



CITY OF NEW ORLEANS ETHICS REVIEW BOARD

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

erb@nolaerb.gov

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

BOARD MEETING

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

Monday, July 22, 2024, at 3:30 P.M.

AGENDA

1. Call to order.
2. Approval of the minutes of May 2024 board meeting.
3. Monthly report of Office of Inspector General (written report only).
4. Monthly report of Office of the Independent Police Monitor (oral report to focus on consent decree issues).
5. Monthly report of Ethics Trainer.
6. Vote to approve request from Ethics Trainer to attend Core4, a three-day conference focusing on the four foundational elements of training and development in Phoenix with an estimated cost of \$3,000.00.
7. Monthly report of General Counsel and Executive Administrator.
8. Executive session pursuant to Louisiana Revised Statutes section 42:17(A)(1) to discuss the character, professional competence, or physical or mental health of a person.
9. Executive session pursuant to Louisiana Revised Statutes section 42:17 to discuss investigative proceedings regarding allegations of misconduct as to ERB Complaints 2024-02 and 2024-03.
10. Nominations and election of officers for 2024-2025.
11. Call for agenda items for future board meetings.
12. Adjournment.

**Draft Minutes of
Previous Board
Meeting**

DRAFT



Ethics Review Board for the City of New Orleans

Board Meeting of May 6, 2024, at Rosa Keller Public Library, New Orleans

Minutes

1. *Call to Order.*
 - 1.1. The chair called the meeting to order at 4:12 p.m.
 - 1.2. Attendance
 - 1.2.1. ERB members present:
 - 1.2.1.1. Dawn Broussard
 - 1.2.1.2. Elizabeth Livingston de Calderon
 - 1.2.1.3. Holly Callia, Chair
 - 1.2.1.4. Monique G. Doucette
 - 1.2.2. ERB members absent:
 - 1.2.2.1. Wanda A. Brooks
 - 1.2.2.2. Tyrone G. Jefferson, Jr.
 - 1.2.2.3. Patrice Sentino
 - 1.2.3. Staff member present: Dane S. Ciolino, Executive Administrator & General Counsel
 - 1.2.4. Staff member absent: Jordy Stiggs, Ethics Trainer.
 - 1.3. The agenda for the meeting is attached.

2. *Approval of Minutes.* Upon a duly made and seconded motion, the ERB unanimously approved the minutes of the regular ERB meeting held in April 2024.
3. *Monthly Report of the Office of the Inspector General.*
 - 3.1. Ed Michel appeared on behalf of the Office of the Inspector General. He appeared with Mike Laughlin, general counsel for OIG.
 - 3.2. The board accepted his monthly written report (attached).
 - 3.3. Mr. Michel reported on the S&WB water-loss investigation and report. The city lost \$19 million dollars of revenue on treating water and losing volume in 2021 and 2022. This was caused by the loss of billions of gallons of treated water.
 - 3.3.1. Ms. Calderon asked about the effect of salt-water intrusion issues in 2023. Mr. Michel reported that his office has not yet evaluated 2023.
 - 3.3.2. Mr. Michel noted that the 10-year average of losing water was loss of 73% as compared to losses of less than 30%, which is the national average.
 - 3.3.3. Ms. Calderon asked whether S&WB had an internal auditor. Mr. Michel responded that the board just hired such an auditor after a lengthy search process.
 - 3.3.4. Ms. Broussard noted that potential losses of water due to drought and soil compaction.
 - 3.3.5. Mr. Michel noted that his office investigated SWB employees who were not paying water bills. The report received was somewhat overblown, but there were a few employees who were not paying water bills.
 - 3.4. Mr. Michel noted that Dr. Webster had sued the OIG in response to a report on his handling of juvenile detention issues. His suit has been dismissed.
 - 3.5. Mr. Michel noted that the S&WB has paid \$1.2 million to a consultant for “imaging” consulting for PR purposes. Ms. Callia asked whether doing so was legal. Mr. Michel’s counsel said that spending money for “public information” was not inappropriate.
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 reported that her office conducted a public forum regarding PIB and that it was very contentious. She reported that some of the contentiousness arises from misinformation that has led to some of these issues. Ms. Calderon asked for an example. Ms. Cziment responded with the example of alleged arrests over Gaza protests, which actually did not happen.
 - 4.4. Ms. Callia asked whether the City Council could by ordinance change the organization of the office given that some citizens are calling for a change in police oversight. Mr. Ciolino responded that the council could not do anything inconsistent with the Home Rule Charter.
 - 4.5. Ms. Calderon noted that she would like to understand the need for legislative or ordinance changes, including providing the OIPM subpoena power, before taking a position on it. Ms. Cziment said that she will come to the ERB before her office seeks any such legislation.
 - 4.6. Ms. Cziment noted that her office conducted mediation training recently and it was well received.
 - 4.7. Ms. Cziment noted that her new hotline kickoff event went forward. She is hoping to get the hotline approved through the procurement process. She will also advertise the hotline via billboards once the hotline is up and running.
 - 4.8. Ms. Cziment noted that there were several promotions in NOPD.
 - 4.9. Ms. Cziment noted that there have been a few officer-involved pursuits that her office monitored. Related investigations are moving forward.
 - 4.10. Ms. Cziment noted that the “Vappie situation” has continued. Ms. Cziment noted that she has done some media on the issue in response to new information about the mayor and officer Vappie being involved in recent luncheons.
 - 4.11. Ms. Calderon congratulated the office for its on-scene monitoring of on-going officer-involved pursuits, shootings, and other situations.
5. *Monthly Report of Ethics Trainer.*
 - 5.1. Mr. Jordy Stiggs did not appear to present his report.
 - 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 there have been no new complaints received since the last board meeting.

- 6.3. Mr. Ciolino reminded board members to submit their financial disclosure forms by May 15, 2024.
 - 6.4. Mr. Ciolino reported that two ERB positions must be filled. The mayor's office is working on this and reports that the City Council Governmental Affairs Committee will soon consider appointees for approval by the full counsel.
 - 6.5. Mr. Ciolino reported that four (4) Council and Mayoral appointments remain unfilled on QARACs for the IG and the IPM.
7. *Executive Session*
- 7.1. After a motion, duly seconded, the board voted unanimously to defer any executive session until next meeting.
8. *Adjournment.*
- 8.1. A motion was made to adjourn the ERB meeting.
 - 8.2. The motion was seconded.
 - 8.3. The ERB unanimously voted to adjourn. The meeting was adjourned at 5:20 p.m.

* END *

**Monthly Report of
OIG**

MONTHLY REPORT

JUNE 2024



OIG

**NEW ORLEANS
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



2,056

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

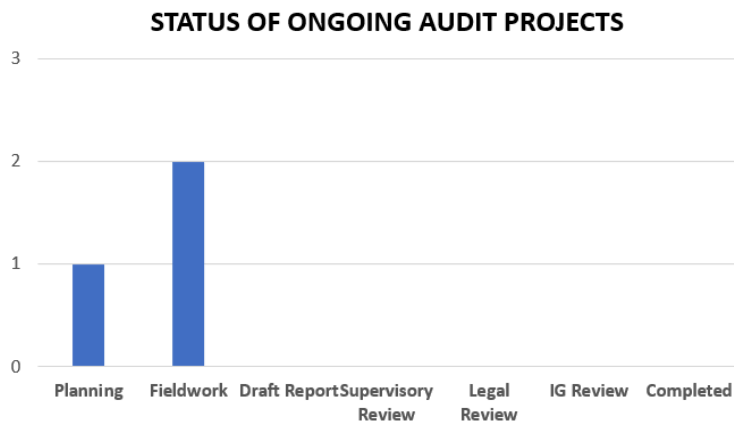
INFORMATION SECURITY

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
- NOAB Contract Audit

Project Phase Descriptions:

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

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

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

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

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

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

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

MEASURING PROGRESS

AUDIT AND REVIEW DIVISION

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

Project Name	Project Phase ¹	Anticipated ² Completion Date
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Orleans Parish Sheriffs Office	Drafting	Ongoing
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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	Drafting	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.

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

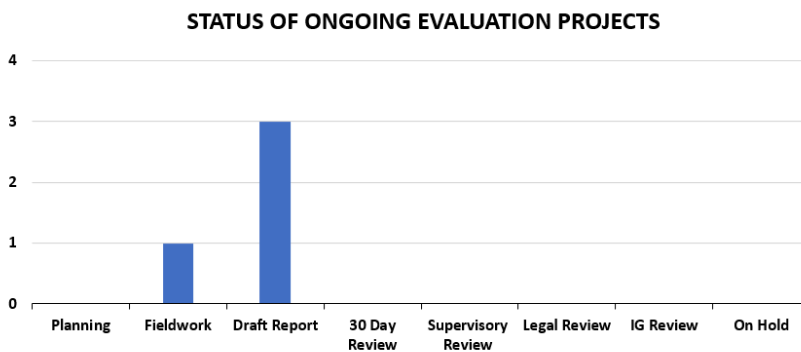
Footnotes:

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
- Industrial Development Board PILOT Program
- DPW Traffic Light Maintenance
- Property Management HVAC Maintenance

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.

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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	Drafting	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.

Industrial Development Board PILOT PROGRAM	Drafting	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.

DPW Traffic Light Maintenance	Fieldwork	Ongoing
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Summary of Objectives: To determine whether traffic signals are repaired in a manner that is efficient and in line with industry standards/best practices for timeliness and identify obstacle of timely repairs.

Property Management HVAC Maintenance	Drafting	Ongoing
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Summary of Objectives: To determine whether HVAC systems in City properties are inspected for regular maintenance according with 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.

