Vermont State Police

Fair and Impartial Policing Presentation

October 2019

Captain Garry Scott

Director of Fair and Impartial Policing
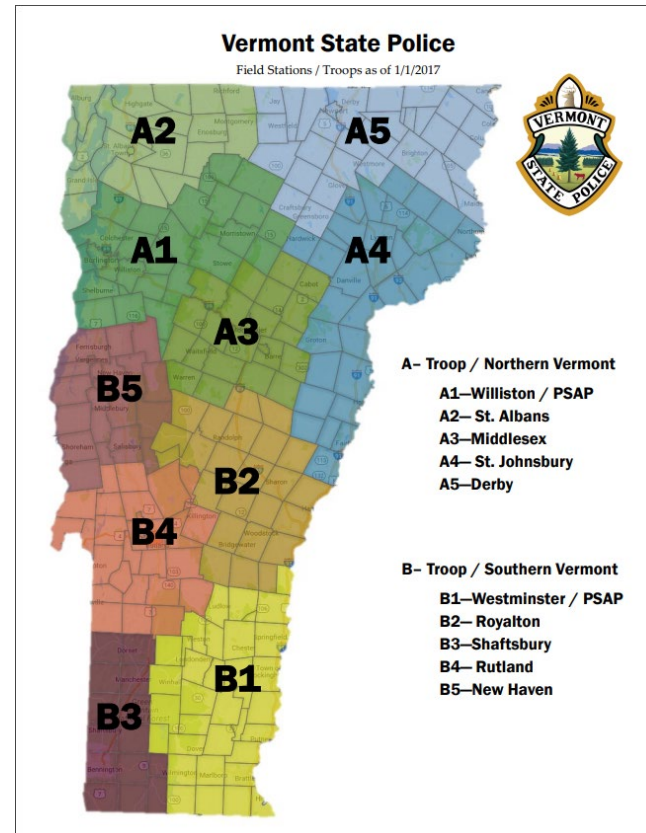
- Fair and Impartial policing committee since 2009
    - Recruiting & Hiring –diversifying our workforce
    - Training – Keep members effectively trained to meet FIP goals
    - Supervision & accountability – front line supervisors & intervention
    - Outreach to diverse communities
    - Traffic stop data collection – voluntarily since 2010
    - Assessment of institutional practices – promotional process to traffic enforcement
    - Policy review

2018 Review

- Publication of traffic stop data for Vermont State Police on Web Site – 6/18/19 - https://vsp.vermont.gov/communityaffairs/trafficstops
  - Publication of raw data in an Excel easy to read format
  - Individual Trooper stops are analyzed.

- Quarterly Data Audits expanded
  - Cases reviewed that could have been generated by Discretionary MV Stops

- On Going Training – LEO and Admin

- Addressing new issues as found.

- Continued support from Command Staff and Station Commanders for improving Data Quality.

Vermont Snapshot

- Population – 629,299
- White – 94.2%
- Black/African America – 1.4%
- Asian – 2%
- Native America - .4%
- Hispanic/Latino – 2%
- Two or more – 2%

