



Ethics Review Board for the City of New Orleans

Special Board Meeting of March 21, 2022, at 3:30 P.M. in Council Chambers

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: Dane S. Ciolino, Executive Administrator and General Counsel.
 - 1.5. The agenda for the meeting is attached.
2. *Approval of Minutes.* Upon a duly made and seconded motion, the board unanimously approved the minutes of the following meetings:
 - 2.1. February 21, 2022; and,

- 2.2. March 10, 2022.
3. *Acceptance of Monthly Reports:* The board accepted written monthly reports from OIG, OIPM, and Ethics Trainer (no oral presentations).
4. *Interviews of Candidates for IPM Position*
 - 4.1. Candidates Stella M. Cziment, Conrad A. Joachim, and Tonya McClary appeared before the board.
 - 4.2. The board, though its general counsel, put round-robin questions to each of the candidates.
 - 4.3. The board gave the public an opportunity to propose questions for the candidates and put the public's questions to the candidates.
 - 4.4. The board questioned the candidates further.
5. *Discussion and Selection of Date for Live ERB Meeting to Appoint IPM.* The board selected April 11, 2022, as the date for a live meeting in council chambers to discuss and appoint the IPM.
6. *Adjournment.*
 - 6.1. A motion was made to adjourn the board meeting.
 - 6.2. The motion was seconded.
 - 6.3. The board unanimously voted to adjourn. The meeting was adjourned at 5:40 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

New Orleans City Hall, Council Chambers

Monday, March 21, 2022

3:30 P.M.

AGENDA

1. Call to order.
2. Approval of the minutes of two prior ERB meetings.
3. Acceptance of written monthly reports from OIG, OIPM, and Ethics Trainer (no oral presentations).
4. Interviews of candidates for appointment to IPM position: Stella M. Cziment, Conrad A. Joachim, and Tonya McClary (applications attached).
 - a. Round-robin questions from board to each of the candidates.
 - b. Opportunity for the public to propose questions for the candidates.
 - c. Follow up questions from the board to any of the candidates.
5. Discussion and selection of date for live ERB meeting to select and appoint IPM.
6. Adjournment.

**Monthly Report of
OIG**

MONTHLY REPORT

FEBRUARY 2022



OIG

NEW ORLEANS
OFFICE OF INSPECTOR GENERAL

EDWARD MICHEL, CIG
INSPECTOR GENERAL

ADMINISTRATION DIVISION



1,837

Number of registered Twitter followers

ADMINISTRATION

The Office Manager is responsible for the following ongoing tasks:

- Posting and reviewing applications for the Criminal Investigator, Auditor, and Evaluator, and General Counsel 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

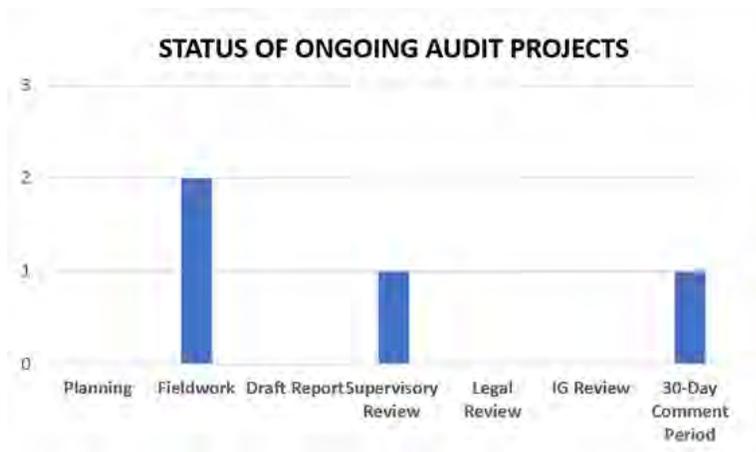
INFORMATION SECURITY

The OIG Information Security Specialist 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	Supervisory Review	4/30/2022
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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	30-Day Comment Period	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	Fieldwork	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.

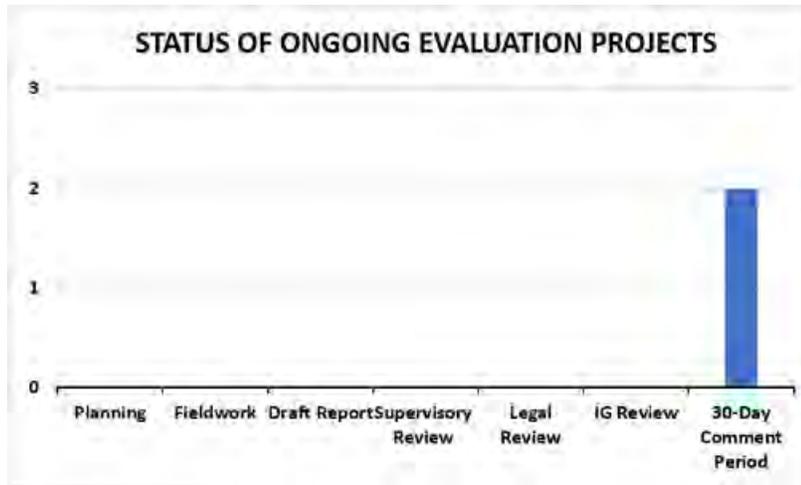
Footnotes:

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

MEASURING PROGRESS

INSPECTIONS AND EVALUATIONS DIVISION

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

Project Name	Project Phase ¹	Anticipated ² Completion Date
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Firefighters' Pension Fund Governance	30-Day Comment Period	3/31/2022
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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	30-Day Comment Period	3/31/2022
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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 (FEBRUARY HIGHLIGHTS)

Issued a Report of Investigation on Sewerage & Water Board Employees' Fraudulent Utilization of Handicap Hang-tags.

