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UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF CALIFORNIA

COUNTY OF SAN DIEGO, a political
subdivision of the State of California,

Plaintiff,

v.

U.S. DEPARTMENT OF HOMELAND
SECURITY; KRISTI NOEM, Secretary
of the Department of Homeland Security,
in her official capacity; U.S.
IMMIGRATION AND CUSTOMS
ENFORCEMENT; TODD LYONS,
Acting Director of Immigration and
Customs Enforcement, in his official
capacity; CORECIVIC, INC., a Maryland
corporation; and DOES 1-50, inclusive,

Defendants.

Case No.: 3:26-cv-01520-JES-MSB

**ORDER GRANTING PLAINTIFF
COUNTY OF SAN DIEGO’S
MOTION FOR PRELIMINARY
INJUNCTION**

[ECF No. 3]

Before the Court is Plaintiff County of San Diego’s (“Plaintiff”) Motion for Preliminary Injunction (“Motion”). ECF No. 3 (“Mot.”). On May 6, 2026, the Court heard oral argument on the Motion. ECF No. 31. The Court having considered the motion for preliminary injunction of Plaintiff, including opposition, reply and supplemental briefing,

1 as well as oral argument, and incorporating the reasons stated on the record at oral
2 argument, hereby **GRANTS** Plaintiff’s Motion of Preliminary Injunction. ECF No. 3.

3 **I. REQUEST FOR JUDICIAL NOTICE**

4 Plaintiff requests that the Court take judicial notice of the two exhibits: (1) The
5 California Department of Justice 2026 report titled, Immigration Detention in California:
6 A Review of Conditions of Confinement (“Exhibit 1”); and (2) U.S. Department of
7 Homeland Security Immigration and Customs Enforcement Privacy Act of 1974 System
8 of Records, 83 Fe. Reg. 12015, 12018 (“Exhibit 2). ECF No. 33-3 at 3.

9 Federal Rule of Evidence 201 provides that “[t]he court may judicially notice a fact
10 that is not subject to reasonable dispute because it: (1) is generally known within the trial
11 court’s territorial jurisdiction; or (2) can be accurately and readily determined from sources
12 whose accuracy cannot reasonably be questioned.” Fed. R. Evid. 201(b)(1)-(2). Both
13 documents appear to be appropriate items for the Court to accept judicial notice. *See Corrie*
14 *v. Caterpillar, Inc.*, 503 F.3d 974, 978 n.2 (9th Cir. 2007) (taking judicial notice of a
15 government publication). It appears that the accuracy of the sources cannot be questioned
16 and the items can be accurately and readily determined from the sources. For those reasons,
17 the request for judicial notice is **GRANTED** in regards to Exhibits 1 and 2.

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ORDER ON PRELIMINARY INJUNCTION MOTION

Having granted the motion for preliminary injunction, the Court **ORDERS** as follows:

1. Defendants, U.S. Department of Homeland Security; Markwayne Mullin, Secretary of the Department of Homeland Security, in his official capacity¹; U.S. Immigration and Customs Enforcement; Todd Lyons, Acting Director of Immigration and Customs Enforcement, in his official capacity; and CoreCivic, Inc. (collectively “Defendants”) shall not prevent, delay, or obstruct Plaintiff from completing a health and safety inspection of the Otay Mesa Detention Center (the “Facility”), pursuant to California Health and Safety Code section 101045, according to the terms of this Order.
2. As soon as practicable and no later than June 5, 2026, Defendant CoreCivic, Inc. shall produce all policies and procedures highlighted on the attached Enclosure A to Plaintiff’s counsel, subject to the following terms and conditions: (1) any CoreCivic policies provided for review relating to the inspection shall be deemed law-enforcement sensitive, shall not be deemed a “public record” subject to the California Public Records Act, and shall not be further disclosed or disseminated for any purpose; (2) review of any policies which are designated by CoreCivic as “no detainee access permitted” will be strictly limited to Plaintiff’s subject matter experts, including the Public Health Officer, consultant(s) from NCHC Resources, Inc., and the representative from the County Department of Environmental Health and Quality who attends the inspection; and (3) any policies which are designated by CoreCivic as “no detainee access permitted” will not be quoted, paraphrased, or summarized in any report or other documents produced by the inspection team.
3. Defendants shall provide Plaintiff one (1) business day, on a date acceptable to Plaintiff, to complete the Facility health and safety inspection. The inspection shall be completed as soon as practicable and no later than June 17, 2026.

