



CITY OF NEW ORLEANS ETHICS REVIEW BOARD

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

erb@nolaerb.gov

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

BOARD MEETING

The City of New Orleans Ethics Review Board will meet at Loyola University College of Law,
526 Pine St., Room 405, New Orleans, LA 70118 on July 14, 2025, at 3:30 p.m.

AGENDA

1. Call to order.
2. Approval of the minutes of June 16, 2025, board meeting.
3. Monthly report of the Office of Inspector General.
4. Monthly report of the Office of the Independent Police Monitor.
5. Monthly report of the Ethics Trainer.
6. Monthly report of the General Counsel and Executive Administrator.
7. Discussion and vote on request for advisory opinion from employee of the City of New Orleans Department of Health regarding political activities (memorandum attached).
8. Executive session pursuant to Louisiana Revised Statutes sections 42:17(A)(1) and 42:17(A)(4).
9. Adjournment.

**Draft Minutes of
Previous Board
Meeting**



Ethics Review Board for the City of New Orleans

Board Meeting at Loyola University New Orleans College of Law, 526 Pine St., New Orleans, Louisiana 70118, on Monday, June 16, 2025, at 3:30 P.M.

Minutes

1. *Call to Order.*
 - 1.1. The chair called the meeting to order at 3:37 p.m.
 - 1.2. Attendance
 - 1.2.1. ERB members present:
 - 1.2.1.1. Dawn Broussard, Chair
 - 1.2.1.2. Holly Callia
 - 1.2.1.3. Monique G. Doucette
 - 1.2.1.4. Sally Richardson
 - 1.2.2. ERB members absent:
 - 1.2.2.1. Patrice Sentino
 - 1.2.2.2. Michael Bagneris
 - 1.2.3. Staff member present: Dane S. Ciolino, Executive Administrator & General Counsel
 - 1.2.4. Staff member absent: Jordy Stiggs, Ethics Trainer.
 - 1.3. The agenda for the meeting is attached.
2. *Approval of Minutes.* Upon a duly made and seconded motion, the ERB unanimously approved the minutes of the regular ERB meeting held on April 14, 2024.

3. *Monthly Report of the Office of the Inspector General.*
 - 3.1. The board accepted Mr. Michel's monthly report (attached).
 - 3.2. The OIG was represented by Ed Michel and general counsel Michael Laughlin
 - 3.3. Mr. Michel reported on his office's participation in a US State Department program to educate developing nations with setting up governmental oversight.
 - 3.4. Mr. Michel noted that his office is beginning a new audit of NORD.
 - 3.5. Mr. Michel reported that Todd Morell, a former city employee, and another city employee recently pleaded guilty in United States District Court to engaging in various fraud schemes.
 - 3.6. Mr. Michel noted that his office recently hired three new investigators, most of which came from the FBI.
 - 3.7. Mr. Michel noted that his office recently released a report on the Department of Safety and Permits Third Party Inspections Audit.
 - 3.7.1. The office found that the New Orleans Department of Safety and Permits (S&P) did not implement adequate protocols for inspections performed by City-licensed third party inspectors.
 - 3.7.2. The audit also found that third party inspectors failed to comply with the S&P policies and procedures that were in place, leaving the City vulnerable to significant public safety hazards and litigation.of the city's Safety and Permits Department and its permitting practices.
 - 3.7.3. For a summary of the report, see <https://nola.oig.gov/wp-content/uploads/2025/04/OIG-In-Brief-Safety-and-Permits-Third-Party-Inspections-Audit-Report.pdf>
 - 3.8. Ms. Richardson asked for the OIG to make sure to get its monthly report to each board member on the fifth of each month.
4. *Monthly Report of the Office of Independent Police Monitor.*
 - 4.1. The board accepted Ms. Cziment's monthly report (attached).
 - 4.2. The OIPM was represented by Ms. Cziment.
 - 4.3. Ms. Cziment reported on the numbers of mediations, etc., as set forth in the report.
 - 4.4. Ms. Cziment noted that her office monitored two officer-involved shootings, including by attending one autopsy.

- 4.5. Ms. Cziment discussed and highlighted various aspects of her office's annual report. She noted that her office would provide a more detailed presentation at a later meeting.
- 4.6. Ms. Cziment noted that she discussed with a national media outlet the use of facial recognition technology by the NOPD.
- 4.7. Ms. Cziment interviewed Emily Maw on her podcast. Also had Lauren Sapp on her podcast. Both are posted on the office's website.
- 4.8. The City of New Orleans has filed a motion to be relieved from complying with the federal consent decree. The decree is still in effect. The DOJ formally rescinded their findings as to the Louisiana State Police.
- 4.9. Ms. Cziment discussed her comments on the shooting of a dog by Officer Burmaster. The matter was closed by NOPD. There is currently civil litigation pending on the civil liability of the city.
 - 4.9.1. The City Attorney wrote a letter to Ms. Cziment requesting that she cease and desist making comments on the case.
 - 4.9.2. Ms. Cziment responded with her own letter.
 - 4.9.3. Ms. Cziment believes that the City Attorney's letter contained inaccuracies, which she discussed with the board.
 - 4.9.4. Ms. Broussard asked whether her office issued a report on this. Ms. Cziment responded that her office had not.
 - 4.9.5. Mr. Broussard asked whether the City Attorney was correct in stating that the wrong standard was used. Ms. Cziment responded that there was some confusion in this regard, particularly between the Use of Force Board and the NOPD Training Academy. She noted that there was also a change in personnel on the Use of Force Board.
 - 4.9.6. Ms. Doucette asked whether the OIPM had any rules on media contact. Ms. Cziment responded that her office does not comment on ongoing disciplinary or criminal matters. This was a civil matter.
 - 4.9.7. Several board members noted that Ms. Cziment needs to be very cautious in speaking with the press because of the risk of being misquoted. She acknowledged this and agreed.
 - 4.9.8. Ms. Callia asked why Ms. Cziment discussed a matter with the press when her office did not officially report on the matter. Ms. Cziment noted that her office actually provided oversight regarding this shooting event, even though her office did not issue a formal report. Ms. Cziment also noted that such press opportunities are important to educate the public about

NOPD oversight. Also, the dog shooting has lead to a number of changes with how the NOPD deals with pet shootings.

4.9.9. Ms. Richardson thanked Ms. Cziment for sending the ERB copies of the letters prior to the meeting.

4.9.10. Ms. Callia asked Ms. Cziment to send the board copies of the OIPM media policy.

4.9.11. Ms. Callia also asked Ms. Cziment what her plan was for addressing the inaccuracies in the letter from the City Attorney. Ms. Cziment said that she had no plan because she had already addressed everything.

5. *Monthly Report of the Ethics Trainer*

5.1. The board accepted Mr. Stiggs's monthly report (attached).

5.2. Mr. Stiggs did not attend the meeting.

6. *Report of the Executive Administrator and General Counsel.*

6.1. The board accepted Mr. Ciolino's monthly report (attached).

6.2. Mr. Ciolino reported that the mayor's position has been filled through the appointment of Michael Bagneris. However, one board position (Dillard) still needs to be filled by the mayor's office.

6.3. Mr. Ciolino reported that the City Council and mayor must appoint committee members for both the OIPM committees.

7. *Discussion of Request for Advisory Opinion*

7.1. The Board deferred consideration of this request to the next meeting.

7.2. Mr. Ciolino will circulate the full advisory request to the board before the next meeting.

8. *Discussion and Vote on Officers.*

8.1. After a nomination and a second, the board unanimously voted to appoint Dawn Broussard as chair.

8.2. After a nomination and a second, the board unanimously voted to appoint Patrice Sentino as vice-chair.

8.3. After a nomination and a second, the board unanimously voted to appoint Sally Richardson as secretary.

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 5:05 p.m.

* END *

Monthly Report of OIG

MONTHLY REPORT

JUNE 2025



OIG

**NEW ORLEANS
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



2,064

Number of registered X followers

ADMINISTRATION

The Office Manager is responsible for the following:

- Human Resources
- Finance
- Procurement Process
- Operations

INFORMATION SECURITY

The OIG Information Security Specialist is responsible for maintaining the OIG's information technology (IT) integrity through:

- Technical Support
- Hardware and Software Updates
- Communication and Coordination
- Consultation for IT Purchases

COMMUNICATIONS

The Public Information Officer is responsible for the following:

- Public and Media Relations
- Social Media
- Monthly and Annual Reports to the ERB
- Editing | Writing | Reviewing

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:

- NOAB Contract Audit
- EMS Response Time
- New Orleans Recreation Department Maintenance Audit
- Non-profit Property Tax Exemptions

Project Phase Descriptions:

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

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

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

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

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

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

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

MEASURING PROGRESS

AUDIT AND REVIEW DIVISION

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

Project Name	Project Phase ¹	Anticipated ² Completion Date
NOAB Contract Audit	Fieldwork	Ongoing
Summary of Objectives: The purpose of the audit is to verify NOAB management compliance with relevant policies and procedures while procuring professional services contracts and assess the effectiveness of NOAB management controls in ensuring vendor compliance with contract terms.		
EMS Response Time	Fieldwork	Ongoing
Summary of Objectives: The purpose of the audit is to determine whether the City is responding to medical emergencies timely and in accordance with their policies and national standards.		
New Orleans Recreation Department Maintenance Audit	Fieldwork	Ongoing
Summary of Objectives: The objective of the audit is to determine whether NORD maintained their facilities in accordance with policy and best practices.		
Non-profit Property Tax Exemptions	Planning	Ongoing
Summary of Objectives: The objective of the audit is to determine if the City is adequately verifying the eligibility of non-profits exempt from paying property taxes, as well as to determine if organizations are improperly included as exempt.		

