



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, August 18, 2026, at 3:30 p.m.

AGENDA

1. Call to order.
2. Approval of the minutes of July 21, 2026 board meeting (appointment of IPM).
3. Monthly report of the Office of Inspector General.
4. Monthly report of the Office of the Independent Police Monitor.
5. Monthly report of the Ethics Trainer.
6. Monthly report of the General Counsel and Executive Administrator.
7. Election of ERB Officers for 2026-2027 (Chair, Vice-Chair, and Secretary).
8. Selection of meeting dates for 2026.
9. Executive session pursuant to Louisiana Revised Statutes section 42:17(A)(4) to discuss investigative proceedings regarding allegations of misconduct, namely, ERB Complaints No. 2025-07 and 2025-08, and 2026-01 through 2026-09. *See Confidential Password-Protected Materials at Link Provided to ERB Members Only.*
10. 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
July 21, 2026, at 3:30 P.M.**

Minutes

1. *Call to Order.*
 - 1.1. The chair called the meeting to order at 3:34 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.Cherrell Sims Taplin
 - 1.2.1.4.Tyrone Jefferson
 - 1.2.2. ERB members absent
 - 1.2.2.1.Sally Richardson
 - 1.2.2.2.Ceeon Quiett-Smith
 - 1.2.2.3.Voris Vigee
 - 1.2.3. Staff member present: Dane S. Ciolino, Executive Administrator & General Counsel
 - 1.2.4. Staff member absent: Jordy Stiggs, Ethics Trainer.
 - 1.3. The agenda for the meeting is attached.

2. *Approval of Minutes.* After a duly made motion which was seconded, the ERB unanimously approved the minutes of the regular ERB meeting held on May 5, 2025.
3. *Acceptance of Monthly Reports*
 - 3.1. After a motion and a second, the board voted unanimously to accept the monthly report of OIG only in writing.
 - 3.2. After a motion and a second, the board voted unanimously to accept the monthly report of OIPM only in writing.
 - 3.3. After a motion and a second, the board voted unanimously to accept the monthly report of Ethics Trainer only in writing.
 - 3.4. After a motion and a second, the board voted unanimously to accept the monthly report of the Executive Administrator and General Counsel only in writing..
4. *Proceedings to Appoint Independent Police Monitor*
 - 4.1. *General.*
 - 4.1.1. Mr. Ciolino discussed the process that led to today's meeting.
 - 4.1.2. Mr. Harris queried Mr. Ciolino regarding the appointment process and whether it has been done in public. Mr. Ciolino responded that all steps in this process have been taken at duly-noticed public meetings and only at duly-noticed public meetings.
 - 4.1.3. Due to a problem with the presentation software and equipment, the board unanimously agreed to take the applicants out of order and to permit Ms. Rose to present first and Mr. Krueger to present second.
 - 4.2. *Presentation of Patrice Rose*
 - 4.2.1. Ms. Rose presented to the board in support of her application.
 - 4.2.2. Members of the board and the board's consultant, Dr. Michael Cowan, posed questions to Ms. Rose and Ms. Rose responded.
 - 4.3. *Presentation of Steven Krueger*
 - 4.3.1. Mr. Krueger presented to the board in support of his application.
 - 4.3.2. Members of the board and the board's consultant posed questions to Mr. Krueger and Mr. Krueger responded.

4.4. *Presentation of Stella Cziment*

4.4.1. Ms. Cziment presented to the board in support of her application.

4.4.2. Members of the board and the board's consultant posed questions to Ms. Cziment and Ms. Cziment responded.

4.5. *Comments by the Members of the Public.*

4.5.1. *Written Comments Received in Advance of the Meeting are Attached.*

4.5.1.1. Rose Support by Broyles

4.5.1.2. Cziment Support by Freeman

4.5.1.3. Cziment Support by Griff

4.5.1.4. Cziment Support by Manning

4.5.1.5. Cziment Support by Rhodes

4.5.1.6. Krueger Support by Broussard

4.5.1.7. Process Comments by Henderson

4.5.1.8. Process Comments by Howell

4.5.1.9. Process Comments by McCrary

4.5.2. *Oral Comments During Meeting (22 minutes total).*

4.5.2.1. Alicia Plummer

4.5.2.2. William C. Williams

4.5.2.3. Shalanda Cole Bibbins

4.5.2.4. Mary Howell

4.5.2.5. Kim Ford

4.5.2.6. Bruce Reilly

4.5.2.7. Meghan Ragany

4.5.2.8. Julie Ford

4.5.2.9. Christian Jamal

4.5.2.10. Morgan Cleavenger

- 4.5.2.11. Sarah Lewis
- 4.5.2.12. Rose Preston
- 4.5.2.13. Edward Parker
- 4.5.2.14. Belden Batiste
- 4.5.2.15. Shedrick Roy
- 4.5.2.16. Jules Griff
- 4.5.2.17. Emily Walsh

4.6. *Board Discussion and Vote on Appointment of IPM*

4.6.1. *Comments by the Chair*

- 4.6.1.1. The chair thanked members of the public for attending and speaking.
- 4.6.1.2. The chair offered more time for other public speakers, but none requested extra time.
- 4.6.1.3. The chair called for motions from members of the board as to the next step.
- 4.6.1.4. Mr. Jefferson stated that he wanted to move forward with a vote and that he would move to reappoint Stella Cziment.
- 4.6.1.5. Ms. Taplin commented that she would like to move forward with a vote. She also noted that the board should make better efforts at public notice and outreach.
- 4.6.1.6. Mr. Harris thanked the community members interested in the process. Mr. Harris stressed the importance of all the communities of New Orleans working together as a team.
- 4.6.1.7. The board members introduced themselves to the members of the public present. Mr. Cowan introduced himself as a consultant to the Board.

4.6.2. *Motion to Reappoint Stella Cziment*

- 4.6.2.1. Mr. Jefferson moved to reappoint Stella Cziment to the position of Independent Police Monitor.
- 4.6.2.2. Ms. Taplin seconded the motion

4.6.2.3. The board voted unanimously to reappoint Ms. Cziment.

5. *Adjournment.*

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

5.2. The motion was seconded.

5.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 6:31 p.m.

* END *

5:40 start

6:20 End

Speak Regarding Cziment

No.	Name
2	Kim Ford
①	Alicia Plummer
✓	Christian Jamel
✓	Bruce Peitz
✓	Edward PARKER
✓	Shedrick Roy
✓	Belden Betiste
✓	MORRIS CLEMONS
✓	Jules Griff
✓	Charlotte Riper

①

Speak Regarding Krueger

No.	Name
1	William C. Williams
	Bruce Reilly
	Morgan CLEVERGER

(2)

Speak Regarding Rose

No.	Name
1	Shalanda Cote Bibbins
2	Meghan Meghan Ragany
	Bruce Reiff
	Sarah Lewis
	Morgan Cleveland

Speak Regarding Process

No.	Name
#3	MARY HOWELL
#1	Alicia Plummer
#4	JULIE FORD
#2	Kim Ford
#5	Rose Preston
6	Bruce Kelly
7	MORGAN CLEVELAND
	Belden Batsche
	Jules Griff
	Emily Walsh

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Monthly Report of OIG

MONTHLY REPORT

JULY 2026



OIG

**NEW ORLEANS
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



ADMINISTRATION

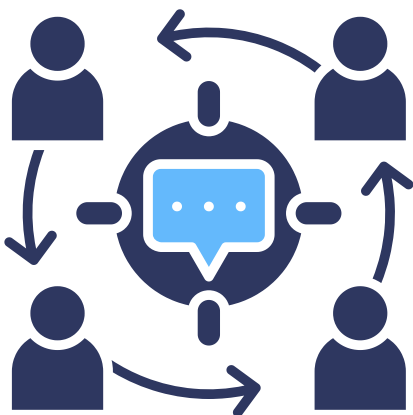
The Office Manager is responsible for the following:

- 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	Draft Report	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	Legal Review	Ongoing
Summary of Objectives: To determine whether NORD has sufficient controls in place to ensure that teams comply with NORD policies and with the law as well as to assess whether NORD's youth athletics registration fee policies and procedures result in equitable and consistent opportunities for the City's youth.		
Equipment Maintenance Division Fleet Management	Supervisory Review	Ongoing
Summary of Objectives: To determine if the EMD has policies and procedures to adequately maintain, inventory, and surplus City equipment in an efficient and effective manner.		
Illegal Dumping Policies and Enforcement	Fieldwork	Ongoing
Summary of Objectives: To determine whether the Department of Sanitation and other pertinent agencies have policies, procedures and internal controls to respond to illegal dumping complaints and reduce the occurrence of future illegal dumping events.		
SWBNO Employee Overtime	Fieldwork	Ongoing
Summary of Objectives: To identify trends in overtime usage; review policies, procedures, and internal controls to determine whether resources are used effectively; and determine whether the SWBNO's budget is sufficient to account for anticipated personnel needs.		

