



Town of Hermon
Public Safety Meeting Room
February 13, 2025
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 Murphy 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, and Derek Wood

Members Absent: John Snyder III - excused

Others Present: Town Manager Stephen Fields, Town Clerk Kristen Cushman,
7 residents/guests

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

*This is an opportunity for members of the public to comment on non-agenda items, contribute information that may be of interest to the Town Council or ask clarifying questions. Please wait to be recognized and identify yourself before speaking. This is not the time to register complaints or promote a personal agenda. Please remember that you may not identify any person by name or job function.

- **Hailey Keezer, Orchard Dr**
- **Steven Thomas, 585 Blackstream Rd**



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

MINUTES	-APPROVE	01-16-2025
SIGNATURES	-APPROVE	
RESOLVES	-SIGN	
WARRANTS	-SIGN	01-30-2025 & 02-13-2025

Councilor Hamm-Morris moved to approve the Consent Calendar with amendment to R24-25-20 adding first motion as a tie and motion to table. Councilor Cyr seconded the motion. Motion passes 6-0.

VI. NEWS, PRESENTATIONS AND RECOGNITIONS:

- Sheriff Chief Morton – Department and services update- postponed
- Fire Chief Sullivan – 20 Years of service award presented by Stephen Fields

VII. PUBLIC HEARINGS:

- **Hold Public Hearing** – Maine Uniform Building and Energy Code (MUBEC) Codes

Chair Murphy opened the public hearing at 6:46PM. No public comments were given. The hearing closed at 6:47PM.

VIII. COMMITTEE REPORTS:

IX. SCHEDULED AGENDA ITEMS:

A. OLD or INCOMPLETE BUSINESS:

R24-25-20 Consider action to withdraw prior approval of Neighbors Supporting Neighbors request for use of town property (tabled from 1/16/2024 council meeting)

Councilor Gray made a motion to reconsider R24-25-20 from the 1/16/2025 council meeting. Councilor Berry seconded the motion. The motion was accepted. Motion passes 6-0.

Comments from the councilors below were before the next vote. Comment from Christopher Gray was after the vote below.

Councilor Hamm-Morris moved to approve R24-25-20. Councilor Wood seconded the motion. The motion was accepted. Motion passes 6-0.



Derek Wood: I have to say Carol, I'm not denying that the work you do is important, and that the town does not appreciate it. I just think that something this big, this magnitude where it affects the entire town and the tax dollars that will go to support it. I think that we should open up some sort of workshop and put it out to vote to the entire town. I don't know how we go about doing that. But something this big, I think if the town was speaking on behalf versus just the councils on the board, I think it would get approval. But I think that we need to loop in more people within the town to show the support that's required. I think at that point, we may be able to find a lot that's appropriate and move forward with this project. But again, I'm not denying you as I know your work is important.

Terry Hamm-Morris: Carol, I've already told you I thought that lot was not appropriate because of where it was and I've already expressed my feelings to my interest in helping you and I will do that. So, I appreciate everything that you've done so far, and I know how frustrating it's got to be that decision's need to be made.

Derek Wood: I think that the humanitarian aspects deserve a little bit more attention than just trying to put a building on that lot up there. To Carol's point, my wife got into an accident on that same location coming down the hill. So what she's (Terry) saying, I wholeheartedly believe because I've seen it. So I think we've got to give this a little more attention at a much larger scale.

Josh Berry: One thing I will add to this is I'm renting some office space in the industrial park. And we have a lot of connections over there. And I have started looking and I think you need a warehouse. I think we're beyond a food pantry because you've got furniture, appliances and other utilities. To me I picture a large open warehouse where people can come and go at all hours and get what they need. I'm appealing to some of the business owners and building owners over there to see if there's something we can do. I think that's a perfect location for what you're trying to do. Again, this is not a vote against what you're doing and when we talked about the ARPA funds trying to secure some of those for your project. In my mind, I thought you have moved on from that lot, to be honest. When we were talking, I didn't consider that we were looking to build up there. So if there was any confusion with that, I apologize. We certainly want to see you succeed and be a help to them and surrounding communities.



Christopher Gray asked to read a statement: This past Sunday, my wife and I had the opportunity to visit with Carol at the facility she is currently using, at a local Transportation Company's warehouse just off Route 2. We had a lengthy and constructive conversation about the Neighbors Supporting Neighbors Food Pantry. What became initially clear to me, was that the sustainability of their operation in that facility is teetering on the edge of chaos. While I myself (and I'm sure Carol too), are grateful for the helping and generous hands of the transportation company, the logistics of operating the program from that facility prove too difficult to maintain composure under the confines of those conditions. To this end- I am sympathetic to Carol, the Neighbors Supporting Neighbors program, their volunteers, and the patrons that are ultimately affected.

