

## **MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement (MOA) constitutes an agreement between United States Immigration and Customs Enforcement (ICE), a component of the Department of Homeland Security (DHS), and the Division of Corrections for the Monmouth County Sheriff's Office, pursuant to which ICE delegates nominated, trained, certified, and authorized Division of Corrections Monmouth County Sheriff's Office personnel to perform certain immigration enforcement functions as specified herein. It is the intent of the parties that these delegated authorities will enable the Division of Corrections for the Monmouth County Sheriff's Office (hereinafter MCSO) to identify and process immigration violators and conduct criminal investigations under ICE supervision, as detailed herein, within the confines of MCSO's area of responsibility. The MCSO and ICE enter into this MOA in good faith and agree to abide by the terms and conditions contained herein.

### **I. PURPOSE**

The purpose of this collaboration is to enhance the safety and security of communities by focusing resources on identifying and processing for removal criminal aliens who pose a threat to public safety or a danger to the community. This MOA sets forth the terms and conditions pursuant to which selected Monmouth County Sheriff's Office personnel (participating MCSO personnel) will be nominated, trained, and approved by ICE to perform certain functions of an immigration officer within the MCSO area of responsibility. Nothing contained herein shall otherwise limit the jurisdiction and powers normally possessed by participating MCSO personnel as members of the MCSO. However, the exercise of the immigration enforcement authority granted under this MOA to participating MCSO personnel shall occur only as provided in this MOA.

### **II. AUTHORITY**

Section 287(g) of the Immigration and Nationality Act (INA), codified at 8 U.S.C. § 1357(g) (1996), as amended by the Homeland Security Act of 2002, Public Law 107-296, authorizes the Secretary of DHS, acting through the Assistant Secretary of ICE, to enter into written agreements with a State or any political subdivision of a State so that qualified personnel can perform certain functions of an immigration officer. This MOA constitutes such a written agreement.

### **III. POLICY**

This MOA sets forth the following: 1) the functions of an immigration officer that DHS is authorizing the participating MCSO personnel to perform; 2) the duration of the authority conveyed; 3) the supervisory requirements, including the requirement that participating MCSO personnel are subject to ICE supervision while performing immigration-related duties pursuant to this MOA; and 4) program information or data that the MCSO is required to collect as part of the operation of the program. For the purposes of this MOA, ICE officers will provide supervision for participating MCSO personnel only as to immigration enforcement and/or immigration investigative functions as authorized in this MOA. The MCSO retains supervision

of all other aspects of the employment and performance of duties by participating MCSO personnel.

The MCSO is expected to pursue to completion all criminal charges that caused the alien to be taken into custody and over which the MCSO has jurisdiction.

ICE will assume custody of an alien 1) who has been convicted of a State, local or Federal offense only after being informed by the alien's custodian that such alien has concluded service of any sentence of incarceration; 2) who has prior criminal convictions and when immigration detention is required by statute; and 3) when the ICE Office of Detention and Removal Operations Field Office Director or his designee decides on a case-by-case basis to assume custody of an alien who does not meet the above criteria.

#### IV. DESIGNATION OF AUTHORIZED FUNCTIONS

Approved participating MCSO personnel will be authorized to perform immigration officer functions outlined in 287(g)(1) of the INA regarding the investigation, apprehension, or detention of aliens in the United States, subject to the limitations contained in the Standard Operating Procedures (SOP) in Appendix D to this MOA.

#### V. DETENTION AND TRANSPORTATION ISSUES

ICE retains sole discretion in determining how it will manage its limited detention resources and meet its mission requirements. ICE Field Office Directors (FODs) may, in appropriate cases, decline to detain aliens whose detention is not mandated by Federal statute. ICE and the MCSO will prioritize the detention of aliens in conformity with ICE detention priorities. ICE reserves the right to detain aliens to the extent provided by law.

If ICE deems it necessary, the MCSO will enter into an Inter-Governmental Service Agreement (IGSA) with ICE pursuant to which the MCSO will provide, for a reimbursable fee, detention of incarcerated aliens in MCSO facilities, upon the completion of their sentences. If ICE and the MCSO enter into an IGSA, the MCSO must meet the applicable ICE National Detention Standards.

In addition to detention services, if ICE deems it necessary, the IGSA may include a transportation component for the transportation of all incarcerated aliens for a reimbursable fee. Under a transportation IGSA, the MCSO will transport all incarcerated aliens in its facilities who are subject to removal, upon completion of their sentences, to a facility or location designated by ICE. Reimbursement to the MCSO will occur only when the MCSO obtained prior approval of ICE for the transportation. ICE will not reimburse if the MCSO did not obtain prior approval from ICE.

The parties understand that the MCSO will not continue to detain an alien after that alien is eligible for release from the MCSO's custody in accordance with applicable law and MCSO policy, except for a period of up to 48-hours, excluding Saturdays, Sundays, and any Federal holiday, pursuant to an ICE detainer issued in accordance with 8 C.F.R. § 287.7, absent an IGSA in place as described above.

