

NOPD CONSENT DECREE MONITOR  
NEW ORLEANS, LOUISIANA



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File Number: 37PA-191555

January 18, 2017

The Hon. Susie Morgan  
US District Court, Eastern District of Louisiana  
Room C322  
500 Poydras Street  
New Orleans, LA 70130

Dear Judge Morgan:

On behalf of the entire Consent Decree Monitoring Team, I am pleased to submit the attached Special Report focusing on NOPD's background investigation process. As an initial matter, I want to thank Superintendent Harrison, Chief Noel, Chief Thomas, Chief Westbrook, and Chief Murphy for their full support and cooperation throughout our review. Their energy, dedication to continuous departmental improvement, and commitment to transparency ensured a thorough assessment of NOPD's processes and the publication of a complete and candid report to the public.

While the results of our review highlight several significant issues that need NOPD's prompt attention, I do not want this report to overshadow the significant progress NOPD has made in many areas, including in the area of recruiting and hiring. NOPD has expanded its outreach activities in an effort to create a larger qualified candidate pool from which to select its recruits, has made agility testing more accessible to candidates by opening more test centers, is giving its written test more frequently, has developed an easier-to-use internet application portal, and, with the help of local HR professionals, Louisiana Tech University, and the Monitoring Team, is in the process of revamping its entire recruit testing/ interviewing process. In this regard, incidentally, I want to thank the Civil Service Commission Board, its staff, and its legal counsel. Their willingness over the past two years to work closely with NOPD and the Monitoring Team to enhance the recruit hiring process has paid significant dividends to the Police Department and to the people of New Orleans.

While the foregoing accomplishments are extremely positive and quite worthy of praise, this report focuses on background investigations of recruit candidates. And, as you will see, there is significant room for improvement in this area. To its credit, NOPD already has initiated meaningful corrective actions tailored to the shortcomings outlined in the attached report. In fact, as you know, NOPD management already has provided a thoughtful corrective action plan.

Finally, as described in greater detail within our report, it is important to point out NOPD has initiated a re-review of all recruit files questioned by the Monitoring Team. Even though some or all

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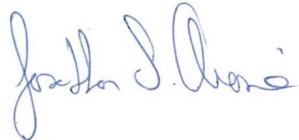
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of the issues raised by the Monitoring Team admittedly could turn out to be documentation problems rather than employability problems, NOPD nonetheless has begun conducting additional due diligence on all files reflecting risk indicators that were not adequately investigated and/or the resolution of which was not adequately documented. So far, the Department has re-reviewed its Academy files, its PIB files, and its Use of Force files for those persons with risk indicators, and reports none provides a reason to question the qualifications of any recent recruit hires.

The Monitoring Team is satisfied with NOPD's proposed corrective action plan, the details of which are outlined in our report. We will continue to monitor the Department's efforts and report to the Court as they move forward.

Thank you again for the opportunity to share our findings and to serve the people of New Orleans.

Very truly yours,



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