



CITY OF NEW ORLEANS ETHICS REVIEW BOARD

525 St. Charles Avenue New Orleans, LA 70130-3409

erb@nolaerb.gov

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

BOARD MEETING

The City of New Orleans Ethics Review Board will meet at Loyola University New Orleans
College of Law, 526 Pine St., Room 401, New Orleans, LA 70118 on
Thursday, June 18, 2026, at 3:30 p.m.

AGENDA

1. Call to order.
2. Approval of the minutes of May 2026 board meeting.
3. Discussion of history and role of ERB in appointing and monitoring OIPM, including discussion of new challenges presented by the termination of the federal consent decree (Michael Cowan).
4. Discussion of reappointment/appointment schedule and process for IPM.
5. Monthly report of the Office of Inspector General (in writing only).
6. Monthly report of the Office of the Independent Police Monitor (in writing only).
7. Monthly report of the Ethics Trainer (in writing only).
8. Monthly report of the General Counsel and Executive Administrator.
9. Discussion and vote to approve periodic salary adjustments for OIG and OIPM. *See* Item 1.
10. 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.
11. Selection of meeting dates for 2026.
12. 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
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.

* END *

Monthly Report of OIG

MONTHLY REPORT

MAY 2026



OIG

**NEW ORLEANS
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



ADMINISTRATION

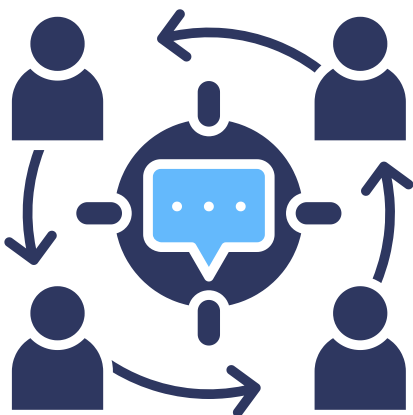
The Office Manager is responsible for the following:

- 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
- Digital Forensics
- Evaluation of Emerging Technology



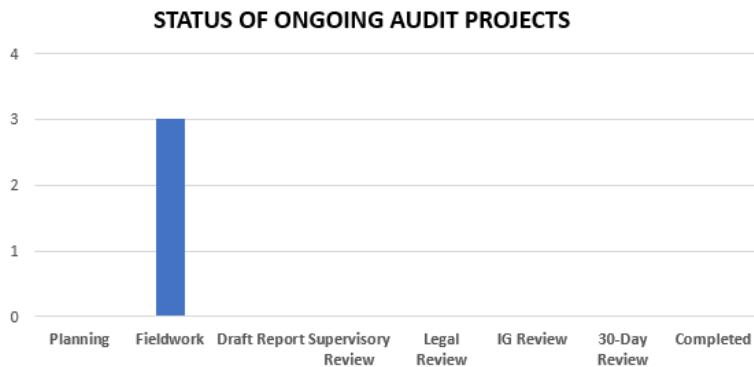
COMMUNICATIONS

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:

- New Orleans Recreation Department Maintenance Audit
- Non-profit Property Tax Exemptions
- New Orleans Sewerage & Water Board Lead Follow-up

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
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New Orleans Recreation Department Maintenance Audit	Fieldwork	Ongoing
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Summary of Objectives: The objective of the audit is to determine whether NORD maintained their facilities in accordance with policy and best practices.

Non-profit Property Tax Exemptions	Fieldwork	Ongoing
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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.

New Orleans Sewerage and Water Board Lead Follow-up	Fieldwork	Ongoing
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Summary of Objectives: To determine whether the City implemented the changes recommended in the OIG's 2017 report Lead Exposure and Infrastructure Reconstruction, and to update the recommendations based on new legal requirements, as needed.

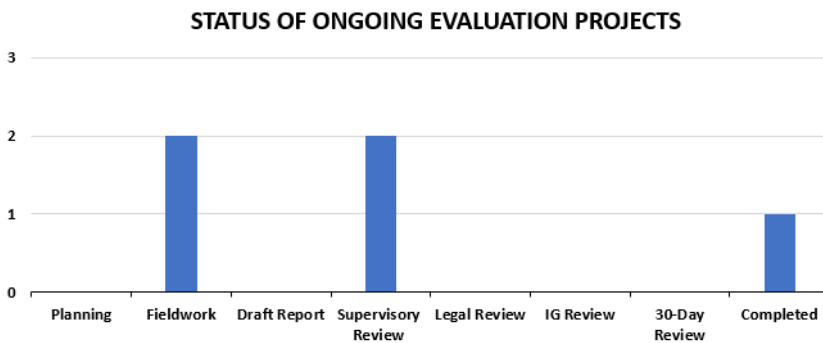
Footnotes:

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 Youth Athletics Background Checks
- 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.

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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 Youth Athletics Background Checks	Completed	Released June 4, 2026
Summary of Objectives: To determine whether NORDC has adequate policies and procedures for collecting, processing, evaluating, and recording background information about coaches and/or volunteers involved with the youth athletics division.		
NORD Booster Clubs and Athletic Teams Resources	Supervisory Review	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	Supervisory Review	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 policies, 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.

The Division also continues investigating allegations of overtime abuse and fraud within the New Orleans Police Department. Any substantiated allegations of fraud found during ongoing and future investigations will be turned over to state and/or federal prosecutors for further action. If an allegation of abuse of the overtime system is substantiated, yet not prosecutable, it will be sent back to NOPD for further review by their Professional Integrity Bureau, along with a possible public report from this office.

In addition, the OIG continues to assist in the criminal prosecution of contractor Jon Andersen. He was arrested April 9 following an OIG investigation into allegations that he forged a construction contract in the city's permit system and created a fake email address to make it appear as though the documents were sent by an inspector. Andersen was charged with a total of 14 counts (Forgery, Filing False Public Records, and Online Impersonation). Andersen's case was set for a status hearing on June 8, 2026.

BY THE NUMBERS

The Investigation Division initiated 11 complaints, 2 search warrants, and 17 requests for information during May 2026.

2026 BUDGET

Total 2026 Appropriation \$ 4,398,625

Expenditures		Spent YTD
Personnel		\$ 1,406,288
Operating		\$ 35,757
Total		\$ 1,441,985
Remaining Balance		\$ 2,956,640

SOCIAL MEDIA



Facebook and Instagram: @NewOrleansOIG

X: @NOLAOIG

LinkedIn: @OfficeofInspectorGeneralCityofNewOrleans

YouTube: @NOLAOIG1737



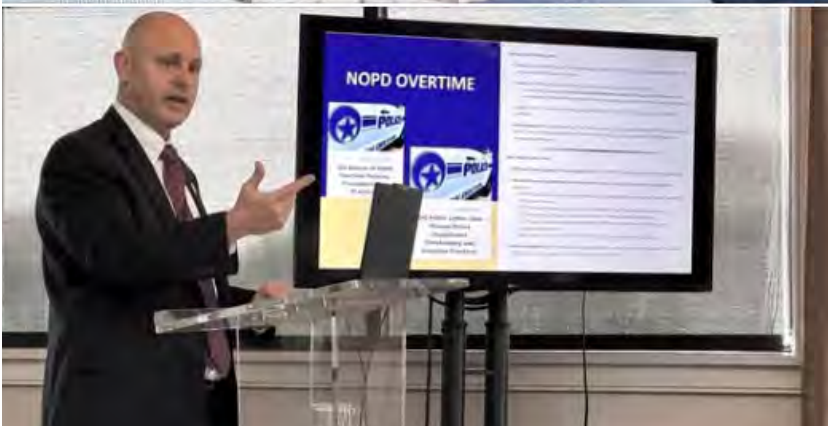
New Orleans Office of Inspector General
May 12 at 2:16 PM · 🌐

We would like to extend our gratitude to the Greater New Orleans Executives Association for hosting Inspector General Ed Michel.

