BOARD OF DIRECTORS
MEETING MINUTES
May 29, 2026
10:00 a.m.

NOT PRESENT/EXCUSED:
Vice President Joan Vaccaro
Marybeth Tannacore – CSEB Unit President
Mary Lou Fava – Medicaid Unit President
Andrew Jellet – H Lee Dennison Unit President
Joe Muncey – Hauppauge South Unit President

PROXIES:
Marisa DeHaven – CSEB 2nd Vice President
Seiobain Speruta – Medicaid Executive Vice President

Point of Clarification: During the non-public portions of a Board of Directors meeting, only directors may speak unless the Board approves a motion allowing a non-director to address the Board.

1. CALL TO ORDER

The meeting of the Suffolk County Association of Municipal Employees Board of Directors was called to order on Friday May 29, at 10:10 a.m. President Terry Maccarrone and Recording Secretary Michele A. O'Connell were present.

Quorum was established.

2. PLEDGE OF ALLEGIANCE

Led by Medical Examiners Unit President Sarah Serventi.

3. MINUTES

A. April 24, 2026

MOTION by DSS Unit President Carinne Lespinasse, seconded by DPW Sani Blue Unit President Frank DiGirolamo to approve the minutes as corrected. Motion was approved unanimously.

4. ANNOUNCEMENTS

The Board discussed the importance of exercising caution when repeating statements and conversations, as remarks can easily be misconstrued or taken out of context.

SCCC Public Safety Unit President Tom Lima reported that members have responded very positively following President Terry Maccarrone and Vice President Joe Callari's attendance at the early morning site visits. He noted that the feedback received has been overwhelmingly supportive and that this positive response is helping to build the momentum needed moving forward.

President Maccarrone advised that many members are currently speaking before the Legislature. He emphasized that if any member experiences pushback, retaliation, or any adverse actions because of their participation, the matter should be reported to the Executive Board immediately so that it can be addressed promptly.

5. GRIEVANCE REPORT

The Board discussed the overtime grievance that was recently settled. Unit Presidents were advised to review the settlement with their respective units and gather feedback from members. Any additional concerns, issues, or potential violations related to overtime should be communicated to the Executive Board for further review and action.

6. HEALTH & SAFETY REPORT

Vice President Robert Leech discussed ongoing concerns that are being addressed.
Coram Center has security cameras. They will be repaired.
Smithtown DSS has a rodent issue that is being rectified.
HVAC concern at CO16.

DPW member that was injured on the job is recovering.

7. ELECTRONIC BALLOTS

None.

8. TREASURER REPORT

A. March 2026 Operating Report

Bank Account Balances as of March 2026

Connect One Accounts

Savings	$534,670.61
Checking	$139,360.64
Payroll	$271,276.68
Festival	$2019.00
Total	$947,326.93

Connect one Account—Tuition Reimbursement: $111,856.00

Suffolk Credit Union Building Fund

Savings	$318.55
Checking	$5096.90
Money Market	$3042.44
7 Month CD (renewed 4/6/26)	$7608.29
13-month CD (new 10/6/2025)	$10192.02
Total:	$25,258.30

Operating expenses for the month of March are $351,341.00.

MOTION President SCCC Public Safety Tom Lima, seconded by DSS Unit President Carinne Lespinasse to approve the March 2026 operating report. Motion was approved unanimously.

B. April 2026 Operating Report
Bank Account Balances as of April 2026
Connect One Accounts

Savings	$848.765.37
Checking	$33.079.04
Payroll	$177.938.37
Festival	$2269.00
Total	$1.062.051.778

Connect one Account—Tuition Reimbursement: $111.888
Suffolk Credit Union Building Fund 26,309.00

Savings	$318.66
Checking	$5096.90
Money Market	$3043.07
7 Month CD (renewed 4/6/26)	$7626.80
13-month CD (new 10/6/2025)	$10.223.25
Total:	$26.308.68

Operating expenses for the month of April 2026: $398.402.

MOTION by Vector Unit President Brian Viggiano, seconded by Crossing Guard Unit President Donnalee Morris to approve the April 2026 Operating Report. Motion was approved unanimously.

