



BLOOMFIELD POLICE DEPARTMENT

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To: Chief Paul B. Hammick

From: Captain Stephen Hajdasz 

Date: 01/24/2020

Re: CY2019 Annual Administrative Review of Bias Based Profiling (CALEA Std. 1.2.9d)

It is the policy of the Bloomfield Police Department that Biased-based racial, ethnic, and gender profiling is an unacceptable behavior and shall not be tolerated. The Bloomfield Police Department shall utilize various management tools to ensure that racial/ethnic and/or gender profiling does not occur. Bias-based profiling is defined as the stopping, questioning, detention, arrest, or other disparate treatment of any person based solely on their race, ethnicity, or gender.

There are several procedures in place to ensure that racial/ethnic characteristics are not being used by officers as a basis for traffic stops/suspect stops and to attempt to identify potential training and policy issues related to bias-based policing. The first of these procedures is training department personnel on bias-based policing issues in the academy and during annual in-service training. The bias-based training includes topics that ensure all citizens receive fair and equal treatment and that officers are making traffic stops, field contacts, or any other formal actions on the basis of probable cause or reasonable suspicion. Additionally, officers who have had bias-based or discrimination complaints sustained against them are subject to remedial training and the disciplinary process. Finally, an annual review of the department's bias-based profiling policy is conducted, as is a review of the department's practices concerning bias-based profiling.

Police Department Training

The Bloomfield Police Department requires that all department personnel receive annual training on bias-based policing. This training was last conducted for in roll calls for all sworn officers in from January 9, 2019 through February 25, 2019.

Police Department Policy

Bloomfield Police Department General Order 1-05, Bias Based Policing was written to be in compliance with CALEA standard 1.2.9. The policy covers all aspects of bias-based profiling: definitions, prohibitions against bias-based profiling, bias-based profiling training, corrective measures, and an annual administrative review. The General Order is in the Department Policy Manual that is issued to all sworn officers through the Bloomfield Police PowerDMS, the document management system utilized by the Bloomfield Police Department.

Bias-Based Citizen Complaints

All allegations of bias-based profiling by citizens are thoroughly investigated by the Bloomfield Police Department. The BPD Professional Standards Division tracks all bias-based complaints. Additionally, the department uses video recording systems in marked police vehicles and body worn cameras to assist in the investigation of alleged bias-based profiling by officers. In 2019 the

PSD reported that there were no bias-based complaints made against any BPD personnel.

Analysis of Traffic Stop

The Bloomfield Police Department collects data from traffic stops by recording the data codes given by officers at the conclusion of the interaction and submission of a mandated State of CT traffic stop data reporting form. This data denote the perceived race and gender of the driver of the involved vehicle once contact is made with the vehicle's operator, the actual disposition of the traffic stop (arrest, citation, or warning) as well as if the vehicle was searched.

The State of CT traffic stop data reporting form review of traffic stop data department wide and individual officer's performance was generated, submitted, and reviewed. The information obtained showed that department wide a total of 3145 traffic stops were conducted. 62.70% were males, 37.30% were females. The racial makeup of the stops for 2019 were; 56.60% Black/African American, 43.02% White, 0.16% Indian, and 0.22% Asian. The estimates U.S. Census figures 2019 for the Town of Bloomfield are 59.1% Black/African American, 33.5% White, and 2.6% Asian. The reported Indian was negligible. Individual officer's traffic stop data was extracted and reviewed.

The State of CT traffic stop data reporting utilizes the yearly totals for traffic stop data compared to the commuting population figures for the Town of Bloomfield. However, aggregate percentages do not reflect racial or ethnic population density for geographical areas. Many neighborhoods are predominantly made up of one race or ethnicity. Consequently, the numbers of traffic stops conducted in these neighborhoods can appear skewed when compared with the aggregate census data. Additionally, The Bloomfield Police Department distributes manpower based on population density, calls for service, and the amount of crime that has occurred in a particular area. If a higher percentage of police officers are assigned to an area where the residents and drivers are predominantly one race or ethnicity, then there tends to be a higher rate of traffic stops for persons of that race or ethnicity. Therefore, additional data has been compiled for this analysis, in an effort to complete a more thorough evaluation of the traffic stop/suspect stop data for the Town of Bloomfield.

