



Office Of The Consent Decree Monitor Status Report

31 May 2018

U.S. District Court for the Eastern District of Louisiana



Monitoring Team 2017 Annual Report

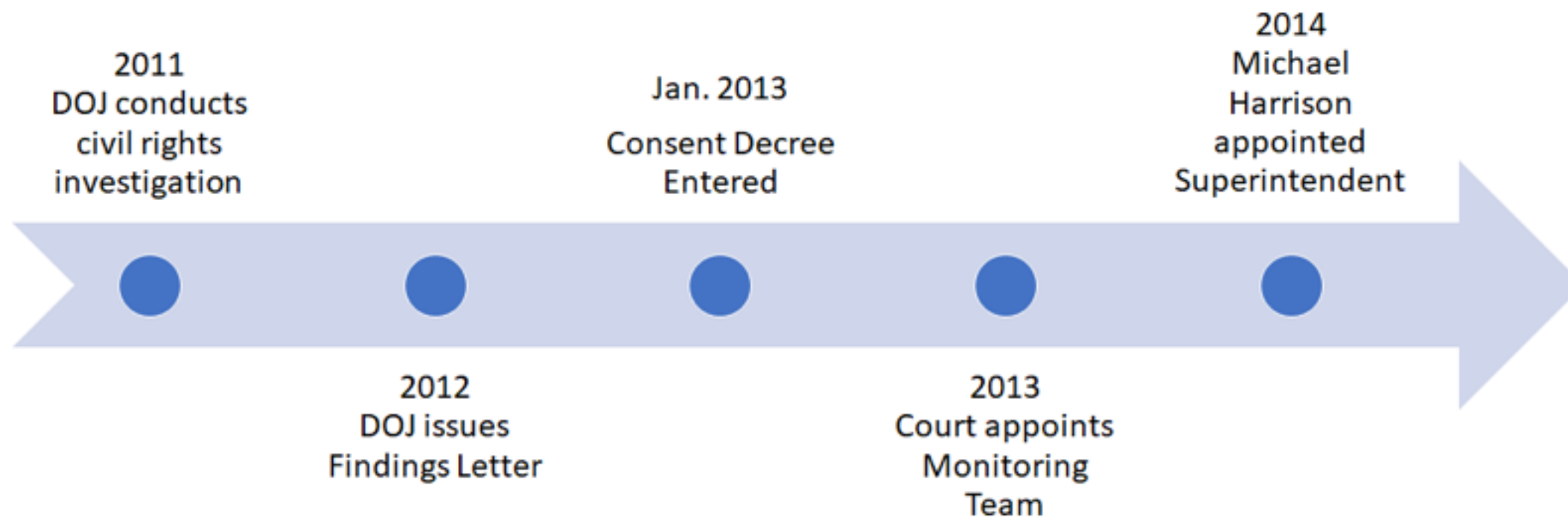
"The NOPD today is undeniably a better, stronger, more professional organization than it was when the Monitoring Team began its work in 2013. . . . In short, NOPD has developed and implemented the building blocks necessary to transform the NOPD into a police department of which the New Orleans community rightfully can be proud."



Background and History



A Brief History Of The Consent Decree





The Monitoring Team

- Jonathan Aronie, Lead Monitor
- David Douglass, Deputy Monitor
- Dennis Nowicki, Deputy Monitor
- Geoff Alpert, PhD
- Ashley Burns, PhD
- Ellen Scrivner, PhD
- Mary Ann Viverette, Gaithersburg PD Chief (ret)
- Robert McNeilly, Pittsburg PD Chief (ret)
- Chet Epperson, Rockford PD Chief (ret)
- Theron Bowman, Arlington PD Chief (ret)
- Mitch Brown, Raleigh PD Chief (ret)
- William Murphy, LA Dep. Chief (ret)



Our Mission

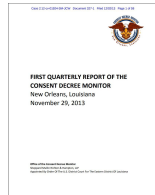
- Serve as the eyes and ears of the U.S. District Court
- Conduct audits, reviews, and assessments to evaluate compliance with the 492 paragraphs of the Consent Decree
- Engage with and listen to the public in quarterly public meetings, small group gatherings, and one-on-one discussions
- Continuously report findings/concerns to the parties
- Report to the public through public meetings, public reports, and court hearings
- Provide Technical Assistance where requested by NOPD, DOJ, or the Court



