

# OFFICE OF THE INDEPENDENT POLICE MONITOR

## MONTHLY COMMUNITY REPORT

---

### January 2024



**Transparency. Accountability. Respect.**



# LETTER TO THE COMMUNITY

Dear New Orleans Community,

On behalf of the Office of the Independent Police Monitor, I wish you a happy start to 2024! This is a year of great change - from the swearing in of a new governor with a new legislative agenda for policing and New Orleans, to, potentially, the transition of the Consent Decree to the Sustainment Phase. The OIPM is preparing for all the possibilities that lay ahead and determining where we are best suited to serve our community and achieve our mission of police accountability, public transparency, and oversight.

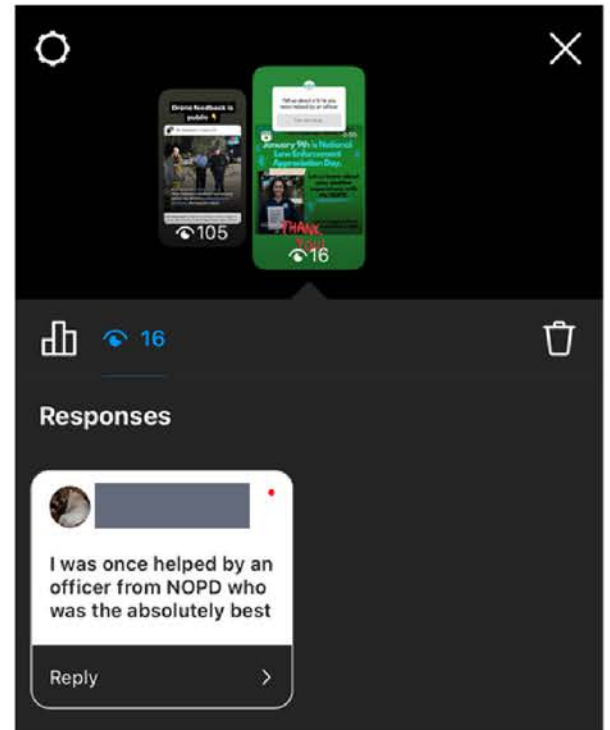
As we announced in our 2024 Work Plan released in January, this year we're taking on some ambitious projects designed to improve accessibility to all, expand our services, and improve how we serve New Orleans. Some of our priorities and goals include: building our 24 hour hotline, creating a public facing database with officer misconduct, force, and award history, releasing more informational one pagers with relevant information for the community, building a public archive with policing information and reports, and expanding our mediation program into our communities and districts.

In January, we hit the ground running to start achieving these goals. We hosted our first public forum in Algiers. During the public forum we discussed the role of oversight, the Consent Decree, and had a robust discussion with Councilmember King and the public on policing issues. The IPM and the Deputy participated in three days of meetings with NOPD leadership, the Federal Monitors, and the Department of Justice to discuss Consent Decree compliance strategies and how to address areas where the NOPD is still trying to reach full and effective compliance. Our mediation department completed a whirlwind of media appearances to advertise the program and finished the application process for our new cohort of mediators. The candidate interviews have started and we look forward to announcing our next cohorts soon. Our director of mediation also presented about the program to officers in the Fraternal Order of Police (FOP).

We hope to see you at our next public forum on February 22nd. Stay tuned for time and location!

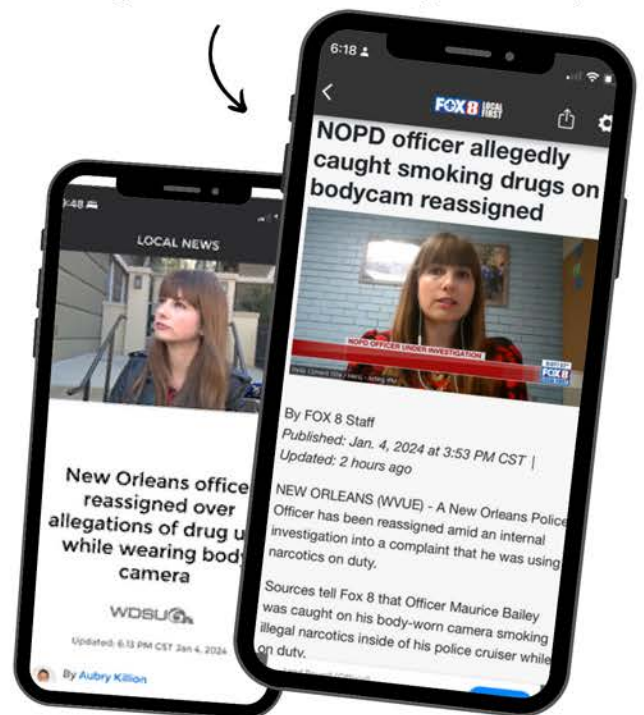
Again, thank you for all your continued support of the OIPM! Have a happy and safe Mardi Gras season!

Thank you,  
*Stella Cziment*



Above is a screenshot from Instagram post celebrating and calling for accounts of positive policing on National Law Enforcement Appreciation Day.

Below are screenshots of some of the media the OIPM conducted related to the NOPD's prompt and responsible response to the allegation of an officer's drug use on the job.



# RELEVANT UPDATES; WORK

## Goal: Consent Decree Retreat with the Department of Justice, Federal Monitors, and NOPD Leadership

This month the IPM and the Deputy IPM participated in three days of meetings with the Department of Justice, the Federal Monitors, and NOPD leadership to discuss Consent Decree compliance. These meetings were an opportunity to review recent audits and learn about how corrective active strategies were implemented. Through these discussions, the parties determined appropriate next steps to get the NOPD to full and effective compliance. The different parties left these meetings with a stronger understanding of shared expectations and having engaged in discussions around measurement metrics on the remaining sections of the Consent Decree.



Above, Stella Cziment, the IPM, shares in a discussion with Chief Kirkpatrick. Below is the set up of the Consent Decree retreat meetings.

The OIPM continued to voice local concerns around community engagement and the Police Community Advisory Boards (PCAB) and reiterate the need for community involvement in any compliance and sustainment process. The OIPM also highlighted concerns around the Use of Force Review Board determinations in concert with officer discipline.

**The next Consent Decree public hearing will be held in Federal Court on February 21st and is an opportunity for the Federal Monitor to publicly report their understanding of where the NOPD is with the Consent Decree.**



## Goal: Released the RFP for the 24 Hour Hotline Project

In January, the RFP for the 24 hour hotline was released to the public and interested vendors. The OIPM released this updated RFP for the second time, having last released it in the fall of 2022. Unfortunately, after months of negotiation, the OIPM and the City of New Orleans was unable to secure a vendor after the first RFP. Now, the OIPM clarified and improved the RFP language to ensure that potential vendors understand the project and legal limitations of working with the city, and can submit thoughtful and successful bids for project. The RFP closes soon and the OIPM recently participated in the pre-submittal conference. The OIPM looks forward to the next phase of this project and seeing this hotline become a reality in 2024.

**New RFP Alert**

The OIPM is seeking bids from vendors to build and operate a 24 hour hotline call center with web and text submission capabilities. Hotline would be to report officer misconduct.

Link to RFP information in bio and caption.

## Goal: Released the 2024 OIPM Work Plan

Each year, the OIPM releases our work plan outlining the projects and priorities that the OIPM intends to achieve. This public roadmap of the year is meant to provide information and accountability so the public, stakeholders, governmental leaders, the Ethics Review Board, NOPD leadership, and community partners can both engage in our work and understand where our limited resources and capacity is being best utilized. This work plan is now available on our website and will be released on social media in the coming month.

**OFFICE OF THE INDEPENDENT POLICE MONITOR**  
**2024 Work Plan**

**2024 PRIORITIES**

- Build Virtual Public Archives and Expand Website
- Increase Rate in Police Community Advisory Board (PCAB)
- Hold More Regular Public Forums
- Conduct Decree Compliance and Enforcement Strategy

# RELEVANT UPDATES; WORK

## Goal: Mediation Recruitment

The OIPM Community-Police Mediation Director, Jules Griff, spent much of January coordinating the recruitment and application process for the new cohort of mediators for the program. Jules joined some of our mediators and appeared on WWL and OZ radio to discuss the program and benefits of being a trained mediator for the OIPM. The applications closed in mid-January, and interviews began at the end of January through February. We hope you submitted your application for this unique opportunity!