Footnotes:

1 - Project phase determination is based on the objective(s), scope, and methodology for each project. It is not determined by a standard set of hours and/or phase deadline.

2 - The completion date may be re-evaluated if necessary.

INVESTIGATION DIVISION

ONGOING PROSECUTIONS:

The Investigation Division continues to assist in the criminal prosecutions of former Mayor LaToya Cantrell and former NOPD officer Jeffrey Vappie, whose trials are scheduled for March 15, 2027. OIG investigators also continue to assist in the criminal prosecution of former City contractors Randy Farrell, whose trial is scheduled for Oct. 19, 2026, and Jon Andersen, whose trial date has not been set.

OVERTIME AND PAYROLL CASES:

The OIG continues to investigate and has referred several payroll fraud and overtime cases to the U.S. Department of Justice and the State Attorney General for review and possible prosecution. OIG investigators continue to work with our state and federal partners to address potential payroll fraud. Any substantiated allegations of fraud identified during ongoing and future investigations will also be referred to state and/or federal prosecutors for further action.

Earlier this year, the OIG released two public letters providing specific recommendations for stronger oversight of the NOPD's overtime and timekeeping. Since the letters' release, the City and NOPD have taken significant steps to improve monitoring and management of timekeeping and overtime, and NOPD overtime costs have dropped by more than 45% between the first half of 2025 and the first half of 2026.

NOPD Overtime Costs as reported in the City's BRASS System

	2025	2026	Difference
Q1	\$ 12,082,572.67	\$ 6,573,243.02	\$ 5,509,329.65
Q2	\$ 5,911,319.03	\$ 3,087,479.13	\$ 2,823,839.90
Total	\$ 17,993,891.70	\$ 9,660,722.15	\$ 8,333,169.55

Source: City of New Orleans Chief Administrative Office

BY THE NUMBERS

The Investigation Division initiated 10 complaints, opened two investigations, and made six requests for information,

2026 BUDGET

Total 2026 Appropriation \$ 4,398,625

Expenditures	Spent YTD
Personnel	\$ 1,938,074
Operating	\$ 173,974
Total	\$ 2,112,048
Remaining Balance	\$ 2,286,577

SOCIAL MEDIA

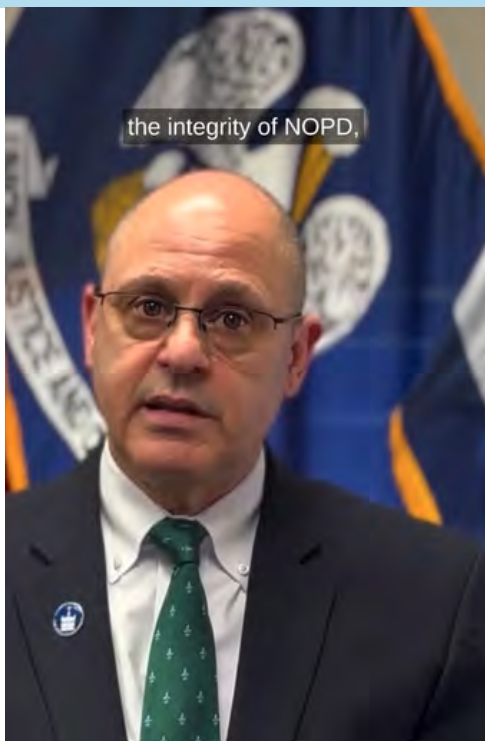


Facebook and Instagram: @NewOrleansOIG

X: @NOLAOIG

LinkedIn: @OfficeofInspectorGeneralCityofNewOrleans

YouTube: @NOLAOIG1737



For the OIG's Summary Report of Investigation and NOPD Overtime and Timekeeping letter, visit NolaOIG.gov

neworleansoig The New Orleans OIG today released a Summary Report of Investigation that uncovers potential payroll fraud and timekeeping violations involving an officer with the New Orleans Police Department (NOPD).

What you need to know

- The Summary provides important background and context from the OIG's investigation, along with our findings and conclusions.
- Per the OIG's ordinances, a full report has been shared with the proper prosecutorial agencies for any action deemed appropriate by those agencies.
- This case is one of multiple OIG investigations into potential payroll fraud and timekeeping violations.

In April, the OIG released a public letter highlighting recurring issues in the NOPD's timekeeping and overtime practices and providing recommendations for improvement.

Today's report recognizes that the NOPD has since implemented several measures and reforms to address these issues.

To read today's Summary of Investigation and our full letter on NOPD overtime and timekeeping, visit NolaOIG.gov/investigations.

#NOPD

Investigation by Inspector General

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#NOPD

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 Office of Inspector General
July 22 at 2:01 PM · 🌐



NOLA.com · 🌐
July 21 at 9:15 AM · 🌐

NOPD cuts overtime costs 45% after enacting new oversight measures, Inspector General says
https://www.nola.com/.../article_65cb79a2-8447-4c14-87e8...

"The OIG applauds the NOPD and City administrators for improving the Department's timekeeping and overtime practices to ensure that resources dedicated to public safety are used as efficiently and effectively as possible," IG Ed Michel said in a Thursday statement. See [less](#)

Monthly Report of OIPM

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT

July 2026



Above, IPM, Stella Cziment, presents Officer Coreyian Stemley with the Constitutional Policing Award sponsored by the OIPM. This award recognizes the recruit who best demonstrated a mastery of constitutional policing requirements and report writing within the NOPD Academy.

Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

I want to start this letter with my personal reflections on July before I discuss the work of the Office of the Independent Police Monitor (OIPM) over the month. In July, I was **reappointed by the Ethics Review Board for another four (4) year term as the Independent Police Monitor**, and this reappointment was a true honor. I want to thank all the stakeholders and partners that have worked with me over my tenure as the Independent Police Monitor for their support, ideas, feedback - both positive and negative, and their commitment to this important work. I've heard you and I appreciate you bringing your voice to police oversight. Together, we are building an oversight office that better serves the community and the police department. I will talk more about this reappointment process and the lessons learned later in this report, but I wanted to start my letter here. Thank you for all that you do - I'm so happy to continue this work with you.

If you would like to watch the reappointment hearing and learn more about the candidates, the public feedback, and the vote, you can watch a recording of the hearing on Youtube:

youtube.com/live/ITKXGiVX7Xc?is=X8tEVcB-CEOa8xxp

In July, the OIPM attended disciplinary hearings, monitored a level four use of force investigation, was interviewed by the news, tabled at events, trained mediators, presented an award, and hosted outreach. In this report, we will highlight some of these activities including:

- The **OIPM presenting the third Constitutional Policing Award at the graduation for Class #207**;
- The reappointment of the **Independent Police Monitor** and what were some **key takeaways** from that process; and
- Community outreach events including our **"Coffee with the IPM"** morning at Backatown Coffee Parlour.

In July, the OIPM attended the launch of the **2026 Edition of the Crime Survivors Guide** and now we would like to showcase that important resource. Crime Survivors NOLA is a local organization made up of survivors and advocates who share information and resources for survivors of violence – an organization whose members have now taken their own experiences navigating the criminal legal system and created a guide to help survivors do the same. The Crime Survivors Guide is a comprehensive source of information on what to expect during a police investigation, a criminal prosecution, and beyond. It centers the survivors' experience and well-being with resources on mental health and financial restitution and support. Because of the work of the OIPM, and the frequent ask to assist survivors with their questions and interactions with detectives on their cases, we frequently utilize this resource. We want to thank Crime Survivors NOLA for creating and updating this guide over the years. If you would like to learn more about Crime Survivors NOLA you can listen to our Monitor's Mic episode where we interviewed Rose Preston and Dr. Julie Ford of Crime Survivors NOLA or you can check out their website at: <https://www.crimesurvivorsnola.org/> or follow them on social media at: [@crimesurvivorsnola](https://www.instagram.com/crimesurvivorsnola)

As always, thank you for your continued support of this office.

Thank you,

Stella Cziment

Stella Cziment, Independent Police Monitor



Above, Stella Cziment addresses the public and the Ethics Review Board while seeking reappointment during the July 21, 2026 Ethics Review Board Meeting in City Council Chambers.

Below, is the 2026 Crime Survivors Guide which was launched in July. The OIPM attended the launch with other partners of Crime Survivors NOLA.



