



Office of the Independent
Police Monitor



2025 ANNUAL REPORT

Office of the
Independent Police Monitor

DEAR NEW ORLEANS COMMUNITY,

I want to start our 2025 Annual Report by thanking our public for your engagement, your input, your questions, your critiques, and your voices. Your voices inform our priorities, your experiences shape our recommendations to the police department, and your rights and lives are the reason we work in police oversight. Members of our community, visitors to our city, and employees of the New Orleans Police Department (NOPD), all engage with the Office of the Independent Police Monitor (OIPM) each year in different ways. This Annual Report is how we document, measure, and showcase that collaboration. It is a report that shares what we have achieved together.

Each year, producing this report, I, along with the team at the OIPM, reflect on the prior year and ask: did we achieve our mission? Did we provide an accessible and respectful space for the public and employees alike to tell us about their experiences with the NOPD? Did we ask the right questions? Did we provide the most helpful information and services? Were our critiques grounded in the law and national best practice? Did we fairly and accurately measure the work done by the OIPM and the NOPD to serve the public?

We try to answer those questions and more in this report. Often, we do this by presenting data and sometimes we do this by describing projects. Here is the thing about data, data is exactly that: data. It is information. Sometimes data answers a question about policing or oversight. Sometimes data poses the question. Other times, data is just numbers acting as a benchmark of work completed. Data can tell a story or highlight patterns that are representative of an aggregate experience with the police; but it's never going to be a personalized reflection of a person's experience with a diverse and large police department or an individual officer's employment experience within this police department. The data can tell a story, like: "use of force is going down" or "misconduct allegations are not being sustained" or "there is no proof of favoritism in the police department." The story may suggest that police are engaging with the community or the police aren't engaging with the public enough. But that story the aggregate data tells may not feel real or legitimate to you if it doesn't match your experience.

In this report, the OIPM strives to provide relevant policing data from the year to the community, the NOPD, City Council and elected leaders, the Ethics Review Board (EBR), and all the stakeholders in this work. This data review utilizes internally generated data, data that is input by the NOPD, data provided by WBOK Media, and data from the Civil Service Commission – all of which is analyzed by the OIPM. We understand that the data may not encapsulate your experiences or even the impact that oversight has had over the last year, but take this data as it is: information. Information that can inform what happens next in 2026 and beyond.

Before we start this report, I want to point out three additional things: budgets, politics, and the Consent Decree.

First, regarding the **budget**. In 2025, the OIPM learned we would be receiving less money in 2026 than before due to the budgetary constraints facing this city. Each year, the OIPM receives .16% of the general fund. This amount varies as the city's general fund varies. The OIPM has adjusted our projects and priorities to ensure that we can continue to serve our mission with the funds we have. Some of the projects and work that we will describe in our 2025 Annual Report will not continue into 2026. We intend to pivot as needed to find other cost-effective ways to get the work done.



Second, a quick word on **politics**. The OIPM does not now or ever endorse candidates for election in any capacity. The OIPM does partner with elected leaders and other stakeholders to accomplish our work, to collaborate on projects, or to reach the public. The OIPM is legally required under our creating statute to engage with local leadership. This work is not an endorsement. We will include photographs of elected leaders or political candidates in our reports or on our social media. These photographs are not endorsements for those individuals in the upcoming elections or any other type of political support. To do our work regarding policing and the community, we will continue to partner with, work congruently, or be physically near people who are seeking election, reelection, or are serving political terms, but the OIPM does not endorse any candidates' political future.

Third, the end of the **Consent Decree** happened in November 2025. 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 in November 2025 to ensure that those victories and reforms are enshrined in local law for the future. Though the Consent Decree and federal oversight has come to an end in New Orleans, local oversight remains. Our office was created prior to the creation of the Consent Decree to serve different functions – some of which overlapped with the language, goals, or spirit of the Consent Decree – and some that did not but instead focused on different (but not opposing) goals. Our work continues. It continues with the NOPD and it continues with the public that we seek to serve.

Back to our annual report, legally, the OIPM is required to issue at least one public report each year, by the end of May, detailing its monitoring and review activities and the appropriate statistical information from the internal investigation office and other divisions of the NOPD. The OIPM is required to report upon problems it has identified, recommendations made, and recommendations adopted by the NOPD, along with identifying commendable performance and improvements made by the department to increase professionalism, accountability, and transparency. As always, the OIPM thanks our partners at the City of New Orleans and the NOPD for their assistance in completing this report and providing valuable input.

From monitoring misconduct investigations, to operating the Monitor's Mic and sharing public information about policing and oversight, to receiving feedback about how the NOPD is operating through our new 24 hour hotline, to submitting nearly a hundred complaints from complainants to talking to hundreds more about their concerns with law enforcement agencies, I am prepared to say in 2025, this office fulfilled its mission. The OIPM strove to serve the community, improve policing conditions, and ensure compliance with the reforms the public has demanded of the department.

Each year I write it and each year I mean it: I am appreciative of this small team for making such an impact and appreciate you, the reader, for now taking the time to reflect on 2025 with us. Thank you for your ongoing support for this important work. We look forward to sharing our accomplishments of 2025 with you and working alongside you in 2026.

STELLA CZIMENT
INDEPENDENT POLICE MONITOR



Data Shared in this Annual Report

In this annual report, the Office of the Independent Police Monitor (OIPM) shares and analyzes four types of data: (1) data provided by the New Orleans Police Department (NOPD); (2) data created by the OIPM; (3) data provided by the Civil Service Commission; and (4) data collected and analyzed by WBOK 1230AM. Each year the OIPM works with the leadership at the NOPD and the Civil Service Commission in preparation of the report to ensure data accuracy.

Data Provided by the NOPD

First, most of the information regarding the use of force and misconduct data handled by the NOPD's Public Integrity Bureau (PIB) will be from the data provided by the NOPD. The NOPD conducts intake, inputs data, and sets the data fields. Due to the current data sharing policy, the OIPM is limited in our ability to collect and verify certain data and is dependent on the NOPD to provide the data.

This also means the OIPM frequently analyzes the NOPD data as it exists, so if a field is left blank, OIPM is unable to draw a conclusion. There are open questions due to fields being populated with "data inconsistencies" (described below) or selections such as "other."

When the OIPM utilizes the language, "data inconsistencies," the OIPM is trying to capture that the data set provided by the NOPD is either a duplicate, canceled, an unknown value, or incomplete. This means the actual incident, in this case a complaint or a disciplinary proceeding, is completed but the finding is not identified.

The OIPM works with the NOPD every year to improve data intake by identifying gaps, inputting errors, and redundant or confusing data. This collaboration increases data usability and transparency. The OIPM would like to extend our appreciation to the Public Integrity Bureau (PIB) for their prompt assistance in providing necessary data for this annual report and being receptive to recommendations. The OIPM looks forward to continuing this vital work with this bureau to improve the policing data that the community has access to from both of our agencies.

The OIPM will also continue to push for full unfettered data access. It is OIPM's position that improved unassisted data access would enhance the OIPM's ability to conduct our required data analysis while simultaneously contributing to the improvement of NOPD's data collection through comprehensive review.

Data Generated by the OIPM

The data generated by OIPM includes the work conducted internally, such as complaint intakes, complaint types, disciplinary monitoring, public outreach, and mediation survey results.

In response to recommendations from the Quality Assurance Review Advisory Committee in prior years, we also create new ways to track our recommendations provided to NOPD to have aggregate data on our work product.

Data Generated by Other City Agencies

The OIPM analyzes Civil Service appeals in our annual report. In order to do this, the OIPM utilizes information released by the Civil Service Commission in their annual report and appeals that were heard over the last year.

Data Generated by WBOK 1230AM

This year, the OIPM is sharing data that was collected and analyzed by WBOK 1230AM regarding the listening and streaming traffic of the OIPM's radio show: the Monitor's Mic. The OIPM did not have any part in the collection or analysis of this data. The OIPM is sharing this data with the permission of WBOK 1230AM. This data is being shared with the purpose of providing information regarding the reach and potential impact of the Monitor's Mic in 2025.

Take Data in Context: Data is Not Your Experience

Data is exactly that: data or information. The OIPM strives to analyze that data in a critical and constructive manner in order for all stakeholders and the public to better understand what the data may be communicating about oversight and policing in New Orleans. Data should be taken in context and will only be as complete as the metrics we are choosing to measure. If there is no identified metric to measure, then there is no data on that topic. Even if there is a metric, it might not be the appropriate point to examine. For this reason, data is malleable - it can be manipulated or misused. The OIPM strives to identify moments where this may be happening or where a different data measurement would be more meaningful than the current data fields.

Table of Contents

What we do. Who is the OIPM. What drives our work.	P.7
A Year of OIPM: Projects and Accomplishments	P.13
A Year of the Monitor's Mic: Where We Talk Oversight, Policing, and You	P.25
NOPD Recap: 2025 Highlights and Updates, and NOPD Priorities for 2026	P.34
Use of Force and Critical Incident Work and Data	P.44
Complaints and Misconduct Work and Data	P.60
Disciplinary Proceedings and Appeals of NOPD Decisions	P.70
Commendations. Community Liaisons. Contact Only.	P.80
Community-Police Mediation	P.86
Community Engagement and Public Outreach	P.101
Final Reflections and the Year to Come	P.106



Above Independent Police Monitor, Stella Cziment, observes operations during a public safety walk while Deputy Chief Nicholas Gernon checks in with National Guardsmen stationed to checkpoints during the 2025 holiday season.

**What we do.
Who is the OIPM.
What drives our work.**

What We Do: Overview of OIPM Work

The Office of the Independent Police Monitor (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 New Orleans Police Department (NOPD), and officer safety and working conditions. Since first opening its doors in August 2009, the OIPM has been responsible for representing New Orleans community, providing accountability and oversight to the NOPD, and assisting in implementing the reforms previously 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 NOPD and has distinct responsibilities outlined by ordinance. The OIPM was created by the people of New Orleans to represent all people interacting with the NOPD to improve the way our community is policed and how the department operates to make the NOPD a safe and non-discriminatory workplace for all.



What services OIPM provides

Misconduct Complaints



Complaint Intake, Investigation Review, and Discipline
The OIPM is a complaint intake site and is responsible for monitoring and reviewing misconduct investigations conducted by the NOPD along with any subsequent accountability in the form of disciplinary actions and appeals.

Disciplinary Proceedings



Share Data and Trends to Improve the NOPD
The OIPM reviews and aggregates data from complaints, investigations, and disciplinary proceedings and then provides feedback to the NOPD and information to the public through recommendations for NOPD training, practice and policy.

Data Analysis



Community-Police Mediation Program



Mediation
The OIPM administers the Community-Police Mediation Program which screens eligible referrals for mediation, coordinates the mediation program, conducts the mediation, and receives feedback about the program and the process after the mediation is complete. The OIPM is responsible for the recruitment and training of mediators and is nationally recognized as a leader in the mediation field.

The OIPM is the oversight body for the NOPD, providing 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-police 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:

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 practices.
- The OIPM monitors NOPD investigations, conducts case reviews and audits.

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.
- The OIPM coordinates public forums and outreach opportunities for the community to provide vital input on the way they are policed.
- The OIPM conducts complaint intake and receives commendations.
- The OIPM operates the Community-Police Mediation Program.

Making the NOPD a Safer and Nondiscriminatory Workplace

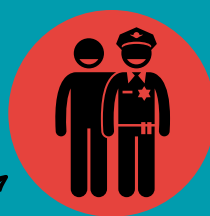
- The OIPM provides recommendations and assessments to ensure that the NOPD is a safe and nondiscriminatory work place for all employees.
- The OIPM assesses supervision and training to ensure that employees are being equipped and supported.
- The OIPM meets with police associations to hear concerns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

Community Outreach



Community Outreach
The OIPM conducts community outreach to receive accounts from the community about policing, listens and responds to broader community concerns, and prepares the community for engagement in NOPD policy and practice.

Commendations



Commendation Collection and the Promotion of Effective Policing Techniques
The OIPM is responsible for receiving and referring requests for officer commendations from civilians, fellow officers, and community partners and organizations. Based on the commendations received, the OIPM can provide feedback to the NOPD regarding what the community believes is good and responsive policing.

Use of Force



Critical Incident and Officer Involved Shooting Monitoring and Review
The OIPM is responsible for providing oversight to the NOPD during critical incidents and officer involved shootings. This includes monitoring the subsequent Force Investigation Team investigation and attending the Use of Force Review Board hearings.

Audits and Policy



Audits, Audit Review, Policy Assessments and Recommendations
The OIPM monitors and reviews the audits conducted by the NOPD and conducts our own audits related to misconduct. The OIPM is also responsible for providing policy assessments and recommendations based on our observations and work.

What Drives Our Work: Creation Statutes and Legal Expectations

The OIPM operates under these core legal documents that guide the scope of local oversight and the jurisdiction of our work. Below are the laws and ordinances that affect our work and create 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 in 2016 and provides the legal responsibilities, parameters, and budgetary support of the OIPM. 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.



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

The Memorandum of Understanding (MOU) between the NOPD and OIPM outlines the responsibilities, expectations, and authority of the OIPM when providing oversight to the NOPD. The MOU provides clarity regarding the work the OIPM will complete and how the OIPM will access NOPD records, data, and reports and monitor the NOPD during on-scene investigations. The OIPM and NOPD entered the MOU in November 2010.



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.



Ordinance 29130: Sharing of Data

Ordinance 29130 requires that our office (along with other public safety agencies) provide monthly data to City Council. Since this ordinance passed, the OIPM started adding the requested data to the Ethics Review Board (ERB) monthly report and formally submitting it to both the ERB and City Council.

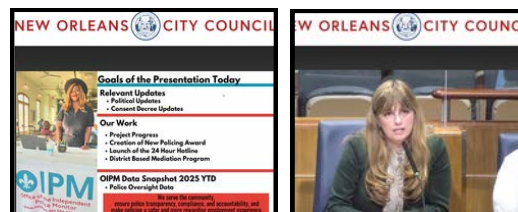


Ordinance 29063: Quarterly Presentations to the Criminal Justice Committee

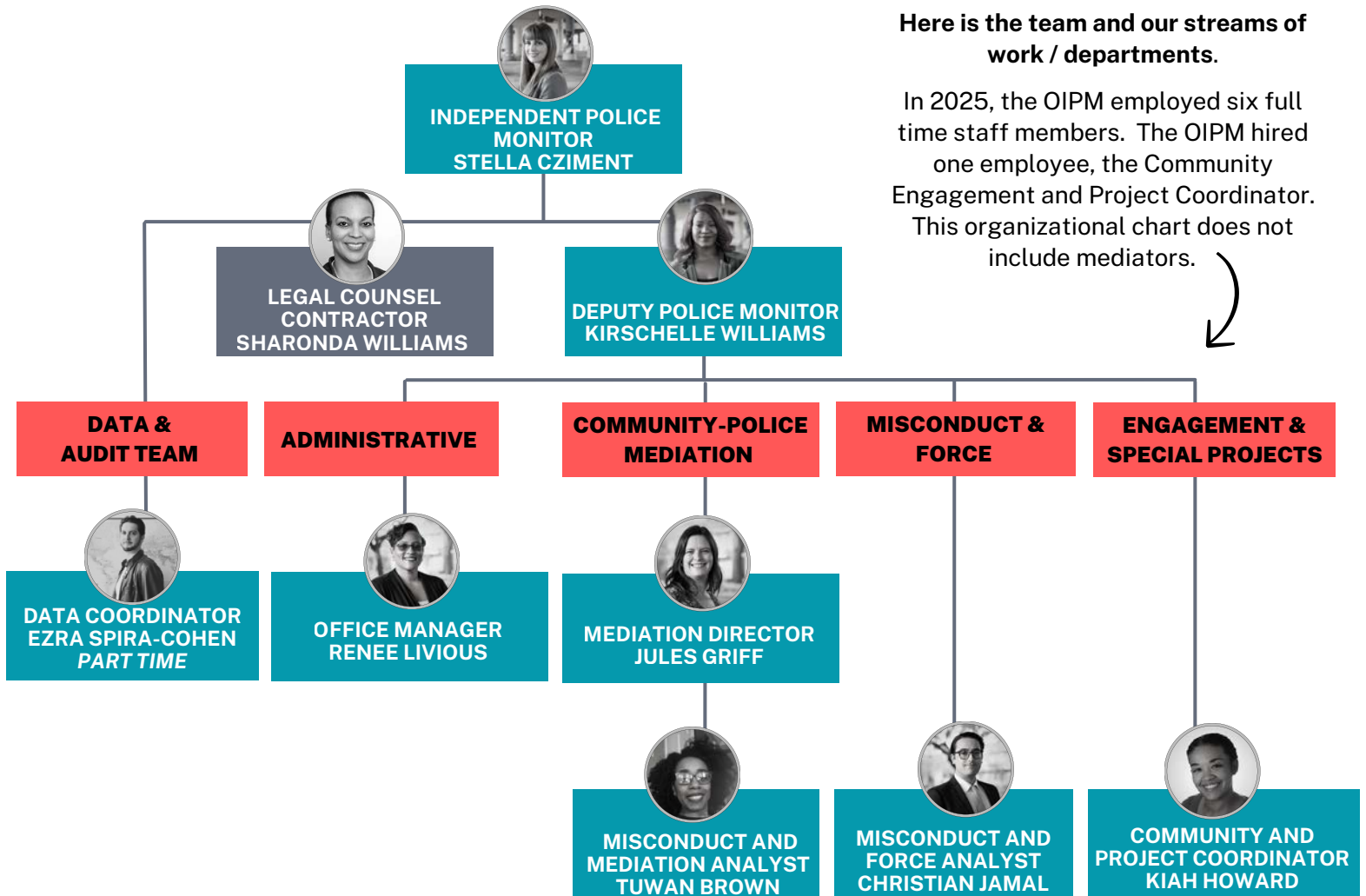
Ordinance 29063 requires that our office (along with other public safety agencies) present quarterly to the City Council Criminal Justice Committee.

See It Applied: Ordinance 29063

The OIPM continued to comply with Ordinance 29063 by presenting quarterly to the City Council Criminal Justice Committee. The OIPM used these presentations as an opportunity to speak directly to elected leaders and the public about current projects, relevant policing or oversight issues, and share data from the quarter regarding force, misconduct, mediation, and discipline.



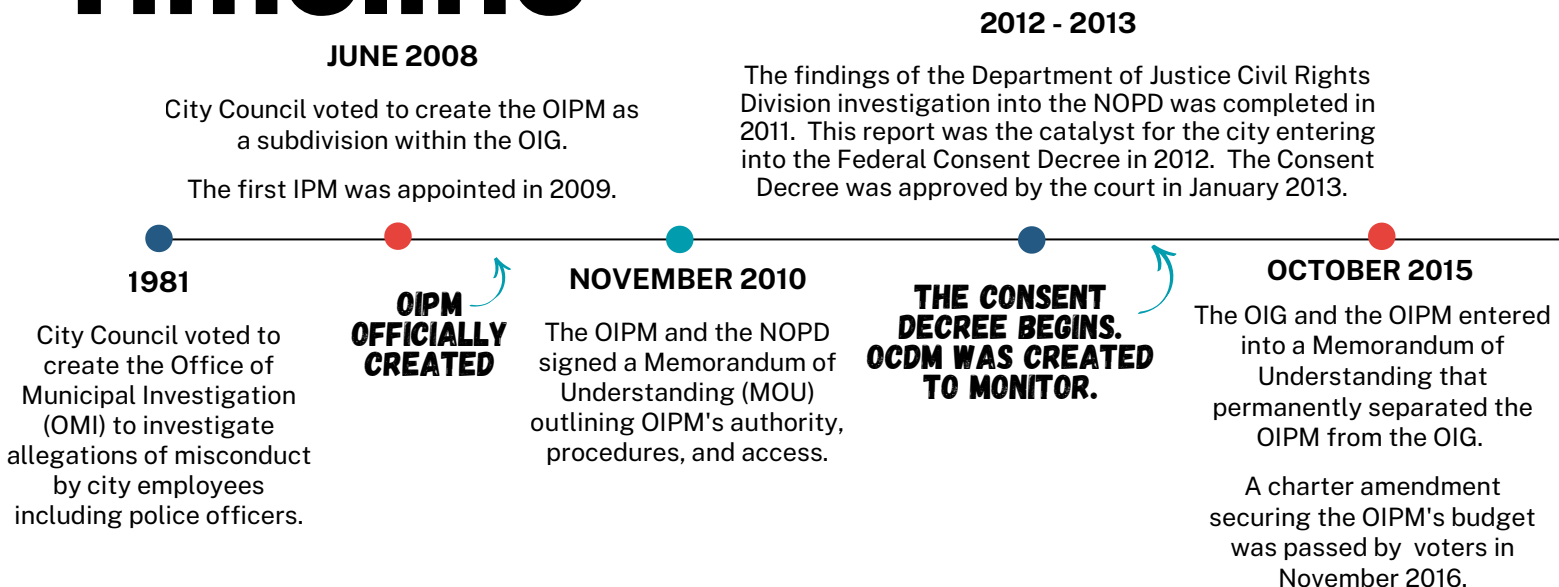
Who is the OIPM



Here is the team and our streams of work / departments.

In 2025, the OIPM employed six full time staff members. The OIPM hired one employee, the Community Engagement and Project Coordinator. This organizational chart does not include mediators.

OVERSIGHT Timeline



OIPM Team Changes

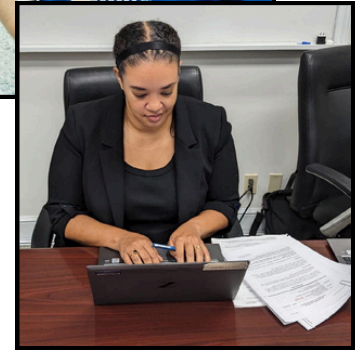
In 2025, the OIPM team hired one new member. In August, the OIPM welcomed Kiah Howard to the team as the Community Engagement and Project Coordinator. Kiah Howard joined the OIPM after working as a staff investigator for Innocence Project New Orleans and the Orleans Public Defenders Office. For over a decade, Kiah interviewed people about crimes, arrests, and convictions. From members of our community, those incarcerated in jails all over the state, and former and current police officers and deputies - Kiah has heard all their stories. Now, Kiah builds on that experience to contribute to police oversight in New Orleans. At the OIPM, Kiah works with the community, stakeholders, and the police department on various projects, planning public forums, monitoring disciplinary hearings, and serves on the OIPM on call calendar. Kiah has been a great addition to the team.



OIPM's Community-Police Mediation Program Awarded an AmeriCorp Fellow for 2025 - 2026 Before Program Ended



In February 2025, the OIPM learned that we were approved as a site for an AmeriCorp Fellowship and we were to be awarded an AmeriCorp fellow for the 2025-2026 year. This AmeriCorp service year is coordinated in conjunction with our partners at the Community Mediation National Corps. Our selected fellow was to be trained in Maryland by the Community Mediation National Corps before being assigned to our host site for the service year. This fellow was to assist with the pilot program for the Community-Based Mediation and furthering the Post-Investigation Mediation that the OIPM formally started in 2024. Unfortunately, in the months after the approval, the AmeriCorp program was cut as part of the DOGE government funding cuts. This was a painful setback for our office and our mediation program. The OIPM hopes that this valuable program is restored in the future and we again can be awarded an AmeriCorp Fellow.



Above, Kiah Howard holds a sign during the OIPM and Families Overcoming Injustice event at the steps of City Hall.

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

OVERSIGHT Timeline

Below is a high-level timeline of oversight in New Orleans. While the OIPM was created in 2008, the concept of oversight and accountability for officers and public employees has existed in New Orleans since the late seventies.

2022

The City of New Orleans files a motion to terminate the Consent Decree. The Judge sets the motion for a hearing in 2023. The OIPM continues working with the OCDM and the NOPD to reimagine our role and responsibilities to prepare for the end of the federal oversight and the two-year Sustainment Period.

2023

OCDM raised potential violations of the Consent Decree. The Court ruled in November 2023 that the NOPD violated the Consent Decree for ten stated reasons. The NOPD created and implemented a remedial action plan to respond to these problems. The Motion to Terminate is still pending.

2024

The Department of Justice and City of New Orleans file a Joint Motion to Enter the Sustainment Period. The Court orders a "Public Comment Period" and holds a fairness hearing. Members of the public and stakeholders, including the OIPM, address the Court.

2025

At the beginning of 2025, the Court granted the Joint Motion to Enter Sustainment.

IN NOVEMBER 2025, THE COURT GRANTED THE JOINT MOTION TO TERMINATE THE CONSENT DECREE.



Above, IPM Stella Cziment facilitates a panel and public forum at the Treme Community Center regarding police use of facial recognition software.

A Year of OIPM: Projects and Accomplishments

A Year of OIPM: Project Accomplishments

This section has become harder for this office to produce – not because there aren't multiple accomplishments and meaningful project updates to share. It is because there are so many projects and updates worthy of being highlighted that it is difficult to determine what accomplishments should be showcased in a section separate from the stream of work that the project exists in. This is a wonderful challenge to have: to decide what we would like to draw out for special attention in this section of the annual report.

In this section, we decided to highlight collaborative activities that didn't fall neatly into one stream of work but required different parts of the team or touched on other agencies or partnerships to be completed. To reduce redundancy, other accomplishments were moved into different sections of the annual report instead of being highlighted twice. Here, readers can learn more about the progress the OIPM made on projects and goals including:

- The 24 Hour Hotline for Complaints and Commendations
- The Creation of the Constitutional Policing Award Sponsored by the OIPM
- Quarterly Presentations to City Council's Criminal Justice Committee
- The Launch of the District Based Community Mediation Pilot
- Monitoring NOPD Activities
- Preparing the Community for Hurricane Season Policing Changes
- Response to Facial Recognition Software Concerns
- Progress on the Complaint, Commendation, and Force Database
- The OIPM's National Impact in 2025

Again, this section of the Annual Report is not inclusive of all the accomplishments and milestones the OIPM completed or reached in 2025. It is only a selection out of many - and we look forward to sharing them with you.

2025 Work Plan



The OIPM started the year by stating our intentions for 2025. The OIPM collected the feedback, input, and ideas that the public, NOPD, and our stakeholders provided over the last year and implemented them into our 2025 work plan.

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.

The work plan explains to the community the role of our office and the daily work of the office. It also serves as the roadmap for 2025 and beyond - providing a high-level vision for what the OIPM prioritized over the next year. In 2025, some of the goals and projects that the OIPM prioritized included:

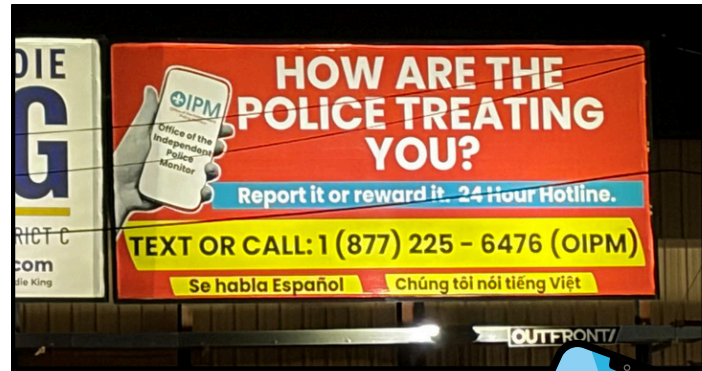
- Holding regular public forums
- Build the virtual public archives
- Progress on the police accountability database project
- Build and release the 24 hour hotline
- Continue the Monitor's Mic radio show
- Start the District Based Community Mediation Pilot
- Expand the Post-Investigation Mediation Program

Built and Launched the 24 Hour Hotline

After years of vendor issues, contract negotiation, RFPs, and building and planning, in 2025 the OIPM's 24 hour hotline finally went live.

The service allows for callers to text, call, or online submit complaints of officer misconduct, or commendations, any hour of the day, any day of the week, all year long in the language of the caller's preference (English, Spanish, or Vietnamese). In 2025, the OIPM worked with our vendor to incorporate the submission process into the OIPM website so the online complaints went through the new hotline staff routing system and case management software. The OIPM worked to catch bugs and improve the process to ensure accessibility, clarity, and functionality. As the software was launched, the OIPM had to address a few hiccups and send feedback to the vendors regarding call wait times and change the home screen to ensure that online submission is as easy as possible. Once the OIPM was confident in the service, the OIPM organized a hard launch of the hotline which included billboards and a public informational campaign.

It took a lot of work and energy to get here - thank you for all your support during this process. We are now ready for your call or text in the language of your choice - so let us know how the police are treating you!



This was one of the billboards advertising the 24 hour hotline placed around the city. This billboard was located at the intersection of Orleans and Broad. Other billboards were at Claiborne and Franklin and America Street near the 610 highway in New Orleans East.



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

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

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

Ultimately, the goal is for the police department to be less involved and for everyone to have space to solve problems in a meaningful way together. This is a free service and is available now to the public. Across the city, patrol officers are walking their beat with this card in their pocket. Our mediation program is ready to mediate, so let us know about your conflicts where you would like resolution.



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



District Based Mediation

Offer mediation services to community members outside of police complaints.

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

Created and Sponsored Constitutional Policing Award



In 2025, the OIPM in collaboration with the NOPD's Academy, created a new award for a graduating police academy recruit: **the Constitutional Policing Award Sponsored by the Office of the Independent Police Monitor**. The OIPM was inspired to create this award after watching recruits receive sponsored awards from other organizations, such as the New Orleans Police and Justice Foundation and the Fraternal Order of Police. The OIPM observed that these awards helped establish a positive initial connection between the recruits and the presenting agencies. The OIPM similarly sought to reward and recognize the admirable work of our graduates and officers, while also ensuring that we are starting the career relationship of police officers and monitors on the right foot.

The Constitutional Policing Award is given to the recruit who scored the highest in documenting the application of the core principles of Constitutional Policing in reality-based training exercises (as critiqued and determined by the NOPD Academy staff). Recruits must demonstrate their understanding and compliance with policy and legal guidance preparing detailed departmental reports – including reasonable suspicion, probable cause, and justified (and legal) uses of force.

At the graduation for Class #205, the OIPM awarded our first sponsored Constitutional Policing Award to a recipient of recruit class #205. We congratulated Jacob Barbe on his accomplishment.

The OIPM looks forward to this award continuing for years to come as an amazing opportunity to push the prioritization and the comprehension of constitutional policing standards and requirements and recognize individuals who demonstrate a mastery of this important tenet of police work.

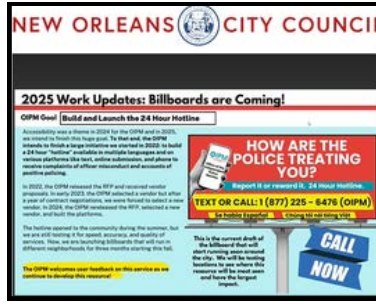
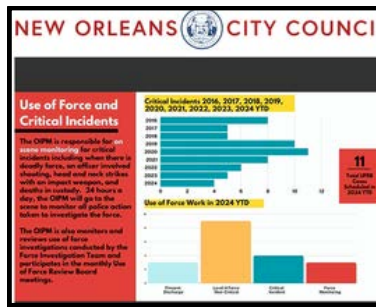


Presented to City Council Quarterly

Each quarter, the OIPM joined with our criminal justice stakeholders at the **Quarterly City Council Criminal Justice Committee meeting** to present to the committee as required by Ordinance Cal. No. 33,724.

The OIPM, alongside the NOPD, the District Attorney's Office, Criminal District Judges and Juvenile Court Judges, and the Orleans Parish Sheriff's Office, presented our quarterly data to the Council, reported project progress, and highlighted relevant legal and political updates affecting policing and oversight in Louisiana.

The OIPM used these quarterly presentations as an opportunity to reach the community to inform them of our services and engage local leaders on policing issues that most impacted their constituents.



Above and right, the IPM and Deputy IPM, presented to City Council.

Monitor, Monitor, Monitor: OIPM Monitored Police Interactions and Processes to Ensure Compliance

In 2025, the OIPM monitored multiple police interactions and processes. From cultural events like St. Joseph's Night and Super Sunday to Mardi Gras and the Super Bowl to the deployment of the National Guard - the OIPM was there. The OIPM provided real time recommendations, assessed compliance, and received public concerns and feedback.

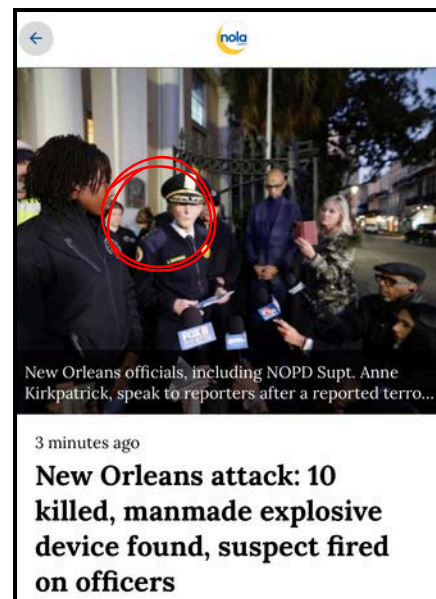
January 1, 2025: Terrorist Attack on Bourbon Monitoring

The OIPM was immediately notified of the deadly attack by the Lieutenant of the Force Investigation Team (FIT) and was at the scene within 30 minutes of notification. The IPM was on call that day, and I can say that standing at the intersection of Bourbon and Bienville was overwhelming. From 4:45am until 1:30pm, the IPM monitored from inside the 8th District Station since the FBI conducted the investigation on the scene.

The OIPM thanks the officers who ran towards the danger, the officers, medical personnel and bystanders who provided medical assistance, the officers who helped crowds disperse, and then tried to unite friends and families who were separated, the officers who then continued to serve New Orleanians for the rest of the day - despite the things they lived through just hours earlier.

There is more information regarding the Bourbon Street Terrorist Attack in this section of the annual report.

To the right is the first press conference regarding the Bourbon Street attack. Behind Chief Kirkpatrick, the IPM, Stella Cziment, who responded to the scene, is taking notes on the information provided to the public.



February 2025: Monitoring Super Bowl

In February, the city of New Orleans hosted the Super Bowl and the NOPD worked in conjunction with 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. During Super Bowl weekend, the IPM joined a Deputy Chief and some sergeants to "walk the beat" in the 8th District to monitor and observe the safety protocols put into place. The IPM watched the operations of the checkpoints around Bourbon Street, then checked in with 8th District leadership at the station. Next, the IPM went to the Real Time Crime Camera Center (RTCC) to watch how the NOPD's operations were being implemented via hundreds of camera angles. Afterwards, the IPM went to the Emergency Operations Command (EOC) to speak with the Louisiana State Trooper and NOPD officer assigned to the EOC.

As a note, this officer assigned at the EOC was able to also observe the Officer Involved Shooting (OIS) from the night before during which a sergeant was struck by a car and ensure the video footage of the event was quickly pulled for the subsequent Force Investigation Team investigation.

The IPM did not observe any arrests in progress, but learned later that over the Super Bowl weekend there was minimal crime and arrests:

- Thirteen (13) people were arrested on weapon charges. Ten (10) for illegally carrying while in an Alcohol Beverage Outlet (ABO). Six (6) of those arrests were within the French Quarter
- Seven (7) crimes occurred against persons
- There were sixty (60) property crimes and forty (40) of those were for theft



Above, the IPM talks to NOPD and LSP officers stationed at the Emergency Operations Command (EOC) during Super Bowl weekend.

Below, Sergeant Jenkins bumps fists with the National Guard at one of the French Quarter checkpoints.

February - March 2025: Mardi Gras

During Mardi Gras parades and season, the OIPM monitored the police interactions with the public and facilitated concerns between the community and the department. The OIPM thanks the community for the messages and for tagging our office in posts, comments, videos, and photos of police interactions during Mardi Gras.

This was the *second* SEAR 1 Rated event in New Orleans in the month of February. SEAR means Special Event Assessment Rating (SEAR) and 1 is the highest rating. If an event receives a 1 rating, that means the host site receives additional federal support and funding for the event. This was the *first year* that Mardi Gras was considered a “SEAR 1” event. As a result of the rating, 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.

493

2025 Reported Crimes During Mardi Gras

48% Decrease in Reported Crimes

18

Guns Confiscated from Parade Route

Resulting in 17 Arrests

86

Parade Route Arrests

The Thursday before the “big weekend” of Mardi Gras, the IPM joined the NOPD leadership team for the public safety walk prior to the start of the parades to monitor and observe the safety protocols put into place. During this walk, the IPM observed how the NOPD leadership identifies safety risks, checks police coverage, engages with the community, and looks for potential quality of life challenges. After walking the route, the IPM joined leadership to check on areas where there was historically use of force and / or high numbers of gun arrests to see how the NOPD was covering those areas through officers, partner agencies, drones, and equipment.

Additionally, the IPM checked in on Bourbon Street, then checked in with 8th District leadership at the station. Next, the IPM went to the Emergency Operations Command (EOC) to speak with the Louisiana State Trooper and NOPD officer assigned to the EOC. Finally, the IPM stopped by Frenchmen to see how the traffic barricades were working and watched as leadership coordinated with the Department of Homeland Security to address traffic flow issues with the barricades that were implemented.

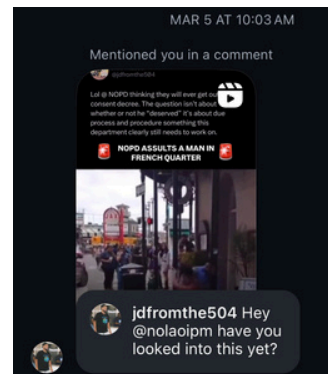
To the right, the OIPM is tagged in a video of a French Quarter encounter during Mardi Gras.



Above, NOPD officers rest against their vehicle during the parade patrol and the IPM talks to leadership during the public safety walk.



Below, IPM participates in the public safety walk.



March 2025: St. Joseph's Night & Super Sunday

St. Joseph's Night and Super Sunday are annual community gatherings of Mardi Gras Indian tribes. Both events are an opportunity to celebrate heritage and culture through the meetings of tribes, displays of hand-sewn suits, singing, dancing, and chanting. The OIPM monitors the police presence at these events to ensure the NOPD honors the Ten Agreements Between NOPD and New Orleans Mardi Gras Indian Chiefs that came out of the March 15, 2011 agreement, and facilitate mediation between various Mardi Gras Indian chiefs and NOPD police chiefs and commanders. The OIPM monitors these events to make sure the police give space and respect for these culturally significant events. The OIPM assesses how the police prepare during Roll Call, where the police stand, if sirens or lights are flashing, what roads are blocked, how the NOPD responds to incidents that may arise, and the interactions that occur between the NOPD and the Mardi Gras Indian tribes and community.

To the lower right, the IPM monitors Super Sunday uptown and the Chief sits in on roll call prior to the start of St. Joseph's Night.



November 2025: Monitoring National Guard Deployment in French Quarter

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

Explain What is Happening and Policing Updates

In 2025, beyond monitoring police actions, the OIPM faced questions from the community about current events and pending legislation. The public looked to the OIPM to **not just monitor, but to explain**. The public wanted to know how they may be impacted by Executive Orders and proposed laws coming out of Baton Rouge. The OIPM ordinarily tries to provide this information and address misinformation through the media and participating in interviews; but this year, the OIPM decided to try to directly engage with the public on these topics through our social media and monthly reports.

The images around this text are from these educational / informational efforts. The OIPM strove to clearly and fairly explain these laws and executive actions to the public in easy to understand language. This included explaining the Department of Justice dismissing police investigations and proposed consent decrees, explaining proposed legislation about potential settlements and consent decrees requiring the State Attorney General approval, and state law requiring local law enforcement compliance with federal immigration efforts - to name a few.

Terrorist Attack on New Year's Day Oversight

2025 started with a terrorist attack on Bourbon Street early in the morning on New Years Day. The OIPM shares in the hurt expressed by the community and extends our support to the survivors and the families and loved ones of those who died on Bourbon Street.

The OIPM was immediately notified of the deadly attack by the Lieutenant of the Force Investigation Team (FIT) and was at the scene within 30 minutes of notification. The IPM arrived at the intersection of Bourbon and Bienville. From 4:45am until 1:30pm, the IPM monitored what was possible to monitor from inside the 8th District Station since the FBI conducted the investigation on the scene.

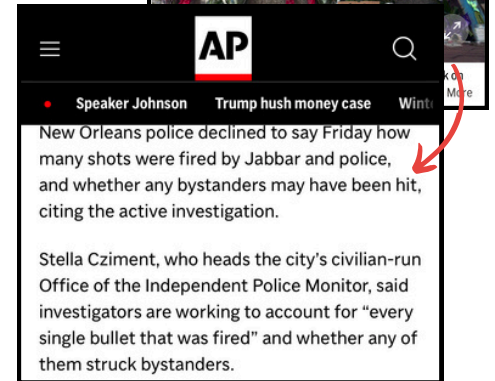
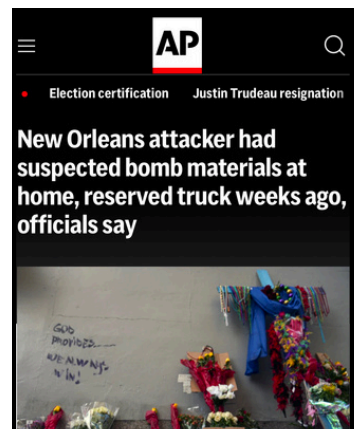
The OIPM thanks the officers who ran towards the danger, the officers, medical personnel and bystanders who provided medical assistance, the officers who helped crowds disperse, and then tried to unite friends and families who were separated, the officers who then continued to serve New Orleanians for the rest of the day - despite the things they lived through just hours earlier.

During the rest of the month, the OIPM used our platform to share resources and information with the public about the terrorist attack. The OIPM used January's radio shows on the Monitor's Mic as an opportunity to share important information for survivors and the public regarding the terrorist attack. **Our goal with this series of shows was to highlight the levels of response and action: from the resources for the community and survivors, to what elected leaders are doing to ensure public safety, and then how law enforcement is learning from this attack to ensure safety for upcoming mass scale events:**

- The OIPM interviewed organization advocates from **Crime Survivors NOLA to discuss resources available for the Bourbon Street attack survivors** and how law enforcement can support crime survivors.
- On the next show, we discussed **public safety and policing priorities in the French Quarter in response to the terrorist attack with District C's Councilmember Freddie King, III.**
- Then on the next show, **Lieutenant Richardson discussed how the NOPD prepares for large scale events** like the Super Bowl, the partnerships and resources being utilized by the NOPD in wake of the terrorist attack, the new enhanced security zones, and what it means to be a SEAR 1 Event.

OIPM Attended Award Ceremony to Recognize Officers Who Served and Responded to the Bourbon Street Attack

On May 8, the OIPM attended an award ceremony to honor the contribution and service of the officers who responded to the Bourbon Street terrorist attack on New Years Day. The OIPM deeply appreciates the immediate medical care, crowd control, and quick response to stop the threat provided by the NOPD that day. The video footage of NOPD officers running towards the danger demonstrated an impressive commitment to the people and visitors of New Orleans. The continued service of those officers then standing guard over loved one's bodies and belongings to ensure that the FBI could investigate, the scene would be protected, and families would get their deceased love one's items back was important. These officers stood in a hard place for hours after working all night. The OIPM recognizes this service to the community and gives thanks.



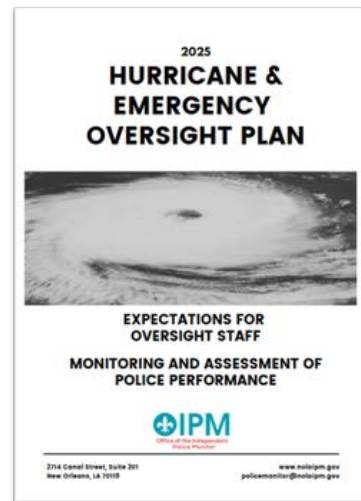
Above is an article detailing aspects of the terrorist attack with quotes provided by the IPM.



Hurricane Season Oversight

In 2025, the OIPM used our public platforms to push vital information on hurricane preparedness and inform the community on the changes to policing protocol during hurricanes and storms. In June, the OIPM released the **2025 Hurricane and Emergency Oversight Plan** which outlines how the OIPM will internally respond to hurricanes and storms. This plan includes the identification of essential employees, how the OIPM will monitor the NOPD during any storm response, and how to audit the performance and compliance of the police post-storm.

To accompany the release of the oversight plan, on the Monitor's Mic, the OIPM interviewed **Collin Arnold, Director of the New Orleans Office of Homeland Security and Emergency Preparedness (NOHSEP)**, to discuss how city leadership works with the NOPD in order to prepare for all possible emergencies – including hurricanes. Collin Arnold shared vital information about city evacuation protocol, how to prepare for hurricanes, and how NOHSEP will work with the NOPD to execute a safe hurricane response for our city. Next, on the Monitor's Mic, the OIPM interviewed **Lt. Barnes, the Lieutenant responsible for writing the NOPD's 2025 Hurricane Season Plan**. Lt. Barnes explained how policing protocol shifts in the immediate preparation of and response to storms - from reducing unnecessary arrests, to providing security to city-assisted evaluation efforts and shelters. The OIPM used this show as an opportunity to address common misconceptions and questions from the community on topics like anti-looting protocol, if the Consent Decree applies during storm responses (*it does!*), if the police are allowed to commandeer your private property, why curfews matter, what to do if 911 goes down, and how come there are police cars at pharmacies, the French Quarter, and grocery stores during storms.



Above right, Collin Arnold of NOHSEP appears on the Monitor's Mic. Under that is the social media post advertising Lt. Barnes's on the Monitor's Mic.

