

# OFFICE OF THE INDEPENDENT POLICE MONITOR

## MONTHLY COMMUNITY REPORT November 2025



Above is one of the three billboards currently up in New Orleans showcasing the services of the OIPM's 24 hotline. This billboard is located at Franklin and Claiborne in the St. Roch neighborhood.

**Transparency. Accountability. Respect.**



# LETTER TO THE COMMUNITY

Dear New Orleans Community,

During this month of November, when we gather to say our thanks, the Office of the Independent Police Monitor (OIPM) wants to take a moment to thank you, the community, our stakeholders, and our partners at the New Orleans Police Department (NOPD), for all of your continued support, input, and dedication to making the city of New Orleans safer for us all. Without you all, our work would not be possible and for that, we truly appreciate you!

November was a busy month for the OIPM and it included events of reflection into our past and opportunities to look into the future. In November, the OIPM reflected with the community organization **Families Overcoming Injustice** as we again co-hosted the **National Day Against Police Brutality community vigil** on the steps of City Hall. We stood hand in hand with families of those who lost loved ones to police violence and interactions and said their names.

The OIPM looked into the future when discussing our **proposed 2026 budget during our presentation for City Council** - fielding questions from the public and the council about how the NOPD has progressed and what to potentially expect as other federal agencies arrive in this city. Additionally, the OIPM received a demonstration of the **new data system, Mark 43, that the NOPD implemented to ensure future National Incident-Based Reporting System (NIBRS) compliance**. Moving forward, the NOPD will now be able to provide uniform crime reporting and data as required by the Louisiana Commission on Law Enforcement (LCLE) and the Federal Bureau of Investigations (FBI) (addressing the prior issues of noncompliance and data inaccuracies that were identified 2024 regarding their sex crime data).

More than anything else, this month, the **termination of the Consent Decree** was a true capstone moment for the police department and the people of New Orleans. The OIPM congratulates the NOPD on this hard won accomplishment. The OIPM also wants to highlight the anticipatory quick-thinking of the **City Council to codify many of the chapters of the Consent Decree** this month to ensure that those victories and reforms are enshrined in local law for the future.

Finally, the OIPM wants to acknowledge the feedback and concerns that have been brought to our office regarding the possibility of **"Swamp Sweep"** and how it may affect local law enforcement. The OIPM will not have any jurisdiction over federal agencies and how those federal agencies engage with law enforcement outside of the NOPD. Any partnerships with the Louisiana State Police or any other parish police or sheriffs office are outside of the OIPM's jurisdiction and scope. If you are concerned regarding any interaction that occurs, you will need to address that concern to that agency's oversight body (which may be internal affairs or leadership) or to your elected officials. As for how ICE or the National Guard may interact with the NOPD, the OIPM has limited information. At this time, our understanding is that the National Guard is conducting check points similar to those that operated during Mardi Gras and the Super Bowl. The NOPD will cooperate with the National Guard as requested on criminal and public safety matters. At this time, Chief Kirkpatrick has stated that immigration is a civil matter and the NOPD does not have jurisdiction under the Home Rule Charter to engage in civil matters - only criminal. The Orleans Parish Sheriff's Office is responsible for civil matters. The NOPD will engage if there is a matter of criminal concern, as required under state and federal law. The OIPM will review these interactions if there is force or alleged misconduct in accordance with our creating statutes. We understand the concerns shared by the community and hear them, but we are not jurisdictionally able to assist at this time.

Thank you for your continued support and let's stay safe,

*Stella Cziment*

Stella Cziment, Independent Police Monitor



Above, the IPM observes checkpoints and National Guard deployments during a public safety walk with the NOPD.



Above, the OIPM and family members join together at the National Day Against Police Brutality community vigil.

Below, the OIPM presents our 2026 proposed budget to City Council.



# ACHIEVEMENTS, UPDATES, & WORK



## Termination of the Consent Decree and Codification of Chapters into Local Law

On November 19, 2025, Judge Morgan granted the joint motion filed by the parties, the City of New Orleans and the Department of Justice, to terminate the consent decree. The Office of the Independent Police Monitor (OIPM) was not involved in this determination, nor is it within the role of the OIPM to participate in such determinations. The OIPM recognizes and celebrates the undeniable progress of the New Orleans Police Department (NOPD) in reaching compliance in areas of the consent decree and in implementing real changes to make it a more accountable and transparent police department, but the OIPM shares the beliefs of community partners that there is still work to be done.

This ruling is based on the joint motion filed by the parties, which concludes that NOPD has met the necessary legal requirements in the Consent Decree. Less than a year ago, the Court said that the NOPD was not in full compliance with the consent decree and there was still substantial work to be done during the sustainment period. Now, Judge Morgan has reversed course and terminated the consent decree and the sustainment period. This ruling releases the NOPD from the obligations of the federal oversight and ends the work of the federal monitors.

Stella Cziment, Independent Police Monitor, stated, “I understand that the Consent Decree is a legal document – a legal document that is meant to come to an end – but I think it’s important to acknowledge that this decree and the whole process of creating it, implementing it, and seeing it succeed is viewed as a legacy. A legacy that belongs to the people and to those who are not here today because they were killed by or died at the hands of police officers. It belongs to them and to the people of New Orleans. This legacy cannot be terminated, and, in this spirit, the work will continue.”

The final consent decree proceeding was held at Loyola Law School at an invite-only space that did not allow for the presence of the public. The OIPM disagrees with this decision. Stella Cziment, Independent Police Monitor, states: “Since this consent decree is our shared legacy, the community – whether in agreement or not with the end of this legal document – should have been here. I am disappointed with the decision to off board the Consent Decree without the people of New Orleans in the room.”



# ACHIEVEMENTS, UPDATES, & WORK

## Termination of the Consent Decree and Codification into Local Law Continued

Now that the Consent Decree was terminated, the requirements of the NOPD under the Consent Decree and the Sustainment Strategy end. The NOPD will still be required to follow local, state, and federal laws (and any aspect of the Consent Decree requirements that were codified into those laws). The NOPD will be still be expected to follow policy, but will now have the ability to change that policy as determined necessary by the department.

The OIPM will not be terminated but federal oversight will be. The OIPM was codified by the voters and is a part of the Home Rule Charter. The OIPM was created before the Consent Decree and will remain after the Consent Decree ends. Police accountability is not over, but it will no longer be determined by a Consent Decree.

The week before, on November 13, 2025, the OIPM attended the a Special Committee meeting of City Council where the City Council unanimously voted to codify aspects of the NOPD's Consent Decree. This ordinance include the requirements around the Force Investigation Team and their abilities, the definitions and levels of use of force, the publishing of data, the Office of Police Secondary Employment, Crisis Intervention training, the retention of the Public Integrity Bureau and the Professional Standards and Accountability Bureau, and Officer Assistance programs to name a few.

The Council expressed concern with the potential termination of the Consent Decree in the near future and the ability for these important reforms to be lost. Members of the public commented asking for more attention and requirements for sexual assault investigations and the Police Community Advisory Boards (PCABs).

