

Office of the Independent Police Monitor

City of New Orleans

2011 ANNUAL REPORT

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Susan Hutson
Independent Police Monitor

Mission and Responsibilities

The Office of the Independent Police Monitor (OIPM) is a civilian police oversight agency operating out of the Office of the Inspector General (OIG). The OIPM is independent of the New Orleans Police Department (NOPD) and the elected officials who govern the NOPD.

The mission of the New Orleans OIPM is to ensure the accountability, transparency, and responsiveness of the NOPD to the community it serves.

Through extensive community outreach the OIPM encourages constructive and informed public dialogue about systemic issues of police policy.

Staff

The OIPM's office consists of a staff of three: the Independent Police Monitor, the Deputy Police Monitor, and the Executive Director of Community Relations. The OIG provides the OIPM with an Administrative Assistant, for essential office management tasks.

Additionally, 30 local pro bono attorneys, student law clerks, and interns assisted the OIPM at various intervals throughout the year with duties including complaint intake, legal research, case file review, report writing, and other monitoring activities.



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2011 Year in Review

The Department of Justice Investigation

In May 2010, the Department of Justice (DOJ) initiated a comprehensive investigation into NOPD operations.¹ Released in March 2011, the principal finding of the DOJ's investigation was that the NOPD had engaged in widespread individual and structural patterns of misconduct, violating federal and state law.² Specifically, the DOJ found that the NOPD's recruitment, training, supervising, and disciplinary processes were inadequate. Another DOJ report released on March 15, 2011 recommended several strategies for how the NOPD can reduce crime and improve community involvement by collecting data, improving communications with the public, encouraging tip reporting, and developing a homicide reduction strategy.³

2011 Major Incidents and Actions

The Henry Glover Trial

In March, Officer David Warren was convicted in federal court of a civil rights violation and manslaughter and sentenced to 25 years in connection with the death of 31-year-old Algiers resident Henry Glover in the aftermath of Hurricane Katrina. In the same proceeding, Officer Greg McRae, a 26-year veteran at the time of the shooting, was sentenced to 17 years for burning the car into which Glover's body had been placed. And, Lt. Travis McCabe was convicted of falsifying a report to suggest Warren's shooting of Glover was justified. After the conclusion of the criminal trial, the NOPD's Public Integrity Bureau (PIB) conducted investigations into alleged administrative violations of the involved officers. The results of those investigations are included in Notable Disciplinary Actions below. The conviction of Warren was overturned on appeal and McCabe was granted a new trial. Both await retrial. One count against McRae was also overturned on appeal.

Danziger Bridge Trial

The trial of five former NOPD officers accused of multiple civil rights violations stemming from

¹ Assistant Attorney General Thomas E. Perez at a Press Conference to Announce NOPD Investigation Findings <http://www.justice.gov/crt/opa/pr/speeches/2011/crt-speech-110317.html>

² Investigation of the New Orleans Police Department
http://www.nolaoig.org/uploads/File/All/doj_report_110317.pdf

³ Crime in New Orleans: Analyzing Crime Trends and New Orleans' Responses to Crime
http://www.nolaoig.org/uploads/File/All/BJA_report_on_crime.pdf



the Danziger Bridge incident began in June 2011. The incident, which occurred in the wake of Hurricane Katrina, resulted in the deaths of two civilians and the wounding of four others. Sergeants Kenneth Bowen, Robert Gisevius, and Arthur Kaufman, Officers Robert Faulcon and Lt. Anthony Villavaso were accused of shooting at unarmed civilians and covering up the incident by attempting to frame innocent civilians. All five officers were convicted on August 5, 2011.

NOPD Sgt. Gerard Dugue was tried separately for his part in allegedly covering up the incident, but that proceeding ended in a mistrial in January 2012. The retrial has been delayed.

Raymond Robair Trial

Officer Melvin Williams, a Field Training Officer (FTO) and his trainee Matthew Dean Moore were convicted in federal court for the July 2005 beating death of 48-year-old Treme handyman Raymond Robair. Williams, a NOPD veteran at the time, was sentenced to more than 25 years in prison for kicking Robair to death. Moore, a rookie officer at the time, was sentenced to more than 5 years in prison for conspiracy and lying to federal agents.

NOPD Officer Rape Trial

In February, Officer Henry Hollins was convicted in state court of the 2009 kidnapping and attempted aggravated rape of a 41-year-old Central City woman. Hollins, who routinely kept condoms and sex toys in the trunk of his police-take-home cruiser, was sentenced to 45 years for the kidnapping charge and 40 years for the rape charge, to be served concurrently.

Internal Affairs Database

Purchase/Implementation

In the winter of 2010, at the OPM's recommendation, the OIG purchased a new internal affairs database software (hereinafter IAPRO) for use by the OIPM and the Public Integrity Bureau (PIB). The system became operational in April of 2011.

Functionality/Completeness of the System

IAPRO contains the majority of complaint information for NOPD officers from 2005-present. This historical data was taken directly from the old PIB database and imported into the new IAPRO system. Historical data is important for a number of reasons, including:

- Each time a complaint is taken by the OIPM, the accused officer's history is reviewed to determine if the officer has a pattern of similar complaint allegations, and



- An officer with a significant number of complaints within a 12 month period may trigger an alert in the Early Warning System (EWS)⁴ and may be referred into the Professional Performance Enhancement Program (PPEP).⁵

The IAPRO system does not contain any use of force reports from 2005-2010. Use of force reports were unavailable in a format that could be imported directly into the IAPRO system.

From 2011 until the present, the OIPM has provided PIB with personnel to enter complaints and use of force reports; however the IAPRO system experienced technical issues which delayed the entry of some complaints and use of force reports. PIB continues to enter information into the IAPRO system. When the IAPRO system contains all relevant information, the OIPM and PIB will be able to perform statistical analyses on the data to look for trends and patterns in complaints of misconduct and uses of force. In the interim, the OIPM presents the raw data contained herein for the public's review.

⁴ The EWS is a computerized data-driven system containing information about complaints, uses of force, and other information that automatically alerts PIB and OIPM to officers that may need intervention. An alert is triggered when an officer reaches the threshold for complaints or uses of force. An alert may also be triggered for specific types of complaints against officers, such as criminal allegations.

⁵ Chapter: 13.27 of the NOPD Operations Manual governs PPEP. The program requires that NOPD employees be evaluated for inappropriate patterns of behavior and that a suitable remedy be applied, such as training, reassignment, or monitoring.



2011 NOPD Complaint Intake

The OIPM is required by City Code § 2-1121 to take complaints of misconduct, monitor the classification, quality, and timeliness of NOPD investigations of civilian- and internally-generated complaints, review completed investigations, and monitor disciplinary actions. The OIPM is not statutorily permitted to conduct its own administrative investigations, but oversees, analyzes, and makes recommendations regarding the administrative investigations and disciplinary actions of the NOPD.

2011 NOPD Complaints and Disciplinary Actions Taken

The OIPM's ordinance requires it to review and to analyze the numbers and types of complaints, as well as to assess the adequacy of data collection and analysis. These reviews and analyses assist the OIPM in tracking trends regarding the types and sources of complaints. The OIPM has insufficient resources to hire a data analyst; therefore it simply presents the raw numbers in this report.

Complaint Totals

In 2011, according to PIB there were 1401 complaints received, a decrease from its reported total of 1627 in 2010. This reduction by 266 complaints represents a 13.9% decrease from the previous year.⁶ The following table lists the specific NOPD Bureaus from which the specified number of complaints was generated.

Table 1: Complaints Initiated by Bureau

Public Integrity Bureau (PIB)	Field Operations Bureau (FOB)	Investigation and Support Bureau (ISB)	Management Services Bureau (MSB)	Office of the Superintendent (SUPT)	Total
932	366	60	22	21	1401

⁶ The most recent updated tally from PIB for 2010 shows that 1627 complaints were taken in 2010. The total reported in the OIPM's 2010 Annual Report was 1636.