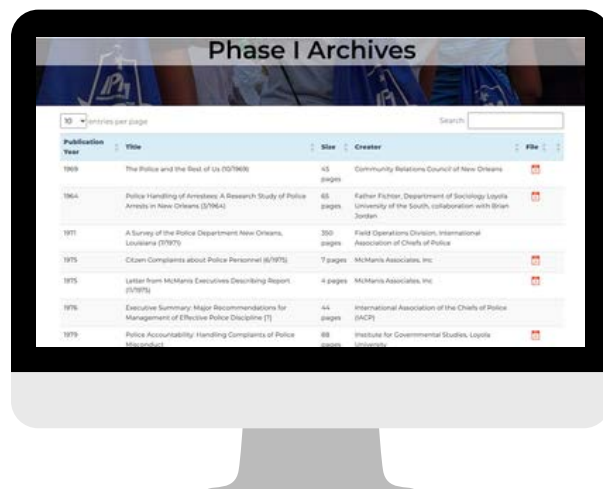
A promotional graphic for "THE MONITOR'S MIC" radio show. It features the OIPM logo and the text "Office of the Independent Police Monitor www.nolaipm.gov | 504.309.9799". The main headline is "THE MONITOR'S MIC Where we talk oversight, policing, and you". Below that, it says "Guest of the Week: Lt. David Barnes, New Orleans Police Department". A paragraph follows: "This Friday at noon, the Monitor's Mic will continue to talk about hurricanes and policing. We will be joined by Lt. Barnes, the lieutenant responsible for writing the NOPD Hurricane Season Emergency Plan. Join us as we talk about enforcing curfews, looting protocol, storm evacuation, and the role of the NOPD during and after storms." At the bottom, it says "A call in talk radio show WBOK 1230 AM Airing Fridays at Noon Call: (504) 582-9422". There are small images of Lt. David Barnes and another person.

Building a Resource Bank: Built Phase 1 of the Public Archives for Policing Material

In 2025, the OIPM partnered with local stakeholders and civil rights attorneys to start collecting relevant policing documentation from our city's history. A lot of physical documentation regarding how this city was policed prior to Hurricane Katrina was lost in the storm when buildings and basements holding public records were destroyed. There is a demand for these artifacts and resources since they speak to the historical narrative around why and how we were policed in the past - which shapes policing and institutional decisions now.

Articles, old protocols, policy guides, mayoral orders, recommendations regarding the police department, audits and surveys regarding policing conditions, and old NOPD annual reports were scanned and uploaded into an electronic database that the OIPM built.

This resource bank is available to the public, police officers, lawyers, academics, and the press for them to utilize for historical context to see how policing has operated in our country and in our city. These resources create institutional memory for decisions and explain how we got where we are.



Above is a screenshot of the Archives that went live on the OIPM's website in 2025.

Facial Recognition Software, Police, and the OIPM

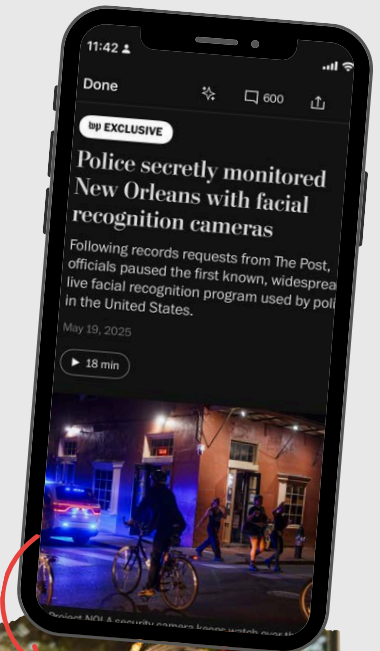
In May 2025, the Washington Post published a story about the use of facial recognition technology by the NOPD through a nonprofit, Project NOLA, and this article sparked months of public concern regarding police use of facial recognition. The City Council sent the OIPM a formal letter requesting the OIPM review the concerns highlighted by the ACLU in a formal letter to council and look into the NOPD's use of the software.

Immediately after, there was an outpouring of public emails and questions about the NOPD's potential use of facial recognition technology. City Council members started filing ordinances, some to lift previous prohibitions and restrictions on NOPD's use of the software, and some to create more auditing and accountability measures for the police use of the technology. While this occurred, the NOPD started to investigate the individual officer use of the technology while the OIPM monitored the investigation and spoke with stakeholders.

Since there was increased public concern regarding the technology, the OIPM utilized the office's public platforms to provide information on law enforcement's use of this technology, inform the community on the ordinances potentially changing policing protocol on software use, and to correct misinformation.

Here is a brief recap of the work conducted by the OIPM:

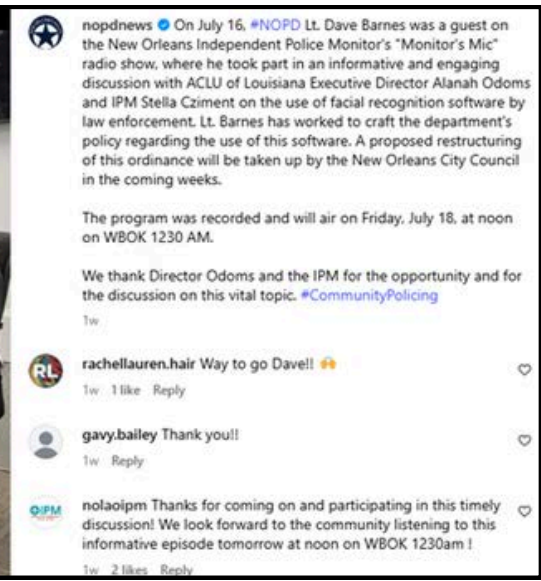
- In June, the OIPM worked with the NOPD to speak with officers and leadership to learn more about facial recognition software and alerts from Project NOLA. The OIPM met with Project NOLA's Director, Brian Lagarde, and learned about its facial recognition software and how they work with the NOPD.
- In July, on the Monitor's Mic, the OIPM began speaking to stakeholders and leaders about facial recognition software - what it is, law enforcement and private company use, and how it impacts the public.
 - First, the OIPM interviewed Eye on Surveillance (EOS) organizer Edith Romero and EOS member Renard Bridgewater. These guests discussed their concerns about the accuracy of this technology and how it could be weaponized and abused by law enforcement against the public. EOS discussed their campaign to oppose the City Council ordinances that would lift the restrictions of 2022 on law enforcement use.
 - Next, the Monitor's Mic facilitated a **robust discussion and debate between the NOPD and the ACLU on the technology**. The OIPM thoroughly appreciates Lt. David Barnes, policy writer for the NOPD, and executive director, Alanah Odoms, of the ACLU - Louisiana for participating in this informative conversation regarding the law enforcement use of the technology, its value and risk in investigations and police work, and the legality of facial recognition software. This discussion was a true primer in the question of whether legally the police can utilize live surveillance and facial recognition technology.
 - After, the **Monitor's Mic hosted at-large Councilmember JP Morrell**, to discuss his position on the technology. In July, Councilmember Morrell posted a video to social media platforms strongly opposing the ordinances changing the NOPD's access to the technology. During the show, the Councilmember discussed his privacy and constitutional concerns with this software being utilized by law enforcement and other policing ordinances to improve transparency that he's currently spearheading.



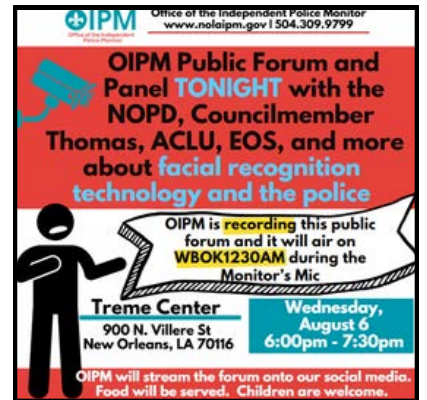
"This technology requires accountability," said Stella Cziment, a lawyer who heads a watchdog agency overseeing the practices of the New Orleans Police Department. "I am never going to be satisfied with the accountability it receives if it's in a private entity's hands."

Above, the article that appeared in the Washington Post on May 19th including a photo and quote from IPM, Stella Cziment. Below is the formal letter sent to the OIPM from City Council regarding facial recognition.





- On August 6, the OIPM hosted a **public forum and panel at the Treme Community Center with stakeholders including: Councilmember Oliver Thomas (ordinance sponsor), the NOPD, ACLU, and Eye on Surveillance** to get public input on the technology prior to this matter being put to a vote before City Council. The public forum was well attended with the public, organizational partners, and the media. The public took to the microphone with powerful points and important questions like how will the proposed ordinance work with the new state law expecting local government to assist ICE. The different stakeholders answered questions to the best of their ability and took notes on outstanding concerns that they would consider moving forward.
 - OIPM recorded the public forum and panel and then played the full hour and half recording on WBOK 1230AM during the Monitor's Mic in August. The intent of airing this panel and forum was so residents who were unable to make the event could receive this relevant information and hear these questions and critiques. We want to ensure accessibility in our services and information. When there is a communitywide concern on a policing issue, like this, the OIPM seeks to facilitate public feedback and answer questions from the community in the most accessible way possible. Through sharing this public forum and panel on the radio, we are able to broadcast timely and relevant law enforcement, legal, and political issues impacting how New Orleanians are policed.



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

For the rest of 2025, facial recognition software continued to be a concern with the public and resulted in increased engagement with the OIPM on the issue. The OIPM started a report on facial recognition technology and police use of the technology in 2025 with the goal of releasing the report in 2026.



Top Center: the NOPD and the ACLU joins the OIPM for a robust conversation about facial recognition technology and law enforcement on the Monitor's Mic.

Above right, the OIPM poses with Councilmember Morrell after he came on the Monitor's Mic to discuss facial recognition software.

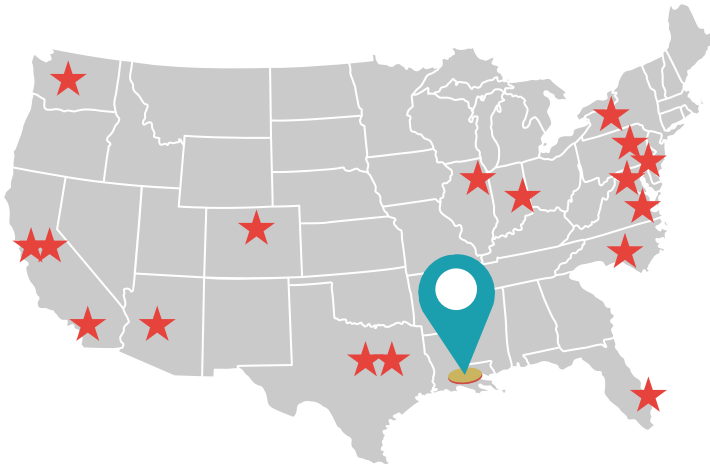
Above, the IPM poses with Lt. Barnes of the NOPD and Executive Director of the ACLU-La, Alanah Odoms.



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

OIPM National Impact in 2025

Each year, oversight agencies from across the country reach out to the OIPM for guidance, resource sharing, and input on their operations and national best practices. Our input helps these oversight agencies form and build - adding to their accomplishments for the year. In 2025, the OIPM contributed to following agencies:



- **Arizona**

- Phoenix, Office of Accountability and Transparency

- **California**

- Berkeley, Police Accountability Board
- Berkeley, Office of the Director of Police Accountability
- Malibu, Straus Institute for Dispute Resolution
- San Francisco, Department of Police Accountability

- **Colorado**

- Denver, Denver Police Department Internal Affairs & Office of Independent Monitor

- **District of Columbia**

- District of Columbia, Office of Police Complaints

- **Florida**

- Miami, Independent Civilian Panel

- **Illinois**

- Chicago, Civilian Office of Police Accountability (COPA)

- **Maryland**

- Baltimore, Community Mediation Maryland

- **New York**

- Rochester, Police Accountability Board

- **Pennsylvania**

- Allentown, Black Swann Solutions

- **Ohio**

- Cincinnati, Citizen Complaint Authority

- **South Carolina**

- North Charleston, Charleston Area Justice Ministry

- **Texas**

- Dallas, Office of Community Police Oversight
- Fort Worth, Office of the Police Oversight Monitor

- **Virginia**

- Arlington County, Independent Policing Auditor

- **Washington**

- Seattle, Office of Police Accountability

OIPM Presented at the National Association for Civilian Oversight of Law Enforcement Conference and Training

In October, OIPM staff participated in the National Association for Civilian Oversight of Law Enforcement annual conference and training in Minneapolis, Minnesota. This event provided an invaluable opportunity to learn from oversight practitioners across the country, featuring sessions on national best practices for conducting reviews, tackling common challenges in data collection and creating metrics, exploring new trends in AI use in police departments, state preemption of local oversight, and how incident reports are utilized for police operations responding to civil protests.

Stella Cziment co-presented a symposium at the conference titled, “Power of the Hashtag: Social Media in Policing and Oversight.” During this presentation, attendees learned how the First Amendment applies to social media and when employees (including police officers) may have First Amendment protections for their posts. This presentation also provided practical examples of how oversight can utilize social media platforms to share information and engage with the police department and community that oversight seeks to serve. Finally, this presentation outlined the legal limitations on police monitoring social media under the Code of Federal Regulations and relevant caselaw. The OIPM received positive feedback on the presentation from participants and appreciated the opportunity to share information on this platform.





Above, IPM Stella Cziment and DPM Kirschelle Williams with the Monitor's Mic Radio Show Guests Major LeJon Roberts and Special Operations Division Captain Preston Bax who discussed SWAT operations.

A Year of the Monitor's Mic: Where We Talk Oversight, Policing, and You



The Monitor's Mic: Where We Talk Oversight, Policing, and You

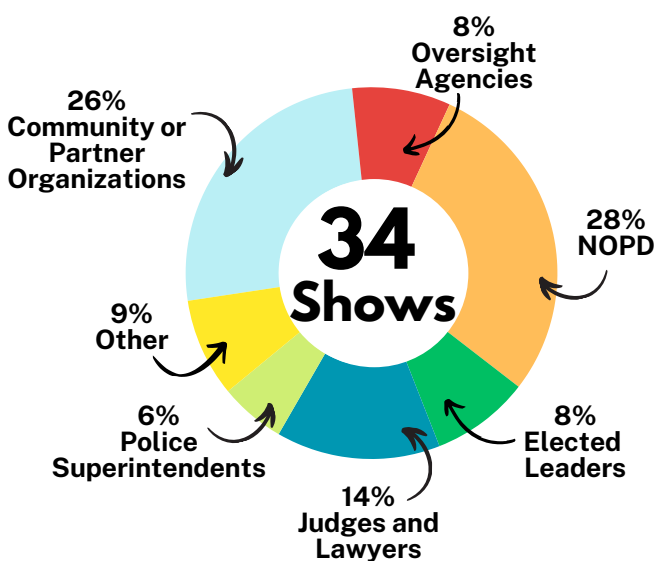
The Monitor's Mic radio show was created by the Office of the Independent Police Monitor in 2024. The purpose of the show was to find a creative way to directly reach more of New Orleans to inform them and engage them on policing and oversight. This weekly call-in talk show was an opportunity to talk directly to the public and police officers in order to share vital and timely information about how the community is policed, Consent Decree issues, and the role oversight plays in creating a safer and more responsive police department. The Monitor's Mic aired every Friday at noon on WBOK 1230AM.

Each show, the IPM and the Deputy interviewed guests from community organizations, leadership and officers within the NOPD, elected leaders, police monitors and those working in oversight in other cities, and stakeholders that work in the policing or the criminal legal space. Through these interviews, the guests explained how policing works or the purpose of special divisions like SWAT or the Cold Case Unit within Homicide, to bring the public into how training decisions are made and what it's like to be a recruit going through the police academy, provide updates to the community about recent deployments, sweeps, or new policing operations or tactics, share resources, and discuss how legislation, the court system, and the actions of elected leaders affect how the community is policed and how oversight works.

In 2025, the OIPM produced 34 shows. If there was ever a gap in original programming, the OIPM would select a previously aired episode to play again - for example, the OIPM had the public panel and forum on facial recognition play on the air twice due to the public interest in the topic.

In this section of the annual report, readers can learn more about this OIPM initiative.

Monitor's Mic Content



The OIPM strove to maintain balance in the show content and guests. The OIPM sought to hear about policing from a variety of perspectives - including from stakeholders, judges, elected leaders, and from officers themselves.

The 9% of shows marked "other" included: interview with crime and police reporters from Times-Picayune, airing of public forums, and guests from other branches of city government.

Monitor's Mic by the Numbers

34

Monitor's Mic Radio Shows Conducted in 2025

9

Community or Partner Organizations Showcased on Monitor's Mic

3

Shows Highlighting Oversight Operations including Other Police Monitors

10

Shows where the OIPM Interviewed NOPD Officers and Current Leadership

3

Elected Leaders Interviewed by the OIPM

2

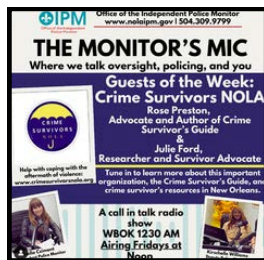
Former Police Superintendents

5

Judges and Lawyers in Criminal District Court or Federal Court

A Year of Monitor's Mic Content

January 2025



1/10: Rose Preston and Julie Ford, Crime Survivors NOLA
OIPM interviewed advocate and author, Rose Preston, and researcher and survivor, Julie Ford, of the Crime Survivors NOLA. We discussed the experiences of crime survivors, how the police can better support survivors, and resources that are available at the “Hub” for those affected by the Bourbon Street attack.



1/17: Councilmember Freddie King III, District C
Councilmember King discussed policing and public safety in the French Quarter post NYE attack, his take on policing in District C, and his gun exchange programs in the community.



1/31: Lieutenant Sabrina Richardson
Lt. Richardson joined us on the Monitor's Mic to talk Super Bowl and mass scale event planning for the NOPD, how the NOPD collaborates with local, state, and federal partners to ensure public safety at large scale events, and what it means to be a “SEAR 1” event.



2/7: Ethan Ellestad and Danovan Calhoun-Bettis, Music and Cultural Coalition of New Orleans (MaCCNO)
The OIPM interviewed MaCCNO regarding discussion about how police and performers interact in the French Quarter. They explored how policing, laws, and policies affect the city's lively music and cultural scene.



2/14: Judge Marcus DeLarge, Criminal District Court - Section K
Judge DeLarge explained the criminal legal system and policing in New Orleans from a judge's perspective. Judge DeLarge talked about what judges can and can't do and their key role in holding police officers accountable.



2/21: BB St. Roman and Jessica Dietz, Citizen's Organization for Police Support of the 8th District (COPS8)
Jessica and BB explained the importance of community-based efforts to support the police department (through hot meals, funding for equipment and training opportunities, and appreciation) and the impact that these organizations can have on the police and, by extension, public safety.



2/28: Sarah Omojola, Director of Vera Louisiana
Sarah explained the important initiatives and data analysis the Vera Institute has done around gun crime and 911 calls. She discussed the new initiatives that Vera helped get off the ground with the NOPD including the Mobile Social Worker program for crisis intervention to the Law Enforcement Assisted Diversion (LEAD) program. She discussed how it's the public - working together - that prevents crime and the power of collaboration with stakeholders and partners, including law enforcement, to create healthy, thriving, and safe communities for all.

↑
January 2025

↑
February 2025

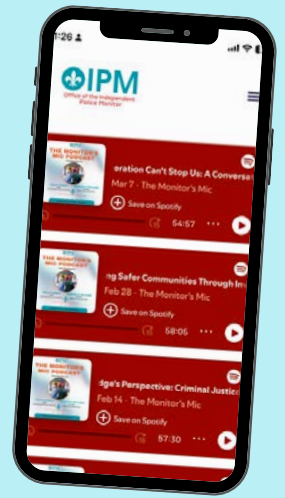
A Year of Monitor's Mic Content

Logistics of the Show: Booking Guests, Getting Callers

The IPM and the Deputy reached out to each guest to book them for the show. Participation was voluntary and no guest was compensated for appearing on the show. Questions, themes, and topics were discussed with the guests in advance and guests would be provided with a “script” of questions prior to appearing on the show and were encouraged to provide feedback on the content. The OIPM strove to use each show to provide as much information as possible on the topics that mattered - this show was meant to be an informative and positive experience for the guests and listeners.

Unless the show was recorded in advance (which only occurred for scheduling purposes), listeners had the opportunity to call into the show to ask questions and give input on the topics discussed. The show was simultaneously streamed on WBOK 1230AM’s Facebook page, and listeners could comment on the stream which was monitored by the IPM and the Deputy during the show.

After airing, the recording of the show was provided to the guest of the show and uploaded onto the OIPM website and Spotify (a podcast streaming host site) and are still available.



March 2025



3/7: Dominique Jones-Johnson, Daughters Beyond Incarceration
 Dominique discussed the power of community centered policing, the importance of family reunification post-incarceration, and DBI’s impactful work empowering girls and youth to engage in legislative decisions in Louisiana.



3/14: Alexis Chernow, Deputy Chief Defender, and Meg Garvey, Policy Counsel, Orleans Public Defenders
 Alexis and Meg explained the importance of public defense and provided informative observations about the changes in policing in New Orleans - providing a historical context on what it used to be like to file complaints against corrupt officers.



3/21: Dr. Shamika Kelley, NOPD's Crime Lab
 Dr. Kelley explained the ins and outs of the NOPD Crime Lab - what they do, who they report to, and how they let the science speak for itself. She also discussed her goals for the Crime Lab and the future Forensic Biology Lab work (DNA testing is coming to New Orleans!).

April 2025



4/11: Officer Christopher Kalka and Recruit Amber Matthews, NOPD Recruit Class 203
 The OIPM peeked behind the curtain of the NOPD Academy to ask what it’s really like to go through recruit training to become an officer. We were joined by Officer Kalka, who recently graduated from the NOPD academy for the second time, and Recruit Matthews, who was just about to complete her training.



4/25: John Simerman and Missy Wilkinson, Times Picayune and New Orleans Advocate Reporters
 The OIPM asked the “who, what, where, when, why, and how” to crime and police reporters John Simerman and Missy Wilkinson. Both of these investigative reporters work for the Times Picayune and the New Orleans Advocate covering crime, policing, and Consent Decree updates. During this interview, we asked about their reporting style, how they handle the challenges of the job, and source information. This was a valuable opportunity to learn more about the people behind the news articles.

March 2025

April 2025

A Year of Monitor's Mic Content

Synergy Between Radio Content and Public Forums

The OIPM would try to incorporate the radio show topics into the other forms of engagement that needed to occur. For example, in June, the NOPD's Academy was in the process of constructing the "Training Master Plan" for 2026 and sought public feedback on training needs for officers. The OIPM coordinated with the Academy to both host Chief Johnson, the NOPD Curriculum Director for the NOPD's Academy, on the Monitor's Mic and interview him about the "Training Master Plan" and hosted a public forum at the Treme Center with Chief Johnson. This way, the public would have the opportunity to engage on police training curriculum during the forum or radio show.



May 2025

THE MONITOR'S MIC
Where we talk oversight, policing, and you

Guest of the Week: Emily Maw

From representing people to representing "The People," Emily Maw has been a leader in our criminal legal system for over two decades and held some diverse positions in the process. Join us as we talk Emily about her experiences creating the Civil Rights Division in the DA's office, leading wrongful conviction cases at the Innocence Project New Orleans (IPNO), and her take on how we achieve police accountability in the courtroom.

A call in talk radio show
WBOK 1230 AM
Airing Fridays at Noon

5/9: Emily Maw, Criminal and Civil Rights Attorney
The OIPM spoke with a local leader in the field of civil rights: Emily Maw. From representing incarcerated individuals in post-conviction appeals, to leading Innocence Project New Orleans, to creating and leading the Civil Rights Division of the District Attorney's Office, Emily Maw has had a huge impact on civil rights litigation, police accountability, and the way we look at post-conviction work in Louisiana.

THE MONITOR'S MIC
Where we talk oversight, policing, and you

Guest of the Week: Lauren Sapp, Deputy Director of Promise of Justice Initiative (PJI)

Join us this Friday as we all discuss with Lauren Sapp of PJI to discuss the other initiatives of her organization, policing, and the criminal justice system in Louisiana. Let's talk about the big picture and how PJI addresses reforms.

A call in talk radio show
WBOK 1230 AM
Airing Fridays at Noon

5/30: Lauren Sapp, Promise of Justice Initiative
Deputy Director of the Promise of Justice Initiative (PJI), Lauren Sapp, joined the OIPM on the Monitor's Mic to discuss the big picture of how policing and mass incarceration affects Louisianans. PJI focuses on "narrative change" and uses a mix of litigation and creative storytelling to explain how all these systems overlap and build off one another in a way that creates injustices. Lauren shared her advice for officers: to "remember their why" and to stay focused on justice and accountability.

May 2025

June 2025

THE MONITOR'S MIC
Where we talk oversight, policing, and you

Guest of the Week: Chief Duane Johnson, NOPD Curriculum Director

Want to have a say in how new officers are trained? Think experienced officers need refreshers on particular topics? Want to hear how training topics are made for the police? Join us this Friday when we talk to Chief Johnson, NOPD Academy Curriculum Director, about the 2026 training priorities for the NOPD.

A call in talk radio show
WBOK 1230 AM
Airing Fridays at Noon

6/13: Chief Duane Johnson, NOPD Curriculum Director - NOPD Academy
Chief Johnson discussed the "Training Master Plan" for 2026 and the impact of this guiding document for new recruits in the Academy and experienced officers who are going through yearly in-service courses.

THE MONITOR'S MIC
Where we talk oversight, policing, and you

Guest of the Week: Collin M. Arnold, Office of Homeland Security & Emergency Preparedness (NOHSEP)

Let's talk hurricanes, disasters, and terrorism. This Friday at noon we will be joined with Collin Arnold, the Director of NOHSEP, who will discuss how his department works with the NOPD to prepare and respond to everything that can happen in our city.

A call in talk radio show
WBOK 1230 AM
Airing Fridays at Noon

6/20: Collin Arnold, Director of Office of Homeland Security and Emergency Preparedness (NOHSEP)
Collin discussed the 2025 hurricane season (which started June 1st), disasters, terrorism and how his city agency works with law enforcement and the NOPD to prepare and respond to everything that can or could happen in our city.

THE MONITOR'S MIC
Where we talk oversight, policing, and you

Guest of the Week: Lt. David Barnes

New Orleans Police Department This Friday at noon, the Monitor's Mic will continue to talk about hurricanes and policing. We will be joined by Lt. Barnes, the lieutenant responsible for writing the NOPD Hurricane Season Emergency Plan. Join us as we talk about enforcing curfews, looting protocol, alerting evacuation, and the role of the NOPD during and after storms.

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

6/27: Lieutenant David Barnes, NOPD Policy Writer
Lieutenant Barnes, who wrote the NOPD Hurricane Season Emergency Plan, discussed the NOPD's strategy for policing and responding to all that may arise during and after hurricanes this year. From looting protocol to commandeering property to what happens if 911 goes down, this show examined how our community is policed during storms and candidly addressed why it may be hard to trust the police during these emergencies because of past wrongs.

June 2025

A Year of Monitor's Mic Content

Debate Format Show Content

For the first time, the OIPM hosted a discussion on the radio show. This discussion was between the ACLU and the NOPD on the issue of police use of facial recognition technology. The unique format enabled listeners to receive information from both sides of the debate of whether the police should use this technology in their work.



July 2025

August 2025

7/11: Edith Romero and Renard Bridgewater, Eye on Surveillance (EOS)

OIPM interviewed Eye on Surveillance (EOS) organizer Edith Romero and EOS member Renard Bridgewater. These guests discussed their concerns about the accuracy of facial recognition technology and how it could be weaponized and abused by law enforcement against the public. EOS discussed their campaign to oppose the City Council ordinances that would lift the restrictions of 2022 on law enforcement use.

7/18: Lt. David Barnes, NOPD, and Alanah Odoms, ACLU - Louisiana

The Monitor's Mic facilitated a robust discussion and debate between the NOPD and the ACLU on facial recognition technology. The OIPM thoroughly appreciates Lt. David Barnes, policy writer for the NOPD, and executive director, Alanah Odoms, of the ACLU - Louisiana for participating in this informative conversation regarding the law enforcement use of the technology, its value and risk in investigations and police work, and the legality of facial recognition software. This discussion was a true primer in the question of whether legally the police can utilize live surveillance and facial recognition technology.

7/25: Matthew Willard, Louisiana State Representative District 97.

On the show, Representative Willard discussed public safety and law enforcement collaborations in his district and the state of Louisiana. He discussed legislation he sponsored to try to reduce the reasons the police could stop individuals for minor traffic offenses and his position on policing concerns across the city.

8/1: Councilmember JP Morrell, City Council At Large

The Councilmember shared his stance on surveillance technologies and the police and why he's voting no on the upcoming ordinance to lift restrictions on NOPD's use of that software. Councilmember Morrell broke down his accompanying proposed ordinance that would expand transparency and accountability on the use of the technology.

8/8: Airing of Public Panel and Forum on Facial Recognition Software and the Police

Airing of the OIPM public panel and forum with stakeholders including: Councilmember Oliver Thomas (ordinance sponsor), the NOPD, ACLU, and Eye on Surveillance for public input on the technology prior to this matter being put to a vote before City Council. Through sharing this public forum and panel on the radio, we are able to broadcast timely and relevant law enforcement, legal, and political issues impacting how New Orleansians are policed.

8/15: William Most, Civil Rights Attorney

William Most of Most & Associates came on the show to discuss constitutional law and civil rights statutes that dictate policing limits including the legal standards from Graham v. Connor and Barnes v. Felix (Barnes is the new ruling from summer 2025). Both of these Supreme Court cases set the standards that will apply to a claim of excessive force during a police seizure.

July 2025

August 2025

A Year of Monitor's Mic Content

September 2025

October 2025

9/5: Alfred Marshall, a chapter organizer for Voice of the Experienced (VOTE)
Alfred Marshall spoke about public safety, policing, and the importance of ensuring that people with lived experience have a seat at the table when shaping policy. He also described the work VOTE is leading in Louisiana to push for meaningful efforts on policing and beyond to build stronger community partnerships.

9/11: Chief Warren Riley, Former NOPD Superintendent
It has been twenty years since Hurricane Katrina. On the Monitor's Mic, we reflected on policing during that storm with former NOPD Superintendent of Police Warren Riley. Chief Riley reflected on what it was like to lead NOPD following Hurricane Katrina, navigating recovery during one of the most difficult moments in the city's history (and why he chose to write a book chronicling it). He shared insights on the dynamic between mayors and chiefs, his belief that police chiefs should be elected, and the progress he has seen in the NOPD since his tenure.

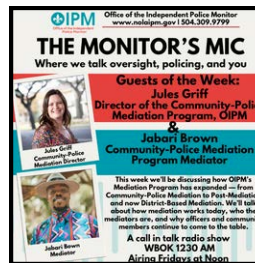
9/19: Honorable Judge Simone Levine, Criminal District Court - Section A
Judge Levine discussed her approach to accountability within the criminal legal system. Her perspective highlighted the balance courts must strike between justice and humanity. Judge Levine also connected how her experience as the former Deputy of the OIPM has informed her understanding of police work and its impact - in courtrooms and the community.

9/26: Deputy Chief Keith Sanchez and Captain Wayne DeLarge of NOPD's Public Integrity Bureau (PIB)
This show provided valuable information about how police misconduct investigations work in the NOPD. During this interview, we discussed officer discipline - whether there is too little or too much. These leaders within PIB, offered an inside look into internal affairs, explaining the responsibilities and challenges of investigating officer misconduct.

10/11: Kirschelle Williams, Office of the Independent Police Monitor (OIPM)
The OIPM turned the mic on Kirschelle Williams, Deputy Monitor, to learn more about local police oversight, the recent Consent Decree ruling and indicative ruling, and what being neutral means in our work. We used this conversation as a way to inform the community about the work of the OIPM and how local oversight interacts with the federal Consent Decree.

10/22: Captain Kevin Burns, Homicide Division - NOPD
In response to the recent homicides and facilitated meetings the OIPM led with families of victims and the Homicide Division leadership, the OIPM invited Captain Burns, Captain of the Homicide Division, onto the Monitor's Mic to share relevant information with the community about how death investigations are conducted. He discussed how homicides do not automatically result in murder arrests or charges, the role of the homicide detectives in prosecutions, and what television shows get wrong about how the police investigate murders.

10/27: Jules Griff, Director of the Community-Police Mediation Program, and Jabari Brown, OIPM mediator
During this show, we discussed the launch of our new pilot program: the District-Community Mediation Program. Jules and Jabari explained the Community-Police Mediation Program - how it works, who is eligible, and the benefits of coming to the table to speak with officers when there is conflict. Jules and Jabari broke down how mediation offers an alternative to the traditional complaint process, giving both community members and officers a space for open, honest dialogue.



September 2025

October 2025

A Year of Monitor's Mic Content

November 2025

11/14: Dr. Hansel Aguilar, Director of Police Accountability in Berkeley, California

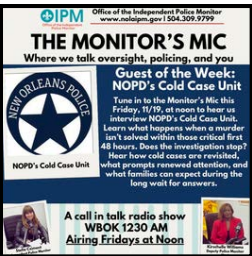
We discussed his experience in the field of policing and police oversight - which began with Dr. Aguilar wearing the uniform himself. Dr. Aguilar recounted his time as a police officer in North Virginia and then his experience as a misconduct investigator in the DC Office of Police Complaints. Dr. Aguilar 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.

11/19: 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.

Content Developed to Address Community Concerns

In September, the community, OIPM, and the police department also came together for the inaugural Homicide Victim Remembrance Walk and ceremony to acknowledge those lost in homicides over the years. The show described above in November with the Cold Case Unit was in response to families at that ceremony stating there were no arrests in the murder cases regarding their loved ones. The OIPM and the NOPD wanted to provide information to those families regarding the work the department is doing on these cold cases and how homicides can still be solved - years later.



December 2025

12/5: Jason Armstrong, a former Chief of Police and a nationally recognized expert in policing

We discussed Chief Armstrong's long and impressive career--most notably his appointment as the Chief of Police in Ferguson, Missouri five years after the police killing of Michael Brown, Jr. In Ferguson, Chief Armstrong led reform efforts in collaboration with the U.S. Department of Justice while the department was under a Consent Decree. We asked Chief Armstrong about what he has learned while rebuilding after a crisis, implementing reforms, and creating community accountability. Chief Armstrong also talked about his career after his time in Ferguson which has brought him back to his home state of North Carolina.

12/19: Major LeJon Roberts and Captain Preston Bax of NOPD's Special Operations Division (SOD)

We talked to the Major and Captain about the makeup of SOD and what units and specialties are contained within it. We asked how SOD work is different from the district stations within NOPD and about misconceptions people may have about SWAT. Both Major Roberts and Captain Bax discussed the training required for an officer to be admitted to SOD--be it in SWAT, the K9 unit, crisis negotiation, or bomb disposal. The Major and Captain explained when a situation warrants SOD's involvement and how SOD is activated with NOPD. We also asked Major Roberts and Captain Bax to fill us in on some of the equipment that SOD uses, how SOD reviews it's operations, high-risk warrants, inter-agency partnerships, and how SOD's officers cope with the intense, high-stress nature of the job.



November 2025

December 2025

Public Reach of the Monitor's Mic

The following datapoints were collected, analyzed, and written by WBOK 1230AM. We thank WBOK Media for preparing this information.

Estimated Radio Listener Reach

750 - 1,000 Listeners

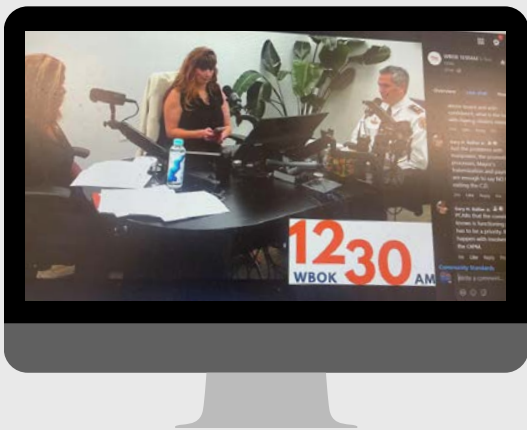


Based on typical listening patterns within the station's mid-day radio daypart (10 AM–3 PM), the Friday 12 PM–1 PM broadcast is estimated to reach approximately **750–1,000** terrestrial radio listeners per episode.

Because terrestrial radio audience reporting is generally aggregated by daypart rather than isolated by individual hour or program, this number represents an estimate of audience exposure for the broadcast within WBOK's mid-day listening block.

Estimated Streaming Listener Reach

400 - 500 Streaming Listeners



On average, the Friday 12 PM–1 PM broadcast generated approximately **400–500 streaming listener impressions per episode**, based on Average Quarter Hour (AQH) performance for that time slot.

AQH represents the average number of listeners tuned in during any given 15-minute segment of the hour. For example, an AQH of 125 means approximately 125 streaming listeners were tuned in during each quarter-hour of the program.

The listener impressions reflect digital streaming analytics. Digital analytics provide verified, trackable performance metrics tied directly to the program.

Social Media Engagement (Program-Specific)

Average approximately 30 Live Viewers per Livestream Broadcast



Promotional analytics tied directly to the Monitor's Mic show:

- Reach between 93 and 418 unique accounts per promotional post
- Total views ranging from 101 to 874 per post
- The highest-performing post reached 70.6% non-followers
- An average of approximately 30 live viewers per livestream broadcast

Thank you to our listeners!

We sincerely thank all our listeners, guests, WBOK staff, and supporters who helped produce and make the Monitor's Mic possible in 2025.



Above, Sgt. Blackman of the Investigative Services Bureau at the Annual Mass and First Inspection in Jackson Square.

NOPD Recap: 2025 Highlights and Updates, and NOPD Priorities for 2026



2025 NOPD Accomplishments, Updates, and Priorities for 2026

In this section of the annual report, the OIPM reports out the accomplishments achieved by the NOPD and relevant updates regarding the department that affect the public. In this section, the OIPM also highlights how the OIPM engaged with the NOPD on some of these topics such as promotions, misconduct allegations, community engagement, policy changes, and academy curriculum. Finally, the OIPM uses this section as a chance to report the goals the NOPD has identified as goals for the department and policing in New Orleans for the coming year.

Aspects of this section of the annual report use words and language from NOPD materials that were not written by the OIPM. The OIPM will indicate when that is occurring. This is to ensure that the information is reported to the public as the NOPD presented and intended the information to be conveyed.

A Year of NOPD as Observed by the OIPM

2025 was an impactful and significant year for the New Orleans Police Department (NOPD). The police department faced new challenges, had to interact with state and federal actors, handled mass scale events, and reached new milestones including the end of the federal Consent Decree. Now, the OIPM will identify some of the large markers of the year - where the NOPD progressed or backslid, how projects moved forward, collaborations and partnerships that were developed, and how the department worked with local oversight over the year. The following highlights are identified and highlighted by the OIPM – not the department. **These events are opportunities to demonstrate the work completed by the OIPM in partnership with the NOPD and how the NOPD interacts with local oversight to make a better police department.**

In some prior years, the OIPM drew these areas into separate sections based on topic areas. This year, the OIPM will provide a chronological narrative of some of the large moments of the NOPD over the last year, highlighting progress, collaboration, and areas that require more improvement as they occurred during the year - starting with the end of 2024.

End of 2024: Looming Decision Regarding Sustainment of the Consent Decree

In December 2024, the Court held its first hearing allowing for public comment since the start of the Consent Decree. This hearing, dubbed the “Fairness Hearing” brought together stakeholders from both sides of the Consent Decree argument. Community members, police association representatives, partner organizations and city agencies, researchers, and advocates all addressed Judge Morgan’s Court for hours presenting their position on the potential exit from active oversight. The Court took the feedback under advisement and set the joint motion for public argument of the parties for the beginning of January 2025. The year closed with the NOPD closer to the possible “end” of the active federal oversight than ever before.

A Year of NOPD as Observed by the OIPM Continued

While the consent decree was being publicly debated, another process was slowly unfolding in the fall of 2024: the promotional process for captains and majors. The OIPM monitored the NOPD promotional process for captains and majors candidates at several key stages. The OIPM observed the initial scoring of the promotional exams in September and, following reports of irregularities coming from different anonymous sources and the halting of the process by the Mayor, met with the three police associations and then submitted a formal letter to NOPD leadership in October calling for an investigation and additional oversight. In November, the OIPM again monitored the re-evaluation of exams conducted by external assessors.

The result of this promotional process was not seen in 2024, but this process and the political intervening in the process, cast questions onto the department's ability to successfully and independently operate as needed.

January 2025: Terrorist Attack and Transition to Sustainment

The start of 2025 was tragic and challenging. Within hours of starting the new year, Shamsud-Din Jabbar, a domestic terrorist, drove a truck through a populated Bourbon Street, killing 14 people and injuring 37 to 57 people before NOPD officers opened fire killing Jabbar. The OIPM was immediately notified of the incident and the IPM responded to the intersection of Bourbon and Bienville.

The OIPM thanks the officers who ran towards the danger, the officers, medical personnel and bystanders who provided medical assistance, the officers who helped crowds disburse, and then tried to unite friends and families who were separated, the officers who then continued to serve New Orleanians for the rest of the day - despite the things they lived through just hours earlier.

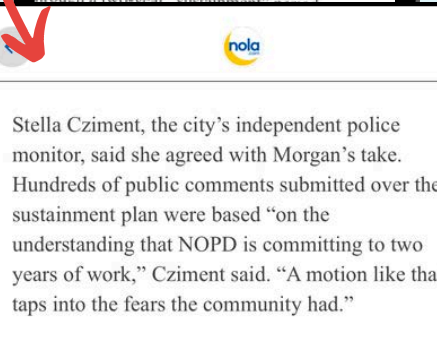
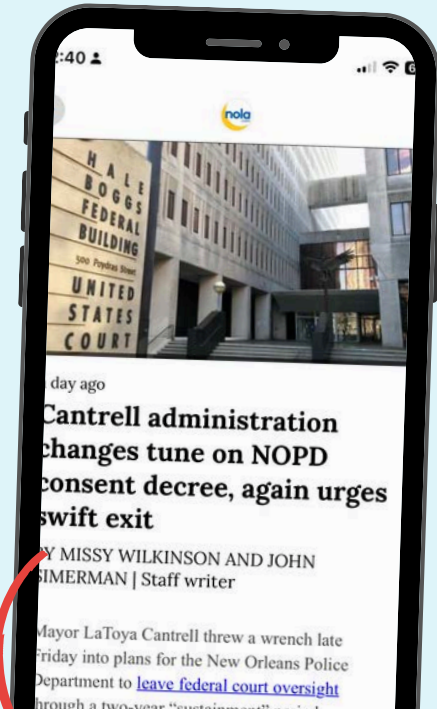
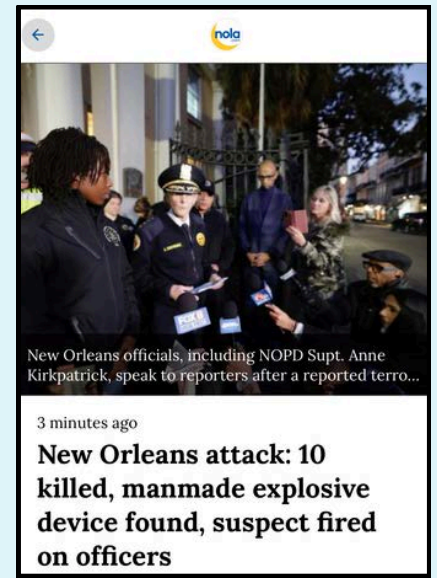
After the attack, during the month of January, **168 officers participated in 23 debriefings regarding the incident. There have also been countless one on ones with officers who have reached out for help.** Captain Watson attended every debriefing to communicate rank's support to the officers and the importance of the debriefings. **The OIPM thanks Captain Watson and the whole Officer Assistance Program (OAP) team for their work supporting these officers after this traumatic event. The OIPM appreciates the NOPD's effort to prioritize mental health and officer well being.**

In the immediate aftermath of the attack, the NOPD not only shifted operationally but also entered an important legal phase for the department. On January 13, 2025, the Court heard oral arguments on the Joint Motion to Transition the Department into the sustainment phase. In the days leading up to the hearing, the counsel for the City changed its position regarding the motion to terminate the Consent Decree, requesting an immediate ruling rather than allowing the issue to become moot. At the same time, the Louisiana Attorney General sought to formally enroll as co-counsel.

The next day, on January 14th, again the parties and public met in Federal Court, to hear the ruling from Judge Morgan, which she read from the bench. The Court's ruling had four parts:

1. The City's Motion Filed Requesting Immediate Ruling was granted.
2. The City's Motion Requesting the Termination of the Consent Decree from 2022 was denied.
3. The Joint Motion to Enter into Sustainment Period was granted.
4. The City's Motion to Enroll the Louisiana Attorney General as Co-Counsel was denied without prejudice.*

**"Denied without prejudice" means a judge denied the motion without permanently ending the party's right to have it heard in court. It could be refiled or appealed.*



A Year of NOPD as Observed by the OIPM Continued

This announcement was met with celebration in the courtroom: the NOPD entered the hard-won sustainment phase. During sustainment the NOPD was required to maintain compliance with previously achieved reforms while remaining under federal oversight at a reduced level.

The month of January ended with a historic snowstorm and the beginning of Carnival season in New Orleans. It was truly an unprecedented start of the new year.

