



## CITY OF NEW ORLEANS ETHICS REVIEW BOARD

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

### BOARD MEETING

Loyola University New Orleans College of Law, 526 Pine Street, Room 342,  
New Orleans, Louisiana  
Monday, April 15, 2024, at 4:00 P.M.

### AGENDA

1. Call to order.
2. Approval of the minutes of March 2024 board meeting.
3. Monthly report of Office of Inspector General.
4. Monthly report of Office of the Independent Police Monitor.
5. Monthly report of Ethics Trainer.
6. Monthly report of General Counsel and Executive Administrator.
7. Executive session pursuant to Louisiana Revised Statutes section 42:17 to discuss investigative proceedings regarding allegations of misconduct.
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 March 11, 2024, at Loyola Law School, New Orleans**

#### **Minutes**

1. *Call to Order.*

1.1. The chair called the meeting to order at 3:47 p.m.

1.2. ERB members present:

1.2.1. Dawn Broussard

1.2.2. Holly Callia, Chair

1.2.3. Monique G. Doucette

1.2.4. Tyrone G. Jefferson, Jr.

1.2.5. Patrice Sentino

1.3. ERB members absent:

1.3.1. Wanda A. Brooks

1.3.2. Elizabeth Livingston de Calderon

1.4. Staff members present:

1.4.1. Dane S. Ciolino, Executive Administrator and General Counsel.

1.4.2. Jordy Stiggs, Ethics Trainer

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 held in February 2024.
3. *Monthly Report of the Office of the Inspector General.*
  - 3.1. Ed Michel appeared on behalf of the Office of the Inspector General. He appeared with Mike Laughlin, general counsel for OIG.
  - 3.2. The board accepted his monthly written report (attached).
  - 3.3. Mr. Michel reported on his fuel dispensing investigation and report. There was much abuse with fuel cards that his office uncovered. For example, single NOPD cards were used to dispense a lot of gas over a short period of time. There were few safeguards to assure that fuel was dispensed only for city business.
    - 3.3.1. The city has accepted all of his office's recommendations.
    - 3.3.2. Mr. Jefferson and Ms. Sentino followed up with questions to clarify how cards and PIN numbers were assigned and used.
  - 3.4. Mr. Michel has communicated with NOPD Superintendent Kirkpatrick about deputizing his employees as required by a city ordinance. She immediately deputized OIG employees. Mr. Michel believes that this was necessary given that his office investigators deal with dangerous subjects. Mr. Michel also noted that a pending house bill would, if adopted, make his employees "peace officers" under state law.
  - 3.5. Mr. Michel thanked the board for the pay increase approved by the board at its last meeting.
4. *Monthly Report of the Office of Independent Police Monitor.*
  - 4.1. Stella Cziment appeared on behalf of the Office of the Independent Police Monitor. She was accompanied by various staff members, including her counsel Sharonda Williams and Ms. McGowan, the new Deputy Police Monitor.
  - 4.2. The board accepted Ms. Cziment's monthly report (attached).
  - 4.3. Ms. Cziment reported that she just a few minutes ago finished testifying before the city council's criminal justice committee. She gave the committee an update on her office's work and the federal consent decree.
  - 4.4. She noted that her office is in the process of doing an RFP for a vendor to provide hotline services. The vendor has social workers on staff to run hotlines all over the country. The company is Louisiana based and "very impressive."

- 4.4.1. Ms. Sentino followed up regarding the social work credentials that hotline staff would have. Ms. Cziment responded that the staff would be trained and experienced in handling police complaints with empathy and professionalism.
  - 4.5. She noted that her office is also doing an RFP for a public facing database of her office's data.
  - 4.6. Ms. Cziment thanked the board for approving a pay raise for her position.
5. *Monthly Report of Ethics Trainer.*
  - 5.1. Mr. Jordy Stiggs appeared to present his report.
  - 5.2. The board accepted Mr. Stiggs's monthly written report (attached).
  - 5.3. Mr. Stiggs reminded board members to file their financial disclosure forms with the state board of ethics.
  - 5.4. Mr. Stiggs reported on his training poster that he shared with the board.
6. *Report of the Executive Administrator and General Counsel.*
  - 6.1. Mr. Ciolino presented his written report (attached).
  - 6.2. Mr. Ciolino reported that there have been no new complaints received since the last board meeting.
  - 6.3. Mr. Ciolino reported that two ERB positions must be filled. The mayor's office is working on this and reports that the City Council Governmental Affairs Committee will soon consider appointees for approval by the full counsel.
  - 6.4. Mr. Ciolino reported that four (4) Council and Mayoral appointments remain unfilled on QARACs for the IG and the IPM.
7. *Adjournment.*
  - 7.1. A motion was made to adjourn the ERB meeting.
  - 7.2. The motion was seconded.
  - 7.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 4:40 p.m.

\* END \*

**Monthly Report of  
OIG**

# **MONTHLY REPORT**

**MARCH 2024**



# **OIG**

**NEW ORLEANS  
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG  
INSPECTOR GENERAL**

# ADMINISTRATION DIVISION

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# 2,059

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

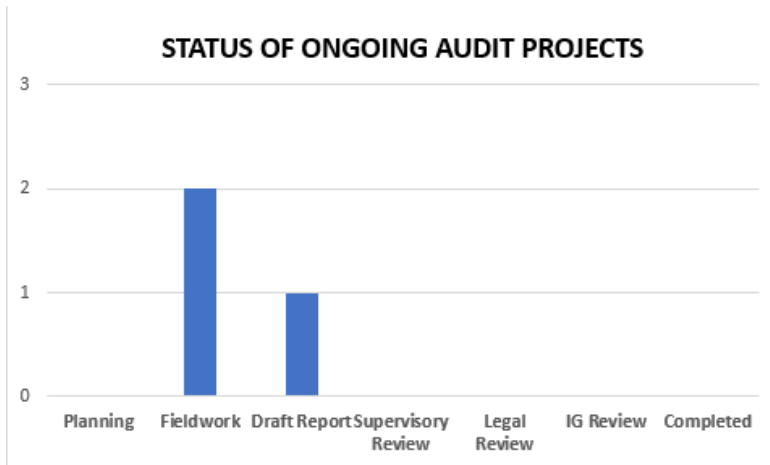
The OIG Information Security Specialist is responsible for the following tasks to maintain the OIG's information technology (IT) integrity

- 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	Fieldwork	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	Draft Report	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.

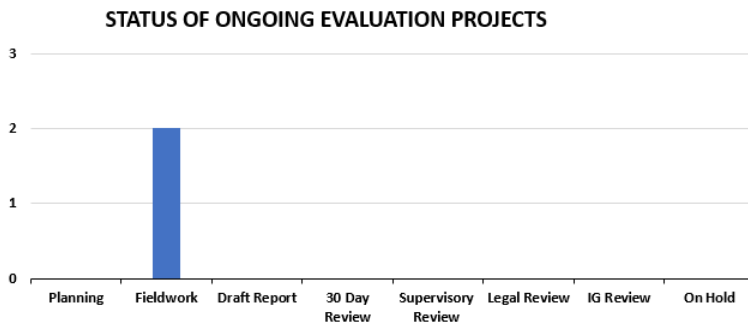
**Footnotes:**

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
- Industrial Development Board PILOT Program

## **Project Phase Descriptions:**

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

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

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

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

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# MEASURING PROGRESS

## INSPECTIONS AND EVALUATIONS DIVISION

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

Project Name	Project Phase <sup>1</sup>	Anticipated <sup>2</sup> Completion Date
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OPCD Hexagon Contract	Fieldwork	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.

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Industrial Development Board PILOT PROGRAM	Fieldwork	Ongoing
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**Summary of Objectives:** To review impact of PILOT programs nationally and to determine whether the City's Industrial Development Board utilizes standards and procedures for awarding PILOT grants that align with best practices.

### **Footnotes:**

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

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

# INVESTIGATION DIVISION

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## ADMINISTRATIVE INVESTIGATIONS (MARCH HIGHLIGHTS)

Issued a Report of Investigation regarding the non-profit Forward Together New Orleans (FTNO). In this report, it was set forth that a conflict of interest may have arisen if a City employee is a board member, board liaison, or an individual who determines where and how monies received by FTNO will be spent. Because a donor to FTNO, United Health Care, had a contractual relationship with the City, it was possibly a "prohibited source" under Louisiana Revised Statutes 42:1115.

