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|  | RUTGERS UNIVERSITY POLICE DEPARTMENT WRITTEN DIRECTIVE SYSTEM | | 1:9 |
| | PROFILING & DISCRIMINATORY PRACTICES | | |
| | Effective Date: 01-18-2019 | | Supersedes: 1:9 (02-26-2018) |

1:9-1 PURPOSE

The purpose of this directive is to ensure that race, color, gender, creed, national origin, immigration status, ethnicity, ancestry, religious beliefs, age, marital status, sexual orientation, physical or mental disability shall not be the basis for the detention, interdiction, or other disparate treatment of an individual or class of individuals by any member of this department.

1:9-2 POLICY

It is the policy of this department to prevent and prohibit the practice of discriminatory profiling or any other discriminatory practice by members of this agency.

1:9-3 DISCUSSION

- a. Fundamental rights guaranteed by the Constitution of the United States and the Constitution of the State of New Jersey are equal protection under the law and the right to be free from unreasonable searches and seizures by agents of the government. Citizens are free to traverse on streets and other public places without police interference so long as they obey the law. They are also entitled to be free from crime and from the preying of criminals, and to drive and walk the public ways safe from the actions of reckless and careless drivers.
- b. Police officers are required to be observant to identify unusual occurrences and violations of the law, and to act upon them. Police officers must routinely engage in consensual contacts with citizens and are in fact encouraged to do so. These pro-active actions help to detect and apprehend criminals thus keeping our citizens free from crime and our streets and highways safe to travel upon. In accomplishing the mission of this department, officers must utilize sound investigative practices and not take enforcement actions based upon an individual's or class of individuals' race, color, gender, creed, national origin, ethnicity, ancestry, religious beliefs, age, marital status, immigration status, sexual orientation, physical or mental disability.
- c. Bias based policing, as defined in this directive, is unethical and unacceptable. This agency will not tolerate the reliance by any individual on race, ethnicity, gender, sexual orientation, religion, economic status, immigration status, age, culture, or any other immutable characteristic of a group or class of persons, in determining whether to provide services or enforce laws in other than a fair and equitable manner.
- d. Departmental personnel, at all levels, shall be familiar with the provisions of *NJSA 2C:30-6, Crime of Official Deprivation of Civil Rights*, which reads in part:

A public servant acting or purporting to act in an official capacity commits the crime of official deprivation of civil rights if, knowing that his conduct is unlawful, and acting with the purpose to intimidate or discriminate against an individual or group of individuals because of race, color, religion, gender, handicap, sexual orientation or ethnicity, the public servant: (1) subjects another to unlawful arrest or detention,

including, but not limited to, motor vehicle investigative stops, search, seizure, dispossession, assessment, lien or other infringement of personal or property rights; or (2) denies or impedes another in the lawful exercise or enjoyment of any right, privilege, power or immunity.

- e. New Jersey's policy prohibiting racially-influenced policing may be simply stated:
- Except when you are responding to some type of a suspect-specific or investigation-specific B.O.L.O. ("Be On The Lookout") situation, you are prohibited from considering a person's race or ethnicity to any degree in drawing inferences that this person may be involved in criminal activity, or in exercising any form of police discretion with respect to how you will deal with that person.*
- f. The Importance of Thoughtful (Reasoned) Policing.
- While police officers are not prohibited from relying on a "hunch," officers should always be thinking about what they are doing, and why they are drawing inferences of suspicion about an individual.
 - An officer should ask himself/herself what it is about this particular person that has led the officer to suspect that this person may be involved in criminal activity. (The key to being reasonable is to be reasoning, that is, to be consciously aware of and able to articulate the reasons for making important decisions.)
 - ***Officers must make certain that a person's race or ethnicity plays no part in the exercise of police discretion, and officers should be prepared to explain and document the legitimate, race-neutral reasons for their suspicions.***

1:9-4

DEFINITIONS

Citizen Contact is a consensual encounter between a police officer and a citizen, initiated by either party, wherein the citizen is free to terminate the encounter at any time.

Detain or Detention is the act of stopping or restraining a person's freedom to leave; approaching and questioning a person outside the realm of a consensual encounter, or stopping a person suspected of being personally involved in criminal activity.

Discriminatory Profiling is the detention, interdiction, or other disparate treatment of an individual or class of individuals on the basis of their race, color, gender, creed, national origin, ethnicity, ancestry, religious beliefs, age, marital status, immigration status, sexual orientation, physical or mental disability.

Field Interview is the brief detainment of an individual, whether on foot or in a vehicle, based upon reasonable suspicion for the purposes of determining the individual's identity and resolving an officer's suspicions.

Search is looking for or seeking out that which is otherwise concealed from view.

Stop is the restraining of a person's liberty by physical force or a show of authority.

1:9-5

GENERAL

- a. Discriminatory profiling of persons by members of this department is strictly prohibited.

- b. When a member of this agency is trying to determine whether an individual may be engaged in criminal activity, the officer should not focus on personal characteristics (that the person was born with and can't change), but rather should focus on the person's **conduct**: (i.e. what the person is (1) doing, or (2) saying, or (3) in certain situations, expressive forms of conduct such as the person's manner of dress. In other words, **members of this agency should be looking out for "suspicious conduct," not for "suspicious looking" persons.**
- c. Absent reasonable suspicion or probable cause, race, color, gender, creed, national origin, ethnicity, ancestry, religious beliefs, age, marital status, sexual orientation, physical or mental disability (unless a danger to themselves or others) will not be a factor in determining whether to interdict, detain, stop, arrest or take a person into custody.
- d. In response to a specific report of criminal activity, race, color, gender, creed, national origin, immigration status, ethnicity, ancestry, religious beliefs, age, marital status, sexual orientation, physical or mental disability will not be a factor in determining the existence of probable cause to arrest a person.
- Except when responding to suspect-specific or investigation-specific "Be on the Lookout" (B.O.L.O.) situation.
 - Nothing in this directive is to be construed in any way to prohibit a sworn officer or civilian employee from taking into account a person's race or ethnicity when race or ethnicity is used to describe physical characteristics that identify a particular individual or individuals who is/are the subject of a law enforcement investigation, or who is/are otherwise being sought by a law enforcement agency in furtherance of a specific investigation or prosecution.
- e. The stop or detention of any person(s) or vehicle(s) that is not based on factors related to a violation or violations of the laws and ordinances of the United States, State of New Jersey, Counties, Cities or Townships or in response to the police community caretaking function is prohibited.
- f. No member of this agency may search a person or vehicle based upon their race, color, gender, creed, national origin, immigration status, ethnicity, religious beliefs, age, marital status, sexual orientation, physical or mental disability.
- g. Race, color, gender, creed, national origin, immigration status, ethnicity, ancestry, religious beliefs, age, marital status, sexual orientation, physical or mental disability shall not be a factor in any asset forfeiture proceedings.
- h. No member of this agency may inquire about the immigration status of an individual, unless doing so is:
1. Necessary to the ongoing investigation of an indictable offense by that individual; *and*
 2. Relevant to the offense under investigation.
- i. The general prohibition against using physical descriptors rather than conduct to any degree in deciding how a law enforcement officer should act with respect to a particular individual applies to every conceivable decision that the officer can make, including; but not limited to:
- the decision to "run the plates" of a vehicle;
 - the decision to approach an individual/initiate a consensual "field inquiry,"

- the decision to initiate an investigative detention;
 - the decision to order a driver (or passenger) to exit from a lawfully detained vehicle;
 - the decision to conduct a protective frisk for weapons;
 - the decision to pose probing or “accusatorial questions” during the course of a consensual “field inquiry” or a routine motor vehicle stop;
 - the decision to run an outstanding warrant check or to conduct a criminal history lookup;
 - the decision to ask an individual for permission to conduct a consent search;
 - the decision to summon a drug detection canine to the scene;
 - the decision to issue a ticket rather than to issue a written or oral warning; and
 - the decision to make a custodial arrest rather than to issue a summons on the scene.
- h. The test for determining whether an officer has complied with the State’s non-discrimination policy is very simple: would the officer have treated this individual or group of individuals differently if he/she/they had been of a different race or ethnicity?
- If the answer to this question is yes, then unless the “B.O.L.O. exception” applies, the police conduct would constitute “Racially-Influenced Policing” in violation of both Attorney General Law Enforcement Directive 2005-1 and this directive.

1:9-6 RESPONSIBILITIES

- a. The Chief of University Police, or designee, will be this agency’s community liaison on discriminatory profiling issues.
- b. The Professional Standards Commander or designee, shall conduct an annual administrative review of this agency’s practices, citizen concerns; community concerns regarding profiling and other discriminatory practices and, if applicable, any corrective measures taken.
- c. Supervisors of all ranks are responsible for providing effective supervision to reasonably monitor those under their command to ensure compliance with this directive and to take corrective action where indicated.
- d. Police supervisors witnessing behavior contrary to this directive are required to take immediate action to end the behavior and document actions taken through the appropriate chain of command.
- e. Employees witnessing behavior contrary to this directive or becoming aware of conduct contrary to this directive must immediately report their knowledge of the incident to their immediate supervisor in writing. If their supervisor is the subject of the report or in the absence of their supervisor, the employee must report it to another supervisor or to the next level in the chain of command.

1:9-7 RECORD KEEPING PROCEDURES

- a. Officer-initiated vehicle stops and pedestrian stops (field interviews) shall be recorded on a patrol chart or within the Computer Aided Dispatch System.

- b. Only the officer who initiates the stop is required to complete the data for that stop. Back up officers shall not complete the data entry for the stop.
- c. Officers are to determine the race, ethnicity, gender, and age through visual observation, information provided on documents, and their professional judgment. Do not ask this information from the person being stopped solely for data collection purposes.
 - Communications and/or administrative personnel are responsible for transcribing this data within the appropriate data fields of the CAD's demographics section.
- d. While a record is not usually required for all passengers within a stopped motor vehicle. This requirement may become necessary if the purpose of the stop is to question or detain passengers. (Example, criminal suspect is observed on or suspected of being a passenger in a motor vehicle.) This requirement is not necessary for officer-initiated stops of mass transit vehicles such as commercial buses or school buses where the scope of the stop is solely related to the operator's actions, equipment issues, or community caretaking functions.
- e. The NCIC Code Manual provides the basis for determining the race of persons. These descriptors are:
 - **A – Asian or Pacific Islander** – a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian sub-continent or the Pacific Islands
 - **B – Black** – a person having origins in any of the black racial groups of Africa.
 - **I – American Indian or Alaskan Native** – a person having origins in any of the original peoples of the Americas and maintaining cultural identification through tribal affiliations or community recognition.
 - **W – White** – a person having origins in any of the original peoples of Europe, North Africa, or Middle East.
 - **U – Unknown**
- f. Ethnicity will follow general U.S. Census guidelines and list only two categories. These categories are Hispanic or Non-Hispanic.


1:9-8

TRAINING

- a. Training in this directive shall be conducted annually; however supervisors are encouraged to discuss the concepts regularly, particularly when reviewing Use of Force and enforcement applications.
- b. The Police Training Commission currently requires entry level training in this topic for new police officers. Entry level officers shall receive training in this directive following graduation and prior to assuming operational duties.
- c. Civilian Employees shall receive training consistent with this directive upon appointment and refreshers minimally annually.
- d. This training shall include a discussion of the legal aspects of bias based policing, cultural diversity and the prohibition against discriminatory policing; including, but not limited to: federal and state constitutional guarantees of the equal protection of the laws. The training shall be supplement, not replace,

current in-service training which is mandated by Attorney General Directives 2005-1 and 2018-6.

ARCHIVED VERSION

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|  | RUTGERS UNIVERSITY POLICE DEPARTMENT WRITTEN DIRECTIVE SYSTEM | | 1:9 |
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| | Effective Date: 07-07-2020 | | Supersedes: 1:9 (01-18-2019) |

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1:9-7

RECORD KEEPING PROCEDURES

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1:9-8

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- b. The Police Training Commission currently requires entry level training in this topic for new police officers. Entry level officers shall receive training in this directive following graduation and prior to assuming operational duties.
- c. Civilian Employees shall receive training consistent with this directive upon appointment and refreshers minimally annually.

- d. This training shall include a discussion of the legal aspects of bias based policing, cultural diversity and the prohibition against discriminatory policing; including, but not limited to: federal and state constitutional guarantees of the equal protection of the laws. The training shall be supplement, not replace, current in-service training which is mandated by Attorney General Directives 2005-1 and 2018-6.

Signatures

292 Rows, Generated by Michael Rein 10/9/2020 14:32 Eastern Standard Time

| Username | Last Name ▲ | First Name | Document Name | Folder | Revision Date | Revision Type | Job Title | Location | Signed Date |
|--------------|-------------|------------|--|---|-------------------|---------------|---------------------|---------------------------|--------------------|
| mabrams | Abrams | Marcia | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/8/2020 09:39:17 |
| MAcevedo | Acevedo | Manuel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/15/2020 09:33:31 |
| kacheampong | Acheampong | Kwaku | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 9/2/2020 09:07:32 |
| SAcquaviva | Acquaviva | Stephen | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-Professional Standards | 7/8/2020 08:39:48 |
| DAnastasatos | Anastasatos | Demetrios | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/27/2020 01:51:44 |
| Satkin | Atkin | Stephen | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Lieutenant | PD-Central-Security | 7/11/2020 21:25:30 |
| ratkinson | Atkinson | Reita | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/8/2020 09:27:27 |
| jayala | Ayala | Joanne | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/18/2020 22:40:15 |

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| PBadoo | Badoo | Prince | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/8/2020 08:04:31 |
| cbailey | Bailey | Cameron | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/9/2020 19:08:01 |
| sbarnes | Barnes | Shelby | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 9/3/2020 11:54:43 |
| jbarros | Barros | Jose | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/10/2020 12:17:10 |
| jbell | Bell | John | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-North-Administration | 7/19/2020 12:33:40 |
| jbelmonte | Belmonte | Joshua | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/13/2020 10:57:05 |
| lbenjamin | Benjamin | Lakia | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/24/2020 14:27:23 |
| mbenn | Benn | Marcella | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/24/2020 16:20:04 |
| jberry | Berry | Justin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 9/4/2020 00:02:14 |

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| dbethea | Bethea | Da'Zhon | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 7/29/2020 09:33:22 |
| rbhattacharya | Bhattacharya | Rahul | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/20/2020 08:37:08 |
| PBianchi | Bianchi | Peter | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/17/2020 09:42:22 |
| jbiondi | Biondi | Jonathan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/31/2020 13:42:36 |
| jbiundo | Biundo | Joseph | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/28/2020 09:16:32 |
| pblaydes | Blaydes | Patrick | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/17/2020 21:30:16 |
| ablue | Blue | Alyssa | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/8/2020 09:51:04 |
| dbolla | Bolla | David | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/18/2020 11:19:56 |
| jbombara | Bombara | John | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/28/2020 07:26:40 |

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| rborden | Borden | Ryan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/9/2020 20:55:18 |
| jbraun | Braun | Jennifer | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/7/2020 20:35:49 |
| mbreton | Breton | Melvin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Investigations | 7/8/2020 09:19:12 |
| mbristol | Bristol | Marie | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/9/2020 03:24:41 |
| wbrown | Brown | William | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/17/2020 14:55:14 |
| abulle | Bulle | Audrey | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/16/2020 20:33:43 |
| TBurdash | Burdash | Timothy | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Lieutenant | PD-Central-Security | 7/8/2020 08:57:50 |
| mabusbee | Busbee | Maurice | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/8/2020 14:21:31 |
| kbyrom | Byrom | Kareem | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/9/2020 22:43:36 |

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| kcaba | Caba | Kelvin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/24/2020 22:50:43 |
| jcalimano | Calimano | Jared | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 8/12/2020 22:47:13 |
| RCalvert | Calvert | Robert | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/22/2020 12:48:39 |
| pcano | Cano | Patrick | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 9/16/2020 18:17:19 |
| ecapeles | Capeles | Eileen | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/27/2020 11:09:23 |
| rcarrara | Carrara | Robert | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Manager | Rutgers Police Camden | 7/8/2020 12:48:05 |
| acarrasco | Carrasco | Ana | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/9/2020 11:11:54 |
| gcasper | Casper | Georgeanne | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/16/2020 14:58:08 |
| jasoncastillo | Castillo | Jason | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/30/2020 21:45:11 |

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| gcastro | Castro | George | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 10/6/2020 09:38:39 |
| mchanley | Chanley | Mark | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/11/2020 01:36:54 |
| gcloss | Closs | Gary | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 9/16/2020 16:58:04 |
| kcloss | Closs | Khalil | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/8/2020 08:09:33 |
| RCohen | Cohen | Ronald | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/10/2020 09:40:46 |
| kconnolly | Connolly | Kevin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-South-Patrol | 7/8/2020 15:15:31 |
| aconoshenti | Conoshenti | Alex | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-South-Patrol | 8/18/2020 11:00:34 |
| mcorrea | Correa | Marlise | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 8/29/2020 11:51:27 |
| rcox | Cox | Rachel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/28/2020 07:19:46 |

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| acrespo | Crespo | Abraham | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Lieutenant | PD-North-Security | 7/31/2020 10:47:54 |
| ecruz | Cruz | Edwin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/24/2020 15:20:03 |
| sdecandia | DeCandia | Steven | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/28/2020 13:11:52 |
| ideguzman | deguzman | isiah | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/21/2020 08:06:54 |
| vdenota | Denota | Vincent | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Manager | PD-Central-Security | 7/8/2020 12:07:32 |
| Kdeptula | Deptula | Kaitlin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/13/2020 19:34:44 |
| KDere | Dere | Kerim | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/8/2020 09:28:28 |
| rdhanji | Dhanji | Ravindranth | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/9/2020 19:26:26 |
| ldias | Dias | Leon | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/8/2020 22:35:34 |

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| jdiaz | Diaz | Jasley | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/19/2020 16:16:25 |
| RDinan | Dinan | Richard | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Chief of Police | PD-South-Patrol | 7/16/2020 11:48:39 |
| rdougherty | Dougherty | Ryan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 9/25/2020 12:36:08 |
| jdowney | Downey | Jennifer | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 8/14/2020 02:40:30 |
| adrakeford | Drakeford | Anthony | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/7/2020 13:36:06 |
| kdziadosz | Dziadosz | Katarzyna | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/24/2020 15:38:03 |
| welysee | Elysee | Wanda | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/20/2020 08:41:16 |
| BEmmett | Emmett | Brian | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-Central-Investigations | 7/7/2020 15:23:01 |
| CEscobar | Escobar | Clarence | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/9/2020 12:37:38 |

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| gespinoza | Espinoza | George | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/18/2020 17:18:35 |
| levans | Evans | Larry | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/14/2020 14:53:19 |
| mfausak | Fausak | Michelle | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/24/2020 08:42:48 |
| afermin | Fermin | Albin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/20/2020 01:16:26 |
| fferraino | Ferraino | Fillippo | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/8/2020 06:47:40 |
| rfigueroa | Figueroa | Roberto | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 9/9/2020 18:06:11 |
| bfitzpatrick | Fitzpatrick | Brian | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/11/2020 01:11:29 |
| jfizer | Fizer | Joshua | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 8/17/2020 23:16:14 |
| cford | Ford | Christopher | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/10/2020 02:53:30 |

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| sfoster | Foster | Sheana | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/15/2020 10:33:43 |
| RFreiday | Freiday | Rebecca | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Lieutenant | PD-Central-Security | 7/8/2020 12:03:02 |
| RFriday | Friday | Robert | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | Rutgers Police NB | 7/8/2020 08:03:46 |
| GGarcia | Garcia | George | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 7/16/2020 18:54:25 |
| ggasperone | Gasperone | Gregory | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-South-Patrol | 7/8/2020 01:18:22 |
| cgerbervarga | Gerber-Varga | Christopher | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 8/28/2020 10:20:59 |
| lgetsinger | Getsinger | Linne | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-South-Patrol | 7/13/2020 07:23:46 |
| TGiese | Giese | Todd | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Professional Standards | 8/5/2020 08:28:49 |
| oglekuagbeko | Gleku-Agbeko | Othneil | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 10/4/2020 01:00:20 |

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| jgonzalez | Gonzalez | John | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/28/2020 23:59:43 |
| lgonzalez | Gonzalez | Luan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 7/13/2020 10:57:57 |
| mgorman-kain | Gorman-Kain | Margaret | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/27/2020 18:04:26 |
| dgrace | Grace | Denise | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/9/2020 05:58:55 |
| rgrady | Grady | Ryan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 7/13/2020 11:11:01 |
| dgrassi | Grassi | Deana | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/12/2020 09:14:02 |
| SGreene | Greene | Shaun | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/8/2020 08:11:36 |
| egruenewald | Gruenewald | Edeltraud | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/11/2020 16:51:39 |
| tguarneri | Guarneri | Tracy | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/8/2020 09:42:00 |

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| MGulsby | Gulsby | Matthew | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 8/17/2020 15:13:56 |
| tgulsby | Gulsby | Tyler | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 8/12/2020 21:14:50 |
| GGunia | Gunia | Gregory | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/24/2020 21:34:17 |
| JHammill | Hammill | Jennifer | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-South-Patrol | 7/10/2020 01:59:36 |
| hhashmi | Hashmi | Hassam | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/11/2020 16:13:53 |
| lhasidashvili | Hasidashvili | Lev | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 8/28/2020 11:55:08 |
| khaskins | Haskins | Kimberly | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/11/2020 15:49:51 |
| jhendrix | Hendrix | Jamie | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-North-Patrol | 8/11/2020 14:51:02 |
| dhenriquez | Henriquez | David | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/31/2020 23:33:19 |

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| jhernandez | Hernandez | Javier | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/11/2020 17:25:54 |
| mahernandez | Hernandez | Mauricio | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/16/2020 16:39:47 |
| mhernandez | Hernandez | Monserate | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 9/14/2020 14:03:32 |
| ohernandez | Hernandez | Orlando | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/19/2020 22:24:51 |
| hhertfelder | Hertfelder | Harry | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-South-Patrol | 7/11/2020 21:49:42 |
| jhickey | Hickey | James | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/20/2020 09:34:51 |
| ghippe | Hippe | Gregg | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-North-Investigations | 7/15/2020 11:25:29 |
| dholloman | Holloman | Diamond | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/10/2020 09:03:04 |
| dholowienka | Holowienka | Daniel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/28/2020 22:29:59 |

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| ghondros | Hondros | George | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 7/8/2020 05:30:52 |
| lhorn | Horn | Lisa | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/23/2020 23:36:34 |
| thousell | Housell | Todd | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/18/2020 21:54:49 |
| uhudson | Hudson | Uvea | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/1/2020 07:51:31 |
| chuertas | Huertas | Carmelo | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Chief | PD-North-Administration | 7/13/2020 09:07:58 |
| phull | Hull | Paul | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/8/2020 10:23:28 |
| ahurling | Hurling | Airika | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 9/29/2020 10:36:30 |
| ninaugurato | Inaugurato | Nicholas | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/13/2020 15:36:01 |
| fingram | Ingram | Frank | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/20/2020 15:05:34 |

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| aissler | Issler | Anthony | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/26/2020 16:45:00 |
| djackson | Jackson | Davion | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-North-Patrol | 7/12/2020 07:28:54 |
| cjacobson | Jacobson | Charles | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 8/31/2020 03:12:51 |
| JJankowski | Jankowski | Jennifer | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Supervisor | PD-Professional Standards-Communications | 8/11/2020 08:29:11 |
| ajohnson1 | Johnson | Andres | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/7/2020 13:05:39 |
| fjohnson | Johnson | Fatimah | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 10/7/2020 17:39:02 |
| jjones | Jones | Jacqueline | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/21/2020 12:41:28 |
| mjordan | Jordan | Myron | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-North-Patrol | 7/9/2020 10:48:47 |
| rjoseph | Joseph | Rex | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/26/2020 01:34:08 |

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| jkim | Kim | Jae | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/14/2020 20:45:25 |
| kkobovitch | Kobovitch | Kevin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/16/2020 10:59:15 |
| jkole | Kole | Jason | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/17/2020 18:09:02 |
| rkolenovic | Kolenovic | Refika | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 7/8/2020 12:20:36 |
| ikorff | Korff | Ian | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Professional Standards | 7/20/2020 14:24:36 |
| ckosinski | Kosinski | Christopher | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 8/8/2020 07:19:41 |
| jlanoce | Lanoce | John | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/30/2020 19:33:51 |
| alaw | Law | Alexander | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 7/8/2020 10:20:17 |
| jlazzar | Lazzar | Jijo | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/20/2020 08:43:45 |

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| aleffand | Leffand | Amy | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-North-Patrol | 7/22/2020 10:12:53 |
| llewis | Lewis | Larry | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/20/2020 15:54:18 |
| rl798 | Lewis | Ryan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 8/16/2020 20:17:31 |
| vlim | Lim | Victor | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 8/30/2020 08:15:09 |
| slinton | Linton | Sheldene | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 8/14/2020 06:35:01 |
| mlipka | lipka | michael | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/11/2020 08:38:15 |
| jlisi | Lisi | Jason | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Professional Standards | 7/7/2020 13:44:37 |
| dlocha | Locha | David | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-South-Patrol | 7/11/2020 07:37:58 |
| rlopez | Lopez | Rita | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/12/2020 23:48:29 |

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| JLugo | Lugo | Julio | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 7/11/2020 19:52:26 |
| wlugo | Lugo | William | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/12/2020 09:21:41 |
| JMack | Mack | Jeffrey | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/8/2020 11:49:22 |
| tmaddox | Maddox | Tyron | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/9/2020 21:39:41 |
| nmadore | Madore | Nickolas | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 7/7/2020 17:42:47 |
| amaldonado | Maldonado | Anthony | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/12/2020 22:28:47 |
| jmaloney | Maloney | John | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/8/2020 09:26:31 |
| tmmartin | Martin | Thomas | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/11/2020 22:09:43 |
| edwardmartinez | Martinez | Edward | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 7/13/2020 10:18:39 |

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| amathew | Mathew | Ajoy | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/16/2020 10:15:22 |
| RMathews | Mathews | Raymond | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Lieutenant | PD-Central-Security | 7/8/2020 21:59:24 |
| cmcccloud | McCloud | Charles | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/13/2020 21:58:36 |
| cmcgruder | McGruder | Christopher | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/20/2020 09:48:21 |
| cmcintyre | McIntyre | Clayton | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/1/2020 11:41:05 |
| MMcLaughlin | McLaughlin | Malika | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 8/26/2020 13:39:17 |
| smcnair | McNair | Shamira | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/24/2020 22:50:47 |
| dmendez | Mendez | Dylan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 9/26/2020 19:58:39 |
| dmerten | Merten | Daniel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/12/2020 17:45:20 |

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| amilson | Milson | Ashlynn | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 8/21/2020 07:09:12 |
| lminor | Minor | Lakiesha | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/15/2020 09:12:33 |
| dmitchell | Mitchell | David | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/8/2020 09:51:02 |
| kmoore | Moore | Kim | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/11/2020 05:45:23 |
| tmorris | Morris | Tamika | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/8/2020 13:17:35 |
| emoschberger | Moschberger | Eric | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 8/17/2020 00:08:25 |
| nmott | Mott | Nicole | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/8/2020 09:37:36 |
| jmurray | Murray | Jalen | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/22/2020 10:13:11 |
| BMyers | Myers | Bryant | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Administration | 7/8/2020 08:46:24 |

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| dnagy | Nagy | Dylan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/9/2020 19:14:07 |
| mnicklaus | Nicklaus | Mitchell | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/10/2020 07:19:12 |
| ENielsen | Nielsen | Eric | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 7/11/2020 12:49:41 |
| bnogueras | Nogueras | Belinda | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/24/2020 15:16:14 |
| jnovosel | Novosel | James | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/11/2020 07:39:04 |
| jnunez | Nunez | Joseph | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/14/2020 14:20:09 |
| EOFlanagan | O Flanagan | Emma | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-Professional Standards | 9/13/2020 09:29:32 |
| moblad | Oblad | Matthew | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/9/2020 10:35:22 |
| fokoye | Okoye | Festus | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/28/2020 11:27:39 |

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| solivo | Olivo | Stephanie | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/22/2020 01:40:13 |
| dopromollo | Opromollo | Daniel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/19/2020 08:17:22 |
| rorsini | Orsini | Raymond | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/24/2020 20:09:16 |
| dortiz | Ortiz | David | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/14/2020 09:05:30 |
| jparache | parache | jasmin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/19/2020 17:43:41 |
| rparone | Parone | Ralph | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/8/2020 11:38:43 |
| rpellegrino | Pellegrino | Robert | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/8/2020 07:23:50 |
| PPellinger | Pellinger | Paul | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/10/2020 09:20:14 |
| mpellowski | Pellowski | Martin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/7/2020 13:13:14 |

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| jpena | Pena | Jacquelyn | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/14/2020 23:04:28 |
| rpereira | Pereira | Richard | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/11/2020 11:43:55 |
| jperez | Perez | Julio | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 9/25/2020 02:31:22 |
| rperez | Perez | Rafael | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/8/2020 10:35:43 |
| vperez | Perez | Victoria | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/10/2020 20:12:38 |
| RPhillips | Phillips | Rebecca | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 8/12/2020 19:04:31 |
| APitera | Pitera | Alina | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/8/2020 14:26:23 |
| mprendeville | Prendeville | Michael | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-North-Patrol | 7/11/2020 20:37:36 |
| aquinones | Quinones | Armando | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-North-Investigations | 7/22/2020 09:17:56 |

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| rragland | Ragland | Robert | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 9/17/2020 15:45:18 |
| jray | Ray | Joseph | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 8/3/2020 03:06:34 |
| sreid | Reid | Sharon | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/10/2020 15:38:35 |
| treid | Reid | Tamiya | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/13/2020 13:37:10 |
| mrein | Rein | Michael | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Deputy Chief | PD-Professional Standards | 7/7/2020 13:11:11 |
| sridinger | Ridinger | Steven | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Evidence Custodian | Rutgers Police Camden | 7/7/2020 16:11:02 |
| mriviera | Rivera | Maryann | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 9/3/2020 15:22:05 |
| drobinson | Robinson | Donnovan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/11/2020 07:50:00 |
| crodrigues | Rodrigues | Christopher | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 7/8/2020 12:02:42 |

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| arodriguez | Rodriguez | Angel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/8/2020 10:56:44 |
| CRodriguez | Rodriguez | Carlos | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Central-Investigations | 7/8/2020 08:40:06 |
| rrodriguez | Rodriguez | Ruddy | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/20/2020 23:07:57 |
| srodriguez | Rodriguez | Samuel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-North-Investigations | 8/10/2020 00:14:19 |
| strodriguez | Rodriguez | Steven | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 9/28/2020 09:15:47 |
| yrodriguez | Rodriguez | Yasmin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/15/2020 09:48:03 |
| groitzsch | Roitzsch | George | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 8/31/2020 20:17:03 |
| jroman | Roman | Justin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/26/2020 08:37:27 |
| mroman | Roman | Martin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/8/2020 08:27:34 |

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| jronca | Ronca | Jason | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/8/2020 14:36:55 |
| droohr | Roohr | Daniel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/21/2020 14:59:21 |
| erosario | Rosario | Emmanuel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/11/2020 19:50:49 |
| BRuditsky | Ruditsky | Brian | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/13/2020 18:37:58 |
| ORussell | Russell | Odell | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 7/12/2020 09:26:35 |
| srusser | Russer | Sean | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/26/2020 20:19:15 |
| stsala | Sala | Stacey | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/31/2020 22:47:03 |
| Isanchez | Sanchez | Ismeal | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/11/2020 10:24:17 |
| dsanders | Sanders | Dana | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/17/2020 08:31:16 |

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| asantos | Santos | Andrew | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 10/5/2020 17:34:18 |
| SSarna | Sarna | Steven | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/15/2020 17:18:01 |
| Isarti | Sarti | Louis | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/14/2020 06:39:47 |
| ssarwar | Sarwar | Shamim | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 9/21/2020 19:37:57 |
| tsavage | Savage | Timothy | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 7/7/2020 16:19:22 |
| jschaefer | Schaefer | John | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/17/2020 22:08:38 |
| fscott | Scott | Fredrick | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 9/29/2020 16:24:02 |
| Iselph | Selph | Lawonda | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 8/14/2020 20:21:22 |
| dshields | Shields | DeAndre | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 9/7/2020 08:08:00 |

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| MShiminsky | Shiminsky | Michael | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/22/2020 13:52:37 |
| mshoulars | Shoulars | Michael | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-North-Patrol | 7/14/2020 06:40:35 |
| kshutrop | Shutrop | Kevin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/15/2020 16:16:41 |
| asimmons | Simmons | Audrey | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/14/2020 05:14:19 |
| jsimmons | Simmons | James | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Sergeant | PD-South-Security | 7/8/2020 21:19:46 |
| MSimoes | Simoes | Manuel | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 7/25/2020 08:35:10 |
| asingh | Singh | Amandeep | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/16/2020 08:08:27 |
| Sskala | Skala | Sean | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 7/10/2020 07:57:30 |
| zskeels | Skeels | Zachary | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/13/2020 07:07:23 |


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| mslifko | Slifko | Mark | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-South-Patrol | 7/20/2020 19:21:04 |
| asmith | Smith | Andrew | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/21/2020 08:22:04 |
| rsousa | Sousa | Rui | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | | PD-North-Security | 7/8/2020 13:47:55 |
| jstlouis | St. Louis | Jehu | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 8/1/2020 15:02:41 |
| sstanley | Stanley | Shantia | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/22/2020 15:27:09 |
| cstorckmartinez | Storck-Martinez | Celena | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/12/2020 07:37:44 |
| jstoya | Stoya | John | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 7/16/2020 16:17:40 |
| msullivan | Sullivan | Matthew | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/14/2020 09:49:53 |
| usutaria | Sutaria | Ujjwal | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/8/2020 15:25:46 |

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| ssykes | Sykes | Shafiyatt | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Lieutenant | PD-North-Security | 8/25/2020 10:41:32 |
| dsynosky | Synosky | David | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/16/2020 00:12:29 |
| wtartis | Tartis | William | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/27/2020 14:36:27 |
| ETejada | Tejada | Edwin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Investigations | 7/8/2020 15:40:49 |
| RTerry | Terry | Roger | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/21/2020 21:49:28 |
| dthompson | Thompson | Daryl | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 8/23/2020 07:40:58 |
| cthornton | Thornton | Cameron | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 10/1/2020 07:17:38 |
| gtiano | Tiano | Gerardo | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/8/2020 17:28:39 |
| rtighe | Tighe | Robert | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 8/7/2020 21:28:58 |

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| ATimbol | Timbol | Anthony | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-North-Patrol | 7/19/2020 21:48:09 |
| LTolosa | Tolosa | Leonardo | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Sergeant | PD-North-Patrol | 8/1/2020 13:16:01 |
| atomar | Tomar | Aman | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 7/7/2020 14:41:23 |
| otorres | Torres | Oscar | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 10/8/2020 01:15:34 |
| mtota | Tota | Michael | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/8/2020 08:19:30 |
| atraverzo | Traverzo | Angelo | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 7/11/2020 01:43:16 |
| streadwell | Treadwell | Stephon | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 8/14/2020 09:34:02 |
| hurban | Urban | Henry | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 8/5/2020 13:34:00 |
| sv456 | Verry | Steve | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 8/14/2020 20:24:10 |

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| lvillacis | Villacis | Luis | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 7/7/2020 17:11:12 |
| Mvonsauers | Von Sauers | Maximillian | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Dispatcher | PD-Professional Standards-Communications | 7/8/2020 19:07:38 |
| TWaid | Waid | Thomas | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/15/2020 03:50:18 |
| pwalker | Walker | Patrick | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/10/2020 06:35:48 |
| kwalsh | Walsh | Kevin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/19/2020 12:57:21 |
| dweh | Weh | Douglas | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/8/2020 12:40:19 |
| CWeiss | Weiss | Colin | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 7/21/2020 00:58:04 |
| cweston | Weston | Christine | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/8/2020 09:36:22 |
| mwilliams | Williams | Marcus | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-South-Security | 7/11/2020 23:25:44 |

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| swilliamsrobinson | Williams-Robinson | Sherik | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 9/29/2020 16:20:42 |
| TWilmot | Wilmot | Timothy | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 8/9/2020 16:58:03 |
| byoung | Young | Bryan | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-Central-Security | 7/13/2020 00:28:05 |
| czayas | Zayas | Carlos | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Security Officer | PD-North-Security | 10/8/2020 04:33:27 |
| szura | Zura | Sean | 1:9 - PROFILING & DISCRIMINATORY PRACTICES | WRITTEN DIRECTIVE / Chapter 1 - General Rules & Regulations | 7/7/2020 00:00:00 | Revised | Police Officer Recruit | PD-South-Patrol | 7/8/2020 14:39:06 |

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|  | RUTGERS UNIVERSITY POLICE DEPARTMENT WRITTEN DIRECTIVE SYSTEM | | 7:16 |
| | CIVIL IMMIGRATION LAWS | | |
| | Effective Date: 11-30-2018 | | Supersedes: |

7:16-1 **PURPOSE**

The purpose of this directive is to establish the role of this agency with respect to the enforcement of civil immigration laws and establish compliance with New Jersey Attorney General Directive 2018-6, "Strengthening Trust Between Law Enforcement and Immigrant Communities" (11-29-2018).

