

**TOWN OF HEBRON  
SELECTMEN'S MEETING**

**November 10th, 2025 6pm  
Minutes**

1. CALL TO ORDER and FLAG SALUTE – *Chairman Butch Asselin presided. Selectmen Elizabeth Olsen, Selectmen Joey Chretien, and Town Administrator Alicia Bryant were present.*
2. ACTION ON MINUTES – *Action on Minutes dated October 27th, 2025. – Butch motioned to approve minutes dated October 27<sup>th</sup>, 2025. Joey second, 3-0.*
3. PUBLIC COMMENTS – *NONE*
4. BUSINESS ITEM –
  - 4.1. Review and discussion of Health Insurance for 2026 – *Board reviewed the health insurance rates and prices for 2026, surrounding towns contributions and cost for the town. Board discussed wanting to assist with health insurance for family plans to remain competitive and retain employees but with the understanding that we are a small town. Board agreed upon 20%, as we are a small community of 1400, and believe it is a good start, and justifiable. Will bring to the budget and town meeting for voting. Elizabeth motioned for budget purposes to increase the benefit for all additional health insurance plans over the employee only cost to 20% employer paid for spouse, children and family plans. Butch second, 3-0.*
  - 4.2. Discussion of the COLA projections – *Board discussed the cost-of-living increase data from numerous websites majors being Social Security 2.8%, Consumer Price index for New England 3.1%, board agreed to round it 3%. Joey motioned to approve a 3% COLA for 2026. Elizabeth second, 3-0.*
  - 4.3. Review and sign abatements and supplements for 2025 taxes – *Board reviewed the oversite of taxes calculations due to transfer and split by the assessors. Abate and supplement to the correct amount per parcel. Elizabeth motioned to approve tax abatement R01-019 and supplement R01-019D. Butch second, 3-0.*
  - 4.4. Discussion of Fuel RFP – *Discussion of the fuel bid, had no bids. Someone did enquire about submitting a late bid, explained that it would need to be brought before the board about accepting late bids. Board agreed not to accept late bids, if we do that then we need to reopen the bid and send out to everyone to give them the chance. Board discussed about sending out another RFP in the spring and to reach out to other surrounding towns to see if we can piggyback off of them for now.*
  - 4.5. Review and discussion of Maine Resource Recovery Association contract – *Transfer Station is in need of a new vender to remove freon. Brian had called other transfer stations and gathered who they used, Maine Resource Recovery Association. Board reviewed information and contract from Maine Resource Recovery Association, noting*

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*other ways that we may save or restart recycling again. Right away it is saving money on the cost of the freon removal. Board would like more information about recycling and other services that they offer. Elizabeth motioned to move forward with signing the contract with Maine Resource Recovery Association and use them for freon removal and to look into more information for what else they offer. Butch second, 3-0.*

5. TOWN ADMINISTRATOR UPDATES – *Alicia had asked about septic pumping for the Highway Department and Town Office as both have not been done since 2014 Highway and 2017 Town Office. Brian was also checking into getting prices for pumping the drain in the Highway Garage. – Alicia mentioned the Highway Department had gotten new safety vests and questioned if they should get them printed on with logo. Board discussed and said it wasn't worth it as they get nasty all the time and have other articles with labels already. – Alicia asked about closing the Town Office the day after Christmas, if both used their own vacation days, noting that the State is also closed. Board agreed to let the Town Office be closed the day after Christmas if the employees would like to use their vacation time. Also giving Alicia approval to extent to the Highway Department with the understanding that if bad weather then they need to come into work. Alicia asked what they wanted to do for year end closures for running reports and closeout the year. Board agreed on closing the office for a half day at noon on December 31<sup>st</sup> to run yearend reports. – Alicia asked how long an employee had to wait before they can be added to the 457 plan, no date mentioned in the personnel policy. Butch mentioned waiting until the probation period is up, 4 months. Board review pros and cons. Agreed upon probation period and noted to update the personnel policy with the clarification. – Alicia gave an update on the grading, and gravel added. – Transfer Station will be closed on Tuesday and asked about help coverage due to Logan being off and Aaron being unavailable. Board suggested to have coverage due to being closed on Tuesday, no need to modify hours due to having rental equipment.*
6. SELECTMEN ITEMS – *Butch asked for an update with the Deed and Cintas contract. Alicia stated she had reached out to the lawyer a few times and no reply. Will continue to reach out. Butch asked when Alicia probation is up, end of December, and asked to put the review on the agenda for December second meeting.*
7. SIGN WARRANTS – *Warrants #57, #58 and #59 – Elizabeth motioned to sign Warrants #57, #58 and #59. Butch second, 3-0.*
8. ADJOURNMENT – *Elizabeth motioned to adjourn at 7:25pm. Butch second, 3-0.*