



CITY OF NEW ORLEANS ETHICS REVIEW BOARD

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

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

BOARD MEETING

Loyola University New Orleans College of Law, 526 Pine Street, Room 342,
New Orleans, Louisiana

Monday, March 11, 2024, at 3:30 P.M.

AGENDA

1. Call to order.
2. Approval of the minutes of February 2024 board meeting.
3. Monthly report of Office of Inspector General.
4. Monthly report of Office of the Independent Police Monitor.
5. Monthly report of Ethics Trainer.
6. Monthly report of General Counsel and Executive Administrator.
7. Call for agenda items for future board meetings.
8. Adjournment.

**Draft Minutes of
Previous Board
Meeting**



Ethics Review Board for the City of New Orleans

Board Meeting of February 19, 2024, at 3:37 P.M. at Loyola Law School, New Orleans

Minutes

1. *Call to Order.*

1.1. The chair called the meeting to order at XX p.m.

1.2. ERB members present:

1.2.1. Wanda A. Brooks

1.2.2. Dawn Broussard

1.2.3. Elizabeth Livingston de Calderon

1.2.4. Holly Callia, Chair

1.2.5. Tyrone G. Jefferson, Jr.

1.3. ERB members absent:

1.3.1. Monique G. Doucette

1.3.2. Patrice Sentino

1.4. Staff members present:

1.4.1. Dane S. Ciolino, Executive Administrator and General Counsel.

1.4.2. Jordy Stiggs, Ethics Trainer

1.5. Staff members absent:

1.5.1. None.

- 1.6. 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 on January 22, 2024, subject to typos to be corrected.
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 also appeared with various staff members including Mike Laughlin, general counsel for OIG.
 - 3.2. The board accepted his monthly written report (attached).
 - 3.3. Mr. Michel noted that his office has an “ambitious” schedule for 2024.
 - 3.4. His office is working on a fuel-related EMD issue and will publish a report soon. His office will soon publish a report on a S&WB issue relating to money “going down the drain.”
 - 3.5. His office is receiving a number of credible anonymous complaints.
 - 3.6. His office is investigating whether money is being wasted on a cooperative endeavor agreement related to grass cutting in the city. The city paid at least \$30,000 for work that was not done; the money was reimbursed.
 - 3.7. Ms. Calderon asked why the procurement process is so cumbersome within the city. Mr. Michel noted that a new ordinance will funnel all contracts into one location so that all contracts can be found.
 - 3.8. Mr. Michel noted that his office’s productivity is up 400% since he took over the office and that his office has recovered millions of dollars in lost money for the city. He also set forth other qualifications and accomplishments relating to his work for the OIG.
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. She was accompanied by various staff members, including her counsel Sharonda Williams and Ms. McGowan, the new Deputy Police Monitor.
 - 4.2. The board accepted Ms. Cziment’s monthly report (attached).
 - 4.3. Ms. Cziment noted that her office is working on greater community engagement.
 - 4.4. Ms. Cziment noted that her office has quickly dispelled misinformation about NOPD’s directives about filming bands and homeless encampments. She worked with leadership to quickly post accurate information on social media.

- 4.5. Her office will soon release an informational document on “stunt driving” that will be a resource packet for the public, council, and police department.
- 4.6. Her office issued a statement regarding the cooperative endeavor agreement between the State Attorney General and the Orleans District Attorney’s Office regarding future criminal prosecutions of LSP troopers.
 - 4.6.1. Ms. Calderon clarified that the IPM’s concern is under-prosecution of future LSP offenders (if any) in the future. Ms. Cziment so confirmed.
 - 4.6.2. Ms. Cziment noted that her office simply issued a document expressing concerns about the cooperative agreement. This was to inform and empower the community.
 - 4.6.3. Ms. Cziment will attend a meeting with Judge Morgan regarding the federal consent decree later this week.
 - 4.6.4. Next Monday, Ms. Cziment will present to the City Council committee on criminal justice.
 - 4.6.5. Mr. Jefferson asked about the status of the investigation of an NOPD officer who shoved a juvenile during carnival. She reported that it is currently under investigation.
 - 4.6.6. Ms. Calderon noted that the NOPD does an outstanding job during carnival season. The publicized incident involving the juvenile who was shoved was an anomaly.
 - 4.6.7. Ms. Callia noted that the OIPM has been very proactive and communicative, and that the office is doing an outstanding job.
- 5. *Monthly Report of Ethics Trainer.*
 - 5.1. Mr. Jordy Stiggs did not appear due to illness.
 - 5.2. The board accepted Mr. Stiggs’s monthly written report (attached).
- 6. *Report of the Executive Administrator and General Counsel.*
 - 6.1. Mr. Ciolino presented his written report (attached).
 - 6.2. Mr. Ciolino reported that the ERB has received one new complaint, No. 2024-01.
 - 6.3. Mr. Ciolino and the board discussed getting law students to do pro bono work as QARAC members and the board asked Mr. Ciolino to get the names of interested students.
- 7. *Report on Appointments to ERB and Quality Assurance Review Advisory Committees.*

- 7.1. Mr. Ciolino reported that two ERB positions must be filled. The mayor's office is working on this.
- 7.2. Mr. Ciolino reported that four (4) Council and Mayoral appointments remain unfilled on QARACs for the IG and the IPM.
- 7.3. Ms. Callia and Mr. Jefferson will reach out to Valerie Bouldin to arrange a meeting on these appointments.
8. *Discussion and Vote on Salaries of IPM and IG*
 - 8.1. The board discussed the salaries of the IG and IPM.
 - 8.2. Inspector General Ed Michel
 - 8.2.1. Ms. Callia moved to increase Mr. Michel's annual salary to \$255,000 effective March 1, 2024. Mr. Jefferson seconded the motion. The board voted unanimously to approve the salary increase for Mr. Michel.
 - 8.2.2. The board increased Mr. Michel's salary after considering increases in the cost of living, national salaries for comparable positions, and the increased responsibilities and productivity of Mr. Michel's office.
 - 8.3. Independent Police Monitor Stella Cziment
 - 8.3.1. Ms. Brooks moved to increase Ms. Cziment's annual salary to \$180,000 effective March 1, 2024. Ms. Broussard seconded the motion. The board voted unanimously to approve the salary increase for Ms. Cziment.
 - 8.3.2. The board increased Ms. Cziment's salary after considering increases in the cost of living, national salaries for comparable positions, and the increased responsibilities and productivity of Ms. Cziment's office.
9. *Executive Session to Discuss Complaint No. 2024-01.*
 - 9.1. On motion duly seconded, the board unanimously voted at 5:36 p.m. to go into executive session pursuant to Louisiana Revised Statutes section 42:17 to discuss investigative proceedings regarding allegations of misconduct as to ERB Complaint No. 2024-01.
 - 9.2. On motion duly seconded, the board unanimously voted at 5:42 p.m. to adjourn the executive session and to return to public session
 - 9.3. On motion duly seconded, the board voted unanimously to dismiss Complaint No. 2024-01.
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 5:41 p.m.

* END *

Monthly Report of OIG

MONTHLY REPORT

FEBRUARY 2024



OIG

**NEW ORLEANS
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



2,021

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

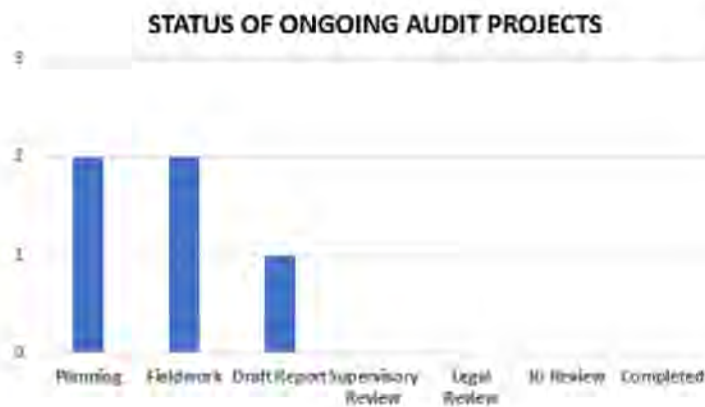
INFORMATION SECURITY

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:

- Orleans Parish Sheriffs Office
- Safety and Permits Third Party Contractors
- New Orleans East Hospital Credit Card

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 ¹	Anticipated ² Completion Date
Orleans Parish Sheriffs Office	Fieldwork	Ongoing

Summary of Objectives: The purpose of the audit is to evaluate the operating effectiveness of the Orleans Parish Sheriff Office's controls and expenditures related to payroll and paid details.

Safety and Permits Third Party Contractors	Planning	Ongoing
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Summary of Objectives: The purpose of the audit is 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.

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.