Vermont State Police
Field Stations / Troops as of 1/1/2017

A2 A5
A1 A4
A3
B5
B2
B4
B1
B3

A– Troop / Northern Vermont

A1—Williston / PSAP
A2— St. Albans
A3—Middlesex
A4— St. Johnsbury
A5—Derby

B– Troop / Southern Vermont

B1—Westminster / PSAP
B2— Royalton
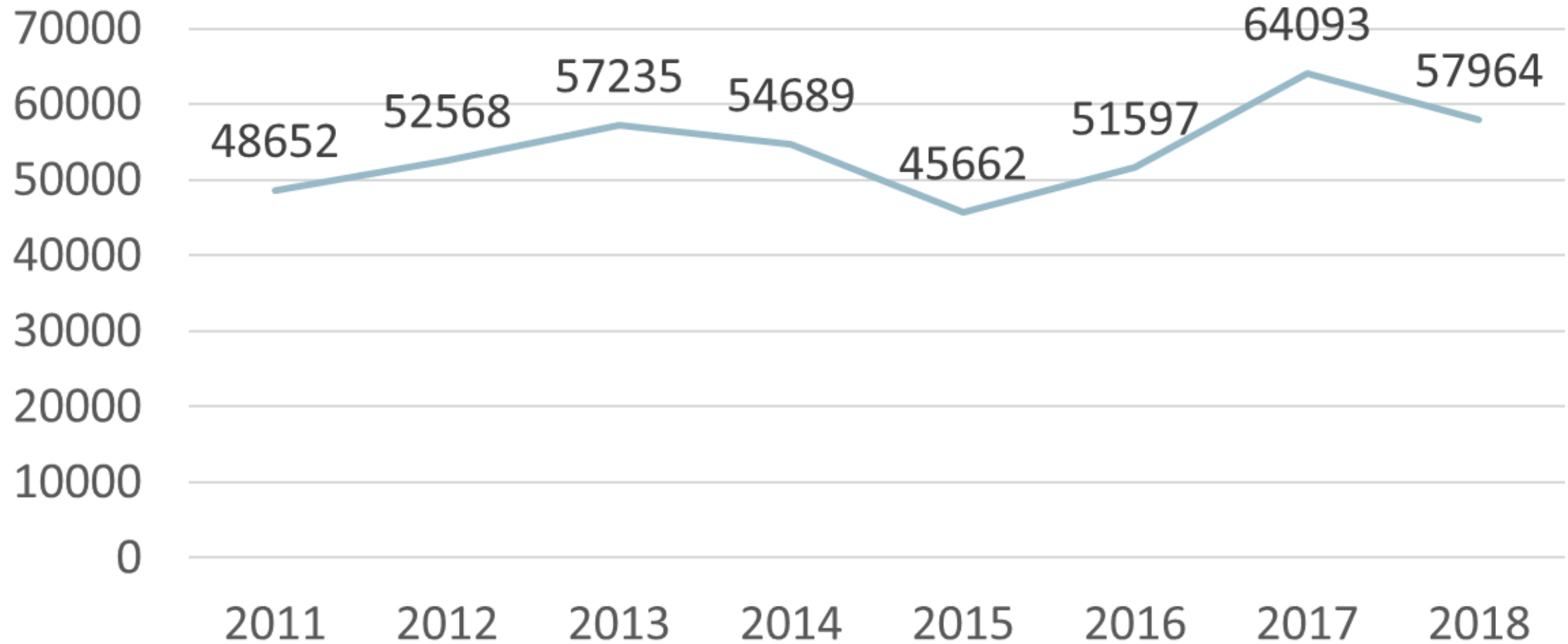B3—Shaftsbury
B4— Rutland
B5—New Haven

➢ **Vermont State Police:**
➢ Primary police agency in VT
➢ Cover 90% of the land mass
➢ 50% of the population
➢ 10 Field stations
➢ 332 Sworn members
➢ 64 - 911 dispatchers – handle 89% of E-911 calls

Total Number of Stops Since Data Collection Started

Demographic Entries

Year	Entries
2011	48652
2012	52568
2013	57235
2014	54689
2015	45662
2016	51597
2017	64093
2018	57964

