



Town of Hermon
Public Safety Meeting Room
April 9, 2026
Town Council Meeting
6:00 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: Joshua Berry, Adam Brewer, Richard Cyr, Jason Forbes, Christopher Gray,
Terry Hamm-Morris and Ronald Murphy

Members Absent: None

Others Present: Town Manager Stephen Fields, Town Clerk Kristen Cushman,
and 19 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.

- None



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

MINUTES	-APPROVE	03/12/2026
SIGNATURES	-APPROVE	RE# 1192 M/L 048-013-000 & RE# 545 M/L 001-050-000
RESOLVES	-SIGN	
WARRANTS	-SIGN	03/27/2026, 04/10/2026

Councilor Forbes moved to approve the Consent Calendar. Councilor Cyr seconded the motion. Motion passes 7-0.

VI. NEWS, PRESENTATIONS AND RECOGNITIONS:

The staff of the Town of Hermon proudly recognizes Town Manager Stephen Fields for earning the Certified Maine Municipal Manager (CMM) designation through the Maine Town, City and County Management Association. It was an honor for staff to attend the ceremony and witness Stephen receive this well-deserved recognition.

The CMM designation represents a significant professional achievement in municipal government. To earn this certification, candidates must complete a comprehensive program that includes formal coursework, demonstrated experience in municipal administration, and continued professional development. The program focuses on essential areas such as municipal law, budgeting and finance, human resources, and effective public management.

This accomplishment reflects Stephen’s strong commitment to professional growth and to serving the residents of Hermon with a high level of knowledge, integrity, and leadership. Through his continued leadership and professional partnership with employees—grounded in integrity, accountability, mentorship, and empowerment—he has helped strengthen Hermon’s team and foster a culture of effective, collaborative leadership.

The CMM program ensures that municipal managers are well-prepared to meet the complex challenges of local government. The staff of the Town of Hermon congratulates Stephen on this achievement and thanks him for his continued dedication to our community.



VII. PUBLIC HEARINGS:

- **Hold a public hearing** – Dangerous Building for 2038 Park Drive real estate # 1513

Attorney Alex Drew Weatherbee read the law regarding dangerous buildings to the council.

Chair Murphy opened the public hearing at 6:04 PM. Public comments were Made by Michael Behling owner of Hermon MHP LLC. The hearing closed at 6:08PM.

- **ADU moratorium extension**

Chair Murphy opened the public hearing at 6:08 PM. No public comments were made. The hearing closed at 6:08PM.

VIII. COMMITTEE REPORTS:

IX. SCHEDULED AGENDA ITEMS:

1. OLD or INCOMPLETE BUSINESS:

2. NEW BUSINESS:

O25-26-47 Consider appointing identified Hermon residents and Town staff as Election Clerks for the State and local Elections

Councilor Berry moved to approve O25-26-47. Councilor Gray seconded the motion. The motion was accepted. Motion passes 7-0.

O25-26-48 Consider awarding roadside mowing contract

Councilor Forbes moved to approve O25-26-48 awarding the bid to Municipal Mowing LLC. Councilor Cyr seconded the motion. The motion was accepted. Motion passes 7-0.

O25-26-49 Consider accepting the Housing Opportunity Program Municipal Ordinance Development Grant

Councilor Gray moved to approve O25-26-49. Councilor Cyr seconded the motion. The motion was accepted. Motion passes 7-0.



O25-26-50 Consider accepting 180-day ADU moratorium extension

Councilor Forbes moved to approve O25-26-50. Councilor Gray seconded the motion. The motion was accepted. Motion passes 7-0.

O25-26-51 Consider awarding winter sand contract

Councilor Forbes moved to approve O25-26-51 awarding the bid to Hopkins Paving LLC. Councilor Cyr seconded the motion. The motion was accepted. Motion passes 7-0.

