

TO: Jason Lavoie, Chief of Police
FROM: Jason Lucontoni, Administrative Bureau Captain
DATE: January 17, 2019
RE: 2018 Bias Based Profiling Review

I have completed an administrative review of the following sources to ensure the Hudson Police Department is in compliance with our Biased Base Profiling Policy.

- 2018 Internal Affairs Complaints
- 2018 Arrests
- 2018 Motor Vehicle Stops
- Policy Review

There were no citizen complaints alleging bias against any Hudson Police employee for the year 2018.

See attached addendum #1 for an analysis of the arrests for the year 2018.

See attached addendum #2 for an analysis of motor vehicle stops for the year 2018.

According to the Census Data, there is an 8.3% minority population in Hudson, New Hampshire. Based on the record of arrests, 14.7% were minorities. Of the recorded motor vehicle stops, 19.2% were minorities.

The data indicated 3.6% of arrests were female and 40.3% of drivers stopped were female; as compared to the female population of Hudson being 50.6%.

All officers received training in Bias Based Profiling in 2018 and officers hired during 2004 and thereafter, received training at the Police Standards and Training Council Recruit Academy, and during the In-Service Training Program.

A review of the Department's Policy indicates no changes are necessary regarding the bias issues.