Looking at 2018

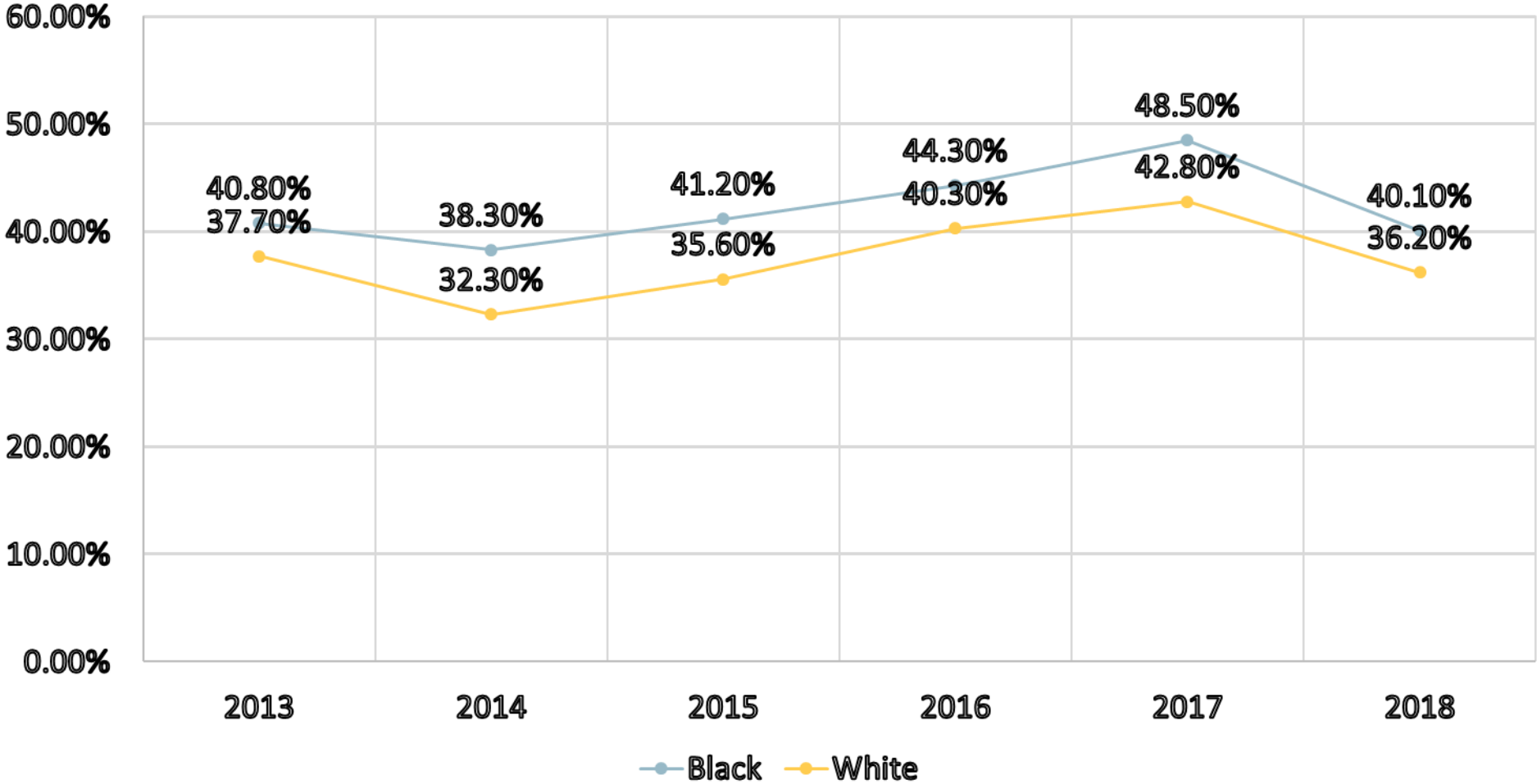| 2018 (4/28/19)	White	Black	Asian	Hispanic	Native American	Blank/Error	Total
TOTAL TRAFFIC STOPS							
Including externally generated stops	54299	1559	1217	782	46	61	57964
Excluding externally generated stops and blanks	53436	1533	1207	767	45	58	57046

MISSING DATA

REASON FOR STOP	White	Black	Asian	Hispanic	Native American	Blank/Error	Total
Suspicion of DWI (D)	233	8	6	4	0	0	251
Externally Generated (E)	841	25	9	15	1	1	892
Investigatory (I)	819	20	8	3	0	0	850
Moving Violation (M)	38103	1219	1067	650	36	48	41123
Vehicle Equipment (V)	14145	281	124	108	8	9	14675
Other (O) (error)	158	6	2	2	0	0	168

