

## 2020 Bias Based Policing Annual Report

The following report examines the Waukeee Police Department's enforcement data for 2020 in regard to 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 of the Waukeee Police Department officer's initiate. The quarterly report is evaluated by the lieutenant in charge of the Department's Community Protection Division. If any areas of concern are identified, the lieutenant of Community Protection Division will review body camera and in-car camera video of all traffic stops by the officer and evaluate all relevant factors such as shift assigned, areas assigned to patrol and self-initiated vs. dispatch calls for service. Based upon an examination of 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 report are then forwarded to the chief and senior leadership team members for review and evaluation to ensure that all Waukeee Police Department officers are in compliance with the department's policy on bias based profiling.

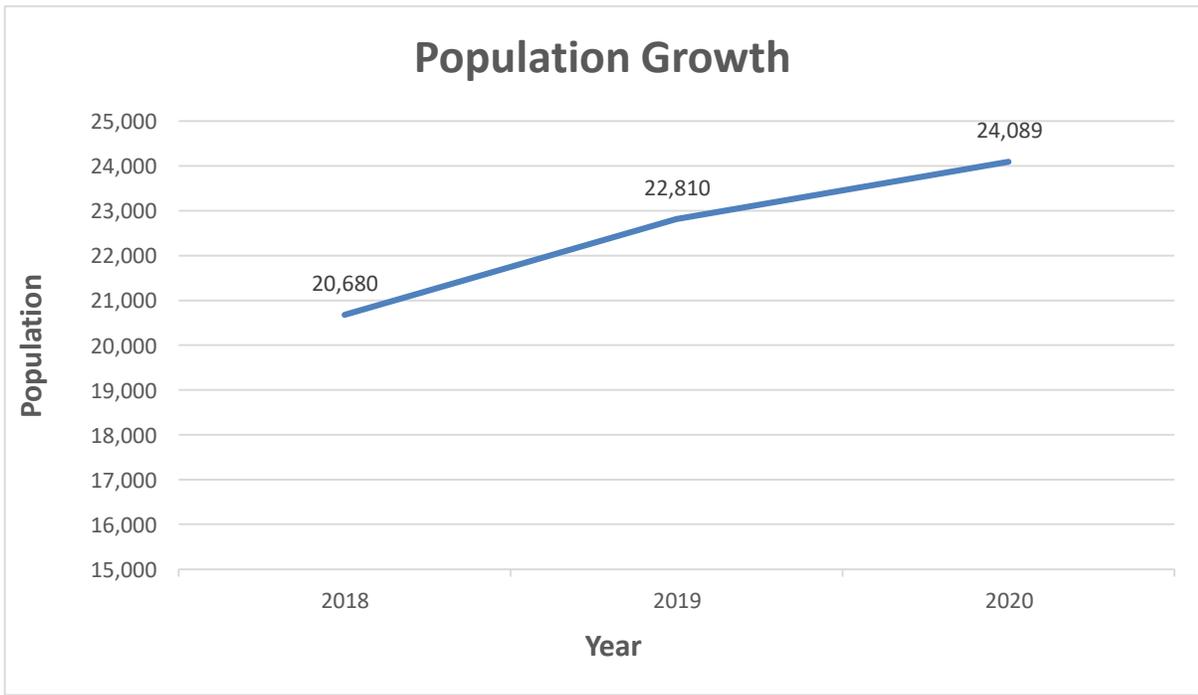
**Policy:** The leadership team of the Waukeee Police Department strongly believes that bias-based profiling by its officers is unacceptable during traffic stops, arrests or any phase of the enforcement process. The department has established a policy regarding bias-based profiling that the officers review annually for familiarization and compliance. Any infractions of the policy are addressed immediately and swift action 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. During the ten-year time span, Waukee’s growth was a staggering 74.4 percent (2010-2020). City officials project the population results from the upcoming 2020 Census could surpass 26,000. 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 1,489 building permits in 2020. Of that total, 411 permits were issued for new single family residential homes, 226 were issued for townhomes/attached dwellings, four permits were issued for multi-family buildings, which account for a total of 269 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 2020 included 906 new residential housing units.

