



SUMMARY REPORT OF INVESTIGATION

An allegation that a New Orleans Police Officer committed payroll fraud and violated timekeeping and performance of duty policies.

July 1, 2026

Edward Michel, CIG
Inspector General



SUMMARY REPORT OF INVESTIGATION

TITLE: An allegation that a New Orleans Police Officer committed payroll fraud and violated timekeeping and performance of duty policies.

LOCATION OF OCCURRENCE: New Orleans, LA

DATE OF OCCURRENCE: January 2022 through June 2024

INVESTIGATED BY: OIG Investigation Division, New Orleans Police Department, Louisiana Bureau of Investigation

ACTION TAKEN: Referred to prosecutors for any action deemed appropriate.

SUMMARY OF INVESTIGATION

The New Orleans Police Department (NOPD) received a complaint in mid-2024 alleging that a Police Officer (“Officer A”) engaged in payroll fraud and violated department timekeeping rules between 2022 and 2023. The complaint asserted that Officer A routinely claimed excessive amounts of overtime—including large blocks of hours each day—despite evidence that he/she could not have physically worked those hours. Louisiana law defines public payroll fraud as knowingly receiving compensation for work not performed or for services grossly inadequate in relation to the compensation. After receiving the complaint, NOPD Professional Integrity Bureau (PIB) investigators opened both administrative and criminal inquiries.

Initial administrative findings confirmed that Officer A exceeded daily overtime limits, but did not substantiate fraud allegations due to limited data. A separate criminal investigation conducted by NOPD, the Louisiana Bureau of Investigation, and the New Orleans Office of Inspector General (OIG) obtained additional evidence through subpoenas, warrants, communications records, location data, and federal agency information. Information uncovered in the early stages of the administrative and criminal investigations necessitated expanding the criminal inquiry into the first half of 2024.

BACKGROUND AND ASSIGNMENT

Officer A was assigned as a full-time Task Force Officer (TFO) to a federal task force beginning in 2019. While the federal agency directed Officer A’s day-to-day duties, Officer A’s pay, timekeeping, and overtime compensation remained the responsibility of the NOPD. The federal agency reimbursed only a small, capped percentage of overtime specifically tied to work related to federal task force assignments.

The federal task force operated on a standard business schedule (approximately 8:15 AM to 5:00 PM), with only occasional departures from those hours for reactive operations. Supervisors from the federal agency stated that no regular overnight shift existed and that neither they nor prior supervisors had ever assigned Officer A to a consistent overnight duty or shift.

Despite this, starting in 2021, Officer A began routinely claiming that he/she worked an overnight shift—typically 7:00 PM to 3:35 AM or 8:00 PM to 4:35 AM until his/her departure from the federal task force in July of 2024. Officer A’s NOPD supervisor assumed that a prior NOPD executive allowed the change in shift times, but no documentation or confirmation from the federal agency supported that assumption. All federal task force supervisors interviewed stated they did not authorize such a shift. All Other TFOs assigned to the same federal agency consistently claimed a regular daytime shift.

By claiming to work overnight, Officer A avoided consistent and meaningful oversight. Regular work hours do not require justification or supervisor comment regarding work tasks or accomplishments within the timekeeping system. Therefore, the appearance of work, regardless of whether it was significant or incidental, would likely not receive meaningful scrutiny. However, consistently claiming overtime between 8:00 PM and 4:35 AM would require significantly more justification by Officer A, and likely would not have been allowed by his/her NOPD supervisors.

Working this less scrutinized shift, Officer A claimed to have worked over 5200 hours in 2023, which is equivalent to 14 hours per day, 365 days per year. Officer A was on pace to meet or exceed 2023 hourly work claims in 2024, but for the above-referenced investigations, during which he/she was not allowed to work overtime starting at the end of July 2024.

Year	Annual Base Pay	Annual Gross Pay¹	Overtime	Claimed Hours²
2024	77,799	\$204,341	\$91,754 ³	5,272 (projected) ⁴
2023	72,127	\$271,933	\$157,180	5,274
2022	66,518	\$185,692	\$92,276	3,977

¹ Gross pay is pay from all sources.

² Claimed hours are the total number of hours, including regular time and overtime. NOPD officers are required to work 42.75 hours per week. Therefore, a complete work year for NOPD officers is 2,223 hours (excluding overtime).

³ Officer A ceased working overtime in July of 2024 due to the administrative and criminal investigation referenced herein.

⁴ Officer A actually claimed 3,934 hours in total work time in 2024. However, as referenced in footnote 3, Officer A ceased working overtime on July 22, 2024. Officer A claimed to work approximately 2,940 hours through July 22, 2024, which averages to approximately 14.4 hours per day each of the 204 days between January 1, 2024, and July 22, 2024. Therefore, at the same pace as January through July, Officer A would have worked an additional 2,332 hours for the remainder of the year (162 days) for a total of 5,272 hours for 2024.