New Orleans East Hospital Credit Card	Fieldwork	Ongoing
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Summary of Objectives: The purpose of the audit is to determine whether New Orleans East Hospital credit card purchase were business-related and allowed by law, and that these purchases followed relevant agency policies.

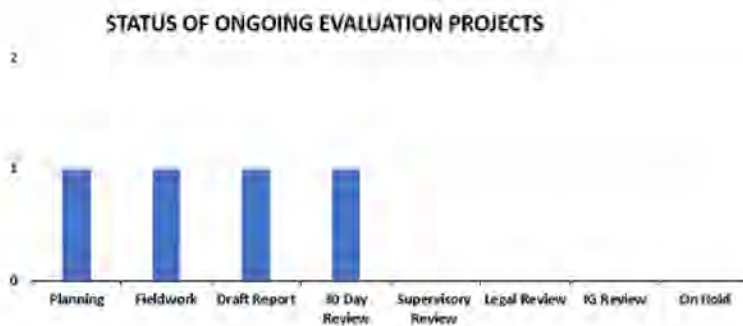
Footnotes:

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:

- OPCD Hexagon Contract
- City of New Orleans Employee Time and Attendance Reporting
- EMD Fuel Dispensing Follow-Up
- Sewerage and Water Board Water Loss Control
- Industrial Development Board PILOT Program

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.

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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 ¹	Anticipated ² Completion Date
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OPCD Hexagon Contract	Fieldwork	Ongoing
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Summary of Objectives: The purpose of the evaluation is to analyze the process used to procure Hexagon On Call Records, review the use of public funds in the project, and assess whether the product was suitable to meet public needs.

EMD Fuel Dispensing Follow-Up	Released	March 6, 2024
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Summary of Objectives: This follow-up evaluation seeks to determine if the City implemented the corrective actions to which it agreed in June 2016 in response to the OIG's initial evaluation, and whether the deficiencies identified in the original report still exist.

Sewerage & Water Board Water Loss Control	30-Day Review	Ongoing
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Summary of Objectives: To evaluate S&WB's policies and practices related to water loss control management.

Industrial Development Board PILOT PROGRAM	Planning	Ongoing
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Summary of Objectives: To review impact of PILOT programs nationally and to determine whether the City's Industrial Development Board utilizes standards and procedures for awarding PILOT grants that align with 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

ADMINISTRATIVE INVESTIGATIONS (FEBRUARY HIGHLIGHTS)

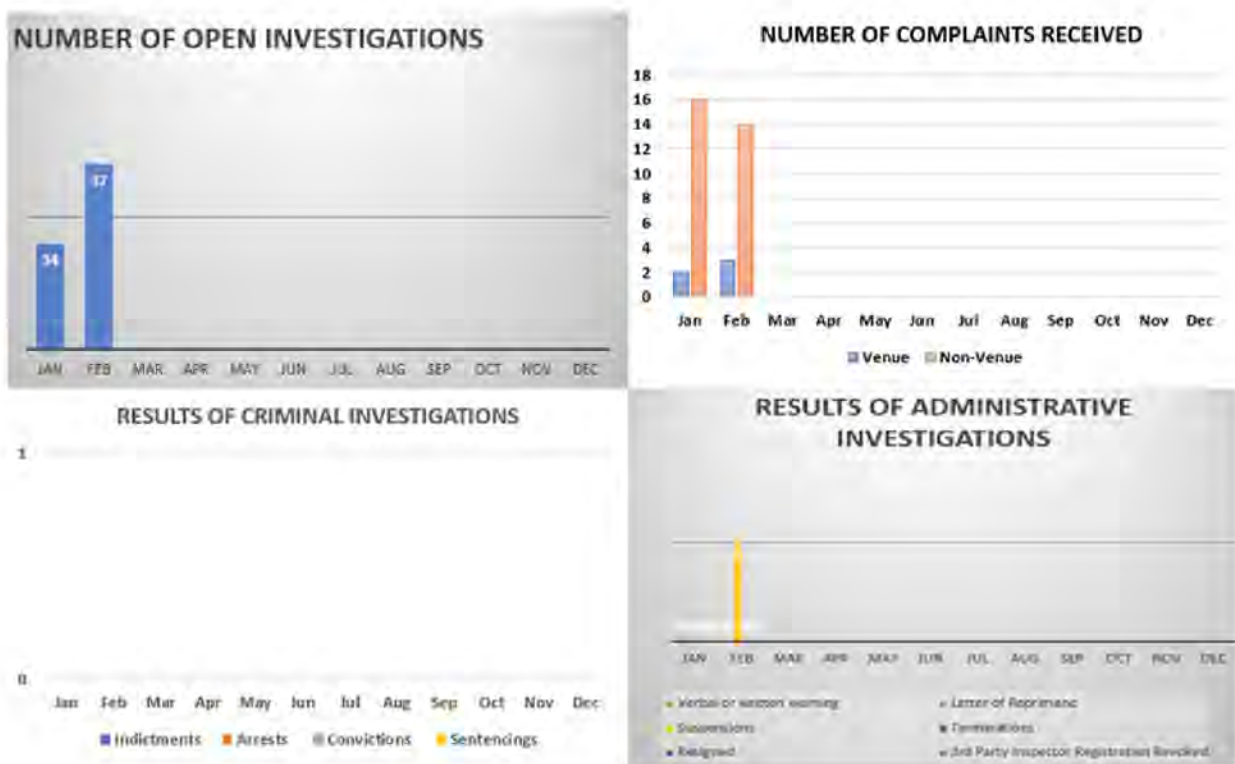
One Safety & Permits employee was suspended as a result of an ongoing investigation.

Issued two letters to the S&WB regarding a possible billing error of a customer.

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.



Venue: Matters that the OIG has the jurisdiction to investigate

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

2023 MONTHLY BUDGET

Total 2024 Appropriation \$ 4,184,733

Expenditures	Spent YTD
Personnel	\$ 403,077
Operating	\$ 32,913
Total	\$ 435,991
Remaining Balance	\$ 3,748,742

Monthly Report of OIPM

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT FEBRUARY 2024



Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

Before I complete a lookback on the last month, I want to look forward into March, to let you know what the OIPM is doing next. In March, the OIPM is going **cohost a public forum with the Deputy Chief of the Public Integrity Bureau** to discuss police accountability. This forum be your opportunity to ask hard-hitting questions about the disciplinary process in the police department and what role the OIPM plays in officer discipline. We will explain how discipline works, the ins and outs of misconduct investigations, the differences that exist in use of force investigations, and what we can learn about police misconduct to make for a better NOPD. **This public forum will be held at the Joe W. Brown Community Center in New Orleans East on March 13th at 6pm.** Food will be served, and children are welcomed.

Additionally, earlier that week, on Monday, March 11th, **the OIPM will be presenting to City Council** with other criminal justice agencies. You can stream the presentation online - we will be discussing recent projects, Consent Decree compliance, and providing a data recap from 2023.

Looking back to February, there was a status conference on the Consent Decree in Federal Court during which the Federal Monitors and the NOPD addressed the Court and the public. The status conference was informative and provided an update on recent NOPD initiatives. This was the first court hearing since the Court ruled in November that the NOPD was in violation of the Consent Decree. This status hearing gave a positive assessment of the performance of the NOPD and the leadership of Chief Kirkpatrick. The NOPD shared with the court new initiatives to reduce Gone on Arrival (GOA) calls for service, the introduction of the New Orleans Mobile Crisis Intervention Unit, and demonstrated how a new interpretation service will work to improve accessibility for non-English speakers and calls for service requiring translation. This two hour presentation is available to the public online. After court, the OIPM expressed hesitation with the positive assessments, born out of the feedback received from the community, to the media. The OIPM will continue to try to share out information regarding the Consent Decree progress and sustainment next steps with the public. **The next Consent Decree hearings will be held: March 21, 2024 at 10am, April 18, 2024 at 10am, and May 16, 2024 at 10am.** The public can now listen to the hearings in real time through a broadcast available by dialing: (504) 229-4460 and entering: 148 804 372#.

In February, the OIPM continued to engage the community in our work and listen to your accounts of police interactions. **The OIPM was on a community panel in New Orleans East.** At that panel, State Representative Jason Hughes explained how he is representing his district on questions regarding the presence of La. State Police in the East. Councilmember Oliver Thomas also engaged with the panel and attendants about his concerns regarding the introduction of the La. State Police and crime initiatives. Later in the month, the **OIPM hosted a public forum uptown** at the Lyons Recreation Center. At this public forum, the Federal Monitors fielded questions about Consent Decree compliance including benchmarks for Chief Kirkpatrick and how OICDM intends to support the Police Community Advisory Boards (PCABs). The President of the 6th District PCAB, Ms. Astacia Carter, shared concerns and work being conducted by their PCAB including a goal to host open forums with the police department and neighborhood businesses and associations - taking these meetings out of the district stations and to the residents. The OIPM thanks the 6th District PCAB for agreeing to combine meetings and streaming the public forum to their membership!

