



## CITY OF NEW ORLEANS ETHICS REVIEW BOARD

525 St. Charles Avenue New Orleans, LA 70130-3409

[erb@nolaerb.gov](mailto:erb@nolaerb.gov)

<https://www.nolaerb.gov/>

### BOARD MEETING

The City of New Orleans Ethics Review Board will meet at Loyola University College of Law,  
526 Pine St., Room 405, New Orleans, LA 70118 on June 16, 2025, at 3:30 p.m.

### AGENDA

1. Call to order.
2. Approval of the minutes of April 2024 board meeting.
3. Monthly report of the Office of Inspector General.
4. Monthly report of the Office of the Independent Police Monitor.
5. Monthly report of the Ethics Trainer.
6. Monthly report of the General Counsel and Executive Administrator.
7. Discussion and vote on request for advisory opinion from employee of the City of New Orleans Department of Health regarding political activities (memorandum attached).
8. Discussion and vote on election of Ethics Review Board officers.
9. Adjournment.

**Draft Minutes of  
Previous Board  
Meeting**



## **Ethics Review Board for the City of New Orleans**

**Board Meeting at Robert E. Smith Library, 6301 Canal Blvd, New Orleans, LA 70124, on  
Monday, April 14, 2024, at 3:30 P.M.**

### **Minutes**

1. *Call to Order.*
  - 1.1. The chair called the meeting to order at 3:37 p.m.
  - 1.2. Attendance
    - 1.2.1. ERB members present:
      - 1.2.1.1. Dawn Broussard, Chair
      - 1.2.1.2. Holly Callia
      - 1.2.1.3. Monique G. Doucette
      - 1.2.1.4. Sally Richardson
      - 1.2.1.5. Patrice Sentino
    - 1.2.2. ERB members absent: None
    - 1.2.3. Staff member present: Dane S. Ciolino, Executive Administrator & General Counsel
    - 1.2.4. Staff member present: Jordy Stiggs, Ethics Trainer.
  - 1.3. The agenda for the meeting is attached.
2. *Approval of Minutes.* Upon a duly made and seconded motion, the ERB unanimously approved the minutes of the regular ERB meeting held on March 10, 2024.

3. *Monthly Report of the Office of the Inspector General.*
  - 3.1. The board accepted Mr. Michel's monthly report (attached).
  - 3.2. The OIG was represented by Ally Broyles. Mr. Michel was absent.
  - 3.3. Ms. Broyles noted that there were two promotions in the office.
  - 3.4. Ms. Broyles discussed the OIG's new report on public safety agencies and their reporting.
  - 3.5. Ms. Broyles noted that a new audit of NORD is underway.
  - 3.6. The OIG noted that it released a new letter on NOPD and new reporting protocols (LIBERS). The city was not properly reporting some information that could jeopardize certain federal grants. In 2023 alone, the city lost more than \$700,000 in grant funds because of failures in reporting compliance.
  - 3.7. The OIG reported that three new investigators are joining the office, two retired FBI agents and one retired Harbor Police officer.
  - 3.8. The OIG reported that Belden Batiste filed a public records request against the OIG that will be heard in court soon.
4. *Monthly Report of the Office of Independent Police Monitor.*
  - 4.1. The board accepted Ms. Cziment's monthly report (attached).
  - 4.2. The OIPM was represented by Ms. Cziment and the deputy police monitor.
  - 4.3. Ms. Cziment reported that the office's 24-hour hotline is now up and running.
  - 4.4. Ms. Cziment reported that her office considered the work of NOPD over carnival. She noted that crime was down this year, partly because of enhanced law enforcement. This year, carnival was a SEER 1 event at the federal level; NOPD received support from federal, state, and local law enforcement.
  - 4.5. Ms. Cziment reported that her office monitored NOPD at two cultural events involving Mardi Gras Indians. There was no misinformation on social media about NOPD. The public response was generally positive about NOPD's performance.
    - 4.5.1. Ms. Doucette asked why NOPD performed better this year. Ms. Cziment noted that the Second District has a new captain who interacts well with the community. Also, the escalated police presence during carnival may have affected the community's conduct.
    - 4.5.2. Ms. Broussard asked whether the community welcomed the police more than in years past. Ms. Cziment reported that some community leaders

will never be happy with the police presence. However, she reported that the terrorist attack on January 1<sup>st</sup> changed some attitudes about the importance of policing and protecting the public from threats both within the community and outside of the community.

- 4.6. Ms. Cziment reported about the guests who appeared on her podcast, including leadership from the Orleans Public Defenders, and the director of the NOPD crime lab.
- 4.7. Ms. Cziment noted that she is hiring for two positions, including one AmeriCorps position for a new college graduate.
- 4.8. Ms. Cziment noted that her office's last peer review is still underway and that it is time for the office to begin a new one.
5. *Monthly Report of the Ethics Trainer*
  - 5.1. The board accepted Mr. Stiggs's monthly report (attached).
  - 5.2. Mr. Stiggs discussed the liaison program and his efforts to find and interact with department and board liaisons. He will also coordinate these efforts with the liaison award program.
6. *Report of the Executive Administrator and General Counsel.*
  - 6.1. The board accepted Mr. Ciolino's monthly report (attached).
  - 6.2. Mr. Ciolino reported two board positions still need to be filled.
  - 6.3. Mr. Ciolino reported that the board must appoint QARAC committee members for both the OIG and OIPM committees.
7. *Discussion and Vote on QARAC Committee Members.*
  - 7.1. After a nomination and a second, the board unanimously voted to appoint Sheridan Cooper of SUNO to serve as the ERB's appointee to the QARAC for the OIPM.
  - 7.2. After a nomination and a second, the board unanimously voted to appoint Vanessa Rodriguez of SUNO to serve as the ERB's appointee to the QARAC for the OIG.
8. *Executive Session*
  - 8.1. After a motion, duly seconded, the board voted unanimously at 4:48 p.m. to go into executive session at 5:04 p.m. (1) pursuant to Louisiana Revised Statutes section 42:17(A)(4) to discuss investigative proceedings regarding allegations of misconduct, namely, ERB Complaint No. 2024-02; and, (2) pursuant to Louisiana

Revised Statutes section 42:17(A)(1) to discuss the character, professional competence, or physical or mental health of a person who has been notified of the board's planned executive session and consented to the executive session.

- 8.2. After a motion, duly seconded, the board voted unanimously to return to general session at 5:42 p.m.

9. *Resolution of Complaint 2024-02*

- 9.1. After a motion, duly seconded, the board voted unanimously to dismiss ERB Complaint 2024-02. The board dismissed the complaint for failure to allege a prima facie violation of the City of New Orleans Code of Governmental Ethics. The complaint presented employment related grievances that were fully litigated during a civil service hearing and appeal.

10. *Adjournment.*

- 10.1. A motion was made to adjourn the ERB meeting.
- 10.2. The motion was seconded.
- 10.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 5:42 p.m.

\* END \*

# **Monthly Report of OIG**

# **MONTHLY REPORT**

**MAY 2025**



# **OIG**

**NEW ORLEANS  
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG  
INSPECTOR GENERAL**



# ADMINISTRATION DIVISION

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# 2,053

Number of registered X followers

## ADMINISTRATION

The Office Manager is responsible for the following:

- Human Resources
- Finance
- Procurement Process
- Operations

## INFORMATION SECURITY

The OIG Information Security Specialist is responsible for maintaining the OIG's information technology (IT) integrity through:

- Technical Support
- Hardware and Software Updates
- Communication and Coordination
- Consultation for IT Purchases

## COMMUNICATIONS

The Public Information Officer is responsible for the following:

- Public and Media Relations
- Social Media
- Monthly and Annual Reports to the ERB
- Editing | Writing | Reviewing

# AUDIT & REVIEW DIVISION

The **Audit and Review Division** conducts financial audits, attestations, compliance, and performance audits of City programs and operations. Auditors test for appropriate internal controls and compliance with laws, regulations, and other requirements.



The Audit and Review Division has the following projects in process:

- NOAB Contract Audit
- EMS Response Time
- New Orleans Recreation Department Audit
- Non-profit Property Tax Exemptions

## **Project Phase Descriptions:**

**Planning** - includes background research, data gathering, initial interviews, and/or internal controls assessment.

**Fieldwork** - includes data and statistical analyses, interviews, testing of procedures, onsite observations, and/or physical inspections.

**Draft Report** - includes data and statistical reviews, documenting fieldwork results, initial report writing, revisions, and internal Quality Assurance Review (QAR) prior to supervisory review.

**Supervisory Review** - includes the review by both Deputy Inspector General and First Assistant Inspector General to ensure sufficiency and appropriateness of evidence, adequate fieldwork procedures, and proper conclusions, content, presentation, and readability.

**Legal Review** - Report review by in-house General Counsel and/or outside Legal Counsel to ensure appropriate and proper legal citations and/or interpretations.

**IG Review** - Report review by the Inspector General based on corrections and recommended changes resulting from the Legal Review.

**30-Day Comment Period** - 30-day deadline for the department to review the draft report and submit management responses for inclusion in the final report.

# MEASURING PROGRESS

## AUDIT AND REVIEW DIVISION

The following information provides a summary of the Audit Division's project phase and a summary of the audit objectives.

Project Name	Project Phase <sup>1</sup>	Anticipated <sup>2</sup> Completion Date
NOAB Contract Audit	Fieldwork	Ongoing
<b>Summary of Objectives:</b> The purpose of the audit is to verify NOAB management compliance with relevant policies and procedures while procuring professional services contracts and assess the effectiveness of NOAB management controls in ensuring vendor compliance with contract terms.		
EMS Response Time	Fieldwork	Ongoing
<b>Summary of Objectives:</b> The purpose of the audit is to determine whether the City is responding to medical emergencies timely and in accordance with their policies and national standards.		
New Orleans Recreation Department Maintenance Audit	Fieldwork	Ongoing
<b>Summary of Objectives:</b> The objective of the audit is to determine whether NORD maintained their facilities in accordance with policy and best practices.		
Non-profit Property Tax Exemptions	Planning	Ongoing
<b>Summary of Objectives:</b> The objective of the audit is to determine if the City is adequately verifying the eligibility of non-profits exempt from paying property taxes, as well as to determine if organizations are improperly included as exempt.		

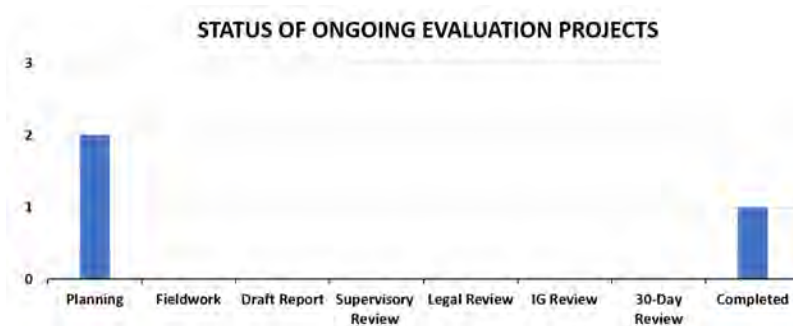
### Footnotes:

**1** - Project phase determination is based on the objective(s), scope, and methodology for each project. It is not determined by a standard set of hours and/or phase deadline.

**2** - The completion date may be re-evaluated if necessary.

# INSPECTIONS & EVALUATIONS DIVISION

The **Inspections and Evaluations Division** works to increase the efficiency, effectiveness, transparency, and accountability of City programs, agencies, and operations. Evaluators conduct independent, objective, empirically based and methodically sound inspections, evaluations, and performance reviews.



