



**Town of Hermon**  
**Public Safety Meeting Room**  
**November 7, 2024**  
**Town Council Meeting**  
**6:30 PM**  
**AGENDA**

To watch Council Meetings go to [hermonmaine.gov](https://hermonmaine.gov) click Council click Town Council Meetings click Zoom  
Please see the complete video at [Town Council Meetings | Hermon \(hermonmaine.gov\)](https://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:**

<b>MINUTES</b>	<b>-APPROVE</b>	<b>10/10/2024</b>
<b>SIGNATURES</b>	<b>-APPROVE</b>	<b>9/27/2024 &amp; 10/11/2024</b>
<b>RESOLVES</b>	<b>-SIGN</b>	
<b>WARRANTS</b>	<b>-SIGN</b>	
- VI. NEWS, PRESENTATIONS AND RECOGNITIONS:**
- VII. PUBLIC HEARINGS:**
  - **Hold Public Hearing – Streamside extension as a public way**
- VIII. COMMITTEE REPORTS:**
- IX. SCHEDULED AGENDA ITEMS:**



**A. OLD BUSINESS:**

**B. NEW BUSINESS:**

**R24-25-08** Consider accepting Streamside extension as a public way

**R24-25-09** Consider accepting the Paid Family and Medical Leave Act as a town Policy

**R24-25-10** Consider accepting 2025 prepayment of taxes

**O24-25-06** Consider accepting 180-day ADU moratorium extension

**FR24-25-07** Consider accepting the MMA Safety and Health Grant

**C. WORKSHOPS:**

ALS backup billing - Cody

**D. OTHER ITEMS: (FROM TABLE PACKAGE)**

**X. APPOINTMENTS:**

Appoint personnel to various positions as required by Charter and State Statute

**XI. MANAGER STATUS REPORT:**

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

**XIII. COUNCIL ITEMS:**

**XIV. EXECUTIVE SESSION:**

**XV. ADJOURNMENT:**

**Please see the complete video at Town Council Meetings | Hermon ([hermonmaine.gov](http://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**  
**October 10, 2024**  
**Town Council Meeting**  
**6:30 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 Snyder led those in attendance in the Pledge of Allegiance

**III. ROLL CALL:**

**Members Present:** Joshua Berry, Richard Cyr, Christopher Gray, Terry Hamm-Morris, Ronald Murphy, John Snyder III and Derek Wood

**Members Absent:** None

**Others Present:** Town Manager Stephen Fields, Town Clerk Kristen Cushman and 1 resident/guest

**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	9/12/2024 & 9/19/2024
SIGNATURES	-APPROVE	
RESOLVES	-SIGN	
WARRANTS	-SIGN	9/27/2024 & 10/11/2024

**Councilor Murphy moved to approve the Consent Calendar as presented.**  
**Councilor Gray seconded the motion. Motion passes 7-0.**

**VI. NEWS, PRESENTATIONS AND RECOGNITIONS:**

**VII. PUBLIC HEARINGS:**

- **Hold Public Hearing – Complete GA Ordinance with Appendices A – H for FY 2024-2025**

**Chair Snyder opened the public hearing at 6:31PM. Public comments were given. The hearing closed at 6:31PM.**

- **Hold Public Hearing – Amend the permit fee schedule for code**

**Chair Snyder opened the public hearing at 6:32PM. Public comments were given. The hearing closed at 6:34PM.**

- **Hold Public Hearing – Streamside extension as a public way – Postponed to 11/7/2024**

- **Hold Public Hearing – Live band at Speedway 95**

**Chair Snyder opened the public hearing at 6:34PM. Public comments were given. The hearing closed at 6:35PM.**

- **Hold Public Hearing – Conley Events LLC (Morgan Hill Event Center) liquor license renewal**

**Chair Snyder opened the public hearing at 6:35PM. Public comments were given. The hearing closed at 6:35PM.**

**VIII. COMMITTEE REPORTS:**

**IX. SCHEDULED AGENDA ITEMS:**

**A. OLD BUSINESS:**



**B. NEW BUSINESS:**

**O24-25-04** Consider accepting the GA Ordinance dated 9/2024 from MMA and the amended GA Ordinance repealing and replacing appendices A through H for FY 2024-2025

**Councilor Murphy moved to approve O24-25-04. Councilor Cyr seconded the motion. The motion was accepted. Motion passes 6-1. Councilor Hamm-Morris voted in opposition.**

**O24-25-05** Consider approving the General Building and Permit Fees for Code

**Councilor Murphy moved to approve O24-25-05. Councilor Gray seconded the motion. The motion was accepted. Motion passes 7-0.**

**R24-25-05** Consider approving Roger Smith for Special Amusement /Concourse Gathering Application for a live band at Speedway 95

**Councilor Murphy moved to approve R24-25-05. Councilor Wood seconded the motion. The motion was accepted. Motion passes 7-0.**

**R24-25-06** Consider approving Conley Events LLC liquor license renewal

**Councilor Murphy moved to approve R24-25-06. Councilor Wood seconded the motion. The motion was accepted. Motion passes 7-0.**

**FR24-25-05** Consider authorizing the purchase and install of a new flagpole on the Public Safety Building

**Councilor Murphy moved to approve FR24-25-05. Councilor Wood seconded the motion. The motion was accepted. Motion passes 7-0.**

**R24-25-07** Approve the mill rate, due date, and interest rate for 2024 taxes

**Councilor Murphy moved to approve R24-25-07. Councilor Gray seconded the motion. The motion was accepted. Motion passes 7-0.**

**FR24-25-06** Consider awarding EMDC Land Use Consulting Update Project

**Councilor Murphy moved to approve FR24-25-06. Councilor Wood seconded the motion. The motion was accepted. Motion passes 7-0.**



**C. WORKSHOPS:**

- **Maine Paid Family Medical Leave Act – Stephen Fields**

**D. OTHER ITEMS: (FROM TABLE PACKAGE)**

**X. APPOINTMENTS:**

**Appoint personnel to various positions as required by Charter and State Statute.**

**XI. MANAGER STATUS REPORT:**

Office will be closed on Monday, October 14<sup>th</sup> in recognition of the federal/state holiday. Annual dog licensing will begin on Tuesday, October 15<sup>th</sup>. The State of Maine has implemented a new data records system that the Town is mandated to use. As a result, the clerks are informing/asking that all dog owners bring in a paper copy of the current rabies certificate. Even if the certificate was issued in the past couple of years. This documentation is required, and Town will not be able to register dogs in new system without. Thank you for your understanding as this transition of dog license database occurs.

Trunk or Treat will be held, Saturday, October 26, 4-7pm at Hermon High School. There will be plenty of treats and goblins around so stop over for your special Halloween scare and treat.

Be cautious on the weekend before and day of Halloween as many people will be out in the community going to and from events. The children and adults may not see you in your vehicle.