Issued a letter to the Assessor's Office concerning three residential properties which continued to receive a homestead exemption and senior freeze reduction despite the listed homeowner reportedly being deceased. Assessor's Office acknowledged receipt of the letter.

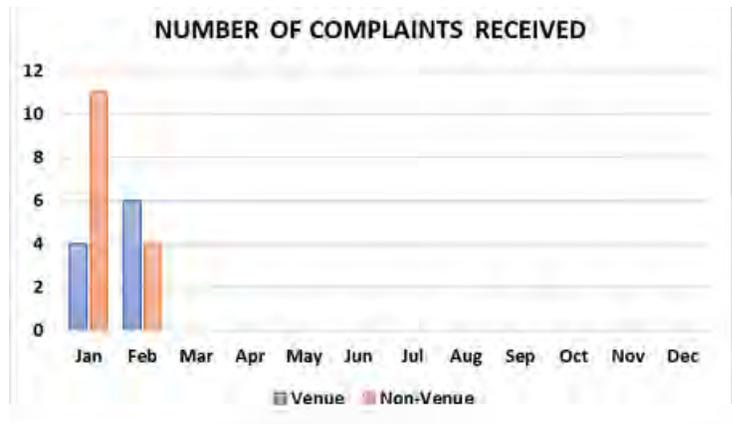
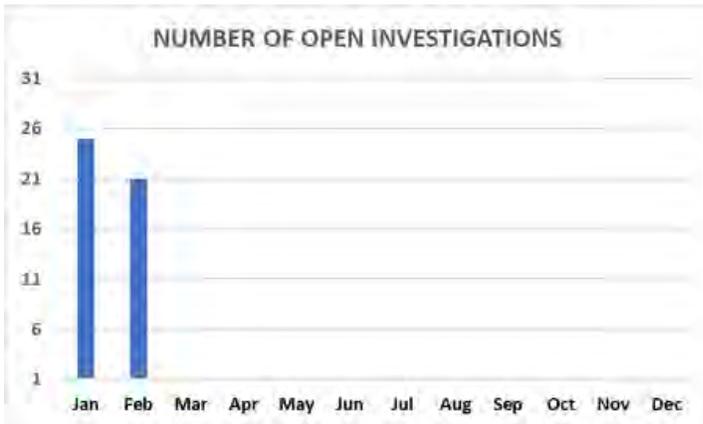
Issued a letter to the Assessor's Office concerning a homeowner receiving a homestead exemption for two residential properties, one in Orleans Parish, and the other in Lafayette Parish.

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

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	\$253,676
Operating	\$277,089	\$7,484
Total Expenditures	\$3,051,877	\$261,160
Fund Balance	\$529,877	

2021 BUDGET

Funding:	\$3,484,529
Expenditures:	Amount
Personnel	\$1,883,501
Operating	\$998,827
Total Expenditures	\$2,882,328
Fund Balance	\$602,201

Finalized 2021 Budget as of March 8, 2022.

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

OIG IN THE NEWS

They've been dinged repeatedly. Still, S&WB workers use handicap placards to park illegally

I'm appalled by it," said City Council member Oliver Thomas

BY MIKE PERLSTEIN | WWL-TV FEB 3, 2022 - 10:30 PM



The New Orleans Sewerage and Water Board headquarters are downtown at 625 St. Joseph Street at the intersection with St. Charles Avenue. (File photo by Beau Evans, NOLA.com | The Times-Picayune)



FOLLOW US



From customer billing mistakes to shady inspectors, the New Orleans Sewerage and Water Board has suffered its share of self-inflicted controversies.

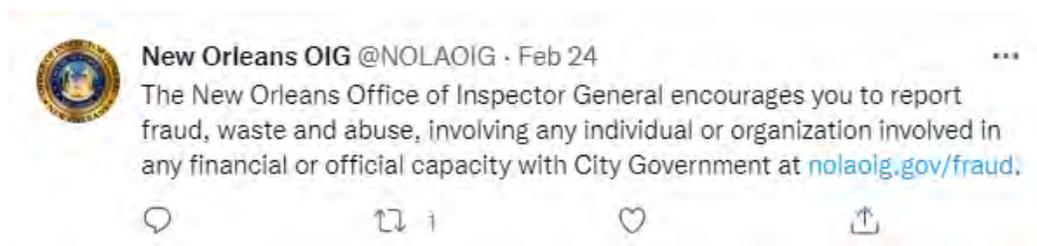
Add another ongoing problem to the list: S&WB employees using handicapped placards that weren't issued to them to park illegally in front of the utility's Joseph Street office.

