



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

September 11, 2025

Via email: [REDACTED]

RE: NOTICE OF LETTER OF REPRIMAND under PIB 2021-0173-P

[REDACTED]

This letter is your formal notice of a Letter of Reprimand (LOR) issued for NOPD policy violations identified under PIB 2021-0173-P, of failing to complete a written crash report as the responding officer to the scene of an accident with injury.

Initiation of Formal Misconduct Complaint

On March 26, 2024, PIB Intake Investigator Nicole Cody made a complaint against you for alleged violation of Rule 4, Paragraph 4, Neglect of Duty, for failing to write a vehicle crash report as the responding officer at the scene of an accident with injury.

On June 16, 2025, Capt. Kevin Stamp of the [REDACTED] District, conducted a pre-disciplinary hearing in which he concurred with the investigator's recommended SUSTAINED disposition for your failure to complete a crash report as the responding officer to a vehicle accident with injury. On June 30, 2025, Deputy Chief Lubrano concurred with Capt. Stamps SUSTAINED disposition and recommended penalty of an LOR.

I concur with the **SUSTAINED** disposition and the recommended penalty of a Letter of Reprimand. This letter serves as your official **LETTER OF REPRIMAND**, a copy of which will be maintained in your personnel file.

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

RULE IX; DISCIPLINARY ACTIONS

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



CITY OF NEW ORLEANS
DEPARTMENT OF POLICE

1615 Poydras Street, Suite 1860
New Orleans, LA 70112



LaToya Cantrell
MAYOR

"to protect and to serve"

Anne E. Kirkpatrick
SUPERINTENDENT

September 3, 2025

Via email: [Redacted]

RE: PIB Complaint Tracking Number: 2021-0461-P; Employee ID # 013113

Dear [Redacted]

This letter is your official notice that I concur with the SUSTAINED disposition recommended by the Chiefs' panel for the Hit and Run violation identified in PIB 2021-0461-P, which will be recorded in your PIB history. I also concur with the panel's recommendation of a seven (7) day suspension without pay as the appropriate penalty for your offense, however, the suspension will be waived due to the delay in issuance of this discipline letter.

Specifically, a formal disciplinary investigation was conducted by Sergeant Kimberly Hunt ("Sgt. Hunt"), under PIB 2021-0461 in response to a citizen complaint in which you were accused of violating the following Rule:

V-1: Rule 2: Moral Conduct, Paragraph 1, Adherence to Law, to wit: Municipal Traffic Section 154-384; Hit and Run.

The complainant notified the New Orleans Police Department ("NOPD") of the hit and run, showing the officer receiving the complaint a video of the vehicle that struck [Redacted] vehicle and fled the scene. The vehicle was a red Chevrolet Pick-Up being Louisiana License Plate [Redacted]. It was determined that you were the registered owner of the vehicle. Upon learning you were the owner of the vehicle pictured in the video, Sgt Hunt went to your residence and observed the vehicle in your driveway. At that time, you exited your residence and provided Sgt. Hunt with a copy of the vehicle registration which confirmed you as the registered owner.

Sgt. Hunt observed damage to the right front bumper of your car, including a dent, scuff marks and what appeared to be white paint transfer. Sgt. Hunt then met with the complainant and viewed the video footage which showed a red pick-up truck making a right turn and a [Redacted] voice is heard stating, "Y'all look, this car just hit me; it just hit me." The red pick-up truck then drove straight ahead at an accelerated speed. Sgt.Hunt noted the damage to the complainant's vehicle, which included scuff marks, a dent and what appeared to be red paint transfer, consistent with the damage to your vehicle. You were then issued a traffic citation for Municipal Traffic for violation of 154-384, Hit and Run.

"an equal opportunity employer"

You declined to provide a criminal statement, so Sgt Hunt then obtained your administrative statement. In your statement you alleged that your vehicle was struck by another vehicle. You stated you could only remember that it was a small vehicle. You stated you became aware of the accident when you felt the impact of the other car. After the impact, you said you slowed down, as did the other vehicle. You continued by stating that you sped up and the other vehicle sped up. You then put your blinker on to let them know you were pulling over and the other car was still driving beside you. You stated you got over, and saw the car turn off behind you. You told Sgt. Hunt that you pulled over when you thought it was safe enough to see everything since you did not have your weapon on you. Finally, you stated you did not contact the police because the damage was minor. Based on a preponderance of evidence, Sgt. Hunt recommended the following disposition:

V-1: Rule 2: Moral Conduct, Paragraph 1, Adherence to Law, to wit: Municipal Traffic Section 154-384; Hit and RunSUSTAINED.