A high percentage police resources have been dedicated to particular areas in response to rates of crime that have occurred. This targeted enforcement included traffic stops, suspect stops, surveillance, and traffic grant objectives. The targeted enforcement is conducted over specific periods to address problem areas. Additionally, some extra patrols were initiated in some areas to address citizen complaints. When a higher percentage of proactive police activity occurs in these areas of the Town, then it is expected that the residents of the areas would be represented at higher rate, as a result.

Officers, and Traffic Stop Comparison

A total of 38 sworn officers made traffic stops in 2019, of these four (4) of the officers, with more than inconsequential motor stops conducted, had data showing their traffic stops to be at a higher rate of Black/African American drivers than both the Census figures as well as the departmental average. The four officers' rates of stopping Black/African American drivers were 74%, 69%, 65%, and 64%. Again some of the factors outlined above are a consequence of these figures.

The Town's percentage of Calls for Service, Crime Rates, Number of Traffic Stops, Motor Vehicle Accident Data and Officer Assignments are proportional. In 2019, most of the percentages of calls for service by time of day appear to be proportional for officers assigned throughout the shifts. According to the data motor vehicle stops conducted within the various assigned unit districts are

disproportionate. This disproportion aligns with the data for motor vehicle accidents and reported active crime.

In 2019 35% of the traffic stops conducted, 25% of the Calls for Service reported, and 34% of the MVA's occurred in Patrol District 5. This should be expected, given the targeted enforcement that was conducted last year. Patrol District 4 accounted for 25% of the traffic stops conducted, 24% of the Calls for Service reported, and 26% of the MVA's. Patrol District 3 accounted for 18% of the traffic stops conducted, 23% of the Calls for Service reported, and 20% of the MVA's. Patrol District 2 accounted for 10% of the traffic stops conducted, 9.5% of the Calls for Service reported, and 9% of the MVA's. Finally, Patrol District 1 accounted for 12.5% of the traffic stops conducted, 16% of the Calls for Service reported, and 10% of the MVA's

Field Contacts

The Bloomfield Police Department practice is to document field contacts with individuals involved in suspicious activity, or observed suspicious activity, while on routine patrol. These documentations are entered into the Record Management System in two manners; entered into the case that the officer is investigating at the time of the contact or generating a new case with a "Suspicious Circumstances" call type and documenting the contact there. Most of these Field Contacts are generated by Patrol Units, fewer are generated by the Detective Division. The Field Contact category mainly documented officers, as the reason for the stop/report, was suspect description associated with an active crime. At this time, the department does not collect data related specifically to suspect stops and their dispositions. Generally, the areas where the Field Contacts occur were mirrored to the areas of the town with the highest rates of reported active crime.

Conclusion

The Bloomfield Police Department is preemptively contending with bias-based policing issues through the use of department policy and officer training. The department thoroughly investigates all citizen complaints and analyzes the officer's behavior documented in their traffic stop data, and conducts an annual review of the department's performance relating to bias-based policing. The Bloomfield Police Department Policy clearly emphasizes that bias-based policing tactics by officers will not be tolerated. Any officers found to be in violation of this policy are subject to disciplinary action. Any documented issues of bias-based policing are reviewed on an annual basis. All Bloomfield Police Officers receive training on bias-based policing, prior to graduation from the Bloomfield Police Academy, and receive training on an annual basis conducted by the Bloomfield Police Department's Training Unit. All allegations of bias-based policing by officers, are investigated by the Professional Standards Division. Finally, analysis of traffic stop/suspect stop data is compared with the demographics, crime rates, calls for service, and any other pertinent data to ensure that any bias-based policing issues are identified and addressed, immediately.

Recommendations

The Bloomfield Police Department should continue to take proactive measures to ensure that its officers enforce laws and investigate criminal activity on the basis of probable cause or reasonable suspicion and not based on the race, ethnicity, or gender of the citizens they encounter. The department should continue to train officers that all citizens receive fair and equal treatment, to thoroughly investigate all bias-based related complaints, and take immediate corrective action when required.

There will continue be a monthly review of the officer's performance who are tracking higher than the Census figures as well as the departmental average by the Patrol Commander. The involved officers will be made aware of the data and the Patrol Commander will ensure that their respective supervisors will take the appropriate action to confirm there are no Biased-based racial, ethnic, and gender profiling practices.

The Bloomfield Police Department is in the process of enhancing the NexGen Law Enforcement Administrative System's Records Management and Computer Aided Dispatch programs to aid in crime data extraction as well as administrative oversight. A recommendation has been made to integrate a definitive method to extract data for Field Contacts from the Records Management System by utilizing a "Field Contact" call type for documenting these contacts.