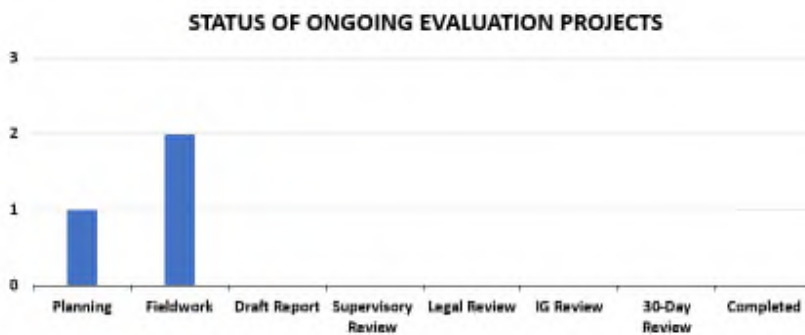
Footnotes:

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:

- NORD Booster Clubs and Athletic Teams Resources
- Traffic Camera Safety Program Follow-Up
- Equipment Maintenance Division Fleet Management

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.

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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 each project's objectives.

Project Name	Project Phase ¹	Anticipated ² Completion Date
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NORD Booster Clubs and
Athletic Teams Resources

Fieldwork

Ongoing

Summary of Objectives: The purpose of this evaluation is to determine whether NORD has sufficient controls in place to ensure that teams comply with NORD policies and with the law as well as to assess whether NORD's youth athletics registration fee policies and procedures result in equitable and consistent opportunities for the City's youth.

Traffic Camera Safety Program
Follow-Up

Fieldwork

Ongoing

Summary of Objectives: To determine whether the City adopted the changes recommended in the OIG's 2020 report Management and Operations of the Traffic Camera Safety Program.

Equipment Maintenance Division
Fleet Management

Planning

Ongoing

Summary of Objectives: To determine if the EMD has policies and procedures to adequately maintain, inventory, and surplus City equipment in an efficient and effective manner.

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

Department of Safety and Permits (DSP) Initiative in review phase

This joint initiative with the Louisiana State Licensing Board for Contractors (LSLBC) is working to identify ways to ensure effective operations of DSP. As part of the initiative, OIG staff have been assigned to DSP to review policies, procedures, and internal controls with a focus on identifying and mitigating gaps and weaknesses. This report is under supervisory review.

Former SWBNO and NOPD officer pleads guilty to fraud charges

Leessa Augustine, a former New Orleans SWBNO Senior Special Agent and reserve NOPD officer, pled guilty June 11 to two counts of wire fraud relating to an emergency benefit, one count of wire fraud affecting a financial institution, and one count of making false statements to investigators. Her sentencing is set for Sept. 16, 2025.

Contractor licenses suspended pending hearing

The Louisiana State Licensing Board for Contractors (LSLBC) has suspended the licenses of three contractors and their businesses in connection with alleged fraudulent documents submitted to the New Orleans Department of Safety & Permits. Licenses were suspended for architect Jon Andersen and his company, Andersen Design & Build, as well as James Louis Jones and Daisy May Jones, and their company, J.L.J. Construction. Permanent revocation hearings for all are set for July.

ONGOING PROSECUTIONS

The Investigation Division also continues to assist in the criminal prosecutions of Tyrell Morris, Gabriel Thomas, and Jeffery Vappie II.

Morris, former Executive Director of the Orleans Parish Communication District (OPCD), was indicted on charges of insurance fraud, malfeasance in office, impersonation of a police officer, and second-degree injuring of public records. Morris is scheduled for a hearing July 14 and trial Aug. 12, 2025.

Thomas, a former SWBNO employee, was arrested by Louisiana State Police's Troop NOLA on Dec. 27, 2024 as part of a joint investigation into brass and copper thefts from SWBNO. He is scheduled for a motions hearing on July 9, 2025.

Vappie, a former NOPD officer, was indicted on seven counts of wire fraud in connection with falsifying NOPD timecards. He was additionally indicted for making false statements to federal agents. His trial is scheduled for December 2025.

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

INVESTIGATION DIVISION

Inquiry into NOPD contract leads to more than \$73K in savings, repairs to Special Operations Division

OIG investigators made inquiries into a contract for repairs to the New Orleans Police Department's Special Operations Division (SOD) building. The inquiries led to a new contract that saved more than \$73,000 in City funds and included greater repairs to the SOD building. The SOD manages the NOPD's elite specialized units, such as the Violent Offenders Warrant Squad and Bomb Disposal Unit, among others.

BY THE NUMBERS

During June, the Investigation Division received 14 complaints, opened two investigations, and served three requests for documentation.

2025 BUDGET

Total 2025 Appropriation \$ 4,488,636

Expenditures		Spent YTD
Personnel		\$ 1,646,722
Operating		\$ 166,507
Total		\$ 1,813,278
Remaining Balance		\$ 2,675,358

SOCIAL MEDIA

Facebook: @NewOrleansOIG

New Orleans Office of Inspector General
Published by Edward Michel
June 25 at 4:43 PM · 🌐

Collaboration is key to the OIG's success in ensuring the City's limited resources are used efficiently and effectively. The OIG will continually align our subject matter experts with local, state, and federal partners to hold public officials accountable when they use their public office for personal gain.

This month, SWBWD Senior Special Agent and NOPD Reserve Officer Leessa Augustine pled guilty to federal charges as part of multiple fraud schemes. The investigation and conviction resulted from the OIG's collaboration with local, state, and federal agencies, including the U.S. Attorney's Office, Eastern District of Louisiana, the [FBI - New Orleans](#), and [New Orleans Police Department](#), among others.



FBI - New Orleans
June 17 at 2:30 PM · 🌐

A former Sewerage and Water Board Special Agent and New Orleans Police Officer pleads guilty to several schemes to steal taxpayer money.

The [New Orleans Police Department](#) and the New Orleans Office of Inspector General providing crucial assistance to the FBI. Details: <http://ow.ly/kg5650Wb1aR>.

New Orleans Office of Inspector General
Published by Edward Michel
June 17 at 3:05 PM · 🌐

Leessa Augustine pled guilty this week to federal fraud charges in connection with multiple schemes committed while she served as a New Orleans Sewerage and Water Board Senior Special Agent and NOPD Reserve Officer.

The OIG thanks the U.S. Attorney's Office, Eastern District of Louisiana, for diligently pursuing charges against Augustine. We also thank our local and state partners for their work on this investigation.

The OIG conducts investigations such as these as part of our mission to ensure City resources, including those dedicated to public safety, are used efficiently and effectively.

IG Ed Michel said, "In these times of increasing threats and limited resources, it is incumbent upon us to combine efforts with our local, state, and federal partners to identify and mitigate risks facing our City."



JUSTICE.GOV
Leessa Augustine, Former Sewerage & Water Board Special Agent and New Orleans Police Officer, Pleads Guilty to Multiple Fraud Schemes

SOCIAL MEDIA

Instagram: @NewOrleansOIG



X: @NOLAOIG



SOCIAL MEDIA

LinkedIn: @OfficeofInspectorGeneralCityofNewOrleans



Office of Inspector General City of New Orleans

284 followers

View • Edited •

Congratulations to the investigators sworn in today by Ethics Review Board Chair Dr. Dawn Breussard! OIG Investigators conduct criminal and administrative investigations involving City employees, contractors, and vendors that receive City funds. OIG investigators also work with local, state, and federal partners to conduct joint investigations.

More on our investigators:

First Assistant IG Steven Krueger joined our team in April 2024, bringing more than 30 years of federal law enforcement experience. His prior roles include Forensic Chemist for the U.S. Drug Enforcement Administration (DEA) and more than 25 years as a Special Agent and then Security Specialist with the FBI. He has a Bachelor's degree in Chemistry and a Master's in Inorganic Chemistry.

Lawrence "Larry" Robinson joined the OIG team in February and has more than 25 years of experience as an FBI Special Agent and a Bachelor's degree in Accounting.

William Charles "Chuck" Williams Jr. joined the OIG team in March and has more than 22 years of experience as an FBI Special Agent. He has Bachelor's and Master's of Science degrees, and a Juris Doctor.

Peter Brito joined the OIG team in April. He has more than 23 years of law enforcement experience, many with the Harbor Police Department in New Orleans. He has a Bachelor's in Accounting, a Master's in Management, and is a Certified Fraud Examiner.

[#governmentaccountability](#) [#nolaig](#)



Monthly Report of OIPM

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT

June 2025



Above, the OIPM hosts a public forum in the Treme NORD Center. This forum was for the public to provide input to the 2026 NOPD Academy Curriculum. Chief Johnson, the Curriculum Director for the NOPD, attended the public forum to answer questions about officer training and to directly receive feedback on training needs.

Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

One of the big topics buzzing around the city this month was **facial recognition**. Since the Washington Post article was published in May, there have been big questions floating around our community: are the police utilizing facial recognition software? Are the police in compliance with the current 2022 city ordinance banning the use of facial recognition outside of the required protocol? Should the ordinance be changed? How will any new ordinance affect the way we are policed or surveilled by the police? Stakeholders like the American Civil Liberties Union (ACLU) sent a formal letter to City Council requesting a moratorium on the use of facial recognition and an investigation into the police's use of the technology; and the City Council reached out to the Office of the Independent Police Monitor (OIPM) to address those concerns. For the last month, the OIPM has worked with the New Orleans Police Department (NOPD) to speak with officers and leadership to learn more about facial recognition software and alerts from Project NOLA. The OIPM met with Project NOLA's, Brian Lagarde, and learned about their facial recognition software and how they work with the NOPD. The OIPM also engaged directly with the public on this issue – receiving countless emails from the public and asking for additional information on what the ideal approach should be. The OIPM will continue to work on this subject in the coming month with the goal of producing a formal document outlining what is learned, how police compliance has been assessed, and what the public concerns include on this technology.

