



CITY OF NEW ORLEANS ETHICS REVIEW BOARD

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

BOARD MEETING

The City of New Orleans Ethics Review Board will meet at City Council Chambers, New Orleans City Hall, 1300 Perdido St, New Orleans, LA 70112 on Tuesday, May 5, 2026, at 3:30 p.m.

AGENDA

1. Call to order.
2. Welcome to new Board members: Nick Harris (Dillard); Ceeon Quiett-Smith (SUNO); Cherrell Sims Taplin (Loyola); Vorris Vigeo (Xavier).
3. Approval of the minutes of January 20, 2025, board meeting.
4. Presentation of Liaison Award to Jasmine Henderson.
5. Monthly report of the Office of Inspector General.
6. Monthly report of the Office of the Independent Police Monitor.
7. Monthly report of the Ethics Trainer.
8. Monthly report of the General Counsel and Executive Administrator.
9. Discussion and votes on reappointment/appointment schedule and process for IPM.
 - a. Discussion of intention of Stella Cziment to apply for reappointment.
 - b. Vote to commence IPM search, which must occur on or after February 11, 2026, that is, “within 60 days of a vacancy in the position of independent police monitor to initiate the selection process for a new independent police monitor.” *See* Code of Ordinances sec. 2-1121(1)(A)(1)(a).
 - c. Discussion and vote on appointment of Stella Cziment as Interim Police Monitor pending completion of 2026 reappointment/search process.
 - d. Report on progress of IPM Search from Holly Callia and Michael Cowan and vote on search schedule and process.
10. Discussion of role of IPM in the wake of the federal consent decree.
11. Discussion and vote to approve periodic salary adjustments for OIG and OIPM. *See* Item 1.
12. Executive session pursuant to Louisiana Revised Statutes section 42:17(A)(4) to discuss

investigative proceedings regarding allegations of misconduct, namely, ERB Complaints No. 2025-07 and 2025-08, and 2026-01 through 2026-05. *See Confidential Password-Protected Materials at Link Provided to ERB Members Only.*

13. Selection of meeting dates for 2026.

14. Adjournment.

**Draft Minutes of
Previous Board
Meeting**



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.

* END *

**Monthly Report of
OIG**

MONTHLY REPORT

MARCH 2026



OIG

**NEW ORLEANS
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



2,066

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 Public Letter
- EMS Response Time Audit Report
- 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	Released	March 12, 2026
<p>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.</p>		
EMS Response Time Audit Report	Released	April 16, 2026
<p>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.</p>		
Non-profit Property Tax Exemptions	Fieldwork	
EMS Response Time Public Letter	Released	April 9, 2026
<p>Summary of Objectives: The purpose of the letter is to recommend that the City reexamine the prior CAO letter regarding EMS staffing levels and compensation, demonstrating how increased personnel and competitive pay would help meet service demands and support revenue generation.</p>		
New Orleans Recreation Department Maintenance Audit	Fieldwork	Ongoing
<p>Summary of Objectives: The objective of the audit is to determine whether NORD maintained their facilities in accordance with policy and best practices.</p>		
Non-profit Property Tax Exemptions	Fieldwork	Ongoing
<p>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.</p>		

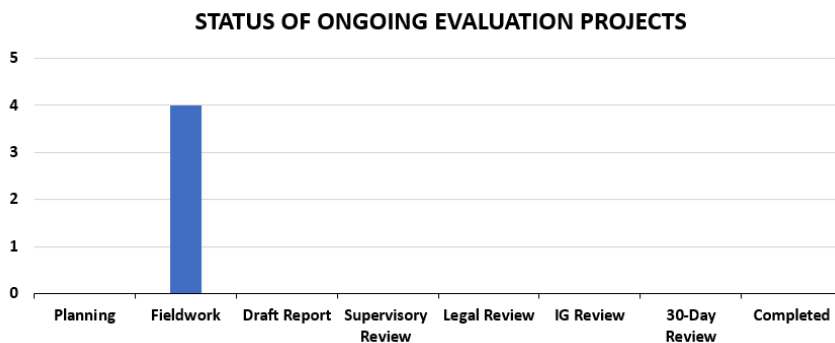
Footnotes:

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 following projects are recently released or in process:

- **NORD Booster Clubs and Athletic Teams Resources**
- **Equipment Maintenance Division Fleet Management**
- **Illegal Dumping Policies and Enforcement**
- **SWBNO Employee Overtime**

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

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 Completion Date ₂
NORD Booster Clubs and Athletic Teams Resources	Fieldwork	Ongoing
Summary of Objectives: 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.		
Equipment Maintenance Division Fleet Management	Fieldwork	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.		
Illegal Dumping Policies and Enforcement	Fieldwork	Ongoing
Summary of Objectives: To determine whether the Department of Sanitation and other pertinent agencies have policies, procedures and internal controls to respond to illegal dumping complaints and reduce the occurrence of future illegal dumping events.		
SWBNO Employee Overtime	Fieldwork	Ongoing
Summary of Objectives: To identify trends in overtime usage; review polices, procedures, and internal controls to determine whether resources are used effectively; and determine whether the SWBNO's budget is sufficient to account for anticipated personnel needs.		

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

ONGOING PROSECUTIONS:

The Investigation Division continues to assist in the criminal prosecutions of former Mayor LaToya Cantrell and Jeffrey Vappie, as well as Jon Andersen, Gabriel Thomas, and Michael Willis Jr. Updates on these cases are as follows:

Andersen, a local contractor, was arrested April 8, 2026, on four counts of forgery, seven counts of filing false public records, and three counts of online impersonation stemming from a joint investigation by the OIG and the Louisiana State Licensing Board for Contractors. The investigation found evidence to suggest that between June 2024 and June 2025, Andersen submitted multiple forged building and mechanical inspection reports using the following: a fraudulent email address created to resemble that of a third-party inspector, digitally altered photos, and modified prior inspection reports. In addition, he is suspected of uploading a forged construction contract to the City's permit system.

Thomas, a former Sewerage and Water Board of New Orleans (SWBNO) employee, pled guilty on April 2, 2026, to illegal possession of stolen property. He received a two-year suspended sentence with two years of active probation and \$1,000 in restitution. Thomas was arrested by Louisiana State Police's Troop NOLA on Dec. 27, 2024, as part of a joint investigation with the OIG into brass and copper thefts from SWBNO.

Willis, a former City tow truck driver, pled guilty on March 31, 2026, to two counts of malfeasance in office. He received a two-year suspended sentence on each count with two years of active probation and a \$400 fine. A payment status hearing is set for April 30, 2026. Troop NOLA arrested Willis in July 2025 after a joint investigation with the OIG revealed Willis was bypassing the official tow process by accepting cash payments in exchange for not towing vehicles. Willis was again arrested in September 2025 as part of the ongoing joint investigation.

BY THE NUMBERS

The Investigation Division received 14 complaints, secured one search warrant, and initiated seven record requests.

All persons are presumed innocent until proven guilty.

2026 BUDGET

Total 2026 Appropriation \$ 4,398,625

Expenditures	Spent YTD
Personnel	\$ 880,468
Operating	\$ 24,207
Total	\$ 904,675
Remaining Balance	\$ 3,493,950

SOCIAL MEDIA



Facebook and Instagram: @NewOrleansOIG

X: @NOLAOIG

LinkedIn: @OfficeofInspectorGeneralCityofNewOrleans

YouTube: @NOLAOIG1737

New Orleans Office of Inspector General
March 12 at 2:15 PM · 🌐

Today, the New Orleans OIG released a performance audit reviewing whether the New Orleans Aviation Board (NOAB) had adequate policies and procedures for managing service and maintenance contracts, and whether those procedures were effectively implemented.

OIG auditors found that NOAB had adequate policies and procedures but did not consistently implement them for all contracts. For example, a number of the contracts lacked required documentation in the City's procurement-management system, known as BRASS.

The OIG issued recommendations to strengthen contract oversight. NOAB agreed to implement our recommendations to improve operations.

Review the full report here:
<https://nolaig.gov/.../oig-report-new-orleans-aviation.../>



**New Orleans Aviation Board
Contract Audit**

FINAL REPORT

Office of Inspector General City of New Orleans
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1w • Edited • 🌐

In a March 2025 public letter, the OIG identified more than \$122M in City funds at risk of fraud, waste, and abuse due to a lack of sufficient oversight.

Yesterday, the City Council adopted Ordinance No. 35127, taking a critical step to ensure efficient and effective use of these millions of taxpayer dollars.

Requiring criminal justice agencies to use the City's BRASS procurement platform will help ensure transparent, responsible use of City money for public safety.

#NOLAOIG #Transparency #PublicSafety

<https://lnkd.in/gbMNGXWY>

'The City Council has taken an important step to ensure the efficient, transparent, and responsible use of more than \$122 million in taxpayer dollars.'

New Orleans OIG @NOLAOIG · Mar 31

The OIG has released our 2025 Annual Report! We identified \$3.9M in potential savings, flagged \$122.9M in at-risk public funds, and delivered a 104% ROI. We issued 7 reports and letters, completed major investigations, and advanced accountability. Visit nolaig.gov/reports

– Inspector General Ed Michel on the adoption of Ordinance 35127

and delivering a 104% return



**RETURN ON INVESTMENT
104%**

New Orleans OIG @NOLAOIG · Mar 31

The OIG has released our 2025 Annual Report! We identified \$3.9M in potential savings, flagged \$122.9M in at-risk public funds, and delivered a 104% ROI. We issued 7 reports and letters, completed major investigations, and advanced accountability. Visit nolaig.gov/reports

provided detailed guidance



**Monthly Report of
OIPM**

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT

March 2026



Above, the Deputy Police Monitor, Kirschelle Williams, takes notes during the March Use of Force Review Board hearing. During this hearing, the OIPM is a nonvoting member and provides input into decisions of whether force is within policy, practice, and training.

Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

During the month of March, the Office of the Independent Police Monitor (OIPM) monitored, honored, engaged, and evaluated. In this report, you will hear more about:

- How the OIPM monitored the New Orleans Police Department (NOPD) as they policed at Super Sundays and St. Joseph's night.
- OIPM monitoring of disciplinary hearings: both Captain Panel and Superintendent Committee Panel hearings.
- OIPM attending and participating in the Use of Force Review Board Hearing and the critical incident video release meetings.
- OIPM honoring NOPD employees who received awards at the 2026 Award Ceremony and awarding the second Constitutional Policing Award at the Recruit Graduation.
- OIPM engaging with the public at our community outreach events - from tabling to talking to people over coffee to presenting to City Council.

There is all this information and more in our monthly report.

A public concern that the OIPM has heard this month is about the **Drone as a First Responder program** that is currently under consideration in the French Quarter. The OIPM notes that we are not a part of that process which is being spearheaded by the French Quarter Management District (FQMD). The OIPM has received public feedback asking if our office is providing oversight to the potential program, if we can monitor the FQMD, or if this constitutes a NOPD sidestep of official processes. The short answer is **no** to all of those questions, but in this report, we will address those concerns and provide an overview of the landscape.

In March, it was reported that the position of the **Independent Police Monitor** was publicly posted and a national search had commenced. In response to that article, I have received some questions from the public that I would like to briefly answer. First, this position is an *appointed fulltime position that serves four (4) year terms* and under the city employment schedule, it is an unclassified employee. I serve under the Ethics Review Board who is responsible for hiring and termination decisions over the position. The Mayor or City Council is **not** responsible for the selection of the candidate. It is chance timing that the IPM term is up the same year that the Mayor was sworn in and currently selecting leadership for her departments. Finally, I have not resigned. I have been the Independent Police Monitor since 2022 (and an interim the year before) and being the Independent Police Monitor is a great responsibility and honor - one that I deeply appreciate and am dedicated to continuing. This month, **I formally requested reappointment for the position**. The public can learn more about the reappointment and / or selection process at the Ethics Review Board meetings which are conducted monthly and open to all.

In order to be the most responsive and relevant police monitor for the next phase of the NOPD post-Consent Decree, I would like to hear from you - our public - about the impact of our office during my tenure. You can let me know what is going right, what can be improved, where I missed the mark and when our services were most effective. This information will shape my leadership over the next term or inform the next leader as they embark on serving you.

