



CITY OF NEW ORLEANS ETHICS REVIEW BOARD

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

BOARD MEETING

The City of New Orleans Ethics Review Board will meet at City Council Chambers, New Orleans City Hall, 1300 Perdido St, New Orleans, LA 70112 on Tuesday, July 21, 2026, at 3:30 p.m.

AGENDA

1. Call to order.
2. Approval of the minutes of May 2026 board meeting.
3. Monthly report of the Office of Inspector General (in writing only).
4. Monthly report of the Office of the Independent Police Monitor (in writing only).
5. Monthly report of the Ethics Trainer (in writing only).
6. Monthly report of the General Counsel and Executive Administrator (in writing only).
7. *Appointment of Independent Police Monitor*. IPM applicant presentations; questioning by board members and consultant, Mike Cowan; public comments on applicants and process; board discussion of applicants and process; and board vote on appointment of Independent Police Monitor.
 - a. Presentation by Stella Cziment (20 minutes). Questioning by the board and the consultant.
 - b. Presentation by Steven Krueger (20 minutes). Questioning by the board and the consultant.
 - c. Presentation by Patrice Rose (20 minutes). Questioning by the board and the consultant.
 - d. Public comments on applicants (30 minutes total).
 - i. For the public-comment period, the Board will use four sign-in sheets: one sheet for each candidate (for both “for” and “against” comments), and one sheet for general comments concerning the appointment process but not related to a particular comment.
 - ii. The chair will call for comments from the first person listed on Sheet 1, then from the first person on Sheet 2, and so on and so forth. As to each sheet, speakers will be called in the order in which they signed that sheet,

from first to last or until the 30-minute comment period expires.

- iii. Each speaker will have two minutes.
 - iv. Comments must be limited to the candidate or appointment-procedure topic identified on the sign-in sheet.
 - v. The chair may stop comments that exceed the time limit, that address matters outside the designated topic, or that disrupt the orderly conduct of the meeting.
- e. Board discussion and vote on appointment of IPM.
8. Selection of meeting dates for 2026.
 9. 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

JUNE 2026



OIG

**NEW ORLEANS
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



ADMINISTRATION

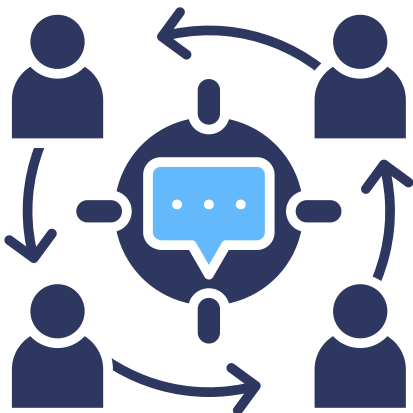
The Office Manager is responsible for the following:

- 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



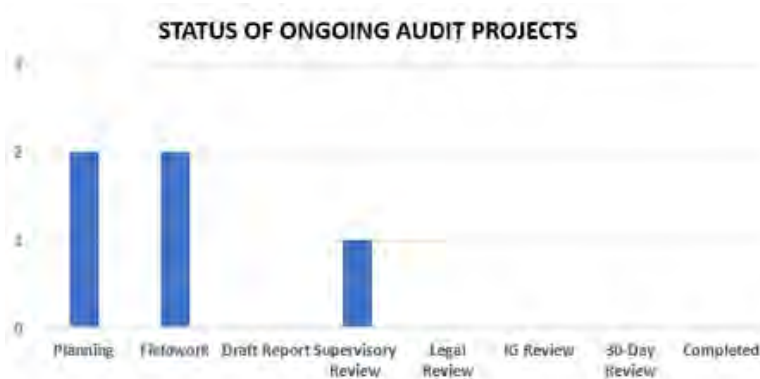
COMMUNICATIONS

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
- New Orleans 311 Performance Audit
- Recycling Services

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
New Orleans Recreation Department Maintenance Audit	Fieldwork	Ongoing
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
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	Supervisory Review	Ongoing
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.		
New Orleans 311 Performance Audit	Planning	Ongoing
Summary of Objectives: To evaluate whether New Orleans 311 effectively receives, routes, communicates, and tracks service requests. Additionally, it will assess whether communication between 311 and city departments supports timely, accurate, and complete service delivery for residents.		
Recycling Services	Planning	Ongoing
Summary of Objectives: To assess whether the City's recycling contracts are structured to protect the City's interests and to evaluate whether recycling contractors are fulfilling their contractual advertising and public-education obligations.		

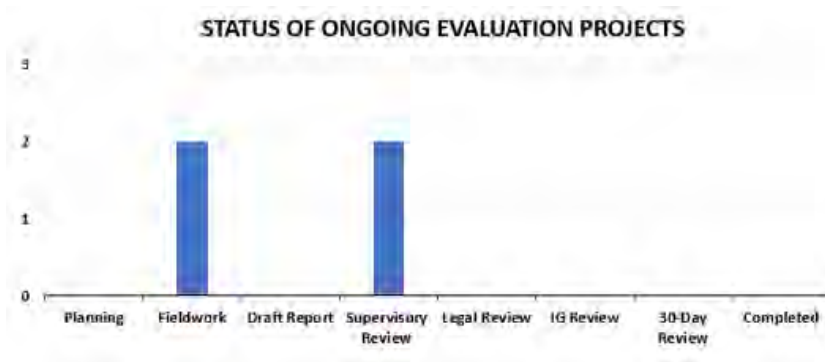
Footnotes:

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 has the following projects in process:

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

Project Phase Descriptions:

Planning - includes background research, data gathering, initial interviews, and/or internal controls assessment.

Fieldwork - includes data and statistical analyses, interviews, testing of procedures, onsite observations, and/or physical inspections.

Draft Report - includes data and statistical reviews, documenting fieldwork results, initial report writing, revisions and internal Quality Assurance Review (QAR) prior to supervisory review.

Supervisory Review - includes the review by both Deputy Inspector General and First Assistant Inspector General to ensure sufficiency and appropriateness of evidence, adequate fieldwork procedures, and proper conclusions, content, presentation and readability.

Legal Review - Report review by in-house General Counsel and/or outside Legal Counsel to ensure appropriate and proper legal citations and/or interpretations.

IG Review - Report review by the Inspector General based on corrections and recommended changes resulting from the Legal Review.

30-Day Comment Period - 30-day deadline for the department to review the draft report and submit management responses for inclusion in the final report.

MEASURING PROGRESS

INSPECTIONS AND EVALUATIONS DIVISION

The following information provides a summary of the Inspections and Evaluations Division's project phase and a summary of each project's objectives.

Project Name	Project Phase ₁	Anticipated Completion Date ₂
NORD Booster Clubs and Athletic Teams Resources	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, Jeffrey Vappie, whose trial is now scheduled for March 15, 2027. OIG investigators also continue to assist in the criminal prosecution of former local contractor Randy Farrell, whose trial remains scheduled for Oct. 19, 2026.

The Division also continues investigating allegations of overtime abuse and fraud within the New Orleans Police Department (NOPD). On July 1, 2026, the OIG released a Summary Report of Investigation regarding potential payroll fraud and timekeeping violations by an NOPD officer. The Summary Report provides background and context from the OIG's investigation, as well as the OIG's findings and conclusions.

Per the OIG's ordinance, a full report regarding the investigation has been distributed to the proper prosecutorial agencies for any actions deemed appropriate by those agencies. The report's preliminary findings show specific pathways for fraud, waste, and abuse. As the City contends with an ongoing fiscal crisis, the OIG believes that sharing this information may assist the NOPD and other City departments in identifying and preventing similar time-and-attendance misconduct.

This case is one of multiple OIG investigations into potential payroll fraud and timekeeping violations. Any substantiated allegations of fraud found during ongoing and future investigations will also be turned over to state and/or federal prosecutors for further action.

In addition, the OIG continues to assist in the criminal prosecution of contractor Jon Andersen. He was arrested April 9, 2026, 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). As of early July 2026, a trial date had not been set for Andersen.

BY THE NUMBERS

The Investigation Division initiated 13 complaints and 12 requests for information.

2026 BUDGET

Total 2026 Appropriation \$ 4,398,625

Expenditures	Spent YTD
Personnel	\$ 1,687,548
Operating	\$ 104,536
Total	\$ 1,792,084
Remaining Balance	\$ 2,606,541

SOCIAL MEDIA



Facebook and Instagram: @NewOrleansOIG

X: @NOLAOIG

LinkedIn: @OfficeofInspectorGeneralCityofNewOrleans

YouTube: @NOLAOIG1737



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

New Orleans OIG @NOLAOIG · Jun 4
Today, the OIG released a public letter finding serious deficiencies in the New Orleans Recreation Development Commission (NORDC)'s policies and practices for vetting youth sports coaches. Find out more in the video below!



Monthly Report of OIPM

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT

June 2026



Above, two of the OIPM's Community-Police Mediators participate in the de-escalation activity during a special training event the OIPM hosted in June with Lorig Charkoudian, the Executive Director and co-founder of Community Mediation Maryland.

Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

June marked the start of the **2026 Atlantic Hurricane Season**. Each year, the OIPM ensures that our hurricane oversight strategy to monitor the police during evacuations, shelter-in-place orders, curfews, and immediate storm responses is responsive and comprehensive. We monitor to ensure that the police communicate effectively with the public, we review misconduct and force utilized during any storm, and how the NOPD implements their hurricane response plan. The OIPM prepared for the beginning of this season by releasing the OIPM Hurricane and Emergency Oversight Plan and it is available to the public now on the OIPM website. Let's stay safe out there and start building those hurricane kits.

In June, the OIPM took on a variety of activities - from monitoring hearings and writing formal recommendation letters to testifying in Civil Service appeals, being interviewed by the news, tabling, and presenting to City Council. It has been a full month, and the OIPM looks forward to sharing some of the highlights of our work and answering your questions on relevant issues in this report. This month, this report includes:

- The **OIPM's quarterly presentation to the New Orleans City Council** presenting relevant year-to-date data regarding oversight;
- The release of the **OIPM Hurricane Oversight Plan**;
- The recent concerns regarding changes to the NOPD's **drone policy**;
- Community outreach events including **"Coffee with the IPM"** mornings;
- OIPM's participation in a **police tactics and equipment training**;
- OIPM hosting a **special mediation training** for OIPM's mediators;
- and the OIPM answered your questions regarding recent accounts of the OIPM releasing **anonymous complainant information** pursuant to an Office of the Inspector General investigation; and more.

As a reminder, if you would like to learn more about the OIPM's work, we would highly recommend that you check out the **2025 OIPM Annual Report** which is available on the OIPM website now. Each year, the OIPM publishes a report detailing its monitoring, oversight, and community engagement activities, as well as statistical information and data from the 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.

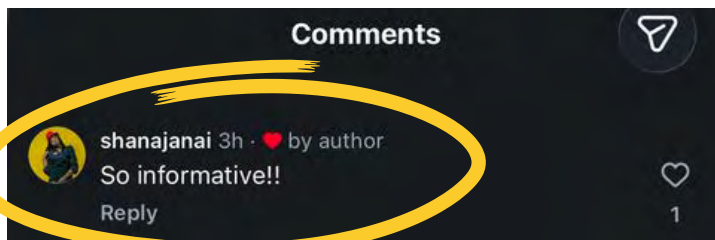
As always, thank you for your continued support of this office and the work we do together.

Thank you,

Stella Cziment

Stella Cziment, Independent Police Monitor

To the right is a comment the OIPM received from someone who attended a "Coffee with the IPM" event in June.



Above, the OIPM leadership, Stella Cziment and Kirschelle Williams, present year-to-date data to City Council.

Below, OIPM tables at the "Coffee with the IPM" event at Pontilly Coffee in June.



Above, Stella Cziment, the Independent Police Monitor, discusses the NOPD's decision to terminate a Major for misconduct and the formal recommendation the OIPM provided to Chief Kirkpatrick.

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

OIPM Presents to the City Council's Criminal Justice Committee

During June, the OIPM appeared before the New Orleans's City Council Criminal Justice Committee for the second time this year. Each quarter, the OIPM joins with our criminal justice stakeholders at the **Quarterly City Council Criminal Justice Committee meeting** to present to the committee as required by Ordinance Cal. No. 33,724.

The OIPM, alongside the NOPD, the District Attorney's Office, Criminal District and Juvenile Court Judges, and the Orleans Parish Sheriff's Office, presents our quarterly data to the Council, reported project progress, and highlighted relevant legal and political updates affecting policing and oversight in Louisiana.

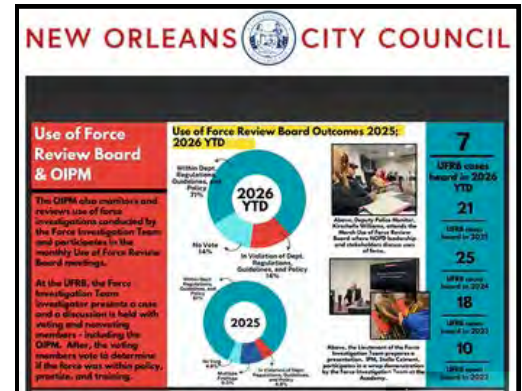
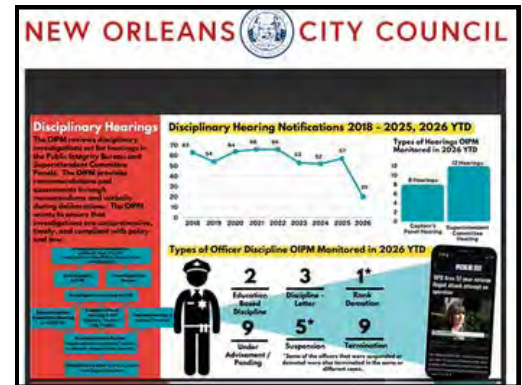
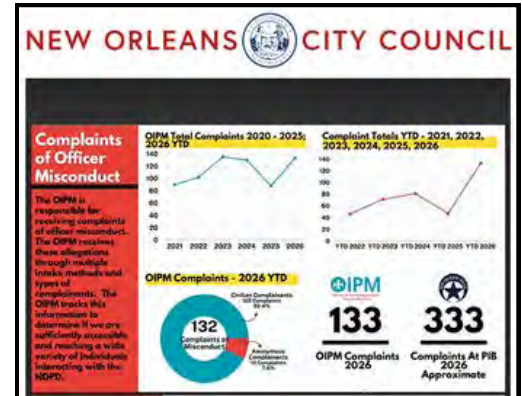
The OIPM uses these quarterly presentations as an opportunity to reach the public to inform them of our services and engage local leaders on policing issues that most impact their constituents. This month, the OIPM shared year-to-date data regarding:

- Police complaints and outcomes. This included the 89 complaints the OIPM has received regarding facial recognition and surveillance.
- Completed OIPM monitoring regarding disciplinary proceedings including the 9 hearings that resulted in officer terminations.
- Completed OIPM monitoring regarding use of force and critical incidents. The OIPM detailed its monitoring of three scenes of officer involved shootings in 2026 - none of which resulted in injuries.
- OIPM Mediation programs including the 7 mediations conducted through the traditional Community-Police Mediation Program, the 1 mediation through the District-Based Mediation Program, and the 1 mediation through the Post-Investigation Mediation Program.
- Officer awards and commendations that the OIPM has facilitated including the 1 Constitutional Policing Award the OIPM awarded and the 2 commendation requests submitted.

Additionally, the OIPM updated the Council and the public on the release of the OIPM Annual Report and the ongoing steps regarding the appointment of the IPM. You can stream the presentation now on the City Council's website.

OIPM Participated in NOPD's FIT's Tactic and Equipment Demonstration on the Wrap

In June, the OIPM went to the NOPD Academy to receive a **demonstration of a police restraint device** that the NOPD is exploring to assist with arrested individuals who are trying to self-harm or hurt officers during transport. The purpose of these types of tools is to ensure safe transport for arrested individuals and the arresting and transporting officers. Whether this tool or a different approach is utilized, demonstrations and conversations like this ensure that the process is transparent and there are opportunities for oversight to ask questions, raise concerns, and see how new equipment or tactics may be utilized. This demonstration was provided by the Force Investigation Team. Due to questions the IPM had regarding the use of the device when an individual was struggling against it, the IPM was put in the restraint to see how it touched and obstructed her body.



ACHIEVEMENTS, UPDATES, & WORK

Policing, Oversight, and Hurricanes: OIPM Releases Oversight Hurricane Plan

Policing is different during storms, from anti-looting protocol to curfews, and to prepare for these changes in policing, the OIPM released our **2026 Hurricane and Declared Emergency Oversight Plan** with the public. This plan includes how our office will respond to hurricanes and will monitor, review, and evaluate the NOPD's performance in preparing and responding to hurricanes.

The **2026 Hurricane and Emergency Oversight Plan** outlines how the OIPM will internally respond to hurricanes and storms – including the identification of essential employees and how the OIPM will monitor the NOPD during any storm response and then audit the performance and compliance of the police post-storm. Audit sheets with the criteria that the OIPM will utilize to review the NOPD's response are included at the end of the plan.

In this document, the OIPM critically examines the NOPD's Hurricane and Emergency Plan and creates a clear rubric with criteria on what ethical and compliant policing would look like during a hurricane or a declared emergency. In constructing this plan, the OIPM reviewed city policy, state law, and NOPD's operational policies and constructed rubrics to "grade" / audit the performance of the NOPD.

Additionally, this Hurricane and Emergency Oversight Plan incorporates public input the OIPM has received over the years from public forums and public feedback to the OIPM report on NOPD performance during Hurricane Ida (also available on our website).

Anyone who would like additional information regarding policing changes during hurricane season can listen to episodes of the **Monitor's Mic** available on the OIPM's website. In the episode when the OIPM interviewed **Collin Arnold, Director of the New Orleans Office of Homeland Security and Emergency Preparedness (NOHSEP)**, the public can learn how the city typically prepares for hurricanes, what resources are available for residents, and how the city agencies work with the NOPD to prepare for emergencies. Additionally, the OIPM interviewed **Lt. Barnes, the Lieutenant responsible for writing the NOPD's Hurricane Season Plan**. Lt. Barnes explained how policing protocol shifts in the immediate preparation and response to storms - from reducing unnecessary arrests, to providing security to city-assisted evaluation efforts and shelters. The OIPM used this show as an opportunity to address common misconceptions and questions from the community on topics like anti-looting protocol, if the police are allowed to commandeer your private property, why curfews matter, what to do if 911 goes down, and why there are police cars at pharmacies, the French Quarter, and grocery stores during storms.

All these resources are available to the public on the OIPM's website for you to learn more about policing and hurricane season.



Above (top), is the cover of the 2026 OIPM Hurricane and Emergency Oversight Plan that was released in June along with some of the audit sheets that will be utilized by the OIPM to determine NOPD compliance with their hurricane response plan.

ACHIEVEMENTS, UPDATES, & WORK

Coffee with the IPM at Pontilly Coffee and Backatown Coffee Parlour

In May, the OIPM hosted two “**Coffee with the IPM**” events in the community. One was held at Pontilly Coffee on Chef Menteur and the other was held at Backatown Coffee Parlour on Basin Street. 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 ran into some familiar faces - like former City Councilmember Oliver Thomas - and met some new ones including many visitors to this city who gave feedback on their interactions with the NOPD. We greatly appreciate all of the community members, visitors, and coffee drinkers who took the time to join us, ask questions, and engage in meaningful conversation.



Above, Independent Police Monitor, Stella Cziment, and Deputy Police Monitor, Kirschelle Williams, talk to members of the public (including former City Councilmember Oliver Thomas) at the two “Coffee with the IPM” events in June.

OIPM Hosted Co-Founder and Executive Director of Community Mediation Maryland for a Special Night of Training for our Community-Police Mediators

The OIPM’s Community-Police mediators received a special **3-hour in-service training facilitated by Lorig Charkoudian, the Executive Director and co-founder of Community Mediation Maryland**. Lorig was in town for a conference and offered to spend the evening with our mediators, tailoring a training to our needs. Lorig has decades of experience in community mediation, training, and research. The focus of her Ph.D. research was on the public cost of conflict and the cost savings of mediation to the Baltimore City Police Department. She trained our first cohort of mediators back in 2014 and it was a treat to have her back for a night of learning and practice.

We had a great turnout of mediators who learned about Lorig’s research on the impact of various aspects of the mediation process, and received coaching on inclusive listening, one of the core skills of our mediation process.

Each year, the OIPM hosts hours of in-service trainings for our mediators that are opportunities for them to practice their skills and gain new instruction on how to navigate conflict, utilize inclusive listening, and facilitate sometimes emotional or contentious dialogues between our public and NOPD officers.



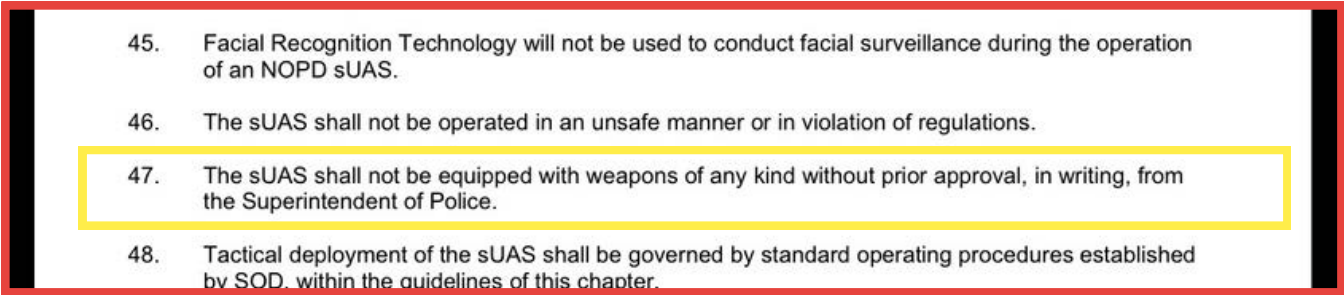
Above, OIPM mediators participate in the special training with Lorig Charkoudian, Executive Director and Co-Founder of Community Mediation Maryland.

ACHIEVEMENTS, UPDATES, & WORK

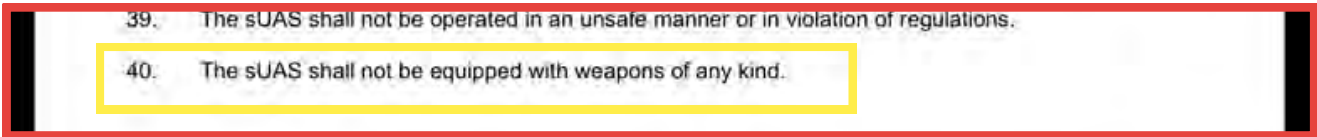
OIPM Addresses Concerns Regarding NOPD's Policy Change Regarding Whether Weapons Will Be Utilized on Drones;

Final Outcome: Weapons Not to be Used on Drones

During June, the OIPM was alerted by the community of concerns regarding a change to Chapter 43.5: Unmanned Aircraft Systems (sUAS / Drones) – specifically Paragraph 47: “The sUAS shall not be equipped with weapons of any kind without prior approval, in writing, from the Superintendent of Police.” This new policy was released on June 21, 2026, without a public comment period.

- 
- 45. Facial Recognition Technology will not be used to conduct facial surveillance during the operation of an NOPD sUAS.
 - 46. The sUAS shall not be operated in an unsafe manner or in violation of regulations.
 - 47. The sUAS shall not be equipped with weapons of any kind without prior approval, in writing, from the Superintendent of Police.
 - 48. Tactical deployment of the sUAS shall be governed by standard operating procedures established by SOD, within the guidelines of this chapter.

Prior to that change, the policy included Paragraph 40: “The sUAS shall not be equipped with weapons of any kind.”

