assessment found the berms made of “a non-woven fabric used to manufacture automobile trunk liners” covered 25 percent of the property. “The berms are in various stages of completion ranging from uncovered to completely covered and vegetated. It is unknown if the berms, used as bullet stops, were ever cleaned to remove spent bullets and associated fragments,” according to the assessment by Beacon Environmental Consultants. Longfellow said price was the biggest difference between the bids submitted by Farley and two other firms. “Farley proposed a per ton cost which was much lower than other bidders. Farley proposed shipping the material to Dragon in Thomaston, which reduces trucking expenses,” Longfellow said. “The contract with Farley will be conditional upon Dragon being permitted to burn the material from this site at its Thomaston facility.”

Dragon produces cement materials for construction of highways, bridges and buildings, according to its website. A message left at its facility was not immediately returned. Longfellow said the company is working to attain permitting for the Warren project. “Dragon is currently licensed to burn the carpet material if it were to come directly from the manufacturer or source, so this is not a new fuel for Dragon,” he explained. “Very little ash would remain as most of the ash would be incorporated into the cement product being manufactured.”

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Warren Town Manager **Bill Lawrence** said he has “mixed feelings” about the project. “I am happy to see some movement in the cleanup since it had been 19 years. I am disappointed that it’s not a complete site cleanup,” **Lawrence** said. “The town does not own the property at this time so our hands are tied. Every year the property comes up for foreclosure on back taxes and the residents vote no to acquire the property for fear the town would be responsible for the cleanup.”

Final negotiations between the DEP and Farley will be conducted “over the next several weeks,” according to Longfellow. “Once a contract is completed and Dragon has proper permitting, then work can commence,” he said.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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<https://wgme.com/news/local/three-story-building-destroyed-in-warren-fire>  
September 12, 2018

**Three-story building destroyed in Warren fire**

Author/Byline: WGME

Warren fire officials say a three-story building was destroyed after an overnight fire, and town officials say the property had been a concern for them for about a year.

Warren fire officials say a large building at 45 High Street caught fire before midnight on Tuesday. They say that the fire was hard to fight due to the amount of cars on the property. "We couldn't get in the yard to setup the apparatus because of the cars that were in the way," Warren Fire Chief Greg Andrews said.

The owner of the property says that he runs multiple businesses at the site, including an auto body repair shop. Warren's town manager says just last Friday, a Knox County judge declared the property owner was running an "illegal junkyard" on the property, not an auto shop.

"He was assessed \$100 a day for clean-up, and that's where it stands right now," Warren Town Manager **Bill Lawrence** said.

The owner wouldn't speak with on camera with CBS 13, but says that he only runs licensed businesses.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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[https://www.valdostadailytimes.com/news/ga\\_fl\\_news/white-springs-council-votes-to-declare-miller-seat-forfeited/article\\_f5dde65e-e828-5125-9a91-df12683c240b.html](https://www.valdostadailytimes.com/news/ga_fl_news/white-springs-council-votes-to-declare-miller-seat-forfeited/article_f5dde65e-e828-5125-9a91-df12683c240b.html)

June 23, 2017

**White Springs council votes to declare Miller seat forfeited**

Author/Byline: Jessie R. Box

The White Springs Town Council received a majority vote to declare council member Helen Miller's seat forfeited at its June 13 meeting.

After a lengthy discussion, the motion to declare the seat forfeited passed with a 3-1 vote, with Walter McKenzie voting against. McKenzie earlier requested the review of Miller's actions be postponed until she was present since she was unexpectedly on vacation. His request was denied.

Town manager Stacy Tebo said a letter of notice was sent to Miller on Friday and she has seven days upon receipt of the letter to request a hearing in writing.

If she does not respond in seven days, her seat is forfeited. If she requests a hearing, Miller has to present evidence disputing the allegations. The council will then vote whether the evidence is sufficient to overturn the forfeiture.

Prior to the board's review of Miller's actions — which included more than 200 pages of receipts, purchase order request forms, emails, copies of Facebook posts and an affidavit from **William Lawrence**, former town manager, stating his support of Tebo and examples of Miller's actions while he was manager that were included in the council members' packet for the meeting — several people spoke out in support of Miller during public comments.

"I am so disappointed in you guys as council members," Merri McKenzie said. "Shame on you that you could not give Helen Miller a second to table what Walter asked for and put it on another time on the agenda. "I am so embarrassed and ashamed of all of you."

Maddie Moore added: "Helen Miller and I have disagreed 1,000 times on 1,000 different subjects but to not know her heart is in here working for every single person that lives in this town to bring this town up is more than I can say for many of you sitting up there now."

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
July 18, 2016

**Warren public works director sues former board chair**

Author/Byline: Stephen Betts

The public works director for the town has sued the former chairman of the board of selectmen, claiming the official assaulted him more than a year ago.

The lawsuit filed July 1 by Douglas Gammon against Michael York seeks unspecified damages for assault and deprivation of constitutional rights. In November, District Attorney Geoffrey Rushlau announced no criminal charges would be filed in the matter, saying he did not believe the state could prove beyond a reasonable doubt that either man was not acting in self-defense. Rushlau pointed out that the only two people who witnessed the Nov. 5, 2014, altercation were York and Gammon. The standard of proof in a civil lawsuit is less than for a criminal conviction.

Rushlau said each man claimed the other was the aggressor. The two also disagreed on exactly where the altercation occurred, the prosecutor said, with Gammon maintaining it occurred on his property. The issue of where the incident occurred was crucial to whether York could be prosecuted for criminal trespass or to determine if Gammon was justified in using force to end a trespass, Rushlau had said.

Gammon filed a notice of claim with the town in December 2014 indicating he intended to sue the community for more than \$150,000 in damages. York ran for re-election shortly afterward, in March 2015, and was defeated in a write-in campaign by former state representative Wes Richardson. In his lawsuit filed July 1, Gammon states that York came on his property to check on the status of a town snow plow. Gammon said York began yelling at him and then grabbed and bent back Gammon's thumb, tearing a ligament and damaging a tendon.

Last year, York's attorney Christopher MacLean, said Gammon punched York in the face without provocation. An email message sent Monday morning to MacLean was not immediately returned. Gammon is represented by attorneys Walter McKee and Matthew Morgan of Augusta.

The town is not named in the lawsuit. Warren Town Manager **William Lawrence** said Monday there has been no action against the town on the matter since the notice of claim was filed.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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[https://knox.villagesoup.com/news/warren-names-new-town-manager/article\\_f814a6b0-7f15-5bb3-a4fc-a7c146d5a50c.html](https://knox.villagesoup.com/news/warren-names-new-town-manager/article_f814a6b0-7f15-5bb3-a4fc-a7c146d5a50c.html)

May 2, 2016

**Warren names new town manager**

Author/Byline: Beth A. Birmingham

Chairman Arnold Hill said the Warren Board of Selectmen has chosen the new town manager. **William Lawrence** of Lincoln, who currently serves as manager of Howland, will assume the position June 1, taking over for Interim Town Manager Robin Bennett. Bennett's last day will be May 28, according to Hill.

Out of the eight applicants, the selection of **Lawrence** was unanimous. Bennett did not seek the position. The board made an agreement April 25, and **Lawrence** accepted the three-year contract at a salary of \$70,000. "All told, he [**Lawrence**] has about 30 years of municipal experience in different capacities," Hill said, which was a deciding factor.

"I am excited about Warren giving me this opportunity," **Lawrence** said in a phone interview. He said he feels this is the right move for him and his wife, Kathy. The couple have two grown children who reside in the Bangor area, along with several grandchildren, so they will not be too far away. "We are very familiar with Midcoast region," **Lawrence** said, adding he is looking forward to serving the people of Warren.

**Lawrence** served a six-month probationary period in Howland beginning in May of last year, and was retained as the town manager with a three-year contract extension at \$57,500, according to previous reports. He said it is bittersweet for him, as he has a great staff, but added that he feels he has more of an opportunity to help Warren through economic development and growth.

**Lawrence** served as town manager for the town of White Springs, Fla., from July 2014 to June 2015, before taking on his current position as town manager for Howland. Prior to that, he served in the same position in the town of Lincoln from June 2013 to July 2014. He was police chief for Lincoln for two years, and was a member of the Bangor Police Department for eight years.

**Lawrence** graduated from the University of Maine with an associate's degree in criminal justice and Maine Criminal Justice Academy's basic police school.

"I wish the best for the town of Warren," Bennett said.



**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
February 6, 2016

**Howland tannery site cleanup resumes as officials work to improve parcel**

Author/Byline: Nick Sambides Jr

With the cleanup of the former Howland tannery site resuming, town officials are starting to look toward applying for grants that would fund water and sewer service to the town-owned property in 2017, they said Friday. The cleanup of the site resumed Tuesday, a day after the Maine Department of Environmental Protection issued a permit allowing the removal of debris by contractors employed by the Penobscot River Restoration Trust, Town Manager **William Lawrence** said. "The trust and their subcontractor weren't going to move any further on the contract [for site cleanup] until those permits were in hand," **Lawrence** said Friday.

The trust is finishing the construction and cleanup of a fish bypass on the Penobscot and Piscataquis rivers with the goal of having that work completed by the summer. With that work finished, the town hopes to begin marketing the tannery land for development as a retail site, according to Glenn Brawn, chairman of the town Board of Selectmen.

Cleanup work stalled for several months because of a dispute between PRRT and town officials over the scope of the work and the lack of an appropriate permit, town officials have said. Town officials had argued that the massive mounds of dirt and other debris on the site were not their responsibility to remove. PRRT officials disagreed. A great deal for both sides rides on the successful conclusion of the project. They have worked together since 2008 to build the \$3.2 million fish bypass on land adjacent to the town-owned tannery site. Its access to Route 155, Interstate 95 and the rivers have made the site the centerpiece of town economic development efforts that began about 5½ years ago. The bypass, meanwhile, is part of trust plans to open nearly 1,000 miles of habitat to endangered Atlantic salmon, sturgeon and other species of migratory, sea-run fish.

Town officials hope to apply for federal Community Development Block Grant funds to pay to run the water and sewer service under the road near the site. A developer then would likely run the hookups to the service. A developer also could pay for the water and sewer service without the aid of grants. To qualify for block grants, the town would need to do an engineering study of the hookups, **Lawrence** said. Such studies cost several thousand dollars. The property already has three-phase electrical power, **Lawrence** said.

The site's section of Route 155 is the most trafficked in town, with about 6,000 cars passing it daily, according to an economic development study town officials had done. Town officials' next question is whether to consider relocating athletic fields on the other side of Route 155 to another location to further transform the area into a good site for retail or commercial development, Brawn said. Town officials are considering approaching SAU 31 officials or leaders in other towns either to use the schools' ballfields at Penobscot Valley High School of Howland or as part

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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of an exchange of services that would allow Howland and the other towns to save money by eliminating redundant services or sharing equipment, **Lawrence** and Brawn said.

Selectmen will discuss those ideas first. No dates for the discussion have been set, **Lawrence** said.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
October 10, 2015

**Historic \$24 million Penobscot River project nearly finished**

Author/Byline: Nick Sambides Jr.

Atlantic Ocean-based salmon, sturgeon, American shad and alewives will be able to find spawning grounds in northern Maine for the first time in more than a century with the culmination of a 16-year project next spring, officials said this week. Engineers have been testing the Howland fish bypass since water began flowing through it Sept. 28. They are confident it will be ready for spawning season, said Laura Rose Day, executive director of the Penobscot River Restoration Trust. "Fish will be swimming above Howland into waters this spring that they haven't been able to reach since the dams were put" on the river in the 1800s, Day said. "The moment of completion will be when everything is done in the spring, but this is the last piece to the puzzle to open fish passage from Penobscot Bay to the upper reaches of the Penobscot River, in particular the Piscataquis River watershed," she said.

Made up of a coalition of organizations, the restoration trust bought the Veazie, Great Works and Howland dams from PPL Corp. in December 2010 in a historic deal worth \$24 million. Under an agreement brokered in 2004, PPL in return gained authorization to increase power generation at six other dams along the river, entirely offsetting the generation losses incurred when the three dams were decommissioned. The bypass is part of the Penobscot River Restoration Trust's plan to open nearly 1,000 miles of habitat to at least 11 fish species, including several endangered types. Those species help support other commercially important species, such as cod and lobster. The Veazie Dam was breached in stages during several months in 2013. The Great Works Dam, which stretched across the Penobscot River from Bradley to Old Town, went down in 2012. The Howland Dam near the confluence of the Piscataquis and Penobscot rivers is bypassed and hasn't generated electricity in years. The trust began work on the project in 1999, Day said. Results from initial fish counts through the first two dam sites have been encouraging, she said.

The work has combined fairly well with town efforts to redevelop the town-owned site of a former tannery building adjacent to the bypass. Town officials are making good progress in negotiations to have the trust remove from the site large debris piles left by the project, Town Manager **William Lawrence** said. Some site cleanup has occurred in the last few weeks, **Lawrence** said. "We are not quite there yet, but we have made big progress," **Lawrence** said. "We have been coming to agreements on a lot of things."

Both sides are hopeful the town land, once the site of the town's largest employer, will be ready for commercial development in the summer. They also believe it will be a tourist attraction. "Howland has recognized that there is an opportunity here. I think people will be interested in leaving the highway [Interstate 95] to take a look at what this about," Day said.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
August 28, 2015

**Talks stall between Howland, river group over fill removal**

Author/Byline: Nick Sambides Jr.

Negotiations between town officials and the Penobscot River Restoration Trust have broken down due to the trust's apparent failure to remove about 70 yards of fill from a town-owned site on Lagoon Lane, officials said Friday.

Town Manager **William Lawrence** said that talks between he and PRRT Executive Director Laura Rose Day have been broken off for more than a week. Town officials have turned the matter over to the town's attorney, Andrew Hamilton of the firm Eaton Peabody of Bangor, and will discuss it during the Board of Selectmen's meeting at 6 p.m. Monday, **Lawrence** said. "That's on our front burner," board Chairman Glenn Brawn said Friday. "It will be discussed."

Attempts to contact Day and Hamilton were unsuccessful. **Lawrence** said the nonprofit environmental group's officials believe they have not violated their agreement with the town to remove the fill, which was taken from the former Howland tannery site on Route 155. The fill, town officials said, leaves the Lagoon Lane land undevelopable. The trust had agreed to remove it by Aug. 7, **Lawrence** said.

The agenda for Monday's meeting does not list the topic. It lists an executive session with the town's attorney and selectmen's and town manager's reports. Town officials declined to identify the subject of the executive session.

A great deal rides for both sides on the successful conclusion of the project. They have worked together since 2008 to get the \$3.2 million fish bypass on land adjacent to the town-owned tannery site, which is at the confluence of the Penobscot and Piscataquis rivers. Due to its access to Route 155, Interstate 95 and the rivers, the site is the centerpiece of town economic development efforts that began five years ago. The bypass, meanwhile, is part of trust plans to open nearly 1,000 miles of habitat to endangered Atlantic salmon, sturgeon and other species of migratory, sea-run fish.

The Lagoon Lane and tannery sites must be cleared of all debris before the project concludes, **Lawrence** said. The PRRT timeline calls for bypass construction finishing this month, the clearing of at least part of the tannery site in October, and PRRT turning the site over to the town for development in 10 months, he said. "I am just hoping that we can hold them to their timeline because of our plans to develop the site," **Lawrence** said.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
July 9, 2015

**Howland firefighters stay at post after threat to quit**

Author/Byline: Nick Sambides Jr.

After a new town manager was hired late last month, some local firefighters threatened to quit, but the town's fire department roster remains about the same, officials said Thursday. The number of firefighters on the Howland Fire Department roster is 26, with three more applications pending, interim Fire Chief Bob Thomas said. "We have only lost two people. We have had two more sign up and I have had interest from several others. We are in pretty good shape," Thomas said Thursday.

Fire Chief Phil Dawson and his brother Dwight eventually resigned, and nine volunteers who attended a Board of Selectmen's meeting June 8 said they were at least considering resigning from the department effective June 26, the week before the new town manager, **William Lawrence**, took office. Dawson, 59, tendered his resignation letter at a board meeting May 11 immediately after selectmen voted 4-1 to hire **Lawrence**, Lincoln's former town manager, to replace interim Town Manager Peggy Daigle July 1. **Lawrence** and Dawson, Lincoln's former fire chief, clashed when they served in Lincoln. Several of the volunteers who attended the June 8 meeting spoke favorably of Dawson but also said they did not want to leave the town's emergency services understaffed. The board voted June 9 to effectively accept Phil Dawson's resignation and also voted to appoint Thomas, an assistant chief, as interim fire chief.

