

2025 Multi-Year Plan

Dublin Police Department

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Plan Completed By Tom Hirschy



Sustainable | Connected | Resilient

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Introduction

The City of Dublin, located just northwest of Columbus, Ohio, has around 50,000 residents. It offers residents and corporate citizens responsive services, attractive housing, superior public education, direct regional highway access, abundant park space, thoughtful and strategic planning, innovative ideas and technology, and a dynamic community life. Dublin is consistently ranked as one of the safest cities in Ohio and the nation. It is home to over 20 corporate headquarters, an entrepreneurial center, thousands of thriving businesses from start-ups to international corporations, world-class events and the urban, walkable Bridge Street District.

Dublin is approximately 25 square miles, and the city annually hosts the PGA Tour's Memorial Tournament at Muirfield Village Golf Club and one of the nation's largest Irish cultural events — the Dublin Irish Festival. Dublin is also a leader in municipal innovations, including tax increment financing, Dublink Broadband and green initiatives. Dublin has long been recognized as a premier community, not only locally but also internationally. Home to some of Ohio's largest corporations, including Cardinal Health, Quantum Health and United Healthcare, Dublin is also the headquarters of the Wendy's Company, Nestle and OCLC.

Dublin's diverse and sound economic base provides the foundation for the city's present and future stability. The City's continued economic vitality results from quality development, strategic planning and aggressive efforts to attract and retain high-quality commercial development.

The Dublin Police Department is a full-service law enforcement agency serving the second-largest municipality in Franklin County. The department has 128 authorized full-time employees, categorized as 78 sworn police officers and 50 civilian support members. Members of the police department work closely with the city's leadership team and its community leaders while receiving tremendous support from the city administration and the community. With the rapidly changing landscape of the community, it is imperative that the Dublin Police Department continue to develop partnerships, building trust and instilling confidence in the police department's ability to provide a high level of policing services while enhancing the quality of life for citizens. This multi-year plan outlines long-term goals that will establish the future course of the police department for the coming years.

The senior executive command staff for the Dublin Police Department consists of the Chief of Police and three Deputy Chiefs. The department is organized into three bureaus:

- Support Services Bureau - The Services Bureau comprises the Detective Section and Community Impact Unit.
- Operations Bureau—The Operations Bureau consists of the Records Section, Property Section, and Patrol Section, which is divided into three shifts and provides seven-day-a-week/24-hour-a-day patrol service to the community.
- Community & Professional Services Bureau—The Community & Professional Services Bureau comprises the Northwest Regional Emergency Communications Center (NRECC), the Professional Standards Manager, and the Community Education Unit.

This plan was developed and reviewed collaboratively with the executive command staff, the Law Enforcement Planner and the Professional Standards Manager.

Mission & Values

Dublin Police Department employees are committed to protecting life, liberty and property. We will provide the highest level of service and work in partnership with our community to ensure public safety by focusing on the following core principles;

- Vigilant, Ethical and Impartial Enforcement of Law
- Critical Incident Preparedness and Response
- Crime Prevention, Reduction and Deterrence
- Improvement of Traffic Safety



We will remain dedicated to service and committed to excellence, focusing on the following core values: Professionalism, Integrity, Respect, and Commitment.

- Professionalism: We are members of an exceptional and highly trained law enforcement organization. Our conduct and demeanor adhere to the highest standards of personal and organizational excellence.
- Integrity: We hold ourselves accountable to the highest level of honesty, truthfulness, and ethical conduct.
- Respect: We ensure that all persons are treated with equality, dignity and courtesy.
- Commitment: We are dedicated to our Profession, our Community, our Agency and our Mission.

Long-Term Goals and Operational Objectives

The Dublin Police Department is a goal-driven agency focusing on law enforcement, crime prevention, and customer service. The agency operates under an accountability-based policing philosophy while integrating the tenets of both community policing and intelligence-led policing. In short, this philosophy focuses on reducing crime and traffic crashes and responding to community concerns while still delivering a high-quality and high-level of service to the community.

Goal # 1 - Enhance our readiness and demonstrate our ability to effectively respond to and successfully resolve critical incidents and/or major crimes.

The Dublin Police Department will use the following operational objectives and measures to determine how it performs related to this goal.

- Total Part I violent crimes (homicide, rape, aggravated robbery, aggravated assault) from the previous year
- Completion of critical incident or emergency preparedness training
- Identifying and successfully responding to crime trends

Goal # 2 - Reduce theft offenses throughout the city.

The Dublin Police Department will use the following operational objectives and measures to determine how it performs related to this goal.

- Total number of theft offenses
- Total number of thefts from vehicles
- Total number of motor vehicle thefts
- Total number of burglaries
- Total number of breaking & entering (B&E)
- Identifying and successfully responding to crime trends

Goal # 3 - Improve overall traffic safety in the city

The Dublin Police Department will use the following operational objectives and measures to determine how it performs related to this goal.

- Total number of traffic crashes
- Total number of serious injury crashes
- Total number of OVI-related crashes
- Total number of OVI arrests

Goal # 4 - Enhance and demonstrate our ability to effectively address issues of significant community concern

The Dublin Police Department will use the following measures to determine its performance related to this goal.

- Community Outreach & Engagement
- Mental Health Awareness
- Employee Health and Wellness
- Special Event Safety
- Drug Education, Prevention, and Enforcement
- Human Trafficking Awareness and Enforcement
- Implement Business District Unit



Anticipated Workload in relation to Population Trends

Workload

The Dublin Police Department reports crime via the National Incident-Based Reporting System (NIBRS) through the Ohio Incident-Based Reporting System (OIBRS), which is managed by the State of Ohio's Office of Criminal Justice Services.