## Update on the Consent Decree and OIPM Effort to Inform the Public

In the final weekend of November, during Bayou Classic, the National Guard was again deployed to the French Quarter to provide public safety support. This deployment was similar to the deployment that occurred during Mardi Gras 2025. The NOPD worked in conjunction with additional federal, state, and local partners and law enforcement to ensure public safety - while the OIPM monitored and informed the public of all related law enforcement actions being taken.

On Saturday, November 29, 2025, the IPM joined Deputy Superintendent Gernon for a public safety walk to monitor and observe the safety protocols put into place. During this walk, the IPM observed how NOPD leadership identifies safety risks, checks police coverage, engages with the community, and looks for potential quality of life challenges. The IPM and Deputy Chief Gernon also observed Bourbon Street to see how the traffic barricades were working and watched as the checkpoints were initiated on members of the public.



Above, City Council meets during the Special Committee hearing to determine if aspects of the Consent Decree will be codified into local law.

Below is the voting results on the agenda item. The City Council unanimously voted to codify components of the Consent Decree.



Above, the IPM and Chief Gernon spoke with National Guard members conducting checkpoints in the French Quarter.

# ACHIEVEMENTS, UPDATES, & WORK

## OIPM and Families Overcoming Injustice Co-Host the National Day Against Police Brutality Community Vigil

In November, the OIPM joined together with the community organization, Families Overcoming Injustice, to mark the National Day Against Police Brutality with a community vigil on the steps of City Hall. This event was held on November 13<sup>th</sup>. This event was an opportunity for reflection and action. It is a day that we come together, reflect on those we've lost to police violence, and join in action for police reforms. There was a chance to say loved ones' names, a ceremony of remembrance, and food.

Last year, the OIPM received feedback that this day had strayed from its original focus on the families most affected by officer involved violence. In response, the OIPM reassessed how to organize this event to be more inclusive. Unlike in prior years, where this event put an emphasis on speakers that were elected leaders and stakeholder partners like the ACLU, the District Attorney's Office, and the Vera Institute for Justice, this year, we instead left the microphone open for families and attendees to speak as they wanted to about this day and about their loved ones. We also set up an art station for attendees to make art inspired by their families and loved ones.

The OIPM thanks all who attended this event and stood in our circle with us to acknowledge the impact and the loss we have collectively experienced.

## OIPM Presents 2026 Budget to City Council

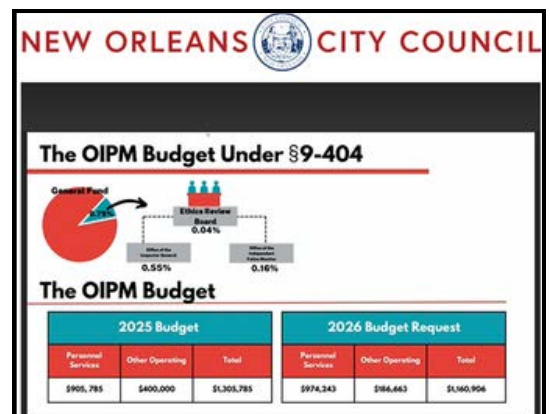
At the beginning of November, the OIPM presented our proposed budget for 2026 to the City Council and the public. The OIPM is not immune to the budgetary reality that the City is currently facing. During October, the OIPM prepared for our budget presentation to City Council and finalized budget spreadsheets for the 2026 fiscal year that will see changes in our operations and reprioritizations of some of our work and projects. The OIPM funding stream is protected and the OIPM receives .16% of the general fund each year under statute. In 2026, as the general fund is reduced, as will be the personnel and operating budget of our office.

Logistically, this means that the OIPM will continue to prioritize public facing services and necessary monitoring activities - such as our staff, the 24 hour hotline, community-police mediation services, and our website while cutting other projects. The OIPM will sunset our radio show 'The Monitor's Mic', may delay recruitment and training of a new cohort of mediators for a year. We will cut office supplies, staff training, advertising for the hotline, food and any other spending related to public forums. The OIPM will always prioritize the fundamental needs of our work to ensure we achieve our mission, but will make necessary pivots on our projects in order to operate within the budget we are allocated. During our presentation, the IPM fielded questions from the public about how our office will operate post the Consent Decree and their concerns about the NOPD working with ICE and other agencies without checks. The IPM also answered questions from City Council about our budget and our assessments of NOPD's performance.



Above, Rev. Denise Graves leads the group in thanks and reflections.

Below, the IPM stands with Ms. Points and Ms. Groves who both lost love ones to officer violence and interactions.



# ACHIEVEMENTS, UPDATES, & WORK

## Introduction of Mark 43 and a Change to NOPD's Data Input and Collection

On November 5, 2025 the OIPM was given a demonstration of NOPD's new operations software, Mark 43, prior to its public release. Mark 43 is a vendor-provided service that is already in use by over 300 agencies across the country. Representatives from Mark 43, Deputy Chief Nicholas Gernon, and NOPD's Director of Analytics Jessica Nezat, walked the OIPM through the data collection system, its interface, and answered our questions.

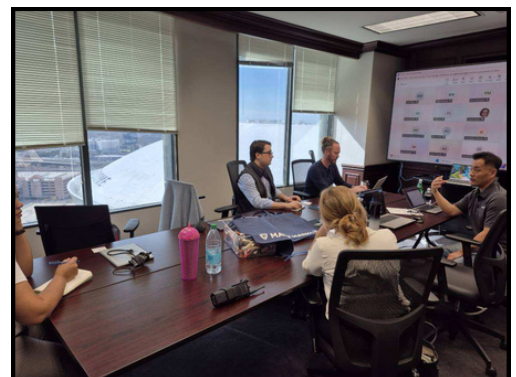
The OIPM toured the 24-hour call/command center NOPD has set up to address any issues that arise after the new system goes live. Employees can call or video in at any time if they have any questions or issues with the new software and speak to the team responsible for the transition.

The new software touches every corner of NOPD's operations: how officers enter information while on patrol, how cases and evidence are tracked, how leadership reviews data and investigations.

During the demonstration, the NOPD highlighted many of the benefits of the new software, which includes better integration with outside software, better audit trails, and more in-depth data collection that is fully compliant with state and federal requirements.

The OIPM was impressed with the breadth and new capabilities of this new system. They agree with NOPD that better information and better data will help NOPD as it continues to progress and improve its operations. Most importantly, this new system will ensure that the NOPD is now National Incident-Based Reporting System (NIBRS) compliant so New Orleans is providing uniform crime reporting and data as required by the Louisiana Commission on Law Enforcement (LCLE) and the Federal Bureau of Investigations (FBI). This system will help the NOPD address prior data inconsistencies that were identified 2024 regarding their sex crime data.

The OIPM will highlight that the transition to this system will create a gap year of some data as the system is populated - meaning that some of the prior data will no longer be understandable or relevant to this new model. This may influence the OIPM's ability to analyze police data for the 2025 Annual Report. The OIPM is now working with the NOPD to understand how this may influence our reporting moving forward and will provide more information on this topic in the future.



