



THE OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY REPORT

DECEMBER 2021

STELLA CZIMENT
ACTING INDEPENDENT POLICE MONITOR

Community Letter

Dear New Orleans Community,

December was a busy month for the Office of the Independent Police Monitor as the OIPM responded to the allegations of officer misconduct in the secondary employment system, the new law deputizing civilian employees, and status updates with the federal monitors and the NOPD regarding Consent Decree compliance.

This month the OIPM was very closely involved in the investigatory actions taken by the NOPD regarding the allegations of misconduct in the police secondary employment system. The OIPM attended meetings and information gathering sessions at the Office of Police Secondary Employment and with the Automatic Data Processing (ADP) Payroll representative for the NOPD to understand the two different time management and payroll systems. Over the last month, the OIPM has been meeting with the Public Integrity Bureau leadership and the Professional Standards and Accountability Bureau weekly to discuss audits of the secondary employment system, policy gaps regarding secondary employment and time caps, and the investigations regarding the allegations of misconduct in the secondary employment details.

The day before Christmas Eve, the OIPM monitored the negotiated settlement hearings held by the NOPD for the eligible officers. In the coming months, the OIPM is going to continue to be closely involved monitoring and reviewing the investigations being conducted, the training and information being produced in response to these allegations, audits conducted and policy created.

After ongoing delays caused by Covid19, this December, the OIPM finally welcomed and trained the 14 new mediators to join the OIPM Community-Police Mediation Program. The OIPM conducted the initial 50 hour in-depth training on how to lead mediations. Four NOPD officers participated in the training to help train the mediators on how to work with officers and become ambassadors of the program within the NOPD. The training is a truly immersive and comprehensive experience. In the coming year, the OIPM both looks forward to these new mediators start mediating concerns between members of the community and officers and see the OIPM Mediation Director, Jules Griff, complete her apprenticeship to formally become a mediation trainer.



Finally, the OIPM would like to formally congratulate our agency partner, the Office of the Inspector General, on the permanent appointment of Ed Michel as Inspector General. We look forward to continuing to work with the OIG and Mr. Michel in the coming year and wish him a successful tenure as the IG for the city.

From everyone at the OIPM, we hope you enjoyed a wonderful holiday season and a very happy and safe new year.

Thank you,



"After the murder of George Floyd in 2020, the NOPD heard the community call for them to think critically about ways to be able to reduce or eliminate interactions that may be considered unnecessary," said Stella Cziment, the city's acting independent police monitor. "The department can reduce its footprint in the community."

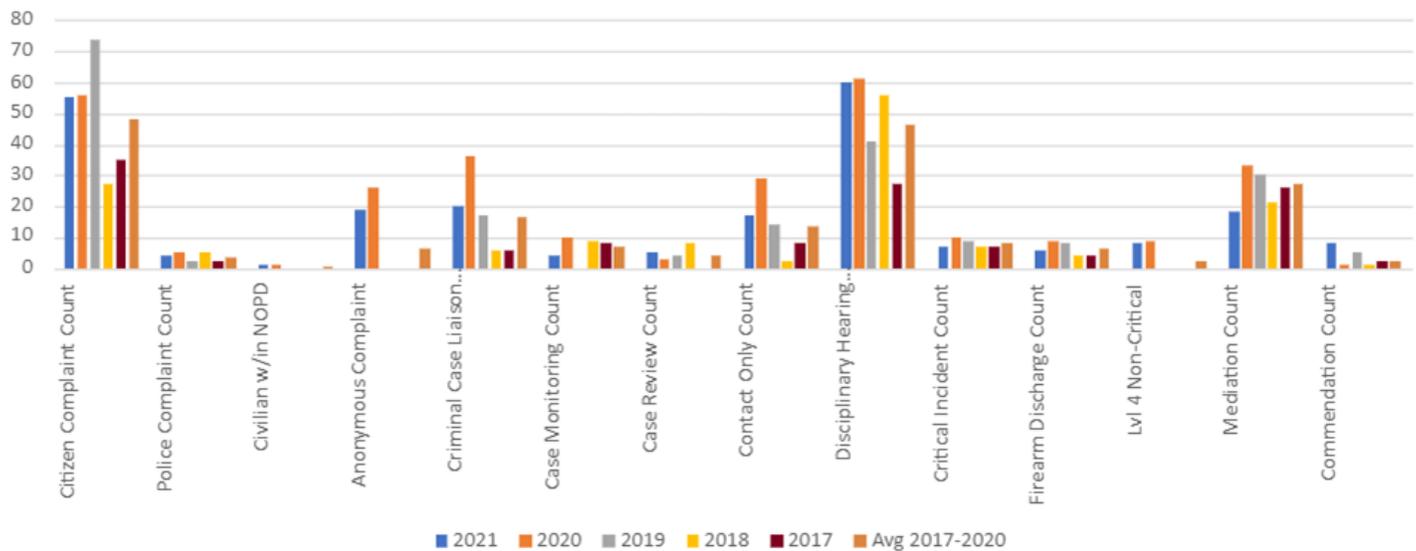
ABOVE IS A STILL FROM AN INTERVIEW WITH WDSU AND BLOW ARE QUOTES FROM A NOPD PRESS RELEASE REGARDING OPSE

