



## 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 City Hall, City Council Chambers, 1300 Perdido St, New Orleans, LA 70112

Monday, August 15, 2022

3:30 P.M.

### AGENDA

1. Call to order.
2. Approval of the minutes of prior board meeting.
3. Presentation of monthly reports by the Office of Inspector General, Office of Independent Police Monitor, and Ethics Trainer, including questions by board members.
4. Presentation and discussion of OIPM Annual Report: <https://nolaipm.gov/annual-reports/>
5. Report of General Counsel and Executive Administrator.
6. Report on appointments to Quality Assurance Review Advisory Committees.
7. Call for nominations and vote on board appointment to QARAC for the OIG to replace Mr. Waring.
8. Executive session pursuant to Louisiana Revised Statutes sections 42:17 to discuss an investigative proceeding regarding allegations of misconduct related to ERB Complaint No. 2022-02.
9. Vote in regular session regarding disposition of ERB Complaint No. 2022-02.
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 June 13, 2022, at 3:30 P.M. in New Orleans City Council Chambers**

#### **Minutes**

1. *Call to Order.*
  - 1.1. The chair called the meeting to order at 3:31 p.m.
  - 1.2. Board members present:
    - 1.2.1. Wanda A. Brooks.
    - 1.2.2. Elizabeth Livingston de Calderon, Chair.
    - 1.2.3. Holly Callia.
    - 1.2.4. Michael A. Cowan.
    - 1.2.5. Monique G. Doucette
    - 1.2.6. Tyrone G. Jefferson, Jr.
    - 1.2.7. Torin T. Sanders
  - 1.3. Board members absent: None.
  - 1.4. Staff members:
    - 1.4.1. Dane S. Ciolino, Executive Administrator and General Counsel.
    - 1.4.2. Jordy Stiggs, Ethics Trainer.
  - 1.5. The agenda for the meeting is attached.

2. *Approval of Minutes.* Upon a duly made and seconded motion, the board unanimously approved the minutes of the regular board meeting of May 2022, with one correction—that Ms. Brooks was absent from the meeting.
3. *Presentation by Federal Police Monitor Team*
  - 3.1. Members of the federal police monitor team appeared by teleconference to report on the status of federal monitoring. More particularly, Jonathan Aronie and David Douglas appeared.
  - 3.2. The team reported that it was on the right path to compliance.
  - 3.3. The team noted that issues still exist with the Office of Secondary Employment, that have diverted attention from other issues.
  - 3.4. The team noted that there still exist some issues with stop, search and arrest issues.
  - 3.5. The team noted that the OIPM works closely with the federal monitoring team, including by providing technical assistance. The OIPM has provided helpful, constructive assistance. The OIPM has regularly attended conference calls, hearings, and the like.
  - 3.6. The team noted that the OIPM in the future will be an active reviewer of NOPD audits, and should report to the mayor and council and community regarding such audits. The OIPM can also oversee the response of the NOPD to problems that will arise in the future. The OIPM will have to “pickup the reigns” after the federal monitors’ work is done. It’s ability to do so may factor into the presiding judge’s determination on the issue of “sustainability.” The OIPM can serve as the “eyes and ears” of the community.
  - 3.7. Ms. Calderon asked the team about what experience would be necessary to provide such review functions in the future. The team responded that the OIPM already has this expertise.
  - 3.8. Mr. Cowan asked how much federal monitoring costs. The team members did not know, but noted that the cost reports were in the team’s most recent report. The team members did report that its budget is greater than the total OIPM budget.
  - 3.9. Ms. Callia asked how large the federal team was. The team responded that the number has changed, but over time it has had 7-8 police practices experts.
  - 3.10. Mr. Cowan asked what the status of the NOPD would be at the end of the sustainment period. The team responded that it would be good; if it was not, the federal judge would not let the city into sustainment in the first place.
  - 3.11. Ms. Cziement responded to the report from the federal monitors.

- 3.11.1. She noted that she concurred with the monitors with regard to stepping up staff on auditing and data analysis.
- 3.11.2. She noted that her office won't have to "reinvent the wheel" post-sustainment. OIPM will work with the federal monitors to develop policies and practices regarding audits.
- 3.11.3. She stated that she would work with the city council on budgeting needs in the future since she cannot commit to do work her office lacks the resources to do.
- 3.11.4. Mr. Cowan stated that he believed that it was invaluable for the OIPM to be involved in the discussions with the federal court and the federal monitors.
- 3.11.5. Mr. Cowan asked Ms. Cziment about why the public has such a poor opinion of the NOPD. She responded that there are gaps in information. Also she opined that there is just general distrust of law enforcement. She did note, however, that NOPD needs to own its own shortcomings to develop credibility and to encourage the public to respect the NOPD. Mr. Cowan stated that the OIPM and OIG should help build public trust and support for the NOPD and other departments of city government.
- 3.11.6. Ms. Calderon asked about the level of public interest in the most recent OIPM public forum. Ms. Cziment responded that it was fairly low. Mr. Sanders suggested that the OIPM should work with community and neighborhood groups to get better engagement and support. He also suggested meeting with council members.
- 3.11.7. Ms. Doucette asked whether safeguards were in place to avoid NOPD "backsliding" into unacceptable police practices. Ms. Cziment responded that the NOPD has a whole generation of new officers who have grown up under the consent decree, so she hopes not.
- 3.11.8. Mr. Cowan suggested that Ms. Cziment should inform the ERB what it can do to assist going forward, including with funding issues.
- 3.11.9. Mr. Saunders asked about the NOPD response to the reckless car incidents ("doughnut driving") that were recently publicized. He noted that the public perceived NOPD as being inadequately responsive. Ms. Cziment responded that the officers actually did a good job at de-escalating the situation. They did not use inappropriate force. They stayed "cool." The matter was later resolved through an arrest.

4. *Monthly Report of the Office of Independent Police Monitor.*

- 4.1. Stella Cziment appeared on behalf of the Office of the Independent Police Monitor.

