



Ethics Review Board for the City of New Orleans

Board Meeting of December 16, 2019 at 3:30 P.M.

Norman Mayer Public Library, New Orleans, Louisiana

Minutes

1. *Call to Order.*
 - 1.1. Board members present:
 - 1.1.1. James Brown.
 - 1.1.2. Michael Cowan.
 - 1.1.3. Monique Gougisha Doucette.
 - 1.1.4. Joe Ricks (Chair).
 - 1.1.5. Howard Rodgers.
 - 1.2. Board member absent:
 - 1.2.1. Elizabeth Livingston de Calderon.
 - 1.3. Staff member present: Dane S. Ciolino, Executive Administrator and General Counsel.
 - 1.4. At 3:30 p.m., the Chair declared that a quorum of the board was present and commenced the meeting.
 - 1.5. The agenda for the meeting is attached.
2. *Approval of the Minutes.* The Board unanimously approved the minutes for the October 28, 2019 Board Meeting. Ms. Doucette abstained from voting because she was not present at the meeting.

3. *Discussion of Monthly Report of the Office of Inspector General.*
 - 3.1. The Office of the Inspector General was represented by Derry Harper and staff members.
 - 3.2. Mr. Harper introduced a new First Assistant Inspector General for Investigations, Edward Michel. Mr. Michel is a former ASAC of the FBI office in Houston. He is a NOLA native, former NOPD officer and a Tulane University graduate.
 - 3.3. Mr. Harper discussed his monthly report (attached). He also reported on his pipeline report and ongoing projects.
 - 3.4. Mr. Harper noted that the OIG released its “Catch Basin” report last week. Mr. Brown noted that the City underfunded the Catch Basin Project and that there was work that needed to be done that was not.
 - 3.5. Mr. Brown asked what role the OIG was playing in the cyberattack on the City. Mr. Harper reported that he would consider investigating the incident if appropriate.
 - 3.6. Mr. Harper noted that the Audubon Institute “card” investigation report is in IG review and will be released next week.
 - 3.7. Mr. Harper noted that the Traffic Enforcement Report is being reviewed by the City.
 - 3.7.1. Mr. Ricks clarified with Mr. Harper the review process.
 - 3.7.2. Mr. Ricks asked Mr. Harper to include “Agency Review” as a new stage in the pipeline report.
 - 3.8. Mr. Brown noted that he hoped that the QARAC for the OIG would have more work product to review than last year. Mr. Ricks noted that the QARAC should look at the pipeline reports if appropriate.
 - 3.9. Mr. Cowan asked about whether any S&WB investigations were underway. Mr. Harper reported that the S&WB was “at the top of our list.” He further reported that several projects are in the planning stages.
 - 3.10. Mr. Cowan thanked Mr. Harper for attending the ERB awards luncheon.
 - 3.11. Mr. Ricks suggested to Mr. Harper that the OIG should meet with ERB Liaisons to do outreach.
4. *Discussion of Monthly Report of the Office of the Independent Police Monitor.*
 - 4.1. Susan Hutson appeared for the OIPM.
 - 4.2. Ms. Hutson discussed her monthly report (attached).

- 4.3. The board had no questions about the “numbers” in her reports. She did note that her computers were shut down due to the cyberattack.
- 4.4. The board discussed data gathering issues with Ms. Hutson.
 - 4.4.1. Mr. Ricks suggested that the OIPM provide comparison numbers, such as a current vs. 3-5 year rolling average. He also suggested that having benchmarks from comparable cities would be helpful.
 - 4.4.2. Ms. Hutson responded that there is not readily-available comparable data and that she does not have the staff to generate it.
 - 4.4.3. Mr. Rodgers probed how difficult it would be to find comparable city data from cities with federal consent decrees. Mr. Ciolino noted that such information would not be confidential if a matter of public record.
- 4.5. Mr. Cowan thanked Ms. Hutson for attending the ERB Awards Luncheon in December.
- 4.6. The board and OIPM discussed the need to have OIPM peer reviewers identified. Ms. Hutson suggested that NACOLE could help in this regard.
 - 4.6.1. The board noted that the cost of the peer review is to be borne by the OIPM.
 - 4.6.2. Mr. Brown hoped a reviewer with past experience could be identified.
 - 4.6.3. The board requested that the OIPM provide a list of candidates for peer reviewers by February 1st. Mr. Cowan also requested the disclosure of any past relationships with the candidates.
5. *Report of the Ethics Trainer.*
 - 5.1. Ms. Hackett appeared before the board.
 - 5.2. Ms. Hackett discussed her monthly report (attached).
 - 5.3. Ms. Hackett noted that she is in the last extension of her 5-year contract.
 - 5.4. Ms. Hackett reported that she did specialized training in the City’s Procurement office. She also reported that she did training for the Mayor’s Office “senior staff.”
 - 5.5. Mr. Ricks emphasized that Ms. Hackett needs to build foundations for a culture of ethical compliance. This might include training on how to do “ethics audits.”
 - 5.6. Mr. Ricks as Ms. Hackett to coordinate with the OIG to do outreach with the ERB Liaisons.

6. *Report of the Executive Administrator and General Counsel.*
 - 6.1. Mr. Ciolino reported that no new complaints were received.
 - 6.2. Mr. Ciolino reported on the status of approvals for payment to Ms. Hackett.
 - 6.3. Mr. Ciolino reported on the ERB budget process and his appearance before the City Council.
 - 6.4. Mr. Ciolino reminded the board members about the need for annual ethics training.
7. *2020 Board Meeting Dates*
 - 7.1. The board approved meeting dates for 2020.
 - 7.2. The list is attached.
8. *Awards Luncheon*
 - 8.1. Mr. Ricks reported on the successful ERB Awards Luncheon last month.
 - 8.2. Mr. Cowan complimented Mr. Ricks on his “ERB Overview” slideshow and suggested that Mr. Ricks give a similar presentation to the board at a future board meeting.
9. *Adjournment.*
 - 9.1. A motion was made to adjourn the meeting. The motion was seconded.
 - 9.2. The Board unanimously voted to adjourn.
 - 9.3. The meeting was adjourned at 5:09 p.m.

* END *



CITY OF NEW ORLEANS ETHICS REVIEW BOARD

525 St. Charles Avenue New Orleans, LA 70130-3409

erb@nolaerb.gov

<https://www.nolaerb.gov/>

BOARD MEETING

Monday, December 16, 2019

3:30 P.M. – 5:30 P.M.

