



# Poulsbo Police Department

Honor \* Integrity \* Teamwork \* Professionalism

Dan Schoonmaker, Chief of Police

## MEMORANDUM

TO: Chief Dan Schoonmaker  
 FROM: Deputy Chief Troy Grossman  
 SUBJECT: 2019 Biased-based Policing Analysis  
 Traffic Infractions & Criminal Citations  
 DATE: June 30, 2020

The most frequent way police agencies have attempted to learn whether bias-based policing is systematically occurring is through the analysis of discretionary traffic stops and enforcement. The Poulsbo Police Department tracks infractions through the electronic capture of SECTOR data. The infractions contain discoverable demographic information.

I have reviewed the Criminal Traffic Citation and the Traffic Infractions in the table below. While every column is not exactly represented per the percentage of the populations, I see no patterns of racial profiling of bias. If the officer could not distinguish the race/ethnicity of the individual, the designation of unknown was placed in the race box. Demographic statistics for the City of Poulsbo are listed at the end of the table. This information was retrieved from the United States Census Bureau and are considered the best estimate for 2019<sup>1</sup>, as listed on the website.

| Race or Ethnicity                 | Traffic Infraction <sup>2</sup> |           | Criminal Traffic <sup>3</sup> |           | Totals     |           | Poulsbo Demographics | Kitsap County Demographics |
|-----------------------------------|---------------------------------|-----------|-------------------------------|-----------|------------|-----------|----------------------|----------------------------|
|                                   | # by race                       | % by race | # by race                     | % by race | # by race  | % by race |                      |                            |
| Caucasian - alone                 | 415                             | 76%       | 56                            | 68.30%    | 471        | 75%       | 75.6                 | 76.3                       |
| African American                  | 11                              | 2%        | 3                             | 3.70%     | 14         | 2.30%     | 1                    | 3.1                        |
| American Indian or Alaskan Native | 7                               | 1.30%     | 2                             | 2.40%     | 9          | 1.40%     | 0.3                  | 1.7                        |
| Asian or Pacific Islander         | 15                              | 2.80%     |                               |           | 15         | 2.40%     | 5.6                  | 6.5                        |
| Hispanic                          | 32                              | 5.90%     | 6                             | 7.30%     | 38         | 6%        | 10.8                 | 8                          |
| Unknown/Other                     | 66                              | 12%       | 15                            | 18.30%    | 81         | 12.90%    |                      |                            |
| <b>TOTAL</b>                      | <b>546</b>                      |           | <b>82</b>                     |           | <b>628</b> |           |                      |                            |

\*Data for this analysis was obtained through SECTOR (Washington State Patrol) and the US Census Bureau (2018 estimates).

<sup>1</sup> US Census Bureau - <https://www.census.gov/quickfacts/poulsbocitywashington>

<sup>2</sup> Examples – speeding, running a red light, stop sign violations

<sup>3</sup> Examples – DUI, driving while license suspended, reckless driving



# Poulsbo Police Department

Honor \* Integrity \* Teamwork \* Professionalism

## ANALYSIS:

The Poulsbo Police Department prohibits race, ethnicity, nationality, sex, sexual orientation, economic status, age, cultural group, disability, or affiliation with any other identifiable group from being used as the basis for providing differing levels of law enforcement service, or the enforcement of the law.<sup>4</sup>

In 2019, all Poulsbo Police Department employees participated in the training that included:

- Anti-bias-based policing
- Ethics in Law Enforcement
- Hates Crimes Training for Law Enforcement
- Implicit Bias Training

In addition to examining discretionary stop data, the Poulsbo Police Department also tracks and investigates all citizen complaints of bias and/or racial profiling. In 2019, there were no complaints of this nature.

The Poulsbo Police Department also tracks and investigates uses of force by ethnicity and gender. In 2019, there were a total sixteen uses of force during 11,618 calls for service<sup>5</sup>. That means force was applied by our officers in .13% of the calls for service. The following table is a breakdown of the uses of force by ethnicity and gender

| Use of Force by Ethnicity         |    |
|-----------------------------------|----|
| Caucasian                         | 12 |
| African American                  | 0  |
| American Indian or Alaskan Native | 3  |
| Asian                             | 1  |
| Hispanic                          | 0  |
| Unknown/Other                     | 0  |
| Total                             | 16 |

| Use of Force by Gender |    |
|------------------------|----|
| Male                   | 15 |
| Female                 | 1  |
| Unknown                | 0  |

<sup>4</sup> Poulsbo Police Department Policy § 401 – Bias-Based Policing

<sup>5</sup> Kitsap 911 – 2019 Law Enforcement Activity Report



# Poulsbo Police Department

Honor \* Integrity \* Teamwork \* Professionalism

In my review, I have found no significant evidence of bias-based policing. The demographics of the city/county, the listed statistical data, and the lack of specific complaints supports this conclusion.

I recommend the Poulsbo Police Department maintain its current course of providing annual training to all employees regarding bias-based policing and other similar courses that promote fairness, ethics, racial equity and awareness in the interactions with all members of the community.

A handwritten signature in blue ink, appearing to read "D. Schoonmaker", is written over a horizontal line.

Reviewed by: Dan Schoonmaker, Chief of Police

June 21, 2020

Date