



MEETING MINUTES

Chief's Advisory Committee

Thursday, December 19, 2024

The Thursday, December 19, 2024, Chief's Advisory Committee meeting was called to order at 5:30 p.m. in the Council Chamber, 5555 Perimeter Drive.

Chief Páez welcomed the committee and thanked them for their work this year.

Committee Members Present: Dwayne Maynard (Chair), Kimberly Hollie (Vice Chair), Lisa Baer, Ron Barnes, Pat Foley, Alex O'Ryan, Zhen Xing. Susan Ortega arrived at 5:38 p.m.

Committee Members Absent: Emmet Apolinario, Gaurav Goel

Staff Present: Chief Páez, Deputy Chief Tabernik, Mitch Ament, Mollie Steiner

There were no public comments

Approval of Previous Meeting Minutes

Chair Maynard asked for amendments or corrections to the November 21, 2024 minutes of the Chief's Advisory Committee meeting.

Chair Maynard shared the following amendments:

- Page 3 of 11: remove confusing language from 8th paragraph
- Page 3 of 11: add "from those cameras" to the final sentence

CP Barnes moved and CP Xing seconded approval of the November 21, 2024 meeting minutes as amended.

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

New Business

Community Health Needs Assessment (CHNA)

Ms. Steiner stated that she is before the committee to provide background on the CHNA, an update on what has been learned, and plans moving forward. This project is an ongoing initiative that will morph and change as it moves forward. She shared that she is in front of the advisory committees for feedback per Council direction. She has previously presented to the Community Inclusion Advisory Committee, Community Services Advisory Committee and the Veterans Committee.

Ms. Steiner shared the timeline of the project thus far. February 2023 began with the kickoff and question generation. An advisory committee was formed, and staff began work with Illuminology.

February 2023 through October 2023 was a period of extensive information collection including qualitative and quantitative data through surveys and community polls, focus groups and stakeholder interviews. There has also been work done on prioritizing health needs and forming subcommittees for different areas. There have been many people involved, and a lot of work has been done.

Ms. Steiner provided an overview of the research. 21 stakeholder interviews were conducted. Six focus groups were held: four with adults, one with middle school teens and one with high school teens. A representative survey was conducted with 512 results. 2,800 surveys were mailed out. There was a community poll open to anyone to provide feedback through a website, which generated 334 responses.

Ms. Steiner shared the Executive Summary of major findings. Dublin is doing very well with physical health. Dublin has a far lower obesity rate than the State of Ohio. The City is also doing well from a chronic illness standpoint. In every category under chronic illness, Dublin is below State averages. Two potential explanations for why Dublin is doing well are ample opportunities for recreation and relatively high levels of household income. Nearly all survey respondents participated in physical activity at least one time in the 30 days prior to the survey. Ms. Steiner shared two quotes from survey respondents. One respondent shared, "There's a lot of parks, there's a lot of outdoor events that encourage people to get outside...The city's park system and shared use paths all do a very good job of promoting a kind of wellness and overall health for the residents." Evidence shows that communities with higher socio-economic status tend to have better physical health outcomes. Dublin's median household income is double that of Ohio. This is not to suggest that Dublin does not have needs; there is food insecurity and transportation needs.

Ms. Steiner shared that the area where Dublin could do better is with mental health. 48% of adults had at least one poor mental health day in the last 30 days, and 50% of adults reported being nervous, anxious, or on edge several, more than half, or nearly every day in the past two weeks. For those reporting 14 or more poor mental health days, Dublin was at 11% (State of Ohio 20%). Poor mental health may be linked to substance abuse. Binge drinking was reported at 41% in Dublin and the State average is 20%. Dublin does not meet the target for binge drinking for Healthy People 2030. Binge drinking is defined as five or more drinks in a single setting for men and four or more in a single setting for women. One potential cause of poor mental health is lack of belonging/loneliness. Staff was surprised people reported feeling like they did not belong. Nearly 57% of people reported feeling like they do belong and 43% people feel they only moderately, slightly or don't belong within the community. Some reasons for feeling like people do not belong were no personal connections, lack of inclusiveness, and no sense of community, etc.