June marked the start of the **2025 Atlantic Hurricane Season**. Each year, the OIPM ensures that our hurricane oversight strategy to monitor the police during evacuations, shelter in place orders, curfews, and immediate storm responses is responsive and comprehensive. We monitor to ensure that the police communicate effectively with the public, review misconduct and force utilized during any storm, and how the NOPD implements their hurricane response plan. The OIPM prepared for the beginning of this season by releasing the OIPM Hurricane and Emergency Oversight Plan and leading two radio shows on hurricane preparedness and responses.

The OIPM thanks the **Greater New Orleans Executives Association** for inviting me to speak with them about the OIPM and the role of local oversight in New Orleans. The OIPM appreciates these invites from local associations and organizations. If you are a member of a group that would like to learn more about the OIPM, please reach out to our office!

Finally, this month, the OIPM engaged with a number of families of homicide victims and observed firsthand how the NOPD talked to these families, connected them with social work services and financial resources, and how these detectives try to keep these families informed of the case progress. From the Next of Kin Quarterly Meeting at the First Baptist Church to sitting around our office's conference table with families, advocates and NOPD leadership, we have seen how the hard conversations are going, heard apologies, and facilitated commitments to continue the work. **The OIPM thanks these detectives and NOPD leadership - Deputy Chief Gernon - in the Investigative Services Bureau** for these conversations, meetings, updates, and work for these families.

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

Thank you, *Stella Ciziment*



Above, the article that appeared in the Washington Post on May 19. At the top of the page is the formal letter sent to the OIPM from City Council regarding facial recognition and requesting the OIPM review the matter.

Below, the IPM speaks with the Greater New Orleans Executive Association.



ACHIEVEMENTS, UPDATES, & WORK

Policing, Oversight, and Hurricanes

This month, the OIPM focused on the start of the Atlantic hurricane season. The OIPM used our public platforms to push vital information on hurricane preparedness and inform the community on the changes to policing protocol during hurricanes and storms.

In June, the OIPM released the **2025 Hurricane and Emergency Oversight Plan** which outlines how the OIPM will internally respond to hurricanes and storms – including the identification of essential employees and how the OIPM will monitor the NOPD during any storm response and then audit the performance and compliance of the police post-storm. These audit sheets with the criteria that the OIPM will utilize to review the NOPD's response is included at the end of the plan.

This month on the Monitor's Mic, the **OIPM interviewed Collin Arnold, Director of the New Orleans Office of Homeland Security and Emergency Preparedness (NOHSEP)**, to discuss the hurricane season and city preparation. Collin Arnold discussed how city leadership works with the NOPD in order to prepare for all possible emergencies – including hurricanes. From NOLA Ready to ensuring the public that evacuations and shelters are open to all – no matter the citizenship status – vital information was shared by Collin Arnold to ensure the community is prepared for the hurricane season and understands how NOHSEP will work with the NOPD to execute a safe hurricane response for our city.

Next, on the Monitor's Mic, the OIPM continued the hurricane preparedness theme by interviewing **Lt. Barnes, the Lieutenant responsible for writing the NOPD's 2025 Hurricane Season Plan**. Lt. Barnes explained how policing protocol shifts in the immediate preparation and response to storms - from reducing unnecessary arrests, to providing security to city-assisted evaluation efforts and shelters. The OIPM used this show as an opportunity to address common misconceptions and questions from the community on topics like anti-looting protocol, if the Consent Decree applies during storm responses (*it does!*), if the police are allowed to commandeer your private property, why curfews matter, what to do if 911 goes down, and how come there are police cars at pharmacies, the French Quarter, and grocery stores during storms.

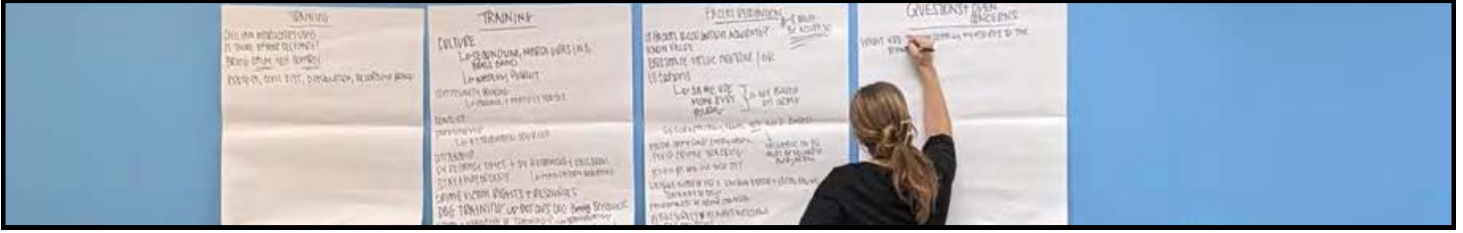
As the community embarks on the 2025 hurricane season, the OIPM hopes that the public will review these resources and shows available to the community to prepare for storms and take the steps necessary to personally prepare for hurricanes and make evacuation plans. You can find both episodes of the Monitor's Mic and the OIPM Hurricane and Emergency Oversight Plan online on the OIPM website.



Above right, is the cover of the 2025 OIPM Hurricane and Emergency Oversight Plan that was released in June and is available on the OIPM website.

Below right, Collin Arnold of the New Orleans Homeland Security and Emergency Preparedness appears on the Monitor's Mic. Under that, is the social media post advertising Lt. Barnes's on the Monitor's Mic to discuss the NOPD's Hurricane Plan.

ACHIEVEMENTS, UPDATES, & WORK



Police Officer Training for 2026 Public Forum and Radio Show

In June, the OIPM partnered with the NOPD to engage the public on an important topic: **officer training for the coming year** and what the community wants our officers to know before they hit the streets or what re-training should be prioritized.

In order to achieve that goal, the **OIPM hosted a public forum with Chief Daune Johnson**, the Curriculum Director for the NOPD's Academy. During this public forum, Chief Johnson answered questions from the public on what training officers currently receive, what that training looks like, and how comprehension is ensured. The community came to the public forum – including some of our Police Community Advisory Board (PCAB) membership – to provide input on where they would like to see officer training improved. These topics included: cultural competency, First Amendment and protest responses, report writing, animal engagement, and how to engage with members of our community who have developmental disabilities.

Chief Johnson then joined the OIPM on the Monitor's Mic to again inform the public on what officer training is, what it looks like, and how comprehension is tested through scenario based activities and tests. Chief Johnson took questions and input from callers on training suggestions. This show is available online and is a great crash course on the NOPD's Academy. The OIPM would recommend listening to this show and then going back into the archives to listen to the show with NOPD Academy recruits about their firsthand experience in the NOPD's Academy. These shows are windows into how our city trains our police officers and what it's like to go through the police academy. Give it a listen and then give us your input on how you would like to see the departmental training expand or continue in 2026!



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

Public Forum with OIPM and NOPD's Academy Director to Discuss 2026 Officer Training Needs

TUESDAY, JUNE 10TH
6:00PM - 7:30PM

TREME RECREATION COMMUNITY CENTER
900 N VILLERE ST, NEW ORLEANS, LA 70116

Come out to give your input. This is **YOUR** chance to discuss what training you believe police officers need in 2026.

OIPM will stream the forum onto our social media.



City Council Quarterly Criminal Justice Committee Meeting Presentation

On June 30, the OIPM joined with our criminal justice stakeholders at the **Quarterly City Council Criminal Justice Committee meeting**. The OIPM, alongside the NOPD, the District Attorney's Office, Criminal District Judges and Juvenile Court Judges, and the Orleans Parish Sheriff's Office, presented our quarterly data to the Council, reported project progress, and highlighted relevant legal and political updates affecting policing and oversight in Louisiana.



Above and right, the IPM and Deputy IPM, presented to City Council.

NEW ORLEANS CITY COUNCIL

Goals of the Presentation Today

Relevant Updates

- Political Updates
- Consent Decree Updates

Our Work

- Project Progress
- Oversight Preparation for Hurricane Season
- Considering Facial Recognition
- Engagement on Officer Training for 2026
- OIPM's 2024 Annual Report

OIPM Data Snapshot 2025 YTD

- Police Oversight Data

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

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

WHO WE ARE

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

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

Ensuring Compliance and Reform

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

Amplifying the Needs of the Community

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

Making the NOPD a Safer and Nondiscriminatory Workplace

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



WHAT DO WE DO?