The Inspections & Evaluations Division has the following projects in process:

- City Emergency Contracts Process
- NORD Booster Clubs and Athletic Teams Resources
- Traffic Camera Safety Program Follow-Up

## **Project Phase Descriptions:**

**Planning** - includes background research, data gathering, initial interviews, and/or internal controls assessment.

**Fieldwork** - includes data and statistical analyses, interviews, testing of procedures, onsite observations, and/or physical inspections.

**Draft Report** - includes data and statistical reviews, documenting fieldwork results, initial report writing, revisions and internal Quality Assurance Review (QAR) prior to supervisory review.

**Supervisory Review** - includes the review by both Deputy Inspector General and First Assistant Inspector General to ensure sufficiency and appropriateness of evidence, adequate fieldwork procedures, and proper conclusions, content, presentation and readability.

**Legal Review** - Report review by in-house General Counsel and/or outside Legal Counsel to ensure appropriate and proper legal citations and/or interpretations.

**IG Review** - Report review by the Inspector General based on corrections and recommended changes resulting from the Legal Review.

**30-Day Comment Period** - 30-day deadline for the department to review the draft report and submit management responses for inclusion in the final report.

# MEASURING PROGRESS

## INSPECTIONS AND EVALUATIONS DIVISION

The following information provides a summary of the Inspections and Evaluations Division's project phase and a summary of each project's objectives.

Project Name	Project Phase <sup>1</sup>	Anticipated <sup>2</sup> Completion Date
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City Emergency Contracts Process	Completed	Released June 5, 2025
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**Summary of Objectives:** The purpose of this evaluation is to determine if the City's Emergency Procurement procedures are efficient and timely in addressing City departments' needs and whether they are consistent with best practices and standards used in comparable jurisdictions.

NORD Booster Clubs and Athletic Teams Resources	Planning	Ongoing
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**Summary of Objectives:** The purpose of this evaluation is to determine whether NORD has sufficient controls in place to ensure that teams comply with NORD policies and with the law as well as to assess whether NORD's youth athletics registration fee policies and procedures result in equitable and consistent opportunities for the City's youth.

Traffic Camera Safety Program Follow-Up	Planning	Ongoing
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**Summary of Objectives:** To determine whether the City adopted the changes recommended in the OIG's 2020 report Management and Operations of the Traffic Camera Safety Program.

### Footnotes:

**1** - Project phase determination is based on the objective(s), scope, and methodology for each project. It is not determined by a standard set of hours and/or phase deadline.

**2** - The completion date may be re-evaluated if necessary.

# INVESTIGATION DIVISION

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## ADMINISTRATIVE INVESTIGATIONS (MAY HIGHLIGHTS)

### **Department of Safety and Permits (DSP) Initiative in report-writing phase**

This joint initiative with the Louisiana State Licensing Board for Contractors (LSLBC) is working to identify ways to ensure effective operations of DSP. As part of the initiative, OIG staff have been assigned to DSP to review policies, procedures, and internal controls with a focus on identifying and mitigating gaps and weaknesses. This report is pending supervisory review.

### **Other ongoing investigations:**

The Investigation Division also continues to assist in the criminal prosecutions of **Leessa Augustine**, **Tyrell Morris**, and **Gabriel Thomas**.

**Augustine**, a former New Orleans SWBNO Senior Special Agent and reserve NOPD officer, was indicted in multiple fraud schemes with four counts of wire fraud, two counts of aggravated identity theft, and one count of making false statements to investigators. She is scheduled for a re-arraignment hearing June 10.

**Morris**, former Executive Director of the Orleans Parish Communication District (OPCD), was indicted on charges of insurance fraud, malfeasance in office, impersonation of a police officer, and second-degree injuring of public records. Morris is scheduled for a hearing July 14 and trial Aug. 12.

**Thomas**, a former SWBNO employee, was arrested by Louisiana State Police's Troop NOLA on Dec. 27, 2024 as part of a joint investigation into brass and copper thefts from SWBNO. Thomas is scheduled for a motions hearing on June 26, 2025.

An indictment is merely a charge and the guilt of the defendant must be proven beyond a reasonable doubt.

**During May**, the Investigation Division received 19 complaints, opened one investigation, made three referrals to the appropriate City departments, and served two requests for documentation.

# 2025 BUDGET

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**Total 2025 Appropriation \$ 4,488,636**

<b>Expenditures</b>	<b>Spent YTD</b>
<b>Personnel</b>	<b>\$ 1,246,195</b>
<b>Operating</b>	<b>\$ 107,533</b>
<b>Total</b>	<b>\$ 1,353,728</b>
<b>Remaining Balance</b>	<b>\$ 3,134,908</b>



# SOCIAL MEDIA

Facebook: @NewOrleansOIG



Did you know that the OIG provides presentations on our initiatives to City employees, civic and community groups, and other interested citizens?

Within the past year, the OIG has given presentations to audiences with the New Orleans Public Library, the U.S. Department of State's International Visitor Leadership Program, and Keller Williams Realty, among others.

If your City agency or civic organization would like a presentation or briefing on the mission, role, and initiatives of the OIG, visit [NolaOIG.gov](https://nolaig.gov) and complete a Speaker Request Form.

<https://nolaig.gov/community-event-and-speaker-request/>



The OIG has initiated a review of the New Orleans Recreation Development Commission's (NORD) oversight of booster club and athletic team resources. The review's purpose is to determine whether NORD policies and practices provide sufficient oversight of these resources, which provide valuable experiences and opportunities to youth throughout our City.

This evaluation is in addition to our ongoing audit of NORD's facilities maintenance practices.

If you are aware of fraud, waste, abuse, or corruption within any City agency, contact the OIG tip line at 504-681-3247, hotline@nolaig.gov, or via [NolaOIG.gov/report](https://nolaig.gov/report). Tipsters can remain anonymous.



If you have witnessed or experienced a suspicious permitting inspection for a home or commercial property in the City of New Orleans, please notify the OIG tip line by ... [See more](#)

**ARE YOU AWARE OF FRAUDULENT  
OR FAULTY HOME AND/OR  
BUILDING INSPECTIONS?**

**We want to hear from you.**

Report suspicious permitting inspections  
to the New Orleans OIG hotline:

504-681-3247

[NolaOIG.gov/report](https://nolaig.gov/report)

[hotline@nolaig.gov](mailto:hotline@nolaig.gov)



# SOCIAL MEDIA

Instagram: @NewOrleansOIG



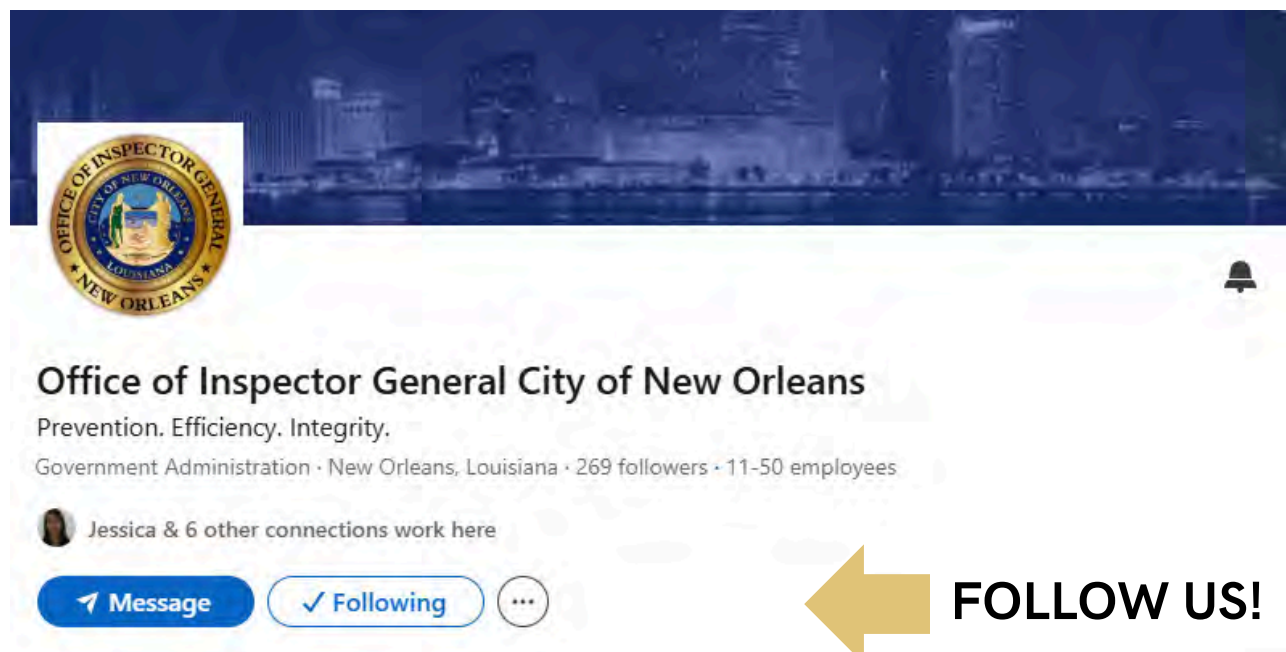
# SOCIAL MEDIA

X: @NOLAOIG



**LinkedIn:** @OfficeofInspectorGeneralCityofNewOrleans

Follow the OIG on our **newly updated** LinkedIn page!



