



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

May 16, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2020-0600-R
Employee ID # [REDACTED]

[REDACTED]

Lieutenant Hudson Cutno, assigned to the New Orleans Police Department's Training Academy within the Management Services Bureau (MSB), was assigned to investigate a complaint against you. The complaint alleged you violated the following NOPD Rules/Chapter:

- **(V1) Rule 2: Moral Conduct, Paragraph 1, Adherence to Law, to wit: La R.S. 14:62.3, Unauthorized entry of an inhabited dwelling.**
- **(V2) Rule 3: Professional Conduct, Paragraph 1, Professionalism.**
- **(V3) Rule 3: Professional Conduct, Paragraph 2, Abuse of Position.**

On September 1, 2020, [REDACTED] (" [REDACTED]) requested time off in leave without pay status, due to mental stress issues. On September 2, 2020, you went to [REDACTED] home unannounced, but were unable to meet up with [REDACTED].

On September 3, 2020, you returned to [REDACTED] apartment complex along with [REDACTED] and Officer Kahlid Watson from the Third District. When you received no response from [REDACTED] by knocking on the door, you and [REDACTED] met with the apartment manager on site. She went back to [REDACTED]'s apartment with you and [REDACTED] and unlocked [REDACTED] door with a key. The moment the manager placed her key in the door, [REDACTED] opened the door.

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██████████ spoke with you at the doorway and stated that ██████████ was fine and did not wish to speak with you or the other officers. Body-Worn Camera (BWC) footage from Officer Khalid Watson documented you standing at the threshold, insisting that ██████████ needed to speak with you. ██████████ stood nearby during the interaction.

You then instructed ██████████ to put on pants in order to continue the discussion and indicated that you and Officer Watson would accompany ██████████ inside to change clothes. As ██████████ turned away from the door, you entered the apartment without consent, walking several feet inside and visually surveying the interior. BWC video footage captured ██████████ using ██████████ phone to call a third party, stating that officers had entered ██████████ home without ██████████ permission and that the entry had been forced. During the recorded call, which lasted several minutes, ██████████ repeatedly asserted that the officers' entry was non-consensual and sought guidance on how to proceed.

Additionally, the BWC captured a ██████████ in the living room. Shortly thereafter, an ██████████ entered the living room. Neither of these two individuals appeared to be in distress or in need of assistance.

The actions documented on BWC suggest that the primary objective of ██████████ and ██████████ upon contacting ██████████ was to facilitate ██████████ compliance with a drug screening, rather than to respond to an immediate welfare concern.

To afford you the opportunity to present facts in mitigation or to explain your actions, a Superintendent's Committee Disciplinary Hearing was held on Thursday, May 15, 2025. The Committee consisted of Deputy Chief Superintendent Ryan Lubrano, NOPD's Investigative Services Bureau, Deputy Chief Keith Sanchez, NOPD's Public Integrity Bureau, and Chief Deputy Superintendent Nicholas Gernon, NOPD's Investigations and Support Bureau. Deputy Chief Superintendent Lubrano chaired the hearing.

After reviewing the facts involved, the Chiefs' panel recommended the following:

V1-Rule 2: Moral Conduct: Paragraph 1; Adherence to Law to wit La RS 14:62.3 Unauthorized Entry of an Inhabited Dwelling **SUSTAINED- DISMISSAL;**

V2-Rule 3: Professional Conduct: Paragraph 1; Professionalism **SUSTAINED- Letter of Reprimand;**

V3-Rule 3: Professional Conduct: Paragraph 2; Abuse of Position- **NOT SUSTAINED**

The Chief Panel believed the following facts justified the recommended dispositions:

You alleged that your purpose in going to ██████████ residence was to perform a welfare check on ██████████ to make sure ██████████ was okay and not in distress. However, you did not conclude the wellness check

after observing that [REDACTED] an [REDACTED] and a [REDACTED] inside the residence were not in distress. Despite [REDACTED] stating that [REDACTED] was fine, you stood in the doorway of the residence and on observing that [REDACTED] was just in a shirt and boxers, you insisted [REDACTED] needed to put on pants. You also insisted that [REDACTED] had to talk to you. [REDACTED] continued to advise you that [REDACTED] was fine. You then informed [REDACTED] that you would accompany [REDACTED] inside [REDACTED] residence to put on pants. You then entered the residence without consent, walked several feet inside, and visually inspected the interior.

Once [REDACTED] put on [REDACTED] pants, you instructed [REDACTED] to step outside to speak with you, an action to which [REDACTED] did not consent. [REDACTED] asked you if [REDACTED] was under arrest, and you said no, but insisted [REDACTED] needed to come outside. Once outside, [REDACTED] told [REDACTED] that [REDACTED] needed to come to PIB for a drug screen. [REDACTED] was eventually placed in Officer Khalid Watson's police unit, and transported to the Public Integrity Bureau.

The violations of NOPD Rules and/or policy considered by the Chiefs Panel read as follows:

RULE 2: MORAL CONDUCT PARAGRAPH 1, ADHERENCE TO LAW

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 laws. 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.

R.S. 14:62.3, UNAUTHORIZED ENTRY OF AN INHABITED DWELLING

Unauthorized entry of an inhabited dwelling is the intentional entry by a person without authorization into any inhabited dwelling or other structure belonging to another and used in whole or in part as a home or place of abode by a person.

You violated the Rule when you entered [REDACTED] residence without permission after [REDACTED] clearly communicated to you that [REDACTED] was fine and did not want to speak to you.

RUEL 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 the Rule when you entered [REDACTED]'s home to conduct a wellness check. Upon making contact with [REDACTED] and determining [REDACTED] and any occupants were all well, you should have discontinued contact and not have ordered [REDACTED] to submit to a Reasonable Suspicion Drug Test without following NOPD protocol.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 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 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.

I approve the dispositions and penalties recommended by the Superintendent Committee Disciplinary Hearing Panel as follows:

For the **SUSTAINED** violation of **Rule 2: Moral Conduct, Paragraph 1, Adherence to Law, to wit: La R.S. 14:62.3, Unauthorized entry of an inhabited dwelling**, your penalty for this violation is **DISMISSAL**.

This will serve as your official **LETTER OF DISMISSAL**, effective May 17, 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 3: Professional Conduct, Paragraph 1, Professionalism**, 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.

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

1615 Poydras Street, Suite 1860
New Orleans, LA 70112

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

April 22, 2025



RE: PIB CTN 2022-0343-R



Sergeant Wayne Jacque, 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 17271 MCS 154-381 Relative to Operating a Vehicle While Intoxicated**
- **V2. Rule 2: Moral Conduct, Paragraph 1, Adherence to Law to wit La. R.S. 32:79 Relative to Driving on a Roadway Laned for Traffic**
- **V3. Rule 3, Professional Conduct, Paragraph 8, Use of Alcohol/ Drug on Duty**

On Thursday, July 28, 2022, members of the Public Integrity Bureau were notified about a vehicle accident involving an officer possibly under the influence of alcohol. Upon arrival, you were identified as the accused officer who, while assigned to the New Orleans Police Traffic Division, struck two (2) parked cars near South Peters and Saint Joseph Street. You admitted to Sergeant Mark Joseph that you consumed alcohol before work.

You were later transported to 1899 Tchoupitoulas Street (Special Operations Traffic Division) and administered a Standardized Field Sobriety Test by Lieutenant Avery Theard, NOPD Traffic Division Commander. Lieutenant Theard observed signs of impairment during the testing. Lieutenant Theard then administered a Criminal Breathalyzer test to you, which registered positive for the presence of Blood Alcohol in your system to the amount of .186g, two hours after you crashed your marked NOPD police vehicle. You were later transported to University Hospital due to your involvement in the vehicle accident, where you received medical clearance. You were transported to Orleans Parish Prison, where you were booked for Operating a Vehicle While Intoxicated and Driving on a Roadway Laned for Traffic.

In your administrative statement, you admitted you reported for work on July 27, 2022, and while at your apartment, you consumed various categories of alcohol, both beer and hard liquor. You stated you were impaired when you left for work but thought you could safely operate your police vehicle. You admitted you were consuming alcohol at least six (6) days a week and didn't realize you had an alcohol addiction problem, which you attributed to several traumatic events.

After all the evidence was considered, Sergeant Wayne Jacque recommended the following dispositions:

- **(V1) Rule 2: Moral Conduct; Paragraph 1: Adherence to Law to wit: 17271 MCS 154-381 Relative to Operating a Vehicle while Intoxicated - SUSTAINED**
- **(V2) Rule 2: Moral Conduct; Paragraph 1: Adherence to Law to wit: La. R.S. 32:79, Relative to Driving on Roadway Laned for traffic- SUSTAINED**
- **(V3) Rule 3: Professional Conduct; Paragraph 8: Use of Alcohol On-Duty- SUSTAINED**

To afford you an opportunity to present facts in mitigation or to explain your actions, a Superintendent's Disciplinary Panel was held on Thursday, July 25, 2024. The Committee consisted of Chief Deputy Superintendent Hans Ganthier, NOPD's Field Operations Bureau, Deputy Chief Keith Sanchez, NOPD's Public Integrity Bureau, and Deputy Chief Superintendent Ryan Lubrano, NOPD's Investigative Service Bureau. Chief Deputy Superintendent Ganthier chaired the hearing.