Officials said they were glad that the department's roster remained essentially unchanged. In a state where the volunteer firefighter population is shrinking, volunteers are needed more than ever before, they said. The town runs an ambulance service, as well as a fire department.

**Lawrence** said he didn't see any immediate issues with the fire department. He is working instead on familiarizing himself with the town's financial workings and town office routine. "We are going through our year-end audits and I am following their methods of cash flow because every town is different. I am also learning the personalities of the staff and seeing how they conduct their business," **Lawrence** said Thursday. "Change is difficult for everybody, and it's a lot easier for me to learn their system right now" instead of imposing one on the staff.

Meanwhile, Thomas said he is working to expand the number of area fire departments Howland has mutual-aid contracts with beyond Lincoln, Passadumkeag and Seboeis. They have agreed to participate in Penobscot County-wide mutual aid and are working on contracts with Lorange and Lowell, he said. Howland firefighters will meet at the station at 6 p.m. Tuesday, July 14, and will host an area fire chief's meeting at the station the next day at 6 p.m. People interested in becoming town firefighters are encouraged to attend, Thomas said.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
May 13, 2015

**Howland hires new town manager, fire chief resigns in protest**

Author/Byline: Nick Sambides Jr.

Moments after selectmen hired former Lincoln Town Manager **William Lawrence** to oversee Howland's government, fire chief Phil Dawson resigned in protest, officials said Wednesday. When the board voted 4-1 at a meeting Monday to hire **Lawrence**, Dawson immediately tendered his resignation, saying he was "adamantly opposed" to the hiring "because of past dealings [with **Lawrence**]," board Chairman Glenn Brawn said Wednesday. The two clashed when they served together in Lincoln, but Dawson said his resignation also resulted from his "frustration with this whole situation and basically on principle."

Selectmen on Friday "had advised town employees of their pending decision [to hire **Lawrence**] and the response I have heard of is largely negative. But despite that, the board has continued to move forward with the hiring process," Dawson said Wednesday. "Why ask the question if you are going to go do what you are going to do anyway?" "They [selectmen] are not listening to the employees, and there is plenty of opposition from the employees" against **Lawrence's** hiring, Dawson added. "I am concerned that his track record doesn't suggest that he is the best person that they could have found. His longevity anywhere in a job is questionable."

A police officer for more than 20 years, **Lawrence** has about three years of experience as a town manager and presently works as manager of White Springs, Florida, he said Wednesday. **Lawrence** impressed selectmen despite his lack of experience, Brawn said. "The board is not hiring **Bill Lawrence** on whether town employees like or dislike him. He is being hired based on the merits of his ability," Brawn said. The conflict between Dawson and **Lawrence** occurred in May 2013, when **Lawrence** was Lincoln's interim manager and Dawson resigned as Lincoln's fire chief. **Lawrence** had placed Dawson on administrative leave with pay the day before to investigate a potential conflict of interest, which Dawson denied.

The conflict claim arose after Lincoln and East Millinocket fire departments had agreed to start an ambulance service, replacing Penobscot Valley Hospital's service. Lincoln officials had learned Dawson, who served as Howland's fire chief at the same time he held the Lincoln chief's position, was negotiating with Millinocket fire officials possibly on Lincoln town time. Lincoln officials hoped Howland would join the communities being served by its new ambulance service. Dawson said he was negotiating ambulance service with Millinocket because Howland had no coverage. **Lawrence** never finished his ethics investigation because of Dawson's resignation. **Lawrence**, who left Lincoln in July 2014 to take his present job, said he has no animosity toward Dawson. "He has a clean state," **Lawrence** said of Dawson.

Selectmen haven't accepted Dawson's resignation. Brawn said **Lawrence** will serve a six-month probationary period before his salary will increase from \$56,000 to \$57,500 and his contract will

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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be extended for three years. Selectman Will Lloyd said he voted against hiring **Lawrence** because he felt that the job search should have been more extensive.

Selectmen will discuss Dawson's resignation when they meet May 25. In the meantime, Brawn said, interim Town Manager Peggy Daigle will see whether Dawson will retract his resignation letter. The 59-year-old Dawson said he is reconsidering because many town firefighters and several residents have urged him to stay on. He has served as fire chief, earning a \$3,800 stipend in that position, for 19 of his 46 years as a member of the largely volunteer department. Brawn said whether to resign is "a personal choice for Phil, and I will accept his choice whatever it will be."

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Jasper News, The (FL)  
May 28, 2015

**White Springs town manager resigns-Council at odds over interim manager replacement**

Author/Byline: Joyce Marie Taylor

White Springs Town Manager **Bill Lawrence** submitted his resignation on Monday, May 18, and a special called meeting of the town council was held Wednesday, May 20, to discuss options to fill the vacancy. At the end of a lengthy and, at times, argumentative meeting, former town clerk Shirley Heath was selected to serve as interim town manager by a vote of 3-2 until the vacancy could be filled. **Lawrence** served as town manager for almost a year. He started July 19, 2014, and his last day at work, he said, will be June 19 with an official end of employment date of July 20. **Lawrence** said he was going back to his hometown in Maine where he has already accepted a job offer. He will be leaving at a critical time for the town of White Springs, as they will soon be in the midst of preparing their annual budget for the next fiscal year.

Mayor Rhett Bullard asked the council if they wanted to hire an interim town manager until a replacement could be found, and if there was anyone they wanted to reach out to. Before anyone could respond, Bullard said he had already spoken to three potential candidates; Shirley Heath, former town clerk, who retired in January 2014, former town manager Bob Farley, who served from January 2013 to June 2014 before retiring, and former town manager Robert Townsend who served as town manager for 11 years before being placed on paid administrative leave and then resigning when the town learned he was under investigation by the Florida Department of Law Enforcement.

According to Bullard, Townsend would be out of town when **Lawrence** leaves, and Farley indicated he was interested, which Bullard said would be a good thing because he already knows how to do the job. Heath, he added, reached out to him on Facebook that she was interested and the two spoke on the phone the previous evening.

Vice Mayor Walter McKenzie interjected that he thought the town council needed to fix a broken system first before advertising for a new town manager because the current employment package isn't enough to bring someone in who will actually stay a while. He suggested they schedule a workshop to discuss the matter. "I understand we're on a tight budget... but we've got to figure out a way to where we can get somebody onboard so that we won't be sitting here in another 18 months," McKenzie said. He added that bringing in an experienced town manager like Farley would be good for the town, and bringing Heath in would keep things going but not growing.

Bullard noted that Farley and Heath are both retired and would not have to be on the town's insurance policy, which would save money. Councilwoman Tonja Brown, Councilman Willie Jefferson and Bullard all said that Heath's 19 years of experience working for the town, being involved with the budget and her experience serving as interim manager would make her the best



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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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candidate. “I think it kind of tilts more favorable to Heath than Farley, based on the fact that she has been here for that long a period of time,” said Bullard. “I didn’t know until she told me... I guess she was the interim manager when I got elected, but when you first get elected you’re not even sure what’s going on, so it’s easy to forget stuff.”

McKenzie recalled when Farley was let go from his job in Live Oak before coming to White Springs, and he said a lot of people in Live Oak confided in him. “They said, ‘you were lucky to get him and we were sorry to lose him,’” said McKenzie. White Springs resident Nichole “Nikki” Williams was in the audience and stated her opinion.

Williams said, “Even though we all love Ms. Shirley (Heath)... she did a wonderful job at what she was doing, but if Farley is more qualified... and evidently you felt like that before because you previously hired him for that position... if he has a little more qualification and he is technically qualified to be a town manager, it would seem more feasible to me that he would be the one that you would put in that position until you can search and find a permanent one. That’s just me speaking as a citizen using logical thinking, not just because somebody is more friendly,” she added.

Bullard asked if anyone wanted to make a motion to hire either Heath or Farley, but McKenzie interrupted, stating he would like an opportunity to interview the two of them first before voting. Councilwoman Helen Miller agreed, but Brown said it would be a waste of time because they already know both candidates. Bullard noted that Heath was the only one who had experience as an interim town manager on two separate occasions. “I think you have to give it to that person that was here nearly 20 years and actually served in that capacity versus a person who was only here a year,” said Bullard. “At the end of the day, too, you are bringing a familiar face into town hall with the residents of the town and they’ll see somebody that is coming back in just on a temporary basis, then they’ll see somebody they have known for many years... maybe that has some value, maybe it doesn’t,” he added.

McKenzie said the interviews were necessary in order to ask the candidates questions, such as how many hours they could work, what salary they wanted, and how long they would commit to staying on until a replacement town manager can be selected, and that only Bullard had spoken to the two candidates. Bullard said both candidates said they would stay as long as necessary.

Miller asked if Heath and Farley would qualify for the town manager position if they applied. Bullard said, “I think they’d both be on the short list, most assuredly.” McKenzie again said he’d like to interview both candidates first so that he could make a more informed decision. Bullard said the interim manager, aside from putting out the daily fires, would be concentrating on the town manager search and doing the budget.

Jefferson made a motion to hire Heath as interim town manager and it was seconded by Brown. McKenzie said a third time that he wanted to interview Heath and Farley first. The motion to hire

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Heath as interim town manager passed by a vote of 3-2 with Miller and McKenzie voting against.

**Salary**

The next discussion concerned Heath's salary. Finance Director Pam Tomlinson said that after paying **Lawrence** what was due him, including vacation and unused sick time, there would be about \$9,200 left in the budget to pay Heath for 14 weeks until the next fiscal year's budget is set. "That would give you approximately a salary of \$660 a week," said Tomlinson.

McKenzie said since both Farley and Heath are retired and neither one needs health insurance through the town, the council missed out on an opportunity to talk to them first and see if they would work for less than \$660 per week.

Jefferson made a motion that Bullard speak with Heath to work out the salary issue to see if she will work for less in order to save the town some money or if she would like the \$660 a week salary. McKenzie seconded the motion and it passed unanimously. Attorney Fred Koberlein advised Bullard that another meeting needed to be scheduled for the council to approve Heath's acceptance of the position and at what salary, as well as a start date. He also suggested that **Lawrence** get started on a request for proposals for the town manager position and specify a 30-day deadline.

Miller interjected that she would appreciate being notified of future town meetings. She said she did not receive notice of this particular meeting because it was sent to her old e-mail address that has been closed out for about two years. She also said she wasn't notified about a previous meeting concerning the nature and heritage center closing because **Lawrence** misspelled her name in the e-mail address. Jefferson made another motion that **Lawrence** immediately get a help wanted ad posted at the Florida League of Cities noting that the town manager salary would be negotiable, which passed unanimously. A notice was sent out via e-mail on Thursday, May 21, that a special called meeting of the White Springs Town Council would be held at town hall on Tuesday, May 26 at 6:30 p.m. to ratify/accept Heath as interim town manager.

On May 23, Heath sent an e-mail to the Jasper News with the following statement: "I am looking forward to working with Mayor Bullard, the council and staff during this transition period. I will be continuing with the current manager, **Bill Lawrence** and councils vision and plans for White Springs. I am excited to again serve the citizens of White Springs." At the May 26 meeting, the council voted 4-1 to accept Heath as interim town manager beginning June 16 for a weekly salary of \$660 with no benefits until a new manager can be found. Miller, who opposed the motion, read a long letter prior to the vote that detailed why she was in support of Farley being selected rather than Heath, according to **Lawrence**.

**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
May 13, 2015

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"He has a clean state," **Lawrence** said of Dawson. Selectmen haven't accepted Dawson's resignation. Brawn said **Lawrence** will serve a six-month probationary period before his salary will increase from \$56,000 to \$57,500 and his contract will be extended for three years. Selectman Will Lloyd said he voted against hiring **Lawrence** because he felt that the job search should have been more extensive.

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**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Suwannee Democrat (Live Oak, FL)  
February 26, 2015

**White Springs town manager declines raise**

Author/Byline: Joyce Marie Taylor

White Springs Town Manager **Bill Lawrence** advised the town council on Tuesday, Feb. 10, that he was declining the salary increase that is due him after completing his first 180 days of employment, which was spelled out in his employment agreement, but unfortunately not budgeted for. “When we worked together and agreed to offer the employment package to **Bill Lawrence**, we did say that in six months we would do a review and offer an increase in salary, based on performance,” Mayor Helen Miller said to the other council members.

Finance Director/Town Clerk Pam Tomlinson offered a recommendation, noting that they had a very tight budget when negotiations were completed for the current fiscal year. However, she said they had some savings from the COPS grant that was extended of about \$5,200. “That would help to give **Lawrence** an increase of \$5,000 for the remainder of the fiscal year,” said Tomlinson. “To do that, we would need approximately \$3,600.”

Miller noted the \$3,600 would be the pro-rated amount that would be given to **Lawrence** for the remainder of the fiscal year. “That would be my recommendation,” Tomlinson said. “I would like to add that it has been a pleasure working with **Lawrence** these past six months. He’s a very professional gentleman and he’s honest. It’s been a pleasure working with you and for you,” she told **Lawrence**.

**Lawrence** was visibly humbled and asked to make a comment. “We didn’t budget for my raise,” he said. “I do appreciate this and I do appreciate the comments, but to take this money from what I think is a line item for the police department...” he added, trailing off and shaking his head.

Miller interrupted and stated that the money would in no way conflict with the COPS grant fund allocation. “If you don’t feel good about taking an increase in salary, we won’t feel bad about not giving it to you,” said Councilman Rhett Bullard, which drew laughter from everyone. Even **Lawrence** laughed and said, “You didn’t let me finish.”

**Lawrence** again said he was appreciative that the town thought he was doing a good job and was deserving of the raise, but he said he didn’t think it was right to accept it since it wasn’t budgeted for. “For me to get a raise and not the other employees to get a raise, is tough for me to accept,” he said. He suggested that an across the board raise for all the staff utilizing the extra funds would be more acceptable to him because they didn’t get a raise this year. “You can do with it what you want, but that’s how I feel,” said **Lawrence**.

Councilman Willie Jefferson said he agreed with **Lawrence** that the money should be divided among all the employees and he made a motion as such, which was seconded by Councilwoman

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Tonja Brown. After some discussion about whether or not the other town employees felt comfortable with accepting a proportionate raise from those funds, Bullard interjected that it needed to be accepted by the town's citizens. He noted that earlier in the meeting it was brought up that a fire hydrant on CR 25A was not working and in need of repairs that would cost about \$4,800.

“So, now that fire hydrant is going to stay not working, but we're going to give a salary increase to everybody at town hall,” said Bullard. “So, when there is a house that catches on fire on CR 25A and we can't service them for the service that they're paying for, I want us to remember that.”

Bullard said he thought public safety was more important than giving out raises. After even more discussion, including the possibility of obtaining a safety grant to repair the hydrant, it was agreed to table the previous motion and move forward with **Lawrence** trying to find an alternative way to repair the hydrant before voting on what to do about his salary increase. Miller thanked **Lawrence** for putting the welfare of the town ahead of his own needs.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
November 4, 2014

**Lincoln names new town manager**

Author/Byline: Nick Sambides Jr.

Town Cemetery, Parks and Recreation Director Ron Weatherbee is Lincoln's new town manager, officials said Tuesday. The Town Council voted 7-0 on Monday to upgrade Weatherbee from interim to full-time manager with a \$65,000 salary, Town Council Chairman Steve Clay said.

Weatherbee was named Lincoln's interim town manager on July 21. Weatherbee, who earned \$47,146 as parks and rec director, received an additional \$288 weekly stipend for his interim role, officials have said.

"During the last few months, it hasn't been the easiest of times with the town office issues and all, and he has done a pretty good job throughout that," Clay said Tuesday of Weatherbee. "We just thought he deserved a shot at the full-time job. He is well known and respected throughout the community. [Weatherbee's hiring] gives people in town someone they can look to that they trust and have confidence in."