Year	Calls for Service*	Offense & Incident Reports	Traffic Crashes	Traffic Citation Total
2022	14,977	1,814	626	1,364
2023	14,581	1,763	699	2,862
2024	15,330	1,573	746	3,721

*This figure represents community-initiated calls for service ONLY. It does not include officer-initiated calls for service.

Over the past three years, community-initiated calls for service fluctuated between 14,581 and 15,330.

Due to potential changes in the future population, demographics, traffic patterns, commercial and residential development, and the police department's call-for-service workload, call-for-service activity is anticipated to continue increasing. In addition, additional officers will likely need to be added within the next couple of years.

The Dublin Police Department conducts a call-for-service workload analysis annually to analyze and evaluate patrol staffing, scheduling, and personnel allocation. For further information, see the Operations Bureau Workload Analysis.

Population Trends

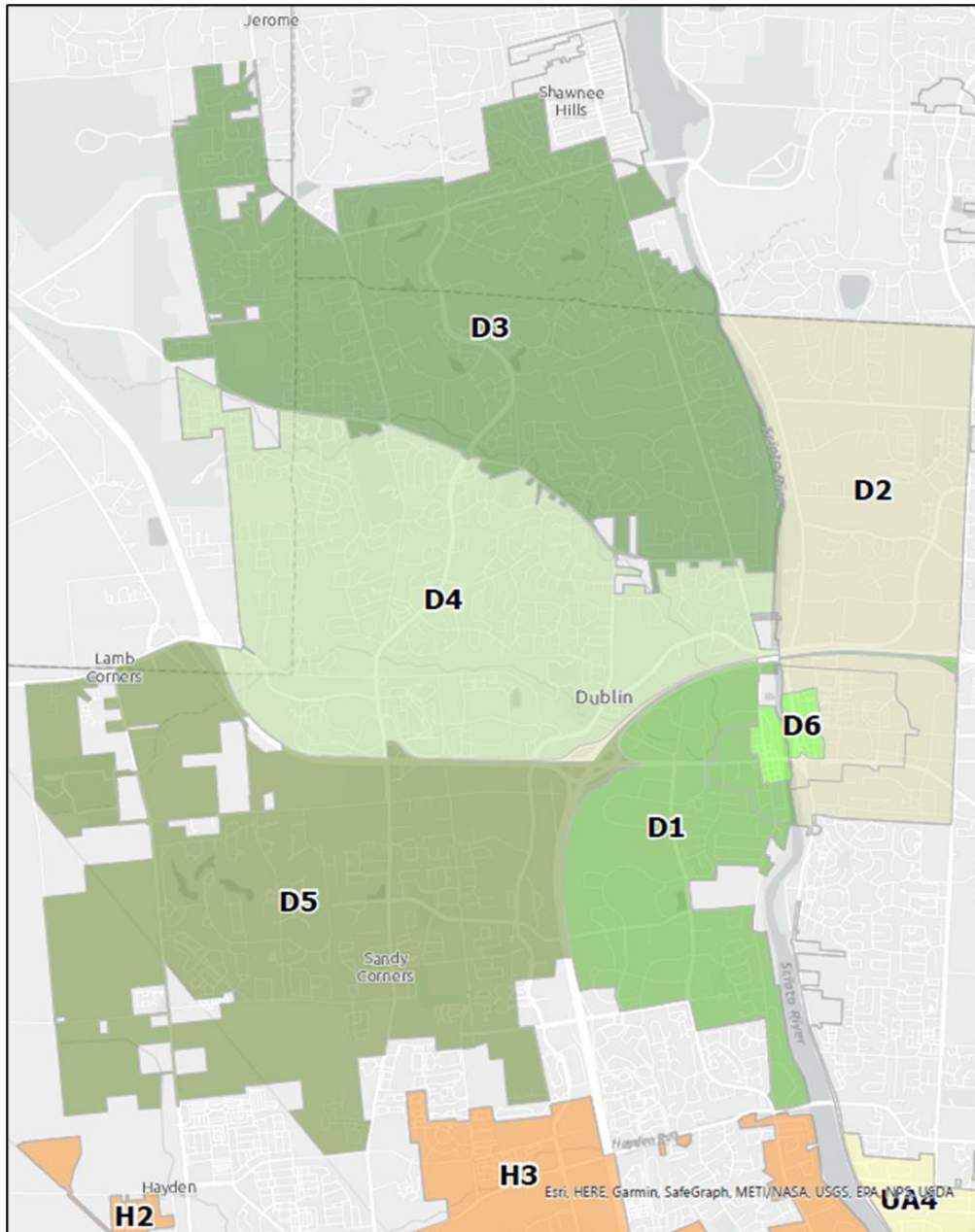
The City of Dublin continues to remain a growing community. Per MORPC 2020-2050 Population and Employment Forecasts, the City of Dublin's population is expected to grow until at least 2050.

Year	Census Population
2010	41,751
2020	49,328
2024	50,000*

*City of Dublin Information

The city's population centers are currently spread across a large area (approximately 25 square miles). However, for the past several years, the average police response time has remained at or around eight (8) minutes or less.

The highest population and housing unit densities were concentrated in Dublin north and east of US Rt. 33, south of Brand Road and west of Coffman Road. This area of the city (Patrol District 4) also has had the highest volume of police calls for service. However, with the development of the Bridge Street District (D-6), a new concentrated population density has also developed in the city.