As a result of the findings, the OIG recommended the following:

- Non-profits and other charitable organizations must ensure that expenditures of City funds provided by a Cooperative Endeavor Agreement (CEA) are to be properly characterized and expended.
- The City must confirm that funds provided to the non-profit or charitable organization are utilized in a manner consistent with the agreed upon terms outlined within the CEA.
- To prevent ethical lapses or perceived ethical lapses, it would be beneficial to add a section on the current financial disclosure form that requires City employees to disclose any service they provide to non-profits or other charitable organizations that receive funds from the City.

Issued a letter to the Sewerage and Water Board (S&WB) concerning S&WB employees who had personal delinquent accounts. During the OIG's investigation, the S&WB implemented the Family and Co-Worker Account Handling policy. This policy established procedures for handling the accounts of S&WB employees and family members, as well as disciplinary actions for S&WB employees who did not comply with the policy. OIG investigators verified that the policy had been implemented for all S&WB employees. OIG investigators also confirmed the policy included written procedures to ensure delinquent S&WB employee accounts, such as the four identified in this investigation, were reviewed by S&WB Revenue Management Employees and their supervisors, and the reviews were properly documented. As a result, the S&WB employees made steps to bring their accounts current.

As a result of the findings, the OIG recommended the following:

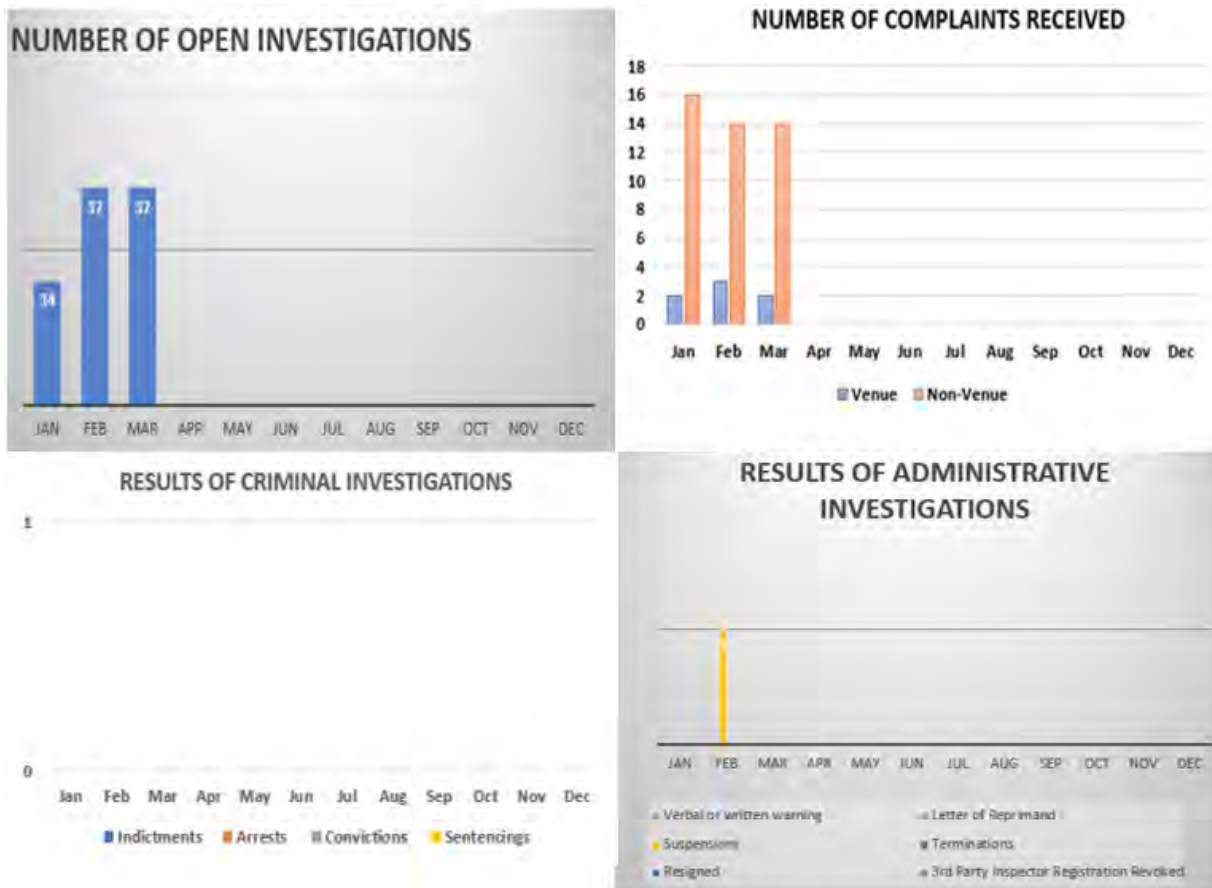
- The S&WB should continue reviewing employees' accounts to ensure compliance with the Family and Co-Worker Account Handling policy.
- The S&WB should review and update the Family and Co-Worker Account Handling policy on at least an annual basis to ensure the procedures outlined in the policy have been properly implemented and are operating effectively.
- All S&WB employees should sign an annual acknowledgment that they have read the Family and Co-Worker Account Handling Policy and understand the requirements, as well as the consequences of failing to comply.

Issued three requests for documents in ongoing investigations.

# 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 MONTHLY BUDGET

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Total 2024 Appropriation \$ 4,184,733


<b>Expenditures</b>	<b>Spent YTD</b>
<b>Personnel</b>	<b>\$ 610,996</b>
<b>Operating</b>	<b>\$ 51,789</b>
<b>Total</b>	<b>\$ 662,784</b>
<b>Remaining Balance</b>	<b>\$ 3,521,949</b>

# SOCIAL MEDIA

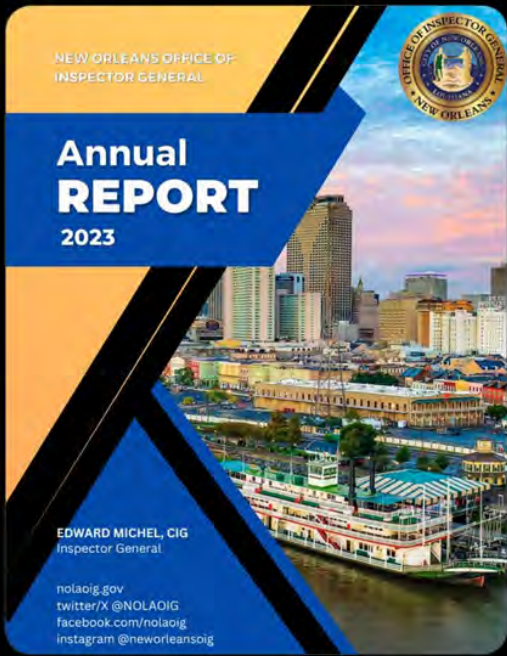




# SOCIAL MEDIA

 **New Orleans OIG** @NOLAOIG · Mar 27

The New Orleans Office of Inspector General is proud to present our 2023 Annual Report! Our most productive year yet with a 55% increase in productivity, \$4.2 Million in savings identified, and \$10.5 Billion in City assets safeguarded. [ow.ly/Ujn95OR3utE](https://ow.ly/Ujn95OR3utE)




NEW ORLEANS OFFICE OF INSPECTOR GENERAL

**Annual REPORT 2023**

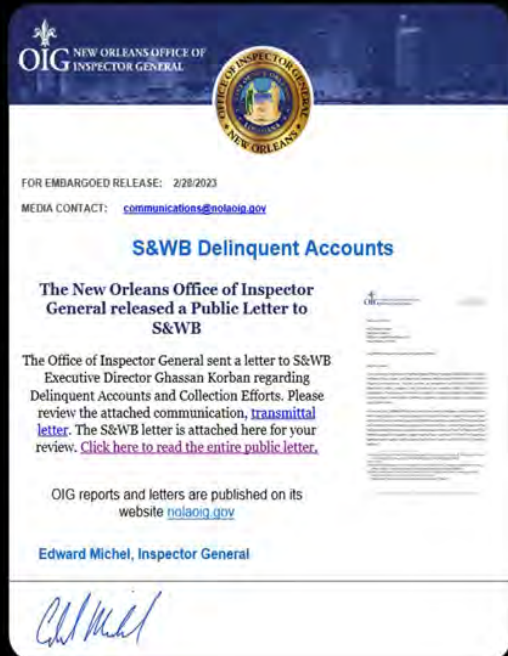
EDWARD MICHEL, CIG  
Inspector General

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2 3 7 1.2K

 **New Orleans OIG** @NOLAOIG · Mar 26

The OIG uncovered an issue regarding Sewerage and Water Board employees not paying their bills. Read the full report and our recommendations to ensure accountability in the future here: [nolaog.gov/investigations/](https://nolaog.gov/investigations/)



