

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.