To afford you the opportunity to present facts in mitigation or to explain your actions, a Chief’s Panel Hearing was held on Wednesday, June 15, 2023, by Deputy Superintendent Hans Ganthier, assigned to the Field Operations Bureau; Deputy Superintendent Keith Sanchez, assigned to the Public Integrity Bureau; and Deputy Superintendent Ryan Lubrano, assigned to the Investigation and Support Bureau. After all evidence and testimony was examined, the Chief’s Panel recommended the following disposition and discipline for the Hit and Run violation identified in the PIB investigation under PIB 2021-0461-P.

V-1: Rule 2: Moral Conduct, Paragraph 1, Adherence to Law, to wit: Municipal Traffic Section 154-384; Hit and RunSUSTAINED / LEVEL C / 1st Offense / SEVEN (7) DAY SUSPENSION.

Additionally, a cover letter was authored by Deputy Superintendent Hans Ganthier (“Deputy Chief Ganthier”) on behalf of the Chief’s Panel who found mitigating factors supporting a reduction from the presumptive penalty of a ten (10) day suspension without pay. First, you admitted you were involved in an accident; that you yelled at the complainant that you would return and relocated to a gas station due to the construction on the roadway.

However, when you got to the gas station, you noticed that the other driver had turned off. Deputy Chief Ganthier stated that you advised the Chief’s Panel that the traffic citation was dismissed because it was a civil matter. Deputy Chief Ganthier noted that the Chief’s Panel did not believe you intended to leave the accident without making contact with the complainant. It was also noted that the complainant did not make any claim for damages against you. Therefore, the Chief’s panel recommended reducing the presumptive penalty of a ten (10) day suspension to a seven (7) day suspension.

This Rule reads 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.

CITY OF NEW ORLEANS, CODE OF ORDINANCES

SECTION 154-384: HIT AND RUN

- (a) Hit and run driving is the intentional failure of the operator of a vehicle involved in or causing any accident to stop such vehicle at the scene of the accident to give his identity and to render reasonable aid.

You violated the Rule when you were involved in an accident and failed to stop when the accident occurred.

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

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

I approve of the **SUSTAINED** disposition for the Hit and Run, which will be recorded in your PIB history, however service of the seven (7) day suspension is waived due to the delay in issuing the discipline.

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.

[REDACTED]
2021-0461-P

Page 4 of 4

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
New Orleans Police Department

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
Field Operations Bureau
Captain, [REDACTED] 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

July 15, 2025



RE: PIB Complaint Tracking Number: 2024-0685-R; Employee ID # [REDACTED]



On December 9, 2024, a rank-initiated allegation of misconduct was lodged against you under PIB Control Number 2024-0685-R, by Sergeant Thaddeus Williams of PIB's Force Investigation Team. You were investigated for the following violations:

V1: Rule 4 Performance of Duty, Paragraph 4 neglect of Duty C6 failing to comply with instructions, oral or written from any authoritative source, to wit NOPD Chapter 1.3 Use of Force Prohibited Actions, paragraph 25 Shooting at or from a moving vehicle.

V2: Rule 4 Performance of Duty, Paragraph 4 neglect of Duty C6 failing to comply with instructions, oral or written from any authoritative source, to wit NOPD Chapter 41.3.10 Body Worn Camera paragraph 26 Officer Responsibilities.

V3: Rule 4 Performance of Duty, Paragraph 4 neglect of Duty C6 failing to comply with instructions, oral or written from any authoritative source, to wit NOPD Chapter 41.5 Vehicle Pursuits, paragraph 29, Primary Pursuit Unit Responsibilities.

The investigator recommended a disposition of EXONERATED for the BWC violation, because you were on the way to roll call where you would have picked up your BWC, when you responded in good faith to a fellow officer's request for assistance. However, the investigator recommended dispositions of SUSTAINED for the two violations of Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, specifically; NOPD Chapter 1.3 Use of Force paragraph 25 on prohibited actions; and NOPD Chapter 41.5 Vehicle Pursuits, paragraph 29, Primary Pursuit Unit Responsibilities.

"an equal opportunity employer"

To afford you the opportunity to present facts in mitigation or to explain your actions, a Captains Panel pre-disciplinary hearing was held on May 29, 2025. The panel members included: Captain Samuel Palumbo, Jr., Field Operations Bureau, District, Captain Sandra Contreras of the Public Integrity Bureau and Captain Wayne DeLarge II, of the Public Integrity Bureau. The panel members addressed the two violations of Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, for which the investigator recommended a disposition of SUSTAINED:

Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty, C6, failing to comply with instructions from an authoritative source, to wit, NOPD Chapter 1.3 Use of Force Prohibited Actions, paragraph 25, shooting at or from moving vehicles; and

Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty, C6, failing to comply with instructions from an authoritative source, to wit, NOPD Chapter 41.5 Vehicle Pursuits, paragraph 29, Primary Pursuit Unit Responsibilities.

