



## MEETING MINUTES

### Chief's Advisory Committee

**Thursday, August 14, 2025**

The Thursday, August 14, 2025 Chief's Advisory Committee (CAC) meeting was called to order by Chair Hollie at 5:42 p.m. in the Council Chamber, 5555 Perimeter Drive. The Chair welcomed everyone to the meeting.

#### **Roll Call**

Committee Members Present: Emmet Apolinario (Vice Chair), Ron Barnes, Guarav Goel, Chitra Goyal, Kimberly Hollie (Chair), Dwayne Maynard, Alex O'Ryan, Luke Powell, Zhen Xing

Committee Members Absent: Lisa Baer

Staff Present: Chief Páez, Deputy Chief (DC) Nick Tabernik, Lieutenant Jake Stoll, Officer Loni Stone, Officer Scott Brown, Officer Chad Patrick, Officer Scott Nicholson, Whitney Aebker, Mitch Ament, Mara Hunter

#### **Approval of Meeting Minutes**

Chair Hollie asked for additions or corrections to the July 31, 2025 minutes of the Chief's Advisory Committee meeting.

CP Barnes moved, Vice Chair Apolinario seconded approval of the minutes.

Vote: CP O'Ryan, yes; Chair Hollie, yes; Vice Chair Apolinario, yes; CP Maynard, yes; CP Barnes, yes; CP Powell, yes; CP Goel, yes; CP Xing, yes; CP Goyal, yes.

[Motion carried 9-0.]

#### **Public Comments**

There were no public comments.

#### **OLD BUSINESS**

CP Maynard inquired about a question CP Barnes had asked during the last meeting regarding development of a particular area that was supposed to come up at the August 11, 2025 City Council meeting. CP Barnes responded that his understanding was the matter had been tabled and no decision was made.

#### **NEW BUSINESS**

- **School Safety**

Chief Paez introduced the presentation on school safety, explaining that as they enter the school year, community members frequently ask about school safety in Dublin and the partnership between the Police Department (PD) and school system. He noted that members from the community education unit were present to share information about their roles and answer questions, then turned the presentation over to Deputy Chief Tabernik and Lieutenant Jake Stoll.

DC Tabernik began by recognizing the school resource officers (SRO) present and Lt. Stoll. He explained that each school would have one of their SROs as a facilitator working with school administration to prepare for critical incidents. DC Tabernik stated this was their 27th year having a school resource officer program, describing it as highly beneficial and mutually beneficial between the city and school district.

He explained that while safety is the primary role, there's also significant counseling, education, relationship building, and partnering with school staff happening daily. DC Tabernik announced that Officer Paul Burks would be retiring in September after 25 years with the department, having previously served with New York City Police Department and Arlington PD.

The scope of the unit includes Lieutenant Stoll leading the community education unit, which encompasses more than just school resource officers. They have three SROs at the high schools (Scioto, Jerome, and Coffman), and four SROs at the middle schools. The middle school SROs also have responsibilities at various elementary schools and work closely with Dublin City Schools staff and administration, as well as security officers who are retired law enforcement helping at elementary schools.

Lieutenant Stoll then discussed recent changes, explaining that with Officer Burk's retirement at Jerome High School, they prefer SROs to start in middle schools to gain experience before potentially moving to high schools. Officer Chad Patrick, who had been at Grizzell Middle School, was selected for the Jerome position after a competitive process. This created a vacancy at Grizzell, which was filled by Officer Loni Ives-Stone following a comprehensive selection process.

The selection process includes submitting a letter of interest, panel interviews with representatives from the school and community, and a final interview with the deputy chief. Lt. Stoll emphasized they want to ensure candidates are doing it for the right reasons, not just for better schedules. Officer Stone began on Monday, getting credentials, network access, and setting up her office before students arrived Tuesday.

In response to a request from CP Maynard, each SRO then introduced themselves:

Officer Loni Ives-Stone shared her extensive law enforcement background, starting in Southern California where she worked for 13 years, including 6.5 years on patrol. She had experience in community policing, training citizens on emergency response, coordinating volunteer units, and crime prevention. After moving to Utah and then Ohio with her husband, she thought her law enforcement career was over but eventually joined Dublin PD nearly 4 years ago. She explained how building relationships with younger community members creates trust that carries forward as they become young adults. Despite not getting the SRO position last year, she continued improving herself as a field training officer and CLO, and was excited to finally achieve this role.