- 4.2. Ms. Cziment presented her office's monthly written report (attached). She also reported orally to the board and responded to board members' questions.
- 4.3. Ms. Cziment noted that her office has submitted reports to the NOPD regarding misconduct investigation polices and the Office of Secondary employment.
- 4.4. Ms. Cziment reported that she recently held a public forum and that her office has submitted its annual report.
5. *Monthly Report of the Office of the Inspector General.*
  - 5.1. Ed Michel appeared on behalf of the Office of the Inspector General.
  - 5.2. Mr. Michel presented his office's monthly written report (attached). He also reported orally to the board and responded to board members' questions.
  - 5.3. Mr. Michel reported that his office is getting more public exposure regarding its work. The office is reporting its work on social media and the office has updated its website.
  - 5.4. Mr. Michel reported that his office has improved IT security.
  - 5.5. Mr. Michel reported that his office's report on Safety & Permits will be out in the next 60 days. It addresses administrative issues with inspectors not showing up in person for inspections.
  - 5.6. Mr. Michel noted that he has hired an investigator and two interns. He will offer employment to a general counsel shortly.
  - 5.7. Mr. Sanders asked about a report that his office was conducting an investigation relating to seizing computers. Mr. Michel declined to comment on any ongoing investigations.
6. *Monthly Report of Ethics Trainer.*
  - 6.1. Jordy Stiggs presented his monthly written report (attached).
  - 6.2. Mr. Stiggs reported that training is headed in the right direction. He discussed his ongoing training efforts and how he responds to questions received during seminars.
  - 6.3. Ms. Calderon asked whether Mr. Stiggs tailors instruction to particular boards, departments, and offices. He responded "yes," and noted that he researches the people who attend his seminars to give them real life examples.
  - 6.4. Mr. Stiggs has requested that Civil Service be part of new training for new employees. He hopes to be listed as an optional class in Civil Service's list of classes.

- 6.5. Mr. Stiggs is working on the awards program. He has reached out to liaisons in this regard.
- 6.6. Mr. Stiggs reported that he has trained 267 people. Mr. Calderon asked him to report back to the board about how that number compares to training volume of the Hackett Group.
7. *Report of the Executive Administrator and General Counsel.*
  - 7.1. Dane S. Ciolino presented his oral report.
  - 7.2. Mr. Ciolino reported that the board has received no new complaints.
  - 7.3. Mr. Ciolino reported again that he has requested QARAC appointment from the mayor's office and council but that no appointments have been made.
8. *ERB Elections.*
  - 8.1. The board conducted officer elections.
  - 8.2. A nomination was made and duly seconded to appoint Torin Sanders as board chair. The board voted unanimously to appoint Mr. Sanders as board chair.
  - 8.3. A nomination was made and duly seconded to appoint Holly Callia as board vice-chair. The board voted unanimously to appoint Ms. Callia as board vice-chair.
  - 8.4. A nomination was made and duly seconded to appoint Monique Doucette as secretary. The board voted unanimously to appoint Ms. Doucette as secretary.
9. *Call for Agenda Items for Future Board Meetings.*
  - 9.1. The board must vote on a QARAC committee person to replace Peter Waring at the next meeting.
10. *Closing Comments by Outgoing Board Chair.* Ms. Calderon thanked the board for appointing her to serve as board chair over the last year. She also thanked all board members for their hard work over the last year.
11. *Adjournment.*
  - 11.1. A motion was made to adjourn the board meeting.
  - 11.2. The motion was seconded.
  - 11.3. The board unanimously voted to adjourn. The meeting was adjourned at 5:36 p.m.

\* END \*

**Monthly Report of  
OIG**

# MONTHLY REPORT

JULY 2022



# OIG

NEW ORLEANS  
OFFICE OF INSPECTOR GENERAL

**EDWARD MICHEL, CIG  
INSPECTOR GENERAL**

# ADMINISTRATION DIVISION

---



# 1,867

Number of registered Twitter followers

## ADMINISTRATION

The Office Manager is responsible for the following ongoing tasks:

- Human Resources
  - Coordinating the hiring process
- 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

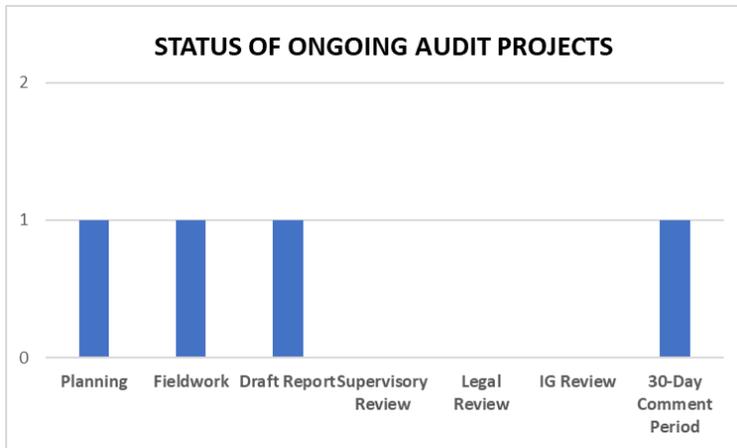
## INFORMATION SECURITY

The OIG Information Security Specialist is responsible for the following tasks to maintain the OIG's information technology (IT) integrity

- 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.



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

- Department of Public Works (DPW)/SW&B Coordination
- Orleans Parish Communications District (OPCD) Expenditures
- Wisner Fund
- Safety and Permits City Employee Inspections

## **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
--------------	----------------------------	--

DPW/S&WB Coordination	30-Day Comment Period	08/24/2022
-----------------------	-----------------------	------------

**Summary of Objectives:** To determine if the City of New Orleans and S&WB have sufficient policies and procedures relevant to coordinating the \$2 billion Capital Improvement Program and that the internal controls are operating effectively.

Orleans Parish Communications District	Fieldwork	Ongoing
--	-----------	---------

**Summary of Objectives:** To determine if management's internal controls are designed properly and implemented and operating effectively to ensure expenses and disbursements were business-related and allowed by law.

