



Ethics Review Board for the City of New Orleans

Special Board Meeting of February 21, 2022, at 3:30 P.M.

Conducted via Zoom Teleconference Due to COVID-19 Emergency

Minutes

1. *Call to Order.*
 - 1.1. The chair called the special meeting to order at 3:31 p.m.
 - 1.2. Board members present:
 - 1.2.1. Wanda A. Brooks.
 - 1.2.2. Elizabeth Livingston de Calderon, Chair.
 - 1.2.3. Holly Callia.
 - 1.2.4. Michael A. Cowan.
 - 1.2.5. Monique G. Doucette.
 - 1.2.6. Tyrone G. Jefferson, Jr.
 - 1.2.7. Torin T. Sanders.
 - 1.3. Board members absent: None.
 - 1.4. Staff member present:
 - 1.4.1. Dane S. Ciolino, Executive Administrator and General Counsel.
 - 1.5. The Chair declared that a quorum of the board was present and commenced the meeting via Zoom videoconference and teleconference.
 - 1.6. The agenda for the meeting is attached.

2. *Ratification of Prior Written Certification of Emergency Need for Video Conference Meeting.* Pursuant to [State of Louisiana Executive Department Proclamation No. JBE 2020-30 Section 4 \(March 16, 2020\)](#) and subsequent orders and legislation addressing the COVID-19 state of emergency, the ERB unanimously agreed to conduct this meeting by video conference and audio conference after certifying that the ERB would not otherwise have been able to operate due to quorum requirements due to the ongoing COVID-19 emergency.
3. *Approval of Minutes.* On motion and second, the board unanimously approved the minutes of the February 7, 2022, board meeting.
4. *Acceptance of Monthly Reports.* The board accepted the monthly reports of the OIG, OIPM, and Ethics Trainer (attached to agenda). The board received no oral reports due to the videoconference interviews scheduled.
5. *Videoconference Interviews of Candidates for Position of Independent Police Monitor*
 - 5.1. The board interviewed Stella Cziment from 3:40 pm to 4:12 pm.
 - 5.2. The board interviewed Conrad A. Joachim from 4:14 pm to 4:44 pm.
 - 5.3. The board interviewed Tonya McClary from 4:36 pm to 5:07 pm.
6. *Public Comments*
 - 6.1. The board accepted public comments from Belden Batiste.
 - 6.2. The board accepted public comments from Donna Gissaisee.
 - 6.3. The board accepted public comments from Kim Ford.
 - 6.4. The board accepted public comments from Daniel Gentry.
7. *Vote on Finalists for IPM Position*
 - 7.1. Upon motion and second, the board voted 7-0 in favor of moving Stella Cziment forward to a live interview.
 - 7.2. Upon motion and second, the board voted 6-1 in favor of moving Conrad A. Joachim forward to a live interview.
 - 7.3. Upon motion and second, the board voted 7-0 in favor of moving Tonya McClary forward to a live interview.
8. *Appointments of Lead Board Members*
 - 8.1. Ms. Calderon appointed Rev. Jefferson to take the lead on matters related to training.

- 8.2. Ms. Calderon appointed Ms. Callia to take the lead on matters related to QARACs.
9. *Report of Executive Administrator and General Counsel*
 - 9.1. Mr. Ciolino reported that the board had several complaints to consider.
 - 9.2. Mr. Ciolino announced that the board would consider the open complaints at a meeting on March 10, 2022 at 3:00 pm.
10. *Adjournment.*
 - 10.1. A motion was made to adjourn the board meeting.
 - 10.2. The motion was seconded.
 - 10.3. The board unanimously voted to adjourn. The meeting was adjourned at 5:31 p.m.

* END *



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

Monday, February 21, 2022

3:30 P.M.

The board will conduct this meeting via Zoom Video Conference and Telephone Conference
Video Conference Link: <https://loyno.zoom.us/j/5049753263>
Telephone Conference Dial-In Number: 312-626-6799; ID No. 504 975 3263

Certification of Necessity pursuant to [Louisiana Revised Statutes section 42:17.1](#): The board hereby certifies that the Governor of the State of Louisiana has declared a state of emergency or disaster involving the geographic area of the City of New Orleans. The governor's most recent [proclamation](#) extending this state of emergency is available here: [18 JBE 2022 State of Emergency COVID \(Feb. 16, 2022\)](#). A live meeting would be detrimental to the health, safety, or welfare of the public and the members of the Ethics Review Board. The agenda contains matters that are critical to continuation of the business of the Ethics Review Board and are not able to be postponed to a live meeting due to a legal requirement or other deadline that cannot be postponed or delayed by the Ethics Review Board. The public can attend and participate in the videoconference meeting by joining the conference by telephone or videoconference as described above. In addition, public comment prior to the meeting can be provided via email address erb@nolaerb.gov.

AGENDA

1. Ratification of certification of necessity for videoconference/teleconference meeting.
2. Approval of minutes of prior board meetings:
 - a. Regular January 24, 2022, meeting; and
 - b. Special February 7, 2022, meeting regarding IPM appointment.
3. Acceptance of monthly reports of OIG, OIPM, and Ethics Trainer.
4. Initial interviews of IPM candidates and public comment on candidates and appointment process.
 - a. Stella Cziment (30 minutes).
 - b. Conrad A. Joachim (30 minutes).
 - c. Tonya McClary (30 minutes)

- d. Public comment on all candidates and selection process (30 minutes).
5. Discussion and vote to select IPM finalists for live interviews/presentations.
6. Chairperson's appointment of Pastor Tyrone G. Jefferson, Jr., to lead the board's efforts on education and training, and Ms. Holly Callia to lead the board's support of the QARACs.
7. General counsel's report on two pending complaints and deferral to future meeting.
8. Adjournment (Chair).

**Monthly Report of
OIG**

MONTHLY REPORT

JANUARY 2022



OIG

NEW ORLEANS
OFFICE OF INSPECTOR GENERAL

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



1,832

Number of registered Twitter followers

ADMINISTRATION

The Office Manager is responsible for the following ongoing tasks:

- Reviewing applications for the Criminal Investigator, and Evaluator vacancies
- Organizing and securing OIG personnel files and creating a comprehensive filing system
- Coordinating and maintaining the OIG vehicle service records and travel logs
- Coordinating the OIG records management activities
- Reconciling 2021 Year-end purchases and preparing for the 2021 Budget close-out
- Preparing the 2022 Purchase Orders for the 2022 OIG purchases

INFORMATION SECURITY

The OIG Information Security Manager is responsible for the following tasks to maintain the OIG's information technology (IT) integrity

- 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:

- BRASS Procurement System
- Orleans Parish Communications District (OPCD) Expenditures
- Department of Public Works (DPW)/SW&B Coordination
- Safety and Permits City Employee Inspections

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
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DPW/S&WB Coordination	Draft Report	3/31/2022
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Summary of Objectives: To determine if the City of New Orleans and S&WB have sufficient policies and procedures relevant to coordinating the \$2 billion Capital Improvement Program and that the internal controls are operating effectively.

BRASS Procurement System	Draft Report	3/31/2022
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Summary of Objectives: To determine if management's BRASS Procurement System's internal controls are designed properly and implemented and operating effectively.

Orleans Parish Communications District	Planning	Ongoing
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Summary of Objectives: To determine if management's internal controls are designed properly and implemented and operating effectively to ensure expenses and disbursements were business-related and allowed by law.

Safety & Permits City Employee Inspections	Fieldwork	Ongoing
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Summary of Objectives: To determine if City employees performed on-site inspections at various locations.

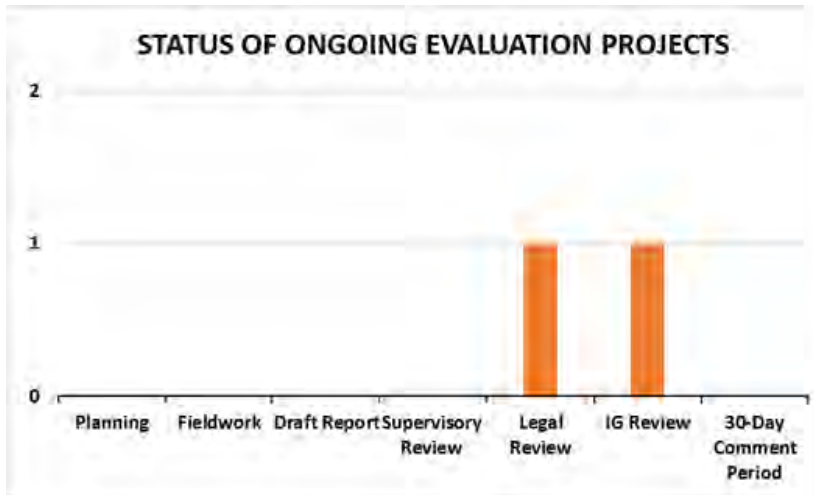
Footnotes:

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:

- Firefighters' Pension Fund Governance
- NOLA 311 Potholes

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.

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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 the each project's objectives.

Project Name	Project Phase ¹	Anticipated ² Completion Date
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Firefighters' Pension
Fund Governance

Legal Review

3/31/2022

Summary of Objectives: To determine if the Firefighters' Pension Fund investment policies and practices are consistent with authoritative sources and best practices, and adequately consider risks.

NOLA 3-1-1- Potholes

IG Review

3/31/2022

Summary of Objectives: To determine if the City properly and timely triages and resolves complaints received for the reporting of potholes on streets throughout the community.

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.

INVESTIGATIONS DIVISION

ADMINISTRATIVE INVESTIGATIONS (JANUARY HIGHLIGHTS)

Issued a Request for Documents to the Office of Secondary Employment.

Issued a Request for Documents to the Bureau of Treasury.

Issued a Request for Documents to the Sewerage and Water Board.

DPW issued a press release on January 7th, 2022 in which they stated:

Following recommendation from the New Orleans Office of Inspector General, the Parking Division will begin fully enforcing Section 154-874, Restricted Areas of Parking Spaces for Registered Vehicles with Disabilities, and Section 154-1093, Use by Mobility Impaired/Disabilities.

CRIMINAL INVESTIGATIONS (JANUARY HIGHLIGHTS)

Former City of New Orleans Building Inspector Sentenced

Kevin Richardson was sentenced on January 13, 2022 by United States District Judge Susie Morgan to thirty (30) months in the Bureau of Prisons for violating Title 18, United States Code, Sections 1952(a)(3) and 2, use of an interstate facility with intent to carry on unlawful activity. The US Attorney's Office for the Eastern District of Louisiana issued a press release in which it credited the OIG with participating in the investigation along with the Housing and Urban Development, Office of Inspector General, and the Department of Homeland Security, Office of Inspector General.

INVESTIGATIONS DIVISION

U.S. Attorneys » Eastern District of Louisiana » News

Department of Justice

U.S. Attorney's Office

Eastern District of Louisiana

SHARE 

FOR IMMEDIATE RELEASE

Tuesday, January 18, 2022

Former City of New Orleans Building Inspector Sentenced

NEW ORLEANS, LA – The U.S. Attorney's Office announced today that **KEVIN RICHARDSON**, 59, of New Orleans, was sentenced on January 13, 2022 by United States District Judge Susie Morgan to thirty (30) months in the Bureau of Prisons for violating Title 18, United States Code, Sections 1952(a)(3) and 2, use of an interstate facility with intent to carry on unlawful activity.

According to the court documents, **RICHARDSON** was employed as a building inspector for the City of New Orleans and utilized the internet-based City of New Orleans' LAMA system to alter and/or delete city documents and submit material information. He solicited and accepted approximately \$65,000 in bribe payments from individuals seeking favorable inspection reports and certificates of completion for properties that did not comply with the city and state building codes and for properties that had not been inspected. He also paid bribe money to a City of New Orleans permit analyst for the issuance of permits without proper documentation and plan review.

RICHARDSON's sentence will be followed by one (1) year of supervised release. He was also ordered to pay a mandatory \$100 special assessment fee.

This matter was investigated by the City of New Orleans Office of Inspector General, Housing and Urban Development, Office of Inspector General, and the Department of Homeland Security, Office of Inspector General. Assistant United States Attorney Tracey N. Knight is prosecuting the matter.

