

The Special Meeting of the Board of Trustees was held on September 8, 2026, at the Village Hall, 34 School Street, Bayville, New York 11709, at 5:30PM.

Present were:

Trustee Santoro	Village Clerk-Treasurer
Trustee Tucker	Maria Alfano-Hardy
Trustee Walsh	Secretary to Board
Trustee Valsecchi	Nikki Paris
Trustee Genova	Labor Counsel
Mayor Rupp	Christopher Neumann

Absent was: Trustee DiBartolomeo

Trustee Tucker moved BE IT RESOLVED to approve estimate #13528 dated 09/01/2026, based on pricing from the Town of North Hempstead – Bid No. TNH224-2025, from John McGowan & Sons, Inc. for a total cost of \$160,330.00 for the following paving projects:

Mill & Pave - Mountain Ave – From Bayville Avenue to Godfrey Avenue
Road Repair – in front of 5 Perry Avenue
ADA ramp Intersection of School Street and Godfrey Avenue
Mill & Pave – West Harbor Drive – At intersection of Ludlam Avenue

And BE FURTHER RESOLVED, that the Village Clerk Treasurer is authorized to appropriate Fund Balance to cover the cost of the paving projects.

Seconded by: Trustee Santoro

Poll of the Board: Trustee Walsh, aye, Trustee Santoro, aye, Trustee Genova, aye, Trustee Tucker, aye, Trustee Valsecchi, aye, Mayor Rupp, aye

RESOLUTION 2026-160

Trustee Santoro moved BE IT RESOLVED to approve the proposal from H2M for professional services related to the resurfacing of Mountain Avenue and construction of an accessible ramp at the northwest corner of Godfrey Avenue and School Street for a total cost of \$7300.00.

Seconded by: Trustee Genova

Poll of the Board: Trustee Walsh, aye, Trustee Santoro, aye, Trustee Genova, aye, Trustee Tucker, aye, Trustee Valsecchi, aye, Mayor Rupp, aye

RESOLUTION 2026-161

Trustee Tucker moved BE IT RESOLVED to hire Joe Noto as a part-time Motor Equipment Operator at \$25.00 per hour, effective September 17, 2026.

Seconded by: Trustee Santoro

Poll of the Board: Trustee Walsh, aye, Trustee Santoro, aye, Trustee Genova, aye, Trustee Tucker, aye, Trustee Valsecchi, aye, Mayor Rupp, aye

RESOLUTION 2026-162

Trustee Tucker moved to adjourn the Special Meeting to go into Executive Session at 5:43PM to discuss personnel matters with the intent to protect the privacy of a particular person or persons. More specifically, this Executive Session is necessary for the Board to discuss, with counsel, employment status of a particular person.

Seconded by: Trustee Santoro

Poll of the Board: Trustee Walsh, aye, Trustee Santoro, aye, Trustee Genova, aye, Trustee Tucker, aye, Trustee Valsecchi, aye, Mayor Rupp, aye

RESOLUTION 2026-163

Trustee Santoro moved BE IT RESOLVED to close Executive Session and re-open the Special Meeting at 6:44PM.

Seconded by: Trustee Walsh

Poll of the Board: Trustee Walsh, aye, Trustee Santoro, aye, Trustee Genova, aye, Trustee Tucker, aye, Trustee Valsecchi, aye, Mayor Rupp, aye

RESOLUTION 2026-164

Trustee Santoro moved

WHEREAS, on September 28, 2021, Giuseppe Sicuranza began his employment as the Superintendent of the Department of Public Works (hereinafter referred to as the "Department" or "DPW") with the Village of Bayville (hereinafter referred to as "the Village").

