Town of Hermon
Public Safety Meeting Room
February 15, 2024
Town Council Meeting
7:00 PM
MINUTES
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ALL ITEMS ARE SUBJECT TO APPROPRIATE COUNCIL ACTION

I. **CALL TO ORDER BY CHAIRPERSON:**

II. **PLEDGE OF ALLEGIANCE:**

Chair Murphy led those in attendance in the Pledge of Allegiance

III. **ROLL CALL:**

Members Present: Richard Cyr, Christopher Gray, Danielle Haggerty, Ronald Murphy, John Snyer III and Steven Thomas
Members Absent: Derek Wood - Excused
Others Present: Town Manager Joshua Berry, Town Clerk Kristen Cushman and 11 residents/guests

IV. **PUBLIC ITEMS OR COMMENTS:** *(ITEMS NOT ALREADY ON THE AGENDA)*

Greg Newell, Stage Rd:

I have had many questions about the company DNS that has done IT assessment of the school district and the supposed "forensic audit" that was completed on the ransomware attack.

First thing is **words means things.** For example, "audit" to a tax person or accountant, means looking at numbers and check to see if accounts balances are correct and so much more.

But for an IT person audit means something different. It means scans of networks, scans of software, scanning and reviewing Anti-Virus, firewalls, etc. Reviewing of policies, guidelines, etc. And there is much more to it.

Most audits have a standard they are basing it off of.

The following terms are used in IT:
- IT audit
- IT assessment
- Network scan
- Penetration test
- Security audit

These terms are NOT interchangeable.

The school did not have an IT audit, or any of the terms that I just used. I called DNS to ask what standard they used to evaluate the school. They refused to tell me.
I asked if they used NIST standard. They still refused to tell me.

The DNS assessment and recommendations is only 10 pages long.

The Team I lead for IT audits, that we did for the DoD on Army Units would be hundreds of pages long.

I was expecting a report, if they used NIST standard, to be around 100 pages long.
(National Institute of Standards and Technology)

All this leads me to the ransomware attack. The superintendent has used several different terms, but the one he has used the most was a **forensic audit** was completed.

Now this term is not like any of the others I have stated so far. It comes with lots of requirements.

A forensic audit is done when a crime has been commented against an organization. The IT arena, law enforcement and lawyers have created very specific certifications and procedures that would stand up in the court of law.

The last time I checked the DoD was having individuals use the SANS company certifications.

- Ransomware and Cyber Extortion
- Windows Forensic Analysis
- Mac and iOS Forensic Analysis and Incident Response

I have not been able to or allowed to see the full report on what they did with the ransomware attack.

But if it was this one-page description of what steps they took, that was in the 4Dec2023 Superintendent report is it, then a correct and proper investigation was not done.

And I would not trust the results one bit.

I have more than 22 years' worth of IT experience and I have read lots of forensic reports. I could not do it. It takes a very specialized company and people to do it.

And when I talked to DNS in December, they stated they do not do any type of forensic work and wouldn't even know where to send someone to get one done.

They stated that I should go to a Cyber Insurance company and ask them who they would use.

Also, by the way, the school does not have cyber insurance.

V. REVIEW CONSENT CALENDAR: REGULAR BUSINESS, APPOINTMENTS, SIGNATURES, AND APPROVAL OF MINUTES:

MINUTES	-APPROVE	**2/1/2024**
SIGNATURES	**-APPROVE**	
RESOLVES	**-SIGN**	
WARRANTS	**-SIGN**	**2/16/2024**

Councilor Cyr moved to approve the Consent Calendar as presented. Councilor Thomas seconded the motion. Motion passes 6-0.

VI. NEWS, PRESENTATIONS AND RECOGNITIONS:

VII. PUBLIC HEARINGS:

VIII. COMMITTEE REPORTS:

IX. SCHEDULED AGENDA ITEMS:

A. OLD BUSINESS:

B. NEW BUSINESS:

FR23-24-15   **Consider accepting** the FY25 Capital Improvement Plan

Councilor Thomas moved to approve FR23-24-15. Councilor Snyer seconded the motion. The motion was accepted. Motion passes 6-0.

FR23-24-16   **Consider** accepting Maine Forest Service Volunteer Fire Assistance Program Grant

Councilor Snyer moved to approve FR23-24-16.   Councilor Gray seconded the motion.   The motion was accepted. Motion passes 6-0.

FR23-24-17   **Consider** accepting sponsoring funds from Pottle family for the High School Athletic Complex

Councilor Snyer moved to approve FR23-24-17.   Councilor Gray seconded the motion.   The motion was accepted. Motion passes 6-0.

R23-24-13   **Consider** appointing members to the Charter Ad-Hoc Committee

- Councilor Thomas suggested to have the Town Council pick the residents to serve on the committee vs the Town Manager selecting a panel for the Councils review and amend before final vote
- Councilor Haggerty suggested an additional area to add in the Charter – Code of Ethics to be the umbrella over all organizations of the town
- Councilors discussed the number of residents to be on committee with possibly an alternate – final decision was 5 residents
- Councilors established the Council members to serve: Chris Gray and Richard Cyr
- Residents presented why they would like to be on the committee
  - Kim Nichols
  - Charles Hillman
  - Greg Newell
  - Ed Ford
  - Chad Leonard
  - Frank Rapp
  - Haily Keezer
  - Rick Burgess

Tabled until February 29, 2024 Council meeting

C. WORKSHOPS:

Discussion on mailbox – current policy attached

Councilor Gray presented the Town of Veazie Mailbox/Post Replacement Policy and all councilors joined in with comments/reasons to be for or against a Hermon mailbox policy.