# **Monthly Report of OIPM**

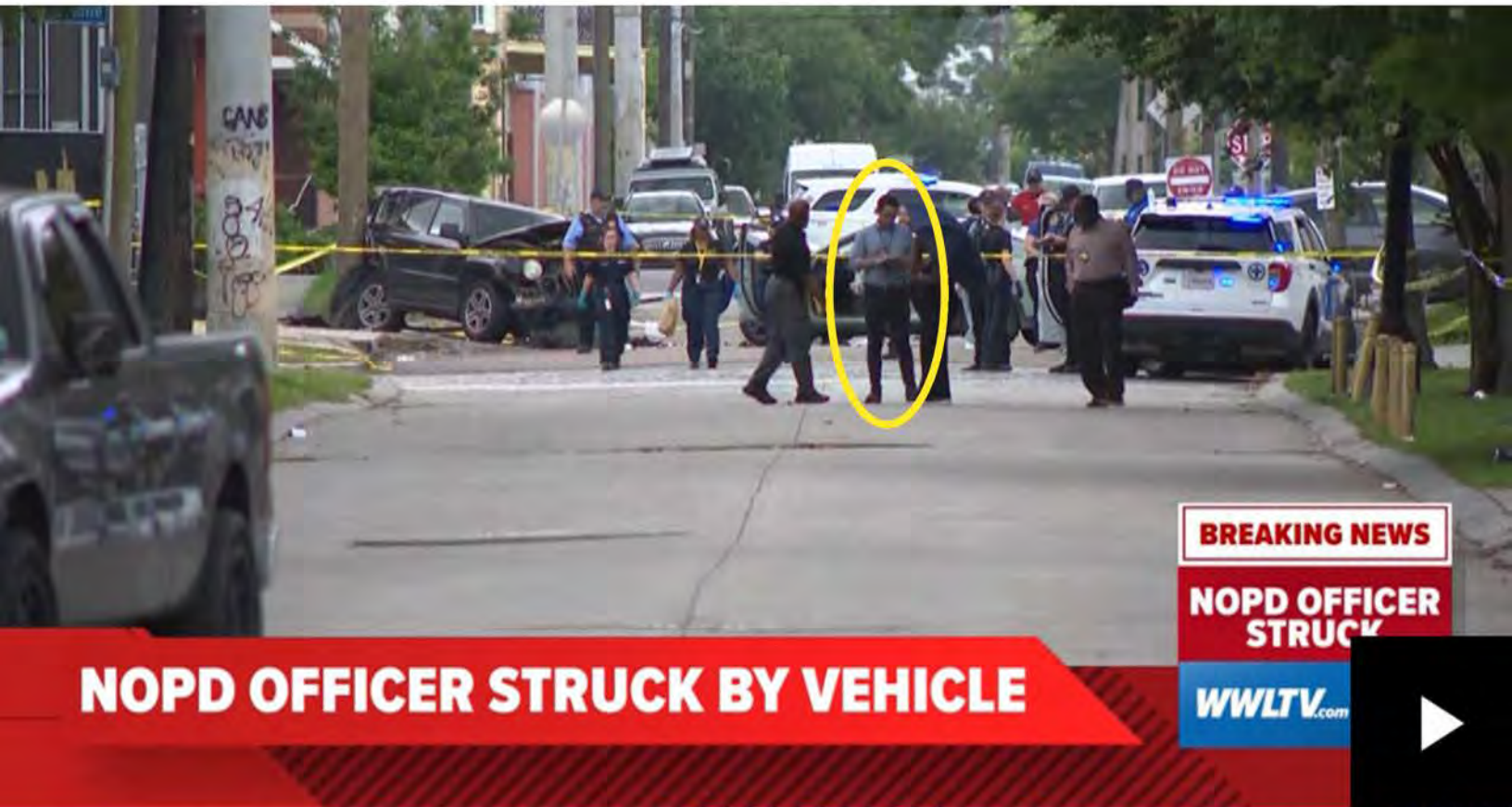


# OFFICE OF THE INDEPENDENT POLICE MONITOR

## MONTHLY COMMUNITY REPORT

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### May 2025



*Above, OIPM staff member, Christian Jamal (seen in the added yellow circle), monitors the force investigation after an Officer Involved Shooting at the Walmart on Tchoupitoulas. This is a screenshot of the live footage from WWL regarding the scene where Christian can be seen monitoring and taking notes.*

## Transparency. Accountability. Respect.





# LETTER TO THE COMMUNITY

Dear New Orleans Community,

June 1st kicks off the start of **hurricane season** and the Office of the Independent Police Monitor (OIPM) joins the community in preparing for (and dreading) the possibility of this season. In that vein, the OIPM is reviewing the New Orleans Police Department (NOPD) hurricane and storm preparedness plan and will conduct any revisions necessary to our oversight plan for hurricane season before releasing it to the public mid-month in June. Each year, the OIPM ensures that our oversight strategy to monitor the police during evacuations, shelter in place orders, curfews, and immediate storm responses is responsive and comprehensive. We monitor to ensure that the police communicate effectively with the public, review misconduct and force utilized, and how the NOPD implements their hurricane response plan. If you would like to learn more about the work we conduct during storms and hurricanes, please review the OIPM report written on Hurricane Ida which you can review here: <https://bit.ly/HurricaneIdaOversightReport>

This month the OIPM completed our **2024 Annual Report**. Every year, the OIPM uses this time to reflect on the performance of the police department and our office over the last year. We look to what was done well and what can be built upon or improved moving forward. Our annual report effectively serves as a "State of the Union" but for the OIPM and policing in New Orleans. This report is an opportunity for the OIPM to reflect on core areas such as: policing and NOPD updates, use of force, misconduct and complaints, officer discipline and appeals, police commendations, community outreach, Consent Decree updates, and the Community-Police Mediation Program. We recap the lessons learned and the work completed, while proposing what should happen next. This report is now available on our website. Additionally, over summer, the OIPM will present this Annual Report to the Ethics Review Board and the public. We will look forward to discussing this report with you and hearing your feedback.

In May, the public learned of different law enforcement tactics and challenges - from the escape at the Orleans Parish Justice Center to the use of facial recognition software to Consent Decree filings and the formal rescinding of Department of Justice findings of Louisiana State Police's Civil Rights violations. In this report, this month, we will provide an overview of these issues and how it affects the NOPD, New Orleans, and our community.

Please continue to tune in to the **Monitor's Mic on Fridays at noon on WBOK 1230AM** to learn more about oversight, policing, and the community.

Finally, a huge thank you to Councilmember King and District C for inviting the OIPM to judge your **third annual crawfish boil competition!** I ate the best crawfish and sides of my New Orleanian life and you've ruined me for all other boils! A huge congratulations to the winning team - O. Perry Walker Alumni! - for their fantastic boil (with incredible turkey necks) and a special shoutout to the Cops8 and 8<sup>th</sup> District NOPD team with their fried sausage boil. We will be counting down the days until next year...

Thank you,

*Stella Ciment*



Above, the IPM and Deputy PM pose with officers from the 8<sup>th</sup> District who were competing in a District C crawfish boil competition.

Below, Deputy PM poses with Councilmember King between judging plates of crawfish.





# ACHIEVEMENTS, UPDATES, & WORK

## Released the OIPM 2024 Annual Report

Every year, the OIPM issues an annual report detailing its monitoring and review activities and the appropriate statistical information from the internal investigation office, and other divisions of the NOPD. The OIPM is required to report upon problems it has identified, recommendations made, and recommendations adopted by the NOPD, along with identifying commendable performance and improvements made by the department to enhance the department's professionalism, accountability, and transparency. As always, the OIPM thanks our partners at the City of New Orleans and the NOPD for their assistance in completing this report and providing valuable input.

In this report, the OIPM strives to provide relevant policing data from the year to the community, the NOPD, and all stakeholders in this work. This data review utilizes both internally generated data and data that is input by the NOPD but analyzed by the OIPM. In this data analysis, the OIPM identifies potential patterns and trends within misconduct complaints, disciplinary proceedings, use of force and critical incidents and puts forth new recommendations. In this way, the Annual Report provides a space to reflect on what is learned through the policing data and to take those lessons into the coming year. This report is available now on our website and we welcome your feedback.



## OIPM Attended Award Ceremony to Recognize Officers Who Served and Responded to the Bourbon Street Attack; Promotional Ceremony



On May 8, the OIPM attended an award ceremony to honor the contribution and service of the officers who responded to the Bourbon Street terrorist attack on New Years Day. The OIPM deeply appreciates the immediate medical care, crowd control, and quick response to stop the threat provided by the NOPD that day. The video footage of NOPD officers running towards the danger demonstrated an impressive commitment to the people and visitors of New Orleans. The continued service of those officers then standing guard over loved one's bodies and belongings to ensure that the FBI could investigate, the scene would be protected, and families would get their deceased love one's items back was important. These officers stood in a hard place for hours after working all night. The OIPM recognizes this service to the community and gives thanks.

On May 22<sup>nd</sup>, again the OIPM went to Gallier Hall to recognize the promotions of officers to sergeant, lieutenant and captain. The OIPM congratulates these new leaders of the department.



# ACHIEVEMENTS, UPDATES, & WORK

## Facial Recognition Technology: A National Story Restarts the Debate

On May 19<sup>th</sup>, the Washington Post published a story about the use of facial recognition technology by the NOPD through a nonprofit: Project NOLA. The article explored many topics around this development including:

- whether any police use of the facial recognition software operated by Project NOLA is a violation of the 2022 city ordinance limiting the police's use of the software;
- a breakdown of the privately operated network of over 200 facial recognition cameras in the French Quarter and how they work - including the alerts that are sent directly to officer's phones through a downloaded app;
- whether officers failed to disclose the use of the app and its alerts of facial recognition matches in their police reports regarding the apprehension of wanted individuals.
  - According to the article, Project NOLA claims its camera system and facial recognition software has lead to at least 34 arrests since early 2023.
- Whether the NOPD violated the 2022 city ordinance by failing to include these uses of facial recognition when providing mandatory reports to city council on its use of the technology (a requirement of the 2022 city ordinance); and
- if federal regulations has been triggered by the governmental agency utilizing Chinese manufactured software (like that owned by Project NOLA) since congress banned federal agencies from using products made by Dahua and other Chinese companies in 2018.

This article included interviews with Chief Kirkpatrick, business owners, Lieutenants Barnes, who authored the policy on facial recognition for the department and presents on this matter before city council, the District Attorney Jason Williams, Chief Public Defender Danny Engelberg, IPM Stella Cziment, ACLU's Nathen Freed Wessler, and Project NOLA's Brian Lagarde.

On May 23, the City Council sent the OIPM a formal letter requesting the OIPM review the concerns highlighted by the ACLU in a formal letter to council and look into the NOPD's use of the software. In the coming months, the OIPM will be executing on that task. The OIPM welcomes public comment on the matter while conducting this review.



**"This technology requires accountability," said Stella Cziment, a lawyer who heads a watchdog agency overseeing the practices of the New Orleans Police Department. "I am never going to be satisfied with the accountability it receives if it's in a private entity's hands."**



**Above, the article that appeared in the Washington Post on May 19<sup>th</sup> including a photo and quote from IPM, Stella Cziment. To the left of the page is the formal letter sent to the OIPM from City Council regarding facial recognition and requesting the OIPM review the matter along with a screenshot of one of the ACLU's posts about their official request for a moratorium and investigation.**



# ACHIEVEMENTS, UPDATES, & WORK

## Jail Escape: NOPD Response Role

In the early hours of May 16<sup>th</sup>, 10 individuals housed at the Orleans Parish Justice Center (OPJC) - the in-parish jail operated by the Orleans Parish Sheriff's Office (OPSO) under Sheriff Hutson - escaped from custody. At the time of this report, the City of New Orleans is in week 3 of searching for the remaining two individuals who are still at large.

In the aftermath, there were questions for the NOPD and for our office regarding both the escape and the subsequent law enforcement response to apprehend these at large individuals. The OIPM tried to clarify common misunderstandings: two being that the jail is under the same consent decree as the NOPD (it is not - it is a separate consent decree) and that the NOPD operates, runs, controls the jail (it does not - it is operated and controlled by OPSO). Additionally, there were questions to oversight regarding perceived beliefs that the public did not want to assist in the search for the individuals due to mistrust in the NOPD. The IPM spoke with the reporter about this perception and provided valuable historical and political context for this law enforcement situation including clarifying that the Louisiana State Police is the lead agency on the search (not the NOPD).

## May on the Monitor's Mic

This month on the Monitor's Mic, the OIPM interviewed different stakeholders in policing and the criminal legal field. This was a short month on the show due to annual report constraints, but the shows we had, were engaging and interesting.

First, we spoke with a local leader in the field of civil rights: Emily Maw. Emily is now transitioning away from local roles after two decades serving the city. From representing incarcerated individuals in post-conviction appeals, to leading the Innocence Project New Orleans, to creating and leading the Civil Rights Division of the District Attorney's Office, Emily Maw has had a huge impact on civil rights litigation and the way we look at post-conviction work in Louisiana. Emily came on the show and shared her lessons learned from a diverse career, what it was like to be professionally and personally targeted after dismissing gun charges for the District Attorney's Office during Mardi Gras, and she's watched the NOPD change over the last two decades.