Absentee ballots are now available for in-person or pick-up voting at the Town Office during normal business hours.

Election is on Tuesday, November 5, 2024, 7am-8pm at the Patricia Duran Elementary School gym. Town Office will be closed on election day so staff may support the election. Office will reopen on Wednesday at 8am.

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

- No public comments



### XIII. COUNCIL ITEMS:

**Joshua Berry: Congratulations to Michael Chammings on his new roll in the southern part of the State. He has been as huge asset to me and the staff.**

**Christopher Gray: It is breast awareness month and if you can make a contribution to support this great cause.**

**Terry Hamm-Morris: Would like to see pickle ball lines added to the tennis courts at the high school.**

### XIV. EXECUTIVE SESSION:

**Councilor Murphy moved to enter Executive Session to discuss an acquisition of real estate property or economic development per 1 M.S.R.A. 405 (6)(C) and consider entering Executive Session to discuss labor negotiations per 1 M.S.R.A. § 405(6)(D). Councilor Gray seconded the motion. The motion was accepted. Motion passes 7-0.**

**The motion carries. Executive Session started at 8:44 p.m.**

**Executive Session ended at 8:44 p.m.**

- Consider entering Executive Session to discuss acquisition of real estate property or economic development per 1 M.S.R.A. § 405(6)(C)
- Consider entering Executive Session to discuss labor negotiations per 1 M.S.R.A. § 405(6)(D)

### XV. ADJOURNMENT:

**Councilor Gray moved to adjourn the meeting at 8:45 PM. Councilor Wood seconded. With no objection the meeting was adjourned at 8:45 PM.**

**Respectfully Submitted,**

**Kristen Cushman  
Town Clerk**

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# **Legal Notices**

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## **PUBLIC HEARING**

By order of the **Hermon Town Council**, the following Public Hearings have been scheduled for **Thursday, November 7, 2024, at 6:30 PM** in the Public Safety Meeting Room.

**TO CONSIDER** comments regarding:

- Streamside Extension as a public way

The Public shall be given the right to comment before the Council acts.

Per Order 21-22-02, July 12, 2022

Oct. 29, 2024



## **R24-25-08**

Be it resolved by the Hermon Town Council to accept Streamside Avenue Extension as a Public Road.

McLaughlin Woodworking, LLC is asking the town to accept Streamside Avenue as a public road. The road is for 13 additional house lots. Streamside Avenue Extension is a subdivision off the Streamside Avenue, which is located off the Blackstream Road. The road is approximately 1200' of additional road.

The developer has contacted USPS and will be installing a cluster mailbox setup for this subdivision.

Haley Ward has performed all the inspections on the road and has determined it to be within the Town's standards.

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SIGNED this **November 7, 2024** by the Hermon Town Council:

\_\_\_\_\_  
John Snyder III

\_\_\_\_\_  
Ronald Murphy

\_\_\_\_\_  
Joshua Berry

\_\_\_\_\_  
Richard Cyr

\_\_\_\_\_  
Christopher Gray

\_\_\_\_\_  
Terry Hamm-Moris

\_\_\_\_\_  
Derek Wood

Attest Original: \_\_\_\_\_

Motion \_\_\_\_\_ Yeas \_\_\_\_\_

Second \_\_\_\_\_ Nays \_\_\_\_\_

Date \_\_\_\_\_



## Memo

**To:** Stephen Fields – Town Manager  
Hermon Town Council

**CC:** Kristen Cushman – Town Clerk

**From:** Jessefa Murphy – Code Enforcement

**Re:** Streamside Extension – Road Acceptance

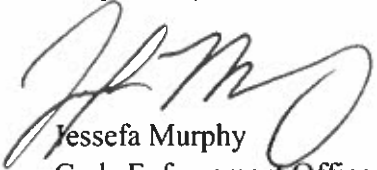
Streamside Extension is a new road located in the "Residential A" zone of the Blackstream Road. This road, approximately 1,200 feet in length, services 13 new single-family homes and has undergone inspection by a certified third-party inspector, as required by town standards.

The attached documents from the third-party inspector confirm that Streamside Extension meets the town's road construction standards. The road infrastructure, including base and surface materials and drainage systems, has been completed according to town specifications.

While the grass in the ditches has not yet fully established, the area has been properly hayed and seeded, ensuring adequate interim erosion control. This measure aligns with typical practices and should not impact the overall stability or functionality of the ditches as the grass takes root.

With the road meeting our standards and proper preparations in place for ditch stabilization, I recommend the council review the inspection documents and consider accepting Streamside Extension.

Respectfully,



Jessefa Murphy  
Code Enforcement Officer

Mailing Address  
333 Billings Rd  
Hermon, ME 04401

Telephone: 207-848-1010  
Fax: 207-848-3316

Physical Address  
333 Billings Rd  
Hermon, ME 04401



September 26, 2024

Town of Hermon  
Attn: Jessefa Murphy  
333 Billings Road  
Hermon, Maine 04401  
[murphyj@hermonmaine.gov](mailto:murphyj@hermonmaine.gov)

**Re: Streamside Avenue Extension | Third Party Construction Observation and Design Certification | Streamside Avenue, Hermon, Maine**

Dear Mr. Murphy,

As you are aware, Haley Ward, Inc. (Haley Ward) has conducted construction observation services to assess whether the Streamside Avenue extension has been built in accordance with the approved Plymouth Engineering Subdivision Plans. This project involves extending Streamside Avenue in Hermon, Maine. On September 17, 2024, Haley Ward conducted a final on-site observation to evaluate compliance with the plans. Below, we summarize our observations throughout the project, along with our recommendations and findings from the final site visit.

#### COMPLIANCE WITH DESIGN

Haley Ward conducted six on-site observation visits throughout the duration of the project to check various milestones of construction and determine whether the road was being constructed in accordance with the approved design plans prepared by Plymouth Engineering, Inc. Our visits included assessments of subgrade preparation, placement of Type D Gravel, Type B Gravel pre paving, and a post-paving inspection. Haley Ward reviewed the submittals for the gravels used for the road buildup. Both gravel types complied with the specifications on the plans.

Haley Ward expressed concerns about the condition of the subgrade for the first 200 feet of the road and it was requested that the Engineer of Record (EOR) visit the site to assess the situation and offer recommendations. The EOR sent an email to Haley Ward, the Town, and the contractor outlining the necessary steps to achieve suitable conditions and proper compaction.



Compaction tests of the gravels were performed by S.W. Cole and supplied to Haley Ward where it was observed that all sections of road satisfactorily meet required compaction of 95%.

After the compaction testing it was observed that the contractor was still working the final road surface with a serrated grader blade. This left the surface loose and uncompacted during the Haley Ward inspection. Cross slopes and road profiles were generally consistent with the design. Additionally, it was observed that the material was not at optimum moisture for compaction. Haley Ward recommended the road receive a final rolling utilizing best practices to achieve surface compaction prior to paving.