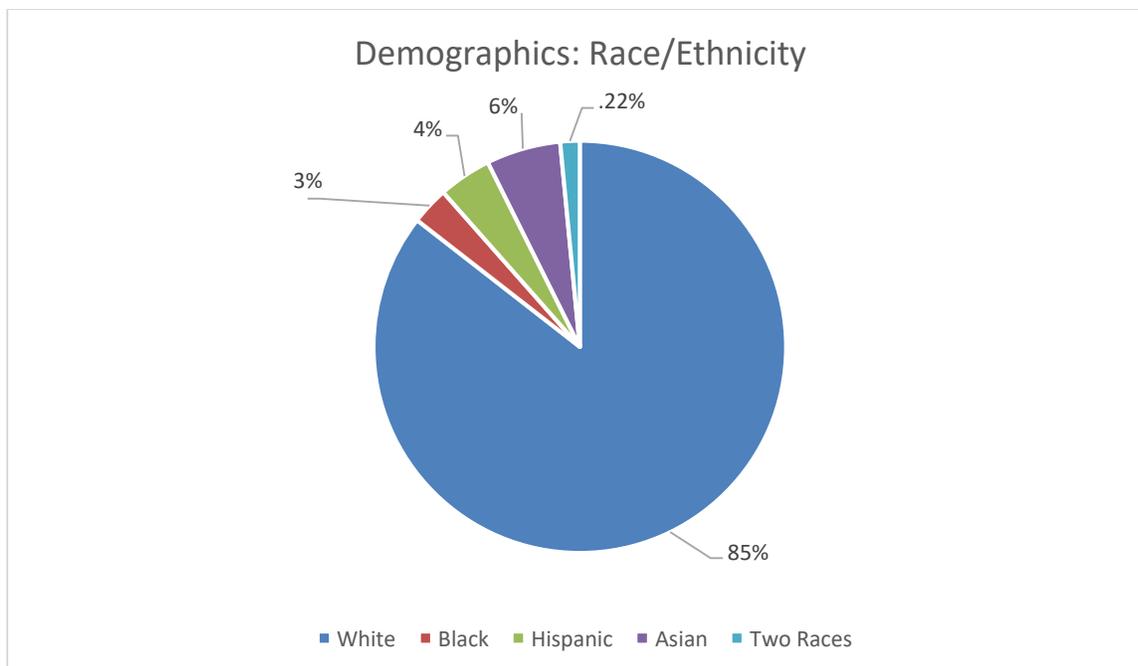
### **Commercial Development:**

In addition to strong residential growth, the City saw several new commercial projects completed even in the face of a worldwide pandemic. New commercial projects in Waukee started construction in 2020 included: Hy-Vee Fast & Fresh/Smokey Row, Kinship Brewery, Encompass Office Building, KinderCare, Elite Eye Care as well as several flex office/warehouse buildings. In total, new commercial valuation within the City of Waukee has increased by over \$130 million over the last three years.

## **Demographics**

### **Demographics by Race:**

According to data provided by Applied Geographic Solutions (2020), 85% of Waukee residents identify themselves as White, 6% as Asian, 4% as Hispanic, 3% as Black, 1% as Multi-race, 0.16% as American Indian, 0.04% as Pacific Islander and 0.02% as Other.