INVESTIGATION DIVISION

ADMINISTRATIVE INVESTIGATIONS (JUNE HIGHLIGHTS)

Orleans Parish Communication District (OPCD)

On June 6, 2024, former OPCD Executive Director Tyrell Morris was indicted by an Orleans Parish Grand Jury on four counts: Insurance Fraud, Malfeasance in Office, Impersonation of a police officer, and Injuring Public Records, and retaliatory termination of a whistleblower.

On June 26, 2024, Morris pled not guilty to all charges. The next hearing is set for July 31, 2024.

Safety and Permits

The OIG is partnering with the Louisiana State Licensing Board for Contractors and the New Orleans Department of Safety & Permits to identify ways to refine the inspection and permit process.

Sewerage and Water Board

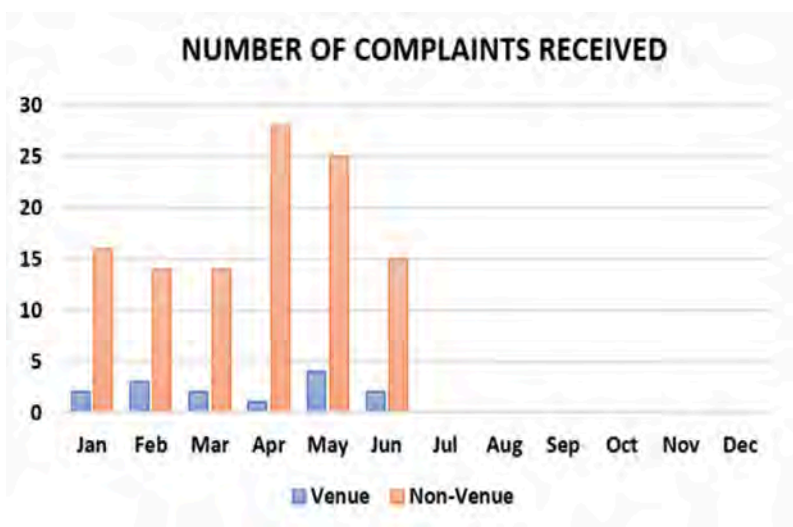
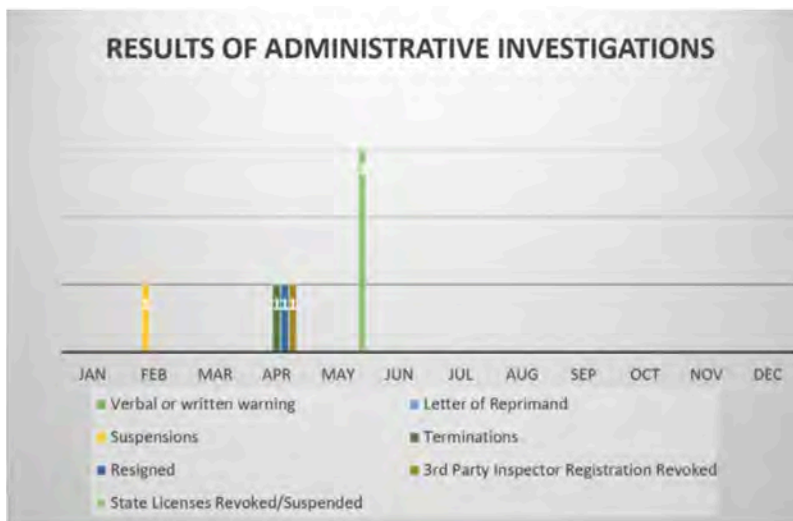
OIG investigators are working with S&WB's Security Department to investigate brass and copper thefts. S&WB is conducting an internal audit to determine the extent of the problem and whether this indicates a larger issue.

- During the month of June, the Investigations Division prepared and submitted two Requests for Documents to the Office of Police Secondary Employment.
- The Investigations Division obtained and served an Inspector General Administrative Subpoena Duces Tecum on J.P. Morgan Chase Bank.
- Submitted a Request for Documents to the NOFD.
- Submitted a Request for Documents to the Office of Information Technology and Innovation.
- 17 complaints were received by the OIG. 15 of the complaints were non-venue or unassigned.

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

2024 MONTHLY BUDGET

Total 2024 Appropriation \$ 4,184,733

Expenditures	Spent YTD
Personnel	\$ 1,165,433
Operating	\$ 106,729
Total	\$ 1,272,162
Remaining Balance	\$ 2,912,571

SOCIAL MEDIA



New Orleans OIG @NOLAOIG · Jun 7



The Inspector General presented the accomplishments of the dedicated staff of the OIG to the Keller Williams Realty Group. Requests for presentations by the Inspector General can be made directly to nolaoig.gov/community-even...



**Monthly Report of
OIPM**

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT

June 2024



Above, community members gathered for a public forum at the NOPD's Academy with the OIPM and NOPD

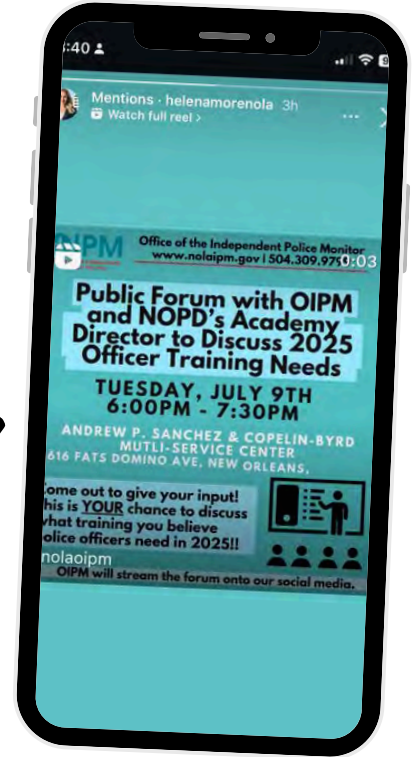
Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

I want to start this letter by highlighting our upcoming public forum in July that I do not want the community to miss. **The Office of the Independent Police Monitor (OIPM) will be hosting a public forum on the topic of 2025 Officer Training Needs and the NOPD Academy Director will be attending to collect public feedback for the 2025 curriculum.** We highly recommend that all come. This is an opportunity for the public to learn more about how the training curriculum is created, who is on the Training Advisory Committee, what is taught to NOPD officers each year, and provide input on how officers are trained based on your experiences. **This public forum will be held at the Andrew Sanchez & Copelin-Byrd Multi-Service Center at 1616 Fats Domino Ave in the Lower 9th Ward. It is happening Tuesday, July 9th at 6:00pm.** There will be food and children are welcome.



Speaking of public forums, **in June the OIPM and NOPD co-held a public forum about the Bias Free Chapters of the Consent Decree.** The main emotion expressed at this public forum was frustration. The community expressed frustration with the NOPD, the Federal Monitors, Judge Morgan, and the OIPM. In my opinion, the frustration and the feedback received was critical but fair - questioning the purpose of public forums, demanding opportunities to address the court directly without “gatekeepers” like the Federal Monitors, OIPM, and the NOPD controlling the message, disappointment in the possibility of a compliance finding without the community being surveyed or given a chance to express their candid thoughts on the performance of the NOPD, a frustration in a perceived lack of progress in the NOPD, and a disappointment in the Police Community Advisory Boards (PCABs). I want to assure the community that we do hear what you’re saying. We are working very hard to make your recommendations a reality, but change and implemented reforms, are not easy and do take time. Do not give up on the process and do not minimize the progress that is happening because of your involvement. Things are moving.



In July, the new state law regarding the Carrying of Concealed Firearms went into effect. **The OIPM attended an informative training the NOPD and District Attorney's Office held for officers on how to enforce gun restrictions with this new law.** The OIPM reminds the public there are still restrictions on carrying a gun in Louisiana. You can still be arrested for the negligent carrying of a gun under Revised State 40:1382 and there still are gun firearm-free zones designed under Revised Statutes 40:1379.3, 14:95.2, and 14:95.6. You still are prohibited from carrying guns while under the influence. Please reach out to our office if you have concerns regarding a policing encounter around carrying a concealed gun.



The Federal Monitors are holding two public meetings in July to discuss the NOPD's status with the Consent Decree and receive public feedback. Two public meetings will be held on **Wednesday, July 10th.** The first meeting will be at noon (12pm) at the East New Orleans Regional Library and the second meeting will be at 6pm at the Treme Recreational Community Center. The OIPM will be in attendance and will live stream the meetings onto our social media.

Finally, if you are on a PCAB and want the OIPM to attend your upcoming meeting or push it on social media to the community, please let us know! We love working with our partners on the PCABs and want support your important work in the community.

Thank you,

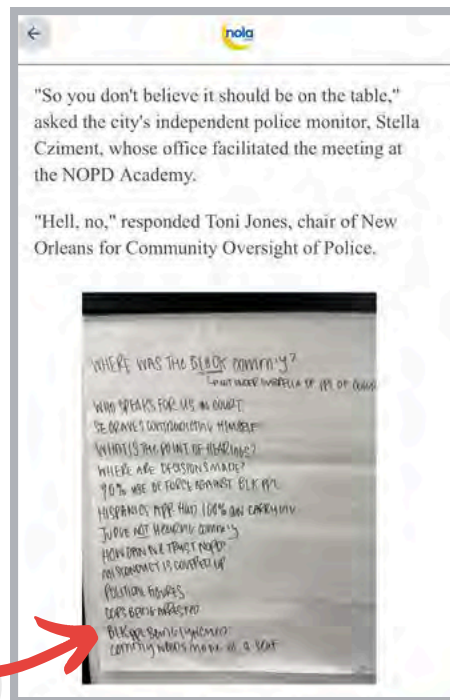
Stella Cziment

ACHIEVEMENTS, UPDATES, & WORK

Public Forum with the NOPD regarding Bias-Free Policing

The OIPM co-hosted a public forum with the NOPD at the NOPD Academy on Paris Avenue. This public forum provided the community an opportunity to unpack the Consent Decree hearing on Bias-Free Policing Chapter that occurred the day before. The community expressed frustration and anger at the NOPD, Judge Morgan, the Federal Monitors, and the OIPM for different believed failures on the part of these agencies and individuals to address community concerns around racism, targeting of African Americans by the NOPD, and the lack of community involvement in important Consent Decree compliance findings. The Times-Pic was able to attend this forum and reported out on the event which was facilitated by the IPM, Stella Cziment, who was joined by two NOPD Deputy Chiefs, Deputy Chief Gernon and Deputy Chief Dupree, and representatives from the Public Integrity Bureau ready to take accounts of misconduct that were shared by the participants.

