



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

The City of New Orleans Ethics Review Board will meet at City Council Chambers, New Orleans City Hall, New Orleans, Louisiana on September 15, 2025, at 3:30 p.m.

AGENDA

1. Call to order.
2. Approval of the minutes of August 11, 2025, board meeting.
3. Monthly report of the Office of Inspector General.
4. Monthly report of the Office of the Independent Police Monitor.
5. Monthly report of the Ethics Trainer.
6. Monthly report of the General Counsel and Executive Administrator.
7. Discussion and vote to approve or to amend payroll/administrative procedures for processing ADP payroll for the following: Executive Administrator, Inspector General, Independent Police Monitor, and Ethics Trainer.
8. Periodic salary adjustments for OIG and OIPM (discussion only).
9. Discussion and vote on request for advisory opinion 2025-01 from employee of the City of New Orleans Department of Health regarding political activities (memorandum attached).
10. Executive session pursuant to Louisiana Revised Statutes section 42:17(A)(4) to discuss investigative proceedings regarding allegations of misconduct, namely, ERB Complaint No. 2025-02 through 2025-05.
11. 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.
12. Adjournment.

**Draft Minutes of
Previous Board
Meeting**

ETHICS REVIEW BOARD MEETING

Monday, August 11, 2025

ATTENDING

Michael Bagneris
Dawn Broussard
Holly Callia
Monique Gougisha
Sally Richardson
Patrice Sentino

Start time: 3:44pm.

BUSINESS

Call to Order

By D. Broussard

Executive Session

Moved by P. Sentino. Second by M. Gougisha. D. Broussard asked OPM and OIG to remain.
ERB retired to back room.

Moved by H. Callia to come out of executive session. Second by M. Bagneris.

ERB reported back from Executive Session that the ERB still had the matter at hand under advisement and would continue discussions at its next meeting.

Adjournment

Motion to M. Bagneris. Second by adjournment by S. Richardson.

End time 5:55pm.

Monthly Report of OIG

MONTHLY REPORT

AUGUST 2025



OIG

**NEW ORLEANS
OFFICE OF INSPECTOR GENERAL**

**EDWARD MICHEL, CIG
INSPECTOR GENERAL**

ADMINISTRATION DIVISION



2,085

Number of registered X followers

ADMINISTRATION

The Office Manager is responsible for the following:

- Human Resources
- Finance
- Procurement Process
- Operations

INFORMATION SECURITY

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

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

COMMUNICATIONS

The Public Information Officer is responsible for the following:

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

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:

- NOAB Contract Audit
- EMS Response Time
- New Orleans Recreation Department Maintenance Audit
- Non-profit Property Tax Exemptions

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
NOAB Contract Audit	Fieldwork	Ongoing
Summary of Objectives: The purpose of the audit is to verify NOAB management compliance with relevant policies and procedures while procuring professional services contracts and assess the effectiveness of NOAB management controls in ensuring vendor compliance with contract terms.		
EMS Response Time	Fieldwork	Ongoing
Summary of Objectives: The purpose of the audit is to determine whether the City is responding to medical emergencies timely and in accordance with their policies and national standards.		
New Orleans Recreation Department Maintenance Audit	Fieldwork	Ongoing
Summary of Objectives: The objective of the audit is to determine whether NORD maintained their facilities in accordance with policy and best practices.		
Non-profit Property Tax Exemptions	Planning	Ongoing
Summary of Objectives: The objective of the audit is to determine if the City is adequately verifying the eligibility of non-profits exempt from paying property taxes, as well as to determine if organizations are improperly included as exempt.		

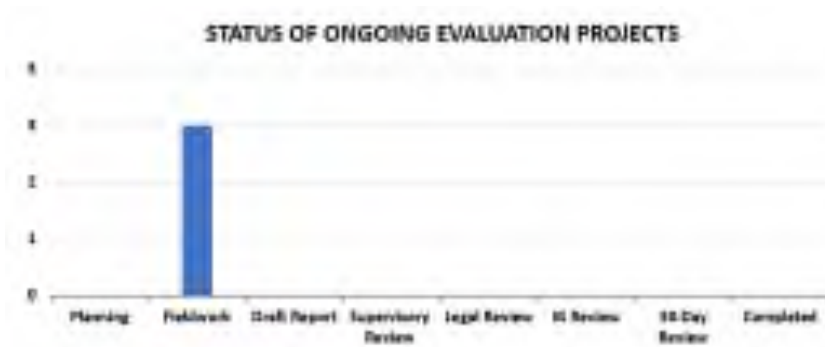
Footnotes:

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:

- NORD Booster Clubs and Athletic Teams Resources
- Traffic Camera Safety Program Follow-Up
- Equipment Maintenance Division Fleet Management

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

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

MEASURING PROGRESS

INSPECTIONS AND EVALUATIONS DIVISION

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

Project Name	Project Phase ¹	Anticipated ² Completion Date
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NORD Booster Clubs and
Athletic Teams Resources

Fieldwork

Ongoing

Summary of Objectives: To determine whether NORD has sufficient controls in place to ensure that teams comply with NORD policies and with the law as well as to assess whether NORD's youth athletics registration fee policies and procedures result in equitable and consistent opportunities for the City's youth.

Traffic Camera Safety Program
Follow-Up

Fieldwork

Ongoing

Summary of Objectives: To determine whether the City adopted the changes recommended in the OIG's 2020 report Management and Operations of the Traffic Camera Safety Program.

Equipment Maintenance Division
Fleet Management

Fieldwork

Ongoing

Summary of Objectives: To determine if the EMD has policies and procedures to adequately maintain, inventory, and surplus City equipment in an efficient and effective manner.

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

Mayor Cantrell, former NOPD officer Vappie charged in superseding indictment

On Aug. 15, the U.S. Attorney's Office, Eastern District of Louisiana, announced an 18-count superseding indictment for conspiracy to commit wire fraud, wire fraud, conspiracy to obstruct justice, obstruction of justice, and making false declarations before a grand jury against **New Orleans Mayor LaToya Cantrell** and her former bodyguard, **Jeffrey Vappie**.

Cantrell and Vappie are scheduled for a Sept. 10 arraignment in federal court.

Cantrell faces nearly a dozen felony counts in the indictment, which alleges she and Vappie perpetrated a yearslong scheme to defraud the City of New Orleans and New Orleans Police Department (NOPD) by exploiting their positions with the City for personal gain. The indictment accuses Cantrell and Vappie of employing various tactics, including deleting evidence and making false statements to federal agents and/or a grand jury, to continue and conceal their scheme.

Vappie, a former NOPD officer, was initially indicted in July 2024 on federal charges of wire fraud. He now faces additional counts of wire fraud as well as charges of conspiracy. His trial is scheduled for December 2025, but his trial date is subject to change due to the superseding indictment.

The indictment is the result of collaboration among the New Orleans OIG, the U.S. Attorney's Office, Eastern District of Louisiana, the FBI New Orleans Field Office, and the Metropolitan Crime Commission of New Orleans. The U.S. Attorney's Office recognized the contributions of the OIG in a press release and press conference announcing the superseding indictment.

OTHER ONGOING PROSECUTIONS:

The Investigation Division also continues to assist in the criminal prosecutions of Leessa Augustine, Tyrell Morris, Gabriel Thomas, and Michael Willis Jr.

Augustine, a former New Orleans SWBNO Senior Special Agent and reserve NOPD officer, pled guilty June 11 to two counts of wire fraud relating to an emergency benefit, one count of wire fraud affecting a financial institution, and one count of making false statements to investigators. Her sentencing is set for Sept. 16, 2025.

Morris, former Executive Director of the Orleans Parish Communication District (OPCD), was indicted on charges of insurance fraud, malfeasance in office, impersonation of a police officer, and second-degree injuring of public records. Morris' trial date, scheduled for August, was moved to Sept. 22, 2025.

INVESTIGATION DIVISION

(ONGOING PROSECUTIONS CONTINUED)

Thomas, a former SWBNO employee, was arrested by Louisiana State Police's Troop NOLA last December as part of a joint investigation into brass and copper thefts from SWBNO. Thomas' motions hearings were concluded in August pending his trial date.

Willis, a former City of New Orleans tow truck driver, was arrested by Louisiana State Police in late July as part of a joint investigation by the OIG and Louisiana State Police Troop NOLA. The investigation revealed Willis was bypassing the official tow process by accepting cash payments in exchange for not towing vehicles. He was arrested by State Police on charges of malfeasance in office, obstruction of justice, and injuring public records.

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

Report on Department of Safety & Permits to be released

The OIG's Department of Safety & Permits (S&P) Review is set for release in September. The report contains findings and recommendations resulting from an extensive review of the agency's policies, procedures, and internal controls. The OIG conducted the review, which involved embedding OIG staff at S&P, with a focus on identifying and mitigating inefficiencies at this critical agency.

The OIG initiated the review of S&P following multiple instances of fraud, waste, abuse, and mismanagement within S&P. Investigations into these instances by the OIG and partnering agencies led to the arrest, indictment, termination, and/or resignation under investigation of multiple S&P employees. These repeated instances point to ineffective operations at a systemic level, which created opportunities for corruption. The report includes recommendations for reforming S&P to ensure efficient and effective services for the citizens of New Orleans.

BY THE NUMBERS

During **August**, the Investigation Division received 14 complaints, opened two investigations, and served four requests for documentation.

