



CITY OF NEW ORLEANS ETHICS REVIEW BOARD

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

erb@nolaerb.gov

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

BOARD MEETING

Loyola University New Orleans College of Law, 526 Pine St., Room 308,
New Orleans, LA 70118

Monday, March 10, 2024, at 3:30 P.M.

AGENDA

1. Call to order.
2. Approval of the minutes of February 2024 board meeting.
3. Acceptance of written monthly report of the Office of Inspector General (no oral report).
4. Acceptance of written monthly report of the Office of the Independent Police Monitor (no oral report).
5. Acceptance of written monthly report of the Ethics Trainer (no oral report).
6. Acceptance of written monthly report of the General Counsel and Executive Administrator (no oral report).
7. Discussion and vote on reappointment of Inspector General Ed Michel.
 - a. Presentation by Ed Michel regarding reappointment (maximum of 15 minutes).
 - b. Public comments on Ed Michel reappointment (maximum of 45 minutes).
 - i. Each public speaker shall be limited to two (2) minutes per person, although the board chair may grant additional time for a speaker to respond to questions from the board.
 - ii. No person may cede time to another speaker.
 - iii. Each public speaker seeking to address the board orally shall personally complete and submit a comment card to the board's Executive Administrator. No person may reserve speaking time or submit a comment card on behalf of another, except on behalf of a person who is present in the meeting location but otherwise incapable of completing and submitting a comment card. All comment cards will be included in the minutes of the meeting.
 - iv. Public comments shall be heard in the order of their submission to the Executive Administrator.

- v. Upon request by a speaker, a “for-the-record” written statement will be included in the board meeting minutes if the speaker provides six (6) copies of the statement to the board’s Executive Administrator at the time the written statement is offered to the board. No written statements in excess of 5 pages will be accepted by the board.
 - vi. No audio or video presentations shall be allowed in connection with any public comment.
 - c. Discussion and vote by board.
- 8. Executive session pursuant to Louisiana Revised Statutes section 42:17(A)(4) to discuss investigative proceedings regarding allegations of misconduct, namely, ERB Complaint No. 2025-01.
- 9. Adjournment.

**Public Comment for Ethics Review Board
Consideration of Reappointment of OIG Ed Michel**

Name: _____

Organization (if any): _____

Comments: _____

Request to Speak During Meeting (circle one)?:

Yes, I would like to speak for a maximum of 2 minutes.

No, but I want my comments above in the minutes.

**Draft Minutes of
Previous Board
Meeting**



Ethics Review Board for the City of New Orleans

Board Meeting of February 10, 2024, at Robert E. Smith Branch, New Orleans Public Library, Canal Blvd., New Orleans, Louisiana

Minutes

1. *Call to Order.*
 - 1.1. The chair called the meeting to order at 3:36 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. Patrice Sentino
 - 1.2.2. ERB members absent:
 - 1.2.2.1. Sally Richardson
 - 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 in December 2024.

3. *Monthly Report of the Office of the Inspector General.*
 - 3.1. Ed Michel appeared on behalf of the Office of the Inspector General. He appeared with Mike Laughlin, general counsel for OIG.
 - 3.2. The board accepted Mr. Michel's monthly report (attached).
 - 3.3. Ms. Broyles reported on a recent investigation regarding saving the City \$2.5 million by "checking the math" on a contract with a contractor. The matter took little effort, but reaped large rewards.
 - 3.4. Mr. Michel discussed issues with the "low barrier" shelter for homeless people. The OIG will evaluate whether the city is adequately running the facility.
 - 3.5. Mr. Michel noted his office prepared a report for the federal NOPD monitor regarding whether there were any irregularities in the testing for promotions at NOPD.
 - 3.6. Mr. Michel noted that his office continues to work on "brass thefts" at S&WB to recoup money for the city. These thefts have caused hundreds of thousands of dollars in losses.
 - 3.7. Mr. Michel noted that his office has issued 17 formal reports, letters or investigations. His office has recovered many millions of dollars. His office has achieved a 739% return on the city's investment in the OIG.
4. *Monthly Report of the Office of Independent Police Monitor.*
 - 4.1. Ms. Sziment did not appear on behalf of the Office of the Independent Police Monitor. Kirshell Williams, DPM, appeared..
 - 4.2. The board accepted Ms. Sziment's monthly report (attached).
 - 4.3. Kirshell Williams, Deputy Police Monitor, delivered the report for the office.
 - 4.4. Stella Sziment was on call for the Bourbon Street terrorist attack. She was on scene most of the day.
 - 4.4.1. On scene, OIPM recommended a family gathering area but NOPD did not accept the recommendation. OIPM hopes this will be done for future events.
 - 4.4.2. OIPM has checked in with officers involved since then.
 - 4.5. The federal court has transitioned NOPD to the "sustainment period" under the consent decree. The city filed a late motion to terminate the consent decree, which was denied. The city is now appealing it.

- 4.5.1. The focus now shifts to NOPD to demonstrate that it can “do this on its own” without federal monitoring.
 - 4.5.2. The OIPM will now take on a greater role in interacting with the NOPD for audits to assure good police practices during the 2-year sustainment period.
- 4.6. The OIPM has issued its work plan for 2025 which is part of the submissions for today’s meeting.
- 4.7. The OIPM continues to promote its “Monitor’s Mike” podcast. This month it focused on crime survivors and the aftermath of the Bourbon Street terror attack.
- 4.8. Ms. Doucette asked why mediation numbers are “up.” The OIPM does not know, but suspects that NOPD has promoted mediation among its officers.
- 5. *Monthly Report of the Ethics Trainer*
 - 5.1. Jordy Stiggs attended the meeting and presented his monthly report.
 - 5.2. The board accepted Mr. Stiggs’s monthly report (attached).
 - 5.3. Mr. Stiggs reported that 548 people attended his ethics training classes during 2024. He thanked the HR managers for facilitating these sessions.
 - 5.4. Mr. Stiggs is now regularly presenting to city employees who are eligible for promotions.
 - 5.5. Mr. Stiggs will be going to the training conference he missed last year.
- 6. *Report of the Executive Administrator and General Counsel.*
 - 6.1. Mr. Ciolino presented his monthly report (attached).
 - 6.2. Mr. Ciolino reported that there have received no complaints since the last board meeting.
 - 6.3. Mr. Ciolino reported that one ERB position (Dillard) must be filled. The mayor’s office is working on this and has received nominations. The mayor’s office is also filling the “at large” position vacated by Tyrone Jefferson.
 - 6.4. Mr. Ciolino reported that four (4) Council and Mayoral appointments remain unfilled on QARACs for the IG and the IPM.

7. *Executive Session*

- 7.1. After a motion, duly seconded, the board voted unanimously to go into executive session at 4:03 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. 2024-04, 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.
- 7.2. After a motion, duly seconded, the board voted unanimously to return to general session at 4:44 p.m.

8. *Resolution of Complaint 2024-04*

- 8.1. The OIG investigated Complaint 2024-04 after referral from the ERB during the December board meeting. Mr. Michel reported in executive session regarding the findings of his office's investigation.
- 8.2. After a motion, duly seconded, the board voted unanimously to dismiss ERB Complaint 2024-04. The board dismissed the complaint for lack of a factual basis for the allegations of nepotism within NORD.

9. *Discussion of Appointment or Reappointment of Inspector General*

- 9.1. After discussion, the board asked Ms. Broussard to put on the agenda for next meeting "Reappointment of Ed Michel as Inspector General." There will be no other items on the agenda.

10. *Discussion of Locations of Future Meetings*

- 10.1. Mr. Ciolino will check with City Hall regarding availability of council chambers.
- 10.2. Mr. Ciolino will consult with Ms. Broussard on this.

11. *Adjournment.*

- 11.1. A motion was made to adjourn the ERB meeting.
- 11.2. The motion was seconded.
- 11.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 4:53 p.m.

* END *

Monthly Report of OIG

MONTHLY REPORT

FEBRUARY 2025



OIG

**NEW ORLEANS
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



2,030

Number of registered X followers

ADMINISTRATION

The Office Manager is responsible for the following:

- Human Resources
 - Coordinating the hiring process
 - Intern Program
- Finance
 - Managing and refining the OIG budget
- Procurement Process
 - Communicating with OIG vendors
 - Processing requisitions to create purchase orders
 - Overseeing the timely payment of OIG expenditures
- Operations
 - Coordinating with the OIG's landlord and various City departments on administrative matters

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

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

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:

- Safety and Permits Third Party Contractors
- NOAB Contract Audit
- EMS Response Time
- City Oversight of Funds to External Agencies Audit
- New Orleans Recreation Department Audit

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 ¹	Anticipated ² Completion Date
Safety and Permits Third Party Contractors	IG Review	Ongoing
Summary of Objectives: The purpose of the audit is to determine the adequacy of S&P policies and procedures related to Third Party Inspections and verify that residential inspections performed by Third Party Inspectors were in compliance with those policies and procedures.		
NOAB Contract Audit	Fieldwork	Ongoing
Summary of Objectives: 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	Planning	Ongoing
Summary of Objectives: 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.		
City Oversight of Funds to External Agencies	Complete	March 10, 2025
Summary of Objectives: This project will be to determine the adequacy of City of New Orleans policies and procedures related to oversight of City funds distributed to outside agencies and to verify if the City of New Orleans complied with existing policies and procedures.		
New Orleans Recreation Department Capital Projects Expenditures	Pre-Planning	Ongoing
Summary of Objectives: The objective of the audit is to determine whether NORD spent funds for capital projects in accordance with policy and best practices.		

