
**Ohio 136TH General Assembly
Senate Judiciary Committee
SB114 Interested Party Testimony
April 02, 2025**

Chair Manning, Madam Vice Chair Reynolds, Ranking Member Senator Hicks-Hudson and members of the Senate Judiciary Committee.

Thank you for this opportunity to present interested party testimony on SB114. A bill to eliminate law enforcement traffic citation quotas employed as an evaluation tool by supervisors. An unfounded on principal tool to assess an officers work performance.

I'm Tim Johnson, a retired law enforcement officer, a US Air Force veteran and the founder of Safety First 101, a consulting and training service company focused on safety and security disciplines. As a field training officer (FTO) for fifteen years my methodology tools focused on the ethical employment of traffic enforcement. When the tool is applicable then apply it. I further employed safety practices for the officer, violator and community as a whole.

As an officer I witnessed and challenged the discriminatory judgemental management tool employed by supervisors who found it easier to pass judgement on their subordinates via traffic citation numbers rather than as an overall whole of accomplishments for a given period for any specific officer. I saw first hand how special duty favors, promotional opportunities and special assignments were favored to those who kept the ole sergeant happy with traffic citations. Yes, this practice of evaluating subordinates created competition, harassment, bullying, unsafe practices, coerced citations, unethical performance amongst officers. I've seen an officer write 27 citations in an 8 hour tour of duty to pacify the supervisor. I've witnessed embellished narratives on impaired driving incidents and charge stacking in criminal and traffic investigations not only to meet the monthly quota, but for plea bargaining conviction wins. This practice also takes away from the officer patrolling high priority crime areas, neighborhoods, schools and business districts. While not to take away from the positives in traffic enforcement criminal activity behaviors, perhaps it's the management philosophies of motivational principles we should be looking at as well.

I share the following bullet point format to topic for simplicity in being fair on both positives and pejoratives to employing the evaluation quota or performance standards tool.

Potential Negative Impacts:

- ❖ **Incentivizes Unnecessary Stops:** Quotas can lead officers to focus on issuing tickets for minor violations rather than addressing serious crimes or traffic hazards.
- ❖ **Increased Coercive Behavior:** Officers may feel pressured to meet quotas, leading to potentially unconstitutional or excessive force.

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- ❖ **Undermines Public Trust:** Quotas can create the perception that police are policing for profit rather than public safety, eroding public trust.
 - ❖ **Racial Profiling:** Quotas can contribute to racial profiling, as officers may disproportionately target certain demographics to meet their quotas.
 - ❖ **Focus on Revenue:** Quotas can incentivize officers to focus on generating revenue through traffic tickets rather than addressing the root causes of traffic problems or other crimes.

Arguments for Traffic Enforcement:

- ❖ **Traffic Enforcement and Crime Reduction:** Studies show that effective traffic enforcement may detect crime, intercept fleeing criminals, and prevent crime.
- ❖ **Traffic Enforcement and Road Safety:** Traffic enforcement may reduce risky behaviors like speeding, impaired driving, and failure to use seatbelts.
- ❖ **Traffic Enforcement and Crash Reduction:** Increased traffic enforcement may lead to a decrease in crashes, collisions, injuries, and fatalities.

Thank you for your time in hearing/reading my input on SB114. As a twenty year retired law enforcement officer, in safety I ask for the passage of SB114.

In safety

Tim Johnson

timj.safetyfirst101@gmail.com