***Investigation Division numbers are the latest available as of report date.**

2025 BUDGET

Total 2025 Appropriation \$ 4,488,636

Expenditures	Spent YTD
Personnel	\$ 1,890,141
Operating	\$ 190,921
Total	\$ 2,081,063
Remaining Balance	\$ 2,407,573

*Budget table is as of July 31, 2025, the latest monthly budget information available as of report date.

SOCIAL MEDIA



Facebook: @NewOrleansOIG



New Orleans Office of Inspector General

Published by Edward Michel · August 15 at 5:13 PM ·

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Today, the U.S. Attorney's Office, Eastern District of Louisiana, announced a superseding indictment for conspiracy to commit wire fraud, wire fraud, conspiracy to obstruct justice, obstruction of justice, and making false declarations before a grand jury against New Orleans Mayor LaToya Cantrell.

The indictment also includes additional charges against Cantrell's former bodyguard and NOPD officer Jeffrey Vappie, originally indicted in July 2024.

Today's indictment is the result of collaboration among the New Orleans OIG, the U.S. Attorney's Office, Eastern District of Louisiana, [FBI - New Orleans](#), and the [Metropolitan Crime Commission of New Orleans](#).

Inspector General Ed Michel stated: "The Office of Inspector General will continue to combine our resources with those of our federal and local partners to ensure integrity in City government."

<https://www.justice.gov/-/new-orleans-mayor-la-toya>

FILED
U.S. DISTRICT COURT
EASTERN DISTRICT OF LA
MICHELLE PERREA
CHIEF CLERK, 15-1111, 15-1111

FELONY

UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF LOUISIANA

SUPERSEDING INDICTMENT FOR CONSPIRACY TO COMMIT WIRE FRAUD, WIRE FRAUD, CONSPIRACY TO OBSTRUCT JUSTICE, OBSTRUCTION OF JUSTICE, FALSE STATEMENTS, AND FALSE DECLARATIONS BEFORE GRAND JURY

UNITED STATES OF AMERICA * CRIMINAL NO. 24-145

v.

* SECTION "B"

JEFFREY PAUL VAPPIE, D
LATOYA CANTRELL

* VIOLATIONS: 18 U.S.C. § 371
18 U.S.C. § 1343
18 U.S.C. § 1512(b)(1)
18 U.S.C. § 1512(b)(2)
18 U.S.C. § 1512(b)
18 U.S.C. § 1591(a)(2)
18 U.S.C. § 1623

U S *

The Grand Jury charges that:

COUNT 1

(18 U.S.C. § 171 - Conspiracy)

A. AT ALL TIMES MATERIAL HERETO.

Overview

1. The Defendant, LATOYA CANTRELL, (CANTRELL), was the Mayor of the City of New Orleans. She was elected to serve a four-year term in November 2017, and was re-elected in November 2021, to serve a second four-year term.

SOCIAL MEDIA



Instagram: @NewOrleansOIG



X: @NOLA0IG

 neworleansoig
48 minutes ago

NEW ORLEANS OIG

FIGHTING FRAUD

TIP OF THE MONTH

Signs of Collusion in Bidding

- Subcontracts for losing bidders
 - A winning bidder subcontracts work to one or more losing bidders.
- Low bids AND inexplicably high bids
 - The contractors appear to have expressed a lack of the contract by each bidding low on some aspect of the contract and inexplicably high on other parts.
- Meetings among competitors
 - Competitors are seen meeting shortly before or after bids are submitted.



View insights [Boost post](#)

neworleansoig This month, our Fraud Tip focuses on signs of collusion in bidding. Collusion in bidding occurs when two or more contractors, companies, or vendors conspire to manipulate the bidding process, often to inflate prices or ensure a specific bidder wins. According to the U.S. Department of Justice, the items below are signs of potential collusion.

 New Orleans OIG @NOLA0IG · 8h

Ever wonder how the OIG selects projects and focus areas? Each year, we conduct a planning process that identifies goals, priorities, and strategies that align with our mission while effectively using available resources.



 New Orleans OIG @NOLA0IG · 8h

The planning process involves a risk assessment that gauges the potential for fraud and/or corruption at City boards, departments, and commissions. To learn more, see our 2025 Annual Work plan: [https://www.nola.gov/office-of-integrity/annual-work-plan](#)

SOCIAL MEDIA



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Office of Inspector General City of New Orleans

297 followers

2w • Edited •

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The OIG is pleased to announce that the Association of Inspectors General (AIG) Peer Review Team has found our office fully compliant with national standards for Offices of Inspectors General.

The New Orleans OIG is subject to peer review every three years by the national AIG. The review assesses compliance of our Audit & Review (AR), Investigation (ID), and Inspection & Evaluation (I&E) Divisions with AIG and U.S. Government Accountability Office (GAO) standards.

Thank you to the Peer Review Team from [Virginia Office of the State Inspector General](#) for their diligent work!

[#transparency](#) [#NOLAIG](#) [#peerreview](#)

<https://link.in/gPDDaNy2>



Press Release: Peer Review finds New Orleans OIG fully compliant with national standards

nolaig.gov

Monthly Report of OIPM

OFFICE OF THE INDEPENDENT POLICE MONITOR

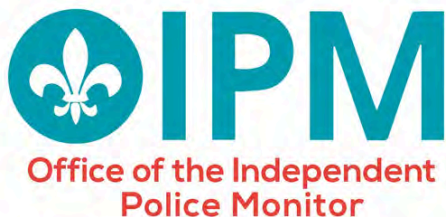
MONTHLY COMMUNITY REPORT

August 2025



During the month of August, the OIPM hosted a panel and public forum at the Treme Recreation Center to discuss facial recognition technology, police use of the software, and the proposed ordinances. Panelists included bill sponsor, Councilmember Thomas, the NOPD, the ACLU, and Eye on Surveillance.

Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

On August 29, 2005, Hurricane Katrina made landfall and New Orleans was forever changed. Now, twenty years later, we reflect on the lasting impact of Hurricane Katrina. In the wake of the storm, there were egregious acts committed by former NOPD officers that also forever influenced this city, including the murders of James Brissette and Ronald Madison on Danziger Bridge and the murder of Henry Glover on the Westbank. I reflect on these events and how they touched on all New Orleanians and our relationship with the police. The murders committed by NOPD officers and the coverups that occurred afterwards cast a long shadow and it is one that police oversight must always acknowledge in our work. To ensure accountability during every hurricane and storm to follow, each year, the OIPM prepares and releases a comprehensive oversight strategy to be implemented during storms and in the immediate recovery afterwards: the **OIPM Hurricane and Emergency Oversight Plan**.

The OIPM's hurricane plan reviews the NOPD's Hurricane Policing Plan and creates clear and detailed rubrics on how the OIPM will both monitor and evaluate all policing actions regarding anti-looting protocol and curfews, use of force, and alleged misconduct that may occur. This plan is presented to the NOPD. This year, the OIPM released the plan to the public in June 2025.

Hurricane season is never easy, and the anniversary of such a catastrophic storm may be particularly triggering. On behalf of the OIPM, we extend our thoughts to all who are mourning a loved one or still healing from the pain that storm caused. If you or someone you know may benefit from receiving counseling services, **you can access wraparound free trauma recovery care from Seeds of NOLA at (504) 702-4335.**

This month, the OIPM welcomed a new member of our team: Kiah Howard. Kiah Howard joined the OIPM after working as a staff investigator for the New Orleans Innocence Project and the Orleans Public Defenders Office. For over a decade, Kiah has interviewed people about crimes, arrests, and convictions. From members of our community, those incarcerated in jails all over the state, and former and current police officers and deputies - Kiah has heard all their stories. Now, Kiah will build on that experience to contribute to police oversight in New Orleans. Kiah will be working with the community, stakeholders, and the police department on various projects, planning public forums, and serving on our on call calendar. We are excited to welcome her to the team.

In this report, we will discuss the work we completed in August - like launching our new District Based Mediation Program, hosting a public forum, and our radio shows. We will also touch on what to expect from us in the month ahead. Thank you for your support - we could not do this work without you.

Thank you,

Stella Cziment

Stella Cziment, Independent Police Monitor

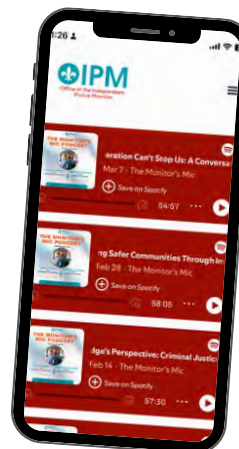


Left, Edith Romero, Organizer for Eye on Surveillance speaks while Lt. Barnes of the NOPD and Councilmember Thomas listen during the Panel and Public Forum the OIPM hosted regarding Facial Recognition Technology and the Police.

There is more information regarding this event and the OIPM work around this issue in this report.



Above, the OIPM Hurricane & Emergency Oversight Plan released in June 2025.



Reminder: if you've missed any episodes of the Monitor's Mic, you can listen to past shows (including recorded public forums) on our website!



Kiah Howard takes notes at the Use of Force Review Board meeting in August 2025.

ACHIEVEMENTS, UPDATES, & WORK

Citywide Launch of the Community and District Based Mediation Program from OIPM and NOPD

Be on the lookout for the new OIPM Community Mediation Program cards at your local police station. The OIPM and the NOPD have partnered together to launch this new citywide program after years of requests from District Captains. Designing and launching this Community and District Based Mediation Program was a huge goal of the OIPM for 2025 and rolling it out this month was an exciting step.

This program is designed to address ongoing conflict that may arise between individuals and businesses, neighbor disputes, and other conflict where calling 911 is not providing the necessary solution. Instead of calling over and over for the police to negotiate between disagreeing parties, the OIPM is now going to provide trained mediators to work with those in conflict to try to find a real solution.