Officer Scott Brown explained he came to Dublin at age 35 after working in Galion for 2 years and Marion for 12 years, including as a SWAT officer and hostage negotiator. He was a founding member of what used to be the Diversity and Inclusion Unit (now community liaison officers) and felt that work made a real difference in the community. At Dublin Scioto High School, he appreciates the



amazing diversity with students from many backgrounds. During freshman orientation, he asked students to give him a clean slate regardless of any past experiences with police, positioning himself as a resource for them and their families. He shared how building trust is evidenced when students who've had bad experiences still come to do TikToks with him. A teacher at Scioto aptly calls the position a "school relationship officer" because relationship-building is the core of the role.

Officer Chad Patrick shared his 22-year career with Dublin, spending the first 17 years as a patrol officer focused on field training and technical accident investigation. He explained how his perspective evolved from initially thinking "I'm not going to be a school resource officer" to recognizing the value of community involvement as he matured in his career and had children of school age. His 4.5 years at Grizzell Middle School had been the best part of his career. He noted that patrol officers typically only deal with less than 1% of students who are in trouble, but SROs serve as a conduit to show that 99% are doing the right things. He described helping students work through family issues they can't necessarily discuss with teachers, mentioning the couch he brought into his office for students needing to talk. The excitement from freshman at Jerome seeing him as a familiar face validated the relationships he'd built.

Officer Scott Nicholson introduced himself as the SRO at Sells Middle School, also covering Thomas Elementary, Indian Run Elementary, Emerald Campus, and central office. He'd been a police officer for 18 years, nearly 11 in Dublin after working in Defiance, Ohio. Sells is unique with about 29 languages spoken as first languages, students from all over including 40% from within Dublin. The diverse population includes Israeli and Palestinian families, Christians and Muslims, who typically coexist without issue until something arises requiring intervention. After taking over a position that had seen 4-5 different SROs in as many years, he moved in personal items like a coffee maker and microwave to show stability. He set up a workstation for students who see him as someone outside the school hierarchy they can vent to. He helps with homework and allows students to cool off before returning to class. The role involves many decisions about safety and discipline, bringing various skills like drone demonstrations for science classes teaching about frequencies and electrical currents.

CP Maynard asked Officer Nicholson about navigating multiple schools. Officer Nicholson explained Sells takes most of his time, but he tries visiting Thomas and Indian Run weekly unless called directly. Indian Run is easier to access sharing a parking lot with Sells. At Emerald Campus, he mainly handles central office issues like financial crimes involving stolen and washed checks. He also works with Bridge Academy (a heavy behavioral unit) and the PATH program for students with disabilities that extends past high school to ages 22-23, helping integrate them into life after school.

Chief Paez asked about the Handle With Care program, which Officer Nicholson explained is a state-run program streamlining processes between first responders and schools. When students experience trauma outside school (house fires, car crashes, parent arrests, SWAT raids), first responders notify the school without providing details, just alerting that a student may act differently. This prevents schools from immediately applying discipline when unusual behaviors stem from trauma. Each building has a trained team that can provide support, quiet time, or counseling. If more information is needed, school staff can ask SROs who determine what can be released. The system protects privacy by collecting only names, ages, and schools attended, keeping information under Family Educational Rights and Privacy Act (FERPA) rather than public records laws to prevent suspects from discovering investigations through records requests.

When CP Barnes asked what keeps them awake at night or what they'd like implemented, Officer Nicholson responded that the relationship between law enforcement and the school district in



Dublin far surpasses any other district he knows. Their contracts are annual for flexibility but always receive unanimous approval from the school board without discussion because the program works so well. After 27 years, unlike other cities where SROs come and go with politics, Dublin sees their value and they continuously adjust to evolving needs.

CP Maynard asked about Union County Sheriff's Department support. Lt. Stoll confirmed they partner with Union County for Eversole Run Middle School in Jerome Village, with Deputy Ben Smith serving as that SRO plus the adjacent elementary school, making him the eighth SRO in their extended team.

Lt. Stoll continued the presentation covering additional SROs not present: Officer Eric Cochran at Coffman High School (23-24 years with the agency), Officer Jeremy Miller at Karrer Middle School, and Officer Quintanilla at Davis Middle School. Davis presents unique challenges as all schools in his area are in Columbus, requiring agreements for security presence with Columbus Police handling actual law enforcement needs.