Paving was performed on September 9, 2024, receiving both base and top courses of pavement. S.W. Cole was on site to provide quality control during the paving activities. Base and top courses met the required pavement thickness, density, and material profile as specified in the plan set.

A final inspection was completed on September 17, 2024. Overall, the road plan and profile align with the design intent. The standard industry tolerance for cross slope is typically within 0.5% of the required value, which for this project is a 2% slope from the centerline. During the inspection, cross slopes were measured along the length of the roadway. On the right side of the centerline, several locations exceeded the 0.5% tolerance but maintained a consistent slope toward the ditch. Although the vertical alignment slope in some areas falls below 1%, it is situated among higher slopes, allowing for adequate drainage. While the cross slope on the left side of the centerline was generally directed toward the ditch, it was relatively flat and not within the tolerance of 0.5%. Despite this, Haley Ward believes there is sufficient vertical alignment slope to effectively direct water off the road and into the ditch.

Based on our on-site observations, it appears as though the road geometry meets the intent of the approved plans. The road has a paved width of 20 feet wide providing for (2) 10-foot travel lanes. The shoulder width was variable and less than the specified four feet in multiple locations. Additionally, it was observed that there are gravel windrows along the shoulder which should be cleared. The roadside ditches appear to have been placed to meet the intent of the approved plans and provide for flow to the fire pond.

#### PUNCH LIST ITEMS

During the final on-site walk, it was observed that the following items needed to be completed to allow Haley Ward to offer our final opinion on whether the project is compliant with the approved plans:



- Address areas where shoulders did not meet minimum width of four feet.
- All disturbed areas should be covered with seed and mulch.
- Debris from clearing and grubbing activities shall be removed.
  - Care shall be taken to not damage the new pavement during clean up and punch list activities.
- Edge of pavement shall be backed up with gravel.
- Gravel windrows from shoulders should be removed/graded into finished grade.
- All trash shall be removed from the site.
- Ditch turn out level spreader didn't appear to have been completed.
  - Inspect ditch berm turn out during final walk through for completeness.
- Final ditch shaping after site cleanup.
  - Area around cul-de-sac ditch work remains unfinished.

### ADDITIONAL OBSERVATIONS

The following observations are provided for the Towns consideration. On the southerly portion of existing Streamside Avenue, at the connection to the new section of road, there was notable alligator cracking and pavement deterioration. This area should be addressed now or prior to future development to prevent pavement failure.

### CONCLUSION

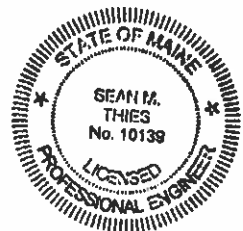
Based on the results of our construction observation services, it appears that, upon final completion of the punch list items mentioned above, the construction of the roadway (Streamside Avenue) is generally in compliance with the approved plans.

Please feel free to reach out to us with any questions at 207-989-4824, or by email at [lfeneey@haleyward.com](mailto:lfeneey@haleyward.com).

Sincerely,  
Haley Ward, Inc.

Lucy Feeney  
Civil Engineer

Sean Thies, P.E.  
Senior Project Manager



AVP/alf/smt/lmb


# DAILY CONSTRUCTION REPORT




PROJECT:	Streamside Avenue - Subdivision	DATE:	07.08.2024
LOCATION:	Hermon	WEATHER:	Sun
JOB NO:	11985.010	TEMPERATURE:	80°F - 90°F
CLIENT:	Town of Hermon	PRECIPITATION:	0%
SITE OBSERVER(S):	Alex Vadney		
<b>CONTRACTORS</b>			
Contractor:	Thibideau		
	<b>Personnel</b>	<b>Remarks</b>	
Superintendent			
Foreman	Chris Nason		
Operators	2		
Laborer			
<b>SUBCONTRACTORS</b>			
Subcontractor:			
Superintendent			
Foreman			
Operators			
Laborer			
Subcontractor:			
Superintendent			
Foreman			
Laborers/Technicians			
Subcontractor:			
Technician			
<b>EQUIPMENT ONSITE</b>			
1 Small Excavator			
1 Large dozer			
1 Small Dozer			
1 Roller			
<b>CONSTRUCTION ACTIVITIES:</b>			
<p>Haley Ward (HW) arrived on site @ 0800hrs.</p> <p>There are signs of pumping while inspecting subgrade for compaction and slope.</p> <p>0930hrs Chris Nason called requesting another inspection of the initial road stations.</p> <p>1100hrs HW returned to site. The subgrade from station (ST) 0+00 to ST 0+50 was too low with no consistent cross slope. Beyond ST 0+50 requires further drying to correct pumping issues.</p> <p>1235hrs Isaac Raymond emailed Haley Ward requesting reinspection @ 1600hrs.</p> <p>1600 hrs HW arrives back on site.</p> <p>One strip had been rolled and the remainder of the subgrade had not been compacted. Signs of extensive pumping. HW does not approve subgrade and requested the engineer of record (EOR) EOR be on site the following day for a reinspection.</p> <p>Isaac Raymond called Jessefa Murphy, the Town CEO, to site as Isaac Raymond and Chris Nason disagreed with HW's assessment of the subgrade.</p> <p>HW does not approve subgrade condition and requested the EOR be on site the following day for a 1000hrs reinspection.</p>			
<b>***Construction Photos***</b>			
Photographic documentation contains photographs in different stages of construction and may not represent finished product.			
Prepared by:	APV		



CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON


<b>Photo No.</b> 1	
<b>Photo Date:</b> 2024.07.08	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> ST 4+00 to ST 10+00; Signs of significant pumping	
<b>Photo By:</b> APV	


<b>Photo No.</b> 2	
<b>Photo Date:</b> 2024.07.08	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> ST 4+00 to ST 0+00; Signs of pumping	
<b>Photo By:</b> APV	





CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

<b>Photo No. 3</b>	
<b>Photo Date:</b> 2024.07.08	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> ST 4+00 to ST 0+00; Signs of pumping	
<b>Photo By:</b> APV	

<b>Photo No. 4</b>	
<b>Photo Date:</b> 2024.07.08	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> ST 4+00 to ST 0+00. Condition of the subgrade at 1600hrs during contractor requested inspection. Uncompacted and pumping.	
<b>Photo By:</b> APV	