WHEREAS, on or about July 14, 2026, the Village filed Charges and Specifications against Mr. Sicuranza. Charge I was for Misconduct and Charge II was for Misconduct and/or Incompetence, Charge III was for Misconduct and/or Incompetence. In summary, the specifications under Charge I were for comments Mr. Sicuranza made during his tenure as Superintendent where he made an insensitive comment about subordinate employees, stating that they would be "driving Ms. Daisy;" and using the derogatory and offensive term "retard" or "retarded." The specifications under Charge II were that his involvement in a verbal confrontation with a subordinate employee which involved yelling and cursing constituted misconduct and/or incompetence; and that he failed to intervene and hold employees accountable during volatile arguments in the work place, where he told employees to "go outside and fix it," thereby failing to enforce the prohibition of violence in the workplace. The specifications under Charge III were for his general failure to effectively supervise the DPW, leading to a complete breakdown of authority within the Department; during his tenure he has consistently exhibited poor management, planning, and communication skills; during his tenure he has failed to properly train and oversee subordinate employees; and during his tenure as Superintendent he has failed to effectively manage the day-to-day operations of the Department failing to address workplace issues, resolve conflicts and address equipment needs creating a dysfunctional environment.

WHEREAS, Mr. Sicuranza was the subject of a prior disciplinary action separate and apart from the current subject disciplinary procedure for harassment and inappropriate behavior that resulted in a Stipulation and Agreement dated September 1, 2022, wherein Mr. Sicuranza accepted a 30-day suspension without pay, agreed to attend sensitivity training classes, waived all rights of appeal.

WHEREAS, pursuant to N.Y. Civil Service Law Section 75, as a volunteer firefighter, Mr. Sicuranza received a hearing before a neutral hearing officer;

WHEREAS, Neutral Hearing Officer Robert B. Kronenberg, Esq. was selected by the parties to issue a report and recommendation to the Board of Trustees on the aforementioned charges;

WHEREAS, a hearing was held on August 7, 2026, at which time the parties presented physical and testimonial evidence;

WHEREAS, on August 28, 2026, the Neutral Hearing Officer issued his Report and Recommendation to the Board of Trustees;

WHEREAS, the Board has reviewed the Hearing Officer's Report and Recommendation, and all of the underlying physical and testimonial evidence presented by the parties during the hearing;

WHEREAS, pursuant to N.Y. Civil Service Law Section 75, the Village is empowered to make a final determination of the aforementioned charges brought against Giuseppe Sicuranza;

NOW, BE IT RESOLVED, the Village hereby issues the following findings of facts and conclusions with respect thereto:

On or about July 14, 2026, the Village of Bayville Served a Notice of Charges and Specifications on Mr. Sicuranza pursuant to N.Y. Civil Service Law Section 75.

Charge I, Specification 1 alleges misconduct against Mr. Sicuranza and states that on or about March 14, 2026, while assigning workers for the day in your capacity as Superintendent of the Department of Public Works, you made an inappropriate and insensitive comment to subordinate employees, stating that they would be "driving with Miss Daisy." Your use of this offensive language in a work environment constitutes misconduct.

With regard to Charge I, Specification 1, the Village hereby accepts the Hearing Officer's findings with regard to Specification 1. The Village agrees with the Hearing Officer that Mr. Sicuranza's reference to "driving Ms. Daisy" was meant to convey that the employee should drive at a slow pace.

Charge I, Specification 2 states: During your tenure as Superintendent, you have utilized offensive and derogatory terms, specifically including the word "retard" or "retarded," in the workplace. Your use of this derogatory language in the work environment constitutes misconduct.

With regard to Charge I, Specification 2, the Village hereby rejects the Hearing Officer's findings with regard to Specification 2, the Hearing Officers' credibility determinations. The testimony from Mr. Montell is clear that Mr. Sicuranza has used the word "retard" and/or "retarded" in the workplace multiple times. Just because Mr. Montell admitted that he may have used the word as well does not excuse or obviate Mr. Sicuranza's use of the word inappropriately in the workplace regardless of whether or not the word was used to describe another employee.

Charge II, Specification 1, states: On or about late March 2026, while on duty and acting in your capacity as Superintendent, you engaged in a verbal confrontation involving yelling and cursing with a subordinate employee, David Ellison, within the workplace office and in the presence of other employees. Your active engagement in a verbal altercation with a subordinate constitutes misconduct and/or incompetence.

With respect to Charge II, Specification 1, the Village accepts the Hearing Officer's findings.

Charge II, Specification 2 states: While acting as Superintendent, you failed to appropriately intervene and hold employees accountable during volatile arguments in the workplace. Specifically, when witnessing a volatile interaction between the two co-workers, you instructed the employees to "go outside and fix it" rather than properly addressing the situation and enforcing the prohibition of violence in the workplace. Your failure to properly supervise and maintain a professional and safe environment constitutes misconduct and/or incompetence and contributes to a toxic work environment.