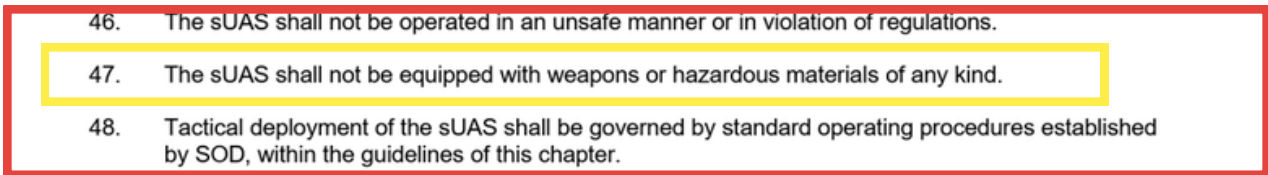
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- 39. The sUAS shall not be operated in an unsafe manner or in violation of regulations.
 - 40. The sUAS shall not be equipped with weapons of any kind.

The OIPM immediately contacted Chief Kirkpatrick and her leadership team regarding this language and the possibility of weaponized drones. The OIPM inquired what type of weaponry may be installed on the drones, which drones will be equipped with weaponry, when those weapons may be appropriately utilized, how officers will be trained to utilize weaponized drones and if this will require additional or different training. Under Chapter 43.5, Para. 54 – 55: “All sUAS operations shall have a safety program based on the principles of an aviation safety management system. All sUAS personnel shall receive appropriate safety training, coordinated through the NOPD Education and Training Division.” However, the OIPM explained there is uncertainty regarding that training since the Academy is not currently providing training on drones and it is unclear where or how NOPD officers will be trained on the safe operation of weaponized drones under or coordinated through the Education and Training Division as the policy envisions.

The OIPM stated that it was previously informed that all NOPD operators of the drones would follow Federal Aviation Administration (FAA) regulations and inquired if the addition of the weaponry would be permitted by the FAA (which places restrictions on the weaponization of drones) or if there are federal waivers and exceptions that the NOPD seeks to receive or utilize.

The OIPM reiterated support of the use of drones and police equipment for public safety reasons – such as policing large crowds, festival season, and the use in the French Quarter during large scale events or responses – or use for investigatory purposes (documenting crime scenes); however, this addition to the policy is unclear and opens the public to potential danger and the department to potential liability.

Chief Kirkpatrick immediately notified the OIPM that this was intended to be draft language and the language would be removed - the **NOPD does not intend to utilize drones with weapons**. The next day, the policy was updated to that position:

- 
- 46. The sUAS shall not be operated in an unsafe manner or in violation of regulations.
 - 47. The sUAS shall not be equipped with weapons or hazardous materials of any kind.
 - 48. Tactical deployment of the sUAS shall be governed by standard operating procedures established by SOD, within the guidelines of this chapter.

ACHIEVEMENTS, UPDATES, & WORK

Understanding Anonymous Complaints, Metadata, and OIPM's Legal Obligations

Recently, a terminated NOPD officer - Officer Cockerham - went before the Civil Service for his appeal hearing. Both Stella Cziment, the Independent Police Monitor, and Kirschelle Williams, the Deputy Police Monitor, received a subpoena to testify in the proceedings. Afterwards, there was some social media and radio attention to an aspect of the investigation and the role the OIPM played in providing information to the investigating body. Many of the questions we received centered on anonymous complaints. People want to know: *why did the OIPM share information about anonymous complaints? Are anonymous complaints private or confidential?*

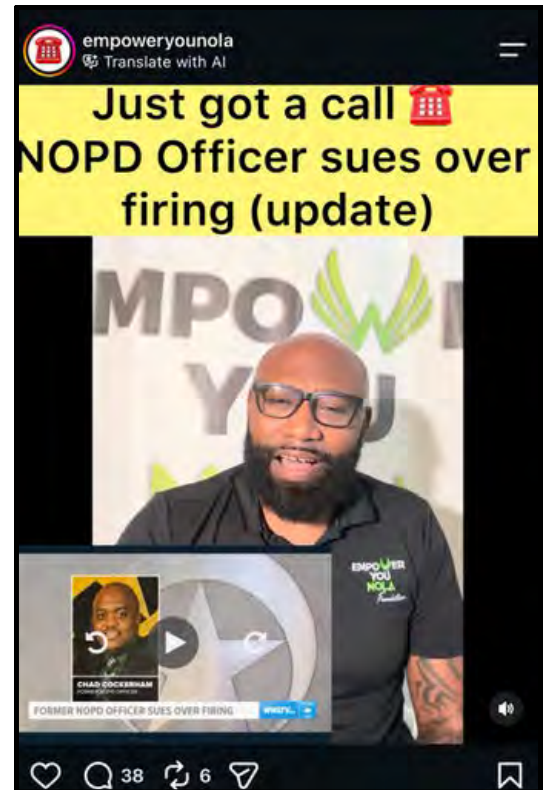
These are fair questions. The OIPM understands why some members of the community may be concerned. Anonymous complaints play an important role in police accountability, and community members should understand how those complaints are handled, what protections exist, and what the law requires of our office.

First, Why Does the OIPM Accept Anonymous Complaints?

The OIPM accepts anonymous complaints because we recognize that some community members may not feel comfortable identifying themselves when reporting concerns regarding police officers and some police officers and NOPD employees may feel uncomfortable or fear for their jobs if they identify themselves as being the source of the allegation. A person may worry about retaliation, workplace consequences, damage to personal relationships, may be court involved or have been arrested, or simply may not want attention focused on them. Anonymous complaints allow the public - members of the community, visitors, and NOPD employees - to share what they know without saying who they are. Many important problems have been uncovered because someone made an anonymous complaint. For that reason, the OIPM will continue accepting anonymous complaints and encourages all to come forward if they know something is wrong.

What Happened In This Case?

In 2024, the New Orleans Police Department (NOPD) conducted promotional examinations for the ranks of Captain and Major. After the examinations were completed and a promotion eligibility list was created, the former-Mayor became concerned about the potential of favoritism or cheating in the promotional process. Both the Public Integrity Bureau (PIB) and the OIPM received anonymous complaints alleging favoritism and cheating during the examination process. The OIPM sent a formal letter to Chief Kirkpatrick regarding this matter and attached the complaints of misconduct. The Civil Service Commission and the NOPD executed investigations into the potential wrongdoing in the process. The NOPD elected to refer to the investigation to the Office of the Inspector General (OIG). The OIG opened an investigation into the allegations of cheating.



Above and below, on EmpowerYouNOLA, the creator states it appears an officer was retaliated against for filing an anonymous complaint with the OIPM.



ACHIEVEMENTS, UPDATES, & WORK

Understanding Anonymous Complaints, Metadata, and OIPM's Legal Obligations Continued

As part of that investigation, the OIG submitted a formal written request to the OIPM seeking records related to complaints alleging favoritism and bias involving the Captain and Major examinations. The request sought: complaint intake forms, attachments, and associated metadata, including network traffic, logs, and IP address information. The OIPM complied with that request and provided the requested records.

From those requested records, the OIG was able to connect the IP address information with other information the OIG received through subpoenas to service providers and learn the potential identity or ownership of the disclosed IP addresses. The OIG concluded, based on the disclosed IP addresses, that an NOPD officer, Chad Cockerham, had submitted the complaint (one of the records the OIPM submitted). The NOPD held disciplinary hearings regarding Officer Cockerham and the Superintendent terminated Officer Cockerham for violating NOPD policy. **Officer Cockerham was not terminated for submitting the complaint; Officer Cockerham was terminated for the allegation that he was not truthful in his statements to the OIG investigators in their investigation.**

Now, the questions the OIPM has received - both privately and publicly - is why did the OIPM comply with this investigatory request and give confidential information?

Understanding Anonymous Complaints and Confidentiality

One of the biggest misunderstandings surrounding this issue is the difference between the act of submitting a complaint anonymously and then how that complaint is handled once becomes an official city record. When a complaint is submitted anonymously, the complainant is not required to provide their identity to the OIPM. But the complaint doesn't disappear once it's submitted. It becomes an official government record that our office keeps, just like other complaints, information, and documentation. Sometimes, when something is submitted online, the computer system automatically creates extra technical information. This is called metadata. Metadata is also a record that the OIPM keeps.

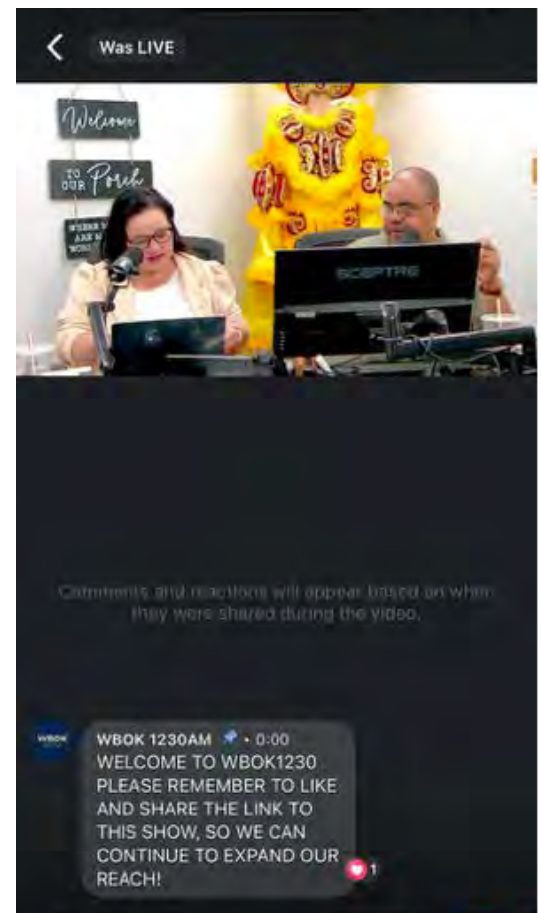
The existence of a government record does not mean that record is publicly available. The OIPM's records are confidential under City Code Section 2-1121(21) unless the law requires the OIPM to provide the documentation:

"All records of the office of the independent police shall be exempt from public disclosure and shall be considered confidential, unless the independent police monitor is legally required to make such records public.... The office of the independent police monitor is subject to all state laws concerning public records."

What Is Metadata?

People have also asked about "metadata" and IP addresses. Metadata is information a computer creates automatically when something is sent electronically. Think of it as 'information about information.'

Examples of metadata may include the date and time something was submitted, or technical details about the device used to send it. We don't create this information ourselves; the computer systems create it automatically.



Above on WBOK, co-hosts, Gerod Stevens and Suzette Bagneris, recap the Civil Service appeal hearing for Officer Cockerham and question why the OIPM provided information about IP addresses of anonymous complainant's to the OIG for the investigation.

ACHIEVEMENTS, UPDATES, & WORK

Understanding Anonymous Complaints, Metadata, and OIPM's Legal Obligations Continued

What that language means is that the OIPM cannot and will not release information unless the law requires the OIPM to release that material. Releases will depend on whether it's a public record, a subpoena, or there is another legal obligation to provide the information. This means: the OIPM's confidentiality has limits.

Even though our records are confidential, the law may require the OIPM to provide information.

How Are Public Records Requests Different?

Some people may wonder: could the public have just requested this same information? The answer is no, it works differently. City Code Section 2-1121(21) requires the OIPM to comply with state public record laws.

This means that when the OIPM receives a public records request, the office must review the request and determine what information can legally be released. When complaint records are released in response to a public records request, the OIPM reviews those records for confidential information and applies redactions. Depending on the circumstances, this may include personal identifying information, contact information, witness information, complainant information, or other information protected from disclosure.

If a complaint is submitted anonymously, the OIPM does not release information that would identify the anonymous complainant. Likewise, metadata such as IP address information is not disclosed through the public records process.

Why Did the OIPM Provide That Information (Records) to the OIG If It Is Not a Public Record?

What happened with the OIG was not a public records request. It was a formal request from another government oversight office that has its own legal power to investigate. These are two different things, with two different sets of rules.

First, the Office of Inspector General serves a different role than the OIPM. The OIG is responsible for conducting investigations involving fraud, waste, abuse, misconduct, and other matters within its jurisdiction. To perform those duties, City Code gives the OIG broad authority to obtain information it determines is necessary for an investigation. City Code Section 2-1120(12)(a) states that the OIG shall have access to records, information, data, documents, and other materials necessary to facilitate an investigation. Further, City Code Section 2-1120(12)(b) **requires** city agencies to provide requested information and assistance.

The City Code also states: "No subpoena is required for the information or documents mentioned in this paragraph. All information and documents are to be provided upon written request from the office of inspector general." **In other words, the OIG doesn't need a court order to get information from another city agency - a written request is enough.**

Therefore, once the OIG submitted a lawful written request, the OIPM was obligated to comply. The OIPM does not have legal authority to refuse the request. Nor did the OIPM have authority to limit the powers granted to the OIG under City Code. City Code Section 2-1121(19) specifically states: "Nothing in this section shall be construed to limit the existing powers of the office of inspector general..." The OIPM will comply with the law.

What OIPM Did Not Do

It's just as important to explain what did not happen. We did not give these records to the public. We did not give up our confidentiality protections. We complied with a lawful request from another independent oversight office that has the legal authority to ask for records during an investigation.

ACHIEVEMENTS, UPDATES, & WORK

Understanding Anonymous Complaints, Metadata, and OIPM's Legal Obligations Continued

How Can You Submit Complaints?

People have asked if different ways of submitting a complaint create different kinds of records. The answer is yes. Sending something electronically (like online) often creates extra technical information automatically. Other ways of submitting a complaint may create different kinds of records.

You can file a complaint with us in several ways:

- Through our website
- By calling or texting our 24-hour hotline: 1-877-225-6476 (OIPM) (in English, Spanish, or Vietnamese)
- By visiting our office in person
- By mailing us a complaint

No matter how you submit your complaint, the OIPM will follow the laws regarding how to keep confidential records. The OIPM accepts complaints without requiring your name. If you have questions about how to file a complaint, please contact us directly.



Above is one of the OIPM's billboards regarding the 24 hour hotline that is available for the public to utilize to file complaints of officer misconduct or accounts of positive policing (commendations).

Should You Still Use the Systems in Place to File Complaints?

Yes, the OIPM encourages the public and NOPD employees to tell us or the Public Integrity Bureau of any of their concerns about police conduct. You do not have to be identified. Anonymous complaints remain an important tool for receiving concerns that may otherwise go unreported. They help oversight agencies identify potential misconduct, policy concerns, and issues that may require further review.

The OIPM will continue accepting anonymous complaints and protecting complaint records from public disclosure as required by law. At the same time, we are going to be honest: the OIPM cannot refuse a lawful request from another government agency that has its own legal authority to investigate.

We understand why there have been questions about this process. We hope this explanation helps clarify what happened and why.

The OIPM understands that public trust must be earned and maintained. We remain committed to protecting complaint information to the fullest extent permitted by law, being transparent about our legal obligations, and ensuring that all continue to have multiple ways to safely share concerns with our office.

Anonymous complaints remain an important part of police accountability, and the OIPM will continue accepting, reviewing, and acting upon those complaints as part of our mission to serve the people and city of New Orleans.

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	125	29	68	61	32	33	41	43	11	18	46.10
Police Complaint Count	0	1	0	0	0	3	0	0	4	2	1.00
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	11	13	13	10	14	16	21	0	0	0	9.80
Community Liaison Count	11	12	9	19	8	14	25	13	1	3	11.50
Case Monitoring Count	0	2	1	3	6	2	8	0	7	5	3.40
Case Review Count	0	0	0	1	4	4	1	4	3	0	1.70
Contact Only Count	19	25	51	24	17	9	23	14	2	4	18.80
FDI Notification Count	24	17	11	28	24	13	35	20	49	13	23.40
Disc. Hearing Attended Count*	21	24	11	0	0	0	0	0	0	0	5.60
Critical Incident Count	2	8	4	2	4	7	8	7	3	6	5.10
Firearm Discharge Count	4	7	3	1	4	4	7	6	1	3	4.00
Lvl 4 Non-Critical	4	6	9	5	9	4	8	0	0	0	4.50
Force Monitoring*	3	1	3	1	0	0	0	0	0	0	0.80
Mediation Count	12	17	16	14	13	12	18	22	11	18	15.30
Commendation Count	2	1	4	3	0	3	1	1	0	1	1.60
Community Outreach Events	37	36	50	33	54	12	12	0	0	0	23.40
Grand Total	275	199	253	205	189	136	208	130	92	73	176.00

	Jun 2026	Jun 2025	Jun 2024	Jun 2023	Jun 2022	Jun 2021	Jun 2020	Jun 2019	Jun 2018	Jun 2017	2017-2026 Average
Citizen Complaint Count	10	6	5	8	4	5	18	7	1	2	6.60
Police Complaint Count	0	1	0	0	0	0	0	0	0	0	0.10
Civilian w/in NOPD	0	0	0	0	0	0	0				0.00
Anonymous Complaint	4	0	2	1	4	0	8				2.71
Community Liaison Count	0	3	0	1	2	3	2	0			1.38
Case Monitoring Count	0	0	0	0	0	0	0	0	0	1	0.10
Case Review Count	0	0	0	0	0	0	0	0	1	0	0.10
Contact Only Count	4	4	7	1	1	0	16	1	1	1	3.60
FDI Notification Count	6	1	2	5	1	0	18	14	8	0	5.50
Disc. Hearing Attended Count*	4	1	2								2.33
Critical Incident Count	1	1	0	0	1	0	2	1	0	1	0.70
Firearm Discharge Count	2	1	0	0	0	0	1	1	0	1	0.60
Lvl 4 Non-Critical	0	2	1	1	3	0	0				1.00
Force Monitoring*	0	0	0	0							0.00
Mediation Count	2	1	3	6	4	2	4	2	2	1	2.70
Commendation Count	0	0	1	1	0	0	0	0		1	0.33
Community Outreach Events	9	6	10	7	7	3					7.00
Grand Total	42	27	33	31	27	13	69	26	13	8	28.90

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

CURRENT BUDGET



OIPM Budget Description	Amount
Personnel	\$944,243.00
Operating	\$216,663.00
2026 Total OIPM Budget	\$1,160,906.00
2026 Total OIPM Budget	\$1,160,906.00
Amounts Spent to Date:	\$520,223.79
Unexpended funds	\$640,682.21

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:

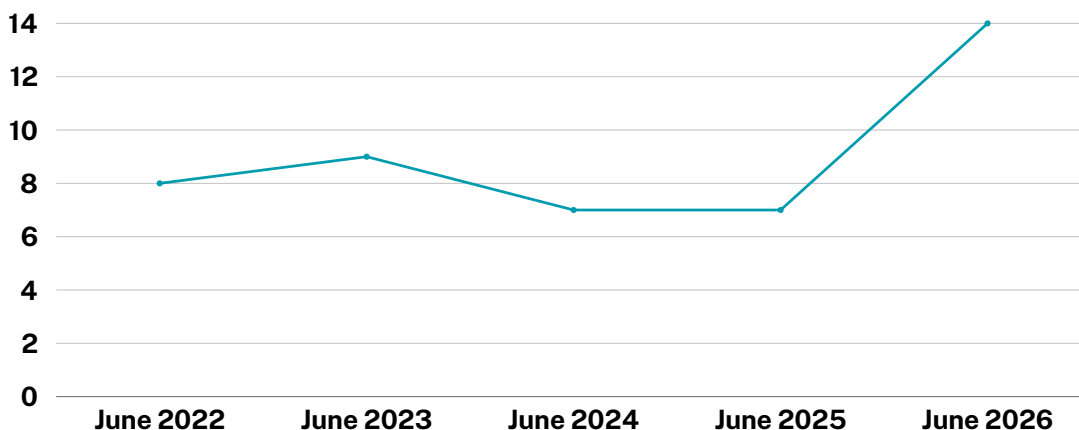
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



