

OFFICE OF INSPECTOR GENERAL
CITY OF NEW ORLEANS



SUSAN HUTSON
INDEPENDENT POLICE MONITOR

OIPM NOTES ON BENCHMARKS AND DEADLINES
FROM
“CONSENT DECREE REGARDING THE NEW ORLEANS POLICE DEPARTMENT”
IN UNITED STATES OF AMERICA V CITY OF NEW ORLEANS CASE 2:12-CV-01924-SM-JCW

*EFFECTIVE DATE: As defined by the Consent decree in Paragraph 14 cc, “means the day this Agreement is entered by the Court”.
The Consent Decree is signed on July 24, 2012, by all parties, but is unsigned by the Court. Therefore, all the due dates will depend upon the date the court affixes its signature.*

¶ No.	Who Is Responsible	Responsible For:	Time Limit
POLICY DEVELOPMENT, REVIEW, AND IMPLEMENTATION			
15	NOPD – New Orleans Police Dept.	Policy Development, Review and Implementation Develop all policies, procedures, and manuals to ensure consistency with, and full implementation of, the Consent Decree	365 days from Effective Date
18	NOPD	Review each policy/procedure after it is implemented to ensure provides effective direction to NOPD personnel and remains consistent with Decree, best practices, and current law	365 days after implemented and annually
20	NOPD	Set out a schedule for completing all policies, procedures, and manuals within 365 days of the Effective Date	90 days of the Effective Date
TRAINING ON REVISED POLICES, PROCEDURES, AND PRACTICIES			
24	NOPD	Provide each officer and employee to learn about the Agreement and the responsibilities of each	60 days from Effective Date
25	NOPD	Insure all relevant NOPD personnel have received and read the new policy/procedure	90 days of issuing policy/procedure
26	NOPD	Training required for all personnel Set out a schedule for delivering all training required	365 days of the Effective Date 180 days of the Effective Date
FORCE INVESTIGATION TEAM			
97	NOPD	Create a FIT to conduct investigations of serious uses of force	



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		Recruit, assign, and train a sufficient number of personnel to FIT duties Create a FIT procedural manual	280 days from the effective date
USE OF FORCE TRAINING			
109	NOPD	Provide all NOPD officers with 40 hours of use of force training Provide all NOPD officers with 24 hours of use of force training on an annual basis thereafter	365 days of the Effective Date
110	NOPD	Provide all NOPD officers with firearms training Provide all NOPD officers with firearms training on an annual basis thereafter	365 days of the Effective Date
CRISIS INTERVENTION PLANNING COMMITTEE			
111	NOPD and City	Implement a Crisis Intervention Planning Committee to direct the development and implementation of the CIT	180 days of the Effective Date
CRISIS INTERVENTION PROGRAM DEVELOPMENT			
113	NOPD and City	Implement a comprehensive first responder CIT program to develop and maintain specially trained CIT officers	
113A	CIT Operations Subcommittee	Appointed by and reporting to the Planning Committee shall develop policies and procedures for the transfer of custody or voluntary referral of individuals between NOPD, receiving facilities, and local mental health and social services agencies	270 days of the Effective Date
113C	CIT Planning Committee	Select CIT officer volunteers	365 days of the Effective Date
CIT AND FIRST RESPONDER TRAINING			
115	NOPD	Train at least 20% of its patrol division in the CIT program	3 years of the Effective Date
116	Curriculum Subcommittee of the Planning Committee	Develop a 40-hour curriculum and in-service training for first responders based on the national CIT model	270 days of the Effective Date
117	NOPD	Training for all newly selected CIT officers	365 days of the Effective Date and completed within 3 years
118	NOPD	Provide new recruits with at least 16 hours of training on responding to persons in behavioral or mental health crisis, and 4 hours in-service training annually thereafter	
118	NOPD	Provide all current officers with 8 hours of training on responding to persons in behavioral or mental health crisis and 4 hours in-service training annually thereafter	365 days of the Effective Date
119	NOPD	Offer the 40-hour crisis intervention training to all new and current dispatchers Provide this training to new dispatchers Provide crisis intervention in-service training for dispatchers	365 days of the Effective Date Within 90 days of their start date Annually thereafter