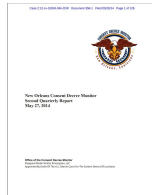
How We Monitor

- Data analysis
- Document reviews (e.g., policies, complaints, FICs, police reports, lesson plans, etc.)
- Deep-dive audits
- Focused practices reviews
- Outcome assessments
- Ride-alongs
- Classroom monitoring
- BWC reviews
- Stakeholder meetings
- Officer/leadership meetings

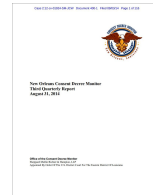
Monitor Reports



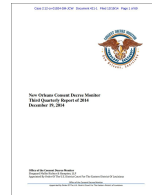
Quarterly
Report
11/29/2013



Quarterly
Report
5/27/2014



Quarterly
Report
8/31/2014



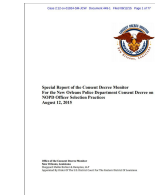
Quarterly
Report
12/19/2014



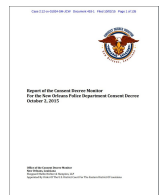
Quarterly
Report
4/28/2015



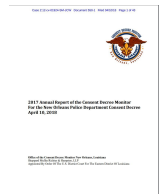
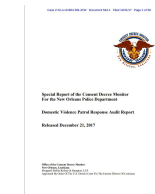
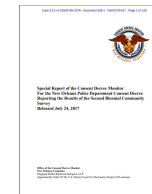
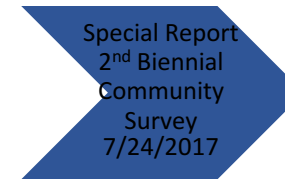
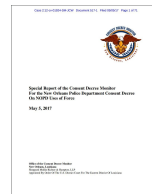
Special Report
Supervision
Policies &
Practices
7/21/2015



Special Report
Officer
Selection
Practices
8/12/2015



Quarterly
Report
10/2/2015





Compliance Overview



NOPD Compliance Status Summary

- NOPD continues to make significant progress in every area under the Consent Decree
- NOPD is fully cooperative in all OCDDM efforts
- NOPD leadership has proven themselves committed to reform, innovation, and the Consent Decree
- The Department has undertaken several bold reform initiatives
- Challenges remain, but they are being diligently worked



Areas of Ongoing Compliance Focus

- Stops, Searches, Arrests
- Use of Force (less than lethal)
- Supervision
- SA/DV patrol response
- Academy
- Recruitment/Recruit Vetting
- Performance evaluations
- Bias-Free Policing
- Burden Reduction / Efficiency Creation

Progress is being made in each of these areas, and NOPD is dedicating appropriate attention to ensure progress continues.



Technical Assistance

- The Academy
- Force Investigations Team (FIT)
- Public Integrity Bureau (PIB)
- Use of Force Review Board
- Testing
- DV/SA
- EPIC
- Community Policing
- Compliance Bureau
- Administrative Burden Reduction

NOPD, DOJ, and the Monitoring Team have worked extremely well together to build capacity within the Department. The Monitoring Team has provided hundreds of hours of Technical Assistance, including significant pro bono hours, to the Department over the past four years.



Selected Compliance Highlights



Use Of Force

The Monitoring Team has been impressed with the Department's commitment to its UOF obligations under the Consent Decree.

- 2017 UOF Highlights
 - No off-leashes canine deployments
 - No canine bites
 - 3 OISs Department-wide
 - Consistent and thorough FIT investigations
 - Effective Use of Force Review Board
 - Better decision-point analysis
- Areas for ongoing focus
 - Pointings
 - CEW use
 - Decision-point analysis



DV/SA

NOPD's effort to meet its DV/SA obligations under the CD has been a bumpy ride, but the Department has shown a firm commitment to overcome hurdles and transform the way it handles investigations.

