Ethics Review Board for the City of New Orleans

Board Meeting at City Council Chambers, New Orleans City Hall on May 5, 2026, at 3:30 P.M.

Minutes

1. *Call to Order.*

   1.1. The chair called the meeting to order at 3:37 p.m.

   1.2. Attendance

      1.2.1. ERB members present:

         1.2.1.1. Holly Callia, Chair

         1.2.1.2. Nick Harris

         1.2.1.3. Sally Richardson

         1.2.1.4. Ceeon Quiett-Smith

         1.2.1.5. Cherrell Sims Taplin

         1.2.1.6. Voris Vigee

      1.2.2. ERB members absent: None.

      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 January 20, 2025.

3. *Presentation of Liaison Award*

3.1. Mr. Stiggs announced that Jasmine Henderson is the recipient of the 2026 Liaison Award.

3.2. Ms. Henderson is the Assistant HR Manager in Sanitation. She is the executive producer of the Sanitation Department annual training.

3.3. Mr. Stiggs presented Ms. Henderson the award.

4. *Monthly Report of the Ethics Trainer*

4.1. The board, after a motion that was duly seconded, unanimously voted to take Mr. Stiggs's report out of order.

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

4.3. Mr. Stiggs reported that he is incorporating AI issues into his training presentations and materials.

4.3.1. Mr. Harris asked what AI issues have arisen. Mr. Stiggs responded that he is being proactive in advance of any issues arising.

4.3.2. Ms. Taplin asked which departments are involved in the training. He responded that he has started with the IT department.

4.3.3. Ms. Quiett-Smith noted that it is important to consider transparency with reliability. She offered to work with him on future policies and procedures and training issues.

4.4. Ms. Callia thanked Mr. Stiggs for his work.

5. *Monthly Report of the Office of the Inspector General.*

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

5.2. The OIG was represented by IG Ed Michel and general counsel Michael Laughlin, as well as other subject-matter experts, including Chuck Williams, Allie Broyles, Patrice Rose, Bobby Jones, and others.

5.3. Mr. Michel gave the board an overview of the work of his office.

5.4. The OIG released a recent report on EMS report times. Report times were below national standards. The office's public letter sets forth all of the issues.

5.4.1. Mr. Harris asked question regarding the City offers any workforce training for EMS specialists. She reported that EMS would like such a program but that none exists.

5.5. The OIG recently released a letter relating to NOPD overtime issues. NOPD's overtime hours were "use it or lose it" and distributed on the basis of district rather than need. This increased the opportunity for fraud, waste, and abuse. It also proved to be an impediment to planning.

5.5.1. Mr. Harris asked, "what's next" for the NOPD monitoring. Mr. Michel responded that his office is using all resources, including possible law enforcement investigations.

5.5.2. Mr. Harris asked who makes the policies on overtime. Mr. Michel responded that the NOPD makes the policies and did not follow them.

5.5.3. Mr. Harris asked about "who follows up" on recommendations? The office replied that they do not have enforcement authority.

5.6. The OIG reported and provided an over about the offices investigative staff and capabilities. He summarized the data in the 2025 annual report relating to investigations.

6. *Monthly Report of the Office of Independent Police Monitor.*

6.1. The board accepted Ms. Cziment's monthly report (attached).

6.2. The OIPM was represented by Ms. Cziment and her deputy.

6.3. Ms. Cziment gave the new board members an overview of her work and her office's work over the past several months. This information is set forth in the attached monthly report.

6.4. Ms. Cziment reported that her office's annual report is now in pre-release review by the NOPD, but will soon be released to the public.

6.5. Mr. Harris asked how the public can learn how to contact the IPM. She explained that there are a number of outreach efforts and channels, which she described.

6.6. Mr. Harris asked to what extent there is coordination between the IPM and IG. Ms. Cziment noted that there is coordination, particularly with regard to investigations when subpoenas are required.

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

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

7.2. Mr. Ciolino reported that one board position (Mayor) still needs to be filled by the mayor's office.

7.3. Mr. Ciolino reported that the City Council and the mayor still need to appoint members to the QARAC for the OIPM. The ERB made its appointments many months ago.