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STOP AND SEARCH DATA COLLECTION AND REVIEW			
149	NOPD	Develop a written/electronic report format to collect data on all investigatory stops and searches whether or not resulted in an arrest or issuance of a citation. System shall be integrated into the EWS Stop and search data collection system subject to review and approval of the Monitor and DOJ	270 days of Effective Date
152	NOPD	Develop a protocol for comprehensive analysis of the stop and search data collected subject to the review and approval of the Monitor and DOJ	Annual basis
153	NOPD	Issue a report summarizing the stop and search data collected, analysis of the data, and steps taken to correct problems	Annual basis and be publicly available
STOP, SEARCH, AND ARREST TRAINING			
162	NOPD	Provide all officers with at least 24 hours of training on stops, searches, and arrests Provide all officers with at least 4 hours on annual basis thereafter	365 days of Effective Date Annually
INTERROGATION RESTRICTIONS AND EQUIPMENT			
167	NOPD	Designate interview rooms for all Districts and specialized units and ensure that interview rooms are equipped with functioning audio/video recording technology	270 days of Effective Date
168	NOPD	Use qualified interpreters for any interrogation of an LEP individual	270 days of Effective Date
DETECTIVE SELECTION AND INTERROGATION TRAINING			
170	NOPD	Develop and deliver 24 hours of formal training for newly assigned detectives on interrogation procedures and methods Provide regular in-service training to all detectives on updates and changes to the law regarding interrogations and confessions	365 days of Effective Date At least an annual basis
BIAS-FREE POLICING TRAINING			
177	NOPD	Provide all officers with 4 hours of comprehensive training on bias-free policing Provide all officers with 4 hours on annual basis thereafter	365 days of Effective Date Annually
ENSURING BIAS-FREE POLICING			
182	NOPD	Incorporate requirements regarding bias-free policing and equal protecting into its hiring, promotion, and performance assessment processes	365 days of Effective Date
183	NOPD	Develop and implement a plan to provide all individuals within the City essential police services regardless of immigration status, to build and preserve trust among community members and effectively prevent and solve crime	365 days of Effective Date



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188	NOPD	Assess all NOPD programs, initiatives, and activities to ensure that no program, initiative, or activity is applied in a manner that discriminates on the basis of race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, or gender identity	365 days of Effective Date
LANGUAGE ASSISTANCE			
191	NOPD	Distribute its language assistance plan and policy to all staff and police personnel and provide training to all personnel on providing language assistance services to LEP individuals	365 days of Effective Date
192	NOPD	Designate a language access coordinator who shall coordinate and monitor compliance with its language assistance program	180 days of Effective Date
193	NOPD	Develop and implement a process of consultation with representatives of the LEP community to develop and review the language assistance plan	180 days of Effective Date
194	NOPD	Develop a process for determining on an ongoing basis whether new documents, programs, services, and activities need to be made accessible to LEP individuals	270 days of Effective Date
POLICING FREE OF GENDER BIAS – SEXUAL ASSAULT			
206	NOPD	Patrol officers and detectives shall NOT code reported sexual assaults in a miscellaneous or non-criminal category without the express written approval of the ISB Special Victim Section Commander and the ISB Criminal Investigations Division Commander	During the first year of the Agreement
210	NOPD	Develop and implement a SART and collaborative SART agreement to provide a coordinated and victim-centered approach to sexual violence with the DA and community service providers	180 days of Effective Date
211	NOPD	Develop a mechanism to select and permit a committee of representatives from the community to review on a semi-annual basis sexual assault investigations disposed of as unfounded, a random sample of open sexual assault investigations with DA approval, and after the first year of the Agreement, reported sexual assaults placed in a miscellaneous or non-criminal category	365 days of Effective Date
COMMUNITY AND PROBLEM ORIENTED POLICING			
223	NOPD	Reassess its staffing allocation and personnel deployment to ensure that core operations support community policing and problem-solving initiatives	180 days of Effective Date
226	NOPD	Provide 8 hours of structured annual in-service training on community policing and problem-oriented policing methods and skills for all officers	365 days of Effective Date
227	NOPD	Develop and implement mechanisms to measure officer outreach to a broad cross-section	240 days of Effective Date



