

Executive Search: Superintendent of Police

NEW ORLEANS POLICE DEPARTMENT, LOUISIANA



Superintendent of Police Search Opportunity
New Orleans, Louisiana

APPLICATION DEADLINE: June 23, 2023

The City of New Orleans invites applications and nominations for a position of key importance to the City of New Orleans.

THE CITY OF NEW ORLEANS

The City of New Orleans is located around the great Mississippi River and is often described as one of the most dynamic and unique cities in North America. With its diverse community, New Orleans is a vibrant city that celebrates its rich cultural heritage, from Creole and Cajun cuisine to jazz and brass bands.

New Orleans has a population of approximately 376,971 people with 192,012 housing units and occupies a land area of 169.42 square miles. About 20% of the population is under the age of 18, 64.8% of the population is between the ages of 19-64, and 15.2% of the population is over the age of 65.

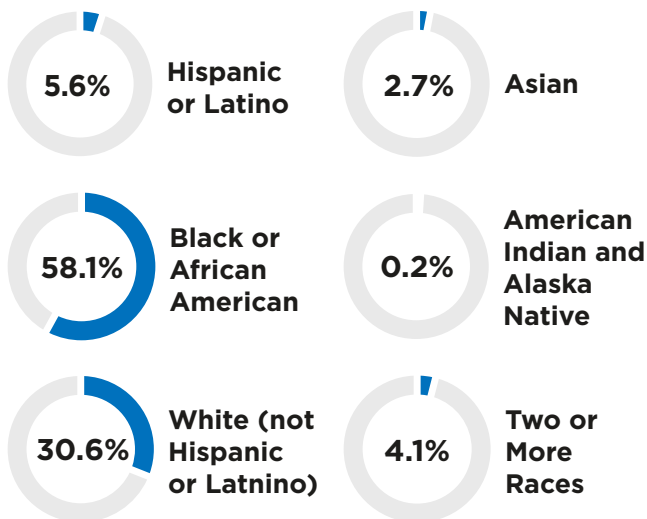
Although affected by the pandemic, tourism is one of the largest industries in New Orleans. With its historic downtown and homes, streetcars, above-ground cemeteries, and world-class museums, New Orleans draws almost 19 million visitors on average each year looking to experience the city's rich history and culture on a deeper

level. The city also hosts more than 135 festivals and other events annually. On average, tourism brings in an average of \$9 billion per year and almost 43% of the city's sales taxes are paid by tourists.

New Orleans is also home to a dynamic bio-health services ecosystem with a vibrant community of universities, two medical schools, and four major health systems, as well as a 1,500-acre Bio-District located in the heart of downtown. In addition to tourism and healthcare, New Orleans features a diverse economy and other main sectors include energy, advanced manufacturing, and international trade.

New Orleans businesses benefit from citywide intermodal connectivity. Transportation by rail, air, truck, barge, and ship, coupled with warehousing, storage, and logistic providers, presents immense value added to doing business in the city.

