

Office of the Independent Police Monitor

City of New Orleans

2012 ANNUAL REPORT

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Independent Police Monitor

Mission and Responsibilities

The Office of the Independent Police Monitor (OIPM) is a civilian police oversight agency operating out of the Office of the Inspector General (OIG). The OIPM is independent of the New Orleans Police Department (NOPD) and the elected officials who govern the NOPD.

The mission of the New Orleans OIPM is to ensure the accountability, transparency, and responsiveness of the NOPD to the community it serves.

Through extensive community outreach the OIPM encourages constructive and informed public dialogue about systemic issues of police policy.

Staff

The OIPM's office consists of a staff of three: the Independent Police Monitor, the Deputy Police Monitor, and the Executive Director of Community Relations. The OIG provides the OIPM with an Administrative Assistant, for essential office management tasks.

Additionally, 15 local pro bono attorneys, student law clerks, and interns assisted the OIPM at various intervals throughout the year with duties including complaint intake, legal research, case file review, report writing, and other monitoring activities.



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Major Incidents and Actions

Three Fatal Officer Involved Shootings

In the first quarter of 2012, there were three Officer Involved Shootings (OIS) which resulted in the death of a person interacting with NOPD officers. An OIS occurs when an officer discharges a firearm. The OIPM responded to the scene of all three incidents and monitored the criminal investigations conducted thereafter. These incidents which involved civilian fatalities took place at the following locations: Chef Menteur Highway and Press Drive; North Bernadotte Street; and Prentiss Avenue.

Chef Menteur Highway and Press Dr. OIS

On January 12, 2012, officers were in pursuit of three suspects in a homicide in New Orleans East. When the car being driven by the suspects hit a barrier and was disabled, one of the occupants exited the car and exchanged gun fire with officers. One suspect was killed and two other suspects were injured.

North Bernadotte Street OIS

On March 1, 2012, officers who were engaged with two occupants of a vehicle that had been stopped for an equipment violation exchanged gunfire with an occupant of the vehicle, killing the occupant of the vehicle. Two officers were severely injured during the incident. One occupant of the car was killed and the other occupant of the vehicle was injured by gun shots. The OIPM reviewed the criminal investigation conducted in this matter, and will also review the administrative investigation that will be conducted by the NOPD.

Prentiss Avenue OIS

On March 7, 2012, an officer who was part of the team serving a search warrant at a house shot and killed one of the occupants of the house. The officer was subsequently indicted by a Grand Jury for manslaughter and his trial is pending. The OIPM reviewed the criminal investigation



conducted in this matter, and will review the outcome of the criminal case and the administrative review that will be conducted by the NOPD.

July 24, 2012 Consent Decree

In May 2010, the Department of Justice (DOJ) initiated a comprehensive investigation into NOPD operations, including the NOPD's recruitment, training, supervising, and disciplinary processes.¹ Released in March 2011, the principal finding recognized by the DOJ investigation was that the NOPD had engaged in widespread individual and structural patterns of misconduct, violating federal and state law.²

Throughout 2011 and 2012, the DOJ and the City Attorney's office negotiated the terms of the consent decree between the DOJ and the City of New Orleans to reform the NOPD. The consent decree, hailed as one of the most detailed and comprehensive consent decrees in the nation, was signed by the City of New Orleans and the United States Department of Justice on July 24, 2012.

The OIPM actively consulted with the DOJ, the Mayor's office, and the City Attorney's office in an effort to ensure participation in the auditing, investigative, and analytical process which will be a part of the consent decree between the DOJ and the City of New Orleans. Thereafter, the OIPM sought to intervene in the lawsuit filed by the DOJ, prior to the judge signing the agreed-upon consent decree. Although the OIPM was unable to intervene or to obtain a specific role in the consent decree, the November 10, 2010 Memorandum of Understanding between the NOPD and the OIPM was incorporated by reference.³

Hurricane Isaac

The objectives of the OIPM were to observe, firsthand, the NOPD's preparedness and response to Hurricane Isaac; with a focus on the three main points—Command Structure, Communications, and Accountability.

OIPM staff monitored NOPD operations in the City of New Orleans' Emergency Operation Center (EOC) located in City Hall. OIPM staff accompanied officers in the NOPD's Public Integrity Bureau (PIB) while they patrolled and secured parts of New Orleans. OIPM staff also responded

¹ Assistant Attorney General Thomas E. Perez at a Press Conference to Announce NOPD Investigation Findings <http://www.justice.gov/crt/opa/pr/speeches/2011/crt-speech-110317.html>

² *Investigation of the New Orleans Police Department*
http://www.nolaog.org/uploads/File/All/doj_report_110317.pdf

³ See, <http://new.nola.gov/mayor/press-releases/2012/20120724-mayor-landrieu-justice-department-announ/> and <http://www.justice.gov/opa/pr/2012/July/12-ag-917.html>.



to 1 Officer Involved Shooting (OIS) and were briefed on 1 OIS which occurred outside of the city limits. More information regarding these OISs is contained in the Critical Incidents section of this report below. Additionally, OIPM staff monitored NOPD radio activity and the OIPM's complaint hotline during the storm.

Finally, OIPM staff reviewed the NOPD's 2012 Hurricane Plan, to monitor its implementation during the storm.

As a general observation, the OIPM was impressed with the command structure in the EOC and the degree of preparedness of the NOPD Hurricane Isaac Plan.

Internal Affairs Database

Purchase/Implementation

In the winter of 2010, the OIG purchased a new internal affairs database software (hereinafter IAPRO) for use by the OIPM and the Public Integrity Bureau (PIB). The system became operational in April of 2011.

Functionality/Completeness of the System

IAPRO contains the majority of complaint information for NOPD officers from 2005-present. Historical data for the years 2005-2010 was taken directly from the old PIB database and imported into the new IAPRO system. Historical data is important for a number of reasons, including:

- Each time a complaint is taken by the OIPM, the accused officer's history is reviewed to see if the officer has a pattern of similar complaint allegations, and
- An officer with a significant number of complaints within a 12 month period may trigger an alert in the Early Warning System (EWS)⁴ and may be referred into the Professional Performance Enhancement Program (PPEP).⁵

The IAPRO system does not contain any use of force reports from 2005-2010. Use of force reports were unavailable in a format that could be imported directly into the IAPRO system.

⁴ The EWS is a computerized data-driven system containing information about complaints, uses of force, and other information that automatically alerts PIB and OIPM to officers that may need intervention. An alert is triggered when an officer reaches the threshold for complaints or uses of force. An alert may also be triggered for specific types of complaints against officers, such as criminal allegations.

⁵ Chapter 13.27 of the NOPD Operations Manual governs PPEP. The program requires that NOPD employees be evaluated for inappropriate patterns of behavior and that a suitable remedy be applied, such as training, reassignment, or monitoring.



From 2011-present, the OIPM provided PIB with personnel to enter complaints and uses of force; however the system experienced technical issues which delayed the entry of some complaints and uses of force. PIB continues to enter information into the IAPRO system. When the IAPRO system contains all relevant information, the OIPM and PIB will be able to perform statistical analyses on the data to look for trends and patterns in complaints of misconduct and uses of force. In the interim, the OIPM presents the raw data contained herein for the public's review.