- 1 4. Defendants shall provide access to the Facility sufficient for Plaintiff to perform
2 the health and safety inspection according to the minimum standards and
3 requirements prescribed by the Board of State and Community Corrections
4 (“BSCC”) for the feeding, clothing, and care of prisoners in local jails and
5 detention facilities, as outlined in Title 15 of the California Code of Regulations
6 (Cal. Code Regs., tit. 15, §§1000–1282). Specifically, Defendants shall provide
7 access to the Facility sufficient for Plaintiff to complete the following BSCC
8 Health Inspection Checklists: (a) Adult Jail Environment; (b) Adult Jail
9 Nutrition; and (c) Adult Jail Medical/Mental Health. This includes access to the
10 Facility’s medical, food preparation, and housing areas.
- 11 5. Plaintiff’s inspection team is limited to credentialed subject matter experts¹ and
12 may total up to four people, including the County Public Health Officer,
13 consultant(s) from NCCHC Resources, Inc., and a representative from the
14 Department of Environmental Health and Quality, subject to these individuals
15 satisfying Defendants’ standard inspection clearance process.
- 16 6. Defendants shall not prevent Plaintiff’s inspection team from speaking with any
17 Facility detainee who agrees to speak with them orally or in writing. Defendants
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21 ¹ California Health & Safety Code § 101045 authorizes a “county health officer” to conduct an inspection
22 of a detention facility’s “health and sanitary conditions.” Cal. Health & Safety Code § 101045. Plaintiff
23 cited Cal. Health & Safety Code § 120115 to support its position that the county health officer is explicitly
24 defined to include his or her designee. ECF No. 30 at 7. However, the definitions in Cal. Health & Safety
25 Code § 120115 is expressly limited to terms used in the Communicable Disease Prevention and Control
26 Act. *See* Cal. Health & Safety Code § 120115. The Communicable Disease Prevention and Control Act
27 does not apply to Section 101045. *See* Cal. Health & Safety Code § 27(a). Plaintiff also cited Cal. Health
28 & Safety Code § 7 to support its position that the county health officer can designate members of its
inspection team, including non-subject matter experts; elected officials. ECF No. 33 at 3-4. Further,
Plaintiff argues that DHS’ decision to prevent two elected County supervisors from participating in the
inspection is arbitrary and capricious. ECF No. 33 at 3. However, the County’s stated reasons for including
the two elected County supervisors as part of the inspection team is unpersuasive. *See id.* Additionally,
during the period from FY2019-2020 to FY 2024-2025, no inspection of any San Diego County Sheriff’s
Office facility was personally attended by any County Supervisor. ECF No. 32-1, Declaration of Michael
Giardina ¶ 19. Therefore, the inspection team is limited to subject matter experts.

1 shall facilitate such detainee interviews by placing interview sign-up sheets in the
2 housing units prior to the inspection. Defendants’ actions to facilitate detainee
3 interviews (including the timing, placement and languages of the sign-up sheets,
4 as well as providing a detainee roster) shall meet or exceed the actions
5 Defendants have taken to facilitate California Department of Justice (Cal DOJ)
6 detainee interviews conducted pursuant to Assembly Bill 103 (2017) (AB 103).
7 Defendants shall not retaliate against any person for executing a waiver or for
8 communicating with the inspection team.