Demographics¹



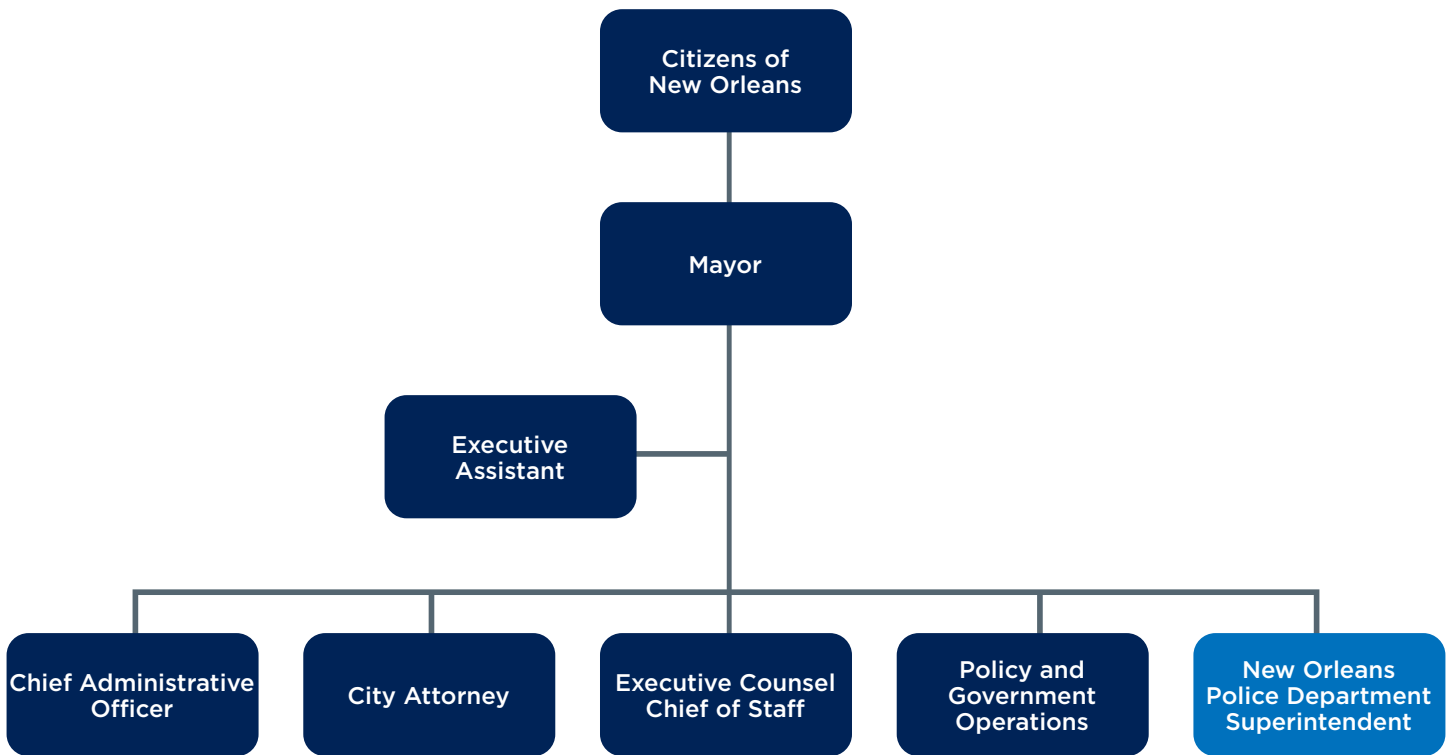
- **Median value of owner-occupied housing:** \$255,500
- **Median household income:** \$45,594
- **Per capita income:** \$34,036
- **Poverty rate:** 23.8%
- **Land area:** 169.42 square miles
- **Population per square mile:** 2,265.6

¹ U.S. Census Bureau (2022)

GOVERNING STRUCTURE

The City of New Orleans has a Mayor-Council form of government. The City Council serves as the legislative body of New Orleans, while the Mayor serves as the Executive Officer. The Superintendent of Police reports to the Mayor.

The City Charter provides for seven Council Members, two elected at-large and five from districts of approximately equal population. The City of New Orleans has a Chief Administrative Officer (CAO) who serves as second-in-command to the Mayor. The CAO is responsible for carrying out the City's mission, vision, and values by overseeing the day-to-day operational functions of the city, coordinating and implementing innovative solutions to reform city government, and ensuring the city is fiscally responsible.



NEW ORLEANS POLICE DEPARTMENT

The New Orleans Police Department is a full-service law enforcement agency with an authorized strength of 1500 sworn, but with the current staffing shortage the department has approximately 950 sworn and 260 non-sworn law enforcement professionals. The department is organized into six bureaus, including the: Office of the Superintendent; Compliance Bureau; Field Operations Bureau; Investigation and Support Bureau; Management Services Bureau; and Public Integrity Bureau.

The New Orleans Police Department is a progressive, professional, modern law enforcement agency whose policing philosophy emphasizes community policing and proactive crime prevention.



Mission

Our mission is to provide professional police services to the public to maintain order and protect life and property. We are committed to community-oriented policing to inform our organizational decisions and prioritize our crime-fighting and quality-of-life initiatives. We commit to integrating community and solution-oriented policing into daily management policies, training, resource deployment, operational tactics, and accountability systems.