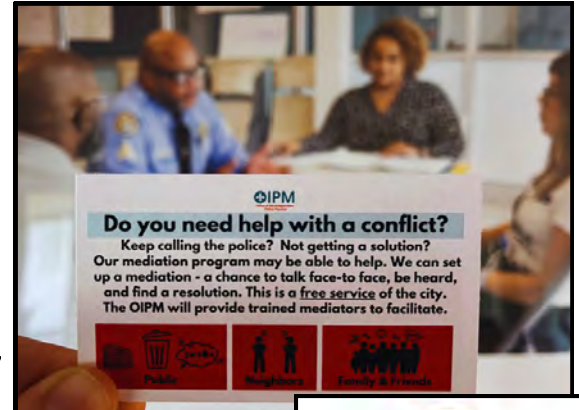
Ultimately, the goal is for the police department to be less involved and for everyone to have the space to be heard in order for us to solve problems in a meaningful way together. This will be a free service available now to the public. Across the city, patrol officers are walking their beat with this card in their pocket. Our mediation program is ready for your call.

Training Advisory Committee Meeting

This month, the OIPM participated in the Training Advisory Committee (TAC) with the NOPD Academy and other TAC members to discuss the proposed training plan for 2026. Our participation not only highlights our commitment to advancing professional standards and enhancing training programs, but it also ensures the input on officer training that the community provided to us public forums and throughout the year is heard, considered, and incorporated into future training by the NOPD. We all want the training our officers receive to be relevant, comprehensive, and aligned with best practices because that is how the NOPD will achieve better outcomes for both the officers and the community they serve.

To recap: this summer, the OIPM sought community feedback on officer training. The OIPM hosted a public forum with Chief Johnson, the Curriculum Director for the NOPD's Academy. During this public forum, Chief Johnson answered questions from the public on what training officers currently receive, what that training looks like, and how comprehension is ensured. The community came to the public forum – including some of our Police Community Advisory Board (PCAB) membership – to provide input on where they would like to see officer training improved. Next, Chief Johnson joined the OIPM on the Monitor's Mic to discuss on air the training plan and get caller feedback. Overall, the public provided the following feedback on training needs for new and experienced officers: cultural competency, First Amendment and protest responses, report writing, animal engagement, and how to engage with members of our community who have developmental disabilities.

The OIPM was pleased to see public feedback we received and provided incorporated into the 2026 Training Plan for the NOPD. The OIPM thanks the public for engaging in this process with us! Once the plan is final, we will share it with the public.




Above is a photo of the new informational card that officers will hand out to members of the public advertising the availability of the Community and District Based Mediation Program. To the left is the write up of the program the OIPM included in our 2025 Work Plan.

District Based Mediation

Offer mediation services to community members outside of police complaints.

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

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

Public Forum with OIPM and NOPD's Academy Director to Discuss 2026 Officer Training Needs

TUESDAY, JUNE 10TH
6:00PM - 7:30PM

TRÉME RECREATION COMMUNITY CENTER
900 N VILLERE ST, NEW ORLEANS, LA 70116

Come out to give your input. This is YOUR chance to discuss what training you believe police officers need in 2026.

OIPM will stream the forum onto our social media.

Above is the social media post advertising the OIPM and NOPD Academy Public Forum to solicit public feedback on officer training for the coming year.

ACHIEVEMENTS, UPDATES, & WORK



Policing, Oversight, and Facial Recognition Software

For the third month, the OIPM contributed to the public information and engagement on the topic of facial recognition technology and the police. In response to the outpouring of public emails and questions about the NOPD's potential use of facial recognition technology and the recently filed ordinances that may lift previous prohibitions and restrictions on NOPD's use of the software, the OIPM chose to continue to prioritize this issue. The OIPM used our public platforms to push information on law enforcement's use of this technology and inform the community on the ordinances potentially changing policing protocol on software use.

In August, the OIPM continued to build on the work started in June. This summer, there has been a frenzy of activity regarding facial recognition software after an article was published in the Washington Post suggesting that the NOPD was secretly utilizing facial recognition technology through a "loophole" in the ordinance that may have allowed the NOPD to receive tips based on facial recognition technology utilized by the nonprofit Project NOLA.

Here is a brief recap on this issue and the work conducted by the OIPM this summer:

- In June, stakeholders like the American Civil Liberties Union (ACLU) sent a formal letter to City Council requesting a moratorium on the use of facial recognition and an investigation into the police's use of the technology; and the City Council reached out to the OIPM to address those concerns.
- In June, the OIPM worked with the NOPD to speak with officers and leadership to learn more about facial recognition software and alerts from Project NOLA. The OIPM met with Project NOLA's, Brian Lagarde, and learned about its facial recognition software and how they work with the NOPD.
- In July, on the Monitor's Mic, the OIPM began speaking to stakeholders and leaders about facial recognition software - what it is, law enforcement and private company use, and how it impacts the public.
 - First, the OIPM interviewed Eye on Surveillance (EOS) organizer Edith Romero and EOS member Renard Bridgewater. These guests discussed their concerns about the accuracy of this technology and how it could be weaponized and abused by law enforcement against the public. EOS discussed their campaign to oppose the City Council ordinances that would lift the restrictions of 2022 on law enforcement use.



Top Center: the NOPD, ACLU, EOS, and Councilmember Thomas joined the OIPM for a public forum and panel about the facial recognition technology (FRT) and law enforcement.

Immediate right: the screenshot of the Washington Post article regarding FRT.

Below: the social media post about the Monitor's Mic post regarding the interview of Eye on Surveillance.



ACHIEVEMENTS, UPDATES, & WORK

Policing, Oversight, and Facial Recognition Software Continued

- Next, the Monitor's Mic facilitated a robust discussion and debate between the NOPD and the ACLU on the technology. The OIPM thoroughly appreciates Lt. David Barnes, policy writer for the NOPD, and executive director, Alanah Odoms, of the ACLU - Louisiana for participating in this informative conversation regarding the law enforcement use of the technology, its value and risk in investigations and police work, and the legality of facial recognition software. This discussion was a true primer in the question of whether legally the police can utilize live surveillance and facial recognition technology.
- Over the last three months, the OIPM also engaged directly with the public on this issue – receiving countless emails from the public and asking for additional information on what the ideal approach should be.

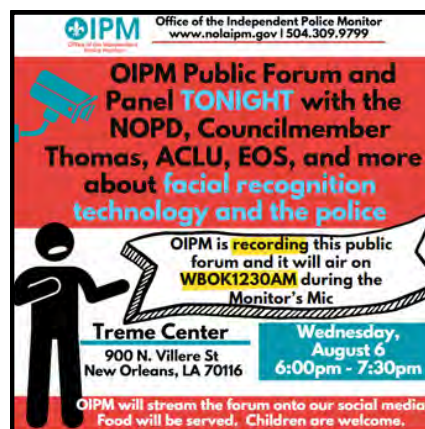


Above is a screenshot from the Monitor's Mic episode with Lt. Barnes of the NOPD and Executive Director of the ACLU, Alanah Odoms.

In August specifically, the OIPM Monitor's Mic will hosted at-large Councilmember J.P. Morrell, who discussed his position on the technology. In July, Councilmember Morrell posted a video to social media platforms strongly opposing the ordinances changing the NOPD's access to the technology. On August 1st, Councilmember Morrell came onto the Monitor's Mic and answered questions about his privacy and constitutional concerns with this software being utilized by law enforcement, why he believed other policing ordinances (that he's currently spearheading) to improve transparency is not enough to curb the impact of this technology, and why he will vote against any ordinance lifting prior restrictions.



On August 6, the OIPM hosted **public forum and panel at the Tremé Community Center with stakeholders including: Councilmember Oliver Thomas (ordinance sponsor), the NOPD, ACLU, and Eye on Surveillance** to public input on the technology prior to this matter being put to a vote before City Council. The public forum was well attended with the public, organizational partners, and the media. The public took to the microphone with powerful points and important questions like how will the proposed ordinance work with the new state law expecting local government to assist ICE. The different stakeholders answered questions to the best of their ability and took notes on outstanding concerns that they would consider moving forward.



OIPM recorded the public forum and panel and then played the full hour and half recording on WBOK 1230AM during the Monitor's Mic in August. The intent of airing this panel and forum was so residents who were unable to make the event could receive this relevant information and hear these questions and critiques. We want to ensure accessibility in our services and information. When there is a communitywide concern on a policing issue, like this, the OIPM seeks to facilitate public feedback and answer questions from the community in the most accessible way possible. Through sharing this public forum and panel on the radio, we are able to broadcast timely and relevant law enforcement, legal, and political issues impacting how New Orleanians are policed.



At the end of August, the ordinance sponsors decided to withdraw their bill to change and lift prior restrictions on the NOPD's use of facial recognition technology.

The three photos above are posts on social media documenting Councilmember Morrell on the Monitor's Mic. The bottom two are posts notifying the public of the public forum and panel and the airing of the panel on the radio.

Though this issue is now temporarily paused, the OIPM still intends to produce a document outlining all that was learned about this policing issue.

ACHIEVEMENTS, UPDATES, & WORK

August on the Monitor's Mic

In August on the Monitor's Mic, the OIPM focused on providing relevant and timely information about facial recognition software and policing to the public (addressed earlier in the report).

