



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

715 South Broad Street
New Orleans, LA 70119

"to protect and to serve"
Kirkpatrick



Anne E.

SUPERINTENDENT

March 21, 2025



Employee ID# 017550

RE: PIB 2023-0484-R



Detective Sean Ogden, assigned to the New Orleans Police Department's Public Integrity Bureau investigated a complaint initiated against you. The complainant alleged you violated the following NOPD policies:

- **(V1) Rule 2: Moral Conduct; Paragraph 1: Adherence to Law to wit: La R.S. 14:138 Public Payroll Fraud;**
- **(V2) Rule 2: Moral Conduct; Paragraph 1: Adherence to Law to wit: Code of the City of New Orleans 154-307, License Plates;**
- **(V3) Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to wit Code of the City of New Orleans 154-1303, Brake Tags;**
- **(V4) Rule 3: Professional Conduct, Paragraph 1: Professionalism;**
- **(V5) Rule 4: Performance of Duty, Paragraph 4 Neglect of Duty (c)(6) to wit NOPD Chapter 13.38: Nepotism and Employee Conflicts;**
- **(V6) Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty (c)(6) to wit NOPD Chapter 26.3: Workplace Discrimination, Sexual Harassment;**
- **(V7) Rule 2: Moral Conduct, Paragraph 1: Adherence to law to wit: LA R.S. 14:43.1.1 Relative to Misdemeanor Sexual Battery**

A complaint was received by the New Orleans Independent Police Monitor ("OIPM"), who forwarded it to the New Orleans Police Department ("NOPD") Public Integrity Bureau ("PIB") which made several allegations of misconduct involving sexual harassment, a hostile work environment, failure in supervisory responsibilities, payroll fraud, and inappropriate relationships in the Seventh District, as well as having your personally owned vehicle parked at the station with an expired license plate and brake tag.

The known victim in the complaint advised that she was exiting the elevator on the third floor of the Seventh District Investigator going to the double doors. She advised you were leaving your office as she walked in front of you, at which time she felt a slap on her buttocks, and then she heard, *"You nasty bitch you don't have on no drawers."*

Following the initial incident, the known victim advised that she and other members of the Seventh District Investigative Unit were downstairs in the sally port discussing the Christmas menu list regarding who was bringing certain items or dishes. During the conversation, she advised that someone in the group asked her, "**what are you bringing?**". At that point, you stated, "**Put by I'm broke, but I got good pussy**". Following this comment, the known victim stated she told you "**Don't fucking play with me or whatever**".

The known victim stated you became angry, at which time you began stating "**if I can't fucking play with you, then get out my unit**" and "**We family, this how I play. If you can't take how I play, leave.**" The known victim advised that before this incident occurred you asked her to be your "girlfriend". Additionally, the known victim advised that she received text messages from you asking if you could come to her house and referred to her as "**bae**" in the text messages thread.

NOPD Investigation and Support Bureau's Special Victims Section (SVS) Sergeant Claudia Bruce was notified. On September 27, 2023, Sergeant Claudia Bruce in the furtherance of the investigation issues a summons to you on the following charges:

➤ **La R.S. 14.43.1.1 Relative to Misdemeanor Sexual Battery**

On December 31, 2023 a Peace Bond was issued restricting any contact with the known victim.

In your administrative statement, you stated you did not recall putting stickers on the chalkboard on the known victim's office stating, "**can I be your baby daddy.**" You also stated that you and the known victim did not have that type of relationship. You also denied ever demonstrating inappropriate behavior towards the known victim or touching her inappropriately. You additionally denied making the inflammatory comment about the known victim under the district sally port. You stated the gathering underneath the sally port was done to get t-shirts and to decide what they were going to put on the shirts based on their individual personality. All day, you stated, the known victim was complaining about being "**broke.**" When it came to deciding or suggesting what was going to be on the known victim's shirt you stated you jokingly said, "**just put a broke ass on her shirt.**" You stated the known victim "**spazzed out**" by yelling, "**That's my fucking trigger, that's my fucking trigger, I'm not fucking broke.**"

Based upon a review of the allegations, all associated documents, audio-recorded witness statements and evidence, Detective Sean Ogden recommended the following dispositions:

- **(V1) Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to with LA R.S. 14:138 Public Payroll Fraud -UNFOUNDED;**
- **(V2) Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to wit Code of the City of New Orleans 154- 307, License plates -SUSTAINED;**
- **(V3) Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to wit Code of the City of New Orleans 154-1303. Brake Tags -SUSTAINED;**

- **(V4) Rule 3: Professional Conduct, Paragraph 1: Professionalism – SUSTAINED;**
- **(V5) Rule 4: Performance of Duty, Paragraph 4 Neglect of Duty (c)(6) to wit NOPD Chapter 13.38: Nepotism and Employee Conflicts – UNFOUNDED;**
- **(V6) Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty (c)(6) to wit NOPD Chapter 26.3.1: Workplace Discrimination, Sexual Harassment – SUSTAINED;**
- **(V7) Rule 2: Moral Conduct, Paragraph 1: Adherence to law to wit: LA R.S. 14:43.1.1 Relative to Misdemeanor Sexual Battery – SUSTAINED**

To afford you an opportunity to present facts in mitigation or to explain your actions, a Superintendent's Committee Disciplinary Hearing was held on Thursday, March 6, 2025. The Committee consisted of Deputy Chief Superintendent Ryan Lubrano, NOPD's Investigative Service Bureau, Deputy Chief Keith Sanchez, NOPD's Public Integrity Bureau, and of Chief Deputy Superintendent Jonette Williams, NOPD's Management Services Bureau. Deputy Chief Superintendent Williams chaired the hearing.

At the hearing you denied touching the known victim inappropriately and that the statements made by the known victim and another witness were "lies." You stated the two employees were "disgruntled" and made up the allegations against you, due to not being happy about schedule changes. You admitted that you did say some things that were inappropriate but were not "intended" to make a hostile work environment.

The Superintendent's Hearing Committee considered the totality of informational content derived from the culmination of all relevant investigation material, including statements by officers present at the time of the incident, and testimony provided during the hearing. Many aggravating factors were identified by the Chiefs panel, which were summarized in an interoffice memo authored by Deputy Chief Jonette Williams, and signed by the other panel members. The panel ascertained that some of the offenses were more egregious and therefore deserving of a greater penalty. Factors considered included:

(a) The Member holds a position of authority:

- ***"As a supervisor, it is a fundamental responsibility to ensure that the workplace remains a safe and professional environment for all employees. However, [REDACTED] deliberately disregarded this duty and actively undermined the department's commitment to maintaining a respectful workplace and thus created a toxic work environment.***

(e) The existence of other circumstances known to the Member but for which the Member has taken no meaningful action, for example, job tensions..., (f) The violation was intentional, malicious..., and (g) The violation negatively affected the rights or liberties of another person:

- ***Compounding this issue, [REDACTED] sought to actively shield himself from accountability; he enabled a culture of disregard for workplace safety and ethical standards.***

(c) *The notoriety of the offense or its impact upon the reputation of the Police Department:*

- *As a Lieutenant of the New Orleans Police Department, maintaining public trust is essential to preserving the integrity of the department and its relationship with the community. In his leadership role, ██████████ was fully aware of the department’s expectations and the critical importance of upholding this trust. However, his actions created a volatile situation that directly threatened the public’s confidence in the department.*

(d) *Whether the violation resulted in a criminal conviction or arrest:*

- *The sexual battery violation of this investigation led to a summons being issued on September 27th, 2023, for Misdemeanor Sexual Battery R.S. 14:43.1.1. On September 29th, 2023, a temporary restraining order was issued and enforced against Lt. Bakewell due to this violation. On December 31st, 2023, a Peace Bond was issued against ██████████ due to this violation.*

(a) *The nature and seriousness of the violation and its relationship to the Member’s duties, position, and responsibilities:*

- *During the time of the violations occurred, ██████████ served as in DIU within the 7th District.*

(c) *The effect of the violation upon management’s confidence in the employee’s future job performance:*

- *The investigation revealed that ██████████ showed blatant disregard for both minor legal requirements, such as those related to his license plate and brake tag, and the department’s most serious obligation: protecting employees and community members.*

(d) *The consistency of the penalty with those imposed upon other employees for a similar offense and with the disciplinary matrix:*

- *The penalty is consistent with the disciplinary matrix and sustained violations similar in nature.*

(g) *Whether the violation was repeated, and how often:*

- *The investigation found multiple instances where ██████████ violated policy and law, concerning one specific victim, as well as inappropriate interactions with other subordinates that was unbecoming of a supervisor and member of the NOPD.*

After all testimony and evidence was considered, the Chiefs panel recommended the following dispositions and penalties:

- (V1) Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to with LA R.S. 14:138 Public Payroll Fraud UNFOUNDED/NO PENALTY;
- (V2) Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to wit Code of the City of New Orleans 154- 307, License plates -SUSTAINED/LEVEL A/1ST OFFENSE (O-R-1)/ LETTER OF

REPRIMAND;

- **(V3) Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to wit Code of the City of New Orleans 154-1303. Brake Tags -SUSTAINED/LEVEL A/1ST OFFENSE (O-R-1)/ LETTER OF REPRIMAND;**
- **(V4) Rule 3: Professional Conduct, Paragraph 1: Professionalism – SUSTAINED/LEVEL A/1ST OFFENSE (O-R-1)/ LETTER OF REPRIMAND;**
- **(V5) Rule 4: Performance of Duty, Paragraph 4 Neglect of Duty (c)(6) to wit NOPD Chapter 13.38: Nepotism and Employee Conflicts – UNFOUNDED/NO PENALTY;**
- **(V6) Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty (c)(6) to wit NOPD Chapter 26.3.1: Workplace Sexual Harassment – SUSTAINED/LEVEL D/1ST OFFENSE(2-3-5/D)/ DEMOTION TO SERGEANT;**
- **(V7) Rule 2: Moral Conduct, Paragraph 1:Adherence to law to wit: LA R.S. 14:43.1.1 Relative to Misdemeanor Sexual Battery – SUSTAINED/LEVEL F/1ST OFFENSE (20-30-D)/ DISSMISSAL**

Upon recognizing that the circumstances of the offense of Rule 4: Performance of Duty; Paragraph 4: Neglect of Duty (C-6) to wit NOPD Chapter 26.3.1 Workplace Sexual Harassment, which states: *Unwelcoming sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: Such conduct has the purpose and effect of unreasonable interference with an individual's performance or creating an intimidating, hostile, or offensive working environment. For purposes of this section, an intimidating, hostile, or offensive workplace environment exists when sexual harassment is so pervasive or severe that it creates an intimidating, offensive workplace and alters the conditions or employment.*

These rules/chapters read as follows:

(V1) Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to wit Code of the City of New Orleans 154- 307, License plates (*Each person who is a resident of the state and owns a motor vehicle of any description must first obtain an appropriate, current, valid license plate from the state before driving his motor vehicle upon any public streets of the city, except that a 20-day temporary registration marker may be used for new cars when lawfully issued by a dealer*)

Employees shall act in accordance with the constitutions, statutes, ordinances, administrative regulations, and the official interpretations thereof, of the United States, the State of Louisiana, and the City of New Orleans, but when in another jurisdiction shall obey the applicable law. Neither ignorance of the law, its interpretations, nor failure to be physically arrested and charged, shall be regarded as a valid defense against the requirements to this rule.

You violated this rule when you were in possession of and operated your personal vehicle on the streets of New Orleans, without a current license plate.