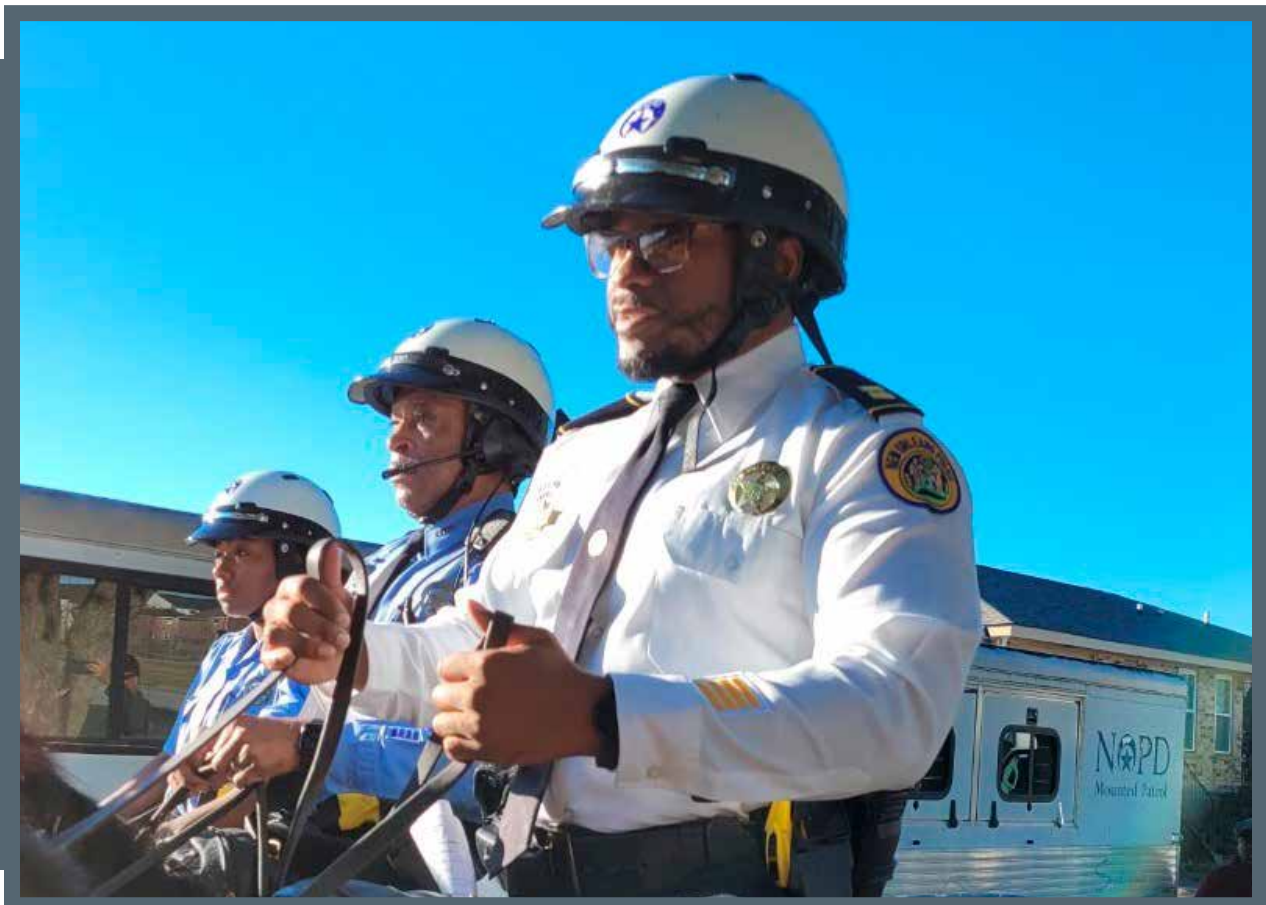
Vision

The New Orleans Police Department's vision is to serve as a model for constitutional policing, while closely partnering with our community to make New Orleans one of the safest cities in the nation.