Thank you for your continued support and let's stay safe,

Stella Cziment

Stella Cziment, Independent Police Monitor



Above, Deputy Police Monitor, Kirschelle Williams, poses with a Mardi Gras Indian at the Uptown Super Sunday in March. Behind, NOPD officers stand near their squad cars. At Super Sunday, the OIPM monitors how the NOPD polices and interacts with the Indians and event attendees.



Above, is the article regarding the IPM position.

Below, Independent Police Monitor, Stella Cziment, talks to a member of the public at the Coffee with the IPM event.



ACHIEVEMENTS, UPDATES, & WORK

OIPM Monitoring Uptown & Downtown Super Sunday & St. Joseph's Night

St. Joseph's Night and Super Sunday - both Uptown and Downtown - are annual community gatherings of Mardi Gras Indian tribes. These events are an opportunity to celebrate heritage and culture through the meetings of tribes, displays of hand-sewn suits, singing, dancing, and chanting.

The OIPM monitors the police presence at these events to ensure the NOPD honors the Ten Agreements Between NOPD and New Orleans Mardi Gras Indian Chiefs that came out of the March 15, 2011, and facilitate mediation between various Mardi Gras Indian chiefs and NOPD police chiefs and commanders. The OIPM monitors these events to make sure the police give space and respect for these culturally significant events.

The OIPM assesses how the police prepare during Roll Call, where the police stand, if sirens or lights are flashing, what roads are blocked, how the NOPD responds to incidents that may arise, and the interactions that occur between the NOPD and the Mardi Gras Indian tribes and community.

Class #206 Recruit Graduation & OIPM Sponsored Constitutional Policing Award

On March 27, 2026, the Office of the Independent Police Monitor attended the graduation of NOPD Recruit Class #206 and presented the Constitutional Policing Award to Officer Jaleel Richardson. This award, first introduced in October 2025 at the graduation of Recruit Class #205, where it was awarded to Officer Jacob Barbe, recognizes the recruit who demonstrated the strongest ability to apply the core principles of constitutional policing in reality-based training exercises.

The award is based on recruits' ability to demonstrate understanding of policy and legal standards, including the ability to properly apply reasonable suspicion, probable cause, and lawful use of force, as well as accurately document these principles in departmental reports. The NOPD Academy administers the scenario based trainings on these constitutional issues and then selects the recruit that best demonstrates excellence in these areas.

The OIPM created this award as way to positively reinforce the importance of constitutional policing as the foundation of effective, lawful, and community-centered policing. We appreciate the continued efforts of NOPD Academy staff in administering these evaluations and helping to ensure that recruits carry these principles into their work as officers.



Top and bottom left, Mardi Gras Indians dance at Uptown & Downtown Super Sunday. Top right, an officer assists a community member by putting air in a wagon tire. Bottom right, NOPD blocks traffic at St. Joseph's Night.



DPM, Kirschelle Williams, presents Officer Jaleel Richardson with the Constitutional Policing Award sponsored by the OIPM.

ACHIEVEMENTS, UPDATES, & WORK

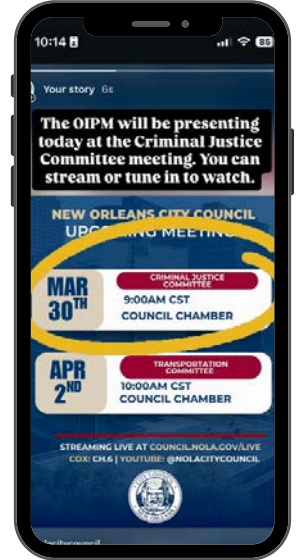
OIPM Quarterly Presentation to the City Council Criminal Justice Committee

On Monday, March 31st, the OIPM participated in the quarterly Criminal Justice Committee Stakeholder presentation as required by Ordinance Cal. No. 33,724. During this presentation, the OIPM presented relevant data regarding critical incidents and uses of force the office monitored during the first quarter of 2026. The OIPM also presented data on the number of misconduct complaints submitted, community-police mediations conducted, the number of community liaisons facilitated, the public outreach completed, and other data regarding the work product completed by the office.

The OIPM also provided updates on the projects highlighted in the OIPM budget presentation and 2026 work plan including: the open RFP for General Counsel, the expansion of the Community-District Mediation Program, the appointment process for the IPM, the awarding of the OIPM Constitutional Policing Award, the release of 2026 Work Plan, and how the OIPM monitored Mardi Gras and prepared the public by releasing an informational guide on policing changes during Mardi Gras. Afterwards, the OIPM fielded questions from the Council.

In the presentation, the OIPM informed the Council of the year-to-date complaint data. The OIPM has referred 105 misconduct complaints to Public Integrity Bureau, compared to 88 total complaints received in 2025. This information surprised some of City Council and was a point of concern in a recent post by the New Orleans Police and Justice Foundation. The OIPM would like to briefly address this concern now.

The increase in referrals is largely attributable to a higher number of complaints received from the public regarding alleged police use of facial recognition technology. These allegations are based on information posted on social media by stakeholders like Project NOLA or from information gained from public record requests that suggest police use of the technology in 2024 and 2025. The OIPM, like the NOPD's Public Integrity Bureau, does not refuse intake of misconduct allegations from the public. The OIPM and the Public Integrity Bureau will accept the allegations raised. When someone goes to the OIPM to file their complaint, the OIPM refers the allegation to the Public Integrity Bureau for them to determine how to appropriately classify the complaint. In the case of these types of allegations, some of these complaints were brought to both the OIPM and the Public Integrity Bureau at the same time - which is one of the reasons why these complaints may be classified as duplicates. The OIPM disagrees with the assertion that sharing this information or fulfilling our legal obligations will destroy officer morale or stop officer productivity. The OIPM continues to work alongside and with the NOPD leadership and police associations on policy regarding complaint classifications, screening, and formal disciplinary investigations to maintain accountability while not letting the process become too burdensome.

A screenshot of a presentation slide titled "OIPM Complaints - 2026 YTD" and "Districts - Past 12 Months". The slide features a donut chart showing "105 Complaints of Misconduct" (95.2% Civilian, 4.8% Anonymous) and a bar chart showing complaint counts by district. Below these are two line graphs: "OIPM Total Complaints 2020 - 2025" and "Complaint Totals YTD - 2021, 2021, 2023, 2024, 2025, 2026".

105 Misconduct Complaints...All bogus.

REMINDER - Today is the last day to apply as the new Independent Police Monitor. Please share.

At Monday's Criminal Justice Committee, the current OIPM advised that misconduct complaints against NOPD officers had already surpassed ALL OF 2025...mostly duplicates and mostly related to "facial recognition technology," not actual malfeasance.

At this pace, it will set a 10 year record and destroy officer morale through unnecessary internal investigations and certainly stop any productivity.

Above IPM, Stella Cziment, and DPM, Kirschelle present to the Criminal Justice Coordinating Committee at City Hall. The post on the bottom with the caption in black is a screenshot of the OIPM's presentation to City Council that was reposted by the New Orleans Police and Justice Foundation with a portion of the caption regarding the complaint referral numbers.

ACHIEVEMENTS, UPDATES, & WORK

Coffee with the IPM at St. Noir Café in St. Roch

In March, the OIPM hosted two “Coffee with the IPM” events at St. Noir Cafe in the St. Roch neighborhood on Friday, March 6th and Wednesday, March 11th. These events are informal opportunities for members of the public to speak directly with OIPM leadership about policing, oversight, and the services our office provides. We greatly appreciate all of the community members and coffee drinkers who took the time to join us, ask questions, and engage in meaningful conversation.

This month at St. Noir Cafe, the OIPM connected with current and past members of the Police Community Advisory Boards (PCAB) in the First and Fifth Districts, mediators from our Community-Police Mediation Program, and representatives of a reentry nonprofit that works with individuals returning from incarceration, among many others. We appreciate these conversations - they are an opportunity to learn from the community what matters to them about the way they are policed, what questions they may have, and discuss potential partnerships for these groups and our office or the NOPD. We encourage you to check out these Coffee with the IPM events yourself and talk to us about how the NOPD is serving you.

If we missed you at these coffees, there will be more opportunities to connect. Stay tuned for details on our next Coffee with the IPM.

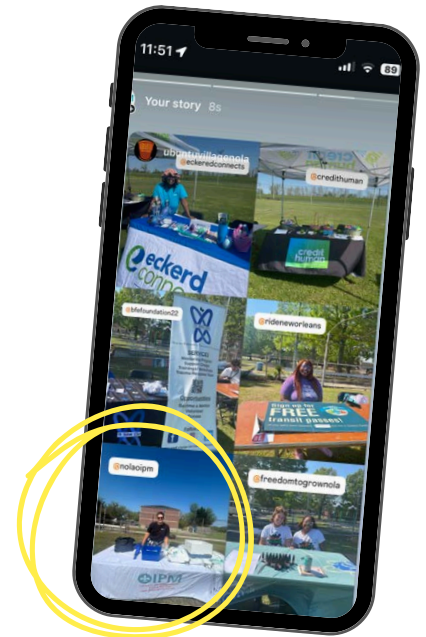


Above, the IPM, Stella Cziment, the DPM, Kirschelle Williams, and the Community Engagement Specialist, Kiah Howard, talk to people about the OIPM at St. Noir (Stella is seated due to an ankle injury).

From St. Roch to Algiers, OIPM is Out There: OIPM Tabling at Neighborhood Events

In March 2026, the OIPM participated in two community outreach events: tabling at the Ubuntu Village “Heal the Block” event in the Cut Off neighborhood and the Better New Orleans Block Party in the St. Roch neighborhood. These events provided valuable opportunities for OIPM staff to engage directly with community members and other service providers, share information about the office’s role in police oversight, and answer questions about the complaint process and available services.

Through these interactions, OIPM staff were able to build connections, listen to community concerns, and increase public awareness of the office’s work. Outreach efforts like these remain an important part of ensuring transparency, accessibility, and trust between the community and police oversight processes.



OIPM Posts RFP: Seeking General Counsel

The OIPM is currently seeking a General Counsel for the office. This position will be filled through a contractor agreement. Interested individuals should submit a proposal through the City’s procurement site or by visiting the following link: <https://bit.ly/RFOIPMLawyer>.

The ideal candidate will have experience working within governmental and administrative systems, including familiarity with the Civil Service Commission and public records laws. Experience in employment law and the ability to provide guidance on constitutional issues are also strongly preferred.

The deadline to submit proposals for this opportunity is **April 20, 2026**.

ACHIEVEMENTS, UPDATES, & WORK

Update: the French Quarter Management District Funds Police Drone Program

The OIPM frequently receives questions regarding policing changes or announcements that may not include our office - such as when there are partnerships with other law enforcement agencies or when stakeholders engage on policing issues. Though the OIPM does not provide direct oversight to these matters - our office may provide information to the public in response to questions we receive or calls for our involvement. In that vein, the OIPM is now sharing public information regarding a vote that occurred in March to supply additional drones to the NOPD.

In March, the French Quarter Management District (FQMD) voted to fund the purchasing of additional drones and docking stations for the 8th District Police Station - located in the French Quarter. These drones are to be utilized to respond to 911 calls in the area prior to the arrival of police officers - commonly called the "Drones as First Responders" program. This is similar to initiatives utilized by neighboring parishes. As this vote occurred, the public reached out to the OIPM and asked how oversight may be involved in these decisions.

What Is FQMD? Does OIPM Provide Oversight to the FQMD Decisions?

First, the OIPM does not provide any oversight to the French Quarter Management District (FQMD) or any other taxing district that funds policing efforts. FQMD is a state-created entity - it is within the Louisiana taxing district structures - that exists to levy and collect money from businesses and residents in that neighborhood (through the French Quarter Economic Development District) and then to use those funds to take actions on behalf of that neighborhood for improvements, safety, and the presentation of the French Quarter. In the past, the FQMD board funded twenty-four hour patrol coverage of the French Quarter partly through the "Quarter for the Quarter" sales tax, bought equipment for the NOPD including patrol vehicles, coordinated and funded street light and street markings repair, and coordinated the revamping of the Spanish Tiles in the French Quarter. FQMD decisions are made through a board which holds public meetings. The OIPM views FQMD as a policing stakeholder and communicates with this stakeholders on policing concerns as needed.

