



## **ZEPHYRHILLS POLICE DEPARTMENT MEMORANDUM**

To: William Poe, City Manager  
Cc: Frank Ruggiero  
From: Derek Brewer, Police Chief  
Date: March 14, 2025  
Subject: Annual Review of Bias-Free Policing

As part of our commitment to compliance with the Commission for Florida Law Enforcement Accreditation (CFA) Standard 2.06M and the Zephyrhills Police Department Policy 01.09, entitled Biased-Free Policing, we have conducted a comprehensive annual review from March 1, 2024, through March 1, 2025. This review, overseen by the Office of Professional Standards, includes an assessment of agency practices concerning traffic stops, the count and disposition of all bias-profiling complaints, and recommended policy, procedure, or training changes.

Records Clerk Lisa Jones has provided a report from the Tracs operating system detailing all traffic citations issued by officers of the Zephyrhills Police Department. The report includes the ethnicity, race, and gender of the recipients. The results, which show a distribution of White (57%), Black (14%), Hispanic (22%), and Other (7%), along with sixty percent (60%) of males, thirty-seven percent (37%) of females, and three percent (3%) of other or unspecified genders, are in line with the city's demographic makeup. Importantly, there is no significant statistical

difference between our traffic enforcement and the general population of Zephyrhills, reaffirming our commitment to fair and unbiased policing. Furthermore, our traffic enforcement results are consistent with our previous report.

Operations Commander Lieutenant Nathan Gardner reviewed all (external and internal) formal complaints documented in the Axon Standards reporting software. One (1) of the twenty-four (24) complaints filed was characterized as bias-based. The complaint was filed on 04/07/2024 by an Arabic male who claimed Officer Pedro Miliano, a Hispanic male, was biased because he was from New Jersey (Citizen Complaint #2024-04-127-1). In addition, the citizen claimed Officer Miliano was prejudiced because he [Miliano] assumed his son was Hispanic since he was wearing a t-shirt with a Puerto Rican flag printed on it.

The citizen was a suspect involved in a battery case that Officer Miliano was investigating. The citizen was not arrested or charged with any offense resulting from the incident. However, the citizen became argumentative when he was asked to leave the property at the request of management. A review of body camera footage and documentation of this case was reviewed, and the complaint was unfounded. We found no evidence to support the claim that the officer's actions were influenced by bias due to his state of origin. Officer Miliano followed department policies and standard procedures during the incident. The subject being from another state did not influence the officer's ability to perform his duties fairly and impartially.

All sworn personnel comply with the FDLE mandatory training requirement for bias-free traffic stops. A review of Zephyrhills Police Department Standard Operating Procedure 01.09, Bias-Free Policing, was conducted by executive staff on June 21, 2023, to ensure CFA compliance. As a result, minor changes were made to meet CFA standard 2.06M.

Community education is integral to the agency's bias-free policing awareness efforts. Citizens may access the Zephyrhills Police Department's website for community education and awareness about bias-free policing by using a link that describes the agency's policy and

guidelines for filing a complaint. The agency's total calls for service from March 1, 2024, through March 1, 2025, were 35,107. Therefore, based on the calls for service totals and one unfounded complaint of bias-based policing, the goals and objectives of the Zephyrhills Police Department Policy 01.09 are being achieved due to current agency practices. As required by CFA Standard 2.06M and stated in Department Policy 01.09, the summary of this review was placed on the police department's website for public viewing.