WORKING FROM HOME AND POLICY REQUIREMENTS

In 2022, post-COVID, the City of New Orleans (City) implemented a policy requiring all employees to obtain explicit authorization and a signed remote-work agreement before being approved to work from home. Officer A never submitted a request and had no approved remote-work arrangement from the City, the police department, or the federal task force. Supervisors from all involved agencies confirmed that no remote-work authorization existed for Officer A. They also noted that Task Force Officers generally do not telework because investigative duties are performed in the field or in secure facilities.

Although personal matters, operational needs, or the reactive nature of federal task force work may occasionally require an officer to work from home, both federal and local supervisors agreed that Officer A's designated duty location was not his/her residence. Despite this, during a three-month period in the spring of 2024, Officer A was present within the task force's area of responsibility during only about one-third of the 1,200 hours he/she claimed to have worked, as explained later in this summary.

Because of the oversight requirements inherent to police work, remote work is generally not authorized for NOPD officers and is especially difficult to justify in the context of overtime. Claiming four to eight-hour blocks of overtime while working from home is particularly concerning when there is little or no evidence of substantive activity. Overtime is intended for tasks that cannot be completed during a regular shift and that require immediate action. Such tasks must be documented to the minute based on actual work performed. When the only documented activity consists of brief, incidental tasks—such as short communications or simply passing along information created by others—submitting an entire overtime block indicates that Officer A was effectively being compensated for availability rather than for substantive work, as it is unreasonable to conclude that meaningful work occurred between these minimal tasks while he/she was at home.

PAYROLL SYSTEM ACCESS AND TIME APPROVAL

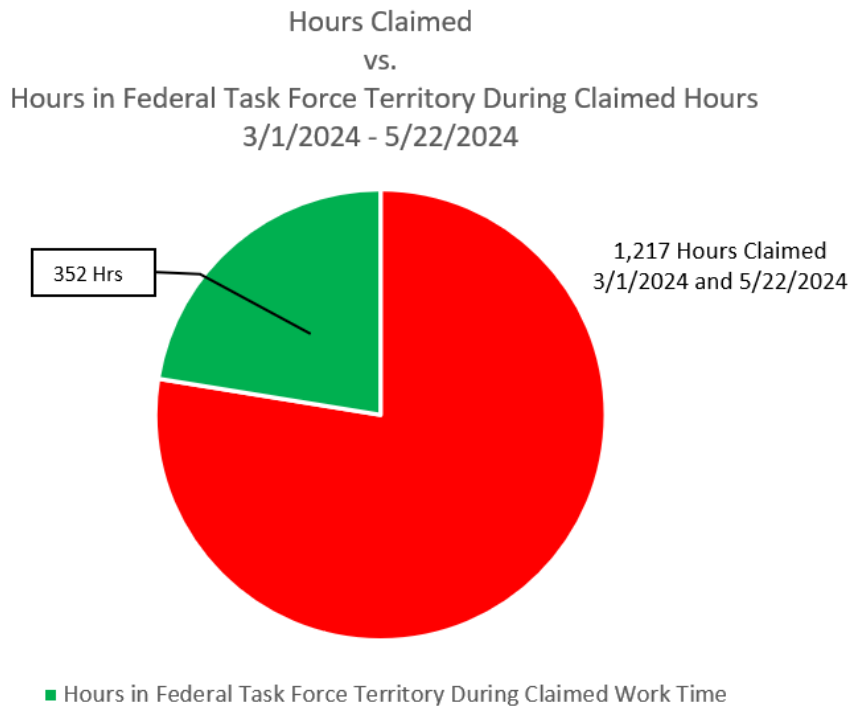
City rules require employees to personally and accurately record their own hours. However, in practice, NOPD supervisors were tasked to enter officers' hours prior to the late spring of 2026. During 2024, more than 200 entries to Officer A's time records were made from the IP address associated with Officer A's residence. Although the payroll system reflected Officer A's supervisor's name as the person making changes, this supervisor denied entering or approving time from Officer A's home. Similar patterns were found in previous years using other supervisors' login credentials. Evidence strongly suggested that Officer A used his/her supervisor's credentials to enter and likely approve his/her own time.

OVERTIME CLAIMS, WORK OUTPUT, AND LOCATION ANALYSIS

NOPD policy dictates that officers are to claim hours for actual work, not for availability to work. The NOPD Superintendent reinforced the NOPD policy, stating to the OIG that no NOPD officers were to be paid for availability. Analysis of payroll and location data revealed that Officer A almost exclusively claimed four to eight-hour blocks of overtime in addition to full shifts. Additionally, analysis of cellular

data and NOPD Information Technology (IT) resource usage suggests Officer A was highly unlikely to have routinely performed his/her duties during the entire claimed shifts.

