

City of Burbank  
**MEMORANDUM**

2.9.2021  
CONTENTS  
Michael Albanese  
NOTED

Date: February 09, 2021  
To: Deputy Chief Michael Albanese  
From: Lieutenant Adam Cornils – Internal Affairs Bureau  
Subject: Annual Bias-Based Policing Administrative Review

In accordance with CALEA Standard 1.2.9, I reviewed cases for the 2020 calendar year. The Burbank Police Department's *Bias-Based Policing* policy (#402) defines *Bias-based policing* as, "An inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code 13519.4)

I found four cases involving allegations of bias-based, racial profiling, or discriminatory practices by police department members in the 2020 calendar year. All four investigations were initiated via a citizen's complaint. These investigations resulted from enforcement or investigative actions taken by department members. No investigations were initiated internally.

Two of these investigations were classified as "unfounded." In these cases, there was a preponderance of evidence that the alleged act did not occur. One investigation was classified as "exonerated." In this case, there was a preponderance of evidence that the alleged act did occur, but that the officers' actions were within policy. One investigation was still active as of the due date for this review. The complaint was filed on November 6, 2020, and the investigation is well within the statute of limitations.

The investigations were provided to the *Office of Independent Review* (OIR) as part of their annual external oversight of Department practices. OIR provides a third party perspective as to the quality of the investigations and if the proper conclusions were reached.

Department Training

Between July and September, 2020, bias-based policing training was addressed by the COPS Bureau and Training Coordinator. All sworn personnel were directed to complete an online training course presented via the POST Learning Portal. The course addressed laws, procedures, and best practices related to Bias-Based Policing. It met the mandate for the two hours of "Racial Profiling" refresher training and fulfilled the requirements of PC 13519.14 and POST Regulation 1081(a). Completion was tracked and ensured by the Training Coordinator.

Review of Department Practices

The tables below show a comparison between field enforcement contacts compared to the U.S. Census demographic data for the 2019 and 2020 calendar years. Data on field enforcement contacts was provided by the Crime Analysis Unit. Traffic citations and advisals were not included in these statistics, as racial demographics are not captured on their related forms at this time:

**Total Field Contacts – 2020 (Arrests and Field Interviews)**

	White	Hispanic	Black	Asian	Other	Total
	1,717	1,560	491	13	278	4,059
Enforcement %	42%	38%	12%	1%	7%	
Population %	57%	24%	3%	12%	4%	

**Total Field Contacts – 2019 (Arrests and Field Interviews)**

	White	Hispanic	Black	Asian	Other	Total
	2,282	1,842	572	28	348	5,072
Enforcement %	45%	36%	11%	1%	7%	
Population %	56%	24%	2%	11%	7%	

In reviewing the statistical data above, overall enforcement contacts decreased approximately 20% from 2019 to 2020. Enforcement contact percentages for 2020 decreased slightly for the White racial category. Enforcement contacts increased slightly for the Hispanic and Black racial categories. They remained steady for Asian and “Other” categories. Due to the data set’s limitations, I was unable to discern why these percentages changed, although the shift in all categories was minimal.

Overall, when compared to population demographics, enforcement contacts for White and Asian populations occurred at a lower rate than their representation in the population. Enforcement contacts for Hispanic, Black, and “Other” populations occurred at a higher rate than their representation in the population.

It should be noted, the U.S. Census population demographic data applies only to residents of the community. Burbank’s residential population is 102,511, with the referenced demographics. However, Burbank’s residential demographics differ significantly from the demographics of the rest of the region (Los Angeles County). U.S. Census Demographic data for Los Angeles County is as follows:

	White	Hispanic	Black	Asian	Other
Population %	26%	49%	9%	15%	1%

Burbank’s daytime population is significantly increased from its residential numbers, as it is a regional hub for light industry, entertainment, commerce, studios, and travel. Significant commuter and visitor traffic from throughout the region enters and transits through Burbank on a daily basis. This likely skews the demographics of the population of police contacts from the strictly residential data acquired via the census. Estimates place the daytime population in excess of 200,000. There is no data available regarding

the daytime population's demographic data. However, based on regional demographics for Los Angeles County, it is likely substantially different from the official residential population demographics. The effects of Covid-19 protocols, stay-at-home orders, and the civil unrest in June, 2020 on the demographics of enforcement contacts cannot be determined.

I also reviewed the Department's *Bias-Based Policing* policy (#402). The policy was last updated on July 7, 2020. The policy reflects all current laws and definitions related to this topic. At this time, I do not recommend any revisions to the policy.

cc. Acting Police Administrator Courtney Padgett