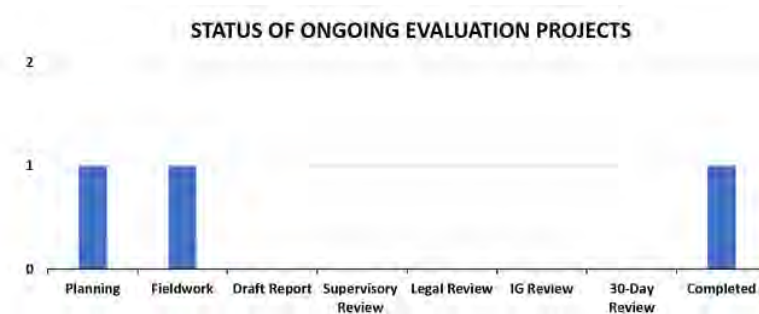
Footnotes:

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:

- NOPD LIBRS Compliance
- City Emergency Contracts Process
- City Low-Barrier Homeless Shelter

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 ¹	Anticipated ² Completion Date
NOPD LIBRS Compliance	Completed	Released Feb. 20, 2025

Summary of Objectives: The purpose of the evaluation is to assess the NOPD's efforts to meet state and federal crime reporting requirements and the potential effect of non-compliance on NOPD grant funding.

City Emergency Contracts Process	Fieldwork	Ongoing
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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.

City Low-Barrier Homeless Shelter	Planning	Ongoing
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Summary of Objectives: The purpose of this evaluation is to determine whether the City has dedicated sufficient resources and has adequate oversight over the shelter vendor to ensure the facility is managed accordance to best practices.

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

ADMINISTRATIVE INVESTIGATIONS (FEBRUARY HIGHLIGHTS)

Progress of Department of Safety and Permits (DSP) Initiative

Interviews with Department of Safety and Permits (DSP) personnel are complete, and analysis of data collected is ongoing as the OIG's DSP Initiative continues to progress. This joint initiative with the 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.

Investigation into allegations involving New Orleans Police Department (NOPD)'s promotional process has concluded

The OIG's investigation into this matter has concluded. The final report is in the drafting stage.

Former NOPD Sergeant sentenced following federal wire fraud conviction

Former New Orleans Police Department (NOPD) Sgt. **Todd F. Morrell** was sentenced Feb. 25 to five years of probation, eight months of home confinement, 150 hours of community service, a \$5,000 fine, and payment of a mandatory \$600 special assessment fee after he pleaded guilty in November to six counts of wire fraud. Morrell's conviction stems from a multi-year scheme to defraud the NOPD and the New Orleans Fair Grounds, which paid him to provide off-duty police details. A restitution hearing is set for April 29, 2025.

Third-party inspector set for trial in October 2025

The Investigation Division continues to assist federal prosecutors in the case against former third-party inspector **Randy A. Farrell Sr.** and his companies. The investigation led to the September 2024 indictment of Farrell on 25 federal counts of conspiracy and fraud. In December 2024, the Louisiana State Licensing Board for Contractors (LSLBC) disqualified Farrell and his company, Global Technical Solutions LLC, from operating as licensed contractors. Farrell's trial is set for Oct. 20, 2025. An indictment is merely a charge and the guilt of the defendant must be proven beyond a reasonable doubt.

INVESTIGATION DIVISION

ADMINISTRATIVE INVESTIGATIONS (FEBRUARY HIGHLIGHTS CONTINUED)

Other ongoing investigations:

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

Augustine, a former New Orleans S&WB 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.

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' trial date has been moved to April 28, 2025, after new counsel took over his defense in January.

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

Brass and copper thefts from New Orleans Sewerage and Water Board

OIG investigators continue to collaborate with the Louisiana State Police's Troop NOLA and the New Orleans Sewerage and Water Board's (S&WB) Security Department to investigate brass and copper thefts. A former S&WB employee was arrested by Louisiana State Police's Troop NOLA on Dec. 27, 2024.

2025 BUDGET

Total 2025 Appropriation \$ 4,488,636

Expenditures	Spent YTD
Personnel	\$ 510,950
Operating	\$ 48,202
Total	\$ 559,152
Remaining Balance	\$ 3,929,484

SOCIAL MEDIA

Facebook: @NewOrleansOIG



New Orleans Office of Inspector General ...

Posted by Instagram

Feb 6 · 🌐

Thank you to [Empower You NOLA](#) for visiting the OIG and engaging in an impactful conversation. Community involvement is vital to achieving our mission to identify and mitigate fraud, waste, abuse, and corruption in City government.

If your organization would like a briefing on the mission, role, and initiatives of the OIG, please visit our website and request a visit!

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

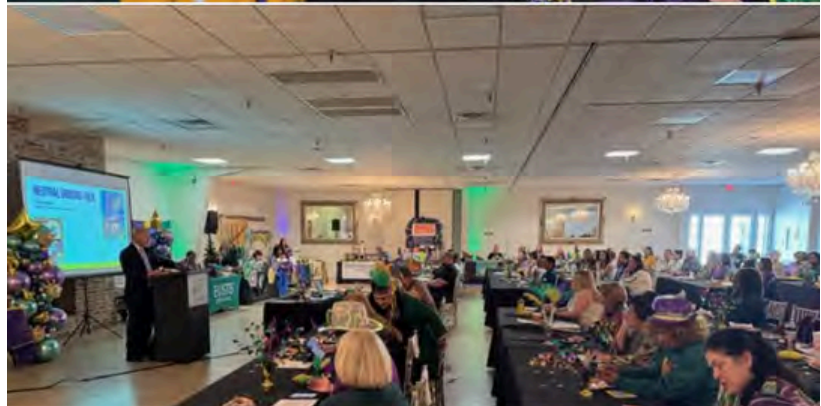


New Orleans Office of Inspector General

Published by Edward Michel

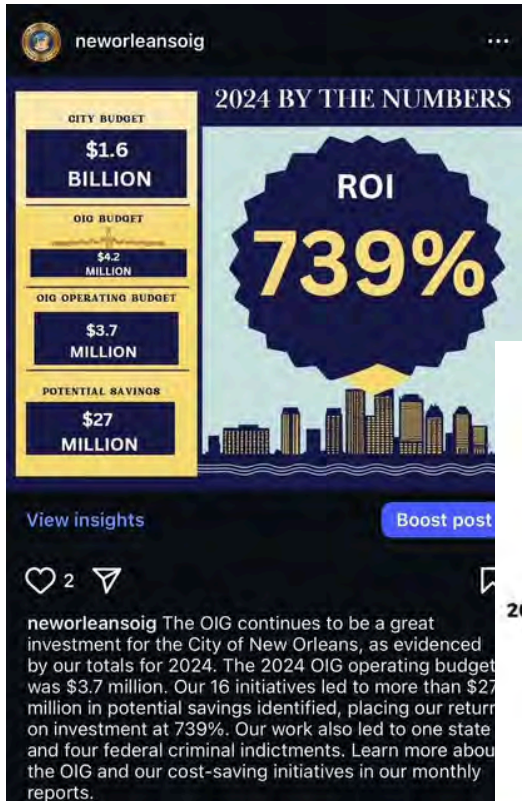
February 3 at 3:51 PM · 🌐

Thank you to the [Mortgage Lenders Association - Greater New Orleans Chapter](#) (GNOMLA) for inviting Inspector General Ed Michel to speak at today's Mardi Gras-themed continuing education event. IG Michel spoke on current OIG initiatives.



SOCIAL MEDIA

Instagram: @NewOrleansOIG



2024 OIG BUDGET

Total 2024 Appropriation \$ 4,184,733

Expenditures	Spent YTD
Personnel	\$ 2,966,713
Operating	\$ 706,581
Total	\$ 3,673,294
Remaining Balance	\$ 511,434

2024 POTENTIAL SAVINGS IDENTIFIED (PSI)

PSI	\$27,151,956
OIG Cost	\$3,673,294
Return on Investment	739%

View insights Boost post

neworleansoig Our latest monthly report is out, with totals from last year showing the OIG continues to be a great investment for the City. The 2024 OIG operating budget was \$3.7 million. Our 16 initiatives led to more than \$27 million in potential savings identified, placing our return on investment at 739%. Our work also led to one state and four federal criminal indictments. Find out more in our 2024 Annual Report, to be released March 31.

OIG NEW ORLEANS OFFICE OF INSPECTOR GENERAL
Edward Michel, CIG
Inspector General

February 29, 2025.

Anne Kirkpatrick, Superintendent of Police
New Orleans Police Department
715 South Broad Street
New Orleans, LA 70119

Re: NOPD LIBRS Certification

Dear Superintendent Kirkpatrick:

The Office of Inspector General (OIG) is authorized to comment on "rules, regulations, policies, procedures, and transactions" for the purpose of preventing fraud, waste, and abuse, or promoting efficient and effective government.¹ The OIG recently conducted an evaluation of the Orleans Parish Communication District's contract for Hexagon OnCall Records (Hexagon).² While researching the Hexagon contract, the OIG became aware that the New Orleans Police Department (NOPD) was potentially ineligible to receive grants administered by the Louisiana Commission on Law Enforcement (LCLE) due to failure to report accurate crime statistics through the Louisiana Incident Based Crime Reporting System (LIBRS).³ This letter addresses the potential implications of the NOPD's lack of LIBRS certification.