Above, Stella Cziment, the Independent Police Monitor, discusses the role of the Independent Police Monitor and the impacts of police oversight on Treeshakers with Kim Ford - recorded in studio at 102.3 WHIV.

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.

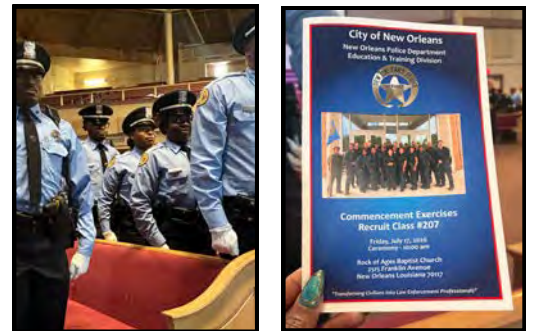
ACHIEVEMENTS, UPDATES, & WORK

Class #207 Recruit Graduation & OIPM Sponsored Constitutional Policing Award

On July 17, 2026, the Office of the Independent Police Monitor attended the graduation of NOPD Recruit Class #207 and presented the Constitutional Policing Award to **Officer Coreyian Stemley**. This award, first introduced in October 2025 at the graduation of Recruit Class #205, where it was awarded to Officer Jacob Barbe, then again in 2026 for class #206 when it was awarded to Officer Jaleel Richardson. This award recognizes the recruit who demonstrated the strongest ability to apply the core principles of constitutional policing in reality-based training exercises.

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

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



IPM, Stella Cziment, presents Officer Coreyian Stemley with the Constitutional Policing Award sponsored by the OIPM.

Coffee with the IPM at Backatown Coffee Parlour

In July, the OIPM hosted a “Coffee with the IPM” event in the community. This community event 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 talked with residents grabbing a coffee on the way to work and met some new ones including many visitors to this city who gave feedback on their interactions with the NOPD during their visits for Essence. 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, talks to members of the public at the “Coffee with the IPM” events in July.

ACHIEVEMENTS, UPDATES, & WORK

Appointment of the Independent Police Monitor

This month, the Independent Police Monitor was reappointed to serve another four (4) year term. In response, the OIPM received some questions we would like to answer now, along with highlighting some takeaways from this process that the OIPM would like to consider in our work moving forward.

How is the Independent Police Monitor Selected?

- The Ethics Review Board is the appointing authority and is responsible for selecting the IPM.
- The selection must be compliant with Article XII Section 2- 1121 of the Home Rule Charter which requires a national search for the appointment of the IPM and the discretion to reappoint the IPM.
 - *An attorney with substantial experience in criminal, civil rights, and/or labor law, or corporate and/or governmental investigations; or an individual with at least five years' experience in law enforcement oversight, preferably with a graduate degree.*
 - *Knowledge of law enforcement, particularly of internal investigations of wrongdoing and uses of force.*
 - *Impeccable integrity, sound judgment, and an ability to relate effectively with all those who have a stake in law enforcement including, but not limited to, residents of and visitors to New Orleans, the police department, other law enforcement agencies, and relevant parts of city government.*
 - *Understanding of the city's ethnic diversity, cultural traditions, and socio-economic situation.*

Who is the Ethics Review Board?

The Ethics Review Board is made up of seven (7) members who serve in six (6) year terms. The members are appointed by different higher education institutions in New Orleans and one is appointed by the Mayor. All appointments must be approved by the City Council.

The individuals serving have a variety of backgrounds and careers. Past appointees have included social workers, bishops, professors, lawyers, and administrators in financial or higher education institutions.

ERB Membership is Appointed


Appointed from
Loyola University


Appointed from
Xavier University


Appointed from Southern University
in New Orleans (SUNO)


Appointed from
the Mayor


Appointed from
Tulane University


Appointed from
Dillard University


Appointed from
University of New Orleans

7 Members
6 Year Term

What does the Ethics Review Board Do?

The Ethics Review Board is governed by the Home Rule Charter under Section 2-719: Ethics Review Board. The purpose of the Ethics Review Board is to enforce the Code of Ethics in New Orleans. This requires that the Board inform public officials, appointed individuals, elected leaders, and public employees of the ethical responsibilities and limitations of their work. Members of the public can file complaints alleging ethical violations to the Board for them to investigate.

National search begins for New Orleans police monitor as incumbent balks at post-employment clamps

BY MISSY WILKINSON | Staff writer Mar 9, 2026

Listen



Above, is an article posted on [nola.com](https://www.nola.com) / Times-Picayune regarding the national search conducted for the position of Independent Police Monitor.

Below, a post from OIPM stakeholder: Voice of the Experienced (VOTE) sharing out about the appointment hearing and encouraging members of the public to attend and give comment.



ACHIEVEMENTS, UPDATES, & WORK

Appointment of the Independent Police Monitor Continued

The Ethics Review Board is responsible for providing oversight and governance to the Office of the Inspector General, the Office of the Independent Police Monitor, and the Ethics Trainer. This includes the appointment and removal of the Inspector General and the Independent Police Monitor.



The Hearing on July 21, 2026

On July 21, 2026, the Ethics Review Board and the public attended a public hearing in City Council Chambers to see presentations from the three finalists for the position of Independent Police Monitor. The three candidates are listed below:



Stella Cziment,
Independent Police
Monitor for the City of
New Orleans



Patrice Rose,
Chief of Inspections and
Evaluations, Office of
the Inspector General



Steven Krueger,
Assistant Inspector
General for the City of
New Orleans

Themes from the Candidate Presentations

Each candidate had twenty (20) minutes to present a presentation to the Board and the public with material that the candidate believed to be relevant to this search and process.

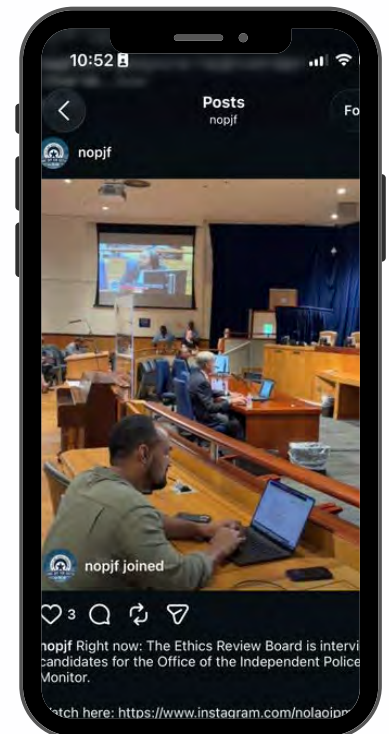
Some of the themes of the presentation was the professional background and experience of the candidates, the interpretation of the role of Police Monitor, and what the candidates envisioned as priorities moving forward. There was a strong emphasis on audits.

The final report of the Office of the Consent Decree Monitors (OCDM) was brought up by the candidates as grounds for potential pivots or new work to be completed by the OIPM in the aftermath of the Consent Decree. You can review that report here: <https://consentdecree-monitor.com/reports>

After the candidates individually presented, members of the Ethics Review Board and the Board's volunteer consultant asked the candidates questions. These questions ranged from how the candidate could engage the community to what the candidates envisioned the office's priorities to be in order to maintain the work completed under the Consent Decree.



Above, is a post regarding an article that appeared online on Verite News NOLA regarding the June 2026 informational zoom meeting held regarding the Independent Police Monitor position and the upcoming hearing for the position.



Above, OIPM stakeholder, the New Orleans Police and Justice Foundation (NOPJF), reposted the OIPM live stream from the appointment hearing encouraging their followers to tune into the hearing.

ACHIEVEMENTS, UPDATES, & WORK

Appointment of the Independent Police Monitor Continued

Community Feedback and OIPM Takeaways for Future

After the three candidates presented, the public was given an opportunity to comment. These comments were provided in person and each commentator had two minutes to address the Board. The public comment included personal and professional references for the candidates along with feedback on the appointment process and the community's feedback on the role of the office.

