



## **Ethics Review Board for the City of New Orleans**

### **Board Meeting of February 10, 2024, at Robert E. Smith Branch, New Orleans Public Library, Canal Blvd., New Orleans, Louisiana**

#### **Minutes**

1. *Call to Order.*
  - 1.1. The chair called the meeting to order at 3:36 p.m.
  - 1.2. Attendance
    - 1.2.1. ERB members present:
      - 1.2.1.1. Dawn Broussard, Chair
      - 1.2.1.2. Holly Callia
      - 1.2.1.3. Monique G. Doucette
      - 1.2.1.4. Patrice Sentino
    - 1.2.2. ERB members absent:
      - 1.2.2.1. Sally Richardson
    - 1.2.3. Staff member present: Dane S. Ciolino, Executive Administrator & General Counsel
    - 1.2.4. Staff member present: Jordy Stiggs, Ethics Trainer.
  - 1.3. The agenda for the meeting is attached.
2. *Approval of Minutes.* Upon a duly made and seconded motion, the ERB unanimously approved the minutes of the regular ERB meeting held in December 2024.

3. *Monthly Report of the Office of the Inspector General.*
  - 3.1. Ed Michel appeared on behalf of the Office of the Inspector General. He appeared with Mike Laughlin, general counsel for OIG.
  - 3.2. The board accepted Mr. Michel's monthly report (attached).
  - 3.3. Ms. Broyles reported on a recent investigation regarding saving the City \$2.5 million by "checking the math" on a contract with a contractor. The matter took little effort, but reaped large rewards.
  - 3.4. Mr. Michel discussed issues with the "low barrier" shelter for homeless people. The OIG will evaluate whether the city is adequately running the facility.
  - 3.5. Mr. Michel noted his office prepared a report for the federal NOPD monitor regarding whether there were any irregularities in the testing for promotions at NOPD.
  - 3.6. Mr. Michel noted that his office continues to work on "brass thefts" at S&WB to recoup money for the city. These thefts have caused hundreds of thousands of dollars in losses.
  - 3.7. Mr. Michel noted that his office has issued 17 formal reports, letters or investigations. His office has recovered many millions of dollars. His office has achieved a 739% return on the city's investment in the OIG.
4. *Monthly Report of the Office of Independent Police Monitor.*
  - 4.1. Ms. Sziment did not appear on behalf of the Office of the Independent Police Monitor. Kirshell Williams, DPM, appeared..
  - 4.2. The board accepted Ms. Sziment's monthly report (attached).
  - 4.3. Kirshell Williams, Deputy Police Monitor, delivered the report for the office.
  - 4.4. Stella Sziment was on call for the Bourbon Street terrorist attack. She was on scene most of the day.
    - 4.4.1. On scene, OIPM recommended a family gathering area but NOPD did not accept the recommendation. OIPM hopes this will be done for future events.
    - 4.4.2. OIPM has checked in with officers involved since then.
  - 4.5. The federal court has transitioned NOPD to the "sustainment period" under the consent decree. The city filed a late motion to terminate the consent decree, which was denied. The city is now appealing it.

- 4.5.1. The focus now shifts to NOPD to demonstrate that it can “do this on its own” without federal monitoring.
  - 4.5.2. The OIPM will now take on a greater role in interacting with the NOPD for audits to assure good police practices during the 2-year sustainment period.
- 4.6. The OIPM has issued its work plan for 2025 which is part of the submissions for today’s meeting.
- 4.7. The OIPM continues to promote its “Monitor’s Mike” podcast. This month it focused on crime survivors and the aftermath of the Bourbon Street terror attack.
- 4.8. Ms. Doucette asked why mediation numbers are “up.” The OIPM does not know, but suspects that NOPD has promoted mediation among its officers.
- 5. *Monthly Report of the Ethics Trainer*
  - 5.1. Jordy Stiggs attended the meeting and presented his monthly report.
  - 5.2. The board accepted Mr. Stiggs’s monthly report (attached).
  - 5.3. Mr. Stiggs reported that 548 people attended his ethics training classes during 2024. He thanked the HR managers for facilitating these sessions.
  - 5.4. Mr. Stiggs is now regularly presenting to city employees who are eligible for promotions.
  - 5.5. Mr. Stiggs will be going to the training conference he missed last year.
- 6. *Report of the Executive Administrator and General Counsel.*
  - 6.1. Mr. Ciolino presented his monthly report (attached).
  - 6.2. Mr. Ciolino reported that there have received no complaints since the last board meeting.
  - 6.3. Mr. Ciolino reported that one ERB position (Dillard) must be filled. The mayor’s office is working on this and has received nominations. The mayor’s office is also filling the “at large” position vacated by Tyrone Jefferson.
  - 6.4. Mr. Ciolino reported that four (4) Council and Mayoral appointments remain unfilled on QARACs for the IG and the IPM.

7. *Executive Session*

- 7.1. After a motion, duly seconded, the board voted unanimously to go into executive session at 4:03 p.m. (1) pursuant to Louisiana Revised Statutes section 42:17(A)(4) to discuss investigative proceedings regarding allegations of misconduct, namely, ERB Complaint No. 2024-04, and (2) pursuant to Louisiana Revised Statutes section 42:17(A)(1) to discuss the character, professional competence, or physical or mental health of a person.
- 7.2. After a motion, duly seconded, the board voted unanimously to return to general session at 4:44 p.m.

8. *Resolution of Complaint 2024-04*

- 8.1. The OIG investigated Complaint 2024-04 after referral from the ERB during the December board meeting. Mr. Michel reported in executive session regarding the findings of his office's investigation.
- 8.2. After a motion, duly seconded, the board voted unanimously to dismiss ERB Complaint 2024-04. The board dismissed the complaint for lack of a factual basis for the allegations of nepotism within NORD.

9. *Discussion of Appointment or Reappointment of Inspector General*

- 9.1. After discussion, the board asked Ms. Broussard to put on the agenda for next meeting "Reappointment of Ed Michel as Inspector General." There will be no other items on the agenda.

10. *Discussion of Locations of Future Meetings*

- 10.1. Mr. Ciolino will check with City Hall regarding availability of council chambers.
- 10.2. Mr. Ciolino will consult with Ms. Broussard on this.

11. *Adjournment.*

- 11.1. A motion was made to adjourn the ERB meeting.
- 11.2. The motion was seconded.
- 11.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 4:53 p.m.

\* END \*



## CITY OF NEW ORLEANS ETHICS REVIEW BOARD

525 St. Charles Avenue New Orleans, LA 70130-3409

[erb@nolaerb.gov](mailto:erb@nolaerb.gov)

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

### BOARD MEETING

New Orleans Public Library, Robert E. Smith Branch,  
6301 Canal Blvd, New Orleans, LA 70124  
Monday, February 10, 2024, at 3:30 P.M.

### AGENDA

1. Call to order.
2. Approval of the minutes of December 2024 board meeting.
3. Monthly report of the Office of Inspector General.
4. Monthly report of the Office of the Independent Police Monitor, and discussion of 2025 work plan.
5. Monthly report of the Ethics Trainer.
6. Monthly report of the General Counsel and Executive Administrator.
7. Executive session (1) pursuant to Louisiana Revised Statutes section 42:17(A)(4) to discuss investigative proceedings regarding allegations of misconduct, namely, ERB Complaint No. 2023-04, and (2) pursuant to Louisiana Revised Statutes section 42:17(A)(1) to discuss the character, professional competence, or physical or mental health of a person.
8. Discussion of process for appointment or reappointment of Inspector General.
9. Discussion of dates and locations for 2025 meetings.
10. Call for agenda items for future board meetings.
11. Adjournment.

**Draft Minutes of  
Previous Board  
Meeting**



## **Ethics Review Board for the City of New Orleans**

### **Board Meeting of December 9, 2024, at Robert E. Smith Branch, New Orleans Public Library, Canal Blvd., New Orleans, Louisiana**

#### **Minutes**

1. *Call to Order.*
  - 1.1. The chair called the meeting to order at 3:37 p.m.
  - 1.2. Attendance
    - 1.2.1. ERB members present:
      - 1.2.1.1. Dawn Broussard, Chair
      - 1.2.1.2. Holly Callia
      - 1.2.1.3. Tyrone G. Jefferson, Jr.
      - 1.2.1.4. Patrice Sentino
    - 1.2.2. ERB members absent:
      - 1.2.2.1. Monique G. Doucette
      - 1.2.2.2. Sally Richardson
    - 1.2.3. Staff member present: Dane S. Ciolino, Executive Administrator & General Counsel
    - 1.2.4. Staff member present: Jordy Stiggs, Ethics Trainer.
  - 1.3. The agenda for the meeting is attached.
2. *Approval of Minutes.* Upon a duly made and seconded motion, the ERB unanimously approved the minutes of the regular ERB meeting held in November 2024.

3. *Monthly Report of the Office of the Inspector General.*
  - 3.1. Ed Michel appeared on behalf of the Office of the Inspector General. He appeared with Mike Laughlin, general counsel for OIG.
  - 3.2. The board accepted Mr. Michel's monthly report (attached).
  - 3.3. Mr. Michel reported on a recent guilty plea from an NOPD officer whose misconduct was investigated by his office.
  - 3.4. His office has been asked to assist in investigations into certain allegations of misconduct.
  - 3.5. Deputy Inspector General Alison Broyles for audit and review reported on the OPSO audit and investigation. The report speaks for itself, but Ms. Broyles reported on the highlights of the report.
    - 3.5.1. Ms. Sentino asked about issues related to the use of BRASS by OPSO. Ms. Broyles responded with OPSO's arguments for independence and other reasons.
    - 3.5.2. Mr. Michel noted that the City Council may address this issue via an ordinance.
  - 3.6. Patrice Rose, Chief of Inspections and Evaluations, discussed the Orleans Parish Communications District purchased software in a manner that was not transparent and that ultimately did not function as required by NOPD and OPSO.
    - 3.6.1. Ms. Rose and Mr. Michel noted that the District has been receptive to the recommendations and policy changes, including internal controls, made by the OIG.
    - 3.6.2. Ms. Callia clarified the extent to which the state regulates the District. The OIG responded that the state has changed the makeup of the District.
  - 3.7. Mr. Michel introduced the OIG's new HR manager. She will handle all personnel actions, training, and the like for the OIG.
  - 3.8. Mr. Michel introduced his new Public Information Officer who highlighted the PIO initiative to create public awareness about their function through RTA bus and street car ads.
    - 3.8.1. Mr. Ciolino suggested that ERB Trainer Jordy Stiggs be included in some of these public awareness initiatives.



4. *Monthly Report of the Office of Independent Police Monitor.*
  - 4.1. Ms. Sziment did not appear on behalf of the Office of the Independent Police Monitor. A deputy who did not identify herself appeared along with Sharonda Williams.
  - 4.2. The board accepted Ms. Cziment's monthly report (attached).
  - 4.3. The OIPM noted that there will be a December 17<sup>th</sup> public comment hearing in federal court on the consent decree. There are a number of questions regarding what might change with the new administration at the DOJ beginning in 2025.
  - 4.4. The OIPM has engaged in public communications about how to prevent violence at second-line parades. These social media communications revealed that the community is split on the efficacy of additional police presence.
    - 4.4.1. Mr. Jefferson asked whether the OIPM had any recommendations regarding the issue of police presence. The OIPM noted that it had no recommendations regarding increased police presence at these events.
    - 4.4.2. Ms. Broussard asked whether the OIPM has reviewed the permitting process. The OIPM noted that it has not looked into permitting issues.
  - 4.5. The OIPM reported on last month's podcasts and the guests who appeared, including Councilmember Oliver Thomas.
  - 4.6. The OIPM and board discussed issues with the offices of the OIPM, including that the elevator is not functional. The board offered its assistance to the OIPM in working with the landlord to improve the condition of the building.
5. *Monthly Report of the Ethics Trainer*
  - 5.1. Jordy Stiggs was ill and did not appear.
  - 5.2. The board accepted Mr. Stiggs's monthly report (attached).
6. *Report of the Executive Administrator and General Counsel.*
  - 6.1. Mr. Ciolino presented his monthly report (attached).
  - 6.2. Mr. Ciolino reported that there have received no complaints since the last board meeting.
  - 6.3. The City's 2025 Budget allocated the Ethics Review Board \$305,093 which is \$5,642 (or 1.9%) more than the \$299,451 the ERB received in 2024.
  - 6.4. Mr. Ciolino reported that one ERB position (Dillard) must be filled. The mayor's office is working on this and has received nominations.

- 6.5. Mr. Ciolino reported that four (4) Council and Mayoral appointments remain unfilled on QARACs for the IG and the IPM.
- 7. *Executive Session*
  - 7.1. After a motion, duly seconded, the board voted unanimously to go into executive session at 4:29 p.m. pursuant to Louisiana Revised Statutes section 42:17(A)(4) to discuss investigative proceedings regarding allegations of misconduct, namely, ERB Complaint No. 2023-04 and 2023-05.
  - 7.2. After a motion, duly seconded, the board voted unanimously to return to general session at 4:57 p.m.
- 8. *Resolution of Complaints 2024-04 and 2024-05*
  - 8.1. After a motion, duly seconded, the board voted unanimously to refer ERB Complaint 2024-04 to the OIG for further investigation.
  - 8.2. After a motion, duly seconded, the board voted unanimously to dismiss ERB Complaint 2024-05 for failure to claim a violation of the City of New Orleans Code of Ethics. Rather, the complaint claimed a violation of the public bid laws.
- 9. *Discussion of Locations of Future Meetings*
  - 9.1. Mr. Ciolino will check with City Hall regarding availability of council chambers.
  - 9.2. Mr. Ciolino will consult with Ms. Broussard on this.
- 10. *Adjournment.*
  - 10.1. A motion was made to adjourn the ERB meeting.
  - 10.2. The motion was seconded.
  - 10.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 5:06 p.m.

\* END \*

# **Monthly Report of OIG**

# **MONTHLY REPORT**

**JANUARY 2025**



# **OIG**

**NEW ORLEANS  
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG  
INSPECTOR GENERAL**

# ADMINISTRATION DIVISION

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# 2,036

Number of registered X followers

## ADMINISTRATION

The Office Manager is responsible for the following:

- Human Resources
  - Coordinating the hiring process
  - Intern Program
- Finance
  - Managing and refining the OIG budget
- Procurement Process
  - Communicating with OIG vendors
  - Processing requisitions to create purchase orders
  - Overseeing the timely payment of OIG expenditures
- Operations
  - Coordinating with the OIG's landlord and various City departments on administrative matters

## COMMUNICATIONS

The Public Information Officer is responsible for the following:

- Public and Media Relations
- Social Media
- Monthly and Annual Reports to the ERB
- Editing | Writing | Reviewing

## INFORMATION SECURITY

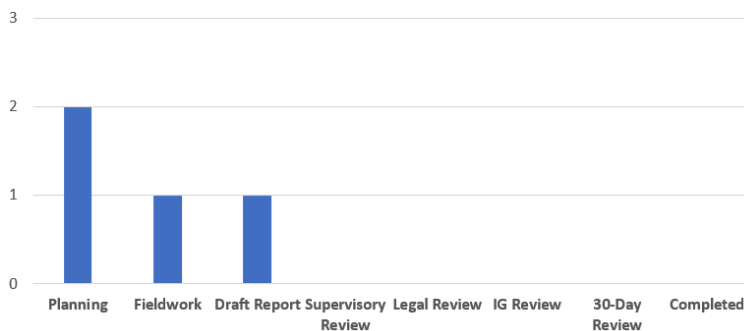
The OIG Information Security Specialist is responsible for maintaining the OIG's information technology (IT) integrity through:

- Technical Support
- Hardware and Software Updates
- Communication and Coordination
- Consultation for IT Purchases

# AUDIT & REVIEW DIVISION

The Audit and Review Division conducts financial audits, attestations, compliance, and performance audits of City programs and operations. Auditors test for appropriate internal controls and compliance with laws, regulations, and other requirements.