Norman Mayer Library
3001 Gentilly Blvd, New Orleans, LA 70122

AGENDA

1. Approval of minutes of previous board meeting (Chair).
2. Discussion of monthly report from the Office of Inspector General (Chair).
3. Discussion of monthly report from the Office of Independent Police Monitor (Chair).
4. Discussion of data gathering, data analysis, and data reporting by the Office of Independent Police Monitor (Chair).
5. Discussion of possible evaluators for OIPM 2020 peer review.
6. Discussion of monthly report from the Ethics Trainer (Chair).
7. Report of Executive Administrator and General Counsel (Chair).
 - a. 2020 Budget report.
 - b. Hackett Group contract for 2020.
 - c. Reminder regarding ethics training for board members in 2019.
8. Report on ethics awards program and luncheon (Chair).
9. Vote on meeting board meeting dates for 2020.
10. Adjournment (Chair).

**Monthly Report of
OIG**

Office of Inspector General Report to the Ethics Review Board
October 2018

Audit & Review

The Audit & Review division continued working on the system-wide risk assessment. The Audit group substantially completed fieldwork on the Sewerage & Water Board (S&WB) Internal Audit and is drafting the report. The Audit group also continued fieldwork on Department of Public Works Catch Basin audit.

Inspections & Evaluations

In October, the Inspections & Evaluations division continued work on the Traffic Camera project and the S&WB Billing Dispute Resolution Process project. It is also working on the inquiry into the S&WB Bill Under-Crediting issue as requested by S&WB leadership. The I&E group is also assisting Audit with the system-wide Risk Assessment.

Investigations

The Investigations Division received complaints in October. Some of them were matters outside of OIG's purview.

Two OIG Investigations Division cases are in prosecution:

- The case alleging misappropriation of city funds by Tonnette "Toni" Rice during her time as president of the New Orleans Multi-Cultural Tourism Marketing Network (NOTMN) is in the discovery phase in state court.
- The case alleging misappropriation of funds from the New Orleans Public Library Foundation by Irvin Mayfield and Ronald Markham is also in the discovery phase. A trial is scheduled in federal court for April 2019.

In the NOTMN case, Ms. Rice turned herself in to authorities on May 7, 2018, after an arrest warrant was issued charging her with theft of more than \$70,000 from NOTMN and filing false public records. The arrest warrant was the result of OIG's investigation.

OIG investigators and auditors contend that Ms. Rice took more than \$70,000 in public funds by writing checks to herself from NOMTN. According to the OIG investigation, Ms. Rice wrote 85 checks to herself between 2013 and 2015 but recorded them as being paid to NOMTN vendors on the agency check registers.

In the Library Foundation case, Mr. Mayfield and Mr. Markham were charged by a federal grand jury on Dec. 17, 2017, with 19 counts of conspiracy, wire fraud, mail fraud, money laundering, and obstruction of justice.

According to the indictment, Mr. Mayfield and Mr. Markham transferred approximately \$1,382,971 from the New Orleans Public Library Foundation between August 2011 and January

2013 to unlawfully enrich themselves, and pay the operating costs of the New Orleans Jazz Orchestra without approval. All the while, they misled the Library Foundation and others about the purpose of the transfers.

The indictment further states that Mr. Mayfield and Mr. Markham obstructed justice in November 2013 by altering and falsifying Library Foundation Board meeting minutes with the intent to impede, obstruct, and influence the federal investigation that was underway.

Training

All three I&E members have attended training this fall to expand their skills: two people attended Certified Fraud Examiner training, and one person is studying to become a Certified Internal Auditor.

Four people – the Inspector General and three members of the Investigations Division -- attended the Association of Inspectors General Fall Training Conference in Chicago in October.

Staff/General Office

OIG is currently searching for a General Counsel and a Deputy IG for Audit & Inspections.

Former OIG staff attorney and Interim General Counsel Lance Cardwell left OIG in October to join the City Attorney's office.

A member of I&E made a presentation to the Committee for a Better New Orleans on behalf of the office in October.

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Report to the Ethics Review Board
October 2019

Audit & Review

The Audit & Review division has the following audits underway: Department of Public Works Catch Basins, Audubon Payroll Internal Controls, Audubon Purchase Cards and Expenses, and Audubon Disbursements. The Audit group is currently performing background research on short-term rental revenue collection and on the coordination between the Department of Public Works and the Sewerage & Water Board for roadway repairs.

Please see the attached project status spreadsheet for details.

Inspections & Evaluations

The Inspections & Evaluations group has the following two evaluations underway: Automated Traffic Enforcement Management and Operations, and S&WB Billing Dispute Resolution Process. I&E will resume doing background research on the Firefighter's Pension Fund once reviews of the traffic camera report are complete.

Please see the attached project status spreadsheet for details.

Investigations

The Investigations division received four (4) complaints in October.¹ Two (2) were matters outside of the OIG's purview.

OIG Investigations Division cases:

- Administrative Investigation:
On October 18, 2019, the OIG published a follow-up report regarding the Hot Mix Asphalt contract.
- Case in Discovery Phase:
The case alleging misappropriation of funds from the New Orleans Public Library Foundation by Irvin Mayfield and Ronald Markham is in the discovery phase. A trial is scheduled in federal court for January 2020.

Training

Three staff members presented a Case Study: Theft of Brass Fittings Discovered - Conducting Parallel Criminal and Administrative Investigations at the 2019 Association of Inspectors General (AIG) training conference.

¹ As of October 28, 2019.

One member of the Investigations division was awarded the Certified Forensic Computer Examiner (CFCE) certification in October.

Staff/General OIG developments

The Deputy Inspector General for Audit served on a peer review team in October to assess the work of the Miami-Dade Office of Inspector General.

In October, Inspector General Harper filled the Deputy Inspector General for Investigations position. Ed Michel, who currently works as the Assistant Special Agent in Charge at the Federal Bureau of Investigations' Houston office, will start work at OIG on Nov. 4.