What Happens Next

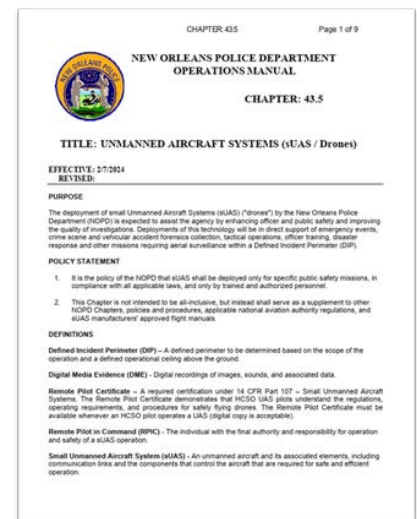
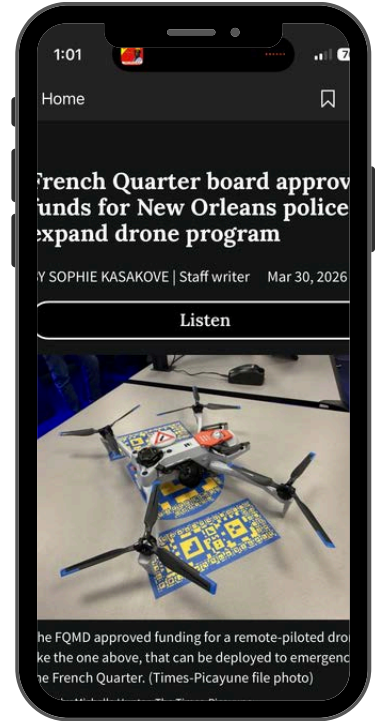
Now, this proposal will go before City Council on April 16th for a special vote. Members of the public can stream or attend this meeting and provide public comment. This matter will go before City Council because it involves funds levied through the French Quarter Economic Development District of which the City Council is a member.

Does the NOPD Already Have Drones?

Yes, NOPD already has drones - approximately 9 drones - that are deployed pursuant to NOPD policy Chapter 43.5: Unmanned Aircraft Systems. Any additional purchased drones will be operated in accordance with this policy and Federal Aviation Administration (FAA) requirements. The OIPM provided input into the development and updating of Chapter 43.5 and continues to provide accountability.

Do Drones Record? If so, why?

Yes, drones record flight plans and all commands that the drone operators do. This ensures accountability and a recorded audit trail of where the drone went, where it stopped, what it viewed, and who was in command of the equipment.



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

	2026	2025	2024	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2026
Civilian Complaint Count	101	15	37	33	14	14	10	22	6	8	26.00
Police Complaint Count	0	0	0	0	0	0	0	0	4	1	0.50
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	4	4	8	8	3	9	2	0	0	0	3.80
Community Liaison Count	5	2	3	10	3	6	18	11	1	3	6.20
Case Monitoring Count	0	2	0	2	6	1	7	0	5	4	2.70
Case Review Count	0	0	0	0	4	0	1	1	1	0	0.70
Contact Only Count	7	14	28	18	9	1	3	6	0	2	8.80
Disciplinary Hearing Count	12	8	9	10	7	4	5	6	12	12	8.50
Critical Incident Count	1	2	3	1	3	3	3	4	1	5	2.60
Firearm Discharge Count	1	2	3	1	4	2	3	3	1	2	2.20
Lvl 4 Non-Critical	2	3	3	3	4	2	5	0	0	0	2.20
Force Monitoring*	3	1	0	1	0	0	0	0	0	0	0.50
Mediation Count	7	9	1	3	3	5	7	8	1	6	5.00
Commendation Count	0	1	2	1	0	0	0	0	0	0	0.40
Grand Total	143	63	97	91	60	47	64	61	32	43	70.10

	Mar 2026	Mar 2025	Mar 2024	Mar 2023	Mar 2022	Mar 2021	Mar 2020	Mar 2019	Mar 2018	Mar 2017	2017-2026 Average
Citizen Complaint Count	5	4	11	11	6	5	1	11	2	4	6.00
Police Complaint Count	0	0	0	0	0	0	0	0	0	0	0.00
Civilian w/in NOPD	0	0	0	0	0	0	0				0.00
Anonymous Complaint	1	1	2	5	2	2	0				1.86
Community Liaison Count	2	1	1	3	0	3	2	6			2.25
Case Monitoring Count	0	0	0	0	2	0	1	0	3	1	0.70
Case Review Count	0	0	0	0	3	0	1	0	1	0	0.50
Contact Only Count	5	2	13	5	3	0	0	3	0	0	3.10
Disciplinary Hearing Count	7	1	7	3	0	1	2	2	3	3	2.90
Critical Incident Count	1	0	1	0	0	2	0	2	1	0	0.70
Firearm Discharge Count	1	0	1	0	0	1	0	1	1	0	0.50
Lvl 4 Non-Critical	0	2	0	0	0	1	2				0.71
Force Monitoring	1	0	0	0							0.25
Mediation Count	0	4	1	3	3	2	2	6	1	2	2.40
Commendation Count	0	0	2	1	0	0	0	0			0.38
Grand Total	23	15	39	31	19	17	11	31	12	10	20.80

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

CURRENT BUDGET



OIPM Budget Description	Amount
Personnel	\$1,004,374.00
Operating	\$186,663.00
2026 Total OIPM Budget	\$1,191,037.00
2026 Total OIPM Budget	\$1,191,037.00
Amounts Spent to Date:	\$217,716.00
Unexpended funds	\$973,321.00

MISCONDUCT WORK

Relevant Definitions

Complaint

A complaint is an allegation of misconduct filed against a NOPD officer(s) by a member of the 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 the public). The complainant does not need to be personally affected by the incident.

OIPM Complaint Codes

When the OIPM receives a complaint referral, the OIPM organizes the complaint according to the source of the complaint.

- Civilian based complaints are classified as: CC.
- Complaints from police officers are classified as: PO.
- Complaints from civilians working within the NOPD are classified as: CN.
- Anonymous complaints are classified as: AC.

Misconduct

Officer action or failure to take action that violates any rule, policy, procedure, order, verbal or written instruction of the NOPD or is a violation of any city ordinance, state or federal criminal law. Misconduct includes, but is not limited to:

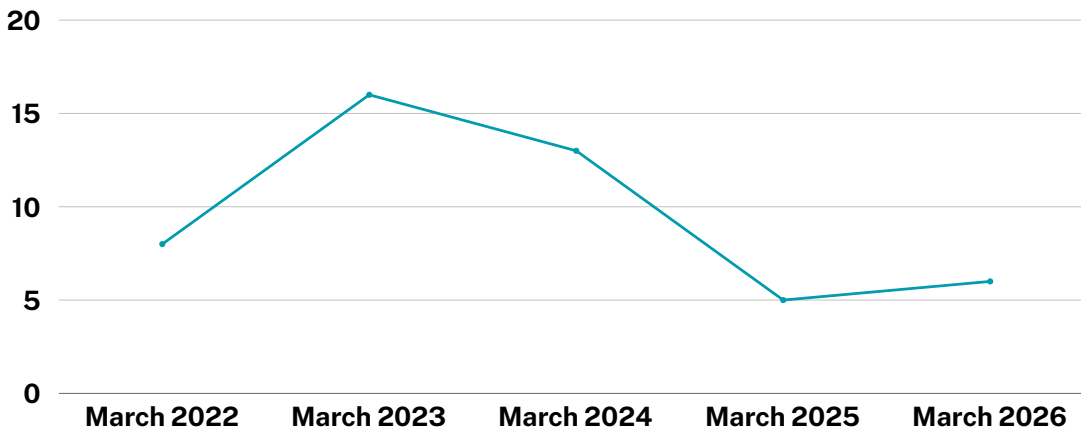
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification of records
- Inappropriate language or attitude
- Harassment
- Interference with Constitutional rights
- Neglect of duty
- Discrimination in the provision of police services or other discriminatory conduct on the basis of race, colors, creed, religion, ancestry, national origin, gender, sexual orientation
- Theft
- Retaliation for filing complaint with NOPD or the OIPM

Complaint Procedures

The OIPM does not verify the statements made during complaint intake or agree with the statements provided by the complainant. The OIPM strives to accurately capture the words, emotions, goals and narrative shared by the complainant and selects the policy, practice, or rule that each allegation of behavior / incident could have violated if determined to be true. OIPM personnel may review information in NOPD systems regarding the interaction complained of, including body worn camera video, in car camera video, electronic police reports and field interview cards. The OIPM may include information obtained from NOPD information systems in the complaint referral.

The OIPM assesses whether in the information provided should be provided confidentially or if the OIPM would recommend covert operations conducted by the Special Investigation Squad (SIS). Anything shared in this report is public information.

