



TOWN OF GREENWOOD
TOWN COUNCIL MEETING
100 W. Market St; Greenwood, DE 19950
Friday, January 16, 2026, 1:00 p.m.
SPECIAL MEETING / PUBLIC HEARING
MINUTES

COUNCIL PRESENT:

Mayor Branden Cessna, Secretary Mike Moran, Councilor Donnie Donovan, Councilor Dan Nelson.
Absent: Vice Mayor Anthony Massey.

OFFICIALS and COUNSEL PRESENT:

Hearing Officer Aaron Shapiro; Court Reporter Diane Houlihan
On Behalf of Town of Greenwood: Anthony Delcollo, Esq. and Roopa Sabesan, Esq.
On Behalf of Janet Todd: Ronald Poliquin, Esq.

WITNESSES:

Rhiannon Slater, Greenwood Acting Town Manager; Carolyn Chisenhall, Greenwood Town Clerk;
Randy Willey, Greenwood Board of Adjustments; Michael Phillips, Greenwood Planning
Commission; Kelli Nuwer, Greenwood Board of Adjustments; Kevin Eickman, former Greenwood
Police Administrative Assistant; Janet Todd, Greenwood Town Manager.

CALL TO ORDER/PLEDGE OF ALLEGIANCE:

Mayor Cessna opened the meeting at 1:00pm with the Pledge of Allegiance.

PUBLIC COMMENT:

Kirk Willey spoke in support of Janet Todd.

CONTINUATION OF HEARING PURSUANT TO TOWN CHARTER SECTION 19(C)(2)(D):

Mayor Cessna turned the meeting over to Mr. Shapiro at 1:17 p.m. This was the second day of the hearing in the challenge by Mrs. Todd to the Town's Notice of Intent to remove her from the position of Town Manager. Witnesses were sequestered.

TOWN PRESENTATION CONTINUED:

TESTIMONY OF RHIANNON SLATER:

Rhiannon Slater, Acting Town Manager of Greenwood, summarized her approximately 20 years of experience involving municipal government in Wyoming, Camden, Harrington, Milford, and Millsboro. She testified as to her experience with municipal finances, including account reconciliations, maintaining QuickBooks, and grant reporting and application. She stated that she implemented some separation of duties within a week of her hire, as her understanding was that Mrs. Todd both entered and paid the bills, and that is not the proper way to do things; there needs to be checks and balances. Now Mrs. Slater enters the bills, and Mrs. Chisenhall pays them on a weekly basis. She stated that the Town's bank accounts had not been regularly reconciled, and there was an approximately \$310,000 higher balance in QuickBooks than what the bank statements were showing. There were missing transactions, and multiple payments that went through the bank that weren't entered into QuickBooks. That's also what the auditors have found; one of the auditors made a statement in an online meeting at the end of September that if Mrs. Todd were still with the Town, they would not be conducting the '22 audit. Approximately 5 years' worth of vendor payable

information was encompassed in each vendor file, with years interspersed. Normal practice is to organize information by year, making it easier to sort through for audits. This situation has also caused issues with FOIA requests.

Cross by Mr. Poliquin: Mrs. Slater agreed that she couldn't testify that Mrs. Todd had any instances of noncompliance regarding the audits. Mr. Poliquin asked if Mrs. Slater was aware that the Wigglesworth CPA firm was hired to reconcile the general ledger for 2020, 2021, 2022, 2023, and 2024. Mrs. Slater replied that she was not, and that those reconciliations were not completed; if they were, they were not in QuickBooks. Mr. Poliquin showed Mrs. Slater Todd Exhibit 2, and Mrs. Slater pointed out that the Wigglesworth document stated that they *will* provide those services, not that they *did*. Mrs. Slater agreed that she was not here to testify regarding any noncompliance actions that Mrs. Todd did prior to Mrs. Slater becoming acting Town Manager.