At the hearing, you admitted you consumed various alcoholic beverages before reporting to work, but thought you could safely operate your police vehicle. You stated you did not continue consuming alcohol while at work.

You admitted that you were consuming alcohol at least six days a week, but did not recognize you had an alcohol addiction. You stated you believed your drinking was attributed to several traumatic events you experienced, including the death of [REDACTED] during your first year on the job, and events that occurred during the COVID pandemic, including the murder of your co-worker [REDACTED] followed by two other officers from your unit being shot, and then losing [REDACTED] who raised you. You admitted you did not tell a supervisor about the Post-Traumatic Stress because they were dealing with the same Post Traumatic Stress as you. You stated you felt responsible for [REDACTED] death.

You advised the Chiefs panel that immediately after your DWI arrest you entered yourself into an alcohol abuse counseling program, which you completed and continue to attend counseling.

The Superintendent's Disciplinary Panel considered the totality of information derived from the investigation, including statements by employees present at the time of your arrest and testimony provided during the hearing. After all testimony and evidence was considered, the Committee recommended a finding of **SUSTAINED** for all three Rule violations, but elected to reconvene to consider your testimony before recommending penalties for these serious violations.

The Superintendent's Disciplinary Panel reconvened on Thursday, April 17, 2025, to make its recommendation as to penalties for the **SUSTAINED** violations, finding as follows:

- **V1) Rule 2: Moral Conduct; Paragraph 1: Adherence to Law to wit: 17271 MCS 154-381 Relative to Operating a Vehicle while Intoxicated SUSTAINED/ LEVEL G/ 1ST OFFENSE/DISSMISSAL**
- **(V2) Rule 2: Moral Conduct; Paragraph 1: Adherence to Law to wit: La. R.S. 32:79, Relative to Driving on Roadway Laned for traffic SUSTAINED/LEVEL B/ 1ST OFFENSE/ ONE DAY SUSPENSION**
- **(V3) Rule 3: Professional Conduct; Paragraph 8: Use of Alcohol On-DutySUSTAINED/ LEVEL F/1ST OFFENSE/ 30 DAY SUSPENSION**

These Rules/Chapters read as follows:

(V1) Rule 2: Moral Conduct; Paragraph 1: Adherence to Law, to wit: 154:381, Driving While Intoxicated

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 drove your police vehicle after drinking alcoholic beverages. You were transported to the Special Operations Traffic Division to conduct and administrative chemical test. Your chemical testing results revealed your blood alcohol content (BAC) was .186g two hours after you crashed your marked NOPD police vehicle.

(V2) Rule 2: Moral Conduct; Paragraph 1: Adherence to Law, to wit; Adherence to Law to wit: La. R.S. 32:79, Relative to Driving on Roadway Laned for traffic

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 traveling in your patrol vehicle East on S. Peters Street near

the intersecting street of Saint Joseph and left the roadway, crashing into two properly parked cars.

(V3) Rule 3: Professional Conduct; Paragraph 8: Use of Alcohol On-Duty

Members shall not drink intoxicating beverages or consume Schedule I, II, III, IV or V, legal or illegal drugs, while on duty, except in the performance of duty and while acting under proper and specific orders from a superior officer. Members shall not appear for duty, or be on duty, while under the influence of intoxicants or drugs to any degree whatsoever, or with an odor of alcoholic beverage on their breath.

You violated this rule when the results of the Chemical Test, which [REDACTED] submitted, revealed your level of intoxication was .186g while [REDACTED] was on duty with the New Orleans Police Department.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1, regarding **maintaining standards of service, which states as follows:**

**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 Chiefs Disciplinary Panel, 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: 154:381, Driving While Intoxicated**. Your penalty for this violation is **DISMISSAL**

This letter will serve as your official **NOTICE OF DISMISSAL**, effective **Wednesday, April 23, 2025**.

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; Adherence to Law to wit: La. R.S. 32:79, Relative to Driving on Roadway Laned for traffic**. Your penalty for this violation is a **ONE (1) DAY SUSPENSION**.

This letter will serve as your official **NOTICE OF A ONE DAY SUSPENSION WITHOUT PAY**; which will not be served due to your above referenced dismissal.

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 8: Use of Alcohol On-Duty**. Your penalty for this violation is a **THIRTY (30) DAY SUSPENSION**.

This letter will serve as your official **NOTICE OF A THIRTY (30) DAY SUSPENSION WITHOUT PAY**, which will not be served due to the above referenced dismissal.

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.

Sincerely,

Anne E. Kirkpatrick
Superintendent of Police

cc: Superintendent's Office
Civil Service Department
NOPD Personnel Office
NOPD Pension Board
Field Operations Bureau
Captain, 8th District
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*

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Anne E. Kirkpatrick
SUPERINTENDENT

June 30, 2025



RE: PIB Complaint Tracking Number: 2023-0307-P
Employee ID # [REDACTED]



On Monday, July 10, 2023, Sergeant Athena Monteleone, assigned to the Public Integrity Bureau, received an investigation initiated against you. You were accused of violating the following Rules/Chapter:

- V-1: Rule 2, Moral Conduct, Paragraph 1, Adherence to Law, to wit: La. R.S. 14:138, Public Payroll Fraud;**
- V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 28;**
- V-3: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 32;**
- V-4: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 93.**

The complainant stated that from January 2019 to December 2022, you worked secondary employment details which overlapped your working hours; you exceeded the 16:35 hour limit; you had little to no transit time between details; you worked an unreasonable/impossible schedule; you had months wherein you did not have a single day off; and you worked two details at the same time.

Sergeant Athena Monteleone began her investigation by reviewing the initial complaint with all corresponding documents.

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Sergeant Monteleone conducted an audio and video interview regarding the criminal allegations against you. You advised you would not provide a criminal statement per the Police Officer’s Bill of Rights. Sergeant Monteleone then obtained your administrative statement and allowed you to review the dates and times of the allegations. Sergeant Monteleone also requested you to follow along with the chronological list provided to allow you to give an explanation regarding the alleged violations.

In your statement you advised Sergeant Monteleone that, depending on the details, there are sign-in sheets or punch clocks to properly document the arrival and departure times of officers. You stated that the desk officer is responsible for entering times, and possibly some of the entries were entered incorrectly. You also stated that some of the start and end dates for the RTA detail were incorrect as the detail is in four (4) hour increments.

You told Sergeant Monteleone that you may not have worked an entire detail shift in order to keep you within the allowable hours. You also stated that the 15-minute travel time was not mandatory if the driving distance was a short distance, as you would only be driving a few blocks to reach your destination. Upon questioning, you advised Sergeant Monteleone that it was never your intention to defraud the State of Louisiana, the New Orleans Police Department, or the Office of Police Secondary Employment.

Due to the complainant providing additional information, Sergeant Monteleone obtained a supplemental statement from you. In this statement you advised that you believed the detail and overtime hours were not cumulative and they were totaled separately. You also stated that as for the 16:35 hour rule, you believed the hours were from midnight to midnight. You advised Sergeant Monteleone that you used the finger punch-in clock for regular working and Mid-City overtime and counted on its accuracy. You also stated that the OPSE sign-in sheets were there to accurately log in the arrival and departure of the detail officers and the sign-in should represent the actual times your hours should have been entered and received compensation.

After reviewing all documentation obtained regarding your work, detail and overtime hours, and reviewing all statements, Sergeant Monteleone determined that, by a preponderance of evidence, your actions did not rise to the level of committing payroll fraud. She stated that there was no evidence that you used any scheme or artifice to defraud the City of New Orleans or the Office of Police Secondary Employment.

Sergeant Monteleone recommended the following dispositions:

V-1: Rule 2, Moral Conduct, Paragraph 1, Adherence to Law, to wit: La. R.S. 14:138, Public Payroll Fraud NOT SUSTAINED.

V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 28 (56 counts) SUSTAINED.

V-3: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 32 (380 Counts) SUSTAINED.

V-4: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 93 (36 counts) SUSTAINED.

Sergeant Monteleone recommended the following additional Sustained violation:

V-5: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 22.8, Police Secondary Employment, paragraph 25 (17 counts) SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a hearing was held on Thursday, May 29, 2025, by a Captain’s Panel consisting of Captain Christian Hart, assigned to the Field Operations Bureau, Second District; Captain Sandra Contreras, assigned to the Public Integrity Bureau; and Captain Wayne DeLarge, assigned to the Public Integrity Bureau. 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: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 28 (56 counts).....SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 32 (380 Counts)..... SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 93 (36 counts)SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 22.8, Police Secondary Employment, paragraph 25 (17 counts)SUSTAINED /

LEVEL A / 1st Offense / LETTER OF REPRIMAND.