Moving Violation continues to be the largest category for reason for stop for all race categories. "Other" Category was added in 2018 by JB – no advanced notification

Outcome (excluding externally generated)	White	Black	Asian	Hispanic	Native Am	Blank/Error	Total
Ticket	19325	614	608	326	19	9	20901
Warning	32106	860	576	418	27	47	34034
Verbal Warning	5	0	0	0	0	0	5
No Action	595	14	8	6	0	2	625
Arrest for violation	1367	46	15	17	0	1	1446
Arrest for warrant	37	0	0	0	0	0	37

OUTCOME %	White	Black	Asian	Hispanic	Native American	Blank/Error	Total
Ticket %	36.2%	40.1%	50.4%	42.5%	42.2%	15.5%	36.6%
Warning %	60.1%	56.1%	47.7%	54.5%	60.0%	81.0%	59.7%
Arrest for Violation	2.56%	3.00%	1.24%	2.22%	0.00%	1.72%	2.53%
Arrest for Warrant	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%
Arrest from Searches	38.82%	20.00%	40.00%	20.00%	N/A	N/A	36.78%

Tickets Issued

Year	Black	White
2013	40.80%	37.70%
2014	38.30%	32.30%
2015	41.20%	35.60%
2016	44.30%	40.30%
2017	48.50%	42.80%
2018	40.10%	36.20%

Searches (excluding externally generated)	White	Black	Asian	Hispanic	Native Am	Blank/Error	Total
TOTAL STOPS WITH SEARCH	322	25	5	15	0	0	367
Search - SRS - Consent - Reasonable Susp.	59	8	2	4	0	0	73
Search - SPC -Consent - Probable Cause	235	15	3	11	0	0	264
Search - SW - Search Warrant	28	2	0	0	0	0	30
Searches (all types) contraband found							
Contraband/Evidence found	263	20	5	11	0	0	299
NO Contraband found	50	5	0	4	0	0	59
marked as Search with Not Applicable/No Search	9	0	0	0	0	0	9
Blank/Error	0	0	0	0	0	0	0
Arrests	125	5	2	3	0	0	135
Searches (INCLUDING EXTERNALLY GENERATED)							
TOTAL STOPS WITH SEARCH	390	30	5	15	0	0	440
Search - SRS - Consent - Reasonable Susp.	69	8	2	4	0	0	83
Search - SPC -Consent - Probable Cause	286	20	3	11	0	0	320
Search - SW - Search Warrant	35	2	0	0	0	0	37
Searches (all types) contraband found							
Contraband/Evidence found	319	24	5	11	0	0	359
NO Contraband found	61	6	0	4	0	0	71
marked as Search with Not Applicable/No Search	10	0	0	0	0	0	10
Blank/Error	0	0	0	0	0	0	0
Arrests	169	7	2	3	0	0	181

| OUTCOME %	White	Black	Asian	Hispanic	Native American	Blank/Error	Total
Search Rates (excluding externally generated)	0.60%	1.63%	0.41%	1.96%	N/A	N/A	0.64%
Hit Rates (contraband found/Searches)	81.68%	80.00%	100.00%	73.33%	N/A	N/A	81.47%
OUTCOME % INCLUDING EXTERNALLY GENERATED							
Search Rates (INCLUDING EXTERNALLY GENERATED)	0.72%	1.92%	0.41%	1.92%	N/A	N/A	0.76%
Hit Rates (contraband found/Searches)	81.79%	80.00%	100.00%	73.33%	N/A	N/A	81.59%

Hit Rate – A term used by analysts regarding car stops resulting in contraband being found.

