



Onondaga County Legislature

JAMIE McNAMARA
Clerk

JAMES J. ROWLEY
Chairman

TAMMY BARBER
Deputy Clerk

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PUBLIC SAFETY COMMITTEE MINUTES – DECEMBER 11, 2023 MARK A. OLSON, CHAIR

MEMBERS PRESENT: *Mr. McCarron, Mr. Ryan, Mr. Bush, Mr. Kinne

ALSO ATTENDING: See attached list

Chair Olson called the meeting to order at 9:03 a.m. and the previous meeting's minutes were approved.

1. **SHERIFF**: Chief Maureen Murphy, Chief Melissa Berlinski

a. Personnel Resolution



September 6, 2022

Sheriff Eugene Conway
Onondaga County Sheriff's Office
407 South State St.
Syracuse, NY 13202

Dear Sheriff Conway:

It has come to the attention of the Division of Criminal Justice Services (Division) that current members of the Onondaga County Sheriff's Office Civil Deputy Unit are erroneously listed on the Central State Registry for Police Officers and Peace Officers (Registry) as peace officers designated under Criminal Procedure Law (CPL) §2.10(25):

Pursuant to CPL §2.10(25), this title is defined as "Officials, as designated by the commissioner of the department of corrections and community supervision pursuant to rules of the department, and correction officers of any state correctional facility or of any penal correctional institution." A correction officer is considered an individual who provides care and custody to inmates within a correctional facility.

After a careful review, including the job specifications provided by your department, it has been determined that the work activities of your civil deputy sheriff are separate and distinct from a correction officer. Consequently, CPL §2.10(25) is not an appropriate designation.

Please be advised pursuant to section 6056.6(a) of Title 9 of the *Official Compilation of Codes, Rules and Regulations of the State of New York* that when the Division has cause to believe that any person who is registered as a peace officer may be ineligible under any provision of Article 2 of the CPL to be a peace officer, the Division shall notify the person's employer and shall direct that the employer notify the Division within 30 days that the person's name should be deleted from the Registry

Accordingly, and based upon the aforementioned information, please have the following individuals currently employed as civil deputy sheriffs removed from the Registry, via the Acadis portal, within 30 days from the date of this letter: **Collen Alexander, Heather Brockway, Daniel DeBerjeois, William Hight, Joseph Kelly and Douglas Roser.**

Should you have any questions or concerns, you may contact me by writing to the address provided on the bottom of this letter.

Very truly yours,

David J. Mahany
Associate Training Technician

**AGREEMENT FOR DEPUTY SHERIFF CUSTODY (CIVIL DIVISION) PEACE OFFICER
CERTIFICATION VIA DEPARTMENT OF CRIMINAL JUSTICE SERVICES (DCJS)**

This Agreement made on this 27th day of July, 2023, by and between ONONDAGA COUNTY (hereinafter "County"), ONONDAGA COUNTY SHERIFF'S OFFICE (hereinafter "OCSO") (together with the County referenced as "the Employers") and THE DEPUTY SHERIFFS BENEVOLENT ASSOCIATION OF ONONDAGA COUNTY, INC. (hereinafter "DSBA"); collectively ("the Parties").

WHEREAS, the Employers and DSBA are parties to a collective bargaining agreement effective January 1, 2020 through December 31, 2023 setting forth terms and conditions of employment for employees represented by the DSBA; and

WHEREAS, the Employers desire Deputy Sheriffs in the Civil Division to be certified by DCJS as a Peace Officer as described in section 2.10 of the NYS CPL, in order to safely conduct their duties; and,

WHEREAS, the Employers and DSBA have engaged in collective bargaining negotiations to facilitate a remedy for Deputy Sheriffs assigned to the Civil Division be DCJS certified as a Peace Officer; and,

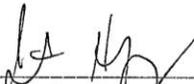
WHEREAS, the Employers and Union agree the Deputy Sheriffs assigned to the Civil Division should obtain DCJS Certification to perform the duties of the position in order to keep the public and themselves safe while performing the duties of the Civil Division.