O25-26-52 Consider approval to abate uncollectible Personal Property

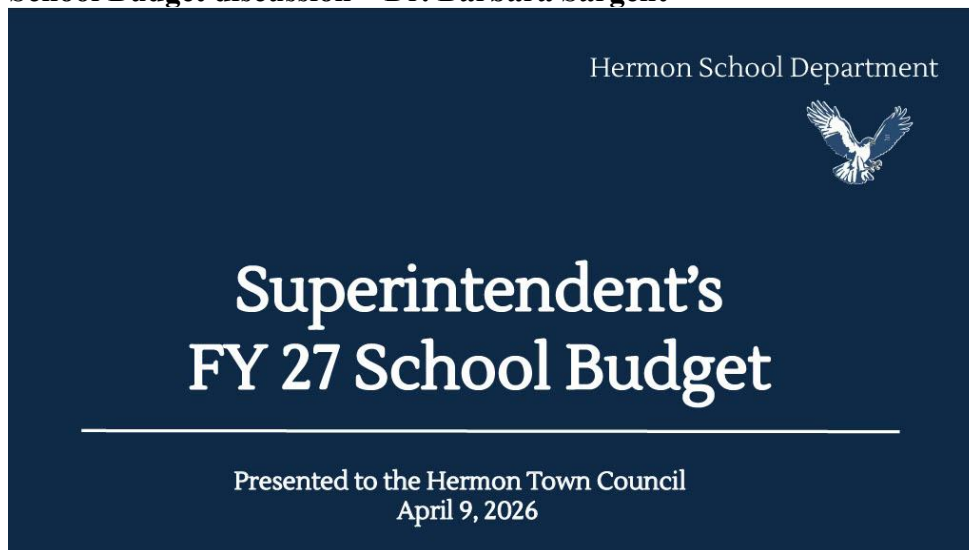
Councilor Berry moved to approve O25-26-52. Councilor Forbes seconded the motion. The motion was accepted. Motion passes 7-0.

O25-26-53 Consider 2038 Park Drive a dangerous building RE # 1513

Councilor Berry moved to approve O25-26-53. Councilor Brewer seconded the motion. The motion was accepted. Motion passes 7-0.

3. WORKSHOPS:

- **School Budget discussion – Dr. Barbara Sargent**





Hermon School Department FY27 Budget History

First Draft Proposal of March 2, 2026 4.05% Expense Increase 15.42% Increase to Town Base Budget: \$21,425,858.41	Approved at March 11, 2026 Special Meeting 3.23% Expense Increase 12.10% Increase to Town Base Budget: \$21,257,171.60	Presented April 6, 2026 and not approved 1.1% Expense Increase 0% Increase to Town Base Budget: \$20,822,143	Approved at April 6, 2026 2.57% Expense Increase 8.04% Increase to Town Base budget: \$21,122,143
No use of undesignated or reserve funds	Use of reserve funds: \$80,000	Use of reserve funds: \$137,000 Undesignated: \$415,550	No use of reserve funds. Undesignated: \$250,000

Revenue Budget Comparison: Approved by School Committee on April 6

Revenue Source	FY26	FY27	\$ Difference
State Subsidy	\$9,305,190	\$9,561,616	+ \$256,426
Local Required	\$4,441,512	\$4,725,712	+ \$284,200
Local Debt Service	\$ 561,229	\$ 550,596	- \$10,633
State Agency Client	\$ 10,000	\$ 70,000	+ \$60,000
Tuition Revenue	\$3,158,754	\$2,898,994	- \$259,820
Interest Income	\$ 80,000	\$ 72,000	- \$8,000
HHS Events	\$ 30,000	\$ 30,000	\$0
Misc. Revenue	\$ 30,000	\$ 30,000	\$0
Facilities Use	\$ 500	\$ 3,000	+ \$2,500
Transportation	\$ 8,000	\$ 8,000	\$0
HHS/ROTC	\$ 97,078	\$ 98,000	+ \$922
Undesignated Fund Balance	- - -	\$250,000	+
Designated Reserve Funds	\$ 375,000	- - -	-
Local Additional	\$ 2,495,302	\$2,824,285	+ \$328,983
TOTAL	\$20,592,565	\$21,122,143	

This option represents an increase to the Town of \$602,550 - an approximate 8.04% increase.



Undesignated Fund Balance

FY22	\$4,353,891
FY23	\$3,170,988
FY24	\$2,344,348
FY25	\$1,597,163
FY26	

How much is a 9% cap?
The FY25 budget was \$19,728,262.97
x 9% = \$1,775,543.67

At this point in time, it is anticipated that 4% of the FY26 budget will be unexpended. This equals \$823,702.

Budget Process

January 7, February 4, and February 25, 2026: Finance Committee Meeting FY27 Budget



January 22 and February 25, 2026: Informal meeting with Town Council Representatives



March 2 and March 11, 2026: Hermon School Committee Meeting - First Reading FY27 Budget



March 12, 2026: FY27 School Budget Presentation to Town Council



April 6, 2026: Final FY27 Budget Presentation



April 9, 2026: Final Budget Workshop with Town Council



May 7, 2026: Town Council Meeting to Sign Warrants



- Tax Acquired properties – Stephen Fields
- Transfer Station review – Stephen Fields
- Town Budget discussion – Stephen Fields

4. OTHER ITEMS: (FROM TABLE PACKAGE)

X. APPOINTMENTS:

XI. MANAGER STATUS REPORT:

I would like to provide an update, provided by the School Department, on USAC/ERATE. The district was notified and selected in 2023 for a USAC/ERATE audit. During the audit, all approved applications were placed on hold and reimbursements paused. The district has not received any formal updates from USAC throughout the process or any guidance on the expected timeline of completion. The School reached out to Drummond Woodsum, School Attorney to request information. After the outreach, a deposit from USAC/ERATE was received on February 6, 2026, in the amount of \$26,582.40. Although funding has been received, there has been no formal update on status of the audit, therefore the district will continue to review and outreach for status.