The history and scope of the SRO program was reviewed, noting it started in 1996 after a Scioto student's death. SROs serve as teachers (formal and informal), focusing on civic responsibility, violence/alcohol/drug prevention, and crime prevention for students and staff. They participate in school threat assessment teams providing different perspectives on whether individuals pose threats, coordinate safety plans for events, participate in student organizations, and assist students with projects and homework.

CP Goyal asked about drugs in schools. Lt. Stoll explained each school is like a mini-city (high schools have 2,000+ students), and relationship-building encourages reporting concerns about other students' paths. Drug frequency isn't higher than elsewhere in the City or State, with good processes for treatment pathways through partnerships with organizations like Syntero. Often issues mirror home situations, so involving appropriate public service departments focuses on treatment rather than punishment. They also have the Drug Abuse Prevention Program (DAPP), a DARE spin-off tailored to Dublin addressing current issues like cyberbullying alongside traditional drug education.

Regarding guns, CP Goyal asked about prevention measures. Lt. Stoll stated that while there are no metal detectors, they are testing AI software with Cardinal Health using security cameras to detect weapons. Actual gun incidents are extremely rare – Lt. Stoll could recall perhaps one instance since being in his role. The bigger challenge is rumors spreading via social media. Threat assessment teams reach out to parents about firearm access, with parents cooperatively checking gun safes. SROs excel at getting ahead of rumors with consistent messaging between police and schools.

Questions about jurisdiction clarified that while the SRO program is specific to Dublin City Schools with cost-sharing, they treat other schools like community organizations, providing presentations upon request. For schools like Washington Elementary (Hilliard) or Eli Pinney (Delaware County), agencies coordinate responses with the understanding that safety takes precedence over jurisdiction until situations stabilize.

CP Powell asked about quantifying the good they do daily. Deputy Chief Tabernik acknowledged this is difficult to quantify but noted the accolades they receive, the relationships built, students feeling comfortable visiting offices, TikToks with Officer Brown, and the intangible daily impacts they observe but can't numerically measure.



In response to CP Barnes question about the State's changed laws regarding administrators carrying weapons, Chief Paez confirmed Dublin School Board's policy does not permit staff or administrators to carry weapons.

CP Maynard sought clarification on SROs' role in discipline. Lt. Stoll explained officers do not get involved in school policy violations unless they rise to a criminal level. They serve as mentors and provide guidance even on non-criminal matters but are careful not to make police matters out of school infractions. For situations like fights that could be both assault and policy violations, they work with administrators to find the best solution for students, avoiding stigmatization and court involvement when possible. SROs have more options than patrol officers to address issues comprehensively. Parents with concerns typically address them with school administration rather than police, as they try to use the least intrusive methods and respect the juvenile justice system as guidance-focused rather than punitive.

- **CALEA Accreditation**

Chief Paez introduced the next presentation, explaining that while they have discussed Ohio Collaborative Law Enforcement accreditation previously, Dublin has held accreditation with the Commission on Accreditation for Law Enforcement Agencies (CALEA) for over 30 years. They are entering their fourth year of the current cycle with an upcoming opportunity for committee involvement. He introduced Whitney Aebker, familiar to the committee from her previous role as HR Business Partner and current role as Professional Standards Manager.

Ms. Aebker began by explaining CALEA is a voluntary process where agencies seek to achieve, verify, and maintain high-quality operations through evaluation by an independent, non-government body - the Commission on Accreditation for Law Enforcement Agencies, which she described as "the gold standard for accreditation."

The significance of CALEA accreditation includes meeting safety standards set by the Commission and serving as a management model for self-improvement. Ms. Aebker noted it is something she looks at daily, ensuring all policies, procedures, practices, and best standards stay current. While the Commission reviews files every four years, Dublin does so annually, making it an ongoing process. Within each four-year period, they must review every policy to ensure it is current or make revisions for new laws and the evolution of law enforcement.

CALEA's goals include strengthening crime prevention and control, formalizing management procedures for fair hiring and promotion policies, improving service delivery to the community ("that's why we're here in the first place"), solidifying interagency cooperation (like the school partnership and other law enforcement agencies), and increasing community and staff confidence. Ms. Aebker emphasized these CALEA goals align with the Department's own goals.