What's remarkable about the ongoing scam is that it has been flagged before. Repeatedly.

The New Orleans Inspector General's office exposed the problem in 2017, catching 26 employees illegally using other people's handicapped placards. Then in 2018, WWL-TV caught several employees in the act.



OIG ON SOCIAL MEDIA



**Monthly Report of
OIPM**



THE OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY REPORT

FEBRUARY 2022

STELLA CZIMENT
ACTING INDEPENDENT POLICE MONITOR

Community Letter

Dear New Orleans Community,

Happy festival season! The return of Mardi Gras has been a welcome joy for the whole city. During these festivities, there were changes to policing and enforcement of city ordinances. The OIPM requested feedback from the community on how the NOPD handled Mardi Gras. Moving forward, the OIPM is developing informational material regarding changes in policing during festivals seasons to be released to prepare the public for such changes.

During February, met with Councilmember Harris and Councilmember Giarrusso to discuss the work, goals, and priorities of the OIPM and how to strengthen collaborations with the city council and the Criminal Justice Committee in order to reach more of the public and create new projects.

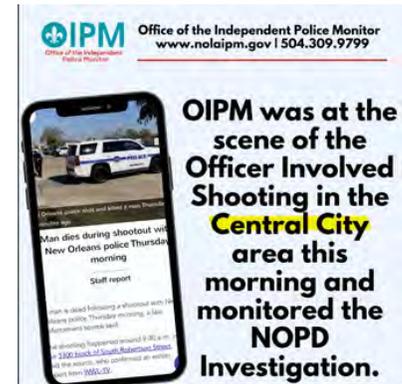
The OIPM thanks these members for their thoughts and contributions and looks forward to working together to serve the community.

In February, the Acting IPM presented to Judge Morgan along with the Office of Police Secondary Employment and the NOPD regarding the investigation and accountability steps being taken in response to allegations of police secondary employment misconduct.

There were two officer involved shootings in February and two accidental discharges of weapons (with no injuries). On February 8, the OIPM monitored an officer involved shooting investigation that occurred on the Lafitte Greenway related to an armed robbery in the surrounding neighborhood. The OIPM was immediately notified of the officer involved shooting and was at the scene monitoring from the start of the investigation to the end. The OIPM monitored and reviewed the investigation conducted by the Force Investigation Team as they searched for evidence in the greenway by flashlights and canvased for cameras and witnesses. That same week, the OIPM monitored another officer involved shooting investigating that resulted in the death of one individual. This shooting was part of a joint response with the U.S. Marshals. In the coming weeks, the OIPM will continue to monitor both investigations through their completion to ensure accountability.

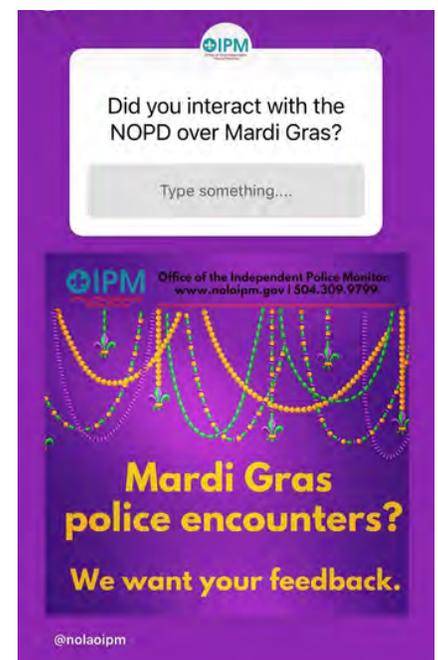
Our Complaint Intake Specialist, Abe Lowe IV, has been the first voice that many members of the community have talked to when reaching out to the OIPM to notify us of officer misconduct. For over four years, Abe Lowe IV conducted case reviews, met with complainants, prepared referrals, and completed legal research but now, Abe is leaving the OIPM for a new adventure. While the OIPM is excited for Abe, we are conscious of how his absence may affect the internal operation of the office. We are currently reimagining the work flow and intend there to be no gaps in service moving forward. While we are short staffed, the OIPM respectfully requests patience if it takes a little longer to respond.