Finally, a word on **Mardi Gras and policing** this year. The OIPM sincerely thanks everyone in the community who tagged the OIPM in comments, photos, and videos on social media to let us know about their police interactions - your input matters and will make the NOPD better. The OIPM was frustrated and disappointed to see footage that did not capture the majority of the police department, but instead showed behavior that the OIPM would call misconduct at best - from pushing a marching band member to falsely informing the public that they cannot record marching bands during parades. The OIPM is addressing these allegations of misconduct with the department and has more updates to share on the next page; but, overall, the OIPM did see and hear of good policing at the parades, responsive officers, and attempts to keep this event safe. This is an ongoing process and the OIPM thanks the community for being a valuable part of it.

Thank you,
Stella Ciment



Above is a screenshot from media conducted by the IPM in response to the Cooperative Endeavor Agreement between the Orleans District Attorney's Office and the State Attorney General's Office that will influence local accountability over NOPD officers.

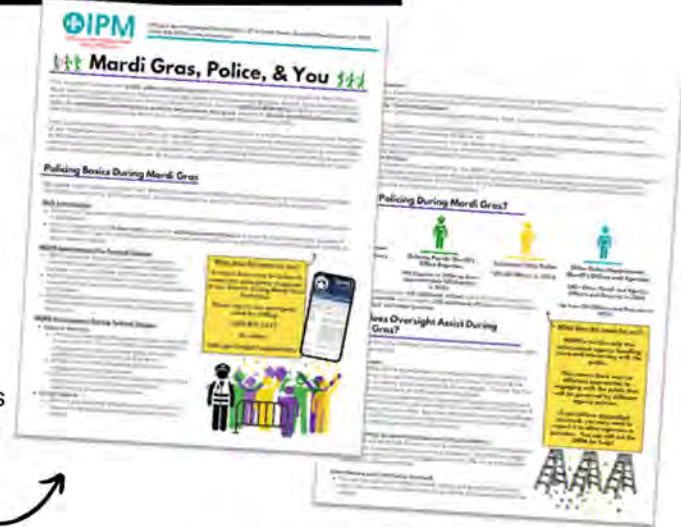
RELEVANT UPDATES; WORK

Goal: Released Informational Guide on Mardi Gras, Policing, and You

In February, before the “big Mardi Gras weekend,” the OIPM released an informational guide explaining changes in policing protocol during Mardi Gras, breaking down the different law enforcement agencies who may be policing in New Orleans, highlighting how typical police interactions occur, providing community resources, and explaining how to file complaints of officer misconduct.

This tool is an example of the informational guides the OIPM intends to create more of in 2024 to equip the community to navigate police interactions, explain police policy or practice, and share relevant and timely information about issues that most affect our neighborhoods.

A summary of this guide is shared on our Instagram account @nolaoipm and is available online.



Below, the IPM speaks to the public on an Instagram Live Stream discussing the role of the Consent Decree. This occurred at a community protest at NOPD Headquarters. The IPM attended the protest to monitor the police interaction with the protestors.

Engaged Community and NOPD Leadership Over Mardi Gras Concerns

The OIPM thanks the community for the messages and tagging our office in posts, comments, videos, and photos of police interactions during Mardi Gras. During Mardi Gras, there were two high level concerns that were shared with the OIPM: the video footage of an officer pushing a member of the LB Landry High School Marching Band and an account of a NOPD Captain telling the public that they were not allowed to record marching band performances during the overpass.

First, regarding the video of the officer pushing the student, the OIPM shared the frustration and disappointment the community expressed at that viewing that incident. The OIPM worked with NOPD leadership to respond to this family's experience and attended a meeting with the parent of one of the affected students along with the Deputy Chief of the Public Integrity Bureau. At that meeting, the IPM watched as Chief Kirkpatrick apologized on behalf of the department to the parent and her son (who was on speaker phone). Moving forward, the OIPM intends to continue working with both the family and the NOPD as they complete the force and misconduct investigation on this matter. The OIPM commends both students for their maturity, character, and leadership demonstrated by defusing the situation.

Second, members of the community informed the OIPM that a NOPD Captain was stopping the public from recording marching bands under the overpass. The IPM was concerned about this misinformation being circulated on social media (the OIPM was contacted multiple times from different individuals regarding this prohibition). The IPM called Chief Kirkpatrick and recommended the department issue a statement clarifying that the public is allowed to record marching bands. Chief Kirkpatrick immediately took the IPM's recommendation and made a video explaining that public was allowed to record.



To the left is a social media post with the misinformation regarding recording bands and a still from the Chief's video addressing that misinformation.

To the right is a photo from the recognition event hosted by LB Landry honoring the leadership of the two marching band students. The OIPM was happy to attend.

RELEVANT UPDATES; WORK

OIPM Concerns Over the District Attorney's CEA

In February, the OIPM issued a statement in response to the District Attorney signing a Cooperative Endeavor Agreement with the Louisiana Attorney General's Office granting exclusive jurisdiction over charging decisions and prosecution of NOPD officers who commit criminal force or misconduct while working with the Louisiana State Police (LSP). The IPM, Stella Cziment, stated: "This agreement is 'historic' because when else in history has a District Attorney's Office voluntarily surrendered their right and obligation to hold officers accountable to the state government. This effort could undermine the spirit and intent of not only the Consent Decree, but all the hard-won police reforms put into place over the last decade meant to ensure transparency and accountability when officers use criminal force." The OIPM expressed concern that this appeared to occur without any engagement with the community or opportunities for public input regarding this extraordinary decision that will affect the lives of the New Orleanians when harmed at the hands of the NOPD working under the direction of or with the Louisiana State Police.



The OIPM will continue to monitor and update the public if this CEA is utilized to justify criminal prosecution or a failure to prosecute criminal actions committed by the NOPD.

OIPM Commends Immediate NOPD Action on Scam

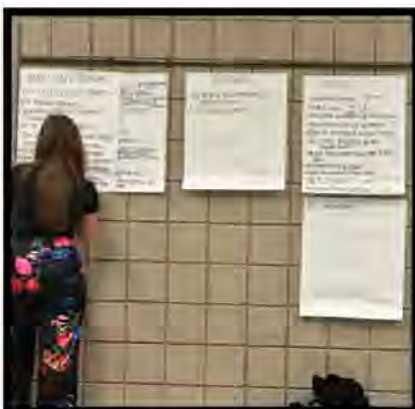
In February, the OIPM learned of a potential scam targeting registered sex offenders. The OIPM sat down for an interview commending the NOPD for taking this concern seriously and immediately initiating an investigation into the matter.



Goal: Public Forum in the 6th District - Uptown

In February, the OIPM hosted the public forum uptown at the Lyons Recreation Center and were joined by the 6th District PCAB who discussed issues specific to the 6th District and the federal monitors who discussed Consent Decree compliance. Recommendations included:

- Requesting more public forums with Chief Kirkpatrick.
- Expanding the role of PCABs and recommending more leadership involvement in PCABs.
- Increasing community engagement and communication through faith-based organizations, radio, television, and more community partnerships.
- In the 6th District, the PCAB would like: more open forums outside of the police district station, possibly hosted by neighborhood associations or local businesses, to bring the PCABs to the community.
 - The PCAB also expressed concerns with the district being locked and being unable to get police reports, lighting and parking, and loitering (and the appreciated response from the department of more drive bys).
 - The PCAB also expressed problems with feeling valued by department leadership and concerns about how this dynamic may change with the end of the Consent Decree.
- The public forum requested more informational sessions prior to Mardi Gras next year to provide input and receive information regarding changes in policing.



To the right, Ms. Astacia Carter, the 6th District PCAB President addresses questions from those in attendance about the role of PCABs.

To the left, the IPM documents feedback received during the public forum.