**STATUS OF ONGOING AUDIT PROJECTS**



The Audit and Review Division has the following projects in process:

- Safety and Permits Third Party Contractors
- NOAB Contract Audit
- EMS Response Time
- City Oversight of Funds to External Agencies Audit

## **Project Phase Descriptions:**

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

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

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

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

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

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

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

# MEASURING PROGRESS

## AUDIT AND REVIEW DIVISION

The following information provides a summary of the Audit Division's project phase and a summary of the audit objectives.

Project Name	Project Phase <sup>1</sup>	Anticipated <sup>2</sup> Completion Date
Safety and Permits Third Party Contractors	Drafting	Ongoing

**Summary of Objectives:** The purpose of the audit is to determine the adequacy of S&P policies and procedures related to Third Party Inspections and verify that residential inspections performed by Third Party Inspectors were in compliance with those policies and procedures.

NOAB Contract Audit	Fieldwork	Ongoing
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**Summary of Objectives:** The purpose of the audit is to verify NOAB management compliance with relevant policies and procedures while procuring professional services contracts and assess the effectiveness of NOAB management controls in ensuring vendor compliance with contract terms.

EMS Response Time	Planning	Ongoing
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**Summary of Objectives:** The purpose of the audit is to determine whether the City is responding to medical emergencies timely and in accordance with their policies and national standards.

City Oversight of Funds to External Agencies	Planning	Ongoing
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**Summary of Objectives:** This project will be to determine the adequacy of City of New Orleans policies and procedures related to oversight of City funds distributed to outside agencies and to verify if the City of New Orleans complied with existing policies and procedures.

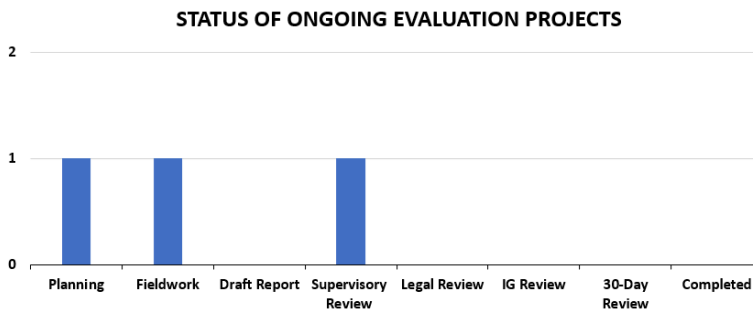
### Footnotes:

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

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

# INSPECTIONS & EVALUATIONS DIVISION

The Inspections and Evaluations Division works to increase the efficiency, effectiveness, transparency, and accountability of City programs, agencies, and operations. Evaluators conduct independent, objective, empirically based and methodically sound inspections, evaluations, and performance reviews.



The Inspections & Evaluations Division has the following projects in process:

- NOPD LIBRS Compliance
- City Emergency Contracts Process
- City Low-Barrier Homeless Shelter

## **Project Phase Descriptions:**

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

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

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

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

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

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

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



# MEASURING PROGRESS

## INSPECTIONS AND EVALUATIONS DIVISION

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

Project Name	Project Phase <sup>1</sup>	Anticipated <sup>2</sup> Completion Date
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NOPD LIBRS Compliance	Supervisory Review	Ongoing
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**Summary of Objectives:** The purpose of the evaluation is to assess the NOPD's efforts to meet state and federal crime reporting requirements and the potential effect of non-compliance on NOPD grant funding.

City Emergency Contracts Process	Fieldwork	Ongoing
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**Summary of Objectives:** The purpose of this evaluation is to determine if the City's Emergency Procurement procedures are efficient and timely in addressing City departments' needs and whether they are consistent with best practices and standards used in comparable jurisdictions.

City Low-Barrier Homeless Shelter	Planning	Ongoing
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**Summary of Objectives:** The purpose of this evaluation is to determine whether the City has dedicated sufficient resources and has adequate oversight over the shelter vendor to ensure the facility is managed accordance to best practices.

### Footnotes:

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

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

# INVESTIGATION DIVISION

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## ADMINISTRATIVE INVESTIGATIONS (JANUARY HIGHLIGHTS)

### **Progress of Department of Safety and Permits (DSP) Initiative**

Interviews with Department of Safety and Permits (DSP) personnel are complete, and analysis of data collected has begun as the OIG's DSP Initiative continues to progress. This joint initiative with the LSLBC is working to identify ways to ensure effective operations of DSP. As part of the initiative, OIG staff have been assigned to DSP to review policies, procedures, and internal controls with a focus on identifying and mitigating gaps and weaknesses.

### **Investigation into allegations involving New Orleans Police Department (NOPD)'s promotional process has concluded**

The OIG's investigation into this matter has concluded. A final report of findings is being drafted and will be presented to NOPD Superintendent Kirkpatrick when completed.

### **Former NOPD Sergeant to be sentenced after federal wire fraud conviction**

Former New Orleans Police Department (NOPD) Sgt. **Todd F. Morrell** is scheduled for sentencing on Feb. 25 after pleading guilty last November to six counts of wire fraud. Morrell's conviction stems from a multi-year scheme to defraud the NOPD and the New Orleans Fair Grounds, which paid him to provide off-duty police details. For each of the six counts, Morrell faces up to 20 years in prison, up to three years of supervised release, up to a \$250,000 fine, and a \$100 mandatory special assessment fee.

### **Third-party inspector charged with 25 counts can no longer operate as licensed contractor**

Former third-party inspector **Randy A. Farrell Sr.**, charged with 25 federal counts of conspiracy and fraud, has been disqualified from operating as a licensed contractor. The Louisiana State Licensing Board for Contractors (LSLBC) disqualified Farrell and his company, Global Technical Solutions LLC, from operating as licensed contractors on Dec. 22, 2024. The Investigation Division continues to assist federal prosecutors in the case against Farrell and his companies. The investigation led to the September 2024 indictment of Farrell, whose trial is set for Oct. 20, 2025. An indictment is merely a charge and the guilt of the defendant must be proven beyond a reasonable doubt.

### **Licenses permanently suspended for electrician suspected of fraud**

The Louisiana State Licensing Board for Contractors (LSLBC) permanently indefinitely suspended electrical licenses for electrician **Jesse Carr Jr.** and his business, Carr Electrical Company, LLC. The LSLBC permanently suspended the licenses following a Nov. 18 hearing. A month prior, the LSLBC had indefinitely suspended the licenses for Carr and his company after a joint investigation of the OIG and New Orleans Department of Safety revealed that Carr and his company were allegedly allowing unlicensed electricians to use Carr's license. The investigation is ongoing.

# INVESTIGATION DIVISION

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## ADMINISTRATIVE INVESTIGATIONS (JANUARY HIGHLIGHTS CONTINUED)

### Other ongoing investigations:

The Investigation Division also continues to assist in the criminal prosecutions of **Leessa Augustine** and **Tyrell Morris**.

**Augustine**, a former New Orleans S&WB Senior Special Agent and reserve NOPD officer, was indicted in multiple fraud schemes with four counts of wire fraud, two counts of aggravated identity theft, and one count of making false statements to investigators. Augustine is set for trial on March 10, 2025.

**Morris**, former Executive Director of the Orleans Parish Communication District (OPCD), was indicted on charges of insurance fraud, malfeasance in office, impersonation of a police officer, injuring public records, and retaliatory termination of a whistleblower. Morris' trial date has been moved to April 28, 2025, after new counsel took over his defense in January.

An indictment is merely a charge and the guilt of the defendant must be proven beyond a reasonable doubt.

### Brass and copper thefts from New Orleans Sewerage and Water Board

OIG investigators continue to collaborate with the Louisiana State Police's Troop NOLA and the New Orleans Sewerage and Water Board's (S&WB) Security Department to investigate brass and copper thefts. A former S&WB employee was arrested by Louisiana State Police's Troop NOLA on Dec. 27, 2024.

**During January**, the Investigation Division submitted one Inspector General Subpoena for Documents. The OIG received 15 complaints, which were processed through the OIG's intake program.

# 2025 BUDGET

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**Total 2025 Appropriation \$ 4,488,636**

<b>Expenditures</b>	<b>Spent YTD</b>
<b>Personnel</b>	<b>\$ 244,362</b>
<b>Operating</b>	<b>\$ 28,902</b>
<b>Total</b>	<b>\$ 272,453</b>
<b>Remaining Balance</b>	<b>\$ 4,216,183</b>

# SOCIAL MEDIA



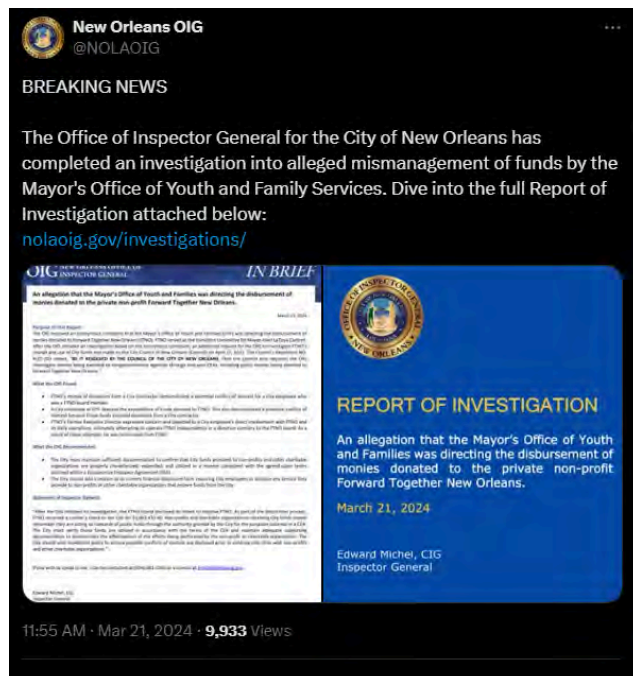
**Facebook:** @NOLAOIG

Number of followers: 755  
Top-performing post of 2024



**Instagram:** @NewOrleansOIG

Number of followers: 102  
Top-performing post of 2024 by views



**X/Twitter:** @NOLAOIG

Number of followers: 2,036  
Top-performing Tweet of 2024



# **Monthly Report of OIPM**



# OFFICE OF THE INDEPENDENT POLICE MONITOR

## MONTHLY COMMUNITY REPORT January 2025



*Above, is a NOPD patrol car driving during the snow storm on January 21, 2025. Submitted by a member of the public.*

**Transparency. Accountability. Respect.**





# LETTER TO THE COMMUNITY

Dear New Orleans Community,

The first month of 2025 was challenging with sparks of joy.

First, a word on the **Bourbon Street terrorism attack**. I started the December Monthly Report (completed the first week of January) reflecting on what it was like for me personally to arrive at the scene after receiving notification of the attack. I was on call that day, and I can say that standing at the intersection of Bourbon and Bienville was overwhelming. From 4:45am until 1:30pm, I monitored what I could from inside the 8th District Station since the FBI conducted the investigation on the scene. As I said in the prior report, I have many observations that I intend to share with NOPD leadership about how to better support the community during emergencies.

Since that attack, I know that 120 officers who were working the French Quarter are going through debriefings and receiving support to cope with the trauma of that day through the Officer Assistance Program. I truly hope the public is also caring for themselves in the aftermath of this attack. In January, the OIPM interviewed Crime Survivors NOLA on the Monitor's Mic and they shared resources for those affected by the attacks. **If you or someone you know think you may need assistance after the NYE attack, please call (504) 355-0846 to reach the Hub Family Assistance Center. You can access wraparound free trauma recovery care from Seeds of NOLA at (504) 702-4335.** Please visit [crimesurvivorsnola.org](https://crimesurvivorsnola.org) for more information and to access the Crime Survivors Guidebook and financial resource page to see if you're eligible for financial assistance. As I said in the prior report, right now it is important to be critical but also sensitive to the trauma and exhaustion that may be present in the city - from officers, to members of the public, our friends and neighbors, and even city officials. We should engage with one another productively with empathy and patience.

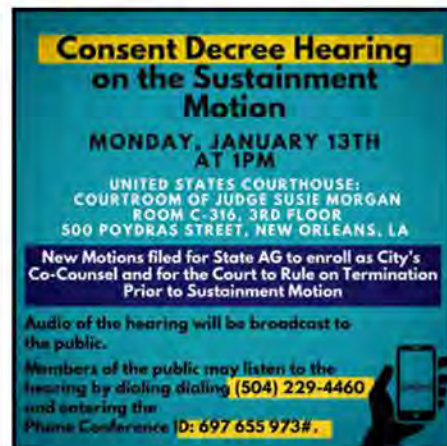
From snow storms to the end of active federal oversight in the Consent Decree, January 2025 was truly historic. In this report, **we recap the oral arguments on the Consent Decree held on January 13th and the subsequent ruling issued on January 14th** releasing the NOPD from active oversight.

Additionally, this month the **OIPM released our Work Plan for 2025** to the public. This document outlines our goals and priorities for the coming year. Please check it out on our website.

Finally, please continue to tune in to the **Monitor's Mic on Fridays at noon on WBOK 1230AM** to learn more about oversight, policing, and community issues.

Thank you,

*Stella Cziment*



Above is the OIPM post reminding the public of the Consent Decree oral arguments and some subsequent press the IPM conducted after the ruling.

Below, the IPM and Deputy interviewed Crime Survivors NOLA on the Monitor's Mic.





# ACHIEVEMENTS, UPDATES, & WORK

## OIPM Releases 2025 Work Plan

Each January, the Office of the Independent Police Monitor (OIPM) releases a work plan outlining our goals for the year. This plan serves as a **roadmap** to guide our efforts, helping us prioritize where we can best fulfill our mission, provide oversight, and serve the community. While the work plan sets clear goals, it allows for **flexibility to adapt to evolving community and police department needs**. It also considers the office's capacity and budget constraints. Below are goals identified by the OIPM for 2025.

- **Hold Regular Public Forums Again**
  - Continue monthly forums to engage the community, featuring different leadership staff and bureaus.
  - Explore new ways to share information, including radio broadcasts.
  - Increase public input and involvement in oversight, audit checks and NOPD policy revisions.
- **Confidentiality Power**
  - Collaborate with state and local leaders to ensure legally protected confidentiality for those who wish to remain anonymous.
- **Generate More Reports and Misconduct Case Reviews**
  - Complete three reports on lawsuits, disciplinary appeals, and criminal proceedings against officers.
  - Release case reviews evaluating Public Integrity Bureau investigations into misconduct, including sexual misconduct, vehicle pursuits, and professionalism.
- **Build Virtual Public Archive & Police Misconduct Database**
  - Finish creating a publicly accessible online archive of policing documents, reports, and policy guides.
  - Complete the Police Misconduct Database project, including officer disciplinary, force, and award history, under Resolution 20-175.
- **Build the 24-Hour Complaint Hotline**
  - Launch a 24-hour hotline in multiple languages (English, Spanish, Vietnamese) for complaints and commendations, accessible via text, online, and phone platforms.
- **The Monitor's Mic Radio Show**
  - Expand the weekly radio show to inform and engage the community on policing and oversight issues.
  - Continue offering a platform for interviews, discussions, and public call-ins on relevant topics.
- **Increase Audit Work**
  - Conduct more audit checks, including audits of PIB intake, policies, use of force, vehicle pursuits, and misconduct investigations.
  - Use LAPD Audit School training to conduct a forensic audit of PIB processes to evaluate compliance with the Consent Decree.
- **Expand Post-Investigation Mediation**
  - Expand the Post-investigation Mediation Program to provide more opportunities for conflict resolution between the community and law enforcement.
- **District-Based Mediation**
  - Soft launch a pilot mediation program for community members involved in ongoing conflicts with the police, reducing unnecessary police engagement and fostering peaceful resolutions.