Wisner Fund	Planning	Ongoing
-------------	----------	---------

**Summary of Objectives:** To be determined.

Safety & Permits City Employee Inspections	Supervisory Review	08/2022
--	--------------------	---------

**Summary of Objectives:** To determine if City employees performed on-site inspections at various locations.

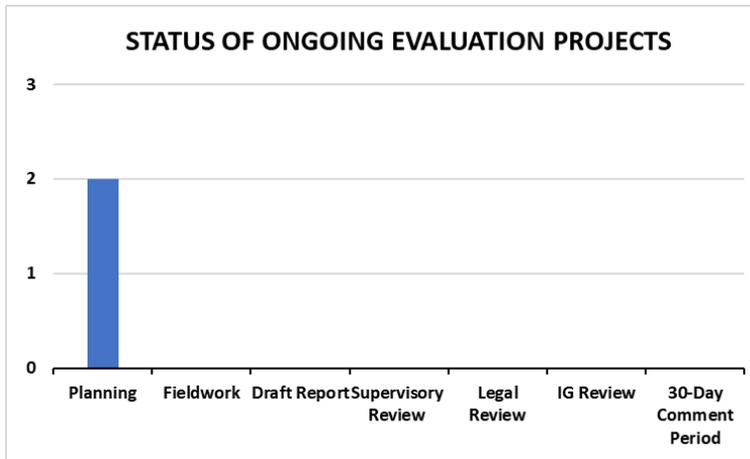
**Footnotes:**

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:

- New Orleans Police Department (NOPD) Violent Crime Response Analysis
- CNO Employee Time and Attendance Reporting

## **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 the each project's objectives.

Project Name	Project Phase <sup>1</sup>	Anticipated <sup>2</sup> Completion Date
--------------	----------------------------	---

CNO Employee Time and Attendance Reporting

Planning

Ongoing

**Summary of Objectives:** To determine whether the City has policies, procedure, and controls to ensure that Time and Attendance is reported accurately.

NOPD Violent Crime Response Analysis

Planning

Ongoing

**Summary of Objectives:** To assess the NOPD's response to violent crimes in the City in relation to best practices and industry standards.

### 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.

# INVESTIGATIONS DIVISION

---

## ADMINISTRATIVE INVESTIGATIONS (JULY HIGHLIGHTS)

Issued a Report of Investigation (ROI) to Sewerage & Water Board concerning employee misconduct.

Issued a supplemental ROI to Sewerage & Water Board concerning employee misconduct.

Issued a Request for Documents to Department of Public Works concerning Parking Enforcement Officer assignments.

Issued a Request for Documents to the Equipment Maintenance Division for a list of current City vehicles.

Issued a Request for Documents to the Office of Secondary Employment.

Issued a Request for Documents to Chief Administrative Officer for employee annual and sick leave submissions.

Issued a Request for Documents to New Orleans Police Department for information concerning vehicle equipment.

Issued a Request for Documents to the Chief Information Officer for emails concerning employee annual and sick leave requests.

Issued a Request for Documents to the Orleans Parish Communications District regarding electronic card access system records.

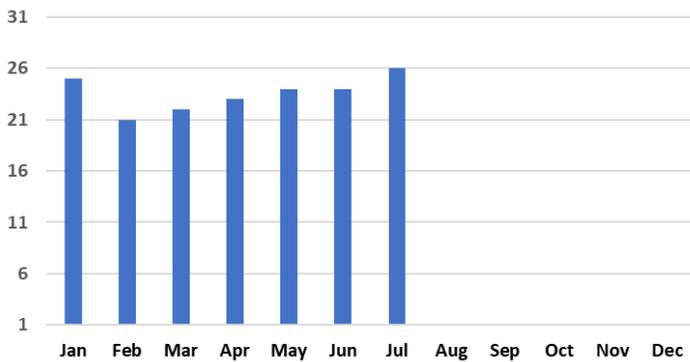
Issued a letter to the Assessor's Office concerning eight (8) residential properties which continued to receive a homestead exemption and senior freeze reduction despite the listed homeowner reportedly being deceased. The total number of residential properties submitted for 2022 is 44. Assessor's Office acknowledged receipt of the letter.

# MEASURING PROGRESS

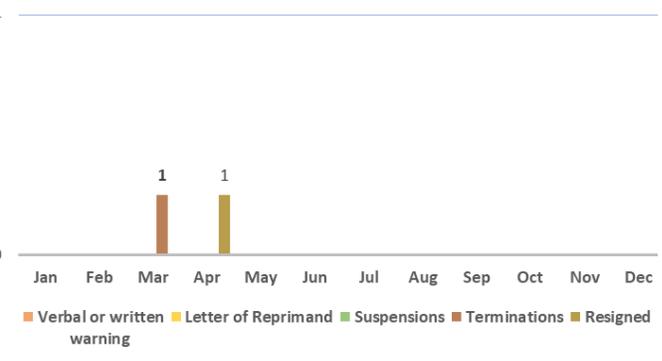
## INVESTIGATIONS DIVISION

The Investigations Division conducts criminal and administrative investigations involving City of New Orleans employees, contractors, and vendors that receive City funds. Investigators also work with local, state, and federal partners to conduct joint investigations. The Investigations Division is also available to provide fraud awareness training to City employees and to engage in other outreach programs with businesses and citizens.

NUMBER OF OPEN INVESTIGATIONS



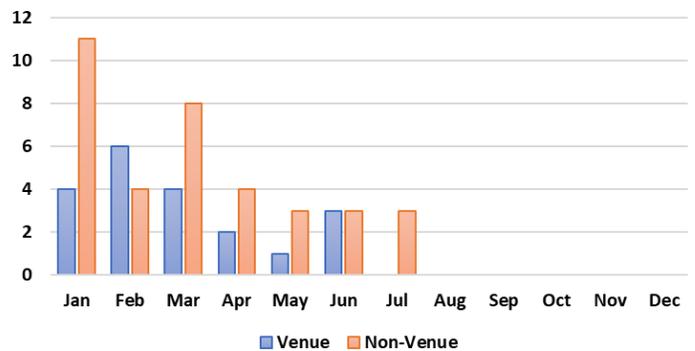
RESULTS OF ADMINISTRATIVE INVESTIGATIONS



RESULTS OF CRIMINAL INVESTIGATIONS



NUMBER OF COMPLAINTS RECEIVED



Venue: Matters that the OIG has the jurisdiction to investigate

Non-Venue: Matters outside of the OIG's jurisdiction

# 2022 BUDGET

---

Total Appropriation  
**\$ 3,581,754**

## BUDGETED EXPENSES

## SPENT YTD

Personnel Expenditures

\$ 2,210,615

\$ 954,710

Operating Expenditures

\$ 276,124

\$ 95,578

Total Expenditures

**\$ 2,486,739**

**\$ 1,050,288**

---

Remaining Fund Balance

**\$ 1,095,015**

**\$ 2,531,466**

Remaining at the end of the year if we spend according to our budgeted expenditures.