- 9 7. Defendants shall not prevent Plaintiff’s inspection subject matter experts from
10 reviewing Facility detainee medical records as required to complete the BSCC
11 Health Inspection Checklists identified in this Order. During the inspection,
12 Defendants shall permit Plaintiff’s subject matter experts to review the medical
13 records necessary and relevant to the health and safety inspection. In reviewing
14 such records, Plaintiff shall be responsible for complying with all applicable
15 federal and California privacy laws, including but not limited to the Privacy Act
16 of 1974 (5 U.S.C. § 552a) and DHS Privacy Act Regulation (6 C.F.R. § 5.21(d)),
17 and shall not retain or use any personal identifying information in any way.²
18 8. Plaintiff and Defendants shall reasonably cooperate with each other and take all
19 necessary and reasonable actions to carry out the provisions of this Order.

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25 ² The Federal Privacy Act of 1974 (5 U.S.C. § 552a) provides that “[n]o agency shall disclose any record
26 which is contained in a system of records by any means of communication to any person, or to another
27 agency, except pursuant to a written request by, or with the prior written consent of, the individual to
28 whom the record pertains[.]” 5 U.S.C. § 552a(b). The statute exempts disclosures for “routine use,” to “an
agency or organization for the purpose of performing audit or oversight operations as authorized by law.”
ECF No. 33, Request for Judicial Notice, Exh. 2, page 4 [83 Fed. Reg. 12015, 12018].

IT IS SO ORDERED.

Dated: June 3, 2026



Honorable James E. Simmons Jr.
United States District Judge

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ENCLOSURE A

Document_ID	Chapter	Document_Title	Document Class
01-01.	01 - General Administration	Policy Management	Policy
01-01A	01 - General Administration	Policy Document Review/Revision Request	Attachment
01-01AA	01 - General Administration	Company and Facility-Specific Policy (SAMPLE)	Appendix
01-01B	01 - General Administration	Health Services Policy Annual Review	Attachment
01-01CC	01 - General Administration	Policy Change Notice (PCN) (SAMPLE)	Appendix
01-01DD	01 - General Administration	Agency Policy Supplement (APS) (SAMPLE)	Appendix
01-01G	01 - General Administration	Policy Document Acknowledgment	Attachment
01-01H	01 - General Administration	Company Waiver/Exemption	Attachment
01-01I	01 - General Administration	Annual Policy Manual Audit	Attachment
01-01J	01 - General Administration	Continuation Page	Attachment
01-02.	01 - General Administration	Contracts and Facility Management Agreements	Policy
01-03.	01 - General Administration	Restrictions on Obtaining Source Selection and Competitor Bid or Proposal Information	Policy
01-04 - ICE PBND 7-2	01 - General Administration	ICE PBND 7.2 Interview and Tours	Agency Policy
01-04.	01 - General Administration	Employee Media Guidelines	Policy
01-04A	01 - General Administration	Employee Media Guideline Acknowledgment	Attachment
01-05.	01 - General Administration	Equal Employment Opportunity	Policy
01-05A	01 - General Administration	Religious Accommodation Form	Attachment
01-05B	01 - General Administration	Religious Accommodation Log	Attachment
01-06.	01 - General Administration	Legal Assistance/Litigation	Policy
01-06A	01 - General Administration	Legal Processing Form	Attachment
01-07.	01 - General Administration	CoreCivic Proprietary Information	Policy
01-07AA	01 - General Administration	Privacy Notice for CA Residents	Appendix
01-08.	01 - General Administration	Use of Communication Devices, Computers, and the Internet	Policy
01-08A	01 - General Administration	Policy Acknowledgment and Consent	Attachment
01-08AA	01 - General Administration	Computer Usage and Monitoring Posting	Appendix
01-08B	01 - General Administration	Bring Your Own Device Consent/Approval	Attachment
01-08BB	01 - General Administration	Notice of Monitoring and Recording	Appendix
01-08CC	01 - General Administration	Computer Usage Guidelines	Appendix
01-08CC	01 - General Administration	CoreCivic Computer Usage Guidelines	Appendix
01-08DD	01 - General Administration	IT Policies for Facility PLC Servers	Appendix
01-09.	01 - General Administration	Gifts to Government Officials	Policy
01-09A	01 - General Administration	Gifts Approval Form	Attachment
01-09B	01 - General Administration	Gifts to Government Officials Acknowledgment	Attachment
01-10.	01 - General Administration	Response to Agency Requests	Policy
01-100	01 - General Administration	Establishment of the Facility - Delineation of its Mission	Policy
01-103	01 - General Administration	Cooperation with Community Agencies	Policy
01-14.	01 - General Administration	Facility Mission and Goals	Policy
01-15.	01 - General Administration	Retention of Records	Policy
01-15A	01 - General Administration	Records Retention Policy Acknowledgment	Attachment
01-15AA	01 - General Administration	Automatic Email, Voice Mail, User Folder and Chat Me	Appendix
01-15B	01 - General Administration	Record Retention Schedule	Attachment
01-15BB	01 - General Administration	Records Retention Policy Guide	Appendix

