

June 25, 2010

## Superintendent Serpas reorganizes the New Orleans Police Department

New Orleans, La.- Superintendent of Police Ronal Serpas announced today a police management reorganization designed to improve services and accountability within the Police Department as part of the commitment that he and Mayor Landrieu pledged, to make New Orleans a safer city for all citizens.

Superintendent Serpas stated “For the past 47 days after being appointed as Superintendent, I have analyzed the department’s organization. I have a vision for the department that will provide more efficient and effective services to improve the way we serve our community.”

The changes announced today, Friday, June 25th will take effect on Sunday, June 27<sup>th</sup>, with a transition period to occur during the week of June 27th:

The first mission of the NOPD is to combat violent crime and organize the department in a fashion that advances that priority. The overall mission of the NOPD is to foster positive relationships with the community to advance confidence and support of the efforts of the NOPD. The NOPD will use the principles of Community Policing to educate and direct our Crime Fighting and Quality of Life enhancement initiatives unique to the Neighborhoods of New Orleans. To advance the NOPD, this reorganization streamlines and flattens the bloated and ineffective use of Deputy Superintendents and the illogical fracture of reporting responsibilities throughout the NOPD that inhibit efficiency and effectiveness. This reorganization will foster clear lines of accountability and the focus that we should all expect of the NOPD. This reorganization also reflects the need to reduce the cost of the NOPD’s bloated executive staff and senior leadership.

Today we are announcing a reduction in the number of Deputy Superintendents from six (6) to four (4). Today we are also announcing the elimination of the 11 (eleven) provisionally appointed police majors. Seven of these provisionally appointed Majors and one current police captain are to be realigned to the position of Police Commander in each of the Districts. Four of the provisionally appointed majors will revert to their classified civil service position of Police Captain. As a result of this reorganization, 25 Captains out of our total of 37 have been reassigned to new duties commensurate with the rank and responsibilities of a Police Captain.

Today we are announcing that the newly appointed four Deputy Superintendents will include: a Police Deputy Superintendent to oversee the Field Operations Bureau; a Police

Deputy Superintendent to oversee the Investigations and Support Bureau; a Civilian Deputy Superintendent to direct the Public Integrity Bureau and a Civilian Deputy Superintendent to serve as the Director of the Management Services Bureau.

As a condition of promotion, the new Police Deputy Superintendents will be prohibited from working or coordinating any paid detail employment.

This reorganization redistributes District and Division functions within newly created Bureaus, combining field and appropriate support functions under Bureau commands that are linked by purpose and function.

Today I am pleased to appoint **Arlinda Pierce Westbrook**, an experienced attorney and member of City government for the last 13 years as the **Deputy Superintendent** of the **Public Integrity Bureau** to ensure thorough and legal investigation of any police misconduct. Ms. Westbrook has served 10 years with the City Attorney's Office and 3 years as Asst. Executive Counsel to the Mayor. Among Ms Westbrook's many duties will be developing cooperative protocols with the Department of Justice and the Independent Police Monitor. Additionally, today I have instructed Ms Westbrook to immediately begin working with my office and the labor organizations of the NOPD to implement a new TRUTHFULNESS standard within the NOPD's disciplinary process. I am directing that this policy will call for presumptive termination for sustained allegations of untruthfulness in the work place that interferes with the efficiency and effectiveness of the NOPD, or behavior that seeks to avoid discipline, or behavior that disrupts any investigation (criminal or administrative) being conducted by the NOPD or other appropriate body.

Today I am pleased to appoint **Deputy Superintendent Marlon Defillo** to lead the newly created **Field Operations Bureau** which combines traditional uniformed services with appropriate support services including the Communications Division, the Special Operations Division, the Reserve Division and the TRACE Unit. Today I am directing Chief Defillo to identify and staff the new position of Community Coordinating Sergeant in each of the eight Districts. This Sergeant will be responsible for establishing and growing Neighborhood/Business Watch Groups, working closely with Crime Stoppers to advance our relationship with this very valuable organization and its goals, following up on all contacts generated by the newly aligned Crime Prevention Division, and supporting the District Commander in all relationships with Neighborhood, Community and Business groups throughout their District of assignment.

Today I am also announcing that the current Traffic Division is being collapsed into the Traffic Section as a part of the Special Operations Division, retaining the investigative functions of DWI, Fatality and Hit & Run as well as Escort administration.

Today I am announcing that the Motorcycle Section's Officers (24) and Supervisors (3 Sergeants) are being transferred and distributed to each of the districts under the direct control of the District Commanders to provide for additional control of resources to assist our District Commanders in resolving issues in their communities of service.

Today I am also announcing that the Mounted / K-9 Division is being collapsed, with the K-9 Unit becoming a part of the Special Operations Division. The Mounted Unit (2 Sergeants and 13 Officers) is being transferred to the Eighth District which, because it includes the French Quarter and much of the CBD, is where the Mounted Patrol is deployed over 90% of the time. This realignment provides for more direct accountability and supervision of this resource to assist in policing duties of the Eighth District.

Today I am pleased to appoint **Deputy Superintendent Kirk Bouyelas** to lead the newly created **Investigative Services Bureau**. Today I have directed Chief Bouyelas, as his first priority, to immediately collaborate with the District Attorney's Office and other local law enforcement agencies as the NOPD creates a Violent Offenders Unit, which will identify, investigate, arrest and prosecute the most violent criminals in our city.