Mission, Vision, Work

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

WHAT WE DO



Misconduct Complaints



Disciplinary Proceedings



Data Analysis



Community Outreach



Use of Force



Community-Police Mediation Program



Audits and Policy



Commendations

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

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

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

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

DATA OVERALL: YEAR TO DATE AND MONTH

	2025	2024	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2024
Civilian Complaint Count	32	68	61	32	33	41	43	11	18	38.38
Police Complaint Count	2	0	0	0	3	0	0	4	2	1.13
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	13	13	10	14	16	21	0	0	0	9.25
Community Liaison Count	11	9	19	8	14	25	13	1	3	11.50
Case Monitoring Count	2	1	3	6	2	8	0	7	5	4.00
Case Review Count	0	0	1	4	4	1	4	3	0	2.13
Contact Only Count	27	51	24	17	9	23	14	2	4	18.00
Disciplinary Hearing Count	17	11	28	24	13	35	20	49	13	24.13
Critical Incident Count	10	4	2	4	7	8	7	3	6	5.13
Firearm Discharge Count	7	3	1	4	4	7	6	1	3	3.63
Lvl 4 Non-Critical	5	9	5	9	4	8	0	0	0	4.38
Force Monitoring*	1	3	1	0	0	0	0	0	0	0.50
Mediation Count	17	16	14	13	12	18	22	11	18	15.50
Commendation Count	1	4	3	0	3	1	1	0	1	1.63
Grand Total	145	192	172	135	124	196	130	92	73	139

	Jun 2025	Jun 2024	Jun 2023	Jun 2022	Jun 2021	Jun 2020	Jun 2019	Jun 2018	Jun 2017	2017-2024 Average
Citizen Complaint Count	6	5	8	4	5	18	7	1	2	6.25
Police Complaint Count	2	0	0	0	0	0	0	0	0	0.00
Civilian w/in NOPD	0	0	0	0	0	0				0.00
Anonymous Complaint	0	2	1	4	0	8				3.00
Community Liaison Count	2	0	1	2	3	2	0			1.33
Case Monitoring Count	0	0	0	0	0	0	0	0	1	0.13
Case Review Count	0	0	0	0	0	0	0	1	0	0.13
Contact Only Count	5	7	1	1	0	16	1	1	1	3.50
Disciplinary Hearing Count	1	2	5	1	0	18	14	8	0	6.00
Critical Incident Count	2	0	0	1	0	2	1	0	1	0.63
Firearm Discharge Count	1	0	0	0	0	1	1	0	1	0.38
Lvl 4 Non-Critical	1	1	1	3	0	0				1.00
Force Monitoring	0	0	0							0.00
Mediation Count	1	3	6	4	2	4	2	2	1	3.00
Commendation Count	0	1	1	0	0	0	0		1	0.43
Grand Total	21	21	24	20	10	69	26	13	8	23.88
Community Outreach Events	6	10	7	7	3					

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

CURRENT BUDGET



OIPM Budget Description	Amount
Personnel	\$905,785.00
Operating	\$400,000.00
2025 Total OIPM Budget	\$1,305,785.00
2025 Total OIPM Budget	\$1,305,785.00
Amounts Spent to Date:	\$558,833.00
Unexpended funds	\$746,952.00

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:

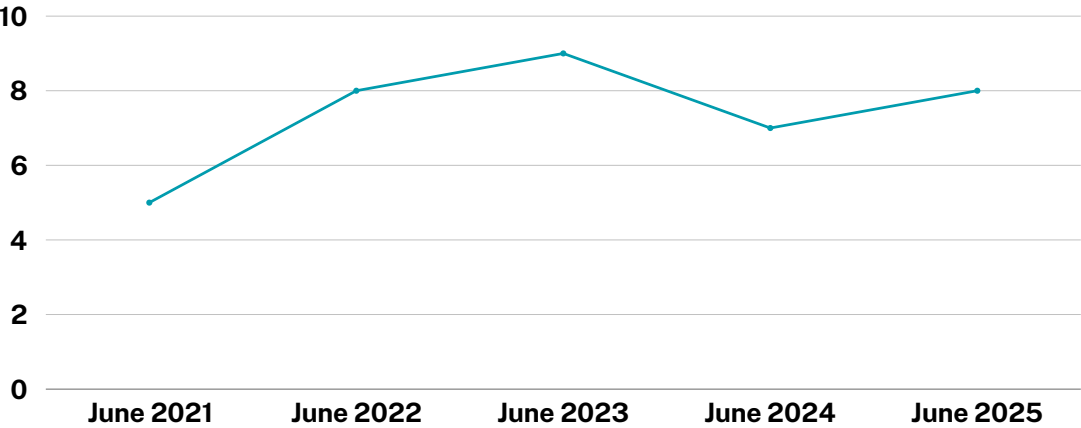
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