RFP – Auditor

Councilors reviewed the last RFP sent in August 2023. Town Manager to dust off the RFP with new dates and a timeline for the Council.

D. OTHER ITEMS: (FROM TABLE PACKAGE)

Councilor Cyr to waive council rules and accept the table packet. Councilor Snyer seconded the motion. The motion was accepted. Motion passes 6-0.

IX.   SCHEDULED AGENDA ITEMS:

A. OLD BUSINESS:

B. NEW BUSINESS:

R23-24-14   **Consider** assigning Town Council members to the School Budget Committee for FY 24-25

Councilor Haggerty to waive council rules and accept the table packet to consider voting on R23-24-14. Councilor Cyr seconded the motion. Members to serve will be Danielle Haggerty and John Snyer III and Chris Gray will be the alternate. The motion was accepted. Motion passes 6-0.

C. WORKSHOPS:

D. OTHER ITEMS: (from Table Package)

Councilor Snyer to waive council rules and accept the table packet to consider entering executive session. Councilor Haggerty seconded the motion. The motion was accepted. Motion passes 6-0.

Executive Session started at 8:01pm

EXECUTIVE SESSION:

Consider entering into Executive Session to discuss labor negotiations per 1 M.S.R.A. § 405(6)(D)

Executive Session ended at 8:23pm.

Town Council ended table packet and resumed regular meeting agenda.

X.   APPOINTMENTS:

XI.   MANAGER STATUS REPORT:

- **Joint meeting with the Planning Board on February 20, 2024 at 6:30**
- **Town office will be closed February 19, 2024 for President's Day**
- **School vacation is next week, and the High School boys' team will be playing February 16, 2024 at 4:00pm at the Cross Center. Come out and show your support.**
- **Hermon Fire will be on WABI tonight highlighting the fire prevention week in the fall of 2023 that the Patricia A Duran School students participated in. Because they completed the packet of information they were treated to popsicles.**

XII.   FINAL PUBLIC ITEMS OR COMMENT: *(ITEMS NOT ALREADY ON THE AGENDA)*

- **Greg Newell, Stage Rd**
- **Haily Keezer, Orchard Dr**

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XIII.   COUNCIL ITEMS:

Danielle Haggerty: Next School Budget meeting will be February 27, 2024 at 4:00pm. Along with an update on the school budget process and letter from the IT Director.

Richard Cyr: Ms. Lackedy might be getting some ARPA money from the State for a future building for the food pantry.

Chris Gray: Football helmets are nearing their expiration date and will need approximately $30,000 to replace all the helmets.

Ronald Murphy: Read the letter from IT Director:

> **From: Alex Bridges <alex.bridges@schools.hermon.net>**
> **Date: Mon, Feb 5, 2024 at 12:35 PM**
> **Subject: Tech Updates 2/5/24**
>
> **Good Morning,**
> **I am excited to share with you some of the progress we have been making in regards to improving our network security and bringing our district where it needs to be.**
>
> - **MSLN Update: Our primary internet connection has been transitioned to MSLN as of 1/19/24 and our 30 day disconnect notice has been given to FirstLight. Some of our systems still utilize the old connection such as the phone system and sports streaming. The transition of these systems to MSLN will tentatively be completed by the end of February break.**

- **Frontline Update: We are currently in a holding pattern on inventory. This is a project that will take place over the summer primarily with our internal IT staff.**

- **Firewall Update: I have proceeded with the procurement of a Fortinet FortiGate 600F Firewall which includes 5 years of licensing and support. This firewall is considered a next generation firewall or (NGFW) and has capabilities such as intrusion detection, antivirus, cloud threat intelligence, as well as web and application filtering.**

- **Server Update: I have proceeded with the procurement of two high end Dell servers with 5 years of support. These servers will host a new active directory server, phone system, print server, file shares, and network management software, and any other servers required to keep our district operational.**

Thank you,
Alex Bridges

XIV.   EXECUTIVE SESSION:

Councilor Snyer moved to enter Executive Session to discuss a personnel matter per to 1 M.S.R.A. 405 (6)(A). Councilor Gray seconded the motion. The motion was accepted. Motion passes 6-0.

The Motion carries. Executive Session started at 8:51pm

Consider enter into Executive Session to discuss a personnel matter per 1 M.S.R.A. § 405(6)(A)

Councilors returned and ended executive session at 9:10pm

XV.   ADJOURNMENT:

Councilor Snyer moved to adjourn the meeting at 9:15 PM. Councilor Gray seconded.   With no objection the meeting was adjourned at 9:15 PM.

Respectfully Submitted,

Kristen Cushman
Town Clerk

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Explanatory note #1: All items in the CONSENT CALENDAR are considered routine and are proposed for adoption by the Town Council with one motion without DISCUSSION or deliberation. If DISCUSSION on any item is desired, any member of the Council or public may request the removal of an item for it to be placed in the regular agenda prior to the motion to approve the Consent Agenda.

Explanatory Note #2: In the interest of effect decision-making: At 10:00 p.m., the Chairman shall poll the Council and Town Manager to identify remaining items which shall be carried forward to the next Regular Meeting.

Explanatory Note #3: A Councilor who feels the need for the Council excusing his/her absence will make the request to the Town Manager or the Town Clerk prior to the meeting.