February 2025: SEAR 1 Mardi Gras and Super Bowl; Promotions

In February, the department had two huge tasks: to keep the city safe during **Mardi Gras** and the **Super Bowl**. The department transitioned into an elevated operational position as the City prepared for these large-scale events requiring the highest levels of coordination and security. Both the Super Bowl and Mardi Gras were treated as SEAR 1-level events, requiring significant federal involvement, intelligence sharing, and multi-agency coordination. These events tested the department's ability to manage large crowds, respond to evolving risks, and coordinate effectively with local, state, and federal partners under heightened scrutiny.

The OIPM continued to monitor the interactions between the NOPD and the multiple other law enforcement agencies in the city as they provided public safety services in the French Quarter for the Super Bowl, patrols on parade routes, checkpoints and patrols in the 8th District for Mardi Gras. The IPM participated in public safety walks, "walking the beat," with leadership during both the Super Bowl and Mardi Gras. During these walks, the IPM monitored how NOPD leadership identifies safety risks, checks police coverage, engages with the community, and looks for potential quality of life challenges such as traffic flow. The IPM also went to the Real Time Crime Camera Center (RTCC) and the Emergency Operations Command (EOC) to see how partner agencies and city departments work together to ensure public safety from a centralized locations.

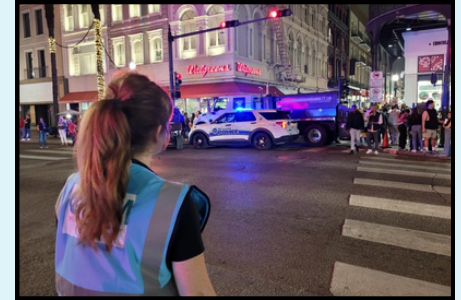
During Super Bowl weekend, enforcement activity was relatively limited, with arrests primarily related to weapons violations and a low number of crimes against persons. The OIPM did not observe arrests in progress but later reviewed data reflecting these outcomes. The OIPM continued to monitor NOPD interactions with the public and with the various other law enforcement agencies assigned to New Orleans for the event.

Overall, the feedback received from the public and from city officials was that the NOPD was organized, respectful, prepared, and performed well under pressure during both Mardi Gras and the Super Bowl.

Also in February, following multiple investigations into allegations of irregularities, the federal court affirmed the integrity of the NOPD promotional process. The OIPM had monitored several phases of this process in 2024 and had already stated its support of the NOPD's promotional process as the OIPM did not observe deviations from policy.

This Court ruling allowed promotions and leadership appointments to move forward. The OIPM attended the promotional ceremony where the NOPD made the following changes to their leadership team:

- Promoted from Chief Deputy Chief to Assistant Superintendent - Hans Ganthier
- Promoted from Captain to Major – Precious Banks, LeJon Roberts
- Promoted from Lieutenant to Captain – Rebecca Gubert, Samuel Palumbo Jr.
- Promoted from Sergeant to Lieutenant – Michael Guasco, Thaddeus Murray
- Promoted from Senior Police Officer to Sergeant – Marylou Agustin, Tanisha Sykes-Smith, Michael Haynes, Jesse Roger



Above, the IPM talks to NOPD and LSP officers stationed at the Emergency Operations Command (EOC) during Super Bowl weekend and monitors in the French Quarter.



A Year of NOPD as Observed by the OIPM Continued

In addition, Superintendent Kirkpatrick announced the following appointments regarding NOPD executive leadership:

- Deputy Chief Ryan Lubrano will assume command over the Field Operations Bureau
- Deputy Chief Nicholas Gernon will assume command over the Investigation and Support Bureau
- Deputy Chief Jonette Williams will assume command over the Professional Services and Accountability Bureau
- Stephanie Landry will move into the role of Deputy Chief over the Management Services Bureau

April 2025: Civil Service Ruling, Critical Incident Notification Failure, Teneo Report

In April, the Civil Service Commission issued its ruling that the Mayor had improperly interfered with the promotional process of NOPD Captains and Majors in 2024, potentially to benefit one officer. The Civil Service Commission said it came to the finding based on the preponderance of evidence. Chief Kirkpatrick testified before the Commission that the Mayor wanted her to promote from the Civil Service eligible list disregarding the NOPD composite scoring (which the OIPM monitored). If done, this would have been a violation of the Consent Decree. The Mayor had refused to answer questions invoking her Fifth Amendment right against self-incrimination during the Civil Service Commission hearing on the matter. The ruling noted that the totality of questions that the Mayor refused to answer reflected that she knew her testimony would have “been adverse to her.” The Commission found there was no legal justification for the ordered pause on the promotional list, and it was a “politically motivated” action. No penalty or outcome was ordered. This finding and investigation publicly forced the police department to provide public testimony that an elected leader requested the NOPD not follow their policy and protocols. The ruling and the information disclosed raised concerns about external influence on internal departmental processes and the independence of police operations; but also demonstrated the NOPD’s ability to remain compliant with their policies despite pressure to do otherwise.

Later that month, a death clarified a new critical incident standard that previously was unclear. Early in the morning of April 27th, an individual died while fleeing the police after jumping into a body of water and drowning. At the time, there was confusion regarding whether this death constituted an in-custody death. An in-custody death would require the Force Investigation Team (FIT) to respond to the scene to investigate the incident as a death in custody and that would require a subsequent notification of the OIPM to monitor. Here, the OIPM was not notified of this death or any subsequent Force Investigation Team investigation. Upon learning of the incident, the OIPM formally notified NOPD leadership of this concern. Moving forward, FIT responded to additional incidents where the individual died in what the NOPD considered “pre-custody” and the OIPM was immediately notified and monitored.

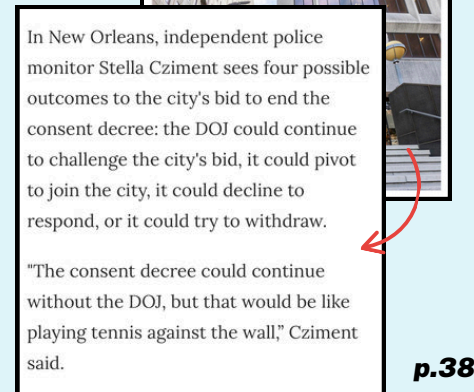
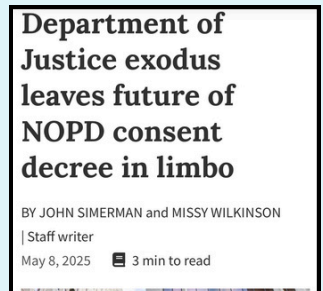
Also in April, the anticipated “Teneo Report” report was provided to the NOPD. This report was commissioned after the terrorist attack in January. This report: “New Orleans Major Event Review and Security Recommendations,” provided critical assessments to the police department on how to build out the ability to respond to major catastrophic events and prevent potential security threats moving forward.

While the NOPD cannot alone decide to initiate and implement these recommendations - it must be endorsed and funded by city leaders and other agency partners - but it was an informative tool that will help the department see strengths and weaknesses within their response capacity. The OIPM will look for opportunities to reinforce those lessons as best practice and supports the NOPD efforts on this front.



Above, is a screenshot of the one of the articles regarding the Civil Service determination. Below that is the formal letter that the OIPM sent Chief Kirkpatrick regarding the failure to notify.

Below a photo from the award ceremony. At the bottom is an article addressing the May filing of the motions in federal court.



A Year of NOPD as Observed by the OIPM Continued

On the topic of strengths, the following month, in May, the NOPD hosted an award ceremony to honor the contribution and service of the officers who responded to the Bourbon Street terrorist attack on New Years Day. The OIPM attended to show appreciation for their service.

May 2025: Appeal, Facial Recognition Technology, and Jail Escape Response

In May, three significant developments occurred almost simultaneously: filings in the federal consent decree case, a national article putting the spotlight on the use of facial recognition technology in New Orleans, and a jail escape that captured national attention.

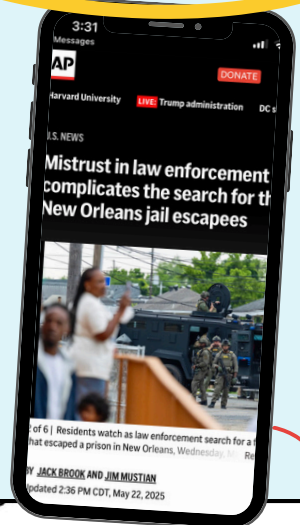
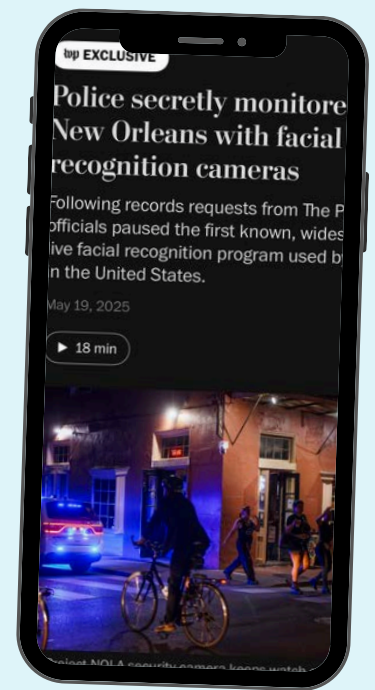
First, the City filed an appeal in the United States Court of Appeals for the Fifth Circuit challenging the denial of the motion to terminate the Consent Decree, with the Louisiana Attorney General filing an amicus brief supporting the city's brief. While the NOPD was not involved in this legal action, it did again draw attention to the police department's status within the consent decree and the clash of legal wills between the city's and state's counsel and their federal counterpart.

Second, the Washington Post published an article that focused on the use of facial recognition technology in New Orleans - and how the NOPD may be using this technology despite city limitations on the software through the nonprofit: Project NOLA. The article explored many topics around this development including:

- Whether any police use of the facial recognition software operated by Project NOLA is a violation of the 2022 city ordinance limiting the police's use of the software;
- A breakdown of the privately operated network of over 200 facial recognition cameras in the French Quarter and how they work - including the alerts that are sent directly to officer's phones through a downloaded app;
- Whether officers failed to disclose the use of the app and its alerts of facial recognition matches in their police reports regarding the apprehension of wanted individuals.
 - According to the article, Project NOLA claimed its camera system and facial recognition software led to at least 34 arrests since early 2023.
- Whether the NOPD violated the 2022 city ordinance by failing to include these uses of facial recognition when providing mandatory reports to city council on its use of the technology (a requirement of the 2022 city ordinance).

In response to the article, the NOPD initiated investigations into how the department was utilizing the technology, and the City Council issued a formal letter requesting that the OIPM review the matter.

In the early hours of May 16th, 10 individuals housed at the Orleans Parish Justice Center (OPJC) - the in-parish jail operated by the Orleans Parish Sheriff's Office (OPSO) - escaped from custody. In the aftermath, there were questions for the NOPD and for our office regarding both the escape and the subsequent law enforcement response to apprehend these at large individuals. The OIPM tried to clarify common misunderstandings: two misconceptions being that the jail is under the same consent decree as the NOPD (it is not - it is a separate consent decree) and that the NOPD operates, runs, controls the jail (it does not - it is operated and controlled by OPSO). Additionally, there were questions to oversight regarding perceived beliefs that the public did not want to assist in the search for the individuals due to mistrust in the NOPD. The IPM spoke with the reporter about this perception and provided valuable historical and political context for this law enforcement situation including clarifying that the Louisiana State Police is the lead agency on the search (not the NOPD). The incident also raised broader concerns about public trust, facial recognition software use, and community cooperation in law enforcement efforts generally.



Cziment also observed that residents may be "reluctant" to work with Louisiana State Police, which operates with a heavy hand in the city, including carrying out [sweeps of homeless encampments](#).

The agency has a history of excessive force, detailed earlier this year in a [scathing U.S. Justice Department report](#). On Wednesday, the Justice Department [announced](#) it was "protecting" the Biden administration's findings.

A Year of NOPD as Observed by the OIPM Continued

June 2025: Victim Support and Facial Recognition Debate Continues

In June, the OIPM engaged directly with families of homicide victims and observed firsthand how NOPD investigators communicate with and support families impacted by violence. At the invitation of the Investigative Services Bureau over the homicide division, the OIPM attended their Next of Kin Quarterly Meeting at First Baptist Church. After, the OIPM and the homicide division held meetings and more personal discussions at the OIPM office with families, advocates, and NOPD leadership. During these interactions, the OIPM observed how detectives worked to keep families informed about case progress, connect them with social work services and financial resources, and respond to ongoing concerns. These conversations were often difficult but meaningful. The OIPM witnessed open dialogue, heard acknowledgments and apologies, and helped facilitate commitments to continue improving communication and support for families.

The OIPM thanks the detectives and leadership within the Investigative Services Bureau, including Deputy Chief Gernon, for their continued engagement, updates, and efforts to support victims' families.

Also in June was the start of the Atlantic hurricane season. The OIPM and the NOPD partnered to provide public information regarding hurricane preparedness and how the police department responds to storms.

Additionally, the NOPD started their preparation of the Master Training Curriculum for the NOPD's Academy. A component of this curriculum process is community feedback and input. Again, the OIPM partnered with the NOPD to host a public forum and had the Curriculum Director on the Monitor's Mic to provide training information to the public and get community input on training needs.

Finally, in June, and continuing through the rest of the summer, there was an outpouring of emails from the public with concerns and questions about the NOPD's potential use of facial recognition technology and challenging newly filed ordinances that may lift previous prohibitions and restrictions on NOPD's use of the software. The OIPM and the NOPD received these concerns and started providing public information and platforms for this discussion to occur as the summer progressed.

July and August 2025: Facial Recognition, Consent Decree Resolution Hints, and Dashboard

On July 7, 2025, the Department of Justice filed an unopposed motion for an extension of time to respond to the City's appeal related to the Motion to Terminate the Consent Decree. In that filing, the Department of Justice disclosed that the parties were in communication to reach a resolution that could avoid the need for the Court to rule on the appeal. This language raised questions from stakeholders regarding whether there were ongoing efforts to end the Consent Decree.

In July, an ongoing project raised new discussion. The OIPM reported on the progress of the joint project between the OIPM, NOPD, and City Council to build a Police Misconduct, Force, and Award Database. In response, WDSU reported on the progress of the dashboard and the concerns of a stakeholder: the New Orleans Police and Justice Foundation.

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

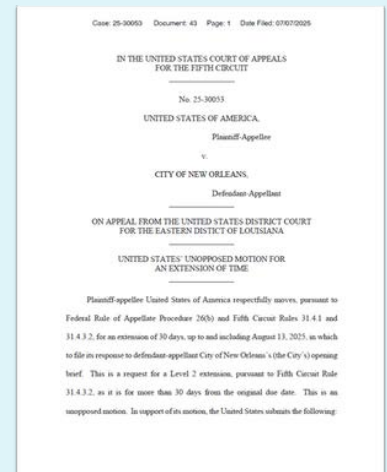
Public Forum with OIPM and NOPD's Academy Director to Discuss 2026 Officer Training Needs

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

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

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

OIPM will stream the forum onto our social media.



"Having a **searchable database** by police officer to show complaints, disciplinary hearings, commendations and civil suits would be an **enormous boon** to the public. Above all other recommendations the QARAC makes, this major step toward NOPD transparency is perhaps the **most important**."

COMPLAINT DASHBOARD IN THE WORKS
SOME CONCERNED POLICE MORALE WILL DECREASE

NEW ON WDSU 6:15 6:15

Annual Review of OIPM 2020

Importance of a Public-Facing Police Accountability Database

This public-facing accountability database will directly address **misconceptions** about the NOPD and honestly provide public information regarding discipline to all.

- "The NOPD sweeps wrongdoing under the rug."
- This database will bring disciplinary and accountability work that the NOPD has accomplished to the public in a way that is easy to understand and navigate.
- "Even if the officer is held accountable, they will never get discipline."
- This database will counter that misconception. It will increase public trust in the NOPD by showing that misconduct and discipline is occurring in a fair manner.
- "The NOPD wants to pretend like discipline didn't happen and erase it from our memory."

COMPLAINT DASHBOARD IN THE WORKS
SOME CONCERNED POLICE MORALE WILL DECREASE

NEW ON WDSU 6:15 6:15

criminal cases are lost - no longer accessible to the public and the criminal justice systems that most rely on this information.

A Year of NOPD as Observed by the OIPM Continued

The OIPM explained that the dashboard is a collaborative, city-led initiative designed to increase transparency around NOPD disciplinary outcomes and officer commendations. The primary purpose of the database is to inform the public of the very real accountability that is happening every day in the NOPD. NOPD holds officers accountable, but often that reality is not felt or understood by the public. This database will ensure that the community understands who is policing them, increase public buy in to the accountability systems that the NOPD has built, and communicate that their department is committed to ethical and constitutional policing.

In July, the NOPD participated in a robust discussion and debate with the ACLU regarding facial recognition technology on the Monitor's Mic. **The OIPM thoroughly appreciates Lt. David Barnes, policy writer for the NOPD, and executive director, Alanah Odoms, of the ACLU - Louisiana for participating in this informative conversation regarding the law enforcement use of the technology, its value and risk in investigations and police work, and legality of facial recognition software.** This discussion was a true primer in the question of whether legally the police can utilize live surveillance and facial recognition technology.

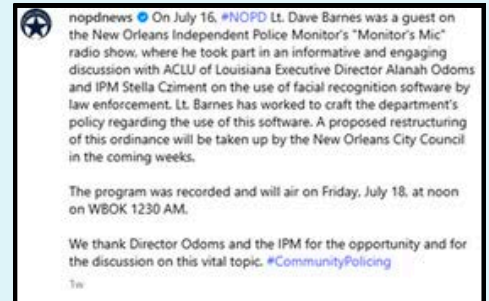
Then, in August, the NOPD and the OIPM again came together to discuss facial recognition software. The OIPM hosted a public forum and panel at the Treme Community Center with stakeholders including: Councilmember Oliver Thomas (ordinance sponsor), the NOPD, ACLU, and Eye on Surveillance to public input on the technology prior to this matter being put to a vote before City Council. The public forum was well attended by the public, organizational partners, and the media. The public took to the microphone with powerful points and important questions like how will the proposed ordinance work with the new state law expecting local government to assist ICE. The different stakeholders answered questions to the best of their ability and took notes on outstanding concerns that they would consider moving forward. The OIPM recorded the public forum and panel and then played the full hour and half recording on WBOK 1230AM during the Monitor's Mic in August.

The OIPM thanks Lieutenant Barnes for participating in these discussions and panels throughout summer on the topic of facial recognition technology and policing. His voice was valuable and informative in these spaces and we appreciated his ability to receive public feedback on the issues.

September 2025: Inaugural Homicide Victim Remembrance Walk and the Request for Termination of the Consent Decree

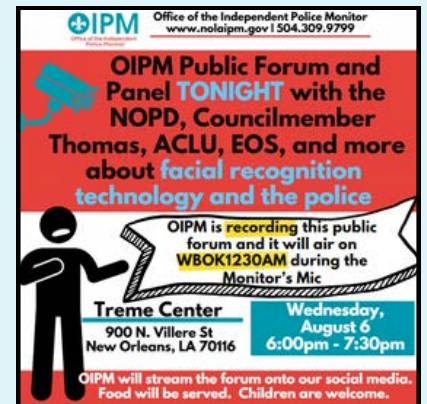
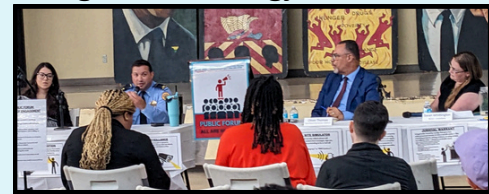
In September, the OIPM joined the NOPD for their Inaugural Homicide Victim Remembrance Walk and ceremony to acknowledge those lost in homicides over the years. Hearing family members stand up and say the name of their loved ones who were killed was moving but difficult. The OIPM appreciates that the Homicide Division and the staff within ISB created this opportunity for these families to come together.

As the year progressed, the possibility that the Consent Decree may be terminated prior to the end of sustainment became more of a reality. On September 4, 2025, the Department of Justice joined with the City of New Orleans to file a joint motion requesting the immediate termination of the Consent Decree. This filing represented a significant shift, as the parties formally asserted that the NOPD had met the legal requirements necessary to end federal oversight. If granted, the motion would terminate the Consent Decree and the attached Sustainment Strategy - ending federal oversight of the NOPD.



Above, NOPD and the ACLU discuss facial recognition on the OIPM's Monitor's Mic radio show.

Below, Lt. Barnes of the NOPD speaks during the Panel and Public Forum the OIPM hosted regarding Facial Recognition Technology and the Police.



Right and below, officers march with the community at the Inaugural Homicide Victim Remembrance Walk.



A Year of NOPD as Observed by the OIPM Continued

Following the filing of the joint motion, the parties of the Consent Decree sought an indicative ruling from Judge Morgan regarding the Rule 60(b)(5) motion to dissolve the Consent Decree. An indicative ruling allows a court to state how it would rule on a motion *if* it had jurisdiction. At that time, the motion to terminate was pending before the United States Court of Appeals for the Fifth Circuit, meaning the district court (Judge Morgan) did not have authority to issue a final ruling. Judge Morgan issued an indicative ruling stating that she would grant the motion to terminate the Consent Decree if the matter were returned to her court.

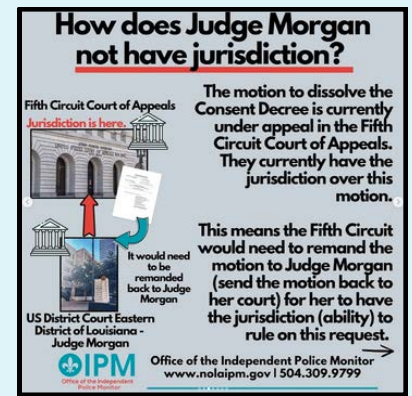
Also in September, the NOPD publicly answered questions based on a presidential announcement. In September, the President floated the idea of the National Guard being deployed to New Orleans - a sentiment that was supported by Governor and some in the community. The NOPD discussed this possibility with City Council at the Criminal Justice Committee meeting on September 30th, and stated that if the National Guard is deployed, those troops will be most likely be taking direction from local law enforcement. Later in 2025, this idea would be put in motion and the National Guard would be deployed to New Orleans.

On October 31, the Fifth Circuit Court of Appeals granted the joint motion for limited remand in light of the indicative ruling. This means the request of an immediate termination of the Consent Decree is once again in Judge Morgan's jurisdiction to grant or deny. **This was a huge legal development for the NOPD and the Consent Decree.**

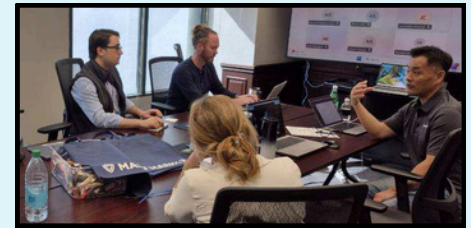
November 2025: Mark43 Goes Live, Codification of Reforms and Termination of the Consent Decree

In November, the department announced a major operational development: the implementation of Mark43, the NOPD's new data input and collection software and record management system. This system significantly changes how officers input data, how investigations are tracked, and how leadership analyzes departmental activity. Mark43 is a vendor-provided service that is already in use by over 300 agencies across the country. The transition is expected to create a temporary gap in data continuity, which may impact year-to-year analysis in the short term, but in the long-term, will benefit the department and all dependent on their data. 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 in 2024 regarding their sex crime data. This 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. Completing and implementing this system has been a longstanding goal for the NOPD and the OIPM congratulates the department on this progress.

While legal developments unfolded in federal court, the City Council convened a Special Meeting on November 13th, the week before the anticipated Court ruling. At the Special Meeting, the City Council unanimously voted to codify aspects of the NOPD's Consent Decree. This is an important legal step to preserve reforms from the Consent Decree since once the Consent Decree is terminated, the requirements under it will be lost unless they are codified into local, state, and federal laws. This ordinance included 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.



Above are OIPM posts explaining the Joint Motion for an Indicative Ruling.



Above, the OIPM attends a demonstration of the new Mark43 data system.

Below, City Council meets during the Special Committee hearing to determine if aspects of the Consent Decree will be codified into local law. Under are the voting results on the agenda item. The City Council unanimously voted to codify components of the Consent Decree.



A Year of NOPD as Observed by the OIPM Continued

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 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.

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. This ruling releases the NOPD from the obligations of the federal oversight and ends the work of the federal monitors.

While the Consent Decree has ended, the decree and the whole process of creating it, implementing it, and seeing it succeed is viewed as a legacy. The work continues through local oversight, the community, and the NOPD.



Above, the Court, NOPD, elected leaders, monitors, and city agencies gathered at Loyola Law School to hear the Court issue its final ruling terminating the Consent Decree.



Announcement of NOPD Priorities for 2026

In October 2025, the NOPD announced the following four areas as their priorities for the coming year. Below is information and strategies shared by the NOPD. The language is directly from the NOPD's Budget Presentation to City Council.



Violent Crime Reduction

- Focus efforts on drug enforcement
- Continue increasing traffic enforcement
- Property Crimes, focus on Shoplifting & Theft



Recruitment and Retention

- Robust advertising and marketing campaign
- Focus recruiting efforts on Regional Outreach



PIB Policy Update

Restructure policies to address fairness in disciplinary process and address weaponization of PIB.



Rank Promotional Process

Work with Civil Service to finalize rank promotional examination process.

The OIPM looks forward to working with NOPD leadership and the community to achieve these goals and priorities and continue to build a better NOPD.



Above, OIPM staff member, Christian Jamal (seen in the added yellow circle), monitors the force investigation after an Officer Involved Shooting at the Walmart on Tchoupitoulas. This is a screenshot of the live footage from WWL regarding the scene where Christian can be seen monitoring and taking notes.

Use of Force and Critical Incident Work and Data

Understanding Force Tracking Numbers "FTN" and Use of Force "UoF"

There are many acronyms and abbreviations in this department and it is important to understand them and their differences. FTN stands for *Force Tracking Number*. It is assigned to track a single force event involving the NOPD and one or more individuals when force is used. It is the designation given to track the entirety of an interaction between NOPD and one or more individuals wherein force was used.

In contrast, *Use of Force* (UoF) refers to each specific instance in which an officer uses a particular type of force on a specific individual. Because multiple uses of force can occur within a single event (and thus under a single FTN), the number of UoF incidents will always be higher than the number of FTNs.

The OIPM historically reports both FTN and UoF figures in the Use of Force section of our annual report. Unlike the OIPM, NOPD counts only the types of force used per officer, without accounting for the number of civilians involved. The OIPM counts by capturing the **maximum** possible number of force interactions between officers and civilians.

In 2025, there were 423 FTNs (compared to the 459 FTNs in 2024 and the 562 FTNs issued in 2023). Those cases were analyzed for this report. UoF stands for "use of force". It represents a specific type of force used by a specific officer against a specific person. In 2025, there were 1042 UoFs (compared to the 1475 UoFs in 2024 and the 1318 UoFs in 2023).

To illustrate this point better, the OIPM has created these examples to see how the FTN, UoF and the type of force would be counted in the NOPD and the OIPM data.

2025 FTN and UoF

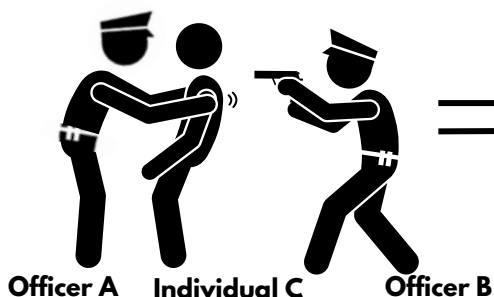
Force Tracking Numbers (FTN) Including Officer Received Force Only Incidents	Force Tracking Numbers (FTN) Excluding Officer Received Force Only Incidents	Use of Force (UoF) Including Officer Received Force Only Incidents	Use of Force (UoF) Excluding Officer Received Force Only Incidents
439	423	1098	1042

NOPD reports use of force data after removing incidents where officers did not use force and force was used against the officer only. The table above shows both totals: one column includes those incidents, while the other follows NOPD's method and removes them, reducing the totals by 16 FTNs and 56 uses of force.

Example 1: Two officers and one civilian individual. Officer A uses hands against Individual C and Officer B points his gun at Individual C, the result would be **ONE** FTN, corresponding to **TWO** UoFs (one for each officer). Simply put, this is one force event with two force interactions (FI). The same pattern would apply if there were multiple types of force used or multiple individuals on which force was used.

Force #1: Hands On

Force #2: Gun Point



1 FTN
2 Force Types
 NOPD Classification
2 UoF
 OIPM Classification

In this scenario, there are two officers committing two types of force against the same person.

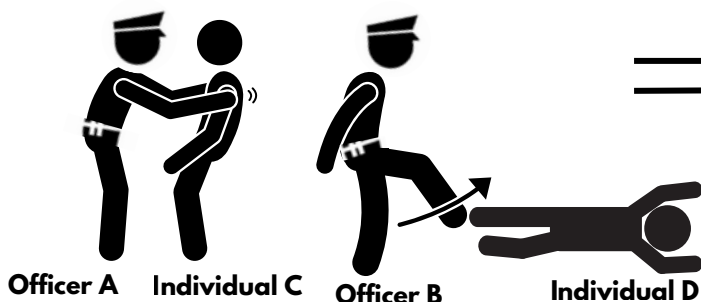
This would result in one Force Tracking Number (FTN) where two Use of Force (UoF) incidents against one individual will be investigated - resulting in the NOPD creating two types of force in their data to be tracked. According to the OIPM calculation, there are two uses of force.

OIPM notes that current force tracking does not enable a clean way to identify when the same officer uses the same force against the same individual multiple times in the same encounter (for example: if Officer A kicked Individual C three times).

Example 2: Two officers and two civilians. Officer A uses his hands on Individual C; Officer B kicks Individual D.

Force #1: Hands On

Force #2: Kick



1 FTN
2 Force Types
 NOPD Classification
4 UoF
 OIPM Classification

In this scenario, NOPD would count 2 types of force used (based on force type used by each officer).

*OIPM would count 4 potential uses of force, based on the **maximum** number of possible force interactions: each officer could have used force on each civilian (2 officers using two types of force x 2 civilians = 4).*

*However, it is still **ONE** FTN.*

Example 3: Two officers and two civilians. Officer A uses his hands on Individual C; Officer B points gun at Individual C, Individual D is there and witnesses everything including the gun point but according to NOPD, does not receive force.



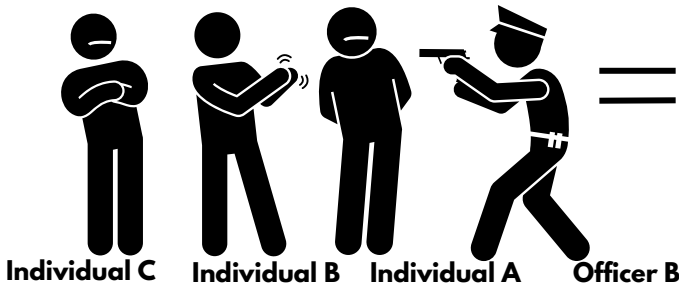
1 FTN
2 Force Types
 NOPD Classification
4 UoF
 OIPM Classification

In this scenario, NOPD would count **2** types of force used (based on force type used by each officer).

OIPM would count **4** potential uses of force, based on the **maximum** number of possible force interactions: each officer could have used force on each civilian (2 officers using two types of force × 2 civilians = 4).

However, it is still **ONE FTN**.

Example 4: One officer points a gun at Individual A. Individual B is scared and puts their hands up and Individual C is there and sees everything happen. According to NOPD, only Individual A received force.



1 FTN
1 Force Types
 NOPD Classification
3 UoF
 OIPM Classification

In this scenario, NOPD would count **1** types of force used (based on force type used by each officer).

OIPM would count **3** potential uses of force, based on the **maximum** number of possible force interactions: each officer could have used force on each civilian (1 officers using one types of force × 3 civilians = 3).

However, it is still **ONE FTN**.

Example 5: Two officers and two civilians. Officer A uses his hands on Individual C; Officer B kicks Individual D fifteen (15) times.



1 FTN
2 Force Types
 NOPD Classification
4 UoF
 OIPM Classification

In this scenario, NOPD would count **2** types of force used (based on force type used by each officer).

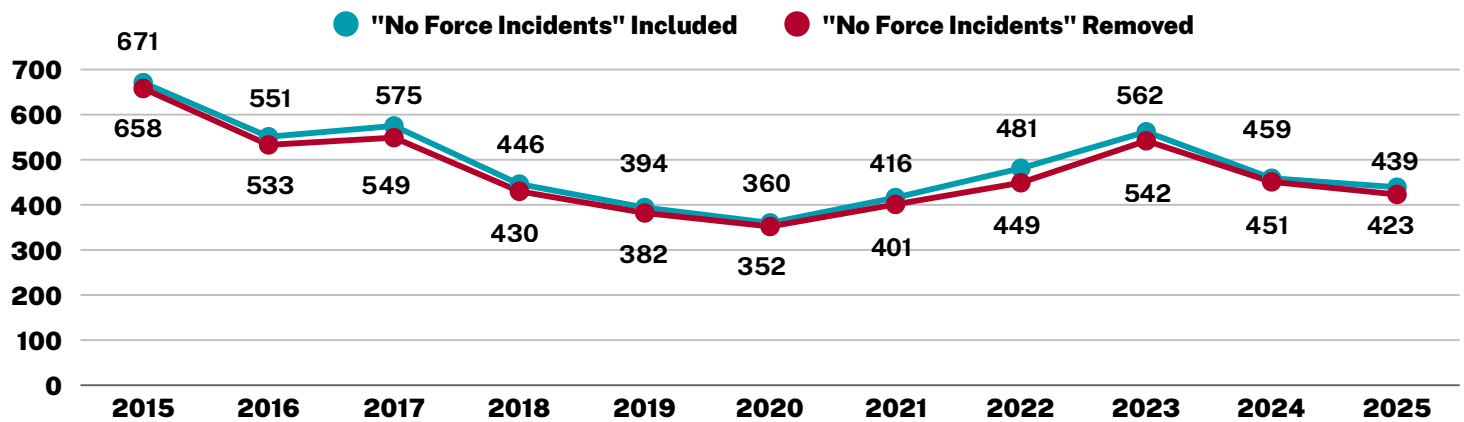
OIPM would count **4** potential uses of force, based on the **maximum** number of possible force interactions based on the data: each officer could have used force on each civilian (2 officers using two types of force × 2 civilians = 4).

However, it is still **ONE FTN**.

The problem here in both sets of data and in these methods of doing the calculations, is that neither is capturing the number of times that the force is used against an individual in our data. If there is a belief that more force is used against a certain demographic of individual (if the reader was to believe a black man would be kicked more than a white man) this is hard to capture in the data alone. Due to this, the OIPM presents the maximum amount of number of possible force interactions in order to ensure that the force amount is more representative to this possibility - the possibility and opportunity of uses of force.

While this method may not always reflect what actually occurred, the count reflects the highest possible level of force interactions in any given event. As a result, OIPM's UoF numbers will often be higher than those reported by NOPD. Understanding this difference is crucial, especially since even small changes in numbers can appear as large percentage increases. It is important to clearly present and contextualize UoF numbers and calculations all can accurately interpret the data. This highlights why it is necessary to do a deeper dive into the reports and investigations - beyond the data - to have a better understanding of all the force used and not used.

Force Tracking Numbers (FTN) by Year



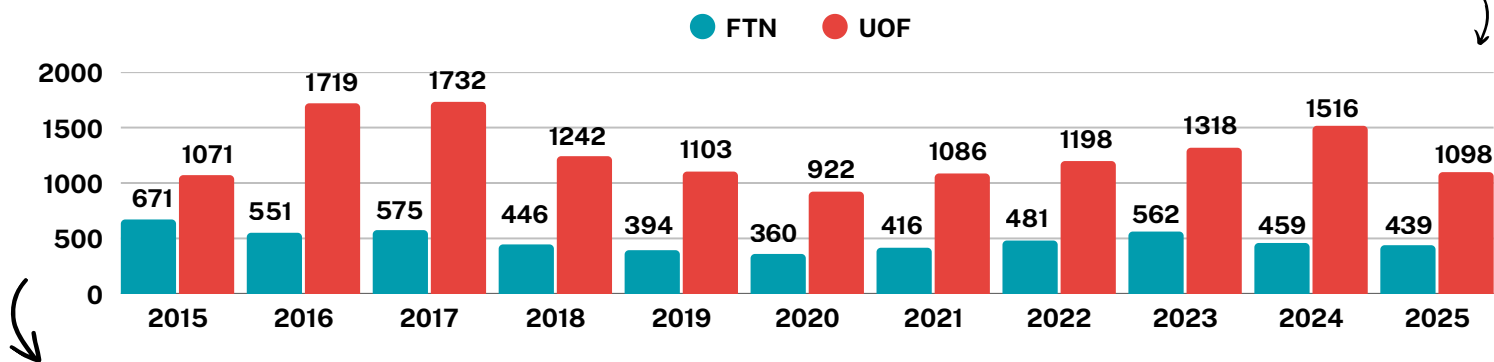
What does the second lower line points mean?

NOPD reports use of force data after removing incidents where officers did not use force and force was used against the officer only. For comparison, both totals are shown in the graph. The top line reflects total FTNs with those incidents included, while the lower FTN value reflects totals with those incidents removed, consistent with NOPD's reporting method.

Why are the numbers different from previous years?

The numbers can change over time because NOPD updates its data. Sometimes, new information is added – for example, a use of force that wasn't originally reported. Other times, after further investigation, it might be found that force wasn't actually used, or that it was only used against the officer, not by the officer. When these updates happen in NOPD's system, the overall numbers can go up or down compared to what was reported in previous years.

Force Tracking Numbers (FTN) Side by Side with Use of Force (UoF) by Year



Why is this relevant to understand force and force demographics?

In the next section, the OIPM will be looking at how force looks when considering the race and gender of the officer committing the force or the race and gender of the individual who is the subject of the force. It is important to understand that there is a difference between the calculated maximum amount of force used (the use of force) and the number of force tracking numbers issued to the investigations of that force. Multiple types of force or incidents of force may be investigated under one tracking number. This means that either:

- the same officer used different force types in an interaction with an individual,
- multiple officers used force against one individual,
- one officer used force against more than one individual, or
- multiple officers used force more than once in an interaction with multiple individuals.

NOPD's annual report on force shows the number of subjects of force and the number of force types used which may be different from how OIPM reports on force. Because of this, there may be differences in how the OIPM and the NOPD count and represent the gender and race of the officers committing the force and the individuals subject to the force.

A Look at Force by Race and Gender

Analyzing use of force becomes more complex when looking at the demographics of both officers and the individuals involved. In the past, OIPM only calculated use of force by counting the **maximum number of possible interactions** within a single event, as explained on pages 46–47. While this approach provides a broad view, it can make percentage changes appear larger than they actually are.

To address this, OIPM considered tracking force by FTNs. However, a single FTN can involve multiple officers and individuals of different races and genders, making it difficult to assign one demographic category to an FTN.

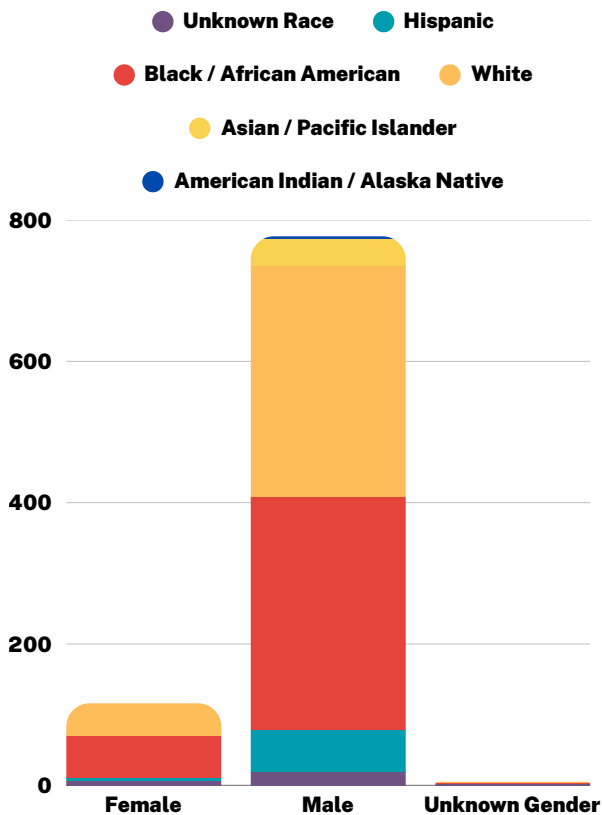
The bar graph titled “**Race of NOPD Officers who used Force**” reflects use of force totals after removing incidents where officers did not use force and force was used against the officer only. It shows how often force was used during an event, not the number of officers involved. Similarly, the “**Race of Individuals Subjected to Force by NOPD**” graph reflects these same totals and shows how many times force was used on individuals, not the number of individual people involved. The “**Uses of Force**” pie charts on the following page are also calculated using these same totals.

This approach is used to show how often force was actually used during an event. It provides a more accurate picture of force usage than counting the maximum number of possible interactions, which reflects the potential for force rather than what actually occurred.

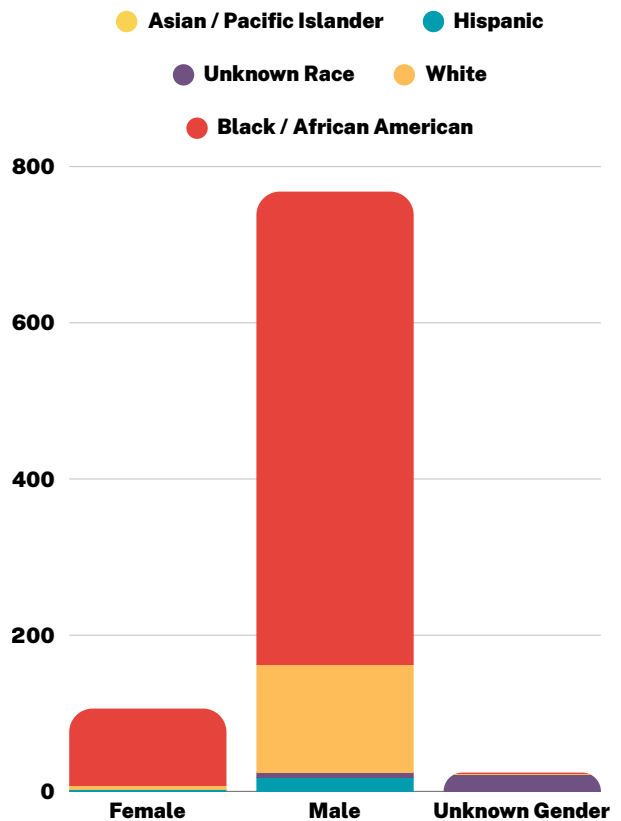
Looking ahead, OIPM hopes to analyze NOPD’s use of force data in the context of the alleged crimes — if any — committed by the individuals subjected to force, include the amount of justified and unjustified force, and try to improve the way force is tracked by complainant and officer. On the next page, OIPM provides a breakdown of use of force by race.

On this page is the force used by officers and individuals subjected to force by the NOPD. NOPD collects demographic data on officers who use force and on individuals subjected to it. This data shows that while officers appear to use force at relatively equal rates across racial groups, a clear disparity exists among those who are on the receiving end. Black / African-American people continue to be significantly more likely to be subjected to force than any other demographic.

Race of NOPD Officers who used Force



Race of Individuals Subjected to Force by NOPD

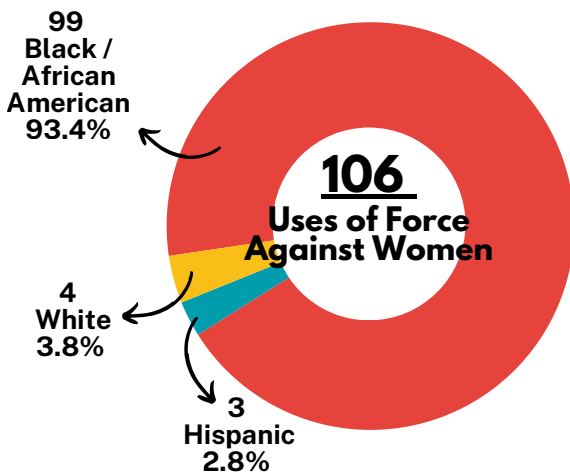


Use of Force and Demographics Explained

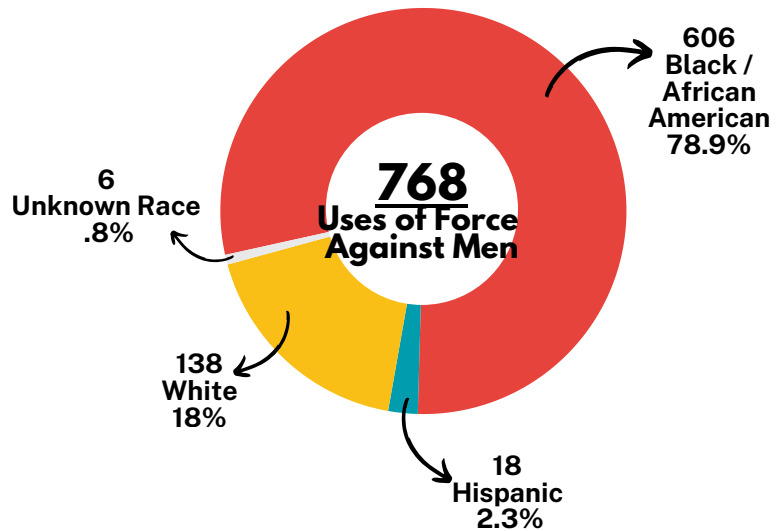
As previously stated, one Force Tracking Number (FTN) can represent more than one Use of Force (UoF). Again, this means that one person may be a subject of multiple types of force or force from different officers during one interaction with the police. During some interactions, more force may be used by one or more officers against one person than in another possibly similar situated interaction with another individual. The OIPM wants to understand if race and gender is a factor in the frequency of force or how many officers use force during those interactions.