**Above, the OIPM attends a demonstration of the new Mark 42 data system.**

# ACHIEVEMENTS, UPDATES, & WORK

## November on the Monitor's Mic

This month on the Monitor's Mic, the OIPM hosted a wide range of voices from the community, law enforcement, and the judiciary to highlight different perspectives on policing and accountability. This month on the Monitor's Mic the OIPM welcomed Dr. Hansel Aguilar, police monitor of Berkeley, California and Sgt. Rob Barrere from the Cold Case Unit. Dr. Aguilar brought us an insightful perspective on local police oversight from another corner of our country and Sgt. Barrere brought his long experience as an NOPD officer to help us answer questions about cold cases in New Orleans and how they are investigated.

First, on November 14th, on the Monitor's Mic, we interviewed fellow **police monitor, Dr. Hansel Aguilar who serves as the Director of Police Accountability in Berkeley, California.** We discussed his experience in the field of policing and police oversight - which began with Dr. Aguilar wearing the uniform himself. Dr. Aguilar recounted his time as a police officer in North Virginia and then his experience as a misconduct investigator in the DC Office of Police Complaints. Dr. Aguilar described how his background as a sociologist informs his current work. He also discussed some of the challenges he faces in his current role and some of the goals for police oversight in his jurisdiction (and all over the country), like making sure the community feels heard and included in the process of accountability.

Next, on November 19th, the Monitor's Mic spoke with **Sgt. Rob Barrere from NOPD's Cold Case Unit within the NOPD's Homicide Division.** The OIPM invited Sgt. Barrere to the show because we hear questions from the public about what happens to cases that aren't solved within the critical first 48 hour window. Does the investigation stop? How are cold cases revisited? What can get a case looked at anew? And what can families expect during their wait for answers? Sgt. Barrere answered all those questions and more as he explained the unique challenges to investigating homicides from years earlier, trying to track down new leads, and how the NOPD tries to serve families through providing social workers and other services while they wait for case updates.

If you want to listen our Monitor's Mic programing, it is all available online. You can listen on the OIPM website:

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



**Above and immediately below, Dr. Hansel Aguilar discusses his experiences as a police monitor (and former police officer).**



**Below, Sgt. Rob Barrere discusses the work of the Cold Case Unit on the Monitor's Mic.**



# WHO WE ARE

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

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

## Ensuring Compliance and Reform

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

## Amplifying the Needs of the Community

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

## Making the NOPD a Safer and Nondiscriminatory Workplace

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



# WHAT DO WE DO?

## Mission, Vision, Work

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

### WHAT WE DO



**Misconduct Complaints**



**Disciplinary Proceedings**



**Data Analysis**



**Community Outreach**



**Use of Force**



**Community-Police Mediation Program**



**Audits and Policy**



**Commendations**

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

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

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

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

# DATA OVERALL: YEAR TO DATE AND MONTH

	2025	2024	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2024
Civilian Complaint Count	56	98	107	71	59	61	85	32	37	68.75
Police Complaint Count	3	1	2	1	4	5	2	5	3	2.88
Civilian w/in NOPD	0	0	0	0	1	1	0	0	0	0.25
Anonymous Complaint	21	25	20	26	21	28	0	0	0	15.00
Community Liaison Count	18	13	28	24	20	40	17	8	7	19.63
Case Monitoring Count	6	5	4	7	4	12	0	10	8	6.25
Case Review Count	0	0	1	4	5	3	8	8	1	3.75
Contact Only Count	41	102	57	31	17	29	18	2	9	33.13
Disciplinary Hearing Count	41	45	43	65	66	64	54	63	33	54.13
Critical Incident Count	12	7	4	6	8	11	9	7	7	7.38
Firearm Discharge Count	9	7	4	6	7	9	8	4	4	6.13
Lvl 4 Non-Critical	15	17	9	18	9	10	0	0	0	7.88
Force Monitoring*	2	5	1	0	0	0	0	0	0	0.75
Mediation Count	33	30	28	23	21	37	35	22	28	28.00
Commendation Count	2	7	5	1	8	3	7	1	2	4.25
Grand Total	259	362	313	283	250	313	243	162	139	258

	Nov 2025	Nov 2024	Nov 2023	Nov 2022	Nov 2021	Nov 2020	Nov 2019	Nov 2018	Nov 2017	2017-2024 Average
Citizen Complaint Count	5	2	7	11	4	5	11	5	2	5.88
Police Complaint Count	1	0	1	0	0	0	0	0	1	0.25
Civilian w/in NOPD	0	0	0	0	0	0				0.00
Anonymous Complaint	1	2	1	2	2	2				1.80
Community Case Liaison Count	1	0	1	12	0	4	0	2	1	2.50
Case Monitoring Count	1	0	0	0	0	2	0	1	0	0.38
Case Review Count	0	0	0	0	0	0	4	0	1	0.63
Contact Only Count	2	8	6	3	0	0	4	0	1	2.75
Disciplinary Hearing Count	8	0	5	6	6	3	13	7	6	5.75
Critical Incident Count	0	0	0	1	1	1	0	0	0	0.38
Firearm Discharge Count	0	1	0	1	1	0	0	0	0	0.38
Lvl 4 Non-Critical	2	2	2	0	1	1				1.20
Force Monitoring*	1	0	0							0.00
Mediation Count	2	1	2	3	1	4	5	1	2	2.38
Commendation Count	1	1	0	1	0	2	2	0	0	0.75
Grand Total	25	17	25	40	16	24	39	16	14	23.88

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

# CURRENT BUDGET



OIPM Budget Description	Amount
Personnel	\$905,785.00
Operating	\$400,000.00
2025 Total OIPM Budget	\$1,305,785.00
2025 Total OIPM Budget	\$1,305,785.00
Amounts Spent to Date:	\$1,008,993.00
Unexpended funds	\$296,792.00

# MISCONDUCT WORK

## Relevant Definitions

### Complaint

A complaint is an allegation of misconduct filed against a NOPD officer(s) by a member of a public or civilian (external) or another officer (internal). A complaint may concern an action or lack of action taken by a NOPD officer(s), an interaction with a NOPD officer, or a witnessed interaction with a NOPD officer.

### Complainant

A complainant is the individual who files a complaint against a NOPD officer(s). A complainant may be generated internally (by another officer or a supervisor) or externally (by a member of a public). The complainant does not need to be personally affected by the incident.

### OIPM Complaint Codes

When the OIPM receives a complaint referral, the OIPM organizes the complaint according to the source of the complaint.

- Civilian based complaints are classified as: CC.
- Complaints from police officers are classified as: PO.
- Complaints from civilians working within the NOPD are classified as: CN.
- Anonymous complaints are classified as: AC.