Status Report for OIG Projects - Audit and Evaluations Division

Report Date: Thursday, October 31, 2019

Project Number	Project Name	Project Phase *						
		Audit/Review	Planning	Fieldwork	Draft Report	Supervisory Review	Legal Review	IG Review
AD-15-0001	Audubon Payroll Internal Controls					X		
AD-15-0002	Audubon Purchase Cards and Expenses							X
AD-15-0003	Audubon Disbursements					X		
AD-17-0002	DPW Catch Basin Project					X		
AD-19-0001	Short-term Rental	X						
AD-19-0002	DPW/SWB Coordination	X						

Project Number	Project Name	Project Phase *						
		Inspections/Evaluations	Planning	Fieldwork	Draft Report	Supervisory Review	Legal Review	IG Review
IE-17-0005	Automated Traffic Enforcement Safety						X	
IE-18-0003	S&WB Billing Dispute Resolution			X				
IE-19-0001	Firefighter's Pension Governance		X					

Legend	Description
Planning	Background Research, Data Gathering , Initial Interviews, and/or Controls Assessment
Fieldwork	Data and Statistical Analyses, Interviews, Testing of Procedures, Onsite Observations and/or Physical Inspections
Draft Report	Data/Statistical Reviews, Documentaries of Fieldwork Results, Initial Report Writing, Revisions and Internal QAR prior to supervisory review
Supervisory Review	Review by both Division Director and Deputy Inspector General to ensure sufficiency and appropriateness of evidence, fieldwork procedure and readability.
Legal Review	Report Review by In-house General Counsel and/or Contracted Counsel Services for appropriate and proper legal citations and/or interpretation
IG Review	Report Review by Inspector General, based on corrections and recommended changes resulting from the Legal Review

* Project phase determination is based on the objective(s), scope, and methodology for each audit/evaluation project, and is not determined by a standard set of criteria. This phase will be decided based on the nature of work to be performed, and at the discretion of OIG management.

** Expected Release timeline for the report may be determined based on the start of the legal review process, and may be later reevaluated based on both the timing of the IG review, and the 30-day turnaround timeline for the release of the draft report to the client and the receipt of management responses.

Expected Release Timeline for Report**

30 Days	60 Days	90 Days
	X	

Expected Release Timeline for Report**

30 Days	60 Days	90 Days

v.
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tations

hours and/or phase deadline.