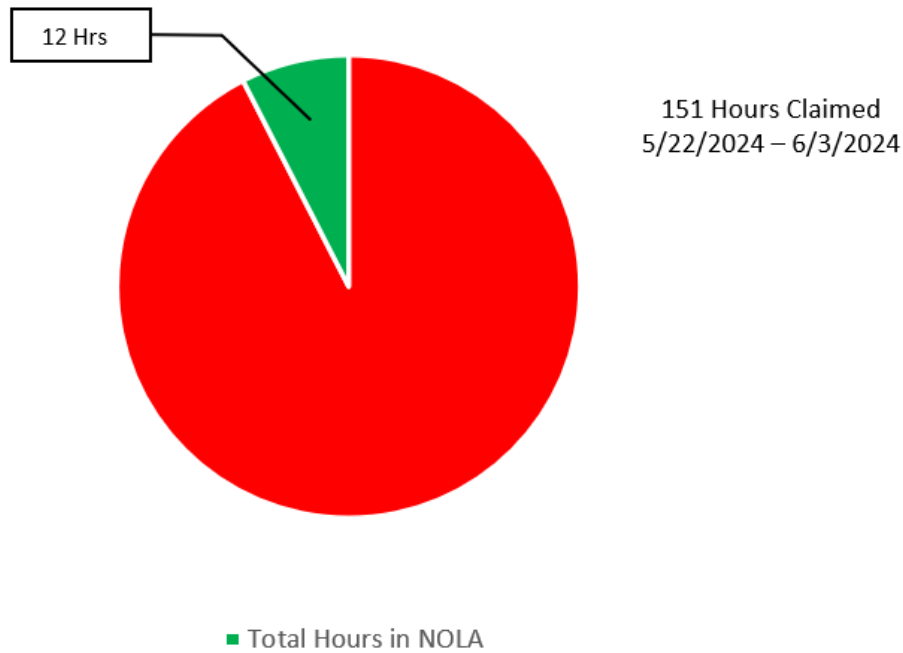
Investigators conducted a detailed examination of work claims from March 1 to May 22, 2024. During that 83-day period, Officer A claimed to have worked nearly every day, often for 16 or more hours. However, location data from his/her work and personal cell phones showed Officer A was only in the federal task force’s jurisdictional area for approximately one-third (352 hours) of the 1,217 hours he/she claimed to be working. On more than a quarter of days analyzed, he/she was absent from the multi-parish jurisdiction during the entire claimed regular shift.



For a deeper analysis, investigators reviewed a 12-day period in late May and early June 2024. During this time, Officer A claimed intensive work hours, including multiple overtime deployments with a specialized local police unit. However, Officer A was in New Orleans for only about 12 hours of the 151 hours he/she claimed to have worked during this twelve-day period. Location records, phone data, and work-product reviews showed that during these overtime periods, Officer A was typically at or near his/her residence more than an hour from New Orleans. The task Officer A was primarily assigned to accomplish for the specialized unit could not be accomplished from his/her residence because of the equipment needed to facilitate that task. The incidental tasks identified by the OIG that Officer A actually completed during these overtime periods amounted to only minutes of actual work, most of which consisted of forwarding information produced by federal support personnel, rather than conducting his/her own investigative activities. This incidental work could have been completed during Officer A’s regular shift, avoiding the unnecessary overtime incurred. Because Officer A was compensated at 1.5 times his/her normal hourly rate for overtime, the City paid a 50 percent premium for work that did not require overtime. In practical terms, every overtime hour spent on a minor, unnecessary task costs the

City 1.5 times what it would have cost during regular duty hours, resulting in an avoidable financial loss during the City's current financial crisis.

Hours Claimed 5/22/2024-6/3/2024 vs. Hours in NOLA



CLAIMS OF WORK WHILE ON VACATION AND OUT-OF-STATE TRIPS

Investigators found that Officer A claimed full overnight shifts and additional overtime while taking two four-day pleasure cruises in 2022 and 2023. Officer A neither requested nor received annual leave for either trip. Evidence showed no meaningful work product on the days he/she claimed to be working while on board the cruise ships.

Location data also confirmed that Officer A took several out-of-state personal trips in 2022 and 2023 to locations that coincided with New Orleans Saints football games. On some of these days, he/she claimed up to 16.5 hours of work despite being outside Louisiana and producing little or no work. No travel authorizations, leave requests, or duty-reassignment records existed for these trips.

