



MEETING MINUTES

Chief's Advisory Committee

Thursday, May 16, 2024

The Thursday, May 16, 2024 meeting of the Chief's Advisory Committee was called to order at 5:37 p.m. in Council Chamber, 5555 Perimeter Drive.

Welcome

Chief Páez welcomed the committee and introduced Judy Beal from the Clerk of Council's Office.

Chair Maynard welcomed those present and shared initial thoughts about global events that reflect the current state of unrest and conflict in the world, specifically the Russia-Ukraine conflict; the Israel-Hamas conflict; and the Sudanese armed forces and paramilitary rapid support forces in Sudan. He suggested prayers for peace around the world. He noted that in our nation, the month of May is Asian Pacific American Heritage Month. He thanked those community partners in Dublin for the diversity of culture and history that they bring to the Dublin community. Perhaps in May 2025, the City can recognize that history and culture more intentionally. May is also observed as Mental Health Awareness Month in the U.S. He would suggest that more focus be directed in that area, particularly as it relates to subjects of interest to this committee involving Police and community relations. Several events requiring Police intervention have occurred in the U.S., which reveal this is an ever-increasing issue.

Committee Members Present: W. Dwayne Maynard (Chair), Kimberly Hollie (Vice Chair), Yanling Yin, Emmet Apolinario, Rama Billakanty, Gaurav Goel, Alex O'Ryan, Zhen Xing

Staff Present: Chief Páez, Deputy Chief Tabernik

Approval of Previous Meeting Minutes

Chair Maynard requested the following two corrections to the April 18, 2024 meeting minutes: removal of his comment about Vice Chair Hollie's arrival time, and correction of the date of the March meeting from March 21 to March 28.

Mr. Goel moved and Mr. Apolinario seconded approval of the April 18, 2024 meeting minutes as amended.

Vote on the motion: Chair Maynard, yes; Vice Chair Hollie, yes; Ms. Ortega, yes; Mr. Apolinario, yes; Ms. Yin, yes; Mr. Goel, yes; Ms. Zing, yes; Mr. O'Ryan, yes; Ms. Billakanty, yes.

[Motion carried 9-0]

Old Business

Chief Páez stated as he had promised at the last committee meeting, he has sent a copy of the Police pursuit policy to committee members. He inquired if there were any follow-up comments from committee members regarding the policy.

[Committee members offered no follow-up comments.]

Public Comments

There were no public comments.

Recognition of Outgoing Committee Members

Chief Páez stated that committee meetings offer opportunity to comment on current issues, but also to reflect on progress that has been made. He would like to point out that tonight will be the last committee meeting for some members whose terms are expiring. Because these are open meetings, past committee members are welcome to attend future meetings and offer public comments, if desired.

Chief Páez thanked Ms. Billakanty for her recent service on the DEI Task Force, which was followed by her service on the Chief's Advisory Committee (CAC).

Ms. Billakanty stated that she was an original member of the DEI Task Force. Following that, she has served as an original member of the CAC. The committee's overall focus is public safety. Her specific focus has been mental health issues, and she will continue to work on that issue in the community. She believes the CAC offers an outreach to the community that did not previously exist.

Chief Páez thanked Ms. Yanling Yin for her service on CAC. Before this committee was formed, Ms. Yin was spending time with former Police Chief von Eckartsburg regarding police recruitment efforts and the need for better connections with members of the minority community.

Ms. Yin stated that this has been a journey for her. Her earliest connection with the City was in attending the Citizens Police Academy. That offered her the opportunity to see what was occurring behind the scenes. During that not so distant time, when some communities were contemplating defunding their police departments, she was able to share her positive perspective of the Dublin Police Department. She wants to remind continuing committee members to continue to work on the complex, intertwined issue of diversity, equity and inclusion (DEI). She anticipates continuing her DEI efforts through a more specific focus on gender equality for women. It has been an honor to spend the last 3 years working with this committee.

Chief Páez thanked Ms. Billakanty and Ms. Yin for making the Department aware of cultural events and opportunities for Police to be present and engage with the community.

Ms. Yin stated that their presence has meant a lot to the Chinese-American community in Dublin.