(V2) Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to wit Code of the City of New Orleans 154-1303. Brake Tags *(No person shall operate a vehicle owned by a resident of this state upon the streets of the City of New Orleans unless it bears a current safety inspection certificate (brake tag) from the municipality where the vehicle is registered, or if such municipality does not require such safety inspection certificate, then from the state.)*

Employees shall act in accordance with the constitutions, statutes, ordinances, administrative regulations, and the official interpretations thereof, of the United States, the State of Louisiana, and the City of New Orleans, but when in another jurisdiction shall obey the applicable law. Neither ignorance of the law, its interpretations, nor failure to be physically arrested and charged, shall be regarded as a valid defense against the requirements to this rule.

You violated this rule when you were in possession of and operated your personal vehicle on the streets of New Orleans without a safety inspection certificate.

(V3) Rule 3: Professional Conduct, Paragraph 1: Professionalism *(Employees shall conduct themselves in a professional manner with the utmost concern for the dignity of the individual with whom they are interacting. Employees shall not unnecessarily inconvenience or demean any individual or otherwise act in a manner which brings discredit to the employee or the New Orleans Police Department.)*

You violated this rule when you demeaned a fellow officer by using derogatory language towards her. The language was used to humiliate or embarrass the officer in the presence of fellow officers and your subordinates.

(V4) Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty (c)(6) to wit NOPD Chapter 26.3.1: Workplace Sexual Harassment

Unwelcoming sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: Such conduct has the purpose and effect of unreasonable interference with an individual's performance or creating an intimidating, hostile, or offensive working environment. For purposes of this section, an intimidating, hostile, or offensive workplace environment exists when sexual harassment is so pervasive or severe that it creates an intimidating, offensive workplace and alters the conditions or employment.

You violated this rule when on multiple occasions you committed acts of sexual harassment against a female subordinate employee through sexually explicit comments towards her. The known victim in the complaint advised that she was exiting the elevator on the third floor of the Seventh District Investigator going to the double doors. She advised you were leaving your office as she walked in front of him, at which time she felt a slap on her buttocks, and then she heard, "You nasty bitch you don't have on no drawers." Following the initial incident, the known victim advised that she and other members of the Seventh District Investigative Unit were downstairs in the Sally Port discussing the Christmas menu list regarding who was bringing certain items or dishes. During the conversation, she advised that

someone in the group asked her, "[REDACTED] what are you bringing?". At that point, you stated, "**Put by [REDACTED] I'm broke, but I got good pussy**".

(V5)Rule 2: Moral Conduct, Paragraph 1:Adherence to law to wit: LA R.S. 14:43.1.1 Relative to Misdemeanor Sexual Battery(Misdemeanor sexual batter is the intentional touching of the breast or buttocks of the victim by the offender using any instrumentality or part of the body of the offender, directly or through clothing, or the intentional touching of the breasts or buttocks of the victim by the offender using any instrumentality or any part of the body of the victim, directly or through clothing, when the offender acts without the consent of the victim)

Employees shall act in accordance with the constitutions, statutes, ordinances, administrative regulations, and the official interpretations thereof, of the United States, the State of Louisiana, and the City of New Orleans, but when in another jurisdiction shall obey the applicable law. Neither ignorance of the law, its interpretations, nor failure to be physically arrested and charged, shall be regarded as a valid defense against the requirements to this rule.

*You violated this rule known victim in the complaint advised that she was exiting the elevator on the third floor of the Seventh District Investigator going to the double doors. She advised you were leaving your office as she walked in front of him, at which time she felt a slap on her buttocks, and then she heard, "**You nasty bitch you don't have on no drawers.**"*

Moreover, your conduct is contrary to the standards as prescribed by **Rule IX, Section I, paragraph I.I, of the Rules of the Civil Service Commission for the City of New Orleans.** This Rule states:

**RULE IX
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner, or has committed any act to the prejudice of the service, or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve the dispositions and penalties recommended by the Superintendent Committee Disciplinary Hearing Panel, and concur with the aggravating factors the panel identified, resulting in the following **SUSTAINED** violations and penalties:

Based on this investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to wit Code of the City of New Orleans 154- 307, License plates;** Your penalty for this violation is a **LETTER OF REPRIMAND.**

Additionally, based on this investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 2: Moral Conduct, Paragraph 1: Adherence to Law to wit Code of the City of New Orleans 154-1303. Brake Tags;** Your penalty for this violation is a **LETTER OF REPRIMAND**.

Additionally, based on this investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 3: Professional Conduct, Paragraph 1: Professionalism;** Your penalty for this violation is a **LETTER OF REPRIMAND**.

This letter will serve as your official **LETTER OF REPRIMAND**, for the above **SUSTAINED** violations.

Additionally, based on this investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty (c)(6) to wit NOPD Chapter 26.3.1: Workplace Sexual Harassment,** Your penalty for this violation is a **DEMOTION to SERGEANT**.

This letter will serve as your official **NOTICE of DEMOTION to SERGEANT**, effective **Sunday, March 23, 2025**.

Additionally, based on this investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 2: Moral Conduct, Paragraph 1: Adherence to law to wit: LA R.S. 14:43.1.1 Relative to Misdemeanor Sexual Battery,** Your penalty for this violation is **DISMISSAL**.

This letter will serve as your official **NOTICE of DISMISSAL**, effective **Sunday, March 30, 2025**.

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received in the Civil Service Department, located at 1340 Poydras, Suite 900, New Orleans, La 70112, by close of business on the 30th day from the date of this letter. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,


Anne E. Kirkpatrick
Superintendent of Police

- cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Pension Board
Field Operations Bureau
Professional Standards and Accountability Bureau
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS
DEPARTMENT OF POLICE

715 South Broad Street
New Orleans, LA 70119

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

March 20, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2023-0580-R
Employee ID # 019802

[REDACTED]

On Tuesday, October 31, 2023, Lieutenant Jamie Roach, assigned to the Public Integrity Bureau, received an investigation against you. You were accused of violating the following Rule:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, "B", An employee with supervisory responsibilities shall be in neglect of duty whenever he fails to properly supervise subordinates, or when his actions in matters relating to discipline fail to conform with the dictates of Department Rules, Policies and Procedures.

The complainant alleged that you failed to supervisor subordinates when you neglected to assign personnel and ensure a domestic disturbance was responded to in a timely manner. This domestic disturbance escalated to a homicide by arson of three children.

Lieutenant Jamie Roach reviewed the initial documentation and obtained statements. During your statement, Lieutenant Roach played the audio from the dispatched call. You confirmed you responded to the dispatcher, but you did not feel the dispatcher provided enough vital information regarding the domestic disturbance and awaited additional information. You also stated that you did not request additional information from the dispatcher and expected her to provide the information on her own once she obtained it. You admitted that you did not check the status of your subordinates to see if they could clear from the calls they were on to respond to this call for service.

Lieutenant Roach replayed the dispatched audio again advising of a domestic code 2 in the Seventh. You asked what are the comments to which the dispatcher replied, *"States the child's father is at the location. Does not know what is going on. Advised that one of the kids called her*

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[REDACTED]

and she heard screaming in the background. He has previously threatened to burn the house down. Has been threatening them. Complainant is enroute to the location.” You advised Lieutenant Roach that this was not enough information because the threat was in the past and you did not know what was going on that day.

Based upon her investigation and a preponderance of evidence, Lieutenant Jamie Roach recommended the following disposition:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, “B”, An employee with supervisory responsibilities shall be in neglect of duty whenever he fails to properly supervise subordinates, or when his actions in matters relating to discipline fail to conform with the dictates of Department Rules, Policies and Procedures.SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a Captain’s Panel hearing was held on Thursday, January 30, 2025, by Captain Wayne Delarge, assigned to the Seventh District, Captain Precious Banks, assigned to the Public Integrity Bureau and Captain Christian Hart, assigned to the Investigations & Support Bureau. After all evidence and testimony was examined, the Captain’s Panel recommended the following disposition and discipline for the alleged Sustained violation of:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, “B”, An employee with supervisory responsibilities shall be in neglect of duty whenever he fails to properly supervise subordinates, or when his actions in matters relating to discipline fail to conform with the dictates of Department Rules, Policies and Procedures SUSTAINED / Level B / TWO (2) DAY SUSPENSION.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule states:

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee’s classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the disposition and penalty recommended by the Captains’ panel.

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Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, "B", An employee with supervisory responsibilities shall be in neglect of duty whenever he fails to properly supervise subordinates, or when his actions in matters relating to discipline fail to conform with the dictates of Department Rules, Policies and Procedures.** Your penalty for this violation is a **TWO (2) DAY SUSPENSION**

This will serve as your official **LETTER OF SUSPENSION.**

Your **TWO (2) Day Suspension** is effective the week of **APRIL 6, 2025.** The actual starting day of your TWO (2) Day Suspension **during that week** is at the discretion of your Captain. **This suspension is to run without interruption and AWP days are not counted as Suspension Days. During the entire two-week pay cycles where you have served your suspension day(s), you must be carried for the entire two-week pay cycle on an 8:35 hour work week.**

You are advised that you may have the right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received by the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, Louisiana 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action being taken by this office. A photocopy of this disciplinary letter will be retained in your Personnel file.

Sincerely,


ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
NOPD Pension Board
Field Operations Bureau
Captain, Seventh District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

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Anne E. Kirkpatrick
SUPERINTENDENT

March 20, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0050-P
Employee ID # 009310

[REDACTED]

On Tuesday, January 30, 2024, Sergeant Michael Guasco, assigned to the Public Integrity Bureau's Force Investigation Team, received an investigation initiated against you. You were accused of violating the following Rules:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 1.3, Use of Force, Paragraph 25;

V-2: Rule 2, Moral Conduct, Paragraph 6, Unauthorized Force (possible neck hold)

The complainant stated the police shot at him and beat him. Sergeant Michel Guasco reviewed all video footage and reviewed statements from all parties involved. Upon taking your statement, you stated that district officers observed a stolen vehicle occupied by a subject who was asleep in the front seat and was armed with a firearm. The subject woke up at which time the subject attempted to flee in the vehicle by driving toward the police vehicles and a fence.

You continued by stating the driver appeared to become desperate and attempted to drive toward you. Fearing the subject would cause great bodily harm and knowing he was armed with a firearm, you fired three (3) shots. The vehicle became disabled, and the subject exited the vehicle and fled on foot. The subject, who was still in possession of the firearm, was then stopped by another officer.

You advised the subject continued to struggle with the officer at which time you grabbed the upper portion of the subject's body and head. Eventually officers were able to gain control of the subject

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and handcuffed him, securing the subject’s weapon.

Sergeant Michael Guasco obtained a statement from the complainant. The complainant stated that after being tackled to the ground, he lost his breath momentarily as the “wind had been knocked out of him”. He also stated he had not been placed in a chokehold.

Upon reviewing your video footage, Sergeant Michael Guasco observed you discharging your firearm and noted that prior to the discharge of your firearm, your firearm was pointed at the subject while he was sitting in the vehicle. During each discharge, you lowered your firearm, pointing it in a downward direction toward the front of the vehicle. Sergeant Guasco determined that you struck the passenger and driver’s side of the vehicle near or at the headlights.

Based on the initial complaint and all statements, Sergeant Michael Guasco recommended the following dispositions:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 1.3, Use of Force, Paragraph 25.....SUSTAINED;

V-2: Rule 2, Moral Conduct, Paragraph 6, Unauthorized Force (Neck Hold).....UNFOUNDED;

V-3: Rule 2, Moral Conduct, Paragraph 6, Unauthorized Force (Firearm Discharge).....UNFOUNDED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a Captain’s Panel hearing was held on Friday, January 31, 2025, by Captain Precious Banks, assigned to the Public Integrity Bureau; Captain Preston Bax, Jr., assigned to the Field Operations Bureau/Special Operations Division; and Captain Merlin Bush, assigned to the Field Operations Bureau/Third District. After all evidence and testimony was examined, Captain Banks, Captain Bax, Jr. and Captain Bush recommended the following disposition and discipline for the alleged Sustained violations of:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 1.3, Use of Force, Paragraph 25.....SUSTAINED / LEVEL B / 1st Offense / ONE (1) DAY SUSPENSION.

