



MEETING MINUTES

Chief's Advisory Committee

Thursday, October 17, 2024

The Thursday, October 17, 2024, Chief's Advisory Committee meeting was called to order at 5:35 p.m. in the Council Chamber, 5555 Perimeter Drive.

Welcome

Chief Páez welcomed the Committee.

Chair Maynard welcomed committee members and offered opening remarks. He shared his thoughts regarding the theme of thinking globally, being aware nationally and being focused locally.

Committee Members Present: Dwayne Maynard (Chair), Kimberly Hollie (Vice Chair), Emmet Apolinario, Lisa Baer, Ron Barnes, Pat Foley, Gaurav Goel, Alex O'Ryan, Zhen Xing

Committee Members Absent: Susan Ortega

Staff Present: Chief Páez, Deputy Chief Tabernik, Mitch Ament, Rebecca Myers

Approval of Previous Meeting Minutes

Chair Maynard asked for amendments or corrections to the September 19, 2024 minutes of the Chief's Advisory Committee meeting.

Chair Maynard shared the following amendments:

- Page 2 of 5, change the word "any" to "the" public
- The tone regarding the shift in roles was not captured in the Committee Questions and Answers portion of the minutes.

Mr. Barnes agreed though he noted that any questions referred to the presented guidelines and policies.

Mr. Apolinario suggested that a reference to the PowerPoint presentation could be added at the beginning of that agenda item. Mr. O'Ryan suggested the one-page memo be included as well.

Community Partner (CP) Barnes moved and Mr. O'Ryan seconded approval of the August 15, 2024 meeting minutes as amended to include the presentation and one-page memo presented at the September 19, 2024 meeting.

The motion passed by the following vote: CP Apolinario, yes; CP Xing, yes; CP Goel, yes; CP O'Ryan, yes; Chair Maynard, yes; CP Baer, yes; CP Foley, yes; Vice Chair Hollie, yes; CP Barnes, yes.

Old Business and Public Comment

There were no public comments.

Chief Páez shared information regarding the Police Department demographics. At a previous meeting, there was a presentation regarding recruiting that led to discussion about demographics of the Police Department. At that previous meeting, CP Ortega requested additional information. Annually, as part of the Accreditation for Law Enforcement Agencies process, the Professional Standards Manager of the Police Department, Whitney Aebker, compiles information on the demographics of the Department as part of the agency update submission. Chief Páez shared the agency breakdown report for sworn personnel as well as non-sworn personnel. There are 119 current employees. The Department is authorized for 128 employees. Staff invites committee members' thoughts and assistance regarding recruitment.

Chief Páez shared information regarding recruitment efforts. In the latest police officer hiring process, 103 persons applied. Of those 103 applicants, 57 were individuals identifying as people of color. 53 individuals of the initial 103 were extended an interview and of those, 22 were people of color. Testing is a traditional mechanism for sorting initial application groups. This is an application-based process.

Mr. Barnes asked about the Asian population. The Asian American population of the City of Dublin is 19%, but they are not noted in the information presented. Chief Páez stated that this breakdown, as presented to the accreditation agency, does not break out every group. Mr. Barnes asked if there is discussion held regarding the recruitment strategy and how to enhance Asian representation. Chief Páez stated that is part of every recruitment discussion. Staff is open to suggestions on how to reach any demographic of Dublin. Staff could provide a list of recruitment efforts specific to those demographics. Mr. Barnes stated that the fact that the City understands that the Asian community is underrepresented should be part of the recruitment conversation.

Vice Chair Hollie asked if there has ever been any discussion about what would be attractive or discouraging to the Asian American community. Chair Maynard stated that, historically, there was conversation around that. Previous Chief's Advisory Committee Member Yanling Yin was on the original Chief's Advisory Committee and was involved with the previous Chief of Police on trying to address that issue. Part of Ms. Yin's final decision not to serve an additional term was because she wanted to take a more direct role in attempting to address representation on behalf of Asian Americans and even more specifically Asian American women.

CP Xing stated that culturally Asians do not tend to become part of a police force. The Dublin Police Department has been actively involved in going to community festivals and activities and

trying to educate the community. She noted that there is an Asian police officer with the department. Chief Páez stated that he is a supervisor in records.

Mr. Goel stated the Committee has had those conversations in the past. There have been lists shared of community forums and events where the Department can engage with different communities.

CP Xing stated that the Asian population that lives in Dublin tends to be coming here for work. Generally speaking, people here already have employment. She thinks it will take time, and maybe the second or third generations could become involved. CP Apolinario stated that this is not just a cultural issue but also generational. CP Xing stated that she previously lived on the east coast and there appear to be more Asian police officers in larger cities.

Vice Chair Hollie thanked committee members for the discussion. Their perspective was insightful.