FOR EMBARGOED RELEASE: 2/28/2023

MEDIA CONTACT: [communications@nolaog.gov](mailto:communications@nolaog.gov)


**S&WB Delinquent Accounts**

The New Orleans Office of Inspector General released a Public Letter to S&WB

The Office of Inspector General sent a letter to S&WB Executive Director Ghassan Korban regarding Delinquent Accounts and Collection Efforts. Please review the attached communication, [transmittal letter](#). The S&WB letter is attached here for your review. [Click here to read the entire public letter.](#)

OIG reports and letters are published on its website [nolaog.gov](https://nolaog.gov)

Edward Michel, Inspector General



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**Monthly Report of  
OIPM**

# OFFICE OF THE INDEPENDENT POLICE MONITOR

## MONTHLY COMMUNITY REPORT

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### MARCH 2024



*Above, NOPD officers and newly selected mediators participate in the OIPM Mediator Training held in March.*

**Transparency. Accountability. Respect.**



# LETTER TO THE COMMUNITY

Dear New Orleans Community,

Spring officially sprung and the month of March was a busy one for the Office of the Independent Police Monitor. From Super Sunday to public forums to monitoring promotional evaluations for police sergeants to mediation training, the OIPM was busy at work in our city hall, police departments, federal courthouse, and community.

The OIPM is very excited to welcome our new cohort of mediators this month. In March, **over 6 days we had 15 community members and 5 NOPD employees participate in 50 hours of mediation training.** This intensive process equips our mediators to facilitate hard dialogs between the community and police. Mediation is an opportunity to candidly discuss policing, neighborhood needs, problems, and solutions to conflicts. For this reason, training our mediators to be prepared for these significant dialogs is vital. On behalf of the OIPM, I extend my warmest congratulations to the 2024 cohort of new OIPM Community-Police Mediators and my gratitude to all the participants in our training – especially our volunteer officers – who made the experience so special! We are excited to work with you!

In March, the **OIPM cohosted a public forum with the Deputy Chief of the Public Integrity Bureau in New Orleans East.** During this forum, we discussed police accountability, investigatory process, and took questions from the community. During these robust conversations and questions, the Deputy Chief of PIB and the IPM explained how discipline works and took questions on hypotheticals and tried to answer questions on individual cases. Though there were moments that became heated, I want to assure the public that I heard you, heard your frustration and concerns, and commit to working with you to find solutions to ensure that we are creating a more accountable police department.

On the subject of accountability, I want to again state how deeply troubled my office is by the allegations of an illegal strip search of a teenager raised regarding Officer Sirois. The OIPM learned of this arrest when the story was published by nola.com. This officer's alleged actions severely violated the safety and trust of the community and goes against the training and policy of the NOPD. Since learning of these allegations and the arrest of Officer Sirois, the OIPM has spoken with NOPD leadership and submitted formal recommendations directly to Chief Kirkpatrick with how the OIPM would like the department to proceed to ensure both accountability and the safety of the child involved. **The OIPM commends this child and his family for coming forward and thanks all those who assisted in ensuring this illegal misconduct was reported.** The OIPM also commends the NOPD for taking swift and immediate action in arresting this officer and initiating the necessary investigations into these allegations. I assure the community that our office will continue to monitor this investigation closely.

The NOPD, OIPM, and Federal Monitors convened this month in Federal Court for a status conference on the NOPD's compliance with the Consent Decree. The NOPD conducted a thorough presentation on Stop, Search, and Arrest data and strategies. **The next Consent Decree hearings will be held: May 15, 2024 at 12:30pm.** The public can now listen to the hearings in real time through a broadcast available by dialing: (504) 229-4460 and entering: 148 804 372#.

Finally, the OIPM, community organizations including NOCOP, and NOPD will be **hosting a public forum with the Chief on April 9th at 6pm at the Treme Community Center.** We hope to see you there!

Thank you,  
*Stella Cziment*



Top photo is a picture of the OIPM and PIB leadership at the public forum in New Orleans East. Second from the top is a screenshot asking for public feedback on NOPD interactions during Super Sunday. Bottom photo is of a group activity conducted at the mediator training.

# ACHIEVEMENTS, UPDATES, & WORK

## Formal Letter in Response to the Arrest of Officer Sirois with Recommendations on Policy Changes

In March, the OIPM wrote a formal letter to Chief Kirkpatrick with concerns and recommendations regarding the arrest of Officer Sirois for an illegal strip search of a child. The OIPM stated that considering the lessons learned from the Vicknair crime, and the allegations raised in this article regarding Officer Sirois, the OIPM wrote to request:

- immediate employment actions regarding Officer Sirois to ensure public safety;
- immediate criminal and administrative investigations into the allegations of wrongdoing;
- an audit of all cases handled by Officer Sirois to ensure all potential victims are identified;
- that the Deputy Chief of the Public Integrity Bureau (PIB) immediately notify the OIPM of all arrests of NOPD officers;
- Renew previous policy request to strictly prohibit the initiation of relationships between officers and victims and witnesses;
- Roll call retraining on all officers' responsibilities to report any inappropriate action of officers with victims and witnesses to supervision and the importance of EPIC; and
- The creation of informational materials and that OIPM and PIB jointly led trainings for school officials on how to identify and report officer misconduct.

## Formal Letter in Response to Monitoring Sergeant Evaluations

The OIPM sent a second formal letter to the department in March commended Deputy Chief Dupree on the sergeant promotional process. The OIPM monitored three days of sergeant evaluations while the Deputy Chiefs evaluated the candidates. The OIPM found the process to be thorough and fair for all candidates. Even with the effectiveness of the evaluation, the OIPM identified the following areas where the NOPD could improve the process:

- Revising the rubric regarding performance evaluation from High, medium, low where the low category includes individuals who "fail to meet expectations" and "meets expectations" to exceptional, high, medium, and low so individuals who are meeting expectations are not in the same category as those who aren't.
- The OIPM recommended that "not applicable" be anticipated and addressed for future evaluations to provide clarity on how that score should be weighted in these evaluations.
- The OIPM advises the NOPD look to other departments with individuals who are serving in the military to determine how they proceed and seek guidance from Civil Service and the Law Department on what would be the best and legal way to proceed.
- There were PIB data issues during the evaluations with the short forms not being updated or including information that was confusing / inconsistent. The OIPM recommended that short forms be reviewed and verified prior to the committee meeting to evaluate candidates.
- Based on drastic differences in the resume writing and the impact that had on the ability for candidates to be thoroughly considered, the OIPM proposed that either the NOPD Academy or the police associations offer a free resume writing workshop prior to the deadline of these applications and offered to collaborate on that project.

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

Yesterday, a story broke about an arrest of a NOPD officer for forcing a child to strip.

These allegations describe disturbing behavior that is against NOPD policy, training, and law. The officer is in custody and investigations are initiated.

Please swipe to read the OIPM's statement on these allegations and for more information on how to report officer misconduct.

Above is an Instagram post about the arrest of the officer which included the OIPM statement, resources on how to report officer misconduct, and resources for survivors of abuse and assault.



These are pictures the OIPM shared from the two days of monitoring the Sergeant Promotion Evaluations at NOPD.

# ACHIEVEMENTS, UPDATES, & WORK

## OIPM Monitored Police Interactions at St. Joseph's Night and Super Sunday

At the request of legal observers, the OIPM monitored St. Joseph's Night – both uptown and downtown – and uptown Super Sunday. Super Sunday was a beautiful event and the OIPM observed minimal intrusion from the NOPD on the events of the day. The OIPM spoke with leadership from the Field Operations Bureau (FOB) and the 6th District throughout the day. The OIPM also saw the FOB Deputy Chief, 6th District Captain, and 6th District Lieutenant at Super Sunday, talking to members of the community, assisting with problems, and overseeing the arrest of individuals who brought guns to the event. The OIPM appreciates the NOPD's respect shown at this community event.



The OIPM observed and was notified of some areas where the NOPD can improve for next year regarding Super Sunday including:

- Issues with blocking motorcycles
- Officers not being stationed where the plan stated they would be
- Cars driving fast towards the Indians on Claiborne and the roads onto Claiborne not being blocked off quickly enough.

The OIPM is proposing that there be more preparation meetings between the NOPD and the legal observers and monitors moving forward on these events to ensure collaboration and information sharing.