The benefits of accreditation include uniform written directives requiring frequent review and updates, informed management decisions, preparedness for response situations, community relationship improvement with opportunities for public input, enhanced accountability, good policies limiting risk exposure, pursuit of professional excellence staying current with evolving practices and laws, and strengthening the Department's procedural foundation.

Dublin is an advanced accredited agency (Tier 2) with 461 law enforcement standards, though Ms. Aebker noted each standard might have 1-15 components, making it much more complex. Their dispatch center - Northwest Regional Emergency Communication Center (NRECC) has 208 additional



standards. The law enforcement side has been accredited since 1990 through 10 cycles, while dispatch became accredited in 2018 and is in its third cycle.

For the upcoming review, September will bring their four-year file review examining 100 standards. No interviews occur during this September review, but they will happen in October when assessors visit in person. The communications side will have 51 standards reviewed in September, with everything needing to remain current at all times.

The committee's role is important for public input. A comment portal remains available on the police website 24/7, allowing identification of concerns and providing education on police policies and procedures. During the October visit, assessors will likely hold an open session (phone or in-person) for committee members and the public to share their experiences with the Police Department, the committee, and law enforcement in Dublin.

In summary, Ms. Aebker emphasized accreditation ensures high-quality operations for a community with high expectations and a dedicated department. It enhances agency accountability and trust while providing a framework for continuous improvement, constantly updating policies as the profession evolves.

Vice Chair Apolinario asked whether CALEA participation is considered for City credit ratings. Ms. Aebker stated that it does help with liability and risk assessment, reducing exposure through having proper policies in place.

CP Maynard expressed surprise that it had been four years since the last presentation. Chief Paez clarified the last on-site visit was pre-pandemic, as the 2021 review was conducted virtually due to pandemic restrictions. This will be the first in-person assessor visit in some time.

CP Barnes asked if they were ready. Ms. Aebker confirmed they are in good shape with a couple weeks remaining. CP Maynard emphasized this is major for the Department and encouraged committee members to seek out assessors with questions, noting they appreciate commentary. He stressed the importance of expressing any issues during regular meetings and using this opportunity to speak positively on the Department's behalf regarding their responsiveness.

## **STAFF COMMENTS**

- **Update on Crime Trends and Police Activity**

Chief Paez presented the goal progress report from their August staff meeting, noting it continues themes from recent meetings. The Department is trending downward from last year in total theft offenses, theft from vehicle reports, and breaking and entering reports.

However, stolen vehicles showed a slight uptick with 46 reports (stolen or attempted) compared to 38 at this point last year, though this remains below the 61 reports from two years ago. More residential vehicles were stolen this year compared to last year's concentration on car dealerships. The Department continues pushing information about key fobs, targeted vehicle styles, and locations while officers focus patrol in areas of likely activity.

Traffic crashes are up with just over 425 reports compared to about 390 at this point last year. The increase is significant enough to warrant continued attention to crash locations, adjusted traffic enforcement efforts, and conversations with Transportation/Mobility and Engineering teams for



solutions. Given recent significant crashes, traffic enforcement and safety remain emphasized for patrol and traffic enforcement units.

CP Barnes asked about auto theft locations. Chief Paez explained the first half of this year saw more residential thefts spread across the community, making prediction challenging. While they monitor car dealerships, parking garages, and business surface lots (traditional targets), the shift toward residential occurrences prompted continued emphasis on removing keys/fobs, locking vehicles, and garage parking when possible.

DC Tabernik highlighted the Community Impact Unit's recent success executing search warrants on car thieves who were cloning keys. These investigators invested significant time and leveraged partnerships with several Central Ohio agencies to bring justice to victims just weeks ago.

When Chair Hollie asked for clarification on trends, Chief Paez confirmed overall theft and theft from vehicles are down, but vehicle theft continues upward. This year has seen 56 theft from vehicle reports and 46 theft of vehicle reports (attempts or completed) - concerning on both counts but trending differently.

CP Xing asked about specific car models being targeted. While Kia and Hyundai thefts still occur occasionally, Chief Paez noted thefts are more spread across vehicle types this year. He reminded everyone that steering wheel locks remain available free at the Justice Center for vulnerable vehicles.