Document_ID	Chapter	Document_Title	Document Class
01-15C	01 - General Administration	Document Preservation Notice	Attachment
01-15D	01 - General Administration	FSC Technology Dept Preservation Notice	Attachment
01-15E	01 - General Administration	Annual Records Clean-Out Reminder	Attachment
01-15F	01 - General Administration	Confirmation of Annual Records Clean Out	Attachment
01-16.	01 - General Administration	Command Structure and Communication	Policy
01-16A	01 - General Administration	Command Structure and Communication	Attachment
01-17.	01 - General Administration	CoreCivic Logo Usage	Policy
01-19.	01 - General Administration	Roles of Consultants, Independent Contractors and Temporary or Staffing Agency Employees	Policy
01-19A	01 - General Administration	Consultants, Ind. Contractors, Temp. Emp. Agreement	Attachment
01-20.	01 - General Administration	Assumption of Operations	Policy
01-22.	01 - General Administration	Audits, Inspections, and Corrective Action	Policy
01-22A	01 - General Administration	Corrective Action Worksheet	Attachment
01-22AA	01 - General Administration	Root Cause Analysis Example	Appendix
01-23.	01 - General Administration	Administrative Directives	Policy
01-23A	01 - General Administration	AD Request	Attachment
01-23B	01 - General Administration	AD Format	Attachment
01-23C	01 - General Administration	AD Waiver	Attachment
01-24.	01 - General Administration	Investigations Counsel/Internal Investigations	Policy
01-24A	01 - General Administration	Facility Case Log	Attachment
01-24AA	01 - General Administration	Issue Types	Appendix
01-24B	01 - General Administration	Pre-Interview Checklist	Attachment
01-24C	01 - General Administration	Personnel Records Access Request	Attachment
01-25.	01 - General Administration	Social Media Guidelines	Policy
01-25A	01 - General Administration	Policy Acknowledgment	Attachment
01-27.	01 - General Administration	Subsidiary Compliance Program	Policy
01-27AA	01 - General Administration	Matters Requiring Escalation	Appendix
02-01.	02 - Fiscal Management	Budget and Purchasing	Policy
02-01AA	02 - Fiscal Management	Capital Expenditures Maint/Repair Approval Process	Appendix
02-01AA	02 - Fiscal Management	Capital Expenditures Maintenance-Repair Approval Process Chart	Appendix
02-01B	02 - Fiscal Management	Purchase Order Log	Attachment
02-01BB	02 - Fiscal Management	Purchase Order (Manual) (SAMPLE)	Appendix
02-01BB-JDE	02 - Fiscal Management	Purchase Order (JDE) SAMPLE	Appendix
02-01CC	02 - Fiscal Management	SunTrust Quick Reference Guide-Viewing and Approving or Declining Transactions	Appendix
02-01D	02 - Fiscal Management	Approval Routing Change Request	Attachment
02-01DD	02 - Fiscal Management	SunTrust Quick Reference Guide - Viewing and Coding Transactions	Appendix
02-01E	02 - Fiscal Management	Exception Report	Attachment
02-01F	02 - Fiscal Management	Vendor Addition/Revision Request	Attachment
02-01I	02 - Fiscal Management	P-Card Usage Log	Attachment
02-01J	02 - Fiscal Management	Small Business Self-Certification	Attachment
02-01K	02 - Fiscal Management	Direct Deposit Vendor Form	Attachment
02-02.	02 - Fiscal Management	Facility Petty Cash Checking Account	Policy
02-02A	02 - Fiscal Management	Checking Account Monthly Activity	Attachment