The negotiated settlements were formulated, reviewed and agreed upon by all parties involved including the NOPD and the Independent Police Monitor. The IPM was present at each settlement meeting.

"While these corrective actions have been agreed upon by all parties involved, this does not mean the investigation ends here." NOPD Superintendent Shaun Ferguson said. "As I have previously stated, the NOPD and IPM take this situation very seriously. We are working with the Office of Police Secondary Employment to identify and correct any gaps or human errors in the process. We also continue to work with the IPM to conduct a systemic review of each violation of our secondary employment policy. Through this investigation, we will hold accountable all officers found to be in violation."

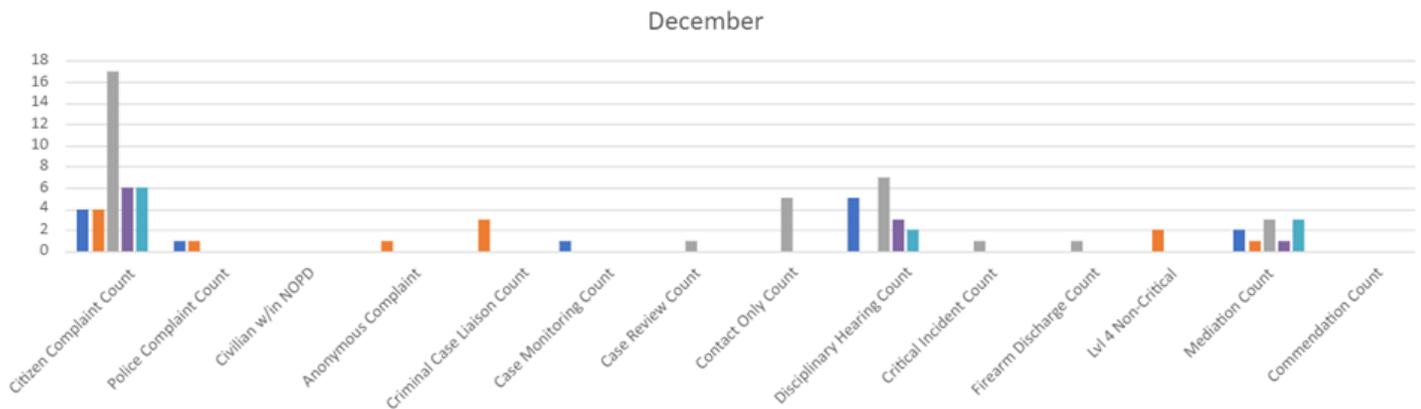
Year to Date Overview

YTD



	2021	2020	2019	2018	2017	Avg 2017-2020	
Citizen Complaint Count	55	56	74	27	35	48.00	
Police Complaint Count	4	5	2	5	2	3.50	
Civilian w/in NOPD	1	1	0	0	0	0.25	
Anonymous Complaint	19	26	0	0	0	6.50	<i>*New category</i>
Criminal Case Liaison Count	20	36	17	6	6	16.25	<i>*New category</i>
Case Monitoring Count	4	10	0	9	8	6.75	
Case Review Count	5	3	4	8	0	3.75	
Contact Only Count	17	29	14	2	8	13.25	
Disciplinary Hearing Count	60	61	41	56	27	46.25	
Critical Incident Count	7	10	9	7	7	8.25	
Firearm Discharge Count	6	9	8	4	4	6.25	
Lvl 4 Non-Critical	8	9	0	0	0	2.25	<i>*New category</i>
Mediation Count	18	33	30	21	26	27.50	
Commendation Count	8	1	5	1	2	2.25	
Grand Total	232	289	204	146	125	158.33	
Community Outreach Events	16	15					<i>*New category</i>