The Captains panel concurred with the Investigator's recommended disposition of SUSTAINED, for the violation of NOPD Chapter 1.3, Use of Force Prohibited Actions, paragraph 25, shooting at or from a moving vehicle; recommending the presumptive penalty of a two-day suspension without pay for this second Level B offense.

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

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

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

NOPD CHAPTER 1.3, USE OF FORCE

PROHIBITED ACTIONS

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

vehicle may careen out of control and injure an innocent bystander.

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

You violated the Rule/Chapter when you intentionally placed your unit ahead of the target vehicle during an attempted stop, exiting your vehicle and positioning yourself directly in front of the target vehicle. There was an opportunity to stay clear of the vehicle's path, by taking a position on the neutral ground or behind cover of a unit. Further, as the subject vehicle made clear evasive maneuvers driving in reverse, and then maneuvering to the right, you intentionally fired your service weapon twice at the moving vehicle.

However, the Captains panel recommended a disposition of NOT SUSTAINED for the violation of NOPD Chapter 41.5, Vehicle Pursuits, paragraph 29, Primary Pursuit Unit responsibilities. As detailed in a 105, the Captains panel found no violation of NOPD Chapter 41.5, paragraph 29, finding the investigation established by a preponderance of the evidence that you did not initiate a pursuit, as you did not activate your emergency lights. Further, you stated that had you located the subject vehicle you would have requested authorization to initiate a pursuit.

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.

On review of the investigation file, I approve the SUSTAINED disposition for your action of intentionally firing at the driver of a moving vehicle, however your intentional use of deadly force

Page 4 of 4

against the driver should not have been investigated as a policy violation but as a violation of:

Rule 2, Moral Conduct, Paragraph 6, Unauthorized Force.

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

However, in lieu of opening a new misconduct investigation of your deadly use of force, in violation of Rule 2, Moral Conduct, Paragraph 6, Unauthorized Force, you have agreed to resign your commission by the end of July. In accordance with that agreement, reached thru and confirmed with your counsel, this investigation will be closed with the **SUSTAINED** violation of NOPD Chapter 1.3 Use of Force Prohibited Actions, Paragraph 25, Shooting at or from a moving vehicle. Additionally, due to your pending retirement, the presumptive penalty of a two-day suspension will not be served at this time.

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
Field Operations Bureau
Captain,  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

July 2, 2025



RE: PIB Complaint Tracking Number: 2025-0069-P
Employee ID [REDACTED]



On Friday, March 7, 2025, Sergeant Nicole Alcala, assigned to the [REDACTED] District, received a complaint against you. You were accused of violating the following Rules/Chapter:

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

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

The complainant stated [REDACTED] was involved in a motor vehicle accident, and you responded to the scene. [REDACTED] stated you advised both parties you would review surveillance footage via the Real Time Crime Camera to determine who was at fault due to conflicting statements. [REDACTED] stated you advised [REDACTED] after reviewing the footage that you determined [REDACTED] was at fault. The complainant further stated after requesting a copy of the footage, you refused to provide it, stating it was against policy. The complainant stated they felt your decision was racially motivated and felt you were being aggressive toward [REDACTED] and not the other party involved.

Sergeant Nicole Alcala began her investigation by reviewing the initial complaint and all corresponding documents. Sergeant Alcala obtained your statement, in which you advised that you responded to the accident and due to conflicting statements, you reviewed the Real Time Camera footage. While observing the footage, you learned that the complainant ran a red light and struck the other vehicle. Upon advising the complainant [REDACTED] was at fault, the complainant became nasty and started calling friends to the scene. You advised Sergeant Alcala the complainant stated, "you can't trust the police" and "I knew he was gonna side with the white guy from the start." You stated you based your determination of fault on the video evidence. You further stated that you kept a calm demeanor when speaking with both parties.

"an equal opportunity employer"

Sergeant Alcalá then asked about your Body Worn Camera (BWC) footage. You said when you returned to your vehicle after obtaining the parties statements, you removed your Body Worn Camera from your chest and sat it on the dashboard due to the pressure causing discomfort in your chest area. Upon further questioning, you advised that you did not recall turning the camera off and, once you realized that you had neglected to place your camera back on your chest, you reattached and reactivated your camera.

Based upon a preponderance of evidence, Sergeant Alcalá recommended the following dispositions:

V-1: Rule 3, Professional Conduct, Paragraph 1, Professionalism...NOT 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, Cessation of RecordingSUSTAINED.

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 Raven Batiste, assigned to the District. After all evidence and testimony was examined, Captain Batiste recommended the following disposition and discipline for the alleged sustained violation of:

Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, C-6, to wit: NOPD Chapter 41.3.10, Body Worn Camera, Paragraph 16, Cessation of Recording SUSTAINED / LEVEL A/ 1st Offense / ORAL REPRIMAND.