Above is the Instagram post showcasing the mediation recruitment efforts.

## Goal: Accountability for NOPD Joint-Operations with the Louisiana State Police When Force Is Involved

In January, the IPM attended a meeting where the NOPD's Force Investigation Team met the Louisiana State Police's Force Investigation Team. At this meeting, the two teams discussed how to address joint investigations regarding force and officer involved shootings. The IPM was able to explain her role in monitoring the on-scene investigations, provided an example of recommendations the OIPM may make after monitoring a shooting scene, and prepared the LSP Force Team for our presence at these scenes - including what we do and don't do while monitoring.



Below is a photo the IPM took at the meeting between the two Force Investigation Teams of the NOPD and the Louisiana State Police. The Louisiana State Police are on the left side of the photo.

## Goal: Public Forum in Algiers

A big goal in 2024 for the OIPM is to hold a public forum every month for the community, stakeholders, and concerned individuals to discuss policing issues, hear about our projects, provide input on upcoming meetings and policy revisions, and be an active part in our oversight work. In January, the OIPM held our first public forum on the Westbank in Algiers. We were joined by Councilmember King and members of the Police Community Advisory Board (PCAB) for the Fourth District. During this public forum we discussed community engagement, questions about the Consent Decree, and received input on the executive protection detail before the IPM met with the new sergeant over the detail and the Professional Standards and Accountability Bureau.



The OIPM thanks everyone for coming out and hopes to see you at our next public forum on February 22nd . Location and time to be announced.



# WHO WE ARE

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

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

## Ensuring Compliance and Reform

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

## Amplifying the Needs of the Community

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

## Making the NOPD a Safer and Nondiscriminatory Workplace

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



# WHAT DO WE DO?

## Mission, Vision, Work

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

### WHAT WE DO



**Misconduct Complaints**



**Disciplinary Proceedings**



**Data Analysis**



**Community Outreach**



**Use of Force**



**Community-Police Mediation Program**



**Audits and Policy**



**Commendations**

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

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

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

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

# DATA OVERALL: YEAR TO DATE AND MONTH

|                              | 2024      | 2023      | 2022      | 2021      | 2020      | 2019      | 2018     | 2017      | Avg 2017-2023 |
|------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|---------------|
| Civilian Complaint Count     | 10        | 9         | 3         | 6         | 5         | 4         | 3        | 2         | 4.57          |
| Police Complaint Count       | 0         | 0         | 0         | 0         | 0         | 0         | 2        | 0         | 0.29          |
| Civilian w/in NOPD           | 0         | 0         | 0         | 0         | 0         | 0         | 0        | 0         | 0.00          |
| Anonymous Complaint          | 4         | 0         | 0         | 1         | 1         | 0         | 0        | 0         | 0.29          |
| Community Case Liaison Count | 0         | 4         | 2         | 2         | 7         | 3         | 1        | 2         | 3.00          |
| Case Monitoring Count        | 0         | 1         | 0         | 1         | 5         | 0         | 1        | 2         | 1.43          |
| Case Review Count            | 0         | 0         | 0         | 0         | 0         | 1         | 0        | 0         | 0.14          |
| Contact Only Count           | 4         | 4         | 3         | 1         | 3         | 0         | 0        | 2         | 1.86          |
| Disciplinary Hearing Count   | 0         | 4         | 0         | 3         | 0         | 2         | 2        | 5         | 2.29          |
| Critical Incident Count      | 2         | 1         | 1         | 0         | 3         | 1         | 0        | 3         | 1.29          |
| Firearm Discharge Count      | 2         | 1         | 0         | 0         | 3         | 1         | 0        | 1         | 0.86          |
| Lvl 4 Non-Critical           | 3         | 3         | 2         | 0         | 1         | 0         | 0        | 0         | 0.86          |
| Force Monitoring *           | 0         | 0         | 0         | 0         | 0         | 0         | 0        | 0         | 0.00          |
| Mediation Count              | 2         | 0         | 0         | 1         | 3         | 0         | 0        | 2         | 0.86          |
| Commendation Count           | 0         | 0         | 0         | 0         | 0         | 0         | 0        | 0         | 0.00          |
| <b>Grand Total</b>           | <b>27</b> | <b>27</b> | <b>11</b> | <b>15</b> | <b>31</b> | <b>12</b> | <b>9</b> | <b>19</b> | <b>18</b>     |

|                             | Jan 2024  | Jan 2023  | Jan 2022  | Jan 2021  | Jan 2020  | Jan 2019  | Jan 2018 | Jan 2017  | Avg 2017-2023 |
|-----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|---------------|
| Citizen Complaint Count     | 10        | 9         | 3         | 6         | 5         | 4         | 3        | 2         | 4.57          |
| Police Complaint Count      | 0         | 0         | 0         | 0         | 0         | 0         | 2        | 0         | 0.29          |
| Civilian w/in NOPD          | 0         | 0         | 0         | 0         | 0         |           |          |           | 0.00          |
| Anonymous Complaint         | 4         | 0         | 0         | 1         | 1         |           |          |           | 0.50          |
| Criminal Case Liaison Count | 0         | 4         | 2         | 2         | 7         | 3         | 1        | 2         | 3.00          |
| Case Monitoring Count       | 0         | 1         | 0         | 1         | 5         | 0         | 1        | 2         | 1.43          |
| Case Review Count           | 0         | 0         | 0         | 0         | 0         | 1         | 0        | 0         | 0.14          |
| Contact Only Count          | 4         | 4         | 3         | 1         | 3         | 0         | 0        | 2         | 1.86          |
| Disciplinary Hearing Count  | 0         | 4         | 0         | 3         | 0         | 2         | 2        | 5         | 2.29          |
| Critical Incident Count     | 2         | 1         | 1         | 0         | 3         | 1         | 0        | 3         | 1.29          |
| Firearm Discharge Count     | 2         | 1         | 0         | 0         | 3         | 1         | 0        | 1         | 0.86          |
| Lvl 4 Non-Critical Count    | 3         | 3         | 2         | 0         | 1         |           |          |           | 1.50          |
| Force Monitoring *          | 0         | 0         |           |           |           |           |          |           | 0.00          |
| Mediation Count             | 2         | 0         | 0         | 1         | 3         | 0         | 0        | 2         | 0.86          |
| Commendation Count          | 0         | 0         | 0         | 0         | 0         | 0         | 0        | 0         | 0.00          |
| <b>Grand Total</b>          | <b>27</b> | <b>27</b> | <b>11</b> | <b>15</b> | <b>31</b> | <b>12</b> | <b>9</b> | <b>19</b> | <b>17.71</b>  |

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

# CURRENT BUDGET

| OIPM Budget Description       | Amount                |
|-------------------------------|-----------------------|
| Personnel                     | \$809,781.00          |
| Operating                     | \$400,000.00          |
| <b>2024 Total OIPM Budget</b> | <b>\$1,209,781.00</b> |
| <b>2024 Total OIPM Budget</b> | <b>\$1,209,781.00</b> |
| Amounts Spent to Date:        | \$195,993.00          |
| <b>Unexpended funds</b>       | <b>\$1,013,788.00</b> |

# 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:

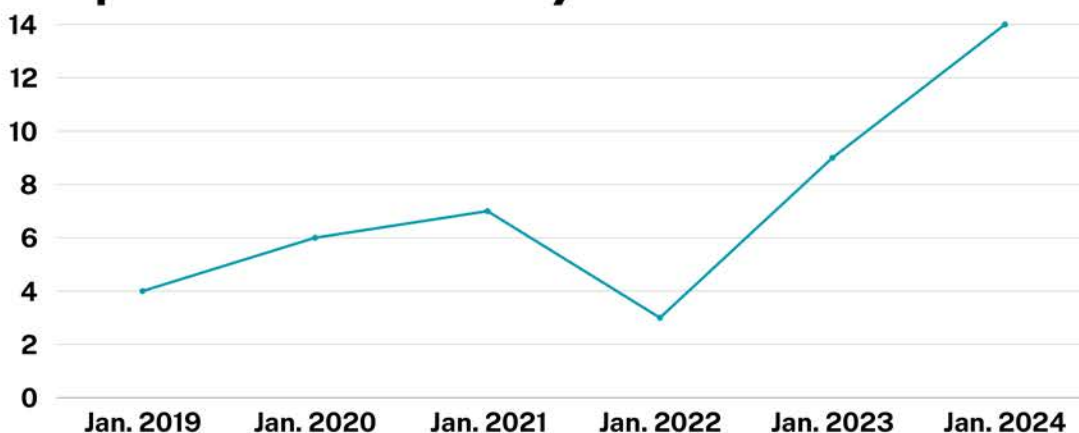
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



