



Helena Moreno
MAYOR

CITY OF NEW ORLEANS
DEPARTMENT OF POLICE

*1615 Poydras Street Suite 1860
New Orleans, LA 70119*

"to protect and to serve"



Anne E. Kirkpatrick
SUPERINTENDENT

June 5, 2026

Via Email: rcburkart@nola.gov

Raymond Burkart, Jr.

RE: NOTICE of Termination for Sustained Violations under PIB 2025-0634-R;
Major Raymond Burkart, Jr.; Employee ID #09567; Termination Effective June 6, 2026

Major Raymond Burkart, Jr.:

This letter is your official Notice of Termination from the New Orleans Police Department (NOPD), effective June 6, 2026, for unprofessional behavior and gross insubordination directed at Deputy Superintendent Nicholas Gernon ("Chief Gernon") during a Bayou Classic tabletop exercise on November 24, 2025, at NOPD Headquarters, as detailed in PIB 2025-0634-R. Your unpreparedness, verbal tirade and attempted physical threats toward Chief Gernon in front of a packed conference room with NOPD senior leadership, heads of other city departments, and representatives of multiple outside agencies, brought discredit on yourself as a Police Major and on the Department as a whole.

I have personally witnessed your hostility, disdain and insolence toward Chief Gernon growing over time, with constant threats to sue him, insisting that I acquiesce to your demand to be transferred out of the Investigative Services Bureau (ISB). In fact, you suggested during the hearing that your insolent behavior toward Chief Gernon was my fault for denying your repeated requests for transfer, rather than recognizing your failure to contribute to the NOPD in a manner reflective of your years as a Police Major.

Your anger and insolence toward Chief Gernon erupted at this meeting to such a degree of insubordination that a physical intervention was required by Sergeant Shumeca Garrison (Sgt. Garrison) and Major Precious Banks (Major Banks) who was seated next to Chief Gernon, to prevent you from physically assaulting Chief Gernon and to escort you from the room. Furthermore, your anger and threats of physical violence were triggered by your embarrassment in being unprepared to answer a simple question about barricades from a participant attending the

"an equal opportunity employer"

tabletop exercise. As Deputy Chief Ryan Lubrano (Chief Lubrano) stated during the hearing, you were not before this Chiefs' disciplinary panel because you did not know the answer to a particular question, but for your visceral response toward Chief Gernon; protesting that you were not "invited" to the tabletop exercise, although you received an email in advance identifying you as a required participant.

Findings of the Investigation by Major LeJon Roberts ("Major Roberts")

Of the twelve (12) officers Major Roberts interviewed, those of whom were aware of the altercation you caused, were aligned in stating you were not prepared for the exercise, and that your responses to Chief Gernon were unprofessional and insubordinate. Even those officers who were not themselves familiar with the questions posed to you about barricades, said they would never respond to a deputy chief the way that you responded to Chief Gernon, and certainly not in a crowded conference room being viewed by multiple outside agencies.

Major Precious Banks ("Major Banks") who was seated next to Chief Gernon, said as the meeting adjourned, you charged toward Chief Gernon, gripping the back of her chair which she tried to use as a buffer, leaning over her and pointing your finger at Chief Gernon while shouting about the barricades in a hostile manner. Major Banks also observed Sergeant Shumeca Garrison ("Sgt Garrison") trying to gain control of you and walk you out of the conference room, stating "Not today Major Burkart." Major Banks further stated that she believed had she and Sgt. Garrison did not intervene, you would have struck Chief Gernon. Major Banks also noted that Chief Gernon remained calm and did not respond to your tirade, but most participants in the crowded conference room were in shock and disbelief by your insubordinate behavior.

Sgt Garrison's statement was aligned with Major Banks, stating that at the end of the tabletop exercise you started advancing toward Chief Gernon, while pointing your finger and shouting in an irate manner. Seeing you were out of control, she immediately intervened and told you, "We not doing this today!" She also realized you were not listening to her as your tirade continued, so she called your full name and escorted you from the room. Sgt Garrison further stated your tirade appeared to be sparked from participant's question about the point of contact for barricades. Chief Gernon directed the question to you, to which you responded by telling Chief Gernon who he should call for an answer. Sgt Garrison said you were not prepared for the tabletop exercise.

