



## CITY OF NEW ORLEANS ETHICS REVIEW BOARD

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

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

### PUBLIC BOARD MEETING

Monday, November 13, 2023, at 3:30-5:30 P.M.

Loyola University New Orleans College of Law  
526 Pine St., Room 342  
New Orleans, Louisiana

### AGENDA

1. Call to order.
2. Approval of the minutes of October 2023 board meeting.
3. Acceptance of written monthly report of Office of Inspector General (no oral report).
4. Acceptance of written monthly report of Office of the Independent Police Monitor (no oral report).
5. Acceptance of written monthly report of Ethics Trainer (no oral report).
6. Acceptance of written monthly report of General Counsel and Executive Administrator (no oral report).
7. Executive session pursuant to Louisiana Revised Statutes section 42:17(A)(1) to discuss the character, professional competence, or physical or mental health of a person.
8. Call for agenda items for future board meetings.
9. Adjournment.

**Draft Minutes of  
Previous Board  
Meeting**



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

**Board Meeting of October 27, 2023, at 3:30 P.M. at Loyola Law School**

### **Minutes**

1. *Call to Order.*
  - 1.1. The chair called the meeting to order at 3:41 p.m.
  - 1.2. ERB members present:
    - 1.2.1. Wanda A. Brooks
    - 1.2.2. Dawn Broussard
    - 1.2.3. Elizabeth Livingston de Calderon
    - 1.2.4. Holly Callia, Chair
    - 1.2.5. Monique G. Doucette
    - 1.2.6. Patrice Sentino
  - 1.3. ERB members absent:
    - 1.3.1. Tyrone G. Jefferson, Jr.
  - 1.4. Staff members present:
    - 1.4.1. Dane S. Ciolino, Executive Administrator and General Counsel.
  - 1.5. Staff members absent:
    - 1.5.1. None.
  - 1.6. The agenda for the meeting is attached.

2. *Approval of Minutes.* Upon a duly made and seconded motion, the ERB unanimously approved the minutes of the regular ERB meeting on August 14, 2023.
3. *Monthly Report of the Office of the Inspector General.*
  - 3.1. Ed Michel did not appear on behalf of the Office of the Inspector General.
  - 3.2. The board accepted his monthly written report (attached).
4. *Monthly Report of the Office of Independent Police Monitor.*
  - 4.1. Stella Cziment did not appear on behalf of the Office of the Independent Police Monitor.
  - 4.2. The board accepted Ms. Cziment's monthly report (attached).
5. *Monthly Report of Ethics Trainer.*
  - 5.1. Mr. Jordy Stiggs did not appear.
  - 5.2. The board accepted Mr. Stiggs's monthly written report (attached).
6. *Report of the Executive Administrator and General Counsel.*
  - 6.1. Mr. Ciolino presented his written report.
  - 6.2. Mr. Ciolino reported that the ERB has received no new complaints.
7. *Report on Appointments to ERB and Quality Assurance Review Advisory Committees.*
  - 7.1. Mr. Ciolino reported that two ERB positions must be filled. The mayor's office is working on this.
  - 7.2. Mr. Ciolino reported that four (4) Council and Mayoral appointments remain unfilled on QARACs for the IG and the IPM.
8. *Executive Session to Discuss Competence of a Person.*
  - 8.1. On motion duly seconded, the board unanimously voted at 3:45 p.m. to go into executive session pursuant to Louisiana Revised Statutes section 42:17(A)(1) to discuss the character, professional competence, or physical or mental health of a person. Prior to going into executive session, Mr. Ciolino informed the board that the person whom the board would discuss has consented in writing to the discussion taking place in executive session.
  - 8.2. On motion duly seconded, the board unanimously voted at 5:45 p.m. to adjourn the executive session and to return to public session.

ETHICS REVIEW BOARD MEETING MINUTES

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8.3. The board conducted no votes and there were no motions at the conclusion of the executive session.

9. *Adjournment.*

9.1. A motion was made to adjourn the ERB meeting.

9.2. The motion was seconded.

9.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 5:34 p.m.

\* END \*

**Monthly Report of  
OIG**

# **MONTHLY REPORT**

**OCTOBER 2023**



# **OIG**

**NEW ORLEANS  
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG  
INSPECTOR GENERAL**

# ADMINISTRATION DIVISION

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# 1,987

Number of registered Twitter followers

## ADMINISTRATION

The Office Manager is responsible for the following ongoing tasks:

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

## INFORMATION SECURITY

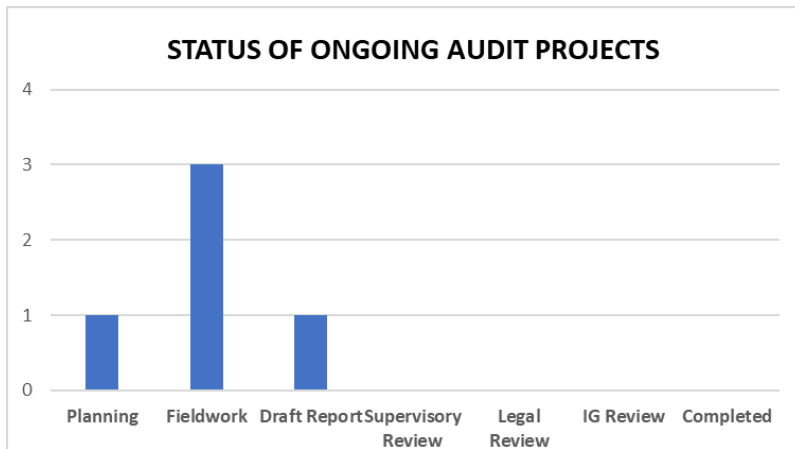
The OIG Information Security Specialist is responsible for the following tasks to maintain the OIG's information technology (IT) integrity

- 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:

- Orleans Parish Sheriffs Office
- Safety and Permits Third Party Contractors
- New Orleans East Hospital Credit Card

## **Project Phase Descriptions:**

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

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

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

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

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

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

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

# MEASURING PROGRESS

## AUDIT AND REVIEW DIVISION

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

Project Name	Project Phase <sup>1</sup>	Anticipated <sup>2</sup> Completion Date
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Orleans Parish Sheriffs Office	Fieldwork	Ongoing
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**Summary of Objectives:** The purpose of the audit is to evaluate the operating effectiveness of the Orleans Parish Sheriff Office's controls and expenditures related to payroll and paid details.

Safety and Permits Third Party Contractors	Planning	Ongoing
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**Summary of Objectives:** The purpose of the audit is to determine the adequacy of S&P policies and procedures related to Third Party Inspections and verify that residential inspections performed by Third Party Inspectors were in compliance with those policies and procedures.

**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.

New Orleans East Hospital Credit Card	Fieldwork	Ongoing
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**Summary of Objectives:** The purpose of the audit is to determine whether New Orleans East Hospital credit card purchase were business-related and allowed by law, and that these purchases followed relevant agency policies.

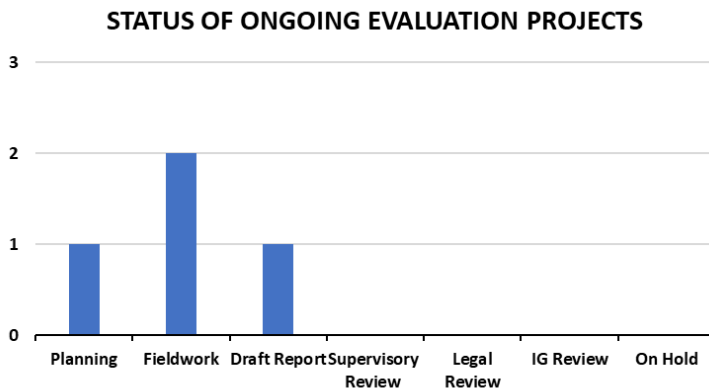
**Footnotes:**

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:

- OPCD Hexagon Contract
- City of New Orleans Employee Time and Attendance Reporting
- EMD Fuel Dispensing Follow-Up
- Sewerage and Water Board Water Loss Control

## **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 <sup>1</sup>	Anticipated <sup>2</sup> Completion Date
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City of New Orleans Employee Time and Attendance Reporting	30-Day Comment Period	December 15, 2023
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**Summary of Objectives:** To determine whether the City has policies, procedure, and controls to ensure that Time and Attendance is reported accurately.

OPCD Hexagon Contract	Planning	Ongoing
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**Summary of Objectives:** The purpose of the evaluation is to analyze the process used to procure Hexagon On Call Records, review the use of public funds in the project, and assess whether the product was suitable to meet public needs.

EMD Fuel Dispensing Follow-Up	Fieldwork	Ongoing
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**Summary of Objectives:** This follow-up evaluation seeks to determine if the City implemented the corrective actions to which it agreed in June 2016 in response to the OIG's initial evaluation, and whether the deficiencies identified in the original report still exist.

Sewerage & Water Board Water Loss Control	Fieldwork	Ongoing
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**Summary of Objectives:** To evaluate S&WB's policies and practices related to water loss control management.

**Footnotes:**

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

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

# INVESTIGATION DIVISION

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## **ADMINISTRATIVE INVESTIGATIONS (OCTOBER HIGHLIGHTS)**

Issued 1 Requests for Documents in ongoing investigations.