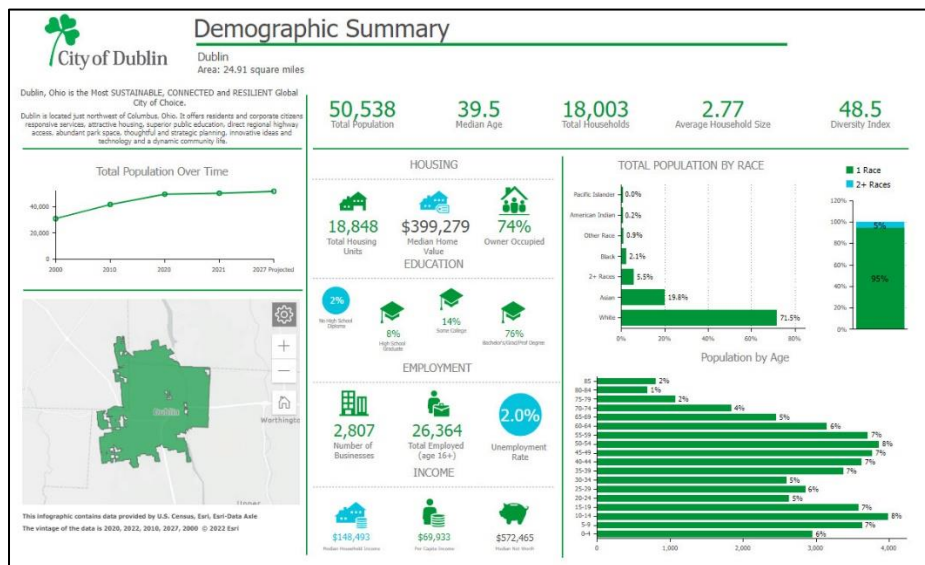


Dublin Police Department — Patrol Districts

In 2024, the City of Dublin announced the strategic land acquisition of approximately 243 acres in the West Innovation District. This acquisition, valued at \$44.6 million, includes parcels in both Franklin and Madison Counties and encompasses Sports Ohio (97.5 acres), Shepherd Excavating (7.9 acres) and Carter Farms (137.1 acres). This land can be leveraged for several strategic opportunities related to economic development, transportation enhancements and recreational expansions. This acquisition advances the City Council’s strategic framework, visionary goals, and several strategic plans, including the Envision Dublin Community Plan update and Economic Development Strategic Plan. It will also enable the completion of University Boulevard, enhance north-south connectivity, extend public utilities, and support economic development in the West Innovation District. The development also aligns with the Parks & Recreation Master Plan and supports Dublin’s goal to be a destination city of choice. Additionally, combined with the land the city acquired across the railroad tracks to the east, the Carter Farms parcels provide the city with a prime location for developing a future passenger rail station, which is being contemplated as part of the West Dublin Passenger Rail Station Study. This study will ensure that a rail station in Dublin is included in regional planning for the upcoming Amtrak expansion. This expansion features four key routes in Ohio, including the Midwest Connect corridor from Chicago to Pittsburgh, passing through Central Ohio. The further development of this area will include an increase in daytime and potentially residential population. In addition, it would transition the city into its fourth county of Madison, in addition to Franklin, Delaware, and Union.

Demographic Data

According to the City of Dublin profile, the City of Dublin’s demographic data is below:



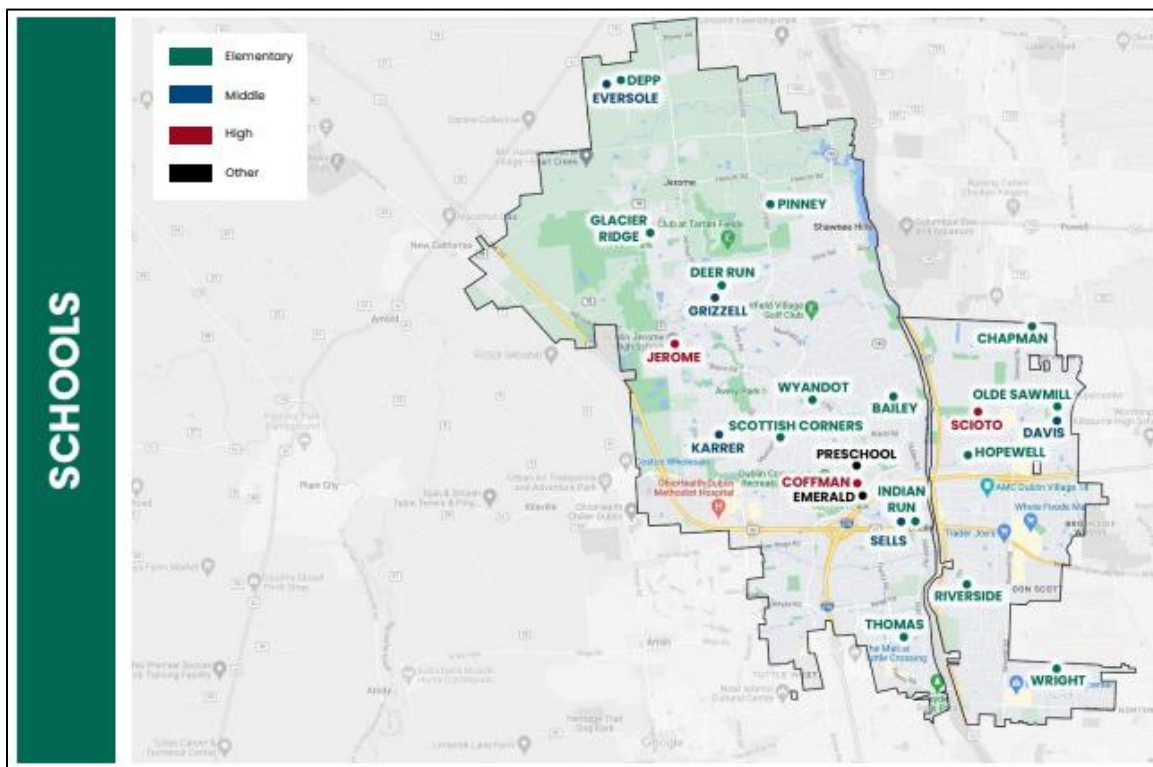
As the community grows, Dublin will likely continue to attract middle—to upper-socioeconomic-class residents and experience greater diversity in its population. Therefore, the police department is responsible for ensuring the service level remains consistent with community expectations.