NOW, THEREFORE, IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

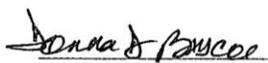
1. Upon execution of this agreement by all parties, the Sheriff agrees to not use the Civil Service titles of Deputy Sheriff Civil titles; Deputy Sheriff (CIVIL), Deputy Sheriff Sergeant (CIVIL), Deputy Sheriff Lieutenant (CIVIL), to fill openings in the Civil Division.
2. The aforementioned Deputy Sheriff Civil titles will be submitted to the Legislature to be abolished and Deputy Sheriff (CUSTODY) positions will be submitted to the Legislature to be created so that the number of OCSO authorized positions is unchanged.
3. The duties of Deputy Sheriff (CUSTODY) will be amended to include 'When assigned to the Civil Division' listing the current duties performed that are specific to the Civil Division.
4. All Deputy Sheriff (CIVIL) members will be offered Deputy Sheriff (CUSTODY) positions. It is understood anyone accepting appointment to the Deputy Sheriff (CUSTODY) position will be appointed in accordance with NYS Civil Service Law.
5. Anyone in a Deputy Sheriff (CIVIL) position who does not accept the offered Deputy Sheriff (CUSTODY) position will be laid off effective per the terms and approval of the Legislation submitted.
6. The Deputy Sheriff Sergeant (CIVIL) and Deputy Sheriff Lieutenant (CIVIL) positions will be submitted to the County Legislature to be abolished at the time the positions are vacated. It will be within the Sheriff's discretion to determine the number of Deputy Sheriff Sergeant (CUSTODY) or Deputy Sheriff Lieutenant (CUSTODY) positions submitted to the County Legislature to be created for the Civil Division.
7. The DSBA will continue to be the exclusive bargaining unit for the Deputy Sheriff positions within the Civil Division. Anyone in the Civil Division accepting the Deputy Sheriff (CUSTODY) position will keep their seniority and will be slotted in the appropriate pay scale.

- 8. The Parties agree to allow each Deputy Sheriff currently assigned to the Civil Division to remain assigned to the Civil Division. The assignment of Civil Division will be added to the next DSBA bid sheet so all members of the DSBA bargaining unit are able to bid on these positions in the future. All newly appointed Deputy Sheriff (CUSTODY) members assigned to the Civil Division will be recognized as holding preferred status and will be eligible to bid during the 2024 bid process.
- 9. It is understood anyone appointed to a Deputy Sheriff (CUSTODY) title will be required to take and pass the next Civil Service exam offered by Onondaga County and must be reachable on the certified eligible list to remain in the position and become permanent.
- 10. The Sheriff agrees to not order any Deputy Sheriff (CUSTODY) member assigned to the Civil Division to jail overtime prior to being fully certified as a Peace Officer and completing their probationary term.
- 11. All newly appointed Deputy Sheriff (CUSTODY) assigned to the Civil Division will be required to complete the Deputy Sheriff Custody Field Training Program. Field Training will be completed during current Civil shifts per the Collective Bargaining Agreement. It is understood the Field Training Program Supervisor has full discretion to determine the amount of time required for completion. Once completed, the Sheriff will authorize the training section to submit those records to DCJS for approval and Peace Officer Certification.
- 12. All Deputy Sheriff (CUSTODY) members assigned to the Civil Division will be under the direct supervision of the CHIEF CIVIL DEPUTY. Anyone assigned to the Civil Division will be required to adhere to CUSTODY policy and procedures.
- 13. The current incumbents in the title of Deputy Sheriff Sergeant (CIVIL) will have three options;
 - a. Remain as Deputy Sheriff Sergeant (CIVIL) without the ability to be recognized as Peace Officers. Anyone remaining in this title will be considered administrative Sergeants. They will operate and run the Civil Office in plain clothes without a Department issued firearm and will not be authorized in the field.
 - b. Voluntarily demote to a Deputy Sheriff (CUSTODY) title and adhere to the above provisions. Anyone choosing this option will continue to perform their current assigned duties and will receive a stipend each pay period equal to the difference in salary from their previous position (Grade 5 to Grade 4).
 - c. Voluntarily demote to a Deputy Sheriff (CUSTODY) title and adhere to the above provisions.
 - d. Resign or Retire from their current position.

For the Union:

 7/27/2023
 Jonathan Hagenmayer
 DSBA President

For the County:

 7/27/2023
 Donna D. Briscoe
 Director of Employee Relations

For the Sheriff:

 07-27-2023
 Tobias Shelley
 Sheriff

CORRECTIONS OFFICER

DISTINGUISHING FEATURES OF THE CLASS: The work involves responsibility on an assigned shift for the enforcement of rules and regulations governing the custody, security, conduct, discipline, safety and general well-being of inmates in a County correctional facility, and as assigned, civil, communications and special deputy responsibilities. The duties involve considerable inmate contact and supervision in a work, recreation or learning environment. Work procedures are well defined but incumbents must be alert to possibilities of emergency situations arising and exercise sound judgment when problems occur. The work is performed under general supervision of a higher-level correctional supervisor with leeway allowed for the exercise of independent judgment in dealing with day to day situations in the facility. Does related work as required.