Complaint Totals - March



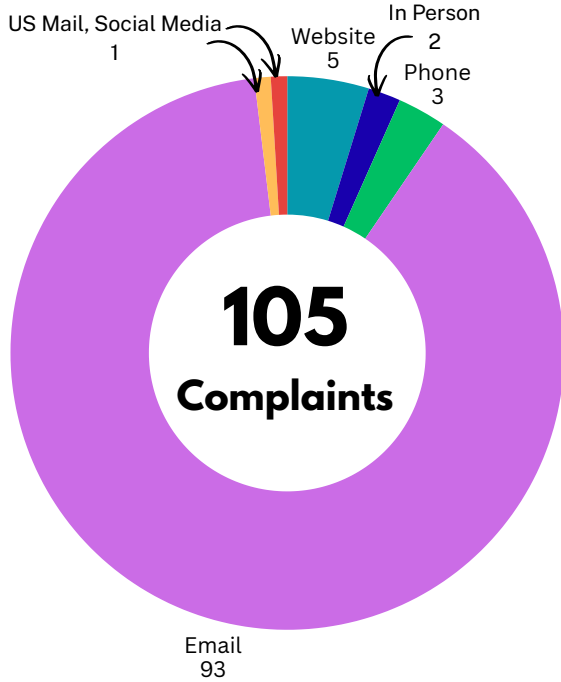
6

**Total Complaints
Received this
month**

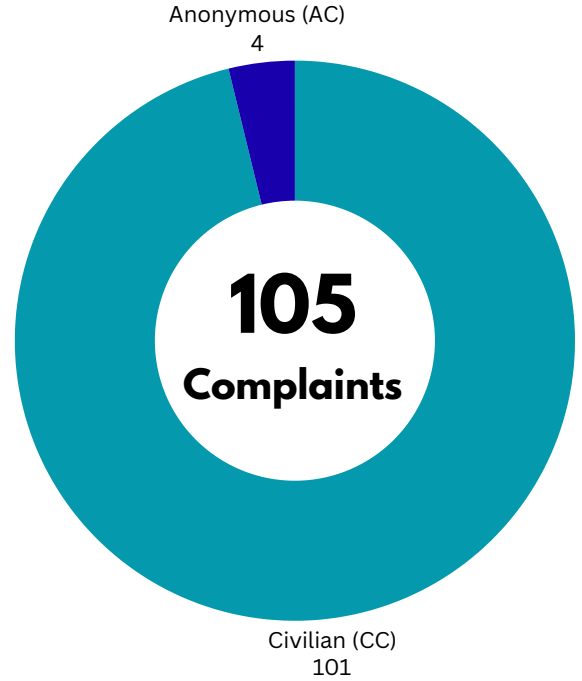
105

**Total Complaints
Received This
Year**

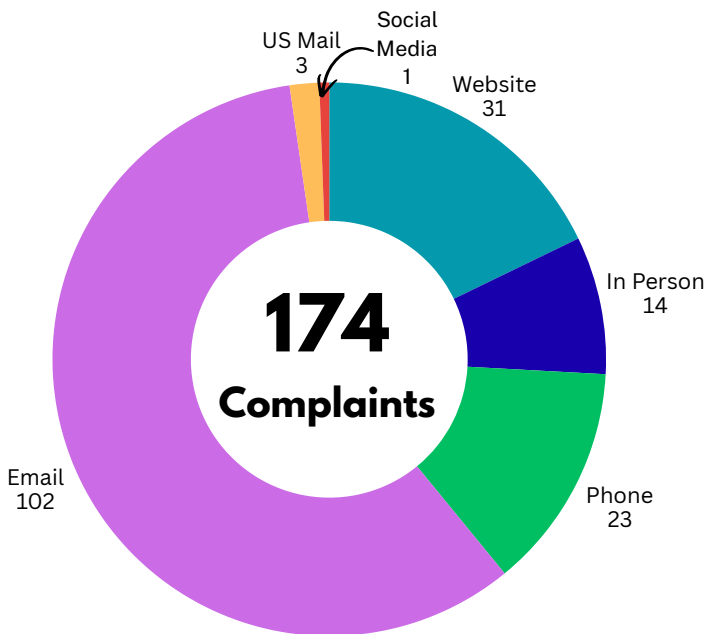
Complaint Intake Source - 2026



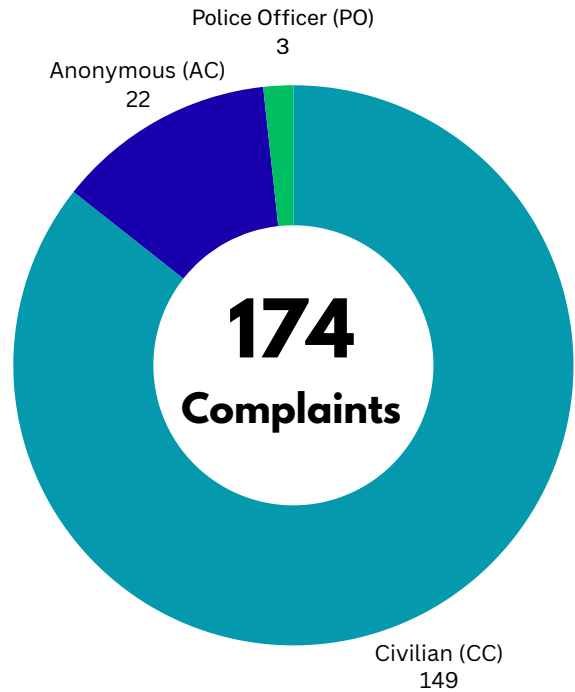
Complainant Type - 2026



Complaint Intake Source - Past 12 Months

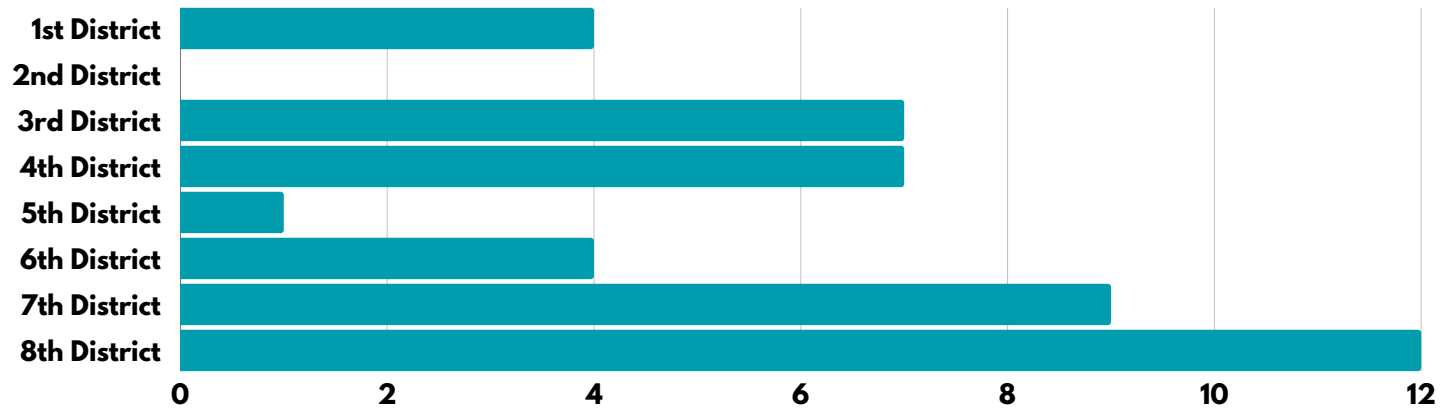


Complainant Type - Past 12 Months

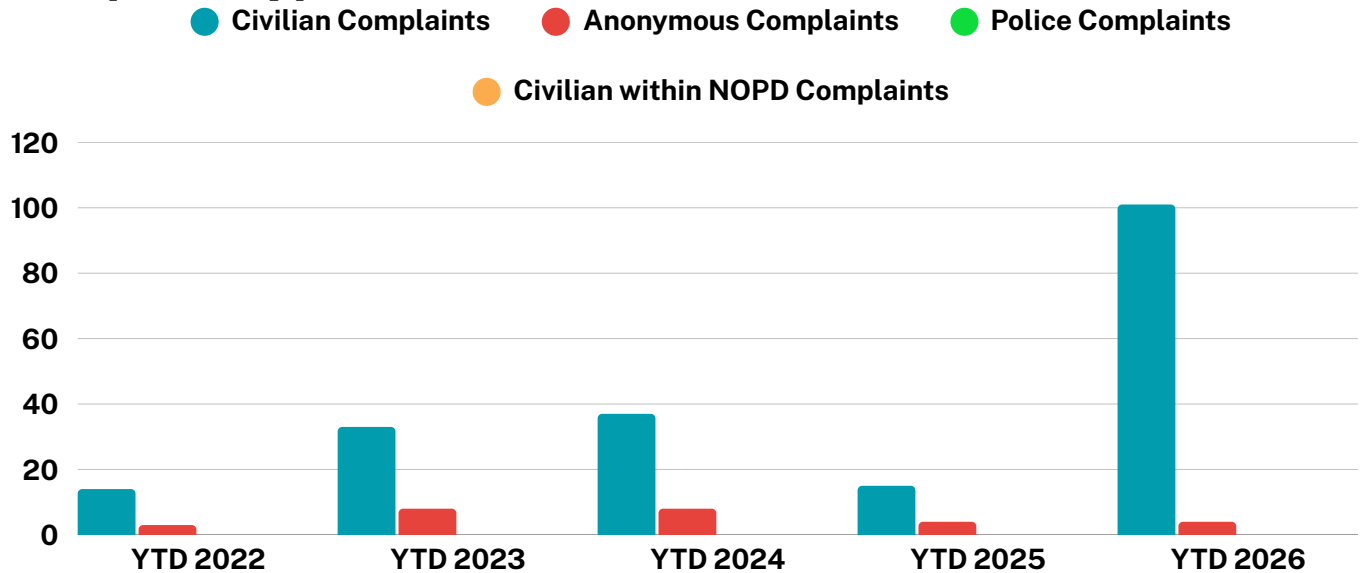


Districts - Past 12 Months

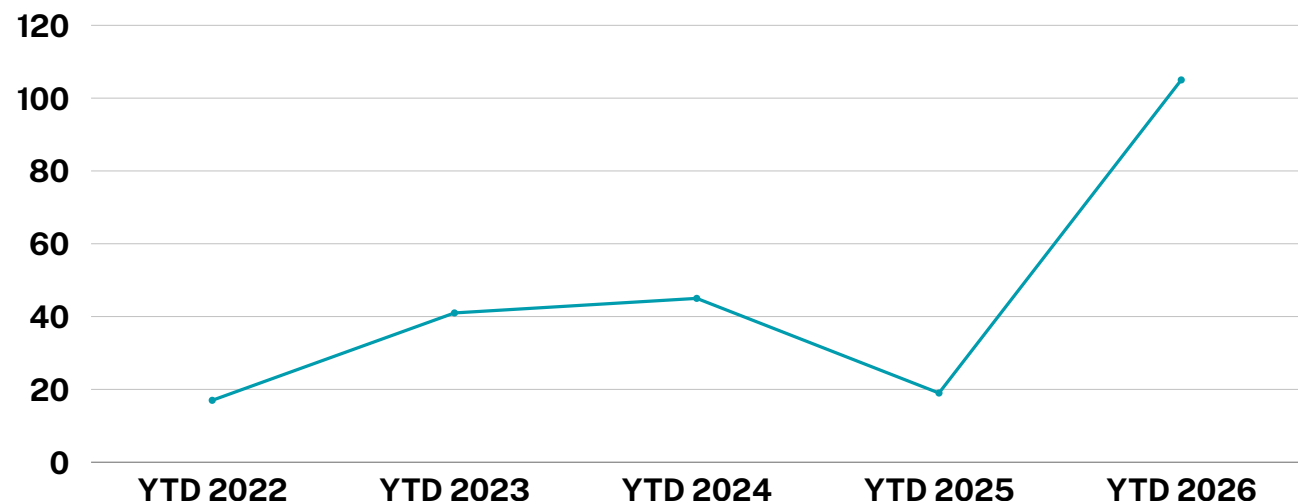
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



Complaint Type YTD - 2022, 2023, 2024, 2025, 2026

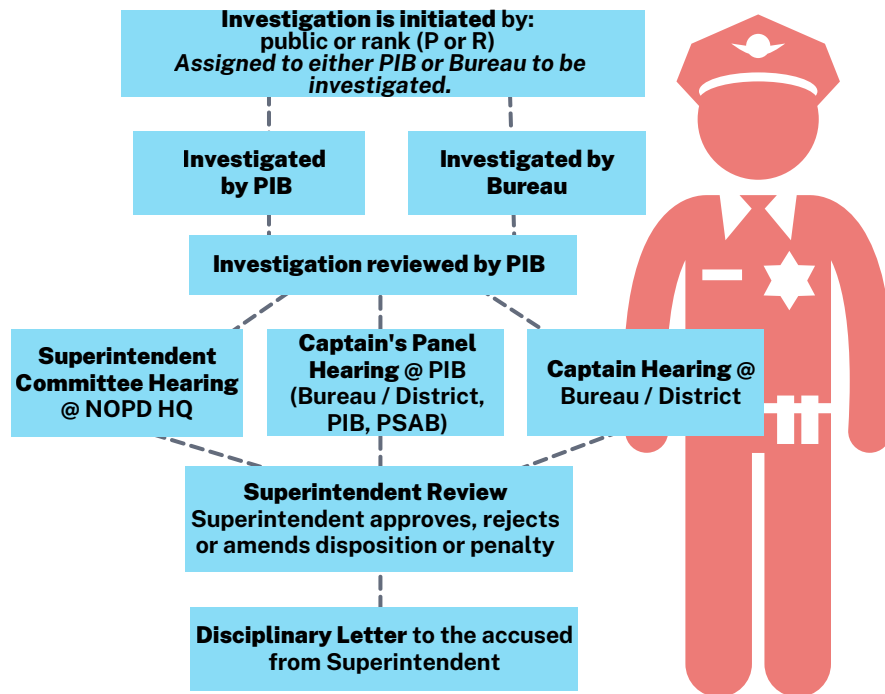


Complaint Totals YTD - 2022, 2023, 2024, 2025, 2026

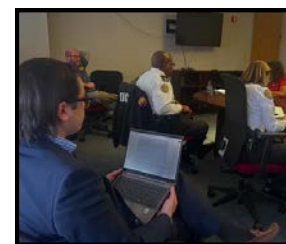


DISCIPLINARY PROCEEDINGS

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.