Issued 1 letter to Department of Public Works regarding a disputed fare charged by a taxi cab driver.

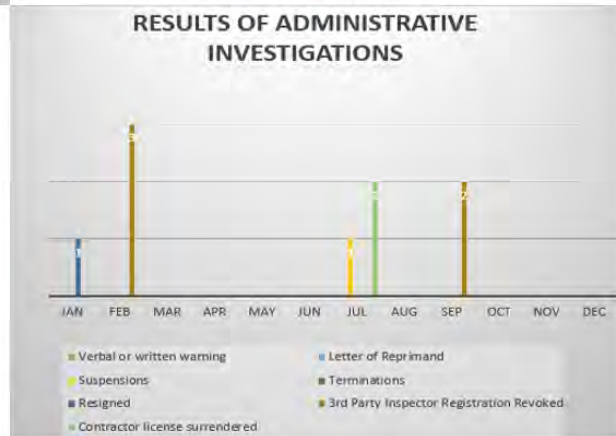
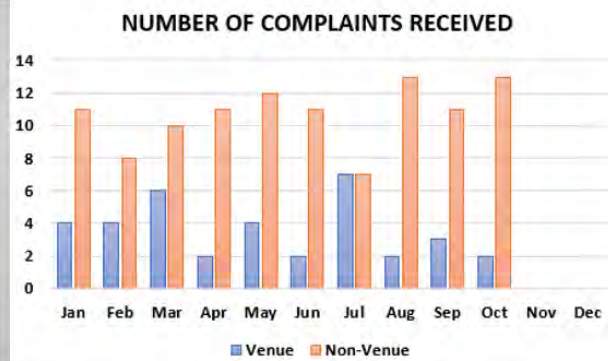
Issued 2 letters to Department of Safety & Permits regarding 2 separate business operating without the proper City business licensees.

Issued 1 letter to the S&WB regarding a possible billing error of a customer.

# 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

# 2023 BUDGET

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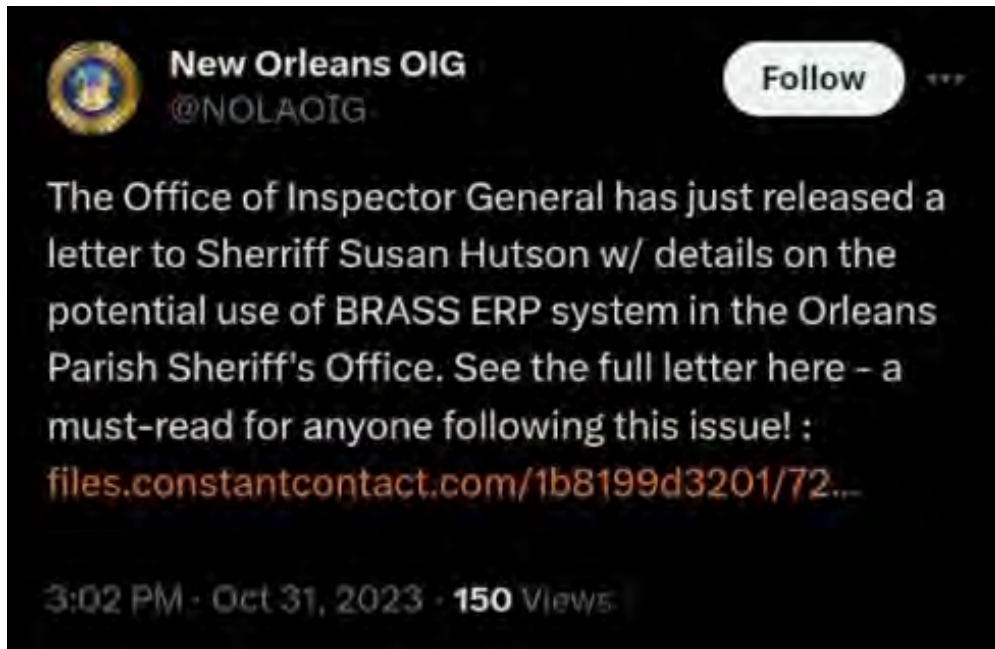
**Total 2023 Appropriation \$ 4,020,437**

<b>Expenditures</b>	<b>Spent YTD</b>	<b>Projected Expenditures FY 2023</b>
<b>Personnel</b>	<b>\$ 2,194,759</b>	<b>\$ 3,209,430</b>
<b>Operating</b>	<b>\$ 431,164</b>	<b>\$ 743,368</b>
<b>Total</b>	<b>\$ 2,625,922</b>	<b>\$ 3,952,798</b>
<b>Remaining Balance</b>	<b>\$ 1,394,515</b>	<b>\$ 67,639</b>

As of 11/1/2023

# OIG ON SOCIAL MEDIA

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# OIG ON SOCIAL MEDIA

**New Orleans OIG** @NOLAOIG - Oct 10  
Today, our Citizens Academy attendees completed their training concerning the identification and mitigation of fraud, waste, abuse and public corruption.

1 1 2 230

**New Orleans OIG** @NOLAOIG [Follow](#)

The Citizens Academy is an engaging 4-week program that provides City employees and community leaders with a greater understanding of how the Office of Inspector General assesses and mitigates risks facing the City.

3:16 PM · Oct 10, 2023 · 69 Views

**Monthly Report of  
OIPM**

# OFFICE OF THE INDEPENDENT POLICE MONITOR

## MONTHLY REPORT

October 2023



# LETTER TO THE COMMUNITY

Dear New Orleans Community,

First, on behalf of the OIPM, I want to introduce our **new Deputy Police Monitor, Kirschelle McGowan**. Kirschelle joins our team from the Innocence Project New Orleans (IPNO) where she worked for ten and a half years helping to free or exonerate wrongfully convicted people. During her employment with IPNO, Kirschelle worked as a staff investigator before becoming a staff attorney. In 2020, Kirschelle helped start LSU's Wrongful Conviction Clinic at Paul M. Hebert Law Center where she was a supervising attorney and adjunct professor for 6 semesters. Kirschelle received her Juris Doctor from Southern University Law Center in 2012 and was admitted to practice law in Louisiana in October 2012. During law school, Kirschelle worked as a student attorney in the Juvenile Defense Clinic and was a member of Law Review. The OIPM is so excited that Kirschelle has joined our team. It was an intense interview process – Kirschelle was interviewed by a lieutenant from the Force Investigation Team, a sergeant from the NOPD policy team, an impacted individual and community leader whose mother was killed by a NOPD officer, a member of the community group New Orleans for Community Oversight of Police (NOCOP), a community leader who used to run the Orleans Parish Prison Reform Coalition and the Help Not Handcuffs campaign, and the whole OIPM staff. Kirschelle impressed everyone – the community and NOPD alike – and is already leading projects and managing staff. The OIPM looks forward to introducing her to the community.



**Above, the OIPM's new Deputy: Kirschelle McGowan**

During the month of October, the OIPM in collaboration with the community organization, Families Overcoming Injustice, held a community vigil to mark the **National Day Against Police Brutality**. This event was a peaceful opportunity for all to uplift the families affected by officer involved violence. On the National Day Against Police Brutality, the country reflects on those we have lost due to violence committed by law enforcement, raising awareness, and discussing a way forward. At the National Day of Police Brutality we say the names of the individuals who have died or were killed in officer interactions, and we remember their lives. We recommit to police reforms designed to reduce force, deescalate or eliminate unnecessary police engagement.

In conjunction with this national day, the OIPM released an **informational tool** explaining what critical incidents and officer involved shootings are and what reforms and changes have been put into place in the New Orleans Police Department (NOPD) policy, practice, and training. There is more about this informational tool on the next page where we highlight completed projects.

In October, the OIPM attended the **Confirmation Hearings for then-Interim Chief Kirkpatrick** before the Governmental Affairs Committee of City Council and the entire City Council. These hearings were an illuminating way to learn more about Interim Chief Kirkpatrick's plans for the NOPD and policing in New Orleans. The OIPM appreciated the comprehensive and informative questions and comments from City Council and the community. The OIPM shared out slides with high level summaries for the public to learn more about Chief Kirkpatrick. The OIPM congratulates her on appointment in October and look forward to working with her over the coming years.



**Right, Jasmine Groves at the National Day Against Police Brutality. Jasmine Groves is the chair of Families Overcoming Injustice who hosted the event with the OIPM.**

Thank you,

*Stella Cizment*

# RELEVANT UPDATES; WORK

## Goal: Co-Hosted the National Day Against Police Brutality and Release Informational Tool on Police Reforms Regarding Critical Incidents

The OIPM in collaboration with the community organization, Families Overcoming Injustice, hosted a community vigil for the National Day Against Police Brutality. Families Overcoming Injustice is a local organization created by and for the families and friends of those who have lost loved ones due to officer involved shootings or deaths in officer custody. Some of these deaths are murders and some are found to be the result of justified force, but all these deaths matter and need to be remembered. The OIPM believes all people deserve to be safe during a police interaction, and this includes officers and members of the public.

At this community event, there were speakers, families of those affected by officer involved violence spoke and shared stories to honor their loved ones, and we had a balloon release. The OIPM thanks our speakers: Dr. Delaney from Southern University at New Orleans, Toni Jones from New Orleans for Community Oversight of Police, community leader Kim Ford, Families Overcoming Injustice Chair Jasmine Groves and A'Niyah Robinson from the American Civil Liberties Union (ACLU). Ms. Denise Graves performed a libation ceremony to honor those lost.

