Office of the Independent Police Monitor

2027 City Council Budget Hearing

Office of the Independent Police Monitor (OIPM)

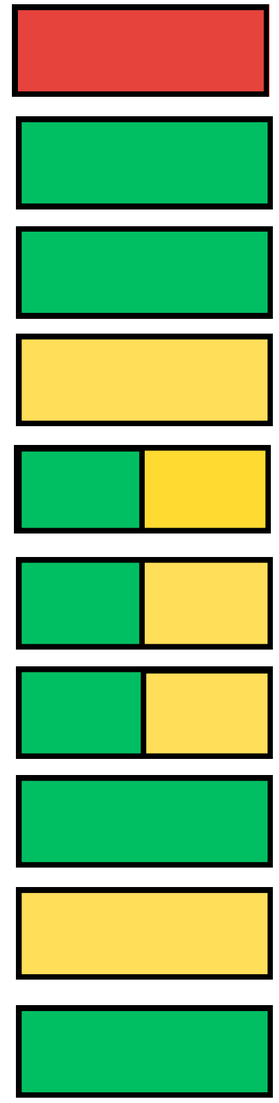
City of New Orleans
October 22, 2026



Status on 2026 Stated Goals

Review of 2026 Goals

OIPM Goal	Recruit and Train New Cohort of Mediators
OIPM Goal	Create a Virtual Public Archive
OIPM Goal	Public Forums and Community Engagement
OIPM Goal	Use of Force and Use of Force Review Board Report
OIPM Goal	Public Facing Misconduct Database
OIPM Goal	Lawsuits, Claims, Appeals, Criminal Charges Report
OIPM Goal	Expanding Mediation
OIPM Goal	Monitor's Mic Radio Show
OIPM Goal	Audits, Auditing Monitoring, Verifications
OIPM Goal	Conduct Misconduct Case Reviews



Complete; Operational

In Process

Not Started; Delayed



OIPM Personnel

Actual FTEs by Position

Title	Classified / Unclassified	Classified Position Title	Number of Positions Permitted	Number of Positions Filled	Total
Independent Police Monitor	Unclassified		1	1	1
Deputy Police Monitor	Unclassified		1	1	1
Mediation Director	Classified	Community/Police Mediation Program Manager	1	1	1
Office Manager	Classified	Management Development Specialist II	1	1	1
Misconduct & Force Analyst	Classified	Management Development Specialist I	1	1	1
Misconduct & Mediation Analyst	Classified	Management Development Specialist II	1	1	1
Community Engagement & Projects Coordinator	Classified	Community Police Engagement Specialist	1	1	1
Data Coordinator (PT)	Classified	Management Development Analyst II	1	1	1
Director of Community Relations	Unclassified		1	0	0
Auditor	Classified	Auditor	1	0	0
Administrative Assistant	Classified	Office Worker	1	0	0

Current Organizational Structure



INDEPENDENT POLICE MONITOR
STELLA CZIMENT

LEGAL COUNSEL CONTRACTOR



DEPUTY POLICE MONITOR
KIRSCHELLE WILLIAMS

DATA & AUDIT



DATA COORDINATOR
EZRA SPIRA-COHEN
PART TIME

ADMINISTRATIVE



OFFICE MANAGER
RENEE LIVIOUS

COMMUNITY-POLICE MEDIATION



MEDIATION DIRECTOR
JULES GRIFF



MISCONDUCT AND MEDIATION ANALYST
TUWAN BROWN

MISCONDUCT & FORCE



MISCONDUCT AND FORCE ANALYST
CHRISTIAN JAMAL

COMMUNITY ENGAGEMENT & SPECIAL PROJECTS



COMMUNITY, POLICE, AND PROJECT COORDINATOR
KIAH HOWARD

The Office of the Independent Police Monitor employs seven full time staff members and one part time staff member. This organizational chart does not include mediators or contractors (aside from OIPM counsel).

In 2026, the OIPM issued an RFP for new contracted legal counsel after its prior counsel could no longer serve, but it yielded no viable candidates. A rerelease was put on hold amid uncertainty over the IPM's reappointment; the OIPM now plans to rerelease it soon to fill the vacancy.