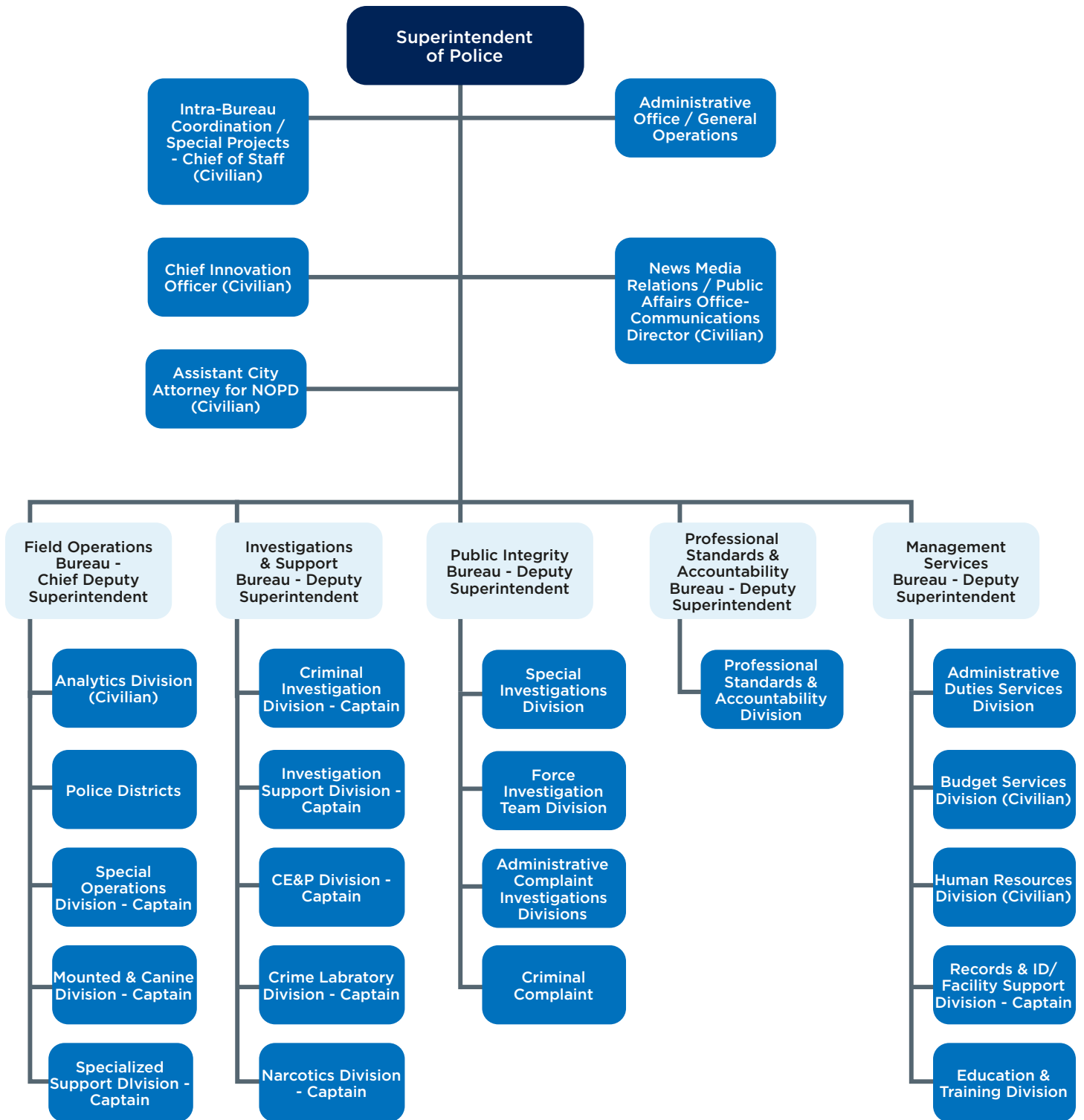
CHALLENGES AND OPPORTUNITIES

The role of Superintendent of the New Orleans Police Department is a demanding and challenging one. The next Superintendent will be expected to lead the agency and community to directly address the many challenges the department is currently facing, including:

- Working with community groups to develop a community policing program that builds coalitions and includes the community in crime reduction efforts, notification, and attention to reducing crime involving youth offenders.
- Reducing New Orleans' violent crime rates.
- Reducing police response times, with an emphasis on emergency calls.
- Establishing a program to address quality of life issues affecting the business community and the citizens within the city.
- Continuing to restore trust in and legitimacy of the police department.
- Seeing the department through the final stages of the Consent Decree in partnership with city officials, the U.S. Department of Justice, and other stakeholders.
- Developing and executing a plan to improve recruitment, hiring, and retention of sworn and civilian employees, and ensuring the workforce reflects the diversity of the community it serves.
- Strengthening the effectiveness and perception of Internal Affairs, both within the department and externally, and ensure investigations are conducted in a timely manner.
- Establishing and maintaining rapport with the Mayor, City Council, and key partners at the local, state, and federal level.
- Reevaluating the designation and balance of sworn and nonsworn positions within the agency and realign existing shared responsibilities among city departments.
- Establishing a data-driven policing model for personnel deployment and crime reduction.