Dublin City Schools Data

Dublin City Schools is the ninth-largest district in the State of Ohio. The district enrolls approximately 16,000 students and employs approximately 2,500 staff members annually. The district's boundaries encompass 42 square miles, including parts of Dublin, Columbus, Hilliard, and Upper Arlington, and cross three Ohio counties: Franklin, Delaware, and Union. The district, which is also one of the fastest-growing districts in the region, is projected to grow by 270 students annually through 2032. The Dublin City Schools' student body represents over 70 countries and speaks over 100 languages. Dublin City Schools offers excellent academics, diverse opportunities, and a commitment to student success. According to niche.com, the district ranks No. 1 for the best school districts in the Columbus area, No. 5 in Ohio and No. 17 in the nation.

As the overall population of Dublin increases, so does the Dublin City School's student population and the police department's commitment to them. Dublin City Schools has 25 schools in operation: four high schools, five middle schools, 15 elementary schools and one preschool. Dublin Police have a School Resource Officer assigned to each high school (*note: one SRO is assigned to Emerald Campus in addition to another school) and to each middle school (except for Eversole Run Middle School, which has a Union County Deputy assigned). Additionally, the Dublin Police Department has a Lieutenant to help lead and manage the Community Education Unit.

In addition to Dublin City Schools, one parochial school, St. Brigid of Kildare (an elementary and middle school), is in the city. Hilliard City Schools operates an elementary school within the City of Dublin.



Dublin City Schools — School District

Anticipated Personnel Levels



As Dublin continues to grow and develop, it is anticipated that additional police staff will have to be hired to maintain the current level of service for the community. Dublin currently has an average of 1.6 officers per 1,000 residents based on an estimated population of 50,000. However, ratios of officers to population should not be the sole indicator of personnel needs within the police department. Call for service workload, policing philosophy, policing priorities, population size and density, the composition of the population, criminal and traffic activity, citizen demands, service delivery, municipal resources, programs, and trends in policing should be considered, analyzed and evaluated in the development of police staffing projections. Other considerations should also include the police department's philosophy that police officers should actively build partnerships with the community to identify and solve problems.



A summary of new personnel that the police department anticipates requesting over the next five years is as follows:

Additional Deputy Chief: The Civilian Bureau Commander has overseen the Technical Services Bureau since his promotion to the role in 2005, which has included serving as an integral member of the department's command staff along with administrative management of the Northwest Regional Emergency Communications Center (NRECC), Accreditation, Records, Property and technological projects. As a result of the Civilian Bureau Commander's retirement, a request was submitted and budgeted for a sworn Deputy Chief of Police to fill the Civilian Bureau Commander role (position title change). The request would increase the total sworn full-time employees by one (1) position and decrease non-sworn agency positions by one Civilian Bureau Commander. The request for a title change is not a new position. Filling the Civilian Bureau Commander's role with a sworn Deputy Chief of Police and incorporating several of the department's professional services into the reorganized Community & Professional Services Bureau will allow the agency to appropriately redistribute administrative responsibilities to ensure effective and efficient organizational management. The Deputy Chief position is currently vacant. It is anticipated that the Department will revisit this position in the future.

Additional Communications Technicians: The Northwest Regional Emergency Communications Center (NRECC) dispatched for the Dublin Police Department, Washington Township Fire Department, Hilliard Police Department, Norwich Fire Department, Upper Arlington Police and Fire Departments, and Worthington Police and Fire Departments. Additional communications technician positions may need to be added to accommodate any potential increase or additional workload. Future additional staffing will be based on a workload analysis and the judgment of the police executive command staff. Funding was approved to hire two (2) additional communications technicians (above authorized staffing) in FY 2024 in anticipation of retirement and staffing attrition throughout the year. 29 Communications Technicians staff NRECC. This request ensures that NRECC is adequately staffed with the necessary communication technicians to continue exceptional dispatching services for all NRECC partners. It is anticipated that six (6) additional communications technicians may need to be hired for NRECC within the next five years to ensure the Communications Technician position is adequately staffed and permit the Communications Supervisors to focus their attention on the supervisor responsibilities.

Additional Police Officers for Patrol: With the potential for increased calls for service, continued population growth, and continued development, additional police officers for patrol may be necessary to provide high-quality services. Future additional staffing will be based on a workload analysis and the judgment of the police executive command staff. It is anticipated that additional police officers may need to be hired for the patrol section within the next five years.

