

**DUBLIN CITY COUNCIL
FALL RETREAT
NOVEMBER 8, 2024**

**OHIO UNIVERSITY, DUBLIN INTEGRATED EDUCATION CENTER,
6805 BOBCAT WAY, ROOM 249
DUBLIN, OH**

Mayor Amorose Groomes called the Dublin City Council Fall Retreat to order at 9:00 a.m.

Members Present: Vice Mayor Alutto, Mayor Amorose Groomes, Ms. De Rosa, Ms. Fox, Mr. Keeler, Ms. Krumb, Mr. Reiner

Staff Present: Ms. O'Callaghan, Ms. Blake, Mr. Stiffler, Ms. Miglietti, Mr. Brown, Mr. Connolly, Mr. Hartmann, Mr. Shamp, Mr. Boggs, Ms. Richison, Mr. Gracia, Ms. Rauch, Mr. Earman

Also Present: Tony DeCenzo, Andy Hill, Heather Varetto, Focus 3; Kate Firestine and Jeff Ely, People Driven Technology; and Jayme Staley, Greater Columbus Sister Cities International.

Dublin Culture Playbook and R-Factor Training

Jennifer Miglietti gave an overview of the culture efforts to date (presentation). Tony DeCenzo introduced the CEO of Focus 3, Heather Varetto. She shared her enthusiasm for this program and curriculum. Mr. DeCenzo shared the fundamentals of the R Factor program. The R Factor program is founded upon a concept known as the Performance Pathway. He explained that leaders create a culture and the culture defines behavior in an organization. Mr. DeCenzo explained the core concepts in building culture, walking the walk and holding those around us accountable.

Vice Mayor Alutto asked how the "stay" interviews are going with staff. Ms. Miglietti stated that they have started interviewing staff members regarding why they choose to stay in Dublin. Highlights of those interviews will be shared and used for continuous improvement and in advancing the Culture Playbook.

Ms. De Rosa mentioned the need for awareness for diversity and inclusion. Ms. Miglietti stated that she shared the City's demographic make-up during an update she provided to the Community Inclusion Advisory Committee regarding the DEI Strategic Framework for Dublin's workforce. It was requested that she provide the same information to the Administrative Committee at the same time she provides the benefits update each year.

Ms. De Rosa stated that it is important to remember that there is a portion of the population that may not "buy into" portions of the playbook because their culture does not allow them to or our experience and perception is different from theirs.

Ms. O'Callaghan shared what has been done within the City of Dublin staff culture to further the Culture Playbook. She also shared what efforts are to come in furtherance of building culture. Vice Mayor Alutto suggested exposing the Citizen U participants to the Culture Playbook so they can see what the City is doing.

Cybersecurity Program Overview

Ms. De Rosa stated that recent events have heightened awareness of cybersecurity issues. Legal staff presented an overview of Ohio law. Jesse Shamp, Frost Brown Todd, stated that

ORC 1347.12 requires the City to take certain actions if residents' personal information is exposed in certain circumstances (if the City owns or licenses Ohio residents' data on its system and an attack on the City's data necessarily puts residents' personal information at risk). If residents' personal information is exposed, the City must report to those residents as quickly as possible and no more than 45 days after the exposure. He provided the statutory text and highlighted the following elements:

- IF a political subdivision "owns or licenses computerized data" on a qualifying system; and
- IF such data "includes personal information" of an Ohio resident; and
- IF the political subdivision discovers that such data has been accessed or acquired by an unauthorized person; and
- IF the unauthorized access has caused, or could reasonably cause, a material risk of identity theft or fraud to such Ohio resident;
- THEN the political subdivision must disclose the breach.

Mr. Shamp noted that if any of these elements are not present then the City does not have to disclose the circumstances publicly. He stated it is best to get the Legal staff involved as early as possible if there is concern over a breach. This law applies to outside data management companies that store the data on behalf of the City.

Personal Information has two elements that must be present for the data to be deemed as having included "personal information": first is the Ohio resident's first and last name (in any order) and the second is one of the following:

- The resident's social security number;
- The resident's license or identification number; or
- An account number or credit/debit card number together with information that would grant access to the resident's financial account.

Mr. Shamp discussed the difference between personal information and sensitive information. He also explained that not every occurrence is a breach. He described how a city can make the required notice. There are parameters that describe when notice must be provided to other cities or entities and credit reporting agencies. Mr. Shamp also noted that there has been no litigation or interpretation by a court of this section or its definitions.

Adjournment to Executive Session - 11:21 a.m.

Mayor Amorose Groomes moved to adjourn to executive session for the purpose of considering details relative to the security arrangements and emergency response protocols for a public body or a public office, if disclosure of the matters discussed could reasonably be expected to jeopardize the security of the public body or public office.

Vice Mayor Alutto seconded the motion.

Vote on the motion: Ms. Kramb, yes; Vice Mayor Alutto, yes; Mr. Reiner, yes; Ms. Fox, yes; Ms. De Rosa, yes; Mayor Amorose Groomes, yes; Mr. Keeler, yes.