## Presentation to City Council and Public Forum with PIB in New Orleans East

The OIPM participated in two different presentations and public forums this month. The first one was a presentation to the New Orleans City Council Criminal Justice Committee. Pursuant to our obligation to present quarterly to the City Council, the OIPM attended this quarterly meeting and discussed recent projects, policing during Mardi Gras, provided a 2023 data recap, and provided Consent Decree updates. You can stream the presentation online on the City Council website.

Next, the OIPM co-hosted a public forum with the Deputy Chief of the Public Integrity Bureau in New Orleans East at the Joe Brown Community Center on March 13th to discuss the discipline process which was previously described in the community letter. The forum was attended by media and the community. There were some tense moments, and the community expressed a lot of anger at the NOPD, demanded to know where OCDM was, and stated that PIB was not taking misconduct complaints seriously; however, from those heated moments were opportunities for the public to truly be heard by both the NOPD and OIPM and discuss what they want to see happen next. If you missed the public forum, you can watch the stream of the forum on the OIPM's Instagram account.



## RFP Selection Committee for the 24 Hour Hotline

In March, the OIPM and PIB conducted the RFP selection committee meeting on RFP 3810: 24 Hour Hotline for Misconduct Accounts and selected a vendor to build and operate the 24-hour hotline for the OIPM. This was an exciting first step in building this necessary tool for the public. The selected vendor will ensure the line is staffed with social workers and can take calls from Spanish and Vietnamese speakers. The OIPM is excited to work with the selected vendor on next steps and participate in the kick-off meeting in April.



# 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

	2024	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2023
Civilian Complaint Count	38	33	14	14	10	22	6	8	15.29
Police Complaint Count	0	0	0	0	0	0	4	1	0.71
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	8	8	3	9	2	0	0	0	3.14
Community Liaison Count	3	10	3	6	18	11	1	3	7.43
Case Monitoring Count	0	2	6	1	7	0	5	4	3.57
Case Review Count	0	0	4	0	1	1	1	0	1.00
Contact Only Count	27	18	9	1	3	6	0	2	5.57
Disciplinary Hearing Count	9	10	7	4	5	6	12	12	8.00
Critical Incident Count	3	1	3	3	3	4	1	5	2.86
Firearm Discharge Count	3	1	4	2	3	3	1	2	2.29
Lvl 4 Non-Critical	4	3	4	2	5	0	0	0	2.00
Force Monitoring *	0	1	0	0	0	0	0	0	0.14
Mediation Count	4	3	3	5	7	8	1	6	4.71
Commendation Count	2	1	0	0	0	0	0	0	0.14
<b>Grand Total</b>	<b>101</b>	<b>91</b>	<b>60</b>	<b>47</b>	<b>64</b>	<b>61</b>	<b>32</b>	<b>43</b>	<b>57</b>

	Mar 2024	Mar 2023	Mar 2022	Mar 2021	Mar 2020	Mar 2019	Mar 2018	Mar 2017	2017-2023 Average
Citizen Complaint Count	11	11	6	5	1	11	2	4	5.71
Police Complaint Count	0	0	0	0	0	0	0	0	0.00
Civilian w/in NOPD	0	0	0	0	0				0.00
Anonymous Complaint	2	5	2	2	0				2.25
Community Liaison Count	1	3	0	3	2	6			2.80
Case Monitoring Count	0	0	2	0	1	0	3	1	1.00
Case Review Count	0	0	3	0	1	0	1	0	0.71
Contact Only Count	12	5	3	0	0	3	0	0	1.57
Disciplinary Hearing Count	7	3	0	1	2	2	3	3	2.00
Critical Incident Count	1	0	0	2	0	2	1	0	0.71
Firearm Discharge Count	1	0	0	1	0	1	1	0	0.43
Lvl 4 Non-Critical	1	0	0	1	2				0.75
Force Monitoring *	0	0							0.00
Mediation Count	1	3	3	2	2	6	1	2	2.71
Commendation Count	2	1	0	0	0	0			0.20
<b>Grand Total</b>	<b>39</b>	<b>31</b>	<b>19</b>	<b>17</b>	<b>11</b>	<b>31</b>	<b>12</b>	<b>10</b>	<b>18.71</b>

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

# CURRENT BUDGET

OIPM Budget Description	Amount
Personnel	\$809,781.00
Operating	\$400,000.00
<b>2024 Total OIPM Budget</b>	<b>\$1,209,781.00</b>
<b>2024 Total OIPM Budget</b>	<b>\$1,209,781.00</b>
Amounts Spent to Date:	\$361,106.00
<b>Unexpended funds</b>	<b>\$848,675.00</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:

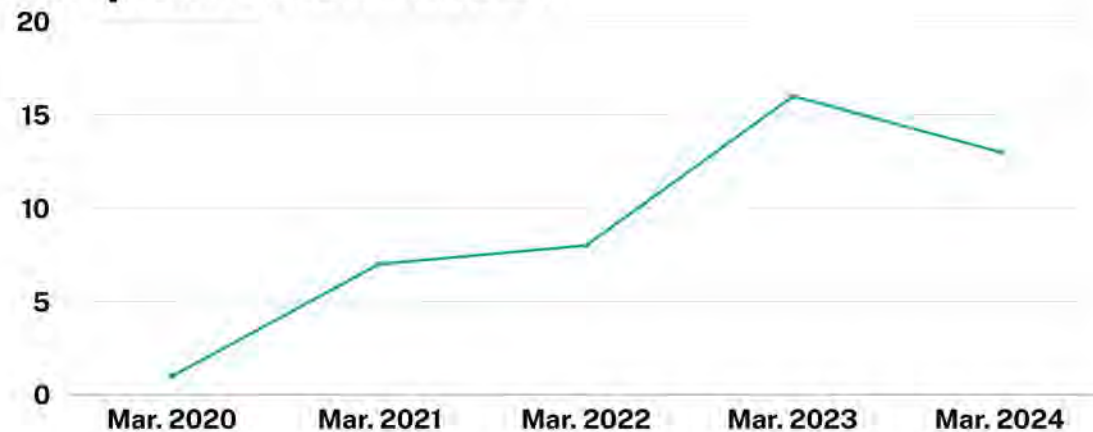
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification 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 - March