PIB was unable to provide the percentage of complaints which were initiated by NOPD supervisors of rank (hereinafter Rank Initiated complaints) or members of the public (hereinafter Civilian Initiated complaints). Therefore, the OIPM tabulated the information in the following tables directly from IAPRO. PIB advised that all of the complaint cases and/or complaint information for 2011 cases has not yet been entered into IAPRO, but will be entered into IAPRO by the summer of 2013. Any information which was unavailable from IAPRO will be denoted in the tables in this report as “No Data Entered.”

The following tables list the number of civilian and rank initiated complaints for officers and employees of the five NOPD bureaus.⁷

Table 2: Complaints Filed Against NOPD Officers and Employees in the Field Operations Bureau

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
FOB		
1st	46	54
2nd	42	30
3rd	32	19
4th	35	15
5th	44	48
6th	41	18
7th	34	51
8th	35	31
Mid-City Security	0	2
Narcotics	2	6
Reserves	4	1
Communications	3	36
SOD	6	1
Traffic	2	5
RTA	0	0
FOB Office	0	0
Special Events	0	0
Totals:	326	317

⁷ The 5 NOPD Bureaus: Field Operations Bureau (FOB), Investigation and Support Bureau (ISB), Management Services Bureau (MSB), Office of the Superintendent (SUPT), Public Integrity Bureau (PIB).

Table 3: Complaints Filed Against NOPD Officers and Employees in the Investigative Services Bureau

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
ISB		
Homicide	2	2
Crime Lab	2	5
Intelligence	0	3
Juvenile	0	1
Special Victims	1	0
SCID	2	5
Juvenile	0	0
Central Evidence & Property	1	17
DA's Office	1	0
Child Abuse	0	0
Totals:	9	33

Table 4: Complaints Filed Against NOPD Officers and Employees in the Management Services Bureau

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
MSB		
Administrative Duties	6	9
Auto Theft Towing And Recovery	2	0
Building Security	1	
Fiscal	6	4
Records	1	3
Sanitation	1	0
NCIC	1	4
Totals:	18	11

Table 5: Complaints Filed Against NOPD Officers and Employees in the Superintendent's Office

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
SUPT		
Supt. Ofc.	0	0
Crime Prevention	0	0
Compliance	2	1
Totals:	2	1

Table 6: Complaints Filed Against NOPD Officers and Employees in the Public Integrity Bureau

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
PIB	0	0
PIB	1	2
ASU	0	0
Totals:	1	2

Table 7: Complaints - Other

District/Division and Bureau	Civilian Initiated Complaints	Rank Initiated Complaints
UNKNOWN⁸	56	53
NO DATA ENTERED	454	85
Totals:	510	138

Complaint Classifications

When a member of the public or a police officer makes a complaint against an NOPD officer, PIB is charged with classifying that complaint. The classification determines whether or not a formal investigation will take place. DI-1 cases are formal investigations, whereas DI-2, DI-3, NVO, and INFO cases may not include interviews of witnesses and other investigative steps.

⁸ Some of the bureaus were listed as unknown in IAPRO.

The classification definitions in the following table come from the NOPD Operations Manual.

Table 8 Classification Definitions

Type	Description
DI-1	1) An alleged violation of a Departmental regulation, order, or procedure, except a violation of a minor nature which can be corrected by simple counseling or minimal intervention by a supervisor; 2) an alleged violation which parallels the same behavior documented in three (3) DI-2 citations, in a 12 month period; 3) an alleged violation which parallels the same behavior documented in three (3) DI-3 investigations, in a 12 month period; and 4) an alleged violation of a criminal law or an alleged involvement in criminal activity.
DI-2	An alleged violation of Departmental regulation, order, or procedure that IS so minor in nature that it can be corrected by simple counseling or minimal intervention by a supervisor.
DI-3 (NIM OR NFIM)	INFORMAL disciplinary investigations or NIMS - alleged violation of a Departmental regulation, order, or procedure, minor or otherwise, where the following circumstances apply: 1) Accused employee acted in accordance with a Departmental regulation, order, or procedure; 2) All available means to identify accused employee have been exhausted without success; 3) Adjudication is pending for the complainant's arrest, summons, warrant, or evidence; 4) The complainant requested that a formal disciplinary investigation not be initiated; 5) The complainant requested supervisory intervention/action in lieu of a formal disciplinary investigation.
INFO	(Information documentation) - The documentation of information relative to a potential complaint (example: witness information to an incident for which no official complaint has been received), a situation reported by a citizen, or an observation by an employee which does not contain sufficient information to initiate an investigation of an alleged violation of a departmental regulation, order, or procedure.
NVO	No Violations Observed.

The information in the following table was directly provided to the OIPM by PIB.

Table 9: Complaints by Classification

DI-1 (Formal Investigations)	DI-2 (Minor Violations, Involve Counseling)	DI-3 (NIMS or NFIM) (Informal Investigations)	NVO (No Violation of Policy or Procedure)	INFO (No Violation of Policy or Procedure)	Total Complaints
457	219	513	58	154	1401



Allegations against NOPD officers

The following table contains the types of allegations filed against officers by members of the public (Civilian Initiated Complaints) versus those filed by ranking NOPD supervisors (Rank Initiated Complaints). This information was obtained from the IAPRO database. The OIPM provides this information to allow the public to compare and contrast the types of complaint allegations filed by those who work for the department, on the one hand, and the complaint allegations filed by members of the public.

Table 10: DI-1 Complaint Allegations by Civilian or Rank

Allegations	Civilian Initiated Complaints	Rank Initiated Complaints	Totals
Abuse Of Position	0	2	2
Accepting, Giving Anything Of Value	1	0	1
Acting Impartially	2	0	2
Acting In Civil Matters	3	0	3
Adherence To Law	95	47	142
Associations	1	1	2
Authorized Operator Of Department Equipment	0	1	1
Ceasing To Perform Before End Of Shift	3	6	9
Courage	1	0	1
Courtesy	33	17	50
Devoting Entire Time To Duty	0	7	7
Discrimination	1	0	1
Failure To Report Misconduct	0	8	8
False Or Inaccurate Reports	48	10	58
Honesty And Truthfulness	7	22	29
Interfering With Investigations	1	0	1
Instructions From Authoritative Source	140	323	463



Leaving City On Duty	0	1	1
Leaving Assigned Area	1	5	6
Neatness And Attire	2	0	2
Neglect Of Duty	128	138	266
No Violations Observed	16	0	16
Professionalism	273	65	338
Reporting For Duty	1	38	39
Rules Or Procedures	0	3	3
Social Networking, Websites, Facebook, MySpace, Print	0	1	1
Unauthorized Force	74	5	79
Use Of Alcohol/Drugs Off-Duty	0	1	1
Use Of Department Equipment	0	3	3
Verbal Intimidation	9	6	15
No Data Entered	68	4	72
Totals:	908	714	1622



Demographics for Complainants and Officers who are the Subject of a Complaint⁹

The OIPM tabulated the information contained in the following tables from the IAPRO database.

Table 11: Civilian Initiated Complaints 2011 - Demographics of Civilian Complainants

Race/Sex	<20 Years of Age	20 to 29 Years of Age	30 to 39 Years of Age	40 to 49 Years of Age	>50 Years of Age	Total
Asian Male	0	0	0	0	1	1
Black Male	6	23	46	31	30	136
Hispanic Male	0	0	0	1	0	1
Indian Male	0	0	0	0	0	0
Unknown Male	0	0	0	1	0	1
White Male	0	7	13	11	12	43
Asian Female	0	0	0	0	0	0
Black Female	4	25	43	30	35	137
Hispanic Female	0	0	2	0	0	2
Indian Female	0	0	0	0	0	0
Unknown Female	0	0	0	1	0	1
White Female	2	7	7	9	18	43
Total	12	62	112	83	97	366

⁹ The race or national origin of individuals designated as Indian was not clearly defined in the IAPRO system.