Re-Direct by Mr. Delcollo: Mrs. Slater confirmed that she is responsible for the financial functions of the Town. When asked how the items outlined in her direct examination testimony could have arrived at the status she found them, she answered because they weren't being done. Mrs. Slater testified that she had not seen Todd Exhibit 2 before, and that the accounting firm, Luff & Associates, was hired in December to reconcile all the accounts from '21 through '25 because there had been such a long time between the last reconciliation and the current date.

Re-Cross by Mr. Poliquin: Mr. Poliquin again showed Mrs. Slater Todd Exhibit 2, which was addressed to the Town and dated 2023, 2 years before Luff & Associates was hired. Mrs. Slater agreed that if there's a problem in the records, it could screw up and extend the time of reconciliation in the future.

TESTIMONY OF CAROLYN CHISENHALL:

Carolyn Chisenhall, Town Clerk, stated that she was hired in July 2021. She attends meetings, prepares minutes, handles water billing, and processes payments for water, taxes, licenses and permits, and makes those bank deposits. She stated that when she was hired, the Town was gathering information for auditors and she did scan some bank statements to send, but that's about the only contact she's had with the auditors. There are 2 employees on the Town's administrative side but there were 3 when she was hired. She stated that Mrs. Todd did not ask for her assistance involving reconciling accounts, locating material for auditors, or addressing the status of the Town's finances in any way. She stated that things got heated at the June or July Council meeting when Mrs. Todd hadn't gotten quotes from the insurance company for the K9, and Mrs. Todd got upset - a little loud, a little flustered. She also told of an instance at the June or July Council meeting where Mrs. Todd barked back sarcastically at Mayor Cessna during a tense interaction over paying the Police Department from paper time sheets. Mrs. Todd gathered her things and left that meeting as soon as she was done needing to speak, in the middle of the ongoing meeting, even though she typically stayed until the end of every meeting. Even if Mrs. Todd went out for Executive Session, she typically stayed until we came back. That was the only meeting that Mrs. Todd left before the conclusion of the meeting, and the August meeting she didn't stay until the end of Executive Session. Mrs. Chisenhall stated that after Mrs. Todd's suspension, she received an email to Mrs. Todd from a developer. He didn't want there to be conflict with Mrs. Todd's husband and another hunter on his property. Mrs. Chisenhall informed him that there is no hunting allowed within Town limits. Mrs. Chisenhall testified that she hadn't observed any harassment or mistreatment or rudeness towards Mrs. Todd from Chief Walton or members of Council. She stated that she's shared an office with the Town Manager since she's been employee, and that there wasn't much talk of audits except when the Council would ask about the audits. Mrs. Todd's answer was normally that they're working on it, they should be done in a couple of months. Mrs. Chisenhall testified that the day after Mrs. Todd was suspended, she saw that the Town cell phone, which had been there the night before, was missing. The Rolodex of vendor contacts was gone, and though she didn't know specifically what

else was missing, she noted that one big file-sized desk drawer was completely empty. Mrs. Todd had been promoted to Town Manager before Mrs. Chisenhall was hired, and Mrs. Chisenhall recalled Mr. Donovan speaking to Mrs. Todd in January 2022 about Mrs. Todd being salary. When Mr. Delcollo asked Mrs. Chisenhall if she would ever send something from a formal Town email asking for a privilege of a family member, she responded that it would be inappropriate to use your job to gain a favor from someone that you wouldn't have any contact with outside.