## VI. NOMINATION OF PERSONNEL

The MCSO will nominate candidates for ICE training and approval under this MOA. All candidates must be United States citizens. The MCSO is responsible for conducting a criminal background check within the last five years for all nominated candidates. Upon request, the MCSO will provide all related information and materials it collected, referenced, or considered during the criminal background check for nominated candidates to ICE.

In addition to the MCSO background check, ICE will conduct an independent background check for each candidate. This background check requires all candidates to complete a background questionnaire. The questionnaire requires, but is not limited to, the submission of fingerprints, a personal history questionnaire, and the candidate's disciplinary history (including allegations of excessive force or discriminatory action). ICE reserves the right to query any and every national and international law enforcement database to evaluate a candidate's suitability to participate in the enforcement of immigration authorities under this MOA. Upon request by ICE, the MCSO will provide continuous access to disciplinary records of all candidates along with a written privacy waiver signed by the candidate allowing ICE to have continuous access to his or her disciplinary records.

The MCSO agrees to use due diligence to screen individuals nominated for training and agrees that individuals who successfully complete the training under this MOA will perform immigration officer functions authorized under 287(g) of the INA for a minimum of two years. If MCSO personnel under consideration are in a bargaining unit, that MCSO must, prior to the execution of the MOA, have an agreement with the exclusive representative that allows the designated officers to remain in their position for a minimum of two years. This requirement may be lifted solely at the discretion of ICE for good cause in situations that involve, among other things, imminent promotion, officer career development, and disciplinary actions. Failure by the MCSO to fulfill this commitment could jeopardize the terms of this MOA, and ICE reserves the right, under these circumstances, to take appropriate action as necessary, including terminating this MOA.

All Monmouth County Sheriff's Office candidates shall have knowledge of and have enforced laws and regulations pertinent to their law enforcement activities and their jurisdictions.

In the Task Force Officer model setting, all MCSO candidates must be sworn/certified officers, must possess arrest authority, must be authorized to carry firearms, and must be employed full-time by the MCSO. Each MCSO candidate must certify that he/she is not prohibited from carrying a firearm pursuant to State or Federal law, including, but not limited to, the Lautenberg Amendment (18 U.S.C. § 922(g)(8) or (9)).

All MCSO candidates must be approved by ICE and must be able to qualify for access to appropriate DHS and ICE databases. Should a candidate not be approved, a qualified substitute candidate may be submitted. Such substitution must occur without delaying the start of training. Any future expansion in the number of participating MCSO personnel or scheduling of additional training classes may be based on an oral agreement between the parties and is subject to all the requirements of this MOA and the accompanying SOP.

## VII. TRAINING OF PERSONNEL

ICE will provide participating MCSO personnel with Immigration Authority Delegation Program (IADP) training consistent with the accompanying SOP.

## VIII. CERTIFICATION AND AUTHORIZATION

Before participating MCSO personnel receive authorization to perform immigration officer functions granted under this MOA, they must successfully complete the IADP training, as described in the accompanying SOP. The IADP will be provided by ICE instructors who will train participating MCSO personnel in the enforcement of Federal immigration laws and policies, the scope of the powers delegated pursuant to this MOA and civil rights and civil liberties practices. Participating MCSO personnel must pass an ICE examination after instruction. Upon completion of training, those MCSO personnel who pass the ICE examinations shall be deemed "certified" under this MOA.

ICE will certify in writing the names of those MCSO personnel who successfully complete training and pass all required test(s). Upon receipt of the certification, the ICE Field Office Director (FOD) in New Jersey will provide the participating MCSO personnel a signed authorization letter allowing the named MCSO personnel to perform specified functions of an immigration officer for an initial period of one year from the date of the authorization. ICE will also provide a copy of the authorization letter to the MCSO. Only those certified MCSO personnel who receive authorization letters issued by ICE and whose immigration enforcement efforts are subject to a designated ICE supervisor may conduct immigration officer functions described in this MOA.

Along with the authorization letter, ICE will issue the certified MCSO personnel official Delegation of Authority credentials. Upon receipt of the Delegation of Authority credentials, MCSO personnel will provide ICE a signed receipt of the credentials on the ICE Record of Receipt – Property Issued to Employee (Form G-570).

Authorization of participating MCSO personnel to act pursuant to this MOA may be withdrawn at any time and for any reason by ICE or the MCSO, and must be memorialized in a written notice of withdrawal identifying an effective date of withdrawal and the personnel to which the withdrawal pertains. Such withdrawal may be effectuated immediately upon notice to the other party. The MCSO and the ICE FOD in New Jersey will be responsible for notification of the appropriate personnel in their respective agencies. The termination of this MOA shall constitute immediate revocation of all immigration enforcement authorizations delegated hereunder.

The MCSO will immediately notify ICE when any certified and/or authorized MCSO personnel is no longer participating in the 287(g) program so that appropriate action can be taken, including termination of user account access to DHS and ICE systems.

## **IX. COSTS AND EXPENDITURES**

Participating agencies are responsible for personnel expenses, including, but not limited to, salaries and benefits, local transportation, and official issue material. The MCSO is responsible for the salaries and benefits, including overtime, of all of its personnel being trained or performing duties under this MOA and of those personnel performing the regular functions of the participating MCSO personnel while they are receiving training. The MCSO will cover the costs of all MCSO personnel's travel, housing, and per diem affiliated with the training required for participation in this MOA. ICE is responsible for the salaries and benefits of all of its personnel, including instructors and supervisors.