However, we did also discuss business goals and models for a more sustainable Food Pantry program in the immediate, and the long-term future. As a business owner myself, it's important that I emphasize the great need for supporting infrastructure of a company first- and to lay this infrastructure as the foundation from which a successful operation is built. This infrastructure includes committing yourself and your team to the mission- for where you want to be in the future, timely filing of the necessary paperwork, a constantly evolving vision board of goals and ideals to attain, and consistently and relentlessly reinvesting in the company's brand.

I speak for myself- as a fellow resident of Hermon, that if I personally had the resources to donate a building and land to your cause, I would do so in a heartbeat. Undoubtedly, I assure you that a resounding majority of this council feels the same way. Do not take our vote this evening as a proverbial "nail in the coffin" or leave here believing you have no support from this Council, or from the residents of the Town of Hermon. Instead, leave here reinvigorated, that you DO have an abundance of support that you need. That the only thing stopping you from obtaining it, right now, is the ability to recognize it and capitalize on this mission of yours.

I want to take this opportunity to pledge my support, as much as possible, to the Neighbors Supporting Neighbors Food Pantry. Whether that be a financial in-kind donation, assistance with labor in constructing a facility in the future, volunteering at public events, or even assistance with your business model... I want you to understand Carol, that like myself- many are willing to lend out that same, generous hand to lift this program up.

To understand someone's motives, you first have to understand their true character. In speaking with Carol last Sunday- it's evident to me, that she puts her heart and soul into this program and that her main motivator is to help those less fortunate in our community. That is one of the most noble causes and pulls at the very heartstrings of humanity. In a world preoccupied with tearing one another



down- to be a voice that lifts up those individuals in their time of need... is commendable and a cause worth fighting for.

With that being said- Carol, thank you for taking the time to speak with me on Sunday. I challenge the residents of Hermon, to also rally around Carol and this program. Submit a donation to this selfless cause, lend a hand in volunteering your time, or simply get the message out by voicing your support to the neighbors around you. Let's help as we can- in assisting those less fortunate or living with food insecurity in Hermon- by pledging your own support to the Neighbors Supporting Neighbors Food Pantry. After all, this is what "community" is all about.

B. NEW BUSINESS:

R24-25-22 Consider accepting the Maine Uniform Building and Energy Code (MUBEC) to new I-2021 Codes

Councilor Berry moved to approve R24-25-22. Councilor Gray seconded the motion. The motion was accepted. Motion passes 6-0.

R24-25-23 Consider approving Capital Improvement Plan for the June 12, 2025 Annual Town Meeting

Councilor Hamm-Morris moved to approve R24-25-23. Councilor Cyr seconded the motion. The motion was accepted. Motion passes 6-0.

FR24-25-16 Consider accepting and expending the Maine Forest Service Volunteer Fire Assistance Program Grant

Councilor Wood moved to approve FR24-25-16. Councilor Hamm-Morris seconded the motion. The motion was accepted. Motion passes 6-0.

C. WORKSHOPS:

Budget – Stephen Fields



February 14, 2025

Memorandum for Town of Hermon, Town Council

From: Stephen Fields, Town Manager

Reference: Fiscal Year 2026 Municipal Operating Budget Summary Narrative

Greetings to the Honorable Council Members and Citizens of Town of Hermon. For the Fiscal Year 2026 Municipal Operating Budget, I implemented a team approach to the development of the budget with Department Heads, who received input from staff. My process started with individual department meetings in September 2024 through November 2024. The next few months consisted of final input of data into TRIO software budgetary module, working with Assistant Town Manager and Finance Director to obtain historical budgetary information. Overall, the process was efficient and streamlined.

A variety of factors were reviewed in the development of the budget. Some of the factors include historical expenditure levels, revenue sources, property valuation changes, annual financials, consumer inflation and the services provided to the town. The town has been providing services to meet the needs of the community, especially with the commercial and residential growth.

Special Note 1: The School Department and County Tax are not included in the calculated totals. The County Tax Assessment I am estimating is a 15% increase.

The following budget summary view looks at the current FY25 budget and the initial and manager requests. The initial requests show a significant increase in budgetary expenditures.