NEW ORLEANS POLICE DEPARTMENT ORGANIZATIONAL CHART



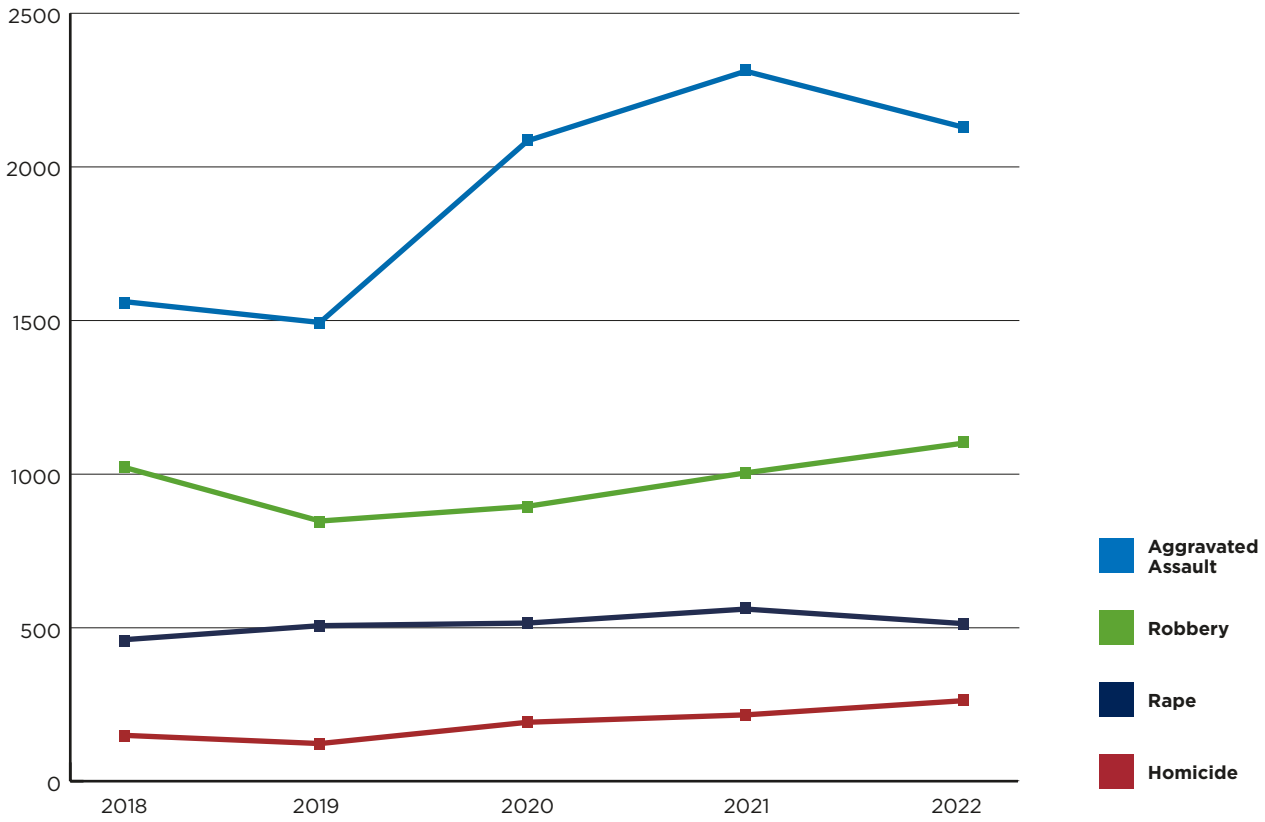
NEW ORLEANS CRIME DATA

City of New Orleans Reported Crime Incidents (2018-2022)