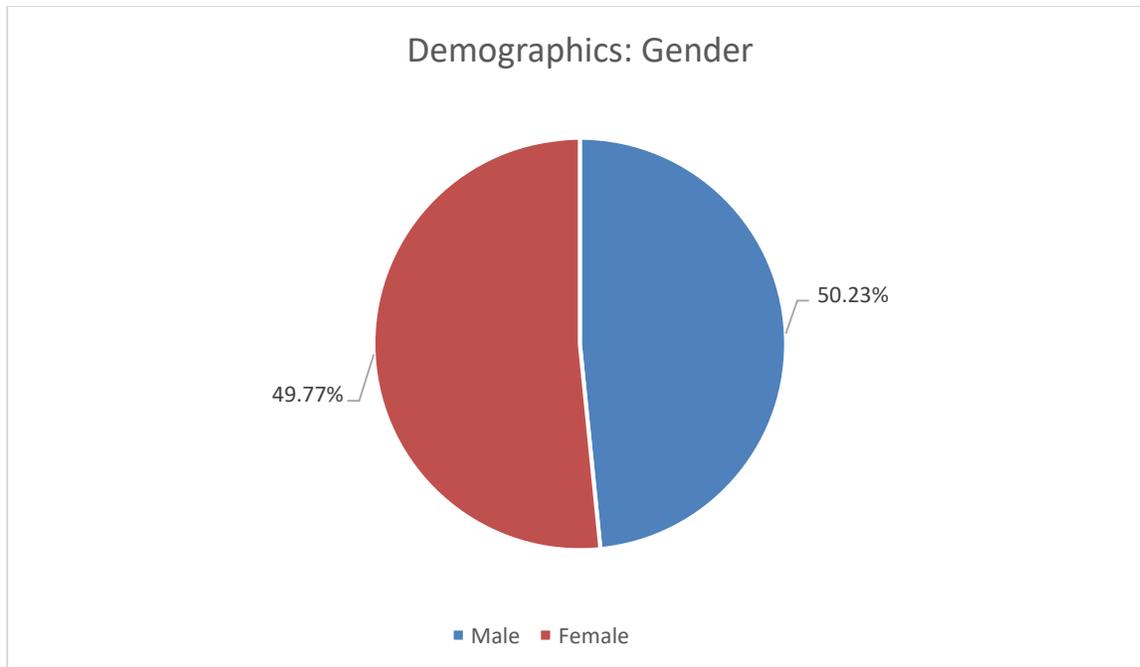


**Demographics by Age:**

According to data provided by Applied Geographic Solutions (2020), 7.8% of the city’s population was under age five; 8.1% of the population was between ages 5-9, 13.7% of the population is between ages 10-19; 14.18% of the population is between 20-29; 17.42% of the population is between 30-39; 13.01% of the population is between 40-49; 9.97% of the population is between 50-59; 4.18% of the population is between 60-64 and 11.64% of the population is over the age of 65. The average median age in the City of Waukee is 33.

**Demographics by Gender:**

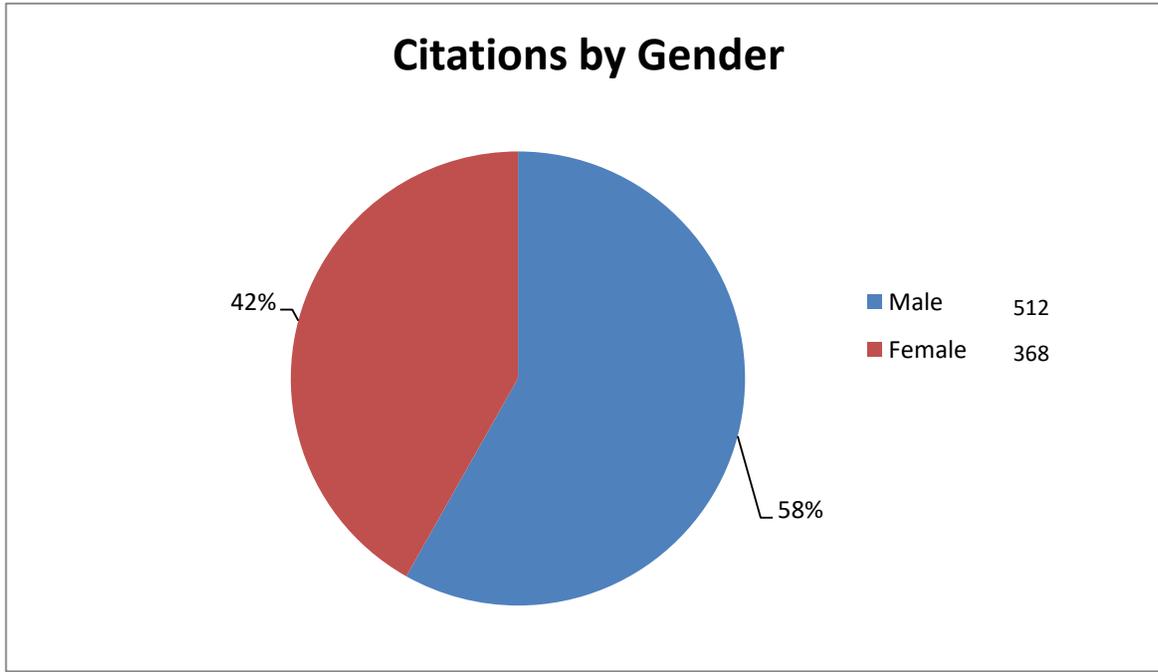
Over half the population of Waukee is female (50.23%).



