



## MEETING MINUTES

### **Chief's Advisory Committee (In Person) Thursday, May 18, 2023**

#### **Welcome to Committee by Chief Páez**

Chief Páez welcomed the committee to the meeting.

Committee Members Present: W. Dwayne Maynard (Chair), Susan Ortega, Kimberly Hollie, Alex O’Ryan, Zhen Xing, Yanling Yin, Gaurav Goel, Rama Billakenty; Chief Justin Páez, Deputy Chief Nick Tabernik, Deputy Chief Greg Lattanzi, Sergeant Devin Howard, Officer Amber McCloskey; Special Guest: Vice Mayor Kathy DeRosa  
Minutes by: Becky Metcalf

Chief Páez welcomed all to the meeting then deferred to Chair Maynard for opening remarks.

Chair Maynard gave a special thank you to Vice Mayor DeRosa for attending and shared his thoughts. Globally, we continue to keep those in the Ukraine conflict in our thoughts and prayers. The G7 summit is happening in Japan. Nationally, the debt debate is ongoing and since last meeting there was yet another mass shooting that occurred in New Mexico. The shooter killed was a young man. Over 225 mass shootings have occurred in the US just this year so far; gun violence continues to be a concern. Closer to home we are coming up on the summer months and there are concerns about what happens when school is out and kids have more time on their hands. In the Columbus area, they have experienced two weekends of shootings in the Short North, Columbus’ busiest business district, which raises concerns for our community as well.

#### **Committee Business**

Chair Maynard deferred to Chief Páez to call roll.

- **Attendance**

Chief Páez called roll for the meeting:

Chair Dwayne Maynard – present

Vice Chair Ajmeri Hoque – not present

Mr. Emmet Apolinario – not present

Mr. Alex O’Ryan – present

Ms. Susan Ortega –present

Ms. Yanling Yin – present  
Ms. Zhen Xing – present  
Ms. Kimberly Hollie – present  
Mr. Gaurav Goel – present  
Ms. Rama Billakenty –present

He then went over committee rules related to attendance and voting which will require roll call vote. Chief Páez welcomed Council Member Kathy DeRosa to the meeting. She thanked all for their time and commitment to the committee. She gave Oath of Office to the following members: W. Dwayne Maynard, Zhen Xing, Yanling Yin, and Gaurav Goel

### **Review/Amend/Adopt Last Meeting's Minutes**

Chair Maynard asked if all had an opportunity to review minutes from the April 13, 2023 meeting. All had an opportunity to review minutes; there were no corrections. Chair Maynard asked for a motion to adopt the minutes from the April 13, 2023 meeting, Gaurav Goel motioned to adopt and Susan Ortega seconded the motion. Roll for all in favor: Chair Maynard, yes; Yanling Yin, yes; Susan Ortega, yes; Gaurav Goel, yes; Zhen Xing, yes; Kimberly Hollie, yes; and Alex O'Ryan, yes; the minutes for April 13, 2023 were adopted without objection.

### **Old Business**

Chair Maynard asked if there was any old business.

Chief Páez advised there was some information to share on behalf of HR Partner Whitney Aebker reference agency demographics. Dublin currently has 7 female officers out of 71 total officers (9.85%); compared to Westerville with 7 female officers out of 72 total officers (9.72%); and Hilliard has 5 female officers of 65 total officers (7.69%). Another comparative was City of Delaware with 1 female officer out of a strength somewhere in the 50's. The national average of women in law enforcement is 13.3%.

A review of diversity of the department prior to 2021 indicated 10 female officers, 3 African American male officers and 2 Hispanic male officers. The department has had several record keeping systems over the history of the department, the current of which only goes back to 2016.

Chair Maynard asked if there are continued discussions about percentages or goals that the department would like to achieve. Chief Páez advised that there have been no internal discussions on goals for demographics at this time.

Chair Maynard suggested that if you were able to get information on the national average of female officers, might you be able to get information on national averages of minority demographics; that may help the city and department in their recruitment efforts. Chief Páez advised that we would do that research and bring it back to the committee.

Gaurav Goel commented that comparisons might not be apples to apples, considering how many applicants vs. how many make it into the process and not getting a diverse pool. Chief Páez advised the candidate pool has lessened significantly. As the pool lessens, the number of diverse applicants lessens as well; in the last process, we did not end up with a female candidate in the final interview.