Thank you,



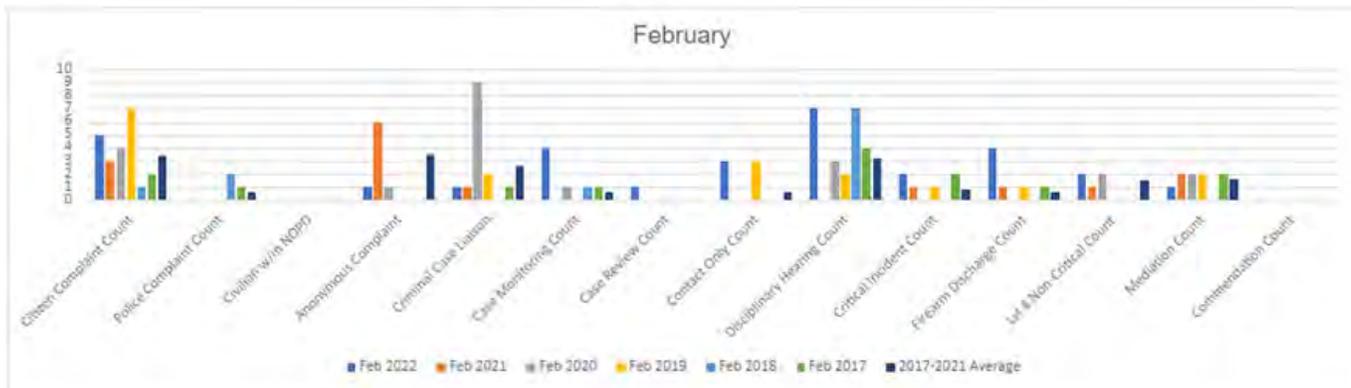
Above is an example of how the OIPM is trying to communicate more with the public regarding Officer Involved Shootings and our work monitoring the scene.

Below is a post that the OIPM made regarding Mardi Gras feedback.



Year to Date Overview

	2022	2021	2020	2019	2018	2017	Avg 2017-2021
Citizen Complaint Count	8	55	56	74	27	35	49.40
Police Complaint Count	0	4	5	2	5	2	3.60
Civilian w/in NOPD	0	1	1	0	0	0	0.40
Anonymous Complaint	1	19	26	0	0	0	9.00
Criminal Case Liaison Count	3	20	36	17	6	6	17.00
Case Monitoring Count	4	4	10	0	9	8	6.20
Case Review Count	8	5	3	4	8	0	4.00
Contact Only Count	6	17	29	14	2	8	14.00
Disciplinary Hearing Count	7	60	61	41	56	27	49.00
Critical Incident Count	3	7	10	9	7	7	8.00
Firearm Discharge Count	4	6	9	8	4	4	6.20
Lvl 4 Non-Critical	3	8	9	0	0	0	3.40
Mediation Count	5	18	33	30	21	26	25.60
Commendation Count	0	8	1	5	1	2	3.40
Grand Total	52	232	289	204	146	125	199.20



	Feb 2022	Feb 2021	Feb 2020	Feb 2019	Feb 2018	Feb 2017	2017-2021 Average
Citizen Complaint Count	5	3	4	7	1	2	3.40
Police Complaint Count	0	0	0	0	2	1	0.60
Civilian w/in NOPD	0	0	0	0	0	0	0.00
Anonymous Complaint	1	6	1	0	0	0	3.50
Criminal Case Liaison Count	1	1	9	2	0	1	2.60
Case Monitoring Count	4	0	1	0	1	1	0.60
Case Review Count	1	0	0	0	0	0	0.00
Contact Only Count	3	0	0	3	0	0	0.60
Disciplinary Hearing Count	7	0	3	2	7	4	3.20
Critical Incident Count	2	1	0	1	0	2	0.80
Firearm Discharge Count	4	1	0	1	0	1	0.60
Lvl 4 Non-Critical Count	2	1	2	0	0	0	1.50
Mediation Count	1	2	2	2	0	2	1.60
Commendation Count	0	0	0	0	0	0	0.00
Grand Total	31	15	22	18	11	14	16.00
Community Outreach Events	5	1	3	0	0	0	

February Overview

Civilian Complaints	
CC2022-0011	The complainant stated that an NOPD Officer filed for and obtain an arrest warrant for violating a stay away order without verifying whether the complainant had been served and/or without executing service herself.
CC2022-0012	The complainant stated that she called NOPD to help calm her son down (son has mental health concerns). The complainant stated that the NOPD took hours to arrive and by the time they did her son was asleep. She stated four officers arrived including a Lieutenant who were aggressive and escalated the situation causing a scuffle and her son being physically assaulted by the officers.
CC2022-0013	Complainant was involved in an accident in the parking lot of the Riverwalk mall. He called the police and once officers arrived; he was threatened to be put in jail.
CC2022-0014	According to the complainant, there were many incidents with the 2nd District officers that he wanted to file his complaint on. With each interaction with the police, the complainant believes that the officers are rude and unprofessional.
CC2022-0015	According to the complainant, an officer was rude to him while writing him a parking ticket and made lewd comments under the officer's breath.
Civilian Complaints: 5	

Anonymous Complaints	
AC2021-0016	According to the complainant, the complainant was wrongfully arrested during a call for service for a domestic violence incident even though the complainant was the one who was injured and called 911 for assistance.
Anonymous Complaints Count: 1	

Mediation	
Mediation cases are confidential.	
Mediations Held: 1	

Criminal Case Liaison	
CL2022-0003	A member of the community requested assistance with a complaint regarding a Orleans Parish Sheriff Deputy. The OIPM provided the individual with information regarding how to proceed with their complaint.
Criminal Liaison Count: 1	