Chief Páez presented Police Department Challenge Coins to Ms. Billakanty and Ms. Yin as the Police Department's specific tokens of gratitude to CAC members.

Chair Maynard asked Ms. Yin and Ms. Billakanty to continue to share information about opportunities for cultural involvement with the CAC members.

Police Memorial Event

Chief Páez reminded CAC members of the Police Memorial Event at the Justice Center tomorrow, May 17, at 1:00 p.m. There have been a number of incidents recently in the Central Ohio area. The Columbus Police Department has had a difficult week with several incidents to navigate. The Memorial Service tomorrow is a reflection of gratitude and honor for Police officers who have given their lives defending the public. We offer our thoughts and prayers for City of Euclid Police Officer Jacob Durbin, who was killed this weekend when investigating a domestic disturbance incident. There is much grief and pain for fellow police officers and family members. Tomorrow, Police Officers will be coming together as an organization to reflect on that commitment, sense of duty and call for officers who went above and beyond and made the ultimate sacrifice in protecting and defending the public. He invited committee members to attend.

Onboarding New Members

Chair Maynard inquired if members have any suggestions to offer for onboarding the new committee members. He inquired if the new committee members have been appointed. Chief Páez responded that City Council passed a resolution at their May 6 meeting appointing new Board and Commission members. There is a Board and Commission recognition ceremony on June 3 at 5:30 pm, preceding the Council meeting, where outgoing members will be recognized and new members will be sworn in. The 3 new CAC members, who will be joining us for our June 25 committee meeting are Lisa Baer, Ronald Barnes and Charles Foley. He will be meeting with each new member before the June 20 committee meeting to provide them an overview of the committee's work.

Ms. Billakanty stated that she has one suggestion for onboarding new committee members. She believes it would be very helpful to provide copies of agendas and meeting minutes for a couple of the most recent committee meetings. This would help new members understand the existing meeting procedure and focus.

Chair Maynard stated that at the last meeting, Committee member Ortega suggested providing an orientation process for new members.

Mr. O'Ryan stated that it took him a few meetings to gain an understanding of the committee's focus and process. He agrees that any type of preview documents, such as agendas and minutes, would be helpful to new members. The meeting he had with Chief Paez provided him with a good overview. It can be difficult, initially, to gauge what impact the committee can have. The meetings vary between being primarily information and soliciting feedback. He believes orientation of new members could be helpful, but it would require more forethought.

Vice Chair Hollie noted that preceding her appointment to CAC, she looked at the committee meeting agendas and minutes, which were posted online.

Chief Paez stated that they continue to be posted online, although last month's minutes may not be posted yet. We can ensure that they are included as well as other Police Department resource documents, for everyone, not just new members.

Ms. Xing stated that she believes only the last 2 or 3 meeting agendas and minutes would be relevant for new members. Another document that would be good to provide them would be the establishing resolution for CAC. It would help them understand the committee's role, responsibilities and focus areas, which initially can be difficult to grasp.

Chief Páez agreed. Following the previous committee appointments, for the first couple of committee meetings the committee grappled with the timeframe for selection of a Chair and Vice Chair. That item will be scheduled on CAC's June 20 meeting agenda.

Chair Maynard inquired if Mr. O'Ryan and Ms. Hollie had received a copy of the DEI Framework Plan when they were onboarded.

Mr. O'Ryan indicated he did not receive a copy at that time.

Chair Maynard inquired if when the DEI Plan was provided to him later, he found it to be useful in understanding the priority area for this committee – Public Safety, and the goals and associated target areas.

Mr. O'Ryan responded that in the monthly CAC meetings, the DEI priority was not at the top of his mind nor did he attempt to reference it as the core reason for this committee.

Chair Maynard inquired if there were any suggestions he would make in that regard that he believes would be helpful to new members.

Mr. O'Ryan responded that he believes centering on the committee's core focus of Public Safety occurs organically in the meeting discussions.

Vice Chair Hollie stated that what she found helpful as a new member was the meeting with the Police Chief. The dialogue and the documents provided were useful.