Next, we had on the Deputy Director of the Promise of Justice Initiative (PJI), Lauren Sapp, on the Monitor's Mic to discuss the big picture of how policing and mass incarceration affects Louisianans. PJI focuses on "narrative change" and uses a mix of litigation and creative storytelling to explain how all these systems overlap and build off one another in a way that creates injustices. Lauren shared her advice for officers: to "remember their why" and to stay focused on justice and accountability.

If you've missed any of these shows, you can listen to recordings of the show on the OIPM website: <https://nolaipm.gov/the-monitors-mic/>



Above, Chief Kirkpatrick tries to fact check misconceptions / misinformation about the NOPD's involvement in the Orleans Parish jails.

To the right, IPM, Stella Cziment, contributed this article to explain the differences between LSP and NOPD and provide historical and political context to the situation.



State police operate aggressively

Cziment also observed that residents may be "reluctant" to work with Louisiana State Police, which operates with a heavy hand in the city, including carrying out [sweeps of homeless encampments](#).

The agency has a history of excessive force, detailed earlier this year in a [scathing U.S. Justice Department report](#). On Wednesday, the Justice Department [announced](#) it was "retracting" the Biden administration's findings of constitutional violations.





# ACHIEVEMENTS, UPDATES, & WORK

## Consent Decree Update

In May, the City of New Orleans filed a brief to appeal the order denying the motion to terminate the consent decree. The appeal was filed in the United States Court of Appeals for the Fifth Circuit under Case No. 25-30053. Shortly after, the State Attorney General filed an amicus brief supporting the city's brief.

What happens next? Now there are a couple options.

- The Department of Justice can file a brief to dispute the city's position;
- The Department of Justice could join in the city's position and file a brief in support of the termination of the consent decree;
- The Department of Justice could do nothing - not oppose the position but not fight it; or
- The Department of Justice could withdraw from the consent decree as a party. The consent decree would continue but only the motion of the Court.

What about the Department of Justice attorneys who have withdrawn from the case? A handful of attorneys have filed motions to withdraw from the case and have resigned from the Department of Justice or been reassigned to other cases. This is not a surprise based on the executive order that was issued at the end of April stating that the Department of Justice would reassess and reevaluate all consent decree involvement within the next 90 days.

**At this time, there is still a consent decree and the sustainment strategy is still in place.**

## Department of Justice Update

Additionally, in May, the Department of Justice issued a press release notifying the public of shifts in their department. First, the Department of Justice legally moved to withdraw from the potential consent decrees in Louisville, Kentucky and Minneapolis, Minnesota. Both of these lawsuits were initiated after Department of Justice investigations found the police departments violated civil rights. Both cities were slated to enter consent decrees under President Biden; but now, the Trump administration is legally moving to end this process.

Also, the Department of Justice is closing civil rights investigations and "retracting" the findings of constitutional violations for police departments that were made under the Biden presidency - this includes the finding of civil rights violations made by the Louisiana State Police.

This is a rather novel move on the part of the administration. The investigation is closed, but now it has been rescinded - which may mean it cannot be cited as a credible source of information in lawsuits or utilized for reform efforts or any other operational or legal need.

The OIPM flags this development since the LSP operates in Orleans Parish as a law enforcement agency interacting with New Orleanians everyday - these political decisions affect how we are policed and what we can expect from these law enforcement agencies.

## Department of Justice exodus leaves future of NOPD consent decree in limbo

BY JOHN SIMERMAN and MISSY WILKINSON

| Staff writer

May 8, 2025 3 min to read



In New Orleans, independent police monitor Stella Cziment sees four possible outcomes to the city's bid to end the consent decree: the DOJ could continue to challenge the city's bid, it could pivot to join the city, it could decline to respond, or it could try to withdraw.

"The consent decree could continue without the DOJ, but that would be like playing tennis against the wall," Cziment said.



Office of the Independent Police Monitor  
www.nolaipm.gov | 504.309.9799

### The Department of Justice Announced Dismissals of Police Investigations and Proposed Police Consent Decrees.

### What does it all mean?

The U.S. Department of Justice's Civil Rights Division Dismisses Biden-Era Police Investigations and Proposed Police Consent Decrees in Louisville and Minneapolis

Swipe to learn more...

### What is Ending & Why Now?

The DOJ is also:

- Closing civil rights investigations and "retracting" the findings of constitutional violations for police departments in cities like Memphis, Phoenix, Oklahoma City and in Louisiana regarding the Louisiana State Police.
- Active decreases under review in about a dozen other cities to potentially end them.

Why now?

The announcement came 4 days before the anniversary of George Floyd's death. DOJ officials say the timing was based on court deadlines, not the anniversary.



# WHO WE ARE

The OIPM is an independent, civilian police oversight agency created by voters in a 2008 charter referendum. Its mission is to improve police service to the community, community trust in the NOPD, and officer safety and working conditions. Since first opening its doors in August 2009, the Office of the Independent Police Monitor has been responsible for representing the community of New Orleans, providing accountability and oversight to the NOPD, and assisting in the reforms required under the Federal Consent Decree.

The OIPM is protected and required by City Charter and Ordinance. The OIPM operates through a Memorandum of Understanding (MOU) with the City of New Orleans and the New Orleans Police Department and has distinct responsibilities outlined by ordinance. This means this office was created by the people of New Orleans to represent all people interacting with the New Orleans Police Department to improve the way our community is policed.

## Ensuring Compliance and Reform

- The OIPM reviews the NOPD's policies, practices, and investigations to ensure that every action taken is compliant with local, state, and federal law, and Consent Decree reforms.
- The OIPM advises on policy, tactics, training, and supervision to ensure that the NOPD is adopting national best practice and building a nondiscriminatory, safe, effective, and respectful police department that is responsive to the needs of the community and their employees.
- The OIPM does this through monitoring, case reviews, audits, and policy recommendations.

## Amplifying the Needs of the Community

- The OIPM engages with the community to ensure that they both know about our services and understand how the police department works. Through providing information, the OIPM is equipping and empowering the community to navigate police encounters safely and demand what they need.
- Provides Complaint Intake.
- Operates the Community-Police Mediation Program.
- Partners with Families Overcoming Injustice.
- Coordinates public forums and outreach opportunities for the community to provide vital input on the way they are policed.

## Making the NOPD a Safer and Nondiscriminatory Workplace

- The OIPM provides recommendations and assessments to ensure that the NOPD is a safe and nondiscriminatory work place for all employees.
- The OIPM assesses supervision and training to ensure that employees are being equipped and supported.
- The OIPM meets with police associations to hear concerns from their membership.
- The OIPM monitors disciplinary hearings to ensure that discipline is consistent and nonretaliatory.
- The OIPM receives commendations and accounts of positive policing from the community.



# WHAT DO WE DO?

## Mission, Vision, Work

**We serve the community, ensure police transparency, compliance, and accountability, and make policing a safer and more rewarding employment experience.**

### WHAT WE DO



**Misconduct Complaints**



**Disciplinary Proceedings**



**Data Analysis**



**Community Outreach**



**Use of Force**



**Community-Police Mediation Program**



**Audits and Policy**



**Commendations**

The OIPM is the oversight body for the New Orleans Police Department (NOPD). The OIPM provides oversight through monitoring, reviewing, and auditing police activity and data. The OIPM is responsible for conducting complaint and commendation intake, on-scene monitoring of critical incidents and uses of force, overseeing the community-officer mediation program, reviewing investigations, providing assessments, identifying patterns, and making recommendations for improved practice, policy, resource allocation, and training.

The OIPM envisions a police force where the community is a valued and respected partner in public safety and law enforcement. This is achieved through:

- Assurance of transparency, accountability, and fairness within the NOPD and in all policing practices
- Community-driven policing policy that reflects the changing and dynamic needs of New Orleanians
- Continued efforts to engage the community and collaborate with community partners
- Recruitment and retention of a police force that is representative of and responsive to the community it serves
- Utilization of de-escalation techniques and methods when responding to calls of service
- Conducting only lawful and necessary arrests free of discriminatory practices
- Thorough and effective investigations resulting in appropriate arrests and prosecutions
- Clear and professional communication with victims and witnesses of crime and all that come into contact with the NOPD
- Responsible utilization of equipment and allocation of resources
- Development of highly trained supervisors and organizational leadership
- Interactions with the public and internally within the police force that are based in mutual trust and respect

**The OIPM seeks to amplify the voice of the community to ensure that all within the city – visitors and residents alike – can access police services equally and have a positive experience with officers.**



# DATA OVERALL: YEAR TO DATE AND MONTH

	2025	2024	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2024
Civilian Complaint Count	27	63	53	28	28	23	36	10	16	32.13
Police Complaint Count	0	0	0	0	3	0	0	4	2	1.13
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	13	11	9	10	16	13	0	0	0	7.38
Community Liaison Count	9	9	18	6	11	23	13	1	3	10.50
Case Monitoring Count	2	1	3	6	2	8	0	7	4	3.88
Case Review Count	0	0	1	4	4	1	4	2	0	2.00
Contact Only Count	22	44	23	16	9	7	13	1	3	14.50
Disciplinary Hearing Count	16	9	23	23	13	17	6	41	13	18.13
Critical Incident Count	8	4	2	3	7	6	6	3	5	4.50
Firearm Discharge Count	6	3	1	4	4	6	5	1	2	3.25
Lvl 4 Non-Critical	4	8	4	6	4	8	0	0	0	3.75
Force Monitoring*	1	3	1	0	0	0	0	0	0	0.50
Mediation Count	16	13	8	9	10	14	20	9	17	12.50
Commendation Count	1	3	2	0	3	1	1	0	0	1.25
<b>Grand Total</b>	<b>125</b>	<b>171</b>	<b>148</b>	<b>115</b>	<b>114</b>	<b>127</b>	<b>104</b>	<b>79</b>	<b>65</b>	<b>115</b>

	May 2025	May 2024	May 2023	May 2022	May 2021	May 2020	May 2019	May 2018	May 2017	2017-2024 Average
Citizen Complaint Count	3	17	14	7	8	8	11	1	5	8.88
Police Complaint Count	0	0	0	0	1	0	0	0	0	0.13
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	3	2	1	6	2	5	0	0	0	2.00
Community Liaison Count	5	2	3	0	4	4	0	0	0	1.63
Case Monitoring Count	0	0	1	0	1	0	0	0	0	0.25
Case Review Count	0	0	0	0	3	0	1	0	0	0.50
Contact Only Count	2	8	4	1	7	2	5	1	1	3.63
Disciplinary Hearing Count	4	0	6	9	6	12	0	6	1	5.00
Critical Incident Count	2	0	0	0	3	0	1	0	0	0.50
Firearm Discharge Count	2	0	0	0	1	0	1	0	0	0.25
Lvl 4 Non-Critical	1	2	1	1	1	2	0	0	0	0.88
Force Monitoring*	0	1	0							0.50
Mediation Count	3	4	3	2	3	3	7	3	8	4.13
Commendation Count	0	1	1	0	2	1	1	0	0	0.75
<b>Grand Total</b>	<b>25</b>	<b>37</b>	<b>34</b>	<b>26</b>	<b>42</b>	<b>37</b>	<b>27</b>	<b>11</b>	<b>15</b>	<b>28.63</b>

\*indicates a new category or a category that was not always captured by OIPM

## CURRENT BUDGET



OIPM Budget Description	Amount
Personnel	\$905,785.00
Operating	\$400,000.00
<b>2025 Total OIPM Budget</b>	<b>\$1,305,785.00</b>
<b>2025 Total OIPM Budget</b>	<b>\$1,305,785.00</b>
Amounts Spent to Date:	\$486,807.00
<b>Unexpended funds</b>	<b>\$818,978.00</b>



# MISCONDUCT WORK

## Relevant Definitions

### Complaint

A complaint is an allegation of misconduct filed against a NOPD officer(s) by a member of a public or civilian (external) or another officer (internal). A complaint may concern an action or lack of action taken by a NOPD officer(s), an interaction with a NOPD officer, or a witnessed interaction with a NOPD officer.

