



MEETING MINUTES

Chief's Advisory Committee

Thursday, May 8, 2025

The Thursday, May 8, 2025 Chief's Advisory Committee (CAC) meeting was called to order by Chair Maynard at 5:41 p.m. in the City Development Building, 5200 Emerald Parkway. He welcomed everyone to the meeting.

Chief Páez expressed appreciation for the committee's adaptability in moving the meeting location due to a meeting conflict in Council Chamber.

Chair Maynard stated that it is only appropriate that CP Ortega's last CAC meeting is being held in this meeting room, as it is where the committee originally met to conduct its business. He noted that today a new pope was selected. Pope Leo XIV spoke of building bridges and relationships of peace through dialogue and communication. He spoke of the world community. His selection, in many ways, represents a breath of fresh air and hope in a time of so much strife and uncertainty. It is good that the Committee recognizes that building bridges is what we are trying to do between the Police Department and our community. As we come to the end of this year's term and one of our colleagues leaving, he hopes that the intentionality that this committee started out with is an intentionality that will persist.

Roll Call

Committee Members Present: Dwayne Maynard (Chair), Kimberly Hollie (Vice Chair), Emmet Apolinario, Lisa Baer, Alex O'Ryan, Zhen Xing, Ron Barnes, Susan Ortega, 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 April 10, 2025 minutes of the Chief's Advisory Committee meeting. CP Ortega requested that on p. 8, the reference to Mr. Lattanzi be corrected to DC Lattanzi. Additionally, on p. 12, she would like to clarify her comment that: "because Dublin PD is so well situated, it has been approached by other jurisdictions who have requested to observe for educational purposes." While that is true -- Dublin Police Department (PD) does have great training in place, she had meant to say that if officers are interested, either through Syntero or another agency, there are opportunities for officers to connect directly with community members who identify with behavioral health concerns to share their personal experience in interacting with law enforcement.

CP Baer noted that also on p. 12, the reference to Mr. Tabernik should be corrected to DC Tabernik.

CP Barnes moved, CP Apolinario seconded approval of the minutes as corrected.

Vote: CP Xing, yes; CP O'Ryan, yes; CP Baer, yes; CP Ortega, yes; CP Goel, yes; Vice Chair Hollie, yes; CP Barnes, yes; CP Apolinario, yes; Chair Maynard, yes.
[Motion carried 9-0.]

CP Barnes inquired, now that the minutes are approved, what would be the protocol for addressing the non-bias policy recommendations that were reflected in the April 10, 2025 meeting minutes. Chair Maynard stated that it is an Old Business matter, and when that agenda topic comes up on the agenda tonight, CP Barnes could request that this issue from the April 10 meeting be considered.

Public Comments

There were no public comments.

OLD BUSINESS

CP Barnes stated that at the April 10 meeting, the committee reviewed the non-bias policing protocol. Staff posed recommendations concerning additional training regarding race and non-residents. The committee discussed whether there was an opportunity to engage the community in the review of the document prior to posting it publicly. He requested clarification as to how that would be handled.

Chief Paez responded that after the meeting, DC Tabernik met with Tom Hershey, the PD's Law Enforcement Planner and Crime Analyst, regarding some additional follow-up we owed the committee regarding the pursuit policy discussion, as well. Concerning the recommendations posed, updated training is intended to occur at the end of the year, because we want to capture a calendar year of those new information categories. At a supervisory staff meeting, we will confirm the categories we will be using. Those will be shared with our officers, so that there is consistency moving forward with the changed categories. The previous review also contained discussion regarding time of day for the traffic stop categories. Our Law Enforcement Planner/Crime Analyst's recommendation is that we really do not derive much more information if we build additional layers into the categories. We continue to re-visit this study every year. Officer Hershey conducts a comprehensive job of citing best practices, but we always consider additional information that could be added. In regard to involving the public with the review, we have this discussion with the committee, as representatives of the community appointed by Council to discuss the public's interest with the Department. We will continue to provide the information in this forum. Committee members are encouraged to share the information with members of the public. Traffic stop analysis, suspicious person contacts, arrests and recommendations for additional training are all covered in that report.

Chief Paez also noted that the Department recently finalized the feedback on the pursuit policy internally and in consultation with our Legal Department. DC Tabernik will report on that. DC Tabernik stated that the committee reviewed the PD's pursuit policy at its February 13 meeting. Subsequently, we have finished our internal and Legal review and finalized the last iteration of the policy. Our Law Director representative indicated that he believes that the pursuit policy aligns with national best practices from a policing and legal perspective.