Document_ID	Chapter	Document_Title	Document Class
02-02B	02 - Fiscal Management	Check Request Form	Attachment
02-03.	02 - Fiscal Management	Facility Petty Cash Fund	Policy
02-03A	02 - Fiscal Management	Petty Cash Fund Voucher	Attachment
02-03B	02 - Fiscal Management	Petty Cash Box Voucher Listing	Attachment
02-03C	02 - Fiscal Management	Petty Cash Fund Reconciliation	Attachment
02-04.	02 - Fiscal Management	Facility Commissary Checking Account	Policy
02-05.	02 - Fiscal Management	Inmate/Detainee Trust Accounts	Policy
02-05A	02 - Fiscal Management	Release of Funds Authorization-SDCF	Attachment
02-05AA	02 - Fiscal Management	Release of Funds Authorization (SAMPLE)	Appendix
02-05B	02 - Fiscal Management	Vault Count Sheet	Attachment
02-06 Exhibit E	02 - Fiscal Management	Inventory Out-of-Line Procedures	Attachment
02-06.	02 - Fiscal Management	Inmate/Detainee Commissary Operations	Policy
02-08.	02 - Fiscal Management	Inventory Control	Policy
02-08A	02 - Fiscal Management	Capital FF&E Inventory	Attachment
02-08B	02 - Fiscal Management	Perpetual Inventory Form	Attachment
02-08C	02 - Fiscal Management	Asset Disposal/Transfer Form	Attachment
02-09.	02 - Fiscal Management	Travel and Entertainment	Policy
02-09A	02 - Fiscal Management	Personal Vehicle Authorization	Attachment
02-09AA	02 - Fiscal Management	Travel Procedures	Appendix
02-09B - Facility	02 - Fiscal Management	Travel and Expense Report-Facility Emp Only (Automated)	Attachment
02-09B - FSC	02 - Fiscal Management	Travel and Expense Report-FSC Emp Only (AUTOMATED)	Attachment
02-09B - FSC	02 - Fiscal Management	Travel and Expense Report-FSC Emp Only (Automated)	Attachment
02-09C	02 - Fiscal Management	Cash Advance Acknowledgement	Attachment
02-09D	02 - Fiscal Management	Application for Participation in Van Pooling Services	Attachment
02-09E	02 - Fiscal Management	Change in Participation of Van Pooling Services	Attachment
02-09F	02 - Fiscal Management	Van Pooling Participant Log	Attachment
02-10.	02 - Fiscal Management	General Cash Controls	Policy
02-10A	02 - Fiscal Management	Month End Checklist	Attachment
02-10B	02 - Fiscal Management	FSC Check Request Form	Attachment
02-10C	02 - Fiscal Management	Contribution Check Request	Attachment
02-10D	02 - Fiscal Management	Check Cashing Log	Attachment
02-10E	02 - Fiscal Management	Charitable Due Diligence Letter	Attachment
03-02.	03 - Personnel	Reasonable Accommodation	Policy
03-02A	03 - Personnel	Request for Reasonable Accommodation	Attachment
03-02B	03 - Personnel	Supporting Documentation for Reasonable Accommodation Request	Attachment
03-02C	03 - Personnel	Authorization for Limited Release of Medical Information	Attachment
03-02D	03 - Personnel	Resolution of Reasonable Accommodation Request	Attachment
03-02E	03 - Personnel	Reasonable Accommodation Follow-Up	Attachment
03-02F	03 - Personnel	Reasonable Accommodation Log	Attachment
03-03.	03 - Personnel	CoreCivic Code of Ethics	Policy
03-03A	03 - Personnel	Problem Solving Notice	Attachment
03-03AA	03 - Personnel	CoreCivic Code of Ethics	Appendix
03-03B	03 - Personnel	CoreCivic Code of Ethics Acknowledgement Form	Attachment