The Rule / Chapter for the Sustained violation reads as follows:

RULE 4, PERFORMANCE OF DUTY PARAGRAH 4, NEGLECT OF DUTY

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- c. The following acts or omissions to act, although no exhaustive, are considered neglect of duty:
 - 6. Failing to comply with instructions, oral or written, from any authoritative source.

NOPD CHAPTER 1.3 USE OF FORCE

PROHIBITED ACTIONS

- 25. Shooting at or from moving vehicles—Officers shall not discharge a firearm from or at a moving vehicle unless the occupants of the vehicle are using deadly force other than the vehicle itself against the officer or another person, and such action is necessary for self-defense or to protect another person. Discharging a firearm in this circumstance is never authorized when it is reasonable to believe that the vehicle may contain an innocent passenger or it is reasonably apparent that the vehicle may careen out of control and injure an innocent bystander.

Officers shall not intentionally place themselves in the path of, or reach inside, a moving vehicle. Where possible the officer shall attempt to move out of the path of a moving vehicle rather than discharge their weapon to stop the vehicle. Officers shall not shoot at any part of a vehicle in an attempt to disable the vehicle.

You violated the Rule/Chapter when you purposefully shot at a moving vehicle in an attempt to disable the vehicle.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

RULE IX DISCIPLINARY ACTIONS MAINTAINING STANDARDS OF SERVICE

Section 1.

1.1 When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service

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or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service. (Amended January 21, 1988, effective February 1, 1988); (b) involuntary retirement. (Adopted June 10, 1982); (c) reduction in pay within the pay grade for the employee's classification, subject to the provisions of Rule IV, Section 3. A reduction in pay includes involuntary time away from work without pay, no matter how brief (e.g., involuntary leave without pay). (Amended September 27, 1990, amended February 17, 2014); (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill, accompanied by a reduction in pay which is within the pay grade range for the lower classification, subject to the provisions of Rule IV, Section 3. (Amended September 27, 1990); (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; (g) letters of reprimand as defined in amended 1.

I approve the disposition and penalty recommended by Captain Precious Banks, Captain Preston Bax, Jr., and Captain Merlin Bush.

Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 1.3, Use of Force, Paragraph 25**, your penalty for this violation is a **ONE (1) DAY SUSPENSION**.

This will serve as your official **LETTER OF SUSPENSION**.

Your **ONE (1) Day Suspension** is effective the week of **APRIL 6, 2025**. The actual starting day of your One (1) Day Suspension **during that week** is at the discretion of your Captain. **This suspension is to run without interruption and AWP days are not counted as Suspension Days. During the entire two week pay cycles where you have served your suspension day(s), you must be carried for the entire two week pay cycle on an 8:35 hour work week.**

You are advised that you may have the right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received by the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, Louisiana 70112, by close of business on the 30th day from the date of this letter.

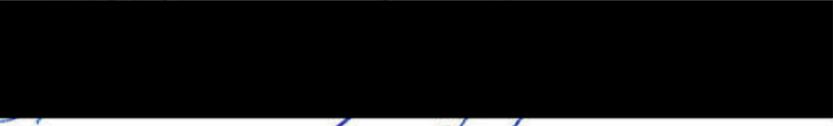
Further, you are advised that due to your suspension, you should contact the CAO Hospitalization Office at 504-658-8615 to make the necessary arrangements to maintain Hospitalization Insurance payments. These payments are not paid by the City of New Orleans while you are on suspension. You will lose those benefits if you do not arrange to pay for them yourself.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A photocopy of this disciplinary letter will be retained in your Personnel file.

2024-0050-P

Page 5 of 5

Sincerely,


ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
NOPD Pension Board
Field Operations Bureau
Captain, Eighth District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

“to protect and to serve”



Anne E. Kirkpatrick
SUPERINTENDENT

January 13, 2025



RE: PIB Complaint Tracking Number: 2024-0250-P
Employee ID # 008577



On Thursday, May 23, 2024, Sergeant Joseph Moore-Hazelett, assigned to the Public Integrity Bureau’s Criminal Investigations Division, received an investigation initiated against you. You were accused of violating the following Rule:

V-1: Rule 2, Moral Conduct, Paragraph 1, Adherence to Law, to wit: La. R.S. 14.112.1, False personation of a peace officer or firefighter.

The complainant stated he was involved in a verbal dispute with an acquaintance. Following the altercation, the acquaintance called someone that he (the complainant) believed to be a former police officer. Shortly thereafter, an unknown subject arrived in a white Chevrolet Tahoe or Suburban with an unknown Louisiana Public License plate. The unknown subject was wearing a “police t-shirt” and began to harass him (the complainant).

Sergeant Joseph Moore-Hazelett began his investigation by reviewing the initial complaint packet. During his initial review, Sergeant Moore-Hazelett learned you were the unknown subject. Sergeant Moore-Hazelett also learned that on the day in question, your End of Duty was 3:00 pm and this incident occurred at approximately 5:30 pm. Sergeant Moore-Hazelett determined that you had not been issued a take-home vehicle and were potentially operating a department vehicle off-duty without prior authorization or after submitting the proper take-home vehicle paperwork. At this point, Sergeant Moore-Hazlett determined you may also be in violation of the following Rule/Chapter:

“an equal opportunity employer”

V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 17.2.2, Take-Home Vehicles.

Sergeant Joseph Moore-Hazelett obtained your administrative statement. During your statement, you admitted to working on the day of the incident and being in the location in question at around 5:30 p.m. You identified the “acquaintance” as Mr. Lewis and stated you have known him for many years. You advised Sergeant Moore-Hazelett when Mr. Lewis called you, he informed you he was being assaulted by a subject swinging a hammer and cursing at him and stating he (the subject) would kill him (Mr. Lewis). You then stated you entered the white Tahoe, which was parked in your driveway, and proceeded to Mr. Lewis’ location.

Upon arrival, you attempted to locate the subject and at some point, you saw the subject and spoke with him. You stated you turned the emergency lights on in the vehicle in “case something was to go down”. You stated the subject asked for your name, which you provided, and asked if you were the police. You advised the subject you worked in the Fleet Unit. You continued by stating the subject was acting irate and cussing as if he was on some type of narcotic or had a mental issue. You told Sergeant Moore-Hazelett once you determined that you and Mr. Lewis were safe, you left the scene, turning the overhead lights of the vehicle off.

You stated you went to the location to ensure Mr. Lewis was safe. During your statement you admitted you were driving a departmental vehicle after hours without submitting the proper paperwork. You advised you brought the vehicle home because there was no room to park the vehicle at the Fourth District station as had been done previously. You admitted that your supervisor assigned you the vehicle, but did not authorize you to drive the departmental vehicle home. Upon questioning, you denied taking the vehicle to the location of the incident because it was a police car. You stated you took the vehicle because it was the last vehicle parked in the driveway. You also admitted to wearing a t-shirt with the NOPD Logo.

After reviewing your statement, Sergeant Joseph Moore-Hazelett obtained a second statement from you relating to an additional violation:

V-3: Rule 3, Professional Conduct, Paragraph 2, Abuse of Position.

During this statement, Sergeant Joseph Moore-Hazelett asked if you had any additional information you would like to add. You advised that you did not.

Based upon his investigation and a preponderance of evidence, Sergeant Joseph Moore-Hazelett recommended the following dispositions:

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V-1: Rule 2, Moral Conduct, Paragraph 1, Adherence to Law, to wit: La. R.S. 14.112.1, False personation of a peace officer or firefighter.....EXONERATED.

V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 17.2.2, Take-Home Vehicles.....SUSTAINED.

V-3: Rule 3, Professional Conduct, Paragraph 2, Abuse of Position....SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a Captain’s panel was held on Friday, November 8, 2024, by Captain Kevin Stamp, assigned to the Management Services Bureau; Captain Precious Banks, assigned to the Public Integrity Bureau and Captain Sandra Contreras, assigned to the Management Services Bureau, Education and Training. After all evidence and testimony was examined, the Captain’s Panel recommended the following dispositions and discipline for the alleged Sustained violations of:

Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 17.2.2, Take-Home Vehicles.....SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

V-3: Rule 3, Professional Conduct, Paragraph 2, Abuse of Position....SUSTAINED / LEVEL D / 1st Offense / THREE (3) DAY SUSPENSION.

These Rules/Chapter read as follows:

RULE 4, PERFORMANCE OF DUTY PARAGRAPH 4, NEGLIGENCE OF DUTY

c. The following acts or omissions to act, although not exhaustive, are considered neglect of duty:

6. Failing to comply with instructions, oral or written, from any authoritative source.

N.O.P.D. CHAPTER 17.2 DEPARTMENT VEHICLE USE AND MAINTENANCE

3. A department member assigned a take-home vehicle shall complete a City of New Orleans Take-home Vehicle Add/Delete/Change Form. A member and supervisor shall make sure a payroll deduction is taken from his/her pay for vehicle usage (CAO Circular Memorandum 23-04 and CAO Policy Memorandum No. 5(R)) via his/her ADP payroll entry. Members assigned a take-home vehicle shall resubmit (renew) a City of New Orleans Take-home Vehicle Add/Delete/Change Form annually during their birth month

You violated the Rule/Chapter when you admitted to taking a department vehicle home without proper authorization or submitting the proper paperwork for take-home use. In addition, you failed to submit the required paperwork for payroll deduction and ensure a payroll deduction. via ADP, was made.

RULE 3: PROFESSIONAL CONDUCT PARAGRAPH 2, ABUSE OF POSITION

Employees shall not use their position, official identification cards or badges for personal or financial gain, obtaining privileges, or for avoiding consequences of illegal acts. Employees shall not lend to another person their identification cards, badges, or uniform parts identifying the wearer as a police officer, or permit them to be photographed or reproduced without the approval of the Superintendent of Police.

You violated this Rule when you admitted you responded to a call to assist a friend instead of contacting law enforcement. You drove to the scene in an unmarked NOPD vehicle and you were attired in a navy-blue t-shirt with the NOPD emblem which projected an image of official authority.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

**RULE IX
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

Section 1.1

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the dispositions and penalties recommended by Captain Kevin Stamp, Captain Precious Banks and Captain Sandra Contreras. In addition to the penalties recommended by the Captains' Panel, per my instructions, you shall not be allowed to have a take-home vehicle.

Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violations, you are hereby notified of the **SUSTAINED** violation of **Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 17.2.2, Take-Home Vehicles.** Your penalty for this violation is a **LETTER OF REPRIMAND.**

This will serve as your official **LETTER OF REPRIMAND.**

Also, you are hereby notified of the **SUSTAINED** violation of **Rule 3, Professional Conduct, Paragraph 2, Abuse of Position.** Your penalty for this violation is a **THREE (3) DAY SUSPENSION WITHOUT PAY.**

This will serve as your official **LETTER OF SUSPENSION**

Your **THREE (3) WORKING DAY Suspension without pay** is effective the week of **JANUARY 26, 2025.** The actual starting day of your Two (2) Day Suspension **during that week** is at the discretion of your Captain. **This suspension is to run without interruption and AWP days are not counted as Suspension Days. During the entire two-week pay cycles where you have served your suspension day(s), you must be carried for the entire two-week pay cycle on an 8:35 hour work week.**

You are advised that you may have the right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received by the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, Louisiana 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action being taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,


ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office

2024-0250-P

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NOPD Pension Board
Management Services Bureau
Captain, MSB
Public Integrity Bureau

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LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

715 South Broad Street
New Orleans, LA 70119

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

January 29, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0290-P
Employee ID # 012700

[REDACTED]

On Monday, June 17, 2024, Sergeant Aiyana Francis, assigned to the Public Integrity Bureau, Administrative Section, received an investigation against you. You were accused of violating the following Rule:

V-1: Rule 4, Performance of Duty, Paragraph 3, Devoting Entire Time to Duty.