Topic(s):

Financial Fraud
Public Corruption

Component(s):

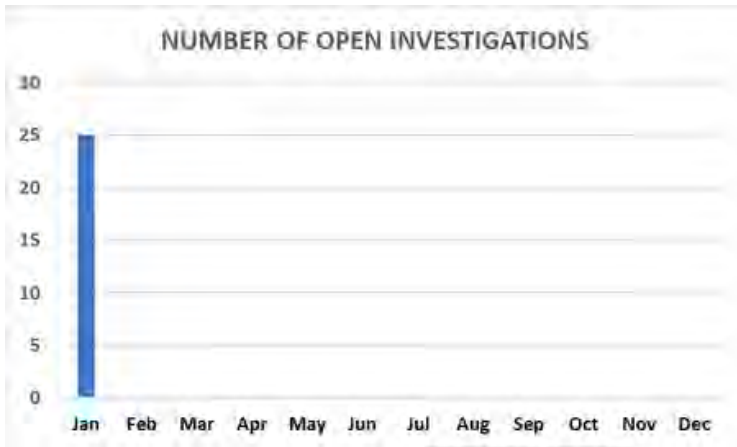
USAO - Louisiana, Eastern

Updated January 18, 2022

MEASURING PROGRESS

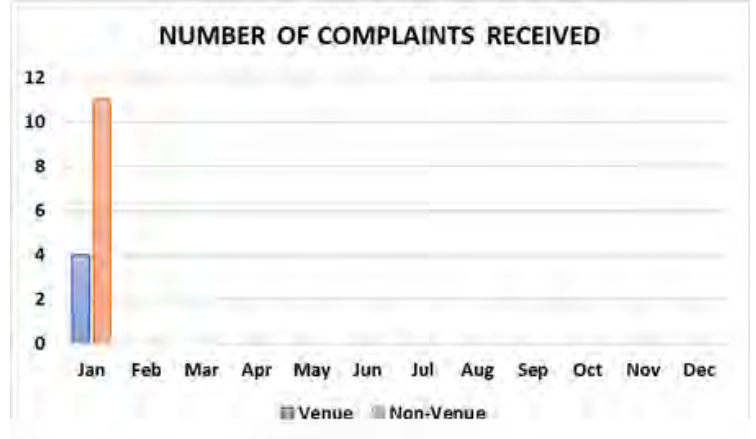
INVESTIGATIONS DIVISION

The Investigations Division conducts criminal and administrative investigations involving City of New Orleans employees, contractors, and vendors that receive City funds. Investigators also work with local, state, and federal partners to conduct joint investigations. The Investigations Division is also available to provide fraud awareness training to City employees and to engage in other outreach programs with businesses and citizens.



Venue: Matters that the OIG has the jurisdiction to investigate

Non-Venue: Matters outside of the OIG's jurisdiction



2022 BUDGET

Funding:	\$3,581,754	
Expenditures:	Encumbered Amount	Actual Amount
Personnel	\$2,774,788	\$107,721
Operating	\$277,089	\$1,443
Total Expenditures	\$3,051,877	\$109,164
Fund Balance	\$529,877	

2021 BUDGET

Funding:	\$3,484,529
Expenditures:	Amount
Personnel	\$2,002,923
Operating	\$1,037,494
Total Expenditures	\$3,040,416
Fund Balance	\$444,113

The OIG Fund Balance is reported as of January 4, 2022. However, the final 2021 budget close-out will occur in by late February, and the final 2021 Fund Balance will be reported separately in the March 2022 monthly report.

Note: in 2021 there were several personnel vacancies including that of a General Counsel and a permanent Inspector General.

OIG IN THE NEWS



City of New Orleans
Mayor LaToya Cantrell

FOR IMMEDIATE RELEASE

Jan. 7, 2022

For Media Inquiries Only
communications@nola.gov
(504) 658-4945

City Announces Changes for Vehicles with Mobility-Impaired Parking Credentials

NEW ORLEANS — The City of New Orleans Department of Public Works' Parking and Towing Divisions today announced that changes to parking enforcement for vehicles with mobility impaired parking credentials will begin Monday, Jan. 24, 2022.

Following recommendation from the New Orleans Office of Inspector General, the Parking Division will begin fully enforcing Section 154-874 *Restricted Areas of Parking Spaces for Registered Vehicles with Disabilities*, and Section 154-1093 *Use by Mobility Impaired/Disabilities*, specifically that motor vehicles bearing special parking credentials for mobility impaired persons or persons with disabilities may be parked for a period of up to three hours without payment, regardless of meter fares otherwise applicable to the parking space.

Motor vehicles parked at these metered locations will now be required to provide proof of payment to a meter after three hours by displaying a receipt from the pay station/meter on the dashboard of the vehicle, or by using the Park Mobile Payment App. Failure to supply this information will result in a parking citation.

Standard parking enforcement protocol includes regulating parking meters, ticket writing, towing and vehicle booting. Parking Enforcement can be requested 24/7 by calling (504) 658-8100.

Motor vehicles bearing special parking credentials for mobility impaired persons or persons with disabilities may currently park for a period of up to three hours without payment, regardless of meter fares otherwise applicable to the parking space, as long as the vehicle meets all other parking requirements. Residents are reminded to reference the [Parking 101](#) guide from the City's Parking Division to avoid citations and ensure that their vehicle is parked safely. For more information regarding Mobility Impaired Hang Tags and Plates, please visit the [Louisiana Office of Motor Vehicles](#).

For any questions regarding these changes or any parking enforcement questions in general, please call the City of New Orleans Department of Public Works' Parking Division at (504) 658-8100.

OIG ON SOCIAL MEDIA



New Orleans OIG
@NOLA0IG



Great meeting today with Stella Cziment, the Interim Independent Police Monitor as we discussed ongoing initiatives.



7:08 PM · Jan 6, 2022 · Twitter Web App

OIG ON SOCIAL MEDIA



New Orleans OIG
@NOLAOIG



justice.gov
Former City of New Orleans Building Inspector Sentenced

11:36 AM · Jan 20, 2022 · Twitter Web App



New Orleans OIG
@NOLAOIG



The New Orleans OIG December 2021 report can be located here:

nolaoig.gov/images/reports...

11:35 AM · Jan 7, 2022 · Twitter Web App

**Monthly Report of
OIPM**



THE OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY REPORT

JANUARY 2022

STELLA CZIMENT
ACTING INDEPENDENT POLICE MONITOR

Community Letter

Dear New Orleans Community,

To kick off the new year, the Office of the Independent Police Monitor released our Work Plan for 2022 with an overview of our office operations for the year, our departmental goals, and the projects that we intend to accomplish and prioritize this year and beyond. The goals and projects are divided into departmental goals and larger big picture projects the OIPM will be focusing on over the coming year. The OIPM also provided a roadmap for where we anticipate going next and the goals and projects we see on the horizon for 2023 and 2024. This Work Plan is also intended to be a “living document” and change and adapt as the community and the policing concerns require. With that goal in mind, I welcome your feedback on the plan and our anticipated work.

Carjackings, response times, police investigations, crime – this month the whole city buzzed debating and discussing these important topics. The City Council held an urgent series of meetings with stakeholders in the criminal justice system and with agencies responding to crime in the city. I watched these Council hearings regarding crime and policing in New Orleans and there were topics regarding policing strategy, resources, accountability, and policy that our office is currently working with the New Orleans Police Department to audit or are reforms our office will be recommending in the coming year. In response, the OIPM reached out to some of these stakeholders and is now looking internally to determine how to accommodate the concerns expressed at the Council hearings in our work product. The OIPM contacted every member of the City Council and shared the OIPM Work Plan with the goal of becoming a partner as new policing strategies are implemented. Most of all – the OIPM wants to know what mattered the most to the public from those sessions. Please reach out to the OIPM and let us know what about the policing strategy shared by the City Council and the NOPD matters to you.

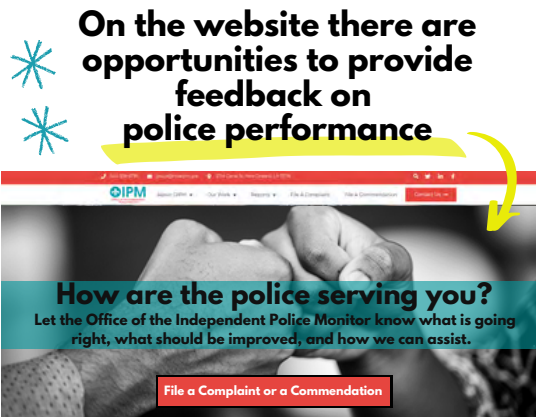
On January 18th, the OIPM met with NOPD leadership, representatives from the Eighth District, and the Music and Culture Coalition for New Orleans (MaCCNO) to discuss the possibility of the resurrection of the Royal Street Patrol and how that will influence policing in the French Quarter. The OIPM wrote a public letter to Chief Ferguson and his leadership team regarding the oversight concerns that the OIPM has regarding the possibility of the Royal Street Patrol. The OIPM highlighted our concerns regarding inconsistent and unclear accountability, public safety with law enforcement related shootings, and the lack of public engagement and input in the structuring of the patrol. The letter is posted on the OIPM website.

Finally, this month the OIPM launched our newly designed website to the public. This new website shares OIPM work product including a data page with internally generated data regarding our complaint intakes. This data is going to continue to develop over the next couple months. The OIPM hopes this website will be a resource to our partners, the NOPD, and the community. We welcome your feedback on the site as we continue to update and hone it to make it more accessible, easy to understand, and relevant to everyone.

Thank you,

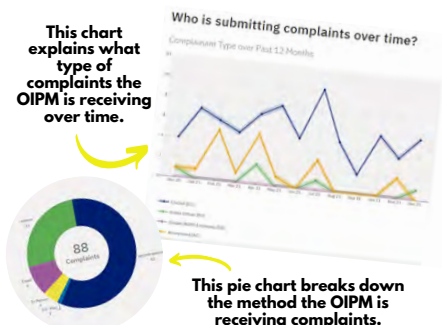


Here are some images of the newly designed website that the OIPM shared on social media this month.



On the website there are opportunities to provide feedback on police performance

The OIPM shares internally generated data on our website.



This chart explains what type of complaints the OIPM is receiving over time.

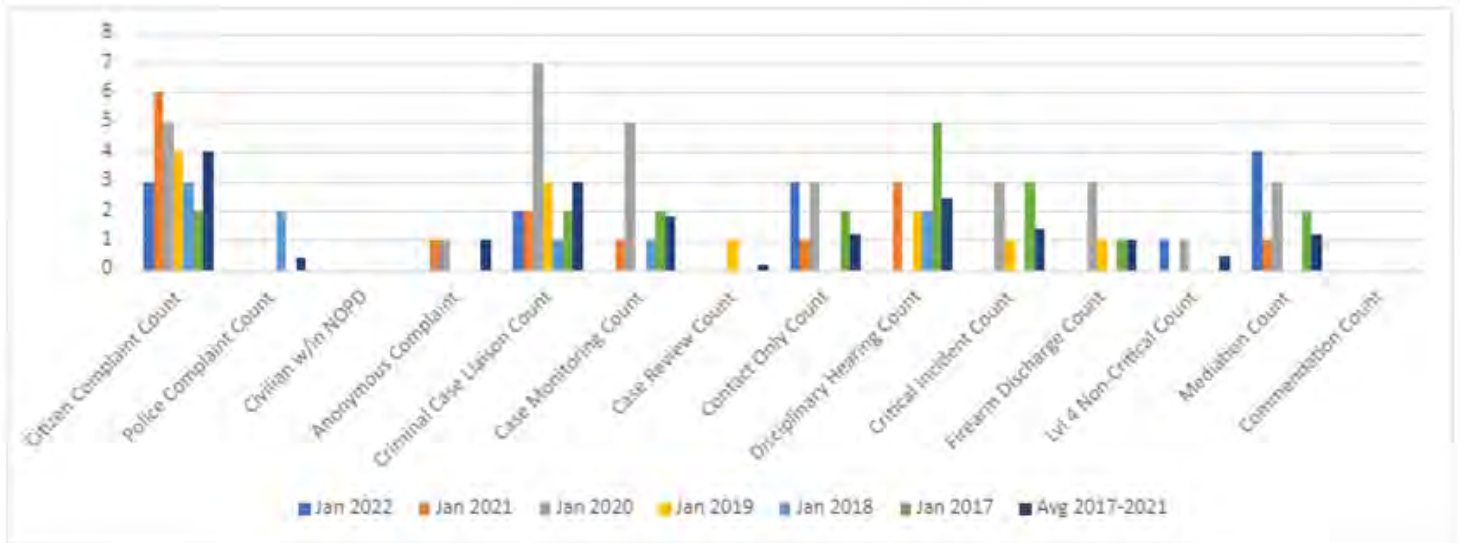
Who is submitting complaints over time?

Complaints Type over Past 12 Months

This pie chart breaks down the method the OIPM is receiving complaints.