CP Barnes inquired if Legal also reviewed the non-bias report. Chief Paez responded that in the past, Legal has not provided review of the non-bias report. However, as the committee's record will now reflect that suggestion, we will take that into consideration going forward.

NEW BUSINESS

- **Public Safety Services Liaison**

Chief Paez stated that since its inception, the Chief's Advisory Committee has included public mental health and behavioral health crisis support services in its focus. PD considers the resources that need to be committed in partnership with organizations such as Syntero. We also attempt to ensure that internally, our officers receive the necessary support and resources to remain healthy and able to serve our community members. DC Tabernik will lead this discussion.

DC Tabernik stated that this discussion tonight is quite fitting. Not only is May mental health awareness month, tonight is also CP Ortega's last committee meeting. CP Ortega, a mental health awareness advocate, has provided significant input to the Department in regard to our internal and external efforts concerning mental health. One of the Department's goals is to address issues of significant community concern, one of which is mental health. That goal is two-pronged, external and internal. Although the public safety services liaison is primarily an external-facing position, the liaison assists with any internal mental health concerns, as well. Shannon Black-Dotson, from Syntero, serves as the Department's public safety services liaison. He is impressed with the amount of engagement Ms. Black-Dotson has with the police officers and supervisors. With her input, officers now resolve calls with mental health issues with an understanding of other resources that they can provide to the community member. Having someone who can fill the gap between initial response and long-term care is a benefit to both the PD and the community. Since joining the PD in November 2023, she has engaged with close to 200 community members. Over 75% were considered successful engagements, meaning she linked the community members to needed mental health resources. She also has the capacity to assist with homelessness, veterans affairs, elderly care and addiction referrals. The reason the Department has taken on this focus is that post 2020, the Department has responded to over 1,000 calls that were mental health and crisis-related. The Department recognized the need for enhanced services. City Council responded to the need by designating the use of CARES funds for this program.

CP Barnes requested history on that progress.

External services:

DC Tabernik stated that in 2022, City Council approved the use of CARES funds for this purpose, and in October 2023, Ms. Black-Dotson was engaged. In January 2025, Washington Township entered into partnership with the City in engaging with the Syntero for first responder mental health services. There are 5 over-arching goals of the program:

1. Developing, maintaining and leveraging positive working relationships with community behavioral health providers and other community-based social services;
2. Developing a provider system for individuals not connected to resources and families in crisis to local service providers;
3. Providing ongoing linkage services to referred individuals until they are actively engaged with long-term services or until their immediate needs are met;
4. Documenting referral activities and providing regular updates to facilitate the progress of cases;
5. Developing and delivering Department training regarding specialized populations.

Officers regularly seek out Ms. Black-Dotson's guidance on how to handle various situations. Ms. Black-Dotson maintains a list of available resources for the officers to access at any time of day.

Chair Maynard inquired how officers would access that list late at night or on the weekend. DC Tabernik stated that the list is uploaded to our internal PD server making it available to all officers when logged in. Both Veterans Services and Children's Services are available to respond to crisis situations.

CP Xing inquired if that list of services is available to the public at the City's website.

DC Tabernik responded that the City's PD website provides information regarding mental health and suicide prevention resources. He noted that the City held a suicide prevention town hall several years ago.

CP Baer inquired if Ms. Black-Dotson was a City employee or a Syntero employee. She is asking because a City of Dublin employee wouldn't necessarily have all the mental health resources that a Syntero employee would have.

CP Ortego stated that she wants to make sure the credit is given to the Police Department, which conducted significant research on this topic. DC Lattanzi, in particular, spoke to many surrounding jurisdictions regarding their programs, which ultimately helped build the program that Dublin now has. Because the City's program is agency-connected, Ms. Black-Dotson has Syntero resources from which to draw.

DC Tabernik stated that Ms. Black-Dotson reports to him at the Police Department, but he is not a mental health professional. He appreciates that she has supervisors at Syntero to support her as she handles PD first responder issues.

Chief Paez stated that even in the time period preceding the pandemic, we were talking about mental health and suicide awareness and prevention. We could not have predicted how important that topic would become globally, and how that global impact would have a local gravity for many members of the Dublin community. He gives credit to Syntero and to CP Ortega for conducting training with the PD to help lay the right foundation for its program. It was important that our members recognize its importance and be open to new ways of the PD serving our community that are not traditionally expected from the PD.