Weatherbee replaces Town Manager **William Lawrence**, who resigned effective July 11 to take a job in Florida. **Lawrence**, who was paid \$71,500 when he left the post here, said he had hopes of retiring within a few years in Florida, where his wife's family resides. He also said he was resigning because he felt some councilors were micromanaging. Councilor Dede Trask denied the accusation.

Hired as Lincoln's police chief in April 2011, **Lawrence** was named town manager at a salary of \$70,000 in June 2013. He had served as interim manager twice before. Weatherbee did not immediately return a telephone message left Tuesday.

Twenty people applied for the town manager's job, Clay said. Among Weatherbee's first tasks, Clay said, would be the restart of the search for a new town office. The new town manager also will have to deal with the results of a referendum vote Tuesday on whether to widen West Broadway.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Suwannee Democrat (Live Oak, FL)  
September 18, 2014

**White Springs crunching the numbers**

Author/Byline: Joyce Marie Taylor

The town of White Springs, like many other government entities are doing around this time of year, has been holding budget workshops in preparation for hearings and final budget approval for the next fiscal year. The first workshop was held Aug. 19, and a second one was scheduled for Aug. 26, but due to advice from counsel that reasonable notice was not given to the public, the workshop was rescheduled for Friday, Aug. 29.

Council member, Mayor Helen Miller, stated, “White Springs’ budget, like any household budget, is a delicate balance between income and costs, and never easy to attain. For White Springs, much of its potential revenue is lost to adjacent cities and counties where our residents spend their monies for clothing, household items, vehicles and medical care.” To achieve a meaningful balanced budget without drastically reducing services or increasing taxes, Miller said, White Springs needs to broaden its tax base in a manner that creates employment opportunities for its citizenship. “This means taking full advantage of Florida’s Department of Economic Opportunity and other agencies’ support for infrastructure improvements and entrepreneurial ventures,” she added.

**Aug. 19 workshop**

At the Aug. 19 workshop Town Manager **Bill Lawrence** advised the council that there is \$246,434 less revenue for the upcoming year than was anticipated. The budget for the upcoming fiscal year is \$1.1 million, down from last year’s \$1.3 million. Cuts were made everywhere and his main concern was not having enough cash flow to meet debt obligations. Additionally, because water and sewer rates had not been adjusted over the years as they should have been, he did not recommend lowering those rates. The alternative, he intimated, was that property taxes would have to be increased.

Suggestions were made by council members for ways to increase revenue, such as lowering the community center rental rate, which might allow more people to utilize it. However, it was noted that parking was an issue and perhaps another reason why it wasn’t rented out more often. Another suggestion was to find more cell tower rentals to generate more revenue. It was also suggested that the old town hall rental facilities be added to the budget. It was noted that the town’s portion of the local option fuel tax revenue generated by Love’s Truck Stop has helped the budget.

Town Attorney Fred Koberlein requested an addition to the budget to cover the cost of two interns to revise the old Land Development Regulation manual, which would be a line item increase of \$2,500. For the police department, insurance has decreased for the department as a whole, due to changes in personnel. The fire department continues to cause concern as the largest



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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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cut to their budget was to capital outlay, which the department had been operating off of. Those reserves have diminished and there is no carry-over as in the past. Funds have been requested to add to the budget for animal control to take care of stray dogs, and a line item for mosquito spraying was removed because that function is provided by the county.

Aug. 29 workshop

**Lawrence** added a breakdown of salaries and benefits for town employees, and accurate insurance quotes, along with a breakdown of fire department monies. Some of the fire department funds are not being included in the operating budget upon advice from counsel, **Lawrence** explained, but they will be available for viewing from the public. The council again went over the budgets for all of the departments and there was much discussion on each, as well as suggestions to come up with a balanced budget.

There were a couple of items that garnered a lot of discussion, one being Police Chief Tracy Rodriquenz taking the company vehicle home with her to Jacksonville where she resides. That benefit was included in her \$34,500 package when she was offered the job. Vice Mayor Walter McKenzie said if they took that benefit away from Rodriquenz, “we’d be setting ourselves up to put the position in jeopardy.” “We’ve got a good chief with years of experience, is well accepted throughout the community, and her package is not overpaid,” McKenzie said. Miller added, “In addition, she has recruited an excellent police force and it’s a team we’re looking at, as well.” **Lawrence**, a former police officer, explained that the police chief is basically on call 24 hours a day, seven days a week, so he saw no issue with her taking the car home with her. “It’s part of the job,” he said.

A second item that evoked even more discussion was whether or not the town intended to lower sewer rates. Some of the council members seemed adamant about lowering rates, but **Lawrence** reminded them that if they cut sewer revenue, then they would have to make even more cuts to other departments to the tune of about \$18,000. **Lawrence** said the budget was already down to the bare bones and it would be difficult to make any more cuts without raising property taxes.

In the end, **Lawrence** said the balanced budget summary reflected \$1,157,584, down from last year, and is based on projected revenue being down. “Obviously, our goal will be to look at many different ways of increasing revenue,” said **Lawrence**. “We’re doing that almost every day.

First budget hearing

On Tuesday, Sept. 9, the first budget hearing was held, just prior to the regular council meeting. The first reading of the tentative budget ordinance reflected \$691,224 in the general fund and \$590,986 in the Enterprise fund for a total budget amount of \$1,282,210. Additionally, Miller announced a proposed millage rate of 6.0 mils shown in the TRIM notice and **Lawrence** proposed a millage rate of 4.3691, which is the rolled back rate for 2014. The meeting was recessed until Sept. 15.

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Sept. 15 budget hearing continuation

On Monday, Sept. 15, **Lawrence** advised council members that appropriations for the general fund were reduced to \$677,212 and the Enterprise funds were reduced to \$572,466.

**Lawrence** noted that the new proposed budget reflected a decrease that would allow water/sewer rates to decrease, and that there are no funds left for capital projects for the upcoming fiscal year, which will put the existing five-year capital budget behind schedule. The budget for the 2014-15 fiscal year is \$1,249,678, which will take effect Oct. 1, and end Sept. 30, 2015. An ordinance stating as such passed on the first reading. **Lawrence** also noted that the town has just applied for a \$187,000 grant for road and drainage improvements.

The final budget hearing is set for Sept. 23, at 6:30 p.m. at town hall and the board will cast their final votes on the millage rate and the budget for 2014-15.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
July 28, 2014

**Lincoln leaders see \$1.8 million road-widening project as investment in local economy**

Author/Byline: Nick Sambides Jr.

Voters will decide in November whether to approve allocating \$1.2 million to widen much of West Broadway no sooner than 2016 as part of a \$1.8 million plan, town officials said Monday.

The Maine Department of Transportation is in the process of signing a letter of understanding that would allow the state to pay \$600,000 of the \$1.8 million bond. Town leaders hope to raise the rest of the money without using local tax funds, said Ruth Birtz, the town's economic development coordinator. The road widening would establish a center turning lane from the Hannaford Supermarket lot to River and Transalpine roads. It covers about a mile of West Broadway, which is one of the town's main business arteries. Town officials see the project as a job and business creator that will broaden Lincoln's appeal as a service hub to the Lincoln Lakes and Katahdin regions, Birtz said.

The widening would effectively free about 254 acres for business development along West Broadway and near Transalpine while making the road safer, said David Cole, a former Maine DOT commissioner who is helping Lincoln officials with the project as a private consultant with David Cole Consulting of Brewer. "It really is the development corridor of Lincoln," Cole said of West Broadway. "If you look around at Lincoln at the other corridors leading into the community, there isn't a lot of land available for development. They have been developed." "If you look to development for the next 30 years, that would seem to be your development corridor. Traffic has increased to the point where it has become a burden for developers to get access to the highway," he said.

The mile of road that would be widened has about 107 acres of business development representing about \$13.5 million in investments and drawing about \$250,000 in taxes to Lincoln annually. The businesses employ 667 people. An equal rate of investment on the 254 acres could spur more economic development. Developers could pay the road widening costs themselves but have balked because the traffic impact fees range as high as \$250,000 -- too much for them to pay individually, Birtz and Cole said.

Town officials hope to use tax-increment financing funds drawn from an agreement with Lincoln Paper and Tissue LLC, state aid and grants, and interest from town investments, Birtz said. "The town of Lincoln does not have a history of sitting back and waiting for [economic development] things to happen, yet we have to always be watchful for our taxpayers that we don't have increases in mill rates like we had last year," Birtz said Monday. The Town Council awaits comment from the town's attorney on the referendum question that will go on the November ballot. Treasurer Melissa Quintela is also beginning to assemble the financing package for the road work for councilors to review, Birtz said.

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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The plan was among several economic development initiatives former Town Manager **William Lawrence** helped start.

Voters should support the initiative, council Chairman Steve Clay said. "I think it is very important because any business in the future that wants to go in on West Broadway will have to pay quite a [traffic] impact fee, which discouraged them from investing out there," Clay said Monday.

The project design and engineering process would take about a year to complete before construction could start, Birtz said.

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**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
July 2, 2014

**Lawrence to resign as Lincoln's town manager, will take Florida job**

Author/Byline: Nick Sambides Jr.

Town Manager **William Lawrence** will resign effective July 11 to take a municipal government job in Florida, he said Wednesday. **Lawrence**, 58, said the job in Florida, which he declined to describe, was difficult to resist. He had hopes of retiring in Florida, where his wife's family resides, within a few years. Hired as Lincoln's police chief in April 2011, **Lawrence** was named town manager at a salary of \$70,000 in June 2013. He had served as interim manager twice before.

"It gets us closer to our dream of retirement," **Lawrence** said Wednesday. "It's bittersweet for me. I didn't come back to Lincoln originally to be town manager. I had five- and 10-year plans and I am obviously quite shy of that. We are thinking about retirement and have the opportunity to get down there sooner." "We still have projects in the works," **Lawrence** said of town officials. "My concern would be that they would go to the wayside, but I would hope that somebody would carry them forward."

**Lawrence** said that "constant criticism" from some Town Council members also motivated him to leave. He called it his "only frustration" with the job. He declined to identify his critics or provide details but said "it is hard to play offense when you are constantly playing defense." "It is basically constant criticism, I guess, by some individuals. Nitpicking. It is hard to move a town forward when you're facing that," **Lawrence** added. "Some individuals want to operate town government like it was years ago instead of where it is today."

Council Chairman Steve Clay said he knew "of a few issues" where councilors seemed to press **Lawrence** hard but "I am not going to get into it. That's a tough question to answer about somebody else," he said. "I think it [**Lawrence's** resignation] is a big loss to Lincoln. He was well-liked throughout the community," Clay added. "On each issue, **Bill** hit it head on. As the problems came up, he didn't run away from them. If he didn't know the answer, he would find the answer. He would be honest. If he didn't know [an answer] he would tell you." "He had contacts all over the state that were used to our advantage and I just hope that we could keep these things up when he is gone," Clay added.

**Lawrence** has tackled large projects and handled some delicate personnel issues during his tenure as manager. Two town government department heads resigned and a public safety director was hired to replace him as chief. **Lawrence** said he would hope to see town government continue with the proposals he has been nurturing:

-- The widening of West Broadway for a new center turning lane that would run between Penobscot Valley Avenue and the Hannaford shopping center. A project town officials have been

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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handling with the Maine Department of Transportation, the widening would allow 10 more business lots onto West Broadway, which with Main Street is the town's largest business thoroughfare.

The widening project should be ready for a November referendum vote. Cost estimates aren't yet available. **Lawrence** said the project's approval would spare businesses Maine DOT traffic impact fees ranging from \$70 to \$250,000 depending on the size of the business. "In the past we lost out on development because they [prospective investors in Lincoln] refused to pay the impact fees," **Lawrence** said.

A Dunkin' Donuts and S.W. Collins hardware store under construction on West Broadway and Penobscot Valley Avenue almost didn't open due to the issue. The new lane would allow traffic to expand from its current average of 10,000 vehicles per day to 18,000 vehicles without incurring impact fees, **Lawrence** said.

-- The creation of a shared East Millinocket-Lincoln ambulance service. Started in June 2013, the service nets Lincoln about \$70,000 annually in revenue that pays firefighter salaries and equipment costs. Firefighters have disputed that all the revenue goes to them. It is by far the largest revenue-producer Lincoln government has, **Lawrence** said.

-- A \$7.5 million natural-gas pipeline being installed from near Interstate 95's Exit 227 along River Road through Chester to West Broadway and the Lincoln Paper and Tissue LLC mill. Phase One connecting the mill is expected to be completed by this fall. Several ensuing phases would allow gas service to West Broadway and downtown-area residents, officials have said.

-- The cutting of the town's \$4.2 million municipal budget for 2014-15 to \$3.68 million to save taxpayers from the impact of the layoff of about 200 workers from Lincoln Paper late last year. The town's property tax rate should decline from \$22.96 to \$22.86 with the budget when the rate is set in the fall.

**Lawrence** has warned that unless its economic fortunes improve, Lincoln could face significant cuts to town services next year. "You just don't start it [initiatives] and see what happens. They have to be constantly worked before you see any kind of positive results," he added. Town officials are considering hiring an interim town manager to replace **Lawrence**, Clay said. The council will discuss the idea at its meeting on July 14.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Jasper News, The (FL)  
June 26, 2014

**White Springs selects new town manager**

Author/Byline: Joyce Marie Taylor

The town of White Springs announced that **William R. Lawrence** accepted the position of town manager on Friday, June 20, with a beginning salary of \$48,000, plus benefits. The announcement comes at the conclusion of a four-month search process that included two separate job postings and interview sessions. **Lawrence** will be relocating from Lincoln, ME, where he served as town manager, personnel director and economic development director. His first day on the job will be on or about July 21.

“The town council was impressed with **Lawrence's** management experience, communication skills, understanding of team dynamics, and his sincere appreciation of the hardships experienced by seniors on a fixed income who are struggling to make ends meet in the face of rising costs for basic necessities,” said Mayor Helen Miller. “Many communities in Maine and the surrounding northern states are experiencing economic dislocations due to the movement offshore of traditional industries,” she added.

Miller said **Lawrence's** experience, as well as his efforts in implementing new economic strategies in Lincoln will be welcomed in White Springs. “The community will soon begin the process of implementing its own asset-based strategic economic development strategy based on its efforts as part of the Competitive Florida Partnership pilot program,” Miller said. “The Florida Department of Economic Opportunity and the town of White Springs are in the process of planning a "next steps" meeting for early August.”

**Lawrence** said he was drawn to White Springs because of its historic charm and natural resources, as well as the town’s efforts to revitalize the local economy for the benefit of all residents, young and old.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
May 6, 2014

**Howland, Lincoln leaders looking to start joint sharing agreement of services, save money together**

Author/Byline: Nick Sambides Jr.

The leaders of Howland and Lincoln are putting together a list of services, training efforts or products they can share or buy in bulk to save taxpayer money, officials said Tuesday. Lincoln Town Manager **William Lawrence** and Howland Town Manager Tracey Hutton met Friday to exchange ideas after **Lawrence** and Lincoln Town Council Chairman Steve Clay went to a Howland Board of Selectmen's meeting on April 28 at Howland leaders' request, **Lawrence** said.

Both towns want to save money, Clay said. "If we can work with any town, and it benefits each town, then yeah, I think we should," Clay said Tuesday. "The times economically are not good right now, and any time we can save money, then definitely we should."

A joint sharing agreement of governmental services would be a first in the Lincoln Lakes region but it does exist in other areas. East Millinocket, Medway and Millinocket share the services of a code enforcement officer and recreation department. East Millinocket police and ambulance services serve Medway, and Millinocket schools share some arts, education and sports efforts, with efforts underway to share more.

Other Katahdin region efforts, such as school consolidation, have been stalled for lack of political will, officials have said. No one in Howland or Lincoln is discussing anything so vast as school consolidation, merely such things as bulk purchasing of common supplies or joint firefighter training, said Clay and Glenn Brawn, chairman of Howland's Board of Selectmen. "There has not really been an open dialogue. We were just trying to shore that up and be willing to explore any ideas that could benefit both communities," Brawn said. "One of the big things is that we can save money in joint ventures -- bulk purchases or anything that we can come up with. Hopefully they have some ideas. Any EMT and fire training that can be done jointly is a big plus. It makes it easier in an joint situation, I would think."

Lincoln and Howland leaders agreed that the first step is to find sharing efforts that would not cost either town anything, **Lawrence** said. "If there is a cost, right now, it's probably not a good idea," **Lawrence** said.