Below are some of the takeaways from those comments on the process, the Ethics Review Board, and the functions and purpose of the office:

- There was a general concern from members of the public regarding the candidates from the Office of the Inspector General and a belief that this symbolized an intent to rejoin the two offices: the Office of the Inspector General and the Office of the Independent Police Monitor. Those individuals expressed opposition to that possibility.
- There was frustration regarding a lack of transparency on the hearing and not enough of an effort to advertise and notice the meeting.
 - There was confusion regarding the availability of agendas and past ERB minutes.
 - **How the OIPM will act on this feedback: the OIPM will post the ERB agenda on our social media pages to notify the public and increase accessibility.**
 - There was confusion regarding how public comments were to be conducted.
- There was frustration that the community was not a formal part of the search process and the selection process other than providing public comment.
 - **How the OIPM will act on this feedback: the OIPM intends to post the creating statute language regarding the role the Independent Police Monitor and job descriptions and selection criteria for the positions with the office to increase transparency. When there are future job vacancies of the Independent Police Monitor and other positions, the OIPM will seek public feedback on the role and incorporate that feedback appropriately - including providing public input directly to the Ethics Review Board.**
- There was concern regarding the future of the Police Community Advisory Boards (PCABs) and an interest in the PCABs being a part of the police oversight work done by the OIPM.
 - **How the OIPM will act on this feedback: the OIPM will formally revisit the proposal to coordinate the PCABs.**
- There was concern regarding the changes in NOPD's data availability - specifically that the public could no longer access policing data online - and a fear that a less robust OIPM would further impact transparency and accessibility of policing data.
 - **How the OIPM will act on this feedback: the OIPM will submit a formal request to the NOPD and the City's IT division asking for the return of open source data available online. The OIPM will work with stakeholders to identify the missing policing data prior to the submission of the request.**

Appointment Vote and What Happens Next

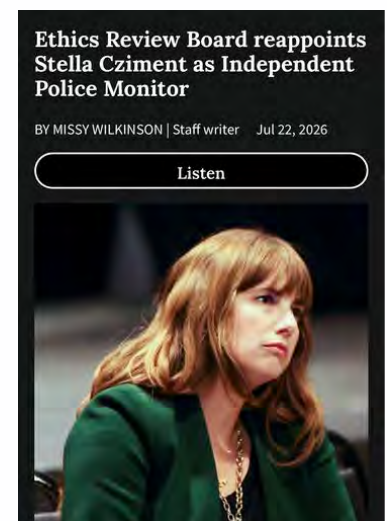
After public comment, the Board moved to vote. The Board unanimously voted to reappoint Stella Cziment to the position and Stella Cziment accepted. Stella Cziment will continue on as Independent Police Monitor with no gap in her leadership.

In the coming months, the Independent Police Monitor will be reaching out to stakeholders, members of the public, NOPD leadership, and the Ethics Review Board to get feedback and input into what Cziment's second tenure as Police Monitor should include, where there is room for growth, and how to ensure community engagement in this important work.



Above, is a Verite article announcing the reappointment of Stella Cziment as the Independent Police Monitor and outlining the hearing (including public comments).

Below is the Times-Picayune / Nola.com article regarding the reappointment of Stella Cziment as the Independent Police Monitor.



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	134	32	72	69	40	40	45	47	12	20	51.10
Police Complaint Count	0	1	1	0	0	4	0	0	4	2	1.20
Civilian w/in NOPD	0	0	0	0	0	1	0	0	0	0	0.10
Anonymous Complaint	12	15	13	10	21	19	22	0	0	0	11.20
Community Liaison Count	15	12	11	20	10	18	27	14	2	6	13.50
Case Monitoring Count	0	4	1	3	7	3	8	0	9	6	4.10
Case Review Count	0	0	0	1	4	4	2	4	3	0	1.80
Contact Only Count	24	31	62	30	20	12	26	14	2	4	22.50
FDI Notification Count	29	20	17	29	28	18	40	36	52	17	28.60
Disc. Hearing Attended Count*	25	25	12	0	0	0	0	0	0	0	6.20
Critical Incident Count	2	8	4	3	5	7	9	8	4	6	5.60
Firearm Discharge Count	4	7	3	2	5	4	8	7	2	3	4.50
Lvl 4 Non-Critical	5	6	11	7	12	4	8	0	0	0	5.30
Force Monitoring*	3	1	3	1	0	0	0	0	0	0	0.80
Mediation Count	15	20	20	19	13	13	21	25	14	21	18.10
Commendation Count	2	1	5	3	0	3	1	1	0	2	1.80
Community Outreach Events	48	39	60	38	62	12	20	3	0	0	28.20
Grand Total	318	222	295	235	227	162	237	159	104	87	204.60

	Jul 2026	Jul 2025	Jul 2024	Jul 2023	Jul 2022	Jul 2021	Jul 2020	Jul 2019	Jul 2018	Jul 2017	2017-2026 Average
Citizen Complaint Count	9	3	4	8	8	7	4	4	1	2	5.00
Police Complaint Count	0	0	1	0	0	1	0	0	0	0	0.20
Civilian w/in NOPD	0	0	0	0	0	1	0				0.14
Anonymous Complaint	1	2	0	0	7	3	1				2.00
Community Liaison Count	4	0	2	1	2	4	2	1	1	3	2.00
Case Monitoring Count	0	2	0	0	1	1	0	0	2	1	0.70
Case Review Count	0	0	0	0	0	0	1	0	0	0	0.10
Contact Only Count	5	6	11	6	3	3	3	0	0	0	3.70
FDI Notification Count	5	3	6	1	4	5	5	16	3	4	5.20
Disc. Hearing Attended Count*	4	1	1								2.00
Critical Incident Count	0	0	0	1	1	0	1	1	1	0	0.50
Firearm Discharge Count	0	0	0	1	1	0	1	1	1	0	0.50
Lvl 4 Non-Critical	1	0	2	2	3	0	0				1.14
Force Monitoring*	0	0	0	0							0.00
Mediation Count	3	3	4	5	0	1	3	3	3	3	2.80
Commendation Count	0	0	1	0	0	0	0	0	0	1	0.20
Community Outreach Events	11	3	10	5	8	5	8	3			6.86
Grand Total	43	23	42	30	38	26	29	29	12	14	28.60

**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:	\$615,962.00
Unexpended funds	\$544,944.00

MISCONDUCT WORK

Relevant Definitions

Complaint

A complaint is an allegation of misconduct filed against a NOPD officer(s) by a member of the public or civilian (external) or another officer (internal). A complaint may concern an action or lack of action taken by a NOPD officer(s), an interaction with a NOPD officer, or a witnessed interaction with a NOPD officer.

Complainant

A complainant is the individual who files a complaint against a NOPD officer(s). A complaint 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:

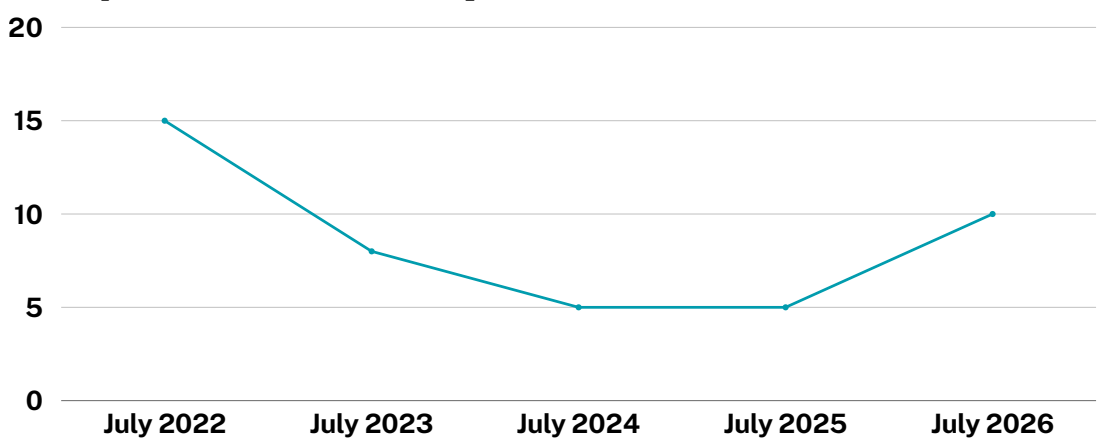
- Use of Force
- Abuse of Authority: such as unlawful searches and seizures, enter and search of premises with no warrant, threat to notify child services, threats to damage of property, refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