DC Tabernik stated that he would consider Ms. Black-Dotson a leader in central Ohio as it relates to this type of model. One of the first things she did was to develop a contact list of people in similar positions within the region. The people on that list meet monthly and comprise a regional network of resources.

Internal services:

DC Tabernik stated that the 2015 President's Task Force on 21st Century Policing named officer wellness and safety as the sixth pillar for law enforcement organizations to address to build trust with their communities and to move forward into the future of policing. That is the background reason for the PD developing its wellness focus. We talk about officer wellness in six different ways – emotional, financial, occupational, physical, social and spiritual wellness. In 2020 and 2021, the PD developed a wellness committee to address all six prongs. The initial wellness committee was comprised of individuals from a cross section of the organization. The first charge was for a peer support team. To address the fourth prong, we selected a panel of 10 peers and provided them training in crisis intervention, peer intervention and group intervention in the aftermath of a crisis. The Dublin PD peer support team then moved into partnering with other organizations in the metro Columbus area. The thought was that if a significant incident occurred in Dublin, many of our peers would be absorbed into that incident and would need assistance. It made sense to partner with other organizations to be able to rely on them in a time of need. That is where the concept of metro

peer support began. Each entity has its own team, team coordinators and leaders, but in times of need they can reach out to other teams. The Dublin team includes chaplains and three volunteer clinicians. We worked on consolidating our wellness policies into one comprehensive wellness policy and in socializing mental health wellness into the PD. There is a stigma related to mental health within policing. In some regards, the Dublin PD has moved past that to the point that it is acceptable to seek out resources. Police officers see things that most other people fortunately do not have to see. Officers need additional ways to help deal with what they see and experience. To meet the emotional health prong, we developed a suicide prevention policy that included available resources should one of our officers, dispatch or support staff need them. In addition to that policy, we partner with community-based clinicians to support PD employees' mental health. We researched the option of having mental health check-ins, and last year, Dublin PD implemented a mandatory check-in with a mental health professional for all sworn and dispatch staff. While those staff members are required to have the check-in, they are not required to engage. At the very least, they are provided resources, should they be needed. That opportunity was a way to address the stigma, socialize mental health and make it part of our PD culture. We are in our second year of that program conducted with a local mental health provider. The Dublin peer support team reports hearing positive feedback for the program. For the financial health prong, we have a regular financial professional available for our officers or support staff to speak with. The City also provides an Employee Assistance Program, which provides assistance with resources for mental health, financial assistance, power of attorney and wills – all the different components of wellness. Dublin PD also provides a focus on employee appreciation, which culminates in an annual award ceremony. The City has several chaplains who are available for peer support but also for significant incidents for community members.

CP Ortega stated that providing a resource for officers' families would be another way in which to strengthen officers' wellness.

DC Tabernik stated that there are several programs for first responders, which typically are provided in the form of conferences; a couple of those conferences are hosted locally. He and his wife have attended First Responders' Bridge, which is a weekend event. He found it beneficial and has encouraged other officers to attend.

Chair Maynard requested that DC Tabernik describe the kind of conversations we had in the early days of the Chief's Advisory Committee that helped the Department to appreciate that this committee's work was not adversarial but focused on building bridges between the community and the PD.

DC Tabernik stated that initially, Sgt. Howard and Officer McCloskey attended the committee meetings to observe and bring back committee feedback to the PD. The committee has consistently shared significant support with the PD. Chair Maynard has also attended three roll calls, and it was beneficial to the officers to hear the support he shared.

Chair Maynard stated that from its inception, the committee's intent was to build a relationship between the committee and the PD. All was not as "rosy" in the early days as exists today. We need to keep in mind as we go forward that it is important to keep "leaning in" on our discussions and keep challenging the PD. The benefit is that it helps to make the Dublin PD a model that other PDs want to emulate and focus on forming better relationships with their communities. It is lending a spark to what we hope for best practices for law enforcement throughout the region, state and

perhaps, one day, the nation. The things we talk about today do have a place in the history of this committee and we can continue to have a real impact.

