



SEARCH FOR CITY OF NEW ORLEANS INDEPENDENT POLICE MONITOR

The City of New Orleans, Ethics Review Board, is (ERB) is recruiting nationally for a highly experienced professional to manage the Office of the Independent Police Monitor (OIPM) of the City. The appointment will commence on or after April 11, 2026.

The Office of the Independent Police Monitor (OIPM) is an independent, civilian police oversight agency created in August of 2009. Its mission is to improve police service to the community, citizen trust in the NOPD, and officer safety and working conditions.

The successful candidate for the Independent Police Monitor (IPM) will have a well-rounded public sector background with in-depth knowledge and experience in monitoring policing in a major metropolitan area. The new IPM will have the highest degree of integrity, judgment, independence, and expert level skills necessary to apply laws, regulations, policies, and methods to monitor the City of New Orleans Police Department. This senior-level executive will be results-driven, with well-grounded and ethical decision-making abilities, superior interpersonal and collaborative communication skills, and strong public speaking abilities.

I. THE CITY OF NEW ORLEANS

New Orleans is one of the United States' most culturally rich and historically significant cities, so much so that the New York Times recently declared it the #1

place to visit in the world in 2018. From its oldest French and Spanish colonial neighborhood, the French Quarter, to the live music pouring out of Frenchmen Street clubs on any given night, to Mardi Gras, Jazz Fest, and every festival in between, New Orleans is beloved for its cultural assets, annual traditions, and distinct sense of place. Not to mention its world-renowned, James Beard Award-winning food scene.

New Orleans, however, is more than just an internationally renowned visitor destination. Its home to the largest metropolitan population in Louisiana with 1.25 million residents. It is one of the fastest-growing “traditional” cities, according to the U.S. Census.

Offering a host of family-friendly neighborhoods, with city events, services, and amenities that help families to prosper – such as robust youth sports and arts programming and a city-wide charter school system, featuring several letter grade A schools – New Orleans is invested in its future citizens. Indeed, New Orleans is a true “brain center,” comprising seven universities, three HBCUs, two medical schools, two law schools, a dental school, a public health school, and four community and technical colleges, including the largest in the state.

New Orleans boasts dozens of music venues, theaters, and nationally renowned museums, including the National World War II Museum, the New Orleans Museum of Art, the Ogden Museum of Southern Art, and the Contemporary Arts Center. Locals are equally die-hard fans of the Super Bowl-

winning Saints NFL football, the Pelicans NBA basketball team, and the NOLA Gold Premier Rugby League team.

Additionally, numerous recreational opportunities abound throughout the region, thanks to the City's beautiful Audubon and City Parks; the plethora of water-based activities on both sides of Lake Pontchartrain; popular biking trails, such as the urban Lafitte Greenway and the suburban St. Tammany Trace; and the close proximity to several national parks, fishing hot spots, and wildlife preserves.

New Orleans has a Mayor-Council form of government. The City Council consists of seven members, five who are elected by district, and two at-large members. Mayor Helena Moreno, who took office in January 2026, is serving a four-year term. The Mayor is limited to two consecutive terms. New Orleans' government is largely centralized in the Mayor's Office and City Council.

II. ABOUT THE NEW ORLEANS OFFICE OF THE INDEPENDENT POLICE MONITOR

The City of News Orleans, Office of the Independent Police Monitor was created pursuant to section 9-403 of the Home Rule Charter. By ordinance, the independent police monitor monitors the New Orleans Police Department, particularly in the following areas: civilian and internally-generated complaints; internal investigations; discipline; use of force; critical incidents; and in-custody deaths. The independent police monitor reviews and analyzes the numbers and types of complaints; assesses the quality and timeliness of New Orleans Police Department investigations; reviews the adequacy of data collection and analysis; reviews the public integrity bureau's policies, procedures, and resource needs; conducts risk management reviews; reviews the operations and effectiveness of New

Orleans Police Department "early warning system"; reviews specific issues regarding supervision, training, and discipline; and conducts relevant pattern analysis. *See* City of New Orleans Code of Ordinances § 2-1121(3).

III. THE POSITION

The Independent Police Monitor is appointed for a term of four years and reports to the seven-member Ethics Review Board. The seven-member board includes six members nominated by local college and university presidents and one appointed by the mayor. They serve seven-year renewable terms. The ERB may reappoint the IPM to subsequent four-year terms at its discretion.

IV. CANDIDATE QUALIFICATIONS

The ideal candidate will be an independent leader with a strong management perspective who is sensitive to political realities and can work with the Ethics Review Board in a collaborative fashion to identify successful organizational practices and improve the effectiveness of the city and its programs. The IPM should be detailed oriented and have a reputation for being honest, ethical, respected, and credible. In addition, the IPM should be proactive in anticipating risk and control issues, flexible in adapting auditing and reporting methods, and able to adhere to accepted professional standards. The ideal candidate will have a passion for professionalism, timeliness in reporting, and a strong desire to identify opportunities to improve efficiency. A high degree of political sensitivity is also needed, with the ability to discern areas where a focus on investigative efforts is warranted. The ideal candidate will also be a strong advocate for promoting best practices in local government. Additionally, the selected candidate will be expected

to quickly build strong working relationships and trust with a wide array of internal and external constituents, while maintaining a strong perception of independence.

The IPM will also be seen as a leader, excellent manager, and a mentor to direct reports and support staff. The ideal candidate will be able to identify and utilize each employee's individual strengths while encouraging staff development and professional growth.

By ordinance, the independent police monitor shall be an attorney with substantial experience in criminal, civil rights, and/or labor law, or corporate and/or governmental investigations; or an individual with at least five years' experience in law enforcement oversight, preferably with a graduate degree. Knowledge of law enforcement, particularly of internal investigations of wrongdoing and uses of force, is essential. The monitor shall possess impeccable integrity, sound judgment, and an ability to relate effectively with all those who have a stake in law enforcement including, but not limited to, residents of and visitors to New Orleans, the police department, other law enforcement agencies, and relevant parts of city government. The monitor shall possess an understanding of the city's ethnic diversity, cultural traditions, and socio-economic situation. *See id.* § 2-1121(2).

V. COMPENSATION AND BENEFITS

The City of New Orleans appointing authority is offering a competitive salary dependent on qualifications (DOQ) and will be based on the selected candidate's experience. The minimum salary will be \$150,000. Moving and relocation expenses may be included in the employment offer.

VI. TO BE CONSIDERED

This position is open until filled and may close at any time. The first review of resumes will take place on April 1, 2026. Candidates are encouraged to apply early in the process for optimal consideration. Resumes will be reviewed and evaluated throughout the recruitment process.

Candidates must submit a compelling cover letter, comprehensive resume, and professional references to erb@nolaerb.gov using the subject line “IPM Candidate Application.”

Should you have any questions regarding this position or the recruitment process, please email the ERB Executive Administrator and General Counsel Dane S. Ciolino at dane@daneciolino.com.

This recruitment will incorporate existing rules and regulations that govern public sector recruitments in the State of Louisiana. Information submitted for consideration may be made available to the public upon request by interested parties in accordance with public disclosure and open records laws. The City of New Orleans is an Equal Opportunity Employer.