View insights Boost post

neworleansoig The OIG today released a public letter finding the New Orleans Police Department (NOPD)'s failure to report accurate crime statistics in accordance with state law has cost the City and its nonprofit partners at least \$1.1 million, including grant money used to support crime victims.

Due to the timing and frequency of crime-statistic reporting, the NOPD's failure to comply with reporting requirements will continue to affect the amount of federal grant funding available to local organizations until at least the year 2031.

SOCIAL MEDIA

X: @NOLAOIG



Monthly Report of OIPM

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT

February 2025



Above, the IPM talks to NOPD and LSP officers stationed at the Emergency Operations Command (EOC) during Super Bowl weekend.

Transparency. Accountability. Respect.

LETTER TO THE COMMUNITY

Dear New Orleans Community,

From the Super Bowl to Mardi Gras, New Orleans has experienced two SEAR 1 events in one month and the Office of the Independent Police Monitor was busy.

First, an update on the **Bourbon Street terrorism attack**, in January, the OIPM reported that 120 officers who were working the French Quarter are going through debriefings and receiving support to cope with the trauma of that day through the Officer Assistance Program. I want to update that number. It is my understanding that as of now, **168 officers have participated in 23 debriefings, there have been countless one on ones with people who have reached out for help**, and there was a Captain present - Captain Watson - at every debriefing to communicate rank's support to the officers and the importance of the debriefings. The OIPM thanks Captain Watson and the whole Officer Assistance Program (OAP) team for their work supporting these officers. **If you or someone you know think you may need assistance after the NYE attack, please call (504) 355-0846 to reach the Hub Family Assistance Center. You can access wraparound free trauma recovery care from Seeds of NOLA at (504) 702-4335.** Please visit crimesurvivorsnola.org for more information.

This month, the Super Bowl and Mardi Gras was in full swing. The OIPM continued to monitor the interactions between the NOPD and the multiple other law enforcement agencies in the city as they provided public safety services in the French Quarter for the Super Bowl and on parade routes and the 8th District for Mardi Gras. The OIPM participated in public safety walks, "walking the beat," with leadership during both the Super Bowl and Mardi Gras. During these walks, the OIPM monitored how NOPD leadership identifies safety risks, checks police coverage, engages with the community, and looks for potential quality of life challenges such as traffic flow. The OIPM also went to the Real Time Crime Camera Center (RTCC) and the Emergency Operations Command (EOC) to see how partner agencies and city departments work together to ensure public safety from a centralized locations. The OIPM is always seeking feedback from the public so please let us know how you think the NOPD performed during the Super Bowl and this Carnival Season - the positive and the negative. All feedback is constructive and informative so let us know. **We thank everyone in the community who tagged the OIPM in videos and photos of officer interactions that you wanted us to review.**

Days before the Super Bowl, there was an Officer Involved Shooting (OIS) that the OIPM responded to and monitored. The OIPM notes that the NOPD released all footage from the incident to the public without delay and the matter is under investigation for any force used.

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

Thank you, *Stella Ciment*



Above is the OIPM post explaining the new leadership chain of command with the promotion of the Majors.

Below, Christian Jamal, OIPM Force and Misconduct Specialist, discusses a case with the NOPD attorney at the Serious Misconduct Review Advisory Board.



ACHIEVEMENTS, UPDATES, & WORK

Monitoring Super Bowl

In February, the city of New Orleans hosted the Super Bowl and the NOPD worked in conjunction with federal, state, and local partners and law enforcement to ensure public safety - while the OIPM monitored and informed the public of all related law enforcement actions being taken.

During Super Bowl weekend, the IPM joined a Deputy Chief and some sergeants to "walk the beat" in the 8th District to monitor and observe the safety protocols put into place. The IPM watched the operations of the checkpoints around Bourbon Street, then checked in with 8th District leadership at the station. Next, the IPM went to the Real Time Crime Camera Center (RTCC) to watch how the NOPD's operations were being implemented via hundreds of camera angles. Afterwards, the IPM went to the Emergency Operations Command (EOC) to speak with the Louisiana State Trooper and NOPD officer assigned to the EOC.

As a note, this officer assigned at the EOC was able to also observe the Officer Involved Shooting (OIS) from the night before during which a sergeant was struck by a car and ensure the video footage of the event was quickly pulled for the subsequent Force Investigation Team investigation.

The IPM did not observe any arrests in progress, but learned later that over the Super Bowl weekend there was minimal crime and arrests:

- Thirteen (13) people were arrested on weapon charges. Ten (10) for illegally carrying while in an Alcohol Beverage Outlet (ABO). Six (6) of those arrests were within the French Quarter
- Seven (7) crimes occurred against persons
- There were sixty (60) property crimes and forty (40) of those were for theft.



Above the IPM observes the checkpoints and blockades at the entrance of Bourbon.

Below, Sergeant Jenkins bumps fists with the National Guard at one of the French Quarter checkpoints.



OIPM's Community-Police Mediation Program Awarded an AmeriCorp Fellow for 2025 - 2026 Service Year



In February, the OIPM learned that we were approved as a site for an AmeriCorp Fellowship and we will be awarded an AmeriCorp fellow for the 2025-2026 year. This AmeriCorp service year is coordinated in conjunction with our partners at the Community Mediation National Corps. Our selected fellow will be trained in Maryland by the Community Mediation National Corps before being assigned to our host site for the service year. We look forward to hosting this fellow for the service year and continuing to grow our Community-Police Mediation Program! This fellow will assist with the pilot program for the Community-Based Mediation and furthering the Post-Investigation Mediation that the OIPM formally started in 2024.

ACHIEVEMENTS, UPDATES, & WORK

NOPD Promotions

On Friday, February 7th, U.S. District Judge Susie Morgan issued an order affirming the integrity of the NOPD's promotional examination process. This order was issued after the completion of multiple investigations into the allegations of cheating or bias during the promotional process and all of which found there was no bias, cheating, or other wrongdoing present. The OIPM monitored the different phases of the scoring of the candidates for promotion, both by the Deputy Chiefs and by the outside assessors brought into the department to reevaluate and score the candidates, and did not observe any deviations from policy or any wrongdoing.

With this, Kirkpatrick said, the promotions process will move forward.

- Promoted from Chief Deputy Superintendent to Assistant Superintendent - Hans Ganthier
- Promoted from Captain to Major - Precious Banks, Lejon Roberts
- Promoted from Lieutenant to Captain - Rebecca Gubert, Samuel Palumbo Jr.
- Promoted from Sergeant to Lieutenant - Michael Guasco, Thaddeus Murray
- Promoted from Senior Police Officer to Sergeant - Marylou Agustin, Tanisha Sykes-Smith, Michael Haynes, Jesse Roger

These newly promoted officers' new assignments will be announced in the coming days.

In addition, Superintendent Kirkpatrick announced the following appointments regarding NOPD executive leadership:

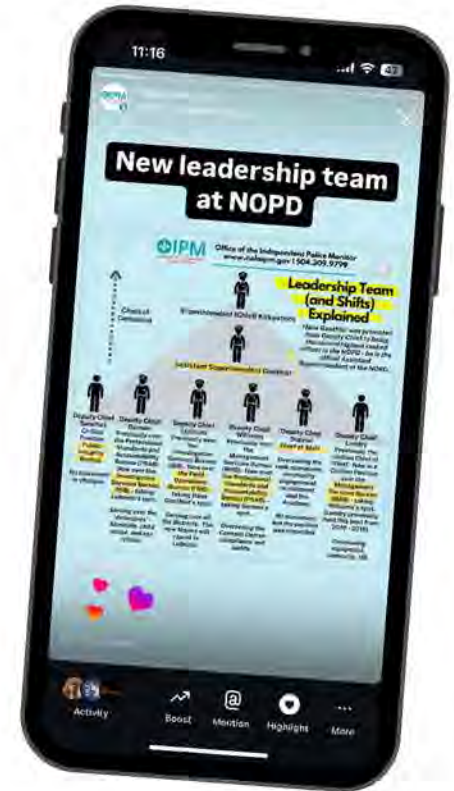
- Deputy Superintendent Ryan Lubrano will assume command over the Field Operations Bureau
- Deputy Superintendent Nicholas Gernon will assume command over the Investigation and Support Bureau
- Deputy Superintendent Jonette Williams will assume command over the Professional Services and Accountability Bureau
- Stephanie Landry will move into the role of Deputy Superintendent over the Management Services Bureau

The OIPM attended the promotional ceremony for these newly promoted officers and congratulates all these leaders of the department on their new positions. The OIPM looks forward to working with these officers in their new positions moving forward.

OIPM Contracts Before City Council

On February 11, 2025, the OIPM appeared before the City Council Criminal Justice Committee to address two contracts that were before the Council for approval. One contract was for the OIPM's General Counsel: Sharonda Williams. The second contract was for an OIPM contractor who provides case review services and serves on the on-call schedule: Katherine Crouch.

After statements from the IPM, the Council immediately approved the contract for Katherine Crouch to continue to serve on the OIPM on call schedule and provide review services; but took the contract for Sharonda Williams under advisement. The OIPM believes this contract will be approved in the coming month after the Council received a letter from Sharonda Williams clarifying misinformation regarding potential conflicts in her representation of the OIPM and other entities potentially in litigation with the city.