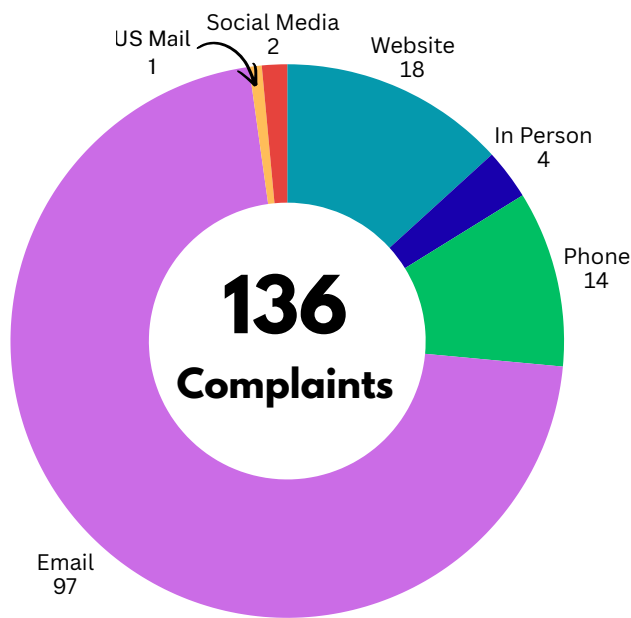
14

**Total Complaints
Received this
month**

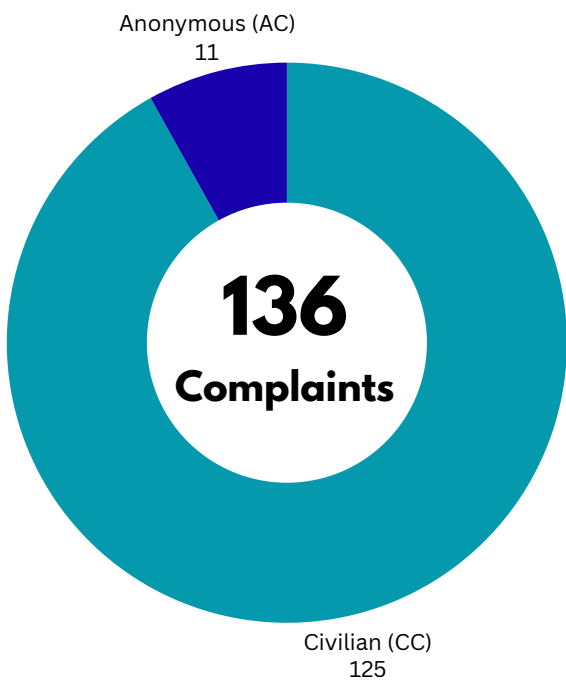
136

**Total Complaints
Received This
Year**

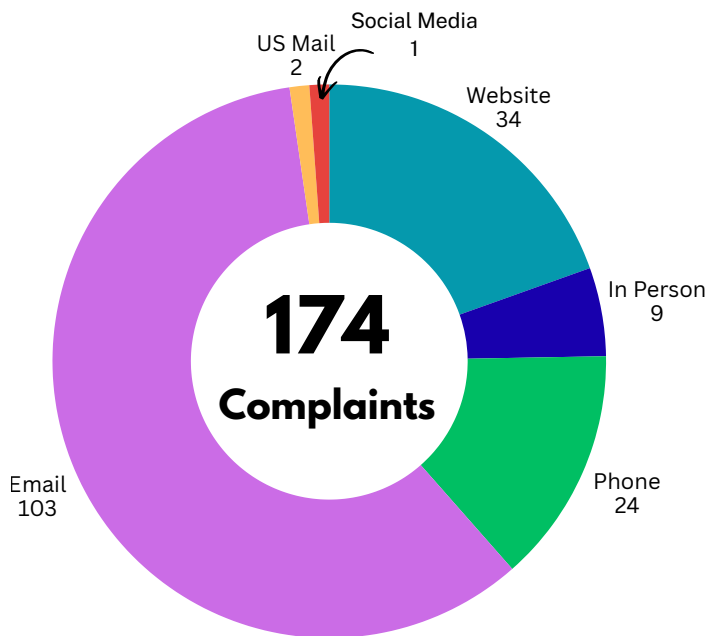
Complaint Intake Source - 2026



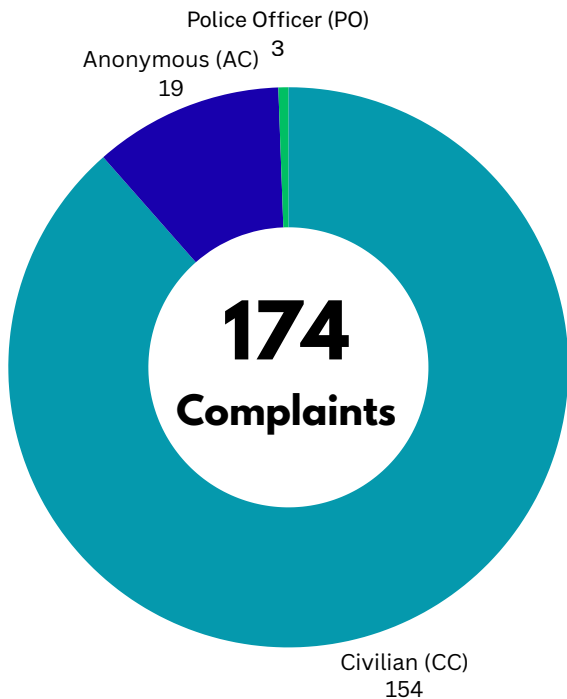
Complainant Type - 2026



Complaint Intake Source - Past 12 Months

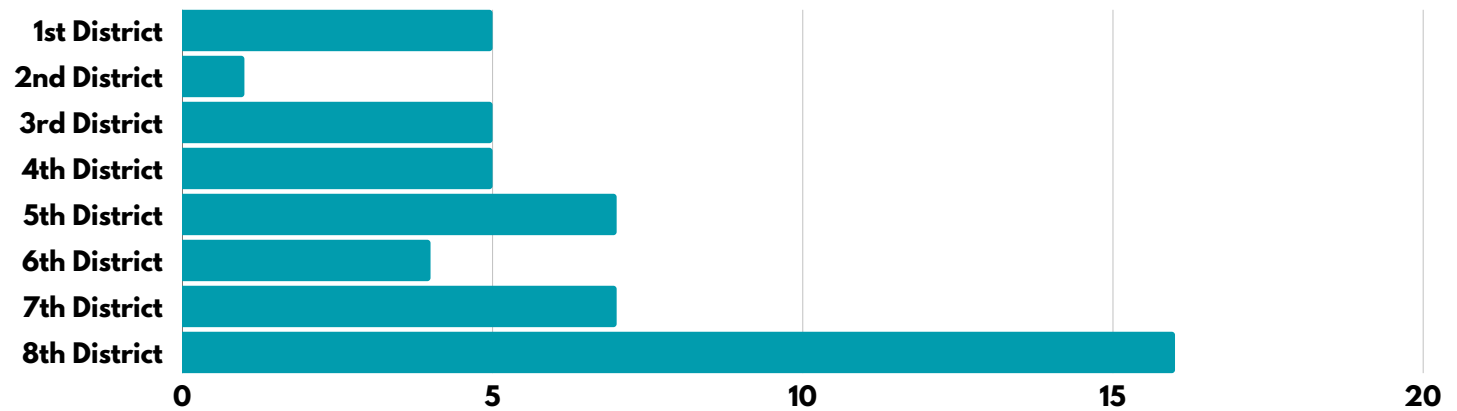


Complainant Type - Past 12 Months

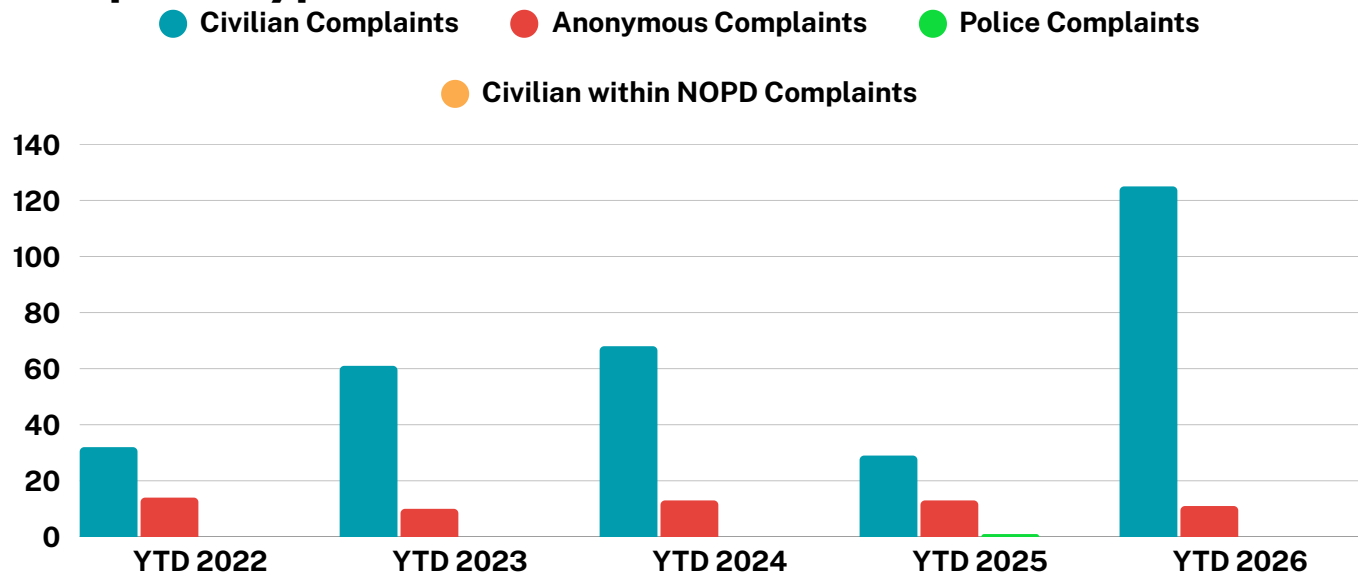


Districts - Past 12 Months

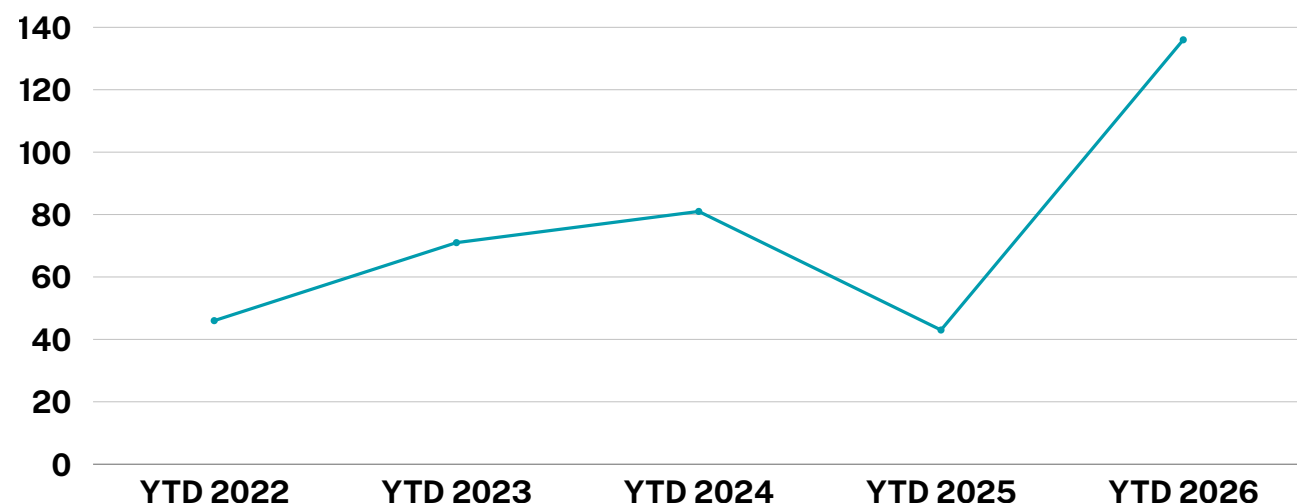
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

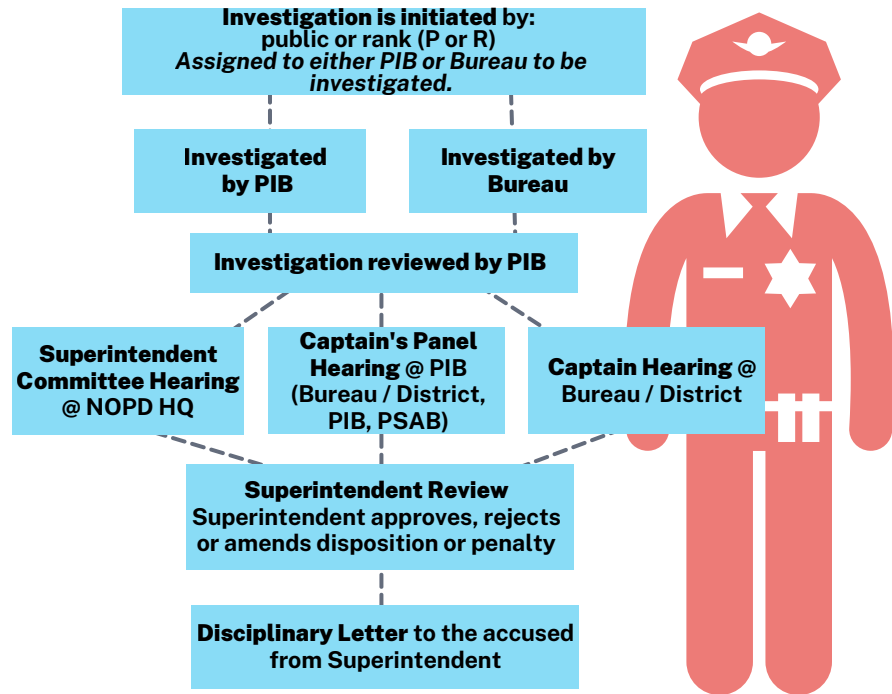


Complaint Totals YTD - 2022, 2023, 2024, 2025, 2026



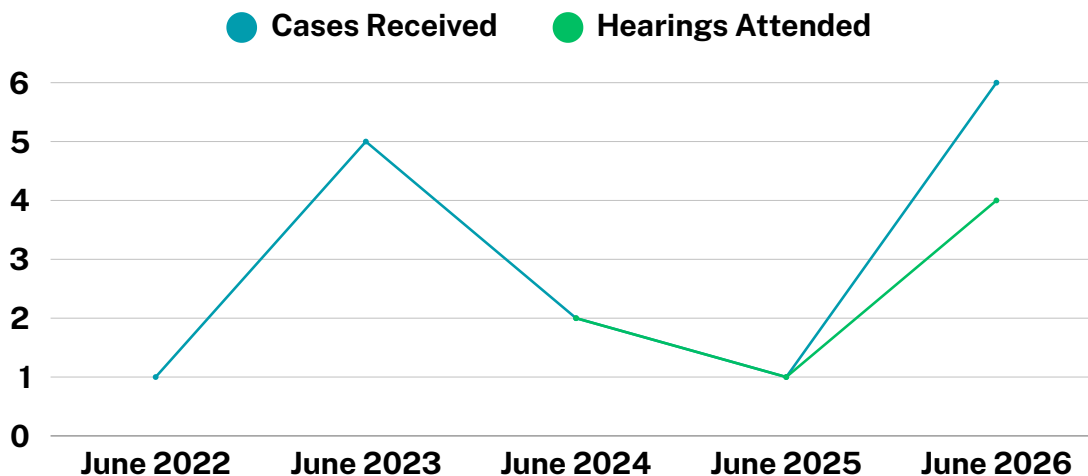
DISCIPLINARY PROCEEDINGS

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 - June



6

**Disciplinary
Cases Received
this Month**

4

**Disciplinary
Hearings Attended
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.

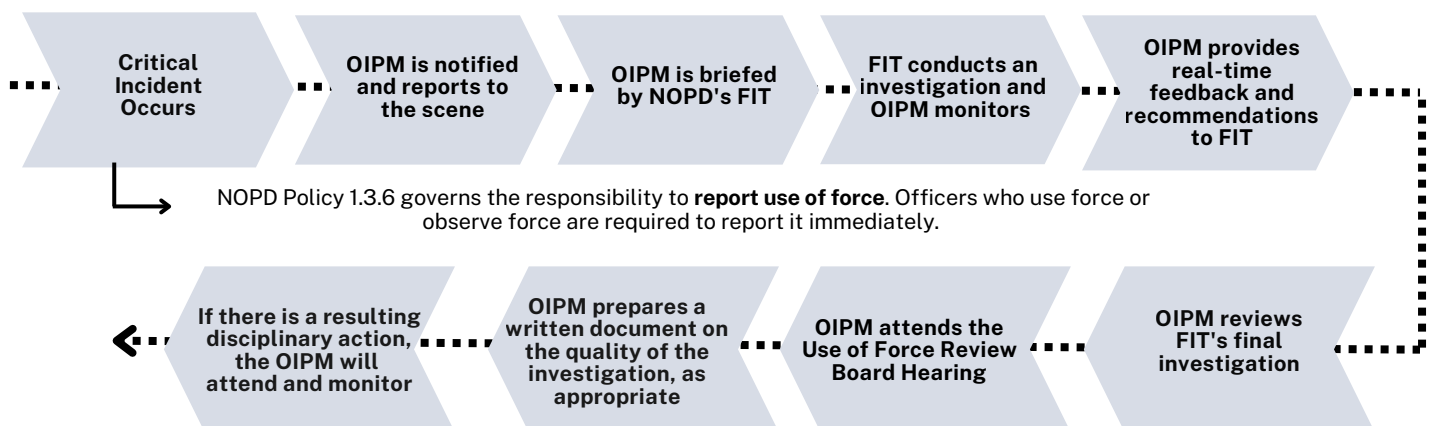
Use of Force

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

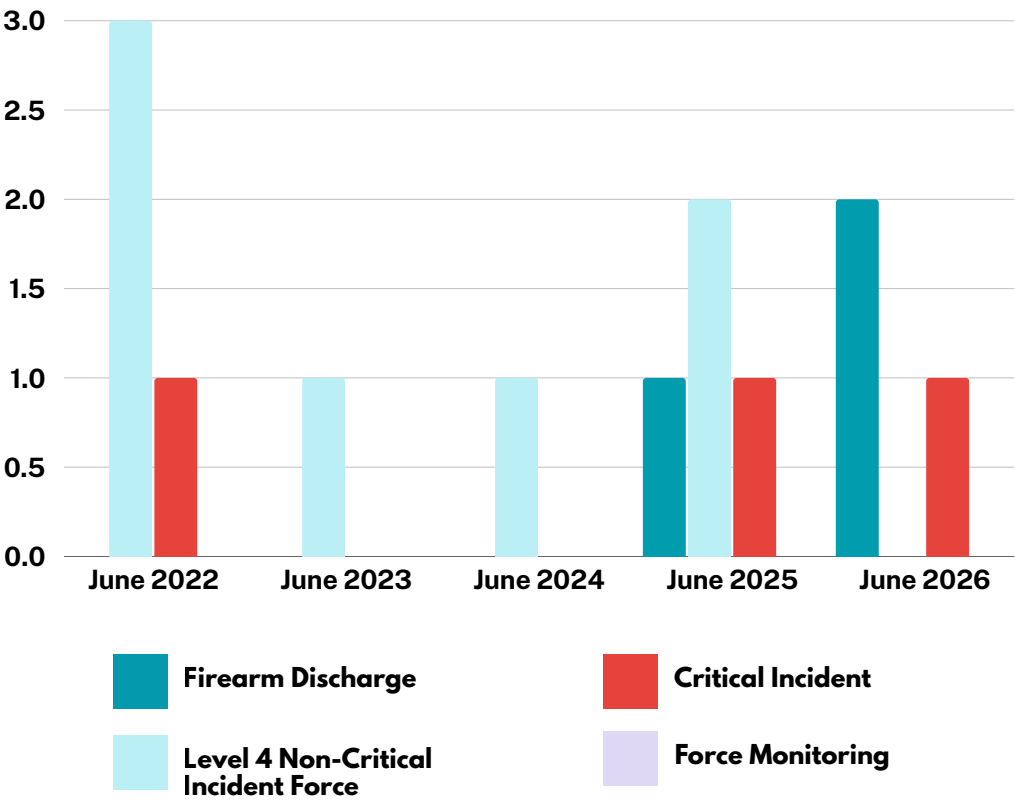


Use of Force Work

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



2

Firearm Discharge this Month

1

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.

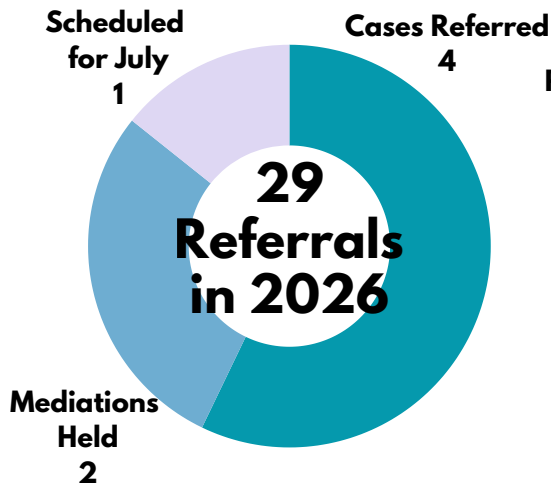
Voluntary

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.

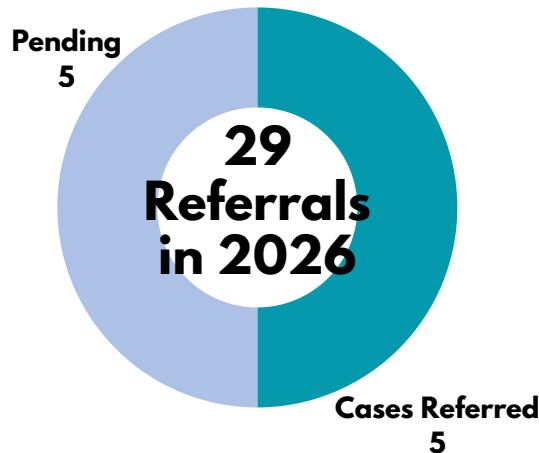
Consent

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 - June



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



Community District Based Mediation Numbers - June



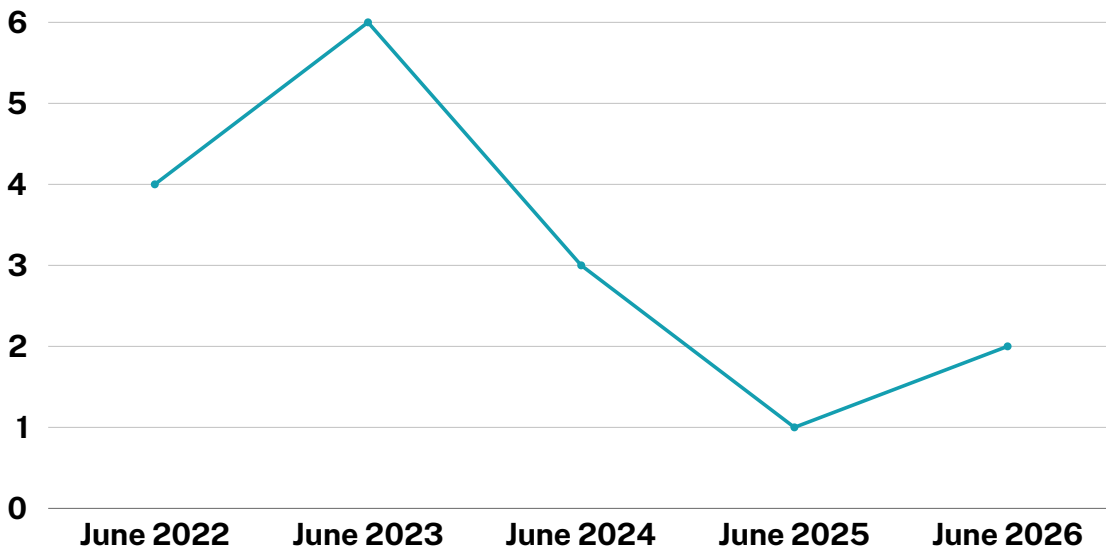
Non-judgmental
Confidential
Voluntary



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.

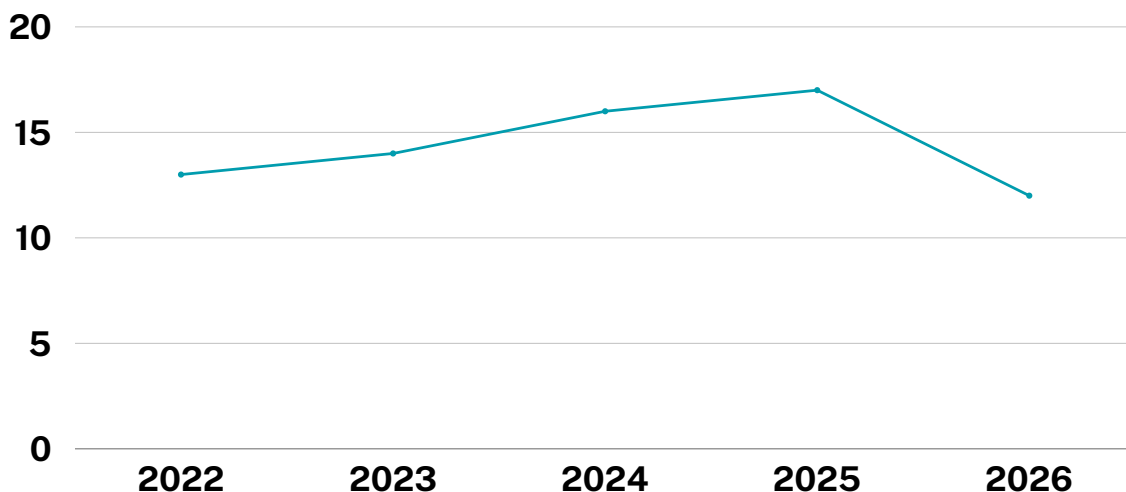
Total Mediations Held This Month 2022, 2023, 2024, 2025, 2026



2

**Total
Mediations
Held this
month**

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



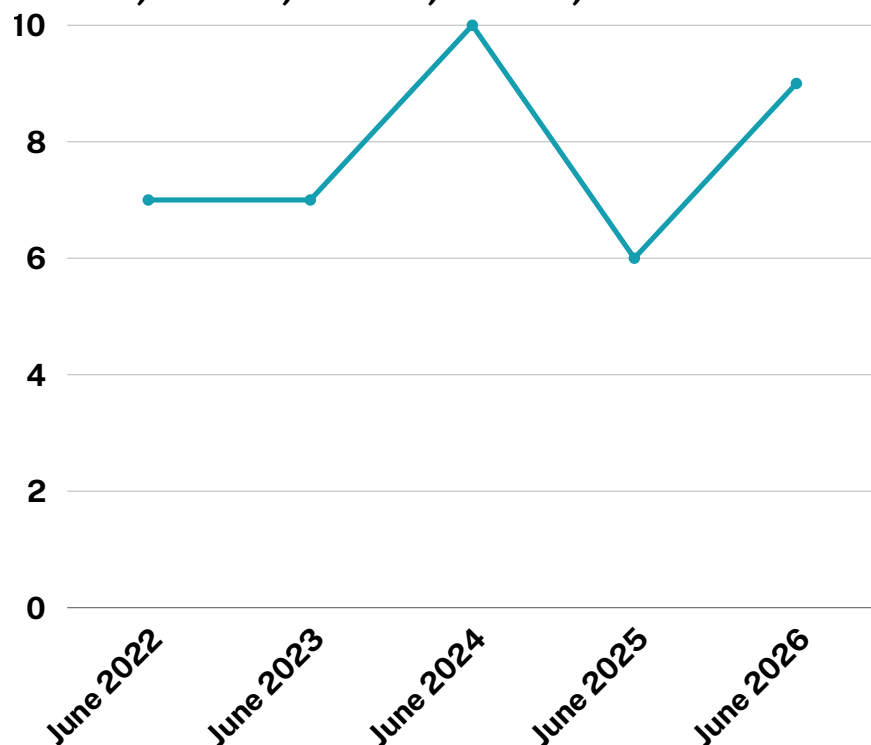
12

**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 - June 2022, 2023, 2024, 2025, 2026

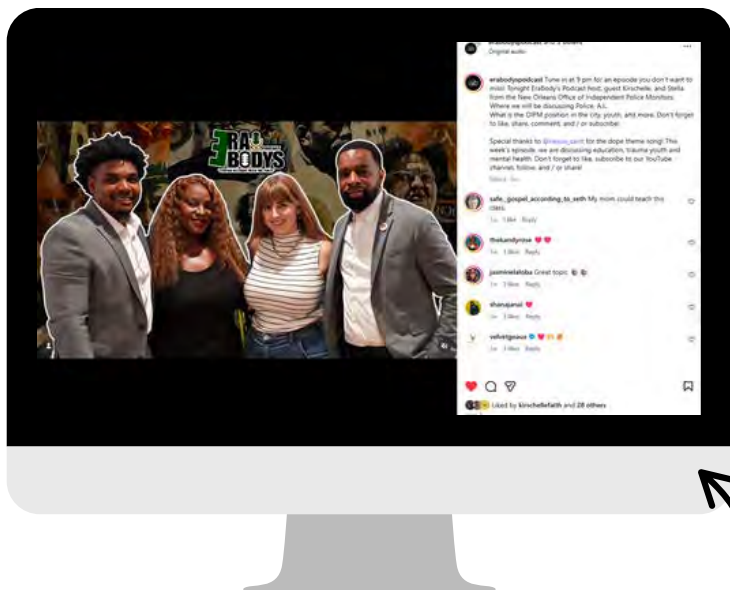


9

Total Outreach Events this Month

Outreach Events

- Coffee with the OIPM at Pontilly Coffee
- Special Mediator In-Service with CMM's Lorig Charkhoudian
- Community Health Fair at The Broadside
- Operation Restoration Community Festival at PotBelly NOLA
- Community- Police Mediation Network- virtual meeting- Held by Zoom
- Coffee with the OIPM at Backatown Coffee Parlour
- IPM Stella Cziment & DPM Kirschelle Williams on Erabody's Podcast
- Criminal Justice Committee Presentation
- Fox 8 Interview, re: Burkart Termination



Above, Independent Police Monitor, Stella Cziment, and Deputy Police Monitor, Kirschelle Williams, went on the podcast and Youtube show, Erabody's Podcast, in June to answer questions about policing in New Orleans and explain the role of oversight in the city.