Year to Date Overview

	Jan 2022	Jan 2021	Jan 2020	Jan 2019	Jan 2018	Jan 2017	Avg 2017-2021
Citizen Complaint Count	3	6	5	4	3	2	4.00
Police Complaint Count	0	0	0	0	2	0	0.40
Civilian w/in NOPD	0	0	0				0.00
Anonymous Complaint	0	1	1				1.00
Criminal Case Liaison Count	2	2	7	3	1	2	3.00
Case Monitoring Count	0	1	5	0	1	2	1.80
Case Review Count	0	0	0	1	0	0	0.20
Contact Only Count	3	1	3	0	0	2	1.20
Disciplinary Hearing Count	0	3	0	2	2	5	2.40
Critical Incident Count	0	0	3	1	0	3	1.40
Firearm Discharge Count	0	0	3	1	0	1	1.00
Lvl 4 Non-Critical Count	1	0	1				0.50
Mediation Count	4	1	3	0	0	2	1.20
Commendation Count	0	0	0	0	0	0	0.00
Grand Total	13	15	31	12	9	19	17.20
Community Outreach Events	8	6	5				



January Overview

Complaints

CC2022-0002	The complainant alleges that the NOPD Crime Evidence and Property and other members of the NOPD were unprofessional during his interaction with them while trying to retrieve his property.
CC2022-0003	The complainant stated he was unlawfully detained and handcuffed, wrongly profiled, and treated unprofessionally by NOPD officers.
CC2022-0004	According to the complainant, the NOPD failed to properly and timely fulfill a Public Records Request.
Complaints: 3	

Use of Force - Level 4 Noncritical Incidents

UF2022-0001	K-9 was requested for an armed individual that was wanted for a carjacking. The K-9 dog found the the individual hiding in a utility room and bit him on the arm. The individual was transported to UMC by NOEMS and will be taken into custody once released.
Use of Force - Level 4 Noncritical Incidents: 1	

January Overview

Mediation

Mediation cases are confidential.

Mediations Held: 4

Criminal Case Liaison

CL2022-0001	An attorney for a family member contacted the OIPM for assistance with the NOPD and the Orleans Parish Coroner's Office regarding the death of a loved one. The OIPM spoke with the Captain of the Homicide Division and the Coroner's Office to get the family information regarding the release of the body and the status of the death investigation.
CL2022-0002	This criminal liaison is a continuation from 2021. In January, the OIPM spoke with the Deputy Chief of the Public Integrity Bureau and the Deputy Chief of the Investigation and Support Bureau to get information on the police response to a complaint. The OIPM facilitated a meeting between the complainant and PIB and sent a request for a meeting to the Superintendent of Police.

Criminal Case Liaison Count: 2

Contact Only

CO2022-0001	A victim advocate from the District Attorney's Office reached out to the OIPM with questions regarding a possible complaint of misconduct.
CO2022-0002	A member of the public from St. Mary Parish asked the OIPM about police monitoring resources in other parishes.
CO2022-0003	A Lieutenant from the Miami Florida police department reached out to the OIPM for input and feedback regarding starting civilian or police oversight in Miami.

Contact Only: 3

Complaints

The OIPM serves as an alternative site for civilians and police officers alike to file complaints of misconduct against the NOPD. These complaints and allegations are compiled into referrals by the OIPM and provided to the Public Integrity Bureau (PIB) for them to investigate. The OIPM monitors and reviews the classification and investigation conducted by PIB.

Once the OIPM receives a complaint, the OIPM prepares the complainant's account into a narrative. 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. As part of the letter preparation process, OIPM personnel reviews information in NOPD systems regarding the interaction complained of, including body worn camera video, electronic police reports (EPR) and field interview cards (FIC). The OIPM may include information obtained from NOPD information systems in the complaint referral to PIB to ensure that PIB can fully investigate the complainant's concerns.

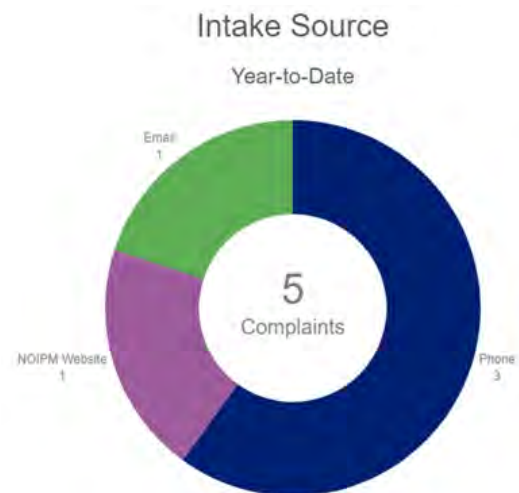
The OIPM provides a complaint process that is independent, impartial, transparent, fact-based, timely, and communicates in an understandable manner to all those involved. The OIPM maintains that misconduct investigation must be comprehensive, and the complaint process must be accessible, fair, thorough, and transparent.

3 CIVILIAN COMPLAINTS

0 ANONYMOUS COMPLAINTS

0 POLICE INITIATED COMPLAINTS

0 CIVILIANS WITHIN NOPD INITIATED COMPLAINTS



Community-Police Mediation

Mediation is an alternative to the traditional process of resolving complaints of police officer misconduct. Mediation is a process facilitated by two professionally-trained community mediators to create mutual understanding and allow the civilian and officer to be fully heard and understood in a non-judgmental way.

1

**MEDIATIONS
REFERRED**

4

**MEDIATIONS
HELD**

2

**MEDIATIONS
PENDING**

1

**MEDIATIONS
SCHEDULED FOR
FEBRUARY**



Use of Force

The OIPM is required by City Code 2-1121 to monitor the quality and timeliness of NOPD's investigations into use of force and in-custody deaths. If a critical incident occurs, the OIPM is notified and a member of the incident and will report immediately to the scene. The OIPM will stay engaged from the occurrence of the incident, through investigation, and Use of Force Review Board (UFRB) hearings.

The UFRB serves as a quality control mechanism to ensure timely reviews of all serious use of force investigations to determine the appropriateness of the investigative findings, and to quickly appraise use of force incidents from a tactics, training, policy, and agency improvement perspective. The voting members of the UFRB are the Deputy Superintendents of Field Operations Bureau, Public Integrity Bureau, and Investigations and Support Bureau. Other NOPD deputy chiefs serve as non-voting members, and outside groups like OIPM and the Office of the Consent Decree Monitor are present to observe, listen, and participate in discussion.

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CRITICAL INCIDENTS

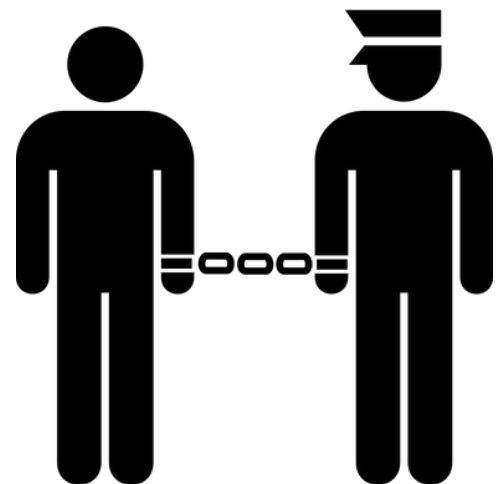
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FIREARM DISCHARGE

1

LEVEL 4 NON-CRITICAL INCIDENT

No Use of Force Review Board was held in January



Community Outreach

5

COMMUNITY OUTREACH EVENTS

OIPM leads and participates in community outreach to inform the public of our services, to increase public engagement with policing, raise awareness of local or relevant police practice, and monitor how the NOPD interacts with our community.

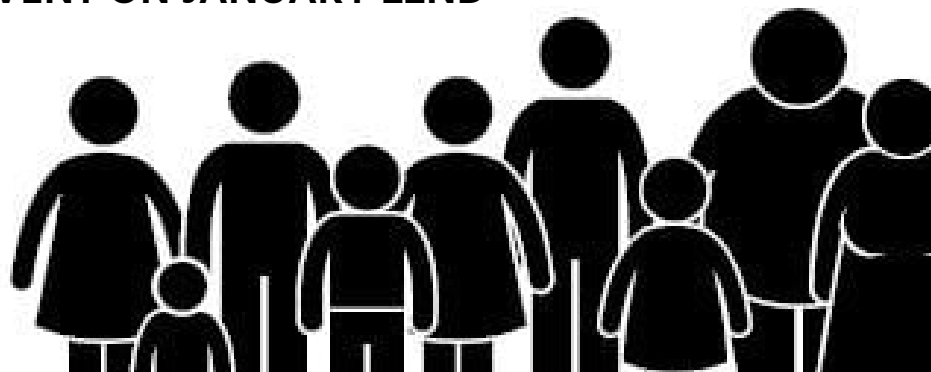
FACILITATED A MEETING WITH NOPD LEADERSHIP, 8TH DISTRICT LEADERSHIP, THE MUSIC AND CULTURE COALITION OF NEW ORLEANS

IPM MEDIATORS VOLUNTEERED AT THE 50-HOUR MEDIATOR TRAINING OF RE-ENTRY MEDIATION INSTITUTE OF LOUISIANA (REMILA) ON JANUARY 7-9 AND 14-16TH

MEDIATION OUTREACH EVENT HELD ON JANUARY 12TH

HOSTED 4-HOUR MEDIATOR PROFESSIONAL DEVELOPMENT IN-SERVICE ROLE PLAY TRAINING HELD ON JANUARY 29TH

PUBLIC ALLIES FELLOW AT OIPM PARTICIPATED IN THE BLACK & BLUE PROJECT AND YAYA ARTS CENTER "GRAPHIC STORYTELLING FOR SOCIAL JUSTICE" EVENT ON JANUARY 22ND



Budget

OIPM Budget Description	Amount
Personnel	\$732,488.00
Operating	\$308,926.00
2022 Total OIPM Budget	\$1,041,414.00

2022 Total OIPM Budget	\$1,041,414.00
Amounts Spent to Date:	(\$72,585.00)
Unexpended funds	\$968,829.00

2022 Goal Progress

To ensure accountability and transparency with the ERB and the community, the OIPM is reporting out progress on the 2022 OIPM Work Plan.

These benchmarks and goals were achieved in January 2022:

Completed and released to the public the OIPM Work Plan for 2022 and Beyond. The Work Plan includes departmental goals and OIPM projects for 2022 and the goals set for 2023 and 2024.

Completed and launched the new OIPM website to the public that is easier for the public to navigate (QARAC Recommendation). The OIPM is still updating content on the site, but the new site is easy to understand and has more updated photos and options.

Started working on the 2021 OIPM Annual Report and **submitted the formal data request** to NOPD leadership. Requested the data and the data access necessary to complete the OIPM Annual Report to Chief Ferguson, the Deputy Chief of the Public Integrity Bureau and the Deputy Chief of Professional Standards and Accountability and the tech team for the NOPD and the City.

Met with the Peer Reviewer Team to discuss progress and **retained an additional reviewer to assist in the peer review.** Brian Corr joined the peer review team. Mr. Corr is the past president of NACOLE and is currently on the Cambridge Police Review and Advisory Board and is the Executive Director of the Cambridge Peace Commission.

Continued to post the **Data Coordinator Position** to the public. Posted the position on Indeed to receive additional candidates. Currently accepting applications.

In-depth Monitoring and Review of the Audits, Investigations, and Policy regarding Police Secondary Employment

- Conducted two meetings with NOPD leadership, the Office of Consent Decree Monitors (OCDM) and the Department of Justice on the progress of the investigations.

Met with NavEx representative to discuss the **possibility of an anonymous hotline** for the OIPM.

Additional Benchmarks:

- **Wrote and released a public letter to Chief Ferguson with oversight concerns regarding the resurrection of the Royal Street Patrol.** Coordinated with the Music and Culture Coalition of New Orleans to have them also write a letter with concerns and provided both to Chief Ferguson and his leadership team.

Social Media Highlights

Below are some of the social media posts produced by OIPM over the last month. Some of these posts were re-shared by partners.





2022 Work Plan

*Organization, Mission, Work,
Priorities, and Goals*



**Bonycle Sokunbi, Acting
Deputy Independent
Police Monitor
Event: National Day
Against Police Brutality**

**2714 Canal Street Suite 201
New Orleans, LA 70119
(504) 309-9799**

**www.nolaipm.gov
policemonitor@nolaipm.gov**

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Abe Lowe IV, Complaint Intake Specialist at the OIPM Event: National Day Against Police Brutality



Dear New Orleans Community,

On behalf the Office of the Independent Police Monitor, I am happy to share our work plan for 2022. This work plan is a high-level overview of what our office intends to achieve in the coming year. With this document, we seek to provide public transparency so the community and our partners understand the vision, priorities, and goals that drive our work over the coming year and beyond.

This report includes the mission and vision for the OIPM and our work, our organizational chart and a breakdown of our daily work product as mandated by our Memorandum of Understanding with the New Orleans Police Department (NOPD). Within this report is a variety of priorities including the goals for our different departments for 2022 and the projects that we intend to achieve in the coming year. Additionally, this work plan provides some anticipated priorities for the next three years – including projects and work that the OIPM intends to accomplish in 2023 and 2024. We view these goals as our roadmap providing guidance and direction on where the OIPM intends to go next.

