

The Ethics Review Board  
City of New Orleans  
Tuesday, October 2, 2012  
2:30 p.m.  
3001 Gentilly Boulevard ~ Norman Mayer Library  
New Orleans, Louisiana 70122

Minutes

Present: Present: Dr. Michael Cowan, Chair; Elizabeth Nalty, Vice Chair; Dr. Laura Rouzan, Secretary; Okyeame Haley; Dr. Don Frampton; Rev. Cornelius Tilton

Staff: Steven Scheckman, General Counsel  
Felicia R. Brown, Executive Director

Guest(s): Edouard R. Quatrevaux, Inspector General  
Susan Hutson, Independent Police Monitor

A quorum being present, the chair called the meeting to order at 2:33 p.m. Mr. Haley moved that the minutes of August 7, 2012, be approved; Ms. Nalty offered a second. The motion passed unanimously. The chair recognized the Inspector General.

Inspector General Report

Mr. Quatrevaux commented on the 2012 Appropriated Expenditures for Sanitation Services and Parks & Recreation Report (A Follow-Up to the Municipal Benchmark Project Conducted as Part of the Review of the City of New Orleans 2009 Budget Process), which was released earlier today. He explained the rationale for the budget benchmarking as a basis for comparison and cited changes that had occurred from the initial reporting in 2009.

The IG reported the OIG's outreach efforts within the community, as well as his recent meeting with FBI director Mike Anderson and indicated his continued involvement with Jefferson Parish in the establishment of their OIG. He mentioned that the 2013 national meeting of the Association of Inspectors General would be held in New Orleans. The program is being developed and an invitation will be extended to the ERB for its presence and/or participation. With regard to Mr. Haley's inquiry about the national meeting, the IG stated there are no budget implications for the New Orleans OIG and indicated the involvement in planning and professional development afforded OIG staff. Mr. Quatrevaux referenced the budget surplus for FY 2012 and maintained that the ERB-OIG appropriation for FY 2013 will be the same as FY 2012.

There was an exchange between the chair and the Inspector General regarding the city's antiquated civil service system; Mr. Quatrevaux noted the current system does not reflect contemporary human resources functions and present-day practices.

Dr. Cowan recognized Susan Hutson, Independent Police Monitor.

Independent Police Monitor

Ms. Hutson reported on the OIPM's intervention efforts in the consent decree; observations of NOPD during Hurricane Isaac (awaiting debriefing); and meeting with FBI director Mike Anderson. Explained the primary areas in which the OIPM will focus its efforts as reflected in the OIG's Strategic Plan.

She discussed the following: the value of training and professional development opportunities provided by the International Law Enforcement Auditors Association and the benefit of NOPD's interface with the association; October 13 memorial service for Kim Groves, noting future events will focus on other victims of officer involved shootings.

In response to inquiries by board members, Ms. Hutson noted the IPM ordinance and MOU with NOPD have been incorporated into the consent decree; the Department of Justice has been supportive of the OIPM and that observations during Hurricane Isaac revealed few concerns (provided an explanation of the use of response forms) but will be public; she also noted efforts by her staff to create public awareness, referring to various venues where the OIPM had been represented, as well as the value of the Know Your Rights Training.

A discussion ensued about the proposed ERB 2013 budget, with clarity about the budget's various line items (the executive director explained the formula used for calculations and possible areas of savings and/or reduction in costs) and the ERB's portion of the overall ERB-OIG appropriation (5%). With regard to costs attributed to education programming and consulting, clarity was provided in the context of the discussion of the ethics education recommendations and with regard to hiring of a consultant. The chair noted that the current budget would not preclude future hiring should the board determine additional personnel are needed. With regard to the ERB-OIG MOU, an updated version will be available before the December meeting for review by the full board. Rev. Frampton moved for approval of the proposed FY 2013 ERB budget; Mr. Haley offered a second. The motion passed unanimously.

The board reviewed the recommendations of the working group on ethics education, specifically discussing the selection of initial target populations as well as the process and content that will be provided. On motion of Rev. Tilton, the board unanimously accepted the working group's recommendations; Ms. Nalty offered a second.

The board considered the performance evaluation instruments developed for the ERB's executive director and general counsel as well as the process of review to determine the IG's annual compensation. Particular comments were offered with regard to preference for a qualitative approach for assessing staff performance; inclusion of a self-evaluation by staff; process by which board members' comments will be incorporated and synthesized for inclusion; consideration with respect to evolution of the position and personnel; addition of ethics education in the evaluation of the executive director; and timing of the evaluations, either by anniversary date of hire or end of calendar year. Board members and Mr. Quatrevaux engaged in a discussion of the evaluation process for the Inspector General in order to determine annual compensation, particularly noting the method, parameters, and tools for such an evaluation. Mr. Scheckman provided contexts for the boards' consideration in this regard. The chair proposed redrafting the documents for review by the board. Dr. Cowan also indicated follow-up to Rev. Tilton's recommendation that the board conduct a self-evaluation of its performance.

At 4:38 p.m., Dr. Rouzan moved that the board recess into executive session; there was a second offered by Mr. Haley. The motion passed unanimously.

Dr. Frampton motioned to resume open session; second by Rev. Tilton. All were in favor and the motion passed unanimously. The board resumed open session at 5:05 p.m.

Dr. Frampton moved to approve a pay increase of 7.5% for the Inspector General effective October 19, 2012. A second was offered by Rev. Tilton. The motion passed unanimously.

A motion for adjournment was offered by Dr. Frampton and seconded by Ms. Nalty. The motion passed unanimously; the meeting adjourned at 5:05 p.m.