



MEETING MINUTES

Chief's Advisory Committee

Thursday, April 10, 2025

The Thursday, April 10, 2025 Chief's Advisory Committee meeting was called to order by Chair Maynard at 5:36 p.m. in the Council Chamber, 5555 Perimeter Drive. He welcomed everyone to the meeting. He noted that CP Foley has resigned from the committee.

Roll Call

Committee Members Present: Dwayne Maynard (Chair), Kimberly Hollie (Vice Chair), Emmet Apolinario, Ron Barnes, Susan Ortega, Lisa Baer, Alex O'Ryan, Zhen Xing

Committee Members Absent: Guarev Goel

Staff Present: Chief Páez, Deputy Chief (DC) Tabernik, Deputy Chief (DC) Lattanzi, Mitch Ament

Approval of Previous Meeting Minutes

Chair Maynard asked for additions or corrections to the February 13, 2025 minutes of the Chief's Advisory Committee meeting. CP Ortega moved and CP O'Ryan seconded approval of the meeting minutes as presented.

Vote: CP Barnes, yes; CP Xing, yes; CP O'Ryan, yes; Chair Maynard, yes; CP Baer, yes; CP Foley, yes; Vice Chair Hollie, yes; CP Apolinario, yes.

[Motion carried 8-0.]

Public Comments

There were no public comments.

Chief Páez thanked those members who were able to attend the State of the City presentation on March 13. The event provided an opportunity to highlight the number of ways in which Dublin leads the way in central Ohio and beyond.

NEW BUSINESS

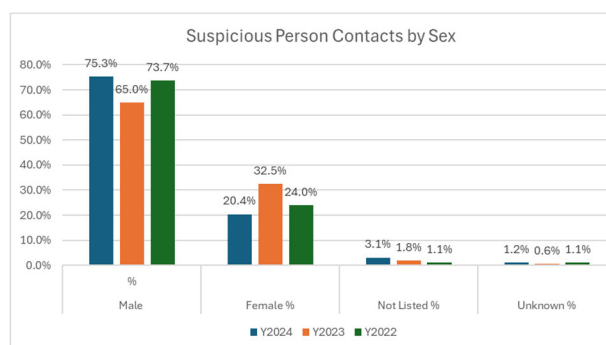
Chief Páez stated that, annually, the Police Department conducts a number of reviews and analyses. At the last Chief's Advisory Committee (CAC) meeting, one of those, Pursuit Policy and Annual Analysis of Pursuits, was discussed. That was a light review because Dublin Police does not engage in that many pursuits. The two presentations we have tonight are more substantive reviews because they cover a vast array of activities by the Department: Non-bias based Policing Review and Response to Resistance Analysis. Once the reports are finalized, they are posted at the City's website.

- **Non-bias Based Policing**

DC Lattanzi stated this a very comprehensive report that is looked at annually by the administrative staff. The research is conducted by the City's law enforcement planner, Officer Tom Hershey. He takes an in-depth look at officer and agency activity and focuses on suspicious persons, contacts, traffic stops, use of force and arrest data. We do this analysis to be sure that, as an agency, we are upholding the values that we stand by and to identify any improper bias in our organization. The purpose is to maintain community trust, ensure legal compliance, and promote fair and equitable policy. We do this annual analysis to ensure fair, impartial and unbiased treatment of citizens regardless of their sex, gender, race, age, color, ethnicity, sexual orientation, religion, national origin or disability. Officers are prohibited from stopping, questioning, detaining, searching, seizing property, seeking asset forfeiture or arresting anyone on the basis of any type of bias. Officers will make stops and conduct field interviews only on the basis of reasonable suspicion and make arrests only on the basis of probable cause.

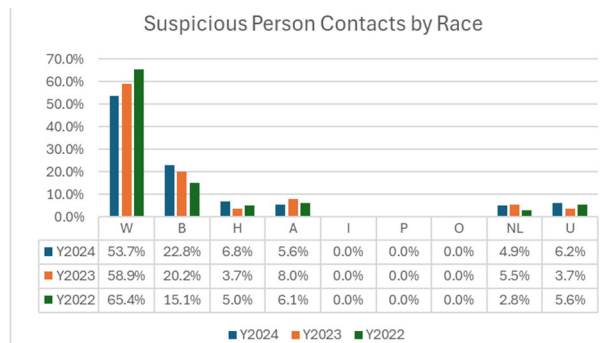
The Dublin Police Department analyzes information gathered annually from self-initiated suspicious person contacts and traffic enforcement (stops, warnings, and citations). This information is analyzed using descriptive statistics (e.g., averages, standard deviation, etc.) both in raw numbers and percentages. Dublin Police Department also examines information gathered from responses to resistance events, citizen complaints alleging bias, and property seizures. In addition, the Department evaluates its policy, training, recruitment activities, and the Diversity, Inclusion, and Community Outreach Unit. All of this is then reviewed by the police executive command staff to determine if any additional analysis is warranted. They found no officers operating outside of the organization's expectations. They use crash data to assist in benchmarking. The population data as it pertains to race and ethnicity does not reflect the total amount of individuals with whom the officers come in contact.