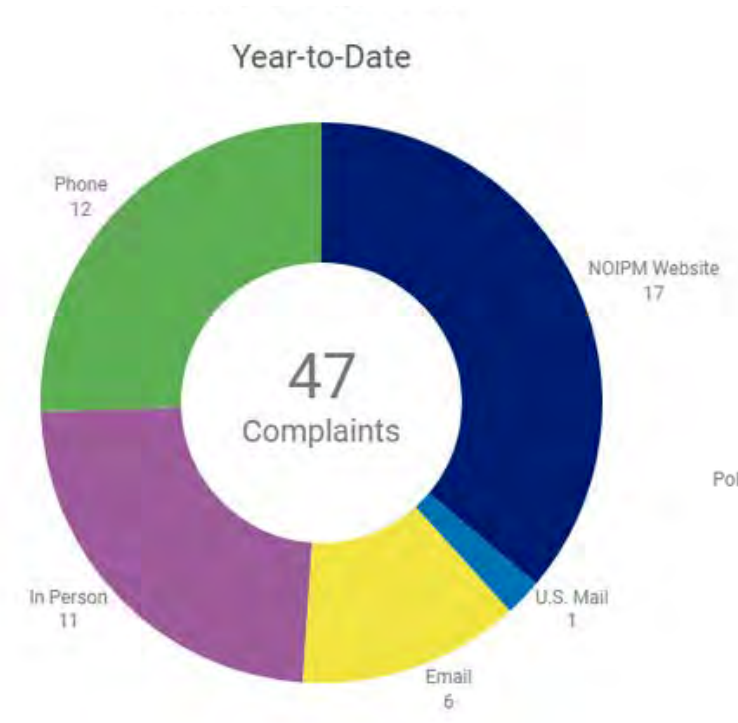
8

Total Complaints
Received this
month

47

Total Complaints
Received This
Year

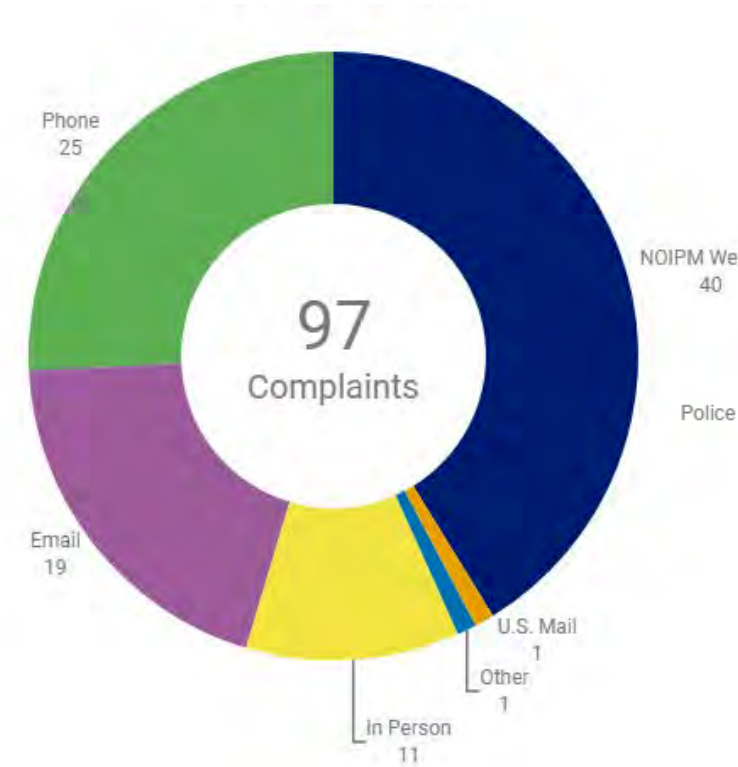
Complaint Intake Source - 2025



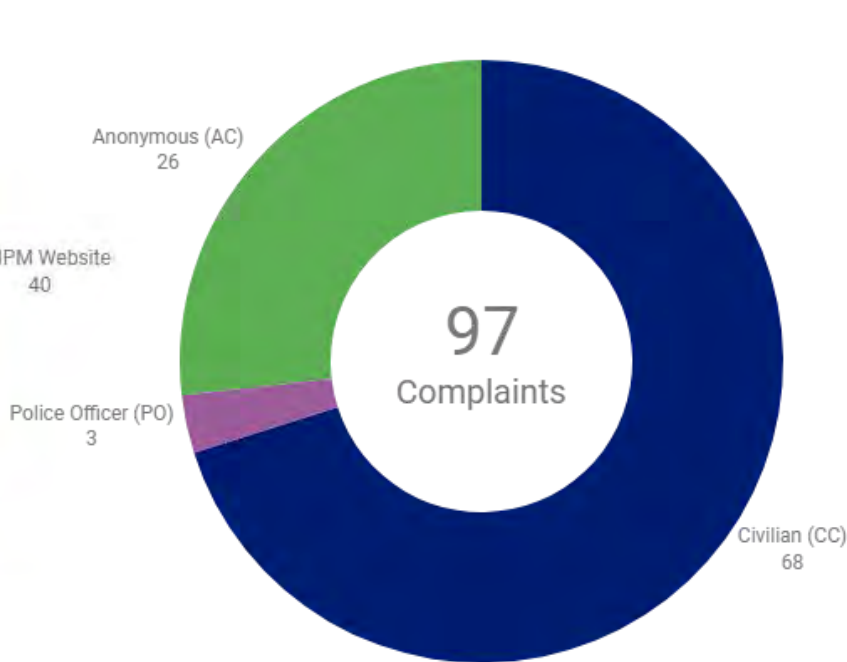
Complainant Type - 2025



Complaint Intake Source - Past 12 Months

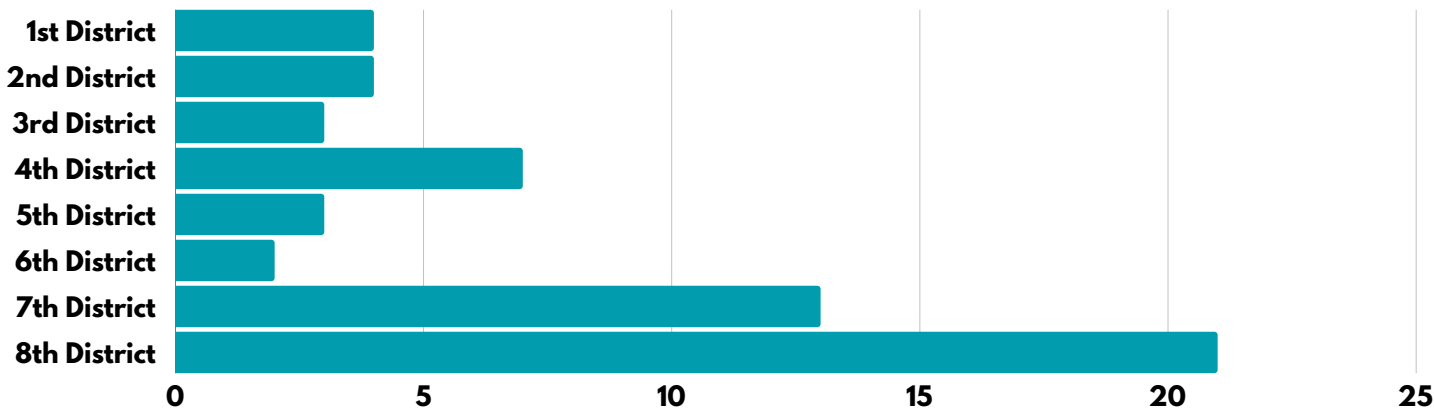


Complainant Type - Past 12 Months

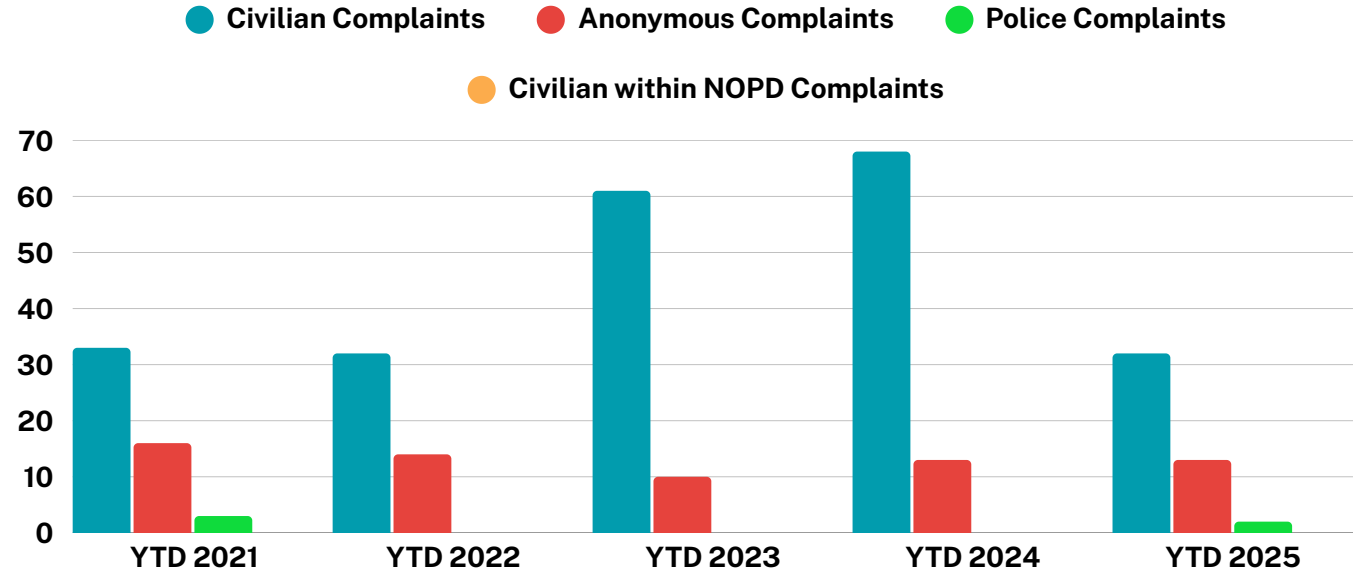


Districts - Past 12 Months

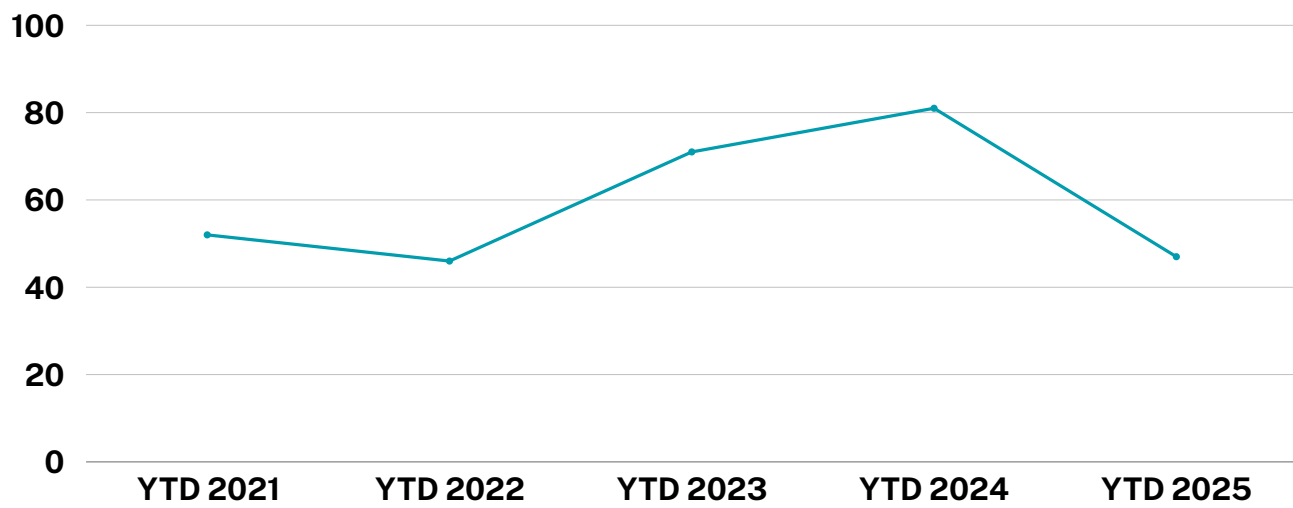
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