Table 12: Civilian Initiated Complaints 2011 – Demographics for Officers who were the Subject of a Complaint

Race	Female	Male	Total
Asian	0	6	6
Black	83	250	333
Hispanic	0	24	24
Indian	0	2	2
Race-Unknown	0	0	0
White	18	236	254
Total	101	518	619

Table 13: Rank Initiated Complaints 2011 - Demographics of Supervisor Complainants

Race/Sex	<20 Years of Age	20 to 29 Years of Age	30 to 39 Years of Age	40 to 49 Years of Age	>50 Years of Age	Total
Asian Male	0	0	0	0	0	0
Black Male	0	3	1	1	2	7
Hispanic Male	0	0	0	0	0	0
Indian Male	0	0	0	0	0	0
Unknown Male	0	0	0	1	0	1
White Male	0	0	1	0	0	1
Asian Female	0	0	0	0	0	0
Black Female	0	1	1	2	1	5
Hispanic Female	0	0	0	0	0	0
Indian Female	0	0	0	0	0	0
Unknown Female	0	0	0	1	0	1
White Female	0	1	0	0	1	2
Total	0	5	3	4	5	16

Table 14: Rank Initiated Complaints 2011 - Demographics of the Officers who were the Subject of a Complaint

Race	Female	Male	Total
Asian	1	5	6
Black	124	179	303
Hispanic	3	16	19
Indian	0	0	0
Race-Unknown	0	0	0
White	20	144	164
Total	148	344	492

Complaint Dispositions

The following table contains the dispositions (outcome) of complaints filed against officers by members of the public (Civilian Initiated) and ranking NOPD supervisors (Rank Initiated). The OIPM tabulated the information from the IAPRO database.

Table 15: DI-1 Sustained Rate for Allegations by Civilian or Rank

Disposition	Civilian Initiated Complaints Sustained Rate	Rank Initiated Complaints Sustained Rate	Totals
Awaiting Hearing	7	11	18
Cancelled	0	3	3
Charges Disproven	2	4	6
Charges Proven	3	109	112
Counseled	0	5	5
DI-2	2	72	74
DI-3 (NFIM)	114	7	121
Dismissed Under Investigation	1	2	3
Exonerated	16	11	27
Info Only Case	58	9	67
No Violations Observed	29	1	30
Not Sustained	60	17	77
Partially Proven/Disproven	11	7	18

Pending	25	12	37
Retired/Resigned Under Investigation	4	5	9
Sustained	23	142	165
Sustained Resigned/Retired	4	8	12
Unfounded	22	3	25
Withdrawn	2	2	4
Unknown	3	0	3
No Data Entered	480	83	563
Totals:	866	513	1379

The following table contains a comparison between disciplinary actions taken in 2010 and 2011. This information was directly provided to the OIPM by PIB.

Table 16: Disciplinary Actions Taken

Type of Action	2010	2011	% of Change
Terminations	5	11	+120%
Suspensions	156	118	-24%
Letters Of Reprimand	65	40	-38%
Total Disciplinary Actions	226	169	-25%

Notable Administrative Disciplinary Investigations

- In February, 13-year veteran Carey Dykes was fired for neglect of duty. Among other incidents, the officer had had sex with a woman in a motel while on duty and slept in his police cruiser while on duty. The OIPM applauds PIB for its surveillance activities on this particular officer.
- Also in February, 9-year veteran Rydell Diggs was fired for beating a man and stealing money from him during a 2007 traffic stop.
- In March, 13-year veteran Thomas McMasters and officer Beau Gast were fired for the improper prostitution arrests of two women. The OIPM provided input in this hearing



and concurred with the termination of the employment of both officers.

- In July, Commander Eddie Selby was reassigned and placed under investigation for comments made during the Essence Music Festival that were interpreted as promoting racially-biased policing. Selby retired later that month. The OIPM was first alerted to the allegations against Commander Selby by officers who were troubled by his comments.¹⁰
- In August, 4-year veteran Justin Ferris was fired for breaking NOPD vehicle pursuit rules, which resulted in the death of an 18-year-old bystander in January 2011. The OIPM was able to monitor this investigation and review the in-car camera video.
- In September, 6-year veteran Chadwick Taylor was fired after lying about kicking a Warren Easton High School student in the head in September 2010. The OIPM provided input in this hearing and concurred with the sustained allegation and termination of this officer's employment.
- After the conclusion of the federal criminal trial on December 9, 2010, from May to November of 2011, Captain Jeff Winn, Lt. Joseph Meisch, and Detective Catherine Beckett were fired for policy violations relating to their activities after finding out about Henry Glover's death, following administrative investigations by PIB. Deputy Superintendent Marlon Defillo, Captains David Kirsch, Lieutenant Dwayne Scheuermann, Sgt. Purnella Simmons, Sergeant Ronald Ruiz, and Officer Jeffrey Sandoz, resigned while under administrative investigation. The OIPM reviewed all of these officers' administrative investigations, as well as the investigations of Captain Gary Gremillion and Captain Joseph Waguespack.

In 2011, the OIPM attended approximately 35 Deputy Superintendent administrative disciplinary hearings. The OIPM also reviews the cases prepared against officers, in advance of the hearings, that the NOPD is seeking to discipline. At the disciplinary hearings, the OIPM is able to review the investigations, observe deliberations, and provide input to the Deputy Superintendent conducting these hearings and/or the Superintendent of Police. Additionally, the OIPM attended 5 Civil Service Commission appeal hearings.

PIB COMPSTAT

The OIPM attends PIB's COMPSTAT meetings, which commonly occur on a weekly basis, and receives updates on investigations into complaints of misconduct taken by the OIPM and other issues of public significance. The OIPM continues to regularly meet with the Public Integrity Bureau's Deputy Superintendent and her staff to discuss cases that have been brought to the OIPM by members of the public or officers.

¹⁰ The OIPM regularly receives information from NOPD officers about internal NOPD misconduct and other issues that have raised concerns for that particular officer. The OIPM keep the officer's identity anonymous according to the preference of the officer.



2011 OIPM Complaint Intake Activities

The OIPM Complaint Process

The OIPM serves as an alternate complaint intake site for those who prefer not to complain directly to PIB or other NOPD supervisors about the specific conduct of NOPD officers. Once a complaint is received, the OIPM forwards it to PIB for inclusion in the IAPRO system and for assignment for investigation.

The OIPM writes up the complaint in the form of a letter to PIB, and specifies within its letter to PIB, which NOPD administrative policy, statute or constitutional provision may have been violated. In its letter to PIB, the OIPM includes the complained about officer's disciplinary history for the last 5 years and makes a recommendation on whether the specific NOPD officer should attend the Professional Performance Enhancement Program (PPEP).

The OIPM entered into community partnerships with organizations to conduct complaint intake off site. Safe Streets/Strong Communities takes complaints primarily from residents of the Central City area. Women with a Vision agreed to take complaints from women at risk in the New Orleans community. Silence is Violence agreed to take complaints from victims of violence in the New Orleans community. Additionally, BreakOut! agreed to take complaints from gay, lesbian, bisexual, transgender, queer (GLBTQ) complainants in the New Orleans community.

The OIPM's ordinance was translated into Spanish and Vietnamese in an effort to reach the widest possible audience.

2011 Complaints Taken by the OIPM

The OIPM received 220 contacts in 2012 regarding officer behavior from the public and officers, up from 120 complaints in 2010. Of the reports received, the OIPM forwarded 139 complaints to PIB for investigation. The OIPM was unable to confirm the dispositions of the complaints it filed in 2011 through the IAPRO database, as the IAPRO database did not contain all of the OIPM's complaints.

As a separate matter, the OIPM did not forward to PIB complaint allegations which had already been previously reported to PIB by the complainant, complaint allegations which did not rise to the level of administrative or criminal misconduct, or complaint allegations for which the complainant did not complete the intake process.

