



MEETING MINUTES

Chief's Advisory Committee Thursday, October 9, 2025

The Thursday, October 9, 2025 Chief's Advisory Committee (CAC) meeting was called to order by Chair Hollie at 5:31 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), Lisa Baer, Ron Barnes, Guarav Goel, Kimberly Hollie (Chair), Dwayne Maynard, Alex O'Ryan, Zhen Xing

Committee Members Absent: Chitra Goyal, Luke Powell

Staff Present: Chief Páez, Deputy Chief Nick Tabernik, Deputy Chief Greg Lattanzi, Lieutenant Jace Dalgord, Sergeant Ian Kovacs, Jeff Jiang, Mara Hunter

Approval of Meeting Minutes

Chair Hollie asked for additions or corrections to the August 14, 2025 minutes of the Chief's Advisory Committee meeting.

CP Barnes raised a question for clarification about information in the minutes regarding Cardinal Health's AI software, noting that while the question did not impact the content of the minutes, he wanted to understand what was referenced. He explained that when reading the minutes' discussion about Cardinal Health in the context of guns, he felt he had missed something since they had not discussed that technology previously.

Deputy Chief Tabernik clarified that one of the school resource officers had mentioned it. He explained that Lieutenant Stoll and others were engaged with Cardinal Health, exploring AI technology at Cardinal Health's location, not at the schools. He noted this was part of the officer's tactics role. Additionally, he mentioned there was a separate platform from Cardinal that the schools had peripherally explored for potential extra security.

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 Goel, yes; CP Xing, yes; CP Baer, yes.

[Motion carried 8-0.]

Public Comments

There were no public comments.

OLD BUSINESS

Chief Justin Paez then provided information requested from the previous meeting regarding reports and charges at schools. He shared data from the law enforcement planner for the 2024-2025 school year, revealing there were 59 total reports across all schools in the system. He emphasized that some reports could have been on school grounds but not necessarily related to school or classroom activities. Of these 59 reports, only 16 resulted in charges. The breakdown included: five assault charges (presumably fights), two disorderly conduct charges, two warrant arrests from foreign agencies, two drug-related offenses (one for paraphernalia and one for possession), and no weapons charges for the entire school year.

NEW BUSINESS

- **Advanced CIT Officer Team**

Chief Paez introduced Sergeant Ian Kovacs to present on the Advanced Crisis Intervention Team (CIT) Program, noting that both presenters for the evening were working supervisors who would trade off coverage of the street while presenting.

Sergeant Kovacs explained his personal connection to crisis intervention work, having developed a love for helping people and families through difficult times. He discussed conversations with Deputy Chief Tabernik about a year and a half ago, after working closely with a now-retired Columbus sergeant from their mobile crisis response unit, which led to the development of this new position.

The sergeant presented data showing a steady increase in mental health-related calls for service from 2022 through 2024. He emphasized the challenge of preparing officers for the wide variety of mental health illnesses they might encounter. The program's three main goals were: providing a higher level of service to the community with trained officers at an advanced level; creating a group of officers more connected with Shannon Black Dotson, the Public Safety Liaison Coordinator, and her resources; and fostering partnership with Columbus Division of Police's Mobile Crisis Response (MCR) unit.

Sergeant Kovacs detailed the training components, starting with the prerequisite 40-hour base CIT training that focuses on de-escalation, communication with people in crisis, and creating time and distance in situations. The advanced training includes: advanced legal training on case law and Ohio Revised Code sections governing mental health responses, provided by Jesse Shamp from Frost Brown Todd (a member of the City's legal team); yearly attendance at the advanced training conference held by Columbus and ADAM-H (Alcohol, Drug and Mental Health Board of Franklin County); and quarterly meetings with Columbus's MCR unit for ongoing training and incident debriefs.

The unit currently consists of two sergeants and seven officers distributed across shifts, with one in schools. Unlike Columbus's dedicated mobile response unit, Dublin's is an ancillary position with officers embedded primarily in patrol. Sergeant Kovacs expressed hope that these officers would share their knowledge with others not in the advanced training program, ultimately improving the entire agency's mental health response capabilities.

CP Apolinario asked about certification, and Sergeant Kovacs confirmed they had created a checklist documenting required trainings. CP Baer inquired about Columbus's unit size, learning it

comprises approximately 10 officers with 2-3 working at any time, plus clinicians who are licensed social workers or clinical counselors. CP Goel asked why not train all officers in the advanced program, to which Sergeant Kovacs explained the constraints of getting all officers through base CIT training first, time commitments, and logistical challenges of the specialized training schedule.

CP Xing asked about the increase in mental health calls and how calls are categorized. Sergeant Kovacs explained categorization depends on caller information and dispatcher assessment, with officers able to change call types based on actual circumstances. CP Maynard asked about position duration and chain of command, learning the positions are ongoing unless officers choose to leave, and the unit reports to Deputy Chief Tabernik.

Chief Paez concluded by thanking Sergeant Kovacs for his initiative and emphasized that while the goal is base-level crisis response capability for all officers, this advanced team provides specialized resources similar to other ancillary teams like technical accident investigation. He noted other agencies have already reached out to implement similar programs based on Dublin's curriculum.

