

NASSAU COUNTY LEGISLATURE

FULL LEGISLATURE MEETING

HOWARD J. KOPEL, PRESIDING OFFICER

County Executive and Legislative Building

1550 Franklin Avenue

Mineola, New York

January 26, 2026

1:20 p.m.

TAKEN BY: KAREN LORENZO, OFFICIAL COURT REPORTER

LEGISLATOR HOWARD KOPEL

Presiding Officer

7th Legislative District

LEGISLATOR THOMAS MCKEVITT

Alternate Presiding Officer

13th Legislative District

MINORITY LEADER DELIA DERIGGI-WHITTON

11th Legislative District

LEGISLATOR SCOTT DAVIS

1st Legislative District

LEGISLATOR VIVIANA RUSSELL

2nd Legislative District

LEGISLATOR CARRIE A. SOLAGES

3rd Legislative District

LEGISLATOR PATRICK MULLANEY

4th Legislative District

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LEGISLATOR OLENA NICKS

5th Legislative District

LEGISLATOR DEBRA MULE

6th Legislative District

LEGISLATOR JOHN J. GIUFFRE

8th Legislative District

LEGISLATOR SCOTT STRAUSS

9th Legislative District

LEGISLATOR MAZI MELESA PILIP

10th Legislative District

LEGISLATOR MICHAEL GIANREGORIO

12th Legislative District

LEGISLATOR CYNTHIA NUNEZ

14th Legislative District

LEGISLATOR KAYLA KNIGHT

15th Legislative District

LEGISLATOR ARNOLD W. DRUCKER

16th Legislative District

LEGISLATOR ROSE MARIE WALKER

17th Legislative District

LEGISLATOR SAMANTHA GOETZ

18th Legislative District

LEGISLATOR JAMES KENNEDY

19th Legislative District

MICHAEL PULITZER

Clerk of the Legislature

PUBLIC COMMENT:

Mark Marlin

1
2 PRESIDING OFFICER KOPEL: Good
3 afternoon, everyone. Look at this
4 wonderful group of people who struggled
5 in today. Either you're all very
6 courageous or not so smart like we are, I
7 don't know.

8 We're going to start out with the
9 Pledge of Allegiance. Legislator Strauss,
10 would you be so kind.

11 (Whereupon, the Pledge of
12 Allegiance was said.)

13 PRESIDING OFFICER KOPEL: Okay. We
14 usually start with some public comment,
15 and we do have --

16 LEGISLATOR SOLAGES: Presiding
17 Officer?

18 PRESIDING OFFICER: One hearty soul.

19 LEGISLATOR SOLAGES: Presiding
20 Officer, hi. Can I please ask for a
21 moment of silence for Alex Peretti, the
22 ICU nurse who assisted veterans and who
23 died, unfortunately. Not the state of
24 cause, but just a moment of silence for
25 him because he helped many veterans.

1
2 PRESIDING OFFICER KOPEL: You know, I
3 hate to get into political discussions
4 over here of this sort. But let me just
5 say this, I think that I can hopefully
6 speak for everyone and say that we all
7 wish that that had never happened. And I
8 don't want to get into whose fault it
9 was/who provoked it/whether it was
10 provoked or not provoked. But we can all
11 agree, I think, that it's a very sad
12 thing when anyone is harmed. And let's
13 all work towards making sure to the
14 extent that we can, that people respect
15 each other and this type of thing doesn't
16 go forward. We have --

17 LEGISLATOR SOLAGES: I will just go
18 ahead and just ask for a moment of
19 silence. Thank you.

20 PRESIDING OFFICER KOPEL: We're
21 moving forward.

22 Mr. Mike Marrin.

23 MR. MARRIN: Thank you. Good
24 afternoon. We're living in troubled
25 times. Americans are deeply divided.

1
2 This is most apparent in our immigration
3 system. Nassau County is one of the
4 municipalities in the United States which
5 has decided to work together with ICE.
6 Since signing a memorandum of agreement
7 287G in February 2025, we have devoted
8 ten police officers to act as ICE agents.
9 This agreement has been signed in about
10 1000 out of the 19,000 municipalities in
11 the United States. So Nassau is in the 5%
12 minority of municipalities that are
13 contractually cooperating with ICE.

14 All over the country we hear stories
15 of ICE agents clashing with people who
16 are trying to protect their neighbors. In
17 Minneapolis just two weeks ago, a young
18 mother, Rene Good, was shot and killed.
19 And unfortunately, another person has
20 died, as you referred to. Undoubtedly,
21 there seems to be more and more violence.

22 Many religious and civic leaders
23 agree that the immigration laws should be
24 enforced in a more humane way. One way to
25 do this would be to revoke 287G. ICE

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2 would still be able to get cooperation
3 from the Nassau County Police, but there
4 would be no formal agreement and it would
5 be clear that the ten officers now doing
6 ICE work would be reassigned to serve and
7 protect the people of Nassau County.

8 Nassau County would be making a statement
9 that although ICE certainly can operate
10 here, we are no longer partners.

11 To the legislators, all of you, yes,
12 it takes guts to stand up to power. But
13 isn't that what you're supposed to do
14 when you see something that needs fixing?
15 Repeal 287G. Nassau will not be more
16 dangerous, but it will be more humane.

17 I'm representing the Social Justice
18 Committee of the South Nassau Unitarian
19 Universalist Church, and I'm a member of
20 the Saint Agnes community. As such, I
21 believe in the dignity and worth of all
22 human beings.

23 In the Bible, Jesus tells us in
24 Matthew 25, Verse 40 that if you give a
25 cup of water to a thirsty man, you have

given it to Jesus. Is it not time that we
see Jesus in the immigrants and treat
them with more respect? Repeal 287G.
Thank you.

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PRESIDING OFFICER KOPEL: We'll
start with the roll call. Mr. Pulitzer,
would you please call the roll?

CLERK PULITZER: Thank you, Presiding
Officer.

Roll call. Presiding Officer Howard
Kopel?

PRESIDING OFFICER KOPEL: Here.

CLERK PULITZER: Deputy Presiding
Officer Thomas McKevitt?

LEGISLATOR MCKEVITT: Here.

CLERK PULITZER: Thank you.

Alternate Deputy Presiding Officer
Michael Giangregorio?

LEGISLATOR GIANGREGORIO: Here.

CLERK PULITZER: Thank you.

Minority Leader Legislator Delia
DeRiggi-Whitton?

MINORITY LEADER DERIGGI-WHITTON:
Here.

CLERK PULITZER: Deputy Minority
Leader, Legislator Arnold Drucker?

LEGISLATOR DRUCKER: Here.

CLERK PULITZER: Alternate Deputy

Minority Legislator Debbie Mule?

CLERK PULITZER: Thank you, ma'am.

Legislator Scott Davis?

LEGISLATOR DAVIS: Present.

CLERK PULITZER: Legislator Viviana
Russell?

LEGISLATOR RUSSELL: Here.

CLERK PULITZER: Legislator Carrie
A. Solages?

LEGISLATOR SOLAGES: Here.

CLERK PULITZER: Thank you.

Legislator Patrick Mullaney?

LEGISLATOR MULLANEY: Here.

CLERK PULITZER: Legislator Olena
Nicks?

LEGISLATOR NICKS: Here.

CLERK PULITZER: Thank you, ma'am.

Legislator John Giuffre?

LEGISLATOR GIUFFRE: Here.

CLERK PULITZER: Legislator Scott
Strauss?

LEGISLATOR STRAUSS: Here.

CLERK PULITZER: Legislator Mazi
Pilip?

LEGISLATOR PILIP: Here.

CLERK PULITZER: Thank you ma'am.

Legislator Cynthia Nunez?

LEGISLATOR NUNEZ: Here.

CLERK PULITZER: Legislator Kayla
Knight?

LEGISLATOR KNIGHT: Present.

CLERK PULITZER: Legislator Rose
Marie Walker?

LEGISLATOR WALKER: Here.

CLERK PULITZER: Thank you, ma'am.

Legislator Samantha Goetz?

LEGISLATOR GOETZ: Here.

CLERK PULITZER: Legislator James
Kennedy?

LEGISLATOR KENNEDY: Here.