Proposed Staffing Matrix

Positions	2025	2026	2027	2028	2029	2030
Chief of Police	1	1	1	1	1	1
Deputy Police Chief	3	3	3	3	3	3
Patrol Section Lieutenants	3	3	3	3	3	3
Patrol Section Sergeant	6	6	6	6	6	6
Patrol Section Officers	38	41	44	45	46	47
Community Impact Unit (CIU) - Lieutenant	1	1	1	1	1	1
CIU - Traffic Sergeant	1	1	1	1	1	1
CIU - Criminal Investigators	3	3	3	3	3	3
CIU - Traffic Enforcement Officers	4	4	4	4	4	4
CIU - Business District Unit Sergeant	1	1	1	1	1	1
CIU - Business District Unit Officers	2	4	4	4	4	4
Detective Section Lieutenant	1	1	1	1	1	1
Detective Section Sergeant	1	1	1	1	1	1
Detectives	5	5	5	6	6	6
Community Education Unit Lieutenant	1	1	1	1	1	1
Community Education Unit Officers	7	7	7	7	7	7
Operations Manager (NRECC)	1	1	1	1	1	1
Professional Standards Manager	1	1	1	1	1	1
Records Supervisor	1	1	1	1	1	1
Communications Managers	3	3	3	3	3	3
Communications Supervisors	6	6	6	6	6	6
Communications Technicians	29	32	35	35	35	35
Records Technician I	1	1	1	1	1	1
Records Technician II	3	3	3	3	3	3
Law Enforcement Planner	1	1	1	1	1	1
Public Safety Intelligence Analyst	0	0	0	0	0	0
Police Property Technician	1	1	1	1	1	1
Administrative Support III	1	1	1	1	1	1
CAD Manager (NRECC)	1	1	1	1	1	1
Communication Systems Specialist (NRECC)	1	1	1	1	1	1
Community Safety Ambassadors (CSA) - Citizen Volunteers	10	10	10	10	10	10
Total Sworn	78	83	86	88	89	90
Total Civilian	50	53	56	56	56	56
Grand Total	128	136	142	144	145	146
Growth from Previous Year		8	6	2	1	1

Anticipated Capital Improvements and Equipment Needs

Vehicles

Over the past several years, the Dublin Police Department has maintained its vehicle fleet to provide the highest quality and highest level of service to the community. The department will attempt to continue adding additional vehicles to the fleet in proportion to its growth. The current cruiser replacement schedule is operating sufficiently.

Vehicles	2025	2026
Police Patrol Front Line Cruisers	25	25
Police Patrol Prisoner Transport Van	0	0
CEU Marked Patrol Cruisers	8	9
UC CIU	4	5
CIU Surveillance	3	3
UC Detective	7	7
Bait Vehicles	2	2
Administrative Vehicles	6	6
DTU Vehicles	3	3
Mobile Command Post	1	1
Drone/TAI Vehicle	1	1
Marked Utility Vehicle	1	1
Community Service Officer Vehicle	1	1
Police Speed Trailers	6	6
Police Utility Trailers	2	2
Police 6-Person Golf Cart	1	1
Total Vehicles	71	73
Growth from the Previous Year	--	+2

Vehicles are budgeted and implemented by Facilities & Fleet management with input/request from the police department.

Facility/Space Needs

The City of Dublin's Police Department is located at 6565 Commerce Parkway, Dublin, Ohio. This facility was completed and occupied in 1993. This 42,000-square-foot facility contains a temporary detention facility, training room, indoor firing range, communications center, offices, and a physical fitness facility. Between 2015 and 2017, a major renovation project was approved and took place for a two-story, 16,500-foot addition and extensive renovations to the current facility. These upgrades were completed to accommodate an expanded regional emergency communications center, allow for anticipated growth in the police department, and create better workflow among the various Bureaus and sections.

In addition, the Dublin Police Department maintains a "satellite" office space (since 1999) at the Washington Township Fire Department (Station 92) at the corner of Riverside Drive and Hard Road. This satellite facility is the reporting location for some Community Education Unit Officers. In past years, radio, computer and telephone equipment were added to this location so that the site could also be used as a back-up communications center in the event of an evacuation or failure of the main communications center located in the Justice Center.

Technology & Equipment

The Dublin Police Department participates annually in the City of Dublin's Capital Improvements Program (CIP) budget. The purpose is to plan for and budget for the department's more significant technology, equipment, vehicle, and facility needs.

The following is the FY2026-FY2030 Five-Year Capital Improvements Program (CIP) budget for the police department.

Request Title	FY 2026 Capital Costs	FY 2027 Capital Costs	FY 2028 Capital Costs	FY 2029 Capital Costs	FY 2030 Capital Costs
Autonomous Drone Deployments to 911 Calls	\$150,000.00	\$150,000.00	\$0.00	\$0.00	\$0.00
Computer Aided Dispatch (CAD) Replacement	\$1,100,000.00	\$0.00	\$0.00	\$0.00	\$0.00
E-Citation Printers	\$0.00	\$0.00	\$0.00	\$0.00	\$30,000.00
Mobile Command Vehicle	\$0.00	\$0.00	\$0.00	\$550,000.00	\$0.00
Modular Vehicle Barrier System	\$200,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Motorola AXS Dispatch Consoles	\$0.00	\$0.00	\$0.00	\$1,600,000.00	\$0.00
Motorola GTR Base Station Replacements	\$0.00	\$0.00	\$0.00	\$0.00	\$4,000,000.00
Motorola Simulcast Virtualized Prime Migration	\$0.00	\$0.00	\$667,588.00	\$0.00	\$0.00
Police E-Bikes	\$0.00	\$50,000.00	\$0.00	\$0.00	\$0.00
Police Patrol Robot Technology	\$150,000.00	\$150,000.00	\$0.00	\$0.00	\$0.00
Portable Radios	\$35,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Range Upgrade	\$0.00	\$125,000.00	\$0.00	\$0.00	\$0.00
Records Management System (RMS) and Mobile Field Reporting (MFR) Replacement	\$900,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Replacement Ballistic Shields	\$0.00	\$0.00	\$125,000.00	\$0.00	\$0.00
Replacement Speed Trailers/Sound Trailer Equipment	\$0.00	\$85,000.00	\$0.00	\$0.00	\$0.00
Replacement Unmanned Aerial Vehicles (UAV)	\$0.00	\$150,000.00	\$0.00	\$0.00	\$0.00
Replacement/Changeover Firearms	\$400,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Replacement/Changeover Taser, Body Cameras and Cruiser Cameras	\$330,000.00	\$330,000.00	\$330,000.00	\$450,000.00	\$0.00
Replacement/Upgrade Technology and Cameras Surveillance Vehicles	\$0.00	\$30,000.00	\$0.00	\$0.00	\$0.00
Scout Crime Prevention Portable Surveillance Cameras	\$150,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Traffic and Crime Prevention Cameras (Phase 2)	\$60,000.00	\$60,000.00	\$0.00	\$0.00	\$0.00
VR Training Simulator	\$0.00	\$0.00	\$0.00	\$200,000.00	\$0.00
	\$3,475,000.00	\$1,130,000.00	\$1,122,588.00	\$2,800,000.00	\$4,030,000.00