**14**

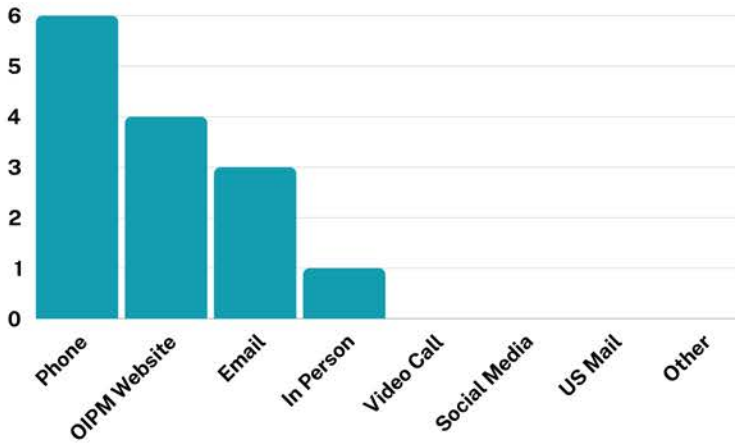
**Total Complaints  
Received this  
month**

**14**

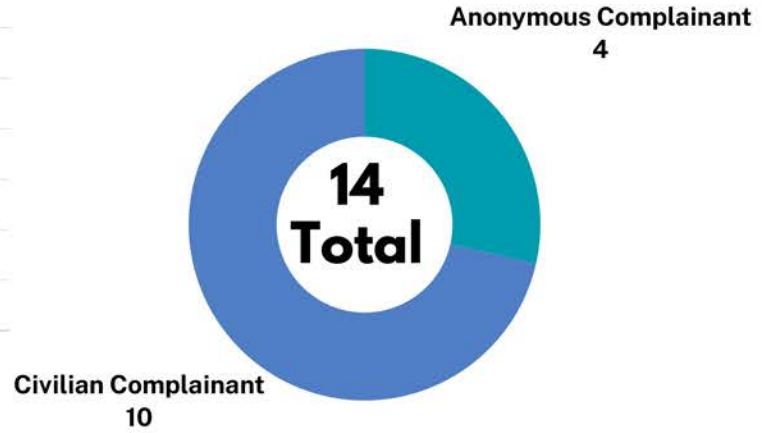
**Total Complaints  
Received This  
Year**