2012 NOPD Complaint Intake

The OIPM is required by City Code § 2-1121 to take complaints of misconduct, monitor the classification, quality, and timeliness of NOPD investigations of civilian- and internally-generated complaints, review completed investigations, and monitor disciplinary actions. The OIPM is not statutorily permitted to conduct its own administrative investigations, but oversees, analyzes, and makes recommendations regarding the administrative investigations and disciplinary actions of the NOPD.

2012 NOPD Complaints and Disciplinary Actions Taken

The OIPM's ordinance requires it to review and analyze the numbers and types of complaints, as well as to assess the adequacy of data collection and analysis. These reviews and analyses assist the OIPM in tracking trends regarding the types and sources of complaints. The OIPM has insufficient resources to hire a data analyst; therefore it simply presents the raw numbers in this report.

In the winter of 2010, the OIG purchased a new internal affairs database software (hereinafter IAPRO) for use by the OIPM and the Public Integrity Bureau (PIB). The system became operational in April of 2011. The IAPRO database contains complaints of misconduct, use of force reports, and other statistics about NOPD employees.

Complaint Totals

In 2012, according to PIB there were 1184⁶ complaints received, a decrease from its reported total of 1401 in 2011. This reduction by 217 complaints represents a 15.5% decrease from the previous year.

PIB was unable to provide to the OIPM the NOPD bureaus from which the specified number of complaints was generated.

⁶ On March 14, 2013, the OIPM was provided with PIB information which listed 1184 complaints. However, during the March 27, 2013 meeting of the Criminal Justice Committee of the City Council, Superintendent Ronal Serpas advise that there were 1176 complaints in 2012.



PIB was unable to provide the percentage of complaints which were initiated by NOPD supervisors of rank (hereinafter Rank Initiated) or members of the public (hereinafter Civilian Initiated). Therefore, the OIPM tabulated the information in the following tables directly from IAPRO. PIB advised that all of the complaint cases and/or complaint information for 2012 cases has not yet been entered into IAPRO, but will be entered by the summer of 2013. Any statistical information which was unavailable from IAPRO will be denoted in this report as “No Data Entered.”

The following tables list the number of civilian and rank initiated complaints for officers and employees of the five NOPD bureaus.⁷

Table 1: Complaints filed against NOPD officers and employees in the Field Operations Bureau

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
FOB		
1st	38	45
2nd	37	25
3rd	22	16
4th	38	29
5th	35	57
6th	34	15
7th	52	32
8th	29	32
Mid-City	0	0
Narcotics	1	1
Reserves	1	2
Communications	3	30
SOD	4	0
Traffic	9	6
RTA	2	1
FOB Office	0	0
Totals:	305	291

⁷ The Bureaus within the NOPD include: the Field Operations Bureau (FOB), the Investigation and Support Bureau (ISB), the Management Services Bureau (MSB), the Office of the Superintendent (SUPT), and the Public Integrity Bureau (PIB).

Table 2: Complaints filed against NOPD officers and employees in the Investigative Services Bureau

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
ISB		
Homicide	2	2
Crime Lab	0	6
Intelligence	0	0
Juvenile	2	2
Special Victims	2	3
SCID	1	1
Juvenile	0	0
Central Evidence & Property	1	10
DA's Office	0	2
Property Crimes Investigation	0	1
Child Abuse	0	0
Totals:	8	27

Table 3: Complaints filed against NOPD officers and employees in the Management Services Bureau

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
MSB		
Administrative Duties	0	4
Auto Theft Towing And Recovery	1	0
Building Security	0	0
Fiscal	2	3
Records	2	2
Sanitation	1	0
NCIC	0	1
Totals:	6	10

Table 4: Complaints filed against NOPD officers and employees in the Superintendent's Office

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
SUPT		
Supt. Ofc.	1	0
Crime Prevention	1	1
Compliance	0	1
Special Projects Section	1	0
Totals:	3	2

Table 5: Complaints filed against NOPD officers and employees in the Public Integrity Bureau

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
PIB		
PIB	0	2
ASU	0	0
Totals:	0	2

Table 6: Complaints filed against NOPD officers and employees in Other Districts

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
UNKNOWN	44	47
NO DATA ENTERED⁸	409	71
Totals:	453	118

⁸ PIB advised that all of the complaint cases and/or complaint information for 2012 cases had not yet been entered into IAPRO, but will be entered by the summer of 2013. Any information which was not available from IAPRO is denoted as "No Data Entered."

Complaint Classifications

When a member of the public or a police officer makes a complaint against a NOPD officer, PIB is charged with classifying that complaint. The classification determines whether or not a formal investigation will take place. DI-1 cases are formal investigations, whereas DI-2, DI-3, NVO, and INFO cases are not formal investigations and may not include interviews of witnesses and other investigative steps.

The classification definitions in the following table come from the NOPD Operations Manual.

Table 7 Classification Definitions

Type	Description
DI-1	1) An alleged violation of a Departmental regulation, order, or procedure, except a violation of a minor nature which can be corrected by simple counseling or minimal intervention by a supervisor; 2) an alleged violation which parallels the same behavior documented in three (3) DI-2 citations, in a 12 month period; 3) an alleged violation which parallels the same behavior documented in three (3) DI-3 investigations, in a 12 month period; and 4) an alleged violation of a criminal law or an alleged involvement in criminal activity.
DI-2	An alleged violation of Departmental regulation, order, or procedure that IS so minor in nature that it can be corrected by simple counseling or minimal intervention by a supervisor.
DI-3 (NIM OR NFIM)	INFORMAL disciplinary investigations or NIMS - alleged violation of a Departmental regulation, order, or procedure, minor or otherwise, where the following circumstances apply: 1) Accused employee acted in accordance with a Departmental regulation, order, or procedure; 2) All available means to identify accused employee have been exhausted without success; 3) Adjudication is pending for the complainant's arrest, summons, warrant, or evidence; 4) The complainant requested that a formal disciplinary investigation not be initiated; 5) The complainant requested supervisory intervention/action in lieu of a formal disciplinary investigation.
INFO	(Information documentation) - The documentation of information relative to a potential complaint (example: witness information to an incident for which no official complaint has been received), a situation reported by a citizen, or an observation by an employee which does not contain sufficient information to initiate an investigation of an alleged violation of a departmental regulation, order, or procedure.
NVO	No Violations Observed.

The OIPM tabulated the information in the following tables directly from IAPRO.

Table 8: Classifications of Complaints made during 2012

	DI-1	DI-2	DI-3	NVO	INFO	No Data Entered	Total
Civilian Initiated	226	4	161	276	98	10	775
Rank initiated	227	187	1	7	7	21	450

Complaint Allegations Made Against NOPD Officers

The following table contains the types of allegations filed against officers by members of the public (Civilian Initiated) versus those filed by ranking NOPD supervisors (Rank Initiated). This information was obtained from the IAPRO database. The OIPM provides this information to allow the public to compare and contrast the types of complaint allegations filed by those who work for the department and those complaint allegations filed by civilians.