This Rule/Chapter reads as follows:

RULE 4, PERFORMANCE OF DUTY PARAGRAH 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 22.8, POLICE SECONDARY EMPLOYMENT

28. Police Secondary employment by NOPD members is generally limited to a maximum of 24 hours per seven-day work week (Sunday through Saturday)

You violated the Rule/Chapter when, on multiple occasions, you exceeded the maximum of 24 hours per a seven-day work week while working details.

32. No member, including Reserve officers, shall work more than 16 hours and 35 minutes (16.58 hours) within a 24-hour period. These hours are cumulative and include normal scheduled work hours, overtime, court time, off-duty police secondary employment, or outside employment. Members must have 7 hours and 25 minutes of unpaid, off-duty time within every 24-hour period

You violated the Chapter when you worked more than 16 hours and 35 minutes within a 24-hour period on multiple occasions.

93. Officers shall allow a minimum of 15 minutes between shifts for travel to and from secondary employment assignments to ensure regular/overtime and detail shift pay differential

You violated the Chapter when you did not allow a minimum of 15 minutes between shifts for travel to and from secondary employment assignments

25. Members authorized to work police secondary employment may perform or engage in authorized assignments only during the hours they are off-duty. Members may accept and work a police secondary employment opportunity when not on duty or while on authorized leave.

You violated this Chapter when you there were multiple incidents of your hours overlapping with each other.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service, which provides as follows:

**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 the Captain's Panel consisting of Captain Christian Hart, Captain Sandra Contreras and Captain Wayne DeLarge.

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: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 28**, your penalty for this violation is a **LETTER OF REPRIMAND**.

Also, 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: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 32**, your penalty for this violation is a **LETTER OF REPRIMAND**.

Also, 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: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 93**, your penalty for this violation is a **LETTER OF REPRIMAND**.

Also, 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: NOPD Chapter 22.8, Police Secondary Employment, Paragraph 28**, your penalty for this violation is a **LETTER OF REPRIMAND**.

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

2023-0307-P

Page 6 of 6

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
Field Operations Bureau
Captain, Second District
Public Integrity Bureau



LaToya Cantrell
MAYOR

CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

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New Orleans, LA 70119*

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

May 19, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2023-0484-R
Employee ID # [REDACTED]

[REDACTED]:

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 8: Failure to Report Misconduct;**
- **(V3) Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty (c)(6), to wit: NOPD Chapter 52.1.1: Misconduct Complaint Intake and Investigations.**

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 allegations of payroll fraud, without specifics, and having an inappropriate relationship with your superior officer [REDACTED]

The known victim in the complaint stated you were a witness to several incidents involving another department member making inappropriate comments and gestures, and you neglected to interview or report the misconduct.

You advised in your statement that you have known the accused department member for over a decade and have a close working relationship. In your statement you did not indicate you ever witnessed the

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accused department member of acting inappropriately.

Detective Sean Ogden determined there were no specific facts of payroll fraud as none were mentioned in the complaint and, based on a random trip sheet you completed, it was vague and lacked details in its activity reporting. However, this did not amount to payroll fraud.

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 wit: La R.S. 14:138, Public Payroll Fraud – UNFOUNDED.**
- **(V2) Rule 2: Moral Conduct; Paragraph 8: Failure to Report Misconduct – SUSTAINED.**
- **(V3) Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty (c)(6), to wit: NOPD Chapter 52.1.1: Misconduct Complaint Intake and Investigations – SUSTAINED.**

To afford you the 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 Superintendent Ryan Lubrano, NOPD’s Investigative Services Bureau (ISB), Deputy Superintendent Keith Sanchez, NOPD’s Public Integrity Bureau (PIB), and Deputy Superintendent Jonette Williams, NOPD’s Management Services Bureau (MSB). Deputy Superintendent Williams chaired the hearing.

At the hearing you stated you did not hear any comments made because you were reading a text message. You stated that after the incident, another department member told you what was said to the complainant.

The Superintendent’s Hearing Committee considered the totality of informational content derived from the culmination of all relevant investigation material, including statements from officers’ present at the time of the incidents, and testimony provided during the hearing.

After all testimony and evidence was considered, the Chief’s panel recommended the following allegations to be SUSTAINED:

- **Rule 2: Moral Conduct; Paragraph 8: Failure to Report Misconduct SUSTAINED;**
- **Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty (c)(6), to wit: NOPD Chapter 52.1.1: Misconduct Complaint Intake and Investigations SUSTAINED.**

These Rules/Chapter read as follows:

RULE 2 MORAL CONDUCT PARAGRAH 8 FAILURE TO REPORT MISCONDUCT

An employee shall act with courage and confidence and shall not fail to perform any duty because of the danger involved, but shall, however, exercise due care for the safety of his person and that of others, and the security of property commensurate with the circumstances

You violated the Rule when you became aware of misconduct and, as a supervisor, you did not take action to report that misconduct as required by department policy.

RUEL 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 52.1.1 MISCONDUCT COMPLAINT INTAKE AND INVESTIGATION

Any Departmental member who observes or becomes aware of any act of possible misconduct by another employee shall report the incident in accordance with this Chapter. Failure to report or document any act of misconduct or criminal behavior shall be grounds for discipline up to and including termination.

If a Departmental member observes or becomes aware of any act of possible misconduct by another employee of equal or lesser rank, she/she shall report the incident to any Departmental supervisor or directly to PIB prior to the end of his/her tour of duty that same day. This conduct may be reported verbally, or in writing using a Complaint Form. If the complaint is reported verbally, the receiving supervisor or PIB shall audio-record the reporting employee's statement, and the audio-recording shall be made a part of the Complaint Form as an attachment. Any written document shall be made a part of the Complaint Form as an attachment.

You violated this Rule/Chapter when, through witness statements and your own admission, you became aware of misconduct and, as a supervisor, did not take action to report it as required.

Aggravating Factors Applied to All Sustained Violations

The Chiefs Panel applied the following aggravating factors to all the sustained violations.

NOPD Chapter 52.5, titled Disciplinary Matrix/Penalty Schedule provides the guidance supporting the

application of the following aggravating factors to your SUSTAINED violations:

#12: The following examples are a non-exhaustive list of the type of circumstances that should be considered to determine Aggravating factors supporting a penalty above the presumptive penalty:

(a) The member holds a position of authority or special skill.

During the period when these violations occurred, [REDACTED] [REDACTED] serves as a DIU Sergeant.

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

The behavior of the accused officer was witnessed by many in the department, indicating an unacceptable tolerance for improper behavior.

(e) The existence of other circumstances known to the Member but for which the Member has taken no meaningful action, for example, job tensions.

[REDACTED] [REDACTED] knew that situations existed whereby actions as well as inaction had caused job tensions for the victim.

#13. The following examples are a non-exhaustive list of the types of circumstances that should be considered to determine either Mitigating or Aggravating Circumstances.

(a) The nature and seriousness of the violation and its relationship to the Member's duties, position and responsibility.

During the time these violations took place, [REDACTED] [REDACTED] as the victim's direct supervisor, had a duty to act as a source of support for the victim and to ensure departmental policies and procedures were followed.

(b) The effect of the violation upon management's confidence in the employee's future job performance.

[REDACTED] failure to address clear violations of policy after learning about the incident undermines the executive staff's confidence in [REDACTED] ability to uphold and enforce the department's established policies and procedures.

(h) Whether the violation caused injury and/or had a harmful impact on a civilian or the community.

failure to address and report a violation of policy created a misleading impression that such behavior is acceptable.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service, which states as follows:

**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:

Rule 2: Moral Conduct; Paragraph 8: Failure to Report Misconduct SUSTAINED/ Level D – First Offense/ for which the penalty is Five (5) working days suspension without pay.

Rule 4: Performance of Duty; Paragraph 4 Neglect of Duty, (c)(6) to wit NOPD Chapter 52.1.1: Misconduct Complaint Intake and Investigations SUSTAINED/ Level B – First Offense/for which the penalty is Two (2) working days suspension without pay.

This will serve as your official **LETTER OF SUSPENSION** for a total of **Seven (7) working days suspension without pay.**

Your Seven (7) working days of suspension without pay will be served the week of **JUNE 1, 2025**. The actual starting day of your Seven (7) Working 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.

2023-0484-R

Page 6 of 6

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

April 11, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2023-0532-P
Employee ID# [REDACTED]

[REDACTED]

On Tuesday, October 24, 2023, Sergeant Athena Monteleone, assigned to the Public Integrity Bureau, received a complaint against you. You were accused of violating the following Rules/Chapter:

V-1: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 32 (35 counts).

V-2: Rule 2, Moral Conduct, Paragraph 1, Adherence to Law, to wit: R.S. 14:138, Public Payroll Fraud (23 counts).

V-3: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 93 (4 counts).

The complaint was filed through the Office of the Independent Police Monitor. The complaint stated that the complainant attached spreadsheets wherein you allegedly committed payroll fraud, double dipping, frequently exceeding the 16:35 hour limit, little to no transit time between duty and details, working an unreasonable/impossible schedule, working two details at the same time and working months with few, if any, days off.