In conjunction with this national day, the OIPM is released an informational tool explaining what critical incidents and officer involved shootings are and what reforms and changes have been put into place in the New Orleans Police Department (NOPD) policy, practice, and training.

These changes are the result of recommendations made to the police department by Families Overcoming Injustice. Their recommendations were compiled in a document titled: "Family Bill of Rights." In the informational tool, the OIPM shows where the NOPD adopted the individual recommendations within the Family Bill of Rights and implemented the recommendations into policy, training, or directives. Independent Police Monitor, Stella Cziment, says of this informational tool, "Our community spoke and told the NOPD how to be better, safer, and treat everyone at shooting scenes and critical incidents with respect and the NOPD listened. The NOPD took the recommendations and implemented them and trained officers on it. These reforms are the legacy that the Families Overcoming Injustice created."



Above, photos from the Informational Report released on police reforms around officer involved shootings and other critical incidents.

Below, some photos from the National Day Against Police Brutality.



# RELEVANT UPDATES; WORK

## Goal: Led Panel at the National Consent Decree Conference in Fort Worth, TX

In October, the IPM presented at the National Consent Decree Conference in Fort Worth, TX with Cameron McElhiney (Inaugural Executive Director, National Association of Civilian Oversight of Law Enforcement), Iris Roley (Collaborative Agreement Refresh and Public Safety Consultant), and Kim Neal (Independent Policing Auditor & Director, City of Alexandria).

We presented about how local oversight can impact consent decrees and assist with consent decree compliance. It was a wonderful opportunity to present in front of national partners in consent decree and police oversight work. Fellow presenters and audience members included Judge Morgan, our federal monitors, and members of the NOPD leadership team. It is rare when all these individuals can be in one space together and the information that was shared was invaluable.



Above, the panelists pose together after our presentation on the role of local oversight.



Above, the IPM leads a training for force investigators.

## Goal: Led Training on the OIPM and Force Investigations and Officer Involved Shooting Scenes

The IPM, Stella Cziment, led a session for new force investigation investigators across the Field Operations Bureau. During this training, the IPM discussed the role of the OIPM during force investigations and the Use of Force Review Board. The IPM explained how we monitor on scenes and what information we are required to receive from the scene supervisor. The IPM also discussed what makes strong force investigations, why some investigations get overturned, and how to build a comprehensive file that can withstand review.

## Outreach: Attended the Night Out Against Crime

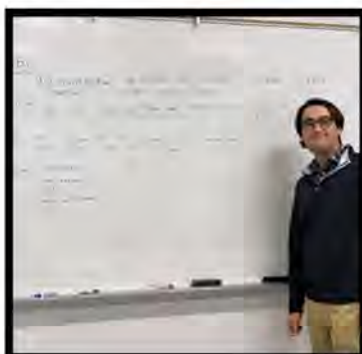
OIPM leadership enjoyed the Night Out Against Crime festivities with the community, organizational partners, and NOPD. This event was a chance to candidly connect and talk to people concerned about public safety.



Above, OIPM leadership poses with Councilmember Green and NOPD during Night Out Against Crime

## Goal: Attended the Los Angeles Police Department Audit School

In October, members of the OIPM team completed the LAPD Audit School - a great crash course in how to build a comprehensive forensic audit of law enforcement agencies. This nationally recognized training will prepare the team to audit NOPD compliance.



Left, OIPM staff participate in the intensive forensic auditing program at the LAPD.

# WHO WE ARE

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

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

## Ensuring Compliance and Reform

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

## Amplifying the Needs of the Community

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

## Making the NOPD a Safer and Nondiscriminatory Workplace

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



# WHAT DO WE DO?

## Mission, Vision, Work

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

### WHAT WE DO



**Misconduct Complaints**



**Disciplinary Proceedings**



**Data Analysis**



**Community Outreach**



**Use of Force**



**Community-Police Mediation Program**



**Audits and Policy**



**Commendations**

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

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

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

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



# DATA OVERALL: YEAR TO DATE AND MONTH

	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2022
Civilian Complaint Count	98	60	55	56	74	27	35	51.17
Police Complaint Count	1	1	4	5	2	5	2	3.17
Civilian w/in NOPD	0	0	1	1	0	0	0	0.33
Anonymous Complaint	19	24	19	26	0	0	0	11.50
Criminal Case Liaison Count	28	12	20	36	17	6	6	16.17
Case Monitoring Count	4	7	4	10	0	9	8	6.33
Case Review Count	1	4	5	3	4	8	0	4.00
Contact Only Count	50	28	17	29	14	2	8	16.33
Disciplinary Hearing Count	38	59	60	61	41	56	27	50.67
Critical Incident Count	4	7	7	10	9	7	7	7.83
Firearm Discharge Count	4	5	6	9	8	4	4	6.00
Lvl 4 Non-Critical	8	17	8	9	0	0	0	5.67
Force Monitoring *	1	0	0	0	0	0	0	
Mediation Count	26	20	20	33	30	21	26	25.00
Commendation Count	5	0	8	1	5	1	2	3.40
<b>Grand Total</b>	<b>287</b>	<b>244</b>	<b>234</b>	<b>289</b>	<b>204</b>	<b>146</b>	<b>125</b>	<b>207.566667</b>

	Oct 2023	Oct 2022	Oct 2021	Oct 2020	Oct 2019	Oct 2018	Oct 2017	2017-2022 Average
Citizen Complaint Count	7	9	6	5	8	5	5	6.33
Police Complaint Count	0	0	0	0	0	0	0	0.00
Civilian w/in NOPD	0	0	0	0				0.00
Anonymous Complaint	2	0	0	1				0.33
Community Liaison Count	0	0	0	3	2	3	0	1.33
Case Monitoring Count	0	0	0	1	0	0	0	0.17
Case Review Count	0	0	1	1	0	0	0	0.33
Contact Only Count	8	1	0	1	0	0	4	1.00
Disciplinary Hearing Count	0	12	40	7	2	3	4	11.33
Critical Incident Count	1	0	0	1	1	2	0	0.67
Firearm Discharge Count	1	0	0	1	1	1	0	0.50
Lvl 4 Non-Critical	0	0	2	1				1.00
Force Monitoring *	0							
Mediation Count	2	3	2	6	4	2	2	3.17
Commendation Count	0	0	0	0	1	0	0	0.17
<b>Grand Total</b>	<b>21</b>	<b>25</b>	<b>51</b>	<b>28</b>	<b>19</b>	<b>16</b>	<b>15</b>	<b>25.67</b>

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

## CURRENT BUDGET

OIPM Budget Description	Amount
Personnel	\$769,582.00
Operating	\$400,000.00
<b>2023 Total OIPM Budget</b>	<b>\$1,169,582.00</b>
<b>2023 Total OIPM Budget</b>	<b>\$1,169,582.00</b>
Amounts Spent to Date:	\$772,865.00
<b>Unexpended funds</b>	<b>\$396,717.00</b>

# MISCONDUCT WORK

## Relevant Definitions

### Complaint

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

### Complainant

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

### OIPM Complaint Codes

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

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

### Misconduct

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

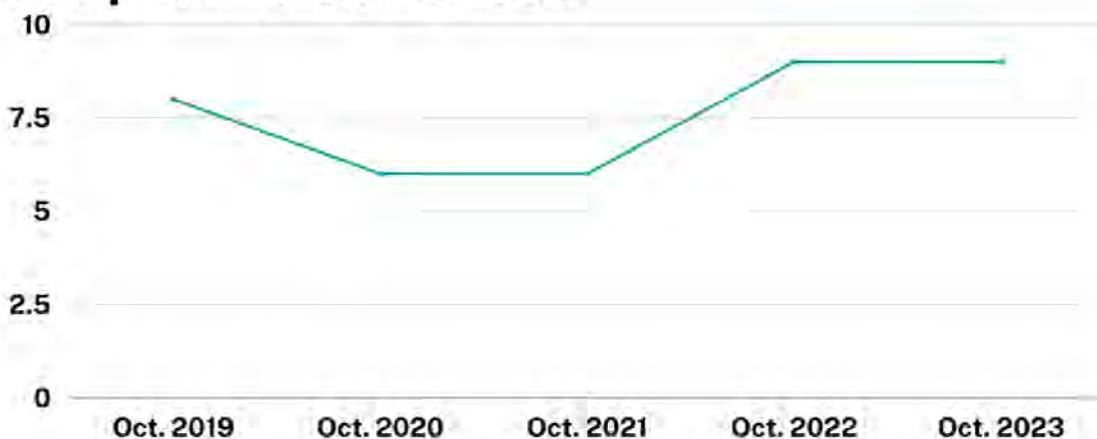
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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

