Ethics Review Board for the City of New Orleans

Board Meeting at City Council Chambers, New Orleans City Hall on January 20, 2026, at 3:30 P.M.

Minutes

1. *Call to Order.*

   1.1. The chair called the meeting to order at 3:35 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. Sally Richardson

         1.2.1.4. Patrice Sentino, Vice-Chair

      1.2.2. ERB members absent:

         1.2.2.1. Monique G. Doucette, Secretary

      1.2.3. Staff member present: Dane S. Ciolino, Executive Administrator & General Counsel

      1.2.4. Staff member present: 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 November 3, 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 IG Ed Michel and general counsel Michael Laughlin.

3.3. Mr. Michel reported that his office completed a new OIG Citizens' Academy class. The graduates remain in contact and continue to work with the OIG.

3.4. Mr. Michel noted that his office's role as to the NOPD will remain the same after federal oversight ends. That is, he will continue to monitor the department for F,W&A. His office has always carefully watched for issues as NOPD. His office will assign staff members from his office to specifically watch NOPD for issues.

3.5. Mr. Michel reported on the traffic camera safety program investigation. He noted that in 2024 there were more than 300,000 citations. His report has been made public. He discussed several of the issues that his office identified, including that 28% of the NOPD reviews took place in 3 seconds or less.

3.6. Mr. Michel reported on NOPD overtime practices. His office has released a public report on this. The issues included $16.4 million in overtime hours. The NOPD failed to report regularly to the CAO's office regarding budgetary issues relating to overtime expenses, which contributed to the recent budget crisis.

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 Perschell Williams and Kia Howard, of the OIPM staff. Ms. Cziment was absent.

4.3. Ms. Williams reported that her office participated in an annual event to honor departed first responders in December 2025.

4.4. Ms. Williams reported that her office has continued its public education work to engage the community about issues related to NOPD and NOPD's relationship with ICE.

4.5. Ms. Williams reported that her office has posted on public website and social media about recent changes in Louisiana law affecting NOPD.

4.6. Ms. Williams reported that her office has reviewed NOPD Academy videos and training materials regarding use of force, including taser use by NOPD officers. Taser use is increasing in NOPD, so training is important. In addition, her office has been involved in the training of NOPD officers who are involved in the disciplinary/internal-affairs process within NOPD.

4.7. Ms. Williams reported that the office continues to broadcast public information materials on the "Monitor's Mike" podcast. In December, the office broadcast two shows.

4.8. Ms. Williams noted that her office has attended a number of PCAB meetings in the NOPD districts.

4.9. Ms. Williams reported on her mediation numbers (set forth in monthly report).

5. *Monthly Report of the Ethics Trainer*

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

5.2. Mr. Stiggs thanked the board for getting in their training certificates last year.

5.3. Mr. Stiggs reported that he has not received any nominations for the ERB "Torch Award" for this year. However, he has received a nomination for a liaison award from the Sanitation Department, which has 100% compliance in their office.

5.4. Mr. Stiggs reported on the conference that he recently attended. He met a number of people involved in training elsewhere. He attended 4-5 sessions each day. Much of the subject matter was focused on AI in the ethics enforcement environment.

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.

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. *Reappointment/Appointment of IPM*

7.1. Mr. Ciolino reported to the board that Ms. Sziment's appointment expires in the Spring. She has reported that she is not certain whether she would like to apply for reappointment.

7.2. Ms. Callia stated that she would like the board to consider what the IPM position looks like in the wake of the end of the consent decree.

7.3. Ms. Callia moved for the board to move forward with a national search for the IPM, with a search-firm budget up to $75,000. Ms. Sentino seconded the motion.

7.3.1. Ms. Richardson suggested that this is premature without first hearing from Ms. Cziment.

7.3.2. Ms. Callia noted that she has raised this issue before and that she believes that time is short. She also noted that the office may be taking on a different/modified role in the wake of the end of the consent decree.

7.3.3. Ms. Williams noted that Ms. Cziment's concern arises from the potential for post-employment restrictions.

7.3.4. The vote was 3-1 in favor of the motion. The motion passed.

7.4. Ms. Callia moved for the board to create a three-person committee to study the role of the OIPM in the wake of the end of the federal consent decree. Ms. Sentino seconded the motion.

7.4.1. Ms. Williams reported on the requirements for the IPM and noted that her office's responsibilities are not co-extensive with the past responsibilities of the federal monitors. The federal monitors were significantly more limited in their responsibilities. The only different responsibility was the federal monitors engaged in "auditing."

7.4.2. Mr. Laughlin, of the OIG office, noted that his office does auditing. The IPM does not have that ability. The 2016 split (IPM from IG) caused this unintended consequence.

7.4.3. Ms. Callia noted that Ms. Cziment has long noted that there may be additional personnel and funding needs at termination of the consent decree.

7.4.4. Ms. Williams noted that her office has an "auditor" position "on the books" but they do not have funding to fill the position. She noted that her office would "love an auditor," but at this point there is no funding for it.

7.4.5. The vote was 4-0 in favor of the motion. The motion passed unanimously.

7.5. Ms. Broussard moved to authorize the chair to appoint three people to the OIPM Study Committee. Ms. Callia seconded the motion. The motion carried unanimously.

8. *Periodic Salary Adjustments for OIG and OIPM Discussion.*

8.1. Mr. Ciolino reported on the salary surveys attached at Item 1.

8.2. Ms. Richardson moved to defer the matter to the next meeting. Ms. Sentino seconded the motion. The motion carried unanimously.

9. *Discussion of Limitations on Appointment of Independent Police Monitor*

9.1. Ms. Broussard noted that there was a citywide vote to create the IPM. However, the details of the responsibilities of the office came later.

9.2. Ms. Williams noted that the office had concerns about limiting the eligibility for appointment to exclude current city employees, and to limit post-employment opportunities of the IPM.

9.3. Mr. Laughlin noted that only the Council can enact the considered restrictions on appointment and post-termination employment. Mr. Laughlin noted that the restrictions are legal, despite IPM arguments to the contrary.

9.4. Ms. Callia moved to defer this to the next meeting. Ms. Sentino seconded the motion. The motion carried unanimously.

10. *Appointment of Officers.*

10.1. Ms. Richardson nominated Holly Callia as chair effective January 21, 2026, on Ms. Broussard's resignation. Ms. Sentino seconded the motion.

10.2. The motion carried unanimously, 4-0.

11. *Executive Session Pursuant to Louisiana Revised Statutes Section 42:17(A)(4) to Discuss Investigative Proceedings Regarding Allegations of Misconduct, Namely, ERB Complaint No. 2025-07 Through 2025-08.*

11.1. The chair moved to defer this matter until the next board meeting. The motion was seconded.

11.2. The board voted unanimously to defer this matter until the next meeting.

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 4:58 p.m.

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