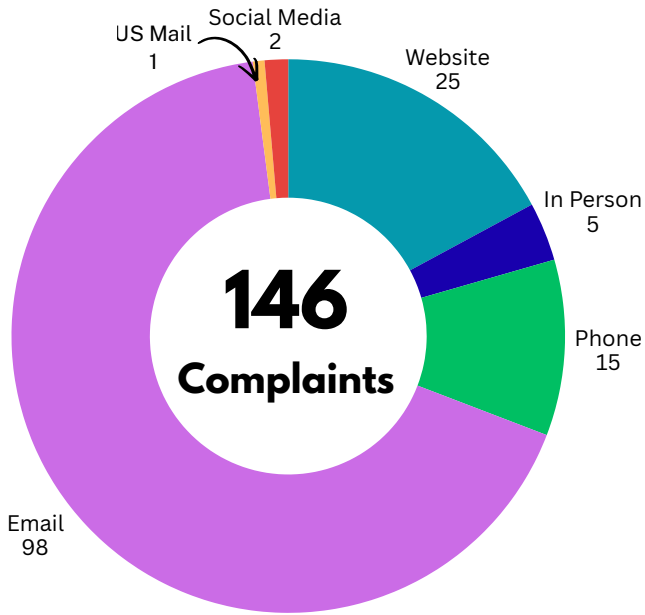
10

Total Complaints
Received this
month

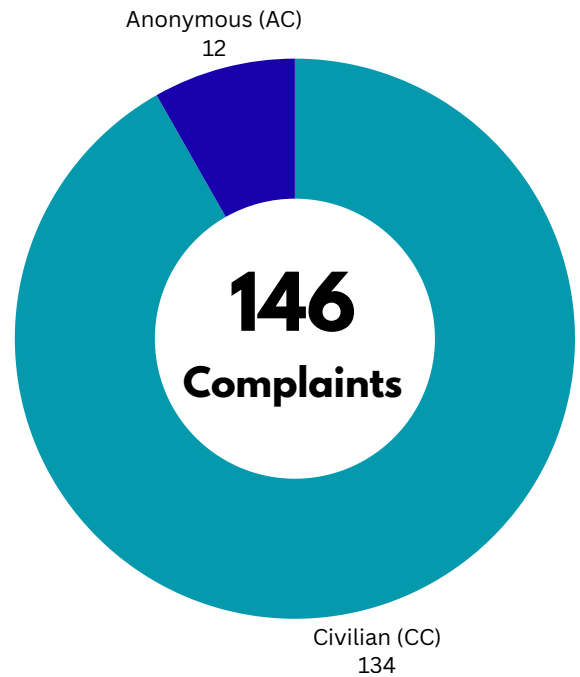
146

Total Complaints
Received This
Year

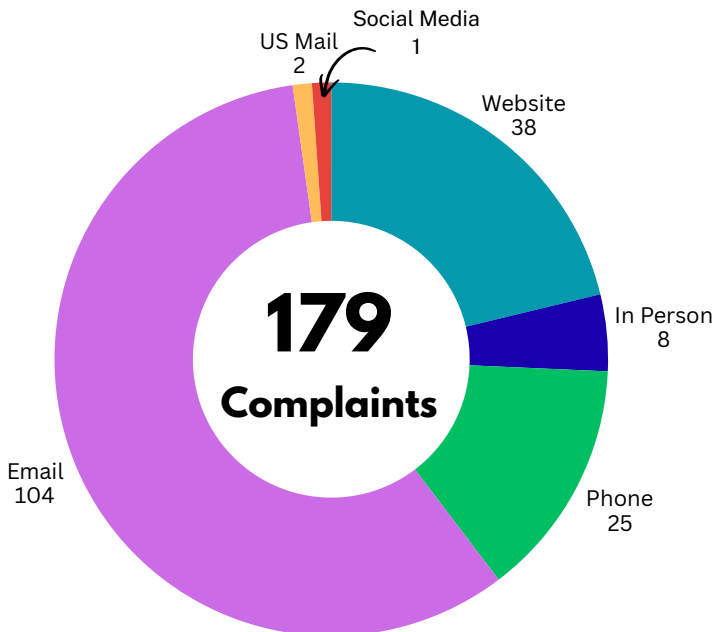
Complaint Intake Source - 2026



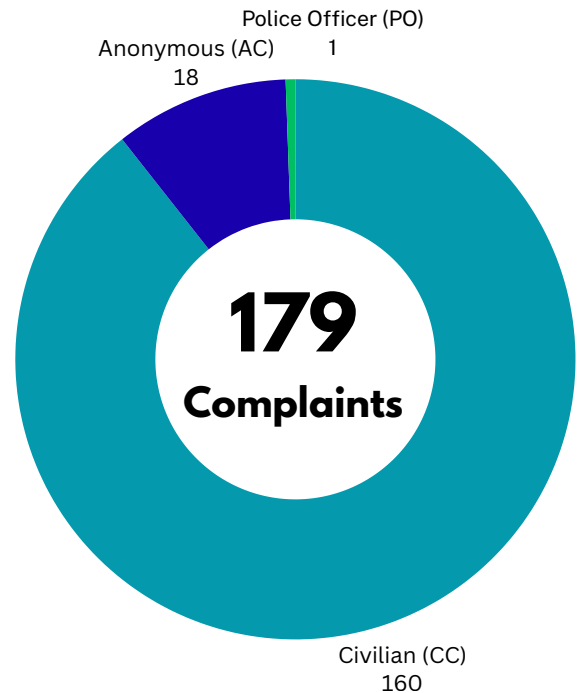
Complainant Type - 2026



Complaint Intake Source - Past 12 Months



Complainant Type - Past 12 Months



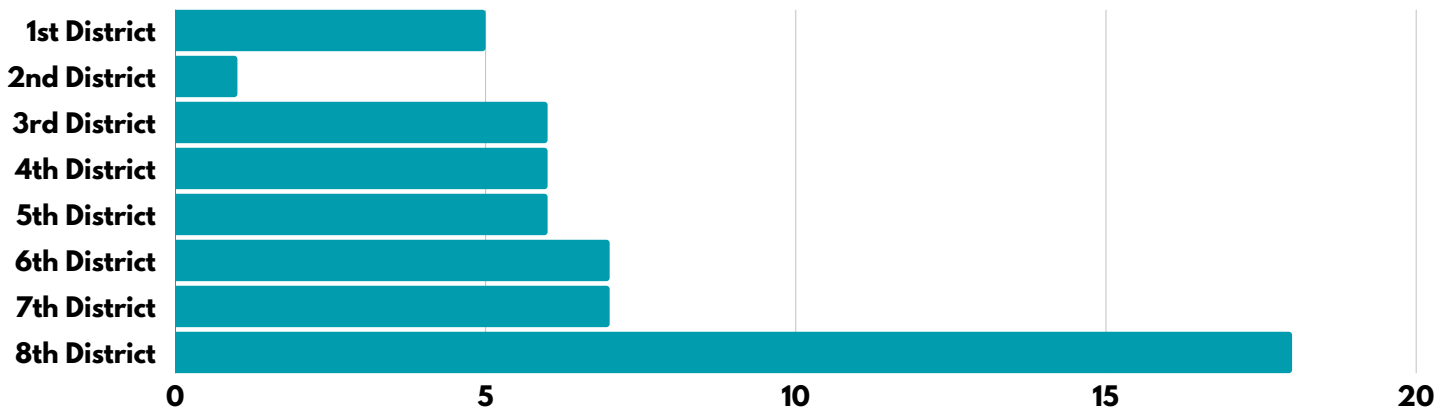
How Can You Submit Complaints?

You can file a complaint with us in several ways:

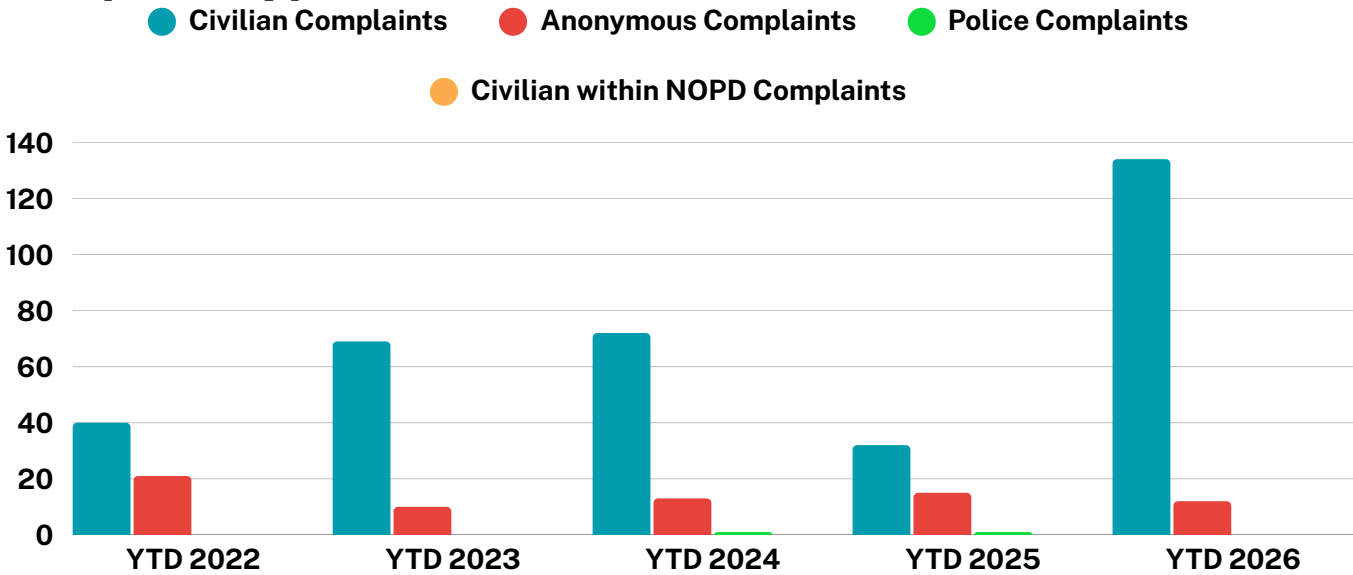
- Through our website: www.nolaipm.gov
- By calling or texting our 24-hour hotline: **1-877-225-6476 (OIPM)** (available in English, Spanish, or Vietnamese)
- By visiting our office in person: **2714 Canal Street, Suite 201**
- By mailing us a complaint: **2714 Canal Street, Suite 201**
- Emailing us a complaint: policemonitor@nolaipm.gov