7:16-2 **POLICY**

It is the policy of this department to protect the public by investigating state criminal offenses and enforcing state criminal laws in lieu of enforcing civil immigration violations except in narrowly defined circumstances in order to sustain, foster and strengthening trust between law enforcement and immigrant communities.

7:16-3 **DISCUSSION**

In recent years, the federal government has increasingly relied on state and local law enforcement agencies to enforce federal civil immigration law. This trend presents significant challenges to New Jersey's law enforcement officers, who have worked hard to build trust with the state's large and diverse immigrant communities.

It is well-established, for example, that individuals are less likely to report a crime if they fear that the responding officer will turn them over to immigration authorities. This fear makes it more difficult for officers to solve crimes and bring suspects to justice, putting all New Jerseyans at risk.

It is therefore crucial that the State of New Jersey makes very clear to our immigrant communities something that may seem obvious to those in law enforcement: there is a difference between state, county, and local law enforcement officers, who are responsible for enforcing *state criminal law*, and federal immigration authorities, who enforce *federal civil immigration law*.

Put simply, New Jersey's law enforcement officers protect the public by investigating state criminal offenses and enforcing state criminal laws. They are not responsible for enforcing civil immigration violations except in narrowly defined circumstances. Such responsibilities instead fall to the federal government and those operating under its authority.

Although state, county, and local law enforcement officers should assist federal immigration authorities when required to do so by law, they should also be mindful that providing assistance above and beyond those requirements threatens to blur the distinctions between state and federal actors and between federal immigration law and state criminal law. It also risks undermining the trust law enforcement has built with the public.

Nothing in this Directive restricts member of this agency from complying with the requirements of Federal law or valid court orders, including judicially-issued arrest warrants for individuals, regardless of immigration status.

7:16-4 GENERAL

- a. Members of this agency shall be limited in assisting federal immigration authorities with respect to the enforcement of federal civil immigration laws, except as provided at section 9:2-9.
- b. No member of this agency shall provide the following types of assistance to federal immigration authorities when the sole purpose of that assistance is to enforcement federal civil immigration law; including, but not limited to:
 - 1. Participating in civil immigration enforcement operations;
 - 2. Providing any non-public personally identifying information regarding any individual. For the purposes of this section; the term: “non-public personally identifying information” includes:
 - A social security number, credit card number, unlisted telephone number, driver’s license number, vehicle plate number, insurance policy number and active financial account number of any person.
 - The term may also include the address, telephone number, or email address for an individual’s home, work, or school, if that information is not readily available to the public.
 - 3. Providing access to any state, county, or local law enforcement equipment, office space, database, or property not available to the general public.
 - 4. Providing access to a detained individual for an interview, unless the detainee signs a written consent form that explains:
 - The purpose of the interview;
 - That the interview is voluntary;
 - That the individual may decline to be interviewed; *and*
 - That the individual may choose to be interviewed only with his or her legal counsel present.
- c. A detained individual shall be promptly notified, in writing and in a language the individual can understand, when federal civil immigration authorities request to interview the detainee.

7:16-5 JUDICIAL WARRANTS & ICE DETAINERS

- a. A “judicial warrant” is one issued by a federal or state judge. It is not the same as an immigration detainer—sometimes referred to as an Immigration and Customs Enforcement (ICE) detainer—or an administrative warrant, both of which are currently issued not by judges but by federal immigration officers.
- b. Under federal and state law, local law enforcement agencies are not required to enforce civil administrative warrants or detainers issued by federal immigration officers rather than federal or state judges.

Signatures

175 Rows, Generated by Michael Rein 10/9/2020 14:34 Eastern Standard Time

| Username | Last Name▲ | First Name | Document Name | Folder | Revision Date | Revision Type | Job Title | Location | Signed Date |
|--------------|-------------|------------|-----------------------------|---|---------------------|---------------|------------------------|---------------------------|--------------------|
| MAcevedo | Acevedo | Manuel | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central-Patrol | 12/6/2018 09:19:06 |
| SAcquaviva | Acquaviva | Stephen | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-Professional Standards | 12/1/2018 20:05:31 |
| lAlmanzar | Almanzar | Luis | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-North-Patrol | 1/10/2019 14:53:16 |
| DAnastasatos | Anastasatos | Demetrios | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central-Patrol | 12/6/2018 08:30:07 |
| PArchibald | Archibald | Peter | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central-Patrol | 12/6/2018 05:46:15 |
| PBadoo | Badoo | Prince | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North-Patrol | 12/3/2018 08:33:37 |
| jbell | Bell | John | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-North-Administration | 12/1/2018 01:30:46 |
| dbethea | Bethea | Da'Zhon | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 8/20/2019 11:22:37 |

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| PBianchi | Bianchi | Peter | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/1/2018 08:28:51 |
| jbiondi | Biondi | Jonathan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 12/6/2018 09:06:03 |
| jbiundo | Biundo | Joseph | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 1/3/2019 17:54:07 |
| pblaydes | Blaydes | Patrick | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/10/2018 05:55:54 |
| dbolla | Bolla | David | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 12/1/2018 14:37:14 |
| MBolognini | Bolognini | Michelle | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/9/2018 09:58:56 |
| rborden | Borden | Ryan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 12/2/2018 08:09:43 |
| FBrasington | Brasington | Felisa | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD- Professional Standards | 12/3/2018 09:07:52 |
| jbrown | Brown | Jennifer | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/10/2018 22:49:58 |

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| mbreton | Breton | Melvin | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Investigations | 12/4/2018 16:03:39 |
| mbristol | Bristol | Marie | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/5/2018 00:55:17 |
| kbruno | Bruno | Kyle | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/1/2018 17:12:19 |
| kbyrom | Byrom | Kareem | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/2/2018 06:34:44 |
| mcalabrese | Calabrese | Michael | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Patrol | 1/5/2019 02:38:15 |
| jcalimano | Calimano | Jared | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/1/2018 19:38:32 |
| RCalvert | Calvert | Robert | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/3/2018 08:37:14 |
| jasoncastillo | Castillo | Jason | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/6/2018 00:13:36 |
| gcastro | Castro | George | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 10/28/2019 10:31:59 |

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| mchanley | Chanley | Mark | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 1/15/2019 07:56:27 |
| mclifford | Clifford | Michael | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/5/2018 01:15:38 |
| kconnolly | Connolly | Kevin | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-South- Patrol | 12/2/2018 21:38:50 |
| aconoshenti | Conoshenti | Alex | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-South- Patrol | 8/18/2020 10:30:02 |
| CCorrea | Correa | Carlos | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-Central- Patrol | 3/30/2020 22:29:57 |
| mcorrea | Correa | Marlise | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/13/2018 14:36:51 |
| bcserjes | Cserjes | Bryan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 12/15/2018 14:21:32 |
| Mdangelo | D'Angelo Jr. | Michael | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sr Police Officer | PD-Central- Patrol | 12/21/2018 20:36:02 |
| sdecandia | DeCandia | Steven | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/3/2018 13:50:44 |

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| KDere | Dere | Kerim | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Security Officer | PD-Central- Security | 12/2/2018 02:04:44 |
| RDinan | Dinan | Richard | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Chief of Police | PD-South- Patrol | 1/2/2019 15:41:15 |
| dduran | Duran | Daniel | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-North- Investigations | 1/31/2019 14:45:22 |
| kdziadosz | Dziadosz | Katarzyna | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 8/14/2019 10:21:24 |
| BEmmett | Emmett | Brian | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-Central- Investigations | 1/16/2019 08:46:31 |
| nepiscopo | Episcopo | Nicholas | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 12/27/2018 11:23:15 |
| levans | Evans | Larry | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 1/2/2019 01:48:15 |
| fferraino | Ferraino | Fillippo | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/4/2018 18:54:35 |
| PFischer | Fischer | Paul | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Captain | PD- Administration | 12/4/2018 09:56:44 |

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| bfitzpatrick | Fitzpatrick | Brian | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 11/30/2018 16:03:23 |
| cflemming | Flemming | Curtis | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 12/19/2018 13:19:03 |
| cford | Ford | Christopher | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 12/24/2018 13:34:20 |
| sfoster | Foster | Sheana | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 1/14/2019 14:16:31 |
| GGarcia | Garcia | George | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-Central- Patrol | 12/1/2018 22:15:38 |
| ggasperone | Gasperone | Gregory | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-South- Patrol | 12/27/2018 00:10:01 |
| lgetsinger | Getsinger | Linne | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-South- Patrol | 1/1/2019 12:53:37 |
| EGhee | Ghee | Emersen | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/5/2018 18:12:26 |
| TGiese | Giese | Todd | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD- Professional Standards | 1/2/2019 08:20:15 |

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| egonzalez | Gonzalez | Edwin | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/6/2018 20:13:24 |
| jgonzalez | Gonzalez | John | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 1/5/2019 20:21:27 |
| lgonzalez | Gonzalez | Luan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-North- Patrol | 5/28/2020 14:08:29 |
| dgotto | Gotto | Domenick | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/16/2018 15:27:06 |
| rgrady | Grady | Ryan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-North- Patrol | 3/25/2020 11:10:24 |
| MGulsby | Gulsby | Matthew | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-Central- Patrol | 12/3/2018 09:14:54 |
| tgulsby | Gulsby | Tyler | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/10/2018 04:04:08 |
| GGunia | Gunia | Gregory | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/18/2018 11:55:04 |
| JHammill | Hammill | Jennifer | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-South- Patrol | 12/3/2018 09:23:45 |

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| hhashmi | Hashmi | Hassam | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/4/2018 22:19:02 |
| jhendrix | Hendrix | Jamie | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-North- Patrol | 12/12/2018 11:44:46 |
| jhernandez | Hernandez | Javier | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/5/2018 11:27:54 |
| mahernandez | Hernandez | Mauricio | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/9/2018 03:50:19 |
| ohernandez | Hernandez | Orlando | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 2/18/2019 23:16:13 |
| hhertfelder | Hertfelder | Harry | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-South- Patrol | 12/1/2018 08:16:23 |
| ghippe | Hippe | Gregg | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-North- Investigations | 12/31/2018 11:07:37 |
| ghondros | Hondros | George | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-North- Patrol | 5/12/2019 12:00:44 |
| thousell | Housell | Todd | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/3/2018 09:44:58 |

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| chuertas | Huertas | Carmelo | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Chief | PD-North- Administation | 9/9/2019 11:27:27 |
| phull | Hull | Paul | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/5/2018 03:16:05 |
| ahurling | Hurling | Airika | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/13/2018 17:54:40 |
| mirizarry | Irizarry | Marcus | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 5/15/2019 14:17:25 |
| aissler | Issler | Anthony | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/3/2018 22:31:50 |
| djackson | Jackson | Davion | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Patrol | 12/7/2018 10:45:53 |
| rjames | James | Robert | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 4/13/2019 12:01:12 |
| ljones | Jones | Leslie | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Patrol | 12/3/2018 13:19:09 |
| mjordan | Jordan | Myron | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Patrol | 12/18/2018 09:22:08 |

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| rjoseph | Joseph | Rex | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 1/4/2019 03:03:56 |
| jkim | Kim | Jae | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/2/2018 00:53:37 |
| kkobovitch | Kobovitch | Kevin | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 1/2/2019 12:00:01 |
| rkolenovic | Kolenovic | Refika | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 6/4/2020 00:03:09 |
| ikorff | Korff | Ian | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD- Professional Standards | 12/3/2018 08:17:26 |
| ckosinski | Kosinski | Christopher | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 1/3/2019 23:49:54 |
| jlanoce | Lanoce | John | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 1/15/2019 00:15:21 |
| alaw | Law | Alexander | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 8/19/2019 11:51:46 |
| aleffand | Leffand | Amy | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Patrol | 12/4/2018 21:45:35 |

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| jlisi | Lisi | Jason | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD- Professional Standards | 1/1/2019 13:58:37 |
| dlocha | Locha | David | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-South- Patrol | 12/3/2018 08:26:47 |
| clopez | Lopez | Camilo | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/1/2018 14:47:40 |
| JLugo | Lugo | Julio | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-Central- Patrol | 12/9/2018 09:50:39 |
| nmadore | Madore | Nickolas | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 1/14/2020 16:06:31 |
| dmaldonado | Maldonado | Debbie | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/5/2018 09:01:45 |
| tmmartin | Martin | Thomas | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 11/30/2018 19:20:46 |
| edwardmartinez | Martinez | Edward | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-North- Patrol | 5/29/2020 13:22:09 |
| amathew | Mathew | Ajoy | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/10/2018 09:53:21 |

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| MMcLaughlin | McLaughlin | Malika | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 1/24/2019 14:11:45 |
| dmendez | Mendez | Dylan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 1/4/2019 19:49:32 |
| lminor | Minor | Lakiesha | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/9/2018 09:49:49 |
| tmorris | Morris | Tamika | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/2/2018 16:37:22 |
| emoschberger | Moschberger | Eric | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/7/2018 03:23:52 |
| MMoschberger | Moschberger | Megan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Investigations | 12/21/2018 10:57:17 |
| nmott | Mott | Nicole | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 5/11/2019 13:08:51 |
| BMyers | Myers | Bryant | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD- Administration | 12/19/2018 12:28:58 |
| dnagy | Nagy | Dylan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 1/28/2019 18:10:34 |

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| ENielsen | Nielsen | Eric | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-Central- Patrol | 12/16/2018 12:02:56 |
| jnovosel | Novosel | James | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/9/2018 13:12:49 |
| EOFlanagan | O Flanagan | Emma | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD- Professional Standards | 1/1/2019 12:24:07 |
| moblad | Oblad | Matthew | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 1/14/2019 15:03:54 |
| solivo | Olivo | Stephanie | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/6/2018 07:49:21 |
| dopromollo | Opromollo | Daniel | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/14/2018 15:16:39 |
| dortiz | Ortiz | David | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/4/2018 22:47:58 |
| apacheco | Pacheco | Adalberto | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/3/2018 09:08:37 |
| aparente | Parente | April | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 12/9/2018 21:33:18 |

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| rparone | Parone | Ralph | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/3/2018 08:09:54 |
| lpeart | Peart | Lorna | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/2/2018 19:49:56 |
| rpellegrino | Pellegrino | Robert | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/17/2018 19:57:46 |
| RPhillips | Phillips | Rebecca | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/18/2018 11:08:42 |
| fpolizzi | Polizzi | Frank | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/4/2018 22:57:00 |
| mprendeville | Prendeville | Michael | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Patrol | 12/22/2018 19:22:20 |
| aquinones | Quinones | Armando | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Investigations | 12/6/2018 10:32:49 |
| arabar | Rabar | Alex | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Captain | PD-North- Administration | 12/5/2018 11:57:13 |
| jray | Ray | Joseph | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-Central- Patrol | 1/4/2019 06:10:57 |

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| mrein | Rein | Michael | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Deputy Chief | PD- Professional Standards | 12/2/2018 18:56:30 |
| drobinson | Robinson | Donnovan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 1/31/2019 00:59:03 |
| crodrigues | Rodrigues | Christopher | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 5/29/2020 10:59:15 |
| CRodriguez | Rodriguez | Carlos | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-Central- Investigations | 12/3/2018 07:09:29 |
| srodriguez | Rodriguez | Samuel | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Investigations | 12/3/2018 10:39:28 |
| yrodriguez | Rodriguez | Yasmin | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 12/2/2018 07:44:40 |
| groitzsch | Roitzsch | George | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/29/2018 18:13:05 |
| mroman | Roman | Martin | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 11/30/2018 18:28:16 |
| jronca | Ronca | Jason | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 1/4/2019 14:48:09 |


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| droohr | Roohr | Daniel | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 2/6/2019 16:47:28 |
| erosario | Rosario | Emmanuel | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/1/2018 07:14:55 |
| BRuditsky | Ruditsky | Brian | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/14/2018 13:54:42 |
| ORussell | Russell | Odell | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-Central- Patrol | 12/20/2018 16:21:35 |
| Isanchez | Sanchez | Ismeal | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 6/24/2019 10:30:56 |
| SSarna | Sarna | Steven | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/1/2018 07:42:04 |
| tsavage | Savage | Timothy | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 1/20/2020 09:07:26 |
| Iselph | Selph | Lawonda | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 2/9/2019 19:56:21 |
| mshoulars | Shoulars | Michael | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-North- Patrol | 12/9/2018 12:33:10 |

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| kshutrop | Shutrop | Kevin | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/2/2018 08:30:18 |
| MSimoes | Simoes | Manuel | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-Central- Patrol | 12/5/2018 17:28:09 |
| asingh | Singh | Amandeep | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/2/2018 16:48:14 |
| Sskala | Skala | Sean | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-Central- Patrol | 12/6/2018 00:06:55 |
| mslifko | Slifko | Mark | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 12/31/2018 23:58:53 |
| asmith | Smith | Andrew | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/18/2018 16:30:41 |
| jstlouis | St. Louis | Jehu | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/28/2018 01:50:57 |
| sstanley | Stanley | Shantia | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/26/2018 12:28:30 |
| jstoya | Stoya | John | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 8/20/2019 15:28:44 |

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| dsynosky | Synosky | David | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/9/2018 04:40:54 |
| wtartis | Tartis | William | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 1/10/2020 10:02:46 |
| ETejada | Tejada | Edwin | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Investigations | 12/8/2018 15:59:08 |
| RTerry | Terry | Roger | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/6/2018 03:08:03 |
| rthomas | Thomas | Ryan | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 1/10/2019 11:09:40 |
| gtiano | Tiano | Gerardo | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/10/2018 11:31:01 |
| rtighe | Tighe | Robert | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/6/2018 23:43:52 |
| ATimbol | Timbol | Anthony | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Patrol | 11/30/2018 18:35:36 |
| LTolosa | Tolosa | Leonardo | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Sergeant | PD-North- Patrol | 12/10/2018 06:32:20 |

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| atomar | Tomar | Aman | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 5/7/2020 11:17:10 |
| otorres | Torres | Oscar | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/6/2018 23:04:29 |
| atraverzo | Traverzo | Angelo | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-North- Patrol | 3/16/2019 22:48:23 |
| streadwell | Treadwell | Stephon | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/5/2018 16:30:34 |
| ltredo | Tredo | Lauren | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Detective | PD-Central- Patrol | 12/13/2018 12:26:14 |
| rtrivinia | Trivinia | Ronald | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-South- Patrol | 12/11/2018 14:48:25 |
| furso | Urso | Frank | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-Central- Patrol | 8/16/2019 11:57:55 |
| avartanova | Vartanova | Angelina | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/5/2018 21:34:05 |
| pwalker | Walker | Patrick | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 7/25/2019 08:25:45 |

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| CWeiss | Weiss | Colin | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-Central- Patrol | 1/2/2019 20:57:43 |
| cweston | Weston | Christine | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-North- Patrol | 12/3/2018 14:42:13 |
| TWhelan | Whelan | Tyler | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer | PD-Central- Patrol | 12/4/2018 21:03:03 |
| TWilmot | Wilmot | Timothy | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Lieutenant | PD-Central- Patrol | 12/5/2018 13:27:08 |
| szura | Zura | Sean | 7:16 CIVIL IMMIGRATION LAWS | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 11/30/2018 00:00:00 | New | Police Officer Recruit | PD-South- Patrol | 5/8/2020 13:18:30 |

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|  | RUTGERS UNIVERSITY POLICE DEPARTMENT WRITTEN DIRECTIVE SYSTEM | | 7:21 |
| | VICTIMS OF TRAFFICKING AND PROTECTION ACT | | |
| | Effective Date: 03-18-2019 | | Supersedes: |

7:21-1 **PURPOSE**

The purpose of this directive is to establish the role of this agency with respect to the certifying "U or T-Visa" pursuant to the Victims of Trafficking and Violence Protection Act.

7:21-2 **POLICY**

It is the policy of this department to assist eligible crime victims in applying for U & T Visas, as appropriate, consistent with the provisions of the Victims of Trafficking and Protection Act, 22 USC 7101.

7:21-3 **DISCUSSION**

In October 2000, the U.S. Congress passed the Victims of Trafficking and Violence Protection Act, which created U and T visas. The U visa is available to immigrant victims of certain qualifying crimes, such as sexual exploitation, false imprisonment, and abduction, who have suffered substantial physical or mental abuse as a result of being a victim, have information about the criminal activity, and who are helpful in the investigation or prosecution of the crime. T visas are intended for individuals who are victims of trafficking, comply with any reasonable request from a law enforcement agency for assistance in the investigation or prosecution of human trafficking, and can demonstrate that they would suffer extreme hardship if they were removed from the United States. In addition, victims of human trafficking may be eligible for temporary immigration status, referred to as continued presence, which allows them to remain in the United States because they are a potential witness. Law enforcement agencies are a crucial part of the process for victims to obtain these types of immigration relief. Agencies are encouraged to refer to available resources on this topic from the Department of Homeland Security.

Congress created both visas to (1) strengthen the ability of law enforcement agencies to detect, investigate, and prosecute cases of domestic violence, sexual assault, human trafficking, and other criminal activities and (2) to protect immigrant victims of such activities. Lawmakers recognized that a victim's cooperation, assistance, and safety are essential to the effective detection, investigation, and prosecution of crimes. Both visa programs aim to encourage victims to report crime and participate in the various stages of the investigation. This process fosters increased trust between law enforcement agencies and the immigrant populations they serve. As a crime-fighting tool, both visa programs reinforce a law enforcement agency's commitment to hold offenders accountable, promote victim safety, enhance protection, and assist victims in their recovery from trauma as a result of criminal activity. Without the temporary legal immigration status that both visa programs afford to some immigrant crime victims, the victims may be afraid

to seek assistance from law enforcement and instead risk continued exploitation and ongoing victimization.

7:21-4 GENERAL

- a. Applicants for U or T-Visa are administered by the U.S. Citizenship and Immigration Services (USCIS) which is a component of the United States Department of Homeland Security (DHS).
- b. The U visa is an immigration benefit for victims of certain crimes who meet eligibility requirements.
- c. The T visa is an immigration benefit for victims of human trafficking who meet certain eligibility requirements.
- d. U or T-Visa Law Enforcement Resource Guide for Federal, State, Local, Tribal and Territorial Law Enforcement, Prosecutors, Judges, and Other Government Agencies shall be permanently affixed to this directive. This manual provides a plethora of related information related to qualifying offense and the certification and review processes.

7:21-5 DEFINITIONS & ACRONYMS:

With respect to the applicant for U or T-Visa, the following terms are defined:

- a. ***Certifying official*** shall be narrowly construed to be Executive Director of Public Safety / Chief of University Police.
- b. ***Derivative*** means that family members of a *T-Visa* recipient may also be given *T-Visa* status based solely upon their relationship to the recipient. Because qualifying *derivative* family members are subject to the same background checks as required for the principal (the actual applicant), it is possible that a *derivative's* adverse criminal or immigration background could result in a denial of *derivative* status even when the principal's petition is approved.
- c. ***"Helpful"*** means the victim has been, is being, or is likely to assist law enforcement, prosecutors, judges, or other government officials in the detection, investigation, prosecution, conviction, or sentencing of the qualifying criminal activity of which he or she is a victim. This includes providing assistance when reasonably requested. This also includes an ongoing responsibility on the part of the victim to be helpful. Those who unreasonably refuse to assist after reporting a crime will not be eligible for a U visa. The duty to remain helpful to law enforcement exists even after a U visa is granted, and those victims who unreasonably refuse to provide assistance after the U visa has been granted will not be eligible to obtain lawful permanent residence and may have the visa revoked by USCIS.
- d. ***Labor Trafficking*** means the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.
- e. ***Reasonableness*** means the totality of the circumstances when determining the "*reasonableness*" of a request for a *T - or U-Visa*. The "totality of the circumstances" includes but is not limited to: general law enforcement and

prosecutorial practices; the nature of the victimization, and the specific circumstances of the victim, including fear, severe traumatization, and the age and maturity of the victim.

- f. **Sex Trafficking** the recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of a commercial sex act, or in which the person induced by any means to perform such acts has not attained eighteen (18) years of age.
- g. **USCIS:** means the **U.S. Citizenship and Immigration Services** – this is a federal component of DHS with the responsibility to determine whether immigration benefits and immigration status should be granted or denied, including *U-Visa's* & *T-Visa's*.

7:21-6 U-VISA

- a. USCIS may find an individual eligible for a U-visa if the victim:
 - 1. Is the direct or indirect victim of qualifying criminal activity;
 - 2. Has suffered substantial physical or mental abuse as a result of having been a victim of criminal activity;
 - 3. Has information about the criminal activity; and
 - 4. Was helpful, is being helpful, or is likely to be helpful to law enforcement, prosecutors, judges, or other officials in the detection, investigation, prosecution, conviction, or sentencing of the criminal activity
- b. Additionally, the victim must be admissible to the United States based on a review of his or her criminal history, immigration violations, and other factors. If found inadmissible, an individual may apply for a waiver of inadmissibility for which he or she may be eligible.
- c. The U visa allows eligible victims to temporarily remain and work in the United States, generally for four years. While in U nonimmigrant status, the victim has an ongoing duty to cooperate with law enforcement and cannot unreasonably refuse to assist with the investigation or prosecution of the criminal activity. If certain conditions are met, an individual with a U visa may apply for adjustment to lawful permanent resident status (i.e., seek a green card in the United States) after three years.
- d. Additionally, certain family members of a U visa recipient may also be eligible to live and work in the United States as “derivative” U visa recipients based on their relationship with the principal recipient. These include:
 - Unmarried children under the age of 21;
 - Spouse;
 - Parents of U visa petitioners under age 21; and
 - Unmarried siblings under 18 years old of U visa petitioners under age 21.

7:21-6 T-VISA

- a. USCIS may find an individual eligible for a T-visa if the victim:
 - Is or was a victim of a severe form of trafficking in persons (which may include sex or labor trafficking), as defined by federal law;

- Is in the United States, American Samoa, the Commonwealth of the Northern Mariana Islands or at a U.S. port of entry due to trafficking;
 - Has complied with any reasonable request from a law enforcement agency for assistance in the investigation or prosecution of human trafficking; and
 - Would suffer extreme hardship involving unusual and severe harm if removed from the United States.
- b. The victim must be admissible (based on a review of criminal history, immigration violations, and other factors) to the United States. If inadmissible, the individual may apply for a waiver of inadmissibility for which he or she may be eligible.
 - c. The T visa allows eligible victims to temporarily remain and work in the U.S., generally for four years. While in T nonimmigrant status, the victim has an ongoing duty to cooperate with law enforcement's reasonable requests for assistance in the investigation or prosecution of human trafficking.
 - d. If certain conditions are met, an individual with T nonimmigrant status may apply for adjustment to lawful permanent resident status (i.e., apply for a green card in the United States) after three years in the United States or upon completion of the investigation or prosecution, whichever occurs earlier.
 - e. Certain family members of a T visa recipient may also be eligible to live and work in the United States as "derivative" T visa holders. These are:
 1. Unmarried children under the age of 21;
 2. Spouse;
 3. Parents of principal T visa recipients under age 21 at the time of application;
 4. Unmarried siblings under 18 years old of principal T visa applicants under age 21; and
 5. Adult or minor children of certain immediate family members of the T visa recipient
 - f. While in the United States, the victim has an ongoing duty to cooperate with law enforcement's reasonable requests for assistance in the investigation or prosecution of human trafficking.

7:21-7 PROCEDURES – U-VISAS

- a. One of the primary ways that a victim can demonstrate cooperation with law enforcement is by including a certification signed by law enforcement as part of the application.
 1. By signing a *certification*, the law enforcement agency is stating that a qualifying criminal activity occurred, that the victim had information concerning the criminal activity, and that the victim was helpful, is being helpful, or is likely to be helpful in the investigation or prosecution of the qualifying crime. In addition, law enforcement may report information about any harm sustained by the victim that law enforcement has knowledge of or observed.
 2. Although a *certification* is a required part of a victim's petition for a *U-Visa*, law enforcement officers cannot be compelled to complete a *certification*. Whether a law enforcement agency signs a *certification* is at the discretion of that law

enforcement agency and the policies and procedures it has established regarding *U-Visa certifications*. The *certification* validates the role the victim had, has, or will have in being helpful to the investigation or prosecution of the case; therefore, it is important that the law enforcement agency complete *certifications* on a case-by-case basis. Without a completed *certification*, the victim will not be eligible for a *U-Visa*.