The OIPM received the following allegation types from the complainants with whom the OIPM



interacted.¹¹

Table 17: Allegation Types

Allegations	
Type	Number
Acting Impartially	20
Acting in Civil Matters	2
Adherence to Law	89
Alcohol Related	2
Associations	9
Authorized Operator of Department Vehicle	1
Courtesy	40
Discrimination	11
False and Inaccurate Reports	35
False Arrest/Imprisonment	2
Hours of Duty	2
Instructions	21
Neglect of Duty	62
Off Duty Altercation	1
Professionalism	88
Public Statements and Appearances	1
Rules and Procedures	2
Safekeeping of Valuables by Police Department	12
Searches Without Warrant	20
Security of Records	1
Truthfulness	27
Unauthorized Force	25
Undercover Investigations	4
Use of Department Property	3
Use of Emergency Equipment	1
Verbal Intimidation	25
Total	507

¹¹ Each complaint may contain more than one allegation, e.g. professionalism and unauthorized force. OIPM staff took the complainant's allegations and assigned an administrative allegation type based on the type of NOPD disciplinary charges which can be filed against an officer according to the NOPD Operations Manual. In some cases, the OIPM may not have received enough information to formulate an allegation.

The following table lists the breakdown of the Adherence to Law allegations the OIPM received in 2011.

Table 18: Breakdown of Adherence to Law Allegations¹²

Adherence to Law	
Type	Number
Abuse of Office	1
Constitution	10
Domestic Violence	2
False Arrest/Imprisonment	0
Fraud	1
Narcotics	
Obstruction of Justice	1
Perjury	1
Reckless Driving	2
Theft	17
Traffic	2
Unlawful Detention	6
Unlawful Entry	1
Unlawful Search	6
Unknown	6
Total	57

¹² “Adherence to Law” allegations are allegations that an officer may have violated a law or rule contained in constitutions, criminal or civil statutes, ordinances, or administrative regulations.

The following table lists the breakdown of the Neglect of Duty allegations the OIPM received in 2011.

Table 19: Breakdown of Neglect of Duty Allegations¹³

Neglect of Duty	
Type	Number
Care of Prisoner	1
Care of Property	1
Failing To Take Appropriate And Necessary Police Action	1
Failure to Investigate	12
Failure To Make A Written Report	2
Failure to Respond Promptly	2
Unknown	0
<i>Total</i>	43

Racial Profiling - Stops and Frisks - Fourth Amendment Protections against Search and Seizure

In 2011, the OIPM received 61 complaints specifically related to racial profiling, false imprisonment, or improper stop and frisk procedure.

Retaliation Against Complainants

Among the 220 complaint received by the OIPM in 2011, 62 (28%) contained an allegation of retaliation or a concern or fear of NOPD retaliation. When the OIPM refers a complaint to PIB, it notes its concern about retaliation and requests that when the subject officer is notified of the complaint, that he/she be counseled in writing to not retaliate against the complainant. The OIPM keeps a list of all retaliation complaints, whether initiated by NOPD employees or initiated by members of the public, who fear or claim retaliation. However without proper staffing, the OIPM was unable to review all of these investigations to ensure that the NOPD is properly investigating these types of complaints.

¹³ "Neglect of Duty" allegations are allegations that an officer failed to properly function when the officer was required to perform certain duties and assume certain responsibilities.

The NOPD had no comprehensive policy regarding retaliation other than for sexual harassment claims during the calendar year 2011, nor does the NOPD have a comprehensive retaliation policy to date.

Anonymous Complainants

Complainants occasionally wish to remain anonymous due to their concerns about retaliation. In 2011, the OIPM was in contact with 29 Anonymous complainants.

PPEP and EWS

The NOPD redesigned and reinstated the Professional Performance Enhancement Program (PPEP) in 2011. PPEP provided a 40-hour training session to officers identified as possibly being at risk by the Early Warning System (EWS), this included a session taught by the OIPM.

The EWS alerts the NOPD and OIPM to officers who have received more than three complaints or use of force reports within a 12 month period. An alert may also be triggered for certain types of allegations such as criminal wrongdoing. The primary goal of EWS is to detect officers at risk of doing serious harm to themselves or to others and to change the behavior of individual officers who have triggered the system. PPEP involves the use of deterrence tools and training tools.

As a complement to the EWS, for each officer involved in a Critical Incident or complaint made to the OIPM, the OIPM reviews the officer's use of force and complaint history to determine if there is a pattern of force or allegations against the officer. The officer's history will determine if the OIPM will recommend that the officer be included in PPEP training. Officers who were the subjects of the complaints the OIPM took, had the following complaint histories:

Table 20: Officers Histories

Number of Complaints	Number of Officers
HISTORY OF 0 COMPLAINTS	2
HISTORY OF 1-4 COMPLAINTS	18
HISTORY OF 5-10 COMPLAINTS	26
HISTORY OF 11+ COMPLAINTS	34
HISTORY UNKNOWN	59

In 2011, the OIPM requested that PIB review 21 officers for possible inclusion in PPEP. Of those 21 officers referred by the OIPM 7 officers were included in PPEP.



2011 OIPM Use of Force Monitoring Activities and Critical Incident Response

The OIPM is required by City Code § 2-1121 to monitor the quality and timeliness of NOPD's investigations into uses of force and in-custody deaths.

Uses of Force Incidents

The complete statistics for use of force incidents by NOPD Officers were not available from PIB at the due date for this report. However, in the late spring 2012 this information was inputted into IAPRO by PIB. According to the information contained in the OIPM-PIB Database (IAPRO), there were 302 Use of Force Incidents in 2011. The following table provides the types of force used in each use of force incident report. However, there may be more than one type of force used in an incident and reported in a single use of force report.

Table 21: Types of Force

Type of Force	Number
Canine	1
Capsicum Spray	13
Extendable Baton	4
Handcuffs	1
Handgun (Discharged, Exhibited or Utilized)	23
Physical Force	177
Shotgun	1
Taser	125
Other	20

However, as noted below, PIB did not include all of the Critical Incidents in 2011 into the IAPRO database.



The following table contains the number of uses of force by district. This information was obtained from the IAPRO database.

Table 22: Districts Involved in Use of Force

District/Division	Number
1 st	55
2 nd	30
3 rd	13
4 th	22
5 th	55
6 th	3
7 th	30
8th	41

The following table contains civilian demographics from the use of force reports included in the IAPRO database. There may be more than one civilian per incident.

Table 23: Civilian Demographics

Description	Female	Male	Total
Asian	0	2	2
Black	36	216	252
Hispanic	1	2	3
Indian	0	0	0
White	13	51	64
Total:	50	271	321



The following table contains officer demographics from the use of force reports included in the IAPRO database. There may be more than one officer per incident.

Table 24: Officer Demographics

Description	Female	Male	Total
Asian	0	8	8
Black	53	187	240
Hispanic	1	23	24
Indian	0	1	1
White	17	232	249
Total:	71	451	522

OIPM Critical Incident Response

In November 2010, the OIPM and NOPD agreed upon a Memorandum of Understanding (MOU) to provide a structure for the personnel of both agencies to work together to allow the OIPM to fulfill the will of the public with respect to the Police Monitor Ordinance. The MOU provides that the OIPM will monitor Critical Incident investigations on the same basis and use the same procedures set forth for monitoring civilian and internally generated complaints.

The MOU defines a Critical Incident as:

- All incidents involving the use of deadly force by an NOPD officer, including an Officer Involved Shooting (“OIS”);
- All uses of force by an NOPD officer resulting in an injury requiring hospitalization, (commonly referred to as a law enforcement related injury or “LERI” incident);
- All head strikes with an impact weapon, whether intentional or not;
- All other uses of force by an NOPD officer resulting in a death, (commonly known as a law enforcement activity related death or “LEARD” incident); and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD, commonly referred to as an in-custody death or “ICD”;

In 2011, the NOPD managed its Critical Incident investigations primarily through three units:

- The Homicide Unit conducted the investigation if an officer's use of deadly force struck or killed a person;
- The District's investigators conducted the investigation if the officer's use of deadly force missed a person or struck an animal; and
- PIB conducted the administrative investigation into whether the officer followed NOPD's policies during the incident.

The two objectives behind the OIPM's response to the Critical Incidents scenes are to determine whether the NOPD properly managed these scenes and to evaluate the effectiveness of the NOPD's investigations into these major uses of force.