On June 17, 2026, Captain Batiste authored a cover letter citing mitigating circumstances to reduce the presumptive penalty from a Letter of Reprimand to an Oral Reprimand. Captain Batiste stated that you had recently had surgery on your chest and the prolonged wearing of the BWC was physically uncomfortable. She found not replacing your camera back on your chest was an oversight and not intentional. She continued by stating that in your 31 years of service, you have never been under investigation for any previous BWC violations. She stated that this was an isolated incident, and you immediately accepted responsibility for your actions.

This Rule reads as follows:

RULE 4: PERFORMANCE OF DUTY PARAGRAPH 4 NEGLECT OF DUTY

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

NOPD CHAPTER 41.3.10 BODY WORN CAMERA (BWC)

CESSATION OF RECORDING

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

You violated this Rule/Chapter when you removed your BWC from your chest and failed to replace the BWC before continuing your interaction with the complainant.

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 Raven Batiste.

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 41.3.10, Body Worn Camera, Paragraph 16, Cessation of Recording**. Your penalty for this violation is an **ORAL REPRIMAND**.

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

2025-0069-P

Page 4 of 4

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

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

Sincerely,

ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of City Civil Service
NOPD Personnel Office
Field Operations Bureau
Captain, [REDACTED] District
Public Integrity Bureau



CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

1615 Poydras Street, Suite 1860
New Orleans, LA 70112

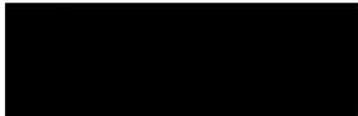


LaToya Cantrell
MAYOR

"to protect and to serve"

Anne E. Kirkpatrick
SUPERINTENDENT

August 25, 2025



RE: NOTICE OF DISMISSAL under PIB 2025-0127-R- Effective August 25, 2025.



Sergeant Aiyana Francis, assigned to the Public Integrity Bureau of the New Orleans Police Department ("NOPD") investigated a complaint initiated against you. The complainant alleged that you violated the following NOPD policies:

- (V1) Rule 3: Professional Conduct, Paragraph 1: Professionalism.
(V2) Rule 2: Moral Conduct: Paragraph 1: (Adherence to Law), as defined in Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct
(V3) Rule 2: Moral Conduct: Paragraph 1: (Adherence to Law), as defined in Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct
(V4) Rule 2: Moral Conduct: Paragraph 1: (Adherence to Law), to wit Louisiana Revised Statute (R.S.) 14:40.2. Stalking. (NOPD items C-24349-25);
(V5) Rule 2: Moral Conduct: Paragraph 1: (Adherence to Law), to wit Louisiana Revised Statute (R.S.) 14:40.2. Stalking. (Kenner item number C-80881-25);
(V6) Rule 5: Restricted Activities: Paragraph 9: (Criminal Proceeding Against Member) (Count 1); and
(V7) Rule 5: Restricted Activities: Paragraph 9: (Criminal Proceeding Against Member) (Count 2).

On Sunday, March 23, 2025, the New Orleans Police Department's Public Integrity Bureau (PIB) was notified by the Kenner Police Department ("Kenner PD") that you were issued a municipal summons (citation #) for violating Kenner Ordinance KE 7-127 - Disturbing the Peace. The summons stemmed from a disturbance involving you, your ex-girlfriend, and acquaintance,

According to Kenner PD, you allegedly surveilled residence at in Kenner, Louisiana. You then followed to the Target parking lot on W. Esplanade Avenue, forcibly took her cellphone, and left the location. You reportedly returned to Street challenged to a physical altercation, and fled when declined. Later that day, staff at the Hotel in Kenner reported that you falsely identified yourself as a relative of to obtain his room information. Kenner PD located you parked across the street from the hotel and issued the summons on scene.

"an equal opportunity employer"

On Monday, March 24, 2025, Kenner PD reported a second incident involving you and the victims. At [REDACTED] workplace (the [REDACTED] store in Kenner), you obstructed [REDACTED] vehicle, approached the driver's side door, and attempted to engage [REDACTED] in conversation. [REDACTED] called 911, prompting you to flee. Kenner PD later located you and issued a second municipal summons for Disturbing the Peace. Both summonses were issued without incident, and [REDACTED] was documented as the complainant in both cases.

On March 25, 2025, based on corroborating information from [REDACTED] and [REDACTED], NOPD obtained an arrest warrant under Louisiana Revised Statute 14:40.2 (stalking), item number C-24349-25. The warrant, signed by Judge Joyce Sallah, was executed on March 26, 2025, when you turned yourself in. At this time, you were advised of your Miranda rights and booked into O.P.S.O. custody. That same day, Kenner PD also obtained a warrant under Louisiana Revised Statute 14:40.2 (stalking), item number C-80881-25, related to the same course of conduct.