# ACHIEVEMENTS, UPDATES, & WORK

## Terrorist Attack on New Year's Day

During the month of January, there was a terrorist attack on Bourbon Street early in the morning on New Years Day. The OIPM shares in the hurt expressed by the community and extends our support to the survivors and the families and loved ones of those who died on Bourbon Street. In the letter at the front of the report, the IPM discussed some of the monitoring efforts that were executed that day along with resources available for those impacted by the attack.

Again, the OIPM thanks the officers who ran towards the danger, the officers, medical personnel and bystanders who provided medical assistance, the officers who helped crowds disburse, and then tried to unite friends and families who were separated, the officers who then continued to serve New Orleanians for the rest of the day - despite the things they lived through just hours earlier.

During the rest of the month, the OIPM used our platform to share resources and information with the public about the terrorist attack.

The OIPM used January's radio shows on the Monitor's Mic as an opportunity to share important information for survivors and the public regarding the terrorist attack. The OIPM interviewed organization advocates from Crime Survivors NOLA to discuss resources available for the Bourbon Street attack survivors and how law enforcement can support crime survivors. On the next show, we discussed public safety and policing priorities in the French Quarter in response to the terrorist attack with District C's Councilmember Freddie King, III. Then on the next show, Lieutenant Richardson discussed how the NOPD prepares for large scale events like the Super Bowl, the partnerships and resources being utilized by the NOPD in wake of the terrorist attack, the new enhanced security zones, and what it means to be a SEAR 1 Event.

**Our goal with this series of shows was to highlight the levels of response and action: from the resources for the community and survivors, to what elected leaders are doing to ensure public safety, and then how law enforcement is learning from this attack to ensure safety for upcoming mass scale events.**



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

### THE MONITOR'S MIC

Where we talk oversight, policing, and you

**Guest of the Week:**  
Lieutenant Sabrina Richardson

Have questions about how the NOPD is preparing for the Super Bowl? Want to know more about policing plans for large scale events? Join us while we talk to the Lt. Richardson in the NOPD about how the department handles events like the Super Bowl, Bounce, and more.

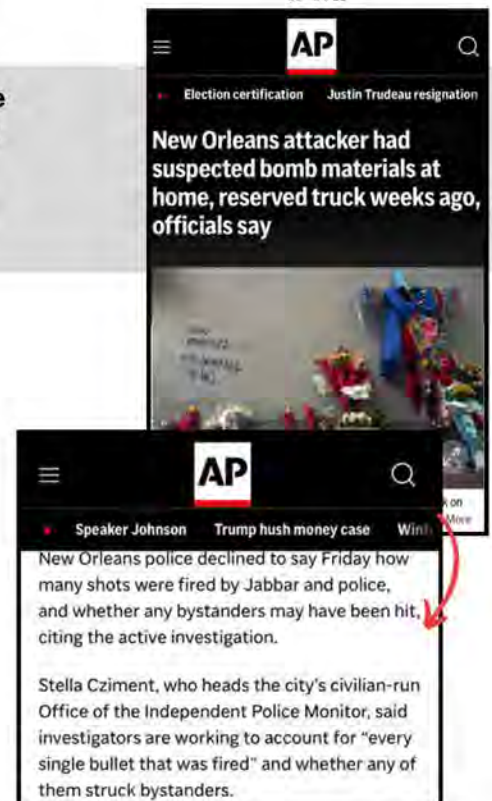
**A call in talk radio show**  
WBOK 1230 AM  
Airing Fridays at Noon

To the left is the post showcasing the Monitor's Mic episode with Lieutenant Sabrina Richardson who discussed the policing side of mass scale event coordination and how the NOPD is utilizing partners and federal resources to prepare for upcoming events.



Above is the first press conference regarding the Bourbon Street attack. Behind Chief Kirkpatrick, the IPM, Stella Cziment, who responded to the scene, is taking notes on the information provided to the public.

Below is an article detailing aspects of the terrorist attack with quotes provided by the IPM.





# ACHIEVEMENTS, UPDATES, & WORK

## Oral Arguments on the Joint Motion to Transition into Sustainment and Ruling

On Monday, January 13, 2025, the long awaited oral arguments on the Joint Motion to Transition into the Sustainment Period were heard before Judge Morgan. The City of New Orleans and the Department of Justice both argued their shared position that the NOPD was ready for sustainment.

### Two New Motions Filed

As a surprise to the public, the Friday before the Monday hearing, two new motions were filed into the case. First, the City filed a motion changing their position on the Motion to Terminate the Consent Decree. In the Joint Motion, the City joined with the Department of Justice to assert that their pending motion to terminate the Consent Decree would be rendered moot by a possible transition into sustainment. On Friday, the City changed their position to instead request an immediate hearing and ruling on the Motion to Terminate.

Why does this position change matter? This matters because it opens the possibility of a higher court review on the motion to terminate if refused - and it raised the possibility of the termination of the Consent Decree. The public engaged in the public comment period with the understanding that the outcome being sought was sustainment - not termination. This motion reopening termination as a possibility was filed after the public comment period ended, which the Court (and the OIPM) found to be detrimental to fair public notice and engagement.

The second motion filed was a request for the State Attorney General to formally enroll in the case as co-counsel to the City. Members of City Council and the Court, in its eventual ruling, spoke against the motion, stating that this type of last minute shift compromised the Consent Decree process.

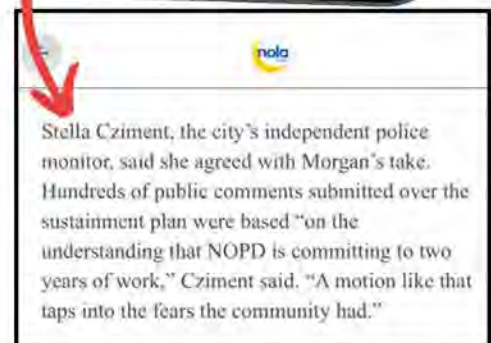
When the public gathered in Judge Morgan's courtroom on January 13th, the Court did not hear arguments on the two new motions but instead heard the arguments on the Joint Motion. The NOPD presented a detailed presentation again asserting compliance with the Consent Decree and their commitment to the Sustainment Period. The Department of Justice used their argument to echo the sentiments of the NOPD and to clarify the Court record for the potential of appeal.

### Ruling: Sustainment Granted

The next day, on January 14th, again the parties and public met in Federal Court, this time on the 5th Floor, to hear the ruling from Judge Morgan. On January 14th, Judge Morgan read her ruling from the bench. The Court's ruling had four parts:

1. The City's Motion Filed Requesting Immediate Ruling was granted.
2. The City's Motion Requesting the Termination of the Consent Decree from 2022 was denied.
3. The Joint Motion to Enter into Sustainment Period was granted.
4. The City's Motion to Enroll the Louisiana Attorney General as Co-Counsel was denied without prejudice.\*

\*"Denied without prejudice" means a judge denied the motion without permanently ending the party's right to have it heard in court. It could be refiled or appealed.



**Above is an article about the motions filed by the City the Friday before the oral arguments, including quotes from the Independent Police Monitor. Below is a post explaining the ruling to the public.**





# ACHIEVEMENTS, UPDATES, & WORK

## Consent Decree Ruling Continued

What does the ruling practically mean? It means that the **Court granted the joint motion filed by the City of New Orleans and the Department of Justice allowing NOPD to immediately begin a two-year sustainment period.**

The two years began immediately. During these two years, NOPD must maintain all progress previously made for a two-year period before being considered done with the Consent Decree. During the sustainment period, the NOPD will still be under federal oversight, though the intensity of this oversight is reduced compared to the active oversight required during the consent decree. The department will be evaluated on whether it can maintain the departmental changes implemented throughout the consent decree without federal intervention. While the level of oversight becomes less stringent, the department will still need to demonstrate consistent compliance with the reforms previously put in place. The DOJ will monitor the department periodically and assess whether its policies and practices remain aligned with the Consent Decree's requirements. The focus shifts to ensuring that the reforms are fully integrated into the department's culture and operations.

This does not mean that the NOPD is in full compliance with the Consent Decree. The work of the Consent Decree, the Sustainment Plan, the Police Community Advisory Board (PCAB) Plan, and all remedial action plans continues or now begins. The OIPM intends to continue this work with the community and the NOPD to achieve the commitments of the Consent Decree.

## January on the Monitor's Mic

This month on the Monitor's Mic, the OIPM interviewed several guests around a theme: learning more about the resources available and the work being done to ensure public safety and community support after the terrorist attack on New Year's Day.

The OIPM started by interviewing advocate and author, Rose Preston, and researcher and survivor, Julie Ford, of the Crime Survivors NOLA. We discussed the experiences of crime survivors, how the police can better support survivors, and resources that are available at the "Hub" for those affected by the Bourbon Street attack.

The OIPM interviewed City Councilmember Freddie King and learned about policing and public safety in the French Quarter post NYE attack, his take on policing in District C, and his gun exchange programs in the community.

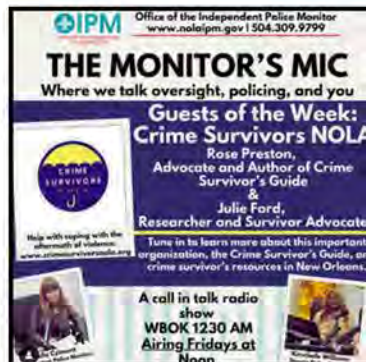
Finally, Lt. Richardson joined us on the Monitor's Mic to talk Super Bowl and mass scale event planning for the NOPD, how the NOPD collaborates with local, state, and federal partners to ensure public safety at large scale events, and what it means to be a "SEAR 1" event.

If you've missed any of these shows, you can listen to recordings of the show on the OIPM website:

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



Above is the IPM participating in TV interviews regarding the Court ruling.





# ACHIEVEMENTS, UPDATES, & WORK

## The Executive Branch and Police Oversight

On January 20th, Trump was sworn in as the 47th President of the United States. Immediately after his inauguration, Trump started issuing pardons and executive orders, some of these actions related to law enforcement and the Department of Justice, triggering concerns from the community.

The OIPM has received questions from the public about what these federal actions mean. The OIPM is not a political entity, but tries to conduct political analysis to determine how political actions may affect the NOPD, policing in general, the OIPM, police oversight, and the Consent Decree. By looking at state and federal politics, the OIPM can better understand the expectations and laws that will most impact the public, oversight, and policing.

Below is some of the preliminary analysis regarding Trump's first month in office and how it may impact the NOPD and policing.

### Litigation Freeze Issued

Trump has selected Harmeet Dhillon to lead the Civil Rights Division of the Department of Justice. On January 22nd, it was announced that the Justice Department leadership "froze" civil rights litigation. In two memorandums obtained by the media, it was reported that the Civil Rights Division under the Justice Department was ordered:

- Not to file any new complaints [regarding law enforcement agencies]
- Not file any amicus briefs or other court documents until directed otherwise
- To notify leadership of any settlements or consent decrees that were finalized by the Biden Administration within the last 90 days

Two consent decrees regarding police departments were finalized in the final weeks of the Biden administration. One in Louisville, Kentucky, which was prompted after the fatal police shooting of Breonna Taylor in 2020 and included the subsequent treatment of protestors. The other in Minneapolis, Minnesota, prompted by the use of force and murder of George Floyd in 2020. It is the OIPM's understanding that both still need to be approved by a Judge.

It is unknown how long the litigation freeze will last under the Civil Rights Division of the Department of Justice.

***The OIPM will note that this strategy was previously utilized by the Trump administration in his first term. In Trump's first term, his then-Attorney General, Jeff Sessions, issued a memo banning the use of federal consent decree orders for police wrongdoing.***



Trump Justice Department  
freezes work in  
civil rights division

On this page are examples of stories being published regarding Trump's first month in office demonstrating his current political stance on policing issues. These articles speak to some changes that may occur towards policing accountability efforts on a federal level.





# ACHIEVEMENTS, UPDATES, & WORK

## The Executive Branch and Police Oversight Continued

### What Does the Litigation Freeze Mean for Active Consent Decrees or Sustainment Strategies?

Most likely, **the litigation freeze will not affect active consent decrees and sustainment strategies.** Looking to what happened during Trump's first term starting in 2017, a federal court blocked the President's attempt to undo a consent decree finalized with Baltimore just days before Trump took office. The decree remained - signaling that efforts to undo other similar consent decrees may be unsuccessful.

Now, the public should assume a similar strategy may be utilized by the Department of Justice in similarly situated cities. Most likely, the Department of Justice will now try to claw back the agreed consent decrees in Louisville, Kentucky and Minneapolis, Minnesota. Since it is the OIPM's understanding that both of these consent decrees need judicial approval, the Department of Justice does have a potential opportunity to make a legal case to withdraw from or renegotiate the consent decree, and to appeal to a higher court if that bid is refused.

Here in New Orleans, the Sustainment Strategy was accepted by the Court and became part of a Court Order. It is now considered a federal ruling with all the powers that attach to it. This means the Sustainment Strategy will ensure that the Consent Decree obligations and those police reforms continue to have federal power. Based on what happened in Trump's first term, the OIPM assumes this (and possibly any) active consent decree or sustainment strategy currently in place will remain. This means that the OIPM believes there will be no change to the sustainment strategy that the City of New Orleans entered into on January 14, 2025.

### What Does the Litigation Freeze Mean for Pending Department of Justice Investigations or Investigations that are Completed Under Trump?

Investigations that are underway, recently completed or completed during Trump's term, or consent decrees that are not finalized prior to the start of Trump's second term will probably become stagnant, discontinued, terminated, or in the case of unfinalized consent decrees - challenged, during this second term.

During the Biden administration, 12 investigations were launched into law enforcement agencies. One investigation was into the Louisiana State Police. That investigation was finalized and released in January, 2025. What will happen to these investigations like the LSP one and their findings now that there is a litigation freeze? The litigation freeze effectively means that no litigation will be pursued at this time. Litigation is how consent decrees are initiated by the Department of Justice, so this move effectively puts a pause on the initiation of any new consent decrees.

This means that law enforcement agencies that have been found to be in violation of civil rights will not be legally pursued by the Department of Justice at this time. The report and the findings are still relevant for potential litigation filed by private attorneys alleging civil rights violations of their clients under Section 1983 claims and will most likely bolster those suits. They are still relevant to the public demanding law enforcement policy, practice, and training changes. The investigations can be still be utilized as information worthy of consideration and decision-making on multiple levels, but it most likely will not be used to start a new consent decree through Department of Justice action.



**Above is a headline announcing the findings of the Department of Justice investigation into the Louisiana State Police (LSP). The LSP were found to violate civil rights; however, most likely this investigation will not result in a consent decree.**



# ACHIEVEMENTS, UPDATES, & WORK

## **The Executive Branch and Police Oversight Continued**

### **What If There is a Political Shift in the Future? Can the Investigation Findings Be Utilized?**

There is still an open legal question on whether these Department of Justice investigations can be utilized in the future for legal action by the Department of Justice if it is not acted on now or if future legal action from these investigations will be barred under a statute of limitations. Police accountability litigation - like filing suits for civil right violations - are done under Section 1983 in federal courts. Right now, the statute of limitations on Section 1983 is set by varying state law, not by a national standard (even though these actions occur in federal courts). As a result, in some states, the investigations may be utilized to file suit by the Department of Justice for up to six years. In Louisiana, where there is a strict timeline of one year, it is likely that this investigation will be determined to be moot or out of compliance with the statute of limitations if not utilized to file suit within one year of the known harm. At this time, the OIPM cannot further clarify on this legal possibility.