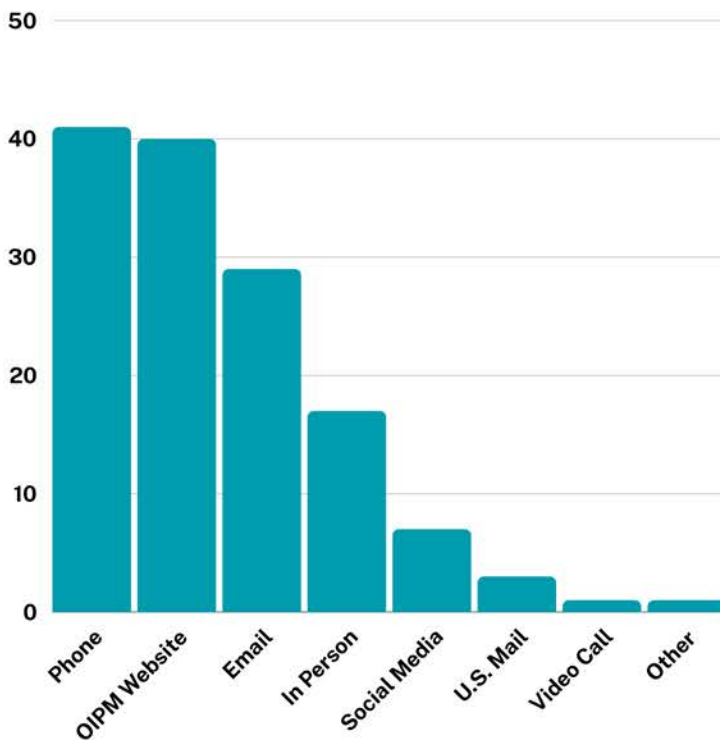
## Complaint Intake Source - 2024



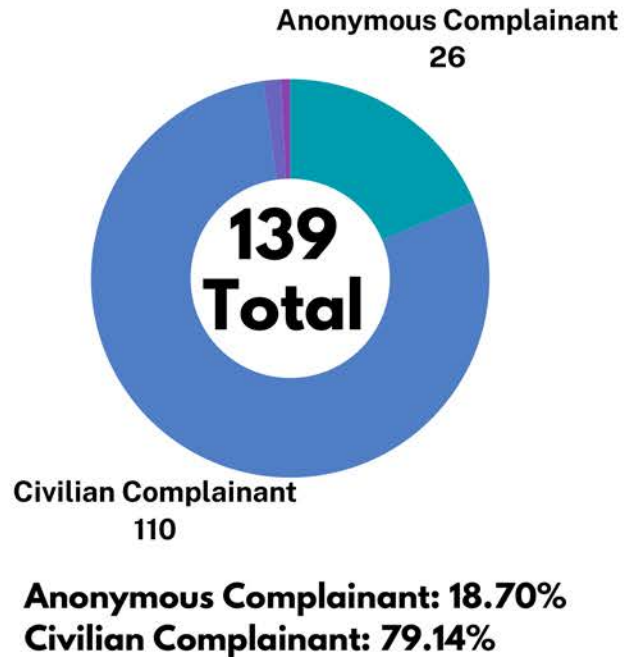
## Complainant Type - 2024



## Complaint Intake Source - Past 12 Months

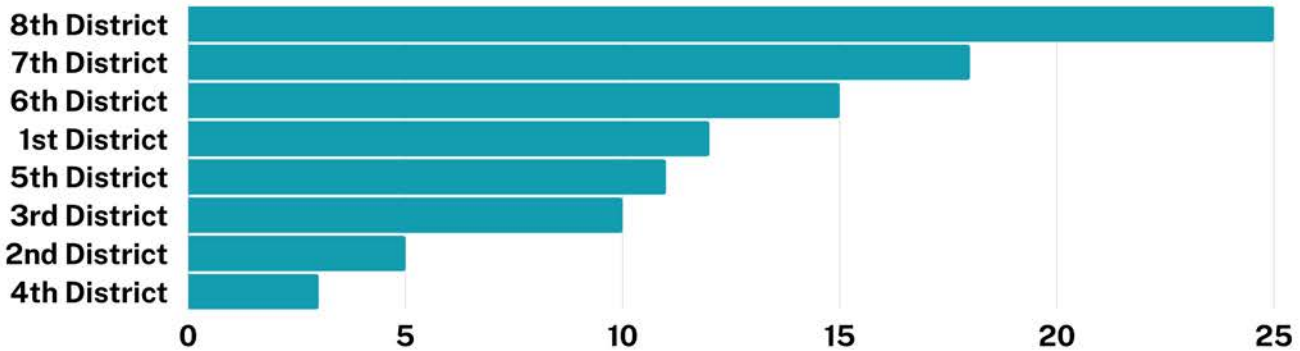


## Complainant Type - Past 12 Months

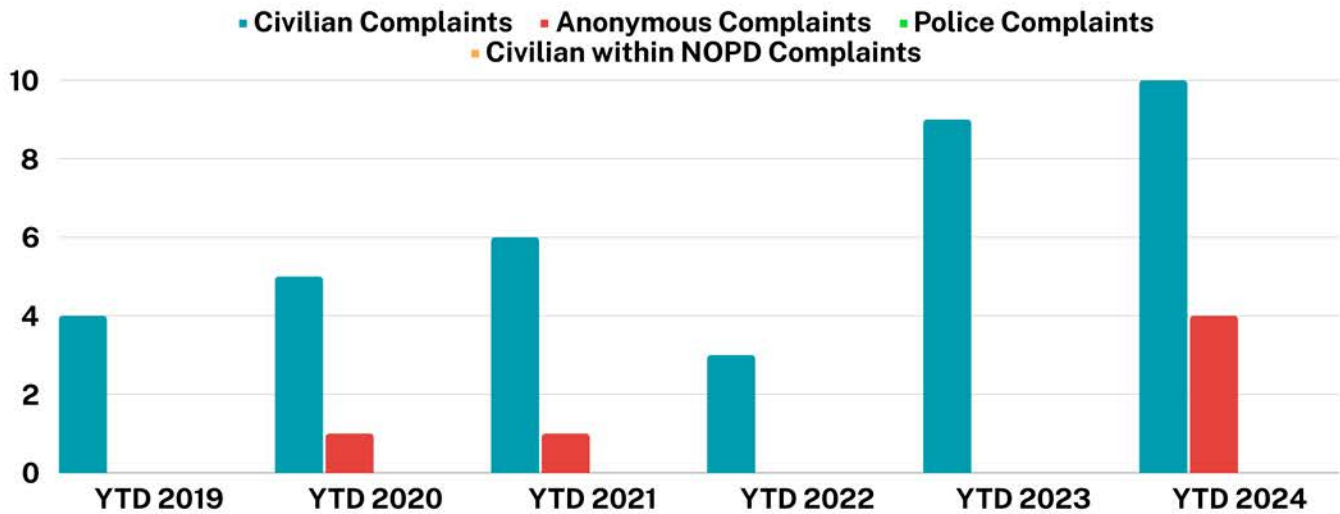


## Districts - Past 12 Months

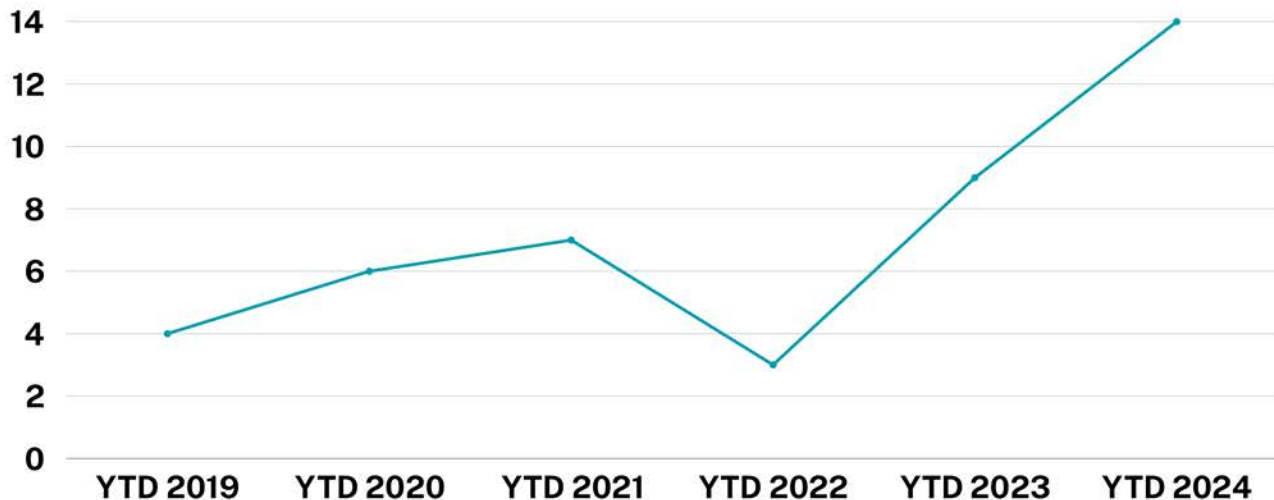
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



## Complaint Type YTD - 2019, 2020, 2021, 2022, 2023, 2024

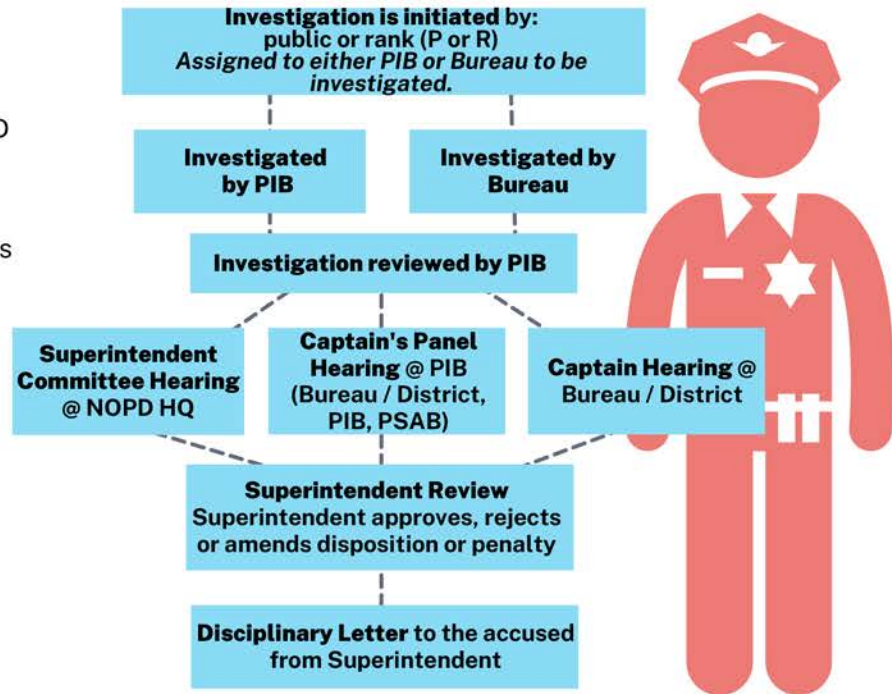


## Complaint Totals YTD - 2019, 2020, 2021, 2022, 2023, 2024



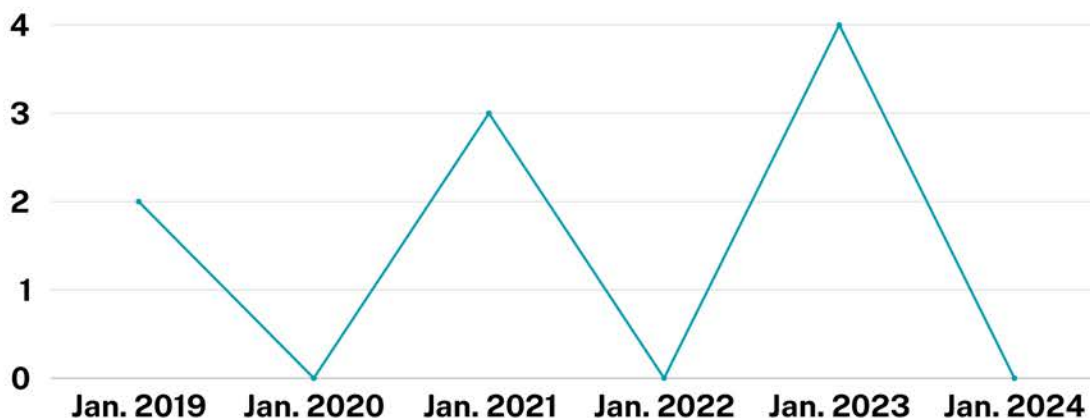
# DISCIPLINARY PROCEEDINGS

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



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

## Disciplinary Proceedings - January



**0**

**Total  
Disciplinary  
Cases Received  
this Month**

OIPM tracks Disciplinary Proceedings based on the date notice is received from NOPD and not necessarily on when the disciplinary proceeding occurs. Additionally, this figure does not account for investigations in which multiple officers are accused, or for hearing notifications received in a prior year but rescheduled to the current month. These proceedings are often rescheduled for scheduling conflicts. Tracking by notification date allows for consistent and accurate data collection.

# USE OF FORCE

## Relevant Definitions

### Critical Incident

Critical incidents are an internal definition that was agreed upon by the OIPM and the NOPD through the November 10, 2010 Memorandum of Understanding. This definition captures that the OIPM should be notified of deaths, certain levels of injuries, and officer involved shootings within an hour so the OIPM has the ability to monitor the on scene investigation by the Force Investigation Team. According to this shared definition, critical incidents are:

- All incidents including the use of deadly force by an NOPD officer including an Officer Involved Shooting (“OIS”);
- All uses of force by an NOPD officer resulting in an injury requiring hospitalization;
- All head and neck strikes with an impact weapon, whether intentional or not;
- All other uses of force by an NOPD officer resulting in death; and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD.