Reflection with Chair and Vice Chair on Citizens Academy

Chair Maynard stated that he and Vice Chair Hollie as well as CP Foley attended a recent gathering of the Citizens Police Academy. Rebecca Myers created a slide deck for them to use as a presentation. He stated that he is glad they had the time to present and field questions from the Citizens Police Academy. There were a lot of questions, one of which was "How does the Committee work?" because it could be very contentious with the different perspectives people have on policing. Chair Maynard stated that he was proud to share that from the beginning, it has been much more like a partnership where members have leaned into discussions and have not shied away from issues. Members' voices are those that have not always been heard. They start from a place of respecting each other's voices and making sure the community is represented in discussion with the Police Department. He would not be surprised to find academy graduates might have an interest in joining the committee.

Vice Chair Hollie stated that the crowd was very inviting and engaged and she was happy to be able to share what the committee does.

CP Foley complimented the Chair and Vice Chair. If he had been someone that did not know what the group was, he would have walked away having a good understanding. He was impressed with their leadership.

Chief Páez thanked Chair Maynard, Vice Chair Hollie and CP Foley for attending.

New Business

- **Responding to People in Crisis**

Deputy Chief Tabernik introduced an excerpt of video footage from a body-worn camera. There was a call to the Dublin Community Recreation Center (DCRC) on September 13, 2024. The original call came from staff that there was an adult autistic male that was becoming violent.

The video footage was played.

Chief Páez stated that so often when someone sees a police video, they are conditioned for the anxiety over what is coming. Dublin Police's intention is to fill out these conversations with positive interactions that occur here in Dublin to add to the conversation so that it does not always end the way it is portrayed on the news. So many of the Dublin Police responses are exactly as shared this evening. The default is not what enforcement action is being taken but how to safely care for the person.

Deputy Chief Tabernik stated that he has seen the video several times and is still very proud. He named the officers in the video: Guy Cullison, Shane McPhillips and Mark Gundelfinger. DC Tabernik recognized the compassion and empathy displayed throughout the exchange. The officers were looking to care for the individual rather than looking to enforce something.

Chair Maynard asked how long the officers had served the City of Dublin. DC Tabernik stated that they have all joined the Dublin Police Department within two years. Chair Maynard stated this is part of recruitment, how the Department is moving toward best practices, and qualities being sought in new recruits.

DC Tabernik stated that even though this call has been highlighted as exemplary, this is the expectation of how officers will respond. This is the standard to which they are all held

Vice Chair Hollie asked what techniques were employed to diffuse the situation. DC Tabernik stated that they stabilized the individual by holding his arm, getting him to sit down, getting his caretaker there. Vice Chair Hollie noted that it appeared the individual calmed down very quickly upon leaving the public area.

Ms. Myers asked if three responding officers is policy. DC Tabernik stated that the incident was originally dispatched as an active fight. Typically, at least two officers would attend that call. Likely the additional officer went because he was close.

Vice Chair Hollie asked if the dispatcher stated that this individual had special needs. DC Tabernik answered affirmatively. They had the individual's name as well. Two officers knew the individual from their work with Dublin City Schools.

CP Xing stated that in this case the Police Department was aware of the individual's condition. She asked what would happen if someone had a condition that was not as easy to identify by a police officer. DC Tabernik stated that the Department provides crisis intervention training. It is a week-long class presented by the City of Columbus with police officers and mental health providers. During that class, all types of practical examples are provided.

Chief Páez stated that each year the State of Ohio extends required trainings for continuing education. Modules are offered electronically. He shared a few of the training courses taken by Dublin Police Officers this year: Effective Communication and Safe Interactions with Persons in Crisis, Crisis Mitigation, and Responding to Mental Health Issues.

CP Barnes asked if all 70 officers have taken this training. Chief Páez answered affirmatively. He added that as shown in the Policy, this is expected from all Dublin officers. There were elements of policy existing in different places. Staff took the last year to consolidate that into one place.

DC Tabernik stated that Dublin has hosted Columbus' Mobile Crisis Response team for the training of Dublin officers. It is a dual response model with a police officer with advanced crisis response training and a mental health clinician.

DC Tabernik introduced the Responding to People in Crisis Policy. The Policy was shared with the Committee. There has been much discussion with this committee about being a mission-focused and goals-oriented police department. One of the issues of significant community concern has been and continues to be mental health. Organizationally, they are working to improve mental health awareness, help people navigate crisis and provide them resources to navigate those crises. Staff had a small working group of five to six people including Professional Standards Manager Whitney Aebker and Public Safety Services Liaison Shannon Black-Dotson. As a mental health professional with Syntero, Ms. Black-Dotson was very helpful with culturally competent verbiage in the Policy. The Policy was reviewed at two supervisory staff meetings. DC Tabernik read the last sentence from the purpose statement of the Policy as follows, "Our commitment extends to promoting mental health education and facilitating access to resources, to treat individuals with compassion and provide the support they need." The expectation of responders is not only responding to the scene but resolving the situation successfully and providing additional resources. He noted that on the second page of the Policy, the Public Safety Services Liaison role is described.

Mr. Barnes asked if the Policy refers to all personnel or just sworn officers when it references Dublin Police personnel. DC Tabernik stated that it means all personnel.

DC Tabernik referenced General Procedures, A. – Be aware that the presence of an officer may overstimulate a person. He stated that they wanted to focus on having a trauma-informed approach. De-escalation is something expected from officers throughout an interaction.