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. There are three components to the OIPM's work and mission:

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

	2024	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2023
Civilian Complaint Count	28	22	8	9	9	11	4	4	9.57
Police Complaint Count	0	0	0	0	0	0	4	1	0.71
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	7	3	1	7	2	0	0	0	1.86
Community Case Liaison Count	2	7	3	3	16	5	1	3	5.43
Case Monitoring Count	0	2	4	1	6	0	2	3	2.57
Case Review Count	0	0	1	0	0	1	0	0	0.29
Contact Only Count	13	13	6	1	3	3	0	2	4.00
Disciplinary Hearing Count	3	7	7	3	3	4	9	9	6.00
Critical Incident Count	2	1	3	1	3	2	0	5	2.14
Firearm Discharge Count	2	1	4	1	3	2	0	2	1.86
Lvl 4 Non-Critical	3	3	4	1	3	0	0	0	1.57
Force Monitoring *	0	1	0	0	0	0	0	0	0.14
Mediation Count	3	0	0	3	5	2	0	4	2.00
Commendation Count	0	0	0	0	0	0	0	0	0.00
Grand Total	63	60	41	30	53	30	20	33	38

	Feb 2024	Feb 2023	Feb 2022	Feb 2021	Feb 2020	Feb 2019	Feb 2018	Feb 2017	2017-2023 Average
Citizen Complaint Count	18	13	5	3	4	7	1	2	5.00
Police Complaint Count	0	0	0	0	0	0	2	1	0.43
Civilian w/in NOPD	0	0	0	0	0				0.00
Anonymous Complaint	3	3	1	6	1				2.75
Community Liaison Count	2	3	1	1	9	2	0	1	2.43
Case Monitoring Count	0	1	4	0	1	0	1	1	1.14
Case Review Count	0	0	1	0	0	0	0	0	0.14
Contact Only Count	9	9	3	0	0	3	0	0	2.14
Disciplinary Hearing Count	3	3	7	0	3	2	7	4	3.71
Critical Incident Count	0	0	2	1	0	1	0	2	0.86
Firearm Discharge Count	0	0	4	1	0	1	0	1	1.00
Lvl 4 Non-Critical Count	0	0	2	1	2				1.25
Force Monitoring *	0	1							1.00
Mediation Count	1	0	0	2	2	2	0	2	1.14
Commendation Count	0	0	0	0	0	0			0.00
Grand Total	36	33	30	15	22	18	11	14	20.43

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

CURRENT BUDGET

OIPM Budget Description	Amount
Personnel	\$809,781.00
Operating	\$400,000.00
2024 Total OIPM Budget	\$1,209,781.00
2024 Total OIPM Budget	\$1,209,781.00
Amounts Spent to Date:	\$242,778.00
Unexpended funds	\$967,003.00



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:

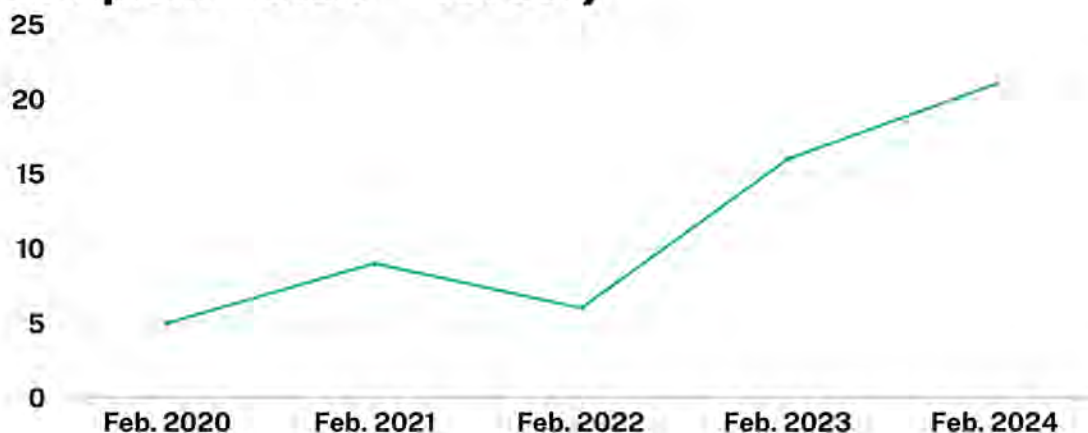
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification 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 - February