Sergeant Athena Monteleone reviewed the initial complaint, along with all corresponding documents. After reviewing and analyzing the spreadsheets, Sergeant Monteleone obtained an administrative statement from you.

During your statement, you provided Sergeant Monteleone with a 35-page document providing explanations for all allegations, except for Violation 1, (Chapter 22.08, Police Secondary Employment, Paragraph 32). You expressed confusion regarding the 24-hour payroll cycle. After

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explaining how the 24-hour payroll cycle worked, you advised that you now understood this portion of the policy. You then discussed each individual count of each allegation. You provided Sergeant Monteleone with documentation to refute the allegations. You further advised Sergeant Monteleone that you originally assumed the 24-hour cycle was from midnight to midnight and it was never your intention to violate this Policy or any Policy. You also stated you had grown increasingly frustrated with the OPSE (Office of Police Secondary Employment) and the redundancy of inaccurate times being entered. You admitted that you did not review and approve your ADP timecards during the investigated dates.

After providing your statement, Sergeant Athena Monteleone conducted additional research into your explanation of the allegations against you. Based on a preponderance of the evidence, Sergeant Monteleone recommended the following dispositions:

V-1: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 32 (16/35 counts).....SUSTAINED.

V-2: Rule 2, Moral Conduct, Paragraph 1, Adherence to Law, to wit: R.S. 14:138, Public Payroll Fraud (27 counts).....UNFOUNDED.

V-3: Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 93 (3/4 counts).....SUSTAINED.

Sergeant Athena Monteleone recommended the following additional sustained violations:

V-4: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 22.8, Police Secondary Employment, Paragraph 28 (5 counts)SUSTAINED.

V-5: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 22.8, Police Secondary Employment, Paragraph 25 (5 counts)SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a hearing was held on Thursday, August 15, 2024, by Captain Eric Gillard, assigned to the Sixth District. After all evidence and testimony was examined, Captain Gillard recommended following dispositions and discipline for the alleged Sustained violations of:

Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 32 (16/35 counts).....SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.



Rule 4, Performance of Duty, Paragraph 4, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 93 (3/4 counts).....SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 22.8, Police Secondary Employment, Paragraph 28 (5 counts) ...SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

V-5: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 22.8, Police Secondary Employment, Paragraph 25 (5 counts)SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

This Rule/Chapter 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 22.08 POLICE SECONDARY EMPLOYMENT

GENERAL

32. No member, including Reserve Officers, shall work more than 16 hours and 35 minutes (16:58 hours) within a 24-hour period. These hours are cumulative and include normal scheduled work hours, overtime, court time, off-duty police secondary employment or outside employment. Members must have 7 hours and 25 minutes of unpaid, off-duty time within every 24-hour period.

You violated the Rule/Chapter when you exceeded the 16 hours and 35-minute rule sixteen (16) times.

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 22.08. POLICE SECONDARY EMPLOYMENT

RESTRICTIONS

- 93. Officers shall allow a minimum of 15 minutes between shifts for travel to and from secondary employment assignments to ensure regular/overtime and detail shift pay differential.

You violated this Rule/Chapter when you did not allow for 15 minutes for travel time four (4) times.

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 22.08 POLICE SECONDARY EMPLOYMENT

GENERAL

- 28. Police Secondary employment by NOPD members is generally limited to a maximum of 24 hours per seven-day work week (Sunday through Saturday).

You violated the Rule/Chapter when you exceeded the 24-hour rule five (5) times.

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 22.08 POLICE SECONDARY EMPLOYMENT

GENERAL

25. Members authorized to work police secondary employment may perform or engage in authorized assignments only during the hours they are off duty. Members may accept and work a police secondary employment opportunity when not on duty or while on authorized leave.

You violated the Rule/Chapter when your work hours overlapped with your detail hours.

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 the dispositions and penalties recommended by Captain Eric Gillard.

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, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 32**, your penalty for this violation is a **LETTER OF REPRIMAND**.

Also, 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, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 93, your penalty for this violation is a **LETTER OF REPRIMAND**.

Also, 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, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 28**, your penalty for this violation is a **LETTER OF REPRIMAND**.

Also, 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, C-6, to wit: N.O.P.D. Chapter 22.08, Police Secondary Employment, Paragraph 25**, 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.

Sincerely,

ANNE E. KIRKPATRICK
Superintendent of Police

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



CITY OF NEW ORLEANS
DEPARTMENT OF POLICE

715 South Broad Street
New Orleans, LA 70119



LaToya Cantrell
MAYOR

"to protect and to serve"

Anne E. Kirkpatrick
SUPERINTENDENT

May 16, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2023-0603-R; Employee ID # [REDACTED]

[REDACTED]

On Wednesday, November 15, 2023, Sergeant Thaddeus Williams, assigned to the Public Integrity Bureau, received a Formal Disciplinary Investigation against you. You were accused of violating:

V-1: Rule 2, Moral Conduct, Paragraph 6, Unauthorized Force.

On Wednesday, November 1, 2023, you assisted in the apprehension of a [REDACTED] subject outside the Seventh District Station. Officers were flagged down by a [REDACTED] who reported [REDACTED] had forcibly entered [REDACTED] residence by kicking in the front door. [REDACTED] was also present outside the station at that time.

The [REDACTED] subject refused to place [REDACTED] hands behind [REDACTED] back. Upon approaching to assist the officers, a physical altercation ensued and the subject locked [REDACTED] arms and pulled away. The subject was taken down to the ground and ultimately placed in handcuffs. After being handcuffed, the subject continued to attempt to pull away. [REDACTED] was then placed in shackles due to [REDACTED] continued resistance. After being handcuffed, and shackled, the subject was then seated on the ground and held by you from behind.

Other officers continued to talk to the subject, attempting to calm the subject down, so that [REDACTED] could be placed in the back of a police car. After initially refusing to get up and walk to the police unit, the [REDACTED] individual attempted to rise to [REDACTED] feet at which time you were pulled to the ground. You then used your leg and forced the [REDACTED] individual back to the ground. The leg maneuver resulted in you striking the subject in [REDACTED] head.

In your statement you advised you were assisting officers with the subject as the subject was trying to pull away. You stated you fell to your back and used your legs to bring [REDACTED] back to the ground, however, the subject slipped through your legs on two attempts. While you are wrapping your leg around the subject's

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neck and head, other officers can be heard telling you “no, no, no.” With additional assistance from the other officers, the subject stood to [REDACTED] feet and was placed in the rear of the police unit.

Upon being shown your Body Worn Camera footage, you stated you were not sure how you were rolled to the ground. You stated, “Maybe I tripped on my own feet”. You acknowledged there was an opportunity to call the other officers back for assistance, due to the subject being secured in handcuffs leg shackles, rather than react with the attempted leg maneuver.

When asked if the leg maneuver was necessary to prevent the subject from standing, you stated, “not now looking back on it.” You stated that the other officers were there but had backed up and it seemed to you the subject was getting up and you grabbed [REDACTED]

Sergeant Thaddeus Williams (Sgt. Williams) determined that you were observed grabbing a handcuffed subject around [REDACTED] head using your legs in an effort to prevent the subject from standing. The maneuver caused the subject’s head and neck to be twisted and pulled down to [REDACTED] shoulder, which could have caused severe injury. Based on your actions confirmed on Body Worn Camera (BWC) video footage, and your admissions during your administrative statement, Sgt. Williams found your use of force was an unjustified use of force, due to the subject being restrained by [REDACTED] hands and legs, as well as the fact that several other officers were present and could have assisted you before the leg maneuver.

Based upon a review of the allegations, all associated documents, audio-recorded witness statements and evidence, Sgt. Williams recommended the following disposition:

V-1: Rule 2, Moral Conduct, Paragraph 6, Unauthorized Force - SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a Superintendent’s Committee Disciplinary Hearing was held on Thursday, May 15, 2025. The Committee consisted of Deputy Superintendent Ryan Lubrano, Field Operations Bureau (FOB); Deputy Superintendent Keith Sanchez, Public Integrity Bureau (PIB); and Deputy Superintendent Nicholas Gernon, Investigations & Support Bureau (ISB). Deputy Superintendent Lubrano chaired the hearing.

At the hearing, the beginning of the hearing, the above factual summary was read into the record, and Chief Lubrano asked you if the summary was accurate, and you agreed that it was. You also acknowledged that although the subject was strong, and was struggling against being handcuffed, you did not believe [REDACTED] was trying to hurt you or the other officers. Chief Sanchez asked you to explain why you wrapped your legs around [REDACTED] head, given that the subject was handcuffed and shackled. You responded that you were trained to do that; however that training was not by NOPD, but in jujitsu training you had over the years.