DC Tabernik stated that there may be an incident where there is a criminal offense and a mental health crisis. The Policy gives guidance and latitude to officers. Vice Chair Hollie asked about incidents where a crime and mental health crisis is occurring. DC Tabernik stated that cases where someone would be taken to jail in lieu of a mental health facility are crimes of violence. Safety would trump the immediate mental health concern. The way they would accomplish care for the mental health issue would be by sharing information with the deputies at the jail.

CP Goel asked if there are resources available at the jail to help someone in mental health crisis. DC Tabernik stated that each of the three different jails that Dublin works with does have a nurse and can provide some mental health resources. The court system is connected to mental health resources that can intervene as well.

Chair Maynard stated the staff at the DCRC knew the individual in the video shown earlier. They were able to communicate his needs very effectively to the dispatcher. There had to be a component where whomever was assaulted had some input in decisions made. DC Tabernik stated that there was a victim in this situation. Officers never talk anyone into or out of pressing charges. No one was injured, which impacted the decision. The victims understood the situation and chose not to press charges.

CP Xing asked about the list created for Reunify Dublin. DC Tabernik stated that is not a list officers would be able to access on the way to a call. The Police Department does not want to set that expectation. That information would be used only for reunification.

DC Tabernik stated that the Policy addresses Entry Level Training and Annual Refresher training. He shared that Ian Kovacs, a second shift supervisor, is researching an advanced crisis intervention training team, which would be a group of officers that receive additional training to be able to recognize some of the signs of crisis and be able to share that with other officers. They would be responsible for responding to mental health calls.

CP Barnes asked about a crisis intervention team and the safety services liaison. DC Tabernik stated that Dublin does not have a co-response model where the liaison would be regularly interacting with the public. She does fill that role of crisis intervention.

CP Baer asked if the video shown this evening would be used for training. DC Tabernik stated that we could. There are plenty of videos that have been used that are more involved than this. When the City of Columbus came in and trained Dublin staff, they showed several body cam videos in Columbus and slowed them down to share signs. The best way to learn is watching videos and learning from others.

Chief Páez stated as staff goes through annual retraining for defense tactics and response to resistance, and does scenario-based training, it is built on real life situations. We are looking for proficiency on a particular tactic or tool utilization, but not every scenario requires a hands-on approach. It is important that we are not trained to move to a tool but utilize a base foundation of assessment and communication to determine the right response for each situation. Part of training is taking real-life situations and having officers go through them so the first time they experience it is not in the real-world situation with that level of consequences.

Chief's Update

- **Deputy Chief Search**

Chief Páez stated that staff started on an endeavor to identify and replace Jay Sommerville's position as he retired last year and to fill that with a third sworn deputy chief. The Chair and Vice Chair participated in part of that process. Staff worked with a consultant through the first part of the year culminating in panel interviews. There was a great deal of interest and qualified candidates. However, they have not been able to fill the position. They will work with the consultant to readvertise the position at the beginning of 2025 and go from there.

- **Other**

Ms. Myers provided an update to the Committee. The City has an interesting City software called Ciracom at all City buildings that accesses a live interpreter service for visitors. Staff shared a reel on Instagram for National Translation Day about this service. Ms. Myers thanked Ms. Xing for her help doing a photo shoot for the Police Department. CP Xing shared that when they were taking pictures in front of the library, there was a lady in distress needing help from the officers. It shows that as long as they are in uniform people will come to officers for help.

Chief Páez thanked Ms. Myers for the updated materials and programming. It is important to highlight employees and reflect the community we serve.

- **Crime Trends and Police Activity**

Chief Páez updated the Committee on public safety activities and trends. There continues to be a reduction in theft offenses overall. That includes theft from vehicles. Thankfully, there is starting to be a reduction in theft of motor vehicles. There continues to be occurrences in car dealerships. The only trend moving in an upward trajectory is burglary and breaking and entering – largely construction related. There is an increase in the number of traffic crashes overall. Officers continue to try to be in the right place at the right time. There is an increase in the number of traffic stops in which officers have engaged.

Chief Páez stated that the Chair and Vice Chair gave an update at a City Council meeting earlier this year. As the City moves to align advisory committees, all the advisory committees will be present November 18 to present to City Council.

Chair Maynard asked if the Committee could submit a report in writing. Chief Páez stated that since all committees would be represented, there was a desire that each could be present. This would be the last calendar occasion that would have more than one report. He asked for any input on the report from the Committee and shared that staff will begin working on a report.

Mr. Goel asked the intent of the report. Chief Páez stated that the intent is to check in and make City Council aware of what the Committee has been working on. Primarily, the report has been representative of what the Committee is working on.

In response to Vice Chair Hollie's question of whether the November 18 attendance is an expectation or suggestion, Chief Páez stated that November 18 is the date for the committees to come to Council.

There being no further business for discussion, the meeting was adjourned at 7:11 p.m.

Chair, Chief's Advisory Committee

Deputy Clerk of Council

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