Districts - Past 12 Months

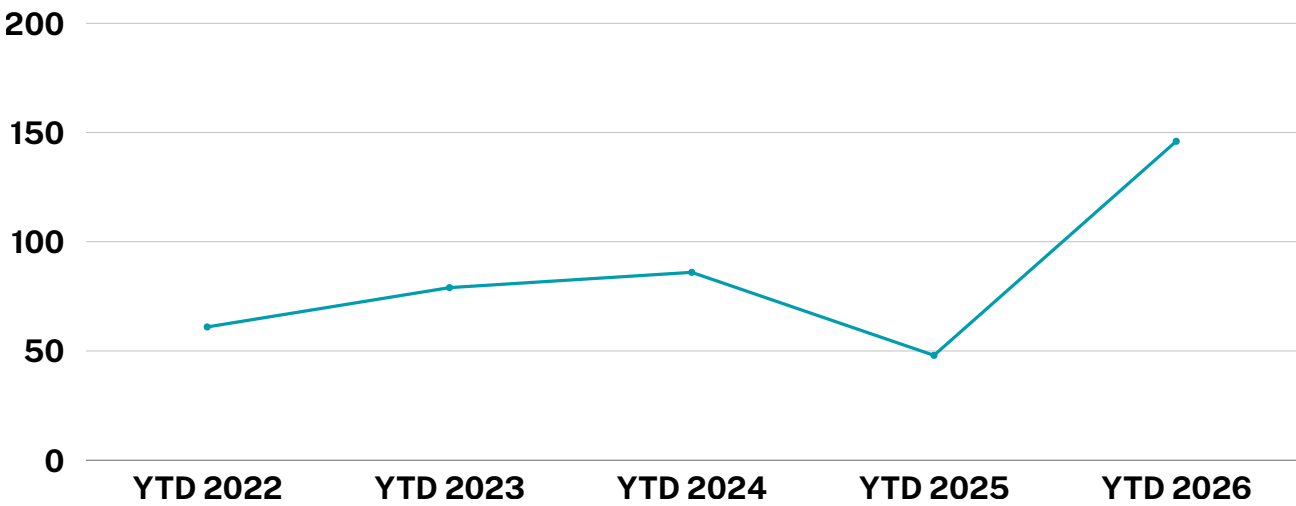
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

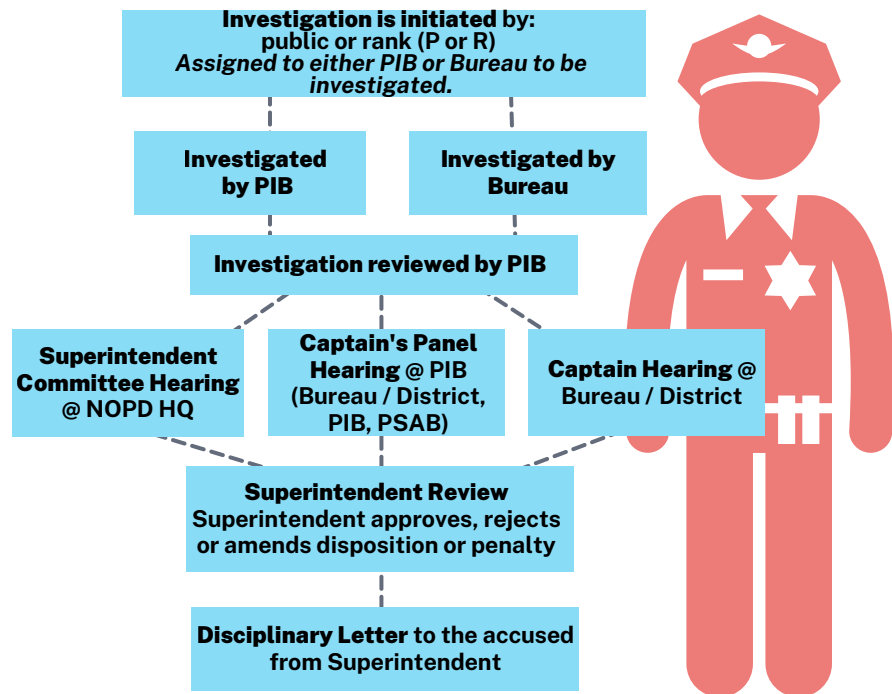


Complaint Totals YTD - 2022, 2023, 2024, 2025, 2026



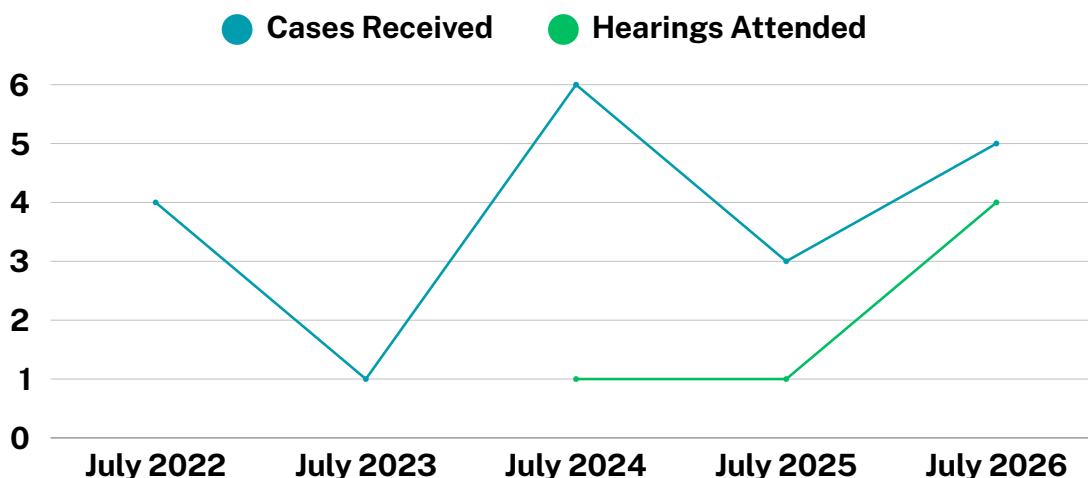
DISCIPLINARY PROCEEDINGS

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 - July



5

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.