3. The victim must submit a *certification* by a certifying agency. A law enforcement agency can complete the *USCIS Form I-918B* for a victim who is petitioning the *USCIS* for a *U-Visa*. Certifying agencies include all authorities responsible for the investigation, prosecution, conviction or sentencing of the qualifying criminal activity, including but not limited to:

- Federal, State & Local law enforcement agencies;
- Federal, State & Local prosecutors' offices;
- Federal, State & Local judges;
- Federal, State & Local Family Protective Services;
- **E**qual **E**mployment **O**pportunity **C**ommission (EEOC);
- Federal & State Departments of Labor; and
- Other investigative agencies.

A prosecutor or judge can also complete/submit a *certification*. If a law enforcement agency does not feel comfortable with completing/submitting a *certification* on a particular case, they should defer the decision to the prosecutor or judge.

- b. The following are "Qualifying Crimes" for a U-Visa:

| | | |
|---------------------------|------------------------|-------------------------|
| Abduction | Incest | Sexual Assault |
| Abusive Sexual Contact | Involuntary Servitude | Sexual Exploitation |
| Blackmail | Kidnapping | Slave Trade |
| Domestic Violence | Manslaughter | Stalking |
| Extortion | Murder | Torture |
| False Imprisonment | Obstruction of Justice | Trafficking |
| Felonious Assault | Peonage | Witness Tampering |
| Female Genital Mutilation | Perjury | Unlawful Criminal |
| Felonious Assault | Prostitution | Other Related Crimes ** |
| Being Held Hostage | Rape | |

The term "*Other Related Crimes*" includes any similar activity where the elements of the crime are substantially similar, and includes attempt, conspiracy, or solicitation to commit any of the above, and other related crimes.

- c. A current investigation, the filing of charges, a prosecution or conviction are NOT required to sign a *certification*. Many instances may occur where the victim has reported a crime, but an arrest or prosecution cannot take place due to evidentiary or other circumstances (e.g., suspect has fled, suspect cannot be identified, suspect has been deported, etc.). There is no statute of limitations on signing the *certification* and can even be submitted for a victim of a closed case.
- d. While a *U-Visa* petition will not be granted without the required *certification*,

the fact that a *certification* has been signed does not automatically grant the victim a *U-Visa*. The *certification* is only one of the required pieces of evidence needed to be eligible for a *U-Visa*.

- e. Due to the fact that completion of this form may ultimately provide a benefit to the victim, the fact that this benefit has been given to the victim may need to be disclosed to the defense at the appropriate time. Therefore, whenever an agency is going to provide an executed *certification* for a *U-Visa*, a copy of said *certification* MUST be immediately provided to the County Prosecutor, regardless of the offense involved. In addition, a copy should be given to the applicable municipal prosecutor for any municipal offense.
- f. Those victims who unreasonably refuse to assist after reporting a crime will not be eligible for a *U-Visa*. The duty to remain helpful to law enforcement remains even after a *U-Visa* is granted, and those victims who unreasonably refuse to provide assistance after the *U-Visa* is granted may have the *U-Visa* revoked by *USCIS*.
- g. Prior to completing a *certification*, the request for a *certification* shall be vetted by the law enforcement agency with primary jurisdiction over the investigation.
 - 1. Evaluation for Non-Indictable Offenses:
 - If the matter involves a non-indictable offense, the vetting shall be conducted internally within the agency. The Chief of University Police will investigate the matter by discussing the request and the merits of the case with agency personnel who have intimate knowledge of the case and take their recommendations into consideration. The Chief of University Police retains the final authority to authorize the issuance of a *certification* in support of a *U-Visa* applicant. If the *certification* is justified, the Chief of University Police will have the form completed and then he/she will sign the *certification*. The Chief of University Police of the agency with primary jurisdiction will be the sole authority to issue and sign a *certification* in support of a *U-Visa* for the applicant.
 - If the matter concerning the issuance of a *certification* is assigned to the law enforcement agency in which the crime/offense was initially reported, the process of the request for a *certification* will occur as described above, taking into consideration any input from the Prosecutor's Office.
 - 2. Evaluation for Indictable Offenses:

If the matter involves an indictable offense, the Chief of University Police of the agency where the crime was initially reported and the Prosecutor's Office will discuss the matter and determine which agency will be responsible for investigating the matter as it relates to the *U-Visa certification* and a determination will be made as to which agency will make the final determination as to whether a *certification* is justified
 - 3. If the matter concerning the issuance of a *certification* is assigned to the law enforcement agency in which the crime/offense was initially reported, the evaluation process of the request for a *certification* will occur as

described above, taking into consideration any input from the Prosecutor's Office. The Chief of University Police of the agency with primary jurisdiction will be the sole authority to issue and sign a *certification* in support of a *U-Visa* for the applicant.

4. If the matter is assigned to the Prosecutor's Office, the Prosecutor, in addition to considering input from the law enforcement agency in which the crime/offense was initially reported, may confer with staff from the Middlesex County Prosecutor's Office as part of the vetting process. The Prosecutor may discuss the matter either the law enforcement investigators of the Prosecutor's Office, or the Assistant Prosecutor handling the prosecution, or both in making his/her decision concerning the issuance of a *certification*. In this case, the Prosecutor will be the sole authority to issue and sign a *certification* in support of a *U-Visa* for the applicant.
- h. Once a decision has been made by the Chief of University Police or the Prosecutor (as appropriate) as to whether to issue and sign a *certification*, the applicant will be notified of that decision. If the victim has employed legal counsel regarding this matter, the decision will also be provided to the legal counsel as well.
- i. Law enforcement has 120 days from the date the request was submitted to them to evaluate the request and decide if the *certification* will be authorized.
- j. Additional evidence to be considered to support a claim:
 1. Evidence that the applicant is a victim of the qualifying criminal activity (e.g., trial transcripts, court documents, news articles, police reports, order of protection and, affidavits of other witnesses such as medical personnel).
 2. Evidence that the applicant has suffered substantial physical or mental abuse because of having been a victim of the crime (e.g., report or affidavits from police, judges, other court officials, medical personnel, school officials, clergy, social workers, mental health counselors, copy of protection orders or any other legal documents or signed testimonies from witnesses).
 3. Evidence that the applicant possesses information of the crime of which he/she was a victim (e.g., reports and affidavits from police, judges, and other court officials).
 4. Evidence that the applicant has been, is being, or is likely to be helpful to a certifying agency (e.g. trial transcripts, court documents, police reports, news articles, copies of reimbursements forms from travel to/from court, affidavits of other witnesses or officials):
 5. Age of the crime: Is there a temporal relationship to when the crime occurred And when it was reported/certification was sought. (i.e., how long ago did the crime allegedly occur?)
 6. Seriousness of Alleged Crime: Does the event rise to the level of an indictable crime? This goes to the seriousness of the event.

PROCEDURES – T-VISAS

- a. Prior to completing a *T-Visa declaration*, the request for such proofs of cooperation with law enforcement shall be evaluated by the law enforcement agency with primary jurisdiction over the investigation.
- b. Evaluation for Indictable Offenses:
 1. If the matter involves a non-indictable offense, the vetting shall be conducted internally within the agency. The Chief of University Police will investigate the matter by discussing the request and the merits of the case with agency personnel who have intimate knowledge of the case and take their recommendations into consideration. The Chief of University Police retains the final authority to authorize the issuance of a *declaration*. If the *declaration* is justified, the Chief of University Police will have the form completed then he/she will sign it. The Chief of University Police of the agency with primary jurisdiction is the sole authority to issue and sign a *declaration* in support of the applicant.
 2. If the matter concerning the issuance of a *declaration* is assigned to the law enforcement agency in which the crime/offense was initially reported, the evaluation process of the request for a *declaration* will occur as described above, taking into consideration any input from the Prosecutor's Office.
- c. Evaluation for Indictable Offenses:

If the matter involves an indictable offense, the Chief of University Police of the agency where the crime was initially reported and the Prosecutor's Office will discuss the matter and determine which agency will be responsible for investigating the matter as it relates to the *declaration* and a determination will be made as to which agency will make the final determination as to whether the *declaration* is justified.
- d. Evaluation Process for Requests for T-Visa Law Enforcement Declarations:
 1. If the matter concerning the issuance of a *declaration* is assigned to the law enforcement agency in which the crime/offense was initially reported, the vetting of the request for a *declaration* will occur as described above, taking into consideration any input from the Prosecutor's Office. The Chief of University Police of that agency will have the form completed and will be responsible for signing it. The Chief of University Police is the sole authority to issue and sign a *declaration* for the applicant.
 2. If the matter is assigned to the Prosecutor's Office, the Prosecutor, in addition to considering input from the law enforcement agency in which the crime/offense was initially reported, may confer with staff from the Middlesex County Prosecutor's Office as part of the vetting process. The Prosecutor may discuss the matter either the law enforcement investigators of the Prosecutor's Office, or the Assistant Prosecutor handling the prosecution, or both in making his/her decision concerning the issuance of a *declaration*. In this case, the County Prosecutor will be the sole authority to issue and sign a *declaration* for the applicant.

- e. Once a decision has been made by the Chief of University Police or the Prosecutor as to whether to issue and sign a *declaration*, the applicant will be notified of the decision. If the victim has employed legal counsel regarding this matter, the decision will be also be provided to the legal counsel as well.
- f. Law enforcement has 120 days from the date the request was submitted to them to evaluate the request and decide if the *declaration* will be authorized.
- g. *USCIS* reviews the victim's entire application, which includes the *declaration* (*USCIS Form I-914* as well as the *USCIS Form I-914B*) or other evidence of the victim's cooperation, the victim's affidavit, and supporting evidence. Supporting evidence may include court documents, witness affidavits, medical reports, and any other credible evidence to show that the victim is eligible for a *T-Visa*. If the applicant is inadmissible, *USCIS* also considers all evidence relevant to any potential waivers of inadmissibility.
- h. *USCIS* conducts a thorough background investigation, including FBI Fingerprint Check and name check, as well as a review of the applicant's immigration records to assess whether any inadmissibility issues exist, such as a criminal history, immigration violations, or security concerns. Any evidence that law enforcement and immigration authorities possess may be used in determining eligibility for a *T-Visa*.
- i. *USCIS* may contact the certifying law enforcement agency if there are any issues or questions that arise during the adjudication based on information provided in the *declaration* (if there is one). Because qualifying family members (*derivatives*) are subject to the same criminal background review, fingerprint checks, and immigration status checks as the principal victim applicant, it is possible that a *derivative's* adverse criminal or immigration background would result in a denial of *derivative* status even when the principal is approved.
- j. If the *T-Visa* applicant does NOT include a law enforcement declaration, the applicant must present credible evidence that he/she meets the cooperation requirement. The applicant must include an original personal statement that indicates the reason the law enforcement declaration doesn't exist or is unavailable and whether similar records documenting any assistance provided by the applicant are available. The statement or evidence should demonstrate that good faith attempts were made to obtain a *declaration*, including describing the efforts the applicant undertook. *USICS* will then assess the evidence present to determine whether the applicant satisfies the cooperation requirement.

7:21-8 SUPPLEMENTAL

- a. The decision whether to sign a certification is at the certifying agency's discretion. Each certifying agency should exercise its discretion on a case-by-case basis consistent with applicable U.S. laws and regulations, and the policies and procedures outlined in this guide as well as any internal policies of the certifying agency.

- b. At its discretion, a certifying agency may withdraw or disavow a *declaration* (*USCIS Form I-914B*) at any time if a victim stops cooperating. To do so, the certifying agency must notify the *USCIS Vermont Service Center* in writing, supplying the following information:
 - 1. The agency's name and contact information;
 - 2. The name and date of birth of the individual certified;
 - 3. The name of the individual who signed the *declaration* and the date it was signed;
 - 4. The reason the agency is withdrawing/disavowing the *declaration* including information describing how the victim's refusal to cooperate in the case is unreasonable;
 - 5. The signature and title of the official who is withdrawing/disavowing the *declaration*; and
 - 6. A copy of the agency generated *declaration* that was initially signed.
- c. A law enforcement agency can provide a declaration even if there is no arrest, no charges filed, no formal investigation, no conviction, or even if the case is closed. A *declaration* can be provided for cases that occurred months or years ago, as long as the victim was working with the agency.
- d. There is no federal statute of limitations on when a crime occurred and when a victim may be eligible for these immigration benefits.
- e. Law enforcement can provide a declaration when the victim has worked with the agency in the past, if the victim is currently working with the agency, or if the victim is likely to work with the agency in the investigation or prosecution of the crime committed against the victim.
- f. The law enforcement agency will not be liable for future conduct of the victim.

U and T Visa Law Enforcement Resource Guide

for Federal, State, Local, Tribal and Territorial
Law Enforcement, Prosecutors, Judges, and
Other Government Agencies



Homeland
Security

U and T Visa Resource Guide

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Introduction

As a federal, state, local, tribal or territorial law enforcement officer, prosecutor, judge, or other government official, you play an important role in the application process for U nonimmigrant status (also known as a U visa) for victims of certain crimes and T nonimmigrant status (also known as a T visa) for victims of human trafficking. U and T visas not only help protect victims of crime, but are also key tools for you in your work. Lack of legal immigration status in the United States may be among the reasons for some victims choosing not to come forward to work with law enforcement. Perpetrators and human traffickers also use victims' lack of legal status as leverage to exploit and control them. By stabilizing their status in the United States, immigration relief can be critical to providing victims of crime a greater sense of security that also makes it easier for them to assist you with your law enforcement and prosecutorial efforts.

In order to qualify for the U and T visa, the victim must prove to U.S. Citizenship and Immigration Services (USCIS) that he or she cooperated with law enforcement.¹ USCIS is the federal component of the Department of Homeland Security (DHS) responsible for adjudicating (approving or denying) U and T visa applications. One of the primary ways that a victim may demonstrate cooperation is by submitting a signed statement from law enforcement as part of the application. In the U visa context, this statement is a required part of the petition and is known as USCIS Form I-918, Supplement B, U Nonimmigrant Status Certification (Form I-918B or certification). In the T visa context, this statement is known as USCIS Form I-914, Supplement B, Declaration of Law Enforcement Officer for Victim in Trafficking of Persons (Form I-914B or declaration). While not required in the T visa context, the signed declaration provides valuable evidence of the victim's cooperation.

Because these signed statements from law enforcement are such critical pieces of U and T visa applications, victims may approach you to request that you certify their cooperation. You may also encounter victims who are afraid or reluctant to cooperate in a criminal investigation because they lack a lawful immigration status, and who are not aware that they may qualify for a U or T visa.

DHS has created this Resource Guide to inform you and address concerns about the role of law enforcement agencies within these visa programs. This Guide includes information about U and T visa requirements; the I-918B certification and I-914B declaration processes; best practices; answers to important and frequently asked questions from judges, prosecutors, law enforcement agencies, and other officials; where to look for more resources; and contact information for DHS personnel on U and T visa issues.

¹ See 8 CFR 1.1, 1.2, 100.1. Exceptions to the cooperation requirement exist for U and T visa applicants who are under age 18 or who have suffered trauma.

U Visa Basics

Why was the U visa created? How does it help law enforcement?

The Victims of Trafficking and Violence Prevention Act (VTVPA) of 2000² was enacted to strengthen the ability of law enforcement agencies to investigate and prosecute serious crimes and trafficking in persons, while offering protections to victims of such crimes without the immediate risk of being removed from the country. Congress, in the VTVPA, created the U nonimmigrant status program out of recognition that victims without legal status may otherwise be reluctant to help in the investigation or prosecution of criminal activity. Immigrants, especially women and children, can be particularly vulnerable to criminal activity like human trafficking, domestic violence, sexual assault, stalking, and other crimes due to a variety of factors, including but not limited to: language barriers, separation from family and friends, lack of understanding of U.S. laws, fear of deportation, and cultural differences. Accordingly, under this law, Congress sought not only to prosecute perpetrators of crimes committed against immigrants, but to also strengthen relations between law enforcement and immigrant communities.

What is the U visa? What are the benefits to the victim?

The U visa is an immigration benefit for victims of certain crimes who meet eligibility requirements.³

USCIS may find an individual eligible for a U visa if the victim:

- Is the direct or indirect victim of qualifying criminal activity⁴;
- Has suffered substantial physical or mental abuse as a result of having been a victim of criminal activity;
- Has information about the criminal activity;⁵ and
- Was helpful, is being helpful, or is likely to be helpful to law enforcement, prosecutors, judges, or other officials in the detection, investigation, prosecution, conviction, or sentencing of the criminal activity.⁶

Additionally, the victim must be admissible to the United States based on a review of his or her criminal history, immigration violations, and other factors. If found inadmissible, an individual may apply for a waiver of inadmissibility for which he or she may be eligible.

The U visa allows eligible victims to temporarily remain and work in the United States, generally for four years. While in U nonimmigrant status, the victim has an ongoing duty to cooperate with law enforcement and cannot unreasonably refuse to assist with the investigation or prosecution of the

² Pub. L. No. 106-386, 114 Stat. 1464-1548 (2000).

³ <http://www.uscis.gov/humanitarian/victims-human-trafficking-other-crimes/victims-criminal-activity-u-nonimmigrant-status/victims-criminal-activity-u-nonimmigrant-status>. See also INA 101(a)(15)(U).

⁴ The criminal activity occurred in the United States or violated U.S. laws.

⁵ If under the age of 16 or unable to provide information due to a disability, a parent, guardian, or next friend may possess the information about the criminal activity on the individual's behalf.

⁶ If under the age of 16 or unable to provide information due to a disability, a parent, guardian, or next friend may assist on behalf of the individual.

criminal activity. If certain conditions are met, an individual with a U visa may apply for adjustment to lawful permanent resident status (i.e., seek a green card in the United States) after three years.

Additionally, certain family members of a U visa recipient may also be eligible to live and work in the United States as “derivative” U visa recipients based on their relationship with the principal recipient. These include:

- Unmarried children under the age of 21;
- Spouse;
- Parents of U visa petitioners under age 21; and
- Unmarried siblings under 18 years old of U visa petitioners under age 21.

By law, there is a 10,000 annual cap on U visas for principal applicants. However, USCIS continues to adjudicate applications even after the annual cap has been reached. Cases that qualify for approval after the cap has been reached receive "conditional approval" and work authorization based on "deferred action" until U visas become available.

How does USCIS review U visa petitions?

USCIS takes several steps to determine whether a victim is eligible for a U visa. USCIS reviews the entire application, which includes the petition (Form I-918), Form I-918B certification, the victim’s affidavit, as well as supporting evidence such as police reports, medical records, photographs, court documents, and witness affidavits. If the applicant is inadmissible due to, for example, prior criminal history, immigration violations, or security concerns, USCIS also reviews any application received for a waiver of inadmissibility. However, some inadmissibilities cannot be waived. As a part of its review of the U visa certification (Form I-918B), USCIS may contact the certifying official to ask if the victim has continued to provide assistance reasonably requested or to request other information. USCIS may also contact the certifying agency if any issues or questions arise during the adjudication based on information provided in the certification.

For all U visa petitioners and their qualifying family members, USCIS conducts a thorough background investigation including a Federal Bureau of Investigation (FBI) fingerprint check and name check. USCIS also reviews the petitioner’s immigration records to assess whether any inadmissibility issues exist, such as the petitioner’s criminal history, immigration violations, or any security concerns. The results of these checks, as well as any evidence that certifying officials and immigration authorities possess, may be considered when determining eligibility for a U visa. Because qualifying “derivative” family members are subject to the same background checks, it is possible that a derivative’s adverse criminal or immigration background could result in a denial of derivative status even when the principal’s petition has been approved.

What is a U visa certification?

In order to be eligible for a U visa, the victim must submit a U visa certification completed by a certifying agency or official. USCIS Form I-918, Supplement B (Form I-918B or certification) is the U visa certification that a federal, state, local, tribal, and territorial law enforcement agency, prosecutor, judge, or other government official can complete for a victim who is petitioning USCIS for a U visa. The law enforcement certification explains the role the victim had, has, or will have in being helpful to the investigation or prosecution of the case.

Form I-918B and its instructions are available on the USCIS website at www.uscis.gov with the Form I-918

for the U visa. The certification must be signed by the certifying official with an original signature within the six months (6 months minus one day) immediately preceding the U visa petitioner's submission of Form I-918.

What kind of information does the U visa certification provide?

The certification, Form-I-918B, is a required piece of evidence to help demonstrate:

- That a qualifying criminal activity has occurred;
- That the victim has information about the criminal activity; and
- That the victim was helpful, is being helpful, or is likely to be helpful in the detection, investigation, prosecution, conviction, or sentencing of criminal activity.

Law enforcement may also report information about any known or observed harm sustained by the victim. While Form I-918B asks the law enforcement official to provide information about the injury to the victim, the certifying official is not required to assess whether the victim suffered substantial physical or mental abuse as a result of the criminal activity. This is a requirement that the U visa petitioner must establish to the satisfaction of USCIS.

Without a completed and signed U visa certification, the victim will not qualify for a U visa, as it is a required part of the application, and there is no exception to this requirement. However, by signing a U visa certification, the certifying agency, official, or judge is not sponsoring or endorsing the victim for a U visa, and the completed certification does not guarantee that USCIS will approve the U visa petition. USCIS considers the U visa certification as only one part of the evidence in support of the U visa petition. USCIS determines the victim's credibility and whether to approve the petition based on the totality of the evidence and circumstances of each case.

The decision whether to sign a certification is at the certifying agency's discretion. Each certifying agency should exercise its discretion on a case-by-case basis consistent with applicable U.S. laws and regulations, and the policies and procedures outlined in this guide as well as any internal policies of the certifying agency.

Which agencies may sign a U visa certification?

Certifying agencies include all authorities responsible for the detection, investigation, prosecution, conviction or sentencing of the qualifying criminal activity, including but not limited to:

- Federal, State Local, Tribal, and Territorial law enforcement agencies;
- Federal, State, Local, Tribal, and Territorial prosecutor's offices;
- Federal, State, Local, Tribal, and Territorial Judges;
- Federal, State, and Local Child and Adult Protective Services;
- Equal Employment Opportunity Commission;
- Federal and State Departments of Labor; and
- Other Federal, State, Local, Tribal, or Territorial government agencies that have criminal, civil, or administrative investigative or prosecutorial authority.

What does "Helpful" in the detection, investigation, prosecution, conviction, or sentencing mean?

"Helpful" means the victim has been, is being, or is likely to assist law enforcement, prosecutors, judges, or other government officials in the detection, investigation, prosecution, conviction, or sentencing of the qualifying criminal activity of which he or she is a victim. This includes providing assistance when reasonably requested. This also includes an ongoing responsibility on the part of the victim to be helpful. Those who unreasonably refuse to assist after reporting a crime will not be eligible for a U visa. The duty to remain helpful to law enforcement exists even after a U visa is granted, and those victims who unreasonably refuse to provide assistance after the U visa has been granted will not be eligible to obtain lawful permanent residence and may have the visa revoked by USCIS. Certifying agencies should contact and inform USCIS of the victim's unreasonable refusal to provide assistance in an investigation or prosecution: LawEnforcement_UTVAWA.VSC@uscis.dhs.gov.

Law enforcement, prosecutors, judges or government officials can certify a U visa based on past, present, or the likelihood of future helpfulness of a victim. A current investigation, the filing of charges, a prosecution or conviction is not required to sign the law enforcement certification. An instance may occur where the victim has reported criminal activity, but an arrest, prosecution, or conviction cannot take place due to evidentiary or other circumstances. Examples of this include, but are not limited to, when the perpetrator has fled or is otherwise no longer in the jurisdiction, the perpetrator cannot be identified, or the perpetrator has been deported by federal law enforcement officials. There is no statute of limitations on signing the certification – one can be signed for a crime that happened many years ago or recently. A certification may also be submitted for a victim in a closed case. However, the victim must submit a recently signed certification with his or her U visa petition (signed within six months of submission), even if the crime certified did not recently occur.

What constitutes a qualifying crime?

The following table shows the criminal activities that qualify a victim for the U visa.⁷

| | | |
|--|--|---|
| <ul style="list-style-type: none"> • Abduction • Abusive Sexual Contact • Blackmail • Domestic Violence • Extortion • False Imprisonment • Felonious Assault • Female Genital Mutilation • Fraud in Foreign Labor Contracting | <ul style="list-style-type: none"> • Hostage • Incest • Involuntary Servitude • Kidnapping • Manslaughter • Murder • Obstruction of Justice • Peonage • Perjury • Prostitution • Rape | <ul style="list-style-type: none"> • Sexual Assault • Sexual Exploitation • Slave Trade • Stalking • Torture • Trafficking • Witness Tampering • Unlawful Criminal Restraint • Related Criminal Activities⁸ |
|--|--|---|

⁷ These are not specific crimes or citations to a criminal code; various federal, state, and local statutes could fall into these general categories of crime. One exception is "Fraud in Foreign Labor Contracting," which is the federal offense defined at 18 USC 1351.

⁸ Includes attempt, conspiracy, or solicitation to commit any of the above and other related crimes, as well as any similar activity where the elements of the crime are substantially similar. "Substantially similar" typically refers to a crime detected, investigated or prosecuted by a qualified certifying official that contains the same key elements as a qualifying criminal activity. For example, a simple robbery would not typically be a qualifying criminal activity. However, if the statute cited for the detection, investigation,

Review and Tips for Completing Form I-918B

The following are important notes and tips on filling out the Form I-918B:

- USCIS has the sole authority to grant or deny a U visa. The certification does not guarantee that the U visa petition will be approved by USCIS.
- A certifying official's decision to sign a certification is completely discretionary and under the authority of that agency or official. Neither DHS nor any other federal agency has the authority to require or demand that any agency or official sign the certification. There is also no legal obligation to complete and sign Form I-918B.
- The Form I-918B should be completed by the certifying agency or official (and not the victim, or the victim's advocate or attorney).
- By signing a certification, the certifying agency or official attests that the information is true and correct to the best of the certifying official's knowledge.
- The head of the agency has the authority to sign certifications or to delegate authority to other agency officials in a supervisory role to sign certifications. You should only sign the certification if your agency has given you this authority.
- If a certifying agency has a written delegation of authority, provide a copy to USCIS to keep on file by emailing it to LawEnforcement_UTVAWA.VSC@USCIS.dhs.gov.
- Federal, state, local, tribal, or territorial judges may sign U visa certifications. Delegation of authority is not applicable to or required of certifications by judges.
- Return the signed Form I-918B to the victim (or the victim's attorney, representative, etc.). The certifying official should not send the signed certification separately to USCIS. The victim is required to send the original signed certification form along with his or her complete U visa petition to USCIS.
- Be prompt in providing the signed certification to the victim or the victim's attorney or representative. USCIS must receive the U visa petition, which includes the Form I-918B, within six (6) months of the date the Form I-918B was signed.
- If the certifying official is providing additional documents (e.g., a copy of the police report or court order, or judicial findings, additional statements, photos, etc.) along with the certification or if more space is needed to fill out any of the information on the form, the official should provide that additional information as advised by the form instructions.
- When completing the Form I-918B, certifying officials are encouraged to check the boxes for all qualifying criminal activities detected based on the facts of the case at the time of certification. Certifying officials should not limit the boxes that are checked to the criminal activities that the agency has decided to investigate or prosecute and should check all qualifying criminal activities present in the case.
- As requested on the Form I-918B, the certifying official should document the helpfulness of the victim and whether that victim refused to be helpful at any time throughout the investigation or prosecution.
- The certification form **must contain an original signature** and should be signed in a color of ink other than black for verification purposes. Photocopies, faxes, or scans of the certification form cannot be accepted by USCIS as an official certification.

or prosecution is armed robbery, this may be a qualifying criminal activity. In most jurisdictions, armed robbery contains the elements of felonious assault as delineated in the federal criminal statutes, therefore armed robbery may be "substantially similar" to the qualifying crime of felonious assault.

T Visa Basics

Why was the T visa created? How does it help law enforcement?

The Victims of Trafficking and Violence Prevention Act (VTVPA) of 2000⁹ was enacted to strengthen the ability of law enforcement agencies to investigate and prosecute serious crimes and trafficking in persons, while offering protections to victims of such crimes without the immediate risk of being removed from the country. Congress, in the VTVPA, created the T nonimmigrant status (“T visa”) program out of recognition that human trafficking victims without legal status may otherwise be reluctant to help in the investigation or prosecution of this type of criminal activity. Human trafficking, also known as trafficking in persons, is a form of modern-day slavery, in which traffickers lure individuals with false promises of employment and a better life. Immigrants can be particularly vulnerable to human trafficking due to a variety of factors, including but not limited to: language barriers, separation from family and friends, lack of understanding of U.S. laws, fear of deportation, and cultural differences. Accordingly, under this law, Congress sought not only to prosecute perpetrators of crimes committed against immigrants, but also to strengthen relations between law enforcement and immigrant communities.

What is the T visa? What are the benefits to the victim?

The T visa is an immigration benefit for victims of human trafficking who meet certain eligibility requirements.

USCIS may find an individual eligible for a T visa if the victim:

- Is or was a victim of a severe form of trafficking in persons (which may include sex or labor trafficking), as defined by federal law;¹⁰
- Is in the United States, American Samoa, the Commonwealth of the Northern Mariana Islands or at a U.S. port of entry due to trafficking;
- Has complied with any reasonable request from a law enforcement agency for assistance in the investigation or prosecution of human trafficking;¹¹ and
- Would suffer extreme hardship involving unusual and severe harm if removed from the United States.¹²

In addition, the victim must be admissible (based on a review of criminal history, immigration violations, and other factors) to the United States. If inadmissible, the individual may apply for a waiver of inadmissibility for which he or she may be eligible.

The T visa allows eligible victims to temporarily remain and work in the U.S., generally for four years. While in T nonimmigrant status, the victim has an ongoing duty to cooperate with law enforcement’s

⁹ Pub. L. No. 106-386, 114 Stat. 1464-1548 (2000).

¹⁰ “Sex trafficking” is defined as “the recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of a commercial sex act.” 22 U.S.C. § 7102(10).

¹¹ Special exceptions are made for trafficking victims who are under 18, or those who are unable to cooperate due to physical or psychological trauma.

¹² <http://www.uscis.gov/humanitarian/victims-human-trafficking-other-crimes/victims-human-trafficking-t-nonimmigrant-status>. See also INA 101(a)(15)(T).

reasonable requests for assistance in the investigation or prosecution of human trafficking. If certain conditions are met, an individual with T nonimmigrant status may apply for adjustment to lawful permanent resident status (i.e., apply for a green card in the United States) after three years in the United States or upon completion of the investigation or prosecution, whichever occurs earlier.

Additionally, certain family members of a T visa recipient may also be eligible to live and work in the United States as “derivative” T visa holders. These are:

- Unmarried children under the age of 21;
- Spouse;
- Parents of principal T visa recipients under age 21 at the time of application;
- Unmarried siblings under 18 years old of principal T visa applicants under age 21; and
- Adult or minor children of certain immediate family members of the T visa recipient

While in the United States, the victim has an ongoing duty to cooperate with law enforcement’s reasonable requests for assistance in the investigation or prosecution of human trafficking.

Congress capped the number of available T visas for principal applicants at 5,000 per fiscal year. However, to date, the annual cap has never been reached and visas remain available to applicants who qualify.

How does USCIS Review T visa applications?

USCIS takes several steps to determine whether a victim is eligible for a T visa. USCIS reviews the victim’s entire application, which includes the Form I-914 as well as the Form I-914B or other evidence of the victim’s cooperation, the victim’s affidavit, and supporting evidence. Supporting evidence may include court documents, witness affidavits, medical reports, and any other credible evidence to show that the victim is eligible for a T visa. If the applicant is inadmissible, USCIS also considers all evidence relevant to any potential waivers of inadmissibility.

For all T visa applicants and their qualifying family members, USCIS conducts a thorough background investigation, including a Federal Bureau of Investigation (FBI) fingerprint check and name check. USCIS will also review the applicant’s immigration records to assess whether any inadmissibility issues exist, such as criminal history, immigration violations, or security concerns. Any evidence that law enforcement and immigration authorities possess may be used in determining eligibility for a T visa. USCIS may contact the certifying law enforcement agency if there are any issues or questions that arise during the adjudication based on information provided in the law enforcement declaration. Because qualifying family members (derivatives) are subject to the same criminal background review, fingerprint checks, and immigration status checks as the principal victim applicant, it is possible that a derivative’s adverse criminal or immigration background would result in a denial of derivative status even when the principal has been approved.

What Is a T visa declaration?

The T visa declaration is supplementary evidence of a victim’s assistance to law enforcement that a federal, state, local, tribal, and territorial law enforcement agency, prosecutor, judge, or other government official can complete for a T visa applicant. The declaration must be provided on Form I-914, Supplement B, and instructions are available on the USCIS website at www.uscis.gov. The T visa declaration is not a required document for a T visa application, but USCIS gives significant weight to the

declaration when reviewing the victim's application.