The complainant alleged that during working hours, and while using your take-home vehicle, you attend a Pilates class and go to your residence to handle personal matters, and you use your department issued take-home vehicle during working hours to handle personal business. The complainant also alleged that you have stated numerous times that you are assigned to the academy, and no one looks for you.

During her investigation, Sergeant Aiyana Francis reviewed the initial complaint and all corresponding documents. Sergeant Francis learned that you were observed returning to the Academy in your workout gear and not your assigned NOPD Uniform.

Sergeant Francis obtained your statement. In your statement you advised Sergeant Francies what your duties are at the Academy. When asked, you advised you have never attended Pilates class while on duty or working overtime. You stated your hours were split, sometimes they are earlier and sometimes they are later. You also stated you sometimes have to conduct on-site visits to various locations which often means you are not physically present at the Academy all day. Sergeant Francis advised you she had obtained a copy of your check-in dates and times for the Pilates studio. Upon your review, you contested the records stating that sometimes the studio

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charges you and sometimes they do not charge you. You continued by stating that you do not do a physical check-in however the person sitting at the desk, if they recognized you, would check you in. You then acknowledged that some of the check-ins might be accurate but could not confirm all of them. You told Sergeant Francies that you do not take a traditional lunch break and will sometimes use that time to work out, like officers who use the Academy’s gym. You also told Sergeant Francies that on your first day, you advised your supervisor you attended a Pilates class for thirty (30) minutes, to which you stated he replied “Ok, cool”. You admitted that you did not receive express approval to continue attending class during your work hours, but you also were not told that you could not attend Pilates classes.

You stated to Sergeant Aiyana Francis that you sometimes use your take-home vehicle to eat lunch at your residence and you do not use your take-home vehicle for personal matters.

Sergeant Aiyana Francis asked if you were ever given instructions on when to take your lunch break. You advised that when you are off-site with the recruits, you were advised to take your lunch break at the same time as the recruits. You stated that while off-site, the recruit’s lunch would be from 1 to 1 ½ hours. You advised that you did not consider this extended lunch period to apply to your daily lunch hours and understood that it was specific to off-site situations.

The day after your statement, Sergeant Aiyana Francis received a request from your representative to provide a supplemental statement. In this statement you advised that you were caught off-guard by the questions being asked; the stress you had been under at the Academy due to your workload and that you wanted to apologize for the way you handled yourself when you provided your first statement. You reiterated that you did not feel that going to the Pilates class as working as you were taking your lunch at that time, and it would be like going to a restaurant to eat. You also stated that it was never your intent to go to Pilates and steal time, it was just to take care of yourself.

Based upon his investigation and a preponderance of evidence, Sergeant Aiyana Francis recommended the following disposition:

**V-1: Rule 4, Performance of Duty, Paragraph 3, Devoting Entire Time to Duty
.....SUSTAINED.**

To afford you the opportunity to present facts in mitigation or to explain your actions, a Captain’s panel was held on Friday, November 8, 2024, by Captain Sandra Contreras, assigned to the Management Services Bureau-Education and Training; Captain Precious Banks, assigned to the Public Integrity Bureau; and Captain Kevin Stamp, assigned to the Management Servies Bureau. After all evidence and testimony was examined, the Captain’s Panel recommended the following disposition and discipline for the alleged Sustained violation of:

“an equal opportunity employer”

**V-1: Rule 4, Performance of Duty, Paragraph 3, Devoting Entire Time to Duty
.....SUSTAINED /
LEVEL A / 1st Offense / LETTER OF REPRIMAND.**

On 11/12/2024, Captain Sandra Contreras authored a cover letter citing aggravating factors to the presumptive penalty. Captain Contreras stated that it was found you were attending Pilates class on multiple days and during your duty hours. The incident was also publicized on public radio, causing a negative impact on the Police Department. Captain Contreras continued by stating you held a position of authority as the Field Training Coordinator (FTC) while attending Pilates classes on duty. It was also determined that you would return to work in workout attire instead of the assigned NOPD uniform. Captain Contreras stated this raised serious concerns regarding your judgment, adherence to department policy and commitment to your professional responsibilities. She stated this sets a poor example and undermines the academy's efforts to instill professionalism and discipline. The Panel determined your actions demonstrate a lack of judgment and leadership, which are crucial qualities for someone in your position.

These Rule reads as follows:

RULE 4, PERFORMANCE OF DUTY

PARAGRAPH 3, DEVOTING ENTIRE TIME TO DUAY

Employees shall not read, play games, watch television/movies, or otherwise engage in entertainment while on duty, except as may be required in the performance of duty, or by authority of their respective Bureau Chief. They shall not engage in activities or personal business which would cause them to neglect or be inattentive to duty *You violated this Rule when you admitted you responded to a call to assist a friend instead of contacting law enforcement. You drove to the scene in an unmarked NOPD vehicle and you were attired in a navy-blue t-shirt with the NOPD emblem which projected an image of official authority.*

Moreover, your conduct is contrary to the standards as prescribed by Civil Service Rule IX, Section 1, paragraph 1.1, of the Rules of the City Civil Service Commission which states:

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following:

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(a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the disposition and penalty recommended by the panel.

Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violations, you are hereby notified of the **SUSTAINED** violation of **Rule 4, Performance of Duty, Paragraph 3, Devoting Entire Time to Duty**, your penalty for this violation is a **ONE (1) DAY SUSPENSION**

This will serve as your official **LETTER OF SUSPENSION**.

Your **ONE (1) Day Suspension** is effective the week of **MARCH 16, 2025**. The actual starting day of your ONE (1) Day Suspension **during that week** is at the discretion of your Captain. **This suspension is to run without interruption and AWP days are not counted as Suspension Days. During the entire two-week pay cycles where you have served your suspension day(s), you must be carried for the entire two-week pay cycle on an 8:35 hour work week.**

You are advised that you may have the right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received by the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, Louisiana 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action being taken by this office. A photocopy of this disciplinary letter will be retained in your Personnel file.

Sincerely,


ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
NOPD Pension Board

2024-0290-P

Page 5 of 5

Management Services Bureau

Captain, Academy

Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS
DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

March 20, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0296-P
Employee ID # 013199

[REDACTED]

On Friday, June 14, 2024, Sergeant Leonard Davis ("Sgt. Davis"), assigned to the Eighth District, received an investigation initiated against you. You were accused of violating the following Rules/Chapter:

V-1: Rule 3, Professional Conduct, Paragraph 1, Professionalism.

V-2: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: NOPD Chapter 41.3.10, Body Worn Camera, Paragraph 16.

V-3: Rule 5, Restricted Activities, Paragraph 6, Acting in Civil Matters.

The complaint was filed through the Office of the Independent Police Monitor. The complainant stated you and your partner arrived at her residence and were very rude, screaming at her and illegally evicting her. You were also accused of prematurely deactivating your Body Worn Camera while still interacting with the parties to the incident.

Sgt. Davis reviewed the initial complaint and all corresponding documents. Sgt. Davis learned that the complainant contacted police when the manager of the "apartment" locked her out of her apartment. Upon arrival, officers advised her this was a civil matter, and this was confirmed by a supervisor.

The complainant stated the manager then called the police. At this time, you and your partner arrived and were advised by the manager the subject would not leave the "hotel" and had a balance

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due. Sgt. Davis reviewed your Body Worn Camera (BWC) footage, and thereafter, took your statement.

You stated you were dispatched to remove an individual from a hotel that had not paid their bill and was trespassing. You advised that you spoke with the manager. You stated you did not review any written documentation, and other officers had previously been called to this location. You stated that the complainant was not listening, so you raised your voice. You also stated that the location did not appear to be an apartment. You told Sgt. Leonard Davis that there was no emergency circumstances and the complainant's phone was not confiscated.

You also advised that you told the complainant she would be arrested for trespassing if she did not collect her belongings, and she was no longer welcome at that location. You stated the complainant eventually left. You told Sgt. Davis you acted professionally on scene and once the complainant left, you deactivated your BWC as the incident had ended. Based on his investigation and a preponderance of evidence, Sgt. Davis recommended the following dispositions:

V-1: Rule 3, Professional Conduct, Paragraph 1, Professionalism. SUSTAINED.

V-2: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 41.3.10, Body Worn Camera, Paragraph 16. EXONERATED.

V-3: Rule 5, Restricted Activities, Paragraph 6, Acting in Civil Matters NOT SUSTAINED.

On August 15, 2024, a cover letter was authored by Deputy Superintendent Hans Ganthier who stated that he did not concur with the dispositions for V-2 and V-3. Chief Ganthier stated that for V-2, you were still having conversations with the manager related to this incident and should not have turned your Body Worn Camera off.

The investigation noted the location appeared to be more than just a hotel. In addition, the complainant advised you that she had been living at the residence since May of 2023 and received mail at the location. You failed to gather any additional information relating to how long the complainant lived at the location, to show there was no contract or agreement with the complainant or any documentation from the manager to disprove the location was a hotel or short-term rental.

Chief Ganthier stated that removing someone from their residence without proper legal grounds can constitute wrongful eviction. For these reasons, Chief Ganthier recommended the following dispositions:

V-1: Rule 3, Professional Conduct, Paragraph 1, ProfessionalismSUSTAINED.

V-2: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 41.3.10, Body Worn Camera, Paragraph 16 SUSTAINED.

V-3: Rule 5, Restricted Activities, Paragraph 6, Acting in Civil Matters SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a hearing was held on Monday, September 9, 2024, by Captain Lejon Roberts, assigned to the Eighth District. After all evidence and testimony was examined, Captain Roberts recommended the following dispositions and discipline for the alleged Sustained violations:

V-1: Rule 3, Professional Conduct, Paragraph 1, Professionalism...SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

V-2: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: NOPD Chapter 41.3.10, Body Worn Camera, Paragraph 16.....SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

V-3: Rule 5, Restricted Activities, Paragraph 6, Acting in Civil Matters SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

On September 17, 2024, a cover letter was authored by Captain Lejon Roberts. Captain Roberts stated you should have known that all matters regarding evictions are referred to the City Constable Officer per department policy. However, you removed the complainant from the premises without her belongings based on the property manager’s word that she was delinquent on her rent.

Captain Roberts continued by stated that he did feel you were acting in good faith, and you did author a report but failed to take the necessary steps required by department policy and mandates to notify the City Constable’s office. You advised Captain Roberts that you do understand the policy and situations like this will not happen again. Captain Roberts stated that he felt a Letter of Reprimand for these violations was sufficient.

These Rules/Chapters read as follows:

RULE 3, PROFESSIONAL CONDUCT PARAGRAPH 1, PROFESSIONALISM

Employees shall conduct themselves in a professional manner with the utmost concern for the dignity of the individual with whom they are interacting. Employees shall not unnecessarily

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inconvenience or demean any individual or otherwise act in a manner which brings discredit to the employee or the New Orleans Police Department.

You violated this Rule when you acted unprofessionally, conducting yourself in a loud, rude and aggressive manner with interacting with the complainant.

RULE 4, PERFORMANCE OF DUTY PARAGRAPH 4 NEGLECT OF DUTY

c. The following acts or omissions to act, although not exhaustive, are considered neglect of duty:

6. Failing to comply with instructions, oral or written, from any authoritative source.

NOPD CHAPTER 41.3.10 BODY WORN CAMERA (BWC); CESSATION OF RECORDING; Paragraph 16:

The BWC shall be utilized by any Department member assigned this device during all investigative or enforcement contacts. Once the BWC system is activated, it shall remain on and shall not be turned off until an investigative or enforcement contact or incident has concluded, including marking up the final disposition of the item and any supervisor approved signal changes. For purposes of this section, conclusion of an incident has occurred when an officer has terminated contact with an individual, cleared the scene of a reported incident, and has completed transport of a civilian or an arrestee.