2027 OIPM Goals

2027 OIPM Goals

Create New Policing Reports

Focus on **relevant issues and explain policies, processes, and impacts.**
Examples include:

- **Facial recognition technology** and how it is utilized by the NOPD;
- **Use of drones by the police** and addressing misinformation regarding this technology;
- **Use of Force Review Board** explaining how it works, what it does, and the impact it has on the department's training, policy, and culture;
- **Lawsuits and claims**;
- **Civil service disciplinary appeals**; and
- **Criminal proceedings against officers.**



OIPM
Office of the Independent Police Monitor

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Police Oversight Guide: Facial Recognition Software in Law Enforcement

The public is being watched. The question now is: what is the police allowed to do with that footage of our faces - in real time or from stills. Can the police legally use facial recognition software in New Orleans? The Office of the Independent Police Monitor intends to answer that question and more through the creation of this guide - and by doing so, empower the community, stakeholders, the police department, and city leaders to decide what should happen next.

This guide seeks to:

- Provide a brief overview of what technology is being discussed
- Historical context of the technology use in the police department and the ordinances that permitted or restricted its use.
- Compare and contrast the ordinances granting or limiting police use of facial recognition technology.
- Highlight the pros and cons of the technology being considered.
- Brief overview of the bans and limits on FRT technology across the country.
- Explore the accountability, transparency, and oversight measures being considered or implemented to ensure this technology is used in accordance with the law.
- Explain public feedback received on the technology.

The Office of the Independent Police Monitor (OIPM)

First, a brief understanding of who the OIPM is and why the OIPM is weighing in on law enforcement's use of facial recognition software and live surveillance. The Office of the Independent Police Monitor (OIPM) is an independent branch of city government responsible for providing oversight to the NOPD. The OIPM provides oversight through monitoring, reviewing, and auditing police activity and data. The OIPM is responsible for conducting complaint and commendation intake, on-scene monitoring of critical incidents and uses of force, overseeing the community-officer mediation program, reviewing investigations, providing assessments, identifying patterns, and making recommendations for improved practice, policy, resource allocation, and training. Within the NOPD, the OIPM strives to make the NOPD a safe, nondiscriminatory, and supportive employment experience for all NOPD employees that promotes positive policing, realistic outcomes, and ensures accountability for bad actors. In the community, the OIPM seeks to engage the community in how they are policed as well as amplify the voice of the community to ensure that all within the city – visitors and residents alike – can access police services equally, safely, and have a positive and productive experience with officers.

The OIPM is producing this tool to provide context and examples to readers of how this technology can impact our police department and city. This informational guide will be an informational tool that will enable readers to understand the issues and the technology so they can have an informed opinion on this software and it's use in the policing space.

Live Surveillance

The **continuous and targeted viewing** of the public or an individual through devices (like cameras) or physical presence. This can occur by private entities or law enforcement.

Surveillance or Security Cameras

Surveillance or security cameras are the **devices used to watch or record.** The cameras can be publicly or privately owned or on placed on public or private property. The footage may be uploaded into a cloud, saved on a server, or continuously recorded and erased. What happens with the footage depends on who has access to it.

Facial Recognition Technology

Facial Recognition Technology (FRT) will refer to the **software** that runs an algorithm to scan the points on a human's face and then to match those points to another image of a person's face. This can be done through scanning a person's face from live surveillance footage or through a still photograph - effectively comparing a photograph to a photograph.

Algorithms

Algorithms are **sequences of instructions**. In computer science, it will be most likely be code that is running and applying rules or a process over and over again. Algorithms are created by people and in a computer science setting, it is then applied by a computer or implemented by a computer in a way that resembles automation.

OIPM P. 1



Expand Truncated Case Reviews

- Truncated case review model will provide a **review of one question** or **one component of the investigation** instead of the comprehensive (and time demanding) model that the OIPM currently conducts.
- This model will enable the OIPM to produce more timely reviews of misconduct investigations.