February Overview

Case Monitoring	
CM2022-0001 / PIB2022-0015-P	The OIPM assisted a councilmember's office regarding a constituent who wanted an update on the misconduct complaint he filed regarding the NOPD. The OIPM received an update from the Public Integrity Bureau and provided it to the office and the member of the public.
CM2022-0002 / PIB2021-0454-P	A partner organization sought an update regarding the status of a misconduct investigation they filed last year. The OIPM learned the complaint was sustained and the officer is awaiting a disciplinary hearing. The OIPM provided that information to the partner organization and will keep them updated when the hearing is scheduled.
CM2022-0003 / PIB 2021-0091-R; 2021-0372-P	OIPM facilitated a meeting for a complainant and the Captain of the Public Integrity Bureau, the Lieutenant of the Public Integrity Bureau and an investigating Sergeant so the individual could discuss his concerns regarding the previous investigation and start a new misconduct investigation. The OIPM completed a case review on the misconduct investigation.
CM2022-0004 / 2021-0092-P	The OIPM facilitated a meeting for a complainant with the Chief of the Public Integrity Bureau to discuss concerns regarding a completed misconduct investigation. The OIPM committed to completing a case review and a policy recommendation.
Case Monitoring Count: 4	

Case Review	
CR2022-0002	The OIPM was requested to complete a case review of the misconduct investigation conducted on a police response to a disturbing the peace violation involving a community leader and an elected official.
Case Review Count: 1	

Contact Only	
CO2022-0004	The Police Accountability Board of Rochester, NY, reached out to the OIPM to ask about our use of shared case management software with the NOPD and information sharing.
CO2022-0005	The OIPM assisted an individual with a stolen iPhone during Mardi Gras in the French Quarter. The OIPM provided the individual with the non-emergency number and the information for the Eighth District police station.
CO2022-0006	The OIPM assisted an individual with a stolen iPhone during Mardi Gras in the French Quarter. The OIPM provided the individual with the non-emergency number and the information for the Eighth District police station.
Contact Only: 3	

Use of Force - Level 4 Noncritical Incidents	
UF2022-0002	See FD2022-0001
UF2022-0003	See FD2022-0002
Use of Force - Level 4 Noncritical Incidents: 2	

February Overview

Disciplinary Hearings	
DH2022-0001	An officer is accused of failing to notify the NOPD that he had traffic violations initiated against him for having a suspended license, failing to carry proof of car insurance, and missing traffic court.
DH2022-0002	An officer is accused of violating the city ordinance regarding lewd conduct by urinating outside while in uniform.
DH2022-0003	A sergeant is accused of violating the NOPD retaliation policy by trying to report time discrepancies against a former subordinate that the sergeant believed initiated a complaint against her.
DH2022-0004	An officer is accused of violating NOPD policy by failing to complete her police report within the required timeline, failing to book evidence, using a personal cell phone to take photos of the evidence, deactivating her Body Worn Camera multiple times, driving against traffic to complete the arrest, and using degrading language during the arrest.
DH2022-0005	During a response regarding an incident of domestic violence, an officer is accused of failing to document known injuries, complete a full police report, interview available witnesses, and removing his Body Worn Camera during the response. The officer's sergeant is accused of being unprofessional at the scene and with the public and telling individuals at the scene not to record them which is against NOPD policy.
DH2022-0006	An officer is accused of failing to make the necessary notifications after getting into a car crash in his department vehicle and failing to activate his Body Worn Camera during the incident.
DH2022-0007	An officer is accused of failing to notify rank or properly take an allegation of misconduct that a member of the public tried to raise against her.
Disciplinary Hearings: 8	

Critical Incidents	
CI2022-0002	An officer with the NOPD was serving a high-risk warrant on a murder suspect at the location. Officers made contact with the suspect who was armed with a long rifle, the suspect appeared to point the weapon at the officers causing them to fire and fatally wound him. At the time of this incident the NOPD officer was acting as a member of the US Marshal's taskforce.
CI2022-0003	The officer encountered an armed individual while searching for a cellular phone in a field that was taken in an armed robbery. The suspect opened fire towards the officer, the officer fired back striking the individual. The subject was transported to a local hospital by NOEMS. The officer did not sustain any injuries.
Critical Incidents: 2	

Firearm Discharge	
FD2022-0001	Officer was preparing weapon for cleaning and accidentally discharged their weapon. No injuries reported. No damage to property.
FD2022-0002	While the officer was in the restroom, they hung their firearm from the hook on the bathroom stall door. While going to retrieve the firearm, the officer discharged one round into the ceiling tile above. There were no injuries reported.
FD2022-0003	See CI2022-0002
FD2022-0004	See CI2022-0003
Firearm Discharge: 4	

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.

- 5 CIVILIAN COMPLAINTS**
- 1 ANONYMOUS COMPLAINTS**
- 0 POLICE INITIATED COMPLAINTS**
- 0 CIVILIANS WITHIN NOPD INITIATED COMPLAINTS**

Intake Source

Past 12 Months



Complainant Type

Past 12 Months



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.

9

**MEDIATIONS
REFERRED**

1

**MEDIATIONS
HELD**

5

**MEDIATIONS
PENDING**

2

**MEDIATIONS
SCHEDULED FOR
MARCH**



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.