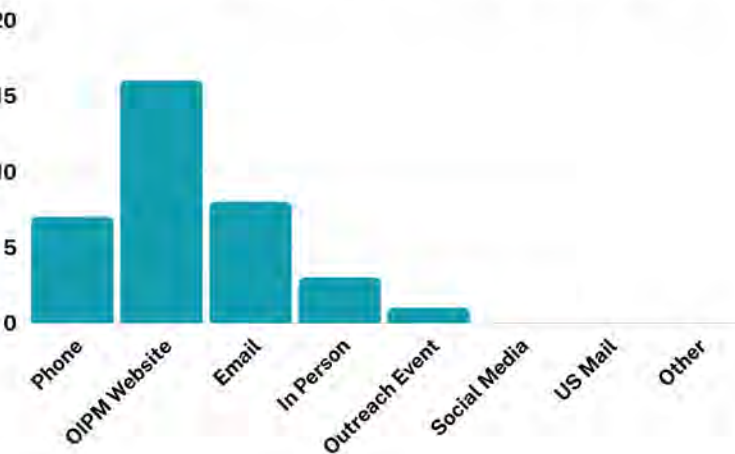
21

**Total Complaints
Received this
month**

35

**Total Complaints
Received This
Year**

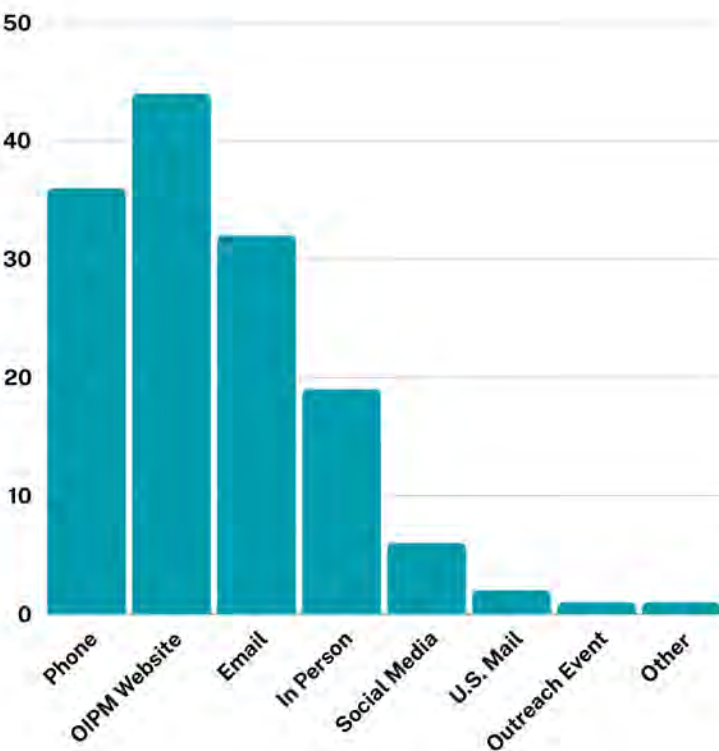
Complaint Intake Source - 2024



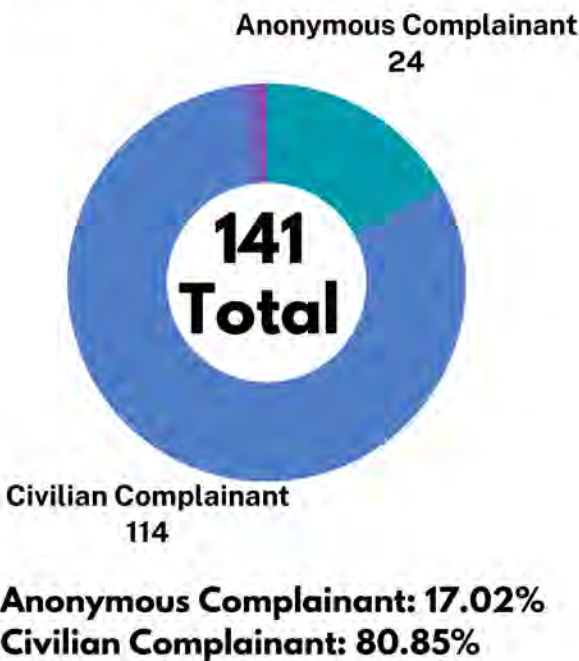
Complainant Type - 2024



Complaint Intake Source - Past 12 Months

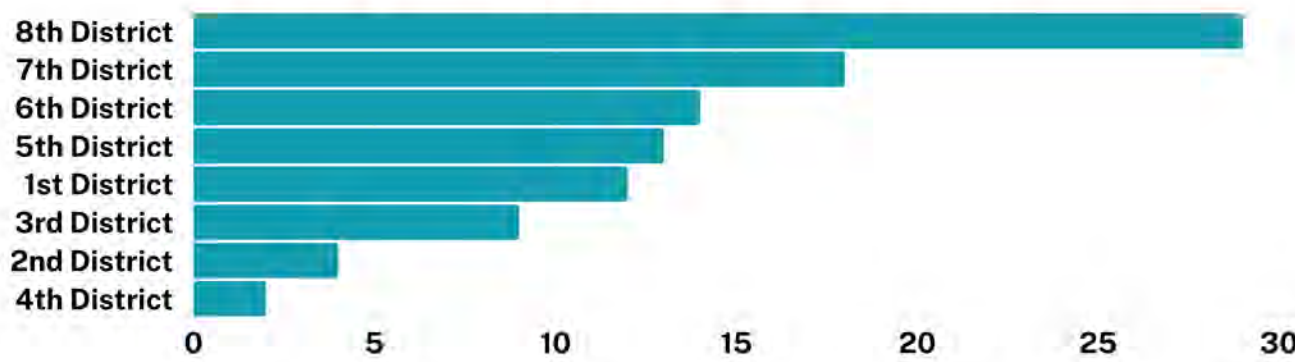


Complainant Type - Past 12 Months



Districts - Past 12 Months

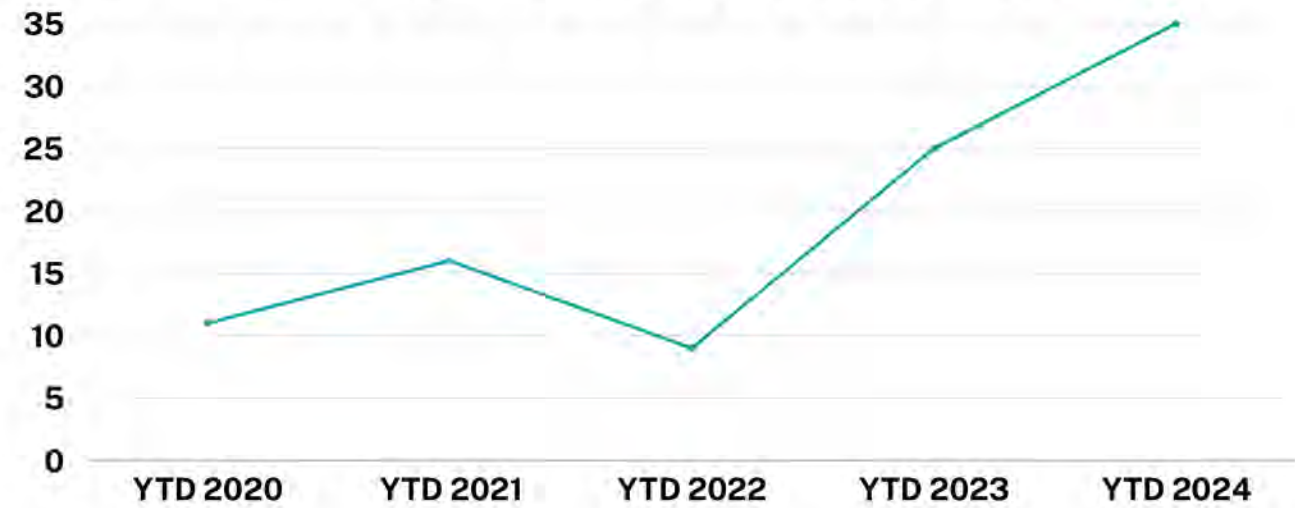
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



Complaint Type YTD - 2020, 2021, 2022, 2023, 2024

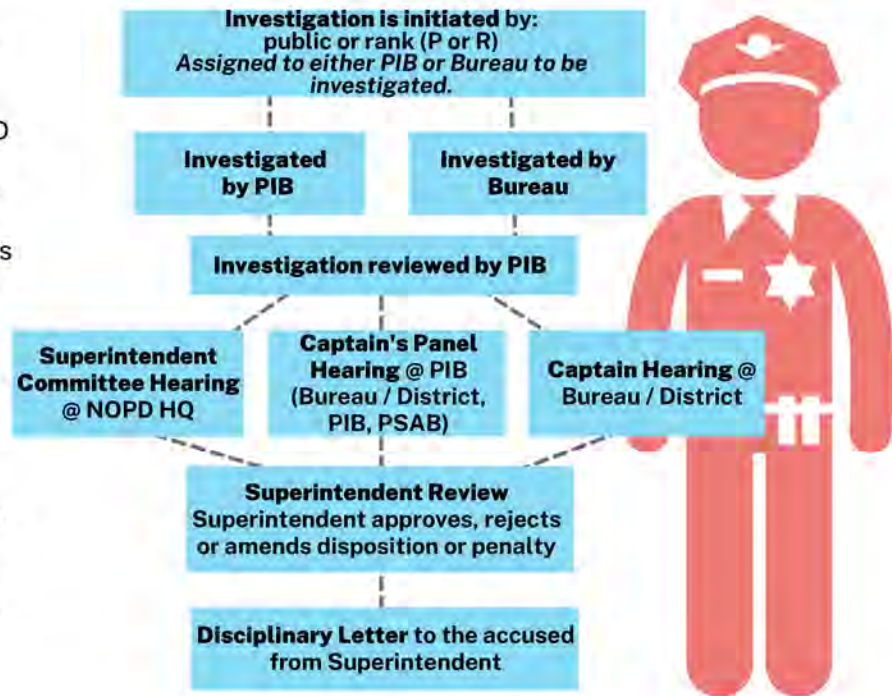


Complaint Totals YTD - 2020, 2021, 2022, 2023, 2024



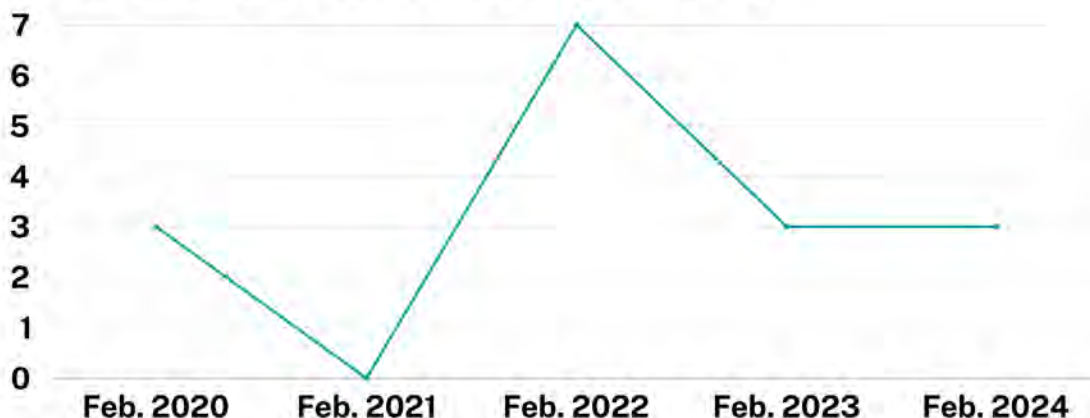
DISCIPLINARY PROCEEDINGS

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 - February



3

**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



0
Firearm Discharge this month

0
Critical Incidents this month

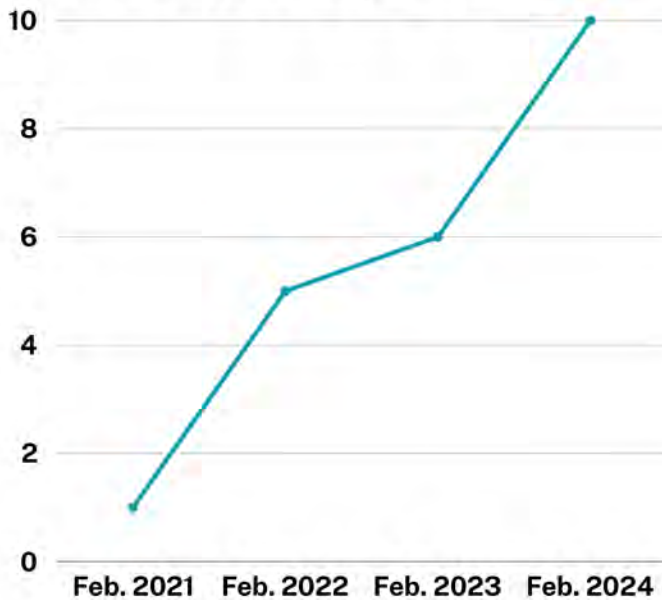
0
Level 4 Non-Critical Use of Force this month

0
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 - February 2021, 2022, 2023, 2024



10

**Total Outreach
Events this
Month**



Outreach Events

- Conducted 35 meetings with community members about mediation program
- Attended award ceremony for LB Landry HS Marching Band Students at LB Landry HS
- 2 hour training to new mediators on February 24th on Zoom
- Consent Decree status conference at Federal Court
- OIPM – Public Forum 6th District – Lyons Recreation Center
- Facilitated Meeting for Communities United for Change, New Orleans United Front and the Public Integrity Bureau
- Monitored protest at NOPD Headquarters
- Conducted media regarding DA's CEA Agreement
- Panel, Community United for Change/New Orleans United Front – Public Forum – New Orleans East Public Library
- Conducted media regarding the NOPD's response to a scam targeting registered sex offenders



Above are photos of the IPM speaking with community groups at a public forum in New Orleans East. State Representative Jason Hughes and City Councilmember Oliver Thomas attended and participated in the robust discussion.

