

**TOWN OF HEBRON
SELECTMEN'S MEETING**

**November 24th, 2025, 6pm
Minutes**

1. CALL TO ORDER and FLAG SALUTE – *Chairman Butch Asselin presided. Selectmen Elizabeth Olsen, Selectmen Joey Chretien, Town Administrator Alicia Bryant, Highway Foremen Brian Whittier, citizens Holly Packard and Josh Hounsell were all present.*
2. ACTION ON MINUTES – *Action on Minutes dated November 10th, 2025 – Elizabeth motioned to approve minutes dated November 10th, 2025. Joey second, 3-0.*
3. PUBLIC COMMENTS – *NONE*
4. BUSINESS ITEMS –
 - 4.1. Discussion of Rec fields and town parking lot – *Alicia mentioned that we have been getting quite a few complaints lately in person and have seen a bunch on Facebook about the town parking lot. Josh Hounsell came to voice his complaints and asked about getting an ordinance for commercial use of the towns parking lot, coming from the recreation point of view. Some of his key points were; use, permits, time, cost, traffic, parking, maintenance, noise, dog poop and the concerns for the rec field. The daycare has complained saying they can't bring the kids out to the playground in the morning due to it being so loud and some of the kids have special needs. They have also found dog poop multiple times in their parking lot and/or steps when the dogs get loose. Brian has had issues with trying to do maintenance and plow the parking lot. Stating that they take up the whole parking lot and are scattered throughout making it so no one else can use it. Brian even noticed they were having a fire in the parking lot this morning and sent over photos. Butch asked if they are local Hebron residents, Alicia responded no, not to her knowledge. Did a google search and one uses a Hebron address to the parking area but on website has Canton as the primary. Others are from Paris and even New Hampshire. Butch noted the correspondence from Chalmers and Maine Municipal both stating it is a liability. Butch is concerned with the liability and feels as though if someone wants to run a commercial business on town property then something should be laid out for them in terms of fees and what is or is not allowed. The Town should have better oversight over the parking lot. The propane fire they had today we should have been asked about at minimum. Josh spoke about his oversight about the ball field; requesting the mowing to be done, rake and add gravel as needed to the parking lot, trimming the trees, mulching the sign and caring for the picnic table. Noting he would like the park area back. Elizabeth said there have been many conversations since the store sold, about complaints due to noise. The store used to like the revenue from snowmobilers and dog sledders and once sold it became more of an issue. The previous board had reached out to MMA legal about restricting just Hebron citizens, meaning still have hunters, snowmobilers, etc. The response was how are you going to police that, who is responsible for maintaining that. Elizabeth noted a lot of people use the parking lot and the trail, at what point can you tell them that they can't. Butch stated the complaint is towards the dog sleds and running commercial enterprise. Brian said that just today there were five different dog sled trucks with over 50 dogs total, one even*

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being from New Hampshire and they are all there almost every day. Joey said that we should start getting back to recreational use; snowmobilers, skier, hiker, hunter, even free-range dog sledder, and not for commercial use and at least regulate that half. Butch mentioned the only way would be an ordinance, and your right sheriffs office won't enforce it, code enforcement can, needs to be regulated. All noted that there has been less use by residents due to commercial use. Josh said there needs to be an ordinance, and it needs to be run by the people at the town meeting. Maybe even a permit for use and showing proof of insurance. Butch said this is unique and it will be hard to find an ordinance like this. Butch said he is in favor of Alicia checking into and contacting other municipalities for ordinances but it may come down to contacting our attorney to draft something and tell them our issues. Elizabeth said it is a parking ordinance that we are looking for. Joey thinks an ordinance for commercial use of our land, anyone can use our land. We set the parking as rec parking and not commercial parking, so if business are making money out of our parking lot, that's wrong. Elizabeth agreed but said making it a parking ordinance but limit it to recreational use, not commercial use. Butch agreed with Joey, regulate all town owned properties, as far as anyone wants to establish anything even for the day they need to come through the town office for permit purposes, provide liability insurance and state where they can park. We are discouraging people bringing their kids or a whole school bus of kids doing actives at the field, just looking to control people making money off the town. This is where the attorney would be helpful; any area accessible to the public cannot be used for commercial purposes with proof of insurance unless regulated by the town. Josh asked if we could get some signs right away, like no fires. Butch said we would still need to enforce it. Josh said it will keep most people honest. Butch motioned Alicia to check into and contacting other municipalities for something similar to address this and also contact our attorney to draft an ordinance based off our concerns with town owned property. Joey second, 3-0.