Chief Gernon played the video footage of the incident at the hearing, stopping occasionally to ask questions or for you to explain what you were thinking at various times during the incident. You admitted that once the subject was handcuffed and shackled, and seated on the ground with you behind the scene was under control and there was no threat posed by the subject. Yet when the subject tries to stand, you immediately wrapped your legs around head and neck area. Chief Gernon asked if you thought this had become a deadly encounter, you said no, and admitted that the subject, while strong, and not wanting to be controlled, was not trying to hurt you or the other officers. After your leg move, other officers can be heard saying “no, no, no” which you admitted they were saying to you, (not the subject) to get you to remove your legs.

During the hearing, the panel questioned you about two prior unjustified use of force incidents that occurred in 2021, one for which you received a 100 day suspension, and another for which you received a 10 day suspension. You were specifically asked what you learned from those prior incidents, and the serious discipline you received. Your response was that you thought about getting better training, like jujitsu training.

After all testimony and evidence were considered, the Chief’s panel recommended the following dispositions and penalties:

Rule 2, Moral Conduct, Paragraph 6, Unauthorized ForceSUSTAINED/ Level F/ 1st Offense 20/30/D (Aggravated to DISMISSAL).

This Rule reads as follows:

RULE 2 MORAL CONDUCT PARAGRAPH 6 UNAUTHORIZED FORCE

Employees shall not use or direct unjustifiable physical abuse, violence, force or intimidation against any person.

You violated the Rule when you wrapped your legs around a subject’s head and neck area to pull the subject, who was both handcuffed and shackled, to the ground, risking potential serious injury.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service.

**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.

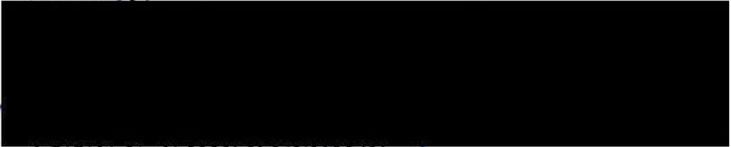
I approve the dispositions and penalties recommended by the Superintendent Committee Disciplinary Hearing Panel, and concur with the aggravating factors the panel identified, including two prior unauthorized use of force incidents, for which you received serious discipline.

Therefore, in light of the above investigation, a review of any disciplinary records, due to the nature of your violation, and the recommendations of the Chiefs Panel, including aggravating factors, you are hereby notified of the **SUSTAINED** violation of **Rule 2: Moral Conduct; Paragraph 6: Unauthorized Force**, your penalty for this violation is dismissal.

This will serve as your official **LETTER OF DISMISSAL**, which is effective May 17, 2025.

You may 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.

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

May 14, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0332-R
Employee ID # [REDACTED]

[REDACTED]

On July 15, 2024, Lieutenant Ernest Luster, assigned to the Seventh District, 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 assigned an internal investigation under 2023-0078-P to complete and submit the completed investigation to Captain Precious Banks by June 18, 2024. On June 26, 2024, Lieutenant Omar Garcia emailed you to inquire about the status of the investigation. On June 27, 2024, you responded via email stating that per your previous conversation, the case was still open, and the accused has not returned to work since his arrest.

Lieutenant Ernest Luster began his investigation by reviewing the initial complaint with all corresponding documents.

Lieutenant Ernest Luster obtained your recorded statement in which, when asked if you submitted the investigation on the due date given by Captain Precious Banks, you stated you did not submit a completed investigation because the officer had not returned to work, and you were unable to get a statement from him during the requested date of submission. You stated you were assigned an investigation, along with two additional investigations, before being transferred from the Public Integrity Bureau. You stated you believed you would not be able to complete the investigation because you were given an unreasonable amount of time to submit a completed investigation, along with the additional duties you were given after being transferred.

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Lieutenant Ernest Luster reviewed Chapter 52.1, Complaint Intake and Investigation and your statement and determined that, based on a preponderance of evidence, he could not prove or disprove the allegation against you. Lieutenant Luster recommended the following deposition:

V-1: Rule 4, Performance of Duty, Paragraph 2, Instructions from an Authoritative Source.....NOT SUSTAINED.

On September 23, 2024, a cover letter was authored by Captain Wayne DeLarge, disagreeing with Lieutenant Ernest Luster’s disposition. He stated you were given over a month to interview the accused officer. You received an extension of ten (10) additional days to complete the investigation. Captain DeLarge stated as of the date of his cover letter; the investigation has still not been submitted. Captain DeLarge 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 hearing was held on Friday, March 21, 2025, by Major Lejon Roberts, assigned to the Field Operations Bureau staff. After all evidence and testimony was examined, Major Roberts 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.~~

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, or to respond to multiple requests to complete the investigation..

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service, which provides as follows:

**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 Major Lejon Roberts.

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 **JUNE 1, 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

April 21, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0417-P
Employee ID # [REDACTED]

[REDACTED]

On Wednesday, August 21, 2024, Sergeant Knyle Young (Sgt. Young), assigned to the Seventh District, received an investigation initiated against you. You were accused of violating the following Rule:

V-1: Rule 4, Performance of Duty, Paragraph 4, (a) Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of those areas constitutes a neglect of duty.

The complainant stated [REDACTED] reported [REDACTED] vehicle had been stolen and then contacted the district station inquiring about [REDACTED] vehicle several months later. [REDACTED] stated [REDACTED] was advised that [REDACTED] vehicle had been recovered and was in a tow yard. Upon the complainant contacting the tow company, [REDACTED] was advised they were in the process of obtaining the titles for the vehicle when they discovered the vehicle was reported stolen. The tow company advised [REDACTED] they contacted the New Orleans Police Department immediately. The complainant stated no one from the department contacted [REDACTED] advising that [REDACTED] vehicle had been located.

Sgt. Young reviewed the initial complaint and all corresponding documents. Upon taking your statement, you advised Sergeant Young you were dispatched to the tow companies' yard to recover a stolen vehicle. You stated upon notifying NCIC, they advised you they would notify the owner the vehicle had been recovered. You told Sergeant Young the tow yard advised they had several letters notifying the complainant and [REDACTED] insurance company they had the vehicle.

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Based on his investigation and a preponderance of the evidence, Sergeant Knyle Young recommended the following disposition:

V-1: Rule 4, Performance of Duty, Paragraph 4, (a) Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of those areas constitutes a neglect of dutyEXONERATED.

On October 31, 2024, a cover letter was authored by Deputy Chief Hans Ganthier, Field Operations Bureau, stating he did not concur with Sgt. Young's disposition. Chief Ganthier stated the investigation found you failed to fulfill your duty by not attempting to contact the owner/victim of the recovered vehicle. Chief Ganthier recommended the following disposition:

V-1: Rule 4, Performance of Duty, Paragraph 4, (a) Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of those areas constitutes a neglect of dutySUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a hearing was held on Monday, March 17, 2025, by Captain Wayne DeLarge, assigned to the Seventh District. After all evidence and testimony was examined, Captain DeLarge recommended the following disposition and discipline for the alleged Sustained violation of:

V-1: Rule 4, Performance of Duty, Paragraph 4, (a) Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of those areas constitutes a neglect of duty (c6-to Wit Chapter 42.2.10, Auto Theft – Officers shall make every attempt to contact the owner of the vehicle to inform him/her of the vehicle's location and storage information)SUSTAINED / LEVEL A / 1st Offense / ORAL REPRIMAND.

On March 20, 2025, Captain Wayne DeLarge (Captain DeLarge) authored a cover letter stating the lack of your not contacting the owner was not done with malice or to inconvenience the owner. He recommended reducing the presumptive penalty of a Letter of Reprimand to an Oral Reprimand.

This Rule reads as follows:

RULE 4 PERFORMANCE OF DUTY PARAGRAPH 4 NEGLECT OF DUTY

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- (a) **Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of those areas constitutes a neglect of duty.**

You violated the Rule when you neglected to contact the complainant upon recovering [REDACTED] vehicle.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1, which states as follows:

**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 DeLarge.

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, (a) Each employee, because of his grade and assignment, is required to perform certain duties and assume certain responsibilities. An employee's failure to properly function in either or both of those areas constitutes a neglect of duty (c6-to Wit Chapter 42.2.10, Auto Theft – Officers shall make every attempt to contact the owner of the vehicle to inform him/her of the vehicle's location and storage information),** your penalty for this violation is an **ORAL REPRIMAND**.

This will serve as your official **ORAL REPRIMAND**.

You may have the right to appeal this decision to the Civil Service Commission within thirty (30) days from the date of this letter. Any 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.

2024-0417-P

Page 4 of 4

You are also advised that future violations of a similar nature may result in more severe disciplinary action. 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*

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Anne E. Kirkpatrick
SUPERINTENDENT

April 21, 2025

[REDACTED]
[REDACTED]
[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0472-P
Employee ID # [REDACTED]

[REDACTED]

On Friday, September 20, 2024, Sergeant Stephen Nguyen (Sgt. Nguyen), assigned to the Seventh District, Field Operations Bureau (FOB), received an investigation initiated against you. You were accused of violating the following Rule/Chapters:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 61.13.1, Abandoned and Nuisance Vehicles, Paragraph 1(e).