Additionally, the OIPM showcased Supreme Court rulings about policing that were issued this summer. In order to do that, the OIPM interviewed civil rights attorney William Most of Most & Associates. On the show, William Most discussed constitutional law and civil rights statutes that dictate policing limits. William Most explained the Fourth Amendment protections to be free from unreasonable searches and seizures and then described how that right is interpreted in the legal standards from Graham v. Connor and Barnes v. Felix (Barnes is the new ruling from summer 2025). Both of these Supreme Court cases set the standards that will apply to a claim of excessive force during a police seizure. Legal eagles will love this informative lesson on constitutional and criminal law - so check it out if you missed it!

If you want to listen to this show, the recording of the public forum and panel held in August, or any of our Monitor's Mic programing, it is all available online. You can listen on the OIPM website:

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

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

THE MONITOR'S MIC

Where we talk oversight, policing, and you

Guest of the Week: William Most

This Friday, August 15th, civil rights attorney, William Most, will join the Monitor's Mic to discuss the impact that courtrooms, lawsuits, and Supreme Court rulings have on how you're policed. If you've ever wondered why Supreme Court cases matter to police departments, this is the show for you.

William Most
Founder of Most & Associates, Recipient
2025 Public Service Award from New
Orleans Federal Bar Association

**A call in talk radio show
WBOK 1230 AM
Airing Fridays at Noon
Call: (504) 582-9422**

Shelia Givens
Executive Director

Kreshella Williams
Deputy Police Monitor

WHO WE ARE

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

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

Ensuring Compliance and Reform

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

Amplifying the Needs of the Community

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

Making the NOPD a Safer and Nondiscriminatory Workplace

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



WHAT DO WE DO?

Mission, Vision, Work

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

WHAT WE DO



Misconduct Complaints



Disciplinary Proceedings



Data Analysis



Community Outreach



Use of Force



Community-Police Mediation Program



Audits and Policy



Commendations

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

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

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

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

DATA OVERALL: YEAR TO DATE AND MONTH

	2025	2024	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2024
Civilian Complaint Count	43	79	79	44	47	48	55	17	27	49.50
Police Complaint Count	2	1	0	1	4	2	1	4	2	1.88
Civilian w/in NOPD	0	0	0	0	1	0	0	0	0	0.13
Anonymous Complaint	16	16	11	23	19	23	0	0	0	11.50
Community Liaison Count	12	12	24	11	19	29	15	3	6	14.88
Case Monitoring Count	4	2	3	7	4	9	0	9	8	5.25
Case Review Count	0	0	1	4	4	2	4	8	0	2.88
Contact Only Count	35	75	36	25	14	27	14	2	4	24.63
Disciplinary Hearing Count	24	35	33	42	20	42	38	53	21	35.50
Critical Incident Count	11	4	3	5	7	9	8	5	6	5.88
Firearm Discharge Count	8	3	2	5	6	8	7	3	3	4.63
Lvl 4 Non-Critical	6	14	7	16	6	8	0	0	0	6.38
Force Monitoring*	1	5	1	0	0	0	0	0	0	0.75
Mediation Count	24	24	22	14	15	25	25	16	21	20.25
Commendation Count	1	6	5	0	6	1	4	0	2	3.00
Grand Total	187	276	227	197	172	233	171	120	100	187

	Aug 2025	Aug 2024	Aug 2023	Aug 2022	Aug 2021	Aug 2020	Aug 2019	Aug 2018	Aug 2017	2017 - 2024 Avg
Civilian Complaint Count	6	7	10	4	7	3	8	5	7	6.38
Police Complaint Count	0	0	0	1	0	2	1			0.67
Civilian w/in NOPD	0	0	0	0	0	0				0.00
Anonymous Complaint	1	3	1	2	0	1				1.40
Community Liaison Count	1	1	4	1	1	2	1	1	0	1.38
Case Monitoring Count	0	1	0	0	1	1	0	0	2	0.63
Case Review Count	0	0	0	0	0	0	0	5	0	0.63
Contact Only Count	2	13	6	5	2	1	0	0	0	3.38
Disciplinary Hearing Count	4	18	4	14	2	2	2	1	4	5.88
Critical Incident Count	1	0	0	0	0	0	0	1	0	0.13
Firearm Discharge Count	1	0	0	0	2	0	0	1	0	0.38
Lvl 4 Non-Critical	1	3	0	4	2	0				1.80
Force Monitoring*	0	2	0							1.00
Mediation Count	4	4	3	1	2	4	0	2	0	2.00
Commendation Count	0	1	2	0	3	0	3			1.50
Grand Total	21	53	30	32	22	16	15	16	13	24.63

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

CURRENT BUDGET



OIPM Budget Description	Amount
Personnel	\$905,785.00
Operating	\$400,000.00
2025 Total OIPM Budget	\$1,305,785.00
2025 Total OIPM Budget	\$1,305,785.00
Amounts Spent to Date:	\$751,510.00
Unexpended funds	\$554,275.00

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:

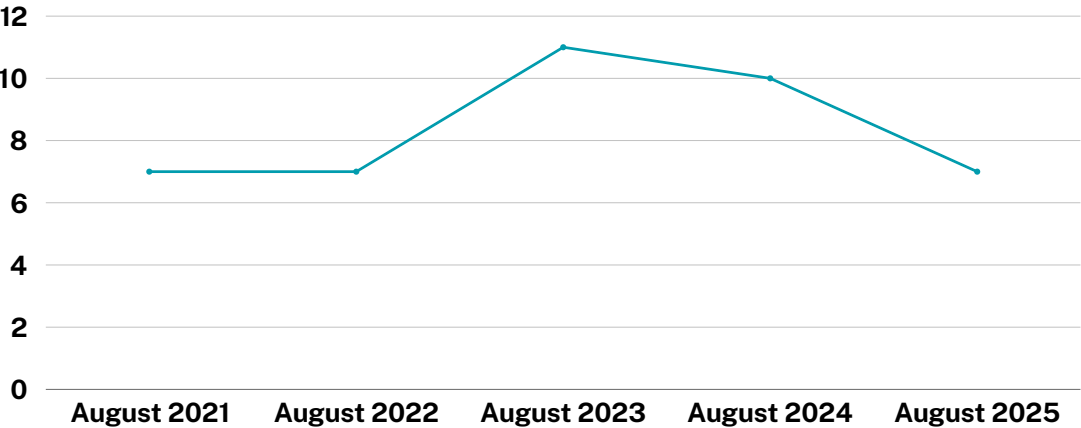
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