Towards that end, the MOU required the NOPD to perform the following functions in regards to Critical Incidents:

- Notify the OIPM of the occurrence of any critical incident, within 1 hour of its occurrence.
- Designate one supervisory officer of the investigating unit, at the scene, to provide the OIPM with an overview of the incident, access to the scene, and walk-through of the crime scene area and perimeters.
- Provide the OIPM access to the incident report, use of force report and the investigative report (with complete investigation), within 24 hours of the creation of the report.
- Notify the OIPM at least 48 hours prior to the interviews of police officers involved in critical incidents, to allow the OIPM to attend those interviews.
- Assign a lead investigator responsible for keeping the OIPM staff member assigned to monitor the case informed of all pertinent issues.

Additionally, to achieve its objectives, the OIPM asked for and recorded the following information at each scene:

- Location and District of Occurrence: (Address/Intersection/Description);
- Incident Details;
- Officers Involved (District assignments, Badge/Employee No., rank);
- Subjects Involved (Name, DOB, race, sex, address);
- Deaths (If known);
- Injuries, Number & Injury Type (to officers and subjects);
- # of Bullets/bullet casings/hits;
- Weapons/Caliber;
- Physical Evidence Collected;



- Entry or exit points;
- Pathways taken by the involved officers, subjects and witnesses;
- Any video or audio that will be viewed at the scene by investigators;
- Control of the scene;
- Legality of the entry or detention;
- Legality and appropriateness of the use of force given the total circumstances;
- Appropriateness of the tactics given the total circumstances;
- Appropriateness of the drawing/exhibiting/holstering of the officer's weapon given the total circumstances; and
- Any other concerns or observations.

Within 7 days of receipt of the complete internal investigation into the critical incident, but prior to the Administrative Shooting Hearing decision as to the appropriateness of the use of force, the OIPM is required to submit its written report. This written report includes such issues: investigative techniques, unchallenged assumptions or unconscious biases from investigators, case law, discipline, training, department policy, as well as a consideration of tactics employed during the incident and investigative thoroughness (depth and scope).

However, the OIPM was unable to review the completed investigations, due to a lack of access to the investigative files and a lack of full time staff members to conduct the reviews.

2011 NOPD Critical Incident Statistics

In 2011, there were 19 critical incidents. Each of these Critical Incidents was an Officer Involved Shooting (OIS).

The OIPM went to the scenes of 15 officer involved shootings. The OIPM was unable to respond to the scene of 2 animal OISs and 1 Negligent Discharge, because the OIPM was not notified in a timely manner of the incidents by the NOPD. The OIPM was physically unable to respond to 1 animal OIS incident due to a lack of proximity.

Of the 19 OIS incidents recorded by PIB in 2011, there were 2 human fatalities, 5 shootings with no hits, 9 animal shootings (including 6 animal fatalities), and 3 accidental/negligent discharges with no hits.

Data Accuracy

The Early Warning System relies on the inclusion of uses of force and complaints of police misconduct to alert PIB and the OIPM of officers who are receiving numerous complaints or engaging in numerous use of force incidents during a calendar year. It is critical that all of these



incidents be included in the IAPRO database. PIB is responsible for entering this critical data into the early warning system which is housed within IAPRO.

In January of 2013, when OIPM staff attempted to verify entry of these critical incidents into the Early Warning System, the OIPM found that 10 of the Critical Incidents for 2011 were entered in the IAPRO database and 9 of the Critical Incidents for 2011 were not entered.

Critical Incident Data

The following tables contain information obtained from the NOPD by the OIPM staff member at the time the OIPM staff member responded to the scene of the Critical Incident.

Table 25: Month

Month	Number
January	1
February	1
March	2
April	3
May	1
June	1
July	2
August	2
September	2
October	1
November	0
December	3
Grand Total	19

Table 26: Day

Day of Week	Number
Sunday	4
Monday	0
Tuesday	3
Wednesday	4
Thursday	3
Friday	3
Saturday	2
Grand Total	19

Table 27: Time

Time Period¹⁴	Number
12:01 AM to 6 AM	4
6:01 AM to 12 PM	1
12:01 PM to 6 PM	8
6:01 PM to 12 AM	6
Grand Total	19

Table 28: District of Occurrence

The largest number of critical incidents, 4, occurred in the 7th District and 5th Districts, respectively. The total number of critical incidents for each District is as follows:

District of Occurrence	Number
1st	1
2nd	2
3rd	1
4th	2
5th	4
6th	1
7th	4
8th	1
Unknown ¹⁵	3
Total	19

¹⁴ Using the times noted by PIB.

¹⁵ Information was unavailable in IAPRO.

There were 19 involved officers in the 19 critical incidents in 2011. The officers' information is contained in the following tables:

Table 29: Rank of the Involved Officer

Rank	Number
Lieutenant	1
Sergeant	3
Officer	15
Total	19

Table 30: Race/Sex of the Involved Officer

Race/Sex	Number
Black Male	14
White Male	3
Black Female	1
Unknown Male ¹⁶	1
Total	19

The following table contains the years of service for each NOPD officer involved in a 2011 Critical Incidents.

¹⁶ The race of one male officer was unavailable in IAPRO database.

The least number of years of service for an officer involved in a Critical Incident was 3 years which was true for three individual officers; the longest tenure of an officer involved in a Critical Incident was 24 ½ years of service.

Table 31: Years of Service

Years of Service	Number
0-5 years	4
6-10 years	6
10-15 years	4
15-20 years	1
20-25 years	3
Unknown ¹⁷	1
Grand Total	19

Table 32: Officer Duty Status-On Duty/ Off Duty/On Detail

On Duty/ Off Duty/Detail	Number
On duty	16
Off duty	3
Detail	0
Grand Total	19

Table 33: Rounds Fired/# of Hits¹⁸

Incident No.	Rounds Fired	# of Hits
1.	1	1
2.	Unknown	Unknown
3.	Unknown	Unknown
4.	1	0
5.	1	0
6.	Unknown	Unknown

¹⁷ IAPRO did not contain accurate information regarding the officer's tenure; therefore the OIPM was unable to calculate the number of years of service for this officer.

¹⁸ Information about the number of rounds fired and the number of hits was not always available when OIPM responded to the scene of critical incidents. If such information was not available it was denoted 'unknown' in the table above.

7.	Unknown	Unknown
8.	3	0
9.	2	2
10.	10	10
11.	1	0
12.	1	0
13.	1	1
14.	1	0
15.	1	0
16.	1	0
17.	14	Unknown
18.	1	0
19.	1	0

The OIPM tracks the number of rounds fired and the number of hits because missed shots can become a danger to the public and other officers in the vicinity.

The following table contains the race and sex of involved members of the public which the OIPM recorded at the scene of each Critical Incident.

Table 34: Race/Sex of Involved Member of the Public

Race/Sex ¹⁹	Number
Black Male	7
White Male	2
Black Female	1

2011 OIPM Critical Incident Initial Observations

The OIPM responded to 15 of the 19 Critical Incidents of which the OIPM was notified by the NOPD in 2011. Being able to review the scene and receive a walkthrough and briefing was essential for the OIPM to determine if the initial part of the investigation was being conducted properly. Reviewing the scene and receiving a walkthrough was also essential for the OIPM to make recommendations to improve the quality of NOPD critical incident investigations, accordingly.

¹⁹ This information is only available for incidents in which the OIPM collected information about the race of the person who was subject to the NOPD's enforcement action. Some cases did not involve members of the public, including cases involving animals or negligent/accidental discharges.

While on the scene of the 15 Critical Incidents, the OIPM observed and collected information regarding the involved officers' conduct during the Critical Incident and the investigative procedures that followed the Critical Incident. Such information is listed below.

The information included below only contains the OIPM's initial questions or concerns which resulted from the OIPM's response to the scene. The OIPM was unable to review any of the completed Critical Incident investigations, due to a lack of staffing resources.