Suspicious Person Contacts by Sex:



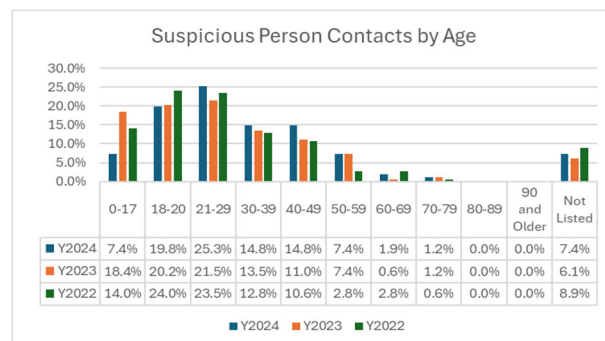
Over the three years analyzed, male suspicious person contacts fluctuated between 65.0% and 75.3%, and female suspicious person contacts fluctuated between 20.4% and 32.5%. The percentages of not listed and unknown categories remained low (at or under 3.1%) over this same period.

Suspicious Person Contacts by Race:



DC Tabernik stated that over the three years analyzed, White suspicious person contacts decreased from 65.4% to 53.7% (-11.7%). Black suspicious person contacts increased from 15.1% to 22.8% (+7.7%). Asian suspicious person contacts fluctuated between 5.6% and 8.0%. Hispanic suspicious person contacts fluctuated between 3.7% and 6.8%. Of the sample total, fifty-seven contacts of suspicious persons in 2024 were categorized as either Black, Hispanic, or Asian in race. Two of the 57 (3.5%) resulted in a Code RM clearance. A Code RM clearance represents that an incident or offense report number was issued, which means that an official police action occurred (e.g., report taken, arrest made, property impounded, etc.). Many of the contacts involved only conversations with the officers and no enforcement activity.

Suspicious Person Contacts by Age:



Over the three years analyzed, the top five (5) age groups were 59 and under. Based on 2024 data, people 49 or younger accounted for 89.5% of the sampled suspicious person contacts. People 18 to 29 accounted for 45.1% of the sampled suspicious person contacts.

Suspicious Person Contacts – Enforcement Action:

Suspicious Person Contacts – Enforcement Action

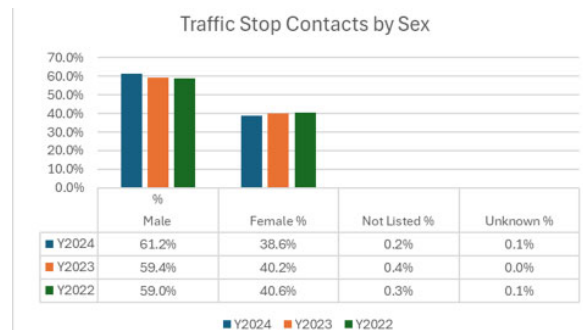
Incident ID	Race	Sex	Age	Description
240050669	W	M	18	Drugs and alcohol were found in the vehicle
240530536	W	M	26	Violation of protection order and resisting arrest
240570569	W	M	35	Warrant for possession of counterfeit controlled substance
241240115	W	M	24	Mental health evaluation — taken to Dublin Methodist Hospital
241240103	B	M	32	Multi-day binge on Adderall — provided social services referral
243400312	not listed	F	40	Arrested for criminal trespass — refused trespass warnings
242540008	A	M	29	Warrant arrest for failure to appear



In 2024, only seven (7) or 4.3% of the 162 self-initiated suspicious person contacts sampled resulted in an incident or offense report number being issued (Code RM). In 2022, that figure was 5.0%, and in 2023, that figure was 9.2%. This represents a fluctuation between 4.3% and 9.2% over the past three years in self-initiated suspicious person contact data samples, resulting in an incident or offense report being issued (Code RM). An incident or offense report number indicated that an official police action took place (e.g., report taken, arrest made, property impounded, etc.).