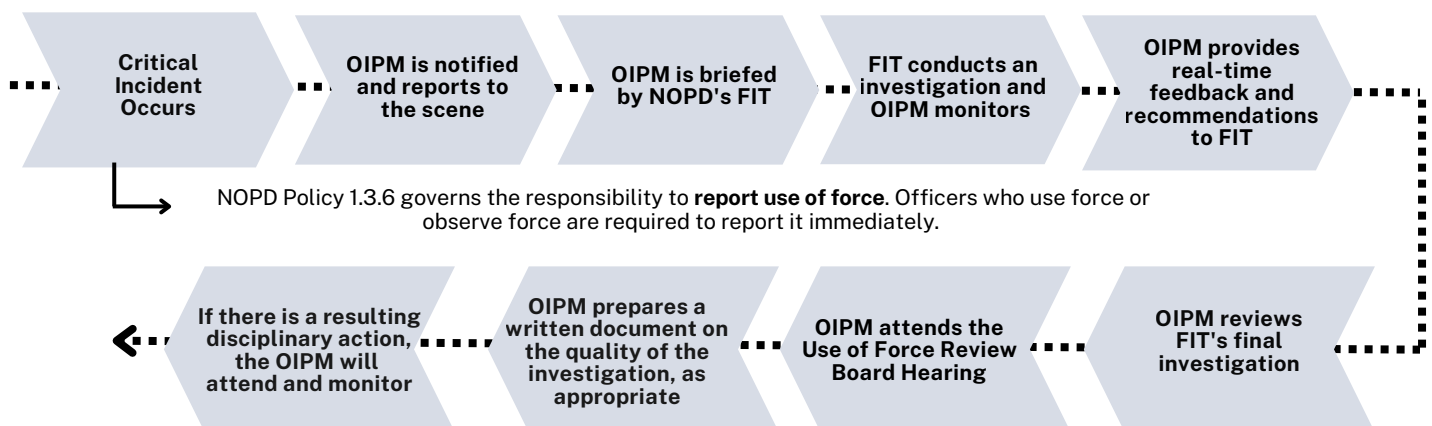
Use of Force

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

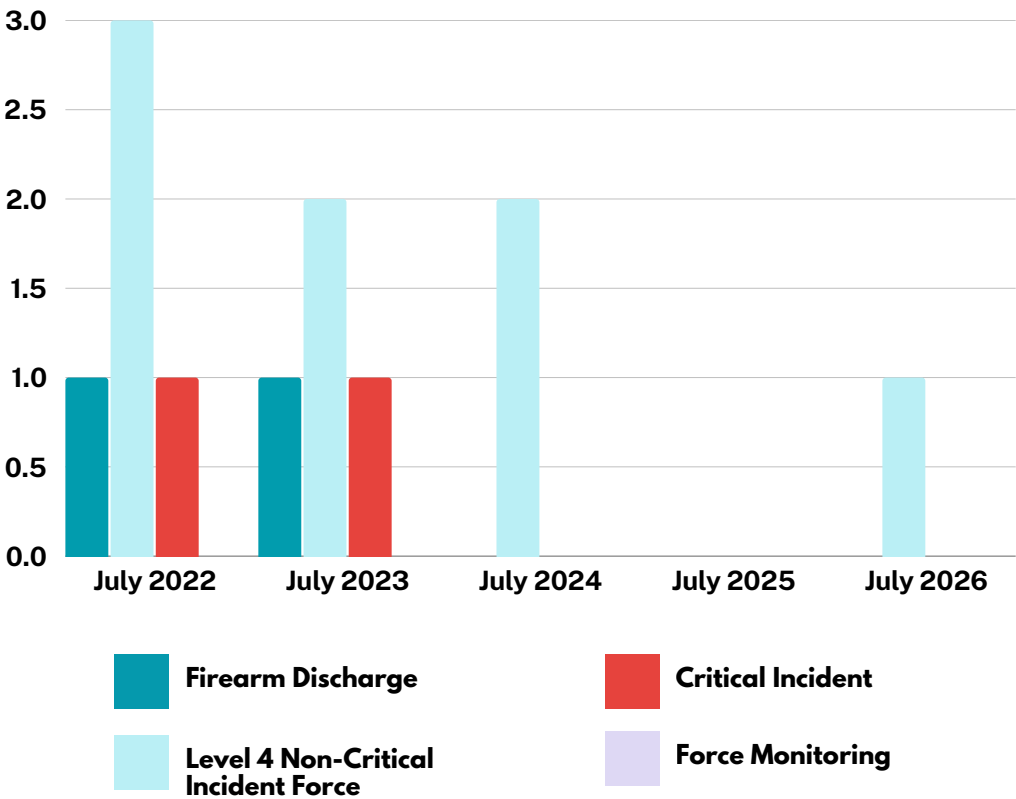


Use of Force Work

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



0
Firearm Discharge this Month

0
Critical Incidents this Month

1
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.

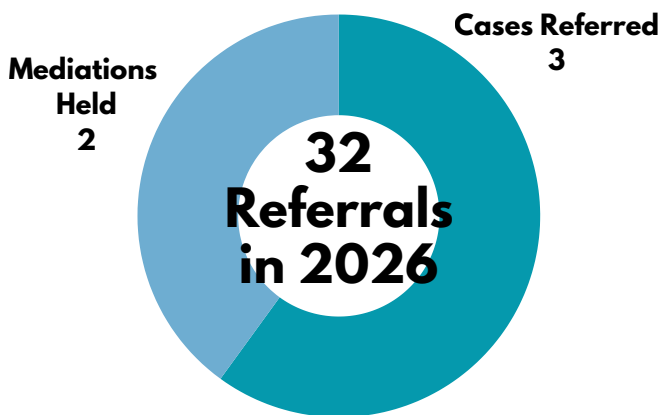
Voluntary

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.

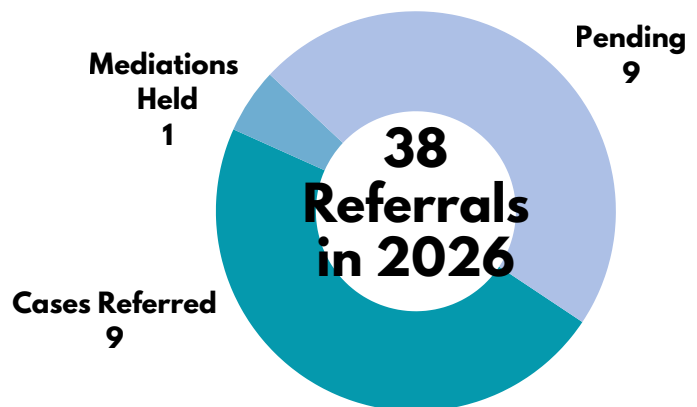
Consent

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.

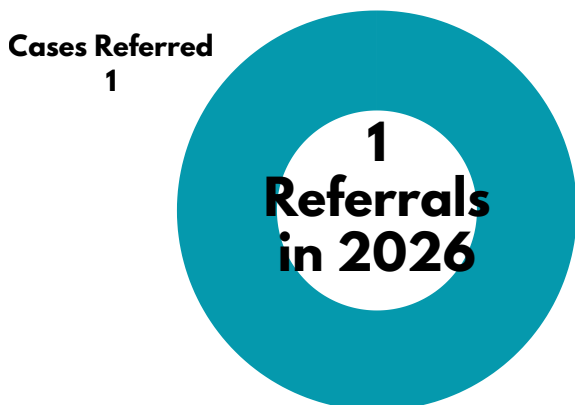
Mediation (FDI) Numbers - July



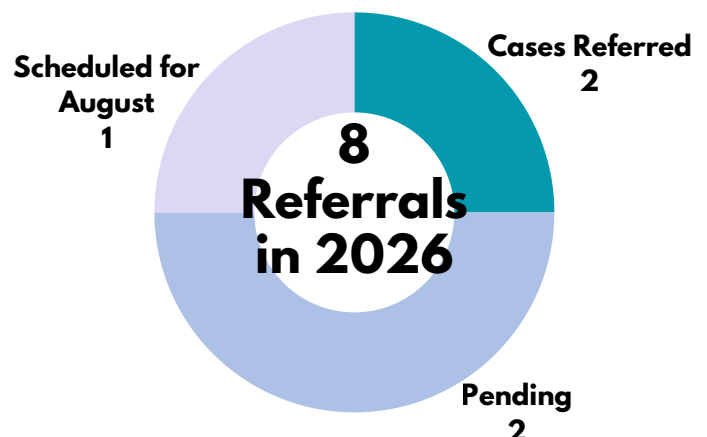
Post-Investigation / Cleared by Camera (CBC) Mediation Numbers - July



Employee to Employee Mediation Numbers - July



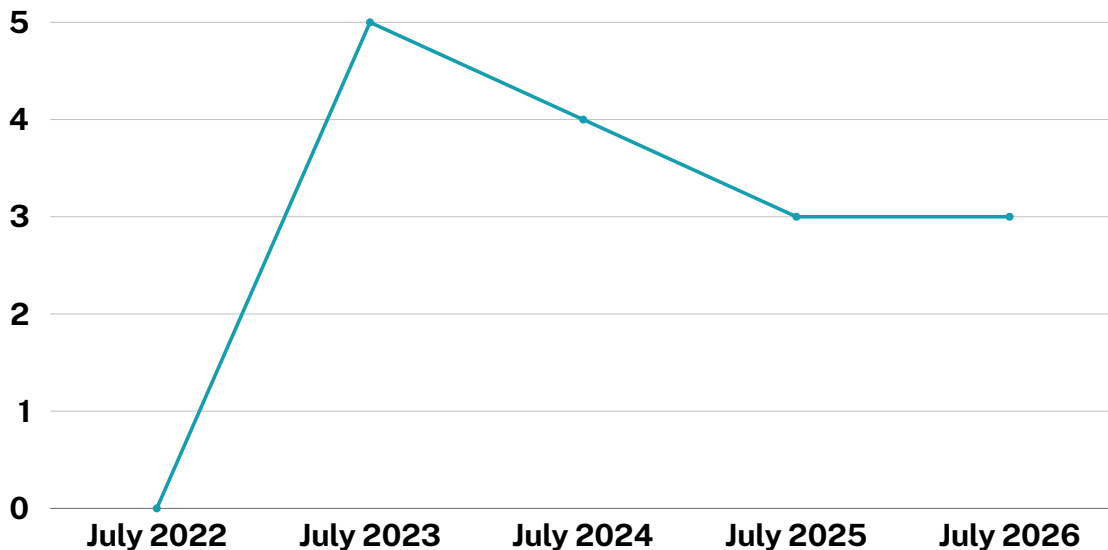
Community District Based Mediation Numbers - July



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.