# DAILY CONSTRUCTION REPORT



PROJECT:	Streamside Avenue - Subdivision	DATE:	07.09.2024
LOCATION:	Hermon	WEATHER:	Sun
JOB NO:	11985.010	TEMPERATURE:	80°F - 90°F
CLIENT:	Town of Hermon	PRECIPITATION:	0%
SITE OBSERVER(S):	Alex Vadney		
<b>CONTRACTORS</b>			
Contractor:	Thibideau		
	<b>Personnel</b>	<b>Remarks</b>	
Superintendent			
Foreman	Chris Nason		
Operators	2		
Laborer			
<b>SUBCONTRACTORS</b>			
Subcontractor:			
Superintendent			
Foreman			
Operators			
Laborer			
Subcontractor:			
Superintendent			
Foreman			
Laborers/Technicians			
Subcontractor:			
Technician			
<b>EQUIPMENT ONSITE</b>			
1 Small Excavator			
1 Large dozer			
1 Small Dozer			
1 Roller			
1 End Dump			
<b>CONSTRUCTION ACTIVITIES:</b>			
<p>1000hrs Haley Ward (HW) arrived on site.  Chris Nason and engineer of record (EOR), Scott Braley, on site.  HW walked site. Noticeable subgrade movement underfoot. Poor compaction. Evidence of pumping.  ST 0+00 through ST 0+75 appeared to have appropriate compaction.  checked cross slope with a 4' Smart level. Cross slopes ranged from 0%-1.5%.  ***Required cross slope on subgrade is 2% sloping away from centerline  Centerline elevations were then checked with GPS and verified as being 0.5" - 1" low.  Material between ST 5+00 and ST 6+00 had been removed and replaced with drier native soil by the contractor after the 7/8/24 inspection.  HW does not approve the subgrade at this time.  Scott Braley identified additionally areas for remove and replacement.  HW requested to be notified before any fabric is placed to field verify the condition of the subgrade.  The roadway is flanked on both shoulders by a windrow of uncompacted material.</p>			
<b>***Construction Photos***</b>			
Photographic documentation contains photographs in different stages of construction and may not represent finished product.			
Prepared by:	APV		




CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

<b>Photo No.</b> 1	
<b>Photo Date:</b> 2024.07.09	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> End of existing road and start of new road. Cross slope ranges from 0%-1.5% cross slope (design is 2% from centerline).	
<b>Photo By:</b> APV	




CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

<b>Photo No.</b> 2	
<b>Photo Date:</b> 2024.07.09	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> ST 00+75 probe rod penetrated into subgrade 18" with single arm effort.	
<b>Photo By:</b> APV	



CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

<b>Photo No.</b> 3	
<b>Photo Date:</b> 2024.07.09	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> ST 00+75 has uneven cross slope. Signs of pumping from pick up truck wheels.	
<b>Photo By:</b> APV	


# DAILY CONSTRUCTION REPORT




PROJECT:	Streamside Avenue - Subdivision	DATE:	07.17.2024
LOCATION:	Hermon	WEATHER:	Sun
JOB NO:	11985.010	TEMPERATURE:	75°F
CLIENT:	Town of Hermon	PRECIPITATION:	0%
SITE OBSERVER(S):	Alex Vadney		
<b>CONTRACTORS</b>			
Contractor:	Thibideau		
	<b>Personnel</b>	<b>Remarks</b>	
Superintendent			
Foreman			
Operators			
Laborer			
<b>SUBCONTRACTORS</b>			
Subcontractor:			
Superintendent			
Foreman			
Operators			
Laborer			
Subcontractor:			
Superintendent			
Foreman			
Laborers/Technicians			
Subcontractor:			
Technician			
<b>EQUIPMENT ONSITE</b>			
1 Small Excavator			
1 Large dozer			
1 Small Dozer			
1 Roller			
1 End Dump			
<b>CONSTRUCTION ACTIVITIES:</b>			
<p>ST 1+75 Inadequate cross slope and evidence of pumping</p> <p>ST 2+50 Inconsistent cross slope with longitudinal grooves.</p> <p>Approx. ST 2+00 left of CL. Signs of pumping and high clay content. Partially in shoulder</p> <p>Approx. ST 1+50 Right of CL. Inconsistent cross slope</p> <p>Haley Ward (HW) observed an approximately 5ft x 5ft soft area at Sta 1+75, center of the road. This area is not a suitable subgrade due to poor compaction and inadequate bearing capacity. Chris Nason, Foreman, indicated that this area was identified as soft that morning and was subsequently removed and replaced. However, the repair appears to have been done with material that was not within the correct moisture range for placement and compaction.</p> <p>HW did not approve the subgrade until this location is properly repaired and meets the required standards.</p>			
<b>***Construction Photos***</b>			
<i>Photographic documentation contains photographs in different stages of construction and may not represent finished product.</i>			
Prepared by:	APV		



CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

<b>Photo No. 1</b>	
<b>Photo Date:</b> 2024.07.17	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> ST 1+75 Inadequate cross slope and evidence of pumping.	
<b>Photo By:</b> APV	

<b>Photo No. 2</b>	
<b>Photo Date:</b> 2024.07.17	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Inconsistent cross slope with longitudinal grooves.	
<b>Photo By:</b> APV	



CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

<b>Photo No. 3</b>	
<b>Photo Date:</b> 2024.07.17	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Approx. ST 2+00 left of CL. Signs of pumping and high clay content. Partially in shoulder.	
<b>Photo By:</b> APV	

<b>Photo No. 4</b>	
<b>Photo Date:</b> 2024.07.17	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Approx. ST 1+50 Right of CL. Inconsistent cross slope.	
<b>Photo By:</b> APV	




# DAILY CONSTRUCTION REPORT




PROJECT:	Streamside Avenue - Subdivision	DATE:	08.09.2024
LOCATION:	Hermon	WEATHER:	Raining
JOB NO:	11985.010	TEMPERATURE:	65°F
CLIENT:	Town of Hermon	PRECIPITATION:	0%
SITE OBSERVER(S):	Alex Vadney		
<b>CONTRACTORS</b>			
Contractor:	Thibideau		
	<b>Personnel</b>	<b>Remarks</b>	
Superintendent			
Foreman			
Operators			
Laborer			
<b>SUBCONTRACTORS</b>			
Subcontractor:			
Superintendent			
Foreman			
Operators			
Laborer			
Subcontractor:			
Superintendent			
Foreman			
Laborers/Technicians			
Subcontractor:			
Technician			
<b>EQUIPMENT ONSITE</b>			
1 Small Excavator			
1 Large dozer			
1 Small Dozer			
1 Roller			
1 End Dump			
<b>CONSTRUCTION ACTIVITIES:</b>			
<p>A representative from Haley Ward was on site August 9th after a rain event. There was no visible cross slope on the subgrade, and the runoff was channelizing longitudinally down the subgrade. The subgrade was notably saturated.</p>			
<b>***Construction Photos***</b>			
Photographic documentation contains photographs in different stages of construction and may not represent finished product.			
Prepared by:	APV		




CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON


<b>Photo No. 1</b>	
<b>Photo Date:</b> 2024.08.09	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Current limits of gravel placement approx. ST 8+00. Rills form down length of subgrade. Saturated soil conditions.	
<b>Photo By:</b> APV	