- 4.2. Discussion of gathering quotes in preparation for ordering a replacement Highway truck for 2027 – *Brian had mentioned how the Town is on a 5-year rotation for truck replacement somewhere down the line there was a break from that. So was questioning if the 2013 truck was due to be replaced in 2028 or if done by just purchased (2025) then 2030. As it is about an 18 month turn-a-round time from ordering to receiving a truck. Stating that you only pay once you get the truck. Elizabeth questioned what is in the Highway truck reserve and if we are on track to meet the price when the five years are up, stating it is more of a budget prep. The board questioned what the prices Brian had gathered were, all done up with plow attachments and truck looking at \$265,000-275,000. The board thanked Brian for the information for the budget prep and see how we are tracking for the next order and agreed to start really looking into it two years prior. The board agreed that the newest truck just came in this year, so it will be while before we are ready. Butch asked how the quality of the 2013 was. Brian said the body will need work before replacement.*
- 4.3. Discussion of trash truck at the Transfer Station – *Discussion of leaving the trash truck at the transfer station most of the time. Currently none of the Transfer Station employees have a CDL license, so moving it from highway garage to transfer station is harder than*

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it used to be. Currently they have been leaving it up there plugged by an extension cord and backing it up to the building to reach. Brian asked about having an outlet installed in a better location to reach the truck and leave it at the transfer station, then when storms come the Highway crew will already be working and can come get the trash truck and bring it back to the Highway garage and leave it undercover. The board agreed to keep it covered during storms is ideal and is okay with leaving the trash truck at the transfer station otherwise. Getting an outlet at the transfer station is about \$100-150. The board agreed to get an outlet.

- 4.4. Discussion of Transfer Station vendors and fees – *BDS tire recycling prices are going up January 1st to \$5 for a regular tire (motorcycle, passenger car, light truck, etc) and \$25 for size 450 and larger (F450, tractor trailer, anything larger). The board discussed adjusting the fees to meet incoming inflation. Butch and Joey agreed to pass the charge on to the citizens bringing the tires, stating most pay for disposal at the shops. Elizabeth would like to keep the fees as is, as taxpayers are being charged in a roundabout way with taxes and would hate to see tires all over town, for not much more of a fee to the town. Butch motioned to adjust the fees at the transfer station to reflect what BDS is charging the town. Joey second, 2-1.*

After getting the price increase from BDS this sparked a conversation about fees and pricing checking other companies. We are currently using Archies for our roll off demo dumpsters. The town is being charged for rental fees \$89 per roll off, \$70 container rental for cardboard, tonnage \$200 per ton, tipping and hauling fees \$330. Got quotes from 207 Waste, no monthly rental fees, same tipping and hauling \$330 and tonnage \$175 ton. So going with 207 Waste would save the town about \$330 on rental fees monthly and tonnage would also be lower \$25 lower per ton. Maine Resource Recovery said that the Town of Oxford will take our cardboard, and we should check with them. Oxford has a bailer and makes money on cardboard and will take ours at no charge to us. Elizabeth questioned how we would get it there. Brian responded, stating we have an extra container to put our cardboard in; Highway can load and bring to Oxford, takes about 2 hours. Saving the Town \$70 a month in rental fees and disposal fees of \$330 as dumped. While allowing Oxford to make money, as long as it doesn't get wet. The board wants verification with the Town of Oxford. For metal, the Town currently uses radius recycling. Again, dumpster rental fees and trucking fees subtracted from the revenue received of \$120 ton. Maine Resource Recovery suggested reaching out to Grimmel's in Lisbon, for metal. Brian reached out to Grimmel's, and they a straight fee of \$130 a ton, that includes rental and trucking. AIM metal recycling is willing to come with a cherry picker and remove all the old culverts in the town pit. They pay tonnage and no fees; we do get a \$1 less per ton to have them come pick them up, but the town doesn't have to move or touch them. Butch motioned to switch from Archies to 207 Waste for demo debris. Elizabeth second, 3-0. Butch motioned to switch from Radius Recycling to Grimmels for metal disposal. Elizabeth second 3-0. Butch motioned to use AIM Metal Recycling to remove metal from the town pit. Elizabeth second, 3-0. Elizabeth motioned to look at recycling with the Town of Oxford and approve it with a signed written agreement by the town authority. Butch second, 3-0.