OIPM's Monitor's Mic Radio Shows

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

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



Monthly Report of Ethics Trainer



JUNE 2026

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



HIGHLIGHTS

SUMMER LIFEGUARD ETHICS TRAINING

The Training Division was tapped to deliver ethics training to 107 summer lifeguards of NORD 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.



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.

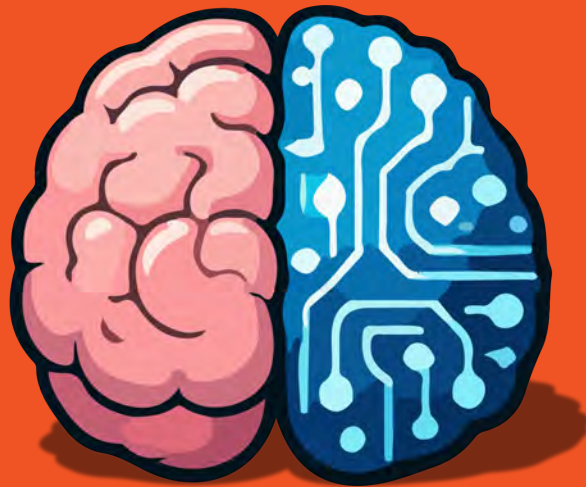




IN PROGRESS

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: July 14, 2026

Re: *Monthly Report for June 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. These need to be put on the agenda for the next board meeting (they were not included in this month's agenda because of the need to devote the entire meeting to the appointment of the IPM).

II. APPOINTMENTS TO ERB

The mayor has appointed, and the council has approved, the appointment of Tyrone Jefferson 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



STELLA CZIMENT, ESQ.

 (504) 598-8529  Stella.Cziment@gmail.com  1621 N. Rocheblave Street, New Orleans, LA 70119

I am a creative leader, attorney, and problem solver who has experience working within government to create new policies, systems, and projects. I have represented indigent defendants in Criminal District Court, taught police academy classes and monitored officer involved shooting scenes, collaborated with elected leaders and city officials, presented to City Council, led teams, and revamped policies and procedures to put into practice a consistent framework for how students are treated in schools and individuals are policed in New Orleans and the south. Throughout my career, I have embodied the goals of increasing transparency, fairness, and accountability.

Now, I would like to continue to apply my leadership skills and specialized knowledge as Independent Police Monitor for the City of New Orleans. I am the right leader to continue the important work of police oversight in the post-Consent Decree New Orleans.

LICENSES

Louisiana Bar, October 20, 2011
Notary Public - Orleans Parish
with Statewide Jurisdiction, 2012

EDUCATION

Tulane University Law School
New Orleans, LA
Juris Doctor, May 2011

Externships: Externed at the Lawyers' Committee for Civil Rights Under Law in Washington, D.C. as the Community Development Law Clerk. Externed at the U.S. Equal Employment Opportunities Commission (EEOC) in New Orleans, Louisiana as the Enforcement Law Clerk.

Publications & Honors: Paper titled "Cameroon: A Mixed Jurisdiction?" published in Civil Law Commentaries Winter 2009, Issue 2, Volume 2. Received Honors in Trial Advocacy Fall 2010.

Beloit College

Beloit, WI
Bachelor of Arts *cum laude* with honors, Community Development and Reform, self-designed, May 2006

Specializations: Studied multiculturalism and social change in Cape Town, South Africa. Studied advocacy strategy and public policy at the "Transforming Communities" program within American University in Washington, D.C.

LEADERSHIP AND POLICY EXPERIENCE

2021 - Present **Office of the Independent Police Monitor (City of New Orleans),**
New Orleans, Louisiana
INDEPENDENT POLICE MONITOR

- Represent the Office of the Independent Police Monitor (OIPM) before City Council, New Orleans Police Department (NOPD) leadership, the Ethics Review Board, community stakeholders, the media, and the public.
- Oversee and execute reports on analyzing legal, data, and policy issues regarding policing in New Orleans including misconduct in the secondary employment system, police tactics and operations during Hurricane Ida, disciplinary appeals, and use of force.
- Created and host the weekly call in radio show: "The Monitor's Mic: Where We Talk Oversight, Policing, and You" on WBOK1230am. Identify, book, and interview all guests who represent the different stakeholders in the policing, criminal legal system, and oversight space. Guests include: elected officials, former and current police leadership, police monitors from other cities, nonprofit representatives, lawyers, judges, and community leaders.
- Responsible for legal compliance, team vision, yearly budget, audit and review plan, and the implementation and execution of all office goals.
- Work with local police association leadership, organizational partners and stakeholders, and meet with community leaders. Plan and conduct community outreach and lead public panels and forums.
- Teach classes and trainings at NOPD's Academy regarding formal disciplinary investigations and use of force investigations, employment law, legal compliance with the Consent Decree. Recently led a symposium at a national conference on First Amendment, oversight, and the police on social media.

2018 - 2021 **Office of the Independent Police Monitor (City of New Orleans),**
New Orleans, Louisiana
DEPUTY POLICE MONITOR

- Second in command of the staff, contractors, and interns.
- Managed four divisions of work: misconduct complaints, case reviews of NOPD misconduct investigations, NOPD disciplinary proceedings, and the Community-Police Mediation Program. Oversaw all relevant work product, staff, and contract attorneys. Wrote and implemented the policy and practice.
- Oversaw misconduct complaint intake and referrals to the NOPD. Reviewed all disciplinary proceedings, attended Superintendent Committee and Captain Panel hearings against officers, and provided official recommendations to NOPD leadership regarding the thoroughness of the investigation, legality and the requirements of the Federal Consent Decree, officer training, and NOPD policy and practice.
- Monitored NOPD activity including responding to critical incidents, deaths in custody, and officer-involved shootings.
- Coordinated extensively with partners including NOPD and city government leadership, community organizations, and affected civilians.



STELLA CZIMENT, ESQ.



(504) 598-8529



Stella.Cziment@gmail.com



1621 N. Rocheblave Street, New Orleans, LA 70119

LEADERSHIP AND POLICY EXPERIENCE

2015 - 2018 **Orleans Parish School Board (formally Recovery School District), New Orleans, Louisiana**
DIRECTOR OF THE STUDENT HEARING OFFICE AND TRANSITIONS

- Managed a five-person staff within the Orleans Parish School Board, reporting directly to the Chief of Student Access. This team was previously within the Recovery School District until the unification in 2018.
- Guided the Student Hearing Office team that conducted over 465 expulsion hearings and 480 disciplinary conferences a school year for the 82 Orleans Parish public schools along with managing the Hardship Transfer team and process. Created two new transfer methods for students receiving specialized services for special education or credit acceleration.
- Designed and wrote the New Orleans and the Baton Rouge Student Hearing Office Manuals to establish consistent districtwide policy concerning student discipline, advocate involvement, and enrollment procedures for students serving and returning from incarceration and expulsions.
- Created and coordinated internal and external trainings, professional workshops, and presentations on student discipline policy, Hardship Transfers, enrollment, and rights to special education services.
- Oversaw accountability measures to ensure legal compliance in enrollment and transfer students.

LEGAL EXPERIENCE

2012 - 2015 **Orleans Public Defenders, New Orleans, Louisiana**
STAFF ATTORNEY - TRIALS DIVISION, CRIMINAL DISTRICT COURT, ORLEANS MUNICIPAL COURT

- Led several felony bench trials as first chair, performed nine misdemeanor bench trials on various violent and non-violent charges, and co-chaired various jury and bench trials.
- Coordinated defense teams, including client service advocates, investigators, and social workers, in preparing and investigating cases for trial and developing trial strategy and theory.
- Wrote and successfully argued motions regarding suppressing, excluding, and obtaining evidence, resulting in the suppression of evidence and statements, and findings of no probable cause. Defended outcomes to the Fourth Circuit and Louisiana Supreme Court.
- Negotiated multiple plea bargains, pretrial release, and diversion opportunities, which required strong working relationships with assistant district attorneys and their supervisors.

2011 - 2012 **Louisiana Commission on Human Rights, New Orleans, Louisiana**
EEO SPECIALIST & CONTRACT ANALYST

- Conducted investigations of employment discrimination claims and submitted final recommendations on findings of cause under Title VII, the Americans with Disabilities Act, and the Age Discrimination in Employment Act.
- Negotiated settlements and conciliation agreements between complainants and respondent parties.

ADDITIONAL EXPERIENCE

Iowa Civil Rights Commission,
Waterloo, Iowa

*HUMAN AND CIVIL RIGHTS
SUMMER ASSOCIATE*

2008 Summer

- Designed training materials to teach new employees how to open cases and work with complainants.
- Wrote closing statements for cases involving discrimination in employment, public accommodation, and education.

**International Federation of Women
Lawyers (FIDA U), Kampala, Uganda**

*ADVOCACY AND LEGISLATIVE
AFFAIRS INTERN*

2007 - 2008

- Participated in lobbying strategies and liaised between Ugandan government, grantors, and fellow advocacy groups.

**American Red Cross Greater Carolinas
Chapter, Charlotte, North Carolina**

*DISASTER ACTION TEAM COORDINATOR
(AMERICORPS)*

2006 - 2007

- Managed and led 85 volunteers on six Disaster Action Teams (DAT) who responded to local and national disasters and other emergencies in the Southeast.
- Created the Disaster Action Team (DAT) Handbook and Captain Workshop, which was implemented at 11 chapters in the Carolinas region.



STELLA CZIMENT, ESQ.



(504) 598-8529



Stella.Cziment@gmail.com



1621 N. Rocheblave Street, New Orleans, LA 70119

March 13, 2026

Dear Ethics Review Board:

Thank you for your patience during this process. I am writing to formally request reappointment as the Independent Police Monitor for the city of New Orleans. I believe I am uniquely qualified to lead the Office of the Independent Police Monitor as we embark in this new phase of oversight post-Consent Decree.

Thank you for your consideration and I look forward to hearing from you.

Sincerely,
Stella Cziment

ACCOMPLISHMENTS OF FIRST TERM & GOALS OF SECOND TERM

STELLA CZIMENT, ESQ.



This document contains materials from the Office of the Independent Police Monitor (OIPM) that were spearheaded, created, or executed by Stella Cziment during her first term as the Independent Police Monitor (and the period that she was the interim Independent Police Monitor). It is compiled in support of her - my - request to be reappointed by the Ethics Review Board (ERB) for a second term.

In this document, I will explain some of the real wins and accomplishments I have achieved during my first term as the Independent Police Monitor (IPM). I will provide a high-level summary of these projects and my work – comparing what our work product looked like prior to my leadership and then during my leadership.

The goals and proposals listed for the second term include some that have been incorporated into the OIPM Work Plan for 2026; therefore, some of those ideas are already in motion. If that is the case, I will inform the reader of the progress of these projects. Some ideas are my own and have not been considered formally by the office or any stakeholders. These ideas may be dependent on stakeholder buy-in from the ERB, the New Orleans Police Department (NOPD), local lawmakers, and the public. Finally, some of these ideas are based on various possibilities that the future may hold and will be more about demonstrating that I can absorb new work and new responsibilities not previously imagined for the IPM. If this information is released, I must stress that these ideas represent my own opinions or priorities or preparation for the future - but none of it is decided. There will be opportunities to discuss and shape these ideas before anything is considered for implementation.

Finally, I think it's important to note that no accomplishment of the IPM during my term is mine alone. My team has worked tirelessly to make these projects realities and to do the work of oversight everyday. I want to thank the staff of the OIPM - past and present - for everything they have done. I am honored to have had the opportunity to lead this work and this team and hope I am able to continue serving as the Independent Police Monitor.

FIRST TERM: SELECTED ACHIEVEMENTS & COMPLETED WORK

- **Misconduct Work:** Complaint Manager, Data Visualization, 24 Hour Hotline
- **Generated Original and Informative Reports on Policing**
- **Hurricane Work:** Oversight Plan, Hurricane Ida Report, Public Information
- **Informational Guides:** Policing and Oversight Public Information
- **Annual Report Revamp and Expansion**
- **Increased Police Monitoring:** Critical Incidents, First Amendment Activities, Operations
- **Community-Police Mediation Program:** Post-Investigation Mediation, Community-District Mediation, Mediator Evaluations
- **NOPD Academy Work:** Constitutional Policing Award, Course Instruction, and Collaboration
- **Case Reviews and Formal Letters**
- **Community Engagement:** Public Forums, Presentations, Increased Presence
- **Monitor's Mic Radio Show:** Where We Talk Oversight, Policing, and You
- **Online Accessibility:** New Website, Public Archives, Social Media

SECOND TERM: POTENTIAL PROJECTS & GOALS

- **Police Misconduct, Force, and Award Database**
- **Creation of the Truncated Case Review**
- **Create New Policing Reports**
- **Law Enforcement Consultant**
- **Confidentiality**
- **Peer-to-Peer Mediation Program**
- **Audit Misconduct Intake**
- **Audit District Attorney Case Refusals**
- **Public Surveys; Detained People Surveys; Police Surveys**
- **Build Resource Bank** with Informational Videos on Navigating Police Processes; Commonly Asked Questions
- **Homicide Community Liaison;** Utilize Community Organizations
- **Recommendation Tracker**
- **Future Preparation:**
 - Taking Control of the Police Community Advisory Boards (PCABs)
 - Civilian Oversight Boards
 - Independent Police Auditor
 - Remote Intake Sites

39

CRITICAL
INCIDENTS
MONITORED

150

COMMUNITY-POLICE
MEDIATIONS HELD

550

COMPLAINT
REFERRALS
FILED

268

DISCIPLINARY
HEARINGS
MONITORED

439

OUTREACH
EVENTS
CONDUCTED

FIRST TERM: SELECTED ACHIEVEMENTS & COMPLETED WORK

- ➡ **Misconduct Work:** Complaint Manager, Data Visualization, 24 Hour Hotline
- ➡ **Generated Original and Informative Reports on Policing**
- ➡ **Hurricane Work:** Oversight Plan, Hurricane Ida Report, Public Information
- ➡ **Informational Guides:** Policing and Oversight Public Information
- ➡ **Annual Report Revamp and Expansion**
- ➡ **Increased Police Monitoring:** Critical Incidents, First Amendment Activities, Operations
- ➡ **Community-Police Mediation Program:** Post-Investigation Mediation, Community-District Mediation, Mediator Evaluations
- ➡ **NOPD Academy Work:** Constitutional Policing Award, Course Instruction, and Collaboration
- ➡ **Case Reviews and Formal Letters**
- ➡ **Community Engagement:** Public Forums, Presentations, Increased Presence
- ➡ **Monitor's Mic Radio Show:** Where We Talk Oversight, Policing, and You
- ➡ **Online Accessibility:** New Website, Public Archives, Social Media



ACCOMPLISHMENTS OF FIRST TERM

MISCONDUCT WORK: COMPLAINT MANAGER, DATA, 24 HOUR HOTLINE

During my tenure, I have changed the way the OIPM conducts intakes and the process through which we prepare referral letters and share relevant data with the public and stakeholders. I did this by:

- building the OIPM software: Complaint Manager with vendor partners to generate referral letters;
- building data visualizations on relevant complaint intake data;
- creating the 24 Hour Hotline

Complaint Manager Software

During my tenure, I oversaw the design of “Complaint Manager,” which is a complaint referral letter software that the OIPM utilizes to generate complaint referrals and create data visualizations based on the information inputted into the software. This data is now what is provided on a monthly basis to the public, the Ethics Review Board, and the New Orleans City Council. I worked very closely with our partners, Thoughtworks and the Invisible Institute, to build out this system and its functionality including the “tag” system (so complaints could be categorized by topic areas), the search bar, the alert system, and the note function so we could create case notes to other team members.

Data Visualizations

I worked vendors and contractors to build the datasets to track and the data visualizations that are now utilized in the OIPM monthly reports and the OIPM annual reports. Prior to my leadership, we provided individualized summaries of complaint intakes and any data was hand counted (by me) each month then confirmed at the end of the year. By building these data collection methods and automatically generated visualizations, we can now have more accurate and easier to understand information for the public and our partners.

24 Hour Hotline

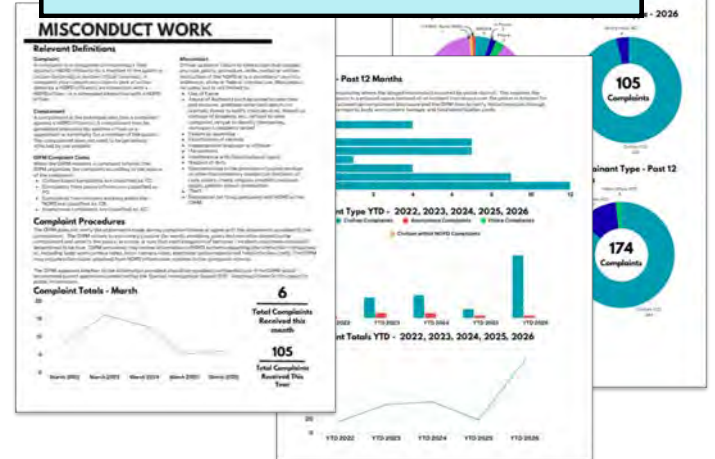
When I first took over as the IPM, I had an idea to build a 24 hour hotline. The only other hotline I was aware of was in Washington, D.C. I wanted to create this multi-use platform to increase accessibility by making it possible for people to be able to provide accounts of how they were served by the police in real time, at anytime. I was inspired by a Washington Post article about a town in Virginia who started a program to review police officers similar to Uber (with ratings that could be both “good” and “bad”). I wanted to get that real time feedback and I wanted it to be easy - text, online, or call. Most of all, we needed it to be accessible to everyone in the languages that are most spoken in New Orleans - English, Spanish, or Vietnamese. From this vision, I was able to make this hotline a reality. It did take years to go through the budgeting, RFP and vendor processes, then to build the platforms, but the hotline was launched in 2025 with three billboards and is slowly picking up traction - with our office receiving our first complaint intake in Spanish for the first time since 2018.

MONTHLY REPORTS PRIOR TO TENURE



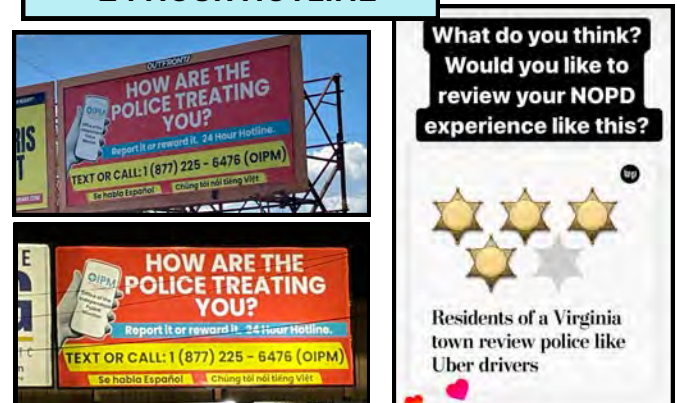
COMPLAINT MANAGER

MONTHLY REPORTS DURING TENURE



Above are two examples of monthly reports produced by the OIPM - the top pages regarding misconduct were produced before I led the office and the ones below are what are produced now.

24 HOUR HOTLINE



Above are the billboards that I designed advertising the 24 hour hotline. Top billboard was located at Franklin and Claiborne. The bottom billboard was at the intersection of Orleans and Broad. The other billboard (not pictured) was at America Street near the 610 highway in New Orleans East.



REAPPOINTMENT MATERIALS: STELLA CZIMENT

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ACCOMPLISHMENTS OF FIRST TERM

GENERATED ORIGINAL AND INFORMATIVE REPORTS ON POLICING

An important component of my leadership has been the creation of new reports. Here are just some of the reports that I've written since becoming the IPM.

Reforms and Awareness: Understanding Critical Incidents, the Family Bill of Rights, and the National Day Against Police Brutality

The OIPM in collaboration with the community organization, Families Overcoming Injustice (FOI), put forth recommendations to the NOPD compiled into a document titled: "Family Bill of Rights" and this report showcased how and where the NOPD adopted the individual recommendations within the Family Bill of Rights and implemented them into policy, training, or directives. The OIPM released this report in conjunction with the National Day Against Police Brutality. This informational report explained what critical incidents and officer involved shootings are and what reforms and changes have been put into place in NOPD policy, practice, and training. Chief Kirkpatrick submitted a formal response supporting the reforms and appreciating the recognition of their efforts.

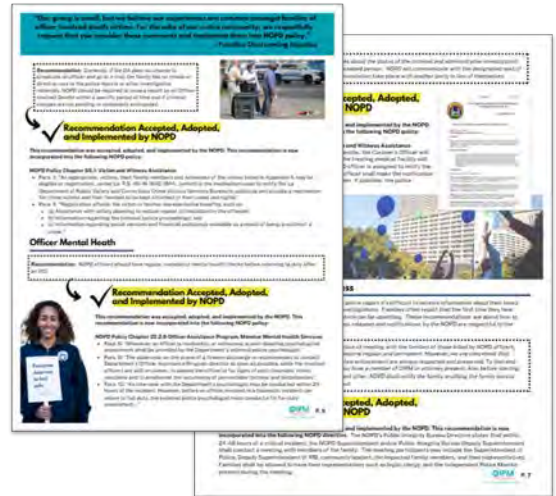
Secondary Employment Report: Changes and Education

In 2022, I monitored a number of investigations into secondary employment and reform efforts to fix the secondary employment system. After, I wrote a report explaining the employment system including the changes, accountability, and monitoring that occurred over the last year. This report showcased the collaboration and actions taken together and separately between the OIPM, the Office of the Consent Decree Monitors (OCDM), the Office of Police Secondary Employment (OPSE), and the NOPD to address the allegations of misconduct, time cap violations, and payroll fraud. This report explains that multiple agencies worked together to address the problematic behavior, create new policy to address confusion and gaps, retrain and inform officers of the requirements around secondary employment, prepare supervisors on how to identify potential abuses within the system, and integrate different timekeeping systems to ensure that officers could not and would not be able to work a secondary employment shift at the same time as their required duty shift. The NOPD responded and Chief Woodfork wrote: "As this letter demonstrates, we stand ready to work with your office to identify areas we can improve our department's response to misconduct and solidify our policies to give our officers clear directions."