OIPM Notification

In 12 out of the 15 Critical Incidents to which the OIPM responded, the OIPM was notified within one-hour of the incident as required by the OIPM MOU.

OIPM Briefing in Compliance

In 14 out of the 15 Critical Incidents to which the OIPM responded, the OIPM's briefing which OIPM received from NOPD was in compliance in regards to the information or access to the scene provided to the OIPM by the NOPD, as required by with the OIPM-NOPD MOU. Only one (1) briefing did not provide the required information.

OIPM Walkthrough in Compliance

In 9 out of the 15 Critical Incidents to which the OIPM responded, the OIPM's walk through of and access to the Critical Incident scene was in compliance with the requirements of the OIPM-NOPD MOU. In 6 Critical Incidents, the OIPM did not receive a complete walk-through of the scene with access to relevant evidence.

Scene Access Controlled

In 8 out of the 15 Critical Incidents to which the OIPM responded, the NOPD properly controlled access to the OIS scene, to prevent the mishandling of evidence and to preserve the chain of custody. In one Critical Incident, the scene was partially controlled, but not completely controlled. There were 4 Critical Incident scenes in which access was not properly controlled and 2 scenes in which the OIPM did not have enough information to determine if access was properly controlled.



Subject Officer(s) Sequestration

In 1 out of the 15 Critical Incidents to which the OIPM responded, the officers involved in the Critical Incident were properly removed from the scene and monitored by supervisors, to prevent them from discussing the incident with other involved officers or non-investigatory personnel. In 9 of the Critical Incidents, the OIPM questioned whether officers were properly sequestered and in 5 incidents the OIPM did not have enough information to determine if officers were properly sequestered.

Entry/Detention Concerns

In 2 out of the 15 Critical Incidents to which the OIPM responded, the OIPM questioned the legality of the involved officers' entry onto the premises in which the shooting occurred. Additionally, in 4 incidents, the OIPM questioned the legality of the detention of subjects or witnesses involved in the incident.

Use of Lethal/Deadly Force Concerns

In 12 out of the 15 Critical Incidents to which the OIPM responded, the OIPM questioned the appropriateness and legality of the deadly force used by officers.

Tactical Concerns

In 9 out of the 15 Critical Incidents to which the OIPM responded, the OIPM questioned the appropriateness and safety of the tactics²⁰ employed by the officers leading up to the use of deadly force. In 6 Critical Incidents the OIPM did not question the tactics used.

On March 14, 2012, the OIPM sent recommendations to Mayor Landrieu and Superintendent Ronal Serpas requesting that they immediately institute training to assist officers in being safer in their tactics. The OIPM believes that if officers use better tactics, their lives are less at risk which also makes the public safer. The Superintendent responded to the recommendations advising that training personnel will review the Department's tactical training to make sure the training is in compliance with national standards.

²⁰ "Tactics" are methods, maneuvers or techniques used to achieve policing objectives. Evaluation of any use of force incident must include an evaluation of the tactics used by the involved officers. Because police officers may encounter an almost infinite variety of scenarios in the field, it is generally impossible to pre-determine the tactics that should be used. Rather, officers must apply general tactical principles and methods to situations that are fluid, dynamic and uncertain. Sound tactical performance thus relies upon officers' ability to evaluate scenarios they encounter, and to make appropriate tactical decisions as to how the scenario should be managed in order to meet the relevant policing objectives. The above definition is quoted directly from the LAPD Police Commission.

Drawing/Exhibiting/Holstering Concerns

In 10 out of the 15 Critical Incidents to which the OIPM responded, the OIPM questioned the appropriateness of officers drawing their weapons, given the situation. In 5 incidents the OIPM did not have initial questions.

Bystanders Endangered

In 2 out of the 15 Critical Incidents to which the OIPM responded, the OIPM did not question that bystanders were endangered by the use of deadly force by officers. However, in 12 Critical Incidents the OIPM questioned whether bystanders were endangered by the use of deadly force. In 1 incident, the OIPM did not have enough information to make a determination.

The OIPM collects and records its initial questions and concerns for use as a guide in the OIPM's review of the completed Critical Incident investigations. However, as noted above, the OIPM does not have enough staff to conduct such reviews.

NOPD Critical Incident Determinations Regarding Law and Policy

The Superintendent of Police must make a determination in each critical incident as to whether the officer's use of deadly force violated NOPD policy. In some cases the Orleans Parish District Attorney must make a determination as to whether the law has been violated.

The United States Supreme Court ruled that under the Fourth Amendment to United States Constitution, police officers may only use that force which is reasonable and necessary to accomplish a lawful police objective such as an arrest, entry, or detention.²¹ Additionally, under Louisiana law, police officers have the authority to use deadly force when authorized by their duties/law, in defense of a life, in defense of property, or to prevent great bodily harm.²²

NOPD Policy

Under NOPD policy, a police officer has the authority to use deadly force under the appropriate Constitutional and state law standards. Additionally NOPD policy requires officers to use an alternative to force, such as verbal persuasion, if reasonable under the circumstances.

²¹ *Graham v. Connor*, 490 U.S. 386 (1989).

²² Louisiana Revised Statutes 14:18, et. seq.



NOPD Determinations for 2011

PIB was unable to provide to the OIPM the criminal and administrative dispositions which were made in the 19 Critical Incidents which occurred in 2011. This information was also not contained in the IAPRO database.

Drug and Alcohol Testing of Involved Officers

Drug and alcohol testing for officers involved in Critical Incidents is not mandatory under NOPD policy. NOPD Operations Manual Section 1.6, Paragraph 23, provides that:

When any supervisor has reason to believe an employee involved in the discharge of a firearm may be impaired by alcohol or drugs, it shall be that supervisor's responsibility to request of the Superintendent of Police or his designee that the employee submit to the appropriate testing procedure (breath analysis, urinalysis, or blood).

PIB was unable to provide to the OIPM information regarding the testing of officers involved in Critical Incidents in 2011, for this report. The OIPM will supplement the report, when the information becomes available.

Critical incidents, PPEP, and Officer Histories

In 2011, the OIPM found that 2 of the 19 officers involved in OIS incidents were required to attend PPEP training after the incident occurred. Nine out of the 19 officers involved in OIS incidents received an alert in the Early Warning System either before or after the incident occurred. Eight of the 19 officers involved in OIS incidents had a significant complaint history over the last five years. One of the 19 officers involved in an OIS incident had a significant use of force history over the two last years.

Force Investigation Team

In the fall of 2010, the OIPM sent recommendations to NOPD requesting that a specialized investigations team be created in PIB to investigate critical incidents. In 2011, the OIPM sat through most of the interviews with candidates for the specialized investigations team. A Lieutenant was selected to lead the specialized investigations team, which was named the Force Investigation Team (FIT). The FIT Lieutenant began working in 2011. The OIPM also coordinated a meeting for PIB with two members of LAPD's Force Investigation Division who came to New Orleans for the national police oversight conference hosted by the OIPM in 2011. The LAPD officers observed the NOPD's investigations of an OIS and made suggestions for improvement.



2011 Community Engagement

In 2011, the OIPM met with dozens of agencies, community organizations, academics, members of the criminal justice system, city officials, and individuals. The OIPM partnered with groups such as the Orleans Public Defenders' office, Safe Streets/Strong Communities, the GLBTQ (Gay, Lesbian, Bisexual, Transsexual, Queer) advocacy group BreakOUT!, and the women and family advocacy group Women With a Vision.

Most notable, the OIPM delivered a dozen Know Your Rights presentations and trainings to and for the public. These presentations teach how to best conduct oneself during a police encounter and how to recognize and report police misconduct. Appendix A contains a list of community events initiated or attended by the OIPM.

The OIPM expanded the methods for communicating with the public to include Facebook and Twitter in 2011. OIPM staff also appeared in print, on the internet, on radio, and on television, including WBOK, WWL radio, WWL TV 4 News, WDSU, FOX 8 News, the Wall Street Journal, the Times-Picayune, the Lens NOLA blog, and the New Orleans Tribune.

