



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, on Monday, November 3, 2025, at 3:30 P.M.

Minutes

1. *Call to Order.*
 - 1.1. The chair called the meeting to order at 3:34 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. Patrice Sentino
 - 1.2.2. ERB members absent:
 - 1.2.2.1. Michael Bagneris
 - 1.2.2.2. Sally Richardson
 - 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 September 15, 2025.

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 staff members from the OIG and general counsel Michael Laughlin; Mr. Michel is on vacation.
 - 3.3. The OIG noted that the city is finally collecting fines from illegal AirBnB operators.
 - 3.4. The OIG noted that it is looking into NOPD overtime practices. The office expects to issue a report in a few weeks and to do a "deeper dive" in the months to come.
 - 3.5. The OIG reported on the Safety and Permits recommendations made by the OIG. The recommendations are sound but must be implemented. There is a "bad environment" that needs to be addressed by having internal controls and by following other recommendations.
 - 3.6. The OIG reported that Tyrell Morris was recently sentenced to approximately one year in prison. Further, Mr. Willis, a tow truck driver, was arrested for taking money from people whose cars were towed. Through social media outreach, the OIG is identifying additional wrongdoing by him.
 - 3.7. The OIG reported that it recently wrapped up another citizens academy.
 - 3.8. The OIG noted that the city council asked it to investigate the situation surrounding the current budget crisis. The Legislative Auditor will look into the budgeting process and related issues.
 - 3.9. The OIG noted that there are four ongoing prosecutions that it is involved with, including prosecutions by the Office of the US Attorney for the Eastern District of Louisiana, Office of the Louisiana Attorney General, and the Orleans Parish District Attorney.
4. *Monthly Report of the Office of Independent Police Monitor.*
 - 4.1. The board did not receive Ms. Cziment's monthly report. This was due to the early meeting date this month. She will circulate a report to the board in the next day or so.
 - 4.2. The OIPM was represented by Ms. Cziment.
 - 4.3. Ms. Cziment reported on two recent "critical incidents" involving injuries of those in NOPD custody.
 - 4.4. Ms. Cziment noted that the head of NOPD Homicide appeared on her podcast to provide the public with information regarding that unit's work.

- 4.5. Ms. Cziment noted that her office has recently rented three billboards in the city to advertise her office's 24-hour hotline. The billboards call for reports of both positive and problematic NOPD conduct.
 - 4.6. In October, most of her team went to Minneapolis to attend a police oversight national conference. This conference addressed AI, social media, the First Amendment, and other current topics of interest to those engaged in police oversight.
 - 4.7. In October, the OIPM awarded its first award to an NOPD recruit for excellence in constitutional policing.
 - 4.8. Later this week, the OIPM is presenting its budget to the city council. Her office will receive a smaller appropriation and will pivot to adjust.
 - 4.9. Ms. Callia asked whether there is a possibility of no sustainment period of the court dismisses the litigation. Ms. Cziment replied that it is possible that there will be no ongoing sustainment period. Ms. Cziment also noted that her office has decided not to take on audit checks or other sustainment duties that are not within her office's traditional responsibilities.
5. *Monthly Report of the Ethics Trainer*
- 5.1. The board accepted Mr. Stiggs's monthly report (attached).
 - 5.2. Mr. Stiggs attended the meeting.
 - 5.3. Mr. Stiggs reminded board members that there are 51 days remaining for board members to obtain training.
 - 5.4. Mr. Stiggs requested feedback and suggestions regarding proposed posters to provide information to city employees around the holiday season.
 - 5.5. The board told Mr. Stiggs that there are no monetary or budgetary restraints on distributing posters and flyers to city employees.
 - 5.6. Mr. Stiggs noted that the board will revive the ethics awards for city employees, namely the "Liaison Award" and the "Torch Award." He distributed criteria for the awards.
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 one board position (Dillard) still needs to be filled by the mayor's office. Valerie Bouldin of the mayor's office reported that no appointment is likely to occur this calendar year during the Cantrell administration.

- 6.3. Mr. Ciolino reported that the City Council and mayor still need to appoint members to the QARAC for the OIPM. The ERB made its appointments many months ago.
- 6.4. The QARAC for the OIG is finishing up its work and will soon hold a public hearing.
7. *Discussion and Vote to Approve or to Amend Payroll/Administrative Procedures for Processing ADP Payroll for the Following: Executive Administrator, Inspector General, Independent Police Monitor, and Ethics Trainer.*
 - 7.1. The board considered the problem discussed in the memorandum with Mr. Ciolino, Mr. Michel, and Mr. Laughlin.
 - 7.2. The Board voted unanimously to permit the Board Chair and Executive Administrator to continue approving timesheets of the EA, IG, IPM, and Ethics Trainer that reflect only hours of “availability” and not hours actually worked.
 - 7.2.1. The Board did so in accordance with CAO Pol. Mem. No. 72(R) (Aug. 25, 2015) (“Payroll Time Keeping Procedures”).
 - 7.2.2. This CAO policy memorandum provides that as to exempt executive, administrative and professional employees (EAPs), each EAP employee reports “time and attendance at the end of each pay period, and, in so doing, are confirming that they were available to work for the entire pay period, apart from days when leave was used.” In contrast, hourly, nonexempt employees report actual “time and attendance at the end of each pay period.”
8. *Periodic Salary Adjustments for OIG and OIPM Discussion.*
 - 8.1. Mr. Ciolino will obtain salary information to the board before the next board meeting.
 - 8.2. The board voted to defer this discussion until the December board meeting.
9. *Discussion of Limitations on Appointment of Independent Police Monitor*
 - 9.1. Board voted to defer this to the next meeting. The vote was unanimous.
 - 9.2. Board requested some legislative history behind the change. Board also requested that Ms. Cziment share her thoughts on the proposal with the board.
10. *Executive Session Pursuant to Louisiana Revised Statutes Section 42:17(A)(4) to Discuss Investigative Proceedings Regarding Allegations of Misconduct, Namely, ERB Complaint No. 2025-06 Through 2025-07.*
 - 10.1. The board went into executive session at 5:01 p.m.

- 10.2. The board went into general session at 5:43 p.m.
11. *Disposition of Complaints*
 - 11.1. 2025-03a. NORD extra-marital affair anonymous complaint. Referred to OIG. Two subjects interviewed. Report from OIG received. The board voted unanimously to dismiss the complaint for lack of a factual basis based on investigative report from the OIG.
 - 11.2. 2025-03b: NORD nepotism allegations. Referred to OIG. Report from OIG received. The board voted unanimously to dismiss the complaint for lack of a factual basis based on investigative report from the OIG.
 - 11.3. 2025-06. The board voted unanimously to dismiss the complaint because state ethics board handling. Lack of jurisdiction.
 - 11.4. 2025-07. The board voted unanimously to request a response and additional information from respondent.
12. *Adjournment.*
 - 12.1. A motion was made to adjourn the ERB meeting.
 - 12.2. The motion was seconded.
 - 12.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 5:36 p.m.

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