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 for February



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.

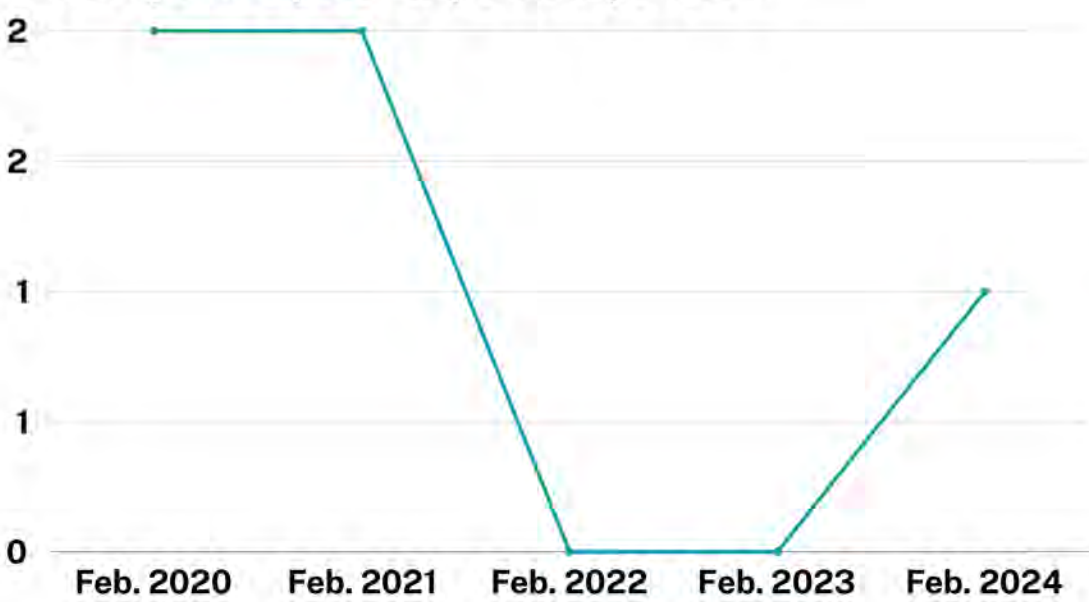
Non-judgmental
Confidential
Voluntary



Mediation is:

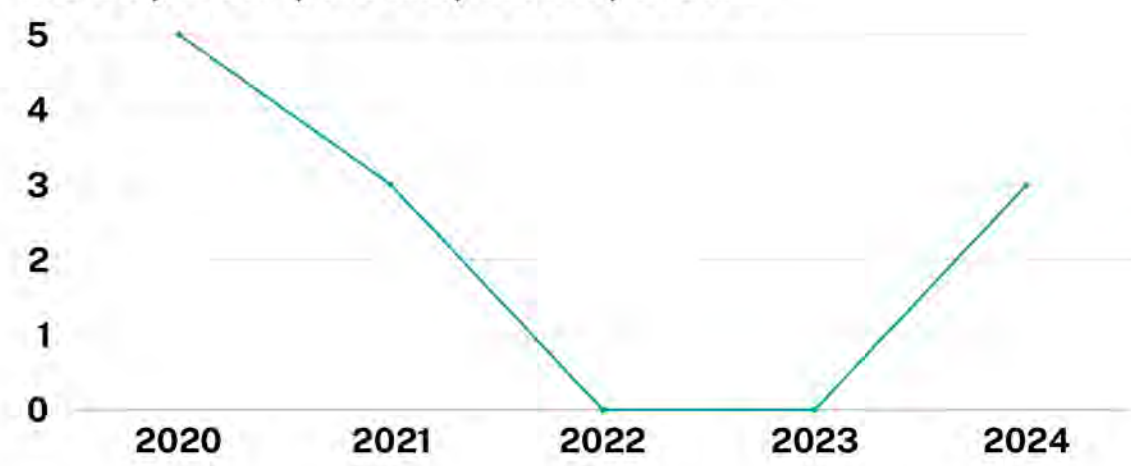
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are 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
2020, 2021, 2022, 2023, 2024**



1
**Total
Mediations
Held this
month**

**Mediations Held YTD In
2020, 2021, 2022, 2023, 2024**



3
**Total
Mediations
Held YTD**

CONSENT DECREE & OVERSIGHT BACKGROUND

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.