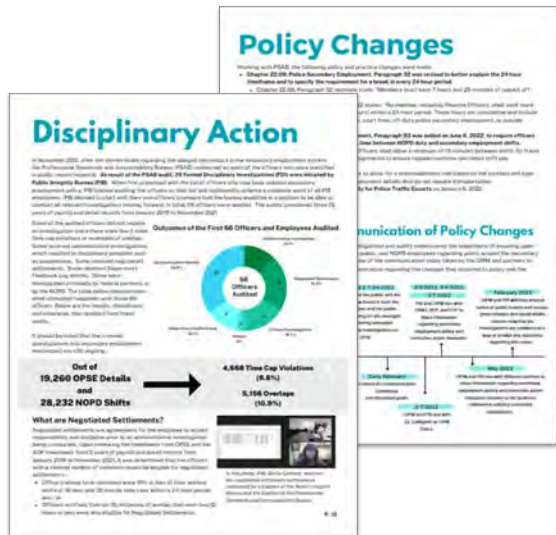
Police Captain Promotions: Understanding the Process, Candidates, Selection, and Impact

When I first became the IPM, I was asked by Chief Ferguson to monitor and participate in the promotion process for police captains. This required attending the thirty-eight (38) interviews of the Captains then participating in the subsequent deliberations between the Deputy Chiefs regarding the candidates and the scoring of the candidates in accordance with the scoring criteria that was created. Based on this, I wrote a report assessing both the format and process of these promotions. The report was released the same week the NOPD promoted the Captains so the public could use this informational tool to learn more about how these candidates were selected, what role police oversight played in the process, and how the community can engage with this new leadership.

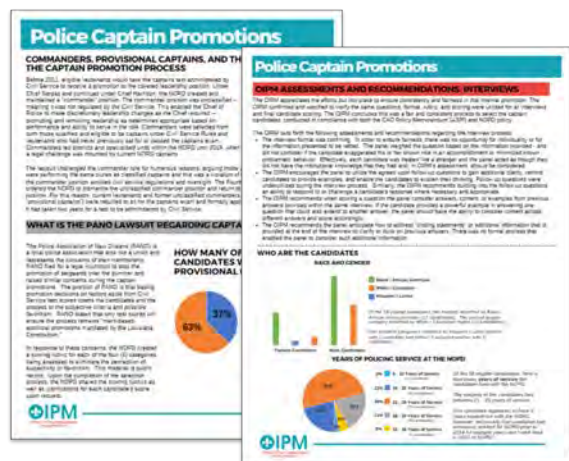
REFORMS AND AWARENESS REPORT



SECONDARY EMPLOYMENT REPORT



POLICE CAPTAIN PROMOTION REPORT



REAPPOINTMENT MATERIALS: STELLA CZIMENT

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ACCOMPLISHMENTS OF FIRST TERM

HURRICANE WORK: OVERSIGHT PLAN, HURRICANE IDA REPORT, PUBLIC INFORMATION

One area of policing that was a historical concern was how the NOPD responded to and policed in the immediate aftermath of Hurricane Katrina. Based on this, I built out the work the OIPM does around hurricane season by:

- Creating a hurricane oversight plan and audit strategies for how OIPM will monitor policing during and immediately after storms;
- Releasing the 2021 Hurricane Season Police Oversight Report regarding Hurricane Ida critiquing NOPD performance;
- Conducting public forums and community information efforts - including radio show episodes around policing changes during hurricanes.

Hurricane and Emergency Oversight Plan: Expectations for Oversight Staff, Monitoring and Assessment of Police Performance

One obstacle I noticed as IPM is that the public did not understand to expect changes in policing during storms, from anti-looting protocol to curfews, and to prepare for these changes in policing. This is why I created the first Hurricane and Declared Emergency Oversight Plan which I update every year. This plan includes how OIPM will respond to hurricanes and will monitor, review, and evaluate the NOPD's performance in preparing and responding to hurricanes. This plan includes audit sheets based on NOPD's Hurricane and Declared Emergency plan each year along with our protocol to check compliance. In constructing this plan, I reviewed city policy, state law, and NOPD's operational policies.

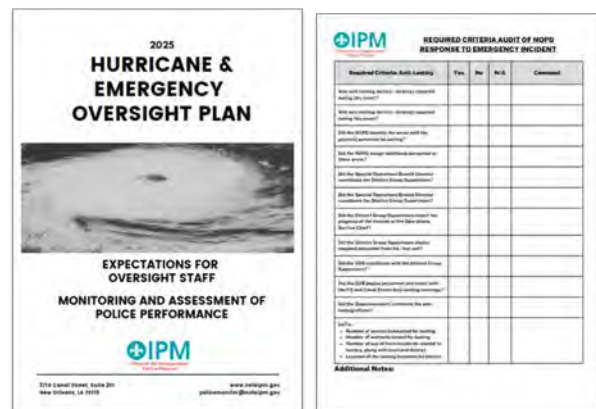
2021 Hurricane Season Police Oversight Report

The OIPM monitored the NOPD during Hurricane Ida and based on this, I wrote a detailed report analyzing the NOPD's response to Hurricane Ida and the police portion of the subsequent recovery during the declared emergency. In the report, I assessed the NOPD's compliance with law and policy, identified previously unanticipated obstacles and policy gaps, and provided recommendations to improve policing during future storms. The report highlighted the timeline of the storm and the relevant policing actions taken, obstacles the NOPD faced and overcame, how the NOPD executed and implemented policing policy from their Hurricane Season 2021 Emergency Plan, and where policy can be improved moving forward (such as including information about how NOPD should proceed if 911 goes down again or if there is a power outage). The OIPM identified available policing data on the instances and types of force utilized during Hurricane Ida, arrests for looting and curfews, and misconduct initiated during the storm and the immediate recovery.

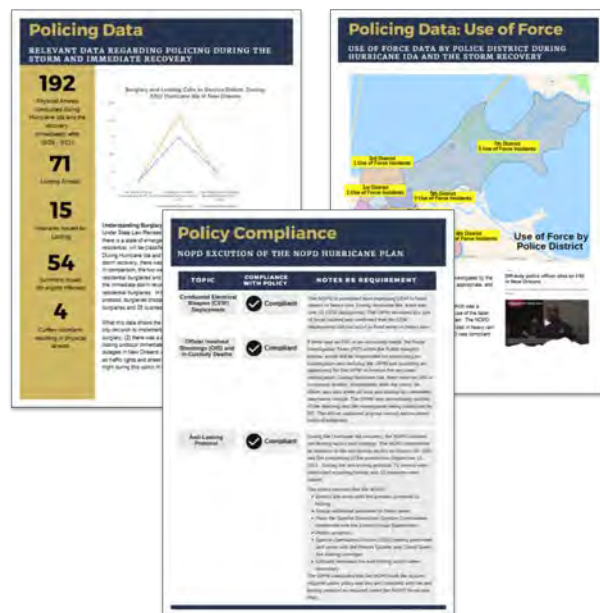
Hurricane Season Public Information and Engagement

Prior to the start of hurricane season, I have prioritized providing public information about how to prepare for hurricane season. Through public forums, social media posts, and radio shows, I've explained city department collaboration with the NOPD on storm responses, provide expectation management for how the police will police during and immediately after storms, and created opportunities for the public to engage with the NOPD on hurricane plans with the policy writer of the NOPD Hurricane and Declared Emergency Plan and with the Director of the Office of Homeland Security and Emergency Preparedness.

HURRICANE OVERSIGHT PLANS



HURRICANE IDA OVERSIGHT REPORT



HURRICANE SEASON PUBLIC INFORMATION



Above, I present at the public forum regarding hurricanes and policing.

REAPPOINTMENT MATERIALS: STELLA CZIMENT

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ACCOMPLISHMENTS OF FIRST TERM

INFORMATIONAL GUIDES: POLICING AND OVERSIGHT PUBLIC INFORMATION

As the IPM, I observed there were frequently asked questions on policing, from why are there service delays during Mardi Gras or what does a SEAR 1 event mean, to questions about how to report noise complaints or get property back, to who chooses our police chiefs or what does the newest court ruling mean. After frequently hearing the same questions from the press and public, I created informational guides and posts on these commonly asked questions. Frequently, these social media posts or guides were used by the media in their framing of issues in articles or shared by stakeholders to the public. Here are some examples of this work.

"Mardi Gras, Police, & You" Informational Guide

Each year, the OIPM received feedback from the public regarding service changes with the police department during Mardi Gras - nonemergency calls are delayed or residents don't understand why there are additional law enforcement agencies on the parade routes. In response to these commonly asked questions, I wanted to create an informational guide to update on how New Orleans will be policed during Mardi Gras. This guide: "Mardi Gras, Police, & You" is updated yearly and includes an explanation of how the SEAR 1 rating matters, the different law enforcement officers that will be on the streets, checkpoints, policing changes, what to expect, how most policing encounters occur, safety tips, and how oversight can assist. There are also resources to ensure a safe and prepared Mardi Gras including a list of items that are now banned on the parade routes and other ordinance changes that may impact the parade going experience.

"Informational Tool: Police Chief Considerations" Guide

When New Orleans went through the process of selecting a new police chief, I created an informational tool to explain this process. This informational tool was designed for the community, organizational partners, and all stakeholders regarding the criteria, search, interview, and selection process for the next chief of the NOPD. Included in this guide was:

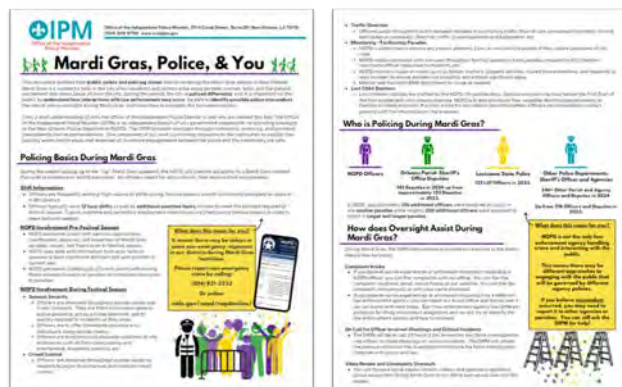
- Historical context: what New Orleans has done in the past to select new chiefs,
- Trends and data regarding the use of national searches and internal hiring,
- The role of search committees and the national use of community input in these searches;
- Explanation on the difficulty in measuring "success" in a police chief candidate.

This tool provides data regarding selection processes, examples of how to structure the interviews in order to explore topics relevant to New Orleans, and information about what is turning into best practice. The goal is to ensure the criteria, search, and selection process is comprehensive, collaborative, and realistic.

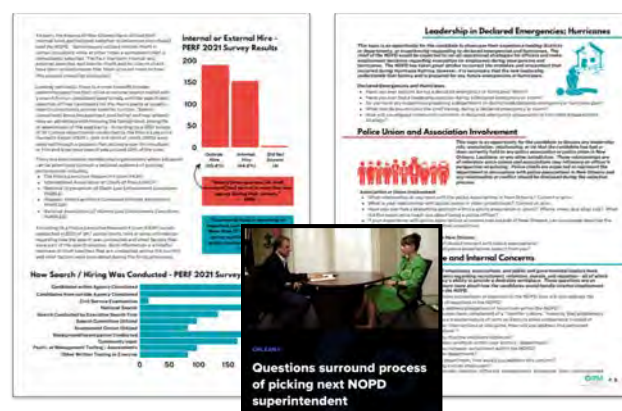
Social Media as Public Information

I utilized the OIPM social media accounts to explain federal court rulings during the Consent Decree, to break down proposed legislation, to describe NOPD policies, and to provide data and information to the public in a way that was understandable and engaging.

POLICING DURING MARDI GRAS



POLICE CHIEF INFORMATIONAL GUIDE



SOCIAL MEDIA PUBLIC INFORMATION



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ACCOMPLISHMENTS OF FIRST TERM

ANNUAL REPORT REVAMP AND EXPANSION

When I was appointed to be IPM, the ERB requested that I reexamine the OIPM's annual reports and reimagine the way we approached those reports. Under the statute that created the OIPM, the OIPM is required to complete at least one public report each year (this is treated as the annual report) and in that report, the OIPM must (the language below is exact language from the statute):

- Detailing its monitoring and review activities and the appropriate statistical information from the internal investigations office, and other divisions of the New Orleans Police Department.
- Report upon problems it has identified, recommendations made and recommendations adopted by the New Orleans Police Department.
- The report shall also identify commendable performance by the New Orleans Police Department and improvements made by the department to enhance the department's professionalism, accountability, and transparency.

Prior to my leadership, the practice was to complete four separate annual reports for the OIPM. The four separate annual reports were: (1) Complaints, Discipline, and Commendations; (2) Use of Force Monitoring and Review; (3) Year in Review; and (4) Mediation. The individual reports were lengthy, relied heavily on text, the data was difficult to read and source, and the content was repetitive.

As the IPM, I combined the reports into one. I expanded the content to include projects, ongoing work, and relevant updates on the Consent Decree and the NOPD. I created new datasets, clarified and explained the data we shared, and sourced where the data came from. The report became more engaging - with pictures, visualizations to explain processes or how data is calculated, and timelines on work completed so our readers could contemplate the year of oversight. I made this document the OIPM's equivalent of the "state of the union" for both oversight and policing.

These reports became resources to the community, the NOPD, and were quoted in Department of Justice filings in federal court.

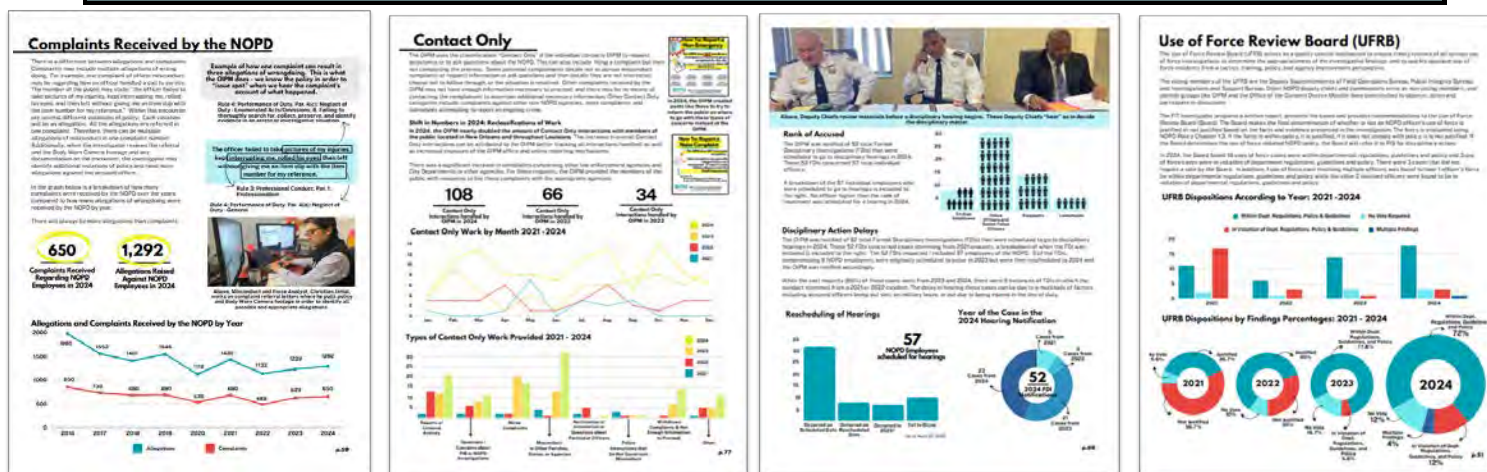
ANNUAL REPORTS PRIOR TO MY TENURE

This is what use of force and critical incident reporting looked like the old model of the annual reports.



Data was often presented through bullets and tables in sentence form.

ANNUAL REPORTS DURING MY TENURE



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ACCOMPLISHMENTS OF FIRST TERM

POLICE MONITORING: CRITICAL INCIDENTS, FIRST AMENDMENT, OPERATIONS

From monitoring critical incident scenes twenty-four hours a day to monitoring police responses to protests at 4am, I have monitored countless police interactions and investigations. I have walked beats with officers to monitor check points, followed sweeps in the French Quarter and patrols at parade routes. I have monitored disciplinary hearings and promotional processes. During my leadership, I have increased our on scene presence at the request of both the public and the NOPD.

When we monitor, we observe these interactions in order to look for compliance with policy, protocol, and law, but also to provide assurance to the community and the employees of the police department that we are here and prepared to receive feedback - good or bad - in real time about police interactions and processes. When appropriate, I will issue formal letters based on what we observed with feedback on the process and any recommendations for system improvements.

Critical Incidents

Each month I create the OIPM's on call calendar and train the team on how to respond to critical incidents. I have monitored multiple scenes - from in custody deaths to shootings to pursuits to a terrorist attack. I monitor the force investigation from start to finish - including the autopsies. I also attend meetings between the Force Investigation Team, the leadership of PIB, and the families of those who have died in custody or during officer involved shootings.

Due to feedback we have received, I started creating posts to notify the public whenever there is a public incident that the OIPM was on the scene and monitored. I started posting these notices so the public would know that the OIPM was immediately notified of the force and was able to monitor the investigation as it occurred. These posts increase transparency and are an immediate signal to all that the review and accountability process is occurring as required.

First Amendment Monitoring

As the IPM, I started monitoring First Amendment police responses and presence. We monitor Super Sunday, St. Joseph's Day, monitored the protests and arrests at Tulane University, and will monitor other First Amendment events as determined appropriate.

Inspired by the neon green hats of the National Lawyer's Guild legal observers, I designed an OIPM vest that we can wear to these events so the public can approach us to provide real time feedback.

Monitoring Police Operations

I monitor disciplinary hearings, promotional processes, and other police operations from sweeps to checkpoints and parade patrols. This is frequently at the request of the NOPD so I can explain to the public what is happening and why.



MONITORING CRITICAL INCIDENTS



FIRST AMENDMENT MONITORING



POLICE OPERATION MONITORING



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ACCOMPLISHMENTS OF FIRST TERM

COMMUNITY-POLICE MEDIATION PROGRAM: POST-INVESTIGATION MEDIATION, COMMUNITY-DISTRICT MEDIATION, MEDIATOR EVALUATIONS

As the IPM, I have worked with the Director of the Community-Police Mediation Program to expand and improve our mediation program. These steps include looking for creative avenues to increase the value of becoming a mediator and finding new ways to provide mediation that responds to demand.

Post-Investigation Mediation Program

While IPM, I along with the Director of Mediation, worked with with the Captain of the Public Integrity Bureau, the Captain of the Professional Standards and Accountability Bureau and other NOPD leadership to create this additional mediation option. We piloted the Post-Investigation Mediation Program, providing community members with an opportunity to engage in mediation after an investigation into police officer or NOPD civilian employee misconduct has been completed, in 2024 and the program is still happening today. This program required us to rewrite NOPD policy. Unlike OIPM's traditional community-police mediation program, which replaces the formal complaint process, this program allows for dialogue after the PIB investigation has concluded. The program addresses a common concern of complainants in which they would like to do mediation, but also want their complaint to be investigated. The program targets cases where the investigation has already been completed and the officer or civilian employee has received a finding, such as unfounded, not sustained, or exonerated. These findings often result in the complainant feeling unheard or unresolved, so this process allows for an additional avenue for resolution beyond the traditional methods. Officers who agree to voluntarily participate receive a letter of commendation from the OIPM recognizing their commitment to community policing. This letter goes in the officer's official file which is considered for promotion decisions.

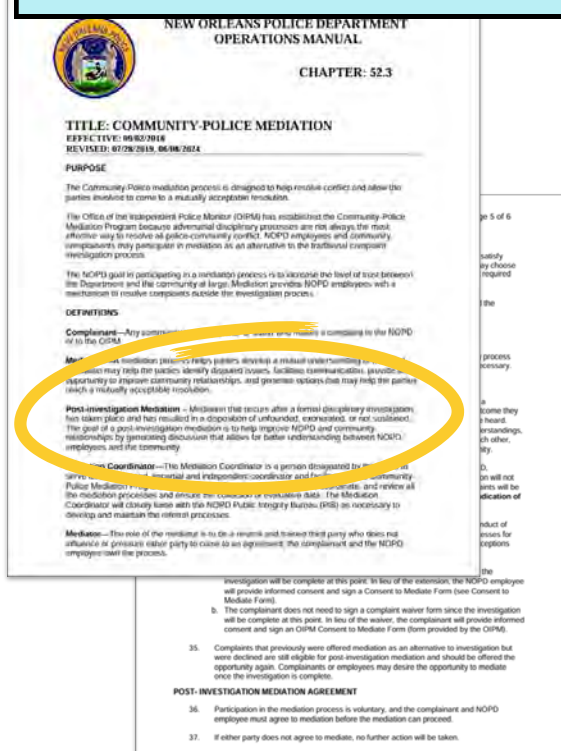
District Based Community Mediation

In 2025, I again oversaw the creation of a new mediation program. The OIPM and the NOPD partnered together to launch the District Based Community Mediation Program after years of requests from District Captains. This program is designed to address ongoing conflict that may arise between individuals and businesses, neighbor disputes, and other conflict where calling 911 is not providing the necessary solution. Instead of calling over and over for the police to negotiate between disagreeing parties, the OIPM is now going to provide trained mediators to work with those in conflict to try to find a real solution. Ultimately, the goal is for the police department to be less involved and for everyone to have the space to be heard. This will be a free service that is available now to the public.

Performance-Based Evaluation (PBE): Taking the Craft of Mediation to the Next Professional Level

In 2024, I worked with the Director of Mediation to implement our first ever Performance-Based Evaluation (PBE) process. The PBE process is an opportunity for experienced mediators to be evaluated on their skills and aptitudes in the Inclusive Model of Mediation. It was developed by Community Mediation Maryland (the organization that trains our mediators). Mediators are judged on a 6-point scale on 135 different criteria/skills. They undergo a 2-day evaluation process to gain certification. This intensive feedback is invaluable in helping mediators hone their skills and deepen their commitment to our program and to providing high quality mediation services.

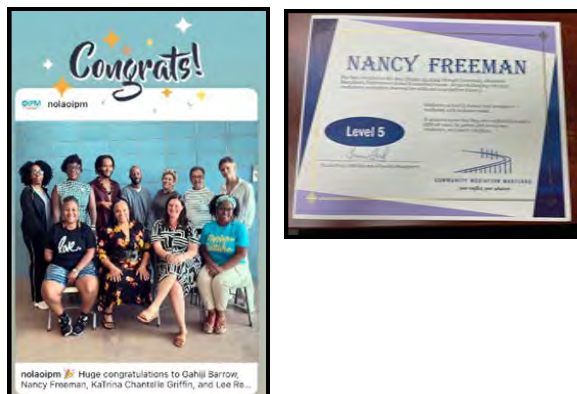
POST-INVESTIGATION MEDIATION



DISTRICT BASED COMMUNITY MEDIATION



PERFORMANCE-BASED EVALUATION



REAPPOINTMENT MATERIALS: STELLA CZIMENT

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ACCOMPLISHMENTS OF FIRST TERM

NOPD ACADEMY WORK: CONSTITUTIONAL POLICING AWARD, COURSES INSTRUCTION, AND COLLABORATION

In my first term, I wanted to expand our impact and collaboration with the NOPD's Academy. NOPD's Academy is a recruit's first experience in policing - and when you can reach a future officer at that level - you can have a large impact on their career. With that attitude I pushed new initiatives to provide trainings to the recruits and in-service trainings to experienced officers, created a new award to recognize legal and constitutional policing skills, and built new opportunities to collaborate with the Academy for increased public engagement.