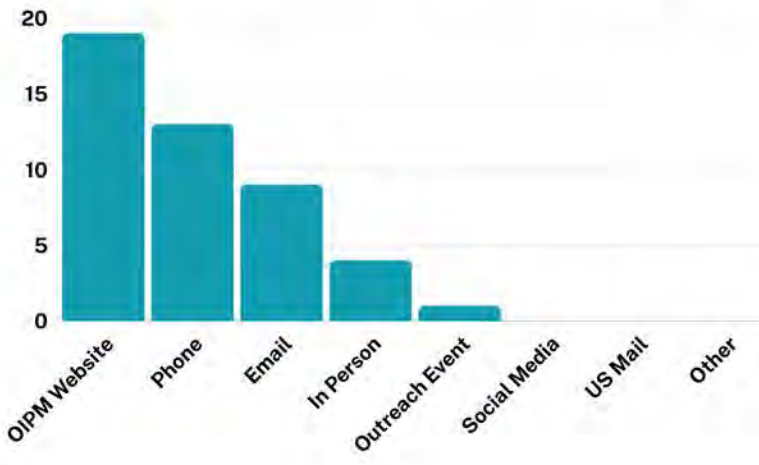
**13**

**Total Complaints  
Received this  
month**

**46**

**Total Complaints  
Received This  
Year**

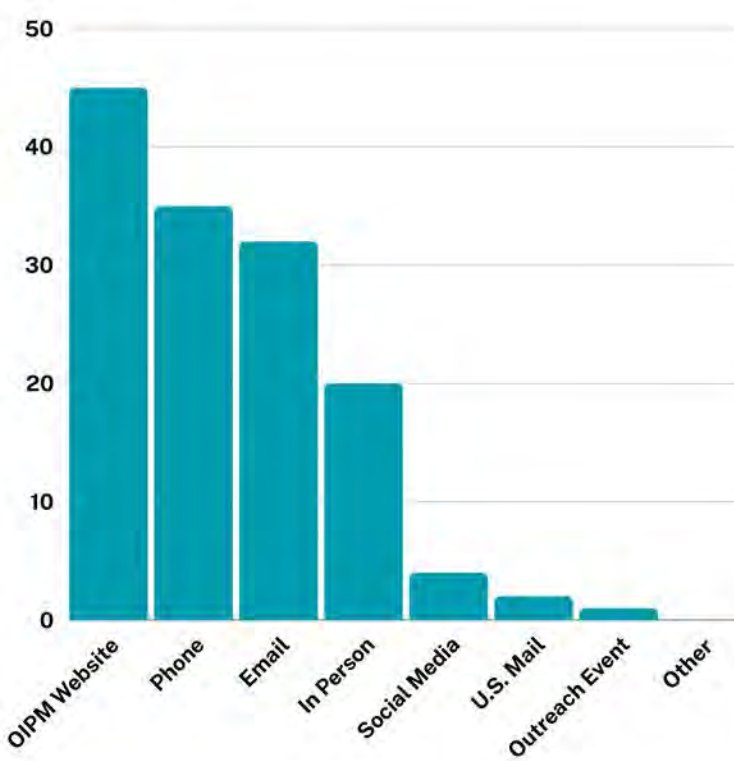
## Complaint Intake Source - 2024



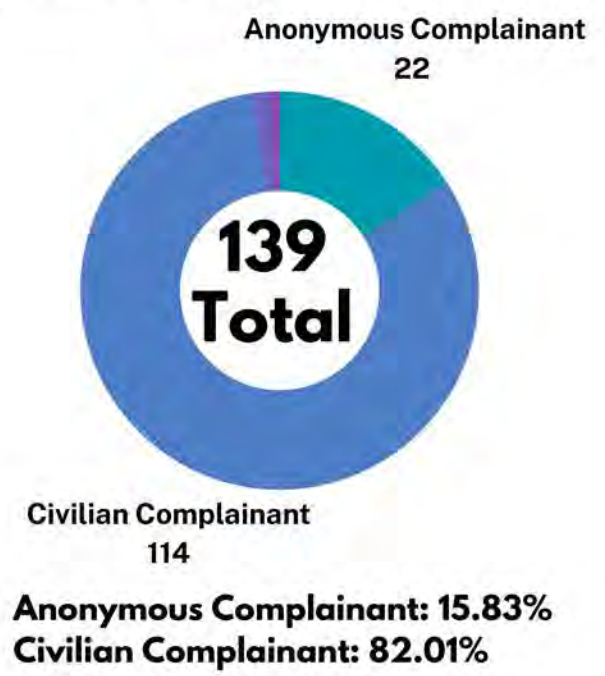
## Complainant Type - 2024



## Complaint Intake Source - Past 12 Months

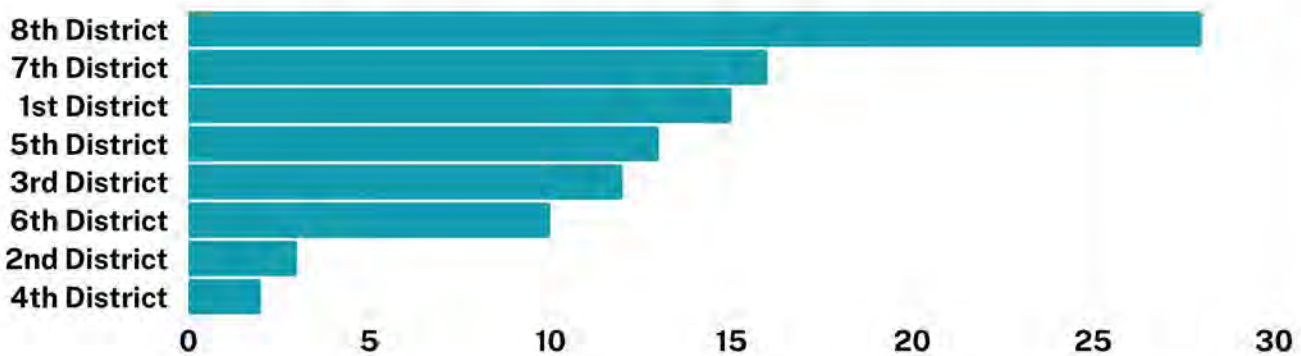


## Complainant Type - Past 12 Months

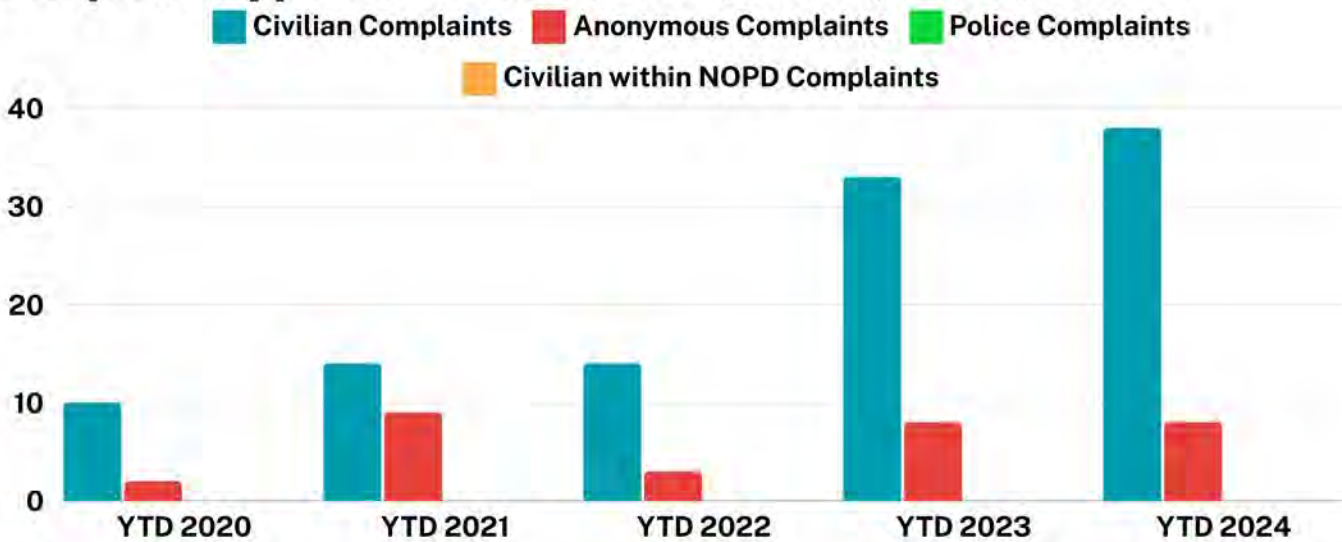


## Districts - Past 12 Months

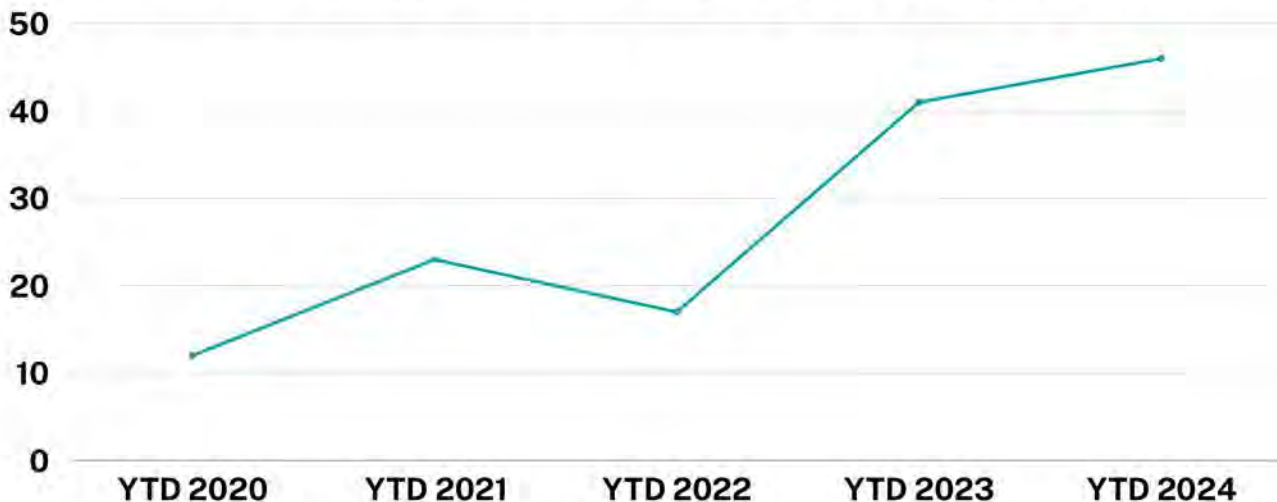
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