Document_ID	Chapter	Document_Title	Document Class
03-03BB	03 - Personnel	Facility Standards of Conduct	Appendix
03-03C	03 - Personnel	BOP Code of Ethics Acknowledgment Form	Attachment
03-03CC	03 - Personnel	The Ethics Line Flyer	Appendix
03-03D	03 - Personnel	USMS Code of Ethics Acknowledgment Form	Attachment
03-04.	03 - Personnel	Workers' Compensation Benefits	Policy
03-04A	03 - Personnel	Employee Medical Records Request	Attachment
03-04AA	03 - Personnel	Workers' Compensation Monopolistic States	Appendix
03-04B	03 - Personnel	Employee Leave Contact Log	Attachment
03-04C	03 - Personnel	Workers' Compensation Benefits Policy Acknowledgment	Attachment
03-05-01.	03 - Personnel	Paid Leave Benefits (SCA Employees)	Policy
03-05-01A	03 - Personnel	Employee Leave Authorization	Attachment
03-05-01AA	03 - Personnel	AZ Facilities Appendix	Appendix
03-05-01B	03 - Personnel	SCA Election Form	Attachment
03-05-01BB	03 - Personnel	GA Facilities Appendix	Appendix
03-05-01C	03 - Personnel	Employee Request for Bereavement Leave and Employee Self-Certification	Attachment
03-05-01CC	03 - Personnel	TN Facilities Appendix	Appendix
03-05-01DD	03 - Personnel	CA Appendix	Appendix
03-05-01EE	03 - Personnel	Federal Sick Leave: Executive Order 13706 Paid Sick Leave for Federal	Appendix
03-05-01FF	03 - Personnel	Annual SCA Holiday Usage Period	Appendix
03-05-01GG	03 - Personnel	Annual Holiday Usage Period-CAFCC Corr Ofcr-CBA Cov Emp	Appendix
03-05-01HH	03 - Personnel	Annual Holiday Usage Period - CAFCC Maintenance Wrkr-CBA Covered Emp	Appendix
03-05-01II	03 - Personnel	Annual Holiday Usage Period-Elizabeth Det Ctr CBA Cov Emp	Appendix
03-05-01JJ	03 - Personnel	Annual Holiday Usage Period - Stewart Det Ctr Maint Wrks-CBA Covered Emp	Appendix
03-05-01KK	03 - Personnel	Annual Holiday Observation Dates - Webb Det Ctr Officers-CBA Covered Emp	Appendix
03-05-02.	03 - Personnel	Paid Time Off	Policy
03-05-02A	03 - Personnel	Employee Leave Authorization	Attachment
03-05-02AA	03 - Personnel	AZ Facilities Appendix	Appendix
03-05-02B	03 - Personnel	Exempt Emp Holiday Override/Deferral Request	Appendix
03-05-02BB	03 - Personnel	GA Facilities Appendix	Appendix
03-05-02C	03 - Personnel	Employee Request for Bereavement Leave	Attachment
03-05-02CC	03 - Personnel	TN Facilities Appendix	Appendix
03-05-02D	03 - Personnel	Volunteer Time Off Procedure and Request for Approval (FSC ONLY)	Attachment
03-05-02DD	03 - Personnel	CA Appendix	Appendix
03-05-02EE	03 - Personnel	Federal Sick Leave	Appendix
03-05-02FF	03 - Personnel	Annual Holiday Usage Period	Appendix
03-05-02GG	03 - Personnel	Annual Holiday Observation Dates - Lake Erie Corr Inst Corr Ofcrs (CBA Only)	Appendix
03-05-02HH	03 - Personnel	Annual Holiday Usage Period - La Palma Corr Ctr-CBA Covered Emp	Appendix
03-06-01.	03 - Personnel	Employee Grievance Procedures	Policy
03-06-01A	03 - Personnel	Policy Acknowledgement	Attachment
03-06-01AA	03 - Personnel	Grievance Procedure Flow Chart	Appendix
03-06-01B	03 - Personnel	Employee Grievance	Attachment
03-06-01D	03 - Personnel	Request for CoreCivic Peer Review	Attachment
03-06-02.	03 - Personnel	CoreCivic Peer Review Procedures	Policy