During today's meeting, he shared key highlights from our Annual Report and provided an overview of our public letter addressing the New Orleans Police Department's Timekeeping and Overtime Practices.

The engagement from GNOEA members was commendable, with thoughtful questions that sparked meaningful discussions. Together, we can work towards a more transparent and accountable City government.

#NolaOIG #CommunityEngagement See less



The OIG Uses Social Media to Highlight Our:

- Community outreach and educational events
- New reports and letters
- Employment opportunities
- Recent and historical reports
- Partnerships and collaborations
- Fraud hotline
- Employee milestones
- Media presence
- Fraud-prevention tips and other resources



For the full public letter,
visit NolaOIG.gov

SOCIAL MEDIA



Office of Inspector General City of New Orleans

356 followers
5d •

A big thank you to The Willow High School for welcoming the OIG staff to attend capstone presentations by the senior Biomedical students! We are inspired by the innovation, energy, and dedication these students showcased in their environmental health action plans.

Special thanks to the students who reached out to us for insights into our work related to environmental health as part of their team project.

Our mission to combat fraud, waste, and abuse in City government encompasses many aspects of life in New Orleans, including environmental issues. We were excited to share our recent water projects and ongoing evaluation of government agencies' policies and procedures for addressing complaints of illegal dumping in New Orleans East.

In return, we had the opportunity to attend the students' presentations on tackling drinking-water contamination, heat islands, and other pressing environmental hazards. Plus, we were delighted to receive a wonderful thank-you card!

Congratulations to the entire class for presenting fresh ideas and impactful research!

#EnvironmentalHealth #FutureLeaders #NolaOIG #CommunityOutreach



New Orleans OIG @NOLAOIG · May 22

The OIG is pleased to see the City taking steps to strengthen traffic signal infrastructure! Our October 2024 report highlighted key issues, including staffing shortages and data gaps, affecting the City's traffic signal system. (1/2)

1



91



New Orleans OIG @NOLAOIG · May 22

We recommended boosting staff and implementing better asset management for safer streets.

Read more here: nolaig.gov/media/traffic-...

#NolaOIG #TrafficSafety #NewOrleans

"Operational traffic signals are essential to maintaining public safety, as malfunctioning signals can lead to dangerous and congested traffic conditions while also impeding commerce."



- Inspector General Ed Michel,
OIG Traffic Signals Maintenance Report,
released October 2024



New Orleans OIG @NOLAOIG · May 22

Audit Alert: FEMA-Funded JIRR Projects

In September 2022, an OIG audit revealed critical issues in the execution of JIRR projects. (1/3)

nolaig.gov/media/cno-and-...

1



32



New Orleans OIG @NOLAOIG · May 22

We found lack of coordination led to substantial change orders during construction and delays in project completion. For the 54 expenses tested during the audit, the S&WB took an average of 241 days to submit reimbursement requests, far exceeding the 14-day requirement! (2/3)

1



17



New Orleans OIG @NOLAOIG · May 22

At the time of the report's release, Inspector General Ed Michel said the City risked losing hundreds of millions in FEMA funding. Stay tuned for updates on our mission to promote government accountability! #NolaOIG

#JIRR

Monthly Report of OIPM

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT May 2026



Above, (from left) Jules Griff, Kirschelle Williams, and Stella Cziment speak with members of our community at the “Coffee with the IPM” event at Pontilly Coffee in May.

Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

May was a full and fulfilling month for our office, and we are excited to share it all with you.

We are thrilled to announce that our **2025 Annual Report is complete and has been released to the public.** This report represents months of work compiling, analyzing, and reflecting on NOPD use of force, misconduct, complaints, discipline, and more. As we have said before, the Annual Report is our office's "State of the Union" for policing in New Orleans — an honest look at what happened, what improved, what still needs work, and where we go from here. We are proud of this report and encourage every member of this community to read it. It is available now on our website at www.nolaipm.gov.

With June 1st marking the **start of hurricane season**, the OIPM will once again be preparing our hurricane oversight guide for the public. Each year, we review and update our plan for monitoring the NOPD during evacuations, shelter in place orders, curfews, and storm responses to make sure our oversight is as responsive and comprehensive as possible. We will be releasing that guide to the public soon, so stay tuned.

This month the OIPM was also out in the community in a big way. We hosted a **Coffee with the IPM at Pontilly Coffee in Gentilly**, where we had wonderful conversations with community members about our mediation programs, what local oversight actually means, and how to access our services. Events like these are so important to us because oversight only works when the community knows we exist and knows how to reach us. If you missed this one, keep an eye out for future coffees and other public engagement events.

We were also excited to participate again in Councilmember Freddie King III's **District C Annual Crawfish Boil**. It rained all day, but the community came out in great numbers despite the rain and the energy was wonderful. Deputy Police Monitor Kirschelle Williams served as a judge again this year, and the OIPM tabled at the event and got to meet and speak with so many of you. A big congratulations to all of this year's winners and thank you to every team that competed and brought their best to the boil (special shoutout to the two NOPD teams that competed again this year!). There is nothing quite like connecting with our community over a crawfish boil, rain and all.

As always, thank you for your continued support of this office and the work we do together. Let's stay safe out there and start checking those hurricane kits.

Thank you,

Stella Cziment

Stella Cziment, Independent Police Monitor



Above, Judge Simone Levine reposts photo of the IPM at the District C Crawfish Boil. Below, the officers of the Fourth District hand out crawfish their team boiled.



Above, Jules Griff, Mediation Director, and Kirschelle Williams, Deputy IPM, talk to a member of the public at the "Coffee with the IPM" event at Pontilly Coffee.

To the left, delicious trays of crawfish sit next to OIPM handouts under the OIPM tent at the District C crawfish boil.

In order to do our work regarding policing and the community, the Office of the Independent Police Monitor does partner with, work congruently, or may be physically near people who are political leaders, elected officials, or individuals seeking election but the Office of the Independent Police Monitor does not endorse any candidates.