December Overview



Category of Work	Dec 2021	Dec 2020	Dec 2019	Dec 2018	Dec 2017
Citizen Complaint Count	4	4	17	6	6
Police Complaint Count	1	1	0	0	0
Civilian w/in NOPD	0	0			
Anonymous Complaint	0	1			
Criminal Case Liaison Count	0	3	0	0	0
Case Monitoring Count	1	0	0	0	0
Case Review Count	0	0	1	0	0
Contact Only Count	0	0	5	0	0
Disciplinary Hearing Count	5	0	7	3	2
Critical Incident Count	0	0	1	0	0
Firearm Discharge Count	0	0	1	0	0
Lvl 4 Non-Critical	0	2			
Mediation Count	2	1	3	1	3
Commendation Count	0	0	0	0	0
Grand Total	13	12	35	10	11
Community Outreach Events	5				

December Overview

Complaints	
CC2021-0099	The complainant stated that an NOPD officer was driving at an excessive speed during a non-emergency and disregarding a stop sign while talking on a cellphone. In addition, the complainant stated that the same officer was seen again talking on a cellphone while driving a police vehicle.
CC2021-0100	According to the complainant, an officer failed to take necessary and appropriate police action during a call to service involving the complainant and his neighbor.
CC2021-0101	The complainant alleges he has been harassed and falsely arrested in the past and recently for charges based on false statements.
CC2021-0102	The complainant alleges officers were discourteous during an investigation. Additionally, the complainant alleges an officer did not return her identification card.
Complaints: 4	

Police Officer Complaint	
PO2021-0103	The complainant alleges that his supervisor and other members of leadership have participated in workplace discrimination and/or harassment against him.
Police Officer Complaints Count: 1	

Case Monitoring	
CM2021-0005	Upon request from the two officer's attorney, the OIPM is monitoring the investigation of misconduct regarding an internal accusation of bias within the NOPD.
Case Monitoring Count: 1	

Mediation	
Mediation cases are confidential.	
Mediations Held: 2	

December Overview

Disciplinary Hearings	
DH2021-0068	A Sergeant is accused of driving while intoxicated and losing control of his personal vehicle while off duty and subsequently being convicted of the state misdemeanor of driving while intoxicated.
DH2021-0069	A Senior Police Officer is accused of driving a NOPD vehicle while his driver's license was suspended.
DH2021-0070	An Officer is accused of failing to complete a Field Identification Card (FIC) as required under NOPD policy to document interactions with the public.
DH2021-0071	A Senior Police Officer is accused of using a racial slur in the workplace front of coworkers in violation of NOPD policy.
DH2021-0072	with a member of the public regarding a seatbelt stop in the Field Identification System. An allegation of honesty and truthfulness was found to be not sustained. This matter stemmed from an OIPM Complaint Referral.
Disciplinary Hearings: 5	

Complaints

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

Once the OIPM receives a complaint, the OIPM prepares the complainant's account into a narrative. The OIPM strives to accurately capture the words, emotions, goals and narrative shared by the complainant and selects the policy, practice, or rule that each allegation of behavior / incident could have violated if determined to be true. As part of the letter preparation process, OIPM personnel reviews information in NOPD systems regarding the interaction complained of, including body worn camera video, electronic police reports (EPR) and field interview cards (FIC). The OIPM may include information obtained from NOPD information systems in the complaint referral to PIB to ensure that PIB can fully investigate the complainant's concerns.

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

4 CIVILIAN COMPLAINTS

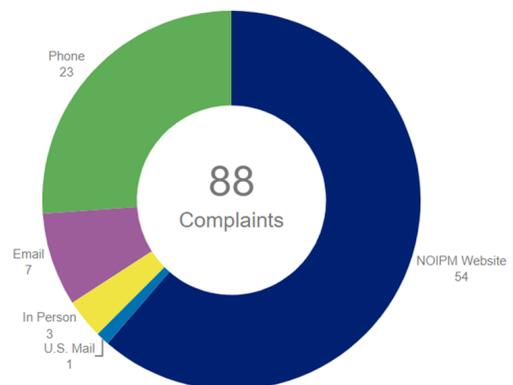
0 ANONYMOUS COMPLAINTS

1 POLICE INITIATED COMPLAINTS

0 CIVILIANS WITHIN NOPD INITIATED COMPLAINTS

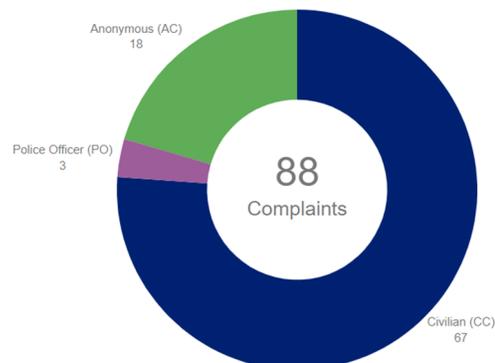
Intake Source

Past 12 Months



Complainant Type

Past 12 Months



Community-Police Mediation

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

8

**MEDIATIONS
REFERRED**



2

**MEDIATIONS
HELD**



2

**MEDIATIONS
PENDING**



4

**MEDIATIONS
SCHEDULED FOR
JANUARY**

These are pictures from the training in December the OIPM hosted for the new cohort of mediators.