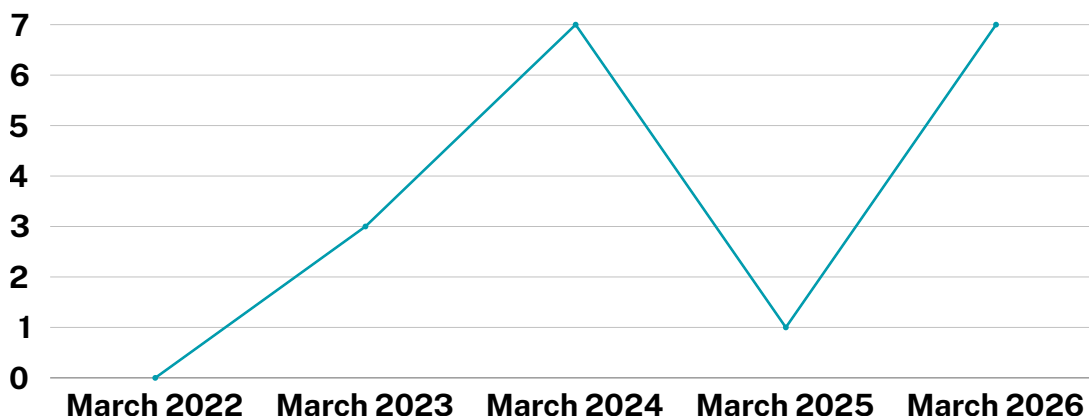


The OIPM may monitor the process conducted by the PIB or by the Bureau; however, under the MOU, there are detailed directions regarding how the OIPM is notified of investigations by the PIB and similar protocol does not currently exist for Bureaus. For that reason, the OIPM tends to be more involved 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.



Above, Misconduct and Discipline Specialist, Christian Jamal, monitors a Captain's Panel Hearing in March at PIB Headquarters.

Disciplinary Proceedings - March



7

**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 force by an NOPD officer resulting in death; and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD.

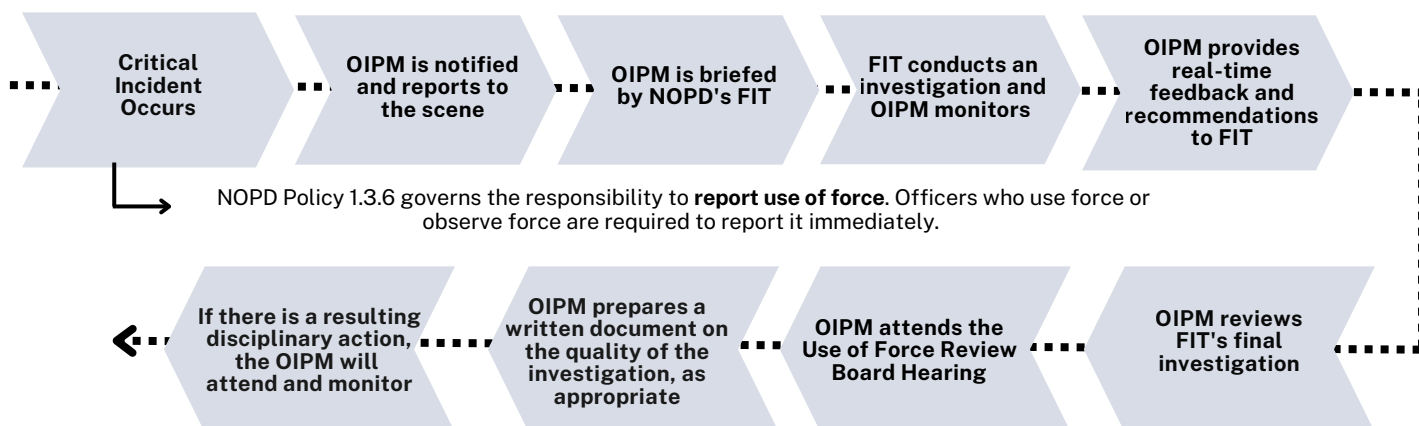
Use of Force

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

Levels of Force

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

Critical Incident / Use of Force Chain of Events

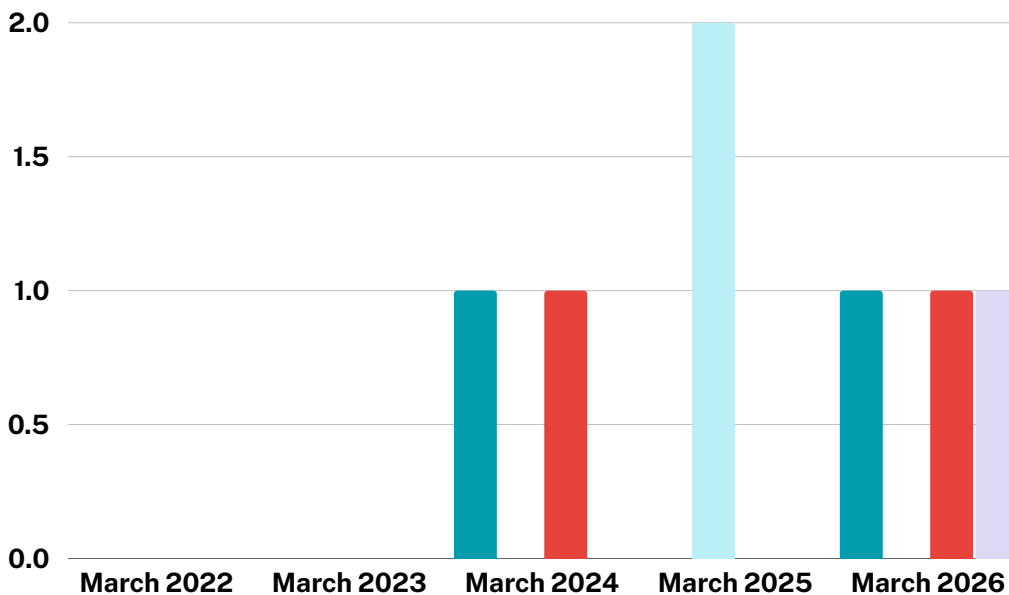


Use of Force Work

Use of Force monitoring and reviews are an opportunity for the OIPM to conduct a qualitative assessment of an investigation to ensure thoroughness, timeliness, fairness, transparency, accountability, and compliance with law and policy. 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 2022, 2023, 2024, 2025, 2026



1

Firearm Discharge this Month

1

Critical Incidents this Month

0

Level 4 Non-Critical Use of Force this Month

1

Additional Force Monitoring this Month

COMMUNITY-POLICE MEDIATION

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.

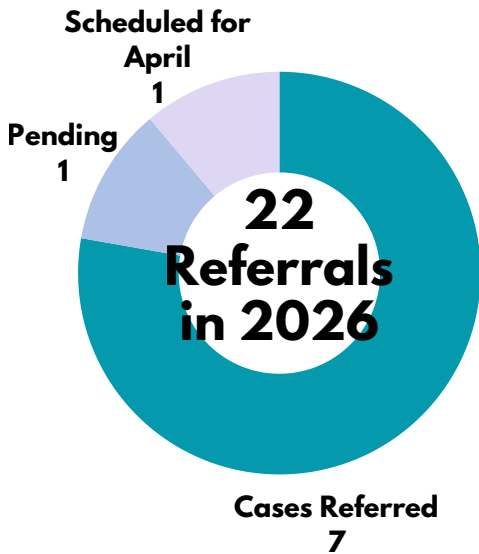
Voluntary

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.

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.

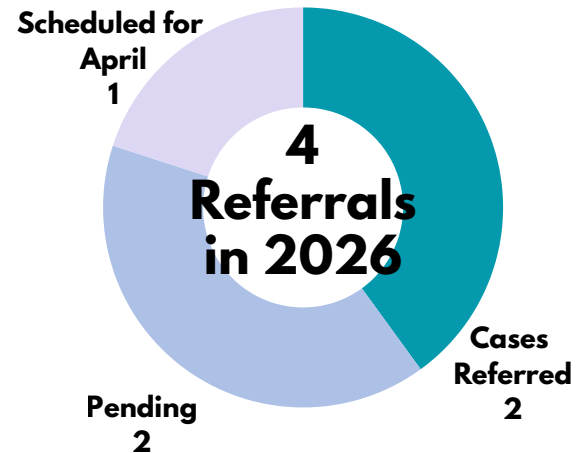
Mediation Numbers - March



Post-Investigation / Cleared by Camera (CBC) Mediation Numbers - March



Community District Based Mediation Numbers - March



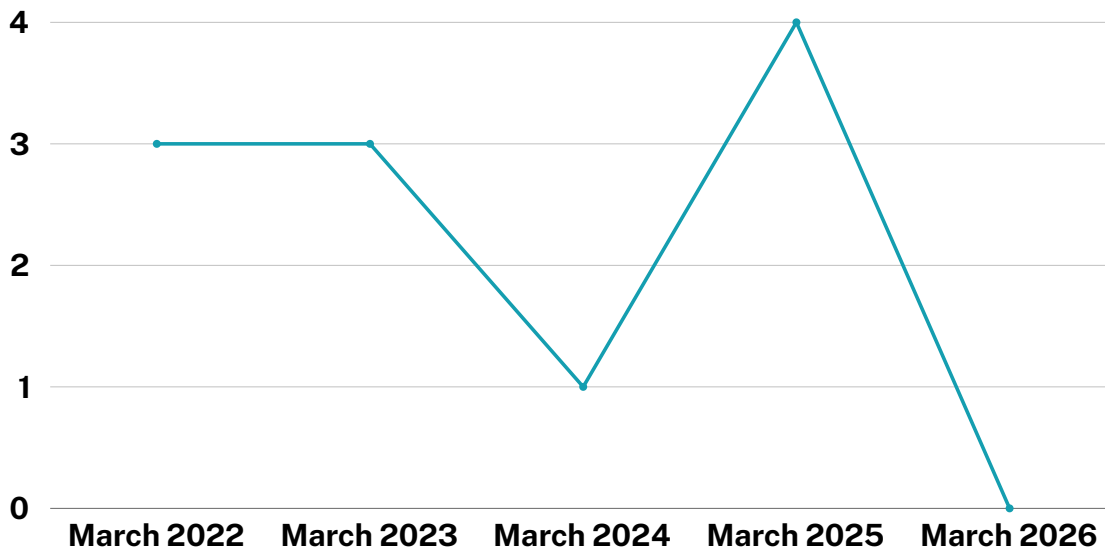
Non-judgmental
Confidential
Voluntary



Mediation is:

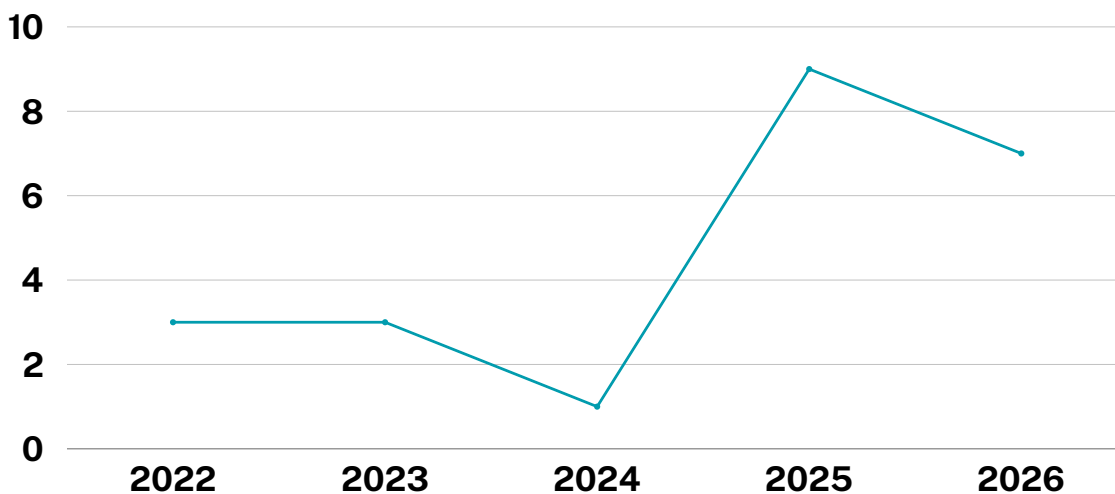
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are 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.

