



## 2021 Bias-Based Policing Annual Report

The following report examines the Waukeee Police Department's enforcement data for 2021 regarding bias-based profiling during traffic stops and arrests. This annual report allows the supervisory staff, employees, and the public to review the department's enforcement activity by race, ethnic origin, and gender.

**Training:** The Waukeee Police Department conducts annual training on the department's bias-based profiling policy with its employees. Further, the department facilitates presentations by guest instructors so officers hear real-life experiences of the impact the officers' actions can have on minority members of our community.

**Review Process:** The Waukeee Police Department conducts a quarterly review of the traffic stops and arrest contacts that each Waukeee Police Department officer initiates. The quarterly report is evaluated by the Lieutenant in charge of the department's Community Protection Division. If areas of concern are identified, the Lieutenant of Community Protection Division will review body-worn camera, and in-car camera video of all traffic stops conducted by the officer. The review will evaluate all relevant factors (i.e., shift assigned, areas assigned to patrol, and self-initiated vs. dispatch calls for service). Then, based upon examining the totality of circumstances, a determination is made if the officer was professional, tactically sound, and followed departmental policies and procedures.

The quarterly and annual reports are then forwarded to the Chief and senior leadership team members for review and evaluation to ensure that all Waukeee Police Department officers comply with the department's policy on bias-based profiling.

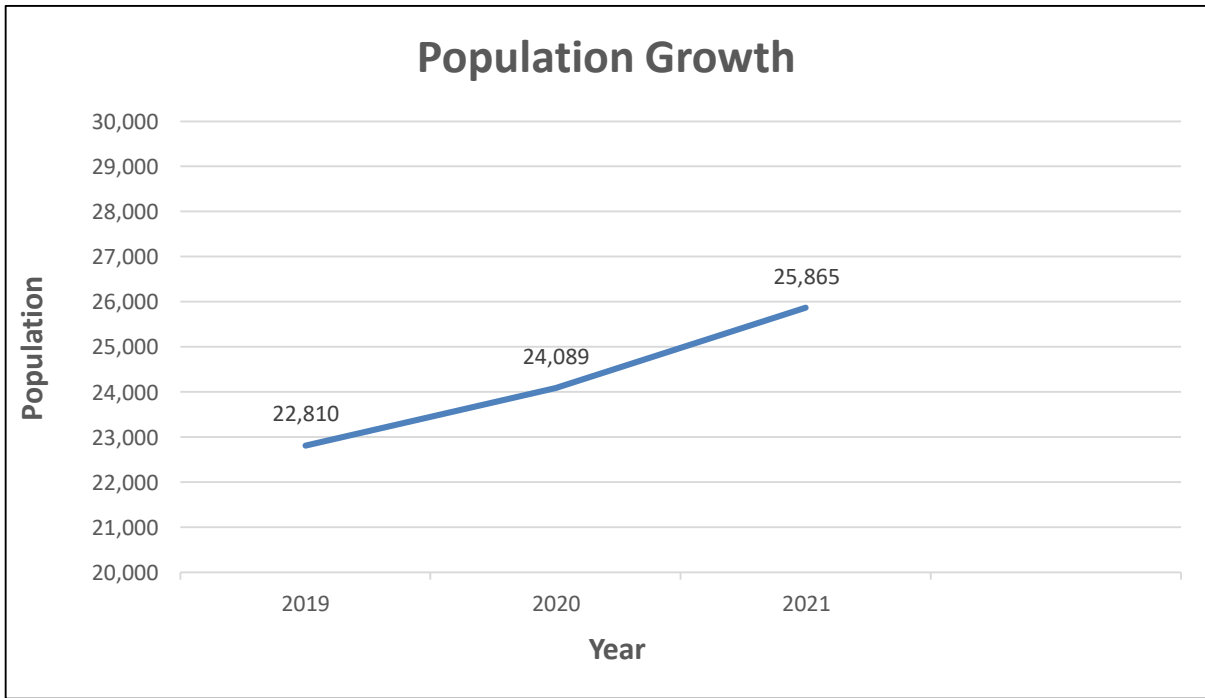
**Policy:** The leadership team of the Waukeee Police Department firmly believes that bias-based profiling by its officers is unacceptable during traffic stops, arrests, or any phase of the enforcement process. The department has established a policy regarding bias-based profiling that the officers review annually for familiarization and compliance. Any policy infractions are addressed immediately, and swift action is taken to correct the issues.

A copy of the department’s bias-based profiling policy can be found at the end of the report for public review.

## **Population Growth:**

### **Population Growth:**

The City of Waukee has continued to experience significant growth over the past several years. In May 2020, the U.S. Census Bureau estimated Waukee’s population number to be 24,089 (based upon July 1, 2019 data). Since 2010, the State of Iowa has recognized Waukee as the fastest growing city in Iowa, with a population greater than 20,000. Waukee’s growth was a staggering 74.4 percent (2010-2020). According to the data provided by Applied Geographic Solutions, the current population of Waukee is 25,865. By 2030, the projected growth for the City is expected to hit at least 40,000 residents. This enormous population growth has expanded the diversity of the City’s population, which includes many ethnicities, cultures, and religions.



## **Development:**

### **Residential Development:**

The City issued a total of 1,761 building permits in 2021. Of that total, 672 permits were issued for new single-family residential homes; 153 were issued for townhomes/attached dwellings; and six permits were issued for multi-family buildings, accounting for 367 new multi-family units; and 19 permits were issued for commercial developments. The remaining permits fall into the “Other” category, including projects such as additions, alterations, decks, fences, etc. In total, the permits issued in 2021 included 1,192 new residential housing units.

