

TRANSCRIPT PREPARED BY THE CLERK OF THE LEGISLATURE  
Transcriber's Office

February 7, 2000 LB 204

Most of all, there is an injustice to the public who may become victims of arbitrary enforcement in order to meet quotas. Quotas remove the personal discretion of the officer when it comes to preventative enforcement. The Nebraska State Patrol doesn't use quotas to evaluate the performance of administrative personnel, drug or criminal personnel, or executive security personnel. It's hard to make a case for using quotas to evaluate one group's job performance and then say the numbers just don't matter when evaluating other personnel at the same agency. Quotas should not be the primary measuring stick for a trooper's job performance. Nevertheless, that's exactly what the State Patrol was using from 1994 until recently. Now that we have a new colonel, he has assured me that the evaluation methods used by the Nebraska State Patrol will change. It's my understanding that the new evaluation methods are in the process of being approved by DAS personnel and will be in place as soon as they are approved. However, Colonel Nesbitt will not be the colonel forever. Whoever follows him may resurrect ticket quotas. Other law enforcement agencies also use quotas, although they call them something else. That's why it's important to pass LB 204. LB 204 eliminates the use of ticket quotas, or whatever you want to call them, for performance evaluations for law enforcement officers. I guess I want to add to that a little bit. Right at the present time, with the State Patrol, and I've had conversation with Colonel Nesbitt, and they are in the process of changing this completely, doing away with the quotas, but right now they don't have all the information back from DAS, so I don't have all the information on that. But if you have any questions on this bill, I happen to know quite a bit about this particular subject and I'd be happy to share my 30 years of experience in law enforcement, and ask you to advance LB 204. Thank you.

**PRESIDENT MAURSTAD:** Thank you, Senator Schmitt. For debate on the advancement of LB 204, Senator Chambers.

**SENATOR CHAMBERS:** Mr. President, members of the Legislature, Senator Schmitt speaks for the upper world; I'm speaking for the underworld. That's a joke. I support this bill and, even though I've had my disputes with members of law enforcement from the top right down to the bottom, fair is fair when it comes to evaluating a person for a job. There are two ways to look at