- **ICAT In-Service Training**

Chief Paez introduced Lieutenant Jace Dalgord for the next presentation on ICAT (Integrating Communication Assessment and Tactics) training, as Officer Dobney was unable to attend. Lieutenant Dalgord explained ICAT focuses on crisis response for people having a bad day, not necessarily mental health crises, and differs from CIT by being a 16-hour course focused on practical application.

The Police Executive Research Forum (PERF) developed ICAT starting in 2015 to help officers navigate crisis situations and hopefully avoid deadly force incidents. The training drew from police practices in Scotland and the UK, where fewer officers are armed, and incorporated tactics used by U.S. SWAT units. As of the most recent statistics, 1,200 U.S. law enforcement agencies have undergone ICAT training, with Louisville Metro seeing significant reductions: 28% in use of force incidents, 26% in citizen injuries, and 36% in officer injuries.

Lieutenant Dalgord detailed the Critical Decision Making Model at ICAT's center. The hub contains ethics, values, proportionality, and sanctity of human life. He emphasized that sanctity of life means ensuring not just officer safety but, whenever possible, that everyone goes home safe. The model's components—collecting information, assessing threats, considering police powers and policy, identifying options, acting, and reviewing—form a revolving process rather than a linear checklist. Officers may need to revisit different elements as situations evolve and new information emerges.

The training includes modules on officer wellness, suicide by cop recognition, and tactical operations, using video-based learning from real incidents. While Dublin officers received abbreviated training during in-service, Ohio will mandate full 16-hour ICAT training for all new recruits starting January 1.

CP Barnes commended the paradigm shift in police training, noting the guideline's reference to 58 hours of firearms training versus only 8 hours for this type of tactical training, seeing it as an impressive change in approach. CP Goel asked about incorporating lessons learned from real incidents back into training. Lieutenant Dalgord confirmed supervisors regularly debrief critical incidents with involved officers to discuss what worked, what did not, and how to improve. Deputy

Chief Lattanzi added that use of force incidents undergo thorough review through the chain of command, with annual analysis driving future training topics.

CP Maynard inquired about the Decatur training frequency and Dublin's participation. Chief Paez confirmed they try to send trainers to current training opportunities based on identified needs and support individual officer development through budgeted training funds.

STAFF COMMENTS

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

Chief Paez reported continuing positive trends in crime statistics. Theft offenses and theft from vehicles showed overall reductions, while burglary and breaking and entering remained low with only 28 combined reports year-to-date through October. However, motor vehicle theft showed a slight uptick with 57 reports compared to 47 at the same point last year, though the spike from early in the year had leveled off.

Traffic statistics showed 568 crash reports compared to 517 last year. The Chief noted concern about significant and fatal accidents earlier in the year, emphasizing continued monitoring and enforcement in problem areas. Officers had made over 8,800 traffic stops and issued over 1,800 speeding citations. OVI-related crashes remained consistent at 15 this year compared to 16 and 17 in previous years, while OVI arrests increased to 146, demonstrating proactive enforcement preventing potential incidents.

CP Barnes asked about peak traffic incident periods, noting over 100 incidents between meetings. Chief Paez explained there is no clear pattern, with crashes occurring even on clear days, sometimes due to simple inattention. He offered to research seasonal patterns for the next meeting. CP Barnes noted his experience showed crashes often occur on clear days when sun gets in drivers' eyes.

Chair Hollie asked about an incident on I-270. Deputy Chief Lattanzi explained an individual fired shots at another vehicle in Columbus's jurisdiction around the 23/315 area, resulting in the highway's closure for investigation. He believed no one was injured.

Chief Paez then provided an update on the upcoming CALEA accreditation on-site assessment, scheduled for October 20-23. Assistant Chief John Kearns from Burlington Police Department would serve as lead assessor for law enforcement accreditation, while Commander Ernest Knight from University of Chicago Police would assess communications accreditation. The Chief noted a significant change: CALEA no longer conducts public sessions during on-site visits, but maintains an online portal for public commentary through the police department's website.

Time slots were available for Chief's Advisory Committee members to meet with assessors: Wednesday, October 22 at 10 AM, and Thursday, October 23 at 9:30 AM and 10 AM. Chief Paez encouraged participation and would send details through Ms. Hunter.

ROUNDTABLE

Chair Hollie opened the roundtable discussion. She asked about emergency communication capabilities if a caller could not speak freely. Deputy Chief Lattanzi explained dispatchers are

trained to recognize distress, and any 911 hang-ups or non-responsive calls trigger callbacks and officer response if needed. He noted this applies to both accidental calls from children and genuine emergencies.

CP Xing asked if cell phones work the same as landlines, and Deputy Chief Lattanzi confirmed their communication center has software to geo-locate cell phone calls for emergency response.

ADJOURNMENT

There being no further business for discussion, the meeting was adjourned at 6:55 p.m.



Chair, Chief's Advisory Committee



Clerk of Council

Dublin Police Department - Contact Information 614-410-4800

Chief Justin Páez

jPáez@dublin.oh.us

DC Nick Tabernik

ntabernik@dublin.oh.us