Constitutional Policing Award Sponsored by the OIPM

In 2025, I collaborated with the NOPD's Academy to create a new award for a graduating police academy recruit: the Constitutional Policing Award Sponsored by the Office of the Independent Police Monitor. After years of attending graduation ceremonies, I was inspired to create this award. Watching recruits receive sponsored awards from other organizations, such as the New Orleans Police and Justice Foundation and the Fraternal Order of Police, made me realize this was an opportunity to establish a positive initial connection between the recruits and the presenting agencies. I too wanted to recognize the admirable work of our graduates and officers, while also ensuring that we are starting the career relationship of police officers and monitors on the right foot. The Constitutional Policing Award is given to the recruit who scored the highest in documenting the application of the core principles of Constitutional Policing in reality-based training exercises (as critiqued and determined by the NOPD Academy staff). Recruits must demonstrate their understanding and compliance with policy and legal guidance preparing detailed departmental reports - including reasonable suspicion, probable cause, and justified (and legal) uses of force. I also have marketed this award as a way to ensure the principles of the Consent Decree continues.

CONSTITUTIONAL POLICING AWARD



TEACHING AT THE ACADEMY



COLLABORATION WITH THE ACADEMY



Public Forum with NOPD's Academy Acting Director on the 2025 Training Needs Assessment for the Department

In July, the OIPM held a public forum with the NOPD's Academy, Chief Johnson, the Academy's Curriculum Director and Acting Academy Director, came to the forum in the Lower 9th Ward to present the public with a draft of the 2025 training needs assessment for the NOPD. Organizations, Police Community Advisory Board members, community members, and the federal monitors all sat around the table and discussed what training should be prioritized for new officers and what in-service training should be prioritized for experienced officers.

This dialogue allowed NOPD to fully understand the community's concerns and priorities, while the community gained insight into NOPD's plans to address these issues. This exchange was a valuable opportunity for community input into the development of training programs, ensuring that the training aligns with both community expectations and departmental goals. Some of the recommendations included: cultural competency, engaging with youth in New Orleans, First Amendment and protest responses, and how to improve NOPD's "customer service."



Active Listening Course and Teaching Inservice Trainings on Misconduct Investigation Review

I along with the Director of our Community-Police Mediation Program, pitched the NOPD's Academy on a new 90-minute course focusing on Active Listening skills. This new course was added to the Academy curriculum for 2023 (and we taught over 30 classes that year). We created this course after hearing feedback at the Training Advisory Committee meetings and in public forums that officers are often lacking in communication skills and need improvement in how they speak with the community they serve. We designed a curriculum that teaches officers how to listen to and "reflect back" what is important to people, how to ask non-judgmental, open questions, and how to use neutral and open body language and tone. The class included interactive practice, role plays, and real-time feedback and coaching. Additionally, I teach Misconduct and Force Investigation Review Trainings for in-service classes for new supervisors and officers that are responsible for initiating Formal Disciplinary Investigations.

Collaborations: Training Advisory Committee, Training Video Advisory Committee, Public Forums, and Radio Shows

I have found creative ways to partner with the NOPD Academy to engage the public on curriculum development. From hosting public forums with the Academy's Curriculum Director to Monitor's Mic shows discussing police training to serving on the Advisory Committees for the Academy, I have made sure the OIPM and the Academy have a strong working relationship.

OIPM Office of the Independent Police Monitor
www.nolaipm.gov | 504.309.9799

Public Forum with OIPM and NOPD's Academy Director to Discuss 2026 Officer Training Needs

TUESDAY, JUNE 10TH
6:00PM - 7:30PM

TRÉME RECREATION COMMUNITY CENTER
900 N VILLERS ST, NEW ORLEANS, LA 70116

Come out to give your input. This is YOUR chance to discuss what training you believe police officers need in 2026.

OIPM will stream the forum onto our social media.

THE MONITOR'S
Where we talk oversight, policy, and the future of policing.

Guest of the Week
Chief Duane
NOPD Curriculum Director

Want to have a say in how police are trained? Think expert referees on particular topics? Want to hear how training plans are made for the police? Join us this Friday when we talk to Chief Johnson, NOPD Academy Curriculum Director, about the 2026 training priorities for the NOPD.

The NOPD "2025 Annual Master Training Plan" is available online.

A call in talk radio show
WBOK 1230 AM
Airing Fridays at Noon



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ACCOMPLISHMENTS OF FIRST TERM

CASE REVIEWS AND FORMAL LETTERS

During my term, I wanted to ensure that OIPM was realizing our mission to provide impartial and thorough reviews of the misconduct and use of force investigations conducted by the Public Integrity Bureau (PIB) and NOPD. According to the MOU between the NOPD and the OIPM, OIPM shall make recommendations to the Superintendent to improve NOPD policies and practices based on the best national practices. These recommendations often flow through the OIPM case reviews and formal letters.

Case review reports are two-tiered reviews, requiring that two (or more) reviewers look at all materials and participate in the final product, during which the OIPM asks critical questions about the strength of the investigation, assess if there were any violations of the officer bill of rights, local, state, and federal law, evaluate risk management, supervision, and propose recommendations on policy, training, and investigatory practice. In the case reviews, the OIPM may agree or disagree with some of the NOPD's findings and in response, suggest additional allegations, different outcomes, or policy recommendations. A qualitative review of a misconduct or force investigation will ensure thoroughness, timeliness, fairness, transparency, and accountability. During the review, the OIPM identifies certain patterns and other issues within the NOPD's investigations that may reflect the effectiveness of NOPD's policies and practices as implemented. Case reviews are an opportunity to identify timeline violations, compliance with procedure, policy, and law, and training or supervision gaps and make recommendations that may apply individually or systematically.

These reviews covered topics such as:

- Cross-agency cause of death investigations that were subsequently reviewed by PIB;
- Use of force investigations;
- Investigations of misconduct that involved elected city leaders and potential conflicts including:
 - the investigation into alleged misconduct in the Executive Protection Team (the "Vappie" investigation) including the release of information and the role of the City Attorney's Office
 - An investigation into a police response to a City Councilmember's interaction with a member of the public at that individual's home;
- Misconduct investigations into allegations of discrimination;
- Thoroughness of traffic accident investigations;
- Formal letters regarding officer's disciplinary history, termination concerns, and disciplinary allegations.

To the right are examples of some of the case reviews and formal letters that I oversaw as IPM including references to how these letters and reviews were subsequently reported on.



SAMPLE OF MEDIA FROM CASE REVIEWS OR FORMAL LETTERS

Office of Independent Police Monitor releases assessment on Vappie investigation

Jordan Lippincott

2 hours ago



Mayor Cantrell refuses to answer questions surrounding the conflict of interest NOPD investigation of officer Vappie



New policy for NOPD coming after local politician alleges police 'non verbally threatened' him after summons issued



REAPPOINTMENT MATERIALS: STELLA CZIMENT

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ACCOMPLISHMENTS OF FIRST TERM

COMMUNITY ENGAGEMENT: PUBLIC FORUMS, PRESENTATIONS, INCREASED PRESENCE

The community is vital to police oversight. In the Memorandum of Understanding, the OIPM committed to developing relationships with community and civil groups to receive civilian and anonymous complaints, to meet with police associations, and conduct public outreach meetings and engagement activities. Under the statute that created the OIPM as an independent office, the OIPM was designed to ensure public accountability and engagement with the NOPD. The statute states that the OIPM is to hold at least one public outreach meeting in each council district of the city at least once every four months and meet with each police association a minimum of three times each year. I understand that responsibility and have worked hard to expand our public presence to achieve that aspect of our mission.

Public Forums

Since becoming the IPM, I have built multiple opportunities for the public to engage with the OIPM, the federal monitors, and NOPD leadership. I have hosted and facilitated public forums on topics like:

- Misconduct and force investigations and got the Captain and Deputy Chief of PIB to attend;
- Bias free policing and had the Deputy Chiefs of the Professional Standards and Accountability Bureau attend;
- Facial Recognition Technology and policing where I facilitated a discussion and public questions with stakeholders including: Councilmember Oliver Thomas (ordinance sponsor), the NOPD, ACLU, and Eye on Surveillance;
- Police Community Advisory Board (PCAB) public forums with PCAB leadership;
- Multiple Consent Decree public forums with the federal monitoring team; and
- Public forums with Chief Kirkpatrick.

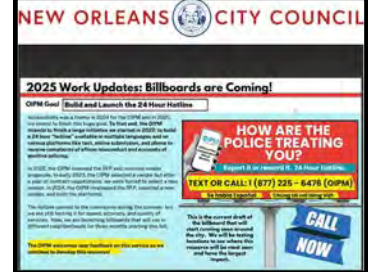
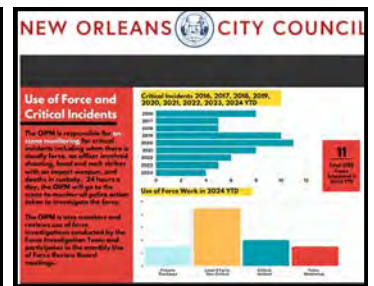
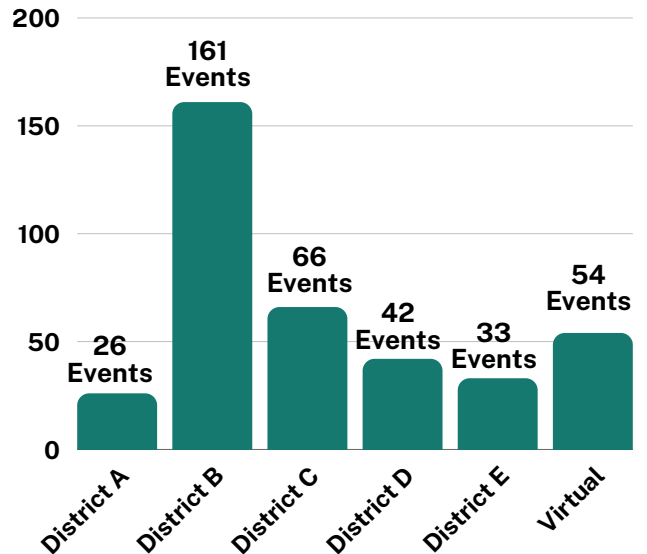
Presentations to City Council

During my term, City Council passed Ordinance 29063 requiring the OIPM to present quarterly to the City Council Criminal Justice Committee. I have used these presentations as an opportunity to speak directly to elected leaders and the public about current projects, relevant policing or oversight issues, and share data from the quarter regarding force, misconduct, mediation, and discipline.

Increased Community Presence

From community office hours at different locations around the city to "Coffee with the IPM" events to public forums and sitting on panels for other community based organizations - I have increased our public presence and accessibility in the community in creative ways.

DISTRICT OUTREACH DURING TERM



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ACCOMPLISHMENTS OF FIRST TERM

MONITOR'S MIC RADIO SHOW

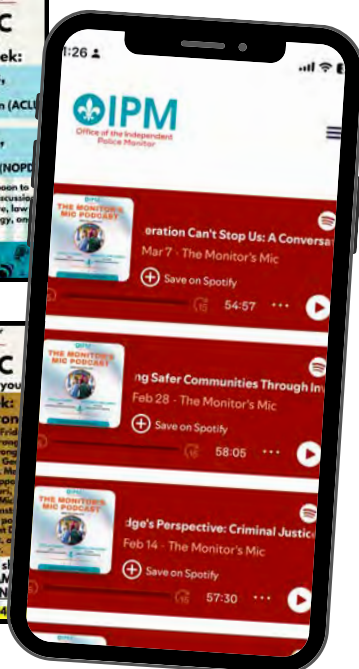
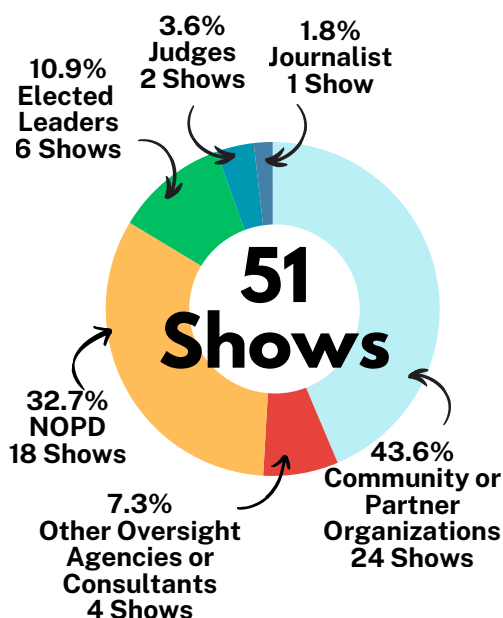
In my first term, I created and ran the Monitor's Mic radio show - an informative call-in talk show designed to share relevant policing information with the public. I was inspired to create this radio show after binge watching The Wire on HBO in conjunction with reflecting on the impact of insurance companies on policing (as reported by the Washington Post) and how "defund the police" movements / civilianization of police departments were abutting legislative changes to require commissioned officer presence on scenes. I wanted to find a way to explain these forces to the public - that there are many factors that influence how police departments operate, how crime data is compiled, and why and when an arrest may be required that has nothing to do with individual officers or individual police departments. From this, coupled with my experience studying abroad in post-Apartheid South Africa and learning about the use of the radio airing of the Truth and Reconciliation Commission Hearings, I decided to explore radio as a platform to have these types of discussions about policing. I approached WBOK 1230AM to create the "Monitor's Mic: Where We Talk Oversight, Policing and You."

The purpose of the show was to find a creative way to directly reach more of New Orleans to inform and engage them on policing and oversight. This weekly call-in talk show was an opportunity to talk directly to the public and police officers in order to share vital and timely information about how the community is policed, Consent Decree issues, and the role oversight plays in creating a safer and more responsive police department. The Monitor's Mic aired every Friday at noon.

Each show, Kirschelle Williams, the Deputy Police Monitor, and I interviewed guests from community organizations, leadership and officers within the NOPD, elected leaders, journalists, police monitors and those working in oversight in other cities, and stakeholders that work in the policing or the criminal legal space. Through these interviews, the guests explain how policing works or the purpose of special divisions like SWAT or the Cold Case Unit within Homicide, to bring the public into how training decisions are made and what it's like to be a recruit going through the police academy, provide updates to the community about recent deployments, sweeps, or new policing operations or tactics, share resources, and discuss how legislation, the court system, and the actions of elected leaders affect how the community is policed and how oversight works. We also used the show to air public forums - which had never occurred before. We were able to air our public forum with Chief Kirkpatrick on the radio twice and air our public panel and forum regarding facial recognition technology with the ACLU, Eye on Surveillance, Councilmember Thomas (a facial recognition software ordinance sponsor), and then-Sergeant Barnes (NOPD policy writer).

This radio show was one of my favorite memories from my first term since it was a way to share information with the public without someone else editing the soundbites and share information from policing leaders and experts to everyone. Though we ended the show at the beginning of 2026 for budgetary reasons, we have uploaded the recordings from the episodes onto Spotify and the OIPM website to serve as a public resource for years to come.

MONITOR'S MIC RADIO SHOW



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ACCOMPLISHMENTS OF FIRST TERM

ONLINE ACCESSIBILITY: NEW WEBSITE, PUBLIC ARCHIVES, SOCIAL MEDIA

When I started as IPM, the OIPM received recommendations from our Quality Assurance Review Advisory Committee to become more accessible. There was confusion regarding who our office was, what work we did, where to find our work, and complaints about our website. To address this feedback and build the OIPM as a public resource, during my first term, I oversaw:

- The design of a new OIPM website including the creation of a new logo;
- The creating and building of a public archive of policing materials; and
- The creation of new social media platforms.

New Website

In previous years, the Quality Assurance Review Advisory Committee (QARAC) has recommended OIPM update and reformat its website to increase access to the public and improve functionality. At the beginning of my term, I started the process of redesigning the OIPM website and rebranding the OIPM. In 2022, we released the new website and logo. I worked closely with the vendor - and even designed the home screens - to create the OIPM website. The new website includes more functionality, ease of use on smart phones, and more relevant and updated information. This new website includes an auto-updating stream from our social media accounts and posts on Facebook, Twitter, and Instagram so the public can find different platforms to learn more about our work and stay engaged. The website is updated with released reports and work product so the public can review the work being produced by the OIPM including monthly reports to the City Council and the Ethics Review Board, public letters, case reviews, and reports.

Public Policing Archive

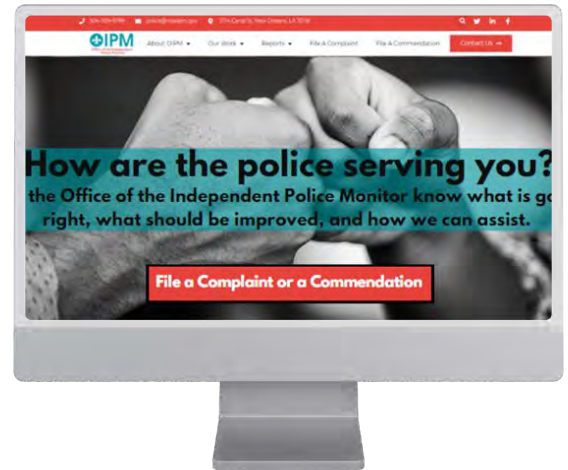
Next, I partnered with Mary Howell, a local Civil Rights attorney, to create a police archive with relevant policing documentation from our city's history. A lot of physical documentation regarding how this city was policed prior to Hurricane Katrina was lost in the storm when buildings and basements holding public records were destroyed. There is a demand for these artifacts and resources since they speak to the historical narrative around why and how we were policed in the past - which shapes policing and institutional decisions now. Articles, old protocols, policy guides, mayoral orders and recommendations regarding the police department, audits and surveys regarding policing conditions, and old NOPD annual reports were scanned and uploaded into an electronic database that the OIPM built.

This resource bank is available to the public, police officers, lawyers, academics, and the press for them to utilize for historical context to how policing has operated in our country and in our city. These resources create institutional memory for decisions and explain how we got where we are.

Increased Social Media

When I became the IPM, I created our Instagram account and immediately started creating content. We have made reels showcasing the Constitutional Policing Award at NOPD Academy graduations, informative posts about databases, policing policies, and legislation, updated the community on monitoring efforts, explained court rulings, and live streamed public forums to ensure that our work is accessible online.

NEW WEBSITE AND LOGO

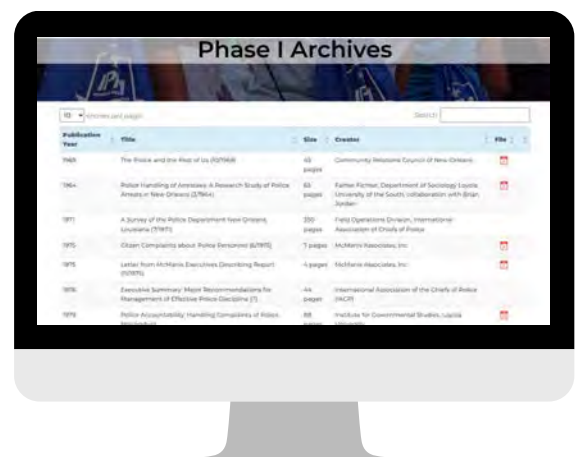


OLD LOGO



NEW LOGO

POLICING ARCHIVE



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SECOND TERM: POTENTIAL PROJECTS & GOALS

- ➡ **Police Misconduct, Force, and Award Database**
- ➡ **Creation of the Truncated Case Review**
- ➡ **Create New Policing Reports**
- ➡ **Law Enforcement Consultant**
- ➡ **Confidentiality**
- ➡ **Peer-to-Peer Mediation Program**
- ➡ **Audit Misconduct Intake**
- ➡ **Audit District Attorney Case Refusals**
- ➡ **Public Surveys; Detained People Surveys; Police Surveys**
- ➡ **Build Resource Bank** with Informational Videos on Navigating Police Processes; Commonly Asked Questions
- ➡ **Homicide Community Liaison;** Utilize Community Organizations
- ➡ **Recommendation Tracker**
- ➡ **Future Preparation:**
 - Taking Control of the Police Community Advisory Boards (PCABs)
 - Civilian Oversight Boards
 - Independent Police Auditor
 - Investigatory Power
 - Remote Intake Sites



GOALS FOR SECOND TERM

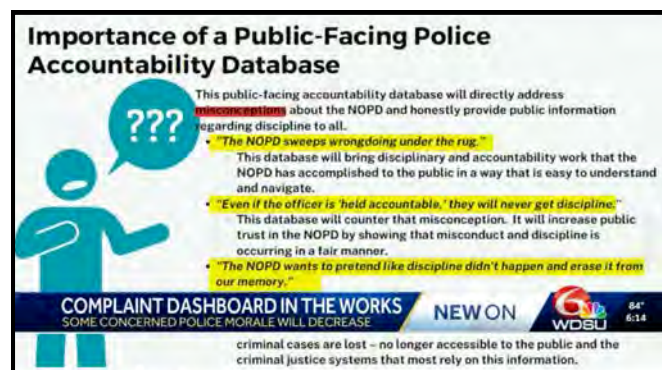
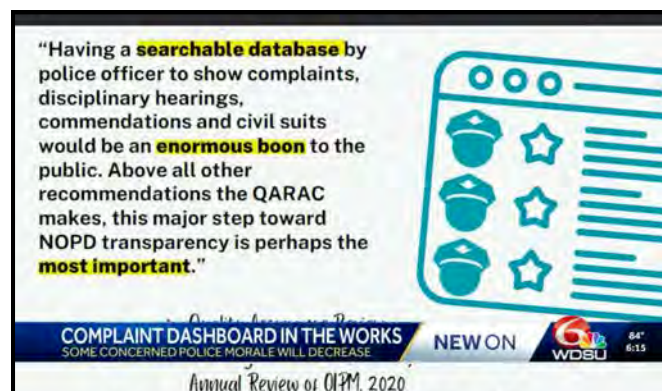
POLICE MISCONDUCT, FORCE, AND AWARD DATABASE

If given a second term, a huge priority will be finishing the “Police Misconduct, Force, and Award Database.” This has been a multiyear joint project of building a publicly accessible database with officer disciplinary, force, and award history. This is a joint project that originally began under then-Councilmember Moreno between her office, Capital Projects, the OIPM, and the NOPD. The OIPM has project managed the creation of this database under Resolution 20-175: Police Misconduct Database. The budget for this project is allocated at \$100,000.

In 2024, the OIPM, in conjunction with our project partners at the NOPD, Capital Projects, and then-Councilmember Moreno’s office, released the RFP (after a lot of confusion and delays) and selected a vendor to build a searchable public database with misconduct, awards, and use of force data. In 2025, the OIPM worked with the vendor to build the beta for the site.

Now, in 2026, working with the City’s IT department, NOPD, and our vendor, we are developing the access and queries necessary to connect the beta to the city systems in order to one-way receive data and have the data fields correctly populated. Finally, we will have the interface finalized through working with the stakeholders including police associations, criminal legal nonprofits, and other recommended parties to ensure the system is user friendly, accurately portraying the information, includes the correct disclaimers and descriptions, and can be a useful tool.

After years of work, I want to see this project through to the end and get this resource out to the stakeholders and public who requested this project. I am well suited to continue this work as the IPM and, again, want to see this project be completed.



Above are stills from a WDSU news piece regarding the database that aired in 2025. These images are from a presentation that I made for NOPD and police associations regarding the database.

CREATION OF THE TRUNCATED CASE REVIEW

Due to public demand for more case reviews of investigatory outcomes and process analysis in their Formal Disciplinary Investigations conducted by the Public Integrity Bureau, I have considered the creation of a new type of case review that is less time and staff exhaustive. I have called this model a “truncated case review.” I envisioned that this truncated case review model will provide a review of one question or one component of the investigation instead of the comprehensive (and time demanding) model that the OIPM currently conducts. The goal here would be to generate necessary reviews of investigatory decisions without committing to a time exhaustive review that may not fulfill the initial need of the requestor or the purpose of the review.