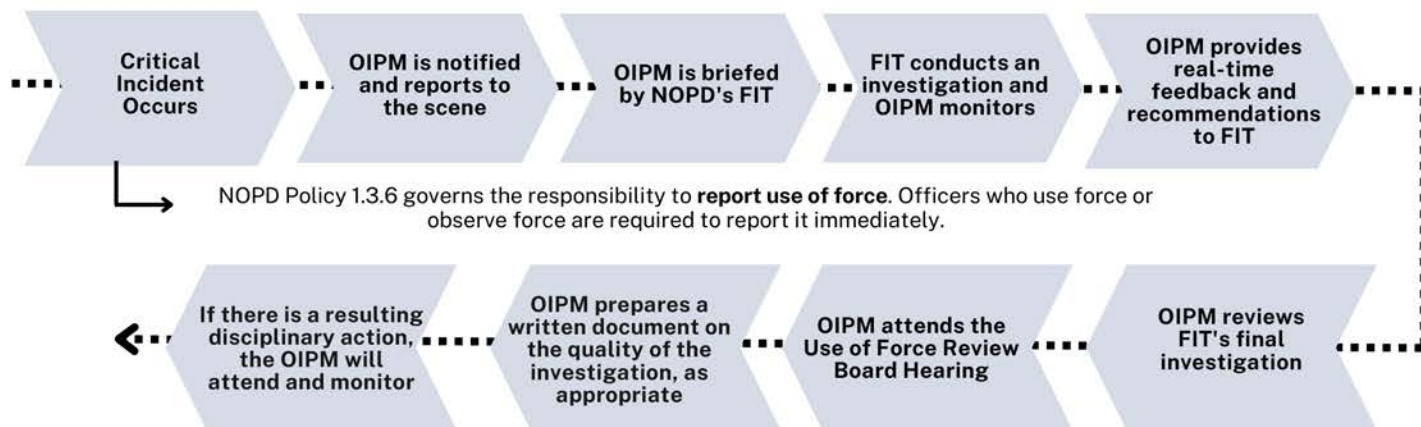
### Use of Force

Use of Force is when an officer uses physical contact on an individual during a civilian-police interaction. The force can be mild to severe based on the levels of force outlined in the NOPD policy. The force may be considered justified by NOPD policy considering the facts and circumstances known to the officer at the time which would justify that appropriate physical contact based on how officers are trained to handle that interaction. Force will be assessed based on the type of contact utilized compared to the resistance encountered, resulting injuries, witness statements, officer statements, and evidence found.

### Levels of Force

- **Level 1:** Includes pointing a firearm at a person and hand control or escort techniques (e.g., elbow grip, wrist grip, or shoulder grip) applied as pressure point compliance techniques that are not reasonably expected to cause injury; takedowns that do not result in actual injury or complaint of injury; and use of an impact weapon for non-striking purposes (e.g., prying limbs, moving or controlling a person) that does not result in actual injury or complaint of injury. It does not include escorting, touching, or handcuffing a person with minimal or no resistance.
- **Level 2:** Includes use of a CEW also known as “tasers” (including where a CEW is fired at a person but misses); and force that causes or could reasonably be expected to cause an injury greater than transitory pain but does not rise to a Level 3 use of force.
- **Level 3:** Includes any strike to the head (except for a strike with an impact weapon); use of impact weapons when contact is made (except to the head), regardless of injury; or the destruction of an animal.
- **Level 4:** Includes all ‘serious uses of force’ as listed below:
  - (a) All uses of lethal force by an NOPD officer;
  - (b) All critical firearm discharges by an NOPD officer;
  - (c) All uses of force by an NOPD officer resulting in serious physical injury or requiring hospitalization;
  - (d) All neck holds;
  - (e) All uses of force by an NOPD officer resulting in a loss of consciousness;
  - (f) All canine bites;
  - (g) More than two applications of a CEW on an individual during a single interaction, regardless of the mode or duration of the application, and whether the applications are by the same or different officers, or CEW application for 15 seconds or longer, whether continuous or consecutive;
  - (h) Any strike, blow, kick, CEW application, or similar use of force against a handcuffed subject; and
  - (i) Any vehicle pursuit resulting in death, serious physical injury or injuries requiring hospitalization.

## Critical Incident / Use of Force Chain of Events

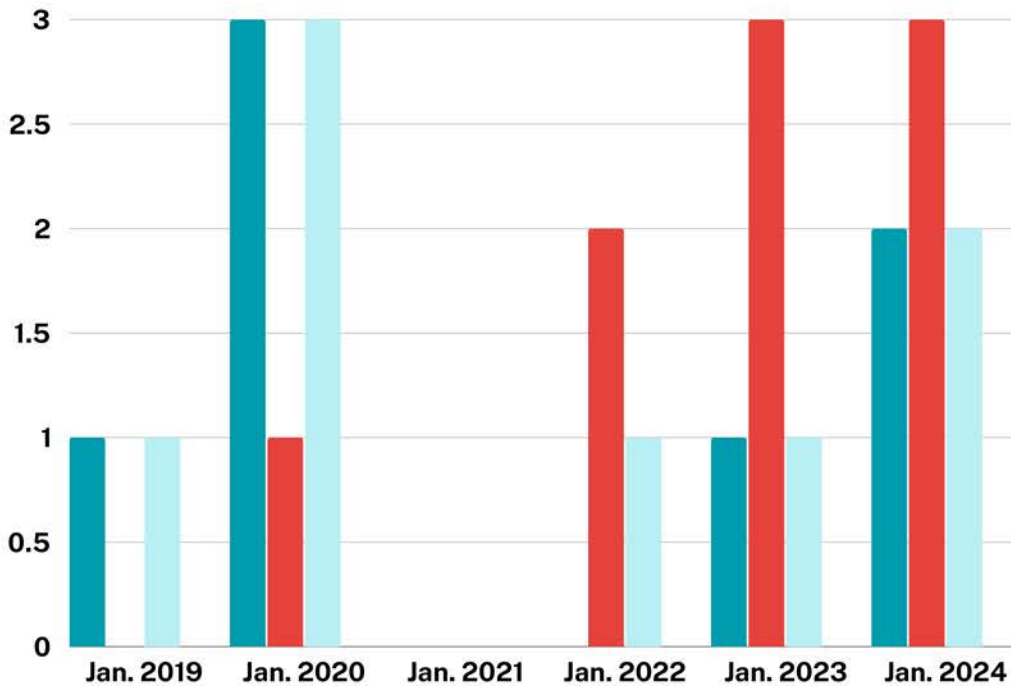


# Use of Force Work

Use of Force monitoring and reviews are an opportunity for the OIPM to conduct a qualitative assessment of an investigation to ensure thoroughness, timeliness, fairness, transparency, accountability, and compliance with law, policy, and the Federal Consent Decree. The OIPM monitors and reviews the use of force, in-custody death, and critical incident investigations conducted by the Force Investigation Team (FIT) within the Public Integrity Bureau (PIB) of the NOPD. The OIPM is required by City Code § 2-1121 and by the MOU to monitor the quality and timeliness of NOPD's investigations into use of force and in-custody deaths. The OIPM will attend the investigation or the relevant activity, and will document the activity taken and not taken by the NOPD. The expectation is that the OIPM representative does not participate in the activity, but instead observes the police actions and takes notes.

While OIPM is notified of each use of force that occurs, OIPM gives the most attention to the most serious uses of force incidents, Critical Incidents. However, OIPM will often review lower-level uses of force incidents to ensure NOPD policy is being upheld.