Table 9: DI-1 Type of Complaint Allegations made by Civilian or Rank

Allegations	Civilian Initiated Complaints	Rank Initiated Complaints	Totals
Abuse Of Position	0	0	0
Accepting, Giving Anything Of Value	1	0	1
Acting Impartially	2	1	3
Acting In Civil Matters	1	0	1
Adherence To Law	68	37	105
Associations	3	1	4
Authorized Operator Of Department Equipment	0	0	0
Ceasing To Perform Before End Of Shift	0	3	3
Courage	0	0	0
Courtesy	39	17	56
Criminal Proceeding against a Member	0	1	1

Devoting Entire Time To Duty	2	5	7
Discrimination	2	0	2
Failure To Cooperate/Withholding Information	0	1	1
Failure To Report Misconduct	1	3	4
False Or Inaccurate Reports	22	2	24
Fictitious Illness Or Injury	0	4	4
Honesty And Truthfulness	12	14	26
Interfering With Investigations	2	1	3
Instructions From Authoritative Source	125	235	360
Leaving City On Duty	0	1	1
Leaving Assigned Area	2	3	5
Neatness And Attire	1	0	1
Neglect Of Duty	112	115	227
No Violations Observed	13	0	13
Professionalism	208	61	269
Reporting For Duty	0	31	31
Rules Or Procedures	0	0	0
Safekeeping Of Valuables	2	0	2
Security Of Records	2	0	2
Social Networking, Websites, Facebook, MySpace, Print	2	1	3
Unauthorized Force	63	3	66
Use Of Alcohol/Drugs Off-Duty	0	3	3
Use Of Alcohol/Drugs Testing	0	2	2
Use Of Alcohol/Drugs On-Duty	1	3	4



Use Of Department Equipment	0	8	8
Use of Tobacco	1	1	2
Verbal Intimidation	3	2	5
No Data Entered	30	2	32
Totals:	720	561	1281

Demographics for Complainants and Officers who are the Subject of a Complaint⁹

The OIPM tabulated the information contained in Tables 10-13 from the IAPRO database.

Table 10: Civilian Initiated Complaints - Demographics of Civilian Complainants

Race/Sex	<20 Years of Age	20 to 29 Years of Age	30 to 39 Years of Age	40 to 49 Years of Age	>50 Years of Age	Total
Asian Male	0	0	1	0	0	1
Black Male	4	31	26	20	28	109
Hispanic Male	0	0	1	0	1	2
Indian Male	0	0	0	1	0	1
Unknown Male	0	0	0	2	1	0
White Male	1	6	5	9	11	32
Asian Female	0	0	2	0	0	2
Black Female	3	30	36	33	39	141
Hispanic Female	0	3	0	1	0	4
Indian Female	0	0	0	0	0	0
Unknown Female	0	1	1	0	0	2
White Female	1	10	8	2	8	29
Total	9	81	80	68	88	326

⁹ The race or national origin of individuals designated as Indian was not clearly defined in the IAPRO system.

Table 11: Civilian Initiated Complaints – Demographics for Officers who were the Subject of a Complaint

Race	Female	Male	Total
Asian	0	2	2
Black	78	233	311
Hispanic	0	18	18
Indian	0	0	0
Race-Unknown	0	0	0
White	16	152	168
Total	94	405	499

Table 12: Rank Initiated Complaints - Demographics of Supervisor Complainants

Race/Sex	<20 Years of Age	20 to 29 Years of Age	30 to 39 Years of Age	40 to 49 Years of Age	>50 Years of Age	Total
Asian Male	0	0	0	0	0	0
Black Male	0	0	2	1	0	3
Hispanic Male	0	0	0	0	0	0
Indian Male	0	0	0	0	0	0
Unknown Male	0	0	0	0	0	0
White Male	0	0	0	1	2	3
Asian Female	0	0	0	0	0	0
Black Female	0	0	0	0	1	1
Hispanic Female	0	0	0	0	0	0
Indian Female	0	0	0	0	0	0
Unknown Female	0	0	0	0	0	0
White Female	0	0	0	0	0	0
Total	0	0	2	2	3	7

Table 13: Rank Initiated Complaints 2012 - Demographics of the Officers who were the Subject of a Complaint

Race	Female	Male	Total
Asian	2	1	3
Black	133	168	301
Hispanic	0	8	8
Indian	0	1	1
Race-Unknown	0	0	0
White	17	101	118
Total	152	279	431

Complaint Dispositions

The following table contains the dispositions (outcome) of complaints filed against officers by members of the public (Civilian Initiated) and ranking NOPD supervisors (Rank Initiated). The OIPM tabulated the information from the IAPRO database.

Table 14: DI-1 Sustained Rate for Allegations by Civilian or Rank

Disposition	Civilian Initiated Complaints Sustained Rate	Rank Initiated Complaints Sustained Rate	Totals
Awaiting Hearing	6	9	15
Cancelled	0	1	1
Charges Disproven	2	0	2
Charges Proven	3	7	10
Charges Proven-Counseled	0	54	54
Civil Service Rule IX	0	5	5
Counseled	0	6	6
DI-2	2	66	68
DI-3 (NFIM)	54	2	56
Dismissed Under Investigation	0	0	0
Exonerated	15	10	25
Info Only Case	30	1	31
No Violations Observed	5	0	5

Not Sustained	48	8	56
Partially Proven/Disproven	1	4	5
Pending	82	40	122
Retired/Resigned Under Investigation	1	5	6
Resigned	1	1	2
Sustained	11	70	81
Sustained Resigned/Retired	2	6	8
Unfounded	14	1	15
Withdrawn	2	5	7
Unknown	0	0	0
No Data Entered	496	108	604
Totals:	775	409	1184

Disciplinary Actions Taken

PIB was unable to provide the comparison between disciplinary actions taken in 2011 and 2012.

Disciplinary Hearings Attended by OIPM

When an officer is found to have violated an administrative rule of NOPD, they are subjected to a disciplinary hearing. Those cases that may involve suspension or dismissal are adjudicated by the specific Deputy Superintendent who has responsibility over the division in which the disciplined officer works. The OIPM also reviews the cases prepared against officers that the NOPD is seeking to discipline. At the hearings, the OIPM is able to review the investigations, observe deliberations, and provide input to the Deputy Superintendent conducting these hearings and/or the Superintendent of Police.

In 2012, the Independent Police Monitor's office observed 19 police disciplinary hearings presided over by a Deputy Superintendent of the New Orleans Police Department. The hearings involved the investigations of 28 officers. The 19 hearings resulted in the imposition of 15 suspensions and 11 dismissals. As a general observation, the OIPM was impressed by the deliberative process involved in each disciplinary hearing which the OIPM observed. As a general conclusion, each Deputy Chief whom the OIPM observed presiding over the disciplinary hearing appeared to invest sufficient time into questioning the officer and learning of all relevant facts, evidence, and information.



The following table provides the breakdown of disciplinary actions for the hearings that the OIPM attended.