My vision for the OIPM is to effectively use our resources and small team to provide oversight to the NOPD through the end of the Federal Consent Decree and federal oversight by incorporating similar tools for review and audits to ensure a smooth transition to local oversight. I am prioritizing efforts to expand public transparency and community engagement, complete major projects, and contribute to, review, and monitor audits measuring NOPD progress towards full compliance with the Federal Consent Decree and to see the NOPD through a successful sustainment period and the reforms to follow. My leadership style for 2022 is one that creates structure and consistency - internally and externally - while maintaining flexibility for our office to adapt to the unpredictable priorities that may arise.

The purpose of the OIPM workplan is not to "lock" the office into a set of projects and goals for the year, but instead for the office to prioritize where we are best situated to fulfil our mission, provide oversight, and serve our community. Prior to writing this work plan, the OIPM conducted a critical examination our role, impact, and where we should intentionally focus on in the coming year because of its relevancy to the public and it's impact on the police department, while considering the limitations and capacity of this six-person office.

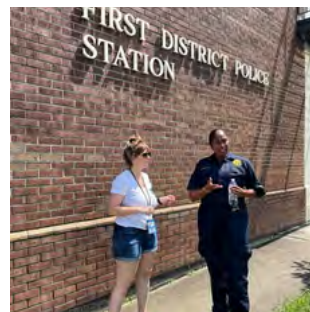
There is an expectation is the OIPM must remain flexible in our commitments. The office often operates in busy or slow seasons, and while we try to anticipate the ebb and flow of regular departmental work, it may be impossible to fully predict what will require our time as we must be able to respond to the needs of the community and the police department as they arise (while accommodating the ongoing interruptions and changes of the Covid19 Pandemic). Examples of unpredictable but time demanding work from the last two years would include: the investigations conducted into the police details, monitoring the promotional process for NOPD captains, the police response to Hurricane Ida, and monitoring the policing and misconduct investigations regarding the use of tear gas at the protests of George Floyd's murder. In those examples, the OIPM pivoted our work and our staff to respond these events and issues and the OIPM anticipates similar pivots will occur in the coming year.

In 2022, the OIPM seeks to be a relevant and high performing community-facing city agency. One that is responsive, impactful, and consistent in the services we provide and the oversight we conduct. The OIPM looks forward to all we will achieve in 2022 together.

Thank you,

A handwritten signature in black ink that reads "Stella Cziment".

Stella Cziment
Acting Independent Police Monitor



Mission & Vision

WHO IS THE OIPM

The OIPM is an independent, civilian police oversight agency created in August of 2009.

The Office of the Independent Police Monitor (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.

WHAT WE DO

The OIPM is a complaint intake site where the public and NOPD can file complaints of misconduct. We run the Community-Police Mediation Program. We are on call twenty-four hours a day all year long for critical incidents. We conduct outreach in the community.



Misconduct Complaints



Disciplinary Proceedings



Data Analysis



Community Outreach & Learn Your Rights in the Community (LYRIC)



Use of Force



Community-Police Mediation Program



Audits and Policy



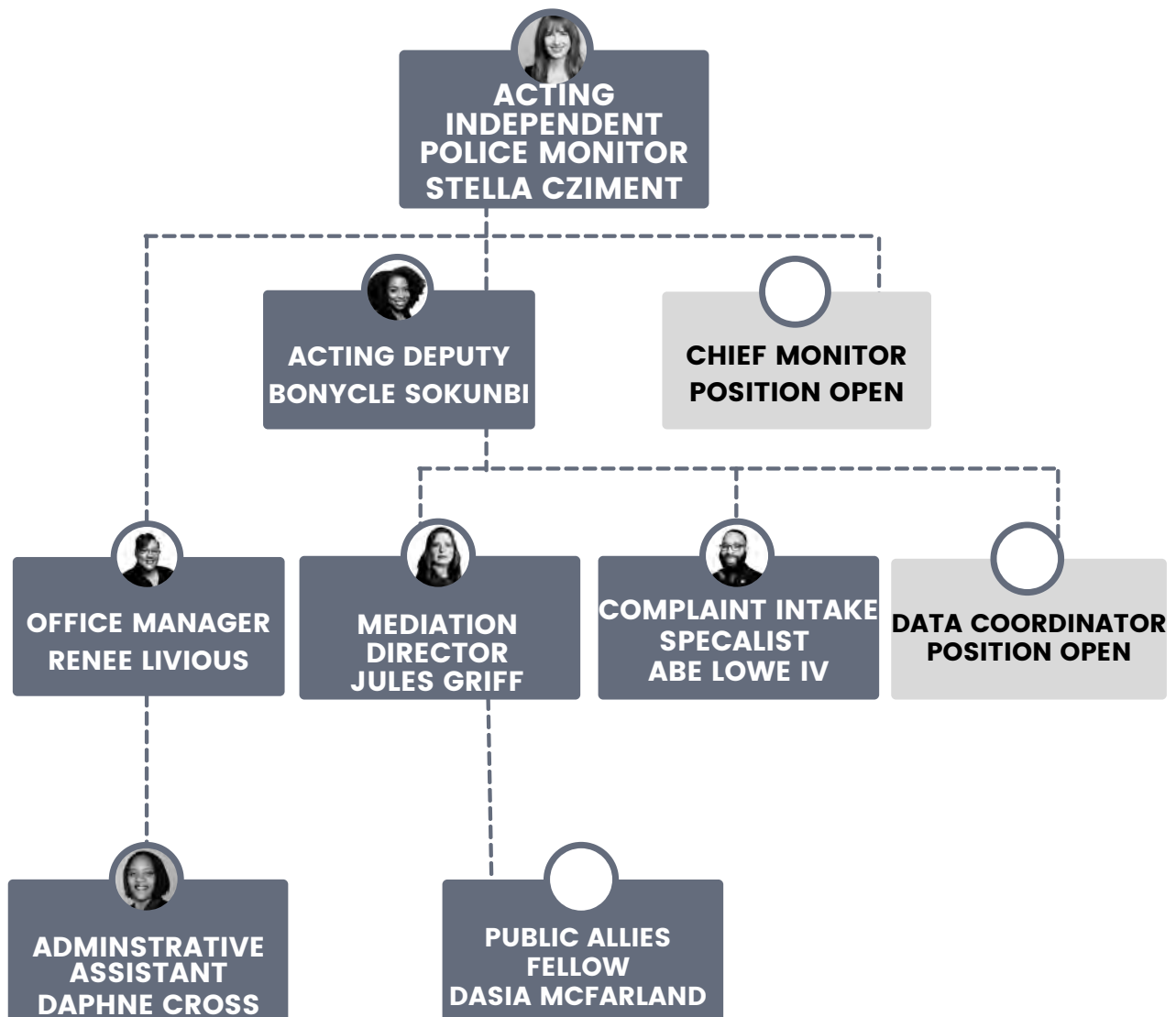
Commendations

Organizational Structure

The Office of the Independent Police Monitor employs six full time staff members and one fellow who is with the office for 10 months. This organizational chart does not include mediators or contractors.

OIPM is currently undergoing some transitions in leadership. One management position is currently open and two managers are in interim positions. In 2022, the OIPM anticipates the leadership team stabilizing and the organizational chart potentially changing.

Now, the OIPM is in the process of hiring a full time data coordinator (to be hired in 2021) and potentially hiring another manager in 2022.



Memorandum of Understanding (MOU) Requirements



The Memorandum of Understanding (MOU) between the Office of the Independent Police Monitor (OIPM) and the New Orleans Police Department (NOPD) is the legal document that outlines the responsibilities and role of the Independent Police Monitor. The MOU was executed November 10, 2010. The purpose of the MOU is: (1) set expectations for the working relationship between OIPM and NOPD; (2) parameters of the oversight and access to information; and (3) provide transparency so the public understands the monitoring activities, review capabilities, and the limitations that may exist. The MOU addresses the following topics:

- access
- audits
- monitoring activities
- complaint intake, complaint classification, complaint review
- case review
- civil claims and lawsuit review
- commendation
- data analysis and review
- criminal liaison work
- critical incident monitoring
- disciplinary monitoring and review
- early warning system review
- mediation
- outreach
- public reporting
- policy recommendations and review
- remote intake site development
- retaliation concerns
- risk management
- supervision
- training review and recommendations

It has been over ten (10) years since the MOU was written and now, with the creation of new technology, information sharing, and partnership between the NOPD, the OIPM would like to revisit the MOU for necessary updates in the future.

Components of work required by the MOU are also addressed under the Federal Consent Decree which was entered into July 24, 2012 (two years after the creation of the MOU). The OIPM is not bound by the Federal Consent Decree; however, the progress required under the Federal Consent Decree overlap with the goals of the MOU.

Daily Work Product

The OIPM completes the following work product daily. Below is a high-level summary of our regularly generated work product and work activities along with the corresponding MOU paragraph legally requiring the work and how this work corresponds with and assists the NOPD with compliance with the Federal Consent Decree:

Audits

- Assess the quality and timeliness of investigations, conduct pattern analysis, develop an audit plan, review specific issues regarding supervision, training, discipline, and other issues to identify problems and make recommendations for improvement
- MOU: §3, 75, 76, 78, 79

Case Monitoring and Status Updates

- Attend witness interviews, Body Worn Camera (BWC) footage viewings, court proceedings and monitor the police. Provide updates to complainants regarding the status of pending or completed investigations or disciplinary proceedings by pulling information from shared databases or calling the Public Integrity Bureau. Facilitating and attending meetings between NOPD leadership and the public as necessary.
- MOU: §13, 15, 16, 18, 19, 8, 25

Case Reviews

- Reviews completed NOPD investigations utilizing internally generated audit tools on the thoroughness of the investigation, completes memorandum reviewing the investigation conducted.
- MOU: §5, 8, 30, 35, 36

Complaints of Officer Misconduct

- Completes complaint intake, prepares complaint referrals, pulls and analyzes relevant Field Identification Cards, Electronic Police Reports, Body Worn Camera footage, and officer disciplinary history, provides recommendations regarding immediate next steps such as officer reassignment, training, or the possibility of retaliation.
- MOU: §1-4, 6

Community Outreach and Coalition Work

- Develop relationships with community and civil groups that receive civilian and anonymous complaints, Learn Your Rights in the Community (LYRIC), meet with police associations and conduct public outreach meetings
- MOU: §12, 4, 5

Criminal Liaison

- Facilitate communication for complainants and victims of crime with the NOPD officers conducting the relevant investigation, monitor meetings as necessary, provide status updates, facilitate communication with other parish law enforcement and other criminal justice agencies.
- MOU: §8

Daily Work Product

Data Work and Data Sharing

- The OIPM is currently under data sharing agreements with the Orleans Parish Sheriff's Office, Court Watch, and the Vera Institute. These data sharing agreements enable
- MOU: §3, 7, 10, 14, 63 – 66

Discipline

- Review investigations resulting in officer discipline, attend and monitor disciplinary proceedings, provide recommendations regarding disciplinary actions, and consistency of disciplinary standards.
- MOU: §38 - 41

Lawsuits and Claims

- Review lawsuits and claims regarding NOPD equipment, vehicles, and employees. Review Civil Service and Fourth Circuit Court of Appeals litigation regarding NOPD employees and disciplinary actions. Provide recommendations to the NOPD regarding resources, risk, and training.
- MOU: §9, 29

Mediation

- Screens mediation referrals, discusses mediation with the civilian and the officer to confirm participation, coordinates and conducts the mediation, completes satisfaction surveys and seeks feedback post-mediation. Conduct monthly mediator trainings.
- MOU: §15, 52

Officer Commendations

- Receive officer commendation requests and accounts of positive policing from community, prepares referral letter, submits referral to Chief and Deputy Chiefs at the NOPD.
- MOU: §7, 12, 56 – 59, 76

Policy Review and Recommendations

- Review NOPD policy in final and draft form, provide recommendations and collaborate with the Professional Standards and Accountability Bureau (PSAB) and the Public Integrity Bureau (PIB) to provide feedback and draft language.
- MOU: §3, 10, 81

Use of Force

- Critical Incident Response Review Forms, Use of Force Review Board Memorandums and reviews, Level 4 Use of Force Reviews, monitor on going investigations.
- MOU: §42 - 51

2022 Departmental Goals

Audit Goals

- Provide oversight to NOPD audits, conduct meta-audits, and monitor audits and audit protocol on audits.
- Create templates for audit oversight reports in collaboration with the Office of the Consent Decree Monitors (OCDM) for release to the public (*Recommendation accepted from OCDM, December 2021*)
- Work with the Office of the Consent Decree Monitors (OCDM) and the Professional Standards and Accountability Bureau (PSAB) to incorporate OCDM's audit tools and audit plan into OIPM's operations
- Provide comments on NOPD Corrective Action Plans

Internal Operations and Personnel Priorities

- Complete the 2021 Quality Assurance Review
- Complete the Peer Review with the Quality Assurance Review Advisory Committee including receiving feedback and recommendations
- Complete the OIPM Employee Handbook
- Develop an employee Code of Conduct
- Make necessary and appropriate adjustments to positions and streams of work to respond to capacity concerns
- Complete necessary hiring including: (1) data coordinator position; (2) case review consultants
- Streamline and rework work product from individualized reviews to aggravate and high level reports

Community-Police Mediation Program

- Produce data a monthly schedule to be included in the ERB report on the Mediation page and a quarterly basis for a quarterly report
- Present mediation trends internally to determine: number of mediation referral for incidents per district / bureau and number of mediation referrals by involved officer rank
- Develop the mediation section of the OIPM website including posting relevant work product, community relevant information, mediation frequently asked questions, information regarding the mediation process.
- Conduct community outreach events regarding mediation
- Continue to pursue the option of allowing mediation to occur alongside traditional investigation [along with pursuing other efforts to expand the mediation program] (*Adopted QARAC Recommendations from 2020 Review provided in August 2021*)
- Construct policy regarding mediation eligibility of post-investigation referrals including allegations cleared by Body Worn Camera.

