



MEMORANDUM

To: Chief Charlie Vazquez
Captain Beth Baucom

From: Lieutenant Jason Thomas

Date: March 14, 2024

Subject: Annual Review – 2023 Bias Based Profiling

Bias Based Profiling is defined as the inappropriate consideration of specified characteristics while enforcing the law or providing police services. Specified characteristics includes, but is not limited to, race, ethnic background, national origin, gender, gender identity, sexual orientation, religion, socioeconomic status, age, disability, political status, or any other legally protected characteristics.

The purpose of the annual review is to reaffirm Tampa International Airport Police Department's (TIAPD) commitment to unbiased policing in all encounters and trust through the delivery of services in a fair and impartial manner.

TIAPD Police Officers receive initial training and continuing education for proactive enforcement which include safety tactics, Courtesy to the public through customer service training, cultural diversity, interpersonal skills and low governing search and seizure.

Analysis of Law Enforcement Activities (Race and Gender)

A review of TIAPD's 2023 enforcement reflects predominately self-initiated traffic stops. The demographics of Tampa International Airport Special Jurisdiction comprise of Aviation Authority employees, airport vendors, tenants and a transient passenger population. There are no residential homes within our jurisdiction to reflect census demographics and no mechanism for tracking demographics of the traveling public.

In the interest of public safety and in keeping with airport policing strategies, traffic enforcement is employed to deter crime and enforce traffic laws. Persons traveling onto airport property may be patrons of the airport, employees, vendors, tenants, for-hire drivers, as well as individuals who may have nefarious intent. TIAPD Officers are empowered to use appropriate discretion in their decision to cite a driver. The 2023 traffic data is consistent with General Order 103 Bias Based Policing. There are no recommended changes to the Biased Base Policing policy or the Department's traffic stop procedures at this time.

January – December 2023, self-initiated traffic enforcement was conducted for the Florida Department of Transportation (FDOT) under the speed and aggressive driving grant. In 2023, TIAPD received no bias-based complaints against any officer, with increased traffic enforcement by 21.49% over 2022.

Bias Based Profiling

Race/Sex	Warnings - 2022	Warnings - 2023
Caucasian/Male	256	377
Caucasian/Female	166	206
African-American/Male	76	99
African-American/Female	52	61
Hispanic/Male	113	289
Hispanic/Female	72	52
Asian/Male	21	30
Asian/Female	12	13
Other	35	0
Total	803	1006

Race/Sex	Citations - 2022	Citations - 2023
Caucasian/Male	440	565
Caucasian/Female	249	275
African-American/Male	222	262
African-American/Female	106	127
Hispanic/Male	251	289
Hispanic/Female	100	121
Asian/Male	37	29
Asian/Female	9	13
Other	81	17
Total	1495	1786

Race/Sex	2023 Total Traffic Stops 2792
Caucasian/Male	942 (33.7%)
Caucasian/Female	481 (17.2%)
African-American/Male	361 (12.9%)
African-American/Female	188 (6.7%)
Hispanic/Male	415 (14.8%)
Hispanic/Female	173 (6.1%)
Asian/Male	59 (2.1%)
Asian/Female	26 (0.9%)
Other	17 (0.6%)