**Total Mediations Held This Month
2022, 2023, 2024, 2025, 2026**



0
**Total
Mediations
Held this
month**

**Total Mediations Held YTD In
2022, 2023, 2024, 2025, 2026**

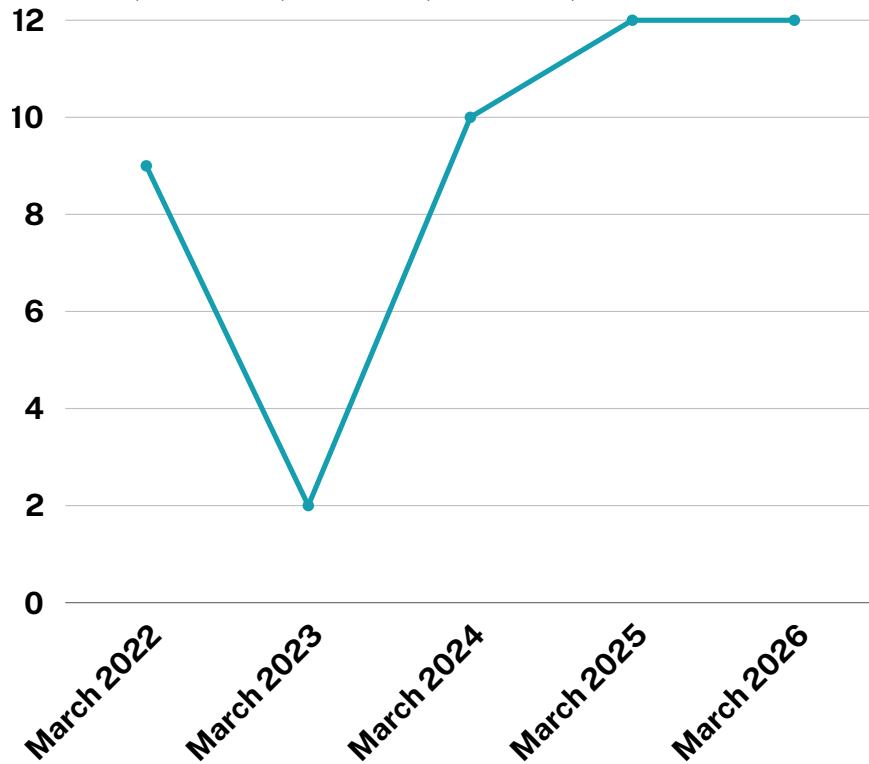


7
**Total
Mediations
Held YTD**

COMMUNITY ENGAGEMENT

The community is vital to police oversight and the center of the work conducted by the OIPM. In the Memorandum of Understanding, the OIPM committed to developing relationships with community and civil groups to receive civilian and anonymous complaints, meeting with police associations, and conduct public outreach meetings and engagement activities. In this section of the Monthly Report, the OIPM explains the community outreach and public events that the OIPM coordinated or participated in the last month.

Outreach - March 2022, 2023, 2024, 2025, 2026



12

Total Outreach Events this Month



Outreach Events

- IPM Stella Cziment and Community Engagement Coordinator Kiah Howard attended Vera Institute of Justice Louisiana 20 Year Anniversary
- Coffee with the IPM @St. Noir Cafe in St. Roch - 3/6 & 3/11
- NOPD Award Ceremony
- Monitored Uptown Super Sunday
- Attended the New Orleans Homeless and Houseless Advocacy, Research, and Rights Monitoring Meeting on S. Rendon St.
- IPM Stella Cziment interview w/ Associated Press re Facial Recognition
- Monitored Uptown St. Joseph's Night
- Mediator Happy Hour @ Clesi's Seafood
- NOPD Graduation Recruit Class #206
- Tabled @ Heal the Block: Algiers
- Tabled @ Better New Orleans Block Party
- Monitored Downtown Super Sunday



If you want to listen our Monitor's Mic programming, it is all available online. You can listen on the OIPM website:

<https://nolaipm.gov/the-monitors-mic/>

**Monthly Report of
Ethics Trainer**



ERB
ETHICS REVIEW BOARD



APRIL 2026

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



APRIL HIGHLIGHTS

ETHICS LIAISON AND TORCH AWARDS PROGRAM

Ethics Liaison Award

A recipient of the 2025 Ethics Liaison Award has been chosen! The 2025 Ethics Liaison Award will be bestowed upon:

Jasmine C. Henderson
Assistant HR Manager
City of New Orleans Department of Sanitation

Ms. Henderson has consistently ensured that her division achieves 100% compliance with mandatory ethics training. She stages her department's annual large training sessions and works with the ERB Trainer to facilitate small training sessions for employees who are otherwise unable to attend the department's main training session.

It is our pleasure to recognize Ms. Henderson for her dedication to ensuring that her division receives its annual education.

Ms. Henderson will be receiving her award at the next Ethics Review Board meeting.



APRIL HIGHLIGHTS

ETHICS FOR ONBOARDING

Fostering a culture of ethical behavior among public employees should begin on their first day of service. Accordingly, the Ethics Division is developing a plan to incorporate an ethics document into onboarding materials provided to all new staff. The sheet will cover the most important concepts that one would need to know in order to recognize potential violation situations while they are still getting acclimated to their new roles. This initiative will require close collaboration with the city government's Employee Relations office, with implementation targeted for the final quarter of 2026.

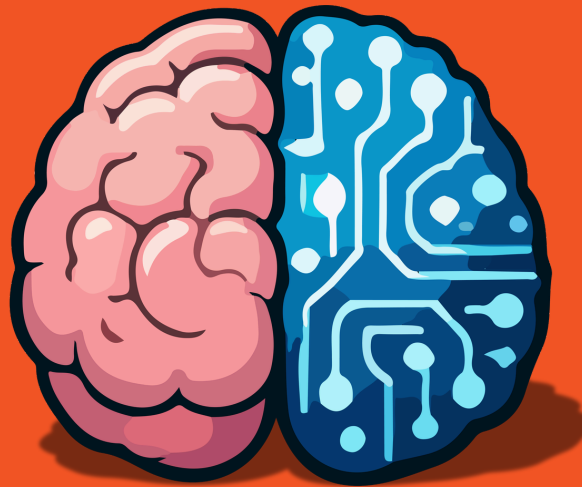




APRIL HIGHLIGHTS

ARTIFICIAL INTELLIGENCE: ETHICAL USE

As global attention increasingly turns to the rapid proliferation of artificial intelligence in everyday life, it is imperative that public employees understand how to use this technology ethically in the performance of their duties. The Training Division is currently developing an in-depth educational session on this topic. Given the pace of ongoing technological developments, this issue cannot be overlooked. It is in the best interest of all to be equipped with the necessary tools to use these technologies with integrity and mindfulness.



This initiative will also require collaboration with another of the city's departments, the Office of Information Technology and Innovation. Their expertise will be essential in developing content that addresses the most relevant and common scenarios.

**Monthly Report of
Executive
Administrator**

MEMORANDUM

To: Ethics Review Board
City of New Orleans

From: Dane S. Ciolino
Executive Administrator and General
Counsel

Date: May 1, 2026

Re: *Monthly Report for April 2026*



I. COMPLAINTS AND REQUESTS FOR ADVISORY OPINIONS

The ERB currently has seven (7) open complaints. 2025-07 through 2025-08, and 2026-01 through 2026-05.

II. APPOINTMENTS TO ERB

The mayor has appointed the following new members to the ERB: Nick Harris (Dillard); Ceeon Quiett-Smith (SUNO); Cherrell Sims Taplin (Loyola); Vorris Vigee (Xavier).

Future term expiration dates: Brown (June 30, 2030) (Tulane); Callia (June 30, 3026) (UNO).

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

Neither Mayor Moreno nor the City Council has taken action to fill vacancies on the QARAC for the OIPM.

Note that on April 14, 2025, the ERB unanimously voted to appoint Sheridan Cooper of SUNO to serve as the ERB's appointee to the QARAC for the OIPM. Also on that day, the ERB unanimously voted to appoint Vanessa Rodriguez of SUNO to serve as the ERB's appointee to the QARAC for the OIG.

IV. BUDGET-TO-ACTUAL REPORT

The budget-to-actual financial report is attached.

DCIOLINO Budget to Actual Report

Analysis / Account Analysis Settings / DCIOLINO Budget to Actual Report

Year	Period *	Thru Period
<input type="text" value="2026"/>	<input type="text" value="1_2026"/>	<input type="text"/>
System	<input checked="" type="checkbox"/> Suppress Zero Rows	<input type="checkbox"/> Use LTD Beginning Balance
<input type="text"/>		

NOLA Chart In USD

Structures

NOLA Chart In USD

<input type="checkbox"/>	Display Object	Description	Chart Section	2026 Budget	2026 Actual
<input type="checkbox"/>	+ 100	Assets	Balance Sheet	0.00	0.00
<input type="checkbox"/>	+ 200	Liabilities	Balance Sheet	0.00	3,782.40
<input type="checkbox"/>	+ 300	Fund Balance	Balance Sheet	0.00	17,294.60
<input type="checkbox"/>	+ 500	Revenue	Income Statement	0.00	0.00
<input type="checkbox"/>	- 600	Expenses	Income Statement	281,640.00	17,294.60
<input type="checkbox"/>	+ 600-A	Salaries and Wages	Income Statement	190,448.00	17,294.60
<input checked="" type="checkbox"/>	- 600-B	Operating	Income Statement	91,192.00	0.00
<input type="checkbox"/>	6002600	Miscellaneous	Income Statement	91,192.00	0.00

Item 1

Edward Michel, CIIG

525 St. Charles Avenue, New Orleans, LA 70130 | Emichel@nola.ig.gov

Profile

Results-driven Inspector General offering more than 30 years of local and federal law enforcement expertise in the mitigation of fraud, waste, abuse, public corruption and civil rights violations. Accomplished Communications Program Manager versed in the successful utilization of social media to educate and protect the public from current and emerging threats.

Former FBI Hurricane Katrina Fraud Task Force Coordinator, Inspector-In-Place and Media Spokesperson with a proven record of accomplishment in leading United States Intelligence Special Agent's in the successful disruption and dismantlement of Transnational Organized Criminal and Terrorist Organizations.

Proven success in rehabilitating organizations under duress from poor leadership and restoring critical stakeholder collaboration resulting in improved office-wide transparency, mission critical success and inter-agency collaboration.

Areas of Expertise

- Developmental leader
- Mitigation of Civil Rights violations
- Mitigation of fraud, waste, and abuse
- Mitigation of public corruption
- Senior-level media spokesperson
- Budget origination / implementation
- Social media coordination
- Project planning / policy origination
- Tulane Professor / Risk Management and Threat Assessment
- Community collaboration with diverse populations
- Diversity and training program manager

Experience

INSPECTOR GENERAL | 11/2021 - Current

City of New Orleans - New Orleans, Louisiana

- Directed the efficient collection, analysis and dissemination of information to identify and mitigate fraud, waste, abuse and public corruption.
- Repaired strained stakeholder relationships while retaining effective employees.
- Directed and implemented the OIG Annual Work Plan to ensure compliance, reputational, organizational and financial risks were identified and mitigated in an efficient and effective manner.
- Oversaw an initiative which recovered \$1M of City funds that were transferred to a non - profit.
- Enhanced operational and administrative critical mission success of the OIG Audit, Investigations, Evaluations and IT Division's resulting in more than \$3.9M in potential savings to the City for 2022.
- Expanded partnerships with United States Law Enforcement Agencies which facilitated federal indictments of public employees who were using their public office for personal gain.
- Created and oversaw an initiative which identified more than 300 properties whose owners were facilitating Homestead Exemption Fraud which resulted in the reassessment of properties resulting in a recovery of substantial funds to the City.
- Initiated and implemented significant improvements to budget refinement, IT infrastructure and personnel augmentation which resulted in a 400 % increase in OIG report productivity.
- Developed and implemented an OIG website that clearly communicates the expertise and accomplishments of the Office of Inspector General.

- Enhanced OIG Social Media presence on several platforms to inform the public about fraud, waste and abuse.
- Recruited and hired several staff positions resulting in a 40% increase in OIG personnel.
- Selected and oversaw the actions of OIG General Counsel which successfully established OIG jurisdiction in the Louisiana Fourth Circuit Court of Appeals as well as successful employment court proceedings in New Orleans Civil Service Court and Louisiana Supreme Court as well as the United States District Court.