Table 15: Disciplinary Actions Taken at Hearings Attended by OIPM

Disciplinary Action	Number
1 Days Suspension	3
2 Days Suspension	7
30 Days Suspension	1
32 Days Suspension	1
8 Days Suspension	1
80 Days Suspension	1
Dismissal	11

Table 16: Reasons for Dismissals at Hearings Attended by OIPM

NOPD Operations Manual Rule ¹⁰	Number
Rule 2: Moral Conduct	8
Rule 3: Professional Conduct	2
Rule 4: Performance of Duty	2

Additionally, the OIPM attended 6 Civil Service Commission appeal hearings.

Notable Administrative Disciplinary Investigations

- In January, Sgt. Irma Regis was dismissed for instructing an officer under her supervision to remove information from a report he'd written before she agreed to approve it. When questioned about the incident Sgt. Regis was found to be untruthful.
- In February, Officer Daniel Rogers was dismissed after he received a positive drug test for the presence of Marijuana Metabolite and Amphetamines. The OIPM had previously recommended that Officer Rogers be dismissed during his probationary period for a different incident in which he was found to have followed a woman home and trespassed on her property.
- In March, a Police Tech Dianca Johnson was dismissed for being arrested for DWI by members of the Jefferson Parish Sheriff's Office.

¹⁰ An officer may be dismissed for more than one rule violation.

- In April, former officer Ronald Mitchell was dismissed after he was convicted in federal court of obstruction of justice and being untruthful about the death of Danny Brumfield. Mitchell shot and killed Brumfield in the days after Hurricane Katrina and was sentenced Wednesday in federal court to serve 20 months in prison.
- In May, Officer Jermaine LaCour was dismissed for violating a protection order by contacting the victim of a domestic violence incident in which he was involved, that was currently being adjudicated in court. LaCour was found to have contacted the victim by sending her profanity laced text messages.
- In June, Officer David DeSalvo was dismissed after he received a positive drug test for the presence of Marijuana Metabolites.
- In July, Officer Keyalah Bell, a witness in the Henry Glover case, was dismissed for driving under the influence and hit and run.
- In August, Officer Jeremy Smith was dismissed for a domestic violence incident in which he punched and kicked his wife. Smith was also found to be untruthful to investigators about the incident.
- In November, Officers Kevin Wheeler and Juan Vara were dismissed for having been found to have used excessive force, failed to report misconduct, and written false or inaccurate reports, during an incident in which a man was tasered.
- In November, Officer Eddie Polite was dismissed after having been found to be untruthful to investigators about an incident in which he was alleged to be asleep in his official NOPD uniform in public while he was working a detail.

PIB COMPSTAT

The OIPM attends PIB's COMPSTAT meetings, which commonly occur on a weekly basis, and receives updates on investigations into complaints of misconduct taken by the OIPM and other issues of public significance. The OIPM continues to regularly meet with the PIB Deputy Superintendent and her staff to discuss cases that have been brought to the OIPM by members of the public or brought to the OIPM by other NOPD officers.



2012 OIPM Complaint Intake Activities

The OIPM Complaint Process

The OIPM serves as an alternate complaint intake site for those who prefer not to complain directly to PIB or other NOPD supervisors about the specific conduct of NOPD officers. Once a complaint is received, the OIPM forwards it to PIB for inclusion in the IAPRO system and for assignment for investigation.

The OIPM writes up the complaint in the form of a letter to PIB, and specifies within its letter to PIB, which NOPD administrative policy, statute or constitutional provision may have been violated. In its letter to PIB, the OIPM includes the complained about officer's disciplinary history for the last 5 years and makes a recommendation on whether the specific NOPD officer should attend the Professional Performance Enhancement Program (PPEP).¹¹

The OIPM entered into community partnerships with organizations to conduct complaint intake off site. Safe Streets/Strong Communities takes complaints primarily from residents of the Central City area. Women with a Vision agreed to take complaints from women at risk in our community. Silence is Violence agreed to take complaints from victims of violence in our community. Additionally, BreakOut! agreed to take complaints from gay, lesbian, bisexual, transgender, queer (GLBTQ) complainants in our community.

The OIPM's ordinance was translated into Spanish and Vietnamese in an effort to reach the widest possible audience.

2012 Complaints Taken by the OIPM

The OIPM received 160 complaints in 2012, either directly or through community organizations trained to receive complaints, and forwarded these complaints to PIB for investigation.

As a separate matter, the OIPM did not forward to PIB allegations which had already been

¹¹ PPEP provides a 40-hour training sessions to officers identified as possibly being at risk by the Early Warning System (EWS), including sessions taught by the OIPM. The primary goal of EWS is to detect officers at risk of doing themselves or others serious harm and change the behavior of individual officers who have triggered the system. PPEP involves the use of deterrence tools and training tools.



previously reported to PIB by the complainant, allegations which did not rise to the level of administrative or criminal misconduct, or allegations for which the complainant did not complete the intake process. In January of 2013, the OIPM utilized the IAPRO system to check the status of administrative investigations opened as a result of a complaint filed by the OIPM in 2012. Although the IAPRO database did not contain all of the OIPM's complaints, the OIPM found that 7 cases of misconduct were sustained, 10 cases were not sustained. PIB labeled 29 cases as pending.

The OIPM received the following allegation types from the complainants with whom the OIPM interacted.¹²

Table 17: Allegation types

Allegations	
Type	Number
Abuse Of Position	4
Acting Impartially/Acting in Civil Matters	19
Adherence to Law	54
Associations	2
Courage	1
Courtesy	18
Discrimination	5
False and Inaccurate Reports	14
Instructions	13
Interfering With Investigations	3
Neglect of Duty	76
Professionalism	47
Retaliation	14
Supervisory Responsibility	7
Truthfulness	10
Unauthorized Force	7
Verbal Intimidation	12
<i>Total</i>	312

¹² Each complaint may contain more than one allegation, e.g. professionalism and unauthorized force. OIPM staff took the complainant's allegations and assigned an administrative allegation type based on the type of NOPD disciplinary charges which can be filed against an officer according to the NOPD Operations Manual. In some cases, the OIPM may not have received enough information to formulate an allegation.

Table 18 lists the breakdown of the Adherence to Law allegations the OIPM received in 2011.

Table 18: Breakdown of Adherence to Law Allegations¹³

Adherence to Law	
Type	Number
Assault	1
Battery	1
Constitution	4
Entrapment	1
False Arrest/Imprisonment	24
Lawyers' Ethical Rules	1
Perjury	1
Rape	1
Theft	1
Traffic	3
Unlawful Detention	9
Unlawful Search	6
Weapons	1
<i>Total</i>	54

¹³ "Adherence to Law" allegations are allegations that an officer may have violated a law or rule contained in constitutions, criminal or civil statutes, ordinances, or administrative regulations.

Table 19 lists the breakdown of the Neglect of Duty allegations the OIPM received in 2011.

Table 19: Breakdown of Neglect of Duty Allegations¹⁴

Neglect of Duty	
Type	Number
Failing To Take Appropriate And Necessary Police Action	16
Failure to Investigate	22
Failure To Make A Written Report	11
Failure to Preserve Evidence	5
Failure to Respond Promptly	14
Supervision	1
Unknown	2
<i>Total</i>	71

Racial Profiling - Stops and Frisks - Fourth Amendment Protections against Search and Seizure

In 2012, the OIPM received 54 complaints specifically related to racial profiling, false arrest, or improper stop and frisk procedure. The OIPM has completed a report regarding the NOPD's field interview cards (FICs) and stops and frisks. That report is available on the OIPM website, nolaipm.org.

