



Town of Hermon

Public Safety Meeting Room

March 28, 2024

Town Council Meeting

7:00 PM

AGENDA

To watch Council Meetings go to hermonmaine.gov click Council click Town Council Meetings click Zoom

Please see the complete video at [Town Council Meetings | Hermon \(hermonmaine.gov\)](http://Town Council Meetings | Hermon (hermonmaine.gov))

*****ALL ITEMS ARE SUBJECT TO APPROPRIATE COUNCIL ACTION*****

- I. CALL TO ORDER BY CHAIRPERSON:**
- II. PLEDGE OF ALLEGIANCE:**
- III. ROLL CALL:**
- IV. PUBLIC ITEMS OR COMMENTS: *(ITEMS NOT ALREADY ON THE AGENDA)***
- V. REVIEW CONSENT CALENDAR: REGULAR BUSINESS, APPOINTMENTS, SIGNATURES, AND APPROVAL OF MINUTES:**

MINUTES	-APPROVE	3/14/2024
SIGNATURES	-APPROVE	
RESOLVES	-SIGN	
WARRANTS	-SIGN	3/29/2024
- VI. NEWS, PRESENTATIONS AND RECOGNITIONS:**
- VII. PUBLIC HEARINGS:**
- VIII. COMMITTEE REPORTS:**



IX. SCHEDULED AGENDA ITEMS:

A. OLD BUSINESS:

B. NEW BUSINESS:

R23-24-19 Consider appointing identified Hermon residents and Town staff as Election Clerks for the State and local Elections.

C. WORKSHOPS:

Budget discussion – Josh Berry

Sick and vacation policy discussion – Josh Berry

School budget discussion – Micah Grant

D. OTHER ITEMS: (FROM TABLE PACKAGE)

X. APPOINTMENTS:

XI. MANAGER STATUS REPORT:

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

XIII. COUNCIL ITEMS:

XIV. EXECUTIVE SESSION:

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

XV. ADJOURNMENT:

Please see the complete video at [Town Council Meetings | Hermon \(hermonmaine.gov\)](https://www.hermonmaine.gov)

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.



Town of Hermon

Public Safety Meeting Room

March 14, 2024

Town Council Meeting

7:00 PM

MINUTES

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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 6 residents/guests

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

No public comments



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

MINUTES	-APPROVE	2/29/2024
SIGNATURES	-APPROVE	
RESOLVES	-SIGN	
WARRANTS	-SIGN	3/15/2024

Councilor Snyder moved to approve the Consent Calendar as presented. Councilor Gray 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:

FR23-24-18 Consider approving funds for the purchase of an enclosed trailer for election.

Councilor Haggerty moved to approve FR23-24-18. Councilor Cyr seconded the motion. The motion was accepted. Motion passes 6-0.

FR23-24-19 Consider approving funds for the Recreation football helmets

Councilor Cyr moved to approve FR23-24-19. Councilor Snyder seconded the motion. The motion was accepted. Motion passes 6-0.

C. WORKSHOPS:

Budget discussion – Josh Berry

Manager Berry presented a draft of the proposed FY 25 Budget



To: Town Council
 From: Josh Berry, Town Manager
 FY 2025 Proposed Budget Message and Summary
 Date: Thursday, February 29, 2024

I am providing for your review the proposed FY 2025 municipal budget.

Overall revenues for FY 2025 will realize an increase of an estimated \$149,800 while proposed expenses are increasing by \$200,145 resulting in a net increase of \$50,345

Cost Center Changes:

	FY 2024	FY 2025	Difference
General Government Admin	1,421,450		83,790
Economic Development / Tech	881,014	614,863	(266,151)
Public Safety	1,675,446	1,917,651	242,205
Public Works	1,603,755	1,593,213	(10,542)
Solid Waste	530,317	665,555	135,238
Recreation / Social Services	645,709	613,814	(31,895)
Debt Service	460,710	460,710	
CIP (Capt. Improvement Plan)	490,000	440,000	(50,000)
Special Assessments			100,000
General Assistance	7,500	5,000	(2,500)
Total	\$ 8,919,901	\$ 9,120,046	\$ 200,145

increase 2%



2024 Budget

Monday, February 5, 2024 2:38 PM

Increases/Decreases

- General Gov/Admin - \$83,789
 - Legal
 - Audit cost
 - IT Cost
 - 3% cola

- Econ Development - (\$266,151)
 - Large road project coming off the books

- Public safety -\$242,205
 - Police (\$127,900)
 - Fire (\$98,500)
 - Utilities and Maintenance (\$15,000)
 - Humane Society up
 - Additional member for Sheriffs Dept. - schedule changes
 - EMT/Fire Wages
 - EMT/Fire Training
 - EMT/Fire Equipment & Supplies
 - Medical Director increased substantially

- Public Works (\$10,542)
 - Eliminated 2 position - Adding in PT summer help
 - Reduced equipment and repair costs
 - Increase in snow plowing contract

- Solid Waste -\$135,238
 - Road side pick-up contract
 - Recycling cost
 - Sewer Maintenance

- Recreation/Social Services (\$31,895)
 - Moving portion of salary line to Rec Enterprise

- Special Assessments
 - County Tax Increase \$100,000



D. OTHER ITEMS: (FROM TABLE PACKAGE)

X. APPOINTMENTS:

XI. MANAGER STATUS REPORT:

- **Thank you to Kristen and the Election crew for another successful Election, appreciate the school for accommodating us for the Election.**
- **Wishing Brooke Deschaine, a Deputy Clerk, a happy birthday 30th birthday.**
- **Charter Review Committee will meet on March 20th at 6:00pm in the Public Safety meeting room.**

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

- **Ed Ford, Union St**
- **Greg Newell, Stage Rd**

XIII. COUNCIL ITEMS:

Danielle Haggerty: Gave an update on the school budget process.

Ronald Murphy: Thanked John Snyder, Danielle Haggerty, and Brian Veneziano on all their hard work with the School Finance Committee. Also thanked Kristen Cushman for everything you do for voting that include a lot of long days leading up to election day.

XIV. EXECUTIVE SESSION:

Councilor Cyr made a motion to enter into executive session. Councilor Thomas seconded the motion. The motion was accepted. Motion passes 6-0.

Executive Session started at 7:27pm

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

Councilor Snyder made a motion to close executive session. Councilor Haggerty seconded the motion. The motion carried and Executive Session ended at 8:34pm.



XV. ADJOURNMENT:

Councilor Thomas moved to adjourn the meeting at 8:35 PM. Councilor Snyder seconded. With no objection the meeting was adjourned at 8:35 PM.

Respectfully Submitted,

**Kristen Cushman
Town Clerk**

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R23-24-19

Pursuant to: Title 21-A section 503

March 28, 2024

Be it resolved by the Hermon Town Council in town council assembled to appoint the following Hermon residents and Town Staff as Election Clerks. The undersigned municipal officers of the Town of Hermon do hereby vote to appoint and confirm all Town employees and the following list of Election Clerks, such appointment to be effective from May 1, 2024, until May 1, 2026. Other Election Clerks maybe appointed by the Town Clerk when needed.

Democratic:

Rylee Cushman
Andrew Farnham
Deborah Farnham
Keely Gonyea
Sally Hartford
Kurt Keef
Kimberly Nichols

Republican:

Courtney Brown
Doug Campbell
Mary Dibona
Charlotte Dunifer
Vicki Gonyea
Vicki Murphy
Amy Oliver Stubbs
Scott Perkins
Shelby Reynolds
Lindsey Ouellette

Unenrolled:

Brooke Deschaine
Robert Dibona
Angela Ireland
Jessefa Murphy
Sue Woodilla

SIGNED this March 28, 2024, by the Hermon Town Council:

Ronald Murphy

Steven Thomas

Richard Cyr

Christopher Gray

Danielle Haggerty

John Snyer III

Derek Wood

Attest Original: _____

Motion _____

Yeas _____

Second _____

Nays _____

Date _____