Captain Rebecca Gubert ("Captain Gubert") was aligned with Sgt. Garrison, stating when Chief Gernon asked you about the barricades, you shouted, "Call Dennis Recassner." Capt. Gubert said your tone was belligerent and unprofessional. She also stated that Chief Gernon's tone was professional and calm, never raising his voice in response to your tirade. She further stated that once you were unable to respond, and the exchange was over, you stated loudly under your breath,

“This is f-ing stupid!”

Captain Micheal Glasser (“Captain Glasser”) was aligned with Captain Gubert, saying your response to Chief Gernon’s question about the barricades was, “Call Dennis Recassner.” He also said that when Chief Gernon stated he wanted you to answer the question, you again replied, “Call Recassner.” Captain Glasser said that he knew that was not the answer Chief Gernon wanted to hear, nor would it have been the answer he would have given in that arena.

Captain Kendrick Allen (“Captain Allen”) echoed Captain Glasser’s comments about your repeated response directing Chief Gernon to call Recassner, was insubordinate and unprofessional, and that many in the room were surprised by our response to Chief Gernon, “You make the call!” Captain Ravin Batiste’s comments were aligned with Captain Allen, reporting that the atmosphere in the room was very tense during your loud and frustrated responses to Chief Gernon.

Chiefs Sustain All Violations at Pre-Disciplinary Hearing

During the Chiefs’ Pre-disciplinary hearing, Deputy Superintendent Ryan Lubrano (“Chief Lubrano”) read from the statements of the senior NOPD officers present at the tabletop exercise, all of whom were aligned in finding you unprepared and unprofessional in your responses, while finding Chief Gernon calm and professional. You became very agitated during the hearing as Chief Lubrano read these comments, suggesting Gernon’s question was a trap, because he was just trying to find something you could not answer. Chief Lubrano advised that you were not investigated and brought before a Chiefs’ Disciplinary hearing because you could not answer a question about barricades, but for your very unprofessional and insubordinate response, which came close to being a physical assault on a Deputy Chief, in a packed conference room and before numerous outside agencies.

While I concur with the Chiefs on SUSTAINING both violations under this investigation, special circumstances surrounding your outrageous and unacceptable behavior that you displayed warrants a far more severe penalty. Specifically, numerous aggravating factors, coupled with untruthful responses by you, denying actions by you that were observed and reported by over a dozen witnesses, along with multiple aggravating factors, warrants your immediate termination and removal from NOPD.

Aggravating Factors Warranting Termination

NOPD’s Penalty Matrix recognizes that the circumstances surrounding an offense, even a lower level offense, may make the action more egregious, thereby warranting a greater penalty. Such is the case here, where you were investigated and sustained for rule violations that usually include

minor penalties:

Chiefs' Panel Recommendations:

V1: Rule 3: Professional Conduct, Paragraph 1: Professionalism.....SUSTAINED/Level A/1st Offense/ 1 day (aggravated); and

V2: Rule 4 Performance of Duty, Paragraph 4, Neglect of Duty, Subparagraph (a), SUSTAINED/Level B/1st Offense/2 days (aggravated).

Professionalism and Performance of Duty, while expected from all officers, are the cornerstones of behavior expected of the senior leadership of any law enforcement organization. Your behavior toward Chief Gernon at this multi-agency tabletop exercise, was not just unprofessional, but insubordinate, insolent, and with a high probability of assaultive behavior, but for the prompt physical intervention by Sgt. Garrison and Major Banks.

Your behavior was not only unprofessional but intolerable for an officer holding the rank of Police Major. Civil Service's class code for Majors, defines their work as, "Highly responsible administrative police work in directing, coordinating, and controlling the activities of a major division of the Police Department.

This definition of a Police Major would mandate that such an officer would come to a tabletop exercise prepared to respond to questions and concerns of other city agencies and outside law enforcement agencies. When Chief Gernon directed a reasonable question from an exercise participant about barricades to you; as a major working in Management Services Bureau (MSB) which handles barricades, certainly one who read the Plan as you said that you did, would have been prepared to respond; and if not, would have offered to get the answer and follow-up. A true Major would not have yelled at Chief Gernon to call someone else, as you did. Your response not only evidenced you were woefully unprepared for the exercise, but demonstrated your lack of respect for yourself, the officers of the NOPD, or for the many participants from other city agencies and outside law enforcement agencies, who had come together to provide support for an important community event.