I appreciate the dedicated work and thank you to the Deputy Clerks and Tax Collector for the efforts this past 30 days with receipt of tax payments. At the end of Tax Day, April 1st, the Town had received 85.3% of required assessments for real estate and 74.9% for Personal Property. The staff will continue to follow regulatory guidance for ensuring collections. Thank you.

In other employee news, congratulations to Gabriel Brady, Appraisal Tech, on earning your Certified Maine Assessor certification—an outstanding and meaningful accomplishment. This distinction places you among a select group of professionals, with just over 1,100 individuals ever achieving this credential. Successfully completing the rigorous and extensive examination process is a testament to your depth of knowledge, attention to detail, and commitment to excellence. Your dedication, perseverance, and mastery of fair and equitable property assessment principles speak volumes about your professionalism and integrity. This achievement not only reflects your expertise, but also your commitment to serving your community with accuracy, transparency, and accountability. Reaching this milestone is no small feat, and you should take great pride in joining such a distinguished group of assessors and in the important role you play in upholding public trust.

This past weekend, the Recreation Department completed the Hop and Drop easter event for 21 homes. Please review the Hermon Rec website and Facebook page for upcoming events.

Shout out to Public Works team, Fire Department staff, and Town Office staff for their excellent efforts in taking care and responding to the resident needs.



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

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- **Josh Hunsinger, Fenway Dr**
- **Jacob Cleaves, 107 Kelley Rd**

XIII. COUNCIL ITEMS:

Sign orders and resolves from section IX

Jason Forbes: Thank you everybody for coming tonight. It was nice to see the amount of people from the community taking part in this. It's not up to us, it's up to you as the voter as to what's going to be passed for budget. I really appreciate everybody coming forward and saying their concerns and what they want. Just please keep asking your neighbors to come to the town meeting. Vote! It's the only way you're going to get what you want, is by placing your vote. And we appreciate all of your input. Thank you. We take it all into consideration. It was nice to see everybody come out tonight.

Adam Brewer: I've read a lot lately online, a lot of people talking about the budgets and talking about what we need and what they think we don't need. And it's just a lot of people, I think aren't well informed at all, it is their choice in the end, like we say, the annual town meeting last year, we had around 70 people show up to vote out of 7000 I mean, we can complain all we want about what we get, but if we're not there to put the input in, then you get what other people give you. So, let's all continue to be involved and continue to ask questions, and I hope for a lot better turnout this year at the at the annual town meeting, if we're going to put this much work into trying to help the taxpayer, I hope, I hope we get a better turnout.

Christopher Gray: I do have a lot to say, but I'll try to condense it as much as I can. I attended the school board meeting, and the overall thing that I took from it was that the people there greatly care about their school and the teachers and those entities, and it's important that they understand that we are not anti-teacher. We are not anti-school. We love our schools. We love our teachers just as much as the teachers and those people themselves. So, to paint us out because of budgetary reasons, we always seem to become the devil this time of year because of the school budget. And we love our teachers. You know, it's important that they understand that it's a budgetary thing, and it comes from, at least personally for me, from a conservative, based budgeting experience. So, when I grew up, it was shut the hot water heater off after you're done with your shower. Make sure you turn it on back in the evening so you can