Cross by Mr. Poliquin: Mrs. Chisenhall confirmed that she had not been following these proceedings; there is a TV in the office where the Facebook feed has been playing, but there is no audio. Mrs. Slater put it on the screen in case it went black so she could alert that the live stream was off. Mrs. Chisenhall confirmed that she never asked a vendor of the Town for a favor. When asked if she asked a paving company for free millings, she replied no, that Roger had asked what the paving company was going to do with some millings and Mrs. Chisenhall said that she could probably use some; Roger said they had to be dumped somewhere. Regarding the hunting situation, Mrs. Chisenhall agreed that she did not have firsthand knowledge of Mrs. Todd's or her husband's relationship with the developer; however, she did state that she knows you're not allowed to hunt in Town. When asked if she had filed a grievance report, Mrs. Chisenhall stated that she did not – it is a 2-person office, there's quite a bit of employee turnover and if Mrs. Todd had been reprimanded, it would have been a miserable workplace. When Mr. Poliquin asked if she was aware that Mrs. Todd was having medical issues when she walked out of the July Council meeting, she said that she was aware that Mrs. Todd had a brain tumor, but she had been seeing a doctor about the same situation for years. When Mr. Poliquin asked if she remembered PKS recommending the Town hire more individuals to handle or outsource the accounting, she replied yes and stated that at the April meeting, the Mayor said PKS had made the suggestion that someone else come in on a regular basis and reconcile the books monthly, and Mrs. Todd stated that she reconciles the books monthly herself. When Mr. Poliquin asked Mrs. Chisenhall if she heard about Wigglesworth at a Council meeting, she said she believed it was at the May meeting when Mrs. Todd said that they would be coming the next month. She also said that she remembered accountants being here the better part of a week and as far as she knew, Mrs. Todd was cooperating with those individuals. She didn't know when those audit issues began or if they were caused prior to Mrs. Todd becoming Town Manager, but she stated that the audits had been done prior to Mrs. Todd becoming Town Manager; there was a 2019 audit done. She stated she knew Mrs. Todd had medical issues and Mrs. Todd never communicated that that could affect her ability to function at times.

Re-Direct by Mr. Delcollo: Mr. Delcollo had Mrs. Chisenhall clarify that millings were a waste or side product of a project that needed to be discarded somewhere, there was no cost to the Town, and Mrs. Todd was also offering them to a business owner in Town. Nothing else was ever said about the status of the millings, their disposition, or that there was a problem with the Town's waste products being discarded somewhere. Mr. Delcollo asked if Mrs. Todd had ever approached Mrs. Chisenhall about that, since it seems that it's now being proffered as some sort of ethical breach, to which Mrs. Chisenhall replied, no. When asked, she also stated that the Town Manager, who is the HR head of the Town, did not review the employee handbook with her.

Re-Cross by Mr. Poliquin: Mrs. Chisenhall confirmed the Town had a solicitor that she could have gone to if she had an issue, and that she got millings because she was an employee of the Town.

The Town had no further witnesses. A fifteen-minute recess was taken. The hearing reconvened at 2:45 pm with Mrs. Todd's opportunity to present her case.

MRS. TODD PRESENTATION:

TESTIMONY OF RANDY WILLEY:

Mr. Willey stated that he has lived in Greenwood for over 50 years. He served on the Town Council for about 12 years. He is currently on the Board of Adjustment, has been the Chairman of the Board

of Elections, and is now running for Town Council. He's known Mrs. Todd for 6 years. He testified that his dealings with Mrs. Todd were sporadic, but he'd never had any issues. She was very helpful and he was treated very well. He had not had any experience where she was unprofessional or non-responsive. When Mr. Poliquin asked what his opinion was as far as the Town's position to try to remove Mrs. Todd, he said he didn't see whatever they saw – he didn't see any reason for her to have to go – but he didn't deal with her as much as most of the other people, and he didn't understand what was going on.

No Cross by Mr. Delcollo

TESTIMONY OF MICHAEL PHILLIPS:

Mr. Phillips is the current chair of the Planning & Zoning Commission, having served since February 2023. He testified that he's always had good rapport with Mrs. Todd, has worked with her with events, and she always provided the Commission with any information needed for their review. Any documents he ever requested were provided on a timely basis, and he never had any question about her professionalism. He said there has been a notable contempt of the Town Manager from Council. He stated his belief that Mrs. Todd found irregularities in prior records and when an effort was made to clean those things up, a lot of people got upset. A couple properties are affiliated with some Council members, and Mr. Phillips believed there was a personal vendetta. He said one property was owned by Mr. Donovan's daughter, Jamie Webb, and Mrs. Webb was very vocal against Mrs. Todd and accused her of harassing her. He's never had any problems with Mrs. Todd's performance. If information was needed in the middle of a meeting, it was provided quickly.