Trends in Black and White Search Rates, 2011 - 2018
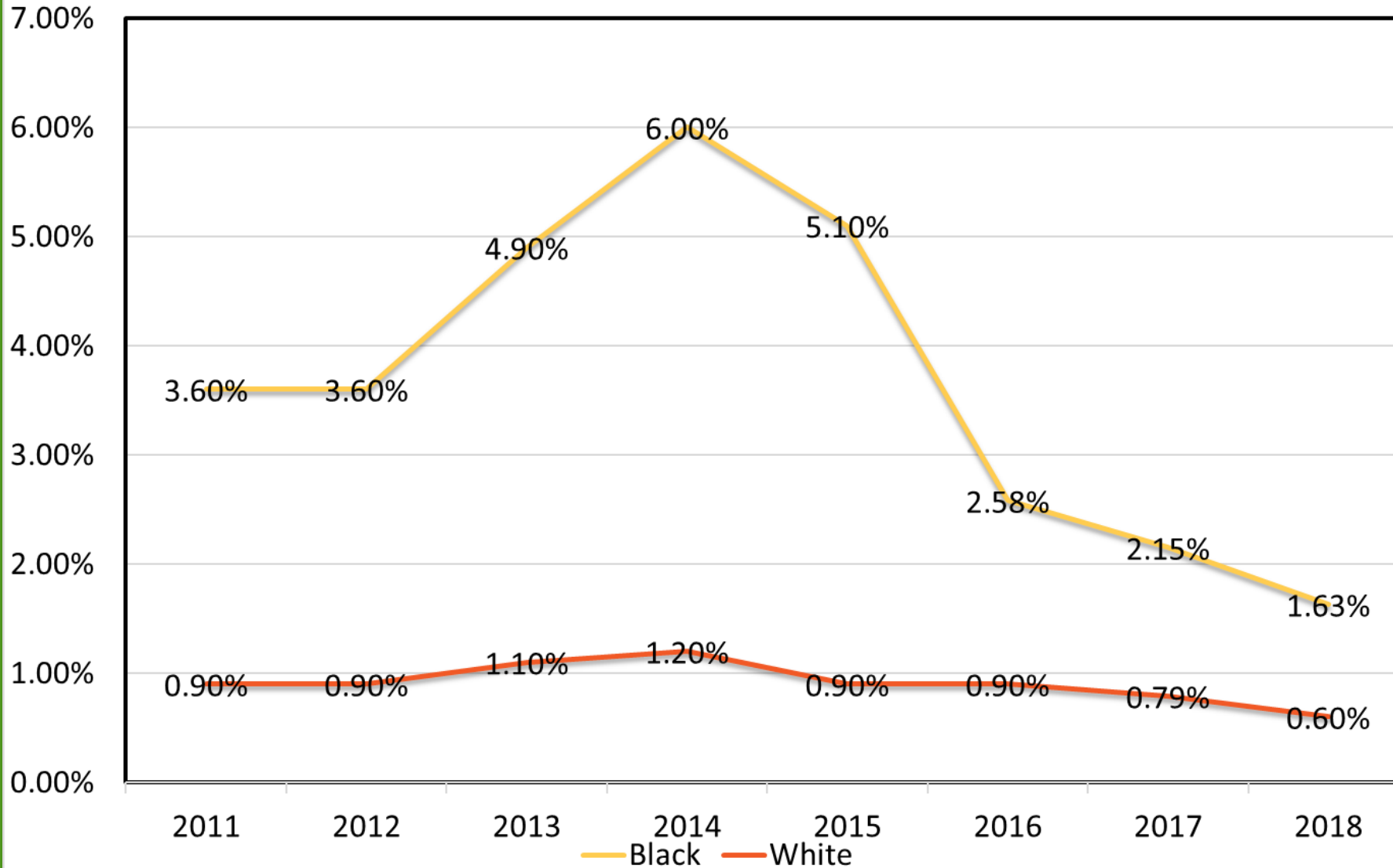
Year	Black	White
2011	31	404
2012	39	454
2013	58	594
2014	79	615
2015	57	429
2016	29	428
2017	34	469
2018	25	322