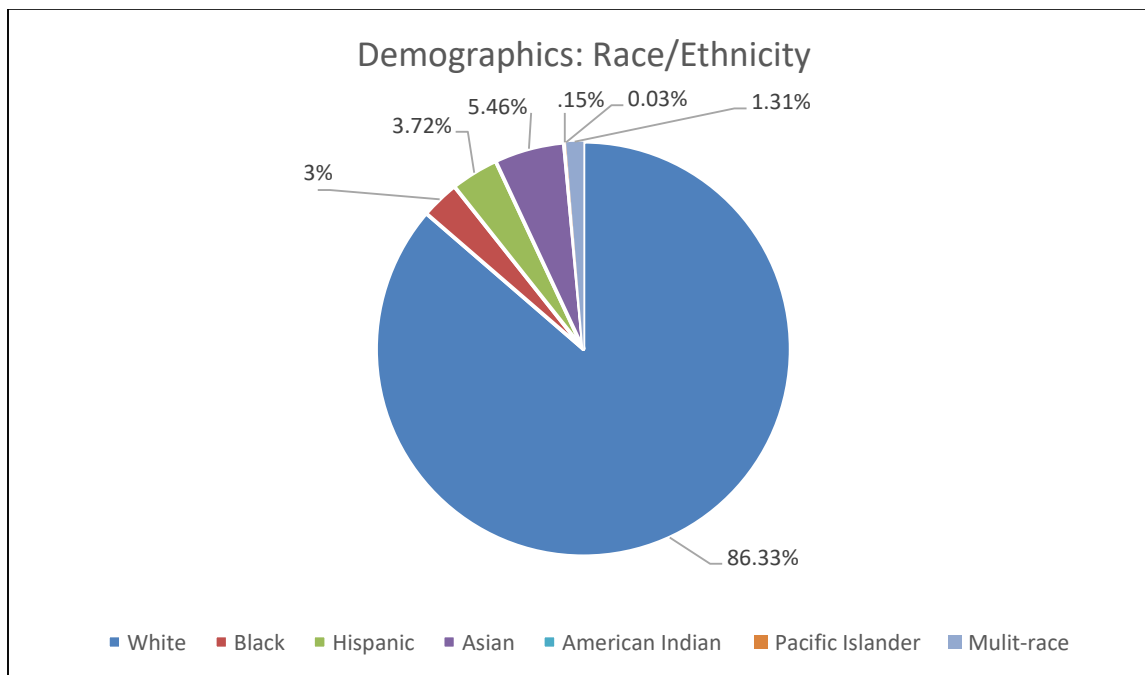
### **Commercial Development:**

In addition to strong residential growth, the city saw several new commercial projects completed. Several new commercial projects in Waukee started construction in 2021, which included Hyper Energy Bar, O’Reilly Auto Parts, Hy-Vee Fast & Fresh, Smokey Row Coffee in two locations, Jiffy Lube, Premier Dance, and Paragon Performance. In total, new commercial in 2021 was valued at \$25,238,401.

## **Demographics**

### **Demographics by Race/Ethnicity:**

According to Applied Geographic Solutions, 86.33% of Waukee residents identify themselves as White; 5.46% as Asian; 3.72% as Hispanic; 3% as Black; 1.31% as Multi-race; 0.15% as American Indian; and 0.03% as Pacific Islander.



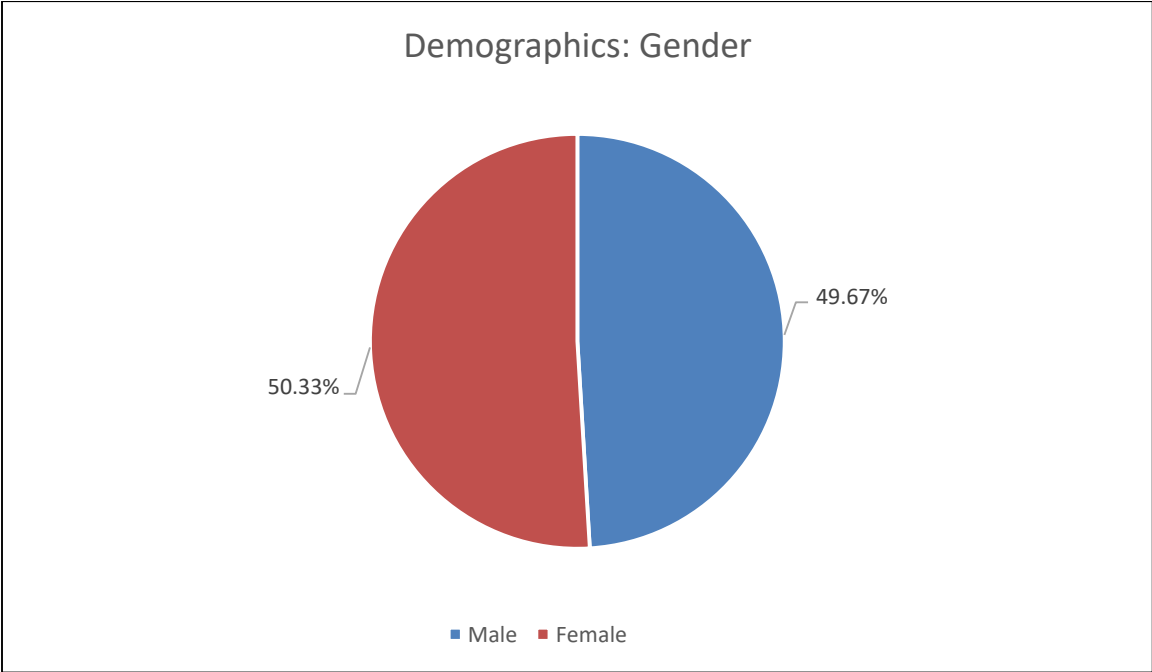
Consideration should be given to the uniqueness of the community and the fact that the Waukeee city limits include all secondary schools associated with the Waukeee Community School District, which encompasses a much larger area than what was used in the Applied Geographic Solutions demographic report. The statistical outcomes may be impacted by the unique nature of the school district boundaries and the number of people coming into the City of Waukeee on a daily basis that are not reflected in the demographics of the city.

**Demographics by Age:**

According to data provided by Applied Geographic Solutions, 7.57% of Waukeee residents are under age five; 8.17% are between ages 5-9; 13.76% are between ages 10-19; 13.96% are between ages 20-29; 17.29% are between ages 30-39; 13.66% are between ages 40-49; 10.23% are between ages 50-59; 4.23% are between ages 60-64; and 11.14% are over the age of 65.