Actually remaining balance as of 8/1/2022

As of 08/01/2022

# OIG ON SOCIAL MEDIA

---

Tweets

Tweets & replies

Media

Likes



**New Orleans OIG** @NOLAOIG · Jul 20

The New Orleans OIG is hiring a Chief Auditor!  
[inspectorsgeneral.org/job/city-of-ne...](https://inspectorsgeneral.org/job/city-of-ne...)



...



**New Orleans OIG** @NOLAOIG · Jul 19

The New Orleans OIG has an opening for a Chief Evaluator!  
[governmentjobs.com/careers/neworl...](https://governmentjobs.com/careers/neworl...)



...



**New Orleans OIG** @NOLAOIG · Jul 8

New Orleans OIG June, 2022 Monthly Report:

[nolaoig.gov/images/reports...](https://nolaoig.gov/images/reports...)



...

# OIG ON SOCIAL MEDIA

New Orleans OIG Retweeted



FBI @FBI · Jul 8

2022 marks the 50th anniversary of female special agents in the #FBI — like @FBIMiamiFL Supervisory Special Agent Maria Llompart. Read her story at [go.usa.gov/xSx6X](https://go.usa.gov/xSx6X). #WomenWearTheBadge



ALT

18

58

249



**Monthly Report of  
OIPM**



# THE OFFICE OF THE INDEPENDENT POLICE MONITOR

---

## MONTHLY REPORT

JULY 2022

# Community Letter

Dear New Orleans Community,

Coffee, conversation, and community! During the month of July, the OIPM hosted our first coffee with the IPM event at Old Road Coffee. The Deputy and the Independent Police Monitor and the Director of our Mediation Program gathered in the 7th Ward to talk with community members and organizational partners, like the Metropolitan Crime Commission and the Crime Survivors NOLA. Over cups of coffee, we talked candidly about our work, our goals, the state of the NOPD, and challenges facing policing in New Orleans. We received insightful questions and had a robust discussion - everyone chiming in about experiences with the police and hopes for the post-Consent Decree NOPD. We're already in the process of planning our second coffee with the IPM for New Orleans East at the PJs on Read Blvd. We hope to see you there!

This month, the OIPM participated in two parent resource fairs in the community. One in the Treme and one in New Orleans East. At both events the OIPM tabled and engaged with councilmembers, families, and partner organizations. These were great chances to engage with families before the start of the new school year about any policing concerns or questions. We want to extend a huge thank you to the two organizers of these events -- the Ubuntu Village and the Old and Nu Style Fellas -- for inviting us!

The OIPM monitored three NOPD responses on scene this month. One was a non-critical Level 4 use of force involving a possible head strike of an individual in handcuffs. The second stemmed from social media confusion regarding an officer involved shooting in the 6th District. The OIPM went out to ensure that no officer fired their weapon and was able to confirm this at the station. The third was an officer involved shooting of a dog who killed a toddler and attacked the SPCA employee in Gentilly.

The OIPM is excited to introduce our newest member of the team - Christian Jamal. Christian was a law intern for our office while finishing his final year at Tulane Law School. Upon graduation, we hired Christian to join our office as our Force and Misconduct Specialist. Christian will be taking public complaints, attending disciplinary hearings, serving on the on call calendar and monitoring use of force investigations, and conducting misconduct case reviews. We are very happy he is a part of the team and look forward to the ERB and the community getting to know Christian in this new role.

Looking ahead, the OIPM invites the ERB and the community to tune into the City Council's Criminal Justice Committee meeting on Monday, August 15th at 9:30am to see the OIPM present on our work and data. Pursuant to Ordinance No. 33,724 passed by City Council in June 2022, the OIPM along with other criminal justice system stakeholders will present to City Council as an effort to increase awareness and accountability to reduce crime. This will be the first convening that will occur on a quarterly basis moving forward.

Thank you,



**MONTHLY REPORT  
JULY 2022**



Above are some pictures from social media posts the OIPM produced regarding the the different community events the OIPM organized or participated in during the month of July.

# Year to Date Overview



## Office of the Independent Police Monitor Monthly Report

	2022	2021	2020	2019	2018	2017	Avg 2017-2021
Civilian Complaint Count	40	50	34	38	14	26.2	32.44
Police Complaint Count	1	3	0	0	4	2.2	1.84
Civilian w/in NOPD	1	0	0	0	0	0.5	0.10
Anonymous Complaint	13	25	13	0	0	6	8.80
Criminal Case Liaison Count	13	15	24	14	4	6.86667	12.77
Case Monitoring Count	7	2	8	2	9	5	5.20
Case Review Count	4	5	1	5	2	0.4	2.68
Contact Only Count	19	28	8	14	2	8	12.00
Disciplinary Hearing Count	28	36	47	17	45	27.6	34.52
Critical Incident Count	3	10	8	7	4	6.4	7.08
Firearm Discharge Count	4	6	8	6	2	3.2	5.04
Lvl 4 Non-Critical	5	4	8	0	0	0	2.40
Mediation Count	18	17	19	25	13	21.8	19.16
Commendation Count	0	3	1	1	2	0.45	1.49
<b>Grand Total</b>	<b>156</b>	<b>204</b>	<b>179</b>	<b>129</b>	<b>101</b>	<b>114.61667</b>	<b>145.5233333</b>

	Jun-22	Jun-21	Jun-20	Jun-19	Jun-18	Jun-17	Avg 2017-2021
Citizen Complaint Count	4	7	4	4	1	2	6.60
Police Complaint Count	0	1	0	0	0	0	0.00
Civilian w/in NOPD*	0	1	0				0.00
Anonymous Complaint*	7	3	1				4.00
Criminal Case Liaison Count	2	4	2	1	1	3	1.67
Case Monitoring Count	1	1	0	0	2	1	0.20
Case Review Count	0	0	1	0	0	0	0.20
Contact Only Count	3	3	3	0	0	0	3.80
Disciplinary Hearing Count	5	5	5	16	3	4	8.00
Critical Incident Count	1	0	1	1	1	0	0.80
Firearm Discharge Count	1	0	1	1	1	0	0.60
Lvl 4 Non-Critical*	3	0	0				0.00
Mediation Count	0	1	3	3	3	3	2.20
Commendation Count	0	0	0	0	0	1	0.25
<b>Grand Total</b>	<b>18</b>	<b>10</b>	<b>69</b>	<b>26</b>	<b>13</b>	<b>8</b>	<b>25.2</b>