Sergeant Francis reviewed Kenner PD body-worn camera (BWC) footage under item numbers C-80849-25 and C-80881-25. The footage confirmed the accuracy of the documented witness accounts and official reports. Specifically, the videos captured:

- [REDACTED] approached [REDACTED] in the parking lot, blocking [REDACTED] path, and taking [REDACTED] phone.
- [REDACTED] driving away recklessly after the incident; and
- [REDACTED] confronts [REDACTED] at Target, blocking [REDACTED] vehicle, and attempting to engage with [REDACTED] before leaving.

The accounts provided by Kenner PD officers, civilian witnesses (including [REDACTED], [REDACTED] and [REDACTED]), and hotel staff member [REDACTED] were all supported by video evidence. In your administrative statement, you admitted to taking [REDACTED]'s phone, confronting [REDACTED] multiple times, and using phone data to track their locations. You acknowledged that your actions were driven by "personal emotions" and further admitted that you failed to notify the Public Integrity Bureau of the municipal summonses as required by departmental policy.

Based upon a review of the allegations, all associated documents, audio-recorded witness statements, and video evidence, Sergeant Francis recommended the following dispositions:

- **(V1) Rule 3: Professional Conduct, Paragraph 1: Professionalism – SUSTAINED;**
- **(V2) Rule 2 Moral Conduct: Paragraph 1 (Adherence to Law), as defined in Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct (Kenner citation number [REDACTED]) – SUSTAINED;**
- **(V3) Rule 2 Moral Conduct: Paragraph 1 (Adherence to Law), as defined in Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct (Kenner citation number [REDACTED]) – SUSTAINED;**
- **(V4) Rule 2 Moral Conduct: Paragraph 1 (Adherence to Law), to wit Louisiana Revised Statute (R.S.) 14:40.2. Stalking. (NOPD items C-24349-25) -SUSTAINED;**
- **(V5) Rule 2 Moral Conduct: Paragraph 1 (Adherence to Law), to wit Louisiana Revised Statute (R.S.) 14:40.2. Stalking. (Kenner item number C-80881-25) -SUSTAINED;**
- **(V6) Rule 5: Restricted Activities: Paragraph 9 (Criminal Proceeding Against Member) (Count 1) – EXONERATED; and**
- **(V7) Rule 5: Restricted Activities: Paragraph 9 (Criminal Proceeding Against Member) (Count 2) – SUSTAINED.**

To afford you an opportunity to present facts in mitigation or to explain your actions, a Superintendent's Committee Disciplinary Hearing was held on Friday, August 15, 2025. The Committee consisted of Deputy Superintendent Ryan Lubrano, NOPD's Field Operations Bureau, Deputy Superintendent Keith Sanchez, ESQ, NOPD's Public Integrity Bureau, and Deputy Superintendent Nicholas Gernon, NOPD's Investigations and Support Bureau.

At the hearing, you took direct responsibility for your actions and explained how they have affected not only yourself, but also the reputation of the uniform and badge you wear, and most importantly, your family. You emphasized the importance of your children, and your highest calling and responsibility is to provide and care for your family. You also spoke candidly about your feelings of betrayal by the live-in mother of your children, after committing your life and livelihood to serving and caring for them. In that moment, you let your emotions take over, leading to impulsive decisions—something you now recognize is never the right path.

You apologized for your behavior and sought mercy from the board to allow you to return to serving the community through law enforcement. You assured that your poor decisions would not be repeated because of the progress you have made through counseling, particularly developing greater discipline and accountability, proper decision-making skills, and techniques for processing your emotions. You further acknowledge the support you received, particularly from [REDACTED] Mr. Abbott, and Mr. Hessler, and the ongoing support you receive from your mother, your family, and your faith.

The Superintendent's Hearing Committee considered all relevant investigation material and testimony provided during the hearing, including testimony from [REDACTED]. The Committee found several aggravating factors were provided for consideration, which were summarized via an Interoffice Memo authored by Deputy Chief Ryan Lubrano, NOPD Field Operations Bureau. The panel ascertained that the offense was more egregious and therefore deserving of a greater penalty, and the following factors were considered:

[REDACTED] conduct involved multiple, distinct violations over consecutive days, showing a sustained course of behavior rather than an isolated incident. The offenses were committed against more than one victim, in multiple locations, and across multiple jurisdictions (Kenner PD and NOPD). [REDACTED] premeditated and deliberate actions, such as surveilling a residence, tracking victim locations via cellphone data, and returning to confront individuals, demonstrate intentional, premeditated behavior rather than spontaneous acts.

