



Maricopa County Sheriff's Office

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MCSO released its 9th Traffic Stop Annual Report (TSAR 9) on June 28, 2024. I am pleased that the report shows NO statistically significant disparities in traffic stops involving Hispanic drivers, who are the Plaintiffs' class in the *Melendres* case. The women and men of MCSO have worked hard to achieve these results and this hard work has paid off. Significantly, this is the first TSAR that shows no statistically significant disparities in traffic stop outcomes for the Plaintiffs' class.

After last year's Traffic Stop Annual Report (TSAR 8) continued to show disparities, MCSO took several steps to investigate and address them including:

- MCSO improved our process for responding to traffic reports by creating an Internal Review Group made up of employees of various ranks, classifications, and assignments, to review the findings of these traffic reports, recommend additional action, such as training, policy changes, etc, if appropriate and consider any input received. We also sought feedback and recommendations from the parties and Monitor on these reports' findings.
- We provided training to our deputies and certain posse members specifically on the results of TSAR 8 and the disparities that were found. The training focused on those areas that continued to show disparities and explained the analytic process, findings, and recommendations. As always, we also communicated the results of all traffic reports to all employees and provided access to the reports on our website.
- Our Traffic Study Unit and IT Division created a real-time crash dashboard that can be used by our Motors Unit to help prioritize traffic safety and are developing a dashboard for patrol supervisors to review and identify traffic stop enforcement patterns.
- MCSO conducted two additional studies of the 2022 data to analyze traffic stops of deputies who make few traffic stops (TSQR 11-Low Stop Volume Deputies) and disparities within the different MCSO districts (TSQR 12-District Analysis). MCSO also produced a study of the use of extended stop indicators based on the 2023 data (TSQR 13-Extended Stop Indicators).
- In order to better understand the causes of lingering disparities, we proposed an analysis to look at the impact of particular statutory violations on our disparities, in particular the impact of ARS Section 28-3151 relating to the State's driver's license requirements.

A critical part of MCSO's ongoing effort to reduce disparities involves our monthly traffic stop report (TSMR), which reviews each deputy's traffic stops on a rolling one-year period to identify disparities in individual deputies' traffic stops. This monthly process may lead to interventions with deputies based on a detailed qualitative and quantitative review of their traffic stops. Since its initiation in April 2021, none of the deputies who have received interventions as a result of this process were found to be racially profiling individuals nor has the TSMR team found any explicit bias as a result of these reviews. There are additional audits and inspections to both assure the quality of our traffic stop data and also intervene as early as possible if problems are identified.

Last year's study of 2022 traffic stops showed that traffic stops involving Hispanic drivers lasted 29 seconds longer than traffic stops involving white drivers, and traffic stops involving Black drivers lasted 43 seconds longer than traffic stops involving white drivers. This year's study of 2023 traffic stop data shows that **these disparities no longer exist**. The study does show, however, that traffic stops for all minorities combined (Hispanic, Black, Asian and Native American drivers) last 17 seconds longer than traffic stops involving white drivers. This is a finding that we will further analyze to determine what action might be appropriate. This is an improvement from last year that showed this group was stopped 50 seconds longer than white drivers.

Last year's study also showed disparities for Hispanic drivers in citation rates (cited 3.7% more often than white drivers) and searches (searched .7% more often than white drivers). Again, in this year's study those disparities do not exist. However, this year's study did show that all minority drivers combined were cited 2.5% more often than white drivers. This is a finding that we will further analyze to determine what action might be appropriate.

Although we are pleased about the elimination of disparities involving the *Melendres* Plaintiffs' class, the continued disparities for all minority drivers, as a group, may be evidence of systemic bias in our patrol function. MCSO will continue to investigate the causes of these disparities and address them through appropriate means, including possible training, policy changes, and continued community outreach. It does appear, however, that steps we have been taking are having an effect on disparities given this year's findings.

We will continue to provide extensive training related to constitutional, bias-free policing throughout the year for all sworn personnel. We also have a large library of trainings related to cultural competency focused directly on the areas we patrol. As in every year, our supervisors will continue to be retrained to look for patterns or indicia of possible bias and all personnel will receive semi-annual reminders of our CP-8 policy regarding biased based activity.

I am also committed to receiving the community's feedback about how we are doing and enforcement priorities in their districts. We recently conducted a community survey to identify what concerns community members would like MCSO to focus on in their area. This information is being used in training deputies on how to better serve the community they patrol. We also continue to provide a survey on every receipt issued during traffic stops. This survey allows people to provide feedback about their specific contact with MCSO. Our Community

Outreach Division also continues to actively engage with our community through a variety of events. These events included community academies in both Spanish and English, Youth Mentorship programs at three different high schools, and participating in various celebrations, drives, and events with communities throughout the County.

I am proud of the professional level of service MCSO continues to deliver to our community while committed to efforts of reducing disparities in our patrol function. We have one of the most comprehensive and transparent programs of traffic stop data analysis in the country. We also have among the most comprehensive programs to prevent and, when necessary, respond to disparities when they are identified. While I am pleased by the results of the most recent TSAR, we will continue to strive to eliminate the disparities that were identified and prevent future disparities from recurring. Identifying and addressing disparities is both an important part of MCSO's responsibilities and key to complying with the Court's Orders from the *Melendres* litigation. As Sheriff, I am fully committed to continued and self-sustained compliance with the Court's Orders while providing constitutional, ethical, and effective law enforcement services to our community.