**Demographics by Gender:**

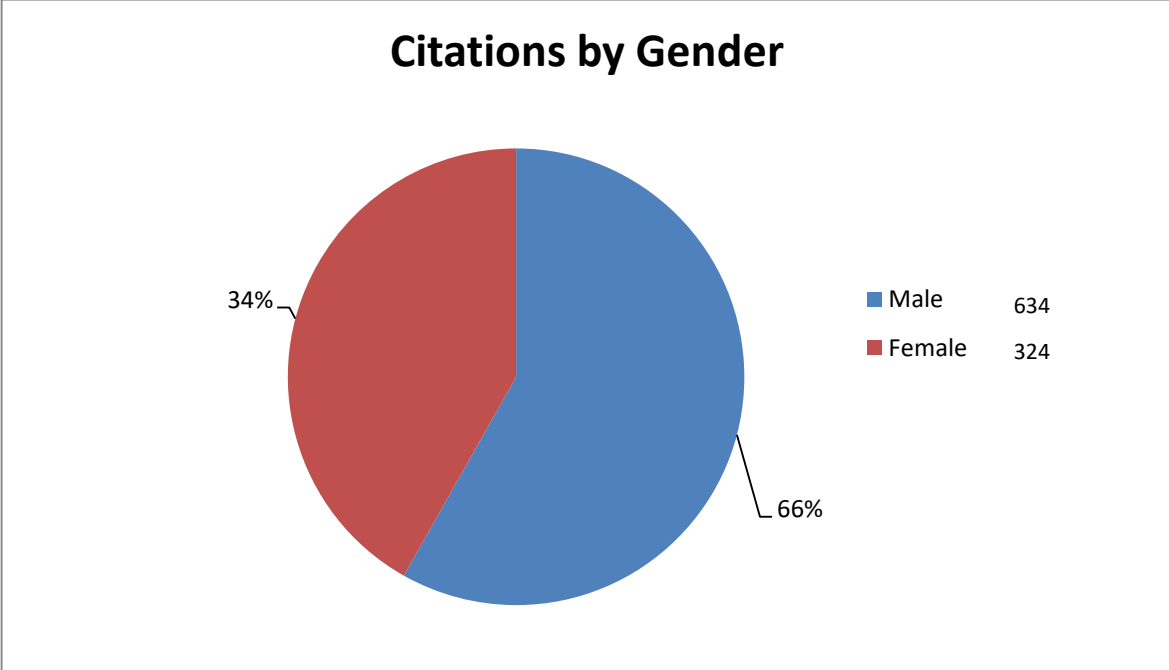
Over half the population of Waukeee is female (50.33%).



**Citation Data:**

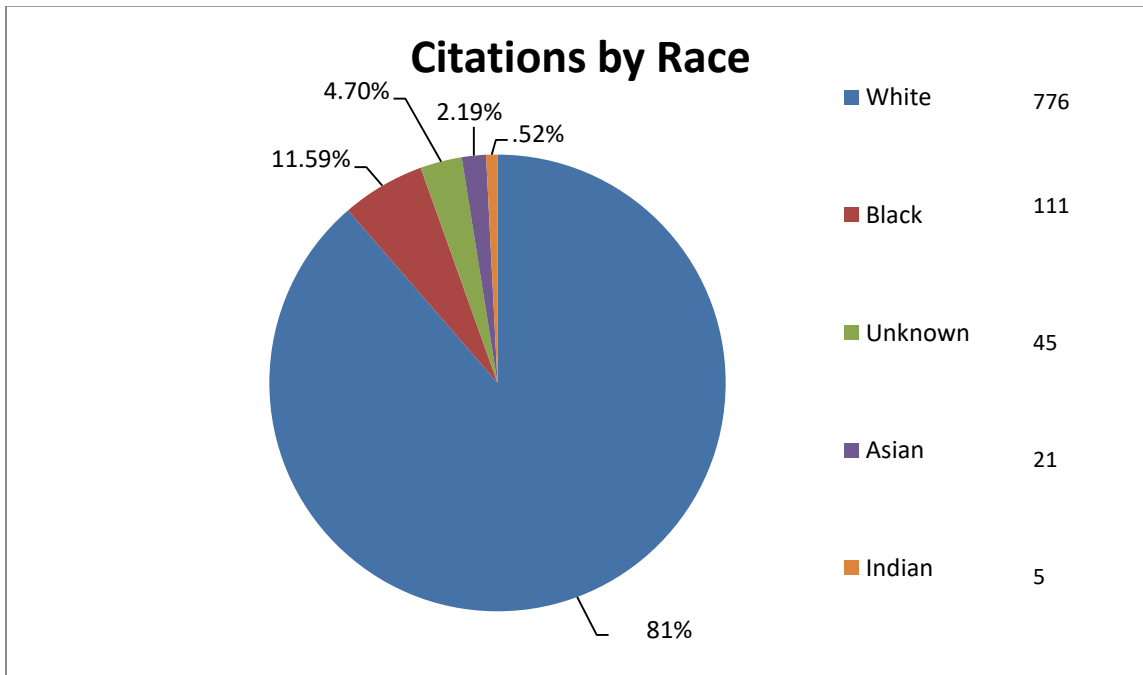
**Citations By Gender:**

The data from 2021 shows 66% of citations were issued to males and 34% to females.



### Citations By Race:

The data from 2021 shows 81% of citations were issued to Whites; 11.59% to Blacks; 4.70% to unknown; 2.19% to Asians; and .52% to Indians.