CLERK PULITZER: We have a quorum,
sir.

PRESIDING OFFICER KOPEL: Okay. Thank
you.

Now, we will start out with the
Consent Calendar, a number of items which
have gone through committees concerning
which the Majority and Minority have

already agreed that no further debate or discussion is required. Those are:

Calendar 1, Ordinance 1.

Calendar 2, Ordinance 2.

Calendar 3, Ordinance 3.

Calendar 4, Ordinance 4.

Calendar 5, Ordinance 5.

Calendar 6, Ordinance 6.

Calendar 8, Ordinance 8.

Calendar 9, Resolution 1.

Calendar 10, Resolution 2.

Calendar 11, Resolution 3.

Calendar 12, Resolution 4.

Calendar 13, Resolution 5.

Calendar 14, Resolution 6.

Calendar 15, Resolution 7.

Calendar 20. Resolution 12.

Calendar 21, Resolution 13.

That motion is made by Deputy
Presiding Officer McKevitt, seconded by
Minority Leader DeRiggi-Whitton.

All those in favor of these items,
please say aye.

(Whereupon, all members
respond in favor.)

PRESIDING OFFICER KOPEL: Any
opposed?

(Whereupon, no response.)

PRESIDING OFFICER KOPEL: Those
items are unanimous.

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2 PRESIDING OFFICER KOPEL: Okay. Now,
3 Ordinance 7, which approves memoranda of
4 agreement between Nassau County and
5 certain officers and employees
6 represented by specified unions,
7 establishing a Voluntary Separation
8 Incentive Program in 2026.

9 And that motion is made by Deputy
10 Presiding Officer McKevitt, seconded by
11 Legislator Giangregorio.

12 Yes, sir.

13 MR. MARTIR: Stephen Martir, Bee
14 Ready Law group.

15 This is the Voluntary Separation
16 Incentive Program. This was all six
17 unions signed memorandum of agreement
18 with the County. To be eligible, you need
19 a minimum of ten years consecutive full
20 time county employment immediately
21 preceding your resignation date. The
22 incentive window would be February 1st
23 through March 5th. Employees would need
24 to submit an irrevocable letter of
25 resignation, a waiver and a general

1
2 release.

3 Incentive payments are \$2,000 per
4 year for each year of full time completed
5 years of county service, as of the date
6 of resignation. This includes only Nassau
7 County service and only full time
8 service.

9 Payment is to be made to the
10 employees 401 A plan subject to maximum
11 limits IRS regulations. Any payments will
12 be made within 90 days of the incentive
13 term of the resignation date.

14 PRESIDING OFFICER KOPEL: Okay, so I
15 have a few questions. First of all,
16 would you tell us how much money we're
17 going to save in the near term as well as
18 over time? What are the projections?

19 MR. NOLAN: Chris Nolan, Office of
20 Management Budget. I only have before me
21 the estimated savings for this fiscal
22 year, which would be \$27 million.

23 PRESIDING OFFICER KOPEL: You don't
24 have anything for the out years?

25 MR. NOLAN: I don't have it with me.

1
2 I'm sorry.

3 PRESIDING OFFICER KOPEL: Can you
4 give us some feel for it?

5 MR. NOLAN: Let me see if I have
6 anything (perusing). The assumptions do
7 carry through the multi year plan, which
8 is balanced. But I do not have those
9 estimates with me.

10 PRESIDING OFFICER KOPEL: Okay. If
11 you don't have a number -- but suffice it
12 to say that you anticipate significant
13 savings in the out years as well.

14 MR. NOLAN: Yes. And again, it's
15 baked into part of the multi year plan,
16 which is balanced.

17 PRESIDING OFFICER KOPEL: Okay. Now
18 I'm sure all of us up here have concerns
19 over staffing levels. Will the work get
20 done initially? Will you have enough
21 people to do the work if the numbers of
22 people who accept the plan do in fact
23 leave? We'd like to know about that. We'd
24 like to know, there's going to be
25 considerable institutional knowledge

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2 lost; what do you see happening? How do
3 we keep services going?

4 MR. NOLAN: Sure. As the budget was
5 assembled, we assumed that there would be
6 no reduction in budgeted headcount.
7 That's still the case today.

8 PRESIDING OFFICER KOPEL: Well, you
9 do have to replace those people.

10 MR. NOLAN: We will. That's my point,
11 There's backfilling. Again, there were no
12 assumptions as part of this to reduce the
13 County headcount. So that's important. So
14 there will be backfilling that will take
15 place. We do expect that, you know,
16 depending on -- we don't know the exact
17 number of folks who will participate in
18 this program, so to speak about anything
19 specific is going to be, you know, is
20 hypothetical and premature. But what we
21 can say is that the County is committed
22 to managing through this. There may be
23 some short term impacts as folks separate
24 and as we backfill in certain positions.
25 The County does have the ability as part

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2 of this program to defer certain actions
3 until a later point in time. So that's
4 another area where if you do have
5 institutional knowledge leaving,
6 deferments of the VSIP are a tool that
7 the County has to ensure that we mitigate
8 any impacts to service and loss of
9 knowledge.

10 PRESIDING OFFICER KOPEL: And do you
11 anticipate a rather aggressive backfill
12 program?

13 MR. NOLAN: Yes. I mean, we have to
14 see exactly who's going to be taking
15 advantage of it and then make sure that
16 those are prioritized in terms of
17 backfilling.

18 PRESIDING OFFICER KOPEL: And you'll
19 try to replace people as quickly as
20 possible.

21 MR. NOLAN: Absolutely.

22 PRESIDING OFFICER KOPEL: Okay. And
23 once again, on the institutional
24 knowledge that's lost, do you have a
25 program where you will have the remaining

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2 people who, let's say, high level people
3 available to make sure that the work gets
4 done properly and so forth.

5 MR. NOLAN: Yes. I mean, again, the
6 assumptions here that we have used is
7 that this is going to be a deeply
8 personal decision as to whether or not a
9 county employee takes this benefit. And
10 in doing so we expect only those who are
11 in a financial position, which are
12 typically going to be those over 55 and
13 those with many more years of service
14 than just the minimum of ten.

15 PRESIDING OFFICER KOPEL: So those
16 are a lot of people who would have left
17 anyway.

18 MR. NOLAN: Exactly. So the point
19 being is that you have a lot of folks who
20 have been here for several decades who
21 aren't going to opt into this because
22 financially it doesn't work for them and
23 they're going to remain. And those people
24 have extensive knowledge of County
25 operations of their individual

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2 departments, and they will remain. And
3 again, we will make sure that we try and
4 mitigate any other potential impacts.

5 PRESIDING OFFICER KOPEL: Well, we've
6 been here a while. Some of us -- I will
7 say Legislator Walker and I are here the
8 longest and we've seen this happen
9 several times before, and they were
10 indeed successfully managed. And people
11 did carry on and perform the services. So
12 I do trust that this administration,
13 which has managed things well overall, is
14 going to manage this.

15 MR. MARTIR: This is also not
16 applicable to any ordinance employees.

17 PRESIDING OFFICER KOPEL: Okay.
18 Understood. All right. Questions?

19 Legislator Mule?

20 LEGISLATOR MULE: Thank you,
21 Presiding Officer.

22 So I heard you say that there are no
23 assumptions that there will be a
24 reduction of headcount. Correct? The
25 assumption in response to what you said.

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2 MR. NOLAN: The 2026 budget does not
3 have, does not rely on a reduction in
4 full time headcount.

5 LEGISLATOR MULE: Right. Okay. But an
6 assumption of a reduction is different
7 from a plan. An actual plan to backfill.
8 We do know that Civil Service is
9 notoriously slow. I'm not saying it's
10 their fault. That just might be the
11 process. But it can frequently take
12 several years from the time that you take
13 the test to when you actually get hired.
14 So I'm just -- and I understand what the
15 Presiding Officer was saying is that
16 we've done this in the past, but these
17 are different times and I wonder what the
18 headcounts are compared to in times past,
19 what the vacancies are in comparison to
20 times past. But really, what I want to
21 know is what is the plan to backfill? And
22 I am making a formal request on the
23 record that we get notification of the
24 numbers of people as they leave, in what
25 departments they are in, and carry that

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2 process through for the next, say, six
3 months. Because we also need to know how
4 many people were hired and how the
5 backfill process is going.