What kind of information does the T visa declaration provide?

Form I-914B is not a required piece of evidence, but when provided, it is helpful evidence to demonstrate that:

- The victim is or was a victim of a severe form of trafficking in persons; and
- The victim has complied with any reasonable requests from law enforcement in an investigation or prosecution of human trafficking.¹³

The T visa declaration is not conclusive evidence that the applicant meets these eligibility requirements, as only USCIS can make this determination. In addition, **by signing a T visa declaration, the certifying agency, official or judge is not sponsoring or endorsing the victim for a T visa. USCIS considers the T visa declaration as one part of the evidence in the T visa application.** USCIS also conducts a full background check and, in considering each T visa application and the applicant's credibility, examines the totality of the evidence and the circumstances of each case.

Signing a declaration is at the certifying agency's discretion which should be exercised on a case-by-case basis consistent with U.S. laws and regulations, and the policies and procedures outlined in this Guide, as well as internal policies of the certifying agency.

If the T visa applicant does not include a law enforcement declaration, the applicant must present credible evidence that he or she meets the cooperation requirement. The applicant must include an original personal statement that indicates the reason the law enforcement declaration doesn't exist or is unavailable and whether similar records documenting any assistance provided by the applicant are available. The statement or evidence should demonstrate that good faith attempts were made to obtain the law enforcement declaration, including describing the efforts the applicant undertook. USCIS will assess the evidence presented to determine whether the applicant satisfies the cooperation requirement.

Which agencies may sign a T visa declaration?

Certifying agencies include all authorities responsible for the detection, investigation, prosecution, conviction or sentencing of human trafficking, including but not limited to:

- Federal, State Local, Tribal, and Territorial law enforcement agencies;
- Federal, State, Local, Tribal, and Territorial prosecutors' offices;
- Federal, State, Local, Tribal, and Territorial Judges;
- Federal and State Departments of Labor; and
- Other Federal, State, Local, Tribal, or Territorial government agencies that have criminal, civil, or administrative investigative or prosecutorial authority related to human trafficking.

¹³ Special exceptions are made for trafficking victims who are under 18, or those who are unable to cooperate due to physical or psychological trauma.

Who is a victim of severe forms of trafficking in persons?

A victim of severe forms of trafficking in persons is an individual who is a victim of either:

- Sex Trafficking, which is defined as:
 - the recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of a commercial sex act,
 - or in which the person induced by any means to perform such act has not attained 18 years of age;¹⁴ or
- Labor Trafficking, which is defined as:
 - the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.¹⁵

State, local, territorial, and tribal law enforcement officers can play a key role in recognizing potential victims of human trafficking. **If you have identified a potential victim of trafficking, you should contact U.S. Immigration and Customs Enforcement (ICE) Homeland Security Investigations, which investigates incidents of human trafficking, as soon as possible either through your local ICE office or through the national tipline at 1-866-347-2423 (1-866-DHS-2-ICE).** Specially trained federal agents may be dispatched to make sure the victim is safe and secure, as well as provide the victim with immediate services until longer term relief can be found.

What does “reasonable request for assistance” mean?

Whether a particular law enforcement request to a victim for assistance in the investigation or prosecution of human trafficking is “reasonable” depends on the totality of the circumstances. USCIS is responsible for making this determination. In determining “reasonableness” of the request, USCIS will consider certain factors such as, general law enforcement and prosecutorial practices; the nature of the victimization; and the specific circumstances of the victim, including fear, severe traumatization, and the age and maturity of young victims.

There are certain times when a victim is not required to cooperate with requests for assistance: (1) if the victim is under the age of 18, or (2) if the victim has experienced physical or psychological trauma that prevents him or her from complying with a reasonable request.

If the T visa applicant does not include a law enforcement declaration, the applicant must present credible evidence that he or she meets the cooperation requirement. The applicant must include an original personal statement that indicates the reason the law enforcement declaration does not exist or is unavailable and whether similar records documenting any assistance provided by the applicant are available. The statement or evidence should demonstrate that good-faith attempts were made to obtain the law enforcement declaration, including describing the efforts the applicant undertook. USCIS will assess the evidence presented to determine whether the applicant satisfies the cooperation requirement.

¹⁴ 22 U.S.C. § 7102(10).

¹⁵ 22 U.S.C. § 7102(9).

Review and Tips for Completing Form I-914B

The following are important notes and tips on filling out the Form I-914B:

- USCIS has the sole authority to grant or deny a T visa. The declaration does not guarantee that the T visa will be approved by USCIS.
- An agency's decision to sign a declaration is completely discretionary and under the authority of that agency or official. Neither DHS nor any other federal agency has the authority to require or demand that any law enforcement agency sign the declaration. There is also no legal obligation to complete and sign Form I-914B.
- The Form I-914B should be completed by the law enforcement agency or official (and not the victim or the victim's advocate or attorney).
- By signing a declaration, the law enforcement agency attests that the information is true and correct to the best of the official's knowledge.
- The head of the agency has the authority to sign declarations or to delegate authority to other agency officials in a supervisory role to sign declarations. You should only sign the declaration if your agency has given you this authority.
- If a certifying agency has a written delegation of authority, provide a copy to USCIS to keep on file by emailing it to LawEnforcement_UTVAWA.VSC@uscis.dhs.gov
- Federal, state, local, tribal, or territorial judges have direct authority to sign T visa declarations. Delegation of authority is not applicable to or required of declarations by judges.
- Return the signed Form I-914B to the victim (or the victim's attorney, representative, etc.). The law enforcement agency should not send the signed declaration separately to USCIS. The victim will send the original signed declaration form along with his or her complete T visa application to USCIS.
- If the law enforcement official is providing additional documents (e.g., a copy of the police report, additional statements, photos) along with the declaration or if more space is needed to fill out any of the information on the form, law enforcement should indicate on Form I-914B a note of "see attachment" or "see addendum." Each additional page should be provided on agency letterhead.
- The official must document on Form I-914B the cooperation of the victim and whether the victim refused to comply with requests at any time throughout the investigation or prosecution.
- The declaration form must contain an original signature. That signature must either be typed or printed legibly in a color other than black ink for verification purposes. Photocopies, faxes, or scans of the declaration form cannot be accepted by USCIS as an official declaration.
- The victim has an ongoing duty to cooperate with law enforcement even after they receive the T visa. If a victim stops cooperating, you can contact USCIS to withdraw or disavow your certification.

Best Practices for Agencies Signing Certifications and Declarations

Across the United States, law enforcement agencies, officials, and judges have taken different procedural approaches to signing U visa certifications and T visa declarations. Some examples of how various agencies or officials educate their officials about U visa certifications and T visa declarations and how they designate a certifier or certifiers in their agencies include:

- Distributing department policy or a general order on the process and use of the U visa certification or T visa declaration;
- Distributing a letter or memorandum from the Chief or Sheriff to the agency's designee in charge of signing U visa certifications or T visa declarations designating a process and authority to certify;
- Designating the head of the Victim Witness Assistance Program as the certifier;
- Sending written notification, via email or other method, from the Chief or Sheriff to the entire department explaining the purpose of the U or T visa, the certification/declaration process, and who is/are designated as the certifier(s); and
- Assigning the Investigations Bureau Chief as the certifier to delegate an officer or supervisor to review requests made by both law enforcement officers and the community and make a recommendation on the certification to the Bureau Chief.

This Resource Guide can be distributed for informational and training purposes. Certifying agencies are not required to have an internal policy or procedure before they can sign U visa certifications or T visa declarations. DHS encourages certifying agencies to implement policies that accurately reflect and conform with the statute, regulations and DHS policies and with the information contained in this and other publications issued by USCIS and DHS on the U visa and T visa programs. If a policy exists, the certifying agency is encouraged to send a copy to the Vermont Service Center of USCIS to keep on file to LawEnforcement_UTVAWA.VSC@uscis.dhs.gov.

Answers to Frequently Asked Questions for U Visa Certifications (Form I-918B) and T Visa Declarations (Form I-914B)

For several years, DHS has been providing training and holding external stakeholder events and outreach, as well as working with law enforcement, judges, and other officials on U visa certifications and T visa declarations. As a result, DHS has developed this list of answers to frequently asked questions grouped by topic. In addition, law enforcement agencies may request additional training and information by emailing USCIS at: T_U_VAWATraining@uscis.dhs.gov.

Questions Regarding the Certification and Declaration Process

Which law enforcement agencies are eligible to sign certifications or declarations?

A federal, state, local, tribal, or territorial law enforcement agency, prosecutor, judge, or other authority that has the responsibility for the detection, investigation, prosecution, conviction or sentencing of a qualifying crime or criminal activity or human trafficking is eligible to sign Form I-918B or Form I-914B. This includes agencies with investigative jurisdiction in their respective areas of expertise, including but not limited to: child and adult protective services, the Equal Employment Opportunity Commission (EEOC), and Federal and State Departments of Labor (DOL). Law enforcement agencies that can provide T visa declarations include components of the Department of Justice (United States Attorney's Offices, the Civil Rights and Criminal Divisions, the Federal Bureau of Investigation (FBI), and the U.S. Marshals Service), components of the Department of Homeland Security (U.S. Immigration and Customs Enforcement (ICE) and Customs and Border Protection (CBP)), the Department of Labor, and the Diplomatic Security Service of the Department of State.

In cases where the information provided by the victim led to the detection of criminal activity, a certifying agency may sign a certification. In these cases it does not matter if another agency will be the one to determine whether to pursue a criminal investigation or prosecution. In cases where the police investigated the crime and prosecutors are now prosecuting the case, both police and prosecutors may sign a certification. The authority of the police to sign a certification does not end when the case is referred for prosecution.

Who in the certifying agency can sign Form I-918B or Form I-914B?

Form I-918B: A certifying official(s) can sign Form I-918B. The U visa regulation defines a certifying official as a judge or "[t]he head of the certifying agency, or any person(s) in a supervisory role who has been specifically designated by the head of the certifying agency to issue U nonimmigrant status certifications on behalf of that agency." 8 C.F.R. § 214.14(a)(3). Although not required with each certification, it is helpful to include a letter showing the designation of the signing official(s). The letter would be signed by the agency head and would reflect that person with a particular rank or title within the agency is to be the signing official(s).

Form I-914B: A supervising official of a Federal, state or local law enforcement agency that has the responsibility and authority for the detection, investigation, or prosecution of severe forms of trafficking in persons or other related activity may sign Form I-914B.

Which Officials Meet the Definition of a Judge For U Visa Certification Purposes?

Any official with delegated authority from a federal, state, local, tribal or territorial court to decide cases including but not limited to: administrative law judges, commissioners, magistrates, aldermen, judicial referees, surrogates, masters, and chancellors.

Is my agency required to create a policy for reviewing and signing Form I-918B and Form I-914B? Is there a template policy I may refer to in creating my agency's policy?

No. A law enforcement agency is not required under federal regulations to create a policy to review and sign Form I-918B or Form I-914B; however, many agencies have found this to be helpful. There is no federal template for creating an agency policy; however, you may find helpful information among similarly-situated federal, state, and local law enforcement agencies.

I am a designated official, but my agency and/or I have never signed a Form I-918B/I-914B. Should I notify USCIS that I will be signing the form or is there a training I should go through before signing the certification/declaration?

You are not required to submit any information to USCIS in advance or attend a training in order to sign Form I-918, Supplement B or Form I-914, Supplement B. However, if you would like to notify USCIS that you are the designated official, you may contact the Vermont Service Center directly at LawEnforcement_UTVAWA.VSC@uscis.dhs.gov. You may pose questions to USCIS or provide notification that you are the head of your agency and/or the designated official. Also, USCIS provides webinar trainings for law enforcement officials. You may contact T_U_VAWATraining@uscis.dhs.gov to find out information on the next webinar for law enforcement officials.

If I sign a certification or declaration, does the victim automatically get a U visa, T visa or lawful immigration status?

No. There are many additional eligibility requirements that USCIS evaluates based on a victim's U visa petition or T visa application, depending on which visa the victim is seeking (see above sections.) Upon receiving a U visa petition, including Form I-918B, or T visa application, USCIS will conduct a full review of all evidence and a thorough background check of the victim before approving or denying the petition or application. The background check will include an FBI fingerprint check, name and date of birth (DOB) check, and a review of immigration inadmissibility issues, including security-based and criminal inadmissibility grounds.

A victim may be found inadmissible if the victim does not meet required criteria in the Immigration and Nationality Act to gain admission to or lawful immigration status in the United States. Victims may seek a waiver of inadmissibility, which USCIS has discretion to grant. Waivers are considered based on the totality of the evidence in the case and the results of the background check. USCIS may also contact the certifying official for further information if necessary.

Note that, independent of the T and U visa processes, law enforcement agencies may seek "Continued Presence" for trafficking victims. Continued Presence is a form of temporary immigration relief that may be granted by ICE's Homeland Security Investigations, Law Enforcement Parole Unit. Continued

Presence enables the victim to work legally and remain in the United States without accruing unlawful presence. State or local law enforcement officials who identify a victim of human trafficking who is a potential witness should coordinate with their federal law enforcement partners to submit a request for Continued Presence with their local ICE office for a particular individual. Even if the victim may ultimately apply for and be granted a T or U visa, Continued Presence may provide greater stability to the victim before the petition or application is submitted or while it is pending. Please see more information about Continued Presence in this guide under the Other Protections for Victims section.

Am I legally required to sign this declaration or certification?

No. A law enforcement agency is under no legal obligation to complete a declaration or certification. Signing is at the discretion of each law enforcement agency, in accordance with that agency's policy. However, it is important to note that:

- Without a certification, a U visa petition will be denied.
- The declaration is not required for a T visa, but it is an important piece of evidence submitted by the applicant.¹⁶

Will my certifying agency be liable for any future conduct of someone who is granted a U or T visa?

What if I signed a certification or declaration for someone who later commits a crime?

No. A certifying agency/official cannot be held liable for the future actions of a victim for whom the agency signed a certification or declaration or to whom DHS granted a U or T visa. The U visa certification simply addresses whether the petitioner was a victim of a qualifying crime, possessed information relating to the crime, and was helpful in the detection, investigation, prosecution, conviction, or sentencing of that crime. The T visa declaration simply addresses whether the victim was a victim of human trafficking and has complied with all reasonable requests for assistance. The certification and declaration do not guarantee the future conduct of the victim or grant a U or T visa. USCIS is the only agency that can grant a U or T visa. If a victim is granted a U or T visa and is later arrested or commits immigration violations, federal immigration authorities will respond to those issues. If a certifying agency or official later discovers information regarding the victim, crime, or certification that the agency believes USCIS should be aware of, or if the agency or official wishes to withdraw the certification, the agency or official should contact USCIS by emailing the Vermont Service Center at LawEnforcement_UTVAWA.VSC@uscis.dhs.gov.

Who decides which benefit to seek, a U or T visa?

The victim or victim's advocate or attorney should make that decision and indicate the appropriate certification or declaration for law enforcement to sign. It is possible that an individual may qualify for both a U and a T visa.

¹⁶

http://www.uscis.gov/sites/default/files/USCIS/Resources/Humanitarian%20Based%20Benefits%20and%20Resources/TU_QAforLawEnforcement.pdf

Helpfulness and Cooperation of the Victim:

A victim is requesting Form I-918B or Form I-914B, but I am unsure whether he or she meets the helpfulness requirement or the compliance with reasonable requests requirement. May I sign this certification or declaration?

Yes. Both the I-918B and the I-914B provide an opportunity for law enforcement to provide information to USCIS about the extent of the victim's assistance in the detection, investigation, prosecution, conviction, or sentencing of criminal activity. You may complete the form including all information you find relevant about the victim's assistance. USCIS will ultimately determine whether the victim meets these requirements.

- Form I-918B asks whether the victim possesses information concerning the criminal activity; was, is, or is likely to be helpful in the investigation and/or prosecution of the criminal activity; was asked to provide further assistance; and has unreasonably refused to provide assistance. You may select "yes" or "no" to these questions and further explain your answers.
- Form I-914B asks the certifying officer to provide information about the victim's cooperation and includes several options to select regarding the victim's cooperation with law enforcement.

What constitutes "helpfulness" or "enough cooperation" for a U visa certification?

USCIS regulation requires that the U petitioner has been, is being, or is likely to be helpful in the detection, investigation, prosecution, conviction, or sentencing of the criminal activity. This means that since the initiation of cooperation, the victim has not unreasonably refused to cooperate or failed to provide information and assistance reasonably requested by law enforcement or prosecution in connection with a criminal investigation or prosecution.

USCIS will not provide a U visa to those petitioners who, after initially cooperating with the certifying official, refuse to provide continuing assistance when reasonably requested. USCIS also will not approve the petitions of those who are culpable for the qualifying criminal activity.

What constitutes "complying with any reasonable request" for a T visa declaration?

USCIS regulations require that the victim of trafficking comply with reasonable requests from law enforcement officials for assistance in the investigation or prosecution of the acts of trafficking in persons. To determine whether the request from law enforcement is reasonable, USCIS takes into account the totality of the circumstances, such as general law enforcement and prosecutorial practices; the nature of the victimization; and the specific circumstances of the victim, including fear, severe traumatization, and the age and maturity of young victims.

Law Enforcement Certification Authority and Timing:

At what stage in the criminal case can I sign a certification?

There is no required time when you may or may not sign a certification. It is possible to sign a certification at any stage in the case, including at the point of detection, during an investigation, when the prosecutor initiates a prosecution, before a trial, whether or not the victim is needed to testify, and

after the case is concluded.

You may sign a certification regardless of the outcome of the qualifying criminal case, including in the following instances:

- the prosecutor decided not to prosecute;
- the grand jury did not issue an indictment;
- the case was dismissed by the prosecutor or a judge;
- a case brought by the EEOC or DOL resulted in a judgment, settlement, or dismissal;
- a judge issued a protection order or custody ruling;
- a child abuse case was settled;
- the defendant entered a plea, whether or not the plea was to an offense that is a qualifying criminal activity; and
- the defendant was found not guilty.

If an investigation or case is closed, may law enforcement still complete Form I-918B or Form I-914B?

Is there a statute of limitations?

Certifying officials may complete Form I-918B or Form I-914B for an investigation or prosecution that is closed. There is no statute of limitations regarding the time frame in which the criminal activity must have occurred. Federal legislation specifically provides that a victim may be eligible for a U visa based on having been helpful *in the past* to the detection, investigation, prosecution, conviction, or sentencing of criminal activity. A crime victim may be eligible to receive U visa certification when, for example, the case is closed because the perpetrator could not be identified; a warrant was issued for the perpetrator but no arrest could be made due to the perpetrator fleeing the jurisdiction or fleeing the United States, or has been deported; before or after the case has been referred to prosecutors, as well as before or after trial and whether or not the prosecution resulted in a conviction. A trafficking victim could be eligible to receive a T visa declaration when a case is closed for similar reasons. The petitioner must still meet all the eligibility requirements for a U or T visa to be approved.

Does the victim have to testify to be eligible for certification or declaration?

No. As mentioned above, there is no requirement that an arrest, prosecution, or conviction occur for someone to be eligible for a U or T visa. While there is no requirement for the victim to testify at a trial to be eligible for a U or T visa, if the victim is requested to testify, he or she cannot unreasonably refuse to cooperate with the certifying law enforcement agency. If the victim unreasonably refuses to testify, the agency or official should notify USCIS and may withdraw the previously signed Form I-918B or Form I-914B.

What if the victim or witness has been detained or ordered removed for an immigration violation?

Individuals currently in removal proceedings or with final orders of removal may still apply for a U or T visa. A petitioner for U nonimmigrant status or an applicant for T nonimmigrant status has administrative remedies and is not prejudiced by completion of removal proceedings. Specifically, a victim who is the subject of a final order of removal, deportation, or exclusion may still file a petition or application for U or T nonimmigrant status directly with USCIS. If a victim is granted U or T nonimmigrant status prior to, or after, removal, the regulations provide a procedure whereby the victim may remain in or return to the United States. To avoid deterring individuals from reporting crimes, ICE

officers, special agents, and attorneys are expected to exercise all appropriate discretion on a case-by-case basis when making detention and enforcement decisions in the cases of victims of crime, witnesses to crime, and individuals pursuing legitimate civil rights complaints. Particular attention is paid to victims of domestic violence, human trafficking, sexual assault, or other serious crimes, and witnesses involved in pending criminal investigations or prosecutions. It is common for perpetrators to report immigrant crime victims and witnesses to immigration enforcement officials to gain advantage in a civil or family law case and/or to avoid prosecution in a criminal case. Congress created the U visa as a tool to counter such efforts by perpetrators.¹⁷

If a judge, law enforcement official, prosecutor, or other certifying official is aware of a victim or witness against whom a detainer has been lodged, who has been detained, who has been placed in removal proceedings for an immigration violation, or who has been ordered removed, the official should promptly contact his or her local ICE Enforcement and Removal Operations (ERO) contact or the local Office of the Chief Counsel to make ICE aware of the situation. Specifically with regard to a lodged detainer, the law enforcement official may notify the ICE Law Enforcement Support Center at (802) 872-6020 if the individual may be the victim of a crime or if the officials want this individual to remain in the United States for prosecution or other law enforcement purposes, including acting as a witness. If a victim is scheduled to appear in court as a witness in a criminal or civil case, as a party in a protective order case or as a parent in a case involving the victim's children, judges and other certifying officials may contact the Law Enforcement Support Center to arrange for ICE officials to bring the victim to court or to facilitate participation in the court hearing electronically.¹⁸

Can I complete a U visa certification for a victim who is no longer in the United States?

Yes. While the criminal activity must have occurred in the United States, its territories, or possessions, or have violated U.S. law, victims do not need to be present in the U.S. in order to be eligible for a U visa and may apply from outside the United States.

Can I complete a T visa declaration for a victim who is no longer in the United States?

Yes. You may note, however, that one requirement of the T visa petition is that the victim be in the United States on account of the severe form of human trafficking. USCIS, not the law enforcement agency, determines whether the victim meets this physical presence requirement. Note that human trafficking victims who have left the United States may be eligible for a U visa because trafficking is a qualifying criminal activity. The decision whether to seek a T or U visa should be made by the victim, or the victim's advocate or attorney.¹⁹

Can I still certify if the perpetrator is no longer in the jurisdiction or prosecution is unlikely for some reason?

¹⁷ VTPA, Pub. L. No. 106-386, §§ 1502(a)(3), 1512(a)(2)(B), 114 Stat. 1464-1548 (2000).

¹⁸ See U.S. Immigration and Customs Enforcement, 11064.1: Facilitating Parental Interests in the Course of Civil Immigration Enforcement Activities (Aug. 23, 2013)(hereinafter "ICE Parental Directive") available at: https://www.ice.gov/doclib/detention-reform/pdf/parental_interest_directive_signed.pdf and U.S. Immigration and Customs Enforcement, *FAQs on the Parental Interests Directive*, available at: <https://www.ice.gov/about/offices/enforcement-removal-operations/parental-directive-faq.htm>.

Yes. There is no statutory or regulatory requirement that an arrest, prosecution, or conviction occur for someone to apply for a U or T visa. Instances may occur where the perpetrator has fled the jurisdiction, left the United States, or been arrested for unrelated offenses by another agency in another jurisdiction. An arrest, prosecution, or conviction may not be possible in these situations. A U visa petitioner will still have to meet the helpfulness requirement by reasonably assisting the certifying law enforcement agency, and will also have to meet all other eligibility requirements in order to qualify for a U visa. A T visa applicant will still have to comply with all reasonable requests for assistance.

Can a victim's petition still be approved if the defendant is acquitted or accepted a plea to a lesser charge, accepted a plea to an offense that is not qualifying criminal activity, or if the case was dismissed?

Yes. As mentioned above, a conviction is not required for someone to be eligible for a U or T visa. Plea agreements and dismissals do not negatively impact the victim's eligibility. As long as the victim has been helpful in the detection, investigation, prosecution, conviction, or sentencing of the qualifying criminal activity and meets all other eligibility requirements, the victim may petition for a U visa. In the case of a T visa, as long as the individual has been subject to human trafficking and has complied with reasonable requests for assistance, plea agreements and dismissals do not negatively impact the victim's eligibility. If the victim unreasonably refuses to assist the investigation or prosecution and harms the criminal case, this will negatively impact the victim's ability to receive an approval. The certifying law enforcement agency should notify USCIS if the victim has unreasonably refused to cooperate in the investigation or prosecution of the crime.

If a victim reports a crime that does not require investigation or cannot be investigated by my agency, because, for example, the victim cannot identify the perpetrator or the perpetrator is deported or fled the jurisdiction, may I certify that the person was helpful?

Yes. The law enforcement agency may sign Form I-918B or I-914B if the victim was helpful in the detection of criminal activity. Each law enforcement agency may determine its own policy on reviewing and signing Form I-918B or Form I-914B. USCIS will review each petition or application on a case-by-case basis to determine whether the victim meets all eligibility requirements, including whether the person is a victim of a qualifying crime or a victim of a severe form of trafficking and whether the person was helpful or complied with reasonable requests for assistance.

What if the victim stops cooperating after I sign his/her certification or declaration?

At its discretion, a certifying agency may withdraw or disavow a Form I-918B or Form I-914B at any time if a victim stops cooperating. When this occurs, the victim's petition or application will be denied, and all derivative family member applications associated with the original application or petition will also be denied.

To withdraw or disavow a certification, the certifying agency must notify the USCIS Vermont Service Center in writing or via email. Written notification regarding withdrawal or disavowal should include:

- The agency's name and contact information (if not included in the letterhead);
- The name and date of birth of the individual certified;
- The name of the individual who signed the certification and the date it was signed;
- The reason the agency is withdrawing/disavowing the certification, including information

- describing how the victim's refusal to cooperate in the case is unreasonable;
- The signature and title of the official who is withdrawing/disavowing the certification; and
- A copy of the certification the agency signed (if a copy was retained by the agency).

The letter should be either scanned and emailed to the Vermont Service Center at LawEnforcement_UTVAWA.vsc@uscis.dhs.gov, or mailed to:

USCIS-Vermont Service Center
ATTN: VAWA, T, and U Section
75 Lower Welden Street
St. Albans, VT 05479.

U Visa Specific:

For a U visa, if one crime is initially detected or investigated but a different crime is eventually prosecuted, does that have an impact on the certification?

A certification is valid regardless of whether the initial criminal activity detected or investigated is different from the crime that is eventually prosecuted. As long as the person is a victim of a qualifying criminal activity, that person may be eligible for a U visa. Examples include:

- An initial investigation of rape eventually leads to a charge and prosecution of sexual assault. Both rape and sexual assault are qualifying crimes.
- An initial investigation of embezzlement leads to a charge and prosecution of extortion. While embezzlement is not a qualifying crime, the investigation eventually led to a charge of extortion, which is a qualifying crime. If the person assisting in the investigation or prosecution is a victim of extortion, that person may qualify for a U visa.
- In the process of investigating drug trafficking allegations, police determine that the drug trafficker's wife is a victim of domestic violence. The victim reported the domestic abuse. The state brings a prosecution against the husband for drug offenses but not domestic violence crimes. The wife is cooperating in the drug prosecution. Law enforcement may complete a Form I-918B certification for reporting the domestic abuse case that is not being prosecuted.
- An initial investigation of Fraud in Foreign Labor Contracting leads to a charge and prosecution of obstruction of justice.

Form I-918B certifications may also be submitted for criminal activities similar to the list of qualifying criminal offenses. Examples include:

- An investigation or prosecution into a charge of video voyeurism may fall under the qualifying crime of sexual exploitation. This may be determined by state or local criminal law and the facts and evidence in that specific case. Please note that while video voyeurism is not specifically listed as a qualifying crime, it may be considered a type of sexual exploitation, which is a qualifying crime. The victim would need to show how these crimes are related and present this evidence to USCIS, along with the Form I-918B certification form signed by a certifying law enforcement agency.
- An investigation or prosecution of child abuse or elder abuse may fall under the qualifying criminal activity of domestic violence. This occurs under the state domestic violence protection order statute or criminal domestic violence statute when the abuse experienced by the child, disabled adult, or senior meets the statutory elements of domestic violence. When the perpetrator/victim relationship is covered by the state protection order statute or criminal

domestic violence laws, the child, dependent adult, or elder abuse is considered domestic violence under state law. When this occurs, child, elder and dependent adult abuse cases may be considered a form of domestic violence.

- An investigation or prosecution of dating violence may fall under the qualifying criminal activity of domestic violence or stalking. When a state's domestic violence statute includes dating violence, then dating violence may be considered a form of domestic violence, a qualifying criminal activity. Similarly, stalking can be a part of the pattern of abuse co-occurring with dating violence. When the facts and evidence in the specific case meet the definition of stalking under state criminal laws or under a state's stalking protection order statute, dating violence may be considered stalking which is a qualifying criminal activity.

A victim would need to show how these crimes are related and present this evidence to USCIS, along with the Form I-918B certification signed by a certifying agency or official.

A victim has approached me to request certification of Form I-918B for a crime not listed on the form. How may I fill out Form I-918B in this circumstance?

A law enforcement official may sign Form I-918B to indicate a person's helpfulness in the detection, investigation, prosecution, conviction, or sentencing of criminal activity. Each jurisdiction uses different terms for criminal activity. Also, each jurisdiction's crime definitions may include slightly different elements. Form I-918B requests the official to list statutory citations for the criminal activity. The official should provide those citations and may also provide information about the elements of the criminal activity and how it involves or is similar to the statutory list of criminal activity for the U visa.

Who would qualify to file for a U visa as an indirect victim?

Under certain circumstances, an indirect victim of a qualifying criminal activity may file as the principal applicant in a U visa petition. These circumstances include:

- In the case of murder, manslaughter, incompetent or incapacitated victims (which include children under 21 years of age):
 - Spouses; and
 - Children under 21 years of age at the time of filing.
- If the victim of the criminal activity is under 21 years of age at the time the qualifying criminal activity occurred:
 - Parents; and
 - Unmarried siblings under 18 years of age at the time of the qualifying criminal activity.

In the case of witness tampering, obstruction of justice or perjury, a victim can demonstrate that he or she has been directly or proximately harmed by one of these criminal activities if he or she can show that there are reasonable grounds to conclude that the perpetrator principally committed the offense as a means to avoid or frustrate efforts to investigate, arrest, prosecute, or otherwise bring him or her to justice for other criminal activity, or to further his or her abuse, exploitation of, or control over the immigrant through manipulation of the legal system.

If the victim is a child, why would a non-citizen parent ask for a Form I-918B certification stating that the parent was the victim?

In many cases where a child is the victim of criminal activity, the child may not be able to provide law

enforcement with adequate assistance. This may be due to the child's age or trauma suffered, among various other reasons. Parents of a child victim play a crucial role in detecting and reporting criminal activity, providing information and assisting certifying officials in the detection, investigation, prosecution, conviction, or sentencing of the crime committed against the child. Recognizing this, an alien parent can apply for a U visa seeking to be recognized as an "indirect victim" if the principal victim is a child under 21 years of age and is incompetent or incapacitated to provide assistance to certifying officials in the detection, investigation, prosecution, conviction, or sentencing of the criminal activity committed against the child or if the child is deceased due to murder or manslaughter. The immigration status of the child victim is not relevant to this determination; Form I-918B can be submitted for an alien parent whether or not the child is a U.S. citizen or a non-citizen. The parent(s), in order to qualify as an "indirect victim," must meet the remaining eligibility requirements for a U visa to receive an approval. Therefore, the "indirect victim" parent(s) must have information about the criminal activity, and must have been or be currently helpful, or must be willing to be helpful, to certifying officials in the detection, investigation, prosecution, conviction, or sentencing of the criminal activity and the criminal activity must have occurred in the United States or violated U.S. law. The parent(s) must also demonstrate that he, she, or they suffered substantial physical or mental abuse as a result of the criminal activity and will be subject to the standard background checks (FBI fingerprint and name/DOB check) and immigration records review as well.

What constitutes "possesses information" for U visa petitioners?

To be eligible for a U visa, the victim of the criminal activity must possess credible and reliable information establishing that the victim has knowledge of the details of the criminal activity or events leading up to the criminal activity, including specific facts about the crime/victimization leading the certifying agency or official to determine that the victim has assisted, is assisting, or is likely to provide assistance in the detection, investigation, prosecution, conviction, or sentencing of the criminal activity. If the victim was under 16 years of age or incompetent or incapacitated at the time the qualifying criminal activity occurred, a parent, guardian, or next friend may possess the information. A "next friend" is defined as a person who acts for the benefit of an alien who is under 16 or incompetent or incapacitated. The next friend is someone dedicated to the best interests of a victim who cannot appear on his or her own behalf because of inaccessibility, mental incompetence, or other disability. A next friend cannot be a party to a legal proceeding involving the victim and cannot be a court appointed guardian. A next friend also does not qualify for a U visa or any immigration benefit simply by acting as a next friend for the victim, but he or she may possess information about the criminal activity and may provide the required assistance. It is important to note that both "direct" and "indirect" victims can qualify to petition for U visas. Although they were not the direct victim of the criminal activity, indirect victims may possess information that is helpful to the detection, investigation, prosecution, investigation, conviction, or sentencing of criminal activity.