Autonomous Drone Deployments to 911 Calls. This subscription service through Paladin Drones would allow the Police Department to leverage technology solutions in furtherance of public safety by strategically placing four (4) autonomous drones at fixed locations in the city. Without reliable and consistent information on an incident, first responders often must develop a plan upon arrival to a dynamic situation. Leveraging this autonomous drone technology will increase first responders' situational awareness, which allows them to plan and respond more effectively and safely to incidents. The live, overhead view is a highly effective information-gathering tool to promote a safer and effective response. The department has seen success utilizing its current Unmanned Aerial Vehicle (UAV) program, which consists of nearly twenty Part 107-certified pilots. The autonomous drones supplement our public safety efforts using cutting-edge technology. \$150,000.00 in FY2026 and \$150,000.00 in FY2027.

Computer Aided Dispatch (CAD) Replacement. In 2019, we received notice from our software vendor that they would no longer be marketing the product we use for Computer-Aided Dispatch (CAD). Although the vendor indicates they will continue to support the product for the "foreseeable future", planning must begin for the replacement and modernization of

these systems. These systems are critical to the operation of both the Police Department and NRECC. 2026 provides sufficient time for our NRECC partners to plan for the expense of the upgrade and the costs they will incur upgrading their in-car software to be compatible with the new CAD system. More recent research indicates a cost increase associated with the CAD/RMS upgrade; therefore, we are requesting additional CIP funding than what was previously requested to adjust for the revised cost based on the most recent vendor quotes. \$1,100,000.00 in FY2026.

Modular Vehicle Barrier System. Police and security forces utilize the MVB3X Modular Vehicle Barrier System (up to 10 lanes) primarily for vehicle access control and to prevent unauthorized vehicle intrusions into restricted areas. As a portable and modular solution, it can be rapidly deployed and easily adapted to various environments or operational needs. This flexibility is essential for securing temporary high-risk locations such as major public events, VIP movements, or situations requiring road closures. The system is fully scalable and can be reconfigured to accommodate different road widths, access points, or threat levels. Common applications include road closures, protection of pedestrian zones, and event perimeter security. The MVB3X provides law enforcement with a fast, adaptable, and highly effective means of mitigating vehicular threats and safeguarding both people and critical infrastructure across diverse scenarios. \$200,000.00 in FY 2026.

Police Patrol Robot Technology. This subscription service through Knightscope would allow the police department to leverage technology solutions in furtherance of public safety by strategically placing two (2) patrol robots at fixed locations in the city. These robots can “patrol” a designated route (e.g., parking garage) and can assist law enforcement with deterring, displacing, and/or preventing criminal activity using high visibility, 360-degree recorded cameras, and autonomous self-charging. Cardinal Health in Dublin currently utilizes a Knightscope robot to patrol its parking lots. Other law enforcement agencies have also used these robots as an opportunity to engage community members by allowing the community to name the robot, offering pre-recorded safety messages, and sharing other crime prevention or public safety information. \$150,000.00 in FY 2026 and \$150,000.00 in FY 2027.

Portable Radios. At least one portable radio is issued to each sworn police officer. Currently, the radio systems technician only has four replacement radios in the event that new officers are onboarded or radios are damaged. These funds would be allocated toward the purchase of five (5) additional portable radios for new officers and/or damaged equipment. Furthermore, these radios can be utilized as needed for mutual aid resources who may not be equipped with our radio channels, ensuring seamless radio communication between organizations. \$35,000.00 in FY 2026.

Records Management System (RMS) and Mobile Field Reporting (MFR)

Replacement. In 2019, we received notice from our software vendor that they would no longer be marketing the product we use for Records Management System (RMS) and Mobile Field Reporting (MFR). Although the vendor indicates they will continue to support the product for the “foreseeable future”, planning must begin for the replacement and modernization of these systems. These systems are critical to the operation of both the Police Department and NRECC. The replacement of RMS/MFR in 2026 aligns with the software upgrade to CAD, which is necessary for the systems to be compatible. More recent research indicates a cost increase associated with the CAD/RMS upgrade; therefore, we are requesting additional CIP funding

than what was previously requested to adjust for the revised cost based on the most recent vendor quotes. \$900,000.00 in FY 2026.