6 We're going to support it, but we
7 are concerned about the shortages,
8 particularly in departments such as
9 Social Services, the Police, the 911
10 Operators. So and I know I've said a lot.
11 So that's what I'm going to say for now.
12 So if you'd like to respond.

13 MR. NOLAN: Just again, we did not
14 include in the budget any reduction in
15 headcount. Again, these are very
16 personal decisions, financial decisions
17 that folks are going to be making. So we
18 will backfill which is part of the plan,
19 as part of the budget plan. And we will
20 backfill once we know where those folks
21 who are taking advantage of this benefit
22 are going to be leaving. So we won't know
23 that. So we'll be dealing with
24 hypotheticals. But the plan is again, to
25 backfill. And where we do have impacts

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2 that will affect Public Safety or, you
3 know, key areas that we can't lose people
4 right away, we have the opportunity to
5 defer.

6 LEGISLATOR MULE: So one other thing
7 that the Presiding Officer said was that
8 this is geared towards people who were
9 going to leave anyway. But I thought the
10 point was to get more people to leave
11 than were going to leave under normal
12 circumstances; isn't that correct?

13 MR. NOLAN: It's a voluntary
14 separation incentive. So yes, the
15 incentive was there for folks who were
16 considering leaving to give them an extra
17 incentive to take the program and retire.

18 LEGISLATOR MULE: So it's not just
19 normal attrition.

20 MR. NOLAN: There is going to be
21 normal attrition because the time of
22 year, right. So there are a number of
23 factors that can play into this. Again, I
24 try not to deal in hypotheticals, but
25 there are contractual collective

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2 bargaining milestones that have yet to be
3 met. For, you know meeting that, merging
4 with the college chart. Those are things
5 that are going to happen later this year
6 and in 2027. Those are considerations for
7 CSEA employees. Just one consideration.
8 There are many other considerations that
9 are, again, are of a personal nature,
10 whether or not they're ready to take it.

11 But to the Presiding Officer's point
12 there, yes, there are expected
13 separations every year. This is an
14 incentive that we expect to derive
15 additional separations.

16 LEGISLATOR MULE: That's my
17 understanding is that normal attrition is
18 is 10 million, and we're looking for \$27
19 million savings; is that correct?

20 MR. NOLAN: Yes, we've tacked that to
21 27.

22 LEGISLATOR MULE: So we're talking
23 about a significantly over normal
24 attrition.

25 Thank you.

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2 PRESIDING OFFICER KOPEL: Yeah. Just
3 to clarify, Legislator Mule, my point was
4 that if someone was going to retire -- I
5 really should have made it clear to say
6 that if somebody was would like to
7 retire, they might have delayed it five
8 years or three years or something like
9 that, and this might give them the
10 incentive to do it a whole lot sooner.
11 That's all. That's what I meant to say.
12 Anyone else?

13 Go ahead, Legislator Davis.

14 LEGISLATOR DAVIS: Yes. Good
15 afternoon.

16 So if I understand the plan
17 correctly -- and by the way, we're
18 supporting this plan; however, I just
19 want some assurance. We want assurances
20 that this isn't something that is
21 problematic in terms of the services
22 being provided to the County.

23 So this program is put in place --
24 the universe of people we're talking
25 about are the most senior; is that right?

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2 The most experienced by definition.

3 MR. NOLAN: Yes. We would expect the
4 most senior because they have been here
5 the longest. They are closer to
6 retirement age and they would see their
7 benefits, their pension benefits you
8 know, not taking it. So yes, we would
9 expect it to be more senior staff.

10 LEGISLATOR DAVIS: So I'm just going
11 to give a couple of examples. The people
12 that are in these particular areas and
13 how we're going to address that, because
14 if from what I understood, there is
15 certainly going to be a depletion of
16 institutional knowledge, if we're really
17 going from the universe of most
18 experienced people, you would agree with
19 me about that, right?

20 MR. NOLAN: I would agree that the
21 folks who would be here the longest have
22 some of the most institutional knowledge.
23 However, there are people who have been
24 here for a long time. You have folks who
25 are everywhere from ten years to 25

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2 years, maybe even 30 years. I would
3 expect the folks who've been here 30
4 years plus are going to be the ones who
5 are going to take advantage of this.
6 Perhaps even somebody who's close to the
7 25 years, but they're older. However,
8 you're still going to have people in the
9 county who have been here for 20 years.

10 LEGISLATOR DAVIS: No, I understand
11 that. I understand that.

12 MR. NOLAN: But are going to remain
13 and have extensive knowledge.

14 LEGISLATOR DAVIS: We don't know what
15 that looks like?

16 MR. NOLAN: No, we don't. That's why
17 it's a hypothetical. It's difficult.

18 LEGISLATOR DAVIS: It is, but it
19 isn't because you're targeting a specific
20 group. And that group, you're targeting
21 them for a variety of different reasons.
22 The bottom line is it's a cost savings
23 over the course of time. Understood. And
24 so we don't know what that number is, but
25 it's certainly going to be a significant

1
2 number.

3 And so my question is this, I've
4 heard about backfilling, you've mentioned
5 that. So I'm going to give you several
6 examples. And just please assure me that
7 the County is going to be okay with that.
8 So let's just look at as an example the
9 the universe of people who would qualify
10 in the Police Department and that
11 universe being 55 plus ten years or more
12 of consecutive experience. Now that
13 universe of people is populated by about
14 192 people; is that right?

15 MR. NOLAN: I think you're referring
16 to OLBR's report, correct?

17 LEGISLATOR DAVIS: That is correct,
18 yes.

19 MR. NOLAN: So looking at that, all
20 employees with ten years of service is
21 193, right.

22 LEGISLATOR DAVIS: So let's go to
23 Social Services. That would be 174
24 people, DSS

25 MR. NOLAN: Sounds about right.

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2 LEGISLATOR DAVIS: Okay. That's from
3 CSEA, right?

4 MR. NOLAN: That's all CSEA.

5 LEGISLATOR DAVIS: Now, with those
6 two examples and those are obviously
7 critical areas, what is the specific
8 plan? Let's just start with the Police.
9 What is the specific plan you have in
10 place for backfilling?

11 MR. NOLAN: So I think some of the
12 numbers that you've presented though are
13 based on ten years of service.

14 LEGISLATOR DAVIS: Yes.

15 MR. NOLAN: And I think that could be
16 anybody of any age with ten years of
17 service. So --

18 LEGISLATOR DAVIS: And you're 55.

19 MR. NOLAN: And I think the
20 assumption though -- Well no, that's not
21 right. I believe if I'm looking back at
22 the report that you're talking about when
23 you talk about employees with ten years
24 of service and 55 plus, according to
25 this chart, it's 40, not seven, not 183.

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2 LEGISLATOR DAVIS: I'm talking about
3 CSEA.

4 MR. NOLAN: So yeah. So when you're
5 looking at CSEA again, when you're
6 talking about ten years of service and
7 55, that's 999. But again, within that, I
8 don't expect folks who have just ten
9 years of service are going to take
10 advantage of this. We don't know. But I
11 don't think that it's going to be that
12 high of a number.

13 LEGISLATOR DAVIS: What is the plan?

14 MR. NOLAN: The plan is that we have
15 not reduced the budgeted headcount, and
16 we expect to backfill employees as they
17 leave.

18 LEGISLATOR DAVIS: What are the
19 details of the backfilling plan? That's
20 what I'm getting at. I mean, you're
21 saying backfilling and I understand what
22 backfilling is, but what are the
23 specifics of it? Is there a particular
24 plan in place or not?

25 MR. NOLAN: I don't know who's going

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2 to take advantage of the opportunity at
3 this point in time, so to say, with
4 specificity that, you know, these ten
5 people are leaving and we can understand
6 the impact of those ten people leaving.
7 We don't know if those ten people are
8 leaving. So we would have to -- the plan
9 is to identify who is taking the
10 incentive, and then look to see the
11 impacts within each department and then
12 develop that management plan to that,
13 which could include deferments.

