

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

## Meeting Minutes – February 3, 2026

On Tuesday, February 3, 2026, the Nassau County Deferred Compensation Plan Board (the “Board” or the “Committee”) 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:

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

The meeting commenced with Board Member Jeff Nogid calling the meeting to order at approximately 10:00 am. The Board agreed to table the approval of the November 18, 2025 meeting minutes until Board Chairman Steve Conkling’s arrival. The meeting kicked off with the Marsh McLennan presentation.

### Agenda items included –

1. Voting Items –
  - Approval of Minutes of November 18, 2025 Meeting
2. Marsh McLennan Agency (MMA)
  - 2025 4<sup>th</sup> Quarter Investment Report
  - Other issues
3. Empower
  - 2025 4<sup>th</sup> Quarter Plan Summary Report
  - Field Report

- Stable Value Fund
  - Upcoming Marketing Communications
  - Roth, Catch Up and Incentives Reminders
  - SECURE 2.0 Act Implementation Update
  - Other Issues
4. Update on VSIP Program
  5. Other Business
  6. Establish Date for Next Meeting

### **Marsh McLennan Agency Q4 2025 Presentation**

**Brad Pike** reviewed the fourth quarter 2025 Fiduciary Investment Due Diligence Report (FIDDR) with the Committee, highlighting key themes such as the "Everything Rally," the outperformance of international stocks, and the Federal Reserve's two rate cuts in the fourth quarter of 2025. Brad provided an overview of the equity and fixed income markets, noting that the S&P 500 had increased by nearly 23% over the past three years. Large-cap growth was identified as the top-performing sector during this period, driven in part by the "Magnificent 7" stocks. Regarding U.S. Treasury yield curves, there was minimal change in the fourth quarter, with the Federal Reserve maintaining greater control over short-term rates.

Brad emphasized three key funds within the plan: the Stable Value fund, which constitutes 25% of Plan assets and remains the largest holding at \$537 million; the Vanguard Institutional Index Fund, representing 17.9%; and the J.P. Morgan Large Cap Growth fund, accounting for 14.2%. Collectively, these three funds comprise approximately 55% of the Plan's assets. The T. Rowe Price Retirement 2025 Target Date Fund accounts for over 25% of assets invested in the Target Date Fund category, with older vintage target date funds continuing to de-risk over time.

In response to a question regarding efforts to encourage participants to move out of the Stable Value fund, Mike Ricciardi explained that Retirement Readiness Reviews (RRRs) are being conducted to educate participants about alternative investment strategies. Gabe D'Ulisse added that the focus is on assisting participants with improved asset allocation to better prepare for their financial futures.

The MMA presentation continued with an update on fund changes effective January 15, 2026, following a vote at the second quarter 2025 meeting. The American Century Mid Cap Value fund was replaced by the John Hancock Mid Cap Value fund, and the AB Small Cap Growth fund was replaced by the Voya Small Cap Growth fund. All other funds passed their fourth-quarter evaluations. Marsh McLennan Advisors provides six quarters of lookback

performance for each investment, with a passing score defined as 60 or higher; scores of 59 or below are considered failing.

When asked whether target date funds are offered as a batch, it was confirmed that the T. Rowe Price Retirement Target Date funds are packaged products. The Plan receives a 15-basis points revenue share from these investments. Should the Committee prefer to reduce total Plan revenue sharing, a more passive target date fund series could be considered. The active nature of the T. Rowe Price series results in higher costs, and some vintages have underperformed. Of the 28 fund options available, 22 received passing scores and five received failing scores – three target date vintages and the two funds that were replaced. The Stable Value Fund is not scored. No fund replacements are currently recommended. All investment returns are reported net of expense ratios.

MMA compared the current T. Rowe Price Retirement Target Date fund vintages with no revenue-share institutional options, noting a potential 15 basis points savings with the latter. The revenue share generated is currently used to offset plan expenses. Gabe D’Ulisse reported that target date funds generate approximately \$200,000 in revenue per year. Discussions regarding target date funds will continue at the next meeting.

### **Approval of November 18, 2025, Meeting Minutes**

Board Chairman Steve Conkling performed a review of the November 18, 2025 meeting minutes. After a brief discussion, a motion was made and seconded to approve the meeting minutes, and the meeting minutes were so approved.