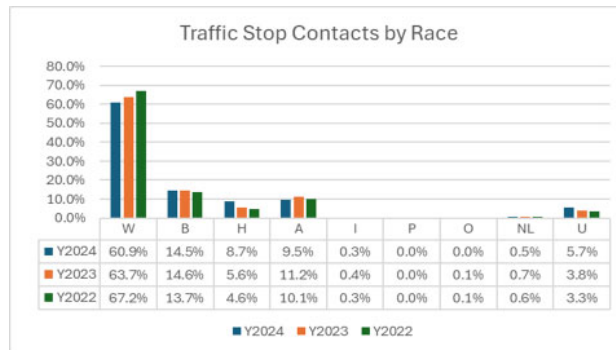
A breakdown of the seven (7) self-initiated suspicious person contacts was provided that resulted in an incident report being filed. Four of the seven suspicious person contacts were categorized as White persons; one was categorized as a Black person; one was classified as Asian, and one was categorized as not listed. Six of the seven suspicious person contacts were male, and one of the seven was female. The age range for suspicious person contacts was between 18 and 40. Six of the seven (85.7%) suspicious person contacts were at or under age 35.

Traffic Stop Contacts by Sex:



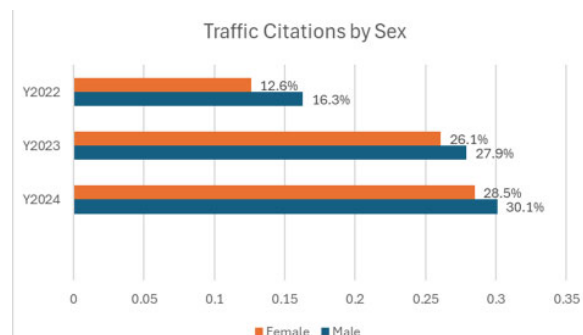
Over the three years analyzed, male traffic stop contacts increased from 59.0% to 61.2% (+2.2%). Female traffic stop contacts decreased from 40.6% to 38.6% (-2.0%). Not listed and unknown traffic stop contact by sex percentages remained below 1.0%.

Traffic Stops by Race:



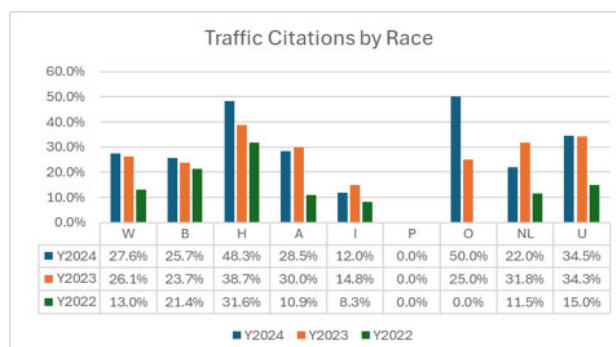
Over the three years analyzed, the race numbers were essentially consistent for traffic stops. White contacts decreased from 67.2% to 60.9% (-6.3%). Black traffic stop contacts fluctuated between 13.7% and 14.6%. Asian traffic stop contacts fluctuated between 9.5% and 11.2%. Hispanic traffic stop contacts increased from 4.6% to 8.7% (+4.1%). The unknown race category increased from 3.3% to 5.7% (+2.4%). It should be noted that traffic stop contacts categorized as "M," which is not a race category, were added to the Unknown category. In 2024, the number of Code "M" (unknown) traffic stop contacts was 101; in 2022, 60 traffic stop contacts; in 2023, 72 traffic stop contacts. There was an increase in percentage in the unknown category from 2022 to 2024.

Traffic citations by sex:



In 2022-2024, male traffic stop contacts were cited at a higher rate than females. However, the differential rate between males and females (%) decreased over the past three years from 3.7% to 1.6% (-2.1%).

Traffic citations by race:



This was a category that Police took a second look at because for the last couple of years, Hispanic drivers have received citations at a higher rate than drivers of other races. The data reflected that from a sample of 205 traffic citations (non-crash related) that 407 charges were issued to Hispanic traffic stop contacts. Of those, 157 of the 205 citations (76.6%) contained a charge for driver's license suspension, no operator's license, temporary permit violation, or other similar driver's license violation charges, which are low-discretion violations for which citations typically are written. 87 of the 205 citations (42.4%) contained a charge for a speeding violation. Some speeding charges can be issued warnings rather than cited. Many of these traffic charges were considered low discretion events that generally result in a traffic citation being issued, however, so that may account for the higher citation rate for Hispanic traffic stop contacts.

Chair Maynard expressed kudos to Officer Hershey for the comprehensive report. Chief Páez responded that Officer Hershey tracked the time expended on compiling the report this year, which was 60 hours.