## Use of Force This Month 2019, 2020, 2021, 2022, 2023, 2024



**Firearm Discharge**  
**Level 4 Non-Critical Incident Force**

**Critical Incident**  
**Force Monitoring**

**2**

**Firearm Discharge this month**

**2**

**Critical Incidents this month**

**3**

**Level 4 Non-Critical Use of Force this month**

**0**

**Additional Force Monitoring this Month**



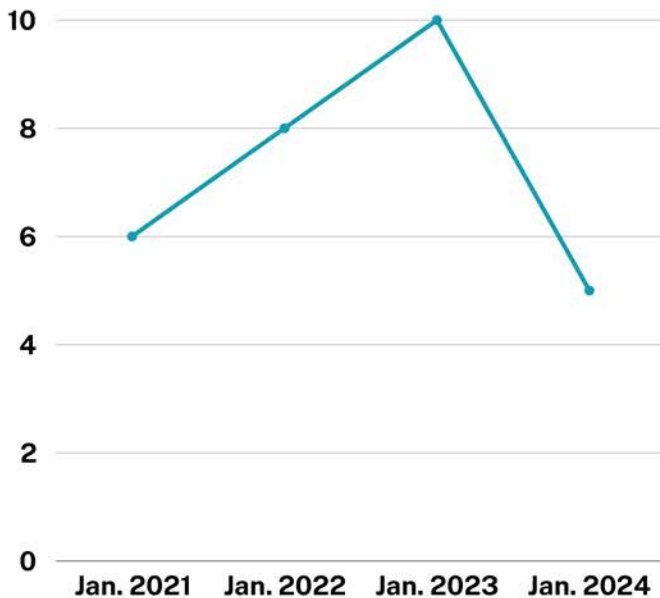
Here is a photo posted on Instagram by the OIPM. The post notified the community that OIPM was on scene and monitoring the use of force investigation regarding the Officer Involved Shooting in the Fontainebleau neighborhood in January.



# 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 - January 2021, 2022, 2023, 2024



**5**

**Total Outreach  
Events this  
Month**



## Outreach Events

- **OIPM Public Forum: January 18, 2024 at the Algiers Public Library**
  - The public forum was for the community to come out to meet the IPM & DPM and learn about what our 2024 goals. We also used this time to hear what ideas the community has for our office and concerns the community have about NOPD and the Consent Decree.
- **2 hour Virtual Professional Development in-service class for mediators on January 24th**
- **Presented about mediation program to Fraternal Order of Police membership meeting on January 11th at Deutsches Haus**
- **Interviews on mediation program for WWLTV Channel 4 and WWOZ**
- **Interviews on alleged officer drug use on job and the NOPD's prompt response on WWL, Fox, and Times-Picayune**



Above are photos of Mediation Director, Jules Griff, speaking at the Fraternal Order of Police membership meeting.

# COMMUNITY-POLICE MEDIATION

## Relevant Definitions

### Mediation

A mediation process helps parties develop a mutual understanding of a conflict. Mediation may help the parties identify disputed issues, facilitate communication, provide an opportunity to improve community relationships, and generate options that may help the parties reach a mutually acceptable resolution.

### Consent

All parties must voluntarily agree to participate in mediation and give consent. The consent process involves communication between the participant and the Mediation Director or program staff about the mediation process, what to expect, and clarification of any questions. Consent forms are signed in advance of confirming the mediation session.

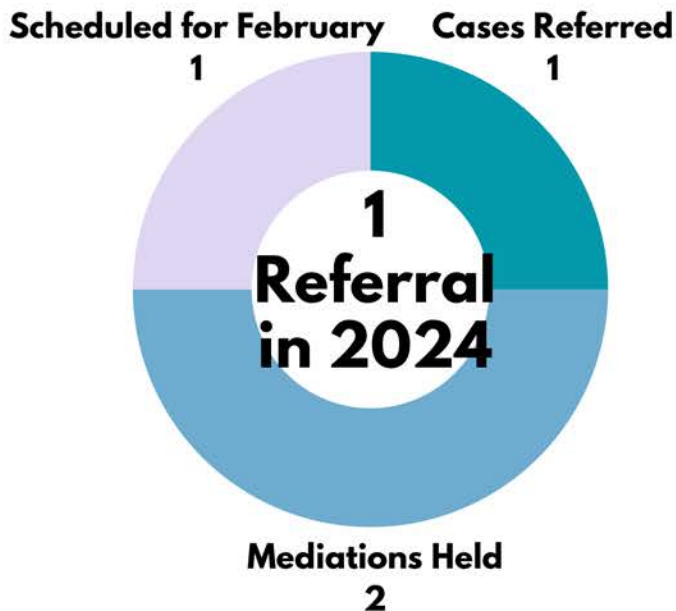
### Mediator

The role of the mediator is to be a neutral and trained third party who listens, clarifies, and facilitates conversation. Mediators are non-judgmental and do not give advice, take sides, or decide who is right or wrong. Mediators do not influence or pressure participants to come to an agreement. Mediators are trained and recruited by the OIPM.

### Voluntary

All participants engage in mediation at their own free will. They can end the process at any time and will not be forced to do anything or say anything they do not want to. No one is forced to agree to anything they do not want to.

## Mediation Numbers for January



## 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.

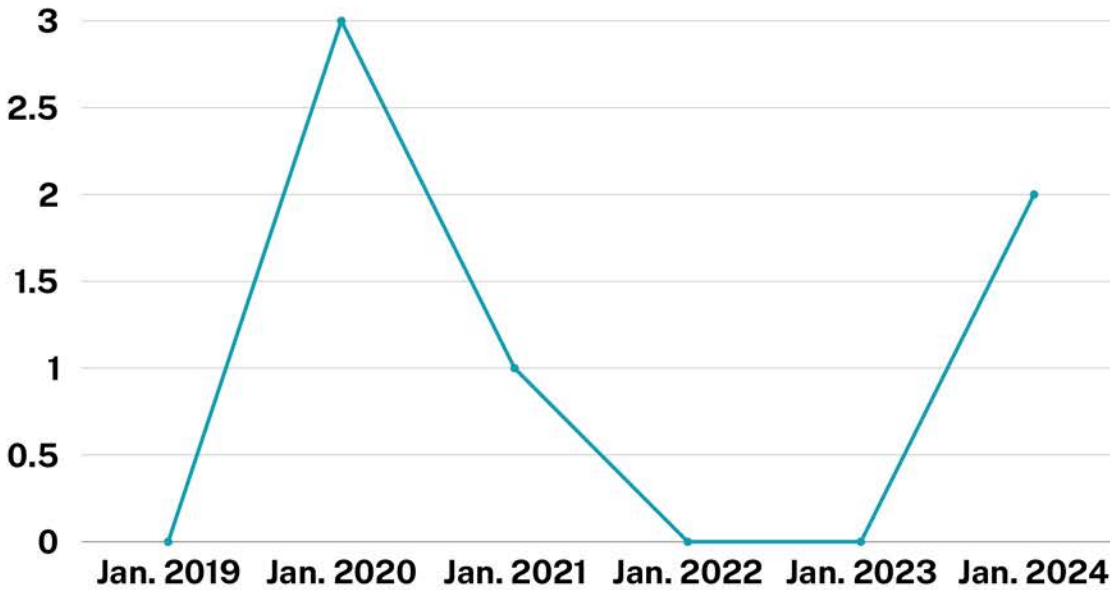
**Non-judgmental**  
**Confidential**  
**Voluntary**



**Mediation is:**

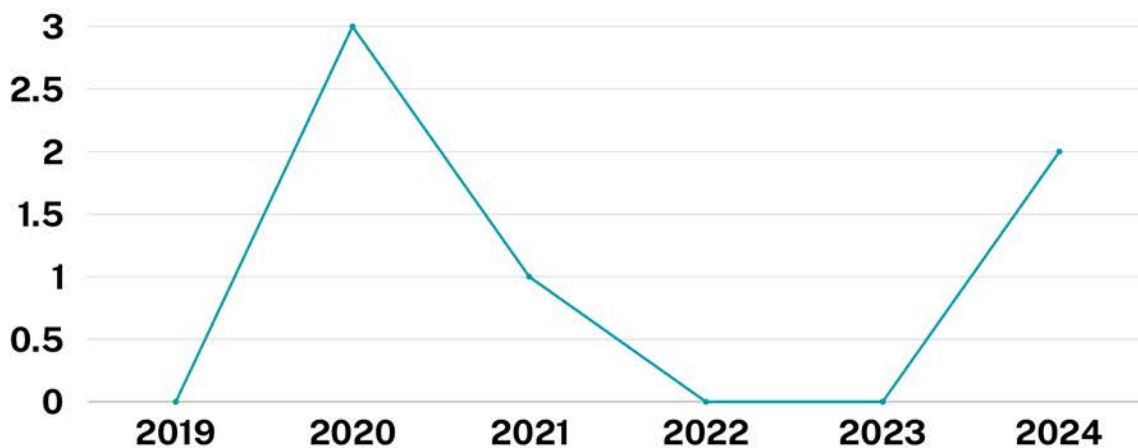
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are 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  
2019, 2020, 2021, 2022, 2023, 2024**



**2**  
**Total Mediations Held this month**

**Mediations Held YTD In  
2019, 2020, 2021, 2022, 2023, 2024**



**2**  
**Total Mediations Held YTD**



# CONSENT DECREE & OVERSIGHT BACKGROUND

---

The OIPM is providing the following information in our monthly reports as a way to keep our partners and the public informed of the role of oversight, the policing history that led to the creation of the Consent Decree, and the differences between different types of oversight.