Above is an infographic the OIPM designed explaining how the promoted officers will now appear in the chain of command within the police department.



ACHIEVEMENTS, UPDATES, & WORK

February on the Monitor's Mic

This month on the Monitor's Mic, the OIPM interviewed an interesting cross-section of guests from the courtrooms to brass bands to the police districts.

These conversations gave us the chance to dive into important issues in our community, such as the connection between culture and policing and the criminal legal system. The talks not only informed the public but also allowed experts and community leaders to share their thoughts and work toward making society fairer and stronger.

We were joined by **Ethan Ellestad** and **Danovan Calhoun-Bettis** from the **Music and Cultural Coalition of New Orleans (MaCCNO)**, who led an insightful discussion about how police and performers interact in the French Quarter. They explored how policing, laws, and policies affect the city's lively music and cultural scene. The conversation also highlighted the important work MaCCNO does to support local musicians and performers and the need to protect New Orleans' unique cultural traditions.

The **Honorable Marcus DeLarge** of **Section K, Criminal District Court**, provided a clear explanation of the criminal legal system and policing in New Orleans from a judge's perspective. Judge DeLarge talked about what judges can and can't do and their key role in holding police officers accountable. He also emphasized the importance of community involvement, especially by serving on juries, to help make the justice system stronger.

The next week, representatives from **Citizen's Organization for Police Support of the 8th District (COPS8)**, **BB St. Roman** and **Jessica Dietz** joined us. Jessica and BB explained the importance of community-based efforts to support the police department and the impact that these organizations can have on the police and, by extension, public safety. It was informative to learn how citizens can help the 8th District and the Mounted Police Unit through hot meals, funding for equipment and training opportunities, and appreciation.

Sarah Omojola, the **Director of Vera Louisiana**, came on the Monitor's Mic for a very informative conversation about how crime and violence follow disinvestment in our communities. Sarah explained the important initiatives and data analysis the Vera Institute has done around gun crime and 911 calls. She discussed the new initiatives that Vera helped get off the ground with the NOPD including the Mobile Social Worker program for crisis intervention to the Law Enforcement Assisted Diversion (LEAD) program. She discussed how it's the public - working together - that prevents crime and the power of collaboration with stakeholders and partners, including law enforcement, to create healthy, thriving, and safe communities for all.

We encourage you to keep tuning in, as we have some exciting guests lined in March that you won't want to miss!

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/>

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

THE MONITOR'S MIC

Where we talk oversight, policing, and you

Guests of the Week:
Ethan Ellestad,
Executive Director
Music and Culture Coalition of
New Orleans (MaCCNO)
&
Danovan Calhoun-Bettis,
Director of Engagement &
Partnerships
Music and Culture Coalition of
New Orleans (MaCCNO)

This week we will be discussing
policing strategy affecting musicians
and performers in New Orleans.

A call in talk radio show
WBOK 1230 AM
Airing Fridays at Noon

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

THE MONITOR'S MIC

Where we talk oversight, policing, and you

Guest of the Week:
Judge Marcus O. DeLarge
Section K,
Criminal District Court

All RISE, the Honorable Marcus DeLarge is
joining onto the Monitor's Mic and the show
will be in session! Tune in this Friday to
learn from this experienced criminal district
judge as he discusses his perspective from
the bench of the NOPD and policing in and
out of the courtroom.

A call in talk radio
show
WBOK 1230 AM
Airing Fridays at
Noon

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THE MONITOR'S MIC

Where we talk oversight, policing, and you

Guest of the Week:
Jessica Dietz,
President of Cops8, Inc.

Tune in to learn more about non-profit
dedicated to supporting public safety and
police in the NOPD's Mounted Unit and the
8th District (French Quarter and Marigny).

A call in talk radio
show
WBOK 1230 AM
Airing Fridays at
Noon

OIPM Office of the Independent Police Monitor
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THE MONITOR'S MIC

Where we talk oversight, policing, and you

Guest of the Week:
Sarah Omojola
Vera Institute of Justice

Tune in this Friday for a jam-packed
show with Sarah Omojola of the Vera
Institute. We're going to talk police,
community, children's rights,
incarceration, data, and ballot measures.
You won't want to miss it!

A call in talk radio
show
WBOK 1230 AM
Airing Fridays at
Noon

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	11	26	22	8	9	9	11	4	4	11.63
Police Complaint Count	0	0	0	0	0	0	0	4	1	0.63
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	4	6	3	1	7	2	0	0	0	2.38
Community Liaison Count	1	2	7	3	3	16	5	1	3	5.00
Case Monitoring Count	2	0	2	4	1	6	0	2	3	2.25
Case Review Count	0	0	0	1	0	0	1	0	0	0.25
Contact Only Count	12	15	13	6	1	3	3	0	2	5.38
Disciplinary Hearing Count	7	2	7	7	3	3	4	9	9	5.50
Critical Incident Count	3	2	1	3	1	3	2	0	5	2.13
Firearm Discharge Count	2	2	1	4	1	3	2	0	2	1.88
Lvl 4 Non-Critical	0	3	3	4	1	3	0	0	0	1.75
Force Monitoring *	1	0	1	0	0	0	0	0	0	0.13
Mediation Count	5	0	0	0	3	5	2	0	4	1.75
Commendation Count	1	0	0	0	0	0	0	0	0	0.00
Grand Total	49	58	60	41	30	53	30	20	33	41

	Feb 2025	Feb 2024	Feb 2023	Feb 2022	Feb 2021	Feb 2020	Feb 2019	Feb 2018	Feb 2017	2017-2024 Average
Citizen Complaint Count	7	16	13	5	3	4	7	1	2	6.38
Police Complaint Count	0	0	0	0	0	0	0	2	1	0.38
Civilian w/in NOPD	0	0	0	0	0	0				0.00
Anonymous Complaint	1	2	3	1	6	1				2.60
Community Liaison Count	1	2	3	1	1	9	2	0	1	2.38
Case Monitoring Count	0	0	1	4	0	1	0	1	1	1.00
Case Review Count	0	0	0	1	0	0	0	0	0	0.13
Contact Only Count	5	11	9	3	0	0	3	0	0	3.25
Disciplinary Hearing Count	1	2	3	7	0	3	2	7	4	3.50
Critical Incident Count	1	0	0	2	1	0	1	0	2	0.75
Firearm Discharge Count	1	0	0	4	1	0	1	0	1	0.88
Lvl 4 Non-Critical Count	0	0	0	2	1	2				1.00
Force Monitoring *	0	0	1							0.50
Mediation Count	4	0	0	0	2	2	2	0	2	1.00
Commendation Count	1	0	0	0	0	0	0			0.00
Grand Total	22	33	33	30	15	22	18	11	14	22.00

*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
2025 Total OIPM Budget	\$1,305,785.00
2025 Total OIPM Budget	\$1,305,785.00
Amounts Spent to Date:	\$238,605.65
Unexpended funds	\$1,067,179.35