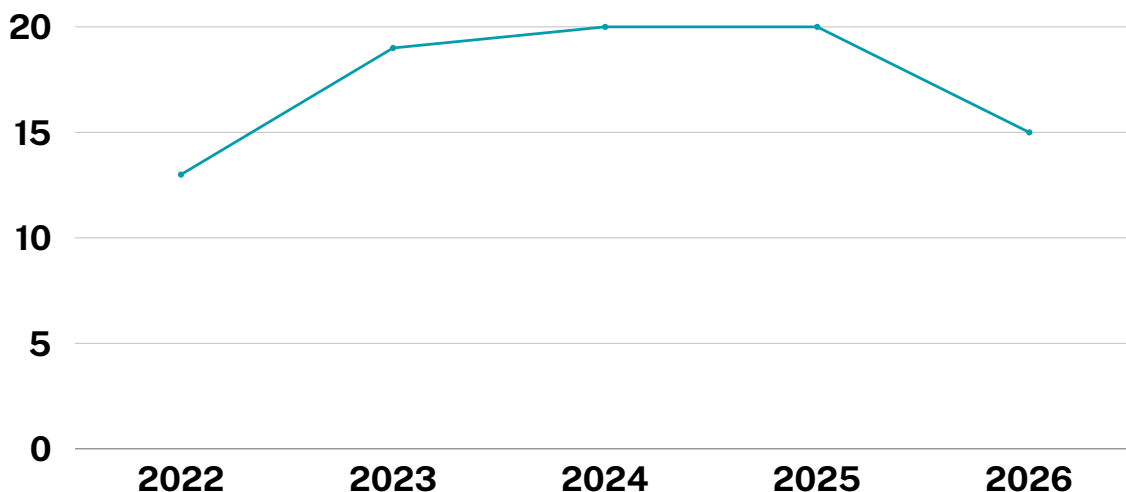
Total Mediations Held This Month 2022, 2023, 2024, 2025, 2026



3

**Total
Mediations
Held this
month**

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



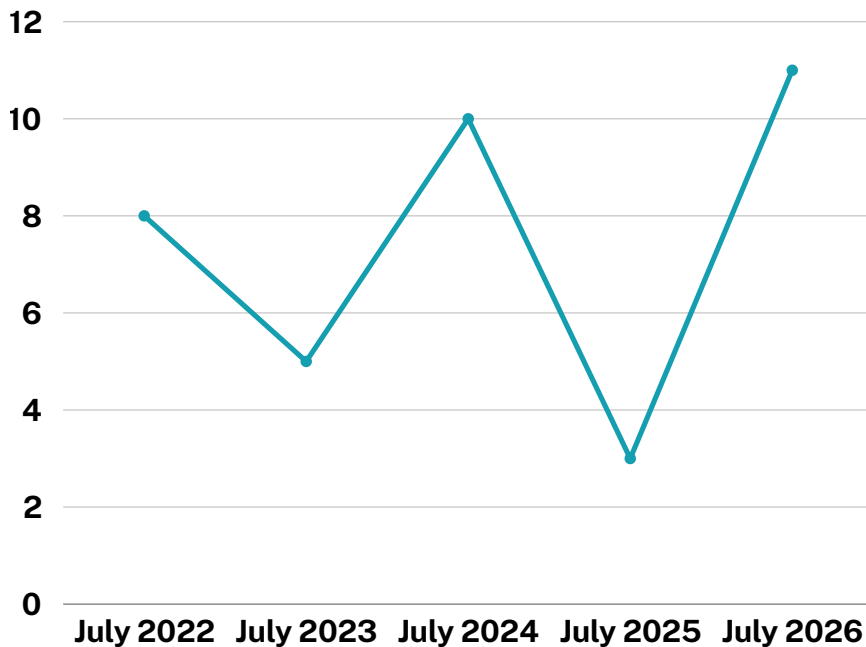
15

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



11

Total Outreach Events this Month Outreach Events

- Mediator In Service Training: Role Play at the OIPM office
- Mediator Meet and Greet at Budsi's Thai
- Attended National Association of Conflict Restorative Justice conference session on "Being Restorative in a Punitive System at Marriott Hotel
- Community Violence Panel hosted by the Urban League on S Carrollton
- Coffee w IPM at Backatown Coffee
- NolaReady Hurricane Preparedness on City evacuation plans logistics (Virtual session)
- Crime Survivors NOLA book launch at Broadside
- IPM Stella Cziment guest on Reality Check with Girard Stevens
- NOPD Recruit Class # 207 Graduation
- IPM Stella Cziment guest on Treeshakers with Kim Ford
- IPM Stella Cziment Interview with Verite News NOLA regarding reappointment



Above, the OIPM attended the launch of the 2026 Crime Survivors Guide put on by Crime Survivors NOLA.

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



JULY 2026

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



HIGHLIGHTS

LIAISON AWARD NOTIFICATION



An email announcing the recipient of the 2026 Ethics Review Board Liaison Award was sent to all employees, ensuring that Ms. Jasmine Henderson's recognition was celebrated by all.

It is currently under consideration to revamp the Liaison Award program, potentially transforming it into an opportunity for all individuals across municipal government to submit nominations for themselves or others.

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 INFO SHEET

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.

As of July 2026, the document has been completed and will be provided to the ERB for final review.

THE ETHICS EDITION

NEW EMPLOYEE QUICK GUIDE

A Few Things Every City Employee Should Know About Ethical Public Service

YOUR PUBLIC TRUST

Your position comes with responsibilities that extend beyond your job description. All public servants are charged with providing selfless service to the public that is also rooted in Honesty, Fairness and Transparency. Everyday actions that we all do mindlessly may actually be in violation of the Ethics Code when placed into the context of public service. Here's a quick look at some of the issues that you may encounter as a new City employee.

KNOW THESE BASICS

Gifts & Things of Economic Value

Things of economic value include money or any other thing that has a monetary value, except promotional items having no substantial resale value.

Do not accept prohibited gifts, favors, or other items of economic value because of your position in the city. You are only entitled to the compensation that you receive for your work.

Conflicts of Interest

Your personal, financial, or family interests should not interfere with your public service duties.

Outside Employment

Certain outside employment and business activities may create conflicts or violate ethics restrictions. Check with your HR Rep if you feel that your outside employment too closely mirrors your city position.



New Orleans Ethics Review Board

NolaErb.Gov
(504) 517-0299

WHEN IN DOUBT, ASK!!

You don't have to memorize every ethics rule. If you are unsure whether something is permitted, *ask before you act!*

QUICK FACTS

- ✓ Ethics Review Board established 2007.
- ✓ The New Orleans Ethics Review Board monthly public meeting schedule is available on NolaErb.gov.
- ✓ Your confidentiality is always respected when communicating with the ERB.



ETHICS REVIEW BOARD
NEW ORLEANS, LOUISIANA

Nepotism

There are restrictions concerning participation in matters involving certain family members. If you are aware that an immediate family member may be getting ready to fill a position in your same department, please consult with your HR Rep for guidance on ensuring that no conflicts of interest present themselves.

Travel & Lodging

There are rules governing who may pay for or provide travel, meals, lodging, and other benefits connected to City business. Consult with your HR Rep *before* accepting any of these items.

Confidentiality & Public Resources

Do not misuse confidential information or City resources, including buildings/offices, supplies, equipment, and machinery, for personal benefits.

2025-JCS

**Monthly Report of
Executive
Administrator**

MEMORANDUM

To: Ethics Review Board
City of New Orleans

From: Dane S. Ciolino
Executive Administrator and General
Counsel

Date: August 14, 2026

Re: *Monthly Report for July 2026*



I. COMPLAINTS AND REQUESTS FOR ADVISORY OPINIONS

The ERB currently has eleven (11) open complaints. 2025-07 through 2025-08, and 2026-01 through 2026-09. These are on the agenda for August 2026.

II. APPOINTMENTS TO ERB

The term of Chairperson Holly Callia was completed on June 30, 2026 (UNO). Ms. Callia will continue to serve until the mayor appoints her replacement.

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.