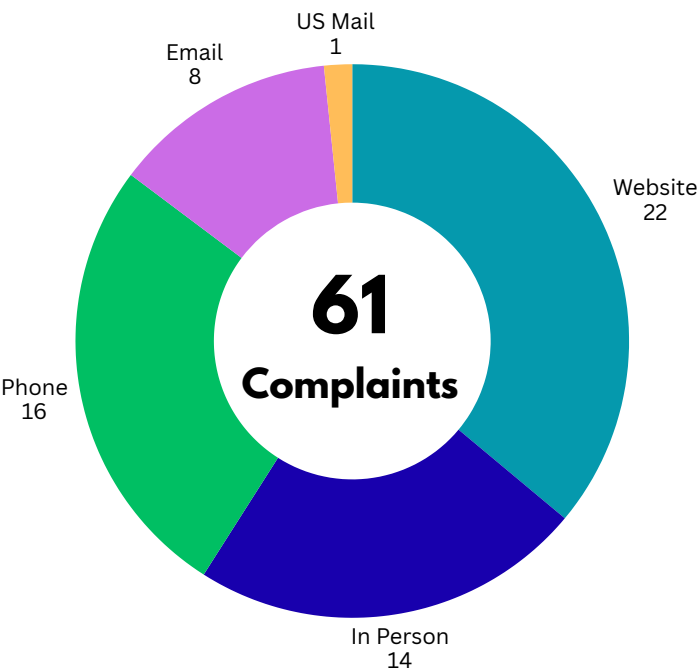
7

Total Complaints
Received this
month

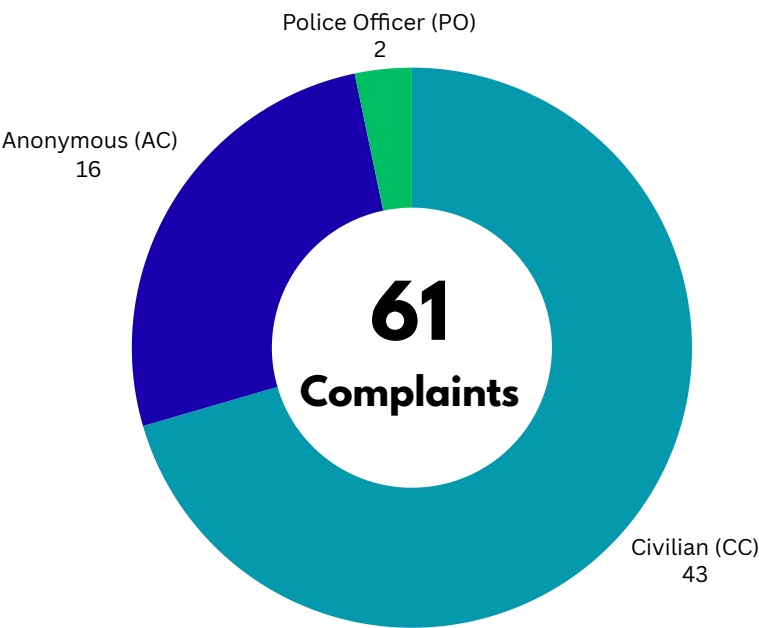
61

Total Complaints
Received This
Year

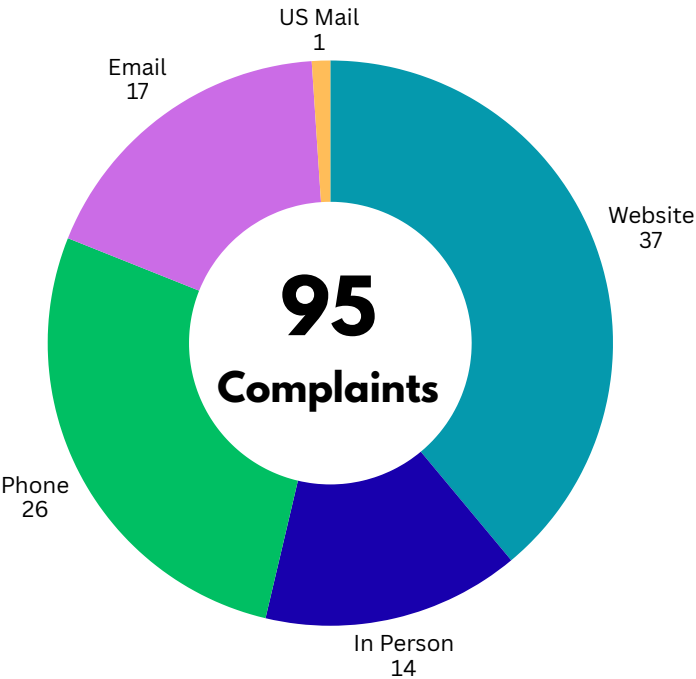
Complaint Intake Source - 2025



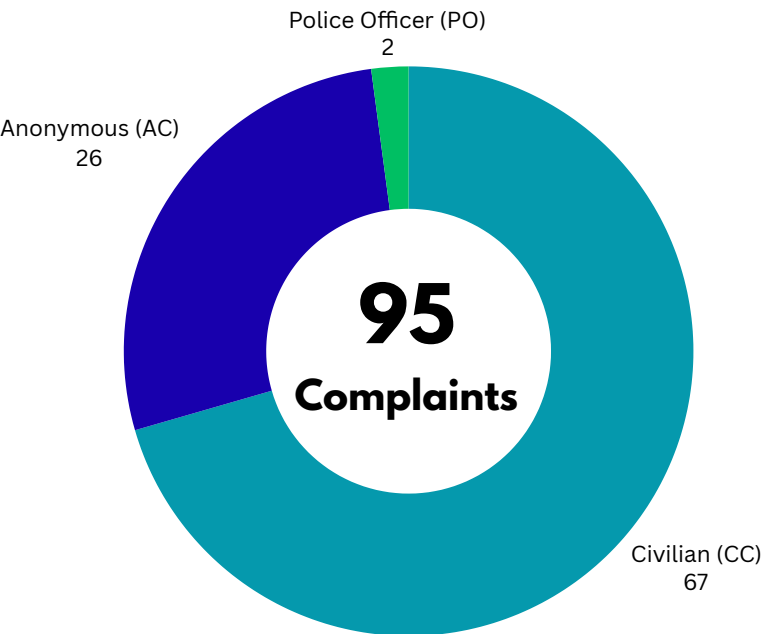
Complainant Type - 2025



Complaint Intake Source - Past 12 Months

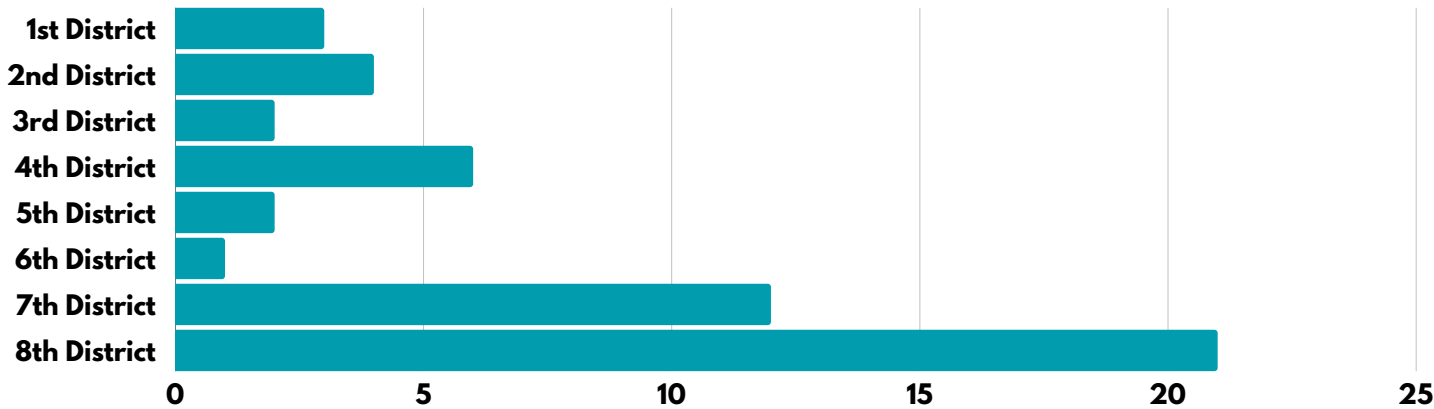


Complainant Type - Past 12 Months

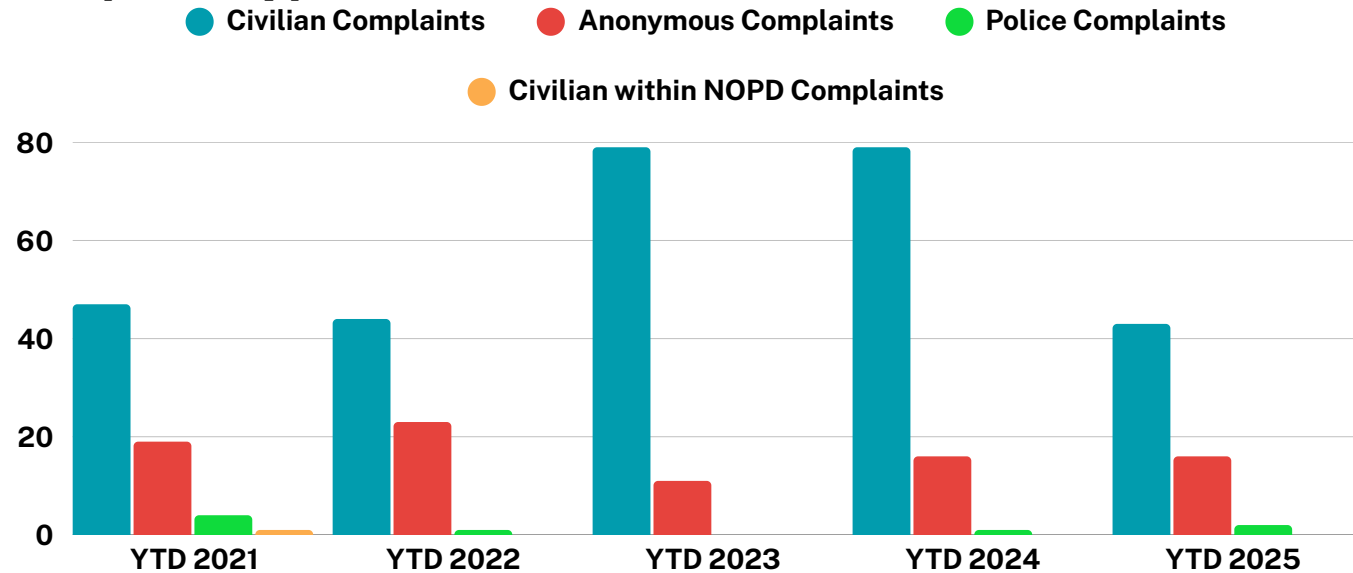


Districts - Past 12 Months

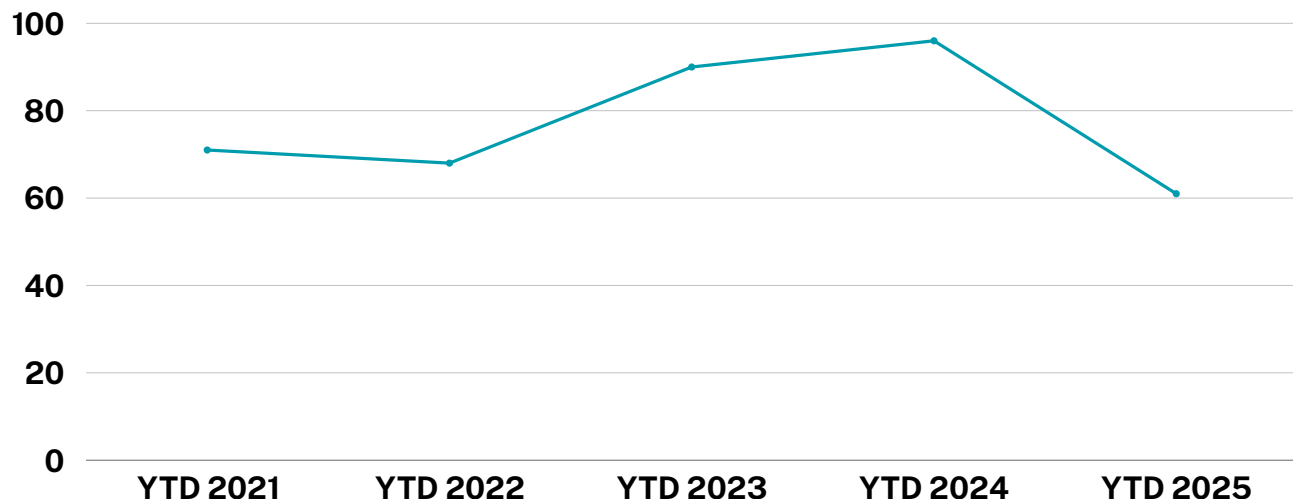
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