Retaliation Against Complainants

Among the 160 complaints received by the OIPM in 2012, 31 (19%) contained an allegation of retaliation or a concern or fear of NOPD retaliation. When the OIPM refers a complaint to PIB, it notes its concern about retaliation and requests that when the subject officer is notified of the complaint, that he/she be counseled in writing to not retaliate against the complainant. The OIPM keeps a list of all retaliation complaints, whether complaints initiated by NOPD employees or complaints initiated by members of the public, who fear or claim retaliation. However without proper staffing, the OIPM was unable to review all of these investigations to ensure that the NOPD is properly investigating these types of complaints.

¹⁴ "Neglect of Duty" allegations are allegations that an officer failed to properly function when the officer was required to perform certain duties and assume certain responsibilities

The NOPD had no a comprehensive policy regarding retaliation, other than for sexual harassment claims, during the calendar year 2012. Nor does the NOPD have a comprehensive retaliation policy to date.

Anonymous Complainants

Complainants occasionally wish to remain anonymous due to their concerns about retaliation. In 2012, the OIPM was in contact with 10 Anonymous complainants.

PPEP and EWS

The NOPD redesigned and reinstated the Professional Performance Enhancement Program (PPEP) in 2011. PPEP provided a 40-hour training session to officers identified as possibly being at risk by the Early Warning System (EWS), including a session taught by the OIPM. The EWS alerts the NOPD and OIPM to officers who have received more than three complaints or more than three use of force incidents within a 12 month period. An alert may also be triggered for certain types of allegations such as criminal wrongdoing. The primary goal of the EWS is to detect officers who are at risk of doing serious harm to themselves or to others, and to change the behavior of individual officers who have triggered the system. PPEP involves the use of deterrence tools and training tools.

The OIPM reviews the use of force and complaint history for each officer involved in a Critical Incident or complaint made to the OIPM, in order to determine if there is a pattern of force or allegations against the officer. The officer's history will determine if the OIPM will recommend that the officer be included in the PPEP training. The recommendation of whether an officer be included in the PPEP training is made directly within the complaint letter written by the OIPM and sent to PIB.

Officers who were the subjects of the complaints the OIPM took, had the following complaint histories:

Table 20: Officers Histories

Number of Complaints	Number of Officers
HISTORY OF 0 COMPLAINTS	7
HISTORY OF 1-4 COMPLAINTS	6
HISTORY OF 5-10 COMPLAINTS	24
HISTORY OF 11+ COMPLAINTS	10
HISTORY UNKNOWN	42



In 2012, the OIPM requested that PIB review 10 officers for possible inclusion in PPEP. Of those 10 officers referred by the OIPM 2 officers were included in PPEP.



2012 OIPM Critical Incident Response and Use of Force Monitoring Activities

The OIPM is required by City Code § 2-1121 to monitor the quality and timeliness of NOPD's investigations into uses of force and in-custody deaths.

Uses of Force Incidents

According to PIB, there were 306 reported Uses of Force incidents in 2012. The following table provides the types of force used in each use of force report. However, there may be more than one type of force used in an incident and reported in a single use of force report.

Table 21: Types of Force

Type of Force	Number
Canine	27
Capsicum Spray	9
Hands	118
Gun (Discharged, Exhibited or Utilized)	29
Impact Weapon (ASP, Baton, or PR24)	5
Other	9
Other Physical Force (Arm Bar, Come Along Hold, Feet, or Pressure Point)	9
Strike	6
Takedown	38
Taser	110



The following table contains demographics of those civilians involved in Use of Force incidents as reported in the IAPRO database. There may be more than one civilian per Use of Force incident.

Table 22: Districts Involved in Use of Force

District/Division	Number
1 st	29
2 nd	29
3 rd	18
4 th	23
5 th	46
6 th	14
7 th	36
8 th	47

The following table contains civilian demographics from the use of force reports included in the IAPRO database. There may be more than one civilian per incident.

Table 23: Civilian Demographics

Description	Female	Male	Total
Asian	0	0	0
Black	43	223	266
Hispanic	0	6	6
Indian	0	0	0
White	14	47	61
Unknown	0	0	2
Total:	57	276	335

The following table contains officer demographics from the use of force reports included in the IAPRO database. There may be more than one officer per incident.

Table 24: Officer Demographics

Description	Female	Male	Total
Asian	0	11	11
Black	45	213	258
Hispanic	1	6	7
Indian	0	1	1
White	6	169	175
Total:	52	400	452

OIPM Critical Incident Response

In November 2010, the OIPM and NOPD agreed upon a Memorandum of Understanding (MOU) to provide a structure for the personnel of both agencies to work together to allow the OIPM to fulfill the will of the public with respect to the Police Monitor Ordinance. The MOU provides that the OIPM will monitor Critical Incident investigations on the same basis and use the same procedures set forth for monitoring civilian and internally generated complaints.

The MOU defines a Critical Incident as:

- All incidents involving 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, (commonly referred to as a law enforcement related injury or “LERI” incident);
- All head strikes with an impact weapon, whether intentional or not;
- All other uses of force by an NOPD officer resulting in a death, (commonly known as a law enforcement activity related death or “LEARD” incident); and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD, commonly referred to as an in-custody death or “ICD”;



In 2012, the NOPD managed its Critical Incident investigations primarily through three units:

- The Homicide Unit and/or PIB conducted the investigation if an officer's use of deadly force struck or killed a person;
- PIB conducted the investigation if the officer's use of deadly force missed a person or struck an animal; and
- PIB conducted the administrative investigation into whether the officer followed NOPD's policies during the incident.

The two objectives behind the OIPM's response to the Critical Incident scenes are to determine whether the NOPD properly managed these scenes and to evaluate the effectiveness of the NOPD's investigations into these major uses of force.

Towards that end, the MOU required the NOPD to perform the following functions in regards to Critical Incidents:

- Notify the OIPM of the occurrence of any critical incident, within 1 hour of its occurrence.
- Designate one supervisory officer of the investigating unit, at the scene, to provide the OIPM with an overview of the incident, access to the scene, and walk-through of the crime scene area and perimeters.
- Provide the OIPM access to the incident report, use of force report and the investigative report (with complete investigation), within 24 hours of the creation of the report.
- Notify the OIPM at least 48 hours prior to the interviews of police officers involved in critical incidents, to allow the OIPM to attend those interviews.
- Assign a lead investigator responsible for keeping the OIPM staff member assigned to monitor the case informed of all pertinent issues.