You violated the Rule/Chapter when you deactivated your Body Worn Camera while still interacting with subjects of call for service.

RULE 5, RESTRICTED ACTIVITIES

6. ACTING IN CIVIL MATTERS

Members shall not give legal advice or express a legal opinion in civil matters beyond that which is necessary to prevent a breach of the peace or violation of law, but shall instead suggest that inquirer seek such information from another source of the inquirer's choosing.

You violated the Rule when you acted in a Civil Matter by evicting the complainant from her residence.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule states:

**RULE IX
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the dispositions and penalties recommended by Captain Lejon Roberts.

Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violations, you are hereby notified of the **SUSTAINED** violation of **Rule 3, Professional Conduct, Paragraph 1, Professionalism**; your penalty for this violation is a **LETTER OF REPRIMAND**.

Additionally, you are hereby notified of the **SUSTAINED** violation of **Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 41.3.10, Body Worn Camera, Paragraph 16**; your penalty for this violation is a **LETTER OF REPRIMAND**

Additionally, you are hereby notified of the **SUSTAINED** violation of **Rule 5, Restricted Activities, Paragraph 6, Acting in Civil Matters**; your penalty for this violation is a **LETTER OF REPRIMAND**.

This will serve as your official **LETTER OF REPRIMAND**.

You are advised that you may have the right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received by the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, Louisiana 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A photocopy of this disciplinary letter will be retained in your Personnel file.

2024-0296-P

Page 6 of 6

Sincerely,

ANNE E. KIRKPATRICK
Superintendent of Police

3/20/2025

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
NOPD Pension Board
Field Operations Bureau
Captain, Reserves
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

February 13, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0389-R
Employee ID # 009310

[REDACTED]

On Tuesday, July 23, 0224, Lieutenant Travis Brooks, assigned to the Professional Standards and Accountability Bureau, received an investigation initiated against you. You were accused of violating the following Rule:

V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source.

The complaint stated you were instructed to complete an investigation under 2023-0534-P by July 6, 2024. After being reminded of your responsibilities and granted some flexibility in managing your workload, this investigation remained incomplete and delinquent.

Lieutenant Travis Brooks began his investigation by reviewing the initial complaint with all corresponding documents. Lieutenant Brooks learned that you were given an initial due date for the completion of the investigation. Your supervisor provided you with the flexibility in selecting your shifts to complete the work during the 2024 Mardi Gras season. The investigation remained incomplete. After Mardi Gras 2024, you were transferred to the Field Operations Bureau.

On June 10, 2024, an inquiring was made as to the status of the investigation. You responded on July 11, 2024, advising you anticipated the investigation would be completed by the end of the week. The overall delay in completing the investigation had already led it being far past the due date. Lieutenant Brooks also learned that you did not raise concerns about meeting your deadlines until after you were transferred to the district. By this time, the investigation was several months overdue.

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In your statement you advised Lieutenant Travis Brooks you received the investigation three months after it was originally due and seven (7) days prior to your transfer from the Public Integrity Bureau to the district. You also stated that the investigation was originally due in January of 2024. You advised you already had two additional investigations, and it was impossible to complete the investigation in the given time frame. You continued by stating that you were instructed to send updates to the district captain, who would then forward them the captain of the Public Integrity Bureau. You advised Lieutenant Brooks you were working to the best of your ability under difficult circumstances but felt the task was impossible as you were still working on other cases that had been assigned to you.

Lieutenant Travis Brooks noted you expressed frustration with the process as the case had been overdue prior to you receiving it and questioned why you were being held accountable. You advised Lieutenant Brooks you requested a meeting with the higher command, including the Superintendent, and it took several months before your concerns were addressed. Lieutenant Brooks asked if you were granted permission by the Superintendent to disregard the due date and you replied, "No".

Based on the initial complaint and all statements, Lieutenant Travis Brooks recommended the following disposition:

V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source
..... **SUSTAINED.**

To afford you the opportunity to present facts in mitigation or to explain your actions, a Captain’s Panel hearing was held on Wednesday, December 18, 2024, by Captain Wyne DeLarge, assigned to the Field Operations Bureau, Seventh District; Captain Simon Hargrove, assigned the Professional Standards and Accountability Bureau; and Captain Sandra Contreras, assigned to the Management Services Bureau. After all evidence and testimony was examined, Captain DeLarge, Captain Hargrove and Captain Contreras recommended the following disposition and discipline for the alleged Sustained violation of:

V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source
..... **SUSTAINED / LEVEL C / 1st Offense / ONE (1) DAY SUSPENSION.**

On January 3, 2025, a cover letter providing mitigating circumstances was authored by Captain Wayne DeLarge on behalf of the Captain’s Panel. Captain DeLarge determined that your attempt at obtaining information, and your workload, hindered your ability to complete the investigation in a timely manner. Captain DeLarge did note that you could have been more proactive in seeking information instead of waiting weeks and you could have had better communication with your

supervisor. Based on the investigation; your longevity with the department; the fact that this was your first offense at a Level C; and you accepted responsibility for your actions, the Captain's Panel recommended a One (1) day suspension in lieu of a Two (2) day suspension.

This Rule reads as follows:

RULE 4, PERFORMANCE OF DUTY PARAGRAH 2, INSTRUCTIONS FROM AN AUTHORITATIVE SOURCE:

An employee shall professionally, promptly, and fully abide by or execute instructions issued from any authoritative source, including any order relayed from a superior by an employee of the same or lesser rank. If the instructions are reasonably believed to be in conflict with the Rules, Policies, and Procedures of the Department or other issued instructions, this fact shall respectfully be made known to the issuing authority. If the issuing authority elects to insist upon execution of the instructions which are reasonably believed to be in conflict with Department rules, Policies and Procedures, the employee receiving the instructions shall have the right to request and is entitled to receive, IMMEDIATELY, said instructions in writing, except in cases of emergency as determined by the supervisor. The issuing authority shall be held responsible should any conflict materialize; however, no instructions shall be issued or executed which are in violation of law.

You violated the Rule when you neglected to complete an investigation in the time frame allotted by your supervisor.

Moreover, your conduct is contrary to the standards as prescribed by Civil Service Rule IX, Section 1, paragraph 1.1, on Maintaining Standards of Service, which provides as follows:

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the disposition and penalty recommended by Captain Wayne DeLarge, Captain Simon Hargrove and Captain Sandra Contreras.

Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violation, you are hereby notified of the **SUSTAINED violation of Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source**, your penalty for this violation is a **ONE (1) DAY SUSPENSION**.

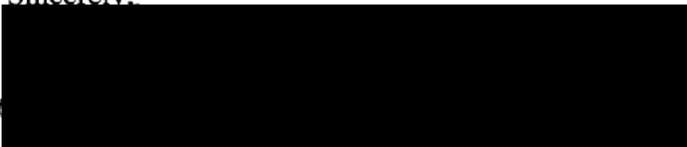
This will serve as your official **LETTER OF SUSPENSION**.

Your **ONE (1) Day Suspension** is effective the week of **MARCH 9, 2025**. The actual starting day of your One (1) Day Suspension **during that week** is at the discretion of your Captain. **This suspension is to run without interruption and AWP days are not counted as Suspension Days. During the entire two week pay cycles where you have served your suspension day(s), you must be carried for the entire two week pay cycle on an 8:35 hour work week.**

You are advised that you may have the right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received by the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, Louisiana 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,


ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
NOPD Pension Board
Field Operations Bureau
Captain, Seventh District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

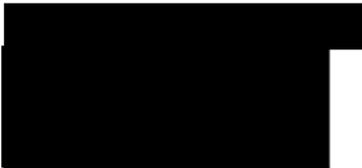
*715 South Broad Street
New Orleans, LA 70119*

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

February 13, 2025



RE: PIB Complaint Tracking Number: 2024-0390-R
Employee ID # 009310



On Tuesday, July 23, 0224, Lieutenant Travis Brooks, assigned to the Professional Standards and Accountability Bureau, received an investigation initiated against you. You were accused of violating the following Rule:

V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source.

The complaint stated you were instructed to complete an investigation under 2023-0401-P by June 29, 2024. After being reminded of your responsibilities and granted some flexibility in managing your workload, this investigation remained incomplete and delinquent.

Lieutenant Travis Brooks began his investigation by reviewing the initial complaint with all corresponding documents. Lieutenant Brooks learned that you were assigned an investigation in August 2023, which had originally been assigned to a Sergeant you supervised. This investigation was already delinquent and, despite the opportunity to manage your working shift during the 2024 Mardi Gras season, you did not complete the investigation by the required deadline. After the 2024 Mardi Gras season, you were transferred to the Field Operations Bureau.

On June 5, 2024, an email was forwarded to you reminding you of your responsibilities and that you were given the flexibility in your schedule during the 2024 Mardi Gras season to complete the investigation. The investigation remained incomplete.

On June 10, 2024, an inquiring was sent regarding the status of the investigation under 2023-0401-P. You responded on July 11, 2024, advising that you anticipated the investigation to be completed

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by the end of the week.

In your statement you advised Lieutenant Travis Brooks you received three investigations, including 2023-0401-P which involved multiple allegations of payroll fraud and various administrative violations. You stated in addition to this investigation, you had additional duties in the Public Integrity Bureau. You described your workload as overwhelming. When questioned about the deadline relative to 2023-0401-P, you explained that you were already prioritizing another high-profile investigation. You stated that you attempted to contact your supervisor regarding your inability to meet the deadline relative to 2023-0401-P but only received a text message from her stating she would call you back. You advised your supervisor never returned the call and you had not spoken to her since.

You also told Lieutenant Brooks that you had not received adequate support or resources to meet the deadlines. You stated you had communicated your concerns to your District Captain and Assistant Commander stating it was almost impossible to complete the cases within the required time frame. You also stated that during your meeting with the Superintendent you attempted to explain your workload and the impossibility of completing the cases within such tight deadlines but received little assistance.

Lieutenant Travis Brooks noted you struggled to manage the multiple case load assigned to you including high-profile cases involving payroll fraud. He noted that you communicated updates with your District supervisor however you did not directly inform the Public Integrity Bureau supervisor directly of your difficulties in meeting the deadlines. Lieutenant Brooks also determined that you did not follow-up with the Public Integrity Bureau supervisor after you were unable to reach her.

Based on the initial complaint and all statements, Lieutenant Travis Brooks recommended the following disposition:

V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source
..... **SUSTAINED.**

To afford you the opportunity to present facts in mitigation or to explain your actions, a Captain's Panel hearing was held on Wednesday, December 18, 2024, by Captain Wyne DeLarge, assigned to the Field Operations Bureau, Seventh District; Captain Simon Hargrove, assigned the Professional Standards and Accountability Bureau; and Captain Sandra Contreras, assigned to the Management Services Bureau.

After all evidence and testimony was examined, Captain DeLarge, Captain Hargrove and Captain Contreras recommended the following disposition and discipline for the alleged Sustained violation of:

**V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source.
..... SUSTAINED / LEVEL C / 1st Offense / ONE (1) DAY SUSPENSION.**

On January 3, 2025, a cover letter providing mitigating circumstances was authored by Captain Wayne DeLarge on behalf of the Captain's Panel. Captain DeLarge determined that your attempt at obtaining information, and your workload, hindered your ability to complete the investigation in a timely manner. Captain DeLarge did note that you could have been more proactive in seeking information instead of waiting weeks and you could have had better communication with your supervisor. Based on the investigation; your longevity with the department; the fact that this was your first offense at a Level C; and you accepted responsibility for your actions, the Captain's Panel recommended a one (1) day suspension in lieu of the presumptive two (2) day suspension.