### **How Do These National Politics Affect Local Oversight?**

Local oversight in New Orleans is controlled by the Home Rule Charter - the OIPM is a product of local law. This means that state or federal law that differs could potentially trump the Home Rule Charter. Currently, the OIPM is mentioned in the Consent Decree and the Sustainment Strategy, which gives it an increased protection from potential state legislation and maybe even federal legislation; but that protection is not absolute or forever.

If police oversight is prohibited nationally through federal law, then the OIPM would need to litigate the question of how that federal ban conflicts with the requirements of the Sustainment Strategy. When the Sustainment Period is complete, then that federal protection is gone and the OIPM will be vulnerable to state and federal bans.

### **Lessons Learned From Florida and Tennessee and Why they Matter in Louisiana**

It is important to enter this next phase mindfully - aware of the political realities that exist in current Louisiana politics. Currently there is a republican governor who has expressed a high level of support for the police and ran on a platform of limiting police reforms.

Governor Landry has shown support for and tried to join the City's Motion to Terminate the Consent Decree, he declared a state of emergency over a police officer shortage in February, 2024; he signed House Bill 173 restricting the public's ability to observe and record the police. In June 2024, while going back and forth with the Ethics Board, Landry signed into a law the ability for him to control more of the Ethics Board - including appointing the membership. These political decisions suggest that he would not be in support to civilian oversight over the police, and may look to other states in determining how to oppose such action. The other states that may be used as examples are Florida and Tennessee.

### **What Happened in Florida? Local Civilian Oversight Now Controlled by Police Departments**

In Florida, there were 21 local civilian oversight offices and panels all over the state. In Miami-Dade, there were two different robust civilian oversight offices overseeing the county and the city law enforcement - working in tandem: the Miami's Civilian Investigative Panel over the Miami Police and the Independent Civilian Panel over the Miami-Dade Police Department. Now, due House Bill 601, signed into law by Governor DeSantis and going into effect on July 1, 2024, there is no local oversight over law enforcement.

The law states that no civilian oversight over law enforcement can exist or be created unless it is compliant with this law. No civilian oversight can conduct investigations into allegations of misconduct of law enforcement officers.





# ACHIEVEMENTS, UPDATES, & WORK

## The Executive Branch and Police Oversight Continued

Under this new law, a sheriff or chief can establish their own civilian oversight panel or board to "review policies or procedures" of the department (review powers only) but the board must be composed of "at least three and up to seven members appointed by the sheriff, one of which shall be a retired law enforcement officers." Effectively ensuring that whatever civilian oversight is created will be dominated by current or former law enforcement officers.

This law moves all civilian oversight to be overseen by the law enforcement agency it is to advise on and be predominantly compiled of law enforcement or former law enforcement officers.

56 331 A political subdivision may not adopt or attempt to  
57 enforce any ordinance relating to either of the following:  
58 (a) The receipt, processing, or investigation by any  
59 political subdivision of this state of complaints of misconduct  
60 by law enforcement or correctional officers, except as expressly  
61 provided in this section.  
62 (b) Civilian oversight of law enforcement agencies'  
63 investigations of complaints of misconduct by law enforcement or  
64 correctional officers.

32 30.61 Establishment of civilian oversight boards.—  
33 (a) A county sheriff may establish a civilian oversight  
34 board to review the policies and procedures of his or her office  
35 and its subdivisions.  
36 (b) The board must be composed of at least three and up to  
37 seven members appointed by the sheriff, one of which shall be a  
38 retired law enforcement officer.

## What Happened in Tennessee? Local Civilian Oversight is Gutted by State Law - Now Only Review Panels

In Tennessee, there were a couple civilian oversight boards and panels - such as the volunteer appointed board in Memphis, the most robust civilian oversight occurred out of the Community Oversight Board in Nashville. The prior Community Oversight Board in Nashville was an investigative model oversight agency with the ability to review, audit, monitor police activity, and put forth research and policy recommendations. It was created in 2018 under charter amendment passed by Nashville voters.

However, in 2023, the state legislature of Tennessee passed a series of statutes aimed at Nashville - the most liberal city of the state. One law, Senate Bill 591 / House Bill 764, required that all civilian oversight board employees be laid off, the current office and structure be dismantled, and then reconstructed under a different format with less power - specifically no investigative power, review power only, no right to independent counsel (must use the City Attorney), and no ability to monitor ongoing investigations or review any investigation prior to the enactment of the law (July 1, 2023). Further, only the local government can elect to have oversight - it's no longer something that voters can influence through referendums.

The Civilian Oversight Board of Nashville, though the target for this new law, did not have a viable lawsuit against this statute since it did not just apply to Nashville, but to civilian oversight across the state (though in application, it really only affected Nashville's Community Oversight Board).

There is a loud warning here that the OIPM takes seriously - if the Governor decides to ban civilian oversight in the state of Louisiana, without federal protection, the OIPM may be challenged legally even though it is enshrined in law passed by voters and is a part of the Home Rule Charter (similar to Nashville).

It is too soon to tell how local oversight will be affected in the coming years. The OIPM will continue to watch these issues - both on a state and federal level - and keep the public informed.

### "Our Voices Don't Matter": Tennessee Moves to Gut Police Oversight

Tennessee Republican Legislators in Memphis and Nashville offices (center) after they voted on SB 591 and HB 764 and weeks after they repealed referendums from the two cities.

April 19, 2023 / April 18, 2023



The new bills would still allow local governments to set up what they call "police advisory review committees," but local advocates and the Memphis and Nashville boards' leaders—both former law enforcement officials—denounce these replacements as impotent. They would not be able to conduct independent investigations or take quick action on misconduct, and their members would no longer be appointed by community groups.

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LOCAL

### Gov. Bill Lee signs bill eliminating community oversight boards

Craig Shoups and Kirsten Fierus | Nashville Tennessean  
Published 5:03 pm CDT May 15, 2023 | Updated 5:48 pm CDT May 15, 2023

The future of community oversight boards as Tennessee knows them is no more after Gov. Bill Lee signed legislation this week to disband the police watchdog panels.

The final nail in the coffin occurred April 20 when state House lawmakers voted emphatically 87-14 to disband oversight boards, which rely on taxpayer dollars to operate as civilian oversight of police departments.

Lee signed the bill into law Wednesday.

Makayla McCree, a Metro Council member since 2012, said the vote was heartbreaking but expected.

Lawmakers said oversight boards can still exist in Tennessee, but only at the behest of government entities. In Nashville, for example, Metro Nashville Council must adopt an ordinance by a two-thirds vote at two separate meetings, according to the new law.



# WHO WE ARE

The OIPM is an independent, civilian police oversight agency created by voters in a 2008 charter referendum. Its mission is to improve police service to the community, community trust in the NOPD, and officer safety and working conditions. Since first opening its doors in August 2009, the Office of the Independent Police Monitor has been responsible for representing the community of New Orleans, providing accountability and oversight to the NOPD, and assisting in the reforms required under the Federal Consent Decree.

The OIPM is protected and required by City Charter and Ordinance. The OIPM operates through a Memorandum of Understanding (MOU) with the City of New Orleans and the New Orleans Police Department and has distinct responsibilities outlined by ordinance. This means this office was created by the people of New Orleans to represent all people interacting with the New Orleans Police Department to improve the way our community is policed.

## Ensuring Compliance and Reform

- The OIPM reviews the NOPD's policies, practices, and investigations to ensure that every action taken is compliant with local, state, and federal law, and Consent Decree reforms.
- The OIPM advises on policy, tactics, training, and supervision to ensure that the NOPD is adopting national best practice and building a nondiscriminatory, safe, effective, and respectful police department that is responsive to the needs of the community and their employees.
- The OIPM does this through monitoring, case reviews, audits, and policy recommendations.

## Amplifying the Needs of the Community

- The OIPM engages with the community to ensure that they both know about our services and understand how the police department works. Through providing information, the OIPM is equipping and empowering the community to navigate police encounters safely and demand what they need.
- Provides Complaint Intake.
- Operates the Community-Police Mediation Program.
- Partners with Families Overcoming Injustice.
- Coordinates public forums and outreach opportunities for the community to provide vital input on the way they are policed.

## Making the NOPD a Safer and Nondiscriminatory Workplace

- The OIPM provides recommendations and assessments to ensure that the NOPD is a safe and nondiscriminatory work place for all employees.
- The OIPM assesses supervision and training to ensure that employees are being equipped and supported.
- The OIPM meets with police associations to hear concerns from their membership.
- The OIPM monitors disciplinary hearings to ensure that discipline is consistent and nonretaliatory.
- The OIPM receives commendations and accounts of positive policing from the community.



# WHAT DO WE DO?

## Mission, Vision, Work

**We serve the community, ensure police transparency, compliance, and accountability, and make policing a safer and more rewarding employment experience.**

### WHAT WE DO



**Misconduct Complaints**



**Disciplinary Proceedings**



**Data Analysis**



**Community Outreach**



**Use of Force**



**Community-Police Mediation Program**



**Audits and Policy**



**Commendations**

The OIPM is the oversight body for the New Orleans Police Department (NOPD). The OIPM provides oversight through monitoring, reviewing, and auditing police activity and data. The OIPM is responsible for conducting complaint and commendation intake, on-scene monitoring of critical incidents and uses of force, overseeing the community-officer mediation program, reviewing investigations, providing assessments, identifying patterns, and making recommendations for improved practice, policy, resource allocation, and training.

The OIPM envisions a police force where the community is a valued and respected partner in public safety and law enforcement. This is achieved through:

- Assurance of transparency, accountability, and fairness within the NOPD and in all policing practices
- Community-driven policing policy that reflects the changing and dynamic needs of New Orleanians
- Continued efforts to engage the community and collaborate with community partners
- Recruitment and retention of a police force that is representative of and responsive to the community it serves
- Utilization of de-escalation techniques and methods when responding to calls of service
- Conducting only lawful and necessary arrests free of discriminatory practices
- Thorough and effective investigations resulting in appropriate arrests and prosecutions
- Clear and professional communication with victims and witnesses of crime and all that come into contact with the NOPD
- Responsible utilization of equipment and allocation of resources
- Development of highly trained supervisors and organizational leadership
- Interactions with the public and internally within the police force that are based in mutual trust and respect

**The OIPM seeks to amplify the voice of the community to ensure that all within the city – visitors and residents alike – can access police services equally and have a positive experience with officers.**



# DATA OVERALL: YEAR TO DATE AND MONTH

	2025	2024	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2024
Civilian Complaint Count	4	10	9	3	6	5	4	3	2	5.25
Police Complaint Count	0	0	0	0	0	0	0	2	0	0.25
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	3	4	0	0	1	1	0	0	0	0.75
Community Liaison Count	0	0	4	2	2	7	3	1	2	2.63
Case Monitoring Count	2	0	1	0	1	5	0	1	2	1.25
Case Review Count	0	0	0	0	0	0	1	0	0	0.13
Contact Only Count	7	4	4	3	1	3	0	0	2	2.13
Disciplinary Hearing Count	6	0	4	0	3	0	2	2	5	2.00
Critical Incident Count	2	2	1	1	0	3	1	0	3	1.38
Firearm Discharge Count	1	2	1	0	0	3	1	0	1	1.00
Lvl 4 Non-Critical	0	3	3	2	0	1	0	0	0	1.13
Force Monitoring *	1	0	0	0	0	0	0	0	0	0.00
Mediation Count	1	0	0	0	1	3	0	0	2	0.75
Commendation Count	0	0	0	0	0	0	0	0	0	0.00
<b>Grand Total</b>	<b>27</b>	<b>25</b>	<b>27</b>	<b>11</b>	<b>15</b>	<b>31</b>	<b>12</b>	<b>9</b>	<b>19</b>	<b>19</b>

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

## CURRENT BUDGET



OIPM Budget Description	Amount
Personnel	\$905,785.00
Operating	\$400,000.00
2025 Total OIPM Budget	\$1,305,785.00
2025 Total OIPM Budget	\$1,305,785.00
Amounts Spent to Date:	\$174,170.71
Unexpended funds	\$1,305,785.00

# MISCONDUCT WORK

## Relevant Definitions

### Complaint

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

### Complainant

A complainant is the individual who files a complaint against a NOPD officer(s). A complainant may be generated internally (by another officer or a supervisor) or externally (by a member of a public). The complainant does not need to be personally affected by the incident.

### OIPM Complaint Codes

When the OIPM receives a complaint referral, the OIPM organizes the complaint according to the source of the complaint.

- Civilian based complaints are classified as: CC.
- Complaints from police officers are classified as: PO.
- Complaints from civilians working within the NOPD are classified as: CN.
- Anonymous complaints are classified as: AC.

### Misconduct

Officer action or failure to take action that violates any rule, policy, procedure, order, verbal or written instruction of the NOPD or is a violation of any city ordinance, state or federal criminal law. Misconduct includes, but is not limited to:

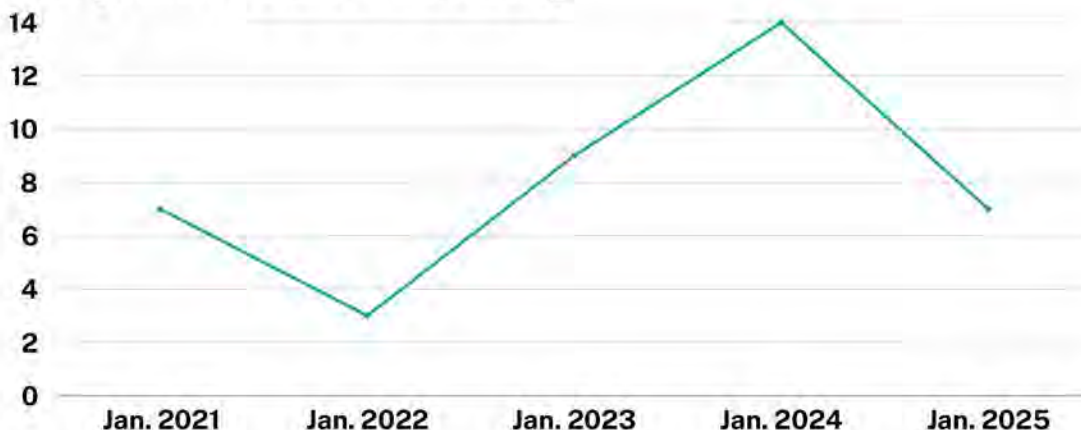
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification of records
- Inappropriate language or attitude
- Harassment
- Interference with Constitutional rights
- Neglect of duty
- Discrimination in the provision of police services or other discriminatory conduct on the basis of race, colors, creed, religion, ancestry, national origin, gender, sexual orientation
- Theft
- Retaliation for filing complaint with NOPD or the OIPM

## Complaint Procedures

The OIPM does not verify the statements made during complaint intake or agree with the statements provided by the complainant. The OIPM strives to accurately capture the words, emotions, goals and narrative shared by the complainant and selects the policy, practice, or rule that each allegation of behavior / incident could have violated if determined to be true. OIPM personnel may review information in NOPD systems regarding the interaction complained of, including body worn camera video, in car camera video, electronic police reports and field interview cards. The OIPM may include information obtained from NOPD information systems in the complaint referral.

The OIPM assesses whether in the information provided should be provided confidentially or if the OIPM would recommend covert operations conducted by the Special Investigation Squad (SIS). Anything shared in this report is public information.