The tricky part is how OIPM tracks the race and gender of the people force is used on. For this analysis, force is counted based on how many times force was actually used, excluding incidents where officers received force but did not use force. This shows how much force men and women of different races experienced, not just how many people experienced force.


2025 Uses of Force Against Women Broken Down by Race




2025 Amount of Force used Against Men Broken Down by Race



For purposes of the charts above, the OIPM is not saying if this data includes physical force, non-physical force, such as pointing a firearm, or if the force was within policy or not. The OIPM is not saying from the data if there are more than one individual at the scene if both received the same force.




Black/African American women accounted for 93.4% of all women subjected to force, compared to 6.6% for women of other races. Black/African American women make up approximately 29% of the total population of New Orleans, though they represent roughly 58% of the city's female population.*



Black/African American men accounted for 78.9% of all men subjected to force, compared to 21.1% for men of other races. Black/African American men make up approximately 26% of the total population of New Orleans, though they represent roughly 52% of the city's male population.*

*Demographic information obtained from the U.S. Census Bureau, American Community Survey (ACS) 5-Year Estimates, and The Data Center (datacenterresearch.org). Accessed May 25, 2026.



Uses of force against White women decreased by 93% in 2025 compared to 2024.*

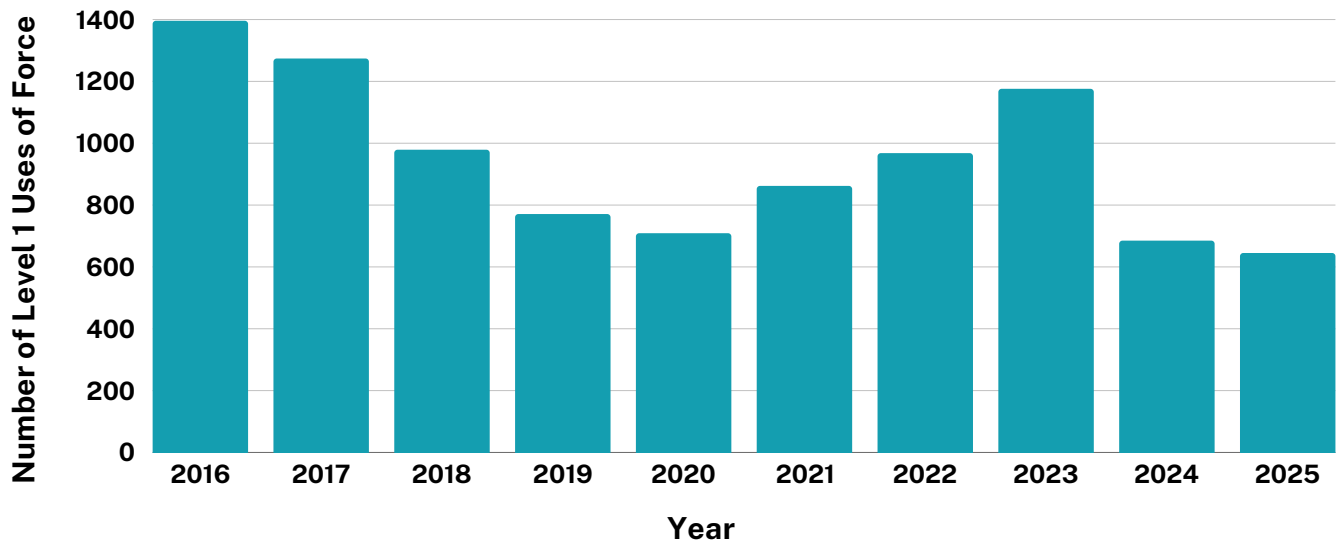
*Uses of force against White women increased in 2024 due to two investigations related to the Jackson Square protest, which included 21 takedowns without reported injuries. The total rose from 21 in 2023 to 54 in 2024, then decreased to 4 in 2025 (a 93% decrease).

Amount of Force by Force Levels

Level 1

699 in 2025

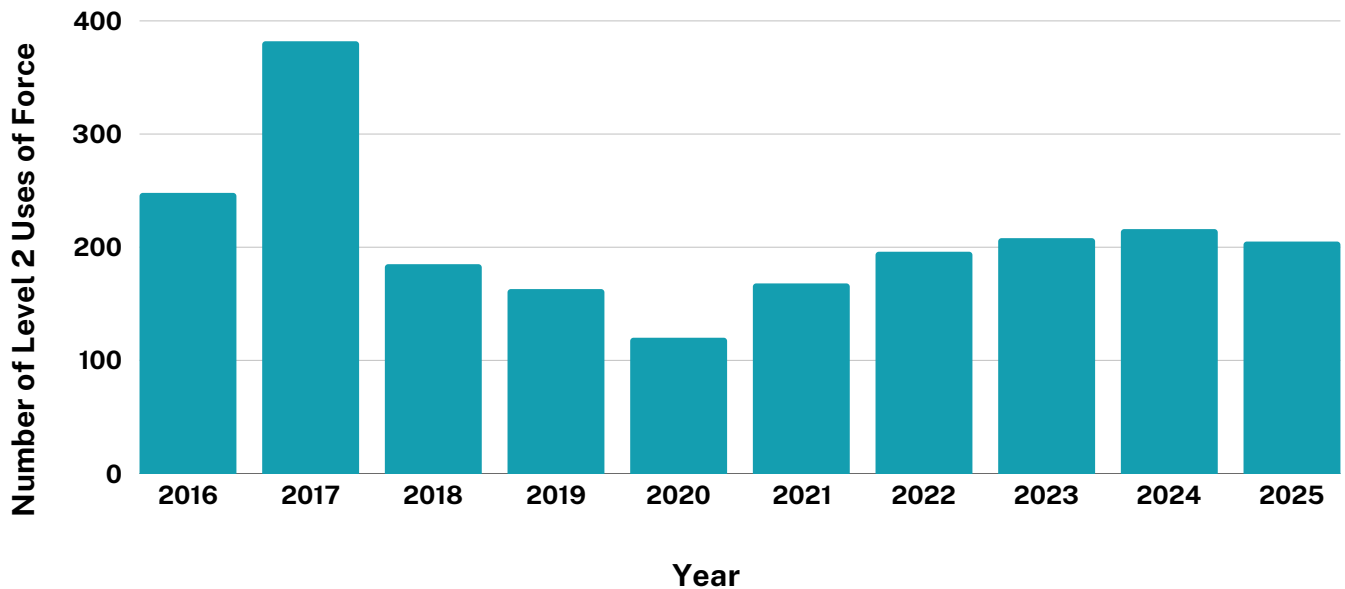
Includes pointing a firearm at a person and hand control or escort techniques (e.g., elbow grip, wrist grip, or shoulder grip) applied as pressure point compliance techniques that are not reasonably expected to cause injury; takedowns that do not result in actual injury or complaint of injury; and use 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

205 in 2025

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.

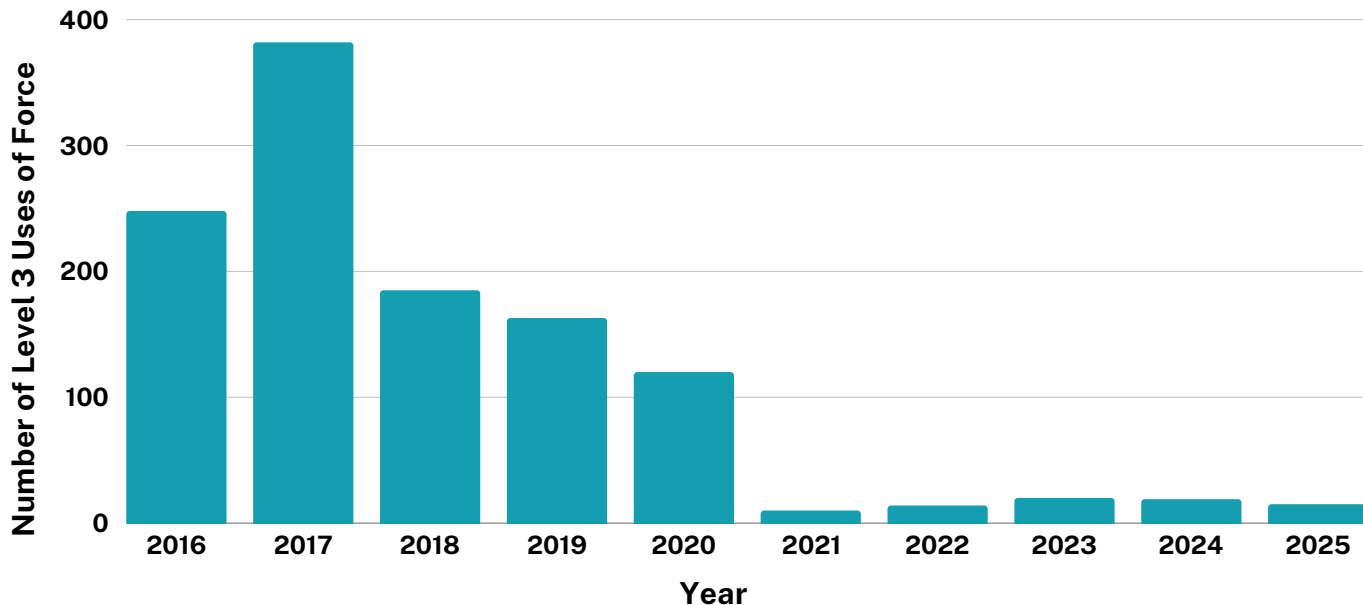


Amount of Force by Level of Force

Level 3

15 in
2025

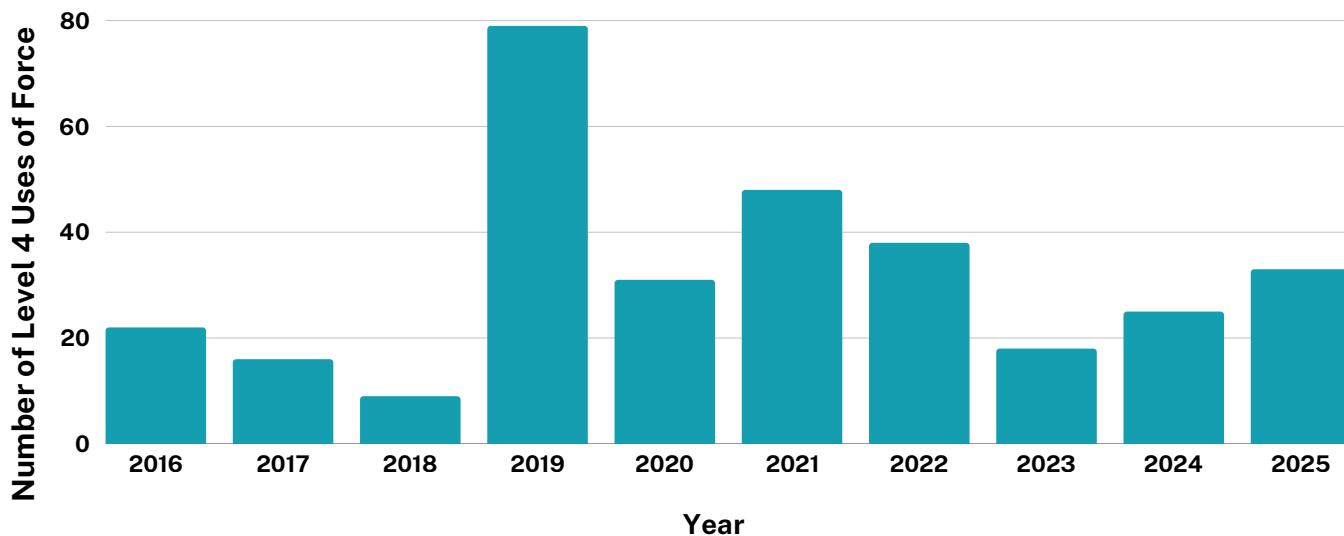
Includes any strike to the head (except for a strike with an impact weapon); use of impact weapons when contact is made (except to the head), regardless of injury; or the destruction of an animal.



Level 4

33 in
2025

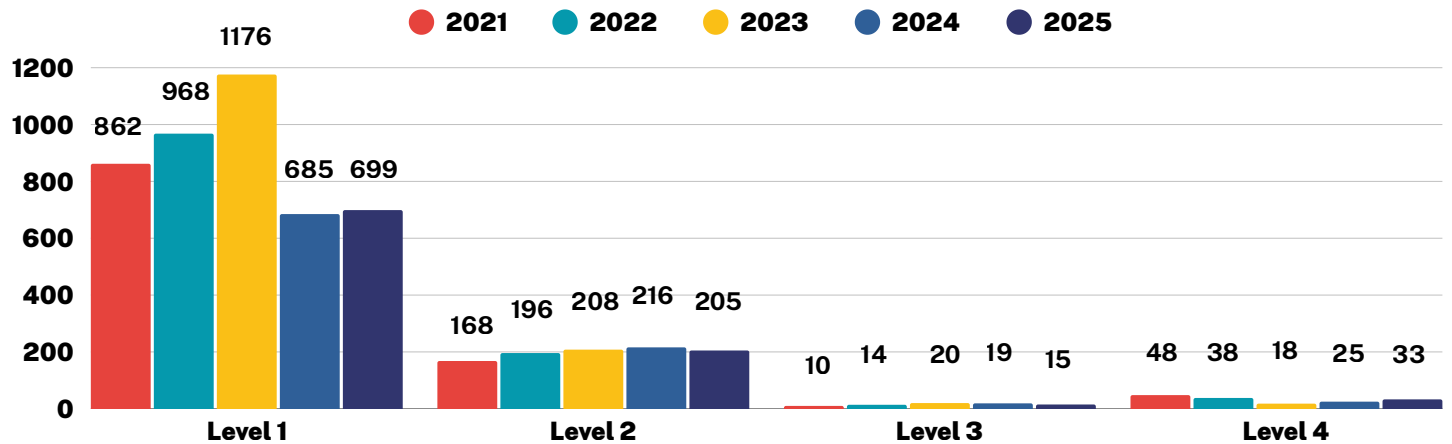
Includes all 'serious uses of force' as listed below:
(a) All uses of lethal force by a NOPD officer; (b) All critical firearm discharges by a NOPD officer; (c) All uses of force by a NOPD officer resulting in serious physical injury or requiring hospitalization; (d) All neck holds; (e) All uses of force by a 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.



Levels of Force

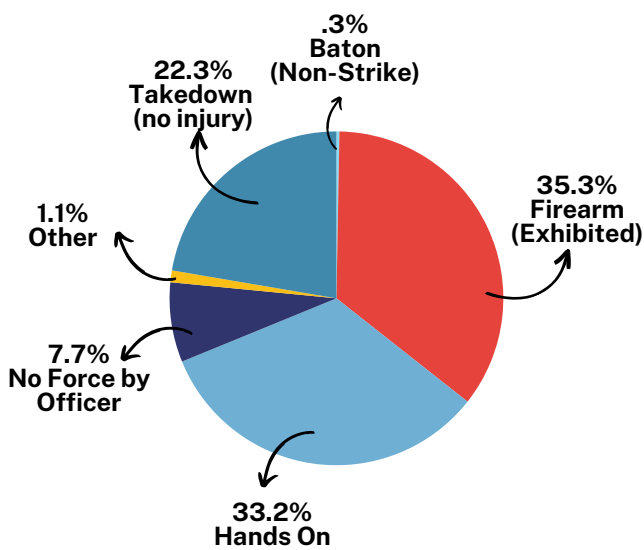
The New Orleans Police Department (NOPD) sorts all uses of force into four levels, with Level 4 being the most serious. Using NOPD's 2025 data, the OIPM counted how often officers used each level of force. Level 1 incidents were the most common, with 699 recorded in 2025 — a small increase of 2.04% from 2024. These include situations where officers had force used against them but did not use force themselves. Level 2 and Level 3 incidents both went down, decreasing by 5.09% and 21.05%. Level 4 incidents, however, rose by 32%. NOPD reported 23 Level 4 uses of force, but this number did not include 10 firearm discharges. Because NOPD Policy 1.3 requires all firearm discharges to be counted as Level 4, the OIPM added these incidents, bringing the total number of Level 4 uses of force in 2025 to 33.

Total Uses of Force by types

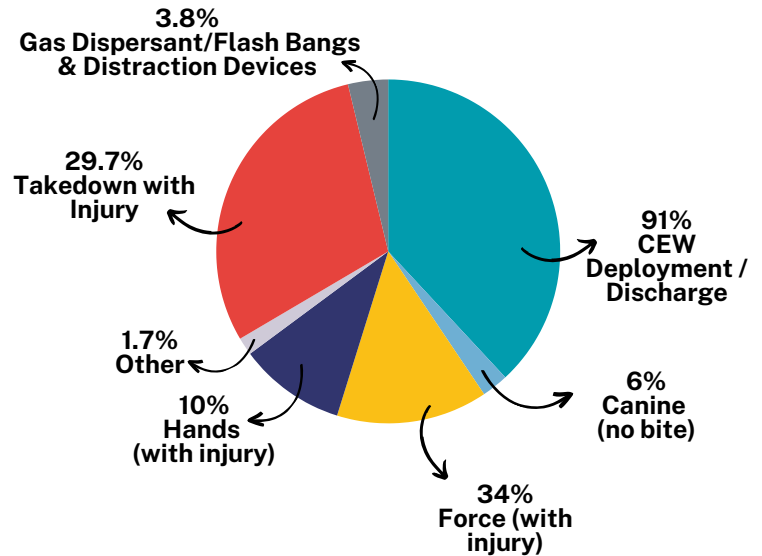


Level 1 Total = 699

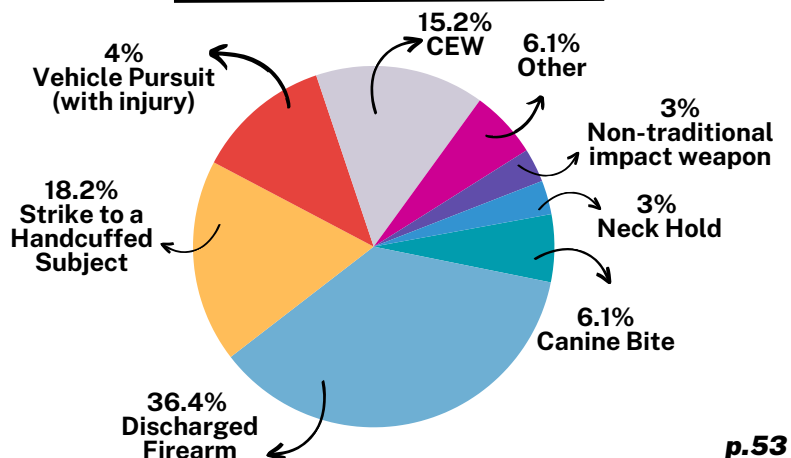
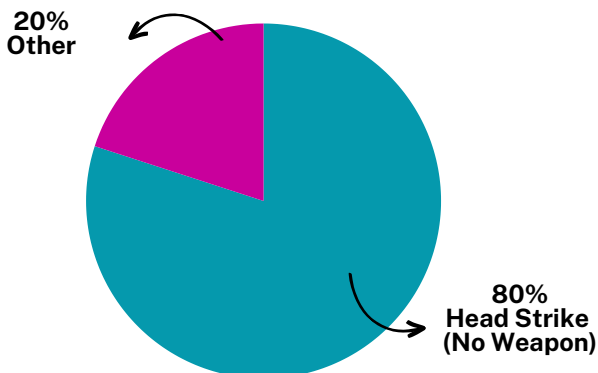
Level 2 Total = 205



Level 3 Total = 15



Level 4 Total = 33



What is a 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 a NOPD officer including an Officer Involved Shooting (“OIS”);
- All uses of force by a 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 a NOPD officer resulting in death; and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD.

.46%
of all uses of force in 2025 resulted in fatality

.64%
of all uses of force in 2025 were officer involved shootings

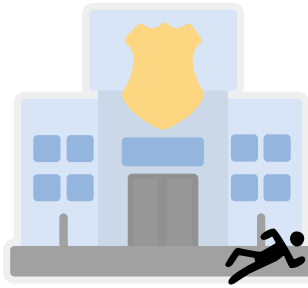
.18%
of all uses of force in 2025 resulted in hospitalization

Difference Between Death and In Custody Death (ICD)

Death

Includes all deaths that occur during a police encounter, whether or not the person was in custody.

Example: A person being pursued by police is involved in a car accident and dies, even if they were not yet apprehended.



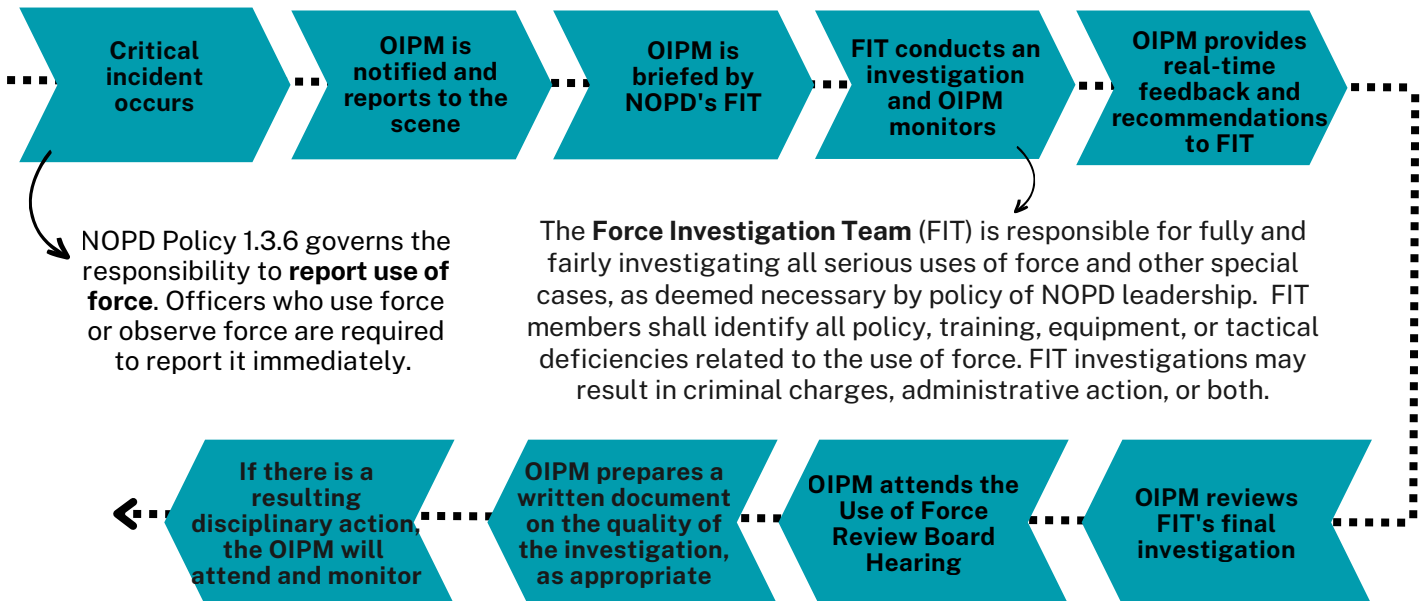
In-Custody Death (ICD)

Includes only deaths that occur while a person is in the custodial care of NOPD.

Example: A person who has been arrested and is being held at a police station dies due to a medical condition while awaiting transport to booking.

Some deaths this year, including the drowning and self-inflicted stabbings, occurred before the individuals were physically taken into custody. These incidents are not classified as in-custody deaths. However, they are still included as deaths and treated as critical incidents because they occurred during interactions with NOPD and require review and oversight.

Critical Incident / Use of Force Chain of Events



What is OIPM's Role in Monitoring Critical Incidents?

OIPM works side by side with the Force Investigation Team (FIT), a specialized unit of NOPD officers within the Public Integrity Bureau, throughout the investigation of a critical incident. A FIT member notifies the OIPM designee of a possible critical incident promptly after they receive notification. An OIPM designee will report to the scene within one-hour of notification of the incident and receive a briefing on the facts and circumstances that are known at that time from FIT. The OIPM designee will be given a walk-through of the crime scene area, to the extent possible, to observe any deceased persons, any injured persons, any evidence to be collected, and pathways taken by involved officers, subjects, and witnesses. Being able to review the scene and receive a walkthrough and briefing is essential for the OIPM to determine if the initial part of the investigation is being conducted properly.

Throughout the course of an investigation, the OIPM and FIT remain in regular contact about the steps being taken and decisions being made. The OIPM is notified about all officer interviews and attends the interviews to monitor the interviews in real-time. The open lines of communication between FIT and OIPM are essential for the OIPM to make recommendations to improve the quality of NOPD critical incident investigations, accordingly.

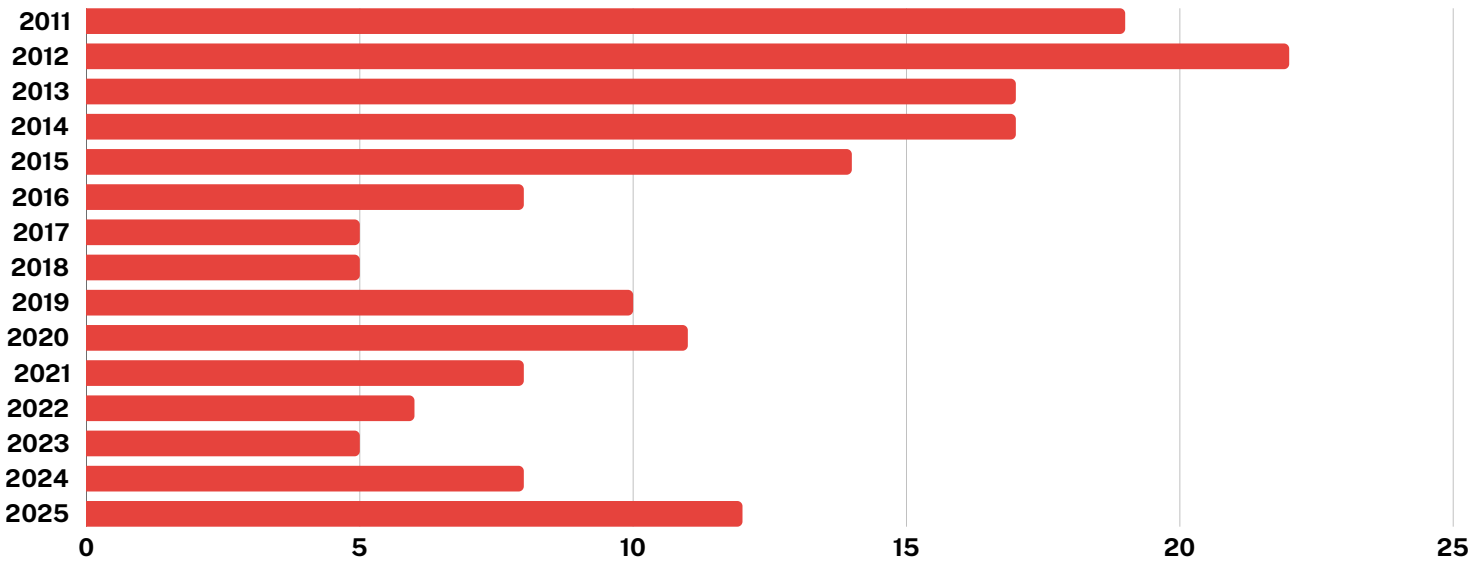


Above is an Instagram post notifying the public that OIPM monitored an officer involved shooting.

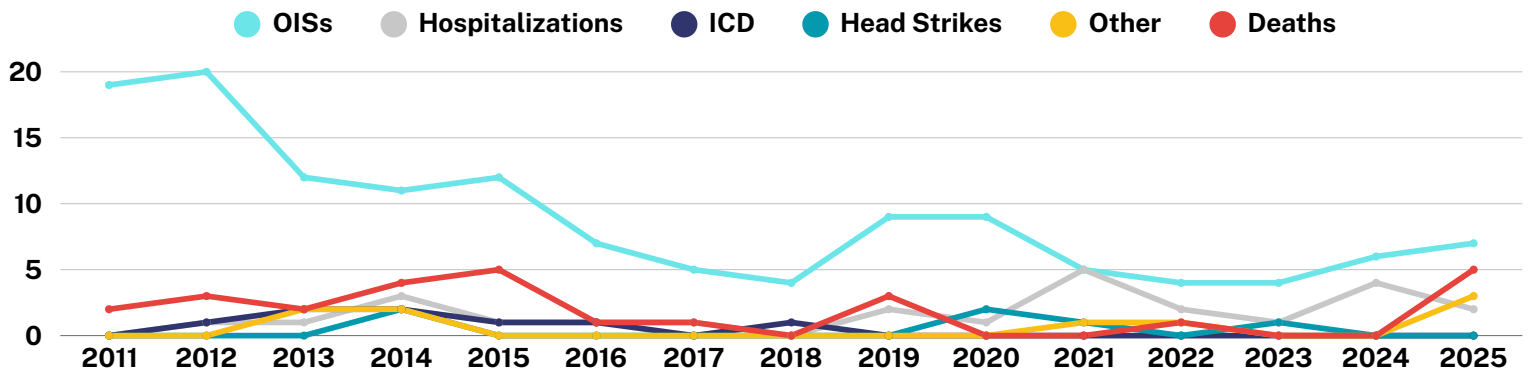
2025 Critical Incidents at a Glance

In 2025, there were twelve (12) Critical Incidents. The chart below lists the number of critical incidents by year. On the following pages, there is a table with descriptions of the incidents that took place in 2025.

Number of Critical Incidents Each Year



Types of Critical Incidents By Year



The numbers in this chart will exceed the total number of incidents. This is because some incidents involve more than one category. For example, a single event may include both an officer-involved shooting (OIS) and a hospitalization, and therefore it is counted once in each category.

Summaries of Critical Incidents in 2025

Date of Incident	Summary
1/1/2025	The subject drove onto Bourbon Street and struck multiple pedestrians. Upon being confronted by officers, the driver discharged a firearm. Officers returned fire, and the driver was incapacitated. Two officers sustained injuries. The officers and victims were transported to local hospitals, and the driver was pronounced deceased.
2/6/2025	Officers were attempting to pull over a vehicle wanted for robbery when the driver struck an officer with the vehicle while fleeing from the location. The officers fired shots from their service weapon at the vehicle as it was fleeing.
4/10/2025	SOD was called out to apprehend a suspect that was involved in a homicide. SOD tracked the suspect's movements through RTCC and made contact with suspect at the intersection of Royal St and St. Phillip St. The suspect was armed with a gun. Officers tried to negotiate with the suspect for roughly five hours but were unable to get the suspect to put down his weapon. At this point SWAT engaged the suspect and the suspect fired his weapon twice at SWAT officers. An officer fired his rifle at the suspect but didn't strike the suspect. The suspect again fired at SWAT officers and a SWAT officer fired a foam round at the suspect hitting the suspect multiple times, which allowed officers to detain the suspect, who was then transported to the hospital for treatment for injuries sustained to the face.
4/23/2025	An officer was responding to a call for service when he was approached by an aggressive dog and discharged his firearm striking the dog.
4/27/2025	Officers responded to a call for service of a suspicious person inside a residence. When officers arrived they were informed that the suspect was armed and did not have permission to be inside the residence. The officers instructed the suspect to leave the residence and when he didn't officers forced entry. The suspect jumped from the second story to the first and then into the water. Officers made several requests to the subject to come out of the water, but he repeatedly refused and swam from the officers. Coast Guard officials did not remove the subject from the water due to the report that the suspect was armed. The subject was found unresponsive underneath a residential boat house four hours later. The body was taken to the hospital and the subject was pronounced deceased.
5/2/2025	An officer was working a detail when notified of a subject overdosing. The officer rendered aid to the subject who was in a car and the subject regained consciousness while the officer was giving aid. The subject then placed the vehicle in drive and dragged the officer out of the parking lot and down the next city block. The officer shot their weapon striking the subject. The subject of force was later pronounced deceased.
5/29/2025	Officers responded to a call of a wanted subject. The officers made contact with the subject a number of times before the subject gestured as if he were armed. The subject then got into a vehicle and drove toward the officers at which time an officer fired his service weapon striking the subject's vehicle. The subject was apprehended in the 1400 Blk of Gallier. No injuries to officers or the subject were reported.
6/19/2025	After a foot pursuit involving stolen merchandise, the suspect displayed a blade and began injuring himself. The officer used a Taser to stop the self-harm and provided aid until NOEMS transported the individual to the hospital, where he was later pronounced deceased.
9/7/2025	Units responded to a call for service regarding an assault. When the units arrived they encountered a highly aggressive male suspect, who was tased, fell down a flight of stairs and lost consciousness. After being restrained, the subject was transported to a local hospital for treatment of his injuries.

Summaries of Critical Incidents in 2025 Continued

Date of Incident	Summary
9/22/2025	Officers chased an ATV after it had run a red light resulting in a fall from the vehicle by a female passenger. She sustained significant injuries and was hospitalized.
10/4/2025	Officers responded to a domestic disturbance call and upon arrival the subject began threatening to harm himself. The subject had a knife, and officers gave verbal commands for the subject to drop the knife and the subject complied. Then the subject picked up the knife again and officers tased him when he began harming himself in the chest with the knife. The subject was transported to a local hospital where he later was pronounced deceased.
10/31/2025	An officer responded to a call with a subject armed with a gun locked inside a location with two victims inside. The subject jumped over the counter and was breaking bottles when the officer discharged their firearm from outside hitting the subject. The suspect was transported to a local hospital and hospitalized.

Summaries of Firearm Discharge Only Incidents in 2025 - Not Critical Incidents

Date of Incident	Summary
6/16/2025	An officer was attempting to disarm their firearm at their personal residence when they accidentally discharged one round, striking the wall of the residence.
8/11/2025	Officers were conducting a controlled firearms test at NOPD Crime Lab. After firing, a rifle was unloaded at which point the firearm casing fragmented, injuring an officer.

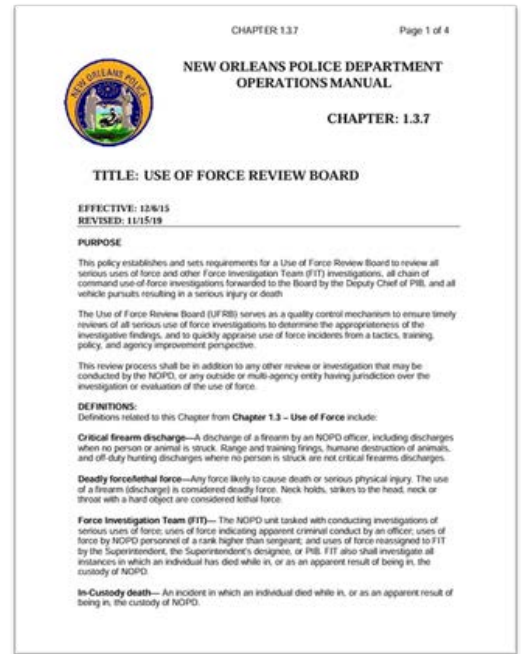
Use of Force Review Board (UFRB)

The Use of Force Review Board (UFRB) serves as a quality control mechanism to ensure timely reviews of all serious use of force investigations to determine the appropriateness of the investigative findings, and to quickly appraise use of force incidents from a tactics, training, policy, and agency improvement perspective.

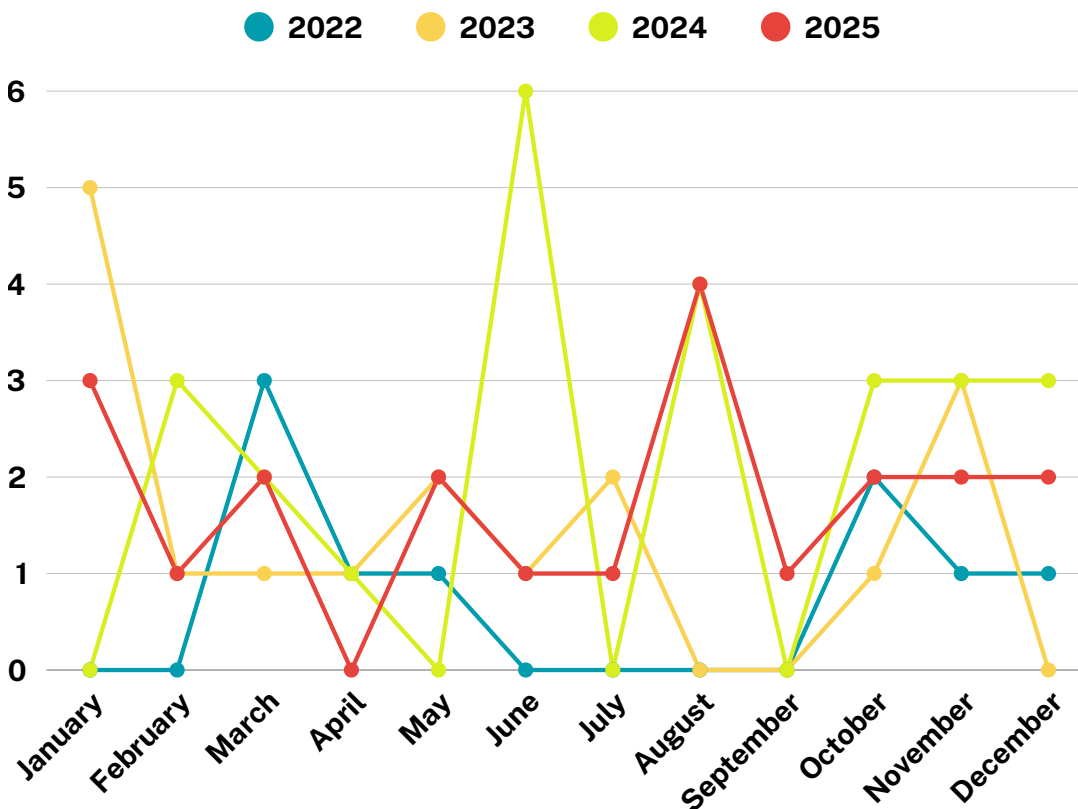
The voting members of the UFRB are the Deputy Chiefs of Field Operations Bureau, Public Integrity Bureau, and Investigations and Support Bureau. Other NOPD deputy chiefs and commanders serve as non-voting members, and outside groups like OIPM and the Office of the Consent Decree Monitor have been invited to observe, listen and participate in discussion.

The FIT investigator prepares a written report, presents the cases and provides recommendations to the Use of Force Review Board (UFRB). The Board makes the final determination of whether or not a NOPD officer's use of force is within policy, regulations, and guidelines based on the facts and evidence presented in the investigation. The force is evaluated using NOPD Policy Chapter 1.3. If the Board determines the use of force violated NOPD policy, the Board will refer it to PIB for disciplinary action.

By policy, UFRB should occur every 30 days to review use of force incidents or investigations that have been submitted since the prior UFRB meeting. In 2025, UFRB was not held in 1 out of the 12 months.



UFRB Cases Heard By Month: 2022 - 2025



21

UFRB cases heard in 2025

25

UFRB cases heard in 2024

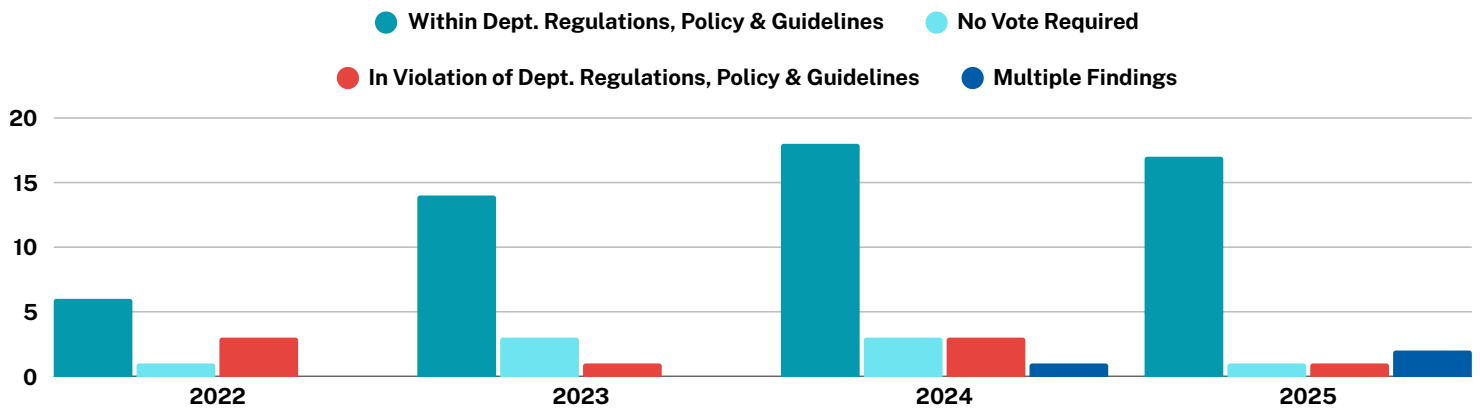
18

UFRB cases heard in 2023

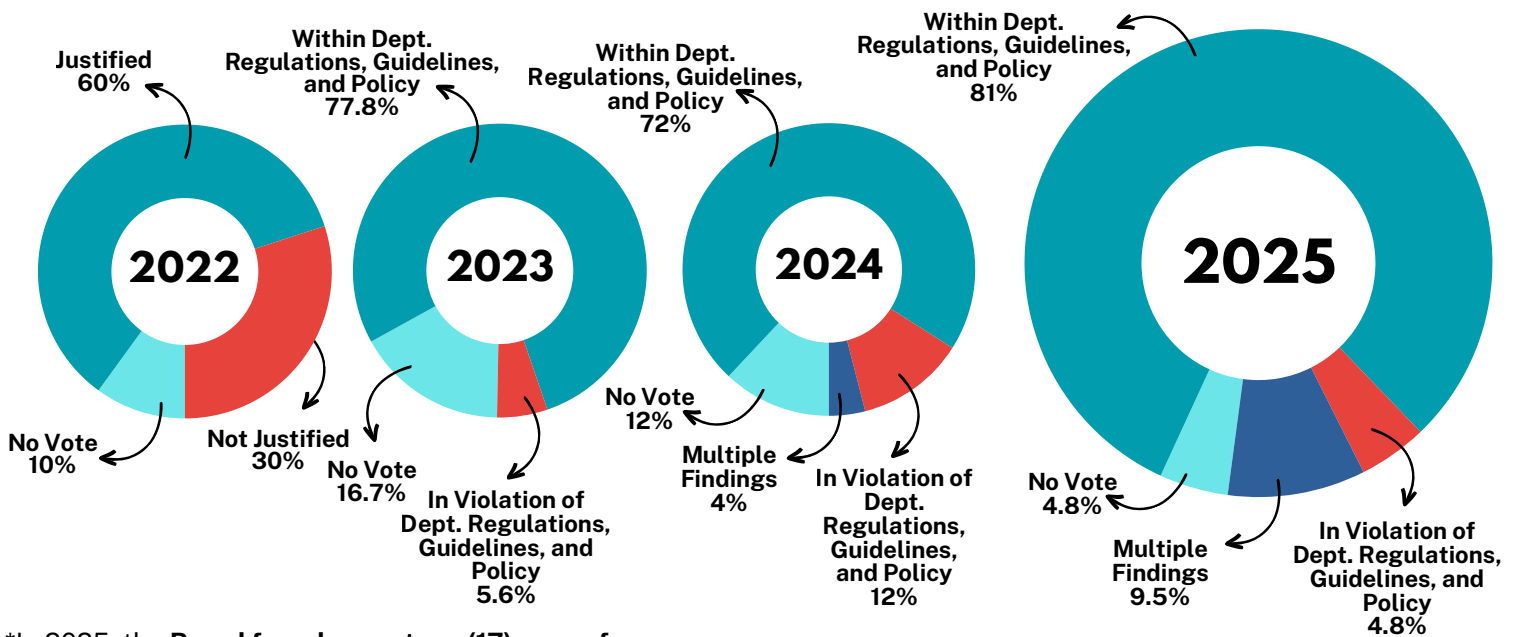
10

UFRB cases heard in 2022

UFRB Dispositions According to Year: 2022 -2025



UFRB Dispositions by Findings Percentages: 2022 - 2025



*In 2025, the Board found seventeen (17) uses of force cases were within departmental regulations, guidelines and policy and 1 use of force case was in violation of department regulations, guidelines and policy.

There was one (1) case that did not require a vote by the Board.

There were two (2) use of force cases involving multiple officers which were found to have multiple findings. In one (1) case, two (2) officers' uses of force were within departmental regulations, guidelines and policy while the other involved officer was found to be in violation of departmental regulations, guidelines and policy.

In the other case, two (2) officers' uses of force were within departmental regulations, guidelines and policy, while a third officer (who used force twice) was found to be in violation of departmental regulations, guidelines and policy for one use of force and within departmental regulations, guidelines and policy for their other use of force.

In 2025, 4.8% of cases (1 case out of 21) heard by the UFRB were in violation of Department regulations, guidelines and policy*



When a UFRB is held, the OIPM receives the cases ten (10) days before the hearing and has approximately one week to review the investigation and respond with our questions and feedback prior to the hearing. The OIPM attends the Use of Force Review Board as a nonvoting member of the board and provides input and assessments. The OIPM may provide feedback formally or informally prior to the UFRB. The OIPM often provides feedback to FIT investigators throughout the entirety of the investigation.