2

CRITICAL INCIDENTS

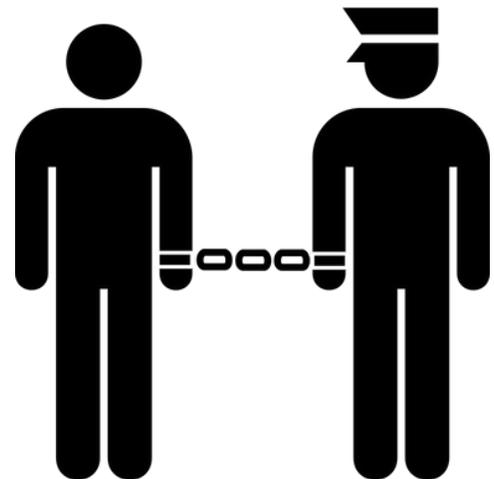
4

FIREARM DISCHARGE

2

LEVEL 4 NON-CRITICAL INCIDENT

No Use of Force Review Board was held in February



Discipline

The OIPM is responsible for monitoring whether NOPD action taken during disciplinary proceedings are compliant with state and federal law, NOPD policy, the Consent Decree, and the Memorandum of Understanding between the NOPD and the OIPM executed on November 10, 2010. The OIPM will review such proceedings to ensure the NOPD is compliant with Federal Consent Decree Section XVII: Misconduct Complaint Intake, Investigation, and Adjudication.

The OIPM reviews the disciplinary investigation and attends the subsequent disciplinary hearings where the OIPM will provide systemic and individualized findings and recommendations based on NOPD's investigation. The OIPM conducts a thorough review of the proceedings, findings, and recommendations that is available for review by both the NOPD and the New Orleans community.

8

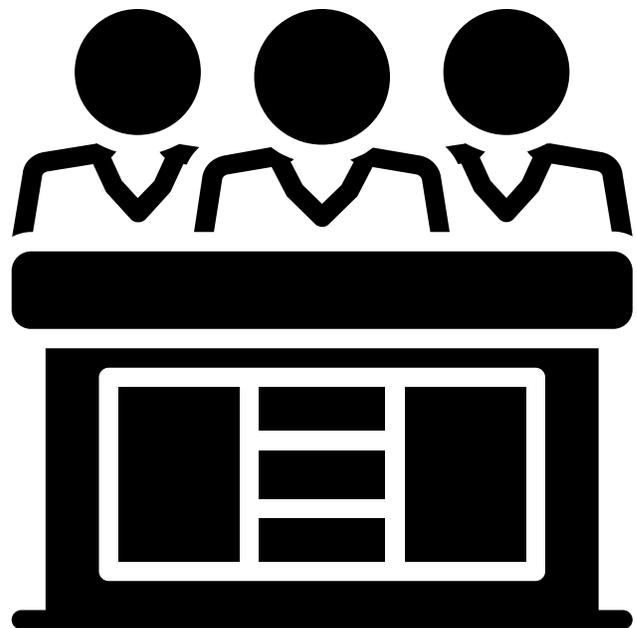
**DISCIPLINARY
PROCEEDINGS**

3

**SUPERINTENDENT
COMMITTEE
HEARINGS**

5

**CAPTAIN PANEL
PREDISPOSITION
AND PENALTY
HEARINGS**



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.

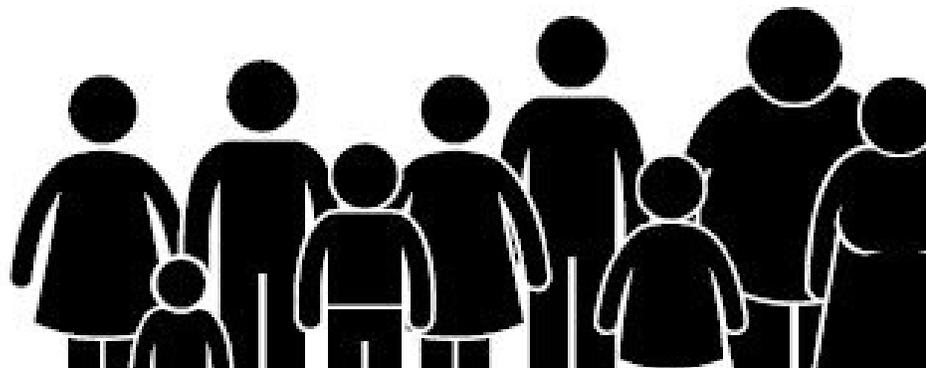
ACTING IPM MET WITH COUNCILMEMBER GIARRUSSO TO DISCUSS POLICING OVERSIGHT, THE WORK AND GOALS OF THE OIPM, AND POLICING CONCERNS IN DISTRICT A.

ACTING IPM MET WITH COUNCILMEMBER HARRIS TO DISCUSS SHARED GOALS AND COLLABORATIONS ON POLICING CONCERNS FOR DISTRICT B.

