



MEMORANDUM

To: Chief Charlie Vazquez
Captain Beth Baucom *BB*

From: Lieutenant Monique Barry *MB*

Date: February 25, 2025

Subject: Annual Review – 2024 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 2024 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 2024 traffic data is consistent with General Order 103 Bias Based Policing. There are currently no recommended changes to the Biased Base Policing policy or the Department's traffic stop procedures.

January – December 2024, self-initiated traffic enforcement was conducted for the Florida Department of Transportation (FDOT) under the speed and aggressive driving grant. In 2024, TIAPD received no bias-based complaints against any officer, with increased traffic enforcement by 28.25% over 2023.

Bias Based Profiling

Race/Sex	Warnings - 2023	Warnings - 2024
Caucasian/Male	377	453
Caucasian/Female	206	260
African-American/Male	99	100
African-American/Female	61	62
Hispanic/Male	126	163
Hispanic/Female	52	80
Asian/Male	30	27
Asian/Female	13	12
Other	42	34
Total	1006	1191

Race/Sex	Citations - 2023	Citations - 2024
Caucasian/Male	565	747
Caucasian/Female	275	408
African-American/Male	262	270
African-American/Female	127	149
Hispanic/Male	289	445
Hispanic/Female	121	180
Asian/Male	29	70
Asian/Female	13	18
Other	17	82
Total	1786	2390

Race/Sex	2024 Total Traffic Stops 3581
Caucasian/Male	1200 (33.5%)
Caucasian/Female	668 (18.6%)
African-American/Male	370 (10.3%)
African-American/Female	211 (5.8%)
Hispanic/Male	608 (16.9%)
Hispanic/Female	260 (7.2%)
Asian/Male	97 (2.7%)
Asian/Female	30 (0.8%)
Other	116 (3.2%)