Chair Maynard observed that it appears to take 2-3 months to become acclimated to the committee process. Are there any other items that could be offered to new members that would be beneficial?

Mr. O'Ryan stated that new member ease could be facilitated by the cadence of discussion topics the first few months. Being intentional about the first few meeting agenda topics to foster interactive conversation could be helpful to new members.

Vice Chair Hollie stated that from an education perspective, school teachers begin with a schedule for the upcoming school year. Having an overview of upcoming meetings would enable members to plan ahead regarding how best to provide input. For her, one of the most impactful meetings was the one at which Officer McClaskey provided insight into the Police Department's daily work.

Mr. O'Ryan noted becoming comfortable within the committee meeting setting requires becoming accustomed to the formality of the process, including meeting order, motions, discussions and votes.

Ms. Billakanty noted that some initial difficulty is to be expected. New members need to come to know the other members before they can reach an ease in speaking.

Chief Páez thanked Mr. O'Ryan for pointing out the committee's Rules of Order. They would be added to be onboarding of new members. In regard to cadence of agenda topics, a presentation from one of the high school School Resource Officers (SRO) could be included on one of the first few meeting agendas. School safety is a recurring discussion topic for Police, as there is always room to improve in all directions. Another topic that could be scheduled on a committee agenda

is the Police State Accreditation Process. The Department's new accreditation manager can describe the state accreditation process, which also is new. The Dublin Police Department is one of the pilot agencies involved in the accreditation program. Another agenda topic would be to have Human Resources describe the recruitment process for law enforcement officers and the diversification of personnel within the Department. These 3 topics could set the agenda cadence for the first 3 committee meetings. He could share those upcoming agenda topics in his initial meeting with the new members, along with agendas, minutes and foundational documents.

Ms. Xing stated that she would expect that the new members had a reason for their interest in applying to serve on the CAC. In the first meeting, perhaps they could be invited to share their background and interest in being part of this work.

Ms. Yin suggested that it might be possible in the New Business section of the CAC agenda to involve police officers that may align with specific DEI or cultural topics. For example, an Asian American Police Officer could share his experience from a police officer perspective.

Chief Páez thanked members for their suggestions.
[Chief Páez departed for another engagement.]

Chair Maynard stated that another important onboarding topic would be a historical overview of the Dublin Police Department. We are entering an era where the department may be changing in some ways. It would be helpful for the committee to understand the vision and the evolutionary process, including any anticipated pivots, transitions and new positions. In turn, the committee could share its perspective and ideas with the Police Department. He inquired if committee members received any history regarding the Police Department in their initial onboarding? Mr. O'Ryan responded that it was not provided, but he would have appreciated receiving it.

Chair Maynard stated that new members would need to understand that any recommendations from the committee would need to be considered by the City Manager and discussed and determined by City Council. He is not certain how that process information can be conveyed to new members, unless there would be opportunity for the committee leadership to meet with new members before their first CAC meeting. He would suggest that a copy of the memo that was included with the CAC's previous committee report to City Council be provided to new members, along with the minutes from that Council meeting.

Deputy Chief Tabernik agreed that providing some historical perspective along with the role clarification and committee rules of order could be valuable to new committee members.

Deputy Chief (DC) Tabernik recognized and thanked committee member Gaurav Goel for participating in the first panel of interviews of two School Resource Officer (SRO) candidates. Mr. Goel stated that he found it to be a rewarding experience. Both candidates were exceptional. The process itself validates the Committee's work. He thanks the City for including him in the interview process.

DC Tabernik noted that along with Chair Maynard and Ms. Yin, Mr. Goel recently participated in the final panel of interviews for another police officer, as well. He appreciates the insightful

questions that were asked of the candidates. He believes the candidates were intrigued with the Department's partnership with the community through the CAC.

Mr. Goel stated that he had a short conversation with the candidates, who were curious about a City resident being included in the police interview process. He was asked about the CAC's role. Two of the candidates interviewed were very interested in the community engagement component.