**Monthly Report of
OIPM**



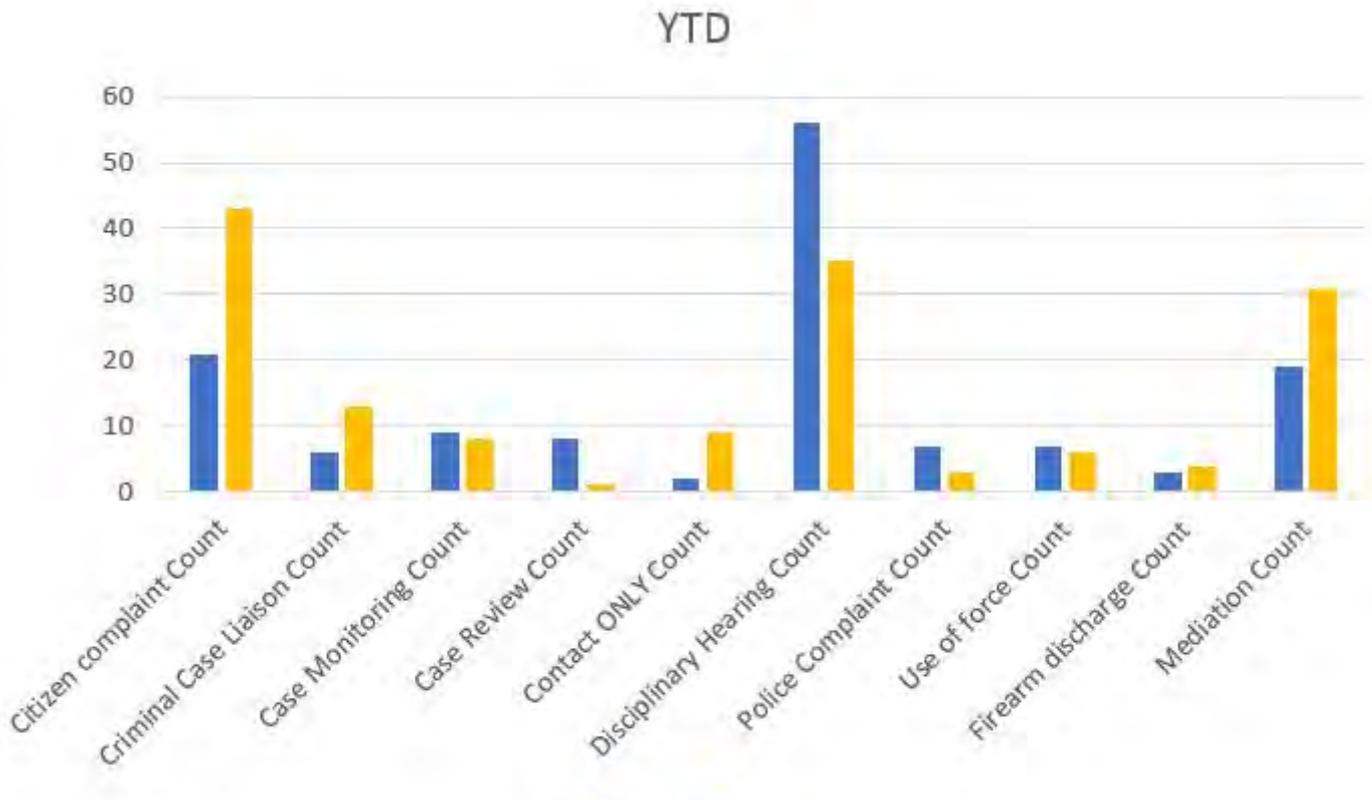
OCTOBER

Monthly Report

THE OFFICE OF THE INDEPENDENT
POLICE MONITOR

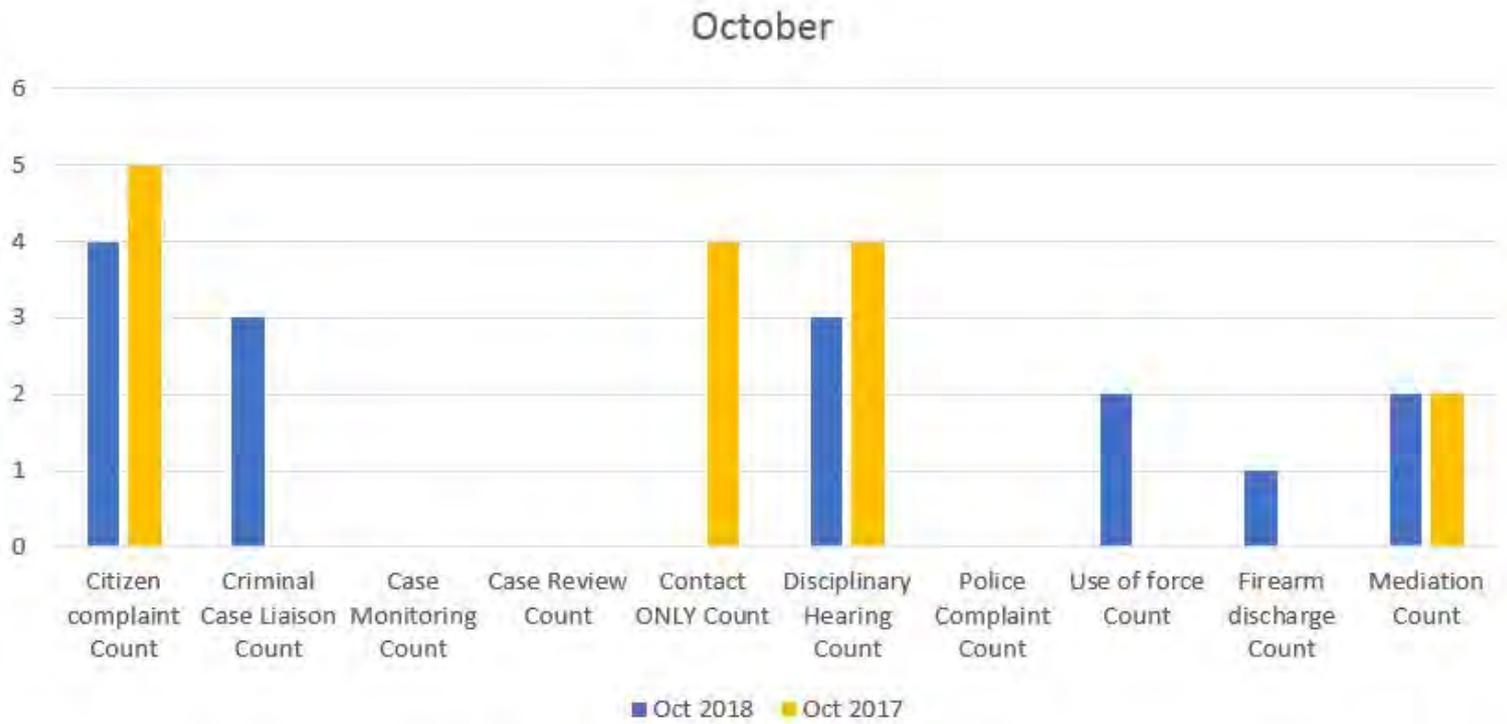
Susan Hutson
Independent Police Monitor

Year to Date Overview



	2018	2017
Citizen complaint Count	21	43
Criminal Case Liaison Count	6	13
Case Monitoring Count	9	8
Case Review Count	8	1
Contact ONLY Count	2	9
Disciplinary Hearing Count	56	35
Police Complaint Count	7	3
Use of force Count	7	6
Firearm discharge Count	3	4
Mediation Count	19	0
Grand Total	138	122

October Overview



	Oct 2018	Oct 2017
Citizen complaint Count	4	5
Criminal Case Liaison Count	3	0
Case Monitoring Count	0	0
Case Review Count	0	0
Contact ONLY Count	0	4
Disciplinary Hearing Count	3	4
Police Complaint Count	0	0
Use of force Count	2	0
Firearm discharge Count	1	0
Mediation Count	2	2
Grand Total	15	15

October Overview

Use of Force		
CI2018-0004	Use of force	An officer was checking his equipment prior to his duty. While checking his secondary handgun, he unintentionally discharged one round into the ground. There were no injuries or property damaged as a result of the discharge.
CI2018-0005	Use of force	Officers were dispatched to a residential burglary in progress. Officers encountered an individual in residence's driveway. After being taken into custody, the individual stopped breathing. Officers rendered aid and EMS arrived, however the individual died after being transported to the hospital.
Use of Force Count: 2		

Criminal Case Liaison		
CL2018-0011	Criminal Case Liaison	Requested to speak with the detective investigating.
CL2018-0012	Criminal Case Liaison	NOPD Cold Case: Hollygrove killing remains unsolved after 10 years.
CL2018-0013	Criminal Case Liaison	Assistance on behalf of a complainant. The complainant has a history with the 7th District.
CL2018-0014	Criminal Case Liaison	The Complainant and her husband have been involved in an ongoing criminal investigation into incidents involving another family, and in which the Complainant's husband was shot and shot at. The Complainant wants to provide information regarding these incidents to the NOPD investigator and learn if there is any progress in the investigation of the shootings from last year. The Complainant requested the OIPM's assistance with facilitating that communication with the investigator.
Criminal Case Liaison Count: 4		

Disciplinary Hearings		
DH2018-0056	Disciplinary Hearing	Accused allegedly was involved in a domestic incident with his girlfriend.
DH2018-0057	Disciplinary Hearing	A higher ranking officer learned an officer failed to notify the N.O.P.D. Communications Division he was working Paid Detail. The officer also failed to enter the detail into the "Paid Detail Log" located in N.O.P.D. web application.
DH2018-0058	Disciplinary Hearing	Unprofessional behavior
Disciplinary Hearing Count: 3		

October Overview

Firearm Discharge

FD2018-0004	Firearm discharge	
Firearm discharge Count 1		

Mediation

Mediation cases are confidential.

Mediation Count: 2

Citizen Complaints

2018-12	Complaint Manager	According to the complainant, two white NOPD officers violated NOPD manual, policies, and / or practices when they: stopped the complainant while he was repairing a car in his work capacity of a mechanic with no reason.
2018-17	Complaint Manager	Complainant alleges that she was assaulted and treated unprofessionally by an officer while a higher ranking officer allowed it. The complainant also alleges that four demonstrators were unlawfully arrested.
2018-14	Complaint Manager	Complainant (civilian) alleges her supervisor (police officer) has transferred her and retaliated against her -- severely affecting her employment with the NOPD. The complainant alleges this officer has a history of this behavior.
2018-16	Complaint Manager	Complainant is concerned about an incident that happened in March 2016 regarding the 1st District stating there was "nothing they could do" about an intruder who stood on the complainant's home and damaged the gutter during a second line.