The increase is compiled of the following items:

- **Consumer inflation of supplies and material required to operate the administrative requirements.**
- **Request for one full time equivalent (1 FTE) in Public Works for a total compensation/benefit of \$93,661.00. This position is requested for the assistance and safety of work for the department when completing projects in the roadway, shop, or within the facilities. Without adequate safety precautions, the town could face liability costs from our insurance, federal and state agencies for any injury, damage or accident.**
- **Request for four full time equivalent (4 FTE) Firefighter/EMT in Fire Department for a total compensation/benefit of \$471 ,550.00. The positions are requested to provide continuous 24-hour coverage for EMS and Fire response to the community. The Town has seen recent changes in operations for EMS/Ambulance services, to include the entire Penobscot County region. This request will allow the department to continue support of services.**
- **Request an increase of \$500,000.00 for public work road improvement/paving and construction projects. Historically, the Town has continued to utilize a portion of reserve**



funds to fund these projects. A typical year to maintain and not fall behind in road maintenance would be funded between \$875,000 to \$1,000,000. Labor, aggregate material, fuel, liquid asphalt is variable depending on the market, have seen increases in costs.

- Capital Improvement funding increased \$225,000.00 from use of unassigned fund balances to allow the administration and Council to develop and implement a sound improvement funding source for capital needs to include vehicles, equipment and facilities. The Capital Improvement Plan is a separate plan document, but the costs are included within the budget calculation.
- The Penobscot County Sheriff Department agreement saw a 5% increase for year one of the three-year agreement, starting in 2025. The Sheriff and County Commissioners recognize the impact of costs to the town and were reasonable in the increase rate while still maintaining services. The Town is now contracted to have four deputies and a supervisor sergeant, totaling five (5) deputies.

The manager request shows a reduction of expenditures that potentially impact the services, quality and funding of capital improvement. Reductions can be seen in the FY26 Municipal Operating Budget Draft V1, TRIO Report, when comparing the “Manager” to “Initial” requests.

Discussion Point

We, myself and department heads, have provided two budget options for your review. The initial request outlines the changes needed to meet the town’s growing demand for services and capital improvement. The Manager’s request includes reductions in certain areas to maintain current service levels, though it may affect administrative expenses and operating costs.

Please consider the level of service, what services, quality and impact to the citizens this budget request is compiled. The Town has had growth in commercial and residential with services provided in incremental stages over the past years. To assist in this, I provided the FY2026 Council Workshop 3yr History Comparison, TRIO report, that visualizes the budget vs. actual costs for 2022, 2023, and 2024 operating years.

The following charts on the next page will show the Manager, Initial and FY2025 budget comparisons.



Fiscal Year 2025-2026 Municipal Operating Expenditure

	FY26 Manager Request	FY26 Initial Request	FY2025 Budget
Dept: 10 GENERAL GOVERNMENT	\$1,682,218.00	\$1,768,718.00	\$1,524,974.00
Dept: 11 ECONOMIC DEVELOPMENT	\$724,989.00	\$724,989.00	\$618,926.00
Dept: 12 PUBLIC SAFETY	\$2,406,533.00	\$2,496,033.00	\$1,933,197.00
Dept: 13 PUBLIC WORKS	\$1,795,863.00	\$2,341,220.00	\$1,583,213.00
Dept: 14 SOLID WASTE/RECYCLING	\$766,875.00	\$776,875.00	\$665,555.00
Dept: 15 RECREATION & SOCIAL SERVICES	\$141,085.00	\$141,085.00	\$170,815.00
Dept: 16 DEBT SERVICE	\$459,800.00	\$459,800.00	\$460,710.00
Dept: 17 CAPITAL IMPROVEMENTS	\$725,000.00	\$725,000.00	\$440,000.00
Dept: 19 SPECIAL ASSESSMENTS	\$125,000.00	\$145,000.00	\$1,304,000.00
Dept: 20 SCHOOL DEPARTMENT	\$0.00	\$0.00	\$6,005,865.00
Dept: 25 GENERAL ASSISTANCE	\$5,000.00	\$5,000.00	\$5,000.00
Dept: 30 RESERVES	\$0.00	\$0.00	\$0.00
Dept: 35 RECREATION ENTERPRISE	\$642,800.00	\$642,800.00	\$519,320.00
Dept: 50 OVERLAY - ABATEMENTS	\$0.00	\$0.00	\$0.00
Expense Totals	\$9,475,163.00	\$10,226,520.00	\$15,231,575.00
Modified Expense, offset by specific revenue			
Dept: 11 ECONOMIC DEVELOPMENT	\$724,989.00	\$724,989.00	\$618,926.00
Dept: 35 RECREATION ENTERPRISE	\$642,800.00	\$642,800.00	\$519,320.00
Removal of Dept: 20 SCHOOL DEPARTMENT	\$0.00	\$0.00	\$6,005,865.00
Removal of Dept: 19 SPECIAL ASSESSMENTS/COUNTY TAX	\$0.00	\$0.00	\$1,179,000.00
NEW EXPENSE TOTAL	\$8,107,374.00	\$8,858,731.00	\$6,908,464.00



Fiscal Year 2025-2026 Municipal Operating Revenues

The Revenue projection does reflect State Revenue Sharing being estimated at the statutory level of 50% because of the potential State budget deficit that may impact the distribution.