Who determines if the "substantial physical or mental abuse" requirement has been met for the U Visa?

USCIS will make the determination as to whether the victim has met the "substantial physical or mental abuse" standard on a case-by-case basis during its adjudication of the U visa petition. Certifying agencies and officials do not make this determination. Certifying agencies and officials may, however, provide any information they deem relevant regarding injuries or abuse on the Form I-918B. The Form I-918B asks the certifying official to provide information about any injuries the agency or official knows about, has

documented, or has made findings about. If the certifying agency or official has documentary evidence of injuries to the victim, the severity of the perpetrator's conduct, or the emotional impact on the victim's mental health as affected by the criminal activity, it is helpful to attach any relevant evidence of these facts, such as, photographs, police reports, findings, or court orders. While USCIS will consider any evidence of substantial physical or mental abuse provided by law enforcement, the U visa petitioner has the burden of proving the substantial physical or emotional abuse.

Factors that USCIS uses to make this determination are:

- the nature of the injury inflicted;
- the severity of the perpetrator's conduct;
- the severity of the harm suffered;
- the duration of the infliction of the harm; and
- the extent to which there is permanent or serious harm to the appearance, health, or physical or mental soundness of the victim.

The existence of one or more of these factors does not automatically signify that the abuse suffered was substantial.

USCIS Processing:

What do I do with a completed certification or declaration?

Once the certifying official completes and signs the Form I-918B or Form I-914B, the original should be given to the victim or the victim's legal representative or advocate, so that it can be added to the original U visa petition or T visa application packet before submission to USCIS. Please also note that only a law enforcement official, prosecutor, judge, or other government official authorized to sign certifications/declarations may complete and sign the Form I-918B or Form I-914B. The victim or the victim's attorney or advocate may not sign the Form I-918B or Form I-914B.

I already signed Form I-918B or Form I-914B, but the victim has returned asking for another newly signed form. Why is this happening?

This may occur for two reasons. An application or petition must be submitted within six months after Form I-918B certification has been signed by law enforcement. If the Form I-918B expired before the petitioner was able to file the petition with USCIS, the victim would require a new form in order to properly file the U visa petition.

Also, a victim who has an approved U or T visa may become eligible and apply for lawful permanent resident status (i.e. a green card). To be eligible for adjustment of status, U visa holders cannot unreasonably refuse to provide assistance to an official or law enforcement agency, and T visa holders must continue to cooperate with reasonable requests from law enforcement. As evidence, the victim may request the law enforcement official to provide a newly signed Form I-918B, or Form I-914B or a signed document from the official or law enforcement agency.

Is there an "expiration date" on the Form I-918B or Form I-914B?

Form I-918B expires six months after the certifying official signs the form. USCIS must receive the

properly filed U visa petition including the Form I-918B within six months of the date on the Form I-918B. There is no expiration date for the Form I-914B.

What are the safeguards for protecting the U and T visa program against fraud?

USCIS recognizes that certifying agencies and officials may be in the best position to determine if a qualifying crime has taken place. If, in the normal course of duties, a certifying official or agency has determined that a qualifying criminal activity has taken place, the victim possessed information related to the criminal activity, and the victim has been helpful, law enforcement may sign the U visa certification. Whether a certifying agency or official signs the certification is under the authority of the agency or official. The certification also acts as a check against fraud and abuse, as the certification is required in order to be eligible for a U visa.

USCIS takes fraud and abuse of the U and T visa programs seriously. If USCIS suspects fraud in a U visa petition or T visa application, USCIS may request further evidence from the petitioner and may also reach out to the certifying official or agency for further information. USCIS also has a dedicated unit with the sole purpose of targeting and identifying fraudulent immigration applications. The Fraud Detection and National Security (FDNS) unit of USCIS conducts investigations of cases that appear fraudulent and works with other Federal, State, and local law enforcement agencies when fraud or abuse is discovered.

As an additional check against fraud, a U visa recipient cannot obtain a green card unless the victim proves that he or she cooperated, when requested, with law enforcement or prosecutors. In order to obtain a green card, if the U visa victim did not cooperate, he or she must prove to DHS' satisfaction that his or her refusal to cooperate was not unreasonable. A T visa recipient cannot obtain a green card unless he or she continues to comply with law enforcement's reasonable requests for assistance and has maintained good moral character since issuance of the T visa.

Will USCIS approve a victim with a criminal history?

USCIS may deny a U visa petition or T visa application for a variety of reasons including the victim's criminal history. Denials may occur in cases where a victim has multiple arrests or convictions, or has a serious or violent criminal arrest record. USCIS may also deny a petition if the victim was complicit or culpable in the qualifying criminal activity of which he or she claims to be a victim. USCIS conducts background and security checks (FBI fingerprint check, name/date of birth check, and a check of immigration records) on U visa petitioners and T visa applicants and reviews all available information concerning arrests, immigration violations, and security issues before making a final decision. The fact that a victim has a criminal history does not automatically preclude approval of U or T nonimmigrant status. Each petition or application is evaluated on a case-by-case basis, and USCIS takes into account whether any criminal behavior was related to the victimization. If the certifying official believes USCIS should know something particular about a victim's criminal history, that information can be cited on the certification or with an attached report or statement detailing the victim's criminal history with that law enforcement agency or his or her involvement in the crime.

Other Law Enforcement Tools to Assist in Investigations and Prosecutions

There are two significant tools law enforcement agencies can use to benefit immigrant victims who may not qualify for a T or U visa, but who may need a means of temporarily being in the United States lawfully during the course of an investigation. These tools include Continued Presence and Significant Public Benefit Parole.

Continued Presence

Continued Presence (CP) is a form of temporary immigration relief available to individuals who are identified by law enforcement as victims of human trafficking and who are potential witnesses in an investigation or prosecution. CP is authorized by ICE Homeland Security Investigations (HSI) Parole and Law Enforcement Program Unit and *can only be sponsored by a federal law enforcement agent*. **An application for CP should be initiated immediately upon identification of a victim of human trafficking.** CP allows victims of human trafficking to remain in the United States during an ongoing investigation into human trafficking- related crimes committed against them. CP is initially granted for one year and may be renewed in one-year increments. Recipients of CP also receive work authorization and social service benefits through the Department of Health and Human Services Office of Refugee Resettlement, which provides a sense of stability and protection. These conditions improve victim cooperation with law enforcement, which leads to more successful prosecutions and the potential to identify and rescue more victims.

CP is available to all trafficking victims, even if a human trafficking violation is not charged, if charges are never brought, or the victim is not cooperating in a law enforcement investigation. However, once an investigation has ended and a decision not to prosecute has been made, CP is no longer appropriate.

State, local, tribal, and territorial law enforcement officials who would like to request CP for human trafficking victims are encouraged to work with the local HSI office in their area. In addition, Victim Assistance Coordinators can assist law enforcement officials in obtaining referrals to non-governmental victim services providers who can offer a variety of services to assist crime victims, such as immigration legal assistance, crisis intervention, counseling, medical care, housing, job skills training, and case management.

Significant Public Benefit Parole

Significant Public Benefit Parole (SPBP) may be utilized as a means of permitting an individual outside of the U.S. to enter the U.S. temporarily to serve as a witness, defendant, or cooperating source, and if necessary in extremely limited cases, the individual's immediate family members. It must be emphasized that SPBP will only be granted for the minimum period required to accomplish the requested purpose, for example, if a trial is 3 months long, parole will be granted for 3 months. SPBP is a temporary measure used on a case by case basis to allow an individual who is otherwise inadmissible to enter the United States.

Other Forms of Legal Status for Immigrant Victims

Federal law provides additional options for immigration status to victims and witnesses of crime who may or may not be eligible for a T or U visa, including status under the Violence Against Women Act (VAWA) and Special Immigrant Juvenile Status (SIJS):

VAWA

Recognizing that immigrant victims of domestic violence may remain in an abusive relationship when their immigration status is tied to their abuser, the Violence Against Women Act of 1994 (VAWA) created a self-petitioning process that removes control from the abuser and allows the victim to submit his or her own petition for permanent residence without the abuser's knowledge or consent. Those eligible for VAWA protection include the abused spouse or former spouse of a U.S. citizen or Lawful Permanent Resident, the abused child or step-child of a U.S. citizen or lawful permanent resident, or the abused parent of a U.S. citizen. VAWA immigration relief applies equally to women and men. To file for VAWA immigration relief, the self-petitioner must send a completed [Form I-360](#) (Petition for Amerasian, Widow(er), or Special Immigrant) along with corroborating evidence to USCIS. A law enforcement certification is not needed in these cases.

Special Immigrant Juvenile Status

Some children present in the United States without legal immigration status may be in need of humanitarian protection because they have been abused, abandoned, or neglected by a parent. The abuse may have occurred in the United States or prior to the child's arrival in the United States. Special Immigrant Juvenile (SIJ) status is an immigration classification that may allow vulnerable children to immediately apply for Lawful Permanent Resident status. To be eligible for SIJ, a child must:

- be unmarried, under 21 years of age at the time of filing Form I-360 with USCIS;
- be physically present in the United States; and
- have an order from a state court with jurisdiction over the child that: (1) declares the child is a dependent of the court/dependent on the court, or legally commits or places the child under the custody of either a state agency or department or an individual or entity appointed by a juvenile court; (2) declares reunification with one or both of the child's parents is not viable due to abuse, neglect, abandonment, or a similar basis under state law; and (3) finds it would not be in the child's best interest to be returned to his or her country of origin.

DHS Contact Information

USCIS Contacts

| Type of Information/Inquiry | Where to go/Who to contact |
|---|--|
| For more information about the U and T visa programs and law enforcement certifications and declarations: | www.uscis.gov www.uscis.gov/humantrafficking |
| To ask a question about a specific case or to rescind a signed certification or declaration: | The question or rescind letter should be scanned and emailed to the Vermont Service Center at: LawEnforcement_UTVAWA.VSC@uscis.dhs.gov. <i>Please note that this e-mail address is for law enforcement personnel only. Any e-mail sent by any person or entity that is not law enforcement to this specific e-mail address will not be answered.</i> or mailed to: USCIS-Vermont Service Center Attn: VAWA,T, & U Section 75 Lower Welden Street St. Albans, VT 05479 |
| To request T or U visa training for your agency: | T_U_VAWATraining@uscis.dhs.gov |
| To ask specific policy questions about T and U visa certifications: | Call (202) 272-1470 |
| Representatives may submit an inquiry regarding a specific case by emailing: | hotlinefollowupI918I914.vsc@uscis.dhs.gov |

Citizenship and Immigration Services Ombudsman

The Office of the Citizenship and Immigration Services Ombudsman (Ombudsman) is dedicated to improving the quality of citizenship and immigration services delivered to the public by providing individual case assistance, as well as making recommendations to improve the administration of immigration benefits by USCIS. Created by section 452 of the Homeland Security Act of 2002, the Ombudsman is an impartial and confidential resource that is independent of USCIS. Customers can request case assistance by visiting the website listed below. The Ombudsman's Office also has a duty officer available Monday-Friday between 11 a.m. and 3 p.m. to answer emails and phone calls for those who are unable to file through the online process.

| Type of Information/Inquiry | Where to go/Who to contact |
|--|---|
| For more information about the CIS Ombudsman and protections for victims: | www.dhs.gov/cisombudsman |
| To refer U visa petitioners or T visa applicants who are experiencing problems that have not been able to be resolved through DHS customer assistance avenues: | http://cisomb.dhs.gov/oca/form7001.aspx |

| | |
|--|--|
| To request telephonic case assistance: | Toll Free: (855) 882-8100 Phone: (202) 357-8100 |
| To share specific policy concerns about T and U visa certifications or request information about a pending request for assistance: | cisombudsman@dhs.gov |

U.S. Immigration and Customs Enforcement (ICE)

If a law enforcement official is aware of a victim of human trafficking, the official should promptly contact his or her local ICE Homeland Security Investigations (HSI) office. If a law enforcement official is aware of a victim or witness against whom a detainer has been lodged, who has been detained, who has been placed in removal proceedings for an immigration violation, or who has been ordered removed, the official should promptly contact his or her local ICE Enforcement and Removal Operations (ERO) contact or the local Office of the Principal Legal Advisor (OPLA) to make ICE aware of the situation.

| Type of Information/Inquiry | Where to go/Who to contact |
|---|---|
| To contact your local ICE HSI office: | http://www.ice.gov/contact/hsi/ |
| To contact your local ICE ERO office: | http://www.ice.gov/contact/ero/ |
| To contact your local ICE OPLA office: | http://www.ice.gov/contact/opla/ |
| Specifically with regard to a lodged detainer, the law enforcement official should notify the ICE Law Enforcement Support Center: | Phone: (802) 872-6050 LESC Computer Services Division 188 Harvest Lane Williston, Vermont 05495 https://www.ice.gov/contact/lesc |

Office for Civil Rights and Civil Liberties

| Type of Information/Inquiry | Where to go/Who to contact |
|--|---|
| To refer individuals who would like to file a complaint concerning abuses of civil rights, civil liberties, and profiling on the basis of race, ethnicity, or religion, by employees and officials of the Department of Homeland Security: | By Mail: Office for Civil Rights and Civil Liberties U.S. Department of Homeland Security Building 410, Mail Stop #0190 Washington, D.C. 20528 By Phone or Email: Phone: (202) 401-1474 Toll Free: (866) 644-8360 TTY: (202) 401-0470 Toll Free TTY: (866) 644-8361 Fax: (202) 401-4708 E-mail: crcl@dhs.gov |

| | |
|---|---|
| <p>To report a violation of T visa, U visa, or VAWA relief confidentiality protections by a federal employee (see 8 U.S.C. § 1367(a)(2)).</p> | <p>By Mail: Office for Civil Rights and Civil Liberties U.S. Department of Homeland Security Building 410, Mail Stop #0190 Washington, D.C. 20528</p> <p>By Phone or Email: Phone: (202) 401-1474 Toll Free: (866) 644-8360 TTY: (202) 401-0470 Toll Free TTY: (866) 644-8361 Fax: (202) 401-4708 crcl@dhs.gov VAWA@hq.dhs.gov</p> |
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Office for State and Local Law Enforcement

On the recommendation of the 9/11 Commission, Congress created the Office for State and Local Law Enforcement (OSLLE) in 2007 to serve as the liaison between the Department of Homeland Security and non-Federal law enforcement agencies across the country. The primary mission of OSLLE is to lead the coordination of DHS-wide policies related to state, local, tribal, and territorial law enforcement's role in preventing, preparing for, protecting against, and responding to natural disasters, acts of terrorism, and other man-made disaster within the United States. For more information about DHS coordination with federal, state, local, tribal, and territorial law enforcement, please contact the DHS Office for State and Local Law Enforcement.

Phone: (202) 282-9545
Email: OSLLE@hq.dhs.gov

Further Resources

| Links and Information for T & U Nonimmigrant Status Resources | |
|--|--|
| Victims of Human Trafficking -T Nonimmigrant Status Information: | <u>Victims of Human Trafficking: T Nonimmigrant Status</u> |
| Victims of Criminal Activity - U Nonimmigrant Status Information: | <u>Victims of Criminal Activity: U Nonimmigrant Status</u> |
| Information Guides: | <u>ICE Toolkit for Prosecutors</u> <u>DHS Council on Combating Violence Against Women Resource Guide</u> |
| Poster: | <u>Don't Be Afraid To Ask For Help</u> |
| Brochures: | <u>Immigration Options for Victims of Crime</u> <u>Information for Law Enforcement Officials (PDF)</u> <u>Pamphlet on victim support (PDF) for law enforcement, first responders, and healthcare professionals</u> <u>Pamphlet on victim support for judges (PDF)</u> <u>Brochure on T visa, U visa and VAWA (PDF)</u> <u>Brochure on Continued Presence (PDF)</u> <u>Pamphlet on the Legal Rights Available to Immigrant Victims of Domestic Violence in the United States and Facts About Immigrating on a Marriage-Based Visa</u> |
| Video: | <u>Video on the U and T visa and other immigration relief process and paperwork for law enforcement</u> <u>Video on the T Nonimmigrant Status - Immigration Relief for Victims of Human Trafficking</u> <u>Human Trafficking 101 – DHS Blue Campaign</u> |

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|--|--|
| | <p><u>Roll-Call Video (Part 1) featuring law enforcement experts explaining human trafficking</u></p> <p><u>Roll-Call Video (Part 2) featuring law enforcement experts explaining immigration relief</u></p> <p>The DHS Federal Law Enforcement Training Center (FLETC) offers a <u>web-based human trafficking training course</u> which teaches law enforcement officers how to recognize human trafficking during routine duties, protect victims, and initiate human trafficking investigations.</p> |
| Non-Governmental Organization Support | <p>Anti-human trafficking task forces comprise federal, state, local, county, and tribal law enforcement and prosecutors, as well as non-governmental organizations (NGOs) providing victim services. To find out whether there is a task force in your area, visit the Bureau of Justice Assistance, <u>Anti-Human Trafficking Task Force Initiative Web page</u>.</p> |

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Signatures

214 Rows, Generated by Michael Rein 10/9/2020 14:40 Eastern Standard Time

| Username | Last Name ▲ | First Name | Document Name | Folder | Revision Date | Revision Type | Job Title | Location | Signed Date |
|--------------|-------------|------------|--|---|--------------------|---------------|------------------------|--|--------------------|
| MAcevedo | Acevedo | Manuel | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/20/2019 19:12:51 |
| SAcquaviva | Acquaviva | Stephen | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-Professional Standards | 3/21/2019 07:07:55 |
| aadkins | Adkins | Alex | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 5/8/2019 08:47:42 |
| lalmanzar | Almanzar | Luis | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-North-Patrol | 5/16/2019 07:49:15 |
| DAnastasatos | Anastasatos | Demetrios | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/8/2019 13:53:52 |
| PArchibald | Archibald | Peter | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/28/2019 21:36:50 |
| PBadoo | Badoo | Prince | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/2/2019 08:56:30 |

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|----------|---------|----------|--|---|--------------------|-----|------------------------|--|--------------------|
| jbell | Bell | John | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-North-Administration | 3/20/2019 20:04:28 |
| sbelton | Belton | Shamirra | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/22/2019 19:04:51 |
| jberry | Berry | Justin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 4/22/2019 19:20:38 |
| dbethea | Bethea | Da'Zhon | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 8/20/2019 14:41:45 |
| PBianchi | Bianchi | Peter | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/23/2019 09:34:30 |
| jbiondi | Biondi | Jonathan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 3/22/2019 08:22:10 |
| jbiundo | Biundo | Joseph | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 7/14/2019 20:46:45 |
| pblaydes | Blaydes | Patrick | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/26/2019 04:04:05 |

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| dbolla | Bolla | David | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 3/26/2019 17:45:37 |
| MBolognini | Bolognini | Michelle | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/23/2019 08:13:38 |
| rborden | Borden | Ryan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 4/19/2019 18:04:27 |
| FBrasington | Brasington | Felisa | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Professional Standards | 3/28/2019 11:25:58 |
| jbraun | Braun | Jennifer | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 5/13/2019 21:58:52 |
| mbreton | Breton | Melvin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Investigations | 4/25/2019 16:21:45 |
| mbristol | Bristol | Marie | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/1/2019 19:28:58 |
| kbruno | Bruno | Kyle | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/14/2019 23:29:18 |

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| kbyrom | Byrom | Kareem | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/11/2019 21:24:20 |
| mcalabrese | Calabrese | Michael | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-North-Patrol | 7/16/2019 04:30:43 |
| jcalimano | Calimano | Jared | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 5/29/2019 17:07:47 |
| RCalvert | Calvert | Robert | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/27/2019 12:21:59 |
| ecapeles | Capeles | Eileen | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/21/2019 13:56:03 |
| jasoncastillo | Castillo | Jason | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/22/2019 23:40:49 |
| gcastro | Castro | George | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 12/2/2019 09:07:45 |
| mchanley | Chanley | Mark | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 5/15/2019 12:13:02 |

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| kconnolly | Connolly | Kevin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-South-Patrol | 3/27/2019 14:45:19 |
| aconoshenti | Conoshenti | Alex | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-South-Patrol | 8/18/2020 10:55:12 |
| CCorrea | Correa | Carlos | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Central-Patrol | 3/31/2020 22:30:01 |
| mcorrea | Correa | Marlise | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 7/17/2019 14:01:27 |
| bcserjes | Cserjes | Bryan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 5/6/2019 17:37:48 |
| Bdavisdodson | Davis-Dodson | Beverly | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 8/3/2019 17:52:38 |
| sdecandia | DeCandia | Steven | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/25/2019 10:38:27 |
| RDinan | Dinan | Richard | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Chief of Police | PD-South-Patrol | 4/23/2019 14:39:34 |

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| rdougherty | Dougherty | Ryan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 2/5/2020 15:55:42 |
| jdowney | Downey | Jennifer | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/22/2020 17:07:26 |
| dduran | Duran | Daniel | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-North-Investigations | 8/26/2019 17:45:22 |
| kdziadosz | Dziadosz | Katarzyna | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 8/14/2019 14:45:57 |
| BEmmett | Emmett | Brian | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-Central-Investigations | 5/25/2019 08:27:09 |
| nepiscopo | Episcopo | Nicholas | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 4/12/2019 12:33:38 |
| gespinoza | Espinoza | George | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/31/2019 08:21:40 |
| levans | Evans | Larry | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/3/2019 04:58:28 |

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| fferraino | Ferraino | Fillippo | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/2/2019 16:30:06 |
| PFischer | Fischer | Paul | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Captain | PD-Administration | 4/2/2019 13:30:36 |
| bfitzpatrick | Fitzpatrick | Brian | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/31/2019 18:38:52 |
| jfizer | Fizer | Joshua | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 6/10/2019 12:51:34 |
| cflemming | Flemming | Curtis | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 3/23/2019 20:48:45 |
| cford | Ford | Christopher | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 4/2/2019 08:59:51 |
| sfoster | Foster | Sheana | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 5/14/2019 12:51:13 |
| GGarcia | Garcia | George | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Central-Patrol | 5/3/2019 06:32:50 |

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| ggasperone | Gasperone | Gregory | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-South-Patrol | 3/22/2019 06:03:33 |
| rgavares | Gavares | Robert | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/20/2019 21:53:38 |
| lgetsinger | Getsinger | Linne | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-South-Patrol | 5/15/2019 10:12:44 |
| EGhee | Ghee | Emersen | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 8/26/2019 15:56:06 |
| TGiese | Giese | Todd | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Professional Standards | 4/16/2019 10:33:50 |
| egonzalez | Gonzalez | Edwin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 11/5/2019 14:46:22 |
| jgonzalez | Gonzalez | John | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/31/2019 13:23:15 |
| lgonzalez | Gonzalez | Luan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-North-Patrol | 6/3/2020 13:00:46 |

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| dgotto | Gotto | Domenick | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/8/2019 11:58:57 |
| rgrady | Grady | Ryan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-North-Patrol | 5/18/2020 11:18:05 |
| tguarneri | Guarneri | Tracy | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/21/2019 13:01:05 |
| MGulsby | Gulsby | Matthew | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-Central-Patrol | 4/15/2019 18:21:31 |
| tgulsby | Gulsby | Tyler | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 6/12/2019 21:04:01 |
| GGunia | Gunia | Gregory | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/24/2019 21:50:47 |
| jgutowski | Gutowski | Jake | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/27/2019 01:40:48 |
| lgyorfi | Gyorfi | Laura | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/28/2019 00:02:03 |

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| AHagenberg | Hagenberg | Andrew | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 6/18/2020 19:30:39 |
| JHammill | Hammill | Jennifer | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-South-Patrol | 3/20/2019 09:30:44 |
| hhashmi | Hashmi | Hassam | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/29/2019 04:51:47 |
| jhendrix | Hendrix | Jamie | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-North-Patrol | 4/27/2019 17:42:07 |
| jhernandez | Hernandez | Javier | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 5/16/2019 10:16:06 |
| mahernandez | Hernandez | Mauricio | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/8/2019 10:12:52 |
| ohernandez | Hernandez | Orlando | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/30/2019 02:01:04 |
| hhertfelder | Hertfelder | Harry | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-South-Patrol | 3/20/2019 21:44:34 |

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| jhickey | Hickey | James | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 4/1/2019 11:18:49 |
| ghippe | Hippe | Gregg | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-North-Investigations | 5/9/2019 13:57:35 |
| dholloman | Holloman | Diamond | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/28/2019 11:01:20 |
| dholowienka | Holowienka | Daniel | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 2/8/2020 14:25:39 |
| ghondros | Hondros | George | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-North-Patrol | 5/12/2019 13:32:38 |
| thousell | Housell | Todd | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/2/2019 11:35:48 |
| chuertas | Huertas | Carmelo | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Chief | PD-North-Administration | 9/9/2019 11:30:44 |
| phull | Hull | Paul | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 7/5/2019 19:53:29 |

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| ahurling | Hurling | Airika | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 7/17/2019 10:53:46 |
| mirizarry | Irizarry | Marcus | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 5/16/2019 14:39:09 |
| aissler | Issler | Anthony | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/12/2019 10:40:55 |
| djackson | Jackson | Davion | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-North-Patrol | 7/18/2019 08:23:20 |
| cjacobson | Jacobson | Charles | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 9/19/2019 07:26:30 |
| rjames | James | Robert | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/14/2019 15:38:59 |
| JJankowski | Jankowski | Jennifer | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Supervisor | PD-Professional Standards-Communications | 5/3/2019 02:58:13 |
| mjordan | Jordan | Myron | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-North-Patrol | 4/3/2019 17:23:12 |

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| rjoseph | Joseph | Rex | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/9/2019 09:58:39 |
| skelliher | Kelliher | Shannon | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Central-Patrol | 8/22/2019 15:46:02 |
| jkim | Kim | Jae | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/21/2019 14:34:49 |
| pkirk | Kirk | Patricia | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/21/2019 07:48:59 |
| kkobovitch | Kobovitch | Kevin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 6/11/2019 13:57:03 |
| jkole | Kole | Jason | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/24/2019 19:17:36 |
| rkolenovic | Kolenovic | Refika | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 6/4/2020 19:44:50 |
| ikorff | Korff | Ian | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Professional Standards | 4/8/2019 09:25:51 |

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| ckosinski | Kosinski | Christopher | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/25/2019 05:36:49 |
| jlanoce | Lanoce | John | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 5/8/2019 00:20:51 |
| alaw | Law | Alexander | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 8/20/2019 09:11:15 |
| aleffand | Leffand | Amy | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-North-Patrol | 4/16/2019 09:43:04 |
| rl798 | Lewis | Ryan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 8/23/2019 21:35:07 |
| vlim | Lim | Victor | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 4/2/2019 07:36:45 |
| slinton | Linton | Sheldene | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/20/2019 20:08:53 |
| jlisi | Lisi | Jason | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Professional Standards | 4/5/2019 14:09:23 |

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| dlocha | Locha | David | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-South-Patrol | 3/30/2019 11:43:01 |
| clopez | Lopez | Camilo | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/23/2019 17:30:20 |
| JLugo | Lugo | Julio | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Central-Patrol | 3/23/2019 11:13:12 |
| tmaddox | Maddox | Tyron | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/23/2019 01:12:28 |
| nmadore | Madore | Nickolas | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 5/1/2020 12:51:42 |
| dmaldonado | Maldonado | Debbie | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/21/2019 09:06:18 |
| jmaloney | Maloney | John | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 1/30/2020 11:27:29 |
| dmarciano | Marciano | Daivd | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 4/14/2019 03:58:13 |

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| tmmartin | Martin | Thomas | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 3/29/2019 07:52:44 |
| edwardmartinez | Martinez | Edward | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-North-Patrol | 6/4/2020 10:01:41 |
| amathew | Mathew | Ajoy | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/4/2019 09:08:55 |
| MMcLaughlin | McLaughlin | Malika | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 7/2/2019 11:17:06 |
| lmclelland | McLelland | Lauren | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Director | PD-Professional Standards-Communications | 1/31/2020 13:50:42 |
| dmendez | Mendez | Dylan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 6/5/2019 00:30:04 |
| amilson | Milson | Ashlynn | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 2/22/2020 03:09:13 |
| lminor | Minor | Lakiesha | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/3/2019 11:24:28 |

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| tморris | Morris | Tamika | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/20/2019 11:28:48 |
| emoschberger | Moschberger | Eric | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/29/2019 04:20:03 |
| nmott | Mott | Nicole | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 5/15/2019 11:52:46 |
| BMyers | Myers | Bryant | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Administration | 4/5/2019 15:38:12 |
| dnagy | Nagy | Dylan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 5/7/2019 19:00:18 |
| ENielsen | Nielsen | Eric | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Central-Patrol | 8/28/2019 11:26:51 |
| jnovosel | Novosel | James | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 7/25/2019 13:09:40 |
| EOFlanagan | O Flanagan | Emma | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-Professional Standards | 3/28/2019 14:00:25 |

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| moblad | Oblad | Matthew | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 5/15/2019 10:06:05 |
| solivo | Olivo | Stephanie | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/21/2019 07:51:22 |
| dopromollo | Opromollo | Daniel | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/29/2019 07:19:00 |
| corourke | O'Rourke | Christopher | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 2/2/2020 22:01:28 |
| dortiz | Ortiz | David | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/25/2019 19:53:00 |
| rparone | Parone | Ralph | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/21/2019 08:17:57 |
| rpellegrino | Pellegrino | Robert | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/24/2019 02:17:58 |
| jperez | Perez | Julio | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 4/6/2019 14:18:24 |

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| vperez | Perez | Victoria | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 9/2/2019 10:21:46 |
| RPhillips | Phillips | Rebecca | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/8/2019 11:37:58 |
| fpolizzi | Polizzi | Frank | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/1/2019 09:08:18 |
| mprendeville | Prendeville | Michael | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-North-Patrol | 3/29/2019 03:07:42 |
| aquinones | Quinones | Armando | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-North-Investigations | 3/21/2019 02:29:15 |
| dquintino | Quintino | Danielle | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/24/2019 19:20:59 |
| arabar | Rabar | Alex | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Captain | PD-North-Administration | 6/1/2020 12:10:11 |
| nrahbari | Rahbari | Nicholas | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/21/2019 14:52:53 |

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| dray | Ray | Damon | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Security Lieutenant | PD-North-Security | 4/8/2019 12:38:14 |
| jray | Ray | Joseph | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Central-Patrol | 5/3/2019 05:11:43 |
| mrein | Rein | Michael | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Deputy Chief | PD-Professional Standards | 3/27/2019 08:48:21 |
| areynoso | Reynoso | Allyson | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 7/3/2019 00:17:27 |
| drobertson | Robertson | Dean | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/28/2019 08:17:44 |
| drobinson | Robinson | Donnovan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/23/2019 05:01:22 |
| crodrigues | Rodrigues | Christopher | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 5/16/2020 11:46:00 |
| CRodriguez | Rodriguez | Carlos | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Central-Investigations | 4/5/2019 09:04:41 |

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| srodriguez | Rodriguez | Samuel | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-North-Investigations | 4/8/2019 10:35:33 |
| yrodriguez | Rodriguez | Yasmin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 3/28/2019 07:02:17 |
| groitzsch | Roitzsch | George | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 5/1/2019 03:19:16 |
| mroman | Roman | Martin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/31/2019 02:38:22 |
| jronca | Ronca | Jason | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 5/9/2019 11:02:05 |
| droohr | Roohr | Daniel | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 3/25/2019 16:21:32 |
| erosario | Rosario | Emmanuel | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/12/2019 23:06:59 |
| BRuditsky | Ruditsky | Brian | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/16/2019 14:07:48 |

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| ORussell | Russell | Odell | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Central-Patrol | 4/28/2019 13:22:04 |
| srusser | Russer | Sean | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/22/2019 19:29:23 |
| Isanchez | Sanchez | Ismeal | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 6/25/2019 07:54:34 |
| rsantana | Santana | Reinaldo | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 3/24/2019 19:43:07 |
| SSarna | Sarna | Steven | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/23/2019 14:10:52 |
| tsavage | Savage | Timothy | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 3/27/2019 13:32:51 |
| jschaefer | Schaefer | John | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 2/20/2020 22:09:48 |
| Iselph | Selph | Lawonda | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/20/2019 02:49:07 |


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| mshoulars | Shoulars | Michael | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-North-Patrol | 4/9/2019 15:12:09 |
| kshutrop | Shutrop | Kevin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/1/2019 08:09:13 |
| MSimoes | Simoes | Manuel | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-Central-Patrol | 3/21/2019 23:03:31 |
| asingh | Singh | Amandeep | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/5/2019 19:41:48 |
| Sskala | Skala | Sean | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-Central-Patrol | 3/30/2019 23:20:38 |
| zskeels | Skeels | Zachary | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 6/19/2020 10:45:38 |
| msslifko | Slifko | Mark | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 4/2/2019 02:47:29 |
| asmith | Smith | Andrew | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/29/2019 07:37:37 |

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| jstlouis | St. Louis | Jehu | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/5/2019 11:45:38 |
| sstanley | Stanley | Shantia | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/25/2019 10:42:21 |
| jstoya | Stoya | John | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 8/21/2019 12:26:48 |
| msullivan | Sullivan | Matthew | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 4/11/2019 07:31:09 |
| dsynosky | Synosky | David | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/4/2019 14:04:18 |
| dtammaro | Tammaro | Daniel | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 4/4/2019 12:45:21 |
| atapiero | Tapiero | Alexander | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 4/6/2020 21:29:24 |
| wtartis | Tartis | William | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 1/10/2020 13:25:38 |

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| ETejada | Tejada | Edwin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Investigations | 4/4/2019 14:24:03 |
| RTerry | Terry | Roger | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 3/20/2019 06:39:58 |
| rthomas | Thomas | Ryan | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/25/2019 10:48:39 |
| gtiano | Tiano | Gerardo | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 6/27/2019 09:43:07 |
| rtighe | Tighe | Robert | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 4/7/2019 22:57:39 |
| ATimbol | Timbol | Anthony | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-North-Patrol | 6/17/2019 23:29:09 |
| LTolosa | Tolosa | Leonardo | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Sergeant | PD-North-Patrol | 4/9/2019 08:51:27 |
| atomar | Tomar | Aman | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 5/18/2020 19:33:31 |

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| otorres | Torres | Oscar | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 5/8/2019 18:21:55 |
| atraverzo | Traverzo | Angelo | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-North-Patrol | 4/7/2019 14:24:05 |
| streadwell | Treadwell | Stephon | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/25/2019 08:30:31 |
| rtrivinia | Trivinia | Ronald | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-South-Patrol | 3/21/2019 14:29:05 |
| furso | Urso | Frank | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-Central-Patrol | 8/16/2019 12:10:00 |
| avartanova | Vartanova | Angelina | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/5/2019 03:12:44 |
| sv456 | Verry | Steve | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 1/3/2020 05:39:20 |
| Mvonsauers | Von Sauers | Maximillian | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 7/3/2019 00:57:57 |

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| pwalker | Walker | Patrick | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 7/29/2019 23:34:44 |
| aweiss | Weiss | Andrew | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Dispatcher | PD-Professional Standards-Communications | 7/18/2019 21:20:30 |
| CWeiss | Weiss | Colin | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-Central-Patrol | 4/2/2019 02:08:36 |
| cweston | Weston | Christine | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-North-Patrol | 3/21/2019 09:22:08 |
| TWhelan | Whelan | Tyler | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer | PD-Central-Patrol | 4/12/2019 17:06:13 |
| TWilmot | Wilmot | Timothy | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Lieutenant | PD-Central-Patrol | 5/6/2019 09:59:17 |
| szura | Zura | Sean | 7:21 - Victim Of Trafficking And Violence Protection Act | WRITTEN DIRECTIVE / Chapter 7 - Patrol Operational Procedures | 3/19/2019 00:00:00 | New | Police Officer Recruit | PD-South-Patrol | 3/29/2019 23:07:50 |

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|  | RUTGERS UNIVERSITY POLICE DEPARTMENT WRITTEN DIRECTIVE SYSTEM | | 9:2 |
| | BOOKING PROCESS | | |
| | Effective Date: 11-30-2018 | | Supersedes: 9:2 (11-26-2018) |

9:2-1 PURPOSE

The purpose of this directive is to codify this agency's policy and procedures concerning the adult booking process.