Conduct Relevant and High-Profile Case Reviews

Budget

- Create a 2023 Budget Proposal and official request to NOPD for supplemental funding for: (1) audit support; (2) policing consultant; (3) the Community-Policing Mediation Program; and (4) data support.

2022 Departmental Goals

Discipline and Appeals

- Review disciplinary outcomes where there is no discipline after a use of force is found to be unjustified Use of Force Review Board
- Recommend appeal outcomes are entered in a timely manner into IAPro (*Recommendation accepted from the Police Association of New Orleans, December 2021*)
- Design process and form to request supervisory interventions during disciplinary proceedings (*Recommendation accepted from the Police Association of New Orleans, December 2021*)
- In the annual report, provide an analysis of data to identify and highlight patterns, trends, and outliers of note (*Adopted QARAC Recommendations from 2020 Review provided in August 2021*)

Use of Force (*Adopted QARAC Recommendations from 2020 Review provided in August 2021*)

- Use of Force Annual Report
 - In UFRB appendix, include observations or recommendations by the OIPM in the case.
 - Provide an explanation of UFRB's decisions as to whether the use of force was justified and whether the OIPM agreed with Board's decisions.
 - Adding descriptions of the cases and what role the OIPM played in terms of observations or recommendations.
- Redesign the Critical Incident Forms to standardize the inclusion of questions or concerns in the summary sections to memorialize outstanding issues.
- Memoranda to NOPD
 - Staff and resources permitting, revive written memoranda to the NOPD on use of force incidents heard by the UFRB, including whether the OIPM agreed or disagreed with the PIB findings and making detailed recommendations for improvement.

Complaints

- Develop the OIPM "sensitive complaint" submission process with the Public Integrity Bureau (*Recommendation from NOPD received in Winter 2021*)
- Develop informational resources for NOPD employees filing complaints at OIPM
- Create a clear process for how to identify, address, and proceed with retaliation and cross filing complaints (*Recommendation from NOPD received in Winter 2021*)

Community Outreach

- Continue to develop OIPM impact and reach on social media through informative, relevant, easy to understand Instagram and Facebook posts and developing the OIPM Twitter platform
- Continue to create and offer Continuing Legal Education (CLE) opportunities to inform the legal community of police oversight and how to report officer misconduct
- Create more creative community outreach opportunities including "Coffee with the IPM"

Data Sharing and Public Reporting

- Continue to develop and build out the public complaint data dashboard: <https://complaints.nolaipm.gov/data>
- Revisit and revise all data sharing agreements with partners

2022 OIPM Projects

Finish the OIPM Website Redesign and Launch (*Adopted QARAC Recommendations from 2020 Review provided in August 2021*)

Work with the NOPD and other governmental partners to conduct a thorough investigation of the allegations of misconduct in secondary employment.

- Work with the Office of Police Secondary Employment (OPSE) to identify systemic approaches to catching and identifying potential misconduct and overlapping details
- Work with the Public Integrity Bureau to provide oversight and real time recommendations during the criminal and administrative investigations and provide input into the negotiated settlements
- Issue informative public facing work product and reports regarding the investigations and accountability steps

Work with Councilmember Moreno's Office to complete the Public Facing Database RFP and Proposal under R-20-175 (*Adopted QARAC Recommendations from 2020 Review provided in August 2021*)

- Complete proposal and mock up
- Present proposal to City Council; City Council Committee on Criminal Justice
- Participate in the posting of the RFP and the hiring of the consultant to start work on the database

Identify, Train, and Open Remote Intake Sites in the Community

- In collaboration with the NOPD, identify and open remote intake sites focusing on community-based organizations working with: (1) Spanish and Vietnamese speaking populations in New Orleans; and (2) transgender individuals / advocacy.
- Finalize the remote intake site materials and training
- Finalize the Remote Intake Site Memorandums of Understanding
- Training sites in collaboration of the Public Integrity Bureau

In collaboration with the New Orleans City Council, determine the legal protections necessary for the OIPM to continue to receive complaints of officer misconduct

- Write an ordinance granting necessary legal protection
- Seek funding for a confidential hotline

Finish the Children and Police Project and release it to the public

Create a new format for the OIPM Annual Report with new data reporting and content

2023 OIPM Goals

Officer Retention (*Recommendation accepted from Councilmember Palmer, Summer 2021*)

- Work with NOPD and other relevant partners to identify the trends around officer exits
- Understand national trends around officer departures and how other jurisdictions address officer retention with a special focus on: training, pay, upward mobility, discipline, and crime rates
- Put forth recommendations to the NOPD to assist with officer retention

Discipline and Appeals

- Track disciplinary cases that are appealed to the Civil Service Commission and conduct reviews of the appeals for investigation deficiencies, policy issues, and timeline violations. Identify any trends and patterns regarding the identified appeal grounds and make assessments / recommendations to the Public Integrity Bureau.

Work with NOPD to reexamine the OIPM's MOU to determine priorities in a post-Consent Decree New Orleans

- including but not limited to: (1) Complaint Intake Process; (2) Individualized reviews; (3) Notice timelines

Audit Goals

- Create OIPM Audit Oversight Manual

Finish and recommend the Family Bill of Rights

Public Reporting

- Publish on website two-pagers on use of force incidents
- Quarterly reports to the Criminal Justice Committee of City Council

Complaints

- Work with NOPD to determine a role for OIPM in the NOPD internal grievance process (*Recommendation from NOPD received in Winter 2021*)
- Providing specialized resources to employee complainants including creating informational posters for partners and NOPD regarding OIPM and services
- Look into the assignment of officers to PIB and the lack of rotation of staff - put forth recommendation based on national best practices for Internal Affairs Divisions
- Identify and open more Remote Intake Sites in the community

Internal Operation and Personnel Priorities

- Develop onboarding and offboarding materials for employees
- Conduct necessary hiring including: (1) a third member of the management team; (2) an outreach coordinator

Community Outreach

- Develop webinars regarding police oversight and relevant topics
- Create informational videos for remote access for the community
- Create a Children and Police Guide and partner with youth organizations to conduct sessions with children
- Small group roundtables with community leaders and organizations, host movie screenings, and panels
- Expand the Learn Your Rights in the Community Program (LYRIC)

Mediation

- Build more public facing work product and data regarding mediation focusing on mediation program, acceptance rates for mediation, and survey results.
- Produce more data visualizations regarding survey results, case eligibility, declined cases and mediations held

2024 OIPM Goals

Develop and Determine OIPM Investigatory Work and Obligations under State Law

- Investigatory / audit work re OPSE and ensuring accountability regarding secondary employment
- Work collaboratively with NOPD leadership, OCDM, and other city partners to determine the feasibility of OIPM conducting investigations of allegations referred to OIPM by PIB of high-ranking officials such as the Superintendent of Police, Deputy-Chief and Captain of PIB, to avoid potential conflicts of interest.

Internal Operation and Personnel Priorities

- Conduct necessary hiring including: (1) an auditor; (2) a law enforcement consultant; (3) a second mediation coordinator; (4) contract investigator

Create a resource guide for complainants and community regarding services and partnerships

Decertification of Officers

- Start tracking decertification referrals made by NOPD and outcomes
- Provide more public facing data and information regarding the role and process of officer decertification

Criminal prosecution of police

- Work with the District Attorney's Office, the NOPD and other partners to determine appropriateness of criminal prosecution of officers
- In partnership with the District Attorney's Office track the referrals of criminal matters from the NOPD and regarding NOPD officers, the outcomes of the referrals and the prosecution of law enforcement
- Create more public resources

OIPM Advisory Committee

- Create the Format, Operations and Role of an OIPM Advisory Committee
- Approach and retain members of the Advisory Committee
- Start holding meetings and releasing outcomes and recommendations

Build out pro bono opportunities for attorneys to work with the OIPM and Law School Partnerships

- Explore partnerships with the Louisiana Bar Association and the Louisiana Appleseed Project
- Consider partnerships with law school clinics to prepare law students to work in police oversight and the legal requirements of monitoring

Budget

- Start exploring grant opportunities to expand the work of the office and the capacity of the team

Closing Thoughts

The goal of this report was to provide transparency and guidance to the community and our partners regarding the priorities and work the OIPM intends to complete in 2022 and beyond.

This work plan is meant to act as a roadmap of where the OIPM intends to go while still providing flexibility for the OIPM to pivot as the community, police department, and the demands of living through a pandemic require.

In the coming month, the OIPM will be sharing this document with the public and receiving feedback and looking to opportunities to collaborate. If your organization or agency seeks to contribute or would like to partner on the goals listed in this work plan, please reach out.

We look forward to working with you and serving you in the coming year.



**Monthly Report of
Ethics Trainer**



JANUARY 2022

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD

ERB 2021 TRAINING COMPLETIONS

[UPDATE]

State of Louisiana Ethics Training:

- ~~77%~~ 100%

City of New Orleans Sexual Harassment Prevention Training:

- ~~66%~~ 99%



REMEMBER YOUR 2021 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 (Fig. 1) or may be obtained directly from the state ethics website, www.ethics.la.gov (Fig. 2).

Submission options:

- Fax: 225-381-7271
- Mail: Board of Ethics, P.O. Box 4368, Baton Rouge, Louisiana 70821
- Upload: www.ethics.la.gov

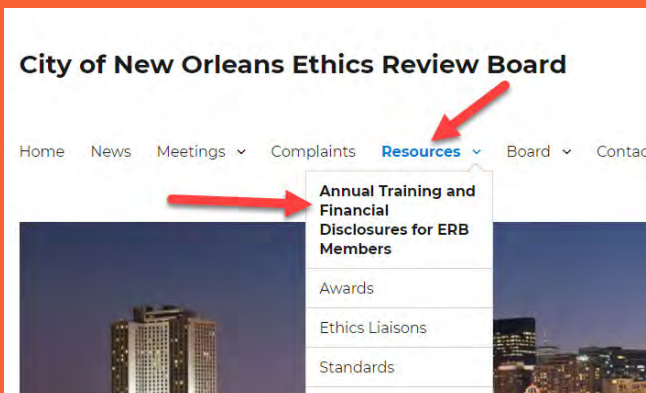
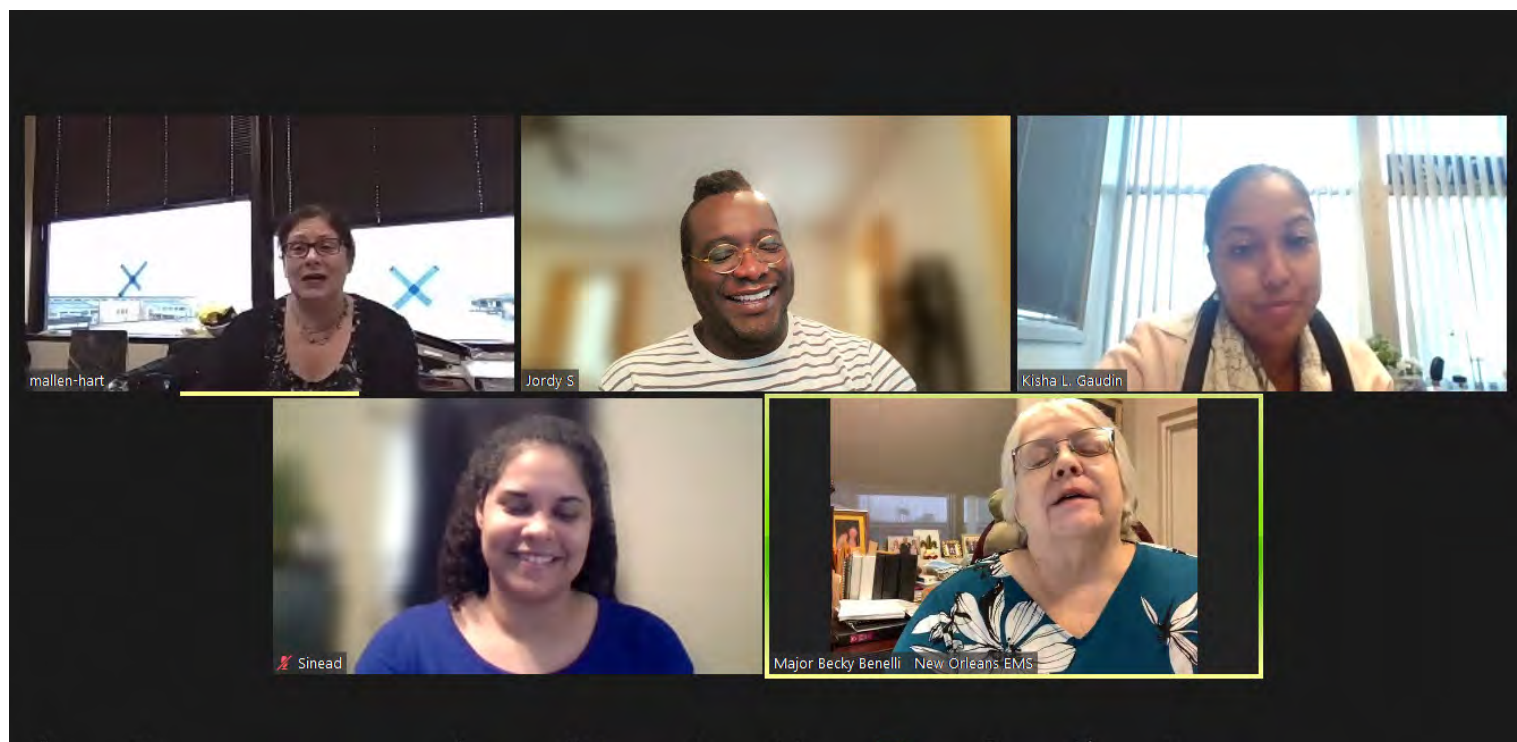