## Complaint Procedures

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

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

## Complaint Totals - October



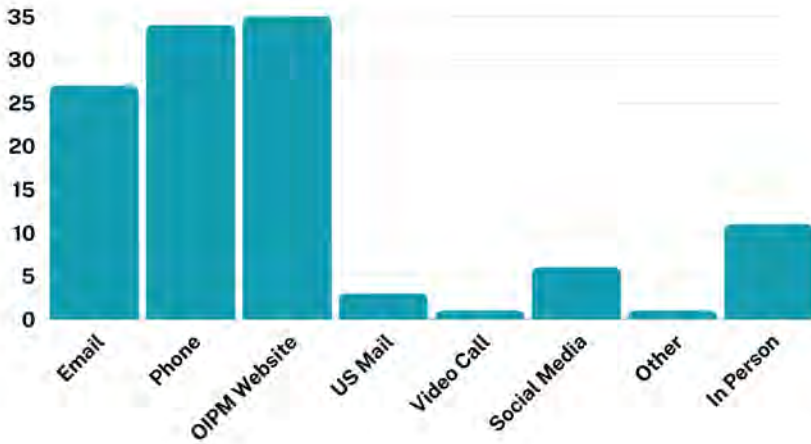
**9**

**Total Complaints  
Received this  
month**

**118**

**Total Complaints  
Received This  
Year**

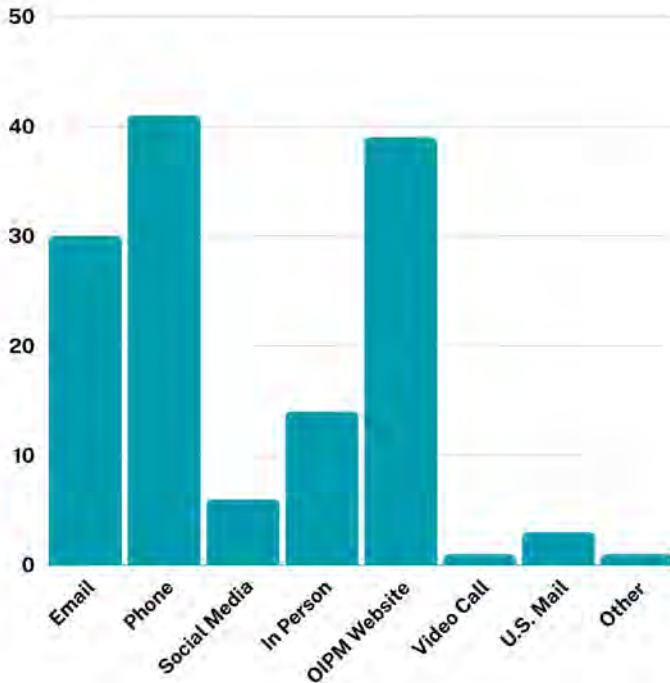
## Complaint Intake Source - 2023



## Complainant Type - 2023



## Complaint Intake Source - Past 12 Months

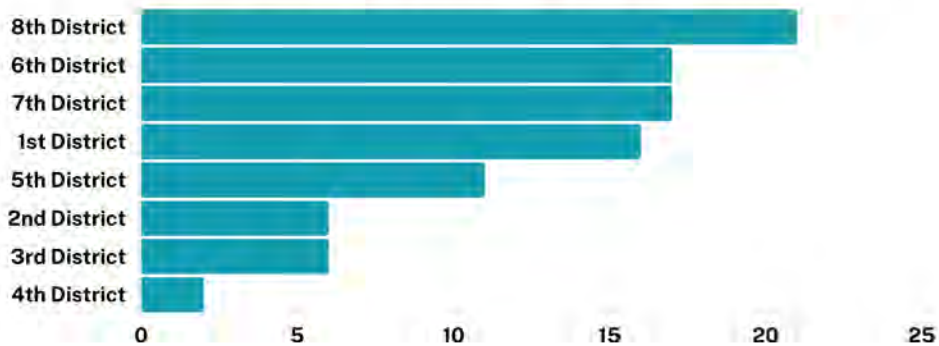


## Complainant Type - Past 12 Months

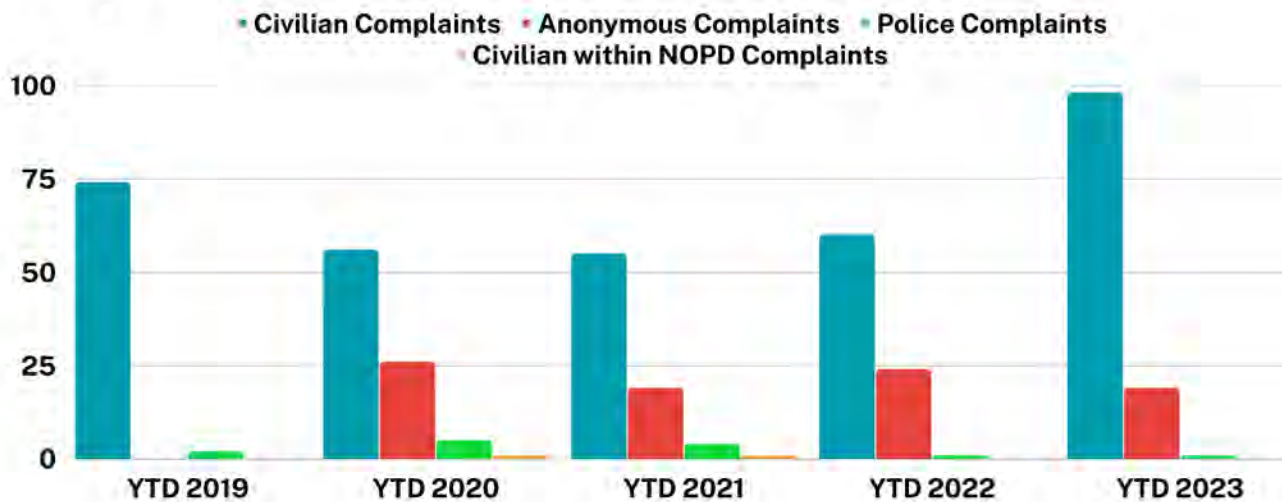


## Districts - Past 12 Months

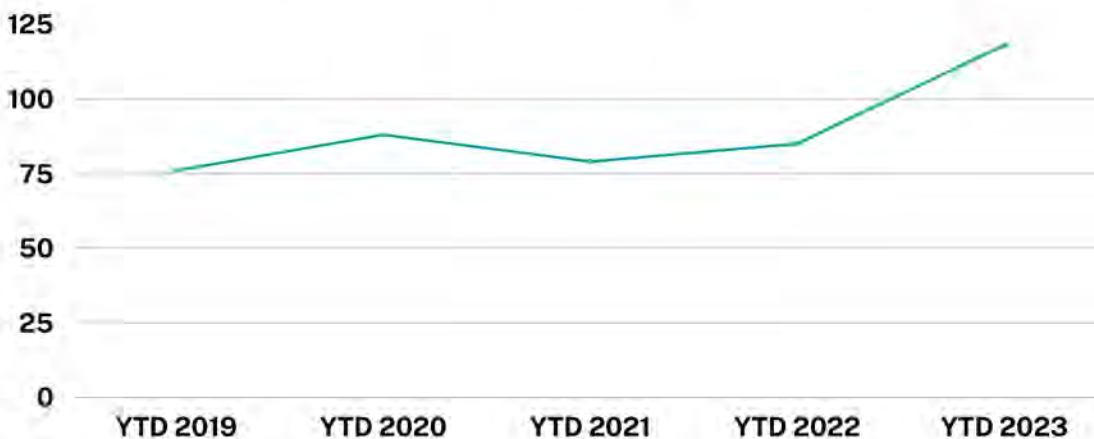
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