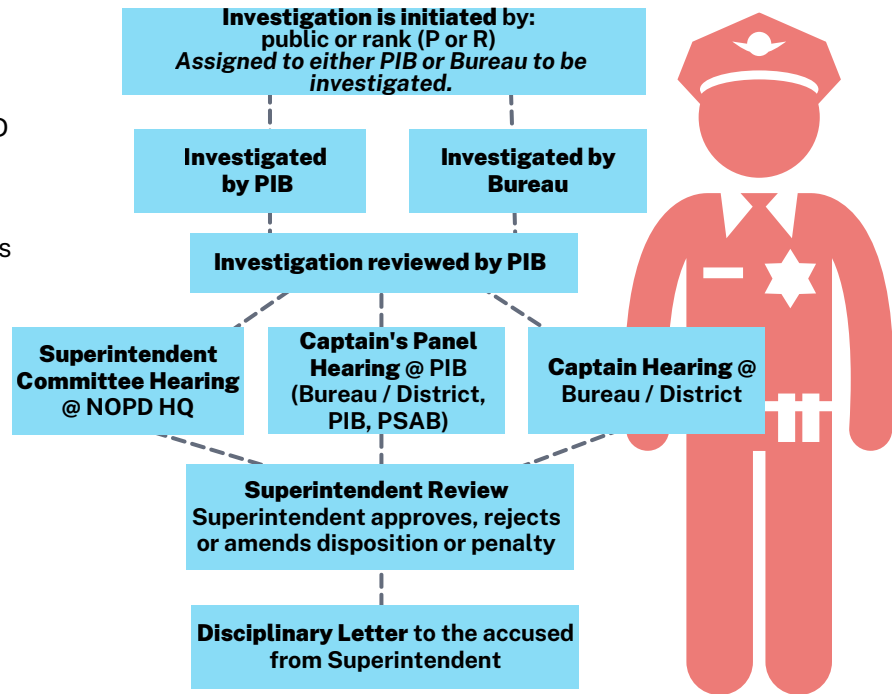


Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



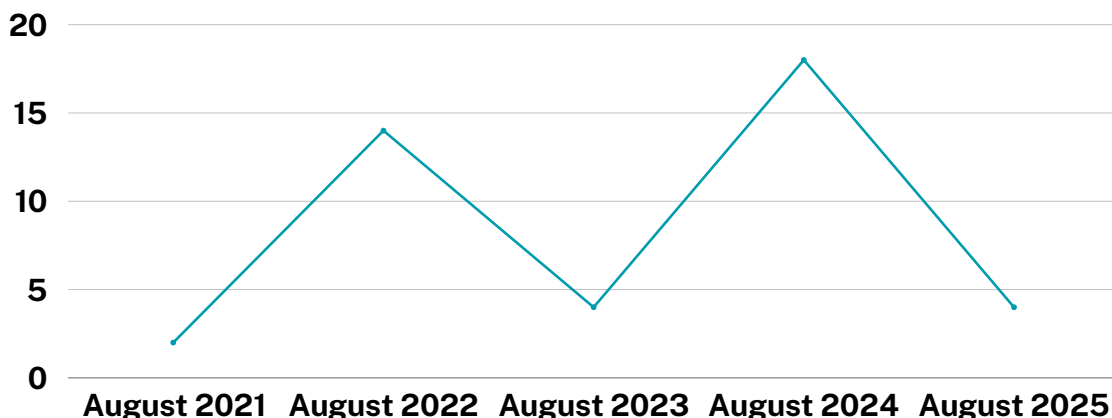
DISCIPLINARY PROCEEDINGS

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



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

Disciplinary Proceedings - August



4

**Total
Disciplinary
Case 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.

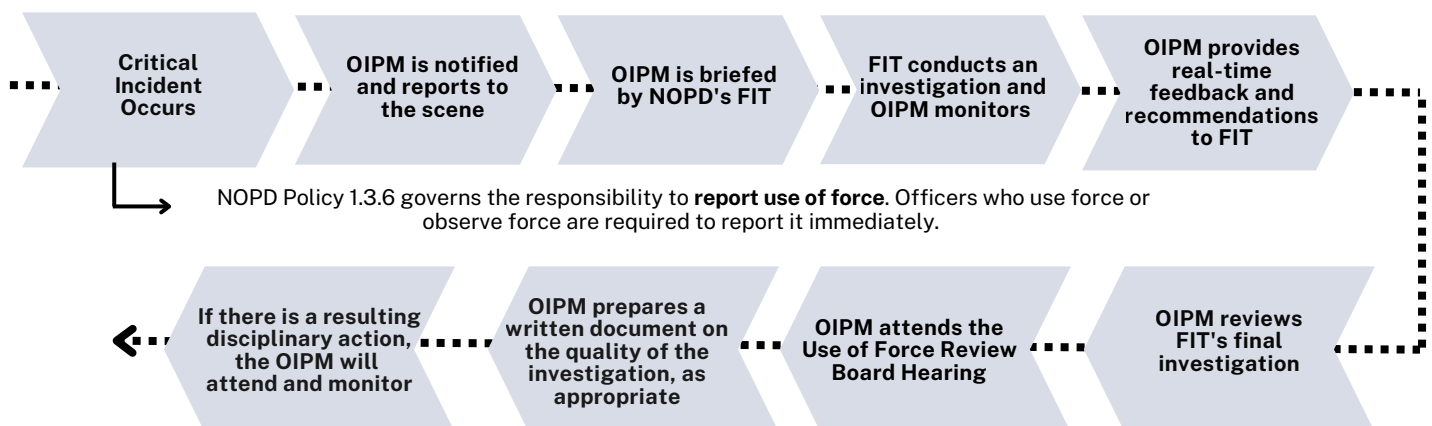
Use of Force

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

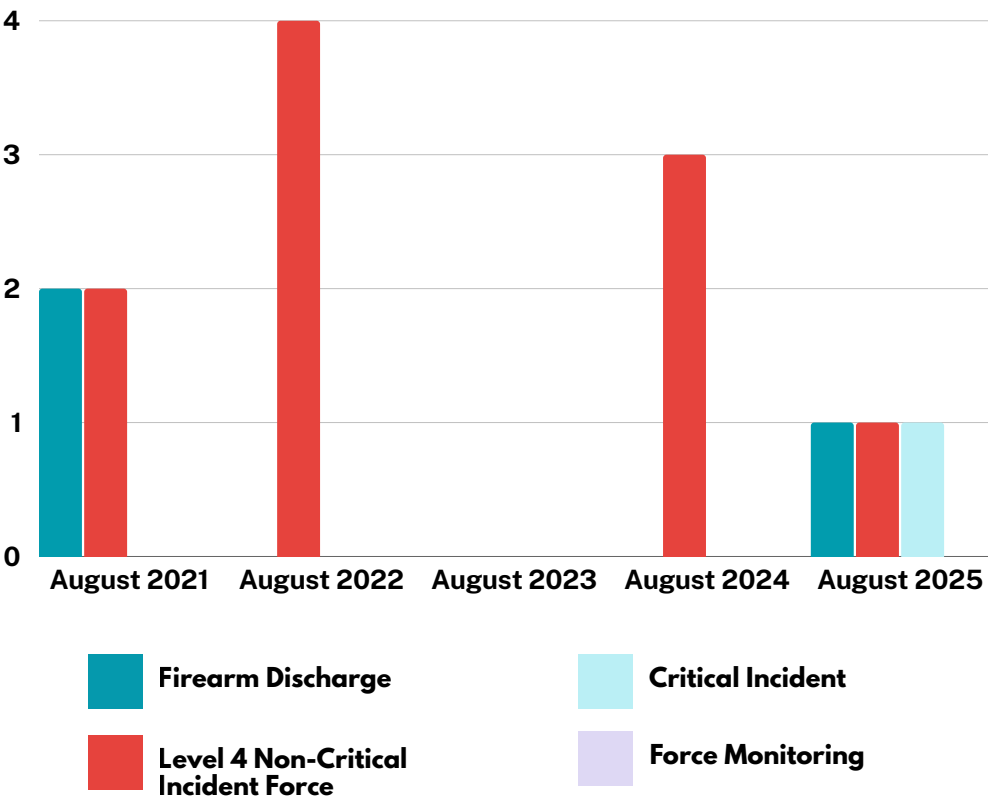


Use of Force Work

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 2021, 2022, 2023, 2024, 2025