Fig. 1



Fig. 2

2022 JANUARY ETHICS LIAISONS FORUM #1



Spread across the City of New Orleans are designated Louisiana Ethics Administration liaisons and certified trainers who, alongside their customary duties, serve as points of contact for ethics-related issues and questions within their respective departments. The ERB Training Division will host biannual meetings to leverage the use of the liaisons in maintaining a positive trajectory toward achieving the long-term goal of establishing a culture of ethics within the city.

These sessions will include opportunities to collaborate, skill build, and generate action items that will be placed under consideration for implementation. The first of these meetings for the current year was held on Tuesday, January 25, 2022.

2022 JANUARY ETHICS LIAISONS FORUM #1

[CONT.]

HIGHLIGHTS

NEEDS:

- ~ (5) Whistleblower Statute information posters
 - In accordance with State of Louisiana Code of Ethics guidelines, whistleblower statute posters are to be visible in high traffic areas of buildings where (10) or more public employees are employed.

PROPOSED:

- Monthly "Did You Know?/Ethics Minute"-type monthly email blurb
 - Short, one or two bullet, email announcement with 'fun fact' ethics related tips/information that is immediately relevant to end-users.
 - Derived from questions that had been posed to liaisons surrounding -
 - Meal allowances
 - Charitable giving (ex. bereavement flowers for coworker; donations to coworkers affected by natural disasters)
 - Complimentary admissions
 - How/when to contact NOLA ERB/State ERB
- Information sheet/notice for city vendors/new city vendors regarding ethics guidelines that are followed by public servants.
- Ethics 'Passport' info card - City vehicles
 - 5x7 card with short reminders about proper ethical behavioral response to anticipated common situations that employees in the field may face.
- Revision to Liaison award(s)
 - Should there be recognition for those who serve as liaison for large departments who achieve 100% dept. completion by annual deadline?
 - City staff and divisions should be made aware of existence of award, purpose, and recipients.

Item 1

November 5, 2021

Dear Ethics Review Board Chair and Members:

As the current acting Independent Police Monitor, I bring experience, passion, and steady leadership to the Office of the Independent Police Monitor (OIPM), and I would be honored to continue serving the city of New Orleans as the permanent Independent Police Monitor.

For three years, I have served as second in command at the OIPM as Deputy Independent Police Monitor. I've overseen our misconduct work, responsible for the Complaints Division, Disciplinary Proceedings, Case Reviews, and the Community-Police Mediation Program. I have kept the voice and concerns of the community in the forefront of my work and facilitated countless meetings between the NOPD and community members, so they can be heard, and their experiences acknowledged and valued. I reviewed and assessed over two hundred disciplinary proceedings against NOPD employees, monitored on-scene police investigations, and advised on hundreds of complaints of officer misconduct. I have a strong working knowledge of NOPD policies, strategies, tactics, training, disciplinary expectations, and officer culture, and how all these things interact to impact the lives of New Orleanians. My policy recommendations that have been adopted by NOPD have changed the way New Orleans is policed, strip searches are conducted, retaliation is investigated, and conflicts are addressed within the department.

As Acting Independent Police Monitor, I set goals, execute projects, and accomplish real deliverables that have an impact on the community. I have generated new and compelling work product, including promoting OIPM to the community through social media, and completing our first Hurricane Report on the NOPD's performance during Hurricane Ida. Now, as the OIPM prepares for eventual sunset of the Federal Consent Decree, I have effectively worked with Federal Monitors, city and federal governmental leadership and agencies, along with community stakeholders to ensure the hard-won police reforms are sustained and our office pivots to what the future may hold for police oversight. I am prepared for our office to take a larger role in audits and investigatory work. I encourage the Ethics Review Board to reach out to the Federal Monitor to learn more about how our offices are working together to prepare for a post-Consent Decree New Orleans.

Simultaneously, while implementing police reform as the Deputy and now Acting Independent Police Monitor, I have also developed credibility and trust with the NOPD for being fair, knowledgeable, and providing valuable feedback – even when in disagreement. This credibility and trust is why Chief Ferguson asked me to be the first representative from this office to participate in the recent Captain Promotional Interviews, a responsibility that was requested of our office and no other agency. I would request that the Ethics Review Board reach out to the leadership at the NOPD to learn more about how I interact with the department.

I am organized and comfortable leading teams and developing internal structure. Prior to the OIPM, I was the first director of a newly established Student Hearing Office and Transitions team within the Orleans Parish School Board. I oversaw the creation of this team under the Recovery School District for three years. While leading this team, I coordinated with staff, families, school and charter organization leaders, and community and governmental stakeholders to establish a shared vision and build new systems, strategies, and policies. Under my leadership, our team released more data, developed more transparent policies, and created new forms and hearing techniques, all of which resulted in 33% reduction in expulsions.

As my résumé highlights, I have held leadership positions in diverse settings and have worked inside city and state government and municipal and criminal district courts since graduating from Tulane Law School. I sincerely appreciate the opportunities I've had to serve this city and to get to know each of you.

Thank you for your consideration for the position of Independent Police Monitor.

Sincerely,
Stella Cziment

LICENSES

Louisiana Bar, October 20, 2011.

Notary Public – Orleans Parish with Statewide Jurisdiction, 2012.

MANAGEMENT AND POLICY EXPERIENCE

Office of the Independent Police Monitor (City of New Orleans), New Orleans, Louisiana

Acting Independent Police Monitor, May 2021 – Present

- Responsible for team vision, yearly budget, audit, and review plan, and execution of all office goals. Created, presented, and implemented a six-month Action Plan with budgetary and work product priorities including the recommendations of the Quality Assurance Review Advisory Committee (QARAC).
- Responsible for representing the office to the Ethics Review Board (ERB) and meeting with city and NOPD leadership including monthly meetings with Chief of Police and meeting with City Council.
- Responsible for liaising with the Federal Monitors at the Office of Consent Decree Monitors (OCDM) and Judge Morgan to reach compliance with the Federal Consent Decree including coordinating weekly meetings with the OCDM and completing audit oversight with the Professional Standards and Accountability Bureau within NOPD.
- Oversees all office operations including budget, staffing, supervision, quality assurance reviews and peer reviews, and coordinating with legal counsel. Recently completed the first approved Retention Schedule for the OIPM that is now on file with the La. Secretary of State.
- Coalition building, working with local police union leadership, and meeting with community leaders. Planning and conducting community outreach, producing public facing documents and reports.
- Provide recommendations to NOPD leadership regarding policy, practice, training, supervision, liability, and resource allocation. Recently providing more input into NOPD employment decisions including monitoring Captain Promotional Interviews at the request of Chief Ferguson and providing input on candidates during deliberations.
- Wrote the first Hurricane and Declared Emergencies Oversight Plan for the OIPM and completed a comprehensive report on the NOPD’s policing strategies and compliance during Hurricane Ida (*public release pending*).

Office of the Independent Police Monitor (City of New Orleans), New Orleans, Louisiana

Deputy Independent Police Monitor, September 2018 – May 2021

- Second in command of the staff, contractors, and interns. Acted as the Independent Police Monitor when required.
- Managed four divisions of work: misconduct complaints, case reviews of NOPD misconduct investigations, NOPD disciplinary proceedings, and the Community-Police Mediation Program. Oversaw all relevant work product, staff, and contract attorneys. Wrote and implemented the policy and practice within these divisions.
- Oversaw misconduct complaint intake and referrals to the Public Integrity Bureau. Review all disciplinary proceedings, attend Superintendent Committee and Captain Panel hearings against officers, and provide official recommendations to NOPD leadership regarding the thoroughness of the investigation, legality and the requirements of the Federal Consent Decree, officer training, and NOPD policy and practice.
- Monitor NOPD activity including responding to critical incidents, deaths in custody, and officer-involved shootings.
- Work extensively with partners including NOPD and city government leadership, Federal Monitors, community organizations, and affected civilians regarding police activity, policy, and practice.

Orleans Parish School Board (formally Recovery School District), New Orleans, Louisiana

Director of the Student Hearing Office and Transitions, August 2015 – August 2018

- Managed a five-person staff within the Orleans Parish School Board, reporting directly to the Chief of Student Access. This team was previously within the Recovery School District until the unification in 2018.
- Responsible for the Student Hearing Office team that conducted over 465 expulsion hearings and 480 disciplinary conferences a school year for the 82 Orleans Parish public schools along with managing the Hardship Transfer team and process. Created two new transfer methods for students receiving specialized services for special education or credit acceleration.
- Designed and wrote the New Orleans and the Baton Rouge Student Hearing Office Manuals that established districtwide policy concerning student discipline, created guidelines for advocate involvement, enrollment procedure for students serving and returning from expulsions and incarceration.

- Created and coordinated internal and external trainings, professional workshops, and presentations about student discipline policy, Hardship Transfers, enrollment, and rights to special education services.
- Oversaw accountability measures to ensure legal compliance in enrollment and transfer students.

LEGAL EXPERIENCE

Orleans Public Defenders, New Orleans, Louisiana

Staff Attorney – Trials Division, Criminal District Court, Orleans Municipal Court, July 2012 – August 2015

- Led several felony bench trials as first chair, performed nine misdemeanor bench trials on various violent and non-violent charges, and co-chaired various jury and bench trials.
- Coordinated defense teams, including client service advocates, investigators, and social workers, in preparing and investigating cases for trial and developing trial strategy and theory.
- Wrote and successfully argued motions regarding suppressing, excluding, and obtaining evidence, resulting in the suppression of evidence and statements, and findings of no probable cause. Defended outcomes to the Fourth Circuit and Louisiana Supreme Court.
- Negotiated multiple plea bargains, pretrial release, and diversion opportunities, which required developed strong working relationships with assistant district attorneys and their supervisors.

Louisiana Commission on Human Rights, New Orleans, Louisiana

EEO Specialist & Contract Analyst, November 2011 – September 2012

- Organized and conducted investigations of employment discrimination claims including completing final recommendations on findings of cause under Title VII, the Americans with Disabilities Act, and the Age Discrimination in Employment Act.
- Negotiated settlements and conciliation agreements between complainants and respondent parties.

ADDITIONAL EXPERIENCE

Iowa Civil Rights Commission: Waterloo Commission on Human Rights, Waterloo, Iowa

Human and Civil Rights Summer Associate, June – August 2008

- Designed training material to teach new employees how to open cases and work with complainants.
- Wrote closing statements for cases involving employment, public accommodation, and education discrimination.

International Federation of Women Lawyers (FIDA U), Kampala, Uganda

Advocacy and Legislative Affairs Intern, August 2007 – January 2008

- Participated in lobbying strategies and liaised between Ugandan government, grantors, and fellow advocacy groups.

American Red Cross Greater Carolinas Chapter, Charlotte, North Carolina

Disaster Action Team Coordinator (AmeriCorps), July 2006 – June 2007

- Managed and led 85 community volunteers on six Disaster Action Teams (DAT) who responded to local and national disasters such as fires, tornadoes, homeland security, storms, and other emergencies in the Southeast.
- Created the Disaster Action Team (DAT) Handbook and Captain Workshop, which was implemented at 11 chapters in the Carolinas region.