This Rule reads as follows:

RULE 4, PERFORMANCE OF DUTY; PARAGRAH 2, INSTRUCTIONS FROM AN AUTHORITATIVE SOURCE:

An employee shall professionally, promptly, and fully abide by or execute instructions issued from any authoritative source, including any order relayed from a superior by an employee of the same or lesser rank. If the instructions are reasonably believed to be in conflict with the Rules, Policies, and Procedures of the Department or other issued instructions, this fact shall respectfully be made known to the issuing authority.

If the issuing authority elects to insist upon execution of the instructions which are reasonably believed to be in conflict with Department rules, Policies and Procedures, the employee receiving the instructions shall have the right to request and is entitled to receive, IMMEDIATELY, said instructions in writing, except in cases of emergency as determined by the supervisor. The issuing authority shall be held responsible should any conflict materialize; however, no instructions shall be issued or executed which are in violation of law.

You violated the Rule when you neglected to complete an investigation in the time frame allotted by your supervisor.

Moreover, your conduct is contrary to the standards as prescribed by Civil Service Rule IX, Section 1, paragraph 1.1, on Maintaining Standards of Service, which provides as follows:

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When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the disposition and penalty recommended by Captain Wayne DeLarge, Captain Simon Hargrove and Captain Sandra Contreras.

Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source**, your penalty for this violation is a **ONE (1) DAY SUSPENSION**.

This will serve as your official **LETTER OF SUSPENSION**.

Your **ONE (1) Day Suspension** is effective the week of **MARCH 9, 2025**. The actual starting day of your One (1) Day Suspension **during that week** is at the discretion of your Captain. **This suspension is to run without interruption and AWP days are not counted as Suspension Days. During the entire two week pay cycles where you have served your suspension day(s), you must be carried for the entire two week pay cycle on an 8:35 hour work week.**

You are advised that you may have the right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received by the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, Louisiana 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,



ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
NOPD Pension Board
Field Operations Bureau
Captain, Seventh District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

February 13, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0391-R
Employee ID # 009310

[REDACTED]

On Tuesday, July 23, 2024, Lieutenant Travis Brooks, assigned to the Professional Standards and Accountability Bureau, received an investigation initiated against you. You were accused of violating the following Rule:

V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source.

The complaint stated you were instructed to complete an investigation under 2023-0402-P by June 29, 2024. After being reminded of your responsibilities and granted some flexibility in managing your workload, this investigation remained incomplete and delinquent.

Lieutenant Travis Brooks began his investigation by reviewing the initial complaint with all corresponding documents. Lieutenant Brooks learned that you were assigned an investigation in August 2023, which had originally been assigned to a Sergeant you supervised. This investigation was already delinquent and, despite the opportunity to manage your working shift during the 2024 Mardi Gras season, you did not complete the investigation by the required deadline. You were transferred to the Field Operations Bureau after the 2024 Mardi Gras season.

On June 5, 2024, an email was forwarded to you reminding you of your responsibilities and that you were given the flexibility in your schedule during the 2024 Mardi Gras season to complete the investigation. The investigation remained incomplete.

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On June 10, 2024, an inquiring was sent regarding the status of the investigation under 2023-0402-P. You responded on July 11, 2024, advising that you anticipated the investigation to be completed by the end of the week.

In your statement you advised Lieutenant Travis Brooks that you received 2023-0402-P to investigate allegations against an officer. You stated that you received additional information from the accused officer the day before the final due date of June 29, 2024. Despite your best efforts, you were unable to meet the deadline because of the new information which required vetting.

When questioned about communicating your challenges with meeting the deadline, you explained that you were instructed to send updates to the District Captain where you were assigned who would then forward this information to the Captain of the Public Integrity Bureau. You stated you did not recall if you directly informed the Captain of the Public Integrity Bureau that you would miss the deadline, but you emphasized that you found the task impossible given the simultaneous deadlines for multiple complex cases all involving extensive payroll fraud investigations. You continued by stating you felt punished for your inability to meet the deadlines as your take-home vehicle was taken away and other privileges were restricted.

You insisted that you were doing your best to complete the cases thoroughly and fairly, allowing the accused to submit additional information rather than cutting off the investigation prematurely. You stated you were frustrated that despite completing and submitting the case 18 days after the due date, you were still written up. Upon questioning as to why you had not informed the Public Integrity Bureau Captain that the due date of June 29, 2024, was unrealistic after receiving new information on June 28, 2024, you stated that based on prior experience, you believe communicating with the captain would not have changed the outcome.

You advised Lieutenant Brooks you were not acting with malice and had every intention of completing the case but found the deadlines unmanageable. You described the workload as “impossible” and stated that you did your best to meet the Department’s expectations while also fulfilling your duties as a Lieutenant in the District. You stated you felt that the situation was handled unfairly, as your efforts to complete the case were not acknowledged despite the complexities involved.

Lieutenant Travis Brooks noted that despite your workload challenges, you did not take adequate steps to resolve the matter or communicate your challenges with the Captain of the Public Integrity Bureau.

Based on the initial complaint, all statements, and evidence collected in this investigation, Lieutenant Travis Brooks recommended the following disposition:

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V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source.....SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a Captain’s Panel hearing was held on Wednesday, December 18, 2024, by Captain Wyne DeLarge, assigned to the Field Operations Bureau, Seventh District, Captain Simon Hargrove, assigned the Professional Standards and Accountability Bureau and Captain Sandra Contreras, assigned to the Management Services Bureau. After all evidence and testimony was examined, Captain DeLarge, Captain Hargrove and Captain Contreras recommended the following disposition and discipline for the alleged violation of:

V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source SUSTAINED / LEVEL C / 1st Offense / ONE (1) DAY SUSPENSION.

On January 3, 2025, a cover letter providing mitigating circumstances was authored by Captain Wayne DeLarge on behalf of the Captain’s Panel. Captain DeLarge determined that your attempt at obtaining information and your workload, hindered your ability to complete the investigation in a timely manner. Captain DeLarge did note that you could have been more proactive in seeking information instead of waiting weeks and you could have had better communication with your supervisor. Based on the investigation; your longevity with the department; the fact that this was your first offense at a Level C; and you accepted responsibility for your actions, the Captain’s Panel recommended a one (1) day suspension in lieu of the presumptive two (2) day suspension.

This Rule reads as follows:

RULE 4, PERFORMANCE OF DUTY; PARAGRAH 2 INSTRUCTIONS FROM AN AUTHORITATIVE SOURCE:

An employee shall professionally, promptly, and fully abide by or execute instructions issued from any authoritative source, including any order relayed from a superior by an employee of the same or lesser rank. If the instructions are reasonably believed to be in conflict with the Rules, Policies, and Procedures of the Department or other issued instructions, this fact shall respectfully be made known to the issuing authority. If the issuing authority elects to insist upon execution of the instructions which are reasonably believed to be in conflict with Department rules, Policies and Procedures, the employee receiving the instructions shall have the right to request and is entitled to receive, IMMEDIATELY, said instructions in writing, except in cases of emergency as determined by the supervisor. The issuing authority shall be held responsible should any conflict materialize; however, no instructions shall be issued or executed which are in violation of law.

You violated the Rule when you neglected to complete an investigation in the time frame allotted by your supervisor.

Moreover, your conduct is contrary to the standards as prescribed by CS Rule IX, Section 1, paragraph 1.1, on Maintaining Standards of Service, which states as follows:

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the disposition and penalty recommended by Captain Wayne DeLarge, Captain Simon Hargrove and Captain Sandra Contreras.

Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source**, your penalty for this violation is a **ONE (1) DAY SUSPENSION**.

This will serve as your official **LETTER OF SUSPENSION**.

Your **ONE (1) Day Suspension** is effective the week of **MARCH 9, 2025**. The actual starting day of your One (1) Day Suspension **during that week** is at the discretion of your Captain. **This suspension is to run without interruption and AWP days are not counted as Suspension Days. During the entire two week pay cycles where you have served your suspension day(s), you must be carried for the entire two week pay cycle on an 8:35 hour work week.**

You are advised that you may have the right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received by the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, Louisiana 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

[REDACTED]
2024-0391-R

Page 5 of 5

Sincerely,

[REDACTED]

ANNE E. KIRKPATRICK

Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
NOPD Pension Board
Field Operations Bureau
Captain, Seventh District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

March 31, 2025

[REDACTED]
[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0571-P
Employee ID # 030388

[REDACTED]

On Wednesday, November 13, 2024, Sergeant Randy Walton, assigned to the Field Operations Bureau, Fifth District, received an investigation initiated against you. You were accused of violating the following Rule:

V-1: Rule 3, Professional Conduct, Paragraph 1, Professionalism

The complainant stated she received a Facebook message from "Bass Reeves" advising her she was a police officer and had a call for service where her name was listed as a suspect. She stated that "Bass Reeves" said he searched for her on Facebook, found her attractive and warned her she had an active warrant for her arrest. It was learned you were the officer identified as Bass Reeves.

Sergeant Randy Walton reviewed the initial complaint. In the initial complaint it was learned that you had initiated a warrant for the complainant. Upon taking an additional statement from the complainant, the complainant stated she felt you were too comfortable contacting her and made it clear she did not want you to contact her again.

Sergeant Randy Walton obtained your statement. In your statement you confirmed you had a call for service resulting in an arrest warrant being issued for the complainant. You also verified your Facebook profile was in the name of "Bass Reeves". You admitted to sending the complainant messages from Facebook Messenger. When asked if it was appropriate for you to message an accused person in an investigation, you stated, "No". When asked if you would message the complainant again, you stated, "No".

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Based on his investigation, Sergeant Randy Walton recommended the following disposition:

V-1: Rule 3, Professional Conduct, Paragraph 1, Professionalism.....SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a hearing was held on Thursday, March 20, 2025, by Captain Jennifer Hill-Dupree, assigned to the Field Operations Bureau, Fifth District. After all evidence and testimony was examined, Captain Hill-Dupree recommended the following disposition and discipline for the alleged Sustained violation of:

V-1: Rule 3, Professional Conduct, Paragraph 1, Professionalism.....SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

This Rule reads as follows:

RULE 3 PROFESSIONAL CONDUCT PARAGRAH 1, PROFESSIONALISM

Employees shall conduct themselves in a professional manner with the utmost concern for the dignity of the individual with whom they are interacting. Employees shall not unnecessarily inconvenience or demean any individual or otherwise act in a manner which brings discredit to the employee or the New Orleans Police Department.

You violated the Rule when you admitted to sending inappropriate messages through social media to a subject wanted relative to an investigation you conducted.

Moreover, your conduct is contrary to the standards as prescribed by Civil Service Rule IX, Section 1, paragraph 1.1, which states:

**RULE IX
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I concur with the disposition of **SUSTAINED** for the violation; however, I do not concur with a Letter of Reprimand as the appropriate penalty in this situation. For the officer to contact the complainant is inappropriate, but to warn her of a warrant exacerbates the misconduct. Therefore the discipline is aggravated from a Letter of Reprimand to a One (1) Day Suspension.

Based on a review of this investigation, any disciplinary records, and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of **Rule 3, Professional Conduct, Paragraph 1, Professionalism**, your penalty for this violation is a **ONE (1) DAY SUSPENSION**.

This will serve as your official **LETTER OF SUSPENSION**.

Your **ONE (1) Day Suspension** is effective the week of **APRIL 20, 2025**. The actual starting day of your One (1) Day Suspension **during that week** is at the discretion of your Captain. **This suspension is to run without interruption and AWP days are not counted as Suspension Days. During the entire two week pay cycles where you have served your suspension day(s), you must be carried for the entire two week pay cycle on an 8:35 hour work week.**

You are advised that you may have the right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received by the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, Louisiana 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your Personnel file.