### Complainant

A complainant is the individual who files a complaint against a NOPD officer(s). A complainant may be generated internally (by another officer or a supervisor) or externally (by a member of a public). The complainant does not need to be personally affected by the incident.

### OIPM Complaint Codes

When the OIPM receives a complaint referral, the OIPM organizes the complaint according to the source of the complaint.

- Civilian based complaints are classified as: CC.
- Complaints from police officers are classified as: PO.
- Complaints from civilians working within the NOPD are classified as: CN.
- Anonymous complaints are classified as: AC.

### Misconduct

Officer action or failure to take action that violates any rule, policy, procedure, order, verbal or written instruction of the NOPD or is a violation of any city ordinance, state or federal criminal law. Misconduct includes, but is not limited to:

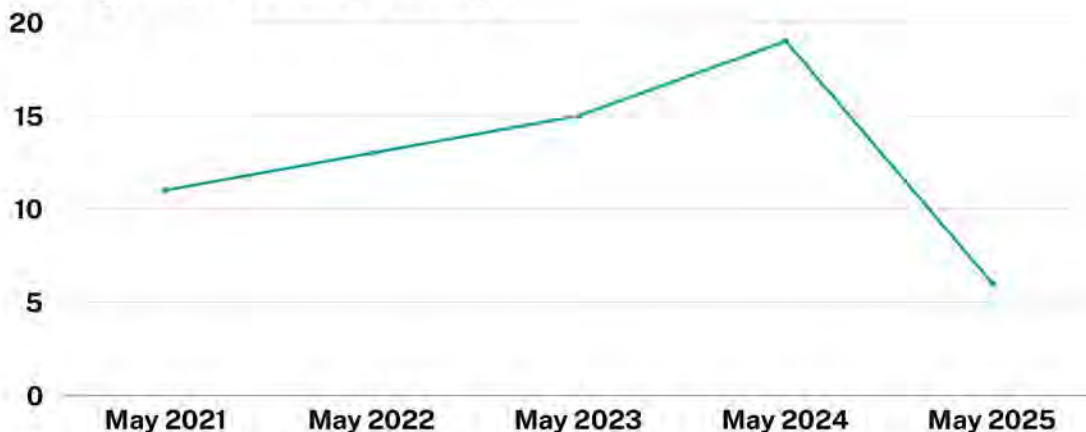
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification of records
- Inappropriate language or attitude
- Harassment
- Interference with Constitutional rights
- Neglect of duty
- Discrimination in the provision of police services or other discriminatory conduct on the basis of race, colors, creed, religion, ancestry, national origin, gender, sexual orientation
- Theft
- Retaliation for filing complaint with NOPD or the OIPM

## Complaint Procedures

The OIPM does not verify the statements made during complaint intake or agree with the statements provided by the complainant. The OIPM strives to accurately capture the words, emotions, goals and narrative shared by the complainant and selects the policy, practice, or rule that each allegation of behavior / incident could have violated if determined to be true. OIPM personnel may review information in NOPD systems regarding the interaction complained of, including body worn camera video, in car camera video, electronic police reports and field interview cards. The OIPM may include information obtained from NOPD information systems in the complaint referral.

The OIPM assesses whether in the information provided should be provided confidentially or if the OIPM would recommend covert operations conducted by the Special Investigation Squad (SIS). Anything shared in this report is public information.

