



On June 30th, 2025 MCSO published its 10th Traffic Stop Annual Report (TSAR10). This report measured the disparity in outcomes across 5 benchmarks in three separate tests: Black drivers measured against White drivers, Hispanic drivers measured against White drivers, and All Minority drivers measured against White drivers. Results included, contextually, there was a 30 second difference in stop length for Black drivers, less than a half of one percent (0.45%) difference in search rates for Minority Drivers, a 3 percent difference in arrest rates for Black and Minority Drivers and about a four percent difference in arrest rates for Hispanic Drivers. There were no differences in the most common outcome of traffic stops, the citation/warning benchmark or in "Hit Rates" or the discovery of contraband following a search.

Through our quarterly reports, ongoing Traffic Stop Monthly Report (TSMR) analyses and reviews of deputy activity, MCSO has the most robust ongoing traffic stop analysis and monitoring system anywhere in the country and thoroughly investigates any indicia of potential bias. Upon review of statistically significant findings from the TSMR and reviews of deputy actions the Court Monitor has concurred with MCSO that identified inequalities in traffic stop outcomes have not been associated with bias. Understanding the data and the causes of the traffic stop disparities identified in this report is part of MCSO's ongoing efforts to identify potential bias, monitor deputy activity, and intervene when necessary in accordance with the Court Order.

Over the last decade, MCSO has implemented many nationally recognized and recommended strategies to combat disparities in traffic stops (Council on Policing Reforms & Race, 2023). These strategies include the elimination of performance incentives based on "quotas." Officers also receive training in procedural justice, and the MCSO has and continues to deploy a survey for community members who have interacted with its deputies, designed to capture how well deputies adhere to the principles of procedural justice. The MCSO has implemented and uses its early intervention system to track any disparities identified in deputies' traffic stops and conducts interventions when deemed necessary through the TSMR and review process. The MCSO produces several reports each year examining disparities in a continual effort to address disparate outcomes for the community that it serves, including the TSAR and the Traffic Stop Quarterly Reports (TSQRs). In addition, the MCSO is continually evaluating and reviewing its policies and procedures to address potential bias. It conducts 19 different inspections and publishes results to ensure compliance with the Court orders. MCSO has implemented training courses over the last decade designed to improve cultural competencies, eliminate explicit and reduce implicit bias, and ensure that bias-based policing does not occur.

Given the cyclical nature of the annual reports (particularly since 2019), many of the actions MCSO takes in response to the TSAR are meant to address each of the benchmarks. Findings of statistical significance help the MCSO identify which actions and efforts to prioritize. In the past few years, the MCSO has developed a process for responding to each of the traffic analysis reports. Through this process, the MCSO publishes a report on its website and solicits feedback from internal and external stakeholders. The MCSO command then considers whether to implement certain strategies based on the feedback it receives, and the MCSO communicates its responses via the [traffic stop reports](#) page of the MCSO website. The TSQR 12 was the first study to go through this process and the MCSO continues to address any

disparity identified in its monthly, quarterly, and annual reports. MCSO will continue this process with both internal and external stakeholders as these ongoing efforts continue.