Retreat reconvened 12:40 p.m.

Advisory Committee Work Assignments and Board and Commission Council Liaison Role

Ms. Blake provided a brief overview of each Advisory Committee's discussions and activities in 2024. She provided a list of proposed topics for advisory committee work. Council agreed that the list was appropriate. Mayor Amorose Groomes suggested that the Community Health Needs Assessment would be a good topic for the advisory committees to work on. Council agreed that the Community Health Needs Assessment is a great topic for the committees. Ms. De Rosa suggested that the Community Health Needs Assessment should be introduced to the committees prior to Council adoption of the plan so they can have an opportunity to provide feedback. Council consensus was to provide the plan to the committees prior to adoption and allow feedback. The committees will then be an integral part of the implementation of the plan after adoption.

Ms. De Rosa stated that a member of the Board of Zoning Appeals reached out to her to ask about a Council Liaison. Mr. Boggs stated that due to the nature of their work, he would not recommend a liaison. Council consensus was agreement that no other Council Liaison appointments were necessary at this time.

Regarding advisory committees, Ms. Kramb suggested the training could explain why a Council Liaison is approved for some boards, but not others. She suggested that if a liaison were to be requested, staff can initiate a dialogue regarding why a body would feel they need a liaison to better understand better their needs.

SportsOhio

Ms. O'Callaghan provided an update on SportsOhio. She shared that the Management and Lease Agreements have been negotiated and executed. The Temporary Management Agreement allows the previous SportsOhio owners to continue to oversee operations, maintenance, staffing and financial management. The Lease Agreement was entered into with Shepherd Excavating Inc. to allow the continued use of the property for up to four years.

Ms. O'Callaghan mentioned the annexations that are in process that will bring all relevant parcels associated with this acquisition (as well as previous acquisitions) into the City of Dublin.

The University Boulevard Alignment Study is underway. Eiterman Road Relocation is in the final stages of detailed design.

The Limited Phase II Environmental Site Assessment (ESA) has been received. CTL Engineering previously conducted the Phase I ESA of SportsOhio, Shepherd Excavating and Carter Farms.

Based on CTL's findings, the majority of their borings across the three areas resulted in contaminant levels below detectable limits. At the few areas where contaminants were detectable, they were well below the standards set by the Ohio EPA. The general consensus is that these Limited Phase II reports tend to be exhaustive regarding any outlying concerns, so a final recommendation warranting no further environmental investigation seems appropriate.

A virtual tour is now available on the website (<https://dublinohiousa.gov/sportsohio-site/#>).

The steering committee has met twice (September 17 and October 11) and will reconvene once the submittal period closes for requests for proposals (RFPs). Once an evaluation is complete, a recommendation will be made to Council.

Ms. Blake stated that there is the potential for a third-party consultant that can help review RFP responses and validate assertions made in the proposals. Mr. Stiffler stated that the third-party consultants have been educating staff to consider what value they can bring to this process. Discussion was held regarding having a partner in the process versus an operator. Mayor Amorose Groomes asked if Visit Dublin could serve as the partner role and the third-party consultant serve as the operator. Staff was uncertain of Visit Dublin's interest in serving in that role. Ms. O'Callaghan reviewed the next steps for the SportsOhio project. She stated that it is staff's recommendation to master plan the area. Mayor Amorose Groomes agreed that a master plan makes sense, but she does not want to plan around Darree Fields as it is today. Vice Mayor Alutto suggested staff begin having conversations with the Miracle League so they understand the process the City will be going through in this area. Staff agreed it was good to start communicating earlier rather than later.

Discussion was held regarding City Council Goal #3. Goal #3 current states:

Implement the Parks and Recreation Master Plan

Begin implementation of the Parks and Recreation Master Plan with a focus on cultivating an environment that embodies both recreation and economic vibrancy.

The consensus was to make this more specific to the development of the SportsOhio area. Several descriptive words were proposed, and ultimately, consensus was that Goal #3 should be: **Develop the Premier Athletic Complex**. The description of the goal will speak to the specifics. Staff will propose a description of the goal.

Friendship/Sister Cities Discussion

Jayne Staley, Greater Columbus Sister Cities International, provided information regarding the differences between sister cities and friendship cities. She stated that Friendship City

agreements are shorter term and usually have an end date, such as ten years. A Sister City commitment is longer term and there is no end date. There are usually policy or economic reasons that a city enters into one of these types of agreements like arts, culture, or economic development. Specifically, regarding economic development, she stated that the marketplace, the workforce and the community are the areas of focus. She stated another value of these relationships is the ability to communicate the great things happening in the region. She provided examples of the economic development and cultural initiatives in which the City of Columbus has engaged. Council members asked about the length of friendship city agreements. Ms. Staley stated that it is up to the cities involved. Her experience has been around ten years. Vice Mayor Alutto asked if it is always done mayor to mayor. Ms. Staley responded affirmatively and added that there are usually more people involved in the process and discussions, but the mayor is usually the person to sign the agreements.