CP Barnes asked what belonging means. Ms. Steiner stated that there were several questions related to belonging. She can provide that information.

Stakeholders and survey respondents provided more insight into their feelings of belonging. "Although Dublin does a pretty decent job of trying to be inclusive of minorities/other ethnicities, I still feel like an outsider despite growing up in America." 75% of Dublin adults feel only moderately, slightly or not connected to their neighbors. Loneliness has been declared a health epidemic by the United States Surgeon General. This concern is not just happening in

Dublin but across the country. Adult and youth residents are particularly concerned about youth mental health. The Covid-19 pandemic had an impact on Dublin youth. There is a lot of pressure to succeed and high social comparisons within Dublin. "Kids are feeling stress, the high expectations, that constant competitive nature...Members of our community thinking that they have to live up to their neighbors." – Adult Resident. "Since everyone is at such a high level we expect ourselves to be good at everything. We have to be athletes, we have to be A students, we have to take AP classes and then we also have to have lives outside of all that stuff." – Youth Resident

Ms. Steiner stated that the advisory committee met several times with the goal of prioritizing the top health needs requiring attention. At a meeting on February 9, 2024, they went through a process to identify top priority health needs. The topics were narrowed down into four areas of need that the committee felt the City should address. There have been a lot of individuals involved in this. Ms. Steiner shared the partner organizations including members of health systems, schools, nonprofit organizations and businesses. The prioritized health needs fall into four buckets:

1. Community Connections,
2. Health Care Navigation,
3. Youth Behavioral Health, and
4. Transportation.

Once these needs were determined, subcommittees/working groups were created for each of the four priority areas. The working groups are made up of some members of the advisory committee along with community members that may have a focus on the specific focus areas. The goal of the working groups was to determine objectives for each priority area. The working groups have met two or three times. Another round of work group meetings is planned for January. The groups have established objectives as follows:

Health Care Navigation:

- Create centralized source of health care information
- Deploy more health care navigators in the community

Youth Behavioral Health:

- Inform and empower Dublin parents
- Help families access treatment

Transportation

- Educate residents about LinkUS
- Expand Dublin Connector's outreach
- Connect seniors with City events

Community Connections:

- Create event planning toolkit
- Understand who doesn't feel connected. Why? How to reach?
- Increase engagement opportunities

Ms. Steiner stated that this is an ongoing initiative and the next steps are to finalize the strategic action plan and present it to Council in early 2025. Once accepted, the four working groups will continue to refine and implement action items for the objectives. Staff will determine key metrics to make sure objectives are being met and sustainable change is being

made. She paused for questions from the committee. She stated that she would especially like feedback regarding the community connection focus area.

CP Baer asked if age groups were divided for mental health questions/responses. Post Covid-19, younger adults seem to find their mental health different than other age groups. Ms. Steiner stated that all data was broken down by age groups. Data collected was well distributed across age groups. 18% of respondents were from ages 18-34; 22% were from ages 35-44; 24% were from ages 45-54; 17% were from ages 55-64 and 18% were from age 65+.

CP O'Ryan asked if there are area benchmarks. Ms. Steiner stated this is Dublin's first community health needs assessment. It is very uncommon for a municipality to do this. Counties or health agencies sometimes do them. When attempting to benchmark against other municipalities, staff found one other city, Lakewood, Ohio. Dublin is innovative.

CP Ortega asked for more information about the representative sample used. Ms. Steiner stated that survey targets were selected by residency. They were 18 years or older. 2,800 surveys were mailed out to randomly selected addresses within the City. Ms. Ortega asked if surveys were sent in English. Ms. Steiner stated that she believes there were translation services made available but an outside agency conducted the survey. She will follow up with the committee. The surveys were sent by mail to 2,800 residents. There was follow-up opportunity. People could return a physical copy or there was an online component.