CP Apolinario inquired if the 2024 numbers could also be due to a greater number in staffing levels. DC Lattanzi responded that staffing has increased. The Department also has a fully-staffed traffic unit, so the number of traffic stops has significantly increased.

CP Barnes inquired if the traffic stop data was broken down by day of week and time of day. DC Lattanzi responded that those statistics are not collected for traffic stops in particular, so there is not that breakdown in the non-bias based policing report.

CP Barnes stated that the traffic citations by race statistics do not align with the population. Hispanics and blacks are a smaller portion of the population but receive a higher portion of the violations.

DC Lattanzi noted that as the report notes, the reason Hispanics appear to be receiving citations at a higher rate is the type of offense – driver license violations. The officers have no discretion in issuing citations for those violations.

Chief Páez stated that the report's numbers are not a percentage of population but the percentage of the traffic stops. He noted that the Department does make an effort to analyze more closely any numbers that stand out to see if there is an explanation for the difference.

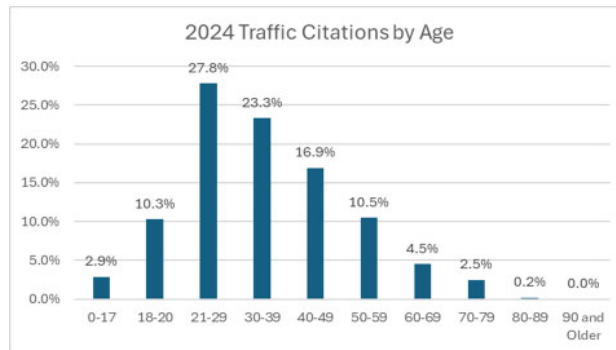
CP Xing inquired if the statistics indicate that Blacks receive a lower percentage of citations compared to the White and Asian races.

Chief Páez responded affirmatively.

CP Baer stated that it would be helpful to show the actual number within each category, not just a percentage.

Chief Páez responded that the graph does not reveal the actual numbers, but the full report does provide both the total numbers and the number in the representative sample used for the graph. The full report provides greater context than the graphs.

Traffic citations by age:

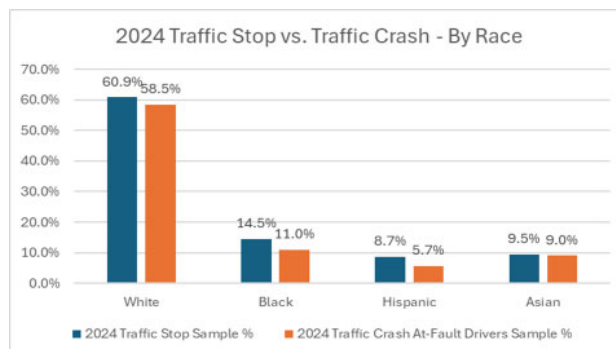


DC Lattanzi stated that traffic citations by age reflect the greatest percentage of citations in the age 18-40.

Traffic Crash Comparison Benchmark:

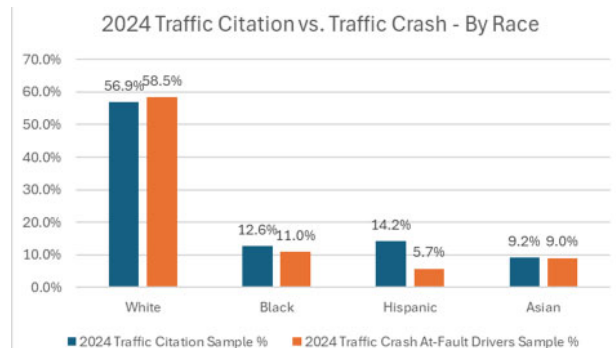
DC Lattanzi stated that the "at fault" driver crash category reflects which groups of drivers are most responsible for causing traffic accidents and provides an objective measure of driving behavior. By comparing this with who is being stopped or cited, the department can assess whether enforcement is appropriately focused on those contributing to traffic safety issues—or if certain groups are being disproportionately targeted. This helps ensure fair, data-driven policing and supports accountability, transparency, and community trust. Traffic stop versus traffic crash citations comparisons by race are consistent across the board with the two comparisons. Traffic citation to traffic crash comparison by race reflects higher numbers for the Hispanic population. There was a sample of 146 arrests that resulted in 193 charges. As we took a look at the offenses where individuals were charged, those were low discretionary offenses that officers had to make those decisions on. 74 out of the 193 were for warrant; 31 out of 193 were for offenses of violence, 22 out of 193 were for operating under the influence; and 19 out of 193 were for theft or receiving stolen property.