## Citation Data:

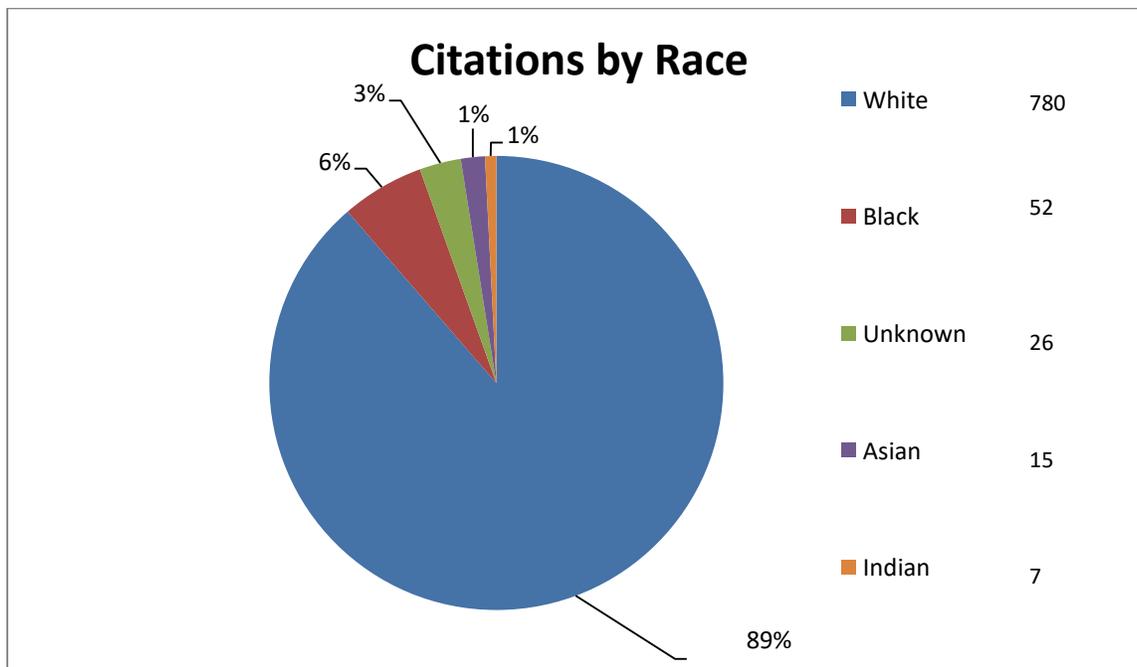
### Citations By Gender:

The data from 2020 shows that 58% of citations were issued to males and 42% to females.



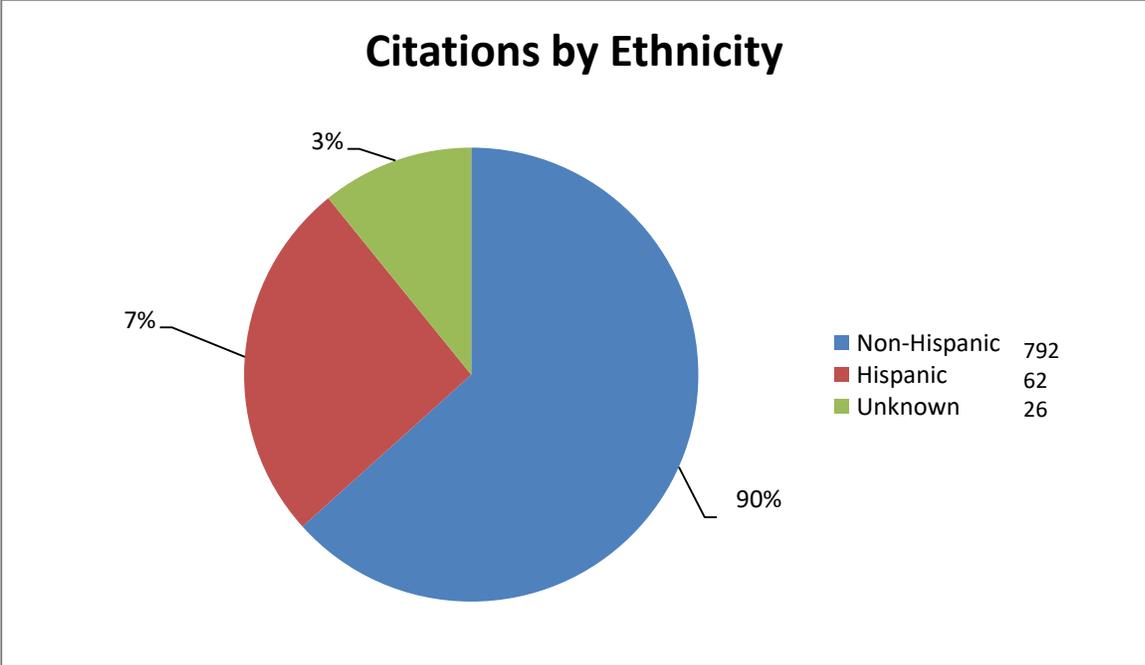
### Citations By Race:

89% of citations were issued to Whites, 6% to Blacks, 3% to unknown, 1% to Asians and 1% to Indian.