### Misconduct

Officer action or failure to take action that violates any rule, policy, procedure, order, verbal or written instruction of the NOPD or is a violation of any city ordinance, state or federal criminal law. Misconduct includes, but is not limited to:

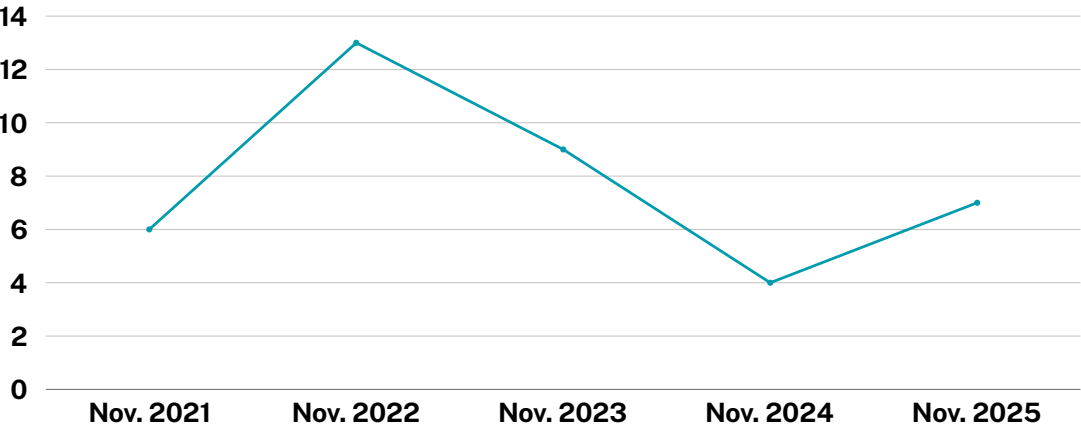
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification of records
- Inappropriate language or attitude
- Harassment
- Interference with Constitutional rights
- Neglect of duty
- Discrimination in the provision of police services or other discriminatory conduct on the basis of race, colors, creed, religion, ancestry, national origin, gender, sexual orientation
- Theft
- Retaliation for filing complaint with NOPD or the OIPM

## Complaint Procedures

The OIPM does not verify the statements made during complaint intake or agree with the statements provided by the complainant. The OIPM strives to accurately capture the words, emotions, goals and narrative shared by the complainant and selects the policy, practice, or rule that each allegation of behavior / incident could have violated if determined to be true. OIPM personnel may review information in NOPD systems regarding the interaction complained of, including body worn camera video, in car camera video, electronic police reports and field interview cards. The OIPM may include information obtained from NOPD information systems in the complaint referral.

The OIPM assesses whether in the information provided should be provided confidentially or if the OIPM would recommend covert operations conducted by the Special Investigation Squad (SIS). Anything shared in this report is public information.

## Complaint Totals - November



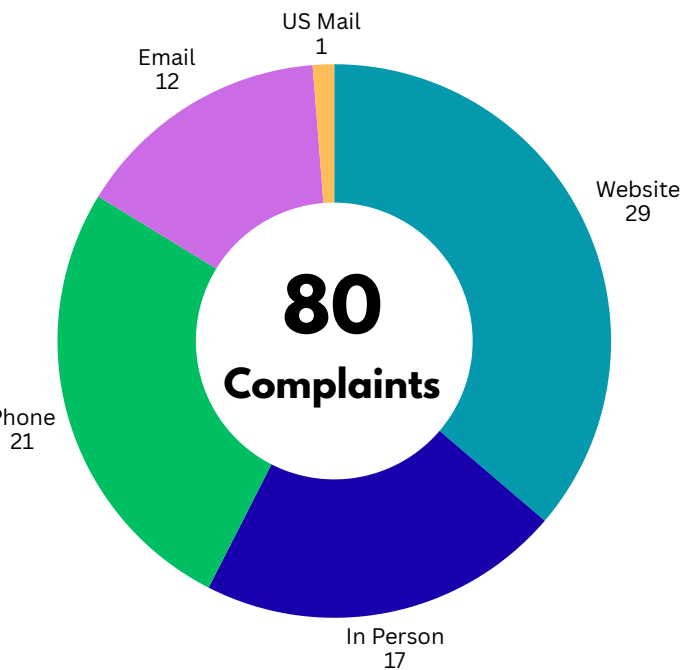
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**Total Complaints  
Received this  
month**

