

Village of Woodstock
Board of Trustees Personnel Hearing
March 19th, 2025
10:00 AM
Town Hall & Zoom
Minutes

Draft minutes are subject to approval.

Trustees Present: Chair Seton McIlroy, Vice Chair Jeffrey Kahn, Lisa Lawlor, Brenda Blakeman, Frank Horneck

Staff: Eric Duffy, Police Chief Joseph Swanson, Michelle Sutherland, Teri Poljacik, Officer Mark Donka, Corporal Kristen Murphy, Sargeant Chris O’Keefe, Beth Therrien

Lawyers: Attorney Brian Monaghan Esq., Attorney John Klesch Esq., Attorney Linda Fraas Esq., Attorney Matt Bloomer Esq.

Public: Nicholas Seldon, Robert Seldon, Ann Swanson

Call to Order

Brian Monaghan introduced himself as the Hearing Officer and explained his role, emphasizing that he will manage the proceeding and evidence but will have no vote in the outcome.

The hearing is described as a quasi-judicial proceeding, similar to a civil courtroom, with attorneys representing the employer and employee.

Guidelines for the hearing are outlined, including a zero-tolerance policy for phone interruptions and the importance of respecting the rights of the employee and employer.

Logistics of the hearing are discussed, including breaks and the expected duration of the proceeding.

Rulings on Pending Motions

Hearing Officer Monaghan ruled on several pending motions, including denying a motion to preclude new allegations against Chief Swanson and granting a request to preclude evidence pertaining to incidents prior to Chief Swanson's appointment.

The motion to preclude evidence pertaining to alleged actions of Chief Swanson's husband is denied, but the evidence will be considered for its limited purpose.

The request for the recusal of Trustees Seton McIlroy and Jeffrey Kahn is denied.

Attorney John Klesch for the Municipal Manager requested an executive session but acknowledged the employees’ right to an open session.

Opening Statements

10:08AM: Attorney Klesch, attorney for the Municipal Manager presented his opening statement. Attorney Klesch concluded at 10:15AM

10:15AM: Attorney Fraas, Attorney for the Chief of Police Joseph Swanson presented her opening statement.

Attorney Fraas concluded at 10:33AM

First Witness:

Michelle Sutherland

10:34AM Attorney Klesch questioned Michelle Sutherland, the Administrative Supervisor.

Attorney Klesch concluded at 11:09AM

11:09AM: Hearing Office Monaghan stopped the proceedings to quiet Attorney Fraas from laughing.

11:09AM Attorney Fraas cross examined the witness

Attorney Fraas concluded at 11:35AM

11:35AM Attorney John Klesch cross examined the witness

Attorney Klesch concluded at 11:40AM

11:40AM Attorney Fraas cross examined the witness

Attorney Fraas concluded at 11:41AM

Second Witness:

Teri Poljacik

11:42AM Attorney Klesch questioned Teri Poljacik, Parking Enforcement

Attorney Klesch concluded at 11:59AM

11:59AM Attorney Fraas cross examined the witness

Attorney Fraas concluded at 12:05PM

12:05PM Hearing Officer Monaghan concluded that session for a lunch break until 1:10PM.

Third Witness:

Officer Mark Donka

1:11PM Attorney Klesch questioned Officer Mark Donka

Attorney Klesch concluded: 1:25PM

1:25PM Attorney Fraas cross examined the witness

Attorney Fraas concluded at 1:33PM

1:33PM Attorney Klesch cross examined the witness

Attorney Klesch concluded at 1:33PM

1:33PM Attorney Fraas cross examined the witness

Attorney Fraas concluded at 1:34PM

Fourth Witness:

Corporal Kristen Murphy

1:34PM Attorney Klesch questioned Corporal Kristen Murphy

Attorney Klesch concluded at 2:03PM

2:03PM Attorney Fraas cross examined the witness

Attorney Fraas concluded at 2:13PM

2:13PM Members of the Village Board of Trustees questioned the witness.

Fifth Witness:

Sergeant Christopher O'Keefe

2:15PM Attorney Klesch questioned Sergeant Christopher O'Keefe

Attorney Klesch concluded: 3:14PM

3:14PM Attorney Fraas cross examined the witness

3:22 PM Hearing Officer Monaghan stopped the processing due to an interruption by the audience. Nicholas Seldon, Ann Swanson and Robert Seldon were asked by Hearing Officer Monaghan to leave the room.

Attorney Fraas concluded at 3:49PM

3:50PM Attorney Klesch cross examined the witness

Attorney Klesch concluded at 3:53PM

Sixth Witness:

Elizabeth Therrien

3:55PM Attorney Klesch questioned Beth Therrien, Dispatch Supervisor

Attorney Klesch concluded at 4:22PM

4:22PM Attorney Fraas cross examined the witness

Attorney Fraas concluded at 4:42PM

3:42PM Attorney Klesch cross examined the witness

Attorney Klesch concluded: 4:47PM

4:47PM Hearing Officer Monaghan stated that a break will happen until 5:02PM

Eric Duffy, Municipal Manager

5:10PM Attorney Klesch questioned Municipal Manager Eric Duffy

6:38PM Hearing Officer Monaghan allows a 3-minute break for Attorney Klesch and Attorney Bloomer to speak. Returned 6:41PM

Attorney Klesch concluded at 6:45PM

6:45PM Hearing Officer Monaghan concluded the session for a dinner break until 8PM sharp.

8:00PM Attorney Fraas cross examined the witness

9:14PM – Attorney Fraas, Attorney Bloomer, Attorney Klesch and Hearing Officer Monaghan leaving the room to speak. Returned 9:15PM

9:40PM Hearing Officer Monaghan stated that there will be a 10-minute break. Returned at 9:50PM

Attorney Fraas concluded at 10:53PM

10:53PM Attorney Klesch cross examined the witness

Attorney Klesch concluded at 11:05PM

11:05PM Attorney Fraas cross examined the witness

Attorney Fraas concluded at 11:07PM

11:07 PM Hearing Officer Monaghan stated that there will be a 5 minute break.

Chief of Police Joseph Swanson

11:19PM Attorney Fraas questioned Chief of Police Joseph Swanson

Attorney Fraas concluded 11:50PM

11:50PM Attorney Klesch cross examined the witness

Attorney Klesch concluded 12:03AM

Closing Statements:

12:13AM Attorney Klesch presents his closing statement

Attorney Klesch concluded at 12:16AM

12:16AM Attorney Fraas presents her closing statement

Attorney Fraas concluded at 12:20AM

12:21 AM Hearing Officer Monaghan thanked everyone and closed the proceedings at 12:22AM.

*Respectfully submitted,
Kitty Mears Koar*

x

Jeffrey Kahn

Brenda Blakeman

Frank Horneck

Lisa Lawlor

Signature: *E. Seton L. McIlroy*
E. Seton L. McIlroy (Apr 15, 2025 12:58 EDT)
Email: smcilroy@townofwoodstock.org

Signature: *Jeffrey Kahn*
Jeffrey Kahn (Apr 13, 2025 18:05 EDT)
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Signature: *Brenda Blakeman*
Brenda Blakeman (Apr 13, 2025 07:42 EDT)
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Signature: *Frank Horneck*
Frank Horneck (Apr 17, 2025 21:06 EDT)
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Signature: *Lisa Lawlor*
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