9. JUDICIAL REVIEW PANEL REPORT

Discussed that a chair was elected (Ramona Scioli-DelZio) she will attend future BOD meetings. No charges have been received. Training for the board is being scheduled.

10. COMMITTEE REPORTS

Wellness Committee: Annette Mahoney- Cross discussed the future programs. DSS Unit President Carinne Lespinasse requested a list of the all the committees and the members so they can be promoted to all.
Social Committee: reported 8 new members.
We need raffle donations from the units for the golf outing.
Working on future events. Picnic, trunk or treat.
C&B Committee: Committee has been meeting regularly and is preparing for the 2026 Convention.

Veterans Committee: Continuing to recruit members. Planning upcoming events.

Membership Committee: working on fostering member engagement.

MOTION by Recording Secretary Michele O'Connell, seconded Frank DiGirolamo to allow Audit Committee member Danielle Botkin to speak at the BOD meeting. Motion was approved unanimously.

Audit Committee: 7 completed audits and all 7 have had violations have been found. Notifications will be going out to the units. The total number of completed audits for 1st half of 2025 is 28. One (1) audit cannot be completed as the submitted forms were unreadable and the unit officers were unresponsive. Units will be individually notified of the Audit Committees findings.

Some information for the units to help facilitate the smooth processing of the unit's paperwork please make sure to:

- Write check numbers on all copies of the receipts.
- Include all Financial Forms with your submissions, even if the form is blank.

11. UNFINISHED BUSINESS

None at this meeting.

12. GROUP DISCUSSION

SCCC White Unit President Josephine Makowski spoke with gratitude regarding the opening of communication with the executive Board. She is very happy with the positive direction the union is trending.

Recess held from 10:55-11:12

Police Civilian Unit President Christina Caldea spoke regarding a MOA from Payroll regarding the accounting title upgrades. Discussed the need for the UP's to be kept in the loop of grade and title changes.

Members have been recording conversations, and portions of those conversations have subsequently been taken out of context. Please be mindful and exercise caution when speaking.

SCCC Public Safety Unit President Tom Lima stated audio or video recordings may not be made without county authorization.

Public open areas may be recorded.

Vice President Joe Callari advised that, while performing duties in your capacity as a county employee, the County has the authority to prohibit recording in the workplace. However, he further noted that employees may record a violation as it is occurring.

Members need to conduct themselves in a manner as to assume that they are being recorded. You are being recorded everywhere you go.

Unit President Frank DiGirolamo DPW Sani Blue thanked the EB for appreciating their hard work. He discussed the frustration he is experiencing with the unit boards. Discussed the AME Community page.

President Maccarrone discussed the AME Community page and discussed people on that page that are just stirring the pot with faulty information.

MOTION by President Terry Maccarrone, seconded by Fres Unit President John Manzi to enter Executive Session at **11:40 a.m.** Motion was approved unanimously.
MOTION by DPW Sani White Unit president Matthew Arendt, seconded by DSS Carinne Lespinasse, to exit executive session at **12:24 p.m.** Motion was approved unanimously.

DPW Sani White Unit President Matthew Arendt would like to be included in the Bergen point site visit.

RCC Unit President Pauline Jenkins asked about the Voice and whether the new contract will be printed.

13. COUNSEL REPORT

Unit Presidents are requesting Counsels statement regarding striking be placed on a memo and distributed to the BOD.
Counsel Hanan Kolko discussed the ramifications and consequences associated with the Taylor Law and the prohibition against strikes by public employees. He advised that it is a violation of the Taylor Law for AME members to engage in a strike.
Potential consequences of participating in a strike include:

- Loss of employment, including termination.
- Financial penalties, including the loss of two days' pay for every one day spent on strike.
- Court action by the employer seeking an order compelling employees to return to work.
- Loss of the union's dues check-off privilege, which allows dues to be collected through payroll deductions.

Counsel emphasized that violations of the Taylor Law can result in significant consequences for both individual employees and the union.