OIPM ATTENDED THE SILENCE NOT VIOLENCE COMMUNITY MEETING

OIPM PARTICIPATED IN A FORUM PREVIEWING THE VERA INSTITUTE POLICE TRANSPARENCY INDEX

HOSTED 4-HOUR MEDIATOR PROFESSIONAL DEVELOPMENT IN-SERVICE ROLE PLAY TRAINING HELD ON FEBRUARY 8TH



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:	(\$147,388.00)
Unexpended funds	\$894,026.00

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 February 2022:

Met with **Councilmember Harris** and **Councilmember Giarrusso** to discuss the work, goals, and priorities of the OIPM. Both councilmembers discussed how to build a working relationship with OIPM on policing concerns in their districts. Discussed partnering on public outreach in the future.

Continued work on the 2021 OIPM Annual Report and **met with the City IT leadership team to discuss data requests and access.**

Started working with community partners including Troy Glover and Sade Dumas to lead community listening sessions with facilitated agendas in order to encourage feedback, questions, and engagement with the IPM. Building on the "Coffee with the IPM" model.

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

- **Presented along with the Office of Police Secondary Employment (OPSE) and the Public Integrity Bureau to the Department of Justice, Federal Monitors, and Judge Morgan** regarding the misconduct investigations, policy and audit changes, system integration, and communication strategy.
- Met with the leadership of OPSE to discuss **system integration** of the two systems in order for overlapping details to no longer be scheduled.

Mediation

- In process of conducting all the **mediation surveys from 2021** to include the data in the 2021 Annual Report.

Additional Benchmarks:

- **Started training additional OIPM staff to conduct complaint intakes.** In the process of designing an intake form for the staff to utilize with members of the community who walk in to the OIPM to file complaints.

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.



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

The OIPM met with Councilmember Harris to discuss police oversight and how the OIPM can be a resource in District B.



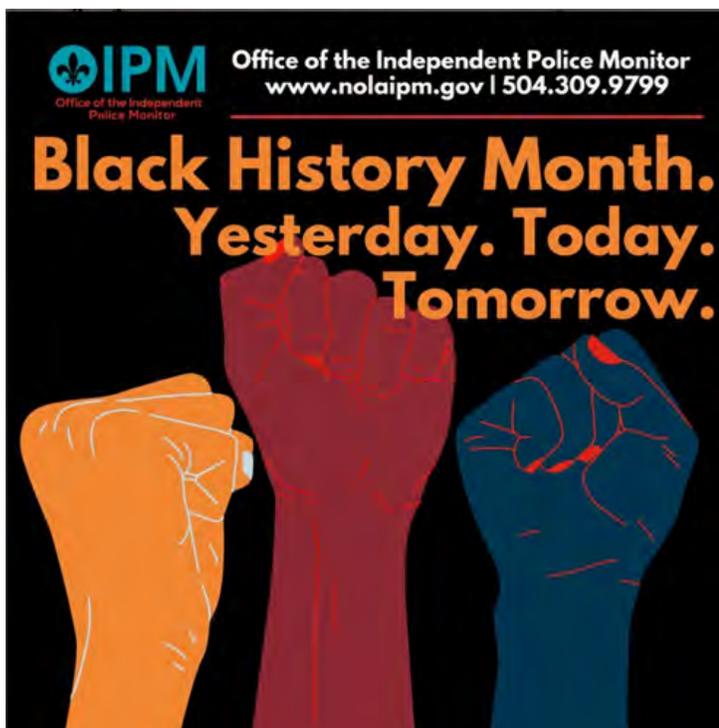
Thanks,
Councilmember
Harris!



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



OIPM was at the scene of the Officer Involved Shooting on the Lafitte Greenway Tuesday night and monitored the NOPD Investigation.



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

Black History Month. Yesterday. Today. Tomorrow.



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

The OIPM met with Councilmember Giarrusso to discuss the Consent Decree, officer discipline, and how OIPM can be a resource in District A.



Thanks for the discussion,
Councilmember
Giarrusso!

**Monthly Report of
Ethics Trainer**



ERB
ETHICS REVIEW BOARD



FEBRUARY 2022

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



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

TRAINING ACTIVITES

February 2022

- Reach: 46 individuals

Upcoming -

- March - April 2022
 - New Orleans Recreation Development Commission
 - New Orleans Regional Transit Authority

ETHICS EDUCATION LEARNING AIDS AND EMPLOYEE RESOURCES

In collaboration with the City of New Orleans Ethics Liaisons, the Training Division is examining the possibilities of increasing the visibility of ethics educational material and leveraging the use of digital delivery to offer quick and non-intrusive ethics learning lessons to employees and related organizations on a recurring basis. Two items have been selected to focus on for distribution in the immediate short term, pending approval.

MARCH 2022

ETHICS MOMENT

City of New Orleans Ethics Review Board



YOU SHOULD REMEMBER...

DESPITE OUR CULTURE OF GENEROUS GIVING IN NEW ORLEANS, AS A PUBLIC SERVANT, YOU MUST POLITELY DECLINE ANY GOODS WITH RESALE VALUE OR MONETARY GIFTS OFFERED IN GRATITUDE FOR YOUR USUAL DUTIES!

EX. SPORTS TICKETS, GIFT CARDS

IF YOU SEE SOMETHING, SAY SOMETHING!