If ICE determines the training provides a direct service for the Government and it is in the best interest of the Government, the Government may issue travel orders to selected personnel and reimburse travel, housing, and per diem expenses only. The MCSO remains responsible for paying salaries and benefits of the selected personnel.

ICE will provide instructors and training materials.

Subject to the availability of funds, ICE will be responsible for the purchase, installation, and maintenance of technology (computer/IAFIS/Photo and similar hardware/software) necessary to support the investigative functions of participating MCSO personnel at each MCSO facility with an active 287(g) program. Only participating MCSO personnel certified by ICE may use this equipment. ICE will also provide the necessary technological support and software updates for use by participating MCSO personnel to accomplish the delegated functions. Such hardware, software, and other technology purchased or provided by ICE shall remain the property of ICE and shall be returned to ICE upon termination of this agreement, or when deemed necessary by the ICE FOD in New Jersey.

The MCSO is responsible for covering all expenses at its facility regarding cabling and power upgrades. If the connectivity solution for the MCSO is determined to include use of the MCSO's own communication lines - (phone, DSL, site owned T-1/T-3, etc), the MCSO will be responsible for covering any installation and recurring costs associated with the MCSO line.

The MCSO is responsible for providing all administrative supplies, such as paper, toner, pens, pencils, or other similar items necessary for normal office operations. The MCSO is also responsible for providing the necessary security equipment, such as handcuffs, leg restraints and flexi cuffs, etc.

Also, if ICE deems it necessary, the MCSO will provide ICE, at no cost, with an office within each participating MCSO facility for ICE supervisory employees to work.

## **X. ICE SUPERVISION**

Immigration enforcement activities conducted by the participating MCSO personnel will be supervised and directed by ICE supervisory officers or designated ICE team leaders. Participating MCSO personnel are not authorized to perform immigration officer functions except when working under the supervision or guidance of ICE. To establish supervisory and other administrative responsibilities, the FOD will specify the supervisory and other administrative responsibilities in an accompanying agreed-upon SOP.

Participating MCSO personnel shall give timely notice to the ICE supervisory officer within 24 hours of any detainer issued under the authorities set forth in this MOA. The actions of participating MCSO personnel will be reviewed by ICE supervisory officers on an ongoing basis to ensure compliance with the requirements of the immigration laws and procedures and to assess the need for individual training or guidance.

For purposes of this MOA, ICE officers will provide supervision of participating MCSO personnel only as to immigration enforcement functions and for investigations conducted in conjunction to this authority. The MCSO retains supervision of all other aspects of the employment of and performance of duties by participating MCSO personnel.

In the absence of a written agreement to the contrary, the policies and procedures to be utilized by the participating MCSO personnel in exercising these authorities shall be DHS and ICE policies and procedures, including the ICE Use of Force Policy. However, when engaged in immigration enforcement activities, no participating MCSO personnel will be expected or required to violate or otherwise fail to maintain the MCSO's rules, standards, or policies, or be required to fail to abide by restrictions or limitations as may otherwise be imposed by law.

If a conflict arises between an order or direction of an ICE supervisory officer or a DHS or ICE policy and the MCSO's rules, standards, or policies, the conflict shall be promptly reported to the FOD in New Jersey, or designees, and the MCSO, or designee, when circumstances safely allow the concern to be raised. The FOD in New Jersey and the MCSO shall attempt to resolve the conflict.

## **XI. REPORTING REQUIREMENTS**

ICE does not require the MCSO to provide statistical or arrest data above what is entered into ENFORCE; however, ICE reserves the right to request the MCSO provide specific tracking data and/or any information, documents, or evidence related to the circumstances of a particular alien's arrest. ICE may use this data to compare and verify ICE's own data, and to fulfill ICE's statistical reporting requirements, or to assess the progress and success of the MCSO's 287(g) program.

## **XII. LIABILITY AND RESPONSIBILITY**

If any participating MCSO personnel are the subject of a complaint of any sort that may result in that individual receiving employer discipline or becoming the subject of a criminal investigation or civil lawsuit, the MCSO shall, to the extent allowed by State law, immediately notify the local point of contact for the ICE Office of Professional Responsibility (OPR) and the SAC/FOD of the existence and nature of the complaint. The resolution of the complaint shall also be promptly reported to ICE. Complaints regarding the exercise of immigration enforcement authority, as specified herein, by participating MCSO personnel shall be handled as described below.

Except as otherwise noted in this MOA or allowed by Federal law, and to the extent required by 8 U.S.C. § 1357(g)(7) and (8), the MCSO will be responsible and bear the costs of participating MCSO personnel with regard to their property or personal expenses incurred by reason of death, injury, or incidents giving rise to liability.