With regard to Charge II, Specification 2 the Village accepts the Hearing Officer's finding that this specification was sustained in part. The Village agrees with the Hearing Officer that there was not sufficient evidence to find that Mr. Sicuranza told employees to "go outside and fix it" although there is secondhand testimony that this has happened. There is ample evidence in the record that Mr. Sicuranza has repeatedly failed to de-escalate employee confrontations. Ms. Alfano-Hardy testified that she has spoken with Mr. Sicuranza about how to handle employee confrontations and that he escalates those confrontations rather than de-escalating them. Following those failures of Mr. Sicuranza to de-escalate confrontations, Ms. Alfano-Hardy testified that the employees would wind up in her office with complaints which became very time consuming. Ms. Alfano-Hardy stated that within the past six months the complaints regarding Mr. Sicuranza's language use and failures at dispute resolution have gotten worse and more frequent. Thus, credible evidence establishes that Mr. Sicuranza has failed to appropriately intervene when workplace conflicts arose and to hold employees accountable during volatile workplace arguments.

Charge III, Specification 1 states: On an ongoing basis, you have demonstrated a general failure to effectively supervise the Department of Public Works, leading to a complete breakdown of authority within the Department. Specifically, but not limited to, you have detached yourself from the direct supervision of your workers and inappropriately delegated these essential managerial duties to your Assistant Highway Supervisor.

With regard to Charge III, Specification 1, the Hearing Officer found that the Village did not sustain Charge III, Specification 1. The Village does not accept the Hearing Officer's findings. The Hearing Officer relied on Mr. Montell's testimony that Mr. Sicuranza would micromanage him directly contradicts the allegation that Mr. Sicuranza had "detached himself" from the direct supervision. The Hearing Officer failed to consider Ms. Alfano-Hardy's testimony that he Mr. Sicuranza detached himself after the Village filed disciplinary charges against him for harassment and inappropriate behavior, stating: "He also after that incident wanted to separate himself a little bit from the employees after having had the incident and was looking to delegate more to Chris Montell the Assistant Highway Supervisor" Ms. Alfano Hardy further stated that Mr. Sicuranza's decision to step away from the management of the Department was not an effective management style and that it caused deterioration in the operation of the Department because he was separating himself from the day to day operations and not communicating with Chris Montell. In addition, Ms. Alfano-Hardy further testified that "the individuals that are working for DPW with him (Sicuranza) have I think lost faith in his ability to really direct them

and to really work with them and to really understand their concerns and situations and to be able to resolve situations that are brought to him (Sicuranza).” Further, the testimony of Deputy Mayor Tucker describes the inappropriate delegation of duty by Mr. Sicuranza and the failure of the DPW to perform construction of Village docks, with misaligned boards, boards that didn’t match with gaps and missing edging on the rub rails. In light of the above, and additional testimony in the record, the Village finds that Charge III, Specification 1 was sustained in full.

Charge III, Specification 2 states: During your tenure as Superintendent, you have consistently exhibited poor management, planning, and communication skills.

With regard to Charge III, Specification 2, the Hearing Officer found that the Village sustained Charge III, Specification 2 in part. The Village finds that the Village sustained Charge III, Specification 2 in full. Both Deputy Mayor Tucker and Ms. Alfano-Hardy testified about Mr. Sicuranza’s poor management, poor planning and poor communication skills. Deputy Mayor Tucker testified about problems with the dock repair project stating that the repairs were incomplete, poor workmanship, and not ready to be installed on time and that it was Mr. Sicuranza’s responsibility. In this regard, photographs of the subject dock work were entered into evidence by the Village, and those photos showed the docks in disrepair. Deputy Mayor Tucker also testified that materials for the docks, salt for winter storms, and clay for Village baseball fields were not purchased on time. Ms. Alfano-Hardy testified that Mr. Sicuranza’s interactions with subordinate employees were harsh, a little edgy and a little short and that he did not communicate enough to Mr. Montell. Ms. Alfano-Hardy testified that many employees would come to her office to complain about the lack of communication or how Mr. Sicuranza communicated with them when he did, and that these issues have become “stressful” and taken time away from her ability to perform the duties of the Village Clerk. Ms. Alfano-Hardy stated that her long-term efforts to improve Mr. Sicuranza’s communication with subordinates was not successful. In light of the above, the Village finds that Charge III, Specification 2 is sustained in full.