<b>Photo No. 2</b>	
<b>Photo Date:</b> 2024.08.09	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Approx. st 8+00. Additional rills and ponding.	
<b>Photo By:</b> APV	



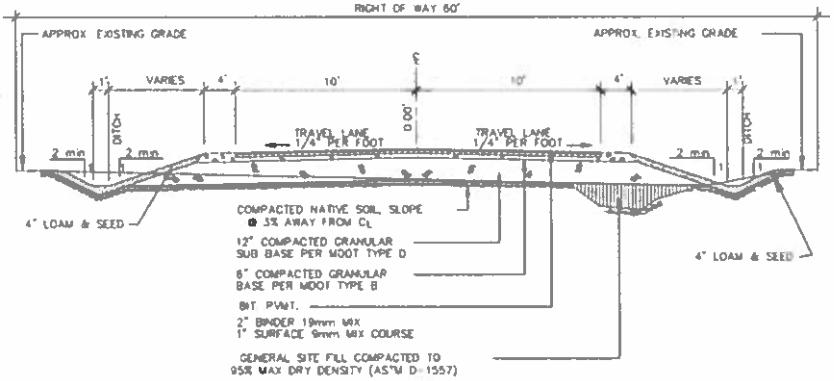
CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON


<b>Photo No. 3</b>	
<b>Photo Date:</b> 2024.08.09	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Ditch should have uniform cross section. Ponding seen here indicates poor ditching.	
<b>Photo By:</b> APV	

<b>Photo No. 4</b>	
<b>Photo Date:</b> 2024.08.09	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Fabric should extend to the limits of the granular subbase as per plan detail drawing. Evidence of erosion and ditch incision.	
<b>Photo By:</b> APV	



## CONSTRUCTION OBSERVATION STREAMSIDE AVENUE - HERMON

<b>Photo No.</b> 5	
<b>Photo Date:</b> 2024.08.09	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b>  Typical road section	
<b>Photo By:</b> APV	<p><b>TYPICAL ROAD SECTION</b></p> <p>NOT TO SCALE</p> <p>NOTE MIRAFI 500X FABRIC TO BE PLACED UNDER SUB BASE LAYER IN ALL LOCATIONS MIRAFI 500X SHOULD EXTEND TO THE LIMITS OF THE GRANULAR SUB BASE. TOWN OF HERMON MAY REQUIRE ADDITIONAL GEOTEXTILE IF UNSUITABLE SOILS ARE ENCOUNTERED</p>

<b>Photo No.</b> 6	
<b>Photo Date:</b> 2024.08.09	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b>  Saturated conditions. Visible boot impressions from walking on fabric.	
<b>Photo By:</b> APV	


# DAILY CONSTRUCTION REPORT




PROJECT:	Streamside Avenue - Subdivision	DATE:	09.08.2024
LOCATION:	Hermon	WEATHER:	Sun
JOB NO:	11985.010	TEMPERATURE:	68°F
CLIENT:	Town of Hermon	PRECIPITATION:	0%
SITE OBSERVER(S):	Alex Vadney		
<b>CONTRACTORS</b>			
Contractor:	Thibideau		
	<b>Personnel</b>	<b>Remarks</b>	
Superintendent			
Foreman			
Operators			
Laborer			
<b>SUBCONTRACTORS</b>			
Subcontractor:			
Superintendent			
Foreman			
Operators			
Laborer			
Subcontractor:			
Superintendent			
Foreman			
Laborers/Technicians			
Subcontractor:			
Technician			
<b>EQUIPMENT ONSITE</b>			
1 Small Excavator			
1 Large dozer			
1 Small Dozer			
1 Roller			
1 End Dump			
<b>CONSTRUCTION ACTIVITIES:</b>			
<p>Haley Ward (HW) arrived on site @ 0800 hrs for road inspection.</p> <p>All cross slopes checked are within 0.5% of the design slope of 1/4"/ft.</p> <p>Roadway and shoulder widths checked are as per the drawings.</p> <p>Inspected the end of existing road to where Streamside extension starts - this joint should be cleaned and graded established prior to paving.</p> <p>Requesting GPS shots of centerline and around the perimeter of the cul-de-sac.</p> <p>Compaction tests were completed. Top several inches were reworked with the grader to achieve correct grade and slope. During the 9/6/24 site inspection HW discussed with Chris the conditions at the time were too dry for compaction. Prior to paving the water truck and roller will do a final prep of the gravel.</p>			
<b>***Construction Photos***</b>			
Photographic documentation contains photographs in different stages of construction and may not represent finished product.			
Prepared by:	APV		




CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON


<b>Photo No. 1</b>	
<b>Photo Date:</b> 2024.09.08	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Recommended that any large stones on road surface be removed or compacted flush.	
<b>Photo By:</b> APV	

<b>Photo No. 2</b>	
<b>Photo Date:</b> 2024.09.08	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> ST 4+00	
<b>Photo By:</b> APV	



CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON


<b>Photo No. 3</b>		
<b>Photo Date:</b> 2024.09.08		
<b>Site Location:</b> Hermon, Maine		
<b>Description:</b> End of existing roadway and start of road extension. Joint should be cleaned, and final grades should be established prior to paving. <b>Photo By:</b> APV		


<b>Photo No. 4</b>		
<b>Photo Date:</b> 2024.09.08		
<b>Site Location:</b> Hermon, Maine		
<b>Description:</b> Approx ST 6+00. Loose gravel. Measured outside of shoulder. <b>Photo By:</b> APV		





CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON


<b>Photo No. 5</b>	
<b>Photo Date:</b> 2024.09.08	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Cul-de-sac: cross slopes were acceptable. Final prep required before paving.	
<b>Photo By:</b> APV	

<b>Photo No. 6</b>	
<b>Photo Date:</b> 2024.09.08	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Cul-de-sac: cross slopes were acceptable. Final prep required before paving.	
<b>Photo By:</b> APV	





CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

<b>Photo No. 7</b>	
<b>Photo Date:</b> 2024.09.08	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Cul-de-sac: cross slopes were acceptable. Final prep required before paving.	
<b>Photo By:</b> APV	


