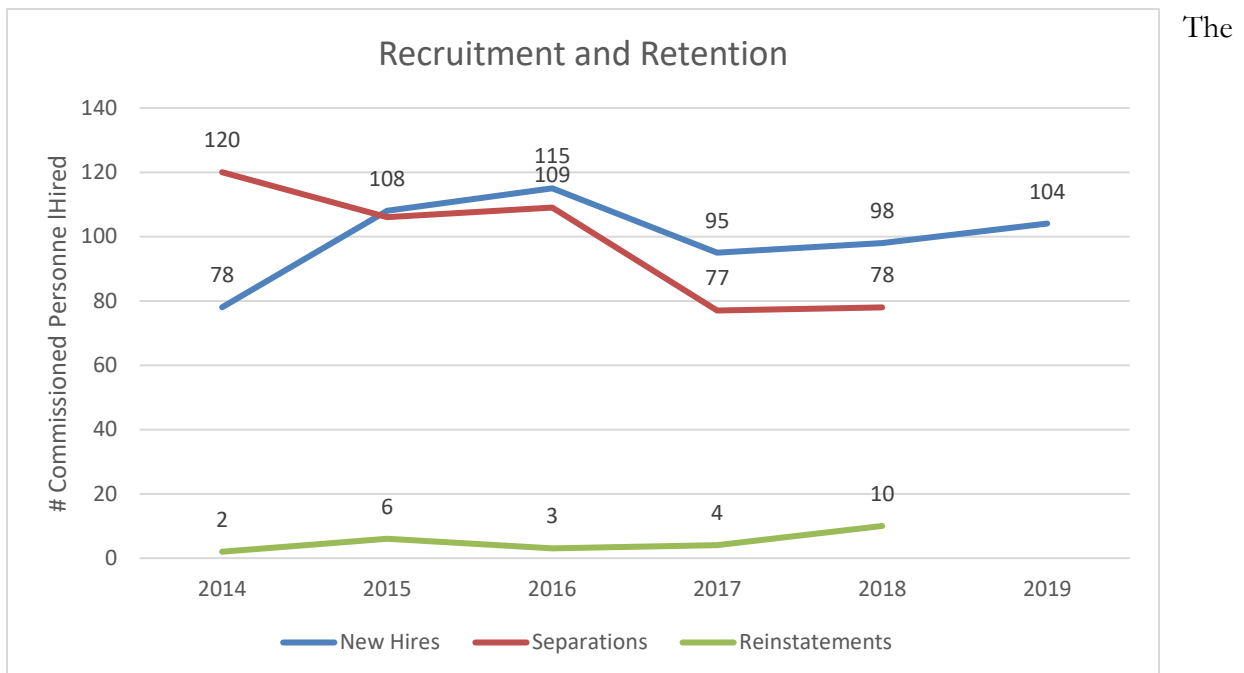


Recruitment

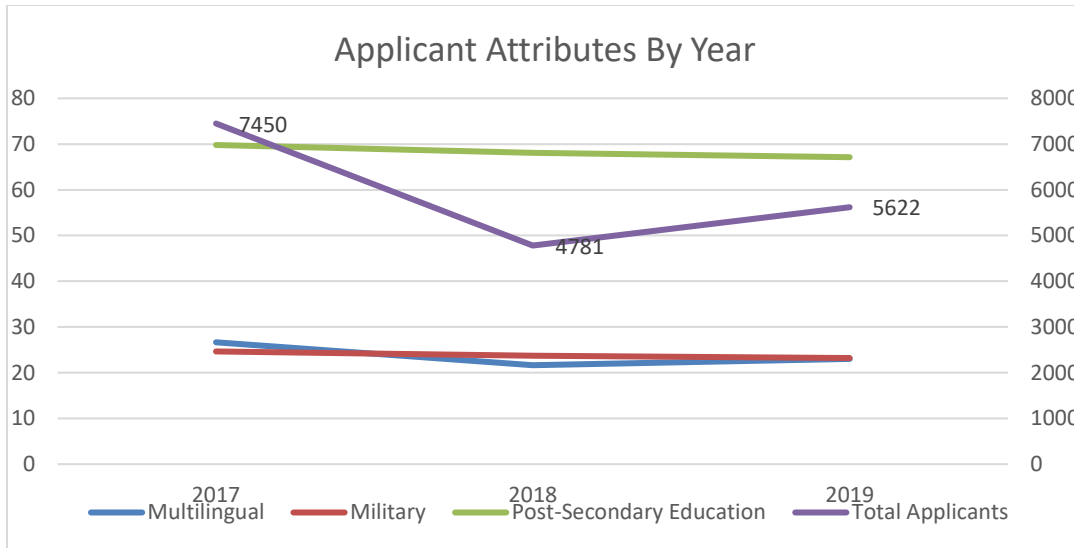
The Recruitment and Application Investigations Unit will annually report its recruiting activities and outcomes, including the number of applicants, interviewees, and selectees, and the extent to which the Recruitment Unit has been able to recruit applicants with needed skills, such as problem-solving abilities or fluency in Spanish or Vietnamese, and a discussion of any challenges to recruiting highly qualified applicants. [Consent Decree ¶244]