Both towns expect state aid declines, and Lincoln has been working toward cutting \$600,000 from its municipal government budget to offset an expected loss in tax revenue from Lincoln Paper and Tissue LLC caused by an explosion last fall that destroyed a mill boiler. The town Budget Committee and town officials have cut about \$569,000 to lower the town's budget to about \$3.8 million municipal budget. That process is not finished, **Lawrence** said. "It's a lot of



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*(Articles are in reverse chronological order)*

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money, and if this continues next year, I am concerned that we would be talking about the elimination of departments," **Lawrence** said.

"Howland is going through its budget right now. Unfortunately, it will be up from where it was," Brawn said. "Being a hard winter and having some [unexpectedly harsh] winter conditions, it taxed our budget really hard. We have had to increase it in some ways." Brawn said some selectmen hope to meet with Lincoln councilors at the Lincoln Town Council meeting on May 12. No agenda has been set, Clay said. **Lawrence** said it would be more likely that they will meet June 2.

Howland and Lincoln have a mutual aid agreement in place between fire departments and Penobscot Valley Hospital. Lincoln held a large-scale disaster drill on Saturday in which Howland was among the departments participating.

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**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
May 6, 2014

**Lincoln bracing for possible layoff of firefighters, clerks as budget process continues**

Author/Byline: Nick Sambides Jr.

Lincoln's town government would lay off four workers, including two firefighters, and leave two positions unfilled under a \$3.8 million municipal budget being compiled, officials said Tuesday. The firefighters, a part-time library clerk and another part-time town clerk would be laid off. An empty police officer's position and an unfilled part-time library clerk's position would be left unfilled, Town Manager **William Lawrence** said.

**Lawrence** said that while the budget process is incomplete, he wanted to caution residents to expect longer lines in the town office and library and possibly see slower response times from police and firefighters should the cuts be affirmed by the Town Council next month. "It is not a great situation, but it can be done. When you reduce a budget like this, you do have the potential for a reduction of services," **Lawrence** said Tuesday. "The reduced response times [with police and firefighters] might not happen, I don't know, but it could." "Lincoln is on good, solid financial ground, and we want to keep it that way," he added. "With our reserve and investment accounts in good shape, we don't want to go to the till and drain those accounts. We are trying to protect those and keep services intact."

If left unfilled, the empty police position would leave one officer patrolling Lincoln on most nights. Public Safety Director Dan Summers could offset the loss with part-time officers. State police and Penobscot County Sheriff's Department deputies also ride through town and assist town police on calls regularly, **Lawrence** said. The two cut firefighter positions would leave only one firefighter on duty during some shifts. Call-in firefighters could offset that, he said. The Lincoln Budget Committee, a subcommittee of the council, is due to hold its last of a monthlong series of public hearings at 6 p.m. Thursday. The council will discuss the budget at 6 p.m. June 2, with a budget vote later that month. That vote has not been scheduled.

Reserve accounts, which the town sets aside for purchases or emergencies, contain about \$400,000. The town's capital projects reserve account, which addresses large projects such as the Public Works Department garage built in 2012, has \$224,500, Treasurer Melissa Quintela said. At **Lawrence's** direction, town officials have worked since February to cut \$600,000 from the town's \$4.3 million 2013-14 budget. As of Tuesday, administrators have cut \$487,000, and the budget committee suggests cutting \$76,000 more for a total of \$563,000 in cuts, Quintela said. Budget committee members also are considering recommending the usage of some reserve funds to offset some of the cuts, Quintela said, but exactly how much that will be remains unclear. "The \$600,000 is just a goal. That doesn't mean that we are going to use the reserve accounts to make up the difference," she said.

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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**Lawrence** said he would prefer to leave the reserve accounts untouched. "When you drain those accounts, you can have a low mill rate for a few years, but if you are faced with a real emergency [afterward], you can see your mill rate jump right up again and be in real trouble," **Lawrence** said.

The town's mill rate increased in October from \$19.86 per \$1,000 of valuation to \$22.96 -- about \$155 on properties worth \$50,000 -- in response to declines in the town's total valuation and an increase in the town's budget.

**Lawrence** set the \$600,000 goal to offset the impact upon residents of 200 layoffs at the Lincoln Paper and Tissue LLC mill in December. A boiler explosion in November and the loss of a tissue contract to an Indonesian firm caused the job loss. **Lawrence** said he also expected a reduction of state revenue sharing with municipalities, which has been the trend for the last several years.

Lincoln leaders also have tackled the threat of dwindling population and businesses in the wake of the layoffs. They are working with Northern Penobscot Tech on marketing videos, building recreational trails, working to develop joint purchasing and service-sharing arrangements with Howland, supporting the installation of a \$7.5 million natural gas pipeline and associated worker retraining, increasing town trash fees residents pay, and working with Bangor officials to attract and retain 20- and 30-somethings regionally.

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**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
February 25, 2014

**Wanted: Young people in Lincoln -- Town manager's plan aims to attract, retain 20-somethings**

Author/Byline: Nick Sambides Jr.

Kayla Lingley moved to Lincoln about a month and a half ago and the 20-year-old nanny says she plans on moving out again as soon as she can. Her reason: For people her age, there's nothing to do in Lincoln. "I am moving away because of the lack of stuff here," Lingley said Tuesday as she shopped at Marden's on Main Street. "I moved here because their [the children she watches] family is from here. But there's nothing really here. It's just stores to shop in. There's no movies or places to hang out at for people my age."

Input like Lingley's will be the centerpiece of a multipoint plan that town officials will begin implementing over the next several weeks, said Lincoln Town Manager **William Lawrence**. Basing his initiative on news accounts that show northern Maine is losing its young people, **Lawrence** said he wants to refocus some town programs and create some new initiatives, including informally polling town teens and 20-somethings to see what the community lacks for younger residents.

And he wants to see if the town can gear more activities toward drawing and retaining those folks. **Lawrence** also wants students in the video production class at Northern Penobscot Tech to put together marketing videos on why young people such as themselves should come to or remain in Lincoln. "With the situation with the mill, the time is right. Some of these things we have done anyway or already have going," **Lawrence** said. "Along with those problems that we have been attacking, instead of sitting here wondering what is going to happen to us, we are asking, what else can we do? What other points can we address?"

Council members have approved **Lawrence's** town government initiatives, he said. They include:

- Obtain feedback from youth organizations on what it would take to keep them home and encourage youth participation in local government such as Town Council meetings.
- Expand the use of social media and explore recruitment of residents and businesses beyond Maine.
- Promote a culture of opportunity by hosting "how to start a business" workshops through Penquis Cap and Northern Penobscot Tech-Region III of Lincoln and working with Region III on workforce development.
- Create a video series, "Why live, work and visit Lincoln" and post it on the town website, Facebook and YouTube.
- Expand the exercise trail systems to be built near Mattanawcook Academy, the town's snowmobile and ATV trails, and the town's art, music and food festivals to include job fairs, festivals, road races, tournaments and shows.

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**William R. Lawrence**

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-- Promote Lincoln as a government and public safety training destination and widening West Broadway to draw more business there.

According to the 2010 Census, Lincoln's median age is 40.3 years, about three years younger than Maine's median age, 43.5 years. The census shows that of Lincoln's 5,085 residents, 3,911 were age 18 and older. The largest single segment, 1,092, was 50 to 64 years old. The number of people ages 20 to 34 was 770. There were 244 people between ages 20 to 24. **Lawrence's** list echoes Bangor City Council Chairman Ben Sprague's 38-point population growth strategy list, which Sprague issued Feb. 1. That list also combined recreation, entertainment and economic development initiatives geared toward attracting and retaining young people. Lincoln Town Councilor Curt Ring, a guidance counselor at the Lincoln-based Region III school who suggested the town use tech students to do the documentaries, likes **Lawrence's** initiative but said it would likely be cut back somewhat by a lack of finances.

Since the Lincoln Paper and Tissue LLC paper mill laid off 200 workers in December, **Lawrence** and town department managers have been working to cut as much as \$600,000 or 15 percent of the town government's \$4.3 million municipal services budget effective July 1. "I think it is a wish list. If I had my way, this [list] is what I would do, too, but I think that we have to be careful. Anything we can do for nothing or very little money, I think we have to do it," Ring said. "We can sit here and continue to pretend that the status quo is working for us or we can take action, instead of resting on successes of the past. Those days are over. We need to look to the future."

The council might draw money from the economic development reserve funds culled from its Tax Increment Financing agreement with LPT, Ring said. The council will meet at Northern Penobscot Tech on March 10 to review the student video production program, Ring said. **Lawrence** said he expects that town government will start implementing the steps of his proposal over the next several weeks.

**Lawrence's** list drew favorable responses from Lincoln resident Dan Millett, a 29-year-old clerk at Marden's, who called the list "awesome." He called **Lawrence's** initiative "a wonderful idea to help stabilize the community." "This town has been my life so I will always stick with it, but it will be nice to see more people hanging around," Millett said. He added that would love to see town officials complete the recreation center on Route 6, a fundraising effort which has foundered for several years.

Most of the students who will be making the video are from Lincoln's surrounding towns, but they said they understand why young people want to leave. "I could do video here, but there is not a lot of jobs around for video production. But I would like to stay in Maine, if I could," 19-year-old Dylan LeClair of Howland said Tuesday. To LeClair, the No. 1 reason people his age and in their 20s leave Maine is "jobs and money." "They want to have a good career. They want more money" than Maine typically offers, LeClair said.

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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"There's not a huge selection of jobs in Maine for people to get," 17-year-old Bryce Martin of Howland agreed. Martin, who attends Penobscot Valley High School of Howland, said he believes that the town and students will benefit from the videos. "As long as we all put our full effort into it, I think we can all actually make a fairly good video and portray what they want us to portray," Martin said. "I say that because a lot of people don't think that kids put a full effort into what they are doing and really if they do, they can do anything they wanted to, I believe. "We could make professional-level videos if we put ourselves into it, and this is just the first steps of our careers," Martin added.

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**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
January 29, 2014

**Lincoln heating-aid program keeps pace with the weather, officials say**

Author/Byline: Nick Sambides Jr.

Generosity that has more than kept pace with the cold weather is leaving town leaders confident that they won't have to allocate funds to Lincoln's heating-aid fund for at least a month, they said Wednesday. As of Tuesday afternoon, the town's heating fund had \$4,800. It has served 61 families. Workers running the donation-driven effort have been seeing five to 12 potential clients a week, Town Manager **William Lawrence** said. "It trickles in. I would have expected [the fund] would have run out of money a long time ago," **Lawrence** said, "but anytime there's a story [on the fund in local or statewide media] it triggers more donations."

Last winter, the program supported 23 families, totaling 66 people, Lincoln Treasurer Melissa Quintela has said. The vast increase, which she had worried was fueled by the layoff of 200 workers at Lincoln Paper and Tissue LLC, caused her to predict in mid-month that the funding would be exhausted by February if more donations didn't come in.

Created in 2008, the town's heating-aid program targets town households that fail to meet General Assistance, Salvation Army or Low Income Home Energy Assistance Program standards -- typically senior citizens or single parents. It serves those who have less than a quarter-tank of home heating oil or other energy source and need 50 to 100 gallons. The Town Council has occasionally allocated money to the fund since its creation.

Council Chairman Steve Clay was pleased that the program remained well-funded. Councilors had discussed allocating town money to it at a meeting earlier this month but decided to wait to see whether the program would exhaust itself. They balked at mixing town funds with donations unless necessary, especially since they wouldn't have the legal right to withdraw the contribution. Councilors will likely discuss the issue again in March, Clay said. The program's strength "just shows you that people in the area are looking out for their neighbors and fellow citizens," Clay said Wednesday. "They are good people who want to donate and help those who are out of a job right now."

Lincoln's program might be faring better than expected because the Lincoln Regional Food Cupboard, which represented the majority of workers at the paper mill, created a home-heating fund at the Lincoln Federal Credit Union on West Broadway for laid-off mill workers, **Lawrence** said. As of Monday, the Governor's Energy Office found the current statewide average cash price for No. 2 heating oil was \$3.87 per gallon, up seven cents from last week. The average statewide price for kerosene is also up seven cents to \$4.27 per gallon. This week's average statewide price for propane (for heating customers) increased by 10 cents to \$3.35 per gallon.

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Heating fuel prices are higher this week than they were at any time last year, according to the listing at maine.gov. Anyone interested in securing aid or making a donation to the town's program can call Quintela at 794-3372 or visit her in the town office on Main Street. Donations can be mailed to the town office at 263 Main St., Lincoln, Maine, 04457.

Donations to the food cupboard effort can be mailed to the Lincoln Federal Credit Union, 171 West Broadway, Lincoln, Maine 04457. Checks or money orders made out to "Lincoln Regional Food Cupboard" that carry a note referring to the mill workers' relief fund will be donated to the appropriate account, a credit union worker said Wednesday.



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**William R. Lawrence**  
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Bangor Daily News (ME)  
January 29, 2014

**Lincoln eyeing \$600,000 budget cut to offset mill layoffs, feared revenue-sharing declines**  
Author/Byline: Nick Sambides Jr.

The 200 layoffs at the local paper mill last month are among the forces compelling leaders to push for up to a \$600,000 cut in the town government budget they hope to approve by July 1, officials said Wednesday.

Town Manager **William Lawrence** described the \$600,000 as a goal that he informed town department heads of during a recent meeting. They have until the end of February to see if or how close they can come to achieving it, he said. If achieved, the \$600,000 cut would represent about 15 percent of the town's \$4.3 million municipal services budget, **Lawrence** said. He described the reactions of town officials as "lots of long faces." "That's a lot to cut from a \$4.3 million budget but right now we are in good financial shape," **Lawrence** said. "We don't want to get in danger so we shall make appropriate moves now to prevent it." RSU 67 Superintendent Ray Freve has discussed the situation with **Lawrence** and agreed to limit school expenses as much as possible, **Lawrence** said.

Lincoln Paper and Tissue LLC co-owner Keith Van Scotter announced in early December that an explosion of a recovery boiler at the mill on Nov. 2 forced the indefinite but not permanent layoffs. He and other company officials have said they will not seek to replace the boiler, a key element to the papermaking components of their mill, until market conditions improve. Such boilers can cost as much as \$100 million to replace. The mill's three tissue machines continue to run, company workers have said. In a petition the company filed on Dec. 16 with the U.S. Department of Labor seeking job retraining and employment services for the 200 affected workers, company officials also disclosed that the loss of a tissue contract to an Indonesian firm caused the job loss. The petition did not mention the explosion. The last of the layoffs was due to occur by Dec. 19. The federal government approved retraining program funding for Lincoln on Jan. 17.

Another factor motivating the cut is very early word from state leaders that state government revenue sharing with municipalities would be cut drastically in the next fiscal year, Town Council Chairman Steve Clay said. "The state is saying they will cut revenue sharing this year. We don't know by how much. That was the problem last year. We were going to cut it [the town's budget] last year but there were five to 10 proposals on the [state revenue sharing] budget and we didn't know what they were going to do," Clay said Wednesday. Town leaders expect Lincoln Paper to eventually apply for a reduced mill valuation that takes into account the destroyed boiler and unused paper machines, Clay said. How much that would affect the town's budget is undetermined.

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Town officials already have been ordered to keep expenses as low as possible. Tax Assessor Ruth Birtz in October raised the town's mill rate from \$19.86 per \$1,000 of valuation to \$22.96 -- about \$155 on properties worth \$50,000 -- in response to declines in the town's total valuation and an increase in the town's budget, she said.

Town leaders opted to hire Public Safety Director Dan Summers in August to replace Fire Chief Phil Dawson when he resigned and **Lawrence** when he was promoted to town manager. They plan to create a fire captain's position by July 1 to assist Summers in that department's administration. Overall, the creation of Summers' position is expect to save the town about \$36,000, they have said.

They increased the town's transfer station fees and are in talks with Maine Department of Transportation officials to see about widening a significant portion of West Broadway, which they believe would add significantly to the number of businesses there. Construction of a natural gas pipeline to the mill and West Broadway businesses is due to start by summer.

The town's budget committee usually starts its reviews in late February or early March, Clay said. The budget is usually approved by June. The fiscal year ends June 30.