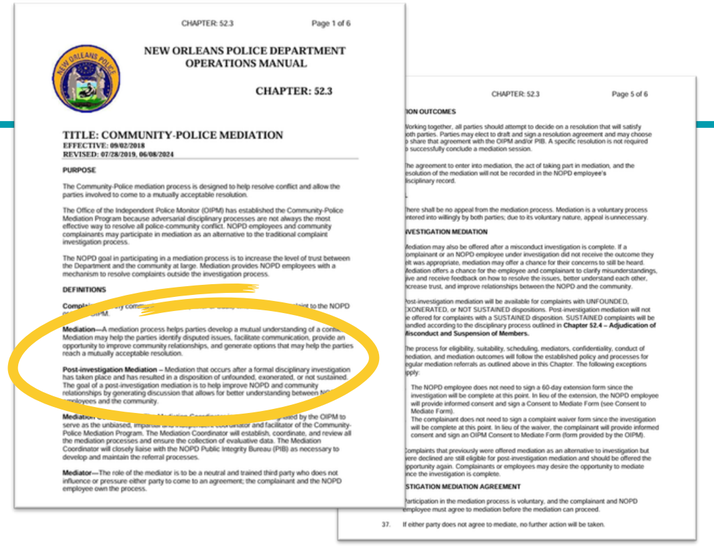
2027 OIPM Goals

Recruit and Train New Cohort of Mediators

- Starting in 2026, the OIPM will **recruit a new cohort of mediators** for the Community-Police Mediation Program to be selected and trained in 2027.
- This program recruits and trains community members who are passionate about conflict resolution, social change, and building stronger relationships between residents and the NOPD to lead mediations between officers and individuals.
  - **Fifteen (15) applicants will be selected** to receive an intensive 50-hour mediation training.
  - To ensure mediators reflect the diversity of New Orleans, the program will recruit across a wide range of backgrounds, including gender, age, race, language, and lived experience. The goal is to strengthen accountability, trust, and understanding between the community and police through meaningful dialogue.

Peer-to-Peer Mediation Program

- Creation of the peer-to-peer mediation program to serve **employee conflict** within NOPD.
- Aid in **solving some of the internal issues** and conflicts that inevitably come up within such a large and diverse organization.
- **Increase officer retention** by addressing the workplace conflict that hurts morale or creates toxic workplaces.



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NEW ORLEANS POLICE DEPARTMENT
OPERATIONS MANUAL

CHAPTER: 52.3

TITLE: COMMUNITY-POLICE MEDIATION
EFFECTIVE: 09/02/2018
REVISED: 07/28/2019, 06/08/2024

PURPOSE

The Community-Police mediation process is designed to help resolve conflict and allow the parties involved to come to a mutually acceptable resolution.

The Office of the Independent Police Monitor (OIPM) has established the Community-Police Mediation Program because adversarial disciplinary processes are not always the most effective way to resolve all police-community conflict. NOPD employees and community complainants may participate in mediation as an alternative to the traditional complaint investigation process.

The NOPD goal in participating in a mediation process is to increase the level of trust between the Department and the community at large. Mediation provides NOPD employees with a mechanism to resolve complaints outside the investigation process.

DEFINITIONS

Mediation—A mediation process helps parties develop a mutual understanding of a conflict. Mediation may help the parties identify disputed issues, facilitate communication, provide an opportunity to improve community relationships, and generate options that may help the parties reach a mutually acceptable resolution.

Post-investigation Mediation – Mediation that occurs after a formal disciplinary investigation has taken place and has resulted in a disposition of unfounded, exonerated, or not sustained. The goal of a post-investigation mediation is to help improve NOPD and community relationships by generating discussion that allows for better understanding between

Mediation—

Mediator—The role of the mediator is to be a neutral and trained third party who does not influence or pressure either party to come to an agreement; the complainant and the NOPD employee own the process.

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ION OUTCOMES

working together, all parties should attempt to decide on a resolution that will satisfy ach parties. Parties may elect to draft and sign a resolution agreement and may choose o share that agreement with the OIPM and/or PIB. A specific resolution is not required o successfully conclude a mediation session.

he agreement to enter into mediation, the act of taking part in mediation, and the olution of the mediation will not be recorded in the NOPD employee's isciplinary record.

here shall be no appeal from the mediation process. Mediation is a voluntary process ntered into willingly by both parties; due to its voluntary nature, appeal is unnecessary.

VESTIGATION MEDIATION

diation may also be offered after a misconduct investigation is complete. If a mplainant or an NOPD employee under investigation did not receive the outcome they lt was appropriate, mediation may offer a chance for their concerns to still be heard diation offers a chance for the employee and complainant to clarify misunderstandings, ve and receive feedback on how to resolve the issues, better understand each other, crease trust, and improve relationships between the NOPD and the community.

ost-investigation mediation will be available for complaints with UNFOUNDED, XONERATED, or NOT SUSTAINED dispositions. Post-investigation mediation will not e offered for complaints with a SUSTAINED disposition. SUSTAINED complaints will be andled according to the disciplinary process outlined in **Chapter 52.4 – Adjudication of Misconduct and Suspension of Members.**

he process for eligibility, suitability, scheduling, mediators, confidentiality, conduct of ediation, and mediation outcomes will follow the established policy and processes for egular mediation referrals as outlined above in this Chapter. The following exceptions pply.