## Complaint Totals - May



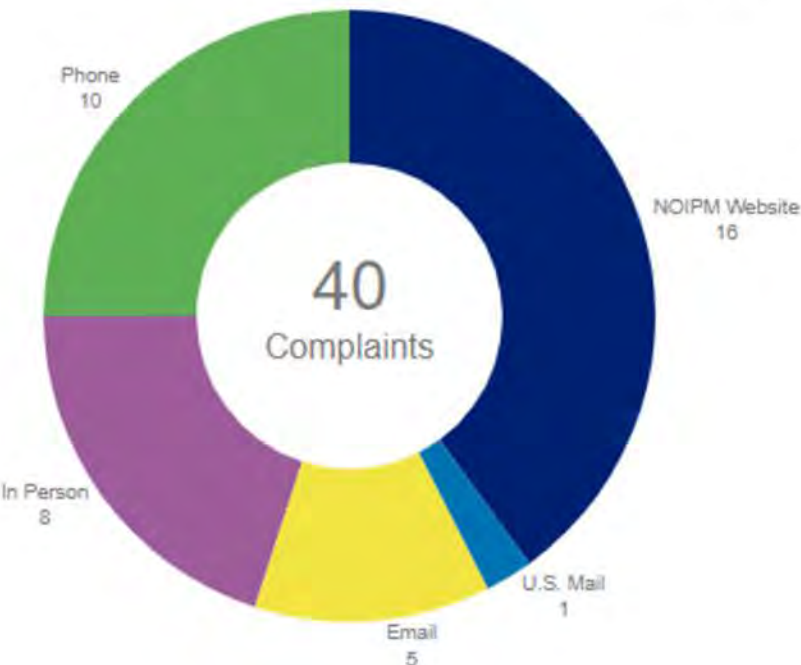
**6**

**Total Complaints  
Received this  
month**

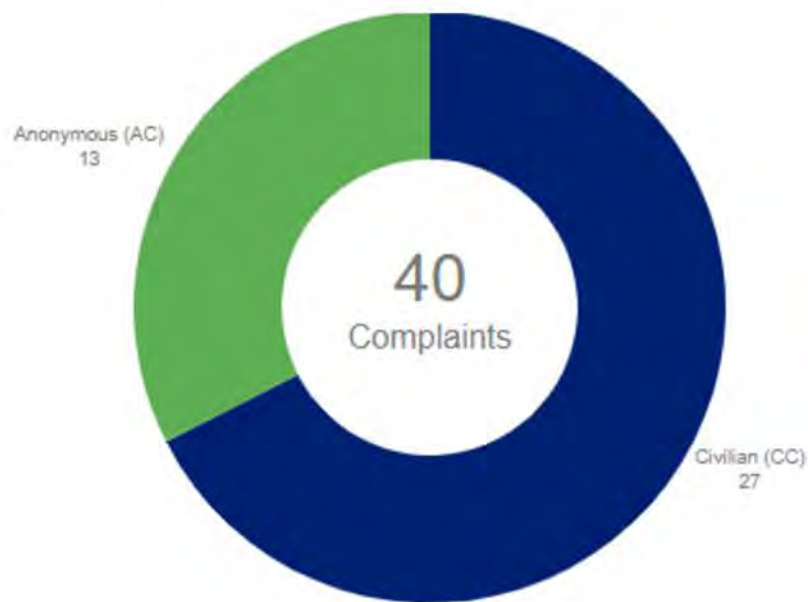
**40**

**Total Complaints  
Received This  
Year**

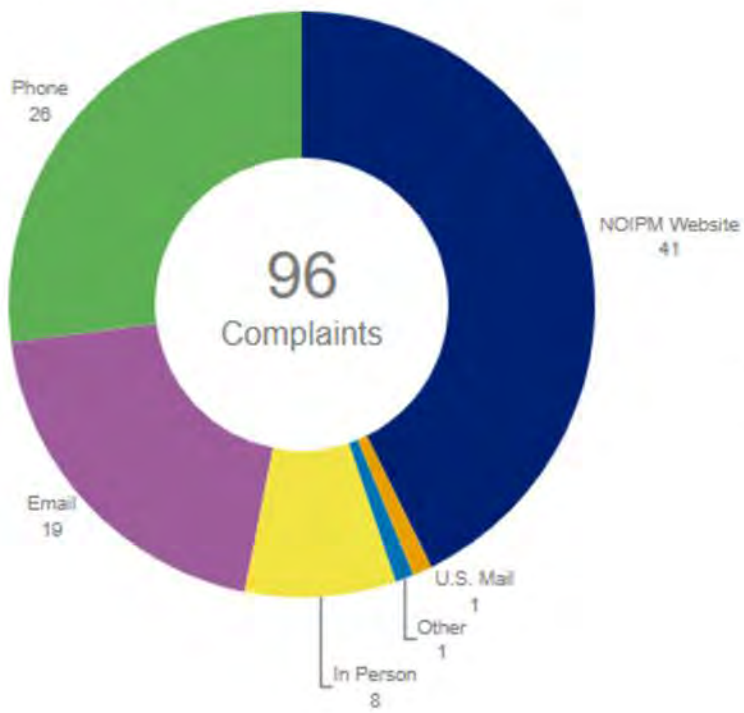
**Complaint Intake Source - 2025**



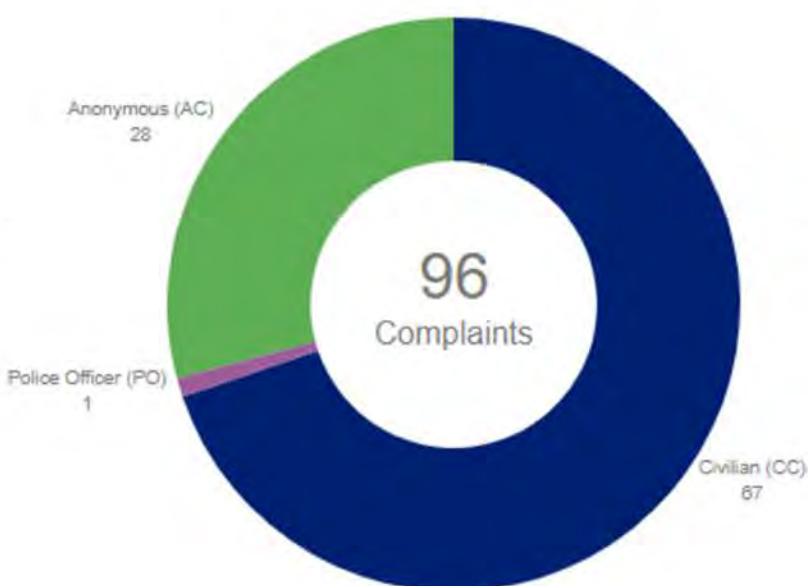
**Complainant Type - 2025**



**Complaint Intake Source - Past 12 Months**



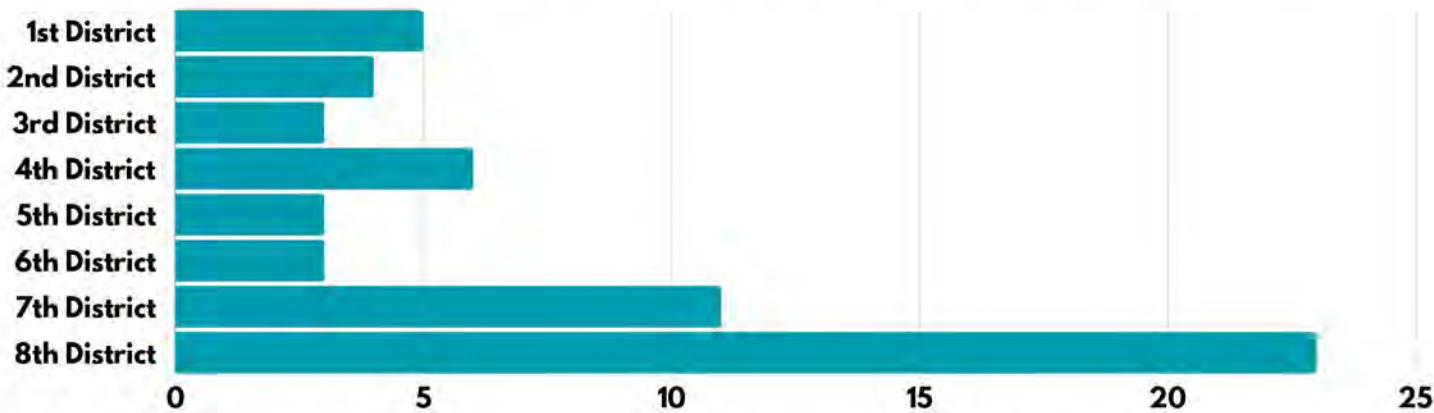
**Complainant Type - Past 12 Months**



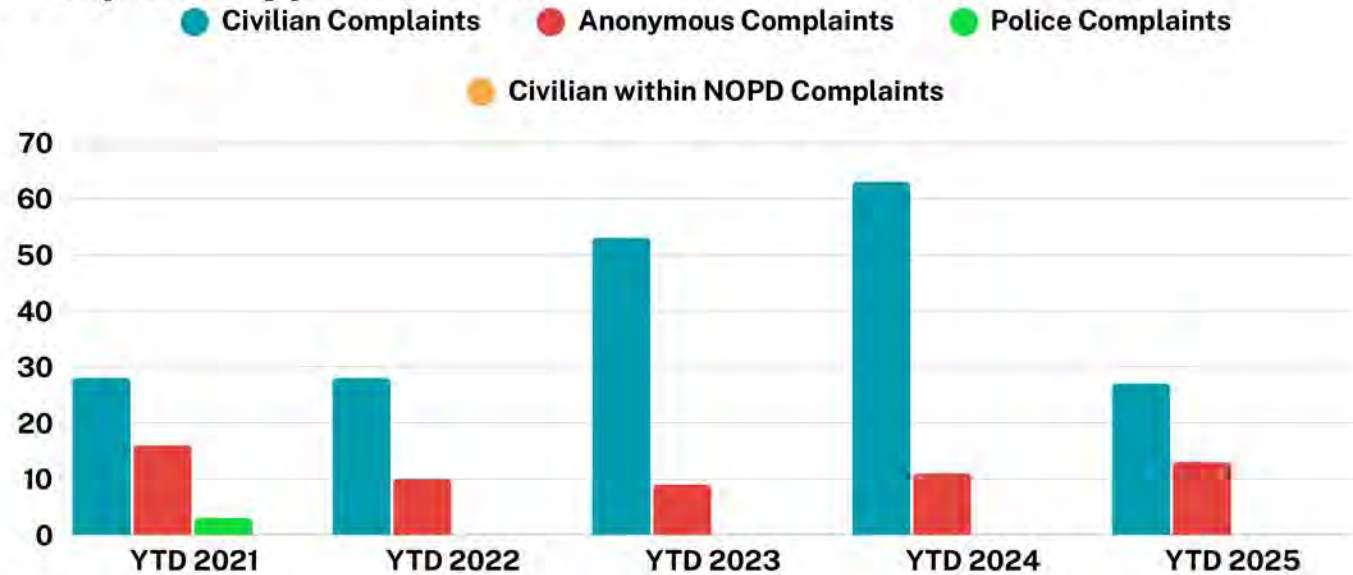


## Districts - Past 12 Months

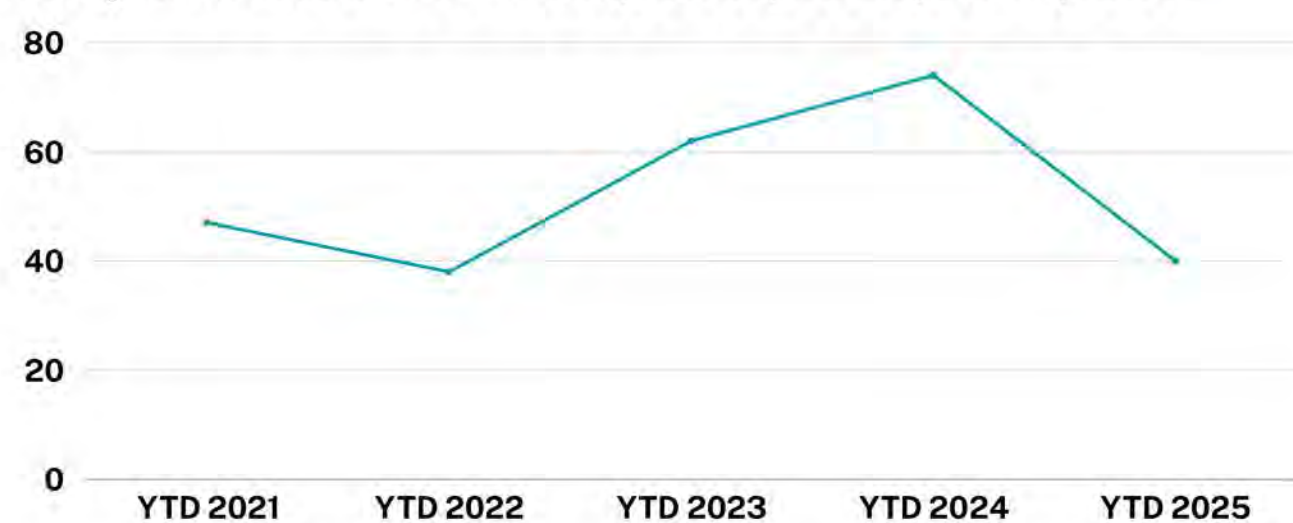
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information through electronic police reports, body worn camera footage, and field identification cards.



## Complaint Type YTD - 2021, 2022, 2023, 2024, 2025

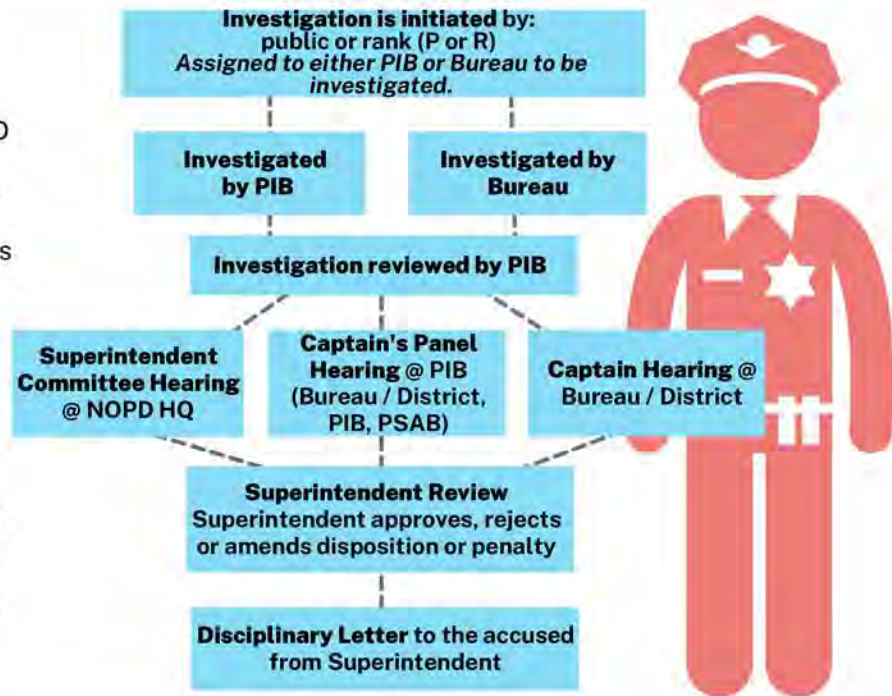


## Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



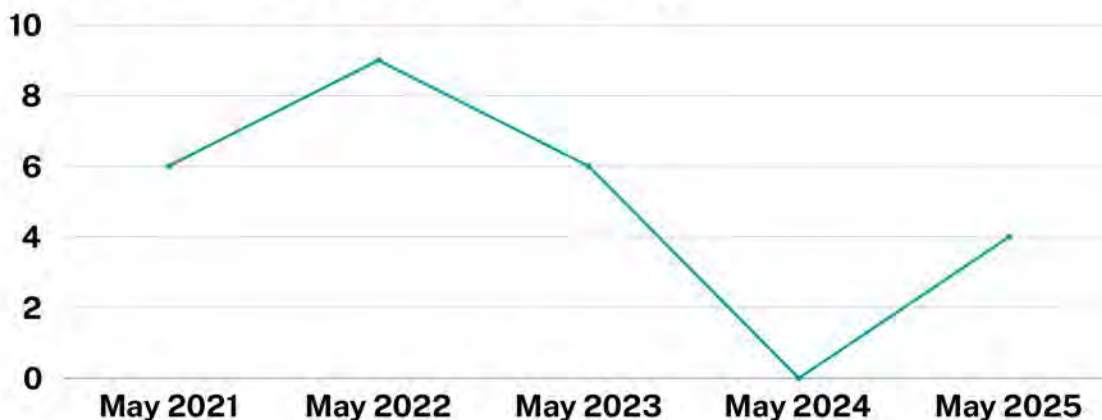
# DISCIPLINARY PROCEEDINGS

After the misconduct investigatory process, if the investigating officer sustained an allegation, then that allegation must be affirmed by NOPD leadership in order for that accused officer to be disciplined. This occurs through the disciplinary proceeding process. The disciplinary proceedings are conducted by the NOPD - either by Captains or Deputy-Chiefs. The OIPM monitors and assesses the efforts of NOPD to ensure all disciplinary investigations and proceedings are conducted in a manner that is non-retaliatory, impartial, fair, consistent, truthful, and timely in accordance with NOPD policies and law. Adjudication of misconduct is handled internally by the PIB or the Bureau of the officer / employee.



The OIPM may monitor the process conducted by the PIB or by the Bureau; however, under the MOU, there are detailed directions regarding how the OIPM is notified of investigations by the PIB and similar protocol does not currently exist for Bureaus. For that reason, the OIPM tends to be more involved with investigations and disciplinary proceedings conducted by the PIB. During every disciplinary proceeding, the OIPM remains in the room for deliberation with the NOPD leadership to give the hearing officers feedback and input. This process is how the OIPM provides our recommendations and feedback regarding the strength of the investigation, liability and risk management concerns, and areas where the policy required clarification or was being applied inconsistently. Though OIPM may provide this feedback in memorandums to the NOPD prior to the hearing or supplementing these hearings, these discussions during the deliberation process enable the NOPD to consider and digest our points before any final decision was made on the matter. These discussions are an opportunity for the OIPM to provide and receive insight into the NOPD investigation and often these comments lead to meaningful discussion with not just the hearing officers, but the assigned investigator on the case, since it was an opportunity for that investigator to explain investigatory decisions and to answer questions.

## Disciplinary Proceedings - May



4

**Total  
Disciplinary  
Case Received  
this Month**

OIPM tracks Disciplinary Proceedings based on the date notice is received from NOPD and not necessarily on when the disciplinary proceeding occurs. Additionally, this figure does not account for investigations in which multiple officers are accused, or for hearing notifications received in a prior year but rescheduled to the current month. These proceedings are often rescheduled for scheduling conflicts. Tracking by notification date allows for consistent and accurate data collection.