Clay complimented **Lawrence** for displaying what he called good crisis-prevention skills. "It is going to be difficult anytime you cut anything but we have to be reasonable on what the future might bring," Clay said. "When it gets to a point where you have to make that big a cut there will be some services that suffer. We will see how it turns out when we get the first budget in a month or two and take it from there."

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**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
December 13, 2013

**Lincoln's mill layoffs 'will have a trickle-down effect on everybody'**

Author/Byline: Nick Sambides Jr.

Kim Damboise makes food and stocks shelves, tasks far from papermaking, but the layoff of about 200 Lincoln Paper and Tissue LLC workers has her fearing for her livelihood. "If nobody comes in, I am not going to have a job," said Damboise, a Howland resident and clerk at High Street Market of Lincoln. "A lot of people who live in Howland work at the mill and are going to be out of a job, and Howland is struggling to begin with. My thoughts go out to them all," Damboise said. "It's just a sad, sad thing."

Business workers and owners in Lincoln echoed Damboise's reaction to Wednesday's layoff announcement. Several interviewed Thursday and Friday said that the halving of the workforce of the Lincoln Lakes region's largest single employer would have widespread and unanticipated effects on the quality of life of northern Penobscot County.

Lincoln Trading & Pawn shop manager Luke Shorey, whose business is at near the mill site on Katahdin Avenue, said he expects to see more workers pawning than buying goods over the next few months. "When the economy is down, pawning goes up," Shorey said. "We will usually see a lot of workers come in once every few weeks. It's a lot easier to shop when you've just cashed your paycheck."

Though the layoffs are still underway and are not expected to conclude for perhaps a few weeks, workers started being sent home on Wednesday afternoon, mill co-owner Keith Van Scotter said. The layoffs were announced in the wake of a boiler explosion on Nov. 2 that has crippled papermaking and pulp production.

Town Council Chairman Steve Clay said he has already felt the effect of the layoffs with his business. One client who had agreed to pay a funeral bill told Clay Thursday that he has been laid off from his mill job and didn't know whether he could afford it, Clay said Friday. "It is not just people who lost their jobs," said Clay, who owns Clay Funeral Home of Lincoln. "It's the trickle-down effect down to the people who cut the wood, who ship the paper and tissue they make, who depend upon their workers for customers. "It will have a trickle-down effect on everybody," Clay said.

The layoffs, Clay said, have him pondering what, if anything, the town council can do to help the laid-off workers, the mill, and the town recover. Town officials have discussed seeking federal aid with representatives at the offices of U.S. Sens. Susan Collins, R-Maine, and Angus King, I-Maine, and with state Sen. Emily Cain, D-Orono, Town Manager **William Lawrence** said.

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Town leaders, **Lawrence** said, have pursued economic development aggressively but incrementally. Their biggest initiative over the last two years, the installation of a 12-mile natural-gas pipeline along West Broadway starting in spring 2014, will not be affected by the indefinite elimination of paper manufacturing at the mill that Van Scotter disclosed Thursday, he said. Mill and gas company officials "have a contract. They need it [natural gas] to operate on the tissue side of mill operations, and that is still a go," **Lawrence** said Friday.

Although the mill's owners have been targeted with a \$5 million lawsuit over allegations that they manipulated a demand-response program administered by ISO-New England that paid users to reduce their electricity consumption during peak hours, the explosion is the worst setback the mill has faced since Van Scotter and co-owner John Wissman revitalized the former Eastern Pulp and Paper Corp. in 2004.

Mills in Bucksport, East Millinocket, Madawaska, Millinocket and Rumford have closed or reduced workforces since that year but Lincoln's mill has performed steadily, making its revitalization one of the highlights of Gov. John Baldacci's tenure. Its success, Clay and **Lawrence** said, has allowed Lincoln leaders to avoid pressing voters for big-ticket investments that taxpayers loathe paying to finance.

The layoffs might change that, Clay said. Lincoln officials are in talks with Maine Department of Transportation officials over widening West Broadway from the Hannaford Supermarket shopping center to River Road, which connects with Interstate 95. The widening, plus the pipeline installation, might create enough momentum to allow town officials to press for a multimillion-dollar bond to pay for water and sewer utility installations on River Road, thus spurring development of eight open lots on West Broadway and River Road itself, **Lawrence** said. Lincoln could also accelerate its plans to build an industrial park near its airport or its airport expansion, which town officials added to by buying a campground earlier this year. They are also planning seaplane dock expansion in the Penobscot River, **Lawrence** said.

Several businesses, including Dunkin Donuts and a hardware store, are slated to go in along West Broadway and Penobscot Valley Avenue in 2014, complementing a Dollar Tree store that opened on West Broadway several months ago. Many other businesses continue to inquire about Lincoln, **Lawrence** said. "It is not good to depend on one major employer or company to provide the value that they do to the town. We should diversify. We should get bigger businesses in here so that we are not always relying on the mill," **Lawrence** said.

But **Lawrence** and Clay said they don't see anything big enough to offset the loss of 200 jobs happening anytime soon. That is one reason why High Street Market manager Julie Zagorianakos says she worries about what the next year will hold for her shop, which opened in July. "Our hearts go out to the people who were laid off, but we knew it wasn't going to be good for the mill when we first heard of the explosion," she said. "We had hopes that they would somehow keep the mill going. It's the foundation of the community."

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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<https://www.newscentermaine.com/amp/article/news/local/lincolns-new-town-manager/99-320355486>

June 13, 2013

**Lincoln's New Town Manager**

Author/Byline: News Center Staff

With a vote held Monday night, Lincoln's town council approved a new town manager, **Bill Lawrence**. **Lawrence** is a thirty year veteran police officer who served with the Bangor police and the Penobscot County Sheriff's office. He spent the last two years of his career as Lincoln's Chief of Police and as the interim town manager.

Now that his position is permanent, **Lawrence** is eager to use his expertise to help his home town thrive. "The town is facing some tough challenges, and I feel I am in the best position, where I've been working, to make those changes," **Lawrence** said. "I don't want to leave a job unfinished, so I feel a need to come to fruition and complete the projects I've started."

**Lawrence** said he will set to work filling vacant positions in Lincoln, including his former position as police chief. He said he hopes to name an interim Chief in the next week or two.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
May 8, 2013

**Lincoln fire chief resigns, denies conflict of interest**

Author/Byline: Nick Sambides Jr.

Fire Chief Phil Dawson abruptly resigned on Wednesday because of what he described as concerns about his health and a dispute with a town official over a possible conflict of interest. "I am tired of the bull," the 57-year-old Dawson said Wednesday. "This isn't worth the battle of going on and fighting one thing after another. I would like to get into retirement and enjoy it while I still have my health."

Interim Town Manager **William Lawrence** announced on Tuesday that Dawson had been placed on administrative leave with pay. On Wednesday, Dawson said he retired effective immediately because **Lawrence** disliked Dawson's recent discussions with Millinocket Fire Chief Andrew Turcotte about placing a Millinocket ambulance at Howland's fire station. Dawson is also the Howland Fire Department's chief and a member of the Penobscot Valley Hospital board of directors, he said. "It was construed that I was negotiating a service away from Lincoln," Dawson said. "The intent was not to negotiate away from the Lincoln-East Millinocket consortium but to provide a service to Howland and taxpayers from the Greater Howland area." **Lawrence** issued a brief email statement on Wednesday saying that Dawson had resigned his position effective immediately. **Lawrence** declined further comment.

Officials from PVH, East Millinocket Fire Department and Lincoln announced this week that East Millinocket will station two ambulances at the Lincoln Public Safety Building starting in July, when the hospital discontinues its ambulance service. East Millinocket will handle the bulk of PVH transfers and emergency calls. "The intention wasn't to directly compete with them. It was just to survive and share some of the transfers so that we could maintain crew skills and interest," Dawson added. Email and telephone attempts to reach **Lawrence** on Wednesday were unsuccessful. Lincoln Town Council Chairman Steve Clay also declined to comment.

A retired state police trooper, Dawson said he earned about \$38,000 annually from Lincoln, plus a reimbursement for not needing health care benefits. Dawson said he will continue as Howland's chief and as a member of the hospital board. He said he abstained from board votes on the service transfer. Dawson said he was clear in all of his dealings regarding who he was representing. Turcotte agreed. "In the times that we have spoken it was more to discuss how do we enhance the quality of service for the region. There were no discussions on any particular department," Turcotte said. "I think he is a standup guy. He is trying to do the right thing and I will miss working with him."

Conversations between Howland and Millinocket are in very early stages, Turcotte said. Since becoming Millinocket's fire chief in November, Turcotte has said that one of his goals is to increase Millinocket's revenue by expanding its ambulance service. Under the deal with Lincoln,

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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East Millinocket Fire Chief Les Brown has said that East Millinocket would provide emergency medical technicians and Lincoln would provide drivers, with East Millinocket paying for four hours of overtime to fill in when both ambulances are handling emergencies. East Millinocket would pay Lincoln \$75 per call. About \$90,000 would be generated for Lincoln annually with 1,200 calls and \$112,500 would come from 1,500 calls.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)

February 28, 2013

**Lincoln schools on security alert after student reports parental abuse**

Author/Byline: Nick Sambides Jr.

Town schools remained on security alert Thursday as a precautionary measure after a junior high school student complained Wednesday of parental abuse, officials said. Exterior doors remained locked to outsiders at Ella P. Burr, Mattanawcook Junior High School and Mattanawcook Academy for the second day after the student reported the abuse, said RSU 67 Superintendent Denise Hamlin.

No problems were reported. The parent, who came to the junior high to pick up the student at dismissal Wednesday, was met by several officers and cooperated with police, said Police Chief **William Lawrence**. Police turned the matter over to a Maine Department of Health and Human Services caseworker after investigators found no evidence of a crime, **Lawrence** said.

**Lawrence** complimented school officials for handling the matter swiftly. He said they contacted police almost immediately on Wednesday morning and took sensible precautions, given what he described as the parent's past temperamental behavior. "They worked with us right from the beginning," **Lawrence** said of school officials. "By the time the parent did show up, we were already there and had a good game plan." As a precaution, town police Officers Brandi Alton and Mark Fucile, Penobscot County Sheriff's Deputy Patty McLaughlin and state police Sgt. Ted Millet were at Mattanawcook Junior High School when school was dismissed for the day, **Lawrence** said.

Besides secured exterior doors, a security alert entails locked classroom doors and students venturing into halls only as part of normal transitions, Hamlin said. School administrators and staff handled the situation well, Hamlin told them in a memo on Thursday. RSU 67 serves the students of Chester, Lincoln and Mattawamkeag.



**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
January 23, 2013

**Lincoln looking to make its police chief the town manager**

Author/Byline: Nick Sambides Jr.

Police Chief **William Lawrence** and other town leaders are negotiating whether the chief will become the next town manager, he said Wednesday. Already serving as the interim town manager and police chief, **Lawrence** said he was trying to balance his personal interests with the town's. He will remain in town government no matter how the negotiations go. "If things work out well, then we can get the deal done," **Lawrence** said. "If it doesn't work out well, I will continue doing both jobs until they come up with more arrangements and happily go back to being the police chief."

Town Council members have discussed keeping **Lawrence** on as town manager and will continue the discussion at their next meeting in February, Chairman Steve Clay said. If they opt to hire **Lawrence** as town manager, they would replace him as police chief, **Lawrence** said. "The biggest thing [problem] is uncertainty on the part of [town] employees on what is going to happen. Hopefully we can get that straightened out next month," Clay said. "When you have an interim anything, the workers in that department are going to feel a little uncertainty. "We owe it to them to get this situation straightened out as quickly as we can," Clay added.

The council voted 6-0 on Oct. 18 to terminate probationary Town Manager Bill Reed's contract and appointed **Lawrence** his temporary successor. Councilor Shaun Drinkwater was absent. Reed's six-month review was due in November. He was hired in June after having served as town manager in Veazie. **Lawrence** is serving as interim manager for the second time. He served as manager when former Town Manager Lisa Goodwin left to become Bangor's city clerk.

**Lawrence** "is doing excellent work," Clay said. "I am just concerned about the wear on him from doing both jobs."

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
November 14, 2012

**Lincoln might seek \$500,000 tax anticipation note**

Author/Byline: Nick Sambides Jr.

Town leaders can apply for a \$500,000 loan to cover the late mailing of property tax bills caused by the discovery of about \$1.2 million in budget errors, officials said Wednesday.

The Town Council voted 6-0 on Nov. 5 to give Treasurer Gilberte Mayo the authority to seek a tax anticipation note from Machias Savings Bank for as much as \$500,000 within 60 days of that date. The loan would carry a 0.99 percent interest rate. Councilor David Whalen was absent. The loan might not be needed or sought, Mayo said. "We are not running a deficit but it is very tight as far as cash flow goes," Mayo said Wednesday, "and because the council meets only once a month, I wanted to have the ability to borrow in case I needed it." As of Wednesday, the town had about \$278,000 in cash, which is usually enough to pay four weeks of expenses. Town workers mailed 3,600 property tax bills on Friday, about two months late, with Dec. 17 the date at which taxpayers start paying late-payment interest, Mayo said.

Councilors had no problem authorizing the possible expenditure, Chairman Steve Clay said. "It is a matter of cash flow more than anything else," Clay said Wednesday. "I don't think it is damaging. I think it will just be a matter of possible need."

The Oct. 2 discovery of errors in the 2011-12 budget totaling what interim Town Manager **William Lawrence** said was \$1.2 million forced town officials to redo the budget for the 2012-13 fiscal year, which ends June 30, 2013.

On Nov. 5, councilors passed with a series of votes a new \$4.2 million municipal budget for 2012-13. The next day, Assessor Ruth Birtz committed the town to pay \$7.6 million in property taxes to the county and state at 19.86 mills, the mill rate in the original 2012-13 budget, Mayo said.

Tax anticipation notes are tools often used by municipalities to cover short-time lags between tax billings and payments. Millinocket officials use them almost annually. Lincoln hasn't sought one in about 25 years, said Mayo, who has worked for the town for 27 years. The notes were necessary then, usually in late fall, because the town ran its budget on a calendar, not fiscal, year and sometimes encountered shortfalls in November, Mayo said.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News  
October 29, 2012

**Spreadsheet problem contributed to Lincoln budgeting woes**

Author/Byline: Nick Sambides Jr.

A premature release of information about the town's recent budgeting errors led to a \$575,000 overstatement of the errors' impact, interim Town Manager **Bill Lawrence** says. In a weekly memo to residents called the Town of Lincoln Weekly News, **Lawrence** implicitly criticized former probationary Town Manager Bill Reed for releasing to the media information about the errors prior to the completion of an independent audit of town books by Mindy Cyr of Maine Municipal Audit Services. He also disclosed for the first time that problems with a mathematical formula used in town financial spreadsheets caused errors in the original 2012-13 budget.

In Friday's edition, **Lawrence** restated two of the three errors Reed said had been discovered: a \$200,000 overbudgeting of revenue due to the double-booking of Homestead Tax Exemption funds and what Reed described as an \$809,000 underestimation of projected expenses in the town's Tax Increment Financing accounts. Both errors occurred in the 2011-12 budget. That fiscal year ended June 30. "We can only make decisions and take action after all the facts and evidence are gathered," **Lawrence** wrote in Friday's Weekly News. "We cannot work on rumors and newspaper reporting. Our decisions may not be popular, but they will be made."

"Our budget issues were reported to the media before the auditor's report was released, and thus incorrect information was reported because of the premature release," **Lawrence** added. During an informal news conference also attended by Treasurer Gilberte Mayo and Assessor Ruth Birtz, Reed — whose name was not mentioned in **Lawrence**'s report — announced on Oct. 2 the two errors, which he said were found in the 2011-12 budget.