CP Barnes inquired about the Irish Festival, referencing last year's 70 damaged vehicles. Chief Paez thanked the deputy chiefs for arranging extra coverage of parking lots and hotels this year, resulting in just one attempted vehicle entry compared to last year's 70 incidents. DC Tabernik shared his experience at third shift roll call Saturday night, where officers expressed pride in preventing a repeat of last year's thefts during the world-class event through excellent work by second shift, third shift, business district unit, and others.

CP Goyal asked about residential theft patterns. Chief Paez confirmed no particular neighborhood shows trends across burglary, breaking and entering, or vehicle thefts - incidents appear spread communitywide. He emphasized Dublin remains very safe with low occurrence rates while taking seriously their responsibility to prevent victimization.

CP Maynard for more information about crashes. Chief Paez confirmed the uptick, with crashes typically concentrated at I-270, Route 33, and the roundabout at 161 and Riverside Drive (mostly non-injury crashes). These patterns remain consistent with historical data, occurring mainly during high-volume traffic times (morning and evening rush hours) as post-pandemic travel patterns normalize. He offered to bring more detailed traffic safety analysis and crash impact data for future discussion.

When asked about tactical approaches, Chief Paez confirmed traffic enforcement is data-driven, focusing on crash locations and speed safety concerns on highways and neighborhood roadways - spending time in the right places for best safety impact.

CP Xing asked about speed tracking devices near Karrer Middle School and Tullymore Drive. Chief Paez explained various resources rotate throughout the community: speed trailers (set by traffic enforcement), movable speed feedback signs, stealth stats (pneumatic tubes capturing speed data), and new speed warning cameras that issue warnings but not citations. These tools are likely just rotating through different neighborhoods.

Mr. Ament provided two updates. First, the joint committee meeting scheduled for September 9th is confirmed for 6:30 PM. Agenda items include Forever Dublin (aging in place initiative), an internal project on front desk services and customer standards examining resident experience when contacting city staff, and Dublin Wellness Alliance updates (previously the Community Health Needs Assessment).

Second, Mr. Ament announced this was his last meeting as staff liaison, expressing gratitude for the learning opportunity and describing the committee as a fantastic, unique example of citizen engagement with government. He'll be moving to support the Community Services Advisory Committee as he shifts from development to supporting public service divisions.

DC Tabernik requested committee members help amplify the Citizens Police Academy message, with applications due August 20th (next Wednesday). He encouraged spreading the word to get additional applicants for this unique opportunity to meet staff and see police operations, with sign-up available on their website.

## **ROUNDTABLE**

Vice Chair Apolinario invited everyone to the Dublin AM Rotary meeting on Friday, August 22nd at 7:30 AM at the Country Club at Muirfield, where Chief Paez will be speaking. The meeting includes breakfast sandwiches and ends promptly at 8:30 AM.

CP Powell confirmed September's meeting would be the joint meeting at 6:30 PM rather than the regular time.

CP Goyal expressed appreciation for learning how the school system works and how police handle school matters.

CP Barnes congratulated the department on National Night Out, thanking them for "entertaining his crazy neighbors." Chief Paez expressed appreciation for CP Barnes inviting friends to attend.

CP Maynard encouraged attendance at the September 9th meeting and asked if there were public safety matters the command staff wanted highlighted. After Mr. Ament reviewed the topics (Forever Dublin, front desk operations, Dublin Wellness Alliance), Chief Paez expressed trust that committee members could speak from an informed perspective on safety topics including school safety, criminal offense prevention, event safety, and youth mental health based on their committee discussions.

CP Maynard emphasized being intentional about speaking on issues, particularly regarding Forever Dublin and aging in place. Referencing last month's presentation on development and growth, he stated they should advocate for Dublin remaining the safest community in the region and support whatever resources (staff, technology, etc.) the Department needs.

Chair Hollie concluded by expressing how impressed she was with the SRO presentations and thanking Ms. Aebker and Mr. Ament for their service. She then asked about a neighbor's concern regarding someone approaching while masked and unidentified. Chief Paez responded that whenever someone calls with safety concerns, they should expect police to respond, assess the situation, and ensure everyone's safety.

## **ADJOURNMENT**



There being no further business for discussion, the meeting was adjourned at 7:32 p.m.



Chair, Chief's Advisory Committee



Deputy Clerk of Council

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