Additionally, to achieve its objectives, the OIPM asked for and recorded the following information at each scene:

- Location and District of Occurrence: (Address/Intersection/Description);
- Incident Details;
- Officers Involved (District assignments, Badge/Employee No., rank);
- Subjects Involved (Name, DOB, race, sex, address);
- Deaths (If known);
- Injuries, Number & Injury Type (to officers and subjects);
- # of Bullets/bullet casings/hits;
- Weapons/Caliber;



- Physical Evidence Collected;
- Entry or exit points;
- Pathways taken by the involved officers, subjects and witnesses;
- Any video or audio that will be viewed at the scene by investigators;
- Control of the scene;
- Legality of the entry or detention;
- Legality and appropriateness of the use of force given the total circumstances;
- Appropriateness of the tactics given the total circumstances;
- Appropriateness of the drawing/exhibiting/holstering of the officer's weapon given the total circumstances; and
- Any other concerns or observations.

Within 7 days of receipt of the complete internal investigation into the critical incident, but prior to the Administrative Shooting Hearing decision as to the appropriateness of the use of force, the OIPM is required to submit its written report. This written report includes such issues as investigative techniques, unchallenged assumptions or unconscious biases from investigators, case law, discipline, training, department policy, as well as a consideration of tactics employed during the incident and investigative thoroughness (depth and scope).

However, the OIPM was unable to review the completed investigations, due to a lack of access to the investigative files and a lack of full time staff members to conduct the reviews. The Administration, through its City Attorney, requested greater assurance regarding the ability of the OIPM, although a part of the OIG, to protect confidential documents from public records requests. In 2012, the OIG, the OIPM and the Administration were able work together to provide a solution to the Administration's concerns, which will allow the OIPM to fulfill its obligations under its ordinance and to access critical information of the NOPD. However, the OIPM's staffing situation has remained the same.

2012 NOPD Critical Incident Statistics

In 2012, there were 22 Critical Incidents. The 22 incidents included 3 fatal officer-involved shootings, 1 in-custody death, 6 injuries to involved subjects, 2 accidental discharges, 1 hospitalization, and 9 officer-involved-shootings at canines.

The OIPM went to the scenes of 20 of the 22 critical incidents. The OIPM was unable to respond to the scene of 1 hospitalization, because the OIPM and PIB were not notified in a timely manner by the NOPD. The OIPM was physically unable to respond to 1 animal OIS due to a lack of proximity during Hurricane Isaac.



Data Accuracy

The Early Warning System (EWS) relies on the inclusion of uses of force incidents and complaints of police misconduct to alert PIB and the OIPM of officers that are receiving numerous complaints or engaging in numerous use of force incidents during a calendar year. It is critical that all of these incidents be included in the IAPRO database. PIB is responsible for entering this critical data into the early warning system which is housed within IAPRO.

In January of 2013, when OIPM staff attempted to verify entry of these critical incidents into the Early Warning System, the OIPM found that only 4 of the Critical Incidents for 2012 were entered into the IAPRO database.

Critical Incident Data

The following tables contain information obtained from the NOPD by the OIPM staff member who responded to the scene of the Critical Incident.

Table 25: Month

Month	Number
January	4
February	3
March	3
April	1
May	2
June	2
July	0
August	2
September	2
October	0
November	1
December	2
Grand Total	22



Table 26: Day

Day of Week	Number
Sunday	2
Monday	3
Tuesday	5
Wednesday	4
Thursday	5
Friday	0
Saturday	3
Grand Total	22

Table 27: Time

Time Period	Number
12:01 AM to 6 AM	5
6:01 AM to 12 PM	7
12:01 PM to 6 PM	8
6:01 PM to 12 AM	2
Grand Total	22

Table 28: District of Occurrence

The greatest number of Critical Incidents, 6, occurred in the 7th District. The total number of incidents for each District is as follows:

District of Occurrence	Number
1st	2
2nd	0
3rd	2
4th	1
5th	4
6th	4
7th	6
8th	1
Unknown ¹⁵	2
Total	22

¹⁵ Information was unavailable in IAPRO.

There were 35 involved officers in the 22 critical incidents in 2012. The officers' information is contained in the following tables:

Table 29: Rank

Rank	Number
Lieutenant	1
Sergeant	3
Officer	30
Unknown	1
Total	35

Table 30: Race/Sex of Involved Officer

Race/Sex	Number
Black Male	19
White Male	15
Asian Male	1
Total	35

The following table contains the years of service for the NOPD officers involved in 2012 Critical Incidents.

The least number of years of service for an officer involved in a Critical Incident was 3 years, which was true for three different officers. The longest tenure was 24 ½ years of service.

Table 31: Years of Service

Years of Service	Number
0-5 years	14
6-10 years	1
11-15 years	12
16-20 years	1
21-25 years	4
26+ years	2
Unknown ¹⁶	1
Grand Total	35

¹⁶ IAPRO did not contain accurate information regarding the officer's tenure.

Table 32: On Duty/ Off Duty/Detail

On Duty/ Off Duty/Detail	Number
On duty	29
Off duty	3
Detail	3
Grand Total	35

The following table contains information about the number of rounds the OIPM recorded at the scene of the each OIS.

Table 33: Rounds Fired/# of Hits¹⁷

Incident No.	Rounds Fired	# of Hits
1.	2	2
2.	22	Unknown
3.	1	1
4.	1	1
5.	2	0
6.	1	0
7.	1	0
8.	Unknown	Unknown
9.	1	0
10.	1	1
11.	2	0
12.	2	0
13.	1	Unknown
14.	2	2
15.	2	Unknown
16.	3	1
17.	2	0
18.	2	0
19.	1	0
20.	2	Unknown
21. (In Custody Death)	0	0
22. (hospitalization)	1 Taser Cycle	1

¹⁷ Information about the number of rounds fired/hits was not always available when OIPM responded to the scene of critical incidents. We have noted the absence of this information as 'unknown' in this table.

The OIPM keeps track of this number, because missed shots can become a danger to the public and other officers in the vicinity.

The following table contains the race and sex of involved members of the public which the OIPM recorded at the scene of each OIS. This information is only available for incidents in which the OIPM collected information about the race of the subject of the NOPD's enforcement action. Some cases did not involve members of the public, including cases involving animals or negligent/accidental discharges.

Table 34: Race/Sex of Involved Member of the Public

Race/Sex	Number
Black Male	5
White Male	0
Black Female	0

2012 OIPM Critical Incident Observations

The OIPM responded to 20 of the 22 Critical Incidents of which it was notified in 2012. Being able to review the scene and receive a walkthrough and briefing was essential for the OIPM to determine if the initial part of the investigation was being conducted properly and to make recommendations to improve the quality of NOPD critical incident investigations, accordingly.

While on the scene of the 20 Critical Incidents, the OIPM observed and collected information regarding the involved officers' conduct during the critical incident and the investigative procedures that followed the critical incident. However, the OIPM was unable to tabulate the information for 2012 in time for this report due to limited OIPM staffing resources. The OIPM will supplement the report, when the information becomes available.

NOPD Determinations Regarding Law and Policy

The Superintendent of Police must make a determination in each critical incident as to whether the officer's use of deadly force violated NOPD policy and in some cases the Orleans Parish District Attorney must make a determination as to whether the law has been violated.