2024 Traffic stop vs. Traffic Crash by race:



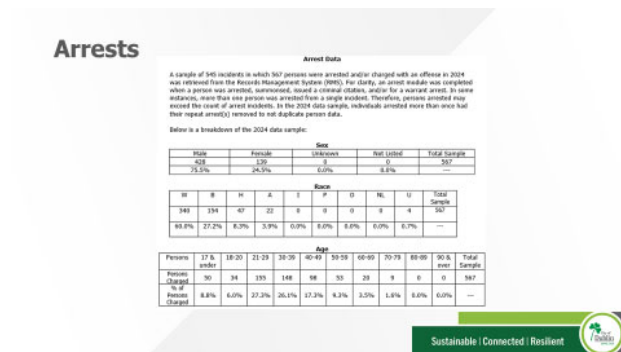
When comparing the 2024 Traffic Stop sample by race with the 2024 Traffic Crash At Fault Driver sample by race, the percentage change in the four major race categories (White, Black, Hispanic, and Asian) was +/- 3.5%.

2025 Traffic citation vs. Traffic Crash by race:



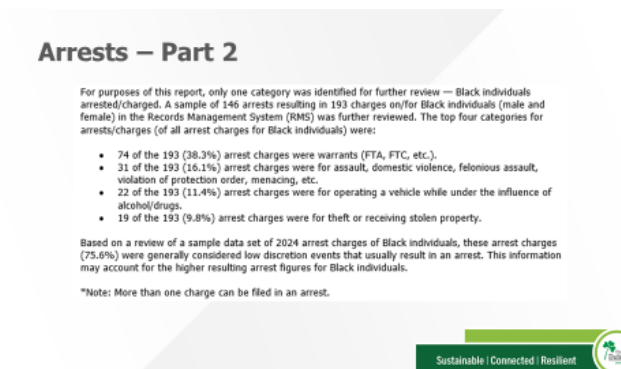
When comparing the 2024 Traffic Citation Issued sample by race with the 2024 Traffic Crash At-Fault Driver sample by race, the percentage change in the four major race categories (White, Black, Hispanic, and Asian) was +/- 8.5% or less.

Arrests:



DC Lattanzi stated that a sample of 545 incidents in which 567 persons were arrested and/or charged with an offense in 2024 were reviewed. The chart reflects the arrest data in regard to race, gender and age.

Arrest Detail:



For purposes of this report, only one category received additional review — Black individuals arrested/charged. Based on the review of a sample data set, 75% of the arrest charges were low discretion events that typically result in an arrest. This may account for the higher arrest numbers for Black individuals.

Response to Resistance:

Response to Resistance

Response to Resistance and Subject Control

The information listed below is from the 2024 Response to Resistance and Subject Control Analysis. In Dublin, responses to resistance and subject control incidents are rare, and small sample sizes make them mathematically unreliable (Cohen's, 2016).

Sex, Race, and Age of Subjects Involved in Response to Resistance and Subject Control Incidents

Incident	Sex	Race	Age	Nature of Call
24-0300	Female	White	34	Disturbance/Suspicious Person
24-0500	Male	White	26	Disruptive Person/Disobeying Officer/Verbal
24-0600	Male	White	33	Injury via Stop, Traffic, Crash
24-1100	Female	White	33	Disruptive Person/Disobeying Officer/Verbal
24-1200	Male	Black	30	Aggravated Assault
24-1300	Male	White	44	Disruptive Person/Disobeying Officer/Verbal
24-1400	Male	Asian	30	Disruptive Person/Disobeying Officer/Verbal
24-1500	Male	White	33	Disruptive Person/Disobeying Officer/Verbal
24-1600	Female	White	39	Disruptive Person/Disobeying Officer/Verbal
24-1700	Female	White	46	Disruptive Person/Disobeying Officer/Verbal

In 2024, out of the ten (10) responses to resistance and subject control incidents:

- Six were male (60%) and four were female (40%).
- Eight (8) were categorized as White individuals (80%), one was classified as a Black individual (10%), and one was categorized as an Asian individual (10%).
- The age range was 20 to 54, with a mode of 33.

Sustainable | Connected | Resilient

DC Lattanzi stated that in 2024, there were 10 response to resistance incidents; 6 of those were male violators; 4 were female; 8 were categorized as white; 1 classified as black; and 1 classified as Asian. The age range was 20-54.

As a result of the analysis, Officer Hershey has proposed some additional training in 2025 to help us ensure we are capturing all the information necessary to conduct a thorough analysis. The training would focus on the race categories, including origins and country typically associated with the Police Department's race codes. As part of the report, officers are required in traffic stops and suspicious person contacts to document the race and sex of the individuals they contact.