ACHIEVEMENTS, UPDATES, & WORK

Released the OIPM 2025 Annual Report

The Office of the Independent Police Monitor (OIPM) is pleased to release its 2025 Annual Report. Each year, the OIPM publishes a report detailing its monitoring, oversight, and community engagement activities, as well as statistical information from the New Orleans Police Department (NOPD) and its internal investigative processes. The report highlights issues identified by the OIPM, recommendations made to improve policing practices, recommendations adopted by the NOPD, and examples of positive changes that promote professionalism, accountability, and transparency.

The OIPM thanks our partners at the City of New Orleans and the NOPD for their assistance in completing this report and for providing valuable information throughout the year.

In this report, the OIPM shares policing and oversight data from 2025 with the community, the NOPD, and other stakeholders. The report includes data generated by the OIPM as well as data collected by the NOPD, Civil Service Commission, and WBOK1230AM which is independently reviewed by the OIPM. The analysis examines trends in misconduct complaints, disciplinary investigations and appeals, use of force, critical incidents, mediation efforts, and community engagement activities like the Monitor's Mic radio show impact. The report also identifies areas of progress, highlights opportunities for improvement, and offers recommendations aimed at strengthening police accountability and public trust.

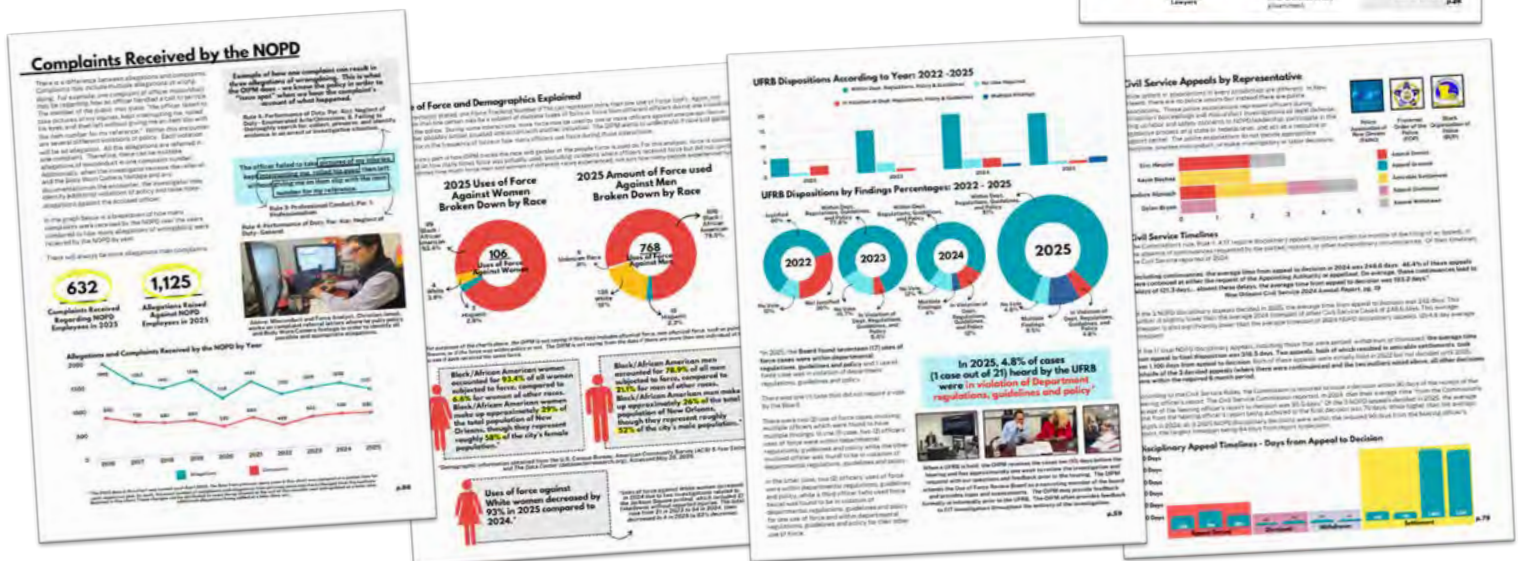
In 2025, the OIPM explained the efforts of the NOPD to respond to the Bourbon Street Terrorist Attack, how NOPD prepared and provided public safety during the SEAR 1 events of Mardi Gras and the Super Bowl, how the NOPD worked with the National Guard during deployments, how the department and the OIPM responded to concerns regarding facial recognition software, the reach, content, and impact of the OIPM's radio show: The Monitor's Mic - and so much more.

The Annual Report provides an opportunity to reflect on the lessons learned over the past year and to identify priorities moving forward. The 2025 Annual Report is now available on our website, and we welcome feedback from community members and stakeholders.

AVAILABLE
NOW



The page is framed with pictures of pages of the OIPM's 2025 Annual Report.



ACHIEVEMENTS, UPDATES, & WORK

Coffee with the IPM and the OIPM Mediation Director at Pontilly Coffee

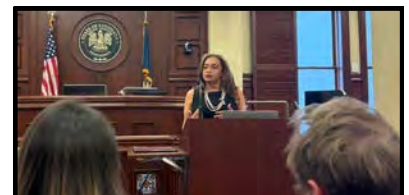
In May, the OIPM hosted a “Coffee with the IPM” at the Pontilly Coffee on Chef Menteur. These events are informal opportunities for members of the public to speak directly with OIPM leadership about policing, oversight, and the services our office provides. This month, we were joined by our Community-Police Mediation Director, Jules Griff, who spoke with individuals about our new District-Based Community Mediation program. 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.



OIPM Participated in Legal Education Regarding How to Identify Victims of Human Trafficking in Criminal Interactions

Human trafficking, for sex or labor purposes, can be hard to identify if you don't know what to look for - especially when victims may appear to be offenders in the criminal legal system. In order to develop those skills, in May, the OIPM participated in a training at Criminal District Court, Section A: “Identifying Victims of Sexual Trafficking in the Criminal Defendant and Victim Population: a Guide for Criminal Justice Practitioners.” Continuing legal education like this ensures the OIPM can identify these factors when reviewing police investigations and reports and working with the community.

The OIPM thanks the hosts and speakers (pictured to the right) including Judge Simone Levine, Chief Judge Juana Lombard and hosts Mary Kate Andrepont and Jennifer Best from the Eden Centers for Hope and Healing and the Governor's Office of Human Trafficking Prevention.



OIPM Attended HANO Mental Health Awareness Event

On May 21, the OIPM attended the HANO Mental Health Awareness Event at the Goodwill Opportunity Center in New Orleans East.

The OIPM attends these events to ensure that city service providers know about the OIPM and understand the services that the OIPM provides. Through these events, the OIPM is able to build valuable connections with partner agencies and receive feedback about how their membership is interacting with the police. This is particularly relevant when discussing how individuals experiencing mental health crises may interact with the police.