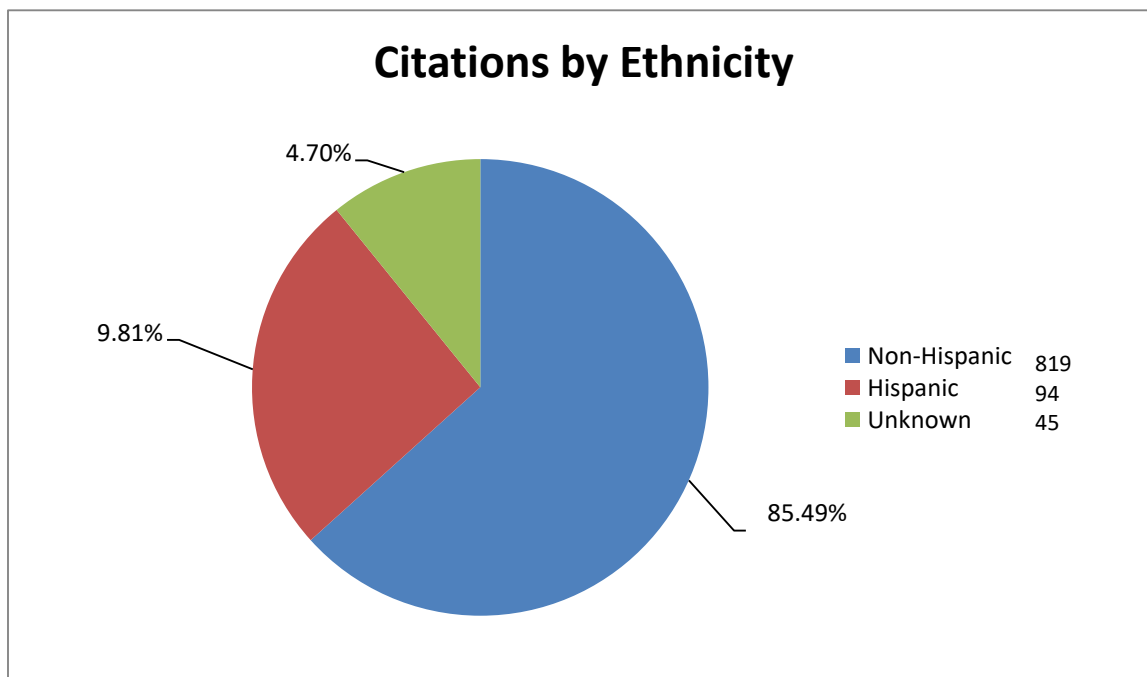


## Summary:

The data from 2021 indicates persons listing Black as their race/ethnic origin were the only group showing a higher traffic contact rate. In 2020, 6% of the department's traffic stops involved Black individuals. In 2021, 11.59% of the department's traffic stops involved Black individuals. The department reviews traffic contacts on a quarterly and yearly basis. Factors reviewed for each traffic contact include: time of day; officer; officer's position; number of stops the officer conducted; and whether the contact was self-initiated or a call for service. Self-initiated is the officer being proactive, and a call for service is the officer responding to an incoming call to the Police Department or dispatch center. Upon review of these factors, there was no finding of officer biases regarding race.

## Citations By Ethnicity:

The data from 2021 shows 85.49% of citations were issued to individuals that are not of Hispanic background, 9.81% of citations were issued to individuals of Hispanic background, and 4.70% were issued to persons of unknown ethnicity.



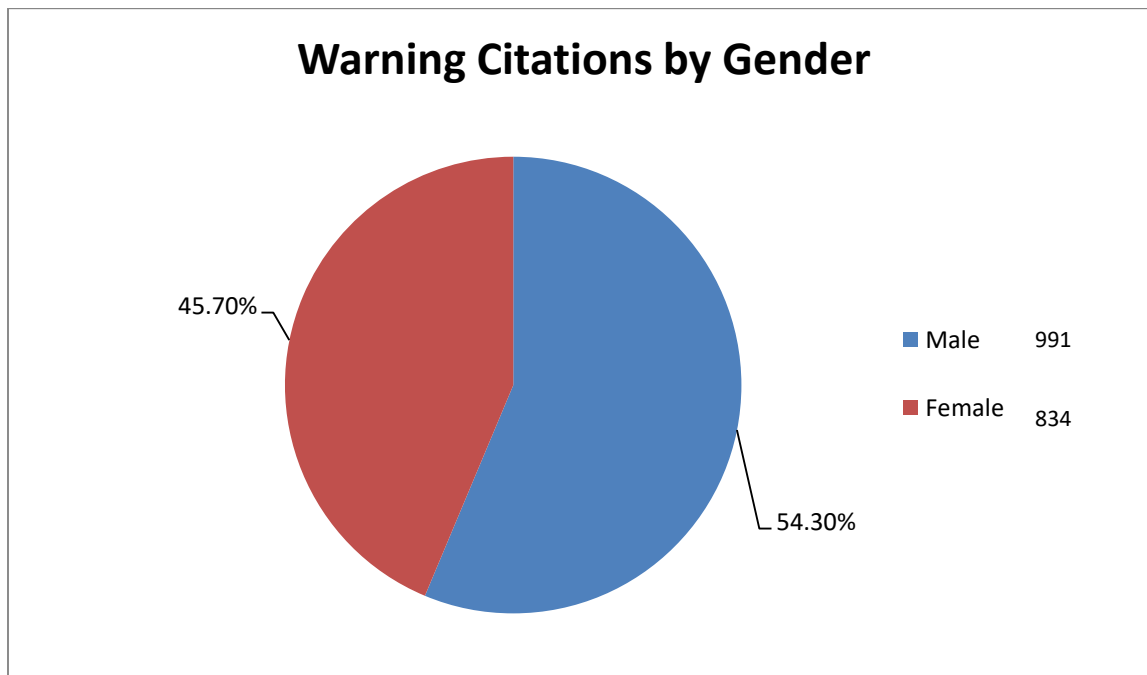
## Summary:

The data from 2021 indicates persons listing Hispanic for their race/ethnic origin were showing a higher-stop rate in 2021. In 2020, 7% of the department's traffic stops involved Hispanic individuals. In 2021, 9.81% of the department's traffic stops involved Hispanic individuals. The department reviews traffic contacts on a quarterly and yearly basis. Factors reviewed for each traffic contact include: time of day; officer; officer's position; number of stops the officer conducted; and whether the contact was self-initiated or a call for service. Self-initiated is the officer being proactive, and a call for service is the officer responding to an incoming call to the Police Department or dispatch center. Upon review of these factors, there was no finding of officer biases regarding ethnicity.