Arrests for Violation 2018
Total Demographics by Race
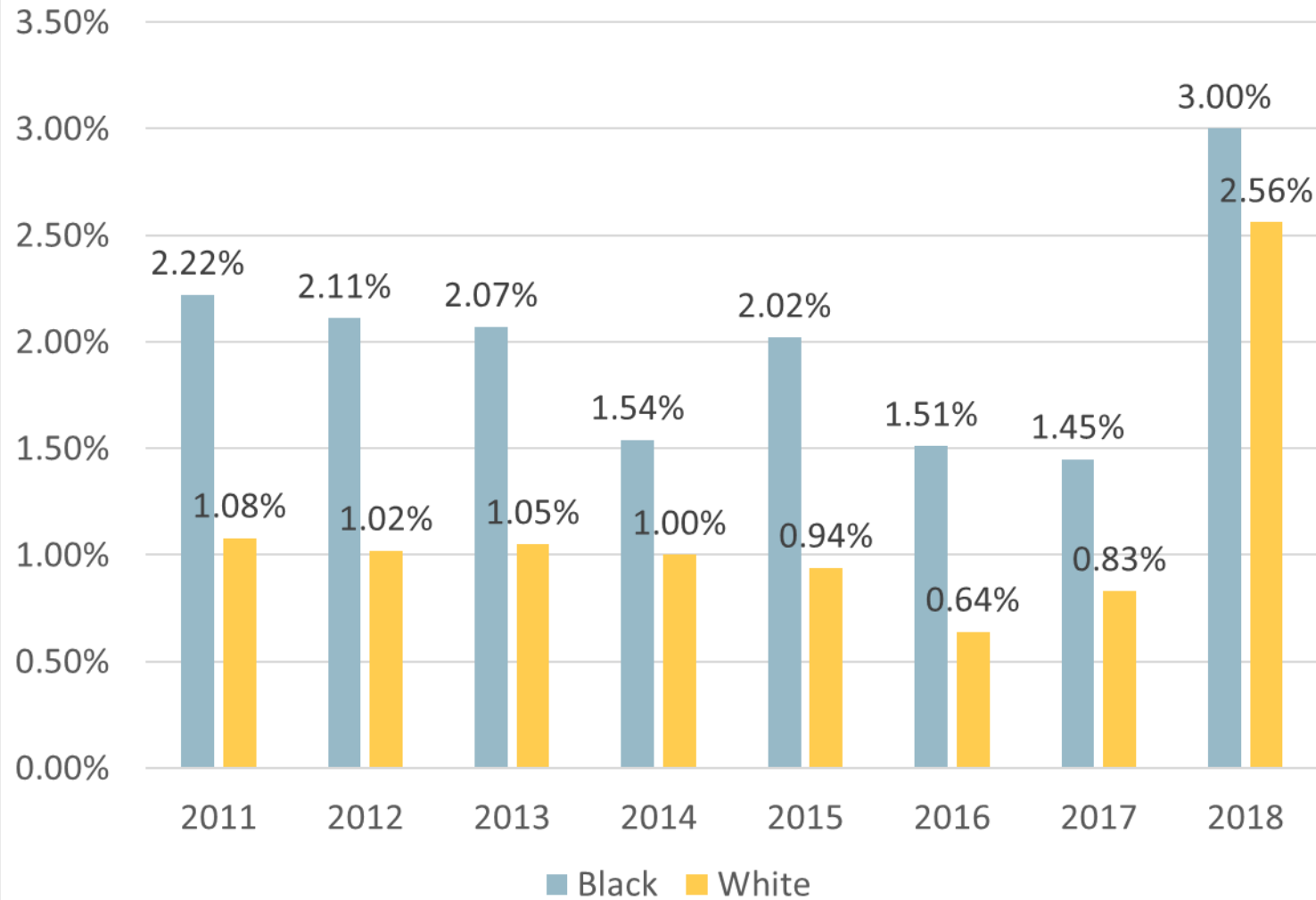
Year	Black	White
2011	19	487
2012	20	491
2013	22	554
2014	19	499
2015	21	388
2016	17	305
2017	23	491
2018	46	1367