14 LEGISLATOR DAVIS: Inevitably, even
15 if it's a deferment, there has to be a
16 plan in place.

17 MR. NOLAN: So again if I know that
18 these folks are, you know, certain
19 individual folks are leaving and that's
20 going to impact -- let's take like 911
21 operators, we know that those folks who
22 are leaving will have extensive
23 knowledge. So we have to look at how many
24 are leaving and what that impact is going
25 to be and whether or not we can manage

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2 services that are expected and meet all
3 those requirements for public health and
4 public safety to ensure that there's no
5 impacts or that they are mitigated. And
6 one of the tools to do that would be to
7 defer them.

8 LEGISLATOR DAVIS: No, I understand
9 that. But I'm not getting my question
10 answered. Maybe I'm not being clear. So
11 let's just say there are 150 people who
12 take advantage of this in a particular
13 area, a department, and you can sort of
14 throttle it or regulate it by deferring,
15 but inevitably it's going to be
16 replacement. And so my question is in
17 terms of replacement, there has to be
18 something in place to do that. Is there a
19 recruitment program, I want to know about
20 that.

21 MR. MARTIR: You're asking if there's
22 a specific plan in place currently. And
23 that question, I think, is frankly
24 premature because we don't know which
25 departments are going to be more affected

1
2 by this. So we can't develop a plan right
3 now.

4 LEGISLATOR DAVIS: I beg to differ. I
5 beg to differ.

6 MR. MARTIR: May I finish? It won't
7 be targeted at those groups that may be
8 more impacted than others. For example,
9 we keep using the 911 operators. If we
10 have a shortage in 911 operators, then we
11 would hire another class, you know, have
12 another class, recruit more in that area.
13 We can't say right now that we have a
14 specific plan because we don't know which
15 areas are going to be impacted.

16 LEGISLATOR DAVIS: I can assure you,
17 all you have to do is turn around and you
18 see who's behind you, and I can assure
19 you that this will be taken advantage of.
20 And I don't begrudge that. We just want
21 to be assured that there is no vacuum and
22 there is a dilution of services. And it
23 would seem to me that you don't wait
24 until the problem exists in order to plan
25 for it. And so it would seem to me that

1
2 there should be at least some type of
3 cursory plan in place. In the event that
4 there are many people who take advantage
5 of it, there's a fairly significant
6 universe of people who would qualify for
7 this. And it would seem to me, you're
8 doing this, you're giving them incentive
9 to do this. You want as many as you can
10 to do it. And so the assumption should be
11 that many people will. And if they do,
12 besides just deferring it, there's got to
13 be a replacement plan in place. As an
14 example, you look over DSS, Social
15 Services, and there are they're stretched
16 to the limit as it is. And now there's
17 going to be a lot of people, I would
18 imagine, who would take advantage of
19 that. And I don't begrudge them that. We
20 don't begrudge them that. They put in
21 their years of service and they should.
22 But it would seem to me we should also
23 have some type of plan in place to
24 replace them, not just a generic term
25 backfilling, which doesn't really mean

1
2 anything without something specific to
3 it. And that's what I'm asking. And can
4 you assure all of us here in the public
5 that the services that are in place now
6 will not be diminished based on your
7 assessment of this plan?

8 MR. NOLAN: Once we know who is
9 taking advantage of the incentive, we
10 will then be able to assess what
11 functions are at risk of having any sort
12 of impacts. And at that point in time, we
13 can then, you know, definitively say,
14 this is who's leaving and we can say how
15 are we going to address the replacement
16 of that. Because again, if you defer
17 certain people, then you have a longer
18 time to to bring on board their
19 replacement and have them trained by the
20 people who are leaving before they leave.

21 LEGISLATOR DAVIS: So you can
22 assure --

23 MR. NOLAN: That's exactly that's
24 that's how you would that's how.

25 LEGISLATOR DAVIS: I understand the

1
2 process. It's not a very complicated
3 thing. I'm just I just want an assurance
4 in terms of your level of confidence that
5 there won't be any diminished services
6 provided to the residents.

7 MR. NOLAN: The assurance is that the
8 2026 budgeted headcount was not reduced.
9 We will be backfilling those positions
10 that leave on a one for one basis.

11 LEGISLATOR DAVIS: Thank you.

12 PRESIDING OFFICER KOPEL: Okay,
13 Legislator Drucker.

14 LEGISLATOR DRUCKER: I just want to
15 ask -- maybe I'm going to ask Legislator
16 Davis's question in a different way
17 because I understand the frustration of
18 not really getting it answered.

19 You keep talking about
20 hypothetically, you know, you don't know
21 yet. It's premature. You said to really
22 answer that question about what the plan
23 would be. Wait, let me finish my
24 question. So let's assume hypothetically
25 that there is going to be some sort of

1
2 urgency to backfill a particular
3 department. I think what we're trying to
4 find out here is would the plan at that
5 time mirror the plan that, for example,
6 is taking place right now to backfill
7 vacancies? And that would give us a
8 better picture of what the plan might
9 look like. Right. If you could articulate
10 for us what the plan is now, what do you
11 do now? What's the process? What's the
12 methodology? And if it would look the
13 same should you have to crunch the
14 numbers and see which particular
15 department is in urgent need of
16 backfilling.

17 MR. NOLAN: Again, the urgent need
18 would be revealed once we know who's
19 signing up to take the incentive.

20 LEGISLATOR DRUCKER: We know that.
21 But the question is, would it mirror what
22 you have in place now before this plan?

23 MR. NOLAN: Normal attrition. Is that
24 what you're addressing?

25 LEGISLATOR DRUCKER: Normal

1
2 backfilling positions.

3 MR. NOLAN: Normal backfilling? Yes.
4 When employees separate from service
5 departments will request a PRF to hire
6 and backfill those positions --

7 LEGISLATOR DRUCKER: What does it
8 look like.

9 MR. NOLAN: And perhaps --

10 LEGISLATOR DRUCKER: And would it
11 look the same.

12 MR. NOLAN: It would look the same as
13 when we're backfilling positions today,
14 except it would be in a much larger
15 scale. And what we would be doing is
16 looking to see what those impacts are in
17 those particular areas to see do we need
18 to have training considered before they
19 take the position? You know, and there
20 are a number of positions that would that
21 would require. Right. You'd have to have
22 somebody trained before they can sit in
23 front of a 911 desk.

24 So yes, you have to you have to
25 consider those aspects of what it's going

1
2 to be when somebody leaves.

3 LEGISLATOR DRUCKER: I understand,
4 and you use those same aspects now to
5 fill certain positions. Right.

6 MR. NOLAN: Yes. But the hypothetical
7 there is we don't know who is going to
8 take those the opportunity of this plan.

9 LEGISLATOR DRUCKER: Can you
10 articulate for us what the process is now
11 before this plan. And if we can
12 understand what the process is now, maybe
13 we can extrapolate and imagine what it's
14 going to look like should the need arise.

15 MR. NOLAN: I think I already
16 addressed that, but I'll say it again.

17 PRESIDING OFFICER KOPEL: Let me see
18 if I can sharpen the question. Would that
19 be okay, Legislator Drucker?

20 LEGISLATOR DRUCKER: Well, I don't
21 know if I could ask it any easier.

22 PRESIDING OFFICER KOPEL: Let me say,
23 when somebody leaves, whether it's now or
24 in the future, under this plan, is there
25 a period of notice? In other words, I

1
2 accept the plan today. I don't leave
3 tomorrow.

4 MR. NOLAN: Yes, that's already laid
5 out in here. Right. That they're going to
6 separate --

7 PRESIDING OFFICER KOPEL: How long is
8 that period?

9 MR. NOLAN: The period is they have
10 to leave by March 5th, currently. Unless
11 they're deferred, in which case there's a
12 deferral.

13 PRESIDING OFFICER KOPEL: It will be
14 a couple of months, a month and a half,
15 whatever it is. Right.

16 MR. NOLAN: It's up to one year.

17 PRESIDING OFFICER KOPEL: No no, no,
18 I'm just trying to say you've got some
19 period. So hopefully you'll try to
20 backfill these positions very quickly and
21 bring in and train their replacements.