## Warning Citation Data:

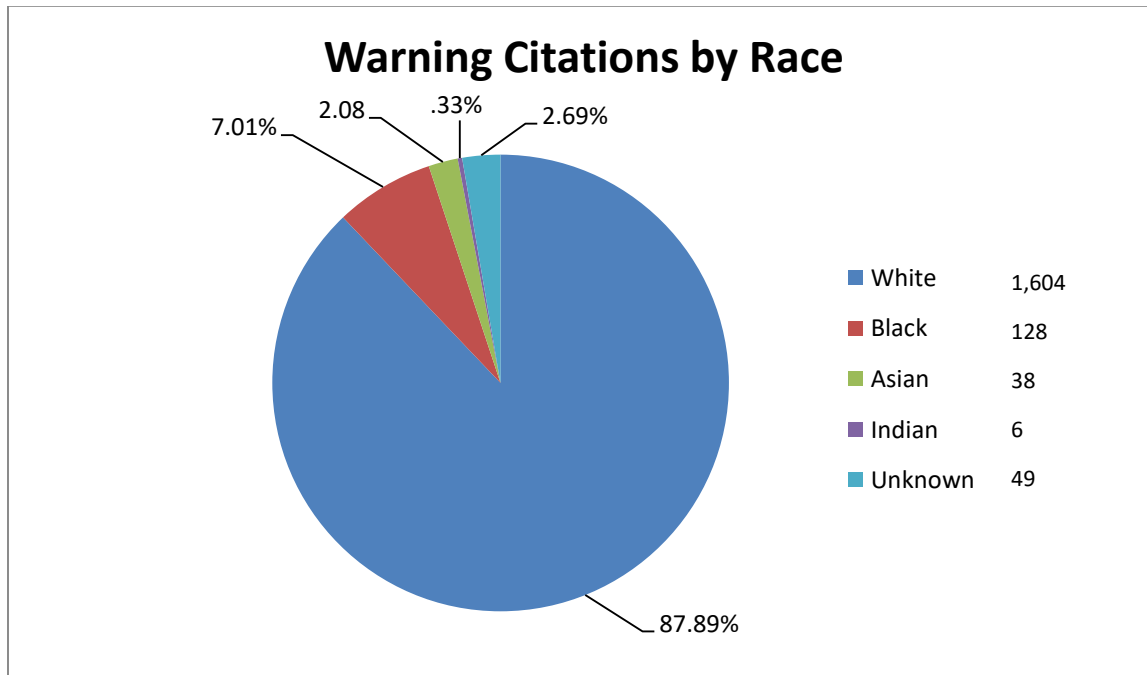
### Warning Citation by Gender:

The data from 2021 shows that 54.30% of warnings were given to males, and 45.70% were given to females.



### Warning Citation by Race:

The data from 2021 shows 87.89% of warnings were given to Whites; 7.01% to Blacks; 2.08% to Asians; and 2.69% were unknown.

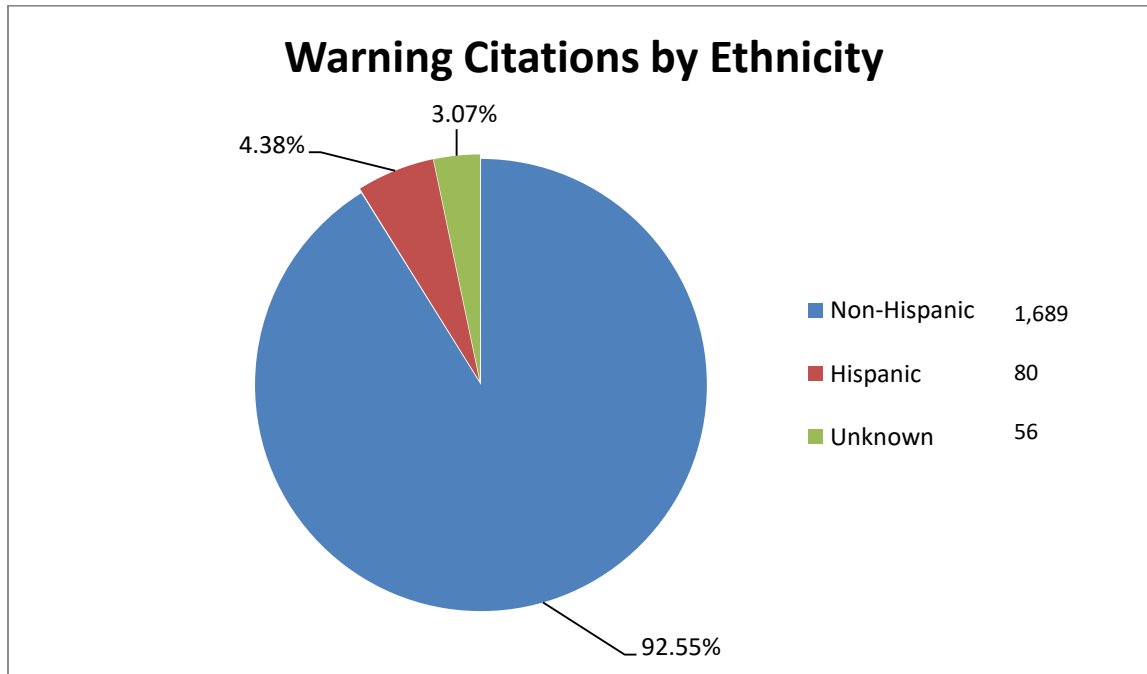


### Summary:

The data from 2021 indicates persons listing Black for their race/ethnic origin were the only group showing a higher-stop rate. In 2020, 6% of the department's traffic stops involved Black individuals. In 2021, 7.01% of the department's traffic stops involved Black individuals. The department reviews traffic contacts on a quarterly and yearly basis. Factors reviewed for each traffic contact include: time of day; officer; officer's position; number of stops the officer conducted; and whether the contact was self-initiated or a call for service. Self-initiated is the officer being proactive, and a call for service is the officer responding to an incoming call to the Police Department or dispatch center. Upon review of these factors, there was no finding of officer biases regarding race.

