



Town of Hermon
Public Safety Meeting Room
March 28, 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, Danielle Haggerty, Ronald Murphy, John
Snyer III, Steven Thomas and Derek Wood

Members Absent: Christopher Gray - Excused

Others Present: Town Manager Joshua Berry, Town Clerk Kristen Cushman and 16
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	3/14/2024
SIGNATURES	-APPROVE	
RESOLVES	-SIGN	
WARRANTS	-SIGN	3/29/2024

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

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

Councilor Haggerty moved to approve R23-24-19. Councilor Cyr 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

Sick and vacation policy discussion – Josh Berry

Manager Berry discussed the reasoning to look at the sick and vacation policy. Since COVID and staffing issues, employees rolled over the allowed amount of vacation. Manager Berry is looking to clean this area up.

School budget discussion – Micah Grant

PowerPoint and handout is shown below.



D. OTHER ITEMS: (FROM TABLE PACKAGE)

X. APPOINTMENTS:

XI. MANAGER STATUS REPORT:

- Thank you to Mr. Grant and the school budget committee for a smooth budget season. There has been a lot of back and forth conversation and we are ahead of last year's schedule with the collaboration that's gone on to get us to this point. Mr. Berry would expect we will be ready for public hearings the first part of May.
- We are potentially looking to reschedule our April 25th council meeting to May 2nd.
- High School Auditorium will be hosting the annual town meeting June 13, 2024 at 6:00pm.

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

- Greg Newell, Stage Rd
- Ed Ford, Union St
- Haily Keezer, Orchard Dr
- Regina Leonard, Wendy Acres Dr
- Chad Leonard, Wendy Acres Dr

XIII. COUNCIL ITEMS:

Danielle Haggerty: Thank for putting the additional camera in the council chambers for a front view of the podium and the dual view on the screen.

To add context for this answer: Prior in the meeting Councilor Haggerty was discussing the litigation with Micah Grant. Councilor Haggerty stated: Would you be willing to get a legal opinion on whether or not the unassigned funds meet the state law requirement? Councilor Haggerty knows it's a legal bill and that you'll then be mocked online for the legal bill. Councilor Haggerty feels it will go a long way in comfort and make things go smoother to have legal review this.

Regina Leonard: Since I am the one requesting the legal bills and insinuate that I'm mocking Mr. Grant by making the public document public to the rest of the town that tells a story and explains a lot of things to us is offensive and ignorant for you to say. I'm not mocking him by posting them. I'm sharing information and being transparent and showing the spending that's happening that has shown a lot of things going on that we didn't know about. It tells a story.

Councilor Haggerty to Regina Leonard: I was actually not accusing you of mocking Mr. Grant because you post the bills. I think posting the bills, there's nothing wrong with it at



all. The mocking is in regards to the slanderous statements said online by some people. I don't know if you have said it, but I have since left the group (Concerned Citizens of Hermon) because I could not put up with it anymore.

Regina Leonard: Be careful saying something is slanderous without proof, sweetheart.

Danielle Haggerty: I've seen some comments that are very derogatory and mean online for many people. It is something I don't enjoy and so I said that, but I was not actually referring to you posting the bill. I think there is nothing wrong with that.

Richard Cyr: Wished Chris Gray and his wife well.

March 20th was the first Charter Review Committee meeting. Mr. Cyr is Chair, Ed Ford Vice Chair and Kim Nichols is Secretary. Will meet weekly on Wednesday nights at 6:00 pm until the end of April or beginning of May 2024.

Derek Wood: One small comment for Mr. Grant and not looking for an answer or reply. The question Mrs. Haggerty had for you on an ongoing legal case, you mentioned that you're not going to settle. In private industry, we have a way out, cost vs reward doing some cost benefit analysis there. If outside council is advising you, you're to not settle, but in turn they're going to go ahead and continue to bill the school for legal fees, at some point there needs to be that cost benefit analysis. Do we continue as a town or school to pay the legal fees for potentially years on end? Or do we go ahead and settle? It's not to say we lost, it's just a position to take in order to make the thing go away so that our costs are no longer there. Just want you to give this some consideration and understand where that money is coming from.

Ronald Murphy: Thanked everyone for a very good dialogue tonight and if there are still some questions you would like answered we can certainly see if we can get those.

Councilor Haggerty asked for a vote due to the time of the meeting to approve going over 10:00pm if necessary.

Councilor Cyr moved to approve the meeting continuing until 10:30pm if needed. Councilor Wood seconded the motion. The motion was accepted. Motion passes 6-0.



XIV. EXECUTIVE SESSION:

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

Executive Session started at 9:27pm

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 9:47pm and returned to the regular meeting.

XV. ROLL CALL post executive session:

Members Present: Richard Cyr, Danielle Haggerty, Ronald Murphy, John Snyder III, Steven Thomas and Derek Wood

Members Absent: Christopher Gray – Excused

Chair Murphy gave a statement of matters discussed in executive session.

Councilor Snyder made a motion for Chair Murphy to enter into negotiations with potential Town Manager. Councilor Wood seconded the motion. The motion was accepted. Motion passes 6-0.

XVI. ADJOURNMENT:

Councilor Snyder moved to adjourn the meeting at 9:48 PM. Councilor Cyr seconded. With no objection the meeting was adjourned at 9:48 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.