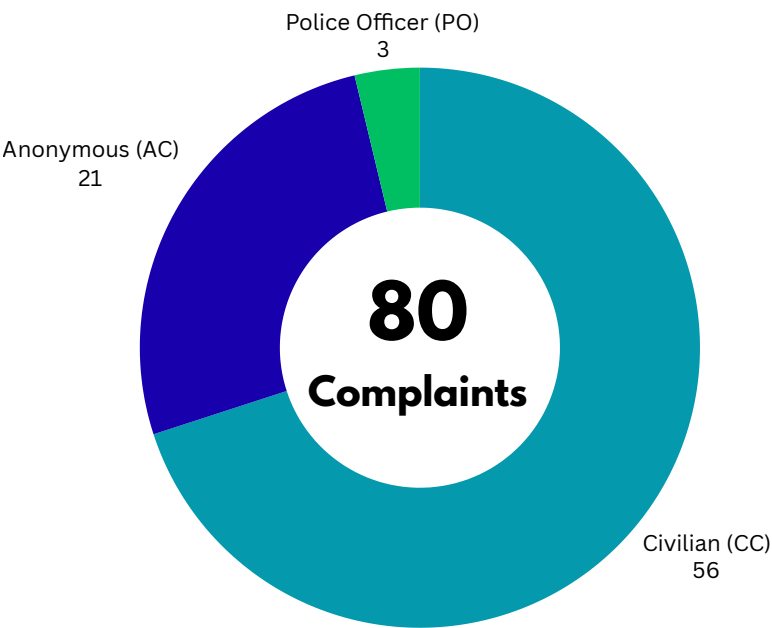
80

**Total Complaints  
Received This  
Year**

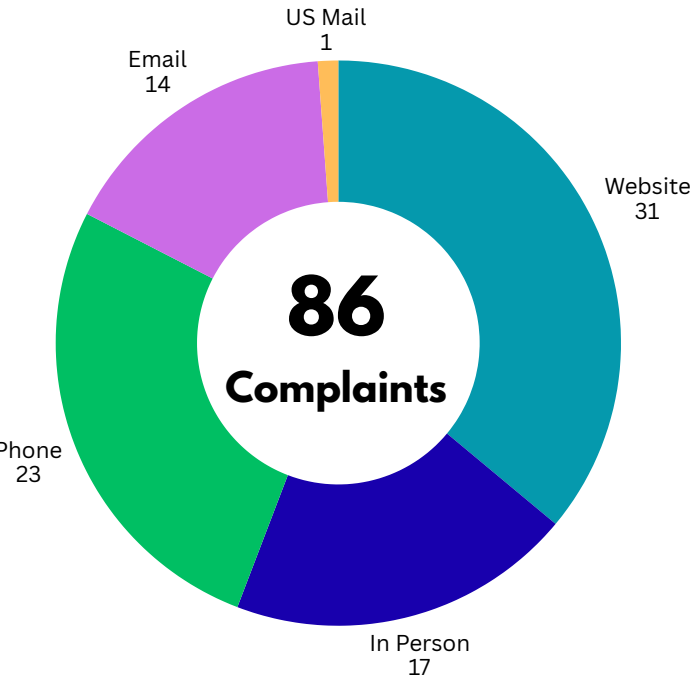
Complaint Intake Source - 2025



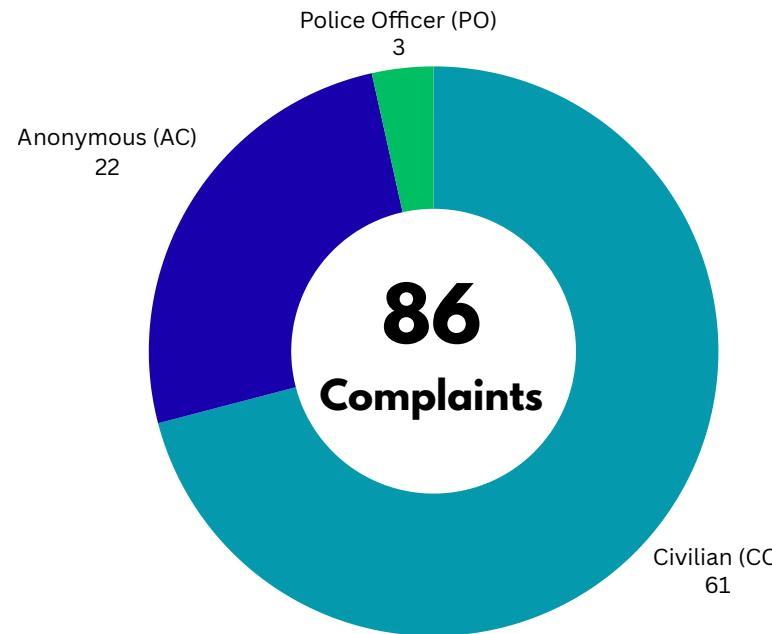
Complainant Type - 2025



Complaint Intake Source - Past 12 Months