## Complaint Type YTD - 2020, 2021, 2022, 2023, 2024

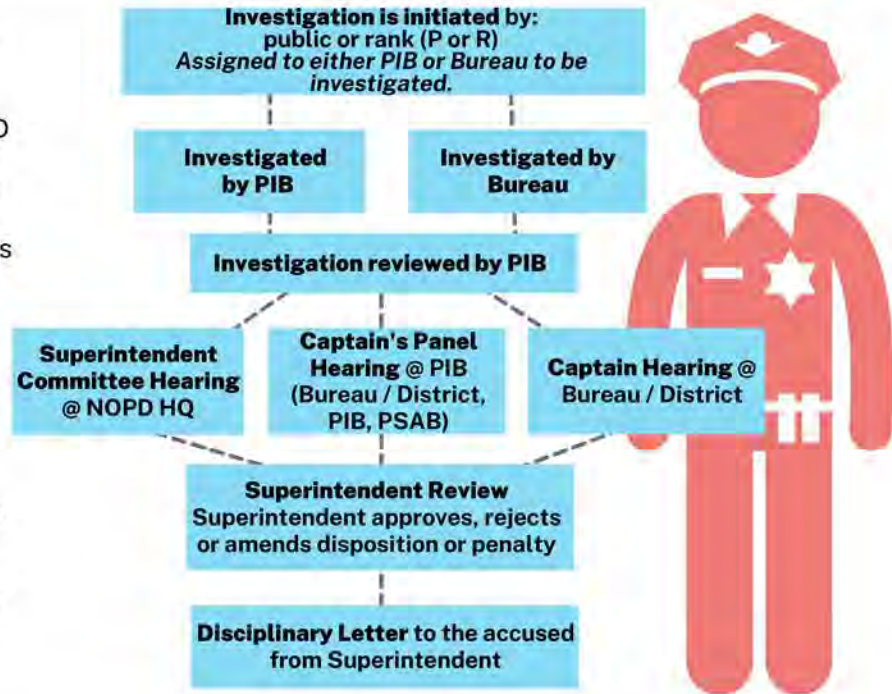


## Complaint Totals YTD - 2020, 2021, 2022, 2023, 2024



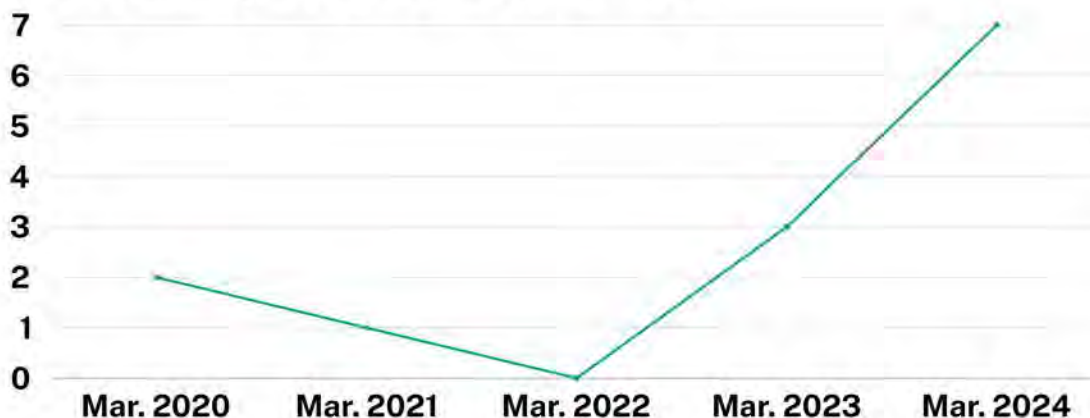
# DISCIPLINARY PROCEEDINGS

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 - March



**7**

**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

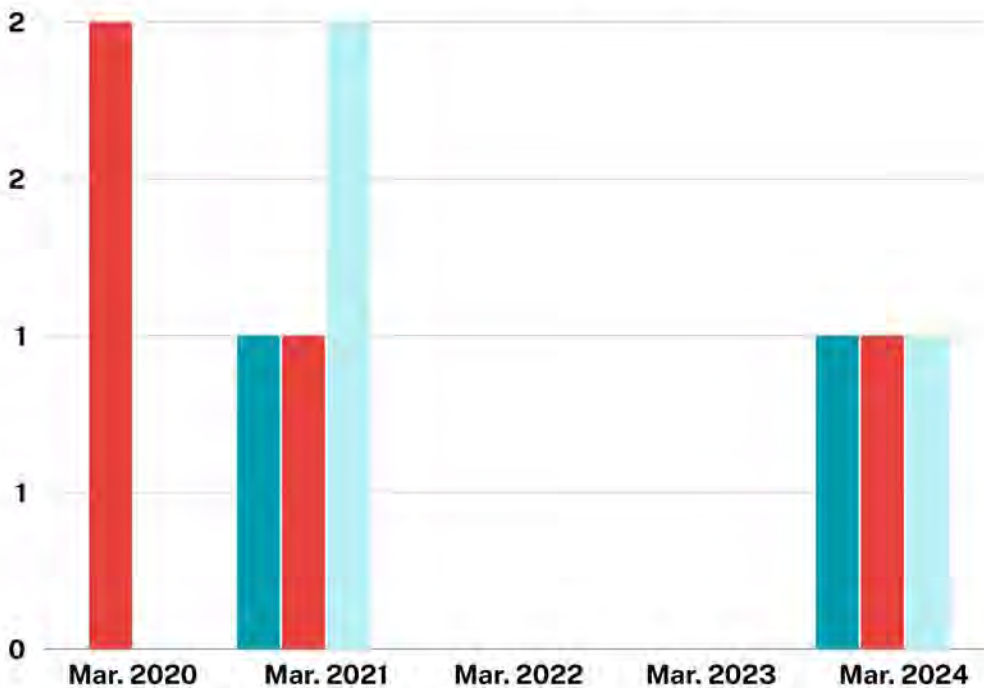


# Use of Force Work

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 2020, 2021, 2022, 2023, 2024



**Firearm Discharge**  
**Level 4 Non-Critical Incident Force**

**Critical Incident**  
**Force Monitoring**

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

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

**1**  
**Level 4 Non-Critical Use of Force this month**

**0**  
**Additional Force Monitoring this Month**

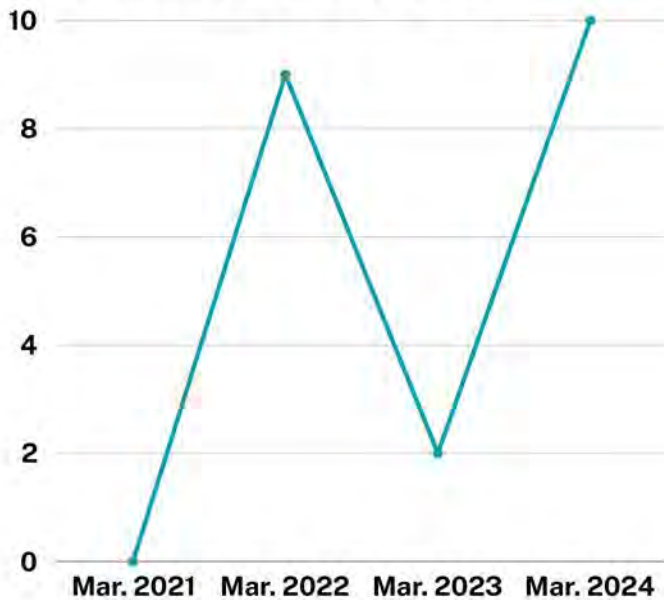


The OIPM was on scene and monitored a critical incident involving a police vehicle pursuit. Here is the Instagram post regarding the monitoring.

# 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 - March 2021, 2022, 2023, 2024



## Outreach Events

- Community outreach / monitoring – Super Sunday
- Conducted media on the arrest of Officer Sirois
- Public forum w/ PIB in New Orleans East
- Presented to City Council Criminal Justice Committee
- Went on the WBOK Black Agenda Review radio show w/ Dr. Sanders
- Conducted media on Perlita Street conviction
- Met with the Community United for Change and New Orleans United Front
- Community outreach / monitoring St Joseph's night
- District A Community Meeting/ 1st District PCAB
- Conducted 50-hour new mediator training over 6 days – March 16, 17, 19, 20, 23 and 24 for 15 mediators and 5 NOPD employees (Sanchez NORD Center in Lower 9th)

# 10

**Total Outreach  
Events this  
Month**



Above are photos of the IPM speaking with WDSU regarding a police investigation, the IPM on Dr. Sander's the Black Agenda Review radio show on WBOK, and a photo from the OIPM Mediation Training.