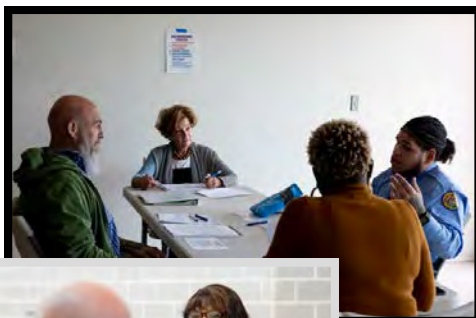
Below are photos from the forum and the subsequent article on the forum - including one of the poster boards with the notes taken by the IPM of participants' viewpoints and concerns. **One of the biggest takeaways from that discussion is that the community wants an opportunity to address Judge Morgan directly before any compliance finding is issued.** The OIPM committed to bringing that request to the Judge and the Federal Monitors.



Post-Investigation Mediation

After a year of pushing for policy changes, the OIPM was able to launch our new initiative: post-investigation mediation. **Since starting this pilot program, the OIPM has scheduled 3 post-investigation mediations!**

This unique mediation opportunity gives interested community members and officers a chance to sit down at the table and go through a mediation after a formal disciplinary investigation occurred. This means that an investigator has already issued a finding and the officer has possibly received discipline. This completely voluntarily process is centered around resolution and giving both sides and opportunity to openly talk about what happened and how it affected them. Unlike in the traditional mediation process when the investigation is closed through officer participation, in this process, there is no real "carrot" for participation other than to create connection with the community. The OIPM is appreciative of the community members and the officers who have chosen to embrace this pilot program!



ACHIEVEMENTS, UPDATES, & WORK



IPM speaks with participants during a break

40-Hour PIB Misconduct Investigation

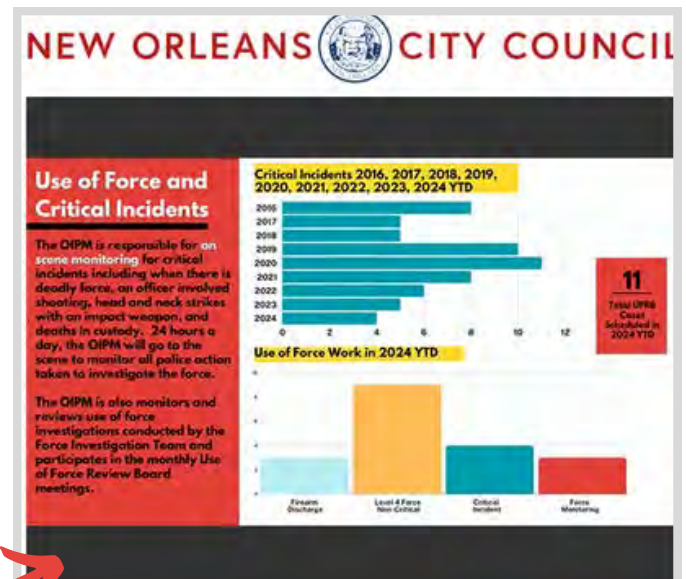
In June, the IPM, Stella Cziment, taught a training to new investigators who are responsible for conducting formal disciplinary investigations in the bureaus, districts, and the Public Integrity Bureau (PIB). The purpose of this training is to educate new investigators on how the OIPM and oversight play a role in force and misconduct investigations, how to write a comprehensive investigation to withstand appeal and scrutiny, and provides an overview of the Consent Decree and the impact it has had on policing.

The OIPM uses this 4 hour training to also conduct informal discussion about real challenges that officers face while conducting misconduct investigations. We discuss how to handle supervisors that interfere in investigations or try to cover investigations after deadlines, how small mistakes can cause investigations to be null and void under the Officer Bill of Rights, and how to navigate investigation findings when the policy or the practice around what to do is unclear or missing. The goal is to create confident investigators who believe in the accountability process.

City Council Criminal Justice Committee Presentation

In June, the Deputy Police Monitor, Kirschelle McGowan, presented to the City Council Criminal Justice Committee along with other criminal justice agency partners. During the presentation, Kirschelle provided a year to date data recap of the work completed by the OIPM in the fields of disciplinary hearings, complaint intake, mediation, and critical incidents. Kirschelle also discussed ongoing projects and provided summaries of the recent public forums held by the OIPM.

After the presentation, the community had opportunities to provide public comment on the presentation and our work. **If you missed it, you can stream the presentation online:** <https://council.nola.gov/meetings/>



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	69	61	32	33	41	43	11	18	34.14
Police Complaint Count	0	0	0	3	0	0	4	2	1.29
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	13	10	14	16	21	0	0	0	8.71
Community Liaison Count	9	19	8	14	25	13	1	3	11.86
Case Monitoring Count	0	3	6	2	8	0	7	5	4.43
Case Review Count	0	1	4	4	1	4	3	0	2.43
Contact Only Count	51	24	17	9	23	14	2	4	13.29
Disciplinary Hearing Count	12	28	24	13	35	20	49	13	26.00
Critical Incident Count	4	2	4	7	8	7	3	6	5.29
Firearm Discharge Count	3	1	4	4	7	6	1	3	3.71
Lvl 4 Non-Critical	9	5	9	4	8	0	0	0	3.71
Force Monitoring *	3	1	0	0	0	0	0	0	0.14
Mediation Count	19	14	13	12	18	22	11	18	15.43
Commendation Count	5	3	0	3	1	1	0	1	1.29
Grand Total	197	172	135	124	196	130	92	73	132

	Jun 2024	Jun 2023	Jun 2022	Jun 2021	Jun 2020	Jun 2019	Jun 2018	Jun 2017	2017-2023 Average
Citizen Complaint Count	4	8	4	5	18	7	1	2	6.43
Police Complaint Count	0	0	0	0	0	0	0	0	0.00
Civilian w/in NOPD	0	0	0	0	0				0.00
Anonymous Complaint	2	1	4	0	8				3.25
Community Liaison Count	0	1	2	3	2	0			1.60
Case Monitoring Count	0	0	0	0	0	0	0	1	0.14
Case Review Count	0	0	0	0	0	0	1	0	0.14
Contact Only Count	7	1	1	0	16	1	1	1	3.00
Disciplinary Hearing Count	3	5	1	0	18	14	8	0	6.57
Critical Incident Count	0	0	1	0	2	1	0	1	0.71
Firearm Discharge Count	0	0	0	0	1	1	0	1	0.43
Lvl 4 Non-Critical	1	1	3	0	0				1.00
Force Monitoring *	0	0							0.00
Mediation Count	3	6	4	2	4	2	2	1	3.00
Commendation Count	1	1	0	0	0	0		1	0.33
Grand Total	21	24	20	10	69	26	13	8	24.29

*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:	\$558,161.00
Unexpended funds	\$651,620.00



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:

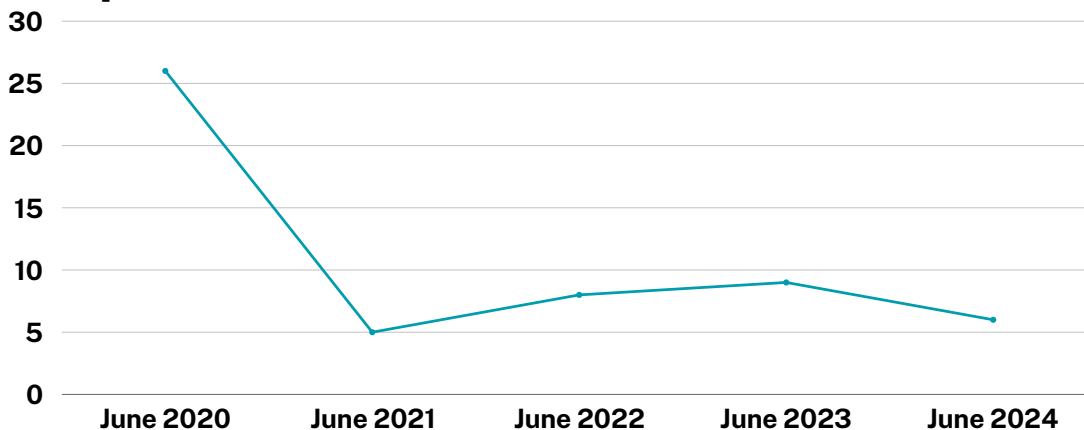
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