INTERIM INSPECTOR GENERAL | 11/2020 - Current

City of New Orleans - New Orleans, LA

- Restored OIG operational and administrative critical mission success during a chaotic transition.
- Repaired strained stakeholder relationships caused by disruptive and unproductive OIG employees.
- Regained trust and confidence of U.S. Federal Law Enforcement Agencies which facilitated federal indictments of government officials who were utilizing their public office for personal gain.
- Developed and implemented an operational budget ensuring limited resources were utilized in an efficient manner fostering transparency with the Ethics Review Board.
- Assessed, developed and implemented cyber intrusion testing procedures with the Department of Homeland Security. Applied necessary measures ensuring secure OIG bulk data acquisition, storage and transmission.
- Developed and implemented a communications plan to inform the Ethics Review Board, City Council and the public concerning the initiatives of the OIG.
- Implemented and coordinated a collaborative effort between OIG Audit, Evaluations, Investigations and Administrative Divisions which improved productivity and transparency.
- Restored confidence with the Quality Assurance Review Committee regarding the future operational tempo of the New Orleans Office of Inspector General.
- Established the New Orleans Office of Inspector General Citizens Academy enabling for significant engagement and collaboration with business, civic and religious leaders.

FIRST ASSISTANT OF INVESTIGATIONS & IT PM | 11/2019 - 11/2020

Office of Inspector General - New Orleans, LA

- Formulated and implemented a plan to investigate and mitigate allegations of misconduct by New Orleans Police Department executive personnel.
- Incorporated the use of social media to educate the public about fraud, waste, abuse and public corruption.
- Provided leadership, guidance and direction concerning investigative strategies to combat fraud, waste, abuse and public corruption.
- Assessed strengths and weaknesses of IT protocols and implemented strategies to ensure the successful accumulation, transmission and storage of sensitive bulk data.

ASSISTANT SPECIAL AGENT IN CHARGE | 07/2012 - 11/2019

Federal Bureau of Investigation, FBI - Houston, TX

- Mitigated significant threats to the Homeland as the FBI executive leader of the financial institutional fraud, criminal, counterterrorism and counterintelligence programs.
- Formulated, approved and implemented tactics and strategies concerning criminal and administrative operations of the FBI Houston Field Office, to include Corpus Christi, Bryan College, Texas City and Beaumont satellite offices.
- FBI Inspector-In-Place ensuring compliance with financial management protocols. Led investigations of employee misconduct to include Equal Employment Opportunity Act and Office of Professional Responsibility violations.
- Directed FBI Houston Community Outreach and Media Programs to build a broad based coalition in a diverse cultural environment.
- Recommended and established program and personnel resource allocations, in accordance with DOJ Threat Review Prioritization principles.
- Conducted threat assessments concerning Critical Infrastructure integrity to include port and border vulnerabilities.

SPECIAL ASSISTANT TO THE ASSISTANT DIRECTOR | 12/2010 - 07/2012

FBI Headquarters - Washington, DC

- Standardized and implemented improved metrics data to enable the FBI Assistant Director to communicate the successes of a 2000 member entity with a significant operating budget to the U.S. Congress, House Oversight

Committee and the General Accounting Office.

- Significantly improved operational coordination of FBI Intelligence Analysts and Information Technology personnel resulting in enhanced electronic tracking and mitigation of terrorists.
- Developed scorecard proficiencies to determine correlation between expenditure of resources and successful disruptions of risks.
- Coordinated joint duty operations between multiple agencies of the United States Intelligence Community and International Law Enforcement Agencies to identify and mitigate threats to the Homeland and abroad.
- Prepared and submitted annual budgets for review by the U.S. Congress and Government Accountability Office.

SENIOR SUPERVISORY RESIDENT AGENT IN CHARGE | 10/2007 - 12/2010

FBI - Baton Rouge, LA

- Repaired strained relationship with the United States Attorney which resulted in expedited grand jury indictments and prosecutions.
- Identified risks through sophisticated investigative techniques which mitigated systemic public corruption resulting in the convictions of police officers and senior city prosecutors who were using their public office for personal gain.
- Established FBI Baton Rouge as the primary law enforcement leader in the area and was awarded the Integrity Award for my relentless pursuit of fraud, waste and abuse by the Office of Inspector General, H.H.S.
- Created and led the Baton Rouge Public Corruption Task Force which mitigated systemic corruption within the Baton Rouge Capitol.
- Directed organized and violent crime investigations, to include kidnappings, bank robbery, major theft, fugitive, and child abduction matters.
- Led the FBI Baton Rouge Resident Agency to include Special Agents, Task Force Officers and Intelligence Analysts in the mitigation of police corruption and health care fraud.
- Established the Financial Institution Fraud Task Force and Health Care Strike Force ensuring mitigation of insider threats.

SUPERVISORY SPECIAL AGENT | 11/2005 - 10/2007

FBI - Washington, DC

- Developed a minimal internal control system to protect the integrity of Indian Gaming, a \$26 billion dollar a year industry which exceeded the combined revenues of Atlantic City and Las Vegas casinos.
- Developed, and implemented a national training agenda for 430 Indian Casinos to mitigate the most prevalent threats facing Indian Gaming to include public corruption, fraud, and forensic analysis as well as organized crime.
- Recruited and led several United States Intelligence Community members by combining the resources of more than 20 agencies to safeguard Indian Nation Resources. Successfully implemented Indian Gaming Regulatory Act requirements established by the U.S. Congress.
- Mitigated Crimes on the High Seas by securing U.S. interest in collaboration with U.S. allies abroad.
- Developed and implemented an operational regulatory unit to conduct audits to comply with U.S. Congressional requirements of the Child Protection and Obscenity Act to prevent the exploitation of children.

SPECIAL AGENT | 12/1996 - 11/2005

FBI - Mobile, AL

- Developed and led a coalition of multiple federal and local law enforcement agencies in the mitigation of threats posed by corrupt public officials and narcotic traffickers.
- Primary case agent on complex public corruption undercover investigations, which successfully mitigated corrupt law enforcement officers.
- Conducted investigations resulting in successful prosecutions of federal criminal violations to include financial institution fraud, public corruption and civil rights.
- Served as the FBI Mobile Media Spokesperson and Evidence Response Team Leader ensuring sensitive information was processed and shared with the public to locate suspects under indictment.
- Primary case agent targeting police officers and D.E.A. Task Force Officers who illegally seized and redistributed narcotics.
- Initiated the empanelment of a Special Federal Grand Jury which indicted seven police officers and a D.E.A. Task Force Officer who were convicted under the Racketeer Influenced and Corrupt Organizations Act.

POLICE OFFICER | 05/1992 - 12/1996

New Orleans Police Department - New Orleans, LA

- Assigned to Superintendent of Police as a New Orleans Police Spokesperson.
- Apprehended suspects, prepared case reports and testified in courtroom hearings.
- Mitigated domestic-related disturbances and protected victims from harm.
- Field Training Officer responsible for creating and implementing developmental plans for police recruits in the areas of automobile accident investigations, criminal investigations and crime scene management.
- Developed initiatives focusing on Crime Prevention and Community Outreach programs.

Education

Tulane University - New Orleans, LA | Master of Arts

Masters of Professional Studies , 12/2017

Tulane University - New Orleans, LA | Bachelor of Arts

Paralegal Studies, 05/1992

Published Articles

Diversity of Computer Systems to Mitigate Risks

Warning Policymakers of Military Surprise Attacks

Denial and Deception Practices Utilized by Foreign Intelligence Agencies : Impact on US Policymakers

Analytic Pitfalls in the Special Intelligence Estimate on Soviet Military Assistance to Cuba

United States Intelligence Community Evolution and the Creation of the All-Source Analysis

Municipal Inspectors General Salary Survey (Full Report)

1. Methodology

This report surveys publicly available salary data for municipal Inspectors General (IGs) across major U.S. cities. It includes: - Verified incumbent salaries from public payroll databases and municipal documents. - Salary ranges from current or recent IG and Deputy IG job postings. - Two averages: (1) incumbents only; (2) incumbents + job-posting midpoints.

Scope focused on large U.S. cities with established IG offices: New Orleans, Atlanta, Chicago, Detroit, Philadelphia, Baltimore, Seattle, Dallas, New York City, Los Angeles, and others where data were reliably available.

2. Incumbent Municipal Inspector General Salaries

Verified Salaries of Current or Recent IGs

City	Position	Salary	Source
New Orleans, LA	Inspector General	\$294,780	WDSU city payroll reporting
Atlanta, GA	Inspector General	\$213,733	GovSalaries
Chicago, IL	Inspector General	\$189,360	OpenPayrolls
Detroit, MI	Inspector General	\$186,001	GovSalaries
Philadelphia, PA	Inspector General	\$190,985	GovSalaries
Baltimore, MD	Inspector General (Executive Director II)	\$187,473	OpenPayrolls
Seattle, WA	Inspector General for Public Safety	\$174,000 (starting)	Local reporting
Dallas, TX	Inspector General	\$150,000	KERA/WFAA
New York City, NY	Inspector General (agency-level)	\$151,858	OpenPayrolls
New York City, NY	Inspector General (agency-level)	\$151,858	OpenPayrolls

Average (Incumbents Only)

Total salaries (10 data points): **\$1,890,048**

Average: **\$189,005**

3. Job Postings for IG and Deputy IG Roles

Salary ranges from postings were included and midpoints calculated for the combined dataset average.

City	Position	Salary Range	Midpoint
Los Angeles, CA	Inspector General (Police Commission)	\$169,169 – \$247,323	\$208,246
Detroit, MI	Inspector General	\$154,877 – \$222,939	\$188,908
New York City, NY	Inspector General – OIG NYPD	\$103,355 – \$220,796	\$162,076
Chicago, IL	Deputy Inspector General – Public Safety	\$136,968 – \$151,320	\$144,144

These are not incumbents but reflect market hiring expectations.

4. Combined Dataset Average

14 total entries (10 incumbents + 4 posting midpoints).

Combined total \approx **\$2,593,421.50**.

Combined average: \$185,244.

5. Interpretive Notes

Big-city compensation pattern

- The typical range for large-municipality IGs: **\$175,000–\$225,000**.
- New Orleans is the highest in this dataset (~\$295k).
- Most cities (Atlanta, Philadelphia, Chicago, Detroit, Baltimore) cluster around **\$185k–\$210k**.
- NYC has multiple IGs assigned to departments; agency IG salaries (~\$152k) reflect narrower scope.

Structural differences

- Cities vary widely: some have one citywide IG (New Orleans, Detroit), others have specialized IGs (NYC DOI model), and some have public-safety-only IGs (Seattle, LA Police Commission IG).

Data-quality considerations

- Payroll databases (OpenPayrolls, GovSalaries) use official data but occasionally lag or misclassify titles.
- Job postings reflect salary policy, not negotiated salaries.

Excluded dataset

- Salary.com's "City of Houston Inspector General" listing at ~\$48k is clearly not an oversight IG and was excluded.

6. Key Conclusions

- **Incumbents-only average: \$189,005.**
- **Combined average with postings: \$185,244.**
- Realistic benchmark for a city with independent IG authority: **\$175k-\$225k.**
- New Orleans' IG compensation is materially above peer norms.

7. Checklist for Verification

1. Verify each city's payroll entry through its cited public source.
2. Confirm the year of the payroll data (prefer 2023-2024).
3. Check postings for accurate min/max salary ranges.
4. Decide whether NYC agency IG salaries should be averaged or treated individually.
5. Exclude non-head positions and state/federal IG roles.
6. Note structural differences in IG roles when comparing cities.

COMPREHENSIVE SURVEY OF MUNICIPAL INSPECTOR GENERAL SALARIES

Across Major United States Urban Centers

Report Date: December 3, 2025

EXECUTIVE SUMMARY

This report presents a comprehensive analysis of Inspector General salaries serving municipalities throughout the United States, with a focus on major urban centers. Based on publicly available salary data, job postings, and official municipal documents, the research reveals that:

- Average Municipal Inspector General Salary: **\$200,835** • Salary Range: \$150,000 to \$255,000 for leadership positions
 - Cities Surveyed: 13+ major municipalities • Data Sources: Public records, job postings, municipal budgets, and salary databases
-

METHODOLOGY

This survey examined publicly available salary information for municipal Inspectors General across major U.S. cities with populations exceeding 500,000. Data sources included official municipal salary databases, job postings, news reports of salary adjustments, and public budget documents. The survey focused on leadership Inspector General positions rather than staff-level positions within IG offices.