Because Officer A failed to request leave or notify NOPD personnel of his/her travel, he/she continued receiving routine requests for information from coworkers. Across all such trips, his/her work output—if any—consisted almost entirely of incidental communications or the forwarding of information generated by federal support personnel in response to those requests. None of the tasks were urgent, and all could have been completed during normal duty hours rather than overtime. By claiming overtime rather than leave, Officer A was paid at 1.5 times his/her normal hourly rate, resulting in the City paying a 50 percent premium for work that did not require overtime.

Beyond this incidental activity, it is unreasonable to believe that an employee on a personal cruise or attending out-of-state sporting events is meaningfully performing investigative duties between sporadic responses. Claiming full shifts under such circumstances appears to constitute an effort to make City taxpayers pay for the mere possibility—not the performance—of work. It is also unreasonable to believe that any NOPD supervisor would have approved of regular or overtime work if they had knowledge that Officer A was engaged in personal travel.

ADEQUACY OF WORK PRODUCT (“INTELLIGENCE PACKETS”)

Officer A was regarded by coworkers as highly responsive because he/she generally provided “intelligence packets” when requested. However, investigators found that he/she rarely—if ever—conducted the underlying database searches to compile the intelligence packets. Instead, Officer A forwarded reports produced by federal support personnel, after removing identifying markers that would have shown their true origin. Although these packets could appear at first glance to be Officer A’s own work, closer review revealed that he/she contributed little or no original analysis before distributing them.

Investigators also determined that Officer A routinely circulated these packets far beyond the original requestor or his/her chain of command, at times sending them to NOPD and federal officials up to and including the Superintendent of Police. The removal of attribution, combined with the unnecessary and expansive forwarding of the reports, creates the appearance that Officer A was attempting to conceal a pattern of inflating both the necessity and volume of his/her overtime work while promoting himself. This appearance was reinforced by the fact that, on at least two occasions within the 12-day exemplar described in this report, Officer A received requests for information during the middle of his/her overnight shift but did not address them until the following day, during regular daytime hours. Failure to act in a timely manner also suggests that Officer A was resting during the hours after midnight, while still claiming to work until approximately 4:35 AM.

CONCLUSIONS

Evidence demonstrates that Officer A consistently claimed implausible work hours between 2022 and 2024, including significant overtime unsupported by corresponding work product. Data, including location/communication records, reveal repeated instances in which he/she claimed work activity while outside the city, the region, or even the state. In many cases, he/she appeared to be inactive while simultaneously reporting overnight work hours. The tasks Officer A did perform were brief, routine, and insufficient to justify the four- to eight-hour overtime blocks he/she claimed.

The investigation indicates potential violations of state payroll fraud statutes and NOPD policies governing duty location, remote work, shift documentation, and accurate timekeeping. It also identified possible violations related to falsifying public records, as Officer A appears to have used his/her supervisor’s credentials to enter—and possibly approve—his/her own time.

Although colleagues described Officer A as responsive, most of the information he/she relayed originated from other personnel or third-party sources, and his/her actual work output was consistently and grossly inadequate relative to the more than \$660,000 (2022-2024) compensation, which included over \$340,000 in overtime, he/she received. Insufficient supervisory oversight further enabled the conduct, allowing him/her to operate on an unverified schedule that often conflicted with the assigned hours of his/her task force colleagues.

Officer A's failure to request leave prevented meaningful oversight of his/her claimed work hours. It is not reasonable to conclude that an NOPD supervisor would knowingly approve regular or overtime shifts while an officer was on personal, out-of-town travel—including cruises. It is similarly unreasonable to believe that Officer A performed full shifts, regular or overtime, while on such personal travel, regardless of any isolated or incidental work performed during those periods. It is unreasonable to conclude that Officer A was engaged in continuous work during these claimed four to eight-hour overtime blocks when the only tasks he/she can show are a few minutes of incidental activity performed while he/she was at home, attending sporting events, or on a pleasure cruise—situations in which meaningful work would not normally occur.

In April 2026, the OIG released a public letter outlining anomalies in NOPD timekeeping that violate City and/or NOPD policy and increase the risk of fraud, waste, and abuse. The OIG's April letter included key recommendations for the NOPD to improve oversight and management of its timekeeping and overtime.

The NOPD has instituted a number of measures and reforms to address the anomalous timekeeping, including:

- Mandatory use of in-person biometric time clocks to record officers' time and attendance;
- Resetting all user accounts in the official timekeeping system to ensure access integrity;
- Setting up control measures to identify potential risk and conducting physical checks to address these risks;
- Providing remediation if officers are found out of compliance, and positive feedback if checks prove the risk unfounded.

The April 29, 2026, OIG letter regarding NOPD overtime practices and risk of payroll fraud can be found on the OIG's website.⁵

A full, detailed report regarding this matter has been distributed to prosecutors for any action deemed appropriate.

⁵ <https://nola.oig.gov/media/oig-public-letter-new-orleans-police-department-timekeeping-and-overtime-practices-2/>