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 - February



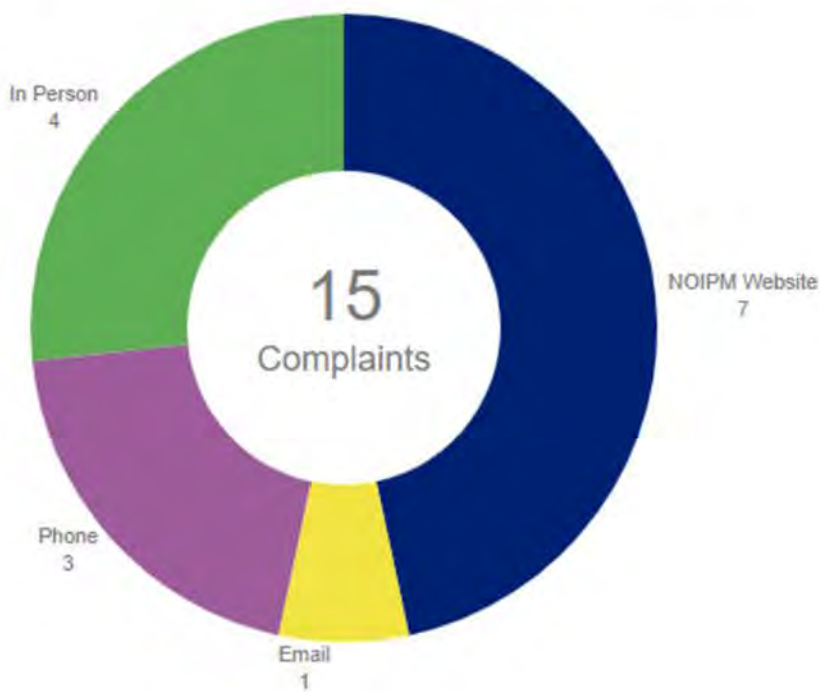
8

**Total Complaints
Received this
month**

15

**Total Complaints
Received This
Year**

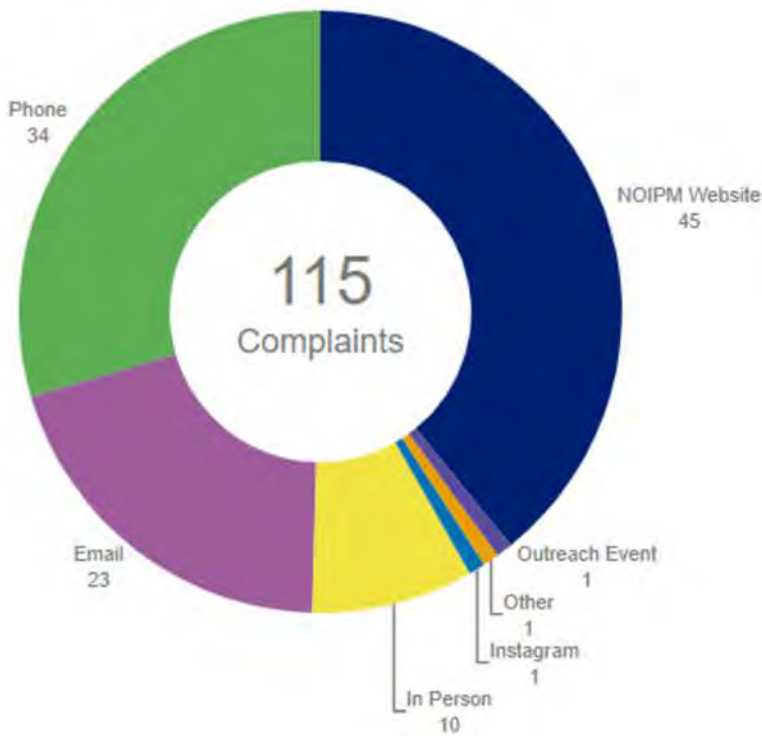
Complaint Intake Source - 2025



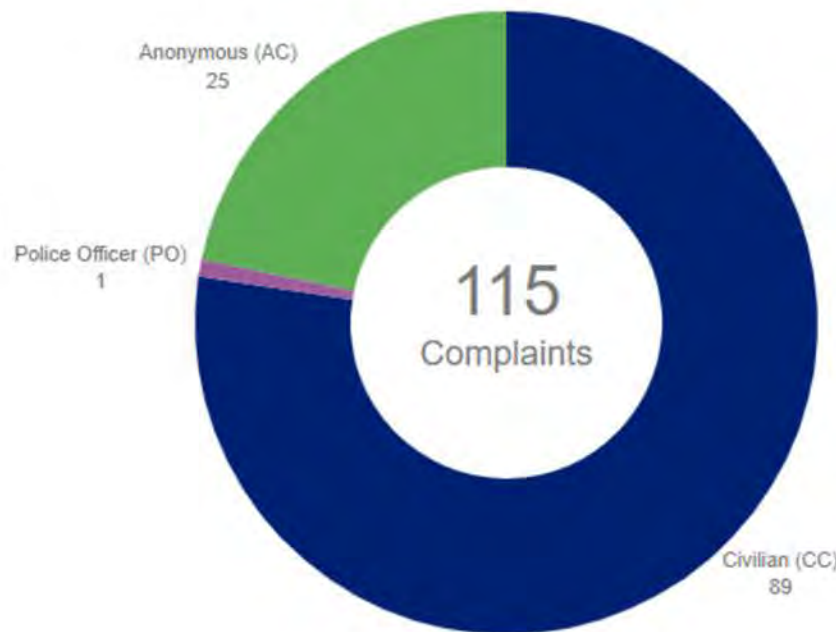
Complainant Type - 2025



Complaint Intake Source - Past 12 Months

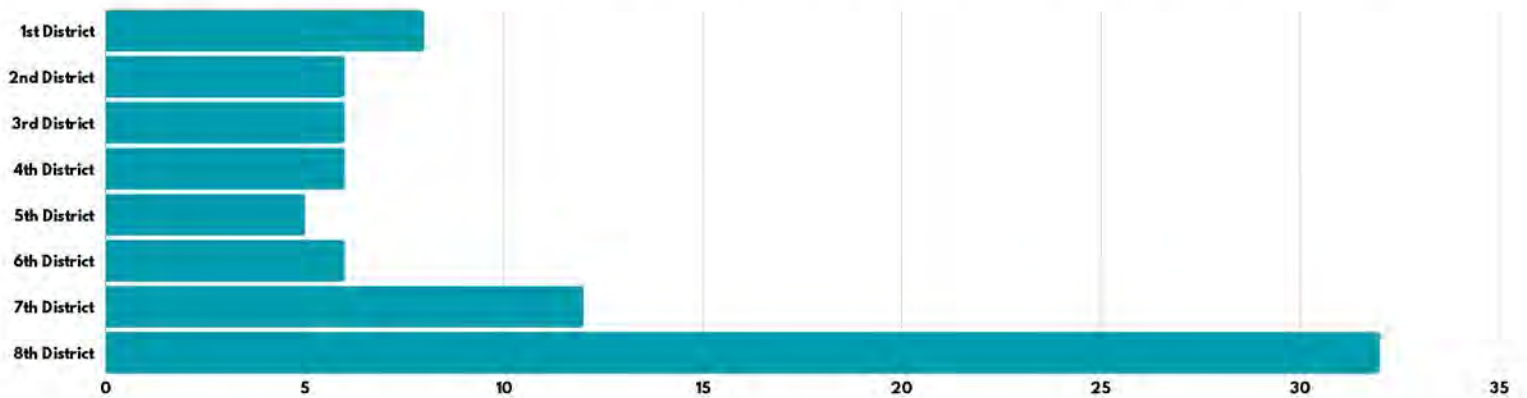


Complainant Type - Past 12 Months

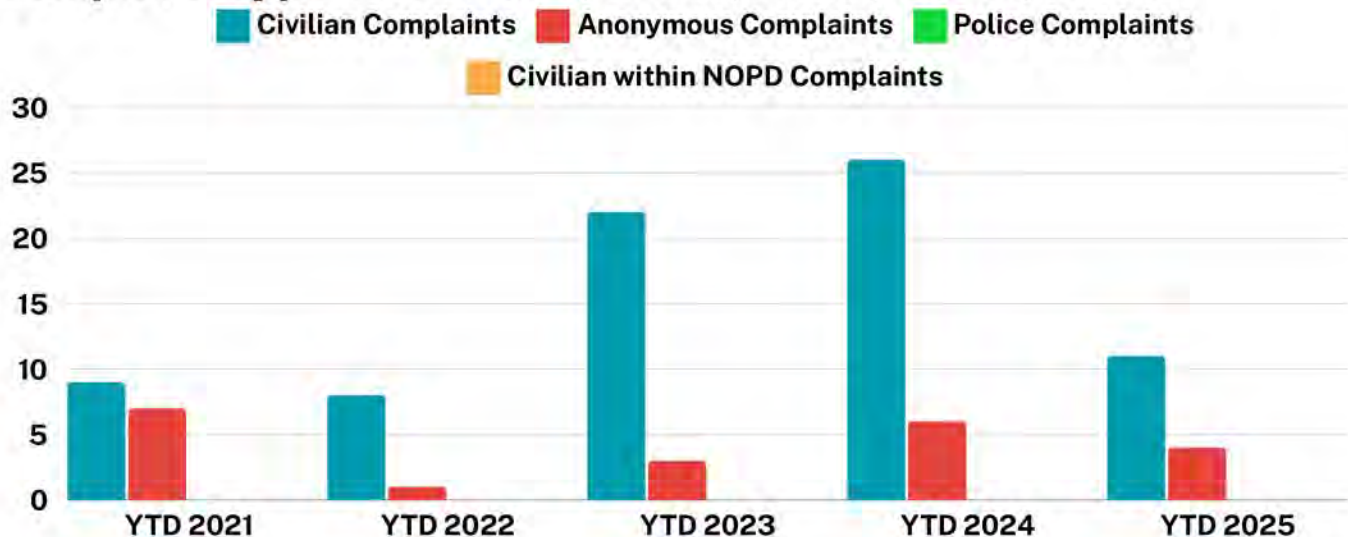


Districts - Past 12 Months

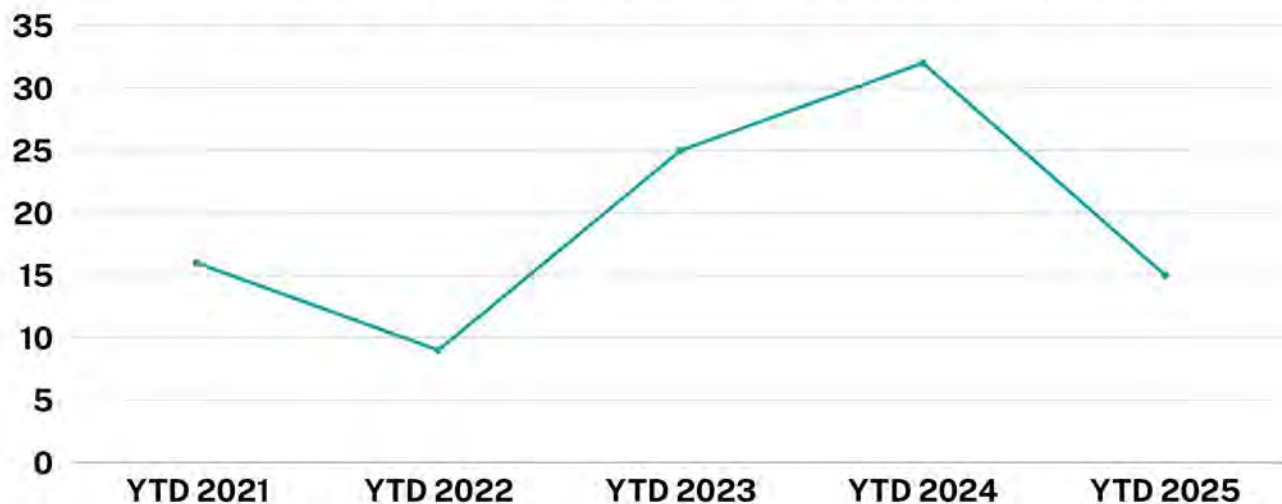
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