Cross by Mr. Delcollo: Mr. Delcollo had Mr. Phillips state that he understood he was under oath and what that meant. Mr. Phillips testified he had not seen any members of Council engage in any sort of harassment towards Mrs. Todd, nor had he observed any members of Council berate, yell at, or otherwise mistreat Mrs. Todd.

Re-Direct by Mr. Poliquin: Mr. Poliquin had Mr. Phillips confirm that he sees a conflict of interest between Mrs. Webb's application regarding her property and the fact that her father is a Town Council member. He thinks bias could affect Mr. Donovan's participating against Mrs. Todd.

Re-Cross by Mr. Delcollo: Mr. Phillips stated he had not ever observed any sort of bias from Mr. Donovan; no harassment, no mistreatment, nothing like that. When Mr. Delcollo asked Mr. Phillips if his testimony today is that because there is a land enforcement issue involving Mrs. Webb's property, then that must therefore mean that Mr. Donovan has an axe to grind against Mrs. Todd, Mr. Phillips answered, not in those words, but yes.

Council: Mr. Donovan asked Mr. Phillips was he (Mr. Donovan) not asked to leave Council chambers when anything about her (his daughter's) daycare was discussed, and when the vote was taken by Council wasn't he (Mr. Donovan) told that he had to physically leave the room? Mr. Phillips replied that he was not present at that meeting.

Jessica Lederer was called as a witness but was not available at that time.

TESTIMONY OF KELLI NUWER:

Ms. Nuwer serves as Vice-Chair on the Board of Adjustment, was previously on Planning & Zoning, is a member of the Police Accountability Commission, and has helped with community events. She worked closely with Mrs. Todd on the parade, farmers market, and Greenwood Day and had a positive experience. Events were always outside of business hours, and though not a Greenwood resident, Mrs. Todd would participate and work on those events. She stated that Mrs. Todd answered any questions that were asked of her at Council meetings, and if she didn't have information, she invited Council to come to the office to discuss at later times. When asked about conflicts between the Council and Mrs. Todd, Ms. Nuwer stated Council meetings had gotten tense – tensions rise, tones get stern, feelings get hurt. She said she did not perceive that Mrs. Todd behaved in an improper manner; as far as being professional, she felt that Mrs. Todd did the best

she could considering the situation. She doesn't think this was handled properly. There were no write-ups or conversations; Mrs. Todd was immediately suspended and the investigation started. The charges against Mrs. Todd do not reflect the Mrs. Todd that she worked with.

Cross by Mr. Delcollo: Ms. Nuwer shared some prior work experience and stated that her testimony comes from the perspective of somebody who was a manager and worked closely with HR in documenting issues. She agreed that someone should know in the workplace that they shouldn't use expletives and that use of expletives in the workplace is unprofessional. She keeps in touch with Mrs. Todd, speaking a couple of times a week. They last spoke a couple of days ago, and she said she did not speak with Mrs. Todd about her testimony.

Re-Direct by Mr. Poliquin: Mr. Poliquin had Ms. Nuwer read aloud from the Town Charter, Section 23, which pertains to the annual audit. That section does not mention the Town Manager.

TESTIMONY OF KEVIN EICKMAN:

Mr. Eickman was the Police Department administrative assistant from April 2024 until March or April 2025. He, along with Chief Walton, Lieutenant Thomas, and Mrs. Todd, was part of the working group that met to discuss what needed to be done to begin the K9 program. The group was going to do more research and look into funding options. Within a couple weeks, a veterinarian bill came and he passed it on to Mrs. Todd for payment. He said Mrs. Todd said she wasn't aware that we had a K9, so she could not pay the bill. He stated that he did not believe the questions from the first meeting had all been answered prior to receiving the vet bill; he believed that the money was in place, but as for having a program and policy established, he did not know if that was accomplished. His task was to find funding, and he reviewed grants to see where they could pull money from and how much.