8. *Reappointment/Appointment of IPM*

8.1. Ms. Cziment stated that she would like to be considered for reappointment as the IPM. She distributed a document setting forth an overview of her past work and a proposal for the work that she would like to do over the next four years.

8.2. Ms. Cziment stated that she would be willing to serve as interim IPM. The Chair thanked Ms. Cziment and noted that her service as IPM would continue until the reappointment/appointment process is completed in 2026.

8.3. The board adopted the following process to appoint the IPM. The process complies with the foregoing provisions of the City Charter, the Code of Ordinances, and the Open Meetings Law.

8.3.1. First, the Board noted on May 5, 2026, that it convened within sixty days of the vacancy at a properly noticed open meeting to initiate the selection process. In so doing, the Board stated on the record that the Board will schedule a future public meeting to appoint the IPM. *See* New Orleans, La., Code of Ordinances § 2-1121(A)(2)–(3); La. R.S. 42:14(A); 42:19.

8.3.2. Second, the Board directed the Executive Administrator and the Chair to manage the recruitment process, organize and distribute applications to all Board Members with the assistance of a consultant, former Board chair Michael Cowan ("Consultant"). The Executive Administrator, the Chair, and the consultant may organize the applications, confirm that the applications are complete, compare applicants to the published qualifications, and prepare a proposed interview agenda for the Board's June 2026 public meeting. This administrative work shall not include polling Board members, soliciting ranked preferences from a quorum of Board members, or asking Board members how they intend to vote. Any proposed finalist list shall be nonbinding and shall not exclude any applicant from Board consideration. Any Board member may request that another applicant be added to the public meeting agenda for discussion, interview, or appointment, consistent with the notice requirements of La. R.S. 42:19.

8.3.3. Third, on or before May 19, 2026, each Board member will provide to the Chair a list of 5 candidates whom the Board member recommends for final consideration. In so doing, the Board members will act independently. There will be no group discussions among a quorum of members while the rankings are being compiled. Further, there will be no email messages or other communications among Board members discussing the merits of any

candidate, no group conferences outside of noticed meetings, and no serial "daisy-chain" polling of members.

8.3.4. Fourth, the Chair, with the assistance of the Consultant and the Executive Administrator, will select 2-3 candidates for finalist presentations/interviews with the Board at a duly noticed public meeting in June 2026—or later if the Board so decides. In so doing, the Chair will give the highest priority to the 2-3 candidates receiving the most nominations from Board members. The Chair's work to tally and select 2–3 names will occur outside any gathering of a quorum; and the full Board will retain the ability in open session to consider any candidate, not just the "finalists."

8.3.5. Fifth, at a duly-noticed public meeting in June 2026—or later if the Board decides to defer action—the Board will hear presentations from the 2-3 finalists (and from any others that the Board chooses to add to the agenda), receive public comments, and deliberate. *See* New Orleans, La., Code of Ordinances § 2-719(f); La. R.S. 42:14(A), (D). The Board may enter executive session under La. R.S. 42:17(A)(1) to discuss any candidate's character or competence, with the same twenty-four-hour notice and two-thirds vote requirements. See La. R.S. 42:16(A); 42:17(A)(1).

8.3.6. Sixth, and finally, the Board will take the appointment vote in open session. The vote must be by an affirmative vote of a majority of all authorized Board members, recorded by name. *See* New Orleans, La., Code of Ordinances § 2-1121(A)(4); La. R.S. 42:14(C); 42:20(A). A motion to appoint a particular candidate from any Board member should identify the appointee, the four-year term commencing on the appointee's start date, and any related conditions. *See* New Orleans, La., Code of Ordinances § 2-1121(B). The minutes should reflect that the list of candidates presented by the Chair for "finalist presentations" was advisory only and that the Board independently exercised its appointment authority after considering all applications.

9. *Discussion of IPM Role in the Wake of the Federal Consent Decree*

9.1. Deferred.

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

10.1. Deferred.

11. *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 Through 2025-08, and 2026-01 Through 2026-05.*

11.1. Deferred.

12. *Adjournment*.

12.1. A motion was made to adjourn the ERB meeting.

12.2. The motion was seconded.

12.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 5:15 p.m.

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