EDUCATION

Tulane University Law School, New Orleans, Louisiana

Juris Doctor, May 2011

- *Externships*: Externed at the Lawyers' Committee for Civil Rights Under Law in Washington, D.C. as the Community Development Law Clerk. Externed at the U.S. Equal Employment Opportunities Commission (EEOC) in New Orleans, Louisiana as the Enforcement Law Clerk.
- *Publications & Honors*: Paper titled "Cameroon: A Mixed Jurisdiction?" published in *Civil Law Commentaries* Winter 2009, Issue 2, Volume 2. Received Honors in Trial Advocacy Fall 2010.

Beloit College, Beloit, Wisconsin

Bachelor of Arts *cum laude* with honors, Community Development and Reform, self-designed, May 2006

- *Specializations*: Studied multiculturalism and social change in Cape Town, South Africa. Studied advocacy strategy and public policy at the "Transforming Communities" program within American University in Washington, D.C.

REFERENCES

Lerone Crayton, Director of Student Hearing Office

Orleans Parish School Board
2405 Jackson Ave., Building A
New Orleans, Louisiana 70113
Phone: (504) 570-6455
Email: lcrayton@opsb.us

Danny Engelberg, Chief of Trials

Orleans Public Defenders
2601 Tulane Ave., Suite 700
New Orleans, Louisiana 70119
Phone: (504)784-5674
Email: DEngelberg@opdla.org

Jee Park, Executive Director

Innocence Project New Orleans
4051 Ulloa Street
New Orleans, LA 70119
Phone: (240) 401-0791
Email: JeeP@ip-no.org

William Snowden, Executive Director

Vera Institute for Justice, New Orleans
1307 Oretha Castle Haley Blvd., Suite 203
New Orleans, Louisiana 70113
Phone: (414) 899-2616
Email: wsnowden@vera.org

Bonycle Sokunbi, Acting Deputy Independent Police Monitor

Office of the Independent Police Monitor
2714 Canal Street, Suite 201
New Orleans, Louisiana 70119
Phone: (205) 222-6632
Email: Bonycle.thornton@gmail.com

Jason Williams, District Attorney

New Orleans District Attorney
619 S. White Street
New Orleans, LA 70119
Phone: (504) 491-9458
Email: jrw@orleansda.com

Item 2

February 2, 2022

To: Mr. Dane S. Ciolino

From: Conrad A. Joachim

104 N. Airline Hwy, #128

Gonzales, LA 70737

Dear Mr. Ciolino,

I am interested in the Independent Police Monitor (IPM) advertised for New Orleans, LA.

I have twenty seven (27) years of law enforcement experience. Currently, I am a senior manager with the Drug Enforcement Administration (DEA) in Metairie, LA. Prior to DEA, I was a patient care advocate working as a New York City Paramedic in a 911 system. As part of my vast experience specifically related to the advertised position, I was in charge of the DEA's Western Field Office as the Senior Inspector for the Office of Professional Responsibility (OPR). In that capacity, I provided oversight of all investigations, administrative and criminal, involving violations of the DEA Standard of Conduct in the Los Angeles Division, the Seattle Division, the San Francisco Division, the Phoenix Division, and Asia. I also performed quality control review of investigations conducted by the Office of the Inspector General (OIG) in order to ensure they were in compliance with the standards established by OPR and the DEA Board of Professional Conduct (HRB).

Although not specifically related to the advertised position, I command native level fluency in Spanish, French, and Haitian Creole. My resume is enclosed. If you have questions or need more information, you can reach me at (305) 984-0399 or www.jch533@aol.com.

Kind Regards,

Conrad Joachim

CONRAD A. JOACHIM
Jch533@aol.com | 305-984-0399

Dynamic, highly motivated, Executive Manager with vast experience leading a diverse workforce, and implementing strategic direction in both foreign and domestic posts of duty. Detail oriented in the in the field of building coalitions in the workforce, and ensuring a safe and secure working environment for employees and company assets.. Proven leader with extensive experience ensuring organizational assets are secure and accounted for. Forward thinking and decisive leadership characteristics have led to positions of increased responsibility and promotion to the Executive Management level within federal law enforcement. A problem solver who consistently earned the confidence of his counterparts and colleagues throughout a twenty-two year history of service. Accountable manager, assuming full responsibility for all programs under his area of responsibility.

Success Driven Law Enforcement Professional. Advanced experience conducting international investigations. Possess Top Secret Security Clearance. Vast experience with law enforcement engagement, strong business acumen. Demonstrated success at building strong teams and coalitions, analyzing internal and external threats, and developing effective mitigation plans. Goal oriented, results driven.

PROFESSIONAL EXPERIENCE

UNITED STATES DEPARTMENT OF JUSTICE
DRUG ENFORCEMENT ADMINISTRATION [DEA]

ASSISTANT SPECIAL AGENT IN CHARGE- NEW ORLEANS DIVISION- [2019-PRESENT]

RESPONSIBLE FOR THE OVERALL SUPERVISION AND MANAGEMENT OF TWO ENFORCEMENT GROUPS, TWO DIVERSION GROUPS, ONE SPECIAL SUPPORT GROUP, AND ALL ADMINISTRATIVE FUNCTIONS IN THE NEW ORLEANS DIVISION.

SENIOR INSPECTOR – WESTERN FIELD OFFICE- CALIFORNIA – [2016 TO 2019]

Senior Inspector managing DEA engagement with the Office of the Inspector General (OIG) for the Western Region of the United States (U.S). Provide investigative direction and implement strategies for all issues relating to violations of DEA's Standard of Conduct. Provide oversight of subordinate inspectors involve in administrative and criminal investigation of DEA employees, Task Force Officers, and contractors. Oversee all integrity related investigations in Los Angeles, San Diego, San Francisco, Alaska, Guam, Hawaii, Phoenix, and Seattle. Continuous engagement with the United States Attorney's Office on matters with a criminal component. Collaboration with private sector stakeholders in regards to fraud, waste, and abuse against the U.S. government.

INSPECTOR – DEA OFFICE OF PROFESSIONAL RESPONSIBILITY – Washington, DC [2014 TO 2016]

Served as Inspector in DEA Headquarters' Office of Inspection. Advisor to the Deputy Chief Inspector on issues related to DEA's Standard of Conduct. Regularly Liaised with other DEA headquarter components and the U.S. Attorney's Office on administrative and criminal matters related to fraud, waste, and abuse against the U.S. government.

- Provided investigative briefings, candid oral presentations, and recommendations to the Chief Inspector regarding significant investigations involving integrity matters under my area of responsibility.
- Worked closely with the Office of the Inspector General on significant investigations involving violations of DEA's Standard of Conduct.
- Collaboration with inter-agency partners to coordinate integrity related investigations involving DEA employee, Task Force Officer, and contractor.

ADDITIONAL PROFESSIONAL EXPERIENCE

Group Supervisor – Ponce, Puerto Rico [2008 TO 2011] and Miami, Florida [2011-2014]

- Directed counterdrug operations under the High Intensity Drug Trafficking Area Initiative. Provided pivotal leadership to the Caribbean Law Enforcement community. Educated regional counterparts on the emerging threat of prescription drug abuse.

Assistant Country Attache – American Embassy – Port-au-Prince, Haiti [2003 To 2006]

- Developed bilateral investigations and built lasting relationships with the Haitian Government, and West Indies law enforcement counterparts.

Special Agent – Miami Division [1998 To 2008]

- Conducted complex investigations involving criminal violations of the Controlled Substance Act.

EDUCATION

HARVARD UNIVERSITY- SENIOR EXECUTIVE FELLOWS PROGRAM- CAMBRIDGE, MA

MASTER OF BUSINESS ADMINISTRATION- AMERICAN INTERCONTINENTAL UNIVERSITY- MIAMI, FL

BACHELOR OF SCIENCE – CITY UNIVERSITY OF NEW YORK – Brooklyn, NY

Barry University- Post Baccalaureate Certificate in Legal Studies (Paralegal)

ADDITIONAL LANGUAGE SKILLS

Verified fluency in **Spanish**

Verified fluency in **French**

Item 3

Tonya McClary
129 Painted Trail
Forney, TX 75126
(240) 603-5443

City of New Orleans Ethics Review Board
Via email: erb@nolaerb.gov

Dear Members of the Ethics Review Board,

I am excited to express my interest in the position of Independent Police Monitor (IPM) for the City of New Orleans. It would be an honor to come back to New Orleans and head the office that I worked for formerly before starting in my current role. I am confident that my leadership, skills, and experience will enable me to be an effective IPM and take the office to new heights and levels of achievement. For more than two decades, I have dedicated my life to work in the areas of criminal justice, civil and human rights. In that time, I have worked as a police monitor, director, supervisor, lawyer, advocate, community organizer and minister. My work has encompassed many issues, including policing, civilian oversight, indigent defense, juvenile justice, human rights education, women, and girls.

I am currently the very first Police Monitor for the city of Dallas, Texas and the Director of the Office of Community Police Oversight (OCPO). In that capacity I oversee the Dallas Police Department (DPD), which is the ninth largest police department in the county. As the first Police Monitor and Director for OCPO it has been my job to build the office from the ground up. That means hiring all the staff, writing all the policies for both OCPO and how to work with DPD and engaging the Dallas community. I also staff and direct the Community Police Oversight Board (CPOB) which has 15 members who are appointed by City Council members and the Mayor.

I started my new role in late February of 2020 and two weeks later the City of Dallas and the rest of the country was in a pandemic. Starting an office from the ground up is hard enough, but you can imagine how hard it is building an office during a pandemic. Especially when a large part of the success of the office is having the civilians in Dallas know that the office exists and developing trust in the community through community outreach and engagement. However, despite all of that the OCPO and CPOB have been very successful in their work. A large part of that is the vision and foundation I have laid for both the office and the Board.

In the short time I have been heading the office we have managed to get some major policy changes within DPD. One of significant one is a 72-hour video release policy for officer involved shootings and other critical incidents. This may not seem that impactful to you since New Orleans already releases video footage to the public, but the civilians in Dallas have been fighting for this policy for 40 plus years. Not only did I get the policy enacted in the DPD's General Orders, I also wrote a significant part of the policy. I also made the policy retroactive so that families that have had a loved one killed prior to the policy taking effect in June of 2020 can also now see the footage and hopefully get closer to closure in their lives. My office also hosts for DPD the showing of all video footage to the families of the deceased person that was killed by DPD. This policy ensures that a neutral party is always in the room to answer questions that DPD may not be able to answer for several reasons and gives the family of the loved one someone that is not affiliated with the policy department as a contact during such an emotional time.

I can bring the level of expertise I have to Dallas in part because of the work that I did in my former role as the Chief Monitor at the Office of the Independent Police Monitor (OIPM) in New Orleans. In that capacity, I built and directed the Use of Force Department. As the Chief Monitor, I directly monitored all critical incidents and uses of force by the New Orleans Police Department (NOPD) and their subsequent investigations. I also handled oversight of disciplinary hearings and complaints that involved use of force, made training and tactical recommendations at monthly Use of Force Review Board meetings, and created public reports for each critical incident with the findings from our monitoring. Because use of force cases often garners public attention, I frequently served as a spokesperson for the OIPM on local and national media outlets.

In addition to my use of force work, I also served on the office's management team alongside the Police Monitor and Deputy Monitor to manage all office operations and strategic planning and represented the office at high level meetings with NOPD, City officials, the Consent Decree Monitors, and national police oversight partners. I also supervised the attorneys and volunteers who worked in my department and I also supervised the New Orleans Community-Police Mediation Program. Because of my passion for community outreach and advocacy, I also took on the role of recruiting and supervising a Public Allies Fellow who will primarily be working with a group called Families Overcoming Injustice (FOI). This group is made up of loved ones who have had a family member killed by the NOPD. FOI started meeting many years ago as a support group for one another. However, over time they learned that they shared many of the same concerns about the investigation of their loved one's cases. The group moved from being solely a support mechanism to making policy changes within the NOPD in the form of "*A Family Bill of Rights*".

Before joining (OIPM), my work in policing encompassed working with groups at all levels of government to develop strategies to offset brutality in communities, document human rights abuses, and work with police agencies on the development of community policing standards. I also assisted some of these same groups in addressing issues internationally to independent monitoring bodies, like the United Nations. I developed partnerships with national police organizations (such as the National Black Police Association and 100 Blacks in Law Enforcement Who Care), which carried the understanding and support of the police, to review responses to police brutality and inadequate responses from internal affairs departments. Working with groups like these was important to understanding police culture and ensuring that there was interest and cooperation from police departments when recommendations were being put forward.