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- 4.5. Review of Octobers monthly reports – *The Board reviewed the monthly reports for October. Butch questioned how the taxes payments were going. Alicia responded good, we have been busy, a lot of people are paying them and not waiting until the last minute. Alicia also mentioned wanting to pay the Fire Department soon then catch up at the end of the year. Butch questioned getting an invoice for EMA, Skip Mowatt. Alicia replied we have not received one yet, but he was in and picked up the book to work on. Butch motioned to accept the monthly reports for October. Joey second, 3-0.*
- 4.6. Review and sign abatement – *After signing and sending out the abatement from last meeting, the owner contacted the assessors and mentioned that the acreage was off and that she had a survey done when they split the land but didn't share that with the town or assessors. The assessors fixed the details and abated the discrepancy. Butch motioned to sign the abatement fixing the abatement from 11/10/2025 for R01-019. Elizabeth second, 3-0.*
5. TOWN ADMINISTRATOR UPDATES – *Jim Reid was going to drop off a quote for Moody Library regarding window replacement last week but didn't bring it in until today. I mentioned I would speak about it in my updates but unsure if it could be voted on as it wasn't an agenda item. Elizabeth questioned buying windows? Alicia mentioned after reviewing the minutes and meetings that nothing was mentioned about windows; it was sills and siding. Have not seen the original quote/RFP. Butch questioned that windows wasn't even mentioned. Elizabeth mentioned we got a whole quote for new windows for something that wasn't even mentioned or included. That ARPA reporting noted that it was sills and siding for Moody Library and other town buildings; stated it was a warrant article accepted by the town on how it was going to be used. Joey agreed that the town voted on how to spend the APRA funds. Elizabeth said yes, you had to expend it through a town warrant article and say what it was used for. Alicia questioned what year. Elizabeth mentioned 2022/20223, and that the \$10,000 was for any town building repairs, and at what point do we decide. Joey would like to see how it was written out. Elizabeth questioned the quote, less expensive windows could be quoted, or at what point do we want to change it and keep it historical. Putting those windows in it wouldn't be able to be historic. The board tabled for now and to review next meeting.*
6. SELECTMEN ITEMS – *Elizabeth wanted to touch on 4.1 in regard to having a REC committee. Noting that the board has only had one member for a while with no action, there was more members before but fell apart. Stating that, we would need by-laws, appointments, etc. Elizabeth was questioning the need for one now as we have the Town Administrator to be the liaison for the need, use and/or requests verses putting it to a committee. Butch mentioned it's good having a rec committee, it is very helpful with fundraising. Look for parents with kids of the age of use. Joey mentioned that the town should be responsible for the fixed things and land, everything else should be the programs using it. Elizabeth mentioned when she hears rec committee then she thinks about developing it; a playground or a park and doesn't feel that's the best for this and it could get misused. The field is very important; the parking lot is important; maintaining it is important; signage is important.*

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Butch asked are we looking for a solution that is not a problem yet. Alicia mentioned that she had a request for new soccer goals, said it could be one of two ways come budget time, either a line item or donation. –

Butch questioned paying out COLA before the town meeting, stating that should be done after the meeting. Elizabeth mentioned that is not usually how it was done. There is a warrant article to set the salaries. Merits and COLAs are done by the board; it is not by a line item. If they don't approve the wages, it is up to the board how they want to cut it by the amount agreed upon. For example, if we wanted to reduce hours for one employee to keep another one on, etc. Butch why not wait until it gets approved then no need to find ways to reduce. Elizabeth mentioned employees work four months without getting it, from an employee standpoint you're lying to them, holding wages and not fair. Butch stated he would like clarification on this from Marc, stating it is good accounting practice and he will accept his recommendations. Joey would like to know about the history of what was done. Elizabeth mentioned that for the last five years the COLA raises were given but before that no merits or COLA were given. Hired at a rate then stayed that way until got done or requested more.

7. SIGN WARRANTS – Warrants #60, #61 – *Elizabeth motioned to sign Warrants #60 & #61. Butch second, 3-0.*
8. EXECUTIVE SESSION – Legal Matters pursuant to 1M.R.S. § 405(6)(E) – *Butch motioned to enter into Executive Session for Legal Matters at 8:34pm with the Town Administrator. Elizabeth second, 3-0. Butch motioned to come out of executive session at 9:06pm. Elizabeth second, 3-0.*
9. ADJOURNMENT – *Butch motioned to adjourn at 9:06pm. Elizabeth second, 3-0.*