No Cross from Mr. Delcollo

Anthony Massey was called as the next witness and sworn in. Mr. Delcollo stated that the matter of how Mr. Massey ended up being able to get here and the nature of how Mr. Massey was advised to attend needed to be addressed, as it could implicate certain concerns involving communications with representative parties. He stated that either on or off the record, a brief colloquy was appropriate. They went off the record; Mr. Shapiro and the counselors left the room. Upon returning, Mr. Poliquin withdrew his witness and asked for it to be stricken from the record that Mr. Massey was called as a witness. Mr. Shapiro repeated for clarity that they would like to strike from the record that Mr. Massey was called and offered as a witness, and Mr. Delcollo advised Mr. Poliquin that he could look at the errata afterward if needed.

TESTIMONY OF JANET TODD:

Mrs. Todd is the suspended Town Manager of Greenwood. She's worked for the Town since August 13, 2019. She has read the charges against her. (1) The initial charge was failure to discharge her duty to maintain accurate financial records and ensure timely completion of audits. Mrs. Todd testified that Lank, Johnson & Tull had done an audit in 2019, but while she was out for surgery, they deleted several pages of checks and invoices and therefore the audit had to be redone. She said that an RFP for new auditors was put out in January 2021, and PKS was engaged in February 2021. She became acting Town Manager in March 2021. Mr. Poliquin presented Todd Exhibit 2, which she said was a document from Wigglesworth for them to do all the bank reconciliations. She said they were hired to put back the entries that had been deleted and then they were going to reconcile all the bank statements. When asked if that had been completed, she stated that when she was suspended, it wasn't done but they were working on it. She said she presented Council with a letter from PKS stating that the audits were delayed because of that. She testified she worked well with the auditors and that the problems predated her time as Town Manager. When asked how she maintained accurate financial records, Mrs. Todd stated that everything was entered into QuickBooks. Invoices were filed several years together because there wasn't room or filing

cabinets, but just before her suspension, she started the process of splitting the files out into separate new filing cabinets. (2) The second charge was failure to carry out audit-related tasks. She said that when the Council wanted PKS to come and give an update, the auditors had a previous engagement. They could rearrange if it was urgent, but it would cost \$1000.00. Mrs. Todd said Mr. Massey told her to cancel PKS because of the money and because they said they didn't really have an update, they were just still working on that year. Mrs. Todd recalled that when PKS presented the audit at the May 2025 Council meeting, they stated that there were no instances of non-compliance and PKS did not state at that meeting that Mrs. Todd was not providing documents. She did not issue an RFP to PKS for years 2021-2024 because they had already been contracted to do those years when Marshall Kemp was Mayor. When asked if she failed to provide monthly written audit status updates to Council, she stated that the Council had financials in their packets every month, and they had the ability to ask any questions they would like. (3) As for failure to comply with Council directives and administrative requirements, Mrs. Todd stated that she never denied Council members access to financial files. (4) For the charge of improperly claiming and authorizing overtime, Mrs. Todd said that she was hired hourly and there were no further discussions as to how she was being paid. She then said that she had a discussion with Mr. Donovan where he said she should be salary because it would save the Town money, but it was never voted on by the Council. (5) Mr. Poliquin asked Mrs. Todd to respond to the allegation that she failed to maintain professional conduct and was combative with the Mayor during a Town Council meeting. She said that the Mayor came at her very unprofessionally, and she came back stern. She stated that she did not perceive that as unprofessional, but rather as defending herself. Regarding Chief Walton's accusation, Mrs. Todd said the Council meeting was over and she and Mr. Massey went into her office. She said she didn't remember the Chief walking by or what she and Mr. Massey were talking about, but she said it wasn't related to the meeting or an employee or work, and she wasn't loud and she wasn't cursing. She then stated that she may have said a curse word, but she wasn't cursing. (6) Mrs. Todd stated that when a workgroup was formed for the K9 program, it was agreed to try to wait to find finances and things, but when she came back from vacation in May, there was a dog. She had been given a vet bill to pay and she reached out to the Chief, who gave her a copy of a contract showing they had taken custody of a dog on May 1. Regarding the lack of candor and misrepresentation to Council about the K9 program, Mrs. Todd testified that all the information she had had been relayed to her from Councilwoman Dee Jones, who said she got information from Corporal Brooke Tucker about the dog: the dog's name was Emma, it had been donated from a kennel, it was seven or eight years old, and it had been rescued from an abusive situation. Mrs. Todd presented the vet bill and asked Council where they wanted to get the money to pay it, and they decided that they were not going to pay it at that time. Mrs. Todd said that she didn't know then that some of that information was false: the dog did not come from an abusive situation, according to the kennel lady that came to the next meeting. Mrs. Todd stated that she was initially supportive of the program, but she didn't like how it was handled. (7) When asked about the allegation that she failed to act on information regarding a police officer, Mrs. Todd testified that she received an email complaint about an officer's personal behavior, but she showed it to Councilwoman Jones who did not take it as a serious complaint. Mrs. Todd said she emailed the complainant at the Councilwoman's request and asked for a phone number so they could discuss it, but there was no further response. Mrs. Todd stated that she asked the officer that the complaint was about if he was familiar with the complainant, to which he replied that he had arrested that person many times. Mrs. Todd said the email said that the officer was up for Chief of Police so he should be investigated, but he was not up for Chief of Police, and we had no Police Chief at the time. (8) When asked if she used her position to get special hunting access for her husband, Mrs. Todd testified that she knew Mr. Kenton of DEStorage before he submitted anything, and that her husband hunted on Mrs. Morelli's property before Mr. Kenton