1
Firearm Discharge this Month

1
Critical Incidents this Month

1
Level 4 Non-Critical Use of Force this Month

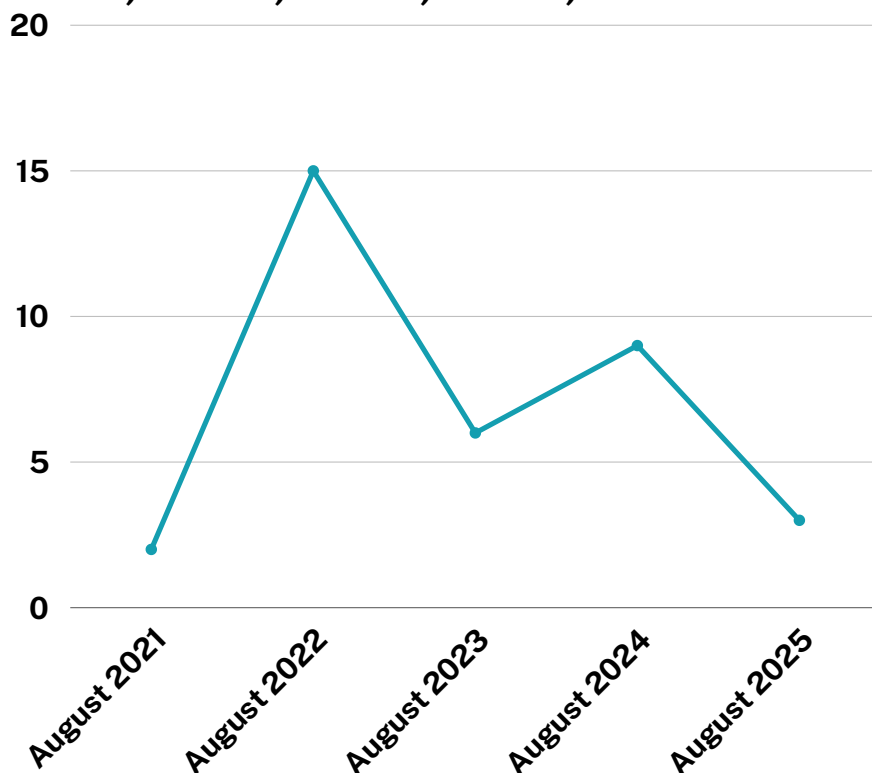
0
Additional Force Monitoring this Month

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 - August

2021, 2022, 2023, 2024, 2025



Outreach Events

- Facial Recognition Public Forum at the Treme Center w/ Councilmember Thomas, Edith Romero (EOS), Sarah Whittington (ACLU-La), Lt. David Barnes (NOPD)
- Training Advisory Committee (TAC) Meeting
- 2 Hour Mediator In-Service Training at OIPM



At this monthly in-service training, mediators practiced skills to address what to do when participants yell, curse, or talk on top of each other.



Mediators gathered in August for our monthly in-service training.

3

Total Outreach Events this Month



Facial Recognition Panelist from Left to Right: Romero (EOS), Lt. Barnes (NOPD), CM Thomas, Whittington (ACLU- La)



Community Members express concern and ask questions to the panelists at the forum.

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.

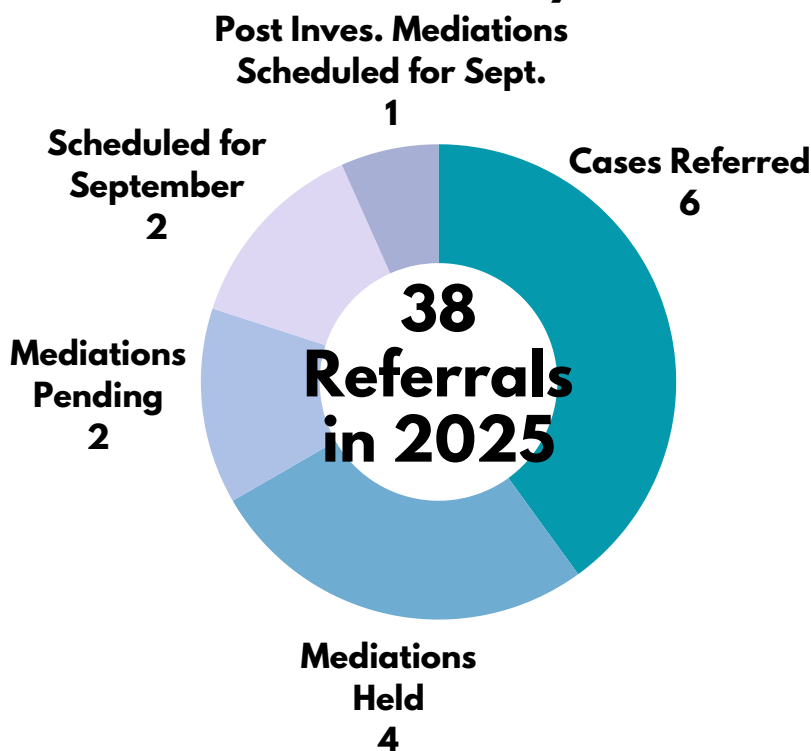
Mediator

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 - July



What is Mediation?

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

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

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

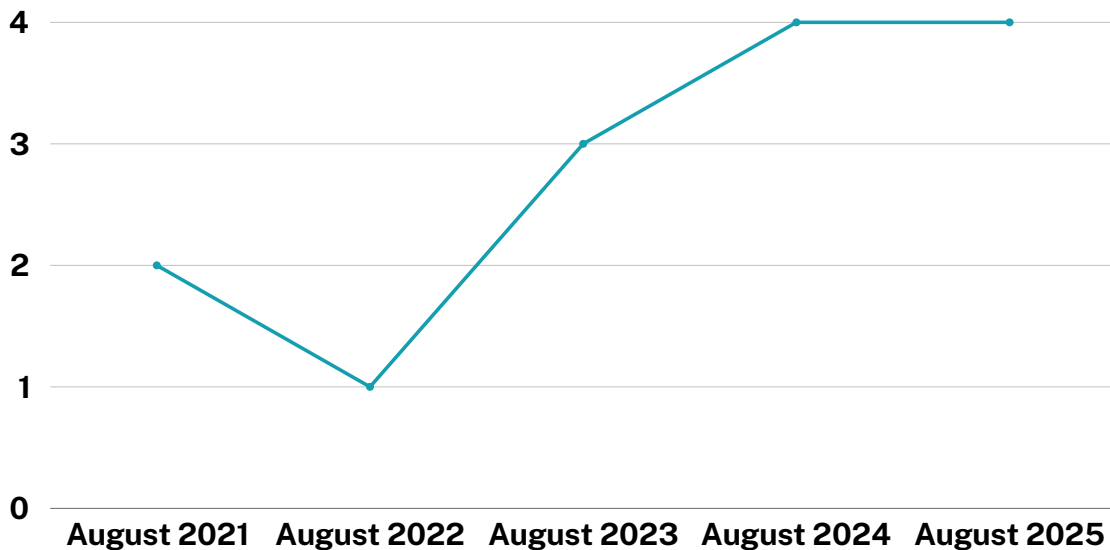
Non-judgmental
Confidential
Voluntary



Mediation is:

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

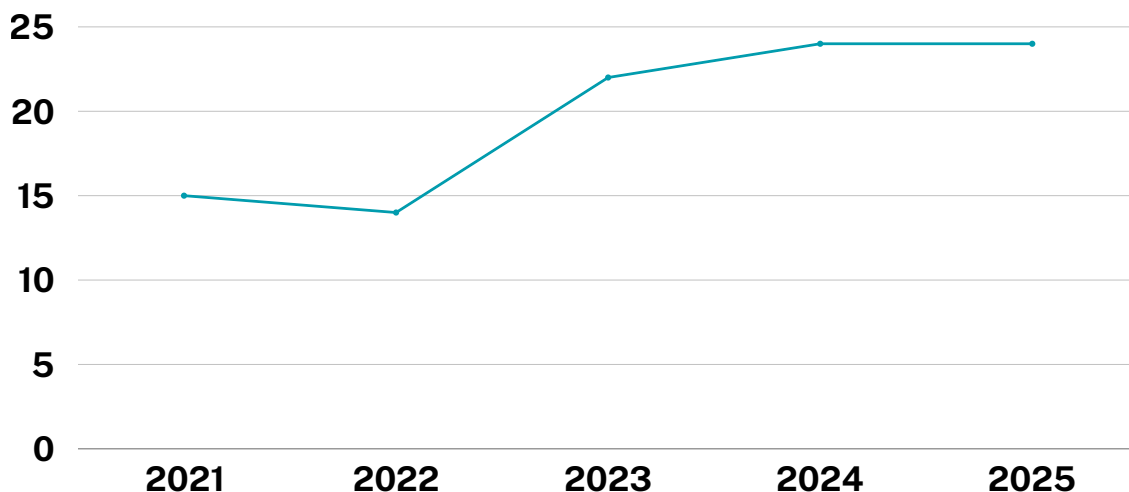
Mediations Held This Month 2021, 2022, 2023, 2024, 2025



4

**Total
Mediations
Held this
month**

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



24

**Total
Mediations
Held YTD**

Monthly Report of Ethics Trainer



AUGUST 2025

MONTHLY REPORT

TRAINING DIVISION
NEW ORLEANS ETHICS REVIEW BOARD



2025 ETHICS EDUCATION & SEXUAL HARASSMENT PREVENTION TRAINING

The annual deadline for completion of the
2025 Ethics Education and Sexual Harassment Prevention Training
for City of New Orleans employees and the
members of the Ethics Review Board
is

Wednesday, December 31, 2025.