Citizen Complaint Count: 4

Complaints and Discipline

OIPM serves as an alternative site for civilians and police officers alike to file complaints of misconduct against the NOPD. These complaints and allegations are compiled into referrals by the OIPM and provided to the Public Integrity Bureau (PIB) for them to investigate. The OIPM monitors and reviews the classification and investigation conducted by PIB. If the complaint continues into a disciplinary proceeding, the OIPM will continue to monitor and reviews the disciplinary process. OIPM monitors and review disciplinary proceedings conducted by NOPD to ensure accountability and fairness. The OIPM reviews the disciplinary investigation and attends the subsequent disciplinary hearings where the OIPM will provide systemic and individualized findings and recommendations based on NOPD's investigation. The OIPM conducts a thorough review of the proceedings, findings, and recommendations that is available for review by both the NOPD and the New Orleans community.

4

**CITIZEN COMPLAINT
COUNT**

3

**DISCIPLINARY HEARING
COUNT**

0

POLICE COMPLAINT COUNT



Community-Police Mediation

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

6

**REFERRALS FOR
MEDIATION**

3

**MEDIATION OFFER
DECLINED**

2

MEDIATIONS COMPLETED



1

MEDIATION PENDING

Use of Force

Staff of OIPM were notified of two critical incidents and responded to the scenes to monitor the activities of NOPD. OIPM is continuing to monitor these cases and will do so until they are closed by NOPD.

2

CRITICAL INCIDENTS

- In Custody Death
- Negligent Discharge of a Firearm

In Custody Death

On October 2, 2018, officers were dispatched to a residence burglary in progress regarding an individual, under the influence of narcotics. Upon arrival Officers encountered an individual in the residence's driveway armed with a knife. The individual complied with officer commands by relinquishing the knife and walking towards the officers. Officers noticed him bleeding from his lower lip / mouth area. Officers attempted to hold the individual's arms for the additional officer to handcuff the individual. The individual was able to wiggle away from the officers' grasps before he lay on the ground and attempted to kick the officers. Approximately one minute after the individual was handcuffed, he stopped breathing. One officer retrieved his Narcan from his vehicle and administered it to the individual, but it was not effective. The two other officers began CPR on the individual after requesting EMS to the scene. A registered nurse, who resided in the neighborhood, arrived prior to EMS' arrival and also assisted the individual. The individual was transported to Tulane Hospital and died on Wednesday, October 3, 2018.

Negligent Discharge of a Firearm

On October 18, 2018 an officer unintentionally discharged one round into the ground in the parking lot of the 4th District. There were no injuries or property damaged as a result of the discharge.

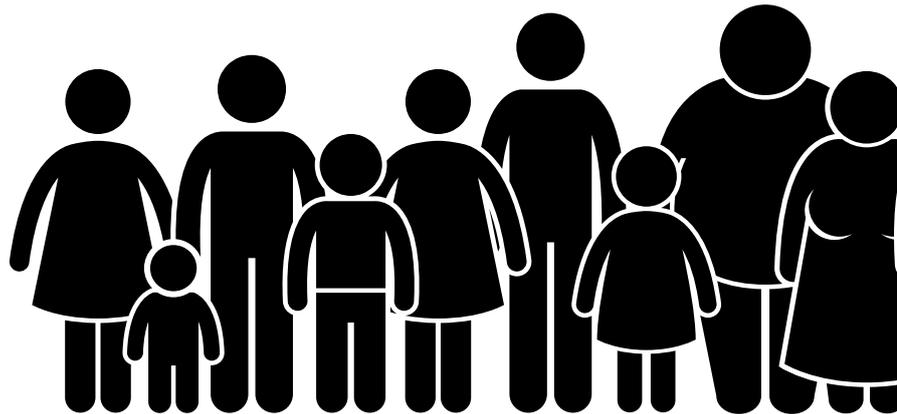
Community Relations

OIPM participates in community events to help extend the message the of OIPM and participates in activities to impact the nature of the relationships the community has with police officers. OIPM is committed to being present in the community, but also presenting helpful information to the public.

2

KNOW YOUR RIGHTS TRAINING

- St. Augustine High School
- Liberty Kitchen



1

PANELIST

- Southern Christian Leadership Council's "Justice for our Girls" Symposium

2

EVENT ATTENDANCE

- Night Out Against Crime
- National Day Against Police Brutality Vigil

Policy Recommendations

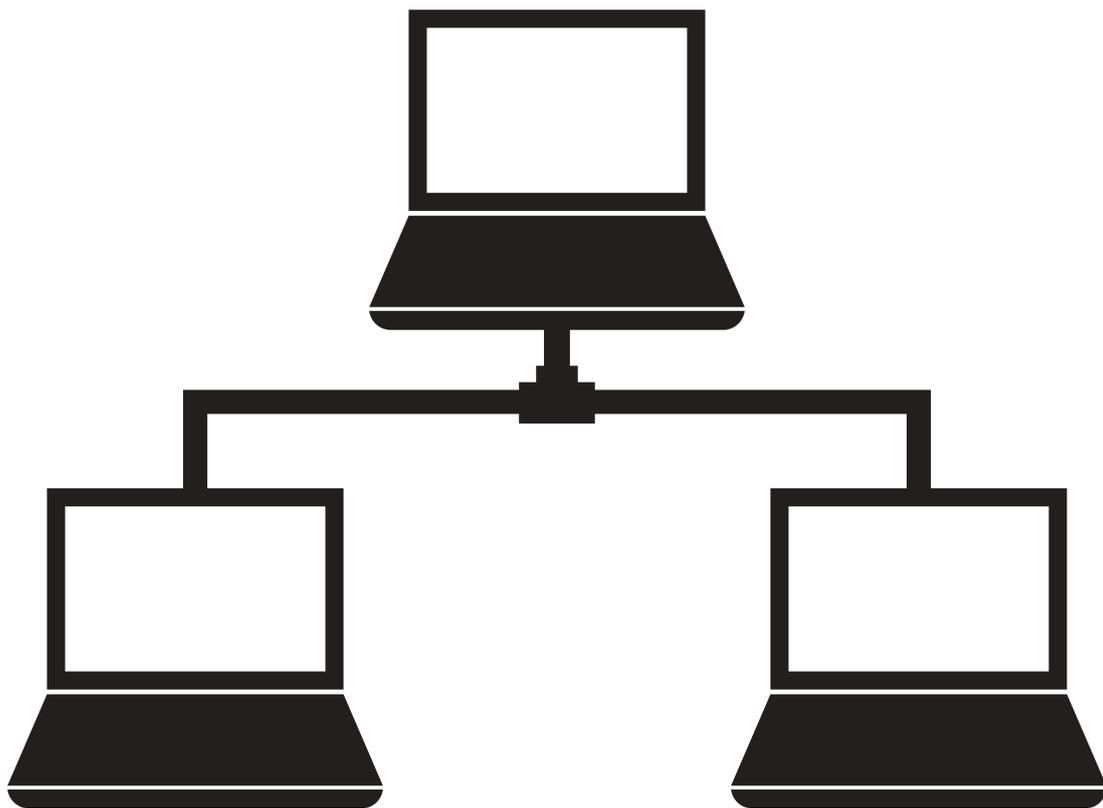
The following are recommended updates to Chapter: 24:2 – Community-Police Mediation, of the New Orleans Police Department Operations Manual. These recommendations were developed through meetings between OIPM and PIB and are currently in the process of being reviewed by leadership of OIPM and PIB.