## Complaint Type YTD - 2019, 2020, 2021, 2022, 2023

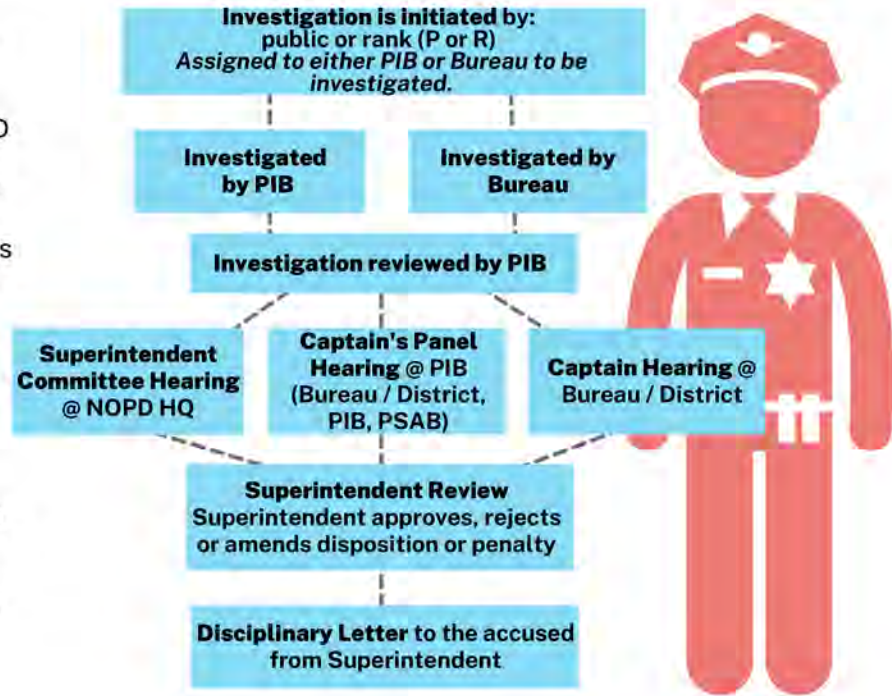


## Complaint Totals YTD - 2019, 2020, 2021, 2022, 2023



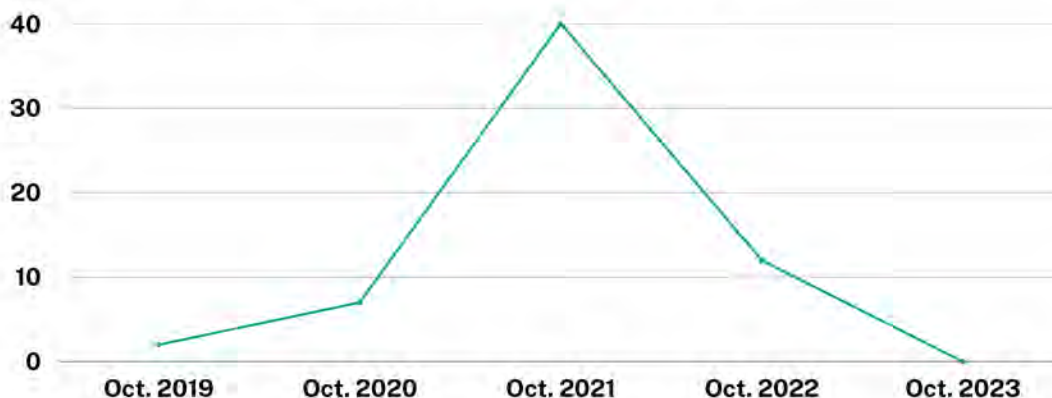
# DISCIPLINARY PROCEEDINGS

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



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

## Disciplinary Proceedings - October



**0**

---

**Total Disciplinary Cases Received this Month**

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

# USE OF FORCE

## Relevant Definitions

### Critical Incident

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

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

### Use of Force

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

### Levels of Force

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

## Critical Incident / Use of Force Chain of Events

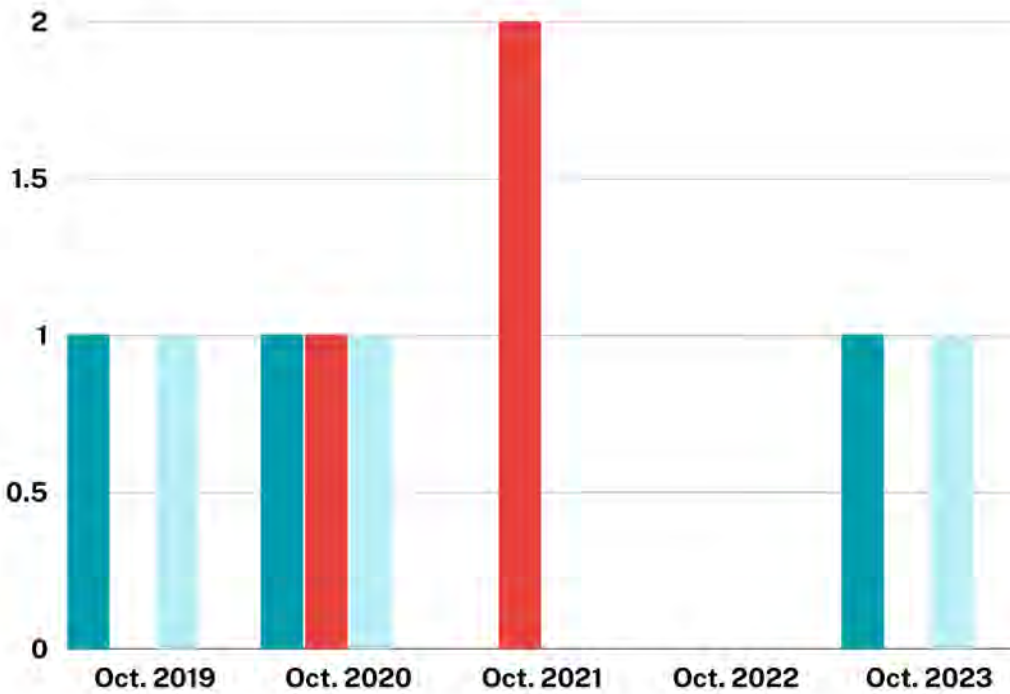


# Use of Force Work

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

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

## Use of Force This Month 2019, 2020, 2021, 2022, 2023



Firearm Discharge  
 Level 4 Non-Critical Incident Force

Critical Incident  
 Force Monitoring



**1**  
**Firearm Discharge this month**

**1**  
**Critical Incidents this month**

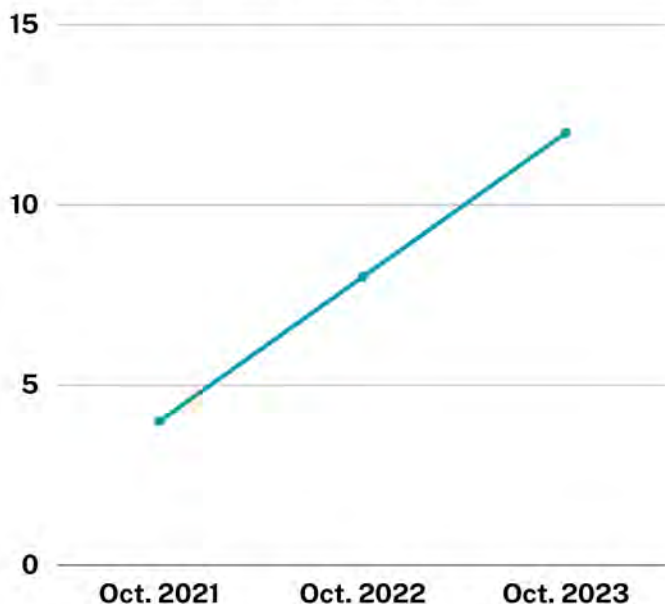
**0**  
**Level 4 Non-Critical Use of Force this month**

**0**  
**Force Monitoring this month**

# COMMUNITY ENGAGEMENT

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

## Outreach - October 2021, 2022, 2023



### Outreach Events

- Meeting with People's United Front – OIPM Office
- NOPD Recruit Class 198 Graduation – SUNO
- Reality Check Radio Show on WBOK
- National Day Against Police Brutality Community Vigil – City Hall
- Kim Groves Vigil – Lower 9th Ward
- Coffee w/ a Cop – Starbucks on Claiborne
- 6th District PCAB Meeting – Virtual
- International Wrongful Conviction Day Rally – Criminal District Court
- Night Out Against Crime
- 4-hour class on Active Listening & Conflict Resolution at PIB
- New Supervisor Training on October 4th (at the Academy)
- 3-hour professional development session for mediators on October 11th (on Zoom)
- Consultation meeting on best practices in community-police mediation with Mayor's Office for Community Safety in City of Chicago

# 12

**Total Outreach  
Events this Month**



Above, the OIPM's leadership team went on WBOK "Reality Check" to discuss policing in New Orleans East, DV classifications, and the National Day Against Police Brutality.

Below is a picture from the NOPD Recruit Class 198 graduation ceremony that the OIPM attended.





# COMMUNITY-POLICE MEDIATION

## Relevant Definitions

### Mediation

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

### Consent

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

### Mediator

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

### Voluntary

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

## Mediation Numbers for October

Scheduled for  
November  
2



Mediations Held  
2

Cases Referred  
7

## What is Mediation?

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

The Public Integrity Bureau (PIB) of the NOPD determines which complaints are referred to the Mediation Program. The types of complaints that are most often referred to mediation are those that allege lack of professionalism, neglect of duty, or discourtesy. Complaints such as unauthorized use of force, unlawful search, and criminal allegations are ineligible for mediation and continue through the formal complaint investigation process by the PIB.

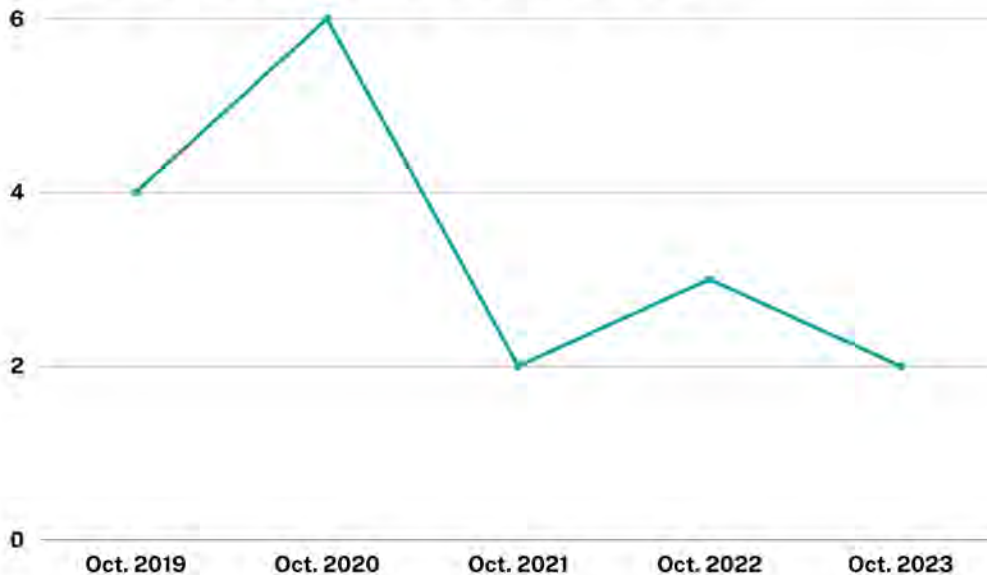
**Non-judgmental**  
**Confidential**  
**Voluntary**