22 MR. NOLAN: Yes, of course, because
23 we don't want to negatively impact county
24 services.

25 PRESIDING OFFICER KOPEL: When

1
2 somebody leaves today in the absence of
3 this program, what happens?

4 MR. NOLAN: When they're -- when
5 we're told that they're leaving, when
6 they separate from service, the
7 department will submit a PRF, will
8 assess, first of all, their needs, right,
9 assess their needs to have to fill that
10 position, or they have may have other
11 needs elsewhere where they're lacking in
12 need coverage. So the departments are,
13 you know, a key part of this process of
14 telling us where their needs are. And
15 they do that.

16 PRESIDING OFFICER KOPEL: What I'm
17 saying is that somebody leaves Social
18 Services today or announces that they're
19 leaving today.

20 MR. MARTIR: Typically it's a 15 day
21 period.

22 PRESIDING OFFICER KOPEL: You get 15
23 days notice.

24 MR. MARTIR Typically because they
25 put in the --

1
2 PRESIDING OFFICER KOPEL: And this
3 person's got some knowledge.

4 MR. MARTIR: Their retirement
5 paperwork.

6 PRESIDING OFFICER KOPEL: I
7 understand. This person's got some
8 knowledge, knows how to do his or her
9 job, you're going to bring somebody else
10 in. How do you make sure that that new
11 person knows the job? Would that be a
12 fair way of describing it, Legislator
13 Drucker.

14 MR. NOLAN: Again, not everybody is
15 going to be taking advantage of this
16 plan. There are going to be staff that
17 are going to --

18 PRESIDING OFFICER KOPEL: I asked you
19 about today.

20 MR. NOLAN: I'm getting to that,
21 Presiding Officer.

22 So when somebody leaves today, it
23 depends on where if they're if it's a
24 senior position that's leaving today in a
25 department, they have somebody behind

1
2 them who's been working with them, who's
3 going to take that position. So you're
4 going to have a promotion to take over
5 for the for the person who's leaving.
6 Then that creates a vacancy below them.
7 And if there's a need to fill those
8 positions below them, if there's
9 inadequate headcount to manage the
10 services, then you're going to hire back
11 into that that role. That's for a more
12 senior position. Some positions require
13 training as they come in and assume their
14 their duties. So we're going to have to
15 look at who those folks are, who are
16 going to take advantage of this program,
17 who may have the years of service and the
18 age at which they feel comfortable that
19 they can retire and separate and take
20 advantage of this.

21 PRESIDING OFFICER KOPEL: So in fact,
22 this actually creates some management
23 flexibility.

24 MR. NOLAN: Absolutely.

25 PRESIDING OFFICER KOPEL: It creates

1
2 which you might not ever have if that
3 person is still there. Okay,.

4 Legislator Nicks.

5 LEGISLATOR NICKS: Thank you. Thank
6 you all for braving the elements today.

7 Initially, when you started, you
8 stated that there was no intention to
9 reduce the headcount, the current
10 headcount. And I wanted to know if that's
11 with the vacancies that currently exist
12 prior to or if that number is with the
13 vacancies included.

14 MR. NOLAN: I'm sorry, could you
15 repeat the question?

16 LEGISLATOR NICKS: Sure. So
17 initially there was a statement that
18 there's no intention to reduce our
19 overall headcount. I'm asking if the
20 headcount that we're going by is what's
21 currently filled, or if the headcount
22 includes the positions that are currently
23 filled plus the vacancies that exist.

24 MR. NOLAN: So they're funded
25 vacancies in the budget. And what I'm

1
2 saying is by not decreasing the budgeted
3 headcount, we are committed to back
4 filling these positions as they separate
5 from service, as we know who they are and
6 when they when they separate from
7 service.

8 LEGISLATOR NICKS: Yes. And that
9 part, that part I understand. I guess I'm
10 trying to get more so to each department.
11 If we could get some type of report about
12 what the total vacancies are currently as
13 it is and what the ideal headcount is for
14 each of those departments, even prior to
15 anyone leaving or taking the VSIP.

16 MR. MARTIR: And just to clarify, we
17 cannot guarantee a 1 to 1 backfill. We
18 cannot guarantee 100% backfill on this.

19 LEGISLATOR NICKS: I understand, I'm
20 just asking for right now, prior to
21 anyone signing what the ideal number that
22 is supposed to be in each department, if
23 we could get an idea of what that is.

24 MR. NOLAN: I'm a little lost in your
25 question. Sorry. So you're asking what --

1
2 the budgeted headcount is the budgeted
3 headcount. That is what we expect we will
4 need through which also takes into
5 consideration separations throughout the
6 year.

7 LEGISLATOR NICKS: Okay.

8 MR. NOLAN: So as we're hiring up,
9 there are also separations. So there is
10 fluctuation. We don't always get to the
11 budgeted headcount. Between what the
12 onboards are now and what the budgeted
13 headcount is, is the sweet spot. And we
14 try and manage to that so that there are
15 no impacts and the departments can
16 function and do their jobs. That's how
17 it's managed.

18 LEGISLATOR NICKS: Okay. So that so
19 we can have a report for each department
20 of what the budgeted headcount is.

21 And if I'm correct, Steven, what
22 you're saying is that there's no there's
23 a potential that when people start to
24 sign that there may not be a 1 to 1 to
25 what the budgeted headcount is. Is that

1
2 correct?

3 MR. MARTIR: Correct. There's no
4 guarantee that there is a 100% backfill
5 on this. Yes.

6 LEGISLATOR NICKS: Okay. Thank you.

7 My next question is we received a
8 memo from the OLBR and it stated that
9 about roughly 39.9 million from the
10 operating budget was set aside for
11 potential to pay out for the VSIP. Is
12 that correct?

13 MR. NOLAN: Sorry, just looking for
14 my notes.

15 LEGISLATOR NICKS: No worries.

16 MR. NOLAN: Yes. Budgeted term pay is
17 \$40 million.

18 LEGISLATOR NICKS: Okay. And again,
19 that's expected to come out of the
20 operating budget?

21 MR. NOLAN: Yes.

22 LEGISLATOR NICKS: Okay. Is there
23 any conditions or reasons why we would
24 deviate from the process of pulling it
25 from the operating and using reserves at

1
2 all?

3 MR. NOLAN: This plan, as we put it
4 together, assumed that we were going to
5 use the employee accrued benefit
6 liability fund to support the program.

7 LEGISLATOR NICKS: Okay. So in that
8 report that's already reflected; is that
9 correct?

10 MR. NOLAN: Yes. The funds have been
11 appropriated for that purpose.

12 LEGISLATOR NICKS: Okay. Thank you.
13 Could you tell me what essential
14 positions currently prior to anyone
15 signing are vacant or still empty? You
16 probably can't tell me right now, but is
17 there any way that we can get that
18 information?

19 MR. NOLAN: We can look into that
20 information, yes.

21 LEGISLATOR NICKS: At what point
22 does the planning for the aggressive
23 backfill program start to happen? Does it
24 happen at the end of February? Does it
25 happen when the first agreement is

1
2 received back that someone has signed?
3 When do we start that plan to say that
4 this is what we're going to put in to
5 effect.

6 MR. NOLAN: We'll be looking at that
7 as the participants make themselves known
8 and be looking with back to work with
9 departments to see where those impacts,
10 what those impacts will be and what will
11 need to be prioritized.

12 LEGISLATOR NICKS: Because I do
13 think it's going to be helpful as we come
14 to the conclusion of the timeframe to get
15 an understanding about how long certain
16 positions will be open. And I know that
17 you can't fully estimate that because
18 some you know, with the law enforcement,
19 I understand there are academies and
20 classes in place. But we would like an
21 estimated timeline and hoping that within
22 the aggressive plan that you mentioned,
23 that that is something that is taken into
24 consideration. I know some roles may be
25 easier to fill, and some are based off of

1
2 civil service and a number of other
3 outside factors outside of our control.
4 So as you all get closer to this planning
5 process, it would be helpful for us to
6 understand what's being taken into
7 account and those timelines.

