



ZEPHYRHILLS POLICE DEPARTMENT MEMORANDUM

To: William Poe, City Manager

Cc:

From: Derek Brewer, Chief

Date: March 24, 2023

Subject: Annual Review of Bias-Free Policing

To comply with the Commission for Florida Law Enforcement Accreditation (CFA) Standard 2.06M and the Zephyrhills Police Department Policy 01.09 entitled Biased-Free Policing, an annual review for March 1, 2022, through March 1, 2023, has been conducted. As part of the review, the Office of Professional Standards provides information about agency practices concerning traffic stops, the count and disposition of all bias-profiling complaints, and recommended policy, procedure, or training changes.

Records Clerk Lisa Jones provided me with a report from the Tracs operating system of all traffic citations issued by all officers of the Zephyrhills Police Department. The information included the ethnicity, race, and gender of those who received citations from the Zephyrhills Police Department. The results were as follows: White (66%), Black (12%), Hispanic (18%), and Other (4%). Additionally, fifty-eight percent (58%) of males and forty-two percent (42%) of females received citations. The percentages above are consistent with the demographic makeup of our City, with no significant statistical difference between our traffic enforcement and the general population of Zephyrhills.

Operations Commander Lieutenant Nathan Gardner reviewed all formal complaints documented in the Benchmark Operating System. Of the ten (10) complaints filed, one was classified as biased-based. The complaint stemmed from an incident involving Officer Jonathan Rose on December 4, 2022. Officer Rose conducted a traffic crash investigation (Case number 2022-6326), issuing a traffic citation to the at-fault driver. The at-fault driver's son became upset that his father received the citation and felt Officer Rose was discriminatory. Per policy, officers investigating traffic crashes are to cite the at-fault driver. Further, the accident report, the officer's body camera, and other associated documentation were reviewed, and it was concluded that the complaint was unfounded. Ultimately, the complainant withdrew his complaint against Officer Rose.

In September 2020, all members of the police department received training on Bias-free policing from Dr. Lori Fridell and other trainers from Fair and Impartial Policing. Additionally, sworn members receive an annual refresher course from the Public Risk Management training portal. They also comply with the FDLE mandatory training requirement for bias-free traffic stops.

A review of Zephyrhills Police Department Standard Operating Procedure 01.09, Bias-Free Policing, was conducted by executive staff on June 3, 2022, to ensure CFA compliance. As a result, minor changes were made to meet CFA standard 2.06M.

Community education is integral to the agency's bias-free policing awareness efforts. Citizens may access the Zephyrhills Police Department's website for community education and awareness about bias-free policing by using a link that describes the agency's policy and guidelines to file a complaint.

The agency's total calls for service from March 1, 2022, through March 1, 2023, were 34,759. Therefore, based on the calls for service totals and one unfounded complaint of bias-based policing, the goals and objectives of the Zephyrhills Police Department Policy 01.09 are being achieved due to current agency practices.

As required by CFA Standard 2.06M and stated in Department Policy 01.09, the summary of this review was placed on the police department's website for public viewing.