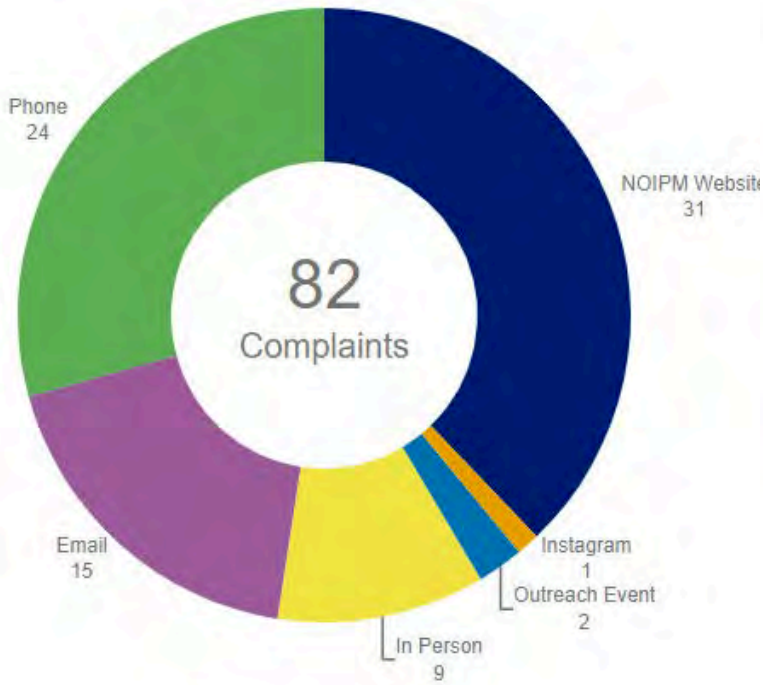
6

**Total Complaints
Received this
month**

82

**Total Complaints
Received This
Year**

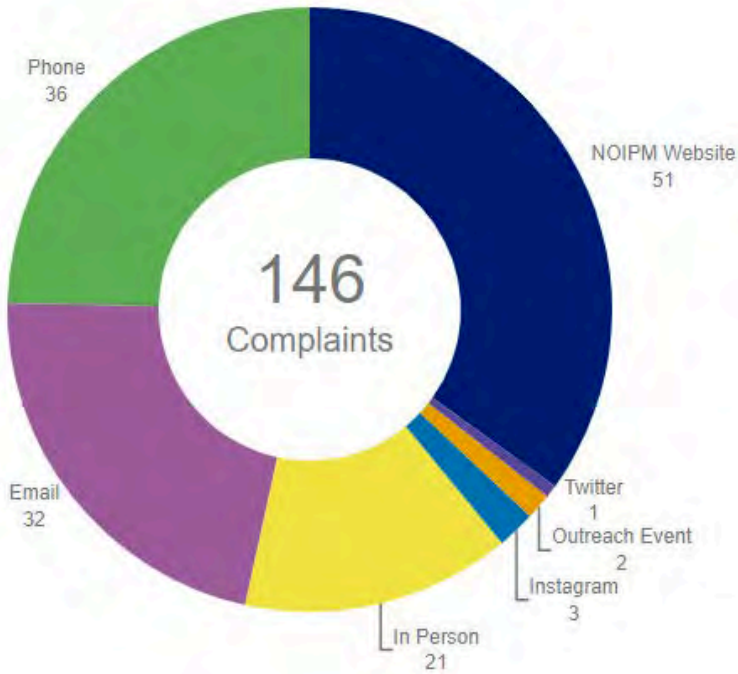
Complaint Intake Source - 2024



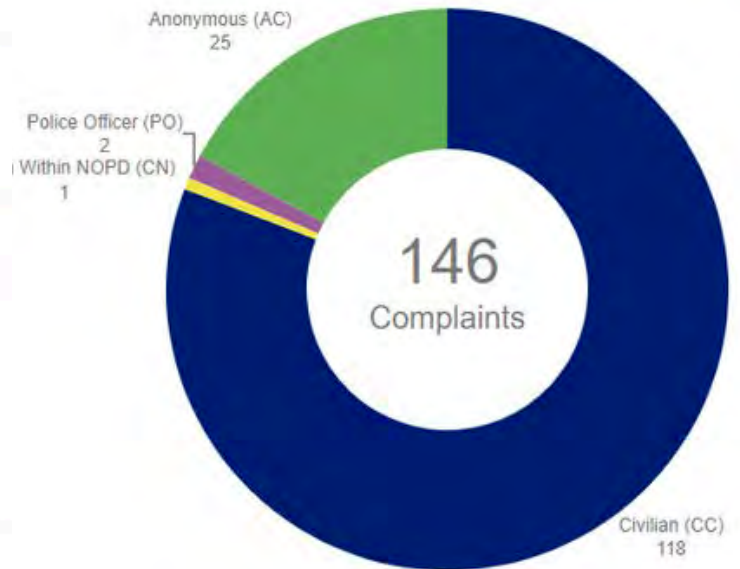
Complainant Type - 2024



Complaint Intake Source - Past 12 Months

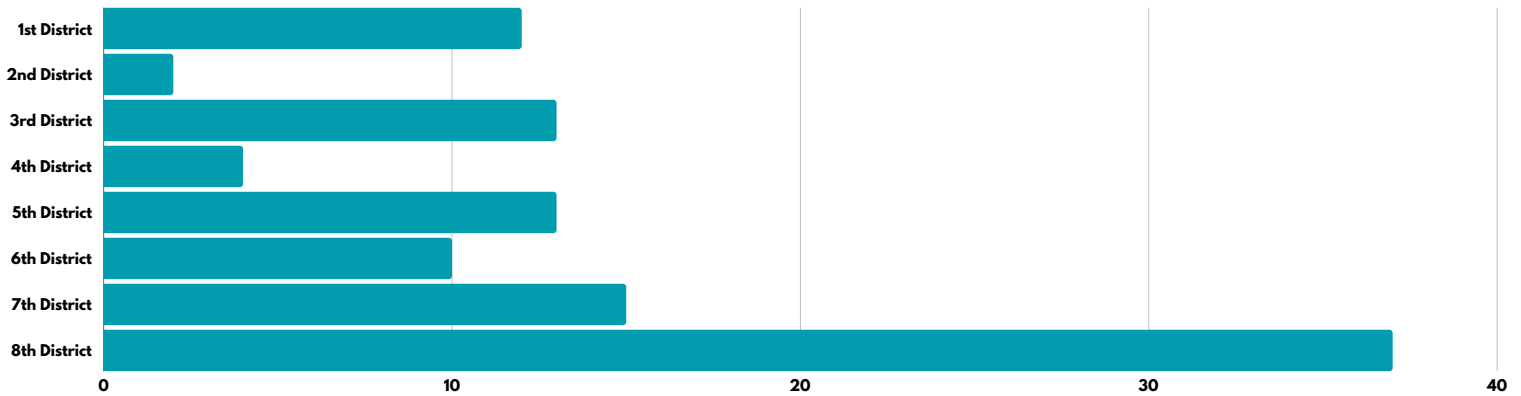


Complainant Type - Past 12 Months

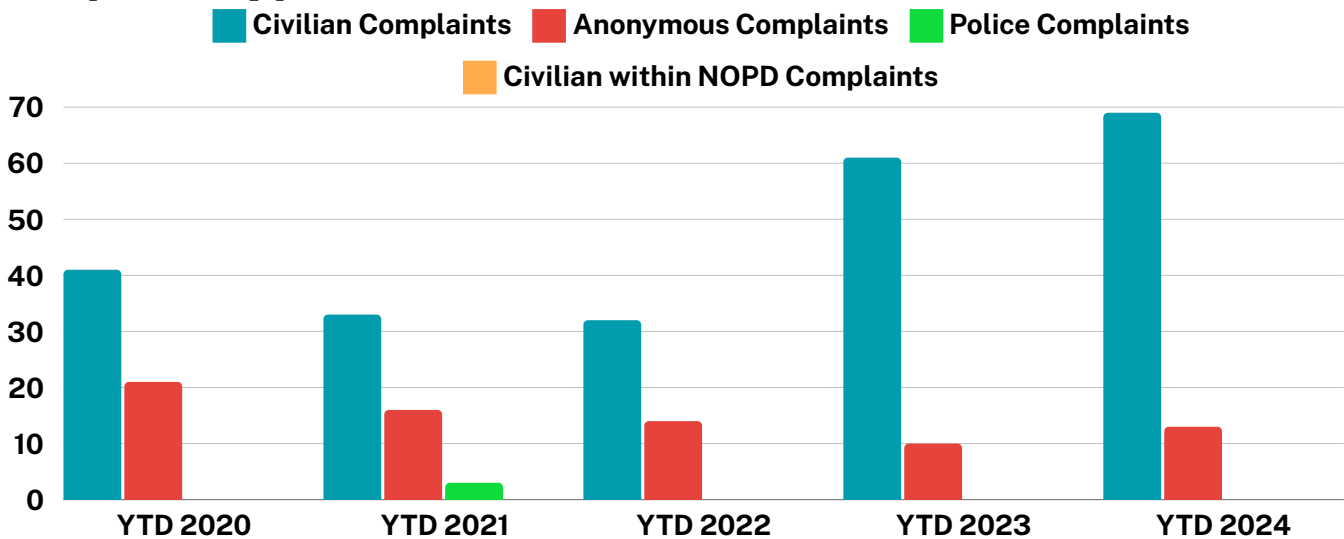


Districts - Past 12 Months