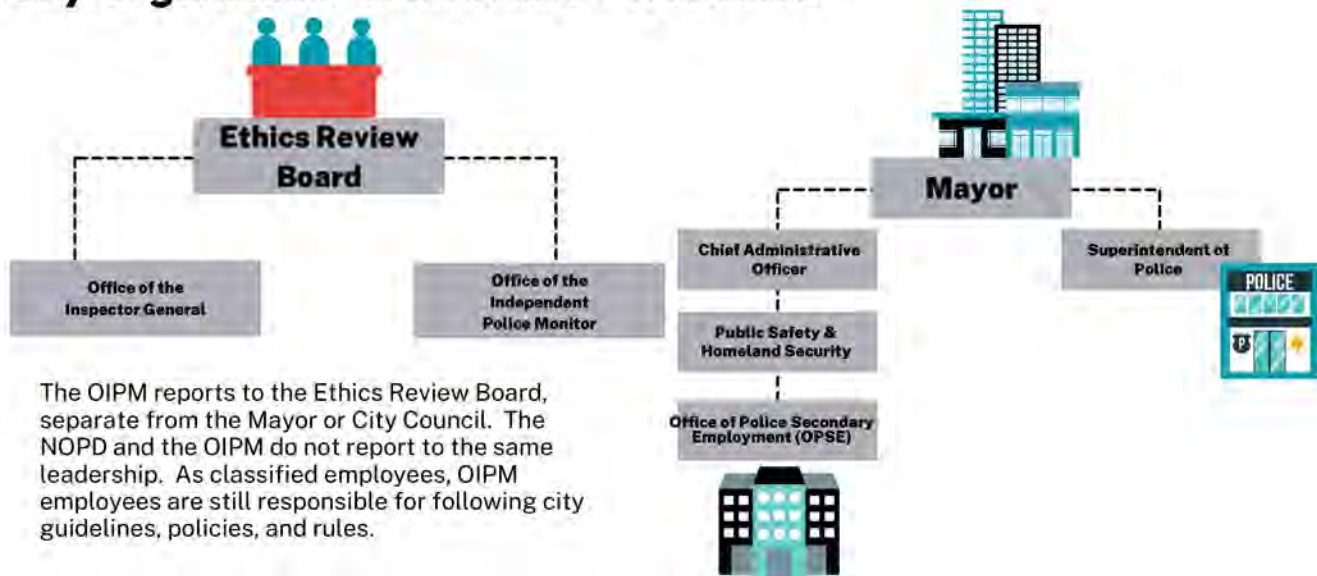
Ordinance 29130: Sharing of Data

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

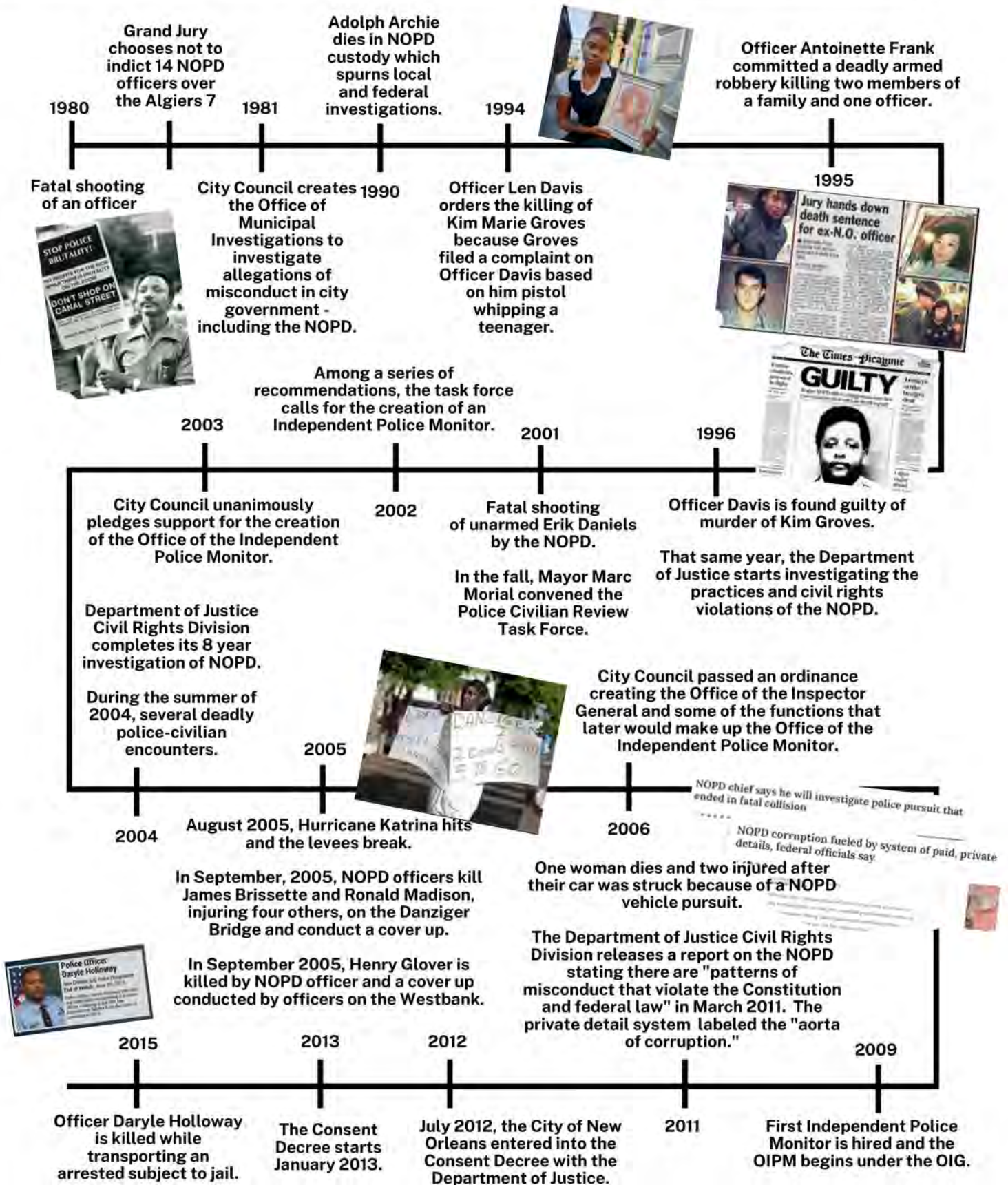
Ordinance 29063 requires that our office (along with other public safety agencies) present quarterly to the City Council Criminal Justice Committee.

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

LOCAL & FEDERAL OVERSIGHT IN NEW ORLEANS

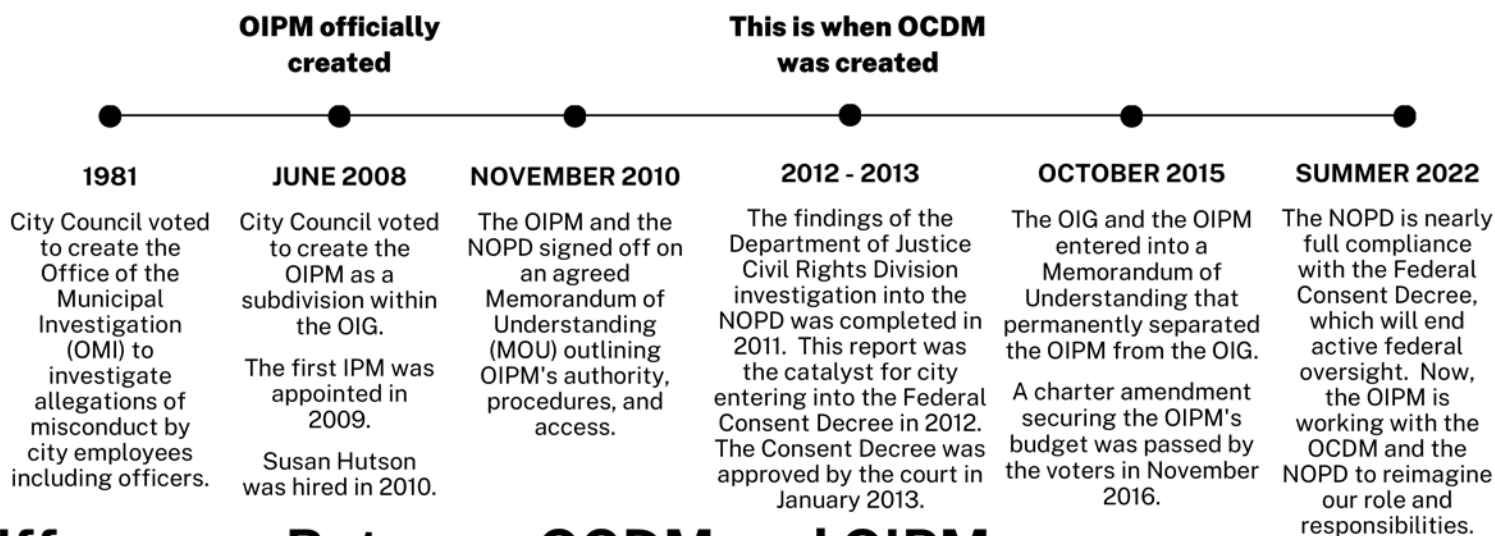
There are two types of monitors in New Orleans. There are three reasons why a city may have oversight or monitoring:

- Court ordered monitors through litigation brought by the US Dept. of Justice to end "patterns and practices" of unconstitutional policing under federal law.
- Monitors that are the result of federal Consent Decrees.
- Oversight agency like civilian oversight that is responsible for review, auditing, or investigation.

New Orleans has monitors for two of these reasons. There are monitors that a result of a federal consent decree and civilian oversight that is responsible for auditing, review, and / or investigation. The two offices have different responsibilities, were created through different mechanisms, and have different jurisdiction - all of which is described below.

Timeline of Oversight

Below is the timeline of oversight in New Orleans. While the Office of the Independent Police Monitor is rather new, the concept of oversight and accountability for officers and public employees has existed in New Orleans since 1981. The OIPM was created in 2008 and became independent in 2015, two years after the Consent Decree was entered into by the City of New Orleans.



Differences Between OCDM and OIPM

Office of the Independent Police Monitor (OIPM)

- Created by City Council and receives jurisdiction and responsibilities from Ordinance.
- Everyone in the office is a city employee.
- On the ground and community based work - complaint intake site, runs the Community-Police Mediation Program,
- On scene monitoring including Use of Force and disciplinary proceedings.
- Provides recommendations and assessments based on reviews of finalized NOPD investigations and policies.
- Monitors investigations in real time and provides real time recommendations that become exhibits in NOPD investigations.
- Analyzes data and builds tools that will benefit the community and increase transparency.
- Funded through .16% of the general fund

Office of the Consent Decree Monitor (OCDM)

- Appointed created by the Consent Decree and receives jurisdiction and responsibilities from the Consent Decree.
- Law firm bid on the city contract to monitor the compliance with the Consent Decree. Predominantly monitors from out of state. No one is employed by the city.
- NOPD needs present all policy rewrites and practice changes to OCDM for approval.
- OCDM worked with the Dept. of Justice to finalize all recommendations then presents to Judge Morgan for final sign off.
- OCDM conducted audits to determine NOPD compliance with the changes.
- Only focuses on matters identified in the Consent Decree.
- Monitors are paid through a contract that was entered into with the city as a necessity of the Consent Decree (Section O: Selection and Compensation of the Monitor)

The overlap between OIPM and OCDM is in policy recommendations, monitoring audits, and creating public reports or holding public forums.

Monthly Report of Ethics Trainer



FEBRUARY 2024

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



REMEMBER YOUR 2024 FINANCIAL DISCLOSURES!

All elected officials, as well as certain members of boards and commissions, are required to file a personal financial disclosure statement with the Louisiana Board of Ethics by **May 15th** of each year.

Please ensure that disclosure form '**Tier 2.1**' is completed and submitted. The form is located on the Ethics Review Board website (below) or may be obtained directly from the state ethics website, www.ethics.la.gov (below).

Submission Options:

- Fax: 225-381-7271
- Mail: Board of Ethics, P.O. Box 4368, Baton Rouge, Louisiana 70821
- UPLOAD: WWW.ETHICS.LA.GOV

The image displays two website screenshots with numbered red arrows indicating the location of disclosure forms.

City of New Orleans Ethics Review Board:

- Arrow 1 points to the **Resources** menu item in the top navigation bar.
- Arrow 2 points to the **Annual Training and Financial Disclosures for ERB Members** link in the dropdown menu.

LOUISIANA ETHICS ADMINISTRATION PROGRAM:

- Arrow 1 points to the **Disclosure** menu item in the top navigation bar.
- Arrow 2 points to the **Reporting Tiers for Elected Offices Disclosure Forms** link in the dropdown menu.
- Arrow 3 points to the **File Upload** link in the dropdown menu.