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

The complaint was filed through the Officer of the Independent Police Monitor (OIPM) in August of 2024. The complainant stated [REDACTED] reported [REDACTED] vehicle stolen from [REDACTED] driveway in December 2023. After several months of calling the Seventh District Station, in July 2024, [REDACTED] learned [REDACTED] vehicle had been recovered in May of 2024. [REDACTED] advised [REDACTED] did not receive any phone calls regarding the recovery of [REDACTED] vehicle and, since [REDACTED] did not live in Louisiana, [REDACTED] did not receive any mail regarding the recovery of [REDACTED] vehicle. Upon learning that [REDACTED] vehicle had been recovered, [REDACTED] contacted the tow yard and learned they had obtained the title for the vehicle.

Sgt. Nguyen began his investigation by reviewing the initial complaint, Body Worn Camera (BWC) footage and initial statements. In your statement you said you were dispatched to a call for service regarding an abandoned vehicle blocking a driveway. After you determined the vehicle was not stolen, you elected to tow the vehicle. You admitted that you did not document the incident in an Electronic Police Report (EPR). You also stated you believed you had concluded your

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investigation at which time you turned your BWC off.

Sgt. Nguyen determined you should have documented the abandoned vehicle per policy, however felt you may have mistaken the incident as a “hazardous tow”.

Based on his investigation and a preponderance of evidence, Sgt. Nguyen recommended the following dispositions:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 61.13.1, Abandoned and Nuisance Vehicles, Paragraph 1(e) SUSTAINED.

V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 41.3.10, Body Worn Camera, Paragraph 16 NOT 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 Wayne DeLarge (Capt. DeLarge), Seventh District, Field Operations Bureau (FOB). After he reviewed all evidence and testimony, Capt. DeLarge recommended the following disposition and discipline for the alleged violations:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 61.13.1, Abandoned and Nuisance Vehicles, Paragraph 1(e) SUSTAINED / LEVEL A / 1st Offense / ORAL REPRIMAND.

V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 41.3.10, Body Worn Camera, Paragraph 16 NOT SUSTAINED.

Capt. DeLarge authored a cover letter citing mitigating circumstances for the disposition from a Letter of Reprimand to an Oral Reprimand. Capt. DeLarge stated after reviewing the investigation and listening to your reasoning for your actions, he determined your actions were not intended to avoid patrol duties.

The Rule/Chapter for the sustained allegation 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 61.13.1, ABANDONED AND NUISANCE VEHICLES

MARKING AANDONED AND NUISANCE VEHICLES

1. Vehicles on public roadways suspected of being abandoned in violation of Louisiana laws shall be marked and noted on the New Orleans Police Department marked vehicle card or documented via the computer aided dispatch (CAD) system. No item number is required at this time.

(e) A police report (EPR) shall be completed on all vehicles towed or removed from a city street on the authority of an investigating officer. All required forms necessary for the towing of a vehicle shall be completed and made part of the report

You violated this Rule/Chapter when you towed the complainant's vehicle and failed to document the tow in a report.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on Maintaining Standards of Service, which provides as follows:

**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.

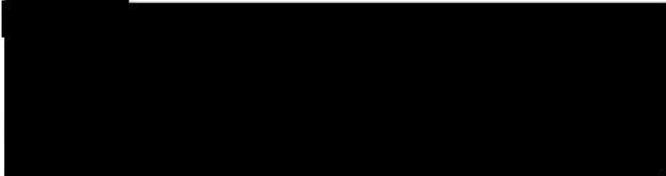
I approve of the disposition and penalty recommended by Capt. DeLarge.

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: NOPD Chapter 61.13.1, Abandoned and Nuisance Vehicles, Paragraph 1(e)**, your penalty for this violation is an **ORAL REPRIMAND**.

This letter will serve as your official notification of an **ORAL 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 copy of this disciplinary letter will be retained in your personnel file.


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

April 21, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0472-P
Employee ID # [REDACTED]

[REDACTED]

On Friday, September 20, 2024, Sergeant Stephen Nguyen, assigned to the Field Operations Bureau, Seventh District, received an investigation initiated against you. You were accused of violating the following Rule/Chapters:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 61.13.1, Abandoned and Nuisance Vehicles, Paragraph 1(e).

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

The complaint was filed through the Officer of the Independent Police Monitor (OIPM) in August of 2024. The complainant stated [REDACTED] reported [REDACTED] vehicle stolen from [REDACTED] driveway in December 2023. After several months of calling the Seventh District Station, in July 2024, [REDACTED] learned [REDACTED] vehicle had been recovered in May of 2024. [REDACTED] advised [REDACTED] did not receive any phone calls regarding the recovery of [REDACTED] vehicle and, since [REDACTED] did not live in Louisiana, [REDACTED] did not receive any mail regarding the recovery of [REDACTED] vehicle. Upon learning that [REDACTED] vehicle had been recovered, [REDACTED] contacted the tow yard and learned they had obtained the title for the vehicle.

Sergeant Stephen Nguyen began his investigation by reviewing the initial complaint, Body Worn Camera (BWC) footage and initial statements. In your statement you advised you were dispatched to a call for service regarding an abandoned vehicle blocking a driveway. After you determined the vehicle was not stolen, you elected to tow the vehicle. You admitted you did not document the incident in an Electronic Police Report (EPR). You also stated you believed you had concluded

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your investigation at which time you turned your BWC off.

Sergeant Stephen Nguyen (Sgt Nguyen) determined you should have documented the abandoned vehicle per policy, however felt you may have mistaken the incident as a “hazardous tow”.

Based on his investigation and a preponderance of evidence, Sgt. Nguyen recommended the following dispositions:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 61.13.1, Abandoned and Nuisance Vehicles, Paragraph 1(e) SUSTAINED.

V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 41.3.10, Body Worn Camera, Paragraph 16 NOT 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 Wayne DeLarge, assigned to the Seventh District, Field Operations Bureau (FOB). After all evidence and testimony was reviewed, Captain DeLarge recommended the following disposition and discipline for the alleged violations:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: N.O.P.D. Chapter 61.13.1, Abandoned and Nuisance Vehicles, Paragraph 1(e)....SUSTAINED / LEVEL A / 1st Offense / ORAL REPRIMAND.

V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 41.3.10, Body Worn Camera, Paragraph 16 NOT SUSTAINED.

Captain DeLarge authored a cover letter citing mitigating circumstances for reducing the penalty from a Letter of Reprimand to an Oral Reprimand. Captain DeLarge stated after reviewing the investigation and listening to your reasoning for your actions, he determined your actions were not intended to avoid patrol duties.

The Rule/Chapter for the sustained allegation 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

N.O.P.D. CHAPTER 61.13.1, ABANDONED AND NUISANCE VEHICLES

MARKING ABANDONED AND NUISANCE VEHICLES

1. Vehicles on public roadways suspected of being abandoned in violation of Louisiana laws shall be marked and noted on the New Orleans Police Department marked vehicle card or documented via the computer aided dispatch (CAD) system. No item number is required at this time.

(e) A police report (EPR) shall be completed on all vehicles towed or removed from a city street on the authority of an investigating officer. All required forms necessary for the towing of a vehicle shall be completed and made part of the report

You violated this Rule/Chapter when you towed the complainant's vehicle; failing to document the tow in a report.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service; which states as follows:

**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 DeLarge.

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 61.13.1, Abandoned and Nuisance Vehicles, Paragraph 1(e)**, your penalty for this violation is an **ORAL REPRIMAND**.

This letter will serve as your official notification of an **ORAL 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 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

April 21, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0478-R
Employee ID # [REDACTED]

[REDACTED]

On Thursday, October 3, 2024, Sergeant Michael Hamilton (Sgt. Hamilton), assigned to the Fourth District, received an investigation initiated 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 74.3, Court Appearances; Failing to Appear, subsection 70.

The complainant stated you failed to show up for court when subpoenaed. Sgt. Hamilton reviewed the initial complaint and all supporting documents, finding that several attempts were made to contact you when you failed to appear in court, including relocating to your residence.

In your statement, you told Sgt. Hamilton that you forgot about court. You stated you had gone home after your shift and took some Nyquil because you were not feeling well. By the time you woke up, you had missed your court appearance. Upon questioning, you said that you were aware of the policy related to court appearances and that you were required to attend court. You also stated that you had been disciplined before for the same violation.

Based on his investigation and a preponderance of the evidence, Sgt. Hamilton recommended the following disposition:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 74.3, Court Appearances; Failing to Appear, subsection 70 SUSTAINED.

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To afford you the opportunity to present facts in mitigation or to explain your actions, a hearing was held on Wednesday, March 19, 2025, by Captain Christina Watson, assigned to the Fourth District. After all evidence and testimony was reviewed, Captain Watson concurred with the investigator's recommended disposition of **SUSTAINED**, for the missed court appearance.

However, as this was your second offense, the presumptive penalty would have been a 1 day suspension without pay. Captain Watson authored a cover letter stating you had your detail privileges revoked for 30 days by your direct supervisor for your failure to honor the subpoena. Additionally, from the date of this incident, there have been no additional violations for failure to appear in court. Captain Watson recommended reducing the penalty from a one (1) day suspension to a Letter of Reprimand.