**Mediation is:**

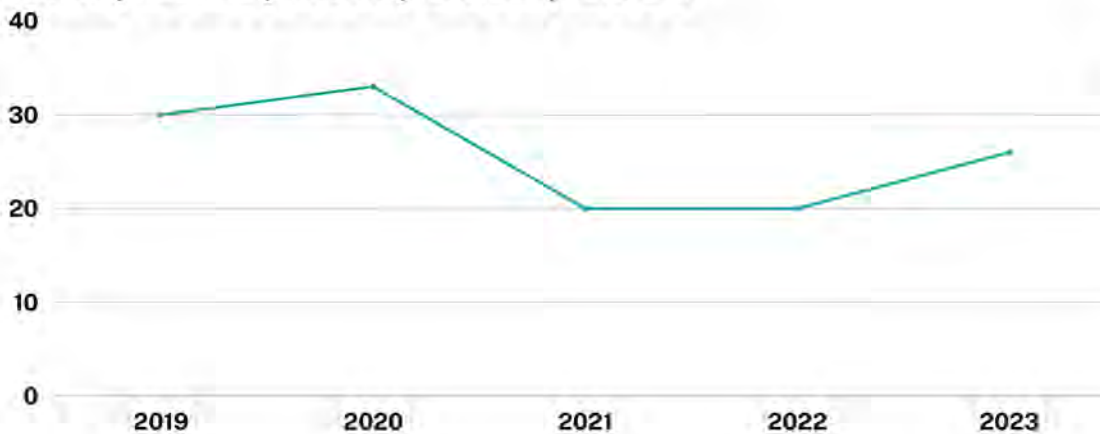
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are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

**Mediations Held This Month  
2019, 2020, 2021, 2022, 2023**



**2**  
**Total Mediations  
Held this month**

**Mediations Held YTD In  
2019, 2020, 2021, 2022, 2023**



**26**  
**Total Mediations  
Held YTD**

# CONSENT DECREE & OVERSIGHT BACKGROUND

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

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

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



# LEGAL JURISDICTION; OBLIGATIONS OF THE OIPM OFFICE AND STAFF

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

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

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

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

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

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

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

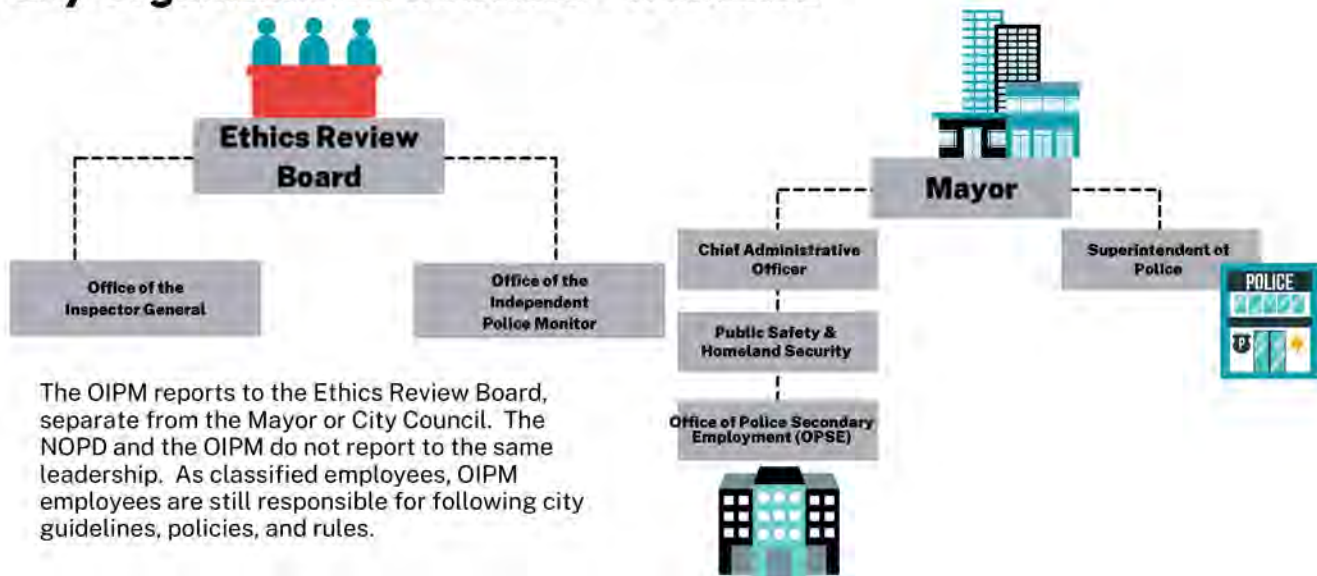
## **Ordinance 29130: Sharing of Data**

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

## **Ordinance 29063: Quarterly Presentations to the Criminal Justice Committee**

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

## City Organizational Structure - Truncated



# OVERSIGHT MODELS

## Different Reasons Why There is Oversight / Monitors

### Court Ordered

Court ordered monitors through litigation brought by the US Dept. of Justice to end "patterns and practices" of unconstitutional policing under federal law.

### Consent Decree Monitors

Monitors that are the result of federal Consent Decrees.

### Oversight Agencies

Oversight agency like civilian oversight that is responsible for review, auditing, or investigation.

.....  
New Orleans has both of these types of oversight  
.....

## Models of Civilian Oversight

### Review-Focused Model

*Review-Focused models tend to utilize volunteer boards and commissions.*

- Review-focused models assess the quality of finalized investigations conducted by an internal affairs division or the police department
- Conduct reviews of the agency's policies, procedures and disciplinary proceedings.
- Hold public forums, hear appeals, or make recommendations for investigations regarding allegations of misconduct

OIPM reviews the quality of finalized investigations conducted by the Public Integrity Bureau (which is the internal affairs of the NOPD)

### Investigative-Focused Model

*Investigative-focused models will employ professionally trained staff*

- Investigative-Focused Conduct independent misconduct investigations
- Operate as an intake site for complaints.
- These models may: mediate complaints, analyze policies and practices issue recommendations to the police and public.

OIPM is a complaint intake site and OIPM has investigatory power over the secondary employment office.

### Review-Focused Model

- Auditor / Monitor-Focused Assess systemic reform efforts.
- Review processes, evaluate policies, practices, and training. Based on those assessments, this oversight model will identify patterns and make recommendations Share findings with the public.
- These oversight agencies may participate in investigations.

OIPM assesses systemic efforts and will evaluate and review policies, practices and training then provide recommendations to NOPD.

### Hybrid Civilian Oversight Model

Hybrid Civilian Oversight Hybrid civilian oversight means there is one office serving functions from different models or multiple agencies in one jurisdiction which may be different models (like an advisory civilian board and the investigatory OIG).

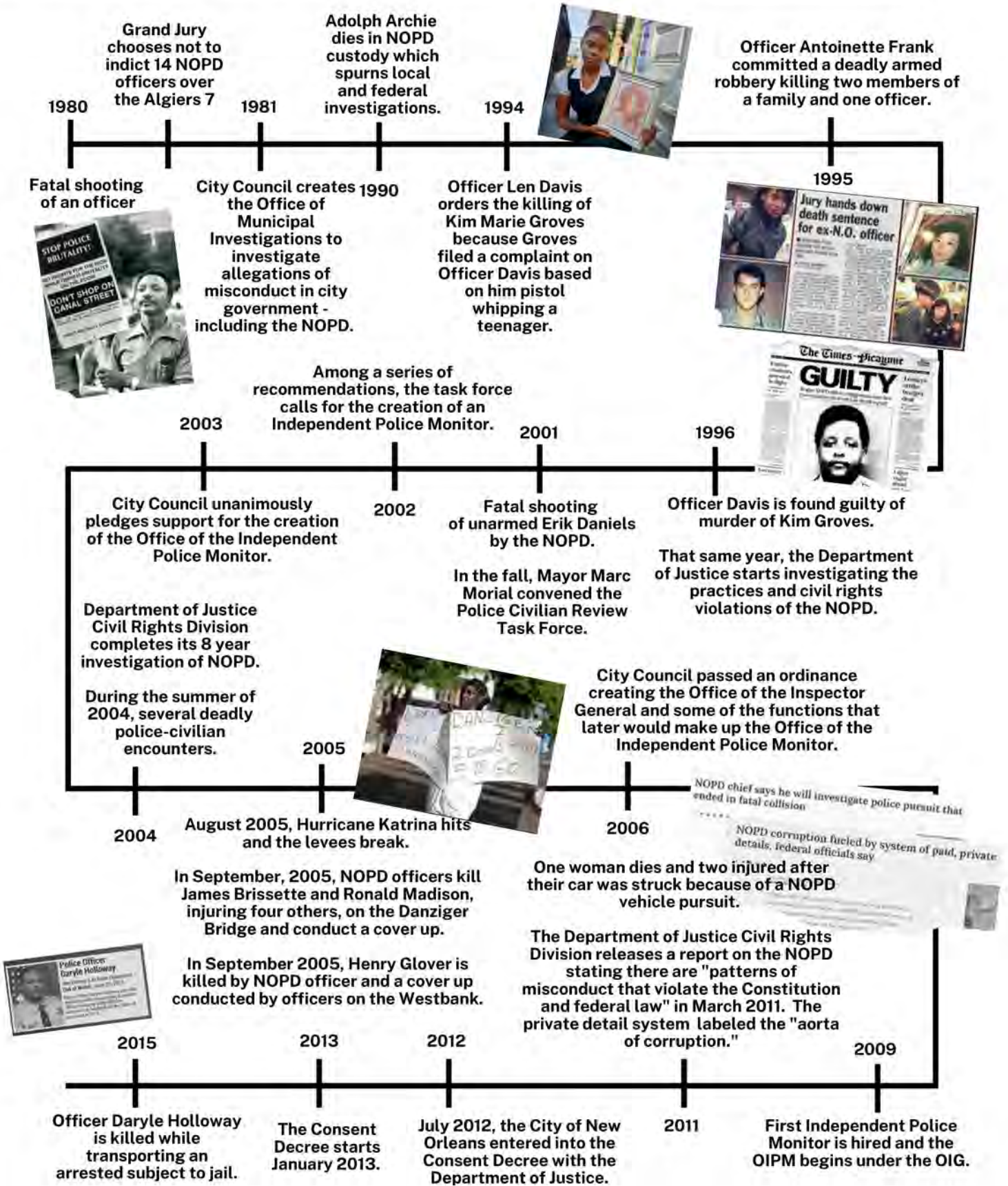
OIPM is a hybrid oversight agency because it has elements of all the different types of oversight models. Additionally, New Orleans has hybrid civilian oversight since we have multiple oversight agencies serving different functions.