This means, the OIPM would pose a question: “Was the Officer Bill of Rights violated in this investigation?” or “Were all available allegations considered?” or “Did the witness statements comply with policy?” These are examples of real questions that the OIPM, complainants, and NOPD leadership have asked our office during disciplinary hearings or during the formal disciplinary investigation process. Our office would like to consider these questions without committing to the extensive review model our office currently utilizes. In 2026, I would like to prioritize creating the truncated case review model and policy, and starting to utilize this new type of work product.



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GOALS FOR SECOND TERM

CREATE NEW POLICING REPORTS

In my second term, I want to prioritize the creation of new reports on policing topics of public interest, concern, or growth. My goal is to keep the public informed on relevant issues, explain processes and policies, measure growth and impact, identify new opportunities for improvement or where there are weaknesses, and explain how the public can engage with the department.

Examples include:

- A report on facial recognition technology and how it is utilized by the NOPD. I would use this report to explain the landscape - legally and logistically - and create a tool that will better inform the public about this technology and the police. In 2025, I started this report, and it's my intention to finish it in 2026 (if given a second term).
- I would like to also create a report looking at the use of drones by the police, the drones as first responders pilot, and addressing misinformation regarding this technology.
- I will showcase work being done in the NOPD (like I did on the Reform report about the Family Bill of Rights) by focusing on areas where the NOPD has adopted new and interesting strategies and explain how and why those things are working. Specifically, I would like to produce more on the Use of Force Review Board - how it works, what it does, and the impact it has on the department - from training, to policy, to culture.
- Finally, I would like to better realize our mission in looking at lawsuits and claims, civil service disciplinary appeals, and criminal proceedings against officers. I have long said I would like to give time to evaluate these different types of legal proceedings, highlight public safety concerns and how the police department responds to it, analyze data regarding how much car accidents and officer actions cost the city, and provide recommendations regarding NOPD's liability and risk management.

These are just some of the ideas I have regarding reports I would like to produce or complete during my second term.

LAW ENFORCEMENT CONSULTANT

One idea I have long considered was the creation of a **Law Enforcement Consultant**. I have discussed this with other police monitors across the country and created a position announcement that would be ready to submit to Civil Service or utilize in a RFP for a part-time or contractor position. The goal of this position would be to have someone on staff or available to the staff with a background in only law enforcement, who can provide their unique perspective and expertise to the reports and recommendations generated by the OIPM.

My interest in this position began when the OIPM was questioned by the Police Association of New Orleans (PANO) regarding our ability to investigate claims of misconduct in the secondary employment system under state law: RS 33:2339. The OIPM General Counsel and I submitted an official inquiry to the State AG for clarity regarding that investigatory ability but did not receive a satisfactory response - keeping the issue open for the time being. My thought was, if the OIPM is to consider conducting investigations, I would want to frame our investigatory process to be in compliance with the procedures and policies of the NOPD and RS 40:2531: The Officer Bill of Rights. If I was going to lead the office when we took this on, I would want a person on staff in some capacity who was a former investigator for the NOPD or PIB or law enforcement. I thought the presence of this person would increase credibility within the police department we monitor (and investigate) and would ensure that we are matching the investigatory strategies being utilized by the department.

If granted a second term, and our budget limitations allow, I would like to return to this idea of hiring a consultant for the OIPM to provide input and insight into our work.

CONFIDENTIALITY

A goal I would like to achieve in my second term would be to successfully seek **confidentiality power through legislative and ordinance protection**. I would like to work with governmental leaders and partners on a state and local level in order to receive legally mandated and protected confidentiality ability to protect those that seek to remain confidential. I think this is particularly relevant given the recent lawsuit filed in federal court regarding the filing of an anonymous complaint.



Above is the position announcement I wrote for a Law Enforcement Consultant position.



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GOALS FOR SECOND TERM

PEER-TO-PEER MEDIATION PROGRAM

One goal from my first term that I would like to complete with the Director of the Community-Mediation program and the NOPD is the creation of the **peer-to-peer mediation program** to serve employees within NOPD. This pilot would be created at the request of the NOPD to address internal disputes that occur and often bog down the grievance and misconduct systems - and it has turned into a shared goal between our organizations for awhile. The goal would be to create mediation between NOPD employees to aid in solving some of the internal issues and conflicts that inevitably come up within such a large and diverse organization. I envision that we provide mediation between supervisors and subordinates or peers within a unit or department who request assistance along with providing aid to employees in resolving ongoing workplace conflict by providing conflict resolution skills. We are of the shared thought that this could be built into the Formal Disciplinary Investigation process or part of the grievance workflow. In my second term, I would like to work with NOPD's attorneys, the Professional Standards and Accountability Bureau (PSAB) and PIB to build out the policy and create this new mediation service for the department. I believe that this program could add to officer retention by addressing the workplace conflict that hurts morale or creates toxic workplaces.

AUDIT MISCONDUCT INTAKE

A goal I did not get to achieve in my first term that I would like to achieve in my second would be to complete a **comprehensive audit of the PIB intake and classification process** to evaluate compliance with policy, relevant timelines, and Civil Service and state law. I would like to conduct an audit on intake classification, allegation selection, investigation assignment, and timeline compliance within the PIB. From this audit, I would like to collaborate with leadership within PIB on possible policy and procedure recommendations - particularly to determine if we need to further revise and clarify the between Neglect of Duty and Directions from an Authoritative Source allegations in the Standard Operating Procedures Manual. Publicly, I would like to issue a report or data sheet to the public and the NOPD with findings and then update on a regular basis.

AUDIT DISTRICT ATTORNEY CASE REFUSALS

Another audit goal I would prioritize in my second term is to **audit case refusals and evidence exclusion**. This goal is born out of the work we did when serving on the U.S. Attorney Consent Decree Committee with the NOPD, the District Attorney's Office, the Criminal District Judges, and the Public Defender's Office. The goal of this audit would be to learn from the District Attorney's refusals of NOPD's cases to determine if there is officer misconduct or illegal searches and seizures that are threatening the ability for successful prosecutions. I would like our office to audit the refusals that are recorded under Chapter 1.2, Para. 16 of NOPD's Policy, and then to work with the Professional Standards and Accountability Bureau (PSAB) of the NOPD to determine appropriate next steps on those cases.

I would like to issue a report or a data sheet to the public, the District Attorney's Office, the NOPD, and any other stakeholders with findings and then update the sheet on a regular basis.

I believe this audit will be an informative tool to keep the spirit of the committee's collaborative work going and to ensure the reforms and partnerships born from the Consent Decree remain, to create teaching moments from police work that does not result in prosecutions, and make better and more informed police investigations.

EXCLUDED EVIDENCE OR REFUSAL OF CASES BY OPDA SCREENING

16. The Orleans Parish District Attorney's Office will provide to PSAB the following information:
 - a. Determinations of no probable cause made by judges and commissioners will be forwarded via email within 24 hours.
 - b. The granting of any motion to suppress evidence or statements will be forwarded via email within 24 hours of the granting of the motion by the court whether or not the State intends to seek supervisory review.
 - c. Notice of any cases refused or dismissed for any "Law Enforcement" reason will be forwarded via email within 72 hours of the refusal or dismissal. There are five specific codes that the DA uses for Law Enforcement based refusals:
 - i. 350 - NO PROBABLE CAUSE FOR ARREST
 - ii. 351 - UNLAWFUL SEARCH NO WARRANT
 - iii. 352 - UNLAWFUL SEARCH WITH WARRANT
 - iv. 356 - MOTION TO SUPPRESS EVIDENCE GRANTED
 - v. 431 - INCOMPLETE POLICE INVESTIGATION
 - vi. 433 - LAW ENFORCEMENT ISSUES (for example inappropriate or illegal conduct and issues relating to officer veracity).

Above is a portion of NOPD's Policy Chapter 1.2, Para. 16 regarding how the OPDA would disclose what cases are refused or have evidence excluded by a Judge during a Suppression Hearing or where there is No Probable Cause found by a Judge. These situations may be the direct result of law enforcement actions: failure to collect necessary evidence, illegal searches or seizures of evidence, failure to read Miranda Rights prior to interrogation, or not having enough cause to officiate an arrest. With this information, we can learn about police operations and what needs to be improved individually or systematically. If it is not a training matter, it may be an issue of misconduct and a failure to comply with NOPD policies, in which case, accountability measures may be appropriate.



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GOALS FOR SECOND TERM

PUBLIC SURVEYS; DETAINED PEOPLE SURVEYS; POLICE SURVEYS

Under the Consent Decree, there was a requirement of a biannual survey of police officers, the public, and those detained by the NOPD. The goal was to learn their perceptions of the NOPD, policing, quality of police-resident encounters, attitudes of police personnel within and towards the department, and the general perception of public safety in New Orleans. In my second term, I would like to revisit this model and try to **survey police, the public, and detained individuals** to ensure that this informative aspect of the Consent Decree continues so we can continue to measure impact and perceptions.

Additionally, I would like to add to the list of topics surveyed to include questions about OIPM, local oversight, perceptions towards officer accountability (and frame it to see if they feel differently about governmental accountability), and the disciplinary system. The goal would be to understand how oversight and accountability is received by law enforcement and the public.

Surveys have been valuable tools for measuring shifts in need, perception, and relationships - they can inform projects, priorities, and how we talk about the work. I would like to prioritize the creation of surveys on policing and oversight so we can determine what the next phase of policing and oversight should look like to fit the evolving needs of New Orleans and the NOPD post-Consent Decree.

BUILD RESOURCE BANK WITH INFORMATIONAL VIDEOS ON NAVIGATING POLICE PROCESSES; COMMONLY ASKED QUESTIONS

I would like to work collaboratively with the NOPD's Police Information Office (PIO) to **create informational videos** explaining police processes, addressing misinformation, commonly asked questions, and introducing the public and employees to the systems that they will have to navigate.

I really appreciated the NOPD's effort to roll out the new conceal carry laws in the summer of 2024 where they made videos of the policy and planning sergeant walking around the French Quarter and explaining the statute, the exceptions, and how it would be policed while standing on Bourbon Street and pointing at locations. That series was helpful, engaging, and informative. Our office would like to work with the PIO to continue those efforts addressing areas where both the OIPM and the NOPD are similarly asked the same questions by the public. The videos would ensure consistency of messaging on issues of public concern between our two offices and send a clear message to the public that this is what is expected of the public, the NOPD, and oversight.

Videos could include:

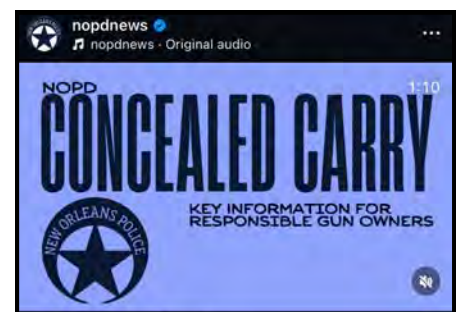
- questions about misconduct,
- how to retrieve property,
- how to report noise violations,
- how death investigations work, and
- what happens in a force investigation by the Force Investigation Team.



These are just some of the commonly asked questions we receive at OIPM, and we frequently spend time walking members of the public through that process. The goal would be to inform the public in a passive way - so we are not individually addressing the same issues over and over again.



Above is the language regarding the survey requirement for the NOPD from the Consent Decree.



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GOALS FOR SECOND TERM

HOMICIDE COMMUNITY LIAISON; UTILIZE COMMUNITY ORGANIZATIONS

During my second term, I would like to work with the NOPD and the Deputy-Chief of the Investigative Services Bureau (ISB) over the Homicide Unit to reimagine the way that we working with and supporting the public during death investigations or after there are findings in death cases. I would like to consider the creation of a **Homicide Community Liaison position**. This would be similar to the Community Liaisons who exist in the police districts and are responsible for fielding public questions, getting resources to the community, providing information and updates, and can be the public face of that district. I believe the Homicide Division would benefit from the same type of position instead of requiring the individual homicide detectives to take on this large responsibility.

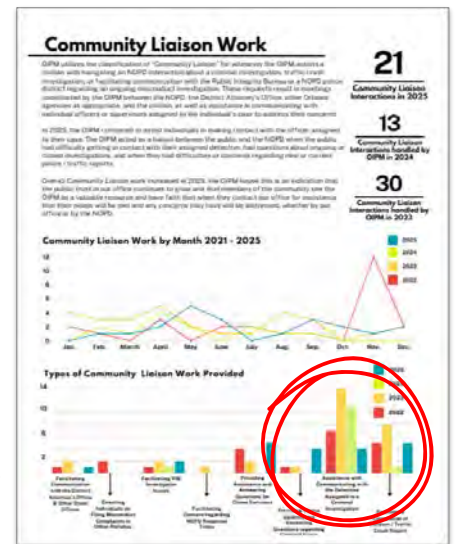
For the last four years, I've expanded the role the OIPM plays in facilitating meetings between the NOPD and the public as a way to reduce unnecessary misconduct allegations. If a member of the public was frustrated by a lack of communication from their assigned detective or believes that an officer is not doing their job (but I think there is a fundamental misunderstanding happening or there needs to be some expectation management) then I propose that instead of initiating a formal disciplinary investigation (which means that the accused officer - the detective - cannot speak to the complainant - the family - while the investigation occurs and this results in more cases on the detective's disciplinary "jacket") we should instead have a meeting first to see if the situation can be resolved outside of the FDI. However, facilitating these meetings is extremely time consuming for me, the individual detectives, the lieutenant of the Homicide Division, and the Deputy Chief of ISB. I would like to see if we could create a Homicide Community Liaison Position that is responsible for the first level of these interactions.

Similarly, I was approached by the Center for Restorative Approaches about trying to **form partnerships between the organization and the NOPD**. I think this is an area where we can build out the services provided to the families and the Homicide Detectives to reduce confusion, increase relationships and communication, and solve problems instead of initiating misconduct allegations.

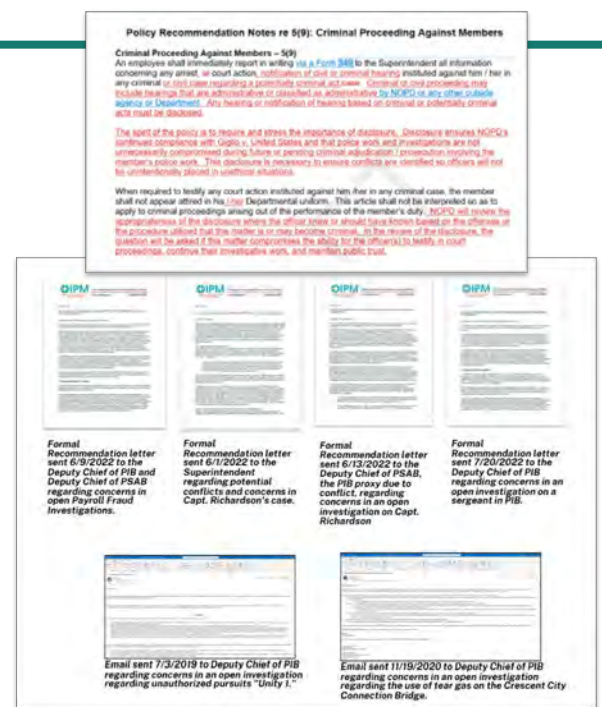
RECOMMENDATION TRACKER

Each year, the OIPM provides countless recommendations to the NOPD; however, as a leader, I am challenged on how to track, measure, and communicate those recommendations to the public and our stakeholders. To the right, are an example of the many methods that our recommendations may be provided to the NOPD: formal letter, email, and even Track Changes on Word Documents (my recommendations are in the red ink in the image to the right).

If given a second term, I would like to **create a method to document, track, measure, and share out the recommendations** that the OIPM is providing to the NOPD on a recurring basis. These recommendations often encompass feedback the I have received in meetings with police associations, public forums with the community, questions I have fielded from the media, issues brought to my attention by stakeholders, and issues that are being examined by other police monitors or police departments across the country. In the past, the OIPM received recommendations to track the recommendations. I agree and believe it is valuable to track these recommendations since it can show the impact that these groups or individuals can have on the way New Orleans is policed or how NOPD operates - which may increase the likelihood of future participation in the process.



This is a page from the soon to be released OIPM Annual Report. This section is about the work the OIPM does to facilitate dialogs and meetings between the community and the NOPD. The majority of this work is facilitating meetings - sometimes several for the same family - between the family of deceased people and the detectives or leadership overseeing that case.



REAPPOINTMENT MATERIALS: STELLA CZIMENT

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GOALS FOR SECOND TERM

FUTURE PREPARATION: ENVISIONING DIFFERENT ROLES OF THE OIPM

I am prepared for the potential of the role of the Independent Police Monitor to change and for the Office of the Independent Police Monitor to potentially change, whether that is absorbing new work, creating new positions, or if the exceptions of local oversight change through the creation of new bodies. For this reason, I've included some of the work that I've completed in the past anticipating changes. Here is some of that work that I've done anticipating potential shifts to OIPM or local oversight in New Orleans.

OIPM Absorbing the Coordination of the Police Community Advisory Boards (PCABs)

I am prepared with my plan for if we are asked to coordinate the PCABs during my second term. In 2024, I created this plan and the Deputy and I presented this comprehensive proposal to absorb the coordination of the PCABs from the Mayoral Office of Community Engagement after there were concerns that PCAB compliance could keep the NOPD from entering Sustainment. In 2024, the NOPD was nearing sustainment, however, a component of the Consent Decree was "underperforming": the PCABs.

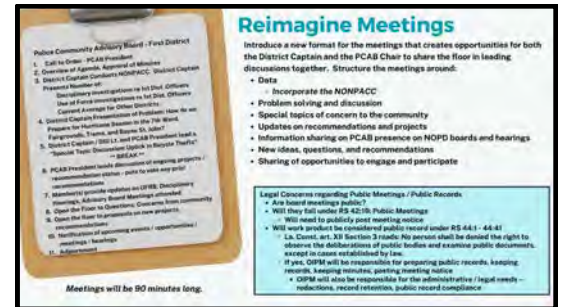
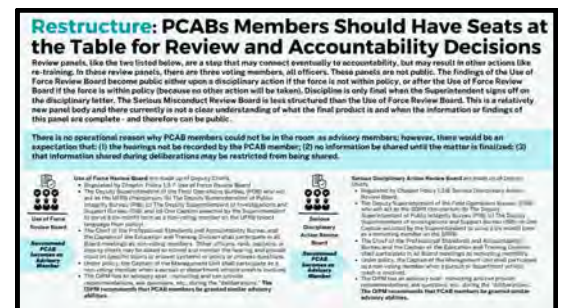
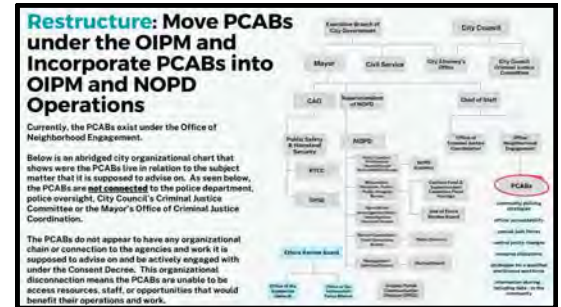
The PCABs were created to ensure the community can access NOPD leadership, the public would become stakeholders in policing tactics and decisions that serve them, and in turn, would help with disseminating policing information to their neighbors in an understandable way. PCABs predate the Consent Decree. When the Consent Decree was written, the PCAB concept was specifically referenced as a tool to create a collaborative structure for the community to weigh in on, advise, and co-create policing strategies and policies. PCABs appear in multiple paragraphs of the Consent Decree. In 2024, the Federal Monitors reported that the PCABs were underperforming, stating that meetings are canceled, there is low engagement, and identified "three sources of the problems: inadequate engagement from the City office that manages the program, inconsistent leadership from NOPD's District Captains, and inconsistent commitment from some PCAB members themselves."

In response, I proposed the PCABs become a component of the OIPM and the OIPM coordinate the PCABs. I designed a proposal and presented it to the Federal Monitors, NOPD leadership, and leadership of the three police associations in New Orleans. Once receiving approval from Chief Kirkpatrick and the three police associations with the newly imagined PCABs, the Deputy and I presented this proposal to city leadership. Ultimately, Mayor Cantrell rejected the proposal.

Now, with the new mayoral leadership and the city's budget cuts, the staff responsible for the coordination of the PCABs under the Mayoral Office of Community Engagement have been let go. It is the understanding of the OIPM and the PCAB leadership that no one is currently coordinating the PCABs and if they are continuing it is on the initiative of the individuals in the PCABs.

If in my second term, I am given the opportunity to absorb the PCABs into the OIPM, I am prepared to lead that transition and have a vision of what I would like to see happen next.

To the right is a photo of the IPM talking about the proposal to Chief Kirkpatrick, the police association representatives, and Chief Kirkpatrick's leadership team in 2024.



Above are stills from the proposal that we gave to Mayor Cantrell and her leadership team proposing the OIPM coordinating the PCABs.



REAPPOINTMENT MATERIALS: STELLA CZIMENT

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GOALS FOR SECOND TERM

FUTURE PREPARATION: ENVISIONING DIFFERENT ROLES OF THE OIPM

Civilian Oversight Board

In the summer of 2024, I was asked by then-Councilmember Thomas and the community organization, the New Orleans United Front, to answer a question: **What would, or could a civilian oversight board look like in New Orleans?** To answer that question, I put together this document analyzing civilian oversight, looking to other jurisdictions, and identifying all the legal and organizational obstacles and systems that would be impacted by the creation of a civilian oversight board. In order to envision this enhanced civilian oversight over the NOPD, this document raised questions that need to be addressed, outlined the different types of civilian oversight that exists in New Orleans currently along with the models of civilian oversight that exist in other places and how they work, and then mapped out the current legal and operational landscape that a civilian oversight board would need to consider. This document was created to be a jumping off point for the next phase of research and discussion that could occur through a task force.

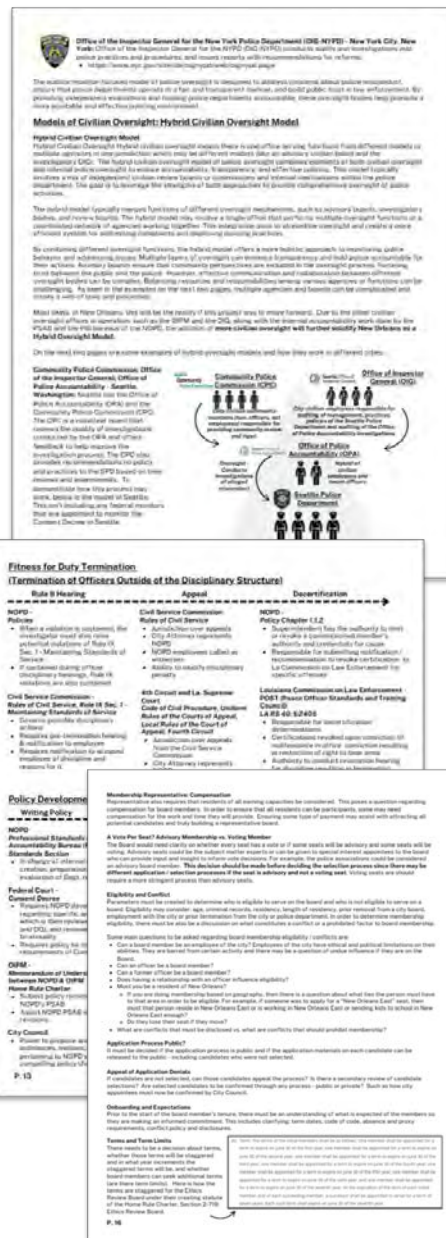
The report included four main parts.

- First, there is a breakdown of what is oversight. This section contains information explaining civilian oversight, why there are monitors and civilian oversight in New Orleans and the types of oversight and accountability that currently exists, and the different models of civilian oversight.
- Second, there is a rough mapping of the current landscape and the processes in place, whether those factors create obstacles to the creation of the civilian oversight board, and how those obstacles could potentially be changed / amended in order for this civilian oversight board to be created.
- Third, there is an outline of questions and points that should be considered if there was to be a civilian oversight board envisioned by Councilmember Thomas, the New Orleans United Front, New Orleans for Community Oversight of Police (NOCOP) and others. This included descriptions of the powers and potential functions of the civilian oversight board and how those could legally abut against preexisting systems.
- Fourth, the document closes on political and legal lessons learned from Florida and Tennessee.