Above, Emily Maw, civil rights attorney, speaks with the OIPM on the Monitor's Mic about what she learned about police misconduct and the importance of police investigations from her time at the District Attorney's Office - Civil Rights Unit and leading Innocence Project New Orleans.

Complaints and Misconduct Work and Data

Complaints: Catalyst for Change

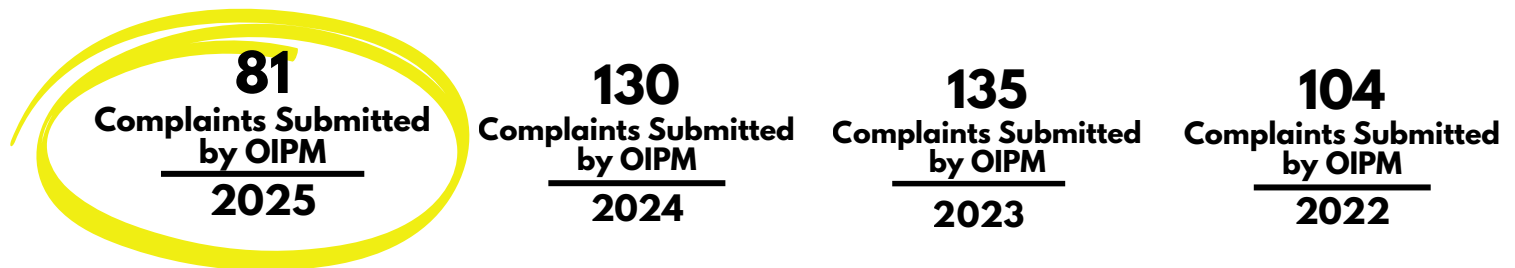
Complaints of officer misconduct from both the community and those within the police department are valuable and can be the catalyst for important progress within the police department. Each complaint is an opportunity for the NOPD to learn more about themselves, adapt to the changing needs of the community, and improve the department as a whole.

The OIPM receives complaints of officer misconduct from all – the community, anonymous complainants, and employees of the NOPD. The OIPM monitors subsequent misconduct investigations and disciplinary proceedings that may result from complaints generated from the OIPM and the OIPM creates data on relevant trends and patterns to communicate back to the NOPD through policy and practice recommendations.

Accounts of possible officer misconduct are more than just individual officer discipline or accountability. Complaints are an opportunity to challenge police actions, get a closer look to an investigation or an interaction, and bring about larger systemic change.

This section of the Annual Report will dive into the work the OIPM has completed during 2025 regarding misconduct complaints.

This report will both analyze the OIPM role in the complaint process and will explain how this work ensures NOPD compliance with the federal Consent Decree (while the decree was still in effect). First, this section will look at the complaints filed with the OIPM and how those complaints are filed by our office and who is filing the complaints. Next, this section of the Annual Report will analyze NOPD produced data regarding the misconduct complaints which were received by the NOPD directly and the OIPM will highlight relevant trends and patterns from this data.



The OIPM saw a 38% decrease in total complaints from 2024 to 2025. Even though this is a noticeable decrease, the 81 complaints received in 2025 are similar to the numbers seen between 2017 and 2020. This decline does not mean there is less need for oversight. It reflects changes in how people reach out to the office and ongoing developments within the NOPD.

Starting in mid-2022, the OIPM became more visible to the public, which led to an increase in complaints, including many about incidents from earlier years. In 2025, most complaints were tied to incidents that happened during that same year.

In 2025, the launch of the OIPM's 24 Hour Hotline for complaint and commendation hotline also helped direct concerns to the right place. The hotline explains that the OIPM's authority covers only the NOPD and provides information for people whose concerns involve other agencies. Many individuals were able to use these resources to address their issues without filing a formal complaint.

The decline in complaints also lines up with improvements in NOPD policy compliance and officer performance, which is reflected in the department's progress toward exiting the federal Consent Decree. Even with fewer complaints, the OIPM continues to play an important role in tracking these trends, supporting accountability, and helping maintain public trust.

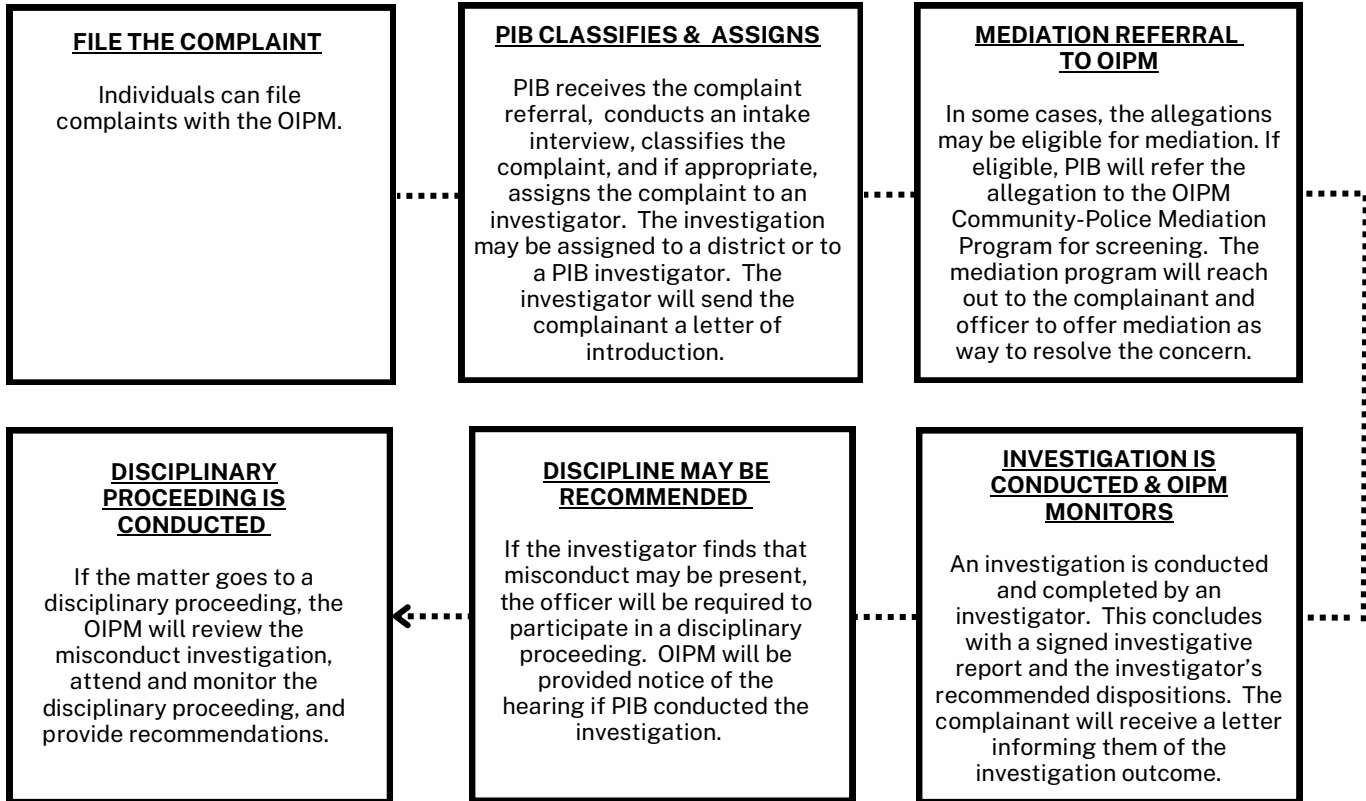


The goal of the hotline is to ensure accessibility for anyone who needs to file a complaint of officer misconduct or wants to share an account of positive policing. The hotline is available in English, Spanish, and Vietnamese. In 2025, the OIPM received our first complaint in Spanish for the first time in 4 years - all due to the hotline's availability.

Understanding the Complaint Process

Below is a high level summary of the complaint process utilized by the NOPD and where the OIPM may be the most included. When the OIPM reports out on complaint data, the OIPM may be reporting on complaints that were filed with the OIPM or complaints that were filed with the Public Integrity Bureau (PIB) and the OIPM was not included until the disciplinary process or not at all. On the next page is more information regarding complaints that are filed directly with the OIPM.

Complaint Process



OIPM Complaint Intake Methods

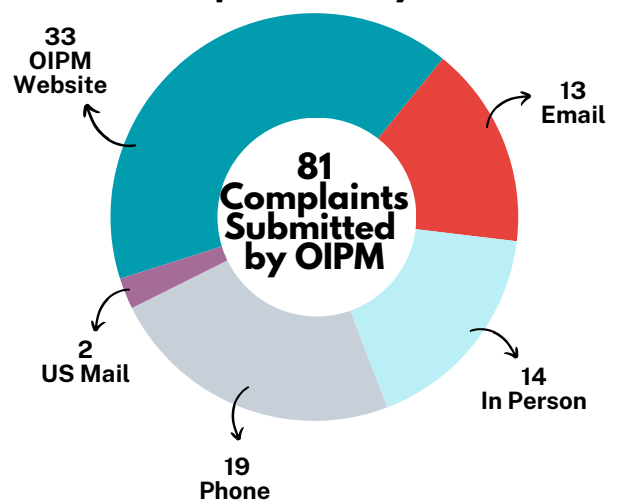
The OIPM accepts complaints through multiple intake methods. Complaints may be filed with the OIPM by telephone (calling or texting), in writing, by mail, e-mail, the OIPM website, in person at the OIPM office, at a designated OIPM trained/sponsored organization location, or at a designated OIPM outreach event. The chart below demonstrates the different intake sources utilized to file complaints over the last three years.

The majority of the complaints were received through the OIPM website (40.7% of all complaints received in 2025), over the phone (23.5% of all complaints received in 2025), or in person (17.3% of all complaints received in 2025).

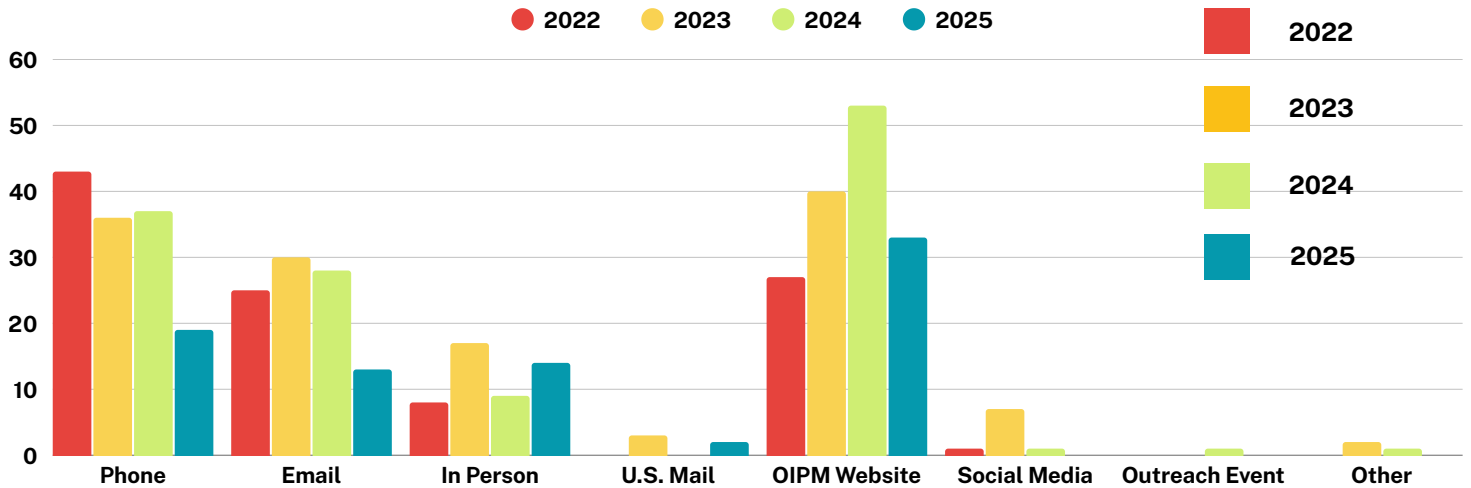
In 2025, the OIPM saw a rise in complaints received through in person intake sessions (9 in 2024 to 14 in 2025) with a general decline in other intake methods (OIPM Website, Phone, Email)

While the OIPM only selects one intake source for each complaint, it should be noted that complainants frequently contact the OIPM via multiple methods. Oftentimes complainants will file their complaint via one method (such as online reporting), and then follow-up interviews are conducted via phone, in person, or via email so the complainants can add additional information to their complaint.

**Complaint Intake Source 2025
OIPM Complaints Only**



Complaint Intake Method 2021 - 2025 OIPM Complaints Only



OIPM Complainant Type

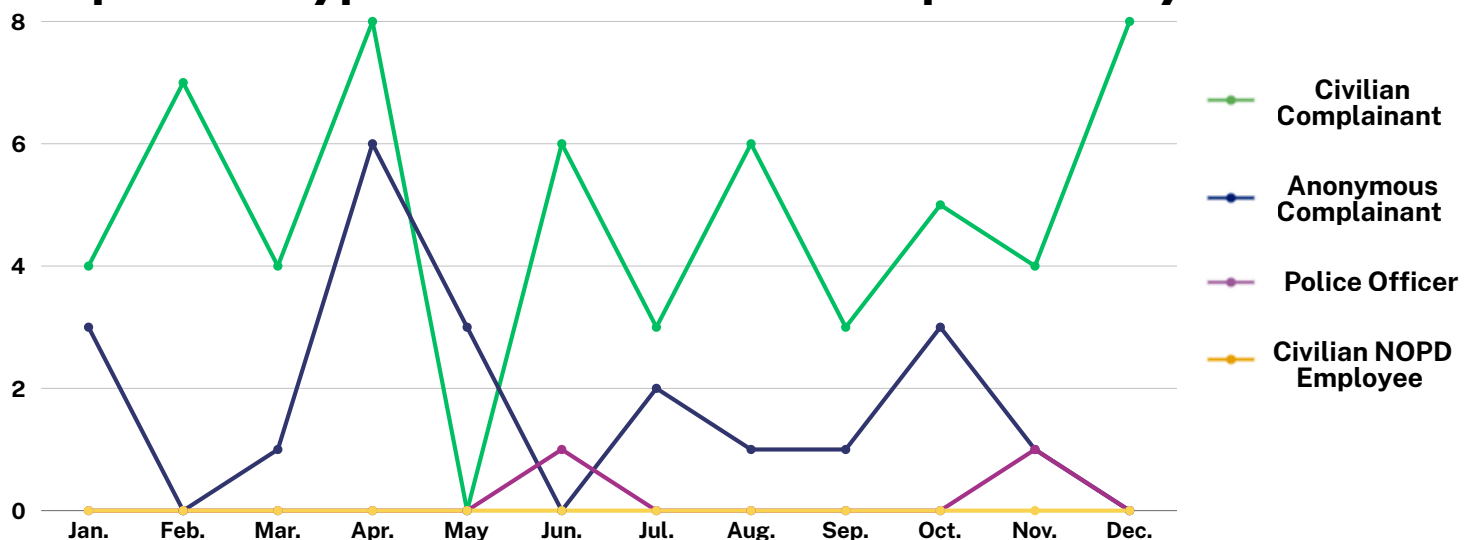
A complaint is an allegation of misconduct filed against a NOPD officer(s) or employee(s) by a member of the public or civilian (external) or another officer (internal). A complaint may concern an action or lack of action taken by a NOPD employee(s), an interaction with a NOPD employee, or a witnessed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

At the OIPM, any individual can file a complaint, whether it be the person who had the police encounter, an individual that witnessed a police encounter, or another officer or employee of NOPD. The OIPM accepts complaints filed by the person affected by the misconduct, a third party not directly involved in the complaint, witnesses of the alleged misconduct, or anonymously. Additionally, the OIPM accepts complaints from individuals with pending criminal proceedings.

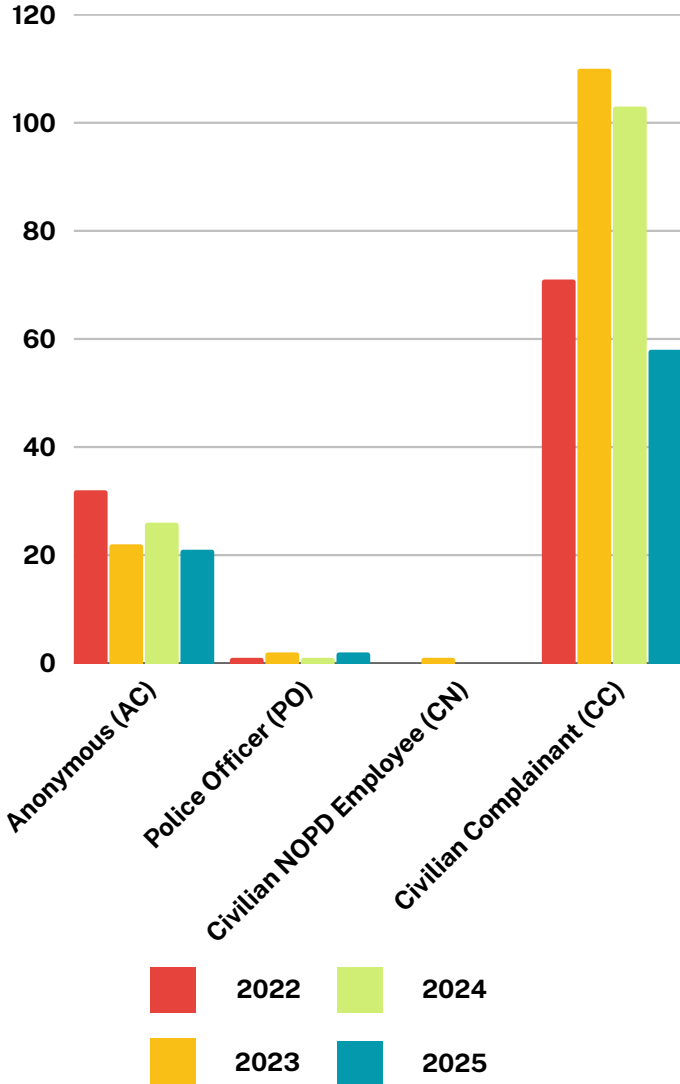
Complainant Type Within the OIPM

Below is a monthly breakdown of the complaints received by the OIPM according to the type of complainant. The majority of the complaints received by the OIPM were from civilians (members of the public who were willing to use their name in the complaint referral) and anonymous complainants. Anonymous complainants may be members of the community or may be individuals employed by the NOPD. Anyone has the right and the ability to file a complaint of officer misconduct.

Complainant Type Over 2025 - OIPM Complaints Only



Complainant Type 2022 - 2025 OIPM Complaints Only

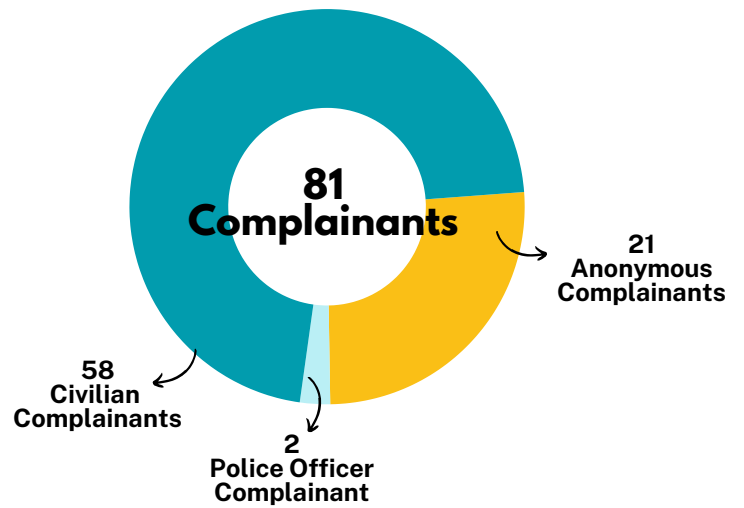


In 2025, the OIPM continued to receive a high volume of complaints. To the OIPM, this demonstrates a continued public trust in the office by both the community and those civilian and ranked officers working within the NOPD to come to the OIPM to bring their concerns and file allegations of misconduct.

In 2025, the OIPM saw a **decrease** in the number of complaints filed by members of our community who were willing to share their identity - down from 103 complaints in 2024 to 58 in 2025. The OIPM also saw a slight **decrease** in the number of anonymous complainants from 26 in 2024 to 21 in 2025.

- While 45 less complainants were willing to provide their information from 2024 to 2025, this represents only a 7.6% decline compared to the total number of complainants (79.2% of total complaints in 2024 vs. 71.6% of total complaints in 2025).
- While 5 less complainants filed anonymously from 2024 to 2025, the overall percentage of anonymous complainants rose from 2024. 20% of total complainants chose to file anonymously in 2024 vs. 25.9% of total complainants in 2025.

Complainant Type 2025 OIPM Complaints Only



Understanding the OIPM Referral Letters

Once the OIPM receives a complaint, the OIPM prepares the complainant's account into a narrative. 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.

As part of the letter preparation process, OIPM personnel reviews information in NOPD systems regarding the interaction complained of, including body worn camera video, electronic police reports (EPR) and field interview cards (FIC) - soon to be known as offense / incident reports. The OIPM may include information obtained from NOPD information systems in the complaint referral to PIB to ensure that PIB can fully investigate the complainant's concerns.



Within the complaint referral letter, the OIPM assesses what possible NOPD chapters, administrative policy, statute, state ordinance, state or federal law, or constitutional provision the NOPD employee may have violated and provides allegation recommendations. OIPM reviews and includes relevant officer disciplinary history from the last five (5) years within the letter and highlights any potential misconduct patterns in the officer's history. NOPD policy only allows 36 months for progressive discipline (to increase penalties or establish a pattern), but out of an abundance of caution the OIPM reviews five (5) years.

Finally, the OIPM classifies the complaint and makes recommendations on reassignments, managing retaliation, and any other corrective measures. The OIPM may also comment on the general policies or training if there is a risk that those policies, practices, or training may not provide enough guidance to officers in similar situations and there is an opportunity for a systemic improvement.

Archived Complaints: Complaints that are Never Submitted

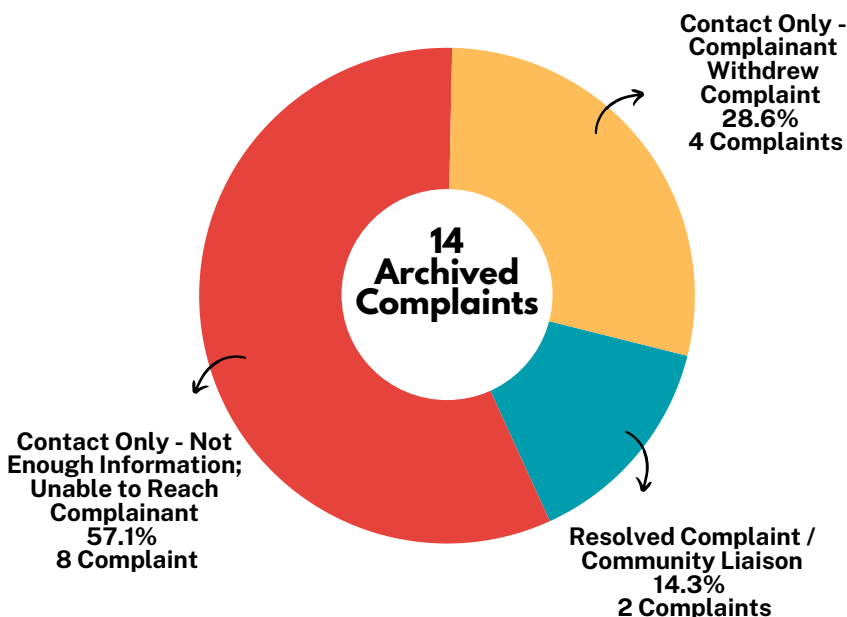
In 2025, the OIPM processed 95 complaints but only submitted 81 to the PIB for investigation.

The OIPM archived fourteen (14) complaints - which means that the complaints were received or initially created in OIPM systems but were never submitted to the PIB for investigation. There are multiple reasons why the OIPM may not submit a complaint that was received. In these cases, the OIPM works very closely with the complainant to determine if this is the appropriate action and the OIPM documents all work completed.

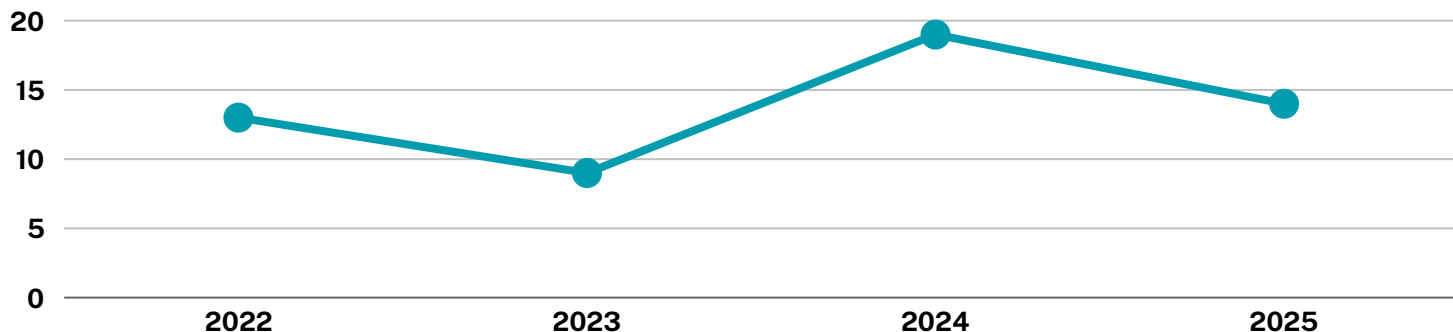
In 2025, the OIPM archived fourteen (14) complaints because: those complaints were withdrawn (4 complaints), the OIPM was unable to contact the complainant or there was not enough information to submit the complaints (8 complaints), or was resolved by the OIPM working with the complainant and NOPD collectively (2 complaints).

Some archived complaints have multiple reasons for archival. Some complainants, when informed that their complaint filed with the OIPM is duplicative of a complaint already filed with the NOPD, may choose to also withdraw their complaint with the OIPM.

Complaints Archived by the OIPM in 2025



Complaints Archived by the OIPM in 2021 - 2025



Complaints Received by the NOPD

There is a difference between allegations and complaints. Complaints may include multiple allegations of wrongdoing. For example, one complaint of officer misconduct may be regarding how an officer handled a call to service. The member of the public may state: "the officer failed to take pictures of my injuries, kept interrupting me, rolled his eyes, and then left without giving me an item slip with the item number for my reference." Within this encounter are several different violations of policy. Each violation will be an allegation. All the allegations are referred in one complaint. Therefore, there can be multiple allegations of misconduct in one complaint number. Additionally, when the investigator reviews the referral and the Body Worn Camera footage and any documentation on the encounter, the investigator may identify additional violations of policy and raise more allegations against the accused officer.

In the graph below is a breakdown of how many complaints were received by the NOPD over the years compared to how many allegations of wrongdoing were received by the NOPD by year.

There will always be more allegations than complaints.

632
Complaints Received Regarding NOPD Employees in 2025

1,125
Allegations Raised Against NOPD Employees in 2025

Example of how one complaint can result in three allegations of wrongdoing. This is what the OIPM does - we know the policy in order to "issue spot" when we hear the complaint's account of what happened.

Rule 4: Performance of Duty, Par. 4(c): Neglect of Duty - Enumerated Acts/Omissions; 8. Failing to thoroughly search for, collect, preserve, and identify evidence in an arrest or investigative situation.

The officer failed to take pictures of my injuries, kept interrupting me, rolled his eyes, then left without giving me an item slip with the item number for my reference.

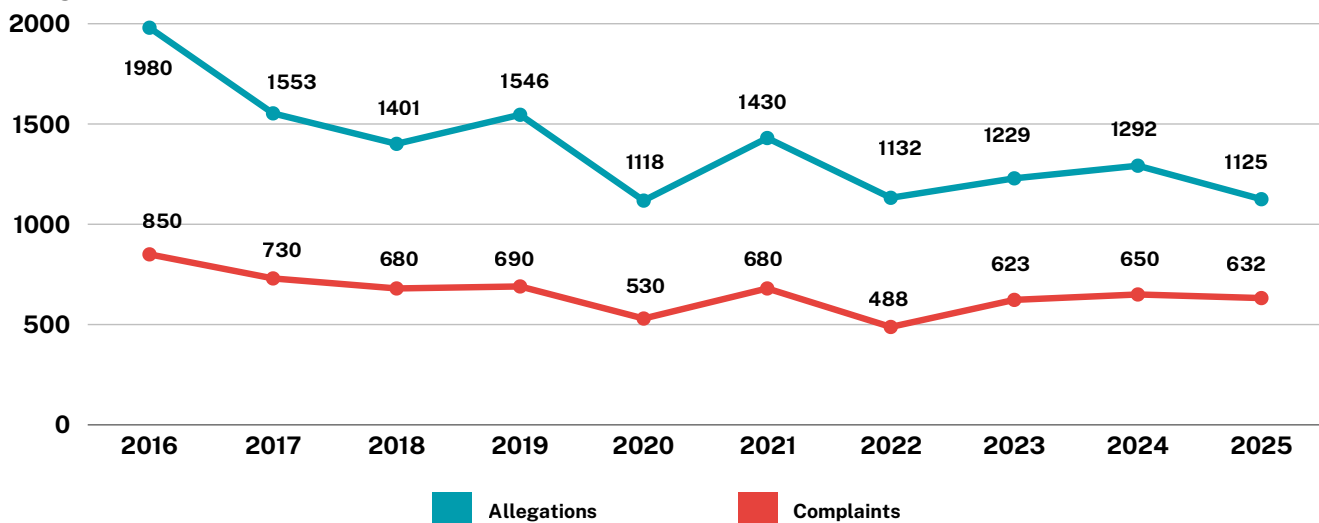
Rule 3: Professional Conduct, Par. 1: Professionalism

Rule 4: Performance of Duty, Par. 4(a): Neglect of Duty - General



Above, Misconduct and Force Analyst, Christian Jamal, works on complaint referral letters where he pulls policy and Body Worn Camera footage in order to identify all possible and appropriate allegations.

Allegations and Complaints Received by the NOPD by Year



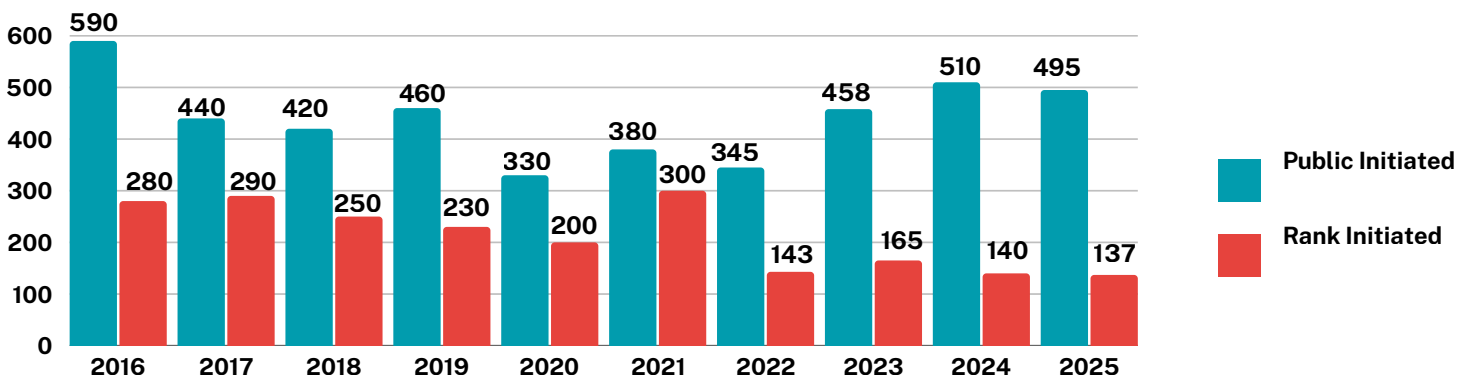
*The 2025 data in this chart was current as of April 2026, the data from previous years seen in this chart was captured at a similar time for each respective year. As such, the exact number of complaints and allegations from previous years may have changed from the numbers depicted in this chart. These changes can be attributed to cases being created at the end of the calendar year and updated at a later time, additional allegations being added at a later date, etc.

Rank and Public Initiated Complaints Received by the NOPD

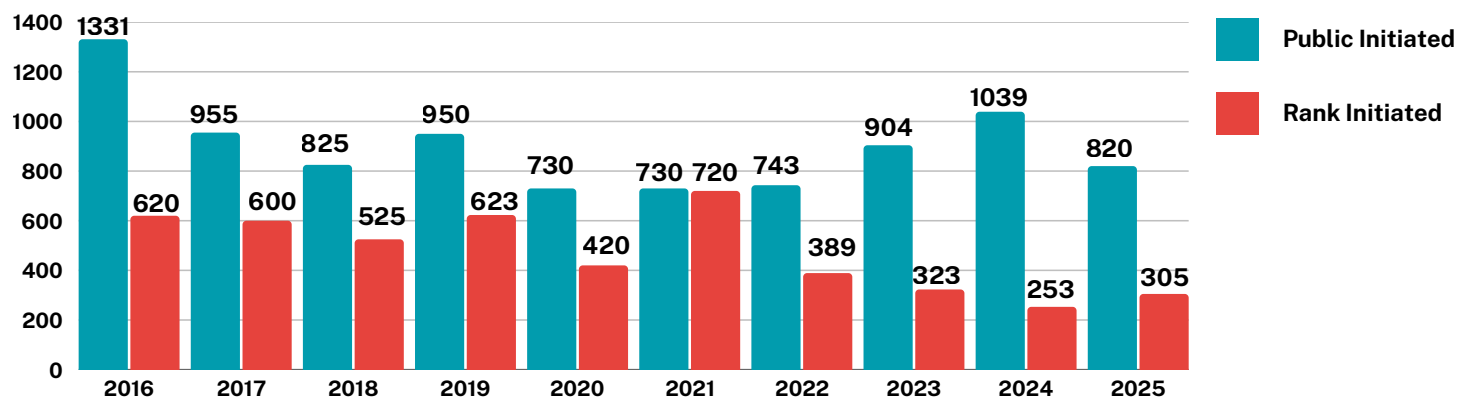
Rank and public complaints are how the NOPD classifies the complaints of misconduct the department receives. Rank initiated complaints are all complaints that are initiated internally. This means that a supervisor, peer, or another employee (civilian or commissioned officer) initiated the investigation of misconduct. Public initiated complaints are those initiated by a member of the community or any complaint provided to the NOPD from an external mechanism or organization.

These classifications can be confusing. A NOPD officer who files a complaint against another NOPD officer utilizing the NOPD's website or through the OIPM may have their complaint classified as "public" since it came from the public facing website (and not an internal mechanism like a Form 230) or from the OIPM which is independent from the NOPD. On the flip side, when supervisors are reviewing Body Worn Camera footage or are on scene and witness misconduct against a member of the public, the supervisor can initiate a complaint, however, that complaint will be classified as "rank initiated" even though the basis of the complaint is a public encounter.

Complaints Received by Year According to Public Initiated and Rank Initiated Complaints



Allegations Received by the NOPD by Year according to Rank or Public Initiated Complaints



On the next page, there will be a break down of how many of these types of public initiated and rank initiated complaints and allegations are sustained or not sustained. More rank initiated complaints and allegations are sustained each year than public initiated - the OIPM put forth an assessment of why that may be.

Complaint Outcomes

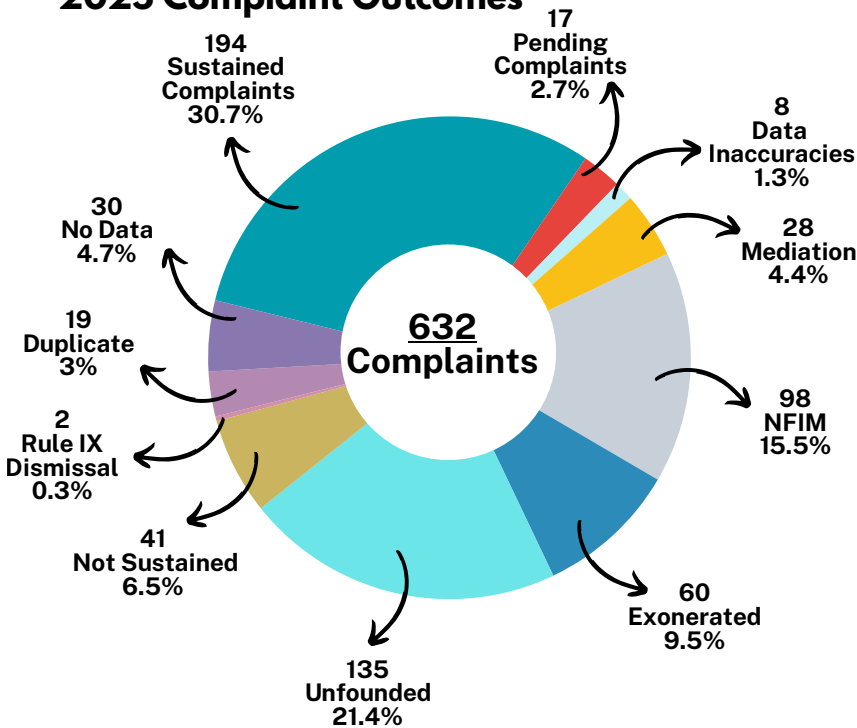
Every allegation of a misconduct investigation resulting from a complaint will have a disposition. This means there may be multiple dispositions within one complaint (because there may be multiple allegations within one complaint). A disposition is the outcome of an investigation of misconduct. Categories of dispositions include a determination of sustained, not sustained, exonerated, or unfounded.

- **Sustained** – according to the NOPD, when the NOPD makes the finding of sustained, this means that under the standard of proof, the investigating officer or the hearing officer determined that the alleged incident or behavior occurred and it was a violation of the policies, practices, or training of the NOPD.
- **Exonerated** – according to the NOPD, when the NOPD makes the finding of exonerated this means under the standard of proof, the alleged incident or behavior occurred but it did not violate the policies, practices, or training of the NOPD.
- **Not Sustained** – according to the NOPD, when the NOPD makes the finding of not sustained this means under the standard of proof, the investigating officer or the hearing officer is unable to determine if the alleged incident or behavior occurred.
- **Unfounded** – according to the NOPD, when the NOPD makes the finding of unfounded this means under the standard of proof, the investigating officer or the hearing officer determined the alleged behavior or incident did not occur and / or that the alleged officer was not involved.

Other categories of complaints and / or disciplinary investigations may include the following terms:

- **No Formal Investigation Merited (NFIM)** – A complaint action where the allegations alleged does not constitute a violation by an employee of any departmental rule, policy, procedure, policy, or law. These are only available for a select type of complaint, such as: traffic citations in certain circumstances, civil incident of an off-duty employee, NOPD employee did not work for NOPD at the time of the incident, or delayed police service in certain circumstances.
- **Mediation** – Mediation is an alternative to the traditional complaint investigation process. Mediation is voluntary, confidential, and non-judgmental. Two professional community mediators facilitate as individuals and officers share how their interaction affected one another and play an active role in creating a solution. Complaints such as professionalism and discourtesy may qualify for mediation.

2025 Complaint Outcomes



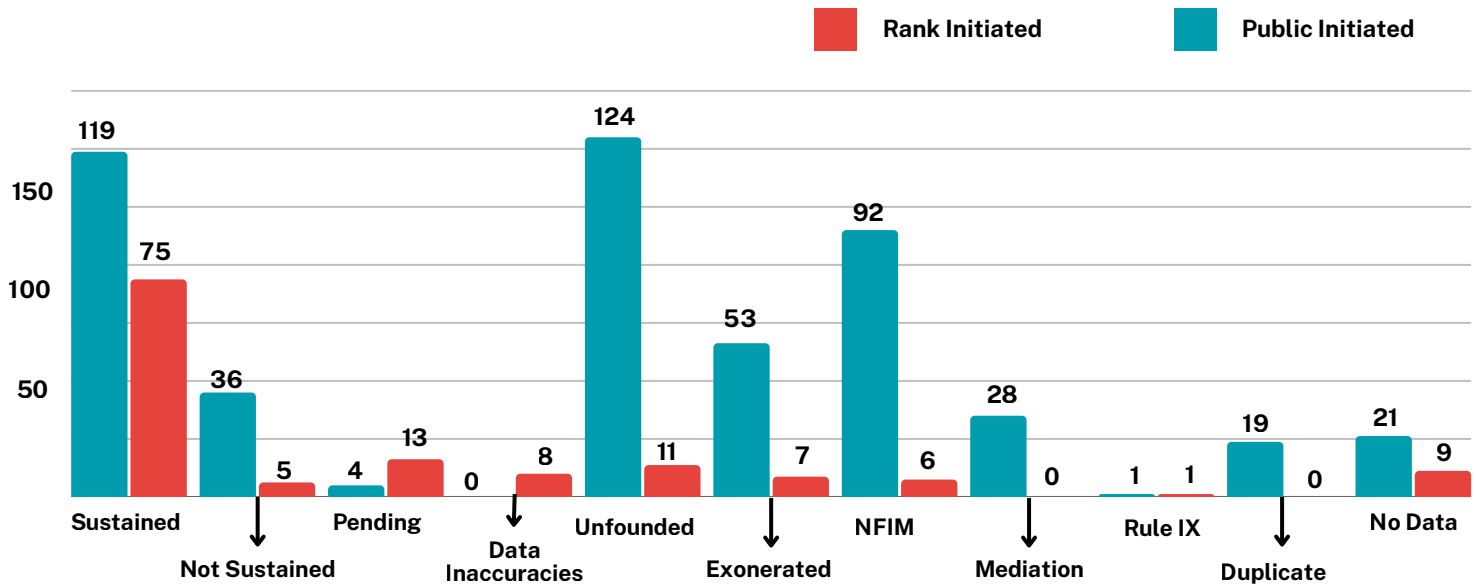
At the time the data was pulled, 17 complaints filed in 2025 were still pending (2.7% of total complaints). This is lower than in 2024, when 5.1% of complaints were pending, and significantly lower than in 2023 and 2022, when 12% of complaints were pending in both years. In 2021, 192 complaints (28%) were still pending. This trend reflects continued improvement as the number of pending complaints has steadily decreased.

In previous years, the most common complaint outcome was “unfounded.” In 2024, there were 178 unfounded complaints (27.4%), consistent with prior years. In 2023, there were 172 unfounded complaints (27.6%), followed by 145 (32.4%) in 2022 and 146 (21.5%) in 2021.

In 2025, however, the most common outcome shifted to “sustained,” with 194 complaints (30.7%), compared to 23.8% in 2024. Meanwhile, “unfounded” complaints decreased to 21.4% in 2025, down from 27.4% in 2024.

Outcomes of Rank and Public Initiated Complaints Received by the NOPD - 2025

There are different conclusions that can be drawn from this trend of complaints having an “unfounded” outcome. A rank-initiated complaint may and often does originate from misconduct observed by a supervisor during a public interaction. At this time, the data does not capture when a rank-initiated complaint originates from an observed act of misconduct during an interaction with a member of the public.



Shift in NFIM Classification for Rank-Initiated Complaints

NFIM stands for No Further Investigation Merited. It is a classification created under Paragraph 400 of the Consent Decree and is intended for limited use. NFIM dispositions typically apply to complaints disputing traffic citations, delays in police service due to workload, off-duty conduct that is civil in nature, or cases where the involved officer cannot be identified or is not a NOPD officer.

Historically, this classification has not applied to rank-initiated complaints, as those are filed by current officers regarding other officers based on conduct observed during the course of their duties or supervision. However, in 2025, the data reflects eight rank-initiated complaints classified as NFIM. This represents a shift from prior years and may indicate a change in how this disposition is being applied.

What does Pending, Data Inaccuracies, and Other Terms Mean?

The OIPM data also includes five additional terms for complaint outcomes: "Pending", "Data Inaccuracies", "Rule IX Dismissal", "No Data", and "Duplicate." Pending means that the matter is still under investigation or awaiting hearing at the close of the 2025 year. Data inaccuracy means that there was an outcome entered into the database, however, it does not align with the designated outcomes available. The OIPM is working with the NOPD to address these data inaccuracies. Rule IX and Duplicate are new terms used for the first time this year in our reports. These outcomes were listed in NOPD's data table but are not normal outcomes defined by NOPD. "No Data" refers to data being missing from NOPD's system.



Misconduct and Force Analyst, Christian Jamal, reviews a formal disciplinary investigation prior to the start of a Superintendent's Committee Panel hearing.