This Rule/Chapter 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 74.3 COURT APPEARANCE

FAILURE TO APPEAR

70. Any member who fails to comply with the terms of any valid and properly served subpoena may be subject to discipline as well as court-imposed civil and/or criminal sanctions for contempt of court

You violated the Rule/Chapter when you failed to appear in court pursuant to a subpoena.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1. on maintaining standards of service, which provides as follows:

**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

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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 Christina Watson.

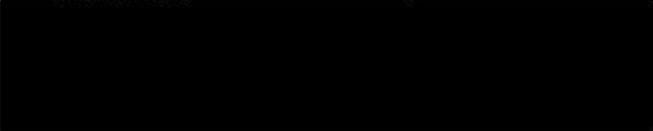
Therefore, in light of the above investigation, a review of any disciplinary records, and due to the nature of your violation, you are hereby notified of the **SUSTAINED** violation of: **Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 74.3, Court Appearances; Failing to Appear, subsection 70**, your penalty for this violation is an **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 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 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, Fourth 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

April 21, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0490-P
Employee ID # [REDACTED]

[REDACTED]

On Thursday, October 10, 2024, Sergeant Keisha Ferdinand, assigned to the First District, received an investigation initiated against you, which was reassigned to Lieutenant Dean Herrick (Lt. Herrick). You were accused of violating the following Rules/Chapters:

V-1: Rule 5, Restricted Activities, Paragraph 7, Acting Impartially.

V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, c-6, to wit: NOPD Chapter 1.9, Arrests.

V-3: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, c-6, to wit: NOPD Chapter 42.2, Domestic Violence, Paragraph 16, Conduct Risk Assessment.

The complainant stated [REDACTED] had contacted police sometime in June of 2023 or 2024 regarding an incident where [REDACTED] was struck in the face. [REDACTED] stated the officers arrested [REDACTED] for an incorrect charge. [REDACTED] also stated the other involved party that struck [REDACTED] was arrested on an open warrant and was not charged for striking [REDACTED]. [REDACTED] continued by stating that [REDACTED] found out the officer on this call was known by the other involved party because the officer worked as a detail officer at the school where the other party works. [REDACTED] stated the other party told [REDACTED] [REDACTED] told the officer to arrest [REDACTED].

Lt. Herrick reviewed the initial complaint, all supporting documents and the Body Worn Camera (BWC) footage. Upon reviewing your BWC footage, Lt. Herrick learned the complainant admitted that [REDACTED] went to the other party's place of business, grabbed [REDACTED] by his shirt and drug

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down the sidewalk. Upon reviewing the interview with the other party (identified as the complainant's), stated had been avoiding the complainant; showed up at work and then struck prior to pushing away. Your body worn camera footage also showed you contacting your supervisor and advising of your on-scene investigation and determined the complainant to be the primary aggressor.

Lt. Herrick obtained your statement, in which you stated the complainant said went to place of business, pushed on chest and grabbed by shirt near waist area. then stated punched in the face and that had a warrant. Upon speaking with the advised you the complainant came to place of business and was causing a scene. Upon walking away from workplace to speak with the complainant, repeatedly punched and struck in "private area" to which reacted by pushing to the ground. In your statement you advised Lt. Herrick that you determined the complainant was the primary aggressor and contacted your supervisor. Your supervisor concurred with your decision.

Upon questioning, you advised Lt. Herrick you had never met either party prior to this encounter and you had no connection with the school the complainant mentioned. You stated you arrested the complainant after determining was the primary aggressor. Also, upon questioning, you stated that the complainant was very agitated at the time of the arrest, and you neglected to ask the five (5) risk question. You also advised you were able to answer the risk questions during booking based off the statements by the parties involved.

Based on his investigation and a preponderance of the evidence, Lt. Herrick recommended the following dispositions:

V-1: Rule 5, Restricted Activities, Paragraph 7, Acting Impartially UNFOUNDED.

V-2: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, c-6, to wit: N.O.P.D. Chapter 1.9, Arrests EXONERATED.

V-3: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, c-6, to wit: N.O.P.D. Chapter 42.2, Domestic Violence, Paragraph 16, Conduct Risk Assessment SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a hearing was held on Tuesday, March 18, 2025, by Captain Kendrick Allen (Captain Allen), assigned to the First District. After all evidence and testimony was reviewed, Captain Allen recommended the following discipline for the one **SUSTAINED** violation:

V-3: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, c-6, to wit: NOPD Chapter 42.2, Domestic Violence, Paragraph 16, Conduct Risk Assessment SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

This Rule/Chapter 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 42.2 DOMESTIC VIOLENCE

CONDUCT RISK ASSESSMENT

16. The risk assessment questions shall be asked when any party alleges force, violence, threats, or criminal damage to property occurred against them. Officers shall ask the Five Risk Questions:

(a) Do you think he/she will seriously injure or kill you, your children or someone else close to you?

- i. What makes you think so?
- ii. What makes you think not?

(b) How frequently does he/she intimidate, threaten, or assault you?

- i. Is it changing?
- ii. Getting worse?
- iii. Getting better?

(c) Describe the time you were the most frightened or injured by him/her.

(d) Have you ever been threatened or intimidated by the other party/parties for seeking help or attempting to seek help from law enforcement, the courts or others? If so,

- i. Who threatened you?
- ii. When was the threat made?
- iii. Describe the nature of the threat.
- iv. Was a weapon used?

(e) Does he/she possess or have access to firearms?

- i. Has he/she used firearms to threaten or control you or other people?
- ii. What is the type, description, and location of any firearms.

You violated the Rule when you neglected to ask the mandatory risk assessment questions.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service, which states as follows:

**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 Allen.

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 42.2, Domestic Violence, Paragraph 16, Conduct Risk Assessment**, your penalty for this violation is an **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 within thirty (30) days from the date of this letter. Any 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 future violations of a similar nature may result in more severe disciplinary action. 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, First 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

June 27, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0530-P
Employee ID # [REDACTED]

[REDACTED]

On Friday, October 18, 2024, Sergeant Phillip Edwinson, assigned to the Management Support Bureau/APR Unit, received an investigation initiated against you. You were accused of violating the following Rule:

V-1: Rule 4, Performance of Duty, Paragraph 4, C-1, Failing to take appropriate and necessary police action.

The complainant stated [REDACTED] reported [REDACTED] vehicle stolen to you. However, the following day, after realizing the vehicle had been misplaced, [REDACTED] contacted you by telephone and email explaining the vehicle had not been stolen. The complainant stated that about a week later, another officer located the vehicle and confirmed the vehicle was still listed as stolen. As the officer was processing the vehicle, the complainant's [REDACTED] spoke with him. The officer determined that the complainant's [REDACTED] was the owner of the vehicle and removed the vehicle from the NCIC database. The complainant stated that this interaction with his [REDACTED] should never have taken place.

Sergeant Phillip Edwinson reviewed the initial complaint and all corresponding documents. Sergeant Edwinson took your statement, in which you said that you recalled the report the complaint made about the vehicle being stolen. You stated you attached a picture of the vehicle provided by the complainant to your initial report. You advised Sergeant Edwinson that you were out sick the next day and upon your return you did not notice the update the complainant sent by email stating the vehicle was found parked on a nearby street and not stolen. Because of this, you did not remove the vehicle from the NCIC Database.

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Based on his investigation and a preponderance of the evidence, Sergeant Edwinson recommended the following disposition:

V-1: Rule 4, Performance of Duty, Paragraph 4, C-1, Failing to take appropriate and necessary police action SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a hearing was held on Tuesday, June 17, 2025, by Captain Merlin Bush, assigned to the Third District. After all evidence and testimony was examined, Captain Bush recommended the following disposition and discipline for the alleged Sustained violation of:

V-1: Rule 4, Performance of Duty, Paragraph 4, C-1, Failing to take appropriate and necessary police action SUSTAINED / LEVEL A / 1st Offense / LETTER OF REPRIMAND.

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:
 - 1. Failing to take appropriate and necessary police action.

You violated the Rule when you neglected to remove a vehicle from the NCIC database after the complainant advised by email that the vehicle was not stolen, but found parked on a nearby street.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service, which provides as follows:

**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 Merlin Bush.

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, C-1, Failing to take appropriate and necessary police action**, 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 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
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

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Anne E. Kirkpatrick
SUPERINTENDENT

May 14, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2024-0549-R
Employee ID # [REDACTED]

[REDACTED]

On October 27, 2024, Sergeant Charles Hoffacker, assigned to the First District, received an investigation initiated against you. You were accused of violating the following Rule:

V-1: Rule 4, Performance of Duty, Paragraph 1, Reporting for Duty.

The complaint stated you did not show up for your assigned shift on October 8, 2024. Your supervisor attempted to contact you via telephone and text message. Later that evening, you contacted your supervisor and advised you would be calling in sick, that you had overslept. This was the fourth occurrence in a 12-month period you reported late for duty. The three previous occurrences were documented under a Supervisor’s Feedback Log (SFL)

Sergeant Charles Hoffacker began his investigation by reviewing the initial complaint with all corresponding documents.