8 My next question is that even in a
9 hypothetical situation, there are still
10 some historical data that is used. I know
11 that the Presiding Officer stated that in
12 his tenure here that we have done this
13 type of buyout or plan a couple of times.
14 Has any of that data ever been used
15 currently to do any projections to see
16 what potentially how many individuals may
17 take it? That historical data, has any
18 of that been used.

19 MR. NOLAN: What we would typically
20 look at is the statistics that we have
21 today. So we would look at employees who
22 are of a certain age, 55 and over, and
23 who have significant years of service, 25
24 to 30 years of service. That would
25 typically be what we believe are those

1
2 folks who are going to take advantage of
3 it, because they're, again, they would be
4 closer to retirement age. This incentive
5 may give them the funds that we're going
6 to offer, may give them the incentive to
7 take that. But again, it's a personal
8 financial decision that they have to
9 figure out for themselves as to when,
10 whether or not it makes sense to take it.

11 So to use prior experience, you
12 know, there are a number of different
13 factors that could be at play with that.
14 You know, again, how many people are in
15 that in that sort of age group with those
16 years of service are typically what would
17 drive this. So the analysis that we
18 looked at was really driven by years of
19 service and age.

20 MR. MARTIR: Just to make sure it's
21 clear for the record, you don't need to
22 be 55 to take advantage of this. You only
23 need ten years of full time consecutive
24 service. Okay, so the 55, though it might
25 be in the projections that those are

1
2 likely to take advantage of this, that's
3 not a necessary element for you to be
4 eligible under under this program. It's
5 only ten years of consecutive full time
6 service.

7 LEGISLATOR NICKS: Okay. So given
8 the estimations of the number of
9 individuals who are at the set age have
10 the ten years plus of service, is there
11 an estimated number that would be ideal
12 that you would get the savings from?
13 Because in order to project the savings,
14 there has to be a number of individuals
15 that you have calculated would take it.
16 Is that correct? Because how else would
17 you get the estimation? How many members
18 is that?

19 MR. NOLAN: We estimate around 320,
20 in addition to the normal attrition.

21 LEGISLATOR NICKS: Okay, I'm
22 wrapping up. Sorry that this is taking so
23 long.

24 I also understand that we were
25 talking about level of experience and

1
2 time frame that committed service based
3 off of, you know, the concern is that
4 there are individuals who may take this
5 are going to be taking their experience
6 with them. So while it's not necessarily
7 true that someone who has committed ten
8 years of service has the most experience,
9 is there any estimation or will there be
10 any kind of visual to show how many years
11 of experience are leaving a certain
12 department, if that makes sense.

13 MR. NOLAN: Once we know who's taking
14 advantage of the program, we could put
15 together something like that again. We
16 would be working with department heads so
17 that they understand who's taking it and
18 what the impacts are going to be so they
19 can communicate it back.

20 LEGISLATOR NICKS: Okay. That would
21 be helpful. And I think I'm coming up to
22 my last two questions. The next one is
23 this incentive wasn't offered to the
24 ordinance employees. Is that correct?

25 MR. NOLAN: That's correct.

1
2 LEGISLATOR NICKS: Okay. Is there
3 any plan in place that potentially there
4 may be something separate that comes up
5 for those individuals?

6 MR. NOLAN: No, not that I'm aware of
7 at this time. No.

8 LEGISLATOR NICKS: Okay.

9 MR. NOLAN: And it hasn't been
10 offered to ordinance employees in the
11 past.

12 LEGISLATOR NICKS: Okay. My last
13 question is that within your estimations,
14 again, we stated that for this fiscal
15 year, we're hoping to save around 27
16 million. Yes?

17 MR. NOLAN: Yes.

18 LEGISLATOR NICKS: Okay. With the
19 potential that there are going to be
20 individuals that are deferred, how does
21 that factor into our savings?

22 MR. NOLAN: We'll have to see how
23 that's going to factor in. Again, we
24 don't know who's going to take it and
25 whether or not there will be the need for

1
2 deferrals. But we will look at that and
3 and come up with a plan, a financial plan
4 to adjust.

5 LEGISLATOR NICKS: Okay. I think as
6 we get closer and once we kind of close
7 that signing period, that's going to be
8 really helpful for us to know where the
9 savings deviates from the original
10 estimation. How many may need to be
11 deferred? And again, I think a few of us
12 have asked what that what a concrete plan
13 actually looks like. But thank you.

14 PRESIDING OFFICER KOPEL: Legislator
15 Russell, congratulations on your maiden
16 voyage here.

17 LEGISLATOR RUSSELL: Thank you.

18 Thank you again to everyone who
19 weathered the storm to come out. This is
20 a very important decision that we're
21 making today that's before us.

22 While I do support our county
23 workforce there are a lot of unknowns.
24 And there's a lot of hypotheticals that
25 have been said here. But based on

1
2 historical numbers from the past. When
3 these when this incentive has been
4 offered, it's typically about 40% of
5 people that actually take it, whether
6 they're ten and 55. But overall it's
7 usually about 40%. And so based on the
8 numbers, I just want for the record to
9 put on the record what those numbers
10 currently are, the vacancies currently
11 are, and what the projected vacancies are
12 based on that 40%.

13 So in the Department of Social
14 Services, they're currently 90 vacancies
15 with an additional 70 that are projected.

16 In Department of Public Works, there
17 are currently 36 vacancies with a
18 projected of 30 of 60. Again, this is all
19 based off of the 40% in the police
20 department.

21 There are 136 sworn officer
22 vacancies, with an additional 30 with
23 projected 77 CSEA vacancies.

24 IN the Sheriff's Department in COBA,
25 there are 107 vacancies and 62.4 62

1
2 projected as a result of the VSIP.

3 I think as a legislative body, we
4 have a responsibility to put a plan in
5 place to ensure that we do not leave our
6 public or leave our constituents without
7 services that are needed. And so I have
8 an ask for this legislative body of the
9 departments that may be taken advantage
10 of this. If we can get department by
11 department staffing plan -- I know you
12 keep saying that it's hard to get a plan
13 in place -- but just based off of what
14 has happened in the past, if you look at
15 40% taking this, then you have more of a
16 concrete number to go off of to be able
17 to put a plan in place. So if you can
18 department by department: Identify which
19 positions will be backfilled, which will
20 not, and justification for each decision
21 that is made; define service level
22 benchmarks, demonstrating how departments
23 will maintain caseloads specifically for
24 social services; the response times and
25 statutory obligations from each

1
2 department; hiring and training timeline
3 with measurable milestones, not just
4 aspirational goals; Quarterly written
5 reports submitted to this legislative
6 body detailing vacancies; caseload
7 impacts, overtime usage, and progress
8 toward full staffing.

9 If the departments can get that to
10 us so that we as a legislative body can
11 have some assurance that we are doing our
12 due diligence and making sure that the
13 residents of Nassau County are getting
14 the services that they need and deserve.
15 And when I say before the legislative
16 session, I don't mean like hours before
17 we could at least get it a week prior to.

18 MR. NOLAN: I think we can work on
19 getting a lot of that stuff, yes. Once we
20 know who's again, who's taking it.

21 LEGISLATOR RUSSELL: Right. Once
22 you have specific information, if you can
23 get that to us in a timely fashion prior
24 to our legislative sessions on a monthly
25 basis, and then some of them can be done

1
2 quarterly.

3 MR. NOLAN: Yes. We'll work on
4 getting that.

5 PRESIDING OFFICER KOPEL: Legislator
6 Giangregorio then Minority Leader.

7 LEGISLATOR GIANGREGORIO: Thank you
8 very much.

9 We've been talking about the level
10 of experience that are potentially
11 leaving. Does this program also create a
12 mobility opportunity for, let's say, a
13 person that has vested seven years at a
14 department that is gaining knowledge to
15 move up, let's say, and have another
16 opportunity to move into a different
17 role, whereby, taking that experience,
18 bringing it to this role. So maybe we'll
19 be cutting down on something that we'll
20 be losing, if I am explaining that
21 correctly.

22 MR. NOLAN: Yes. As members,
23 employees, separate from service or as
24 they've indicated their desire to take
25 advantage of this program, departments

1
2 will be looking back to see what that
3 vacancy now is going to create, what is
4 that going to do, and then be able to
5 look to see who among their employee base
6 is going to be able to step up and take
7 on the role. And again, I'm assuming,
8 very high levels of employees that we're
9 talking about here in this hypothetical.