Section 72 numbers are increasing. Defining section 72 is a course of action used to determine mental or physical fitness for duty.

SCCC Blue Unit President Shaun Fitzpatrick discussed pool usage and overtime on weekends. They have now ended the weekend overtime.

SCCC White Unit President Josephine Makowski expanded that they are intentionally cutting shifts and overtime which could be hazardous.

EB responded that we need additional information regarding the potential concerns raised. Without additional information there is nothing to act upon. Please send the information to your liaisons so that we can follow up.

Legislator Jim Mazzarella came to the BOD to meet with and speak to the members. He advised that the legislators are supporting the union and our contract negotiations.

14. NEW BUSINESS

A. Amendment to Financial Code

Article IV – Income and Expenditures Procedures

#5. No contributions to any cause may be paid unless previously in the Budget established for such purposes. A maximum limit of ~~$250.00~~ $300.00 (nominal value) per item is established for retirements and memorial to a deceased member or any member in need, with the approval of the Executive Board.

MOTION by Crossing Guard Unit President Donnalee Morris, seconded by DPW White Unit president Geoff Mascaro to approve the amendment to the Association Financial Code increasing the maximum limit from $250.00 to $300.00. Motion was approved unanimously.

The Association Financial Code will be updated to include this change.

Recess held until 1:12 p.m. for lunch.

B. Picnic Discussion

Need more information to discuss this fully.
BOD feels open seating is preferable.
We need to come back with finalized information for the next BOD meeting.

C. BOD Phone Discussion

Discussion held regarding the lack of BOD cell phone usage. 22 phones are not being used by the BOD.

If a BOD member wants to keep the phone, they can reimburse for it with Unit Board action.

Motion to remove the phone program was withdrawn. The Directors want to have additional conversation at the 6/26/26 BOD meeting. Please add BOD Cell Phones to unfinished business at next BOD.

15. UNIT REPORTING

Discussed missing reporting items and that they need to be submitted.

Marisa Dehaven CSEB – for convention purposes, clarification of delegate selection to be taken no later than June 30. – Confirmed by AMC

30 Orville Drive, Suite A, Bohemia, NY 11716
631.589.8400 www.suffolkame.com

Palma Barnes Health Services – when will they receive membership counts for # of delegates for convention. – MO advised that lists will be printed after the June 30 payroll.

16. PUBLIC PORTION

No one signed up to speak at this meeting.

17. TRAINING/EDUCATION

None at this meeting.

18. ADJOURN

MOTION by Vice President Robert Leech, seconded by Medical Examiners Unit President Sarah Serventi to adjourn the meeting at 2:20 p.m. Motion was approved unanimously.

Respectfully Submitted,

Michele A. O'Connell

Michele A. O'Connell

Next Meeting: Friday, June 26, 2026, at 10:00 a.m.

SUFFOLK COUNTY ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.
March 2026 - Monthly Operating Report

AME BANK ACCOUNT BALANCES

ConnectOne Bank	**947,327**
ConnectOne Bank - Tuition Reimbursement	**111,856**
SCU Building Fund	**26,258**
Petty Cash	**100**

SUFFOLK WORKS BECAUSE WE DO!