The United States Supreme Court ruled that under the Fourth Amendment to United States Constitution, police officers may only use that force which is reasonable and necessary to



accomplish a lawful police objective such as an arrest, entry, or detention.¹⁸ Additionally, under Louisiana law, police officers have the authority to use deadly force when authorized by their duties/law, in defense of a life, in defense of property, or to prevent great bodily harm.¹⁹

NOPD Policy

Under NOPD policy, a police officer has the authority to use deadly force under the appropriate Constitutional and state law standards. Additionally NOPD policy requires officers to use an alternative to force, such as verbal persuasion, if reasonable under the circumstances.

NOPD Determinations for 2012

In January of 2013, PIB reported that these criminal and administrative dispositions denoted in the following table were made in the 22 Critical Incidents which occurred in 2012.

Table 35: Determinations Regarding Law and Policy

No. of Criminal Investigations Referred to District Attorney	No. of Incidents Accepted and Rejected by District Attorney	NOPD Administrative Disposition
8 Criminal Investigations	1 Indicted 7 Not Charged	12 Pending 10 No Rule Violations

Drug and Alcohol Testing of Involved Officers

Drug and alcohol testing for officers involved in Critical Incidents is not mandatory under NOPD policy. NOPD Operations Manual Section 1.6, Paragraph 23, provides that:

When any supervisor has reason to believe an employee involved in the discharge of a firearm may be impaired by alcohol or drugs, it shall be that supervisor's responsibility to request of the Superintendent of Police or his designee that the employee submit to the appropriate testing procedure (breath analysis, urinalysis, or blood).

¹⁸ *Graham v. Connor*, 490 U.S. 386 (1989).

¹⁹ Louisiana Revised Statutes 14:18, et. seq.

PIB was unable to provide information regarding the testing of officers involved in Critical Incidents in 2012, for this report. The OIPM will supplement the report, when the information is provided to the OIPM by PIB.

Critical incidents, PPEP, and Officer Histories

In 2012, the OIPM found that 7 of the 35 officers involved in critical incidents were required to attend PPEP either before or after the Critical Incident occurred. Twenty-three of the 35 officers involved in Critical Incidents received an alert in the Early Warning System (EWS) either before or after the incident occurred. Sixteen of the 35 officers involved in Critical Incidents had a significant complaint history over the last five years. Fifteen of the 35 officers involved in Critical Incidents had a significant use of force history over the two last years.

Force Investigation Team

In the fall of 2010, the OIPM sent recommendations to NOPD requesting that a specialized investigations team (OIS Squad) be created in PIB to investigate critical incidents. The Force Investigation Team (FIT) became officially operative in February of 2012 and consists of five sergeants and one lieutenant. The OIPM commends the NOPD for creating FIT.



2012 Community Engagement

In 2012, OIPM's Community Relations staff focused its outreach activities on providing public education on proper conduct during a police encounter. These "Rights and Responsibilities" presentations include an overview of OIPM's work as well as education on constitutional rights, how to preserve those rights, and individuals' responsibilities during a police encounter. By employing role playing and stories of everyday experience, OIPM staff works with the public to ensure that participants know their responsibilities, know how to preserve their rights, and know how to file commendations and complaints. The OIPM has established relationships with several community and governmental agencies, including the Adult Day Reporting Center and Liberty's Kitchen, to provide this service. In addition to in-person outreach, OIPM's social media presence has grown. We've seen a vast expansion in our number of social media followers and in our online presence.

OIPM organized or attended 35 community events in 2012. Presentations and events informed the public about the OIPM, its functions, and how the public might take advantage of OIPM services.

The OIPM agreed to create a program by which members of the public can mediate their administrative complaints by meeting directly with the involved police officer and a certified mediator. This Mediation Program is called the New Orleans Community Police Mediation Project. The Mediation Planning Committee consists of members of 2 NOPD police associations, the city council, the religious, business, education, and legal communities, as well as the grass roots public and youth services providers. The OIPM coordinated 4 quarterly meetings of the planning committee in 2012. The Mediation Planning Board consists of IPM Susan Hutson, Chief Serpas, and Judge Calvin Johnson. The OIPM commends Chief Serpas, the 2 NOPD police associations, and other participants for their support of and participation in the Mediation Program.



Appendices

Appendix A 2012 OIPM Community Interactions

Date	Host	Description
01/26/12	Police and Justice Foundation	Presentation about OIPM progress
02/08/12	Breakout	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
04/02/12	Liberty's Kitchen	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
04/25/12	OIPM Joins RESET Team	RESET is a program sponsored by NOPD in which volunteers go out to violent crime scenes to disseminate information on trauma and counseling resources
06/02/12	League of Women Voters	A presentation about police oversight in New Orleans
06/06/12	NOPD Citizens Police Academy	OIPM Staff completed this NOPD program that teaches citizens about the police department
06/13/12	Milan Focus Group on Crime	A presentation about police oversight in New Orleans



06/23/12	My Redeemer Church	General outreach event
07/20/12	Kids Rethink New Orleans Schools	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
07/26/12	Festival of Learning	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
07/31/12	Day Reporting Center	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
08/15/12	Consent Decree Presentation	Educating the public about the contents of the proposed NOPD consent decree
08/18/12	OIS Families	Families of people killed in NOPD Officer Involved Shootings
08/28/12	Day Reporting Center	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
09/11/12	Day Reporting Center	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
09/15/12	Peace is Power Giant Puppet Parade	Set up a display and information table about the OIPM