Today I am pleased to appoint **Stephanie M. Landry as the Deputy Superintendent** of the newly created **Management Services Bureau**, whose primary responsibility is the management of the Department's Budget Division, Human Resources Division, Education and Training Division, Applicant Investigations Divisions, Records and Identification Division and Fleet and Equipment Services Division to ensure that we operate within our approved funding.

The Superintendent's Staff Divisions, under the direction of Major James Treadaway, will include the Crime Prevention Division; Public Affairs Division; Compliance Division; Technology Division and Inspections.

Today we are also announcing that the Crime Prevention Division, under the direction of Captain John Bryson will be realigned and tasked, in addition to their current duties, with creating for the first time in the NOPD, a system wherein this Division will call upon Business and Neighborhoods, *door to door*, to outline the services of the NOPD and linkages to the appropriate District Community Coordinating Sergeants to grow our Neighborhood/Business Watch groups. I have already discussed, and confirmed, a partnership with Darlene Cusanza of Crime Stoppers who will collaborate with this initiative.

This reorganization reduces the number of "direct reports" to the Superintendent from 12 to 5 and realigns units and resources to narrowly focus the NOPD on Community Policing, Crime Fighting and Quality of Life enhancements.

As a prelude to this reorganization, on May, 23, 2010, the Commander of the Central Evidence and Property Room was replaced with a new leader, Captain April Overman; and, on June 6, 2010 the remaining leadership of this unit was replaced. At this time, the CP&E Commander is preparing recommendations on additional staffing changes and policies and procedures to ensure the integrity of this function. A new Departmental Table of Organization is being finalized.

I am directing each of the new Deputy Superintendents to assess and report back to me in 90 days any additional reorganization or realignment of resources that should be considered to advance the mission and success of the NOPD.

### **Deputy Superintendent Arlinda Pierce Westbrook Esq.**

Mrs. Westbrook comes to us as an experienced senior attorney with an in-depth knowledge of Municipal Law, contracting and procurement procedures, labor relations, and civil litigation. Mrs. Westbrook has served the City of New Orleans for more than 13 years, ten as a city attorney with six of those serving as Senior Chief Deputy City Attorney for the City of New Orleans and three years as Assistant Executive Council to the Mayor. Prior to her new assignment as Deputy Superintendent, Mrs. Westbrook was tasked with implementing an emergency preparedness plan for the City of New Orleans Law Department where she served as Continuity of Operations Plan Coordinator and City Attorney for the remote City Hall mobilization during emergency evacuations. Mrs. Westbrook managed labor related procurement issues, provided advice and counsel to senior governmental officials and department heads. Mrs. Westbrook represented the City of New Orleans in legal matters regarding investigations and audits by the office of Inspector General, FBI, and Louisiana Auditors. Mrs. Westbrook has experience in Civil Rights Actions, Labor Law Cases, and many Civil Service Commission cases. Mrs. Westbrook Graduated from Howard University, Washington, D.C. with a B.A. in Political Science in May of 1991. She continued her education at Loyola University School of Law and graduated in 1994 with a Juris Doctorate Degree.

### **Deputy Superintendent Marlon Defillo**

Deputy Superintendent Marlon Defillo is a 29 year veteran of the New Orleans Police Department who has risen through the ranks beginning as a “beat officer” in 1981. Later promoted to Detective in the Criminal Investigations Bureau and for more than 7 years conducted Child Abuse Investigations. Assistant Superintendent Defillo was promoted to Sergeant in 1991 and assigned to the Office of Public Affairs where he served as the official spokesperson for the Police Department. In 1995, he was promoted to lieutenant and appointed as the Commander of the Office of Public Affairs. In 2002, he was again promoted to Captain and continued his career as the Public Affairs’ Commander. In December of 2005, he was appointed Deputy Superintendent and assumed command of the Public Integrity Bureau. In August of 2007, he was appointed to the second highest ranking officer in the police department and serves as Chief of Detectives. Assistant Superintendent Defillo has a Bachelors and Master’s Degree and is on the faculty at Southern University at New Orleans. He is a graduate of the FBI National Academy, session 197<sup>th</sup>, and a graduate of the Senior Management Institute for Police Executives at Harvard University.

### **Deputy Superintendent Kirk Bouyelas**

Deputy Superintendent Kirk Bouyelas is a 27-year veteran of the New Orleans Police Department with over 18 years of supervisory and command experience. He has served as the Chief of Operations for the past two years. Chief Bouyelas previously served as the Commander of the Second Police District in Uptown New Orleans, the Third District Investigation Unit Commander and the Fourth District Deputy Commander. He is enrolled in Bellevue University's online Criminal Justice Administration program, with an anticipated completion in the spring of 2011. Chief Bouyelas is a member of the International Association of Chiefs of Police and the Law Enforcement Executive Development Association.

### **Deputy Superintendent Stephanie Landry**

Stephanie Landry is a thirteen year veteran of the New Orleans Police Department. She was hired in mid 1990 as an analyst assigned to the Police Personnel Division. She resigned in 1997 to accept a position in private sector. In 1999, she returned to city government and accepted the position of Human Resource and Fiscal Grant Manager for the Office of Criminal Justice Coordination. In November 2000, she was offered and accepted the position of Human Resources Director for the New Orleans Police Department and has worked in that capacity to date. She is a member of Major Cities Chief Human Resources Committee since 2001 and is an honorary member of the Fraternal Order of Police. She earned a Bachelor of Arts degree from the University of Louisiana at Lafayette.