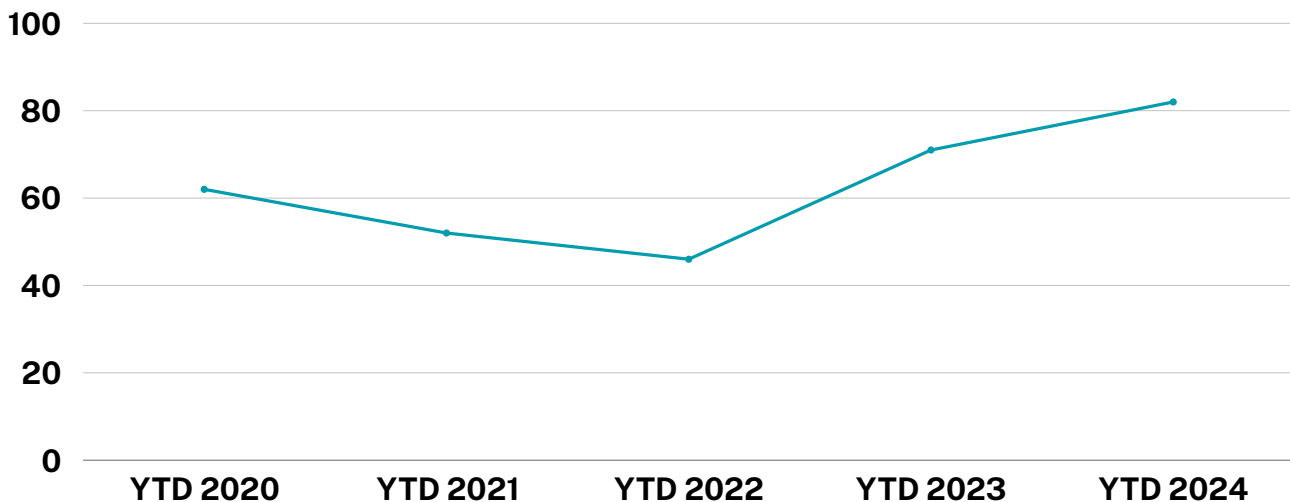
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

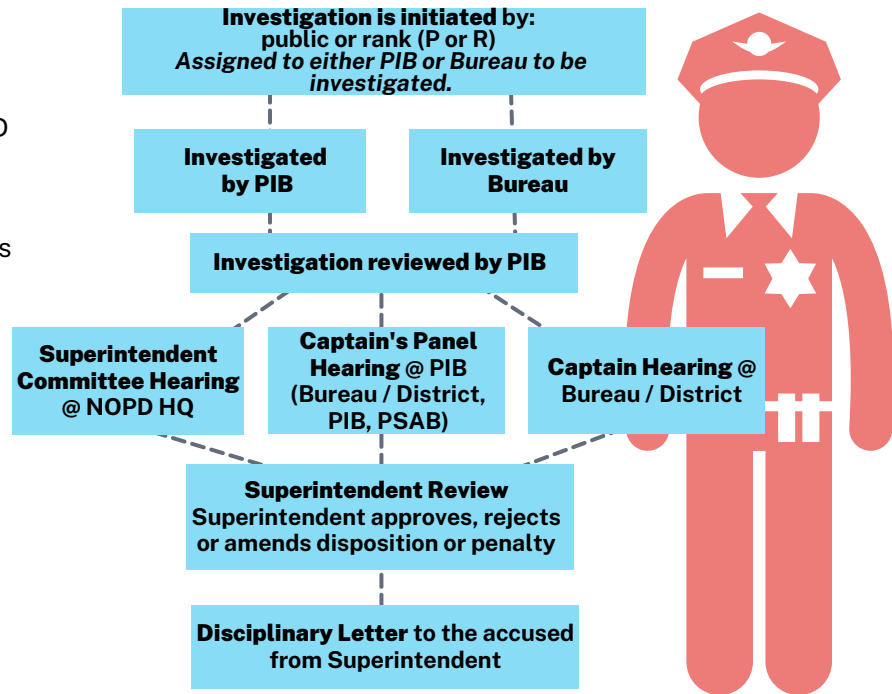


Complaint Totals YTD - 2020, 2021, 2022, 2023, 2024



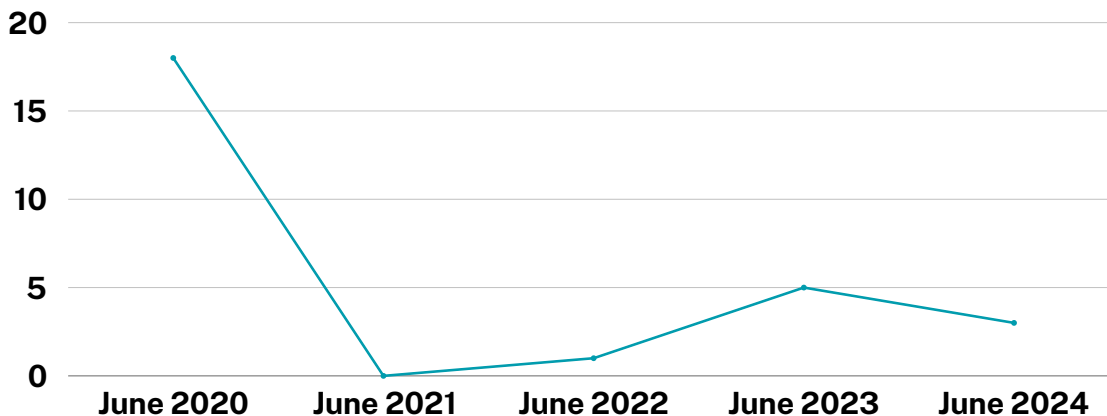
DISCIPLINARY PROCEEDINGS

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 - June



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 force by an NOPD officer resulting in death; and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD.

