

Village of Woodstock  
Board of Trustees Personnel Hearing  
March 2<sup>nd</sup>, 2026  
9:00 AM  
Masonic 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

**Lawyers:** Attorney Brian Monaghan Esq., Attorney Kendell Hoechst Esq., Attorney Linda Fraas Esq.

**Public:** Pamela Clarke

### **Call to Order**

Chair Seton McIlroy to called the March 2<sup>nd</sup> Village Trustees meeting to order at 9:00 AM.

### **Preliminary Matters and Ground Rules**

Attorney Monaghan established several important ground rules for the proceeding. He instructed all attendees to silence their phones and refrain from any comments, reactions, or disruptions during testimony. He explained that unlike regular board meetings, this quasi-judicial hearing would not accept public comment, and anyone disrupting the proceedings would be required to leave. The hearing was being conducted both in-person and via Zoom for public access.

The hearing officer outlined the schedule, planning breaks at 10:30 AM and noon, with the possibility of continuing into the afternoon and potentially a second day, if necessary. He noted that written statements addressing conflict of interest allegations from Trustees would be made available.

### **Opening Statements**

9:06 AM Attorney Fraas, Attorney for the Mr. Joseph Swanson presented her opening statement.

9:26 AM Attorney Fraas concluded her opening statement.

9:26 AM Attorney Hoechst, Attorney for the Village of Woodstock, presented her opening statement.

9:34 AM Attorney Hoechst concluded her opening statement.

### **Evidence and Exhibit Disputes**

9:25AM Attorney Fraas presented her Evidence and Exhibit Disputes, Attorney Hoechst refuted Attorney Fraas Evidence and Exhibit Disputes. Both Attornies went back and forth taking turns speaking.

### **Hearing Officer's Evidence Rulings**

After deliberation, Attorney Monaghan admitted most exhibits with specific exceptions:

- Most portions of Exhibit K (complaints about Manager Duffy) were excluded as irrelevant

- Exhibits R and T were excluded from being submitted.
- The employee exit survey and initial email in Exhibit K were admitted
- All other exhibits were admitted into evidence

**Municipal Manager Duffy's Testimony**

11:30 AM Attorney Fraas called Municipal Manager Eric Duffy to the stand.

11:30 AM Attorney Fraas questioned Municipal Manager Duffy.

12:26 PM Attorney Fraas temporarily concluded her questioning.

12:26 PM Attorney Monaghan stated they would be taking an hour break for Lunch.

1:30 PM Municipal Manager Eric Duffy took the stand.

1:30 PM Attorney Fraas questioned Municipal Manager Duffy

3:55 PM Attorney Fraas temporarily concluded her questioning.

**Cross Examination**

3:56 PM Attorney Hoechst questioned Municipal Manager Duffy

5:02 PM The Hearing was concluded for the day, will reconvene tomorrow March 3<sup>rd</sup> at 9 AM

*Respectfully submitted,  
Kitty Mears Koar*