[REDACTED] ability to track individuals and obtain information through deceptive means (posing as a relative to hotel staff) reflects misuse of knowledge or tactics gained through law enforcement experience. [REDACTED] failed to comply with mandatory reporting requirements under departmental policy, delaying the Public Integrity Bureau's awareness and response to the misconduct. [REDACTED] conduct resulted in the issuance of criminal summonses and arrest warrants, bringing negative public attention to the Department and undermining community trust in law enforcement integrity. The sustained charges include violations of both municipal and state law, constituting criminal conduct incompatible with the standards of moral conduct required of New Orleans Police officers.

After all testimony and evidence were considered, the Committee recommended the following disposition and penalty:

- **(V1) Rule 3: Professional Conduct, Paragraph 1: Professionalism – SUSTAINED/ LEVEL A/ 1ST OFFENSE (O-R-1) /LETTER OF REPRIMAND;**

- **(V2) Rule 2 Moral Conduct: Paragraph 1 (Adherence to Law), as defined in Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct**
- **(Kenner citation number [REDACTED]) – SUSTAINED / LEVEL E / 1ST OFFENSE (10-15-20/D) (AGGRVATING FACTORS) DISMISSAL;**
- **(V3) Rule 2 Moral Conduct: Paragraph 1 (Adherence to Law), as defined in Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct (Kenner citation number [REDACTED]) – SUSTAINED / LEVEL E / 1ST OFFENSE (10-15-20/D) (AGGRVATING FACTORS) DISMISSAL;**
- **(V4) Rule 2 Moral Conduct: Paragraph 1 (Adherence to Law), to wit Louisiana Revised Statute (R.S.) 14:40.2. Stalking. (NOPD items C-24349-25) - SUSTAINED / LEVEL E / 1ST OFFENSE (10-15-20/D) (AGGRVATING FACTORS) DISMISSAL;**
- **(V5) Rule 2 Moral Conduct: Paragraph 1 (Adherence to Law), to wit Louisiana Revised Statute (R.S.) 14:40.2. Stalking. (Kenner item number C-80881-25) - SUSTAINED / LEVEL E / 1ST OFFENSE (10-15-20/D) (AGGRVATING FACTORS) DISMISSAL; and**
- **(V6) Rule 5: Restricted Activities: Paragraph 9 (Criminal Proceeding Against Member) (Count 2) - SUSTAINED / LEVEL E / 1ST OFFENSE (10-15-20/D) 15 DAY SUSPENSION.**

These rules/chapters read as follows:

(V1) Rule 3: Professional Conduct, Paragraph 1: Professionalism

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

You violated this rule when you engaged in a pattern of unprofessional conduct marked by harassment, in connection to a personal relationship. Your conduct created public disturbances, prompted police response across jurisdictions, which resulted in multiple criminal summonses and arrest warrants for stalking. [REDACTED] actions brought discredit upon [REDACTED] and the New Orleans Police Department.

(V2) Rule 2: Moral Conduct: Paragraph 1: (Adherence to Law), as defined in Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct (Kenner citation number [REDACTED]) Disturbing the peace is the doing of any of the following in such manner as would foreseeably disturb or alarm the public:

- (1) Engaging in a fistic encounter; or*
- (2) Addressing any offensive, derisive, or annoying words to any other person who is lawfully in any street, or other public place; or call him or her by any offensive or derisive name, or make any noise or exclamation in his presence and hearing with the intent to deride, offend, or annoy him or her, or to prevent him or her from pursuing his or her lawful business, occupation, or duty; or*
- (3) Appearing in an intoxicated condition; or*
- (4) Engaging in any act in a violent and tumultuous manner by any three or more persons; or*
- (5) Hindering or preventing the movement of persons on a public street, road, highway, or right-of-way; or to, from, within, or upon public or private property to an act, which serves no lawful and reasonable purpose, so as to interfere with the lawful rights of others; or*
- (6) Holding of an unlawful assembly; or*

(7) Interruption of any lawful assembly of people.

Whoever violates the provisions of this section shall be fined not more than five hundred dollars (\$500.00) or imprisoned for not more than sixty (60) days, or both.

