

TRANSCRIPT PREPARED BY THE CLERK OF THE LEGISLATURE
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advanced to General File. I have no amendments to the bill at this time, Mr. President.

PRESIDENT MAURSTAD: Thank you, Mr. Clerk. Senator Schmitt, you are recognized to open on LB 204.

SENATOR SCHMITT: Yes, Mr. Lieutenant Governor, members of the body, I'd like to give you just a little background on LB 204 and explain why I think Nebraska needs this bill. In April of 1994, former Colonel Tussing implemented a performance expectation quota at the Nebraska State Patrol as part of the Patrol's performance evaluation program. Performance expectation quotas means that the State Patrol road personnel are required to write specific numbers of citations, warnings and violations each quarter if they want to meet the acceptable performance standards for their position for evaluation purposes. The performance appraisal plan that was filled out for each trooper specifically stated that, in order to meet performance expectations, you shall be required to make...issue enforcement contacts at a rate which is within 15 percent of the shift average, sergeant area average each month during the rating period. Mandating the number of contacts that a trooper must meet is a quota. The shift average, sergeant area average of contacts, the quota counts for 70 percent of the performance appraisal. There are those in management at the State Patrol that believe a quota is necessary to evaluate a trooper's job performance. I disagree. Quotas hinder performance. The measure of a trooper's job performance should not be based on his or her production of tickets or contacts. Relying solely on statistics, even at 70 percent, to determine a trooper's effectiveness actually indicates lazy, inefficient management and a supervisor that isn't willing to take the time to do his or her job. Quotas have a negative effect. They impose undue stress on troopers to generate the paper to meet the quotas. And I guess just to add a little bit to that, if you have a quota, you can probably go out and write the numbers you want to in the first couple weeks of the month or the quarter, whatever you want to do, and at the end you probably wouldn't have to do anything. Or vice versa, if you don't have enough by the end then you go out and you get "nitpicky" on what you're stopping people for. I just don't believe in them. Preventative enforcement, being seen out on patrol isn't deemed as important.