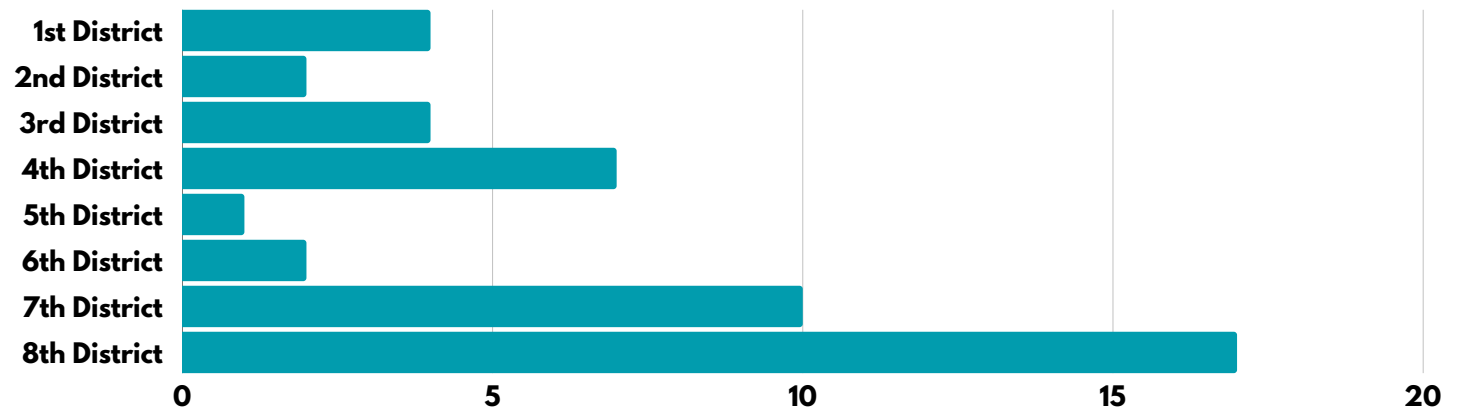


Complainant Type - Past 12 Months

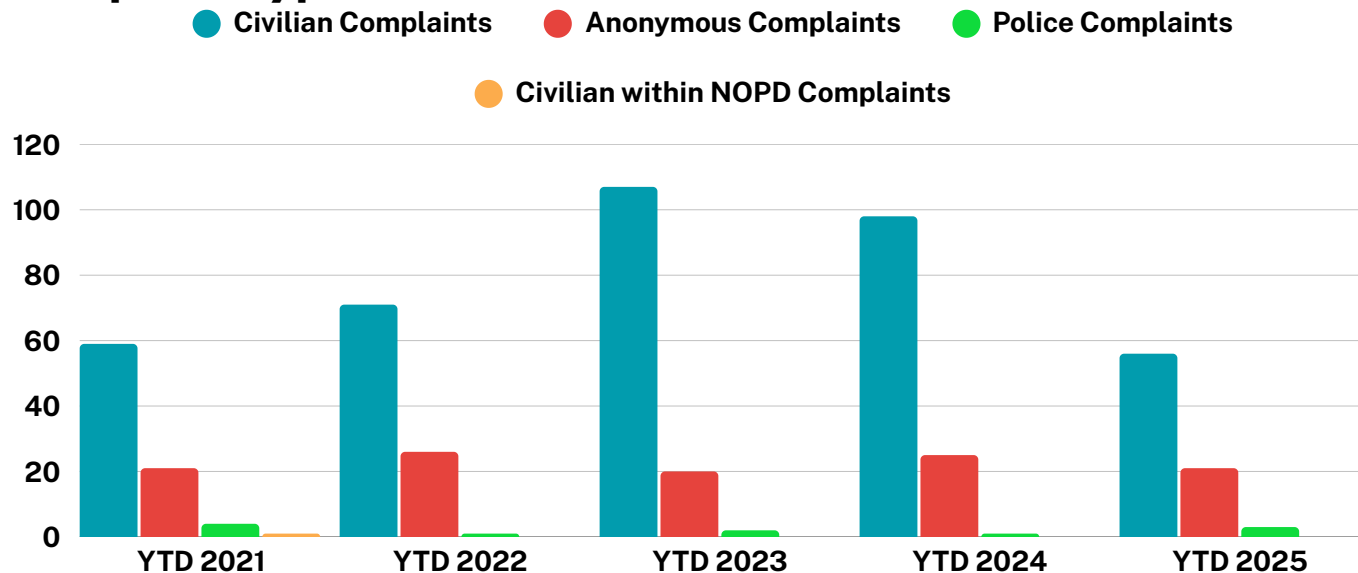


## Districts - Past 12 Months

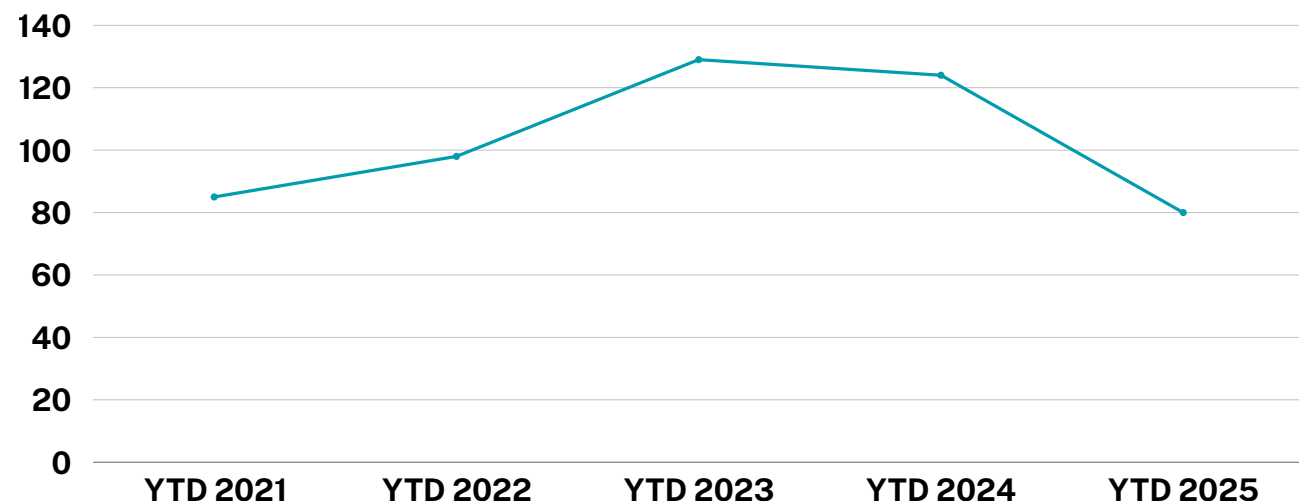
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