At this informative event, the OIPM heard speakers including: Dr. Nikhail Sharma from Aligned Foundation who spoke on stress reduction strategies, Dr. Claudia Upkolo who spoke on addiction as a disease, and Shanoa Burke from Yoga Galore spoke and led a yoga demonstration. The event also provided more information of community resources from:

- STAR Survivor Services which provides resources and education regarding those who have survived sexual trauma
- Hope Center Inc. which helps veterans and active duty military families with housing, legal, financial, and health issues
- Metropolitan Human Services District who provide a range of health and behavioral services to residents of Orleans, Plaquemines, and St. Bernard Parishes.



Above and below are photos from the HANO Mental Health Awareness Event.



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	115	23	63	53	28	28	23	36	10	16	39.50
Police Complaint Count	0	0	0	0	0	3	0	0	4	2	0.90
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	7	13	11	9	10	16	13	0	0	0	7.90
Community Liaison Count	11	9	9	18	6	11	23	13	1	3	10.40
Case Monitoring Count	0	2	1	3	6	2	8	0	7	4	3.30
Case Review Count	0	0	0	1	4	4	1	4	2	0	1.60
Contact Only Count	15	21	44	23	16	9	7	13	1	3	15.20
FDI Notification Count	16	16	9	23	23	13	17	6	41	13	17.70
Disc. Hearing Attended Count*	17	23	9	0	0	0	0	0	0	0	4.90
Critical Incident Count	1	7	4	2	3	7	6	6	3	5	4.40
Firearm Discharge Count	1	6	3	1	4	4	6	5	1	2	3.30
Lvl 4 Non-Critical	3	4	8	4	6	4	8	0	0	0	3.70
Force Monitoring*	3	1	3	1	0	0	0	0	0	0	0.80
Mediation Count	10	16	13	8	9	10	14	20	9	17	12.60
Commendation Count	2	1	3	2	0	3	1	1	0	0	1.30
Community Outreach Events	28	30	40	26	47	9	12	0	0	0	19.20
Grand Total	229	172	220	174	162	123	139	104	79	65	146.70

	May 2026	May 2025	May 2024	May 2023	May 2022	May 2021	May 2020	May 2019	May 2018	May 2017	2017-2026 Average
Citizen Complaint Count	10	0	17	14	7	8	8	11	1	5	8.10
Police Complaint Count	0	0	0	0	0	1	0	0	0	0	0.10
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	3	3	2	1	6	2	5	0	0	0	2.20
Community Liaison Count	1	5	2	3	0	4	4	0	0	0	1.90
Case Monitoring Count	0	0	0	1	0	1	0	0	0	0	0.20
Case Review Count	0	0	0	0	0	3	0	1	0	0	0.40
Contact Only Count	5	2	8	4	1	7	2	5	1	1	3.60
FDI Notification Count	3	4	0	6	9	6	12	0	6	1	4.70
Disc. Hearing Attended Count*	3	6	0								3.00
Critical Incident Count	0	2	0	0	0	3	0	1	0	0	0.60
Firearm Discharge Count	0	2	0	0	0	1	0	1	0	0	0.40
Lvl 4 Non-Critical	0	1	2	1	1	1	2	0	0	0	0.80
Force Monitoring*	0	0	1	0							0.25
Mediation Count	0	3	4	3	2	3	3	7	3	8	3.60
Commendation Count	1	0	1	1	0	2	1	1	0	0	0.70
Community Outreach Events	7	4	6	6	9	0	0	0	0	0	3.20
Grand Total	33	32	43	40	35	42	37	27	11	15	31.50

*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:	\$405,595.00
Unexpended funds	\$785,442.00

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:

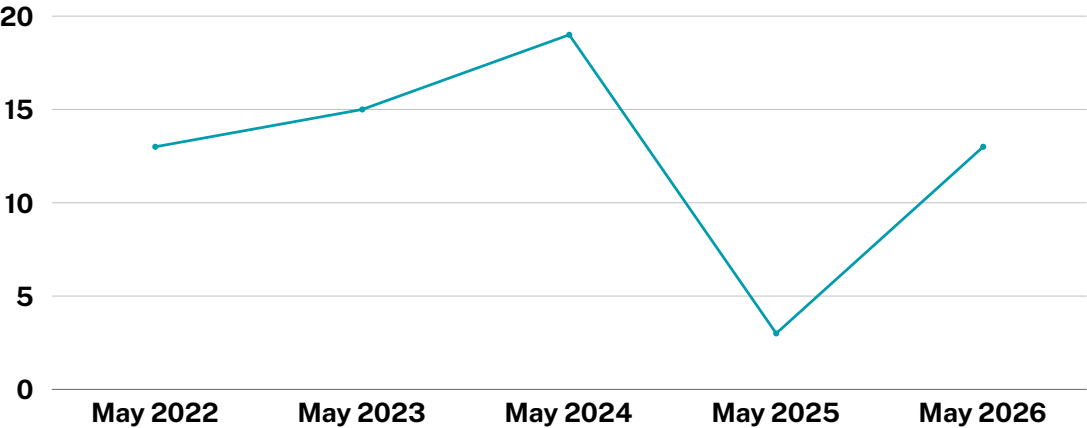
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification 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 - May