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		of community members to establish extensive problem-solving partnerships and develop and implement cooperative strategies that build mutual respect and trusting relationships	
228	NOPD	Develop measurements to assess the effectiveness of its community partnerships and problem-solving strategies Prepare a publicly available report detailing its community policing efforts in each District Issue a publicly available report summarizing the problem-solving and community policing activities	240 days of Effective Date Quarterly basis Annual Basis
229	NOPD	Remake the COMSTAT meeting and ensure the meeting includes discussion and analysis of trends in misconduct complaints and community priorities to identify areas of concern and better develop interventions to address them	180 days of Effective Date
BIENNIAL COMMUNITY SURVEY			
230	NOPD	Conduct a reliable, comprehensive, and representative survey of members of the New Orleans community regarding their experiences with and perceptions of NOPD and public safety	180 days of Effective Date Every 2 years thereafter
RECRUITMENT – COMPREHENSIVE RECRUITMENT PROGRAM			
234	NOPD with Civil Service	Develop a written, strategic recruitment plan that includes clear goals, objectives, and action steps for attracting high-quality applicants	180 days of Effective Date
238	NOPD	Develop and implement a system for psychological screening and assessment of all NOPD recruit candidates and set criteria to ensure only individuals suitable for policing are accepted into the training academy	180 days of Effective Date
241	NOPD, City, and Civil Service	Establish standardized qualifications and guidance for who may serve on a recruit applicant interview panel	180 days of Effective Date
243	NOPD, City, and Civil Service	Establish a standardized scoring system to be used by interview panelists.	180 days of Effective Date
ACADEMY AND IN-SERVICE TRAINING – TRAINING COORDINATION AND PLANNING			
247	NOPD	Create a full-time Department-Wide Training Liaison position within the Training Division and designate a single training coordinator in each District and central organizational unit to coordinate and document training	90 days of Effective Date
248	NOPD	Establish a Training Advisory Committee	120 days of Effective Date
249	NOPD Training Advisory Committee	Develop a written training plan for NOPD’s recruit academy, field, and in-service training to ensure that recruits, officers, and civilian personnel are trained to effectively and lawfully	270 days of Effective Date



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carry out their duties			
ACADEMY AND IN-SERVICE TRAINING – CURRICULUM DEVELOPMENT			
252	NOPD	Create and staff a full-time position of Curriculum Director to establish and oversee a formal training curriculum development and assessment process consistent with the training plan	365 days of Effective Date
253	NOPD	Develop and implement a lesson plan template that will be used for all training courses at NOPD	365 days of Effective Date
254	NOPD	Develop and implement recruit academy curricula that comport with NOPD’s training plan	365 days of Effective Date
255	NOPD	Develop and implement in-service curricula that comport with NOPD’s training plan	365 days of Effective Date
TRAINING EVALUATION			
262	NOPD	Develop and implement a process that provides for the collection, analysis, and review of data to document the effectiveness of training and to improve future instruction, course quality, and curriculum	365 days of Effective Date
263	NOPD	Develop and implement documented and approved testing policies and procedures to ensure that all testing is valid, reliable, and fair	365 days of Effective Date
RECRUIT TRAINING ACADEMY			
264	NOPD	Develop and implement a recruit training program that comports with NOPD’s written training program described in the Agreement and reflects the requirements of the Agreement	365 days of Effective Date
273	NOPD	Ensure that the recruit academy is sufficiently staffed to effectively train recruits, and that the deployment of recruit academy staff to cover patrol shifts or other duties does not disrupt training activities	365 days of Effective Date
274	NOPD	Provide recruits and officers with appropriate training facilities to ensure adequate access to safe and effective training	365 days of Effective Date
FIELD TRAINING PROGRAM			
275	NOPD	Develop and implement a field-training program for recruit academy graduates that comport with NOPD’s written training plan and this Agreement – must follow academy training and be at least 16 weeks	365 days of Effective Date
280	NOPD	Create a mechanism for recruits to provide confidential feedback regarding the quality of their field training	365 days of Effective Date
281	NOPD	Review and revise its FTO participation policy to establish and implement a program that	365 days of Effective Date