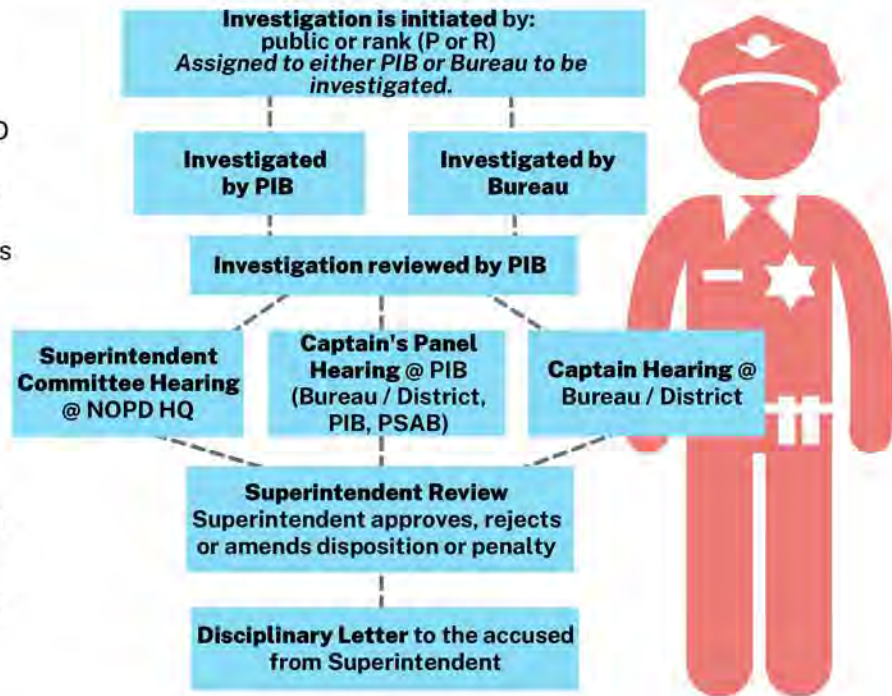


Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



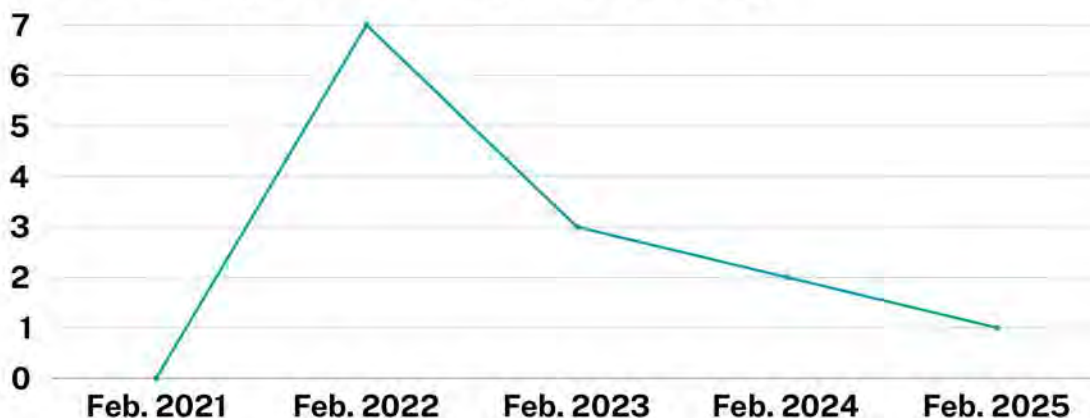
DISCIPLINARY PROCEEDINGS

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 - February



1

**Total
Disciplinary
Cases 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

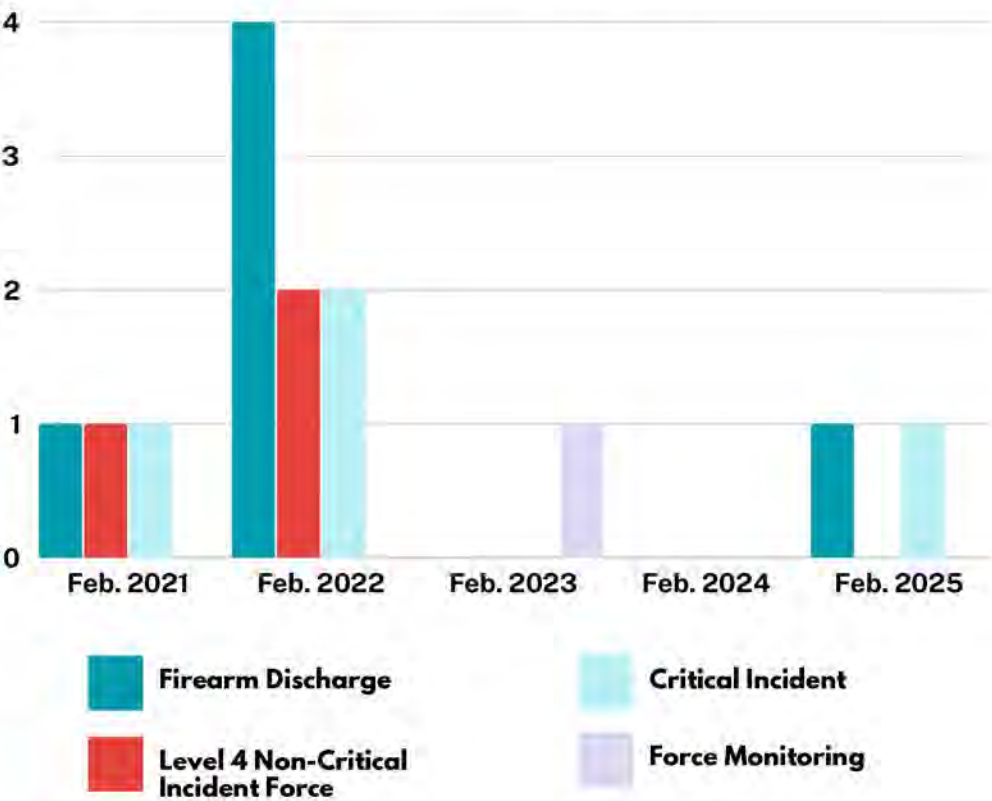


Use of Force Work

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



1
Firearm Discharge this Month

1
Critical Incidents this Month

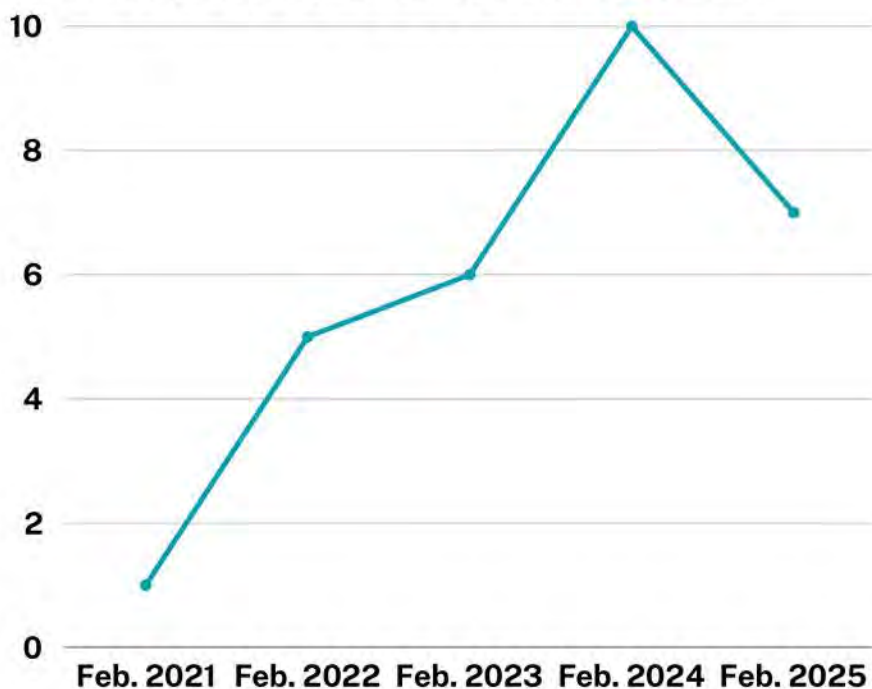
0
Level 4 Non-Critical Use of Force this Month

0
Additional Force Monitoring this Month

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 - February 2021, 2022, 2023, 2024, 2025



7

**Total Outreach
Events this
Month**



Chief Kirkpatrick congratulates
newly promoted Major Banks
& Roberts



NOUF February Public Forum

Outreach Events

- Times Picayune Interview / OIS
- Criminal Justice Committee Meeting
- NOPD Promotion Ceremony
- Hops & Cops
- New Orleans United Front Public Forum
- Public Safety Walk-Through & Monitoring for Mardi Gras w/ Law Enforcement Leadership
- Mediation brochures printed for community and NOPD outreach



IPM Stella Cziment w/ Sheriff
Hutson and Deputy Chief Lubrano
at Public Safety Walk-Through

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 - February



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.