take your showers later that day. If you find a penny on the ground, you pick it up. Because regardless of face up, face down, a penny in my pocket is better than a penny on the ground. My grandmother reused her tin foil. She washed her tin foil and reused it. I don't know if many people remember that sort of stuff that happened back in the day, but I can tell you, that's the type of budget environment that I grew up in. I grew up in an environment where my father worked as mechanic, and he knew exactly how many cents it cost to go from Brownville to Milo to get parts to finish a job and get back home. That's the type of budget experience that I come from. And I'm sorry if you know, it seems like we're being hard on the school I assure you we're not. We're just trying to be fiscally responsible for the taxpayers who matter to us and us as a community. We don't want to see people out of their homes. There are people on fixed budgets already, who already struggle, you know, with buying anything sort of extra as treats, and for people who were raised in an environment where we didn't have treats at all, it's important to understand that we bring that mindset to our budget process. With that being said, there was a couple of nice recognitions at the school board, which I don't want to name student athletes or any names, but I will say there was two outstanding track athletes who were recognized during the school board. I thought that was great. They received some recognition for that, but maybe a little lesser known. There was also a student who stood up and spoke about her accolades, particularly at the State House, being recognized for her art programs in the state house, and I think it's also important to reiterate that to the community, that while we give accolades and we give recognition to a lot of student athletes, because that's the focus of a lot of school, it's important to recognize those in art and music and those other programs too, who are making great strides And great accomplishments within our community here in Hermon. So, thank you to that individual for speaking up. Other than that, we still have some work to do. I appreciate the ones who stood up and spoke here today. On that note, I think it's also important to recognize the reevaluation process that took place last year. I would encourage you to talk to our tax assessor for more information on that the reevaluation process really hurt the budget in general this year, and I don't think that had a lot to say for our end of of the budget process. So, I would encourage you to talk to the tax assessor, reach out to them. And we're getting close to the end of the budget process, and we would encourage you all to show up to the annual town meeting to make that vote. That's an important vote. And like Adam had said, there were, I think, 80 total people who showed up last year and at a community that has 7000 residents in it, I've said it before. It's an abysmal number. If you want to say yes or no to the budget, get out and vote. Talk to your neighbors, talk to your friends. Hermon Baptist Church will provide transportation to get to the meeting they have in years past. So just get out, get the vote in. It's important to our community.



Josh Berry: Appreciate everybody showing up tonight. Love good input. I thought a lot of good discussion. I just wanted to comment on the tax bill percentage portion, real quick, and just some historical knowledge. I have the numbers the prior finance department used to calculate those percentages, and it was done incorrectly. The shift was a revenue or something that was applied either to the town or taken away from the school that made that percentage shift the last two or three years. So, it really wasn't all of a sudden, the town was now spending way more than the school. If you look at the budgets there, you can see what I mean, but the school was intentionally made to look bad for a number of years, not by anybody that currently works for the town, but the calculations weren't accurate. So, if you talk to the town, they can explain it to you better. But it wasn't all of a sudden, the town decided to double their budget and their percentage went up. It was just a miscalculation on what was presented.

Terry Hamm-Morris: Well, I kind of go along with Chris, and I kind of grew up in the “wants are many but needs are few” mantra from my dad and, you know, and I had a pretty good life as a kid. So, I think that, I really think that our school, we have an excellent school, they have excellent facilities. We have great teachers. We have and there. And even the superintendent said that with the budget that she presented, that wouldn't have any detrimental effect on the education programs or any of the activities that take place in the school, or any of the pay for any of the people who are working there. So I think we're just trying to be responsible for all the citizens in the town, and especially the ones that already have put their kids through school and paid these bills for years and, you know, need a little help now, and I think we're trying to do it, not only just in the school budget, but also in the town budget. You know, we're very aware of how things are right now, and we're hoping, of course, that they'll get better right now. I don't know about you, but I just paid \$700 to fill up, and I got 122 gallons of fuel oil. So, I mean, I know how much this hurts everybody, and especially if you're on a fixed income. So, we're just trying to do our best to make this budget a fair one for everybody in the town, and that we still managed to maintain the services and the education that the townspeople expect to have for their children and for the residents. So, thank you very much. It's been an interesting experience this year.



Ronald Murphy: I'll just echo what everybody else has said. So I'm not going to completely reiterate everything. I would like to say that, you know, thank you, Steve for all you do. And Steve happens to be the messenger, and I just don't want everybody to shoot him because he's letting the council know what he thinks the town needs. We have a process, you know, where we're looking at 15 years ahead. What this town needs. This town has grown leaps and bounds. We're pretty close to 7000 people here in this town now. So there's certainly a lot of expenses that go along with that. And I can tell you we're all taxpayers here too, and we certainly try to watch out for everybody. We try to keep it as lean as possible. But as you know, expenses have gone up for you at home. They have for this town as well. So we really try to keep that in mind. And I hope you bear with us on that. But we are trying to work through everything, trying to find where there's money, where maybe we've got it saved. We can use here and there, but we don't want to kick the can down the road too much, because this town is going to need even more coming down the road in years. So I hope you keep that in mind.

XIV. EXECUTIVE SESSION:

XV. ADJOURNMENT:

Councilor Forbes moved to adjourn the meeting at 8:16 PM. Councilor Gray seconded the motion. With no objection the meeting was adjourned at 8:16 PM.

Respectfully Submitted,

Kristen Cushman, CCM
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.