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		effectively attracts the best FTO candidates	
282	NOPD Training Advisory Committee	Conduct a study of the feasibility of implementing a Police Training Officer model that would incorporate community- and problem-oriented policing principles, and problem-based learning method of teaching.	365 days of Effective Date
IN-SERVICE TRAINING			
283	NOPD	Develop and implement a mandatory annual in-service training program that comports with NOPD's written training plan and the requirements of the Agreement	365 days of Effective Date
283	NOPD	Provide at least 64 hours of in-service training to each officer pursuant to this program	365 days of Effective Date and annually thereafter
TRAINING RECORDS			
286	NOPD	Develop and implement a system that will allow the Training Division to electronically track, maintain, and report complete and accurate records of current curricula, lesson plans, training delivered, and other training materials in a centralized electronic file system	365 days of Effective Date
287	NOPD	Develop and implement accountability measures, including disciplinary and non-disciplinary corrective action, to ensure that all officers successfully complete all required training programs in a timely manner	365 days of Effective Date
DEPARTMENT-WIDE HEALTH AND WELLNESS PROGRAM			
290	NOPD	Develop a department-wide mental and physical health and well program	180 days of Effective Date
PERFORMANCE EVALUATIONS			
295	NOPD with CIVIL SERVICE	Develop and implement an NOPD-specific system that comports with the best practices and the requirements of the Agreement to accurately evaluate officer performance in areas related to integrity, community policing, and critical police functions, on both an ongoing and annual basis	Within 12 months of Effective Date Annually thereafter
300	NOPD	As part of initial supervisory training, supervisors shall be required to complete at least 4 hours of training focused on how to effectively evaluate officer performances and is in addition to any training on the mechanics of how to complete employee performance evaluations	365 days of Effective Date
PROMOTIONS			
302	NOPD with CIVIL SERVICE	Develop and implement fair and consistent promotions practices that comport with best police practices and the requirements of the Agreement and result in the promotion of officers who are both ethical and effective	Within 12 months of Effective Date



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DUTIES OF SUPERVISORS			
307	Field Operations Bureau District Officers	All Field Operations Bureau District officers (including patrol, task force, district investigative, and narcotic units) shall be assigned to a single, consistent, and clearly-defined supervisor	270 days of Effective Date
310	First-Line Patrol Supervisors	First-line patrol supervisors shall be assigned to supervise no more than 8 officers	270 days of Effective Date
311	NOPD	Develop and implement a program to identify and train acting patrol supervisors who can fill-in, on a temporary, as-needed basis, for assigned supervisors who are on vacation, in training, ill, or otherwise temporarily unavailable	270 days of Effective Date
SUPERVISOR AND COMMAND-LEVEL TRAINING			
314	NOPD	Develop and implement mandatory supervisory training for all new and current supervisors who shall receive 200 hours of mandatory supervisory training	Within 2 years of Effective Date
EARLY WARNING SYSTEM			
317	NOPD and City	Create a plan for the implementation of the EWS, which includes the hiring of at least one full-time-equivalent qualified information technology specialist to facilitate the development, implementation, and maintenance of the EWS	270 days of Effective Date
324	NOPD	EWS computer program and computer hardware will be operational, fully implemented, and used in accordance with policies and protocols that incorporate the requirements of the Agreement pursuant to an interim schedule that includes full implementation	Within 3 years of Effective Date
VISUAL AND AUDIO DOCUMENTATION OF POLICE ACTIVITIES			
327	NOPD	Maintain and operate video cameras and AVL in all marked and unmarked vehicles that are assigned to routine calls for service, task forces, tactical units, prisoner transport, or SOD canine and shall repair or replace all non-functioning video cameras or AVL units as necessary for reliable functioning	Within 2 years of Effective Date
327	NOPD	One-half of the marked and unmarked vehicles will be equipped with video cameras and AVL	Within 1 year of Effective Date
329	NOPD	Develop and implement a schedule for testing AVL, in-car camera, and ECW recording equipment to confirm that it is in proper working order	Within 90 days of Effective Date
331	NOPD	Provide each supervisor with handheld digital recording devices and require that supervisors use these devices to record complainant and witness statements taken as part of use of force or misconduct complaint investigations	365 days of Effective Date