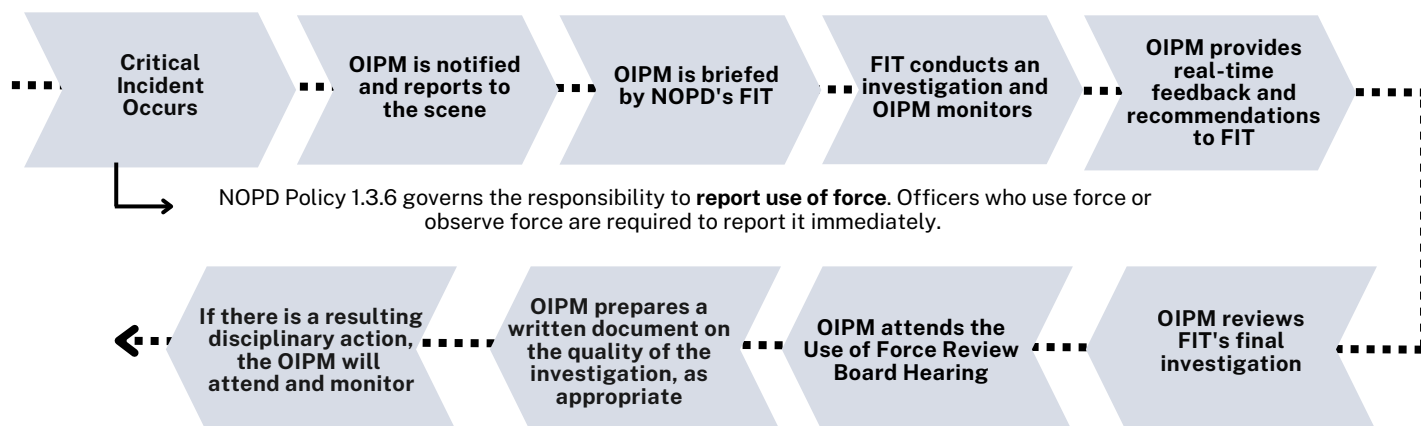
Use of Force

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

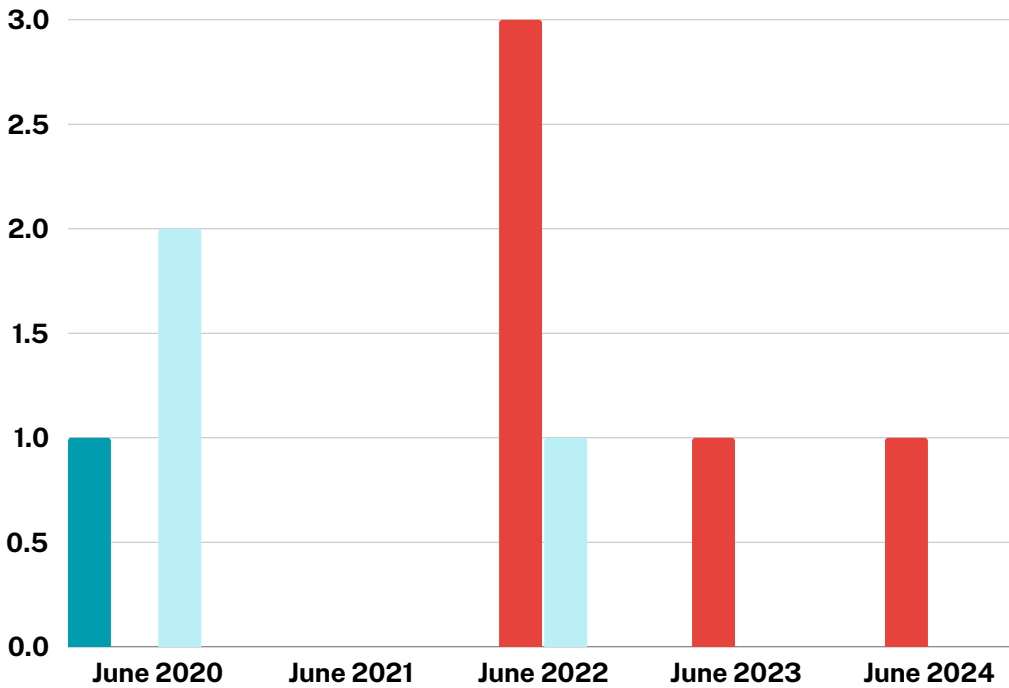


Use of Force Work

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



 Firearm Discharge

 Critical Incident

 Level 4 Non-Critical Incident Force

 Force Monitoring

0

Firearm Discharge this Month

0

Critical Incidents this Month

1

Level 4 Non-Critical Use of Force this Month

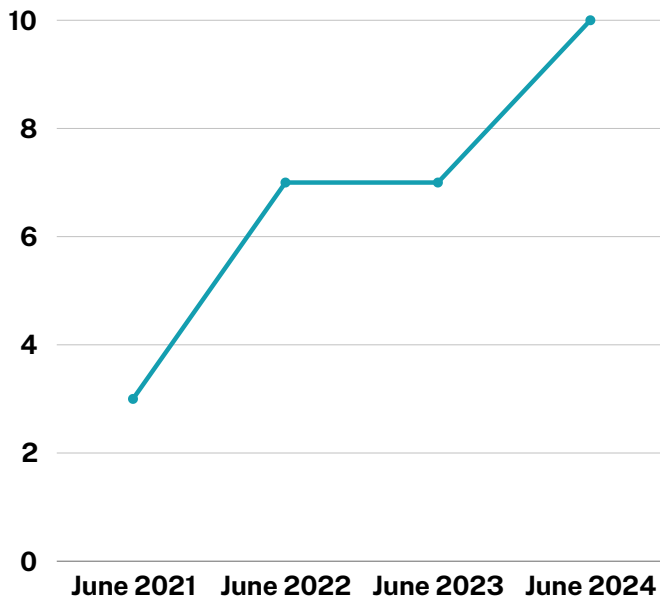
0

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 - June 2021, 2022, 2023, 2024



10

**Total Outreach
Events this
Month**

Outreach Events

- 2-hour professional development training for mediators on June 13th on Zoom
- Mediator Meet and Greet on June 27th at Afrodisiac Restaurant in Gentilly
- Taught 4-hour Active Listening class to new sergeants at the PIB In Service Training on June 26th
- Attended Federal Consent Decree Hearing
- Co-hosted Public Forum on Bias-Free Policing
- Meeting with 1st District PCAB President
- Attended 1st District PCAB Meeting at the Charbonnet Center
- Co-hosted public meeting with PIB
- Attended Communities of Hope/NODICE Treme Community Summit
- Presentation for Criminal Justice Committee



1st District PCAB President, Morgan Clevenger, and NOPD's 1st District Captain, K.C. Allen respond to questions at PCAB meeting

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.

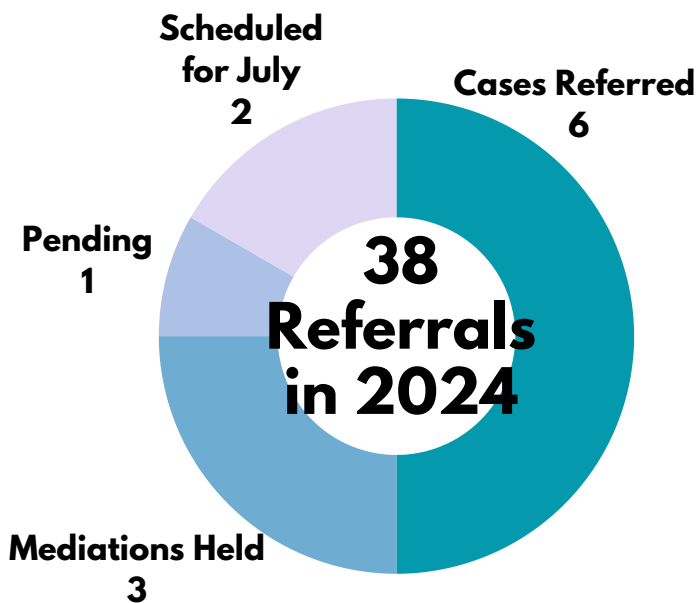
Mediator

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 - June



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.

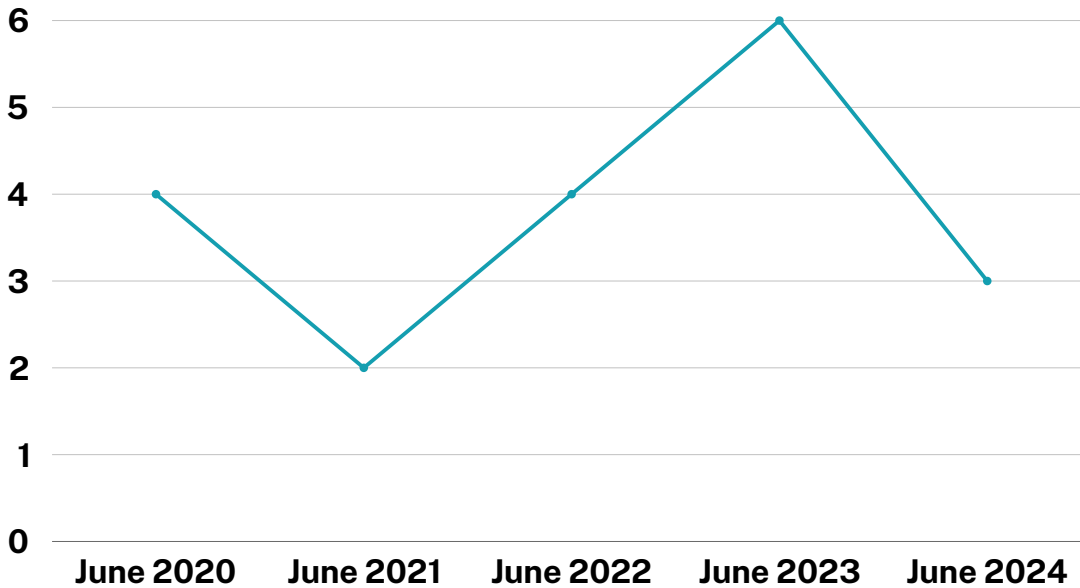
Non-judgmental
Confidential
Voluntary



Mediation is:

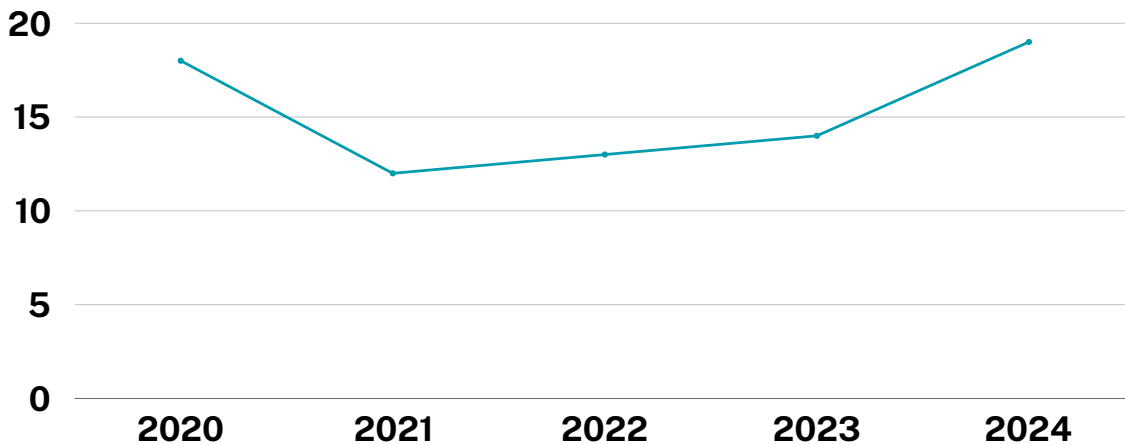
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are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



3
Total Mediations Held this month

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



19
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.

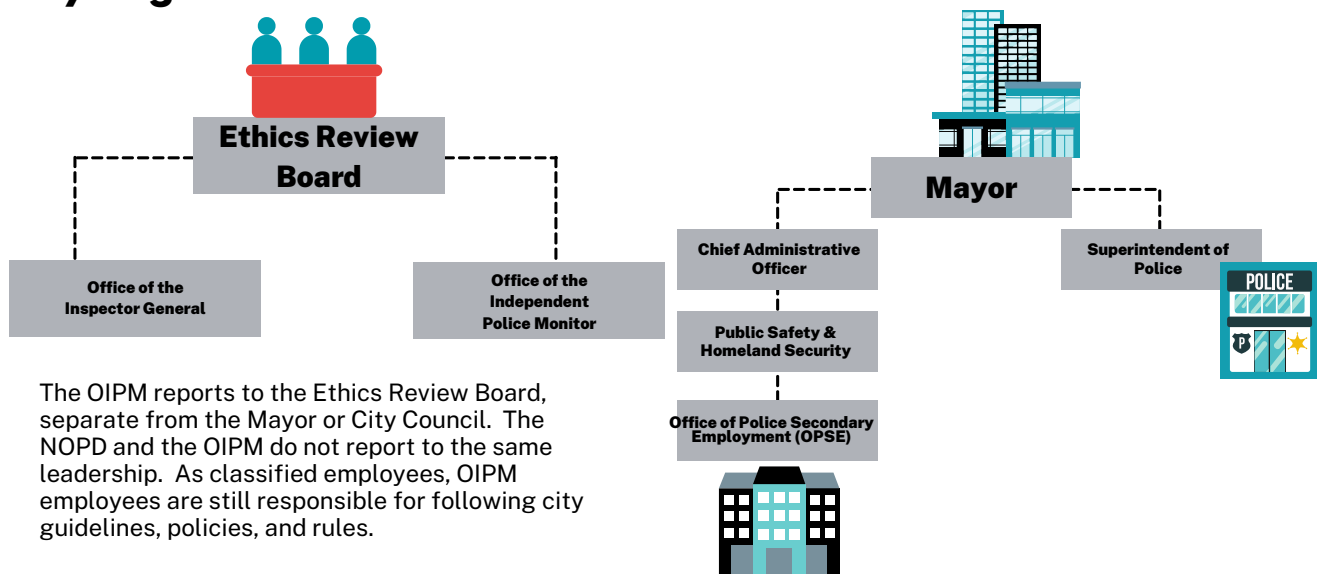
Ordinance 29130: Sharing of Data

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



OVERSIGHT MODELS

Different Reasons Why There is Oversight / Monitors

Court Ordered

Court ordered monitors through litigation brought by the US Dept. of Justice to end "patterns and practices" of unconstitutional policing under federal law.