	FY26 Manager Request	FY26 Initial Request	FY2025 Budget
Dept: 10 GENERAL GOVERNMENT	\$5,247,000.00	\$5,247,000.00	\$5,567,850.00
Dept: 11 ECONOMIC DEVELOPMENT	\$0.00	\$0.00	\$0.00
Dept: 12 PUBLIC SAFETY	\$200.00	\$200.00	\$1,000.00
Dept: 13 PUBLIC WORKS	\$0.00	\$0.00	\$0.00
Dept: 14 SOLID WASTE/RECYCLING	\$10,000.00	\$10,000.00	\$11,000.00
Dept: 15 RECREATION & SOCIAL SERVICES	\$0.00	\$0.00	\$0.00
Dept: 16 DEBT SERVICE	\$0.00	\$0.00	\$0.00
Dept: 17 CAPITAL IMPROVEMENTS	\$0.00	\$0.00	\$0.00
Dept: 20 SCHOOL DEPARTMENT	\$0.00	\$0.00	\$0.00
Dept: 25 GENERAL ASSISTANCE	\$1,000.00	\$1,000.00	\$5,000.00
Dept: 35 RECREATION ENTERPRISE	\$642,800.00	\$642,800.00	\$521,500.00
Revenue Totals	\$5,901,000.00	\$5,901,000.00	\$6,106,350.00



D. OTHER ITEMS: (FROM TABLE PACKAGE)

X. APPOINTMENTS:

XI. MANAGER STATUS REPORT:

The Clerk, Kristen, Finance Director, Rylee, Fire Chief Sullivan and I went to the meet and greet for Dr. Barbara Sargent, the new Superintendent. We look forward to working collaboratively with her during her tenure.

As presented tonight, the fiscal year 2025-2026 budget has been submitted in final draft. The department heads have provided sound reasoning to the needs. I have worked with Scott and Rylee on variables of the three-year history on expenditures. I would like to thank the entire staff for the assistance in the development of this collaborative municipal operating budget.

The Recreation Department will be hosting the annual Daughter Dance on February 16th. May all those attending have fun and great memories to enjoy.

The Town Office will be closed on Monday, February 17th in recognition of President's Day holiday.

Sunday weather is coming with a wide range of total amounts. Please be cautious if you have to travel, check on your homes vent pipes to ensure good ventilation (such as side house vents for furnace), and your neighbors that may need assistance. Stay safe and the Town crews will be working diligently during this period to keep our roads open and safe.

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

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- Haily Keezer, Orchard Dr.

XIII. COUNCIL ITEMS:

Josh Berry: Thank you to Gardner Construction on plowing the roads and keeping the public safe.

A reminder three years ago we lost Bobbie Pelletier and please remember him for all he did for the town.

Richard Cyr: Ms. Lackedy, please come see me and I might have a solution for the food pantry.



Terry Hamm-Morris: Congratulation to Chief Sullivan for 20 years of service and see you all working hard every day.

Thank you to Carol Lackedy for everything she has done for the town, and I hope everything works. There is a lot of us willing to help and will be there to support you.

Haily Keezer thank you for your services on the School Committee and coming to the town meetings.

Chris Gray: 20 Years is a long time Chief Sullivan, congratulations.

Ronald Murphy: Carol Lackedy don't give up on what you're doing because you do a good job and I agree with Josh Berry the industrial park is best place for you. Where you do more than the food pantry you need a bigger space. Work on fundraisers and get out in front of people because there are people who don't even realize what you do. Thank you for what you do.

Chief, 20 years, congratulations. We really appreciate everything you do.

XIV. EXECUTIVE SESSION: Canceled

- Consider entering Executive Session for a personnel matter per 1 M.S.R.A. § 405(6)(A)

XV. ADJOURNMENT:

Councilor Gray moved to adjourn the meeting at 7:44 PM. Councilor Berry seconded. With no objection the meeting was adjourned at 7:44 PM.

Respectfully Submitted,

Kristen Cushman, Town Clerk

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.