## Complaint Totals - January



**7**

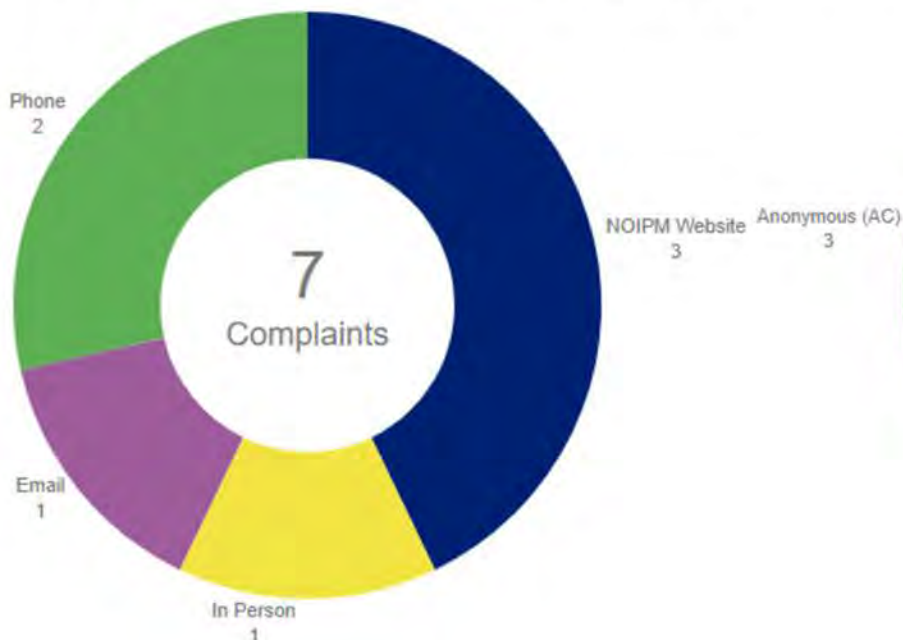
**Total Complaints  
Received this  
month**

**7**

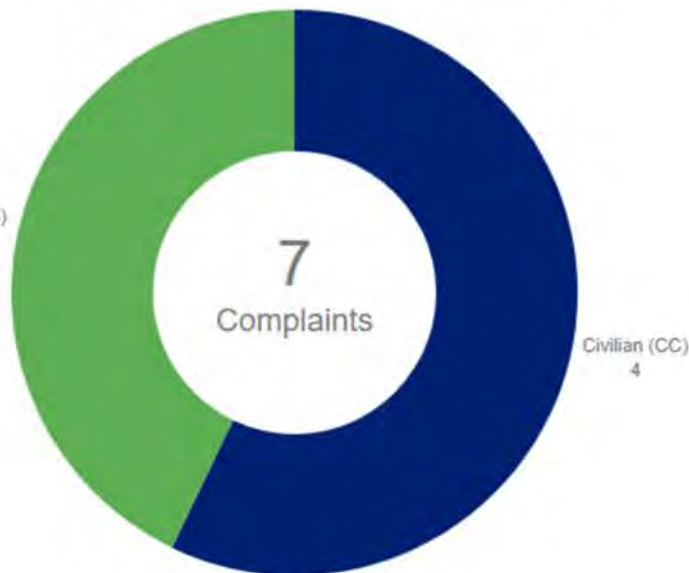
**Total Complaints  
Received This  
Year**



Complaint Intake Source - 2025



Complainant Type - 2025



Complaint Intake Source - Past 12 Months

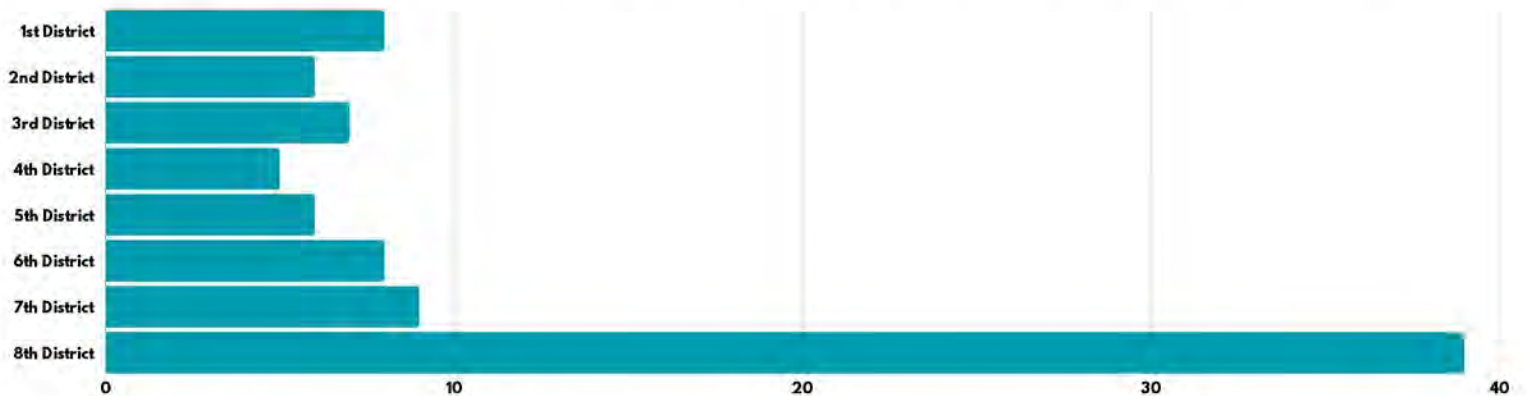


Complainant Type - Past 12 Months

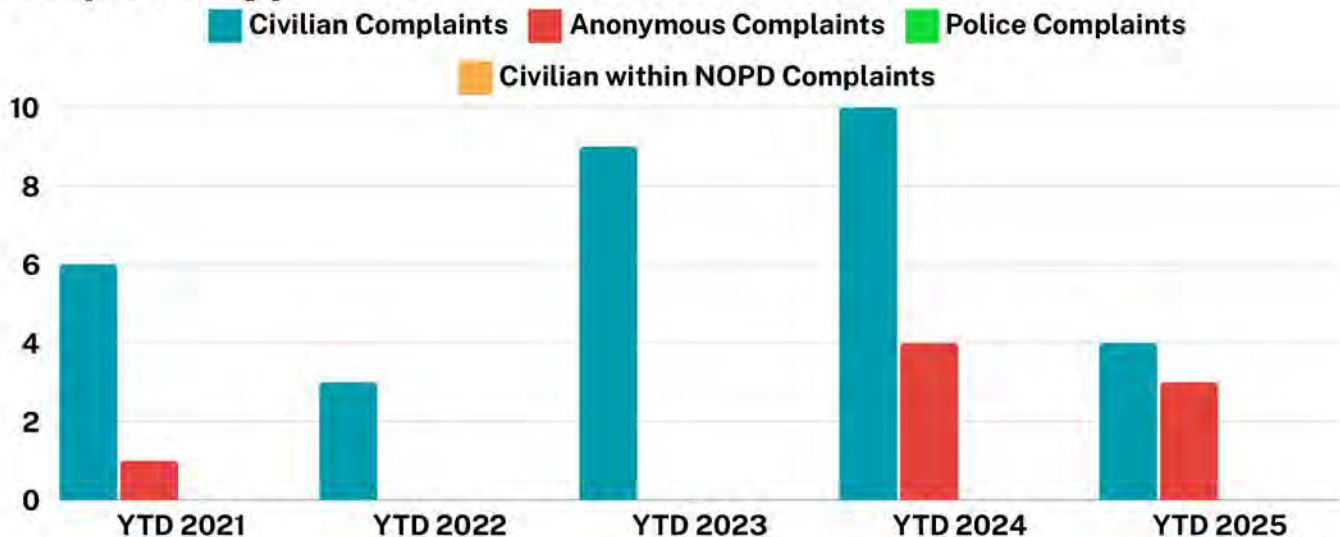


## Districts - Past 12 Months

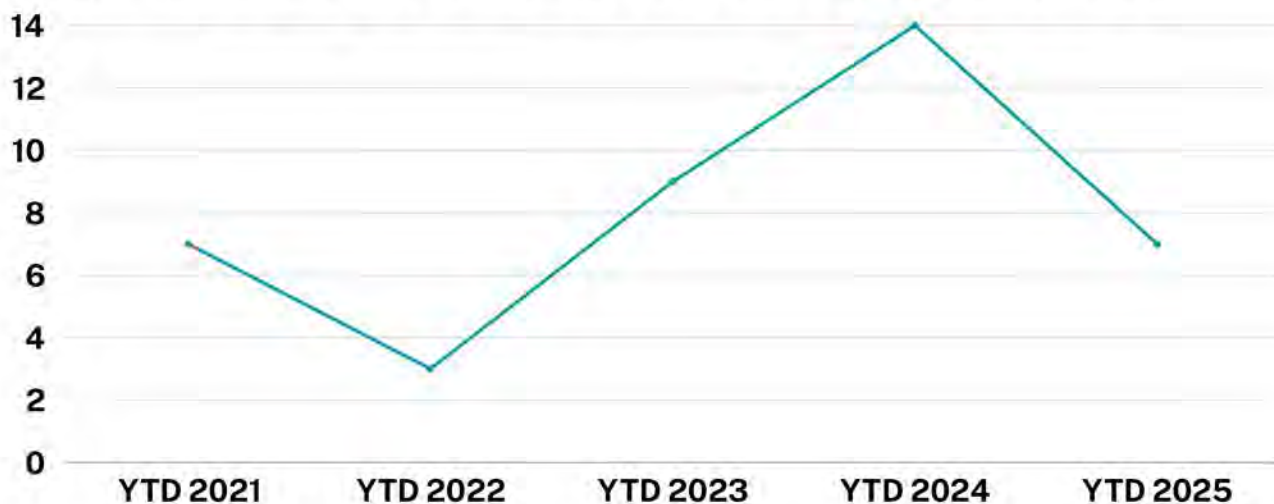
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



## Complaint Type YTD - 2021, 2022, 2023, 2024, 2025



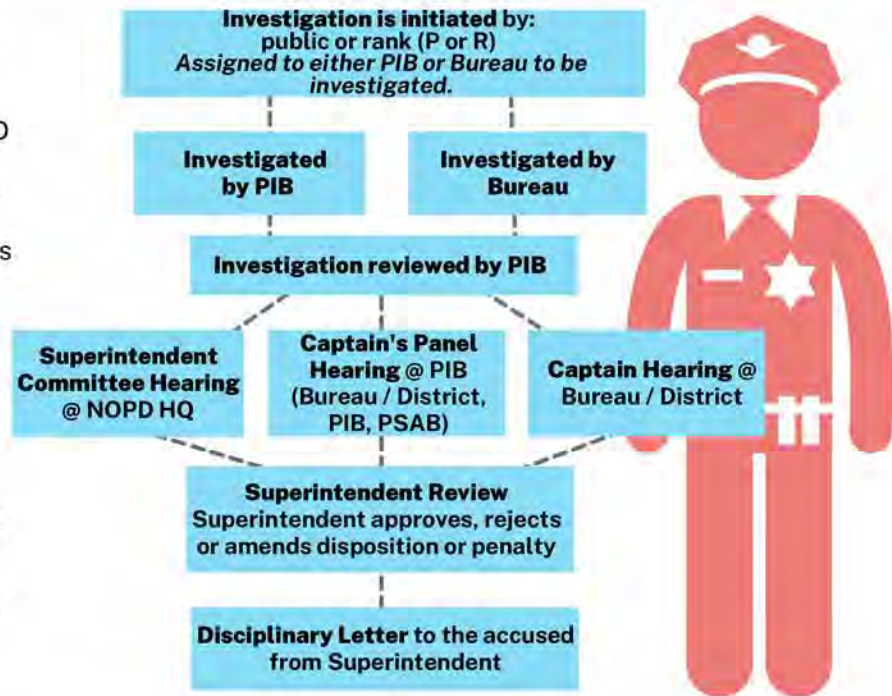
## Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025





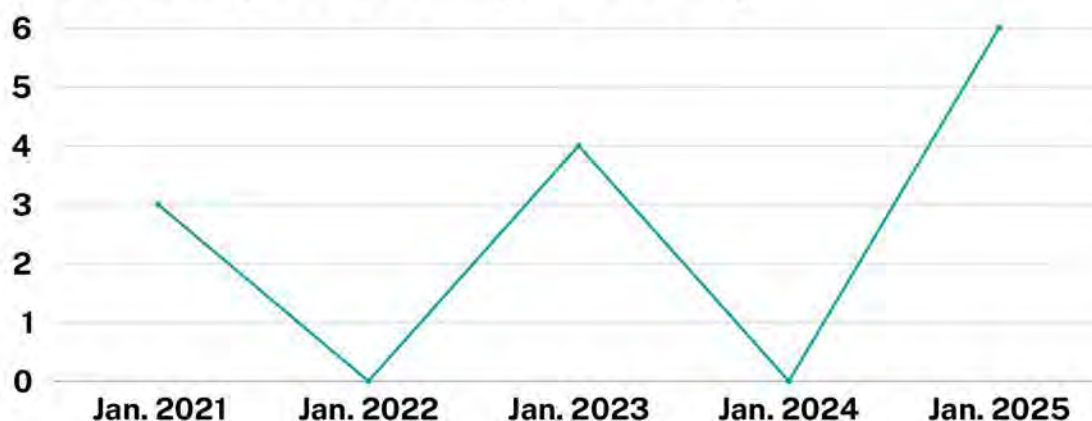
# DISCIPLINARY PROCEEDINGS

After the misconduct investigatory process, if the investigating officer sustained an allegation, then that allegation must be affirmed by NOPD leadership in order for that accused officer to be disciplined. This occurs through the disciplinary proceeding process. The disciplinary proceedings are conducted by the NOPD - either by Captains or Deputy-Chiefs. The OIPM monitors and assesses the efforts of NOPD to ensure all disciplinary investigations and proceedings are conducted in a manner that is non-retaliatory, impartial, fair, consistent, truthful, and timely in accordance with NOPD policies and law. Adjudication of misconduct is handled internally by the PIB or the Bureau of the officer / employee.



The OIPM may monitor the process conducted by the PIB or by the Bureau; however, under the MOU, there are detailed directions regarding how the OIPM is notified of investigations by the PIB and similar protocol does not currently exist for Bureaus. For that reason, the OIPM tends to be more involved with investigations and disciplinary proceedings conducted by the PIB. During every disciplinary proceeding, the OIPM remains in the room for deliberation with the NOPD leadership to give the hearing officers feedback and input. This process is how the OIPM provides our recommendations and feedback regarding the strength of the investigation, liability and risk management concerns, and areas where the policy required clarification or was being applied inconsistently. Though OIPM may provide this feedback in memorandums to the NOPD prior to the hearing or supplementing these hearings, these discussions during the deliberation process enable the NOPD to consider and digest our points before any final decision was made on the matter. These discussions are an opportunity for the OIPM to provide and receive insight into the NOPD investigation and often these comments lead to meaningful discussion with not just the hearing officers, but the assigned investigator on the case, since it was an opportunity for that investigator to explain investigatory decisions and to answer questions.

## Disciplinary Proceedings - January



6

**Total  
Disciplinary  
Cases Received  
this Month**

OIPM tracks Disciplinary Proceedings based on the date notice is received from NOPD and not necessarily on when the disciplinary proceeding occurs. Additionally, this figure does not account for investigations in which multiple officers are accused, or for hearing notifications received in a prior year but rescheduled to the current month. These proceedings are often rescheduled for scheduling conflicts. Tracking by notification date allows for consistent and accurate data collection.