Chief Paez thanked Chair Maynard for sharing those thoughts as we have the last meeting tonight with one of our founding members, CP Ortega. As we reflect on the journey of this committee since 2020, the majority of the initial Chief's Advisory Committee members were people we met at protests in 2020. It was important for us to bring that conversation to the table and have an engaged conversation. It was a body of community members hungry to find out more about their police department. As the committee met, they developed the foundation for a partnership between the committee and the PD. We shared the details of what policing looks like, what it should be in Dublin and who the people are that provide that service. The goal of the committee has been to build bridges with intentionality. As an example of its impact, the Dublin PD participated in the pilot program for the state accreditation program for police departments. In April, the Dublin PD was presented with recertification as one of the ten initial agencies in the State of Ohio to receive that accreditation. As each police department was called forward to be recognized, the director of the program highlighted a nugget of achievement of that department. When he called forward the Dublin PD, he recognized the PD's Chief's Advisory Committee, pointing out that opportunity is given to everybody to offer their perspectives. He believes that experience revealed the importance of this committee and how it is resonating regionally. We are making an impact together.

Chair Maynard invited DC Lattanzi to offer any additional comments.

DC Lattanzi stated that in regard to our internal mental health program, national statistics on law enforcement suicide rates reveal suicide rates for first responders are usually higher than other professions within the nation. In 2019, there were 198 first responder suicides; in 2024, the number decreased to 107. The programs we are providing here and across the state attempt to provide support and resources to officers to help them cope with their stress levels and be better officers and family members.

CP Ortega stated that we have talked about the challenges of being a first responder family member. There are also many benefits. Some of the most resilient kids and families that exist in the Dublin community are the families of first responders. There are so many characteristics that they see evidenced in their loved ones who serve that they are able to take with them into life.

CP Barnes inquired as the committee looks forward, what does it need to put in place to ensure that the PD can continue the public safety service liaison contract and maintain the current momentum. DC Tabernik stated that the public safety service liaison contract is a cost-sharing agreement between the City of Dublin and Washington Township with Syntero. The question is how to maintain the current momentum. The PD recently provided a similar report to City Council at its last meeting. Council members expressed a belief that the Dublin PD is a leader with this specific powerful initiative. They expressed gratitude that Dublin is able to provide this resource. Making sure our community is aware of this resource will assist in assuring the momentum continues. We are fortunate to have a City Council and City Manager who support this initiative, as that also ensures the future of this program.

Chief Maynard suggested that it will be valuable to mention the program in the committee's periodic report to Council.

STAFF COMMENTS/UPDATES

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

Chief Paez reviewed the First Quarter 2025 Report. He noted that the City Manager's monthly report that is posted at the website provides these statistics for the public's awareness. As we talk about trends - in the first quarter of 2025, decreases were seen in many of the categories we track, including traffic crashes overall, and specifically serious injury and OVI-related. We conducted over 4,000 traffic stops January to May 2025. In the first quarter of 2025, decreases also were seen in overall theft, theft from vehicles, burglary and breaking and entering offenses. We have seen an increase, however, in motor vehicle thefts. Last year, those were primarily in dealerships; this year, they have occurred in residential or apartment settings. In 1/3 of the incidents, the keys were left in the vehicle. In the first quarter 2025, we had 19 attempted or stolen vehicles.

Vice Chair Hollie inquired if the thefts were primarily of a certain make.

Chief Paez responded that they are not entirely relegated to KIA or Hyundai.

Chief Paez stated that theft prevention notices continue to be part of the City's communication efforts. He highlighted the work of the business district unit, the most recent addition to the Department's resources. The 3-person team in that unit is comprised of Sgt. Kirby, Officer Weber and Officer Dobney. The areas of focus for the new unit were Bridge Park and the area surrounding the Library and the Parking Garage. The unit will be conducting some targeted enforcement of loud vehicles in that area. Some of that will be in partnership with Hilliard and Columbus community partners.

Chief Paez reported that the City received approval for the beyond visual line of sight waiver for the drone first responder program and the certificate of authorization. We will be proceeding with the training and the installation of those stations on four locations in Dublin. The Federal Aviation Administration (FAA) presently requires that a drone pilot must be able to visually observe a drone to utilize it. That can limit the distance of its utility. The beyond visual line of sight waiver gives us the capacity to operate that drone out in front of officers, fire or EMS, who would be responding to situations within the community.

CP Ortega inquired if the waiver needs to be renewed annually.

DC Lattanzi responded that the waivers need to be renewed every four years.

CP O'Ryan inquired how traffic stops for squealing tires are handled.

Chief Paez described a potential traffic stop as likely handled by an officer.

Chief Paez reported that autonomous security robots docking stations will be installed at the Dublin Library Parking Garage and in Riverside Crossing Park including the pedestrian bridge. The robots will have 360-degree cameras and the capacity to do minimal communication, as well. A public opportunity will be provided to name the robots. He stated that the robots or droids will be docked at night and perhaps in inclement weather.