Document_ID	Chapter	Document_Title	Document Class
03-06-02A	03 - Personnel	Confidentiality Agreement	Attachment
03-07.	03 - Personnel	Exempt/Non-Exempt Compensation	Policy
03-07A - CA ONLY	03 - Personnel	Employee Volunteer On-Duty Meal Period Agreement and Waiver for Transport Duty (CA ONLY)	Attachment
03-07AA	03 - Personnel	California Overtime Provisions	Appendix
03-07B - CA ONLY	03 - Personnel	Voluntary Second Meal Period Waiver (CA ONLY)	Attachment
03-07BB	03 - Personnel	Nevada Overtime Provisions	Appendix
03-07C - CA ONLY	03 - Personnel	Meal and Break Non-Compliance Log (CA ONLY)	Attachment
03-07CC - CA ONLY	03 - Personnel	State of California Meal and Rest Periods (CA ONLY)	Appendix
03-07D - CA ONLY	03 - Personnel	California Meal and Rest Periods Acknowledgment (CA ONLY)	Attachment
03-07DD (Colorado ONLY)	03 - Personnel	Colorado Overtime and Minimum Pay Standards (COMPS) (Colorado ONLY)	Appendix
03-07E - CA ONLY	03 - Personnel	California Missed Punch Form - Special Hours Report (CA ONLY)	Attachment
03-07F (Colorado ONLY)	03 - Personnel	Colorado Meal Period Waiver Agreement (Colorado ONLY)	Attachment
03-07G (Colorado ONLY)	03 - Personnel	Notice of Failure to Provide Opportunity for Rest Break(s) (Colorado ONLY)	Attachment
03-07H (Colorado ONLY)	03 - Personnel	Acknowledgment of Receipt (COMPS) (Colorado ONLY)	Attachment
03-07I (Colorado ONLY)	03 - Personnel	Colorado Missed Punch Form - Special Hours Report	Attachment
03-08.	03 - Personnel	Leave of Absence (Non-FMLA)	Policy
03-08A	03 - Personnel	Request for Leave (Non-FMLA)	Attachment
03-08AA	03 - Personnel	Non-FMLA Log	Appendix
03-08B	03 - Personnel	Certification Health Care Provider (Non-FMLA)	Attachment
03-09.	03 - Personnel	Employee Records	EVP Approved to Publish
03-09A	03 - Personnel	Employee Request for Review of Personnel File	Attachment
03-09AA	03 - Personnel	General Personnel File Organization Guide	Appendix
03-09B	03 - Personnel	Employee Records Release Acknowledgement	Attachment
03-09BB	03 - Personnel	Medical File Organization Guide	Appendix
03-09C	03 - Personnel	Employee Address Change Request	Attachment
03-103	03 - Personnel	Personnel Position Authorization	Policy
03-11.	03 - Personnel	Employee Performance Management	Policy
03-117	03 - Personnel	Harassment/ Sexual Harassment	Policy
03-117A	03 - Personnel	03-117 Policy Acknowledgement	Attachment
03-11AA	03 - Personnel	Performance Mangement and Development System Technical Manual	Appendix
03-15.	03 - Personnel	Drug and Alcohol Testing Program	Policy
03-15A	03 - Personnel	Drug and Alcohol Testing Program Acknowledgment	Attachment
03-15AA	03 - Personnel	Cutoff Levels for Initial and Confirmatory Tests	Appendix
03-15B	03 - Personnel	Testing and Consent	Attachment
03-15BB	03 - Personnel	Florida Facilities Only: Cut-Off Levels for Initial and Confirmatory Tests	Appendix
03-15C	03 - Personnel	Drug Screen Results	Attachment
03-15CC	03 - Personnel	Florida Facilities Only: Anabolic Steroid Analysis	Appendix
03-15D	03 - Personnel	Policy Revision Posting	Attachment
03-16.	03 - Personnel	Employee/Volunteer/Contract Staff Searches	Policy
03-16A	03 - Personnel	Locker Assignment Form	Attachment
03-17A	03 - Personnel	3-17 Policy Acknowledgement	Attachment
03-19-01.	03 - Personnel	Uniform, Dress, and Grooming Standards (Facility)	Policy