# USE OF FORCE

## Relevant Definitions

### Critical Incident

Critical incidents are an internal definition that was agreed upon by the OIPM and the NOPD through the November 10, 2010 Memorandum of Understanding. This definition captures that the OIPM should be notified of deaths, certain levels of injuries, and officer involved shootings within an hour so the OIPM has the ability to monitor the on scene investigation by the Force Investigation Team. According to this shared definition, critical incidents are:

- All incidents including the use of deadly force by an NOPD officer including an Officer Involved Shooting ("OIS");
- All uses of force by an NOPD officer resulting in an injury requiring hospitalization;
- All head and neck strikes with an impact weapon, whether intentional or not;
- All other uses of forces by an NOPD officer resulting in death; and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD.

### Use of Force

Use of Force is when an officer uses physical contact on an individual during a civilian-police interaction. The force can be mild to severe based on the levels of force outlined in the NOPD policy. The force may be considered justified by NOPD policy considering the facts and circumstances known to the officer at the time which would justify that appropriate physical contact based on how officers are trained to handle that interaction. Force will be assessed based on the type of contact utilized compared to the resistance encountered, resulting injuries, witness statements, officer statements, and evidence found.

### Levels of Force

- **Level 1:** Includes pointing a firearm at a person and hand control or escort techniques (e.g., elbow grip, wrist grip, or shoulder grip) applied as pressure point compliance techniques that are not reasonably expected to cause injury; takedowns that do not result in actual injury or complaint of injury; and use of an impact weapon for non-striking purposes (e.g., prying limbs, moving or controlling a person) that does not result in actual injury or complaint of injury. It does not include escorting, touching, or handcuffing a person with minimal or no resistance.
- **Level 2:** Includes use of a CEW also known as "tasers" (including where a CEW is fired at a person but misses); and force that causes or could reasonably be expected to cause an injury greater than transitory pain but does not rise to a Level 3 use of force.
- **Level 3:** Includes any strike to the head (except for a strike with an impact weapon); use of impact weapons when contact is made (except to the head), regardless of injury; or the destruction of an animal.
- **Level 4:** Includes all 'serious uses of force' as listed below:
  - (a) All uses of lethal force by an NOPD officer;
  - (b) All critical firearm discharges by an NOPD officer;
  - (c) All uses of force by an NOPD officer resulting in serious physical injury or requiring hospitalization;
  - (d) All neck holds;
  - (e) All uses of force by an NOPD officer resulting in a loss of consciousness;
  - (f) All canine bites;
  - (g) More than two applications of a CEW on an individual during a single interaction, regardless of the mode or duration of the application, and whether the applications are by the same or different officers, or CEW application for 15 seconds or longer, whether continuous or consecutive;
  - (h) Any strike, blow, kick, CEW application, or similar use of force against a handcuffed subject; and
  - (i) Any vehicle pursuit resulting in death, serious physical injury or injuries requiring hospitalization.

## Critical Incident / Use of Force Chain of Events



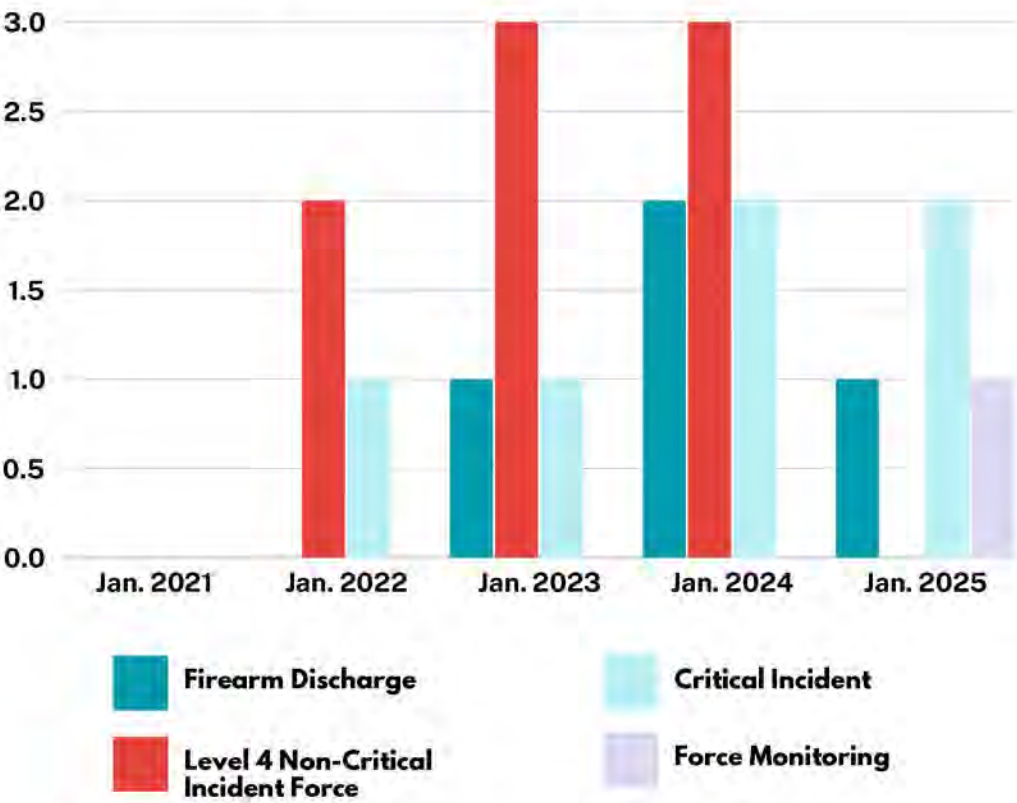


# Use of Force Work

Use of Force monitoring and reviews are an opportunity for the OIPM to conduct a qualitative assessment of an investigation to ensure thoroughness, timeliness, fairness, transparency, accountability, and compliance with law, policy, and the Federal Consent Decree. The OIPM monitors and reviews the use of force, in-custody death, and critical incident investigations conducted by the Force Investigation Team (FIT) within the Public Integrity Bureau (PIB) of the NOPD. The OIPM is required by City Code § 2-1121 and by the MOU to monitor the quality and timeliness of NOPD's investigations into use of force and in-custody deaths. The OIPM will attend the investigation or the relevant activity, and will document the activity taken and not taken by the NOPD. The expectation is that the OIPM representative does not participate in the activity, but instead observes the police actions and takes notes.

While OIPM is notified of each use of force that occurs, OIPM gives the most attention to the most serious uses of force incidents, Critical Incidents. However, OIPM will often review lower-level uses of force incidents to ensure NOPD policy is being upheld.

## Use of Force This Month 2020, 2021, 2022, 2023, 2024



**1**  
**Firearm Discharge this Month**

**2**  
**Critical Incidents this Month**

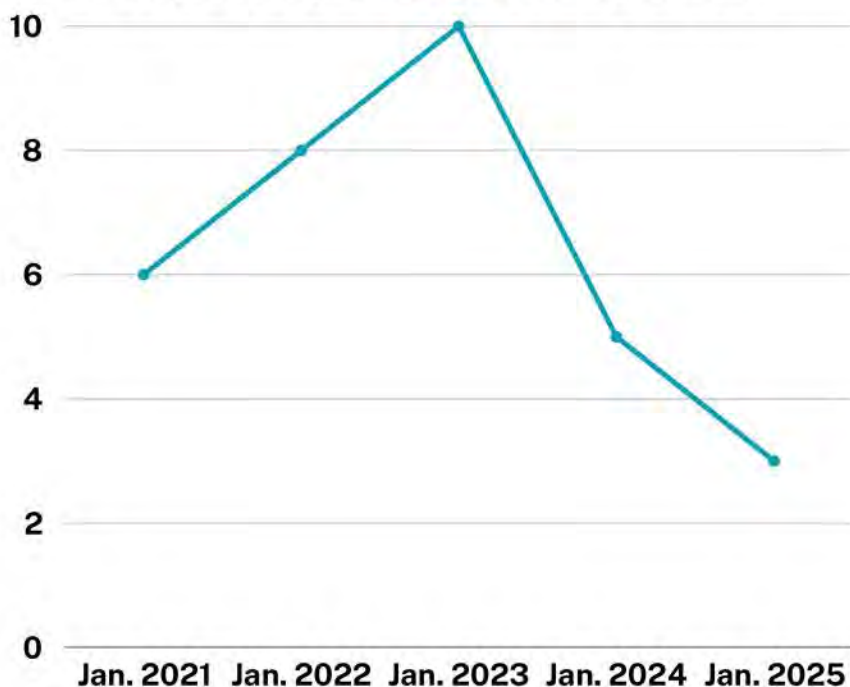
**0**  
**Level 4 Non-Critical Use of Force this Month**

**1**  
**Additional Force Monitoring this Month**

# COMMUNITY ENGAGEMENT

The community is vital to police oversight and the center of the work conducted by the OIPM. In the Memorandum of Understanding, the OIPM committed to developing relationships with community and civil groups to receive civilian and anonymous complaints, meeting with police associations, and conduct public outreach meetings and engagement activities. In this section of the Monthly Report, the OIPM explains the community outreach and public events that the OIPM coordinated or participated in the last month.

## Outreach - January 2021, 2022, 2023, 2024, 2025



**3**

**Total Outreach  
Events this  
Month**



**OIPM Mediator meeting and  
goal planning session**



**OIPM Mediator meeting and  
goal planning session**



**New Orleans United Front  
Monthly Town Hall**

## Outreach Events

- New Orleans United Front Monthly Town Hall
- Multiple television and print interviews with WGNO, WDSU, FOX 8, WWLTV & NOLA.com regarding the granting of sustainment.
- Mediator meeting & goal planning session on Jan 30th at OIPM office



# COMMUNITY-POLICE MEDIATION

## Relevant Definitions

### Mediation

A mediation process helps parties develop a mutual understanding of a conflict. Mediation may help the parties identify disputed issues, facilitate communication, provide an opportunity to improve community relationships, and generate options that may help the parties reach a mutually acceptable resolution.

### Consent

All parties must voluntarily agree to participate in mediation and give consent. The consent process involves communication between the participant and the Mediation Director or program staff about the mediation process, what to expect, and clarification of any questions. Consent forms are signed in advance of confirming the mediation session.

### Mediator

The role of the mediator is to be a neutral and trained third party who listens, clarifies, and facilitates conversation. Mediators are non-judgmental and do not give advice, take sides, or decide who is right or wrong. Mediators do not influence or pressure participants to come to an agreement. Mediators are trained and recruited by the OIPM.

### Voluntary

All participants engage in mediation at their own free will. They can end the process at any time and will not be forced to do anything or say anything they do not want to. No one is forced to agree to anything they do not want to.

## Mediation Numbers - January



## What is Mediation?

Mediation is an alternative to the traditional process of resolving complaints of police officer misconduct. Mediation provides a process facilitated by two professionally-trained community mediators to create mutual understanding and allow the officer and civilian to be fully heard and understood in a non-judgmental way. Mediation creates a safe, neutral space for officers and civilians to speak for themselves, share about their interaction and how it impacted them, explain what is important to them, and come to their own agreements and solutions about moving forward.

The Public Integrity Bureau (PIB) of the NOPD determines which complaints are referred to the Mediation Program. The types of complaints that are most often referred to mediation are those that allege lack of professionalism, neglect of duty, or discourtesy.

Complaints such as unauthorized use of force, unlawful search, and criminal allegations are ineligible for mediation and continue through the formal complaint investigation process by the PIB.

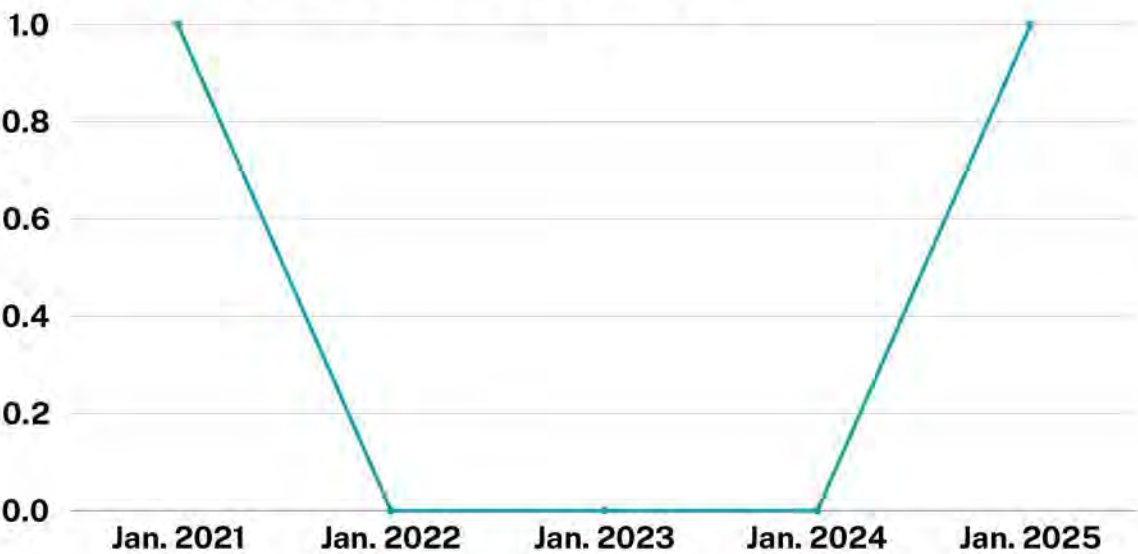
**Non-judgmental**  
**Confidential**  
**Voluntary**



**Mediation is:**

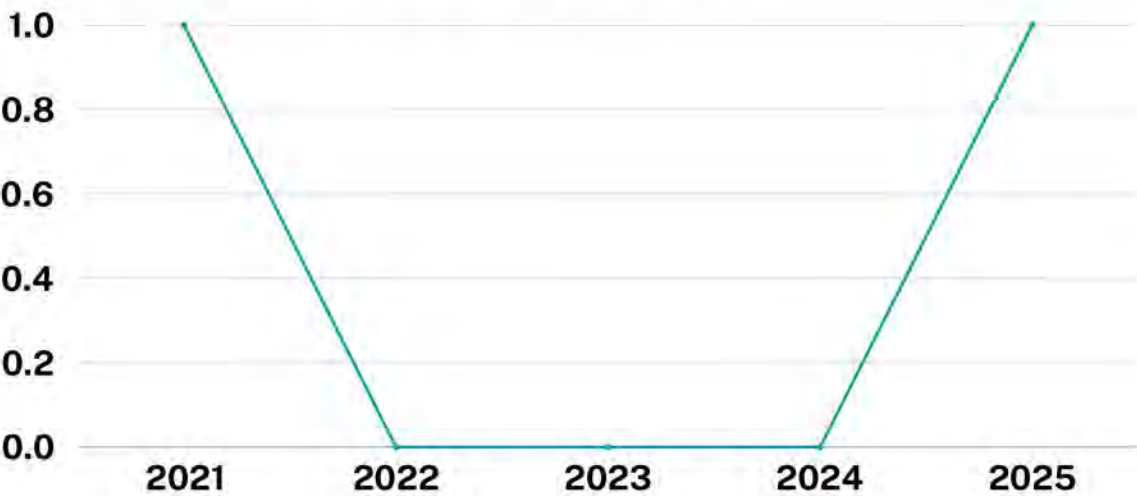
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are not judges. The mediators do not present their thoughts on the issue.
- ➔ It's about dialog, not forced resolutions. People are not forced to shake hands or make-up. The role of the mediators is to be neutral 3rd party facilitators. They will not pressure either participant to come to an agreement.
- ➔ An opportunity for the community member and the officer to be in charge of their own process and outcome. It will not be decided by an outside agency or person. It is outside of any punishment framework or the legal process. There is no appeal because mediation is voluntary.