Sincerely,



ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
NOPD Pension Board
Field Operations Bureau
Captain, Fifth District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

715 South Broad Street
New Orleans, LA 70119

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

March 21, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0626-R
Employee ID# 033386

[REDACTED]

On Tuesday, November 12, 2024, Investigative Specialist Dwight Richards, assigned to the Public Integrity Bureau's Intake Section, received a complaint against you. You were accused of violating the following Rule/Chapter:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 17.2.2, Take Home Vehicles Department, Paragraph 19.

On November 12, 2024, you advised that you observed the driver's side window of your take home vehicle had been broken. You also advised that your department issued Bushmaster Rifle was missing. The rifle had been positioned between the two front seats and was equipped with a fully loaded magazine contained 25 live rounds.

On December 19, 2024, you accepted a Negotiated Settlement Agreement ("NSA") with a penalty of a **LETTER OF REPRIMAND**. In that NSA, you acknowledged that your actions violated department rules and regulations.

The Rule of your violation reads as follows:

RULE 4, PERFORMANCE OF DUTY PARAGRAPH 4, NEGLECT OF DUTY

- c. The following acts or omissions to act, although no exhaustive, are considered neglect of duty:
 - 6. Failing to comply with instructions, oral or written, from any authoritative source.

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NOPD CHAPTER 17.22, TAKE HOME VEHICLES

SECURITY

19. Members may use take-home vehicles only with prior approval from his/her Bureau Chief and shall:
- (a) Shall keep the vehicle locked when not attended;
 - (b) Remove all firearms and kinetic impact weapons from the interior of the vehicle and place them in the trunk or properly secured in the member's domicile when the vehicle is not attended according to the guidelines of Chapter 1.4 – Firearms;
 - (c) Meet the requirements of CAO Policy Memorandum 5 R at all times.

You violated this Rule/Chapter when you did not properly secure your department issued rifle and was stolen from your take home vehicle after your take home vehicle was burglarized.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule states:

**RULE IX
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approved of the disposition and penalty recommended by Captain Wayne DeLarge by my signature on January 29, 2025.

Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the violation of **Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 17.2.2, Take Home Vehicles Department, Paragraph 19.** Your penalty for this violation is a **LETTER OF REPRIMAND.**

This will serve as your official **LETTER OF REPRIMAND.**

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received in the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, LA. 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,

A large black rectangular redaction box covers the signature area of the letter.

ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Pension Board
Field Operations Bureau
Captain, Seventh District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

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Anne E. Kirkpatrick
SUPERINTENDENT

February 28, 2025



RE: PIB Complaint Tracking Number: 2024-0630-R
Employee ID# 007982



On November 12, 2024, Captain Precious Banks, assigned to the Public Integrity Bureau, received a complaint against you. You were accused of violating the following Rule/Chapter:

V-1: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: NOPD Chapter 41.3.11, Department Technology Use, Paragraph 13.

On Friday, November 8, 2024, you were interviewed by the complainant. They stated that during your interview you advised you provided your ADP (Payroll System) username and password to another officer.

On December 9, 2024, you accepted a negotiated settlement with a penalty of a Letter of Reprimand, in which you acknowledged your actions violated department rules and regulations.

The Rule/Chapter of your violation reads as follows:

RULE 4, PERFORMANCE OF DUTY PARAGRAPH 4 NEGLECT OF DUTY

- c. The following acts, or omissions to act, although not exhaustive, are considered neglect of duty:
 - 6. Failing to comply with instructions, oral or written, from any authoritative source.

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NOPD CHAPTER 41.3.11, DEPARTMENT TECHNOLOGY USE

PROTECTION OF DEPARTMENT SYSTEMS AND FILES

13. Members must keep their system access information (username and password) confidential and shall not share this information with others.

You violated this Rule/Chapter when you provided your payroll log-in information (username and password) to another person.

Moreover, your conduct is contrary to the standards as prescribed by Civil Service Rule IX, Section 1.1. This Rule prescribes:

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I have approved the disposition and penalty recommended by the Negotiated Settlement Agreement you entered into with the department by my signature on January 7, 2025.

Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the violation **Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 41.3.11, Department Technology Use, Paragraph 13**. Your penalty for this violation is a **LETTER OF REPRIMAND**.

This will serve as your official **LETTER OF REPRIMAND**.

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received in the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, LA. 70112, by close of business on the 30th day from the date of this letter. You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

[REDACTED]
2024-0630-R

Page 3 of 3

Sincerely,

[REDACTED]

ANNE E. KIRKPATRICK

Superintendent of Police

3/4/2025

cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Pension Board
Field Operations Bureau
Captain, Reserve Division
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

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Anne E. Kirkpatrick
SUPERINTENDENT

March 21, 2025



RE: PIB Complaint Tracking Number: 2024-0653-R
Employee ID #033399



On Wednesday, November 20, 2024, Police Investigative Specialist Cornell Manuel, assigned to the Public Integrity Bureau's Intake Unit, received a complaint against you. You were accused of violating the following Rule/Chapter:

V-1: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: NOPD Chapter 41.5, Vehicle Pursuits, Paragraph 17.

While reviewing a Pursuit Field Interview Card (FIC), Sergeant Shacretta Pearson reviewed the In-Car Camera footage of the incident and observed you attempting to stop a vehicle for a traffic violation. The vehicle fled down a one-way street against the flow of traffic. She stated it appeared the vehicle was going to stop, therefore you followed the vehicle with emergency lights and intermittent sirens in attempt to detain the vehicle. The vehicle then drove for several blocks before making another evasive turn. You made the same turn, pulled over and requested a 10-28NP item number. Sergeant Pearsons stated that the FIC did not list any supervisors being notified.

On December 19, 2024, Captain Gwen Nolan, assigned to the Second District, authored a cover letter citing mitigating circumstances to reduce the penalty from a One (1) day suspension to a Letter of Reprimand. Captain Nolan stated when Sergeant Shacretta Pearson spoke with you about this incident, you advised her that you did not see the one-way sign and continued to follow the vehicle. You also stated that as soon as you realized the driver of the vehicle was not going to stop, you pulled over and notified the dispatcher and discontinued following the vehicle. Captain Nolan stated that you accepted responsibility for your actions and therefore recommended a Letter of Reprimand.

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On December 20, 2024, you accepted a Negotiated Settlement Agreement (“NSA”) with a penalty of a Letter of Reprimand. In the NSA, you acknowledged that your actions violated department rules and regulations.

The Rule/Chapter of your violation reads as follows:

RULE 4, PERFORMANCE OF DUTY

PARAGRAPH 4, NEGLECT OF DUTY

- c. The following acts, or omissions to act, although not exhaustive, are considered neglect of duty:
 - 6. Failing to comply with instructions, oral or written, from any authoritative source

NOPD CHAPTER 41.5, VEHICLE PURSUITS

WHEN A PURSUIT MAY BE INITIATED

- 17. Pursuits for non-violent property offenses, misdemeanor offenses, traffic, or civil infractions are prohibited. Immediately, or as soon as feasible, Officers must seek approval from a supervisor to continue a pursuit. Dangerous driving during a pursuit does not justify a continued pursuit

You violated this Rule/Chapter when you attempted to stop a vehicle, drove down a one-way street the wrong way, and continued to follow the vehicle without requesting permission.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule states:

**RULE IX
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee’s classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

2024-0653-R

Page 3 of 3

I approve of the disposition and penalty recommended by the Negotiated Settlement Agreement you entered into with the department by signature on Tuesday, January 14, 2025

Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the violation **Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 41.5, Vehicle Pursuits, Paragraph 17**. Your penalty for this violation is a **LETTER OF REPRIMAND**.

This will serve as your official **LETTER OF REPRIMAND**.

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received in the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, LA. 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A photocopy of this disciplinary letter will be retained in your Personnel file.

Sincerely,



ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Pension Board
Field Operations Bureau
Captain, Second District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

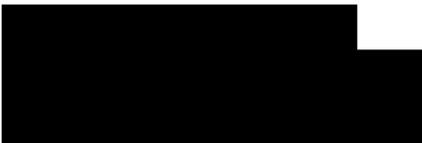
*715 South Broad Street
New Orleans, LA 70119*

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Anne E. Kirkpatrick
SUPERINTENDENT

January 29, 2025



RE: PIB Complaint Tracking Number: 2024-0656-R
Employee ID #017718



On Monday, November 25, 2024, Police Investigative Specialist Dwight Richardson, assigned to the Public Integrity Bureau's Intake Unit, received a complaint against you. You were accused of violating the following Rule/Chapter:

V-1: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 13.5, Overtime Payment Request, Paragraph 6.

On November 22, 2024, Lieutenant John O'Brien, assigned to the Field Operations Bureau, First District, received an email PSS notification from Lieutenant Travis Brooks, assigned to the Professional Standards and Accountability Bureau (PSAB) regarding a 7.25-hour rest violation. The violation occurred on September 5, 2024, to September 6, 2024. It was determined that you had a total of 6.59-hour of rest in a 24-hour period. Lieutenant O'Brien noted that you had previously been issued three Supervisor Feedback Logs (SFL) for the same violation.

On December 23, 2024, you accepted a negotiated settlement with a penalty of a Letter of Reprimand. You understood your actions violated department rules and regulations.

The Rule/Chapter of your violation reads as follows:

RULE 4, PERFORMANCE OF DUTY PARAGRAPH 4, NEGLIGENCE OF DUTY

- c. The following acts, or omissions to act, although not exhaustive, are considered neglect of duty:
 - 6. Failing to comply with instructions, oral or written, from any authoritative source

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NOPD CHAPTER 13.15, OVERTIME PAYMENT REQUEST

POLICY STATEMENT

6. No employee, including Reserve officers, shall work more than 16 hours and 35 minutes within a 24-hour period (the 24-hour period begins the first time the employee reports for either regular duty or secondary employment). These hours are cumulative and include normal scheduled work hours, overtime, off-duty secondary employment, and outside employment. If an employee works over the 16 hour and 35-minute limit, for reasons beyond his/her control (i.e., regularly scheduled duty hours coupled with a mandatory court overtime appearance), the employee shall submit a Form 105 via the chain of command to the Superintendent or his/her designee explaining why he/she worked over the limit.

You violated this Rule/Chapter when you neglected to take a 7.25-hour rest time between shifts.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

**RULE IX, Section 1.1
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the disposition and penalty recommended by the Negotiated Settlement Agreement you entered into with the department by signature on Tuesday, January 14, 2025

Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the violation **Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 13.5, Overtime Payment Request, Paragraph 6.** Your penalty for this violation is a **LETTER OF REPRIMAND.**

This will serve as your official **LETTER OF REPRIMAND.**

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received in the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, LA. 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,

ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Pension Board
Field Operations Bureau
Captain, Second District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

715 South Broad Street
New Orleans, LA 70119

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Anne E. Kirkpatrick
SUPERINTENDENT

March 21, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0672-R
Employee ID# 032358

[REDACTED]

On Monday, December 2, 2024, Police Officer Michael Devezin, assigned to the Public Integrity Bureau's Intake Section, received a complaint against you. You were accused of violating the following Rule/Chapter:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 1.3.6, Reporting of Use of Force, paragraph 70, Report of Firearm Discharge.

On Monday, December 2, 2024, Sergeant Knyle Young was advised that a resident of the [REDACTED] Apartments discovered damage to her apartment, including a bullet hole in the wall from the apartment next door. She advised that a police officer lived in that apartment. Upon investigation, it was learned that you reside in the neighboring apartment. Sergeant Young learned you were in your living room and accidentally discharged your firearm. After the firearm discharged, you advised you went to your neighbor's door and did not get an answer. You also advised you could not obtain a contact number for your neighbor as the leasing office was closed. Sergeant Young determined that you did not report the firearm discharge.

On December 19, 2024, you accepted a Negotiated Settlement Agreement ("NSA") with a penalty of a **TWO (2) DAY SUSPENSION**. In the NSA, you acknowledged that your actions violated department rules and regulations.