TYPICAL WORK ACTIVITIES: (Illustrative Only) Makes periodic rounds, supervises the movement and activities of inmates and maintains jail security at an assigned post or cell tier; Locks and unlocks cells and access doors using mechanical and electrical devices; Watches for unusual incident or activities on the part of inmates involving violation of facility rules, or a life threatening situation and reports these to supervisor either verbally or in writing; Checks cell and corridor areas for faulty bars, gates, etc. and makes routine fire and safety checks; Transports inmates to courts, prisons, jails, medical facilities, funerals and other locations as necessary; Issues clothing and bedding and instructs inmates in its proper care; Books inmates by preparing appropriate records and taking fingerprints and photo identification; Inventories and records inmates clothing property; Escorts visitors and observes inmates visitations; Dispenses a variety of prescription and non-prescription medications; Searches cells, search inmates and confiscates contraband; Mediates minor incidents and takes direct action to break up fights or other disturbances between inmates; Supervises inmates assigned to work details, advises them of what is expected and of the rules and regulations of the work area including possible safety hazards; Operates a variety of equipment including handcuffs, leg irons, firearms, electronic gate equipment and two-way radios; Listens to inmate problems, inform them of rules and regulations, and where they cannot be resolved, makes referrals to appropriate staff; May use chemical agents, weapons or restraining devices and protection equipment in case of fights or other disturbances; Prepares a variety of records and reports related to the care of inmates and security of the facility; May on occasion operate a variety of office equipment during the processing of inmates or report preparation; May serve court orders and processes, such as summonses, complaints, subpoenas, income and property executions, eviction notices and perform other civil functions; May perform duties of communications officer and related work, including but not limited to use of telephone, teletype, and radio including the dispatch of police, fire, EMS and other personnel; May on occasion be assigned as a special deputy to carry out specific tasks; May perform limited routine building cleaning and minor maintenance; Performs other duties as assigned by the Sheriff or his designee.

FULL PERFORMANCE KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS: Good knowledge of the rules, regulations and requirements of the Correction Law governing the supervision and treatment of inmates, safety and security of the facility and department employees; Good knowledge of the layout and location of security personnel post assignments throughout the facility; Good knowledge of search and frisk methods; Working knowledge of the proper function of correction facility security equipment, devices and safe use of chemical restraining agents; Working knowledge of the use of defensive and restraining physical techniques; Working knowledge of human behavior in relation to correction facility inmates; Working knowledge of first aid procedures; Ability to observe, interpret and report on inmate activity; Ability to verbally communicate rules and regulations of the facility to inmates; Ability to make quick decisions regarding facility security and personal safety in emergency situations; Ability to reason clearly; Ability to possess a memory for facts and information; Ability to prepare records and reports; Ability to

- Civil Deputies were not certified under DCJS (Division of Criminal Justice Services) as Peace or Police Officers
 - Many duties require certification for protection
 - Lack of certification is a liability for Sheriff's office and Onondaga County
 - Worked with DCJS, the county, and union and came to a resolve
- DCJS took steps to have all members go through Peace Officer Academy upon hire
 - Fully trained except for the FTO (Field Training Officer) process in Justice Center
- Per DCJS, completion of FTO program will allow members to be certified under Corrections and Custody positions
 - No title under DCJS for a Deputy Sheriff Civil as a Peace Officer
 - Required Sheriff's to change title to Deputy Sheriff Custody

- Currently completing training and FTO's
- This resolution abolishes Civil Deputy titles and creates same amount of Deputy Sheriff titles
- Deputy Sheriff Civil titles have same salary as Deputy Sheriff Custody
 - No money involved; slight savings to county
 - Have two Deputy Sheriff Civil Sergeants
- Agreed in MOU that was signed with the county and union members
 - Civil Sergeant agreed to take a voluntary demotion to Deputy Sheriff Custody
 - Receiving stipend to bring them to equal base pay
 - Overtime hours will be at base rate of Deputy Sheriff Custody
- Members provided the option to stay at Civil Deputies; duties would change
 - Not allowed to go out armed
 - Not able to legally serve papers
 - Would have been in the office
- Chose to take the voluntary demotion
 - Member would have to sign accepting these changes, duties, and titles
- Met all requirements under Civil Service and DCJS law
 - Resolution makes county whole on roster to change the positions
 - Currently have some in unfunded Custody positions to make the move
- There will no longer be a Civil Service test