Conclusion:

DC Lattanzi stated that based upon the administrative review, no patterns of conduct were detected to indicate that the Dublin Police Department or any of its police officers inappropriately used sex, race, and/or age characteristics while conducting traffic enforcement or self-initiated suspicious person contacts. Two (2) citizen complaints were filed against officers alleging or inferring bias. Both complaints were investigated and resulted in a finding of proper conduct on the part of the officers. In addition, one civil rights complaint was filed against the police department. The complaint was determined unfounded.

Vice Chair Hollie thanked staff for the comprehensive report. She did not catch the definition of "suspicious person." She echoed CP Barnes' concern with the overall traffic stops separation by race.

DC Lattanzi stated in regard to suspicious person designation in the report, it had to be listed as a suspicious person contact in the Department's dispatching system and be a self-initiated call for service. If multiple contacts were listed on a single call for service, the focus was on the identity of the primary contact for the field interview. An operational definition of a suspicious person would be someone that the officer observed doing something that appeared to be indicative of criminal behavior. That could be a multiple of factors that they take into consideration. [He provided examples.]

CP Barnes stated that he questions if it could be related to the employment base aspect. DC Lattanzi stated that could be a factor that we consider in next year's annual report.

CP Xing inquired if the race is determined by looking at the driver's license.

DC Lattanzi responded that it is based on officer observation, as we do not normally ask that question. However, that information may be needed for a reporting purpose.

Chief Páez stated that the sample set used for the report is a substantial portion of the actual numbers, so it provides a 99% confidence level. Last year, Dublin Police recorded 9,623 self-initiated traffic stops; the sample set Officer Hershey used for this analysis was 8,715 of those traffic stops. When talking about response resistance, we did not use a sample; we used the actual number of 2024 incidents.

CP Ortega stated that in regard to the time of day of an incident, if we were to find it was primarily commuters who do not live in Dublin, there may be some work to be done in helping them feel part of the community regardless of whether they live here. Additionally, if they don't live here, perhaps they have less opportunity to be aware of driving campaigns such as "Slow Down Dublin." Perhaps we could work with businesses to get better information out to their employees. She is curious whether recent federal legislative changes regarding federal funding and restrictions concerning DEI programming and policies have impacted Dublin Police Department's ability to retain the same policies, focus and training.

- **Response to Resistance/Use of Force**

DC Tabernik provided an overview related to Response to Resistance or Use of Force. Last year, Dublin Police had 60,000 calls for service, citizen initiated and officer initiated, and the Department had 10 responses to resistance. Each resistance response is evaluated. Police officers respond to resistance that either suspects or subjects who are responding to the stimulus or the resistance the person is providing.

DC Tabernik reviewed the Department's response to resistance practice. De-escalation is always preferred. Communication and de-escalation are bedrocks of the City of Dublin policing. The amount of de-escalation that occurs with the Dublin Police Department on a daily basis is significant. The officers are trusted to be able to talk through situations, problem-solve and use available resources so that they do not need to use force. However, there are certain situations where de-escalation is not appropriate or has been ineffective, and the use of force is necessary. The legal standard against which we evaluate all responses to resistance is objective reasonableness. The intent is to protect the officer, community members and the subject through the use of restraint or control. Those are broad situations in which the officers are permitted to use force.

DC Tabernik reviewed the types of force may involve use of a firearm. In 2024, Dublin Police was not required to use its firearms against people, only against animals. However, there were situations in which officers pointed their firearms. Officers are required to document each time they point a firearm at the individual with whom they are interacting. Other use of force includes: tasers, laser display, spark warning, mace/pepper spray and baton. It also includes joint manipulation take downs using bodily force. That method was predominantly what occurred with the 10 incidents that occurred in 2024. He stated that each use of force incident is reviewed. The officer contacts his supervisor, and a preliminary investigation immediately occurs. That is followed by an in-depth report, which is reviewed and analyzed by tactics instructors, and finally by the initial supervisor who is overseeing the entire investigation. The report is then forwarded to the Chief of Police for final review of the response to resistance. All 10 of last year's incidents occurred with officers on patrol. He stated that on a yearly basis, the data related to responses to resistance is analyzed.

DC Tabernik reviewed the ongoing training that ensures the Department maintains a professional police force. In the Academy, there are at least 60 hours of defensive tactics training. From the Academy, a new officer would enter the Department's field training program, which includes firearms

and defensive tactics. The focus of the defensive tactics training is scenario-based. The Department's tactics instructors are excellent, exposing recruits, and on an annual basis, all of the officers, to scenarios that we encountered or saw encountered the previous year. The scenarios are realistic representations. The expectation is not to use force but to properly de-escalate. In February every year, we conduct defensive tactics training. In the fall, we conduct active shooter and traffic stop training. The supervisors also conduct shift training when it is determined advisable.