The OIPM hosted the 17th Annual Conference of the National Association for the Civilian Oversight of Law Enforcement. The conference brought together individuals and organizations working to establish or improve oversight of police officers in the United States. The conference offered an opportunity for these groups to exchange information about ways to ensure that policing is done in a manner that respects the public's rights while addressing public safety concerns. The 2011 conference included over 200 attendees from across the country. Bernard Melekian, Director of the Office of Community Oriented Policing Services, U.S. Department of Justice, was keynote speaker. The OIPM also worked with donors in the New Orleans area to provide scholarships for local community groups to attend. Members of the NOPD and the Louisiana State Police also attended the conference. The OIPM remained engaged with other police oversight groups throughout the country in 2011, and NACOLE recently featured the work of the OIPM in a newsletter in 2011.

El Protector Program

NOPD launched its El Protector program in January. The program was designed to reach out to New Orleans' Latino and Vietnamese populations. The program aims to decrease DWI fatalities, educate about domestic violence issues, reduce gang violence, and create ties between the NOPD and community organizations. Officers Janssen Valencia and Tuoc Tran acted as the main liaisons between NOPD and the Latino and Vietnamese communities in 2011.



GLBTQ Training Initiative

GLBTQ advocacy group BreakOUT! developed a video called “We Deserve Better,” which features community members sharing personal experiences and giving recommendations for NOPD reform for GLBTQ interactions. The video is now being shown at the NOPD Training Academy as part of the regular training curriculum. The OIPM’s Executive Director of Community Relations participated on BreakOUT!’s advisory panel and the OIPM offered to advise trainees regarding GLBTQ-related issues.

Mardi Gras Indians Dispute

In winter and spring 2011, NOPD actively worked with Mardi Gras Indian leaders to improve the relationship between NOPD and Mardi Gras Indians and to maintain a harmonious atmosphere for the celebrations. NOPD agreed to refrain from its previous practices of enforcing a curfew, using lights and sirens to intimidate the Indians and second line participants, and pushing Indians and participants from the streets. A member of the public who observed Super Sunday 2011 characterized the day as “peaceful and relaxed,” due in large part to the active engagement and interest of NOPD, as opposed to the alleged hostility that had characterized previous NOPD-Indian interactions.



Appendices

Appendix A: 2011 OIPM Community Interactions

Date	Description
1/19/2011	Attended District A Council District Meeting at Fairgrounds
1/25/2011	Organized Know Your Rights Training for Women with a Vision and BreakOUT!
1/29/2011	Attended Roland Doucett's Rally Against Violence in the East
2/10/2011	Attended Joint Meeting between community organizations, Chief of Police, Chief of PIB and OIPM
2/12/2011	Organized Know Your Rights training at with Safe Streets/Strong Communities
2/12/2011	Attended Stop the Violence Rally at Xavier University
2/12/2011	Attended Roundtable of New Orleans community groups and service providers
2/15/2011	Attended GLBTQ training for OIPM staff by BreakOUT!
2/19/2011	Attended anti-racism training for OIPM staff by People's Institute for Survival and Beyond
2/25/2011	Took complaints in District B with Safe Streets/Strong Communities
3/1/2011	Attended City Council District C meeting
3/11/2011	Attended Council District C meeting
3/11/2011	Met with Young Adults Striving for Success to discuss school security issues and NOPD in schools
3/12/2011	Attended Roundtable of New Orleans community groups and service providers
3/17/2011	Attended City Council meeting on the DOJ report
3/22/2011	Attended NOPD's Next of Kin Kickoff event
3/23/2011	Attended City Council's Criminal Justice Committee meeting



3/29/2011 Attended Tulane University's training on providing culturally competent services to GLBTQ victims of domestic violence

3/29/2011 Attended meeting for Council Districts D and E

4/8/2011 Attended community meeting to discuss federal consent decree sponsored by Louisiana Justice Institute

4/11/2011 Attended launch of NOPD's Victim Allies Project

4/11/2011 Attended Seabrook Neighborhood Association meeting

4/13/2011 Organized Know Your Rights training at Café Reconcile

4/15/2011 Attended Mayor's Domestic Violence Advisory Committee meeting

4/16/2011 Attended Agenda for Children's Celebration of the African-American Child

4/20/2011 Discussed domestic violence policing with the President of Women's Health and Justice Initiative

5/9/2011 Presented at Carrollton United Neighborhood Association meeting

5/16/2011 Attended Mayor's city-wide empowerment session

5/18/2011 Presented at L9 Stakeholders' Coalition meeting

5/19/2011 Moderated Young Adults Striving for Success's school security forum, sponsored by the Juvenile Justice Project of Louisiana

5/24/2011 Presented at Algiers Community meeting

5/25/2011 Presented at Gentilly Civic Improvement Association meeting

6/8/2011 Attended Community Without Violence Block Party with Milan Focus Group on Crime and Neighborhood Housing Services

6/25/2011 Took complaints and performed outreach at Common Ground Legal Clinic

6/25/2011 Presented at Gentilly Civic Improvement Association meeting

6/30/2011 Presented at Algiers Neighborhood Association's Crime and Blight Summit



7/5/2011	Organized Know Your Rights training for Kids Rethink New Orleans Schools
7/13/2011	Presented at Milan Neighborhood Association meeting with Milan Focus Group on Crime and Neighborhood Housing Services
7/16/2011	Took complaints and performed outreach at Common Ground Legal Clinic
7/21/2011	Attended meeting of the National Coalition of Anti-Violence Programs, sponsored by the Tulane Anti-Violence Project
8/4/2011	Took complaints and performed outreach at the Sportsview Tavern
8/6/2011	Organized Know Your Rights training and performed outreach at a back-to-school event for ReConnect NOLA
8/13/2011	Performed outreach (tabled) at an event at Good Faith Baptist Church
8/24/2011	Attended Budgeting for Outcomes meeting of Council District A
8/29/2011	Tabled and marched at the 6 th Annual Katrina Commemoration March and Festival
8/30/2011	Attended NOPD's Next of Kin even
9/6/2011	Met with State Representative Jared Brossett
9/10/2011	Attended Roundtable of New Orleans community groups and service providers
9/12/2011	Hosted NACOLE Conference 9/12 - 9/15
9/17/2011	Attended Mayor's Crime Summit at UNO Lakefront Arena
9/23/2011	Attended meeting of Community United for Change
9/29/2011	Attended meeting to discuss GLBTQ issues with NOPD and BreakOUT!
9/30/2011	Took complaints at Safe Streets/Strong Communities
10/3/2011	Presented at a membership meeting for Tulane's Black Law Students' Association