Participating MCSO personnel will be treated as Federal employees only for purposes of the Federal Tort Claims Act, 28 U.S.C. §§ 2671-2680, and worker's compensation claims, 5 U.S.C. § 8101 et seq., when performing a function on behalf of ICE as authorized by this MOA. 8 U.S.C. § 1357(g)(7); 28 U.S.C. § 2671. It is the understanding of the parties to this MOA that participating MCSO personnel will enjoy the same defenses and immunities for their in-scope acts that are available to ICE officers from personal liability arising from tort lawsuits based on actions conducted in compliance with this MOA. 8 U.S.C. § 1357(g)(8).

Participating MCSO personnel named as defendants in litigation arising from activities carried out under this MOA may request representation by the U.S. Department of Justice. Such requests must be made in writing directed to the Attorney General of the United States, and will be handled in coordination with the FOD in New Jersey. Requests should be in the form of a written memorandum prepared by the defendant addressing each and every allegation in the complaint, explaining as well as admitting or denying each allegation against the defendant. Requests for representation must be presented to the ICE Office of the Chief Counsel at PO Box 25231, Newark, NJ 07101. Any request for representation and related correspondence must be clearly marked "Subject to Attorney-Client Privilege." The Office of the Chief Counsel will forward the individual's request, together with a memorandum outlining the factual basis underlying the event(s) at issue in the lawsuit, to the ICE Headquarters Office of the Principal Legal Advisor, which will forward the request, the factual memorandum, and an advisory statement opining whether such representation would be in the interest of the United States, to the Director of the Constitutional and Specialized Torts Staff, Civil Division, Department of Justice. ICE will not be liable for defending or indemnifying acts of intentional misconduct on the part of participating MCSO personnel.

The MCSO agrees to cooperate with any Federal investigation related to this MOA to the full extent of its available powers, including providing access to appropriate databases, personnel, and documents. Failure to do so may result in the termination of this MOA. Failure of an officer to cooperate in any Federal investigation related to this MOA may result in revocation of such individual's authority provided under this MOA. The MCSO agrees to cooperate with Federal personnel conducting reviews to ensure compliance with the terms of this MOA and to provide

access to appropriate databases, personnel, and documents necessary to complete such compliance review. It is understood that information provided by any MCSO personnel under threat of disciplinary action in an administrative investigation cannot be used against that individual in subsequent criminal proceedings, consistent with Garrity v. New Jersey, 385 U.S. 493 (1967), and its progeny.

As the activities of participating MCSO personnel under this MOA are undertaken under Federal authority, the participating MCSO personnel will comply with Federal standards and guidelines relating to the Supreme Court's decision in Giglio v. United States, 405 U.S. 150 (1972), and its progeny, which relates to the disclosure of potential impeachment information about possible witnesses or affiants in a criminal case or investigation.

The MCSO and ICE are each responsible for compliance with the Privacy Act of 1974, as applicable, and related system of records notices with regard to data collection and use of information under this MOA. The applicable Systems of Record Notice for privacy compliance is the ENFORCE Systems of Records Notice, 71 FR 13987, dated March 20, 2006.

### XIII. COMPLAINT PROCEDURES

The complaint reporting procedure for allegations of misconduct by participating MCSO personnel, with regard to activities undertaken under the authority of this MOA, is included in Appendix B.

### XIV. CIVIL RIGHTS STANDARDS

Participating MCSO personnel are bound by all Federal civil rights laws, regulations, guidance relating to non-discrimination, including the U.S. Department of Justice "Guidance Regarding The Use Of Race By Federal Law Enforcement Agencies" dated June 2003 and Title VI of the Civil Rights Act of 1964, as amended, 42. U.S.C. 2000 et. seq., which prohibits discrimination based upon race, color, or national origin (including limited English proficiency) in any program or activity receiving Federal financial assistance.

### XV. INTERPRETATION SERVICES

Participating MCSO personnel will provide an opportunity for subjects with limited English language proficiency to request an interpreter. Qualified foreign language interpreters will be provided by the MCSO, as needed.

The MCSO will maintain a list of qualified interpreters or companies it contracts with to provide such interpreters. Participating law enforcement personnel will be instructed on the proper administrative procedures to follow to obtain the services of an interpreter. A qualified interpreter means an interpreter who can interpret effectively, accurately, and impartially, using any specialized vocabulary. If an interpreter is used when a designated officer is performing functions under this MOA, the interpreter must be identified, by name, in records.



## **XVI. COMMUNICATION**

The ICE FOD in New Jersey and the MCSO shall meet at least annually, and as needed, to review and assess the immigration enforcement activities conducted by the participating MCSO personnel, and to ensure compliance with the terms of this MOA. When necessary, ICE and the MCSO may limit the participation of these meetings in regards to non-law enforcement personnel. The attendees will meet in New Jersey at locations to be agreed upon by the parties, or via teleconference. The participants will be supplied with specific information on case reviews, individual participants' evaluations, complaints filed, media coverage, and, to the extent practicable, statistical information on immigration enforcement activity in New Jersey. An initial review meeting will be held no later than nine months after certification of the initial class of participating MCSO personnel under Section VIII, above.

## **XVII. COMMUNITY OUTREACH**

The MCSO may, at its discretion, engage in community outreach with individuals and organizations expressing an interest in this MOA. ICE may participate in such outreach upon the MCSO's request. Nothing in this MOA shall limit ICE's own community outreach program.