Disciplinary Proceedings and Appeals of NOPD Decisions

Discipline

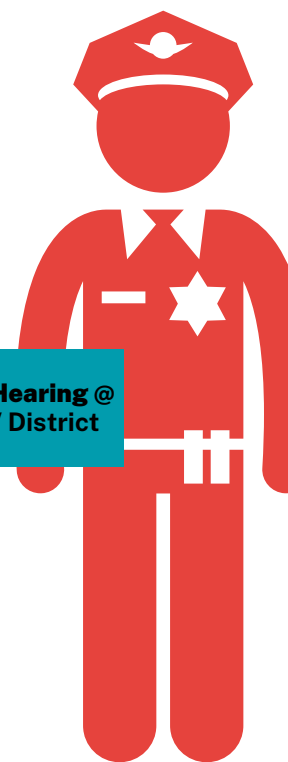
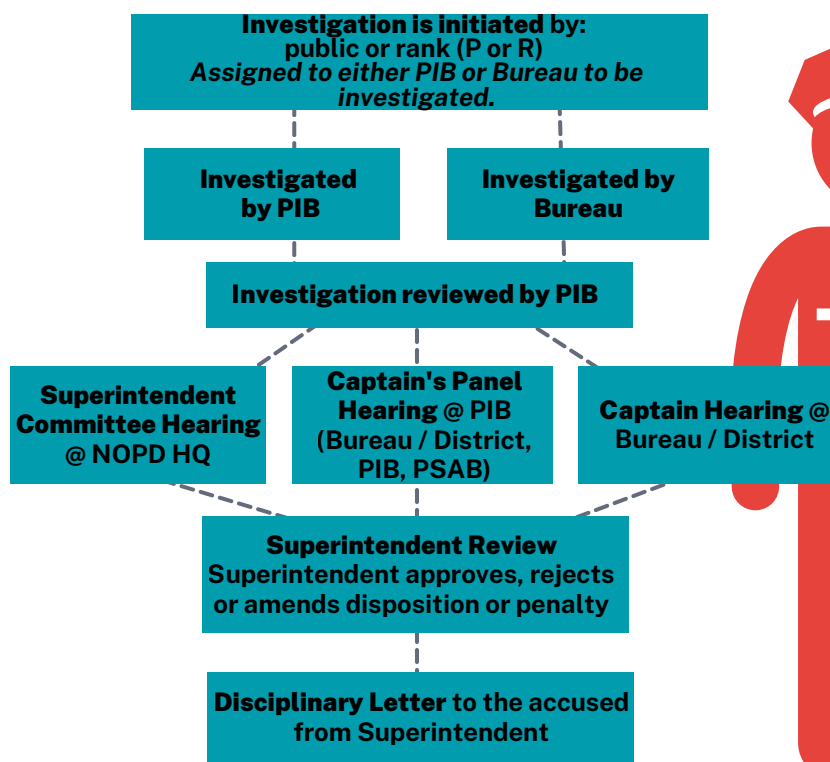
After the misconduct investigatory process, if the investigating officer sustained an allegation, then that allegation must be affirmed by NOPD leadership in order for that accused officer to be disciplined. This occurs through the disciplinary proceeding process. The disciplinary proceedings are conducted 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.

Discipline Process

The procedure for adjudication of misconduct has slight deviations when it is executed by the Bureau or the PIB. If any of the allegations are sustained, PIB coordinates a Captain Panel Hearing.

In 2020, the Public Integrity Bureau started conducting Captain Panel Hearings in lieu of Predisposition Conferences for investigations sustained by the PIB. A Captain Panel Hearing has two parts. The first part is the traditional Predisposition Conference, where the Captain of the Public Integrity Bureau is the hearing officer and determines whether the allegation should be sustained or not sustained. The second part is the traditional Penalty Hearing when the Captain of the District or Bureau of the accused officer will determine the appropriate penalty for the sustained offense. This new format enables collaboration and synergy between the districts and PIB.



This ensures that the captain of the district understands the disposition of the PIB and can take that reasoning into account along with mitigating and aggravating factors that may be presented during the predisposition conference. Along with being more effective, this new model is more efficient, eliminating any previous delays between the predisposition conference and the disciplinary hearing. Further, PIB decided to include the Department of Professional Standards and Accountability (PSAB) in this new format. This holistic collaboration ensures that any policy concerns can be considered on the spot and result in timely policy recommendations in order to clarify confusion or enhance current policy.

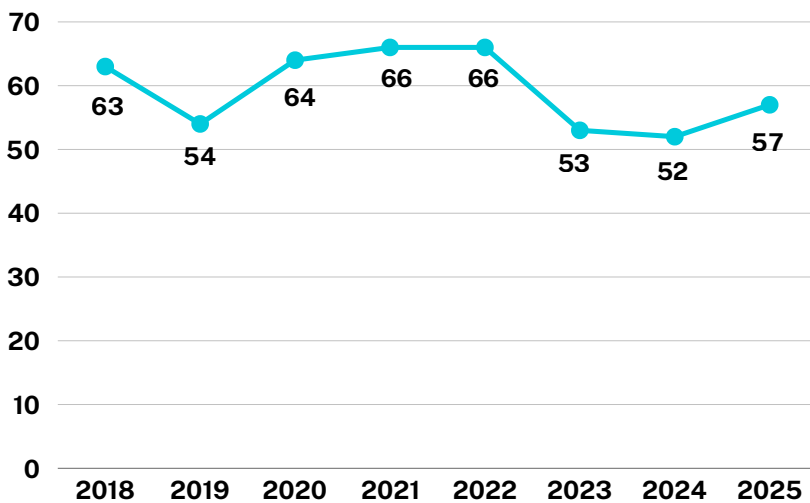
Role of OIPM in Disciplinary Hearings

During disciplinary proceedings, 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 strengths of the investigation, liability and risk management concerns, and areas where the policy required clarification or was being applied inconsistently. Though OIPM provides this feedback in memorandums to the NOPD prior to the hearing or supplements these hearings, these discussions during the deliberation process enable the NOPD to consider and digest our points before any final decision is 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 is an opportunity for that investigator to explain investigatory decisions and to answer questions.

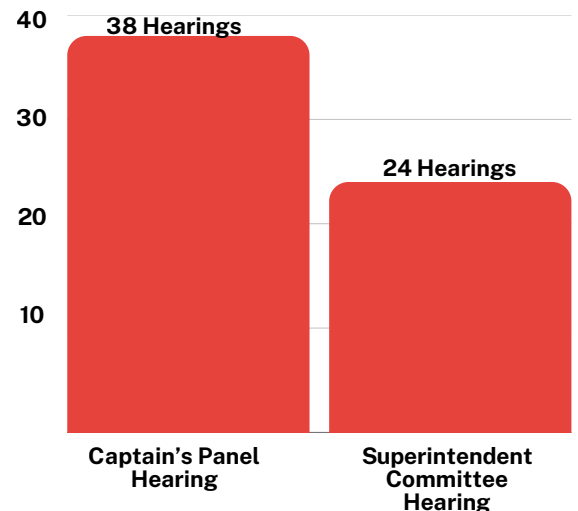
These deliberations between NOPD leadership and the OIPM are lively, collaborative discussions – during which the OIPM may shift perspectives by voicing concerns of the community or providing input the OIPM has received from other NOPD officers and employees. The NOPD leadership and hearing officers are extremely receptive and responsive to the OIPM feedback.

The NOPD and PIB leadership have worked to create a non-defensive space where NOPD and OIPM can both candidly discuss misconduct investigations or how policies and practices can improve. The OIPM seeks to continue our work with disciplinary proceedings and moving forward, look for more opportunities to appropriately share the collaboration and discussion that results from these deliberations with the community.

Formal Disciplinary Investigation Notifications 2018 - 2025



Types of Hearing Notifications in 2025



Understand the Numbers: More Officers than Hearings

There are less formal disciplinary investigations than the number of employees who were scheduled for hearings (as captured on the next page) because more than one employee can be named in one Formal Disciplinary Investigation. In the table above is the number of Formal Disciplinary Investigations that went to hearings - not employees (which would be a higher number). 46 of the 57 FDIs scheduled occurred in 2025 (some of the hearings not attended in 2025 occurred or are scheduled to occur in 2026).

57
 Formal Disciplinary Investigation Notifications
 Comprising 62 Total Officers

46
 Total Disciplinary Hearings the OIPM
 attended in 2025

23
 Captain Panel Hearings
 Attended by OIPM in
 2025

23
 Superintendent
 Committee Hearings
 Attended by OIPM in
 2025

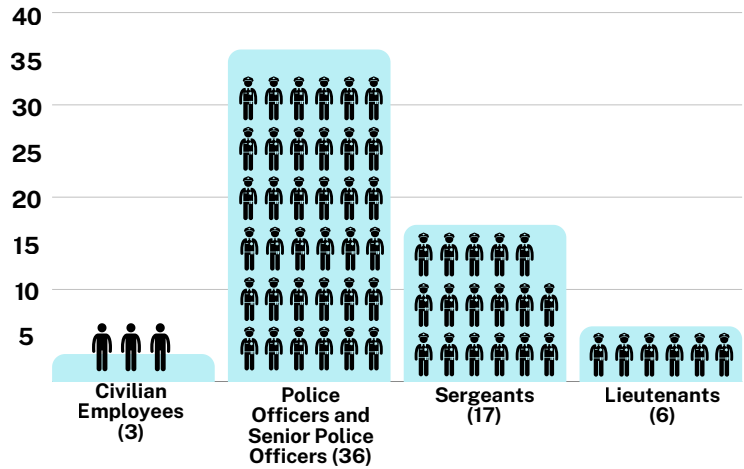


Above, Deputy Chiefs in discussion before a disciplinary hearing begins. These Deputy Chiefs “hear” as in decide the disciplinary matter.

Rank of Accused

The OIPM was notified of 57 total Formal Disciplinary Investigations (FDIs) that were scheduled to go to disciplinary hearings in 2025. These 57 FDIs concerned 62 total individual employees.

A breakdown of the 62 individual employees who were scheduled to go to hearings is included to the right. No officer higher than the rank of lieutenant was scheduled for a hearing in 2025.

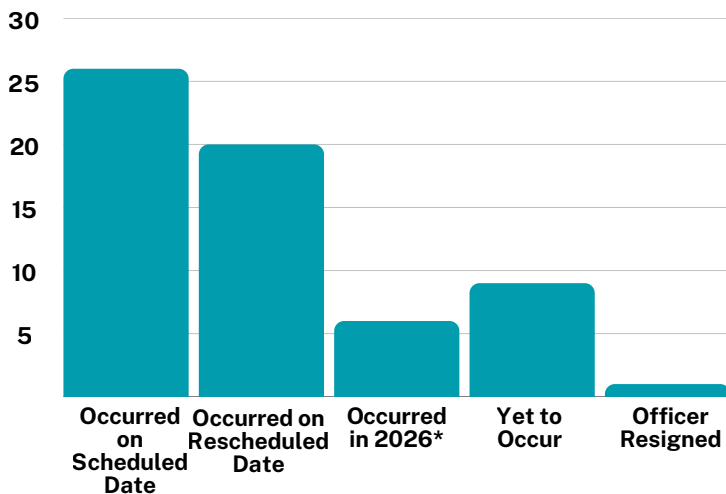


Disciplinary Action Delays

The OIPM was notified of 57 total Formal Disciplinary Investigations (FDIs) that were scheduled to go to disciplinary hearings in 2025. These 57 FDIs concerned cases stemming from 2020 onwards, a breakdown of when the FDI was initiated is included to the right. The 57 FDIs impacted / included 62 employees of the NOPD. 10 of the FDIs, comprising 11 NOPD employees, were originally scheduled to occur in 2023 or 2024 but were then rescheduled to 2025 and the OIPM was notified accordingly.

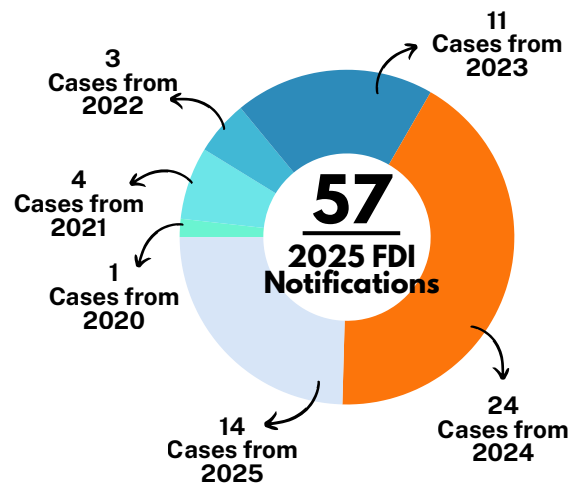
While the majority (66.6%) of these cases were from 2024 and 2025, there were 19 instances of FDIs in which the conduct stemmed from an incident in 2020 - 2023. The delay in hearing these cases can be due to a multitude of factors including accused officers being out sick, on military leave, or on leave due to being injured in the line of duty.

Rescheduling of Hearings

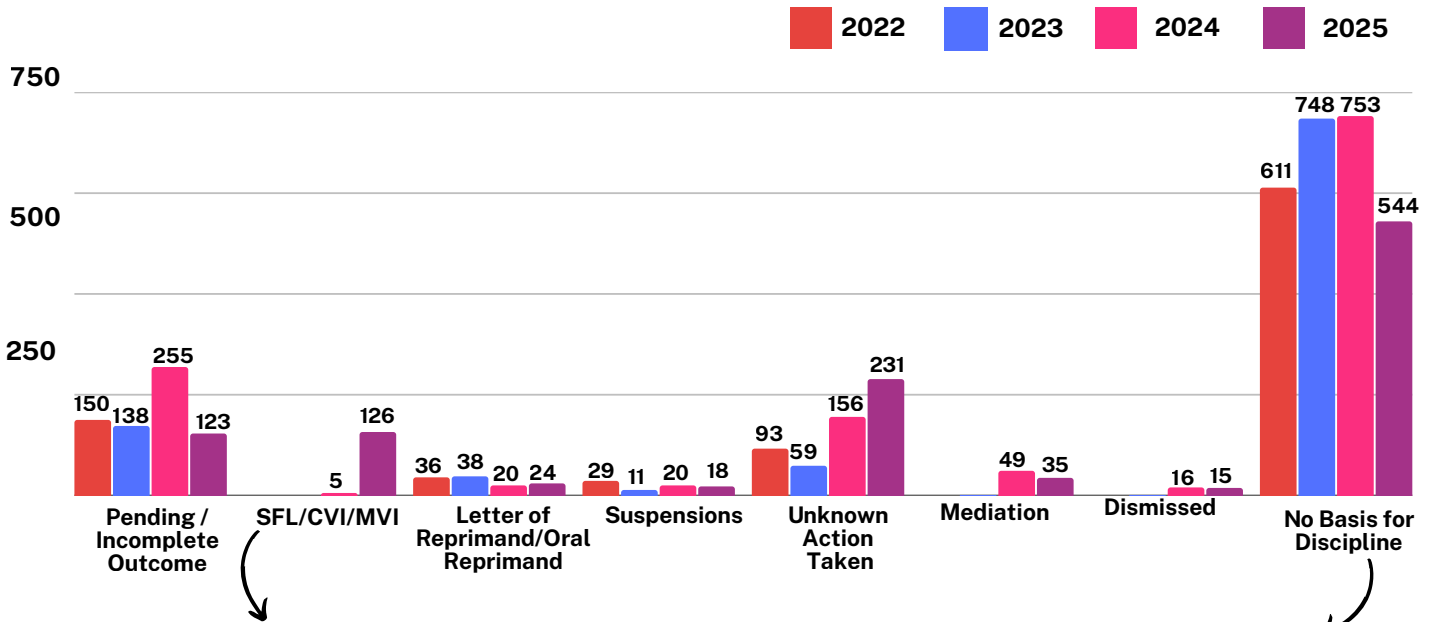


*as of March 25, 2026

Year of the Case in the 2025 Hearing Notification



Disciplinary Outcomes 2021 - 2025



What does Supervisory Feedback Log (SFL), Credible Violation Infraction (CVI), and Minor Violation Infraction (MVI) mean?

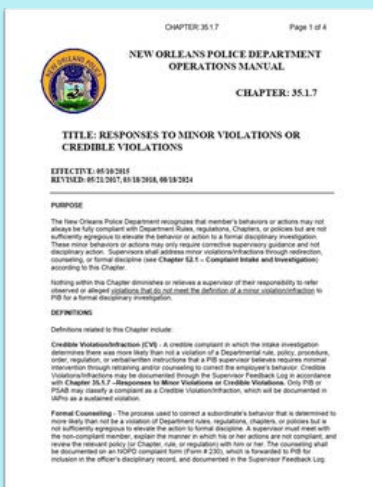
SFL, CVI, and MVI are new types of supervisory or disciplinary responses. These are typically issued in place of more formal disciplinary actions, such as reprimand letters, when minimal intervention is appropriate.

- **Supervisory Feedback Log (SFL)** is used to document guidance like redirection, counseling, or support.
- **Credible Violation Infraction (CVI)** is when a policy violation more likely than not occurred and requires minimal correction, such as retraining or counseling.
- **Minor Violation Infraction (MVI)** is a minor policy violation that can be addressed with simple corrective actions like redirection or retraining.

Why are there so many "no basis for discipline" outcomes?

This data should be contained to only the outcomes for disciplinary actions. However, many outcomes like "exonerated," "unfounded," and "not sustained" were entered as disciplinary outcomes.

Those are not outcomes of discipline but outcomes of investigations. The OIPM will continue working with the NOPD to better differentiate in the data what is a disciplinary outcome and what is a result of an investigation.



Where did Minor Violations and Credible Violations classifications come from?

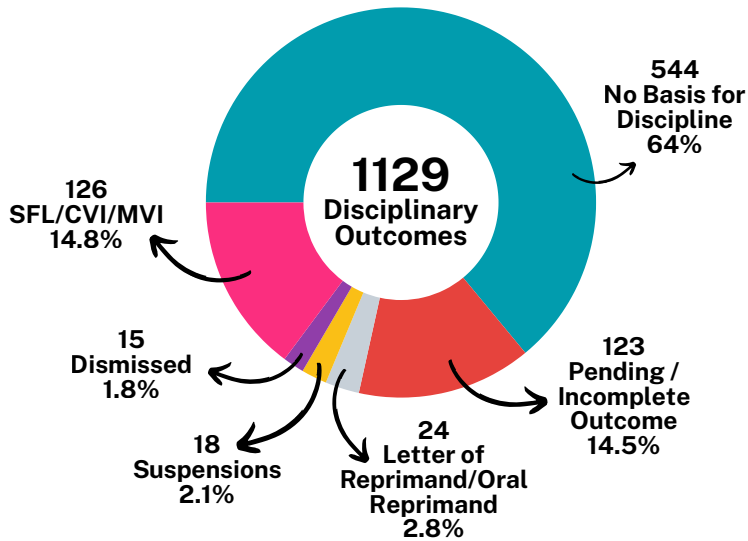
In response to feedback that the NOPD leadership received from police associations and police officers regarding the overuse of the disciplinary system, the NOPD created new classifications and disciplinary responses for minor offenses. This is addressed in **Chapter 35.1.7: Responses to Minor Violations or Credible Violations**. This process enables the offenses that affect the public and are larger in gravity to receive more time and attention from investigators while smaller offenses can be resolved faster and without formal disciplinary interventions. Credible violations are similar to negotiated settlements. This process was created in 2024 and in 2025 is when the OIPM was able to release more thorough data on these classifications.

NEW ORLEANS POLICE



Above, Deputy Chiefs review materials before a disciplinary hearing begins. In 2025, Chief Kirkpatrick, and other members of her leadership team, frequently attend the Superintendent Committee Hearings.

Disciplinary Outcomes 2025



Misconduct and Force Analyst, Christian Jamal, speaks with Elizabeth Robins, Special Counsel to the NOPD Superintendent, between disciplinary hearings.

What does "pending / incomplete outcome" mean?

These are the data points that were entered into the NOPD system that do not represent a disciplinary outcome. These entries are written exactly as they are entered into the data system. Action taken labels can include:

- Sustained
- Awaiting hearing
- Awaiting review
- Awaiting disciplinary letter
- Awaiting panel hearing
- Counseled
- Pending
- Pending approval
- Pending disciplinary letter
- Pending investigation
- None

What is "no basis for discipline"?

No basis for discipline is when the action taken is what is entered below. These entries are written exactly as they are entered into the system:

- none
- none - NFIM
- None - Not Sustained
- None - exonerated
- None - unfounded
- None - counseled
- none - duplicate allegation
- none - duplicate investigation
- none - RUI unfounded
- none - RUI not sustained
- none - no violations observed
- none - withdrawn
- none - resigned / retired
- none - deceased
- unfounded cbc
- nullified per 40:2531, para. c
- letter of reprimand / overturned by civil service
- suspension / rescinded pursuant to civil service agreement
- rui - resigned / retired under investigation

Disciplinary Appeals

All disciplinary action taken by the NOPD can be appealed except negotiated settlements. Employees of the NOPD can appeal a penalty to the Civil Service Commission and eventually to the 4th Circuit Court of Appeal and the Louisiana Supreme Court. Since 2021, the OIPM reviewed these appeal outcomes to learn more about what employment and disciplinary actions were being appealed, if the employment determinations and disciplinary actions were being overturned and why, and if there were any lessons or recommendations that could be learned from the appeal data.

Who is the Civil Service

The Civil Service Department of the City of New Orleans is responsible for the overall administration of the personnel function in city government. The Civil Service Commission is the policy-making body that exercises oversight of activities of the Civil Service Department. The Civil Service Commission is a constitutionally created entity composed of five members who are appointed by the New Orleans City Council to overlapping six-year terms. Four of the members of the Civil Service Commission are nominated by the presidents of designated local universities and one member is a City employee nominated by fellow employees. The Commission is a quasi-judicial body with power to make rules which have the force and effect of law. In its judicial capacity, the Commission serves as the court of first instance for all employee appeals resulting from disciplinary actions. In its legislative capacity, it adopts rules and establishes policies that regulate the conduct of labor and management in the merit system.

What role does Civil Service play to the NOPD?

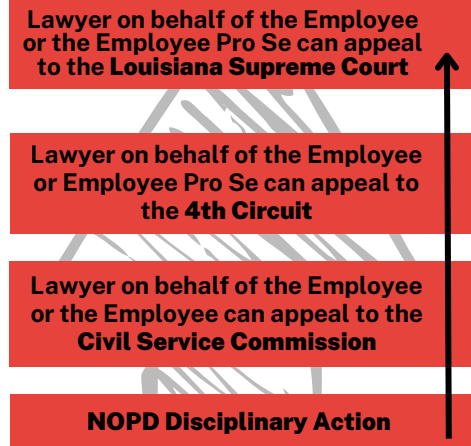
Classified employees of NOPD have the right to appeal disciplinary actions taken by NOPD to the Civil Service Commission. Additionally, officers who allege that they have been discriminated against because of their political or religious beliefs, sex, race, or sexual orientation shall have the right to appeal to the Commission.

How does an appeal get to the Civil Service Commission?

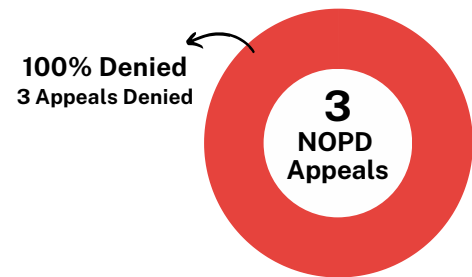
Within thirty (30) days after the discipline has been issued, an employee can file an appeal in Civil Service. Classified employees who have successfully completed a probationary period have the right to appeal disciplinary actions taken by their department to the Civil Service Commission.

Disciplinary actions eligible for appeal may include dismissal, involuntary retirement, demotion, suspension, fine, reduction in pay, or letters of reprimand as defined in Rule II of the Rules of the Civil Service Commission. In addition, all classified employees who make a timely claim that the disciplinary action was the result of discrimination or retaliation for whistleblowing are also entitled to file an appeal. The Commission shall review the hearing examiner's report and any other evidence and issue a formal disciplinary decision. In rendering a decision on any appeal, the Commission in its discretion may modify the disciplinary action of the appointing authority. The Commission shall receive and consider any application for re-hearing filed within ten (10) calendar days of the issuance of the decision by the Civil Service Commission. In such cases, the decision will be considered final on the date of notification of the disposition of the request for re-hearing.

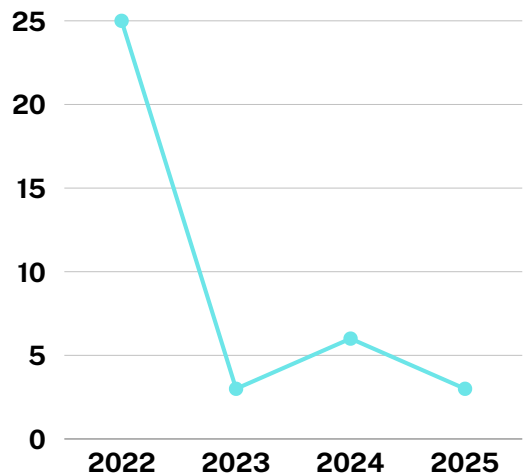
Appeal Process



Civil Service Decisions of NOPD Disciplinary Appeals - 2025



Civil Service Decisions of NOPD Disciplinary Appeals 2022 - 2025



“Of the decisions issued in 2024, the Commission upheld the discipline issued 74% of the time and granted the employee’s appeal 26% of the time.”

New Orleans Civil Service 2024 Annual Report, pg. 19

At the time of the creation of the OIPM annual report, the Civil Service Commission had not yet released their 2025 annual report.

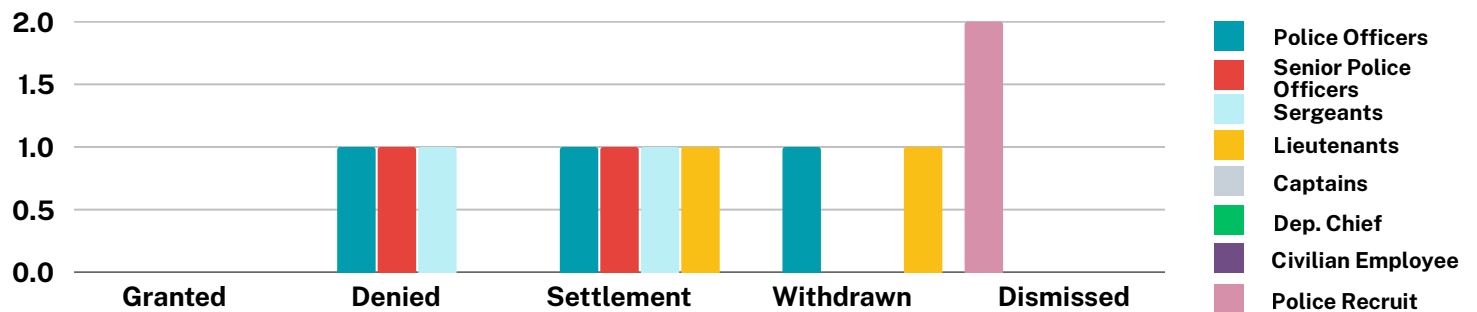
In relation to 2025 NOPD appeals which were decided, the Civil Service Commission upheld the decisions of the NOPD 100% of the time and granted 0% of the appeals. As seen from the table on the next page, the majority of the total appeals received were either resolved through a mutually agreed upon amicable settlement (36.4%), withdrawn (18.2%) by the employee, or dismissed by Civil Service (18.2%).

All of the 3 total disciplinary appeals made by NOPD employees which were decided in 2025 were made pursuant to Article X, Section 8(A) of the Louisiana Constitution and Rule II of the Civil Service Commission, Section 4.1. No decided appeals in 2025 were made pursuant to Article X, Section 8(B) of the Louisiana Constitution, alleging possible discrimination in the disciplinary decisions due to political or religious beliefs, sex, or race.

Of the 3 NOPD disciplinary appeals which were ultimately decided by the Civil Service Commission, the OIPM identified the following violations which were appealed, the discipline imposed by the NOPD, and the result of the appeal:

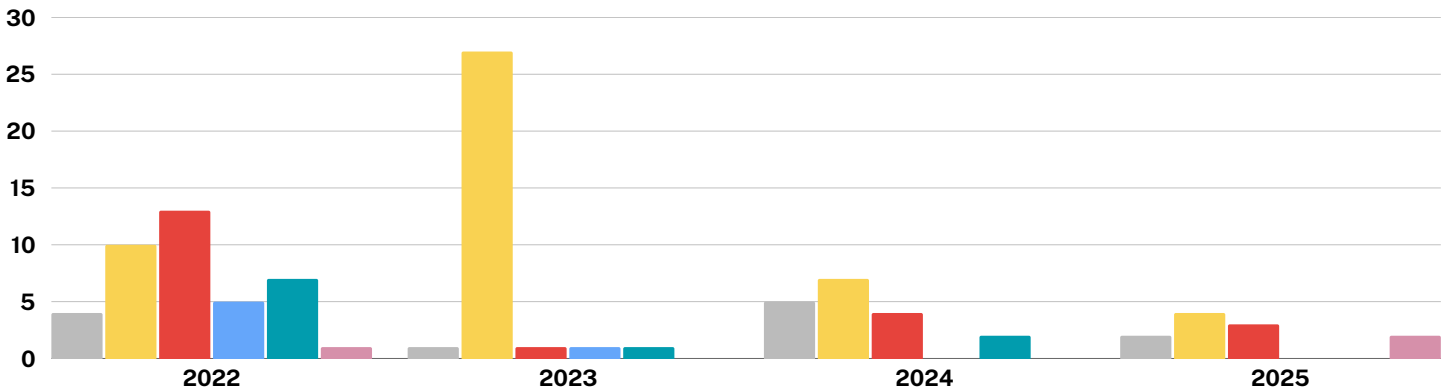
Rule Violation	Discipline Imposed by NOPD	Appeal Decision
Rule 4: Performance of Duty, Paragraph 4: Neglect of Duty (c)(6), to wit NOPD Chapter 26.3.1 - Workplace Discrimination, Sexual Harassment	Demotion	Denied
Rule 2: Moral Conduct, Paragraph 1: Adherence to Law, to wit LA R.S. 14:43.1.1 - Misdemeanor Sexual Battery	Termination	Denied
Rule 2: Moral Conduct, Paragraph 1: Adherence to Law, to wit AR Code 5-65-103 - DWI 1 st Offense	Termination	Denied
Civil Service Rule IX	Termination	Denied

Civil Service Appeals by Involved Employee Rank (at time of decision)

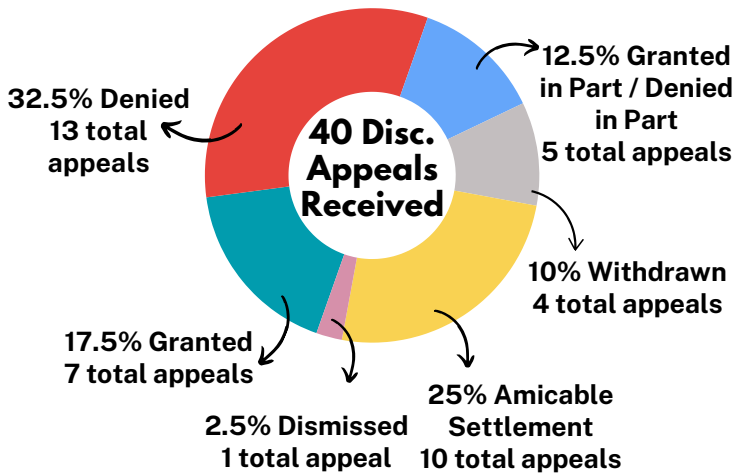


Disciplinary Appeal Outcomes 2022 - 2025

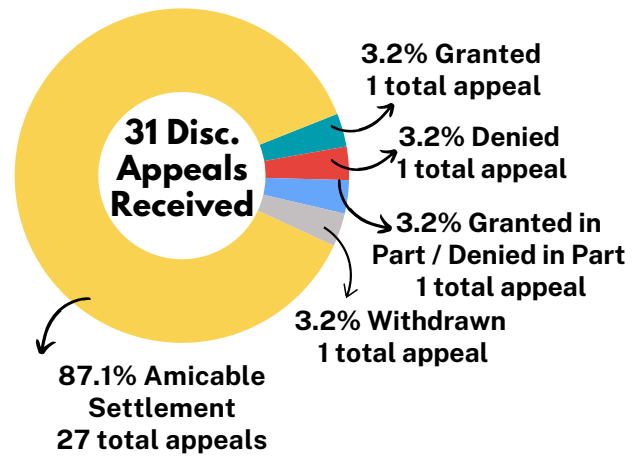
● Withdrawn
 ● Amicable Settlement
 ● Denied
 ● Granted in Part / Denied in Part
 ● Granted
 ● Dismissed



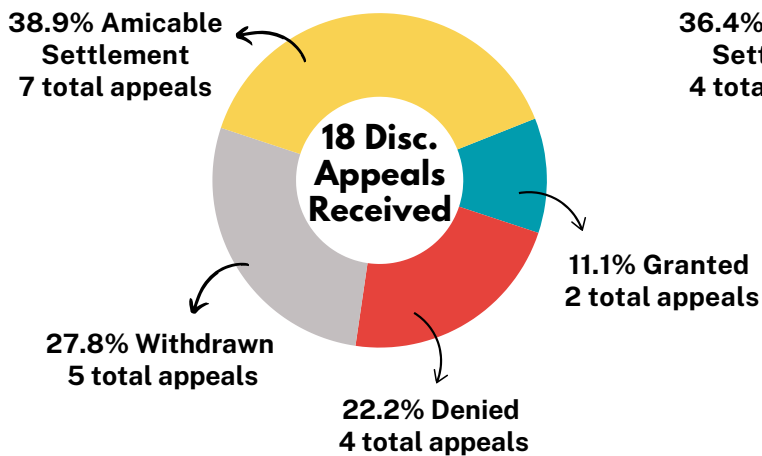
Total NOPD Appeal Dispositions - 2022



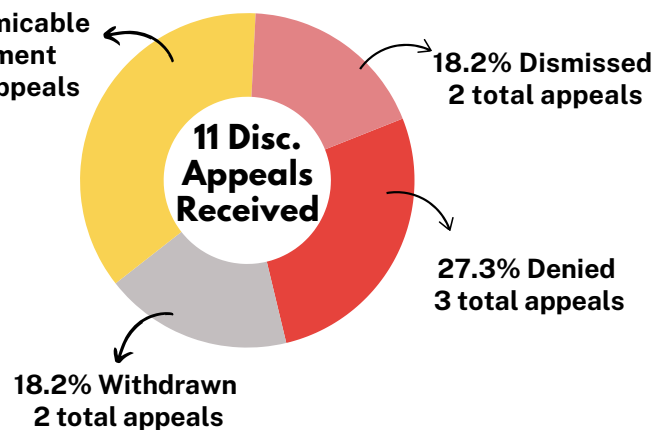
Total NOPD Appeal Dispositions - 2023



Total NOPD Appeal Dispositions - 2024



Total NOPD Appeal Dispositions - 2025



Civil Service Appeals by Representative

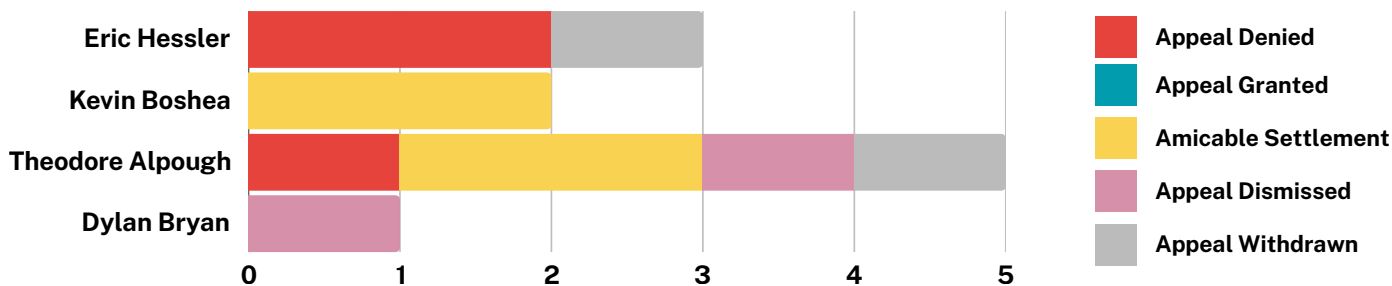
Police unions or associations in every jurisdiction are different. In New Orleans, there are no police unions but instead there are police associations. These police associations represent officers during disciplinary proceedings and misconduct investigations as legal defense, bring up labor and safety concerns to NOPD leadership, participate in the legislative process on a state or federal level, and act as a resource or support center. The police associations do not decide appropriate discipline, oversee misconduct, or make investigatory or labor decisions.



Police Association of New Orleans (PANO)

Fraternal Order of the Police (FOP)

Black Organization of Police (BOP)



Civil Service Timelines

The Commission's rule, Rule II, 4.17, require disciplinary appeal decisions within six months of the filing of an appeal, in the absence of continuances requested by the parties, motions, or other extraordinary circumstances. Of their timelines, the Civil Service reported of 2024:

"Including continuances, the average time from appeal to decision in 2024 was 248.6 days. 46.4% of these appeals were continued at either the request of the Appointing Authority or appellant. On average, these continuances lead to delays of 121.3 days... absent these delays, the average time from appeal to decision was 193.2 days."

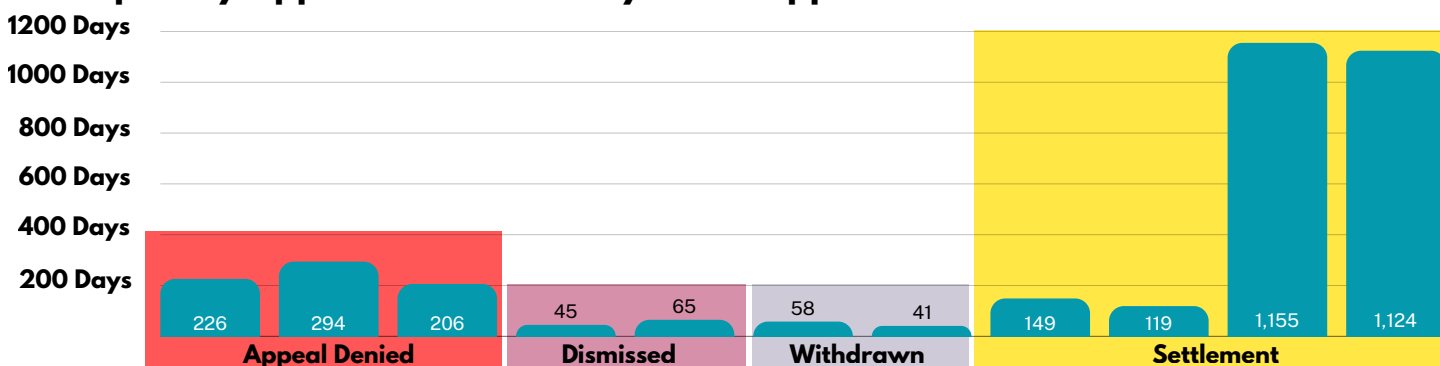
New Orleans Civil Service 2024 Annual Report, pg. 19

Of the 3 NOPD disciplinary appeals decided in 2025, the average time from appeal to decision was 242 days. This number is slightly lower than the average 2024 timespan of other Civil Service Cases of 248.6 days. This average timespan is also significantly lower than the average timespan of 2024 NOPD disciplinary appeals (294.8 day average timespan).

Of the 11 total NOPD disciplinary appeals, including those that were settled, withdrawn, or dismissed, **the average time from appeal to final disposition was 316.5 days. Two appeals, both of which resulted in amicable settlements, took over 1,100 days from appeal to decision.** Both of these appeals were initially filed in 2022 but not decided until 2025. **Outside of the 3 decided appeals (where there were continuances) and the two outliers noted above, all other decisions were within the required 6 month period.**

According to the Civil Service Rules, the Commission is required to issue a decision within 90 days of the receipt of the hearing officer's report. The Civil Service Commission reported, in 2024, that their average time "from the Commission's receipt of the hearing officer's report to decision was 35.5 days." Of the 3 NOPD appeals decided in 2025, the average time from the hearing officer's report being authored to the final decision was 70 days. While higher than the average length in 2024, all 3 2025 NOPD disciplinary decisions were within the required 90 days from the hearing officer's report, the largest timespan being 84 days from report to decision.

Disciplinary Appeal Timelines - Days from Appeal to Decision





OIPM staff and community members gather for National Day Against Police Brutality.

Commendations. Community Liaisons. Contact Only.

Commendations

10

Commendation Requests Received by OIPM in 2025

13

Commendation Requests Received by OIPM in 2024

6

Commendation Requests Received by OIPM in 2023

2

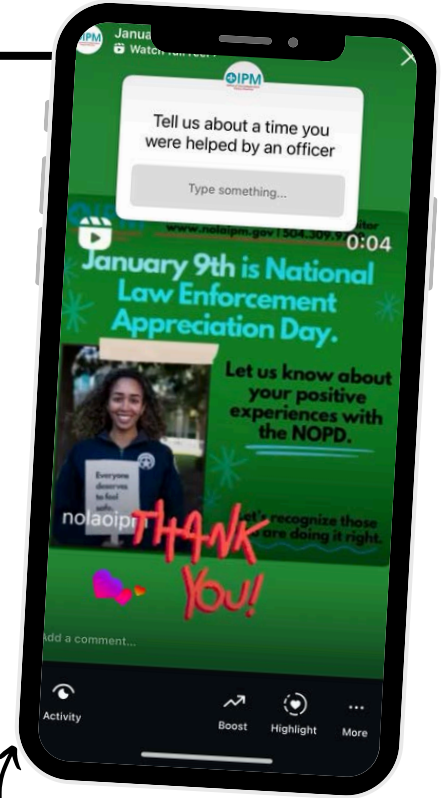
Commendation Requests Received by OIPM in 2022

Commendations are accounts of positive policing. The commendation may include a positive interaction that occurred during a call for service or recognition to an officer who participated in a community event.

In 2025, the OIPM received ten (10) commendation requests that recognized the excellent work of sixteen (16) officers.

The majority of 2025 commendations were for officers assigned to the Field Operations Bureau. While most of these officers were recognized after attending post-investigation mediations, the others were recognized for their actions during their responses to various calls for service from the community, going above and beyond what is required to address the needs and concerns of the community.

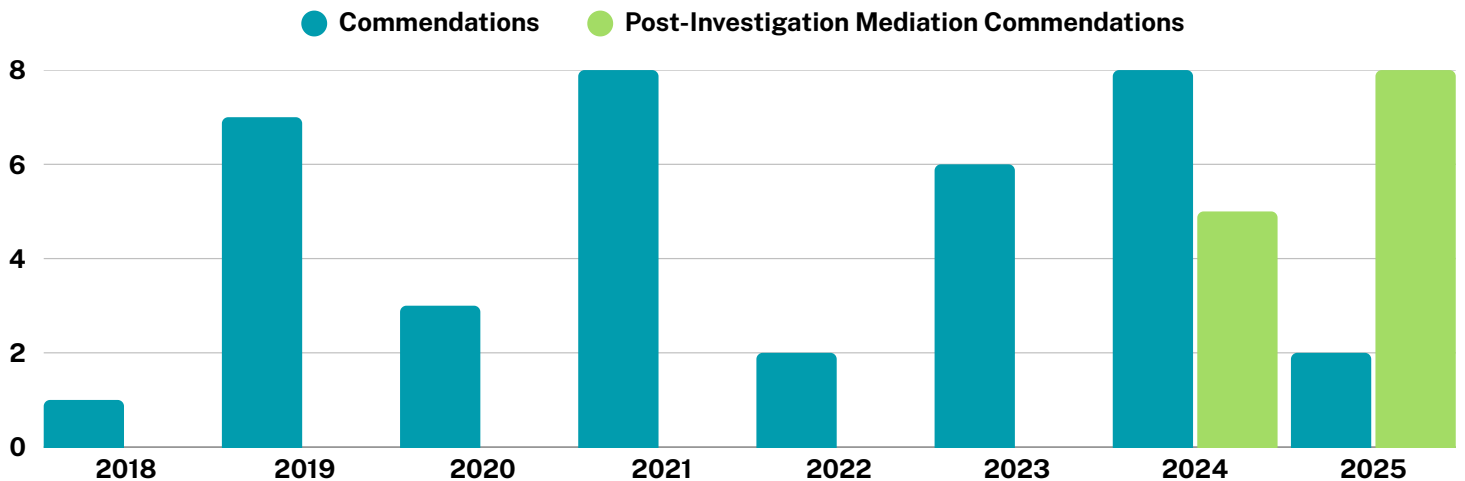
We at the OIPM want to ensure such examples of positive policing are captured and marked by the community and we provide the NOPD with examples of excellent policing when it occurs.



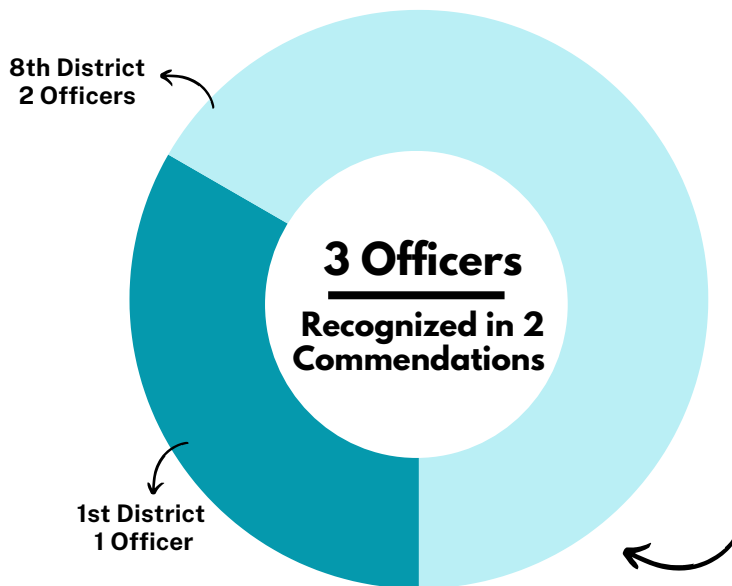
Above is the Instagram post the OIPM made to ask the community to share accounts of positive policing on National Law Enforcement Appreciation Day

In 2025, officers were recognized for their actions during their responses to calls for service. Some examples of 2025 commendations include taking time during investigations to comfort and support grieving crime victims, performing searches in areas where the public were concerned for officers' safety, and overall demonstrating excellent leadership and serving as an example to other officers.