The Rule of your violation reads as follows:

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RULE 4, PERFORMANCE OF DUTY PARAGRAPH 4, NEGLIGENCE OF DUTY

- c. The following acts or omissions to act, although no exhaustive, are considered neglect of duty:
 - 6. Failing to comply with instructions, oral or written, from any authoritative source.

NOPD CHAPTER 1.3.6, REPORTING USE OF FORCE

REPORT OF FIREARM DISCHARGE, PARAGRAPH 70:

Except during training or recreational use, any member who discharges a firearm intentionally or unintentionally, on or off duty, shall notify the Communications Section or dispatcher and his/her supervisor immediately or as soon as circumstances permit. If the discharge occurs within the jurisdiction of the NOPD and is a Level 4 use of force (see Chapter 1.3 – Use of Force, Definition of Level 4), the Command Desk shall notify FIT and additional officer statements and reports shall be made in accordance with the Force Investigation Team Chapter (see Chapter 1.3.2 – Force Investigation Team (FIT)). If the discharge occurs outside the jurisdiction of the NOPD, the appropriate local law enforcement agency for that jurisdiction shall be notified as well as NOPD Communications Section.

You violated this Rule/Chapter when you did not report a discharge of your firearm which penetrated your neighbor's apartment.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule states:

**RULE IX
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approved of the disposition and penalty recommended by Captain Wayne DeLarge by my signature on January 29, 2025.

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Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the violation of **Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 1.3.6, Reporting of Use of Force, paragraph 70, Report of Firearm Discharge.** Your penalty for this violation is a **TWO (2) DAY SUSPENSION.**

This will serve as your official **SUSPENSION LETTER.**

Your **TWO (2) DAY Suspension** is effective the week of **April 6, 2025.** The actual starting day of your Two (2) Day Suspension **during that week** is at the discretion of your Captain. **This suspension is to run without interruption and AWP days are not counted as Suspension Days. During the entire two week pay cycles where you have served your suspension day(s), you must be carried for the entire two week pay cycle on an 8:35 hour work week.**

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received in the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, LA. 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,

ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Pension Board
Field Operations Bureau
Captain, Seventh District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

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Anne E. Kirkpatrick
SUPERINTENDENT

January 29, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0681-R
Employee ID #034500

[REDACTED]

On Tuesday, December 9, 2024, Police Investigative Specialist Dwight Richardson, assigned to the Public Integrity Bureau’s Intake Unit, received a complaint against you. You were accused of violating the following Rule/Chapter:

V-1: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: NOPD Chapter 41.3.10, Body Worn Camera, Paragraph 11 (i)(u).

On December 8, 2024, Sergeant Michael Duzmal, assigned to the Field Operations Bureau, Third District, stated you responded to a domestic abuse battery incident. Upon arrival, the suspect fled on foot as you were exiting your vehicle. It was learned that you failed to activate your Body Worn Camera as the foot pursuit began. The result of the foot pursuit was a Level One Use of Force (take down with no injury). A canvass of the area produced no surveillance footage or witnesses to the Use of Force. Sergeant Duzmal issued you a Supervisor’s Feedback Log (SFL) for the incident, however, upon conferring with Lieutenant John Helou, assigned to the Public Integrity Bureau’s Force Investigation Team, he was advised that the infraction was ineligible to be handled by an SFL.

On December 22, 2024, you accepted a negotiated settlement with a penalty of a Letter of Reprimand. You understood your actions violated department rules and regulations.

The Rule/Chapter of your violation reads as follows:

RULE 4, PERFORMANCE OF DUTY PARAGRAPH 4, NEGLIGENCE OF DUTY

- c. The following acts, or omissions to act, although not exhaustive, are considered neglect of duty:

“an equal opportunity employer”

6. Failing to comply with instructions, oral or written, from any authoritative source

NOPD CHAPTER 41.3.10, BODY WORN CAMERA (BWC)

REQUIRED ACTIVATION OF THE BODY WORN CAMERA

11. This policy is intended to achieve an appropriate balance between the benefits of BWC devices and civilians' reasonable expectations of privacy. The BWC shall be manually only activated for legitimate law enforcement purposes. Manual activation of the BWC is required for the following situations:
 - (u) All calls for service.

You violated this Rule/Chapter when you did not activate your Body Worn Camera involving a foot pursuit resulting in a Level One Use of Force.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans.

**RULE IX
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification, subject to the provisions of Rule IV, Section 3; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the disposition and penalty recommended by the Negotiated Settlement Agreement you entered into with the department by signature on Tuesday, January 14, 2025

Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the violation **Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: NOPD Chapter 41.3.10, Body Worn Camera, Paragraph 11 (i)(u)**. Your penalty for this violation is a **LETTER OF REPRIMAND**.

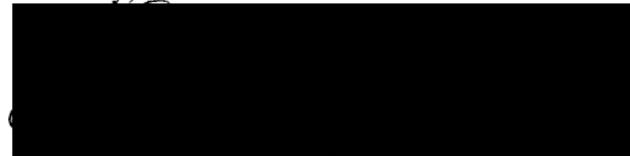
This will serve as your official **LETTER OF REPRIMAND**.

"an equal opportunity employer"

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received in the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, LA. 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,



ANNE E. KIRKPATRICK

Superintendent of Police

cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Pension Board
Field Operations Bureau
Captain, Third District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

*715 South Broad Street
New Orleans, LA 70119*

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

March 20, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2025-0022-R
Employee ID# 032848

[REDACTED]

On Wednesday, January 15, 2025, Investigative Specialist Dwight Richards, assigned to the Public Integrity Bureau's Intake Section, received a complaint against you. You were accused of violating the following Rule:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-8, Failing to thoroughly search for, collect, preserve, and identify evidence in an arrest or investigative situation.

On Monday December 30, 2024, during a report review, it was learned that a piece of evidence may have been left on the scene of an investigation. During the investigation, you took pictures of a bullet hole in the frame of a window and a bullet appeared to be lodged in that hole. The bullet was not removed and was not submitted as evidence in the investigation.

Upon questioning, you advised your supervisor you did not see the projectile in question and did not conduct a search of the bullet hole.

On February 4, 2025, you accepted a negotiated settlement with a penalty of a **LETTER OF REPRIMAND**. You understood your actions violated department rules and regulations.

The Rule of your violation reads as follows:

RULE 4, PERFORMANCE OF DUTY PARAGRAPH 4, NEGLIGENCE OF DUTY

- c. The following acts or omissions to act, although no exhaustive, are considered neglect of duty:

"an equal opportunity employer"

8. Failing to thoroughly search for, collect, preserve, and identify evidence in an arrest or investigative situation.

You violated this Rule when you failed to locate and document evidence from a crime scene.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1, paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

**RULE IX
DISCIPLINARY ACTIONS
MAINTAINING STANDARDS OF SERVICE**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approve of the disposition and penalty recommended by Captain Christian Hart by my signature on February 12, 2025.

Therefore, in light of the above investigation, a review of any disciplinary record and due to the nature of your violation, you are hereby notified of the violation of **Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-8, Failing to thoroughly search for, collect, preserve, and identify evidence in an arrest or investigative situation.** Your penalty for this violation is a **LETTER OF REPRIMAND.**

This will serve as your official **LETTER OF REPRIMAND.**

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received in the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, LA. 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

2025-0022-R

Page 3 of 3

Sincerely,


ANNE E. KIRKPATRICK
Superintendent of Police

3/20/2025

cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Investigation and Support Bureau
Captain, Crime Lab
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

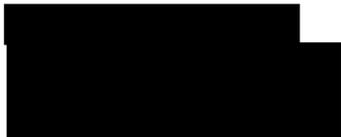
*715 South Broad Street
New Orleans, LA 70119*

“to protect and to serve”



Anne E. Kirkpatrick
SUPERINTENDENT

February 28, 2025



RE: PIB Complaint Tracking Number: 2025-0023-R
Employee ID # 034497



On Friday, January 24, 2025, Officer Michael Devezin, assigned to the Public Integrity Bureau, received a complaint against you. You were accused of violating the following Rule/Chapter:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 17.2, Department Vehicle Use and Maintenance, Paragraph 9.

On Saturday, January 18, 2025, Sergeant Donna Smith learned that there was damage to NOPD Unit 19003 which you had driven the previous night. Sergeant Smith contacted you to inquire about the damage. She stated you advised her you backed into a pole and immediately checked for damages but did not observe any damages. You advised that you did not notify a supervisor.

Officer Alicia Henderson assigned to the Traffic Division took photographs and a report of the damages. Officer Devezin reviewed the photographs and observed visible damage to the taillight.

On Tuesday, February 4, 2025, you accepted a Negotiated Settlement Agreement with a penalty of an Oral Reprimand; acknowledging that you understood your actions violated department rules and regulations.

Captain Gwen Nolan authored a cover letter stating that you took full responsibility for your actions. She stated that you advised her you were in the process of responding to a Mental Disturbance call when you backed into the pole. You stated it was dark outside, and you did not see the damage to the vehicle. Captain Nolan stated that for these reasons she recommended an Oral Reprimand in lieu of the presumptive penalty of a Letter of Reprimand.

“an equal opportunity employer”

This Rule reads as follows:

RULE 4: PERFORMANCE OF DUTY PARAGRAPH 4 NEGLECT OF DUTY

c. The following acts or omissions to act, although not exhaustive, are considered neglect of duty:

6. Failing to comply with instructions, oral or written, from any authoritative source

NOPD CHAPTER 17.2, DEPARTMENT USE AND MAINTENANCE

PARAGRAPH 9 SUSPECTED DAMAGE OR POOR PERFORMANCE

9. Each operator of a department vehicle shall promptly report to his/her supervisor any malfunction or damage to the vehicle or its equipment which may have occurred during his/her tour of duty. A member who fails to report damage or malfunction of the vehicle or its equipment shall be subject to disciplinary action and held accountable for the damage or malfunction

You violated this Rule/Chapter when you neglected to notify you of possible damage to your vehicle.

Moreover, your conduct is contrary to the standards as prescribed by Rule IX, Section 1., paragraph 1.1, of the Rules of the Civil Service Commission for the City of New Orleans. This Rule prescribes:

**RULE IX
DISCIPLINARY ACTIONS
Section 1. MAINTAINING STANDARDS OF SERVICE.**

When an employee in the classified service is unable or unwilling to perform the duties of his/her position in a satisfactory manner or has committed any act to the prejudice of the service or has omitted to perform any act it was his/her duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances to maintain the standards of effective service. The action may include one or more of the following: (a) termination from the service; (b) involuntary retirement; (c) reduction in pay within the pay grade for the employee's classification; (d) demotion to any position of a lower classification that the employee is deemed by the Appointing Authority and the Director to be competent to fill; (e) suspension without pay not exceeding one hundred twenty (120) calendar days; (f) fine; and (g) letters of reprimand.

I approved of the disposition and penalty recommended by the Negotiated Settlement Agreement you entered into with the department by my signature dated February 17, 2025.

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2025-0223-R

Page 3 of 3

Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violations, you are hereby notified of the **SUSTAINED** violation of **Rule 3, Professional Conduct, Paragraph 1, Professionalism**, your penalty for this violation is an **ORAL REPRIMAND**.

This will serve as your official notification of an **ORAL REPRIMAND**.

You are advised that you may have a right to appeal this decision to the Civil Service Commission for the City of New Orleans within thirty (30) days from the date of this letter. Any such appeal must be in writing and received in the Civil Service Department, located at 1340 Poydras Street, Suite 900, New Orleans, LA. 70112, by close of business on the 30th day from the date of this letter.

You are also advised that any future violations of a similar nature may result in more severe disciplinary action taken by this office. A copy of this disciplinary letter will be retained in your personnel file.

Sincerely,



3/4/2025

ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Pension Board
Field Operations Bureau
Captain, Second District
Public Integrity Bureau