‣ Hit Rates

Search with Contraband Hit
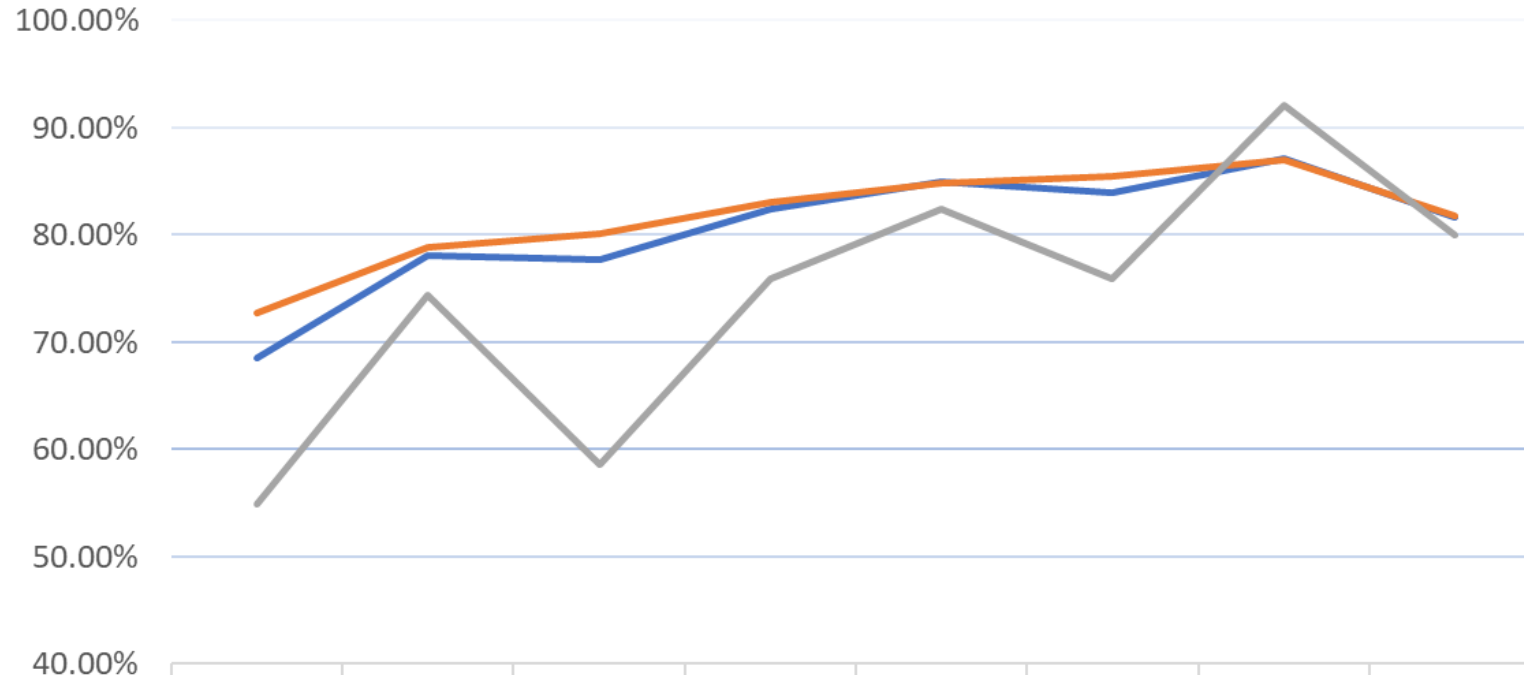
	2011	2012	2013	2014	2015	2016	2017	2018
Total	68.49%	78.10%	77.73%	82.38%	84.96%	83.97%	87.08%	81.59%
White	72.77%	78.85%	80.13%	83.09%	84.85%	85.51%	86.98%	81.79%
Black	54.84%	74.36%	58.62%	75.95%	82.46%	75.86%	92.11%	80.00%