CP Xing asked if there was any way for respondents to indicate that they were a first-generation immigrant. Ms. Steiner stated that demographic data collected was age, gender, education, number of children, languages spoken at home, race and ethnicity.

CP Foley asked if there are any numbers to compare pre and post Covid-19 for the younger group. Ms. Steiner stated that there might be something that the schools have gathered, but that has not been gathered by the City previously. CP Ortega stated that it would be tricky to compare because some time has passed, but it would be good data to review.

Ms. Steiner stated that some of the priority areas are broad, but she would like feedback on the four priority areas, specifically on community connection and how to reach residents or potentially do a better job fostering community connection.

CP Xing referenced community connection and stated that when someone chooses Dublin as a place to live, there likely is already some kind of connection. She wonders if the lack of community connection is due to disappointment versus expectation.

CP Barnes stated that he was unable to define connectivity. He stated that when reading this, he started thinking of solutions. He referenced his urban planning background and stated that the community is planned and designed for a lack of connectivity. Dublin is more accessible than most communities with 150 miles of walkability, but most suburban communities are designed for residents to drive into the garage, stay there Friday through Sunday and leave Monday to drive to work. CP Barnes shared that when he and his family chose to move to Dublin 25 years ago, the driving factor was the quality of the school system. As an African American family moving into a community with less than 1% African American population, he was not looking for

connectivity. CP Barnes stated that he wanted to know if it is the seniors having the most difficulty with the navigation of healthcare and if it is the youth struggling with transportation. When considering solutions, it would be helpful to know who we are trying to serve.

Ms. Steiner stated that she can send survey results to the committee as a follow-up.

CP Barnes stated that he is unable to give much feedback because they do not have the demographics and research where the responses came and who we are trying to address and what we are prioritizing.

Ms. Steiner referenced healthcare and noted that over 90% of people in Dublin have a primary care physician so people are getting healthcare. The access and navigation questions came about from the working group regarding the difficulty of finding centralized information. All of the health systems are part of the working group and stated how hard to use their own navigational tools are.

CP Barnes stated that transportation is a major issue with healthcare access. It is very difficult to get appointments to see the doctor.

Mr. Ament stated that one of COTA's programs that staff is working hard to expand to Dublin is not only the Bus Rapid Transit but the CotaPlus service, which is on-demand service to take people to and from appointments. That is a regional tool that Dublin is trying to take advantage of. CP Barnes stated that Uber has a healthcare component and the Dublin Connector is nice, but for certain situations, there is a need for a more responsive option. That on-demand option could help with youth transportation also. Ms. Steiner noted that it is her understanding that Dublin was second in line to receive CotaPlus.

CP Xing asked what the issues were regarding healthcare access. Ms. Steiner gave an example of a family receiving a new diagnosis and looking for information/providers. A centralized resource, easy to find without having to go to individual websites and looking up individual provider information would be helpful. CP Xing asked if resources will be confined to City of Dublin if the initiative is taken by Dublin. Ms. Steiner stated that this may not be a City of Dublin product. That's why there are so many partner organizations. CP Xing stated that it makes sense to collaborate. Ms. Steiner stated that as we keep having conversations, these objectives may change.

CP Ortega encouraged the working group to continue working on these. Some of the health research should be done by insurance companies. She is very supportive of deploying healthcare navigators in the community. That may provide the opportunity to gather further information from more diverse communities and utilize cultural brokers to get an idea of what may be missing. Mr. Ament stated that is helpful as staff is having conversations around how to engage all residents. CP Ortega stated that Franklin County Public Health is phenomenal at utilizing community health workers. Ms. Steiner noted that she has a scheduled call with Franklin County Public Health next week.

Ms. Steiner spoke about the toolkit for community events and shared that staff is looking into national organizations that have put together campaigns to foster community engagement. They are researching various toolkits from other entities.