Commendation Requests Received in 2018 - 2025 (Per Request, Not Officer)



Commendation Requests Received in 2025 According to Police District



Commendations matter. It encourages the policing we want in our community and gives leadership examples of who on the police force should be promoted and used to train others. Our feedback can change the way our police interact with our community and leave a lasting positive impact.

These commendation requests are placed in the officers' personnel files.

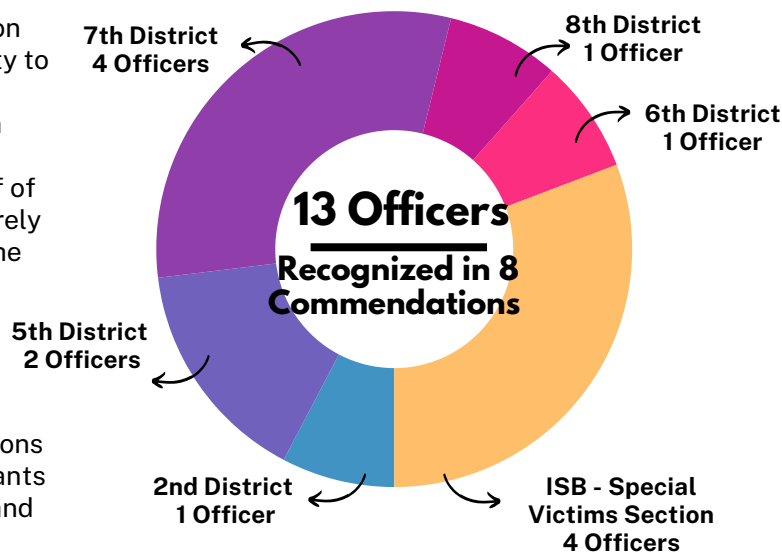
In 2025, the OIPM received two commendation requests from an anonymous source as well as a member of the public, both concerning officers with NOPD's Field Operations Bureau. Since the public tends to mostly come into contact with Field Operation Bureau officers who work in districts, the OIPM is not surprised that FOB officers were most often commended rather than officers who work within the other more internal, compliance, or specialized bureaus.

In 2026, the OIPM hopes to continue to receive these accounts of positive policing and recognize more officers for going above and beyond to serve our community.

2025: Commendations for Post-Investigation Mediations

In 2024, the OIPM started a post-investigation mediation pilot, providing community members with an opportunity to engage in mediation after an investigation into police officer or NOPD civilian employee misconduct has been completed. After each post-investigation mediation is completed the OIPM submits commendations on behalf of the participating officers due to the process being entirely voluntary and officers participating for the benefit of the community despite not being obligated to do so.

In 2025, the OIPM conducted 8 post-investigation mediations, with all 13 participating officers receiving commendations. The participants in post-investigation mediations included officers from various Field Operations Bureau districts, including supervisors such as Lieutenants and Captains, and four officers from the Investigation and Support Bureau - Special Victims Section.



Community Liaison Work

OIPM utilizes the classification of “Community Liaison” for whenever the OIPM assists a civilian with navigating a NOPD interaction about a criminal investigation, traffic crash investigation, or facilitating communication with the Public Integrity Bureau or a NOPD police district regarding an ongoing investigation. These requests result in meetings coordinated by the OIPM between the NOPD, the District Attorney’s Office, other Orleans agencies as appropriate, and the civilian, as well as assistance in communicating with individual officers or supervisors assigned to the individual’s case to address their concerns.

In 2025, the OIPM continued to assist individuals in making contact with the officer assigned to their case. The OIPM acted as a liaison between the public and the NOPD when the public had difficulty getting in contact with their assigned detective, had questions about ongoing or closed investigations, and when they had difficulties or concerns regarding new or current police / traffic reports.

Overall Community Liaison work increased in 2025, the OIPM hopes this is an indication that the public trust in our office continues to grow and that members of the community see the OIPM as a valuable resource and have faith that when they contact our office for assistance that their needs will be met and any concerns they have will be addressed, whether by our office or by the NOPD.

21

Community Liaison Interactions in 2025

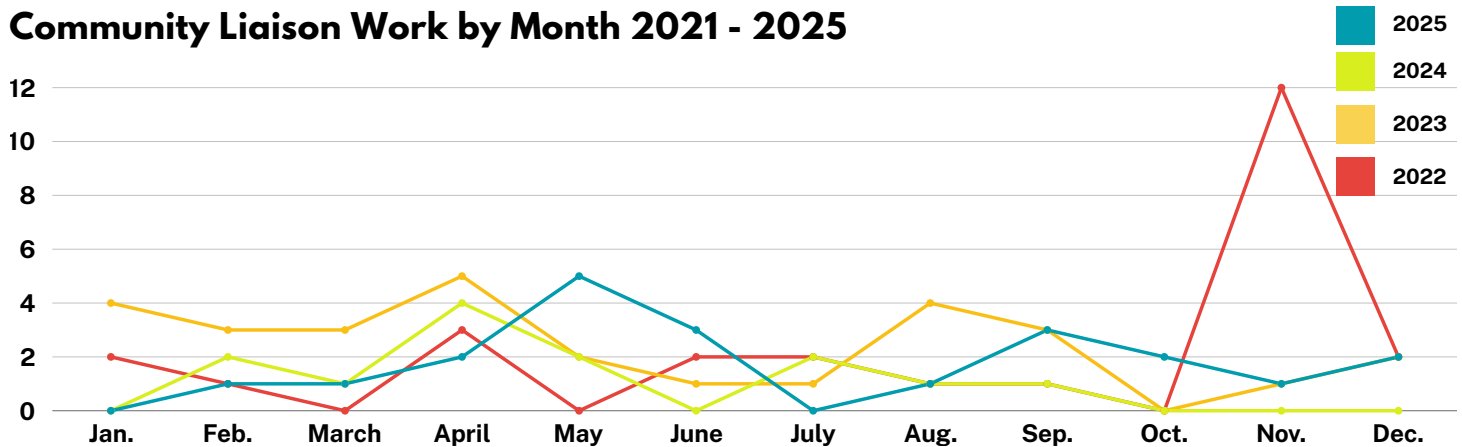
13

Community Liaison Interactions handled by OIPM in 2024

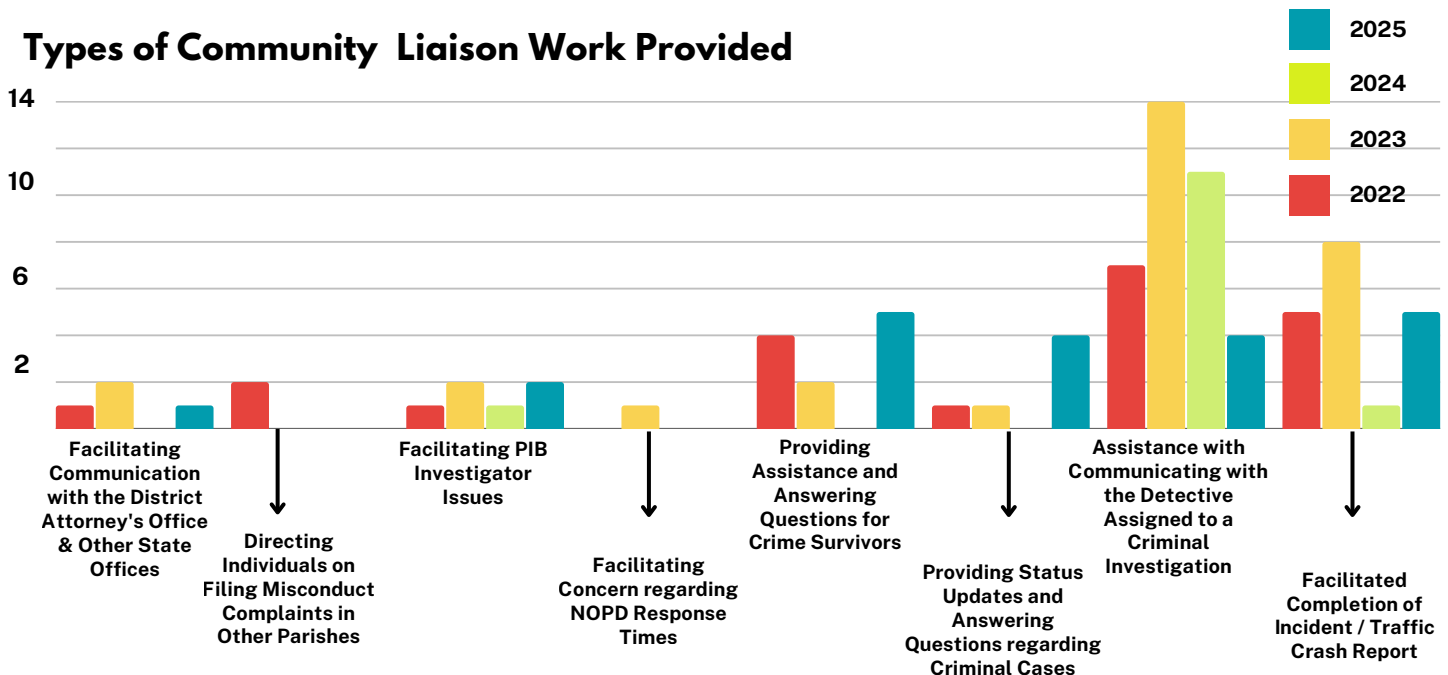
30

Community Liaison Interactions handled by OIPM in 2023

Community Liaison Work by Month 2021 - 2025



Types of Community Liaison Work Provided



Contact Only

The OIPM uses the classification: “Contact Only” if the individual contacts OIPM to request assistance or to ask questions about the NOPD. This can also include filing a complaint but then not completing the process. Some potential complainants decide not to pursue misconduct complaints or request information or ask questions and then decide they are not interested, choose not to follow through, or the situation is resolved. Other complaints received by the OIPM may not have enough information necessary to proceed, and there may be no means of contacting the complainant to ascertain additional necessary information. Other Contact Only categories include: complaints against other non-NOPD agencies, noise complaints, and individuals attempting to report an ongoing crime.

42

Contact Only Interactions handled by OIPM in 2025

108

Contact Only Interactions handled by OIPM in 2024

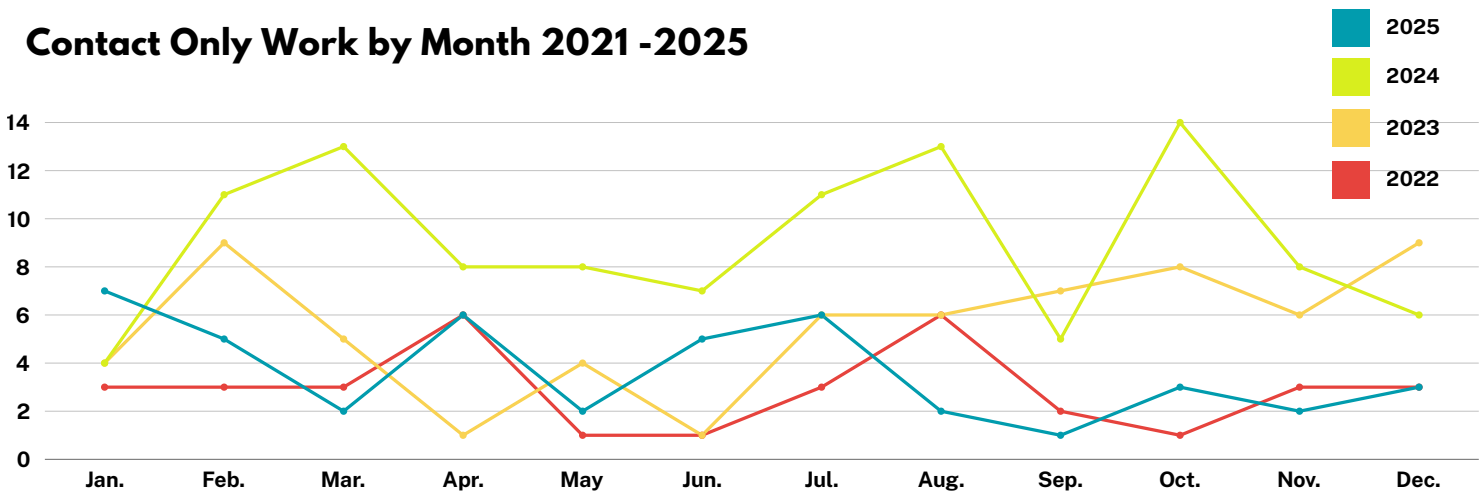
66

Contact Only Interactions handled by OIPM in 2023

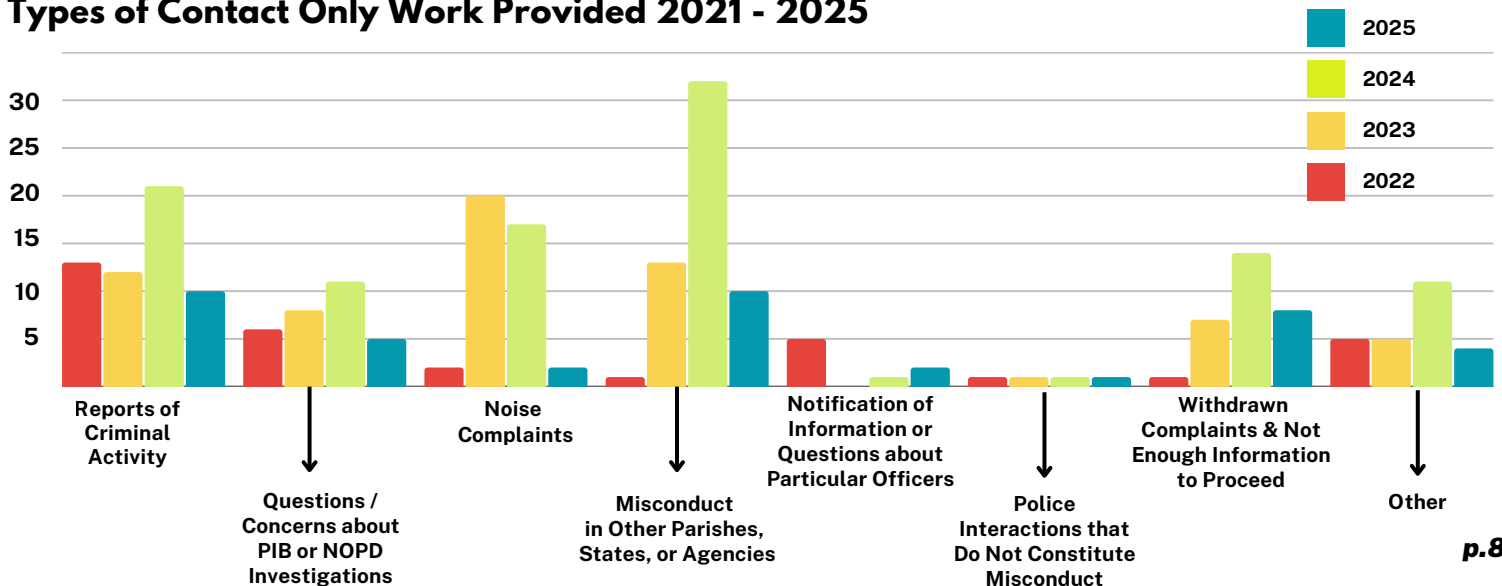
Shift in Numbers in 2025: 24 Hour Hotline Resources & Disclaimers

The OIPM had 66 less Contact Only cases in 2025 than in 2024, this drop can be largely explained by the introduction of the OIPM’s 24 hour complaint and commendation hotline. The vast majority of pre-2025 Contact Only cases stemmed from online complaint submissions, oftentimes individuals would attempt to file reports of criminal activity, noise complaints, or complaints concerning other agencies through the OIPM online portal. With the 24 hour hotline being implemented in 2025, the OIPM was able to re-direct these reports to the appropriate agency, vastly reducing the total number of contact only cases. The 24 hour portal contains resources and explanations about filing complaints with the appropriate City offices, who to contact and how, as well as multiple disclaimers about noise complaints, reports of criminal activity, and where to file such concerns.

Contact Only Work by Month 2021 -2025



Types of Contact Only Work Provided 2021 - 2025



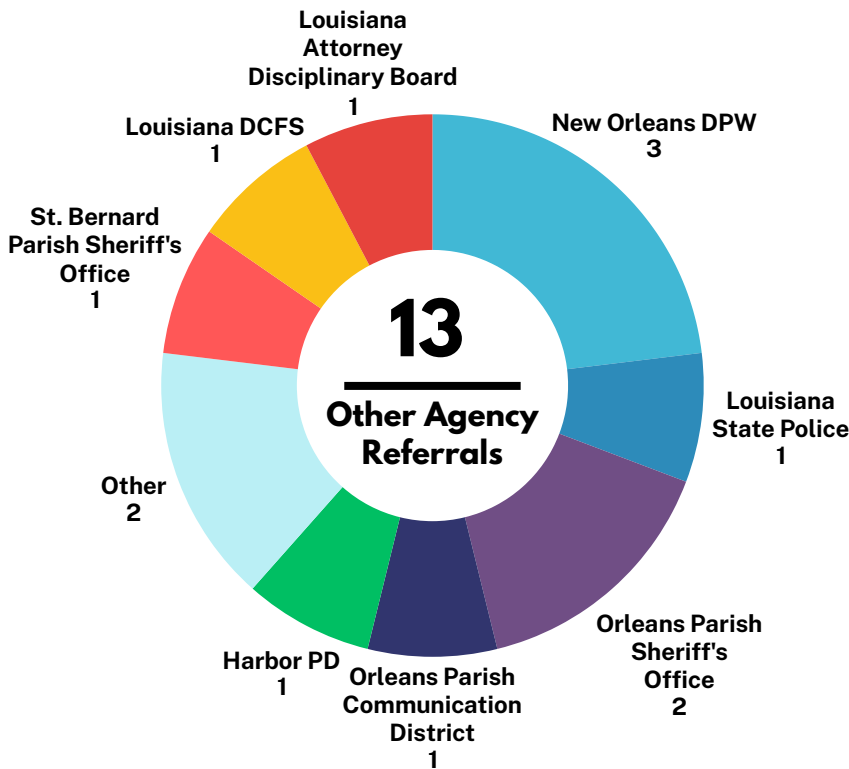
Contact Only: Other Law Enforcement Agencies

In 2025, the OIPM was asked to weigh in on issues facing the community regarding law enforcement, the results of officer conduct in the criminal legal system, and the expansion of law enforcement in New Orleans - outside of the NOPD. While the OIPM only has jurisdiction over the NOPD; the operations, tactics, and priorities of other law enforcement agencies influence the NOPD and the community. As a result, the OIPM ends up being the hub for these concerns - often because the public does not know where else to go or because these stakeholders and the public are seeking our expertise on law enforcement.

While the OIPM cannot accept complaints related to non-NOPD employees, the OIPM strives to connect complainants with the appropriate agencies in charge of investigating misconduct so their concerns can be addressed. This process includes contacting other agencies and providing complainants with resources such as online reporting forms, contact information for such agencies' internal affairs offices, and informing members of the public of the correct way to report misconduct occurring in such agencies.

In 2025, roughly one fourth (1/4) of all contact only interactions constituted reports of misconduct occurring in other state, federal, and local agencies. Reports of "other agency" misconduct dropped from 32 in 2024 to 10 in 2025, this drop can largely be attributed to the OIPM's 24 hour complaint and commendation hotline, which contains disclaimers and resource / contact information for filing misconduct complaints with other agencies. Some of these referrals contained referrals to multiple different agencies. As such, the 10 contact only interactions handled by the OIPM in 2025 constituted 13 total referrals which are reflected in the charts below.

OIPM Received Civilian Concerns Regarding These Law Enforcement Organizations or City Agencies - 2025



13*

Total Misconduct Referrals to Non-NOPD Agencies

7

Referrals to Orleans Parish Based Agencies

6

Other Agency Referrals

**the OIPM processed 10 total contact only interactions related to other agencies in 2025, however, some of these interactions contained more than one referral (ex. one contact only may contain referrals to both LSP and OPSO)*

- To prevent experiences like yours from happening in the future?
- To be able to sit down face-to-face to speak directly with an NOPD officer?
- To talk in a safe space facilitated by two professional community mediators?

request mediation to have a direct, face-to-face (or virtual) conversation with the officer.

Mediation is free, confidential, and non-judgemental. Mediation provides a safe, structured space for collaboration.

TRY COMMUNITY- POLICE MEDIATION!

Contact us to learn more:
504-309-9799
mediation@nolaipm.gov
www.nolaipm.gov

File a complaint
about NOPD
misconduct



Learn more about
community-police
mediation



Be understood. Be part of the solution.

During the month of July, the Mediation Team posted the updated Community-Police Mediation fliers (above) at police stations, libraries, and NORD Centers in every neighborhood of New Orleans.

Community-Police Mediation



Community-Police Mediation

The Office of the Independent Police Monitor (OIPM) Community-Police Mediation Program is a **nationally** recognized model for community-police relations, praised for its sustainability and high participation rates compared to similar initiatives in other jurisdictions. Its influence has extended to cities like Seattle, Chicago, and Miami, inspiring the development of similar programs across the country.

Recent expansions include post-investigation mediation and active listening training for both officers and community members.

The initiative’s commitment to diversity and retention among mediators has strengthened its effectiveness, resulting in a more representative mediator pool and enhanced training opportunities.

A Message from the Director of the OIPM Community-Police Mediation Program



Jules Griff, Director of the Mediation Program

2025 was a year marked by both growth and challenge. With the introduction of our District Based Community Mediation program, OIPM continued to expand how it serves and supports our community. We are encouraged by the program’s potential and believe it can become a valuable resource. In the coming year, we look forward to continuing to raise awareness and broaden its impact.

As we close out 2025, our office has been affected by budget constraints — like many departments across city government. At this time, it remains unclear whether we will be able to train a new class of mediators in 2026 which is nearly two years since our last cohort. While we may face some challenges, our office remains committed to the program. Our mediation work offers a unique opportunity for accountability, empathy, and meaningful connection within our community. We will continue to keep the public informed as the year unfolds.

I am deeply grateful for our mediators, community members, colleagues, and everyone who contributed to this work over the past year. I look forward to what 2026 will bring and to continuing this important effort together!

**OIPM
Community-
Police Mediation
11 Years by the
Numbers**

949
Cases Eligible for
Mediation

1,867
Case Counseling Calls

843
Participants Engaged
in Mediation

119
OIPM Led
In-Service Trainings

20
Officers Completed
Intensive 50 Hour
Training

65
Community Members
Completed Intensive
50 Hour Training

What is the Community-Police Mediation Program?

Mediation is an alternative to the traditional investigation 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 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.

Voluntary

Confidential

Non-judgmental

Mediation is:

- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create 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 dialogue, 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 is not 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.

Mediation is a powerful tool for discussing critical issues and allows a much-needed space for civilians and officers to talk about what is important for them and how to keep their communities safe.

2025 Update on Referrals

For the first two quarters of 2025, mediation referrals from PIB were low. For example, by June 30, 2025, we received only 22 cases for mediation. To compare, in 2024 we had received 37 cases by that time and in 2023, we had received 48 cases by that time.

The OIPM Mediation Director repeatedly communicated concerns about the low volume to the PIB intake team and requested meetings to better understand what was causing the change. One potential factor was a change in captain leadership at PIB in early March. In the past, leadership changes have created backlogs or slow-downs or a change in procedure that can impact the referral process. OIPM was able to meet with PIB in June 2025 to review and discuss concerns. Another potential factor that was discovered at that meeting was PIB's new use of the Credible Violation/Infraction (CVI) process, in which many cases that typically would be eligible for mediation were instead being routed to CVI. OIPM expressed concerns that this could negatively impact the mediation program and decrease the opportunities for building trust and understanding. PIB and OIPM brainstormed ways to bolster mediation referrals.

Following the meeting, the referral numbers improved starting in July and continued to remain steady through the year. One change is that PIB started routing cases that have been "Cleared by Camera" or CBC to mediation. These cases have been determined by PIB to be Exonerated or Unfounded, and therefore are eligible for our Post-Investigation Mediation Program. We received a number of CBC referrals starting in September and continued to receive them throughout the fourth quarter. We are keeping track of the level of interest in this option from both officers and complainants and closely monitoring the effectiveness of the referral process.

Different Types of Mediation, Different Types of Cases

The OIPM Mediation Program has grown over the years and now includes different types of mediation opportunities, cases, and corresponding processes. Below, are the three (3) different streams of mediation work that the OIPM currently provides:

Community-Police Mediation Program

Referred by PIB through the Formal Disciplinary (FDI) Investigation Process

This is the original program that began at OIPM in 2014, and continues to be the main component of our mediation work. This program involves complaints that are marked as Formal Disciplinary Investigations (FDI) by PIB.

These complaints are referred to us by PIB if they are eligible for mediation according to NOPD Policy Chapter 52.3. Mediation is offered as an alternative to the traditional investigation process.

Note About Mediation Data

Until 2024 when we began offering Post-Investigation Mediation, this was the only stream of mediation referrals, therefore all the information and data presented in previous Annual Reports would fall under this type of mediation.

Now that we have additional types of referral processes with different eligibility parameters, the OIPM will track, document, and report according to the type of case so that we can correctly compare data to previous years and also evaluate effectiveness of the different types of services offered.

Starting with this 2025 Annual Report, we have broken data and graphs down accordingly.

Post-Investigation Mediation

Referred by PIB through the Cleared By Camera (CBC) Process and OIPM Selection and Referrals

Beginning in 2024, we began offering Post-Investigation Mediation. This offers officers and community members a chance for mediation after the complaint investigation has concluded, if it was marked by PIB as Not-Sustained, Exonerated, or Unfounded. While the goals of mediation and the process are the same as our regular program, this expands the option of mediation and allows people to engage without giving up their opportunity for investigation. For example, if a community member is dissatisfied with the investigation outcome, this is a chance to be heard, gain clarity, and share their perspective.

Referrals can come in different methods:

1. A community member or officer can request mediation;
2. The OIPM can refer cases, either that have come to our attention or by pulling a report of eligible cases from the IAPro database;
3. The PIB can refer cases.

Cleared by Camera

In 2025, PIB began referring cases that were Cleared by Camera (CBC). These are cases in which PIB has determined the outcome by watching the Body Worn Camera footage according to their Policy Chapter 52.1 (67-71)

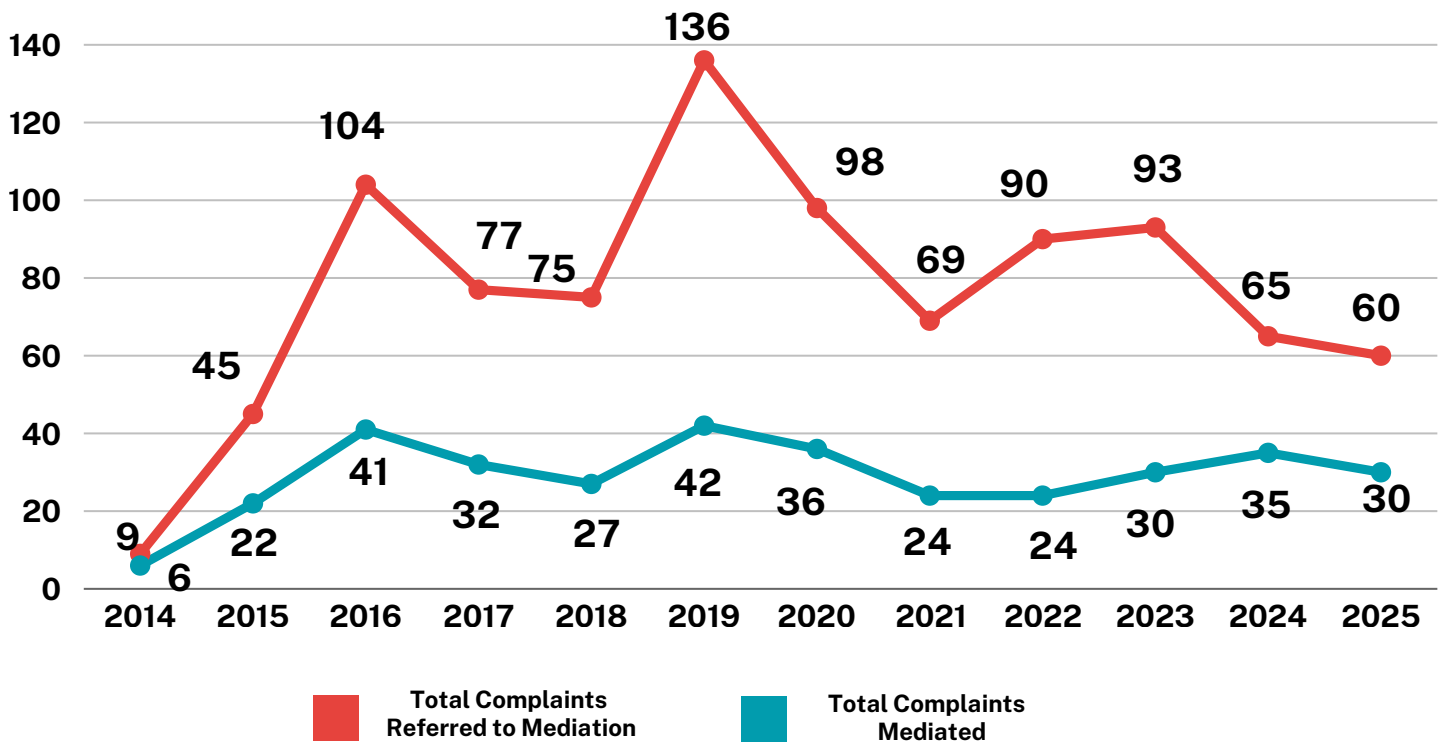
District-Based Community Mediation

Referred by District Captains and District Staff, Self Referred by Members of the Community

In 2025, we piloted a new initiative: District-Based Community Mediation. This program addresses conflicts in the community where calling the police is not providing a sufficient solution. For disagreeing parties, our mediators can now help facilitate a dialogue and support community members to find a solution. Some examples include disputes around noise, parking, property lines/fences, lighting, garbage, or pets. The service is geared towards families, business owners, or neighbors and the goal is to use mediation to save police resources, prevent issues from escalating, and help create sustainable solutions.

Referrals can be received directly from community members or from officers who have responded to a call for service and think mediation could be helpful. We have provided outreach materials and a simple online referral form so that any officer or community member can reach out with a referral. Officers now carry a business-card sized info card that they can hand out to members of the public they encounter that could benefit from mediation.

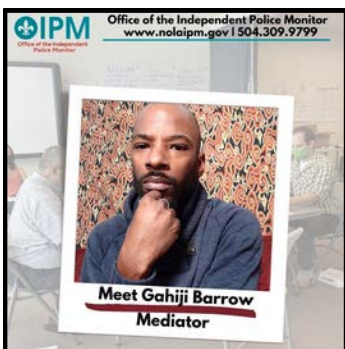
FDI Referrals to the Community-Police Mediation Program



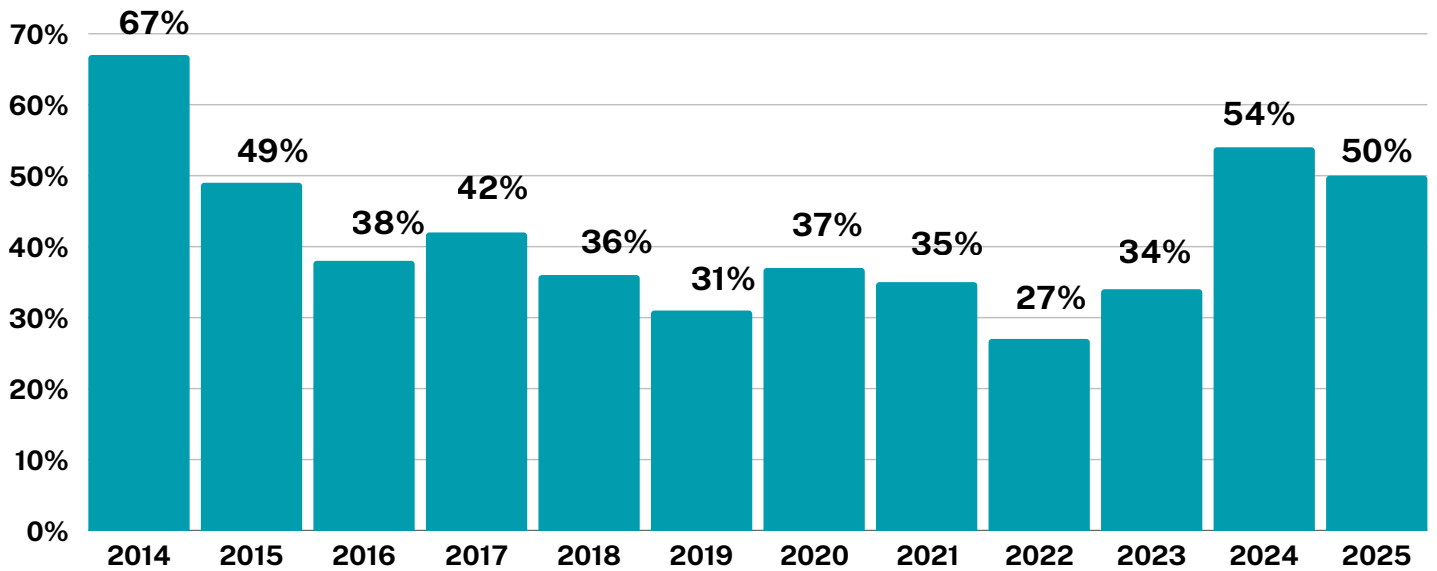
**The Mediation Program launched in October 2014, so the 2014 numbers are particularly low because they include only 3 months - October through December 2014*

The above graph shows the total number of both FDI referrals and mediations each year since the program launched in 2014. In 2025, a total of 60 FDI complaints were referred to mediation by the PIB, and 30 of them were mediated.

Each year, the OIPM tracks patterns in case referrals, declines, and accepting rates. The OIPM meets regularly with PIB leadership to work together to ensure all eligible cases are referred for mediation and identify challenges the program may be facing in the year. The OIPM and PIB work together to discuss issues, find resolutions, and establish check-ins to monitor progress.



Percentage of FDI Cases Mediated out of the Total Cases Referred by PIB



*The Mediation Program launched in October 2014, so the 2014 numbers are only for 3 months - October through December 2014.

The chart above shows the percentage of cases mediated out of total cases referred by PIB over the past 11 years that the program has existed. The percentage of "yesses" to mediations has remained fairly consistent, with an average of 30-40% of referred cases going forward to mediation. This percentage is higher than what other community-police mediation programs across the country report. Experts in the field cite that a 10% yes rate is considered good. In 2022, the OIPM saw this acceptance rate decrease to 27% but in 2024, the rate increased to the highest point since 2014 at 54%.

In 2025, the rate remained high at 50%.

While the percentage of individuals agreeing to mediate fluctuates, it is important to consider the fact that for many community members, it takes a lot of courage, time, and trust to come forward and file a complaint in the first place, let alone participate in a face-to-face conversation about something that often feels very emotional and vulnerable.

Every year, the OIPM is grateful to the community members and officers who are willing to participate in mediation and be open to listening and sharing their perspectives.

Community-Police Mediation Program

Referred by PIB through the Formal Disciplinary (FDI) Investigation Process

This is the original program that began at OIPM in 2014, and continues to be the main component of our mediation work. This program involves complaints that are marked as Formal Disciplinary Investigations (FDI) by PIB.

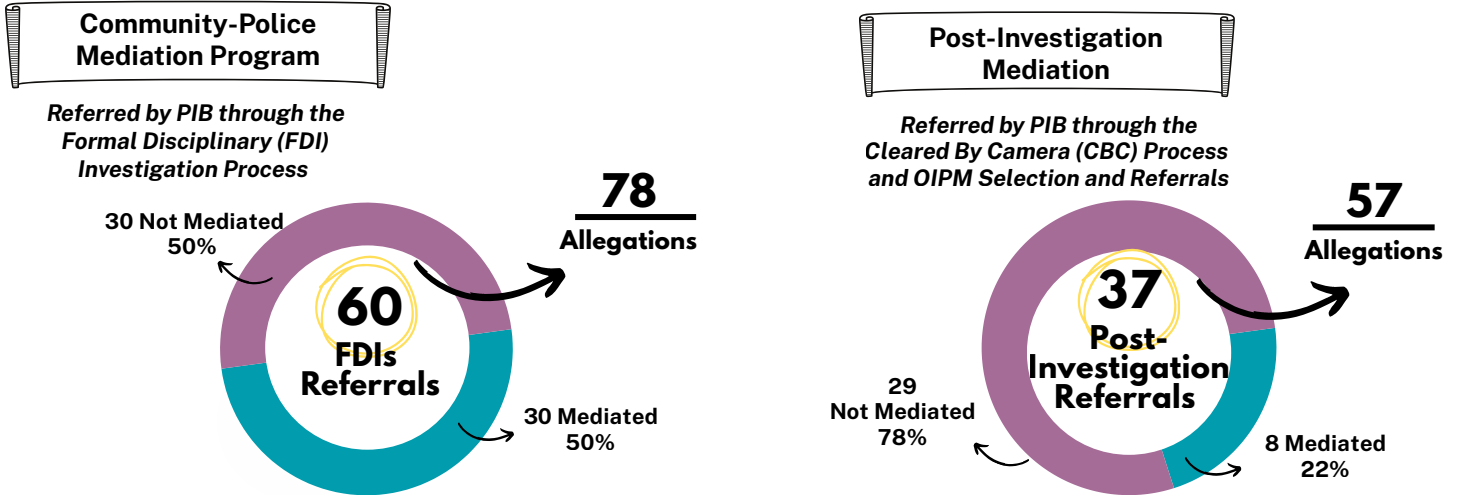
These complaints are referred to us by PIB if they are eligible for mediation according to NOPD Policy Chapter 52.3. Mediation is offered as an alternative to the traditional investigation process.



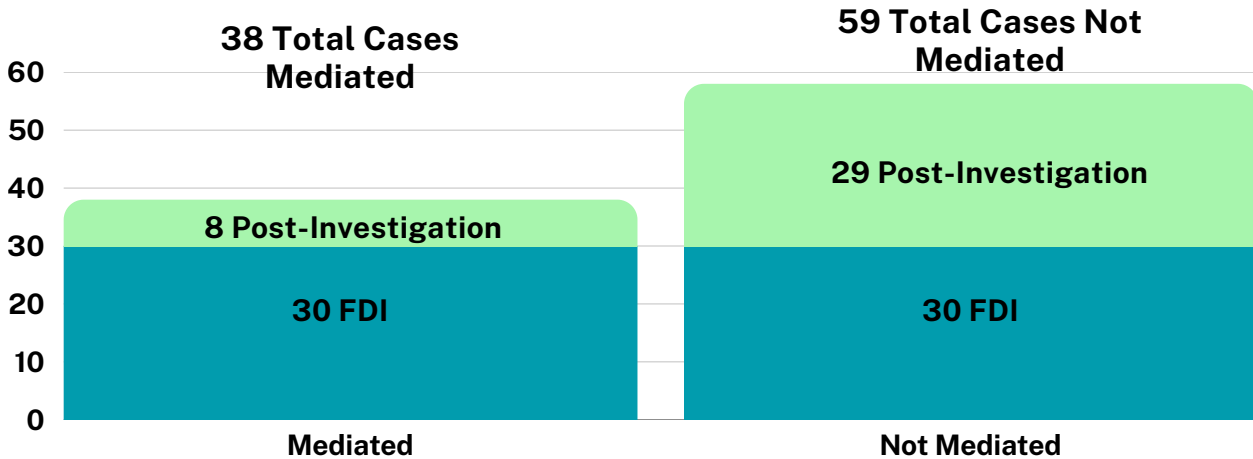
2025 Referrals for Mediation Programs

The Public Integrity Bureau (PIB) of the NOPD determines which FDI complaints are referred to mediation. For post-investigation mediation, referrals come from PIB, the community, and from OIPM. As previously stated, the types of complaints that are most often referred to mediation are those that allege lack of professionalism, neglect of duty, or discourtesy. Some complaints contain multiple allegations and multiple officers; hence the total number of allegations is greater than the total number of complaints referred. Therefore, there are two numbers. The number of allegations and the number of referrals.

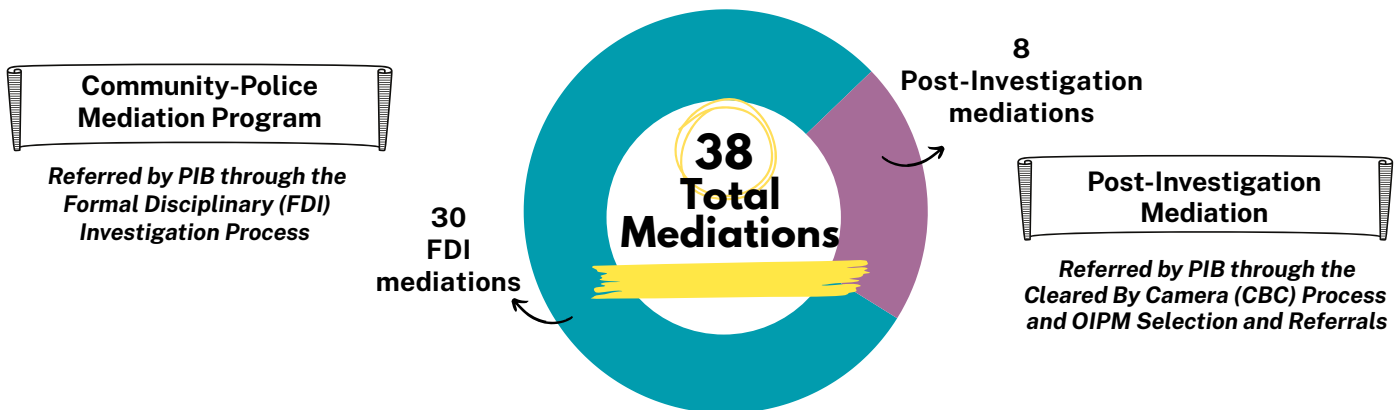
Below is information regarding the referrals made to the Community-Police Mediation Program in 2025 and the outcomes. The term referrals and cases are used interchangeably.



2025 Outcomes of Referrals - Stacked of FDI and Post-Investigation



2025 Total Number of Mediations



Why Decline Mediation?

32% of Cases
Civilians Declined Mediation

Of the FDI mediation referrals that the OIPM received in 2025, 32% of the eligible cases (19 out of 60) were not mediated because the civilian involved in the incident (the complainants) declined mediation. This percentage is consistent with civilian refusals from the prior year. In 2024, 32% of eligible cases were declined by civilians and in 2023, 40% of the eligible cases were not mediated because the civilians declined mediation. This reflects a continued improvement from 2023, when civilian refusals were higher.

8% of Cases
Officers Declined Mediation

In 8% (5 out of 60) of the eligible cases referred, the officer declined mediation because they preferred an investigation or did not want to participate in a conversation with the civilian. This reflects an increase in officer refusal rate from the prior year. In 2024, 3% of eligible cases were declined by officers, and in 2023, 12% were declined. Even with the small increase this year, officer participation remains stronger than it was in 2023, and the overall trend continues to move in a positive direction. The OIPM is continuing to support this progress by expanding officers' understanding of the benefits of mediation through outreach presentations, informational materials, and ongoing conversations with both leadership and rank-and-file officers.

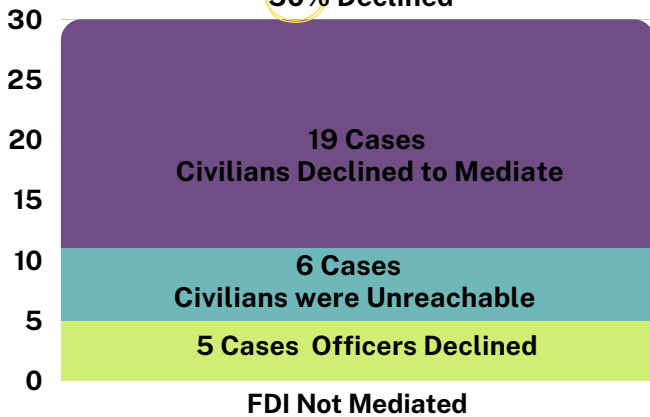
2025 Declines of Referrals - FDI and Post-Investigation Mediation

Community-Police Mediation Program

Referred by PIB through the Formal Disciplinary (FDI) Investigation Process

FDI Cases

30 out of 60 referrals
50% Declined

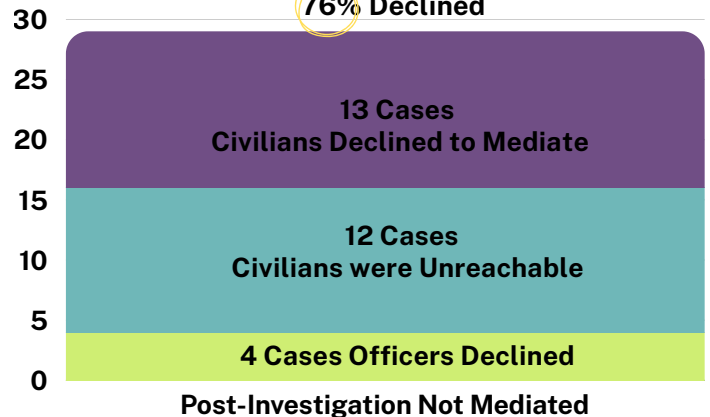


Post-Investigation Mediation

Referred by PIB through the Cleared By Camera (CBC) Process and OIPM Selection and Referrals

Post-Investigation Cases

29 out of 38 referrals
76% Declined



61% of the civilians in FDI cases who were reachable agreed to mediate. Slightly down from 65% in 2024.