# 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 - March



## 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.

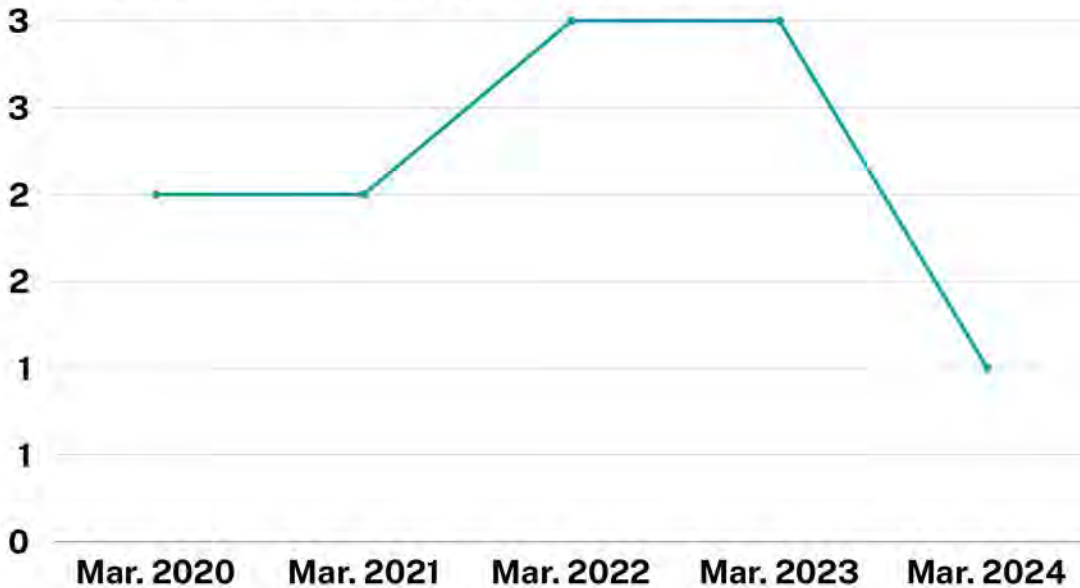
**Non-judgmental**  
**Confidential**  
**Voluntary**



**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  
2020, 2021, 2022, 2023, 2024**

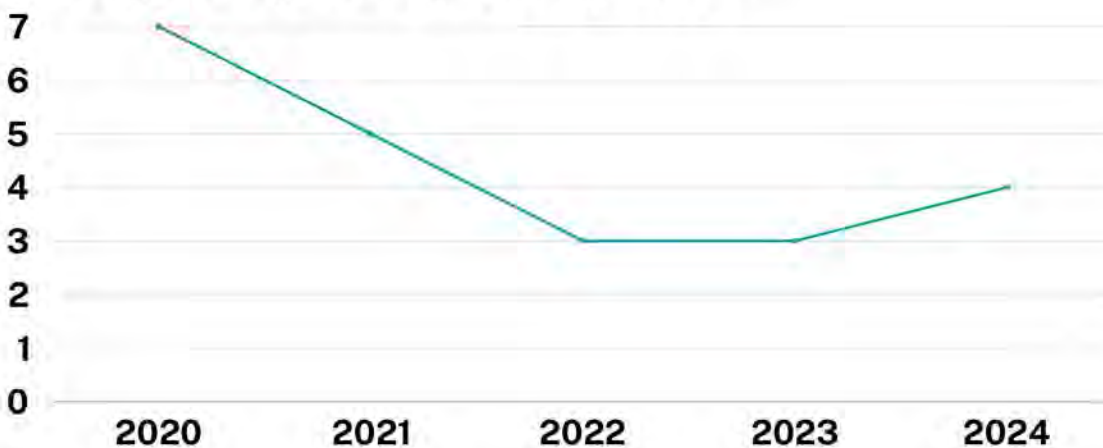


**1**  

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**Total  
Mediations  
Held this  
month**

**Mediations Held YTD In  
2020, 2021, 2022, 2023, 2024**



**4**  

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**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.

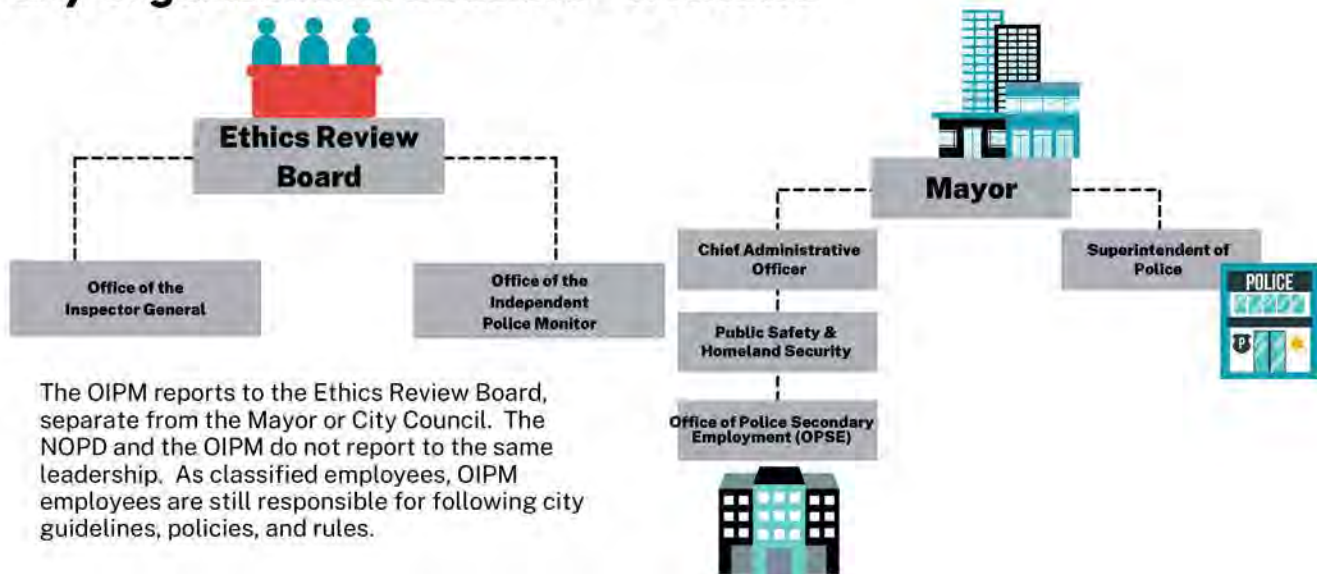
## **Ordinance 29130: Sharing of Data**

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).

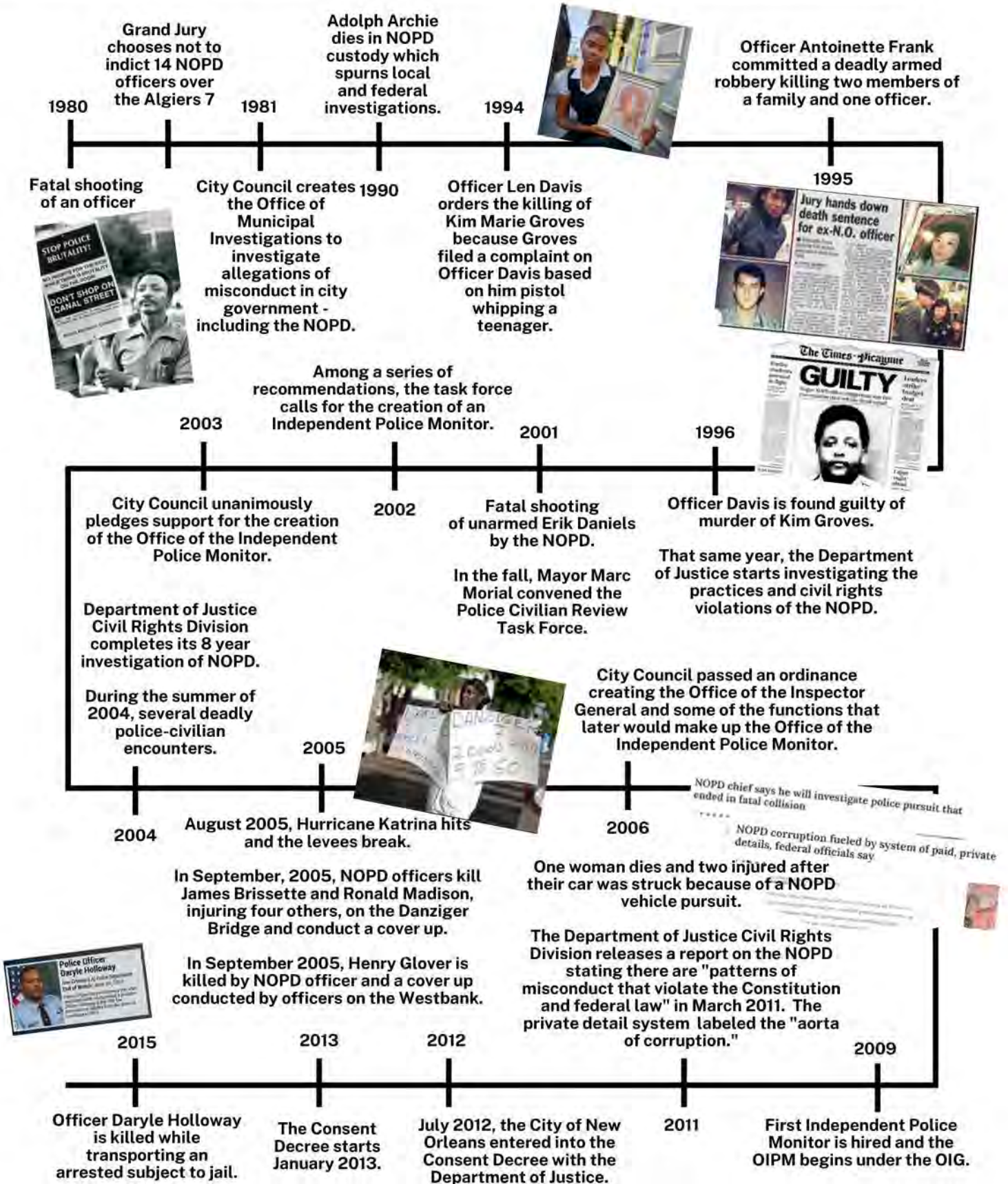
OIPM is a hybrid oversight agency because it has elements of all the different types of oversight models. Additionally, New Orleans has hybrid civilian oversight since we have multiple oversight agencies serving different functions.