Chair Maynard stated that for events like the Irish Festival or Fourth of July celebration there is the opportunity to create an event planning tool kit. He gave the example of a family with children under the age of 10 who wants to attend the Irish Festival, there could be a toolkit in which the City shares different options for different age groups. The City could also use this to share transportation options. This could help make them true family events.

CP Xing asked if there were survey questions regarding healthy eating and nutrition. Ms. Steiner stated that it was included but that area was not flagged as an area of concern.

CP Ortega asked if there was an objective to address the concern of binge drinking. Ms. Steiner stated that although it was listed as a concern, the advisory committee could not come to a consensus on how to address it as a City initiative with concrete action steps. CP Ortega stated that attention to binge drinking could be woven into some of the other initiatives. It might feel difficult to address binge drinking because the community may not be ready to address it.

CP Barnes asked if there is City staff or departments that will oversee these priority areas. Ms. Steiner stated that there is some internal staff working on this (Transportation & Mobility, Outreach & Engagement, Communications and Marketing, Parks and Recreation). The goal is not for the City to lead these efforts. We are looking for partners to assist with this work or maybe a partner organization to take over an initiative. Staff has met with representatives from Nationwide Children's Hospital. They have great campaigns that could be used to help address some of the behavioral health challenges. Staff is researching established tools without having to start from scratch.

CP Barnes stated this is an excellent start. He would hate to see it stall. Ms. Steiner stated that she is confident it will keep moving forward. She believes this will work into some future City-wide goals. Ms. Steiner thanked the committee for their time.

Mr. Ament asked if everyone wanted the full survey. Vice Chair Hollie answered affirmatively. CP Barnes stated that he would like to stay abreast of the topic.

2025 Meeting Topics

Mr. Ament stated that at their fall retreat, City Council discussed advisory committees. Staff made Council aware of broad ideas of what the various committees could consider and shared the following five broad topics for consideration by the committee:

1. Recruiting and Diversifying Police Personnel
2. School Safety
3. Human Trafficking
4. New Business District Unit
5. Community Health Needs Assessment

CP Barnes stated he was thinking along the lines of the City's goals that came out of Council's retreat and the committee's role in those goals.

Chief Páez stated that this was designed for staff and the committee to lay out topics that would be brought before the committee over the next twelve meetings. What Mr. Ament submitted to City Council are items the Chief provided. There are some repeated topics that should be revisited because those topics are foundational to new members' education. It helps inform the foundational understanding of the Police Department and the committee.

Chair Maynard agreed that there are some topics that are foundational to what the Chief's Advisory Committee does and discusses on behalf of the community. There are issues around school safety and issues around policies and procedures that are important, not only for the Department to bring to the committee's attention but things the committee may be concerned about. When the committee began meeting, they felt the topic of body worn cameras was very important. Those are topics that need to be addressed every one or two years because new members will be joining the committee.

Chair Páez stated that he met with Rebecca Myers and Mr. Ament leading up to Council's retreat. Recruiting and diversifying police personnel is a cornerstone of the Chief's Advisory Committee identified in the original report and enacting legislation. Human trafficking is something the committee has discussed in the past, but the bulk of the current committee was not present. The Business District Unit will continue to be refined, and he would love to highlight their work in the future. Those topics were simple offerings to City Council to keep in place. Some routing topics are an annual analysis of non-biased based policing, response to resistance, and pursuit. Those are items to bring to the committee that take an entire meeting. If there are other specific parts of the Police Department or new initiatives that the committee would like to expound upon in this venue, he encouraged the committee to make suggestions.

CP Barnes stated that he would like to get more information about the organization's measurable goals and key priorities. He would like to see how economic development and community development affect the Police Department and what role the department plays in preparing for that. CP Barnes stated that mental health should be something the committee should focus on. Cultural competency is a topic of interest to the committee. Demographics in hiring and servicing is something to consider. He stated that he would like to hear about what is on the horizon with regard to technology and innovation.

