



Onondaga County Legislature

HASSINA K. ADAMS
Clerk

NICOLE WATTS
Chairwoman

SPENCER BERG
Deputy Clerk

PUBLIC SAFETY COMMITTEE MINUTES – MARCH 17, 2026 CHARLES E. GARLAND, CHAIR

MEMBERS PRESENT: Mr. Garland, Mr. Ryan, Mr. McCarron, Mr. Knapp

MEMBERS ABSENT: Ms. Block

ALSO PRESENT: Mr. Brown, Mr. Bush; also see attached list

Chair Garland called the meeting to order at 11:48 a.m. on March 17, 2026, and asked the Deputy Clerk to call the roll. The previous meeting's minutes were approved.

1. SHERIFF: Marnie Murphy, Onondaga County Sheriff's Office

a. Personnel Resolution

- Request to create and fund one additional Records Compliance Manager position (Grade 31; \$64,235–\$85,155), effective the first full pay period after April 7, 2026
- Purpose is to support the implementation of body-worn cameras for custody and correctional deputies at the Onondaga County Penitentiary (Jamesville)
- Currently, sworn members are performing redaction tasks for the police division for multiple FOIL requests, discovery requests, and similar digital records requests
- The Sheriff's Office anticipates this additional position will allow sworn members to return to the duties they were hired for, protecting the public, while also meeting the greater demand for digital records processing once body cameras go online in custody and corrections
- The office currently receives multiple FOIL and discovery requests for digital records, and anticipates that volume will exponentially increase when the digital component is added to the jails
- Each redaction currently takes a minimum of two hours and can take up to four or five hours, depending on the length of the video
- The discovery that must be presented to the court system is subject to a strict and limited time window

Questions/Comments:

- Mr. Garland: Is this based on Leroy's Law or something like that, where you have so many days to share the information?
- Ms. Murphy: Yes. There is a time limit placed on these with the DA's office. The DA has to get the discovery over to the courts and to the other attorneys within a certain amount of time, or the evidence cannot be used in the court case
- Mr. Garland: I believe that is 20 to 35 days. What is the backlog right now? Will hiring this person alleviate some of that?

- Ms. Murphy: We do have some backlog. Right now, we actually have two people working on this almost their entire shifts
- Ms. Murphy: They should be able to be out helping people. And we just anticipate that with the cameras going into the jails, as you can imagine, the FOIL requests will just grow
- Mr. Garland: When we create this will the new person have the new people under them? Or will they be by themselves?
- Ms. Murphy: The Sheriff's Office currently has one civilian Records Compliance Manager handling FOIL and discovery requests; this resolution would add a second, and the work currently being performed by the two sworn deputies would be moved to the two civilian positions
- A records management supervisor exists below the records compliance manager level, providing a step-down staff structure within the civilian records division
 - Moving this work to civilian positions saves money and allows the sworn members to return to their sworn duties
- Mr. McCarron: You said you have two sworn personnel doing this, and that is on the police side, correct? But the sheet I have specifically states for custody and correctional
- Ms. Murphy: We are anticipating the additional need when we put the cameras into the jails and we want to move some of it. We may not be able to move it totally out right now. The two deputies that are doing it also have other duties on top of it. We are just trying to manage it better
- Mr. McCarron: I know it is Deputy Redhead and Deputy Meyer who do this work, and I know Deputy Redhead has a lot of other responsibilities. My concern is that if we are going to take that position, which was assigned to OSCP positions, and make it a civilian position, are we anticipating a grievance, or is there a memorandum of understanding that could cause issues?
- Mr. Hummel (Commissioner of Personnel): No. This is not traditionally sworn work, it is traditionally civilian work. The union has been filling in but has not done so long enough to establish any kind of jurisdictional claim. I do not expect any problems
- Mr. Garland: If it is a civilian position, are we requiring that they have experience with body-worn camera software?
- Mr. Hummel: Based upon the current job specifications for that position, we already have someone in that title doing that work, so the specs clearly cover it
- Mr. McCarron: Do we know when the cameras will be rolling out?
- Ms. Murphy: We have the cameras now. We are working on the MOUs with the two unions right now to put them in place, similarly to how it was done with the police division
- Mr. McCarron: The pay range we are looking at is \$64,235 to \$85,155. I just want to highlight that a deputy's pay in custody and corrections is 20% lower at the start and significantly lower at the end. I find it unusual that a civilian coming into this role would be at such a dramatically higher pay rate than a custody corrections deputy. Let the sworn people do their sworn jobs
- Mr. Ryan: Is this a civil service position?
- Ms. Murphy: It is a management confidential position
- Mr. Ryan: And we will not need any other procedural steps, no transfers or anything like that, once we approve this today?
- Ms. Murphy: Correct, no additional steps are needed
- Mr. Garland: Right now, the funding is based on a grant, so that is temporary. Eventually, will we see this as a permanent 101 line?
- Ms. Murphy: We want this on our permanent 101 line. We are not asking for a grant-funded position. We currently anticipate we can utilize some money from the Discovery Grant to cover the salary and benefits initially, but we expect it to go onto our regular 101 personnel roster
- Mr. Knapp: Who sets the salary range for this position? Is that a state determination or do we set it locally?