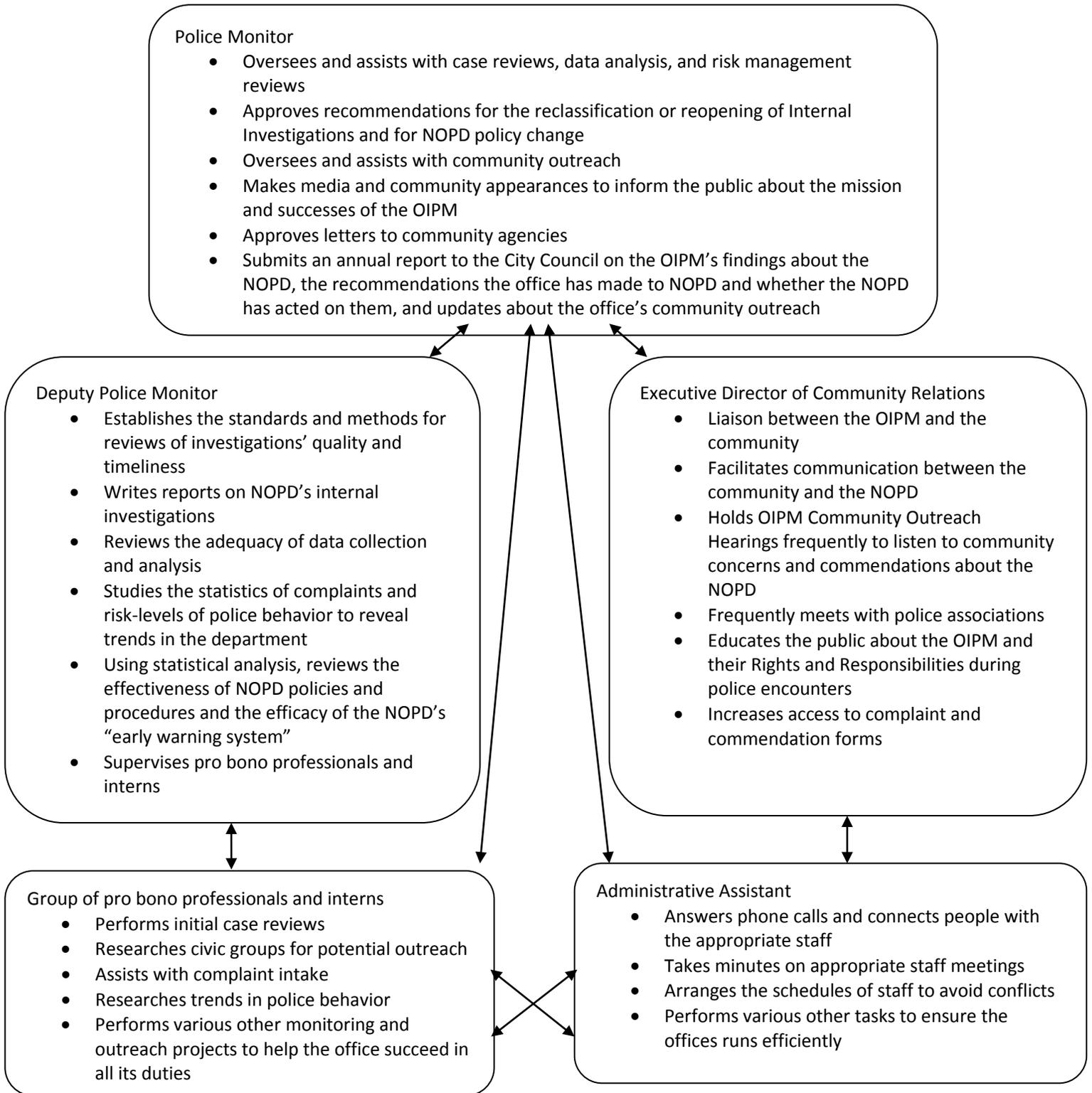
10/6/2011	Attended citywide neighborhood watch training at Gallier Hall
10/8/2011	Attended Roundtable of New Orleans community groups and service providers
10/11/2011	Took part in Night Out Against Crime with Mary Queen of Vietnam Church, ReConnect NOLA, Safe Streets/Strong Communities
10/12/2011	Presented at City Council Criminal Justice Committee meeting
10/15/2011	Organized and attended Kim Groves Memorial Ceremony
10/17/2011	Organized Know Your Rights training and performed outreach at BW Cooper Town Hall
10/28/2011	Took complaints at Safe Streets/Strong Communities
10/29/2011	Tabled at St. Roch Health Fair
11/3/2011	Organized Know Your Rights training and performed outreach at Sound Cafe
11/5/2011	Tabled and presented at Peace Fest in Central City with Orleans Public Defenders and ReConnect NOLA
11/12/2011	Attended Roundtable of New Orleans community groups and service providers
11/29/2011	Attended NOPD's Next of Kin meeting
11/29/2011	Met with Pastor of 1 st Pilgrim Baptist Church
11/30/2011	Attended Claiborne-University Area Neighborhood Association meeting
12/9/2011	Attended St. Roch Community Engagement Forum
12/10/2011	Attended Roundtable of New Orleans community groups and service providers
12/10/2011	Attended Addicted to the Lifestyle forum



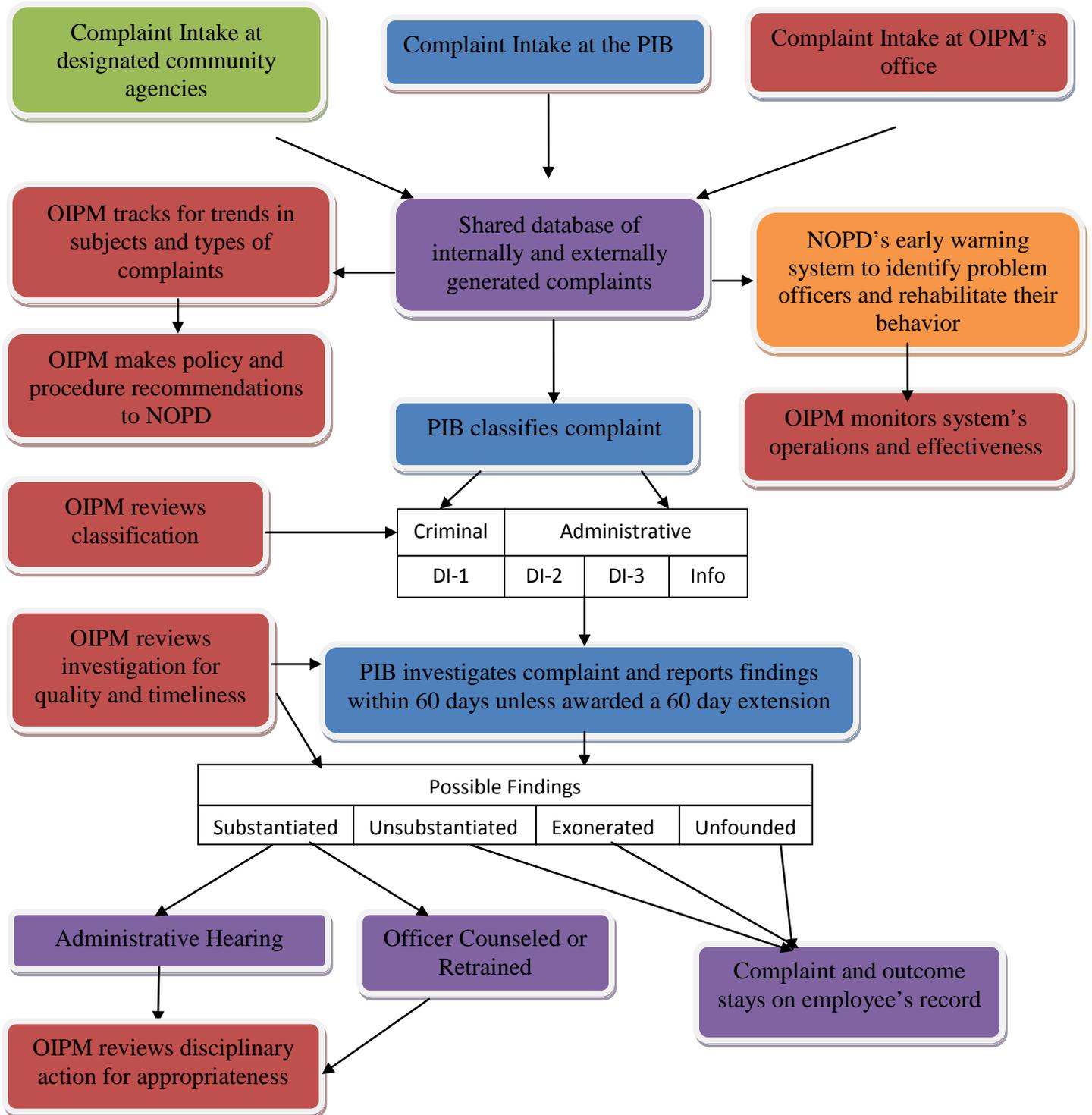
12/14/2011	Attended meeting of Milan Focus Group on Crime and Neighborhood Housing Services meeting
12/15/2011	Attended meeting at House of Prayer
12/20/2011	Took complaints at Occupy NOLA camp



Appendix B: Overview of OIPM Roles



Appendix C: Overview of Complaint Process



Appendix D: Overview of OIPM Critical Incident Monitoring Process