# USE OF FORCE

## Relevant Definitions

### Critical Incident

Critical incidents are an internal definition that was agreed upon by the OIPM and the NOPD through the November 10, 2010 Memorandum of Understanding. This definition captures that the OIPM should be notified of deaths, certain levels of injuries, and officer involved shootings within an hour so the OIPM has the ability to monitor the on scene investigation by the Force Investigation Team. According to this shared definition, critical incidents are:

- All incidents including the use of deadly force by an NOPD officer including an Officer Involved Shooting ("OIS");
- All uses of force by an NOPD officer resulting in an injury requiring hospitalization;
- All head and neck strikes with an impact weapon, whether intentional or not;
- All other uses of forces by an NOPD officer resulting in death; and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD.

### Use of Force

Use of Force is when an officer uses physical contact on an individual during a civilian-police interaction. The force can be mild to severe based on the levels of force outlined in the NOPD policy. The force may be considered justified by NOPD policy considering the facts and circumstances known to the officer at the time which would justify that appropriate physical contact based on how officers are trained to handle that interaction. Force will be assessed based on the type of contact utilized compared to the resistance encountered, resulting injuries, witness statements, officer statements, and evidence found.

### Levels of Force

- **Level 1:** Includes pointing a firearm at a person and hand control or escort techniques (e.g., elbow grip, wrist grip, or shoulder grip) applied as pressure point compliance techniques that are not reasonably expected to cause injury; takedowns that do not result in actual injury or complaint of injury; and use of an impact weapon for non-striking purposes (e.g., prying limbs, moving or controlling a person) that does not result in actual injury or complaint of injury. It does not include escorting, touching, or handcuffing a person with minimal or no resistance.
- **Level 2:** Includes use of a CEW also known as "tasers" (including where a CEW is fired at a person but misses); and force that causes or could reasonably be expected to cause an injury greater than transitory pain but does not rise to a Level 3 use of force.
- **Level 3:** Includes any strike to the head (except for a strike with an impact weapon); use of impact weapons when contact is made (except to the head), regardless of injury; or the destruction of an animal.
- **Level 4:** Includes all 'serious uses of force' as listed below:
  - (a) All uses of lethal force by an NOPD officer;
  - (b) All critical firearm discharges by an NOPD officer;
  - (c) All uses of force by an NOPD officer resulting in serious physical injury or requiring hospitalization;
  - (d) All neck holds;
  - (e) All uses of force by an NOPD officer resulting in a loss of consciousness;
  - (f) All canine bites;
  - (g) More than two applications of a CEW on an individual during a single interaction, regardless of the mode or duration of the application, and whether the applications are by the same or different officers, or CEW application for 15 seconds or longer, whether continuous or consecutive;
  - (h) Any strike, blow, kick, CEW application, or similar use of force against a handcuffed subject; and
  - (i) Any vehicle pursuit resulting in death, serious physical injury or injuries requiring hospitalization.

## Critical Incident / Use of Force Chain of Events



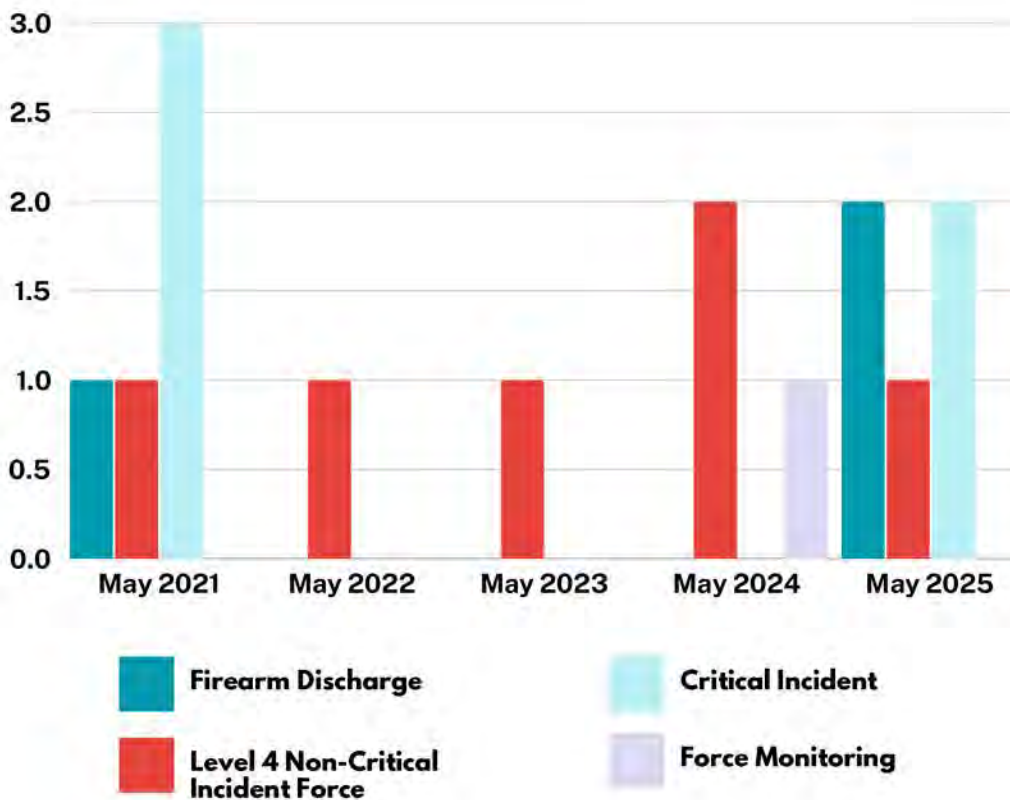


## Use of Force Work

Use of Force monitoring and reviews are an opportunity for the OIPM to conduct a qualitative assessment of an investigation to ensure thoroughness, timeliness, fairness, transparency, accountability, and compliance with law, policy, and the Federal Consent Decree. The OIPM monitors and reviews the use of force, in-custody death, and critical incident investigations conducted by the Force Investigation Team (FIT) within the Public Integrity Bureau (PIB) of the NOPD. The OIPM is required by City Code § 2-1121 and by the MOU to monitor the quality and timeliness of NOPD's investigations into use of force and in-custody deaths. The OIPM will attend the investigation or the relevant activity, and will document the activity taken and not taken by the NOPD. The expectation is that the OIPM representative does not participate in the activity, but instead observes the police actions and takes notes.

While OIPM is notified of each use of force that occurs, OIPM gives the most attention to the most serious uses of force incidents, Critical Incidents. However, OIPM will often review lower-level uses of force incidents to ensure NOPD policy is being upheld.

## Use of Force This Month 2021, 2022, 2023, 2024, 2025



2

Firearm  
Discharge this  
Month

2

Critical  
Incidents this  
Month

1

Level 4  
Non-Critical  
Use of Force  
this Month

0

Additional Force  
Monitoring this  
Month

The OIPM shared social media notifications after monitoring two officer-involved shootings (OISs) in May —one outside the Walmart on Tchoupitoulas Street and another overnight in the St. Claude neighborhood.

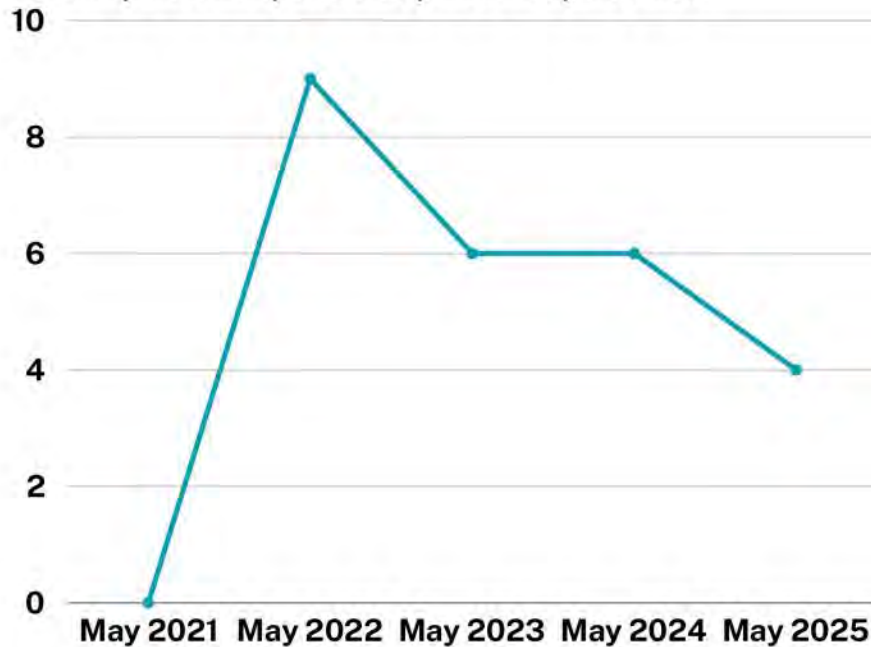


# COMMUNITY ENGAGEMENT

The community is vital to police oversight and the center of the work conducted by the OIPM. In the Memorandum of Understanding, the OIPM committed to developing relationships with community and civil groups to receive civilian and anonymous complaints, meeting with police associations, and conduct public outreach meetings and engagement activities. In this section of the Monthly Report, the OIPM explains the community outreach and public events that the OIPM coordinated or participated in the last month.

## Outreach - May

2021, 2022, 2023, 2024, 2025



4

**Total Outreach  
Events this Month**

## Outreach Events

- Judges for District C Annual Crawfish Boil hosted by Councilmember Freddie King, III
- NOPD Lieutenants Promotional Ceremony
- NOPD Award Ceremony to Recognize Officers Who Served and Responded to the Bourbon Street Attack
- 2 Hour in-service Mediator Training (Zoom)



Stella Cziment & Kirschelle Williams pose with judges and winners of District C Annual Crawfish Boil



# COMMUNITY-POLICE MEDIATION

## Relevant Definitions

### Mediation

A mediation process helps parties develop a mutual understanding of a conflict. Mediation may help the parties identify disputed issues, facilitate communication, provide an opportunity to improve community relationships, and generate options that may help the parties reach a mutually acceptable resolution.

### Consent

All parties must voluntarily agree to participate in mediation and give consent. The consent process involves communication between the participant and the Mediation Director or program staff about the mediation process, what to expect, and clarification of any questions. Consent forms are signed in advance of confirming the mediation session.

### Mediator

The role of the mediator is to be a neutral and trained third party who listens, clarifies, and facilitates conversation. Mediators are non-judgmental and do not give advice, take sides, or decide who is right or wrong. Mediators do not influence or pressure participants to come to an agreement. Mediators are trained and recruited by the OIPM.

### Voluntary

All participants engage in mediation at their own free will. They can end the process at any time and will not be forced to do anything or say anything they do not want to. No one is forced to agree to anything they do not want to.

## Mediation Numbers - May



## What is Mediation?

Mediation is an alternative to the traditional process of resolving complaints of police officer misconduct. Mediation provides a process facilitated by two professionally-trained community mediators to create mutual understanding and allow the officer and civilian to be fully heard and understood in a non-judgmental way. Mediation creates a safe, neutral space for officers and civilians to speak for themselves, share about their interaction and how it impacted them, explain what is important to them, and come to their own agreements and solutions about moving forward.