Uses of Firearms – In 2024, we had 23 use of firearms reports, 18 were to humanely euthanize an animal (a deer). The other 5 incidents were pointing a firearm. The officers have to articulate why they felt the necessity to do so.

Use of Taser – In 2024, we had 3 taser reports, all 3 were laser displays and succeeded in subduing the subject; there was no Taser deployment in 2024.

Response to Resistance

Response to Resistance and Subject Control

The information listed below is from the 2024 Response to Resistance and Subject Control Analysis. In Dublin, responses to resistance and subject control incidents are rare, and small sample sizes make them statistically unstable (Johnson, 2018).

Sex, Race, and Age of Subjects Involved in Response to Resistance and Subject Control Incidents

Incident	Sex	Race	Age	Nature of Call
24-0303	Female	White	54	Overhearing/Suspicious Person
24-0423	Male	White	28	Suspicious Person/Prohibition Order Violation
24-0447	Male	White	33	Prognosis Stop Traffic Death
24-1104	Female	White	23	Parade Altercation/Behavioral Health
24-1371	Male	Black	28	Aggravated Harassment
24-1576	Male	White	44	POW
24-2113	Male	Asian	35	Assault/Behavioral Health
24-2132	Male	White	33	Intoxicated Person/Unlawfully Conduct/Possible Assault
24-2605	Female	White	26	Behavioral Health
24-2652	Female	White	46	Intoxicated Person

In 2024, out of the ten (10) responses to resistance and subject control incidents:

- Six were male (60%) and four were female (40%).
- Eight (8) were categorized as White individuals (80%), one was classified as a Black individual (10%), and one was categorized as an Asian individual (10%).
- The age range was 23 to 54, with a mode of 33.

Sustainable | Connected | Resilient



DC Tabernik stated that there were 10 response to resistance incidents in 2024, the majority of which were mental health crises or alcohol or drug-related. Second shift had 5 of the 10; third shift had 4 of the 10; and first shift had 1 of the 10. The resistance can be either active resistance or active aggression. The first is refusal to comply; the second is assaultive behavior.

Chair Maynard inquired how many of the resistance incidents were perpetrated by females.

DC Tabernik reviewed the breakdown. There were 4 females and 6 males. There were 8 White; 1 Asian and 1 Black. In regard to age, one subject, White male, was age 54.

CP Ortega stated that earlier in the presentation, it was indicated that you do not question subjects as to their race, and she assumes they also are not asked about their gender. How do officers identify if the subject of a resistance incident is pregnant.

DC Tabernik stated that after force is used, if there is a question in the officer's mind, they would ask how they prefer to be identified. If practical, the officer would ask if the subject is pregnant or post-partum.

CP Ortega stated that the officer may not always know there is a need to ask that question, and typically would avoid asking a question that could offend someone.

DC Tabernik noted that the Department did not use force with any juveniles in 2024. Per our analysis, there were no patterns that required any additional follow-up outside of the review process. In the reviews, there were some incidents where we conducted some remedial training with officers.

CP Baer stated that it is a compliment to the Dublin PD that they did not need to discharge their firearms or Tasers for an entire year. As a citizen of Dublin, she believes that is impressive.

DC Tabernik stated that he also is impressed with the amount of time our officers take to attempt to resolve incidents via de-escalation.

CP Ortega stated that on some occasions, people may need to "sleep off" intoxication. Are they offered resources?

DC Tabernik responded that mental health situations can be admitted to a facility in emergency situation, so they can have immediate care. For intoxication situations, if there is no one available to care for them, they are brought to jail.

CP Ortega stated that we do not want to miss the opportunity to place the resources in front of them as an option. She stated that Dublin is a diverse community. What type of training do the officers receive concerning trauma-informed approaches? People from other country or city where law enforcement could not be trusted. They might resist due to the earlier trauma experienced.

DC Tabernik responded that we have everyone trained for or in training for crisis intervention. Dublin PD also has a mental health professional in-house to assist officer. The Department's goal is to provide advanced crisis intervention training (CIT) to the officers this year. This should situate Dublin well to observe some behaviors.

CP Ortega stated that because Dublin PD is so well situated, it has been approached by other jurisdictions who have requested joint visits, as another learning opportunity for community members to educate officers on what it is like to live with behavioral health concerns.

Mr. Ament referred to the earlier question about time of day of an incident. Would it be easier to record the officer's shift rather than trying to record the time an incident occurs?