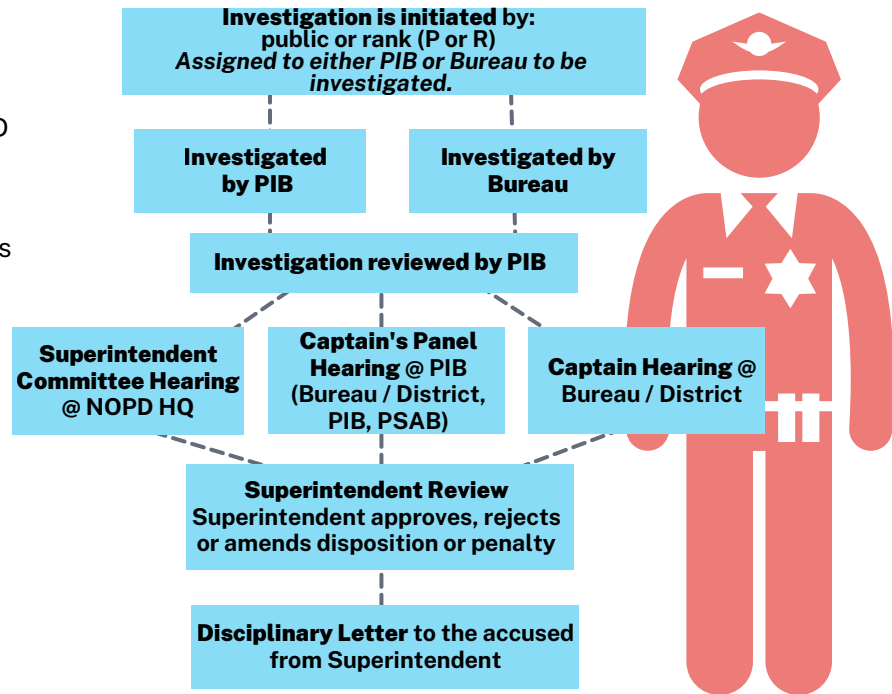


## Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



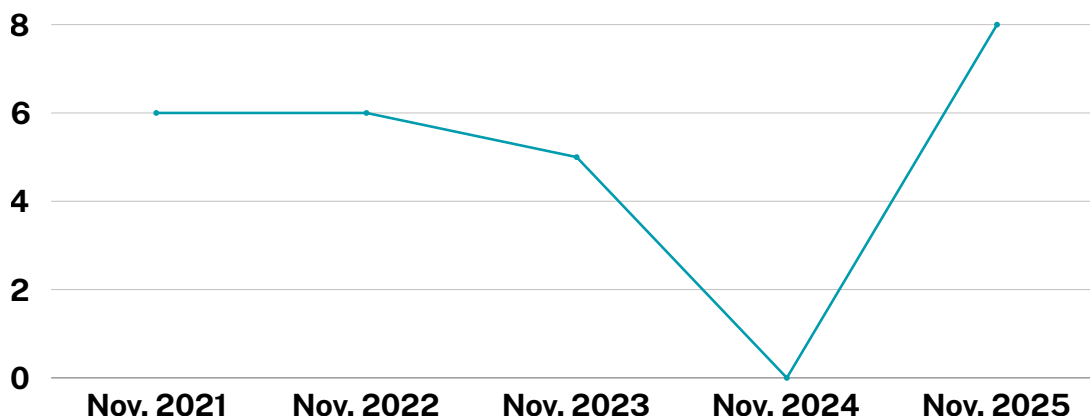
# DISCIPLINARY PROCEEDINGS

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



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

## Disciplinary Proceedings - November



8

**Total  
Disciplinary  
Case Received  
this Month**

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

# USE OF FORCE

## Relevant Definitions

### Critical Incident

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

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

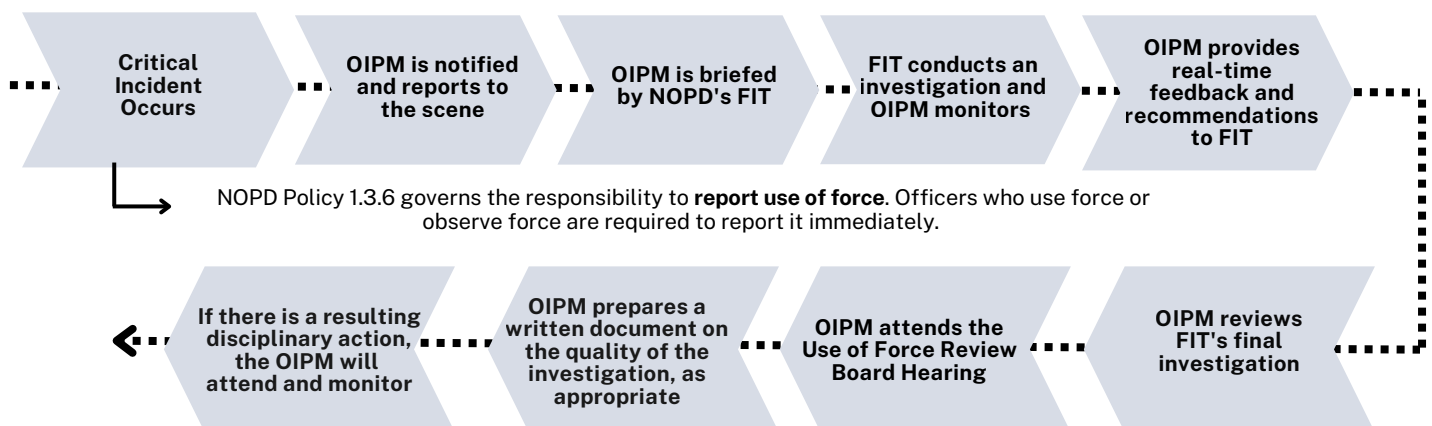
### Use of Force

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

### Levels of Force

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

## Critical Incident / Use of Force Chain of Events

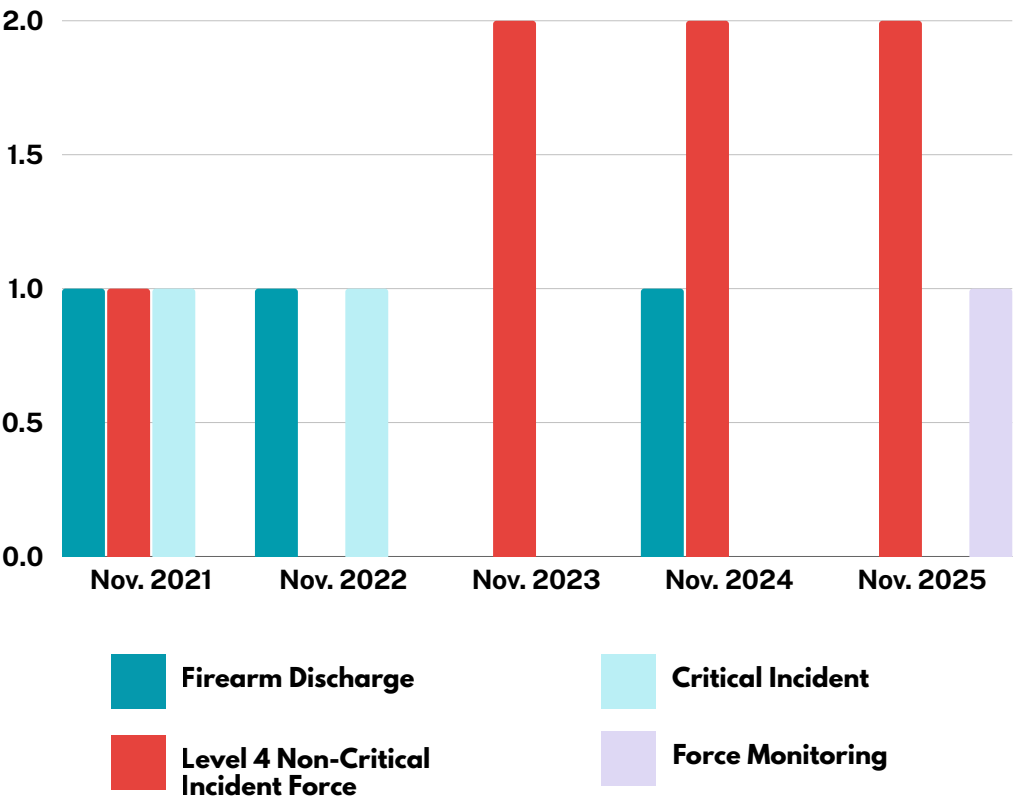


# Use of Force Work

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

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

## Use of Force This Month 2021, 2022, 2023, 2024, 2025



0

Firearm Discharge this Month

0

Critical Incidents this Month

2

Level 4 Non-Critical Use of Force this Month

1

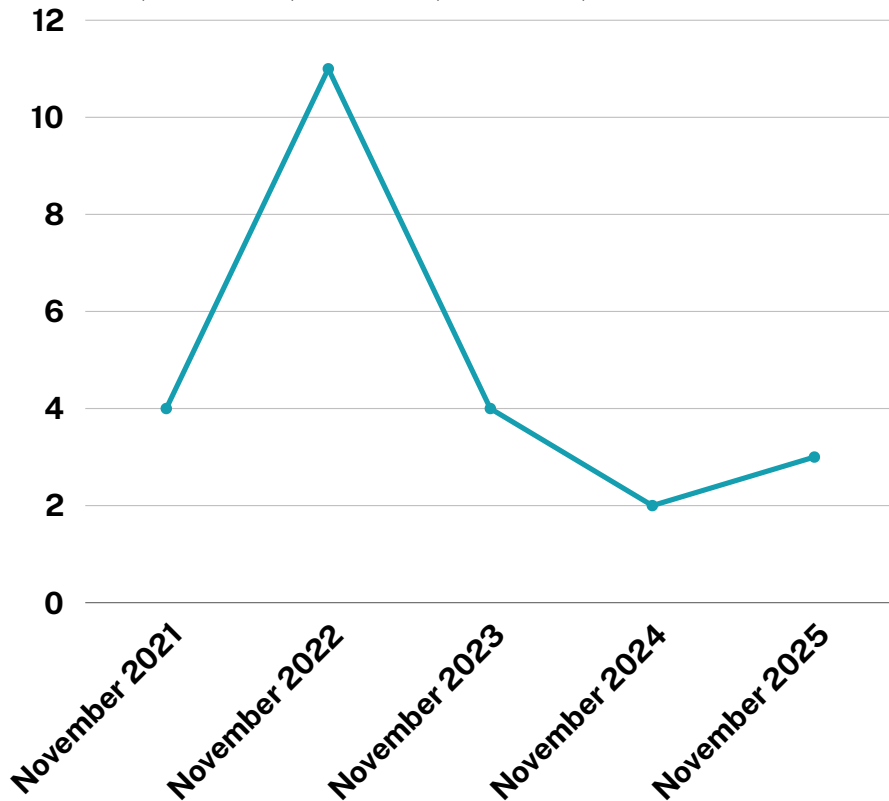
Additional Force Monitoring this Month

# COMMUNITY ENGAGEMENT

The community is vital to police oversight and the center of the work conducted by the OIPM. In the Memorandum of Understanding, the OIPM committed to developing relationships with community and civil groups to receive civilian and anonymous complaints, meeting with police associations, and conduct public outreach meetings and engagement activities. In this section of the Monthly Report, the OIPM explains the community outreach and public events that the OIPM coordinated or participated in the last month.