# July Overview

## Civilian Complaints Received in June

<b>CC2022-0058</b>	According to the complainant, NOPD failed to: 1) properly investigate a Domestic Violence case, 2) take her complaint, and 3) properly investigate a crime before incorrectly arresting her minor child.
<b>CC2022-0059</b>	According to the complainant, a police aide failed to document any information regarding a traffic accident in a police report for two months, and showed up to the complainant's doorstep two months after the incident to explain that he had not submitted a police report or collected any of the complainant's information after their initial meeting.
<b>CC2022-0060</b>	According to the complainant, he was approached by an unknown NOPD officer while at Juvenile Court and the officer became aggressive and confronted the complainant about the complainant having his phone out and filming in the courthouse. The complainant alleges that the NOPD officer then physically removed the complainant from the courthouse in a manner the complainant believed was unprofessional and violated his rights.
<b>CC2022-0067</b>	According to the complainant, while attending a hearing at City Hall, an SPO working in City Hall told the complainant to sit down in a threatening manner. The complainant feels that the comments made to him by the SPO were made as retaliation for comments the complainant made during the City Council hearing earlier that day, and are representative of a larger pattern of retaliation taking place since the complainant previously complained about the NOPD's handling of an incident.

## Contact Only Received in July

<b>CO2022-0015</b>	An anonymous complainant reached out regarding a complaint they wanted to submit against a retired officer who they believe is committing payroll fraud by not showing up to assigned details. The anonymous complainant has indicated that they do not wish the captain of PIB to be informed of their complaint and that no PIB officer is to be informed of the complaint.
<b>CO2022-0017</b>	A member of the public contacted the OIPM seeking assistance with a vandalism concern. The OIPM directed that individual to the correct police district to assist.
<b>CO2022-0018</b>	A member of the public reached out to OIPM for assistance regarding a noise complaint. The OIPM directed the individual to the police district to assist with the noise concern.

# July Overview

## Anonymous Complaints Received in July

<p><b>AC2022-0057</b></p>	<p>According to an anonymous complainant, an unknown officer was acting extremely hostile while in a bank, displaying aggressive behavior and language.</p>
<p><b>AC2022-0061</b></p>	<p>According to an anonymous complainant, an SPO in the Field Operations Bureau is exceeding time caps, working overlapping shifts with secondary employment, exceeded the twenty-four hour weekly detail limit, worked details while taking sick leave, had little to no transit time between working duty and detail, and worked what this anonymous complainant believed to be an unrealistic work schedule.</p>
<p><b>AC2022-0062</b></p>	<p>According to an anonymous complainant, an SPO in the Field Operations Bureau is exceeding time caps, working overlapping shifts with secondary employment, exceeded the twenty-four hour weekly detail limit, had little to no transit time between working duty and detail, and worked what this anonymous complainant believed to be an unrealistic and impossible work schedule.</p>
<p><b>AC2022-0063</b></p>	<p>According to the anonymous complainant, a Sgt. in PIB is exceeding time caps, working overlapping shifts, had little to no transit time between working duty and detail, and worked what this anonymous complainant believed to be an unrealistic and impossible work schedule.</p>
<p><b>AC2022-0064</b></p>	<p>According to an anonymous complainant, an SPO in the Field Operations Bureau is exceeding time caps, working multiple details at the same time, exceeded the twenty-four hour weekly detail limit, had little to no transit time between working duty and detail, and worked what this anonymous complainant believed to be an unrealistic and impossible work schedule.</p>
<p><b>AC2022-0065</b></p>	<p>According to the anonymous complainant, a Lt. with the Field Operations Bureau committed payroll fraud by exceeding time caps, working overlapping shifts with secondary employment, exceeding the twenty-four hour weekly detail limit, working weeks or months without a single day off, working a known "sleep" detail, working details while a captain, having little to no transit time between working duty and detail, exceeding the weekly detail limit for several months, and worked what this anonymous complainant believed to be an unrealistic and impossible work schedule.</p>
<p><b>AC2022-0068</b></p>	<p>According to the anonymous complainant, two NOPD officers allegedly witnessed a rape in progress yet continued driving by. The anonymous complainant then stated that they called 911 and flagged down a third officer who was parked one block away from the rape in progress, but the third officer did not respond to the anonymous complainant and maintained his place on the corner. According to the anonymous complainant, they then began performing CPR on the pulseless rape victim, and after the alleged victim regained a pulse two responding NOPD officers refused to administer Narcan to the alleged victim. The anonymous complainant further alleges that the two responding officers failed to file a police report about the alleged victim or consider multiple available witnesses standing nearby. The anonymous complainant then stated that they met with a news reporter who informed them that NOPD did not consider the act to be rape because the alleged victim was familiar with the alleged rapist.</p>

# July Overview

## Criminal Liaison Received in July

<b>CL2022-0009</b>	A another member of the public reached out regarding no knock warrants being executed by the US Marshal's Office and the addresses of where the warrants are being executed are incorrect / out of date. The OIPM discussed the matter with NOPD leadership over the Violent Offender Warrants Task Force regarding providing information to the public about these encounters and provided the individual with information from PIB.
<b>CL2022-0010</b>	A complainant filed a complaint with the OIPM and sought assistance with immediate concerns regarding the arrest of her children. OIPM spoke to the Captain of the district regarding those concerns and the complainant received a phone call to resolve her immediate needs.