DC Tabernik reminded members of the Police Memorial Service tomorrow at 1:00 p.m. at the Justice Center. This week is National Police Officers Week. In 1963, former president John F. Kennedy designated May 15 as National Police Officer Memorial Day and the week in which it falls as National Police Officers Week. Tomorrow's event will honor the officers who paid the ultimate sacrifice in Franklin, Union and Delaware counties.

Ms. Yin stated that it is very difficult for police officers who have lost a colleague. She inquired how those officers are being supported during this difficult time.

DC Tabernik responded that there are several resources available, including support from the 11-member Dublin Police Peer Support Team. Support is also available from the 70-member greater metro area Peer Support Team, which is connected to the City of Columbus Police Peer Support Team. As part of that peer support, 3 volunteer mental health clinicians serve as resources for law enforcement professionals. In addition, the City offers Employee Assistance Programs to all its employees. There are other professional support staff involved, including the NRECC dispatchers, Records and Human Resources. Police officers have many available resources in difficult times.

[Mr. Goel and Mr. O'Ryan departed for another commitment.]

Informational Items

- **Special Events**

DC Tabernik stated that this topic is informational only. He provided a PowerPoint presentation regarding Police Support for Special Events. There are three main events – Memorial Tournament, July 4 and the Dublin Irish Festival (DIF) that are hosted by the City and involve a significant level of Police support. There are also several smaller events for which Police provide public safety support.

Ms. Xing inquired if there is some factor, such as anticipated number of event attendees, which triggers the need for Police support for the smaller events.

DC Tabernik responded that the City has an internal Events Permit Committee, which includes members from several City divisions that might be involved in facilitating an event, and the Washington Township Fire Department. For example, every year a 5K race is held within the Muirfield area. That event is staffed with 14 police officers and street staff. Road closures are involved to ensure traffic flow and safety for the runners. Internally, an event is classified by the need for 4 or more police officers to ensure public safety. High school football games are classified as events, and Police conduct contingency planning for communications and emergency evacuation needs. The Police officers working special events are separate from those providing regular daily service to the community.

DC Tabernik stated that Police coverage can be determined by the anticipated number of event attendees. It might also be determined by intelligence received regarding potential public safety concerns.

Ms. Xing inquired if Police support is required for the Saturday Farmers Market event in Bridge Park.

DC Tabernik responded that the Farmers Market event follows the City's event permit process. The event does involve City street support staff. The Police Department provides support only through its patrol staff, as the event does not require 4 or more police officers.

Mr. Apolinario stated that 2024 is an election year. Would election day be considered an event that required 4 officers?

DC Tabernik responded affirmatively. In addition, any time a dignitary or VIP visits the City, Police officer support is provided. Yesterday, for example, Governor DeWine visited Karrer Middle School. The Governor has a Highway Patrol detail, but Dublin Police also is contacted whenever the Governor is scheduled to be in town or at the Memorial Tournament.

Ms. Xing noted that the Ohio State University (OSU) campus recently experienced issues with pro-Palestine protestors. She is not sure if Dublin or other suburbs are experiencing similar protest issues, but does the City prepare for potential issues with events associated with religious holidays or certain ethnic groups?

DC Tabernik responded that, to date, Dublin has not experienced those types of issues; however, it could happen. He noted that in a situation of need, he is able to call the Joint Terrorism Task Force directly and reach either the Supervisor in Charge or the Asst. Special Agent in Charge at the Cincinnati office. There also are other national entities with whom Dublin Police has direct connectivity and regular interaction.

Chair Maynard stated that in the past, an FBI representative presented at a CAC meeting. He inquired if it would be appropriate to schedule that type of presentation again, should a future need arise.

DC Tabernik responded affirmatively, if it is based on a particular concern.

DC Tabernik stated that Dublin Police is a mission-focused organization. We have a mission of protecting and serving in partnership with our community. One of our goals is providing Police coverage for issues of significant community concern. An issue of significant community concern is special events. Dublin has many special events, and the expectation of the Police Department is to ensure our community members and visitors have a safe and enjoyable time. That is our objective -- to provide a safe and enjoyable experience to event attendees while in Dublin.