bought it. She said she cannot give developers favors because she has no influence over their projects. (10) When Mrs. Todd came to work August 13, she saw that the door had been zip tied, assumed she had been fired, loaded her things up, and left. She tried to call the Mayor but got no answer. She called and woke Vice-Mayor Massey, who said he didn't know what was going on because he wasn't in the executive session the night before. Mr. Massey then came to Town Hall and helped her. When asked if she removed any Town property that day, she said she took a small white binder that belonged to her and contained her employee handbook; she said everything else she took – snacks and flowers – belonged to her. According to Mrs. Todd, her work phone and keys were in her purse and when she got home, she turned around and came back with witnesses to turn them in. (9) In regard to the accusation that Mrs. Todd falsely claimed she had been subjected to harassment and retaliation, Mr. Poliquin presented findings for a complaint against Donald Donovan filed through the Public Integrity Commission. The conclusion was that Mr. Donovan had a conflict of interest and, in the future, he must recuse himself from making decisions about his relatives. Mr. Poliquin then presented documents from Mrs. Todd's attorneys to the Town's attorney, accusing that the relationship between Mrs. Todd and her employer had gotten increasingly toxic, personal, and vicious because Councilors Donald Donovan, Brenda Tallent, and Marshall Kemp made the workplace hostile and uncomfortable. Mrs. Todd stated that in any interaction she had with those 3 people, they were not professional. The documents also stated Mrs. Todd's demand that any meeting of the Council to discuss Mrs. Todd or her performance be held in public, in an open Council meeting, and that future litigation was being contemplated. Mrs. Todd said that other than this hearing and a vote to do away with the performance improvement plan, there haven't been any open meetings discussing her personnel matters. Mr. Poliquin presented an email exchange of grievances from Mrs. Todd to Mr. Massey, in which she said that Chief Walton was disrespectful to her and did not follow the payroll policy; Mayor Cessna made no attempt to take that matter to Council or mediate with Chief Walton; Dan Nelson was disrespectful and aggressive towards her at the May, June, and July Council meetings; and she felt discriminated against for a disability. Audit related emails from accountants, auditors, Mr. Nelson, and Mr. Kemp were entered as exhibits, as well as a veterinary bill, health evaluation report, and emails regarding insurance for the K9. A letter from Councilwoman Jones, notarized 1/14/26, was also entered.