The programs may be completed online utilizing the links below:

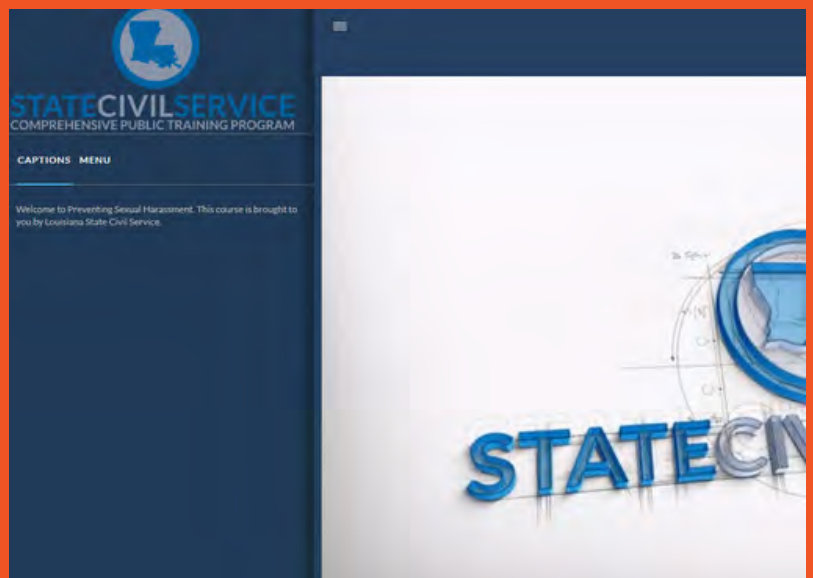
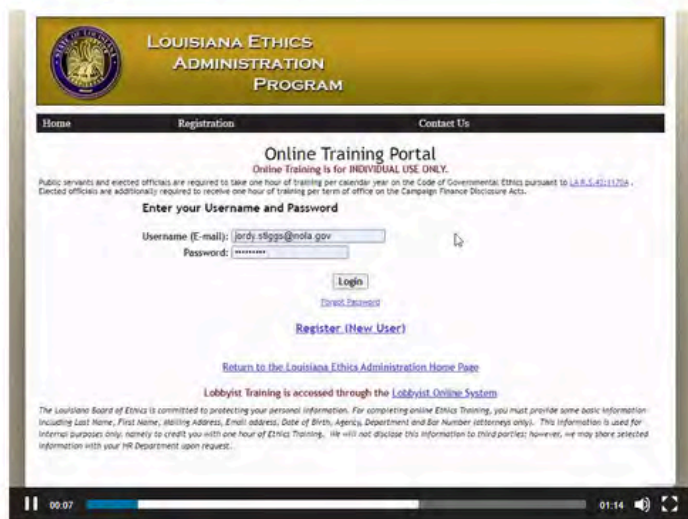
2025 Louisiana State Ethics Education:
<https://laethics.net/EthicsTraining>

2025 City of New Orleans Sexual Harassment Prevention Training:
<https://nola.gov/sexual-harassment-training/employee/>

Please submit certificates/proof of completion to the
ERB Training Coordinator
by

Wednesday, December 31, 2025.

If you are a new user, you must register for access to the portal in order to continue. If you already have a login from previous years, it is still valid to access the system and you may continue through to complete your educational requirement under the tab labeled, "Ethics Training for Public Servants." A detailed walkthrough is available below, for your convenience.





AUGUST HIGHLIGHTS

LIFEGUARD ETHICS TRAINING

Along with the City of New Orleans Employee Relations Division (who delivered Sexual Harassment Prevention education), the ERB Trainer was invited to provide Ethics training for the summer lifeguards of NORDC on August 1, 2025.

This was a valuable opportunity to reach a new audience, as live training for Sexual Harassment Prevention and Governmental Ethics had not been previously offered for this important group of individuals who keep our pools safe each summer!





AUGUST HIGHLIGHTS

HOLIDAY AND CARNIVAL SEASON ETHICS AWARENESS

Christmas and Carnival season are among the many occasions celebrated within the city where generosity flows from one end of the metro area to the other. As discussed in a prior ERB Meeting, a need has been identified for more targeted ethics information for City of New Orleans employees when it comes to Mardi Gras celebrations.

What should and shouldn't be taken as gifts?
What usual favors may pose an ethics violation risk?

These questions and many more will be answered by two infographic posters that will be displayed in high-traffic staff areas each year during Christmas and Mardi Gras season.

The new posters may be viewed below.

HOLIDAY CHEER, NOT ETHICAL FEAR

'TIS THE SEASON...FOR ETHICS!

KNOW WHAT YOU CAN ACCEPT...AND WHAT MIGHT
LAND YOU ON THE NAUGHTY LIST!

✓ OK to Accept (With Caution!)

- Promotional items of minimal value (pens, calendars, mugs, etc.).
- Food shared by a group in the office (ex., cookies from a vendor shared with your whole department).
- Items from close personal friends or family that are clearly personal in nature.

✗ Not OK to Accept!

- Any gift intended to *influence your official actions!*
- Cash, checks, or *gift cards* from vendors or the public.
- Expensive food baskets, electronics, or alcohol.
- Personal gifts from *contractors, vendors, or lobbyists!*

According to the City of New Orleans Code of Ethics, public servants may not accept anything of economic value that could appear to influence your duties or that comes from someone doing business with the City.

When in doubt, throw it out—or check with the
Ethics Review Board!

✉ ERB@NOLAERB.GOV | ☎ (504) 517-0299



MARDI GRAS ETIQUETTE FOR ETHICAL PUBLIC SERVANTS

Let the Good Times Roll - But Keep It Ethical!

✓ Ethically Acceptable

- Beads or trinkets thrown from floats to the general public.
- Participation in public parades and celebrations.
- King cake shared communally at the office.

Anything of value given to you because of your position as a public servant — even if it feels like part of the celebration — may violate the ethics code!

⊘ Ethically Questionable or Prohibited!

- Lavish gifts (jewelry, high-end alcohol, electronics) from anyone seeking a benefit from the City.
- VIP Passes, private balcony access, parade stand, or hospitality invites from vendors, contractors, or regulated entities.
- Accepting Mardi Gras ball tickets or favors from someone engaging in business with your agency or department.

Celebrate with integrity. Don't let a bead become a bribe.



Report questions or concerns to the Ethics Review Board



ERB@NOLAERB.GOV |



(504) 517-0299



**Monthly Report of
Executive
Administrator**

MEMORANDUM

To: Ethics Review Board
City of New Orleans

From: Dane S. Ciolino
Executive Administrator and General
Counsel

Date: September 5, 2025

Re: *Monthly Report for August 2025*



I. COMPLAINTS AND REQUESTS FOR ADVISORY OPINIONS

The ERB received one new complaint since the last board meeting. That complaint is on the agenda for the board's executive session.

The ERB board deferred one request for an advisory opinion during the June meeting. A draft response is attached for the ERB to discuss and consider.

II. APPOINTMENTS TO ERB

The Dillard ERB position remains unfilled (formerly Brooks).

III. MAYORIAL AND COUNCIL APPOINTMENTS TO QUALITY ASSURANCE REVIEW ADVISORY COMMITTEES (QARACs)

Neither the mayor nor the council has taken action to fill vacancies on the QARAC for the OIPM.

Note that on April 14, 2025, the ERB unanimously voted to appoint Sheridan Cooper of SUNO to serve as the ERB's appointee to the QARAC for the OIPM. Also on that day, the ERB unanimously voted to appoint Vanessa Rodriguez of SUNO to serve as the ERB's appointee to the QARAC for the OIG.

Item 1

MEMORANDUM

To: Ethics Review Board
City of New Orleans

From: Dane S. Ciolino
Executive Administrator and General
Counsel

Date: September 5, 2025

Re: *ADP Payroll Administration Issues*



It has come to my attention that an off-agenda issue arose during an executive session at the Board's last meeting as to whether the ERB is appropriately handling payroll administration within the city's ADP system. I provide this memorandum to the board so that the board can understand how that city's payroll system works and to request that the board approve or modify the manner in which the ERB handles payroll administration.

The ERB is administratively responsible for approving payroll on a bi-weekly basis for the following city employees: the ERB Executive Administrator and General Counsel, the Inspector General, the Independent Police Monitor, and the ERB Ethics Trainer. Presently, the board chair approves payroll for the Executive Administrator and General Counsel; the Executive Administrator and General Counsel approves payroll for the Inspector General, the Independent Police Monitor, and the ERB Ethics Trainer.

This approval process requires the "approving supervisor" to review a biweekly timesheet submitted by the employee, and then to approve payment of payroll by clicking the "Approve" button in the city's ADP payroll system. Because the board chair is not a city employee, the board chair approves the biweekly timesheet of the Executive Administrator and General Counsel by email, and thereafter, Christina Hamilton in the CAO's office makes any necessary administrative adjustments and clicks the appropriate approval button within ADP. This has been the manner of payroll approval within the ERB since approximately 2018.

The problem with this approval system is that none of the relevant employees are hourly-wage workers. On the contrary, each is a salaried employee who receives a bi-weekly salary payment irrespective of the number of hours worked on any particular day of the relevant work weeks. Despite this, the "ADP timesheet system" forces the "approving supervisor" to approve timesheets representing that each employee worked a certain number of hours each day during the pay period

MEMORANDUM

when that is not factually accurate. The “approving supervisor” must approve the factually inaccurate timesheet in order for the salaried employee to receive a bi-weekly salary payment.

I have discussed this issue with the CAO’s office and the Inspector General on multiple occasions over the past five years. I do not believe that this manner of handling payroll is illegal, fraudulent or deceptive in any respect. After all, *everyone* in the process understands what is going on. I just have never liked “the optics” of it all. Nevertheless, there is apparently nothing that can be done about it given the manner in which the city handles payroll through ADP.

I respectfully request that the ERB approve the continued handling of payroll in the manner described above. In the alternative, I request that the ERB modify the payroll approval process to work in some other way acceptable to the board.

DSC