CP Apolinario referred to the autonomous drones. Are there future plans for more than four locations?

Chief Paez responded that there are no such plans presently, primarily because we can cover all the City from those four locations. Each drone has a capacity of three miles. Several other local entities are initiating similar drone programs; Dublin has the most robust program.

Chief Paez reported on another technology recently implemented - a parking gate arm for the Library Parking Garage entrance/egress. The gate is intended to discourage non-Library vehicle parking in the garage and to slow the traffic.

CP Baer inquired if before the drone program is implemented, practice runs would be launched. She would like to be able to communicate the intent accurately to her HOA.

Chief Paez responded that the PD will work with Communications and Marketing on the public awareness component before the program starts.

Chair Maynard inquired where the droid docking station would be located within the garage.

DC Lattanzi responded that it would be on the third level next to the stairwell on the north side of the garage.

CP Xing inquired if the droids move.

DC Lattanzi responded affirmatively; they move approximately three mph on a prescribed cycle of operation.

Chief Paez stated that the droids cannot go to other parks or facilities, as they are tethered to their docking stations.

Chief Paez reported that Dublin PD has 25 flock cameras. We have had exceptional success with this technology over the last 1.5 years. The most recent success involved an incident at one of our banks. The suspect was no longer at the scene when the officers responded, but by reviewing the images captured by the license plate readers and intersection cameras, PD was able to identify and trace the suspect's vehicle back to the point of origin. In less than eight hours, the suspect was in custody. That camera technology is becoming more useful for investigation purposes.

- Staff Liaison Report
 - Mr. Ament reported that Ms. Beal would be sending out the future committee meeting agendas with the packet materials provided via links within the agenda.
 - A new staff liaison in training will be attending future committee meetings to observe. This training is in preparation for Mr. Ament's future transitioning to another committee.
 - A tentative joint advisory committee is scheduled for Tuesday, September 9. More details are forthcoming.

ROUNDTABLE DISCUSSION

CP Barnes commended the Police Officer who was on site at the voting poll location at which he recently served. He inquired if there was a reason for their presence.

DC Tabernik responded that there were four officers present at school voting poll sites, as those schools were in session during poll hours. There were no threats.

Chair Maynard expressed appreciation to CP Ortega for her contributions to the advisory committee and to the Dublin PD.

Vice Chair Hollie thanked CP Ortega for her service, stating that she has been an invaluable committee member and will be missed. She presented her with a flower bouquet of appreciation.

Chief Paez stated that the PD is grateful for the time CP Ortega spent with the Department and for her leadership, guidance, input, feedback and friendship. He read the certificate of gratitude:

"This certificate of gratitude is presented in recognition of your outstanding commitment and dedicated service to the Chief's Advisory Committee and the Dublin Police Department. As an original member of the Chief's Advisory Committee, you have been instrumental in leaning into community conversations and moving the Police Department forward, leveraging a service mindset and best practices. Your five years of devoted service have contributed meaningfully to building trust, enhancing community partnership and advancing public safety in our City. We are extremely grateful for your numerous contributions, especially as they relate to the health and well-being of both the Police Department and community members. Your positivity, thoughtfulness, compassion and wellness expertise will be greatly missed. With sincere appreciation, we honor your valuable contributions and continued support. It is with immense pride that I present Susan Ortega with this certificate of gratitude."

Chief Paez also presented CP Ortega with a Chief's service appreciation coin.

CP Ortega stated that it is poetic that we are meeting tonight in our original meeting location. She extended thanks to Rebecca Myers for her initial efforts in helping the committee craft its message to the Dublin community regarding the committee's purpose and intent. She hopes to continue to interact with the committee in the future. She is excited about everything that will come from the committee's conversations. In addition to her gratitude, she will provide one piece of advice: glean what you can from Chair Maynard while he is still here. He has been key to asking hard questions and encouraging us to maintain engagement. This is purposeful, intentional work. She is honored to have been part of it. To the Chair's earlier point about this committee becoming a model – it already serves as a model. When recently asked by the assistant chief of another local PD about Dublin's Chief's Advisory Committee, she was able to share not only about the committee's mix of community members but about the Department's willingness to listen, take to heart and make changes. This committee already is a model for the Dublin PD. She hopes other committee members enjoy the opportunity as much as she has.

ADJOURNMENT

There being no further business for discussion, the meeting was adjourned at 7:30 p.m.



Chair, Chief's Advisory Committee



Assistant Clerk of Council