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 engaged in conduct that foreseeably disturbed and alarmed others, including aggressively confronting [REDACTED] at [REDACTED] in an attempt to provoke a physical altercation. You also followed [REDACTED] to [REDACTED] and later tracked [REDACTED] to the [REDACTED] where you impersonated a relative without lawful justification. Your actions constituted a violation of Kenner Municipal Ordinance KE1427 Section 7-127

(V3) Rule 2: Moral Conduct: Paragraph 1: (Adherence to Law), as defined in Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct (Kenner citation number [REDACTED]) Disturbing the peace is the doing of any of the following in such manner as would foreseeably disturb or alarm the public:

(1) Engaging in a fistic encounter; or

(2) Addressing any offensive, derisive, or annoying words to any other person who is lawfully in any street, or other public place; or call him or her by any offensive or derisive name, or make any noise or exclamation in his presence and hearing with the intent to deride, offend, or annoy him or her, or to prevent him or her from pursuing his or her lawful business, occupation, or duty; or

(3) Appearing in an intoxicated condition; or

(4) Engaging in any act in a violent and tumultuous manner by any three or more persons; or

(5) Hindering or preventing the movement of persons on a public street, road, highway, or right-of-way; or to, from, within, or upon public or private property to an act, which serves no lawful and reasonable purpose, so as to interfere with the lawful rights of others; or

(6) Holding of an unlawful assembly; or

(7) Interruption of any lawful assembly of people.

Whoever violates the provisions of this section shall be fined not more than five hundred dollars (\$500.00) or imprisoned for not more than sixty (60) days, or both.

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 engaged in conduct that foreseeably disturbed and alarmed others, including confronting [REDACTED] in an aggressive manner, attempting to provoke a physical altercation, obstructing [REDACTED] vehicle in a public parking lot without legal justification. Your actions impeded the lawful movement of another person and lacked any legitimate or lawful purpose, thereby interfering with the rights of others and constituting a violation of Kenner Municipal Ordinance KE1427 Section 7-127.

(V4) Rule 2: Moral Conduct: Paragraph 1: Adherence to Law to wit Louisiana Revised Statue (R.S.) 14:40.0. Stalking (NOPD item C-24349-25)

A. Stalking is the intentional and repeated following or harassing of another person that would cause a reasonable person to feel alarmed or to suffer emotional distress. Stalking shall include but not be limited to the intentional and repeated uninvited presence of the perpetrator at another person's home, workplace, school, or any place which would cause a reasonable person to be alarmed, or to suffer emotional distress as a result of verbal, written, or behaviorally implied threats of death, bodily injury, sexual assault, kidnapping, or any other statutory criminal act to himself or any member of his family or any person with whom he is acquainted.

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 engaged in a targeted pattern of harassment toward [REDACTED] by following [REDACTED] to [REDACTED] workplace at [REDACTED] obstructing [REDACTED] vehicle in the parking lot, pulling on the driver's door handle, and attempting to provoke a confrontation, all without legal justification. Additionally, [REDACTED] repeatedly showed up at locations where [REDACTED] and [REDACTED] were present, including [REDACTED] and the [REDACTED] Hotel, demonstrating continued unwanted contact intended to intimidate and alarm. This willful, and threatening conduct in Jefferson Parish caused [REDACTED] to feel harassed and unsafe.

(V5) Rule 2: Moral Conduct: Paragraph 1: Adherence to Law to wit Louisiana Revised Statue (R.S.) 14:40.0. Stalking (Kenner item C-80881-25)

A. Stalking is the intentional and repeated following or harassing of another person that would cause a reasonable person to feel alarmed or to suffer emotional distress. Stalking shall include but not be limited to the intentional and repeated uninvited presence of the perpetrator at another person's home, workplace, school, or any place which would cause a reasonable person to be alarmed, or to suffer emotional distress as a result of verbal, written, or behaviorally implied threats of death, bodily injury, sexual assault, kidnapping, or any other statutory criminal act to himself or any member of his family or any person with whom he is acquainted.

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 engaged in a targeted pattern of harassment toward [REDACTED] by following [REDACTED] to [REDACTED] workplace at [REDACTED] obstructing [REDACTED] vehicle in the parking lot, pulling on the driver's door handle, and attempting to provoke a confrontation, all without legal justification. Additionally, [REDACTED] repeatedly showed up at locations where [REDACTED] and [REDACTED] were present, including [REDACTED] and the [REDACTED] Hotel, demonstrating continued unwanted contact intended to intimidate and alarm. This willful, and threatening conduct in Jefferson Parish caused [REDACTED] to feel harassed and unsafe.

(V6) Rule 5: Restricted Activities, Paragraph 9: Criminal Proceedings Against Member

A member shall immediately report to the Public Integrity Bureau via Form 349, information concerning any:

- Arrest or summons as a defendant in a criminal matter;
- Criminal Federal, State, Parish, Municipal or Traffic Court proceeding wherein a member is named a defendant;
- Grand jury proceeding in which the member will be or may be indicted;
- Target letter or any other action instituted against him/her in any criminal investigation. Form 349 shall contain the alleged offense, date, if the member was incarcerated, and the name of the agency conducting the investigation in the Gist section. The member shall deliver to PIB, by hand, all affidavits, summonses, indictments, bills of information, grand jury summonses or target letters pertaining to the proceeding no later than the next working day after receipt and prior to the date of the proceeding. Copies of the Form and all required documents shall be routed to the Office of the Superintendent and the Office of the City Attorney by PIB.