- Mr. Hummel: The salary for this title has been set for quite a long time, this is not a new salary arrangement
 - The department determines what it needs, Personnel creates the job specifications based on those requirements, and then identifies the appropriate existing title on the management side
- Mr. McCarron: Who assigns the title specifically, as opposed to using a clerk's title?
- Mr. Hummel: The department determines what it needs; we give them the job specifications based on their requirements, and they look to have the position classified at the existing grade that exists on the management side
- Mr. McCarron: The 20% pay disparity is part of my concern. When is that going to change?
- Mr. Hummel: That is changing as well with the new contract the disparity is being addressed
- Ms. Murphy: It was never the intent to have a custody deputy doing this work. And we have always had this title, Records Compliance Manager, doing this work traditionally for many years. It is not a change in title
- Mr. McCarron: How many funded but unfilled vacancies do we have in custody right now? I saw a report from the New York State Sheriff's Association that indicated 26, but I thought it was more like 40 or 50
- Ms. Murphy: I did not bring that number off the top of my head, but we do have a lot of unfilled positions. We are constantly looking at that
- Mr. Garland: Based on the salary, could we reasonably assume that by creating this position, we are saving money and protecting ourselves from litigation risk? If we were to miss that 20 to 35 day discovery window, the cost of the resulting litigation would far exceed this position's annual salary
- Ms. Murphy: Absolutely

A motion was made by Mr. Ryan, seconded by Mr. Garland, to approve this item. Ayes: 2 (Mr. Ryan, Mr. Garland) Noes: 1 (Mr. McCarron) Abstentions: 1 (Mr. Knapp) Absent: 1 (Ms. Block); MOTION DEFEATED.

2. Accepting and Approving the Contract Between the County of Onondaga and the Onondaga Corrections Captain's Association – *Carl Hummel, Commissioner of Personnel; Donna Briscoe, Deputy Commissioner of Personnel*

- One-year tentative settlement agreement between the County of Onondaga and the Onondaga Corrections Captain's Association (OCCA) for the period January 1–December 31, 2025
- One-year term is intended to bring the OCCA timeline into alignment with the larger captains' unit for future negotiations
- OCCA is currently a bargaining unit of one; there are two captain positions on the Jamesville roster, but only one is currently filled. The county continues to bargain in good faith
- Key terms of the agreement:
 - 3% salary increase, full pay period after January 1, 2025
 - Officer of the Day: straight time cash compensation for Officer of the Day rotation increased from two (2) to three (3) hours
 - Equity Stipend: annual flat stipend increased from \$2,000 to \$3,000, paid over 26 pay periods
 - Solo Captain Stipend: per-pay-period stipend for serving as the only filled captain position increased from \$300 to \$400; currently being paid continuously since only one captain is in the role; would cease if a second captain is hired

Questions/Comments:

- Mr. Ryan: You said this is a bargaining unit of one. At the moment, is there one member of the bargaining unit?
- Mr. Hummel: At the moment, yes
- Mr. Ryan: This OCCA, is this custody and Jamesville? This does not have anything to do with the DSBA?
- Mr. Hummel: This is Jamesville, Corrections, yes. No.
- Mr. Ryan: There are certain terms I am trying to familiarize myself with around the custody contracts. Does the work limitation restriction procedure come into play here at all?
- Mr. Hummel: What you are referring to is JMEDS, formally known as the Work Limitation Restriction Procedure. That is a feature unique to the DSBA and does not apply here
- Mr. Garland: How many captains is this affecting, and is this just Jamesville and not the Justice Center?
- Mr. Hummel: There is one filled captain position at Jamesville. There are two positions on the roster, one is vacant. The captains at the Justice Center are in the Sheriff's Captain's Association, a separate bargaining unit
- Mr. McCarron: We have done this for a unit of one previously, correct?
- Mr. Hummel: Yes. When the bargaining unit was first recognized, there were two captains. They sent a letter asking for recognition, we determined it was appropriate, and we negotiated an initial contract with those two
 - Since then, there has been only one, but we have kept recognizing the unit rather than challenging it, and we continue along that way
- Mr. McCarron: Is there any discussion about having this one-or two-person union merge with the other captains' unit?
- Mr. Hummel: PERB will not allow it. The custody captains were incorporated into the Sheriff's Captain's Association at the time, which was arguably improper, but PERB has decided not to challenge that. They will not allow any additional captains into that unit; they must remain in separate bargaining units
- Mr. Ryan: For the Officer of the Day assignment, is the captain the only one who serves in that role at Jamesville, or do lieutenants serve as well?
- Mr. Hummel: At Jamesville, lieutenants also serve as Officer of the Day; the captain is not the only one in that capacity
- Mr. Knapp: What is the purpose of the Equity Stipend?
- Mr. Hummel: It is designed to provide equity with comparable positions in other counties. It is an off-schedule stipend, so it is not built into the salary base, which means it does not create a compounding liability. We make adjustments off-schedule to try and balance take-home pay so it is more equitable without building it permanently into the salary schedule
- Mr. Garland: To confirm, the Onondaga Corrections Captain's Association has agreed to and ratified this agreement?
- Mr. Hummel: That is the same signature on the agreement, yes

A motion was made by Mr. McCarron, seconded by Mr. Knapp, to approve this item. Ayes: 4 (Mr. Garland, Mr. Ryan, Mr. McCarron, Mr. Knapp) Noes: 0 Absent: 1 (Ms. Block); MOTION CARRIED.