# DAILY CONSTRUCTION REPORT




PROJECT:	Streamside Avenue - Subdivision	DATE:	09.17.2024
LOCATION:	Hermon	WEATHER:	Sun
JOB NO:	11985.010	TEMPERATURE:	80°F
CLIENT:	Town of Hermon	PRECIPITATION:	0%
SITE OBSERVER(S):	Alex Vadney		
<b>CONTRACTORS</b>			
Contractor:	Thibideau		
	<b>Personnel</b>	<b>Remarks</b>	
Superintendent			
Foreman			
Operators			
Laborer			
<b>SUBCONTRACTORS</b>			
Subcontractor:			
Superintendent			
Foreman			
Operators			
Laborer			
Subcontractor:			
Superintendent			
Foreman			
Laborers/Technicians			
Subcontractor:			
Technician			
<b>EQUIPMENT ONSITE</b>			
1 Small Excavator			
1 Large dozer			
1 Small Dozer			
1 Roller			
1 End Dump			
<b>CONSTRUCTION ACTIVITIES:</b>			
<p>1300 hrs Haley Ward (HW) arrives on site. The road plan and profile generally meets the design intention. The design cross slope for the road is 2% from center line with a tolerance of +/- 0.5%. Cross slopes were measured the length of the roadway. Cross slopes right of centerline were found to be outside of the 0.5% tolerance in several locations but had slope toward the ditch satisfying the design intent. Cross slopes left of centerline, while generally maintaining grade to the ditch, were fairly flat. Of the 15 stations checked for cross slope, 10 were outside of tolerance. Road widths were checked at multiple locations. Width is consistently 20 ft. Four gravel shoulder variable. Windrows of gravel left in shoulder. Ditch turn out gravel not installed at time of inspection. Cross slopes shown in photo log.</p> <p style="text-align: right;">The road plan</p>			
***Construction Photos***			
Photographic documentation contains photographs in different stages of construction and may not represent finished product.			
Prepared by:	APV		



CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

<b>Photo No. 1</b>	
<b>Photo Date:</b> 2024.09.17	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Cul-de-sac is sloped with drainage running toward the inspector taking the photo.	
<b>Photo By:</b> APV	

<b>Photo No. 2</b>	
<b>Photo Date:</b> 2024.09.17	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Fire pond and end of roadside ditch. Gravel not installed at time of inspection	
<b>Photo By:</b> APV	



CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

**Photo No.** 3

**Photo Date:**  
2024.09.17

**Site Location:**  
Hermon, Maine

**Description:**  
Looking south to  
north; gravel piles  
and grubbing debris  
to be removed.  
Cross slopes shown  
below.


**Photo By:**  
APV

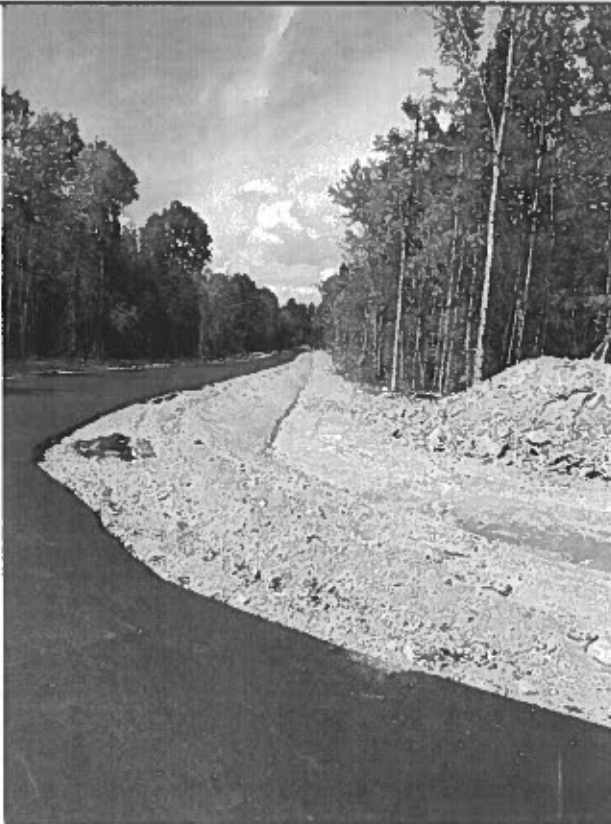


% x-slope Left	Station	% x-slope Right	Note
1.1	1+50	4	
0.85	2+00	4	Measure road width 20 ft
0.75	2+50	3.2	
0.95	3+00	2.95	Measure road width 20 ft
0	3+50	2.4	
1.55	4+00	2.7	
1.8	4+50	4	Measure road width 20 ft
1.35	5+00	3.4	
2.15	5+50	2.5	
2.6	6+00	3.05	Measure road width 20 ft
0.95	7+00	3.55	
1.2	8+00	2.7	
1.45	9+00	1.55	
1.9	10+00	2.25	
0.25	11+00	2.7	



CONSTRUCTION OBSERVATION  
STREAMSIDE AVENUE - HERMON

<b>Photo No. 4</b>	
<b>Photo Date:</b> 2024.09.17	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Debris from clearing activities adjacent to cul-de-sac.	
<b>Photo By:</b> APV	

<b>Photo No. 5</b>	
<b>Photo Date:</b> 2024.09.17	
<b>Site Location:</b> Hermon, Maine	
<b>Description:</b> Four foot gravel shoulders, consistent throughout road extension.	
<b>Photo By:</b> APV	



\*18RETTD\*

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**MAINE REAL ESTATE  
TRANSFER TAX DECLARATION  
Form RETTD**  
Do not use red ink.

1. County **Penobscot**2. Municipality **Hermon**

## 3. GRANTEE/PURCHASER

3a. Last name, first name, MI; or business name

**Inhabitants of The Municipality of Hermon**

3c. Last name, first name, MI; or business name

BOOK/PAGE - REGISTRY USE ONLY

3b. Federal ID

3d. Federal ID

3e. Mailing address after purchasing this property

**333 Billings Road**

3f. Municipality

**Hermon**

3g. State 3h. ZIP Code

**ME 04401**

## 4. GRANTOR/SELLER

4a. Last name, first name, MI; or business name

**McLaughlin Fine Woodworking, LLC**

4c. Last name, first name, MI; or Business name

4b. Federal ID

4d. Federal ID

4e. Mailing address

**34 John Deer Lane**

4f. Municipality

**Levant**

4g. State 4h. ZIP Code

**ME 04456**

## 5. PROPERTY

5a. Map

**024**

Block

Lot

**002**

Sub-lot

Check any that apply

No maps exist  
Multiple parcels

☒ Portion of parcel  
Not applicable

5b. Type of property - enter the code number that best describes the property being sold (see instructions).

**101**

5c. Physical location

**Streamside Ave. Extension**

5d. Acreage (see instructions)

**1.53**

## 6. TRANSFER TAX

6a. Purchase price (If the transfer is a gift, enter "0")

**\$ 0.00**

6b. Fair market value (Enter a value only if you entered "0" or a nominal value on line 6a)

**\$ 1.00**

6c. Exemption claim - Check the box if either grantor or grantee is claiming exemption from transfer tax and enter explanation below.

## 7. DATE OF TRANSFER (MM-DD-YYYY)

8. CLASSIFIED. WARNING TO BUYER - If the property is classified as farmland, open space, tree growth, or working waterfront, a substantial financial penalty may be triggered by development, subdivision, partition, or change in use.