He, Birtz and Mayo also discussed a third — a \$575,000 overestimation of projected revenues in the town's four Tax Increment Financing accounts listed in the budget for the 2012-13 fiscal year, which will end June 30, 2013. Cyr's audit report was dated Oct. 9 and only addressed the 2011-12 fiscal year. The Town Council voted 6-0 on Oct. 18 to fire Reed about 1½ before the end of his probationary period. He has since not responded to requests for comment. Town officials, **Lawrence** said, also did not transfer about \$1 million from the town's undesignated fund balance to cover the errors, as Reed said on Oct. 2. In his report, **Lawrence** disclosed the discovery of a new issue — a problem with the mathematical formula within the Excel Spreadsheet program "where the budget preparation was done." "This has resulted in errors that needed to be corrected to keep the mill rate the same as what was voted on by the [Town] Council in June 2012" as part of the passage of the budget for the 2012-13 budget year, which began July 1. **Lawrence**'s report does not discuss the errors. The town's new budget will not increase the town's 19.86 mill rate, officials have said.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Associated Press State Wire: Maine (ME)  
Bangor Daily News (ME)  
June 15, 2012

**Lincoln police to start anti-teen drinking patrols this summer**

Author/Byline: Nick Sambides Jr.

Police will use a \$1,500 grant to pay for extra-duty patrols to stop underage drinking incidents like one Reserve Officer Roy Bickford found in Prince Thomas Park earlier this week, Police Chief **William Lawrence** said Friday. Bickford was on patrol at about 6:30 p.m. Sunday when he said he found a juvenile boy in a car parked at Prince Thomas who had passed out from overconsumption of alcohol. Three others also were there drinking, **Lawrence** said.

Neil May, 18, and Brandon Briggs, both of Lincoln, were issued summonses for furnishing liquor to minors, **Lawrence** said. Both are due in District Court in Lincoln on July 17. The minor who had lost consciousness was taken by Penobscot Valley Hospital ambulance to PVH for treatment. Another minor was there drinking but didn't require treatment, **Lawrence** said. Aside from Sunday's incident and an incident involving 28 Bangor High School students last December, Lincoln hasn't had much of a problem with underage drinking during **Lawrence's** one year and two month tenure as chief, he said. "With the help of this Sprint for Life grant we are going to see if there is a problem here and attack it if there is," **Lawrence** said Friday.

The Sprint for Life grant will fund four-hour shifts on staggered weekends over the summer in which officers will target Prince Thomas, Veterans Square off Main Street and other areas where teens congregate, **Lawrence** said. Police patrols in those areas last summer helped curtail problems and will hopefully have the same impact this year, **Lawrence** said. In the December incident, 31 students, all ages 15 and 16, were issued summonses for illegal possession of alcohol and one was charged with illegal possession of marijuana in connection with what police called an overnight drinking party at a camp on McGregor Road in Lincoln.

Given the students' circumstances — exposure to single-digit temperatures, heavy intoxication and sleepiness from being awake most of the night — responding Officers Jacob Ferland, Bickford and state police Trooper Thomas Fiske immediately called Penobscot Valley Ambulance Service and had the teens examined for alcohol poisoning and hypothermia, police said. The officers also were worried that some students might have frozen to death in those conditions, **Lawrence** said at the time.

Bangor High officials issued two-week suspensions from extracurricular activities to 28 of the 31 students. The others did not face disciplinary action because they did not participate in extra- or co-curricular activities. School officials typically don't hold students accountable for activities outside school or school-sanctioned activities, but student-athletes and participants in any other co- or extracurricular activities can face disciplinary action because those activities are considered a privilege, school officials said.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
June 13, 2012

**Lincoln municipal budget cuts mill rate slightly**

Author/Byline: Nick Sambides Jr.

Residents might pay slightly less in property taxes in the fiscal year starting July 1 under the \$5.3 million budget town leaders approved earlier this week, officials said Wednesday. In a series of motions that garnered votes ranging from 4-3 to 7-0, the Town Council on Monday night approved the municipal budget, which carries with it a spending increase of \$248,297, or 4.9 percent. Most opposing votes came from the husband-wife team of Councilors Michael and Marscella Ireland.

As projected, the new budget would produce a mill rate of 19.78 mills, a decrease of 0.08 mills from the 19.86 mill rate charged for the 2011-12 fiscal year, which ends June 30. Under the projected new mill rate, a property worth \$100,000 would be taxed \$1,978 annually next year, compared to \$1,986 now. A \$50,000 property would face taxes of \$989 next year, compared to \$993.

Among the elements that make the lowered mill rate an uncertainty: a \$12.4 million budget for RSU 67, the school unit that serves Chester, Lincoln and Mattawamkeag, was voted down 359-183 during Tuesday night's election, and the mill rate's being set in October. No new date for another school budget vote has been set, Town Clerk Shelly Crosby said.

If the predicted mill rate holds, an anticipated increase of \$15 million in the town's overall valuation prompted by the completion of the Rollins Mountain industrial wind site, and TIF funds created by the project, will be the cause, Assessor Ruth Birtz said Wednesday. About 90 percent of the projected valuation increase comes from the value of the project's turbines and other equipment, Birtz said.

Funds generated by the Rollins Mountain TIF will go from \$402,239 this year to \$556,583 next year, an increase of \$154,344 the town can use for recreation and economic development. The 2012-13 fiscal year will be the first full tax year of the First Wind project's operation.

The budget first proposed by former Town Manager Lisa Goodwin and interim Town Manager **William Lawrence** called for a mill rate of 19.72 mills. Tax increment financing is among the state's leading tools for aiding economic development. When a town sees an increase in valuation created by an investment, it also experiences a reduction in its share of state revenues and an increase in county taxes. A TIF allows a town to "shelter" the new valuation from the calculations of state revenue sharing, education subsidy and county tax assessment -- in effect creating more money for the town. TIF agreements usually run 20 years.

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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With a TIF, however, the money that a town gains must be invested in community economic development projects, such as industrial parks or infrastructure improvements that aid businesses, or be paid to those whose work includes economic development efforts. The votes during Monday's meeting proceeded smoothly until councilors at first voted down spending about \$30,000 to maintain the Ballard Hill Community Center. That sent Town Clerk Shelly Crosby into the other room during an intermission to recompute the budget. Apparently the leader of the councilors who opposed funding Ballard Hill, Councilor Curt Ring, recommended revisiting the issue when the council reconvened. Votes of 6-1 and 5-2 to reopen the discussion and approve funding Ballard Hill followed.

After the meeting, Ring said he promoted the vote halting funding for Ballard Hill to force the council to face the building's \$16,000 annual heating budget. "It's a huge expense," Ring said. Ring acknowledged that with the Haunted Hill effort, which council Chairman Steve Clay created and oversees, the building gets more use than ever, but "we need to have a serious discussion" about how to cut the heating cost. The budget allocation that has funded the aged and somewhat decrepit community center for the last several years is almost exhausted, Ring said. Councilor David Whalen agreed with Ring.

Several previous attempts by some councilors to close the building have been opposed by Councilor Rod Carr, who has said he believes that the building provides great service to the Meals on Wheels program used by many local seniors. The council will probably discuss the issue at its next meeting. No agenda has been set.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
April 7, 2012

**Lincoln police improve case clearance rate by 11 percentage points, chief says**

Author/Byline: Nick Sambides Jr.

When **William Lawrence** became Lincoln's police chief in mid-April 2011, the Police Department had a 20 percent case clearance rate for the previous 12 months, about 10 points below the national average for cases closed by arrest. The department was understaffed, its officers were inexperienced, strings of burglaries and thefts had gone unsolved and the police command staff had totally turned over several times within the previous five years.

As of this month, the department's roster is at full staff, with six fulltime officers and 10 reserve or part-time officers, **Lawrence** said. A new detective's position has been filled with an officer with about 12 years of experience and, best of all to **Lawrence**, so far its April to April clearance rate is 31 percent, meeting the goal he set a year ago with a percentage point to spare. "I am excited that we hit that figure," **Lawrence** said Friday. "We were a young police department that had very little experience. Now that we've met our 30 percent goal, I am hopeful that next year we'll be at the 40 percent mark."

Another statistical indicator, the department's clearance rate for the 2011 calendar year, shows an increase to 27.7 percent, according to a report **Lawrence** released Friday. That report lists 64 of 231 reported incidents as cleared by arrest from Jan. 1 to Dec. 31, 2011. Another six incidents are listed as unfounded. The report lists one robbery and one attempted rape each as unsolved, with 36 of 62 assaults listed as cleared, a clearance rate of 58.1 percent. Four assaults involved minors, the report states.

Four of 43 burglaries (9.3 percent), two of 15 forcible entries (13.3 percent), one of 21 unforced but unlawful entries (4.8 percent), and one of seven attempted forcible entries (14.3 percent) were cleared, according to the report. Twenty-three of 120 larcenies (19.2 percent) were cleared, with an additional one of five motor vehicle thefts (20 percent) were cleared, the report states.

Town Council Chairman Steve Clay believes **Lawrence** is responsible for most of the department's improvement. "Chief **Lawrence** has brought to the table a good understanding of management and how to manage people. He plays to people's strengths," Clay said Saturday. "He finds their strengths and assigns them accordingly and I think that has made a huge difference." People feel safer in Lincoln than they did a year ago, former Town Manager Lisa Goodwin said. **Lawrence** has hired well, lets his officers know when they've done well, has improved their training and is building partnerships within the community, she said.

As an example: **Lawrence** used the town's first bath salts arrest in June to raise awareness of the town's problems with illegal drug dealing and to start teaching local businesses and agencies about the new drug, Goodwin said. "We were talking about and addressing bath salts before

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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anybody else did in the state," Goodwin said. "He took it a step further and is educating people on it. It's not something that the people of Lincoln don't know about."

Clay also attributed Lincoln's improvements to the lack of staff turnover. The constant change brought with it turf battles and a general sort of instability that led to poor investigative follow-up, he said. "Over the years there has been a lot of undermining of the chief," Clay said. "Undermining did happen. It wasn't for a lack of the police chief trying." "We would send people to school and they would end up leaving for other jobs," Clay added. "It caused a lack of consistency, follow up on cases, the investigating that needed to be done. Bam, a person would be gone."

Penobscot County District Attorney R. Christopher Almy said he has seen some improvement in Lincoln police. He recommended last May that Lincoln hire a detective because of the department's lack of follow-up in dealing with registered sex offenders who live in town. Also, six child sexual abuse referrals had made to the department in the several weeks prior, indicating a need for an officer who could investigate possible sex crimes full time instead of bouncing from call to call the way patrolman typically do, he said.

The lack of a detective left police hamstrung, Almy said Friday. "From our experience, when a police department, especially a small department like Lincoln, had a detective, they will have a better ability to catch and convict people who commit serious crimes such as burglary or felony theft," Almy said. "Lincoln patrol officers investigate burglaries at the beginning. They are able to do a certain amount of work but not the follow-up we need."

Besides investigating possible links between crimes, conducting surveillance and doing follow-up interviews, a detective can help prosecutors answer questions vital to successful prosecutions, Almy said. Patrolmen "don't have the experience or the time to interview the people that need to be interviewed in a serious case," Almy said. "The more you have a detective in there, the more they anticipate what we [prosecutors] need. He will see the report a patrolman writes and say, 'I know what we need.' I won't have to ask for it."

Good report writing, a key element to police work, isn't something Lincoln lacks, but experience is, said Assistant District Attorney Steve Burlock, who has handled Lincoln cases since July. "Some of the officers are fairly new at their trade," Burlock said, "but the other thing I can say, which is positive, is that they seem very well motivated. They want to do a good job. That's important because in the long run, like in any other trade, you run into folks that are not well motivated and that's another part of the problem. That's not the case with these folks."

Almy and Burlock credit **Lawrence's** hiring of former East Millinocket patrolman David Cram in June 2011 and promoting him to detective in January with sharpening Lincoln's attack on crime, particularly drug-related malfeasance. Cram's position is paid for with a three-year grant. Almy said he has seen two or three cases in the last month where Cram's efforts have been



**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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helpful. "Their reports are more responsive and they seem more interested in looking at more serious crimes," Almy said.

"One of the things I have observed in Lincoln is a fair amount drug related activity with bath salts," Burlock said. "It is my sense that having the detective position just for that category of crime has been very beneficial for them. They are big enough up there that a detective is a very logical addition to their department. Their detective is doing a good job and can't help but help."

**Lawrence** made several managerial moves that he said have helped Lincoln's officers gain expertise and confidence. He promoted interim Sgt. Glenn Graef to a permanent sergeant's post in May 2011, also assigning Graef to work a 4 p.m. to 2 a.m. shift, **Lawrence** said. With **Lawrence** and Cram working day shifts, Graef's shift change gave Lincoln's officers direct supervision during their busiest times, **Lawrence** said. Several previous police administrations hadn't done that, leaving inexperienced officers to fend for themselves.

The shift change "fills a need. With a young department, you have young officers looking for assistance, a guide, a mentor, a person they can go to and trust for their answers," said **Lawrence**, who was recently named Lincoln's interim town manager. **Lawrence** and Cram also got out of the office to help handle cases themselves while broadening the department's reach into the community with talks on bath salts and a bicycle safety program. "David's experience is on gathering evidence and understanding the elements of a crime that need to be proven," **Lawrence** said. "For awhile I was teaching this. David knew this and after a few weeks, he filled in for me. He started teaching and taking a little bit of that burden off of me."

**Lawrence** said he didn't begin to see improvement in police performance until June, when the department's command structure had solidified and the officers started seeing the value of what they were being taught. Police had also begun attacking the root of most property crimes, the use and sale of illegal narcotics, and seeing results, he said. "When we started attacking the bath salt issues and thefts and were still doing the patrol work we needed to, we saw the property crime problem and how it all interlinks," **Lawrence** said. "We started getting search warrants and getting arrests."

Today, Lincoln's police are just about where they need to be, **Lawrence** said. They share information, run cases by one another for second opinions, and have a good sense of teamwork. Graef and Cram handle much of the department's day-to-day operations and report reviewing, leaving **Lawrence** free to concentrate on individual issues and planning. His next issue, he said, will likely be retaining his officers -- keeping other, larger departments from luring them away. "They are Type-A personalities. They are doing a great job," **Lawrence** said.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
March 27, 2012

**Police chief named Lincoln's interim town manager**

Author/Byline: Nick Sambides Jr.

Police Chief **William Lawrence** is the town's interim town manager, officials said Tuesday. The Town Council voted 6-0 during a special meeting Monday night to install **Lawrence** as Town Manager Lisa Goodwin's temporary successor, Chairman Steve Clay said. Councilor Rod Carr was absent.

Councilors originally had planned to spread Goodwin's responsibilities among town department heads until her permanent successor is found, but the town's attorney told them late last week that the town charter required an interim appointment, Clay said. Councilors had asked the attorney a few weeks earlier whether the responsibility split conformed to the charter. "When we split up Lisa's responsibilities a few weeks ago, [**Lawrence** was tasked with handling] personnel so it made sense that he be the person to replace her," Clay said. Goodwin resigned as town manager effective Friday to assume a new job as Bangor's city clerk. Lincoln councilors are working to find her permanent successor.

**Lawrence** will get a temporary 10 percent pay increase, increasing his salary to what would be about \$62,000 annually, as part of the deal, **Lawrence** said. The chief doesn't expect to be performing much more than a caretaker's role, handling everyday operations and communication between councilors and town department managers, in the three or four months it might take to find a permanent manager. "Lisa left the town in great shape," **Lawrence** said. "She's taken care of the budget and we have great department managers that know how to do their jobs."

Besides managing Lincoln's police force, **Lawrence** managed personnel as Pittsfield's chief of police and helped handle personnel as a lieutenant in the Penobscot County Sheriff's Department, he said. **Lawrence** likely will split his work time between the town manager's office on Main Street and the public safety building on Adams Street, he said.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
October 10, 2011

**Lincoln police get grant for new position**

Author/Byline: Nick Smabides JR.

Police Chief **William Lawrence** hopes to hire an investigative-overlay officer to help offset a sagging case clearance rate and will fund the new position with a \$193,533 federal grant, Town Manager Lisa Goodwin said Sunday. The three-year U.S. Department of Justice grant, Goodwin said, will pay for a position the Town Council included in the 2011-12 budget and will go to what in other circumstances might be called a detective position, except this officer likely will wear a patrol uniform and supplement regular police patrols. "It is going to relieve the caseload of our regular officers and will allow police to do more investigative work," Goodwin said Sunday. "We should have higher clearance rates and a safer community."

The department's case-clearance rate — the number of cases disposed of typically through arrests and convictions — from April 2010 to April 2011 was about 20 percent, **Lawrence** has said. The national average is 30 percent. The fundamental problem, **Lawrence** has said, is the town's failure to retain the officers it hires and lack of uniformed or plainclothes detectives, which leaves Lincoln with a police force that spends most of its time going from call to call. **Lawrence** created and councilors approved the overlay officer's position in response to that, Goodwin said.