## 13 Principles of Effective Oversight

The National Association for Civilian Oversight of Law Enforcement (NACOLE) identifies these 13 principles as necessary for effective oversight. The OIPM adopted these principles:

- Independence
- Clearly defined and adequate jurisdiction and authority
- Unfettered access to records and facilities
- Access to law enforcement executives and internal affairs staff
- Full cooperation
- Sustained stakeholder support
- Adequate funding and operational resources
- Public reporting and transparency
- Policy patterns in practice analysis
- Community outreach
- Community involvement
- Confidentiality, anonymity, and protection from retaliation
- Procedural justice and legitimacy

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



# UNDERSTANDING THE CONSENT DECREE AND HISTORY

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

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

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

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

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

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

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

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

## **Criminal activity or associations**

**Corruption**

**Violence**

**Use of Force**

**Receiving payouts**

**Field strip searches**

**Targeting of young African American boys**

**Supervisors failing to take misconduct allegations**

**Unauthorized pursuits**

**Cover-up of wrong doing and manipulation of misconduct investigations**

**Discriminatory practices**

# LOCAL & FEDERAL OVERSIGHT IN NEW ORLEANS

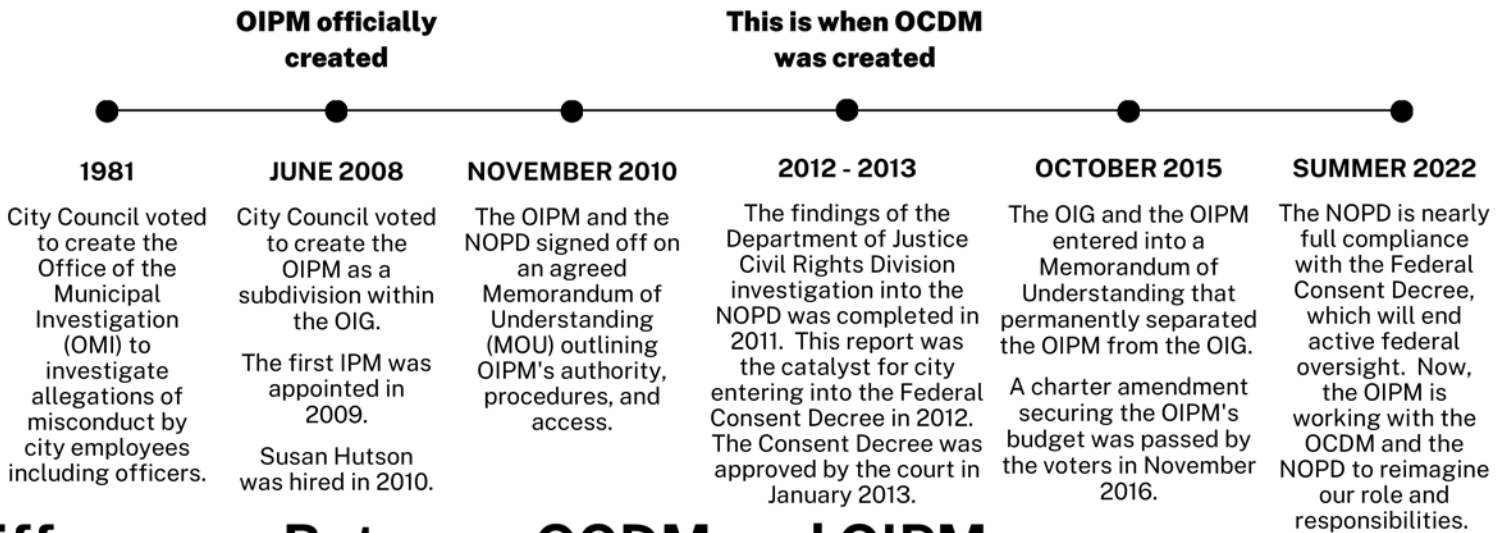
There are two types of monitors in New Orleans. There are three reasons why a city may have oversight or monitoring:

- Court ordered monitors through litigation brought by the US Dept. of Justice to end "patterns and practices" of unconstitutional policing under federal law.
- Monitors that are the result of federal Consent Decrees.
- Oversight agency like civilian oversight that is responsible for review, auditing, or investigation.

New Orleans has monitors for two of these reasons. There are monitors that a result of a federal consent decree and civilian oversight that is responsible for auditing, review, and / or investigation. The two offices have different responsibilities, were created through different mechanisms, and have different jurisdiction - all of which is described below.

## Timeline of Oversight

Below is the timeline of oversight in New Orleans. While the Office of the Independent Police Monitor is rather new, the concept of oversight and accountability for officers and public employees has existed in New Orleans since 1981. The OIPM was created in 2008 and became independent in 2015, two years after the Consent Decree was entered into by the City of New Orleans.



## Differences Between OCDM and OIPM

### Office of the Independent Police Monitor (OIPM)

- Created by City Council and receives jurisdiction and responsibilities from Ordinance.
- Everyone in the office is a city employee.
- On the ground and community based work - complaint intake site, runs the Community-Police Mediation Program,
- On scene monitoring including Use of Force and disciplinary proceedings.
- Provides recommendations and assessments based on reviews of finalized NOPD investigations and policies.
- Monitors investigations in real time and provides real time recommendations that become exhibits in NOPD investigations.
- Analyzes data and builds tools that will benefit the community and increase transparency.
- Funded through .16% of the general fund

### Office of the Consent Decree Monitor (OCDM)

- Appointed created by the Consent Decree and receives jurisdiction and responsibilities from the Consent Decree.
- Law firm bid on the city contract to monitor the compliance with the Consent Decree. Predominantly monitors from out of state. No one is employed by the city.
- NOPD needs present all policy rewrites and practice changes to OCDM for approval.
- OCDM worked with the Dept. of Justice to finalize all recommendations then presents to Judge Morgan for final sign off.
- OCDM conducted audits to determine NOPD compliance with the changes.
- Only focuses on matters identified in the Consent Decree.
- Monitors are paid through a contract that was entered into with the city as a necessity of the Consent Decree (Section O: Selection and Compensation of the Monitor)

The overlap between OIPM and OCDM is in policy recommendations, monitoring audits, and creating public reports or holding public forums.