## 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

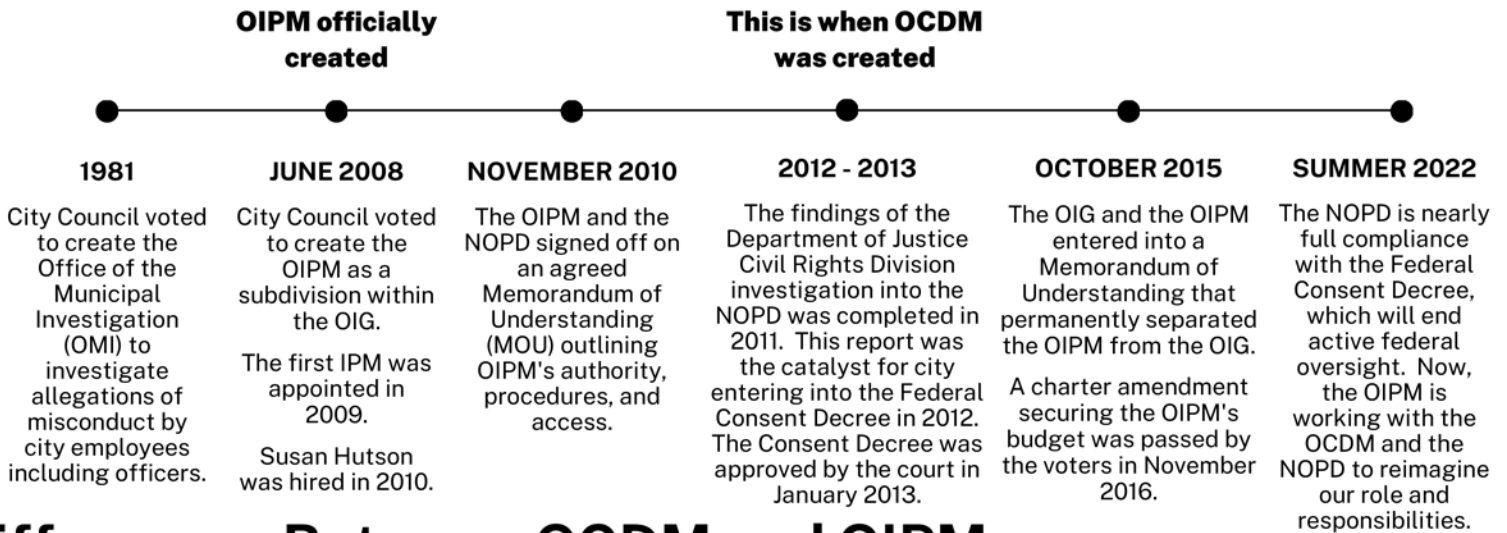
There are two types of monitors in New Orleans. There are three reasons why a city may have oversight or monitoring:

- 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 OICDM 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 (OICDM)

- 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 OICDM for approval.
- OICDM worked with the Dept. of Justice to finalize all recommendations then presents to Judge Morgan for final sign off.
- OICDM 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 OICDM is in policy recommendations, monitoring audits, and creating public reports or holding public forums.



**Monthly Report of  
Ethics Trainer**



**ERB**  
ETHICS REVIEW BOARD



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# MARCH 2024

# MONTHLY REPORT

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TRAINING DIVISION  
NEW ORLEANS ETHICS REVIEW BOARD



# REMEMBER YOUR 2024 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 (below) or may be obtained directly from the state ethics website, [www.ethics.la.gov](http://www.ethics.la.gov) (below).

## Submission Options:

- Fax: 225-381-7271
- Mail: Board of Ethics, P.O. Box 4368, Baton Rouge, Louisiana 70821
- UPLOAD: [WWW.ETHICS.LA.GOV](http://WWW.ETHICS.LA.GOV)

The image displays three screenshots from the Louisiana Ethics Administration Program website, illustrating the navigation path to the disclosure forms. The top screenshot shows the 'City of New Orleans Ethics Review Board' website with a red arrow pointing to the 'Resources' menu and another pointing to the 'Annual Training and Financial Disclosures for ERB Members' link. The middle screenshot shows the 'LOUISIANA ETHICS ADMINISTRATION PROGRAM' header with a red arrow pointing to the 'Disclosure' menu. The bottom screenshot shows the 'Disclosure' dropdown menu with a red arrow pointing to the 'File Upload' option. Red numbers 1, 2, and 3 are overlaid on the screenshots to indicate the steps.



# ONGOING PROJECTS

## WEBSITE RENOVATION

The Training Division is continuing work with Bearsoft, LLC. to renovate the NOLA ERB website with design and content updates.

Content that is currently under development includes ethics training videos and reference materials.



**BearSoft**

## 2024 - 2025 TRAINING STRATEGIC PLAN

In 2022, the Training Division formulated an inaugural strategic plan that was designed to outline training initiatives and goal setting for the period spanning 2022 - 2023.

The Training Division was able to fulfill all components of the 2022 - 2023 plan and is formulating a new plan that will cover the years 2024-2025.

Strategic Objective		KPI - Performance Indicators				
Strategic Objective	Activities	Q1	Q2	Q3	Q4	
<b>Strategic Objective 1: Increase ERB website interactivity and provision of information for city employees and public users.</b> 1.1 To improve structure and organization of ERB website to support a more user-friendly experience and provide educational materials related to governmental ethics for public servants.	Website contains training documents and presentations for "street sessions." Website provides printable handouts. Website provides timely information regarding ERB activities and recognitions.	1.1.3 Compose high-level overview presentation of governmental ethics code. 1.1.3 Create and upload quick-reference handouts and infographics for user download.	Jan 2022	~	~	Nov 2022 Dec 2022
<b>Strategic Objective 2: Provide enhanced support for city department Ethics Liaisons.</b> 2.1 To improve communication and collaboration between ERB Training and Ethics Liaisons within City of New Orleans departments/agencies.	Ethics Liaisons are fully informed of current state ethics updates. Ethics Liaisons are educated by training best practices and "hot topics" current issues. Liaisons are familiar with location of documents on ERB website.	2.1.1 Biannual workshops with Liaisons to discuss challenges and assess needs. 2.2.1 Collaboration on design and draft for universal use learning aids at liaison workshops.	Jan 2022	Q3	Q3	Q4
2.2 To improve access to readily available reference materials, digital media, and hard training sessions.						Aug 2022

**Monthly Report of  
Executive  
Administrator**

## MEMORANDUM

To: Ethics Review Board  
City of New Orleans

From: Dane S. Ciolino  
Executive Administrator and General  
Counsel

Date: April 12, 2024

Re: *Monthly Report for January 2024*

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

A budget report is attached.

### II. COMPLAINTS

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

### III. APPOINTMENTS TO ERB

The Dillard and Tulane ERB positions remain unfilled.

### 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.