When **Lawrence** was hired in mid-March, the department's entire six-member roster had turned over at least twice since 2008, and **Lawrence** was the sixth interim or full-time chief to take the position since 2004. He succeeded full-time former Chiefs Scott Minckler, William Flagg and Hank Dusenbery and interim Chiefs Phil Dawson and James "Jamie" Slauenwhite. The recent case clearance rate was not available on Sunday, but Lincoln police have made some notable arrests recently:

The seizure of \$5,000 to \$10,000 worth of the synthetic drug "bath salts" and two marijuana plants on Sept. 11 during the arrest of two suspects. Both posted \$700 bail and are due in Lincoln District Court on Nov. 22

The arrest of two burglary suspects at Clay GMC Chevrolet, 470 Main St., on July 3. State police and Piscataquis and Penobscot County sheriffs are investigating whether the two are connected to several other burglaries in the Ellsworth area.

The return of a \$13,000 engine diagnostic tool to a Guilford auto repair shop on Aug. 25 after officers found it on a burglary suspect. That suspect's case is pending.

The seizure of 200 small packets of heroin packaged for street sale, 121 oxycodone pills, cocaine, crack cocaine, 11 hypodermic needles and \$590 in cash — items worth about \$7,000 in

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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total — when officers arrested a Connecticut man on drug-trafficking charges on Oct. 4 after he called to complain of people trying to break into his house.

**Lawrence** also met with local businesses and residents last month to discuss a crime issue, bath salts and other narcotics, the first time a chief has done that in Lincoln in more than a year. And officers held a free bicycle safety course at Veterans Square off Main Street on Sept. 10 a week after a 7-year-old boy was accidentally hit by a car on Katahdin Avenue. About 25 town youths attended the bike rodeo.

Since **Lawrence's** arrival, he has hired and promoted several officers on the staff, bring the department to six full-time officers for the first time in years, Goodwin said. The new position will be the department's seventh. "The department is doing fabulous," Goodwin said. "The officers are doing great work and he [**Lawrence**] stays within his budget. I am very pleased with his performance. He is a very good manager."

As part of the grant requirements, Lincoln will have to retain the new officer for at least a year beyond the three-year term, Goodwin said. **Lawrence** is interviewing candidates now and hopes to have the new position filled in a month, Goodwin said. The council will formally accept the grant money next month. **Lawrence** and council Chairman Rod Carr could not be reached for comment on Sunday.

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**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
March 15, 2011

**Bangor officer hired as Lincoln police chief**

Author/Byline: Nick Smabides, Jr.

Bangor police Officer **William Lawrence** will be Lincoln's next chief of police. with council Chairman Rod Carr out of state performing in a musical competition, the Town Council voted 6-0 during a meeting Monday to hire **Lawrence**, Town Manager Lisa Goodwin said. **Lawrence** is due to begin his new job on April 11. He succeeds Reserve Officer James "Jamie" Slauenwhite, an Old Town Police Department patrolman and former Lincoln police sergeant who was appointed interim chief to succeed Police Chief Scott Minckler, who resigned effective Jan. 30 to return to Massachusetts. As part of the deal, Slauenwhite worked 20-plus hours a week as Minckler's replacement.

The 54-year-old **Lawrence** is a Bangor resident and works as the Bangor police liaison officer with the Bangor Housing Authority, is a former lieutenant in the Penobscot County Sheriff's Department and a former police chief with the Pittsfield Police Department, Goodwin said.

Goodwin recommended him to the council out of 20 interviewees, she said. "His extensive law enforcement experience and the strength of his leadership" are among the qualities that recommend him for the job as Lincoln's top cop, Goodwin said Monday. "He will bring stability to the department, which is what the community needs."

The department has suffered from an unprecedented turnover of officers that hasn't been traced to any single factor. Various town officials attribute it to better salaries offered by police departments elsewhere. Minckler has said the difficulty in being away from his wife, Jennifer, a financial analyst, and their 11/2-year-old daughter, Alexa, as well as maintaining two households, left him with no choice but to return to the Bay State. The family had been split between Maine and Massachusetts since his hiring in March 2010, and her efforts to find a job in Maine were unsuccessful. The department's No. 2 officer under Minckler, Sgt. Patty McLaughlin, resigned her position on the department on Dec. 20 to take a job as a Penobscot County sheriff's deputy. McLaughlin joined the Police Department in February 2008 and was promoted to sergeant, No. 2 in the six-member force, in March 2010. As sergeant, she replaced Kevin Giberson, who rejoined the Millinocket Police Department in late 2009.

Minckler replaced Police Chief William Flagg, who left the department in late August 2009 to rejoin the Sheriff's Department in a part-time capacity as he worked toward a faculty position at an area college or university. **Lawrence** will earn about \$56,000 annually in his new position, Goodwin said.

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**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
June 3, 2006

**Man summoned after threat with knife at campground**

Author/Byline: Unknown

A man staying in the tent area at the Paul Bunyan Campground in Bangor told police Friday that when he went to strike up a conversation with a neighbor, the other man became belligerent and pulled out a knife.

The man told police that the other man, Andrew Lewis, 37, told him to mind his own business and then pushed him. The men exchanged pushes, then Lewis pulled out a knife and began making stabbing motions at the other man, witnesses told Bangor police Officer **Bill Lawrence**. **Lawrence** found the knife in a bag on the ground at Lewis' feet and summoned Lewis on charges of criminal threatening with a dangerous weapon and disorderly conduct.

Investigating a complaint of a group of men being disorderly and throwing trash on Center Street in Bangor late Thursday night, police found one of the men wearing gloves, carrying a ghost mask and brass knuckles, and hiding behind a vehicle. Confronted by police after 11 p.m., Joshua York, 21, of Bangor claimed he was wearing the gloves because he was cold. York explained that he had the gray-colored ghost mask under a ball cap because he had "a lot of enemies," Bangor police Officer David Bushey reported. York was summoned on a charge of carrying a concealed weapon without a permit and was given a warning for drinking alcohol in public and for disorderly conduct. A transient man was charged Friday morning with assault after it was reported the night before he had struck two people in the emergency room of St. Joseph Hospital.

Charles Watson, 50, reportedly struck the arm of a physician's assistant who was trying to check him out Thursday night and then kicked a security officer who intervened and stepped between them. Watson was summoned for assault. He told Bangor police Officer Brad Hanson the next morning that he drank about a liter of vodka straight and didn't remember what had happened.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
February 17, 2004

**Bangor police cruiser involved in accident**

Author/Byline: Unknown

A Bangor police cruiser was involved in an accident Monday morning.

Lt. Jeff Millard reported that at about 8:40 a.m. a Dodge passenger car driven by Nancy Eshnaur, 48, of Bangor rear-ended a cruiser stopped on the side of Kenduskeag Avenue. **Officer William Lawrence** was in the cruiser, having just pulled another car over.

**Lawrence** complained of pain in his neck, and Eshnaur complained of pain in her face. Eshnaur evidently had been unable to see the cruiser's flashing lights because of glare from the sun. Damage to the cruiser was estimated at \$5,000. Damage to Eshnaur's car was estimated at \$4,000.

Millard's report did not cite any improper action on the part of **Lawrence** or Eshnaur. Both drivers were wearing seat belts.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
November 1, 2002

**Sheriff's race sports long, thorny roots**

Author/Byline: Doug Kesseli

For longtime residents of Penobscot County, the race for sheriff is a case of *deja vu*, pitting two-time adversaries Glenn Ross, the Republican incumbent, against Democrat Tim Richardson, who held the office in the early 1980s.

At a recent candidates night the two challenged each other by raising some of the same issues that were raised 18 years ago. There's a lot of history here. Ross, a one-time Democrat, defeated Richardson in the Democratic primary in 1984. Richardson once fired Ross, who was a patrol sergeant. Both candidates have lengthy lists of training and educational accomplishments in law enforcement, and in broad terms support many of the same things. They each want to improve conditions at the Penobscot County Jail, a facility built to house 136 inmates but now with a population that peaks at 180. They also want to maintain a strong police force in the county.

As sheriff from 1980 to 1984, one of Richardson's main contentions is what he describes as the deplorable conditions at the jail and unacceptable personnel turnover in the department. Richardson points to what he has calculated to be 71 percent turnover in the department over the past two years. To buttress his case about problems in the jail, in the waning minutes of the candidates forum Tuesday, Richardson produced a letter showing that a consultant has been hired to "regain the professional reputation" of the department. Richardson said that in order to regain the reputation, you had to have lost it first.

Ross, named sheriff after the death of former Sheriff Ed Reynolds last summer, denied Richardson's main assertions and chided his opponent. "Some numbers have been thrown out here, but the numbers are not valid and I would urge you to recheck the math there, Tim," Ross said.

According to Ross and the department's financial point man, Lt. Keith Hotaling, turnover isn't uncommon across the state or nationally, especially in the corrections division. Hotaling said earlier this week that the average full-time corrections employee stays slightly less than five years and part-timers stay for less than a year. That has led to turnover in county corrections that has averaged 33 percent per year over the past 15 years, he said. In the patrol division, turnover has averaged only 9 percent over the past six years.

At Tuesday's forum at the Greater Bangor Area Central Labor Council in Brewer, Richardson pointed out how during his 15 years operating a towing company, turnover averaged only 8 percent. But while Richardson was sheriff, a deputy resigned complaining that 55 officers had left the department between 1982 and 1984 at a time when the department's staff was 45 people. That works out to 40 percent turnover a year. Along with these personnel issues, supporters of



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**William R. Lawrence**

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Richardson question whether politics and retribution were involved when patrol Lt. **William Lawrence** - who ran as chief deputy for sheriff candidate Richard Stitham in the Democratic primaries - was transferred to the court security division where Stitham works. **Lawrence's** lieutenant's job is to be transferred to the jail and the position to be opened for applicants. Ross denies any involvement in the transfer, citing a letter from Reynolds in June that temporarily transferred **Lawrence** to the courts out of concern for jail security. Ross said he sought to retain **Lawrence's** position and add a second lieutenant's position to improve oversight at the jail, but was told by the Penobscot County commissioners that the jail position needed to come from existing positions.

For his part, **Lawrence** has referred any comments to his attorney Warren Silver, who in turn declined to comment.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
July 16, 1999

**Stop Fraud Seminar set to stop scams in Lee**

Author/Byline: Unknown

A Stop Fraud Seminar, an effort to stop telemarketing scams and frauds in the community, will be held from 2 to 4 p.m. Thursday, July 22, at the Lee Town Office. The seminar is hosted by the American Association of Retired Persons, the Penobscot County Sheriff's Department and the town of Lee.

The seminar is open to the public. The purpose is to alert both younger and older people to popular scams and frauds. Americans of all ages are victims and lose billions of dollars every year.

Speakers will be Sgt. **William Lawrence** and Deputy Paul Gaucher of the Penobscot County Sheriff's Department. For information, call 947-4585 or 738-2134.

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[CB&A Note: To view this Lawsuit in its entirety, please follow the links below.]

<https://law.justia.com/cases/federal/district-courts/FSupp/924/1219/1471524/>  
<https://casetext.com/case/comfort-v-town-of-pittsfield>

Bangor Daily News (ME)  
May 23, 1996

**Pittsfield man wins \$385,000 in suit against police officer> 1993 arrest for OUI led to accused's charges of excessive force**  
Author/Byline: John Ripley

A Pittsfield man Pittsfiwho accused a police officer of excessive force three years ago has reached a \$385,000 out-of-court settlement with the town.

Kenneth Comfort claimed in a federal lawsuit that Pittsfield Officer Christopher Tremblay shoved his head against a door jamb after arresting him for drunken driving on May 15, 1993. In documents filed in U.S. District Court, Comfort, 33, said he agreed to take a sobriety test after being stopped for driving erratically as long as his truck would be returned to him if he passed the exam. But upon arriving at the station, an officer allegedly asked a dispatcher to have Comfort's truck towed. After a heated argument, Comfort was arrested by Tremblay, who handcuffed him and allegedly shoved his head against the door jamb. In the lawsuit, Comfort recalled receiving a second blow before losing consciousness and striking his head on the floor of the station. He later was treated at a hospital for damage to his right eye, bruises, cuts on his chin, and broken teeth. Comfort claimed in the lawsuit that he did not resist arrest, and that another officer, Ronald Richards, corroborated much of his story.

Tremblay allegedly told Richards he thought he had killed Comfort, who also claimed that police altered incident reports to cover up the alleged beating. Comfort was acquitted of the OUI charges in December 1995, partly because of Richards' testimony.

In response to the lawsuit, the town of Pittsfield, former Chief **William Lawrence**, Officers Wilfred Dodge and Tremblay and dispatcher Mary Heath argued that they should be protected by the qualified immunity standard, which generally protects public officials from civil lawsuits.

Though some of Comfort's claims were dismissed, a federal judge last month allowed the crux of his case to proceed to trial. Within two weeks, the case was settled. The bulk of the \$385,000 settlement was paid by the town's insurance company, said Town Manager Dwight Doherty. Doherty referred further comment to attorneys, who could not be reached Wednesday.

Comfort's lawyer, Joshua Tardy, said Tuesday, "Mr. Comfort views it as a fair settlement of his claims, and he's extremely happy to get the case over and done with and he's looking forward to moving on."

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
December 7, 1995

**Man suing officers > Case alleges police brutality**

Author/Byline: Sharon Mack

Having been acquitted in court, a Pittsfield man is turning the legal system back on police he said brutalized him. Kenneth "K.C." Comfort of Pittsfield was found not guilty Wednesday of operating a motor vehicle while under the influence of intoxicating liquor, after a three-day jury trial in Somerset County Superior Court. The OUI charge was the first of two cases involving the Pittsfield Police Department and Comfort. The second case is a pending police brutality suit in U.S. District Court in Bangor.

According to Pittsfield Police Chief Steve Emery, the testimony of former Pittsfield Police Officer Ronald Richards was a major factor in Comfort's acquittal. Emery said Richards' testimony contradicted that of two other Pittsfield officers -- Chris Tremblay and Wilfred Dodge -- who arrested Comfort in Pittsfield 2 1/2 years ago. Emery said Richards' testimony planted doubts in the jurors' minds. He said the jury deliberated only a few minutes before returning the not guilty verdict Wednesday morning.

Comfort filed the brutality suit in May 1995, alleging he received serious injuries during an arrest by two Pittsfield police officers in May 1993. Comfort also alleges that police reports were altered to cover up the incident. Comfort, 30, had to be taken from the Pittsfield Police Station by ambulance after he sustained a fractured jaw, possible nerve damage, vision loss in his right eye, a chin laceration, and damaged and fractured teeth.

Specifically named in the suit are former police Chief **William Lawrence**, Officers Christopher Tremblay and Wilfred Dodge, and dispatcher Mary Heath.

According to the incident log at the Pittsfield Police Department, Tremblay and Dodge struggled with Comfort during his arrest on the OUI charge. The log stated that Comfort was resisting arrest and that all three men fell during the altercation. Neither officer was injured.

The suit, however, states that Comfort was pushed through a narrow doorway by the officers "with excessive force" and landed on his face. His hands were cuffed behind his back. The suit further states that a report on the incident, filed by Officer Dodge, was altered without his knowledge and was part of a conspiracy among the other officer, the chief and the dispatcher to hide the truth about the incident. After Dodge filed his report, Tremblay and **Lawrence** removed it from the file and altered it, without Dodge's consent, the suit maintains.

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**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
July 28, 1995

**Man acquitted of assaulting ex-police chief > Craig confronted investigator after being followed for a year**

Author/Byline: Sharon Mack

Daniel Craig, 34, of Bangor, was acquitted in Penobscot County Superior Court Thursday afternoon of charges he threatened, assaulted and robbed a private investigator that had been following and filming his family for a year. Craig had been charged with attacking **William Lawrence**, Pittsfield's former police chief and a private investigator who had been observing Craig and his family for a Workers' Compensation insurance adjuster.

The incident happened on Nov. 17, 1994, nearly a year after Craig had noticed a red pickup truck following and photographing various members of the Craig family. Craig maintained throughout the four-day trial that he believed **Lawrence** was stalking his family and was frightened for their well-being, "I knew that if we were to go in that courtroom and just tell the truth, the system would work," said Craig following the verdict. "This verdict proved that **Bill Lawrence** is dishonest. The man has made my life a living hell for over a year."