**Citations By Ethnicity:**

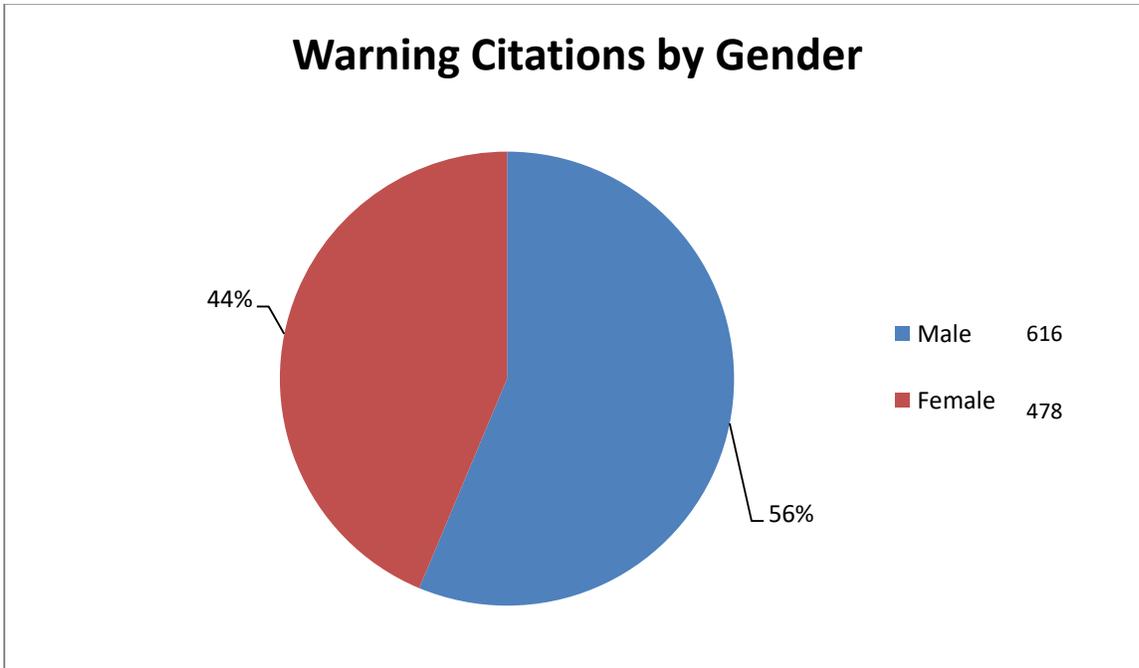
90% of citations were issued to individuals that are not of Hispanic background, 7% of citations were issued to individuals of Hispanic background, and 3% were issued to persons of unknown ethnicity.



## Warning Citation Data:

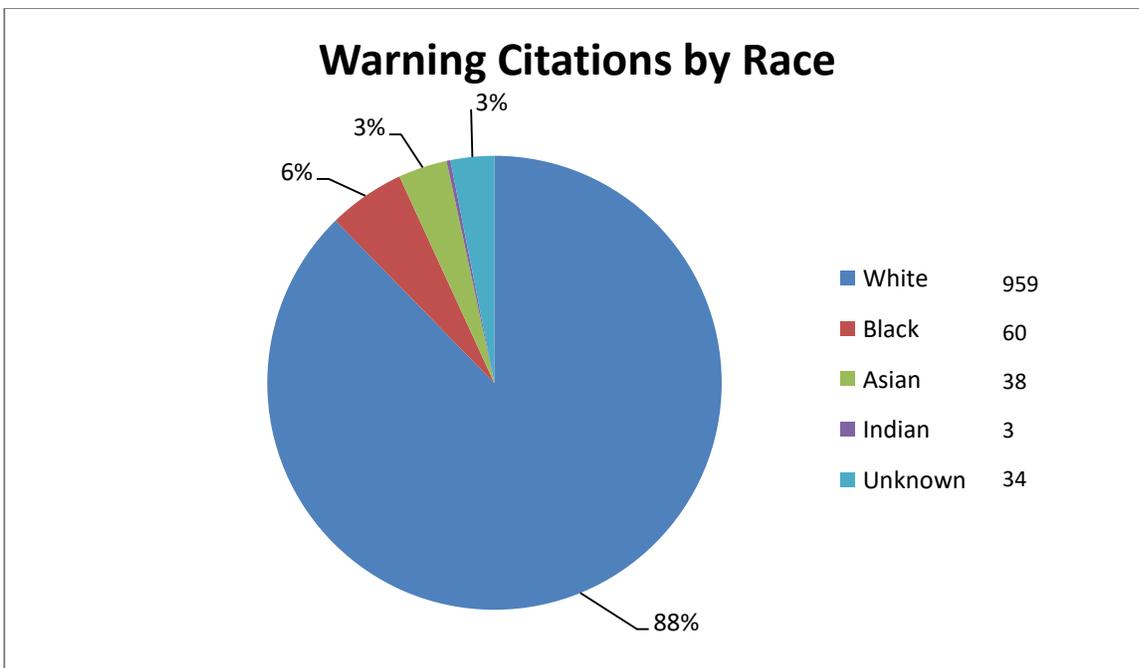
### Warning Citation by Gender:

The data from 2020 shows that 56% of warnings were given to males and 44% were given to females.



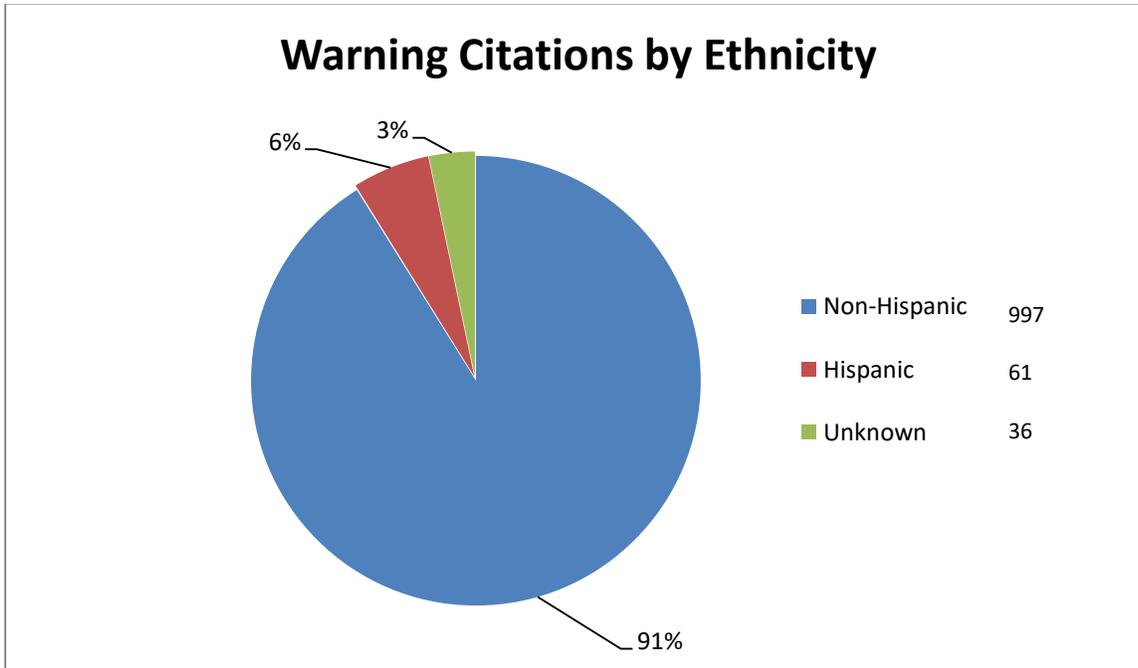
### Warning Citation by Race:

88% of warnings were given to Whites, 6% to Blacks, 3% to Asians, and 3% were unknown.