Consent Decree Monitors

Monitors that are the result of federal Consent Decrees.

Oversight Agencies

Oversight agency like civilian oversight that is responsible for review, auditing, or investigation.

New Orleans has both of these types of oversight

Models of Civilian Oversight

Review-Focused Model

Review-Focused models tend to utilize volunteer boards and commissions.

- Review-focused models assess the quality of finalized investigations conducted by an internal affairs division or the police department
- Conduct reviews of the agency's policies, procedures and disciplinary proceedings.
- Hold public forums, hear appeals, or make recommendations for investigations regarding allegations of misconduct

OIPM reviews the quality of finalized investigations conducted by the Public Integrity Bureau (which is the internal affairs of the NOPD)

Investigative-Focused Model

Investigative-focused models will employ professionally trained staff

- Investigative-Focused Conduct independent misconduct investigations
- Operate as an intake site for complaints.
- These models may: mediate complaints, analyze policies and practices issue recommendations to the police and public.

OIPM is a complaint intake site and OIPM has investigatory power over the secondary employment office.

Auditor / Monitor-Focused

- Auditor / Monitor-Focused model assesses systemic reform efforts.
- Review processes, evaluate policies, practices, and training. Based on those assessments, this oversight model will identify patterns and make recommendations Share findings with the public.
- These oversight agencies may participate in investigations.

OIPM assesses systemic efforts and will evaluate and review policies, practices and training then provide recommendations to NOPD.

Hybrid Civilian Oversight Model

Hybrid Civilian Oversight Hybrid civilian oversight means there is one office serving functions from different models or multiple agencies in one jurisdiction which may be different models (like an advisory civilian board and the investigatory OIG).

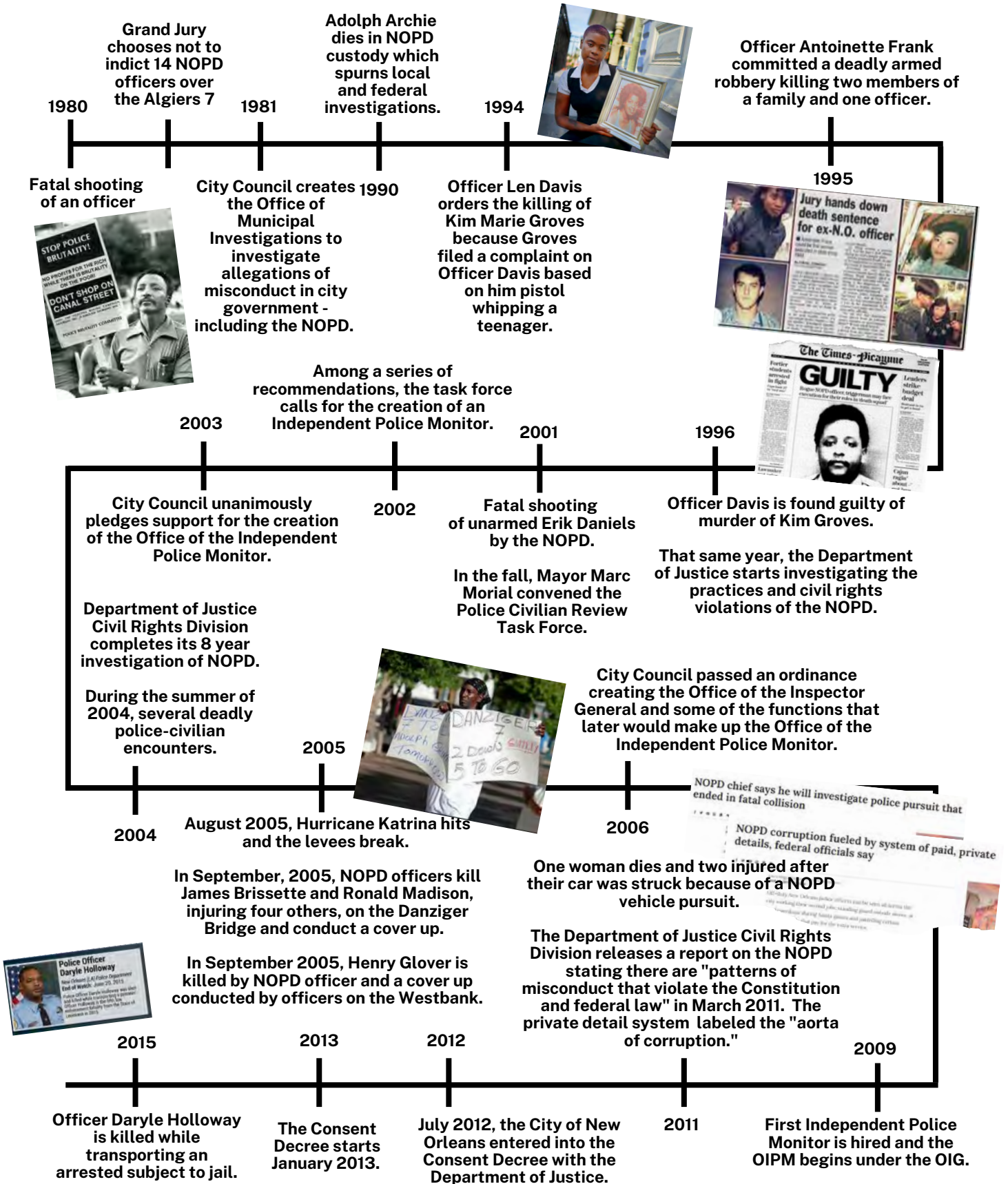
OIPM is a hybrid oversight agency because it has elements of all the different types of oversight models. Additionally, New Orleans has hybrid civilian oversight since we have multiple oversight agencies serving different functions.

13 Principles of Effective Oversight

The National Association for Civilian Oversight of Law Enforcement (NACOLE) identifies these 13 principles as necessary for effective oversight. The OIPM adopted these principles:

- Independence
- Clearly defined and adequate jurisdiction and authority
- Unfettered access to records and facilities
- Access to law enforcement executives and internal affairs staff
- Full cooperation
- Sustained stakeholder support
- Adequate funding and operational resources
- Public reporting and transparency
- Policy patterns in practice analysis
- Community outreach
- Community involvement
- Confidentiality, anonymity, and protection from retaliation
- Procedural justice and legitimacy

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

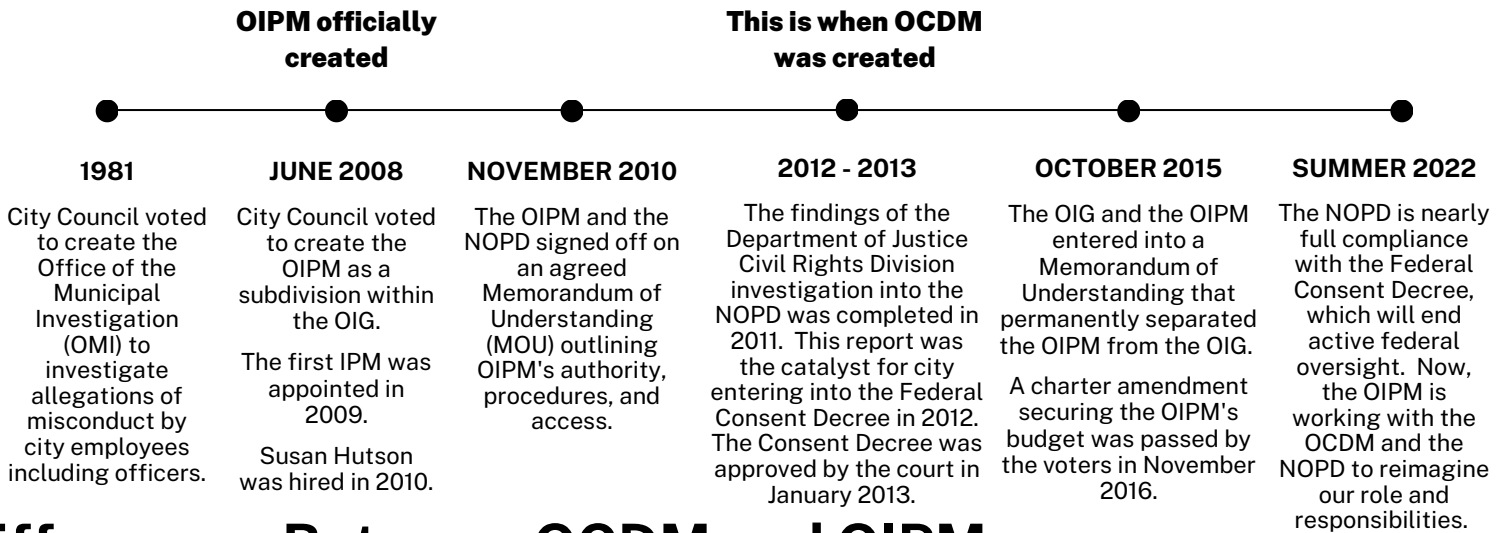
There are two types of monitors in New Orleans. There are three reasons why a city may have oversight or monitoring:

- 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**



JUNE 2024

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



ETHICS TRAINER PROFESSIONAL DEVELOPMENT

The ethics trainer has petitioned the board for sponsorship for a professional development activity. The activity of choice is the 2024 CORE4 Conference presented by the Association for Talent Development. The conference will be held in Phoenix, Arizona at the Omni Tempe Hotel from September 16, 2024 - September 18, 2024.