## Outreach - November

2021, 2022, 2023, 2024, 2025



**3**

**Total Outreach  
Events this Month**

## Outreach Events

- Mediator In-Service Training - 11/11/2025
- National Day Against Police Brutality - 11/13/2025
- Consent Decree Termination Hearing - 11/19/2025



**Judge Morgan addresses the room  
regarding the end of the NOPD  
Consent Decree.**



**Kiah Howard of OIPM hugs Rev. Graves  
at the National Day Against Police  
Brutality community vigil.**

# COMMUNITY-POLICE MEDIATION

## 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.

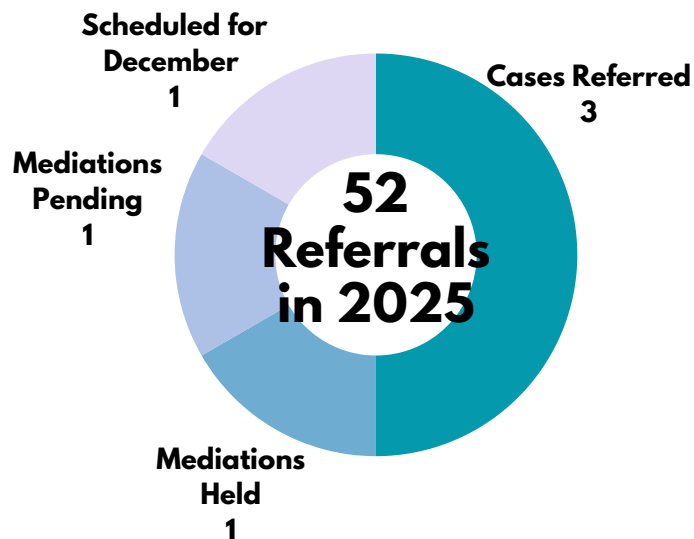
### Voluntary

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.

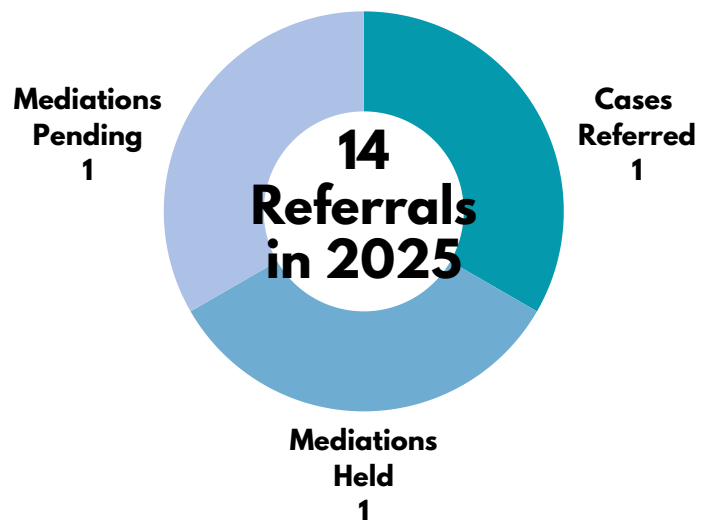
### Consent

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.

## Mediation Numbers - November



## Post-Investigation / Cleared by Camera (CBC) Mediation Numbers - November



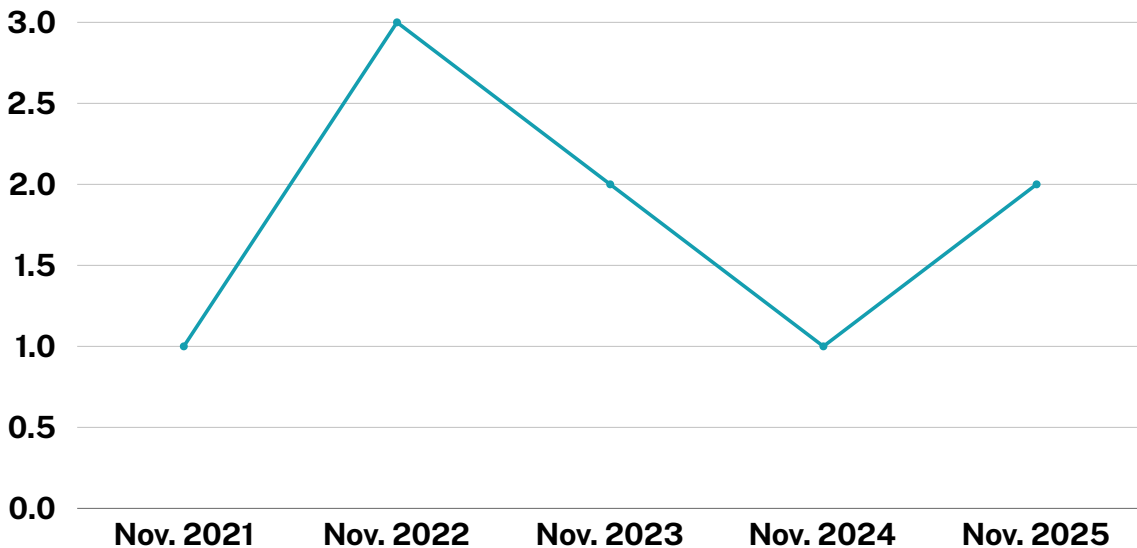
**Non-judgmental**  
**Confidential**  
**Voluntary**



### 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.

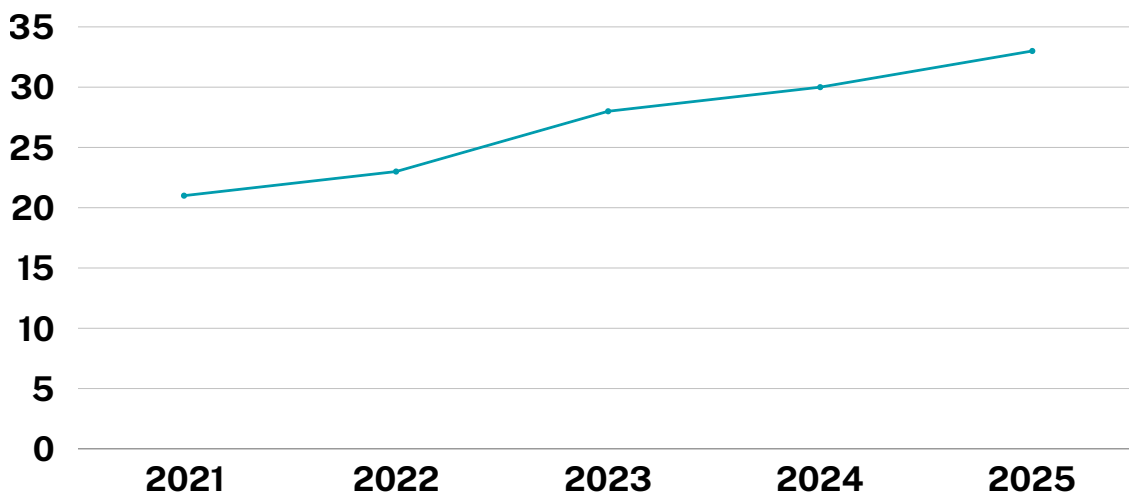
### Total Mediations Held This Month 2021, 2022, 2023, 2024, 2025



**2**

**Total  
Mediations  
Held this  
month**

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



**33**

**Total  
Mediations  
Held YTD**