Cross by Mr. Delcollo: Mrs. Todd confirmed that the grievances she filed against Mr. Walton, Mr. Cessna, and Mr. Nelson were not sent to her supervisor, which is the Town Council as a whole, but only to Mr. Massey. She did not follow up with Mr. Massey to ask if there would be a public forum to discuss her grievances. Though she had sent the document to her attorney before sending it to Mr. Massey, she said that the grievances weren't a litigation tactic but a last effort to solve the problem. When asked by Mr. Delcollo if she believed that communications such as those referencing request for proposal, interactions with auditors, letters directly from PKS, and bank statements – items related to Town business that she came into possession of in the course and scope of her role as Town Manager of the Town of Greenwood – were her property or Town of Greenwood property, Mrs. Todd stated that they are her personal property. She then testified that even though she had remote access to Town systems from home and from her cell phone, she emailed a bunch of Town materials and documents to her personal Yahoo email account. Regarding the Chief's accusation, she agreed that she was using profanity but said it wasn't about the Chief. Mrs. Todd testified that she had a personal relationship with developer Casey Kenton, and that her husband started hunting there while she was Town Manager, 3 or 4 years ago. She agreed she was emailing Mr. Kenton during normal working hours addressing hunting in addition to conditional use permits, and she had issued a similar hunting request from her Town Manager email to Mr. Kroll, another developer who was not a personal friend. Mrs. Todd confirmed that she reviewed and approved the overtime of her subordinates, but she paid herself overtime without the approval of Council. Regarding PKS's non-

attendance at the July 2025 Council meeting after the Town Council voted in June to have them be there, Mrs. Todd said she told them not to come because Mr. Massey advised her to tell them that since they had a prior engagement and it would cost the Town \$1000. She didn't reach out to PKS until the week prior to the July Council meeting, and she acknowledged that Mr. Massey did not have the authority to overrule the vote of the Town Council. When asked about the email complaint she received about an officer, she stated she showed it to Councilwoman Jones, who said it was irrelevant. When asked if aside from that one Council member had she shared it with anybody else, Mrs. Todd stated she did not share it with any other Council people that she's aware of. She testified she didn't remember if she ever did anything like take a photo of the email and give it to the officer in question. Regarding Police Department financials, she believed it was auditor Erika that told her that the Homeland Security seizure money could stay in the general account, and Mrs. Todd said there was an invoice for water pumps that was mistakenly applied to the wrong line item and charged against the Police Department. She stated that though involved by entering payments and doing bank deposits, Mrs. Chisenhall didn't have much responsibility over the Town's finances and had limited oversight. Mrs. Todd didn't disagree that she herself had responsibility for the audits, but it was not her sole responsibility. She agreed that no other employee would be responsible for making sure that the audits mandated in the Charter were moving expeditiously.

Re-Direct by Mr. Poliquin: Mrs. Todd agreed that she emailed her grievances to Mr. Massey because he was one of the few individuals that she wasn't grieving against. She agreed that PKS had a prior engagement, they told her they were extremely busy, and they could come when they had something worth bringing to update. Mrs. Todd testified that Mr. Torbert and Councilwoman Jones were aware that she took overtime. Mrs. Todd agreed that the Charter says that every year the Council has to issue a request for an annual audit to an independent auditor, and they did not do that at any time during her time here.

Re-Cross by Mr. Delcollo: Mrs. Todd said Durene Jones' affidavit dated January 14, 2026, did not say that she authorized Mrs. Todd's overtime. When asked by Mr. Delcollo for a specific example of the harassment she felt she was subjected to, Mrs. Todd said one day she received an email at 8 or 8:30 in the morning from a Councilperson who requested copies of all the bank statements by 1:00. Mrs. Todd responded that she needed a little bit of time; Carolyn was off that day. Mrs. Todd said, "It became an email exchange of I told you I want them, blah, blah, blah... and they were in their mailbox for them the very next morning at 7:30. They never picked them up." Mrs. Todd said she was given demands she could not meet and then chastised for it; the information requests weren't the issue, it was the time frames that she could not meet. That person is no longer on the Council, but she said she had the same issue with Mr. Nelson. When Mr. Delcollo asked if it was her view that requests in email for documents pertinent to matters that Council is considering are harassment, she said no – the way it was handled got to be too much. It became harassment. It was hostile. It was toxic. It was the tone. She said they would come to pick up their packet and speak to Carolyn but walk right by Mrs. Todd. The harassment was the constant badgering, and the behavior in here was toxic. She agreed with Mr. Delcollo's clarification that when someone doesn't say hello to her, that's toxic. Mr. Delcollo asked for other examples of harassment aside from the requests for information and not greeting her at times, and Mrs. Todd said that in the Council meetings, it was "the constant disrespect, the constant tone of voice. It was just, it was always a come at Janet, come at Janet, come at Janet." She said they (Council) would ask a question, but she wasn't allowed to answer it and that became a regular thing.