He stated that the City's big 3 events are enjoyable to work, although they involve long hours. With these events, the Police Department is the face of the City. They are great opportunities for providing Police safety and community engagement. There is comprehensive planning involved for these events. For the Memorial Tournament, Dublin Police Department handles most of the Policing duties, but they also partner with the Ohio State Patrol, the Franklin County Sheriff's office and the Delaware County Sheriff's office. He is the Event Commander for the Memorial

Tournament. There are several lieutenants and sergeants that run different parts of the security element.

Ms. Yin inquired if the Police coverage for special events is paid for by the event organizer. DC Tabernik responded affirmatively. The Memorial Tournament police coverage, for example, is paid for by the Muirfield Golf Club.

He stated that the DIF and July 4 events are City-sponsored events, so on-duty personnel and overtime pay is budgeted for those events. Police works collaboratively with City Events staff. He has worked with City Events staff for many years and can attest to their expertise with event planning. Staff from other City departments are involved with the events, as well, and he has found them very professional and efficient. City events for the community are a team effort. Local partnerships are available to call upon, if needed, such as the Delaware Tactical Unit. They have regularly used the Franklin County bomb squad; a bomb canine will be present at the Memorial Tournament for the entire event. Additional partners are the City of Columbus fire and bomb squad.

Mr. Apolinario inquired about the use of drone technology for Special Events. DC Tabernik responded that drone technology is used for all 3 City special events. The footprint for use of drone technology is larger for the Memorial Tournament than for the DIF and July 4 events. A drone truck is present at the Memorial Tournament, and drones can be deployed as needed. During DIF and July 4, typically, a drone is left up, tethered to power, for the entire event. He noted that the drone truck is a marked Police vehicle. It has a generator, so has constant power, and is outfitted with TVs, so the drone feed can be watched. As an event commander, being able to live view the drone feed is valuable.

Chair Maynard inquired the life span of a drone operation. DC Tabernick responded that is approximately 20-30 minutes, before it must be brought down and the batteries swapped. Chair Maynard inquired about the use of a Police Command vehicle for Special Events. DC Tabernick responded that a Police Command trailer is utilized for all 3 City Special Events. It is currently set up at the Memorial Tournament. It serves as a visual deterrent. Police vehicles also are used strategically, placed at entry points to ensure the community of their presence and availability for assistance.

Ms. Xing inquired about the City's pilot Speed Management Program, which utilizes cameras to detect speeders.

DC Tabernik stated that as part of the City's citywide speed management program, speed warning cameras have been integrated. Initially, they will be used for providing speed warnings, not citations. The plan is to send out a warning letter to the registered owner of a speeding vehicle. The cameras are not yet operational. Police is working with the City's Transportation and Mobility Department on the installation and calibration of the cameras. Once they are calibrated, Police will begin to receive data and can begin to send out warning letters. The intent is to increase compliance and safety. There are four cameras placed in different locations. The selected location

must meet a certain threshold to qualify for placement of a camera. The location must have a known speed issue or experience higher speeds than other locations within the City.

Ms. Xing inquired about the 25 mph speed limit in Bridge Park, where she has noticed people speeding.

DC Tabernik responded that since that 25 mph zone was established in the business district, City patrol officers have made a concerted effort to gain compliance there. That area has a high level of pedestrian traffic, and targeted enforcement is attempting to change driver behavior in that area. The effort began with an education piece, then an enforcement effort.

Chair Maynard inquired about the use of blinking lights to draw attention to the need for drivers to change their behavior.

DC Tabernik responded that speed trailers are being utilized to provide red and blue warning lights. Additionally, there are speed feedback signs in certain areas, such as Wyandotte Woods and Tuttle Boulevard near Dublin Road. The City has also been working on Tactical Urbanism. The program involves using paint or bumping out curbs to create the impression that the area is smaller than it actually is, thereby causing drivers to slow their speeds.

Chair Maynard inquired where information collected from the speed cameras would be sent and maintained.

DC Tabernick responded the information would be collected and sent to Dublin Police Department, which in turn will process that information. It will not be sent to a national database.

Chair Maynard thanked DC Tabernick for his presentation.

There being no further business for discussion, the meeting was adjourned at 7:25 p.m.

Chair, Chief's Advisory Committee

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