9:2-2 POLICY

It is the policy of this agency to process all applicable persons with dignity and respect and in conformance with existing laws and court rules governing due process.

9:2-3 GENERAL

- a. All adult arrestees shall be processed in accordance with the provisions of this directive. Arrested persons shall be booked and made eligible for release in that order in an expeditious a manner as possible.
- b. For the purposes of this directive, the following terms are defined:
 - **Booking Process** shall mean the process by which an arrestee is recorded into the in-house system (9:2-4); photographed (9:2-5); fingerprinted, *where applicable* (9:2-6); DNA is collected, *where applicable* (9:2-7) and charged (9:2-8). The term, booking process, shall not include time allocated to interview/interrogation and/or additional custody time (i.e. John's Law, Mental Health Detainers, etc...)
 - **Eligible for Release** shall mean the period in time in which the booking process has been completed and the arrestee has been notified of the charges as well as the amount of bail (*if applicable*) which is required and notwithstanding any additional considerations (e.g. John's law, being informed of the existence of a restraining order, etc...).
- c. Officers are reminded of their responsibility to fully and completely satisfy the **Booking Process**, consistent with the requirements of this directive, prior to releasing or causing the release of an arrestee from the care, custody and control of this agency. Officers should balance the anticipated processing time associated with an arrestee with the distance from which another law enforcement agency will be traveling.
- d. Every effort should be made to ensure arrestees are not released from custody until all identification information has been obtained and identity has been verified. Additionally, a thorough inquiry shall be made concerning the wanted status of the detainee. This check shall include, at a minimum, an inquiry through NCIC/SCIC and ATS/ACS. ***For the purpose of this section, transferring to another law enforcement authority does not constitute a "release from custody."***
 - A query of the AFIS system should be conducted where appropriate to confirm the SBI Number contained within a Computerized Criminal History (CCH).
- e. The entire person of the individual taken into custody is to be searched for weapons, contraband, evidence and implements of escape prior to commencing

the booking process. The search must be thorough enough to ensure the safety of the individual, the arresting officer, and other officers and persons the individual may come in contact with while in custody.

- f. Arrestees should be debriefed in accordance with Directive 9:12.
- g. Arrestees shall be queried for dependents in compliance with Directive 9:5 Alternate Care for Arrestee Dependents.
- h. Non U.S. citizens may be subject to consular notification requirements, see Directive 11:7 Consular Notifications for mandatory procedures.
- i. Procedures for fingerprinting Juvenile Arrestees are addressed at Directive 7:37-8.

9:2-4 IN-HOUSE INQUIRY

- a. Arresting officer(s) shall query the in-house Record Management System to determine whether the arrestee has an existing arrest record with this agency.
- b. If this is the person's first arrest, a unique identification number will be generated by the system and shall be assigned as the subject's Central Booking Number (CBN) for all criminal arrest files. This is for the purpose of maintaining a criminal history file. (See *Directive 5:15-6c*).

9:2-5 PHOTOGRAPHING ARRESTED PERSONS

- a. All adult arrestees shall be photographed to ensure positive identification and to provide updated intelligence on their appearance, residence, occupation, etc. regardless of the reason for their arrest.
- b. When photographing arrestees, first ensure that the information on the booking slate is correct.
- c. The arrestee's head should be straight and not tilted to either side in the photograph. One photograph should be taken facing forwards and a second with the arrestee facing to his/her left (*this will provide a profile shot of the right side of the arrestee's face*).
- d. Arrestees should remove headwear before being photographed unless the headwear is unusual, particular to the individual as an identifier, or has value as criminal intelligence. In these cases, an additional photograph of the arrestee should be taken with the headwear on.
- e. Officers should note and photograph unique scars, marks and tattoos, particularly when the officer has reason to believe the possibility of gang affiliation.
- f. Individuals who will also be fingerprinted shall have their photograph taken with that system.

9:2-6 FINGERPRINTING ARRESTED PERSONS

- a. Fingerprints shall be taken using the Live Scan electronic fingerprint device. If the device is not working (or unavailable), roll fingerprints using ink and fingerprint cards. If fingerprint cards are used, two (2) FBI cards (red) and one (1) SBI card (black) shall be used.

- b. Consistent with NJSA 53:1-15, NJSA 53:1-18.1 and Court Rule 3:4-1(c), fingerprints shall be taken, immediately upon the arrest of any person:
 1. For an indictable offense;
 2. For any of the grounds specified in paragraph (1), (2), (3) or (4) of subsection a. of section 5 of P.L.1991, c.261 (NJSA 2C:25-21) specifically:
 - i. The victim exhibits signs of injury caused by an act of domestic violence;
 - ii. A warrant is in effect;
 - iii. There is probable cause to believe that the person has violated N.J.S.2C:29-9, and there is probable cause to believe that the person has been served with the order alleged to have been violated; or
 - iv. There is probable cause to believe that a weapon as defined in N.J.S.2C:39-1 has been involved in the commission of an act of domestic violence.
 3. Believed to be wanted for an indictable offense;
 4. Believed to be an habitual criminal;
 5. For shoplifting, pursuant to N.J.S.2C:20-11;
 6. For prostitution, pursuant to N.J.S.2C:34-1;
 7. Arrested for narcotic or dangerous drug offenses, whether indictable or otherwise.
- c. Ensure that the arrestee signs and dates the Live Scan signature pad or fingerprint cards where indicated. If rolled prints are used, the officer taking the fingerprints shall also include their name where indicated.
- d. The fingerprint inquiry feature of the Live Scan system may be utilized to confirm the identity of someone taken into custody, even if the person has not been arrested for an offense which would permit fingerprinting.
- e. On the rare occasions where it is impractical to fingerprint the arrestee at the time of the arrest for an offense which would otherwise require fingerprinting be taken, consistent with Section 9:2-6(b) *above*; the arrestee must be instructed to submit to this law enforcement agency for fingerprinting prior to their scheduled court appearance or to make alternative arrangements with the investigations division commander. This should be noted appropriately within any investigative documents.

9:2-7 DNA DATABASE AND DATABANK

- a. During any custodial arrest, a New Jersey State Police Master Name Index check shall be conducted on the arrestee and if the DNA flag reads "Collection Required," the collection of a DNA sample is required and shall therefore be completed prior to the release of the prisoner from custody.
- b. Consistent with NJSA 53:1-20.17 et. seq., a DNA sample shall be collected from every arrestee prior to release or incarceration from every person arrested for the commission (or attempted commission) of one of the following offenses:
 - Murder, N.J.S.A. 2C:11-3;
 - Manslaughter, N.J.S.A. 2C:11-4;
 - Aggravated sexual assault and sexual assault, N.J.S.A. 2C:14-2;

- Aggravated criminal sexual contact and criminal sexual contact, N.J.S.A. 2C:14-3;
 - Aggravated assault of the second degree, N.J.S.A. 2C:12-1;
 - Kidnapping, N.J.S.A. 2C:13-1,
 - Luring or enticing a child, N.J.S.A. 2C:13-6; or
 - Engaging in sexual conduct which would impair or debauch the morals of a child, N.J.S.A. 2C:24-4.
- c. Every juvenile arrested for an act which, if committed by an adult, would constitute one of these offenses must also provide a DNA sample prior to the juvenile's release from custody.
- d. DNA samples collected under this section shall be collected with a "buccal swab" and only by sworn personnel who have been trained in the proper technique and associated administrative submission protocol.
- e. DNA Samples shall be submitted to the New Jersey State Police for entry into the DNA Database and COmbined DNA Index System (CODIS) in accordance with the procedures promulgated for their submission.
- f. After allowing the card to completely dry the DNA sample shall be placed into the "New Jersey State DNA Databank" envelope, labeled in accordance with the established protocol and submitted into evidence. Upon receipt the evidence custodian will be responsible for submitting the sample in accordance with section 9:2-7(e).
- g. NJSA 2C:29-11 provides, in pertinent part, that a person or juvenile who knowingly refuses to allow a biological sample to be collected pursuant to the provisions of NJSA 53:1-20.17 et seq. is guilty of a crime of the fourth degree. Any person refusing to provide such a sample shall be required to document their refusal via the attached "DNA Refusal Form" which is available via PowerDMS.

9:2-8 COMPLAINT PROCESSING

- a. Prior to charging a defendant with any indictable crime or disorderly persons offense and **before** contacting an assistant prosecutor or the shift supervisor; the arresting officer must:
1. For qualifying crimes/offenses listed at 9:2-6(b), take and submit fingerprints of the defendant using Live Scan. Live Scan fingerprinting must be completed before beginning eCDR complaint entry.
 - *Note: The Middlesex County Prosecutor's Office requires notification prior to Live Scan fingerprinting (see 9:2-8(k)).*
 2. After a Live Scan confirmation is received, proceed to the eCDR system and begin generating a complaint.
 - **Before** a decision is made between the issuance of a complaint-summons and a complaint-warrant, and **before** a complaint is filed, initiate the automated pretrial risk assessment process and receive a preliminary public safety assessment (PSA).
 - If the PSA indicates that the defendant has an out-of-state criminal record, the appropriate out-of-state criminal history check must be run.

3. In a case where the defendant has not been arrested, ascertain the defendant's criminal history by making an NCIC/CCH or Interstate Identification Index (III) query that does not require fingerprint verification.
4. In a case where the defendant has not been fingerprinted because the offense(s) for which the defendant has been arrested does not require fingerprinting (and therefore no automated PSA score can be calculated), ascertain the defendant's criminal history by making an NCIC/CCH or III query that does not require fingerprint verification.
5. In cases involving domestic violence, check the domestic violence central registry to determine whether the defendant is subject to a domestic violence restraining order.
6. In cases involving a sexual offense under N.J.S.A. 2C:14-1 et seq., check the central registry established under N.J.S.A. 2C:14-20 to determine whether the defendant is subject to a protective order issued pursuant to the *Sexual Assault Survivor Protection Act*.
7. If the defendant is less than 28 years old, check the juvenile central registry to determine if the defendant has a juvenile record that might have a material bearing on the charging decision.
8. Assess and be prepared to present to the assistant prosecutor, the shift supervisor and/or the judicial officer, factors outside the PSA that could impact on a decision to seek a complaint-warrant, including but not limited to:
 - Any threat of future harm to a victim or witness;
 - Involvement with gang or organized crime;
 - Alcohol/drug dependency;
 - Mental illness;
 - Commission of the offense against a particularly vulnerable victim or in the presence of a child.
9. Complete a full and detailed *Preliminary Law Enforcement Incident Report* (P.L.E.I.R.) as part of the eCDR process. (Unless an assistant prosecutor expressly indicates that a P.L.E.I.R. should not be completed.)
10. If an application for a complaint-warrant is to be made, complete a full and detailed *Affidavit of Probable Cause* as part of the eCDR process. (Unless an assistant prosecutor expressly indicates that an *Affidavit of Probable Cause* should not be completed in the eCDR)

Note: Each County Prosecutor's Office has issued its own directives relative to the specific sequence within which an assistant prosecutor is to be contacted. In consideration thereof and notwithstanding the provisions of this section; additional procedures are provided at sections 9:2-8(i-k) of this directive. These "county specific protocols" are intended to supplement, clarify and/or in some cases supplant the provisions of this section.

- b. In consultation with the shift supervisor, the officer must make a determination whether application for a complaint-warrant is either mandated (9:2-8(c)) or presumed (9:2-8(d)).
- c. MANDATORY COMPLAINT-WARRANT – Crimes/conditions requiring a mandatory application for a complaint-warrant where probable cause exists to believe that defendant committed or attempted to commit:

1. Murder (N.J.S.A. 2C:11-3);
2. Aggravated manslaughter (N.J.S.A. 2C:11-4(a));
3. Manslaughter (N.J.S.A. 2C:11-4(b));
4. Aggravated sexual assault (N.J.S.A. 2C:14-2(a));
5. Sexual assault (N.J.S.A. 2C:14-2(b) or (c));
6. Robbery (N.J.S.A. 2C:15-1);
7. Carjacking (N.J.S.A. 2C:15-2);
8. Escape (N.J.S.A. 2C:29-5(a));
9. The defendant was extradited from another state for the current charge (the officer must notify the court of the extradition);
10. A lawful detainer has been lodged against the defendant by another law enforcement agency (the officer must notify the court of the detainer(s)).

Note: If a defendant is arrested for an offense committed under the laws of another state, or the United States, and is not charged with an offense under New Jersey law, the *Bail Reform Act* does not apply, and the agency making the arrest or having custody of the defendant shall proceed in accordance with the laws, practices, and procedures currently in place.

d. PRESUMED COMPLAINT-WARRANT:

1. Automated risk assessment (PSA) indicates a moderate or high risk of flight (i.e. FTA score of 4, 5 or 6);
2. Automated risk assessment (PSA) indicates a moderate or high risk of new criminal activity (i.e. NCA score of 4, 5 or 6);
3. Automated risk assessment (PSA) indicates that there is a risk of new violence (i.e. the new violent criminal activity (NVCA) flag is indicated);
4. The defendant has violated a domestic violence restraining order as part of present offense;
5. The defendant has violated a sexual assault survivor protection order as part of present offense;
6. There is probable cause to believe that the defendant committed bail jumping in violation of N.J.S.A. 2C:29-7, witness tampering or retaliation in violation of N.J.S.A. 2C:28-5, witness obstruction in violation of N.J.S.A. 2C:29-3b(3), or witness tampering in violation of N.J.S.A. 2C:29-3a(3);
7. There is probable cause to believe that the defendant committed or attempted to commit:
 - A 1st or 2nd degree crime set forth in Chapter 35 of Title 2C;
 - A crime involving the possession/use of a firearm;
 - Vehicular homicide (N.J.S.A. 2C:11-5);
 - A second degree aggravated assault (N.J.S.A. 2C:12-1(b));
 - Disarming a law enforcement officer (N.J.S.A. 2C:12-11);
 - Kidnapping (N.J.S.A. 2C:13-1);
 - Aggravated arson (N.J.S.A. 2C:17-1(a));
 - Second degree burglary (N.J.S.A. 2C:18-2);
 - Extortion (N.J.S.A. 2C:20-5);

- Booby traps in manufacturing/distribution facilities (N.J.S.A. 2C:35-4.1(b));
 - Strict liability for drug induced death (N.J.S.A. 2C:35-9);
 - Terrorism (N.J.S.A. 2C:38-2);
 - Producing or possessing chemical weapons, biological agents or radiological devices (N.J.S.A. 2C:38-3);
 - Racketeering (N.J.S.A. 2C:41-2);
 - Firearms trafficking (N.J.S.A. 2C:39-9(i));
 - Causing or permitting a child to engage in a prohibited sexual act (N.J.S.A. 2C:24-4b(3));
8. The present offense was committed while on release for another offense (including release for any indictable crime or disorderly persons offense whether that previous offense had been charged by complaint-warrant or complaint-summons);
 9. The present offense was committed while on probation, special probation, intensive supervision program (ISP), parole or pretrial intervention (PTI) where the defendant pleaded guilty as required by N.J.S.A. 2C:43-12g(3);
 10. The present offense was committed while the defendant was on release pending sentence or appeal;
 11. Within the last 10 years, the defendant as a juvenile was adjudicated delinquent for a crime involving a firearm or a crime that if committed by an adult would be subject to N.J.S.A. 2C:43-7.2;
 12. It reasonably appears that the defendant has an out-of-state pending charge or conviction involving actual or threatened violence or unlawful possession or use of a firearm;
 13. The PSA results are not available because either the Live Scan system or the judiciary's automated PSA system is not operational, or the results from the PSA otherwise are not or will not be available within a reasonable period of time (e.g. within two hours of fingerprinting the defendant);
 14. The case involves domestic violence and the officer has reason to believe, considering the totality of circumstances, that the issuance of a no-contact condition or other restraint, a requirement to surrender weapons, a prohibition from the defendant possessing any firearm or other weapon, or any other special condition of pretrial release expressly authorized by N.J.S.A. 2C:25-26a is necessary to reasonably assure the immediate safety of the victim.
 15. If any one of these above criteria exists, a complaint-warrant **must** be sought, **unless** there is a determination made that neither the interests of public or victim safety nor the interests of justice would be served by applying for a complaint-warrant. In any case involving domestic violence, when considering the totality of circumstances, the following special considerations and factors must be assessed:
 - In all cases involving domestic violence and in consultation with the shift supervisor, the officer must consider whether the mandatory detention that would result from the issuance of a complaint-warrant might exacerbate the domestic violence situation, or might discourage a victim from pursuing the charge or cooperating with the prosecution, or otherwise would not serve the interest of justice.

- Given the repetitive nature of domestic violence offenses, the officer may consider whether it is appropriate to apply for a complaint-warrant in recognition that if the defendant is charged on a complaint-summons and thereafter commits a new crime while on pretrial release, the prosecutor cannot move to revoke release.
 - In determining whether to apply for a complaint-summons or a complaint-warrant in domestic violence cases, the officer shall give special consideration to the following circumstances relevant to the risks that would be posed if the defendant were to be released on a complaint-summons:
 - 1) Whether the victim exhibited sign of injury caused by an act of domestic violence, and if so, the extent of injury;
 - 2) Whether any weapon was used or threatened to be used against the victim;
 - 3) Whether the defendant has at any time previously violated a domestic violence restraining order and the nature and seriousness of such violation(s);
 - 4) Whether there is reason to believe that the defendant possesses one or more firearms that for practical or other reasons cannot be seized or surrendered pursuant to the *Prevention of Domestic Violence Act* before the defendant can be released on a complaint-summons.
- e. PRESUMED COMPLAINT-SUMMONS – If the case is not a mandatory or presumed warrant application, the officer **SHALL** issue a complaint-summons, unless the application for a complaint-warrant is reasonably necessary to protect the safety of a victim or community, to reasonably assure the defendant's appearance in court when required, or to prevent the defendant from obstructing or attempting to obstruct the criminal justice process, AND there is a lawful basis to apply for a complaint-warrant:
1. In addition to the PSA score, the defendant has:
 - A history of juvenile delinquency;
 - An out-of-state criminal history;
 - Known gang or organized crime affiliation;
 - Is on probation or parole.
 2. The defendant has been served with a complaint-summons and has failed to appear;
 3. There is reason to believe that the defendant is dangerous to him/herself if released on a summons;
 4. There is reason to believe that the defendant will pose a danger to the safety of any other person or the community if released on a summons;
 5. There is one or more outstanding warrants for the defendant;
 6. The defendant's identity or address is not known and a warrant is necessary to subject the defendant to the jurisdiction of the court;
 7. There is reason to believe that the defendant will obstruct or attempt to obstruct the criminal justice process if released;
 8. There is reason to believe that the defendant will not appear in response to a summons; or

9. There is reason to believe that the monitoring of pretrial release conditions by the pretrial services agency is necessary to protect any victim, witness, other specified person, or the community.
- f. An assistant prosecutor **must** be contacted for consultation and approval prior to the issuance of a complaint-summons or an application for a complaint-warrant regarding any indictable crime or disorderly persons offense if:
 1. The case involves a first or second degree charge; or
 2. The officer seeks to issue a complaint-summons when an application for a complaint-warrant is presumed; or
 3. The officer seeks to apply for a complaint-warrant when the issuance of a complaint-summons is presumed; or
 4. The case involves an offense involving domestic violence; where any of the grounds specified in N.J.S.A. 2C:25-21((a)(1) to (4) apply.
- g. An assistant prosecutor **does not** have to be contacted for consultation and approval prior to the issuance of a complaint-summons or an application for a complaint-warrant regarding any indictable crime or disorderly persons offense if:
 1. The case does **not** involve a charge of the first or second degree, and the officer seeks to issue a complaint-summons when the issuance of a complaint-summons is presumed; or
 2. The case does **not** involve a charge of the first or second degree, and the officer seeks to apply for a complaint-warrant when the application for a complaint-warrant is presumed.
 3. In such circumstances where contact and approval of an assistant prosecutor is **not** required, the expressed approval of the shift supervisor is required prior to the issuance of the complaint-summons or the application for a complaint-warrant.
- h. If an officer applies for a complaint-warrant and the judge or other court officer reviewing the application declines to issue a complaint-warrant, the officer shall notify the assistant prosecutor as soon as practicable.
- i. Camden County Prosecutor's Office (CCPO) – Specific Protocol:
 1. The CCPO has “authorized” the issuance of a Complaint-Warrant in those cases where a Complaint-Warrant is Mandatory (9:2-8(c)) or Presumed (9:2-8(d)).
 2. An assistant prosecutor shall be contacted to approve the issuance of a Complaint-Summons when an application for a Complaint-Warrant is presumed (9-2-8(d)) or to approve the issuance of a Complaint-Warrant when a Complaint-Summons is presumed (9:2-8(e).
 3. With respect to Domestic Violence cases; the CCPO has authorized officers to seek the issuance of a Complaint-Warrant without the necessity to contact an Assistant prosecutor:
 - **UNLESS** the violation is for N.J.S.A. 2C:25-21(a)(3) (*violation of a restraining order*); in which case the officer SHALL contact an assistant Prosecutor for approval and/or
 - In cases where an arrest is made for N.J.S.A. 2C:25-21(B (*discretionary arrest*) with the approval of the stationhouse commander; **IF** it is believed that, after consideration of the factors listed at 9:2-8(d)(15).

4. Consultation with an assistant prosecutor is not required for those cases where there is a Presumed Complaint-Summons (9:2-8(e)) and the issuance of a Complaint-Summons is authorized by the stationhouse commander.
 5. The stationhouse commander shall send an email to **LE Sensitive** when a complaint-warrant has been issued. This email shall indicate whether there is reason to believe that a motion for pretrial detention or revocation of release should be filed by the prosecutor.
 6. In the event an officer applies for a complaint-warrant without first obtaining approval from an assistant prosecutor and the court or other judicial officer denies the application; the stationhouse commander shall send an email to **LE Sensitive**.
- j. Essex County Prosecutor's Office (ECPO) – Specific Protocol:
1. The ECPO has “pre-authorized” all indictable crimes, disorderly persons offenses or petty disorderly persons offenses where a warrant may be sought. No indictable summons is to be issued and no warrant is to be submitted to a Judicial Officer without the prior approval of an Assistant Prosecutor.
 2. All charges and arrests related to homicides; vehicle homicides; arsons; sex crimes; child abuse, carjacking, law enforcement related and official misconduct shall be pre-screened by the assigned ECPO unit consistent with existing protocol.
 3. All disorderly persons and/or petty disorderly persons offenses, are authorized to be placed on a complaint-summons provided that they are approved by the stationhouse commander and included within the listing of those offenses for which a complaint-summons is “presumed” at section 9:2-8(e) of this directive.
- k. Middlesex County Prosecutor's Office (MCPO) – Specific Protocol:
1. In cases where there is a Mandatory Complaint-Warrant (9:2-8(c)); Presumed Complaint Warrant (9:2-8(d)) or in cases where there is Presumed Complaint – Summons and the arresting officer believes a Complaint-Warrant should be authorized; the arresting officer shall contact an assistant prosecutor **prior** to the initiation of the criminal complaint process as discussed at section 9:2-8(a); specifically, Live Scan Fingerprinting.
 2. Consultation with an assistant prosecutor is not required for those cases where there is a Presumed Complaint-Summons (9:2-8(e)) and the issuance of a Complaint-Summons is authorized by the stationhouse commander.

9:2-9 IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE)

- a. Whenever an officer makes an arrest, the arresting officer, or designee, as part of the arrest process, shall inquire about the arrestee's citizenship and document the arrestee's response within the field arrest report.
- b. If the officer has reason to believe that the arrestee may not be lawfully present in the United States, the officer shall **ONLY** notify Immigration and Customs Enforcement (ICE) of the detained individual's upcoming release from custody if, the detainee:
 1. Is currently charged with, has ever been convicted of, or has ever been adjudicated delinquent for:

- Any first or second degree offense, as defined in N.J.S.A. 2C:43-1;
 - Any indictable domestic violence offense defined in N.J.S.A. 2C:25-19;
 - Any other “violent or serious” offense as listed at Appendix B of this directive;
 - Any indictable offense under the law of another jurisdiction that is the substantial equivalent to an offense described in bullets 1 – 3 of this section; *or*
- 2. In the past five years, has been convicted of an indictable crime other than a violent or serious offense; *or*
- 3. Is subject to a Final Order of Removal that has been signed by a federal judge and lodged with the county jail or state prison where the detainee is being held.
- c. Continuing the detention of an individual past the time at which the detainee would be eligible for release from custody based solely on a civil detainer request is **PROHIBITED**; unless one of the criteria established at 9:2-9(b), above, is met.
- d. Any protracted detention under this section shall last only until 2359 hours on the calendar day on which the person would otherwise have been eligible for release.
- e. A detained individual shall be promptly notified, in writing and in a language the individual can understand, when federal immigration authorities request to:
 - 1. Be notified of the detainee’s upcoming release from custody (9:2-9(b)) or
 - 2. Continue detaining the detainee past the time that the detainee would have otherwise been eligible for release (9:2-9(c)).
- f. Where notification to ICE is required, consistent with 9:2-9(b), above, notification shall occur at the conclusion of the booking process.
 - Notification to ICE may be made telephonically, by facsimile transmission, or by such other means as ICE may provide.
 - The officer shall document when and by what means notification to ICE was made, the factual basis for believing that the person may be an undocumented immigrant, and the name of the ICE officer notified.
- g. Whenever a law enforcement officer notifies ICE about a suspected undocumented immigrant, notification shall also be made to the respective County Prosecutor’s Office and to any court officer setting bail or conditions of pretrial release.
- h. The officer shall complete the “*U.S. Immigration and Customs Enforcement Notification/Inquiry Form*” whenever notification is made to ICE. A copy of the completed form must be faxed to the respective County Prosecutor’s Office Unit. The original will be attached to the white copy of the CDR.
- i. When filling out the Immigration and Customs Notification Inquiry Forms the communications center personnel shall be directed to send an NLETS message to Immigration Alien Inquiry (IAQ) completing all of the information. A Public Safety Telecommunicator shall not be directed to complete the IAQ until the arrestee is deemed “eligible for release.” A copy of the IAQ response shall be included when other reports being faxed. A copy must also be attached to the criminal complaint as well (if one is completed). The response may take up to 30

minutes to receive. The officer **MUST** fill in all of the sections of the form (including a Supervisor's signature) prior to faxing the reports.

- j. When using the E-CDR to charge the defendant with an indictable crime, a dialogue box will appear on the screen asking the officer if reason exists to believe that the defendant is an illegal immigrant. If the officer answers affirmatively, then the officer is prompted to enter the basis for the conclusion as to immigration status by checking all that apply (Absence of legal documentation; ICE confirmation; ICE contacted/awaiting reply; ICE replied – no record found; Defendant admission or other statements; and/or Other (Specify)).
- h. When confronted with a scenario wherein an arrestee is subject of **BOTH** a judicial order (e.g. warrant) **and** a request for detention by ICE; the judicial order shall be satisfied first and the arrestee shall not be held any longer than operationally necessary simply to facilitate the transfer to ICE custody except as provided, above, at 9:2-9(b-)), consistent with 9:2-9(d).
- i. The approval of a command rank officer (lieutenant or higher) shall be required whenever the arrest or continued detention of an individual will result in a notification to ICE. It shall be the responsibility of the attending command rank officer to ensure that the criteria established at 9:2-9(b) is properly satisfied prior to granting authorization.

9:2-10 REPORTING REQUIREMENTS

- a. An arrest report shall be completed for every adult arrested. In cases where the person being arrested is uncooperative, pedigree information can be obtained from other sources such as CCH files, records bureau files, DMV records, etc.
- b. A Preliminary Law Enforcement Incident Report (PLEIR) and Affidavit of Probable case shall be completed when a CDR is issued.
- c. For warrant arrests, the name of the court having jurisdiction, amount of bail, and facility where committed, if applicable, should also be included.
- d. Arrest reports shall be reviewed by a supervisor prior to submission.
- e. Two copies of the arrest report should be generated for the arrest of a subject on an outstanding CDR Warrant(s). One copy shall be forwarded to TAC Officer to be filed with warrant execution documents. The remaining copy should be forwarded to the Central Records Bureau with the related reports or filed electronically directly to RMS as appropriate.
- f. These reporting requirements are merely the minimum required by the agency and are not intended to prohibit any additional requirements/distribution of reports as required by any geographic division through local directive.