Axis Title

Total   White   Black

Benchmarking
Crash Data – Vermont Agency of Transportation

2018 VT Driver by Perceived Race	
Perceived Race	% of All Driver
Asian or Pacific Islander	2.82%
Black	2.88%
Hispanic	0.81%
Native American or Alaskan Native	0.58%
White	92.91%
Grand Total	100.00%

Traffic Stops

2018 VT Driver by Perceived Race/MV Stops		
Perceived Race	% of All Drivers CRASH DATA	Percent of MV Stops
Asian or Pacific Islander	2.82%	2.10%
Black	2.88%	2.69%
Hispanic	0.81%	1.35%
Native American or Alaskan Native	0.58%	0.08%
White	92.91%	93.68%
Grand Total	100%	99.89%

Traffic Safety – Communities of color

2017-2018 Percieved Race by Vehicle for all Operators in all Crashes										
Percieved Race	Vehicle 1	Vehicle 2	Vehicle 3	Vehicle 4	Vehicle 5	Vehicle 6	Vehicle 7	Vehicle 8	Total by Percieved Race	% of All Drivers
Asian or Pacific Islander	569	295	18	2	1	1	1	1	888	3.0%
Black	613	262	13	0	0	0	0	0	888	3.0%
Hispanic	169	65	7	2	0	0	0	0	243	0.8%
Native American or Alaskan Native	95	63	4	0	0	0	0	0	162	0.5%
White	16764	9826	632	87	13	3	0	0	27325	92.6%
Total by Vehicle	18210	10511	674	91	14	4	1	1	29506	

Seat belt rates

Perceived Race by Year and Restraint/Safety Equipment Use

2018	Shoulder and lap belt	Shoulder belt only	Lap belt only	DOT Compliant Helmet	No Helmet	None used	Not reported/Other/Unk	Total by Perceived Race	Percent Belted	Percent Not Belted
Asian or Pacific Islander	254	2	2	0	1	5	145	409	62.1%	1.2%
Black	275	2	1	2	0	5	160	445	61.8%	1.1%
Hispanic	91	1	1	0	1	2	27	123	74.0%	1.6%
Native American or Alaskan Native	62	1	0	0	0		20	83	74.7%	0.0%
White	9744	203	32	139	4	376	3533	14031	69.4%	2.7%
Not Reported	2	4	0	0	0	5	595	606	0.3%	0.8%
Total by Restraint Type	10428	213	36	141	6	393	4480	15697	66.4%	2.5%

2019	Shoulder and lap belt	Shoulder belt only	Lap belt only	DOT Compliant Helmet	No Helmet	None used	Not reported/Other/Unk	Total by Perceived Race	Percent Belted	Percent Not Belted
Asian or Pacific Islander	186	2	4	1	0	1	117	311	59.8%	0.3%
Black	217	3	5	3	0	14	155	397	54.7%	3.5%
Hispanic	91	0	3	0	0	2	22	118	77.1%	1.7%
Native American or Alaskan Native	45	0	1	0	0	5	11	62	72.6%	8.1%
White	6816	116	132	112	6	241	2691	10114	67.4%	2.4%
Not Reported	12	0	0	1	0	3	479	495	2.4%	0.6%
Total by Restraint Type	7367	121	145	117	6	266	3475	11497	64.1%	2.3%

Projects going forward

- Continue Auditing

- Continue Training

- Ticket Revisions and Revised Training

- Arrest Data Audits

- Uniformity for Data entry – lots of auditing and training…..

- E-Ticket rolling out across the State for both CAD/RMS systems

  - Within the next month another 100+ units will we using E-Ticket, additional funds available in October will mean more units connected at that time. (Current 40+)

Questions

Captain Garry Scott
Vermont State Police
Director of Fair and Impartial Policing and Community Affairs