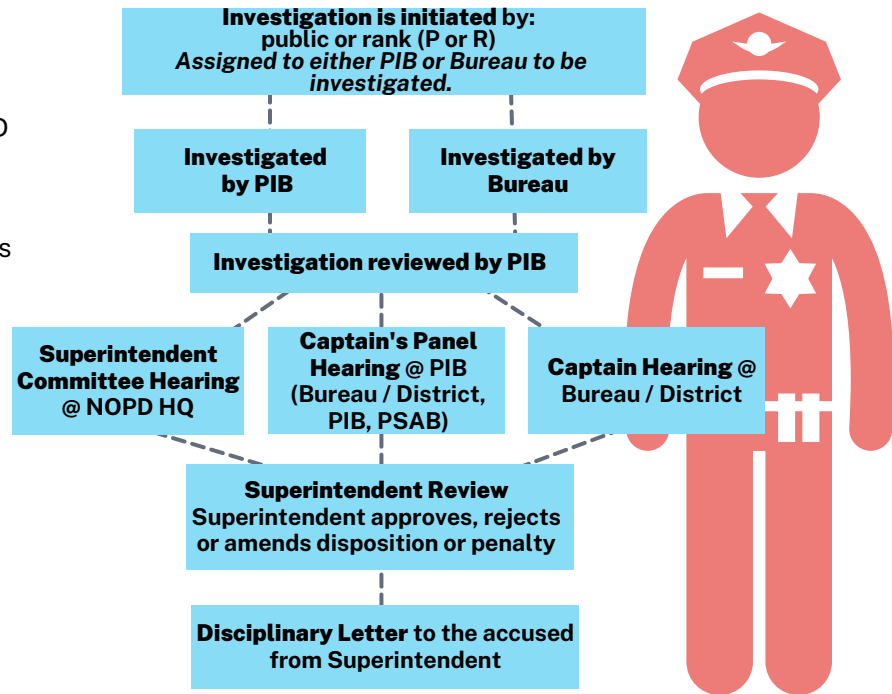


Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



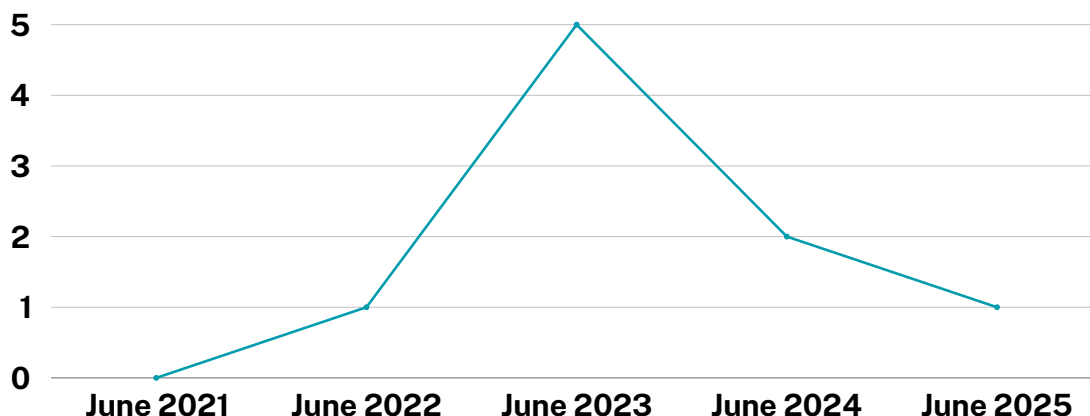
DISCIPLINARY PROCEEDINGS

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



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

Disciplinary Proceedings - June



1

**Total
Disciplinary
Case Received
this Month**

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

USE OF FORCE

Relevant Definitions

Critical Incident

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

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

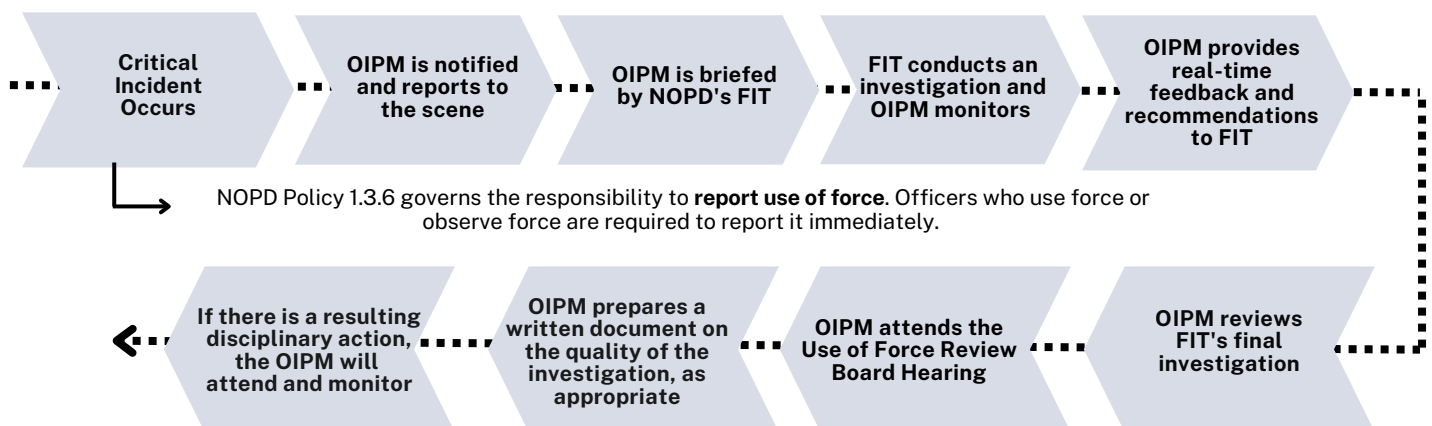
Use of Force

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

Levels of Force

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

Critical Incident / Use of Force Chain of Events

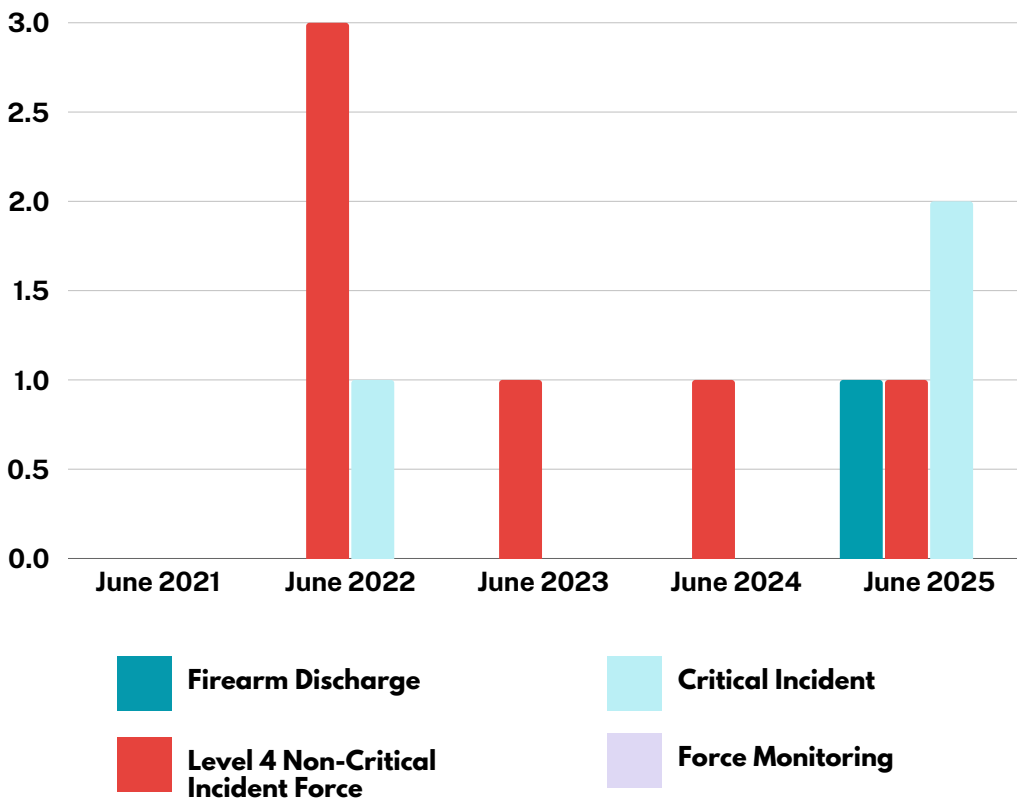


Use of Force Work

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

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

Use of Force This Month 2021, 2022, 2023, 2024, 2025



- 1**
Firearm Discharge this Month
- 2**
Critical Incidents this Month
- 1**
Level 4 Non-Critical Use of Force this Month
- 0**
Additional Force Monitoring this Month



The OIPM shared social media notifications after monitoring a Critical Incident in June on Tchoupitoulas & Jackson.

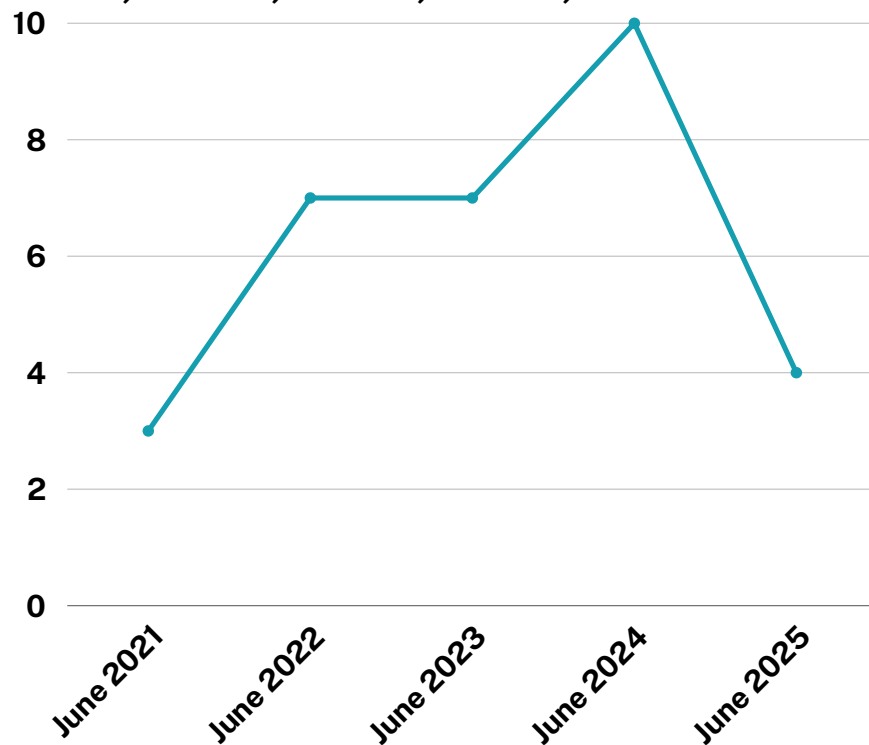
The OIPM also went out to the scene and monitored the force investigation into an accidental discharge in June.

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 - June

2021, 2022, 2023, 2024, 2025

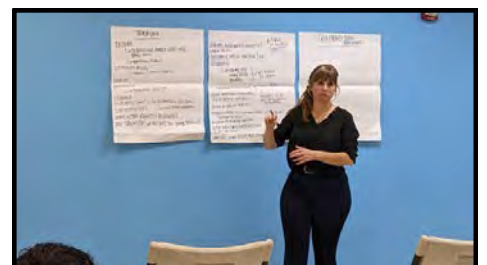


6

**Total Outreach
Events this Month**



NEW ORLEANS  CITY COUNCIL



Outreach Events

- IPM Stella Cziment presented to the GNO Executives Association
- IPM Stella Cziment Interview with Associated Press re Burmaster
- Public Forum with NOPD's Academy Director Duane D. Johnson
- Next of Kin Quarterly Meeting at the First Baptist Church
- Mediator Meet & Greet at Budsi's Thai
- Presented to City Council Criminal Justice Committee

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.

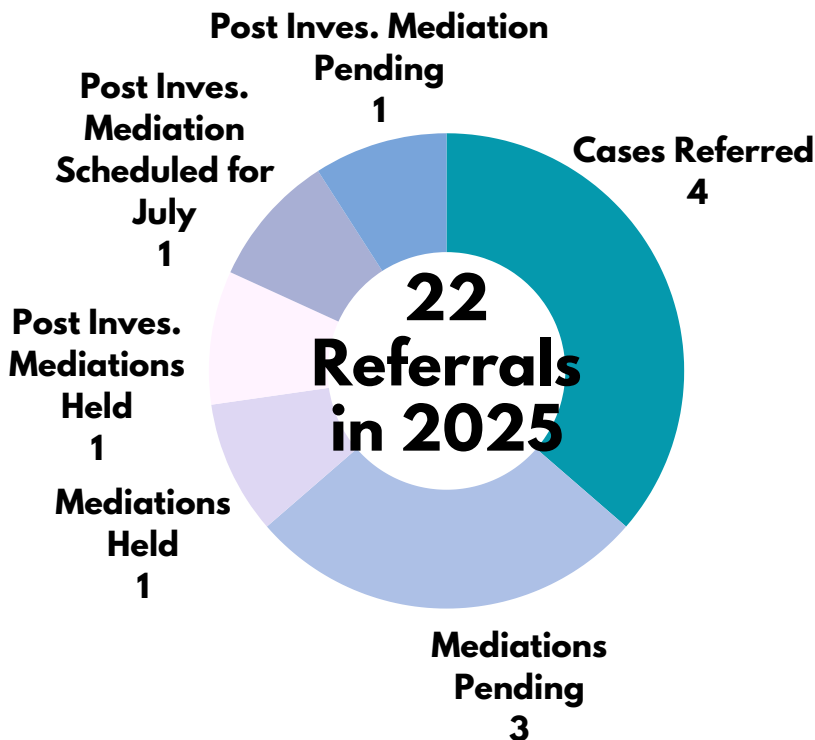
Mediator

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 - June



What is Mediation?