Discipline

The OIPM is responsible for monitoring whether NOPD action taken during disciplinary proceedings are compliant with state and federal law, NOPD policy, the Consent Decree, and the Memorandum of Understanding between the NOPD and the OIPM executed on November 10, 2010. The OIPM will review such proceedings to ensure the NOPD is compliant with Federal Consent Decree Section XVII: Misconduct Complaint Intake, Investigation, and Adjudication.

The OIPM reviews the disciplinary investigation and attends the subsequent disciplinary hearings where the OIPM will provide systemic and individualized findings and recommendations based on NOPD's investigation. The OIPM conducts a thorough review of the proceedings, findings, and recommendations that is available for review by both the NOPD and the New Orleans community.

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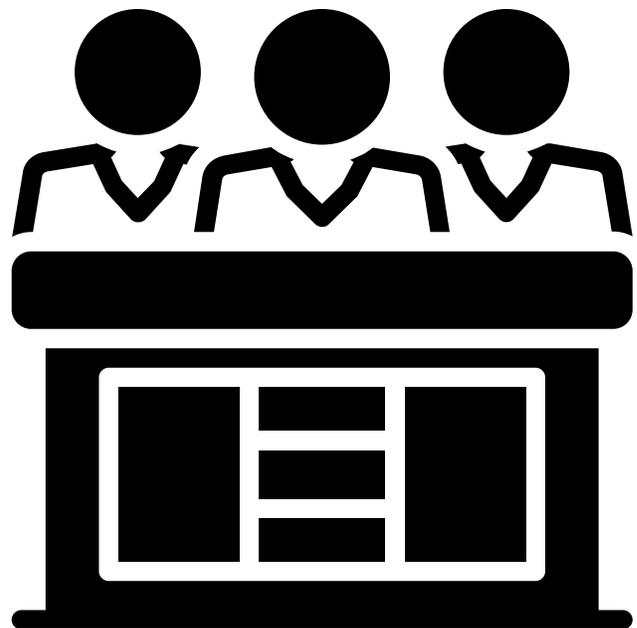
**DISCIPLINARY
PROCEEDINGS**

1

**SUPERINTENDENT
COMMITTEE
HEARINGS**

4

**CAPTAIN PANEL
PREDISPOSITION
AND PENALTY
HEARINGS**



Use of Force

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

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

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CRITICAL INCIDENTS

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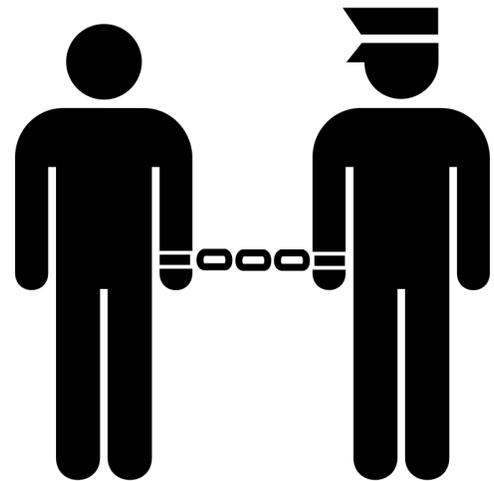
FIREARM DISCHARGE