The following changes are recommended:

- Increase the number of days from 10 days to 15 days that OIPM must receive consent from the officer and civilian.
- Increase the number of days that the mediation must take place from 25 days to 45 days
- Allow allegations of Discriminatory or Bias-based policing to be eligible for mediation
- Bifurcate allegations for complaints with one allegation that is eligible for mediation and another allegation that does not require extensive investigation
- Establish regular weekly process for OIPM to review with PIB new cases that could potentially be referred to mediation
- Establish quarterly meetings between OIPM and PIB to review mediation program procedures, evaluate what is working/not working and troubleshoot challenges
- Establish annual review of mediation program with OIPM and PIB leadership
- Offer 2 mediations per NOPD district per year that are outside of the complaint system for community problem solving of ongoing issues in the community
- Offer a few mediations per year for rank-initiated complaints
- Explore new possibilities for mediation, including offering mediation as an alternative to discipline for complaints that have been investigated and found “Sustained;” and/or offering mediation for complaints that have been determined “Not Sustained” in an effort to give citizens and officers who are unsatisfied with the outcome of their investigation an opportunity to be heard and seek resolution.

Access to Systems

We are working with New Orleans Police Department and the City's Information Technology department to address OIPM's daily access to NOPD systems. OIPM had a productive telephone conference with IT and progress is being made. We are also working on access that will allow us to up date our systems with NOPD data quicker.