**CLASSIFIED**

9. SPECIAL CIRCUMSTANCES. Were there any special circumstances with the transfer that suggest the price paid was either more or less than its fair market value? If yes, check the box and enter explanation below.

10. INCOME TAX WITHHELD. The buyer is not required to withhold Maine income tax because:

Seller has qualified as a Maine resident  
A waiver has been received from the State Tax Assessor  
Consideration for the property is less than \$100,000  
The transfer is a foreclosure sale

11. DECLARATION(S) UNDER THE PENALTIES OF PERJURY. I declare that I have examined this return/report/document and (if applicable) accompanying schedules and statements and to the best of my knowledge and belief they are true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge.

PREPARER. Name of preparer: \_\_\_\_\_ Phone number: \_\_\_\_\_

Mailing address: \_\_\_\_\_ Email address: \_\_\_\_\_

Fax number: \_\_\_\_\_



**R24-25-09**

Be it resolved by the Hermon Town Council in Town Council assembled the amendment of the policy titled” Hermon Personnel Manual” to place addition of appendix for “Paid Family and Medical Leave” be adopted.

---

SIGNED this **November 7, 2024** by the Hermon Town Council:

\_\_\_\_\_  
John Snyder III

\_\_\_\_\_  
Ronald Murphy

\_\_\_\_\_  
Joshua Berry

\_\_\_\_\_  
Richard Cyr

\_\_\_\_\_  
Christopher Gray

\_\_\_\_\_  
Terry Hamm-Moris

\_\_\_\_\_  
Derek Wood

Attest Original: \_\_\_\_\_

Motion\_\_\_\_\_

Yeas\_\_\_\_\_

Second\_\_\_\_\_

Nays\_\_\_\_\_

Date\_\_\_\_\_

## **Appendix R**

### **Town of Hermon**

#### **Paid Family and Medical Leave, State of Maine**

The Town of Hermon will adhere to the Maine Statute for Paid Family and Medical Leave (PFML) procedures and policy. Paid Family and Medical Leave law will provide up to twelve (12) weeks of paid leave for family leave, medical leave, safe leave or leave related to a family member's impending military deployment.

All employees, as directed by law, will be required to participate. There is no option to not participate, unless directed by change to the law.

To be eligible and establish a claim, the employee must have earned a total of six times the statewide annual average weekly wage in Maine in employee base period. The base period is defined as the first four of the last five completed calendar quarters. In most cases, the Department of Labor has the employee wage information on file. If it is not on file, the Department will take steps to obtain it.

Effective January 1, 2025, the Town of Hermon and Employees will contribute premium costs deducted through payroll deductions. The premium deductions will be paid quarterly to the State of Maine PFML fund as directed by the Department of Labor.

Effective January 1, 2025, the Town of Hermon and Employees will contribute required premiums at 50% and 50% respectively. The premium contribution amount is subject to change, but the allocation of contribution will remain as indicated Town 50% and Employee 50%.

Employees shall notify supervisor and Town Manager prior to leave, if possible, but soon as possible after event. Notification to Town is not the same as requesting eligibility for a claim, in accordance with PFML guidance.

This PFML law may be applied concurrently with other statutory leave programs, such as Federal Family Medical Leave, State Family Medical Leave and/or Workers Compensation and Town of Hermon Personnel Manual. Intermittent Leave is authorized in accordance with statute and Town policies.

The Department of Labor, or State of Maine designee, will administer the PFML program and coordinate directly with the employee and employer separately.

Effective December 1, 2024

Approved by Town Council: November 7, 2024



# Paid Family and Medical Leave

## MAINE DEPARTMENT OF LABOR

Bureau of Labor Standards

Maine's Paid Family and Medical Leave (PFML) law will provide up to 12 weeks of paid leave for family leave, medical leave, safe leave or leave related to a family member's impending military deployment.

A copy of the actual laws and formal interpretations may be found online at [www.maine.gov/paidleave](http://www.maine.gov/paidleave) or by calling 207- 623-7900 | TTY users call Maine Relay 711.



Maine Law (Title 26, M.R.S.A. § 42-B and § 850-1) requires every employer to place this poster in the workplace where workers can easily see it.

This poster is available online at no charge and may be copied: [www.maine.gov/labor/posters/](http://www.maine.gov/labor/posters/)

### Benefits

- Benefits are available for the duration of your needed leave or 12 weeks, whichever is less.
- Benefit amounts will be determined based on your previous earnings and are capped at Maine's annual statewide average weekly wage.

### Reasons for Leave

**Family leave:** To care for family with serious health condition.

**Medical leave:** To care for one's own serious medical needs.

**Safe leave:** To stay safe or to help a family member stay safe after abuse or violence.

**Military leave:** For emergencies related to a family member's impending military deployment.

### Types of Leave

**Continuous leave:** Leave where you are out of work for days or weeks at a time.

**Intermittent leave:** Leave where you are still working and you need to take time off but it is not the same every day or every week.

**Reduced leave:** Leave where you are still working but you are consistently working fewer hours.

### Eligibility

- To establish a claim, you must have earned a total of six times the statewide annual average weekly wage in Maine in your base period. The base period is defined as the first four of the last five completed calendar quarters. In most cases, the Department of Labor has your wage information on file. If it is not on file, the Department will take steps to obtain it.

### Payroll Deductions

- Premiums will be deducted from your pay beginning with the first pay date after January 1, 2025.
- For calendar years 2025 through 2027, the premium rate for you cannot be more than 0.5 percent of wages. For example, an individual who earns \$600 per week will contribute no more than \$3 per week.

### Other Information You Should Know

- Except in a medical emergency, an employer can claim an undue hardship in certain circumstances and request that the leave be scheduled at a mutually-agreeable time.
- Employers must restore you back to your original position or to an equivalent position with equivalent benefits, pay and other terms and conditions of employment if you have been with your employer for at least 120 consecutive days when you started your leave.

#### For more information contact:

Maine Department of Labor  
Paid Family and Medical Leave  
50 State House Station  
Augusta, Maine, 04333-0050  
Website: [www.maine.gov/paidleave/](http://www.maine.gov/paidleave/)

Applications for benefits are scheduled to be accepted starting **May 1, 2026**

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.



**R24-25-10**

Be it resolved by the Hermon Town Council in town council assembled the Town will accept pre-payment of the 2025 taxes with no interest paid back on refunds, and interest on abatements will be paid at 8.5% per annum.