3. APPOINTMENTS:

- a. Confirming Reappointment to the Onondaga County Justice Center Oversight Committee

Monica Williams, Chief Diversity Officer; Montanette Rocker, Deputy Chief Diversity Officer

- Reappointment of Nicole Stroud Godfrey; term expires December 31, 2028; County Executive appointment
- Ms. Godfrey currently serves on the committee and brings experience working in correctional facilities as a nurse practitioner; the committee and the Chief Diversity Officer's office recommend her continued service

Questions/Comments:

- Mr. Knapp: How are we doing overall in terms of committee membership?
- Ms. Williams: We currently have all nine members serving. Some of their terms have expired approximately six, and the appointing authorities have been notified. Until they are replaced they continue to serve
 - What is interesting is that not only do they show up and participate, they are very engaged, and they want to continue to serve. That is always a positive
- Mr. Knapp: How many are authorized?
- Ms. Williams: Nine and they all participate
- Mr. Garland: Looking at the list, how many of the nice have expired. But they're volunteering to stay on which is nice
- Ms. Williams: Yes, six.

A motion was made by Mr. Knapp, seconded by Mr. McCarron, to approve this item. Ayes: 4 (Mr. Garland, Mr. Ryan, Mr. McCarron, Mr. Knapp) Noes: 0 Absent: 1 (Ms. Block); MOTION CARRIED.

b. Confirming Appointment and Reappointments to the Onondaga County Fire Advisory Board

Gerald Payne, Director of Fire, Onondaga County Emergency Management Office

- The Fire Advisory Board was established in 1953 by state and local law; subsequent amendments have refined its structure
- The board advises the county fire director/coordinator and the county executive on training and mutual aid plans, and works with fire departments across the county
- 53 fire departments operate in Onondaga County; the vast majority are volunteer fire departments
- Terms run from one to three years with a maximum of two consecutive terms; terms are deliberately staggered to avoid an entire board turning over at once

Questions/Comments:

- Mr. McCarron commended the advisory board for its work, noting progress in lobbying at the state level to address volunteerism challenges; expressed confidence in the members on this list and the board's continued productivity
- Mr. Garland: Do you have any concerns, needs, or outstanding issues? It seems like the board has been doing wonderful work
- Mr. Payne: The board is doing well; terms are now staggered to avoid all members turning over at once
 - Members are nominated from each geographic section of the county, southern, eastern, western, and so forth, as well as through the chiefs association and fire districts association; the board meets almost monthly
 - Current projects: revision of the county-wide mutual aid plan; development of an after-action review form for large incidents

- Mr. Ryan: Do these appointments continue until the member is replaced, or does the term end and the seat go vacant?
- Mr. Payne: Each appointment runs for the specific term listed. At the end of the term, members who wish to continue may submit a letter of interest and a resume for a second term if eligible.
 - There is no automatic holdover, but practically speaking there is no reason why a member could not stay on to keep the board moving forward while a replacement is identified

A motion was made by Mr. McCarron, seconded by Mr. Knapp, to approve this item. Ayes: 4 (Mr. Garland, Mr. Ryan, Mr. McCarron, Mr. Knapp) Noes: 0 Absent: 1 (Ms. Block); MOTION CARRIED.

4. DISCUSSION OF CORRESPONDING OUTSIDE BOARDS AND COMMISSIONS:

- Review and Discussion of Vacancies and Prospective Candidates for Outside Boards and Commissions
 - This item was deferred in the absence of Chairwoman Watts, who was attending the legislative conference in Albany

C. Adjournment

A motion was made by Mr. Knapp, seconded by Mr. McCarron, to adjourn. Ayes: 4 (Mr. Garland, Mr. Ryan, Mr. McCarron, Mr. Knapp) Noes: 0 Absent: 1 (Ms. Block); MOTION CARRIED.

The meeting was adjourned at 12:17 p.m.

Respectfully submitted,



SPENCER BERG, Deputy Clerk
Onondaga County Legislature

ATTENDANCE

COMMITTEE: PUBLIC SAFETY
DATE: MARCH 17, 2026

NAME (Please Print)	DEPARTMENT/AGENCY
Maureen Murphy	Sheriffs
Gerald Payne	Emergency Management
Jonathan Hagemeyer	DSBA
Dana Briscoe	PERSONNEL
Kyle Madden	County Leg.
Carl Hummel	Personnel
Jessica Dean	Finance
Monica Williams	Diversity + Inclusion
Montamette Becker	Diversity + Inclusion