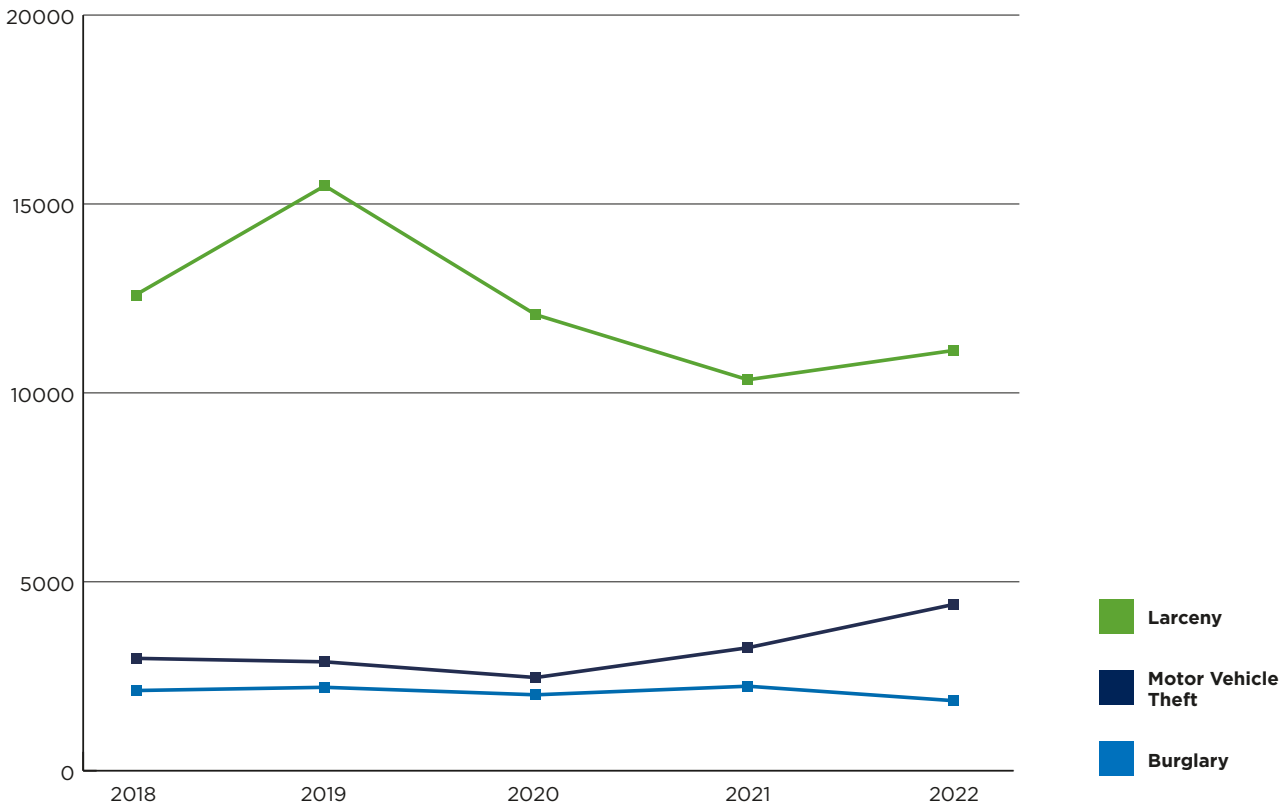
Category	2018	2019	2020	2021	2022
Crimes Against Persons					
Homicide	148	121	193	218	266
Rape	457	507	516	564	514
Robbery	1023	845	894	1005	1104
Aggravated Assault	1558	1491	2086	2314	2130
Property Crime					
Burglary	2127	2208	2009	2237	1854
Larceny	12,587	15,482	12,069	10,348	11,122
Motor Vehicle Theft	2962	2882	3466	3255	4399