- In November 2014, OIG and OCDM identified significant flaws in SVS investigations
- NOPD initiated extensive corrective action
- In June 2016, OIG and OCDM reported on NOPD's remarkable turnaround
- SVS continues to perform well
- In December 2017, OCDM identified ongoing challenges in the patrol response to Domestic Violence calls
- Recent OCDM audits suggest much improvement in this area



Stop/Search/Arrest

To many, this item sits at the heart of the Consent Decree. Since compliance requires a significant culture change from the Department's historic practices, this item necessarily takes longer to accomplish than some other areas.

- New policy
- New training for officers
- Better training for PIB investigators
- But, recent OCDM audit identified ongoing non-compliance at the patrol officer level
- OCDM and DOJ preparing a targeted follow-on SSA audit



The Academy

The Academy has made dramatic progress over the past two years. While more work is necessary, the transformation that already has taken place is noteworthy.

- Appointment of accomplished academic director
- New Master Training Plan
- Newly-sequenced curriculum
- Extensively revised lesson plans
- Updated course materials
- Better use of technology
- Better facility and equipment
- More professional development opportunities for instructors



Academy Sequencing

Among the many improvements the Academy and the Monitoring Team partnered to solve was the creation of a fully sequenced recruit curriculum.

DAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
ROLL CALL	7:45AM - 8:00AM ROLL CALL	7:45AM - 8:00AM ROLL CALL	7:45AM - 8:00AM ROLL CALL	7:45AM - 8:00AM
First Aid/CPR	8:00AM - 9:00AM First Aid/CPR FA-89 POST #02-101-R Instructor: Lt. H. Cutno	8:00AM - 9:00AM First Aid/CPR FA-93 POST #02-101-R Instructor: Lt. H. Cutno	8:00AM - 9:00AM Tactical Problems/Crowd Control SP-33 POST #09-104-R Instructor: P/D S. Brewer	8:00AM - 9:00AM Test T-14 PP-74.82; FA-89.
First Aid/CPR	9:00AM - 10:00AM First Aid/CPR FA-90 POST #02-101-R Instructor: Lt. H. Cutno	9:00AM - 10:00AM First Aid/CPR FA-94 POST #02-101-R Instructor: Lt. H. Cutno	9:00AM - 10:00AM Tactical Problems/Crowd Control SP-34 POST #09-104-R Instructor: P/D S. Brewer	9:00AM - 10:00AM Test T-14 PP-74.82; FA-89.
First Aid/CPR	10:00AM - 11:00AM First Aid/CPR FA-91 POST #02-101-R Instructor: Lt. H. Cutno	10:00AM - 11:00AM First Aid/CPR FA-95 POST #02-101-R Instructor: Lt. H. Cutno	10:00AM - 11:00AM Tactical Problems/Crowd Control SP-35 POST #09-104-R Instructor: P/D S. Brewer	10:00AM - 11:00AM Crash Report TS-7 POST #07-
First Aid/CPR	11:00AM - 12:00PM First Aid/CPR FA-92 POST #02-101-R Instructor: Lt. H. Cutno	11:00AM - 12:00PM First Aid/CPR FA-96 POST #02-101-R Instructor: Lt. H. Cutno	11:00AM - 12:00PM Police & The Media PP-83 #11-106-R Instructor: Ambula Washington	11:00AM - 12:00PM Crash Report TS-8 POST #07-
LUNCH	12:00PM - 12:30PM LUNCH	12:00PM - 12:30PM LUNCH	12:00PM - 12:30PM LUNCH	12:00PM - 12:30PM
Problem Solving Opiate Abuse	12:30PM - 1:30PM Problem Solving Opiate Abuse PP-80 #11-262-R Instructor: Jolivet/Bean/Valencia	12:30PM - 1:30PM Tourniquet Application FA-97 #02-100-R Instructor: Dan Kiff/Chris Keller	12:30PM - 1:30PM Crash Investigations TS-5 POST #07-101-R Instructor: P/D J. Brooks	12:30PM - 1:30PM Hit & Run Invest TS-9 POST #07-
Problem Solving Opiate Abuse	1:30PM - 2:30PM Problem Solving Opiate Abuse PP-81 #11-262-R Instructor: Jolivet/Bean/Valencia	1:30PM - 2:30PM Tourniquet Application FA-98 #02-100-R Instructor: Dan Kiff/Chris Keller	1:30PM - 2:30PM Crash Investigations TS-6 POST #07-101-R Instructor: P/D J. Brooks	1:30PM - 2:30PM Directing Traffic TS-10 POST #07-
Administering Narcotics	2:30PM - 3:15PM Administering Narcotics PP-82 # - - Instructor: Jolivet/Bean/Valencia	2:30PM - 3:15PM Physical Fitness Training PT-69 POST #12-101-R Instructor: Sgt. Duvalantier	2:30PM - 3:15PM Vehicle Stop Tactics - Practical PA-87 POST #08-105-R Instructor: P/D J. Doaty	2:30PM - 3:15PM Physical Fitness PT-71 POST #12-
Vehicle Stop Tactics Practical	3:15PM - 3:45PM Vehicle Stop Tactics Practical DS-161 #10-126-R Instructor: P/D J. Doaty	3:15PM - 3:45PM Physical Fitness Training PT-70 POST #12-101-R Instructor: Sgt. Duvalantier	3:15PM - 3:45PM Vehicle Stop Tactics - Practical PA-88 POST #08-105-R Instructor: P/D J. Doaty	3:15PM - 3:45PM Physical Fitness PT-72 POST #12-
STUDY HALL	3:45PM - 4:45PM STUDY HALL		3:45PM - 4:45PM STUDY HALL	