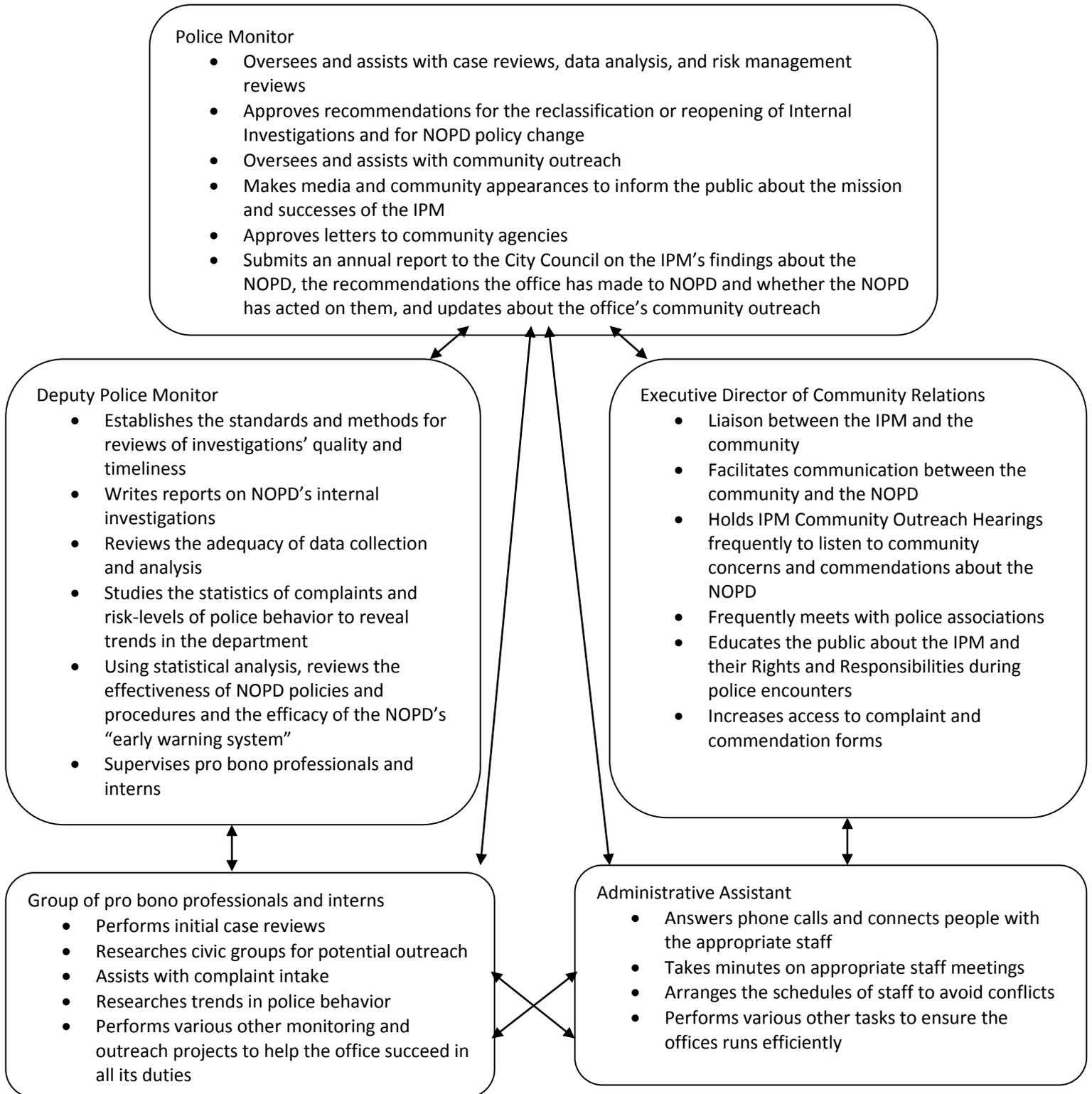
10/05/12	Liberty's Kitchen	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
10/09/12	Day Reporting Center	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
10/13/12	OIPM	18th Annual memorial for Kim Groves
10/23/12	Day Reporting Center	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
10/24/12	NOCC	City Council Criminal Justice Committee Hearing on LGBT issues in policing
10/26/12	Liberty's Kitchen	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
10/29/12	OIS Families	Families of people killed in NOPD Officer Involved Shootings
11/02/12	Liberty's Kitchen	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
11/02/12	Unitarian Church - Race and Policing	A discussion of how race issues have effected policing and police reform in New Orleans



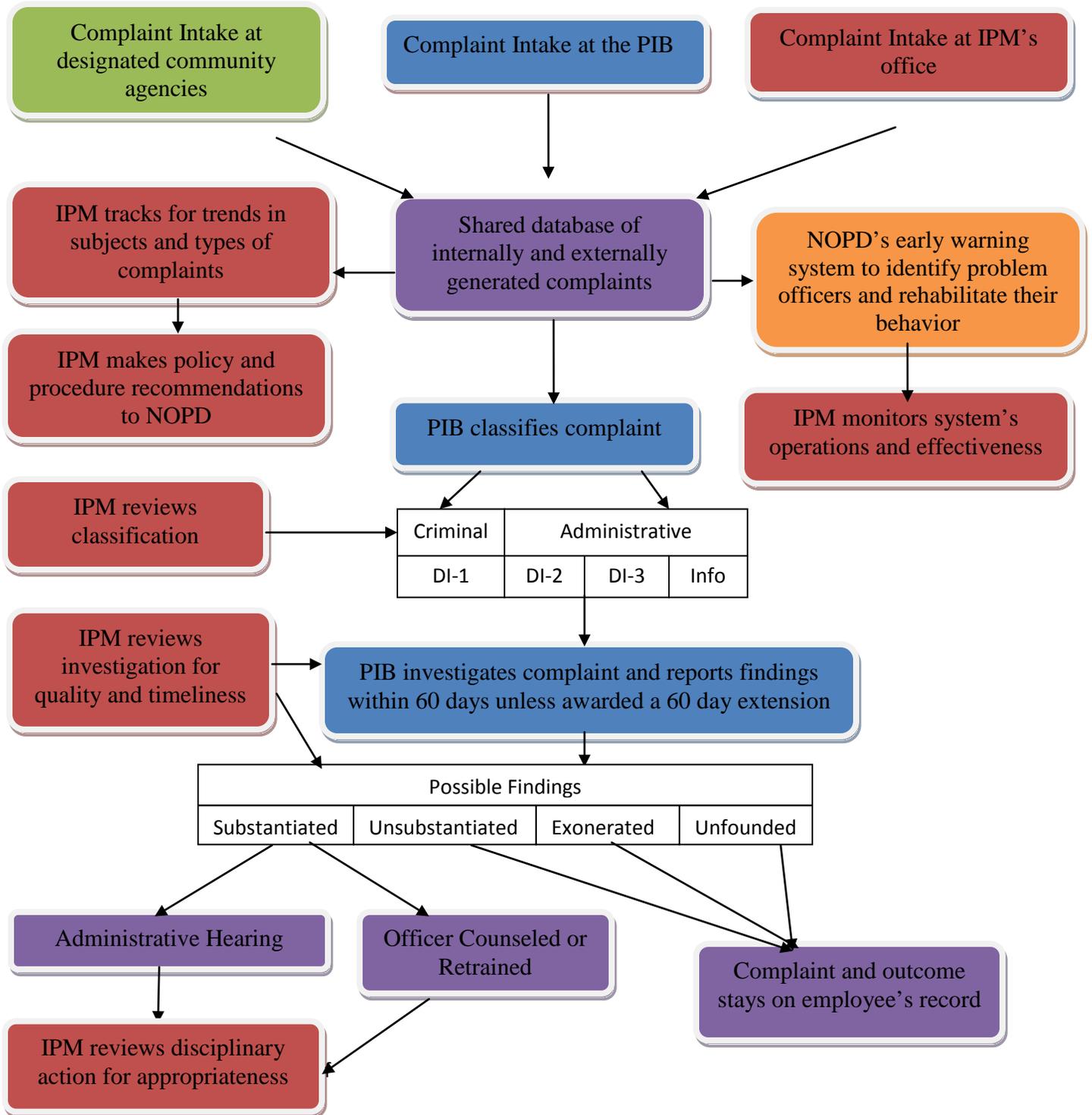
11/03/12	OIPM	Families of people killed in NOPD Officer Involved Shootings
11/13/12	Day Reporting Center	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
11/16/12	Liberty's Kitchen	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
11/27/12	Day Reporting Center	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
12/07/12	Liberty's Kitchen	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
12/11/12	Day Reporting Center	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions
12/14/12	Liberty's Kitchen	Rights and Responsibilities trainings educate participants on their constitutional rights in a police encounter, how to preserve those rights, and how to conduct themselves for safer police interactions



Appendix B: Overview of OIPM Roles



Appendix C: Overview of Complaint Process



Appendix D: OIPM Critical Incident Monitoring Process