Council: Mr. Moran asked Mrs. Todd about her time sheet that said begin salary discussed with Mayor. She responded that Mr. Donovan told her she was salary, but it did not go to Council. Mr. Moran said according to several pages, it said salary for months. He then asked at what point did she start going back and paying herself the overtime? Mrs. Todd responded that all the dates and

times are in QuickBooks on the notes under her name. She said she wrote salary on there if it was just a standard week; she never said she was salary for 40 hours, and if she worked 20 still got 40. Mr. Donovan asked why it took 3 years to get books reconciled for the audit and Mrs. Todd replied that PKS started out doing the reconciliations for the audit, but they recommended the town hire a CPA firm to fix all that.

Mr. Nelson had Mrs. Todd confirm that an August 2025 paystub of hers for \$1201.60 gross was correct, that she oversees Roger Breeding and Carolyn Chisenhall, and that hers is the highest position in the Town.

CLOSING STATEMENTS:

TOWN: Mr. Delcollo stated the conclusion can be drawn from the evidence presented that the items in the Notice of Intent to Terminate transpired. Every one of the items outlined in the Notice has been demonstrated by far more than a preponderance of the evidence. He directed Council to Mrs. Todd's own testimony, stating that she herself has admitted to numerous transgressions. He added that records were not maintained, records were not reconciled, and the Town is left out of legal compliance because the Town Manager would like to simply point the finger at others and not accept responsibility for her clear obligations.

MRS. TODD: Mr. Poliquin stated that the investigative report is garbage; it doesn't have any citations to any sources. It says, "multiple witnesses said", and "multiple documents said". No citations, no sources, no attributes to any quotes equals no credibility. Mrs. Todd is entitled to know her accusers. There's no meat. There's a lot of sizzle, not a lot of steak. The report stinks. The investigator didn't hold up, and you can't fire Mrs. Todd over nothing.

TOWN: Mr. Delcollo stated his astonishment at Mr. Poliquin's description that there's not sufficient basis to process a termination when Mrs. Todd herself admitted to essentially all the allegations issued. He said there's a mountain of credible, significant evidence that Mrs. Todd was engaging in numerous things and behaving in a manner as if she was the only one who had the authority, and Council and Council's authorization only mattered when Mrs. Todd cared. He said, "It's quite telling to me that none of the exculpatory information that Mrs. Todd took from the Town was ever offered to Campanella despite multiple proddings, and so that's why we have the price tag that was paid today. Instead of engaging in the investigation, we have what was displayed."

Mr. Shapiro thanked party counsel. The record for the factual hearing was closed.

EXECUTIVE SESSION:

Motion by Mr. Moran to go into Executive Session at 8:53 pm. Second, Mr. Donovan.

Donovan – Yes; Moran – Yes; Cessna – Yes; Nelson – Yes. 4-0, Motion CARRIED.

RETURN TO OPEN SESSION:

Motion by Mr. Nelson to come out of Executive Session at 10:20 pm. Second, Mr. Donovan.

Nelson – Yes; Cessna – Yes; Moran – Yes; Donovan – Yes. 4-0, Motion CARRIED.

Mr. Nelson, having considered all evidence and testimony presented in the Town of Greenwood's hearings held on January 15th and 16th, 2026, made a motion to move forward with the termination of Janet Todd's employment with the Town of Greenwood. Second, Mr. Moran.

Donovan – Yes, Moran – Yes, Cessna – Yes, Nelson – Yes. 4-0, Motion CARRIED.

ADJOURNMENT:

Adjourned at 10:23 p.m. with a motion by Mr. Donovan. Second, Mr. Moran. Unanimous.



Town Manager