APPENDIX A
MANDATORY/PRESUMED WARRANT


| Statute | Charge (including attempt) | Warrant? |
|-------------------------|---|-----------------|
| 2C:11-3 | Murder | MANDATORY |
| 2C:11-4(a), (b) | Aggravated manslaughter or manslaughter | PRESUMED |
| 2C:11-5 | Vehicular homicide | PRESUMED |
| 2C:12-1(b)(1), (6), (8) | Aggravated assault (2 nd degree only) | PRESUMED |
| 2C:12-1(b)(4) | Aggravated assault (pointing a firearm) | PRESUMED |
| 2C:12-11 | Disarming a law enforcement officer | PRESUMED |
| 2C:13-1 | Kidnapping | PRESUMED |
| 2C:14-2(a), (b), (c) | Aggravated sexual assault or sexual assault | MANDATORY |
| 2C:15-1 | Robbery | MANDATORY |
| 2C:15-2 | Carjacking | MANDATORY |
| 2C:17-1(a) | Aggravated arson | PRESUMED |
| 2C:18-2 | Burglary (2 nd degree only) | PRESUMED |
| 2C:20-5 | Extortion | PRESUMED |
| 2C:24-4(b)(3) | Causing or permitting a child to engage in a sexual act | PRESUMED |
| 2C:28-5 | Witness tampering / retaliation | PRESUMED |
| 2C:29-3(a)(3), (b)(3) | Witness tampering or witness obstruction | PRESUMED |
| 2C:29-5(a) | Escape | MANDATORY |
| 2C:29-7 | Bail jumping | PRESUMED |
| 2C:29-9(b), (d) | Violation of restraining order / SASPA | PRESUMED |
| 2C:35-3 | Leader of narcotics trafficking network | PRESUMED |
| 2C:35-4 | Maintaining a CDS production facility | PRESUMED |
| 2C:35-4.1(b) | Booby traps in manufacturing or distribution facilities | PRESUMED |
| 2C: 35 | Other CDS offenses (1 st and 2 nd degree only) | PRESUMED |
| 2C:35-7.1 | Possession with intent to distribute CDS within 500' of public property (2 nd degree only) | PRESUMED |
| 2C:35-5b | Possession with intent / distribution (1 st or 2 nd degree only) | PRESUMED |
| 2C:35-9 | Strict liability in drug induced deaths | PRESUMED |
| 2C:38-2/2C:38-3 | Terrorism / chemical weapons, biological agents, etc. | PRESUMED |
| 2C:39-3(b), 3(d) | Prohibited firearm (sawed-off shotgun or defaces firearm) | PRESUMED |
| 2C:39-4(a) | Unlawful purpose (firearm) | PRESUMED |
| 2C:39: 4.1(a) | Weapons and controlled dangerous substances/Bias | PRESUMED |
| 2C:39 | Unlawful possession or use of a firearm | PRESUMED |
| 2C:39-7(b) | Certain persons not to possess weapons (firearms) | PRESUMED |
| 2C:39-9(i) | Firearms trafficking | PRESUMED |
| 2C:41-2 | Racketeering | PRESUMED |

FOR ANY OTHER CHARGE IF:

| | |
|---|-----------|
| Extradition from another state or lawful detainer lodged in New Jersey | MANDATORY |
| FTA or NCA score is 4, 5, or 6 | PRESUMED |
| There is a NVCA (new violent criminal activity) flag | PRESUMED |
| Offense was committed while defendant was released for an unrelated charge | PRESUMED |
| Offense was committed while defendant is on probation or special probation | PRESUMED |
| Offense was committed while defendant was released ISP/PTI | PRESUMED |
| Offense was committed while defendant released pending sentence or appeal | PRESUMED |
| Juvenile history includes adjudication for firearm/NERA charge within 10 years | PRESUMED |
| Out-of-state history includes conviction/pending charge involving 'actual or threatened violence' or 'unlawful possession or use of a firearm'. | PRESUMED |

APPENDIX B
CHART OF ADDITIONAL VIOLENT & SERIOUS OFFENSES

| Statute | Description |
|----------------|---|
| 2C:12-1 | Assault |
| 2C:12-1.1 | Knowingly Leaving Scene of Motor Vehicle Accident Involving Serious Bodily Injury |
| 2C:12-10 | Stalking |
| 2C:12-13 | Throwing Bodily Fluid at Officers |
| 2C:14-3 | Criminal Sexual Contact |
| 2C:16-1 | Bias Intimidation |
| 2C:17-1 | Arson |
| 2C:17-2 | Causing Widespread Injury or Damage |
| 2C:18-2 | Burglary of a Dwelling |
| 2C:24-4 | Endangering the Welfare of Children |
| 2C:28-5 | Witness Tampering and Retaliation |
| 2C:29-2B | Eluding a Law Enforcement Officer |
| 2C:29-3A(5) | Hindering Apprehension of Another Using Force or Intimidation |
| 2C:29-3B(2) | Hindering Apprehension of Oneself Using Force or Intimidation |
| 2C:29-9 | Criminal Contempt (Violation of Restraining Orders, Domestic Violence Orders, Etc.) |
| 2C:40-3B | Aggravated Hazing |

| | | | |
|---|--|--|-------------------------------------|
|  | RUTGERS UNIVERSITY POLICE DEPARTMENT WRITTEN DIRECTIVE SYSTEM | | 9:2 |
| | BOOKING PROCESS | | |
| | Effective Date: 01-18-2019 | | Supersedes: 9:2 (11-30-2018) |

9:2-1 PURPOSE

The purpose of this directive is to codify this agency's policy and procedures concerning the adult booking process.

9:2-2 POLICY

It is the policy of this agency to process all applicable persons with dignity and respect and in conformance with existing laws and court rules governing due process.

9:2-3 GENERAL

- a. All adult arrestees shall be processed in accordance with the provisions of this directive. Arrested persons shall be booked and made eligible for release in that order in an expeditious a manner as possible.
- b. For the purposes of this directive, the following terms are defined:
 - **Booking Process** shall mean the process by which an arrestee is recorded into the in-house system (9:2-4); photographed (9:2-5); fingerprinted, *where applicable* (9:2-6); DNA is collected, *where applicable* (9:2-7) and charged (9:2-8). The term, booking process, shall not include time allocated to interview/interrogation and/or additional custody time (i.e. John's Law, Mental Health Detainers, etc...)
 - **Eligible for Release** shall mean the period in time in which the booking process has been completed and the arrestee has been notified of the charges as well as the amount of bail (*if applicable*) which is required and notwithstanding any additional considerations (e.g. John's law, being informed of the existence of a restraining order, etc...).
- c. Officers are reminded of their responsibility to fully and completely satisfy the **Booking Process**, consistent with the requirements of this directive, prior to releasing or causing the release of an arrestee from the care, custody and control of this agency. Officers should balance the anticipated processing time associated with an arrestee with the distance from which another law enforcement agency will be traveling.
- d. Every effort should be made to ensure arrestees are not released from custody until all identification information has been obtained and identity has been verified. Additionally, a thorough inquiry shall be made concerning the wanted status of the detainee. This check shall include, at a minimum, an inquiry through NCIC/SCIC and ATS/ACS. ***For the purpose of this section, transferring to another law enforcement authority does not constitute a "release from custody."***
 - A query of the AFIS system should be conducted where appropriate to confirm the SBI Number contained within a Computerized Criminal History (CCH).
- e. The entire person of the individual taken into custody is to be searched for weapons, contraband, evidence and implements of escape prior to commencing the booking process. The search must be thorough enough to ensure the safety

of the individual, the arresting officer, and other officers and persons the individual may come in contact with while in custody.

- f. Arrestees should be debriefed in accordance with Directive 9:12.
- g. Arrestees shall be queried for dependents in compliance with Directive 9:5 Alternate Care for Arrestee Dependents.
- h. Non U.S. citizens may be subject to consular notification requirements, see Directive 11:7 Consular Notifications for mandatory procedures.
- i. Procedures for fingerprinting Juvenile Arrestees are addressed at Directive 7:37-8.

9:2-4 IN-HOUSE INQUIRY

- a. Arresting officer(s) shall query the in-house Record Management System to determine whether the arrestee has an existing arrest record with this agency.
- b. If this is the person's first arrest, a unique identification number will be generated by the system and shall be assigned as the subject's Central Booking Number (CBN) for all criminal arrest files. This is for the purpose of maintaining a criminal history file. (See *Directive 5:15-6c*).

9:2-5 PHOTOGRAPHING ARRESTED PERSONS

- a. All adult arrestees shall be photographed to ensure positive identification and to provide updated intelligence on their appearance, residence, occupation, etc. regardless of the reason for their arrest.
- b. When photographing arrestees, first ensure that the information on the booking slate is correct.
- c. The arrestee's head should be straight and not tilted to either side in the photograph. One photograph should be taken facing forwards and a second with the arrestee facing to his/her left (*this will provide a profile shot of the right side of the arrestee's face*).
- d. Arrestees should remove headwear before being photographed unless the headwear is unusual, particular to the individual as an identifier, or has value as criminal intelligence. In these cases, an additional photograph of the arrestee should be taken with the headwear on.
- e. Officers should note and photograph unique scars, marks and tattoos, particularly when the officer has reason to believe the possibility of gang affiliation.
- f. Individuals who will also be fingerprinted shall have their photograph taken with that system.

9:2-6 FINGERPRINTING ARRESTED PERSONS

- a. Fingerprints shall be taken using the Live Scan electronic fingerprint device. If the device is not working (or unavailable), roll fingerprints using ink and fingerprint cards. If fingerprint cards are used, two (2) FBI cards (red) and one (1) SBI card (black) shall be used.
- b. Consistent with NJSA 53:1-15, NJSA 53:1-18.1 and Court Rule 3:4-1(c), fingerprints shall be taken, immediately upon the arrest of any person:

1. For an indictable offense;
 2. For any of the grounds specified in paragraph (1), (2), (3) or (4) of subsection a. of section 5 of P.L.1991, c.261 (NJSA 2C:25-21) specifically:
 - i. The victim exhibits signs of injury caused by an act of domestic violence;
 - ii. A warrant is in effect;
 - iii. There is probable cause to believe that the person has violated N.J.S.2C:29-9, and there is probable cause to believe that the person has been served with the order alleged to have been violated; or
 - iv. There is probable cause to believe that a weapon as defined in N.J.S.2C:39-1 has been involved in the commission of an act of domestic violence.
 3. Believed to be wanted for an indictable offense;
 4. Believed to be an habitual criminal;
 5. For shoplifting, pursuant to N.J.S.2C:20-11;
 6. For prostitution, pursuant to N.J.S.2C:34-1;
 7. Arrested for narcotic or dangerous drug offenses, whether indictable or otherwise.
- c. Ensure that the arrestee signs and dates the Live Scan signature pad or fingerprint cards where indicated. If rolled prints are used, the officer taking the fingerprints shall also include their name where indicated.
- d. The fingerprint inquiry feature of the Live Scan system may be utilized to confirm the identity of someone taken into custody, even if the person has not been arrested for an offense which would permit fingerprinting.
- e. On the rare occasions where it is impractical to fingerprint the arrestee at the time of the arrest for an offense which would otherwise require fingerprinting be taken, consistent with Section 9:2-6(b) *above*; the arrestee must be instructed to submit to this law enforcement agency for fingerprinting prior to their scheduled court appearance or to make alternative arrangements with the investigations division commander. This should be noted appropriately within any investigative documents.

9:2-7 DNA DATABASE AND DATABANK

- a. During any custodial arrest, a New Jersey State Police Master Name Index check shall be conducted on the arrestee and if the DNA flag reads "Collection Required," the collection of a DNA sample is required and shall therefore be completed prior to the release of the prisoner from custody.
- b. Consistent with NJSA 53:1-20.17 et. seq., a DNA sample shall be collected from every arrestee prior to release or incarceration from every person arrested for the commission (or attempted commission) of one of the following offenses:
 - Murder, N.J.S.A. 2C:11-3;
 - Manslaughter, N.J.S.A. 2C:11-4;
 - Aggravated sexual assault and sexual assault, N.J.S.A. 2C:14-2;
 - Aggravated criminal sexual contact and criminal sexual contact, N.J.S.A. 2C:14-3;
 - Aggravated assault of the second degree, N.J.S.A. 2C:12-1;

- Kidnapping, N.J.S.A. 2C:13-1,
 - Luring or enticing a child, N.J.S.A. 2C:13-6; or
 - Engaging in sexual conduct which would impair or debauch the morals of a child, N.J.S.A. 2C:24-4.
- c. Every juvenile arrested for an act which, if committed by an adult, would constitute one of these offenses must also provide a DNA sample prior to the juvenile's release from custody.
 - d. DNA samples collected under this section shall be collected with a "buccal swab" and only by sworn personnel who have been trained in the proper technique and associated administrative submission protocol.
 - e. DNA Samples shall be submitted to the New Jersey State Police for entry into the DNA Database and COMbined DNA Index System (CODIS) in accordance with the procedures promulgated for their submission.
 - f. After allowing the card to completely dry the DNA sample shall be placed into the "New Jersey State DNA Databank" envelope, labeled in accordance with the established protocol and submitted into evidence. Upon receipt the evidence custodian will be responsible for submitting the sample in accordance with section 9:2-7(e).
 - g. NJSA 2C:29-11 provides, in pertinent part, that a person or juvenile who knowingly refuses to allow a biological sample to be collected pursuant to the provisions of NJSA 53:1-20.17 et seq. is guilty of a crime of the fourth degree. Any person refusing to provide such a sample shall be required to document their refusal via the attached "DNA Refusal Form" which is available via PowerDMS.

9:2-8

COMPLAINT PROCESSING

- a. Prior to charging a defendant with any indictable crime or disorderly persons offense and **before** contacting an assistant prosecutor or the shift supervisor; the arresting officer must:
 1. For qualifying crimes/offenses listed at 9:2-6(b), take and submit fingerprints of the defendant using Live Scan. Live Scan fingerprinting must be completed before beginning eCDR complaint entry.
 - *Note: The Middlesex County Prosecutor's Office requires notification prior to Live Scan fingerprinting (see 9:2-8(k)).*
 2. After a Live Scan confirmation is received, proceed to the eCDR system and begin generating a complaint.
 - **Before** a decision is made between the issuance of a complaint-summons and a complaint-warrant, and **before** a complaint is filed, initiate the automated pretrial risk assessment process and receive a preliminary public safety assessment (PSA).
 - If the PSA indicates that the defendant has an out-of-state criminal record, the appropriate out-of-state criminal history check must be run.
 3. In a case where the defendant has not been arrested, ascertain the defendant's criminal history by making an NCIC/CCH or Interstate Identification Index (III) query that does not require fingerprint verification.
 4. In a case where the defendant has not been fingerprinted because the offense(s) for which the defendant has been arrested does not require

fingerprinting (and therefore no automated PSA score can be calculated), ascertain the defendant's criminal history by making an NCIC/CCH or III query that does not require fingerprint verification.

5. In cases involving domestic violence, check the domestic violence central registry to determine whether the defendant is subject to a domestic violence restraining order.
6. In cases involving a sexual offense under N.J.S.A. 2C:14-1 et seq., check the central registry established under N.J.S.A. 2C:14-20 to determine whether the defendant is subject to a protective order issued pursuant to the *Sexual Assault Survivor Protection Act*.
7. If the defendant is less than 28 years old, check the juvenile central registry to determine if the defendant has a juvenile record that might have a material bearing on the charging decision.
8. Assess and be prepared to present to the assistant prosecutor, the shift supervisor and/or the judicial officer, factors outside the PSA that could impact on a decision to seek a complaint-warrant, including but not limited to:
 - Any threat of future harm to a victim or witness;
 - Involvement with gang or organized crime;
 - Alcohol/drug dependency;
 - Mental illness;
 - Commission of the offense against a particularly vulnerable victim or in the presence of a child.
9. Complete a full and detailed *Preliminary Law Enforcement Incident Report* (P.L.E.I.R.) as part of the eCDR process. (Unless an assistant prosecutor expressly indicates that a P.L.E.I.R. should not be completed.)
10. If an application for a complaint-warrant is to be made, complete a full and detailed *Affidavit of Probable Cause* as part of the eCDR process. (Unless an assistant prosecutor expressly indicates that an *Affidavit of Probable Cause* should not be completed in the eCDR)

Note: Each County Prosecutor's Office has issued its own directives relative to the specific sequence within which an assistant prosecutor is to be contacted. In consideration thereof and notwithstanding the provisions of this section; additional procedures are provided at sections 9:2-8(i-k) of this directive. These "county specific protocols" are intended to supplement, clarify and/or in some cases supplant the provisions of this section.

- b. In consultation with the shift supervisor, the officer must make a determination whether application for a complaint-warrant is either mandated (9:2-8(c)) or presumed (9:2-8(d)).
- c. MANDATORY COMPLAINT-WARRANT – Crimes/conditions requiring a mandatory application for a complaint-warrant where probable cause exists to believe that defendant committed or attempted to commit:
 1. Murder (N.J.S.A. 2C:11-3);
 2. Aggravated manslaughter (N.J.S.A. 2C:11-4(a));
 3. Manslaughter (N.J.S.A. 2C:11-4(b));
 4. Aggravated sexual assault (N.J.S.A. 2C:14-2(a));
 5. Sexual assault (N.J.S.A. 2C:14-2(b) or (c));

6. Robbery (N.J.S.A. 2C:15-1);
7. Carjacking (N.J.S.A. 2C:15-2);
8. Escape (N.J.S.A. 2C:29-5(a));
9. The defendant was extradited from another state for the current charge (the officer must notify the court of the extradition);
10. A lawful detainer has been lodged against the defendant by another law enforcement agency (the officer must notify the court of the detainer(s)).

Note: If a defendant is arrested for an offense committed under the laws of another state, or the United States, and is not charged with an offense under New Jersey law, the *Bail Reform Act* does not apply, and the agency making the arrest or having custody of the defendant shall proceed in accordance with the laws, practices, and procedures currently in place.

d. PRESUMED COMPLAINT-WARRANT:

1. Automated risk assessment (PSA) indicates a moderate or high risk of flight (i.e. FTA score of 4, 5 or 6);
2. Automated risk assessment (PSA) indicates a moderate or high risk of new criminal activity (i.e. NCA score of 4, 5 or 6);
3. Automated risk assessment (PSA) indicates that there is a risk of new violence (i.e. the new violent criminal activity (NVCA) flag is indicated);
4. The defendant has violated a domestic violence restraining order as part of present offense;
5. The defendant has violated a sexual assault survivor protection order as part of present offense;
6. There is probable cause to believe that the defendant committed bail jumping in violation of N.J.S.A. 2C:29-7, witness tampering or retaliation in violation of N.J.S.A. 2C:28-5, witness obstruction in violation of N.J.S.A. 2C:29-3b(3), or witness tampering in violation of N.J.S.A. 2C:29-3a(3);
7. There is probable cause to believe that the defendant committed or attempted to commit:
 - A 1st or 2nd degree crime set forth in Chapter 35 of Title 2C;
 - A crime involving the possession/use of a firearm;
 - Vehicular homicide (N.J.S.A. 2C:11-5);
 - A second degree aggravated assault (N.J.S.A. 2C:12-1(b));
 - Disarming a law enforcement officer (N.J.S.A. 2C:12-11);
 - Kidnapping (N.J.S.A. 2C:13-1);
 - Aggravated arson (N.J.S.A. 2C:17-1(a));
 - Second degree burglary (N.J.S.A. 2C:18-2);
 - Extortion (N.J.S.A. 2C:20-5);
 - Booby traps in manufacturing/distribution facilities (N.J.S.A. 2C:35-4.1(b));
 - Strict liability for drug induced death (N.J.S.A. 2C:35-9);
 - Terrorism (N.J.S.A. 2C:38-2);
 - Producing or possessing chemical weapons, biological agents or radiological devices (N.J.S.A. 2C:38-3);
 - Racketeering (N.J.S.A. 2C:41-2);

- Firearms trafficking (N.J.S.A. 2C:39-9(i));
 - Causing or permitting a child to engage in a prohibited sexual act (N.J.S.A. 2C:24-4b(3));
8. The present offense was committed while on release for another offense (including release for any indictable crime or disorderly persons offense whether that previous offense had been charged by complaint-warrant or complaint-summons);
 9. The present offense was committed while on probation, special probation, intensive supervision program (ISP), parole or pretrial intervention (PTI) where the defendant pleaded guilty as required by N.J.S.A. 2C:43-12g(3);
 10. The present offense was committed while the defendant was on release pending sentence or appeal;
 11. Within the last 10 years, the defendant as a juvenile was adjudicated delinquent for a crime involving a firearm or a crime that if committed by an adult would be subject to N.J.S.A. 2C:43-7.2;
 12. It reasonably appears that the defendant has an out-of-state pending charge or conviction involving actual or threatened violence or unlawful possession or use of a firearm;
 13. The PSA results are not available because either the Live Scan system or the judiciary's automated PSA system is not operational, or the results from the PSA otherwise are not or will not be available within a reasonable period of time (e.g. within two hours of fingerprinting the defendant);
 14. The case involves domestic violence and the officer has reason to believe, considering the totality of circumstances, that the issuance of a no-contact condition or other restraint, a requirement to surrender weapons, a prohibition from the defendant possessing any firearm or other weapon, or any other special condition of pretrial release expressly authorized by N.J.S.A. 2C:25-26a is necessary to reasonably assure the immediate safety of the victim.
 15. If any one of these above criteria exists, a complaint-warrant **must** be sought, **unless** there is a determination made that neither the interests of public or victim safety nor the interests of justice would be served by applying for a complaint-warrant. In any case involving domestic violence, when considering the totality of circumstances, the following special considerations and factors must be assessed:
 - In all cases involving domestic violence and in consultation with the shift supervisor, the officer must consider whether the mandatory detention that would result from the issuance of a complaint-warrant might exacerbate the domestic violence situation, or might discourage a victim from pursuing the charge or cooperating with the prosecution, or otherwise would not serve the interest of justice.
 - Given the repetitive nature of domestic violence offenses, the officer may consider whether it is appropriate to apply for a complaint-warrant in recognition that if the defendant is charged on a complaint-summons and thereafter commits a new crime while on pretrial release, the prosecutor cannot move to revoke release.
 - In determining whether to apply for a complaint-summons or a complaint-warrant in domestic violence cases, the officer shall give special

consideration to the following circumstances relevant to the risks that would be posed if the defendant were to be released on a complaint-summons:

- 1) Whether the victim exhibited sign of injury caused by an act of domestic violence, and if so, the extent of injury;
- 2) Whether any weapon was used or threatened to be used against the victim;
- 3) Whether the defendant has at any time previously violated a domestic violence restraining order and the nature and seriousness of such violation(s);
- 4) Whether there is reason to believe that the defendant possesses one or more firearms that for practical or other reasons cannot be seized or surrendered pursuant to the *Prevention of Domestic Violence Act* before the defendant can be released on a complaint-summons.

- e. PRESUMED COMPLAINT-SUMMONS – If the case is not a mandatory or presumed warrant application, the officer **SHALL** issue a complaint-summons, unless the application for a complaint-warrant is reasonably necessary to protect the safety of a victim or community, to reasonably assure the defendant's appearance in court when required, or to prevent the defendant from obstructing or attempting to obstruct the criminal justice process, **AND** there is a lawful basis to apply for a complaint-warrant:

1. In addition to the PSA score, the defendant has:

- A history of juvenile delinquency;
- An out-of-state criminal history;
- Known gang or organized crime affiliation;
- Is on probation or parole.

2. The defendant has been served with a complaint-summons and has failed to appear;
3. There is reason to believe that the defendant is dangerous to him/herself if released on a summons;
4. There is reason to believe that the defendant will pose a danger to the safety of any other person or the community if released on a summons;
5. There is one or more outstanding warrants for the defendant;
6. The defendant's identity or address is not known and a warrant is necessary to subject the defendant to the jurisdiction of the court;
7. There is reason to believe that the defendant will obstruct or attempt to obstruct the criminal justice process if released;
8. There is reason to believe that the defendant will not appear in response to a summons; or
9. There is reason to believe that the monitoring of pretrial release conditions by the pretrial services agency is necessary to protect any victim, witness, other specified person, or the community.

- f. An assistant prosecutor **must** be contacted for consultation and approval prior to the issuance of a complaint-summons or an application for a complaint-warrant regarding any indictable crime or disorderly persons offense if:

1. The case involves a first or second degree charge; or

2. The officer seeks to issue a complaint-summons when an application for a complaint-warrant is presumed; or
 3. The officer seeks to apply for a complaint-warrant when the issuance of a complaint-summons is presumed; or
 4. The case involves an offense involving domestic violence; where any of the grounds specified in N.J.S.A. 2C:25-21((a)(1) to (4) apply.
- g. An assistant prosecutor **does not** have to be contacted for consultation and approval prior to the issuance of a complaint-summons or an application for a complaint-warrant regarding any indictable crime or disorderly persons offense if:
1. The case does **not** involve a charge of the first or second degree, and the officer seeks to issue a complaint-summons when the issuance of a complaint-summons is presumed; or
 2. The case does **not** involve a charge of the first or second degree, and the officer seeks to apply for a complaint-warrant when the application for a complaint-warrant is presumed.
 3. In such circumstances where contact and approval of an assistant prosecutor is **not** required, the expressed approval of the shift supervisor is required prior to the issuance of the complaint-summons or the application for a complaint-warrant.
- h. If an officer applies for a complaint-warrant and the judge or other court officer reviewing the application declines to issue a complaint-warrant, the officer shall notify the assistant prosecutor as soon as practicable.
- i. Camden County Prosecutor's Office (CCPO) – Specific Protocol:
1. The CCPO has “authorized” the issuance of a Complaint-Warrant in those cases where a Complaint-Warrant is Mandatory (9:2-8(c)) or Presumed (9:2-8(d)).
 2. An assistant prosecutor shall be contacted to approve the issuance of a Complaint-Summons when an application for a Complaint-Warrant is presumed (9:2-8(d)) or to approve the issuance of a Complaint-Warrant when a Complaint-Summons is presumed (9:2-8(e)).
 3. With respect to Domestic Violence cases; the CCPO has authorized officers to seek the issuance of a Complaint-Warrant without the necessity to contact an Assistant prosecutor:
 - **UNLESS** the violation is for N.J.S.A. 2C:25-21(a)(3) (*violation of a restraining order*); in which case the officer SHALL contact an assistant Prosecutor for approval and/or
 - In cases where an arrest is made for N.J.S.A. 2C:25-21(B (*discretionary arrest*) with the approval of the stationhouse commander; **IF** it is believed that, after consideration of the factors listed at 9:2-8(d)(15).
 4. Consultation with an assistant prosecutor is not required for those cases where there is a Presumed Complaint-Summons (9:2-8(e)) and the issuance of a Complaint-Summons is authorized by the stationhouse commander.
 5. The stationhouse commander shall send an email to **LE Sensitive** when a complaint-warrant has been issued. This email shall indicate whether there is reason to believe that a motion for pretrial detention or revocation of release should be filed by the prosecutor.

6. In the event an officer applies for a complaint-warrant without first obtaining approval from an assistant prosecutor and the court or other judicial officer denies the application; the stationhouse commander shall send an email to LE Sensitive.

j. Essex County Prosecutor's Office (ECPO) – Specific Protocol:

1. The ECPO has “pre-authorized” all indictable crimes, disorderly persons offenses or petty disorderly persons offenses where a warrant may be sought. No indictable summons is to be issued and no warrant is to be submitted to a Judicial Officer without the prior approval of an Assistant Prosecutor.
2. All charges and arrests related to homicides; vehicle homicides; arsons; sex crimes; child abuse, carjacking, law enforcement related and official misconduct shall be pre-screened by the assigned ECPO unit consistent with existing protocol.
3. All disorderly persons and/or petty disorderly persons offenses, are authorized to be placed on a complaint-summons provided that they are approved by the stationhouse commander and included within the listing of those offenses for which a complaint-summons is ‘presumed’ at section 9:2-8(e) of this directive.

k. Middlesex County Prosecutor's Office (MCPO) – Specific Protocol:

1. In cases where there is a Mandatory Complaint-Warrant (9:2-8(c)); Presumed Complaint Warrant (9:2-8(d)) or in cases where there is Presumed Complaint – Summons and the arresting officer believes a Complaint-Warrant should be authorized; the arresting officer shall contact an assistant prosecutor **prior** to the initiation of the criminal complaint process as discussed at section 9:2-8(a); specifically, Live Scan Fingerprinting.
2. Consultation with an assistant prosecutor is not required for those cases where there is a Presumed Complaint-Summons (9:2-8(e)) and the issuance of a Complaint-Summons is authorized by the stationhouse commander.

9:2-9 IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE)

- a. Whenever an officer makes an arrest, the arresting officer, or designee, as part of the arrest process, shall inquire about the arrestee's citizenship and document the arrestee's response within the field arrest report.
- b. Notification to ICE shall not occur unless doing so is necessary to the ongoing investigation of an indictable offense by the subject **and** relevant to the offense under investigation.
- c. The transfer of custody to ICE of a detained individual shall occur only in response to a judicially issued warrant. An ICE Warrant for Arrest of Alien (form I-200) is a warrant issued by an immigration officer; not a judicially issued warrant and shall therefore, not be complied with. Continuing the detention of an individual past the time at which the detainee would be eligible for release from custody based solely on a civil detainer request is **PROHIBITED**.
- d. Any protracted detention under this section shall last only until 2359 hours on the calendar day on which the person would otherwise have been eligible for release.
- e. Personally identifying information, which is not publically accessible (e.g. social security number, credit card number, driver's license number, vehicle plate

number, insurance policy number and active financial account number), regarding a detained individual shall not be provided to ICE.

- f. When using the E-CDR to charge the defendant with an indictable crime, a dialogue box will appear on the screen asking the officer if reason exists to believe that the defendant is an illegal immigrant. If the officer answers affirmatively, then the officer is prompted to enter the basis for the conclusion as to immigration status by checking all that apply (Absence of legal documentation; ICE confirmation; ICE contacted/awaiting reply; ICE replied – no record found; Defendant admission or other statements; and/or Other (Specify)).

9:2-10 REPORTING REQUIREMENTS

- a. An arrest report shall be completed for every adult arrested. In cases where the person being arrested is uncooperative, pedigree information can be obtained from other sources such as CCH files, records bureau files, DMV records, etc.
- b. A Preliminary Law Enforcement Incident Report (PLEIR) and Affidavit of Probable case shall be completed when a CDR is issued.
- c. For warrant arrests, the name of the court having jurisdiction, amount of bail, and facility where committed, if applicable, should also be included.
- d. Arrest reports shall be reviewed by a supervisor prior to submission.
- e. Two copies of the arrest report should be generated for the arrest of a subject on an outstanding CDR Warrant(s). One copy shall be forwarded to TAC Officer to be filed with warrant execution documents. The remaining copy should be forwarded to the Central Records Bureau with the related reports or filed electronically directly to RMS as appropriate.
- f. These reporting requirements are merely the minimum required by the agency and are not intended to prohibit any additional requirements/distribution of reports as required by any geographic division through local directive.