### **Empower Q4 2025 Report**

**Joe Fein** provided a **Stable Value Fund** update, explaining that the quarterly crediting rate is formulaic. The formula used to establish the rate was presented, showing a 12-basis point increase in the rate effective January 1, 2026 to 2.72% due to continued improvement in the market-to-book ratio of the fund. As rates decline and the mark-to-book ratio increases, the crediting rate rises accordingly, resulting in a favorable increase for the first quarter of 2026. The Prudential Core Intermediate Bond fund, which smooths the fund’s performance, had a strong fiscal year 2025. Gabe D’Ulisse commented that withdrawals act as a drag on the crediting rate.

**Gabe D’Ulisse** then presented the **Empower Q4 2025 Plan Performance Insights Report**. As of December 31, 2025, the plan has 10,854 participants with total assets of \$2,129,806,155, including 6,311 active participants with balances and 4,543 separated participants with balances. The average account balance is \$196,223. Utilization statistics show that 52.3% of participants use a Do-It-Yourself strategy, 40% use an Asset Allocation

model strategy, 3.5% use Target Date funds, and 0.9% use My Total Retirement. The participation rate is 91%, with a contribution rate of 14.4%, compared to a median of 10.0% and a benchmark of 7.0%.

Cash flow data revealed total contributions of \$87,792,140 for the year and total disbursements of \$154,898,247, resulting in a net outflow of \$67,106,107. Money type utilization is 81% before-tax, 9% Roth only, and 10% multiple types. Contributions include \$70,901,277 before tax and \$7,383,437 Roth. Distributions were categorized as follows: \$119.0 million for separation of service, \$9.8 million for required minimum distributions (RMDs), \$13.3 million in-service withdrawals, \$227,200 for hardship, \$209,900 for service credits, \$804,600 for Qualified Domestic Relations Orders (QDROs), and \$11.6 million due to death. Approximately 12,987 loans are outstanding, totaling \$14,259,000. GoalMaker participation stands at 40%, totaling \$506,795,394, while Advisory Services participation is 0.9%, totaling \$22,701,437. Approximately 100 participants use My Total Retirement. Although self-directed brokerage accounts represent only 3.4% of assets, this segment has grown substantially over the years, warranting close monitoring. Discussion highlighted that My Total Retirement helps participants remain in the plan and access Certified Financial Planner (CFP) services, with increased interest in managed account services among participants in their 50s.

**Mike Ricciardi** spoke about the value of Retirement Readiness Reviews (RRRs) in understanding outside assets and their allocation in participants' portfolios. Following RRRs, clients receive surveys, with an average score of 91, well above the best-in-class threshold of 70. He also discussed the Roth catch-up contribution, emphasizing the prominent messaging on the Empower website for participants.

**Nina Barbarino** reported on the Roth catch-up initiative, noting that she and Robert Lamb finalized a flyer explaining that participants earning over \$150,000 in FICA can only contribute the normal limit as pre-tax, with the remainder going into Roth contributions.

Board Chairman Steve Conkling approved the flyer, which, along with updates to Territory and Plan Highlights, was distributed to all contacts. Despite ongoing efforts, some participants have yet to fully understand the Roth catch-up option, so informational communications will continue. An approved incentive program has been communicated to all employees, with Nina awaiting coordination with the Nassau County Human Resources Department. The plan will set participants up to maximize contributions simply, requiring a joinder on file. There has been a significant increase in new enrollment requests due to recent hiring.

In response to a question about whether Roth contributions start with initial contributions or rollovers, Micheal Ricciardi clarified the process. Board Member Michael Grunwald noted that six participants have already been impacted through two pay periods. Steve

Conkling inquired of Jeremy Evanko about a few participants who had over-contributed in 2025; there were three such cases, and a process is in place to address these situations.

### **Other Business**

It was noted that Board Member Thomas Iervese representing the Nassau County Police Superior Officers Association (SOA) would be retiring on February 15, 2026, and this meeting marked his final attendance. Steve Conkling expressed gratitude to Tom for his service and wished him well in retirement.

### **Next Meeting Date**

The Board set a meeting date for the Q1 2026 meeting on Tuesday, May 19, 2026.

Having no further business, the meeting was adjourned at approximately 11:38 a.m.