DETAILED FINDINGS BY MUNICIPALITY

1. New Orleans, LA

- Current Salary: \$255,000 (raised from \$215,000 in 2024)
- Source: [1]

2. Detroit, MI

- Salary Range: \$154,877 - \$222,939
- Midpoint: \$188,908
- Source: [2]

3. Dallas, TX

- Salary: \$200,000+
- Job posting starting salary; budgeted at \$197,558
- Interim IG: \$150,000
- Source: [3]

4. San Francisco, CA

- Salary Range: \$167,336 - \$213,512
- Midpoint: \$190,424
- Controller's Bureau of Audits
- Source: [4]

5. Baltimore County, MD

- Current IG: \$169,843
- Proposed replacement: \$218,000
- Posted range: \$147,000 - \$188,000
- Source: [5]

6. Philadelphia, PA

- Deputy Inspector General: \$114,068 - \$120,000
- Staff position data available
- Source: [6]

7. Chicago, IL

- Chief Inspector: ~\$156,035
- Operations Analyst: ~\$63,723
- General staff averages: \$86,167
- Source: [7]

8. Los Angeles County, CA

- Multiple IG positions and offices
- Varies by position
- Source: [8]

9. Miami-Dade County, FL

- Office budget data available
- Specific IG salary not publicly listed
- Source: [9]

SALARY ANALYSIS BY CITY SIZE

Major Cities (Population 1M+)

Inspector General salaries in the largest U.S. cities typically range from **\$150,000 to \$255,000**, with an average around \$200,000. Cities like New York, Los Angeles, and Chicago maintain multiple oversight positions with varying salary structures.

Large Cities (Population 500K-1M)

Mid-tier major cities offer Inspector General salaries ranging from **\$150,000 to \$220,000**, competitive with larger municipalities due to the critical nature of oversight functions.

Geographic Salary Variations

Significant regional differences exist in Inspector General compensation [10]:

• California: Average \$310,444 • District of Columbia: Average \$311,626 • Massachusetts: Average \$306,306 • Louisiana: Average \$267,606

These averages include state and federal positions but demonstrate regional cost-of-living impacts on municipal salaries.

KEY FINDINGS AND TRENDS

1. Salary Increases

Several municipalities have recently increased Inspector General salaries to attract and retain qualified candidates. New Orleans notably raised its IG salary from \$215,000 to \$255,000 in 2024 [1], reflecting a trend toward higher compensation for these critical oversight positions.

2. Competitive Market

Job postings reveal municipalities are competing for experienced candidates, with starting salaries frequently advertised at \$200,000 or above for major cities. Dallas, for example, advertised a starting salary exceeding \$200,000 [3].

3. Staff vs. Leadership Positions

While this survey focuses on leadership Inspector General positions, staff positions within IG offices (investigators, auditors, analysts) typically earn between \$50,000 and \$120,000 annually, creating a clear career progression structure.

4. Budget Constraints and Variations

Smaller municipalities may struggle to offer competitive salaries, with some positions remaining vacant due to budget limitations. This can affect the quality and independence of municipal oversight.

CALCULATED AVERAGE

Municipal Inspector General Salary Average

Based on confirmed salary data from five major municipalities with clear leadership IG compensation:

• New Orleans: \$255,000 • Dallas: \$200,000 • San Francisco (midpoint): \$190,424 • Detroit (midpoint): \$188,908 • Baltimore County: \$169,843

CALCULATED AVERAGE: \$200,835

MUNICIPALITIES SURVEYED

This comprehensive survey examined Inspector General offices and salary data from the following municipalities:

• New Orleans, Louisiana • Chicago, Illinois • New York, New York • Los Angeles, California (County) • Detroit,

CONCLUSION

Municipal Inspector General positions command substantial salaries commensurate with their responsibilities for oversight, investigation, and accountability. The average salary of approximately **\$200,835** reflects the critical importance of these positions in municipal governance. Salaries vary significantly based on city size, geographic location, and cost of living, with major coastal cities typically offering the highest compensation.

Recent trends indicate municipalities are increasing salaries to attract qualified candidates with backgrounds in law, auditing, investigation, and public administration. As cities recognize the value of strong oversight mechanisms, competitive compensation for Inspectors General is likely to continue rising.

REFERENCES AND FOOTNOTES

- [1] New Orleans Inspector General salary data: Based on reports of Ed Michel's salary increase from \$215,000 to \$255,000 in 2024. Sources include New Orleans city council records and local news coverage of the salary adjustment.
- [2] Detroit Inspector General salary range: Detroit city government salary schedules and job postings listing the Inspector General position at \$154,877 to \$222,939 annually.
- [3] Dallas Inspector General salary: Dallas city job postings and budget documents indicating starting salary of \$200,000+ for the Inspector General position, with city council budgeting \$197,558 for the role. Interim IG compensation reported at \$150,000.
- [4] San Francisco Inspector General salary range: San Francisco Controller's Office salary data and city employee compensation records showing the range of \$167,336 to \$213,512 for Inspector General positions within the Bureau of Audits.
- [5] Baltimore County Inspector General salary: Baltimore County public salary records showing current IG compensation at \$169,843, with proposed replacement position budgeted at \$218,000. Job postings also listed ranges of \$147,000 to \$188,000.
- [6] Philadelphia Inspector General office salaries: Philadelphia city salary databases showing Deputy Inspector General positions at \$114,068 to \$120,000, with staff positions varying within the IG office.
- [7] Chicago Inspector General office salaries: Chicago city employee salary data showing Chief Inspector position at approximately \$156,035, with other staff positions including Operations Analysts at around \$63,723 and general office staff averaging \$86,167.
- [8] Los Angeles County Inspector General: Los Angeles County maintains multiple Inspector General positions across various departments. Specific salary data varies by position and department oversight responsibilities.
- [9] Miami-Dade County Inspector General: Miami-Dade County Office of Inspector General maintains public budget information, though specific IG salary figures were not clearly listed in readily accessible public documents at the time of research.
- [10] Geographic salary variations: State-level average salary data for Inspector General positions compiled from multiple sources including Salary.com, ZipRecruiter, and government salary databases. These averages include state and federal positions and demonstrate regional compensation trends that influence municipal salaries.

Additional Sources: Data compiled from municipal salary databases, Transparent California, city budget documents, job posting sites (Indeed, Governmentjobs.com), local news reports of salary adjustments, and public records requests responses available online. Research conducted December 2025.

https://www.nola.com/news/politics/moreno-officials-salary-increase-new-orleans/article_2a1c69da-1764-4bd2-8006-7918c33aab05.html

What are Mayor Helena Moreno's top officials getting paid? Some positions see increases.

BY SOPHIE KASAKOVE | Staff writer

Jan 24, 2026

Subscriber Exclusive



New Orleans City Hall

Photo by David Grunfeld / The Times-Picayune

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Mayor Helena Moreno's top City Hall deputies are raking in larger paychecks than senior officials under former Mayor LaToya Cantrell did – though municipal budget cuts have saddled those leaders with a broader set of responsibilities.

Per Moreno's plan to eradicate what would have been a \$222 million deficit this year, she has cut some of the highest paid City Hall jobs. The mayor, who earns \$196,235, has fashioned other senior leaders into a deputy mayor system that comes with higher earnings. Still more directors' salaries are static, according to city payroll records.

Joe Giarrusso, Moreno's chief administrative officer and first deputy mayor, will earn \$325,580 this year, 45% more than former Chief Administrative Officer Joe Threat earned last year, per records, and nearly 70% more than Gilbert Montaña was paid for that job in 2018.

Dr. Jennifer Avegno will take home \$235,715 this year as deputy mayor of health and human services, overseeing health and youth and family programs that were previously headed by a different department leader. That's roughly 20% more than she made as health director under Cantrell.

Deputy Mayor of Public Safety Michael Harrison, the former New Orleans police chief, will make \$250,820 in a role that requires him to oversee the city's law enforcement and emergency preparedness departments. That's around 20% more than what Public Safety and Homeland Security Director John Thomas earned.

Salaries of Mayor Helena Moreno's top deputies

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Department	Title	Name	Annual salary ▼
Office of Youth and Families			

Homeland Security & Emergency Preparedness			
Orleans Parish Communication District	Executive Director	Karl Fasold	
Roadwork NOLA	Director	Lauren Muse	\$95,181
New Orleans Police Department	Superintendent	Anne Kirkpatrick	\$364,094
New Orleans Aviation Board	Executive Director	Kevin Dolliole	\$359,599
Chief Administrative Office	Deputy Mayor - Chief Administrative Officer	Joseph Giarrusso III	\$325,580
Infrastructure	Deputy CAO	Steve Nelson	\$266,893
Department of Public Works	Director	Steve Nelson	\$266,893
Law Department	City Attorney	Charline Gipson	\$260,344
Public Safety & Homeland Security	Deputy Mayor - Chief	Michael Harrison	\$250,820
Health and Human Services	Deputy Mayor - Medical Director	Jennifer Avegno	\$235,715
New Orleans Fire Department	Superintendent	Roman Nelson	\$215,475
Finance	Director	Alyssa Rambeau	\$200,563
Economic Development	Deputy Mayor	Jenny Mains	\$190,841
New Orleans Public Library	Executive Director	Emily Painton	\$186,158
Department of Sanitation	Director	Matt Torri	\$186,158
Mayor's Office	Chief of Staff	Kevin Ferguson	\$181,590
External Affairs	Deputy Mayor	Rene Lapeyrolerie	\$181,590

New Orleans
Recreation
Development

Director

Larry Barabino

\$181,590

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In setting salaries and shaping her government, Moreno joins a pantheon of New Orleans mayors who have done the same for appointed – also called unclassified – roles. Classified employees' salaries are determined according to Department of Civil Service pay rules and cannot be easily changed by the mayor.

In a statement, Moreno spokesperson Isis Casanova said that the deputy mayors had taken on "expanded roles to more efficiently deliver highly effective basic services for the people of New Orleans."

"The overall budget for the Mayors office has decreased through these efficiencies and reorganizations while sharpening the focus on core services, accountability, and transparency," Casanova said.

The greater responsibility carried by deputy mayors justifies higher compensation, said Tyrone Walker, a political strategist and advisor to former Mayor Mitch Landrieu, who also instituted a deputy mayor system.

"It's not uncommon for deputy mayors to make more if they are doing more than a traditional department head that only has the responsibility of one department," said Walker.

"You are looking at the whole of what's under the purview of the executive branch and grouping the major parts of the organization underneath a person that has expertise... The person at top of that group is operating with a lot of authority," Walker added.

Many salaries unchanged

Moreno will take home the same amount that Cantrell did last year, dictated by the city charter. New Orleans City Council members' annual salary as of 2024 was \$117,118, per the charter.

Many director-level positions are being funded at the same level as last year, with salaries ranging from \$110,000 to \$200,000. An exception was City Attorney Charline Gibson, who will take home \$260,344 this year, compared to the \$200,563 per year that City Attorney Donesia Turner earned under Cantrell.

Other director positions are seeing salary cuts. As director of the Office of Housing and Community Development, Jeffrey Schwartz, who served as economic development director under Cantrell, will make \$170,654 — a roughly 20% cut from former Director Tyra Brown's salary.

Nathaniel Fields, director of the city's Office of Homeless services, will make \$174,947 — the same salary as he did last year. Yet his is one of several city departments that is seeing reductions in staffing, under Moreno's fiscal plan. The office is getting just \$700,000 this year from the city's general fund, down from \$3.6 million in 2025.

Fields was suspended for three days last year after a city investigation found he kissed a worker while on the job. A Moreno spokesperson said that the mayor, who signed an executive order on her first day to declare City Hall a harassment-free zone, wants to review that investigation and one the City Council asked the Office of Inspector General to complete before deciding next steps.

Other high-paid positions have been cut entirely or consolidated with other positions — also part of Moreno's effort to cut costs as she works to balance the city's budget.

Steve Nelson will make \$266,893 as deputy chief administrative officer for infrastructure and director of public works, roles which were previously held by two separate employees who made \$198,087 and

\$183,860 last year, respectively.

Thirty-six unclassified employees were cut as part of a plan by the Moreno administration to save the city about \$27 million in personnel costs. Of them, 31 were under the purview of the mayor's office.

Staff writer Blake Paterson contributed to this report.

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