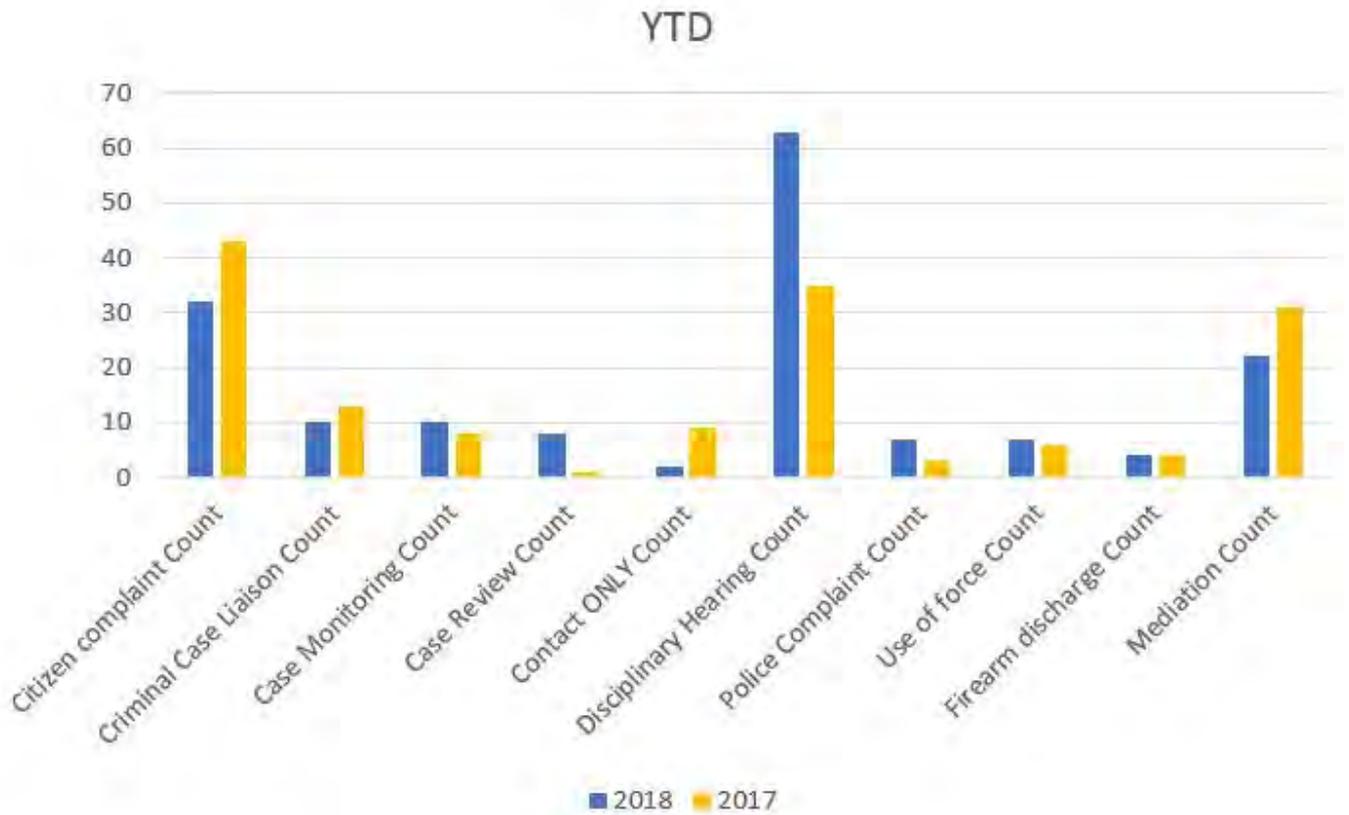
NOVEMBER

Monthly Report

THE OFFICE OF THE INDEPENDENT
POLICE MONITOR

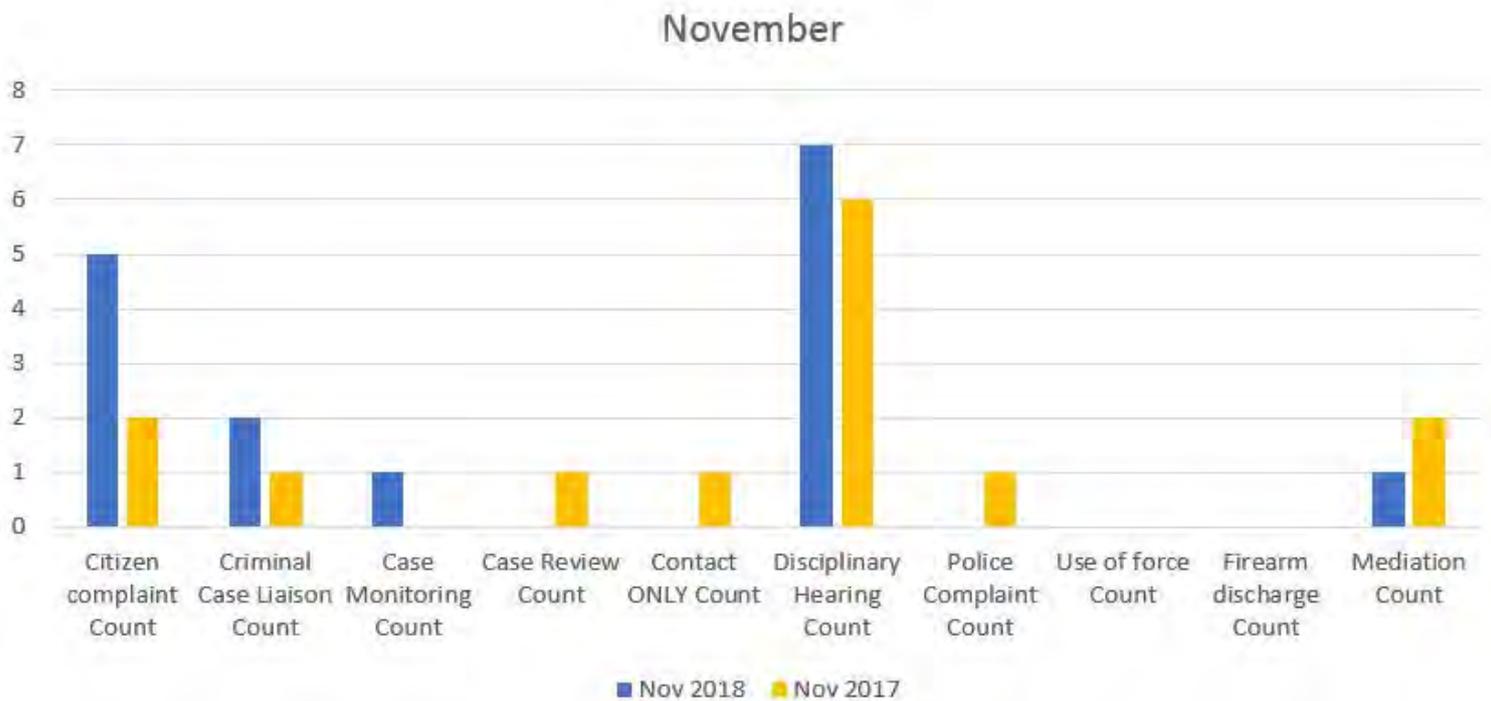
Susan Hutson
Independent Police Monitor

Year to Date Overview



	2018	2017
Citizen complaint Count	32	43
Criminal Case Liaison Count	9	13
Case Monitoring Count	10	8
Case Review Count	8	1
Contact ONLY Count	2	9
Disciplinary Hearing Count	63	35
Police Complaint Count	7	3
Use of force Count	7	6
Firearm discharge Count	4	4
Mediation Count	22	31
Grand Total	164	153

November Overview



	Nov 2018	Nov 2017
Citizen complaint Count	5	2
Criminal Case Liaison Count	1	1
Case Monitoring Count	1	0
Case Review Count	0	1
Contact ONLY Count	0	1
Disciplinary Hearing Count	7	6
Police Complaint Count	0	1
Use of force Count	0	0
Firearm discharge Count	0	0
Mediation Count	1	2
Grand Total	15	14

November Overview

Community Liason

Criminal Case Liaison	The citizen requested a police report. NOPD indicated they had the report and would follow-up when the Clerk of Court returned. OIPM will reach back out to the citizen to let him know he can come get the report and pay for it.
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Community Liason: 1

Disciplinary Hearing

DH2018-0059	Officer received Hit & Run citation from another jurisdiction.
DH2018-0060	The officer was under the influence of alcohol on duty.
DH2018-0061	The complainant alleged the accused was "DRUNK" driving causing an accident. She also alleged he fled the scene of the accident leaving his vehicle behind. The investigator unable to contact the complainant (phone disconnected).
DH2018-0062	The accused officer allegedly altered her personal payroll using the complainant's ADP password. Additionally, the complainant alleged she was improperly transferred based on the accused officers word.
DH2018-0063	The accused officer allegedly deployed CEW on a subject who was crouched and yelling "don't tase me."
DH2018-0064	The officer failed to follow instructions from her rank.
DH2018-0065	The complainant alleged two officers searched him for narcotics and the complainant alleges during the search, the officer touched him inappropriately, and that this encounter was not captured on BWC. The complainant alleged that he asked the first officer for his name and badge number and the officer responded "Don't worry about it." Additionally, there was question as to the preservation / collection of evidence and whether a police report was written on the incident.

Disciplinary Hearings Count: 7

Mediation

Mediation cases are confidential

Mediation Cases: 1

Case Monitoring

CM2018-0011	An officer allegedly discriminated against the complainant on the basis of her race. An additional officer failed to introduce himself at the scene of the complainant's accident.
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Case Monitoring Count: 1

November Overview

Citizen Complaints

CC2018-0022	Complainant is concerned about lack of investigation involving the abuse of her son at school.
CC2018-0023	The complainant's phone was stolen by student at school. The complainant alleged there was a lack of an investigation. There is an alleged suspect, but there was no follow-up.
CC2018-0029	The complainant alleged a lack of investigation.
CC2018-0030	A guest of the complainant's neighbor, threatened the complainant with a gun and when the complainant called the NOPD, the police did not help the complainant.
CC2018-0031	The complainant is concerned regarding NOPD involvement in closed criminal case and suspects NOPD bias or personal relationship is influencing their response to an ongoing conflict with neighbor.

Citizen Complaints: 5

Critical Incidents

No critical incidents were reported in the month of November.