**Mediations Held This Month  
2021, 2022, 2023, 2024, 2025**



**1**  
**Total  
Mediations  
Held this  
month**

**Mediations Held YTD In  
2021, 2022, 2023, 2024, 2025**



**1**  
**Total  
Mediations  
Held YTD**



# CONSENT DECREE & OVERSIGHT BACKGROUND

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The OIPM is providing the following information in our monthly reports as a way to keep our partners and the public informed of the role of oversight, the policing history that led to the creation of the Consent Decree, and the differences between different types of oversight.

The OIPM wants to use every opportunity available to share valuable information and historical context to our work so everyone working towards the goal of accountability, transparency, and police oversight can be equipped, informed, and engaged.

Over the year, the OIPM may add to this section additional resources and information that we assess as helpful and empowering.



# LEGAL JURISDICTION; OBLIGATIONS OF THE OIPM OFFICE AND STAFF

The OIPM operates under three core legal documents that guide the scope of local oversight and the jurisdiction of our work. Additionally, below are overviews of other ordinances that affect our work and create new legal obligations on the OIPM.

## **New Orleans Code of Ordinances Stat. § XIV: Office of the Independent Police Monitor**

This statute was created by voter referendum and provides the legal responsibilities, perimeters, and budgetary support of the OIPM. This was put to a public vote in November 2016 and passed. This statute states the responsibilities of the OIPM and requires particular work streams and tasks. The statute also describes the disclosure requirements of the office.

## **Louisiana Revised Stat. § 33:2339: Detail or Secondary Employment; City of New Orleans**

This statute was created in 2013 and gives legal abilities and subpoena power for the OIPM to investigate allegations of misconduct in the secondary employment system operated by the Office of Police Secondary Employment. The statute is silent as to the ability for the OIPM to refer these investigations to the NOPD or the District Attorney's Office for subsequent criminal or administrative accountability based on the OIPM investigation.

## **Memorandum of Understanding between NOPD and OIPM Executed November 10, 2010**

The MOU is a Memorandum of Understanding between the NOPD and OIPM which outlines the responsibilities, expectations, and authority of the OIPM when providing oversight to the NOPD. Through this MOU, there is clarity regarding the work the OIPM will complete and how the OIPM will access NOPD records, data, and reports and monitor NOPD during on scene investigations. The MOU was entered into in November 2010 and in the coming year the OIPM intends to work with NOPD leadership to review this agreement and determine if it should be updated to ensure it is still relevant and considers updates to technology.

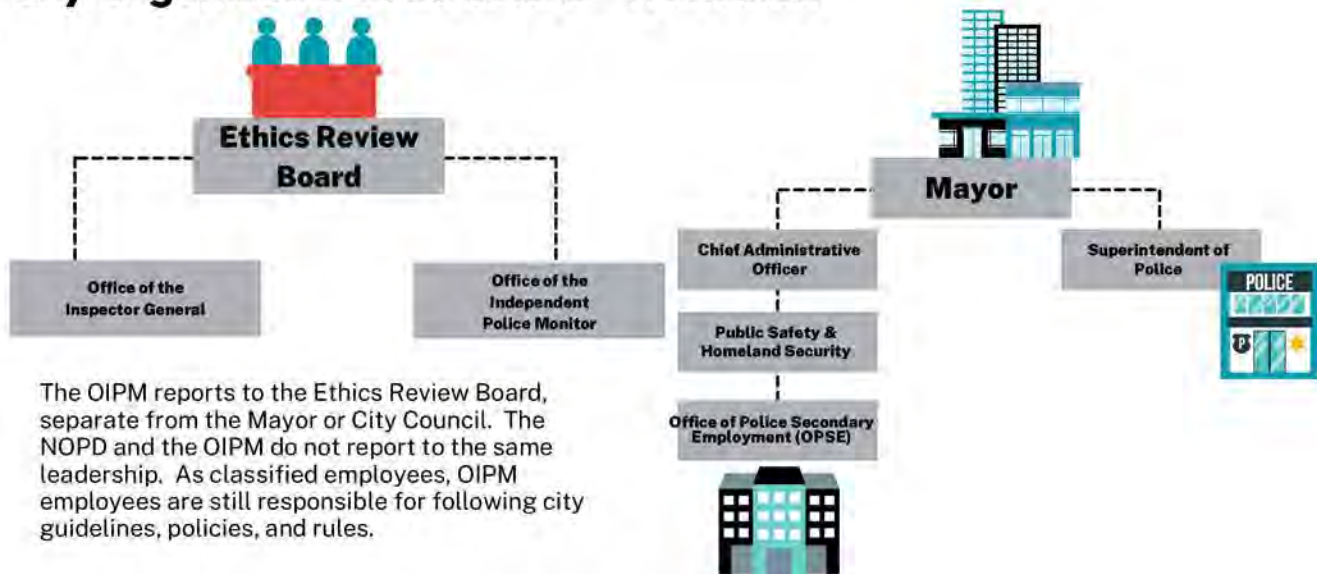
## **Ordinance 29130: Sharing of Data**

Ordinance 29130 requires that our office (along with other public safety agencies) provide data monthly to City Council.

## **Ordinance 29063: Quarterly Presentations to the Criminal Justice Committee**

Ordinance 29063 requires that our office (along with other public safety agencies) present quarterly to the City Council Criminal Justice Committee.

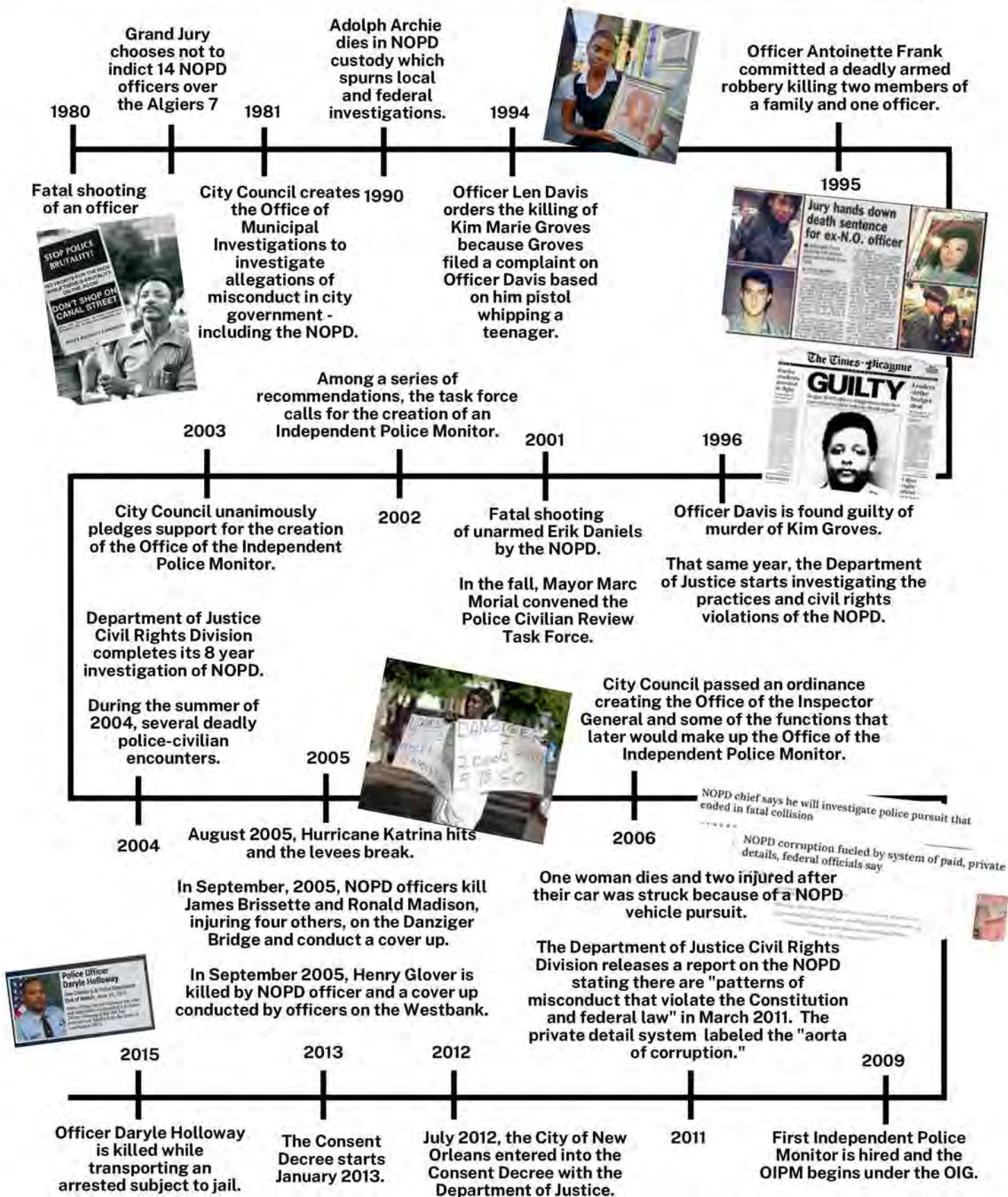
## City Organizational Structure - Truncated





- ## Different Reasons Why There is Oversight / Monitors

# BRIEF HISTORICAL HIGHLIGHTS OF THE CONSENT DECREE; POLICING IN NEW ORLEANS





# UNDERSTANDING THE CONSENT DECREE AND HISTORY

New Orleans entered a formal consent decree in January, 2013. This Consent Decree process started in the years prior with the investigation of the patterns and practices of the NOPD by the Department of Justice's Civil Rights Division. In order to understand the necessity of the Consent Decree and the reforms required within it, it's important to understand the historical context of the city and the NOPD's problematic behavior within the community.

The NOPD had a long history of misconduct, violence, discriminatory practices, and corruption stemming back decades. In the 1980s was the beginning of a community effort to organize civilian based oversight of the NOPD. This effort resulted in multiple initiatives from the Office of Municipal Investigations to the Police Civilian Review Task Force to eventually the creation of the Office of the Inspector General to the Office of the Independent Police Monitor.

While these local efforts were evolving, simultaneously, the federal government was conducting ongoing investigations of the NOPD, the most recent ending in March 2011. Ultimately, the Department of Justice found that the patterns and practices of the NOPD violated the Constitution and federal law. The report identified systemic deficiencies in multiple operational and substantive areas including policy, supervision, training, discipline, accountability - all of which "led to unconstitutional discrimination, uses of force, stops, searches, and arrests." The findings of the Department of Justice may have surprised the country, but the community of New Orleans was already well aware of the violent and unchecked behavior of the NOPD and the culture of obstructionism and discrimination that existed within the department.

This shared history of policing is briefly overviewed on the next page and the OIPM included examples of the dynamics of the NOPD and the crimes committed that directly impacted the safety of the community and public trust in the police department.

The OIPM strives to acknowledge and remember those in the community who both fought for oversight and were impacted by the pain caused by the NOPD. This is why a tenant of the work completed by civilian oversight is to amplify the voice of the community. It is in that memory that the OIPM works and stays vigilant monitoring the policing occurring today because a possible backslide from compliance, depending on the severity, could result in a return to a pattern and practices of policing that was corrupt, violent, and unconstitutional.

The goal of the Consent Decree is for the reforms to be so deeply enmeshed into the operations, policies, systems, and culture of the police department that to dismantle those reforms would be easily catchable and not only cause alarm in the community but also be virtually impossible because of the changed culture and expectations within supervision and the police department.

The position of the OIPM is that New Orleans must own our history with the police. Our history informs our fears. This is why there is a fear of history repeating itself. In New Orleans there is a real concern of "backsliding" and a return of the "old NOPD." Our neighbors, friends, coworkers, and loved ones may have experienced injustices at the hands of the NOPD. In our recent history as a city, filing a misconduct complaint about the police could have ended with retaliation or violence, walking in an unfamiliar neighborhood may have resulted in intrusive and illegal searches, arrests were conducted with force, officers could be bought, and supervisors turned a blind eye to a culture of corruption, discrimination, and violence.

For this reason, the OIPM is sensitive of allegations or noncompliance in areas that touch on these historical problems and shared fears that may exist in our community. The OIPM will not sweep these fears under a rug, but instead ensure that these allegations are immediately prioritized and addressed:

## **Criminal activity or associations**

### **Corruption**

### **Violence**

### **Use of Force**

### **Receiving payouts**

### **Field strip searches**

### **Targeting of young African**

### **American boys**

### **Supervisors failing to take**

### **misconduct allegations**

### **Unauthorized pursuits**

### **Cover-up of wrong doing and**

### **manipulation of misconduct**

### **investigations**

### **Discriminatory practices**

# **OIPM 2025 Work Plan**



# 2025 Work Plan



## OFFICE OF THE INDEPENDENT POLICE MONITOR

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New Orleans, LA 70119  
(504) 309-9799

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[policemonitor@nolaipm.gov](mailto:policemonitor@nolaipm.gov)





# READY FOR 2025

Dear New Orleans Community,

Each January, the Office of the Independent Police Monitor releases a **work plan with our goals for the year to come.**

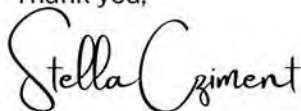
We view these goals as our roadmap providing guidance and direction on where the OIPM intends to go next. The purpose of the OIPM work plan is not to "lock" the office into a set of projects and goals for the year, but instead for the office to **publicly prioritize where we are best situated to fulfill our mission, provide oversight, and serve our community.** The OIPM must also remain flexible in our commitments in order to respond to the needs of the community and the police department that may arise. This work plan balances our goals with the limitations and capacity and budget constraints of this small office.

As the IPM, my vision for the OIPM in 2025 is to strategically balance our efforts between realistic big picture goals, such as completing our 24-hour hotline and the use of force report, and day-to-day police oversight work that is fundamental and informative, such as case reviews, audits, audit checks, and engaging with the community. **I am prioritizing the work that has the largest impact on the community and that best prepares the community and the department for a post-Consent Decree New Orleans.**

This is a year to transition from active federal oversight to potential sustainment. Additionally, the OIPM also anticipates political shifts since there will be a new president for the country and a new mayor for the city. There may be new challenges to local oversight that the OIPM will need to overcome, whether it be from the end of active federal oversight or these political transitions. I am prepared to reimagine the OIPM to adapt to those challenges or changes that the country or the city may experience. **In 2025, we will both stay present in the work while remaining strategic and prepared for what the future and community requires of us - in the coming year and beyond.**

In 2025, the OIPM seeks to be a relevant and high performing community-facing city agency. We strive to be responsive, impactful, and consistent in the services we provide and the oversight we conduct. The OIPM looks forward to all we will achieve in 2025 together.

Thank you,



Stella Cziment  
Independent Police Monitor



# 2025 PRIORITIES



## Hold Regular Public Forums \*Again\*

In 2025, the OIPM will build on the community engagement and public forums we held in 2024. For another year, the OIPM commits to holding a public forum each month, bringing in different leadership staff and bureaus to speak directly to the community, and finding new ways to share information (for example, in 2024, the OIPM recorded a public forum with Chief Kirkpatrick and had it broadcast on the radio for the first time).

We intend to connect with the public over coffee, forums, events, and more in order to raise awareness of our services and equip the public to have more effective interactions with the NOPD. At these public forums, the OIPM will collect public input on oversight work and the NOPD, discuss our new audit checks which will go into effect during the Sustainment Period, and engage the public on the policy revisions that are occurring on a monthly basis. **The goal is to create more opportunities for not only public input but for public involvement and engagement in our work and policing issues in New Orleans.**



## Confidentiality Power

**Seek confidentiality power through legislative and ordinance protection.** Work with governmental leaders and partners on a state and local level in order to receive legally mandated and protected confidentiality ability to protect those that seek to remain confidential.