## Case Monitoring Received in July

<b>CM2022-0007</b>	The OIPM sent a formal letter regarding the investigation being conducted into CTN2022-0259-R and started monitoring the investigation being conducted by the Investigative Services Bureau.
--------------------	--

## Disciplinary Proceedings Received in July

<b>DH2022-0025 / PIB2020-0509-P</b>	A civilian investigator in the Public Integrity Bureau is accused of being rude, accusatory, and biased during her interactions with an individual trying to report misconduct in New Orleans East.
<b>DH2022-0024 / PIB2021-0669-R</b>	An officer is accused of violating the NOPD time cap under policy and his supervisor is accused of failing to properly document when the officer was out on furlough, causing an overlap of a NOPD shift with a secondary employment detail a to erroneously occur.
<b>DH2022-0023 / PIB2021-0673-R</b>	An officer is accused of working NOPD details at the same time as billing for secondary employment details and violating the NOPD time cap under policy.
<b>DH2022-0026 / PIB2022-0100-R</b>	A PIB sergeagent failed to correct the paperwork required of her and turn it into her supervising lieutenant in the timeframe provided.
<b>DH2022-0027 / PIB2021-0413-R</b>	A PIB sergeant failed to contact another law enforcement agency to get the information needed in an investigation after being ordered to do so by her supervisor.

# July Overview

## Critical Incidents in July

<b>CI2022-0007</b>	NOPD was on the scene with SPCA and Child Abuse Detectives serving a search warrant at the residence. The SPCA officer went into the rear yard to confiscate the dog when he attacked her. After hearing her screams and observing the dog refusing to release his bite, an officer went to assist and fired 4 shots striking the dog. The dog perished on the scene. The SPCA officer was taken to a local hospital for treatment.
--------------------	---

## Firearm Discharges in July

<b>FD2022-0005</b>	Same as CI2022-0007.
--------------------	----------------------

## Level 4 Noncritical Incidents in July

<b>UF2022-0007</b>	Officers stopped a vehicle that was stolen from a neighboring state. The driver of the vehicle fled and officers believed he was possibly armed. NOPD officers elected to set a perimeter and use canine dogs to locate the driver of the stolen vehicle. Once located, he failed to comply to the officer's command at which time the canine unit dog Robbie made contact with the subject while under the house biting him once to the torso. Once the individual came from under the house, he attempted to run again and Robbie was deployed again and made contact a second time biting the subject to the hand. The subject was then apprehended without further incident and was transported by EMS to a local hospital for treatment.
<b>UF2022-0008</b>	A canine apprehension unit was called out to the location to assist with apprehending an armed robbery suspect. The canine unit was deployed, the suspect was bitten by the canine dog, and the suspect was then apprehended.
<b>UF2022-0009</b>	The officer responded to an aggravated assault domestic call for service at the location. During handcuffing, the officer was bitten on the right forearm by the individual. The officer then struck the individual in the head with a closed fist. The individual was transported to the hospital by the officer to be treated.

# Complaints

The OIPM serves as an alternative site for civilians and police officers alike to file complaints of misconduct against the NOPD. These complaints and allegations are compiled into referrals by the OIPM and provided to the Public Integrity Bureau (PIB) for them to investigate. The OIPM monitors and reviews the classification and investigation conducted by PIB.

Once the OIPM receives a complaint, the OIPM prepares the complainant's account into a narrative. 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. As part of the letter preparation process, OIPM personnel reviews information in NOPD systems regarding the interaction complained of, including body worn camera video, electronic police reports (EPR) and field interview cards (FIC). The OIPM may include information obtained from NOPD information systems in the complaint referral to PIB to ensure that PIB can fully investigate the complainant's concerns.

The OIPM provides a complaint process that is independent, impartial, transparent, fact-based, timely, and communicates in an understandable manner to all those involved. The OIPM maintains that misconduct investigation must be comprehensive, and the complaint process must be accessible, fair, thorough, and transparent.

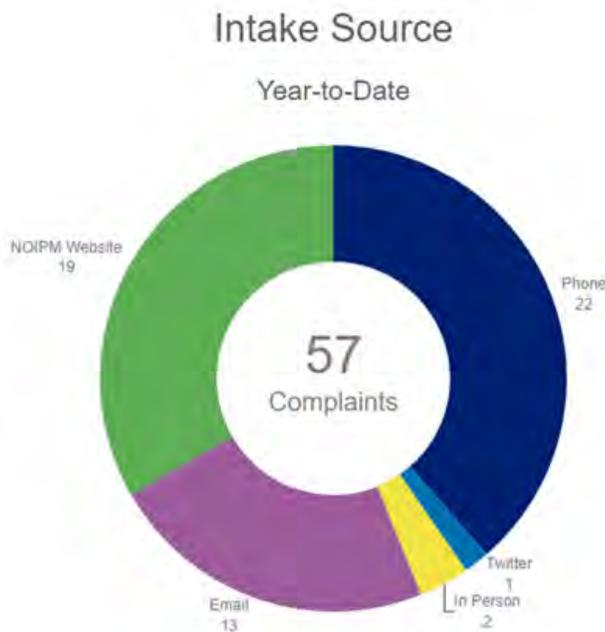
**4 CIVILIAN COMPLAINTS**

**7 ANONYMOUS COMPLAINTS**



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

Christian Jamal joined the Office of the Independent Police Monitor as the Misconduct and Force Specialist in July 2022. Christian obtained his Bachelor's Degree from Tulane University, double majoring in Communication and Political Science. Christian attended Tulane University Law School where he obtained his Juris Doctor degree. While at Tulane Law School, Christian performed pro-bono work for the New Orleans Entertainment Law Legal Assistance Project and also participated in current City Councilmember Lesli Harris's Trademark Lab, providing assistance to local businesses and artists in their applications for Trademarks. During his 3L year, Christian began work with the Office of the Independent Police Monitor as a student extern. Christian has been an advocate for criminal justice reform and has worked at various criminal justice focused organizations since he arrived in New Orleans in 2015.



# Complaint Data

This month, the OIPM started to release additional tables to the public on our external facing database found at: [complaints.nolaipm.gov](https://complaints.nolaipm.gov). Below are some of the additional data visualizations based on complaints received by OIPM.