Ms. Richison provided a history of the City of Dublin's first Friendship City Agreement with Mashiko, Japan in December 2015. She stated that the relationship with Mashiko has a strong cultural background following the Taiko Drumming exchanges through the schools. She shared that the City had a Dublin Friendship Association, on which Vice Mayor Alutto, and Council Members Keeler and Reiner served from 2016-2020. Many other community entity representatives served on the Association such as the Chamber of Commerce, the School District, and Visit Dublin. Some notable projects that came out of the Association were: August 2017, there was a "Gathering of the Dublins" at the Dublin Irish Festival and a Friendship City Agreement was signed with Dublin, Ireland. In March 2023, a delegation from Dublin, Ohio went to Dublin, Ireland for St. Patrick's Day and resigned the Friendship Agreement for another four years. Ms. Richison shared the Friendship and Sister Cities in the region. In response to a question regarding how much it costs to join Sister Cities International, Ms. Staley stated that the membership is \$1,900 a year and there are a great deal of resources that come with being a member.

Staff proposed three questions to Council:

1. Would Council like staff to explore transitioning our Friendship City relationship with Dublin, Ireland, to a Sister City relationship?
2. Would Council be interested in having a staff explore potential additional Friendship/Sister City relationships with another City in Japan?
3. Would Council like to establish an International Relations Committee? If so, should staff draft a proposed mission and responsibilities for the Committee?

Ms. Fox expressed support for the establishment of an International Relations Committee.

Mr. Keeler stated that the Friendship Association was more than just the friendship agreements, it was about residents that have an interest in seeing their "home" communities have a relationship with Dublin. He asked if the Community Inclusion Advisory Committee (CIAC) could be leveraged to work on this topic.

Vice Mayor Alutto agreed that the Friendship Association was built upon community connection and action items that came out of those connections. She would like to see Dublin Ireland as a Sister City. She stated that she sees no harm in the Mashiko Friendship and it is easy to maintain. She expressed that she is not supportive of having a committee. She expressed her support for leveraging a membership to Sister Cities International instead. Economic Development needs to be involved in conversations about what additional work needs done.

Mayor Amorose Groomes stated that she is not supportive of establishing a committee. She questioned the best use of the City's resources for the cultures that are represented in our community. She agreed that having a policy or economic development reason for establishing relationships makes sense.

Ms. Kramb agreed and stated that she sees these relationships as economic development's realm.

Ms. De Rosa stated that if the City has an economic and/or policy reason to have a Sister City, then it needs to be established before it is decided to have a committee and set up an action plan. She stated that the City has not yet established what the economic or policy reasons are.

Mr. Reiner agrees with what has been said. He agreed it is economic development related.

Ms. Fox stated that in order to be a global city of choice, the City of Dublin needs to get out and be global with our relationships. It does not have to be a Sister City committee, but she stated that she feels it is worth the conversation. It is important how these relationships are built and fostered.

Mr. Keeler stated that he agreed more conversations should be held.

Council consensus was to have additional discussion at a future meeting to determine economic and policy reasons for exploring Friendship and Sister City relationships and what the commitment would be. Consensus was also to not establish a committee at this time.

Status of 2024 Goals/ Proposed 2025 Goals

Ms. O'Callaghan provided a brief update on the status of the 2024 goals. Council has received many updates throughout this year regarding work on the 2024 goals.

2025 Goals:

Goal 1 – Become the Most Connected Community in the U.S.

Discussion was held that there is nothing left to do with altafiber specifically and this goal will be completed with time. Council discussion was that being the most connected was more than just fiber. Discussion was held to add something to this goal that builds upon connectivity such as incorporating the Community Health Needs Assessment, and/or mobility and transportation. Partnerships should not be mentioned specifically in the description. Consensus was to keep the title of Goal 1, and work on the objectives and description associated with this goal.

Goal 2 – Realize the Metro Center Revitalization Vision

The project team is finalizing the revitalization framework plan and will be bringing the plan to Council for adoption at an upcoming meeting. Discussion was held regarding whether any changes were needed with this goal. The consensus was to leave this title but to update the description as needed. Council provided feedback on the description.

Goal 3 – Develop the Premier Athletic Complex

This goal was discussed during the SportsOhio Update. Staff will be proposing language describing this goal more specifically. Council’s feedback was to focus on the “what” and not the “how”.

Goal 4 – Community Events and Engagement Vision

Council consensus was to remove the “Destination of Choice” language. The next work session will provide clarity regarding the work that has been done on the Events Roadmap. This goal may need to be revisited after the work session discussion.

Goal 5 – Accelerate Economic Development in the West Innovation District

Mr. Gracia proposed the possibility of adding this goal. Council was generally supportive of the goal, but there was concern with using the term West Innovation District. There was concern that people may not know what that means. The goals will be added to the next Administrative Committee meeting for review and wordsmithing. The Committee will bring forward recommended goals to Council for adoption.

Adjournment

There being no further business for discussion, the retreat was adjourned at 3:56 p.m.



Mayor/Presiding Officer



Clerk of Council