Aggravating Factors Warranting More Severe Discipline

The Chiefs panel acknowledged that they thought the appropriate discipline for your actions was termination, however they believed they were restricted to the standard penalty range in the Disciplinary Matrix for unprofessionalism. In reality, the Matrix contemplates penalties outside the standard range for egregious behavior, as you displayed here. Additionally, there are a

multitude of aggravating factors which I applied in this case, that support termination as the appropriate penalty for the visceral, violent, and unprovoked behavior you displayed in this incident, as detailed below.

1. In this case, your level and scope of responsibility with the NOPD, and the nature of your position as a Police Major, was not congruent with your actions toward Chief Gernon, making this an aggravating factor warranting more severe discipline in this case.
2. Similarly, the nature and seriousness of the violation and its relationship to the employee's duties, position, and responsibilities. The fact that your verbal tirade almost devolved into physical misconduct, witnessed by most of NOPD's senior leadership and a multitude of outside agencies, are aggravating actions warranting a more severe penalty.
3. An employee's longevity with the Department and what he or she has contributed to the Department throughout their employment, is certainly an aggravating factor here. Your behavior in this tabletop exercise, and your responses to the investigator and to the chiefs at the pre-disciplinary hearing exemplify your disdain, not only for Chief Gernon, but for all of NOPD's senior leadership, precludes your continued service with this organization.
4. The effect of your violation upon management's confidence in the employee's future job performance. There is no confidence in your future behavior being an example for junior officers to emulate, as your response to this investigation and at the chief's hearing evidence no remorse or regret for your actions as you not only believe you did nothing wrong, but make statements evidencing that you don't believe you did the actions that were witnessed and reported by others.
5. The notoriety of the offense or its impact upon the reputation of the Department. There were many witnesses to your insolent behavior, both in person and virtually, and many more who have heard about the incident, warranting a clear message from the Department that this type of behavior is unacceptable and will not be tolerated, no matter how high ranking the offending officer is.
6. The likely potential for the employee's rehabilitation. Past performance is the best predictor of future behavior. This is not the first time you have been "triggered" by your dislike for someone. You responded in a visceral and violent manner unwarranted by the situation and while wearing, if not exemplifying, the rank of Police Major. Years ago while you were a Major with NOPD, you were arrested on a federal warrant on a charge that you threatened to assault an Assistant U.S. Attorney. The dynamics of that case are very similar to the present case. In that case you displayed such disdain for the U.S. Attorney that you almost assaulted him. You blamed the other individual, never showing any remorse for

actions that are unacceptable for a senior police officer. You have shown no remorse for your actions here, nor any inclination to change your insubordinate behavior.

7. Whether the employee has accepted responsibility for his or her actions from the outset of being informed of the allegations. Quite the contrary, your responses to the investigator, and to the Chiefs panel evidenced no remorse for your actions, and no indication that you have any inclination to change.

The culmination of the foregoing aggravating factors warrants a more severe penalty that is commensurate with your egregious behavior. Specifically, your distain, not only for Chief Gernon but for all of the senior leadership of NOPD warrants your immediate separation from NOPD.

Untruthfulness Warranting Aggravation of Penalty to TERMINATION

NOPD Rule 2: Moral Conduct, Paragraph 3: Honesty and Truthfulness, requires that employees shall truthfully state the facts in any oral or written communication, and shall not willfully or negligently make any false, misleading, or incorrect oral or written communication. This very important requirement for truthfulness shall apply when an employee makes a materially false statement with the intent to deceive.

You failed in your duty to be honest and truthful in your statements regarding your actions versus those of Chief Gernon, and the actions of other officers present at the November 24, 2025 Bayou Classic tabletop exercise; including statements you made to Major Roberts as the investigator, and statements you made to the Deputy Chiefs' panel and to Superintendent Kirkpatrick at your pre-disciplinary hearing on May 26, 2026.

Untruthfulness in Administrative Statement to Major Roberts

During the investigation Major Roberts interviewed 12 witnesses and the accused, who were all in the large conference room during the Bayou Classic tabletop exercise on November 24, 2025. During the tabletop a question was raised about barricades, which Chief Gernon deferred to you as the Mayor assigned to the Management Services Bureau (MSB), which is the bureau where departmental property is housed (e.g., barricades, vehicles, and other equipment). Officers present for the tabletop said you were not prepared, initially and appeared very agitated that Chief Gernon had even asked you a question.

At the outset of your administrative statement, Major Roberts advised you of your rights, and your duty pursuant to NOPD policy that employees giving an administrative statement must answer all questions truthfully. You told Major Roberts you would comply with these requirements, then stated, **"I, personally was not invited to participate, nor was I told I was going to participate.**

I was attending.” This material statement was completely false.