SIGNED this November 7, 2024 by the Hermon Town Council:

\_\_\_\_\_  
John Snyder III

\_\_\_\_\_  
Ronald Murphy

\_\_\_\_\_  
Joshua Berry

\_\_\_\_\_  
Richard Cyr

\_\_\_\_\_  
Christopher Gray

\_\_\_\_\_  
Terry Hamm-Morris

\_\_\_\_\_  
Derek Wood

Attest Original: \_\_\_\_\_

Motion\_\_\_\_\_

Yeas\_\_\_\_\_

Second\_\_\_\_\_

Nays\_\_\_\_\_

Date\_\_\_\_\_



**O24-25-06**

**TOWN OF HERMON**

**MORATORIUM ORDINANCE**

**ON**

**ACCESSORY DWELLING UNITS**

The Town of Hermon Council hereby enacts a moratorium ordinance entitled the Accessory Dwelling Unit Moratorium Ordinance as follows:

**WHEREAS**, area of the Town of Hermon is suddenly faced with the prospect of increased development pressure from Accessory Dwelling Units;

**WHEREAS**, residents of the Town of Hermon have expressed concerns about such proposed or anticipated developments, including concerns regarding the quality of life, adjacent property values, health and safety, related zoning and land use issues, visual impacts, and environmental impacts;

**WHEREAS**, without appropriate zoning consideration and development guidelines, the development of Accessory Dwelling Units could pose a threat to the quality of life, adjacent property values, and the health and safety of the Town of Hermon's residents;

**WHEREAS**, the Town of Hermon seeks to balance these risks with the benefits associated with Accessory Dwelling Units through appropriate regulations;

**WHEREAS**, the Town of Hermon requires at least 180 days to consider, develop, and implement necessary ordinances and regulations to protect the health, safety, and welfare of the residents of the Town of Hermon; and

**WHEREAS**, in the judgment of the Town Council, the foregoing facts demonstrate that a moratorium on Accessory Dwelling Units is necessary pursuant to 30-A M.R.S. § 4356(1).

NOW, THEREFORE, the Town of Hermon hereby ordains that the following Accessory Dwelling Unit Moratorium Ordinance be enacted:

I. Authority: This Accessory Dwelling Unit Moratorium Ordinance is enacted pursuant to 30-A M.R.S.A. § 4356; the Town of Hermon's home rule authority pursuant to the Maine Constitution and 30-A M.R.S.A. § 3001; and section 2.13(6) of the Charter of the Town of Hermon.

II. Definitions: The following definition shall be used in the interpretation and construction of this Moratorium Ordinance:

a. Accessory Dwelling Unit: is any dwelling, project, or installation which is intended to or in fact does provide an accessory structure, building or improvement to a property pursuant to P.L. 2021, Ch. 672 (LD 2003).

III. Purpose: The purpose of this Moratorium Ordinance is to allow municipal officials a reasonable time to evaluate the concerns raised in regards to P.L. 2021, Ch. 672 (LD 2003) or proposed Accessory Dwelling Units, to determine the adequacy of existing land use ordinances and regulations, and, if necessary, develop additional ordinances and regulations to provide adequate protection for the property, health, welfare, and safety of the Town of Hermon's residents.

IV. Moratorium on Accessory Dwelling Units: The Town of Hermon hereby declares and imposes a moratorium, prohibiting the development of any and all Accessory Dwelling Units within the Town of Hermon. No person or organization shall develop or construct an Accessory Dwelling Unit within the Town of Hermon.

V. Moratorium on Processing Applications: No official, officer, board, or body of the Town of Hermon, including but not limited to the Code Enforcement Officer, the Planning Board, or the Municipal Officers, shall accept, process, review, deny, approve, authorize, or issue any applications, petitions, plans, permits, licenses, or requests for approval or authorization involving Accessory Dwelling Units development, construction, operation, or use located, in whole or in part, within the Town of Hermon.

VI. Severability: Any provisions of the Town of Hermon's existing ordinances that are inconsistent or conflicting with the provisions of this Moratorium Ordinance are hereby repealed to the extent applicable for the duration of this Moratorium

Ordinance. If any section or provision of this Moratorium Ordinance is declared by any court of competent jurisdiction to be invalid, such a declaration shall not invalidate any other section or provision.

**VII. Effective Date, Retroactivity & Term:**

- a. Pursuant to the Charter of the Town of Hermon, this Moratorium Ordinance shall take effect 30 days after passage by the Town of Hermon Council.
- b. Upon its effective date, notwithstanding the provisions of 1 M.R.S. § 302, this Ordinance shall be retroactive and applicable, to the maximum extent permitted by law and subject to the severability clause above, to all filed, pending, or future applications and petitions for Accessory Dwelling Units which have not received all necessary development permits and licenses from the Town of Hermon and all proposed Accessory Dwelling Units that were not fully operational and/or did not have all the required State permits as of June 27th, 2024, the date the Moratorium Ordinance was first proposed and approved by the Town of Hermon Council.
- c. Unless, after notice and hearing, the Town of Hermon Council votes to extend it, this Moratorium Ordinance shall remain in full force and effect for 180 days after its enactment, or until a new and revised set of regulations is adopted by the Town of Hermon, whichever shall first occur.

**VIII. Enforcement:** The Municipal Officers are hereby authorized to institute any and all actions, either legal or equitable, that they deem necessary or appropriate to enforce the provisions of this Moratorium Ordinance.

**IX. Civil Penalties:** Any violation of this Moratorium Ordinance is subject to an enforcement action under Any violation of this Moratorium Ordinance constitutes a nuisance. Each day of violation shall constitute a separate offense. All civil penalties shall inure to the benefit of the Town of Hermon.

---

SIGNED THIS 7th day of November 2024, BY THE MUNICIPAL OFFICERS:

---

John Snyder III

---

Ronald Murphy

\_\_\_\_\_  
Joshua Berry

\_\_\_\_\_  
Richard Cyr

\_\_\_\_\_  
Christopher Gray

\_\_\_\_\_  
Terry Hamm-Morris

\_\_\_\_\_  
Derek Wood

Attest Original: \_\_\_\_\_

Motion \_\_\_\_\_

Yeas \_\_\_\_\_

Second \_\_\_\_\_

Nays \_\_\_\_\_

Date \_\_\_\_\_



**FR24-25-07**

Be it resolved by the Hermon Town Council to accept a Safety Enhancement Grant from Maine Municipal Association (MMA) as part of the MMA Safety and Health Grant Program to purchase two 60-gallon Flammable Storage Cabinets. The cabinets will be used to store flammable materials between the two Public Work garages.

The cost for the two cabinets is \$2,978.62. The grant will cover this full amount, with the Town initially purchasing the cabinets and receiving reimbursement from the MMA.

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**SIGNED this November 5, 2024 by the Hermon Town Council:**

\_\_\_\_\_  
John Snyder III

\_\_\_\_\_  
Ronald Murphy

\_\_\_\_\_  
Joshua Berry

\_\_\_\_\_  
Richard Cyr

\_\_\_\_\_  
Christopher Gray

\_\_\_\_\_  
Terry Hamm-Morris

\_\_\_\_\_  
Derek Wood

Attest Original: \_\_\_\_\_

Second _____	Motion _____	Yeas _____
Nays _____	Date _____	