

I can no longer justify 5's on evaluations for troopers not producing activity. I require three things, 1. Answer the radio, 2. Work your crashes, and 3. WRITE TICKETS. I take some of the blame for not properly motivating ya'll in the area of activity. Overall activity last year (2008) for the entire post was well below the district average. If not for a couple of troopers pulling their weight we would be in the basement.

Because activity plays such a high part of an everyday road trooper's requirement, it is going to weigh heavy on yearly evaluation scores. If a trooper is lucky enough to have a high promotional score and needs the 3-points awarded for a 5 on an evaluation, it is going to have to be earned.

Now, the average trooper works 10 months out of a year. This is taking into account vacations, training, sick leave, or whatever may come up. Out of those 10 months of work I feel that an AVERAGE trooper will write 600 citations. AVERAGE IS A THREE ON AN EVALUATION!

Let me stress I am not putting a quota on anyone, I don't care if a trooper writes below the 600 mark, it is his or her evaluation score, not mine. 600 citations is an average of 60 citations per month, 15 citations per week, or 3 citations per day. So to fairly rate a person on an evaluation, I must have a fair standard to justify a score on an evaluation. I can guarantee if I award a 5 to an underachiever my superiors, for lack of justification, will return it.

As stated earlier if a trooper turns in 600 citations per year, his or her overall evaluation will not be above the average score of 3. Even if he or she excels in all other areas, activity will weigh heavy in the final tabulation. Look at the job plan, not only is activity an area of concern; obedience to orders is an area. By not conforming to the request of the Lieutenant and me in this area the trooper is failing to carry out an order, and the evaluation will reflect that. Is a trooper

showing concern for the department by not performing the required job task, no he or she is not, and that will reflect in the final evaluation. Is the trooper using his or her time wisely, again no. If a trooper drives around all day and does not produce activity this will reflect on the final evaluation. I MUST BE ABLE TO JUSTIFY GIVING A TROOPER A 5. Low activity is a killer.

The following is the standard I will go by to judge activity in this post.

**600 citations per year = 60 tickets per month, or 15 citations per week. That is 3 tickets per day
This is average and average is 3.**

**700 citations per year = 70 tickets per month, or 17.5 citations per week. That is 3.5 tickets per day
This is slightly above average and that could get a trooper a 4.**

**800 citations per year = 80 tickets per month, or 20 citations per week. That is 4 tickets per day.
This along with excelling in your other duties can justify a 5.**

Effective immediately, a trooper that does not produce above average activity (17.5 tickets per week) will not be able to work grant overtime in my county. We are limited on the amount of overtime we have and it will be given to troopers that work hard during their regular shifts. If nobody qualifies for grant overtime in this county I will offer it to outside troopers, or return it to Nashville. **If a trooper doesn't earn it, he or she will not get it!**

I know we have more responsibilities now than we used to but , if troopers throughout the district can write 1000 tickets per year, then my troopers can too. I think I have the best troopers in the district and want to give everyone a 5, but people I have to justify it, so it's crunch time. **GO TO WORK!**