Document_ID	Chapter	Document_Title	Document Class
03-19-01A	03 - Personnel	Uniform, Dress, and Grooming Standards Acknowledgment	Attachment
03-19-01AA	03 - Personnel	Uniformed Employee Job Codes	Appendix
03-19-01BB	03 - Personnel	Class A Uniform Guidelines	Appendix
03-19-01CC	03 - Personnel	Class B Uniform List	Appendix
03-19-01DD	03 - Personnel	Class B Uniform List	Appendix
03-20-01.	03 - Personnel	Career Opportunities (INTERNAL Applicants)	Policy
03-20-01A	03 - Personnel	Waiver Request Form	Attachment
03-20-01AA	03 - Personnel	Required Staffing Approval	Appendix
03-20-01BB	03 - Personnel	Departmental Required Staffing Approval	Appendix
03-20-02.	03 - Personnel	Career Opportunities (EXTERNAL)	Policy
03-20-02A	03 - Personnel	Verification of Employment	Attachment
03-20-02B	03 - Personnel	PREA Questionnaire for Prior Institutional Employers	Attachment
03-21.	03 - Personnel	Insider Trading and Recoupment Policy	Policy
03-21A	03 - Personnel	Second Amended and Restated Insider Trading Policy	Appendix
03-21AA	03 - Personnel	Insider Trading Guidelines	Appendix
03-21B	03 - Personnel	Recoupment Policy	Attachment
03-21BB	03 - Personnel	Addendum to Insider Trading Guidelines	Appendix
03-21C	03 - Personnel	Notification of Transaction Completion	Attachment
03-21CC	03 - Personnel	Group Designation List	Appendix
03-21DD	03 - Personnel	Pre-Clearance Procedures	Appendix
03-23.	03 - Personnel	Employee Medical Services	Policy
03-23A	03 - Personnel	Employee Authorization for Release of PHI	Attachment
03-23AA	03 - Personnel	Hepatitis B Vaccine Fact Sheet	Appendix
03-23B	03 - Personnel	Post Offer Medical Questionnaire and Consent	Attachment
03-23C	03 - Personnel	Post Offer Screening Results	Attachment
03-23D	03 - Personnel	Employee Immunization/TB Record	Attachment
03-23E	03 - Personnel	Employee Notification Letter	Attachment
03-23F	03 - Personnel	Hepatitis B Vaccine Declination (Mandatory)	Attachment
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22-01C	22 - Citizen Involvement & Volunteers	Volunteer Code of Ethics	Attachment
22-01D	22 - Citizen Involvement & Volunteers	Volunteer Dress Code	Attachment
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