## **XVIII. RELEASE OF INFORMATION TO THE MEDIA AND OTHER THIRD PARTIES**

The MCSO may, at its discretion, communicate the substance of this agreement to organizations and groups expressing an interest in the law enforcement activities to be engaged in under this MOA. It is the practice of ICE to provide a copy of this MOA, only after it has been signed, to requesting media outlets; the MCSO is authorized to do the same.

The MCSO hereby agrees to coordinate with ICE prior to releasing any information relating to, or exchanged under, this MOA, including any SOPs developed for the implementation of this MOA. Information obtained or developed as a result of this MOA is under the control of ICE and shall be subject to public disclosure only pursuant to the provisions of applicable federal laws, regulations, and executive orders. Insofar as any documents created by the MCSO contain information developed or obtained as a result of this MOA, such documents shall not be considered public records.

The release of statistical information regarding the 287(g) program must be coordinated with the ICE Office of Public Affairs. The MCSO hereby agrees to coordinate with ICE regarding information to be released to the media regarding actions taken under this MOA. In the Task Force model setting, all contact with the media involving investigations conducted under this MOA by Task Force Officers (TFO) will be done pursuant to ICE policy. The points of contact for ICE and the MCSO for this purpose are identified in Appendix C.

Appendix B to this MOA describes the complaint procedures available to members of the public regarding actions taken by participating MCSO personnel pursuant to this agreement.

## **XIX. MODIFICATIONS TO THIS MOA**

Modifications to this MOA must be proposed in writing and approved and signed by the signatories. Modification to Appendix D shall be done in accordance with the procedures outlined in the SOP.

## **XX. POINTS OF CONTACT**

ICE and MCSO points of contact for purposes of this MOA are identified in Appendix A. Points of contact (POC) can be updated at any time by providing a revised Appendix A to the other party to this MOA.

## **XXI. DURATION AND TERMINATION OF THIS MOA**

This MOA will remain in effect for three (3) years from the date of signing unless terminated earlier by either party. At the expiration of the three year effective period, ICE and the Monmouth County Sheriff's Office shall review the MOA and modify, extend, or permit the MOA to lapse. During the MOA's effective period, either party, upon written notice to the other party, may terminate the MOA at any time. A termination notice shall be delivered personally or by certified or registered mail and termination shall take effect immediately upon receipt of such notice.

Either party, upon written or oral notice to the other party, may temporarily suspend activities under this MOA when resource constraints or competing priorities necessitate such suspension. Notice of termination or suspension by ICE shall be given to the MCSO.

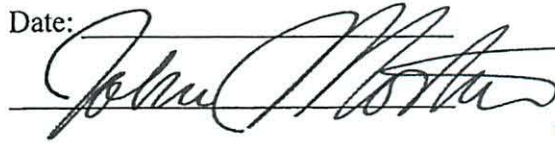
Notice of termination or suspension by the MCSO shall be given to the FOD in New Jersey. Upon a good faith determination that the Monmouth County Sheriff's Office is not fulfilling its duties, ICE shall notify the MCSO, in writing, and inform the MCSO that it has 90 days to demonstrate a continued need for 287(g) program services. If this continued need is not demonstrated by the Monmouth County Sheriff's Office, the authorities and resources given to the MCSO pursuant to this MOA will be terminated or suspended. Upon a subsequent demonstration of need, all costs to reinstate access to such authorities and/or program services will be incurred by the MCSO.

This MOA does not, is not intended to, shall not be construed to, and may not be relied upon to create any rights, substantive or procedural, enforceable at law by any person in any matter, civil or criminal.

By signing this MOA, each party represents it is fully authorized to enter into this MOA, accepts the terms, responsibilities, obligations, and limitations of this MOA, and agrees to be bound thereto to the fullest extent allowed by law.

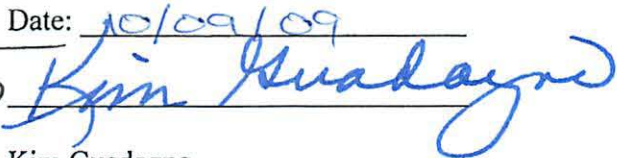
OCT 15 2009

Date:



John T. Morton  
Assistant Secretary  
Immigration and Customs Enforcement  
Department of Homeland Security

Date:

10/09/09  


Kim Guadagno  
Sheriff  
Monmouth County Sheriff's Office

**APPENDIX A**  
**POINTS OF CONTACT**

The ICE and MCSO points of contact for purposes of implementation of this MOA are:

For the MCSO:

Warden [REDACTED] b6, b7c  
Monmouth County Correctional Institution  
One Waterworks Road  
Freehold, New Jersey 07728  
732-866-[REDACTED] (office)  
732-299-[REDACTED] b6, b7c (cell)

For ICE DRO:

[REDACTED] b6, b7c  
970 Broad Street, Room 904  
Newark, NJ 07102  
973-645-[REDACTED] b6, b7c

For ICE OI:

[REDACTED] b6, b7c  
620 Frelinghuysen Avenue  
Newark, NJ 07114  
973-776-[REDACTED] b6, b7c

## APPENDIX B

### COMPLAINT PROCEDURE

This Memorandum of Agreement (MOA) is between the US Department of Homeland Security's Immigration and Customs Enforcement (ICE) and the MCSO, pursuant to which selected MCSO personnel are authorized to perform immigration enforcement duties in specific situations under Federal authority. As such, the training, supervision, and performance of participating MCSO personnel pursuant to the MOA, as well as the protections for U.S. citizens' and aliens' civil and constitutional rights, are to be monitored. Part of that monitoring will be accomplished through these complaint reporting and resolution procedures, which the parties to the MOA have agreed to follow.