Questions from the Committee:

- How long has this been happening?
 - Civil Deputy position evolved from un-uniformed serving papers for unpaid bills etc., to uniformed serving orders of protection and taking weapons
 - Late 20-teens to early 2020s; members not certified Peace or Police Officers
 - Now putting them in uniform on the streets with weapons
 - Huge liability for members, Sheriff's offices and county
 - Worked to correct it; put members into Acadis (registry for the DCJS; system that certifies employees) as Custody Deputies but had not gone through training
 - Removed from registry and no longer certified as Peace Officers
- All names mentioned on 9/6 were performing a job function that did not fit within their title
- What is FTO process?
 - Members need the field training to make them fully certified Custody Deputies
 - Currently in the process of changing all former Civil Deputies to Custody Deputies
 - Abolishing 9 Civil positions; creating 9 Custody Deputies
 - Does not affect benefits, retirement or union
- The letter that was signed on 7/27/2023, what took so long to get to the Legislature?
 - Moving people through the FTO process; getting members trained

A motion was made by Mr. Kinne, seconded by Mr. Olson, to approve this item.

Request: Sherriff's office will provide organizational chart when completed

Passed unanimously; MOTION CARRIED.

2. **EMERGENCY COMMUNICATIONS (911):** Julie Corn, Commissioner, Kevin Spraker, Deputy Commissioner
 - a. **INFORMATIONAL:** Update on Nurse Navigator Program

- **Low Acuity Diversion** Program that the County Executive endorsed
- Started in May of 2022

*Mr. McCarron arrived



Global Medical Response

**Onondaga County, NY
Nurse Navigation JOC Meeting
November 2023**

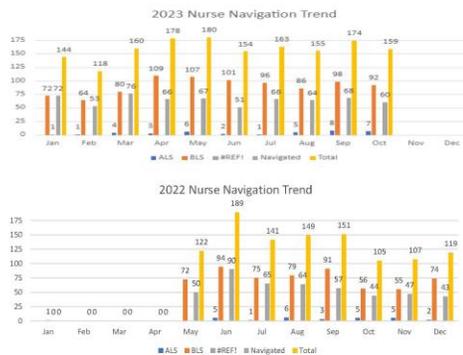
Agenda



- Nurse Navigation Disposition
- Referral Destination
- Patient Satisfaction
- Telephony Metrics
- Complaint/Issues Management
- Updates

GMR Confidential and Proprietary - Do Not Share

Nurse Navigation Trend



GMR Confidential and Proprietary - Do Not Share

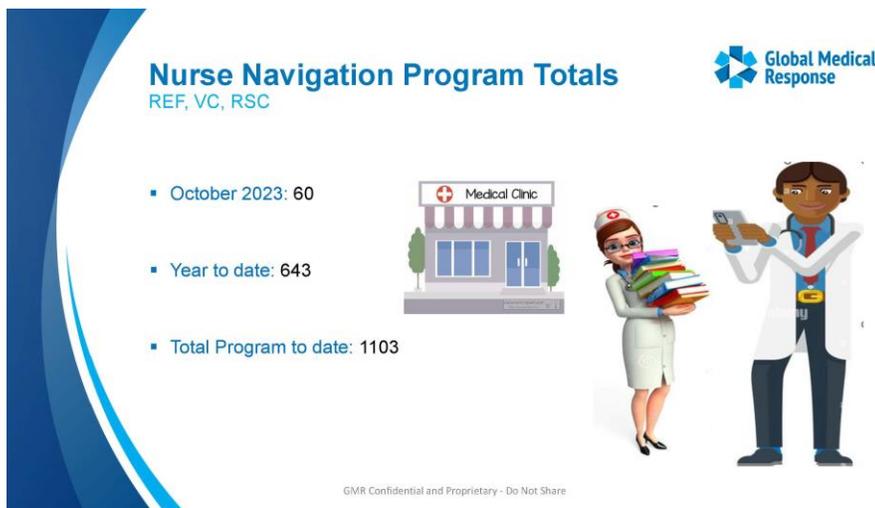
- Calls that have been taken this year and last year
- All Nurse Navigation calls; ones diverted and the total