REPORT WHAT YOU BELIEVE ARE VIOLATIONS OF ANY LAWS OR REGULATIONS AND MISCONDUCT TO THE ETHICS REVIEW BOARD.

PUBLIC SERVANTS ARE PROTECTED FROM DISCIPLINE OR RETALIATION BY THE LOUISIANA STATE ETHICS BOARD WHISTLEBLOWER STATUTE!

ANNUAL ETHICS EDUCATION REQUIREMENT

REMEMBER THAT YOUR ANNUAL ETHICS EDUCATION REQUIREMENT MUST BE SATISFIED BY **DECEMBER 2022!**

SIGN IN TO THE ONLINE PORTAL AT [HTTPS://LAETHICS.NET](https://laethics.net)

NEED GROUP TRAINING? CONTACT THE ERB TRAINING COORDINATOR AT JORDY.STIGGS@NOLA.GOV OR 658-8625

Contact the NOLA ERB anytime at (504) 975-3263 or ERB@NOLAERB.GOV

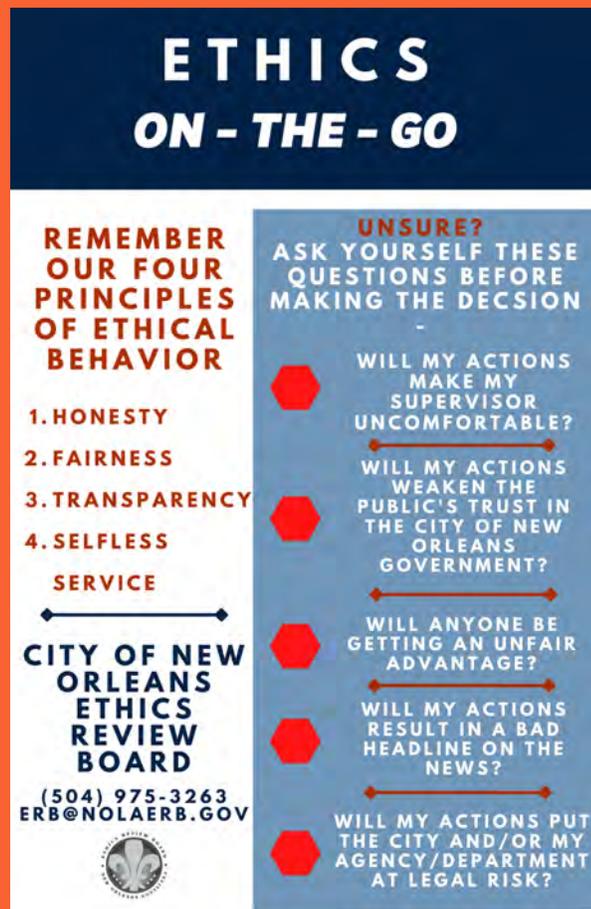
The "Ethics Moment" (working title) will be a monthly or bimonthly email blast with short ethics bullet points and relevant reminders/information.

The informational message is intended to proactively provide the audience with answers to ethics-related scenarios that are expected to be usually encountered by public servants in the City of New Orleans.

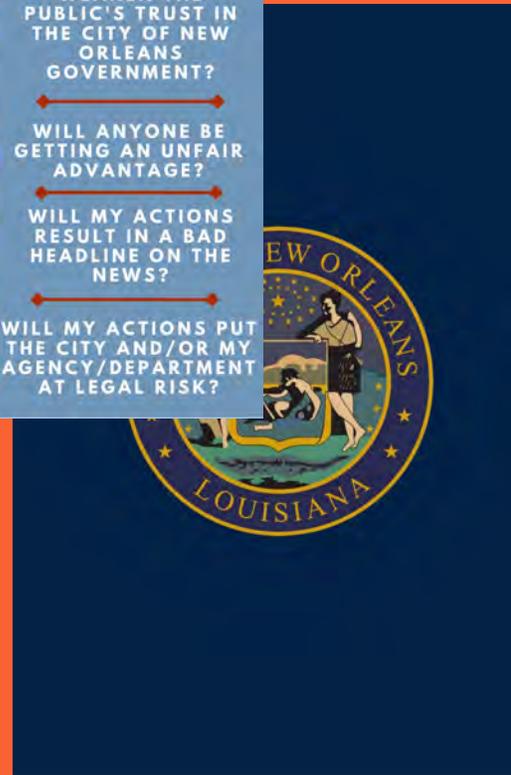
This 'newsletter' will also be utilized to educate recipients about the Liaison and Torch awards and profile the respective honorees.

"Ethics On-the-Go" is a 5"x7" card that will be utilized as a deliverable during live trainings and will be forwarded to attendees at the end of live webinar sessions. The item will be issued to employees who attend New Hire Orientation and will also be made available for download under the training resources section of the ERB website.

The Training division would like to undertake the mission of providing each employee with one of the quick reference cards for display in their workspaces. Additionally, a long-term goal is to obtain approval to have a card (or similar product) inside City of New Orleans service vehicles.



Front



Rear



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: jrjw@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 police 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 zealotry 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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