Complaints and Discipline

OIPM serves as an alternative site for civilians and police officers alike to file complaints of misconduct against the NOPD. These complaints and allegations are compiled into referrals by the OIPM and provided to the Public Integrity Bureau (PIB) for them to investigate. The OIPM monitors and reviews the classification and investigation conducted by PIB. If the complaint continues into a disciplinary proceeding, the OIPM will continue to monitor and reviews the disciplinary process. OIPM monitors and review disciplinary proceedings conducted by NOPD to ensure accountability and fairness. The OIPM reviews the disciplinary investigation and attends the subsequent disciplinary hearings where the OIPM will provide systemic and individualized findings and recommendations based on NOPD's investigation. The OIPM conducts a thorough review of the proceedings, findings, and recommendations that is available for review by both the NOPD and the New Orleans community.

5

**CITIZEN COMPLAINT
COUNT**

7

**DISCIPLINARY HEARING
COUNT**

0

POLICE COMPLAINT COUNT



Community-Police Mediation

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

12

**REFERRALS FOR
MEDIATION**

4

MEDIATIONS SCHEDULED

1

MEDIATION COMPLETED

1

MEDIATION PENDING



6

**MEDIATION OFFERS
DECLINED**

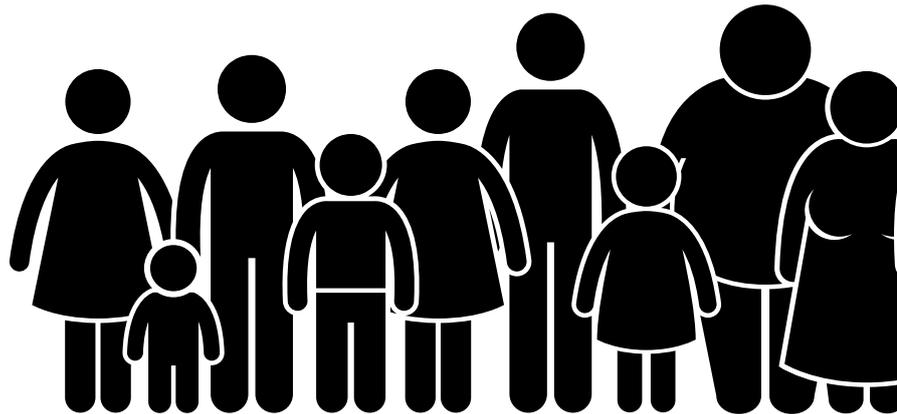
Community Relations

OIPM participates in community events to help extend the message the of OIPM and participates in activities to impact the nature of the relationships the community has with police officers. OIPM is committed to being present in the community, but also presenting helpful information to the public.

3

KNOW YOUR RIGHTS TRAINING

- St. Mary's High School
- G.W. Carver High School
- Day Reporting Center



2

PANELIST

- Southern Poverty Law Center Panel on Reform in New Orleans
- LEAD Career Panel at Dillard University

1

EVENT ATTENDANCE

- 3rd District New Orleans Neighbors & Police Anti-Crime Council

**Monthly Report of
Ethics Trainer**



Training Update
October 2018

October marked the end of the contract period. Over the contract period, we trained 11 groups and received 128 surveys or evaluations. While we are compiling the specifics, the responses overwhelmingly rated the sessions as excellent or very good – with few outliers. The specific statistics will be tabulated and provided to the Board. The evaluations along with our deep dive study which includes meetings with liaisons and best practice research will inform our 2018/19 work.

A highlight for this year was our opportunity to train new Board members, commissioners and members of the new administration Senior Staff. The sessions were held in September and October

The feedback from these groups were particularly revealing. They included;

- HOPING SESSION MAY HAVE BEEN A LITTLE LONGER
- ANY ADDITIONAL TRAINING WOULD BE WELCOMED
- ENJOYED TALKING THOUGH THE NUIANCES
- WOULD LIKE MORE INFO ON THE GRAY AREAS FOR THOSE THAT REPRESENT THE PRIVATE SECTOR ON BOARDS
- REAL WORLD SCENARIOS ARE VERY HELPFUL EXAMPLES
- HANDS ON TRAINING WITH REAL LIVE TRAINERS

Toni Hackett Antrum



November 12, 2019

ERB October/November Period (November 2019 report)

Core Scope 2019/2020

1. Remain a LA certified ethics state training meeting annual training requirement
2. Delivery of Training to target audience, coordination of efforts of ERB members, City officials and employees and members of boards and commissions to secure participation in training sessions
3. Evaluation of all sessions delivered, and report results to ERB
4. Training focus: Departmental liaison, Boards and Commissions, Senior Staff/Management
5. Implementation of recommendations based on the 2018 “deep dive” study
6. Ten to twelve sessions

Expanded Scope

7. Assistance with Inaugural Ethics Awards roll-out
8. Facilitate Additional Meetings with Liaisons – 2-4 X per year – Focus on Leadership Training, Creating a cadre of ethics leaders
9. Curriculum Development - Targeted Training for Leadership and Management
10. New Employee Ethics Training – 2 x per year – This is especially focused on new employees that are also new to public service.
11. Development of New training Elements and collateral material
12. Adding a new trainer to the team, setting the stage for more robust and varied trainings and the ability to increase the number of trainings offered by the Board -

Curriculum Development

During this period, we continued the process of developing the newer curriculum to address the upcoming trainings for the City’s procurement and purchasing department as well as the Mayor/Senior staff.

During this period, we began the process of implementing the 2019/2020 activities. A summary of the agreed upon task are included in this report.

Trainings Completed

Trainings for the following.

- Procurement Specialized Training 11/1

Training Pipeline

1. Mayors Senior Staff – 11/22

Item 9



ETHICS REVIEW BOARD
CITY OF NEW ORLEANS

***PROPOSED* 2020 BOARD MEETING SCHEDULE**

1. Thursday, January 2, 2020 at 3:30 p.m. (City Council Chambers).
2. Wednesday, February 26, 2020 at 3:30 p.m. (City Council Chambers).
3. Monday, March 30, 2020 at 3:30 p.m. (City Council Chambers).
4. Monday, April 27, 2020 at 3:30 p.m. (City Council Chambers).
5. Thursday, May 14, 2020 at 3:30 p.m. (City Council Chambers).
6. Monday, June 29, 2020 at 3:30 p.m. (City Council Chambers).
7. Monday, July 27, 2020 at 3:30 p.m. (City Council Chambers).
8. Monday, August 24, 2020 at 3:30 p.m. (City Council Chambers).
9. Monday, September 28, 2020 at 3:30 p.m. (City Council Chambers).
10. Monday, October 26, 2020 at 3:30 p.m. (City Council Chambers).
11. Monday, November 16, 2020 at 3:30 p.m. (**TBA**).
12. Monday, December 28, 2020 at 3:30 p.m. (City Council Chambers).