The OIPM conducts intake conversations with each complainant to offer them mediation, explain the process, and answer questions. It is a voluntary process that we offer for all eligible complaints. Some complainants are eager to participate and others decline. Each person and case is unique, but some of the reasons we heard this year as to why civilians did not want to participate in the mediation program were:

- Civilian didn't think it would help this officer change his behavior.
- The civilian didn't have time to mediate because of family, job, or medical issues.
- Civilian was sick or had other health issues.
- Civilian didn't feel safe in presence of officer or wants to be anonymous.
- Civilian already received an apology from NOPD and felt the matter was resolved.
- Civilian preferred the complaint be investigated through the traditional complaint investigation process.
- Civilian feels traumatized and does not wish to talk with officer.
- Civilian wants to pursue civil litigation.
- Civilian doesn't think they will get what they want out of mediation.
- Civilian doesn't want to waive the investigation of complaint.

90% of officers agreed to mediate. Slightly down from 95% in 2024.

70 out of 78 officers; some cases involved multiple officers, so the number of officers is greater than the number of cases.

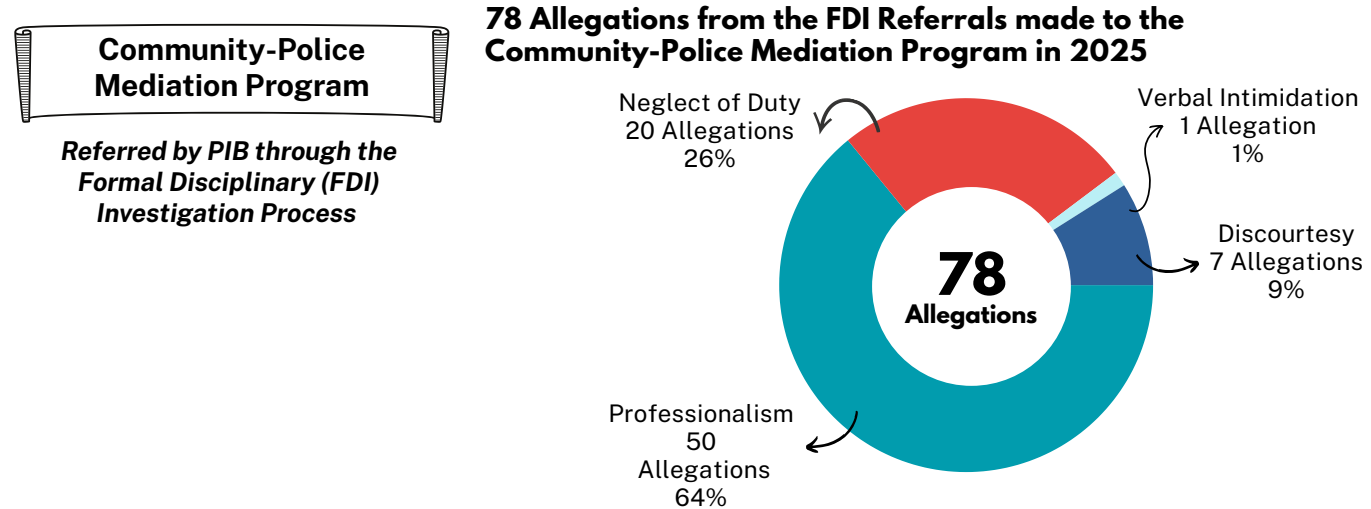
Eligible for Mediation

The Public Integrity Bureau (PIB) of the NOPD determines which FDI complaints are referred to the Mediation Program, in adherence to NOPD Policy Chapter 52.3. The types of complaints that are most often referred to mediation are those that allege lack of professionalism, neglect of duty, or discourtesy.

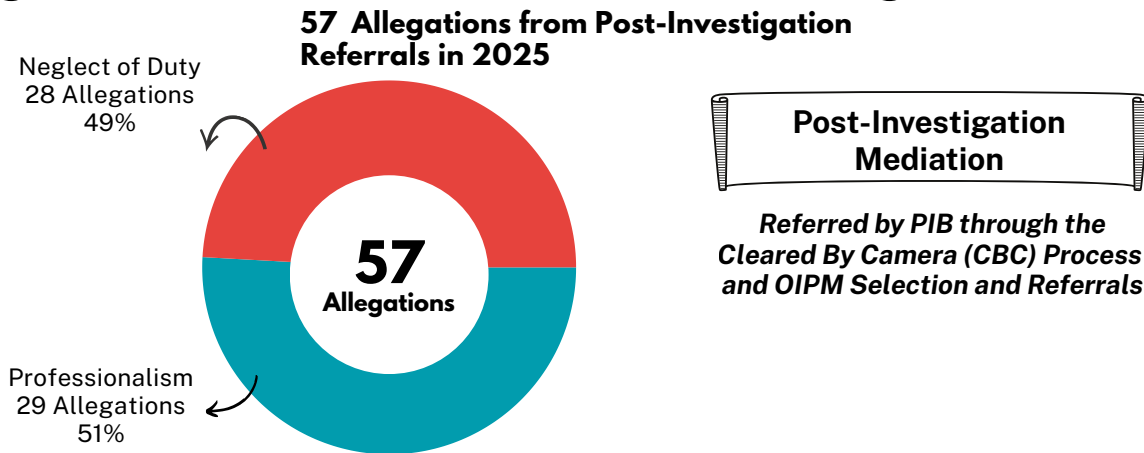
Complaints such as unauthorized use of force, unlawful search, and criminal allegations are ineligible for mediation and continue through the complaint investigation process by the PIB.

Some complaints contain multiple allegations and multiple officers; hence, the total number of allegations is greater than the total number of complaints referred.

Eligible for Mediation - FDI



Eligible for Mediation - Post-Investigation Mediation



2024-2025 Mediation Team



Who are the Mediators?

The New Orleans Community-Police Mediation Program (CPMP) has a total of 41 active mediators on its roster. All mediators are community members who volunteer for the program and have been selected from a competitive application and recruitment process. They come from a variety of backgrounds and are committed to improving community-police relationships through dialogue. Approximately every two years, the program recruits and trains new mediators. In 2022, the OIPM partnered with the Re-Entry Mediation Institute of Louisiana (REMILA) to cross-train mediators and expand our mediator pool. In 2024, OIPM trained a new cohort of 15 new mediators, pictured above.

How are Mediators Selected?

Mediators are selected based on the following characteristics:

- Availability and flexibility of schedule
- Empathic communication and listening skills
- The ability to hold space for intense emotions
- The capacity to demonstrate competence, composure and neutrality (open to hearing others' opinions and perspectives and an ability to put aside one's own biases)
- Commitment to improving community-police relationships
- Comfortable with constructive feedback and ability to learn a new process
- Reflect the diversity of our community based on age, race, gender, ethnicity, and income

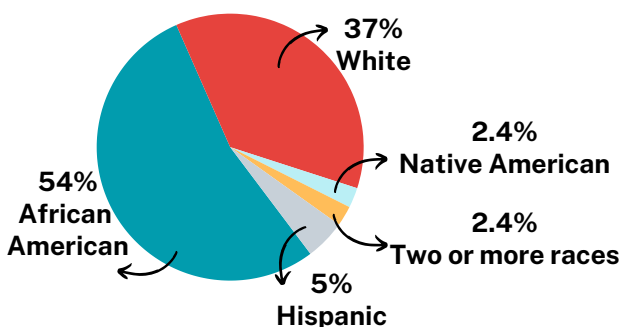
Mediator Training

Mediators receive an initial 50 hours of CLE-approved specialized mediation training and attend monthly professional development trainings throughout the year to maintain and build their skills. The 50-hour New Mediator Training takes place every two years over 6 days. Four NOPD officers also participate in the full training. The officers participate as role players, giving the mediators realistic practice and also help provide important insight into the perspective of officers. They receive training in communication and mediation, which they bring back to their job and also serve as ambassadors to the mediation program so that other officers can ask questions and get information about what to expect in mediation. The most recent cohort of mediators was trained in March 2024. Our next training is set to be in November 2026, but we are pending budget approval and anticipate the possibility of rescheduling for 2027 due to city-wide budget cuts. In addition to the initial 50-hour training, we host monthly in-service professional development sessions for all mediators to strengthen skills and practice via role plays and workshops.

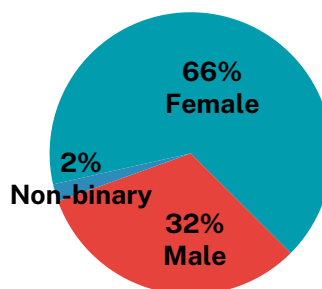
2025 Mediator Demographics

In assigning mediators, the CPMP aims to match the demographics of mediators to that of the participants as much as possible, so it seeks to recruit mediators with the greatest diversity and range possible of gender, age, race, ethnicity, language, education, sexual orientation, and socio-economic background.

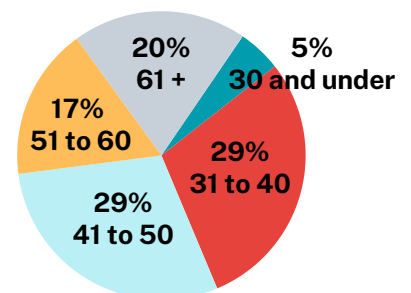
Race and Ethnicity



Gender of Mediators



Age of Mediators



2025 Mediation Surveys

The Community-Police Mediation program commits to providing the following in every mediation experience:

- **Accessible**
- **Safe, Comfortable Space**
- **Neutral & Non-Judgemental**
- **Opportunity to Speak and Be Heard**
- **Confidential**

The Community-Police Mediation Program conducts surveys upon the completion of the mediation. These surveys are an opportunity for the participants to give feedback on their mediation experience. The surveys help the OIPM to monitor the quality of the program, understand its impact, and identify gaps that need to be addressed, such as things to add to the intake process, areas where mediators need additional training, or how to make the process more accessible to all.

The surveys are also an opportunity to learn if and how the mediation impacted the participants' understanding of policing or the community, how they would make changes based on what they learned, and if this service is something the participant would recommend to others. The survey data here combines all mediations conducted in 2025 - both FDI and post-investigation cases.

Quality Control

Are participants satisfied with the services we committed to providing and the quality of the service? In these questions we ask about the overall process, professionalism, and staff.

83%

of the Civilian Participants Surveyed (19/23) were Satisfied with the Mediation Process

90%

of the Civilian Participants (19/21) Surveyed Agreed that the Mediators Listened to What I had to Say Without Judging My Ideas or Words.

90%

of the Civilian Participants (19/21) Believe That Mediation Staff were Professional and Helpful



Civilian Feedback From Mediations

“The thing I like best about the process is that the mediators were good about staying on topic.”

“Everyone was able to express themselves in the mediation.”

“The power of perseverance, the importance of integrity, and the value of community engagement is what I took away from this experience.”

“The mediators were respectful, understanding, and professional.”

“My takeaway from this experience is that it's helpful in getting results.”

“I learned that one of the officers was a military veteran and the other one was a former football player.”

“I would like to share that this should be done with more families who have issues with the police.”

“I think that the mediation program is a wonderful idea.”

“The importance of keeping an open mind is what I took away from this experience.”

Civilian Input on the Value of Mediation Over Investigation

83%

of the Civilian Participants (19/23) Surveyed Agreed that mediation is a better option than NOPD's traditional investigation process because it is an opportunity for them to be heard and explain their perspective and expectations.



Officer Feedback from Mediations

“What I liked best about the mediation process is that it gave police and community an opportunity to understand more.”

“Being able to talk to the person and hear their complaint is what I liked best about the mediation.”

“Speaking to and educating the citizens about police protocol is what I like about the process.”

“Having an opened, unfiltered discussion that is anonymous is what I appreciated.”

“That this is an alternative to the traditional disciplinary process is what I liked about mediation.”

“I took from this experience that the people want to be respected most of all.”

“I love what the mediation team is doing.”

“I would like to share that mediation should be used more often.”

“My experience from the mediation is that accountability is critical.”

86%

of the Officer Participants (24/28) Surveyed were Satisfied with the Mediation Process

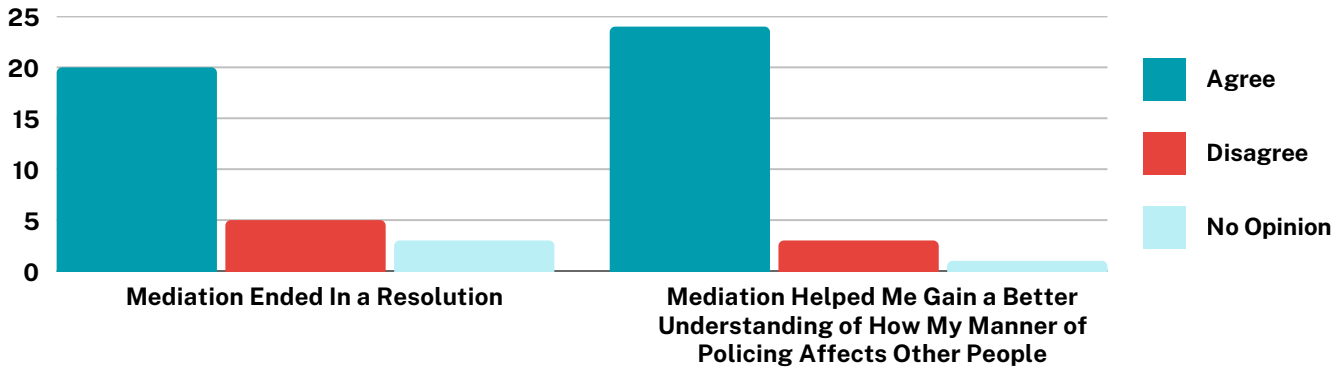
100%

of the Officer Participants (28/28) Surveyed Agreed that the Mediators Listened to What I had to Say Without Judging My Ideas or Words.

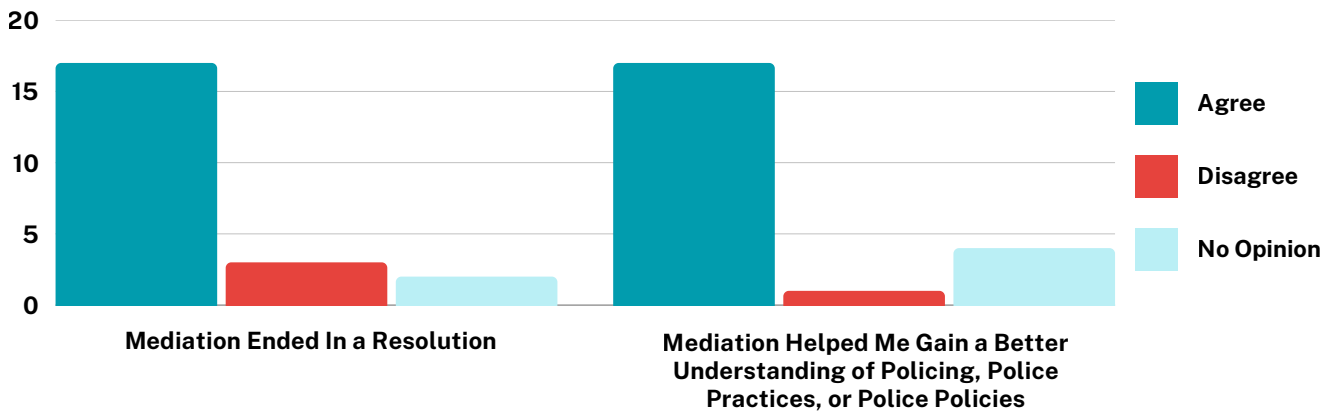
Outcomes, Impact, and System Evaluation

The mediation surveys posed questions to learn if the participants left the mediation satisfied or with a stronger understanding of policing and NOPD policy or the community experience.

Officer Participants Outcome and Impact



Civilian Participants Outcome and Impact



“The ability to speak directly to the source is what I liked best about the mediation.”

Civilian Participant, 2025



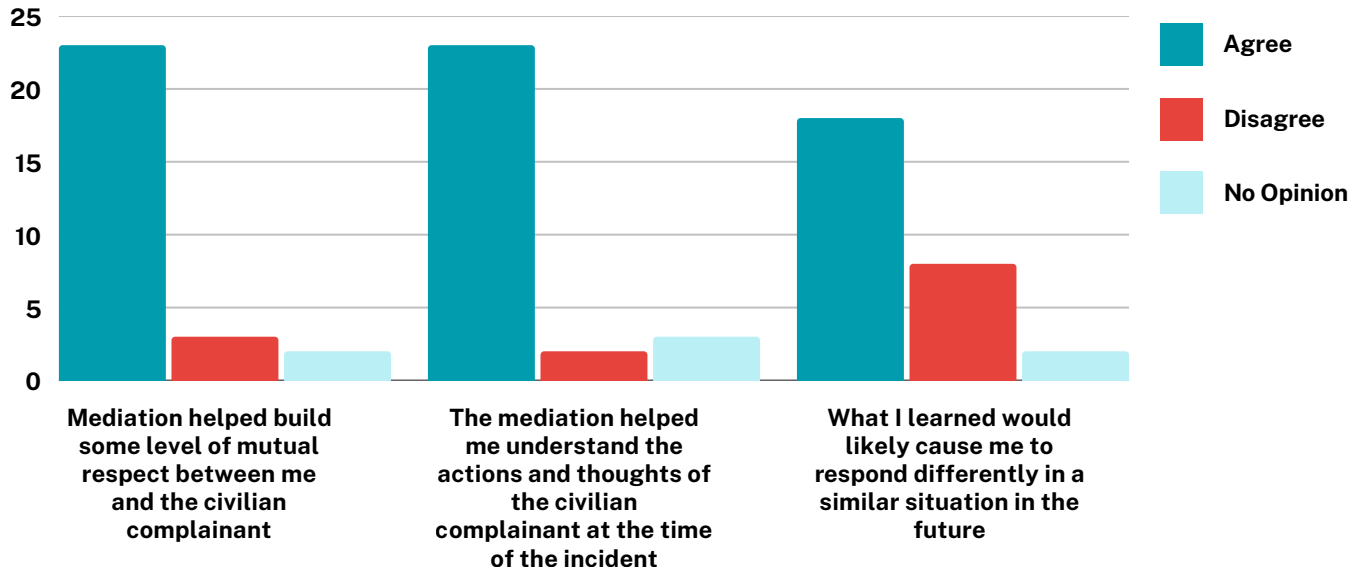
“Best thing about the mediation is how it allowed me to explain myself without judgement.”

Officer Participant, 2025

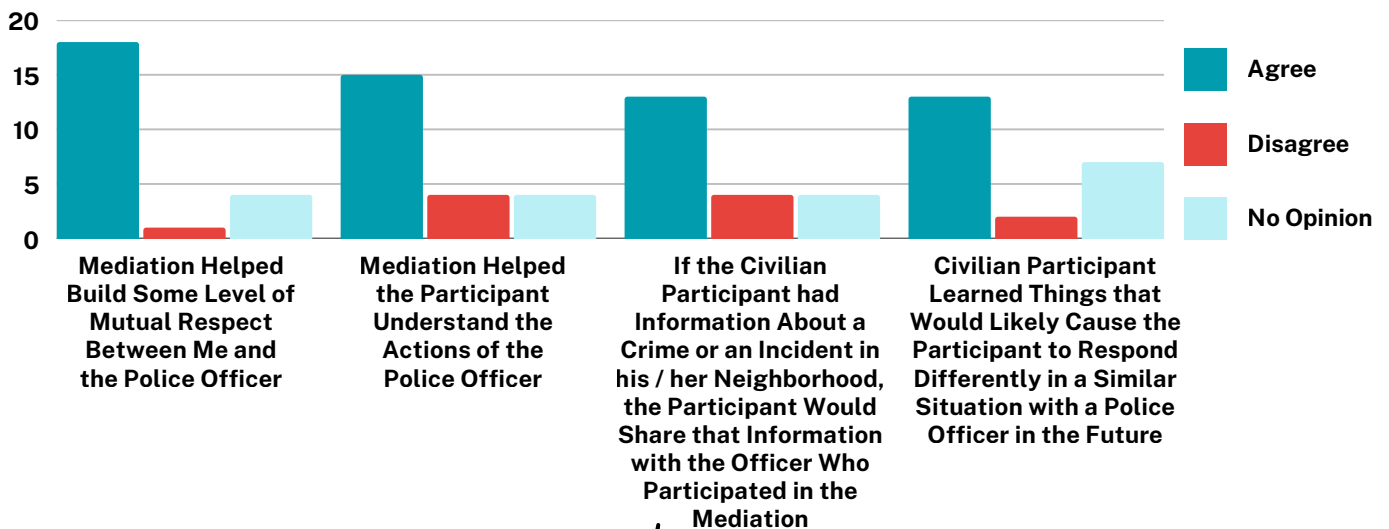


Do the participants feel changed by the experience and the sharing of perspectives? Did they build stronger understanding of each other?

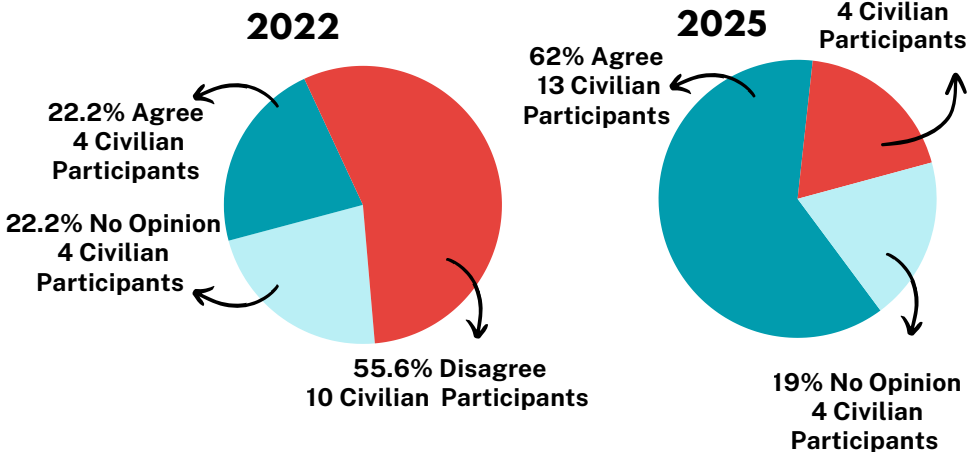
How Mediation Changed the Perspective of Officer Participants



How Mediation Changed the Perspective of Civilian Participants



Check out the change between 2022 and 2025 in this response

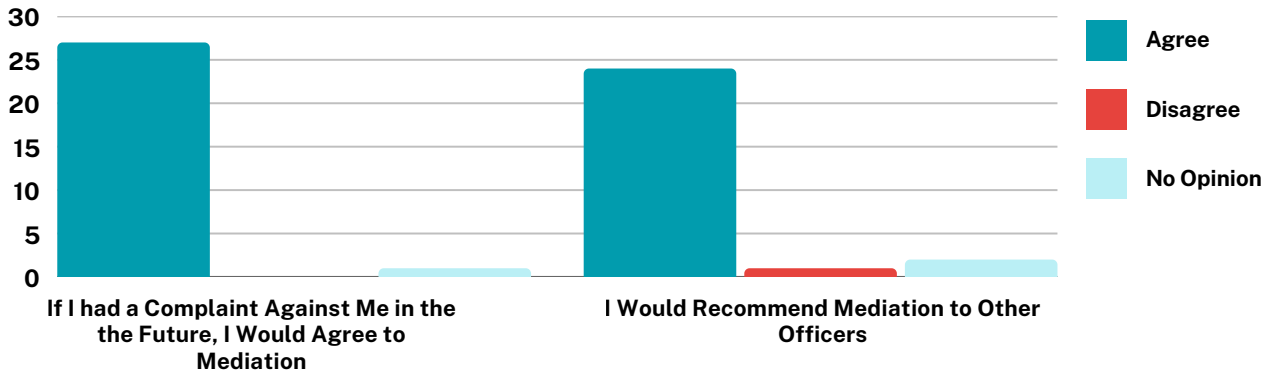


The OIPM wants to highlight this important change from 2022 to 2025 in the responses from our Civilian Participants. One of our goals in offering mediation is to build trust between the community and the NOPD. This is often captured in the answer to this question regarding whether the Civilian Participant would be willing to work with this officer again in the future. Whereas in 2022, **only 22.2%** of our Civilian Participants would be willing to provide information regarding a crime to the officer who participated in mediation with them, now, **in 2025, 62% agreed they would share information.** That communicates an increase in trust in and cooperation with the NOPD.

Recommend Mediation

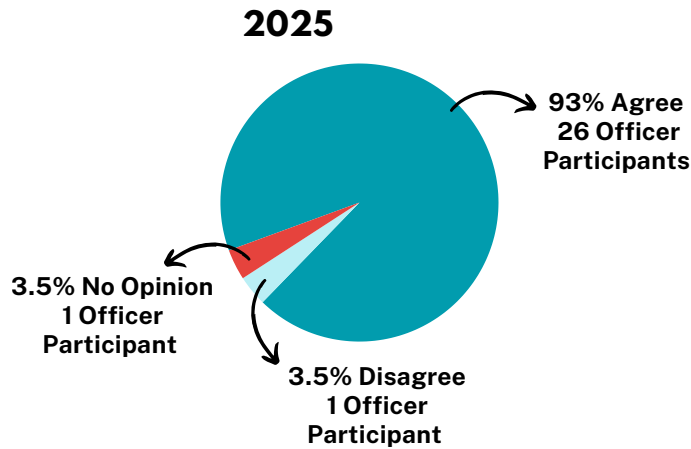
Did the participants leave feeling that the mediation process was better than the PIB process and that they would recommend the mediation option to others in the future?

Would **Officers** Participate in Mediation Again or Recommend It Moving Forward

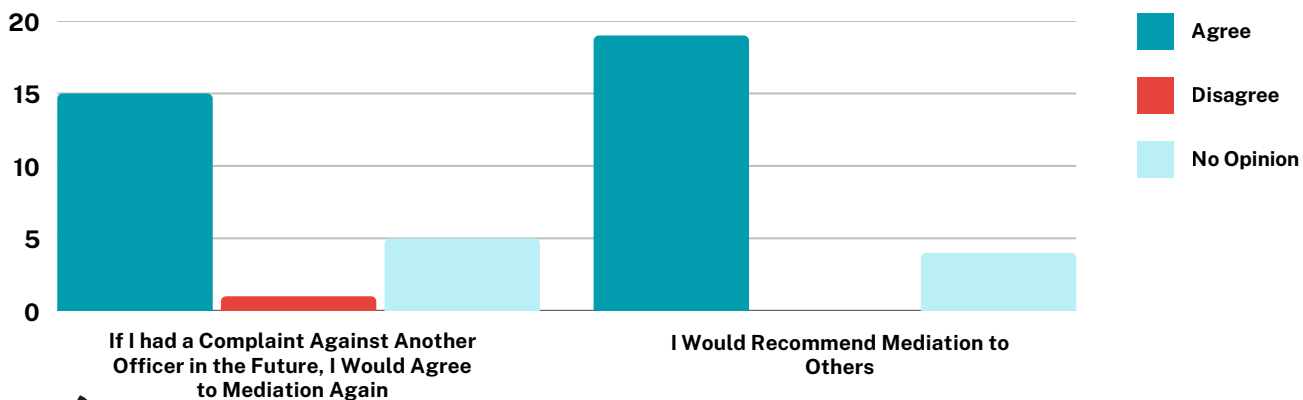


Officer Input on the Value of Mediation Over Investigation

The majority of officer participants normally agree that mediation is a better option than the traditional complaint investigation process by the Public Integrity Bureau (PIB) because it's an opportunity for officers to feel heard and understood and explain policing practice and policy. **In 2025, 93% of the officer participants agreed that mediation was a better process than traditional investigation compared to 86.8% in 2024.**



Would **Civilian** Participate in Mediation Again or Recommend It Moving Forward



In 2025, the OIPM was happy to see a continued high participation rate for Civilians and Officers in the Community-Police Mediation Program and report a positive, impactful, and respectful experience in the mediation. **Of the Civilian Participants surveyed in 2025, 68% of them stated that if they had a complaint against another officer in the future, they would be willing to mediate again.** This is a win to the OIPM and what we want to hear - that the community (and NOPD) believes in the value of the program. We hope to see this number continue to stay elevated in the coming year.



Above, the OIPM hosts a public forum in the Treme NORD Center. This forum was for the public to provide input to the 2026 NOPD Academy Curriculum. Chief Johnson, the Curriculum Director for the NOPD, attended the public forum to answer questions about officer training and to directly receive feedback on training needs.

Community Engagement and Public Outreach



Above, the OIPM sits on a panel with Sheriff Susan Hutson and a representative from Sexual Trauma Awareness and Response (STAR) to discuss sexual assault and child abuse issues with the community. This public forum was hosted by the New Orleans United Front (NOUF)

Community Engagement and Public Events

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, to meet with police associations, and conduct public outreach meetings and engagement activities.

In this section of the Annual Report, the OIPM explains the community outreach and public events that the OIPM coordinated or participated in over the last year. These events were held virtually and in person. The OIPM counted some media activities in these numbers since through the media, the OIPM is able to engage with and reach more of the people in New Orleans.

Community Engagement by Location and Type

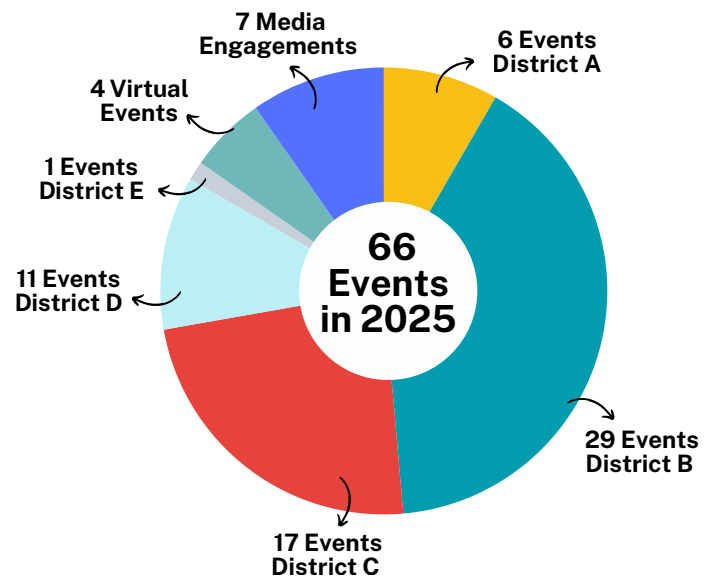
Under the statute that created the OIPM as an independent office, the OIPM was designed to ensure public accountability and engagement with the NOPD. The statute states that the OIPM is to hold at least five public outreach meeting events at least once every four months and meet with each police association a minimum of three times each year.

In 2025, the OIPM focused on strengthening its connection to the community through engagement with community members, police associations, and local groups, both virtually and in person, to gather feedback on the NOPD's performance.

Key efforts included: another great ceremony of remembrance on National Day Against Police Brutality, holding Public Forums on French Quarter Initiatives and Facial Recognition Technology, the continuation of Monitor's Mic Radio Show, meeting with the police associations on projects and shared concerns, the continued development of a potential data dashboard to make NOPD's data more available and transparent to the community and advocating for their increased role in NOPD and community involvement.

On the following pages are descriptions of the public engagement events the OIPM participated in according to council district.

2025 Community Engagement by Type



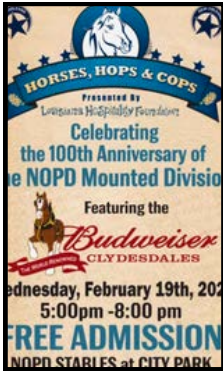
2025 Community Engagement: In Person & Virtual



Community Outreach and Events By District

District A

- NOPD Hops & Cops at Stables
- Mediator Meet and Greets in Midcity at Wrong Iron
- Next of Kin Quarterly Meeting at the First Baptist Church
- Loyola Law School Panel and Career Event
- Consent Decree Termination Hearing at Loyola Law School



District D

- OIPM Presentation to the NOPD's Citizen's Academy at NOPD Academy sessions in spring and summer
- NOPD Training Advisory Committee Meetings
- National Day of Remembrance Walk and Ceremony at Bunny Friend Park
- IPM led training about Oversight and Monitoring at NOPD Training Academy
- NOPD Training Video Approval Committee Meeting at NOPD Academy



District E

- March Participation in ACLU and Justice Lab "Self-Empowerment Clinic" regarding police misconduct in the Lower 9th Ward



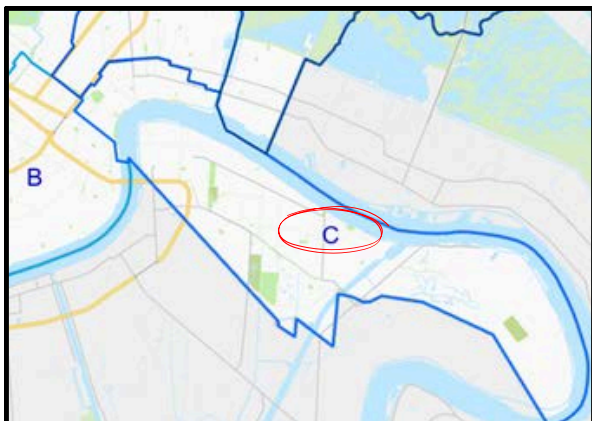
District B

- OIPM Presentations at the Criminal Justice Committee Meetings at City Council - Quarterly
- National Day Against Police Brutality at City Hall
- Graduation for NOPD Recruit Class 203 at Gallier Hall
- Graduation for NOPD Recruit Class 204 at Gallier Hall
- NOPD Promotion Ceremony at Gallier Hall
- NOPD Lieutenants Promotional Ceremony at Gallier Hall
- NOPD Award Ceremony at Gallier Hall to Recognize Officers Who Served and Responded to the Bourbon Street Attack
- Night Out Against Crime at Central City Christian Fellowship Church
- Public Safety Walk and Mardi Gras Monitoring w/ NOPD Leadership
- Monitoring Super Sunday Uptown at AL Davis Park
- Monitoring St. Joseph's Night Uptown at AL Davis Park
- Protest Monitoring at NOPD Headquarters
- Night Out Against Crime at Rosenwald Recreation Center
- Mediator Meet and Greets and In-Service Trainings at OIPM and in Midcity - multiple
- Community-Police Mediator Program Roll Call Presentations



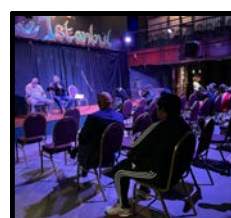
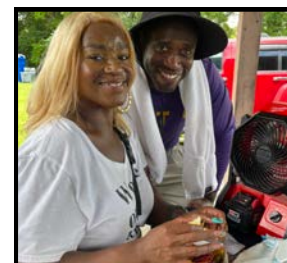
Community Outreach and Events By District

District C



- New Orleans United Front (NOUF) Monthly Townhall at Café Istanbul - multiple times
- Forum at Café Istanbul hosted by New Orleans Alliance Against Racist & Political Repression regarding Police Corruption
- Discussion and Event for “Fire on the Levee” about police misconduct post-Hurricane Katrina at Baldwin Books
- Led Public Forum at the Treme Center regarding French Quarter and Bourbon Street safety
- Participated in the Public Meeting hosted by the NOPD and Vieux Carré Property Owners, Residents, & Associates to discuss the Bourbon Street Security Plan

- Spoke at the New Orleans United Front (NOUF) panel with Sheriff Susan Hutson and STAR representative at the Healing Center in the Marigny
- Judges for District C Annual Crawfish Boil in Algiers hosted by Councilmember Freddie King, III
- OIPM Presented to the GNO Executives Association
- Public Forum with NOPD’s Academy Director Duane D. Johnson at Treme Center
- Mediator Meet and Greet Event and In-service Training in Marigny
- Facial Recognition Public Forum at the Treme Center w/ Councilmember Thomas, Edith Romero (EOS), Sarah Whittington (ACLU-La), Lt. David Barnes (NOPD)
- OIPM presented Community-Based Mediation at First District Roll Calls
- Memorial Celebration for Kim Groves at Café Istanbul
- Memorial for Fallen First Responders and First Inspection at Jackson Square
- PCAB Meeting for NOPD’s 4th District



Media Interviews

- WDSU interview regarding the Consent Decree entering into the sustainment period
- FOX8 interview regarding the Consent Decree entering into the sustainment period
- Nola.com interview regarding the Consent Decree entering into the sustainment period
- Interview with Times Picayune regarding facial recognition software
- Times Picayune Interview concerning an officer involved shooting
- Interview with Associated Press regarding officer involved shooting
- Interview with Nola.com regarding termination of consent decree
- WWLTV Interview regarding the Consent Decree entering into the sustainment period

Virtual

- Community-Police Mediation Network Meeting
- National Mediation Programs Call
- Mediator Training via Zoom
- Women in Oversight Roundtable - Hosted by George Mason University

National Day Against Police Brutality

In November, the OIPM, in collaboration with the community organization Families Overcoming Injustice, hosted a community vigil on the steps of City Hall to mark the National Day Against Police Brutality. This event was open to everyone and centered on uplifting the families most directly impacted by officer-involved violence.

Families Overcoming Injustice is a local organization created by and for the families and friends of those who have lost loved ones due to officer involved shootings or deaths in officer custody. Some of these deaths are murders and some are found to be the result of justified force, but all these deaths matter and need to be remembered. The OIPM believes all people deserve to be safe during a police interaction, and this includes officers and members of the public.

On the National Day Against Police Brutality, the country reflects on those we have lost due to violence committed by law enforcement, raising awareness, and discussing a way forward. At the National Day of Police Brutality we say the names of the individuals who have died or were killed in officer interactions, and we remember their lives. We recommit to police reforms designed to reduce force, deescalate or eliminate unnecessary police engagement. The vigil provided space for reflection and remembrance.

In response to feedback received in prior years, the OIPM intentionally shifted the structure of the event to focus more directly on impacted families. Rather than centering elected officials or organizational partners as speakers, the microphone was left open for families and attendees to share their experiences in their own words. An art station was also provided, allowing participants to create art pieces in honor of their loved ones.

The OIPM thanks all who attended and stood in community to acknowledge the collective impact of these losses and to recommit to police reforms designed to reduce force, deescalate, or eliminate unnecessary police engagement.



Virtual and Social Media Community Engagement

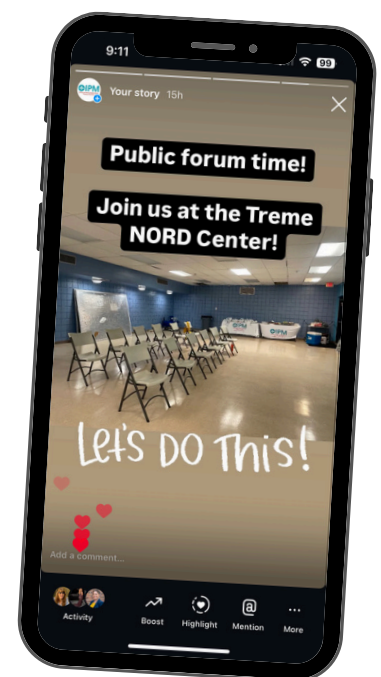
The OIPM uses social media as a form of virtual public outreach and as a means to share and gain vital information. The OIPM currently has a Facebook (@New Orleans Independent Police Monitor), Instagram (@nolaoipm) and a newly created TikTok account (@nolaoipm) dedicated to pushing informational content easily to the community and engaging with the public.

Share and Gain Vital Information

Through social media platforms, the OIPM learns of public interactions with the police. Users can reach out to the OIPM to share concerns or videos about police interactions. Frequently, the OIPM comments under a posted video or picture and this will cause an engagement with someone who previously did not know of the office or the services we provide. Through social media, the OIPM identifies uses of force or questionable police presence faster than waiting for a complaint to be filed or a different notification method.

Virtual Public Outreach

Social media is a wider audience than those who show up in person to OIPM events. Through posts that showcase our data, reports, and recommendations, more people can learn about oversight and send feedback or start discussions in the comments. Our posts explain new laws, policing practices, and breakdown court rulings in order to inform the community of legal findings and policing developments. This is material we also discuss during our public forums, but by posting, more people can get the information and benefit from our services even if they cannot show up to a townhall or a public forum.





Above, Kiah Howard of the OIPM, holds a sign at the National Day Against Police Brutality event cohosted with Families Overcoming Injustice held at City Hall.

Final Reflections and the Year to Come

Final Reflections

This report is an opportunity to reflect on the work we have done, the role we play, and how that role continues to change. Each year, the annual report helps us look at the quantity of our work, the range of issues we address, and the quality of what we produce. It is also a chance to step back and assess our impact on the department and the community.

As detailed throughout this report, 2025 was a turning point for policing and oversight in New Orleans. At the start of the year, the Consent Decree was still in place, but the City, the Department of Justice, and the Court were actively considering what would come next. By the end of the year, the Court granted the Joint Motion to Terminate the Consent Decree, formally ending over a decade of federal oversight and moving the City into a new phase of local accountability.

This shift changed the landscape for everyone involved. The NOPD is now responsible for maintaining compliance without federal oversight. The community is adjusting to what accountability looks like without the structure of the Consent Decree. And the OIPM must continue its work in a space that is no longer guided by federal monitoring, but still requires strong, independent oversight.

Throughout this transition, the OIPM remained present, engaged, and active. We monitored critical incidents, major events, and daily police activity. We provided real-time information to the public, answered questions about the Consent Decree and its termination, and worked to explain what these changes mean for policing in New Orleans. We continued to attend hearings, observe investigations, and assess whether police actions were lawful, safe, and in line with policy.

We also continued to expand how we connect with the public. Through community forums, public events, and the Monitor's Mic, we created more opportunities for people to ask questions, raise concerns, and better understand how policing and oversight work. These efforts were especially important during a year filled with uncertainty, misinformation, and strong public interest in the future of the police department.

At the same time, 2025 highlighted both progress and ongoing challenges. The termination of the Consent Decree reflects years of work and reform, but it does not mean the work is done. The need for accountability, transparency, and trust remains. The OIPM continues to hear concerns from the community and see areas where improvement is still needed.

This year marked the end of one chapter, but not the end of oversight. The OIPM remains committed to its role in ensuring that policing in New Orleans is constitutional, accountable, and responsive to the community. Below are some of the milestones we achieved with your support:

66 Community Outreach Events

34 Monitor's Mic Shows Aired on WBOK

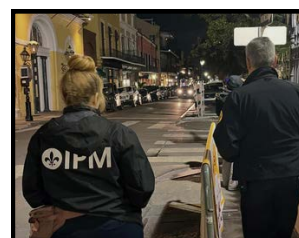
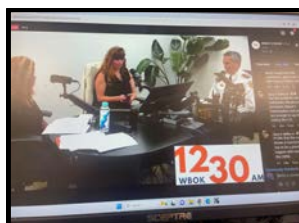
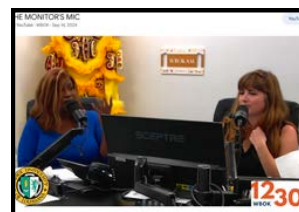
46 Disciplinary hearings monitored

21 Use of Force Review Board Hearings Monitored

81 Complaint Referral Letters Submitted

10 Commendations of Positive Policing Submitted

37 Community-Police Mediations Mediated



As we move forward, we recognize that this next phase will require continued attention, stronger local systems, and meaningful engagement with the public. We carry both the progress made and the lessons learned into the work ahead. In this spirit, we look forward to starting 2026 and the projects and challenges that await.

Looking into 2026, the OIPM intends to:

➔ **Generate Misconduct Case Reviews, Create the Truncated Case Review**
The OIPM intends to produce a series of case reviews evaluating Public Integrity Bureau investigations into allegations of misconduct. These reviews will include analysis of investigative steps, findings, and areas of concern.

In addition, the OIPM will create and implement a truncated case review model designed to provide shorter, more accessible summaries of investigative outcomes while maintaining meaningful analysis.

➔ **Community Outreach**
The OIPM will continue to connect with the public to raise awareness of its services and to help residents better understand policing and oversight. Outreach efforts will include targeted engagement, attending community events, and working with partners to ensure the public has access to accurate information and resources.

➔ **Finish and Release the Virtual Public Archive and the Police Misconduct, Award, and Force Database**
The OIPM will continue development of its virtual public archive and the police misconduct database. These tools are intended to improve transparency by providing the public with access to policies, reports, disciplinary data, and use of force information in a more accessible format.

➔ **Create Policy and Launch Pilot for Peer-to-Peer Mediation Program**
The OIPM will develop and implement a peer-to-peer mediation program within the NOPD. This pilot program is intended to address internal conflicts, improve communication, and provide officers with alternative ways to resolve disputes outside of the disciplinary process.

➔ **Expand District Based Community Mediation Pilot**
The OIPM will continue to expand the District Based Community Mediation pilot program. This program offers mediation services and aims to reduce conflict, improve communication, and decrease unnecessary police involvement in ongoing disputes.

➔ **Generate More Public Facing Work Product to Explain Oversight and Policing**
The OIPM will expand its public-facing work by creating materials that explain policing practices, oversight processes, and legal standards. This includes breaking down complex topics, addressing community concerns, and helping the public better understand how policing and accountability function in New Orleans.

➔ **Continue Core Oversight Responsibilities**
In addition to these initiatives, the OIPM will continue to carry out its core statutory responsibilities, including monitoring misconduct investigations, reviewing use of force, observing disciplinary proceedings, evaluating policy compliance, and engaging with the community.

The OIPM thanks everyone who engaged with our office this year, including community members, advocates, and NOPD personnel. Your participation, feedback, and willingness to engage in difficult conversations help move this work forward. We look ahead to the coming year committed to continuing our oversight role, building on this progress, and staying connected to the community we serve.