Susan Ortega asked, if she wanted to apply, how does she look for police positions. Chief Páez advised there is not a central location to conduct that search or a central database. Our department does advertising and recruiting. There are databases that are platforms for testing where candidates can test and apply to multiple agencies.

DC Tabernik provided additional information about recruiting and how we get our message out. CPD has a career fair upcoming July 1, this will be the third year that we will attend. Have also had opportunities to visit colleges and provide information to those interested in pursuing a career in law enforcement; gives us the opportunity to explain who we are and make an intentional effort to college university students as well as military.

DC Lattanzi added information about recruitment activities; City of Dublin website, many job websites, as well as applicants can always fill out a job interest card on our website and be contacted when there is an upcoming test or open application process. We also share that information with many organizations throughout the state and country.

Zhen Xing commented that there might be a lack of understanding of the day of a police officer; has the department considered sharing information with Emerald Campus or high schoolers so they can get a taste of what being a police officer is like. DC Lattanzi advised that the department is hosting a Youth First Responder Academy this summer for students 15-18 designed for anyone who may have an interest in law enforcement, dispatching or fire service. This will provide a holistic view of what it is like.

Chief Páez added that Tolles has a great program; one of our retired officers was involved in their program and is still connected. He recently brought a tour from Tolles to visit the department and that group is fantastically diverse. Yesterday Officer Quintanilla spent the afternoon and Daniel Wright Elementary at a career fair for fifth graders. Chief Páez visited them as well and the students had great questions.

Gaurav Goel commented that the citizen police academy is an awesome opportunity for the community. Chief Páez advised that we welcome that engagement and support from the community.

Chair Maynard added that the members need to think out of the box and continue to be intentional working toward that goal of changing our department.

Yanling Yin suggests a focus on language in recruiting; also stating that in order to reach equality, you need to reach equity first. Chief Páez asked all to visit the posting on our website for our current position and review. That might help guide the discussion regarding language that my cause barriers; have discussions with communities, share experiences they have had with members of our agency; we want to ensure that we take conversations here into meaningful action.

DC Tabernik shared that we currently have a female officer serving as a field-training officer that was a supervisor at her prior department; we tap into those resources and experiences.

Susan Ortega asked about mentorship; could you tap into retired female officers to provide some guidance or mentorship. DC Tabernik does not think it should be exclusive to supervisors; we have female officers at other levels that would be great mentors.

Chief Páez added that recruitment information is always available on the website. Join the team will take you to all of that recruitment info, photos, etc...

<https://dublinohiousa.gov/dublin-police/join-the-team/>

### **New Business**

Chief Páez shared some housekeeping issues; the committee needs to have a conversation regarding chair and vice chair nominations and suggestions. The intention is to hold these conversations and selections annually.

Chair Maynard thought it very important during first iteration to have the group decide who they wanted their leaders to be; took three meetings before they had a discussion; he and Ajmeri have had their opportunity in those roles and it is time for new leadership and new voices directing how the CAC will move forward.

Yanling Yin suggested at a previous meeting having past chairs assist in and advisory role, this is the first opportunity since the CAC came into existence to discuss what the process will look like with that transition.

Chief Páez offered as well, sharing a portion of the resolution that the chair and vice chair should be in place by the third meeting; this provides an opportunity for the new members to consider those roles. With this new iteration of the CAC, this would be the second meeting. He also advised that Vice Chair Hoque, due to her work schedule, advised she would need to step down as Vice Chair.

Alex O'Ryan asked what are the additional responsibilities of the Chair and Vice Chair. Chief Páez shared information outline in the resolution.

Chair Maynard added that they have made formal presentations, written presentations to council. As chair or vice chair you may be asked to participate in discussions on information that has been shared, beside that what additional time you want to put into it. He advised Chief Páez has been very easy to reach or has gotten back to him promptly.

Kimberly Hollie asked if they would be electing the Chair and Vice Chair at the next meeting. Chief Páez advised that would be something they can discuss and decide.

Rama Billakenty and Gaurav Goel asked if it was still an option for Chair Maynard to continue. Chair Maynard that he willing to do whatever he can through May of 2024.