### Warning Citation by Ethnicity:

The data from 2021 shows 92.55% of warnings were given to individuals not of Hispanic background, 4.38% of warnings were given to individuals of Hispanic background, and 3.07% of warnings given were to persons of unknown ethnicity.



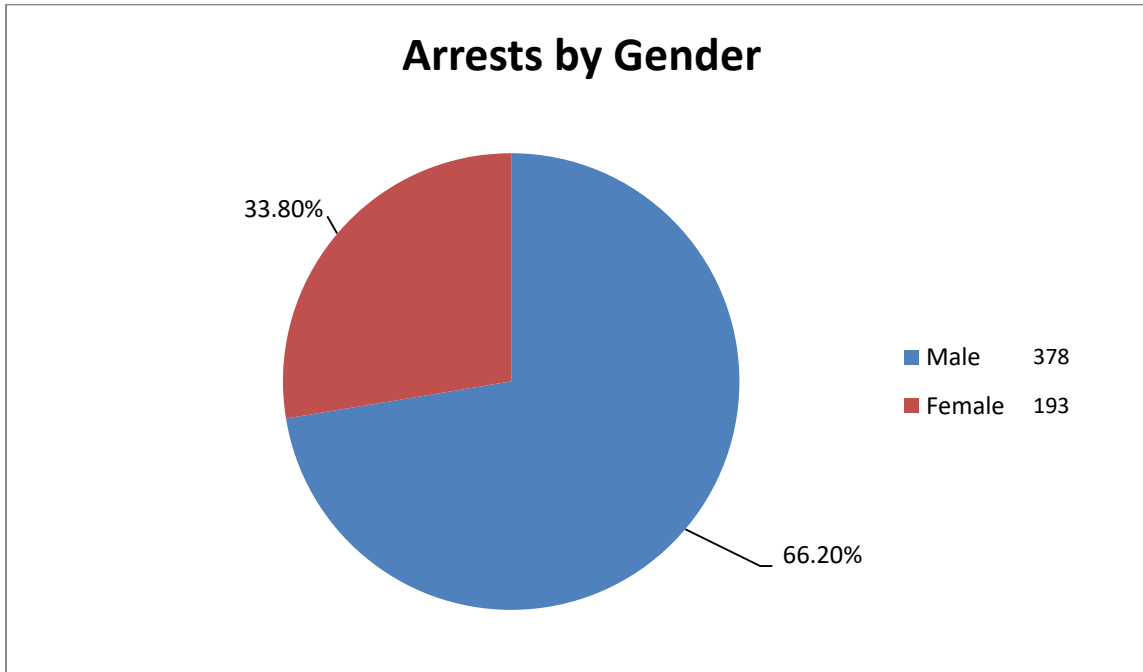
### Summary:

The data from 2021 indicates persons listing Hispanic for their race/ethnic origin were a group showing a higher-stop rate than what is reflected within the current demographics of the City. In 2020, 6% of the department's traffic stops involved Hispanic individuals. In 2021, 4.38% of the department's traffic stops involved Hispanic individuals. This was a 1.62% decrease in contacts. The department reviews traffic contacts on a quarterly and yearly basis. Factors reviewed for each traffic contact include: time of day; officer; officer's position; number of stops the officer conducted; and whether the contact was self-initiated or a call for service. Self-initiated is the officer being proactive, and a call for service is the officer responding to an incoming call to the Police Department or dispatch center. Upon review of these factors, there was no finding of officer biases regarding ethnicity.

## Arrest Data:

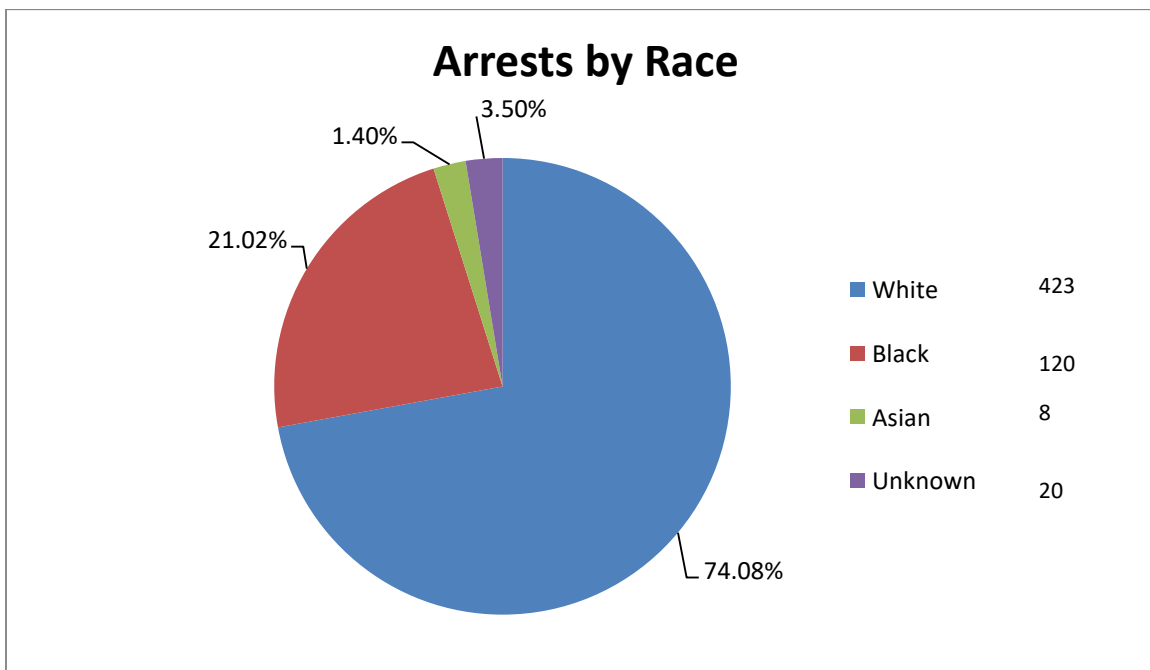
### Arrest by Gender:

The data from 2021 shows that 66.20% of arrests were males, and 33.80% were females.