2023 ETHICS EDUCATION: BY THE NUMBERS

The annual deadline for completion of 2023 Ethics Education and 2023 Sexual Harassment Prevention Education for City of New Orleans employees and the members of the Ethics Review Board was **Friday, December 15, 2023.**



NEW ORLEANS ETHICS REVIEW BOARD 2023 TRAINING COMPLETIONS (BOARD)

State of Louisiana Ethics Training:

- 4/6

City of New Orleans Sexual Harassment Prevention Training

- 4/6



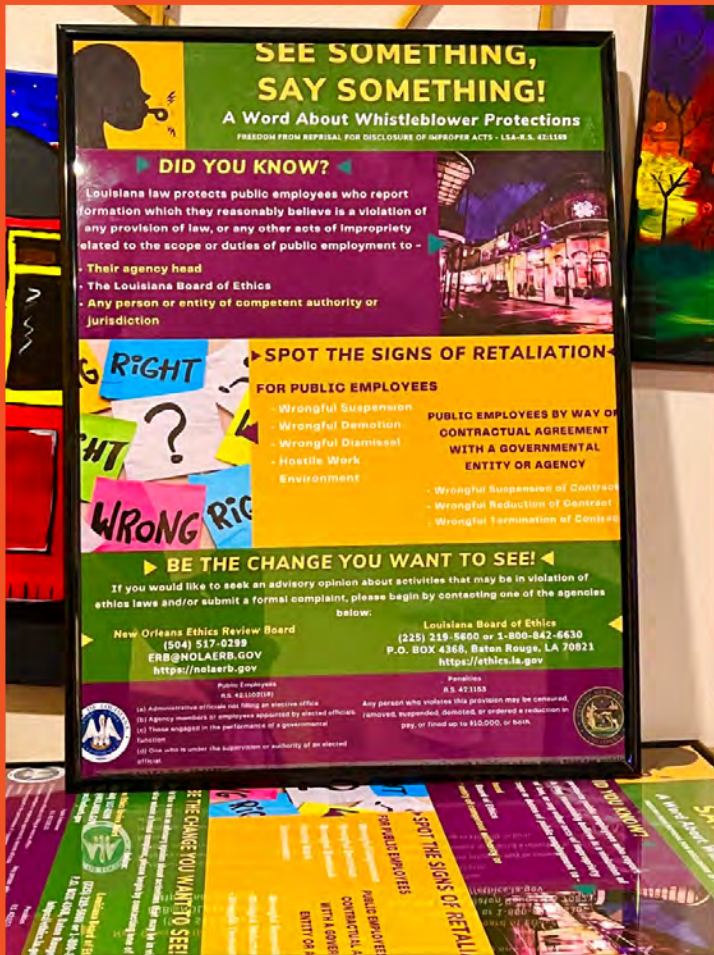
NEW ORLEANS ETHICS REVIEW BOARD *Training Division* 2023 TOTAL SESSION ATTENDANCE

Attendee Count:

- 511 Individuals



WHISTLEBLOWER POSTERS



In 2023, the 'Whistleblower Protection for Public Employees' poster that is provided by the Louisiana Board of Ethics was redesigned by the Trainer for use by city departments.

These posters are required by law to be on display in an easily visible and high-traffic area in buildings where 10 or more public servants are employed (LASA-R.S. 42:1169F).

After acquiring the necessary amount of frames, the posters are now being distributed to the HR personnel of each city department.



LOOKING AHEAD

- The Training Division will be working to formulate a new strategic plan to cover the 2024-2025 period.
- Website Update: Procurement procedures are currently taking place in order to initiate work on the project.



**Monthly Report of
Executive
Administrator**

MEMORANDUM

To: Ethics Review Board
City of New Orleans

From: Dane S. Ciolino
Executive Administrator and General
Counsel

Date: March 8, 2024

Re: *Monthly Report for January 2024*



I. BUDGET-TO-ACTUAL EXPENDITURES TO DATE

A budget report is attached.

II. COMPLAINTS

The ERB received no new complaints since the last board meeting.

III. APPOINTMENTS TO ERB

The Dillard and Tulane ERB positions remain unfilled.


IV. APPOINTMENTS TO QUALITY ASSURANCE REVIEW ADVISORY COMMITTEES

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

NOLA Chart In USD (5,000 row record limit) - 3 levels

Display Object	Description	Chart Section	2024 Budget	2024 Actual	2024 Encumbrance	2024 Commitment	Variance Amount	Remaining Percent
100	Assets	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
110	Cash and Cash Equivalents	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
120	Investments	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
130	Sales Tax Receivable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
131	Property Tax Receivable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
132	Franchise Tax Receivable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
133	Accounts Receivable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
134	Accrued Interest	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
135	Grantee Loans	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
140	Due from Other Funds	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
145	Due from Other Governments	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
148	Due from Component Units	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
150	Advances to Other Funds	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
160	Other Assets	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
170	Debt	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
180	Nondepreciable Capital Assets	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%

NOLA Chart In USD (5,000 row record limit) - 3 levels continued...

Display Object	Description	Chart Section	2024 Budget	2024 Actual	2024 Encumbrance	2024 Commitment	Variance Amount	Remaining Percent
185	Depreciable Capital Assets	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
190	Deferred Outflows	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
200	Liabilities	Balance Sheet	0.00	3,973.53	0.00	0.00	-3,973.53	0.00%
210	Accounts Payable	Balance Sheet	0.00	3,973.53	0.00	0.00	-3,973.53	0.00%
2101050	Payroll Year End Accrual	Balance Sheet	0.00	3,973.53	0.00	0.00	-3,973.53	0.00%
220	Retainages Payable	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
230	Accrued Expense	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
240	Due to Other Funds	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
245	Due to Other Governments	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
248	Due to Component Units	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
250	Advances from Other Funds	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
290	Unavailable Revenue	Balance Sheet	0.00	0.00	0.00	0.00	0.00	0.00%
300	Fund Balance	Balance Sheet	0.00	24,338.32	0.00	0.00	-24,338.32	0.00%
3008888	 Undistributed Fund Balance	Balance Sheet	0.00	24,338.32	0.00	0.00	-24,338.32	0.00%
500	Revenue	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
510	Taxes	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%

NOLA Chart In USD (5,000 row record limit) - 3 levels continued...

Display Object	Description	Chart Section	2024 Budget	2024 Actual	2024 Encumbrance	2024 Commitment	Variance Amount	Remaining Percent
515	Licenses and Permits	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
520	Intergovernmental	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
525	Charges for Services	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
530	Program Income	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
535	Fines and Forfeits	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
540	Interest Income	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
545	Contributions, Gifts and Donations	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
550	Legal Settlement	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
555	Miscellaneous	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
600	Expenses	Income Statement	299,451.00	24,338.32	0.00	0.00	275,112.68	91.87%
600-A	Salaries and Wages	Income Statement	185,599.00	24,338.32	0.00	0.00	161,260.68	86.89%
6001010	Salary	Income Statement	137,594.00	18,346.37	0.00	0.00	119,247.63	86.67%
6001110	Municipal Employees Pension	Income Statement	24,974.00	3,329.87	0.00	0.00	21,644.13	86.67%
6001200	Social Security Taxes	Income Statement	8,531.00	1,116.15	0.00	0.00	7,414.85	86.92%
6001210	Medicare	Income Statement	1,995.00	261.03	0.00	0.00	1,733.97	86.92%
6001300	Group Hospital Insurance	Income Statement	9,750.00	1,186.80	0.00	0.00	8,563.20	87.83%

NOLA Chart In USD (5,000 row record limit) - 3 levels continued...

Display Object	Description	Chart Section	2024 Budget	2024 Actual	2024 Encumbrance	2024 Commitment	Variance Amount	Remaining Percent
6001310	Workers' Comp Insurance	Income Statement	600.00	79.14	0.00	0.00	520.86	86.81%
6001320	Life Insurance	Income Statement	99.00	11.59	0.00	0.00	87.41	88.29%
6001330	Unemployment Compensation	Income Statement	56.00	7.37	0.00	0.00	48.63	86.84%
6001776	Wage Reserve	Income Statement	2,000.00	0.00	0.00	0.00	2,000.00	100.00%
600-B	Operating	Income Statement	113,852.00	0.00	0.00	0.00	113,852.00	100.00%
6002600	Miscellaneous	Income Statement	113,852.00	0.00	0.00	0.00	113,852.00	100.00%
710	Transfers In	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
720	Transfers Out	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
730	Proceeds from Issuance of Bonds	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
740	Premium on Bonds Issued	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%
750	Fund Balances Beginning of Year	Income Statement	0.00	0.00	0.00	0.00	0.00	0.00%