



MEMORANDUM

To: Chief Charlie Vazquez
Captain Beth Baucom *JBB* *Q*

From: Lieutenant Wendy Shughart *WS*

Date: January 24, 2026

Subject: Annual Review – 2025 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 2025 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 2025 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.

Between January and December 2025, self-initiated traffic enforcement was conducted for the Florida Department of Transportation (FDOT) under the speed and aggressive driving grant. No bias-based complaints were received against any officer during this period. Traffic enforcement activity declined by 42.03% from 2024, due to various contributing factors. Some factors include reduced staffing levels, the dissolution of dedicated traffic units with reassignment to patrol, and the effectiveness of FDOT traffic initiatives in increasing public awareness and compliance with traffic laws. Additionally, officers' primary focus shifted toward responding to service calls due to an overall increase in calls for service within TIAPD.

Bias Based Profiling		
Race/Sex	Warnings - 2024	Warnings - 2025
Caucasian/Male	453	299
Caucasian/Female	260	158
African-American/Male	100	55
African-American/Female	62	37
Hispanic/Male	163	95
Hispanic/Female	80	35
Asian/Male	27	16
Asian/Female	12	4
Other	34	26
Total	1191	725
Race/Sex	Citations - 2024	Citations - 2025
Caucasian/Male	747	523
Caucasian/Female	408	256
African-American/Male	270	108
African-American/Female	149	84
Hispanic/Male	445	185
Hispanic/Female	180	72
Asian/Male	70	47
Asian/Female	18	13
Other	82	63
Total	2374	1251
Race/Sex	2025 Total Traffic Stops 2076	
Caucasian/Male	822 (40.57%)	
Caucasian/Female	414 (20.43%)	
African-American/Male	163 (8.05%)	
African-American/Female	121 (5.97%)	
Hispanic/Male	280 (13.82%)	
Hispanic/Female	107 (5.28%)	
Asian/Male	63 (3.11%)	
Asian/Female	17 (0.38%)	
Other	89 (4.39%)	