### Arrest by Race:

The data from 2021 shows 74.08% of arrests were Whites; 21.02% were Blacks; 1.40% were Asians; and 3.50% were of an unknown race.

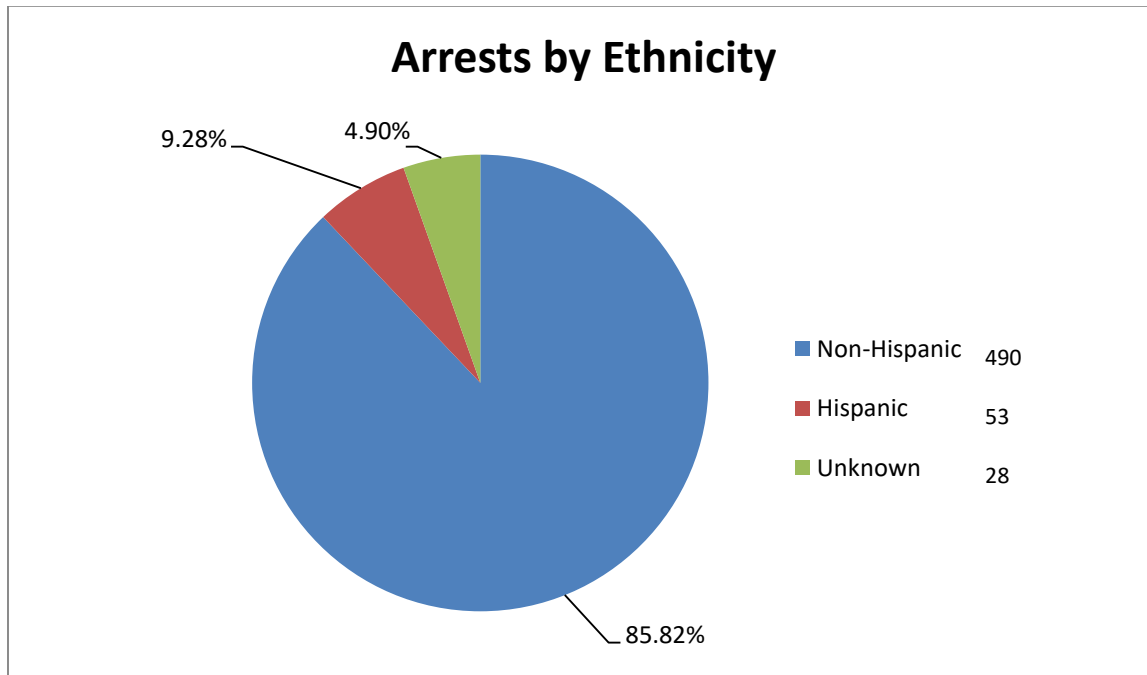


## **Summary:**

The data from 2021 indicates persons listing Black as their race/ethnic origin were the only group showing a decrease in arrest contacts. In 2020, 23% of the department's arrests involved Black individuals. In 2021, 21.02% of the department's arrests involved Black individuals. A review of the data showed 120 arrests of Black individuals. The 2021 data shows that 35 arrests were juveniles in our Waukee Schools. A review of that data shows that 34 of 35 arrests were School Resource Officers responding to calls that resulted in arrests. The data shows that 83 arrests were from the department's Community Protection Division. A review of that data shows 35 officer initiated arrests, and 48 arrests from officers responding to calls for service. The department reviews traffic contacts on a quarterly and yearly basis. Factors reviewed for each traffic contact include: time of day; officer; officer's position; number of stops the officer conducted; a warrant; and whether the contact was self-initiated or a call for service. If an officer has contact with an individual with an active warrant it's a mandatory arrest. Self-initiated is the officer being proactive, and a call for service is the officer responding to an incoming call to the Police Department or dispatch center. Upon review of these factors, there was no finding of officer biases regarding race.

### Arrest by Ethnicity:

The data from 2021 shows 85.8% of arrests were of individuals not of Hispanic background; 9.28% of arrests were of individuals of Hispanic background; and 4.9% were of persons of unknown ethnicity.



### Summary:

The data from 2021 indicates persons listing Hispanic as their race/ethnic origin were the only group showing a higher-stop rate. In 2020, 7% of the department's arrests involved Hispanic individuals. In 2021, 9.28% of the department's arrests involved Hispanic individuals. A review of the data shows 53 arrests of Hispanic individuals. The 2021 data shows that seven arrests were juveniles in our Waukee Schools, all seven the result of School Resource Officers responding to calls for service. In addition, the data shows that 46 arrests were from the department's Community Protection Division. A review of that data shows officers self-initiated 26 arrests, and 19 arrests were the result of officers responding to calls for service. The department reviews traffic contacts on a quarterly and yearly basis. Factors reviewed for each traffic contact include: time of day; officer; officer's position; number of stops the officer conducted; a warrant; and whether the contact was self-initiated or a call for service. If an officer has contact with an individual with an active warrant it's a mandatory arrest. Self-initiated is the officer being proactive, and a call for service is the officer responding to an incoming call to the Police Department or dispatch center. Upon review of these factors, there was no finding of officer biases regarding ethnicity.

## **Conclusion:**

Upon examining the data collected in 2021, there is no indication of bias-based profiling by the department as a whole or any individual officer. Additionally, during the calendar year 2021, the Waukeee Police Department did not receive any citizen complaints of bias against any officers.