Question from the Committee:

- Are the numbers what you thought they would be when the program was set up?
 - Yes, compared to other E911 centers



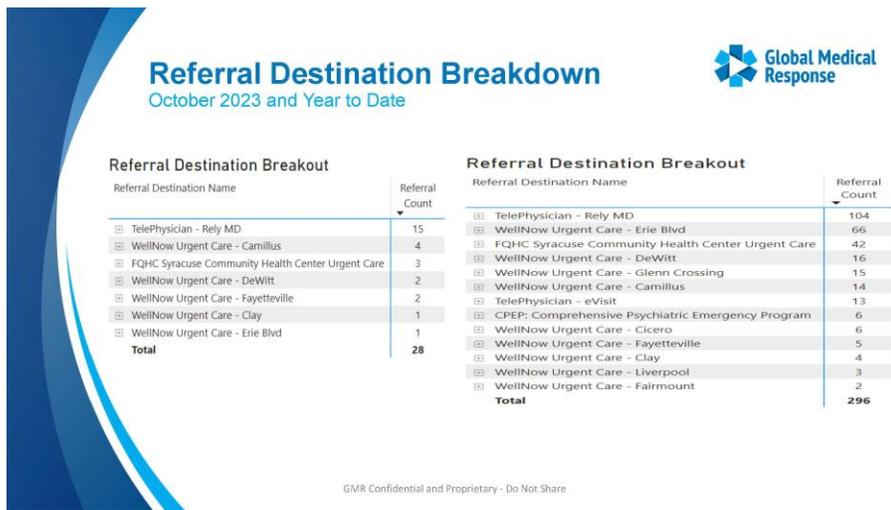
- This describes where people are going and how system is utilized for the situation
 - ALS (Advanced Life Support); BLS (Basic Life Support), VC (Virtual Care)
 - Motto of this company is: Right Care, Right Place, Right Time
- Before Nurse Navigation, a call to 911 meant a trip to the emergency room; did not matter what issue was
- Options currently are:
 - Virtual care
 - Self-care
 - Referred to urgent care facility; given a ride



- Total means there are 1,100 ambulances and emergency rooms available to citizens in Onondaga County

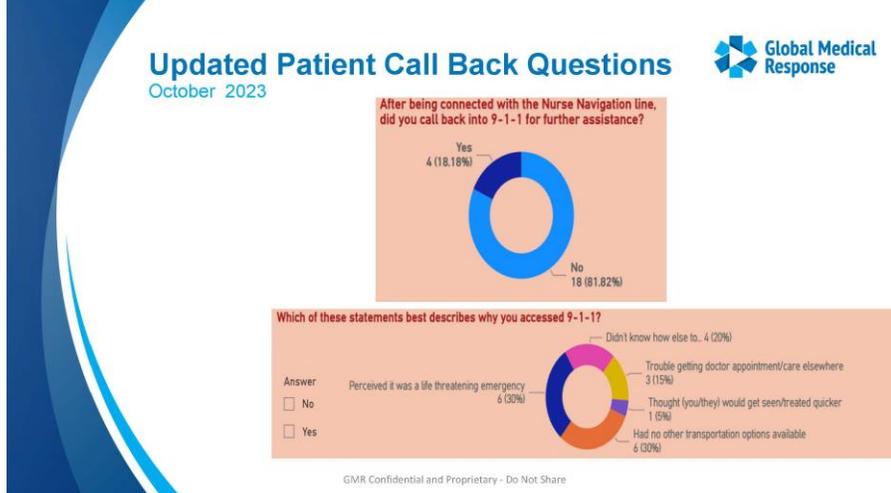
Question from the Committee:

- If someone calls 911 for a medical emergency or not feeling well, what happens?
 - Goes through E911 emergency dispatch program for code approved by doctor
 - When county gets Medical Director, will be transferred to Nurse Navigation
 - Not all emergency calls are being transferred to Nurse Navigation
 - Based on certain criteria



Question from the Committee:

- Does E911 get repeat calls from the same person?
 - Yes, every day, depending on the issue; go to core purpose of calling
 - Call takers are trained to be absolutely sure caller does not need a resource
 - Drain on the system; E911 will not hang up on person
 - If a person is in a crisis situation, referred to crisis counselor



- E911 provides Uber if no transportation is available (county pays both ways)

Question from the Committee:

- If a person cannot afford it, will E911 transport?
 - Insurance is not E911’s questioning part
 - The dollar amount was part of the program when purchased the rideshare option
 - Program saves money on the back end for not taking person to a hospital rather than urgent care in an ambulance
 - With the Nurse Navigator program no money is put back onto the taxpayer

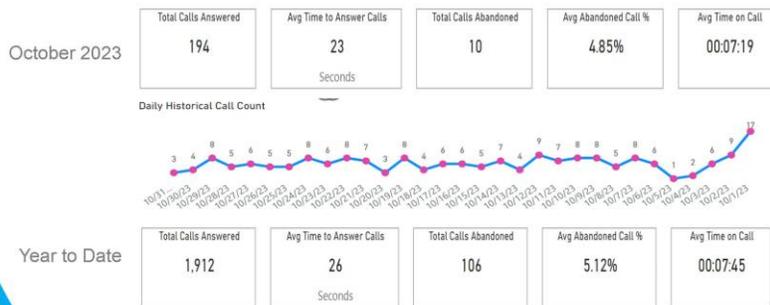
Complaints/Issues Management



No complaints

GMR Confidential and Proprietary - Do Not Share

Telephony Metrics



GMR Confidential and Proprietary - Do Not Share

Updates



- Please forward all complaints/inquiries to Nurse Navigation Leadership at: NurseNavigationLeadership@gmr.net

GMR Confidential and Proprietary - Do Not Share

STAFFING SUMMARY

183 authorized positions (18 are HELP) = 165
 165 – 3 phased out positions = 162, – 16 unfunded position = 146
 Current filled positions **129 (120 operational + 9 admin)**
 Staffing at **80% - 90%**

December 2023

Public Safety Telecommunicator (PST)
 19 funded/filled + 2 HELP filled, 3 funded/vacant, 4 unfunded/vacant, 9 HELP vacant

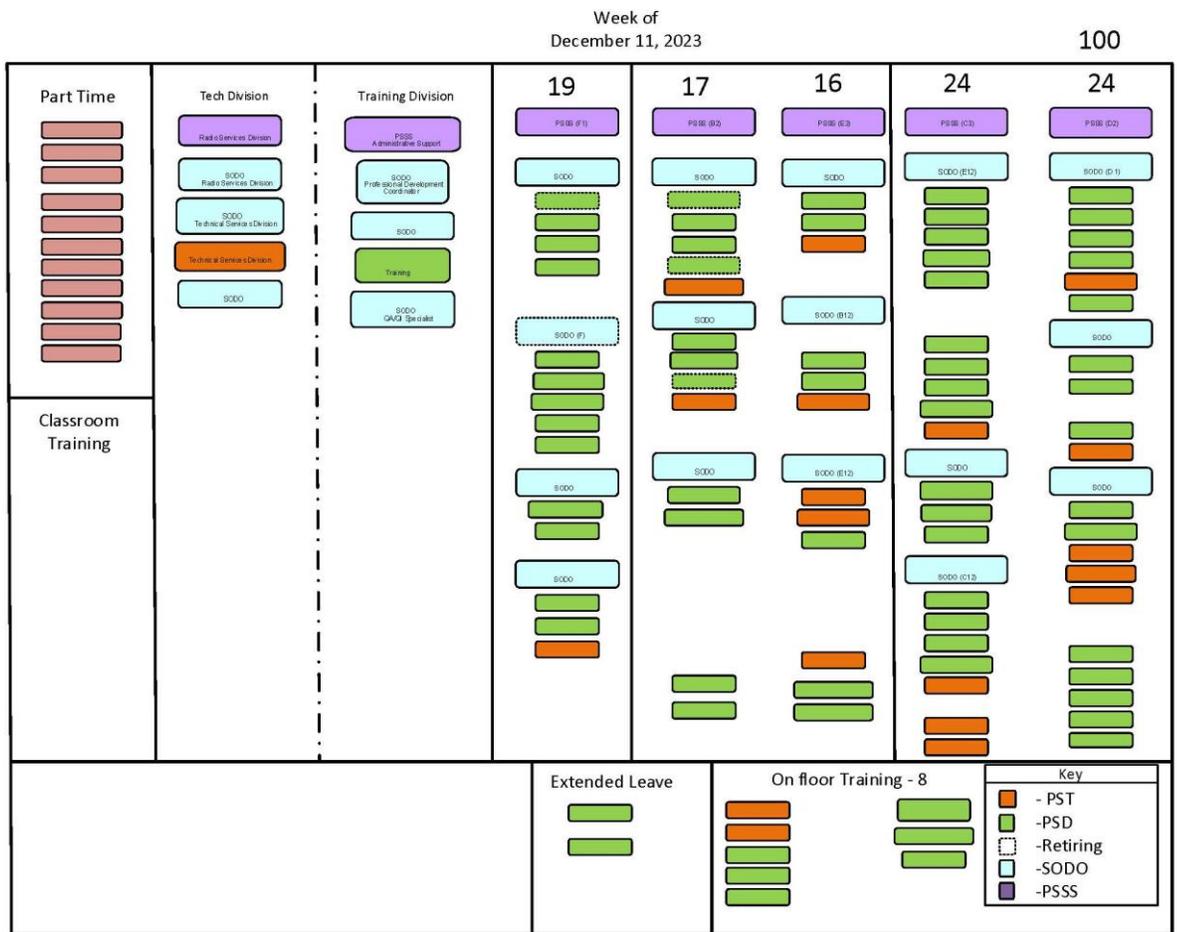
Public Safety Dispatcher (PSD)
 69 funded/filled + 1 HELP filled, 9 funded/vacant (1 HELP), 4 unfunded/vacant, 6 HELP vacant