APPENDIX A
MANDATORY/PRESUMED WARRANT

| Statute | Charge (including attempt) | Warrant? |
|-------------------------|---|-----------------|
| 2C:11-3 | Murder | MANDATORY |
| 2C:11-4(a), (b) | Aggravated manslaughter or manslaughter | PRESUMED |
| 2C:11-5 | Vehicular homicide | PRESUMED |
| 2C:12-1(b)(1), (6), (8) | Aggravated assault (2 nd degree only) | PRESUMED |
| 2C:12-1(b)(4) | Aggravated assault (pointing a firearm) | PRESUMED |
| 2C:12-11 | Disarming a law enforcement officer | PRESUMED |
| 2C:13-1 | Kidnapping | PRESUMED |
| 2C:14-2(a), (b), (c) | Aggravated sexual assault or sexual assault | MANDATORY |
| 2C:15-1 | Robbery | MANDATORY |
| 2C:15-2 | Carjacking | MANDATORY |
| 2C:17-1(a) | Aggravated arson | PRESUMED |
| 2C:18-2 | Burglary (2 nd degree only) | PRESUMED |
| 2C:20-5 | Extortion | PRESUMED |
| 2C:24-4(b)(3) | Causing or permitting a child to engage in a sexual act | PRESUMED |
| 2C:28-5 | Witness tampering / retaliation | PRESUMED |
| 2C:29-3(a)(3), (b)(3) | Witness tampering or witness obstruction | PRESUMED |
| 2C:29-5(a) | Escape | MANDATORY |
| 2C:29-7 | Bail jumping | PRESUMED |
| 2C:29-9(b), (d) | Violation of restraining order / SASPA | PRESUMED |
| 2C:35-3 | Leader of narcotics trafficking network | PRESUMED |
| 2C:35-4 | Maintaining a CDS production facility | PRESUMED |
| 2C:35-4.1(b) | Booby traps in manufacturing or distribution facilities | PRESUMED |
| 2C:35 | Other CDS offenses (1 st and 2 nd degree only) | PRESUMED |
| 2C:35-7.1 | Possession with intent to distribute CDS within 500' of public property (2 nd degree only) | PRESUMED |
| 2C:35-5b | Possession with intent / distribution (1 st or 2 nd degree only) | PRESUMED |
| 2C:35-9 | Strict liability in drug induced deaths | PRESUMED |
| 2C:38-2/2C:38-3 | Terrorism / chemical weapons, biological agents, etc. | PRESUMED |
| 2C:39-3(b), 3(d) | Prohibited firearm (sawed-off shotgun or defaces firearm) | PRESUMED |
| 2C:39-4(a) | Unlawful purpose (firearm) | PRESUMED |
| 2C:39: 4.1(a) | Weapons and controlled dangerous substances/Bias | PRESUMED |
| 2C:39 | Unlawful possession or use of a firearm | PRESUMED |
| 2C:39-7(b) | Certain persons not to possess weapons (firearms) | PRESUMED |
| 2C:39-9(i) | Firearms trafficking | PRESUMED |
| 2C:41-2 | Racketeering | PRESUMED |

FOR ANY OTHER CHARGE IF:

| | |
|---|-----------|
| Extradition from another state or lawful detainer lodged in New Jersey | MANDATORY |
| FTA or NCA score is 4, 5, or 6 | PRESUMED |
| There is a NVCA (new violent criminal activity) flag | PRESUMED |
| Offense was committed while defendant was released for an unrelated charge | PRESUMED |
| Offense was committed while defendant is on probation or special probation | PRESUMED |
| Offense was committed while defendant was released ISP/PTI | PRESUMED |
| Offense was committed while defendant released pending sentence or appeal | PRESUMED |
| Juvenile history includes adjudication for firearm/NERA charge within 10 years | PRESUMED |
| Out-of-state history includes conviction/pending charge involving 'actual or threatened violence' or 'unlawful possession or use of a firearm'. | PRESUMED |

Signatures

344 Rows, Generated by Michael Rein 10/9/2020 14:22 Eastern Standard Time

| Username | Last Name ▲ | First Name | Document Name | Folder | Revision Date | Revision Type | Job Title | Location | Signed Date |
|------------|-------------|------------|-----------------------|--|---------------------|---------------|----------------|---------------------------|---------------------|
| MAcevedo | Acevedo | Manuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/31/2019 16:30:52 |
| MAcevedo | Acevedo | Manuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/6/2018 09:19:16 |
| MAcevedo | Acevedo | Manuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 11/15/2018 13:37:51 |
| SAcquaviva | Acquaviva | Stephen | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Lieutenant | PD-Professional Standards | 10/26/2018 08:57:19 |
| SAcquaviva | Acquaviva | Stephen | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-Professional Standards | 12/1/2018 20:04:50 |
| SAcquaviva | Acquaviva | Stephen | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Lieutenant | PD-Professional Standards | 11/27/2018 07:21:12 |

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| SAcquaviva | Acquaviva | Stephen | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-Professional Standards | 1/21/2019 08:37:57 |
| DAnastasatos | Anastasatos | Demetrios | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 10/27/2018 09:13:58 |
| DAnastasatos | Anastasatos | Demetrios | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/6/2018 08:17:55 |
| DAnastasatos | Anastasatos | Demetrios | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 2/8/2019 16:04:05 |
| PBadoo | Badoo | Prince | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/21/2019 09:45:29 |
| PBadoo | Badoo | Prince | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 10/26/2018 08:28:37 |
| PBadoo | Badoo | Prince | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/3/2018 08:30:57 |

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| jbell | Bell | John | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-North-Administation | 12/1/2018 01:30:11 |
| jbell | Bell | John | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-North-Administation | 2/15/2019 01:38:36 |
| dbethea | Bethea | Da'Zhon | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 8/22/2019 15:35:07 |
| PBianchi | Bianchi | Peter | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/1/2018 08:28:10 |
| PBianchi | Bianchi | Peter | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 10/26/2018 19:13:20 |
| PBianchi | Bianchi | Peter | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/19/2019 10:53:45 |
| jbiondi | Biondi | Jonathan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 12/6/2018 09:59:47 |

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| jbiondi | Biondi | Jonathan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South-Patrol | 2/12/2019 13:22:14 |
| jbiundo | Biundo | Joseph | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/3/2019 17:53:04 |
| jbiundo | Biundo | Joseph | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/18/2018 00:04:37 |
| jbiundo | Biundo | Joseph | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 4/1/2019 08:41:55 |
| pblaydes | Blaydes | Patrick | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/10/2018 05:58:57 |
| pblaydes | Blaydes | Patrick | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/18/2019 19:44:30 |
| pblaydes | Blaydes | Patrick | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 11/15/2018 20:05:04 |

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| dbolla | Bolla | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 10/26/2018 22:03:03 |
| dbolla | Bolla | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 12/1/2018 14:35:31 |
| dbolla | Bolla | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South-Patrol | 1/20/2019 15:26:50 |
| mbreton | Breton | Melvin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Investigations | 10/29/2018 15:24:59 |
| mbreton | Breton | Melvin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Investigations | 12/4/2018 16:12:21 |
| mbreton | Breton | Melvin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Investigations | 1/28/2019 14:39:47 |
| mbristol | Bristol | Marie | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/5/2018 00:55:48 |

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| mbristol | Bristol | Marie | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 11/17/2018 23:28:15 |
| mbristol | Bristol | Marie | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/27/2019 01:10:07 |
| kbyrom | Byrom | Kareem | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 12/12/2018 18:06:43 |
| kbyrom | Byrom | Kareem | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 11/16/2018 00:25:26 |
| kbyrom | Byrom | Kareem | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 2/21/2019 02:33:57 |
| jcalimano | Calimano | Jared | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 12/1/2018 19:06:10 |
| jcalimano | Calimano | Jared | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 1/30/2019 01:39:42 |

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| RCalvert | Calvert | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 10/26/2018 10:25:10 |
| RCalvert | Calvert | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 11/28/2018 08:55:08 |
| RCalvert | Calvert | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/3/2018 08:33:27 |
| RCalvert | Calvert | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 2/6/2019 08:46:34 |
| jasoncastillo | Castillo | Jason | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/25/2019 01:20:47 |
| jasoncastillo | Castillo | Jason | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/6/2018 00:15:21 |
| jasoncastillo | Castillo | Jason | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/12/2018 04:47:43 |

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| gcastro | Castro | George | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 8/7/2019 15:26:17 |
| mchanley | Chanley | Mark | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 5/16/2019 08:44:48 |
| kconnolly | Connolly | Kevin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-South-Patrol | 1/21/2019 11:44:41 |
| kconnolly | Connolly | Kevin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-South-Patrol | 12/2/2018 21:45:51 |
| kconnolly | Connolly | Kevin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Sergeant | PD-South-Patrol | 11/27/2018 21:01:16 |
| kconnolly | Connolly | Kevin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-South-Patrol | 10/25/2018 05:19:49 |
| aconoshenti | Conoshenti | Alex | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-South-Patrol | 8/18/2020 10:54:44 |

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| CCorrea | Correa | Carlos | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 3/30/2020 22:30:11 |
| mcorrea | Correa | Marlise | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 3/11/2019 11:13:20 |
| mcorrea | Correa | Marlise | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/13/2018 14:35:43 |
| sdecandia | DeCandia | Steven | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/22/2019 08:45:41 |
| sdecandia | DeCandia | Steven | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/3/2018 13:50:06 |
| KDere | Dere | Kerim | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Security Officer | PD-Central-Security | 11/16/2018 01:20:11 |
| KDere | Dere | Kerim | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Security Officer | PD-Central-Security | 11/26/2018 20:04:25 |

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| KDere | Dere | Kerim | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Security Officer | PD-Central- Security | 12/2/2018 02:09:13 |
| KDere | Dere | Kerim | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Security Officer | PD-Central- Security | 1/26/2019 20:55:23 |
| RDinan | Dinan | Richard | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Chief of Police | PD-South- Patrol | 1/10/2019 13:06:24 |
| RDinan | Dinan | Richard | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Chief of Police | PD-South- Patrol | 1/29/2019 13:14:37 |
| RDinan | Dinan | Richard | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Chief of Police | PD-South- Patrol | 11/12/2018 13:28:26 |
| kdziadosz | Dziadosz | Katarzyna | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 8/16/2019 12:44:53 |
| BEmmett | Emmett | Brian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-Central- Investigations | 1/16/2019 08:48:27 |

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| BEmmett | Emmett | Brian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-Central- Investigations | 2/28/2019 13:21:15 |
| levans | Evans | Larry | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 2/14/2019 21:21:22 |
| levans | Evans | Larry | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 1/2/2019 02:03:50 |
| levans | Evans | Larry | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 10/27/2018 05:21:33 |
| fferraino | Ferraino | Fillippo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/21/2019 21:01:07 |
| fferraino | Ferraino | Fillippo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 12/4/2018 18:55:29 |
| fferraino | Ferraino | Fillippo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 10/30/2018 09:58:07 |

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| bfitzpatrick | Fitzpatrick | Brian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 2/4/2019 15:23:33 |
| bfitzpatrick | Fitzpatrick | Brian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 11/30/2018 16:04:14 |
| bfitzpatrick | Fitzpatrick | Brian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 10/29/2018 08:22:22 |
| cford | Ford | Christopher | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South- Patrol | 2/10/2019 10:42:58 |
| cford | Ford | Christopher | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-South- Patrol | 12/24/2018 13:30:40 |
| sfoster | Foster | Sheana | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/14/2019 14:28:13 |
| sfoster | Foster | Sheana | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/27/2019 13:39:08 |

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| GGarcia | Garcia | George | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-Central- Patrol | 11/17/2018 11:21:03 |
| GGarcia | Garcia | George | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-Central- Patrol | 12/1/2018 22:15:54 |
| GGarcia | Garcia | George | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Sergeant | PD-Central- Patrol | 11/27/2018 01:08:09 |
| GGarcia | Garcia | George | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Central- Patrol | 2/11/2019 16:13:45 |
| ggasperone | Gasperone | Gregory | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-South- Patrol | 12/27/2018 00:13:28 |
| ggasperone | Gasperone | Gregory | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-South- Patrol | 1/19/2019 19:36:17 |
| ggasperone | Gasperone | Gregory | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Sergeant | PD-South- Patrol | 11/29/2018 06:03:49 |

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| ggasperone | Gasperone | Gregory | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-South-Patrol | 11/19/2018 22:39:07 |
| lgetsinger | Getsinger | Linne | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-South-Patrol | 1/1/2019 12:56:46 |
| lgetsinger | Getsinger | Linne | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Lieutenant | PD-South-Patrol | 11/25/2018 19:54:54 |
| lgetsinger | Getsinger | Linne | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-South-Patrol | 2/26/2019 14:31:25 |
| EGhee | Ghee | Emersen | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/5/2018 18:49:14 |
| EGhee | Ghee | Emersen | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 7/20/2019 17:15:12 |
| TGiese | Giese | Todd | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Sergeant | PD-Professional Standards | 11/30/2018 08:45:28 |

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| TGiese | Giese | Todd | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-Professional Standards | 11/22/2018 11:57:22 |
| TGiese | Giese | Todd | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Professional Standards | 2/12/2019 13:52:03 |
| TGiese | Giese | Todd | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-Professional Standards | 1/2/2019 08:20:32 |
| egonzalez | Gonzalez | Edwin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 3/22/2019 21:35:30 |
| egonzalez | Gonzalez | Edwin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/6/2018 20:15:25 |
| jgonzalez | Gonzalez | John | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/28/2019 16:27:17 |
| jgonzalez | Gonzalez | John | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/5/2019 20:20:40 |

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| lgonzalez | Gonzalez | Luan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 6/3/2020 11:01:27 |
| rgrady | Grady | Ryan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 5/6/2020 11:41:06 |
| MGulsby | Gulsby | Matthew | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 11/28/2018 10:30:35 |
| MGulsby | Gulsby | Matthew | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 12/3/2018 09:15:11 |
| MGulsby | Gulsby | Matthew | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 3/4/2019 08:58:45 |
| tgulsby | Gulsby | Tyler | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/10/2018 04:14:08 |
| tgulsby | Gulsby | Tyler | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 2/14/2019 01:43:34 |

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| GGunia | Gunia | Gregory | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/18/2019 22:55:24 |
| GGunia | Gunia | Gregory | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/18/2018 09:55:49 |
| JHammill | Hammill | Jennifer | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-South-Patrol | 1/21/2019 08:31:19 |
| JHammill | Hammill | Jennifer | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-South-Patrol | 12/3/2018 09:24:27 |
| JHammill | Hammill | Jennifer | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Lieutenant | PD-South-Patrol | 11/28/2018 15:08:18 |
| jhendrix | Hendrix | Jamie | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-North-Patrol | 12/19/2018 09:16:58 |
| jhendrix | Hendrix | Jamie | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Lieutenant | PD-North-Patrol | 11/30/2018 09:30:24 |

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| jhendrix | Hendrix | Jamie | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-North-Patrol | 3/28/2019 14:58:29 |
| jhernandez | Hernandez | Javier | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/16/2018 04:00:49 |
| jhernandez | Hernandez | Javier | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/5/2018 11:28:31 |
| jhernandez | Hernandez | Javier | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/23/2019 07:28:30 |
| mahernandez | Hernandez | Mauricio | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/9/2018 03:51:54 |
| mahernandez | Hernandez | Mauricio | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/26/2019 12:07:50 |
| mahernandez | Hernandez | Mauricio | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/18/2018 10:59:34 |

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| ohernandez | Hernandez | Orlando | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 2/18/2019 23:18:11 |
| hhertfelder | Hertfelder | Harry | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-South-Patrol | 10/24/2018 15:02:19 |
| hhertfelder | Hertfelder | Harry | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Sergeant | PD-South-Patrol | 11/30/2018 08:22:46 |
| hhertfelder | Hertfelder | Harry | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-South-Patrol | 12/1/2018 08:16:30 |
| hhertfelder | Hertfelder | Harry | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-South-Patrol | 1/20/2019 20:09:00 |
| ghippe | Hippe | Gregg | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-North-Investigations | 1/14/2019 10:57:16 |
| ghippe | Hippe | Gregg | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-North-Investigations | 4/4/2019 09:42:55 |

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| ghondros | Hondros | George | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 5/12/2019 12:43:07 |
| thousell | Housell | Todd | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/5/2018 10:26:09 |
| thousell | Housell | Todd | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/13/2018 15:44:25 |
| thousell | Housell | Todd | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/22/2019 14:58:29 |
| chuertas | Huertas | Carmelo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Chief | PD-North-Administration | 9/9/2019 11:27:35 |
| phull | Hull | Paul | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 7/5/2019 19:29:44 |
| phull | Hull | Paul | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/23/2018 20:41:10 |

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| phull | Hull | Paul | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 12/5/2018 03:15:36 |
| ahurling | Hurling | Airika | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 12/13/2018 17:54:57 |
| ahurling | Hurling | Airika | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 7/9/2019 16:15:30 |
| aissler | Issler | Anthony | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 3/2/2019 01:39:26 |
| aissler | Issler | Anthony | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 12/18/2018 06:10:38 |
| aissler | Issler | Anthony | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 11/23/2018 22:01:58 |
| djackson | Jackson | Davion | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-North- Patrol | 1/22/2019 08:26:36 |

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| djackson | Jackson | Davion | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-North- Patrol | 12/14/2018 09:13:47 |
| djackson | Jackson | Davion | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-North- Patrol | 10/29/2018 06:50:35 |
| mjordan | Jordan | Myron | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-North- Patrol | 10/29/2018 07:38:37 |
| mjordan | Jordan | Myron | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Sergeant | PD-North- Patrol | 11/28/2018 16:17:41 |
| mjordan | Jordan | Myron | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-North- Patrol | 12/1/2018 08:14:32 |
| mjordan | Jordan | Myron | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-North- Patrol | 1/23/2019 21:45:03 |
| rjoseph | Joseph | Rex | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 4/9/2019 09:20:42 |

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| rjoseph | Joseph | Rex | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 11/17/2018 01:47:14 |
| rjoseph | Joseph | Rex | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/4/2019 03:02:23 |
| jkim | Kim | Jae | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 2/17/2019 12:50:07 |
| jkim | Kim | Jae | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 12/2/2018 00:55:36 |
| jkim | Kim | Jae | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 11/18/2018 19:59:53 |
| kkobovitch | Kobovitch | Kevin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 2/7/2019 15:21:51 |
| kkobovitch | Kobovitch | Kevin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 1/2/2019 14:37:13 |

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| rkolenovic | Kolenovic | Refika | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 6/4/2020 16:00:19 |
| ikorff | Korff | Ian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Professional Standards | 2/13/2019 11:08:07 |
| ikorff | Korff | Ian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-Professional Standards | 12/3/2018 08:24:49 |
| ckosinski | Kosinski | Christopher | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/4/2019 01:09:25 |
| ckosinski | Kosinski | Christopher | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 11/26/2018 18:03:54 |
| ckosinski | Kosinski | Christopher | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 3/18/2019 05:04:25 |
| jlanoce | Lanocce | John | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/4/2018 19:33:10 |

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| jlanoce | Lanoce | John | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/15/2019 00:15:03 |
| jlanoce | Lanoce | John | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 2/24/2019 21:34:45 |
| aleffand | Leffand | Amy | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-North-Patrol | 12/4/2018 21:46:57 |
| aleffand | Leffand | Amy | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-North-Patrol | 11/19/2018 00:11:02 |
| aleffand | Leffand | Amy | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-North-Patrol | 1/31/2019 12:03:45 |
| jlisi | Lisi | Jason | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Professional Standards | 12/31/2018 16:00:36 |
| jlisi | Lisi | Jason | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Professional Standards | 2/17/2019 15:03:00 |

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| dlocha | Locha | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-South-Patrol | 10/26/2018 08:08:27 |
| dlocha | Locha | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-South-Patrol | 12/3/2018 08:31:58 |
| dlocha | Locha | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-South-Patrol | 1/23/2019 12:29:08 |
| JLugo | Lugo | Julio | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 10/25/2018 08:25:48 |
| JLugo | Lugo | Julio | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 1/19/2019 09:13:45 |
| JLugo | Lugo | Julio | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 12/11/2018 12:38:12 |
| nmadore | Madore | Nickolas | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 1/16/2020 13:32:29 |

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| tmmartin | Martin | Thomas | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South-Patrol | 1/24/2019 06:14:28 |
| tmmartin | Martin | Thomas | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 11/30/2018 19:23:59 |
| tmmartin | Martin | Thomas | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 10/25/2018 20:09:08 |
| edwardmartinez | Martinez | Edward | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 6/4/2020 07:58:07 |
| amathew | Mathew | Ajoy | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/21/2019 13:52:26 |
| amathew | Mathew | Ajoy | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/1/2018 12:52:16 |
| MMcLaughlin | McLaughlin | Malika | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 2/5/2019 16:56:15 |

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| dmendez | Mendez | Dylan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 11/19/2018 03:38:21 |
| dmendez | Mendez | Dylan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/4/2019 19:50:26 |
| dmendez | Mendez | Dylan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 3/26/2019 03:38:58 |
| lminor | Minor | Lakiesha | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 11/18/2018 10:16:13 |
| lminor | Minor | Lakiesha | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 12/11/2018 16:11:14 |
| lminor | Minor | Lakiesha | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/26/2019 13:58:59 |
| tmorris | Morris | Tamika | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 11/1/2018 09:04:00 |

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| tморris | Morris | Tamika | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 12/2/2018 16:39:50 |
| tморris | Morris | Tamika | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/19/2019 11:21:52 |
| emoschberger | Moschberger | Eric | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 3/12/2019 03:55:56 |
| emoschberger | Moschberger | Eric | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 11/22/2018 17:15:35 |
| emoschberger | Moschberger | Eric | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 12/7/2018 03:28:16 |
| BMyers | Myers | Bryant | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD- Administration | 12/19/2018 12:45:01 |
| BMyers | Myers | Bryant | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Sergeant | PD- Administration | 11/28/2018 10:54:29 |

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| BMyers | Myers | Bryant | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Administration | 1/21/2019 11:31:39 |
| dnagy | Nagy | Dylan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 11/18/2018 19:13:00 |
| dnagy | Nagy | Dylan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South-Patrol | 2/15/2019 18:08:34 |
| ENielsen | Nielsen | Eric | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 2/24/2019 11:22:58 |
| ENielsen | Nielsen | Eric | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 11/28/2018 08:39:11 |
| ENielsen | Nielsen | Eric | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 12/13/2018 15:13:36 |
| jnovosel | Novosel | James | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/16/2018 14:19:10 |

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| jnovosel | Novosel | James | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/19/2019 17:41:34 |
| jnovosel | Novosel | James | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/9/2018 13:13:44 |
| EOFlanagan | O Flanagan | Emma | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Lieutenant | PD-Professional Standards | 11/13/2018 11:05:27 |
| EOFlanagan | O Flanagan | Emma | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-Professional Standards | 2/11/2019 16:24:24 |
| EOFlanagan | O Flanagan | Emma | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-Professional Standards | 1/1/2019 12:24:16 |
| moblad | Oblad | Matthew | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/14/2019 15:10:03 |
| moblad | Oblad | Matthew | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 5/15/2019 08:56:27 |

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| solivo | Olivo | Stephanie | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 2/8/2019 07:52:13 |
| solivo | Olivo | Stephanie | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/6/2018 07:49:32 |
| solivo | Olivo | Stephanie | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/19/2018 11:46:16 |
| dopromollo | Opromollo | Daniel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/31/2019 07:39:28 |
| dopromollo | Opromollo | Daniel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/14/2018 15:16:58 |
| dopromollo | Opromollo | Daniel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/6/2018 16:52:08 |
| dortiz | Ortiz | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 10/30/2018 20:13:30 |

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| dortiz | Ortiz | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/4/2018 22:48:19 |
| dortiz | Ortiz | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/21/2019 20:58:03 |
| rparone | Parone | Ralph | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/3/2018 08:10:28 |
| rparone | Parone | Ralph | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/27/2018 08:38:03 |
| rparone | Parone | Ralph | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 10/26/2018 08:04:28 |
| rparone | Parone | Ralph | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/21/2019 07:34:00 |
| rpellegrino | Pellegrino | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 11/8/2018 21:23:09 |

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| rpellegrino | Pellegrino | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 1/20/2019 21:11:38 |
| rpellegrino | Pellegrino | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 12/17/2018 19:39:20 |
| RPhillips | Phillips | Rebecca | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 2/12/2019 18:58:59 |
| RPhillips | Phillips | Rebecca | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 12/18/2018 11:09:40 |
| RPhillips | Phillips | Rebecca | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 11/20/2018 12:06:15 |
| mprendeville | Prendeville | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-North- Patrol | 2/2/2019 21:41:00 |
| mprendeville | Prendeville | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-North- Patrol | 12/22/2018 19:20:44 |

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| mprendeville | Prendeville | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-North- Patrol | 10/26/2018 18:53:35 |
| aquinones | Quinones | Armando | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-North- Investigations | 12/6/2018 10:33:02 |
| aquinones | Quinones | Armando | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-North- Investigations | 1/30/2019 14:36:35 |
| arabar | Rabar | Alex | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Captain | PD-North- Administation | 12/5/2018 11:54:46 |
| arabar | Rabar | Alex | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Captain | PD-North- Administation | 4/22/2019 10:58:57 |
| jray | Ray | Joseph | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-Central- Patrol | 1/4/2019 06:10:47 |
| jray | Ray | Joseph | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Central- Patrol | 2/28/2019 05:20:24 |

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| mrein | Rein | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Deputy Chief | PD-Professional Standards | 1/22/2019 07:59:22 |
| mrein | Rein | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Deputy Chief | PD-Professional Standards | 12/2/2018 22:19:20 |
| mrein | Rein | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Deputy Chief | PD-Professional Standards | 11/29/2018 21:08:52 |
| mrein | Rein | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Deputy Chief | PD-Professional Standards | 10/29/2018 07:39:46 |
| drobinson | Robinson | Donnovan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/31/2019 01:07:45 |
| drobinson | Robinson | Donnovan | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 11/29/2018 00:48:47 |
| crodrigues | Rodrigues | Christopher | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 5/29/2020 10:23:31 |

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| CRodriguez | Rodriguez | Carlos | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Central-Investigations | 1/21/2019 08:16:52 |
| CRodriguez | Rodriguez | Carlos | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Sergeant | PD-Central-Investigations | 11/30/2018 08:26:55 |
| CRodriguez | Rodriguez | Carlos | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-Central-Investigations | 12/3/2018 07:10:01 |
| CRodriguez | Rodriguez | Carlos | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-Central-Investigations | 10/26/2018 08:15:20 |
| srodriguez | Rodriguez | Samuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-North-Investigations | 12/3/2018 10:39:47 |
| srodriguez | Rodriguez | Samuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-North-Investigations | 1/21/2019 10:33:13 |
| yrodriguez | Rodriguez | Yasmin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South-Patrol | 2/14/2019 06:34:41 |

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| yrodriguez | Rodriguez | Yasmin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 11/22/2018 12:56:40 |
| yrodriguez | Rodriguez | Yasmin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 12/2/2018 07:55:33 |
| groitzsch | Roitzsch | George | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 2/18/2019 01:00:18 |
| mroman | Roman | Martin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 1/21/2019 08:41:00 |
| mroman | Roman | Martin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/30/2018 18:26:12 |
| mroman | Roman | Martin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 10/28/2018 09:29:40 |
| jronca | Ronca | Jason | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 12/21/2018 13:02:34 |

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| jronca | Ronca | Jason | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-South-Patrol | 11/14/2018 21:30:11 |
| jronca | Ronca | Jason | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South-Patrol | 3/8/2019 08:44:37 |
| droohr | Roohr | Daniel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South-Patrol | 2/6/2019 16:55:33 |
| erosario | Rosario | Emmanuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 10/30/2018 01:47:50 |
| erosario | Rosario | Emmanuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/1/2018 07:15:51 |
| erosario | Rosario | Emmanuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 2/16/2019 19:39:22 |
| BRuditsky | Ruditsky | Brian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/14/2018 13:55:01 |

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| BRuditsky | Ruditsky | Brian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 11/19/2018 15:04:08 |
| BRuditsky | Ruditsky | Brian | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 3/3/2019 09:55:59 |
| ORussell | Russell | Odell | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 3/10/2019 12:45:05 |
| ORussell | Russell | Odell | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 12/20/2018 16:22:32 |
| Isanchez | Sanchez | Ismeal | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South-Patrol | 6/24/2019 15:07:21 |
| SSarna | Sarna | Steven | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/19/2019 15:10:50 |
| SSarna | Sarna | Steven | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/1/2018 07:47:08 |

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| SSarna | Sarna | Steven | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 10/30/2018 18:10:24 |
| tsavage | Savage | Timothy | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 1/21/2020 12:31:54 |
| Iselph | Selph | Lawonda | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 3/12/2019 21:39:00 |
| mshoulars | Shoulars | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-North-Patrol | 1/22/2019 08:24:49 |
| mshoulars | Shoulars | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-North-Patrol | 12/4/2018 08:11:21 |
| mshoulars | Shoulars | Michael | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Lieutenant | PD-North-Patrol | 11/14/2018 07:57:34 |
| kshutrop | Shutrop | Kevin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/19/2019 15:15:42 |

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| kshutrop | Shutrop | Kevin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/2/2018 08:25:15 |
| kshutrop | Shutrop | Kevin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 11/9/2018 07:53:40 |
| MSimoes | Simoes | Manuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 1/31/2019 16:24:43 |
| MSimoes | Simoes | Manuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 12/5/2018 17:28:33 |
| MSimoes | Simoes | Manuel | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Lieutenant | PD-Central-Patrol | 11/29/2018 20:16:02 |
| Sskala | Skala | Sean | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 1/24/2019 20:57:45 |
| Sskala | Skala | Sean | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-Central-Patrol | 12/6/2018 00:14:02 |

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| Sskala | Skala | Sean | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-Central- Patrol | 10/28/2018 05:15:06 |
| mslifko | Slifko | Mark | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-South- Patrol | 12/4/2018 02:15:07 |
| mslifko | Slifko | Mark | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South- Patrol | 3/4/2019 20:44:45 |
| asmith | Smith | Andrew | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/23/2019 14:23:20 |
| asmith | Smith | Andrew | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 12/18/2018 16:31:21 |
| jstlouis | St. Louis | Jehu | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 12/28/2018 01:55:42 |
| jstlouis | St. Louis | Jehu | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 3/13/2019 08:48:26 |

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| sstanley | Stanley | Shantia | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 3/18/2019 08:38:45 |
| sstanley | Stanley | Shantia | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/18/2018 18:18:51 |
| sstanley | Stanley | Shantia | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/9/2018 17:07:31 |
| jstoya | Stoya | John | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 8/21/2019 16:01:23 |
| dsynosky | Synosky | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 10/29/2018 01:06:47 |
| dsynosky | Synosky | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 12/9/2018 04:41:03 |
| dsynosky | Synosky | David | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central-Patrol | 1/20/2019 01:12:44 |

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| wtartis | Tartis | William | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 1/10/2020 14:33:36 |
| ETejada | Tejada | Edwin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Investigations | 12/8/2018 15:58:48 |
| ETejada | Tejada | Edwin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Investigations | 1/21/2019 15:58:47 |
| ETejada | Tejada | Edwin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/26/2018 00:00:00 | Revised | Police Officer | PD-Central- Investigations | 11/30/2018 15:18:02 |
| RTerry | Terry | Roger | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 12/6/2018 03:07:39 |
| RTerry | Terry | Roger | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-Central- Patrol | 1/25/2019 01:16:14 |
| gtiano | Tiano | Gerardo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 6/27/2019 10:14:55 |

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| gtiano | Tiano | Gerardo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/10/2018 11:32:41 |
| rtighe | Tighe | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 11/14/2018 19:37:56 |
| rtighe | Tighe | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/6/2018 23:44:18 |
| rtighe | Tighe | Robert | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 2/19/2019 01:06:09 |
| ATimbol | Timbol | Anthony | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-North-Patrol | 2/16/2019 18:38:48 |
| ATimbol | Timbol | Anthony | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-North-Patrol | 10/26/2018 18:53:27 |
| ATimbol | Timbol | Anthony | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-North-Patrol | 11/30/2018 18:38:18 |

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| LTolosa | Tolosa | Leonardo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Sergeant | PD-North-Patrol | 11/18/2018 10:56:59 |
| LTolosa | Tolosa | Leonardo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Sergeant | PD-North-Patrol | 12/26/2018 11:26:04 |
| LTolosa | Tolosa | Leonardo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Sergeant | PD-North-Patrol | 2/13/2019 10:11:51 |
| atomar | Tomar | Aman | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-Central-Patrol | 5/18/2020 19:12:15 |
| otorres | Torres | Oscar | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North-Patrol | 5/8/2019 17:33:31 |
| otorres | Torres | Oscar | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North-Patrol | 12/6/2018 23:05:21 |
| atraverzo | Traverzo | Angelo | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-North-Patrol | 2/24/2019 13:45:19 |

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| streadwell | Treadwell | Stephon | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 12/5/2018 16:31:01 |
| streadwell | Treadwell | Stephon | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 3/25/2019 08:19:07 |
| rtrivia | Trivinia | Ronald | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-South- Patrol | 1/21/2019 10:48:10 |
| rtrivia | Trivinia | Ronald | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-South- Patrol | 12/11/2018 14:48:44 |
| rtrivia | Trivinia | Ronald | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-South- Patrol | 11/26/2018 13:34:27 |
| pwalker | Walker | Patrick | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 7/29/2019 13:28:53 |
| CWeiss | Weiss | Colin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Lieutenant | PD-Central- Patrol | 11/11/2018 01:27:58 |

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| CWeiss | Weiss | Colin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-Central- Patrol | 12/12/2018 22:21:18 |
| CWeiss | Weiss | Colin | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-Central- Patrol | 1/26/2019 23:05:01 |
| cweston | Weston | Christine | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 10/26/2018 10:38:55 |
| cweston | Weston | Christine | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Police Officer | PD-North- Patrol | 12/3/2018 14:33:21 |
| cweston | Weston | Christine | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer | PD-North- Patrol | 1/21/2019 10:29:53 |
| TWilmot | Wilmot | Timothy | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 10/24/2018 00:00:00 | Revised | Lieutenant | PD-Central- Patrol | 11/13/2018 10:28:48 |
| TWilmot | Wilmot | Timothy | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 11/30/2018 00:00:00 | Revised | Lieutenant | PD-Central- Patrol | 12/5/2018 13:36:29 |

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| TWilmot | Wilmot | Timothy | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Lieutenant | PD-Central- Patrol | 2/20/2019 11:06:20 |
| szura | Zura | Sean | 9:2 - BOOKING PROCESS | WRITTEN DIRECTIVE / Chapter 9 - Prisoner Processing & Detention Center | 1/18/2019 00:00:00 | Revised | Police Officer Recruit | PD-South- Patrol | 5/5/2020 14:58:18 |