

Waterford Selectboard Working Meeting Minutes

Monday, March 30, 2026 @ 6:00 PM

Davies Library

In Attendance: Tim Yarrow, Wade Cochran, Shawn Hallisey, Kathy Hodgdon, Will Jones
Attendance list attached.

Chair Tim Yarrow called the meeting to order at 6:05 PM.

Modifications to Agenda

- Add Ethics Consideration Discussion
- Agenda Items for 04/13/26 Regular Meeting

Approval of Meeting Minutes

- Shawn Hallisey moved to approve the minutes as amended of the March 23, 2026 meeting. Kathy Hodgdon seconded the motion. Motion passed 5-0.
- Will Jones moved to append all Conflict of Interest statements to the minutes of March 23, 2026. Shawn Hallisey seconded the motion. Motion passed 5-0.

Ethics Consideration

- Road Foreman Jim Hayes disclosed information about the relationship between his family and Shawn Hallisey's family to ensure there is no conflict of interest. Some of their kids went to school together and have worked with the Hallisey family in a professional capacity since then. Tim Yarrow did not see a conflict and trusted Shawn to raise the issue if he believes there is a conflict. Shawn confirmed he does not believe it's an issue.
- Ethics Liaison Wade Cochran received non recusal letters from Tim Yarrow, Will Jones, and Kathy Hodgdon. All written statements will be included with the minutes from the 03/23/26 meeting.
- Wade contacted Murphy, the town attorney, to get his professional advice. Murphy explained that each member must make the determination for themselves to recuse or not; they cannot be forced to recuse.
- Wade asked Murphy if the Personnel Policy applied to this situation. Murphy confirmed that the Personnel Policy only applies to town employees, not elected officials.
- Tim Yarrow found a Conflict of Interest and Ethical Conduct Policy that was included in the welcome packet given to Selectboard members at the beginning of their term. The policy had not been posted on the website. The current understanding is this policy is also

restricted to town employees and does not include elected officials. Further clarification may be needed.

- Tim describes the Board receiving pressure from outside sources to pursue this issue further. He referenced Section c of the Conflict of Interest Statute that allows the Board to investigate potential conflicts of interest and vote to recommend if someone should recuse themselves.
- Tim Yarrow moved to request that Will Jones recuse himself from all matters concerning Jim Hayes. The pending motion did not receive a second and was rejected.
- Kathy Hodgdon gave a brief verbal statement regarding her non recusal letter. She acknowledged that she has, in the past, been a critic of Mr. Hayes, but has no personal issue with him. She is currently fulfilling a new role with different responsibilities. She was elected by the town's people and strives to do what's best for them. She has no issue recusing herself if she finds an issue.
- Tim announced he will not be recusing himself. He shared some examples of ways he has supported Jim in the past, but did not discuss any further. His non recusal letter includes details of why he will not be recusing himself.
- Will Jones did not make a verbal statement regarding his non recusal letter.

Green Up Chair Appointment (Discussion/Action)

- Priscilla Foster volunteered to fill the position.
- Will Jones moved to appoint Priscilla Foster as Green Up Chair. Kathy Hodgdon seconded the motion. Motion passed 5-0.

Road Crew Advertisement Approval (Discussion/Action)

- Will Jones moved to approve the advertisement for the available road crew position online and in the Caledonian Record on April 4, 8, 10, and 11 with a deadline of receiving applications by April 15. Wade Cochran seconded the motion. Motion passed 5-0.
- Road Foreman Jim Hayes requested to be included while resumes are being received. The Board agreed. He will conduct initial interviews with the candidates to verify their skills before they meet with the Selectboard for official interviews.

Agenda Items for Next Meeting 04/13

- Appoint Emergency Management Manager
- Driveway Permit
- Dog Warrant
- Opening Bids for Daniel's Farm Rd

Executive Session 1 V.S.A. § 313(a)(1)(B) - Personnel

- Will Jones moved to enter Executive Session. Kathy Hodgdon seconded the motion. Motion passed 5-0. The group entered Executive Session at 6:55 pm.
- Will Jones moved to exit Executive Session. Kathy Hodgdon seconded the motion. Motion passed 5-0. The Group exited Executive Session at 7:58 pm.
- No action was taken.

Adjourn

- Tim Yarrow moved for Wade Cochran to draft a general document containing points of improvement for the Road Foreman. Will Jones seconded the motion. Motion passed 5-0.
- Kathy Hodgdon moved to adjourn the meeting. Shawn Hallisey seconded the motion. Motion passed 5-0. The meeting was adjourned at 7:59 pm.

Selectboard Meeting March 30, 2026

Sign In Sheet

Name

~~Kevin~~
Kevin Magdelano

~~Michelle~~
Michelle For

~~John~~
John

CELANO JONES

Signature

~~Kevin~~
Kevin Magdelano

~~Michelle~~
Michelle For

~~John~~
John

CELANO JONES