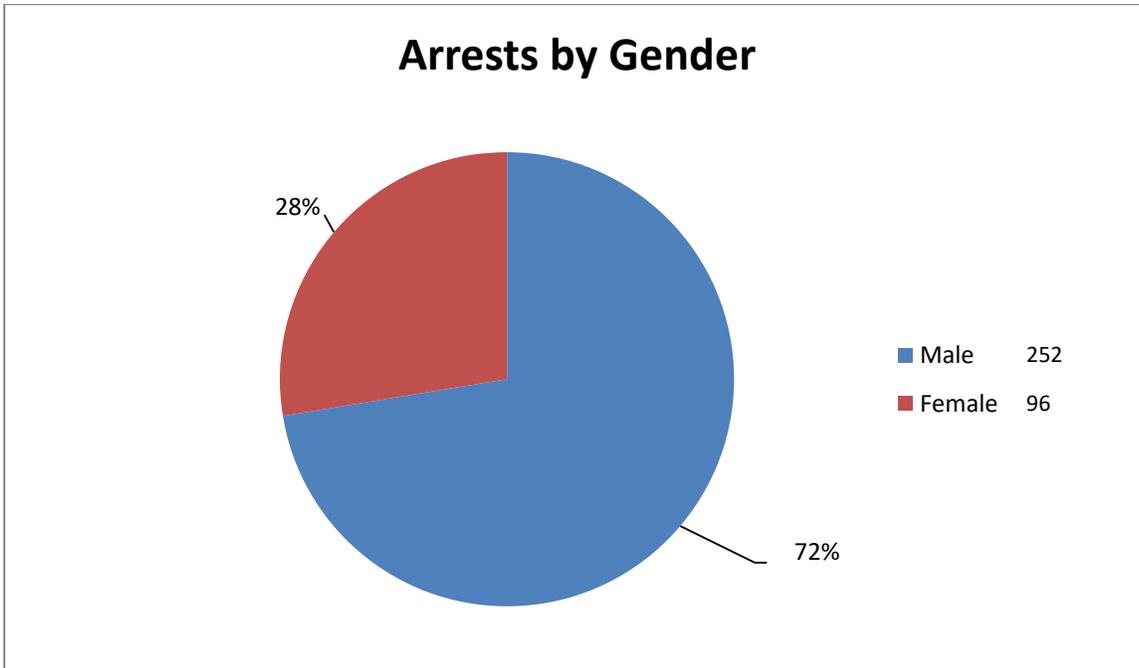
### Warning Citation by Ethnicity:

91% of warnings were given to individuals that are not of Hispanic background, 6% of warnings were given to individuals of Hispanic background, and 3% of warnings giving were to persons of unknown ethnicity.



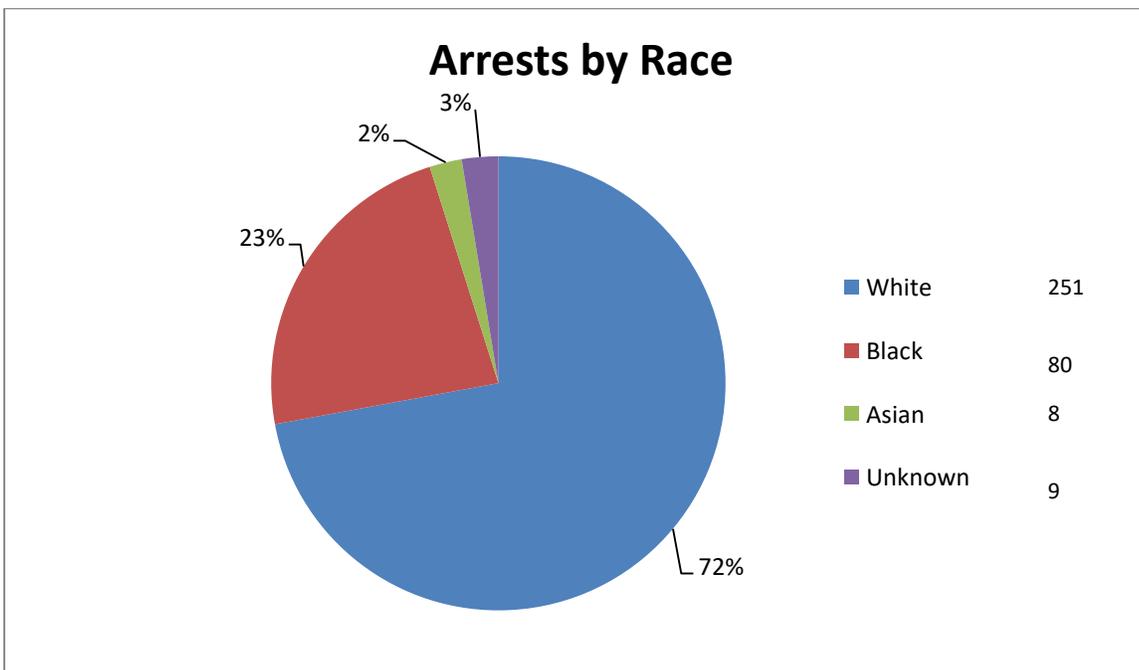
## Arrest Data:

**Arrest by Gender:** The data from 2020 shows that 72% of arrests were on males and 28% were on females.



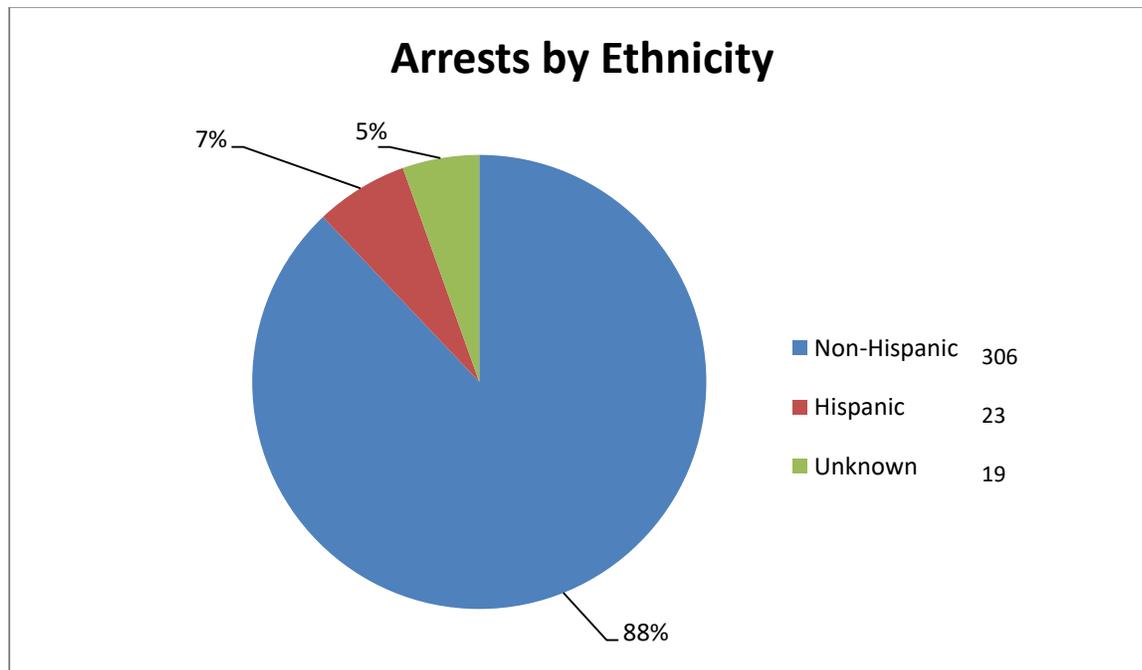
## **Arrest by Race:**

72% of arrests were on Whites, 23% on Blacks, 2% on Asians, and 3% were on unknown.



**Arrest by Ethnicity:**

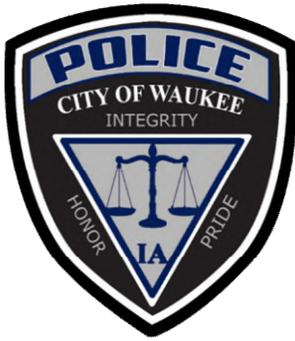
88% of arrests were conducted on individuals that are not of Hispanic background, 7% of arrests were conducted on individuals of Hispanic background, and 5% were on persons of unknown ethnicity.



**Summary:**

During calendar year 2020, the Waukee Police Department did not receive any citizen complaints of bias against any of its officers.

The quarterly and annual review of officer traffic stops and arrest contacts that were initiated during calendar year 2020 revealed that all officers were in compliance with the Waukee Police Department's Biased-Based Policing Policy.



# 2020 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. Law enforcement agencies should not condone the use of any bias based profiling in its 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 and in 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 obvious, 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 citizen's 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 other 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 (he or she may not be aware of his or her 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/or 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 departments 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 broken down by race and gender
    - b. Census data benchmarking
    - c. Adjusted census benchmarking
    - d. Complaints
    - e. Research traffic stop history

2. 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 direct 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 the ten (10) working days or that an approved extension request has been made and is maintained in the file.
3. 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, the meeting with the employee will be facilitated. At the conclusion of 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 determined and established options and/or courses of actions 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
4. 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. This plan will be approved by the Chief 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.