The department reviews traffic contacts on a quarterly and yearly basis. Factors reviewed for each traffic contact include: time of day; officer; officer's position; number of stops the officer conducted; and whether the contact was self-initiated or a call for service. Self-initiated is the officer being proactive, and a call for service is the officer responding to an incoming call to the Police Department or dispatch center. A review of officer traffic stops and arrest contacts initiated during the 2021 calendar year revealed that all officers complied with the Waukeee Police Department's Bias-Based Policing Policy.



# 2021 Waukeee Police Bias Based Policy

## I. POLICY

The purpose of this policy is to ensure that every member of the Waukeee Police Department observes, respects, and protects the Constitutional rights of all persons with whom we come in contact. Therefore, law enforcement agencies should not condone the use of any bias-based profiling in their enforcement programs as it may lead to allegations of violations of the constitutional rights of the citizens we serve, undermines the legitimate law enforcement efforts, and may lead to claims of civil rights violations. Additionally, bias-based profiling alienates citizens, fosters distrust of law enforcement by the community, invites media scrutiny, legislative action, and judicial intervention.

- A. Definitions: Profiling, in itself, can be a useful tool to assist law enforcement officers in carrying out their duties. Bias-based profiling, however, is the selection of individuals based solely on a common trait of a group. This includes but is not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups.
- B. The Waukeee Police Department has a prohibition against bias-based policing in traffic contacts, field contacts, asset seizure, and forfeiture efforts. No person shall be subject to any stop, detention, enforcement action, or search by members of this Department when such stop, detention, enforcement action, or search is based solely on bias-based profiling.
  - 1. Specific examples: Police personnel need to understand that racial bias is neither a simple nor a one-dimensional issue. It is complex and takes many forms, some prominent and others subtle.

Examples include:

- a. Targeting motorists for traffic stops on the basis of racial profiles.
- b. Applying discretionary enforcement on the basis of race.
- c. Tolerating different degrees of disorder and deviance on the basis of race.
- d. Interfering with citizens' routine activities on the basis of race (e.g., stopping, questioning, and searching citizens without adequate cause).
- e. Assuming someone is dangerous on the basis of race.
- f. Unduly relying on race as part of suspect identification.
- g. Providing different levels of police patrol and protection on the basis of race or because of unfounded racial fears.

C. Law enforcement personnel should focus on a person’s conduct or another specific suspect information. They must have reasonable suspicion supported by specific suspect information. They must have reasonable suspicion supported by specific articulated facts that the person contacted regarding their identification, activity, or location has been, is, or is about to commit a crime or is currently presenting a threat to the safety of themselves or others.

D. The Department will train agency enforcement personnel in bias-based policing issues, including legal aspects. This should include profiling related topics, i.e., field contacts, traffic stops, search issues, asset seizure and forfeiture, interview techniques, cultural diversity, discrimination, and community support.

E. Reporting bias-based policing

1. If you observe bias-based profiling by another employee, immediately tell the person displaying the behavior to stop (they may not be aware of their conduct); however, this is not required.
2. Promptly report any incident of bias-based profiling to any supervisor Chief of Police even if you have discussed it directly with the individual(s) involved.
3. Provide the following information when reporting bias-based profiling:
  - a. Date(s), time(s), and location(s) when the incident(s) took place;
  - b. Description of each incident; e.g., what was said and done? , etc.;
  - c. Name(s) of anyone present during each incident; and,
  - d. Anyone with whom you’ve discussed the incident(s).
4. Annual Review: The Chief’s Office will conduct an Annual administrative review of agency practices; the Lieutenant of the Community Protection Division shall conduct a quarterly review of the Department’s citation and arrest stats for indicators of biased-based policing; the Sergeants will conduct a semi-annual review including citizen concerns. A report will be published annually.

F. Investigation of reports of bias-based policing

1. The Lieutenant of the Community Protections Division will be responsible for tracking and collecting all enforcement forms and information. Further, the Lieutenant will prepare quarterly reports containing their analysis of the collected enforcement data and forward it to the Chief of Police for their review. Finally, the Sergeant’s assigned to CPD will conduct a semi-annual review of the collected data. If the statistical data associated with an officers enforcement activity identifies an issue, the following information will be evaluated and the results forwarded to the Chief of Police:
  - a. Information is broken down by race and gender
  - b. Census data benchmarking
  - c. Adjusted census benchmarking
  - d. Complaints
  - e. Research traffic stop history

1. Once the review is completed, the Chief of Police or designee will determine whether an employee's name should remain on the review list or be placed on the "referral" list and be referred for further follow-up by the employee's direct supervisor. The Division Commander of the effected employee will coordinate with the immediate supervisor regarding the appropriate assistance and/or training activities that are to be taken to address the identified issue(s). They will assign the direct supervisor a return due date of ten (10) working days. The direct Supervisor will ensure that the required response is received within ten (10) working days or that an approved extension request has been made and is maintained in the file.
2. Supervisor Responsibilities: If it is determined that an employee meeting is not justified, the direct supervisor shall submit a memorandum to the Chief of Police or designee stating the findings. If it is determined that an employee meeting is necessary, a meeting with the employee will be facilitated. After the meeting, the supervisor will submit a memorandum to the Chief of Police or designee through the chain of command with recommendations. This report will outline the meeting and the recommended actions, and any additional follow-up that is deemed necessary. The Chief of Police will determine and establish options and course of action to include, but not limited to:
  - a. No further action - the employee's performance is within policy
  - b. Progressive Discipline
  - c. Mandatory remedial or additional training designed to improve employee skills and Performance
  - d. Informal monitoring by FTO's
  - e. Formal counseling by Department's psychologist
  - f. Mandatory or voluntary referral to the City's Employee Assistance Program (EAP)
  - g. Formal monitoring (probation period set) with formal reviews and reports
  - h. Reassignment
3. The Chief of Police will determine the appropriate finding. A finding other than "no further action" or "informal counseling by supervisor" will require the supervisor to develop a performance action plan for the employee. The Chief will approve this plan of Police. The performance action plan will be communicated to the employee by their supervisor. The Chief of Police or designee will be responsible for reviewing the action plan with the supervisor for compliance.