You received an email several days prior to the tabletop exercise, that identified you as a required participant. Accordingly, you were “invited” and not simply attending as an observer. As the Management Services Bureau (MSB) Major, the bureau charged with housing departmental property such as barricades, this was a reasonable question that Chief Gernon deferred to you. In fact, you claimed in your statement to Major Roberts that the week before the tabletop you went looking at the warehouse where the barricades were stored, because **“I wanted to see what was going on.”** Despite your claims to Major Roberts about you looking into the barricade locations, and your claim that information on the barricades was in the order for the Bayou Classic, you admitted your response to Chief Gernon was **“I didn’t know.”**

Major Roberts asked you if, at the end of the tabletop, “did you approach Chief Gernon in an irate manner?” Your response was, **“I didn’t approach Chief Gernon at all. I was leaving.”** This material statement was completely false, and flatly contradicted by quite a number of officers present and your own admissions. You admitted to Major Roberts that you were angry at Chief Gernon and may have pointed your finger at him because you wanted to get his attention and tell him something. Others described your tirade as much more threatening, believing that but for the intervention of two female officers, you would have struck Chief Gernon.

Major Banks, who was seated next to Chief Gernon, said she tried to move her chair between you and Chief Gernon as you reached over her, shouting and pointing your finger at Chief Gernon. Sgt Garrison said she immediately intervened when she saw you charging Chief Gernon stating “We not doing this today.” When you continued to charge toward Chief Gernon, she realized that you had not even heard her, so she loudly called out your full name and moved you thru the door and out of the room. Major Roberts asked you why the sergeant pushed you out the door, you responded “I have no idea....she shocked me when she did.”

Asked if you used any profanities or vulgarities towards Chief Gernon, you initially said “I don’t remember.” Then said “I may have” and added “Common police parlance uses profanities.” Your own admissions and the testimony of multiple witnesses, belie your claim that you were never trying to approach Chief Gernon after the tabletop but simply exiting out a door to his left.

Untruthfulness in Statements at Pre-disciplinary Hearing

You repeated the foregoing false statements at your pre-disciplinary hearing on May 26, 2026, including your claim that you were not “invited” to the tabletop exercise and were only there as an observer; and your claim that you were not attempting to approach Chief Gernon at the end of the tabletop but simply exiting out of the conference room.

Major Raymond Burkhart
PIB 2025-0634-R
Page 8 of 9

You failed to be accountable for your actions, either in your administrative statement, or at the pre-disciplinary hearing, and certainly showed no remorse for your actions, precluding any ability for your rehabilitation and retention as a senior officer in this organization. Your actions at the tabletop Bayou Classic exercise, brought discredit upon yourself and the department as a whole, for egregious behavior unbecoming of a Police Major, displayed in a very public way, in front of several Police Captains, and before the leadership of other city agencies and outside law enforcement agencies.

Therefore, based on the totality of the investigation, and your responses at the pre-disciplinary hearing, I concur with the **SUSTAINED** violations as recommended by the Chiefs' panel, but find your dismissal warranted by your egregious behavior including a multitude of aggravating factors, and untruthful material statements as detailed herein, I find as follows:

(V1) Rule 3: Professional Conduct, Paragraph 1: Professionalism **SUSTAINED/Level A/1st offense/DISMISSAL (Aggravating factors)**; and

(V2) Rule 4, Performance of Duty, Paragraph 4, Neglect of Duty, (a) . . . **SUSTAINED/Level B/1st Offense/DISMISSAL (Aggravating factors)**.

Your dismissal is effective June 6, 2026. You may have the right to appeal this action, however, any such appeal must be in writing, and filed with the Civil Service Department, located at 1340 Poydras St., Suite 900, New Orleans, Louisiana 70112, within thirty (30) calendar days from the date of this email issuing you the Notice of Termination.

You must complete an exit interview with NOPD/HR, and turn in any equipment belonging to the City or NOPD, including any firearms or weapons, cellular phone, computers, access cards and keys, obtaining a receipt for all returned property.

Sincerely,



ANNE E. KIRKPATRICK
Superintendent of Police

cc: Superintendent's Office
Department of Civil Service
NOPD Personnel Office
NOPD Pension Board

Major Raymond Burkhart
PIB 2025-0634-R
Page 9 of 9

NOPD Training Academy
Management Services Bureau