DC Tabernik responded that it would be easier to record the shift. However, the time of day matters because we are talking about normal business hours versus non-business hours. The second shift, for example, starts at 3:00 p.m.

Chief Páez stated that in regard to the earlier question about the crash data sample, which differs from the resident population breakdown, page 30 of the comprehensive report provides the crash data sample and the information that provides the baseline for that analysis. One of the best benchmark measures of poor driving behavior is involvement in a motor vehicle crash.

Vice Chair Hollie inquired where the committee members can obtain the comprehensive report.

Chief Páez stated that it will be posted at the website and a copy will be sent to members after the meeting. We will send copies of all 3 of these analyses to the committee members.

CP Barnes stated that his concern is the title, "Non-bias based Policing Review." He is unsure of how the non-bias is determined. The analyst compiles the numbers, but how do you ensure the non-bias component? Is there a collaboration with community partners to assist the PD? His concern is posting the report on the website for the public before the committee has had an opportunity to ask these types of questions and become more aware of what the data actually demonstrates. Perhaps there is a better way to present it for the public's understanding and to also place the PD in a better light. We want to avoid sending out data that is misunderstood by the public. We first need to collaborate to ensure the data is non-biased before presenting it to the public.

Chief Páez stated that is the intention of having this committee discussion. He clarified that we have talked about this data at least the last 3 years. The report also includes notations concerning the

training the officers receive.

DC Tabernik noted that we sent a 2nd shift lieutenant and 2 of our tactics trainers to an ICAT training in Illinois, "Train the Trainer," which is an advanced de-escalation training. They will return and share in our annual training cycle.

Chief Páez stated that three citizen complaints occurred over the course of the year, one of which was a traffic stop, where the driver implied that there was bias. We took a look at the incident and determined there was no bias. The other complaint was a reported concern with a younger family member navigating either crisis or difficulties. The officer offered some support services and the family member thanked the officer for his assistance. Later, the family called with concerns as to how the situation was handled. Following review, they determined the officer had handled the situation exactly as he should. The civil rights complaint concerned a response to a dispute between neighbors. After the officers left the situation, one of the involved parties who was not happy with the resolution sent a letter to the Ohio Civil Rights Commission. Because we were notified of the letter, we initiated our review process. The Ohio Civil Rights Commission ultimately dismissed that complaint.

Vice Chair Hollie inquired if the report was comprised of raw data, or if it also included interpretation. Chief Páez responded that there are large sections of data tables with some explanation for each section, explanation of the PD training and outreach, and a conclusion at the end.

Vice Chair Hollie stated that if it were just the raw data, it would be confusing to the public, but the conclusion should provide clarification.

Chief Páez stated that the intent is that the report continues to progress based on conversations with the advisory committee. We continue to grow from the challenge and push that this committee provides.

The Police Health and Wellness topic was deferred to the May meeting agenda.

STAFF COMMENTS/UPDATES

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

Chief Páez reported that the tracking of crime reflects a positive trend compared to the same point last year. For Part I violent crimes, we had 8 reported incidents last year; this year, we have 9. We have seen fewer reports of overall theft, thefts from vehicles, burglaries and breaking and entering offenses compared to this point last year. We have experienced fewer crashes and the Department made 3,000 traffic stops in the first 3 months of 2025. The one category that we saw an increase in last month was theft of motor vehicles, 25 total incidents.

Chief Maynard inquired about the incidents of keys left in vehicles.

DC Tabernik stated that the vast majority were in residential areas, where the keys were left in the vehicles parked either in the driveway, street, or an open garage.

Chief Páez stated that they are continuing a search for a third deputy chief; 3 candidates have been interviewed.

ROUNDTABLE

Vice Chair Hollie thanked the Police team for the very comprehensive report. She appreciates that the officers take time to see those with whom they interact as humanity. She appreciates the humanity reflected in their policing.

CP O'Ryan provided a shout out to Patrol 29, which is in his neighborhood every morning, patrolling in Muirfield and outside Scottish Corners Elementary.

Chief Maynard stated that he would recommend that the next meeting agenda provide some time for reflection from CP Ortega. He is hopeful that the committee can celebrate the time CP Ortega has spent with us and how much she has meant to this committee and the community at large.

CP Ortega expressed thanks and stated that any celebration should celebrate everyone and all the work that has occurred over the last several years.

The next Chief's Advisory Committee meeting is scheduled for Thursday, May 8.

ADJOURNMENT

There being no further business for discussion, the meeting was adjourned at 7:31 p.m.


Chair, Chief's Advisory Committee


Assistant Clerk of Council

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