0

LEVEL 4 NON-CRITICAL INCIDENT

2

CASES HEARD AT USE OF FORCE REVIEW BOARD



Community Outreach

5

COMMUNITY OUTREACH EVENTS

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

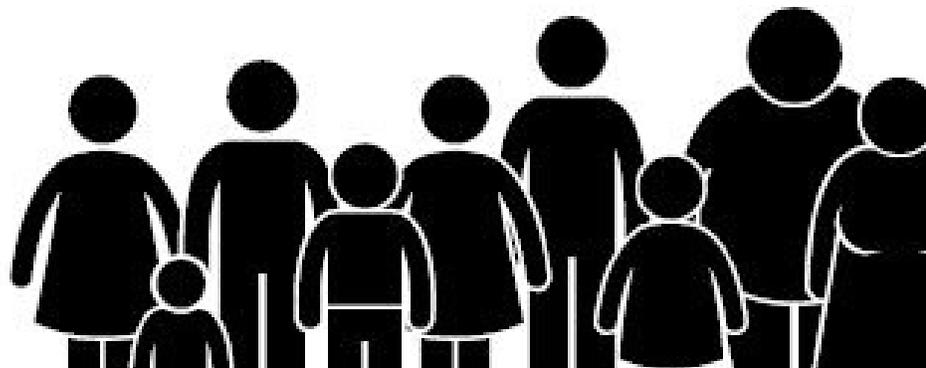
MET WITH THE POLICE ASSOCIATION OF NEW ORLEANS BOARD TO RECEIVE FEEDBACK FROM OFFICERS REGARDING NOPD EMPLOYMENT.

PARTICIPATED IN THE US ATTORNEY CONSENT DECREE TASK FORCE MEETING WITH OTHER CITY AGENCIES AND FEDERAL PARTNERS.

PARTICIPATED IN THE NOPD PUBLIC FORUM AND Q&A REGARDING THE NEW ORDINANCE DEPUTIZING CIVILIAN CITY EMPLOYEES.

THE OIPM TRAINED OUR NEW COHORT OF 14 MEDIATORS. TRAINING WAS 50 HOURS AND TOOK PLACE OVER 6 DAYS, DECEMBER 3-6 AND 10-12.

THE OIPM HOSTED A MEDIATOR COMMUNITY-BUILDING EVENT ON DECEMBER 10TH



Budget

OIPM Budget Description	Amount
Personnel	\$688,744.00
Operating	\$324,937.00
2021 Total OIPM Budget	\$1,013,681.00
2021 Total OIPM Budget	\$1,013,681.00
Amounts Spent to Date:	(\$955,030.00)
Unexpended funds	\$58,651.00

2021 Goal Progress

To ensure accountability and transparency with the ERB and the community, the OIPM will report out highlights and what progress was made each month to complete the goals listed in the Six Month Action Plan and the recommendations adopted from the QARAC.

These benchmarks and goals were achieved in December, 2021:

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

- Closely worked with leadership at the Public Integrity Bureau, Professional Standards and Accountability Bureau, and the Office of Police Secondary Employment on the investigations regarding the allegations of misconduct in police details and secondary employment including monitoring and weighing in on negotiated settlements, reviewing audits, reviewing policy and training documents regarding secondary employment and time caps.

Consent Decree Compliance Work

- Met with the Office of the Consent Decree Monitors, attended a status meeting with Judge Morgan and the NOPD leadership team, and attended the US Attorney Consent Decree Working Group meeting regarding Consent Decree compliance and progress.

Met with the new leadership team at the Public Integrity Bureau to discuss the second draft of the **Remote Intake Site materials** and receive edits. In the process of improving the draft for release in early 2022.

Received the **first draft of the final report regarding the Children and Police project** and progressing on the draft process.

Continued to post the **Data Coordinator Position** to the public. Currently accepting applications.

Currently working with the website designer to complete the **new OIPM website** that is easier for the public to navigate (QARAC Recommendation). The website is currently down for design and we are writing the new content. The new website will be launched in early 2022.

Additional Benchmarks:

- Prepared and conducted the **Mediators Training Session** to train the new class of mediators to continue and expand our program.
- **Preparing 2022 Work Plan** for release in January 2022.
- **Preparing the 2021 Annual Report Data Request.**
- **Met with the Police Association of New Orleans (PANO)** to receive feedback regarding the NOPD and requests regarding OIPM goals for the coming year.

Social Media Highlights

Below are some of the social media posts produced by OIPM over the last month. Some of these posts were re-shared by partners.

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

Have questions about the new law deputizing civilian city workers?

Join the Q&A with NOPD next week.

City Council passes laws allowing police to deputize civilian city workers

Link for this virtual public event below

The OIPM shared this post multiple times regarding the Q&A Session with the NOPD that the OIPM attended and voiced public concerns shared with our office.

Below are samples of post series that the OIPM made about our Mediator Training Session and the Office of Police Secondary Employment.

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

OIPM recently welcomed a new cohort of community-police mediators.

Swipe to see pictures of our mediator training...

14 mediators and 4 officers participated in the 50 hour training!

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

What is the Office of Police Secondary Employment?

Swipe to learn more...