The OIPM wants to use every opportunity available to share valuable information and historical context to our work so everyone working towards the goal of accountability, transparency, and police oversight can be equipped, informed, and engaged.

Over the year, the OIPM may add to this section additional resources and information that we assess as helpful and empowering.



# LEGAL JURISDICTION; OBLIGATIONS OF THE OIPM OFFICE AND STAFF

The OIPM operates under three core legal documents that guide the scope of local oversight and the jurisdiction of our work. Additionally, below are overviews of other ordinances that affect our work and create new legal obligations on the OIPM.

## **New Orleans Code of Ordinances Stat. § XIV: Office of the Independent Police Monitor**

This statute was created by voter referendum and provides the legal responsibilities, perimeters, and budgetary support of the OIPM. This was put to a public vote in November 2016 and passed. This statute states the responsibilities of the OIPM and requires particular work streams and tasks. The statute also describes the disclosure requirements of the office.

## **Louisiana Revised Stat. § 33:2339: Detail or Secondary Employment; City of New Orleans**

This statute was created in 2013 and gives legal abilities and subpoena power for the OIPM to investigate allegations of misconduct in the secondary employment system operated by the Office of Police Secondary Employment. The statute is silent as to the ability for the OIPM to refer these investigations to the NOPD or the District Attorney's Office for subsequent criminal or administrative accountability based on the OIPM investigation.

## **Memorandum of Understanding between NOPD and OIPM Executed November 10, 2010**

The MOU is a Memorandum of Understanding between the NOPD and OIPM which outlines the responsibilities, expectations, and authority of the OIPM when providing oversight to the NOPD. Through this MOU, there is clarity regarding the work the OIPM will complete and how the OIPM will access NOPD records, data, and reports and monitor NOPD during on scene investigations. The MOU was entered into in November 2010 and in the coming year the OIPM intends to work with NOPD leadership to review this agreement and determine if it should be updated to ensure it is still relevant and considers updates to technology.

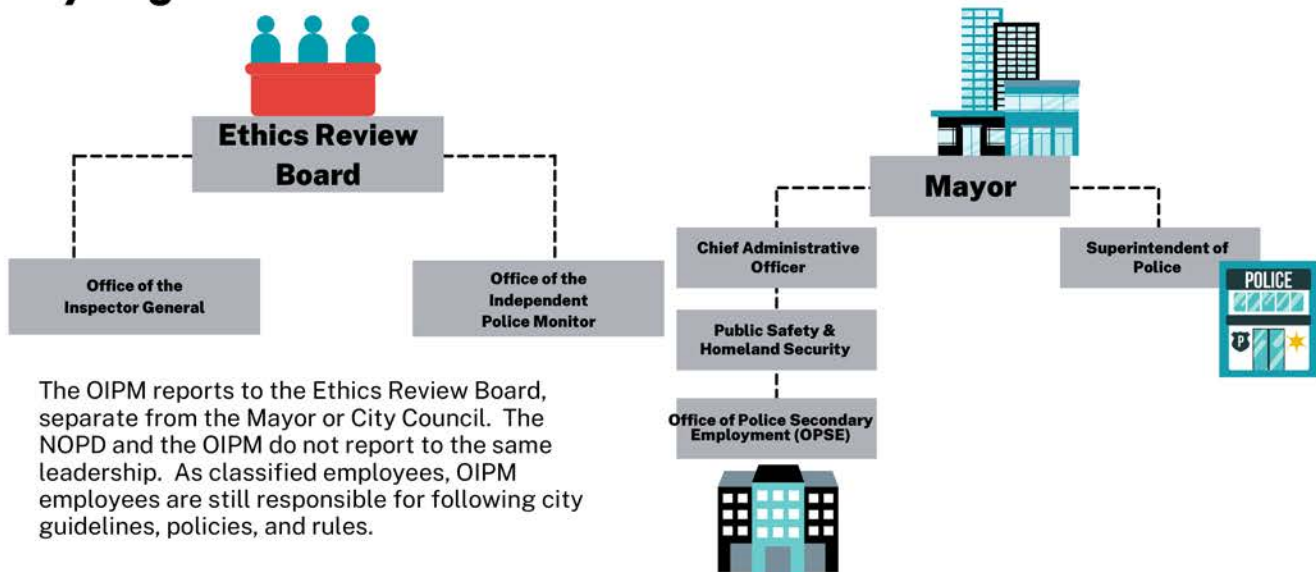
## **Ordinance 29130: Sharing of Data**

Ordinance 29130 requires that our office (along with other public safety agencies) provide data monthly to City Council.

## **Ordinance 29063: Quarterly Presentations to the Criminal Justice Committee**

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

## City Organizational Structure - Truncated



# OVERSIGHT MODELS

## Different Reasons Why There is Oversight / Monitors

### Court Ordered

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

### Consent Decree Monitors

Monitors that are the result of federal Consent Decrees.

### Oversight Agencies

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

.....  
New Orleans has both of these types of oversight  
.....

## Models of Civilian Oversight

### Review-Focused Model

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

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

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

### Investigative-Focused Model

*Investigative-focused models will employ professionally trained staff*

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

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

### Review-Focused Model

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

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

### Hybrid Civilian Oversight Model

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

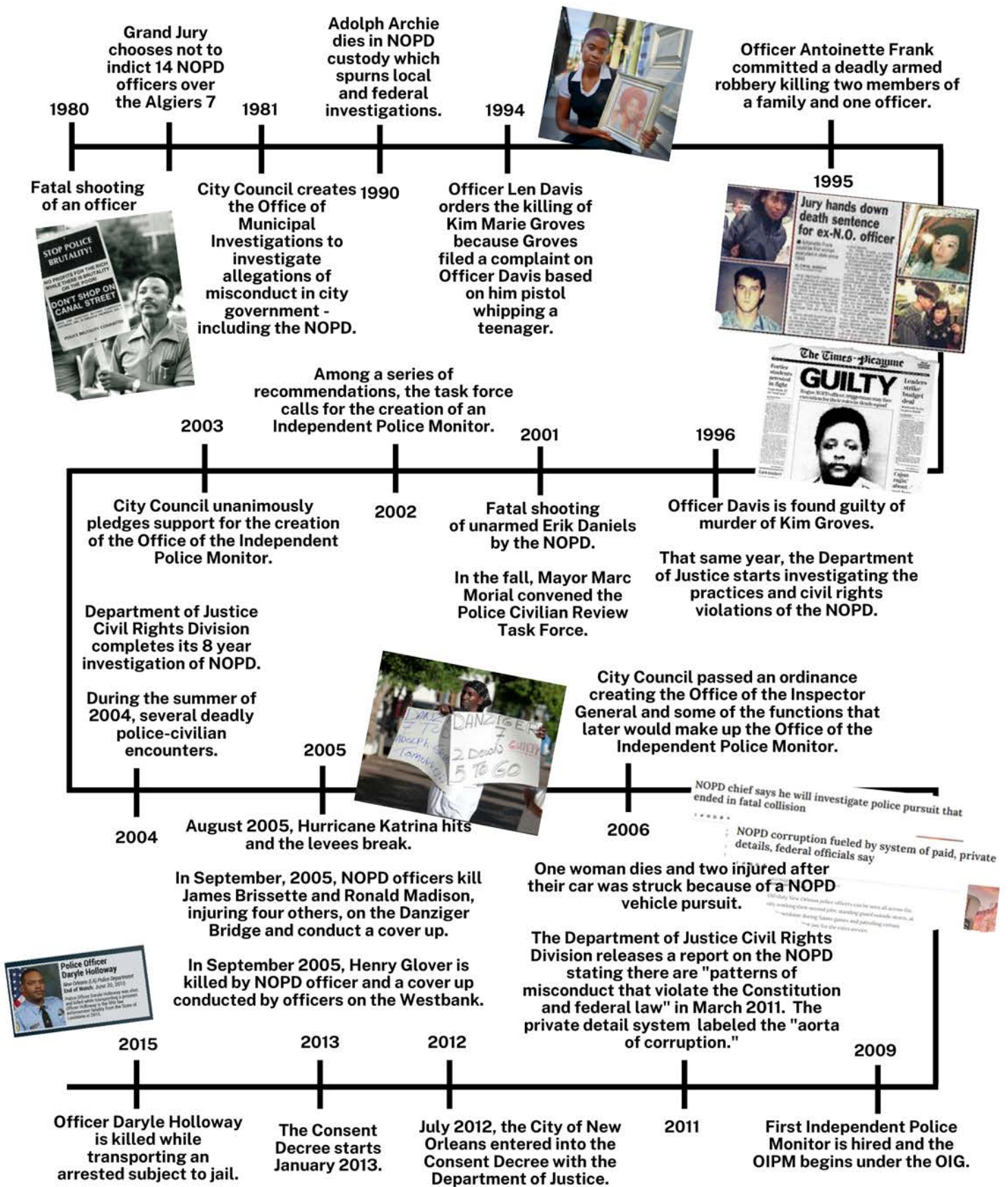
OIPM is a hybrid oversight agency because it has elements of all the different types of oversight models. Additionally, New Orleans has hybrid civilian oversight since we have multiple oversight agencies serving different functions.