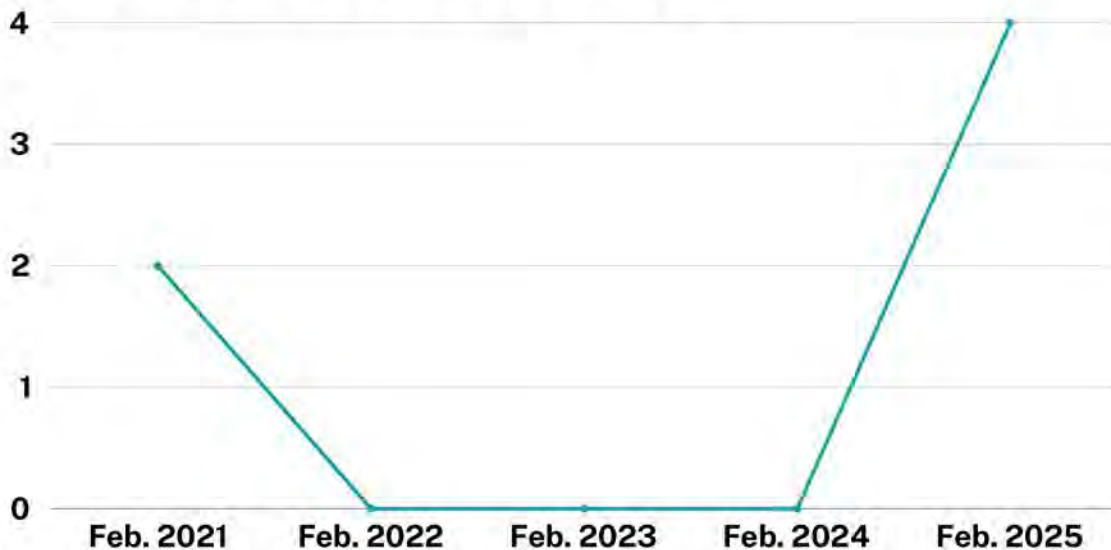
Non-judgmental
Confidential
Voluntary



Mediation is:

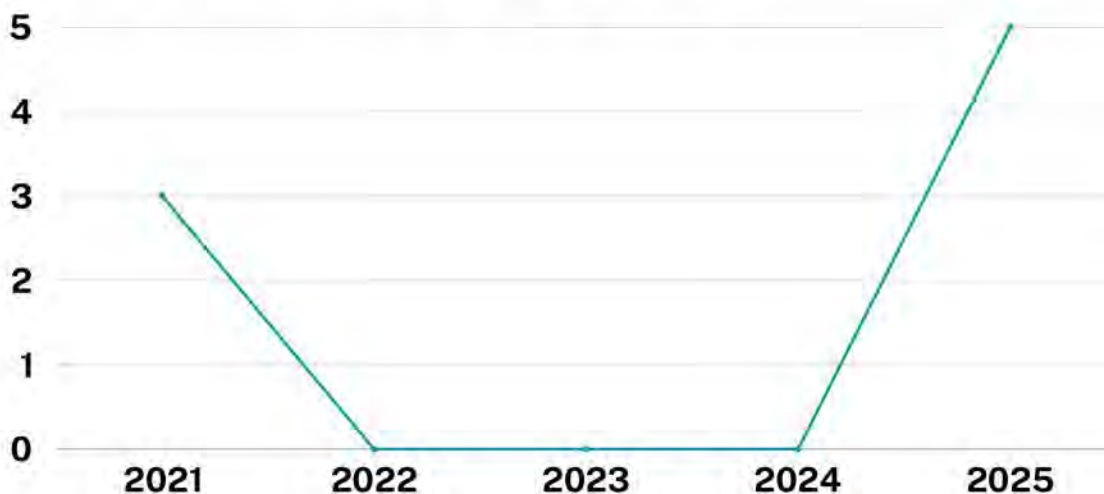
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are 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**



4
**Total
Mediations
Held this
month**

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



5
**Total
Mediations
Held YTD**

CONSENT DECREE & OVERSIGHT BACKGROUND

The OIPM is providing the following information in our monthly reports as a way to keep our partners and the public informed of the role of oversight, the policing history that led to the creation of the Consent Decree, and the differences between different types of oversight.

The OIPM wants to use every opportunity available to share valuable information and historical context to our work so everyone working towards the goal of accountability, transparency, and police oversight can be equipped, informed, and engaged.

Over the year, the OIPM may add to this section additional resources and information that we assess as helpful and empowering.



LEGAL JURISDICTION; OBLIGATIONS OF THE OIPM OFFICE AND STAFF

The OIPM operates under three core legal documents that guide the scope of local oversight and the jurisdiction of our work. Additionally, below are overviews of other ordinances that affect our work and create new legal obligations on the OIPM.

New Orleans Code of Ordinances Stat. § XIV: Office of the Independent Police Monitor

This statute was created by voter referendum and provides the legal responsibilities, perimeters, and budgetary support of the OIPM. This was put to a public vote in November 2016 and passed. This statute states the responsibilities of the OIPM and requires particular work streams and tasks. The statute also describes the disclosure requirements of the office.

Louisiana Revised Stat. § 33:2339: Detail or Secondary Employment; City of New Orleans

This statute was created in 2013 and gives legal abilities and subpoena power for the OIPM to investigate allegations of misconduct in the secondary employment system operated by the Office of Police Secondary Employment. The statute is silent as to the ability for the OIPM to refer these investigations to the NOPD or the District Attorney's Office for subsequent criminal or administrative accountability based on the OIPM investigation.

Memorandum of Understanding between NOPD and OIPM Executed November 10, 2010

The MOU is a Memorandum of Understanding between the NOPD and OIPM which outlines the responsibilities, expectations, and authority of the OIPM when providing oversight to the NOPD. Through this MOU, there is clarity regarding the work the OIPM will complete and how the OIPM will access NOPD records, data, and reports and monitor NOPD during on scene investigations. The MOU was entered into in November 2010 and in the coming year the OIPM intends to work with NOPD leadership to review this agreement and determine if it should be updated to ensure it is still relevant and considers updates to technology.

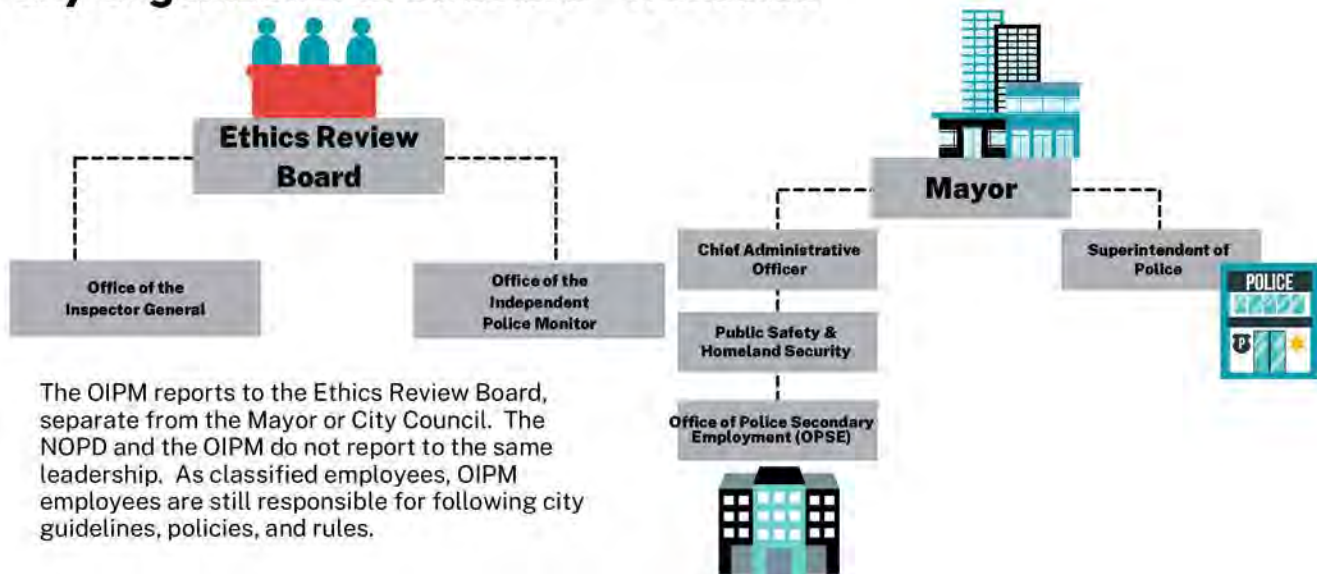
Ordinance 29130: Sharing of Data

Ordinance 29130 requires that our office (along with other public safety agencies) provide data monthly to City Council.