Overview and Outcomes

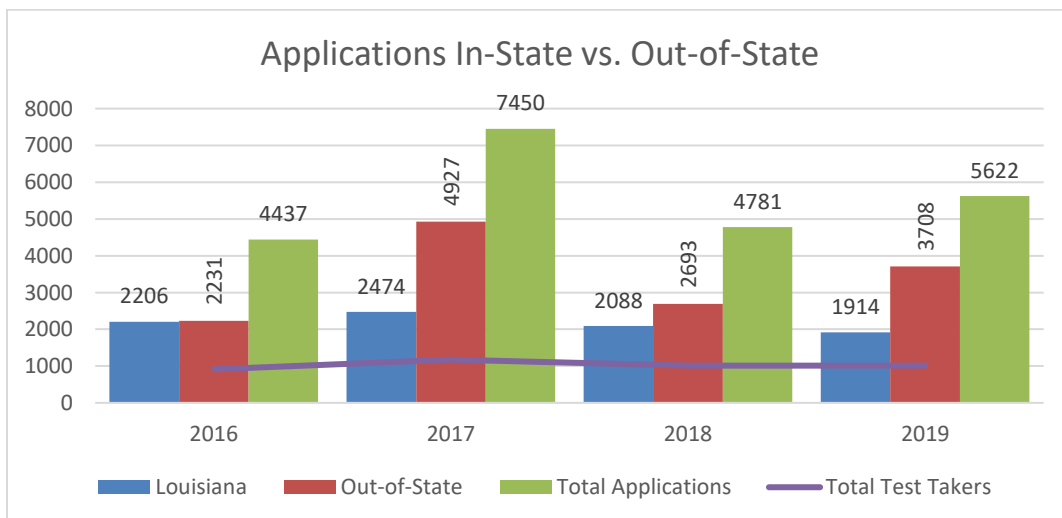


NOPD began three new classes in 2019: Class 186 began with 28 recruits in March; Class 187 began with 36 recruits in June; Class 188 began with 25 recruits in September; and Class 189 began with 23 recruits in December.

NOPD received 5622 applications in 2019, which is about a 17.59% increase from 4781 received in 2018. Applications were received from all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands, thus creating a diverse applicant pool to include 23.03% of applicants who indicated multilingual status; 23.21% self-reporting military enlistment; and 67.13% reported some college attendance.



In 2017, NOPD expanded efforts to hire officers with residence outside of Louisiana. This initiative was continued into 2018 and 2019. Two ‘out-of-town’ bundled testing events were hosted each month to allow applicants to travel to New Orleans for completion of the initial application stages within three days. In addition to the bundled test sessions that were hosted locally, a recruitment team traveled to military bases in Louisiana and Texas to recruit officers. Coupled with the military initiatives, additional recruitment was held across the state of Louisiana. In 2019, roughly 66% of all 5622 applications came from outside the state. Compared to 2018, NOPD experienced an overall increase in the number and percentage of applications received from non-residents of Louisiana. In addition to an increase in the number of applicants in 2019, the number of test takers increased by only five from 1011 in 2018.



NOPD also continues to put enhanced resources into processing both local and out-of-town applicants. At the request of NOPD, Civil Service continued to host expanded entrance testing hours to include night and weekends. Civil Service testing for the Police Recruit position is available Monday-Friday on a walk-in basis and on Wednesday evening and Saturday morning, by appointment. In close collaboration with Civil Service and our partners at the New Orleans Police and Justice Foundation, NOPD continues to work toward the deployment of a digital exam. NOPD also hired four additional civilian background investigators.

Recruiting Applicants with Needed Skills

A balanced workforce that is representative of the community continues to be a priority for the NOPD. In 2016 NOPD launched its first ever certified interpreter program, which provides an additional 5% pay to NOPD officers who are certified as fluent in Spanish or Vietnamese and are willing to serve as interpreters for the department. This has given the department a new tool for recruiting individuals with foreign language skills, and NOPD was able to hire more applicants fluent in a foreign language than in any previous year in recent memory, including officers fluent in Vietnamese and Spanish.

NOPD has also continued to focus its in-person recruitment efforts on local post-secondary institutions to attract applicants with critical thinking and problem solving skills. NOPD visited 10 different colleges and universities in 2019, including William Carey University, Southeastern Louisiana University, Xavier University, Tulane University, Loyola University, Louisiana State University, University of New Orleans, Southern University at New Orleans, Delgado Community College and Southern University at Baton Rouge. The department covered career fairs, community fairs and private visits across Louisiana, Mississippi and Texas. It should be noted that there were 162 self-reported indications that applicants learned of the police recruit position through an encounter with a recruiter and/or from attendance to a college or career fair.

Recruitment Challenges

Vietnamese officers only make up .33% of the commissioned workforce at NOPD. The push to hire Spanish and Vietnamese-speaking officers continues to present as a challenge. Recruitment team members have established initial relationships with members of the Vietnamese community in eastern New Orleans as a means to build trust and recruit prospective Vietnamese officers to aide in our service to a community that has traditionally taken care of their own. We are hopeful that an increase in Vietnamese-speaking officers will help the community to become more trusting of the police. The NOPD has participated in festivals and has an announcement in the bulletin at a local Vietnamese church. We are committed to understanding and moving past the language barriers and cultural sensitivities that can contribute to our ability to provide quality service to the community.

On December 13, 2019, the City of New Orleans encountered a cyber incident which impeded immediate access to emails, networks, and some databases. While most access has been restored, it should be noted that the data included here may be revised as additional access to information is

restored. The cyber incident caused a disruption in the entire recruitment, application and hiring process for several weeks as Civil Service was unable to score assessments, therefore, there was a significant delay in the process for affected applicants. Additionally, access to NOPD's applications, printers and drives were unavailable. The Recruitment Team was able to establish several work-arounds to continue the process in as best a manner available.