

## Nassau County Deferred Compensation Plan Board 457(b) Plan

### Meeting Minutes – November 18, 2025

On Tuesday, November 18, 2025, the Nassau County Deferred Compensation Plan Board held a quarterly meeting in the 1<sup>st</sup> floor conference room at One West Street and via Microsoft Teams video conference call. In attendance were:

<b>Nassau County</b>		<b>Empower</b>	<b>MMA</b>
	<u><i>Via Teams/Phone:</i></u>	Gabe D’Ulisse	Kevin Broderick
Steven Conkling	Marisa Howard	Mike Ricciardi	Bradley Pike
Dennis Maurus	Joseph Philbin	Nina Barbarino	
Andrew James	Natasha Rubie	Robert Luciani	<u><i>Via Teams:</i></u>
Sean Mulligan	Dawn Wood-Jones		James Hageney
David Y. Chiang		<u><i>Via Teams:</i></u>	
Edward Eilenberger		Ellen Wilson	
Thomas Iervese		Andrew Estreich	
Beaumont Jefferson		Jeremy Evanko	
Garrett Wakefield		Joseph Fein	
Joseph McGahan		Robert Lamb	
Michael Grunwald			
David J. DeBaun			
Harvey Liebman			
Amanda Cohn			
Joseph Bruno			
Jeff Nogid			

Board Chairman Steven Conkling commenced the meeting shortly after 10:00 a.m.

#### **Agenda items included –**

1. Approval of Minutes of October 9, 2025 Meeting
2. Empower
  - 2025 3<sup>rd</sup> Quarter Plan Summary Report
  - Stable Value Fund
  - Field Report
  - SECURE 2.0 Act Implementation Update
  - Self-Directed Brokerage Religious Exemption
  - Fund Changes

- Other Issues
- 3. Marsh & McLennan Agency
  - 2025 3<sup>rd</sup> Quarter Report
  - Other Issues
- 4. Update on VSIP Program
- 5. Other Business
- 6. Establish Date for Next Meeting

**Approval of Meeting Minutes**

The first order of business was the approval of the meeting minutes from the October 9, 2025 meeting. After a brief discussion, a motion to approve the minutes was made, seconded, and approved.

**Marsh & McLennan Agency Contract – One-Year Extension**

The team from MMA were asked to step out as the Board discussed their contract, which ends November 2025. They have two one-year extensions built into it. The Board voted, seconded, and approved the first one-year extension of the MMA contract, extending it through November 5, 2026.

**SECURE 2.0 Act Update – Catch-Up as Roth Provision**

Gabriel D’Ulisse and Nina Barbarino from the Empower team discussed the “Catch-up as Roth” provision, which is due to start January 1, 2026. Nina explained that any participant aged 50 or older in 2026, with FICA earnings in 2025 of \$150,000 or more, will be affected by this new SECURE 2.0 Act provision.

Nina discussed the information listed in the chart below:

<b>Age By December 31, 2026</b>	<b>Maximum Allowable Pre-tax Contribution</b>	<b>Roth</b>	<b>Total Allowable 2026 Contribution</b>
Under age 50	\$24,500	Optional	\$24,500
Age 50 – Age 59	\$24,500	Up to \$8,000	\$32,500
Age 60 – 63	\$24,500	Up to \$11,250	\$35,750
Age 64+	\$24,500	Up to \$8,000	\$32,500
Special 3 Year Catch Up	\$49,000	Optional	\$49,000

Nina then detailed the three options for the Board to consider, in order for the County to implement this new catch-up rule.

**Option 1** – if a participant is in the effected population, their deferrals would automatically go into Roth once they exceed the normal limit of \$24,500. The participants could stop the contributions themselves if they do not want Roth money source.

**Option 2** – the County elects not to allow anyone to contribute more than the normal limit of \$24,500.

**Option 3** – payroll deferrals would stop at the normal limit of \$24,500. The participants would have to go online at Empower.com and elect to contribute to Roth themselves in order to contribute for the remainder of the year. They would also have to go back online at Empower.com and switch back to pre-tax themselves the following calendar year.

Michael Grunwald indicated that he would provide a list of the effected population to Empower, even if such participants are not contributing. He also mentioned that the County is currently using version 9.1 of PeopleSoft Payroll software and is expected to upgrade to version 9.2 in the first quarter of 2026. Severance checks are processed manually, so the Comptroller's Office will be able to identify who is affected by the new provision.

Beaumont Jefferson said the Comptroller's preference is to go with Option 1.

Steve Conkling made a motion to proceed with Option 1, which was seconded and approved by the Board. Robert Lamb and Nina Barbarino are working on communication materials to be sent to participants. A draft will be delivered to the Board after it is completed.

### **Update on VSIP Program**

Steve stated that any incentive money would not be eligible to be deferred into the 457(b) Deferred Compensation Plan. However, it would be eligible to be deferred into the 401(a) Plan.

### **Update on Fund Changes**

The two fund changes that were agreed to during the last meeting will be implemented by Empower on January 15, 2026.