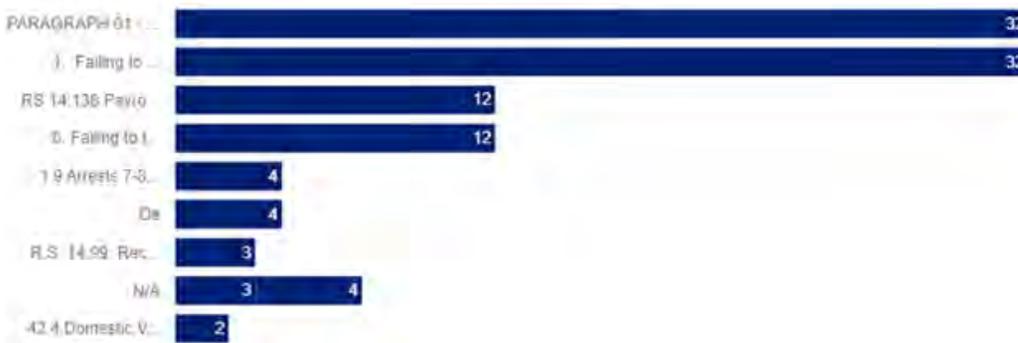
## "Heat Mapping" Misconduct Complaints



This chart gives an overview of where there may be concentrations of allegations of misconduct occurring in the city. The map layer option enables the viewer to see the allegations of misconduct in context of police districts and where parks, schools, libraries are located.

## Misconduct Complaints by District

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.



## Top Allegations Proposed by OIPM

This chart captures the top allegations are proposed by the OIPM in the referral letters submitted to the Public Integrity Bureau. This chart is limited since it will only include the allegations that the OIPM entered into our database and has not yet been updated. The OIPM hopes to work on this issue with the NOPD in order to ensure accuracy in the proposed allegations.

# Community-Police Mediation

Mediation is an alternative to the traditional process of resolving complaints of police officer misconduct. Mediation is a process facilitated by two professionally-trained community mediators to create mutual understanding and allow the civilian and officer to be fully heard and understood in a non-judgmental way.

**5** MEDIATIONS REFERRED

**0** MEDIATIONS HELD

**2** MEDIATIONS PENDING

**1** MEDIATIONS SCHEDULED FOR August

In the spring, the OIPM started the "Mediator Monday" social media series. Each Monday, the OIPM introduces the community to one of our trained mediators. The goal is to increase community understanding of the program and the mediators so more of the community will agree to mediation. Here are the mediator posts from July.



# Use of Force

The OIPM is required by City Code 2-1121 to monitor the quality and timeliness of NOPD's investigations into use of force and in-custody deaths. If a critical incident occurs, the OIPM is notified and a member of the incident and will report immediately to the scene. The OIPM will stay engaged from the occurrence of the incident, through investigation, and Use of Force Review Board (UFRB) hearings.

The UFRB serves as a quality control mechanism to ensure timely reviews of all serious use of force investigations to determine the appropriateness of the investigative findings, and to quickly appraise use of force incidents from a tactics, training, policy, and agency improvement perspective. The voting members of the UFRB are the Deputy Superintendents of Field Operations Bureau, Public Integrity Bureau, and Investigations and Support Bureau. Other NOPD deputy chiefs serve as non-voting members, and outside groups like OIPM and the Office of the Consent Decree Monitor are present to observe, listen, and participate in discussion.

0

**CRITICAL INCIDENTS**

1

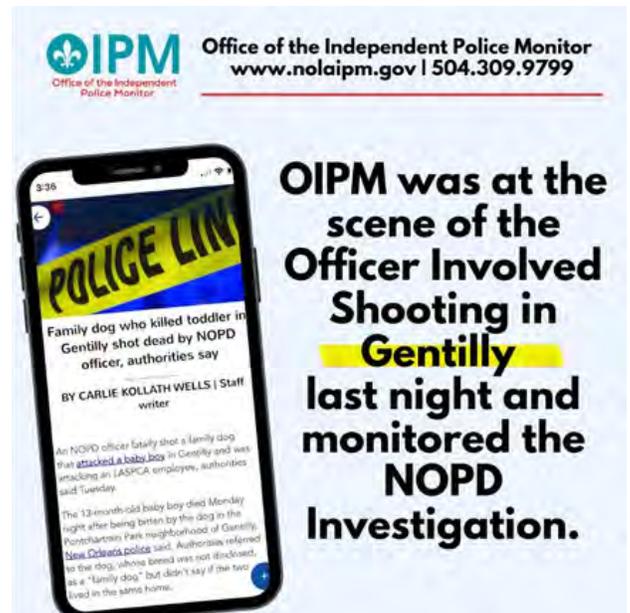
**FIREARM DISCHARGE**

3

**LEVEL 4 NON-CRITICAL INCIDENT**

0

**CASES HEARD AT USE OF FORCE REVIEW BOARD**



# Community Outreach

# 8

## COMMUNITY OUTREACH EVENTS

OIPM leads and participates in community outreach to inform the public of our services, to increase public engagement with policing, raise awareness of local or relevant police practice, and monitor how the NOPD interacts with our community.



LED PROFESSIONAL DEVELOPMENT VIRTUAL TRAINING FOR MEDIATORS

LED PROFESSIONAL DEVELOPMENT IN-PERSON ROLE PLAY TRAINING FOR MEDIATORS

PARTICIPATED IN UNDOING RACISM TRAINING BY THE PEOPLE'S INSTITUTE FOR SURVIVAL AND BEYOND

HELD 'COFFEE WITH THE IPM'

TABLED AT UBUNTU VILLAGE PARENT RESOURCE FAIR

TABLED AT BACKPACK GIVEAWAY HOSTED BY OLD AND NU STYLE FELLAS

ATTENDED THE UBUNTU PARENTS WORKSHOP AND MEETING

INTERVIEW WITH NEWS 21



In July, OIPM participated in a backpack drive with Ubuntu Village which allowed OIPM to hear feedback from the community.



# Budget

<b>OIPM Budget Description</b>	<b>Amount</b>
Personnel	\$732,488.00
Operating	\$308,926.00
<b>2022 Total OIPM Budget</b>	<b>\$1,041,414.00</b>
<b>2022 Total OIPM Budget</b>	<b>\$1,041,414.00</b>
Amounts Spent to Date:	(\$468,788.00)
Unexpended funds	\$572,626.00

# 2022 Goal Progress

To ensure accountability and transparency with the ERB and the community, the OIPM is reporting out progress on the 2022 OIPM Work Plan. These benchmarks and goals were achieved in July 2022:

Submitted a **case review from CTN --** to the Public Integrity Bureau for review and comment before its release to the public. The OIPM hopes to also conduct a post-investigation mediation regarding this incident.