Chief Páez stated at the recent annual supervisory staff retreat, the Economic Development and Community Planning directors along with the City Manager briefed all supervisors on what is coming. He would love to have that team come and partner with the business district unit and have an entire meeting devoted to that conversation with this group. CP Barnes would like to plan ahead with new developments.

CP Ortega stated that she would not want the committee to lose sight of the wellness of the Police Department staff.

CP Foley suggested the Safe Space topic.

Chief Páez asked the committee members to send any topic ideas to Mr. Ament.

Chair Maynard suggested the topic of large crowd events and Police Department protocols.

Old Business

Business District Unit Geographical Boundary

Mr. Ament shared a brief follow-up on the geographic boundaries of the Business District Unit (BDU). He shared a map of Dublin Police District 6.

Deputy Chief Lattanzi stated that District 6 came from a study the Department did several years ago. As the City grew and Bridge Park developed, staff recognized the need to evaluate how personnel is deployed. In patrol, an officer is usually assigned to each district for reporting purposes. As part of the evaluation, it was determined that the central historic Dublin area needed to be divided into a separate unit to have an officer assigned to that.

CP Foley asked about a stabbing on Saturday evening and if the new BDU would have handled that situation. DC Lattanzi stated that Saturday evening at about 10:20 p.m. patrol officers were dispatched for a disturbance at Pins Mechanical. Pins Mechanical staff were able to separate individuals involved and send them out separate exits. These individuals were familiar with each other, they worked for the same entity. They unfortunately met outside the establishment, and one stabbed the other several times. Thankfully, that individual is recovering and is in stable condition. The individual responsible was charged with attempted murder. It is fortunate that the victim should recover. The officers that responded could not have responded better given the circumstances they faced. The first officer arrived on scene about 20 seconds after the stabbing. The suspect still had the knife in his hand when the officer got out of his car. Training, experience and instincts kicked in and the responding officers did a great job deescalating the situation. The officer was able to get the suspect to drop the knife and take the suspect into custody without incident. That activity is not something that occurs often in the City of Dublin. Officers did a fantastic job of getting there quickly and addressing the situation, getting medical attention to the victim as quickly as possible. It is part of the intent of the BDU to have officers in that area where there are a lot of patrons, a lot of activity. Alcohol played a part in this incident. Having officers present in that location would hopefully deter that type of activity but if it did not, it would allow officers to respond in a very quick manner. Chief Páez added that all work units are ready to come together and help handle and balance this type of event. DC Lattanzi stated that if an occurrence such as this goes out over the radio, every officer is responding. CP Foley stated that he hopes the people in Dublin realize how fortunate they are to have police, government and technology working so well together. We are extremely blessed to live in this community.

CP Barnes stated that this stabbing at Bridge Park just popped up on the social media platform Next Door. He asked how to respond to a posting like this to protect our brand and make people feel safe.

Chief Páez stated that this is a great topic for next year. Ms. Myers has a wonderful product that she has put together from the lessons learned collectively working through incidents.

Chief Páez stated that the discussion held at the committee's last meeting about the BDU helped the Department crystallize how they articulate to an internal and external audience what the BDU's role is.

Deputy Chief Hiring Process

Chief Páez stated that a search for a deputy chief was conducted and exhausted this year (2024). He met with the Department's Human Resources Business Partner and the consultant and the intention is to launch the search again starting January 6, 2025. He will come back to share updates to the committee as applications are received.

CP Foley asked if internal people have an advantage over external candidates. Chief Páez stated everyone is the same and the process will run similarly to last year.

Staff Comments/Updates

Update on Crime Trends and Police Activity

Chief Páez stated coming into December, the trends were still moving down on categories tracked such as, violent crime, total theft offenses, theft from vehicles, and motor vehicle theft. The numbers of breaking and entering and burglary are up from last year. At the end of last year, we had 44 reported burglaries and breaking and entering offenses and 51 total at the beginning of December 2024. As we enter the winter holiday season and people are traveling, the house watch program is a service provided by the Dublin Police Department. Other resources like alarm systems and camera systems are things staff would encourage citizens to use that could help on the occasion something might occur.