		ADOPTED BUDGET 2026	OPERATING RESULTS Mar-26	YTD 3/31/2026	REMAINING BALANCE
	REVENUES				
1.	Membership Dues	3,267,080	252,216	785,111	2,481,969
2.	General Fund	1,089,027	84,072	261,704	827,323
3.	Interest/Dividends	2,000	823	2,415	-415
4.	Rental Income	211,345	22,872	57,535	153,810
5.	Surplus				
	a. Professional Fees/Negotiations	0	0	0	0
	b. Professional Fees/SCOPE	18,000	0	0	18,000
	TOTAL REVENUES	**4,587,452**	**359,982**	**1,106,764**	**3,480,688**
	EXPENSES/DISBURSEMENTS				
6.	AME PAC Transfers	718,430	50,333	217,308	501,122
7.	Unit Transfers	212,282	0	0	212,282
8.	Automobile Expenses	54,000	1,895	10,291	43,709
9.	Director Fees	136,800	11,100	33,000	103,800
10.	Honoraria	115,200	9,600	28,800	86,400
11.	Insurance	113,000	83,230	97,320	15,680
12.	Loans / Capital Improvements				
	a. Equity Loan - 10 yrs (2022-2032)	171,136	13,164	39,493	131,643
13.	Professional / Legal Fees				
	a. Professional Fees	371,000	43,706	110,704	260,296
	b. Consultants	163,000	14,157	43,630	119,370
	c. Negotiations	304,000	5,250	37,450	266,550
	1. SCOPE	18,000	0	0	18,000
14.	Taxes				
	a. Property Taxes	135,000	0	4,353	130,647
	b. Corporate Income Taxes	15,000	0	0	15,000
15.	Subscriptions / Publications	23,000	270	5,619	17,381
16.	Telephone	50,000	2,983	8,883	41,117
17.	Payroll Expenses				
	a. Wages	852,218	49,897	153,953	698,265
	b. Emp. Benefits / Payroll Taxes	322,622	7,960	60,902	261,720
18.	General Fund	792,764	57,799	173,842	618,922
19.	Transfer Funds to Building Fund Account	20,000	0	0	20,000
	TOTAL EXP./DISBURSEMENTS	**4,587,452**	**351,341**	**1,025,549**	**3,561,903**
*	Payments owed to PAC: $202,479.95				

SUFFOLK COUNTY ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.
April 2026 - Monthly Operating Report

AME BANK ACCOUNT BALANCES

ConnectOne Bank	**1,062,052**
ConnectOne Bank - Tuition Reimbursement	**111,888**
SCU Building Fund	**26,309**
Petty Cash	**110**

		ADOPTED BUDGET 2026	OPERATING RESULTS Apr-26	YTD 4/30/2026	REMAINING BALANCE
	REVENUES				
1.	Membership Dues	3,267,080	371,931	1,157,042	2,110,038
2.	General Fund	1,089,027	123,977	385,681	703,346
3.	Interest/Dividends	2,000	937	3,352	-1,352
4.	Rental Income	211,345	17,332	74,867	136,478
5.	Surplus				
	a. Professional Fees/Negotiations	0	0	0	0
	b. Professional Fees/SCOPE	18,000	0	0	18,000
	TOTAL REVENUES	**4,587,452**	**514,177**	**1,620,941**	**2,966,511**
	EXPENSES/DISBURSEMENTS				
6.	AME PAC Transfers	718,430	53,660	270,968	447,462
7.	Unit Transfers	212,282	98,370	98,370	113,912
8.	Automobile Expenses	54,000	6,342	16,633	37,367
9.	Director Fees	136,800	11,100	44,100	92,700
10.	Honoraria	115,200	9,600	38,400	76,800
11.	Insurance	113,000	1,640	98,959	14,041
12.	Loans / Capital Improvements				
	a. Equity Loan - 10 yrs (2022-2032)	171,136	13,164	52,658	118,478
13.	Professional / Legal Fees				
	a. Professional Fees	371,000	44,022	154,726	216,274
	b. Consultants	163,000	8,717	52,347	110,653
	c. Negotiations	304,000	9,802	47,252	256,748
	1. SCOPE	18,000	0	0	18,000
14.	Taxes				
	a. Property Taxes	135,000	0	4,353	130,647
	b. Corporate Income Taxes	15,000	0	0	15,000
15.	Subscriptions / Publications	23,000	4,871	10,490	12,510
16.	Telephone	50,000	2,958	11,841	38,159
17.	Payroll Expenses				
	a. Wages	852,218	74,295	228,248	623,970
	b. Emp. Benefits / Payroll Taxes	322,622	8,015	68,917	253,705
18.	General Fund	792,764	51,847	225,689	567,075
19.	Transfer Funds to Building Fund Account	20,000	0	0	20,000
	TOTAL EXP./DISBURSEMENTS	**4,587,452**	**398,402**	**1,423,951**	**3,163,501**
*	Payments owed to PAC: $202,479.95				