Replacement/Changeover Firearms. Handguns and rifles for sworn officers were last replaced in 2016. Due to police officers working in adverse weather conditions and firing thousands of rounds over time, the manufacturer recommends replacement with new firearms every ten years. Furthermore, new technology has been developed in sidearm and rifle-mounted optics. These optics have demonstrated an increase in officers' proficiency and confidence, thus increasing officer and public safety. \$400,000.00 in FY 2026.

Replacement/Changeover Taser, Body Cameras and Cruiser Cameras. Dublin Police Officers have carried a Taser since 2007. These tools have become the primary less-lethal weapon alternative for officers. Our Taser equipment was upgraded in 2019, and the purchased equipment is warrantied for five (5) years. Taser International has transitioned to a new Taser platform (Taser 7). Originally, \$250,000 was allocated in the CIP for 2024 for this replacement. The Police Department currently issues a body-worn camera to all sworn staff to increase accountability and transparency in police/citizen interactions. Body-worn cameras have become a community expectation of the police department, and the equipment's value is evident in its ability to record many encounters that would otherwise not be retained on video. As technology advances and the lifecycle of the current cameras expires, the Police Department will need to replace existing body camera technology during the 2025–2029 CIP. This changeover was originally programmed for 2026 at \$400,000; however, our current Motorola cameras are out of warranty. Motorola no longer supports, services, or sells our current model. They are only replacing this model at the cost of the agency. Furthermore, we are experiencing body-worn camera battery and hardware issues. With the pace of these failures, we do not believe the current equipment will last until 2026. Taser has partnered with Axon, which provides body-worn cameras currently utilized by several area police agencies and offers a bundle including replacement Tasers, body cameras, and cruiser cameras. The consolidation of body cameras and cruiser cameras into one compatible system proves beneficial for both officers and support personnel in redacting and compiling information for court. The City is requesting that the funds earmarked for both Taser (2024) and body-worn cameras (2026) be transitioned to purchase a bundle containing Taser, body-worn cameras, and cruiser cameras. The total cost of this bundle would be approximately \$1.65 million and can be spread out throughout the 5-year CIP cycle at \$330,000 per year starting in 2025. (Note: This will not incur any finance charges and will not be reduced or increased in any year.) \$330,000.00 each for FY 2026, FY 2027, FY 2028, and \$450,000.00 for FY 2029.

Scout Crime Prevention Portable Surveillance Cameras. Infinite Protection's solar and wind-powered mobile surveillance trailers are designed for long-lasting durability and custom integration to meet various security needs. These trailers are built to withstand harsh weather conditions and are constructed using high-quality materials that can resist corrosion, rust and other forms of wear and tear. The Scouts can be customized to meet specific security requirements. They come equipped with a range of security features such as high-definition cameras, motion sensors and alarms, which can be tailored to meet the unique needs of the user. These portable surveillance systems can deter criminal activity, capture suspicious activity and/or video of crimes in progress. Furthermore, the video capabilities can be remotely accessed and viewed as a live feed. The portable surveillance camera systems would be an asset to the Police Department's security preparations for events throughout the city, providing

an additional resource to monitor the activity of large crowds. This would be for the purchase of three portable surveillance camera trailers. \$150,000.00 in FY 2026.

Traffic and Crime Prevention Cameras (Phase 2). The Police Department is currently collaborating with several other City departments, including IT, Facilities, Parks, and Transportation & Mobility, to leverage fixed crime prevention and traffic cameras in strategic areas in the city. We have successfully implemented these Meraki camera solutions at several intersections and priority public safety points as a proof of concept. The requested funding will allow for a continued roll-out of the program to cover additional intersections and other locations in the city. Although Phase 2 of this project was originally programmed in the CIP for 2027 at \$120,000, implementing this phase sooner allows the department to leverage technology in furtherance of public safety. Rather than executing \$120,000 in 2027, we are seeking \$60,000 over FY 2025, FY 2026, and FY 2027.

Police E-Bikes. The current fleet of police bicycles was purchased in 2018 and will be due for replacement in 2028. Manufacturers have continued to develop e-bikes that can now travel at speeds of approximately 25 mph with a rechargeable battery that can last for hours. The Transportation & Mobility Department purchased two e-bikes for the Police Department in 2022, which officers have deployed at City events and on routine bike patrol. Purchasing additional e-bikes would greatly assist officers in their ability to effectively patrol not only the Bridge Street District in Bridge Park East and West, but also the more than one hundred miles of shared use paths. Additionally, bicycles will continue to be utilized at a multitude of special events throughout the year. \$50,000.00 in FY 2027.

Range Upgrade. The range facility was last upgraded in 2014 with the Generation 1 state-of-the-art Meggitt targeting system. We are now 10 years into the use of the facility, and certain aspects are in need of upgrade. Portions of our current carriers are no longer produced or supported by the manufacturer; if those parts fail, we will be unable to repair that carrier. Additionally, there has been historic trouble with the wireless setup due to the density of the walls and ceiling. The new system is the Generation 5 system. This upgrade would include all new carriers, touch screens, computer, tablet, software and the installation of a 5ghz wireless system to address our wireless issues. This upgrade would address our training needs for the next 7-10 years. \$125,000.00 in FY 2027.

Replacement Speed Trailers/Sound Trailer Equipment. Currently, the Traffic Enforcement Unit utilizes four speed trailers and one multi-function message board for speed deterrence and traffic messaging. The four speed trailers are strictly feedback signs, showing motorists their current speed when they pass by the unit. Last year, the City purchased a multi-function sign board which allows for greater flexibility to put traffic safety messaging on a 4ft x 8ft screen in addition to the speed feedback. The City's current speed trailers were purchased a number of years ago, and are approaching the end of their service life. This project provides for the replacement of the speed trailers with multi-function message boards. \$85,000.00 in FY 2027.