### **Self-Directed Brokerage Religious Exemption**

Participants can elect to transfer 100% of their account to the self-directed brokerage (SDB) account with the religious exemption form, with the exception of \$500. The New York State Plan allows for this. A motion to approve the draft Empower form was made, seconded and approved pending the update to leave a minimum of \$500 in the core account.

### **Joinders – Board will Support Empower’s Efforts**

Nina Barbarino discussed the procedure for a participant to have a deferral taken from their separation check. The election is supposed to be made prior to a participant retiring, by completing a form with their Empower Retirement Plan Advisor. The form indicates how much the Comptroller’s office should defer from the separation check. Empower is asking for the Board’s support in informing participants that they need to meet with their Empower Retirement Plan Advisor one month prior to their retirement to complete the forms, otherwise the deferral may not be made.

Marisa Howard indicated that the current exit package does not mention a joinder. She asked if it could be updated. She also said it does not indicate that the 401(a) can be rolled into the 457(b) plan. She will include Empower in the VSIP meetings. Nina said Empower is working to update all the forms.

### **Approval of Emergency Personal Expense Withdrawal Provision**

Gabriel D’Ulisse provided details of this optional provision of the Secure 2.0 Act. It is a \$1,000 withdrawal that participants can make for personal expenditures once per year. It is taxable and can be paid back. A motion on this provision was made, seconded, and approved.

### **Empower Q3 2025 Report**

**Gabriel D’Ulisse** presented the Empower Plan Performance Insights Report as of September 30, 2025.

- There are 10,856 participants with plan assets of \$2,139,066,273.
- There is an average account balance of \$197,040.
- Cash Flow:
  - \$67,968,706 total contributions
  - (\$107,490,472) total disbursements
  - (\$39,521,766) net activity
- Contribution rate: 14.3% average vs. benchmark of 7.3%
- Contributions:
  - \$55,192,307 before tax
  - \$5,636,338 Roth

- \$7,140,067 Other
- Distributions of \$107 million were made for various reasons, including separation of service, RMDs, QDRO, in-service, hardship, death, and service credit.
- Outstanding loans of approximately 1,100, average of \$14,000
- Investment Strategy Utilization:
  - 53% of participants choose their own investments.
  - 40% of participants use Goal Maker asset allocation model portfolios.
  - 3.4% of participants use target date funds.
  - 2.4% of participants use self-directed brokerage with \$72 million.
- Empower Communication Engine:
  - Provides dynamic communication through a multi-channel approach.
    - 87% of participants have a beneficiary on file.

### **Joseph Fein – Stable Value Fund**

Joseph Fein provided an update on the Stable Value Fund. As of September 30, 2025, the market-to-book value was 94%. As interest rates continue to normalize, the crediting rate should improve. It is at 2.6% for Q4 2025. The counterbalance is the number of withdrawals, which drags down the rate. The underlying health of the Fund is strong. There was a discussion about the duration.

### **Nina Barbarino – Retirement Plan Advisors Field Report**

- Nina presented at the CSEA Retirement Seminar on October 29, 2025 to approximately 200 attendees.
- Nina has a class of new police officer recruits at the Police Academy where she is scheduled to present an enrollment meeting in December.
- Ellen Wilson presented an enrollment meeting for the new class of 911 operators at the Communications Bureau.
- Andrew Estreich completed separation checks for Nassau Community College (NCC), totaling \$1.1 million into the Plan.
- Andrew will be attending the NCC Holiday breakfast in December.
- Andrew is also working to introduce himself to his new departments throughout Nassau County.
- Andrew and Ellen presented at the DAI Retirement meetings on November 17, 2025.
- The Team has been fielding many questions regarding the VSIP.

### **MMA Q3 2025 Investment Report**

**Marsh McLennan** presented their Fiduciary Due Diligence Report Quarter ending September 30, 2025.

- **Bradley Pike and Kevin Broderick** went through their report. They reviewed the third quarter of 2025 Fiduciary Investment Due Diligence Report (FIDDR) with the Board. Key themes discussed:

- **Artificial Intelligence (“AI”)**
- **Federal Reserve Cuts Rates**
- **Washington D.C. Agenda**

Brad Pike reviewed the equity and fixed income markets. Plan assets increased to \$2.1 billion as of September 30, 2025.

Brad then discussed in detail the funds held in the 457(b) plan, focusing on performance of each fund. Overall, there are 28 Funds.

The two fund changes that were approved during the last meeting, will occur on January 15, 2026:

- American Century Mid Cap Value will be replaced with John Hancock Disciplined Mid Cap Value/Boston Partners
- AB Small Cap Growth will be replaced by Voya Small Cap Growth
  
- T. Rowe Price 2025 Fund - 25% Target Date Assets are in this vintage.
  - Three- and five-year returns outpaced the benchmark and outpaced 99% of its peers.
- There was some discussion about reducing expense ratios in the T. Rowe Price Target Date funds to improve performance and decrease revenue share.
  - MMA will provide an analysis at the next meeting.

### **Next Board Meeting Date**

The Board set a meeting date for the Q4 2025 meeting on Tuesday, February 3, 2026.

Having no further business, the 457(b) meeting was adjourned at 11:45 a.m.