Supervisor of Dispatch Operations (SODO)
 22 funded/filled, 3 funded/vacant, 5 unfunded/vacant

Public Safety Shift Supervisor (PSSS)
 7 funded/filled, 0 funded/vacant, 3 unfunded/vacant

1 GIS Specialist vacant
 1 System Administrator vacant

EMPLOYEE CHART



- Operationally, 120 people that can work; not everyone can work the floor; strain on system
- 100 people (top right #) work the floor
- Numbers below the top right 100 are the three shifts- A watch, B watch, and C watch
- At the Bottom there are 8 people trained; some people on extended leave and will return
- Focus is training; 8 weeks in classroom for new hires and 12 weeks OJT (on job training)
- Added up, 5 months of training

Questions from the Committee:

- Would training be 1:1?
 - 3-4 week stints, then rotate; might get 3 trainers, that trainer can move from one to another
 - Dispatchers have to get into classroom for training ~ 8 positions; pause for new hires
- Has E911 ever been in a position of where there could be a class of 10-12?
 - Yes, HELP Act has been great; had 64 candidates; once start calling, gets down to 30-35 people
- When E911 gets through the whole process, has there been a time when 12 people can get hired?
 - Yes, looking at possibly doing a day and a night class
 - Success rate: may start with 8 but do not graduate with 8 – 66% graduation rate is national standard
 - Looking at 2 classes staggered at different times a day
- What is average sick rate?
 - Not a typical problem; winter time is better than summer
- With a fire or accident; does E911 get multiple calls on cell phone?
 - Yes, one call is needed to solve the problem (there are witness calls, people drive by, etc.)
 - With multiple calls in cue, Supervisors can pick up calls

Mr. Ryan stated for the record: “Unfortunate we have not been able to resolve our personnel issue with the Sheriff’s Department and we are going to potentially lose two very, very good members of Sheriff’s Department. I propose the law to see about getting the two employees that voluntarily took the retirement incentive to pay it back. I understand we could have with the sunset 30 day window; that law never came over. I hope it gets worked out and resolved because we have 2 very good members of Sheriff’s Department who may have to leave because we could not work out a personnel issue and I don’t think it is ok.”

Mr. Bush reinforced that statement

The meeting was adjourned at 9:50 a.m.

Respectfully submitted,



DEBBIE KAMINSKI, Assistant Clerk
Onondaga County Legislature

ATTENDANCE

COMMITTEE: PUBLIC SAFETY COMMITTEE

DATE: DECEMBER 11, 2023

NAME (Please Print)	DEPARTMENT/AGENCY
Sandy MillerMartens	FinOps
Julie Carr	E 911
Kevin Spraker	911
MELISSA BERLINSKI	OCSD
J. Young	OCSD
M. Murphy	OCSD
R. Mori	OCSD
J. Passaro	OCSD
John England	OCSD
Mark Ferguson	OCSD
Jason Dean	Finance
Ann DeBogian	Personnel
Donna Ponsocci	Personnel
Ben Yaus	Law
John DeSantis	Leg.
Jim Beebe	Leg.
Peggy Chase	Leg.