

Chairman Manning, Ranking Member, and members of the Judiciary Committee, thank you for the opportunity to testify today. My name is Robert Butler, and I stand before you today as the police chief of the city of Independence, deeply committed to the principles of fairness, public trust, and officer well-being. I am here to express my strong support for Senate Bill 114, which seeks to prohibit the use of quotas for arrests and citations in law enforcement.

As a seasoned law enforcement professional, I can attest that quotas undermine the very foundation of our profession. They erode public trust by creating an environment where officers are pressured to issue citations or make arrests not based on the merits of each situation, but to meet arbitrary numbers. This not only compromises the fairness and integrity of our work but also places an undue burden on our officers. The stress of meeting quotas can lead to mental distress and anguish, as officers are forced to choose between doing what is right and fulfilling a quota.

Quotas are a relic of outdated leadership practices, often used by those who relied on simplistic metrics rather than genuine leadership. They represent a lazy approach to management, where leaders focus on easy-to-track numbers instead of truly understanding and guiding their officers. In contrast, proactive and caring leadership involves evaluating officers based on the quality and impact of their interactions, not just the quantity. By comprehensively assessing stops or interactions, we can ensure that officers are performing effectively and ethically, without the pressure of meeting meaningless numerical targets. Police Chiefs in 2025 have evolved beyond the lazy method of quotas, and it is time for our policies to reflect this evolution.

Quotas hinder our ability to build bridges with communities by forcing officers to prioritize arrests and citations over communication. Without quotas, officers can make decisions based on the unique circumstances of each encounter, fostering understanding and respect through warnings or educational interactions when appropriate. This approach is crucial for building trust and ensuring officers' well-being. However, quotas often lead officers to make unnecessary arrests or issue citations solely to meet numbers, which can result in lawsuits, improper arrests, and negative interactions. By abolishing quotas, we can ensure that officers enforce the law fairly and effectively, while also having the discretion to educate and warn when appropriate, ultimately enhancing public trust and officer well-being.

In conclusion, I urge you to pass Senate Bill 114. It is essential for maintaining the integrity of our profession, enhancing public trust, and promoting the well-being of our officers.

Thank you.