Submitted a **formal letter to the Deputy Chief of PIB regarding CTN --** and started monitoring the investigation being conducted by the Investigative Services Bureau.

## Staffing at OIPM

- **Hired a Misconduct and Force Specialist to join the team.** Christian Jamal was hired for the position after interning for the OIPM in the spring semester during his final year at Tulane Law School.

## Consent Decree Compliance

- **Continued writing the OIPM Sustainment Strategy** and continued working with the federal monitors, NOPD, and the city on the proposed sustainment plan.
- Attended the meeting and pre-presentation with the federal monitors, NOPD leadership, and Judge Morgan regarding **Stop, Search, and Arrests**.

**Conducted community outreach, engagement, and monitoring** to receive public input on the operations and impact of the OIPM:

- **Engaged with the community and media.**
  - Interviewed by News 21 about police reform in New Orleans
  - Participated in two parent resource and backpack giveaway fairs in the community.
- **Held the first coffee with the IPM event at Old Road Coffee**
  - Engaged with community and organizational partners including Metropolitan Crime Commission and the Crime Survivors NOLA.

## In-depth Monitoring and Review of the Audits, Investigations, and Policy regarding Police Secondary Employment

- Started to attend disciplinary hearings for the administrative investigations on the secondary employment system.
- Met with a community member, PSAB, and the federal monitors to discuss how to identify secondary employment overlaps and time cap violations from public data requests and timesheets.

Additional Benchmarks:

- **Submitted the RFP to the city for the 24 hour hotline**
- **Met with the Chief of Staff of Councilmember Helena Moreno to discuss the database project** and other pending work.

**Monthly Report of  
Ethics Trainer**



---

# JULY 2022

# MONTHLY REPORT

---

TRAINING DIVISION  
NEW ORLEANS ETHICS REVIEW BOARD



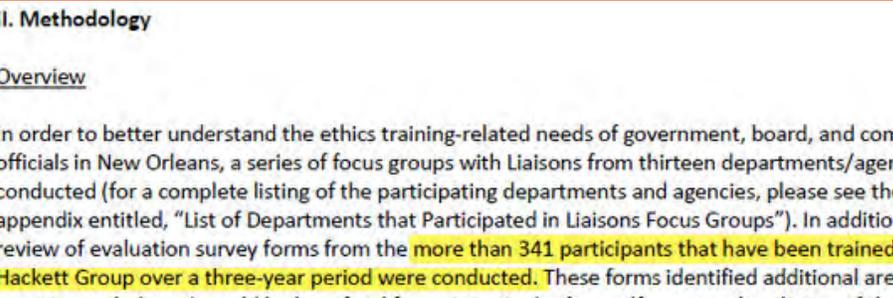
# TRAINING ACTIVITIES

---

Heading into the close of Summer 2022, the Training division has continued its work to further the reach of ethics education throughout the city of New Orleans. Momentum continues to grow in scheduling, due in part to word being spread that the Ethics Review Board is now available to conduct in-person learning sessions to give individuals an opportunity to learn and interact in a group setting, while fulfilling their annual training requirement for ethics education. Several agencies have requested recurring monthly visits from the Ethics Review Board trainer through the end of 2022. In order to assist in meeting their agency's compliance goals, some upcoming training sessions have been scheduled on Saturdays, by a special request, to accommodate individuals within certain organizations who are otherwise unable to attend sessions that take place during the week.

---

## HACKETT GROUP NUMBERS



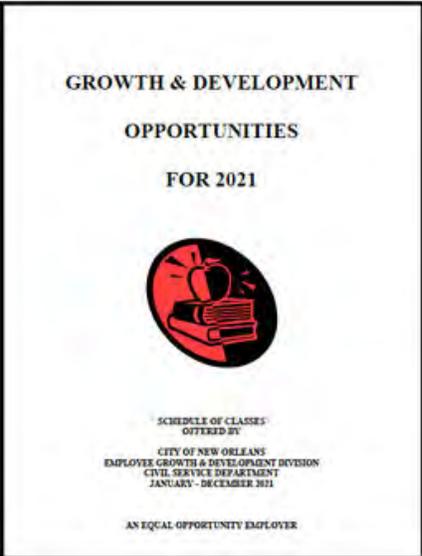
During the June 2022 ERB Board Meeting, the Chair requested information surrounding the total number of individuals given ethics training by the Hackett Group during their time as consultants for the Ethics Review Board.

According to provided documentation, 341 individuals were trained across a three-year time period by the Hackett Group. Based on current numbers, from January 2022 - July 2022, the ERB training division has educated 307 individuals.

---

## CITY OF NEW ORLEANS CIVIL SERVICE - NEW EMPLOYEE'S ORIENTATION

As of June 2022, the ERB Trainer has been granted a 15-minute time slot on the itinerary of information that is to be presented during New Employee Orientation sessions for city employees. These classes are provided by New Orleans Civil Service and will be occurring monthly through the remainder of 2022 and resuming a quarterly schedule in 2023.



# ETHICS AWARDS

---

The ethics awards program was established to recognize the outstanding efforts of individuals and their commitment to furthering the mission of creating a culture of ethics within the city of New Orleans. Individuals who are honored have demonstrated excellence in educating their agencies and going above and beyond in ensuring that ethical behavior standards have improved within their agency as a result of their efforts. Two awards are presented -

- **Ethics Liaison Award:** All liaisons representing city departments, boards, agencies and commissions are eligible for nomination.
- **Torch Award for Excellence in Ethics:** All city departments, boards and commissions are eligible to submit a self-nomination for the Torch Award. This recognition is presented to the agency as a whole, rather than an individual.

---

All award nomination information was distributed with a deadline of **July 8th** for all submissions.

A Liaison Award nomination was received for Ms. Kisha Gaudin, Vehicle Coordinator and ethics liaison for the City of New Orleans Department of Public Works - Traffic Division.

Ms. Gaudin has been a certified ethics trainer since 2013 and was designated as the ethics liaison for her agency in 2018.

Her nomination and required information/supporting documentation will be forwarded to the Ethics Review Board for review and consideration.

---

**Crown Awards** has been selected as a potential vendor for the main award trophy, with certificates of appreciation also being considered to recognize the efforts of the remaining liaisons for activities during 2021.



*Award ex.  
Est. cost - \$39.99*