## 13 Principles of Effective Oversight

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

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

# BRIEF HISTORICAL HIGHLIGHTS OF THE CONSENT DECREE; POLICING IN NEW ORLEANS



# UNDERSTANDING THE CONSENT DECREE AND HISTORY

New Orleans entered a formal consent decree in January, 2013. This Consent Decree process started in the years prior with the investigation of the patterns and practices of the NOPD by the Department of Justice's Civil Rights Division. In order to understand the necessity of the Consent Decree and the reforms required within it, it's important to understand the historical context of the city and the NOPD's problematic behavior within the community.

The NOPD had a long history of misconduct, violence, discriminatory practices, and corruption stemming back decades. In the 1980s was the beginning of a community effort to organize civilian based oversight of the NOPD. This effort resulted in multiple initiatives from the Office of Municipal Investigations to the Police Civilian Review Task Force to eventually the creation of the Office of the Inspector General to the Office of the Independent Police Monitor.

While these local efforts were evolving, simultaneously, the federal government was conducting ongoing investigations of the NOPD, the most recent ending in March 2011. Ultimately, the Department of Justice found that the patterns and practices of the NOPD violated the Constitution and federal law. The report identified systemic deficiencies in multiple operational and substantive areas including policy, supervision, training, discipline, accountability - all of which "led to unconstitutional discrimination, uses of force, stops, searches, and arrests." The findings of the Department of Justice may have surprised the country, but the community of New Orleans was already well aware of the violent and unchecked behavior of the NOPD and the culture of obstructionism and discrimination that existed within the department.

This shared history of policing is briefly overviewed on the next page and the OIPM included examples of the dynamics of the NOPD and the crimes committed that directly impacted the safety of the community and public trust in the police department.

The OIPM strives to acknowledge and remember those in the community who both fought for oversight and were impacted by the pain caused by the NOPD. This is why a tenant of the work completed by civilian oversight is to amplify the voice of the community. It is in that memory that the OIPM works and stays vigilant monitoring the policing occurring today because a possible backslide from compliance, depending on the severity, could result in a return to a pattern and practices of policing that was corrupt, violent, and unconstitutional.

The goal of the Consent Decree is for the reforms to be so deeply enmeshed into the operations, policies, systems, and culture of the police department that to dismantle those reforms would be easily catchable and not only cause alarm in the community but also be virtually impossible because of the changed culture and expectations within supervision and the police department.

The position of the OIPM is that New Orleans must own our history with the police. Our history informs our fears. This is why there is a fear of history repeating itself. In New Orleans there is a real concern of "backsliding" and a return of the "old NOPD." Our neighbors, friends, coworkers, and loved ones may have experienced injustices at the hands of the NOPD. In our recent history as a city, filing a misconduct complaint about the police could have ended with retaliation or violence, walking in an unfamiliar neighborhood may have resulted in intrusive and illegal searches, arrests were conducted with force, officers could be bought, and supervisors turned a blind eye to a culture of corruption, discrimination, and violence.

For this reason, the OIPM is sensitive of allegations or noncompliance in areas that touch on these historical problems and shared fears that may exist in our community. The OIPM will not sweep these fears under a rug, but instead ensure that these allegations are immediately prioritized and addressed:

## **Criminal activity or associations**

**Corruption**

**Violence**

**Use of Force**

**Receiving payouts**

**Field strip searches**

**Targeting of young African American boys**

**Supervisors failing to take misconduct allegations**

**Unauthorized pursuits**

**Cover-up of wrong doing and manipulation of misconduct investigations**

**Discriminatory practices**

# LOCAL & FEDERAL OVERSIGHT IN NEW ORLEANS

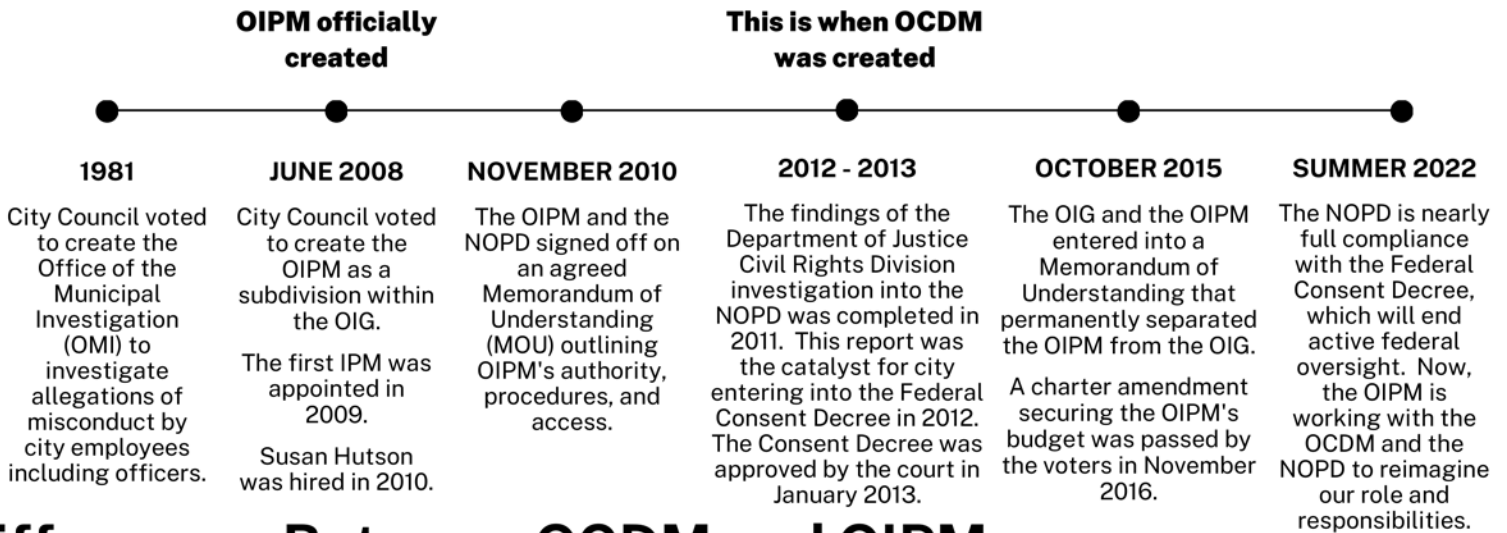
There are two types of monitors in New Orleans. There are three reasons why a city may have oversight or monitoring:

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

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

## Timeline of Oversight

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



## Differences Between OICDM and OIPM

### Office of the Independent Police Monitor (OIPM)

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

### Office of the Consent Decree Monitor (OICDM)

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

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