10 So, but you're going to be looking
11 for, yeah, to backfill with promotions to
12 resolve some of those managerial issues
13 within the departments.

14 LEGISLATOR GIANREGORIO: So the
15 backfill would generally then hopefully
16 be on entry level roles as we move
17 internals up the ranks.

18 MR. NOLAN: Yes.

19 LEGISLATOR GIANREGORIO: Thank
20 you.

21 PRESIDING OFFICER KOPEL: Legislator
22 Solages.

23 LEGISLATOR SOLAGES: Thank you,
24 Presiding Officer.

25 Good afternoon, gentlemen. I look

1
2 forward to voting for this. I really
3 appreciate all the hard work that you do.

4 But just my question goes back to a
5 question I last asked back in October
6 during budget hearings. I asked the
7 commissioner of the Department of Social
8 Services, we expect a flood of
9 individuals to come to that department
10 this year, as healthcare benefits have
11 expired or been taken away by
12 legislation. We know that's going to
13 happen. So I understand that we don't
14 want to work in hypotheticals; I respect
15 that. But we know that that office will
16 have an increase of individuals asking
17 for services. I have a constituent who
18 works in that department who comes to
19 work on a Saturday without any pay just
20 to catch up on her work. So what is your
21 plan to address that issue specifically
22 in that department?

23 MR. NOLAN: Again, when we know who's
24 going to be taking advantage of this
25 program is when we'll be able to work

1
2 with the department to understand what
3 the impacts of this program will have on
4 their operations, and then work with them
5 to figure out which positions need to be
6 backfilled immediately, which titles
7 might need to be offered deferments to
8 not lose advantage of the program, but
9 take it at a later time to ensure that we
10 have a continuity of experience and
11 education. So those are the things that
12 we'd be working toward.

13 LEGISLATOR SOLAGES: There are many
14 critical spots that are still lacking.
15 The County is carrying over salary lines
16 on paper that are empty. Again, what is
17 being done to fill these seasoned spots
18 who are doing double work now and who are
19 ready to go?

20 MR. NOLAN: We meet with departments
21 regularly to ask for what their priority
22 needs are and work with them to fill
23 those positions. That is a routine that
24 we've been working on throughout this
25 administration. I don't have the numbers

1
2 ahead of me right now, but we've hired I
3 was close to 870 people, I think it's
4 CSEA specifically. I'd have to go back
5 and look at it, but I don't want to give
6 you the false sense, but we've been
7 hiring and promoting this for the entire
8 term here, so it's not as though we
9 haven't been doing it. We will continue
10 doing it. I know that specifically within
11 the Department of Social Services, their
12 headcount has increased. Their on board
13 headcount has increased every year since
14 2022. So we will continue working with
15 departments to assess where their needs
16 are, what the impact of this program is
17 going to have on their department and on
18 the services that they provide to
19 residents, and then address those to make
20 sure that we mitigate any impacts.

21 EGISLATOR SOLAGES: Thank you, sir.

22 LEGISLATOR DRUCKER: Thank you,
23 Presiding Officer. I don't want to talk
24 about backfilling. How about that?

25 MR. NOLAN: Okay.

1
2 LEGISLATOR DRUCKER: No, I just
3 have a question on -- the agreement says
4 that the County Executive will have the
5 authority, at his sole discretion, to
6 extend the 2026 VSIP for a period not to
7 exceed 90 calendar days beyond the close
8 of the initial separatio window. My
9 question is, hypothetically, what factors
10 would cause the County Executive, in,
11 "his sole discretion to extend the
12 window"?

13 MR. MARTIR: If he feels that more
14 participation would be needed or is
15 warranted, he can extend it.

16 LEGISLATOR DRUCKER: So why
17 couldn't they just say that? Because
18 kind of when you say in his sole
19 discretion, whatever he feels like, you
20 know, he could do it. But I thought maybe
21 the agreement should have been a little
22 bit more specific on what that discretion
23 was tied to. And I understand that if
24 it's tied to the participation and the
25 voluntary separation, yes, I understand

1
2 that you need to figure out the numbers
3 and which departments are going to be
4 severely impacted and how to mitigate
5 that. So I do understand it, but I was
6 just curious. Is that the only factor you
7 can articulate?

8 MR. MARTIR: No. For example if there
9 would be a want from one department,
10 let's say where a graduating class
11 occurred, let's say so, you know, they
12 missed this window, but their window
13 would have been within that 90 days. Then
14 maybe it would be extended for that
15 graduating class or something along those
16 lines. There could be a multiple set of
17 factors. I couldn't speculate as to all
18 of them.

19 LEGISLATOR DRUCKER: So you just
20 articulated two, any others that come to
21 mind?

22 MR. MARTIR: Not come to mind. No.

23 LEGISLATOR DRUCKER: Okay. All
24 right. Thank you.

25 PRESIDING OFFICER KOPEL: All right.

1
2 There's going to be Minority Leader
3 DeRiggi-Whitton and then Legislator
4 Walker. But before that, there's been
5 some sentiment up here. I think I want to
6 know if you would extend this program to
7 us.

8 MINORITY LEADER DERIGGI-WHITTON:
9 Even if you bought us lunch, we'd
10 probably take it.

11 PRESIDING OFFICER KOPEL: Okay, go.
12 Go on, please.

13 MINORITY LEADER DERIGGI-WHITTON:
14 Just quick. I know that we've been
15 notified recently that the DSS case loads
16 have been going up even since the budget
17 season, more than in the past, so we just
18 want to keep a close eye on that. And
19 usually it's the entry level caseworkers
20 that carry the extra cases when they have
21 them.

22 I'm concerned about the 911
23 operators, by the way, we should have
24 told you guys to sit down. I feel bad
25 that you're standing for this whole time.

1
2 If you guys want to sit down, we know
3 you're there. It's hard on your calves.

4 All right, so the 911 operators,
5 before they're fully trained and they can
6 be by themselves, it normally takes about
7 two years for the 911 operators. How are
8 we in that department as far as how many
9 we're going to lose? And are we prepared
10 to have to train the other 911 operators
11 for approximately two years before they
12 can be on their own?

13 MR. NOLAN: Again, I don't have title
14 specific numbers in front of me right
15 now. We do know that happened in the
16 past, and the County managed through it
17 in a previous offering. And so the County
18 will be able to manage through it today
19 successfully.

20 MINORITY LEADER DERIGGI-WHITTON:
21 Well, we're managing through it, but I
22 had just learned this year, actually,
23 that we're paying out \$1 million a year
24 because we're not at the 190 number. Did
25 you know that?

1
2 MR. MARTIR: I believe we're above
3 that 190 number.

4 MINORITY LEADER DERIGGI-WHITTON: I
5 heard that we just paid that out this
6 past year, and it's been a number of
7 years in a row.

8 MR. MARTIR: I'm sorry I don't have
9 the exact numbers in front of me, but I
10 thought we were at somewhere around 193.

11 MINORITY LEADER DERIGGI-WHITTON: I
12 think we're a little below because I
13 know, at least I was told we paid it last
14 year, and I believe a number of years
15 before that. It's \$1 million a year
16 penalty for not having the 190.

17 MR. NOLAN: Forgive me, I don't
18 recall specifically, but I think it was
19 it was paid once. And I don't --

20 MINORITY LEADER DERIGGI-WHITTON:
21 And it was paid out last year, but I
22 think it was more than once I think since
23 2014.

24 MR. MARTIR: We have currently at
25 least 192 onboard and it's above the 190

1
2 threshold.

3 MINORITY LEADER DERIGGI-WHITTON:

4 It has been paid - if you guys want to
5 send that to us -- It's been paid for
6 years. I think the million I have a
7 number, but I don't I just want to make
8 sure it's correct.

9 MR. NOLAN: Yeah. I recall that this
10 came up previously, and it wasn't the
11 case.

12 MINORITY LEADER DERIGGI-WHITTON: So
13 I think there's another subject that we
14 should really look at quickly with the
15 DSS. And I know that we get a lot of
16 federal funding for a lot of those
17 positions. So to save money, we should
18 really try to fill a lot of the ones that
19 we get the federal money for. I mean, it
20 just seems by not filling those positions
21 that are federally funded, we're really
22 throwing money out of the window without
23 following up with that.