The NOPD employee does not need to sign a 60-day extension form since the investigation will be complete at this point. In lieu of the extension, the NOPD employee will provide informed consent and sign a Consent to Mediate Form (see Consent to Mediate Form).

The complainant does not need to sign a complaint waiver form since the investigation will be complete at this point. In lieu of the waiver, the complainant will provide informed consent and sign an OIPM Consent to Mediate Form (form provided by the OIPM).

omplaints that previously were offered mediation as an alternative to investigation but ere declined are still eligible for post-investigation mediation and should be offered the pportunity again. Complainants or employees may desire the opportunity to mediate nce the investigation is complete.

STIGATION MEDIATION AGREEMENT

articipation in the mediation process is voluntary, and the complainant and NOPD mployee must agree to mediation before the mediation can proceed.

37. If either party does not agree to mediate, no further action will be taken.

2027 OIPM Goals

Audits, Audit Monitoring and Verifications

- Complete a comprehensive audit of the **PIB intake and classification process** to evaluate compliance with **policy, relevant timelines, and Civil Service and state law.**
- Audit **case refusals and evidence exclusion** recorded under Chapter 1.2, Para. 16 of NOPD's Policy. The goal of this audit would be to learn from the District Attorney's refusals of NOPD's cases to determine if there is officer misconduct or illegal searches and seizures that are threatening the ability for successful prosecutions.
- Share results with NOPD Academy to **create teaching moments from police work** that does not result in prosecutions, and make better and more informed police investigations.

Expand Community Engagement

- Put forth recommendations to increase **public transparency** and include the **Police Community Advisory Boards (PCAB)** in operations and decision-making of the NOPD and OIPM where appropriate.
- Find innovative approaches to reach the community in a cost effective manner.
- **Increase partnerships** with other city agencies and organizations.



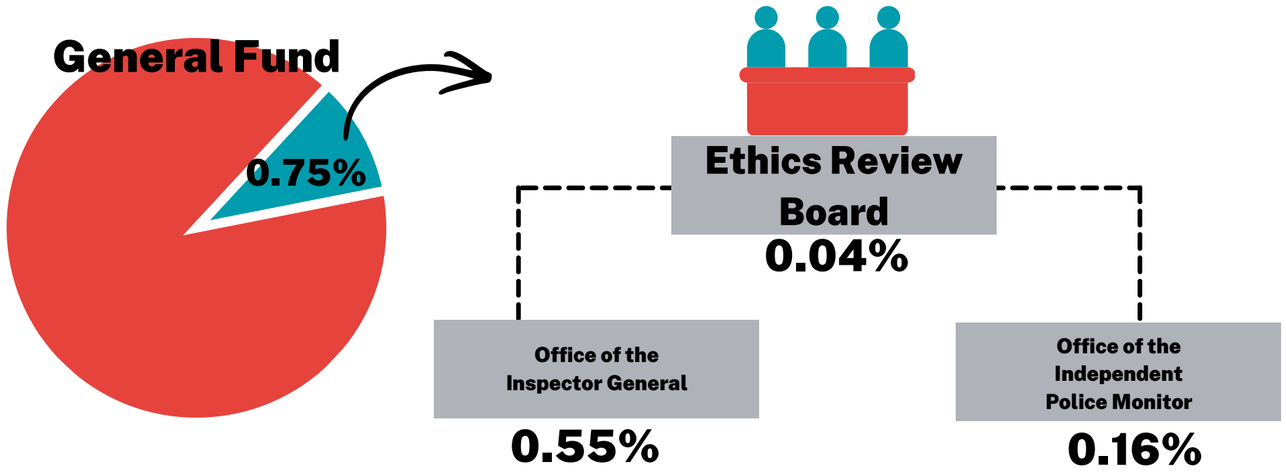




OIPM
Office of the Independent
Police Monitor

2026 Budget Summary
2027 Proposed Budget

The OIPM Budget Under §9-404



The OIPM Budget

2026 Budget		
Personnel Services	Other Operating	Total
$944,243	$216,663	$1,160,906

2027 Budget Request		
Personnel Services	Other Operating	Total
$848,380	$265,695	$1,222,598



Questions for the OIPM

Thank you for this opportunity to present.

To learn more about the Office of the Independent Police Monitor, follow us on Instagram @nolaoipm
Facebook @NewOrleansIndependentPoliceMonitor
www.nolaipm.gov

24/7 Hotline: 1 (877) 225-OIPM (6476)