The Public Integrity Bureau (PIB) of the NOPD determines which complaints are referred to the Mediation Program. The types of complaints that are most often referred to mediation are those that allege lack of professionalism, neglect of duty, or discourtesy.

Complaints such as unauthorized use of force, unlawful search, and criminal allegations are ineligible for mediation and continue through the formal complaint investigation process by the PIB.

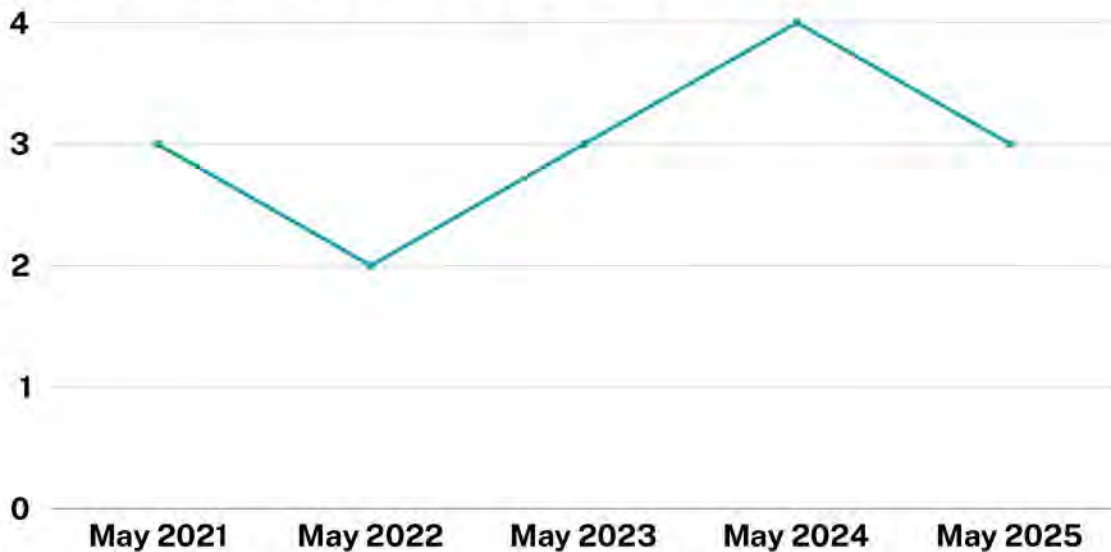
**Non-judgmental**  
**Confidential**  
**Voluntary**



**Mediation is:**

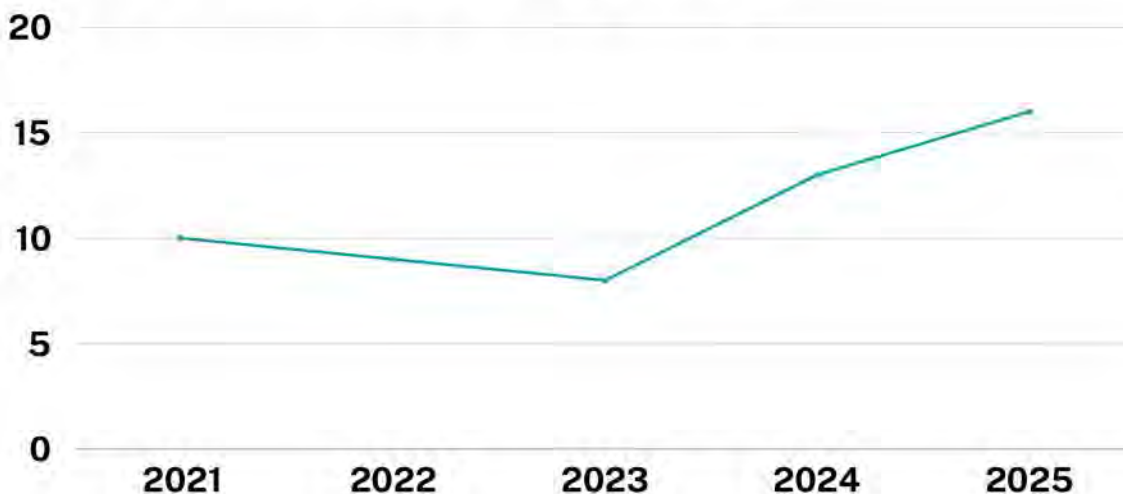
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are not judges. The mediators do not present their thoughts on the issue.
- ➔ It's about dialog, not forced resolutions. People are not forced to shake hands or make-up. The role of the mediators is to be neutral 3rd party facilitators. They will not pressure either participant to come to an agreement.
- ➔ An opportunity for the community member and the officer to be in charge of their own process and outcome. It will not be decided by an outside agency or person. It is outside of any punishment framework or the legal process. There is no appeal because mediation is voluntary.

**Mediations Held This Month  
2021, 2022, 2023, 2024, 2025**



**3**  
**Total  
Mediations  
Held this  
month**

**Mediations Held YTD In  
2021, 2022, 2023, 2024, 2025**



**16**  
**Total  
Mediations  
Held YTD**

# **Monthly Report of Ethics Trainer**



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# MAY 2025

# MONTHLY REPORT

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TRAINING DIVISION  
NEW ORLEANS ETHICS REVIEW BOARD





# MAY HIGHLIGHTS

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## ETHICS TRAINER CONFERENCE TRIP

In May, the ERB trainer was able to attend a four-day conference in Washington, D.C., thanks to the sponsorship of the Ethics Review Board.

This annual international conference is hosted by the Association for Talent Development, and the event brings training professionals together from around the world to network, share ideas, explore the latest learning technologies, and engage with other subject matter experts on all things adult learning.

One of the highlights was a sit-down with keynote speaker of the conference, Simone Biles, on opening day. The acclaimed gymnast provided valuable anecdotes and inspiration centered around “Breaking Traditional Ways of Training”. In addition to several more main stage speakers across the days, there was a wide array of professional development sessions from which to choose.

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# MAY HIGHLIGHTS, CONT.

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## ATD CONFERENCE PROFESSIONAL DEVELOPMENT LEARNING SESSIONS ATTENDED

Daily, the Ethics Trainer attended “community meetup” activities organized for both first-time attendees and trainers and facilitators. These casual gatherings provided opportunities to socialize and network with other professionals who occupy similar roles at their respective organizations.

A selection of professional development and EXPO sessions were attended, with a few of them listed below -

- *The Future of Talent Development, Advanced Technologies, and the Jetsons*
  - This session provided the attendees with insight into how training methodology is rapidly evolving to incorporate AI technology. Understanding how to use AI to individualize training and create learning pathways was one of the central focuses.
- *Beyond Engagement: 5 Techniques for Effective Learning*
  - This session offered practical solutions for incorporating storytelling methods to create more engaging learning.



# MAY HIGHLIGHTS, CONT.

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## ATD CONFERENCE PROFESSIONAL DEVELOPMENT LEARNING SESSIONS ATTENDED

- ***Harnessing the Science of Adult Learning and AI to Deliver Impactful Training***
  - Several learning and development subject matter experts gave talks in this session about building blended learning solutions that incorporate AI-driven content.
- ***The Role of Presenter vs Trainer vs Facilitator***
  - Balancing the distinct sets of skills that are required to effectively carry out the responsibilities within each role and how to instinctively switch between them to fit the setting was the primary focus of this session.
- ***Webcams On? How to Effectively Use Video in Virtual Events***
  - The facilitator of this session provided attendees with practical and creative solutions for hosting learning sessions via virtual environments. The Five Keys (ABCDE methodology) of webcam professionalism were discussed along with useful techniques to encourage participation by attendees in a virtual class.



## MAY HIGHLIGHTS, CONT.

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### ATD CONFERENCE PROFESSIONAL DEVELOPMENT LEARNING SESSIONS ATTENDED

*This conference was a valuable opportunity to connect with other like-minded professionals in the field, build and practice networking skills, obtain industry-specific literature and content and, most importantly, add new layers of education to an already established skill set.*

**Monthly Report of  
Executive  
Administrator**

## MEMORANDUM

To: Ethics Review Board  
City of New Orleans

From: Dane S. Ciolino  
Executive Administrator and General  
Counsel

Date: June 13, 2025

Re: *Monthly Report for May 2025*

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### I. COMPLAINTS AND REQUESTS FOR ADVISORY OPINIONS

The ERB received no new complaints since the last board meeting.

The ERB received one request for an advisory opinion. The draft response is attached for the ERB to discuss and consider.

### II. APPOINTMENTS TO ERB

The mayor's ERB appointee, Michael Bagneris, was confirmed by the City Council on April 24, 2025.

The Dillard ERB position remains unfilled (formerly Brooks).

### III. APPOINTMENTS TO QUALITY ASSURANCE REVIEW ADVISORY COMMITTEES

The mayor has taken no action to fill two vacancies on the QARACs for the OIPM and the OIG.

The council has taken no action to fill a vacancy on the QARAC for the OIPM.

**Item 1**

## MEMORANDUM

TO: Ethics Review Board

FROM: Dane. S. Ciolino

DATE: June 10, 2025

RE: Request for Advisory Opinion re Legislative Advocacy at New Orleans Health Department

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### I. ISSUE

May the City of New Orleans Health Department—or its staff in their official capacities—endorse or oppose specific state or federal legislation by: (1) using official letterhead or logo on an advocacy letter or (2) permitting classified or unclassified staff to give express support or opposition to legislation.

### II. ANSWER

No provision of the City of New Orleans Code of Ethics would prohibit this activity. However, you should consult with your department head, the Office of the Chief Administrative Officer, and the Office of the City Attorney regarding any other laws, policies, rules, or regulations that may prohibit this conduct.

### III. ANALYSIS

The [City of New Orleans Code of Ethics](#) is set forth in Municipal Code §§ 2-716 through 2-786. The Code “incorporates by reference” provisions of the Louisiana Code of Governmental Ethics, *see* [M.C. § 2-745](#), and contains one provision on “political activities”:

[Sec. 2-781](#). - Political activities.

With regard to employees in classified service, the provisions of section 4-1504 of the Charter and article 10, section 9 of the state constitution prohibit certain political activities.

Neither of the cross-referenced provisions of the City Charter or the Louisiana State Constitution prohibit the activity about which you have a concern.

Rather, these provisions define “political activity” to include *only*:

an effort to support or oppose the election of *a candidate* for political office or to support a *particular political party* in an election. The support of or opposition to issues involving bonded indebtedness, tax referenda, or constitutional amendments shall not be prohibited.

See [La. Const. Art. 10, sec. 9\(C\)](#) (emphasis added); [M.C. sec. 4-1504\(3\)](#) (same).

Further, the Louisiana Code of Governmental Ethics, particularly section 42:1118 bars public servants only from soliciting or receiving anything of economic value to aid in the passage or defeat of legislation. See [La. Rev. Stat. sec. 42:1118](#).

Finally, Louisiana Revised Statutes section 24:56F prohibits “state employees” from engaging in lobbying for or against legislative matters. See [La. Rev. Stat. sec. 24:56F](#). However, this provision does not apply to employees of local governments. See [La. Bd. of Ethics, Adv. Op. 2015-157 \(Apr. 20, 2015\)](#).

For further information provided by the Chief Administrative Office of the City of New Orleans, see “Restrictions on Political Activities by City Employees,” [CAO Pol. Mem. No. 111](#) (2006). For further information provided by the state civil service office relating to state employees, see [La. Civ. Serv. Gen’l Circ. No. 2024-042](#) (2024), and the state civil service website on “[Prohibited Political Activity](#).”