Source: City of New Orleans

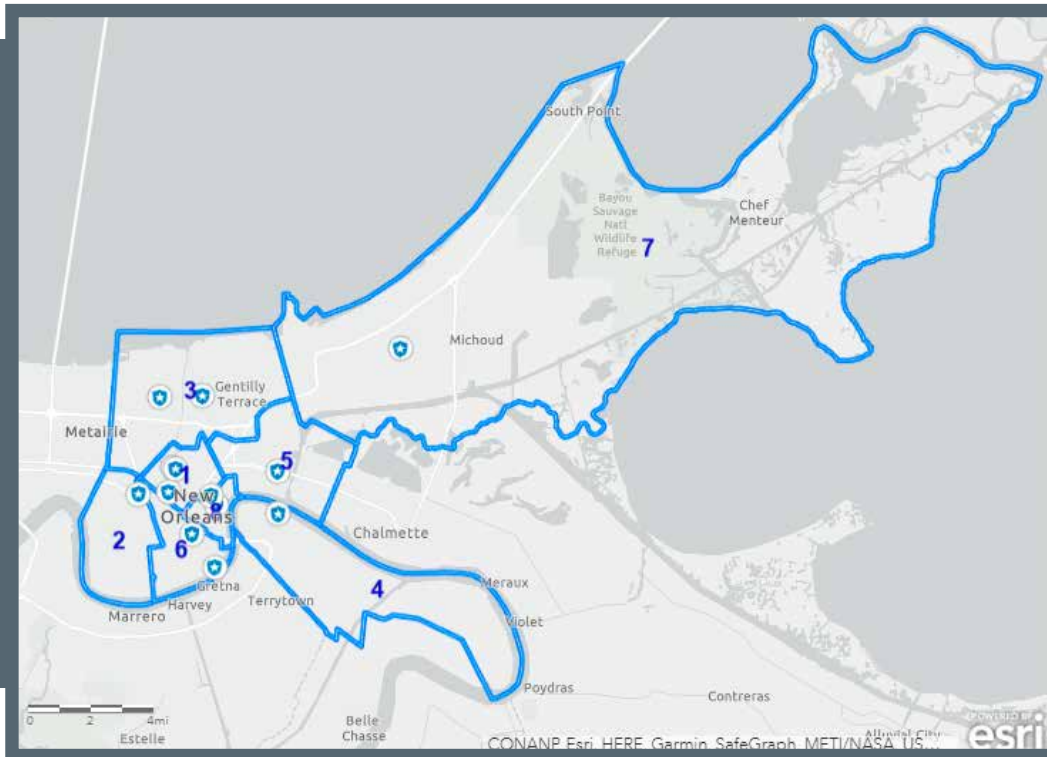
Crimes Against Persons Trends



Property Crime Trends

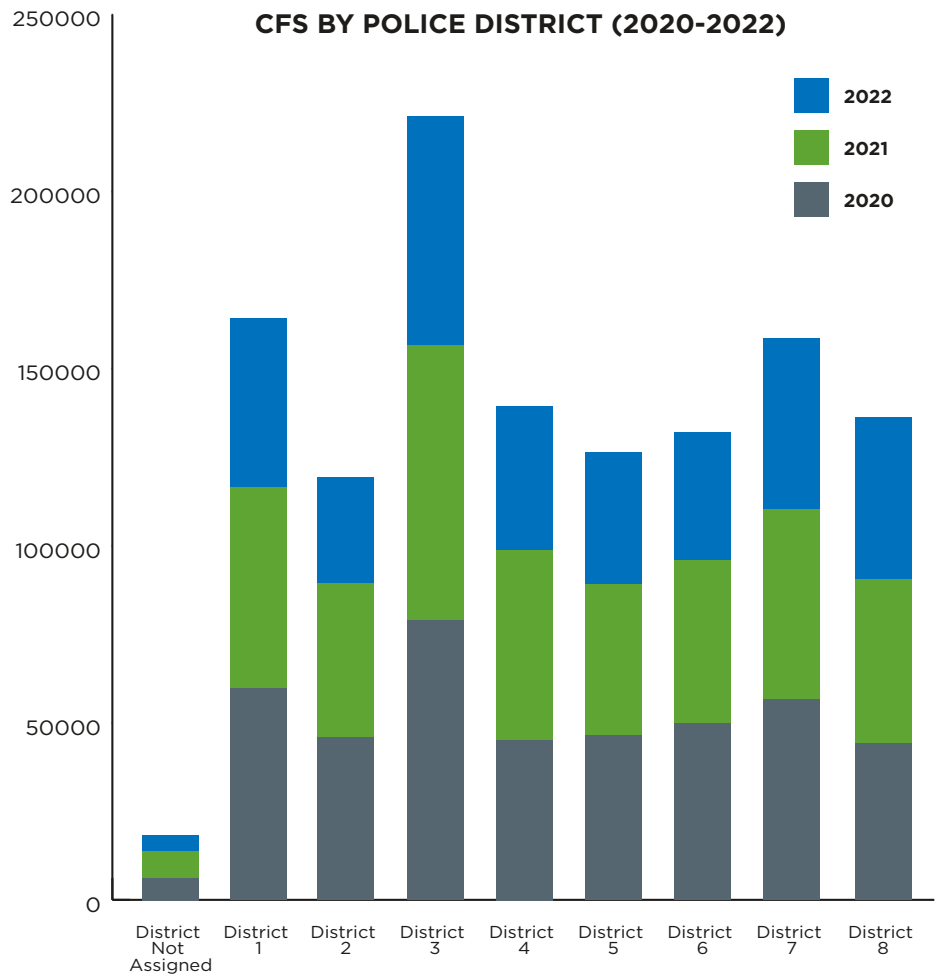


DISTRICT MAP



The City of New Orleans is divided into eight NOPD field operations districts, each headed by a district captain and having its own staff, mailing address, and geographic jurisdiction.

District	2020	2021	2022
District not Assigned	6217	7440	4678
District 1	59710	56911	47441
District 2	45779	43681	29757
District 3	78923	77780	64594
District 4	45181	53414	40644
District 5	46340	42653	37359
District 6	49874	46175	36033
District 7	56638	53814	48070
District 8	44230	46447	45631
Grand Total	432892	428315	354207



SUPERINTENDENT OF POLICE

This position involves highly responsible managerial and administrative work in planning, organizing, and directing activities of the New Orleans Police Department. The Superintendent of police is responsible for the administration and coordination of all police department functions and activities and involves budgetary responsibility; public and media relations; establishing departmental philosophy and direction; and managing facilities and equipment in compliance with the City of New Orleans policies and department general orders, policies, and procedures.

The next Superintendent of the New Orleans Police Department should be community-focused, capable of working effectively in a fast-paced environment, and experienced in building and maintaining broad coalitions of support. Successful candidates will demonstrate the following key attributes:

- A personal and professional history reflecting the highest standards of integrity.
- A track record of mission-driven improvement of the department with an eye toward reducing crime, problem-solving, building coalitions, and enhancing the quality of life.
- An ability to motivate police officers to reduce crime and build public trust through constitutional policing.
- Outstanding skills in communicating and interacting with the media, community organizations, elected officials, other government agencies, and the general public.
- Demonstrated the ability to build and sustain positive external community relationships and internal relationships within the department and across City departments.
- An exemplary record of working with diverse populations and interest groups found within a major urban city and integrating community input into the planning and implementation of police services.