The member shall not be attired in his/her Department uniform when required to appear in any court action instituted against him/her in any criminal investigation.

You violated this rule when you received a second summons [REDACTED] on Monday March 24, 2025, at 12:25 p.m., but failed to report the matter to PIB or submit the required Form 349 by the next working day. PIB was instead notified by Kenner PD on March 25, 2025, constituting a clear failure to comply with mandatory reporting procedures.

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

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

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

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

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

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

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)**, as defined in **Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct (Kenner citation number [REDACTED])**, Your penalty for this violation is **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 2: Moral Conduct: Paragraph 1: (Adherence to Law)**, as defined in **Kenner Municipal Ordinance KE1427 Section 7-127 disturbing the peace and disorderly conduct (Kenner citation number [REDACTED])**, Your penalty for this violation is **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 2: Moral Conduct: Paragraph 1: Adherence to Law to wit Louisiana Revised Statue (R.S.) 14:40.0. Stalking (NOPD item C-24349-25)**, Your penalty for this violation is **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 2: Moral Conduct: Paragraph 1: Adherence to Law to wit Louisiana Revised Statue (R.S.) 14:40.0. Stalking (Kenner item C-80881-25)**. Your penalty for this violation is a **DISMISSAL**.

This letter will serve as your official **NOTICE OF DISMISSAL** for the above **SUSTAINED** violations, effective **Monday, August 25, 2025**. No suspensions will be served prior to effective dismissal date.

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 5: Restricted Activities, Paragraph 9: Criminal Proceedings Against Member**. Your penalty for this violation is **15 DAY SUSPENSION**.

This letter will serve as your official **LETTER OF SUSPENSION** for the above **SUSTAINED** violation, effective **Tuesday, August 19, 2025**.

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

Sincerely,


Anne E. Kirkpatrick
Superintendent of Police

AEK:at

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

"an equal opportunity employer"



CITY OF NEW ORLEANS

DEPARTMENT OF POLICE

1615 Poydras Street, Suite 1860
New Orleans, LA 70112



LaToya Cantrell
MAYOR

"to protect and to serve"

Anne E. Kirkpatrick
SUPERINTENDENT

September 11, 2025

Via email [redacted]

[redacted]
Employee ID# [redacted]

RE: NOTICE OF LETTER OF REPRIMAND under PIB 2025-0262-R

[redacted]

This letter is your formal notice of a Letter of Reprimand (LOR) issued for violations identified under PIB 2025-0262-R, which violations you acknowledged in a Negotiated Settlement Agreement (NSA) you entered into with the New Orleans Police Department (NOPD) , and in which you accepted the penalty of a LOR for said violations, as approved by your chain of command, including Sgt. Knyle Young, your primary supervisor, Lt. Ernest Luster, you shift Lieutenant, Captain Kevin Stamp, your District Commander, and Deputy Chief Ryan Lubrano, Chief o the Field Operations Bureau (FOB).

Initiation of Formal Misconduct Complaint

On May 22, 2025, you were involved in an off-duty vehicle accident, while operating your 2019 Chevrolet Tahoe. You were taken to New Orleans East Hospital for minor injuries sustained in the accident. About an hour after the accident, Officer Christopher Laine, Unit [redacted] responded to the scene of the accident. In his investigation Officer Laine found that your driver's license was suspended and your vehicle registration had expired in April of 2025.

Later that same day, Officer Laine went to you residence to request your account of the accident. You admitted that you slowed when traffic in front of you slowed, but not enough to avoid hitting the vehicle directly in front of you. Officer Laine issued you a citation for following too closely, for driving with a suspended license, and for having an expired plate.

On June 26, 2025, you signed the NSA extension documents (allowing a timely investigation to be completed on or before October 4, 2025. That same day you also signed the NSA documents, acknowledging that the violations of driving too closely, having a suspended driver's license and an expired vehicle registration had occurred, that this violations by you as a police officer impaired the public's trust in the efficient operation of NOPD, and agreeing with the penalty of an LOR recommended by your chain of command.

Moreover, your conduct is contrary to the standards as prescribed by Civil Service **Rule IX, Section 1.1** which provides as follows:

RULE IX; DISCIPLINARY ACTIONS

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 as defined in Rule I.

I approve the SUSTAINED disposition and penalty of a LOR as recommended by your chain of command and documented in the NSA documents which I have also signed. This letter will serve as your official Letter of Reprimand, a copy of which will be maintained in your personnel file.

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
New Orleans Police Department

cc: Superintendent's Office
City Civil Service Department
NOPD Personnel Office
Field Operations Bureau
Public Integrity Bureau