Chief Páez stated that they have seen a spike in theft from vehicles or associated damage to vehicles particularly in hotel lots or large lots like movie theaters, malls, workout facilities. Staff no longer recommends hiding valuables; they recommend taking everything out of vehicles. The intentional focus moving forward is that anyone who possesses a firearm not leave those unattended in vehicles. The vehicles damaged seem to be indicative of people looking specifically for firearms.

DC Tabernik stated there is a regional trend where teenagers are targeting vehicles and looking for firearms. If you have a firearm, do not leave it in your vehicle. The City of Columbus had an incident off of Tuttle where shots were fired after an altercation. Immediately preceding that, there were several thefts from vehicles at the Marriott Northwest. Within 5 to 10 minutes Dublin Police Department was called to a reckless driver around I-270 and US33. A citizen alerted the officers to a truck that had been left at a bank on Frantz Road and individuals that went to the Marathon on West Bridge Street and stole a car. The vehicle was spotted by Columbus Police Department within 45 minutes and three people were taken into custody, ages 12-17. Dublin detectives are following up on the stolen vehicle. DC Tabernik gave credit to Dublin patrol staff.

It all happened in rapid succession. Patrol staff did a fantastic job at three different scenes and coordinated with partners at the City of Columbus to ensure community safety.

CP O'Ryan asked how it is determined that suspects are looking for firearms. DC Tabernik stated that the vast majority involve broken windows and nothing stolen. What is stolen are firearms. DC Tabernik stated that indicators are stickers and large American trucks.

DC Lattanzi stated that in August 2024, about 70 vehicles were broken into at one of the hotels right off of Frantz Road. Subsequently, as part of that investigation we were able to connect a vehicle that may have been involved in that with some crimes that occurred in a different jurisdiction. A member of the Community Impact Unit went and collected a blood sample from that vehicle and were able to identify a suspect based on analysis of the DNA. That individual was a wanted person out of the City of Columbus. Earlier this week he was picked up in West Virginia. He will be extradited to Columbus for charges out of Columbus and give Dublin an opportunity to interview that individual as part of that series of theft offenses. Prolonged investigations sometimes take time in regard to evidence able to be collected. Members of supervisory staff are able to collaborate to develop plans moving forward into the holiday season, including providing additional staff in those areas where we have seen problems. There will be additional plain clothes and marked unit officers. Staff will also use technology to keep an eye on these locations. We want patrons to feel safe and have resources in place.

Chief Páez stated that we continue to believe prevention first is best. Sometimes it takes time. Officers have been reminded to pay attention to every detail.

Roundtable

CP Ortega stated that the end of the year is a time to reflect. There are a handful of months left before she is no longer a member of this committee. One of the things that has made the committee impactful for her is that the committee is intentional and thoughtful and engaged. When the meetings begin with Chair Maynard's initial thoughts, it centers her. It also is a good reflection of the fact that the work done here not only impacts the City but is farther reaching. She wanted to say that she does miss it and thinks it is a good grounding method for the group.

Chair Maynard thanked the committee members. He believes that the committee is in a good place with those persons on the committee now and participating in this community partnership. He does not want anyone to think that their opinion is not important to share. He encouraged all to continue to lean in to conversation and appreciate what each community partner has to say. He asked command staff to share with the department the committee's appreciation for all the work done quietly to try and keep our community safe. He looks forward to 2025.

There being no further business for discussion, the meeting was adjourned at 7:34 p.m.

Chair, Chief's Advisory Committee

Deputy Clerk of Council

Dublin Police Department - Contact Information 614-410-4800
Chief Justin Páez jpaez@dublin.oh.us
DC Nick Tabernik ntabernik@dublin.oh.us

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