In your statement to Sergeant Charles Hoffacker you stated that you had felt sick, and your [REDACTED] was sick and had kept you awake that day. After falling asleep, you had intended on waking up and working your shift despite feeling ill, but you had overslept. Once you woke up, you realized you had overslept and made the proper notifications. You also stated that you had never been a no-call, no-show in all your years of employment.

Sergeant Charles Hoffacker recommended the following disposition:

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V-1: Rule 4, Performance of Duty, Paragraph 1, Reporting for Duty.....SUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a hearing was held on Friday, March 21, 2025, by Captain Christina Watson, assigned to the Fourth District. After all evidence and testimony was examined, Captain Watson recommended the following disposition and discipline for the alleged Sustained violation of:

V-1: Rule 4, Performance of Duty, Paragraph 1, Reporting for Duty.....SUSTAINED / LEVEL B / 1st Offense / ONE (1) DAY SUSPENSION.

This Rule reads as follows:

RULE 4 PERFORMANCE OF DUTY PARAGRAH 1 REPORTING FOR DUTY

A member shall promptly report for duty at the time and place required by assignment or orders. In the event of inability to perform or to begin punctually, he/she shall notify his/her commanding officer or a member of his/her unit authorized to receive such information before the designated time for commencement.

You violated the Rule when you admitted you did not report for duty on time or call in before the beginning of your shift. The three prior incidents were documented in the INSIGHT program.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service; which states as follows:

**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 Christina Watson.

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 1, Reporting for 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 **JUNE 1, 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, Fourth 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

May 9, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2025-0111-R
Employee ID# [REDACTED]

[REDACTED]

On Thursday, April 3, 2025, Investigative Specialist Cornel Manuel, assigned to the Public Integrity Bureau's Intake Section, received a complaint against you. You were accused of violating the following Rules:

V-1: Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, Failing to comply with instructions, oral or written, from any authoritative source.

V-2: 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 situation.

The complaint stated you failed to respond to an email thread sent to you regarding video surveillance needed as evidence in a simple battery case.

On March 10, 2025, Sergeant Arianne White spoke with you to determine if you had checked your email regarding video surveillance evidence to which you replied that you had checked your email. Upon inquiring if you had followed up on the investigation and collected the evidence in question, you stated you had not. When asked why, you gave no response. You were instructed to relocate to the scene and obtain the video evidence. After relocating to the scene, you advised your supervisor that the video evidence was no longer available.

Sergeant Arianne White noted on multiple occasions you had been instructed on procedures regarding property and evidence. You had previously been issued a Supervisor's Feedback Log (SFL) regarding your failure to safeguard evidence. In addition, Sergeant White noted on two separate occasions, you had not completed a supplemental report as instructed. When asked why you had not completed these reports, you replied that you had not gotten around to it.

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On April 17, 2025, you signed a Negotiated Settlement Agreement (NSA), acknowledging that you understood your actions violated department rules and regulations; and accepted the penalty of a Letter of Reprimand (LOR).

The relevant Rules 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.

You violated this Rule when you did not follow instructions given to you by your supervisor.

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:

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

You violated this Rule when you neglected to collect evidence in an investigation.

Moreover, your conduct is contrary to the standards as prescribed by Civil Service Rule IX, Section 1.1, on maintaining standards of service, which states as follows:

**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 Samuel Palumbo by my signature on April 30, 2025. However, I am concerned about your pattern of failing to follow-up

and the appearance of procrastination on your part, which you need to work on correcting. As a police officer, losing evidence is a serious matter!

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, Failing to comply with instructions, oral or written, from any authoritative source.** Your penalty for this violation is a **LETTER OF REPRIMAND.**

Also, 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 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.

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, Eighth 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

May 12, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2025-0139-R
Employee ID# [REDACTED]

[REDACTED]

On Tuesday, April 1, 2025, Investigative Specialist Brett Emmanuel, 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: N.O.P.D. Chapter 17.3, Department-Owned and Personal Property, Paragraph 10.

On March 28, 2025, you notified Sergeant Ladarius Johnson that your department-issued patrol rifle had been stolen from your assigned unmarked take-home vehicle. You advised Sergeant Johnson that you had last observed the rifle on March 26, 2025, in the rear cargo/trunk area of your take home unit, a Dodge Durango. You also advised there were no signs of forced entry into the vehicle, and you were unsure if you had locked and secured your take home unit.

On April 14, 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/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 17.3

DEPARTMENT-OWNED & PERSONAL PROPERTY SECURITY & RESPONSIBILITY

10. Employees shall take reasonable precautions to prevent the loss, theft, or damage of Departmental property, police identification, police uniforms or uniform parts.

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

There are aggravating factors in your failure to properly secure your rifle, as the stolen rifle will likely be in the hands of bad actors. In addition, your take-home vehicle did not show signs of forced entry. Therefore, given that you accepted responsibility for your violation of NOPD policy, you will receive the presumptive penalty of a one (1) day suspension by my signature on April 30, 2025.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service, which states as follows:

**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.

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 17.3, Department-Owned and Personal Property Security and Responsibility, paragraph 10.** 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 **JUNE 1, 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 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 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 City Civil Service
NOPD Personnel Office
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

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Anne E. Kirkpatrick
SUPERINTENDENT

June 30, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2025-0159-R
Employee ID# [REDACTED]

[REDACTED]

On Tuesday, April 11, 2025, Investigative Specialist Brett Emmanuel, 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 5, Ceasing to Perform Before End of Period of Duty.

On April 9, 2025, your working hours were 9:25pm to 6:00am. Your supervisor made several attempts to contact you to no avail. The following day, your supervisor spoke with you, and you advised him that you had gone home and fell asleep. You had previously been issued a Supervisor's Feedback Log (SFL) on March 31, 2025, when your supervisor was unable to contact you when you did not show up for your shift. When your supervisor made contact, you advised that you had fallen asleep.

On April 28, 2025, you signed off on a Negotiated Settlement Agreement with the New Orleans Police Department (NOPD), acknowledging you violated Rule 4, Performance of Duty, Paragraph 5, by ceasing to perform assigned duties before the end of your scheduled shift, and agreed to a one day suspension without pay as the appropriate penalty for your offense. By signing the NSA, you acknowledged that you understood your actions violated department rules and regulations.

The Rule for your violation reads as follows:

RULE 4, PERFORMANCE OF DUTY

PARAGRAPH 5, CEASING TO PERFORM BEFORE END OF PERIOD OF DUTY

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An employee shall be allowed to end his/her period of duty only with prior approval of his/her Supervisor.

You violated this Rule when you did not appear for shift then advised your supervisor you fell asleep.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service, which provides as follows:

**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 Captain Christian Watson by my signature on the NSA on May 8, 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 5, Ceasing to Perform Before End of Period of 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 **JULY 13, 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 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 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 City Civil Service
NOPD Personnel Office
Pension Board
Investigation and Support Bureau
Captain, Sex Crimes
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

June 27, 2025

[REDACTED]

RE: PIB Complaint Tracking Number: 2025-0275-R
Employee ID# [REDACTED]

[REDACTED]

On Thursday, May 29, 2025, Supervisor Arlen Barnes, assigned to the Public Integrity Bureau, received a complaint against you. You were accused of violating the following Rule:

V-1: Rule 2: Moral Conduct, Paragraph 1, Adherence to Law, to wit:

- R.S. 32:412G – Expired Driver’s License**
- R.S. 47:508 – Expired License Plate**
- R.S. 47:501 – Expired Registration**
- R.S. 32:865 – No Insurance**
- R.S. 32:1304E – Expired Inspection Sticker**

Supervisor Barnes learned that you were involved in a vehicle accident. During the investigation of the vehicle accident, it was learned that your driver’s license, license plate, registration and inspection sticker for your vehicle were expired. The investigation also determined that you could not provide proof of insurance for your vehicle.

On June 12, 2025, you entered into a Negotiated Settlement Agreement, acknowledging the alleged violations occurred, which violated NOPD rules and regulations, and which impaired the efficient operation of the New Orleans Police Department. In signing the NSA, you also accepted the penalty of a **LETTER OF REPRIMAND** for your actions.

"an equal opportunity employer"

This Rule read as follows:

RULE 2: MORAL CONDUCT PARAGRAPH 1, ADHERENCE TO LAW

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 laws. 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, after being involved in a vehicle accident, it was learned that your driver's license, license plate, registration and inspection sticker were expired. It was also determined that you could not provide proof of insurance for your vehicle.

Moreover, your conduct is contrary to Civil Service Rule IX, Section 1.1 on maintaining standards of service, which provides as follows:

**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 Simon Hargrove by my signature on June 24, 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 **SUSTAINED violation Rule 2: Moral Conduct, Paragraph 1, Adherence to Law**. 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,

[REDACTED]
2025-0275-R

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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,

[REDACTED]
ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
Public Integrity Bureau
Captain, Public Integrity Bureau