The MOA sets forth the process for designation, training, certification, and authorization of certain MCSO personnel to perform certain immigration enforcement functions specified herein. Complaints filed against those personnel in the course of their non-immigration duties will remain the domain of the MCSO and be handled in accordance with the MCSO's Manual of Policy and Procedures, or equivalent rules, regulations, or procedures.

If any participating MCSO personnel are the subject of a complaint or allegation involving the violation of the terms of this MOA or a complaint or allegation of any sort that may result in that individual receiving employer discipline or becoming the subject of a criminal investigation or civil lawsuit, the MCSO shall, to the extent allowed by State law, immediately notify ICE of the existence and nature of the complaint or allegation. The results of any internal investigation or inquiry connected to the complaint or allegation and the resolution of the complaint shall also be promptly reported to ICE. The ICE notifications should be made to the Special Agent in Charge (SAC) and the Office of Professional Responsibility (OPR) points of contact in New Jersey. Complaints regarding the exercise of immigration enforcement authority by participating MCSO personnel shall be handled as described below.

The MCSO will also handle complaints filed against Monmouth County Sheriff's Office personnel who are not designated and certified pursuant to this MOA but are acting in immigration functions in violation of this MOA. Further, any such complaints regarding non-designated Monmouth County Sheriff's Office personnel shall be forwarded to the FOD in New Jersey.

In order to simplify the process for the public, complaints against participating MCSO personnel relating to their immigration enforcement can be reported in the following manner "Complaint and Allegation Reporting Procedures."

## 1. Complaint and Allegation Reporting Procedures

Complaint reporting procedures shall be disseminated by the MCSO within facilities under its jurisdiction (in English and other languages as appropriate) in order to ensure that individuals are aware of the availability of such procedures. Such reporting procedures shall also be included within facility manuals for detainees who have been processed under the 287(g) program. Such material must include up-to-date contact information necessary to file the complaint.

Complaints will be accepted from any source (e.g., ICE, MCSO, participating MCSO personnel, inmates, and the public). ICE will immediately forward a copy of the complaint to the DHS Office for Civil Rights and Civil Liberties (CRCL) Review and Compliance.

Complaints can be reported to Federal authorities as follows:

- A. Telephonically to the DHS Office of the Inspector General (DHS OIG) at the toll free number 1-800-323-8603, or
- B. Telephonically to the ICE OPR at the Joint Intake Center (JIC) in Washington, D.C., at the toll-free number 1-877-246-8253, email [Joint.Intake@dhs.gov](mailto:Joint.Intake@dhs.gov), or
- C. Via mail as follows:
  - Department of Homeland Security
  - Immigration and Customs Enforcement
  - Office of Professional Responsibility
  - P.O. Box 14475
  - Pennsylvania Avenue NW
  - Washington D.C. 20044

## 2. Review of Complaints

All complaints or allegations (written or oral) reported to the MCSO directly that involve MCSO personnel with ICE delegated authority will be reported to ICE OPR. ICE OPR will verify participating personnel status under the MOA with the assistance of the Special Agent in Charge of the ICE Office of Investigations in New Jersey. Complaints received by any ICE entity will be reported directly to ICE OPR as per existing ICE policies and procedures.

ICE OPR, as appropriate, will make an initial determination regarding ICE investigative jurisdiction and refer the complaint to the appropriate ICE office for action as soon as possible, given the nature of the complaint.

Complaints reported directly to ICE OPR will be shared with the MCSO's Internal Investigations Unit when the complaint involves MCSO personnel. Both offices will then coordinate appropriate investigative jurisdiction, which may include initiation of a joint investigation to resolve the issue(s).

### **3. Complaint and Allegations Resolution Procedures**

Upon receipt of any complaint or allegation, ICE OPR will undertake a complete review of each complaint in accordance with existing ICE allegation criteria and reporting requirements. As stated above, the ICE OPR will adhere to the reporting requirements as stated above and as they relate to the DHS OIG and CRCL and/or the DOJ CRD. Complaints will be resolved using the existing procedures, supplemented as follows:

#### **A. Referral of Complaints or Allegations to the MCSO's Internal Investigations Unit.**

The ICE OPR will refer complaints, as appropriate, involving MCSO personnel to the MCSO's Internal Investigations Unit for resolution. The Monmouth County Sheriff's Office will inform ICE OPR of the disposition and resolution of any complaints or allegations against MCSO's participating officers.