- An ability to identify and assess needed changes in a department and create reforms and organizational policies to address those needs.
- The ability to lead a collaboration to full compliance of the existing consent decree and ensure that systems are in place to foster the institutionalization of reforms directed by the consent decree.
- Administrative, budgetary, and strategic management skills to direct a large, complex police agency.
- The ability to work effectively with employee unions and to effectively manage these important workplace relationships.
- The ability to maintain and enhance officer and staff morale, health, well-being, and safety.

- A strong understanding of and experience with innovative technology, analytically based decision-making, and collecting, using, and sharing data and information.
- Experienced in crisis and emergency management

Recruitment Qualifications

Required:

- Graduation from an accredited four-year college or university with major course work in police science, criminal justice, or related field, or equivalent combination of education and experience
- Ten (10) years of law enforcement experience with a minimum of five (5) years of supervisory experience
- Possession of a driver's license and a safe driving record
- Maintain, or be able to obtain, certification as a Police Officer in the State of Louisiana

Preferred:

- Master's degree from an accredited college or university
- Demonstration of ongoing professional development, such as graduation from a nationally recognized police management or leadership program

Salary and Benefits

The hiring range is anticipated to be \$273,607.00 - \$359,559.00 per year commensurate with qualifications and experience, plus a comprehensive benefits package that includes coverage under the New Orleans Municipal Employees' Retirement System (NOMERS). Additional information about the City of New Orleans's employee benefits can be found [here](#).

The City of New Orleans is an equal opportunity employer.

APPLICATION PROCESS

The International Association of Chiefs of Police is assisting with the search process. Interested applicants should submit their resume and cover letter to NewOrleansLAChief@theiacp.org. Please include “City of New Orleans Police Superintendent Executive Search” in the subject line.

Deadline to apply is **June 23, 2023**.

EEO/VET/AA/DIS/SO/GI





IACP[®]

International Association of
Chiefs of Police

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