Independent Police Auditor

In November 2025, when the Consent Decree was terminated, I was approached by community leaders about the possibility of creating a position that would enshrine the powers, responsibilities and goals of the Professional Standards and Accountability Bureau (PSAB) as they existed under the Consent Decree. Specifically, **creating an Independent Police Auditor who is responsible for auditing the different topics and procedures that required audits under the Consent Decree.**

There is a concern that without this position or this function being served, the audits that existed during the Consent Decree will cease to occur. Without these necessary checks, the NOPD may backslide. Based on that concern, I created this document to start the process of envisioning this enhanced auditing role over the NOPD. The document raises questions that need to be addressed, outlines the different types of independent auditors that may coexist with other oversight agencies in other places, and includes some job descriptions.



REAPPOINTMENT MATERIALS: STELLA CZIMENT

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GOALS FOR SECOND TERM

FUTURE PREPARATION: ENVISIONING DIFFERENT ROLES OF THE OIPM

Investigatory Power

Currently, the OIPM does not have investigatory power under our creating charter or ordinance, but if that were to change in my second term, I am prepared to lead the transition into investigatory work.

While the creating statute grants OIPM the ability to receive complaints, refer complaints, conduct reviews of NOPD investigations and monitor ongoing investigations; it does not grant the ability to investigate. However, the OIPM has investigatory power over secondary employment under state law: RS 33:2339. The problem is that power is not defined or connected to the NOPD. There is no mechanism enabling our investigation to be adopted by the NOPD for disciplinary purposes. The investigations have no connection to any employment action for the accused officers. Therefore, the investigations appear to be empty (effectively thought exercises) with no consequence or meaning. As a result, the OIPM has not pursued this investigatory responsibility due to the confusion in how this state law would contradict with state law RS 40:2531: The Officer Bill of Rights.

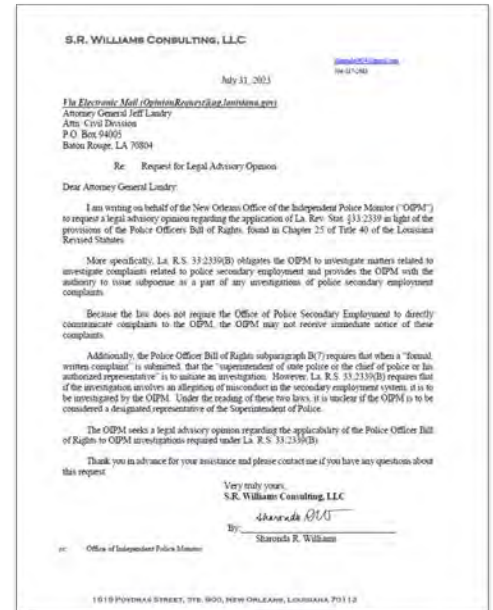
Working with legal counsel, I sought an inquiry from the State Attorney General in order to receive legal clarity and coverage on these legal issues:

- La. R.S. 33:2339(B) obligates the OIPM to investigate the police secondary employment complaints and system. It provides the OIPM with the authority to issue subpoena as a part of any investigations of police secondary employment complaints. Because the law does not require the Office of Police Secondary Employment to directly communicate complaints to the OIPM, the OIPM may not receive immediate notice of these complaints.
- The Police Officer Bill of Rights subparagraph B(7) requires that when a “formal, written complaint” is submitted, that the “superintendent of state police or the chief of police or his authorized representative” is to initiate an investigation. However, La. R.S. 33:2339(B) requires that if the investigation involves an allegation of misconduct in the secondary employment system, it is to be investigated by the OIPM. Under the reading of these two laws, it is unclear if the OIPM is to be considered a designated representative of the Superintendent of Police.

The AG refused to provide an opinion, stating that it did not recognize the OIPM as a body who could request the opinion.

If provided a second term, and the possibility of investigatory power becomes a reality, I am prepared to do the capacity and systems building necessary:

- Currently, OIPM does not have an investigatory manual or tactics on how to conduct investigations. I have experience as an employment investigator and have monitored countless police investigations so I am prepared to oversee the construction of these materials and processes.
- To start conducting investigations, the OIPM would need to reimagine our internal staffing structure in order to firewall the investigatory staff from the review and complaint intake staff so outside information is not coloring or influencing the investigation. I understand the legal requirements here and could create those structures.
- This would also require additional training and / or hiring of trained investigators. This is where I believe the Law Enforcement Consultant position would be particularly relevant. I am ready to hire and train the appropriate consultant to begin this work.
- The OIPM would need to standardize our protocol and training on conducting interviews or intake to match PIB (including recording) so we can be compliant with their investigatory model. I collaborated with the PSAB to write PIB's policies so I am prepared to once again collaborate to write our own protocol and create the necessary training materials.



Above is the letter submitted to the AG regarding the question on the investigation and the Officer Bill of Rights.



REAPPOINTMENT MATERIALS: STELLA CZIMENT

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GOALS FOR SECOND TERM

FUTURE PREPARATION: ENVISIONING DIFFERENT ROLES OF THE OIPM

Remote Intake Sites

Under the MOU, the OIPM is to work with the PIB to identify potential remote intake sites to train to receive complaints on behalf of the OIPM. The purpose of the Remote Intake Sites would be to reach individuals who are ordinarily underserved by the NOPD and the OIPM - people that may be hesitant to or unable to access our services due to language barriers or fears about legal status or a lack of public trust. Ideally, the OIPM and PIB were going to identify and open Remote Intake Sites focusing on community-based organizations working with: (1) Spanish and Vietnamese speaking populations in New Orleans; and (2) transgender individuals / advocacy.

During my first term, I worked with PIB to develop the materials and process necessary to operate Remote Intake Sites. I completed:

- The internal policy and structure on how the Remote Intake Sites would provide complaint referrals to the OIPM for submission to PIB;
- The internal forms that the Remote Intake Site would utilize during a complaint intake;
- A manual for the Remote Intake Sites;
- A training for the Remote Intake Sites;
- A model Memorandum of Understanding to be executed between the Remote Intake Sites and OIPM.

I did start moving on this goal during my first term, but after speaking with some of the sites that we originally identified as ideal candidates for this pilot program, I heard from those potential sites of real concerns they had with taking on this work. These concerns included capacity, funding, exploitation, and this label potentially damaging trust they had with their audience. Based on those concerns, I choose to pivot to try to develop the 24 hour hotline instead - with the goal that those sites could instead utilize that service on their site instead of conducting the intake themselves.

If during my second term this is an idea that the NOPD and OIPM would like to return to, then I am prepared for us to implement this program.



Above are screenshots from the Remote Intake Site material I created during my first term.



REAPPOINTMENT MATERIALS: STELLA CZIMENT

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Item 2

Steven Krueger
337-330-6789; steven.krueger@nolaoig.gov
04/01/2026

1 April 2026

Dane S. Ciolino
Executive Administrator and General Counsel
Ethics Review Board City of New Orleans

RE: Application for Independent Police Monitor

Dear Mr. Ciolino,

I am writing to express my strong interest in the Independent Police Monitor position for the city of New Orleans, as advertised on the Ethics Review Board website. With a strong background in Law Enforcement and a passion for accountability and efficiency, I am confident in my ability to contribute to the city of New Orleans' success.

In my current role as Assistant Inspector General for the city of New Orleans, I worked with the IG to successfully transform the office into a high functioning and performing entity that the city of New Orleans could be proud of. My previous 25 year career with the FBI, along with my years working with the NO OIG, aligns with your need for a candidate who can work closely with the New Orleans Police Department, be respected by the employees and officers within the department and the community and someone who has worked closely with the former Federal Consent Decree Monitor on multiple issues and investigations.

I have a personal passion for public service and advocating for those with limited voice. I am excited about the prospect of bringing my experience and work history to help achieve not only the goals of the Independent Police Monitor, but also of the Ethics Review Board, the NOPD and the citizens of New Orleans who deserve a high functioning, ethical and compliant police department.

Thank you for considering my application. I look forward to the possibility of discussing how my experience can continue to benefit the city of New Orleans.

Sincerely,

Steven Krueger

Steven T. Krueger

2 English Turn Drive, New Orleans, LA 70131

Phone: 337-330-6789 Email: steven.krueger@nolaog.gov

Professional Profile

Flexible, highly adaptable professional and key problem solver with proven track record as manager and senior manager for a government agency where I led elite groups, often during times of crisis, to accomplish the mission without sacrificing staff's individual goals.

Accomplishments

City of New Orleans Office of Inspector General

- Transformed investigative division into high functioning, impact driven team of retired FBI Special Agents
- Created new Intake process to be timelier and fully automated with current case management system
- Hired new Intelligence Analyst and developed new Intelligence program ensuring office wide intelligence sharing
- Developed new relationships with prosecutors from US Attorney, State Attorney General and District Attorney
- Established new working relationships with Troop NOLA (LSP) and the AG's Bureau of Investigation (LBI)
- Continue close relationship with NOPD PIB to establish new IG oversight program with embedded IG investigator
- Routinely collaborated with NOPD Federal Consent Decree Monitor regarding internal NOPD investigations
- Established first ever search warrant and arrest warrant capability for the office (never done before)
- Developing new Risk Assessment process to better inform office strategy for prioritization of projects
- Personally worked with Civil Service to author new city-wide awards program for all city employees
- Personally oversaw 2025 Safety and Permits review project where our office embedded 2 investigators within S&P

FBI TRAINING DIVISION – QUANTICO, VA – Section Chief, Senior Executive Service (SES)

- Successfully Inspected and evaluated the FBI's instructional resources and credentials resulting in the design, development, and implementation of the FBI's first Adjunct Faculty Program.
- Strategically audited and optimized a new contract for highly qualified individuals seeking FBI training while simultaneously saving the government more than \$6 million in first year.
- Inspected FBI's policies and protocols related to its deadly force policy which resulted in the development and implementation of the FBI's first Less-Lethal Policy and Guide.
- Inspected and audited a Bureau wide firearms compliance program which resulted in the development of an improved software product to effectively reduce Risk to the Agency.
- Successfully managed 11 specialized units (250 personnel) within the FBI to achieve their stated goals and objectives and was selected for a SES Award in 2011.
- Managed FBI bilateral training agreement with Saudi Arabia to assist them in improving their training programs and facilities. Traveled to Riyadh to evaluate their Naif Academy and King Fahd Security College and authored FBI report of findings and recommendations.

Little Rock Division – FBI – Assistant Special Agent in Charge (ASAC)

- Inspected and evaluated the Division's use and utility of space resources resulting in the proposal which would save millions of dollars in commercial rental dollars being saved without sacrificing efficiency.
- Managed all criminal investigations within the state of Arkansas
- Managed the administrative division for the office and all of its personnel across the state of Arkansas
- Routinely inspected and audited Division's budget (approximately \$1.5 million) ensuring compliance to FBI policies guidelines
- Spearheaded statewide public corruption initiative.
- Provided senior leadership and guidance to FBI's SWAT team program and operations.

Professional Experience

New Orleans Office of Inspector General

2024 – present

Assistant Inspector General; managing audit, inspection/evaluation, IT, and Investigation programs

University Louisiana at Lafayette (Adjunct Faculty and Full Time Faculty member)

- 2017 – 2024
 - o Chemistry Instructor
 - o Developed specialized Forensic Chemistry course for advanced undergraduate chemistry studies
 - o Awarded student athlete Faculty of the year award in 2024

FBI Security Specialist (retired Special Agent)

- 2015 – 2021 – Lafayette, LA
 - o FBI Adjudicator for Security Clearances at all security levels.

Executive Consultant for Louisiana State Office of Inspector General

- 2015 – Baton Rouge, LA
 - o Independent consultant assisting IG and DIG with office work/cases, priorities and protocols.

FBI Special Agent

- 2013 - 2015 – Lafayette, LA
 - o Conducted criminal investigations in accordance with the Federal Criminal Code and with adherence to the US Constitution.
 - o Leadership Lafayette Class XXVII.
 - o Investigated a Louisiana Police Department for unconstitutional practices of detention and arrest resulting in DOJ pattern and practice investigation [link to 2018 ProPublica article](#) [DOJ Press Release 2018](#)
 - o Homicide investigation resulting in 2 subjects being convicted and sentenced to mandatory life in 2016
- 2011 – 2013 Section Chief, SES, FBI Training Division – Quantico, VA
 - o Oversaw all instructors (~250) and instruction for FBI employees at the FBI Training Academy and National Academy for state, local and other federal law enforcement officers.
 - o Spearheaded international cooperation agreement with the Kingdom of Saudi Arabia's Ministry of Interior, which included the comprehensive inspection, audit and evaluation of their training facility and developed a follow-on strategy for improving and fundamentally changing their country's law enforcement training program.
- 2009 – 2011 Assistant Special Agent in Charge; FBI Little Rock Division – Little Rock, AR
 - o Senior leadership over all criminal investigations/operations as well as administrator for entire Division (~160 personnel) providing leadership and guidance while ensuring compliance with FBI policies and ethics.
 - o Steered FBI's liaison programs (InfraGard, Citizen's Academy, and Youth Leadership) with public and private sectors resulting in increased information flow and public participation.
- 2005 – 2009 Supervisory Senior Resident Agent (SSRA) FBI Lafayette, LA
 - o Inspected, audited and evaluated several Divisional Programs with the agency both at FBI headquarters as well as in Field Divisions within the FBI.
 - o Manager of FBI Resident Agency and its criminal investigations/operations for southwestern and south-central Louisiana.
 - o Part of LA FBI Crisis Management Team to respond to Hurricanes Katrina/Rita working locally with all the federal, state and local emergency management.
 - o Initiated and strongly influenced discussions with GSA in an effort to expand and design new FBI office space which was three times its original size thereby allowing for significantly better service to the public.
- 2003 – 2005 Supervisory Special Agent (SSA) FBI Counterterrorism Division – Washington DC
 - o Created first ever FBI Chemical Counter Terrorism WMD Program.
 - o Steered nationwide FBI Weapons of Mass Destruction (WMD) Program.

- o Represented the FBI's interest in White House level policy coordinating committee meetings with senior members from other federal agencies to develop policy and implement practices in effort to improve efficiency of US Gov's response to WMD incidents nationwide.
- 1998-2003 SSA FBI Laboratory Division - Washington DC
 - o Explosives Chemist - Qualified Forensic Examiner.
 - o Responded to post blast crime scenes to manage recovery of evidence (USS Cole Aden, Yemen 10/2000; US Consulate, Karachi, Pakistan 6/2002).
 - o Collaborated with Government laboratories worldwide (Ireland, Great Britain, Australia, Russia, and Israel).
 - o Investigated Sri Lankan helicopter crash (multiple fatalities) for the government of Sri Lanka (2000) after Sri Lankan government requested FBI assistance through, then FBI Director, Louis Freeh.
- 1995 – 1998 FBI Special Agent – Las Cruces, NM
 - o Conducted criminal investigations in accordance with the Federal Criminal Code and with adherence to the US Constitution.

DEA Forensic Chemist – Washington, DC

- 1990 – 1995
 - o Senior Forensic Chemist analyzed Drug evidence for the existence of controlled substances; testified in superior and district courts as expert witness.

EDUCATION

Master of Science – Inorganic Chemistry (1990 - Thesis)

University of Maryland at College Park, College Park, Maryland

Bachelor of Science – Chemistry (1987)

State University of New York at Fredonia, Fredonia, New York

References

1. Ed Michel; City of New Orleans Inspector General; (emichel@nolaoig.gov); (504-681-3263)
2. Thomas Browne; Retired FBI Assistant Director; (717-269-0015)
3. Jonathan Aronie; Former Federal NOPD Consent Decree Monitor; (JAronie@sheppardmullin.com) ; (202)-302-4855
4. Stephen Street; former Louisiana State Inspector General; (225-538-0475); (504-251-0412)

Item 3

PATRICE L. ROSE, JD, CFE, CCEP

3311 Indiana Street • New Orleans, LA • 70114
504-606-0180 • plrose212@gmail.com

March 24, 2026

Re: IPM Candidate Application

Members of the New Orleans Ethics Review Board,

Please consider this letter and the attached resume as my formal application for the position of New Orleans Independent Police Monitor.

For 10 years I have worked for the New Orleans Office of Inspector General (OIG), a quasi-law enforcement agency, overseeing projects that seek to hold the city government accountable. As a member of this office, I have worked closely with City departments and other partnering entities to review compliance with applicable laws, policies, and best practices, and provide unbiased findings and recommendations to improve City operations.

For the last few years, I have also served as Chief of Inspections and Evaluations, and I am a member of the executive team that develops and implements strategic direction for the OIG. In that role, I provide leadership and guidance in the development and implementation of the OIG's annual City-wide risk assessment, Strategic Plan and Annual Report. I have helped the office develop strategic partnerships by presenting the work of the OIG to various departments across the city, at national conferences, and to international visitors in partnership with the U.S. Department of State.

In the course of my work at the OIG, I have been honored to work with several former police officers and federal agents on investigations that involved the New Orleans Police Department. My involvement in these cases and in evaluation projects included assessing the sufficiency of NOPD policies and procedures, performing complex data analysis, and reviewing police officer compliance with internal policies. The work I have done with these cases has facilitated a partnership between the OIG and our partners in local, state, and federal law enforcement agencies, resulting in administrative and criminal cases that held offenders accountable for fraud, waste, and abuse. I also supervised teams of evaluators who assessed the NOPDs hiring and promotional processes, overtime management, and compliance with the City's policies for time and attendance and secondary employment. Recommendations from these reports have strengthened NOPD policies and procedures and increased transparency related to the Department's actions.

I am committed to helping create efficient and ethical City operations. In addition to a Juris Doctorate, I obtained a Certificate in Public Law from the Southern University Law Center, focusing on the laws, regulations, and official processes relating to governmental entities. Since then, I have continued to develop skills that reinforce the importance of ethics and compliance in government. Toward that end, I am a Certified Fraud Examiner, Certified Inspector General Evaluator, and Certified Compliance and Ethics Professional. I am in the process of becoming a Certified Practitioner of Oversight through the National Association of Civilian Oversight of Law Enforcement.

I believe my past experience, my dedication to ethical and transparent government operations, and my sincere love for the City of New Orleans and its citizens will translate well to a position of oversight for the New Orleans Police Department. Please see my resume, references, and transcript attached.

Thank you for your consideration,

A handwritten signature in blue ink, appearing to read 'Patrice L. Rose', with a stylized, flowing script.

Patrice L. Rose

PATRICE L. ROSE, JD, CFE, CCEP

3311 Indiana Street • New Orleans, LA • 70114
504-606-0180 • plrose212@gmail.com

SUMMARY

A motivated professional with an aptitude for innovation and creative problem solving. Ability to communicate persuasively with professionals from all sectors. Excellent research, writing, and executive presentation skills. Adapts quickly to new environments and thrives on multiple tasks.

EDUCATION

Southern University Law Center; Baton Rouge, Louisiana
Juris Doctor, *Cum Laude*, May 2015
Public Law Certificate

University of South Florida College of Public Health; Tampa, Florida
Master of Public Health, May 2001
Concentration: Maternal and Child Health

University of South Florida; Tampa, Florida
Bachelor of Arts, December 1998
Major: Interdisciplinary Natural Sciences- Chemistry

Hampton University; Hampton, Virginia
Bachelor of Science, May 1997
Major: Biology

PROFESSIONAL EXPERIENCE

August 2022 – present **New Orleans Office of Inspector General** – New Orleans, Louisiana
Chief of Inspections and Evaluations

- Collaborated as member of the OIG's executive team, provided strategic direction for the department, and worked with team to complete annual city-wide risk reports, strategic plans, and annual report.
- Led a team of inspectors and evaluators by overseeing the planning, development, and implementation of projects.
- Assisted in several criminal and administrative investigations into employee and police officer wrong doing.
- Analyzed compliance of City departments with applicable laws, policies, procedures, and best practices.
- Oversaw inspections and evaluations of several city departments, including the New Orleans Police Department, the Sewerage & Water Board of New Orleans, the Department of Public Works, Orleans Parish Communications District, etc.
- Created strategic partnerships in government to further the mission of the OIG.
- Conducted large scale data analysis using City data.
- Provided supervisory review of projects with binder reviews, monthly team meetings, and bi-weekly project meetings.
- Revised the Inspections and Evaluations policy manual and associated appendices.
- Conducted performance evaluations and reviews of subordinate employees.
- Made presentations to local and national partners about the work of the division.

- March 2016 – August 2022 **New Orleans Office of Inspector General** – New Orleans, Louisiana
Evaluator
- Evaluated city departments for evidence of fraud, waste, or abuse and compliance with local, state, and national regulations.
 - Wrote reports with findings and recommendations of program evaluations.
 - Conducted legal research related to issues of compliance and government regulation.
 - Analyzed data related to city programs to improve efficiency and effectiveness.
 - Served as legislative liaison between the Office of Inspector General and local and state legislative bodies.
 - Organized interoffice training opportunities.
- October 2015-present **Law Office of Patrice L. Rose** - New Orleans, Louisiana
Attorney
- Practiced transactional law related to real estate, business formation, tutorships, wills, and successions.
 - Worked briefly on a contract basis for local criminal defense firm by representing clients in court, negotiating plea deals, preparing briefs and other filings, and conducting legal research.
- Spring 2015 **Baton Rouge Office of the Public Defender** – Baton Rouge, Louisiana
Extern
- Served as an extern for several attorneys to provide legal services to indigent clients in the 19th Judicial District Court.
 - Represented clients in misdemeanor cases and conducted client interviews.
 - Drafted briefs, motions, memoranda in support of motions, and discovery requests.
 - Conducted legal research including constitutional law issues for capital cases.
 - Communicated with other attorneys and the office of the district attorney on the behalf of clients.
- Spring 2014- **Louisiana Legislative Black Caucus**- Baton Rouge, Louisiana
Legislative Intern
- Wrote summaries of bills of particular interest to the caucus in an effort to provide snapshots of important provisions of the bills.
 - Assisted with the development of Position Statements and Press Releases.
 - Provided support to legislators through research related to proposed bills and the availability of resources in legislative districts.

- March 2006-
September
2013
- Xavier University of Louisiana College of Pharmacy**- New Orleans, LA
Program Manager, Center for Minority Health and Health Disparities Research and Education
- Managed a multimillion-dollar federal grant program and all associated programmatic activities.
 - Wrote grants and progress reports pertaining to activities and programs of the Center.
 - Created program evaluation plans, strategic plans, and logic models to ensure compliance with grant and federal regulations.
 - Worked collaboratively with stakeholders to secure funding for mutual projects.
 - Helped to organize seven annual conferences hosted by the Center.
 - Worked with local partners to develop policies for school and community health.
- October 2002-
February 2006
- State of Louisiana Office of Public Health** - New Orleans, Louisiana
Public Health Epidemiologist, BRFSS Program Coordinator
- Coordinated and managed a statewide survey to collect data on behavioral risk factors among citizens of Louisiana.
 - Wrote grants, renewal applications, and progress reports for federal funds.
 - Created program evaluation plans and logic models to ensure compliance with grant and federal regulations.
 - Developed and analyzed large health related databases, indicators, goals and objectives.
 - Worked as a member of the Louisiana State Epidemiology Workgroup.
 - Published articles and white papers on the state of health in Louisiana.
 - Provided statistical information to partners in government, academia, healthcare and community sectors.

LICENSES/CERTIFICATIONS

October 2015	Admitted to the Louisiana State Bar
November 2015	Commissioned Notary Public for the State of Louisiana
December 2018	Certified Fraud Examiner
March 2020	Certified Inspector General- Evaluator
October 2024	Certified Compliance and Ethics Professional

PROFESSIONAL MEMBERSHIPS

Association of Inspectors General
Association of Certified Fraud Examiners
Society of Corporate Compliance and Ethics
National Association of Civilian Oversight of Law Enforcement

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