**Monthly Report of  
Ethics Trainer**



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# OCTOBER 2023

# MONTHLY REPORT

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TRAINING DIVISION  
NEW ORLEANS ETHICS REVIEW BOARD



# 2023 ETHICS EDUCATION & SEXUAL HARASSMENT PREVENTION TRAINING

The annual deadline for completion of 2023 Ethics Education and Sexual Harassment Prevention for City of New Orleans employees and the members of the Ethics Review Board

is

**Friday, December 15, 2023.**

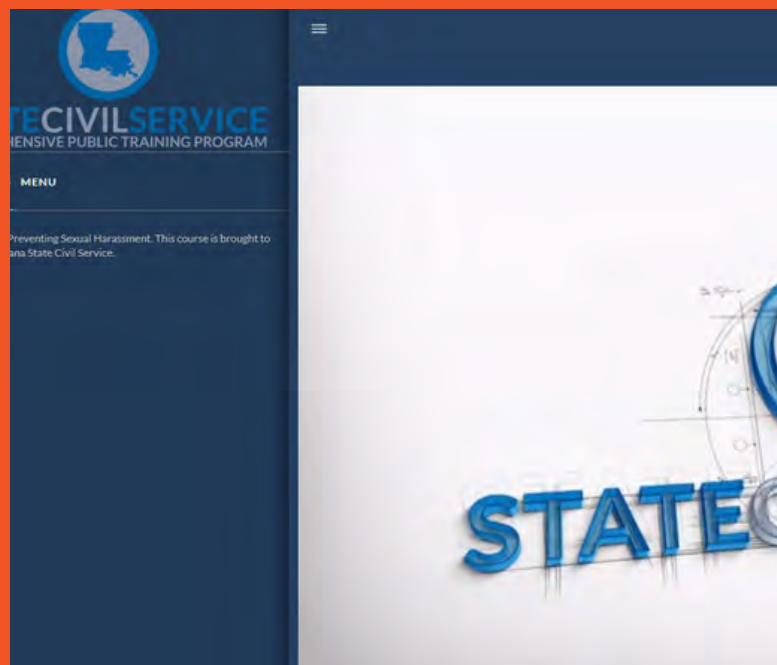
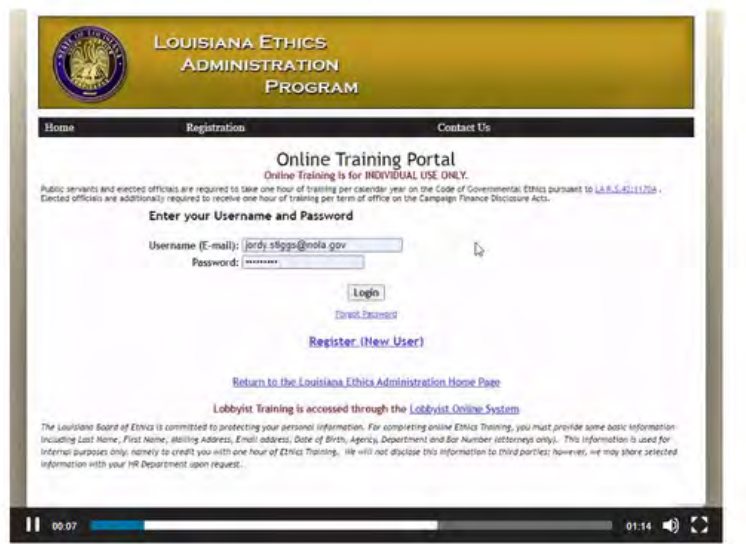
The programs may be completed online utilizing the links below:

**2023 Louisiana State Ethics Education:**  
<https://laethics.net/EthicsTraining>

**2023 City of New Orleans Sexual Harassment Prevention Training:**  
<https://nola.gov/sexual-harassment-training/employee/>

Please submit certificates/proof of completion to ERB Training Coordinator by **Monday, December 18, 2023**

If you are a new user, you must register for access to the portal in order to continue. If you already have a login from previous years, it is still valid to access the system and you may continue through to complete your educational requirement under the tab labeled, "Ethics Training for Public Servants." A detailed walkthrough is available below, for your convenience.





# CITY DEPARTMENT LARGE GROUP TRAINING

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Alongside standing weekly training sessions, the Training division has entered the period of the year where sessions are staged by the largest of the city departments.

The most recent session was completed with the Sanitation Department, with **107** individuals receiving their annual Louisiana State Ethics training in a group setting.

The large-scale training took place at the  
*Gernon Brown Recreation Center*  
1001 Harrison Ave, New Orleans, LA 70124





# ETHICS REVIEW BOARD WEBSITE - TRAINING MINI LESSONS

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The goal of providing a resource-filled space with an improved end-user experience on the ERB website is well underway and will continue until completed, with updates being provided in this report section.

Several mini-lessons will be available for users in the Training section under the 'Resources' tab on the Ethics Review Board website at [www.nolaerb.gov](http://www.nolaerb.gov).

These short lessons are under 3 minutes long and are intended to provide visitors with primary and supplemental high-level information on an array of hot-button governmental ethics topics.



**POST-SEPARATION  
GUIDELINES FOR BOARD AND  
COMMISSION MEMBERS**



**GIFTS AND TRAVEL**

The Training Division would like to screen the video presentations for the Ethics Review Board at the next available meeting before officially adding them to the ERB website.

**Monthly Report of  
Executive  
Administrator**

## MEMORANDUM

To: Ethics Review Board  
City of New Orleans

From: Dane S. Ciolino  
Executive Administrator and General  
Counsel

Date: November 9, 2023

Re: *Monthly Report*

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### I. BUDGET-TO-ACTUAL EXPENDITURES TO DATE

A budget report is attached.

### II. COMPLAINTS

The ERB received no new complaints during the month of October 2023.

There are no complaints that remain pending for ERB action.

### III. APPOINTMENTS TO ERB

The mayor's office requested ERB nominees from Dillard and Tulane. Dillard sent a nominee to the mayor's office in early November.

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


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

## NOLA Chart In USD (5,000 row record limit) - 3 levels

Display Object	Description	Chart Section	2023 Budget	2023 Actual	2023 Encumbrance	2023 Commitment	Variance Amount	Remaining Percent
100	Assets	Balance Sheet	0.00	-1,551.77	0.00	0.00	1,551.77	0.00%
110	Cash and Cash Equivalents	Balance Sheet	0.00	-1,551.77	0.00	0.00	1,551.77	0.00%
1101103	Chase Operating	Balance Sheet	0.00	-1,551.77	0.00	0.00	1,551.77	0.00%
120	Investments	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
130	Sales Tax Receivable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
131	Property Tax Receivable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
132	Franchise Tax Receivable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
133	Accounts Receivable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
134	Accrued Interest	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
135	Grantee Loans	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
140	Due from Other Funds	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
145	Due from Other Governments	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
148	Due from Component Units	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
150	Advances to Other Funds	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
160	Other Assets	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
170	Debt	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%



NOLA Chart In USD (5,000 row record limit) - 3 levels continued...

Display Object	Description	Chart Section	2023 Budget	2023 Actual	2023 Encumbrance	2023 Commitment	Variance Amount	Remaining Percent
180	Nondepreciable Capital Assets	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
185	Depreciable Capital Assets	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
190	Deferred Outflows	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
200	Liabilities	Balance Sheet	0.00	3,250.36	0.00	0.00	-3,250.36	0.00%
210	Accounts Payable	Balance Sheet	0.00	3,250.36	0.00	0.00	-3,250.36	0.00%
2101050	Payroll Year End Accrual	Balance Sheet	0.00	3,250.36	0.00	0.00	-3,250.36	0.00%
220	Retainages Payable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
230	Accrued Expense	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
240	Due to Other Funds	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
245	Due to Other Governments	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
248	Due to Component Units	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
250	Advances from Other Funds	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
290	Unavailable Revenue	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
300	Fund Balance	Balance Sheet	0.00	147,988.86	0.00	0.00	-147,988.86	0.00%
3008888	 Undistributed Fund Balance	Balance Sheet	0.00	147,988.86	0.00	0.00	-147,988.86	0.00%
500	Revenue	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%

NOLA Chart In USD (5,000 row record limit) - 3 levels continued...

Display Object	Description	Chart Section	2023 Budget	2023 Actual	2023 Encumbrance	2023 Commitment	Variance Amount	Remaining Percent
510	Taxes	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
515	Licenses and Permits	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
520	Intergovernmental	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
525	Charges for Services	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
530	Program Income	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
535	Fines and Forfeits	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
540	Interest Income	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
545	Contributions, Gifts and Donations	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
550	Legal Settlement	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
555	Miscellaneous	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
600	Expenses	Income Statement	292,395.00	147,988.86	0.00	0.00	144,406.14	49.39%
600-A	Salaries and Wages	Income Statement	176,543.00	146,437.09	0.00	0.00	30,105.91	17.05%
6001010	Salary	Income Statement	132,791.00	110,937.99	0.00	0.00	21,853.01	16.46%
6001110	Municipal Employees Pension	Income Statement	22,886.00	19,070.71	0.00	0.00	3,815.29	16.67%
6001200	Social Security Taxes	Income Statement	8,259.00	6,784.39	0.00	0.00	1,474.61	17.85%
6001210	Medicare	Income Statement	1,931.00	1,586.66	0.00	0.00	344.34	17.83%

NOLA Chart In USD (5,000 row record limit) - 3 levels continued...

Display Object	Description	Chart Section	2023 Budget	2023 Actual	2023 Encumbrance	2023 Commitment	Variance Amount	Remaining Percent
6001300	Group Hospital Insurance	Income Statement	9,500.00	7,442.22	0.00	0.00	2,057.78	21.66%
6001310	Workers' Comp Insurance	Income Statement	600.00	496.22	0.00	0.00	103.78	17.30%
6001320	Life Insurance	Income Statement	99.00	72.67	0.00	0.00	26.33	26.60%
6001330	Unemployment Compensation	Income Statement	56.00	46.23	0.00	0.00	9.77	17.45%
6001763	Longevity Increase	Income Statement	421.00	0.00	0.00	0.00	421.00	100.00%
600-B	Operating	Income Statement	115,852.00	1,551.77	0.00	0.00	114,300.23	98.66%
6002600	Miscellaneous	Income Statement	115,852.00	1,551.77	0.00	0.00	114,300.23	98.66%
710	Transfers In	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
720	Transfers Out	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
730	Proceeds from Issuance of Bonds	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
740	Premium on Bonds Issued	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
750	Fund Balances Beginning of Year	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%