Craig testified that he approached **Lawrence** as he was sitting in his truck at the WZON radio station in Bangor. He said he put his arm out to stop **Lawrence** from advancing on him. **Lawrence** said he was 6 feet tall and weighed 225 pounds and lifted weights. Craig weighs about 120 pounds, is 5-feet-5 inches tall and is 100 percent disabled from a back injury. Craig said he repeatedly demanded to know who **Lawrence** was and why he was stalking his family, but **Lawrence** just swore at him and told him it was none of his business. When Craig asked for **Lawrence's** film and video, he willingly handed it over, Craig said.

The jury of nine men and three women chose not to believe **Lawrence's** version of the incident. **Lawrence** testified that Craig threatened him with a metal pipe, struck him in the chest and stole his films. "This is not Dodge City. This is Bangor, Maine," Assistant District Attorney Gregory Campbell told the jury in his closing remarks. "We don't settle our disputes by rounding up our family and going after somebody. We use the law." But Becky and Dan Craig said the law had failed them when they repeatedly tried to report what they believed was a stalking.

In desperation, after more than a year of being watched, filmed and followed, Dan decided to take matters into his own hands. He confronted **Lawrence** as the private eye was videotaping his family and demanded to know who he was and what he wanted. He asked **Lawrence** for his film and **Lawrence** handed it to him. Once it was developed, the film was turned over to the Bangor police, part of the evidence Craig believed he needed to stop a stalker.

The jury deliberated less than 90 minutes, a period of time that included a lunch break, before bringing back not guilty verdicts on all three charges: criminal threatening with a dangerous

**Internet – Newspaper Archives Searches**

**William R. Lawrence**

*(Articles are in reverse chronological order)*

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weapon, assault and theft. In his closing remarks, defense attorney N. Laurence Willey Jr. said that **Lawrence** had lied to the investigating officer, lied to the company that had hired him for the surveillance and lied on the witness stand. "It is outrageous. This family has been terrorized for over a year. **William Lawrence** was the aggressor. He was the aggressor every day that he terrorized this fine family." Willey also maintained that **Lawrence's** motive was to harass Craig and force a confrontation because if convicted of a criminal charge, Craig would lose all workers' compensation benefits.

**Lawrence** is not done with court proceedings, however. He, along with two Pittsfield police officers, a dispatcher and the town of Pittsfield, are defendants in a police brutality civil suit filed in federal court in Bangor. The suit alleges that **Lawrence** changed police reports following an arrest in Pittsfield in May 1993 in which the person arrested sustained serious injuries. The reports indicate the man fell in a stairway and was injured.

**Internet – Newspaper Archives Searches**  
**William R. Lawrence**  
*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
November 18, 1993

**Police chief quits to take position in private sector**

Author/Byline: Sharon Mack

Pittsfield's controversial police chief resigned his position this week. **William Lawrence**, in a letter to Town Manager D. Dwight Dogherty, said, "It has been a great experience working for you and the town of Pittsfield. However, I've had an offer to return to the private sector that I cannot turn down."

On Wednesday, **Lawrence** said, "After three years as chief here, I have reached all the goals I originally wanted." **Lawrence** said he had been entertaining offers for private-sector jobs for the last year and the most recent offer, which he would not disclose, "was just too good to pass up."

Town councilors expressed concern recently over serious complaints made by residents regarding **Lawrence's** job performance and implications by some of his own officers that he is difficult to work with. But the chief said the complaints were based on his "get-tough" policing methods, which contrasted with previous policing philosophy in town. "Unfortunately, that's the role we have to play," **Lawrence** said in an October interview. "Sometimes the police have to make tough decisions. I'm not saying (the decisions) are always right, but they have to be made."

**Lawrence** said this week his tenure in Pittsfield "had been both positive and negative. Right now, I really don't want to be in the public eye any longer." **Lawrence** said he eventually will move to either the Bangor or Portland area from Pittsfield.

Dogherty said he will begin advertising the position immediately and conduct a search for a new police chief. He said the process will take at least two months. **Lawrence's** last day as chief will be Dec. 11, and Sgt. Timothy Roussin will be acting chief until a replacement is hired.

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**William R. Lawrence**

*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
October 23, 1993

**Complaints raised about head of police > Chief blames his 'get tough' policy**

Author/Byline: Sharon Mack

Chief **William Lawrence** "Unfortunately, that's the role we have to play. Sometimes (the police) have to make tough decisions. I'm not saying (the decisions) are always right, but they have to be made. I am not a fence sitter," said the chief. "I have tough decisions to make and I'm not afraid of making those decisions," said **Lawrence**. "I am a working chief," he explained, "sometimes people expect me to be a politician."

Town Manager D. Dwight Dogherty said this week "I am concerned that the image of the police department is not better than it is." He said complaints had been more frequent recently and that he is dealing with them on a "case by case basis."

Although the Pittsfield department's standard operating procedure forbids officers from making "any derogatory, discreditable or disparaging public statements concerning the department or its officers," several law enforcement officers have brought their concerns to the NEWS. At least three residents have also talked to NEWS reporters about alleged inappropriate behavior by the chief after they made official complaints to town administrators.

They charge that **Lawrence** has violated his own policies by: having unauthorized persons in the cruiser while on duty; pitting one officer against another within the department; using the department's computer link with state police files to provide information to private detectives; allowing unauthorized personnel into the dispatch center while the computer is being used; and not telling the truth when dealing with citizens or the media.

**Lawrence** said no one has brought forth any problems to his attention regarding the use of the dispatch center. He didn't respond directly concerning any of the other complaints. "When a citizen has a problem with one of my officers, the citizen comes to me with his complaint. When they have a complaint with me, where do they go? To the town manager and the media," he said.

The chief defended his aggressive police style with statistics. "Before I came here, we had a 9 percent clearance rate. Since I've been here, it's been 30 percent or better. That tells me that not much was being done before I got here." **Lawrence** also said that he has made important strides in updating equipment and training for his officers, despite a bare bones budget.

Rumors of dissatisfaction within the department have been rampant in past months, including complaints that **Lawrence's** own officers are having difficulty working with him. One officer, Ronald Richards, recently was suspended for four days without pay by **Lawrence** and has filed a grievance with the police union regarding that action. "I may have stepped on some toes," said



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**Lawrence**, but he added that "my position is not a popular position. I'm damned if I do and damned if I don't."

Mayor Robert Downs confirmed this week that he had received complaints from some residents regarding **Lawrence's** actions both on and off the job. He said he followed up each complaint with a visit to the town manager. He said he had received infrequent complaints throughout the two years that **Lawrence** has served in Pittsfield, but that the number and severity of the complaints has increased in recent months.

Councilor Kathleen Brattoya said she also had received complaints, both in person and in writing. When asked if she felt the complaints were frivolous or serious, she said "Any complaint against a public official is serious. But also, there are usually three sides to any story: the complainant's version, the official's version and the truth. I have received more than a few letters regarding his performance. I am very concerned. We may have to look at our choice of chief in the future."

Dogherty attributed many of the complaints to "aggrieved parties" and said that **Lawrence's** administrative style was very different than his predecessor, Spencer Havey's, and had made some residents uncomfortable. "I think this has a lot to do with this being a small town with a city mentality in the administration of police procedure. What appears to an innocent bystander as out of line or poor judgement, may have been police techniques to evoke an admission," he said.

Dogherty said there clearly was dissension in the department, but he said it was not serious enough to impede police operations or efficiency. "If an officer needed assistance, there is no officer that would not respond. But in interpersonal dealings, there is some strain."

**Lawrence** was hired as Pittsfield's chief in March of 1991, following a brief stint as a private investigator. From 1977 to 1988 he served first as a patrolman and eventually as a detective for various police departments, including Pittsfield, Bangor, and Waterville.

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**William R. Lawrence**

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Bangor Daily News (ME)  
October 6, 1993

**Weekend incidents at MCI raise questions by FBI, attorney general**

Author/Byline: the NEWS Staff

In the wake of a near riot on the campus of Maine Central Institute last weekend, reportedly racially motivated, state and federal law enforcement agencies have begun asking questions of the Pittsfield Police Department. Pittsfield Police Chief **William Lawrence** said the Federal Bureau of Investigation and the Maine Attorney General's Office were pressuring him for information because the incident had been characterized as racial in nature.

U.S. Attorney Jay McCloskey confirmed Tuesday that he had asked the FBI to conduct some preliminary inquiries about the incident to determine whether further investigation is appropriate. McCloskey said his office was interested in possible federal civil-rights violations. McCloskey said his request to the FBI was standard procedure and was prompted by newspaper articles. Meanwhile, at least one parent kept her child home from the school on Tuesday, fearing for the student's safety. The parent said she knew of other parents who also kept their children home, but school officials said attendance was normal. Headmaster Douglas Cummings said Tuesday that he was considering cancellation of homecoming activities this weekend because of concern over other outbreaks of violence. No decision had been made late Tuesday and youngsters were busy with homecoming preparations.

Throughout the day Tuesday, MCI students and administrators made their way through the Pittsfield police station as **Lawrence** took statements and tried to sort through divergent stories of the weekend's activities. Calls to **Lawrence**'s office were not returned and he did not make himself available for interviews. However, all three officers involved in the weekend incidents -- Christopher Tremblay, Jason Richards and Sgt. Tim Roussin -- reportedly met with **Lawrence** Tuesday night to assess progress in the investigation. Earlier in the day, **Lawrence** placed a gag order on all Pittsfield officers, forbidding them to discuss any of the weekend's events.

The reports of violence last weekend included altercations between town and boarding students, an alleged sexual assault on a town student by a boarding student, and an alleged armed robbery of town students by boarding students. Donald Chute, 21, of Pittsfield, who was charged with criminal threatening with a dangerous weapon during a confrontation between two groups of students, maintains that his actions had nothing to do with any fighting going on between the students. He said he was defending his brother and his brother's property with a BB gun. Chute and a group of his friends said in an interview that the problems between the town and dormitory students have more to do with cultural differences than race. "They claim they come here hoping to get away from all the big city street violence. That's not true because they just bring it here with them," said a local youth who didn't want to be identified because he said he feared for his safety at the school.

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*(Articles are in reverse chronological order)*

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Bangor Daily News (ME)  
May 10, 1993

**Newport police review response policy**

Author/Byline: Sharon Mack

Police and town officials are reviewing their police response policy in Newport this week. Newport police came under fire in past years because of a quirk in the location of their commercialized zone, called the Triangle, which straddles the town line. Many small police departments, particularly in rural areas, are grappling with the questions, "When do we cross that town line? Do we have the authority to do so?"

Most organized police departments in central Maine have no policies. Some have specific guidelines, but many have a simply understood agreement that they will respond outside their town limits only when another officer requests help. East Millinocket, for example, borders Medway and Millinocket, and all three towns have organized police departments. According to Officer Willard Brannen, an informal agreement exists, not in the form of a policy or contract, that allows for mutual aid among the three towns. Brannen said that each police department responds when requested by any other for an officer needing assistance or in a serious emergency situation. Fairfield will respond when requested by Waterville, Oakland, Skowhegan or Winslow. Lincoln will respond in the middle of the night to assist with an accident on Interstate 95, said Officer Ken DeBeck, "as will Medway up above us and Howland down below."

Pittsfield police Chief **William Lawrence** said that his department would respond out of town for three reasons: another officer requesting assistance; as part of the mutual aid contract with Newport police; and to stand by at a traffic accident with injuries until the proper agency can arrive. Pittsfield also has no organized police departments bordering its jurisdiction. "It is a very gray area," said **Lawrence**. "If we respond to a situation out of town, we could probably be held liable. But if another agency requests our assistance in an emergency, we could probably be held accountable if we didn't respond." **Lawrence** said Pittsfield police are sworn in when hired "to uphold the state, federal and town laws for the town of Pittsfield. Nowhere else. But we also have an obligation to protect the community and uphold other officers. Crime doesn't stop at town lines. The drugs in Hartland are being sold in Pittsfield. And the drugs in Pittsfield are being sold in Hartland."

Pittsfield officers also use town cruisers to attend court in Skowhegan. In Newport, the District Court is across the street from the police station but Superior Court is in Bangor, along with the jail. In Newport, the Triangle is a strip of fast-food restaurants, car dealerships, gas stations, auto supply and other businesses that is bisected by the town line. Some of the businesses sit on the Palmyra side of the border. Problems arise with coverage of the area because unlike many of the other mid-Maine departments, no organized police department borders Newport. Palmyra is covered by state police and Somerset County agencies. If it is 3 a.m. and no county or state

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officer is on duty, the only law enforcement person within miles is the Newport on-duty officer. The situation already has been put to the test: Two years ago, a Newport officer had to sit in a gas station parking lot, just feet from a brawl at a restaurant, unable to respond until a county or state officer arrived, because of the response policy.

The practice of crossing town lines, for any reason, is expected to be a sticking point in the negotiation of the new policy. The original response policy was created in 1991, but revised in 1993 specifically to address response concerns at the Triangle. Some Newport residents did not want the town police responding out of town for any reason, believing that the town would be liable for being outside their jurisdiction. The policy was changed at that time so Newport can go over the line to crime scenes in Palmyra only when specifically requested to do so by another officer who is already at that scene.

With the current construction of a Wal-Mart just over the Newport line in Palmyra, and the possibility of several more spinoff businesses, town officials are more concerned than ever about police coverage at the border.

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Bangor Daily News (ME)  
December 1, 1992

**Police force reduction still a Pittsfield option**

Author/Byline: Brenda Seekins

A reduction in the police force is one of the options Pittsfield town councilors left open as a way to trim the proposed 1993 municipal budget. More than \$20,000 was cut from the 1993 municipal budget in Pittsfield during the first night of budget deliberations by the council Monday. A majority of the savings in the proposed budget came from the police department budget. While \$5,200 in new weapons and computer software were eliminated with little discussion, Chief **Bill Lawrence** was reluctant to recommend a smaller force. To assist the council in its decisions, he prepared a cost comparison between a five-man force and a four-man force.

With the recent resignation of one officer, **Lawrence** is currently working with a four-man department. Although **Lawrence** acknowledged that he could operate with a four-man force, he cautioned that the result would be added overtime costs and increased stress for remaining officers. "I'm not sure the savings is worth going without that fifth man," **Lawrence** said. With a four-person department, the town would save \$20,800 in personnel costs. But **Lawrence** estimated that overtime costs for a smaller department would increase \$20,950. The total personnel costs for five people would be \$171,360, compared to \$163,788 for four people.

"It appears we'll get more service with a five-man department and not as much overtime cost. It's more than double in overtime costs with four men. For the extra \$7,572, we're better off with the fifth man," said Councilor Everett Connors.

Councilors discussed various options that could be pursued with a four-person police department, including the elimination of some shifts, using reserve officers for weekend work only, and limiting the amount of overtime one officer could work. Currently, the union contract requires that any open shift be offered to full-time officers, thereby increasing overtime expenses. To limit the overtime or add more work for reserve officers would require renegotiation of the union contract.

Officer Chris Tremblay said he worked 50 hours in overtime last week. "I turned down two shifts, and I'm still feeling tired. If that went on year-round, you'd take as much (overtime) as you could get, but burnout is another factor."

Tremblay also cited the experience of Chief **Lawrence** as an investigator. With the five-person force, he said, **Lawrence** would be free to follow up on investigations rather than working a patrol shift. The fifth person, **Lawrence** said, also would provide more training opportunities for the officers. "It works real smooth with five men," Tremblay said.

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"This town likes the 24-hour service and the fact that someone is available to answer their calls," **Lawrence** said. "If you're suggesting the State Police or the Sheriff's Department could handle some shifts, they're already stretching their limits. There's no guarantee they could respond."

In the capital budget, the council trimmed \$10,000 from the highway department reserve account. The account may be increased by the same amount next year. For additional savings, the councilors once again opted to forego the \$300 annual stipend for each councilor for a total of \$2,100. Councilors will receive \$1 a year. Councilors favored an expense account capped at \$300 for councilors to use at their discretion.

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Research Compiled by:      Amanda Dillabough & Winona Saunders  
   Colin Baenziger & Associates