24 All right, well, I want to also just
25 mention that we're happy for the police,

1
2 correction officers, all the unions
3 worked hard together. And I don't think
4 our concern is as much with the police. I
5 think you guys will work it out. And you
6 represented your members very well, and
7 we're happy for them. Our main concerns
8 are the CSEA component of this.

9 So it was requested by Legislator
10 Russell that you do quarterly update, but
11 we would really like to have an update
12 like every two weeks, especially until
13 the deadline, so we can adjust, we can
14 just follow up and be informed, which is
15 what our jobs are.

16 Thank you.

17 PRESIDING OFFICER KOPEL: Legislator
18 Walker.

19 LEGISLATOR WALKER: I really just
20 had a statement. I just want to thank all
21 our union leadership and congratulate all
22 those who are going to take advantage of
23 it. Unfortunately, we can't take
24 advantage of it. But we'll just keep
25 working away and do all we can to make

1
2 sure we that all of our departments are
3 backfilled as quickly as possible.
4 Hopefully, we can get anything that has
5 to go through, all the paperwork that has
6 to be done and everything, that it moves
7 along quicker. Sometimes all those things
8 hold everything up for so long, and we
9 really don't have that luxury right now
10 to let things take a long time to be
11 backfilled. So hopefully we'll all stay
12 on top of that and make sure all our
13 departments are covered. Certainly DSS
14 and our 911 operators, those we really
15 need to keep on top of. And we will
16 continue to do that.

17 Again, to everyone who is leaving
18 and taking advantage of your departments,
19 please congratulate them for us and we
20 wish them the best. And thank you all for
21 all that you do.

22 PRESIDING OFFICER KOPEL: Okay, I
23 think we're done up here.

24 MR. NOLAN: There was one question
25 you asked that I wasn't able to provide

1
2 before. I just wanted to go over, for the
3 out year savings: 2027 is 32.5; 2028 is
4 29 million; and 2029 is 28 million.
5 That's the question you asked earlier.

6 PRESIDING OFFICER KOPEL: Yes it is.
7 Thank you.

8 MINORITY LEADER DERIGGI-WHITTON: I
9 just got an update too, if that's okay.
10 Sure. Right now I think we only have 153
11 totally qualified, 911 operators. There's
12 something called a pick squads, which are
13 people that are still in training, but
14 we're still way below the 190. This is
15 an important -- not only the million
16 dollar fine, but it's something that was
17 very important for our residents.

18 PRESIDING OFFICER KOPEL: Okay. All
19 right. All those in favor of this item,
20 please say aye.

21 (Whereupon, all members
22 respond in favor.)

23 PRESIDING OFFICER KOPEL: Opposed?

24 (Whereupon, no response.)

25 PRESIDING OFFICER KOPEL: That item

passes unanimously.

Thank you, all.

MR. NOLAN: Thank you.

1
2 PRESIDING OFFICER KOPEL: Okay.

3 Calendar 16, Resolution 8; Calendar 17,
4 Resolution 9. These are resolutions to
5 appoint Bruce Testa and Thomas DeMaria as
6 members of the Board of Directors of the
7 Nassau Regional Off-track Betting
8 Corporation, pursuant to Section 502 of
9 the New York State Racing, Parimutuel
10 Wagering and Breeding Law.

11 Motion on this is made by Legislator
12 Knight and seconded by Legislator Nunez.

13 I think the Minority has waived the
14 appearance of these people. So why don't
15 we just go ahead and vote, unless anybody
16 has anything to say.

17 (Whereupon, no response.)

18 PRESIDING OFFICER KOPEL: All right.
19 All those in favor of these appointments,
20 please say aye.

21 PRESIDING OFFICER KOPEL: Aye.

22 LEGISLATOR MULLANEY: Aye.

23 LEGISLATOR GIUFFRE: Aye.

24 LEGISLATOR STRAUSS: Aye.

25 LEGISLATOR PILIP: Aye.

LEGISLATOR GIANREGORIO: Aye.

LEGISLATOR MCKEVITT: Aye.

LEGISLATOR KNIGHT: Aye.

LEGISLATOR WALKER: Aye.

LEGISLATOR GOETZ: Aye.

LEGISLATOR KENNEDY: Aye.

PRESIDING OFFICER KOPEL: Opposed?

(Whereupon, no response.)

PRESIDING OFFICER KOPEL:

Abstentions.

LEGISLATOR RUSSELL: Abstain.

LEGISLATOR SOLAGES: Abstain.

LEGISLATOR NICKS: Abstain.

LEGISLATOR MULE: Abstain.

LEGISLATOR DAVIS: Abstain.

MINORITY LEADER DERIGGI-WHITTON:

Abstain.

LEGISLATOR NUNEZ: Abstain.

LEGISLATOR DRUCKER: Abstain.

PRESIDING OFFICER KOPEL: It's 11 to
0 to 8.

PRESIDING OFFICER KOPEL: All right
then Resolution 10 is to confirm the
County Executive's appointment of Ryan
Sakowich to the Nassau County Industrial
Development Agency.

Motion by Legislator Giuffre,
seconded by Legislator Walker.

All in favor of this appointment,
say aye.

PRESIDING OFFICER KOPEL: Aye.

LEGISLATOR MULLANEY: Aye.

LEGISLATOR GIUFFRE: Aye.

LEGISLATOR STRAUSS: Aye.

LEGISLATOR PILIP: Aye.

LEGISLATOR GIANREGORIO: Aye.

LEGISLATOR MCKEVITT: Aye.

LEGISLATOR KNIGHT: Aye.

LEGISLATOR WALKER: Aye.

LEGISLATOR GOETZ: Aye.

LEGISLATOR KENNEDY: Aye.

PRESIDING OFFICER KOPEL: Opposed?

(Whereupon, no response.)

PRESIDING OFFICER KOPEL:

Abstentions.

LEGISLATOR RUSSELL: Abstain.

LEGISLATOR SOLAGES: Abstain.

LEGISLATOR NICKS: Abstain.

LEGISLATOR MULE: Abstain.

LEGISLATOR DAVIS: Abstain.

MINORITY LEADER DERIGGI-WHITTON:

Abstain.

LEGISLATOR NUNEZ: Abstain.

LEGISLATOR DRUCKER: Abstain.

PRESIDING OFFICER KOPEL: It's 11 to
0 to 8.

1
2 PRESIDING OFFICER KOPEL: Finally,
3 Resolution 11, Calendar 19 which
4 confirming the appointment by the County
5 Executive of Michael Alpert as a judge of
6 the District Court of the County of
7 Nassau for the Second District, pursuant
8 to 21d of the Article 6 of the
9 Constitution of the State of New York.

10 And that motion is made by
11 Legislator Pilip and seconded by
12 Legislator Russell.

13 And all those in favor of this item,
14 please say aye.

15 (Whereupon, all members
16 respond in favor.)

17 PRESIDING OFFICER KOPEL: Opposed?

18 (Whereupon, no response.)

19 PRESIDING OFFICER KOPEL: And no
20 abstentions. So that is unanimous.

21 We are actually finished with our
22 calendar.

23 So motion to adjourn made by Deputy
24 Presiding Officer McKevitt, seconded by
25 Minority Leader DeRiggi-Whitton.

1
2 All those in favor of adjourning say
3 aye.

4 (Whereupon, all members
5 respond in favor.)

6 PRESIDING OFFICER KOPEL: Opposed?

7 (Whereupon, no response.)

8 PRESIDING OFFICER KOPEL: Okay.
9 Safe home, everyone.

10
11 (Whereupon, the meeting is
12 adjourned.)
13
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C E R T I F I C A T E

STATE OF NEW YORK)

: SS.:

COUNTY OF NASSAU)

I, KAREN LORENZO, a Notary Public
for and within the State of New York, do
hereby certify:

That the above is a correct
transcription of my stenographic notes.

IN WITNESS WHEREOF, I have hereunto
set my hand this 26th day of January, 2026.

Karen Lorenzo

Karen Lorenzo

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