## Generate More Reports and Misconduct Case Reviews

**Evaluate quality and comprehensiveness.** The OIPM renews this goal from 2024. In 2025, the OIPM intends to complete three different reports on **lawsuits and claims, disciplinary appeals, and criminal proceedings against officers.** The OIPM intends to evaluate these legal proceedings, highlight public safety concerns, analyze data regarding how much car accidents and officer actions cost the city, and provide recommendations regarding NOPD's liability and risk management.

Additionally, in 2025, the OIPM intends to release a series of **case reviews** evaluating the Public Integrity Bureau investigations into allegations of misconduct. These case reviews will include a variety of topics around sexual misconduct, vehicle pursuits, and professionalism.







# 2025 PRIORITIES



## Build Virtual Public Archive and Build the Police Misconduct Database

### Mock-up of the database

Interactive map of where misconduct, use of force, and positive policing is occurring in the city

Search where **misconduct allegations** are occurring in New Orleans...

Search where **use of force** is occurring in New Orleans...

Search where **positive policing, commendations, and awards** are occurring in New Orleans...



**Making information more accessible and easier to understand.** Along with expanding our website to make it easier to navigate and providing more information, in 2025, the OIPM intends to complete our work compiling a collection of policing documents, old reports, policy guides, and other policing artifacts into a **publicly accessible online archive**. The OIPM wants to offer these services to create historical transparency around policing and oversight in New Orleans that is available to all.

In 2025, the OIPM intends to finish the multi-year project of building a publicly accessible database with officer disciplinary, force, and award history. The OIPM will project manage the creation of this database under Resolution 20-175: Police Misconduct Database. In 2024, the OIPM, in conjunction with our project partners at the NOPD, Capital Projects, and Councilmember Moreno's office, released the RFP and selected a vendor to build a searchable public database with misconduct, awards, and use of force data. The budget for this project is allocated at \$100,000. After years of work, we look forward to making this project a reality.



## Build the 24 Hour Complaint Hotline

**Accessibility was a theme in 2024 for the OIPM and in 2025, we intend to finish this huge goal.** To that end, the OIPM intends to finish a large initiative we started in 2022: to **build a 24 hour "hotline"** available in multiple languages and on various platforms like text, online submission, and phone to receive complaints of officer misconduct and commendations.

In 2022, the OIPM released the RFP and received vendor proposals. In early 2023, the OIPM selected a vendor but after a year of contract negotiations, we are forced to release the RFP. In 2024, the OIPM rereleased the RFP, select a vendor, and build the platforms. The hotline would be offered in English, Spanish, and Vietnamese. After months of building and testing, we have selected a vendor with the capabilities to operate a call center, including text and website submission options. The hotline will soon be open to the community.



## The Monitor's Mic Radio Show

In 2024, the OIPM started a weekly call in radio show on WBOK 1230AM: the Monitor's Mic. The purpose of the show is to discuss oversight, policing, and the community. Each week we interview guests on relevant topics that explain how NOPD operates, legislation and ordinances influencing how the community is policed, and identify the different stakeholders and organizations who work with NOPD and the public. We use this show as a way to introduce the community to the officers in their districts and take callers' questions on police and oversight concerns. **In 2025, we want to expand on the Monitor's Mic and keep using the show as a way to inform, engage, and equip our community to navigate interactions with the NOPD and build relationships with those seeking to serve them.**



# 2025 PRIORITIES



## Increase Audit Work

In 2025, the OIPM will participate in more **audit checks** and will conduct an audit of the PIB intake and classification process to evaluate compliance with policy, relevant timelines, and the Consent Decree.

In preparation for potential sustainment in the Consent Decree, the OIPM committed to conducting the audit monitoring and verifications of the following audits conducted by the Professional Standards and Accountability Bureau (PSAB): policies, use of force and vehicle pursuits, all the stop, search, and arrest audits, community engagement, secondary employment, and administrative misconduct investigation audits.

Additionally, the OIPM renews our goal from 2024 to utilize our training from the LAPD Audit School to conduct a forensic audit of the PIB intake and classification process to evaluate compliance with policy, relevant timelines, and the Consent Decree.



## Post-Investigation Mediation Expansion

In 2024, we successfully piloted our Post-investigation Mediation Program, which aimed to provide a constructive platform for resolving disputes between community members and law enforcement after a formal investigation is completed. The program received positive feedback and saw interest from both the New Orleans Police Department (NOPD) and community complainants. Due to this demand, we are excited to announce plans to expand the program in 2025, offering more opportunities for individuals to participate in mediation and fostering improved communication and understanding between the community and law enforcement.



## District Based Mediation

**Offer mediation services to community members outside of police complaints.**

Based on feedback and requests received from District Captains, in 2025, the OIPM will soft launch the pilot mediation program to serve members of the community who are utilizing police services for ongoing conflicts that could benefit from mediation. The OIPM seeks to reduce unnecessary police engagement / encounters. This will provide a peaceful and productive environment to address the underlying conflict outside of law enforcement.



In short, the OIPM is concerned that even the appearance of a conflict of interest in this matter will compromise the integrity of the investigation and cast doubt on any investigatory dispositions.

# OIPM WORK

## WHAT WE DO



**Misconduct Complaints**



**Disciplinary Proceedings**



**Data Analysis**



**Community Outreach**



**Use of Force**



**Community-Police Mediation Program**



**Audits and Policy**



**Commendations**

**We serve the community, ensure police transparency, compliance, and accountability, and make policing a safer and more rewarding employment experience.**

The OIPM is the oversight body for the New Orleans Police Department (NOPD). The OIPM provides oversight through monitoring, reviewing, and auditing police activity and data. The OIPM is responsible for conducting complaint and commendation intake, on-scene monitoring of critical incidents and uses of force, overseeing the community-officer mediation program, reviewing investigations, providing assessments, identifying patterns, and making recommendations for improved practice, policy, resource allocation, and training.

The OIPM envisions a police force where the community is a valued and respected partner in public safety and law enforcement. This is achieved through:

- Assurance of transparency, accountability, and fairness within the NOPD and in all policing practices
- Community-driven policing policy that reflects the changing and dynamic needs of New Orleanians
- Continued efforts to engage the community and collaborate with community partners
- Recruitment and retention of a police force that is representative of and responsive to the community it serves
- Utilization of de-escalation techniques and methods when responding to calls for service
- Conducting only lawful and necessary arrests free of discriminatory practices
- Thorough and effective investigations resulting in appropriate arrests and prosecutions
- Clear and professional communication with victims and witnesses of crime and all that come into contact with the NOPD
- Responsible utilization of equipment and allocation of resources
- Development of highly trained supervisors and organizational leadership
- Interactions with the public and internally within the police force that are based in mutual trust and respect





# What Drives Our Work: Creation Statutes and Legal Expectations

The OIPM operates under three core legal documents that guide the scope of local oversight and the jurisdiction of our work. Additionally, below are overviews of other ordinances that affect our work and create new legal obligations on the OIPM.



## **New Orleans Code of Ordinances Stat. § XIV: Office of the Independent Police Monitor**

This statute was created by voter referendum and provides the legal responsibilities, parameters, and budgetary support of the OIPM. This was put to a public vote in November 2016 and passed. This statute states the responsibilities of the OIPM and requires particular work streams and tasks. The statute also describes the disclosure requirements of the office.



## **Memorandum of Understanding between NOPD and OIPM Executed November 10, 2010**

The MOU is a Memorandum of Understanding between the NOPD and OIPM which outlines the responsibilities, expectations, and authority of the OIPM when providing oversight to the NOPD. Through this MOU, there is clarity regarding the work the OIPM will complete and how the OIPM will access NOPD records, data, and reports and monitor NOPD during on-scene investigations. The MOU was entered into in November 2010. In the coming year, the OIPM intends to work with NOPD leadership to review this agreement and determine if it should be updated to ensure it is still relevant and considers updates to technology.



## **Louisiana Revised Stat. § 33:2339: Detail or Secondary Employment; City of New Orleans**

This statute was created in 2013 and gives legal abilities and subpoena power for the OIPM to investigate allegations of misconduct in the secondary employment system operated by the Office of Police Secondary Employment. The statute is silent as to the ability for the OIPM to refer these investigations to the NOPD or the District Attorney's Office for subsequent criminal or administrative accountability based on the OIPM investigation.



## **Ordinance 29130: Sharing of Data**

Ordinance 29130 requires that our office (along with other public safety agencies) provide data monthly to City Council. Since this ordinance passed, the OIPM started adding the requested data to the ERB monthly report and formally submitting it to both the ERB and City Council.



## **Ordinance 29063: Quarterly Presentations to the Criminal Justice Committee**

Ordinance 29063 requires that our office (along with other public safety agencies) present quarterly to the City Council Criminal Justice Committee.





# MEET THE OIPM TEAM

## Stella Cziment Independent Police Monitor

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Responsible for managing the team, creating the vision for the office, high level projects and recommendations, ensuring the office achieves its mission, building partnerships and working with governmental and community leaders and NOPD leadership.

### How to Reach Me

✉ Email: [scziment@nolaipm.gov](mailto:scziment@nolaipm.gov)  
 ☎ Office: (504) 309-9799  
 📱 Cell / Text: (504) 427-1724  
 I prefer text messages

## Kirschelle McGowan Deputy Police Monitor

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Works as the "Chief of Staff" for the team managing all day-to-day operations, approves all complaint and misconduct work product, responsible for high level projects, conducts community outreach and partnership building.

### How to Reach Me

✉ [kmcgowan@nolaipm.gov](mailto:kmcgowan@nolaipm.gov)  
 ☎ Office: (504) 304-5825  
 📱 Cell / Text: (504) 250-2360  
 I prefer text messages

## Renee' Livious Office Manager

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Manages the OIPM budget, completes all human resource work for the team, works with our vendors and contractors to complete services for the office.

### How to Reach Me

✉ Email: [rlivious@nolaipm.gov](mailto:rlivious@nolaipm.gov)  
 ☎ Office: (504) 309-9799  
 📱 Cell / Text: (504) 220-8274






## **Jules Griff** **Community-Police Mediation Director**

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Responsible for the operation, mediator training, screening, and coordination of all mediations through the Community-Police Mediation Program. Teaches Active Listening at the NOPD Academy and conducts outreach in the community.

### **How to Reach Me**

↪  Email: [jgriff@nolaipm.gov](mailto:jgriff@nolaipm.gov)  
 Office: (504) 304-7886  
 Cell / Text: (504) 330-6932



## **Christian Jamal** **Misconduct and Force Analyst**

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Completes all complaint intakes and prepares the complaint referrals, monitors disciplinary proceedings and analyzes disciplinary appeals, conducts case reviews, and organizes the OIPM intern program.

### **How to Reach Me**

↪  Email: [cjamal@nolaipm.gov](mailto:cjamal@nolaipm.gov)  
 Office: (504) 309-6999  
 Cell / Text: (504) 330-1564



## **Tuwán R. Brown** **Mediation and Misconduct Analyst**

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Completes mediation intake, coordinates mediations and assists in the operation of the Community-Police Mediation Program, conducts complaint intakes and prepares the complaint referrals, monitors disciplinary proceedings, and conducts case reviews.

### **How to Reach Me**

↪  Email: [tbrown@nolaipm.gov](mailto:tbrown@nolaipm.gov)  
 Office: (504) 309-2694  
 Cell / Text: (313)-7566






## **Ezra Spira-Cohen** **Data Coordinator**

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Completes data analysis for the OIPM annual reports, subject matter reports, and joint reports and work completed with partner organizations. Works with the NOPD and other data sources to facilitate data requests and improve data quality.

### **How to Reach Me**

↪  Email: [espira-cohen@nolaipm.gov](mailto:espira-cohen@nolaipm.gov)  
 Office: (504) 309-6999  
 Cell / Text: (504) 309-9799





# WHAT'S NEXT

## **Right Work for the Right Time**

First things first, the OIPM will structure our goals and the themes for our work into appropriate quarters of the year. The OIPM understands that the impact of our work will increase if it's released in a timely manner and when the work will be the best received by the public or the NOPD because it fits into a particular need or is relevant of the time.

## **Determine How to Engage Our Community and Partners**

The OIPM will strive to include and engage relevant community members and partners in our work - from conception to release - to ensure that their voice is heard.

## **Track the Work**

Throughout the year, the OIPM will ask: is this the best way to track and report out the work that is being done? The OIPM will critically examine our work product to ensure it is accurate, understandable, engaging, and informative.

## **Increase Accessibility**

In 2025, the OIPM will seek to be more timely in the posting of released work on our website and update social media platforms so the work can be accessed immediately and easily.

## **Communicate Our Wins and Work to the Public**

The OIPM intends to be more visible and more vocal about what it is we do, how we are doing, and report out our achievements, our progress, and our efforts to the public. Our commitment to transparency extends to both our work and policing, and we will strive to increase public awareness and encourage reporting.

## **Learn How to Improve and Adapt**

After reports are released, we want to hear from YOU about how to improve. Feedback will make our work more comprehensive and effective. We will use public forums to both showcase the work that is completed and to hear from the community on how we can continue to improve our work product and our services.

Finally, if what we learn is that our services or focus would be better utilized somewhere else, we will adapt and reprioritize as needed. We need to respond to our policing, political, and community reality as it develops and that means we will be flexible and aware of how to change and improve.

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# **Monthly Report of Ethics Trainer**





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# **JANUARY 2025**

# **MONTHLY REPORT**

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TRAINING DIVISION  
NEW ORLEANS ETHICS REVIEW BOARD



# JANUARY HIGHLIGHTS

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## TRAININGS COMPLETED 2024

The Training Division has completed its 2024 Ethics training for city departments and public organizations, with one of its more frequent stops being the Regional Transit Authority.

In 2024, the Training Division was able to reach 548 individuals. Thank you to the HR Managers, Directors, and Representatives of each department and organization for coordinating the training effort each year.

Ethics Board members were also able to complete their 2024 State Ethics and Sexual Harassment Prevention trainings.

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## ETHICS TRAINER ADDED TO ROSTER OF CIVIL SERVICE TRAINERS

While previous plans to potentially add an Ethics training class to the Civil Service training catalog did not materialize, the Ethics Trainer has been added to the roster of Civil Service instructors to teach 'Professional and Administrative Speaking and Presenting'. Further details will be provided as they are received.





# JANUARY HIGHLIGHTS

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## ASSOCIATION FOR TALENT DEVELOPMENT ANNUAL CONFERENCE 2025

In light of being unable to complete the previously approved travel to the Association for Talent Development Core 4 Conference in September 2024, the Ethics Trainer will be attending the organization's International Conference and Expo to be held in Washington, DC, May 18-21, 2025.

**Monthly Report of  
Executive  
Administrator**



## MEMORANDUM

To: Ethics Review Board  
City of New Orleans

From: Dane S. Ciolino  
Executive Administrator and General  
Counsel

Date: February 7, 2025

Re: *Monthly Report for January 2025*

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### I. COMPLAINTS

The ERB received no new complaints since the last board meeting. One complaint is pending a report from the OIG (2024-04).

### II. APPOINTMENTS TO ERB

The Dillard ERB position remains unfilled.

The mayor's ERB appointee, Tyrone G. Jefferson, Jr., resigned on January 8, 2025. That position remains unfilled.

### III. APPOINTMENTS TO QUALITY ASSURANCE REVIEW ADVISORY COMMITTEES

No action has been taken by the mayor's office or by the council to fill four vacancies on the QARACs for the OIPM and the OIG.