#### **B. Interim Action Pending Complaint Resolution**

When participating MCSO personnel are under investigation for any reason that could lead to disciplinary action, demotion, or dismissal, or are alleged to have violated the terms of this MOA, ICE may revoke that individual's authority and have that individual removed from participation in the activities covered under the MOA.

#### **C. Time Parameters for Resolution of Complaints or Allegations**

It is expected that any complaint received will be resolved within 90 days of receipt. However, this will depend upon the nature and complexity of the substance of the complaint itself.

#### **D. Notification of Resolution of a Complaint or Allegation**

ICE OPR will coordinate with the MCSO's Internal Investigations Unit to ensure notification as appropriate to the ICE SAC in New Jersey, the subject(s) of a complaint, and the person filing the complaint regarding the resolution of the complaint.

These Complaint Reporting and Allegation Procedures are ICE's internal policy and may be supplemented or modified by ICE unilaterally, ICE will provide MCSO with written copies of any such supplements or modifications. These Complaint Reporting and Allegation Procedures apply to ICE and do not restrict or apply to other investigative organizations within the federal government.

## **APPENDIX C**

### **PUBLIC INFORMATION POINTS OF CONTACT**

Pursuant to Section XVIII of this MOA, the signatories agree to coordinate appropriate release of information to the media regarding actions taken under this MOA before any information is released. The points of contact for coordinating such activities are:

For the MCSO:

Public Affairs Officer  
Undersheriff Cynthia Scott  
Monmouth County Sheriff's Office  
50 East Main Street  
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## APPENDIX D

### STANDARD OPERATING PROCEDURE (SOP) TEMPLATE

The purpose of this appendix is to establish standard, uniform procedures for the implementation and oversight of the 287(g) delegation of authority program within the Field Office Director (FOD) area of responsibility. This appendix can be modified only in writing and by mutual acceptance of the FOD, the Sheriff of Monmouth County, OSLC, and OPLA.

There are two models for the 287(g) program, a Task Force Officer (TFO) model or a Detention model. Pursuant to this MOA, MCSO has been delegated authorities under the Detention model as outlined below.

#### Prioritization:

ICE retains sole discretion in determining how it will manage its limited resources and meet its mission requirements. To ensure resources are managed effectively, ICE requires the MCSO to also manage its resources dedicated to 287(g) authority under the MOA. To that end, the following list reflects the categories of aliens that are a priority for arrest and detention with the highest priority being Level 1 criminal aliens. Resources should be prioritized to the following levels:

- Level 1** – Aliens who have been convicted of or arrested for major drug offenses and/or violent offenses such as murder, manslaughter, rape, robbery, and kidnapping;
- Level 2** – Aliens who have been convicted of or arrested for minor drug offenses and/or mainly property offenses such as burglary, larceny, fraud, and money laundering; and
- Level 3** – Aliens who have been convicted of or arrested for other offenses.

#### Training:

The 287(g) training program, the **Immigration Authority Delegation Program (IADP)**, will be taught by ICE instructors and tailored to the immigration functions to be performed. ICE Office of Training and Development (OTD) will proctor examinations during the IADP. The MCSO nominee must pass each examination with a minimum score of 70 percent to receive certification. If the MCSO nominee fails to attain a 70 percent rating on an examination, the MCSO nominee will have one opportunity to remediate the testing material and re-take a similar examination. During the entire duration of the IADP, the MCSO nominee will be offered a maximum of one remediation examination. Failure to achieve a 70 percent on any two examinations (inclusive of any remediation examination), will result in the disqualification of the MCSO nominee and their discharge from the IADP.

Training will include, among other topics: (i) discussion of the terms and limitations of this MOA; (ii) the scope of immigration officer authority; (iii) relevant immigration law; (iv) the ICE Use of Force Policy; (v) civil rights laws; (vi) the U.S. Department of Justice "Guidance Regarding the Use Of Race By Federal Law Enforcement Agencies," dated June 2003; (vii) public outreach and complaint procedures; (viii) liability issues; (ix) cross-cultural issues; and (x) the obligation under Federal law and the Vienna Convention on Consular Relations to make proper notification upon the arrest or detention of a foreign national.

Approximately one year after the participating MCSO personnel are trained and certified, ICE may provide additional updated training on relevant administrative, legal, and operational issues related to the performance of immigration officer functions. Local training on relevant issues will be provided as needed by ICE supervisors or designated ICE team leaders. An OSLC designated official shall, in consultation with OTD and local ICE officials, review on an annual basis and, if needed, refresh training requirements.

Trained MCSO personnel will receive, as needed, a DHS email account and access to the necessary DHS applications. The use of the information technology (IT) infrastructure and the DHS/ICE IT security policies are defined in the Interconnection Security Agreement (ISA). The ISA is the agreement between ICE Chief Information Security Officer (CISO) and MCSO Designated Accreditation Authority (DAA). MCSO agrees that each of its sites using ICE-provided network access or equipment will sign the ISA, which defines the IT policies and rules of behavior for each user granted access to the DHS network and applications. Failure to adhere to the terms of the ISA could result in the loss of all user privileges.