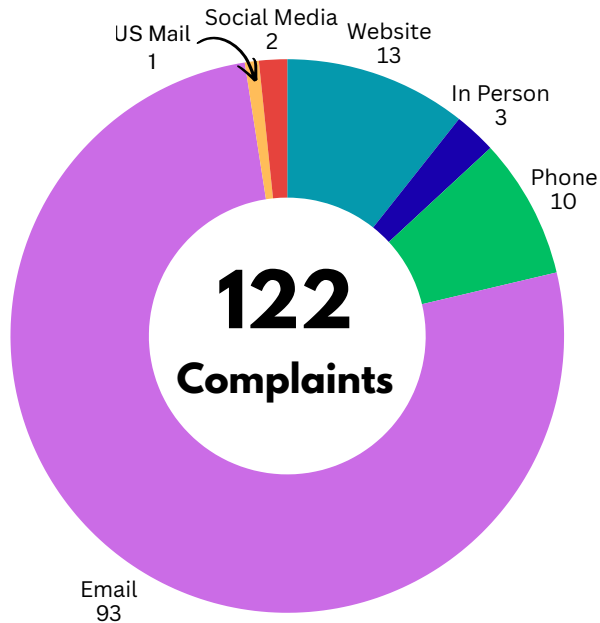
13

Total Complaints
Received this
month

122

Total Complaints
Received This
Year

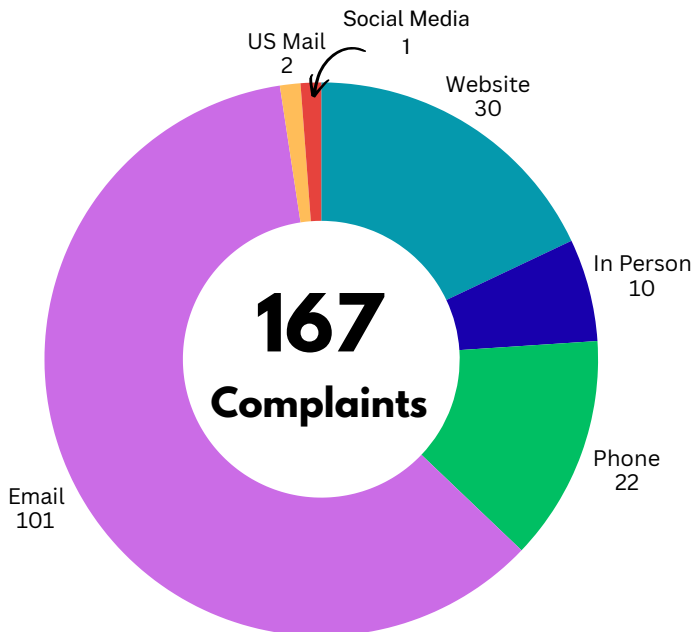
Complaint Intake Source - 2026



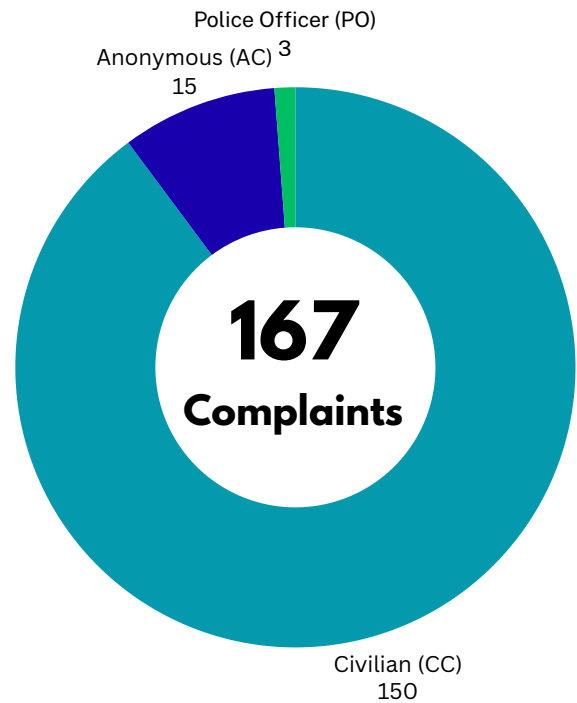
Complainant Type - 2026



Complaint Intake Source - Past 12 Months

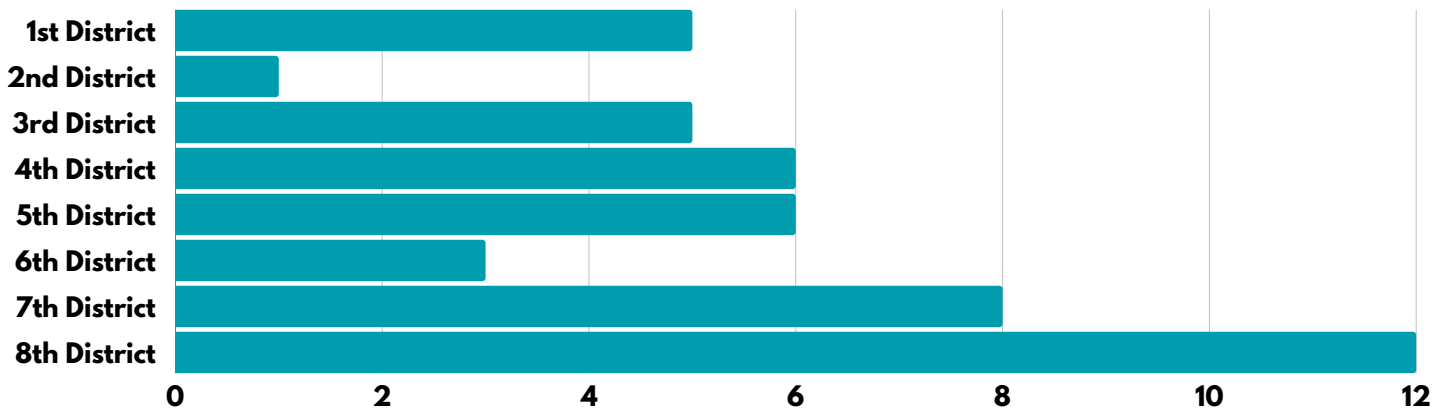


Complainant Type - Past 12 Months