Charge III, Specification 3 states: During your tenure as Superintendent, you have failed to properly train and oversee subordinate employees, including an incident in or about March 2026 where you left new hires Michael Imbraile and Ryan McFarland alone on their first day without instruction to perform work.

With regard to Charge III, Specification 3, the Hearing Officer found that the Village did not sustain Charge III, Specification 3. The Village concurs with the Hearing Officer’s finding that Charge III, Specification 3 was not sustained.

Charge III, Specification 4 states: During your tenure as Superintendent, you have failed to effectively manage day-to-day operations of the Department. Your consistent failure to address workplace issues, resolve conflicts, and address equipment needs has created a dysfunctional environment and constitutes misconduct and/or incompetence.

With regard to Charge III, Specification 4, the Hearing Officer found that the Village sustained the charge in part. We agree with the Hearing Officer that pursuant to N.Y. Civil Service Law Section 75, that no removal or disciplinary proceeding shall be commenced more than eighteen months after the occurrence of the alleged incompetency or misconduct complained of and described in the charges...” can be considered. Therefore, we do not consider any acts of misconduct or incompetency after January 14, 2025. We do not agree, however, that Charge III, Specification 4 were sustained only in part. We find that Charge III, Specification was sustained in full. Deputy Mayor Tucker, Mr. Montell, and Ms. Alfano-Hardy testified that Mr. Sicuranza’s lack of management skills, lack of conflict resolution skills, poor communication, failure to adequately supervise employees, failure to purchase essential equipment (including but not limited to. vehicles) and materials (including but not limited to salt for road maintenance in winter and clay for baseball fields) has created a consistent failure. A review of the testimony as a whole clearly shows that under Mr. Sicuranza’s supervision, the Village DPW has become a dysfunctional environment where the work of the Village is not being done. Ms. Alfano-Hardy testified that having Mr. Sicuranza as the DPW Superintendent is a detriment to the Village and with him at the position of Superintendent the Village cannot move forward. The evidence in this matter has shown that Mr. Sicuranza has already had a prior disciplinary action against him for harassment and inappropriate behavior for which he stipulated to a 30 day suspension without pay, and which required him to go to sensitivity training. In addition, Mr. Sicuranza testified: “To tell you the truth, I don’t even really want to be here because of the way I am treated back there in the office and with the mayor.”

NOW, BE IT FURTHER RESOLVED, based on the Village's review of the Hearing Officer's Report and Recommendation, the fact that Mr. Sicuranza has had prior disciplinary action taken against him for harassment and inappropriate behavior resulting in a Stipulation where he agreed to a 30-day suspension without pay and required sensitivity training, all of the underlying physical and testimonial evidence presented by the parties during the hearing and in accordance with the Village's aforementioned findings of facts and conclusions, the Village hereby modifies the Neutral Hearing Officer's Report and Recommendation and hereby sustains Charge I, Specification 2, Charge II, Specification 2 in part, Charge III, Specification 1, Charge III, Specification 2, Charge III, Specification 4 brought against Mr. Sicuranza.

NOW, BE IT FURTHER RESOLVED, the Village hereby finds that the appropriate penalty is termination from service and Mr. Sicuranza is hereby terminated as Village Superintendent of the Department of Public Works with the Village of Bayville effective September 8, 2026.

Seconded by: Trustee Valsecchi

Poll of the Board: Trustee Walsh, aye, Trustee Santoro, aye, Trustee Genova, aye, Trustee Tucker, aye, Trustee Valsecchi, aye, Mayor Rupp, aye

RESOLUTION 2026-165

Trustee Santoro moved BE IT RESOLVED to close the Special Meeting at 7:03PM.

Seconded by: Trustee Walsh

Poll of the Board: Trustee Walsh, aye, Trustee Santoro, aye, Trustee Genova, aye, Trustee Tucker, aye, Trustee Valsecchi, aye, Mayor Rupp, aye

RESOLUTION 2026-166

Respectfully submitted,

Maria Alfano-Hardy
Village Clerk-Treasurer