Policies

The Monitoring Team, DOJ, and NOPD have worked together to evaluate, revise, and/or re-write every material NOPD policy.

- The Monitoring Team has reviewed, revised, and approved approximately 200 policies
- New policies have been created to fill prior gaps
 - Proactive critical incident BWC release policy
 - Scope of non-NOPD policing authority
 - Community-Oriented Policing
- NOPD, DOJ, and OCDM continue to work closely together to keep all policies up to date



Community Policing

Community policing is a philosophy that promotes partnering with the community to address immediate concerns that give rise to safety issues.

- NOPD initially had a slow start in this area
- The Department's current course is encouraging
 - A new Community Engagement Manual is in place
 - New training is being rolled out
 - Dedicated Community Policing officers have returned to the Districts
 - Enhanced tracking has increased accountability
- Still need better coordination between NOPD and City service agencies



Recruiting/Vetting

The CD requires NOPD to develop policies and practices that ensures its recruits are highly qualified, diverse, and ethical.

- Here again, NOPD's progress has been inconsistent
- The Monitoring Team issued a critical report in late 2016
- NOPD implemented meaningful corrective actions
- The Monitoring Team continues to work closely with MSB to ensure the effectiveness of those actions



Innovations

While the CD does not explicitly require being innovative, many of the obligations outlined in the CD can't be accomplished without innovation. After a slow start, the last few years have shown NOPD to be an innovative and bold problem solver.

- MAX
- Unprecedented data transparency
- Enhanced Burden Reduction efforts
 - Traffic Accident Investigations
 - False Alarms Ordinance
 - APR
- Nation's first department-wide peer intervention program (EPIC)
- Nation's first police peer intervention conference (co-sponsored by SPLC and FOP)
- Nation's first joint IPNO/PD detective training program
- Meaningful Use of Force Review Board
- Creation of civilian *Academic Dean* at the Academy



Conclusion



How Have We Gotten Here?

- Committed NOPD leadership
- Committed rank and file
- Active community participation/support
 - Community stakeholders
 - Individuals/groups
 - The business community
- True partnership from the U.S. DOJ
- An energetic, experienced, and dedicated monitoring team
- An active and detail-oriented federal judge



How Do We Institutionalize NOPD's Progress?

- Standard Operating Procedures
- Policies
- City Council Regulations
- Transparency
- Leadership
- Success



Monitoring Team's Current Projects

- Comprehensive Use of Force audit
- Targeted-CEW audit
- Follow-on Stop/Search/Arrest audit
- Expanded outcome assessments
- Ongoing technical assistance
 - Performance evaluations
 - Promotions exams
 - Academy
 - Innovation, efficiency, technology
- Forthcoming Quarterly Report



Thank you!

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Washington, DC