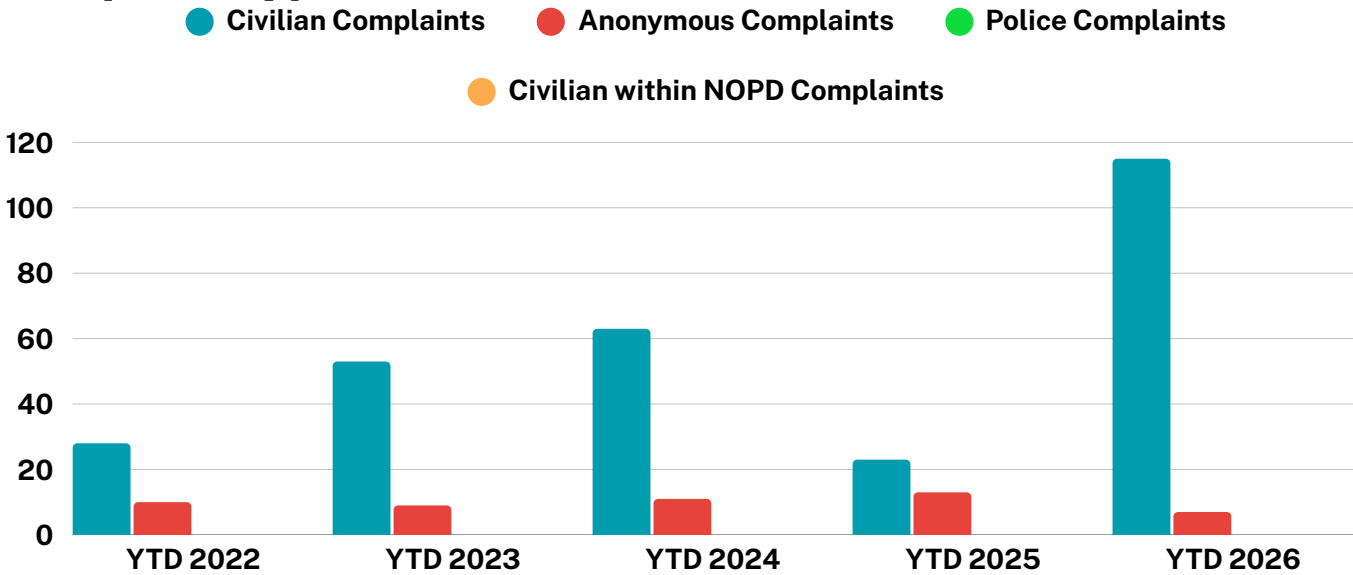


Districts - Past 12 Months

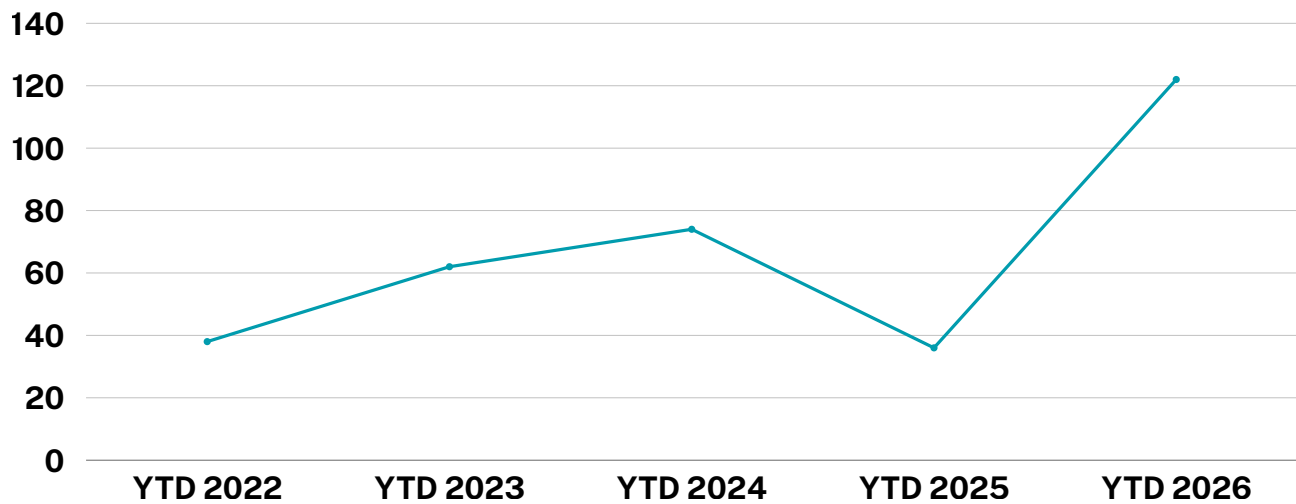
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

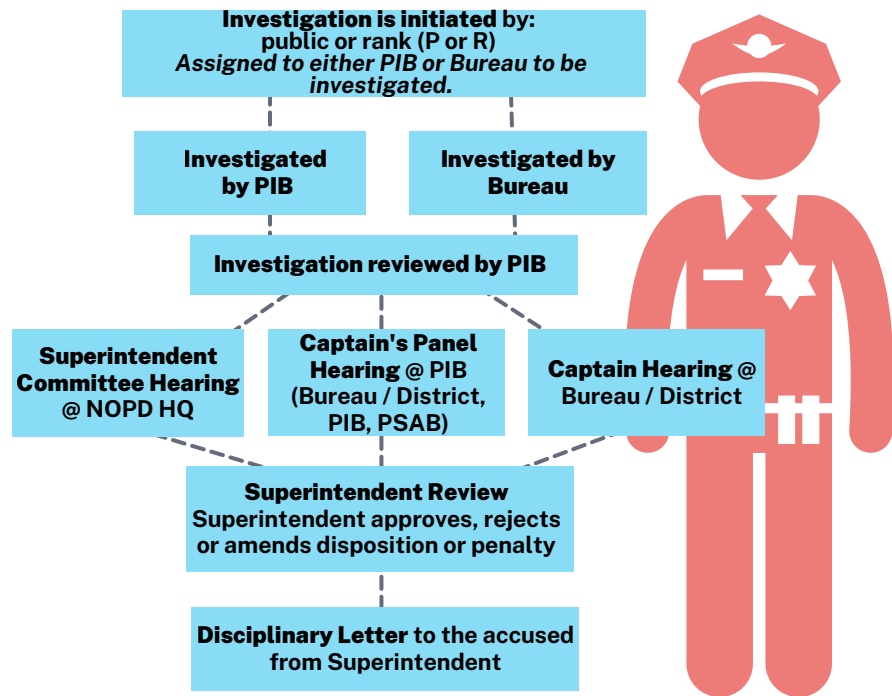


Complaint Totals YTD - 2022, 2023, 2024, 2025, 2026



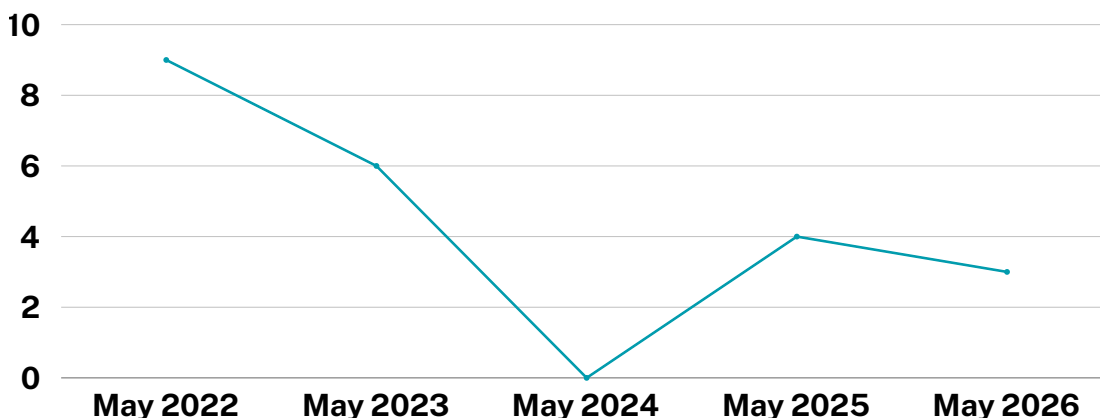
DISCIPLINARY PROCEEDINGS

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.