Replacement/Upgrade Technology and Cameras Surveillance Vehicles. The Police Department utilizes a van that was purchased in 2017, and a truck that was acquired from Fleet in 2018 for covert surveillance camera platforms. These vehicles, deployed hundreds of times, have been vital in ongoing investigations to identify suspects and record activity. Currently, they

use two different interfaces and have no interoperability. The project programs funding to upgrade the cameras, provide additional recording angles and convert both systems to one shared interface. Additionally, an up-fitter will install a standalone camera in a covert box, allowing investigators another option to place a surveillance camera that is on the same system when vehicle placement is not practical. \$30,000.00 in FY 2027.

Motorola Simulcast Virtualized Prime Migration. NRECC's current Simulcast Prime Site—the central controller for our five radio towers—is approaching the end of its service life, with support scheduled to conclude in December 2029. To ensure continued reliability and performance, the Motorola Simulcast Virtualized Prime Migration will modernize and enhance the scalability, resilience, and maintainability of our radio communications infrastructure. This upgrade is a critical first step in a multi-year initiative to transition our existing Motorola radio system to next-generation technology, and must be completed in advance of other planned system enhancements. \$667,588.00 in FY 2028.

Replacement Ballistic Shields. The police department currently has eight serviceable handgun-rated shields and four rifle-rated shields in inventory. The rifle shields were purchased in 2023 and will expire (manufacturer's recommendation) in 2028. The handgun-rated shields are outside their preferred serviceable life and should be replaced when funds are available. This money will be used to replace or supplement the current inventory based on needs and future advances in ballistic armor. \$125,000.00 in FY 2028.

Mobile Command Vehicle. Our current command trailer is over twenty years old and has deteriorated over time. All communications equipment has been removed from the trailer. However, it is used as a visible deterrent and indicator of police presence at city special events. In line with Council's vision to be a resilient and connected community, a mobile command vehicle would assist the police department in managing critical incidents, leveraging information gained from technology (drones, ALPR data, safety cameras), and provide an on scene centralized communication hub for decision makers during major incidents and special events. We also intend to explore opportunities to utilize drug seizure funds to offset some of the cost associated with the mobile command vehicle. \$550,000.00 in FY 2029.

Motorola AXS Dispatch Consoles. NRECC's current dispatch consoles are nearing the end of their service life, with support scheduled to conclude in December 2030. Upgrading to Motorola AXS Dispatch Consoles is a vital step in ensuring operational continuity, enhancing efficiency, and positioning the center for the future of public safety communications. The proposed investment includes the purchase and installation of seventeen (17) new dispatch consoles, enabling NRECC to transition toward Next Generation 911 (NextGen911) and aligning seamlessly with the broader, phased radio system upgrades planned through 2032. \$1,600,000.00 in FY 2029.

VR Training Simulator. Funding for this project will be used to purchase a state of the art 21st-century virtual reality training platform. This platform would be a 360-degree, fully immersive simulator that enables officers to train for real-world situations, including response to resistance, active shooter, de-escalation, crisis intervention, and more. This platform significantly increases officer training and is a valuable supplement to the current role-player interaction training. \$200,000.00 in FY 2029.

E-Citation Printers. In an effort to leverage technology to increase efficiency, the Police Department will move to “e-citation” printing through L-Tron Corporation. Currently, officers handwrite all traffic citations issued as a result of vehicle crashes or traffic violations. This solution allows officers to print citations in the cruiser utilizing the State of Ohio’s e-citation platform. These printers will produce uniformly printed citations that will be issued to drivers and travel through the court system and state reporting agencies. \$30,000.00 in FY 2030.

Motorola GTR Base Station Replacements. NRECC’s existing Motorola G-series base stations are projected to reach end-of-service life in 2032. As part of a long-term initiative to modernize and maintain seamless regional radio coverage, NRECC plans to upgrade to Motorola GTR base stations—high-performance, mission-critical components of a modern radio infrastructure. Currently, NRECC manages five (5) radio tower sites, which house a total of 45 base stations and associated equipment. These systems will require replacement to ensure continued reliability and alignment with the broader upgrade of NRECC’s Motorola radio system. The GTR base station serves as a core element of a Project 25 (P25) digital radio system, functioning as a high-power transmitter and receiver that enables clear, dependable communication across the network. \$4,000,000.00 in FY 2030.

Provisions for Review and Revision

In accordance with CALEA Law Enforcement Standard 15.1.3, this plan shall be reviewed and revised as needed. The Dublin Police Department reviews and revises this plan as required annually. The Law Enforcement Planner, with the help of the Chief of Police, Deputy Chiefs of Police, and the Professional Standards Manager, reviews and recommends necessary revisions to the Multi-Year Plan on an annual basis.

Conclusion

Multi-year plans have historically been complicated to formulate as they have influenced many areas that contain many variables. The Dublin Police Department’s “Five-Year Plan” is even more difficult due to growth issues, the economy, and the ever-changing technology arena. Another factor is the city’s annexation policy and how it affects future development. With the ratification of a water and sewer agreement with the City of Columbus, land annexation will continue. Adding more service areas, regardless of development, always impacts police resources.

While this plan addresses only general concepts and ideas, it serves as a base from which more critical short-term planning can occur. It also reflects enough flexibility that the police department can adjust its development plans as future needs dictate.

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