Susan Ortega asked if the committee needs to have a formal election, to which Chief Páez advised yes. Susan Ortega also suggested possibly a survey to nominate chair or vice chair; if they are interested than they could be on the ballot. Chief Páez would have to check since it is a public body if it has to happen in the room.

Chief Páez advised that all should have received an email from the Council Clerk's Office; June 6 is intended to be a training session, 6PM in city Hall Council Chamber for all advisory committee members to talk about what can and should happen for public meetings. He will follow-up and ask if that would comply with public meeting requirements.

Additionally, Chief Páez added that the June 15 meeting would be moved to the City Hall Council Chambers, as this room will be renovated.

Kimberly Hollie asked about the differences of commissions vs. committees. Chief Páez believes commissions are by charter and committees are enacted by resolution. Also, another rule of the committee, if we do not have a quorum we cannot have a meeting.

Chair Maynard would want to ask council if they could have an informal meeting even if they do not have a quorum. Chief Páez advised that he would ask at the June 6 meeting; perhaps it could be considered an informational session.

Gaurav Goel asked for the CAC to have a meeting, what is a quorum? Chief Páez advised that would be five members.

### **Chief's Update**

Chaif Páez shared that the school safety meeting hosted by Dublin Schools had light attendance but good information. The past weekend the department responded to a threat that occurred at one of the schools, ending with charges for two students.

Susan Ortega shared concerns that some students are experiencing related to classmates; those students who could commit a school shooting are going through the same training so they would know the protocols. Rama Billakenty shared that it seems closely related to mental health issues.

Chief Páez shared that reflection and aftermath is clearer than the information you are receiving at the time; the number of people struggling with mental health, exceeds the number of incidents that are occurring; not all that are struggling with mental health end up committing crimes that are close to the incidents that we are seeing. Distinguishing what contributes is harder to determine and he wishes it was easy to determine. He also offered that remembering how information happens, it feels like it happens in your community, if you are feeling that angst that the world has gone on, it does. It does not mean that we are still not trying to prevent it here.

Kimberly Hollie asked about incidents that have occurred, how many are persons in the school or just a person walking in. Chief Páez advised that LEP Tom Hirschy had forwarded something recently; he will research and share with the group.

Alex O'Ryan shared that they recently had active shooter training at his office; these types of events have been going on for 24 years now since Columbine; feels like we have a way bigger problem to solve.

Zhen Xing asked what happened to the students; were they allowed back in school? Chief Páez advised that the students were charged and transported to a detention center. Usually that student is not permitted to return; but that is a decision that the school has to make.

DC Lattanzi shared that the department and Syntero continue to make progress on the Public Safety Services Liaison; they have met and put a summary together on what that position will entail; it will be a 2-year pilot program with Syntero; they will hire the employee to work with the police department who will assist the department and community. Susan Ortega added that they are thrilled and excited; the position will definitely will help the community and the department as well. The position is posted and they are accepting applications.

Chair Maynard shared that this is an outgrowth of the conversations the CAC have had; bringing this to fruition. To have this type of partnership for our community is impressive.

Chief Páez advised that he would not be here for the next meeting. He also shared an opportunity for the any CAC member; tomorrow he is meeting with a group of students at Justice Center for a school project; if anyone is interested in participating and sharing their perspective it is tomorrow May 19 at 4pm at the Justice Center; just let him know if interested.

DC Tabernik shared information about the upcoming Memorial Tournament; planning has taken place over last several months with many partners. They anticipate 30-50,000 people coming into the city. Tournaments are very similar year to year, but there are some minute things that change. Planning meetings offer good opportunity to review. There is a video out there about what to expect and interview scheduled next Friday to share information. The command trailer will be up there; operates as command post and visual presence. Dublin is the lead agency and we partner with other agencies.

With that, Chair Maynard entertained a motion to adjourn the meeting. Kimberly Hollie motioned to adjourn the meeting and Gaurav Goel seconded the motion. All in favor: Chair Maynard, yes; Susan Ortega, yes; Kimberly Hollie, yes; Alex O'Ryan, Yes; Gaurav Goel, yes; Rama Billakenty, yes; Zhen Xing, yes. The meeting adjourned officially without objection at 7:38pm.

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