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

The Public Integrity Bureau (PIB) of the NOPD determines which complaints are referred to the Mediation Program. The types of complaints that are most often referred to mediation are those that allege lack of professionalism, neglect of duty, or discourtesy.

Complaints such as unauthorized use of force, unlawful search, and criminal allegations are ineligible for mediation and continue through the formal complaint investigation process by the PIB.

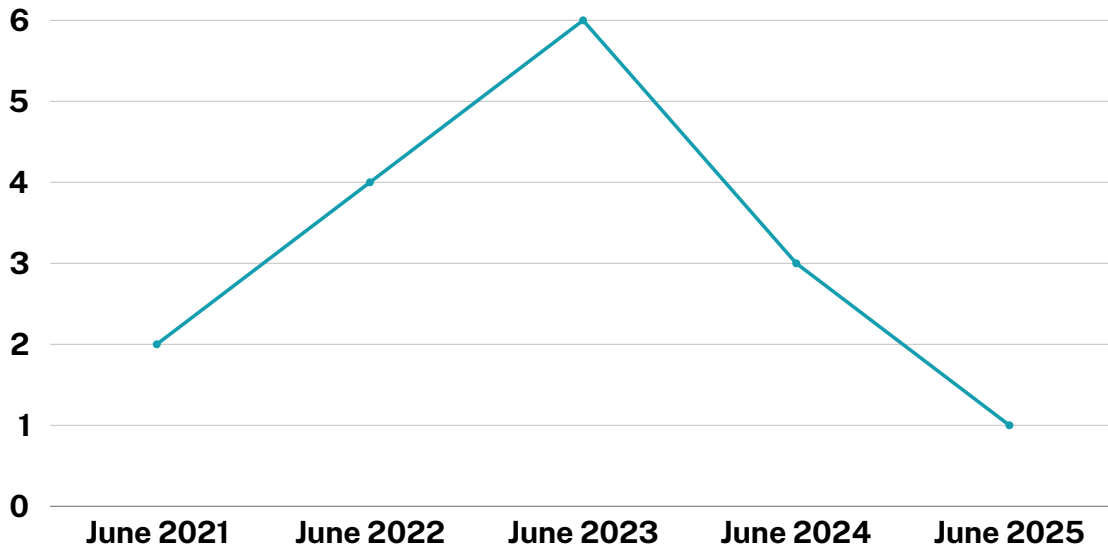
Non-judgmental
Confidential
Voluntary



Mediation is:

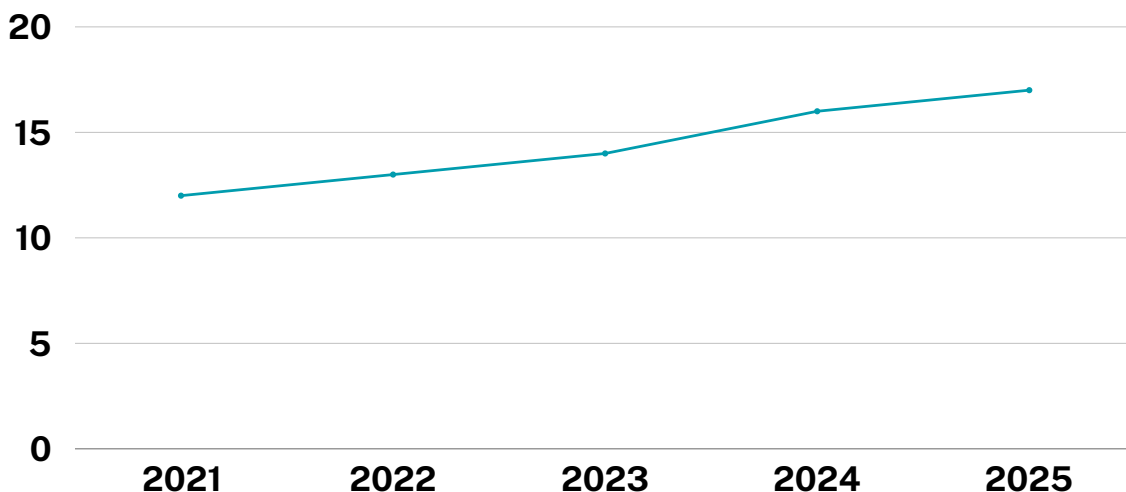
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are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

Mediations Held This Month 2021, 2022, 2023, 2024, 2025



1
**Total
Mediations
Held this
month**

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



17
**Total
Mediations
Held YTD**

CONSENT DECREE & OVERSIGHT BACKGROUND

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

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

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



LEGAL JURISDICTION; OBLIGATIONS OF THE OIPM OFFICE AND STAFF

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

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

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

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

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

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

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

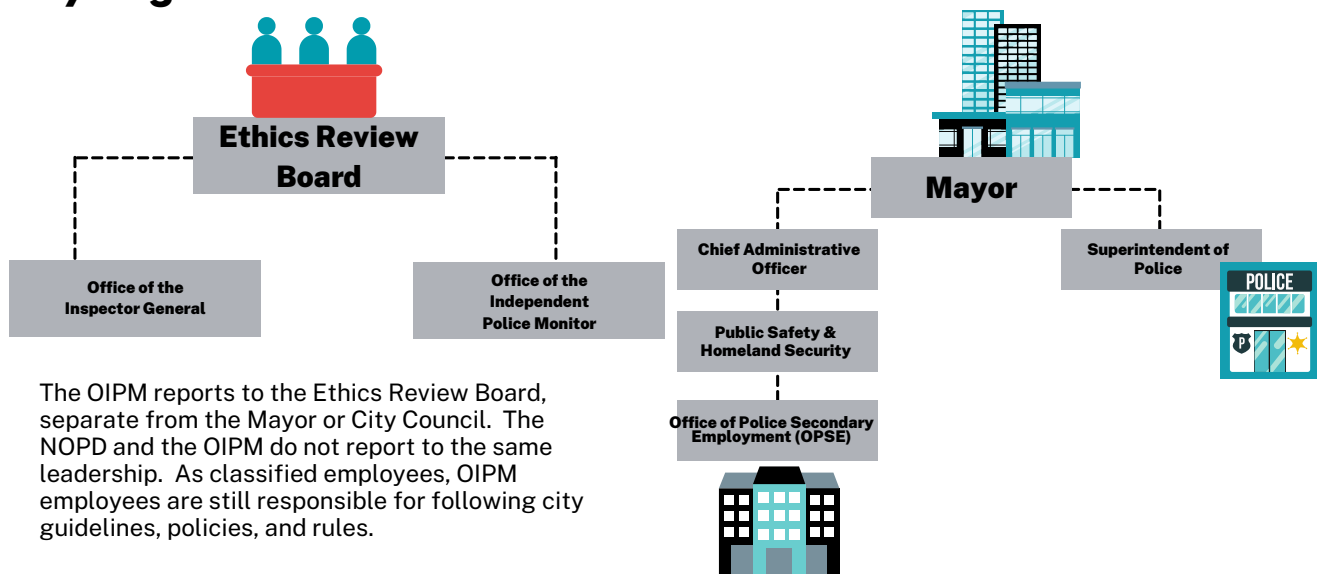
Ordinance 29130: Sharing of Data

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

Ordinance 29063: Quarterly Presentations to the Criminal Justice Committee

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

City Organizational Structure - Truncated



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.

Auditor / Monitor-Focused

- Auditor / Monitor-Focused model assesses 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).