#### Data Collection:

ENFORCE is the primary processing system for alien removals and is the main resource for statistical information for the 287(g) program. All ENFORCE entries must be completed in accordance with established ICE policies and adhere to OSLC guidance.

ICE does not require the MCSO to provide statistical or arrest data above what is entered into ENFORCE; however, ICE reserves the right to request specific tracking or arrest data be maintained and provided for comparison and verification with ICE's own data and statistical information. This data may also be used for ICE's statistical reporting requirements or to assess the progress and success of the MCSO's 287(g) program.

The MCSO and ICE are each responsible for compliance with the Privacy Act of 1974, as applicable, and related system of records notices with regard to data collection and use of information under this MOA. The applicable Systems of Record Notice for privacy compliance is the ENFORCE Systems of Records Notice, 71 FR 13987, dated March 20, 2006.

## **DETENTION MODEL:**

Participating MCSO personnel performing immigration-related duties pursuant to this MOA will be MCSO officers assigned to detention operations supported by ICE. Those participating MCSO personnel will exercise their immigration-related authorities only during the course of their normal duties while assigned to MCSO jail/correctional facilities. Participating MCSO personnel will identify and remove criminal aliens that reside within the MCSO's jurisdiction pursuant to the tiered level of priorities set forth in Appendix D's "Prioritization" section.

The participating MCSO personnel are authorized to perform the following functions as allowed by 287(g) of the INA for the Detention Model:

- The power and authority to interrogate any person believed to be an alien as to his right to be or remain in the United States (INA § 287(a)(1) and 8 C.F.R. § 287.5(a)(1)) and to process for immigration violations any removable alien or those aliens who have been arrested for violating a Federal, State, or local offense;
- The power and authority to serve warrants of arrest for immigration violations pursuant to INA § 287(a) and 8 C.F.R. § 287.5(e)(3);
- The power and authority to administer oaths and to take and consider evidence (INA § 287(b) and 8 C.F.R. § 287.5(a)(2)), to complete required criminal alien processing, including fingerprinting, photographing, and interviewing of aliens, as well as the preparation of affidavits and the taking of sworn statements for ICE supervisory review;
- The power and authority to prepare charging documents (INA § 239, 8 C.F.R. § 239.1; INA § 238, 8 C.F.R. § 238.1; INA § 241(a)(5), 8 C.F.R. § 241.8; INA § 235(b)(1), 8 C.F.R. § 235.3) including the preparation of a Notice to Appear (NTA) application or other charging document, as appropriate, for the signature of an ICE officer for aliens in categories established by ICE supervisors;
- The power and authority to issue immigration detainers (INA § 236, INA § 287, and 8 C.F.R. § 287.7) and I-213, Record of Deportable/Inadmissible Alien, for processing aliens in categories established by ICE supervisors; and
- The power and authority to detain and transport (INA § 287(g)(1) and 8 C.F.R. § 287.5(c)(6)) arrested aliens subject to removal to ICE-approved detention facilities.

As noted under Appendix D's "Prioritization" section, ICE requires the MCSO to focus its use of the 287(g) program in accord with ICE's priorities.

### **Supervision:**

A 287(g) delegation of authority detention model is designed to identify and remove aliens amenable to removal that are incarcerated within the MCSO's detention facilities pursuant to the tiered level of priorities set forth in Appendix D's "Prioritization" section. The following

identifies each entity's roles and responsibilities. These roles and responsibilities include, but are not limited to:

The MCSO shall provide notification to the ICE supervisor of any detainees placed under 287(g) authority within 24 hours.

The MCSO shall coordinate transportation of detainees processed under 287(g) authority in a timely manner, in accordance with the MOA and/or IGSA.

The MCSO is responsible for ensuring proper record checks have been completed, obtaining the necessary court/conviction documents, and, upon arrest, ensuring that the alien is processed through ENFORCE/IDENT and served with the appropriate charging documents.

The MCSO must immediately report all encounters of an individual who claims U.S. citizenship to the FOD through their chain of command. The FOD shall make the appropriate notification to DRO headquarters.

The ICE supervisor is responsible for requesting alien files, reviewing alien files for completeness, approval of all arrests, and TECS checks and input. The FOD office is responsible for providing the MCSO with current and updated DHS policies regarding the arrest and processing of illegal aliens.

On a regular basis, the ICE supervisors are responsible for conducting an audit of the IDENT/ENFORCE computer system entries and records made by the MCSO's officers. Upon review and auditing of the IDENT/ENFORCE computer system entries and records, if errors are found, the ICE supervisor will communicate those errors in a timely manner to the responsible official for MCSO. The ICE supervisor will notify the MCSO of any errors in the system and the MCSO is responsible for submitting a plan to ensure that steps are taken to correct, modify, or prevent the recurrence of errors that are discovered.

**Nominated Personnel:**

All MCSO jail enforcement officer candidates shall have specific experience that should consist of having supervised inmates. Candidates must show that they have been trained on and concerned with maintaining the security of the facility. Candidates must have enforced rules and regulations governing the facility on inmate accountability and conduct. Candidates must also show an ability to meet and deal with people of differing backgrounds and behavioral patterns.