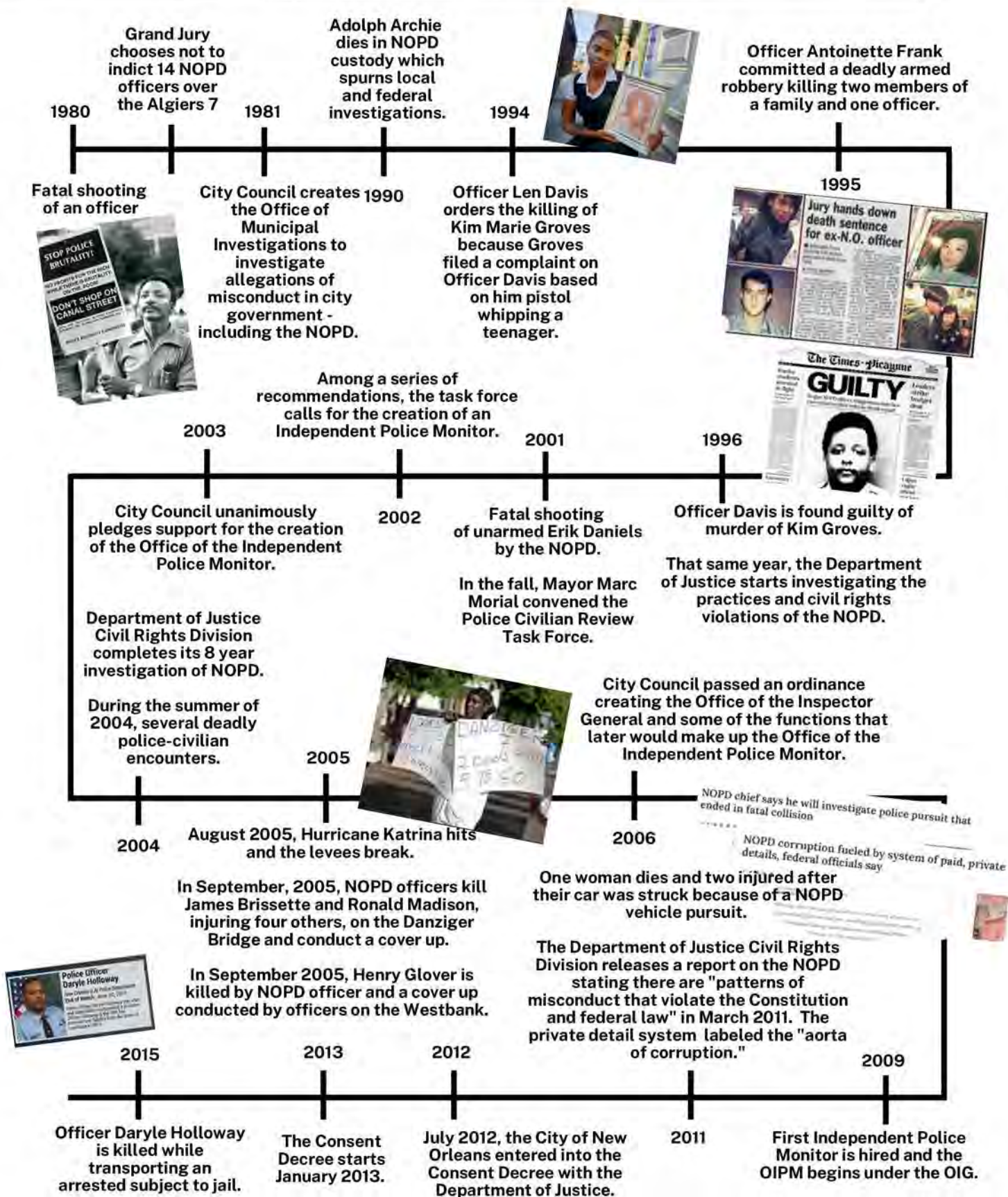
Ordinance 29063: Quarterly Presentations to the Criminal Justice Committee

Ordinance 29063 requires that our office (along with other public safety agencies) present quarterly to the City Council Criminal Justice Committee.

City Organizational Structure - Truncated



BRIEF HISTORICAL HIGHLIGHTS OF THE CONSENT DECREE; POLICING IN NEW ORLEANS



UNDERSTANDING THE CONSENT DECREE AND HISTORY

New Orleans entered a formal consent decree in January, 2013. This Consent Decree process started in the years prior with the investigation of the patterns and practices of the NOPD by the Department of Justice's Civil Rights Division. In order to understand the necessity of the Consent Decree and the reforms required within it, it's important to understand the historical context of the city and the NOPD's problematic behavior within the community.

The NOPD had a long history of misconduct, violence, discriminatory practices, and corruption stemming back decades. In the 1980s was the beginning of a community effort to organize civilian based oversight of the NOPD. This effort resulted in multiple initiatives from the Office of Municipal Investigations to the Police Civilian Review Task Force to eventually the creation of the Office of the Inspector General to the Office of the Independent Police Monitor.

While these local efforts were evolving, simultaneously, the federal government was conducting ongoing investigations of the NOPD, the most recent ending in March 2011. Ultimately, the Department of Justice found that the patterns and practices of the NOPD violated the Constitution and federal law. The report identified systemic deficiencies in multiple operational and substantive areas including policy, supervision, training, discipline, accountability - all of which "led to unconstitutional discrimination, uses of force, stops, searches, and arrests." The findings of the Department of Justice may have surprised the country, but the community of New Orleans was already well aware of the violent and unchecked behavior of the NOPD and the culture of obstructionism and discrimination that existed within the department.

This shared history of policing is briefly overviewed on the next page and the OIPM included examples of the dynamics of the NOPD and the crimes committed that directly impacted the safety of the community and public trust in the police department.

The OIPM strives to acknowledge and remember those in the community who both fought for oversight and were impacted by the pain caused by the NOPD. This is why a tenant of the work completed by civilian oversight is to amplify the voice of the community. It is in that memory that the OIPM works and stays vigilant monitoring the policing occurring today because a possible backslide from compliance, depending on the severity, could result in a return to a pattern and practices of policing that was corrupt, violent, and unconstitutional.

The goal of the Consent Decree is for the reforms to be so deeply enmeshed into the operations, policies, systems, and culture of the police department that to dismantle those reforms would be easily catchable and not only cause alarm in the community but also be virtually impossible because of the changed culture and expectations within supervision and the police department.

The position of the OIPM is that New Orleans must own our history with the police. Our history informs our fears. This is why there is a fear of history repeating itself. In New Orleans there is a real concern of "backsliding" and a return of the "old NOPD." Our neighbors, friends, coworkers, and loved ones may have experienced injustices at the hands of the NOPD. In our recent history as a city, filing a misconduct complaint about the police could have ended with retaliation or violence, walking in an unfamiliar neighborhood may have resulted in intrusive and illegal searches, arrests were conducted with force, officers could be bought, and supervisors turned a blind eye to a culture of corruption, discrimination, and violence.

For this reason, the OIPM is sensitive of allegations or noncompliance in areas that touch on these historical problems and shared fears that may exist in our community. The OIPM will not sweep these fears under a rug, but instead ensure that these allegations are immediately prioritized and addressed:

Criminal activity or associations

Corruption

Violence

Use of Force

Receiving payouts

Field strip searches

Targeting of young African

American boys

Supervisors failing to take

misconduct allegations

Unauthorized pursuits

Cover-up of wrong doing and

manipulation of misconduct

investigations

Discriminatory practices

Monthly Report of Ethics Trainer



FEBRUARY 2025 MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



REMEMBER YOUR 2025 FINANCIAL DISCLOSURES

All elected officials, as well as certain members of boards and commissions, are required to file a personal financial disclosure statement with the Louisiana Board of Ethics by **May 15th** of each year.

Please ensure that disclosure form '**Tier 2.1**' is completed and submitted.

The form is located on the Ethics Review Board website or may be obtained directly from the state ethics website, www.ethics.la.gov (below).

SUBMISSION OPTIONS:

- FAX: 225-381-7271
- MAIL: BOARD OF ETHICS, P.O. BOX 4368, BATON ROUGE, LOUISIANA 70821
- UPLOAD: WWW.ETHICS.LA.GOV





FEBRUARY HIGHLIGHTS

ERB TRAINER - CIVIL SERVICE TRAINER ONBOARDING

As announced at the previous board meeting, the ERB Trainer has been added to the roster of trainers for the City of New Orleans Civil Service Department.

As of February 26th, the ERB Trainer has been given all necessary curriculum documents for the assigned classes and will be listed in the 2025 Employee Training catalog that will be released to employees in March 2025.

ETHICS TRAINER 2025 RECERTIFICATION

Each year, the ERB Trainer must undergo recertification to continue serving as a Certified Ethics Trainer. This recertification process is completed through live training provided by the Louisiana Ethics Administration and must be completed by March. The Trainer has completed their requirements for recertification for the 2025-2026 period.



UPCOMING

NEW ORLEANS BUSINESS ALLIANCE

The ERB Trainer will be returning to the New Orleans Business Alliance in March to provide an Ethics presentation for their quarterly Economic Development Workshop.

Details of the outcome of the session will be provided at the next available board meeting.

**Monthly Report of
Executive
Administrator**

MEMORANDUM

To: Ethics Review Board
City of New Orleans

From: Dane S. Ciolino
Executive Administrator and General
Counsel

Date: March 6, 2025

Re: *Monthly Report for February 2025*



I. COMPLAINTS

The ERB received one new complaint since the last board meeting. One complaint is pending a report from the OIG (2024-04).

II. APPOINTMENTS TO ERB

The Dillard ERB position remains unfilled.

The mayor's ERB appointee, Tyrone G. Jefferson, Jr., resigned on January 8, 2025. That position remains unfilled.

III. APPOINTMENTS TO QUALITY ASSURANCE REVIEW ADVISORY COMMITTEES

No action has been taken by the mayor's office or by the council to fill four vacancies on the QARACs for the OIPM and the OIG.