Disciplinary Proceedings - May



3

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

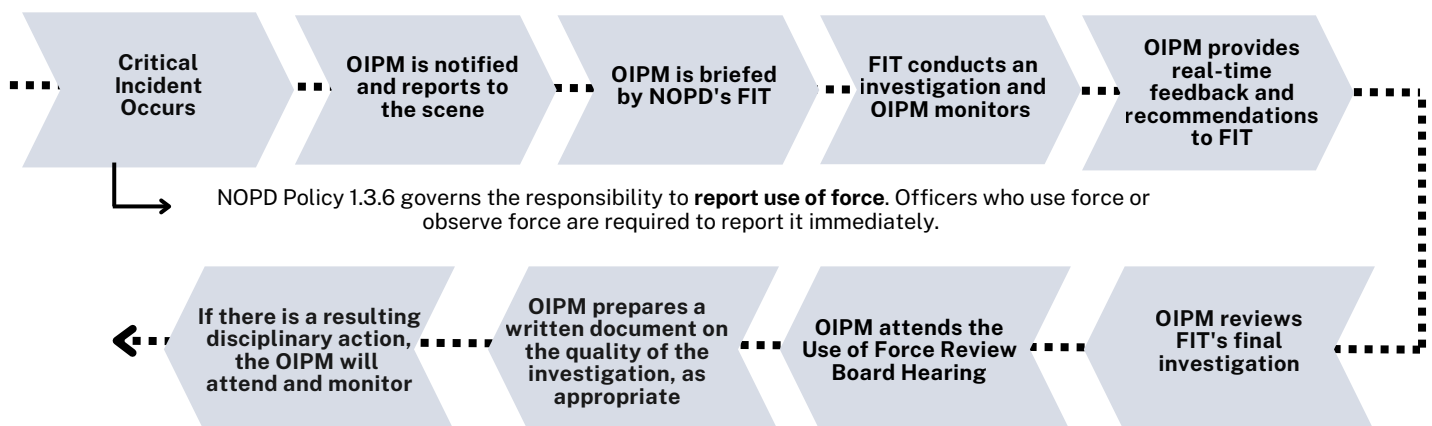
Use of Force

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

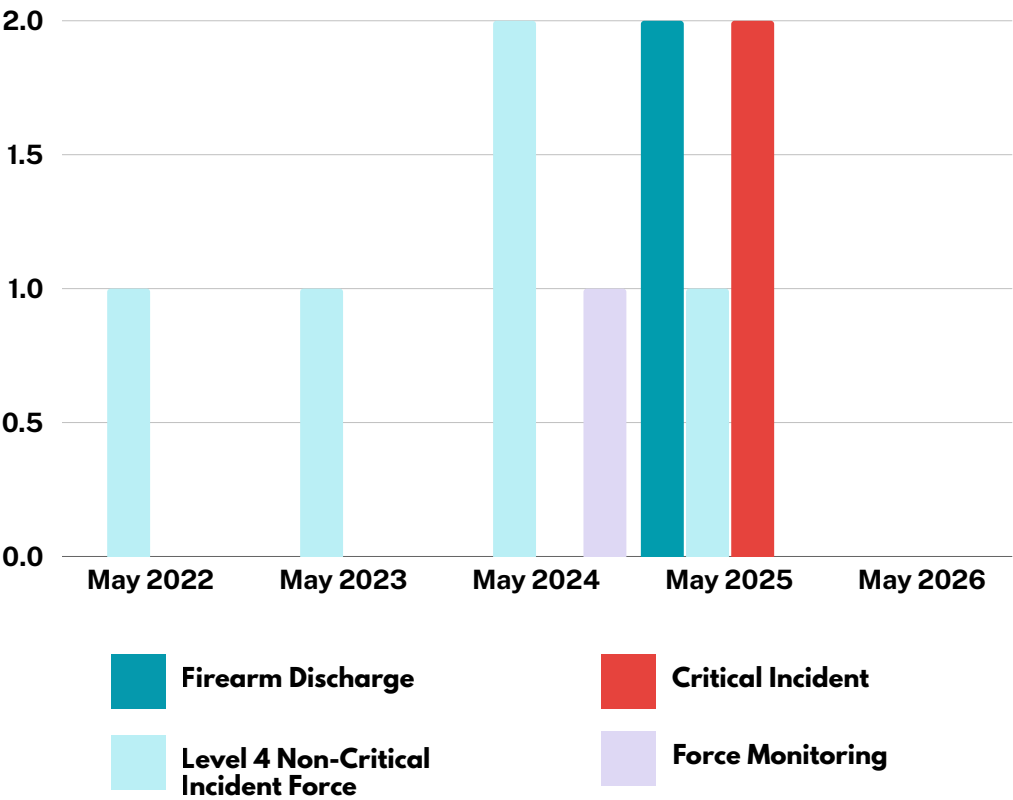


Use of Force Work

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



0

Firearm Discharge this Month

0

Critical Incidents this Month

0

Level 4 Non-Critical Use of Force this Month

0

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.

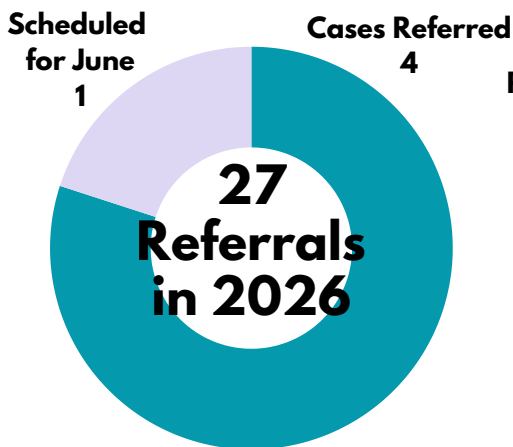
Voluntary

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.

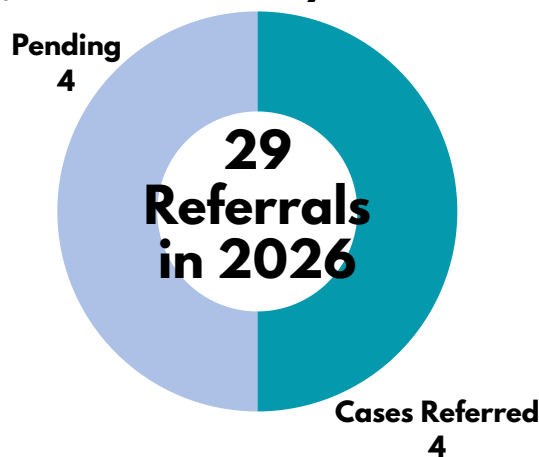
Consent

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 - May



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



Community District Based Mediation Numbers - May



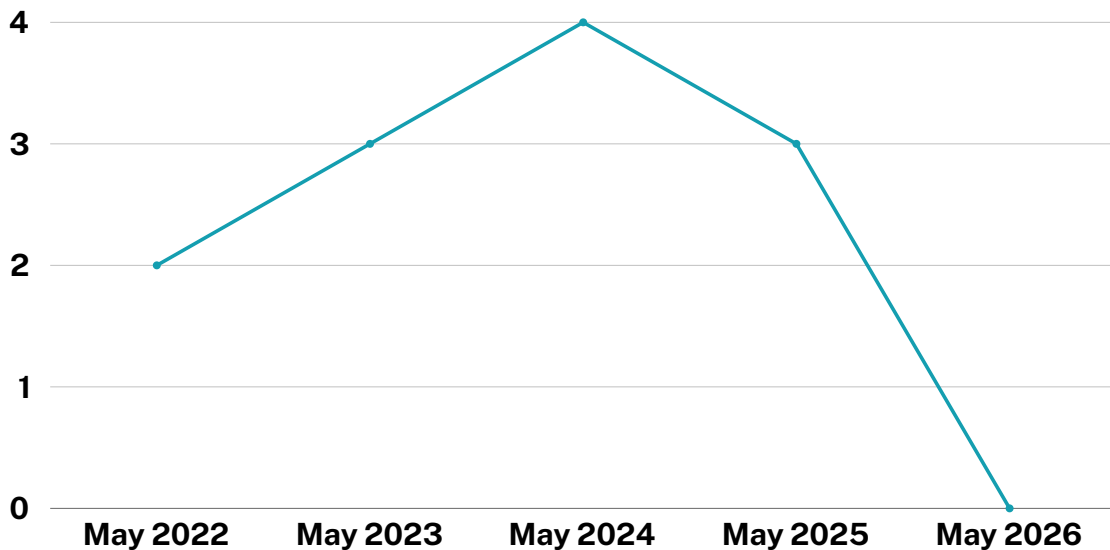
Non-judgmental
Confidential
Voluntary



Mediation is:

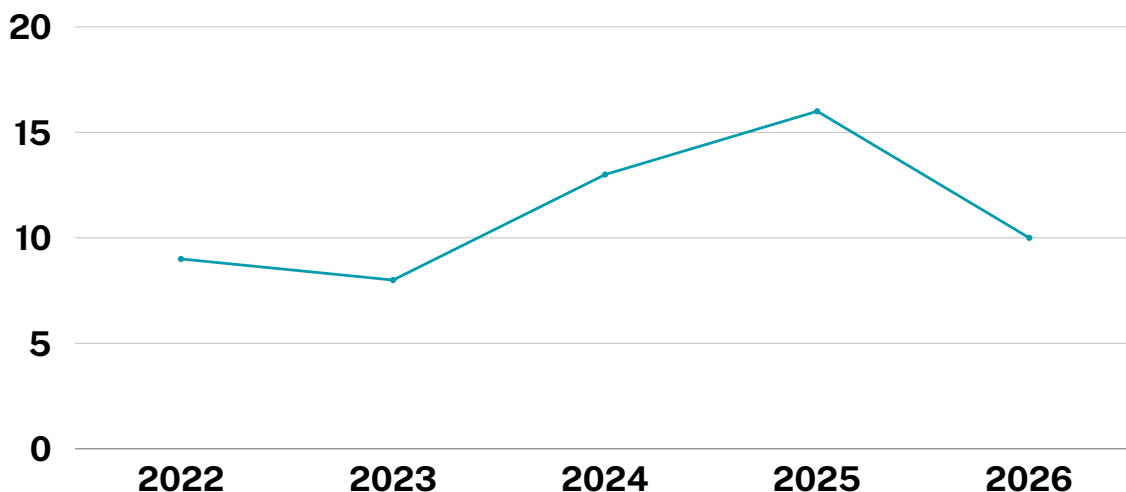
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are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

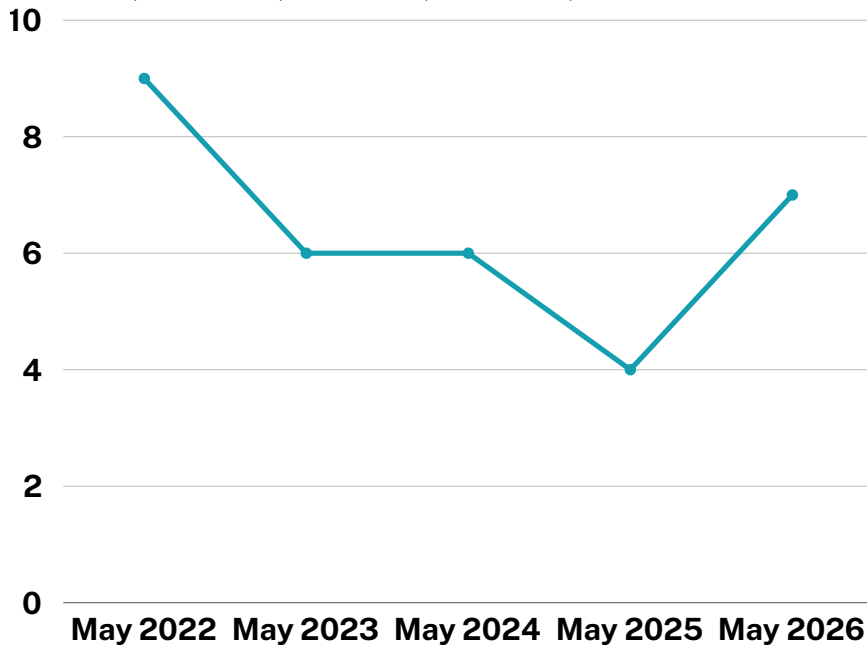


10
**Total
Mediations
Held YTD**

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 - May 2022, 2023, 2024, 2025, 2026



Outreach Events

- Mediator In-Service: Do's and Don'ts of Online Mediation
- Ferguson v. Williams Hearing at Federal Courthouse regarding the George Floyd Protests in June of 2020
- HANO Mental Health Awareness event at Goodwill Opportunity Center 5770 Read Blvd
- Judged & Tabled at District C Fourth Annual Crawfish Boil Hosted by Councilmember Freddie King, III
- Eye On Surveillance Community Meeting at 1700 Port St.
- Pontilly Coffee with IPM at 4000 Chef Menteur Hwy
- Community- Police Mediation Network-Virtual Meeting



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/>

7

Total Outreach Events this Month



Monthly Report of Ethics Trainer



MAY 2026

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



MAY HIGHLIGHTS

SUMMER LIFEGUARD ETHICS TRAINING

In May, the Training Division was tapped to deliver ethics training to 107 summer lifeguards of NORDC at the Milne Recreation Center in Gentilly.

While their duration of service is only a brief period, beginning in 2025, it was deemed necessary that the lifeguards also be equipped with the necessary knowledge to navigate any potential incidents.



COMPLIANCE “SECRET SHOPPING”

An ongoing initiative to ensure that all public employee work areas within the city contain mandated ethics information in plain view has had positive results and has been met with cooperation. This process has also allowed the Trainer to become familiar with several previously unknown auxiliary offices and areas that also needed display material.



To make sure that departments are remaining compliant regarding display, the Trainer has begun making impromptu visits to get visual confirmation that the requirement is being met.



MAY 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.

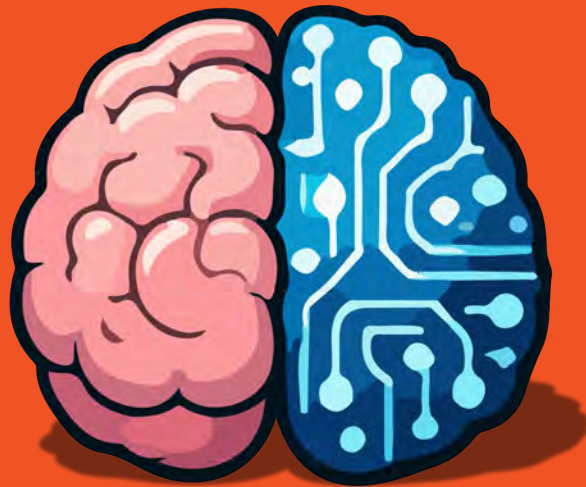




IN PROGRESS

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: June 16, 2026

Re: *Monthly Report for May 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 needs to appoint one member to the “mayorial” slot.

Near term expiration date: 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.

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

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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Get the data • Created with Datawrapper

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 Tyronne 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.

Email Sophie Kasakove at sophie.kasakove@theadvocate.com.

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