The conference will offer opportunities for networking and receiving training and information on the latest trends in the Learning and Development community. Knowledge obtained at the learning sessions within the conference will translate to improved engagement, retention, and real-world concept application of ethics education that will be received by attendees of training sessions that are facilitated by the ERB Trainer.

Detailed information regarding projected expenses has been submitted to the Board for approval.

An informational flyer is attached.

Core4 is a three-day conference focusing on the four foundational elements of training & development:



INSTRUCTIONAL DESIGN



TRAINING DELIVERY & FACILITATION



EVALUATING IMPACT



LEARNING TECHNOLOGIES

Attendees will leave knowing how to create richer learning experiences that will deliver better results. Core4 is offered in person and virtually, allowing attendees to choose the format that works best for their schedule and learning style.

Who should attend?

- New trainers and L&D professionals
- "Accidental" instructional designers
- People who are a training department of one
- Experienced training professionals
- Educators looking to make a career transition

Why should you attend?

- **Elevate your workforce.** Craft optimal training plans that improve your team as a whole.
- **Develop a richer learning experience.** Create a training environment that inspires and energizes your learners.
- **Measure results.** Assess the impact and success of your training programs and identify areas for improvement.
- **Engage learners.** Foster a culture of learning and growth by developing programs that capture the interest and enthusiasm of your learners.
- **Learn from experts.** Leading experts will share their expertise, insights, and best practices in the talent development space.
- **Expand your network.** Form lasting professional relationships and leave with a strong connection to your cohort. Virtual attendees have the ability to connect with speakers and attendees from around the globe through the virtual platform.
- **Take the next step.** Advanced programming will be offered for past Core4 attendees and experienced professionals who want to take their training to the next level.



ONGOING PROJECTS

WEBSITE RENOVATION

After having to seek the services of a new web developer after the previously selected contractor was unable to continue the project, the Training Division was pleased to discover that there exists a Web Development Team within the Office of Information Technology and Innovation department of the City of New Orleans.

This team has created sites for several of the city's departments and would be able to offer assistance with the ERB website re-design project. The ERB trainer has already had an initial meeting with the team's developers - Chantrice Banks, Bernnel January, Kai Rhea, and Stephen Maloney.

The next steps, including project approval by ITI leadership and mockups, are soon to come.



**Monthly Report of
Executive
Administrator**

MEMORANDUM

To: Ethics Review Board
City of New Orleans

From: Dane S. Ciolino
Executive Administrator and General
Counsel

Date: July 19, 2024

Re: *Monthly Report for June 2024*



I. BUDGET-TO-ACTUAL EXPENDITURES TO DATE

A budget report is attached.

II. COMPLAINTS

The ERB received two new complaints since the last board meeting, 2024-02 and 2024-03. Those complaints are on the agenda for the July board meeting executive session.

III. APPOINTMENTS TO ERB

The Dillard ERB position remains unfilled.

Tulane sent three nominees to the mayor's office and the mayor chose Prof. Sally Richardson from the Tulane Law School to serve on the board.

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.

Item 1

New Orleans Ethics Review Board,

I would like to attend the Association for Talent Development's Core4 conference. It takes place September 16-18 in Phoenix, Arizona. It promises to teach me the latest elements of the talent development profession so that I can do my job more effectively. This in turn will not only boost knowledge, but also help increase the efficacy of the New Orleans Ethics Review Board's education initiatives. I'll also find out what others in this profession are doing now and discover how they are tackling similar challenges through innovative techniques.

ATD created this event in response to demand for education focused on the basics of talent development for people just like me. I will be able to utilize what I learn to energize my ongoing training efforts.

Additionally, networking is an enormous part of this event. Because it's smaller in scale compared with some other conferences out there, I'll really have a chance to meet other practitioners and create solid relationships that can benefit us in the future. Connecting with like-minded talent development professionals and hearing others' solutions will provide invaluable learning opportunities.

Top 3 Benefits of Attending:

- 1. Develop a Foundation for Success.** Core4 has more than 24 education sessions focused on four essential content tracks. I will learn the most critical subject matter required for me to be successful in my job. In short, I will acquire a road map to help me achieve longer-term solutions for our organization.
- 2. Meet and Learn From Subject Matter Experts.** Core4 speakers are well known in the industry and were hand-picked for their expertise. They understand the challenges I face because they have real-world experience. This is a great opportunity to find out how they became successful, and we can apply those practices to our ethics training.
- 3. Networking.** I'll make new connections with peers who are facing similar challenges to ours and learn from their experiences. By forming these connections, I'll be able to develop a cohort with whom I can share ideas and feedback.

I've attached an outline of the sessions I plan to attend as well as a worksheet itemizing my projected costs for attending the Core4 conference. This includes registration, transportation, lodging, events, and meals. This estimate assumes that I register by **August 2, 2024**, in time to receive the early bird discount.

Core4 is integral to my professional development. Rather than having to decipher what topics I should focus on to be successful, ATD is making it easy for me to get the critical education I need. I will bring back practical knowledge that can be applied right away to create better learning experiences for our employees. Additionally, I will develop an overview of what I've learned and actionable takeaways for the team so that we can work together to move the department and the training efforts of the New Orleans Ethics Review Board forward.

I hope you will consider my request and grant me approval to attend.

Thank you for your consideration.

Sincerely,

Jordy Stiggs

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C^{atd} CORE4 PHOENIX, AZ SEP 16-18, 2024

Individual Registration Rates

	ATD Members	Nonmembers
Early Bird Rate	\$1,125	\$1,325
Standard Rate	\$1,325	\$1,595

Group Options

Want to send the whole team?	ATD Members	Nonmembers
Early Bird Rate	\$1,050	\$1,250
Standard Rate	\$1,250	\$1,520

C^{atd} CORE4 VIRTUAL DEC 3-5, 2024

Individual Registration Rates

	ATD Members	Nonmembers
Advanced Rate	\$695	\$795
Standard Rate	\$795	\$895

Group Options

Want to send the whole team?	ATD Members	Nonmembers
Advanced Rate	\$595	\$695
Standard Rate	\$695	\$795

Learn more about ATD Core4 at core4.td.org.



Core4 Expense Worksheet

9/15/2024 - 9/19/2024

Attendee: Jordy Stiggs

Expense	Information	Cost
Conference Registration	View the rates for ATD members and nonmembers. Register early for better rates.	\$1,195.00
ATD Membership	ATD Members get discounted rates. Add membership to your registration to receive a discount.	\$0.00
Flight	Use the Internet to get an estimate.	\$427.96
Lodging	CORE4 Conference Hotel - Take advantage of the discounted hotel block and book early to ensure availability. Hotel rate per night + tax.	\$953.63
Transportation from airport to hotel	Use the internet to determine an estimate based on your hotel. Be sure to account for transportation both ways. Check to see if your hotel has a free or discounted shuttle.	\$100.00
Mileage reimbursement	Are you driving to the conference? Or do you need to take your vehicle to the airport?	\$0.00
Parking	Do you need to park your car at an airport while you are at the event? Contact your hotel for parking information.	\$62.00
Food	Lunch is included with your full conference registration. Estimate how much you will spend on your other meals.	\$160.00
Miscellaneous	Are there any other expenses associated with attending the conference?	\$0.00
Subtotal		\$2,898.59
Total Number of Employees Attending	Groups of three or more get a special per person discount. Learn more about this option.	1
Total		\$2,898.59



Session Worksheet

Sessions:

I plan to attend the following sessions to strengthen my professional development.

<i>Session Title and Speaker (such as Learning Measurement and Analytics)</i>	Benefits and Learning Outcomes
Think. Design. Learn. Elevate Your Training With Design Thinking – Isabelle J. Kuerschner	<ul style="list-style-type: none">• Apply design thinking stages to innovate L&D strategies and enhance training effectiveness and learner engagement.• Develop action plans by ensuring that training programs are closely aligned with learner needs and organizational goals.• Enhance course design with empathetic, user-focused methods.
Present Like a Superhero ... No Cape Required – Bridgett McGowen	<ul style="list-style-type: none">• Avoid overwhelming their audiences with too much information.• Grab and keep an audience's attention throughout a presentation.• Deliver any subject matter and check for understanding in meaningful ways.
Effective Visual Communication Using PowerPoint – Richard Goring	<ul style="list-style-type: none">• Craft persuasive audience-focused messages that cater to diverse needs and requirements.• Incorporate visual storytelling to engage audiences and ensure they understand and follow through.• Use PowerPoint as a tool to meaningfully enhance your communication and make it successful.
The Hero Your Training Needs: Unleash Your Storytelling Superpower – Stephanie V. Hubka	<ul style="list-style-type: none">• Apply storytelling basics and best practices to training content.• Create and deliver effective stories that advance learning outcomes.• Engage learners through stories to create memorable, personal connections.

C^{atd}ORE4

Humanized Facilitation: The Story Design Way – Rance Greene	<ul style="list-style-type: none">• Apply the Story Design techniques of discovery and discussion to your own facilitation.• Use stories to spark critical thinking, and use a method of questioning to draw your learning audience in.• Leverage the insights of your peers to humanize the learning experience.
Low-Stakes Ways to Boost Learning Transfer – Katrina Kennedy	<ul style="list-style-type: none">• Develop a retrieval and reflection method for use in training.• Choose from six retrieval practice methods.• Lead a group through retrieval and reflection.