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SECONDARY EMPLOYMENT SYSTEM – COORDINATING OFFICE RESPONSIBILITIES			
338	City and Coordinating Office	Develop and implement and the Coordinating Office shall maintain a searchable list of off-duty secondary employment opportunities, which can be accessed through either the existing NOPD employee website or another accessible database	365 days of Effective Date
MISCONDUCT COMPLAINT INTAKE, INVESTIGATION, AND ADJUDICATION – PREVENTING RETALIATION			
377	City, through PIB	Review NOPD’s anti-retaliation policy and its implementation	270 days of Effective Date
MISCONDUCT, COMPLAINT INTAKE, INVESTIGATION, AND ADJUDICATION – STAFFING, SELECTION, AND TRAINING REQUIREMENTS			
380	NOPD	Review the staffing of PIB and ensure that misconduct investigators and commanders possess excellent investigative skills, a reputation for integrity, the ability to write clear reports, and the ability to be fair and objective in determining whether an officer committed misconduct	365 days of Effective Date
382	NOPD	All personnel conducting NOPD officer misconduct investigations shall receive at least 40 hours of initial training in conducting officer misconduct investigations All personnel conducting NOPD officer misconduct investigations shall receive at least 8 hours of training annually	365 days of Effective Date Annually thereafter
383	NOPD	Develop and implement a plan for conducting regular, targeted, and random integrity audit checks to identify and investigate officers engaging in at-risk behavior	365 days of Effective Date
MISCONDUCT, COMPLAINT INTAKE, INVESTIGATION, AND ADUDICATION – COMPLAINT INFORMATION			
384	City and NOPD	Develop and implement a program to ensure broad knowledge throughout the New Orleans community about how to make misconduct complaints, and the availability of effective mechanisms for making misconduct complaints	365 days of Effective Date
COMPLAINT INTAKE, CLASSIFICATION, ASSIGNMENT, AND TRACKING			
388	NOPD	Revise policy and train all officers and supervisors to ensure that they properly handle complaint intake, including how to properly provide complaint materials and information and the consequences for failing to take complaints	365 days of Effective Date
395	PIB	Develop and implement a centralized numbering and tracking system for all misconduct complaints	365 days of Effective Date
DISCIPLINE PROCESS AND TRANSPARENCY			
425	City	Request the Civil Service Commission to post online its full decisions related to NOPD discipline in a timely manner	90 days of Effective Date
DATA COLLECTION AND PUBLIC REPORTING			



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428	NOPD	Each NOPD policy, procedure, and manual, including those created pursuant to this Agreement, shall be posted online and otherwise made publicly available, unless a reasonable security reason for keeping the policy, procedure or manual private	30 days of its implementation
UNITED STATES ATTORNEY CRIMINAL JUSTICE COORDINATION GROUP			
430	NOPD	Develop and implement a system of formal coordination between a command-level NOPD official and the DA, municipal and state court judges, Orleans Public Defenders, FBI, USAO, and the IPM – the criminal justice coordination group – convened by the USAO and shall meet monthly	120 days of Effective Date
DISTRICT COMMUNITY OUTREACH PROGRAMS AND MEETINGS			
432	NOPD	Develop and implement a Community Outreach and Public Information program in each NOPD District	180 days of Effective Date
433	Community Outreach and Public Information Program	Include at least one semi-annual open meeting in each of NOPD’s 8 Districts One meeting in each District annually thereafter	First year of Agreement Annually thereafter
435	NOPD	Every NOPD officer and supervisor assigned to a District shall attend at least 2 community meetings per year in the geographic area to which they are assigned to	First 2 years of Agreement
Monitoring Plan and Review Methodology			
450	Monitor	Develop a plan for conducting the outcome assessments listed in XIX.C. and compliance reviews and audits listed in XIX.B. and shall submit this plan to the Parties for review and approval	90 days of assuming duties as Monitor
451	Monitor	Review and recommend any changes to the Outcome Assessment measurements set out in section XIX.C. that the Monitor deems useful in assessing whether implementation of the Agreement is resulting in constitutional policing	120 days of assuming duties as Monitor
453	Monitor	Submit a proposed methodology for the assessment, review, or audit to the Parties	90 prior to the initiation of any outcome measure assessment or compliance review or audit
Comprehensive Re-Assessment			
456	Monitor	Conduct a comprehensive assessment to determine whether and to what extent the outcomes intended in this Agreement have been achieved, and any modifications to the Agreement that are necessary for continued achievement in light of changed circumstances or unanticipated impact of the requirement	2 years after Effective Date



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Monitor Reports			
457	Monitor	File quarterly written, public reports covering the reporting period	Quarterly
Implementation Assessment and Report			
469	City	File with the Court with a copy to the Monitor and DOJ a status report	Within 6 months of Effective Date
Selection and Compensation of the Monitor			
477	City and DOJ	Select a Monitor acceptable to both which shall assess and report on NOPD's implementation of this Agreement	90 days of Effective Date
Termination of the Agreement			
491	City and NOPD	Reach full and effective compliance with this Agreement	Within 4 years of Effective Date
492	Any Party	If Parties disagree whether the City has been in full and effective compliance for 2 years, either Party may seek to terminate this Agreement	After 6 years of Effective Date

