

Statement in Response to Column in *The Dallas Morning News*

On April 19, 2021, during the Visitors/Acknowledgement of Public Comment Cards portion of the City of Richardson City Council meeting, Richardson Police Officer Kayla Walker alleged that the City of Richardson Police Department utilizes a ticket quota policy in violation of state law. On July 22, 2021, Wayne Olson of the firm Taylor, Olson, Adkins, Sralla & Elam presented a report, available [here](#), of an independent investigation into the allegations, concluding the evidence did not support claims of an illegal activity.

In a recent opinion piece, a *Dallas Morning News* columnist erroneously claimed the Richardson Police Department has a traffic ticket quota system, relying on a personal interpretation of information that is not, in fact, based on the actual requirements of state law.

This claim is based largely on newly produced emails that reference some supervisors' expectations regarding patrol officers' traffic management activity and stops. However, nothing in those emails suggests departmental expectations were set regarding a predetermined number of citations that must be issued.

We understand there may be some confusion about the difference between (a) having a quota system and (b) using statistical measures of officer job performance that include a combination of traffic management activity (stops, warnings, or citations, etc.) and other activities. But the distinction is a valid and important one.

Under state law, officers' traffic management and stops are types of self-initiated activity that may be measured, along with other routine types of police work, as part of assessing overall job performance. This is legally permissible because there must be a way to account for each officer's time in the field, in order to ensure that public safety departments are being good stewards of finite public resources.

Attorneys who are deeply knowledgeable about the law's requirements were engaged in this case as independent investigators. Their report clearly concludes "The evidence does not support a finding that the City imposes an illegal ticket quota on the members of the Department."

It is also worth noting that this report has been provided to the Dallas District Attorney's Office, which is authorized to conduct its own independent investigation to determine if state law has been broken, should it deem such further investigation warranted. To date, no such action has taken place.

The City of Richardson would like to assure our community's residents of the following:

- The Richardson Police Department unequivocally does not direct police officers to issue a predetermined number of citations.
- While a predetermined number of citations is not expected, patrol officer supervisors do legitimately use various activity-related measurements to evaluate patrol officer performance, which includes numerous types of police work.

To reinforce a culture of compliance, Chief of Police Gary Tittle has made it clear to all officers that a ticket quota will not be tolerated and that all officers are encouraged to bring any related concerns to him or their supervisor, so that they can be immediately addressed.

Chief Tittle also recently introduced the following departmental measures to reinforce this policy:

- 1) To address any perception that undue emphasis is placed on the number of traffic stops and written citations, command staff will be directed to reinforce the position of the Department that there are no ticket quotas required and that a ticket quota will not be tolerated;
- 2) To meet job performance expectations, officers will be notified that traffic stops are still an important part of their daily duties and will continue to be used, among various other metrics, to evaluate officer productivity; and
- 3) All productivity reports will be standardized to create a consistent form for all supervisory staff to use when evaluating patrol officer performance.

We are confident that the steps being taken will resolve any future misunderstandings and provide better, bright-line guidance both to supervisors and to patrol officers.