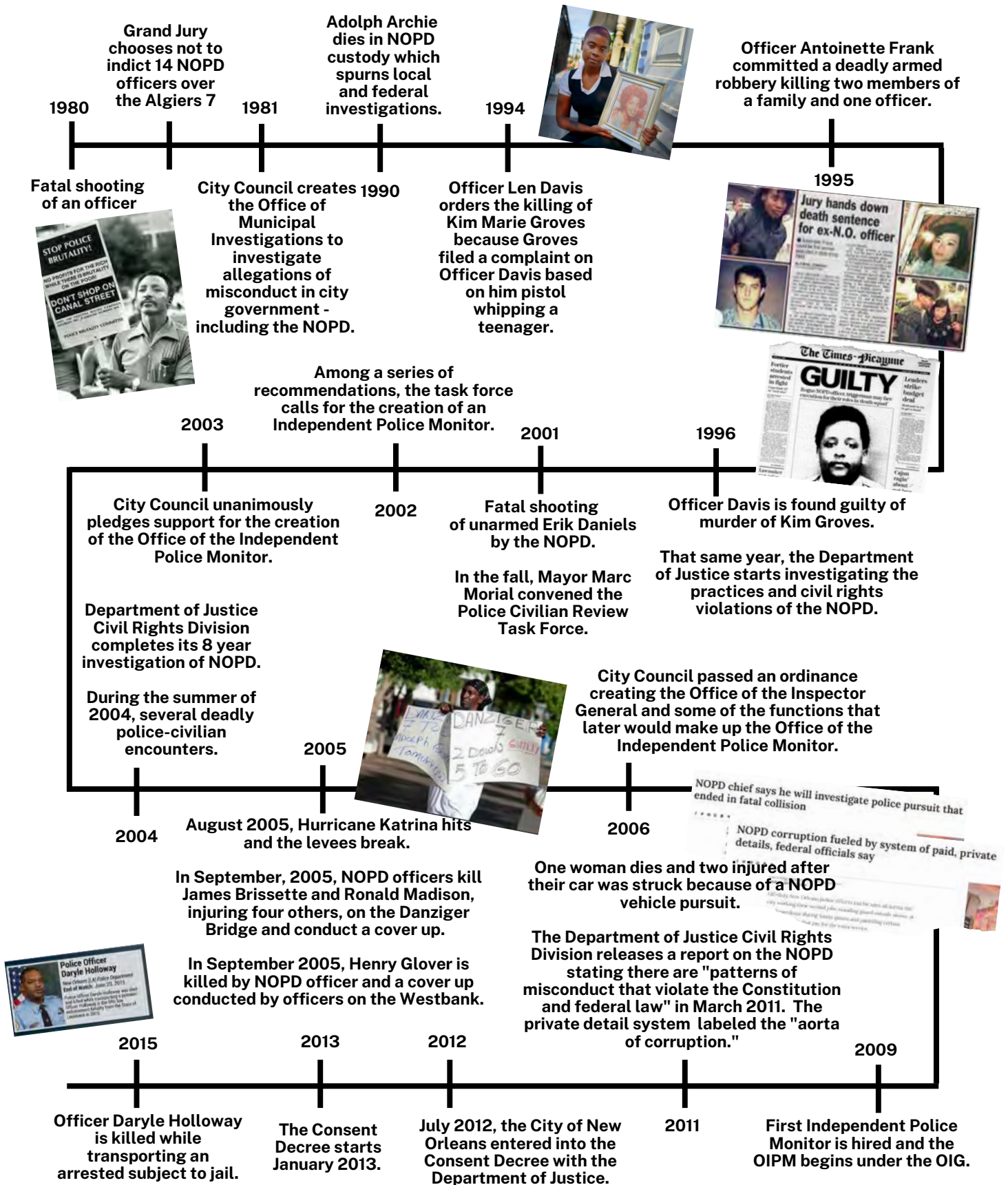
OIPM is a hybrid oversight agency because it has elements of all the different types of oversight models. Additionally, New Orleans has hybrid civilian oversight since we have multiple oversight agencies serving different functions.

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

Monthly Report of Ethics Trainer



JUNE 2025

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



JUNE HIGHLIGHTS

ETHICS TRAINER CONFERENCE TRIP

In May, the ERB trainer was able to attend a four-day conference in Washington, D.C., thanks to the sponsorship of the Ethics Review Board.

This annual international conference is hosted by the Association for Talent Development, and the event brings training professionals together from around the world to network, share ideas, explore the latest learning technologies, and engage with other subject matter experts on all things adult learning.

One of the highlights was a sit-down with keynote speaker of the conference, Simone Biles, on opening day. The acclaimed gymnast provided valuable anecdotes and inspiration centered around “Breaking Traditional Ways of Training”. In addition to several more main stage speakers across the days, there was a wide array of professional development sessions from which to choose.



JUNE HIGHLIGHTS, CONT.

ATD CONFERENCE PROFESSIONAL DEVELOPMENT LEARNING SESSIONS ATTENDED

Daily, the Ethics Trainer attended “community meetup” activities organized for both first-time attendees and trainers and facilitators. These casual gatherings provided opportunities to socialize and network with other professionals who occupy similar roles at their respective organizations.

A selection of professional development and EXPO sessions were attended, with a few of them listed below -

- *The Future of Talent Development, Advanced Technologies, and the Jetsons*
 - This session provided the attendees with insight into how training methodology is rapidly evolving to incorporate AI technology. Understanding how to use AI to individualize training and create learning pathways was one of the central focuses.
- *Beyond Engagement: 5 Techniques for Effective Learning*
 - This session offered practical solutions for incorporating storytelling methods to create more engaging learning.



JUNE HIGHLIGHTS, CONT.

ATD CONFERENCE PROFESSIONAL DEVELOPMENT LEARNING SESSIONS ATTENDED

- ***Harnessing the Science of Adult Learning and AI to Deliver Impactful Training***
 - Several learning and development subject matter experts gave talks in this session about building blended learning solutions that incorporate AI-driven content.
- ***The Role of Presenter vs Trainer vs Facilitator***
 - Balancing the distinct sets of skills that are required to effectively carry out the responsibilities within each role and how to instinctively switch between them to fit the setting was the primary focus of this session.
- ***Webcams On? How to Effectively Use Video in Virtual Events***
 - The facilitator of this session provided attendees with practical and creative solutions for hosting learning sessions via virtual environments. The Five Keys (ABCDE methodology) of webcam professionalism were discussed along with useful techniques to encourage participation by attendees in a virtual class.



JUNE HIGHLIGHTS, CONT.

ATD CONFERENCE PROFESSIONAL DEVELOPMENT LEARNING SESSIONS ATTENDED

This conference was a valuable opportunity to connect with other like-minded professionals in the field, build and practice networking skills, obtain industry-specific literature and content and, most importantly, add new layers of education to an already established skill set.

**Monthly Report of
Executive
Administrator**

MEMORANDUM

To: Ethics Review Board
City of New Orleans

From: Dane S. Ciolino
Executive Administrator and General
Counsel

Date: July 11, 2025

Re: *Monthly Report for June 2025*



I. COMPLAINTS AND REQUESTS FOR ADVISORY OPINIONS

The ERB received no new complaints that fall within the jurisdiction of the Board since the last board meeting.

The ERB board deferred one request for an advisory opinion during the June meeting. A draft response is attached for the ERB to discuss and consider.

II. APPOINTMENTS TO ERB

The mayor's ERB appointee, Michael Bagneris, was confirmed by the City Council on April 24, 2025. Mr. Bagneris has not responded to email contacts.

The Dillard ERB position remains unfilled (formerly Brooks).

III. MAYORIAL AND COUNCIL APPOINTMENTS TO QUALITY ASSURANCE REVIEW ADVISORY COMMITTEES (QARACs)

Neither the mayor nor the council has taken action to fill vacancies on the QARAC for the OIPM.

Item 1

Ethics Advisory Opinion Requested

From Jeanie J Donovan <Jeanie.Donovan@nola.gov>

Date Wed 04-Jun-25 2:02 PM

To erb@nolaerb.gov <erb@nolaerb.gov>

1. Your name and address

Jeanie Donovan, 1300 Perdido, Suite 8E.18

2. Your connection to the issue

Supervisor

3. The government agency involved

New Orleans Health Department

4. Any individuals affected

N/A

5. A clear description of the situation

I would like an opinion on the Health Department's ability to engage in advocacy efforts related to specific pieces of state or federal legislation.

Question 1: can the Health Department sign onto a letter or use its logo on a letter that opposes or supports a specific piece of state or federal legislation

Question 2: can unclassified Health Department staff, in their official capacity, support or oppose express written or verbal support or opposition for a specific piece of state or federal legislation?

Question 3: Question 2: can classified Health Department staff, in their official capacity, support or oppose express written or verbal support or opposition for a specific piece of state or federal legislation?

Thank you,
Jeanie Donovan

Jeanie Donovan, MPH, MPA

Deputy Director

Population Health & Disease Prevention

New Orleans Health Department

(504) 658-2562 (office)

(504) 250-5621 (cell)

Jeanie.donovan@nola.gov



MEMORANDUM

TO: Ethics Review Board

FROM: Dane. S. Ciolino

DATE: June 10, 2025

RE: Request for Advisory Opinion re Legislative Advocacy at New Orleans Health Department

I. ISSUE

May the City of New Orleans Health Department—or its staff in their official capacities—endorse or oppose specific state or federal legislation by: (1) using official letterhead or logo on an advocacy letter or (2) permitting classified or unclassified staff to give express support or opposition to legislation.

II. ANSWER

No provision of the City of New Orleans Code of Ethics would prohibit this activity. However, you should consult with your department head, the Office of the Chief Administrative Officer, and the Office of the City Attorney regarding any other laws, policies, rules, or regulations that may prohibit this conduct.

III. ANALYSIS

The [City of New Orleans Code of Ethics](#) is set forth in Municipal Code §§ 2-716 through 2-786. The Code “incorporates by reference” provisions of the Louisiana Code of Governmental Ethics, *see* [M.C. § 2-745](#), and contains one provision on “political activities”:

[Sec. 2-781](#). - Political activities.

With regard to employees in classified service, the provisions of section 4-1504 of the Charter and article 10, section 9 of the state constitution prohibit certain political activities.

Neither of the cross-referenced provisions of the City Charter or the Louisiana State Constitution prohibit the activity about which you have a concern.

Rather, these provisions define “political activity” to include *only*:

an effort to support or oppose the election of *a candidate* for political office or to support a *particular political party* in an election. The support of or opposition to issues involving bonded indebtedness, tax referenda, or constitutional amendments shall not be prohibited.

See [La. Const. Art. 10, sec. 9\(C\)](#) (emphasis added); [M.C. sec. 4-1504\(3\)](#) (same).

Further, the Louisiana Code of Governmental Ethics, particularly section 42:1118 bars public servants only from soliciting or receiving anything of economic value to aid in the passage or defeat of legislation. See [La. Rev. Stat. sec. 42:1118](#).

Finally, Louisiana Revised Statutes section 24:56F prohibits “state employees” from engaging in lobbying for or against legislative matters. See [La. Rev. Stat. sec. 24:56F](#). However, this provision does not apply to employees of local governments. See [La. Bd. of Ethics, Adv. Op. 2015-157 \(Apr. 20, 2015\)](#).

For further information provided by the Chief Administrative Office of the City of New Orleans, see “Restrictions on Political Activities by City Employees,” [CAO Pol. Mem. No. 111](#) (2006). For further information provided by the state civil service office relating to state employees, see [La. Civ. Serv. Gen’l Circ. No. 2024-042](#) (2024), and the state civil service website on “[Prohibited Political Activity](#).”