In addition to police accountability and oversight work, I served as a criminal defense litigator for almost two decades. In that time, I have handled cases at the trial, appellate and clemency stages. I also have experience running a legal department in my role as the Circuit Court Chief at the Maryland Office of the Public Defender. In that capacity I was responsible for direct oversight of 70 staff members comprised of attorneys, paralegals, social workers, secretaries, and intake workers. I also had to develop budgets, assist in HR matters and a host of other administrative duties. As a Supervising Attorney at the Orleans Public Defenders Office, I supervised 10-15 staff attorneys, pre-trial services staff, investigators, and a court support administrative assistant.

Besides the subject matter expertise, I have developed over the years, I have also had the pleasure and challenge of being the "first" in several situations, taking positions and/or departments and developing them from the ground floor. For example, my current position as described above. Also, the Chief Monitor position at OIPM was newly created when I started. Part of my mandate was to build the department, create the policies that would govern it, develop best practices for use of force civilian oversight and other foundational tasks. The department has now become a model for other oversight agencies in the country working on use of force. I was also part of the first

leadership team at the Orleans Public Defender's Office (OPD) in New Orleans, Louisiana as a supervising attorney when the office became the first full-time public defender agency in the state. OPD was a "new" office post Hurricane Katrina. We developed innovative approaches to indigent defense and responded to the changing landscape of criminal justice in New Orleans.

The IPM needs to be a visionary leader and a person that can think outside the box to create systems and partnerships that will nurture the Office of the Independent Police Monitor and maintain its status as a cutting-edge office in the field of community police oversight. If you ask colleagues about me, they will say that I am a visionary, a developer, and a coalition builder. Because I have spent much of my career working on issues related to criminal justice, civil and human rights, I have made lasting relationships with many of the organizations and people that have been fighting for reform in policing and oversight for years. All these strengths and talents are needed to lead, grow, and sustain the OIPM.

Thank you for your consideration of my candidacy for the IPM of the Office of the Independent Police Monitor. I look forward to discussing this opportunity with you further.

Sincerely,

Tonya McClary, Esq.

TONYA D. McCLARY

129 Painted Trail Forney, TX 75126

Phone: 240-603-5443

EDUCATION:

University of Baltimore School of Law, Baltimore, Maryland

Juris Doctor, July 1994

University of Maryland Baltimore County, Catonsville, Maryland

Bachelor of Arts English & African American Studies; Minor in Psychology 1991

BAR MEMBERSHIP:

Texas State Bar, Admitted 2016

Louisiana State Bar, Admitted 2008

Maryland State Bar, Admitted 1995

United States District Court - District of Maryland, Admitted 1996

EMPLOYMENT:

Office of Community Police Oversight, Dallas, TX

Police Monitor and Director

February 2020-Present

First Police Monitor for the City of Dallas. Establish, build, and manage the inaugural Office of Community Police Oversight (OCPO). Accepts complaints filed by members of the public against Dallas police officers. Facilitates mediated resolution process between a complainant and Dallas police officers. Monitors Internal Affairs Division investigations into external administrative complaints against Dallas police officers. Initiates independent investigations when necessary of complaints against Dallas police officers. Monitors the Police Department's investigation of a critical incident involving a Dallas police officer. Develops community outreach programs to engage the community and to create awareness of the OCPO. Supports the CPOB's efforts to promote transparency and accountability and to foster community relationships with the Dallas Police Department. Makes presentations before the Community Police Oversight Board, City Council, and community organizations.

Office of the Independent Police Monitor, New Orleans, LA

Chief Monitor

June 2017-February 2020

Has direct oversight of the OIPM Use of Force Department. Directly monitors investigations that involve the use of force by the New Orleans Police Department, as well as other investigations. Handles oversight of disciplinary hearings and complaints that involve use of force for OIPM. Supervises the work of attorneys and volunteers whose work is related to the use of force. Work also includes reviewing, compiling, organizing, evaluating, and summarizing statistical data and producing reports. Serves as the liaison for OIPM between the office and the Federal Consent Decree Monitoring team (OCDM). Engages the community in a variety of ways on issuing of policing that impact them. Coordinates the volunteer program for the entire office. Assists the Independent Police Monitor in the management of the office as part of the management team.

Regional Public Defender for Capital Cases, Terrell, Texas

Assistant Public Defender

June 2015-May 2017

Represents indigent people at the trial level who are charged with capital offenses in rural counties in East Texas.

Maryland Office of the Public Defender

Circuit Court Chief (District One), Baltimore City, Maryland

April 2013-May 2015

Has direct oversight of seventy (70) staff comprised of attorneys, paralegals, secretaries, and intake workers. Works closely with Felony Supervisors and District One leaders to maintain a high standard of representation through ensuring accountability while fostering mentorship, teamwork, and communication. Actively consults with attorneys on case preparation and trial strategy. Monitors the distribution of felony cases and attorney caseloads to ensure optimal client outcomes. Ensures accountability through the regular evaluation of attorney and staff performance. Fosters a culture of excellence, resourcefulness, and zealously amongst attorneys and staff. Works closely with the Training Division and other Statewide Divisions to ensure effective representation through the development of relevant policies, practices, and trainings.

Orleans Public Defenders Office, New Orleans, Louisiana

Supervising Attorney

June 2008-March 2013

Represents indigent people facing criminal charges in Orleans Parish. Handles high level felony cases. Supervises a group of 10-15 staff attorneys, pre-trial services staff, investigators, and a court support administrative assistant. Serves on Leadership Team for the office and is involved in strategic planning, lawyer training and development.

Louisiana Capital Assistance Center, New Orleans, Louisiana

Staff Attorney

September 2007 –June 2008

Handles death penalty cases in Louisiana primarily at the trial level. Also works on cases at various appellate levels in Louisiana and other southern states.

American Friends Service Committee, Philadelphia, Pennsylvania

National Criminal Justice Director

February 2002-September 2007

Responsible for national criminal justice work, including challenging the public mind-set about issues of crime and justice, and stimulating participation of communities of color and religious communities in debate and in action. Responsible for supporting regional programs, including program development; for interpreting AFSC experience to national organizations and policymakers; and for national initiatives.

National Coalition to Abolish the Death Penalty, Washington, D.C.

Domestic Program Director/Soros Justice Fellow

February 2000-January 2002

Worked on a two-year project entitled "Advocacy Link," which is focused on bridge-building between the capital litigation and grass-roots abolitionist communities to create an effective model of advocacy on behalf of persons facing death sentences.

Program Consultant

July 1999-January 2000

Responsible for reformatting the program objectives of the "Stop Killing Kids" campaign which aimed at ending juvenile executions in the United States. Lead coordinator on the Gary Graham (Shaka Sankofa) juvenile death penalty case from Houston, Texas.

NAACP Legal Defense and Educational Fund, Inc., New York, New York

Research Director, Criminal Justice Project

May 1997-July 1999

Work included the design, implementation and execution of public policy & public information strategies for LDF's administration of justice docket; publication of "Death Row U.S.A.", a quarterly publication containing national statistical and legal information; tracking status of death penalty cases before the U.S. Supreme Court; research and writing on capital punishment and criminal justice issues; designing strategies around individual cases, community organizing and legislative lobbying; serving as academic liaison and public spokesperson for the criminal justice project.

Lumumba & Associates, Jackson, Mississippi

Community Organizer

April 1997

Organized a grassroots public education campaign around the highly charged juvenile death penalty case in Mississippi of Azi Kambule: coordinated efforts with local and national media to bring a spotlight on the case; worked with local and national clergy to help bring the victim's and defendant's families together to help with reconciliation efforts; worked with legal counsel on various aspects of the case, including investigation, interviewing of client and witnesses, trial preparation, legal research, etc.

Baltimore City Office of the Public Defender, Baltimore, Maryland

District Court Attorney

January 1997-March 1997

Represented low-income clients on various types of District Court level criminal and traffic cases. Conducted trials, Preliminary hearings, Violation of Parole Hearings. Conducted interviews with clients and witnesses. Prepared motions.

McClary and Associates, Forney, TX.

Founder and Principal

January 1997-Present

Handles criminal, civil, civil rights and human rights cases locally and nationally at various stages of the litigation process. Undertake and develop mitigation strategies in capital and other felony cases. Leads campaigns addressing various issues related to criminal justice and indigent defense reform. Trains groups of attorneys across the country on various skills in criminal defense. Coordinates fundraising for various church and prison ministries.

Amnesty International USA, Mid-Atlantic Regional Office, Washington, D.C.

Ralph J. Bunche Fellow

August 1995-December 1996

Coordinated and implemented cultural diversification plans and projects within the Mid-Atlantic Region. Organized regional Death Penalty program, which included: writing and editing a bi-monthly newsletter to regional membership, supporting the State Death Penalty Abolition Coordinators network, maintaining Death Penalty files, organizing, and supporting demonstrations, vigils, etc. around the Death Penalty, planning and implementing other Regional Office campaign activities. Designed and implemented Black History Month Speaker series. Represented Amnesty International at public speaking events. Worked with Mid-Atlantic Amnesty membership (local and student) on projects, recruitment, and retention of group members.

ASSOCIATIONS:

- **American Bar Association Section on Individual Rights and Responsibilities**, Death Penalty Committee Vice-Chair, 1999-2014
- **Amnesty International USA:**
Chair of Multi-Cultural Advisement and Assessment Committee, 2001-Present
Member of Legal Support Network, 2001-Present
Chair of Women's Steering Committee, September 2000 –September 2004
- **Council on Foreign Relations**, Term Member 1999 – 2004
- **Kairos Outside North Texas**, Advisory Council and Fundraising Coordinator, 2017-Present
- **National Association for the Advancement of Colored People (NAACP)**, Member of National Prisoner Rights Subcommittee, 2006-Present
- **US Human Rights Network**, Coordinating Committee and Chair of Criminal Punishment Caucus, 2002-2007

HONORS:

- **National Center for Human Rights Education**, 2nd Annual Human Rights Guardian Award for work on Prisoner's Human Rights, December 10, 2004
- **Women's Global Leadership Institute**, Rutgers University 2001
- **Who's Who Among American Law School Students**, 1993-1994
- **Black Law Student Association**, University of Baltimore School of Law, Vice - President, 1993-1994
- **Humanitarian of the Year**, University of Maryland Baltimore County, 1989
- **Omicron Delta Kappa** - Leadership Honor Academy
- **Sigma Tau Delta** - English Honor Society

SPEECHES, DEBATES, TRAININGS & COMMUNITY ORGANIZING (Partial List):

- Presenter, Racial Equity Network VI: Batson Challenges and Discussing Race During Voir Dire at University of North Carolina Chapel Hill School of Law, October 2016
- Faculty, Defender Institute Basic Trial Skills Program, Rensselaer Polytechnic Institute, Troy, NY 2015- Present
- Co-facilitator, Beyond Diversity 101, 2016-Present
- Faculty, NLADA Life in the Balance—A Capital Case Training for Mitigation Specialist, Defense Investigators and Defense Attorneys, From 2002- Present.
- Trainer, Training of Trainers Workshop for Human Rights Educators at the University of Minnesota Human Rights Center, 2002 and 2003
- Testified before International Tribunal at World Conference on Racism on human rights abuses effecting women in prison, 2001
- Guest lecturer on Amnesty International's *USA Campaign* Speaking tour to Canada, Wales, and England, 1999
- Keynote speaker at Prince William County Human Rights Commission December 10th event, 1996
- Trainer and closing plenary speaker on Youth Organizing at the National Coalition to Abolish the Death Penalty National Convention, 1996
- Guest lecturer at Georgetown University, Pennsylvania State University, American University, Tougaloo College, Jackson State University, Norfolk State University, Howard University, Morgan State University, Temple University, Yale Law School, New York University Law School, University of North Carolina-Chapel Hill

PUBLICATIONS

The Forgotten Population: A Look at Death Row in the United States Through the Experiences of Women, produced by National Criminal Justice Program of the American Friends Service Committee, the ACLU Capital Punishment Project, the ACLU Women's Rights Project, the ACLU National Prison Project, and the National Clearinghouse for the Defense of Battered Women, November 2004

Sexuality and Capital Punishment: The Execution of Wanda Jean Allen, Outfront Magazine, Amnesty International Winter 2002.

The Death Penalty & Women in Prison, the next step: a field report from death penalty abolitionist. BLU Magazine Press 2000.

A Question of Justice, Response Magazine June 1999.

BOARD OF DIRECTORS

- Families and Friends of Louisiana's Incarcerated Children, January 2022
- National Death Row Assistance Network, July 2009 – Present
- Hollygrove Market and Farms, June 2012 – April 2013
- TOVA: Artistic Projects for Social Change, 2006-2008, Chair 2008
- National Center for Human Rights Education, 2005-2006
- National Black United Fund, 2005-2006
- Amnesty International USA, Executive Committee, 2001 –2005
- Justice Works Community, 1998-2001
- The National Coalition to Abolish the Death Penalty, 1996-1999; Vice-Chair 1999

References
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